

CITY COUNCIL REPORT



Meeting Date: January 14, 2014
 Charter Provision: *Provide for the orderly government and administration of the affairs of the City*
 Objective: *Appoint Officials*

ACTION

Presiding Judge Reappointment. Discuss, consider, and act on the possible reappointment, including terms of employment, of Joseph Olcavage, Presiding Judge, to a term of four years, as set forth in the City Ordinance, to begin on **March 9, 2014**.

Consideration of Judge Olcavage's reappointment will include a brief presentation by Bruce Davis, Human Resources Executive Director, and Judicial Appointments Advisory Board (JAAB) Chair, Don Alvarez, and may include questions between Council and the JAAB Chair, Human Resources staff, and/or Judge Olcavage (which may also include a personal interview). Additionally, the City Council will discuss and possibly give direction regarding the Presiding Judge's salary and any additional non-performance based employment terms for the next four-year appointment. (March 9, 2014 to March 8, 2018) to be brought back to Council in the form of an employment agreement with Judge Olcavage for the City Council's future approval.

BACKGROUND

In accordance with Scottsdale Revised Code, Section 9 – 2 (a), City Council shall appoint, and may remove for cause, the city judge, associate city judges and judges pro tempore, as the City Council deems necessary. The JAAB shall make recommendations to the City Council, as provided in division 13, Article V of city code, relating to the initial appointment or reappointment of the city judge and associate city judges. As established in section 9-2 (b) of the Scottsdale Revised Code, through adoption of Ordinance 4079 on April 30, 2013, reappointment term lengths for all city judges was amended to four years.

Judge Joseph Olcavage's prestigious thirty-three year career with the City of Scottsdale includes five years as an Assistant City Prosecutor, three years as an Assistant City Attorney, three years as the City Prosecutor, and twenty years as an Associate City Judge. He will be concluding his first term as Presiding City Judge on March 8, 2014.

The JAAB has completed a comprehensive review of Judge Olcavage's application for reappointment (Attachment 1) and voted unanimously to recommend reappointment to a second term. A copy of a letter from Donald Alvarez, JAAB Chair, conveying the JAAB's recommendation to the Honorable Mayor and City Council Members is attached as Attachment 2.

The JAAB considered the following (at a public meeting held on December 10, 2013) to recommend Judge Olcavage's reappointment:

- Judicial Performance Survey – Statistical data report summarizing survey responses from citizens, members of the legal community, and staff. (Attachment 3)
- Communication with the Arizona Commission on Judicial Conduct regarding any judicial complaints filed against Judge Olcavage.
- Confidential Due Diligence Interviews – Each JAAB member called several attorneys (defending and prosecutorial) who have appeared before Judge Olcavage to solicit feedback on their experience with Judge Olcavage in relationship to his judicial performance.
- Call for Public Comments –Public comments regarding Judge Olcavage's application for reappointment which could be submitted in writing or verbally at the public meeting.
- Interview with Judge Olcavage.

An audio recording of the December 10, 2013 meeting is available to City Council Members and the public to hear the public comments, Judge Olcavage's interview and all discussions held by JAAB about their reappointment recommendation to City Council for Judge Olcavage to serve a second term as Presiding City Judge. The recording is available on the JAAB webpage and can be accessed through the following link: <http://www.scottsdaleaz.gov/boards/JAAB>.

Compensation

Scottsdale Revised Code Section 9-2 provides that the City Council will determine the compensation of the City Judge and all other Judges of the City Court.

The salary of the Presiding Judge is set by the City Council at the time of the reappointment and it remains fixed for the full four-year term (March 9, 2014 through March 8, 2018).

ANALYSIS & ASSESSMENT

Community Involvement

The Council-appointed JAAB is a seven member board made up of distinguished judges, attorneys and Scottsdale citizens and includes Judge Bruce Cohen (Vice Chair), Judge Thomas LeClaire, Scottsdale attorneys Donald Alvarez (Chair) and James Padish, and citizens Francis Scanlon, Kenneth Weingarten and Sandra Schenkat.

RESPONSIBLE DEPARTMENT(S)

Human Resources

STAFF CONTACTS (S)

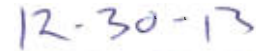
Bruce Davis, Executive Director – Human Resources, bdavis@scottsdaleaz.gov

APPROVED BY



Bruce Davis, Executive Director – Human Resources

(480) 312-2615, bdavis@scottsdaleaz.gov



Date

ATTACHMENTS

1. Judge Olcavage's Application for Reappointment
2. JAAB Recommendation Letter from Donald Alvarez, Chair
3. Survey Statistical Data Reports for Judge Olcavage



**City of Scottsdale
APPLICATION FOR REAPPOINTMENT AS
PRESIDING CITY JUDGE**

A. PERSONAL INFORMATION

1. Full name: Joseph L. Olcavage
2. Office address: 3700 North 75th Street
Scottsdale, AZ 85251
3. Message phone number: (480) 312- [REDACTED] Ext. N/A

B. PROFESSIONAL BACKGROUND AND EXPERIENCE

4. Summarize your tenure as Presiding City Judge, including dates served and the nature and volume of your caseload.

I was first appointed as an associate city judge in November 1991. I began serving as the presiding judge in March of 2011. I am responsible for the overall administration of the court for both judicial and non-judicial staff. I work with court administration regarding the budget, case management, customer service issues and technological enhancements. I oversee the criminal and civil calendars to insure the orderly and efficient processing of cases. I meet with the other charter officers monthly to review city and court issues. I meet with other city departments the court interacts with on an as needed basis. I attend the quarterly Maricopa County Presiding Judge's meeting and meet monthly with the east valley presiding judges.

