

alaska judicial council

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Alaska Judicial Council Trial Judge Questionnaire

2012 Candidates for Judicial Retention

October 2011

Sen Kwang Tan	Anchorage Superior Court
Name	Court
Please estimate your workload during	your present term.
a) 80 % civil cases 0 % criminal cases 20 % court administrative work 100 % Total	b)# of jury trials/year # of non-jury trials/year # of administrative appeals/year
For non-jury trials, I included domo	estic trials regarding motions to modify k at least one one trial day.
Please describe your participation on during your current term of office.	court/bar committees or other administrative activi

1) Co-Chair, Child-In-Need-Of Aid Court Improvement Committee

5) Member, Alaska Supreme Court Committee on Domestic Violence 6) Instructor, Trainer, Mentor to New Judges and Magistrates

8) Speaker, panelist at numerous Bar CLEs, most recently on Ethics

2) Chair, Civil Pattern Jury Instruction Committee 3) Member, Family Law Self-Help Center Committee 4) Member, Fairness, Diversity & Equality Committee

7) Bar Exam Tutor

3. Please assess, in one or two paragraphs, your judicial performance during your present term. Appropriate areas of comment could include: satisfaction with your judicial role, specific contributions to the judiciary or the field of law, increases in legal knowledge and judicial skills, or other measures of judicial abilities that you believe to be important.

I continue to be very satisfied with my job as a Superior Court Judge. The case loads have certainly increased, and domestic disputes now make up the majority of cases, with many self-represented litigants. Although the work can be at times daunting, emotional and chaotic, I find satisfaction in being able to resolve disputes, to help families in crisis, and to look out for the best interests of children. Needless to say, I continue to enjoy the complex, difficult cases with a multitude of legal issues.

Over the past term, I have been involved in improving the court's role in Child In Need of Aid (CINA) Cases and Domestic Violence cases. With the support of the Office of Children's Services, treatment providers, guardians ad litem, and attorneys, we started the Family Preservation Court. I am also the administrative and back-up judge for the Family Care Court. Both are therapeutic courts for CINA cases, with Family Preservation Court addressing the needs of those with short term needs and Family Care Court addressing those with more entrenched issues. The objective of both courts is to reunify families by providing substance abuse treatment to parents and wrap-around services to children.

In addition, through the CINA Court Improvement Committee I have been involved in improving family contact in CINA cases and improving substance abuse treatment, especially for women with children.

On the Domestic Violence front, I have been involved in addressing the need for safety for litigants when they come to court, such as security services on a 24-hour basis. Starting December 2, 2011, there will be security at the Boney Courthouse 24 hours a day.

I was also one of three judges on the settlement project, where we set aside one day each week to conduct settlement conferences for other judges' cases. On average, I did about one hundred settlement conferences per year with a success rate of about 85%. Recently, I took over the Early Resolution Project, where we screen cases with self-represented litigants in domestic cases, identifying those with discrete issues, and scheduling a settlement conference with pro bono attorneys providing unbundled legal services. So far, the project looks like a success.

4.	. Dı	uring your most recent term as a judge, have you:
	a)	had a tax lien filed or other collection procedure instituted against you by federal, state, or local authorities? Yes No
	b)	been involved in a non-judicial capacity in any legal proceeding whether as a party or otherwise? ✓ Yes □ No
	c)	engaged in the practice of law (other than as a judge)? ☐ Yes ② No
	d)	held office in any political party? ☐ Yes Z No
	e)	held any other local, state or federal office? ☐ Yes 🗸 No
	f)	had any complaints, charges or grievances filed against you with the Alaska Commission on Judicial Conduct, the Alaska Bar Association, or with the Alaska Court System that resulted in public proceedings or sanctions? Yes No
5.	•	your answer to any of the questions above is "yes," please give full details, including dates, ets, case numbers and outcomes.
	DeNardo Both ca everyor declare	named as a defendant by Mr. Daniel DeNardo on two separate occasions: o v. Tan, 3AN-07-7774CI, and DeNardo v. Maassen et al., 3AN-06-11245CI. ases were dismissed. Mr. DeNardo was a most prolific litigant who sued ne and anyone who crossed his path. He was also the first person to be ed a "vexatious litigant" by the Alaska Supreme Court. I listed his case as one of the significant cases I dealt with this past term.
6.	cor	ease provide any other information which you believe would assist the Council in inducting its evaluations and in preparing its recommendations for the 2012 retention ections.
	Distri	ecently I was appointed the Presiding Judge of the Third Judicial ct. I look forward to serving in that capacity and addressing the many ms facing the judiciary and improving the administration of justice.

