

MEMORANDUM

TO: Judicial Council
FROM: Staff
DATE: April 12, 2000
RE: Court Employee Survey Analysis

The Judicial Council began surveying court system employees in 1996. This is the third time the Council has asked court system staff to evaluate the performance of judges standing for retention election.

The court employee survey was mailed to all court system employees except judges. Each employee received one survey booklet, with no follow up mailings. Of 595 surveys mailed, 236 were returned (39%). Eighty-eight of the returned surveys contained comments on the judges. Council staff entered and analyzed the data from the surveys. Comments were entered separately.

Table 1 shows the basis for evaluation of each judge.

Table 1: Basis for Evaluation 2000 Retention Court Employee Survey, AJC				
Judge	Direct professional experience	Professional reputation	Social contacts	Total Responses
Andrews	68	10	1	100
Ashman	70	8	0	102
Bolger	14	2	0	17
Brown	17	3	0	26
Bryner	22	7	0	39
Coats	12	6	0	26
Curda	22	3	0	30
Erllich	20	2	0	25
Esch	17	2	0	26
Fabe	59	11	0	87
Finn	45	5	0	72
Funk	19	4	0	35
Gonzalez	46	6	0	67
Greene	42	6	0	63
Hensley	40	2	1	62
Hopwood	35	6	1	54
Link	23	2	0	32
Lombardi	36	3	0	55
Matthews	27	9	2	52
Michalski	58	5	0	89
Sanders	43	4	0	68
Smith	21	2	0	31
Stewart	42	4	0	39
Tan	45	5	0	70
Torrisi	17	2	0	28
Wanamaker	43	6	0	71
Weeks	34	5	0	54
Wolverton	57	2	0	87
Wood	30	3	0	48
Zervos	28	4	0	45

Survey Results

The comments from the court employee surveys will be distributed to Judicial Council members. Comments are confidential. This memorandum summarizes the findings from the survey, and will go to the Council and to the judges.

The survey results appear in the following tables. Court employees used a five-point scale, with Excellent scored as five, and Unacceptable scored as one. The closer the employees' scores were to five, the higher that judge's evaluation by the employees. The mean score and number of responses appear for each variable. The means fit into the following descriptive ratings:

- 4.0 - 5.0 = Excellent
- 3.5 - 3.9 = Good
- 3.0 - 3.4 = Acceptable
- 2.5 - 2.9 = Deficient
- 1.0 - 2.4 = Unacceptable

All mean scores for the overall performance rating fell between 3.7 and 4.7, indicating that on average, court employees found the judges' performance good to excellent.

**Table 2: Mean Score for Each Variable and for "Overall Performance," by Judge
2000 Retention Court Employee Survey: AJC**

Judge	Treats court staff with respect	Treats other people with respect	Manages caseload and staff capably and effectively	Works diligently and acts promptly	Acts with integrity and fairness at all times	Overall Performance	
						Mean	Total
Andrews	4.5	4.5	4.3	4.4	4.4	4.5	100
Ashman	4.5	4.5	4.2	4.3	4.5	4.5	102
Bolger	4.6	4.7	4.6	4.7	4.8	4.7	17
Brown	4.4	4.1	4.0	4.0	4.1	4.2	26
Bryner	4.3	4.3	4.2	4.2	4.4	4.3	39
Coats	4.1	4.1	3.9	3.9	4.1	4.0	26
Curda	4.5	4.4	4.0	4.2	4.2	4.3	30
Erlich	4.3	4.4	3.7	4.2	4.3	4.1	25
Esch	4.2	4.0	4.0	4.2	3.9	4.1	26
Fabe	4.8	4.7	4.6	4.6	4.6	4.6	87
Finn	4.0	4.1	4.1	4.2	4.2	4.1	72
Funk	3.6	3.9	3.8	4.0	3.9	3.8	35
Gonzalez	4.2	4.3	3.9	3.9	4.1	4.1	67
Greene	3.7	3.9	4.1	4.3	4.4	4.0	63
Hensley	4.6	4.6	4.4	4.4	4.5	4.5	62
Hopwood	4.3	4.5	4.3	4.4	4.4	4.4	54
Link	3.9	4.1	3.7	3.8	3.9	3.8	32
Lombardi	4.7	4.6	4.5	4.6	4.6	4.6	55
Matthews	4.4	4.4	4.0	4.1	4.3	4.2	52
Michalski	4.2	4.2	4.2	4.3	4.3	4.2	89
Sanders	3.9	4.0	4.0	4.0	4.0	4.0	68

