
PERFORMANCE MEASURES
KEY RESULTS AND MEASURES
ANNUAL REPORT

September, 2018



MINNESOTA
JUDICIAL
BRANCH

Prepared by State Court Administrator's Office
Court Services Division, Research & Evaluation

TABLE OF CONTENTS

Executive Summary 4

Positive Performance Measure Results By Goal 5

Possible Areas of Concern..... 7

Using Performance Measures for Administration 8

District Courts Review Results..... 8

Access to Justice..... 10

Access and Fairness Survey..... 10

Timeliness..... 11

Filing Trends..... 11

Clearance Rates 13

 Figure 2.1: Statewide Clearance Rates FY2014 – FY2018..... 13

 Figure 2.2: Overall (Excluding Minor Criminal) Clearance Rates FY2018 by District..... 13

 Figure 2.3: Statewide Clearance Rates FY2014 – FY2018 – By Case Group 14

 Figure 2.4: Statewide Major Criminal Clearance Rates – FY2004-FY2018 (15 Years)..... 15

 Figure 2.5: Statewide Active Pending Caseload, Major Cases FY2014 – FY2018 15

Time To Disposition 16

 Figure 2.6: Statewide Time to Disposition Cases Disposed in MNCIS in FY 2018..... 16

 Figure 2.7: Percent of Cases Disposed Beyond the 99th Percentile Objective, FY 2018, by Case Group, By District..... 17

 Figure 2.8: Percent of Cases Disposed Statewide Beyond 99th Percentile, FY2014- FY2018, by Case Category..... 17

 Figure 2.9: Percent of Delinquency Felony Cases Disposed Beyond 6 Months, FY2018 .18

Age of Pending Cases..... 19

 Figure 2.10: Statewide Age of Pending Cases as Of 7/5/2018 19

 Figure 2.11: Trend of Statewide % of Major Criminal and Juvenile Delinquency Cases Pending Beyond 99th Percentile Time Objective 19

 Figure 2.12: Trends in District Age of Pending Cases Past 99th Percentile, All Case Types except Minor Criminal..... 20

 Figure 2.13: Percent of All Major Criminal Cases Pending beyond 12 months 20

Length of Time to Permanency and Adoption 21

 Figure 2.14: Length of Time for Children to Reach Permanency in FY2018, by District.21

 Figure 2.15: Five Year Trend, Children Reaching Permanency by 18 months, By District22

 Figure 2.16: Length of Time for Children to Reach Adoption, FY2018, By District 22

 Figure 2.17: Percent of Children Adopted by 24 Months, Statewide, FY14-FY18..... 23

Figure 2.18: Average Number Days to Adoption, by Phase, by District, FY2018..... 23

Court of Appeals Dispositions Within Time Standards..... 24

Figure 2.19: Percent of Court of Appeals Cases Disposed Within 290 Days of Filing, FY2016-
FY2018..... 24

Figure 2.20: Percent of Court of Appeals Cases Disposed Within 365 Days of Filing, FY2016-
FY2018..... 25

Supreme Court Dispositions Within Time Standards..... 26

Figure 2.21: Supreme Court Timing Standards, Fiscal Year 2018 27

Integrity and Accountability..... 28

Data Quality Program..... 28

Excellence..... 29

Access and Fairness Survey..... 29

Fairness and Equity 30

Access and Fairness Survey..... 30

Jury Pools 31

Figure 5.1: FY2018 Juror Race Compared to 2010 American Community Survey Estimates
..... 31

Figure 5.2: Comparison of FY2018 Jurors’ Gender to Census Results..... 32

Race Data Collection 33

Quality Court Workplace Environment..... 34

Separation Rates 34

Figure 6.1: Separation Rates by District and MJC for FY2018 34

Figure 6.2: Total Separation Rates by District and MJC, FY2014 to FY2018 35

Figure 6.3: Statewide Separation Rates by Type, FY2014 to FY2018 35

Quality Court Workplace Survey Results..... 36

Figure 6.4: Results of Quality Court Workplace Survey, All Employees, 2016 37

Figure 6.5: Results of Quality Court Workplace Survey, Justices/Judges, for 2016..... 39

Data Details (Appendix)..... 41

Definition of Terms 41

Analysis Notes..... 42

EXECUTIVE SUMMARY

It is the policy of the Minnesota Judicial Branch to establish core performance goals and to monitor key results that measure progress toward meeting these goals in order to ensure accountability of the branch, improve overall operations of the court, and enhance the public's trust and confidence in the judiciary.

The six core judicial branch goals are:

Access to Justice

Timeliness

Integrity and Accountability

Excellence

Fairness and Equity

Quality Court Workplace Environment

This is the tenth annual report that contains results for the Core Judicial Branch Goals - Key Results and Measures. This report contains current data along with trends, as available.

The contents of this report are organized into four sections –

1. Executive Summary;
2. Using Performance Measures for Administration;
3. Review of Key Results and Measures; and
4. Data Details (Appendix).

The executive summary discusses results that are positive, followed by possible areas of concern. A brief summary of how performance measures are being used by court administration follows the executive summary. The results in this report present a barometer of the work of the Branch – an overall picture of how the courts are doing at this point in time and over the last several years.

Definitions of terms and more details of the data are included in the appendix, which begins on page 41.

POSITIVE PERFORMANCE MEASURE RESULTS BY GOAL

Timeliness

This goal area has several measures to determine if courts are handling cases in a timely manner – Clearance Rates, Time to Disposition, Age of Pending Cases, Length of Time to Permanency, Time to Adoption, and Court of Appeals and Supreme Court cases within Time Standards.

- ◆ Clearance Rates improved in fiscal year 2018 (FY18) compared to FY17 in three case categories – Major Civil, Minor Civil, and Minor Criminal. The overall Clearance Rate improved to 104% in FY18 compared to 101% in FY17. (100% means as many cases were disposed in a year as were newly filed.)
- ◆ All Court of Appeals cases met the overall timing objective of disposing of 75% of cases within 290 days of filing and 90% of cases within 365 days of filing. Across all case categories, 77% of cases disposed in FY18 met the 290 day objective and 96% of cases disposed in that year met the 365 day objective.

WCL Case Category	99 th Percentile Objective (Months)	FY18 % Cases Disposed at 99 th Percentile
Major Civil	24	99.2%
Dissolutions	24	98.8%
Domestic Abuse	4	99.4%

- ◆ Statewide Time to Disposition results in FY18 meet or exceed the timing objectives for Major Civil, Dissolutions (with and without child) and Domestic Abuse cases.

- ◆ Although the Clearance Rate for Juvenile Delinquency cases dipped below 100% in FY18 (98%) the number of cases pending has decreased by 28% since FY14.
- ◆ Four districts achieved having over 90% of children reach permanency by 18 months (goal = 99%). Four districts had more than 60% of children reach adoption in FY18 within 24 months of removal from the home (goal = 60%). (See pages 21-23 for details.)

Integrity and Accountability

The goal in this area is to ensure that the electronic record system is accurate, complete and timely.

- ◆ The Judicial Branch has recently implemented a new unit within State Court Administration – CAPs Unit (Statewide Court Administration Processes). This unit is responsible for statewide document security, CAP creation, and CAP compliance. This statewide monitoring, consistent practices, and mandatory compliance ensure that customers have a consistent experience across the courts and that the information and data received is accurate and complete.

Fairness and Equity

Measures for this goal area include juror representativeness, statements from the Access and Fairness survey, and a newly added area for race data collection rates. The next District Court Access & Fairness Survey will be conducted beginning in late November 2018, and race data collection rates will be reported in the next Annual Performance Measures Report.

Race	2010 ACS*	FY18 Jurors
White	89.6%	88.1%
Black	3.4%	3.3%
Asian/Pac Island	2.3%	3.4%
Hispanic	2.1%	2.3%
American Indian	1.0%	1.0%
Other & 2+ Races	1.7%	1.9%
Total Statewide		46,044

◆ Almost all of the over 46,000 jurors who reported for service in FY 18, returned the questionnaire, and completed race information are similar racially, ethnically and by gender compared to the population of the communities in Minnesota.

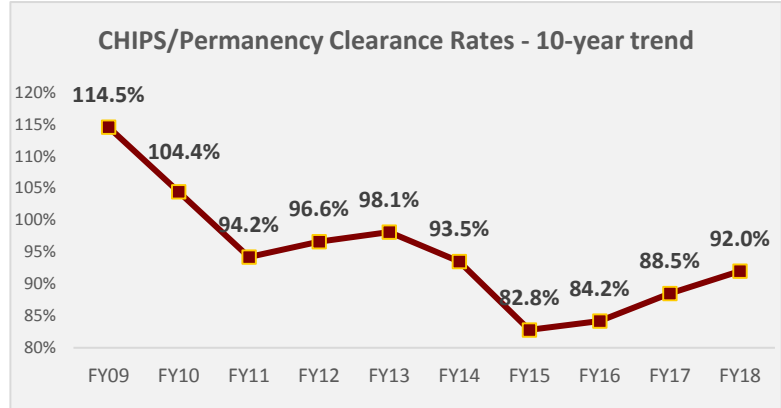
*American Comm. Survey: Ages 18-70, citizens, not institutionalized, speak English at home or 'well' or 'very well'

POSSIBLE AREAS OF CONCERN

The measures in this section show possible areas of concern, but do not necessarily reflect poor performance.

Timeliness

- ◆ Statewide, just two case groups met the objective of having a 100% Clearance Rate or higher (Major Civil and Minor Criminal). CHIPS and Permanency Clearance Rates are improving but have been below the 100% goal beginning in FY11.



- ◆ There is a 'backlog' of CHIPS/Permanency cases/children building shown by an increase of 97% in the number of children with a case pending comparing FY14 to FY18. Likely contributing to this 'backlog' is a 52% increase in filings from FY14 to FY18 and Clearance Rates that have been below 95% in the past five years.

% of children reaching permanency by 18 months (goal is 99%)	
FY18	82%
FY17	86%
FY16	87%
FY15	90%
FY14	93%

- ◆ The goal of having 99% of children reach permanency by 18 months was not met in FY18. At 82%, this result is the lowest it has been over the past five fiscal years.

- ◆ In FY18, 7% of Major Criminal cases and 5% of Juvenile Delinquency and Minor Criminal cases were disposed beyond the 99th percentile objective (objective is 12 months for Major Criminal, 9 months for Minor Criminal, and 6 months for Juvenile Delinquency).

WCL Case Category	99th Percentile Objective (Months)	FY18 % Cases Disposed Beyond 99th Percentile
Major Criminal	12	7.3%
Minor Criminal	9	5.3%
Juvenile Delinq.	6	5.1%

- ◆ After steady declines (lower is better), the percent of Juvenile Delinquency cases pending beyond the 99th percentile objective of 6 months is at 9.3% as of 7/5/2018. This is the highest percent of Juvenile Delinquency cases pending beyond the timing objective since the end of 2010.

Quality Court Workplace Environment

- ◆ Although the separation rate of 9.7% in FY18 may not be a concern by itself, the increasing rates of separation point to the need for more recruitment, hiring and training of new employees.

USING PERFORMANCE MEASURES FOR ADMINISTRATION

- ◆ Reviews of performance measure results are presented twice per year to the Judicial Council. The most recent written reports were submitted in March, 2018 and oral reports are to be given in September, 2018.
- ◆ Reviewing results of performance measures has become routine at bench meetings and within court administration.

DISTRICT COURTS REVIEW RESULTS

The reviews of performance measure results by districts at the March, 2018 Judicial Council meeting concentrated on the results of the Quality Court Workplace (QCW) survey and plans for responding to them.

