

# alaska judicial council

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#### MEMORANDUM

**TO:** Judicial Council Members

**FROM:** Staff

**DATE:** February 24, 2010

**RE:** Court Employee Survey Report

The Judicial Council began surveying court system employees in 1996. This is the eighth 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 non-attorney court system employees. Of 653 surveys mailed, 284 were returned for a return rate of 43.5%. Of the 284 returned surveys, 19 had no ratings or comment on any judge and were not included in the analysis. Council staff entered data, ran descriptive statistics, and transcribed comments from the surveys. A sample survey page is included at the end of this memorandum.

Table 1 shows the basis for evaluation of each judge. In approximately 3.5% of the responses court employees did not identify the basis for their evaluation.

Table 1													
	Basis	for Evaluation	tion										
2010	Retention	<b>Court Emp</b>	loyee Su	rvey									
	Direct	Professional Reputation	Social Contacts	Rated Judge but No Basis Checked	Total Responses								
Aarseth, Eric A.	55	11	5	3	74								
Bauman, Carl	14	2	1	0	17								
Blankenship, Douglas L.	52	8	3	0	63								
Clark, Brian K.	53	8	2	2	65								
Easter, Catherine M.	40	10	3	3	56								
Estelle, William L.	17	2	2	0	21								
Fabe, Dana A.	82	25	8	6	121								
George, David V.	26	4	3	0	33								
Gleason, Sharon L.	78	17	7	3	105								
Hamilton III, Marvin Charles	18	2	2	3	25								
Illsley, Sharon A.S.	15	0	1	1	17								
Kauvar, Jane F.	49	7	3	2	61								
Kristiansen, Kari	24	2	1	1	28								
MacDonald, Michael A.	42	3	1	1	47								
Mannheimer, David	37	5	5	1	48								
McKay, Patrick J.	55	10	5	6	76								
Miller, Kevin G.	32	2	2	0	36								
Moran, Anna M.	23	3	1	0	27								
Motyka, Gregory J.	50	10	1	4	65								
Pallenberg, Philip M.	28	4	2	2	36								
Postma Jr., Richard W.	53	9	4	3	69								
Rhoades, Stephanie	59	10	4	2	75								
Rindner, Mark	50	10	4	2	66								
Smith, Jack W.	47	8	4	4	63								
Spaan, Michael	39	10	3	2	54								
Stephens, Trevor	33	3	1	0	37								
White, Vanessa	33	4	1	0	38								
Wolfe, John	28	0	1	0	29								
_	1132	189	80	51	1,452								

Table 2
Mean Score for Each Variable and for "Overall performance," by Judge 2010 Retention Court Employee Survey

