

JUDICIAL BRANCH OF ARIZONA IN MARICOPA COUNTY

Judicial Branch Trends Analysis

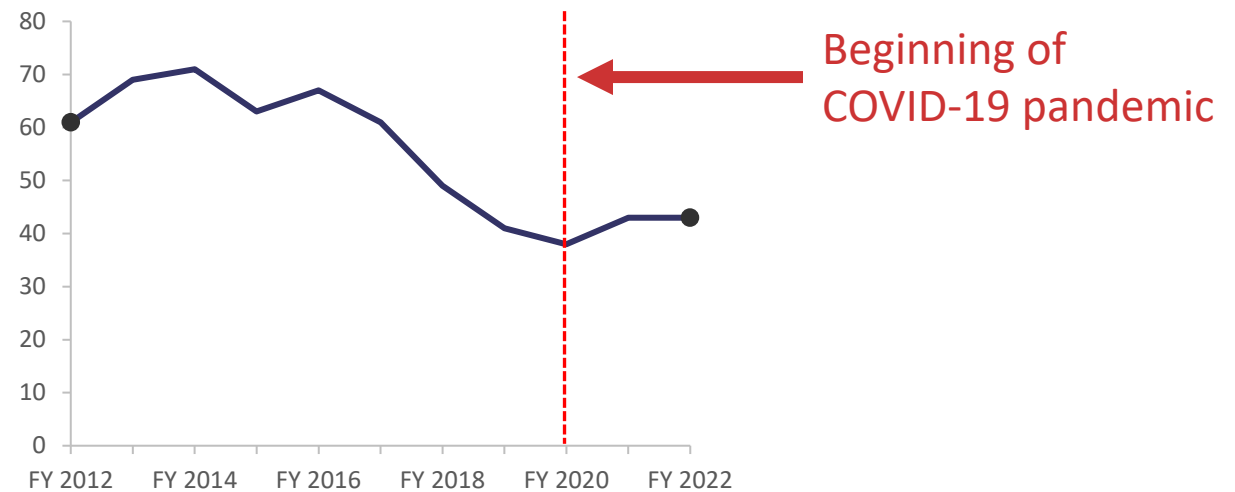
- Internal Trends
- FY2012 – FY2022

Superior Court Operations
Adult Probation Operations
Juvenile Probation Operations



NOTE TO AUDIENCE:

It is undeniable that the 2020 Coronavirus pandemic disrupted court operations and work practices on a substantial scale. Throughout this PowerPoint, a red dotted line (see below) has been inserted to mark the beginning of the pandemic. The start date of the pandemic is recognized as March 2020.



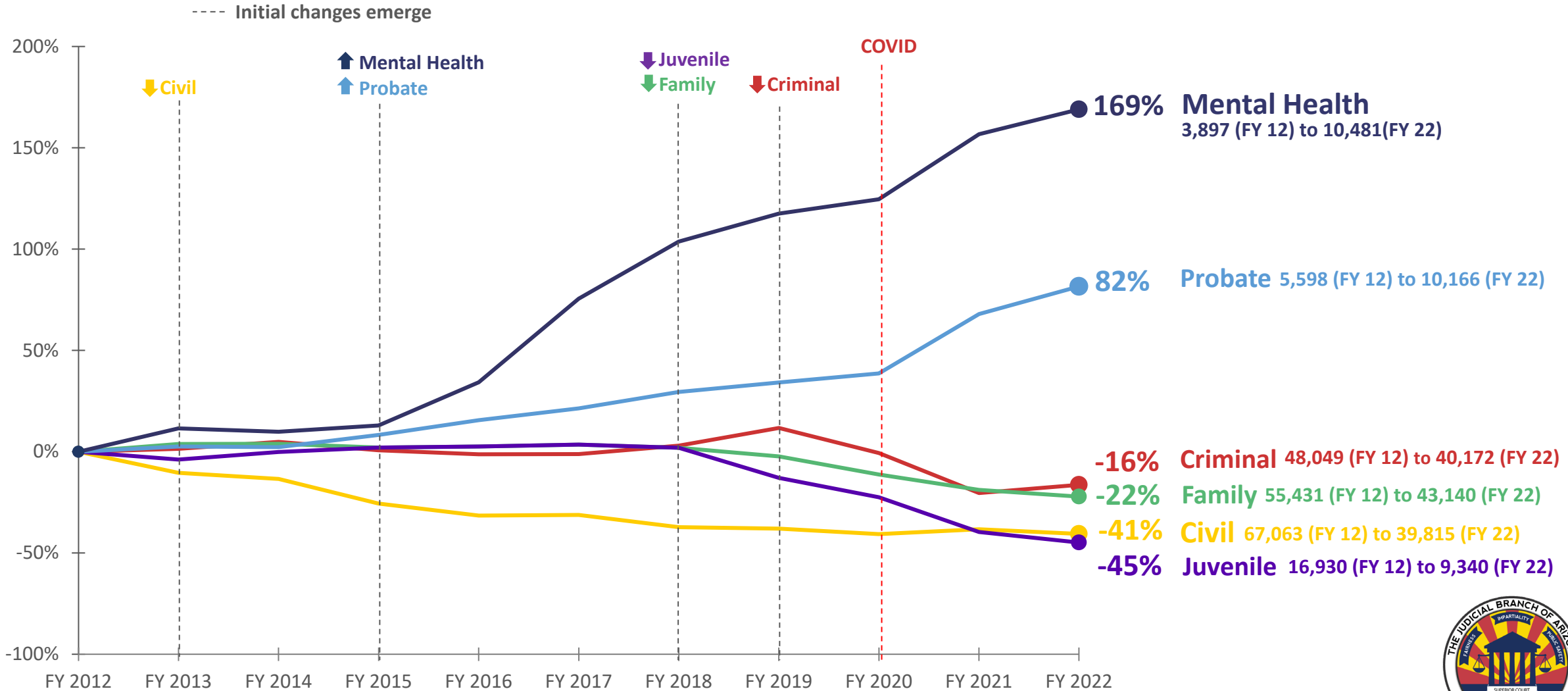
SUPERIOR COURT

- Branch Level Filings, Terminations, Pending
- Judicial Officers
- Criminal
- Civil
- Family
- Juvenile
- Probate/Mental Health
- Alternative Dispute Resolution (ADR)
- Court Interpreters and Translation Services (CITS)



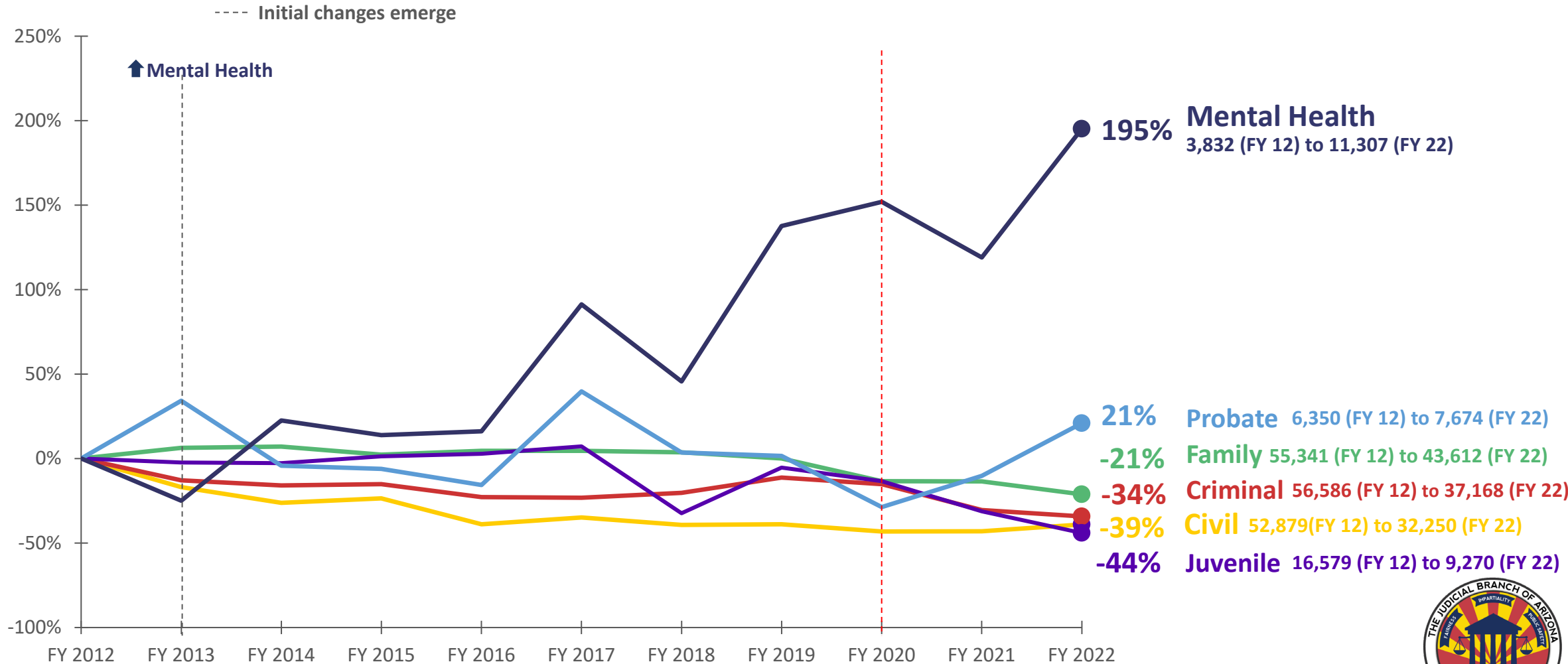
NEW FILING PERCENTAGE CHANGE

Percentage change from FY 2012 (baseline). New filings does not include reopened cases.



TERMINATED FILING PERCENTAGE CHANGE

Percentage change from FY 2012 (baseline).



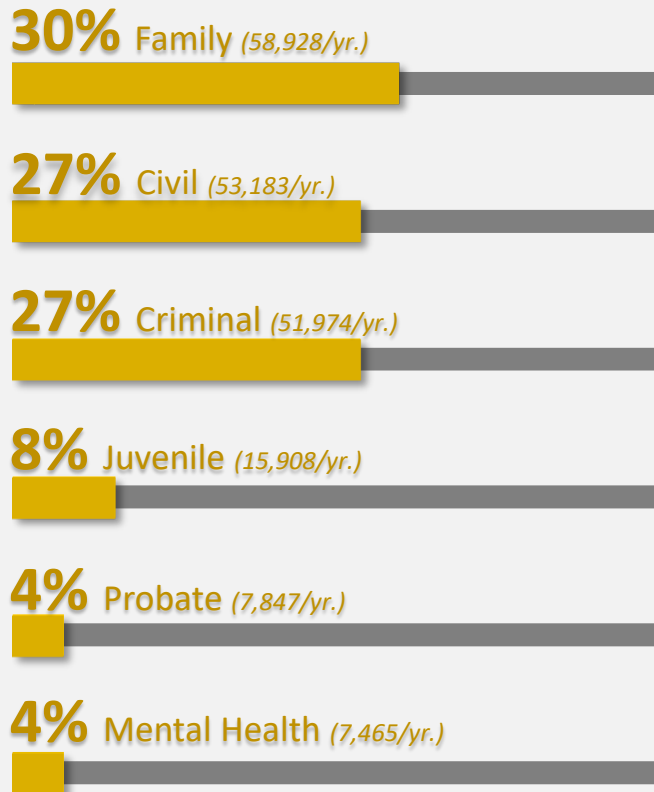
CASELOAD PERCENTAGE

Percentage is an average of 10-year total data.

New Filings

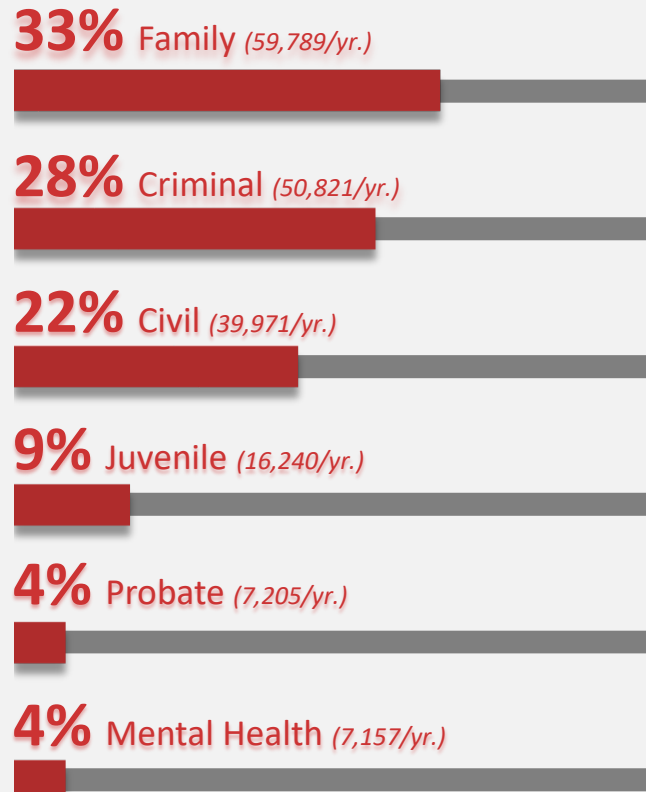
Reopened cases not included.

■ 50% scale portrayed below



Terminated

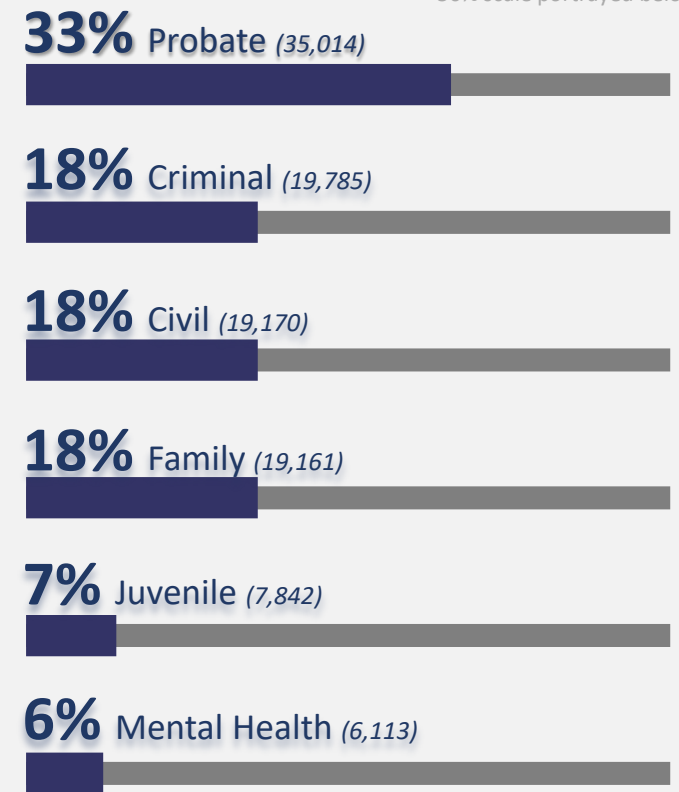
■ 50% scale portrayed below



Pending

End of FY average (%). End of FY 22 pending (#).

■ 50% scale portrayed below



*Pending data as of 7.8.22

PENDING CHART

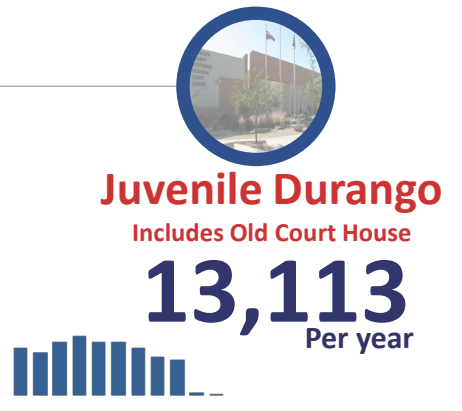
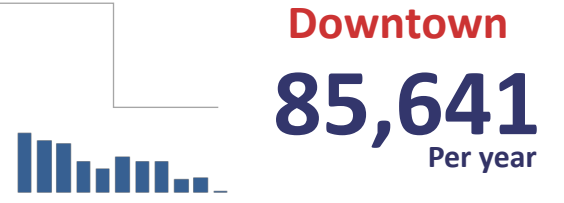
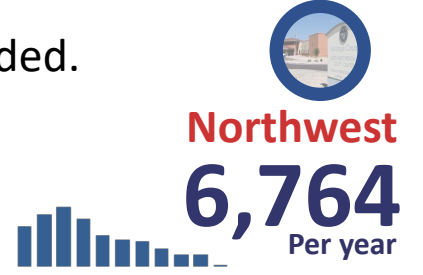
COVID
March 2020

Pending Ending of Fiscal Year

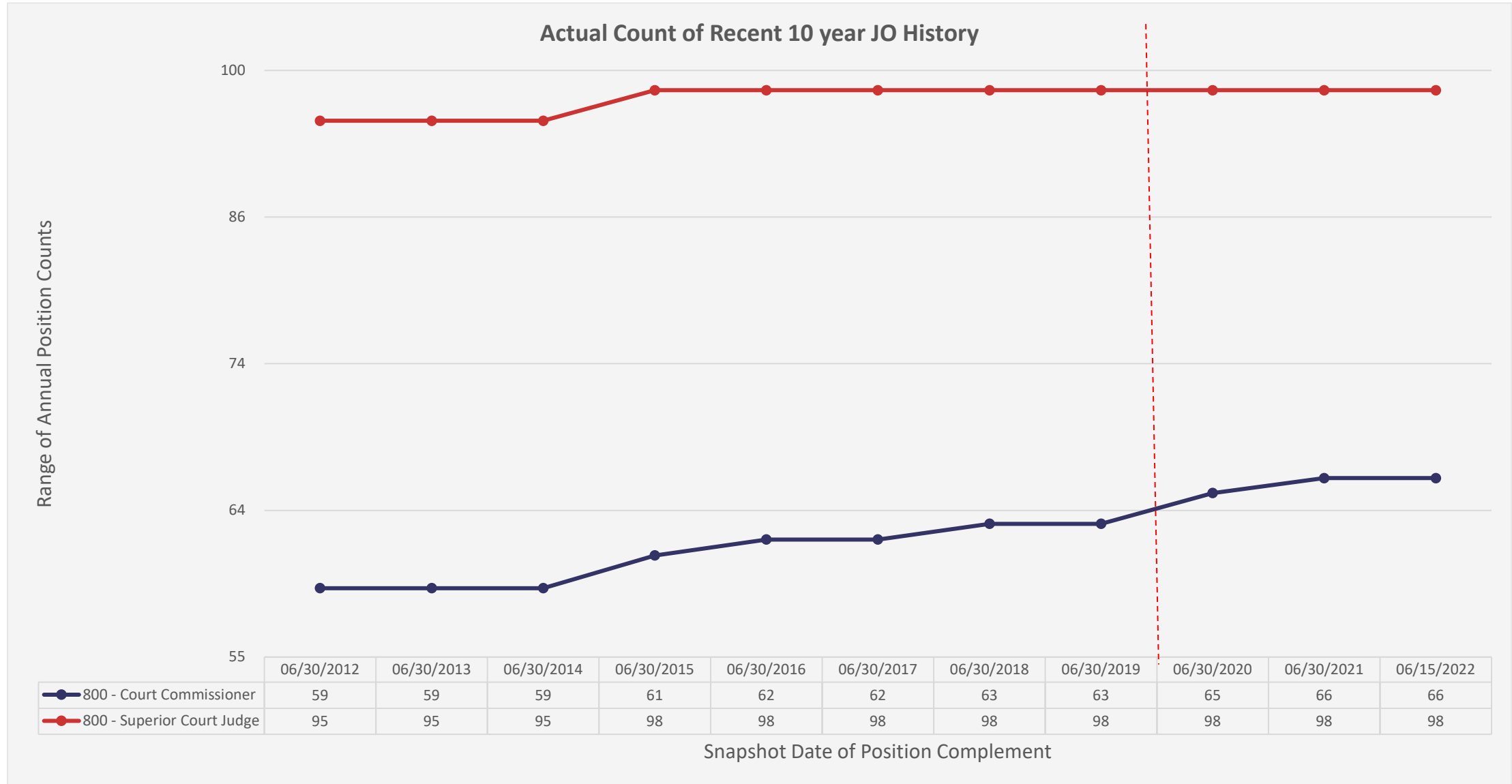
| | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 | FY 2021 | FY 2022 | % Total Pending |
|---------------|----------------|----------------|----------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|-----------------|
| Civil | 23,653 | 22,446 | 23,322 | 17,193 | 17,502 | 17,809 | 17,626 | 17,100 | 18,296 | 21,519 | 19,170 | 18% |
| Criminal | 19,661 | 17,997 | 19,188 | 17,875 | 18,620 | 18,648 | 19,369 | 20,404 | 19,878 | 19,402 | 19,785 | 18% |
| Family | 20,338 | 19,690 | 18,617 | 19,150 | 18,715 | 18,734 | 18,480 | 17,748 | 19,503 | 17,781 | 19,161 | 18% |
| Juvenile | 11,504 | 11,832 | 12,449 | 12,912 | 13,070 | 11,965 | 11,057 | 10,139 | 8,954 | 7,849 | 7,842 | 7% |
| Probate | 26,964 | 24,405 | 24,139 | 24,305 | 25,490 | 23,460 | 24,201 | 25,332 | 29,075 | 32,445 | 35,014 | 33% |
| Mental Health | 3,083 | 4,553 | 4,149 | 4,190 | 4,977 | 4,491 | 6,849 | 6,225 | 5,324 | 6,942 | 6,113 | 6% |
| | 105,203 | 100,923 | 101,864 | 95,625 | 98,374 | 95,107 | 97,582 | 96,948 | 101,030 | 105,938 | 107,085 | 100% |

NEW FILINGS BY LOCATION

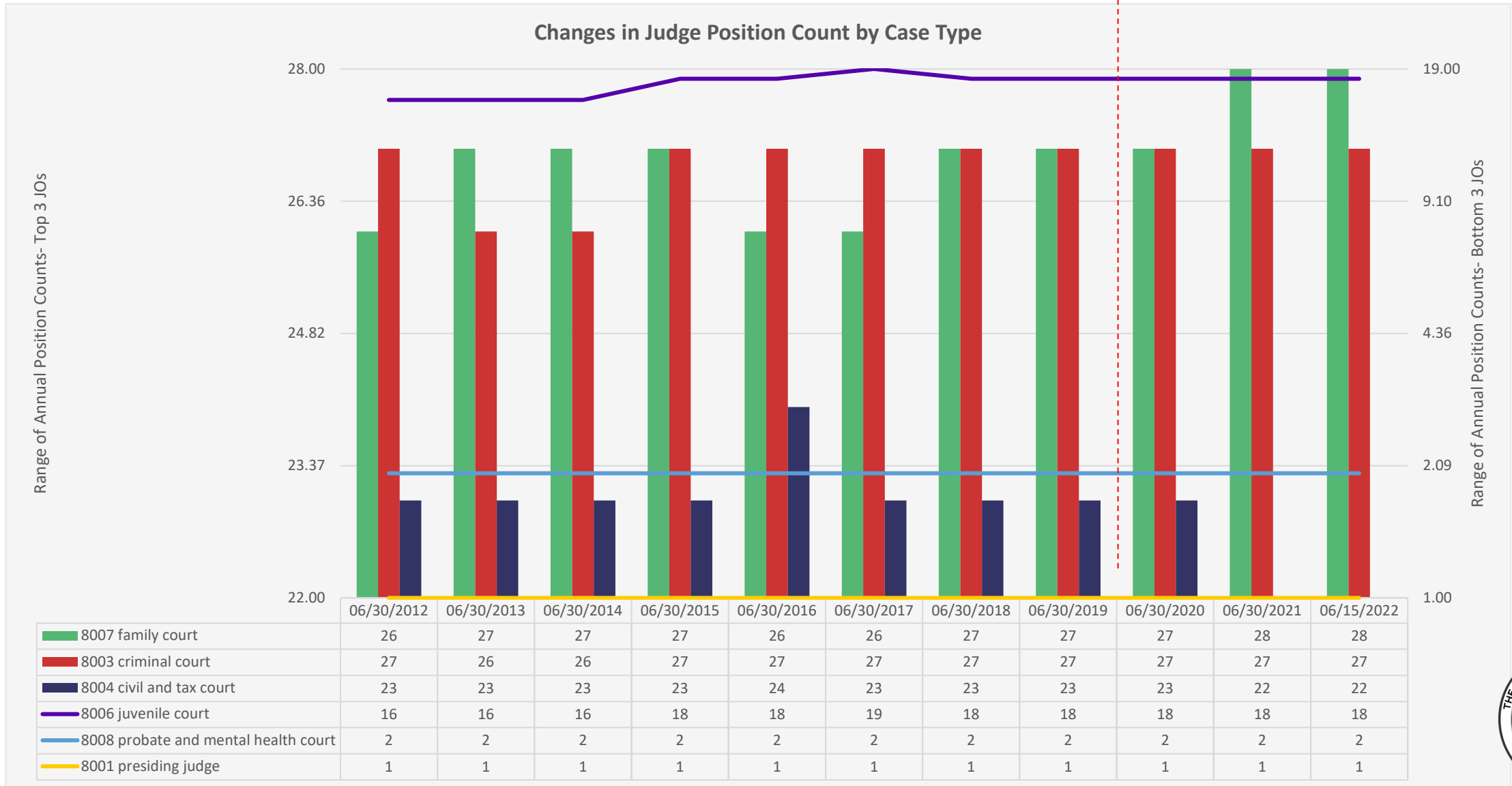
Totals represent new filings per year based on a 10-year average. Reopened cases not included.



10 YEAR JUDICIAL OFFICER HISTORY

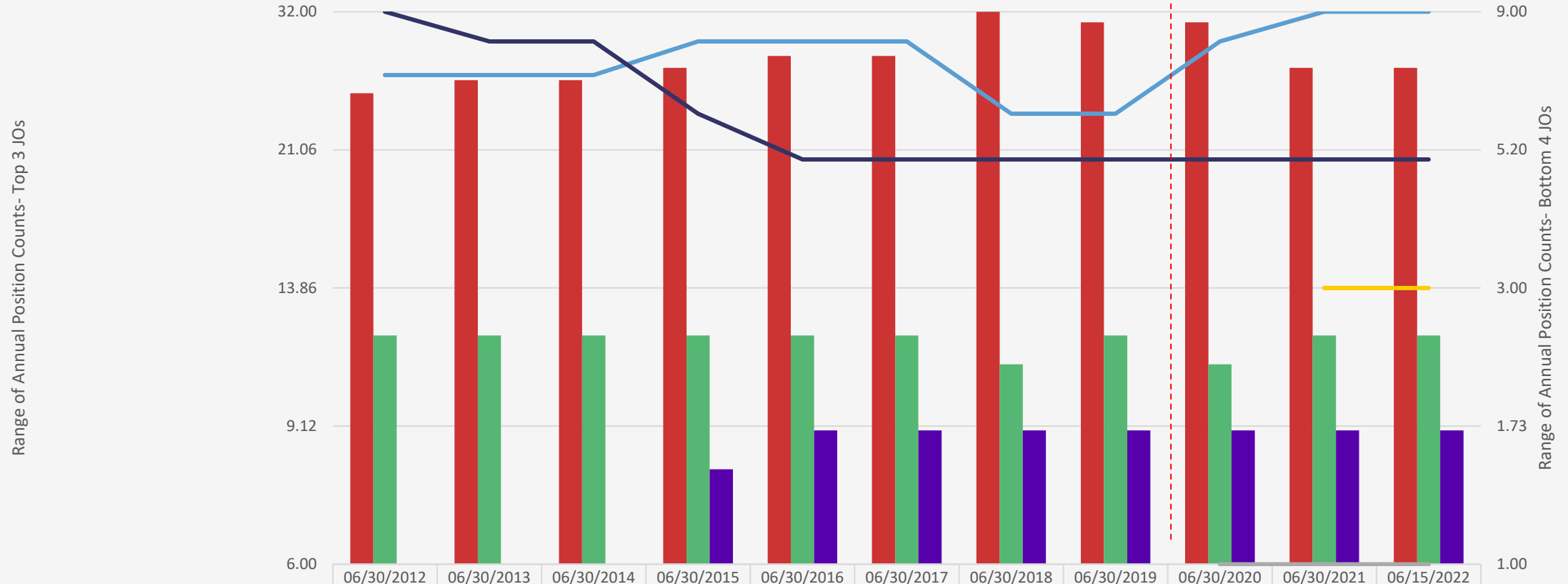


JUDGE BY CASE TYPE



COMMISSIONER BY CASE TYPE

Changes in Commissioner Position Count by Case Type



| | 06/30/2012 | 06/30/2013 | 06/30/2014 | 06/30/2015 | 06/30/2016 | 06/30/2017 | 06/30/2018 | 06/30/2019 | 06/30/2020 | 06/30/2021 | 06/15/2022 |
|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 8003 criminal court | 25 | 26 | 26 | 27 | 28 | 28 | 32 | 31 | 31 | 27 | 27 |
| 8007 family court | 12 | 12 | 12 | 12 | 12 | 12 | 11 | 12 | 11 | 12 | 12 |
| 8006 juvenile court | 6 | 6 | 6 | 8 | 9 | 9 | 9 | 9 | 9 | 9 | 9 |
| 8008 probate and mental health court | 7 | 7 | 7 | 8 | 8 | 8 | 6 | 6 | 8 | 9 | 9 |
| 8004 civil and tax court | 9 | 8 | 8 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8001 presiding judge | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 |
| 8002 office of the court administrator | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |



CRIMINAL FILINGS

New filings (i.e., cases) do not include reactivated cases.

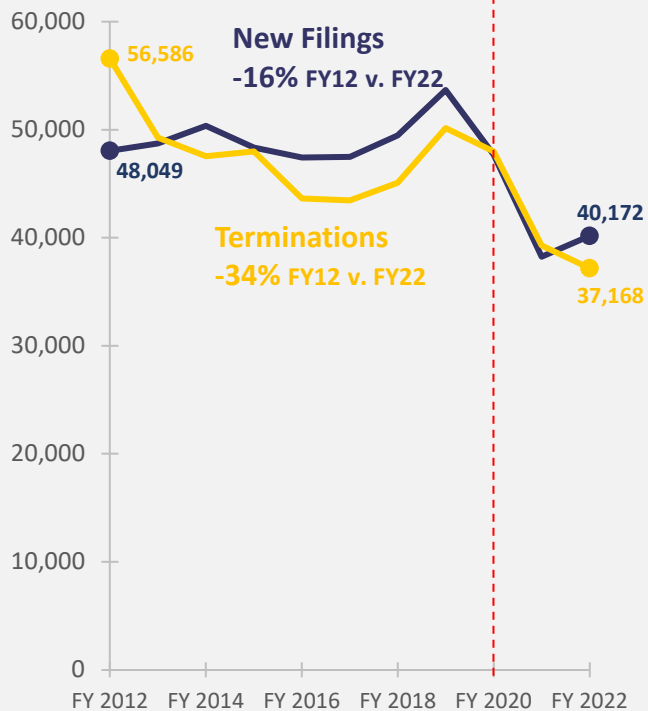
Pending does not include inactive cases.

If case is reopened and then closed, it is not included in termination totals.

i Note scale differences

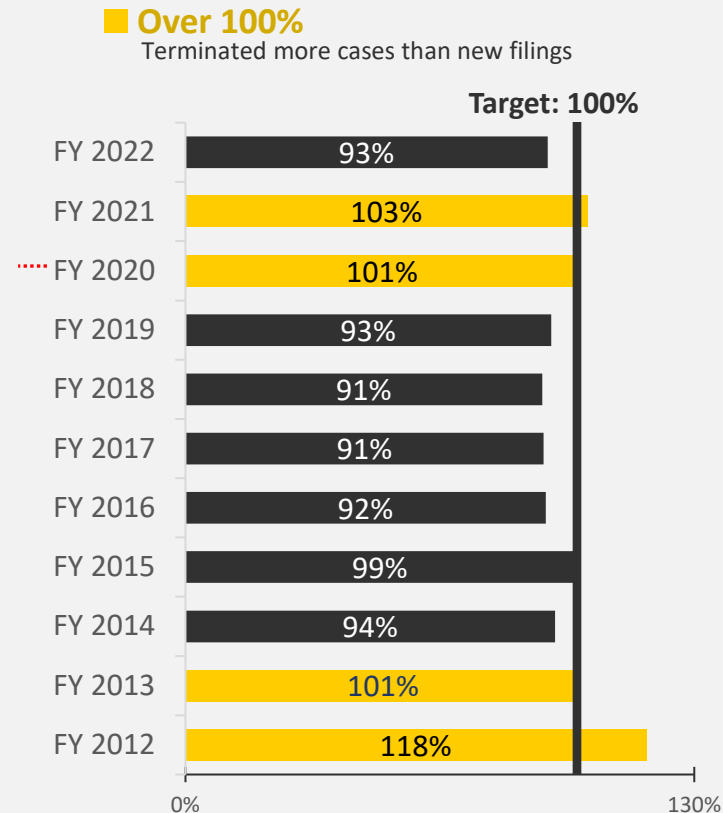
New Filings v. Terminations

Reopened cases not included.