For questions 7 through 10 please do not list any cases that have pending issues in your court.

7. Please list your three most recent jury trials including case names and numbers. Please list the names, current addresses, including zip codes and suite numbers where applicable, of each attorney involved in these trials. (Attach additional pages if necessary.)

	Case Nu	ımber 1	
Case Name:	Solodon	Case Number:	3AN-08-11744CI
v.	Coachmen Industries, Inc.	•	
	Attorneys	_ Involved:	
Name:	Robert Sato		Jimmy White
Address:	500 L St., Ste. 501		3900 C St., Ste. 1001
City, State, Zip:	Anchorage, AK 99501		Anchorage, AK 99503
Name:	Laurel Peterson	Name:	
Address:	7551 Sportmen's Point Cr.		
	Anchorage, AK 99502	City, State, Zip:	
	Case Nu	ımber 2	
Case Name:	Thompson	Case Number:	3AN-09-6600CI
<i>v</i> .	Cooper		
	Attorneys	- Involved:	
Name:	Marc June	Name:	Matthew Regan
Address:	807 G St., Ste. 150	Address:	701 W. 8th Ave., Ste. 700
City, State, Zip:	Anchorage, AK 99501	City, State, Zip:	Anchorage, AK 99501
Name:		Name:	
Address:		Address:_	
City, State, Zip:		City, State, Zip: _	
	Case Nu	ımber 3	
Case Name:	Patterson	Case Number:	3AN-09-07384CI
ν.	Wal Mart Stores, Inc.		
	Attorneys .	_ Involved:	
Name:	N/A (pro per)	Name:	Kenneth M. Gutsch
Address:		Address:	360 K St., Ste. 200
City, State, Zip:		City, State, Zip:	Anchorage, AK 99501
Name:		Name:	
Address:		Address:	
City, State, Zip:		City, State, Zip:	

8. Please list your three most recent non-jury trials including case names and numbers. Please list the names, current addresses, including zip codes and suite numbers where applicable, of each attorney involved in these trials. (Attach additional pages if necessary.)

	Case	Number 1	
Case Name:	Toomer	Case Number:	3AN-04-03907CI
v.	Toomer		
•	Attorne	ys Involved:	
Name:	N/A (defendant pro per)	•	Mary Ann Foley
Address:	* *	4.44	750 W. 2nd Ave., Ste. 203
City, State, Zip:			Anchorage, AK 99501
Name:		Name:	
Address:		Address:	***************************************
City, State, Zip:		City, State, Zip:	· · · · · · · · · · · · · · · · · · ·
		M	
	Case .	Number 2	
Case Name:	Walker	Case Number: _	3AN-11-06418CI
ν	Gonzales		
	Attorne	ys Involved:	
Name:	Lee D. Goodman, Jr.	Name:	Rhonda Butterfield
Address:	P.O. Box 112931	Address:	725 Christensen Dr., Ste 5
City, State, Zip:	Anchorage, AK 99511	City, State, Zip:	Anchorage, AK 99501
Name: _			
Address: _		Address: _	
City, State, Zip:		City, State, Zip:	
	Conn	Number 2	
		Number 3	
Case Name: _	Waters	Case Number: _	3AN-07-07338CI
v	Bridge		
	Attorne	ys Involved:	
Name:	Andrew J. Fierro		Marvin H. Clark, Jr.
Address:	310 K St., Ste. 200	Address:	P.O. Box 874088
City, State, Zip:	Anchorage, AK 99501	City, State, Zip:	Wasilla, AK 99687
Name: _	Maurice N. Ellis		Patrick G. Ross
Address:	731 I St., Ste. 103	Address: _	2525 Blueberry Rd. Ste 102

City, State, Zip: Anchorage, AK 99503

City, State, Zip: Anchorage, AK 99501

9. Please list your three most recent cases, including case names and numbers, which did not go to trial, but on which you did significant work (such as settlement conference, hearings, motion work, etc.). Please list the names, current addresses, including zip codes and suite numbers where applicable, of each attorney involved in these cases. (Attach additional pages if necessary.)

