PERFORMANCE MEASURES

KEY RESULTS AND MEASURES

MINNESOTA
JUDICIAL
BRANCH

January, 2009

Prepared by State Court Administrator's Office

Court Services Division

TABLE OF CONTENTS

Executive Summary 6
Analysis Notes 7
High Points of Performance Measure Results 9
Possible Areas of Concern 12
Next Steps 14
Review of Key Results and Measures 16
Access to Justice 16
Access and Fairness Survey 16
Table 1.1: Access and Fairness Liaisons 16
Table 1.2: Survey Responses by District 17
Table 1.3: Response Rates by District 17
Table 1.4: Access Section Responses Statewide 18
Table 1.5: Mean Scores by Court Size 19
Table 1.6: Mean Score by Case Type Bringing Respondent to Court 19
Table 1.7: Access Section Index Scores by District 20
Table 1.8: Access Index Scores by County 21
Table 1.9: Access Section Index Scores by Demographics 22
Timeliness 24
Clearance Rates 24
Table 2.1: Statewide Clearance Rates 2007 24
Table 2.2: 2007 Clearance Rates By District 24
Table 2.3: Statewide Clearance Rates 2003-2007 – By Case Group 25
Table 2.4: Statewide Pending Caseload Major Cases 2003- 2007 26
Time To Disposition 27
Table 2.5: Statewide Time To Disposition 2007 27
Table 2.6: Time To Disposition 2007 By Case Group By District 28
Table 2.7: Juvenile Delinquency Felony Time to Disposition 2007 by District 29
Table 2.8: Misdemeanor DWI Dispositions Beyond the 99th Objective 2007 By County 30
Table 2.9: Time To Disposition 2005-2007 Early MNCIS Locations 31
Age of Pending Cases 32
Table 2.10: Statewide Age of Pending As Of 10/16/2008 32
Table 2.11: Age of Pending Beyond 99th Percentile All Case Types 32

Table 2.12: Other Felony Cases Pending Beyond 99th Percentile (12 months) By District 33
Table 2.13: Percent of Other Felony Cases Pending Beyond 99th Percentile (12 months) By County 34
Court of Appeals Dispositions Within Time Standards 35
Table 2.14: Percent of Court of Appeals Cases Within Last Brief to Submission Time Objective 35
Table 2.15: Percent of Court of Appeals Cases Within Submission to Disposition Time Objective 36
Supreme Court Dispositions Within Time Standards 37
Table 2.16: Percent of Supreme Court Cases Within 50th Percentile Time Objective 37
Table 2.17: Percent of Supreme Court Cases Within 90th Percentile Time Objective 38
Excellence 39
Access and Fairness Survey 39
Table 4.1: Excellence Question Responses 39
Fairness and Equity 40
Access and Fairness Survey 40
Table 5.1: Fairness Section Responses 40
Table 5.2: Fairness Index Scores by District 41
Table 5.3: Fairness Index Scores by Demographics 42
Jury pools 45
Table 5.6: Juror Racial Comparison With Census 45
Table 5.7: Hispanic Jurors And Census Table 5.8: Missing Juror Hispanic Data 46
Table 5.9: Comparison of Jurors' Gender With Census 47
Quality Court Workplace Environment 48
Separation Rates 48
Table 6.1: Separation Rates for FY07 48
Table 6.2: Separation Rates for FY08 49
Table 6.3: Separation Rates By District FY 08 and FY 07 49
Quality Court Workplace Survey Results 50
Employee Survey 50
Table 6.4: Employee Survey Response Rates 50
Table 6.5: Employee QCW Index Scores 51
Table 6.6: Supervision and Management Statements Mean Scores by Location 52
Table 6.7: Disagreement Levels for Recognition by Supervisors 52
Table 6.8: Employee Supervision and Management Index 53

Table 6.9: Workload - Mean Scores by Role and Location 54
Table 6.10: Mean Scores for Q10 by Location 54
Table 6.11: Employee Work Conditions Index 54
Table 6.12: Interpersonal Relations Index Scores by Location 55
Table 6.13: Percent of Respondents Who Disagree with Q28 55
Table 6.14: Employee Interpersonal Relations Index 56
Table 6.15: Percent of Respondents, by Role, Who Agree or Strongly Agree with Q21 57
Table 6.16: Achievement Mean Scores by Location 57
Table 6.17: Employee Achievement Index 58
Table 6.18: Mean Scores for Q2 By Role 59
Table 6.19: Employee Work Itself Index 59
Table 6.20: Q3 and Q6 Mean Scores by Role 60
Table 6.21: Employee Responsibility Index 60
Table 6.22: Employee Mean Scores by Statement 61
Table 6.23: Employee Mean Scores by Statement by Years in Current Position (Pre/Post State Funding) 62
Judge/Justice Survey 63
Table 6.24: Judge/Justice Response Rates by Location 63
Table 6.25: Judge/Justice Index Scores 63
Table 6.26: Regular Bench Meetings - Mean Scores by Location 64
Table 6.27: Judge/Justice Supervision and Management Index 64
Table 6.28: Mean Scores for Q7 Q12 Q24 and Q25 by Districts Needing a Judge 65
Table 6.29: Judge/Justice Work Conditions Index 65
Table 6.30: Interpersonal Mean Scores by Location 66
Table 6.31: Judge/Justice Interpersonal Relations Index 67
Table 6.32: Leadership Structure – Mean Scores by Location 68
Table 6.33: Judge/Justice Achievement Index 68
Table 6.34: Collaboration - Mean Scores by Location 69
Table 6.35: Judge/Justice Work Itself Index 69
Table 6.36: Improve Processes/Procedures - Mean Score by Location 70
Table 6.37: Judge/Justice Responsibility Index 71
Table 6.38: Judge/Justice Mean Scores 71
Table 6.39: Mean Scores by Years in Position 72
Comparing employee Results to judge/justice results 73
Table 6.40: QCW Employee and Judge/Justice Index Scores 73