I am also responsible for presiding over courtroom 2. In that capacity I handle initial appearances, arraignments, pretrial conferences, motions, bench and jury trials, probation matters, walk-in calendar, orders to show cause and correspondence. I also preside over the domestic violence calendar, the juvenile calendar and handle the Rule 11 cases.

Between July 1, 2011 and June 30, 2013 I conducted approximately 4,000 arraignments, 3,000 pretrial conferences, 80 bench trial, 20 jury trials, 270 probation violation hearings and 2,800 walk-ins.

5. Why are you seeking reappointment as Presiding City Judge?

I have over 20 years of experience as a judge and believe I am performing a valuable service to the community in that regard. I preside over courtroom number 2 and in that capacity I am very familiar with the laws and rules of procedure that apply in my court. I

strive to treat all court users with dignity and respect, listen carefully to their various arguments and rule fairly.

In my capacity as presiding judge, I enjoy the challenge of solving problems that are associated with a high volume court. Having formerly been an instructor at new judge orientation, as well as serving as a mentor judge for new judges, I know many of the presiding judges around the state. I can utilize this resource to get their input in problem solving as well as exploring new concepts. The Scottsdale City Court is well respected in the legal community and I want to continue to make it a model for other courts.

During the 2012 fiscal year the Arizona Supreme Court statistics show 101,839 charges were filed with the court. Approximately 1,000 orders of protection/injunctions against harassment were also filed. Our internal court statistics show that during this period the court had approximately 2,700 new DUI cases filed, 115,000 court visitors and almost 160,000 phone calls.

A current court project is to reduce the number of DUI cases awaiting jury trial. I met with a dozen defense attorneys, the city prosecutor and the assistant chief of police to address problems that resulted in delays in these cases. The court also opened up courtroom number 5 with the use of pro tempore judges to try additional DUI cases.

The court also received a grant from the National Center for State Courts regarding high performance courts. The project is designed to implement the principles of high performance courts by utilizing performance data and a quality cycle planning approach to develop and institutionalize a sustainable process for continued self-examination and improvement.

6. What two or three aspects of your performance or contributions as Presiding City Judge are you most proud of during your present term?

Customer service: I have placed an emphasis on better customer service. The court has aggressively sought input from court customers to get their feedback on their court experience and suggestions on how to improve court processes. The court survey card is being reviewed to determine what changes can be made to encourage citizens to suggest improvements to court operations. A web committee was formed to explore the best ways to disseminate legal information and court procedures to court users. The committee is also exploring ways to make it easier for citizens to give us feedback over the court website. Based upon citizen input, the photo enforcement traffic ticket was modified twice (with approval from the Arizona Supreme Court) to clear up confusion regarding various options and court dates. Receipt of payment can now be printed off the court website based upon citizen input. You can now obtain your next court date from the web site as was requested by litigants and attorneys. Several changes have been made to the configuration of the jury assembly room based upon suggestions from jurors.

Court efficiencies: I believe we need to make use of technology to increase the efficiency of the court and to improve the court experience for court users. The court has begun using the auto dialer system to remind defendants of missed payments so they can avoid license suspensions and being placed into the FARE collections system. The auto dialer is

also used to remind defendants of their arraignment dates so they can avoid having an arrest warrant issued for them. The criminal courtrooms are in the process of implementing a file less system. Currently motions and correspondence are handled electronically. Starting in July of this year the juvenile calendar began conducting sessions entirely electronically.

Inclusiveness: I believe the most valuable asset of the court is its staff. The judges and staff have a unique perspective on court operations and can provide valuable insight and input on procedural and technical changes that will enhance court operations. To that end I have challenged the judges and staff to volunteer to become part of the process in solving problems and coming up with innovative ways to do business. The judges volunteered to be on committees to look at procedures involving caseflow management and DUI timelines. The staff volunteered to be on committees regarding reviewing existing training methods and content for both new and experienced employees, web-site improvements and jury enhancements.

7. What have you done as Presiding City Judge to further your professional development and to prepare yourself for a subsequent term on the bench?

I attended the following conferences:

2012 Court Leadership Conference. Sessions included the Funding Crisis In State Courts; Responsibility of Court Leaders to Improve the Justice System; Arizona eCourt Model and National Time Standards.

2013 Presiding Judge Leadership Academy. Topics covered included Creating a Management Team; Human Resources; Media Relations; Budget and Finance; Court Security; Caseflow Management and Performance Standards; and Technology Standards.

2013 Judicial Conference. I took sessions that focused on serving and educating the public.

I meet monthly with the east valley presiding judges to discuss matters of current concern or interest for limited jurisdiction courts.

8. Describe any additional experience, accomplishments or awards that you would like to share with the Board.

The home detention program which was established to help reduce jail costs received two awards in 2012. The court received the NACM Justice Achievement Award from The National Association for Court Management and the AOC LJC Award for Strengthening the Administration of Justice from the Arizona Supreme Court.

Following up on this program the court commenced a new jail court cost savings initiative in March of 2012. The initial appearance court was expanded to become an early disposition court. Prosecutors are present and victim notification is attempted in order to resolve cases at the initial appearance. Since commencing this project the court has seen an 80% increase in cases resolved at the initial appearance stage together with a significant savings in jail costs.



