



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					
2010 Retention Court Employee Survey					
	Direct Professional Experience	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						
	Impartiality/ Fairness	Integrity	Judicial Temperament	Diligence	Overall Evaluation	
					Mean	N
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	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	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	45
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, Jack W.	4.4	4.4	4.2	4.2	4.3	60
Spanan, 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
Wolfe, John	4.4	4.5	4.4	4.4	4.5	27

Court Employee Survey Results 2010 Retention Evaluation Eric A. Aarseth												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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								
Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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. Illsley												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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												
Question	Excellent		Good		Acceptable		Deficient		Poor		Mean	Total Responses
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)		
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