**Table 2: Mean Score for Each Variable and for "Overall Performance," by Judge
2000 Retention Court Employee Survey: AJC**

Judge	Treats court staff with respect	Treats other people with respect	Manages caseload and staff capably and effectively	Works diligently and acts promptly	Acts with integrity and fairness at all times	Overall Performance	
						Mean	Total
Smith	4.3	4.3	4.2	4.3	4.4	4.3	31
Stewart	4.3	4.3	4.2	4.2	4.3	4.3	39
Tan	4.4	4.5	4.1	4.2	4.4	4.3	70
Torrisi	4.3	4.6	4.2	4.2	4.5	4.4	28
Wanamaker	4.0	4.0	3.1	3.2	3.9	3.7	71
Weeks	4.6	4.6	4.6	4.5	4.7	4.6	54
Wolverton	4.7	4.6	4.4	4.4	4.6	4.5	87
Wood	4.6	4.6	4.4	4.5	4.5	4.5	48
Zervos	4.6	4.6	4.5	4.5	4.5	4.6	45

Table 3: Court Employee Survey Results for Elaine M. Andrews
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 100)
Does this judge treat court staff with respect?	63.9 (62)	23.7 (23)	11.3 (11)	1.0 (1)	0	4.5	97
Does this judge treat other people with respect?	62.4 (58)	26.9 (25)	9.7 (9)	0	1.1 (1)	4.5	93
Does this judge manage the caseload and staff capably and effectively?	59.0 (49)	21.7 (18)	16.9 (14)	0	2.4 (2)	4.3	83
Does this judge work diligently and act promptly on matters that need attention?	55.8 (48)	31.4 (27)	11.6 (10)	0	1.2 (1)	4.4	86
Does this judge act with integrity and fairness at all times?	59.8 (55)	26.1 (24)	12.0 (11)	2.2 (2)	0	4.4	92
Overall evaluation of the judge's performance.	59.8 (55)	28.3 (26)	9.8 (9)	2.2 (2)	0	4.5	92

Table 4: Court Employee Survey Results for Peter G. Ashman
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 102)
Does this judge treat court staff with respect?	64.6 (64)	23.2 (23)	10.1 (10)	1.0 (1)	1.0 (1)	4.5	99
Does this judge treat other people with respect?	63.6 (63)	25.3 (25)	9.1 (9)	1.0 (1)	1.0 (1)	4.5	99
Does this judge manage the caseload and staff capably and effectively?	53.1 (43)	24.7 (20)	16.0 (13)	6.2 (5)	0	4.2	81
Does this judge work diligently and act promptly on matters that need attention?	57.8 (48)	24.1 (20)	13.3 (11)	3.6 (3)	1.2 (1)	4.3	83
Does this judge act with integrity and fairness at all times?	65.6 (59)	21.1 (19)	8.9 (8)	3.3 (3)	1.1 (1)	4.5	90
63.4 (59)Overall evaluation of the judge's performance.	63.4 (59)	24.7 (23)	7.5 (7)	3.2 (3)	1.1 (1)	4.5	93

Table 5: Court Employee Survey Results for Joel H. Bolger
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 17)
Does this judge treat court staff with respect?	70.6 (12)	23.5 (4)	5.9 (1)	0	0	4.6	17
Does this judge treat other people with respect?	73.3 (11)	20.0 (3)	6.7 (1)	0	0	4.7	15
Does this judge manage the caseload and staff capably and effectively?	66.7 (8)	25.0 (3)	8.3 (1)	0	0	4.6	12
Does this judge work diligently and act promptly on matters that need attention?	78.6 (11)	14.3 (2)	7.1 (1)	0	0	4.7	14
Does this judge act with integrity and fairness at all times?	84.6 (11)	7.7 (1)	7.7 (1)	0	0	4.8	13
Overall evaluation of the judge's performance.	80.0 (12)	13.3 (2)	6.7 (1)	0	0	4.7	15

