

**IN THE SUPERIOR COURT OF THE STATE OF ARIZONA
IN AND FOR THE COUNTY OF MARICOPA COUNTY**

IN THE MATTER OF JUDICIAL PERFORMANCE
REVIEW FOR COMMISSIONERS (JPR)

ADMINISTRATIVE ORDER
No. 2022-005

WHEREAS, A.R.S. §12-119.04 provides for the evaluation of Superior Court Commissioners, and requires the Supreme Court to adopt and administer the process under 17A A.R.S. Sup.Ct.Rules, Rule 97, and

WHEREAS, the Superior Court of Arizona in Maricopa County is also governed by rules and standards for fairness, impartiality, efficiency, and competency (See Judicial Code of Conduct, Code of Conduct for Employees, and Trial Court Performance Standards), and

WHEREAS, the Court continually seeks to ensure that these standards are being met and seeks for avenues of improvement,

Accordingly,

IT IS ORDERED:

1. Every Commissioner shall participate in the Judicial Performance Review (JPR) every even numbered year for sixty business days.
2. To ensure consistent administration of JPR, all Commissioners, their staff, any administrative staff that will cover Commissioner calendars, and judicial staff trainers are required to attend training regarding JPR prior to the start of JPR.
3. The trial court administrator or their designee shall provide for surveys and confidential and secure compilation of survey results for JPR of Commissioners in even-numbered years under a procedure approved by the Presiding Judge. If a Commissioner hears more than one type of calendar, he/she shall participate in JPR on each calendar. JPR will include all parties directly involved in a criminal, family, juvenile, probate, civil, tax, mental health case or lower court appeal, unless they are subject to the exceptions listed in paragraph 4 below.

Additional JPR respondents include: attorneys, witnesses, empaneled jurors, victims, parents (in juvenile and probate matters), and contract interpreters. JPR will be distributed to the following staff: 1) probation officers filing a report, if present at the hearing 2) commissioner's staff

- 3) administrative staff that regularly work with the commissioner 4) department administrators that regularly work with the commissioner 5) court reporters that regularly work with the commissioner 6) court interpreters that regularly work with the commissioner 7) courtroom clerks that regularly work with the commissioner 8) court employed caseworkers that regularly work with the commissioner, and 9) child appointed special advocates (CASA) filing a report, if present at the hearing. Participants in all hearings held, no matter if conducted in person or in another format, will participate in JPR.
4. JPR will not include court observers and spectators, jurors not selected for duty, litigants who are undergoing court ordered evaluation or treatment, litigants with a court appointed guardian and any person under the age of 16.
 5. As peer review and self-improvement, the Commissioners shall meet with a Conference Team consisting of the Presiding Judge of the department in which they sit or designee, another Judge or Commissioner of the Superior Court selected by the Presiding Judge, and a public member or lawyer designated by the Presiding Judge. The completed conference report will be confidential. If the peer review committee deems the survey results statistically insufficient, the peer review team may review FTR video or audio recordings.
 6. During each JPR period the Presiding Judge shall request written public comments and hold a public hearing with respect to all Commissioners. The public hearing shall be recorded. The names and addresses of the speakers shall be required in order to speak. Written comments will not be considered unless legible, and unless the name and address of the author is included.
 7. The JPR results shall be transmitted to the Supreme Court by October 1 of even-numbered years and disseminated to the public through the Supreme Court website. The results shall include: the survey data results as to the Commissioner; any biographical or other information on such Commissioner deemed pertinent by the Presiding Judge; and, if applicable, a finding as to whether the Commissioner could not be reviewed during the evaluation process. Should the Presiding Judge find that a Commissioner could not be reviewed during the evaluation process, the report shall identify the circumstances upon which that finding is based.
 8. Effective November 30, 2021, replacing the administrative process outlined in Administrative Order 2010-103 with this administrative order.

DATED this 13th day of January, 2022.

/s/ Joseph C. Welty
Hon. Joseph C. Welty
Presiding Judge

Original: Clerk of the Superior Court

Copies: All Superior Court Judges
All Superior Court Commissioners
Raymond Billotte, Judicial Branch Administrator
Jennifer Fish, Human Resources Director
Shawn Friend, Deputy Court Administrator
Dennis Carpenter, General Counsel