Examples of Plans to Address Quality Court Workplace survey results

Specific examples of changes already made, or in the planning stages, include:

- The 1st District conducted town hall sessions to cover topics such as reengineering efforts, OneCourtMN Vision, and changes regarding document acceptance and classification. Among several other efforts, one county conducted a local focus group to gain a better understanding of QCW results and adjust practices and procedures. This process has increased communication and improved relationships among staff, management, and judges.
- The 2nd District held a “state of the courts” event where staff heard information about the work of other divisions and received updates on reengineering efforts. To address concerns about workloads, staff were reorganized among divisions to better balance workload, and have worked to provide employees with more flexibility about when and where they complete their work. To respond to the results of judges regarding safety, the Bench meets with Ramsey County to address any security concerns and they have ensured that ongoing fire drills and active shooter trainings occur.
- Focus groups were conducted in the 3rd District to compare what is working and what is not working regarding communication. Ideas were shared across county lines and Court Administrators implemented communication strategies that were successful in other counties.
- The default homepage has changed for all staff and judicial officers to the 4th District’s SharePoint homepage to provide an easy way to access updated information. Educational programs on stress management and compassion fatigue are offered to all staff on a rotating basis. Plans are finalized to move Conciliation Court, Self-Help, and the Records Center behind weapons screening in 2019 to address safety concerns.

The 3rd District Administrator and Deputy District Administrator conducted discussions throughout the district focusing on “Why all the Change and What’s Next.”

- The 5th District administration conducted Town Hall sessions throughout each of the 15 counties in the district. These sessions generated a lot of discussion and ideas from staff. A Judicial and Staff Resource Allocation Workgroup was established and studied methods for equally allocating resources across the district. The plans established a wide array of forms of judicial assistance, as well as integrating centralization and reengineering efforts. Several counties have safety initiatives underway including installing security cameras, securing access to court administration and judge chambers, and installing bullet resistant glass at the court administration counter and in the courtrooms.
- In the 6th District, work is underway to identify gaps in communication and to better understand the training and workload issues that cause a sense of being overwhelmed. For judges, the Chief Judge provides written overviews of the Judicial Council meetings and invites them to attend a Council meeting. The Chief Judge also manages the Under Advisement Report so that she engages directly with judges to see if assistance is needed.

One 7th District county implemented one hour of "me" time for each employee per month to allow them uninterrupted time away from their desk to focus on reviewing CAPS, reading the Source or watching training videos.

- The 7th District holds functional area group meetings where training components have been added to focus on specific concerns in each case type and CAPS are reviewed.

- The 7th and 8th District judges' QCW responses were collected together, but the 7th District judges express the most need for additional resources. A new judicial position was added in September, 2017, but the district has discussed the possibility of creating a judicial referee position and 8th District judges are providing coverage in Clay and Otter Tail Counties.
- The 9th District has centralized case-related functions in document security monitoring, conservatorship/guardianship processing, and default judgment processing. Month-end financial reporting, contract and grant management have also been centralized.
- The 10th District has implemented QCW committees in all eight counties. The committees include staff and supervisors where they review suggestions received by employees. The district is also participating in an Organizational Climate Study being conducted by Minnesota Management and Budget office.

*"We are specifically targeting results of the QCW survey area of "Tone."
10th District*

ACCESS TO JUSTICE

The Minnesota Judicial Branch will be open, affordable and understandable to ensure access to justice.

Do participants perceive the courts to be accessible?

ACCESS AND FAIRNESS SURVEY

- ◆ The next district court Access and Fairness Survey will be conducted from November 2018 to March 2019, with results available later in 2019. Two previous rounds of the survey were completed in 2008 and 2013.
- ◆ The Supreme Court and Court of Appeals each conducted an Access and Fairness Survey for the first time in September, 2015. These surveys are planned to be repeated approximately every four years.
 - In the 2015 survey, 80% of district court judges agree/strongly agree that the Court of Appeals renders its decisions without any improper outside influences; and,
 - 90% of attorneys appearing before the Supreme Court agree/strongly agree that the Supreme Court treats attorneys with courtesy and respect.

TIMELINESS

The Minnesota Judicial Branch will resolve cases and controversies in a timely and expeditious way without unnecessary delays.

Are trial courts handling cases in a timely manner?

FILING TRENDS

In order to put the timing measures into context, the following chart shows filing trends over the past five fiscal years. The only increases, by category, from FY14 to FY18 are Major Criminal (+22%) and Minor Civil (+8%). Minor Criminal has the largest decrease with 14% fewer filings in FY18 than in FY14. The Juvenile filings decreased by 6% from FY14 to FY18, however, Juvenile Delinquency, CHIPS and Permanency filings all increased.

WCL Category	% Change FY14 to FY18	FY18	FY17	FY16	FY15	FY14
Serious Felony	2.1%	1,319	1,368	1,301	1,306	1,292
Felony DWI	-2.7%	661	611	624	644	679
Other Felony	21.3%	34,992	32,710	33,655	29,996	28,848
Gross Misdemeanor DWI	18.9%	14,200	13,822	14,327	11,870	11,943
Other Gross Misdemeanor	27.4%	17,979	16,901	14,402	13,783	14,114
Major Criminal Total:	21.6%	69,151	65,412	64,309	57,599	56,876
Personal Injury	-17.5%	2,395	2,489	2,670	2,654	2,902
Contract	-33.9%	6,790	6,762	8,301	8,823	10,280
Wrongful Death	-8.1%	137	118	154	127	149
Malpractice	-29.0%	76	113	80	85	107
Property Damage	-22.5%	234	237	229	249	302
Condemnation	0.7%	153	136	107	130	152
Conciliation Appeal	3.8%	576	553	625	635	555
Harassment	24.6%	11,955	11,187	10,560	10,000	9,593
Employment	-3.4%	346	331	351	359	358
Other Civil	-30.7%	8,317	9,067	12,109	12,373	11,993
Major Civil Total:	-14.9%	30,979	30,993	35,186	35,435	36,391
Trust	-24.7%	388	368	423	660	515
Supervised Administration	-31.3%	272	274	324	307	396
Unsupervised Administration	4.0%	3,151	3,098	3,156	3,063	3,029
Special Administration	9.0%	255	266	279	244	234
Informal Probate	-2.7%	3,264	3,303	3,533	3,593	3,354
Estate/Other Probate	7.1%	1,082	1,109	1,047	1,075	1,010
Guardianship/Conservatorship	6.1%	2,751	2,701	2,730	2,830	2,594
Commitment	-1.1%	4,373	4,243	4,328	4,398	4,421
Major Probate Total:	-0.1%	15,536	15,362	15,820	16,170	15,553

WCL Category	% Change FY14 to FY18	FY18	FY17	FY16	FY15	FY14
Dissolution with Child	-5.1%	7,428	7,461	7,851	7,856	7,830
Dissolution without Child	-2.4%	7,639	7,676	7,863	7,721	7,830
Support	-20.9%	11,005	11,017	11,783	11,928	13,918
Adoption	25.3%	1,721	1,492	1,446	1,395	1,373
Other Family	5.4%	3,057	3,199	3,363	3,154	2,900
Domestic Abuse	0.8%	10,819	10,964	11,118	11,057	10,737
Major Family Total:	-6.5%	41,669	41,809	43,424	43,111	44,588
Delinquency Felony	1.5%	3,692	3,714	3,757	3,594	3,637
Delinquency Gross Misdemeanor	10.0%	1,452	1,413	1,344	1,287	1,320
Delinquency Misdemeanor	21.4%	10,922	11,115	12,452	12,134	8,995
Status Offense	-69.0%	3,500	3,475	4,632	7,234	11,296
Dependency/Neglect	44.0%	6,863	7,102	6,711	5,863	4,767
Permanency - TPR	80.3%	2,884	2,537	2,331	1,875	1,600
Permanency - Non TPR	50.4%	1,254	1,092	1,077	720	834
Truancy	-9.4%	1,773	2,280	2,251	2,141	1,957
Runaway	-17.2%	193	169	213	231	233
Major Juvenile Total:	-6.1%	32,533	32,897	34,768	35,079	34,639
Unlawful Detainer	-14.2%	17,439	17,953	18,011	18,610	20,321
Implied Consent	-26.2%	3,922	4,234	5,182	4,841	5,312
Transcript Judgment	7.4%	23,446	19,487	19,257	21,930	21,837
Default Judgment	25.3%	24,768	19,977	19,592	18,895	19,760
Conciliation	15.0%	55,072	50,693	43,380	47,178	47,891
Minor Civil Total:	8.3%	124,647	112,344	105,422	111,454	115,121
5th Degree Assault	0.7%	12,784	12,573	12,895	12,774	12,698
Other Non-Traffic	-15.0%	110,633	113,254	120,865	123,483	130,183
Misdemeanor DWI	-18.8%	19,463	18,997	19,543	23,660	23,982
Other Traffic	-15.5%	579,148	614,240	657,788	655,570	685,544
Juvenile Traffic	-15.3%	6,410	6,306	7,342	7,663	7,572
Parking	-11.9%	359,026	363,823	356,294	328,080	407,384
Minor Criminal Total:	-14.2%	1,087,464	1,129,193	1,174,727	1,151,230	1,267,363
Grand Total:	-10.7%	1,401,979	1,428,010	1,473,656	1,450,078	1,570,531

Filing counts represent the number of children on CHIPS/Permanency cases, the number of charges on Minor Criminal cases and the number of cases for all other case categories.

CLEARANCE RATES

- ◆ The statewide Clearance Rate for all case types combined is 104% (Goal = 100% or above) in FY18.
- ◆ Major Civil cases have the highest Clearance Rate in FY18 at 106%, while Major Criminal cases have the lowest rate at 95%.

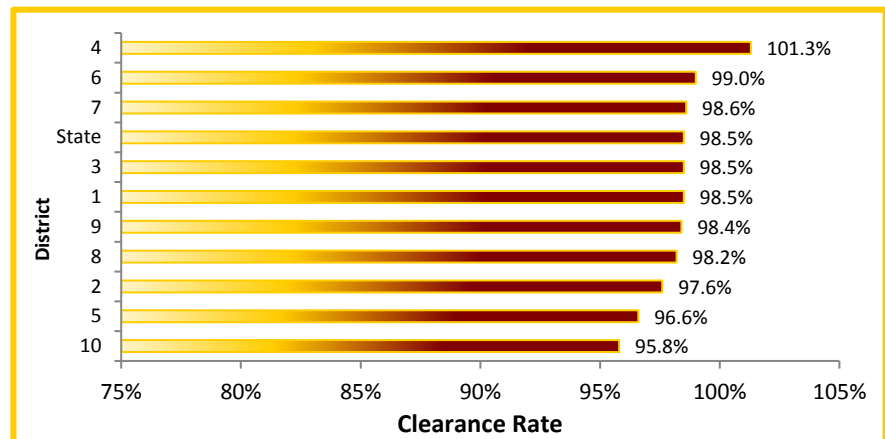
Figure 2.1: Statewide Clearance Rates FY2014 - FY2018

Case Group	Clearance Rates				
	FY14	FY15	FY16	FY17	FY18
Major Crim	98%	100%	92%	100%	95%
Major Civil	96%	104%	96%	105%	106%
Prob/MH	101%	99%	98%	99%	98%
Family	101%	101%	97%	102%	99%
Juvenile	95%	95%	96%	97%	97%
Minor Civil	100%	102%	99%	98%	99%
Minor Crim	95%	96%	96%	101%	105%
State	96%	97%	96%	101%	104%

The FY18 Clearance Rate results, by case group, are generally consistent with the past few years. (Goal is 100% or higher.) However, the Major Criminal Clearance Rate declined from 100% in FY17 to 95% at the end of FY18. The Clearance Rate for Family cases declined from 102% to 99%. While the Family clearance rate declined, it is still very close to the goal of 100%. The Minor Criminal Clearance Rate improved from 101% to 105%.