Table 6: Court Employee Survey Results for Harold M. Brown
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 26)
Does this judge treat court staff with respect?	56.0 (14)	28.0 (7)	16.0 (4)	0	0	4.4	25
Does this judge treat other people with respect?	45.8 (11)	25.0 (6)	25.0 (6)	4.2 (1)	0	4.1	24
Does this judge manage the caseload and staff capably and effectively?	28.0 (7)	44.0 (11)	24.0 (6)	4.0 (1)	0	4.0	25
Does this judge work diligently and act promptly on matters that need attention?	29.2 (7)	45.8 (11)	20.8 (5)	4.2 (1)	0	4.0	24
Does this judge act with integrity and fairness at all times?	48.0 (12)	24.0 (6)	20.0 (5)	8.0 (2)	0	4.1	25
Overall evaluation of the judge's performance.	46.2 (12)	26.9 (7)	26.9 (7)	0	0	4.2	26

Table 7: Court Employee Survey Results for Alexander O. Bryner
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 39)
Does this judge treat court staff with respect?	56.8 (21)	18.9 (7)	21.6 (8)	2.7 (1)	0	4.3	37
Does this judge treat other people with respect?	52.8 (19)	27.8 (10)	19.4 (7)	0	0	4.3	36
Does this judge manage the caseload and staff capably and effectively?	48.4 (15)	22.6 (7)	25.8 (8)	3.2 (1)	0	4.2	31
Does this judge work diligently and act promptly on matters that need attention?	45.5 (15)	30.3 (10)	21.2 (7)	3.0 (1)	0	4.2	33
Does this judge act with integrity and fairness at all times?	58.8 (20)	17.6 (6)	23.5 (8)	0	0	4.4	34
Overall evaluation of the judge's performance.	50.0 (18)	25.0 (9)	25.0 (9)	0	0	4.3	36

Table 8: Court Employee Survey Results for Robert G. Coats
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 26)
Does this judge treat court staff with respect?	46.2 (12)	19.2 (5)	30.8 (8)	3.8 (1)	0	4.1	26
Does this judge treat other people with respect?	48.0 (12)	20.0 (5)	28.0 (7)	4.0 (1)	0	4.1	25
Does this judge manage the caseload and staff capably and effectively?	35.3 (6)	23.5 (4)	35.3 (6)	5.9 (1)	0	3.9	17
Does this judge work diligently and act promptly on matters that need attention?	41.2 (7)	23.5 (4)	23.5 (4)	11.8 (2)	0	3.9	17
Does this judge act with integrity and fairness at all times?	52.6 (10)	10.5 (2)	31.6 (6)	5.3 (1)	0	4.1	19
Overall evaluation of the judge's performance.	43.5 (10)	21.7 (5)	30.4 (7)	4.3 (1)	0	4.0	23

Table 9: Court Employee Survey Results for Dale O. Curda
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 30)
Does this judge treat court staff with respect?	56.7 (17)	33.3 (10)	10.0 (3)	0	0	4.5	30
Does this judge treat other people with respect?	55.2 (16)	27.6 (8)	17.2 (5)	0	0	4.4	29
Does this judge manage the caseload and staff capably and effectively?	40.7 (11)	25.9 (7)	25.9 (7)	7.4 (2)	0	4.0	27
Does this judge work diligently and act promptly on matters that need attention?	46.4 (13)	28.6 (8)	21.4 (6)	3.6 (1)	0	4.2	28
Does this judge act with integrity and fairness at all times?	46.4 (13)	28.6 (8)	25.0 (7)	0	0	4.2	28
Overall evaluation of the judge's performance.	48.3 (14)	31.0 (9)	20.7 (6)	0	0	4.3	29

Table 10: Court Employee Survey Results for Richard H. Erlich
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 25)
Does this judge treat court staff with respect?	58.3 (14)	20.8 (5)	8.3 (2)	12.5 (3)	0	4.3	24
Does this judge treat other people with respect?	59.1 (13)	22.7 (5)	18.2 (4)	0	0	4.4	22
Does this judge manage the caseload and staff capably and effectively?	36.8 (7)	21.1 (4)	15.8 (3)	26.3 (5)	0	3.7	19
Does this judge work diligently and act promptly on matters that need attention?	43.5 (10)	34.8 (8)	21.7 (5)	0	0	4.2	23
Does this judge act with integrity and fairness at all times?	57.1 (12)	23.8 (5)	14.3 (3)	4.8 (1)	0	4.3	21
Overall evaluation of the judge's performance.	47.8 (11)	21.7 (5)	21.7 (5)	8.7 (2)	0	4.1	23

