



JUDICIAL PLANNING COUNCIL
COMMITTEE ON JUDICIAL PERFORMANCE

COLORADO JUDICIAL DEPARTMENT
TWO EAST FOURTEENTH AVENUE, ROOM 215
DENVER, COLORADO 80203
(303) 861-1111

MINUTES OF THE THIRD COMMITTEE MEETING

Friday, September 14, 1979

The third meeting of the Committee on Judicial Performance was held on September 14, 1979, from 3:40 to 6:10 P.M. in the Supreme Court Conference Room at the address indicated above.

Committee members in attendance were:

Daniel S. Hoffman, Chairman
J. Robert Allshouse
Lewis T. Babcock
Emily Bocko
Kenneth Kindelsberger
Harry O. Lawson
Ed Lehman
George Manerbino
Charles D. Pierce
Roland Rautenstrauss
Edith Sherman
Anthony Vollack

Staff support for the committee was provided by Keith Stott, Deputy State Court Administrator.

Welcome and Call to Order

Dan Hoffman, chairman of the committee, called the meeting to order and explained that the primary purpose of the meeting was to review the draft of the questionnaire to be used in the survey of judges at the Judicial Conference. Following his introductory comments, the minutes of the second committee meeting were approved without modification.

Presentation on Methods of Performance Evaluation

As preparation for the discussion of the questionnaire, Keith Stott gave an audio-visual presentation on techniques used to appraise managerial and professional employees and a summary of methods used for evaluating judges. His explanation highlighted the variety of evaluation methods available and the need to understand the uses and limitation of different techniques.

Copies of the transparencies used in his presentation are attached.

Review of the Draft Questionnaire

The major portion of the meeting was devoted to a review and critique of the questionnaire to be used to survey judges about their attitudes toward performance evaluation.

A pre-test of the questionnaire had been completed last week. The results of the pre-test were used to revise the draft questionnaire presented to the committee today. Specific responses to questions on the pre-test were not compiled nor analyzed.

The committee made a number of suggestions for improving the draft questionnaire. Many of the comments focused on the use of the scales in the questionnaire, and the consensus of the committee was that the word "neutral" should be replaced by another word or phrase. In addition, the committee concluded that every effort should be made to encourage the completion of the survey during the conference; therefore, all references to mailing the questionnaire after the conference should be deleted.

The correlation of the judges survey with the survey of court users being conducted by the Yankelovich, Skelly and White research firm was explained. Questions 10, 16, 17, and 9 of the judges survey correspond to questions 1 - 4 on the Yankelovich survey. Data from the survey of court users probably will not be available until early December.

Committee members expressed concern about whether or not the open ended questions in the survey gave judges enough opportunity to explain how they would like to be evaluated. It was the consensus of the committee that with some modifications of language, the draft questionnaire should accomplish this objective. It may be useful and necessary, however, to get additional information from judges at a later date. For example, once the committee has arrived at two or three alternatives, then it may want to circulate the alternatives for comment from judges. Public hearings may also provide an opportunity to obtain additional input on more specific proposals.

Mr. Stott explained the confidentiality aspects of the survey. The code that will be used in the survey is for the purpose of assuring that all judges have an opportunity to respond. All code sheets will be separated from the questionnaires before compilation or analysis.

The committee concluded its review of the draft questionnaire by suggesting a number of revisions in the background section of the survey.

General Business

Dan Hoffman discussed the possibility of adding additional members to the committee. It was the consensus of the committee that no additional members should be added at this late date. The chairman explained that Carol Green had offered to resign because the meeting schedule of the committee conflicts with her editorial responsibilities on the Denver Post. He will be meeting with her next week to discuss her activity on the committee. Ed Lehman expressed concern that someone familiar with the Denver Metropolitan area media be kept on the committee to provide needed perspective.

Schedule of Meetings

The next meeting of the committee will be on Friday, October 5, at 2:00 P.M. This will be a special public meeting to which members of the Interim Judiciary Committee, bar associations, and press and broadcast associations will be invited. A subsequent meeting has been tentatively scheduled for October 26.

Adjournment

There being no other business before the committee, the meeting adjourned without further discussion.