Table 6.41: Judge/Justice and Employee Mean Scores 74
Data Details (Appendix) 75
Judicial Council Policies 5.05, 5.05a, 5.05b 75
Access and Fairness Survey Forms – English and Spanish 81
Access and Fairness Response Rates by County 83
Access and Fairness Survey Analysis Notes 84
MNCIS Go-live Dates 85
MNJAD Case Management Reports 86
Clearance Rates For CY 2007 88
Clearance Rates By District 2003 - 2007 89
Time To Disposition Statewide 2007 92
Time To Disposition By District 2007 93
Time To Disposition By Activity Type Statewide 2007 97
Number of Dispositions in 2007 for Misdemeanor DWI Cases 98
Age of Pending Statewide 99
Age of Pending By District 100
Other Felony Cases Pending 110
Juror Race, Ethnicity and Gender By County 2007 111
Quality Court Workplace Environment 116

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 report contains the first set of complete results for all eleven Key Results and Measures of Judicial Council Policy 5.05, 5.05a and 5.05b which were passed in October 2005 and revised in July 2006. The contents are organized into three sections – Executive Summary; Review of Key Results and Measures; and Data Details (Appendix).

The implementation of the Performance Measure effort could not have reached this point without the work and cooperation of everyone in the Branch. The Judicial Council, judges and staff across the state have contributed to the Performance Measure effort in many ways including:

- MNCIS implementation was completed in April 2008.
- Over 100 locations across all 87 counties conducted Access and Fairness surveys between January and June 2008 using local staff to administer the process. With encouragement from judges on the bench for court users to participate, we received over 7,700 completed surveys (approximately 79% response rate).
- Over 2,000 employees (75% response rate) and over 200 justices/judges (71% response rate) completed the Quality Court Workplace survey in September 2008.
- District court timing reports are now being produced from MNJAD (data warehouse) due to the work of a large team of staff from court administration, ITD, Court Services Division, the Data Quality Steering Committee and the Data Quality Work Group.
- The Data Quality program was created in July 2007 and has contributed to improving data quality and increasing confidence in report results.

This summary first provides notes about the details of the data and then discusses results that are high points, followed by possible areas of concern and finishes with a consideration of what next steps the Judicial Council wants to take. The results present a barometer of the work of the Branch, an overall picture of how we're doing at this point in time. This report contains baseline information which can be used in the future to look at trends.

ANALYSIS NOTES

The data in this document come from several sources. The results of timing measures for district courts come from MNJAD reports as of mid-October 2008 and the data represents what exists at a point-in-time. It changes each week as new and updated information is loaded into the data warehouse from MNCIS. All years noted in the timing area are calendar years.

The Trial Court Reports (MNJAD reports) for Clearance Rates, Time to Disposition and Age of Pending Cases are currently available on CourtNet for internal court use but are not yet approved for public usage. This review and approval process is based on Judicial Council Policy 7.03, which states in part that "Court data and reports that are accessible shall be reasonably accurate". These three reports were reviewed by the data quality report team and the Data Quality Steering Committee recommended that they be made available to all court staff and judges for additional review.

MNJAD reports may contain some inconsistencies due to conversion from TCIS or other predecessor systems, data entry anomalies or incomplete records in MNCIS. The reports can be used to assess these possible inconsistencies and provide a basis for determining if any data should be corrected or updated. Readers of this report are encouraged to look at the data in the report as well as seek additional information using the MNJAD reports.

Court of Appeals and Supreme Court timing information is reported from the case management systems used by the courts and reflects calendar year figures.

Separation rate data is reported from the Human Resources Division of SCAO and is for Fiscal Year 2007 and Fiscal Year 2008 as noted in that section. Juror information comes from the jury management system in each county and includes jurors from calendar year 2007.

The data for the Access and Fairness and Quality Court Workplace Surveys come from the Court Services Division and results are for calendar year 2008 (except for four Access and Fairness surveys conducted in 2007). Both surveys used scales from 1-5 comprised of the following options:

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neither Disagree nor Agree (or Neutral)
- 4 = Agree
- 5 = Strongly Agree

Advisory groups of judges, court and district administrators, and SCAO staff were convened to plan for implementation of both surveys. The advisory groups specifically addressed issues of confidentiality for those taking surveys and for handling comments that identified individuals. For both surveys, given the need to balance confidentiality and data validity concerns with a desire to report data at the local level, no results are reported for groups with fewer than 10 responses. Any personal comments received on the Access and Fairness surveys were distributed only to the Chief Judge of that district and personal comments on the Quality Court Workplace survey will be distributed to the appropriate Director/Administrator.