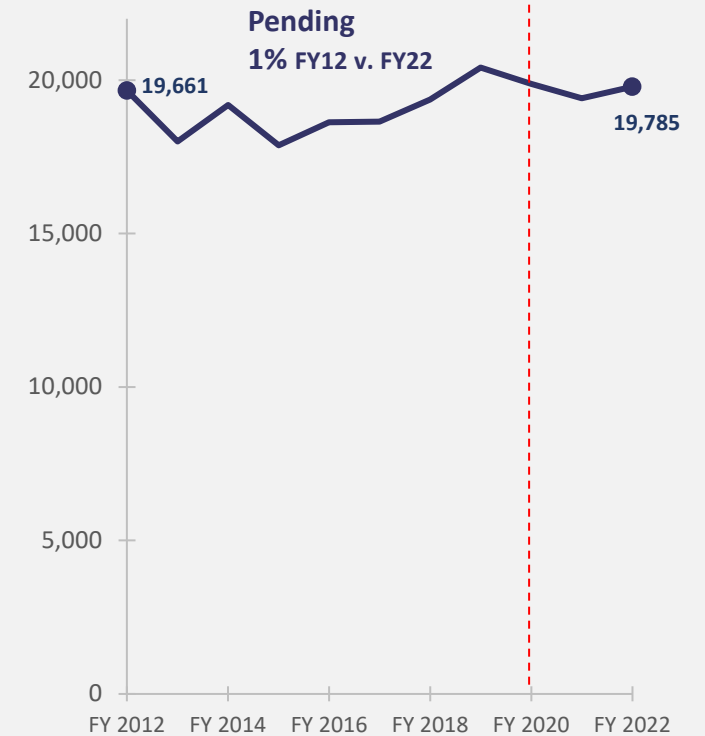
Clearance Rates

(Terminated/New Filings)*100



Pending

End of Fiscal Year (June 30th)

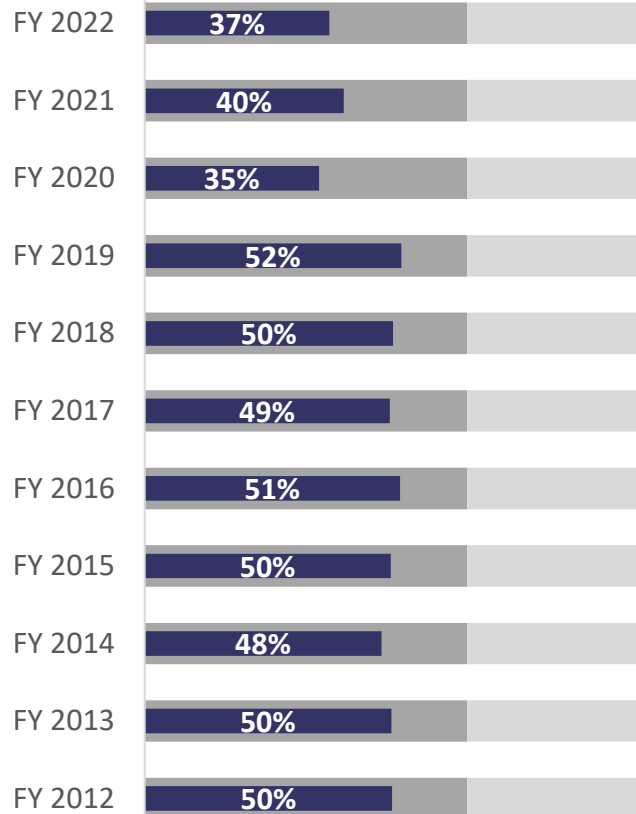


AGE OF PENDING

0-90 Days

Avg. 47%

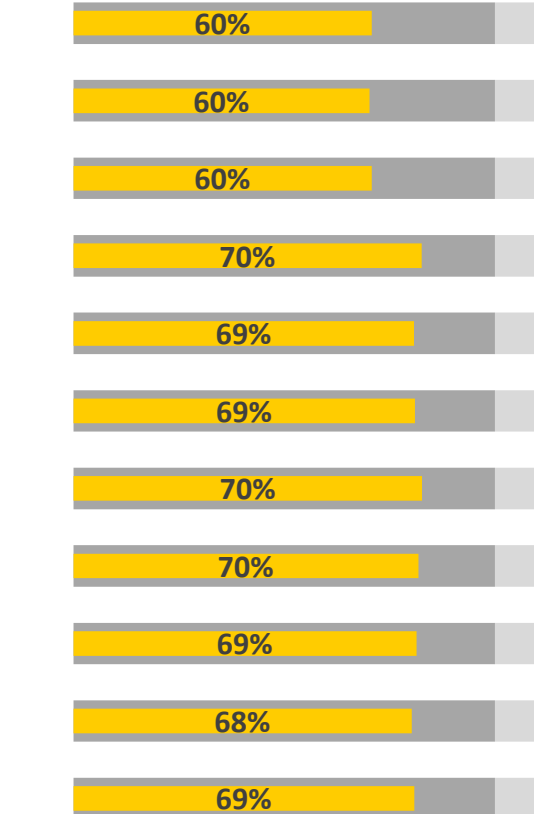
■ % within 90 Days ■ Target: 65%



0-180 Days

Avg. 67%

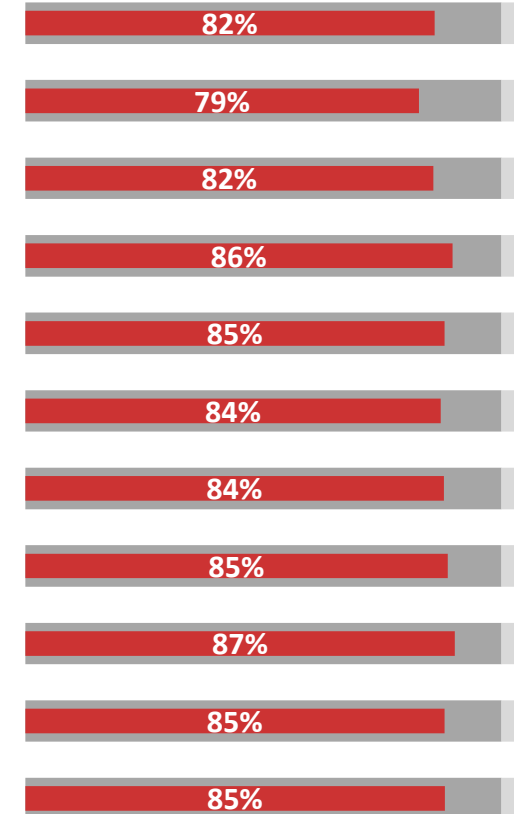
■ % within 180 Days ■ Target: 85%



0-365 Days

Avg. 84%

■ % within 365 Days ■ Target: 96%



0%

100%

0%

100%

0%

100%

..... COVID Closures

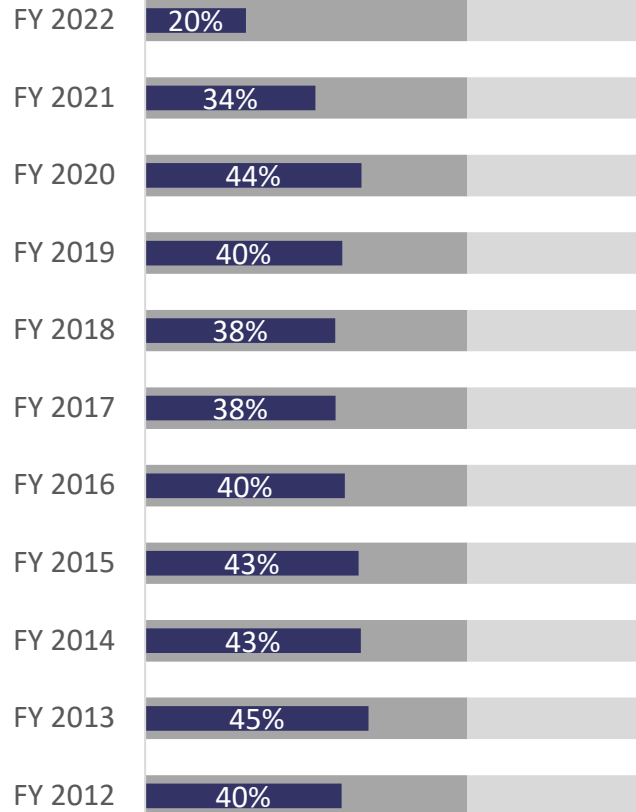


TIME TO DISPOSITION

0-90 Days

Avg. 39%

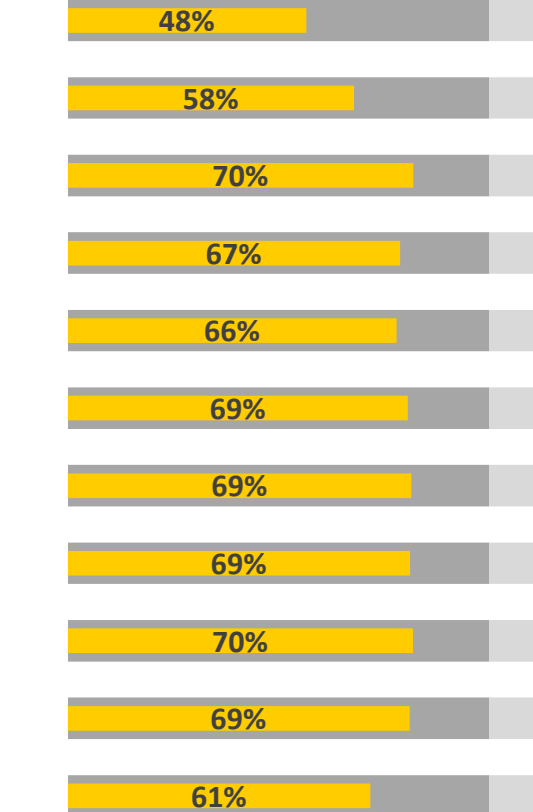
■ % within 90 Days ■ Target: 60%



0-180 Days

Avg. 65%

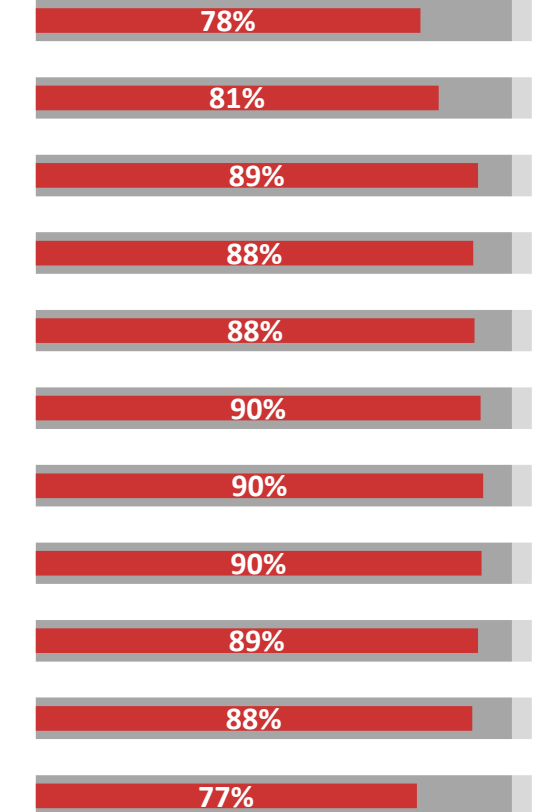
■ % within 180 Days ■ Target: 90%



0-365 Days

Avg. 86%

■ % within 365 Days ■ Target: 90%



..... COVID Closures

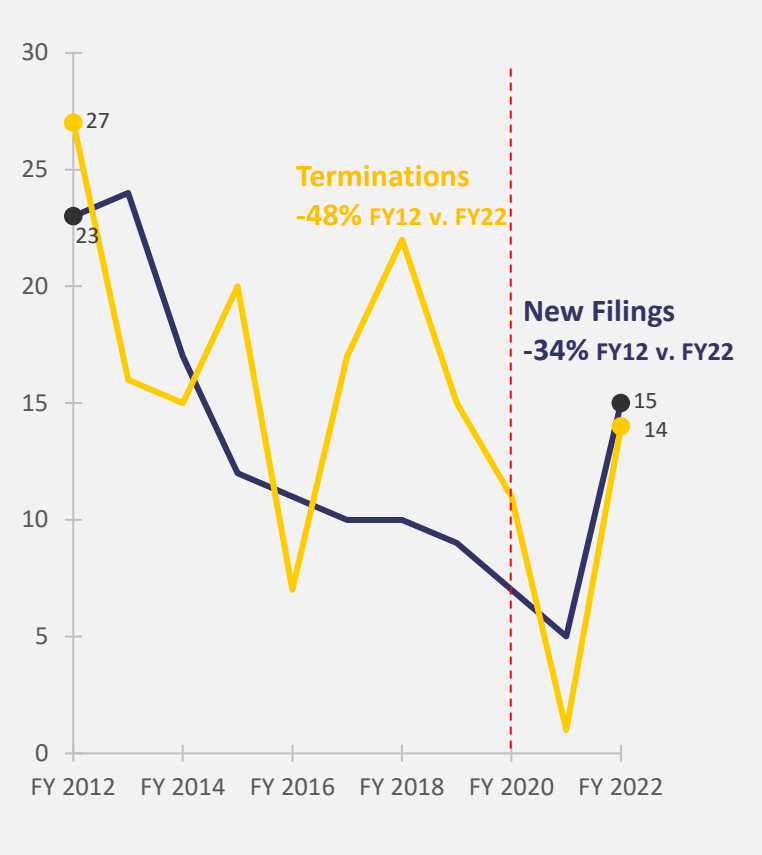


CAPITAL CASES

i Note scale differences

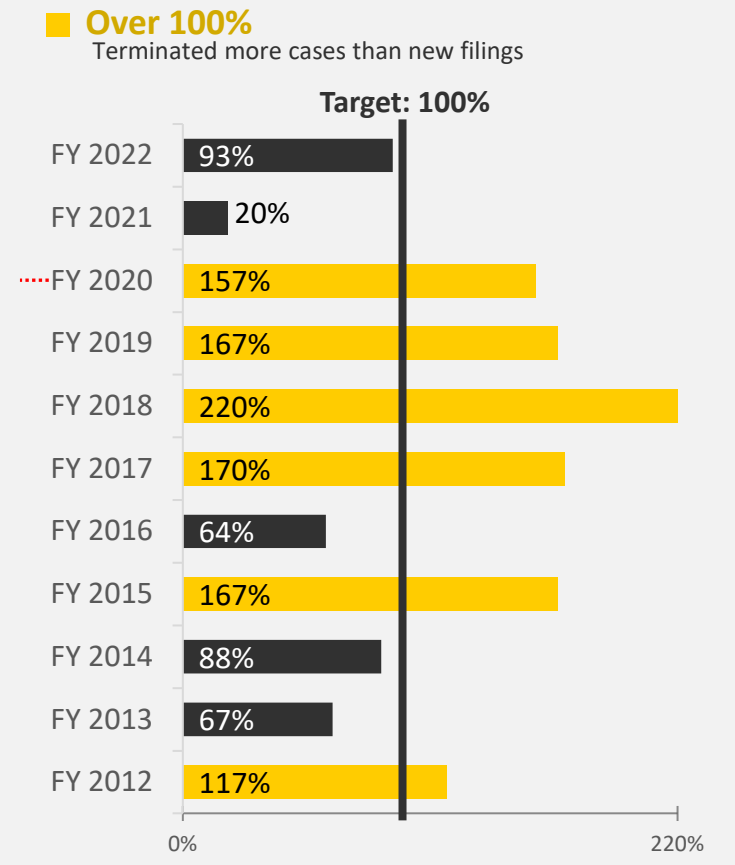
New Filings v. Terminations

Reopened cases not included.



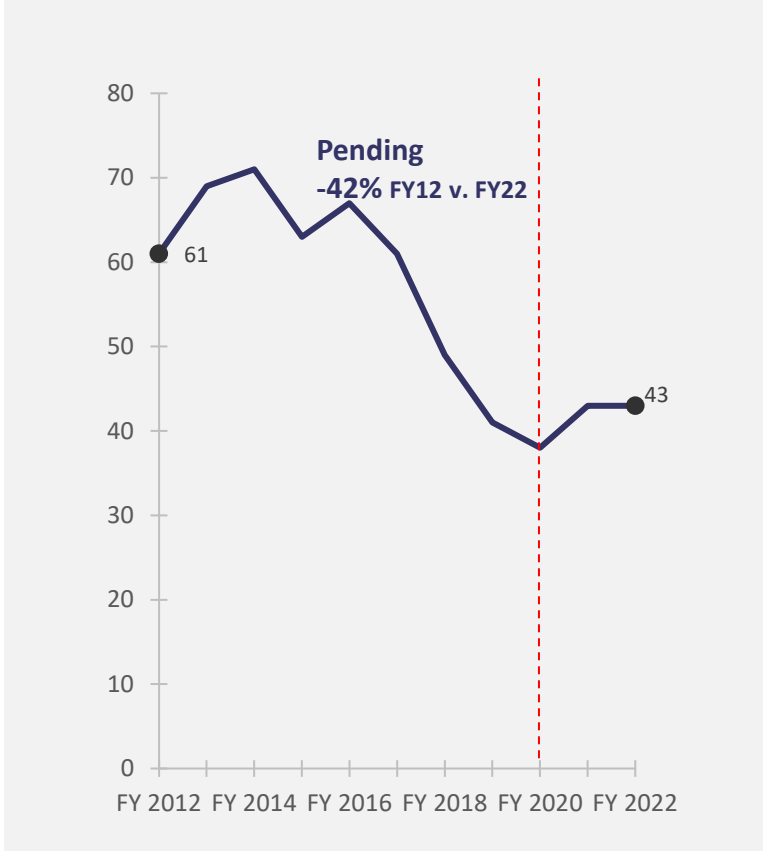
Clearance Rates

(Terminated/New Filings)*100



Pending

End of Fiscal Year (June 30th)

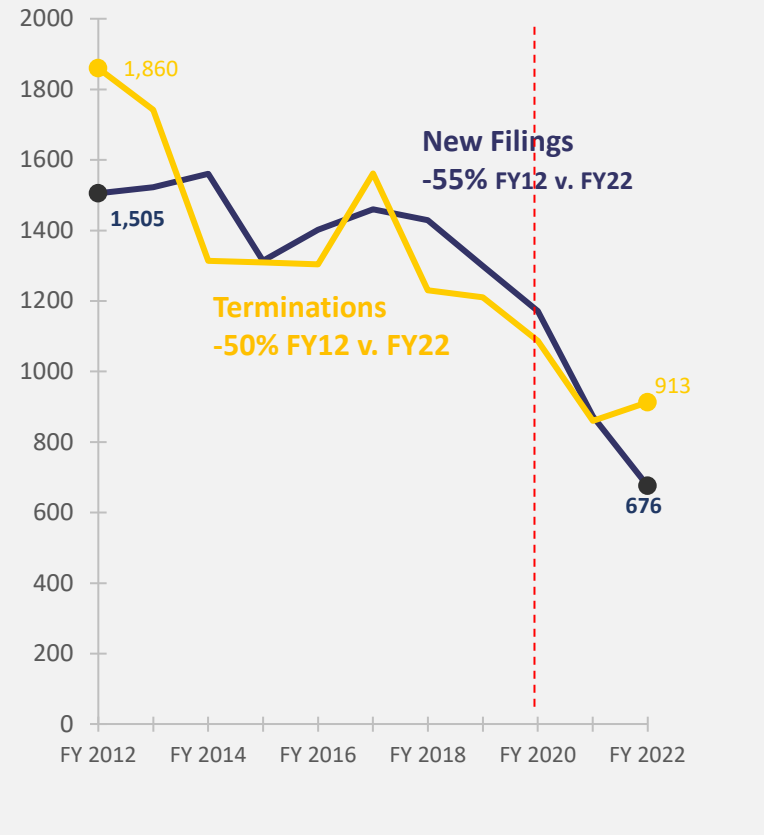


..... COVID Closures

POST-CONVICTION RELIEF

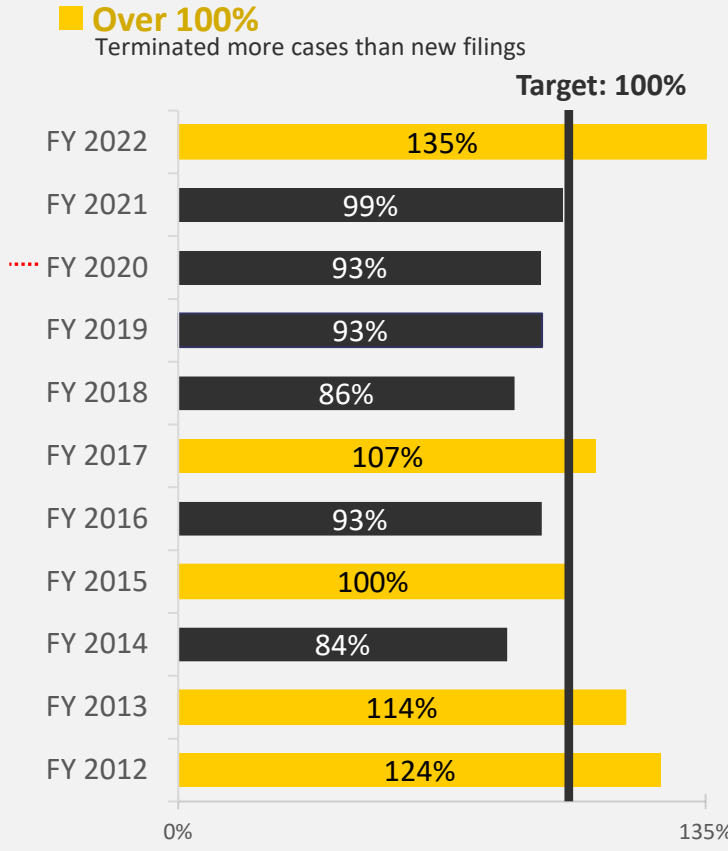
New Filings v. Terminations

Reopened cases not included.



Clearance Rates

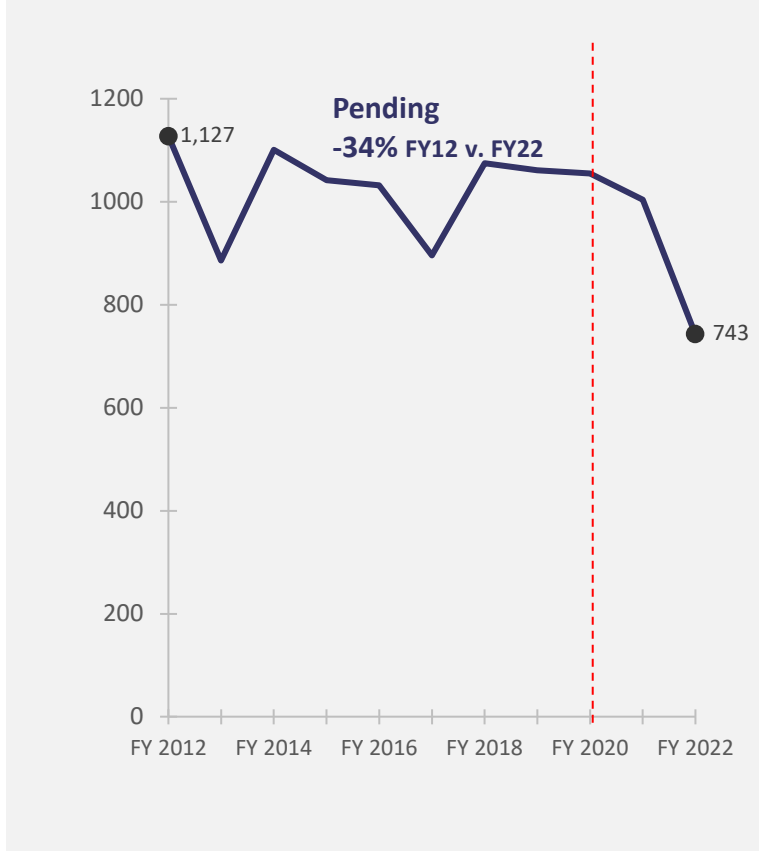
(Terminated/New Filings)*100



i Note scale differences

Pending

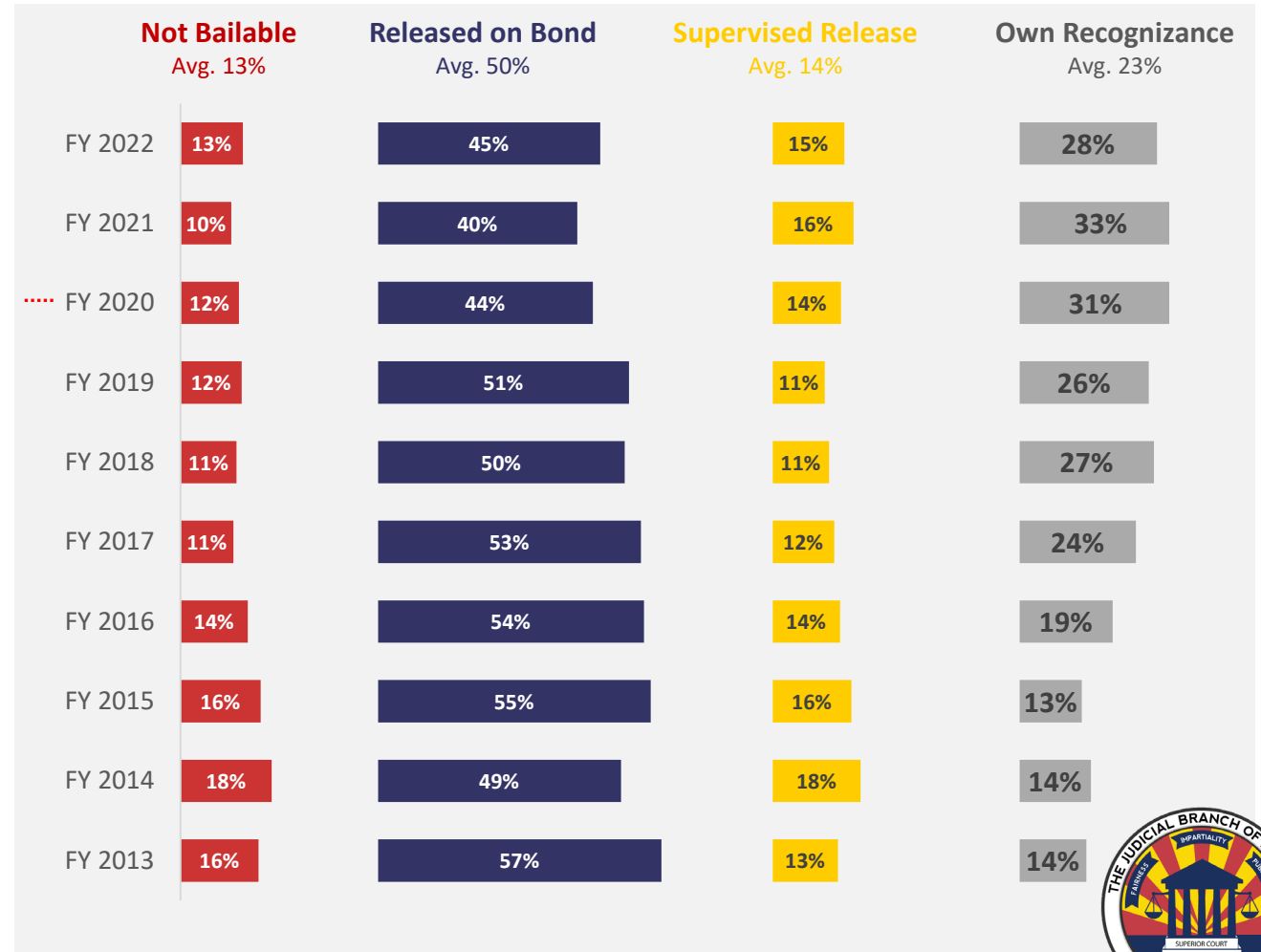
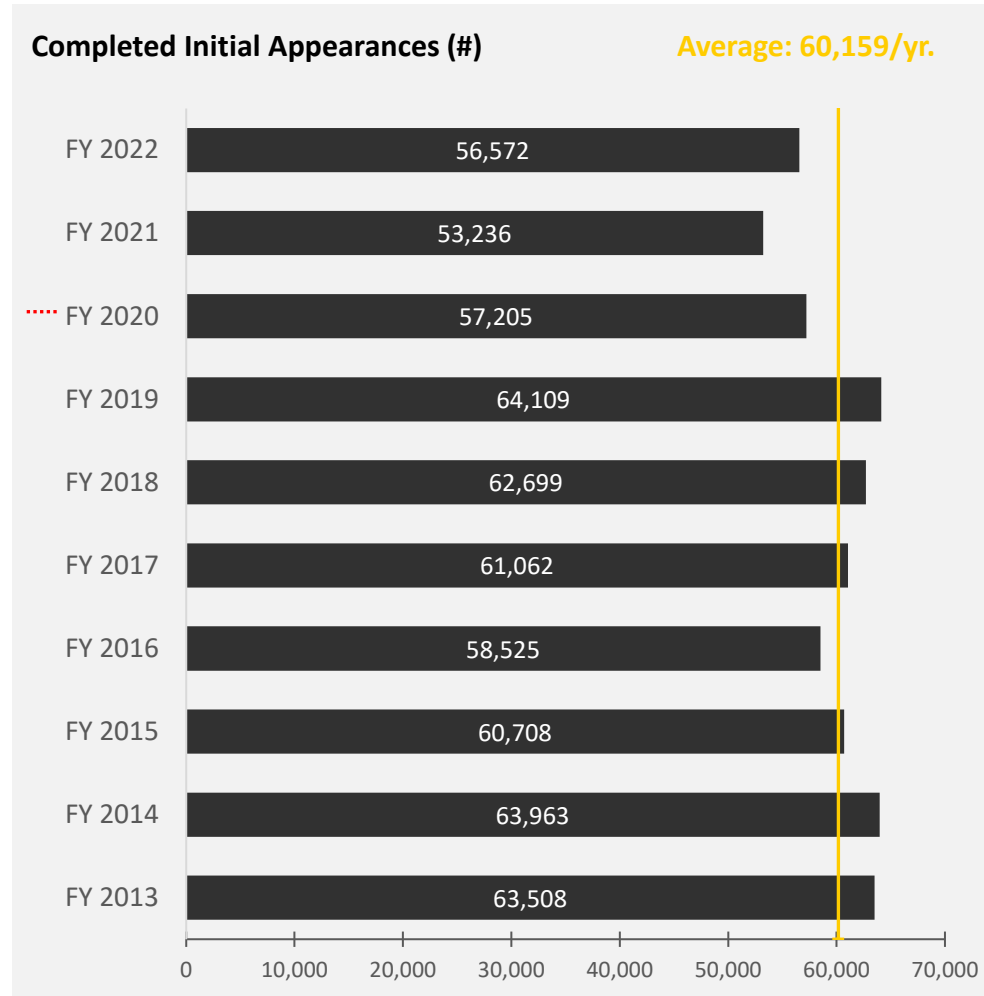
End of Fiscal Year (June 30th)



..... COVID Closures

INITIAL APPEARANCES

Selected most severe if multiple release decisions apply: Not bailable, bond, supervised release, own recognizance, (most to least severe). Other release decisions, such as no action, probable cause not found, etc. were removed.

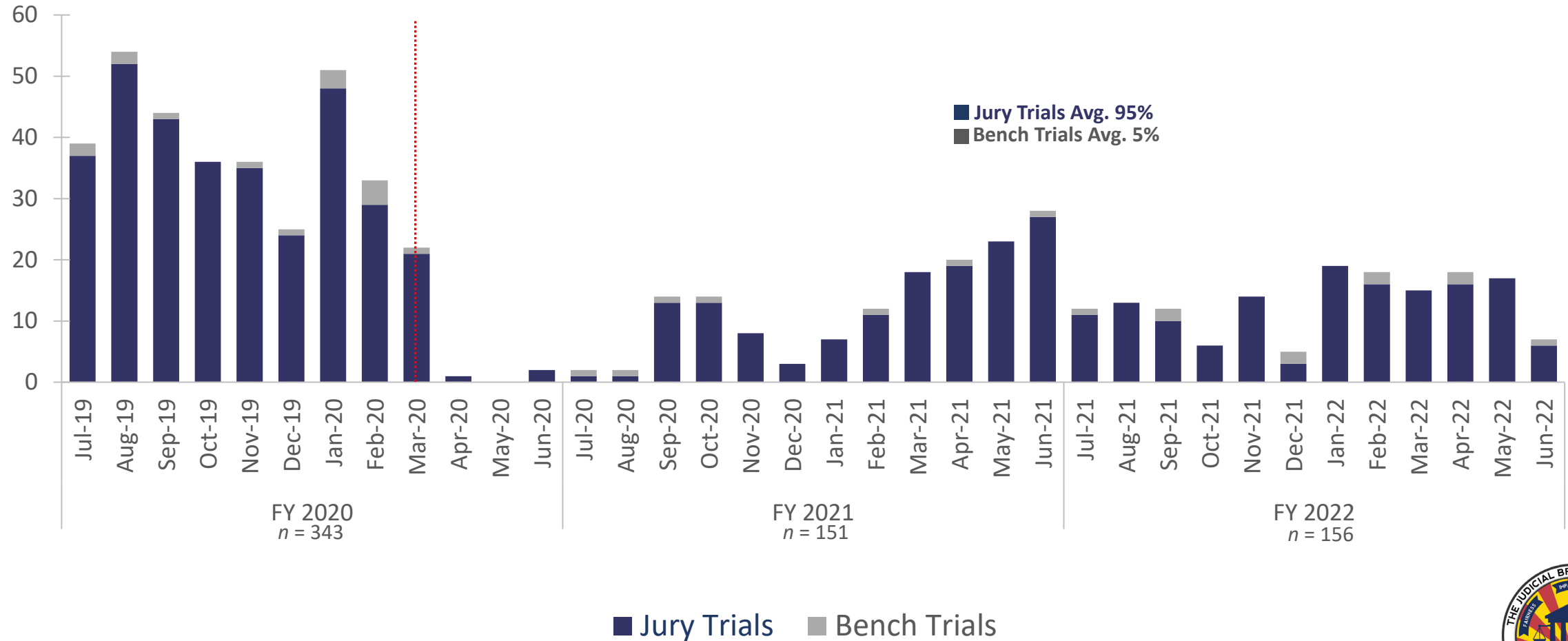


..... COVID Closures



CRIMINAL JURY AND BENCH TRIAL STARTS

Classifying trial starts as either jury or bench for FY 2020- 2022



..... COVID Closures



CIVIL CASES

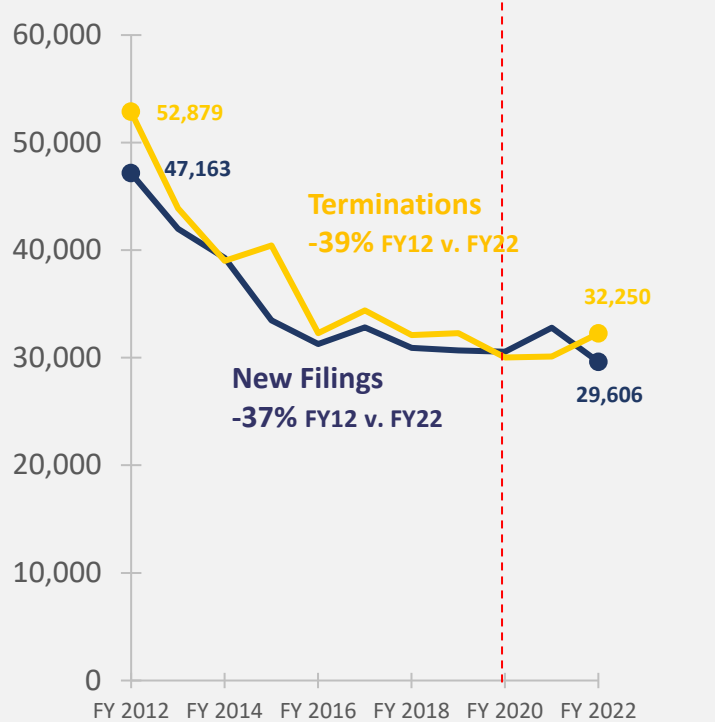
New filings do not include reopened cases. Tax and Lower Court of Appeals not included.

Pending does not include inactive cases.

If case is reopened and then closed, it is not included in termination totals.

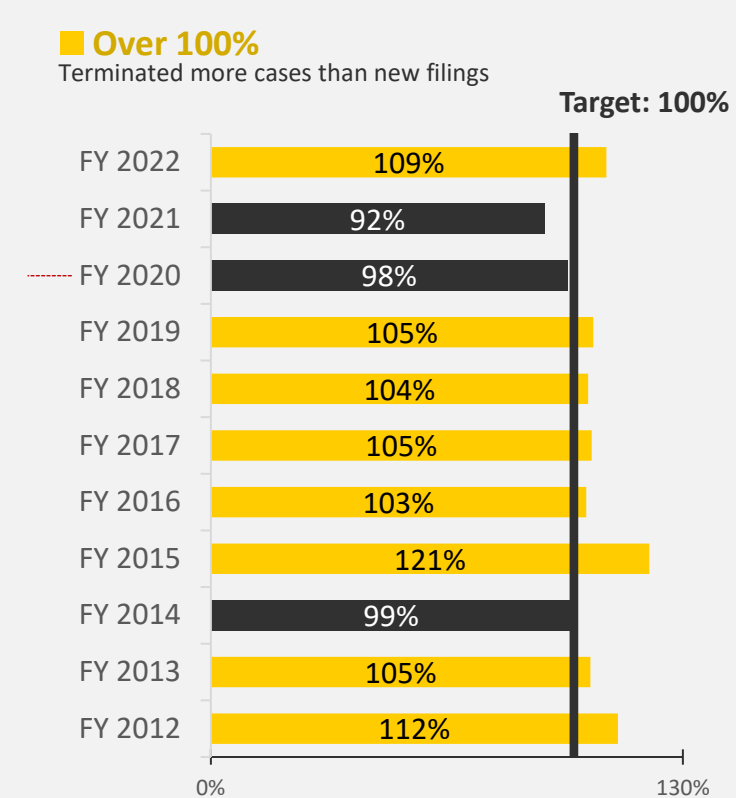
New Filings v. Terminations

Reopened cases not included.