Essay or Open-ended Written Appraisal

C: Martin Marietta Corporation

SUPERVISOR'S ASSESSMENT SAMPLE FORM

These are areas of performance which tend to be of particular significance in most positions. You may add any applicable information to this assessment. Indicate your assessment of performance in terms of these items. Cite specific examples. When assessing supervisory personnel, orient remarks toward supervisory responsibilities of the position.

TECHNICAL EFFECTIVENESS

- application of fundamentals and specialized techniques
- awareness of recent developments
- sensitivity to problems and facility for resolution
- technical breadth and versatility
- level of respect gained by technical decision making
- recent efforts to implement technical capability

Comments and Observations:

These should be made in consideration of established duties and responsibilities (objectives). Avoid discussion of traits or characteristics that are not related to objectives. Use specific examples, when possible, to prove points.

SCHEDULE EFFECTIVENESS

- attitude toward importance of maintaining schedule
- sensitivity to developments that may lead to delay

COST EFFECTIVENESS

- awareness of importance of cost in quality-schedule-cost cycle
- direct contributions to cost reduction effort

POSITION EFFECTIVENESS

- willingness to make decisions
- soundness of recommendations and decisions
- need for specific instruction
- initiation of action
- follow through to conclusion
- origination of new or improved concepts, methods, techniques, procedures
- effectiveness in establishing rapport and securing support
- effectiveness in influencing others
- effectiveness of preparation for and organization of work
- knowledge of procedure
- degree to which reliance may be placed on effort
- effectiveness of speech and writing
- regard for company objectives and policy
- responsiveness to the requirements of the work situation
- evidence of respect of others for appraisee's decisions

All items in this left-hand column are to be considered only as suggestions. You may want to add to the list or delete some items. But be specific, citing examples whenever possible.

Forced-Choice Appraisal Statements

Instructions: Statements descriptive of managerial performance are grouped below in blocks of four. For each block of statements indicate which statement is most like and least like the manager being described. Place an "X" in the appropriate column bracket.

<u>Most</u>	<u>Least</u>	
()	()	Does not get the facts necessary for making decisions
()	()	Receives constructive criticism well
()	()	Can be promoted when the opportunity is present
()	()	Gives credit to others for work well done
()	()	Accepts the opinions of subordinates
()	()	Quickly analyzes a situation
()	()	Coordinates the activities of his or her department to facilitate work flow
()	()	Has minimal knowledge of other departments' work
()	()	Follows through even when the going gets tough
()	()	Expresses himself or herself clearly and convincingly
()	()	Is willing to make decisions
()	()	Knows how to present a report with all the facts
()	()	Always follows company policies and procedures
()	()	Has a well-organized approach to any problem
()	()	Can put the ideas across to others effectively
()	()	Can take constructive criticism without getting angry or upset
()	()	Meddles into other persons' affairs
()	()	Likes to make decisions
()	()	Is physically unable to meet demands of job
()	()	Gets along well with other employees
()	()	Irritated if a job has to be redone
()	()	Self-confident
()	()	Plans ahead carefully
()	()	One of the team
()	()	Does not work to limit of ability
()	()	Reads materials before filing them
()	()	Always complaining
()	()	Rarely needs prodding
()	()	Aggressive without causing resentment
()	()	Work is rarely interrupted by personal business
()	()	A very clear thinker
()	()	Not always punctual

1/ This exhibit is a composite of forced-choiced statements found on company appraisal forms.

Five-Point Rating Scale

G: A Manufacturing Company

Name _____

INSTRUCTIONS

Location & Dept. _____

Position Title _____

Date _____

- (1) The employee should be reviewed on each of the factors below in relation to the present position. For each of these factors, check the box which reflects most typically the employee's performance.
- (2) Some factors are particularly significant in certain positions, circle the three factors which are *particularly important in reviewing an employee in this position*.