Terms used within the survey analyses include:

Mean – The mean is calculated by adding up all the values in a set of data and then dividing that sum by the number of values in the dataset. A mean is also referred to as the average.

Index Score – An overall score for a grouping of statements; also referred to as index categories. By summing the average scores (means) for each question, an index is created. However, the index scores for each section are easier to interpret and compare when placed on a 100-point scale. If there are 5 statements in a section, with a maximum score of 5 points each, the total maximum score possible is 25. Multiplying the summed averages by 4 gives a score on a 100-point scale. For a grouping of 10 statements, the total maximum score is 50, so the multiplier is 2. An example of the construction of an index score is shown below.

Constructing the Overall Fairness Index Score

		Average score
11.	The way my case was handled was fair.	3.7
12.	The judge listened to my side of the story before he or she made a decision.	3.4
13.	The judge had the information necessary to make good decisions about my case.	3.1
14.	I was treated the same as everyone else.	2.4
15.	As I leave the court, I know what to do next about my case.	+ 1.7
		14.3
		x 4
		Overall Fairness Index Score = 57.2

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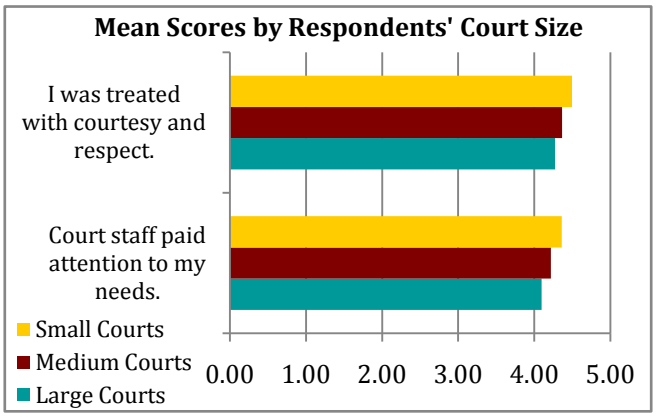
HIGH POINTS OF PERFORMANCE MEASURE RESULTS

Access to Justice

The measure for this goal is the Access and Fairness Survey. There were 7,769 responses across the state with an average response rate of 79%. Overall, most court customers who completed the survey agree or strongly agree with most measures relating to access to the courts.

- Over 80% of respondents agreed or strongly agreed with 7 of the 10 statements in the Access section.
- Finding the courthouse and courtrooms received the highest levels of agreement.

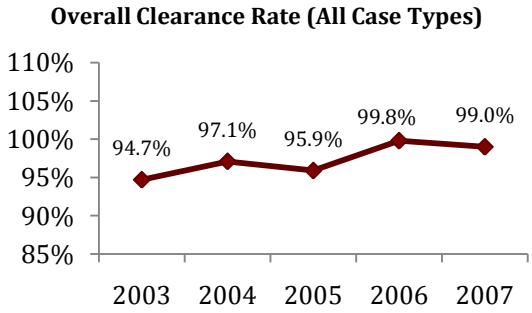


Respondents in small courts had higher levels of agreement with two measures related to customer service. All courts were above 4.0 (on a scale from 1 to 5), but as court size grows, agreement with these measures goes down (see chart).

Responses in Minnesota are comparable with responses from other jurisdictions throughout the country that have conducted the Access and Fairness Surveys.

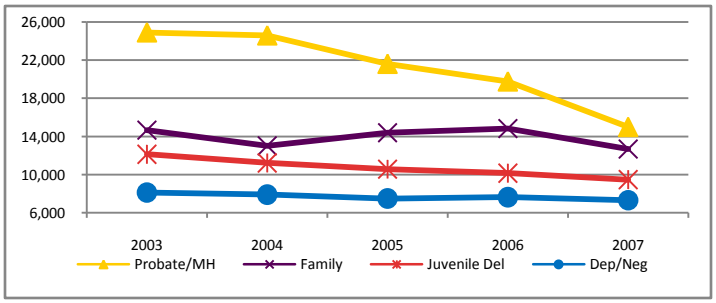
Timeliness

Generally, district courts disposed of as many cases in calendar year 2007 as were filed (Clearance Rate of 99%) and the overall Clearance Rate improved from 2003 to 2007.



Specific case types with upward trends for Clearance Rates in the past few years include Major Criminal, Probate/Mental Health, Family and Juvenile Delinquency cases.

If Clearance Rates are below 100%, the number of pending cases grows and delays usually follow. Due to a combination of factors, the number of cases pending has decreased from 2003 to 2007 for Probate/Mental Health, Family, Juvenile Delinquency and Dependency/Neglect cases.



- Half of the districts exhibit an overall clearance rate in 2007 of 100% or higher for all cases combined with the 2nd District having the highest rate at 109%.