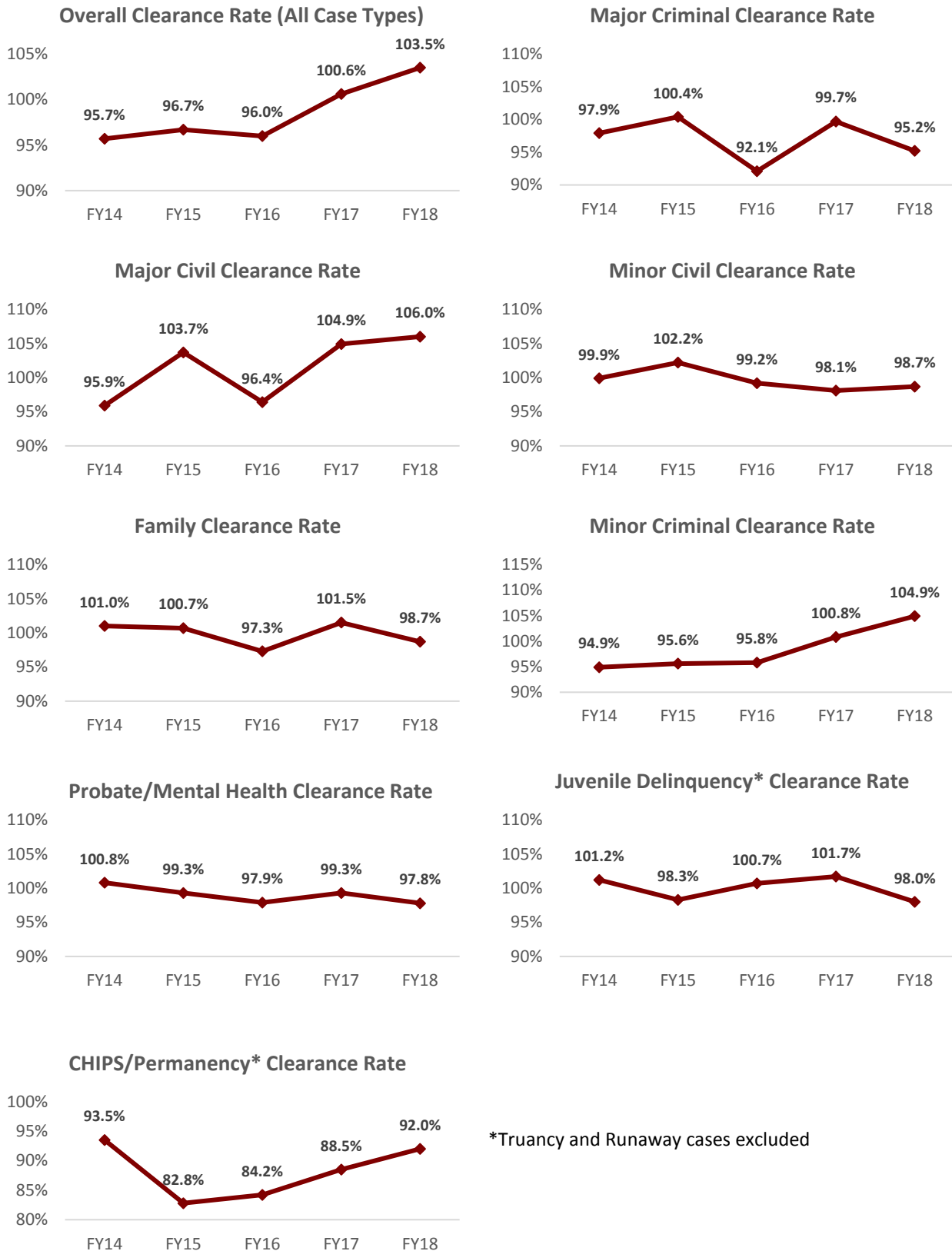
Figure 2.2: Overall (Excluding Minor Criminal) Clearance Rates FY2018 by District

Figure 2.2 shows that the overall FY18 Clearance Rates, excluding Minor Criminal charges, by district, are within 5.5% of each other with a range from 96% in the 10th District to 101% in the 4th District.



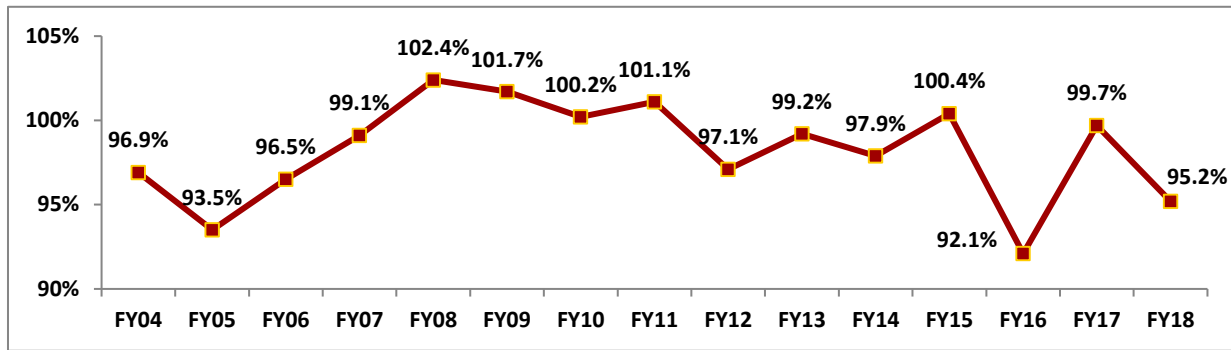
The graphs in Figure 2.3 (next page) show statewide Clearance Rates by case group for the past five fiscal years.

Figure 2.3: Statewide Clearance Rates FY2014 – FY2018 – By Case Group



*Truancy and Runaway cases excluded

Figure 2.4: Statewide Major Criminal Clearance Rates - FY2004-FY2018 (15 Years)

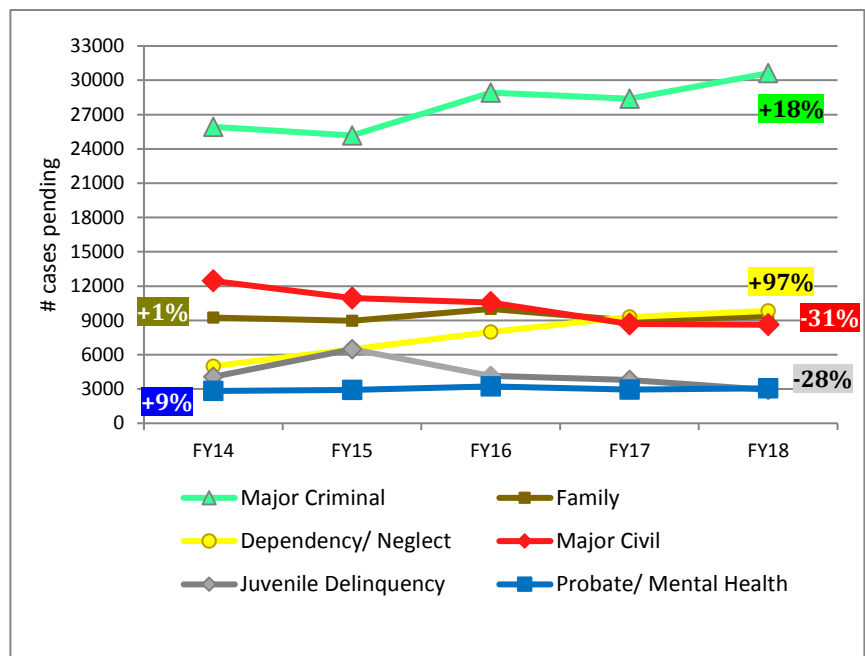


Major Criminal Clearance Rates declined to the lowest rate in 15 years in FY16 (92.1%) as shown in Figure 2.4. This rate improved to nearly 100% in FY17, but has declined in FY18 to 95.2%. The highest clearance rate for major criminal cases during the past 15 years was in FY08 (102.4%). The trend of Major Criminal Clearance Rates being below 100% over several of the past 15 years indicates that a backlog of cases is likely building. The number of 'active' pending Major Criminal cases has increased by 18% in the last five years as shown in Figure 2.5.

Figure 2.5: Statewide Active Pending Caseload, Major Cases FY2014 - FY2018

Figure 2.5 shows that the number of cases pending in major case groups from FY14 to FY18 has declined in Juvenile Delinquency (-28%) and Major Civil (-31%) cases.

Increased numbers of cases/children are pending in Major Criminal (+18% from FY14-FY18), and Dependency/Neglect pending numbers have increased 97% from FY14-FY18. There were 5,001 children with actively pending cases at the end of June 2014. There were 9,831 children on pending cases as of the end of June 2018.



Excludes Dormant Cases and Out on Warrant

TIME TO DISPOSITION

- ◆ Statewide, 95% of all cases disposed in FY2018 were disposed within the 99th percentile time objective (for cases with timing objectives).
- ◆ Major Civil, Dissolution (with or without child), and Domestic Abuse cases exceeded the timing objectives for dispositions at the 99th percentile in FY2018.
- ◆ Major Criminal cases have the highest percentage disposed beyond the 99th percentile time objective (7.3%).

The Time to Disposition measure assesses the length of time it takes a court to process cases. This measure takes into account (subtracts out) periods during which cases are dormant.

Figure 2.6: Statewide Time to Disposition Cases Disposed in MNCIS in FY 2018

WCL Case Group	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	32,372	49.2	6	12,322	67.9	12	16,301	92.7	4,815	7.3	65,810	158
Major Civil	12	31,023	94.3	18	1,211	98.0	24	381	99.2	278	0.8	32,893	96
Dissolutions	12	14,007	94.2	18	598	96.0	24	179	98.8	89	0.6	14,873	106
Domestic Abuse	2	10,466	97.7	3	121	98.9	4	56	99.4	65	0.6	10,708	9
Juvenile Del	3	12,406	79.2	5	2,045	92.3	6	417	94.9	795	5.1	15,663	63
Minor Criminal	3	513,771	85.0	6	46,524	92.7	9	12,198	94.7	32,132	5.3	604,625	165
State Total		614,045	82.5		62,821	90.9		29,532	94.9	38,174	5.1	744,572	156

Objectives are in months; Minor Criminal counts are cases, rather than charges as on other case statistics reports

In FY18, the Major Criminal category has the highest percent of cases disposed past the 99th percentile objective (7.3%) while Major Civil, Dissolution and Domestic Abuse cases exceeded the goals for time to disposition.

The percent of Major Criminal cases disposed beyond the 12-month objective in FY18 compares favorably to the results for the past five fiscal years. Nearly 10% (9.5%) of Major Criminal cases disposed in FY14 were beyond the 99th percentile objective. (see Figure 2.8 on the next page)

Figure 2.7: Percent of Cases Disposed Beyond the 99th Percentile Objective, FY 2018, by Case Group, By District

District	% of Cases Disposed Beyond the 99 th Percentile				
	Major Criminal	Major Civil	Family	Juvenile Delinq.	Minor Criminal
1	8.3%	.7%	.5%	3.2%	1.2%
2	3.9%	.6%	.4%	2.1%	5.4%
3	8.4%	.6%	.3%	9.4%	1.1%
4	5.9%	.7%	.7%	5.3%	12.5%
5	7.1%	.7%	.6%	5.8%	1.0%
6	8.8%	1.6%	.7%	5.7%	2.0%
7	9.6%	1.1%	.3%	5.6%	1.0%
8	4.3%	.6%	.1%	5.0%	.6%
9	5.4%	1.2%	.9%	4.9%	.9%
10	9.5%	1.1%	.9%	5.1%	1.7%
Total	7.3%	.8%	.6%	5.1%	5.3%

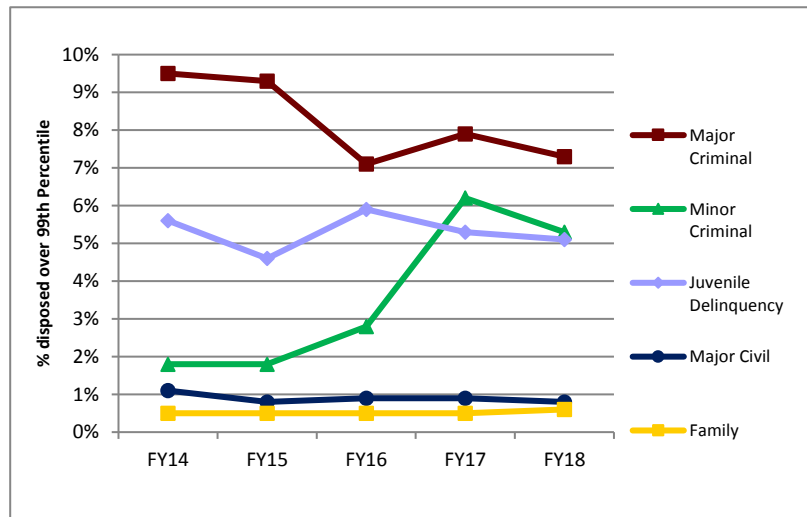
Figure 2.7 shows the percent of cases disposed beyond the 99th percentile by Case Group, by District, for FY18.