Aarseth, Eric A.         4.4         4.5         4.4         4.3         4.5         70           Bauman, Carl         4.6         4.4         4.7         4.3         4.5         70           Blankenship, Douglas L.         4.2         4.3         4.1         4.1         4.2         62           Clark, Brian K.         4.7         4.7         4.7         4.7         4.7         4.7         4.7         65           Easter, Catherine M.         4.6         4.6         4.7         4.6         4.6         4.6         55           Estelle, William L.         3.5         3.9         3.5         3.7         3.7         21           Fabe, Dana A.         4.5         4.7         4.6         4.7         4.6         116           George, David V.         4.3         4.3         4.1         4.1         4.3         32           Gleason, Sharon L.         4.5         4.6         4.5         4.6         4.5         10           Hamilton III, Marvin Charles         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.4	201	10 Retention	on Court	Employee	Survey		
Aarseth, Eric A.       4.4       4.5       4.4       4.3       4.5       70         Bauman, Carl       4.6       4.4       4.7       4.3       4.4       16         Blankenship, Douglas L.       4.2       4.3       4.1       4.1       4.2       62         Clark, Brian K.       4.7       4.7       4.7       4.7       4.7       4.7       65         Easter, Catherine M.       4.6       4.6       4.7       4.6       4.6       55         Estelle, William L.       3.5       3.9       3.5       3.7       3.7       21         Fabe, Dana A.       4.5       4.7       4.6       4.7       4.6       116         George, David V.       4.3       4.3       4.1       4.1       4.3       32         Gleason, Sharon L.       4.5       4.6       4.5       4.6       4.5       100         Hamilton III, Marvin Charles       4.4       4.4       4.4       4.4       4.2       3         Ilisley, Sharon A.S.       4.4       4.5       4.6       4.4       4.5       16         Kauvar, Jane F.       4.3       4.3       4.1       4.1       4.3       59         Kris		Impartiality/		Overall Eva	aluation		
Bauman, Carl         4.6         4.4         4.7         4.3         4.4         16           Blankenship, Douglas L.         4.2         4.3         4.1         4.1         4.2         62           Clark, Brian K.         4.7         4.7         4.7         4.7         4.7         65           Easter, Catherine M.         4.6         4.6         4.7         4.6         4.6         55           Estelle, William L.         3.5         3.9         3.5         3.7         3.7         21           Fabe, Dana A.         4.5         4.7         4.6         4.7         4.6         116           George, David V.         4.3         4.3         4.1         4.1         4.3         32           Gleason, Sharon L.         4.5         4.6         4.5         4.6         4.5         100           Hamilton III, Marvin Charles         4.4         4.4         4.4         4.4         4.4         4.2         23           Illsley, Sharon A.S.         4.4         4.5         4.6         4.4         4.5         16           Kauvar, Jane F.         4.3         4.3         4.1         4.1         4.3         59           Kristiansen, Kari </th <th></th> <th>Fairness</th> <th>Integrity</th> <th>Temperament</th> <th>Diligence</th> <th>Mean</th> <th>N</th>		Fairness	Integrity	Temperament	Diligence	Mean	N
Blankenship, Douglas L.         4.2         4.3         4.1         4.1         4.2         62           Clark, Brian K.         4.7         4.7         4.7         4.7         4.7         65           Easter, Catherine M.         4.6         4.6         4.7         4.6         4.6         55           Estelle, William L.         3.5         3.9         3.5         3.7         3.7         21           Fabe, Dana A.         4.5         4.7         4.6         4.7         4.6         116           George, David V.         4.3         4.3         4.1         4.1         4.3         32           Gleason, Sharon L.         4.5         4.6         4.5         4.6         4.5         100           Hamilton III, Marvin Charles         4.4         4.5         1.6         Katsuar, Jane F.         4.3         4.3         4.1         4.1         4.3	Aarseth, Eric A.	4.4	4.5	4.4	4.3	4.5	70
Clark, Brian K.         4.7         4.7         4.7         4.7         4.7         65           Easter, Catherine M.         4.6         4.6         4.7         4.6         4.6         55           Estelle, William L.         3.5         3.9         3.5         3.7         3.7         21           Fabe, Dana A.         4.5         4.7         4.6         4.7         4.6         116           George, David V.         4.3         4.3         4.1         4.1         4.3         32           Gleason, Sharon L.         4.5         4.6         4.5         4.6         4.5         100           Hamilton III, Marvin Charles         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.4         4.2         33         1100         116 <td< td=""><td>Bauman, Carl</td><td>4.6</td><td>4.4</td><td>4.7</td><td>4.3</td><td>4.4</td><td>16</td></td<>	Bauman, Carl	4.6	4.4	4.7	4.3	4.4	16
Easter, Catherine M.	Blankenship, Douglas L.	4.2	4.3	4.1	4.1	4.2	62
Estelle, William L. 3.5 3.9 3.5 3.7 3.7 21 Fabe, Dana A. 4.5 4.7 4.6 4.7 4.6 116 George, David V. 4.3 4.3 4.1 4.1 4.1 4.3 32 Gleason, Sharon L. 4.5 4.6 4.5 4.6 4.5 100 Hamilton III, Marvin Charles 4.4 4.4 4.4 4.4 4.4 4.5 16 Kauvar, Jane F. 4.3 4.3 4.1 4.1 4.3 59 Kristiansen, Kari 4.4 4.5 4.6 4.4 4.4 4.4 28 MacDonald, Michael A. 4.8 4.8 4.8 4.8 4.8 4.8 4.8 4.8 4.8 4.	Clark, Brian K.	4.7	4.7	4.7	4.7	4.7	65
Fabe, Dana A.       4.5       4.7       4.6       4.7       4.6       116         George, David V.       4.3       4.3       4.1       4.1       4.3       32         Gleason, Sharon L.       4.5       4.6       4.5       4.6       4.5       100         Hamilton III, Marvin Charles       4.4       4.4       4.4       4.4       4.4       23         Illsley, Sharon A.S.       4.4       4.5       4.6       4.4       4.5       16         Kauvar, Jane F.       4.3       4.3       4.1       4.1       4.3       59         Kristiansen, Kari       4.4       4.5       4.4       4.4       4.4       4.4       28         MacDonald, Michael A.       4.8       4.8       4.8       4.8       4.8       4.8       4.8       4.8       4.8       4.8       4.8       4.8       4.8       4.8       4.6       4.7       4.7       4.7       4.7       4.6       4.7       4.4       4.7       4.7       4.6       72       4.6       4.8       4.8       4.8       4.8       4.8       4.8       3.6       4.8       4.8       4.8       4.8       4.8       4.8       4.6       72 <t< td=""><td>Easter, Catherine M.</td><td>4.6</td><td>4.6</td><td>4.7</td><td>4.6</td><td>4.6</td><td>55</td></t<>	Easter, Catherine M.	4.6	4.6	4.7	4.6	4.6	55
George, David V.         4.3         4.3         4.1         4.1         4.3         32           Gleason, Sharon L.         4.5         4.6         4.5         4.6         4.5         100           Hamilton III, Marvin Charles         4.4         4.4         4.4         4.4         4.4         4.4         23           Illsley, Sharon A.S.         4.4         4.5         4.6         4.4         4.5         16           Kauvar, Jane F.         4.3         4.3         4.1         4.1         4.3         59           Kristiansen, Kari         4.4         4.5         4.4         4.4         4.4         28           MacDonald, Michael A.         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.8         4.6         72         4.6         72         4.6         72         4.6         72         4.6         72         4.6         72         4.6         4.8         4.8         4.8         4.8         4.8         3.6         4.8         4.8         4.8         4.8         4.8	Estelle, William L.	3.5	3.9	3.5	3.7	3.7	21