WCL Case Type	99th Percentile Objective (Months)	% Cases Disposed at 99th Percentile
Major Civil	24	98.2
Dissolutions	24	98.7
Domestic Abuse	4	98.2
Minor Criminal	9	98.2
Total All Cases		**97.3**

- For Time to Disposition Statewide, over 97% of all cases disposed in MNCIS in 2007 were disposed within the 99th percentile time objective. (Time objectives set by the Judicial Council are noted in Policy 5.05a in the appendix.) Over 98% of Major Civil, Dissolution, Domestic Abuse and Minor Criminal cases were disposed within the 99th percentile objective. (These are dispositions from MNCIS and they represent approximately 75% of all dispositions in 2007.)

- Because Time to Disposition reports only MNCIS dispositions, there is little trend information available. But, there is no consistent pattern in percent of cases disposed beyond the 99th percentile for the 15 earliest locations which converted to MNCIS (excluding probate/mental health conversions).

- All (100%) Court of Appeals cases met the objective for the time it should take from Submission to Disposition. The objective is 90 days, except for Juvenile Delinquency which is 60 days. The Supreme Court is generally meeting its time standards, especially for the time from Filing of PFR (Petition for Further Review) to Disposition of PFR.

Integrity and Accountability

No specific measures were identified for this area, but the goal is to ensure that the electronic record system is accurate, complete and timely.

- The Data Quality program began in July 2007 to identify and resolve data quality issues. The program, with direction from the Data Quality Steering Committee, will work with appropriate groups to determine when it is necessary to develop standard business practices to be implemented statewide.

- Data quality reports will soon be available on CourtNet for court administration to use to identify possible data entry problems with recording final dispositions for each individual charge. Additional reports are in development.

- Several MNJAD reports, including Clearance Rates, Time to Disposition and Age of Pending Cases, have recently gone through a multi-step data quality review process and are in the final stages of review before they are made available to the public.

Excellence

The measure for this goal was one statement on the Access and Fairness Survey: *As I leave the court, I know what to do next about my case*. The statewide mean score for this statement was 4.2, the highest in the Fairness section and among the highest in the survey.

Fairness and Equity

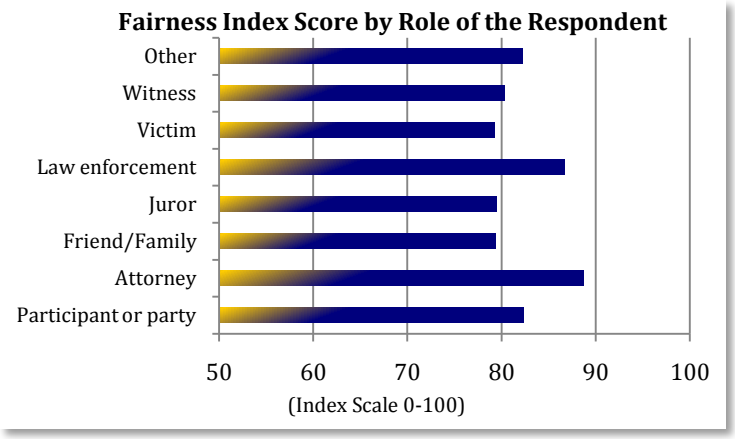
Measures for this goal area include whether or not jurors are representative of our communities and if court participants perceive that they were treated fairly, listened to and are satisfied with the court's decision.

- Nearly all jurors complete the race information on questionnaires, and those who report to court are similar racially and ethnically compared to the population of the communities in Minnesota.

- There are slightly more female jurors than in Minnesota communities, but the difference is only 1% - 50% females statewide in the 2000 census vs. 51% for jurors in 2007.

- In the Access and Fairness Survey, at least 80% of respondents agree or strongly agree with all statements in the fairness section.

- Highest levels of agreement for the Fairness section were from Attorneys and Law Enforcement (including probation and social services staff) (see chart).



Quality Court Workplace

This goal area includes the percent of employees who leave the courts each year and if employees and judicial officers express satisfaction in their positions. Nearly three-fourths of all employees and judges/justices participated in the first Quality Court Workplace survey in September 2008 – 2,036 responses from employees and 219 from judges/justices.

- Just over 8% of employees left the Branch in FY 2008 with nearly 7% being resignations and retirements.

- Most employees (89%) agree or strongly agree that they know how their job contributes to the overall mission of the Branch, as do 91% of judges/justices.

- Nearly nine of ten employees (88%) report that they are proud that they work in their court and over 97% of judges/justices agree with that statement.

- Over 93% of judges/justices and 78% of employees agree they are treated with respect.

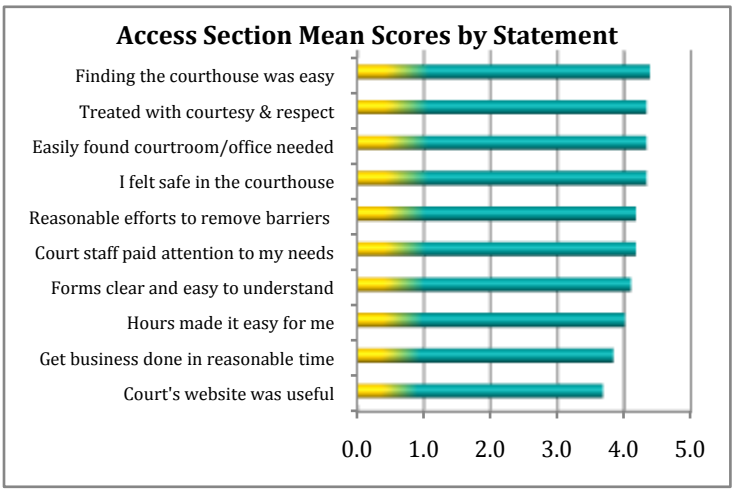
- Over 83% of employees agree/strongly agree that their supervisor is available when they need help.