Case Number 1

Case Name:	Marshall's Electric, Inc.	_Case Number:	3AN-10-4237CI
ν,	Anchorage School District		
•	Attorneys	– Involved:	
Name:	Michael Brain	Name:	Michael Stephenson
Address:	1407 W. 31st Ave, 7th Floor	Address:	3000 A St., Ste. 300
City, State, Zip:	Anchorage, AK 99503	City, State, Zip:	Anchorage, AK 99503
Name:		Name:	
Address:			
City, State, Zip:		City, State, Zip:	
	Case Nu	ımher 2	
Case Name:	Regina Stephenson		3AN-10-10326CI
ν.	HCA, Inc., et al.		
-	Attorneys .	- Involved:	
Name:	Timothy M. Twomey	Name:	Howard Lazar
Address:	310 K St., Ste. 200	Address:	1007 W. 3rd Ave., #400
City, State, Zip:	Anchorage, AK 99501	City, State, Zip:	Anchorage, AK 99501
Name: _	Roger F. Holmes	Name: _	Robert C. Bundy
Address:	3948 Clay Products Dr.	Address:	1031 W. 4th Ave, Ste. 600
City, State, Zip:	Anchorage, AK 99517	_ City, State, Zip:	Anchorage, AK 99501
	Case Nu	mber 3	
Case Name:	Cheryl Hensel	Case Number:	3AN-02-7154CI
ν	Allstate Insurance Co.	_	
	Attorneys	Involved:	
Name: _	Neil T. O'Donnell	Name: _	Gary A. Zipkin
Address: _	420 L St., Ste. 500	Address:	510 L St., Ste. 700
City, State, Zip: _	Anchorage, AK 99501	_ City, State, Zip: _	Anchorage, AK 99501
Name:	Dennis M. Mestas	Name:	
Address:	1015 W. 7th Ave.		
City, State, Zip:	Anchorage, Ak 99501	City, State, Zip:	

10. Optional: If you deem it helpful to the Council, please list up to three other cases during your past term in which you believe your work was particularly noteworthy. Please list the names, current addresses, including zip codes and suite numbers where applicable, of each attorney involved in these cases. (Attach additional pages if necessary.)

	Case Nu	umber 1	
Case Name:	Tanana Tribal Council	Case Number:	3AN-04-12194CI
v,	State of Alaska		
·	Attorneys	 Involved:	
Name:	Heather Kendall	Name:	Andrew Harrington
Address:	801 B St., Ste. 401	Address:	100 Cushman St., Ste. 400
City, State, Zip:	Anchorage, AK 99501	City, State, Zip:	Fairbanks, AK 99701
Name:	Peter Putzier	Name:	
Address:	1031 W. 4th Ave, Ste. 200	Address:	
City, State, Zip:	Anchorage, AK 99501	City, State, Zip:	
	Case Ni	ımber 2	
Case Name:	AIC	_Case Number:	3AN-05-7921CI
ν	PDI	 -	
	Attorneys	Involved:	
Name:	See Attached Sheet	Name:	
Address:		Address:	
City, State, Zip:			
Name: _			
Address:			
City, State, Zip: _		_ City, State, Zip: _	
	Case Nu	ımbar 2	
Cana Name			27N 05 144900T
_	Daniel DeNardo	_Case Number: _	3AN-05-14472CI
v	Peter Maassen, et al.	_	
	Attorneys	Involved:	
Name: _	N/A (pro per)	_ Name: _	Peter Maassen
Address: _		Address: _	813 W. 3rd Ave.
City, State, Zip: _		_ City, State, Zip: _	Anchorage, AK 99501
3. 7			
Name: _		_ <i>Name:</i> _	

City, State, Zip:

City, State, Zip:

Alaska Judicial Council 2012 Retention Trial Judge Questionnaire Sen Kwang Tan

Question 10

Case Number 2

<u>Case Name</u>: Alaska Interstate Construction, LLC <u>v</u>: Pacific Diversified Investments, Inc.