Table 11: Court Employee Survey Results for Ben Esch
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 26)
Does this judge treat court staff with respect?	38.5 (10)	38.5 (10)	23.1 (6)	0	0	4.2	26
Does this judge treat other people with respect?	37.5 (9)	33.3 (8)	25.0 (6)	4.2 (1)	0	4.0	24
Does this judge manage the caseload and staff capably and effectively?	23.8 (5)	57.1 (12)	19.0 (4)	0	0	4.0	21
Does this judge work diligently and act promptly on matters that need attention?	30.0 (6)	55.0 (11)	15.0 (3)	0	0	4.2	20
Does this judge act with integrity and fairness at all times?	28.6 (6)	33.3 (7)	38.1 (8)	0	0	3.9	21
Overall evaluation of the judge's performance.	30.4 (7)	47.8 (11)	21.7 (5)	0	0	4.1	23

Table 12: Court Employee Survey Dana Fabe
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 87)
Does this judge treat court staff with respect?	82.6 (71)	10.5 (9)	7.0 (6)	0	0	4.8	86
Does this judge treat other people with respect?	81.0 (68)	11.9 (10)	6.0 (5)	0	1.2 (1)	4.7	84
Does this judge manage the caseload and staff capably and effectively?	73.1 (49)	16.4 (11)	9.0 (6)	1.5 (1)	0	4.6	67
Does this judge work diligently and act promptly on matters that need attention?	75.0 (51)	14.7 (10)	8.8 (6)	1.5 (1)	0	4.6	68
Does this judge act with integrity and fairness at all times?	76.7 (56)	13.7 (10)	6.8 (5)	1.4 (1)	1.4 (1)	4.6	73
Overall evaluation of the judge's performance.	74.4 (58)	17.9 (14)	5.1 (4)	1.3 (1)	1.3 (1)	4.6	78

Table 13: Court Employee Survey Results for Natalie K. Finn
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 72)
Does this judge treat court staff with respect?	41.4 (29)	28.6 (20)	22.9 (16)	2.9 (2)	4.3 (3)	4.0	70
Does this judge treat other people with respect?	42.3 (30)	26.8 (19)	25.4 (18)	5.6 (4)	0	4.1	71
Does this judge manage the caseload and staff capably and effectively?	41.9 (26)	35.5 (22)	19.4 (12)	1.6 (1)	1.6 (1)	4.1	62
Does this judge work diligently and act promptly on matters that need attention?	42.9 (27)	38.1 (24)	15.9 (10)	3.2 (2)	0	4.2	63
Does this judge act with integrity and fairness at all times?	41.9 (26)	41.9 (26)	12.9 (8)	3.2 (2)	0	4.2	62
Overall evaluation of the judge's performance.	40.6 (28)	37.7 (26)	15.9 (11)	5.8 (4)	0	4.1	69

Table 14: Court Employee Survey Results for Raymond Funk
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 35)
Does this judge treat court staff with respect?	23.5 (8)	32.4 (11)	26.5 (9)	11.8 (4)	5.9 (2)	3.6	34
Does this judge treat other people with respect?	25.9 (7)	40.7 (11)	25.9 (7)	7.4 (2)	0	3.9	27
Does this judge manage the caseload and staff capably and effectively?	27.6 (8)	34.5 (10)	31.0 (9)	3.4 (1)	3.4 (1)	3.8	29
Does this judge work diligently and act promptly on matters that need attention?	37.9 (11)	31.0 (9)	24.1 (7)	6.9 (2)	0	4.0	29
Does this judge act with integrity and fairness at all times?	33.3 (9)	33.3 (9)	25.9 (7)	3.7 (1)	3.7 (1)	3.9	27
Overall evaluation of the judge's performance.	33.3 (11)	30.3 (10)	24.2 (8)	6.1 (2)	6.1 (2)	3.8	33