C. CONDUCT AND ETHICS

9. List and describe any sanctions imposed upon you by any courts or judicial oversight bodies for violation of any rule or procedure or for any other professional impropriety.

None

10. Are there any other issues pertaining to judicial conduct or ethics that should be disclosed to the Board.

No

The undersigned hereby authorizes the Committees of the State Bar of Arizona, all Bar Associations, references, employers, credit reporting agencies, business and professional associates, and all governmental agencies to release to the Scottsdale Judicial Appointments Advisory Board and the City of Scottsdale any information requested by said Board in connection with the processing of my application for reappointment as Presiding City Judge.

I certify that all the information provided herein is true and complete to the best of my knowledge. I agree and understand that omissions, misstatements, and falsifications may be cause for rejection of this application or may otherwise impact my continued employment with the City of Scottsdale. I give the Judicial Appointments Advisory Board and the City of Scottsdale the right to investigate and verify any information obtained through the application process. Permission is granted and I release from any and all liability any employer, agency, or individual assisting the Board or the City of Scottsdale in providing relevant, job related information or survey data that will assist with this process.

I understand that I may be required to successfully complete an alcohol/drug test as part of the reappointment assessment process.

My signature below acknowledges my understanding and agreement with the above.

Date: 8/14/13

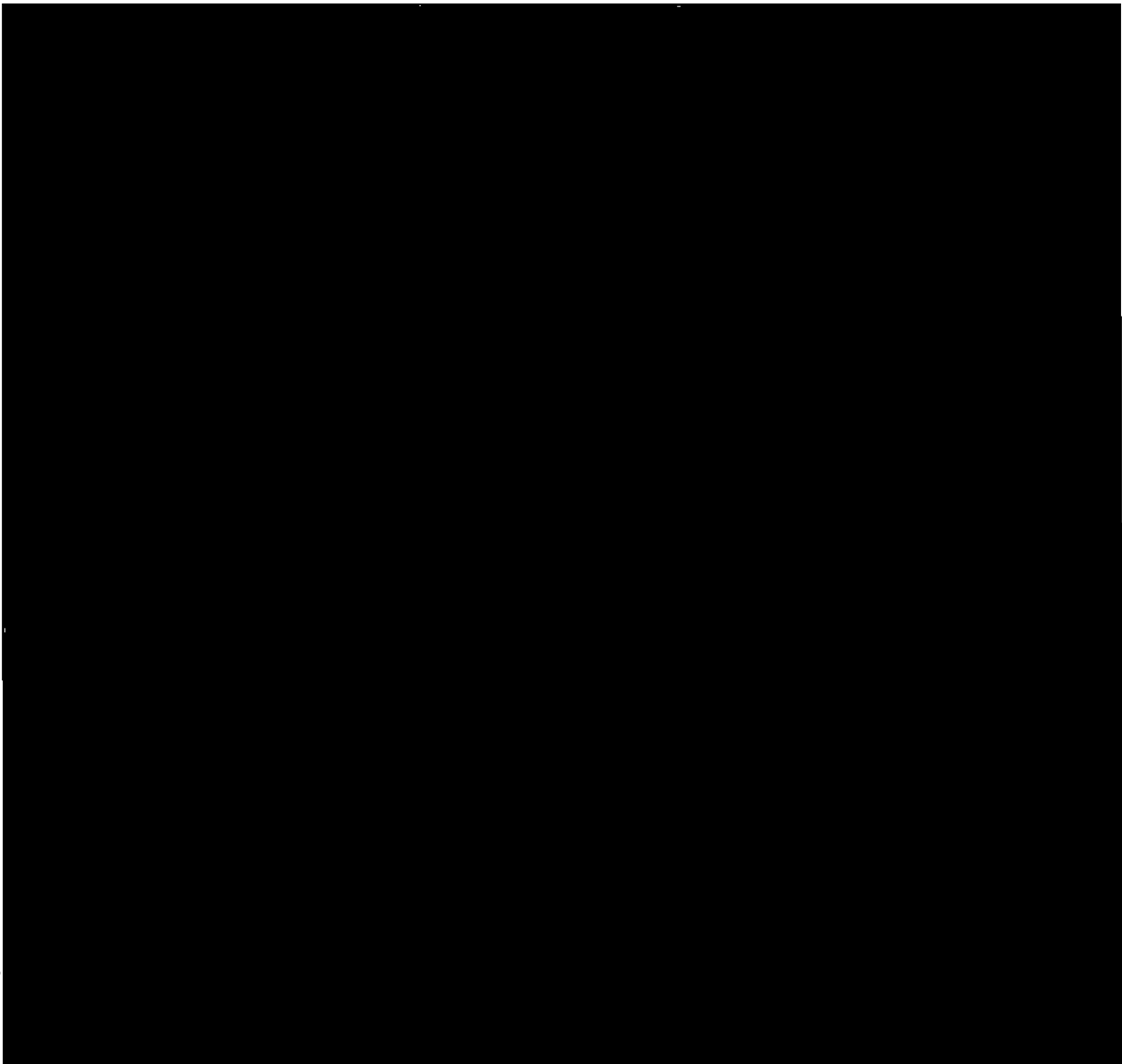
Joseph J. Alvarez
(Signature)

Submission of this application expresses my willingness to accept reappointment to the judicial position applied for in this application if tendered by the Scottsdale City Council.