Clearance Rates

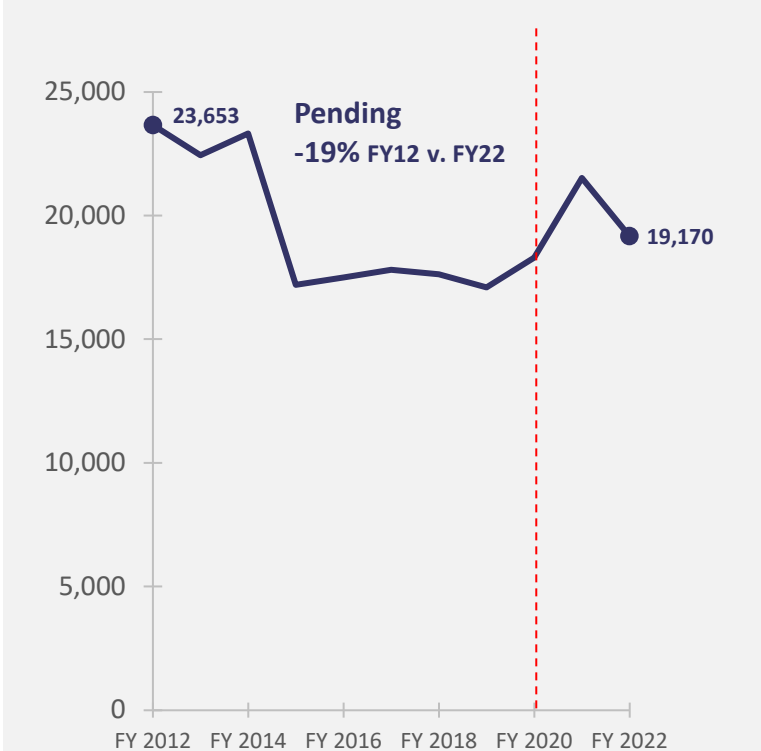
(Terminated/New Filings)*100



i Note scale differences

Pending

End of Fiscal Year (June 30th)

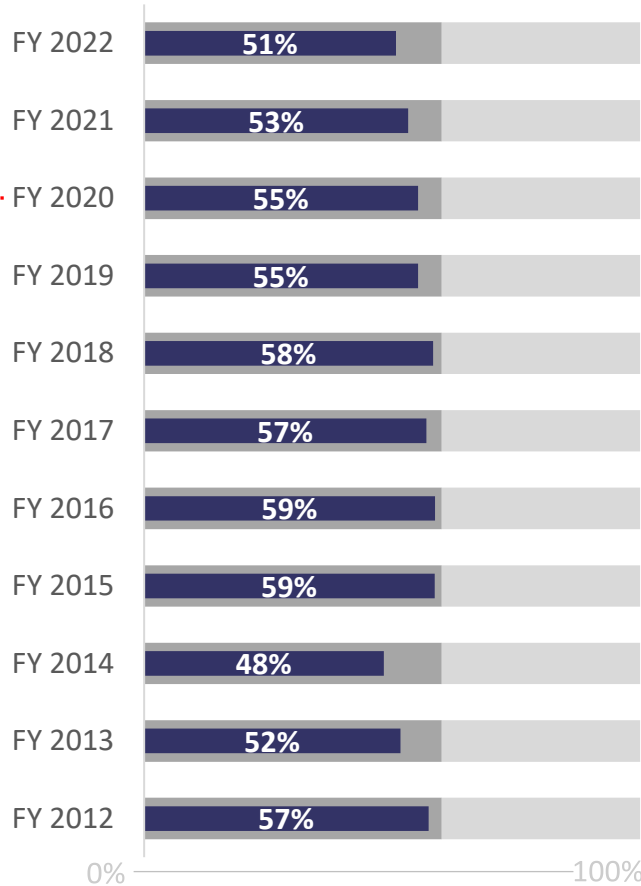


CIVIL AGE OF PENDING

0-180 Days

Avg. 55%

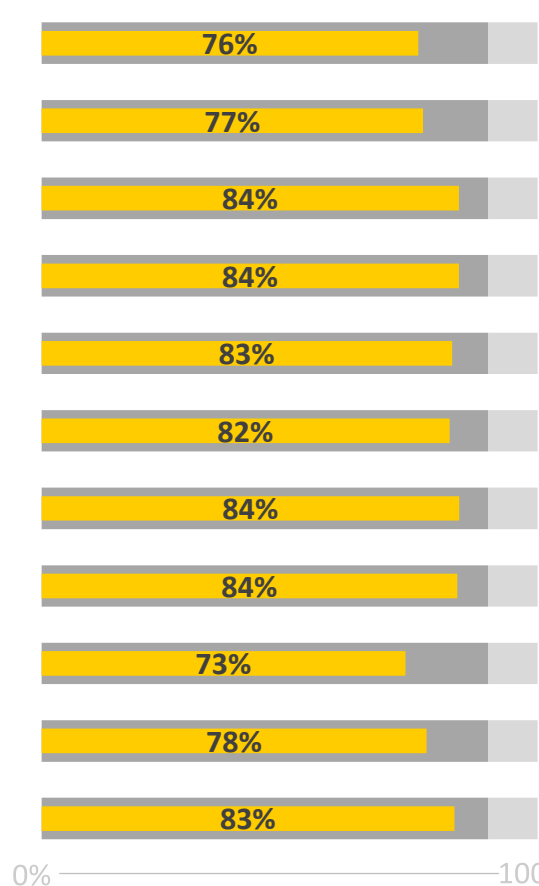
■ % within 180 Days ■ Target: 60%



0-365 Days

Avg. 81%

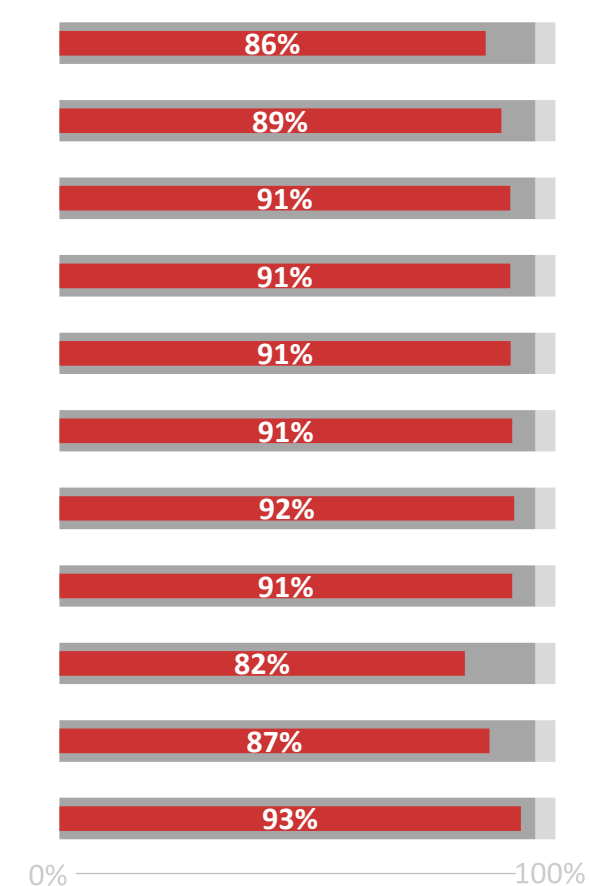
■ % within 365 Days ■ Target: 90%



0-540 Days

Avg. 89%

■ % within 540 Days ■ Target: 90%



..... COVID Closures

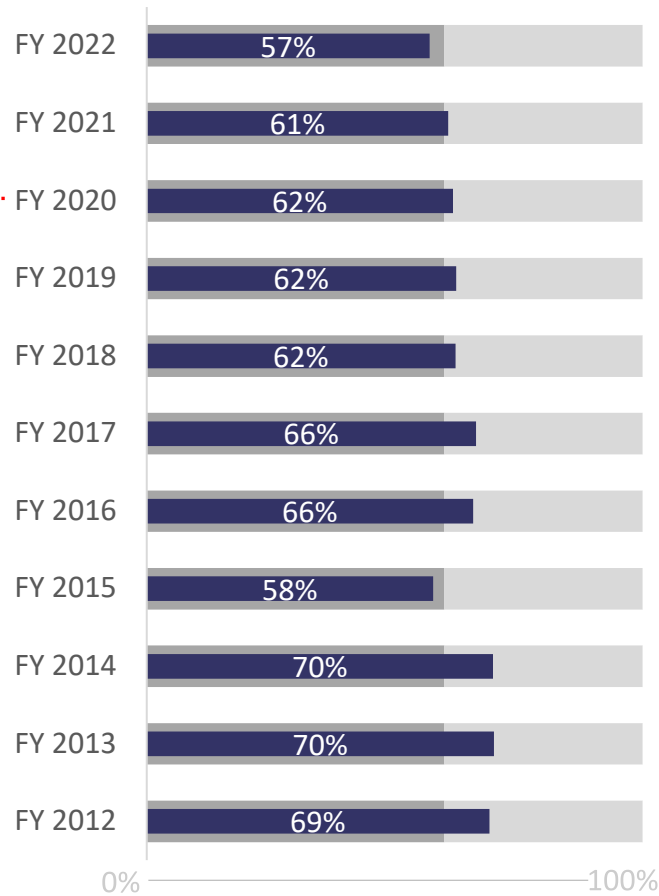


CIVIL TIME TO DISPOSITION

0-180 Days

Avg. 64%

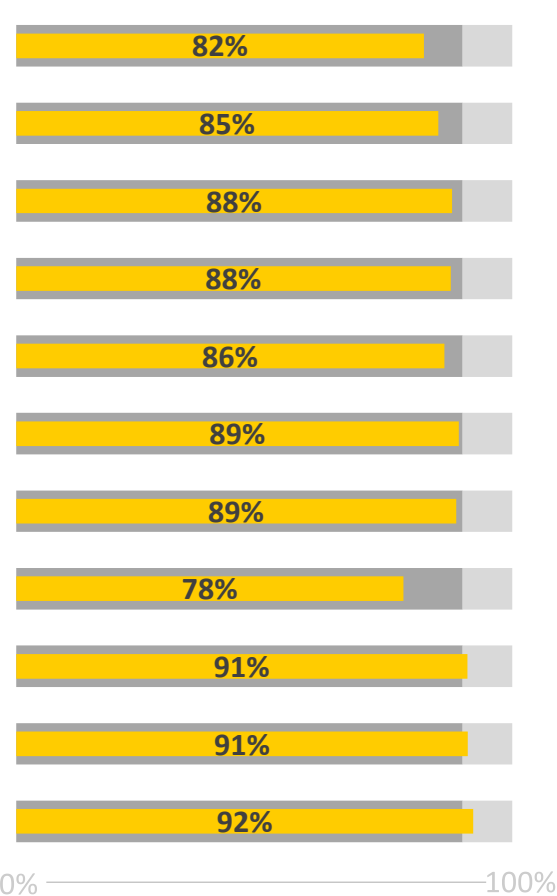
■ % within 180 Days ■ Target: 60%



0-365 Days

Avg. 87%

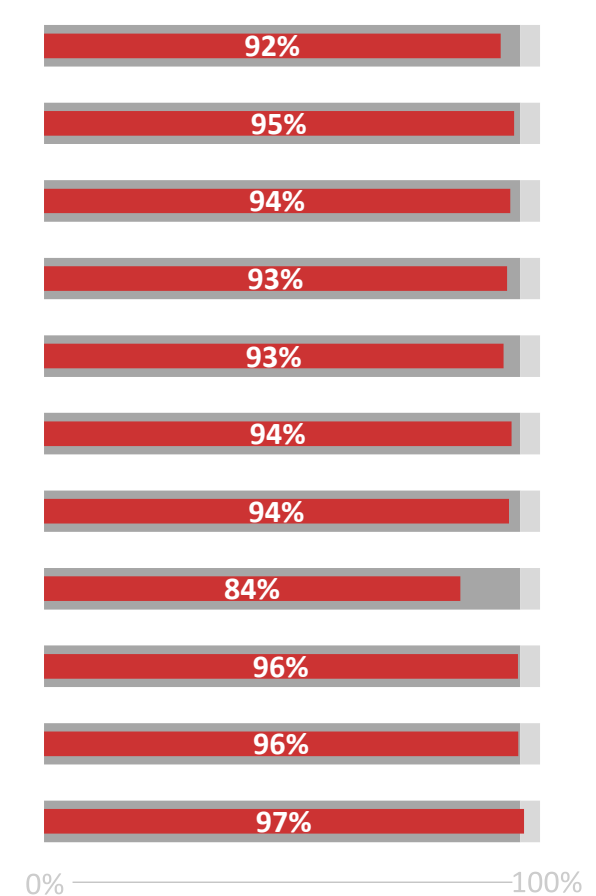
■ % within 365 Days ■ Target: 90%



0-540 Days

Avg. 93%

■ % within 540 Days ■ Target: 90%

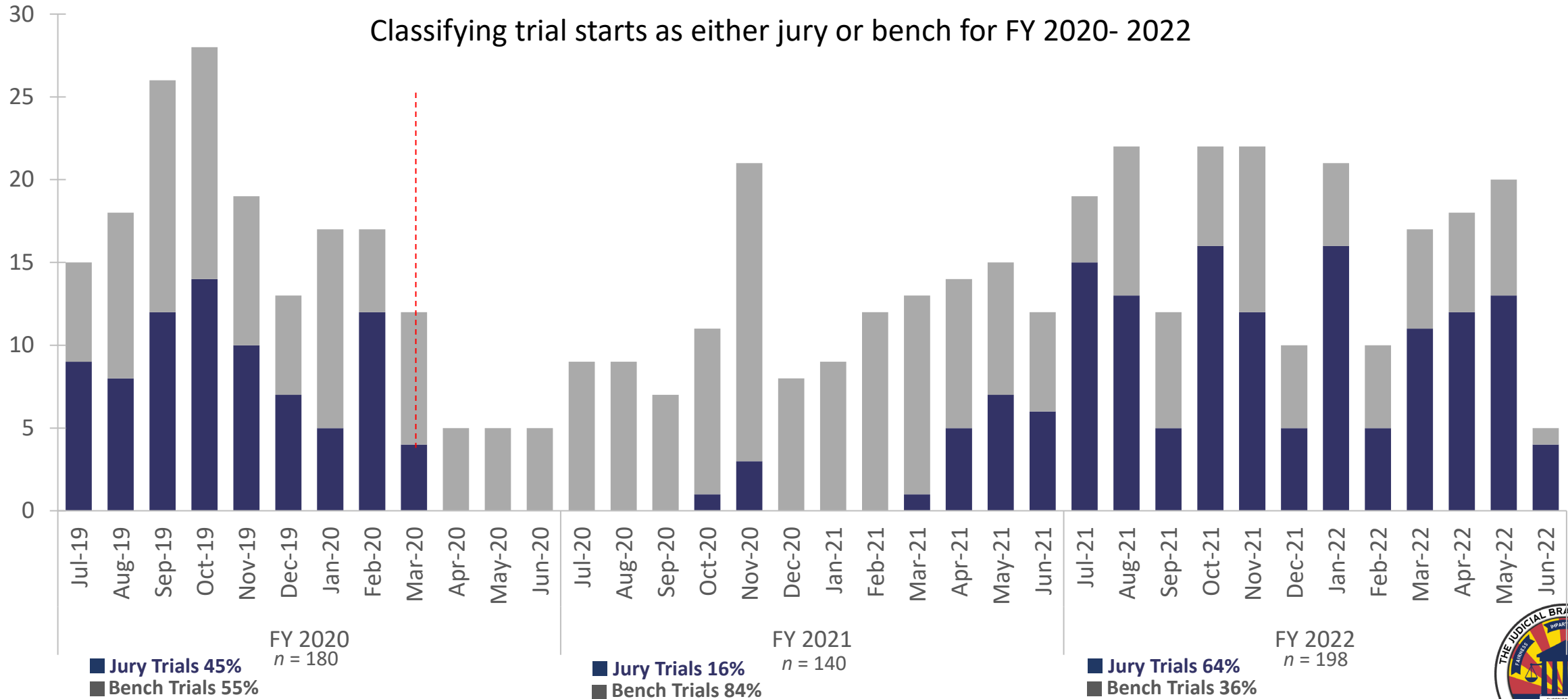


..... COVID Closures



CIVIL JURY AND BENCH TRIAL STARTS

Classifying trial starts as either jury or bench for FY 2020- 2022



..... COVID Closures



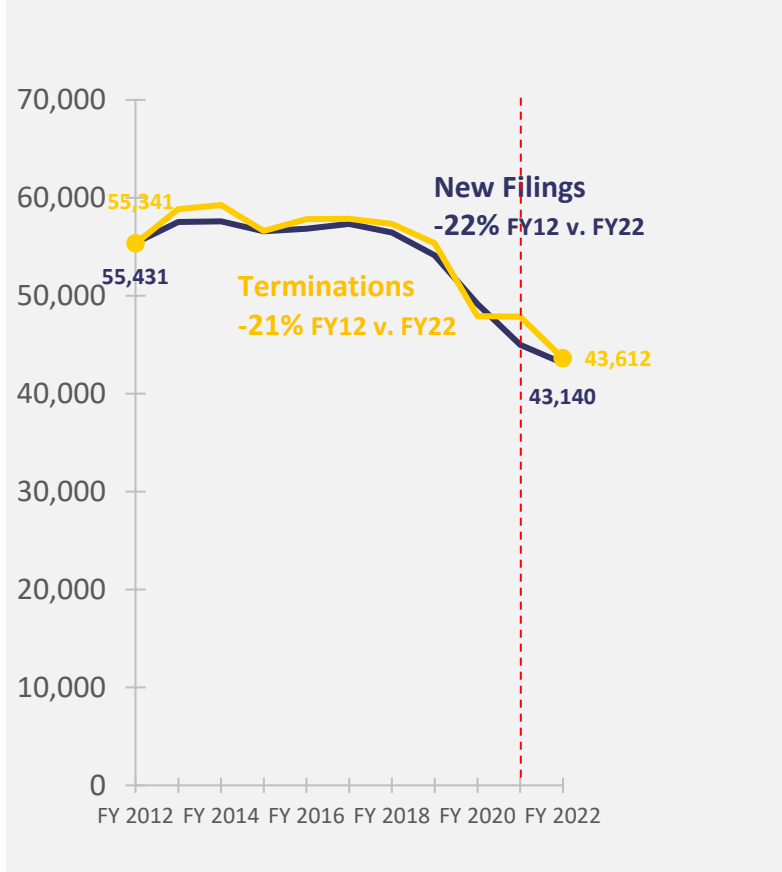
FAMILY PRE AND POST DECREE FILINGS

Pre Decree includes new case filings, Post Decree includes new petition filings including all Temporary Orders.

i Note scale differences

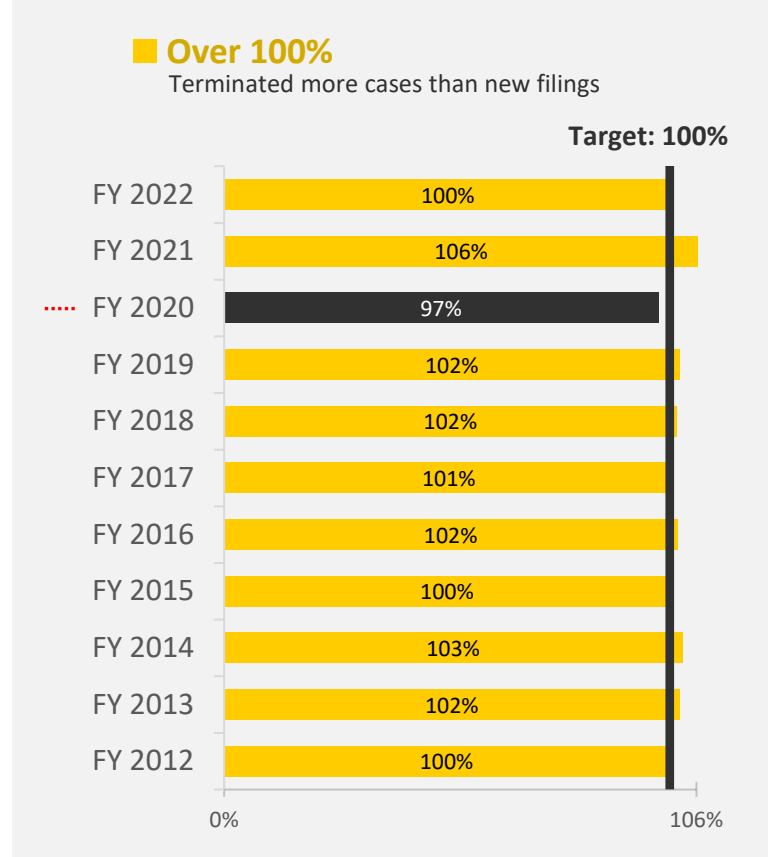
New Filings v. Terminations

Reopened cases not included.



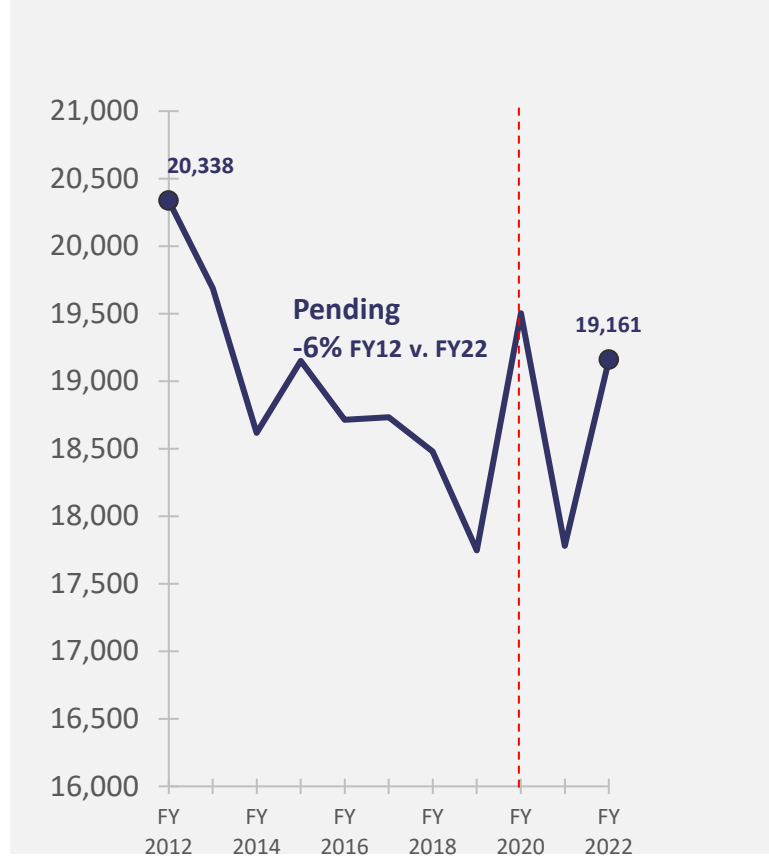
Clearance Rates

$(\text{Terminated}/\text{New Filings}) * 100$



Pending

End of Fiscal Year (June 30th)



..... COVID Closures

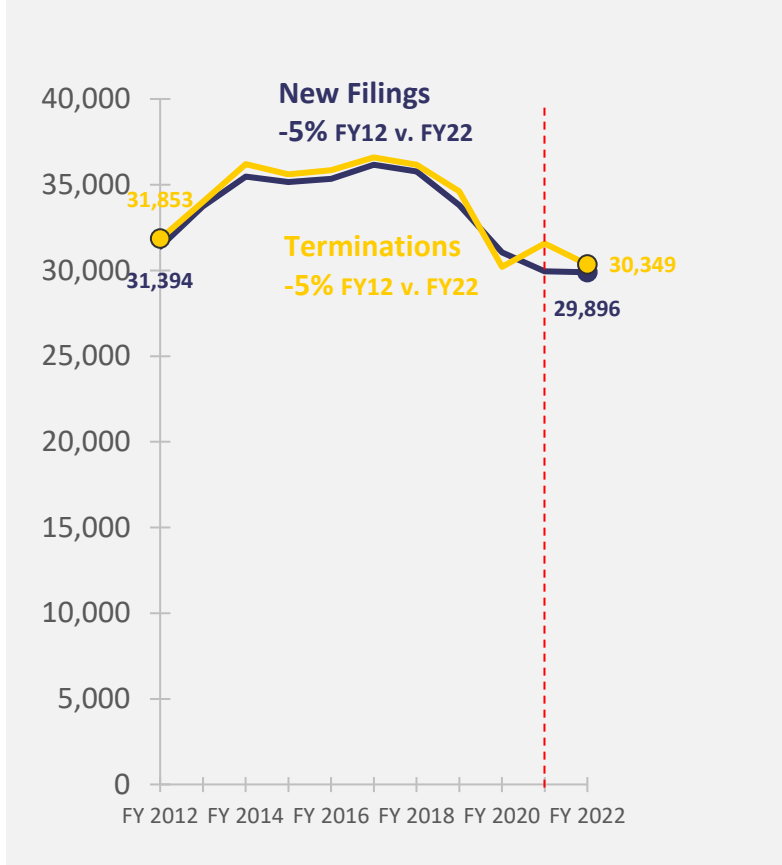
FAMILY PRE DECREE FILINGS

Pre Decree includes new case filings.

i Note scale differences

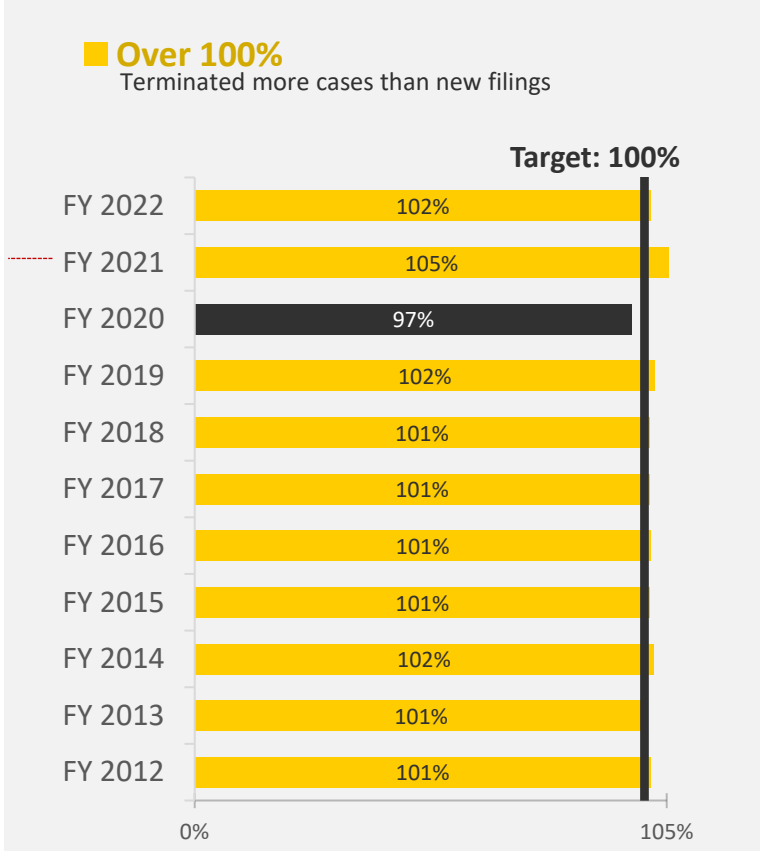
New Filings v. Terminations

Reopened cases not included.



Clearance Rates

(Terminated/New Filings)*100



Pending

End of Fiscal Year (June 30th)

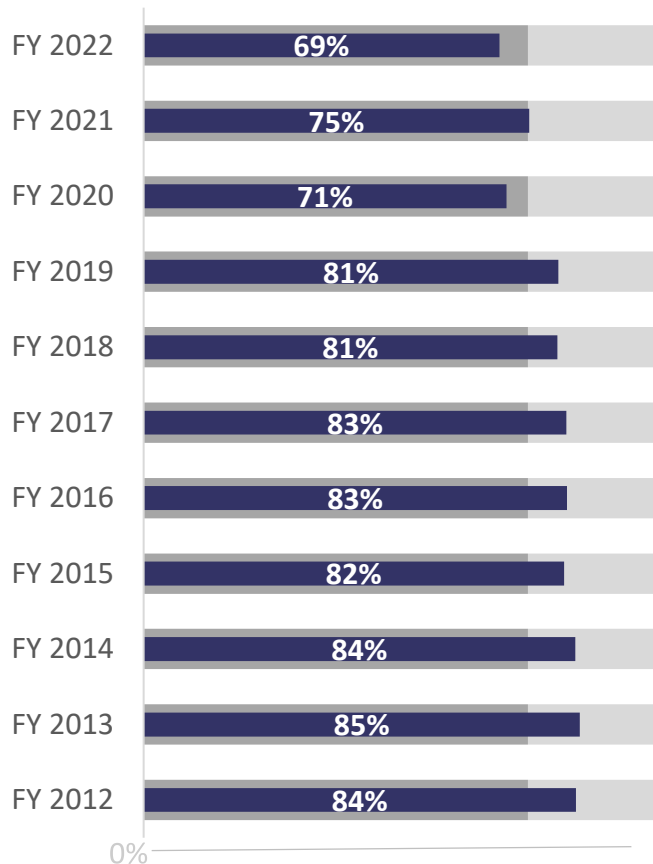


FAMILY PRE DECREE AGE OF PENDING

0-180 Days

Avg. 80%

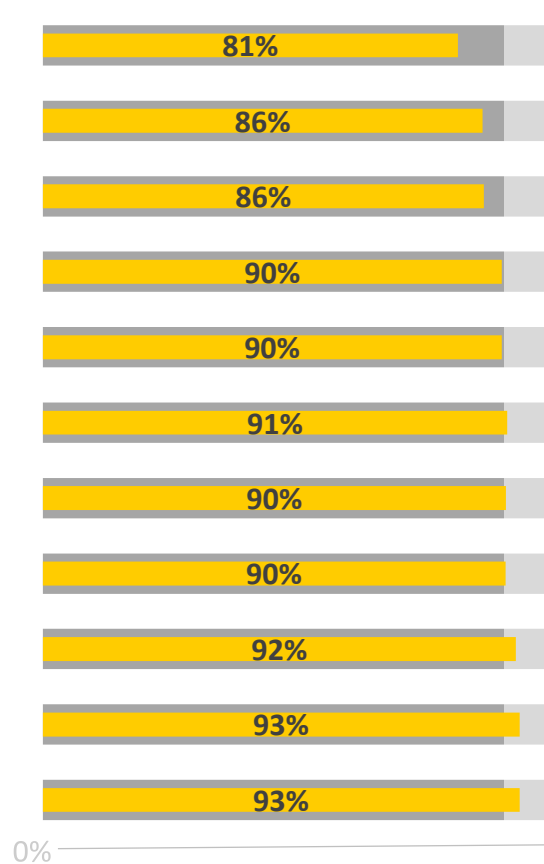
■ % within 180 Days ■ Target: 75%



0-270 Days

Avg. 89%

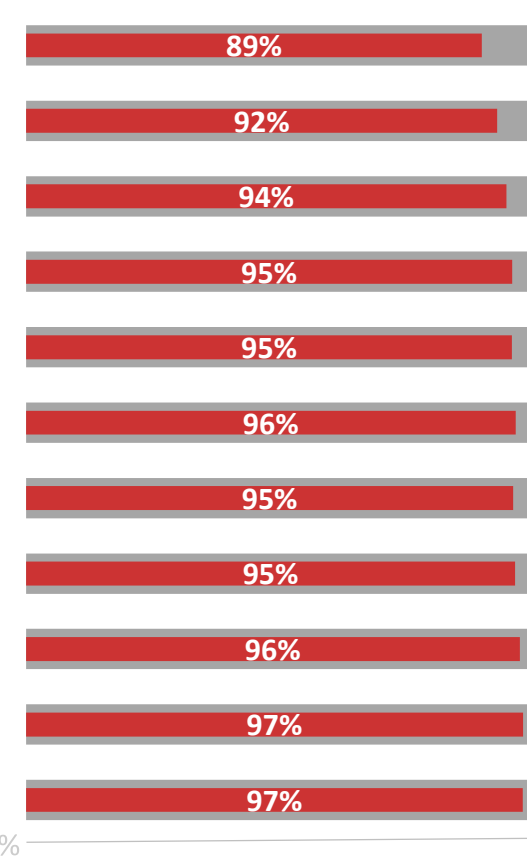
■ % within 270 Days ■ Target: 90%



0-365 Days

Avg. 95%

■ % within 365 Days ■ Target: 98%



..... COVID Closures



FAMILY PRE DECREE TIME TO DISPOSITION

0-180 Days

Avg. 92%

■ % within 180 Days ■ Target: 75%

0-270 Days

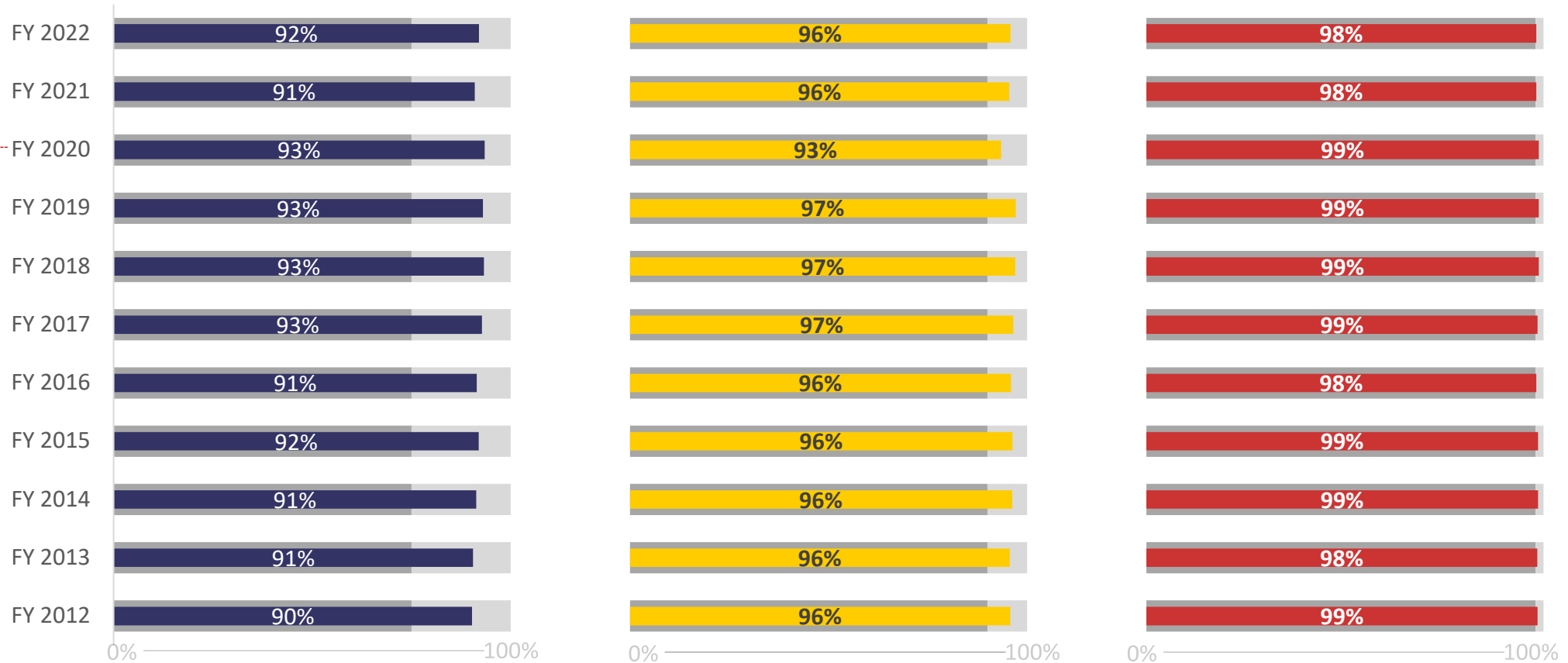
Avg. 65%

■ % within 270 Days ■ Target: 90%

0-365 Days

Avg. 86%

■ % within 365 Days ■ Target: 98%



..... COVID Closures



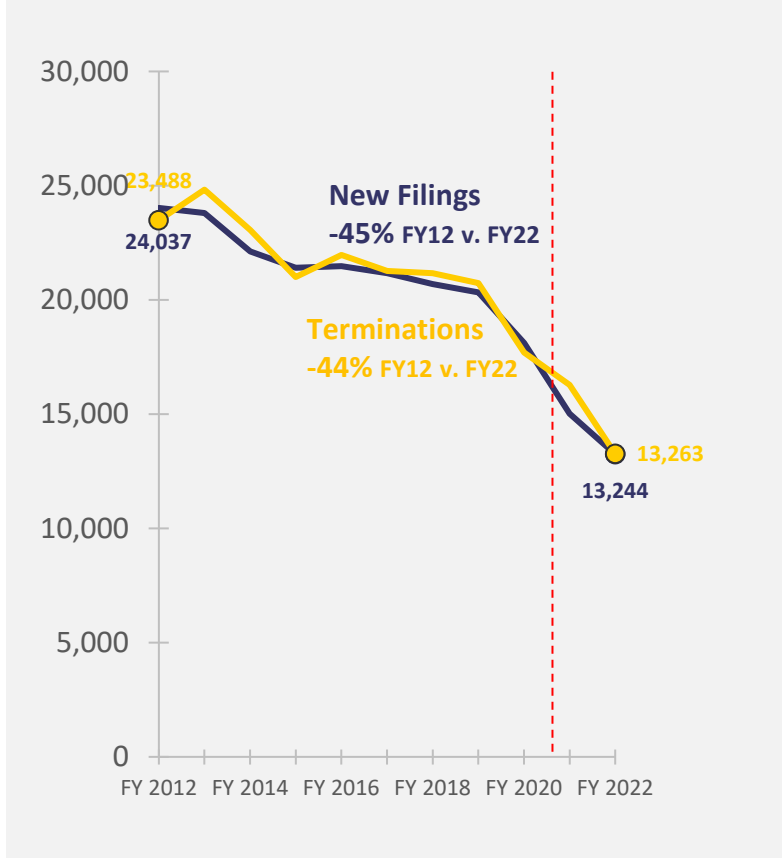
FAMILY POST DECREE

Post Decree includes Post-Judgment Petition filings, including Temporary Orders.

i Note scale differences

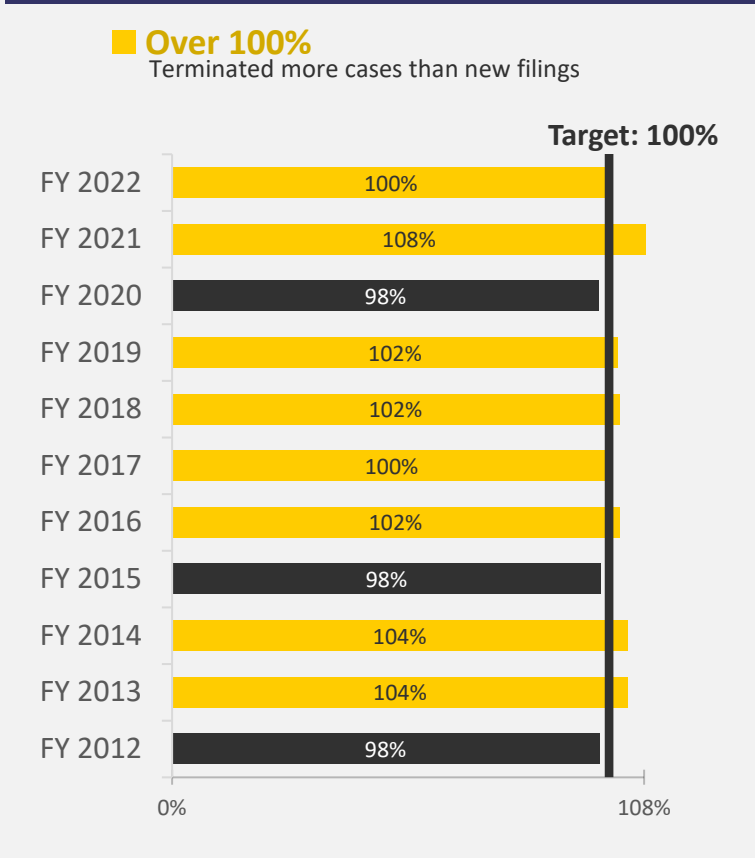
New Filings v. Terminations

Reopened cases not included.