Group	Factor Number	Factor	Low 1	2	3	4	High 5
Position Performance	1	Position knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	2	Analytical ability and judgment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	3	Planning and execution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	4	Acceptance of responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	5	Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	6	Creative thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Performance	7	Relationship with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	8	Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	9	Emotional stability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	10	Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisory Performance	11	Delegation of Responsibility and Authority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	12	Personnel handling, Leadership and Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Twenty-Point Rating Scale

D: A.H. Robins Company



PERFORMANCE APPRAISAL AND DEVELOPMENT PLAN

EMPLOYEE'S NAME _____ POSITION TITLE _____

DEPARTMENT _____ DATE APPOINTED TO PRESENT POSITION _____

COVERING PERIOD FROM _____ 19 _____ TO _____ 19 _____

INSTRUCTIONS

The purposes of the Performance Appraisal and Development Plan are to provide, as objectively as possible, a guided method for reviewing how well the employee listed above is performing in his job, to review accomplishments since his last review, to appraise his potential for possible greater responsibility, and to discuss a suggested development plan that will encourage him to strive toward improved performance.

Place a check mark on the middle line of the most applicable block in each appraisal factor which best describes the performance level—or on the appropriate line between if appraisal on any item is intermediate. The comment portion is to be used to describe examples, facts, accomplishments, or lack of, to support your judgment.

(Appraise only those factors applicable)

	UNSATISFACTORY	MARGINAL PERFORMANCE	ACCEPTABLE PERFORMANCE	MORE THAN ACCEPTABLE PERFORMANCE	OUTSTANDING PERFORMANCE
PLANNING AND ORGANIZING Demonstrated performance in anticipating needs, determining priorities, establishing courses of action, organizing and scheduling total activities so as to achieve desired objectives. _____ COMMENT _____	_____	_____	_____	_____	_____
ECONOMY Actual results in meeting and reducing cost and expense objectives and exercising economy in the utilization of available resources contributing toward improved profit position. _____ COMMENT _____	_____	_____	_____	_____	_____
INNOVATION Demonstrated performance in exercising original thinking; ingenuity and initiative taken to introduce new ideas or courses of action. Consider creative, acceptable contributions to a project, products, new methods, techniques, and processes. _____ COMMENT _____	_____	_____	_____	_____	_____

Behaviorally Anchored Rating Scale

Excellent Performance 7

By knowing the strengths of each subordinate, this manager can be expected to utilize their collective expertise on all departmental problems.

Good Performance 6

You can expect this manager to be aware of progress that each subordinate is making toward goal achievement.

Satisfactory Performance 5

When necessary, this manager can be expected to work overtime to finish a project on time.

Average Performance 4

This manager lends his or her expertise to a problem only in emergency situations.

This manager can be expected to give assistance only after his or her own work has been completed.

Below Average Performance 3

This manager can be expected to have other subordinates orient new employees.

Poor Performance 2

When working with subordinates, this manager can consistently be expected to ridicule and insult them.

When subordinates are working independently, this manager can be expected to interrupt and otherwise disrupt their work.

Unacceptable Performance 1

1/ This exhibit, while not an actual company document, illustrates the use of precise statement of behavior to "anchor" specific points on a scale.

Management by Objectives/Results Format--Checklist

McCormick & Company, Inc.

CONFIDENTIAL

Review period from _____

Division or
Subsidiary _____

to: _____

Name _____ Function _____ Dept. _____ Position _____

Date Prepared _____ Prepared by _____ Reviewed by _____ Date _____ Interviewer _____

SECTION A. ACCOMPLISHMENT

For each objective, check (✓) in columns 1, 2, 3, 4 or 5 evaluations of results achieved as follows:

1-definitely below expectations; 2-not up to expectations in some important respects; 3-generally meets expectations; 4-fully meets expectations in all important respects; 5-exceeds normal expectations; outstanding. For more precise evaluations, a (✓+) or (✓-) may be used in columns 2, 3, and 4.