There are variations among districts in Major Criminal where the 2nd District disposed of 3.9% of these cases beyond the timing objective of 12 months while the 7th district disposed of 9.6% beyond the 99th percentile.

Statewide, Family cases were disposed within the 99th percentile objective and each district met these time guidelines while Major Civil cases, statewide, met the time objectives and nine of the districts hit that target.

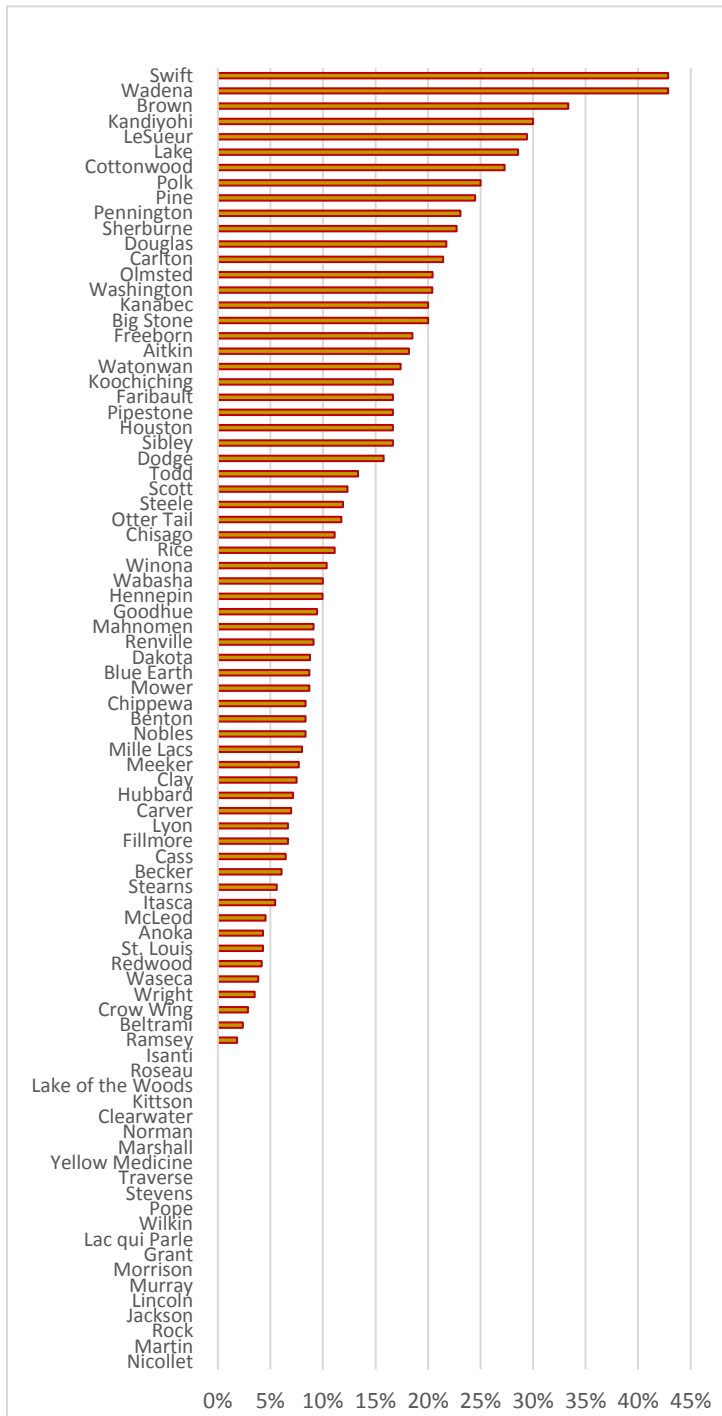
Figure 2.8: Percent of Cases Disposed Statewide Beyond 99th Percentile, FY2014- FY2018, by Case Category

The percent of Major Criminal cases disposed in FY18 beyond one year (7.3%) has declined by over two percentage points compared to FY14 (9.5%) (lower percent is better). Major Civil and Family case categories have maintained meeting and exceeding the goals from FY14 to FY18. Juvenile Delinquency (5.1% FY18) and Minor Criminal (5.3% FY18) cases disposed beyond the timing goal have risen in the last five years. The Minor Criminal results are influenced by the change from processing cases in ViBES in the 2nd and 4th Districts to the current processing in MNCIS.



In addition to looking at Time to Disposition by district, or by case category, there is more variation when looking at individual county results. Figure 2.9 illustrates county variation in Time to Disposition for Juvenile Delinquency Felony cases in FY18. It shows that the percent of cases disposed beyond the 6-month objective (99th percentile) ranges from 0% to 43%.

Figure 2.9: Percent of Delinquency Felony Cases Disposed Beyond 6 Months, FY2018



The statewide percent of Delinquency Felony cases disposed beyond the time objective is 9.5% in FY18. Swift (43%), Wadena (43%), Brown (33%), and Kandiyohi (30%) Counties had 30% or more of these cases disposed in FY18 beyond the 99th percentile goal.

A small number of dispositions can produce large variations in the percent of those that were disposed beyond the timing objective. The total number of Juvenile Delinquency cases disposed in FY18 in the counties with over 30% of the cases beyond the 6-month goal are: Swift (7), Wadena (7), Brown (18), and Kandiyohi (30).

Numbers of Delinquency Felony dispositions in FY18 vary from five counties with zero or one disposition to Hennepin County with 733 Delinquency Felony dispositions.

AGE OF PENDING CASES

- ◆ Timing objectives for Age of Pending cases are being met for Dissolution cases. (Timing objectives are the same as those used for Time to Disposition.)
- ◆ Among districts, the percent of all cases (excluding minor criminal) pending beyond the 99th percentile ranges from 3.9% in the 8th District to 6.9% in the 7th District.

Figure 2.10: Statewide Age of Pending Cases as Of 7/5/2018

Case Group	90th Percentile	Cum 97th Percentile	Cum 99th Percentile	Over 99th Percentile	Total Active Cases Pending
Major Crim	57.2%	72.7%	93.3%	6.7%	30,947
Major Civil	87.3%	94.2%	97.0%	3.0%	8,624
Dissolutions	91.8%	97.5%	99.1%	0.9%	4,439
Dom Abuse	78.7%	85.3%	88.9%	11.1%	380
Juv Delinq	72.9%	87.0%	90.7%	9.3%	2,997
Minor Crim	58.6%	68.0%	72.3%	27.7%	130,985

The statewide average for non-Minor Criminal case types pending over the 99th percentile ranges from 11% of Juvenile Delinquency cases to .9% of Dissolutions pending beyond the time objective.

Minor Criminal results are influenced by the changing business practices in the 2nd and 4th Districts in conversion from ViBES to MNCIS

Figure 2.11: Trend of Statewide % of Major Criminal and Juvenile Delinquency Cases Pending Beyond 99th Percentile Time Objective

Results of Major Criminal Age of Pending cases have improved over the past several years (lower number is better), but with a slight uptick in FY18. Major Criminal timing measures have been a focus over the past few years – and older pending cases have been reduced during that time as shown in Figure 2.11 from 9.7% pending over one year at the end of 2009 to 6.7% pending beyond the objective at the end of June 2018. Juvenile Delinquency percent of cases pending beyond 6 months has also declined (lower is better) over the past years but has increased from 6.1% at the end of June 2017 to 9.3% of cases pending beyond the timing objective at the end of June 2018.

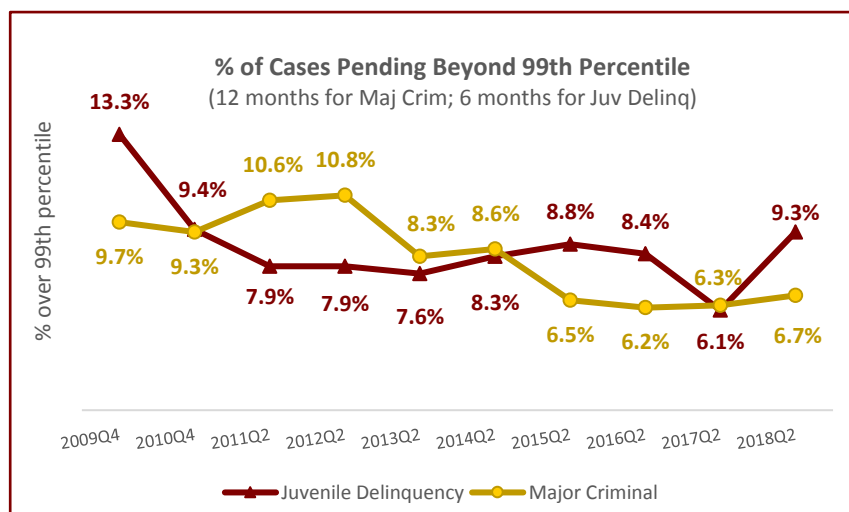
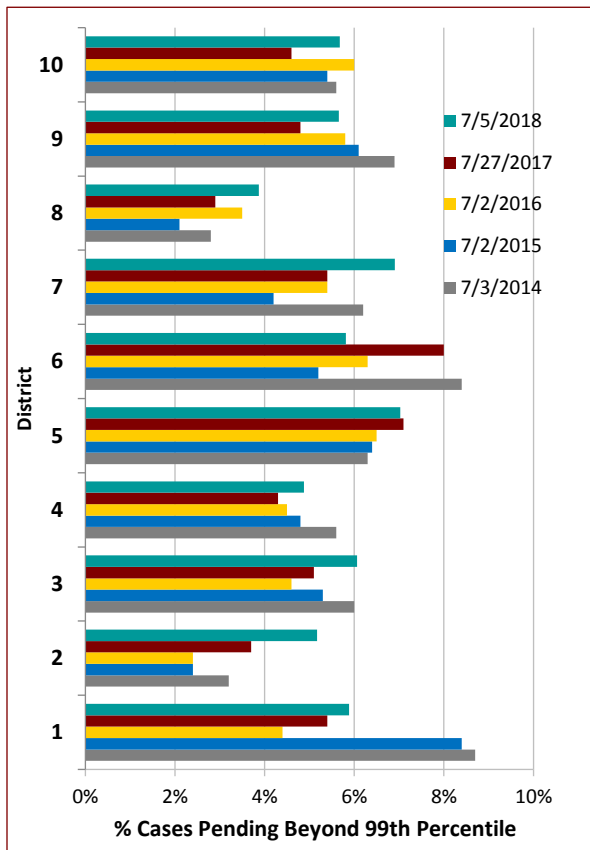