Joseph I. Olcavage
(Signature)

Please submit the completed and signed application and all supplemental information to:

Lorelei Olen
Human Resources
7575 East Main Street
Scottsdale, AZ 85251





Human Resources

7575 E. Main Street
Scottsdale, AZ 85251

PHONE 480-312-2491
FAX 480-312-7960
WEB www.ScottsdaleAZ.Gov

December 11, 2013

The Honorable Mayor W.J. "Jim" Lane
Members of the Scottsdale City Council
3939 North Drinkwater Boulevard
Scottsdale, Arizona 85251

RE: Reappointment of Hon. Joseph Olcavage as Scottsdale Presiding City Judge

Dear Mayor Lane and Members of the City Council:

On December 10, 2013, the Scottsdale Judicial Appointments Advisory Board (JAAB) convened to consider the application of Judge Joseph Olcavage for reappointment to a four-year term as Presiding City Judge of the Scottsdale City Court. Judge Olcavage has served on the bench for the City of Scottsdale for 22 years and completes his first term (of two years) as presiding city judge on March 8, 2014. His original judicial appointment was November 21, 1991.

The JAAB used a very thorough process in considering this matter, including an independent survey of attorneys, defendants, witnesses, jurors, and court staff; reference checks with attorneys who regularly appear in his court; public testimony concerning Presiding City Judge Olcavage; observations of his court; and a formal interview by the Board. Judge Olcavage's survey scores in all categories (legal ability, integrity, communication skills, judicial temperament, and administrative performance), were close to the superior rating, the best scores the JAAB has seen of all City of Scottsdale judges. Additionally, the JAAB was impressed with the many positive accomplishments of Judge Olcavage as Presiding Judge over the past two years, as attested to by the Associate City Judges during public testimony and through the superior scores on the Presiding Judge survey report.

After deliberation, the Board voted unanimously (7-0) to highly recommend to the City Council the reappointment of Judge Olcavage to a four-year term as Presiding City Judge beginning March 9, 2014.

I extend my thanks to my fellow Board members for their service. We all appreciate the opportunity to help our community and the City of Scottsdale. If you have questions or need further information, please feel free to contact me at (480)922-3692.

Respectfully,

A handwritten signature in blue ink that reads "Donald R. Alvarez".

Donald Alvarez
Chair, Scottsdale Judicial Appointments Advisory Board

cc: JAAB Board Members



November 21, 2013

Ms. Valerie Wegner
City of Scottsdale
Human Resources Systems
7575 E. Main Street
Scottsdale, AZ 85251

Subject: Re-Appointment Reports for Presiding Judge Joseph Olcavage and
Judge Statia D. Hendrix

Dear Valerie:

The following pages provide the survey materials in support of the re-appointment process for the judges named above. This letter provides assistance in interpreting those materials.

Surveys Distributed and Returned

You provided RIS with listings containing names and mailing information for private attorneys, defendants, and jurors. You distributed survey forms directly to other city judges, witnesses, court staff, and other parties. For attorneys, defendants, witnesses and jurors, the lists included those who appeared before Presiding Judge Olcavage or Judge Hendrix between June 1 and August 31, 2013.

I've attached a spreadsheet that provides the counts of surveys distributed and received. A total of 1,736 surveys were distributed for the current report period, 774 for Presiding Judge Olcavage and 962 for Judge Hendrix. Of those, the post office returned 68 (8.8%) for Judge Olcavage as undeliverable and we received 121 usable surveys for an effective response rate of 17.1 percent. For Judge Hendrix, 80 (8.3%) surveys were returned as undeliverable and there were 143 usable surveys for an effective response rate of 16.7 percent.

Interpreting Statistical Reports

The "SUMMARY - All Reports thru Current" sheets provide the combined results for all of the responses we have received since the beginning of our work with the City of Scottsdale, including those for this report.

At the top of the report page, under the "City of Scottsdale Judicial Appointment Advisory Board" line, the report provides Name of Judge, Total Surveys, and Prepared. The Total Surveys number is the total of all surveys received: attorney, defendant/plaintiff, juror and staff. The Prepared field is the date on which the results were compiled.

For the numerical and percentage reports, the survey questions are in the left-most column and are categorized into *Legal Ability, Integrity, Communication Skills, Judicial Temperament, and Administrative Performance*. The responses to each question are displayed on the line corresponding to the question under the appropriate respondent group. These responses give the number (or percentage) of respondents who rated the judge as:

UN = Unacceptable (0 points)
PO = Poor (1 point)
SA = Satisfactory (2 points)
VG = Very Good (3 points)
SU = Superior (4 points)

Mean scores are based on a scale of zero to four as defined above: an Unacceptable response is worth zero points and a Superior response is worth four points. A category summary is given at the bottom of each category, for example, "Legal Ability Summary." These summaries are the total of each response for all questions in that category and are intended to provide an overall value so that a judge's ratings could be compared across categories.

A legend for translating the response categories is located at the bottom of each page, along with the time period for which surveys were distributed. The second page provides the percentages for all of the numerical responses on the first page.

Thank you for the opportunity to provide this information. As always, please call me at [REDACTED] or email me at [REDACTED] if you have any questions or require any additional information.