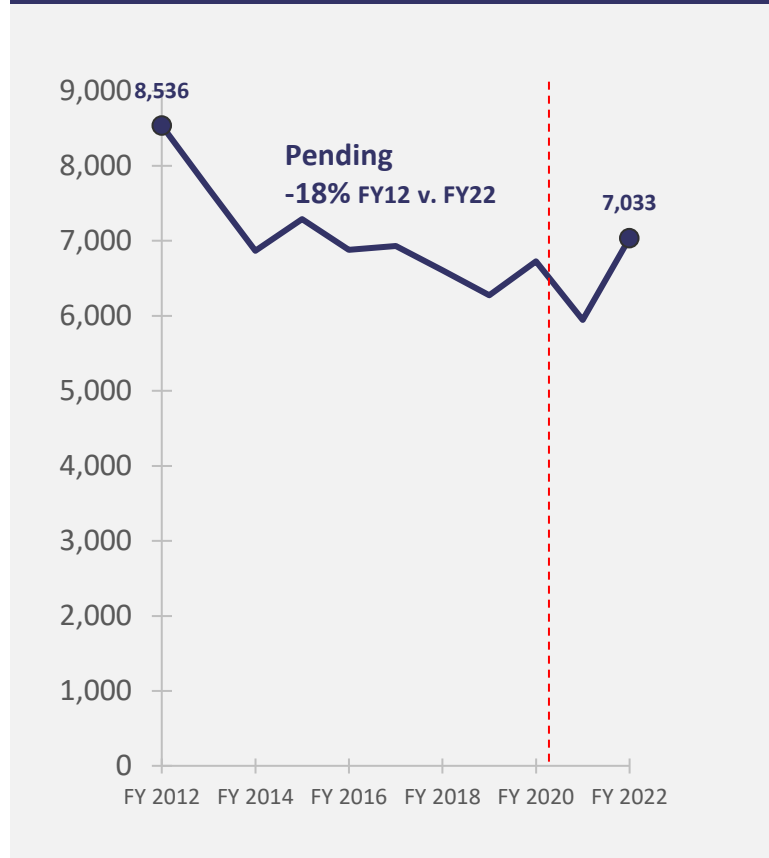
Clearance Rates

(Terminated/New Filings)*100



Pending

End of Fiscal Year (June 30th)



..... COVID Closures

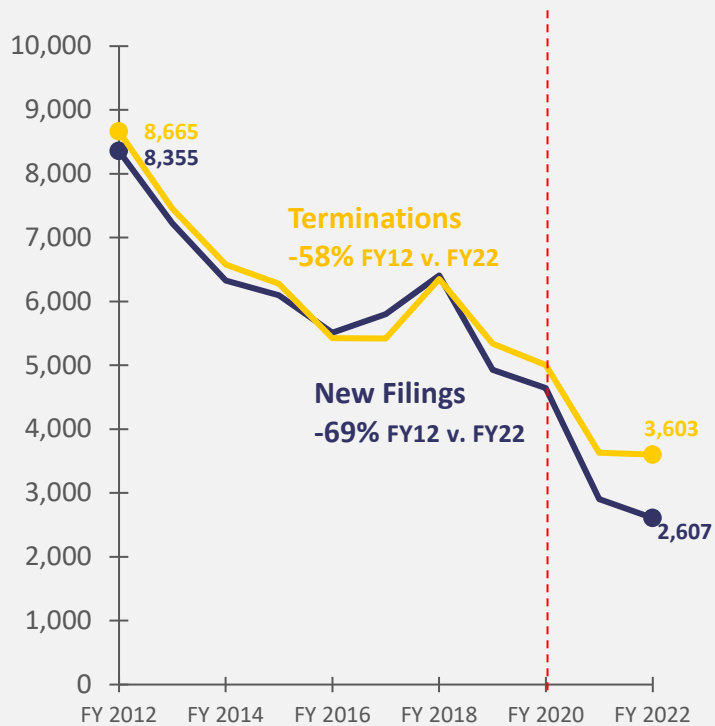
JUVENILE NEW FILINGS v. TERMINATIONS

Each new filing and terminated petition counted once.

i Note scale differences

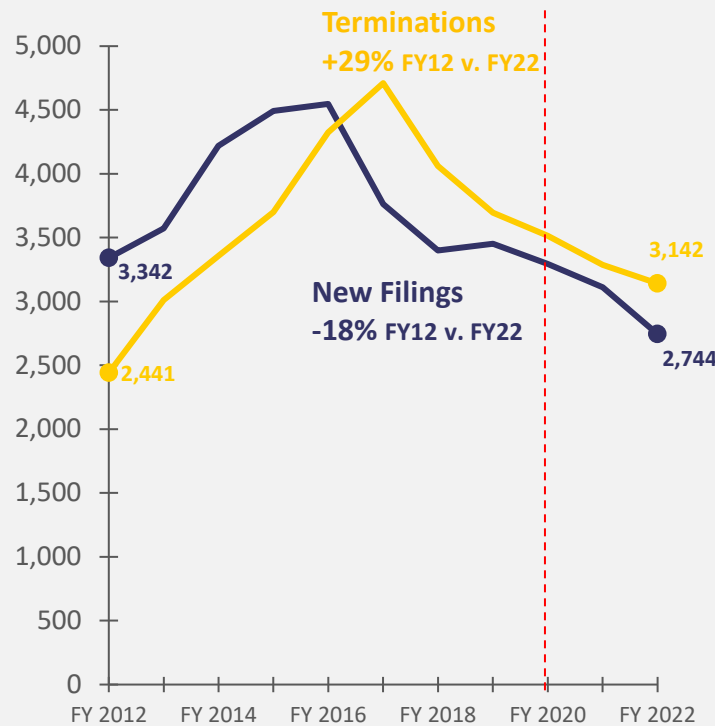
Delinquency

Includes Citations and Violations of Probation



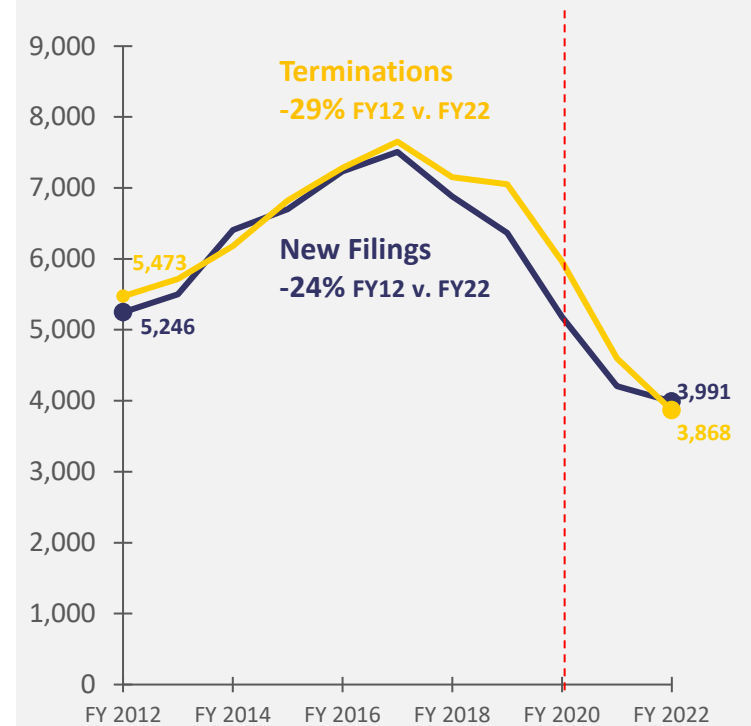
Dependency

New filing based on first child's petition.
Termination based on last child's termination.



Additional Case Types

Includes AC, JA, JE, JG, JP, JI, JR, JS petitions



CLEARANCE RATES

100% indicates terminated more than newly filed.

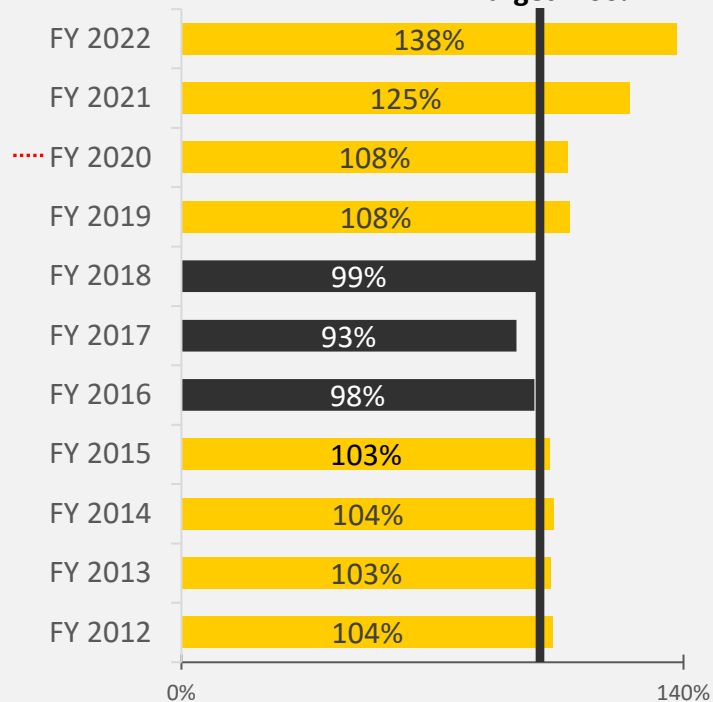
Delinquency

Includes Citations and Violations of Probation

■ Over 100%

Terminated more petitions than new filings

Target: 100%



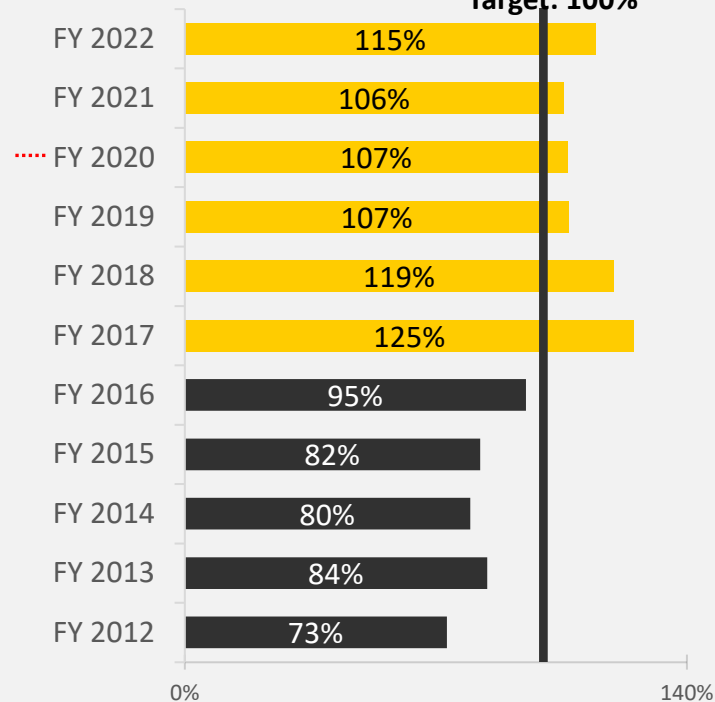
Dependency

New filing based on first child's petition.
Termination based on last child's termination.

■ Over 100%

Terminated more petitions than new filings

Target: 100%



i Note scale differences

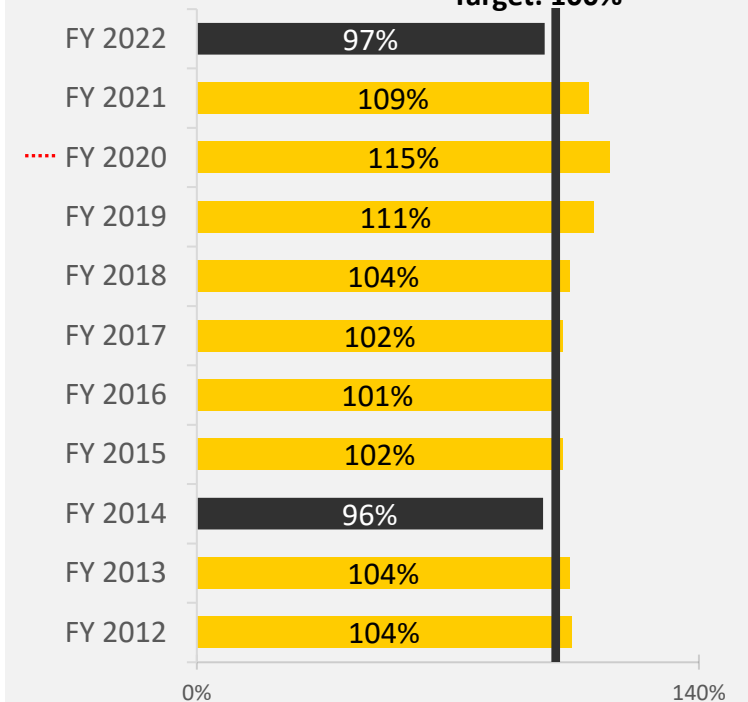
Additional Case Types

Includes AC, JA, JE, JG, JP, JI, JR, JS petitions

■ Over 100%

Terminated more petitions than new filings

Target: 100%



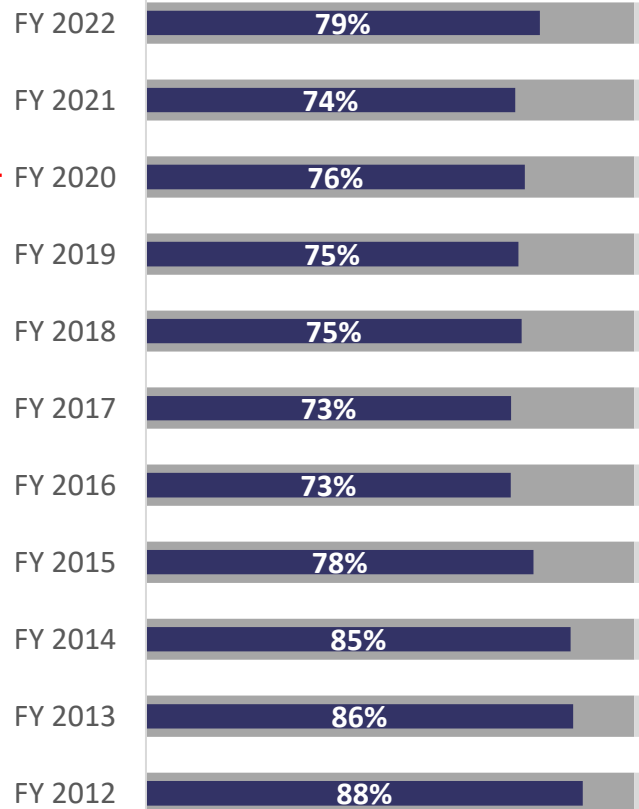
..... COVID Closures

DEPENDENCY TIME STANDARDS

Based a count per child. Measured in accordance with AOC definitions.

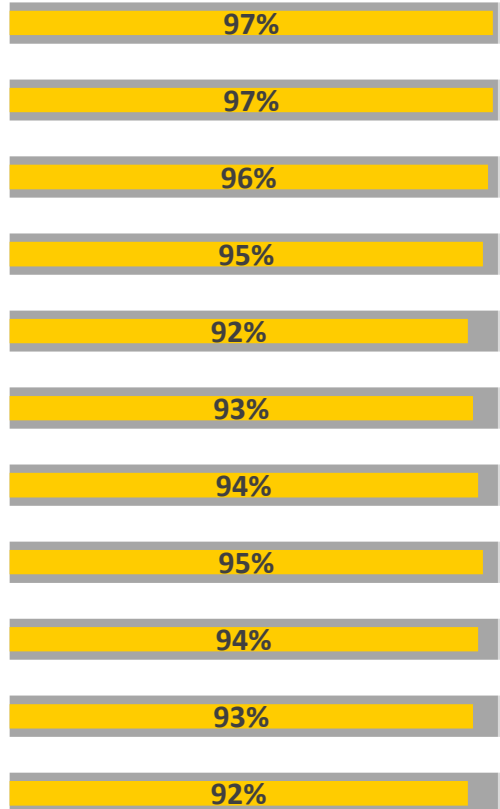
0-100 Days Adjudication

■ % within 100 Days ■ Target: 75%



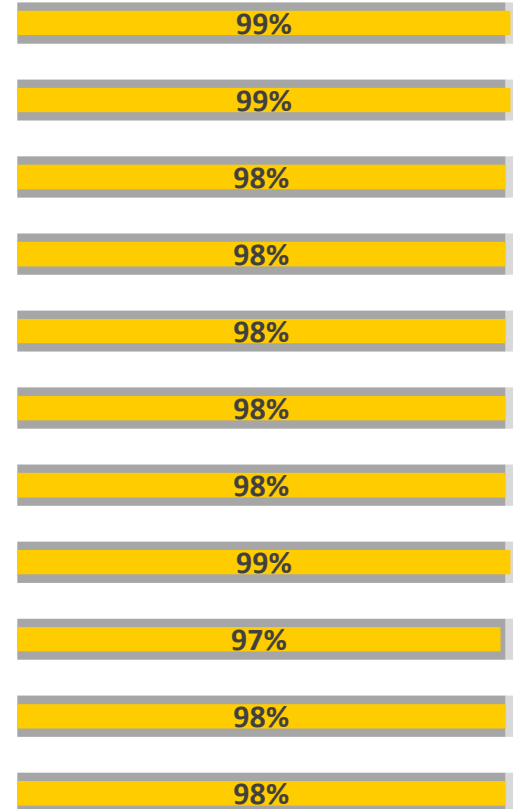
0-180 Days Permanency (Under 3yrs)

■ % within 180 Days ■ Target: 98%



0-365 Days Permanency (Over 3yrs)

■ % within 365 Days ■ Target: 98%

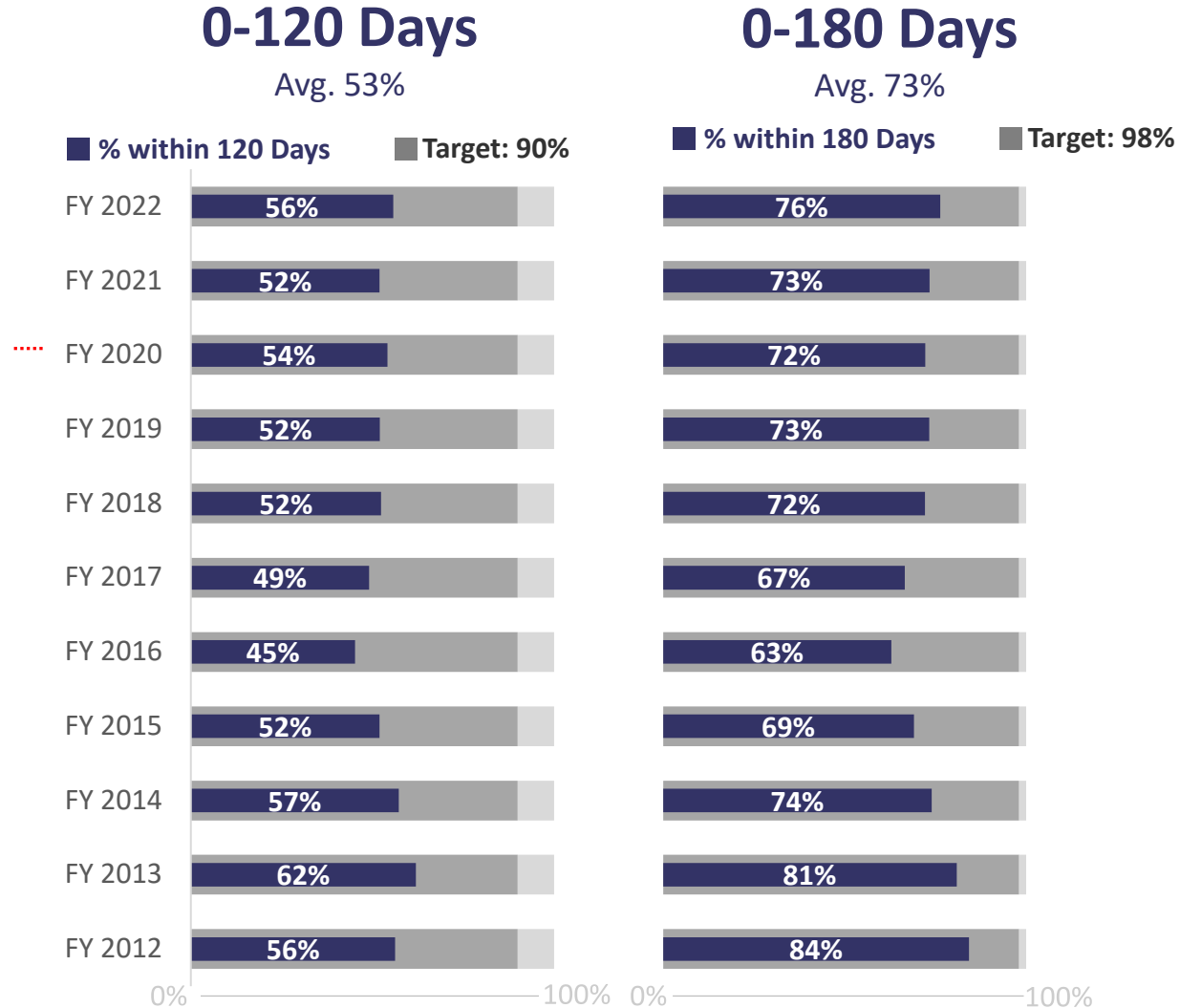


*Adjudication: from petition filing to adjudication / finding of first parent.

**Permanency: based on child's age at petition filing.

TERMINATION OF PARENTAL RIGHTS

Based a count per child. Includes motions for termination of parental rights and JS petitions.
Measured in accordance with AOC definitions.



..... COVID Closures

DELINQUENCY TIME TO DISPOSITION

Removes children with time excluded for warrants, diversion, and mental health.

0-60 Days

Avg. 40%

■ % within 60 Days ■ Target: 75%

0-90 Days

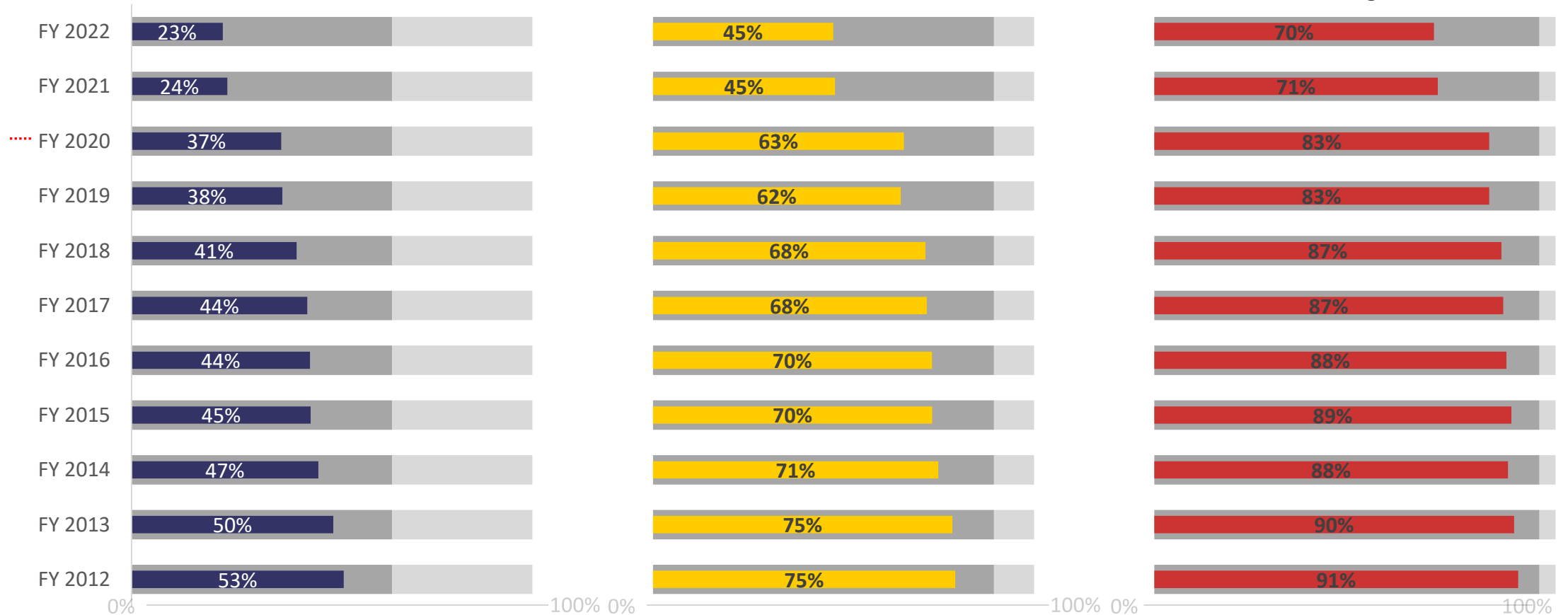
Avg. 65%

■ % within 90 Days ■ Target: 90%

0-135 Days

Avg. 84%

■ % within 135 Days ■ Target: 98%

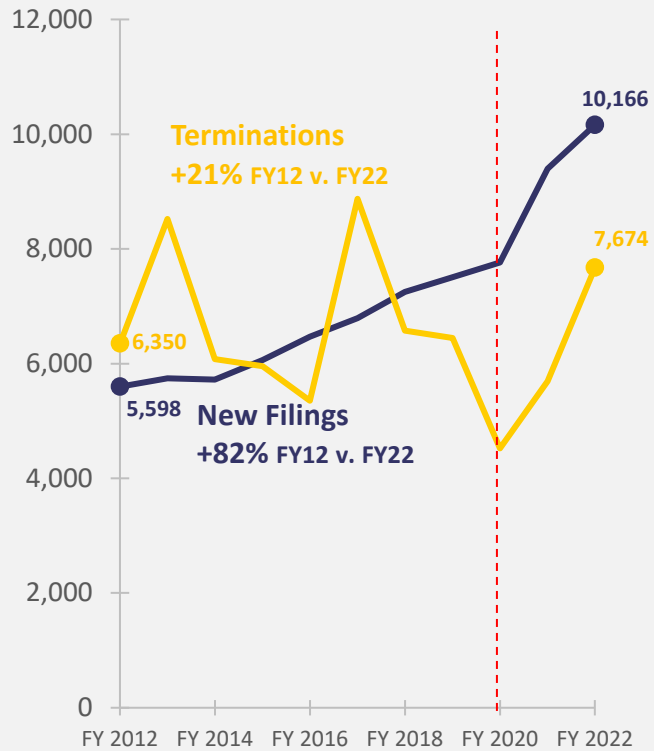


..... COVID Closures

PROBATE CASES

New Filings v. Terminations

Reopened cases not included.



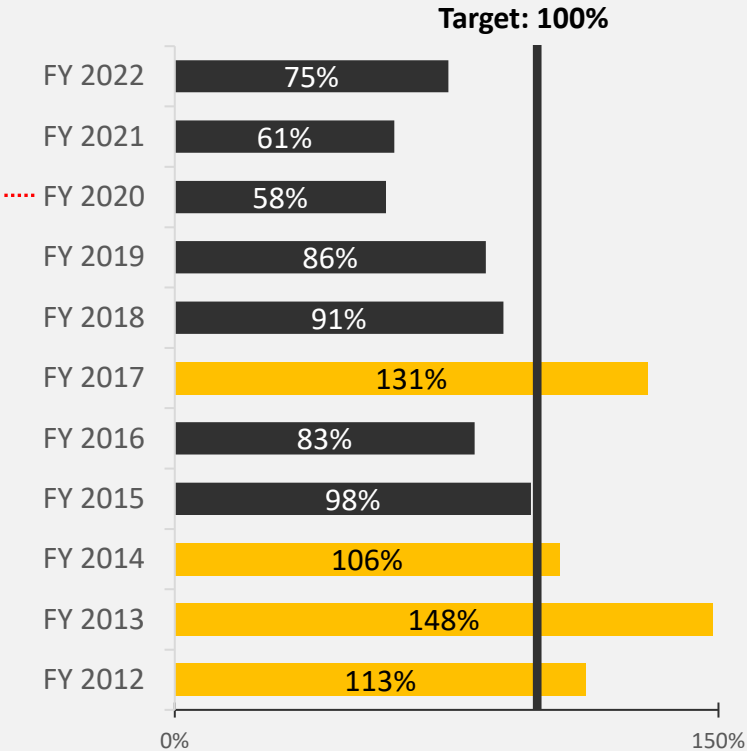
..... COVID Closures

Clearance Rates

(Terminated/New Filings)*100

■ Over 100%

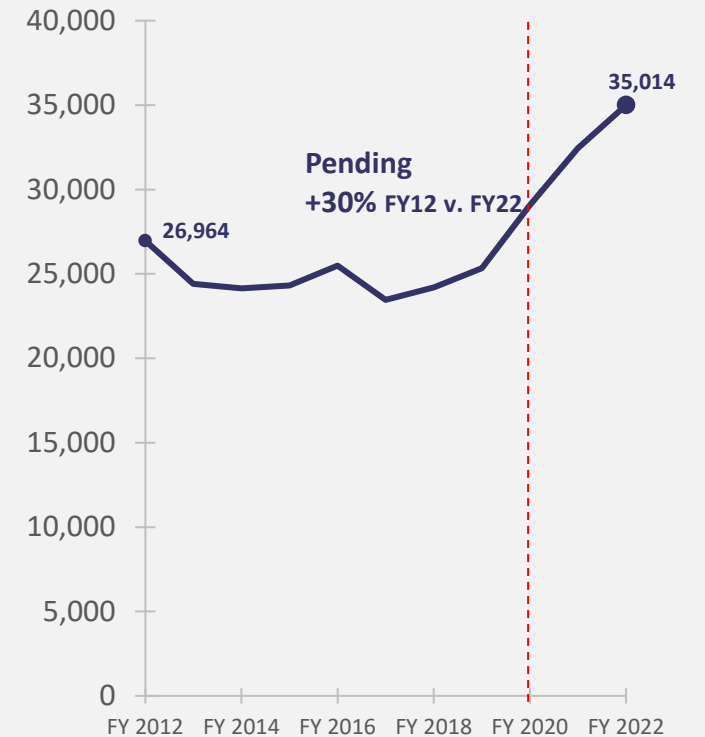
Terminated more petitions than new filings



i Note scale differences

Pending

End of Fiscal Year (June 30th)



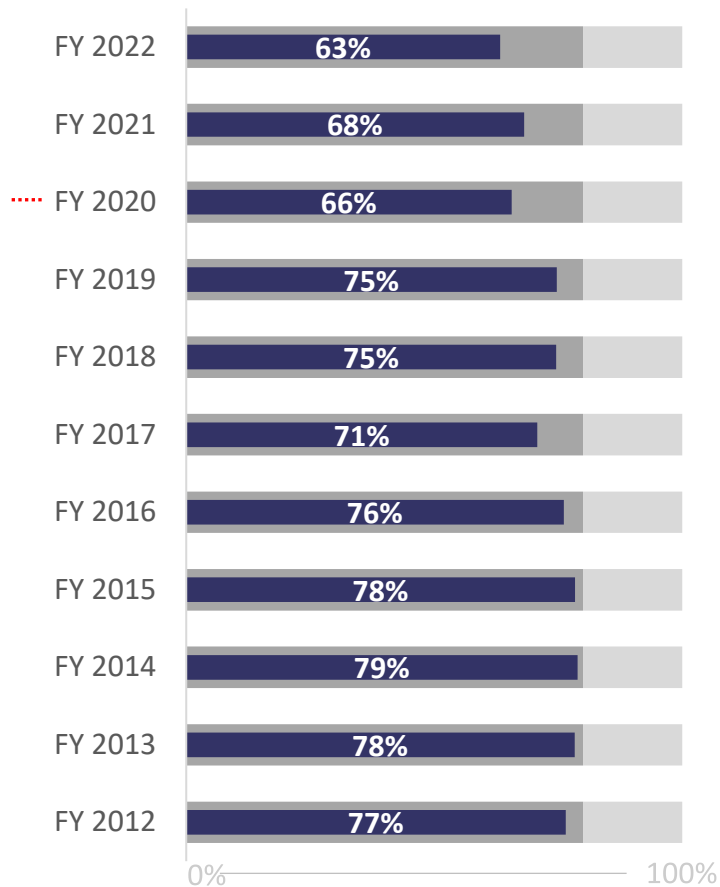
Time to Disposition

Guardianship/Conservatorship

0-90 Days

Avg. 73%

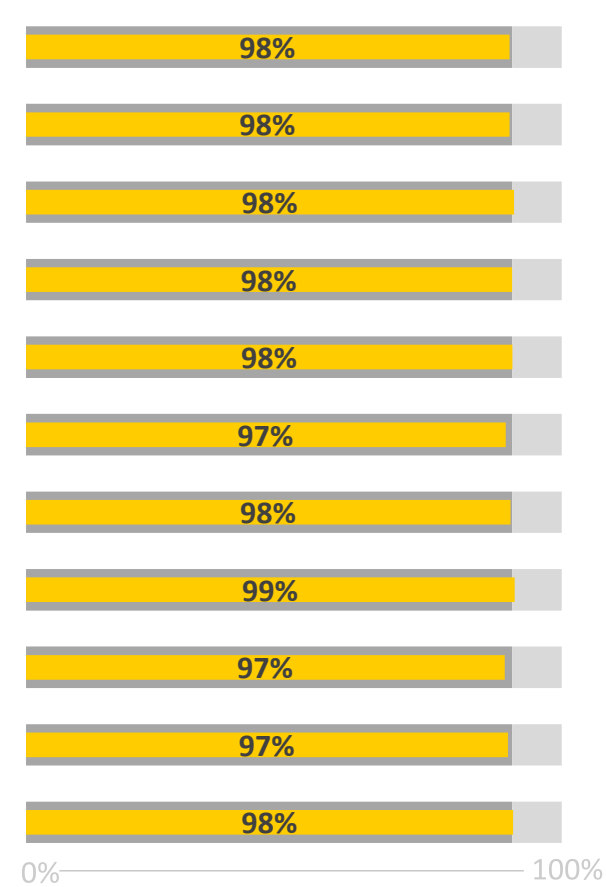
■ % within 90 Days ■ Target: 80%



0-365 Days

Avg. 98%

■ % within 365 Days ■ Target: 98%



..... COVID Closures



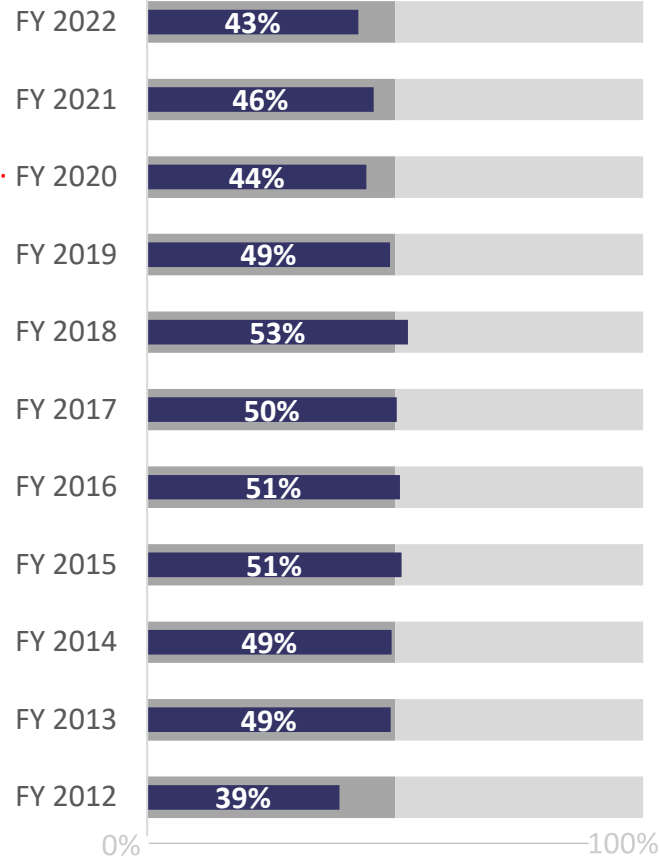
Age of Pending

Decedent (Estates)

0-365 Days

Avg. 48%

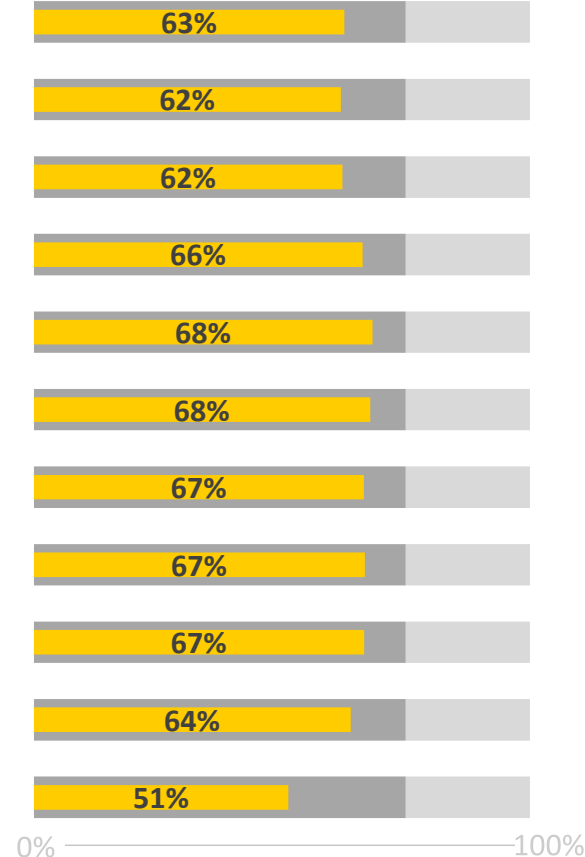
■ % within 365 Days ■ Target: 50%



0-540 Days

Avg. 64%

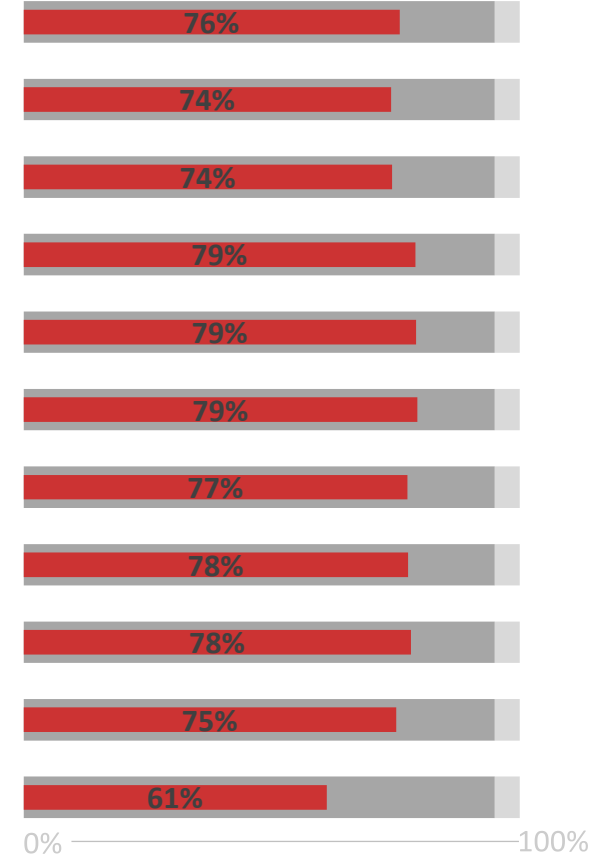
■ % within 540 Days ■ Target: 75%



0-720 Days

Avg. 76%

■ % within 720 Days ■ Target: 95%



..... COVID Closures

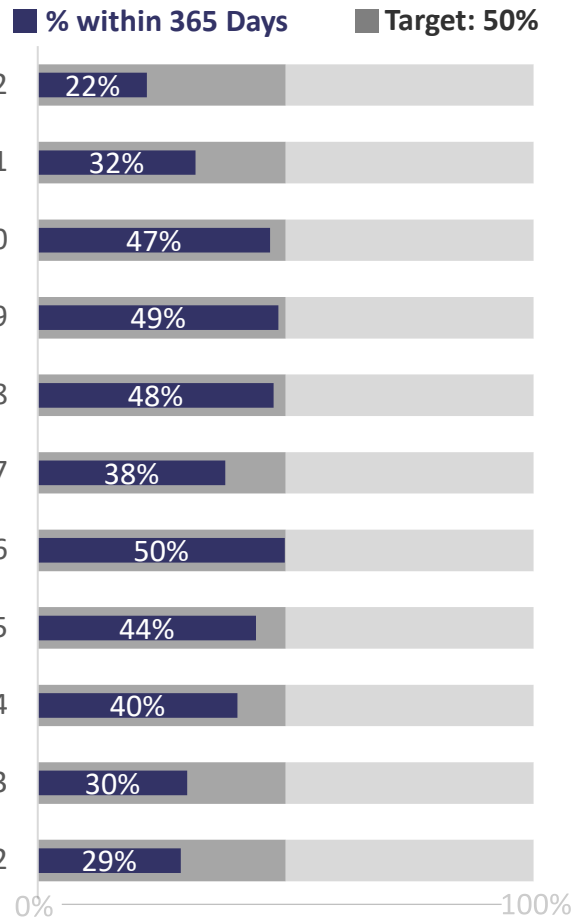


Time to Disposition

Decedent (Estates)