Table 15: Court Employee Survey Results for Rene J. Gonzalez
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 67)
Does this judge treat court staff with respect?	49.3 (33)	25.4 (17)	25.4 (17)	0	0	4.2	67
Does this judge treat other people with respect?	48.5 (32)	28.8 (19)	22.7 (15)	0	0	4.3	66
Does this judge manage the caseload and staff capably and effectively?	38.2 (21)	29.1 (16)	23.6 (13)	5.5 (3)	3.6 (2)	3.9	55
Does this judge work diligently and act promptly on matters that need attention?	38.6 (22)	26.3 (15)	24.6 (14)	7.0 (4)	3.5 (2)	3.9	57
Does this judge act with integrity and fairness at all times?	47.6 (30)	23.8 (15)	25.4 (16)	1.6 (1)	1.6 (1)	4.1	63
Overall evaluation of the judge's performance.	47.8 (32)	23.9 (16)	22.4 (15)	6.0 (4)	0	4.1	67

Table 16: Court Employee Survey Results for Mary E. Greene
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 63)
Does this judge treat court staff with respect?	26.2 (16)	31.1 (19)	32.8 (20)	6.6 (4)	3.3 (2)	3.7	61
Does this judge treat other people with respect?	29.4 (15)	37.3 (19)	29.4 (15)	2.0 (1)	2.0 (1)	3.9	51
Does this judge manage the caseload and staff capably and effectively?	42.0 (21)	28.0 (14)	28.0 (14)	0	2.0 (1)	4.1	50
Does this judge work diligently and act promptly on matters that need attention?	56.9 (29)	19.6 (10)	19.6 (10)	2.0 (1)	2.0 (1)	4.3	51
Does this judge act with integrity and fairness at all times?	67.9 (36)	15.1 (8)	11.3 (6)	3.8 (2)	1.9 (1)	4.4	53
Overall evaluation of the judge's performance.	37.9 (22)	36.2 (21)	20.7 (12)	1.7 (1)	3.4 (2)	4.0	58

Table 17: Court Employee Survey Results for Dan A. Hensley
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 62)
Does this judge treat court staff with respect?	65.0 (39)	28.3 (17)	5.0 (3)	1.7 (1)	0	4.6	60
Does this judge treat other people with respect?	65.0 (39)	28.3 (17)	6.7 (4)	0	0	4.6	60
Does this judge manage the caseload and staff capably and effectively?	52.0 (26)	36.0 (18)	12.0 (6)	0	0	4.4	50
Does this judge work diligently and act promptly on matters that need attention?	55.1 (27)	34.7 (17)	10.2 (5)	0	0	4.4	49
Does this judge act with integrity and fairness at all times?	60.0 (33)	32.7 (18)	5.5 (3)	1.8 (1)	0	4.5	55
Overall evaluation of the judge's performance.	57.4 (35)	36.1 (22)	6.6 (4)	0	0	4.5	61

Table 18: Court Employee Survey Results for Donald D. Hopwood
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 54)
Does this judge treat court staff with respect?	51.2 (22)	30.2 (13)	18.6 (8)	0	0	4.3	43
Does this judge treat other people with respect?	64.0 (32)	26.0 (13)	10.0 (5)	0	0	4.5	50
Does this judge manage the caseload and staff capably and effectively?	50.0 (23)	30.4 (14)	19.6 (9)	0	0	4.3	46
Does this judge work diligently and act promptly on matters that need attention?	55.3 (26)	27.7 (13)	17.0 (8)	0	0	4.4	47
Does this judge act with integrity and fairness at all times?	55.3 (26)	31.9 (15)	12.8 (6)	0	0	4.4	47
Overall evaluation of the judge's performance.	54.2 (26)	31.3 (15)	14.6 (7)	0	0	4.4	48

Table 19: Court Employee Survey Results for Jonathan H. Link
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 32)
Does this judge treat court staff with respect?	50.0 (15)	13.3 (4)	23.3 (7)	6.7 (2)	6.7 (2)	3.9	30
Does this judge treat other people with respect?	50.0 (14)	21.4 (6)	17.9 (5)	7.1 (2)	3.6 (1)	4.1	28
Does this judge manage the caseload and staff capably and effectively?	34.5 (10)	24.1 (7)	24.1 (7)	10.3 (3)	6.9 (2)	3.7	29
Does this judge work diligently and act promptly on matters that need attention?	37.9 (11)	24.1 (7)	20.7 (6)	10.3 (3)	6.9 (2)	3.8	29
Does this judge act with integrity and fairness at all times?	41.4 (12)	34.5 (10)	6.9 (2)	6.9 (2)	10.3 (3)	3.9	29
Overall evaluation of the judge's performance.	41.9 (13)	25.8 (8)	16.1 (5)	6.5 (2)	9.7 (3)	3.8	31