Sincerely,

James E. Riggs

James E. Riggs
President

Attachments

Scottsdale City Court
Survey Distribution and Receipt Summary
Presiding Judge Joseph Olcavage
November 2013

Respondent Group	Dist.	Ret ND	Net Dist.	Returned	Rate
Attorneys	91	4	87	25	28.7%
- Peer Judges	0	0	0	0	0.0% *
- Attorneys	91	4	87	25	28.7%
Defendants/Witnesses	608	64	544	60	11.0%
- Defendants	434	64	370	14	3.8%
- Witnesses	174	0	174	46	26.4%
Jurors	18	0	18	5	27.8%
Court Staff	57	0	57	31	54.4%
Totals	774	68	706	121	17.1%

*Presiding Judge surveys were distributed instead of Peer Judge surveys for Presiding Judge Olcavage with responses tabulated in a separate statistical report (see pages 8 and 9)

Scottsdale City Court
Survey Distribution and Receipt Summary
Judge Statia D. Hendrix
November 2013

Respondent Group	Dist.	Ret ND	Net Dist.	Returned	Rate
Attorneys	141	3	138	33	23.9%
- Peer Judges	6	0	6	6	100.0%
- Attorneys	135	3	132	27	20.5%
Defendants/Witnesses	709	77	607	64	10.5%
- Defendants	505	77	428	16	3.7%
- Witnesses	179	0	179	48	26.8%
Jurors	55	0	55	17	30.9%
Court Staff	57	0	57	29	50.9%
Totals	962	80	857	143	16.7%

**CITY OF SCOTTSDALE
JUDICIAL APPOINTMENTS ADVISORY BOARD**

**STATISTICAL DATA REPORTS
FOR
PRESIDING JUDGE JOSEPH OLCAVAGE
PREPARED NOVEMBER 21, 2013**

**CITY OF SCOTTSDALE JUDICIAL APPOINTMENTS ADVISORY BOARD
PRESIDING JUDGE REPORT**

Name of Judge:
Joseph Olcavage

Total Surveys: 6

Prepared: November 2013

	ALL RESPONDENTS					Total	Mean		ALL RESPONDENTS					Total	Mean
	UN	PO	SA	VG	SU				UN	PO	SA	VG	SU		
I: Integrity								IV: Administrative Performance							
Exhibits professional conduct.	0	0	0	0	6	6	4.0	Is well informed on all phases of work.	0	0	0	0	6	6	4.0
Exhibits equal treatment regardless of race.	0	0	0	0	6	6	4.0	Is willing to make difficult decisions.	0	0	0	1	5	6	3.8
Exhibits equal treatment regardless of gender.	0	0	0	0	6	6	4.0	Is punctual.	0	0	0	0	6	6	4.0
Exhibits equal treatment regardless of economic status.	0	0	0	0	6	6	4.0	Makes difficult decisions in a timely manner.	0	0	0	1	5	6	3.8
Exhibits fairness and impartiality.	0	0	0	0	6	6	4.0	Is resourceful in resolving problems.	0	0	0	1	5	6	3.8
Exhibits personal integrity.	0	0	0	0	6	6	4.0	Exhibits impartiality in administrative decisions.	0	0	0	1	5	6	3.8
Exhibits conduct that promotes public confidence in the court and the judge's ability.	0	0	0	0	6	6	4.0	Exhibits impartiality in making judicial assignments.	0	0	0	1	5	6	3.8
Integrity Summary	0	0	0	0	42	42	4.0	Exhibits impartiality in allocation of resources.	0	0	0	1	5	6	3.8
								Provides for appropriate training for judges and staff.	0	0	0	1	5	6	3.8
II: Communication Skills								Asks for input before reaching decisions.	0	0	0	0	6	6	4.0
Gives clear and logical oral communications/directions.	0	0	0	3	3	6	3.5	Works diligently.	0	0	0	0	6	6	4.0
Listens effectively.	0	0	0	2	4	6	3.7	Considers and implements change.	0	0	0	0	6	6	4.0
Keeps everyone appropriately informed.	0	0	0	1	5	6	3.8	Organizational skills.	0	0	0	0	6	6	4.0
Produces clear and logical written communication.	0	0	0	1	3	4	3.8	Administrative Performance Summary	0	0	0	7	71	78	3.9
Responds in a timely manner.	0	0	1	0	5	6	3.7								
Communication Skills Summary	0	0	1	7	20	28	3.7	V: Administrative Skills							
								Establishes a clear focus for projects for which he/she is responsible.	0	0	0	0	6	6	4.0
III: Temperament								Has the ability to identify and analyze relevant issues.	0	0	0	0	6	6	4.0
Is patient.	0	0	0	2	4	6	3.7	Accurately assesses and attempts to secure the resources necessary for the effective functioning of the court system.	0	0	0	0	5	5	4.0
Is courteous.	0	0	0	2	4	6	3.7	Accepts and incorporates diversity.	0	0	0	1	5	6	3.8
Is accessible.	0	0	0	0	6	6	4.0	Coaches and develops others.	0	0	0	1	5	6	3.8
Responds appropriately to the circumstance.	0	0	0	0	6	6	4.0	Cooperates with peers.	0	0	0	0	6	6	4.0
Temperament Summary	0	0	0	4	20	24	3.8	Cooperates with staff.	0	0	0	0	5	5	4.0
								Effectively delegates responsibility.	0	0	0	1	5	6	3.8
								Creates a cooperative environment.	0	0	0	0	6	6	4.0
								Administrative Skills Summary	0	0	0	3	49	52	3.9