POSSIBLE AREAS OF CONCERN

The measures in this section are possible areas of concern, and do not necessarily reflect poor performance. Since there are no standards at this time for the surveys, and no previous results to compare to, our ability to assess performance on these measures is limited. This first round of results serves as a baseline. We can compare the results from each survey to itself, and report the areas which are lower, as compared to other areas, whether that is by location or demographic.

Access to Justice

- Statements about being able to get court business done in a timely manner, hours of operation making it easy to do business, as well as a website statement tend to have lower levels of agreement than the other seven statements in the Access section of the Access and Fairness Survey (see chart).



- Respondents who were witnesses, multi-racial, or Black/African American tend to have lower levels of agreement than other respondents in the Access section.

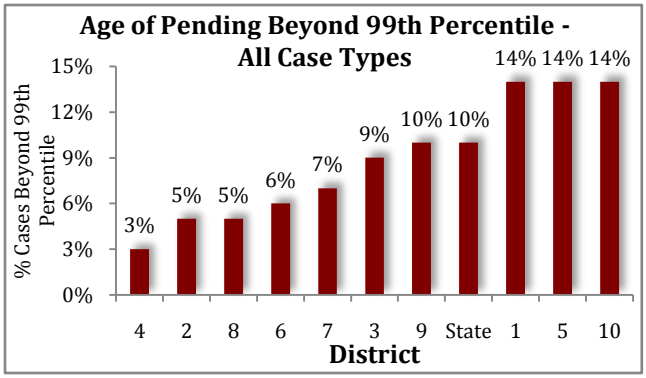
- Fourteen locations (9 counties) had Access Index scores of 80 or less; six of which were in the fourth district, and three in the tenth district. Comparatively, 48 locations had Access Index scores over 83.1.

Timeliness

- Major Civil cases have the lowest Clearance Rates statewide in 2007 and the rate has been declining over the past five years from 99% in 2003 to 95% in 2007. This has led to an increased number of cases pending (11% increase from 2003-2007).

- Major Criminal Clearance Rates have been below 100% in the past five years and the number of pending cases has increased 36% from 2003-2007. Also, in 2007, 10% of Major Criminal cases were disposed after the 12 month timing objective (99th percentile objective) and only 52% of Major Criminal cases are disposed at the 90th percentile objective of four months. Almost one-third of the serious felony dispositions in 2007 (29%), occurred beyond the 12 month objective for these cases.

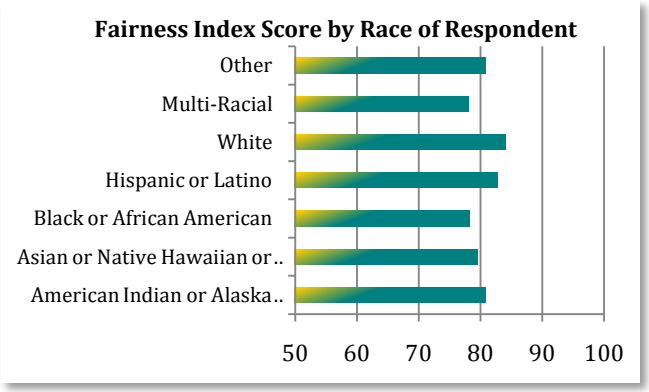
- Dependency/neglect cases have also had Clearance Rates below 100% in the past five years ranging from 91% in 2003 to 95% in 2007. However, this improved Clearance Rate has resulted in a reduction in the number of pending dependency/neglect cases from 8,130 cases pending at the end of 2003 to 7,330 pending cases in 2007.



- There are large differences among districts for overall Age of Pending cases beyond the 99th percentile of the timing objectives (as of mid-Oct 2008) – from 3% up to 14%. Districts 1, 3, 5, 9 and 10 have had a need for one or more judges for at least 7 of the past 10 quarters. These districts have the greatest percentage of cases pending beyond the 99th percentile.