1	2	3	4	5	STANDARD ACCOMPLISHMENT OBJECTIVES
					1. DEVELOPMENT OF SUBORDINATES. Consider general competence of work force; availability of replacements for self and key subordinates; extent to which subordinates are motivated and directed to achievement of full potential.
					2. HUMAN RELATIONS. Consider contribution to general atmosphere of friendliness and goodwill; favorable discipline, attitude toward the company, and morale among subordinates; contribution to favorable public human relations image of the company.
					3. EXPENSE CONTROL. Consider effective expense budgeting and budget control; control of personal expenses; conservation of resources; innovations for cost reduction.
					4. ADMINISTRATIVE CONTROL. Consider enforcement of established policies; maintenance of effective standards and standard procedures; maintenance of internal records and other controls; meeting schedule deadlines; effective coordination with other units.
					5. GENERAL PRODUCTIVITY. In reference to accomplishment of individual productivity objectives, consider overall quality and quantity of work produced and results achieved as related to effective standards.

1	2	3	4	5	CURRENT TERM OBJECTIVES	COMMENTS

Management by Objectives/Results Format--Narrative

B: SCOA Industries Inc.

SCOA INDUSTRIES INC.

Confidential
When Complete

MANAGEMENT PERFORMANCE ANALYSIS

Name _____ Birth Date _____ Position _____

No. of Years in Position _____ Reports To _____

Analysis Prepared By _____ Date _____ No. Yrs. Supervised _____

Analysis Reviewed By _____ Date _____
(Superior of Appraiser)

This analysis has been discussed with me _____ Date _____
(Signature of Employee)

**GOAL ACHIEVEMENTS
QUANTITATIVE GOALS AND RESULTS**

Describe Goals	Describe Results Achieved	Describe Reasons for Differences

QUALITATIVE GOALS AND RESULTS

Describe Goals	Describe Results Achieved	Describe Reasons for Differences

Alternation Ranking Procedures

1. First eliminate those you cannot rank by crossing off their names. Also, cross off people whose work is so different that it cannot be fairly compared.
2. Proceed with your ranking by first identifying the highest, then the lowest, and alternating until you are finished.

EMPLOYEES TO BE RANKED (DO NOT LIST MORE THAN 30)	EMP. NO.	1-HIGHEST	
A. Able B. Boring C. Clumsy I.M. Neat		2-NEXT HIGHEST	
		3-NEXT HIGHEST	
		4-NEXT HIGHEST	
		5-NEXT HIGHEST	
		6-NEXT HIGHEST	
		7-NEXT HIGHEST	
		8-NEXT HIGHEST	
		9-NEXT HIGHEST	
		10-NEXT HIGHEST	
		11-NEXT HIGHEST	
		12-NEXT HIGHEST	
		13-NEXT HIGHEST	
		14-NEXT HIGHEST	
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		9-NEXT LOWEST	
		8-NEXT LOWEST	
		7-NEXT LOWEST	
		6-NEXT LOWEST	
		5-NEXT LOWEST	
4-NEXT LOWEST			
3-NEXT LOWEST			
2-NEXT LOWEST			
1-LOWEST			

Interview Panel

(To be used when appropriate in making an appraisal of executive managers and key staff personnel.)

I. The Panel

The Group Appraisal Panel should consist of:

The Chairperson - The appraisee's immediate supervisor.

Members - Two or more individuals having close working relationships with appraisee.

Adviser - A member of the corporate Human Resources staff may serve as an adviser to the group when the Chairperson feels this is desirable.

Selection of panel members should be made by the Chairperson. He or she may ask the appraisee to suggest one or two individuals for inclusion on the panel. It is obvious that panel members should be in a position to help in making an accurate judgment of the appraisee's performance and potential. It is also desirable that panel members be at least one management level above the appraisee. In no case should they be at a lower level.

II. The Meeting

The Chairperson should carefully plan the discussion to be assured of obtaining the information required to prepare the appraisal. In particular, specific questions should be posed in those areas where there is need to reinforce the Chairperson's own judgment so he or she may obtain as complete data as possible.