**CITY OF SCOTTSDALE JUDICIAL APPOINTMENTS ADVISORY BOARD
PRESIDING JUDGE REPORT**

Name of Judge: Joseph Olcavage	Total Surveys:		6					Prepared:		November 2013					
	ALL RESPONDENTS					Total	Mean	ALL RESPONDENTS					Total	Mean	
UN	PO	SA	VG	SU	UN			PO	SA	VG	SU				
I: Integrity								IV: Administrative Performance							
Exhibits professional conduct.	0%	0%	0%	0%	100%	100%	4.0	Is well informed on all phases of work.	0%	0%	0%	0%	100%	100%	4.0
Exhibits equal treatment regardless of race.	0%	0%	0%	0%	100%	100%	4.0	Is willing to make difficult decisions.	0%	0%	0%	17%	83%	100%	3.8
Exhibits equal treatment regardless of gender.	0%	0%	0%	0%	100%	100%	4.0	Is punctual.	0%	0%	0%	0%	100%	100%	4.0
Exhibits equal treatment regardless of economic status.	0%	0%	0%	0%	100%	100%	4.0	Makes difficult decisions in a timely manner.	0%	0%	0%	17%	83%	100%	3.8
Exhibits fairness and impartiality.	0%	0%	0%	0%	100%	100%	4.0	Is resourceful in resolving problems.	0%	0%	0%	17%	83%	100%	3.8
Exhibits personal integrity.	0%	0%	0%	0%	100%	100%	4.0	Exhibits impartiality in administrative decisions.	0%	0%	0%	17%	83%	100%	3.8
Exhibits conduct that promotes public confidence in the court and the judge's ability.	0%	0%	0%	0%	100%	100%	4.0	Exhibits impartiality in making judicial assignments.	0%	0%	0%	17%	83%	100%	3.8
Integrity Summary	0%	0%	0%	0%	100%	100%	4.0	Exhibits impartiality in allocation of resources.	0%	0%	0%	17%	83%	100%	3.8
II: Communication Skills								Provides for appropriate training for judges and staff.	0%	0%	0%	17%	83%	100%	3.8
Gives clear and logical oral communications/directions.	0%	0%	0%	50%	50%	100%	3.5	Asks for input before reaching decisions.	0%	0%	0%	0%	100%	100%	4.0
Listens effectively.	0%	0%	0%	33%	67%	100%	3.7	Works diligently.	0%	0%	0%	0%	100%	100%	4.0
Keeps everyone appropriately informed.	0%	0%	0%	17%	83%	100%	3.8	Considers and implements change.	0%	0%	0%	0%	100%	100%	4.0
Produces clear and logical written communication.	0%	0%	0%	25%	75%	100%	3.8	Organizational skills.	0%	0%	0%	0%	100%	100%	4.0
Responds in a timely manner.	0%	0%	17%	0%	83%	100%	3.7	Administrative Performance Summary	0%	0%	0%	9%	91%	100%	3.9
Communication Skills Summary	0%	0%	4%	25%	71%	100%	3.7	V: Administrative Skills							
III: Temperament								Establishes a clear focus for projects for which he/she is responsible.	0%	0%	0%	0%	100%	100%	4.0
Is patient.	0%	0%	0%	33%	67%	100%	3.7	Has the ability to identify and analyze relevant issues.	0%	0%	0%	0%	100%	100%	4.0
Is courteous.	0%	0%	0%	33%	67%	100%	3.7	Accurately assesses and attempts to secure the resources necessary for the effective functioning of the court system.	0%	0%	0%	0%	100%	100%	4.0
Is accessible.	0%	0%	0%	0%	100%	100%	4.0	Accepts and incorporates diversity.	0%	0%	0%	17%	83%	100%	3.8
Responds appropriately to the circumstance.	0%	0%	0%	0%	100%	100%	4.0	Coaches and develops others.	0%	0%	0%	17%	83%	100%	3.8
Temperament Summary	0%	0%	0%	17%	83%	100%	3.8	Cooperates with peers.	0%	0%	0%	0%	100%	100%	4.0
								Cooperates with staff.	0%	0%	0%	0%	100%	100%	4.0
								Effectively delegates responsibility.	0%	0%	0%	17%	83%	100%	3.8
								Creates a cooperative environment.	0%	0%	0%	0%	100%	100%	4.0
								Administrative Skills Summary	0%	0%	0%	6%	94%	100%	3.9