Table 20: Court Employee Survey Results for Suzanne Lombardi
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 55)
Does this judge treat court staff with respect?	79.6 (43)	11.1 (6)	9.3 (5)	0	0	4.7	54
Does this judge treat other people with respect?	72.2 (39)	18.5 (10)	7.4 (4)	1.9 (1)	0	4.6	54
Does this judge manage the caseload and staff capably and effectively?	68.0 (34)	18.0 (9)	12.0 (6)	2.0 (1)	0	4.5	50
Does this judge work diligently and act promptly on matters that need attention?	68.6 (35)	19.6 (10)	11.8 (6)	0	0	4.6	51
Does this judge act with integrity and fairness at all times?	68.5 (37)	20.4 (11)	9.3 (5)	1.9 (1)	0	4.6	54
Overall evaluation of the judge's performance.	72.2 (39)	18.5 (10)	7.4 (4)	1.9 (1)	0	4.6	54

Table 21: Court Employee Survey Results for Warren W. Matthews
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 52)
Does this judge treat court staff with respect?	56.9 (29)	27.5 (14)	13.7 (7)	2.0 (1)	0	4.4	51
Does this judge treat other people with respect?	62.0 (31)	20.0 (10)	16.0 (8)	2.0 (1)	0	4.4	50
Does this judge manage the caseload and staff capably and effectively?	38.2 (13)	26.5 (9)	29.4 (10)	5.9 (2)	0	4.0	34
Does this judge work diligently and act promptly on matters that need attention?	38.9 (14)	36.1 (13)	16.7 (6)	8.3 (3)	0	4.1	36
Does this judge act with integrity and fairness at all times?	59.0 (23)	17.9 (7)	17.9 (7)	5.1 (2)	0	4.3	39
Overall evaluation of the judge's performance.	44.2 (19)	37.2 (16)	14.0 (6)	4.7 (2)	0	4.2	43

Table 22: Court Employee Survey Results for Peter A. Michalski
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 89)
Does this judge treat court staff with respect?	47.7 (41)	30.2 (26)	16.3 (14)	4.7 (4)	1.2 (1)	4.2	86
Does this judge treat other people with respect?	51.2 (43)	26.2 (22)	15.5 (13)	6.0 (5)	1.2 (1)	4.2	84
Does this judge manage the caseload and staff capably and effectively?	52.9 (37)	20.0 (14)	24.3 (17)	1.4 (1)	1.4 (1)	4.2	70
Does this judge work diligently and act promptly on matters that need attention?	54.8 (40)	26.0 (19)	15.1 (11)	2.7 (2)	1.4 (1)	4.3	73
Does this judge act with integrity and fairness at all times?	58.1 (43)	23.0 (17)	14.9 (11)	2.7 (2)	1.4 (1)	4.3	74
Overall evaluation of the judge's performance.	49.4 (40)	29.6 (24)	14.8 (12)	3.7 (3)	2.5 (2)	4.2	81

Table 23: Court Employee Survey Results for Eric Sanders
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 68)
Does this judge treat court staff with respect?	33.3 (22)	34.8 (23)	19.7 (13)	12.1 (8)	0	3.9	66
Does this judge treat other people with respect?	37.5 (24)	32.8 (21)	18.8 (12)	10.9 (7)	0	4.0	64
Does this judge manage the caseload and staff capably and effectively?	34.6 (18)	34.6 (18)	26.9 (14)	3.8 (2)	0	4.0	52
Does this judge work diligently and act promptly on matters that need attention?	38.2 (21)	30.9 (17)	25.5 (14)	5.5 (3)	0	4.0	55
Does this judge act with integrity and fairness at all times?	37.5 (21)	35.7 (20)	19.6 (11)	7.1 (4)	0	4.0	56
Overall evaluation of the judge's performance.	35.4 (23)	36.9 (24)	21.5 (14)	6.2 (4)	0	4.0	65