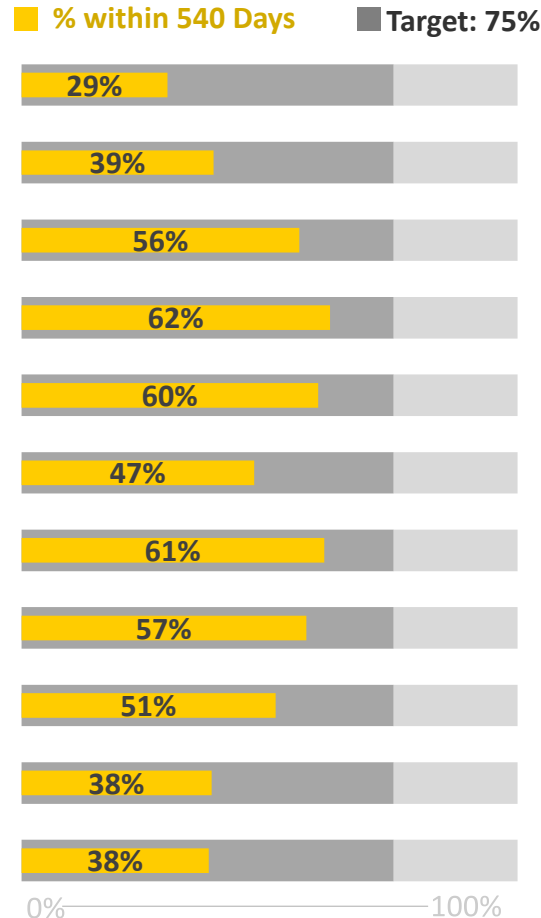
0-365 Days

Avg. 39%



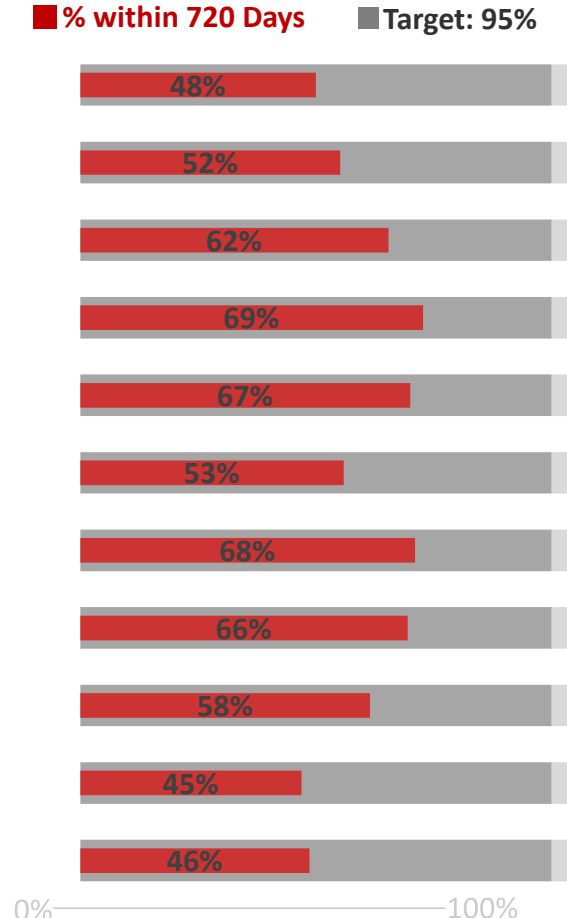
0-540 Days

Avg. 49%



0-720 Days

Avg. 58%



..... COVID Closures

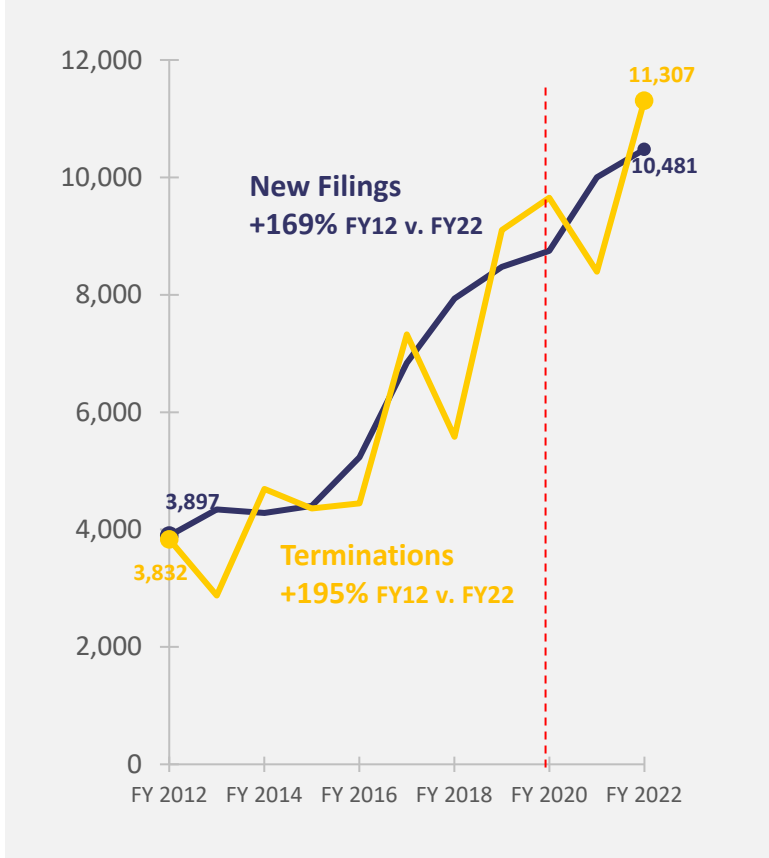


MENTAL HEALTH

i Note scale differences

New Filings v. Terminations

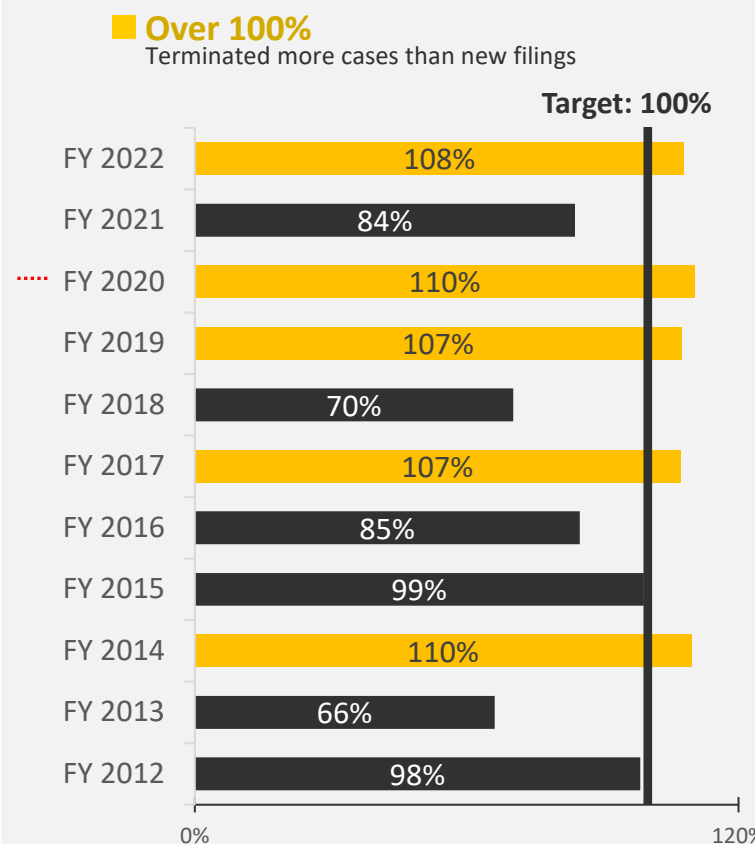
Reopened cases not included.



..... COVID Closures

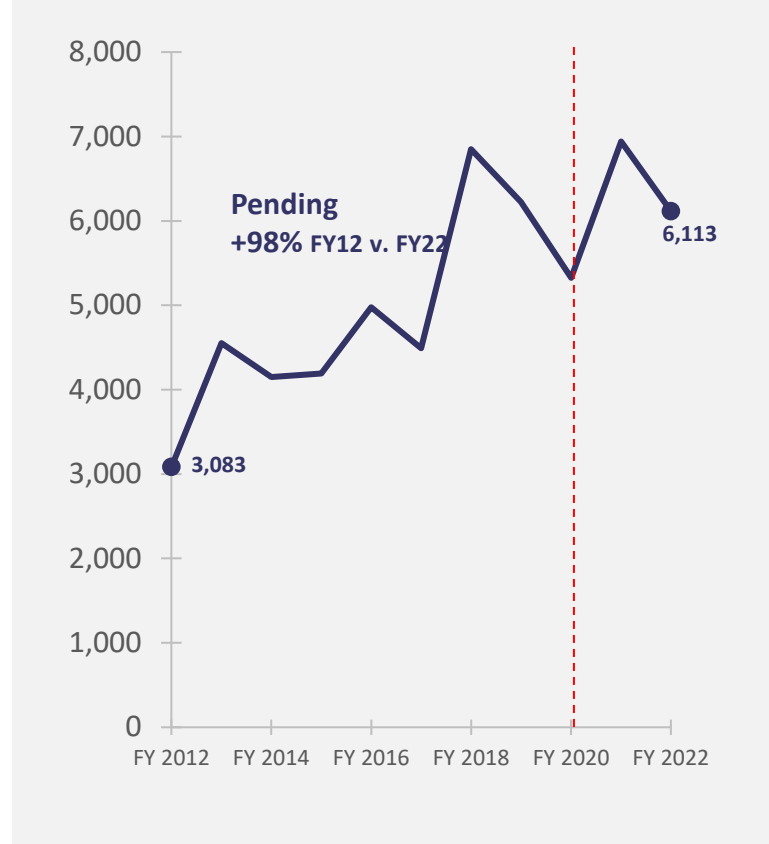
Clearance Rates

(Terminated/New Filings)*100



Pending

End of Fiscal Year (June 30th)

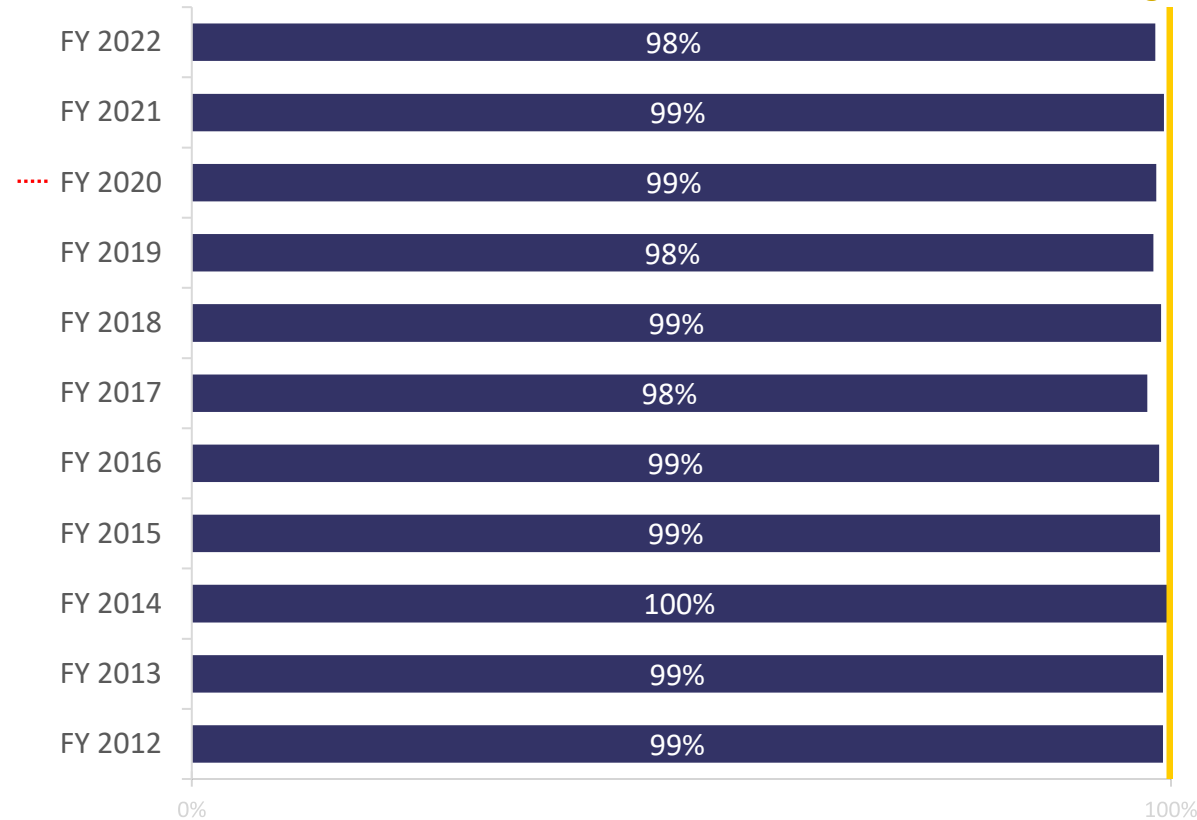


TIME TO INITIAL COURT ORDERED TREATMENT

0-15 Days

Avg. 99%

Target: 98%



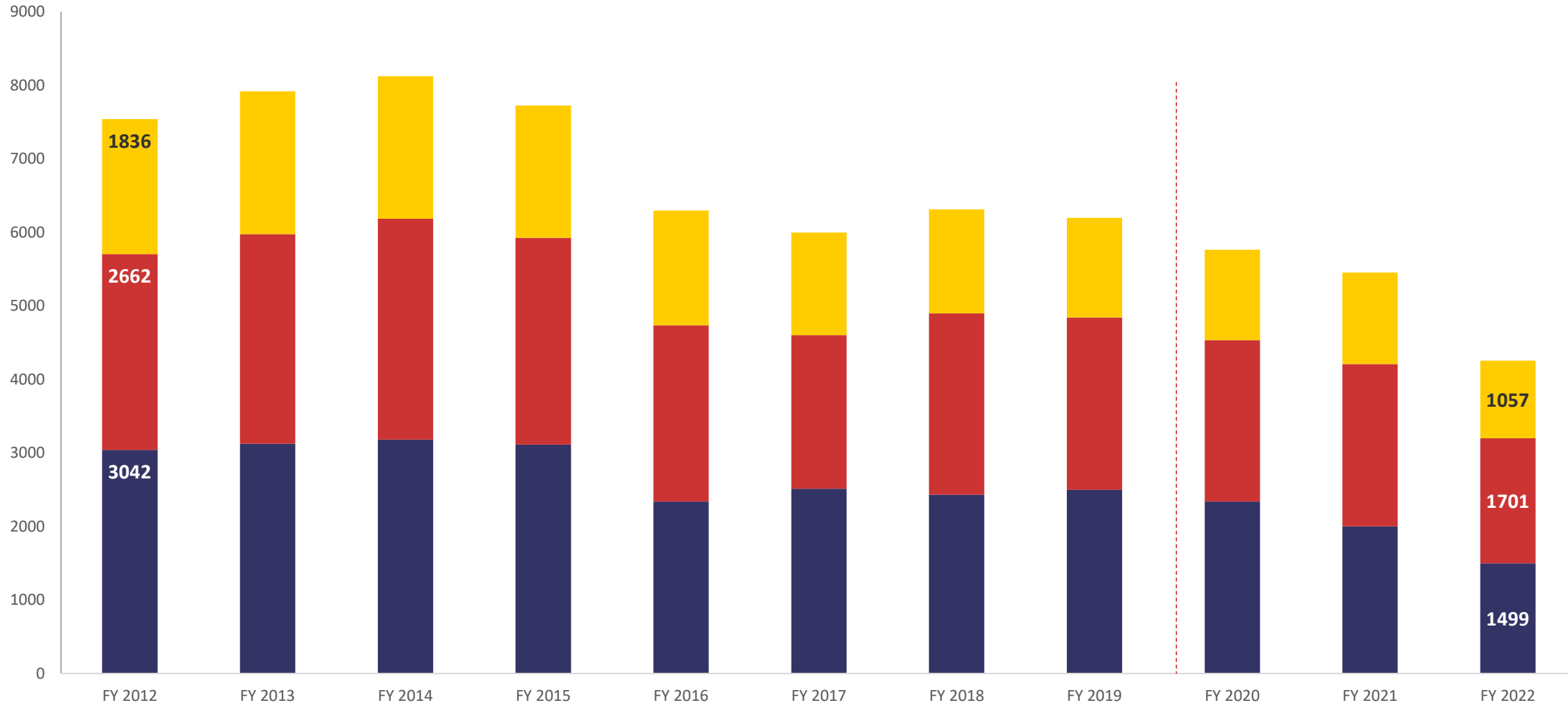
..... COVID Closures



ALTERNATIVE DISPUTE RESOLUTION (ADR)

Overview (FY2012-FY2021).

■ Cases Received ■ Cases Processed ■ Conferences Held

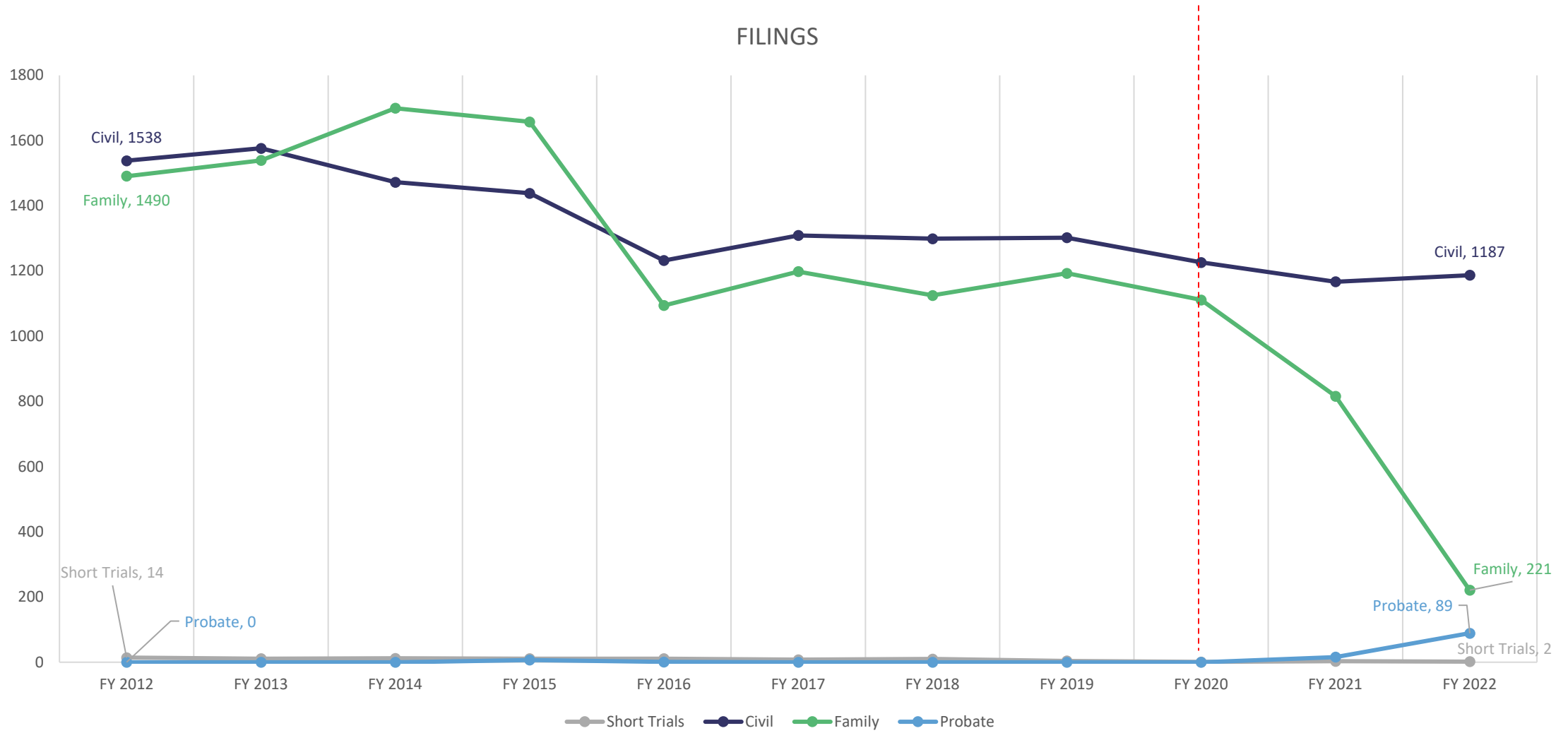


SUPERIOR COURT – ADR



ADR FILINGS

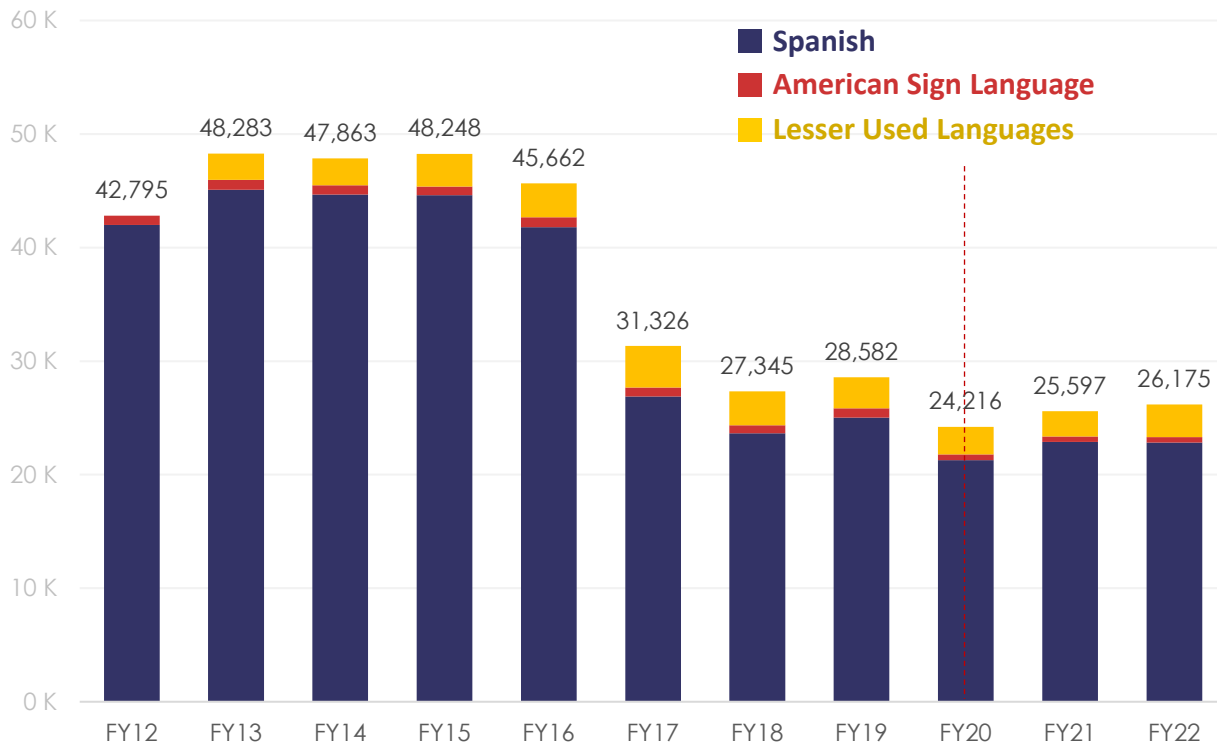
by Department(FY2012-FY2021).



Court Interpretation and Translation Services



Court Interpreting Events

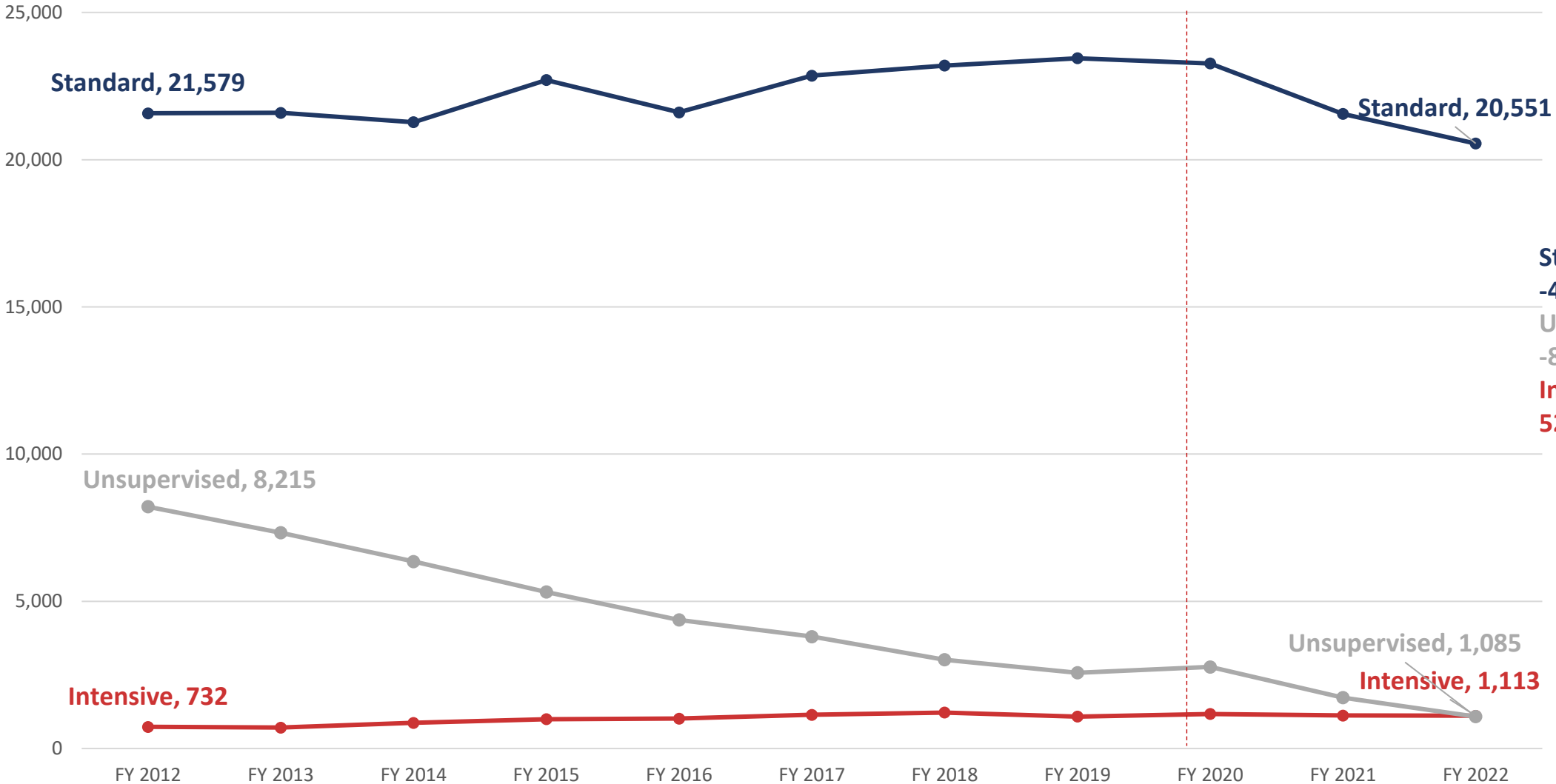


ADULT PROBATION DEPARTMENT

- Probation Populations (Standard, Intensive, and Unsupervised)
- Risk Level Distribution
- Pretrial Supervision Population
- Administrative Prison Population
- Administrative Probation Populations
- Open Warrants
- Successful Completion of Probation
- Revocations to Prison
- New Felony Convictions
- Presentence Reports



PROBATION POPULATIONS

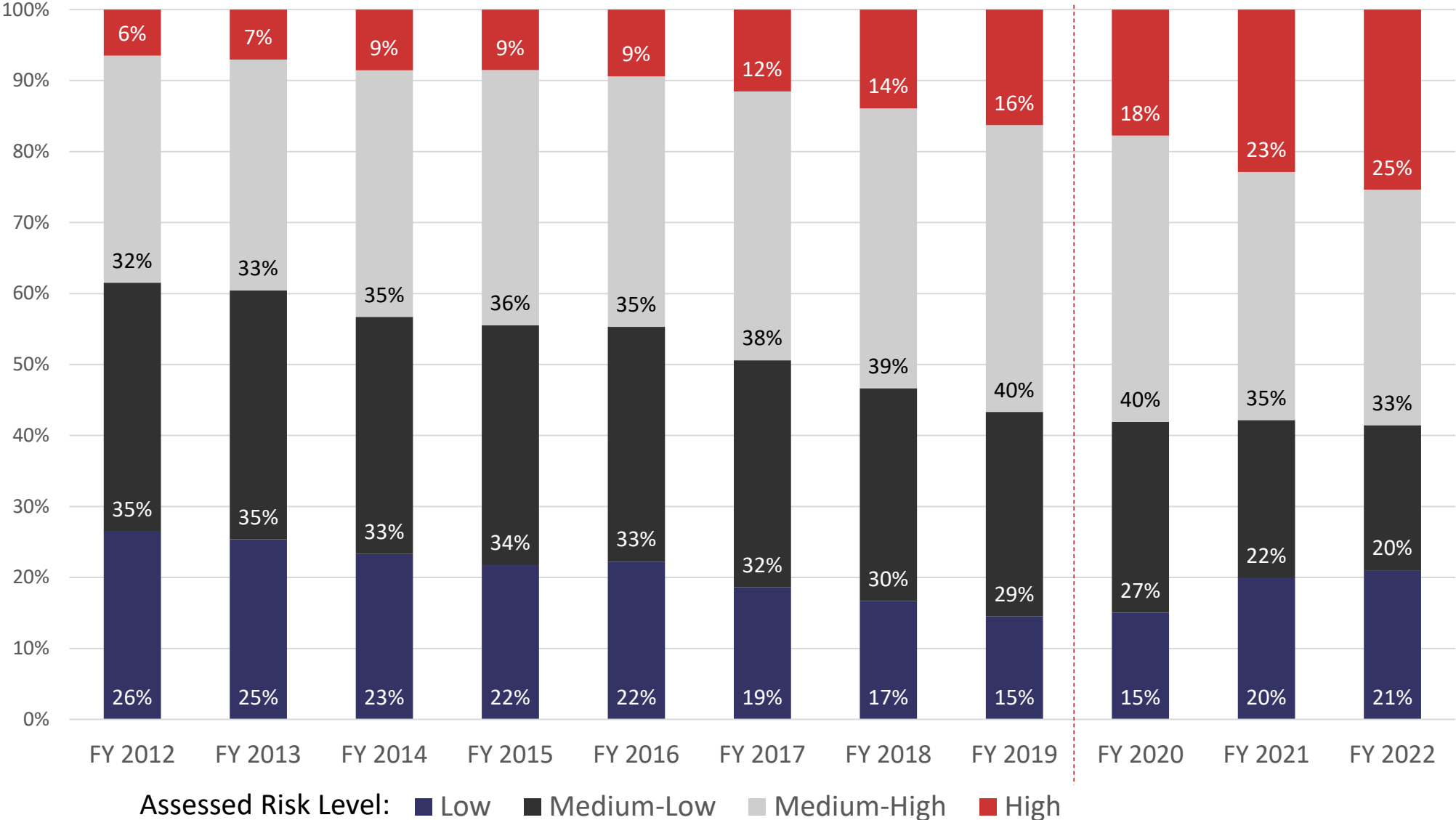


Standard
-4.8% ↓ FY12 v. FY22
Unsupervised
-86.8% ↓ FY12 v. FY22
Intensive
52% ↑ FY12 v. FY22



RISK LEVEL DISTRIBUTION

Assessed Risk Level for the Supervised Probation Population

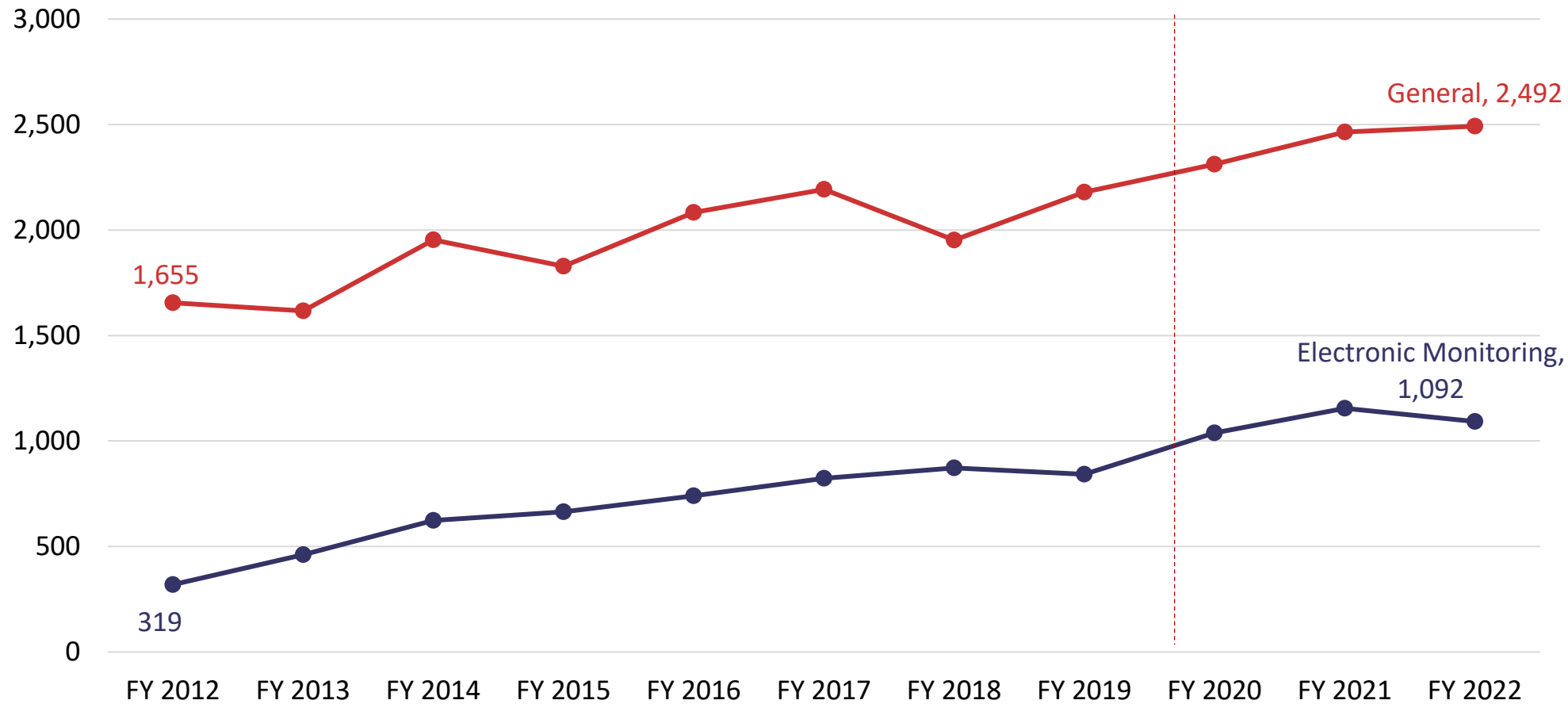


A change was made to the risk level cutoff scores on 4/27/2020 following a statewide validation study of the risk assessment; this change decreased the score to qualify as high risk.