Gleason, Sharon L.       4.5       4.6       4.5       4.6       4.5       100         Hamilton III, Marvin Charles       4.4       4.4       4.4       4.4       4.4       23         Illsley, Sharon A.S.       4.4       4.5       4.6       4.4       4.5       16         Kauvar, Jane F.       4.3       4.3       4.1       4.1       4.3       59         Kristiansen, Kari       4.4       4.5       4.4       4.4       4.4       28         MacDonald, Michael A.       4.8       4.8       4.8       4.8       4.8       4.8       4.5         Mannheimer, David       4.6       4.7       4.4       4.7       4.7       46         McKay, Patrick J.       4.5       4.3       4.5       4.5       4.6       72         Miller, Kevin G.       4.8       4.8       4.8       4.8       4.8       4.8       36         Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6	Fabe, Dana A.	4.5	4.7	4.6	4.7	4.6	116
Hamilton III, Marvin Charles       4.4       4.4       4.4       4.4       4.4       23         Illsley, Sharon A.S.       4.4       4.5       4.6       4.4       4.5       16         Kauvar, Jane F.       4.3       4.3       4.1       4.1       4.3       59         Kristiansen, Kari       4.4       4.5       4.4       4.4       4.4       28         MacDonald, Michael A.       4.8       4.8       4.8       4.8       4.8       4.8       4.5         Mannheimer, David       4.6       4.7       4.4       4.7       4.7       46         McKay, Patrick J.       4.5       4.3       4.5       4.5       4.6       72         Miller, Kevin G.       4.8       4.8       4.8       4.8       4.8       36         Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1	George, David V.	4.3	4.3	4.1	4.1	4.3	32
Illsley, Sharon A.S.       4.4       4.5       4.6       4.4       4.5       16         Kauvar, Jane F.       4.3       4.3       4.1       4.1       4.3       59         Kristiansen, Kari       4.4       4.5       4.4       4.4       4.4       28         MacDonald, Michael A.       4.8       4.8       4.8       4.8       4.8       4.8       4.5         Mannheimer, David       4.6       4.7       4.4       4.7       4.7       4.6         McKay, Patrick J.       4.5       4.3       4.5       4.5       4.6       72         Miller, Kevin G.       4.8       4.8       4.8       4.8       4.8       36         Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.2       4.3       4.3       75	Gleason, Sharon L.	4.5	4.6	4.5	4.6	4.5	100
Kauvar, Jane F.       4.3       4.3       4.1       4.1       4.3       59         Kristiansen, Kari       4.4       4.5       4.4       4.4       4.4       28         MacDonald, Michael A.       4.8       4.8       4.8       4.8       4.8       4.8       4.5         Mannheimer, David       4.6       4.7       4.4       4.7       4.7       46         McKay, Patrick J.       4.5       4.3       4.5       4.5       4.6       72         Miller, Kevin G.       4.8       4.8       4.8       4.8       4.8       36         Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jac	Hamilton III, Marvin Charles	4.4	4.4	4.4	4.4	4.4	23
Kristiansen, Kari       4.4       4.5       4.4       4.4       4.4       28         MacDonald, Michael A.       4.8       4.8       4.8       4.8       4.8       4.8       4.5         Mannheimer, David       4.6       4.7       4.4       4.7       4.7       46         McKay, Patrick J.       4.5       4.3       4.5       4.5       4.6       72         Miller, Kevin G.       4.8       4.8       4.8       4.8       4.8       4.8       36         Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3	Illsley, Sharon A.S.	4.4	4.5	4.6	4.4	4.5	16
MacDonald, Michael A.       4.8       4.8       4.8       4.8       4.8       4.5         Mannheimer, David       4.6       4.7       4.4       4.7       4.7       46         McKay, Patrick J.       4.5       4.3       4.5       4.5       4.6       72         Miller, Kevin G.       4.8       4.8       4.8       4.8       4.8       4.8       36         Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54	Kauvar, Jane F.	4.3	4.3	4.1	4.1	4.3	59
Mannheimer, David       4.6       4.7       4.4       4.7       4.7       46         McKay, Patrick J.       4.5       4.3       4.5       4.5       4.6       72         Miller, Kevin G.       4.8       4.8       4.8       4.8       4.8       4.8       36         Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.5       4.5       4.5       4.5	Kristiansen, Kari	4.4	4.5	4.4	4.4	4.4	28
McKay, Patrick J.       4.5       4.3       4.5       4.5       4.6       72         Miller, Kevin G.       4.8       4.8       4.8       4.8       4.8       36         Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       4.5       4.5	MacDonald, Michael A.	4.8	4.8	4.8	4.8	4.8	45
Miller, Kevin G.       4.8       4.8       4.8       4.8       4.8       36         Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       4.5       4.5       4.5       4.5       4.5       4.5       4.5       4.5       4.5       4.5       4.5       4.5       <	Mannheimer, David	4.6	4.7	4.4	4.7	4.7	46
Moran, Anna M.       4.4       4.4       4.2       4.4       4.4       27         Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       4.5       36	McKay, Patrick J.	4.5	4.3	4.5	4.5	4.6	72
Motyka, Gregory J.       4.6       4.5       4.5       4.5       4.5       64         Pallenberg, Philip M.       4.6       4.7       4.6       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       4.5       36	Miller, Kevin G.	4.8	4.8	4.8	4.8	4.8	36
Pallenberg, Philip M.       4.6       4.7       4.6       4.6       34         Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       4.5       36	Moran, Anna M.	4.4	4.4	4.2	4.4	4.4	27
Postma Jr., Richard W.       3.4       3.2       3.0       3.2       3.1       62         Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       36	Motyka, Gregory J.	4.6	4.5	4.5	4.5	4.5	64
Rhoades, Stephanie       4.3       4.3       4.2       4.3       4.3       75         Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       36	Pallenberg, Philip M.	4.6	4.7	4.6	4.6	4.6	34
Rindner, Mark       4.2       4.2       3.8       4.2       4.2       62         Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       36	Postma Jr., Richard W.	3.4	3.2	3.0	3.2	3.1	62
Smith, Jack W.       4.4       4.4       4.2       4.2       4.3       60         Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       36	Rhoades, Stephanie	4.3	4.3	4.2	4.3	4.3	75
Spaan, Michael       4.6       4.6       4.6       4.5       4.6       54         Stephens, Trevor       4.8       4.9       4.9       4.8       4.9       37         White, Vanessa       4.5       4.6       4.5       4.5       4.5       36	Rindner, Mark	4.2	4.2	3.8	4.2	4.2	62
Stephens, Trevor         4.8         4.9         4.9         4.8         4.9         37           White, Vanessa         4.5         4.6         4.5         4.5         4.5         36	Smith, Jack W.	4.4	4.4	4.2	4.2	4.3	60
White, Vanessa 4.5 4.6 4.5 4.5 36	Spaan, Michael	4.6	4.6	4.6	4.5	4.6	54
	Stephens, Trevor	4.8	4.9	4.9	4.8	4.9	37
Wolfe, John 4.4 4.5 4.4 4.5 27	White, Vanessa	4.5	4.6	4.5	4.5	4.5	36
	Wolfe, John	4.4	4.5	4.4	4.4	4.5	27