Table 24: Court Employee Survey Results for Eric Smith
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 31)
Does this judge treat court staff with respect?	56.7 (17)	16.7 (5)	26.7 (8)	0	0	4.3	30
Does this judge treat other people with respect?	55.2 (16)	20.7 (6)	20.7 (6)	3.4 (1)	0	4.3	29
Does this judge manage the caseload and staff capably and effectively?	58.3 (14)	12.5 (3)	25.0 (6)	0	4.2 (1)	4.2	24
Does this judge work diligently and act promptly on matters that need attention?	65.4 (17)	7.7 (2)	23.1 (6)	3.8 (1)	0	4.3	26
Does this judge act with integrity and fairness at all times?	63.0 (17)	11.1 (3)	25.9 (7)	0	0	4.4	27
Overall evaluation of the judge's performance.	65.5 (19)	6.9 (2)	24.1 (7)	3.4 (1)	0	4.3	29

Table 25: Court Employee Survey Results for David Stewart
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 39)
Does this judge treat court staff with respect?	46.2 (18)	35.9 (14)	17.9 (7)	0	0	4.3	39
Does this judge treat other people with respect?	45.9 (17)	35.1 (13)	18.9 (7)	0	0	4.3	37
Does this judge manage the caseload and staff capably and effectively?	42.9 (12)	35.7 (10)	17.9 (5)	3.6 (1)	0	4.2	28
Does this judge work diligently and act promptly on matters that need attention?	43.3 (13)	36.7 (11)	13.3 (4)	6.7 (2)	0	4.2	30
Does this judge act with integrity and fairness at all times?	50.0 (16)	28.1 (9)	18.8 (6)	3.1 (1)	0	4.3	32
Overall evaluation of the judge's performance.	47.1 (16)	35.3 (12)	14.7 (5)	2.9 (1)	0	4.3	34

Table 26: Court Employee Survey Results for Sen K. Tan
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 70)
Does this judge treat court staff with respect?	54.4 (37)	35.3 (24)	10.3 (7)	0	0	4.4	68
Does this judge treat other people with respect?	58.5 (38)	32.3 (21)	7.7 (5)	0	1.5 (1)	4.5	65
Does this judge manage the caseload and staff capably and effectively?	41.8 (23)	30.9 (17)	21.8 (12)	3.6 (2)	1.8 (1)	4.1	55
Does this judge work diligently and act promptly on matters that need attention?	44.6 (25)	33.9 (19)	16.1 (9)	3.6 (2)	1.8 (1)	4.2	56
Does this judge act with integrity and fairness at all times?	56.7 (34)	31.7 (19)	8.3 (5)	1.7 (1)	1.7 (1)	4.4	60
Overall evaluation of the judge's performance.	54.5 (36)	30.3 (20)	12.1 (8)	1.5 (1)	1.5 (1)	4.3	66

Table 27: Court Employee Survey Results for Fred Torrisi
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 28)
Does this judge treat court staff with respect?	50.0 (14)	32.1 (9)	17.9 (5)	0	0	4.3	28
Does this judge treat other people with respect?	66.7 (16)	25.0 (6)	8.3 (2)	0	0	4.6	24
Does this judge manage the caseload and staff capably and effectively?	41.2 (7)	41.2 (7)	11.8 (2)	5.9 (1)	0	4.2	17
Does this judge work diligently and act promptly on matters that need attention?	40.9 (9)	45.5 (10)	9.1 (2)	4.5 (1)	0	4.2	22
Does this judge act with integrity and fairness at all times?	56.3 (9)	37.5 (6)	6.3 (1)	0	0	4.5	16
Overall evaluation of the judge's performance.	48.0 (12)	40.0 (10)	12.0 (3)	0	0	4.4	25