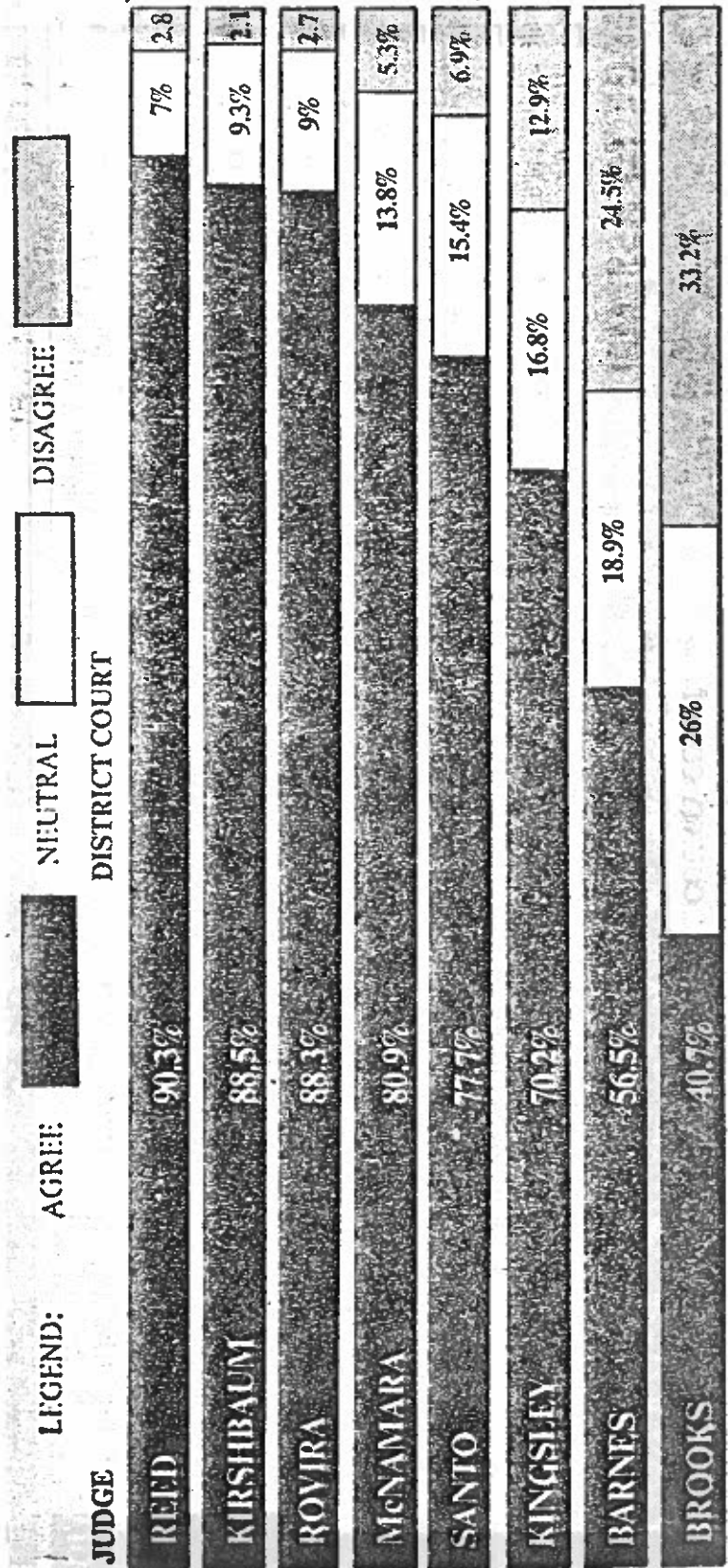
The group appraisal discussion should be conducted in an informal manner; however, the Corporate Headquarters Performance Review form should be followed as a guide to assure that a complete evaluation is made. This guide is based on extensive experience in utilizing the group appraisal technique. In general, it provides for an opening presentation by the Chairperson covering the appraisee's background, overall responsibilities, and specific assignments. These responsibilities are those that have been mutually agreed upon by the Chairperson and the appraisee at some time prior to the time of appraisal.

Once the panel members understand this information, they are then in a position to render their judgments regarding the appraisee. The Chairperson should follow the appraisal guide in obtaining their views — being sure to include all pertinent questions developed prior to the meeting. He or she takes part in the discussion and records information as it is presented.

Following the discussion, the Chairperson should summarize his or her notes with the panel to ensure accuracy and completeness. The panel should then discuss recommendations for further development of the appraisee which may take the form of increased delegation, formal education, counseling, broadened experience, and other methods. The Chairperson then prepares the appraisal report, again following the guide, being sure to add any additional pertinent appraisal information. The panel members are consultants in this process and the Chairperson has final responsibility for the contents of the performance report.