#### Court Employee Survey Results 2010 Retention Evalu ation Eric A. Aarseth

Question	Exce %	llent (n)	Go %	od (n)	Acce %	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	55%	35	36%	23	5%	3	3%	2	2%	1	4.4	64
Integrity	64%	46	29%	21	4%	3	1%	1	1%	1	4.5	72
Judicial Temperament	60%	42	27%	19	7%	5	4%	3	1%	1	4.4	70
Diligence	53%	37	33%	23	11%	8	1%	1	1%	1	4.3	70
Overall Evaluation	60%	42	31%	22	6%	4	1%	1	1%	1	4.5	70

# Court Employee Survey Results 2010 Retention Evaluation Carl Bauman

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Question	Exce	llent (n)	Go %	od (n)	Acce %	ptable (n)	Defic %	cient (n)	P:	oor (n)	Mean	Total Responses
Impartiality/Fairness	77%	10	15%	2	0%	0	8%	1	0%	0	4.6	13
Integrity	60%	9	27%	4	7%	1	7%	1	0%	0	4.4	15
Judicial Temperament	80%	12	13%	2	0%	0	7%	1	0%	0	4.7	15
Diligence	56%	9	25%	4	6%	1	13%	2	0%	0	4.3	16
Overall Evaluation	63%	10	25%	4	6%	1	6%	1	0%	0	4.4	16