Table 28: Court Employee Survey Results for James N. Wanamaker
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 71)
Does this judge treat court staff with respect?	40.0 (28)	27.1 (19)	24.3 (17)	8.6 (6)	0	4.0	70
Does this judge treat other people with respect?	36.2 (25)	33.3 (23)	24.6 (17)	5.8 (4)	0	4.0	69
Does this judge manage the caseload and staff capably and effectively?	9.4 (6)	31.3 (20)	25.0 (16)	28.1 (18)	6.3 (4)	3.1	64
Does this judge work diligently and act promptly on matters that need attention?	15.6 (10)	28.1 (18)	28.1 (18)	20.3 (13)	7.8 (5)	3.2	64
Does this judge act with integrity and fairness at all times?	28.6 (18)	41.3 (26)	22.2 (14)	6.3 (4)	1.6 (1)	3.9	63
Overall evaluation of the judge's performance.	21.2 (14)	39.4 (26)	27.3 (18)	10.6 (7)	1.5 (1)	3.7	66

Table 29: Court Employee Survey Results for Larry Weeks
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 54)
Does this judge treat court staff with respect?	69.8 (37)	20.8 (11)	9.4 (5)	0	0	4.6	53
Does this judge treat other people with respect?	68.0 (34)	22.0 (11)	8.0 (4)	2.0 (1)	0	4.6	50
Does this judge manage the caseload and staff capably and effectively?	67.4 (29)	20.9 (9)	11.6 (5)	0	0	4.6	43
Does this judge work diligently and act promptly on matters that need attention?	66.0 (31)	21.3 (10)	10.6 (5)	2.1 (1)	0	4.5	47
Does this judge act with integrity and fairness at all times?	77.1 (37)	14.6 (7)	6.3 (3)	2.1 (1)	0	4.7	48
Overall evaluation of the judge's performance.	71.2 (37)	19.2 (10)	9.6 (5)	0	0	4.6	52

Table 30: Court Employee Survey Results for Michael L. Wolverton
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 87)
Does this judge treat court staff with respect?	72.9 (62)	21.2 (18)	5.9 (5)	0	0	4.7	85
Does this judge treat other people with respect?	69.8 (60)	23.3 (20)	5.8 (5)	0	1.2 (1)	4.6	86
Does this judge manage the caseload and staff capably and effectively?	57.9 (44)	30.3 (23)	6.6 (5)	3.9 (3)	1.3 (1)	4.4	76
Does this judge work diligently and act promptly on matters that need attention?	59.7 (46)	27.3 (21)	7.8 (6)	3.9 (3)	1.3 (1)	4.4	77
Does this judge act with integrity and fairness at all times?	66.7 (54)	25.9 (21)	6.2 (5)	1.2 (1)	0	4.6	81
Overall evaluation of the judge's performance.	67.1 (57)	21.2 (18)	10.6 (9)	1.2 (1)	0	4.5	85

Table 31: Court Employee Survey Results for Mark I. Wood
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 48)
Does this judge treat court staff with respect?	66.0 (31)	27.7 (13)	6.4 (3)	0	0	4.6	47
Does this judge treat other people with respect?	69.6 (32)	23.9 (11)	6.5 (3)	0	0	4.6	46
Does this judge manage the caseload and staff capably and effectively?	54.5 (18)	33.3 (11)	12.1 (4)	0	0	4.4	33
Does this judge work diligently and act promptly on matters that need attention?	58.5 (24)	29.3 (12)	12.2 (5)	0	0	4.5	41
Does this judge act with integrity and fairness at all times?	64.1 (25)	25.6 (10)	10.3 (4)	0	0	4.5	39
Overall evaluation of the judge's performance.	57.8 (26)	33.3 (15)	8.9 (4)	0	0	4.5	45

Table 32: Court Employee Survey Results for Larry C. Zervos
2000 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Mean	Total Respondents (Total returned = 45)
Does this judge treat court staff with respect?	70.5 (31)	22.7 (10)	6.8 (3)	0	0	4.6	44
Does this judge treat other people with respect?	69.8 (30)	20.9 (9)	7.0 (3)	0	2.3 (1)	4.6	43
Does this judge manage the caseload and staff capably and effectively?	62.5 (20)	21.9 (7)	15.6 (5)	0	0	4.5	32
Does this judge work diligently and act promptly on matters that need attention?	64.1 (25)	25.6 (10)	10.3 (4)	0	0	4.5	39
Does this judge act with integrity and fairness at all times?	69.0 (29)	19.0 (8)	9.5 (4)	0	2.4 (1)	4.5	42
Overall evaluation of the judge's performance.	68.2 (30)	22.7 (10)	9.1 (4)	0	0	4.6	44