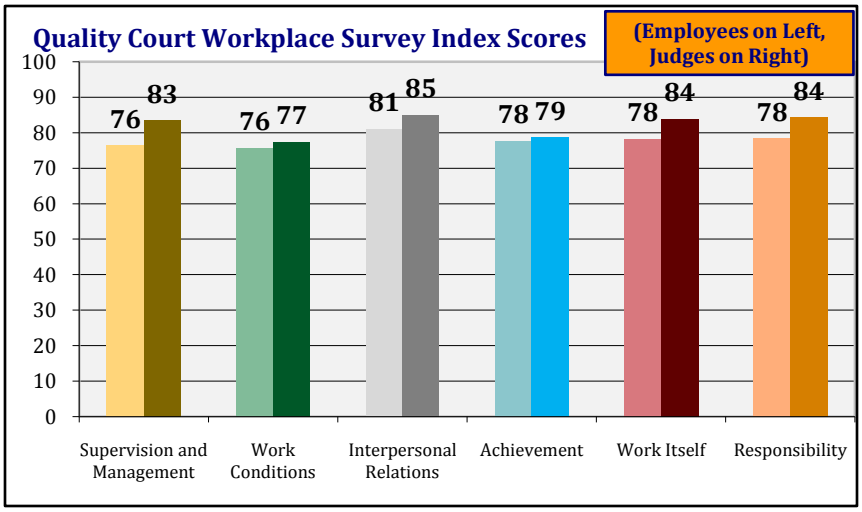
Fairness and Equity

- Responses in the Fairness section of the Access and Fairness survey varied by demographic groups and locations, specifically role and race of respondents, as well as by county size[1] and response rate, with racial minorities scoring the lowest. A breakdown of all index scores by race of respondent is shown to the right.



Quality Court Workplace Environment

- Over 25% of employees and judges/justices disagree or strongly disagree they can get their work done without feeling overwhelmed.
- Over 25% of judges/justices and 15% of employees disagree or strongly disagree the leadership structure of the Branch fits their needs.
- Judges/justices consistently scored higher than employees on individual statements (18 of 24), as well as overall index category scores (see chart).
- Employees and judges/ justices who were in their current position before the transition to state funding consistently have higher levels of disagreement that those in their positions three years or less.



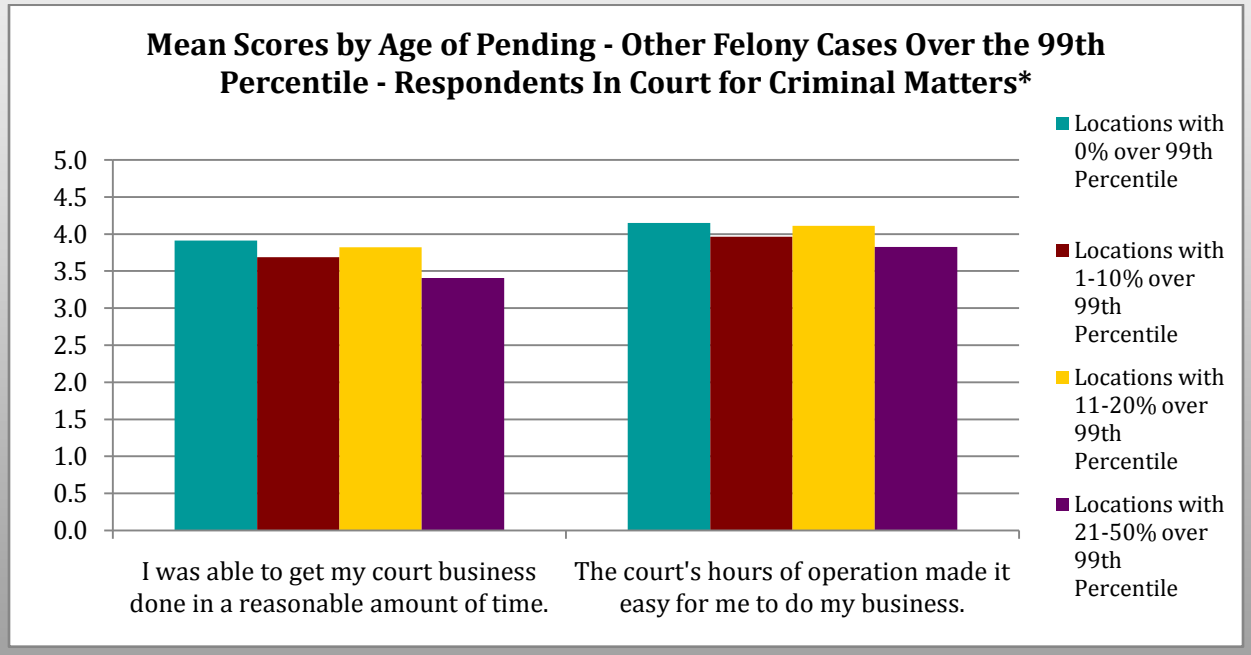
[1] County size categories from the 2008/2 Implied Need Calculation (Small, Medium, Large)

NEXT STEPS

This report includes a small fraction of all of the information available for Performance Measures. There is more survey data, timing data, and analysis of combinations of measures. The Judicial Council may want to consider what next steps to take with Performance Measures. Some ideas could include:

- Everyone in the Branch examine the data. Review these results with the bench and court administration in each district and with SCAO. Look at measures at the district and county level to identify positive areas as well as possible items of concern.
- Request additional, more detailed data for areas of focus.
- Look for patterns among the results from different goal areas.

Example: The following chart illustrates the use of timeliness measures to analyze results of two statements of the Access and Fairness Survey. It shows that in locations that have a higher percent of Other Felony cases pending beyond the 99th percentile (12 months), court users in court for criminal matters gave lower scores to statements about being able to get court business done in a reasonable amount of time and about court's hours of operation making it easy to do business.



*Percentages relate to the percent of Age of Pending Other Felony cases over the 99th percentile of the county in which the respondent completed the survey.