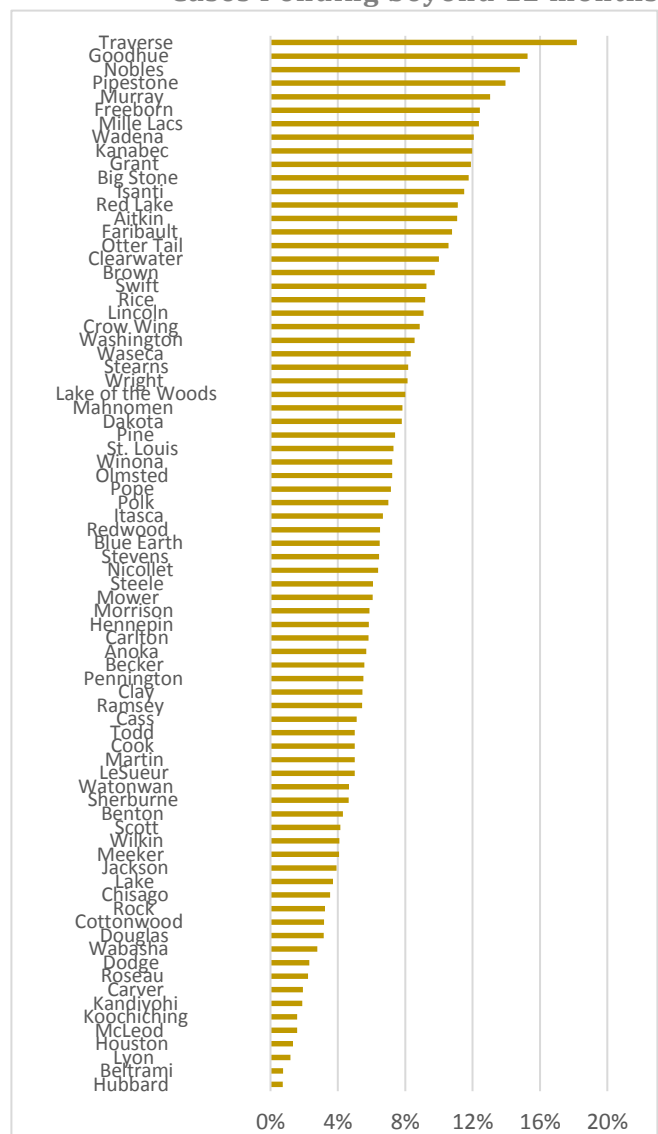
Figure 2.12: Trends in District Age of Pending Cases Past 99th Percentile, All Case Types except Minor Criminal



The overall results of Age of Pending cases at the end of FY18 (excluding Minor Criminal) vary from 3.9% of cases pending beyond the 99th percentile timing objectives in the 8th District, to 7.0% beyond the objectives in the 5th District.

Comparing the percent of cases pending beyond the time objectives in FY14 to FY18, six districts remain consistent or improved over that time. (lower number = improved) Comparing FY18 to FY17 shows that just two of the districts have improved results in overall Age of Pending cases while eight have declined.

Figure 2.13: Percent of All Major Criminal Cases Pending beyond 12 months



Within statewide and district results, there is a lot of variation among counties. An example of this variation is shown in the Age of Pending of all Major Criminal cases pending as of 7/5/2018.

Statewide, 6.7% of these cases were pending beyond the 99th percentile at the end of FY18. Across counties, the percent of Major Criminal cases pending beyond one year ranges from 18% to 0%. As noted earlier, the percentages may appear distorted due to small numbers of cases in some counties. Five (5) counties had 20 or fewer Major Criminal cases pending. The largest number of these cases pending as of 7/5/2018 is in Hennepin County which had over 5,800 Major Criminal cases pending.

LENGTH OF TIME TO PERMANENCY AND ADOPTION

- ◆ Nearly six of ten children (59%) who reached permanency during FY2018 did so after being out of home for 12 months or less (across all types of CHIPS/Permanency cases) compared to 63% in FY2017, 66% in FY2016 and 72% in FY2015. 82% of children reached permanency by 18 months, compared to 86% the previous fiscal year. (Goals are 90% by 12 months, 99% in 18 months.)
- ◆ The objective of having 60% of children reach adoption within 24 months of removal from the home is considered an ‘aspirational goal’. In FY2018, 50% of children statewide were adopted within 24 months. District numbers range from 67% reaching adoption by 24 months to 24%.

“It is the policy of the Judicial Branch that juvenile protection cases... be expedited in conformance with state and federal requirements with the goal of serving the best interests of children by providing safe, stable, and permanent homes for abused and neglected children.

... CJI judges accept shared responsibility for monitoring and improving performance on federal and judicial branch child welfare measures and are encouraged to develop and implement local plans to improve such performance.”

Judicial Council Policy 601

One of the goals of the Children’s Justice Initiative (CJI) is for children removed from a custodial parent to have permanency and stability in their living situation. The Length of Time to Permanency and Time to Adoption reports assist courts in determining the length of time it takes, over the lives of children, to provide permanency to those who are removed from home.

Figure 2.14: Length of Time for Children to Reach Permanency in FY2018, by District

Figure 2.14 shows that, statewide, the goals of having 50% of children reach permanency by 6 months, 90% by 12 months and 99% by 18 months were not met during FY18.

There is variation among districts for the percent of children reaching permanency within 18 months (goal is 99%). The range is from 67% in the 4th District to 94% reaching permanency within 18 months in the 8th District. The number of children reaching permanency is also highest in the 4th District (1,134) and lowest in the 8th District (188).

District	% reaching perm by 6 months	Cum % reaching perm by 12 months	Cum % reaching perm by 18 months	Total Number Children
1	31	69	90	476
2	29	54	78	480
3	29	68	88	367
4	22	47	67	1,134
5	34	71	91	325
6	14	37	74	436
7	28	67	92	569
8	46	77	94	188
9	29	62	83	598
10	24	64	87	532
State	27%	59%	82%	5,105
Goal	50%	90%	99%	

Figure 2.15: Five Year Trend, Children Reaching Permanency by 18 months, By District

% of children reaching permanency by 18 months (goal is 99%), Fiscal Year 2014 to Fiscal Year 2018					
District	FY18 %	FY17 %	FY16 %	FY15 %	FY14 %
1	90	91	93	93	98
2	78	80	83	80	96
3	88	94	90	96	95
4	67	78	79	87	92
5	91	93	91	91	94
6	74	73	79	88	85
7	92	89	94	91	94
8	94	94	98	92	93
9	83	91	91	94	90
10	87	91	91	93	96
State	82%	86%	87%	90%	93%
# children	5,105	4,762	4,370	3,531	3,279

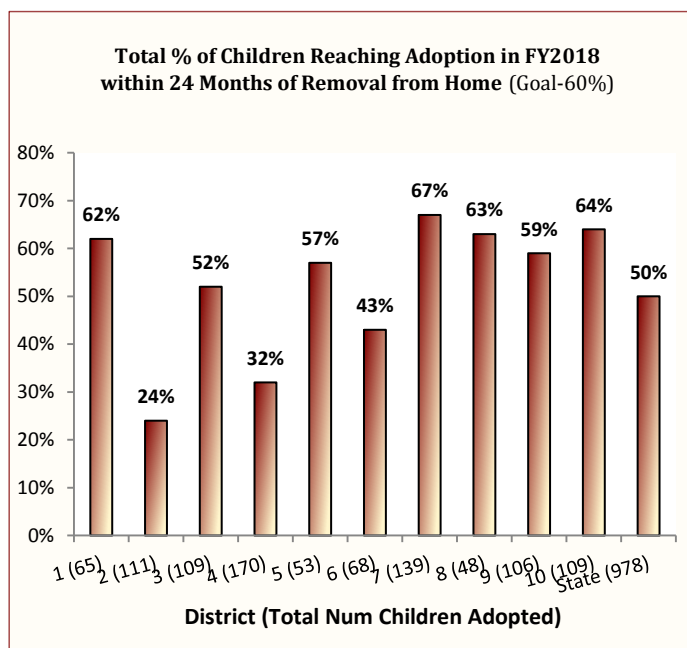
Over the past five fiscal years, the goal of 99% of children reaching permanency by 18 months has not been met by any individual district or the state, although several districts have results above 90%. Statewide, the current FY18 result of 82% reaching permanency within 18 months is the lowest over the past five fiscal years.

The results for FY18 are likely impacted by the increasing numbers of children who have had CHIPS or Permanency cases filed in the past five years.

Fiscal Year	# Children with CHIPS/Perm Filing
FY14	7,230
FY15	8,538
FY16	10,162
FY17	10,730
FY18	10,988

The number of children with a CHIPS or Permanency case filed in the past five fiscal years has increased 52%.

Figure 2.16: Length of Time for Children to Reach Adoption, FY2018, By District



The Judicial Council set an objective that 60% of all children who are under State Guardianship should reach adoption within 24 months from the original removal from the home. Automated, on-demand reports break out the time it takes from removal from the home to being under state guardianship, and then the time it takes from the guardianship order to adoption. The two sets of time are added together to get the total Length of Time to Adoption.

Half (50%) of the 978 children adopted in FY18 reached adoption within 24 months of removal from home (goal is 60%). Four districts exceed the goal (1st, 7th, 8th, 10th), while six districts had from 24% to 59% of children reach adoption within two years.

Figure 2.17: Percent of Children Adopted by 24 Months, Statewide, FY14-FY18

Year Adoption Finalized	% Adopted by 24 Months (Goal is 60%)	Total # Children Reaching Adoption
FY 2018	50%	978
FY 2017	54%	849
FY 2016	56%	772
FY 2015	57%	610
FY 2014	55%	548

The 50% of children reaching adoption by 24 months of being out of home in FY18 is the lowest it has been in the past five fiscal years (higher=better) as is shown in Figure 2.17.

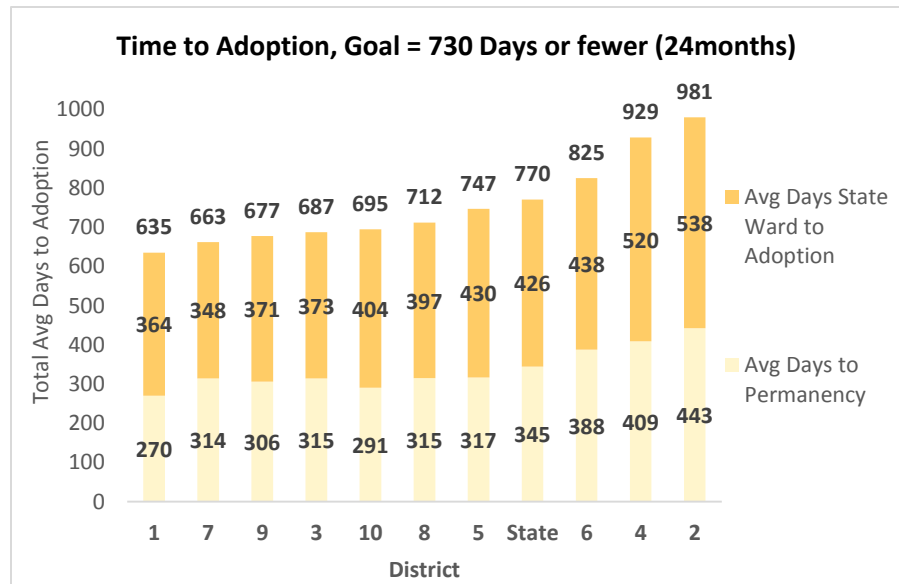
The number of children reaching adoption has increased during this time from 548 in FY14 to 978 in FY18 – a 79% increase.

The automated Time to Adoption for Children Under State Guardianship report shows details for each child with the time to adoption broken into the time from removal from home to the guardianship order and then the time from guardianship order to adoption order. Figure 2.18 below shows that there is variation among districts in these two phases.

Figure 2.18: Average Number Days to Adoption, by Phase, by District, FY2018

Six districts have an average number of days per child to reach adoption that is below the 24 month time objective (730 days). (Lower numbers are generally a more positive result.)

The statewide average number of days from removal from the home to guardianship order (345 avg. days to permanency) comprises 45% of the total time to adoption and 55% is the time from the guardianship order to adoption (426 days).



COURT OF APPEALS DISPOSITIONS WITHIN TIME STANDARDS

The Court of Appeals has adopted the American Bar Association measure of ‘case clearance’, which measures cases from beginning (filing) to end (disposition). The goals are to have 75% of cases disposed within 290 days of filing and 90% disposed within 365 days of filing for all cases.