CITY OF SCOTTSDALE JUDICIAL APPOINTMENTS ADVISORY BOARD

Name of Judge:
Joseph Olcavage

Total Surveys: 122 Prepared: November 2013

	ATTORNEY					25		DEFENDANT/WITNESS					60		JUROR					7		STAFF					30						
	UN	PO	SA	VG	SU	Total	Mean	UN	PO	SA	VG	SU	Total	Mean	UN	PO	SA	VG	SU	Total	Mean	UN	PO	SA	VG	SU	Total	Mean					
I: Legal Ability																																	
Legal reasoning ability.	1	1	1	6	14	23	3.3																										
Knowledge of substantive law.	1	1	1	5	15	23	3.4																										
Knowledge of rules of evidence.	1	1	1	5	13	21	3.3																										
Knowledge of rules of procedure.	1	1	1	4	15	22	3.4																										
Knowledge of laws pertaining to sentencing.	1	1	1	4	16	23	3.4																										
Keeps up to date.	1	1	1	5	15	23	3.4																										
Legal Ability Summary	6	6	6	29	88	135	3.4																										
II: Integrity																																	
Conduct free from impropriety.	0	2	0	3	18	23	3.6																										
Equal treatment regardless of race.	0	2	0	2	18	22	3.6	1	0	7	11	30	49	3.4	0	0	1	0	4	5	3.6	0	0	0	2	24	26	3.9					
Equal treatment regardless of gender.	0	1	1	2	18	22	3.7	2	1	8	11	30	52	3.3	0	0	1	1	4	6	3.5	0	1	0	2	24	27	3.8					
Equal treatment regardless of economic status.	1	1	0	2	18	22	3.6	0	2	7	12	30	51	3.4	0	0	1	2	3	6	3.3	0	0	0	2	24	26	3.9					
Avoided prejudging outcome of case.	1	2	0	2	17	22	3.5								0	0	1	2	3	6	3.3												
Basic fairness and impartiality.	1	1	0	1	19	22	3.6	4	4	6	14	26	54	3.0	0	0	1	2	4	7	3.4	0	1	0	4	24	29	3.8					
Exhibits personal integrity.																						0	1	1	2	26	30	3.8					
Integrity Summary	3	9	1	12	108	133	3.6	7	7	28	48	116	206	3.3	0	0	5	7	18	30	3.4	0	3	1	12	122	138	3.8					
III: Communication Skills																																	
Clear and logical oral communications/directions.	1	1	1	7	13	23	3.3	2	5	8	16	26	57	3.0	0	0	1	2	4	7	3.4	0	1	3	4	19	27	3.5					
Clear and logical written decisions.	0	2	0	5	12	19	3.4																										
Explained proceedings to the jury.															0	0	1	2	4	7	3.4												
Explained reasons for delays.															0	0	2	1	3	6	3.2												
Clear explanations of the juror's responsibilities.															0	0	1	2	4	7	3.4												
Clear instructions to the jury.															0	0	1	2	4	7	3.4												
Communication Skills Summary	1	3	1	12	25	42	3.4	2	5	8	16	26	57	3.0	0	0	6	9	19	34	3.4	0	1	3	4	19	27	3.5					
IV: Judicial Temperament																																	
Understanding and compassion.	1	1	1	3	17	23	3.5	3	4	9	15	24	55	3.0	0	0	1	2	3	6	3.3	0	1	1	7	20	29	3.6					
Dignified.	0	2	1	3	17	23	3.5	4	3	7	14	28	56	3.1	0	0	1	2	4	7	3.4	0	1	0	4	24	29	3.8					
Courteous.	0	2	1	3	17	23	3.5	3	2	9	14	27	55	3.1								0	2	0	5	23	30	3.6					
Courteous to litigants.															0	0	1	2	3	6	3.3												
Courteous to jurors.															0	0	1	2	4	7	3.4												
Is accessible.	0	1	3	4	15	23	3.4																										
Conduct that promoted public confidence in the court and judge's ability.	1	1	1	3	17	23	3.5	5	4	8	11	28	56	2.9	0	0	1	2	3	6	3.3	0	0	1	2	26	29	3.9					
Judicial Temperament Summary	2	7	7	16	83	115	3.5	15	13	33	54	107	222	3.0	0	0	5	10	17	32	3.4	0	4	2	18	93	117	3.7					
V: Administrative Performance																																	
Punctuality in conducting proceedings.	0	2	1	7	13	23	3.3	3	2	9	16	26	56	3.1	0	0	1	2	4	7	3.4	0	1	3	5	21	30	3.5					
Maintenance of proper control over courtroom.	1	1	1	4	16	23	3.4	1	2	7	14	31	55	3.3	0	0	2	1	4	7	3.3	0	0	1	3	23	27	3.8					
Promptness in making rulings and rendering decisions.	0	1	2	5	14	22	3.5																										
Hard worker.	1	1	2	6	12	22	3.2	1	1	10	9	22	43	3.2	0	0	1	1	4	6	3.5	0	0	2	1	27	30	3.8					
Respectful treatment of staff.																						1	1	3	6	19	30	3.4					
Cooperation with peers.																						0	0	7	0	21	28	3.5					
Cooperation with staff.																						0	2	5	4	19	30	3.3					
Efficient management of calendar.	0	3	3	5	10	21	3.0															0	1	4	4	20	29	3.5					
Admin. Performance Summary	2	8	9	27	65	111	3.3	5	5	26	39	78	154	3.2	0	0	4	4	12	20	3.4	1	5	25	23	150	204	3.5					

UN=Unacceptable, PO=Poor
SA=Satisfactory, VG=Very Good, SU=Superior

Surveys were distributed to individuals who appeared in court between June 1 and August 31, 2013.