PRETRIAL SUPERVISION POPULATION

Average number of individuals on Pretrial Supervision

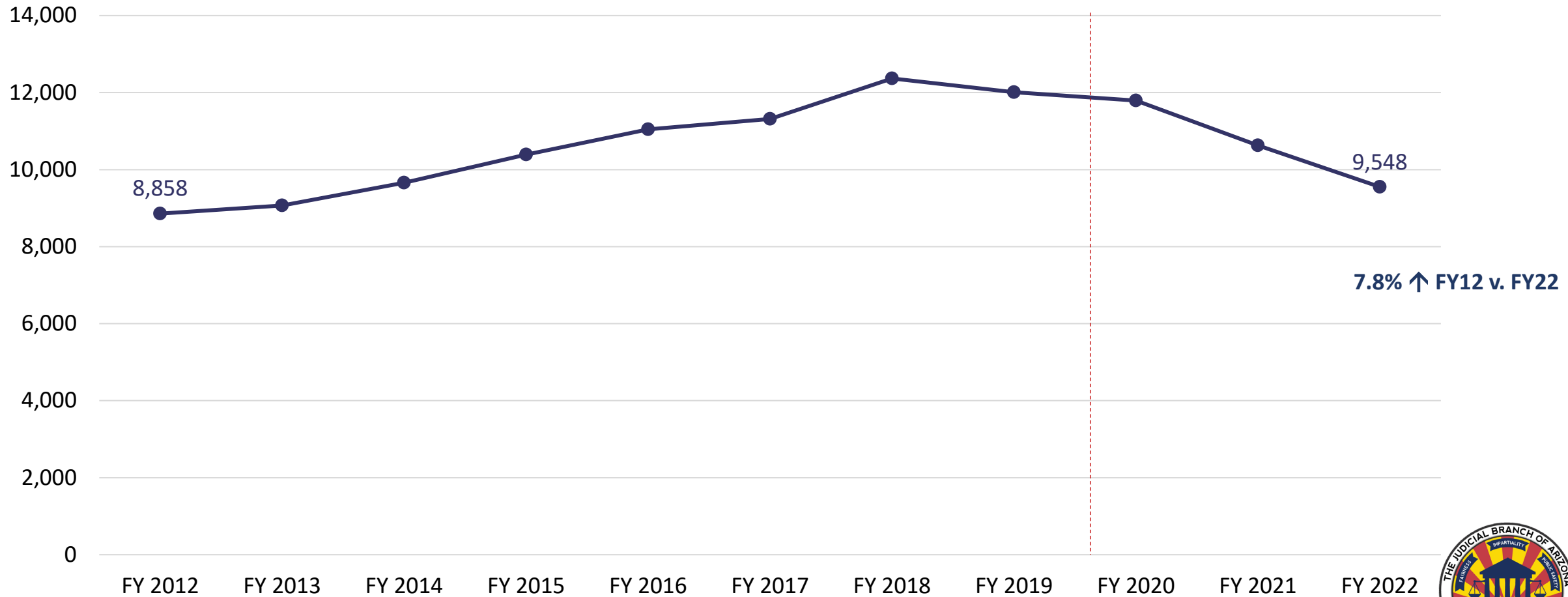


General
50.6% ↑ FY12 v. FY22
Electronic Monitoring
242.3% ↑ FY12 v. FY22



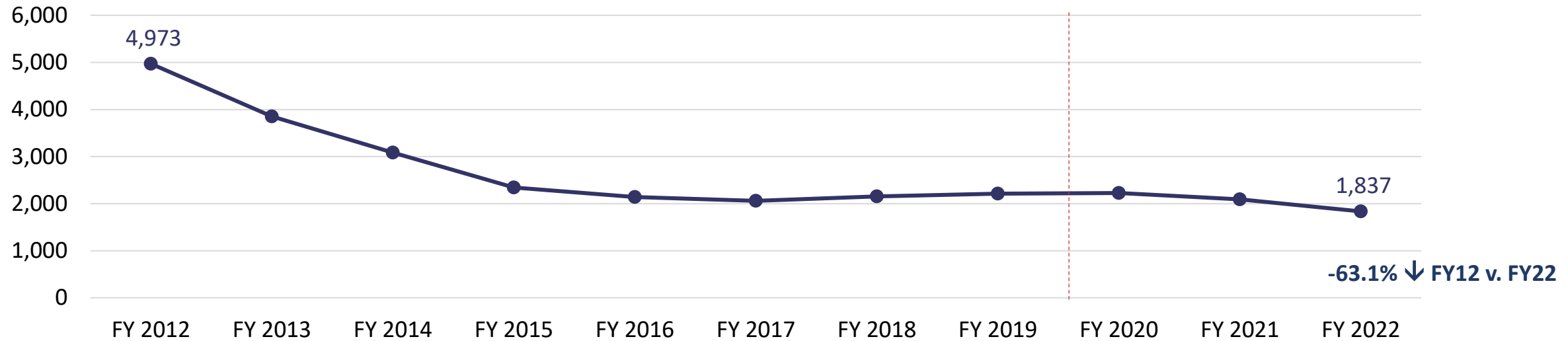
ADMINISTRATIVE PRISON POPULATION

Average number of individuals in prison who have also been sentenced to probation upon completion of their prison term (known as 'Probation Tails'). The Adult Probation Department monitors these individuals through case administrators.

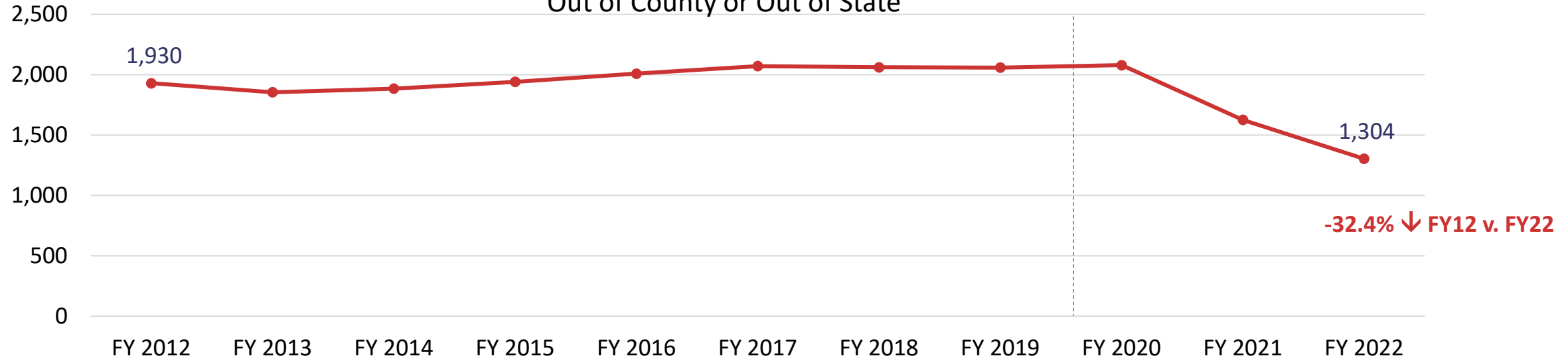


ADMINISTRATIVE PROBATION POPULATIONS

Supervised individuals verified as deported by Immigration and Customs Enforcement (ICE)

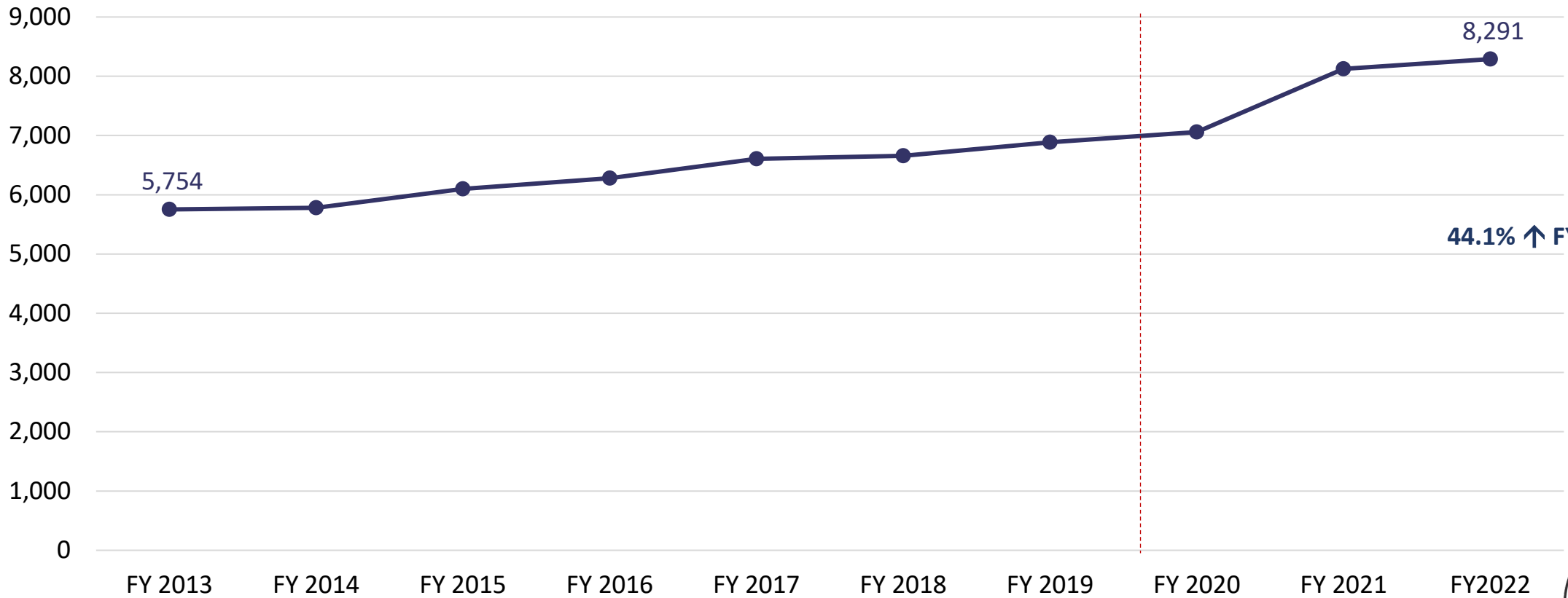


Average number of individuals sentenced to probation in Maricopa County on supervision
Out of County or Out of State



FUGITIVE APPREHENSION UNIT (OPEN WARRANTS)

Average number of individuals on probation with open warrants during the Fiscal Year

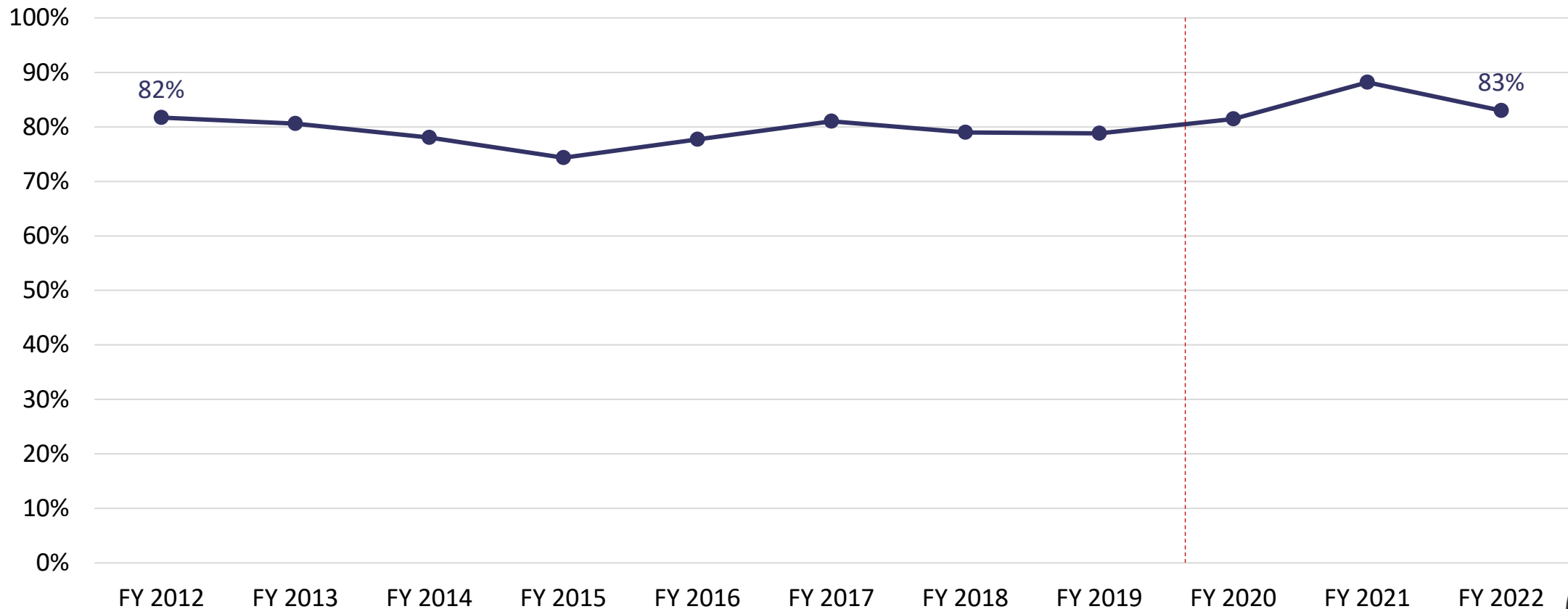


44.1% ↑ FY13 v. FY22



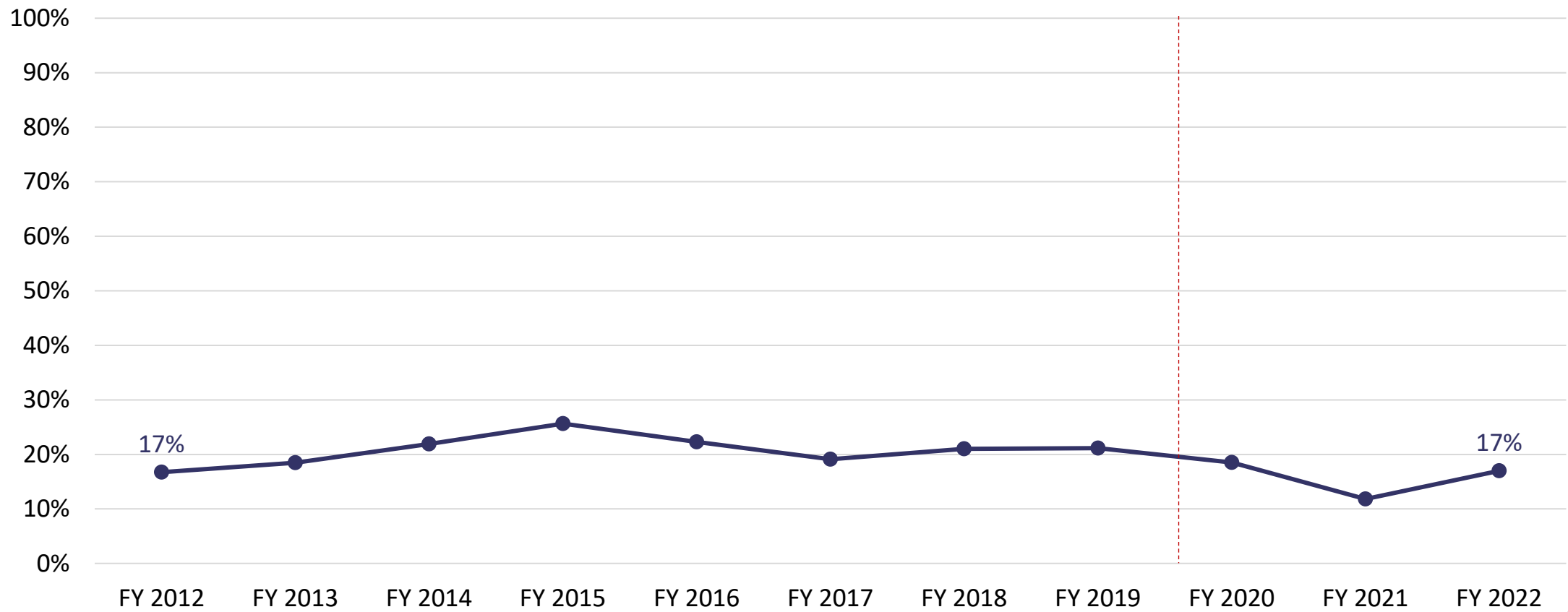
SUCCESSFUL COMPLETION OF PROBATION

Percent of supervised individuals who successfully completed probation. (Successful completion is defined as an Early Termination, Earned Time Credit Termination, Full Termination, or individual on IPS who was modified or graduated to Standard.)



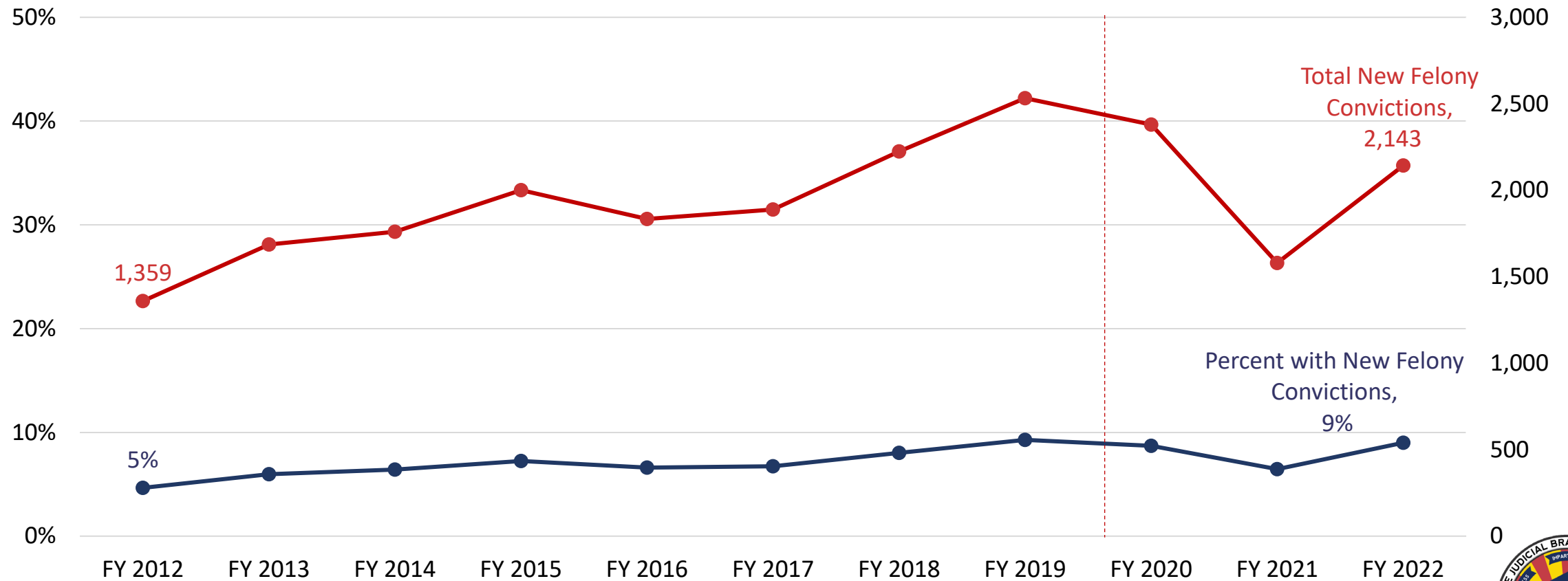
REVOCACTIONS TO PRISON

Percentage of individuals who were revoked to prison after violating their probation



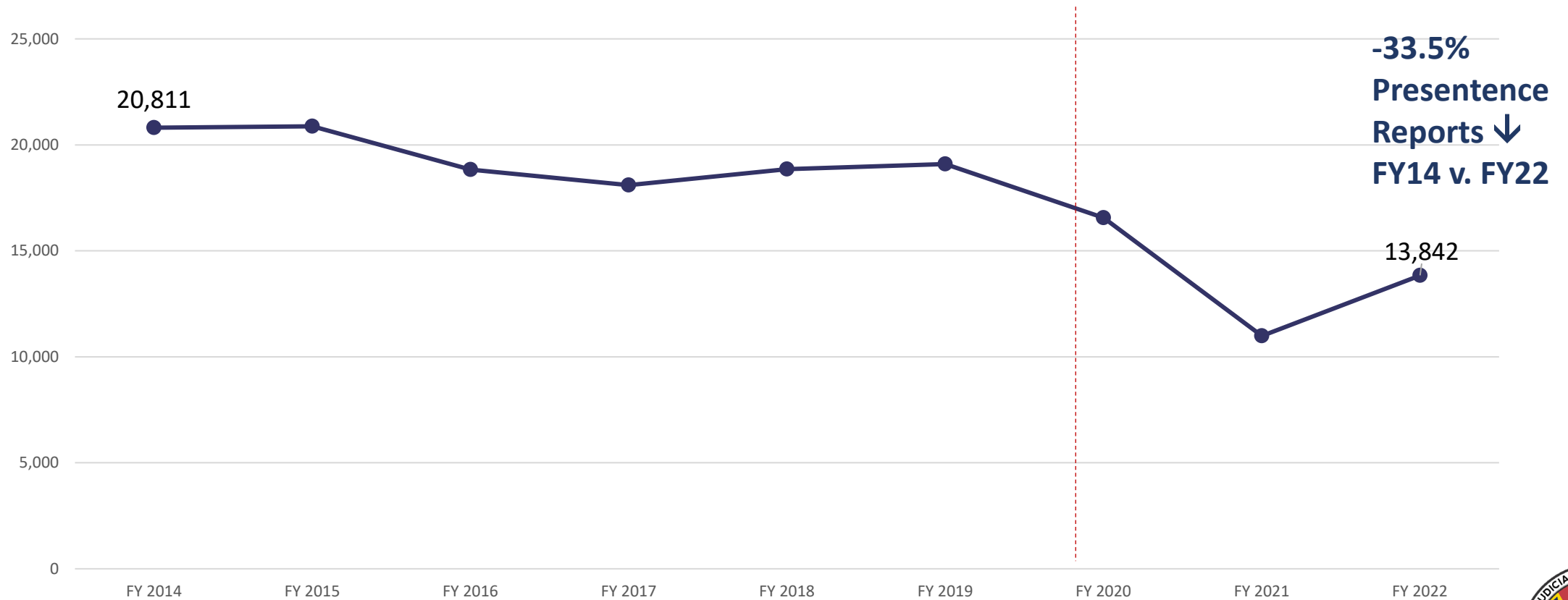
NEW FELONY CONVICTIONS

Percentage and number of supervised individuals with new felony convictions for crimes committed while on probation



PRESENTENCE REPORTS

Total number of presentence reports submitted to the Court, including full reports, supplementals, EDC/RCC reports, Criminal History only reports and combo reports



JUVENILE PROBATION DEPARTMENT

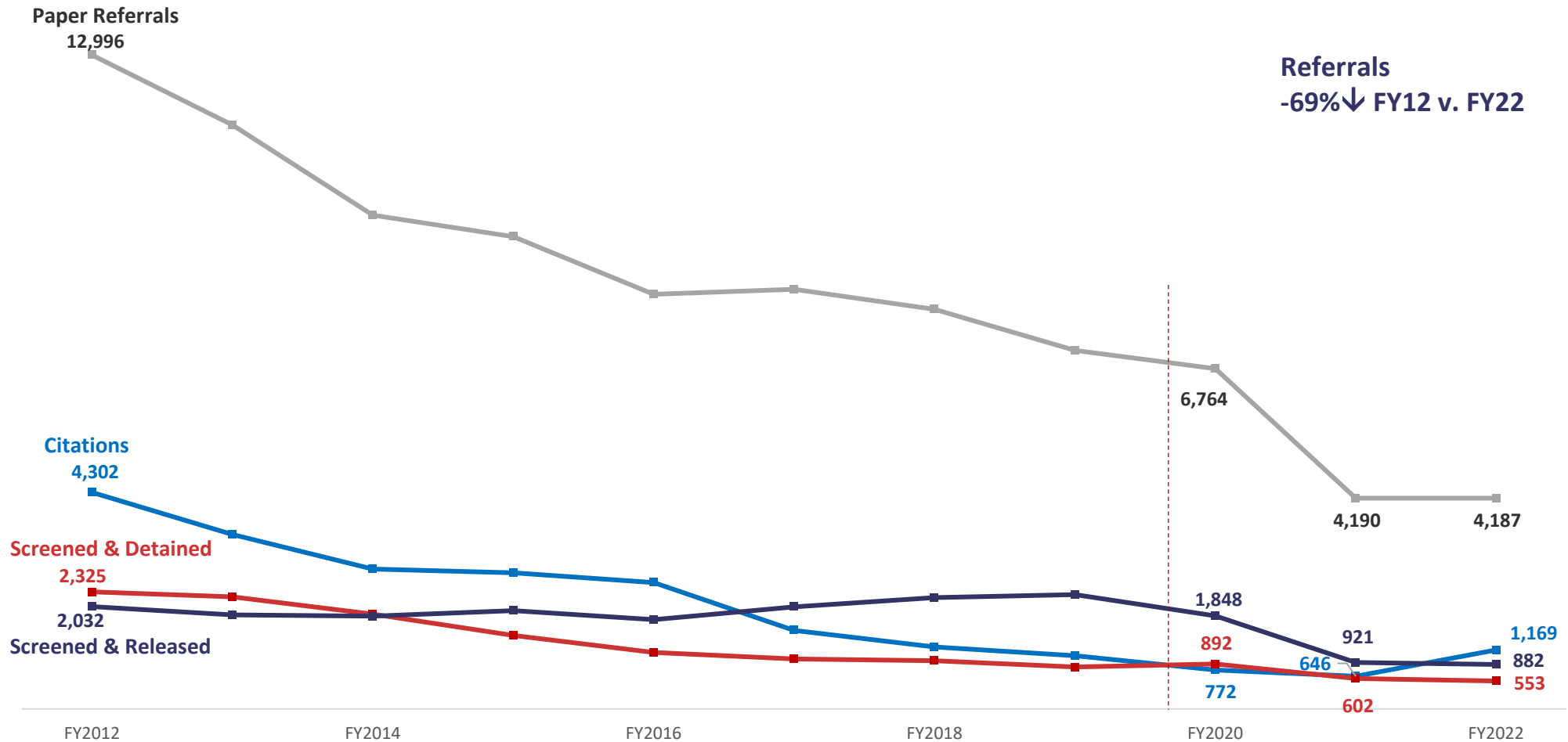
- Referrals
- Youth referrals
 - Offense type
- Screenings & admissions
- Detention
- Chronic offenders - through June 2022
- Youth charged as adults - through June 2022
- Repeat vs. first time offenders
- Community supervision
- Recidivism – through June 2022
 - Diversion
 - Probation

All Fiscal Year 2022 data is updated through May 2022 except where noted.

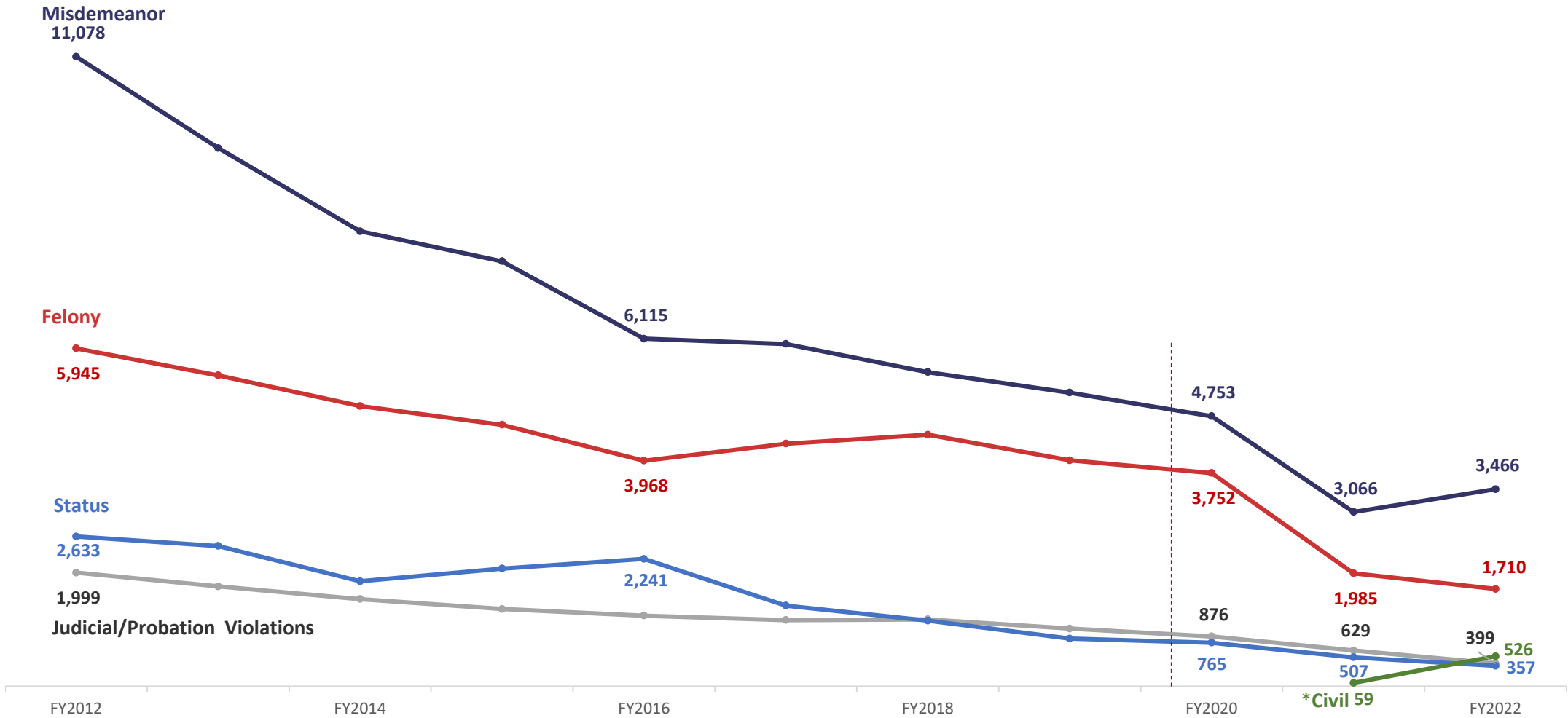


YOUTH REFERRALS

Citations and Custody Status of Youth at the Time of Referral



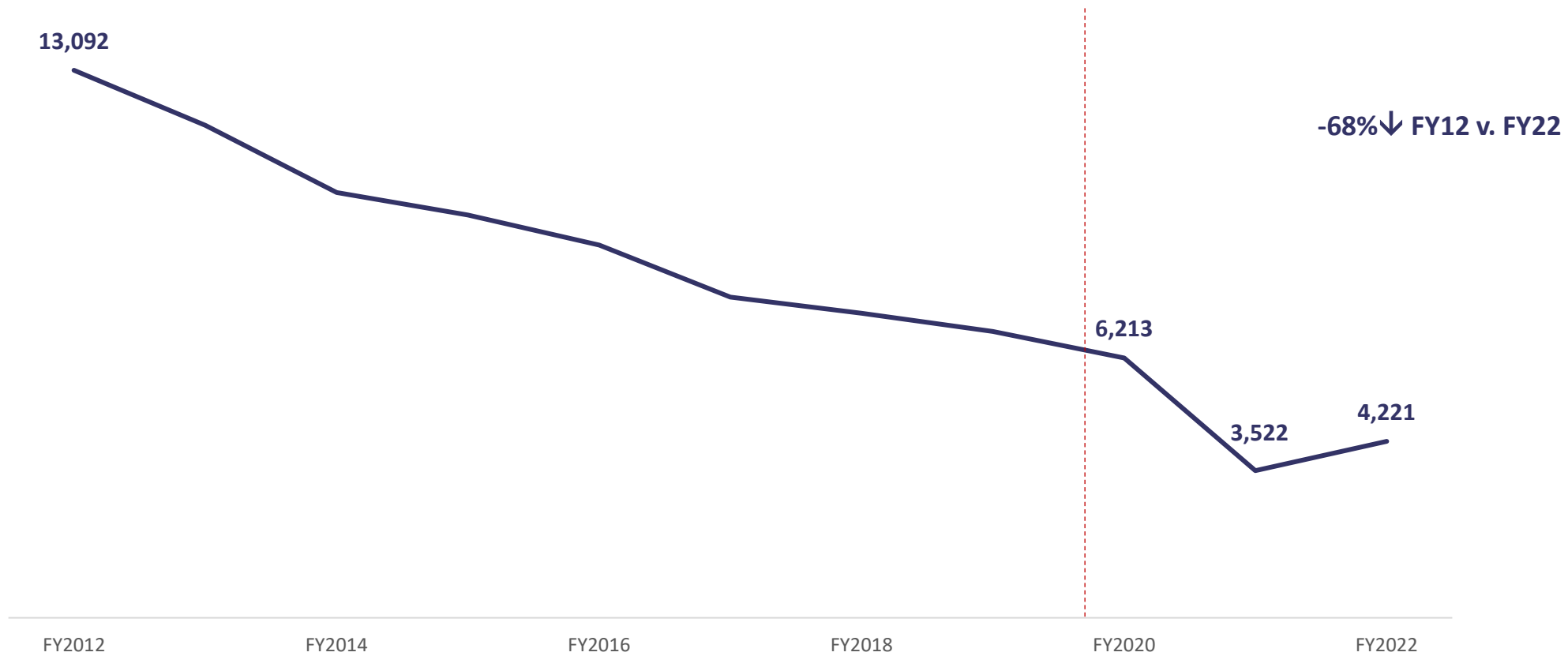
OFFENSE TYPE FOR YOUTH REFERRALS



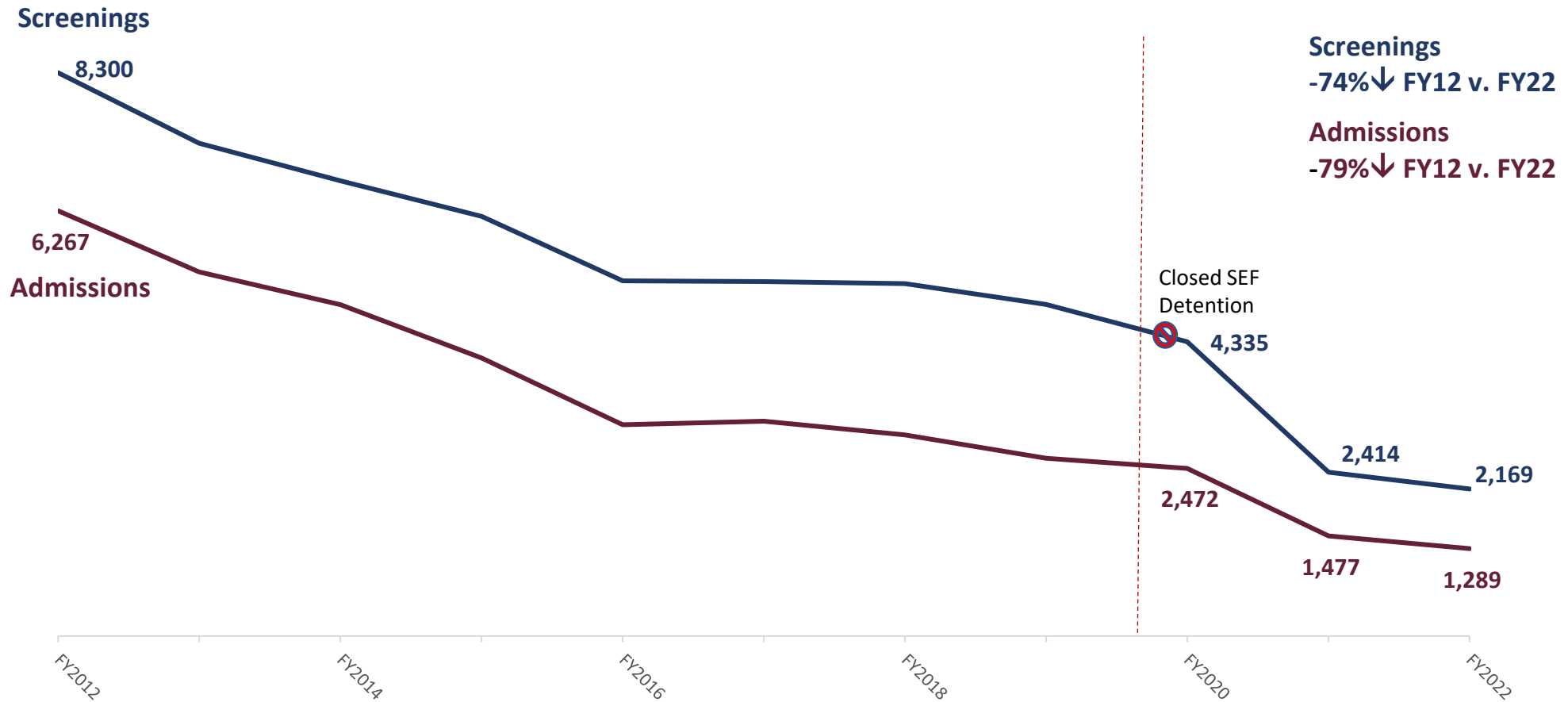
*Implementation of Proposition 207 during FY2021 resulted in marijuana possession referrals moving to civil and petty offenses.



YOUTH ON DIVERSION



SCREENINGS & ADMISSIONS



⊘ Detention operations were streamlined by consolidating to into one facility in May 2020.