# Court Employee Survey Results 2010 Retention Evaluation Douglas L. Blankenship

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Question	Exce %	llent (n)	Go %	od (n)	Acce <sub>l</sub> %	ptable (n)	Defic	cient (n)	P (	oor (n)	Mean	Total Responses
Impartiality/Fairness	46%	27	31%	18	24%	14	0%	0	0%	0	4.2	59
Integrity	53%	32	26%	16	15%	9	7%	4	0%	0	4.3	61
Judicial Temperament	48%	29	25%	15	20%	12	8%	5	0%	0	4.1	61
Diligence	47%	28	27%	16	17%	10	8%	5	2%	1	4.1	60
Overall Evaluation	53%	33	24%	15	16%	10	7%	4	0%	0	4.2	62

## Court Employee Survey Results 2010 Retention Evaluation Brian K. Clark

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Question	Exce %	llent (n)	Go %	od (n)	Acce %	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	73%	46	22%	14	5%	3	0%	0	0%	0	4.7	63
Integrity	72%	46	23%	15	5%	3	0%	0	0%	0	4.7	64
Judicial Temperament	75%	48	22%	14	3%	2	0%	0	0%	0	4.7	64
Diligence	70%	44	25%	16	5%	3	0%	0	0%	0	4.7	63
Overall Evaluation	72%	47	25%	16	3%	2	0%	0	0%	0	4.7	65

#### Court Employee Survey Results 2010 Retention Evaluation Catherine M. Easter

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Question	Exce %	llent (n)	Go %	od (n)	Acce %	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	66%	33	28%	14	6%	3	0%	0	0%	0	4.6	50
Integrity	67%	36	28%	15	6%	3	0%	0	0%	0	4.6	54
Judicial Temperament	71%	40	23%	13	5%	3	0%	0	0%	0	4.7	56
Diligence	69%	37	26%	14	6%	3	0%	0	0%	0	4.6	54
Overall Evaluation	67%	37	27%	15	6%	3	0%	0	0%	0	4.6	55

## Court Employee Survey Results 2010 Retention Evaluation William L. Estelle

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Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P (	oor (n)	Mean	Total Responses
Impartiality/Fairness	10%	2	45%	9	35%	7	5%	1	5%	1	3.5	20
Integrity	24%	5	48%	10	24%	5	0%	0	5%	1	3.9	21
Judicial Temperament	15%	3	35%	7	35%	7	10%	2	5%	1	3.5	20
Diligence	29%	6	33%	7	24%	5	10%	2	5%	1	3.7	21
Overall Evaluation	19%	4	48%	10	19%	4	10%	2	5%	1	3.7	21

#### Court Employee Survey Results 2010 Retention Evaluation Dana A. Fabe

Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P:	oor (n)	Mean	Total Responses		
Impartiality/Fairness	69%	72	19%	20	9%	9	4%	4	0%	0	4.5	105		
Integrity	76%	86	15%	17	6%	7	3%	3	0%	0	4.7	113		
Judicial Temperament	70%	80	18%	21	8%	9	4%	4	0%	0	4.6	114		
Diligence	77%	85	12%	13	10%	11	1%	1	0%	0	4.7	110		
Overall Evaluation	75%	87	18%	21	3%	3	4%	5	0%	0	4.6	116		

## Court Employee Survey Results 2010 Retention Evaluation David V. George

Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P:	oor (n)	Mean	Total Responses		
Impartiality/Fairness	53%	17	28%	9	19%	6	0%	0	0%	0	4.3	32		
Integrity	50%	16	31%	10	19%	6	0%	0	0%	0	4.3	32		
Judicial Temperament	47%	15	22%	7	22%	7	9%	3	0%	0	4.1	32		
Diligence	45%	14	26%	8	23%	7	7%	2	0%	0	4.1	31		
Overall Evaluation	50%	16	31%	10	13%	4	6%	2	0%	0	4.3	32		

# Court Employee Survey Results 2010 Retention Evaluation Sharon L. Gleason

Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defid	cient (n)	P:	oor (n)	Mean	Total Responses
Impartiality/Fairness	66%	61	23%	21	7%	6	5%	5	0%	0	4.5	93
Integrity	73%	73	18%	18	6%	6	2%	2	1%	1	4.6	100
Judicial Temperament	67%	66	20%	20	7%	7	5%	5	1%	1	4.5	99
Diligence	70%	69	20%	20	10%	10	0%	0	0%	0	4.6	99
Overall Evaluation	68%	68	21%	21	7%	7	3%	3	1%	1	4.5	100