CITY OF SCOTTSDALE JUDICIAL APPOINTMENTS ADVISORY BOARD

Name of Judge: Joseph Olcavage	Total Surveys: 122					Prepared: November 2013					ATTORNEY					DEFENDANT/PLAINTIFF					JUROR					STAFF				
	UN	PO	SA	VG	SU	Total	Mean	UN	PO	SA	VG	SU	Total	Mean	UN	PO	SA	VG	SU	Total	Mean	UN	PO	SA	VG	SU	Total	Mean		
I: Legal Ability																														
Legal reasoning ability.	4%	4%	4%	26%	61%	100%	3.3																							
Knowledge of substantive law.	4%	4%	4%	22%	65%	100%	3.4																							
Knowledge of rules of evidence.	5%	5%	5%	24%	62%	100%	3.3																							
Knowledge of rules of procedure.	5%	5%	5%	18%	68%	100%	3.4																							
Knowledge of laws pertaining to sentencing.	4%	4%	4%	17%	70%	100%	3.4																							
Keeps up to date.	4%	4%	4%	22%	65%	100%	3.4																							
Legal Ability Summary	4%	4%	4%	21%	65%	100%	3.4																							
II: Integrity																														
Conduct free from impropriety.	0%	9%	0%	13%	78%	100%	3.6																							
Equal treatment regardless of race.	0%	9%	0%	9%	82%	100%	3.6	2%	0%	14%	22%	61%	100%	3.4	0%	0%	20%	0%	80%	100%	3.6	0%	0%	0%	8%	92%	100%	3.9		
Equal treatment regardless of gender.	0%	5%	5%	9%	82%	100%	3.7	4%	2%	15%	21%	58%	100%	3.3	0%	0%	17%	17%	67%	100%	3.5	0%	4%	0%	7%	89%	100%	3.8		
Equal treatment regardless of economic status.	5%	5%	0%	9%	82%	100%	3.6	0%	4%	14%	24%	59%	100%	3.4	0%	0%	17%	33%	50%	100%	3.3	0%	0%	0%	8%	92%	100%	3.9		
Avoided prejudging outcome of case.	5%	9%	0%	9%	77%	100%	3.5																							
Basic fairness and impartiality.	5%	5%	0%	5%	86%	100%	3.6	7%	7%	11%	26%	48%	100%	3.0	0%	0%	14%	29%	57%	100%	3.4	0%	3%	0%	14%	83%	100%	3.8		
Exhibits personal integrity.																														
Integrity Summary	2%	7%	1%	9%	81%	100%	3.6	3%	3%	14%	23%	56%	100%	3.3	0%	0%	17%	23%	60%	100%	3.4	0%	2%	1%	9%	88%	100%	3.8		
III: Communication Skills																														
Clear and logical oral communications/directions.	4%	4%	4%	30%	57%	100%	3.3	4%	9%	14%	28%	46%	100%	3.0	0%	0%	14%	29%	57%	100%	3.4	0%	4%	11%	15%	70%	100%	3.5		
Clear and logical written decisions.	0%	11%	0%	26%	63%	100%	3.4																							
Explained proceedings to the jury.																														
Explained reasons for delays.																														
Clear explanations of the juror's responsibilities.																														
Clear instructions to the jury.																														
Communication Skills Summary	2%	7%	2%	29%	60%	100%	3.4	4%	9%	14%	28%	46%	100%	3.0	0%	0%	19%	26%	56%	100%	3.4	0%	4%	11%	15%	70%	100%	3.5		
IV: Judicial Temperament																														
Understanding and compassion.	4%	4%	4%	13%	74%	100%	3.5	5%	7%	16%	27%	44%	100%	3.0	0%	0%	17%	33%	50%	100%	3.3	0%	3%	3%	24%	69%	100%	3.6		
Dignified.	0%	9%	4%	13%	74%	100%	3.5	7%	5%	13%	25%	50%	100%	3.1	0%	0%	14%	29%	57%	100%	3.4	0%	3%	0%	14%	83%	100%	3.8		
Courteous.	0%	9%	4%	13%	74%	100%	3.5	5%	4%	16%	25%	49%	100%	3.1																
Courteous to litigants.																														
Courteous to jurors.																														
Is accessible.	0%	4%	13%	17%	65%	100%	3.4																							
Conduct that promoted public confidence in the court and judge's ability.	4%	4%	4%	13%	74%	100%	3.5	9%	7%	14%	20%	50%	100%	2.9	0%	0%	17%	33%	50%	100%	3.3	0%	0%	3%	7%	90%	100%	3.9		
Judicial Temperament Summary	2%	6%	6%	14%	72%	100%	3.5	7%	6%	15%	24%	48%	100%	3.0	0%	0%	16%	31%	53%	100%	3.4	0%	3%	2%	15%	79%	100%	3.7		
V: Administrative Performance																														
Punctuality in conducting proceedings.	0%	9%	4%	30%	57%	100%	3.3	5%	4%	16%	29%	46%	100%	3.1	0%	0%	14%	29%	57%	100%	3.4	0%	3%	10%	17%	70%	100%	3.5		
Maintenance of proper control over courtroom.	4%	4%	4%	17%	70%	100%	3.4	2%	4%	13%	25%	56%	100%	3.3	0%	0%	29%	14%	57%	100%	3.3	0%	0%	4%	11%	85%	100%	3.8		
Promptness in making rulings and rendering decisions.	0%	5%	9%	23%	64%	100%	3.5																							
Hard worker.	5%	5%	9%	27%	55%	100%	3.2	2%	2%	23%	21%	51%	100%	3.2	0%	0%	17%	17%	67%	100%	3.5	0%	0%	7%	3%	90%	100%	3.8		
Respectful treatment of staff.																														
Cooperation with peers.																														
Cooperation with staff.																														
Efficient management of calendar.	0%	14%	14%	24%	48%	100%	3.0																							
Admin. Performance Summary	2%	7%	8%	24%	59%	100%	3.3	3%	3%	17%	25%	51%	100%	3.2	0%	0%	20%	20%	60%	100%	3.4	0%	2%	12%	11%	74%	100%	3.5		

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