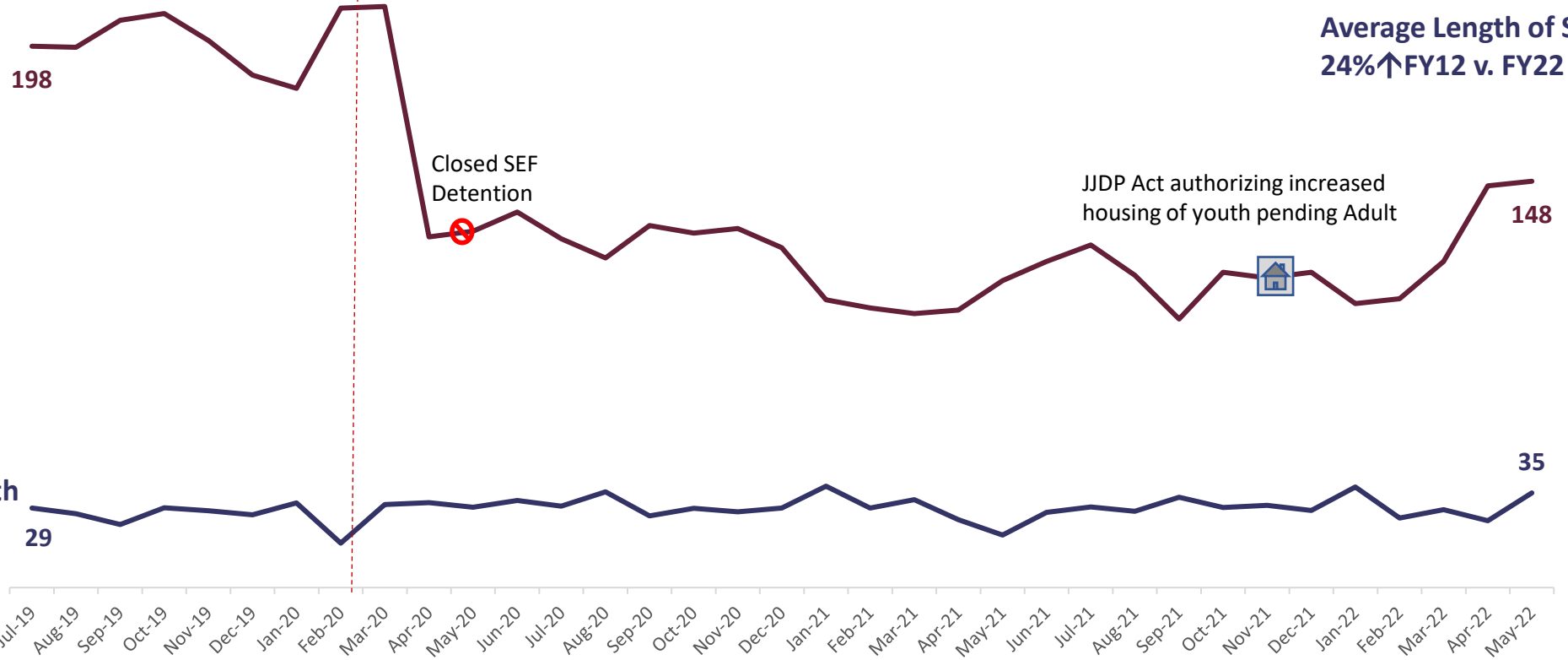
DETENTION

Average Daily Population and Length of Stay

Average Daily Population
-27%↓ FY12 v. FY22

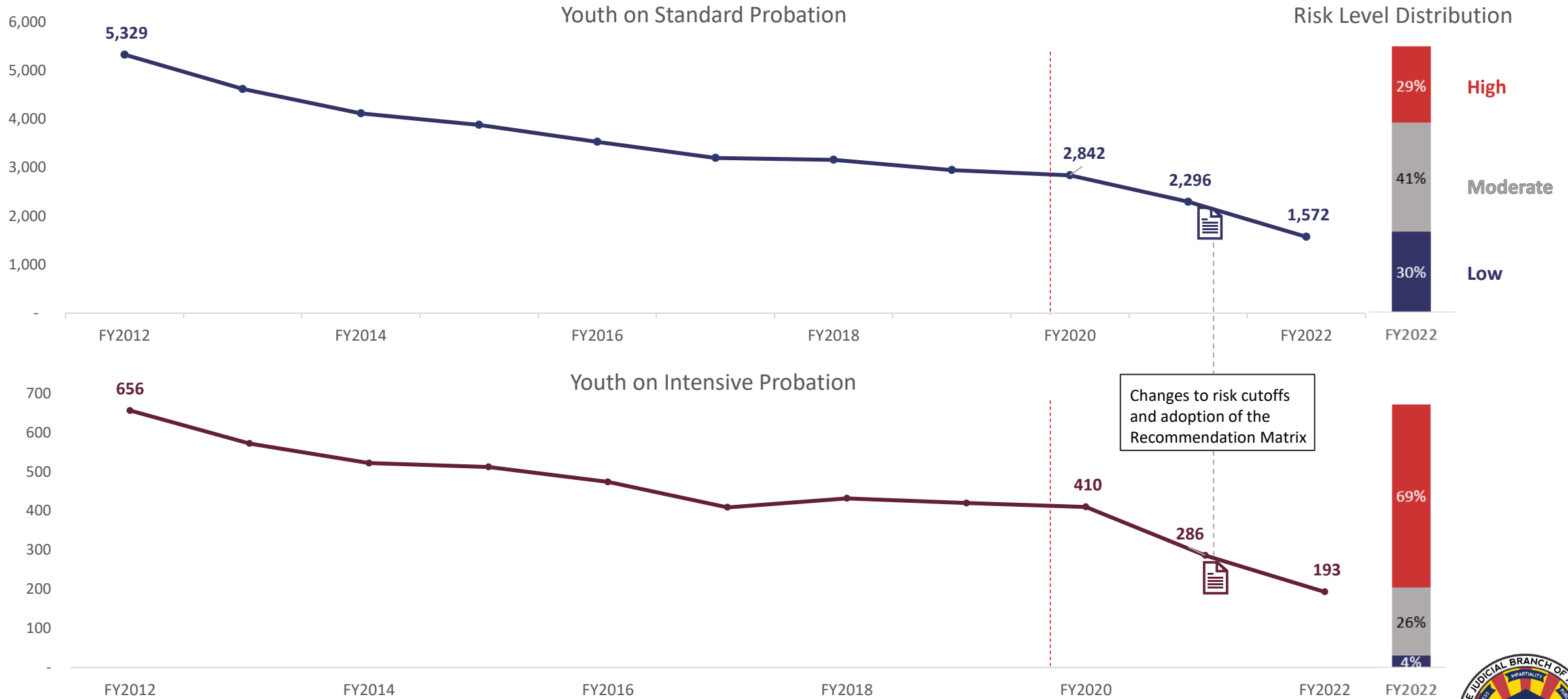
Average Length of Stay
24%↑ FY12 v. FY22


Average Daily Population



COMMUNITY SUPERVISION

i Note scale differences

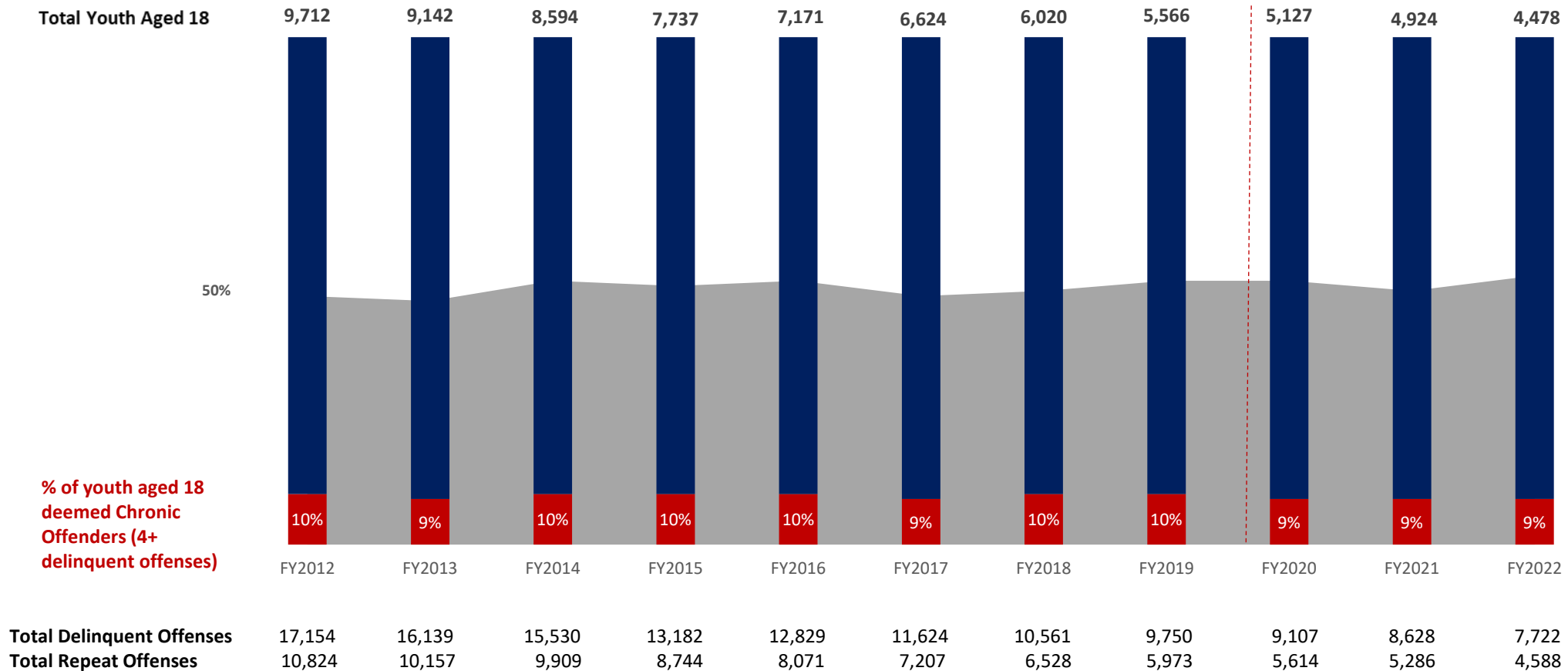


 Statewide implementation of the Recommendation Matrix and the subsequent use of Court Consequences adjudication reduced the number of youth disposed to Standard or Intensive probation .



CHRONIC OFFENDERS

Targeting Supervision and Services

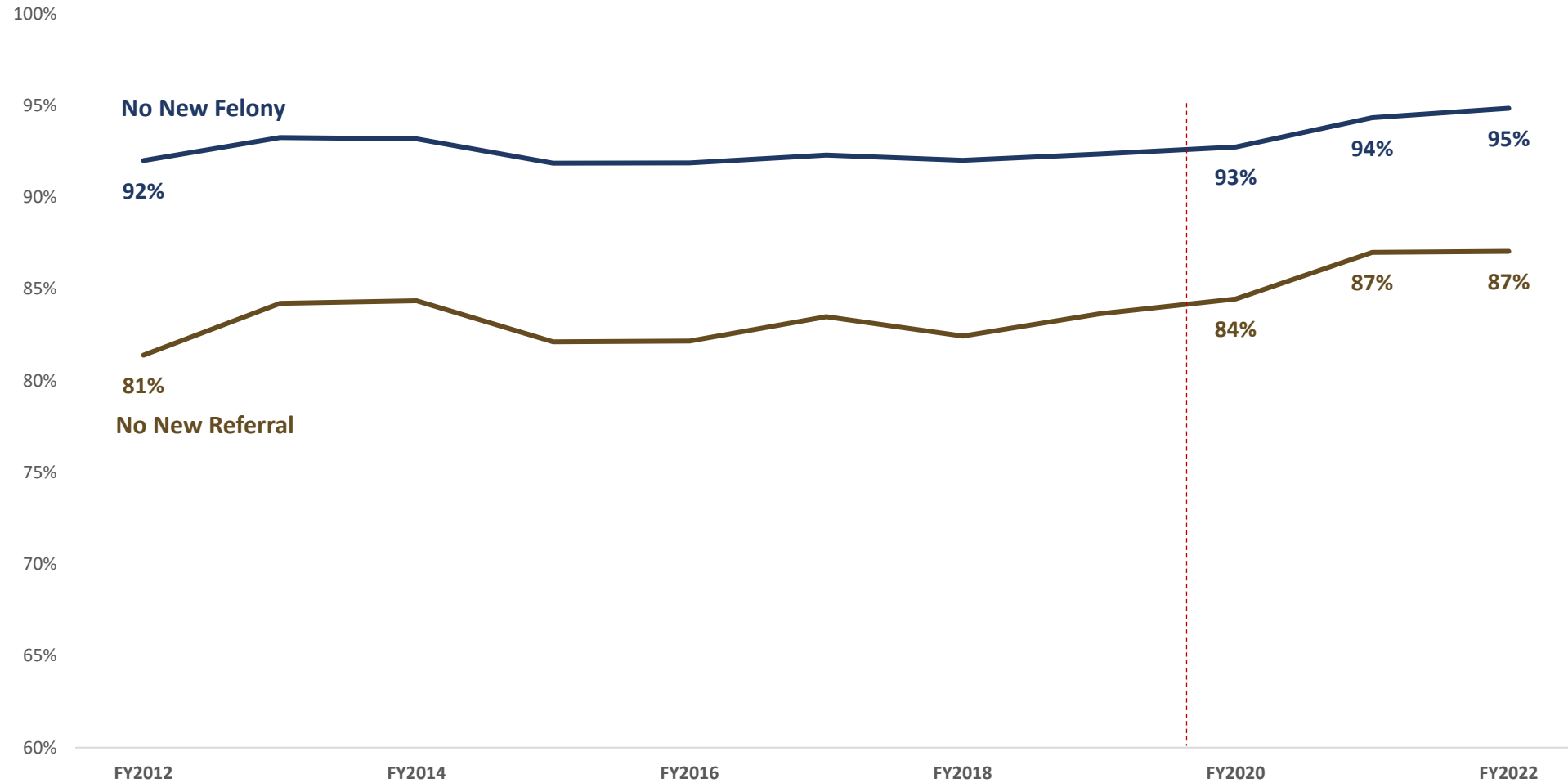


On average, 51% of all repeat complaints filed were associated with chronic offenders that made up about 10% of all youth who turned 18 in the fiscal year.



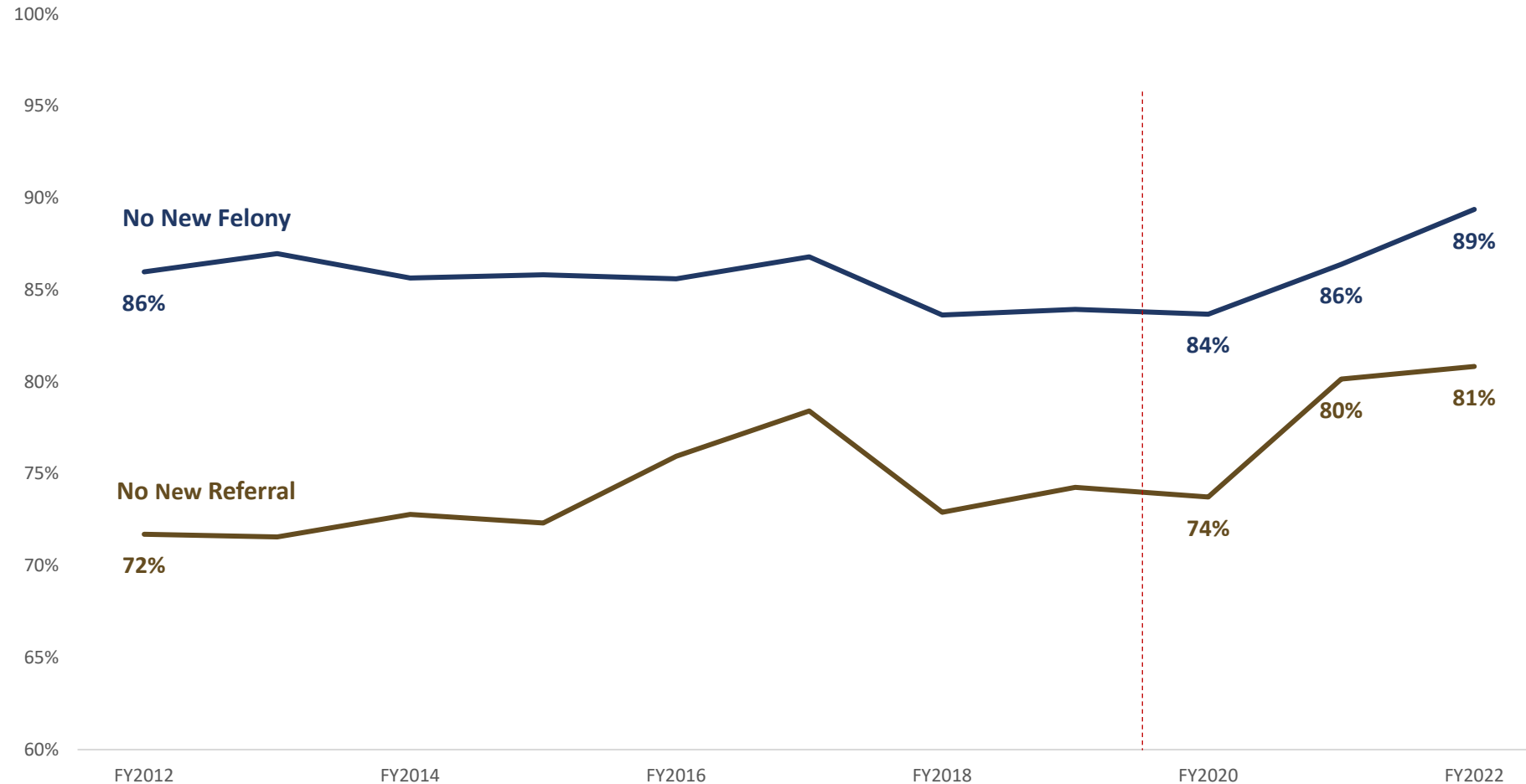
RECIDIVISM - DIVERSION

Proportion of youth who successfully completed Diversion and were not referred for a new delinquent offense within the following 365 days



RECIDIVISM - PROBATION

Proportion of youth who completed supervision and were not referred for a new delinquent offense within the following 365 days

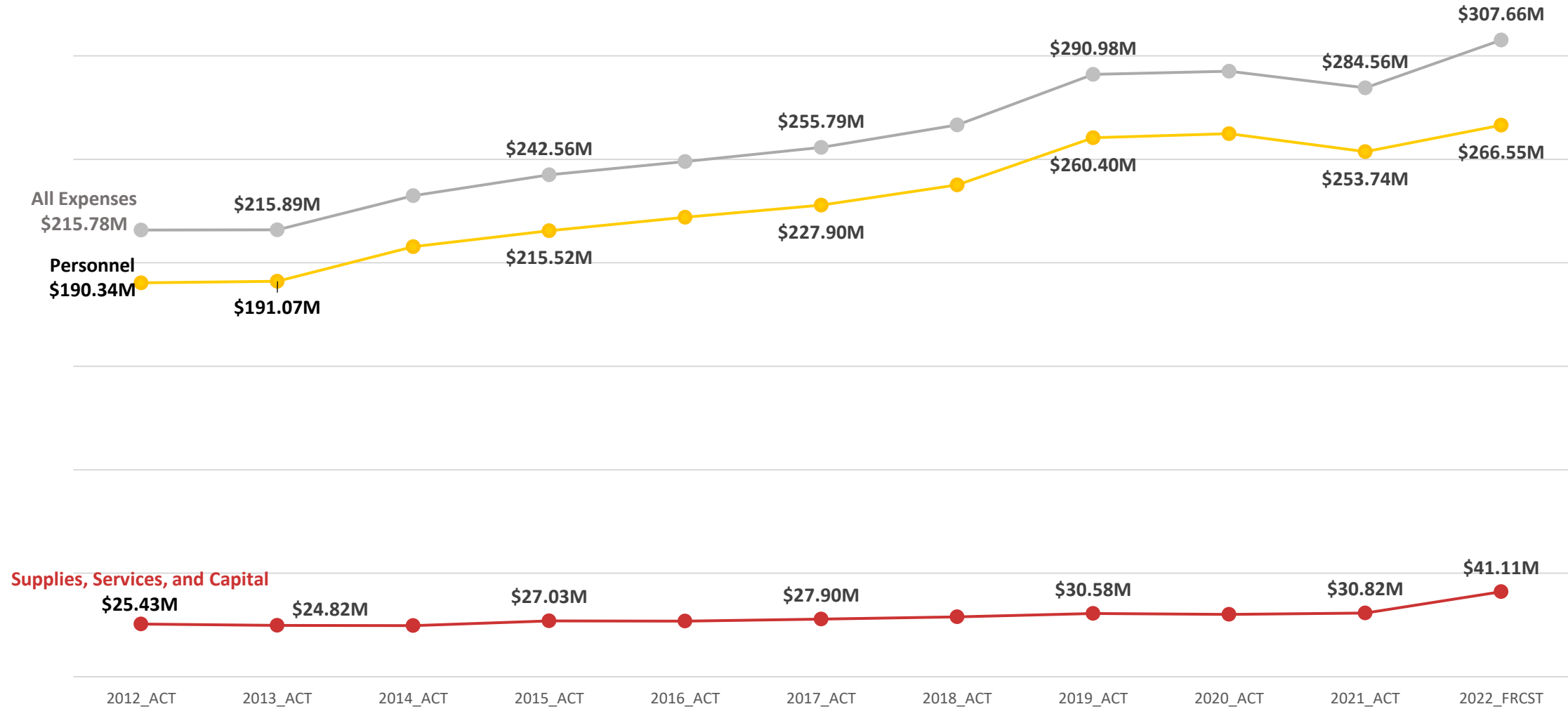


JUDICIAL BRANCH FINANCE

- History of Operating Recurring Expenses
 - By expense costs
 - Direct Services
 - Indirect Services
- History of one-time expenses by Department
- History of tech-related ongoing operating expenses per FTE
- FY 2023 operating adopted expense budget snapshot
 - Direct services
 - Indirect services
 - One-time project

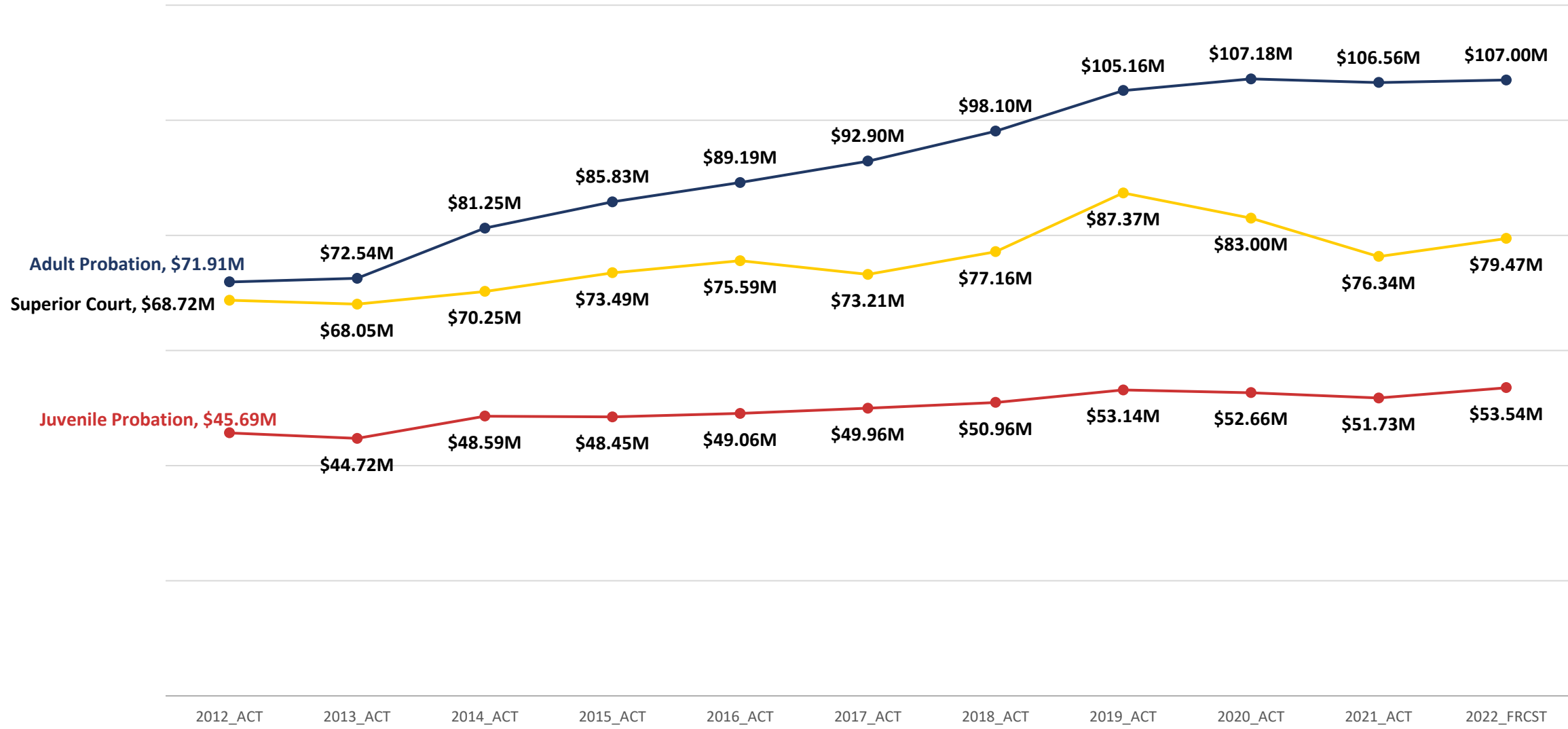


History of Operating (Recurring) Expenses by Expense Category with Total



Prior to FY22, the Branch historically spent more than 88% percent of the actuals on personnel costs. Beginning with the final FY22 actuals, this is likely to decrease as technology supplies/services/capital spending continues to increase.

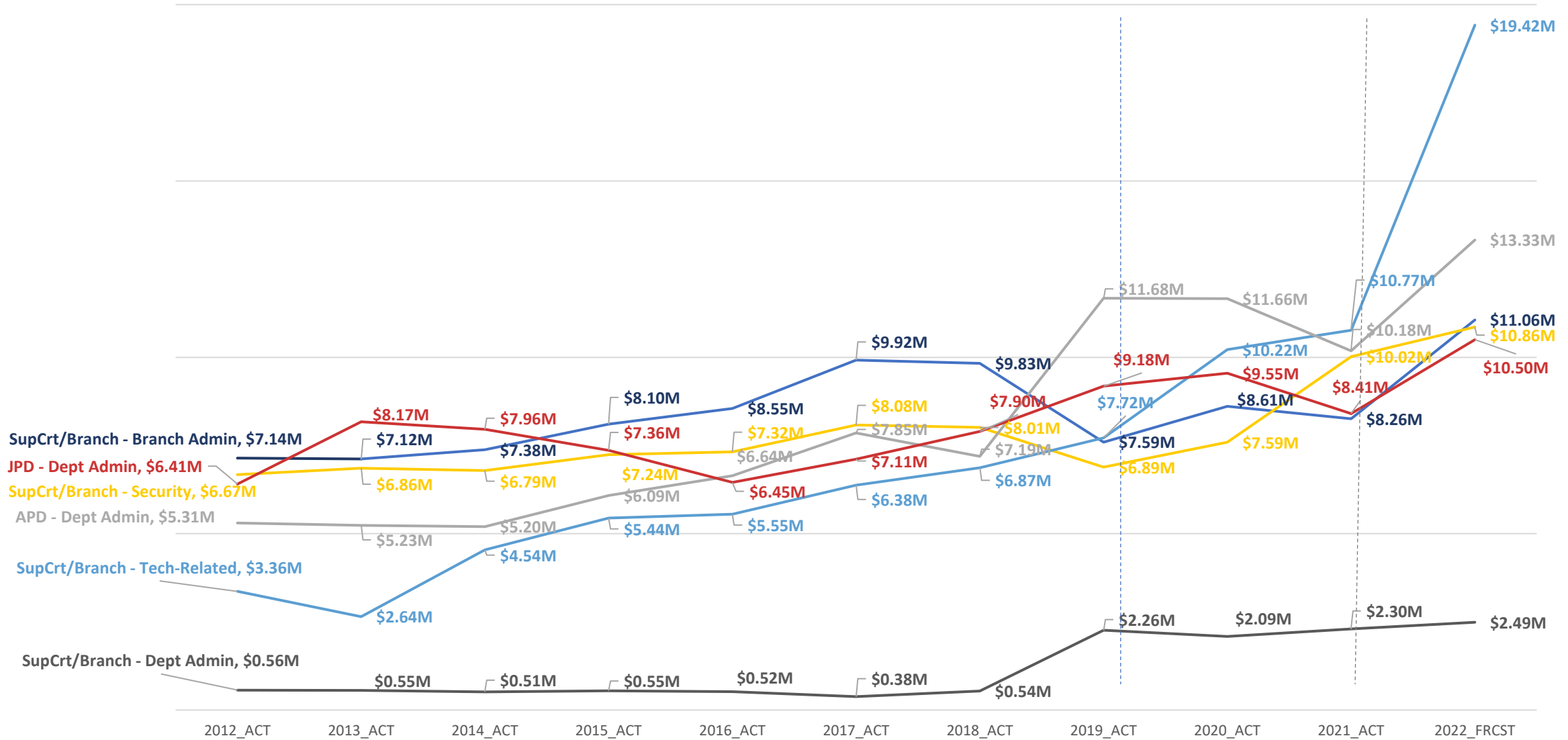
History of Operating (Recurring) Expenses for Direct Services by Department



Superior Court Judge Salaries have been transitioned to half funding from the State. FY20 and FY21 actuals were reduced by \$5.9M each year.

Probation department operating spending was not as heavily impacted by the COVID pandemic as the Court was. Superior Court jury fees, jury mileage, and a variety of other operating expenses were lower in FY20 and significantly lower in FY21.

History of Operating (Recurring) Expenses for Indirect Services

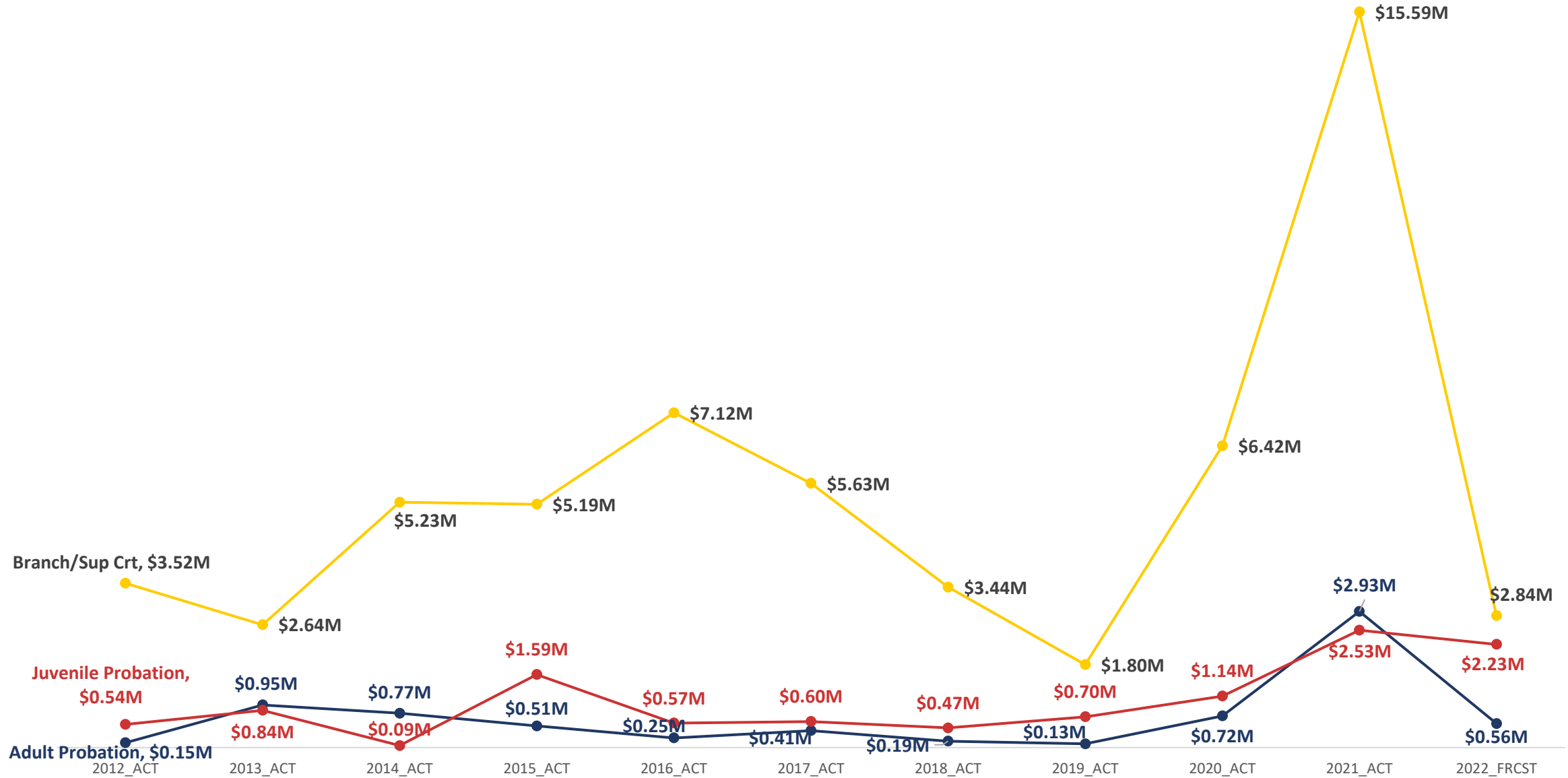


In FY19, considerable changes to the accounting structure and practices create difficulties in comparing to prior years at detail levels. This chart should be viewed with that change in consistency in mind.

In FY21, Data Integrity and Analytics consolidating within the Judicial Branch/Sup Crt department

In FY22 more than \$5M in operating budget savings from other areas was used for technology purchasing, some of which was one-time in nature.

History of One-Time Expenses by Department



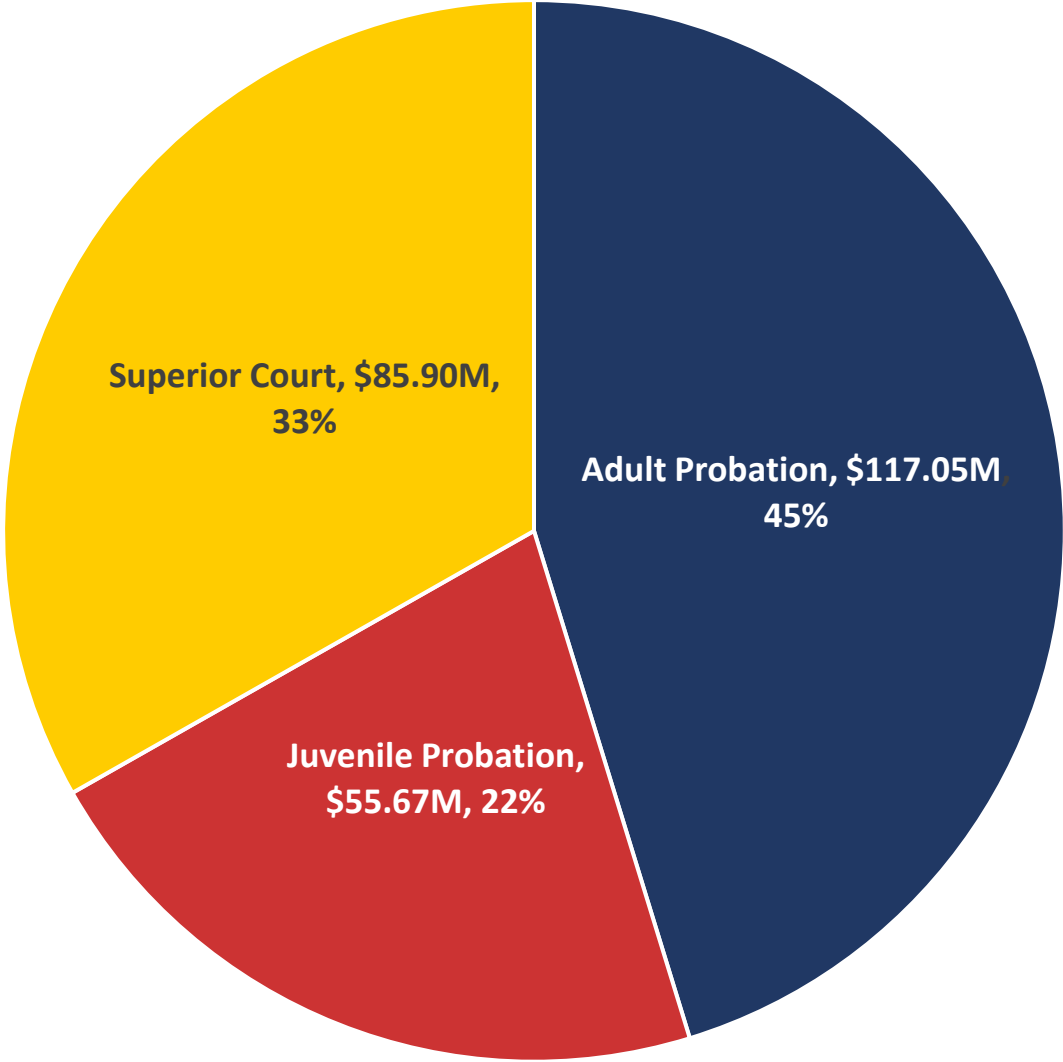
Coronavirus relief fund expenses included above: FY20 included \$1.67M (\$732K in Branch/Sup Crt) and FY21 Included More Than \$11M (\$9.5M in Branch/Sup Crt)

Above does not include FTR Equipment Upgrade Project or other Capital Improvement Projects (CIP)

History of Tech-Related Ongoing Operating Expenses per FTE

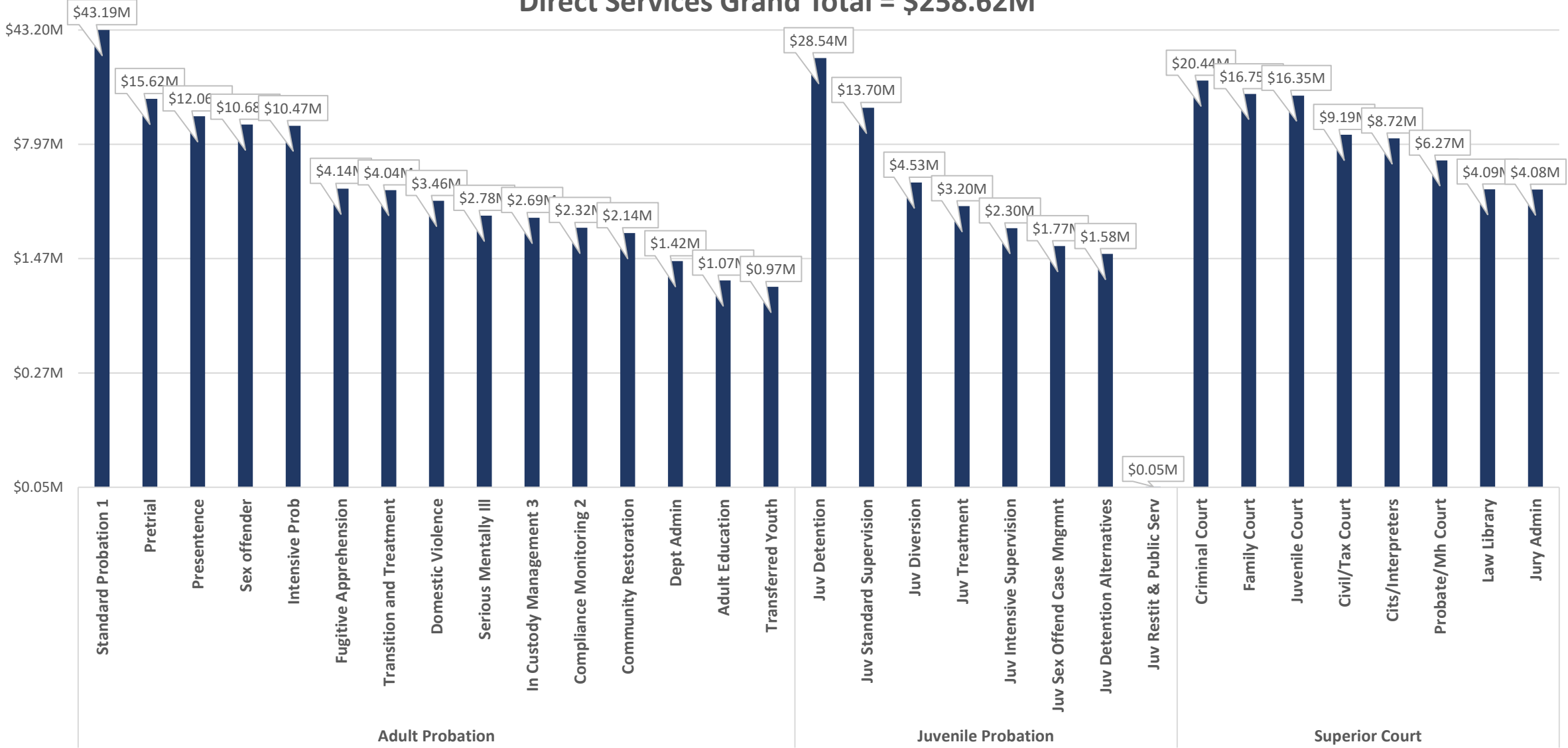


FY 23 Direct Services Operating (Recurring) ADOPTED Expense Budget by Department
Direct Services Grand Total = \$258.62M