#### Court Employee Survey Results 2010 Retention Evaluation Marvin Charles Hamilton III

Question	Exce %	llent (n)	Go %	od (n)	Acce <sub>l</sub>	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	61%	14	26%	6	9%	2	4%	1	0%	0	4.4	23
Integrity	61%	14	30%	7	4%	1	0%	0	4%	1	4.4	23
Judicial Temperament	55%	12	36%	8	5%	1	5%	1	0%	0	4.4	22
Diligence	64%	14	18%	4	14%	3	0%	0	5%	1	4.4	22
Overall Evaluation	57%	13	39%	9	0%	0	0%	0	4%	1	4.4	23

# Court Employee Survey Results 2010 Retention Evaluation Sharon A.S. IIIsley

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Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	53%	8	33%	5	13%	2	0%	0	0%	0	4.4	15
Integrity	67%	10	20%	3	13%	2	0%	0	0%	0	4.5	15
Judicial Temperament	77%	13	18%	3	0%	0	0%	0	6%	1	4.6	17
Diligence	75%	12	13%	2	0%	0	6%	1	6%	1	4.4	16
Overall Evaluation	69%	11	19%	3	6%	1	6%	1	0%	0	4.5	16

# Court Employee Survey Results 2010 Retention Evaluation Jane F. Kauvar

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Question	Exce	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	53%	31	32%	19	12%	7	2%	1	2%	1	4.3	59
Integrity	56%	33	25%	15	17%	10	0%	0	2%	1	4.3	59
Judicial Temperament	45%	27	32%	19	13%	8	8%	5	2%	1	4.1	60
Diligence	49%	28	25%	14	18%	10	5%	3	4%	2	4.1	57
Overall Evaluation	53%	31	29%	17	15%	9	2%	1	2%	1	4.3	59

#### Court Employee Survey Results 2010 Retention Evaluation Kari Kristiansen

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Question	Exce %	llent (n)	Go %	od (n)	Acce <sub>l</sub>	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	50%	13	35%	9	15%	4	0%	0	0%	0	4.4	26
Integrity	59%	16	30%	8	11%	3	0%	0	0%	0	4.5	27
Judicial Temperament	54%	15	32%	9	14%	4	0%	0	0%	0	4.4	28
Diligence	56%	14	28%	7	16%	4	0%	0	0%	0	4.4	25
Overall Evaluation	54%	15	32%	9	14%	4	0%	0	0%	0	4.4	28

# Court Employee Survey Results 2010 Retention Evaluation Michael A. MacDonald

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Question	Exce %	llent (n)	Go %	od (n)	Acce %	ptable (n)	Defic	cient (n)	Po %	oor (n)	Mean	Total Responses
Impartiality/Fairness	75%	33	25%	11	0%	0	0%	0	0%	0	4.8	44
Integrity	78%	35	22%	10	0%	0	0%	0	0%	0	4.8	45
Judicial Temperament	80%	36	18%	8	2%	1	0%	0	0%	0	4.8	45
Diligence	82%	37	16%	7	2%	1	0%	0	0%	0	4.8	45
Overall Evaluation	78%	35	20%	9	2%	1	0%	0	0%	0	4.8	45

# Court Employee Survey Results 2010 Retention Evaluation David Mannheimer

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Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	73%	33	18%	8	9%	4	0%	0	0%	0	4.6	45
Integrity	77%	36	15%	7	9%	4	0%	0	0%	0	4.7	47
Judicial Temperament	62%	29	23%	11	11%	5	4%	2	0%	0	4.4	47
Diligence	80%	35	11%	5	9%	4	0%	0	0%	0	4.7	44
Overall Evaluation	78%	36	15%	7	4%	2	2%	1	0%	0	4.7	46

# Court Employee Survey Results 2010 Retention Evaluation Patrick J. McKay

Question	Exce %	llent (n)	Go %	od (n)	Acce <sub>l</sub> %	ptable (n)	Defic	cient (n)	P:	oor (n)	Mean	Total Responses
Impartiality/Fairness	62%	44	27%	19	9%	6	3%	2	0%	0	4.5	71
Integrity	59%	44	21%	16	12%	9	8%	6	0%	0	4.3	75
Judicial Temperament	66%	49	24%	18	5%	4	4%	3	0%	0	4.5	74
Diligence	61%	43	31%	22	6%	4	1%	1	0%	0	4.5	70
Overall Evaluation	65%	47	26%	19	7%	5	1%	1	0%	0	4.6	72