- ◆ In FY2018, the Court of Appeals fully met this goal: disposing of 77% of all cases within 290 days, up from 75% in FY2017 and 72% in FY2016. The only category that failed to meet the goal was criminal cases, which have longer deadlines for ordering transcripts and filing briefs than in civil cases. (Even without extensions or delays, the usual periods allowed for each step in a criminal appeal take about 315 days.) There were improvements in the processing of civil appeals (93% disposed within 290 days) and juvenile delinquency matters (95% disposed within 290 days, up from 86% in FY2017), and the court continues to dispose of 100% of juvenile-protection matters within 290 days.

Figure 2.19: Percent of Court of Appeals Cases Disposed Within 290 Days of Filing, FY2016-FY2018

Court of Appeals Percentage of Cases Disposed Within 290 Days of Filing From Filing to Disposition Goal = 75% of Cases						
	FY2018		FY2017		FY2016	
	# Cases	% of cases meeting objective	# Cases	% of cases meeting objective	# Cases	% of cases meeting objective
Civil						
General Civil	651	91%	672	88%	638	85%
Unemployment	87	94%	94	99%	129	93%
Family	196	98%	170	96%	177	96%
Other	65	100%	49	98%	55	100%
Total Civil	999	93%	985	91%	999	89%
Criminal						
Criminal	812	54%	798	54%	872	50%
Juvenile Protection						
Protection	81	100%	76	100%	68	100%
Juv. Delinquency						
Delinquency	19	95%	14	86%	12	100%
Total Cases*	1,911	77%	1,873	75%	1,951	72%

* For purposes of calculating case clearance rates, later-filed related cases, which are consolidated for decision purposes, are not included in this total. As a result, the actual number of cases disposed by the court is higher than the “Total Cases” shown.

The Court of Appeals exceeded the goal of disposing 90% of cases within 365 days, by disposing of 96% of its cases within that time in FY18. This result continues the pattern of exceeding this goal in FY17 and FY16. Criminal cases have now met the goal, with 91% disposed within 365 days of filing as shown in Figure 2.20.

Figure 2.20: Percent of Court of Appeals Cases Disposed Within 365 Days of Filing, FY2016-FY2018

Court of Appeals Percentage of Cases Disposed Within 365 Days of Filing From Filing to Disposition Goal = 90% of Cases						
	FY2018		FY2017		FY2016	
	# Cases	% of cases meeting objective	# Cases	% of cases meeting objective	# Cases	% of cases meeting objective
Civil						
General Civil	651	99%	672	99%	638	99%
Unemployment	87	99%	94	100%	129	100%
Family	196	100%	170	99%	177	199%
Other	65	100%	49	100%	55	100%
Total Civil	999	99%	985	99%	999	99%
Criminal						
Criminal	812	91%	798	89%	872	84%
Juvenile Protection						
Protection	81	100%	76	100%	68	100%
Juv. Delinquency						
Delinquency	19	100%	14	100%	12	100%
Total Cases*	1,911	96%	1,873	95%	1,951	92%

* For purposes of calculating case clearance rates, later-filed related cases, which are consolidated for decision purposes, are not included in this total. As a result, the actual number of cases disposed by the court is higher than the "Total Cases" shown.

SUPREME COURT DISPOSITIONS WITHIN TIME STANDARDS

- ◆ The Supreme Court adopted revised timing objectives in January, 2015 that were effective April 1, 2015.
- ◆ Generally, the Supreme Court performance measure results are consistent with those of previous fiscal years.

The Supreme Court first approved timing objectives, or case dispositional goals, in March, 2007. The case categories, case-processing points of measurement, and timing objectives to complete certain events in the life-cycle of an appeal, were taken generally from standards adopted by the American Bar Association in 1994. The adopted timing objectives were considered aspirational but achievable.

In 2014, the Supreme Court undertook a study of its timing objectives in light of recommendations by the National Center for State Courts for model time standards for appellate courts. The Supreme Court also considered the time standards adopted by other states' appellate courts.

Based on its study, the Supreme Court revised its timing objectives by reducing the number of case-processing events to which the standards apply, reducing the time allotted for disposition of an appeal, and reducing the percentage of cases (from 10% to 5%) that are not subject to a time standard ("Beyond 95th percentile" in the table). The Supreme Court adopted revised timing objectives in January 2015 that were effective April 1, 2015.

Data shown in Figure 2.21 on the next page identifies the court's performance based on three factors: (1) the case type or jurisdiction (discretionary; expedited); (2) the case-processing event (PFR to disposition; submission to circulation; submission to disposition); and (3) the timing objective to complete the event ("Days" in the table).

"Days" in the table represents the court's goal – number of days – to complete the event.

"Cases" in the table represents the number of cases that met the timing objective (number of days) in the time period.

"%" in the table represents the percentage of cases within the time period that met or did not meet the objective (number of days).

"Total/Aver." represents the total number of cases in the time period that completed the specific case-processing event and the average number of days to do so.

Figure 2.21: Supreme Court Timing Standards, Fiscal Year 2018

Supreme Court Time Standards											
Performance Report: Cases Submitted July 1, 2017-June 30, 2018 (FY2018)											
Case Type: Event	75th Percentile			95th Percentile			Beyond 95th Percentile			Total/ Aver.	
	Days	Cases	%	Days	Cases	%	Days	Cases	%	Cases	Aver
<i>All case types: submission to circulation of majority</i>	45	45	45%	75	67	67%	N/A	32	32%	99	61
<i>All case types: submission to disposition</i>	120	53	57%	180	78	85%	N/A	14	15%	92	111
<i>Discretionary: PFR filing to disposition</i>	50	344	58%	60	556	95%	N/A	29	5%	585	49
<i>Expedited (TPR, Adopt'n): PFR filing to disposition</i>	25	17	90%	25	17	90%	N/A	2	11%	19	18
<i>Expedited (TPR, Adopt'n): submission to circulation of majority</i>	20	1	50%	30	2	100%	N/A	N/A	N/A	2	17
<i>Expedited (TPR, Adopt'n): submission to disposition</i>	45	1	50%	60	1	50%	N/A	1	50%	2	60

INTEGRITY AND ACCOUNTABILITY

The Minnesota Judicial Branch will ensure the integrity and accountability of its performance by maintaining a record system that is accurate, complete and timely.

Is the electronic record system accurate, complete and timely?

DATA QUALITY PROGRAM

The Data Quality program was created to define data quality standards, identify data quality issues, and determine when it is necessary to develop standard business processes to be implemented statewide. A focus on safety, public interest, statute and rule implementation, and court information provides a foundation for the ongoing operational activities of the Data Quality Program.

During the past year, focus continued to be placed on increasing access to court documents not only to justice partners but also to the public. This focus requires that documents are appropriately classified to help ensure that justice partners and the public have appropriate electronic access to needed documents, and that they do not have access to confidential documents.

"...It ... is the policy of the Minnesota Judicial Branch that to ensure accurate, complete and uniform access to court records, and to ensure compliance with all applicable laws for the access of court records, the Appellate Courts and District Courts shall comply with document security and classification procedures, provisions and Court Administration Processes (CAPs) as applicable."

*Judicial Council Policy 505.3
Data Quality and Integrity*

A new Statewide Document Security Monitoring Plan has been implemented. The plan involves a centralized statewide unit that routinely monitors the state's success and documents the overall performance. By a centralized unit completing this work, statewide trends can be identified and system enhancements and broader training needs and performance issues can be more effectively addressed.

Another data quality focus has been on Statewide Court Administration Processes (CAPs). Efforts to increase statewide processes and ensure compliance with the processes resulted in the development of a new unit within State Court Administration, known as the CAPs Unit. The CAPs Unit is responsible for the statewide document security monitoring mentioned above, CAP creation, and CAP compliance.

Each CAP is drafted with the input of local court administration representatives as well as state court administration members. Upon publication of the CAPs the processes become mandatory and must be followed statewide. The CAPs Unit is responsible for monitoring that compliance occurs and is able to address if more technology, training, or process revisions are necessary.

The statewide document security monitoring, statewide processes, and compliance tracking ensure customers have a consistent experience throughout the courts and that the information and data received is accurate and complete.

EXCELLENCE

The Minnesota Judicial Branch will achieve excellence in the resolution of cases by making decisions that are fair, reasoned, understandable, and that resolve the controversy at issue.

Do participants understand the orders given by the Court?

ACCESS AND FAIRNESS SURVEY

- ◆ The most recent district court Access and Fairness Surveys were completed from January to April, 2013. Statewide, 4,710 court users submitted survey responses. The next survey will be conducted starting in November, 2018 and continuing through March 2019.
- ◆ The statement used in district courts to measure the goal of Excellence had 84% of all respondents agree or strongly agree with the statement in the last survey. This is the highest level of agreement within the Fairness section.

FAIRNESS AND EQUITY

The Minnesota Judicial Branch will provide due process and equal protection of the law, and will ensure that individuals called for jury duty are representative of the population from which the jury is drawn.

Do participants perceive they were treated fairly, listened to and are they satisfied with the Court's decision?

ACCESS AND FAIRNESS SURVEY

- ◆ The most recent District Court Access and Fairness Surveys were completed from January to April, 2013. The next survey will be conducted beginning in late November 2018.
- ◆ The Supreme Court and Court of Appeals conducted the Access and Fairness Survey for the first time in September, 2015 and will conduct another round in approximately four years.

FAIRNESS AND EQUITY, CONTINUED*Are jurors representative of our communities?***JURY POOLS**

- ◆ The jurors who reported to court during FY2018 were very similar racially and ethnically compared to the population of the communities in Minnesota.
- ◆ The gender of jurors in FY2018 is nearly identical to the population of Minnesota.

Demographics of jurors based on returned questionnaires come from the automated jury management system. Figure 5.1 below compares the racial breakdown of the population as reported in the 2010 American Community Survey to the jurors who reported for service in FY2018, returned their questionnaires, and reported their race. Statewide, about 1% of jurors had missing race data.

The results of the American Community Survey are shown for information purposes and are not the official figures used by jury managers.

Figure 5.1: FY2018 Juror Race Compared to 2010 American Community Survey Estimates

	White		Black		Hispanic		American Indian		Asian/Pacific Islander		Other & 2+ Races		Total*
	2010 ACS	FY18 Jurors	2010 ACS	FY18 Jurors	2010 ACS	FY18 Jurors	2010 ACS	FY18 Jurors	2010 ACS	FY18 Jurors	2010 ACS	FY18 Jurors	FY18 Jurors
Minnesota	89.6%	88.1%	3.4%	3.3%	2.1%	2.3%	1.0%	1.0%	2.3%	3.4%	1.7%	1.9%	46,044
Anoka	90.4%	89.2%	3.4%	3.4%	1.9%	2.6%	.5%	.5%	2.4%	4.0%	1.3%	2.2%	1,033
Carver-Scott	92.9%	90.9%	1.4%	1.9%	.9%	1.8%	.7%	1.0%	3.2%	3.2%	.9%	1.2%	1,634
Dakota	88.5%	88.7%	2.3%	3.2%	2.9%	2.9%	.3%	.4%	3.2%	2.8%	2.8%	2.0%	2,649
Hennepin	82.4%	80.3%	8.1%	7.5%	2.6%	2.9%	.7%	.7%	3.5%	5.4%	2.7%	3.2%	9,857
Olmsted	90.9%	90.5%	2.6%	1.9%	2.0%	1.8%	0%	.7%	3.3%	3.7%	1.2%	1.5%	1,663
Ramsey	80.0%	76.1%	7.8%	6.8%	3.7%	3.6%	.7%	.9%	5.6%	9.6%	2.2%	3.0%	6,374
St. Louis	93.1%	95.4%	.9%	.7%	1.4%	.8%	2.3%	1.3%	.4%	1.1%	1.8%	.8%	2,123
Stearns-Benton	94.0%	97.0%	3.4%	.8%	.6%	.9%	.2%	.1%	1.6%	.5%	.2%	.6%	2,504
Washington	92.0%	88.2%	1.7%	3.0%	1.8%	2.8%	.3%	.6%	2.9%	3.8%	1.2%	1.6%	1,149

* Total Jurors with and without race reported.