Questions remain for the Judicial Council

This is the first comprehensive report to the Judicial Council of the Key Results of Performance Measures. Policy 5.05 states that "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."

Questions remain about how the Council will carry out this policy.

- What role should the Judicial Council play in reviewing this information and acting on it along with any additional data?
    - As an example, the Judicial Council will be asked to select two items from the Quality Court Workplace Survey for everyone to work on statewide. Each district will develop action plans related to these themes.
    - Additional focus areas could be identified in other goals
- What follow-up actions should be taken?
- Should there be an on-going review process for Key Results and Measures? What will the process be for reviewing results? Who should participate in analyzing results? Judicial Council? COPS? Work Groups?
- With whom should these key results be shared? Court Community? Public? Legislature? How should results be communicated?

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

- Over 80% of respondents agreed or strongly agreed with 7 of the 10 statements in the Access section.
- Access Section Index scores vary from 78 to 87 across demographic groups of respondents, specifically role and race of respondent, as well as size of the court[2].
- Three statements regarding timeliness and the website scored lower than the other seven statements.
- Responses in Minnesota are comparable with responses from other jurisdictions that have conducted the Access and Fairness Surveys, showing similarity with the lowest scores for the same statements.

The Access and Fairness Survey conducted in Minnesota was adapted from the NCSC CourTools Access and Fairness Survey. The survey contains fifteen questions, divided into two sections: (1) Access and (2) Fairness. There are also demographic questions that respondents were asked to complete, so their responses could be categorized. The surveys, provided in English and Spanish, can be found in the appendix.

Access and Fairness surveys were conducted over a period of six months, beginning in January of 2008, and continuing through June of 2008. Survey liaisons were appointed from each district and were responsible for working with the Chief Judge in each district to implement the Access and Fairness Surveys in every county/location in their district. These liaisons performed a large role in scheduling, instructing, and, in many districts, conducting the surveys. A list of the survey liaisons can be found in *Table 1.1: Access and Fairness Liaisons*.

Table 1.1: Access and Fairness Liaisons

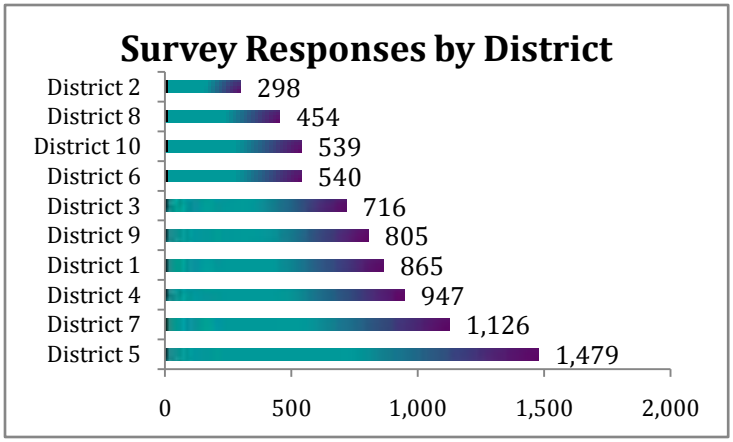
District 1	Brian Jones	Deputy District Administrator
District 2	Keri Zehm	Operations Research Asst.
District 3	Sara Daley	Human Resources Coordinator
District 4	Marcy Podkopacz	Judicial Courts Services Manager
	Gina Kubits	Judicial Operations Research Assistant
District 5	Barb Worrell	Assistant District Administrator
District 6	Judy Isaacson	Court Administrator

[2] County categories from the 2008/2 Implied Need Calculation (Small, Medium, Large)

District 7	Marcia Setrum	Assistant District Administrator
District 8	Becky Dolen	Assistant District Administrator
District 9	Nancy Winger	Assistant District Administrator
District 10	Marcia Leipzig	Human Resources Coordinator

A total of 7,769 surveys were completed by court customers. The paper surveys were gathered in the Court Services Division where each survey was scanned and results recorded in a database. The responses per district ranged from almost 300 to just under 1,500 responses. To see the responses by district, see *Table 1.2: Survey Responses by District* below.

Table 1.2: Survey Responses by District



Response rates for intercept surveys[3] are many times lower than other methods for collecting data via surveys, and typically range from 25-50%[4]. The statewide response rate for the Access and Fairness Surveys was significantly higher at 79%. A breakdown of the response rates by district can be found in *Table 1.3: Response Rates by District*. Response rates by county can be found in the appendix.

Table 1.3: Response Rates by District

District	Response Rate
District 1	74%
District 2	81%
District 3	67%
District 4	70%
District 5	94%
District 6	86%
District 7	91%
District 8	84%
District 9	75%
District 10	68%
State	**79%**

[3] Intercept surveys are surveys in which people are approached on-the-spot to take a survey. The most common form of intercept surveys are mall surveys where a participant could be interviewed, taken into a room, or given a survey on a clipboard. The person is intercepted, in public, to take a survey.

[4] Ellis, C.S., Evans, B., Santiago, G.M., & Reed, L.M. (2007). Surveying International Travelers: An Argument for Intercept Interviewing. Presented at the American Association for Public Opinion Research Conference, Anaheim, CA, May 2007.