#### Court Employee Survey Results 2010 Retention Evaluation Kevin G. Miller

Question	Exce %	llent (n)	Go %	od (n)	Acce %	ptable (n)	Defi	cient (n)	P 6	oor (n)	Mean	Total Responses
Impartiality/Fairness	81%	29	17%	6	3%	1	0%		0%	0	4.8	36
Integrity	81%	29	17%	6	3%	1	0%		0%	0	4.8	36
Judicial Temperament	86%	31	11%	4	3%	1	0%		0%	0	4.8	36
Diligence	81%	29	17%	6	3%	1	0%		0%	0	4.8	36
Overall Evaluation	83%	30	17%	6	0%	0	0%		0%	0	4.8	36

#### Court Employee Survey Results 2010 Retention Evaluation Anna M. Moran

Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	58%	15	27%	7	15%	4	0%	0	0%	0	4.4	26
Integrity	52%	13	32%	8	16%	4	0%	0	0%	0	4.4	25
Judicial Temperament	41%	11	41%	11	15%	4	4%	1	0%	0	4.2	27
Diligence	54%	14	27%	7	19%	5	0%	0	0%	0	4.4	26
Overall Evaluation	52%	14	33%	9	15%	4	0%	0	0%	0	4.4	27

# Court Employee Survey Results 2010 Retention Evaluation Gregory J. Motyka

Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P:	oor (n)	Mean	Total Responses
Impartiality/Fairness	65%	41	25%	16	10%	6	0%	0	0%	0	4.6	63
Integrity	64%	41	27%	17	8%	5	2%	1	0%	0	4.5	64
Judicial Temperament	67%	43	22%	14	8%	5	3%	2	0%	0	4.5	64
Diligence	64%	39	26%	16	8%	5	2%	1	0%	0	4.5	61
Overall Evaluation	63%	40	28%	18	8%	5	2%	1	0%	0	4.5	64

# Court Employee Survey Results 2010 Retention Evaluation Philip M. Pallenberg

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Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P:	oor (n)	Mean	Total Responses
Impartiality/Fairness	65%	20	32%	10	3%	1	0%	0	0%	0	4.6	31
Integrity	76%	25	21%	7	3%	1	0%	0	0%	0	4.7	33
Judicial Temperament	65%	20	29%	9	7%	2	0%	0	0%	0	4.6	31
Diligence	68%	23	21%	7	12%	4	0%	0	0%	0	4.6	34
Overall Evaluation	62%	21	35%	12	3%	1	0%	0	0%	0	4.6	34

## Court Employee Survey Results 2010 Retention Evaluation Richard Postma, Jr.

Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic %	cient (n)	P 0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	29%	17	29%	17	10%	6	12%	7	19%	11	3.4	58
Integrity	32%	19	20%	12	9%	5	15%	9	24%	14	3.2	59
Judicial Temperament	29%	19	23%	15	3%	2	12%	8	33%	22	3.0	66
Diligence	30%	18	23%	14	13%	8	8%	5	26%	16	3.2	61
Overall Evaluation	26%	16	26%	16	7%	4	18%	11	24%	15	3.1	62

## Court Employee Survey Results 2010 Retention Evaluation Stephanie Rhoades

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Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P:	oor (n)	Mean	Total Responses
Impartiality/Fairness	53%	40	27%	20	17%	13	1%	1	1%	1	4.3	75
Integrity	59%	44	21%	16	16%	12	3%	2	1%	1	4.3	75
Judicial Temperament	51%	38	21%	16	21%	16	5%	4	1%	1	4.2	75
Diligence	58%	43	23%	17	15%	11	3%	2	1%	1	4.3	74
Overall Evaluation	56%	42	23%	17	19%	14	1%	1	1%	1	4.3	75

#### Court Employee Survey Results 2010 Retention Evaluation Mark Rindner

Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P:	oor (n)	Mean	Total Responses	
Impartiality/Fairness	48%	30	27%	17	22%	14	2%	1	2%	1	4.2	63	
Integrity	47%	30	30%	19	22%	14	2%	1	0%	0	4.2	64	
Judicial Temperament	44%	28	17%	11	23%	15	9%	6	6%	4	3.8	64	
Diligence	48%	29	27%	16	20%	12	2%	1	3%	2	4.2	60	
Overall Evaluation	45%	28	31%	19	21%	13	3%	2	0%	0	4.2	62	

#### Court Employee Survey Results 2010 Retention Evaluation Jack W. Smith

Question	Exce %	llent (n)	Go %	od (n)	Acce <sub>l</sub> %	ptable (n)	Defic	cient (n)	P:	oor (n)	Mean	Total Responses	
Impartiality/Fairness	54%	32	31%	18	14%	8	0%	0	2%	1	4.4	59	
Integrity	60%	36	25%	15	12%	7	0%	0	3%	2	4.4	60	
Judicial Temperament	51%	31	26%	16	16%	10	5%	3	2%	1	4.2	61	
Diligence	54%	32	22%	13	19%	11	3%	2	2%	1	4.2	59	
Overall Evaluation	52%	31	28%	17	18%	11	0%	0	2%	1	4.3	60	