Source: 2010 American Community Survey micro data estimates compiled by Minnesota State Demographic Center

Population ages 18 to 70, not institutionalized, citizens, speak English at home or speak English "very well" or "well"

Reported Jurors = All jurors who report for service and return questionnaire (may or may not be in voir dire) (Source: JURY+ Web Gen Database; MJB Jury Reports)

Statewide, the jurors in FY18 are very similar to the people in Minnesota who are between 18-70 years old, not institutionalized, are citizens, and speak English at home or speak it "very well" or "well".

In the nine counties or areas that are large enough to report the populations using the juror-specific demographic criteria, two of the locations have a small overrepresentation of White jurors (St. Louis, Stearns-Benton), two areas have a slight underrepresentation of Black jurors (Ramsey, Stearns-

Benton), and five locations have a small overrepresentation of Asian/Pacific Islander jurors (Anoka, Hennepin, Ramsey, St. Louis, Washington). Other racial/ethnic groupings are very close to the census numbers.

Figure 5.2: Comparison of FY2018 Jurors' Gender to Census Results

The juror numbers match closely on gender with the census results as shown in Figure 5.2 although statewide figures show a very small overrepresentation of female jurors. Anoka County is the only location of those with census data that has a small underrepresentation of female jurors. St. Louis County has the highest rate of underrepresentation of male jurors.

	% Female		% Male	
	2010 ACS	FY18 Jurors	2010 ACS	FY18 Jurors
Minnesota	50.4%	51.2%	49.6%	48.8%
Anoka	51.0%	48.5%	49.0%	51.5%
Carver-Scott	50.9%	52.1%	49.1%	47.9%
Dakota	50.7%	52.5%	49.3%	47.5%
Hennepin	51.0%	50.9%	49.0%	49.1%
Olmsted	53.0%	52.7%	47.0%	47.3%
Ramsey	51.8%	53.0%	48.2%	47.0%
St Louis	48.8%	54.5%	51.2%	45.5%
Stearns-Benton	48.2%	50.8%	51.8%	49.2%
Washington	50.6%	51.6%	49.4%	48.4%

FAIRNESS AND EQUITY, CONTINUED

Does the Branch have sufficient race data to assist in analyzing whether persons are treated fairly regardless of race or ethnicity?

RACE DATA COLLECTION

- ◆ The Judicial Council approved the addition of Race Data Collection to the core goal of Fairness and Equity at the July, 2018 meeting. This portion of the policy will take effect on January 1, 2019.

Policy 505.2 now contains the following language related to race data collection:

Each judicial district shall maintain race data collection rates of at least 80% and striving for collection rates of at least 90% on the following case types: Major Criminal, Minor Criminal, Juvenile Delinquency, Juvenile Petty and Traffic, and Juvenile CHIPS. Race data collection rates are available on an on-going basis to judges and court staff via reports on CourtNet.

The results of race data collection will be included in the next Annual Performance Measure report.

QUALITY COURT WORKPLACE ENVIRONMENT

The Minnesota Judicial Branch will ensure that judicial officers, court personnel and jurors are qualified to perform their duties and have the materials, motivation, direction, sense of mission, and commitment to do quality work.

What are our turnover rates?

SEPARATION RATES

- ◆ The rate of staff leaving the branch (separation rate) in FY2018, by district/MJC, ranges from 5.5% in the 1st District to 14.6% in the 2nd District with a statewide separation rate of 9.7%.
- ◆ Retirements and resignations together comprise 87% all separations in FY2018.
- ◆ The total Branch separation rate for FY2018 (9.7%) is higher than the past five fiscal years. Separations by resignation increased nearly one percentage point from FY2017 to FY2018.

Figure 6.1: Separation Rates by District and MJC for FY2018

FY2018 (July 2017-June 2018)										
District/ MJC	Retirement		Resignation*		Dismissal**		Layoff		Total Separations	
	#	%	#	%	#	%	#	%	#	%
1	6.6	3.0%	5.7	2.6%	0	0%	0	0%	12.3	5.5%
2	9.0	4.1%	18.5	8.4%	4.8	2.2%	0	0%	32.3	14.6%
3	5.0	3.1%	6.5	4.1%	2.0	1.2%	0	0%	13.5	8.4%
4	18.1	3.9%	26.6	5.8%	10.0	2.2%	0	0%	54.7	11.9%
5	5.6	4.8%	4.0	3.4%	1.0	.9%	0	0%	10.6	9.0%
6	4.0	3.4%	6.1	5.2%	1.0	.9%	0	0%	11.1	9.5%
7	7.0	3.9%	6.5	3.6%	0	0%	0	0%	13.49	7.6%
8	3.0	4.2%	1.0	1.4%	1.0	1.4%	0	0%	5.0	6.9%
9	5.0	3.1%	6.0	3.7%	1.0	.6%	0	0%	12.0	7.4%
10	15.0	5.0%	15.0	5.0%	3.0	1.0%	0	0%	33.0	11.1%
MJC***	12.0	3.3%	15.6	4.2%	6.0	1.6%	0	0%	33.6	9.2%
Total	90.3	3.8%	111.4	4.7%	29.8	1.3%	0	0%	231.5	9.7%

= number of FTEs; % = percent of avg # of FTEs in a location during the Fiscal Year who separated from the branch

All figures exclude Judges, Law Clerks, Bar Exam Monitors, and Limited/Temporary Appointments

Average FTE calculated by taking avg of beginning and ending fiscal year FTE counts (excluding classifications above)

*Resignation includes Term Without Rights, Death, End of Disability Leave, Resignations, and Separation - Other

** Dismissal figures include Gross Misconduct and Dismissal

*** MJC includes SCAO, Court of Appeals, Supreme Court, Lawyers Professional Responsibility Board, Board of Law Examiners, Continuing Legal Ed

The total number of FTEs separated from the branch in FY18 (231.5) is the highest number in the past five fiscal years. The variation by location in FY18 total separation percent ranges from 5.5% in the 1st District to 14.6% in the 2nd District.

Voluntary separations - retirements and resignations - account for 87% of the FTEs leaving the Branch in FY18, with dismissals accounting for the remaining 13% of separations.

Figure 6.2: Total Separation Rates by District and MJC, FY2014 to FY2018

District/MJC	FY18	FY17	FY16	FY15	FY14
1	5.5%	3.6%	5.0%	8.5%	4.4%
2	14.6%	12.6%	15.1%	7.2%	8.6%
3	8.4%	6.6%	10.8%	5.8%	11.6%
4	11.9%	8.2%	10.9%	10.4%	5.2%
5	9.0%	11.8%	5.1%	6.1%	4.5%
6	9.5%	14.4%	13.4%	9.7%	8.6%
7	7.6%	6.7%	9.3%	5.7%	5.1%
8	6.9%	4.6%	5.1%	5.1%	5.0%
9	7.4%	10.5%	11.5%	5.9%	4.1%
10	11.1%	8.9%	7.3%	7.6%	8.6%
MJC	9.2%	7.0%	5.9%	7.7%	5.0%
Total	9.7%	8.4%	9.1%	7.8%	6.4%
<i>Total Number Separations</i>	231.5	198.3	211.8	178.5	138.9

The statewide separation rate in FY18 (9.7%) is higher than the previous five fiscal years. The 2nd District, in FY18, has the highest rate among all districts over these five fiscal years (14.6%). The lowest rate over the past five fiscal years is 4.1% in the 9th district in FY14.

There are many different ways to calculate turnover rates (or separation rates.) So, not all numbers are exactly comparable, especially those that report figures by month instead of annually. The annual separation rate of 9.7% for the Branch is roughly estimated at .8% per month. This compares to U.S. Department of Labor, Bureau of Labor Statistics figures for State and Local government employees (excluding

education) of 1.7% separations in June, 2018¹. The total separation rate forecast for all occupations 2016-2026 is 10.9%²

Figure 6.3: Statewide Separation Rates by Type, FY2014 to FY2018

Separation rates for Retirement, Resignation, and Dismissal all increased in FY18 compared to FY17. The largest percentage increase as shown in Figure 6.3 is in the Resignation category.

Separation Type	FY18	FY17	FY16	FY15	FY14
Retirement	3.8%	3.4%	3.9%	3.3%	3.0%
Resignation	4.7%	3.9%	3.7%	3.5%	2.7%
Dismissal	1.3%	1.1%	1.5%	1.0%	.7%
Layoff	0%	0%	0%	0%	0%
Total	9.7%	8.4%	9.1%	7.8%	6.4%

¹ <https://www.bls.gov/news.release/jolts.a.htm>

² <https://www.bls.gov/emp/tables/occupational-separations-and-openings.htm>

QUALITY COURT WORKPLACE ENVIRONMENT, CONTINUED

Do employees and judicial officers express satisfaction in their positions?

QUALITY COURT WORKPLACE SURVEY RESULTS

- ◆ The Quality Court Workplace (QCW) Survey was conducted for the third time in September, 2016. Previous rounds of the survey were completed in 2008 and 2012, and the next QCW Survey will be conducted, tentatively, in 2020.
- ◆ Over 1,900 employees and 199 judges/justices participated in their respective QCW surveys in 2016.
- ◆ In the 2016 survey, the statement with the highest level of agreement among employees was: “I understand how my job contributes to the overall mission of the Minnesota Judicial Branch” (93% agree/strongly agree). The highest level of agreement among judges/justices was: “I am proud I work in my court” (96% agree/strongly agree).
- ◆ The Judicial Council approved a statewide focus on employee responses in the most recent survey: 1) Communication that is timely, effective, and provides audience-relevant context, and, 2) Understand and address workload.

The QCW survey contained 31 questions for employees with responses ranging from Strongly Disagree to Strongly Agree. These results are shown on the following pages for employees, along with the mean score for each statement and the number of respondents (N). The statements and results are broken into six Index areas, e.g. Supervision and Management, Work Conditions.

The different colors of mean scores on reports represent an objective assessment of how good/poor a score is by using a framework created by the National Center for State Courts (NCSC). As shown here, if you see a score using green text, that means that by the NCSC standard, your workplace is “Doing a good job” on that measure.

Greater than 4.0, Doing a good job **Between 3.5 to 4.0, Doing OK** **Less than 3.5, Needs Improvement**

The statements most directly related to communication are: “Important information is communicated to me in a timely manner” (69% agree/strongly agree) (in blue section) and “I am kept informed about matters that affect me in my workplace” (72% agree/strongly agree) (in red section).

The statement with the highest level of disagreement of the survey is in the Work Conditions index (green, next page): “I am able to keep up with my workload without feeling overwhelmed.” (20% disagree/strongly disagree)

Figure 6.4: Results of Quality Court Workplace Survey, All Employees, 2016

Environmental Factors Leading to Dissatisfaction		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean	(N)
8	I am treated with respect.	7%	2%	6%	11%	46%	35%	81%	4.1	1916
9	When I do my job well, I am likely to be recognized and thanked by my supervisor.	12%	4%	9%	14%	38%	35%	73%	3.9	1926
16	Managers and supervisors follow up on employee suggestions for improvements in services and work processes.	14%	4%	10%	23%	43%	20%	63%	3.6	1930
17	I have regular meetings with my supervisor that are useful and meaningful.	11%	3%	9%	18%	45%	26%	71%	3.8	1929
26	My supervisor is available when I have questions or need help.	6%	2%	5%	9%	42%	43%	85%	4.2	1918
Supervision and Management		78								

4	My court/MJB is respected in the community.	4%	1%	4%	23%	49%	23%	72%	3.9	1926
10	My working conditions and environment enable me to do my job well.	11%	3%	9%	15%	47%	25%	73%	3.8	1923
19	I have the materials, equipment, and supplies necessary to do my job well.	6%	1%	5%	9%	53%	32%	85%	4.1	1921
27	I am able to keep up with my workload without feeling overwhelmed.	20%	5%	15%	17%	44%	18%	62%	3.5	1926
31	I feel safe at my workplace.	7%	1%	6%	11%	51%	31%	82%	4.0	1909
Work Conditions		77								

5	The people I work with can be relied upon when I need help.	4%	1%	3%	8%	41%	47%	88%	4.3	1932
15	The people I work with take a personal interest in me.	5%	1%	4%	16%	50%	28%	78%	4.0	1925
20	My coworkers care about the quality of services and programs we provide.	4%	1%	4%	12%	50%	33%	84%	4.1	1926
28	My workplace is engaged in creating an environment where all persons are valued and treated with respect regardless of differences in individual characteristics (i.e. age, gender, religion, race/ethnicity, sexual orientation, disability, etc.).	9%	3%	7%	12%	47%	32%	78%	4.0	1928
30	My court/district/board/SCAO is committed to improving communications and working effectively with clients and/or court users from diverse backgrounds.	3%	1%	3%	18%	52%	27%	78%	4.0	1922
Interpersonal Relations		82								

Employees, cont.