Case Number: 3AN-05-7921CI

Attorneys Involved:

Tim Petumenos 1127 W. 7th Ave Anchorage, AK 99501

Jahna Lindemuth 1031 W. 4th Ave., Ste. 600 Anchorage, AK 99501

Joseph Sheehan P.O. Box 70906 Fairbanks, AK 99707

Paul Stockler 1309 W. 16th Ave. Anchorage, AK 99501

Roger Holmes 3948 Clay Products Dr. Anchorage, AK 99517

Erin B. Marston 821 N St., Ste. 208 Anchorage, AK 99501

Charles P. Flynn 810 N St., Ste. 300 Anchorage, AK 99501

Thomas P. Owens III 810 N St., Ste. 300 Anchorage, AK 99501

Alaska Judicial Council Recommendation

Judge Sen K. Tan, Superior Court, Anchorage

Judicial Council Recommendation 2012

The Alaska Judicial Council is a non-partisan citizens' commission established by the Alaska constitution. Alaskan law requires the Council to evaluate judges' performance and authorizes the Council to recommend to voters whether judges should be retained in office. The Judicial Council reviews judges' integrity, diligence, legal ability, fairness, demeanor, ability to manage their caseloads, and overall performance of their judicial responsibilities in and out of the courtroom. The Judicial Council finds Judge Tan to be *Qualified* and recommends unanimously that the public vote "YES" to retain him as a superior court judge.

Judicial Council Evaluation

The Judicial Council surveyed thousands of Alaskans including peace and probation officers, court employees, attorneys, jurors, social workers and guardians ad litem about the judges on the ballot. Respondents were asked to rate judicial performance and to submit comments. The Council also reviewed the ratings and observations of the Alaska Judicial Observers, independent community-based volunteers. The Council reviewed the judge's peremptory challenge, recusals, and appellate affirmance and reversal rates; any civil or criminal litigation involving the judge; APOC and court system conflict-of-interest statements; any disciplinary files involving the judge; and whether a judge's pay was withheld for an untimely decision. The Council reviewed other court records and investigated judicial conduct in specific cases. The Council interviewed some judges, attorneys, and court staff, and held a statewide public hearing to obtain comments about judges.

	Attorney Survey	Peace Officer Survey	Juror Survey	Court Employee Survey	Social Workers Guardians ad Litem
Legal Ability	4.5				
Impartiality	4.5	4.0		4.6	5.0
Integrity	4.6	4.0		4.7	5.0
Temperament	4.5	4.2		4.6	4.9
Diligence	4.3	3.9		4.7	5.0
Overall	4.5	4.0		4.7	5.0

Ratings are based on a one to five scale. Five is the best rating and three is "acceptable."

Rating Scale

5.0 = Excellent

4.0 = Good

3.0 = Acceptable

2.0 = Deficient

1.0 = Poor

Summary of Survey Information

Survey respondents rated Judge Tan on the categories summarized in the table above, using 5 as the highest rating possible. The attorney rating for Judge Tan on overall performance was 4.5 and peace and probation officers gave him a rating of 4.0. No juror surveys were returned for the jury trials that Judge Tan conducted during this two–year period. Court employees gave him 4.7, and social workers and guardians ad litem rated him at 5.0. The Alaska Judicial Observers rated him 3.75.