# Court Employee Survey Results 2010 Retention Evaluation Michael Spaan

Question	Exce %	llent (n)	Go %	od (n)	Acce %	ptable (n)	Defic	cient (n)	P 6	oor (n)	Mean	Total Responses
Impartiality/Fairness	62%	33	30%	16	8%	4	0%	0	0%	0	4.6	53
Integrity	63%	32	31%	16	6%	3	0%	0	0%	0	4.6	51
Judicial Temperament	67%	36	24%	13	7%	4	2%	1	0%	0	4.6	54
Diligence	59%	30	35%	18	6%	3	0%	0	0%	0	4.5	51
Overall Evaluation	61%	33	33%	18	6%	3	0%	0	0%	0	4.6	54

## Court Employee Survey Results 2010 Retention Evaluation Trevor Stephens

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Question	Exce %	llent (n)	Go %	od (n)	Acce %	ptable (n)	Defic	cient (n)	P:	oor (n)	Mean	Total Responses
Impartiality/Fairness	87%	32	11%	4	3%	1	0%	0	0%	0	4.8	37
Integrity	89%	32	8%	3	3%	1	0%	0	0%	0	4.9	36
Judicial Temperament	94%	33	3%	1	3%	1	0%	0	0%	0	4.9	35
Diligence	86%	31	11%	4	3%	1	0%	0	0%	0	4.8	36
Overall Evaluation	89%	33	8%	3	3%	1	%	0	0%	0	4.9	37

#### Court Employee Survey Results 2010 Retention Evaluation Vanessa White

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Question	Exce %	llent (n)	Go %	od (n)	Acce %	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	61%	22	31%	11	8%	3	0%	0	0%	0	4.5	36
Integrity	58%	21	39%	14	3%	1	0%	0	0%	0	4.6	36
Judicial Temperament	63%	24	26%	10	8%	3	3%	1	0%	0	4.5	38
Diligence	58%	21	33%	12	6%	2	3%	1	0%	0	4.5	36
Overall Evaluation	61%	22	31%	11	8%	3	0%	0	0%	0	4.5	36

#### Court Employee Survey Results 2010 Retention Evaluation John Wolfe

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Question	Exce %	llent (n)	Go %	od (n)	Acce	ptable (n)	Defic	cient (n)	P0 %	oor (n)	Mean	Total Responses
Impartiality/Fairness	54%	14	35%	9	12%	3	0%	0	0%	0	4.4	26
Integrity	63%	17	30%	8	4%	1	4%	1	0%	0	4.5	27
Judicial Temperament	56%	15	30%	8	11%	3	4%	1	0%	0	4.4	27
Diligence	56%	15	37%	10	4%	1	0%	0	4%	1	4.4	27
Overall Evaluation	56%	15	41%	11	0%	0	4%	1	0%	0	4.5	27

#### Sample Court Employee Survey Page

FIF	RST JUDICIAL DISTRICT	SIIKA SU	PERIOR COU	RI JUDGE	DAVID V.	GEORGE	
		Basis	for Evaluation				
1.	Which of the following best de contact with the judge's work a	escribes the bas as a judge. (Ch	is for your evalua eck one.)	ation of this judge?	Direct profes	sional experience	is limited to direc
	☐ Direct professional experie		☐ Insufficient knowledge to evaluate this judge (Go to next judge.)				
2.	If you checked direct profession	onal experience	:				
	five years?			xperience within th	e last	□ Yes	□ No
	<ul><li>b. Please describ this judge.</li></ul>	□ Moderate	□ Limited				
	ate this judge, circle one numbe See Page ii for definitions of the				to rate the ju	dge for any one of	the criteria, circle
	-	Poor	Deficient	Acceptable	Good	Excellent	Insufficient Knowledge
1	Impartiality/Fairness	1	2	3	4	5	9
2	Integrity	1	2	3	4	5	9
3	Judicial Temperament	1	2	3	4	5	9
4	Diligence	1	2	3	4	5	9
5	Overall evaluation of judge	1	2	3	4	5	9
Comr	nents: See Introduction, page	i, about the type	es of comments s	sought.			
	se use the pages at the end or ments.	another sheet	of paper for addit	ional <b>Pri</b> i	nt Name (Op	tional)	

#### **Anonymity**

To promote a candid response, your comments remain anonymous to the judge whether or not you sign your name. Providing your name is optional but does give your comments added credibility with Council members. The Council does not consider unsigned comments unless they are corroborated, independently substantiated, or acknowledged by the applicant. Your name will not be given to the judge. Survey comments will be shared with a judge only after the comments have been edited to remove information that might identify the respondent. Survey comments are not released publicly.