DISTRICT COURT

Alexander	34.5
Barnes	70.0
Brooks	55.0
Flanigan	57.8
Flowers	94.8
Fullerton	93.3
Kingsley	84.5
Kirshbaum	97.9
Lilly	98.1
McNamara	93.8
Plank	95.2
Quinn	98.0
Reed	97.0
Rovira	97.0
Santo	91.9
Weinshienk	94.9



FAVORABLE VOTES, AS A PERCENTAGE
OF FAVORABLE VOTES PLUS UNFAVORABLE VOTES
EXCLUDING THE NEUTRAL VOTES

[This Table was Submitted on Behalf of the Courts.]

Survey or Poll

Chicago--Federal

Julius J. Hoffman	Number of Responses	Percent Strongly Agree	Percent Mildly Agree	Percent Strongly Disagree	Percent Favorable Strongly Agree Mildly Agree
2. Personal Influence	439	15.9	18.9	24.4	40.8
3. Bias (Criminal cases)	187	3.7	9.1	16.0	71.1
4. Merit Appointments	85	20.0	17.6	30.6	31.8
5. Fair Fees	87	23.0	34.5	20.7	21.8
6. Notice To Parties	257	45.9	19.5	17.1	17.5
7. Ex Parte Approaches	286	33.9	19.9	22.0	24.1
8. Patience	443	3.8	14.2	23.5	58.5
9. Courtesy	447	4.3	9.4	20.8	65.5
10. Dignity	443	17.6	22.3	22.1	37.9

Denver

DISTRICT COURT	ALEXANDER	BARNES	BROOKS	FLANNIGAN	FLORENBERG	FULLERTON	KINGSLEY	KIRKBAUM
DILIGENCE (cont.)								
12. Convenes court punctually.	(377)	(315)	(392)	(391)	(337)	(310)	(468)	(288)
Strongly agree	15.6%	19.0%	5.4%	17.4%	26.1%	24.5%	22.9%	31.9%
Agree	36.1	41.3	18.6	36.6	53.7	46.8	41.5	46.2
Neutral	26.0	23.2	27.3	25.1	17.2	20.6	21.2	14.2
Disagree	18.0	13.7	17.0	16.1	2.4	7.4	11.3	3.8
Strongly disagree	4.2	2.9	11.7	4.9	.6	.6	3.2	3.8
13. Is familiar with the file prior to any hearing on motions to dismiss, motions for summary judgment, any trial, or any injunction hearing.	(383)	(300)	(379)	(388)	(338)	(308)	(474)	(312)
Strongly agree	6.5%	15.7%	3.4%	7.7%	23.4%	24.0%	17.1%	34.3%
Agree	23.2	45.0	17.4	26.8	48.5	45.8	38.2	51.3
Neutral	27.7	26.0	36.9	33.0	21.9	23.1	27.0	11.9
Disagree	31.1	10.3	31.4	23.7	5.9	5.5	15.6	2.2
Strongly disagree	11.5	2.7	10.8	8.8	.3	1.6	2.1	.3
14. Is prompt in issuing judicial rulings.	(386)	(325)	(396)	(389)	(353)	(305)	(487)	(301)
Strongly agree	14.8%	18.5%	9.3%	13.1%	26.1%	24.3%	28.3%	30.2%
Agree	45.3	48.3	39.6	48.8	56.4	47.9	50.7	40.9
Neutral	25.4	24.3	34.5	24.4	17.0	21.0	16.2	18.3
Disagree	10.6	5.5	12.4	8.7	.3	5.2	3.7	8.6
Strongly disagree	3.9	3.6	4.1	4.9	.3	1.6	1.0	2.0