Recommendation: Vote "YES" to retain Judge Sen K. Tan

Judge Sen K. Tan: Detailed Information Responses Alaska Bar Association Members

	Legal Ability		Impartiality/ Fairness		Integ	Judi Temper	Diligo	maa	Overall Evaluation			
	Mean	N N	Mean	N	Mean	rity N	Mean	N	Mean	N	Mean	auon N
Basis for Evaluation												
No Response		10		6		11		12		21		4
Direct Professional	4.5	306	4.5	308	4.6	306	4.5	307	4.3	300	4.5	309
Experience in last 5 yrs	4.5	262	4.5	264	4.6	262	4.5	264	4.3	258	4.5	264
Experience not in last 5 yrs	4.3	39	4.4	39	4.6	39	4.5	38	4.4	37	4.4	39
Professional Reputation	4.4	63	4.3	65	4.4	62	4.3	60	4.2	59	4.3	66
Other Personal Contacts	4.5	12	4.5	12	4.7	12	4.6	12	4.5	11	4.6	12
Type of Practice												
No Response		5		3		5		4		11		2
Private, Solo	4.5	81	4.5	82	4.7	81	4.5	82	4.4	79	4.5	84
Private, 2-5 Attorneys	4.5	59	4.5	59	4.7	58	4.6	59	4.5	58	4.5	59
Private, 6+ Attorneys	4.4	47	4.6	47	4.7	47	4.4	47	3.9	46	4.3	47
Private, Corporate Employee	4.4	5	4.0	5	4.4	5	4.2	5	4.2	5	4.2	5
Judge or Judicial Officer	4.9	36	4.8	36	4.9	36	4.8	36	4.9	35	4.9	36
Government	4.3	60	4.3	61	4.5	61	4.4	60	4.1	60	4.4	60
Public Service Agency/Org	3.4	5	3.0	5	3.4	5	3.8	5	3.8	4	3.4	5
Other	4.6	7	4.3	7	4.7	7	4.1	7	4.4	7	4.3	7
Years of Practice in Alaska												
No Response		4		2		4		3		10		1
5 Years or fewer	4.6	14	4.7	15	4.9	14	4.8	16	4.7	14	4.7	15
6 to 10 years	4.6	18	4.6	18	4.7	18	4.5	18	4.2	17	4.5	18
11 to 15 years	4.1	22	4.1	22	4.2	22	4.2	22	3.9	20	4.0	22
16 to 20 years	4.7	32	4.7	32	4.8	32	4.7	32	4.4	32	4.7	32
21 years or more	4.5	204	4.5	205	4.6	204	4.5	203	4.4	201	4.5	206
Gender												
No Response		5		3		5		4		11		2
Male	4.4	216	4.4	217	4.6	216	4.5	215	4.3	212	4.4	218
Female	4.7	84	4.6	85	4.8	84	4.6	86	4.5	82	4.6	85
Cases Handled												
No Response		5		3		5		4		11		2
Prosecution	4.3	4	4.0	4	4.5	4	4.5	4	4.3	4	4.3	4
Mainly Criminal	4.6	16	4.6	17	4.7	17	4.5	17	4.6	16	4.6	16
Mixed Criminal & Civil	4.6	70	4.6	70	4.8	69	4.6	70	4.6	69	4.6	70
Mainly Civil	4.4	193	4.4	194	4.6	193	4.4	192	4.2	189	4.4	195
Other	4.3	13	4.4	13	4.4	13	4.6	14	4.3	12	4.4	14
Location of Practice												
No Response		5		3		5		4		11		2
First District	4.1	9	4.2	9	4.4	9	4.6	9	4.1	9	4.3	9
Second District	5.0	1	5.0	1	5.0	1	5.0	1	5.0	1	5.0	1
Third District	4.5	272	4.5	274	4.6	272	4.5	273	4.3	266	4.4	275
Fourth District	4.7	12	4.8	12	4.9	12	4.9	12	4.7	12	4.8	12
Outside of Alaska	5.0	3	5.0	3	5.0	3	5.0	3	4.7	3	5.0	3

Note: Ratings for only those respondents who reported direct professional experience with the judge.

Judge Sen K. Tan Peace and Probation Officers

	Imparti Fairn	•	Integrity		Judicial Temperament		Diligence		Over Evalua	
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N
Basis for Evaluation										
No Response		2		2		2		4		2
Direct Professional	4.0	11	4.0	11	4.2	11	3.9	10	4.0	11
Experience in last 5 yrs	4.1	9	4.1	9	4.2	9	4.0	8	4.1	9
Experience not in last 5 yrs	3.5	2	3.5	2	4.0	2	3.5	2	3.5	2
Professional Reputation	3.3	6	3.5	6	3.7	6	3.6	5	3.3	6
Other Personal Contacts		0		0		0		0		0
Type of Work										
No Response		2		2		2		3		2
State Law Enforcement Officer	3.8	5	3.8	5	4.0	5	3.8	4	3.8	5
Municipal/Borough Law Enforcement Officer	3.8	4	4.0	4	4.0	4	4.0	4	4.0	4
Village Public Safety Officer (VPSO)		0		0		0		0		0
Probation/Parole Officer	5.0	2	4.5	2	5.0	2	4.0	2	4.5	2
Other		0		0		0		0		0
Length of Experience										
No Response		2		2		2		3		2
5 Years or fewer	5.0	1	4.0	1	5.0	1	3.0	1	4.0	1
6 to 10 years	4.0	5	4.0	5	4.0	5	4.2	5	4.0	5
11 to 15 years	3.5	2	4.0	2	4.0	2	4.0	2	4.0	2
16 to 20 years	4.0	2	4.0	2	4.5	2	3.0	1	4.0	2
21 years or more	4.0	1	4.0	1	4.0	1	4.0	1	4.0	1
Gender										
No Response		2		2		2		3		2
Male	3.7	6	3.8	6	3.8	6	3.8	5	3.8	6
Female	4.4	5	4.2	5	4.6	5	4.0	5	4.2	5
Location of Work										
No Response		2		2		2		3		2
First District		0		0		0		0		0
Second District		0		0		0		0		0
Third District	4.0	11	4.0	11	4.2	11	3.9	10	4.0	11
Fourth District		0		0		0		0		0
Community Population										
No Response		2		2		2		3		2
Under 2,000		0		0		0		0		0
Between 2,000 and 35,000	4.5	2	4.5	2	4.5	2	4.5	2	4.5	2
Over 35,000	3.9	9	3.9	9	4.1	9	3.8	8	3.9	9