FY23 Breakdown of Direct Services Operating (Recurring) ADOPTED Expense Budget

Direct Services Grand Total = \$258.62M



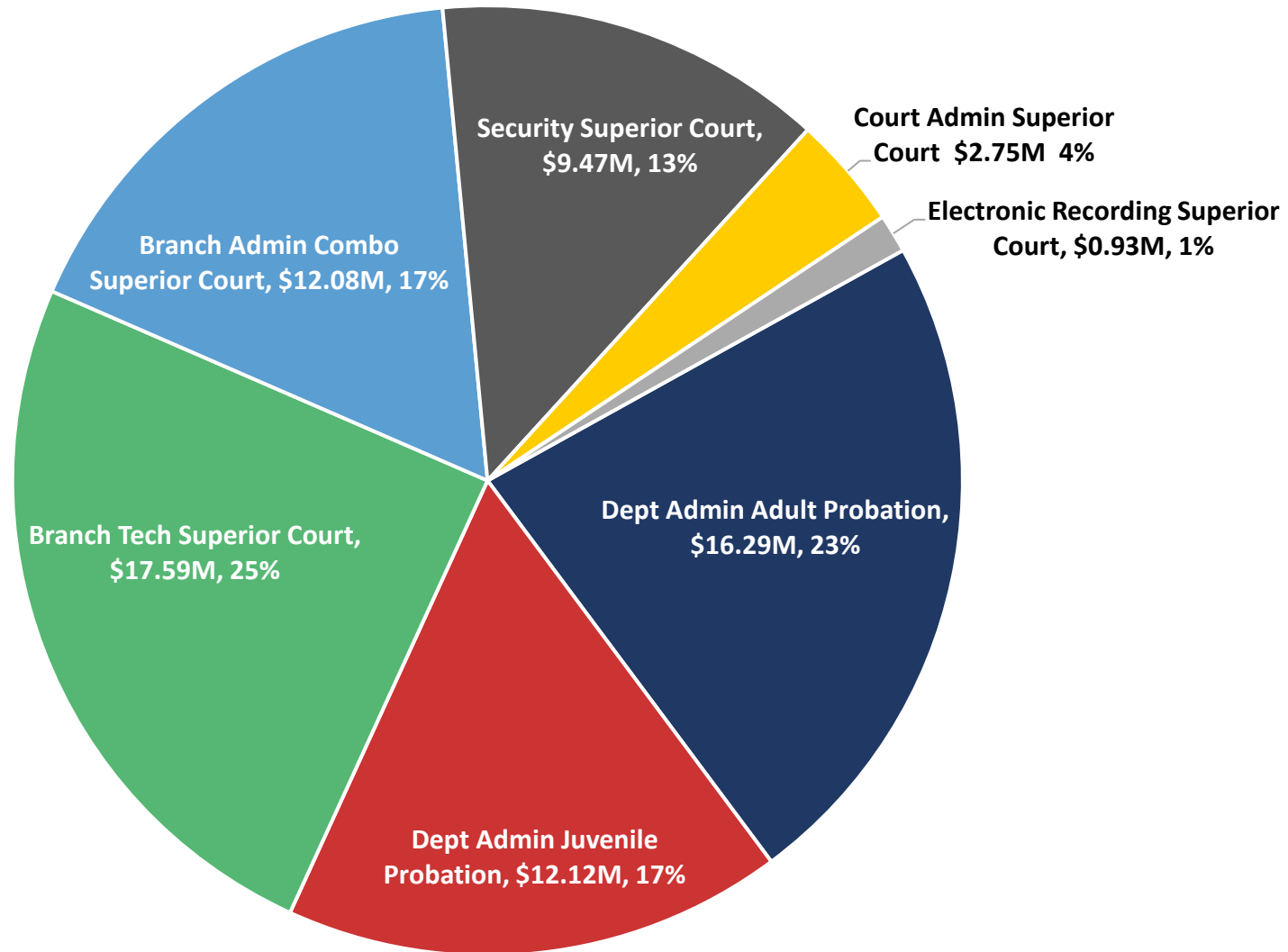
¹ Standard Probation here includes: standard, DUI, Drug, veterans, re-entry, and interstate compact caseloads

² Compliance Monitoring Includes: MARS, Unsupervised, and Work Furlough

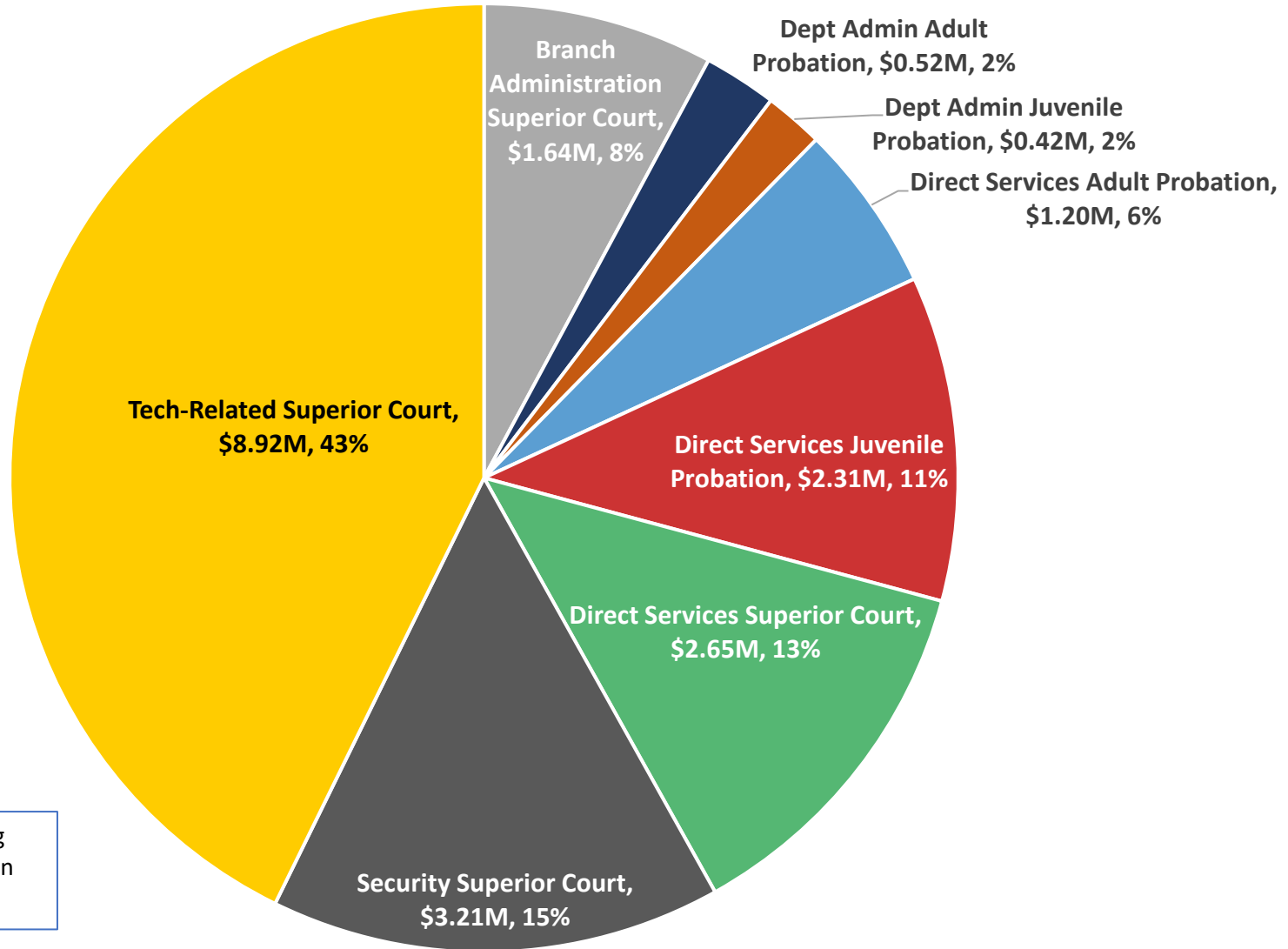
³ In Custody Management includes: Court Liaison and Custody Management

FY 23 Indirect Services Operating (Recurring) ADOPTED Budget

Indirect Services Grand Total = \$71.23M



FY23 One-Time Project ADOPTED Budget
One-Time Project Grand Total = \$20.87M



FY23 One-Time Branch Project Funding greatly exceeds that of any prior year in recent history.

Above does not include FTR Equipment Upgrade Project (\$19.2M FY23), Branch-wide CCTV Upgrade (\$2.5M Minimum FY23), or Building-Related (\$27M FY23) Capital Improvement Projects (CIP).
 By Comparison, FY21 CIP Actuals were just over \$5M, and FY22 CIP is forecasted at just over \$13M



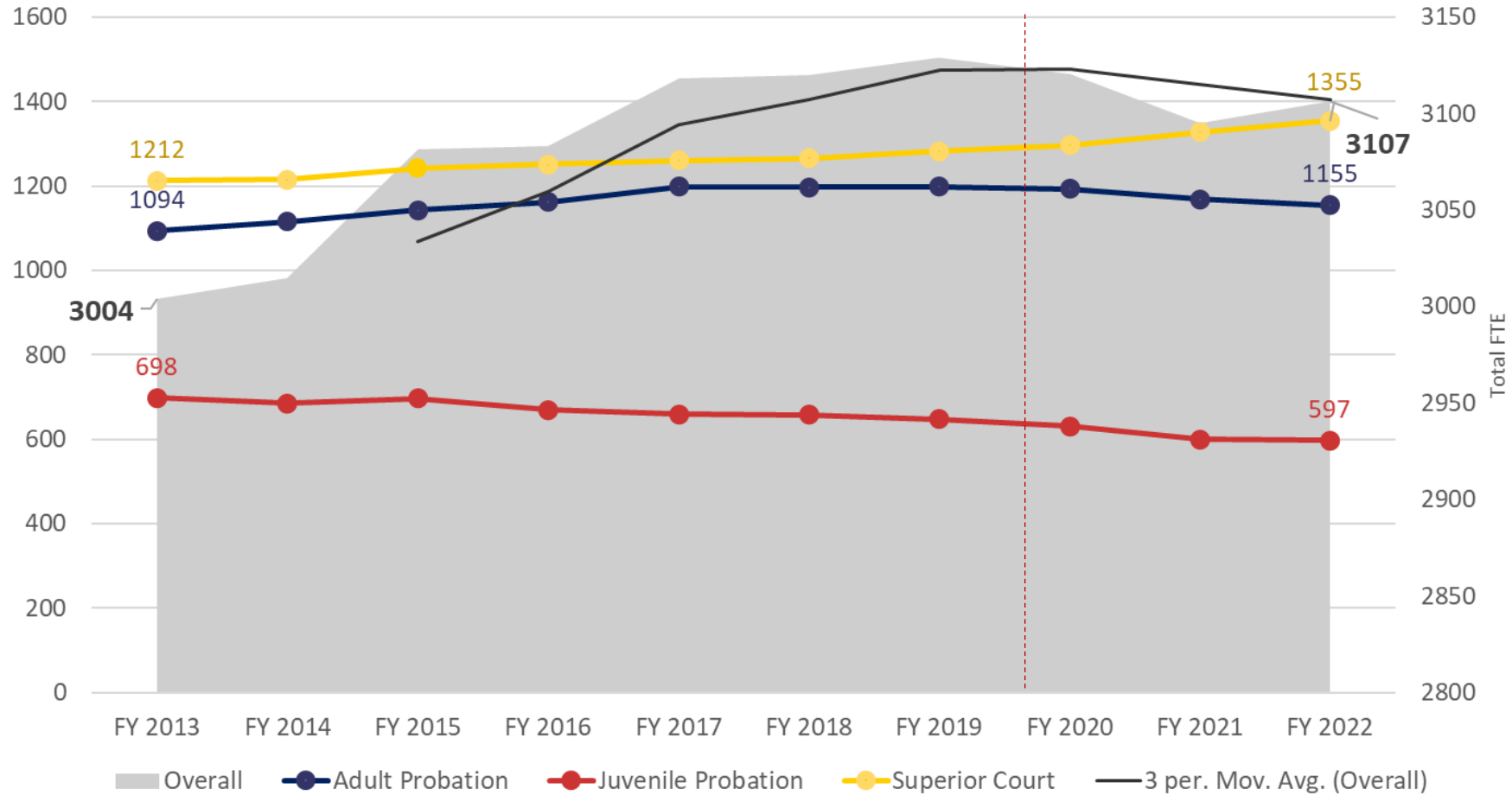
JUDICIAL BRANCH

HUMAN RESOURCES

- FTE
- Retirement Eligibility
- Turnover
 - Department
 - Position
- Vacancy Rate
- Telework
- Exit Survey
- Job Offers



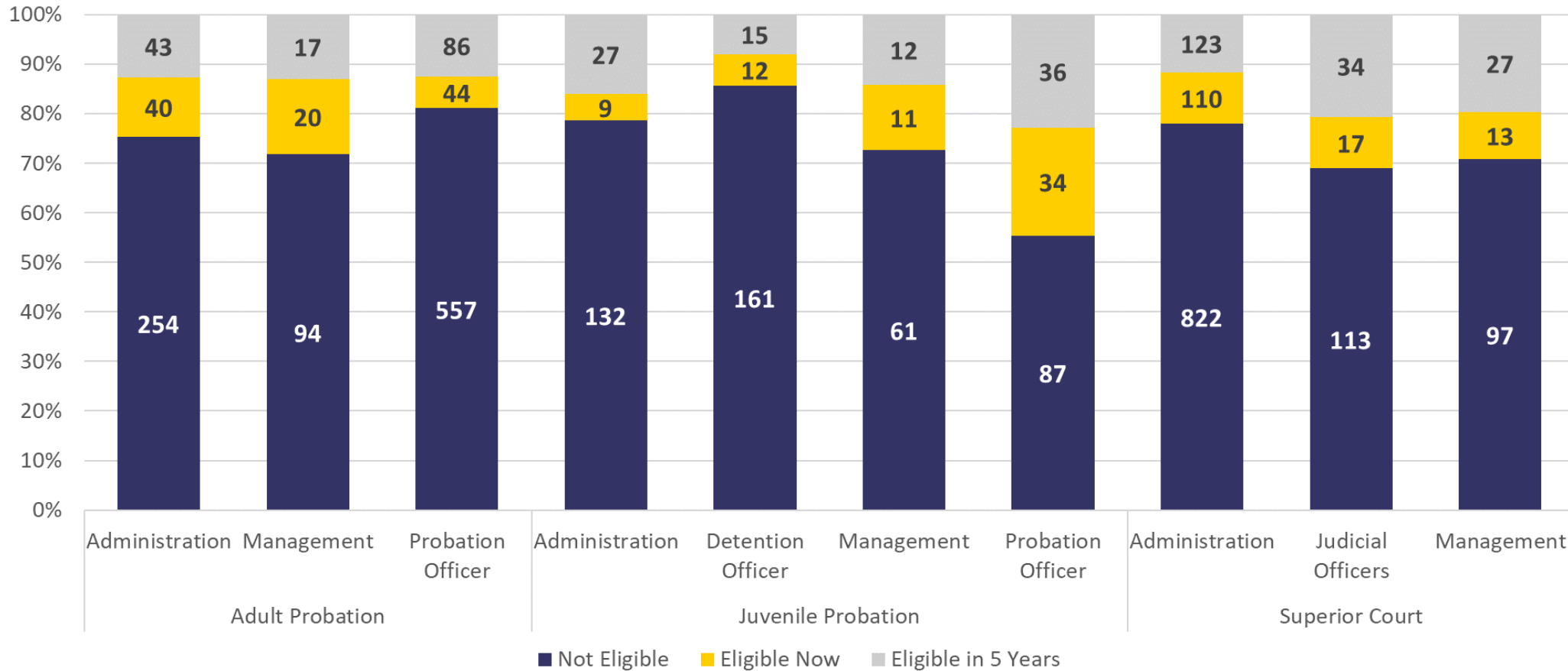
FTE



| 10 Year Delta | |
|--------------------|-------------|
| Adult Probation | 5% |
| Juvenile Probation | -17% |
| Superior Court | 11% |
| Overall | 3.3% |



RETIREMENT ELIGIBILITY

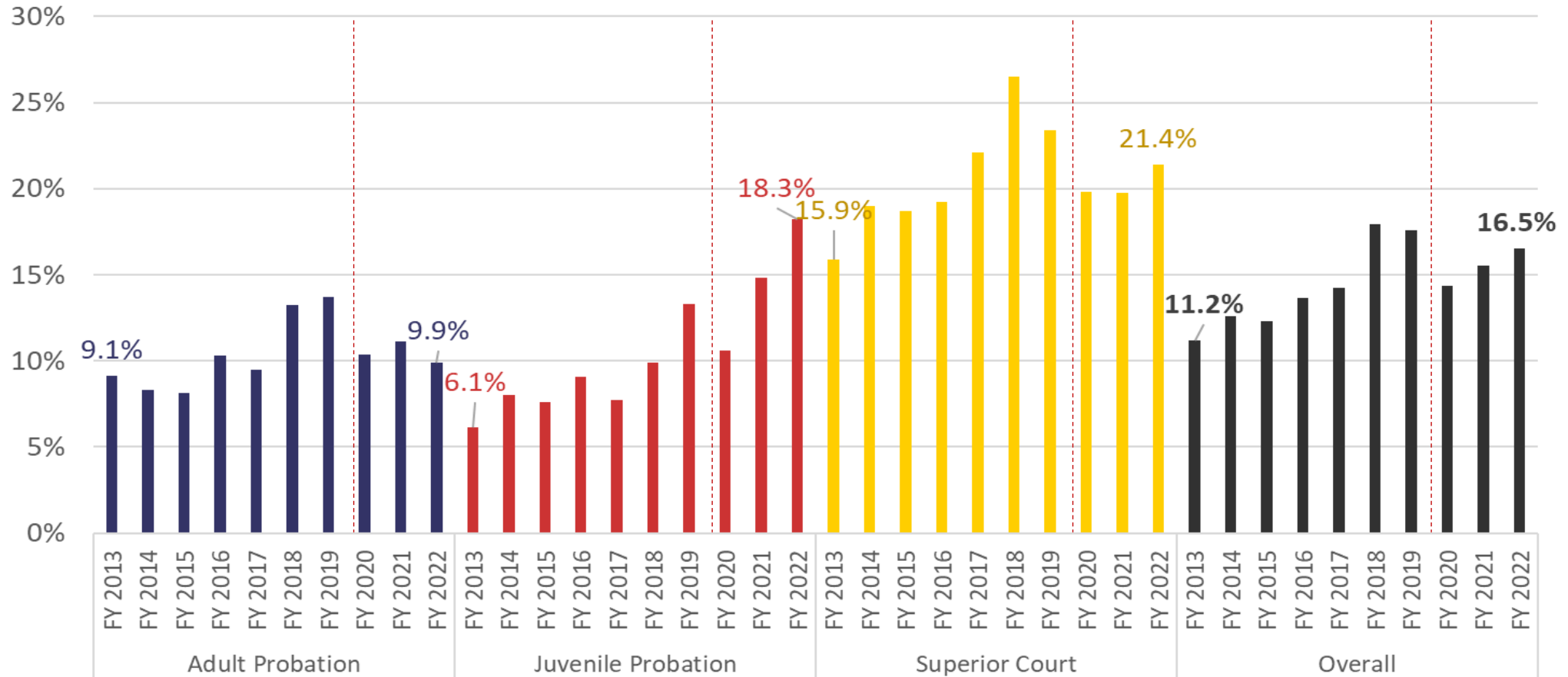


Data is based on the rule of 80, which does not represent all the varied plans within the system. This method will marginally under-represent retirement eligibility.

Approximately 25% of all staff will be eligible to retire within 5 years.



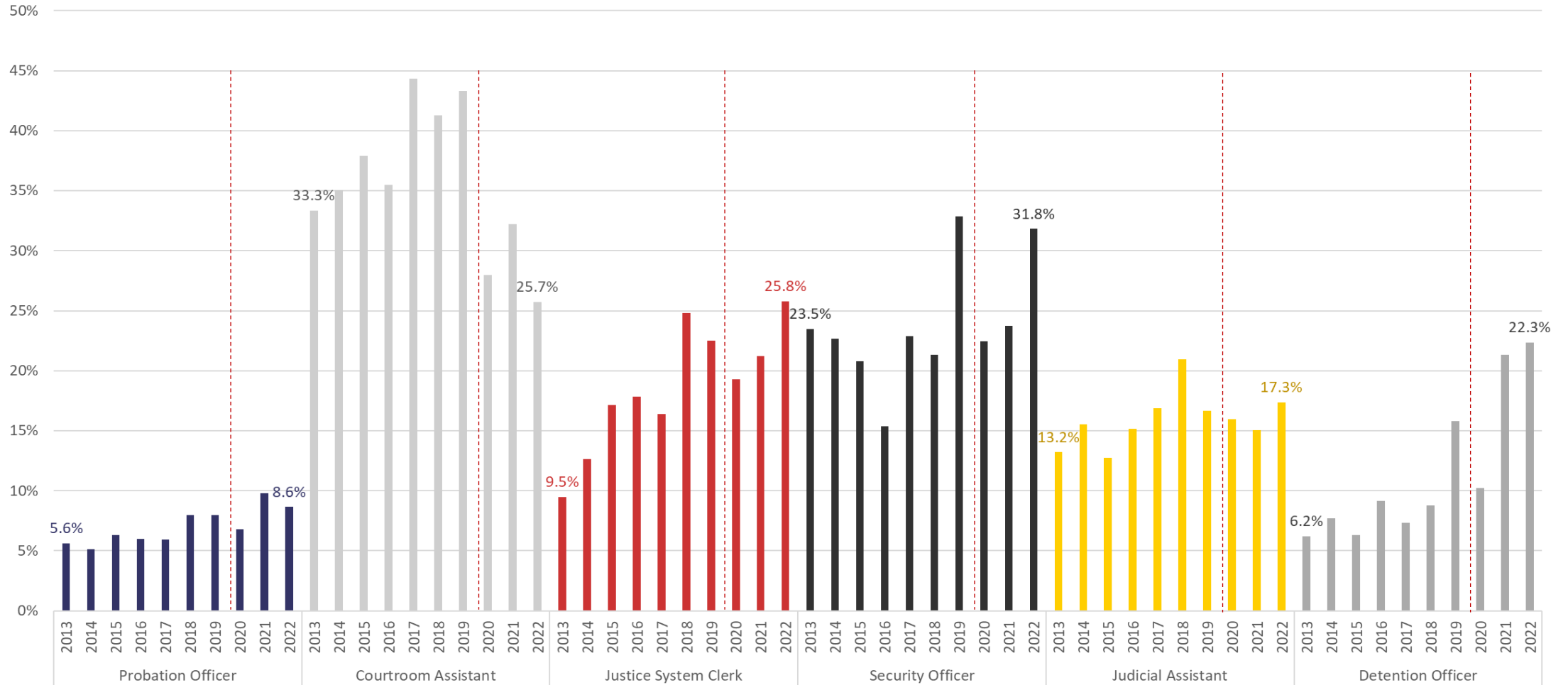
TURNOVER - DEPARTMENT



| <u>10 Year Delta</u> | |
|----------------------|-------------|
| Adult Probation | 0.7% |
| Juvenile Probation | 12.1% |
| Superior Court | 5.5% |
| Overall | 5.3% |



TURNOVER - POSITION

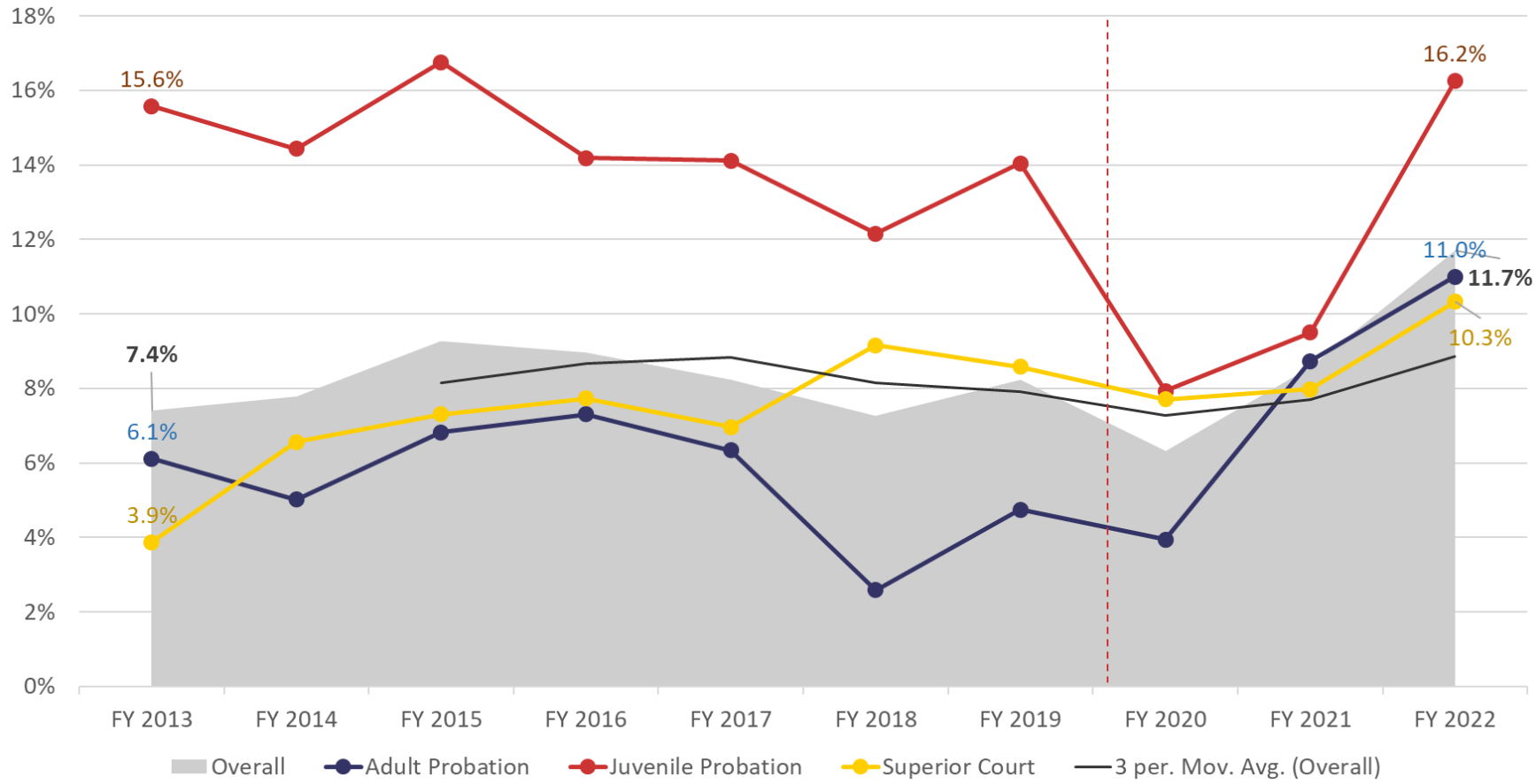


10 Year Delta

| | | | |
|----------------------|-------|---------------------|-------|
| Probation Officer | 3.0% | Courtroom Assistant | -7.6% |
| Justice System Clerk | 16.3% | Security Officer | 8.3% |
| Judicial Assistant | 4.1% | Detention Officer | 6.1% |



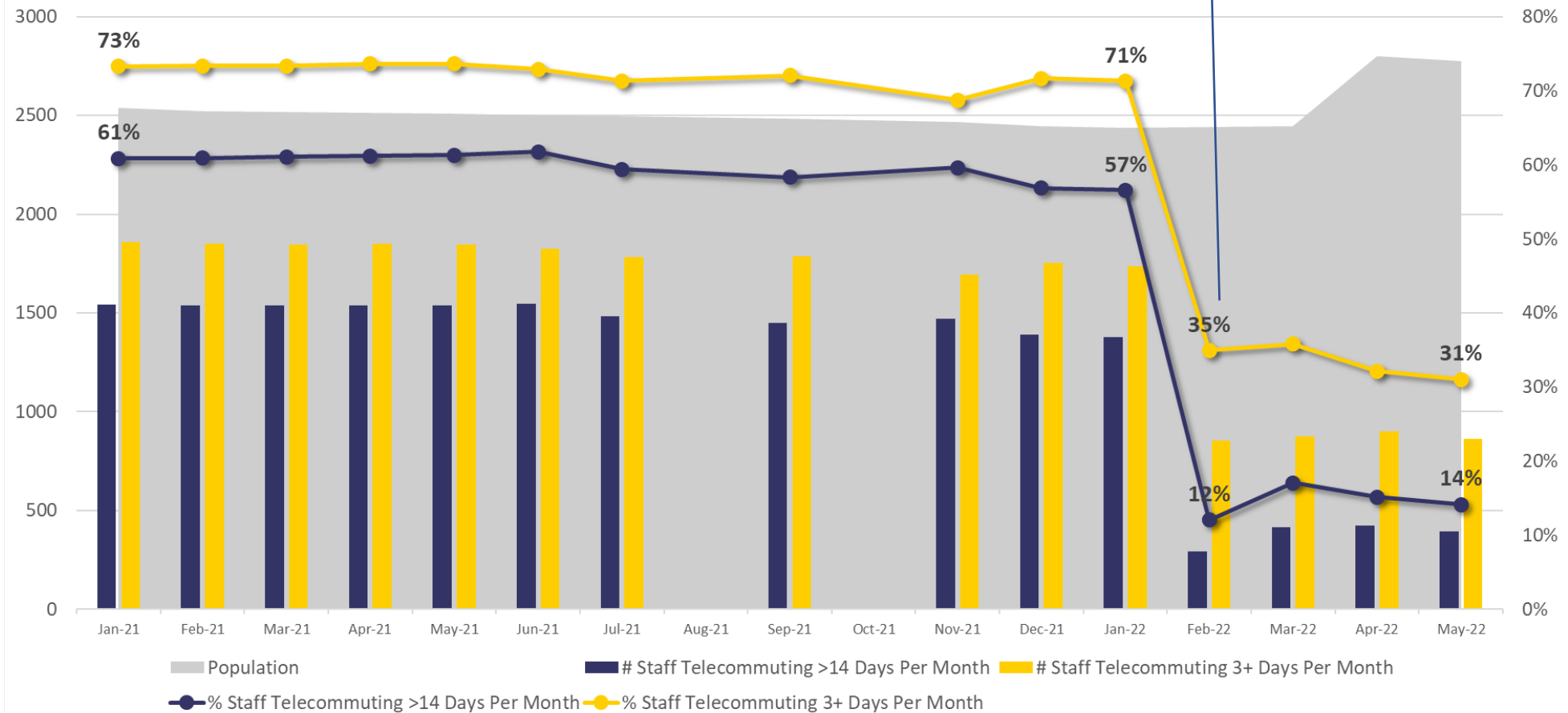
VACANCY RATE



| 10 Year Delta | |
|--------------------|-------------|
| Adult Probation | 4.9% |
| Juvenile Probation | 0.7% |
| Superior Court | 6.5% |
| Overall | 4.3% |



TELEWORK

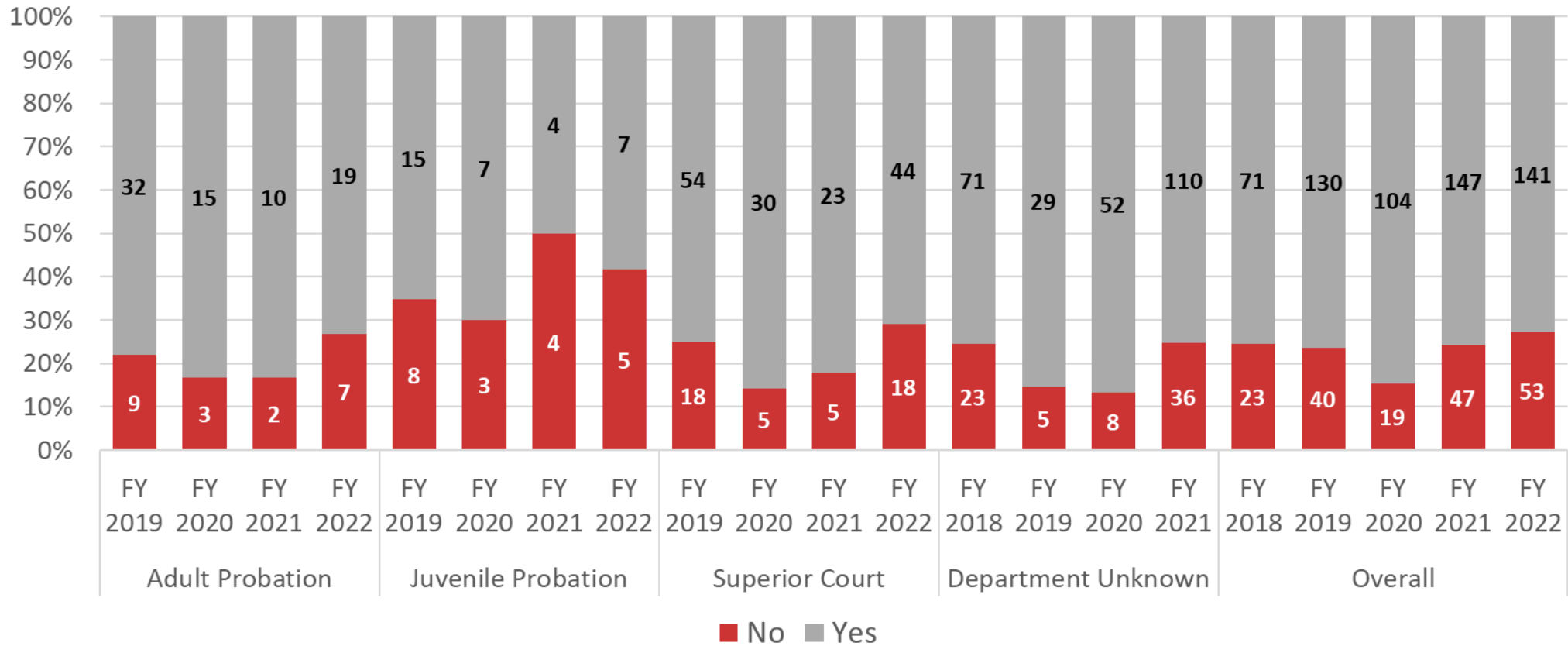


*Missing August & October 2021 data.
 **April 2022 - Began capturing employees that report to Judicial Officers.



EXIT SURVEY

Question: Would you recommend this organization as a good place to work?

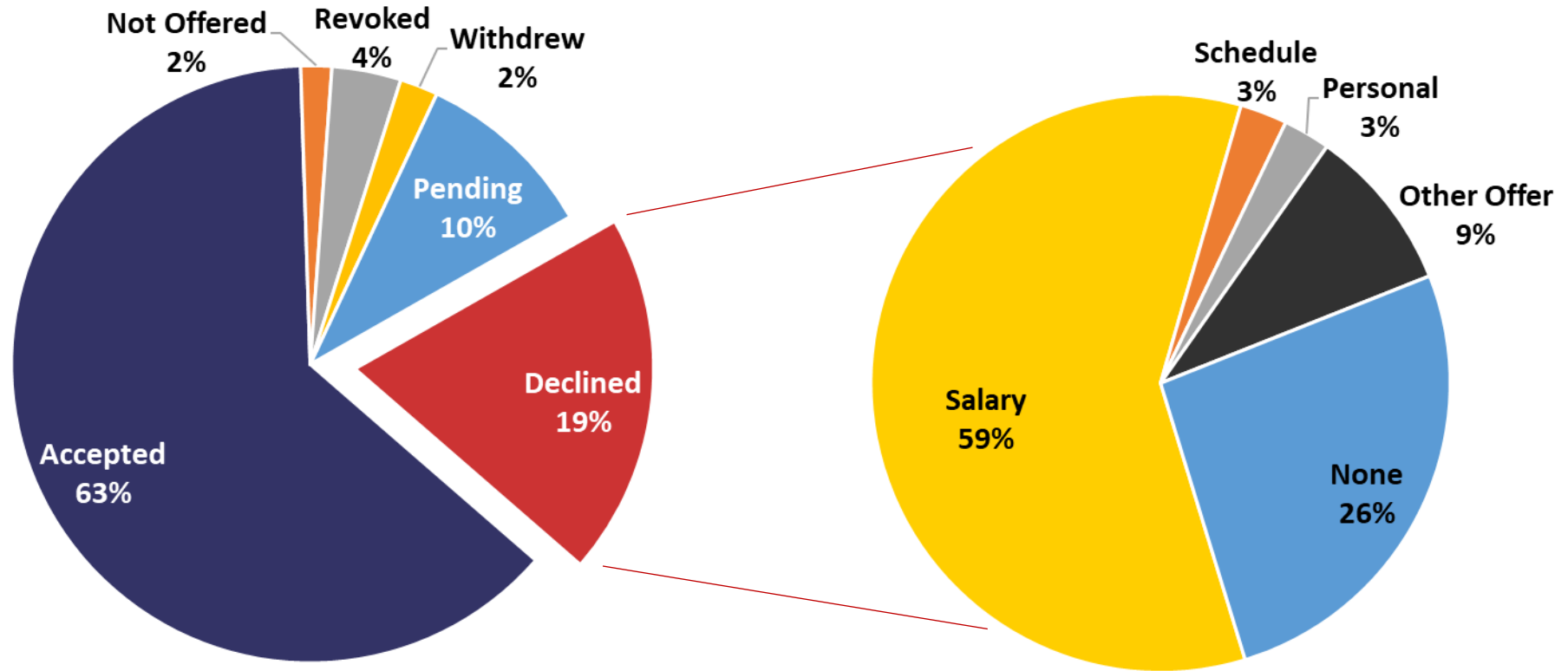


3% overall decrease from 2018 to 2022



JOB OFFER

Started capturing this data in FY 2022



59% of declined job offers are because of salary.





QUESTIONS?