THE SUPREME COURT OF PENNSYLVANIA
OFFICE OF THE STATE COURT ADMINISTRATOR

CRIMINAL REPORT

Report covers month of _____
_____197_____

Court of Common Pleas _____
_____County

1. Defendants pending from last report _____

2. Add - defendant transcripts received (indictable offenses only) _____

3. Total (lines 1 and 2) _____

4. Corrections or adjustments (Explain under Remarks) (_____)

5. BALANCE active defendants pending (line 3 plus or minus line 4)

6. LESS - defendants disposed by

a) Guilty plea (and sentenced) _____

b) Jury trial waived (and sentenced) _____

c) Trial by jury (and sentenced) _____

d) Nolle Pros _____

e) Dismissed by Grand Jury _____

f) Accelerated Rehabilitative Disposition _____

g) Disposition in Lieu of Trial (Section 18 Drug Act) _____

h) Other (explain under remarks) _____

Total (lines 6 (a) through (h))

7. BALANCE defendants pending (Forward to next month) (line 5 less line 6)

a) Defendants not indicted _____

b) Defendants indicted - not tried _____

c) Defendants tried - not sentenced _____

(Total of lines (a), (b), (c) equal balance on line 7)

8. Number of regular Judges assigned criminal trials (exclude visiting or senior judges) _____

9. Total TRIAL days for all regular judges _____

10. Number of visiting or senior judges assigned for criminal trials. _____

11. Total TRIAL days for visiting and senior judges _____

REMARKS: _____

Print Name

Print Title

UNITED STATES DISTRICT COURTS - NATIONAL STATISTICAL PROFILE

		AVERAGE OF 94 DISTRICT COURTS						
		1974	1973	1972	1971	1970	1969	
OVERALL WORKLOAD STATISTICS	Filings	143,284	140,994	145,227	136,553	127,280	112,606	
	Terminations	139,159	141,715	143,282	126,145	117,254	105,760	
	Pending	129,874	125,749	126,470	124,525	114,117	104,091	
	Percent Change in Total Filings-- Current Year	Over Last Yr	1.6					
		Over Earlier Yrs		-1.3	4.9	12.6	27.2	
	Number of Judgeships	400	400	400	401	401	340	
ACTIONS PER JUDGESHIP	FILINGS	Total	358	352	363	341	317	331
		Civil	259	246	240	233	217	227
		Criminal	99	106	123	108	100	104
	Pending Cases	325	314	316	311	285	306	
	Weighted Filings	350	343	335	307	273	289	
	Terminations	348	354	358	315	345	311	
	Trials Completed	46	49	47	44	47	42	
	MEDIAN TIMES (MONTHS)	From Filing to Disposition	Criminal	3.8	3.9	3.4	3.0	3.2
Civil			9	10	9	9	10	10
From Issue to Trial (Civil Only)		11	12	11	11	12	13	
OTHER	Number (and %) of Civil Cases Over 3 Years Old	7,352 (7.0)	7,602 (7.6)	8,684 (8.8)	9,022 (9.2)	8,004 (8.8)	8,247 (9.8)	
	Triable Defendants in Criminal Cases Over 1 Yr. Old	3,465 (26.6)	3,441 (28.2)	2,909 (27.6)	2,769 (31.9)	-	-	
	Vacant Judgeship Mos.	215.6	156.7	230.7	604.8	225.1	-	
	Juror Usage Index	19.12	20.16	20.96	23.31	-	-	
	% of Jurors Not Serving	41.7	43.5	44.5	45.8	-	-	

AS A GENERAL RULE THE WEIGHTS FOR THESE CLASSIFICATIONS ARE				
	LIGHTER THAN AVERAGE	AVERAGE	HEAVIER THAN AVERAGE	
CIVIL	A - NARA and Social Security B - Commerce (ICC) C - Prisoner Petitions D - Forfeitures and Penalties and Tax Suits	E - Real Property F - Labor Suits G - Contracts H - Torts	I - Copyright, Patents, and Trademark J - Civil Rights K - Antitrust	L - All Other Civil Cases
CRIMINAL Original Proceedings Only	A - Immigratic B - Embezzlement C - Auto Theft D - Weapons and Firearms	E - Selective Service F - Liquor, Internal Revenue G - Burglary and Larceny H - Drug Laws	I - Forgery and Counterfeiting J - Fraud K - Homicide, Robbery, Assault and Sex Offenses	L - All Other Criminal Cases