Note: Ratings for only those respondents who reported direct professional experience with the judge.

Judge Sen K. Tan Social Workers and Guardians ad Litem

	Impartiality/		T ,	•.	Judici		D.111		Over	
	Fairn Mean	ess N	Integr Mean	rity N	Tempera Mean	ment N	Dilige : Mean	nce N	Evalua Mean	ition N
Basis for Evaluation	Wieum		IVICUII	- 11	Ivicuit		ivicun	- 11	Wicum	
No Response		0		0		0		0		0
Direct Professional	5.0	10	5.0	10	4.9	10	5.0	10	5.0	10
Experience in last 5 yrs	5.0	9	4.9	9	4.9	9	5.0	9	5.0	9
Experience not in last 5 yrs		0		0		0		0		0
Professional Reputation		0		0		0		0		0
Other Personal Contacts		0		0		0		0		0
Type of Work										
No Response		0		0		0		0		0
Social Worker	5.0	3	5.0	3	5.0	3	5.0	3	5.0	3
Guardian ad Litem	5.0	7	5.0	7	4.9	7	5.0	7	5.0	7
Length of Experience										
No Response		0		0		0		0		0
5 Years or fewer	5.0	1	5.0	1	4.0	1	5.0	1	5.0	1
6 to 10 years	5.0	4	5.0	4	5.0	4	5.0	4	5.0	4
11 to 15 years	5.0	4	5.0	4	5.0	4	5.0	4	5.0	4
16 to 20 years		0		0		0		0		0
21 years or more	5.0	1	5.0	1	5.0	1	5.0	1	5.0	1
Gender										
No Response		0		0		0		0		0
Male	5.0	2	5.0	2	4.5	2	5.0	2	5.0	2
Female	5.0	8	5.0	8	5.0	8	5.0	8	5.0	8
Location of Work										
No Response		0		0		0		0		0
First District		0		0		0		0		0
Second District		0		0		0		0		0
Third District	5.0	10	5.0	10	4.9	10	5.0	10	5.0	10
Fourth District		0		0		0		0		0
Community Population										
No Response		0		0		0		0		0
Under 2,000		0		0		0		0		0
Between 2,000 and 35,000		0		0		0		0		0
Over 35,000	5.0	10	5.0	10	4.9	10	5.0	10	5.0	10

Note: Ratings for only those respondents who reported direct professional experience with the judge.

Distribution of Court Employee Ratings* 2012 Retention Evaluation Sen K. Tan

		Number of Responses								
Survey Category	Total	Excellent	Good	Acceptable	Deficient	Poor	Mean			
Impartiality/Fairness	60	43	13	3	0	1	4.6			
Integrity	62	49	9	3	0	1	4.7			
Judicial Temperament	62	46	12	2	1	1	4.6			
Diligence	59	46	10	2	0	1	4.7			
Overall Evaluation	62	49	9	3	0	1	4.7			

^{*} Ratings are based on direct professional experience.

Current and Prior Retention Scores

Sen K. Tan

Appointed	Name of Court
12/4/1996	Anchorage Superior Ct

Retention Attorney Bar Scores

Year	Legal Ability	Impartiality	Integrity	Temperament	Dilligence	Special Skills	Overall Performance
2000	4	4.3	4.4	4.3	3.9	4.2	4
2006	4.3	4.4	4.6	4.4	4.2		4.3
2012	4.5	4.5	4.6	4.5	4.3		4.5

Peace and Probation Officer Survey Scores

Year	Impartiality	Integrity	Temperament	Diligence	Special Skills	Overall Performance
2000	3.9	3.8	3.9	3.8	3.5	3.9
2006	3.8	4	3.6	3.7		3.7
2012	4	4	4.2	3.9		4