Motivational Factors Leading to Satisfaction		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean	(N)
11	I feel valued by my supervisor based on my knowledge and contribution to my department/unit/division.	9%	2%	7%	12%	40%	39%	79%	4.1	1930
12	Important information is communicated to me in a timely manner.	15%	3%	12%	16%	46%	22%	69%	3.7	1927
13	The leadership provided by the Judicial Council meets the needs of my court/district/board/SCAO.	7%	2%	5%	39%	40%	13%	54%	3.6	1927
21	On my job, I know exactly what is expected of me.	4%	1%	4%	10%	53%	33%	85%	4.1	1926
23	My time and talents are used well.	8%	2%	7%	14%	51%	27%	78%	3.9	1923
25	I know what it means for me to be successful on the job.	3%	1%	3%	8%	56%	33%	89%	4.2	1922
Achievement		79								

2	I am kept informed about matters that affect me in my workplace.	14%	4%	11%	13%	47%	25%	72%	3.8	1933
7	I understand how my job contributes to the overall mission of the Minnesota Judicial Branch.	2%	1%	1%	5%	50%	42%	93%	4.3	1925
14	I enjoy coming to work.	6%	2%	5%	17%	50%	27%	76%	3.9	1929
22	I am proud that I work in my court/SCAO.	1%	0%	2%	8%	43%	46%	90%	4.3	1923
24	I get the training I need to do my job well.	12%	3%	9%	16%	48%	23%	72%	3.8	1917
29	I am able to collaborate effectively with those outside my immediate county or division to improve our work.	9%	2%	7%	28%	42%	21%	63%	3.7	1925
Work Itself		79								

1	My work unit looks for ways to improve processes and procedures.	5%	2%	4%	10%	50%	35%	84%	4.1	1933
3	As I gain experience, I am given responsibility for new and exciting challenges at work.	11%	4%	8%	19%	42%	28%	70%	3.8	1927
6	I have an opportunity to develop my own special abilities.	11%	2%	9%	19%	46%	25%	70%	3.8	1924
18	When appropriate, I am encouraged to use my own judgment in getting the job done.	4%	2%	3%	10%	48%	37%	85%	4.2	1926
Responsibility		80								

In response to the results of the employee survey, strategies have been developed for improving these areas:

- 1) Techniques for Communicating during Change
- 2) Increasing Knowledge About and Pacing of Major Initiatives

Figure 6.5: Results of Quality Court Workplace Survey, Justices/Judges, for 2016

Environmental Factors Leading to Dissatisfaction		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean	(N)
6	I am treated with respect.	1%	1%	1%	6%	47%	45%	92%	4.4	198
11	My district/court has regular bench meetings that are useful and meaningful.	8%	1%	8%	9%	49%	33%	82%	4.1	199
Supervision and Management		85								
3	My court is respected in the community.	1%	0%	1%	7%	58%	34%	92%	4.2	199
7	My working conditions and environment enable me to do my job well.	12%	1%	11%	10%	40%	37%	78%	4.0	196
12	I have the materials, equipment and supplies necessary to do my job well.	6%	2%	5%	6%	58%	30%	88%	4.1	198
24	I feel safe at my workplace.	15%	3%	13%	14%	42%	29%	71%	3.8	199
25	I am able to keep up with my workload without feeling overwhelmed.	20%	4%	17%	13%	48%	20%	67%	3.6	199
Work Conditions		79								
4	My judicial colleagues can be relied upon when I need help.	2%	0%	2%	4%	33%	61%	94%	4.5	198
10	The people I work with take a personal interest in me.	2%	0%	3%	9%	47%	41%	89%	4.3	198
13	My colleagues care about the quality of services and programs we provide.	1%	0%	1%	4%	45%	51%	95%	4.5	199
19	My court is engaged in creating an environment where all persons are valued and treated with respect regardless of differences in individual characteristics (i.e. age, gender, religion, race/ethnicity, sexual orientation, disability, etc.).	3%	1%	3%	8%	37%	52%	89%	4.4	199
21	My court is committed to improving communications and working effectively with clients and/or court users from diverse backgrounds.	2%	0%	3%	8%	49%	40%	89%	4.3	199
Interpersonal Relations		88								

Similar to employees, the statement with the highest level of disagreement for judges is, “I am able to keep up with my workload without feeling overwhelmed” (20% disagree/strongly disagree). The statement with the next highest level of disagreement is, “I feel safe at my workplace” (15% disagree/strongly disagree).

Judges, Cont.

Motivational Factors Leading to Satisfaction		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean	(N)
8	Important information is communicated to me in a timely manner.	7%	1%	7%	9%	53%	31%	83%	4.1	198
14	I know exactly what is expected of me as a judge/justice.	3%	0%	3%	4%	51%	43%	93%	4.3	199
16	My time and talents are used well.	5%	2%	4%	9%	54%	31%	85%	4.1	197
18	I know what it means for me to be successful on the job as a judge/justice.	2%	1%	2%	6%	47%	44%	92%	4.3	198
23	The leadership provided by the Judicial Council meets the needs of my court.	13%	2%	12%	33%	38%	16%	54%	3.5	199
Achievement		81								
2	I am kept informed about matters that affect my work.	6%	0%	7%	8%	55%	30%	85%	4.1	198
5	I understand how my position contributes to the overall mission of the Minnesota Judicial Branch.	1%	0%	1%	4%	34%	62%	95%	4.6	199
9	I enjoy coming to work.	2%	1%	2%	6%	39%	53%	92%	4.4	198
15	I am proud that I work in my court.	0%	0%	0%	4%	27%	69%	96%	4.6	198
17	I get the educational resources I need to do my job well.	5%	1%	5%	6%	50%	40%	89%	4.2	199
20	I am able to collaborate effectively with those outside my court to improve our work.	5%	2%	4%	18%	49%	27%	77%	4.0	198
Work Itself		86								
1	My court looks for ways to improve processes and procedures.	2%	1%	2%	6%	43%	50%	92%	4.4	199
22	I have an appropriate level of autonomy in my court.	6%	2%	5%	8%	52%	34%	86%	4.1	199
Responsibility		85								

Two of the statements with the highest levels of agreement among judges are in the Work Itself index (red): “I am proud that I work in my court” (96% agree/strongly agree) and “I understand how my position contributes to the overall mission of the Minnesota Judicial Branch” (95% agree/strongly agree).

As of August, 2017, District Chief Judges and Justices reviewed results of their Quality Court Workplace survey with their bench and solicited feedback to assess their strengths and areas for local and statewide follow-up. Due to the variation in local results, Districts are customizing their local responses to their bench. (See pages 8-9 for more information about how districts are addressing QCW results.)

DATA DETAILS (APPENDIX)

DEFINITION OF TERMS

Dates

State Fiscal Year – Nearly all figures that are reported by year are reported using state fiscal year. For example, state fiscal year 2018 includes data from July 1, 2017 to June 30, 2018. This number is also referred to as FY2018, FY18.

Timeliness Measures

Clearance Rate – Number of dispositions for a specified period of time divided by the number of filings (multiplied times 100). A Clearance Rate of 100% indicates a court is ‘keeping up’ with cases filed. A Clearance Rate under 100% indicates a possible growing backlog.

Time to Disposition – Assesses the length of time it takes to process cases compared to the Judicial Council objectives for timely case processing. The measure is reported as a percentage of cases meeting the timing objectives for when 90% of cases should be disposed, at the 97th percentile and at the 99th percentile. Any more than 1% of cases disposed beyond the 99th percentile are considered to have not met timing objectives.

Age of Pending – Shows the percent of currently pending cases that are within the timing objectives for timely case processing. Results from the end of each quarter are archived for trend reporting. Cases pending beyond the 99th percentile objective can be considered as one measure of court backlog.

Length of Time to Permanency – Assesses whether or not timely permanency decisions are being made for children. Reports the number of children for whom permanency was achieved on a CHIPS or Permanency case, and the length of time the child was out of home prior to the permanency order/disposition date for time periods of up to 6 months, up to 12 months, 15 months, 18 months, 24 months and over 24 months. The goal is to achieve permanency by 18 months for 99% of all children.

Time to Adoption for Children under State Guardianship – Assesses whether or not adoptions occur within two years (24 months) of entering foster care for 60% of children reaching adoption. Reports the number of children for whom adoption was achieved, the length of time the child was out of home prior to being under state guardianship and the length of time from state guardianship to adoption. The combination of the two time periods equals Time to Adoption.

Court of Appeals Dispositions within Time Standards – Reports the number and percent of cases, by case area, that met the objectives of disposing of 75% of cases within 290 days of filing and disposing of 90% of cases within 365 days of filing.

Supreme Court Timing Standards – Reports identify the court’s performance based on three factors: (1) the case type or jurisdiction (original/mandatory; discretionary; expedited); (2) the case-processing event (PFR to disposition; submission to circulation; submission to disposition); and (3) the timing objective to complete the event.

Quality Court Workplace Environment

Turnover Rate - Also called Separation Rate. Number of Full Time Equivalents (FTEs) who leave the branch during the fiscal year divided by the average number of FTEs employed in a location during that fiscal year (multiplied times 100). Rate excludes Judges, Law Clerks, Bar Exam Monitors and Limited/Temporary Appointments.

Index Scores – Index scores are an overall score for a grouping of survey statements; also referred to as index categories or sections. Scores can be calculated at the county, division, district or statewide levels. If there are 5 statements in a section with responses on a 1-5 point scale, the index is calculated by summing the means (averages) for each question in the section which brings the total maximum score to 25. (5 questions x 5 points maximum each) This score is then multiplied by 4 to place it on a 100-point scale. For a grouping of 4 statements, the total maximum score is 20, so the multiplier is 5.

ANALYSIS NOTES

The data in this document come from several sources. The results of timing measures for district courts come from MNJAD (Minnesota Judicial Analytical Database, or data warehouse) reports and the data represents both what exists at a point-in-time and trends over the past months and years.

Data changes each week as new and updated information is loaded into the data warehouse from MNCIS (Minnesota Court Information System). All years noted in the timing area represent fiscal years, unless otherwise noted.

The Trial Court Reports (MNJAD reports) for Clearance Rates, Time to Disposition, Age of Pending Cases, Length of Time to Permanency and Time to Adoption for Children under State Guardianship are available to judges and staff on CourtNet (the intranet of the Minnesota Judicial Branch). The Clearance Rates, Time to Disposition and Age of Pending Cases reports are available in the original tabular format as well as in color-coded “stoplight report” format. Readers of this report are encouraged to look at the data in this report as well as seek additional information using MNJAD and stoplight reports.

Court of Appeals and Supreme Court timing information is reported from MACS (Minnesota Appellate Court System case management system) and reflects fiscal year figures.

Separation rates are reported from the Human Resources and Development Division of the State Court Administrator’s Office (SCAO) and reflect FY2018 and include trends back to FY2014. Juror information comes from the jury management system and includes jurors from FY2018 compared to results of the 2010 American Community Survey (replaces the previous long-form census).

Results of the Quality Court Workplace survey are also available to judges and staff on CourtNet. Several reports are available to see results by county, district or statewide; by employees or judges/justices; comparisons of employees and judges; and comparisons of results for 2016, 2012 and 2008.