Results from the Access section of the survey are included in this section, and the Excellence and Fairness sections also contain results from the survey. Statewide, about nine out of ten respondents indicated they agree or strongly agree with the following statements:

"Courthouse administration staff are always respectful, pleasant to work with, and willing to assist with any social service needs."

- Finding the courthouse was easy (90%)
- I easily found the courtroom or office I needed (90%)
- I was treated with courtesy and respect (89%)

These statements also had the highest mean scores in the survey (4.4, 4.3, and 4.3, respectively).

Three statements stand out from the other statements with fewer than eight out of ten respondents who indicate they agree or strongly agree with the statements:

"Court always starts late - not just a few minutes, up to 1/2 to 1 hour

- The court's hours of operation made it easy for me to do business (77%)
- I was able to get my court business done in a reasonable amount of time (71%)
- I viewed the Court's website and found it useful (58%)

These statements also had the lowest mean scores in this section (4.0, 3.8, and 3.7, respectively). Responses to each Access Section statement can be found in *Table 1.4: Access Section Responses* .

Table 1.4: Access Section Responses Statewide

Access Section Responses									
		Strongly Disagree	**Disagree**	**Neither**	**Agree**	**Strongly Agree**	**Agree or Strongly Agree**	**Mean Score**	**(N)**
1	Finding the courthouse was easy.	**2.8%**	**1.8%**	**5.4%**	**33.6%**	**56.4%**	**90.0%**	**4.4**	7,652
2	The forms I needed were clear and easy to understand.	**2.8%**	**3.1%**	**12.1%**	**45.3%**	**36.7%**	**82.0%**	**4.1**	6,479
3	I felt safe in the courthouse.	**3.2%**	**2.0%**	**6.4%**	**35.2%**	**53.3%**	**88.5%**	**4.3**	7,569
4	The court makes reasonable efforts to remove physical and language barriers to service.	**2.5%**	**1.9%**	**11.8%**	**42.7%**	**41.1%**	**83.8%**	**4.2**	6,673
5	I was able to get my court business done in a reasonable amount of time.	**7.1%**	**8.0%**	**13.3%**	**36.6%**	**34.9%**	**71.5%**	**3.8**	7,329
6	Court staff paid attention to my needs.	**3.6%**	**2.8%**	**10.0%**	**39.2%**	**44.4%**	**83.5%**	**4.2**	7,370
7	I was treated with courtesy and respect.	**3.1%**	**2.0%**	**5.8%**	**36.1%**	**53.0%**	**89.1%**	**4.3**	7,628
8	I easily found the courtroom or office I needed.	**2.7%**	**1.9%**	**5.4%**	**39.3%**	**50.8%**	**90.0%**	**4.3**	7,518
9	I viewed the Court's website and found it useful.	**6.2%**	**6.1%**	**29.5%**	**29.4%**	**28.8%**	**58.2%**	**3.7**	3,320
10	The court's hours of operation made it easy for me to do business.	**4.1%**	**4.8%**	**13.7%**	**41.0%**	**36.5%**	**77.5%**	**4.0**	7,135

There is variation in responses between counties of different size[5]. Respondents from small courts reported higher levels of agreement with two statements directly related to customer service, *I was treated with courtesy and respect*, and *Court staff paid attention to my needs.* Mean scores by court size can be found in *Table 1.5: Mean Scores by Court Size*.

Table 1.5: Mean Scores by Court Size

There is variation in mean scores by the case type that brought the respondent to court for two of the statements in this index category. Juvenile Delinquency and Specialty Courts show the lowest mean scores, with Child Protection, truancy, runaway scoring low on the statement, *I was able to get my court business done in a reasonable amount of time*. The mean scores for all case types bringing respondents to court can be found in *Table 1.6: Mean Score by Case Type Bringing Respondent to Court*.

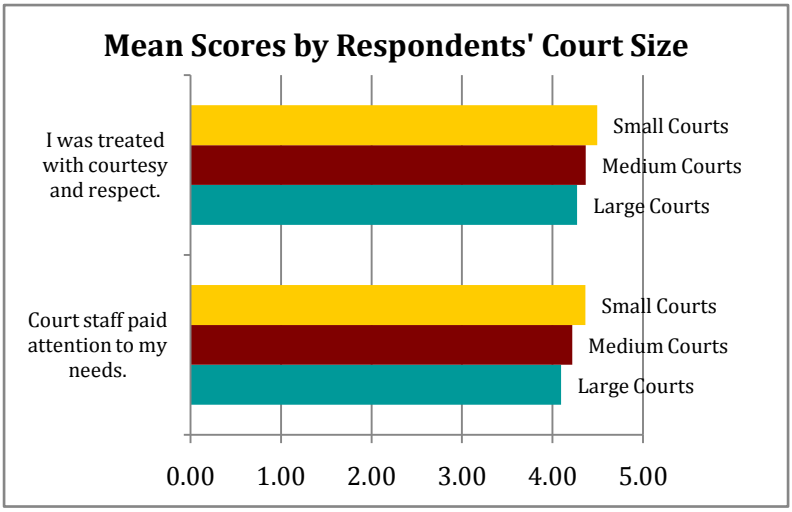
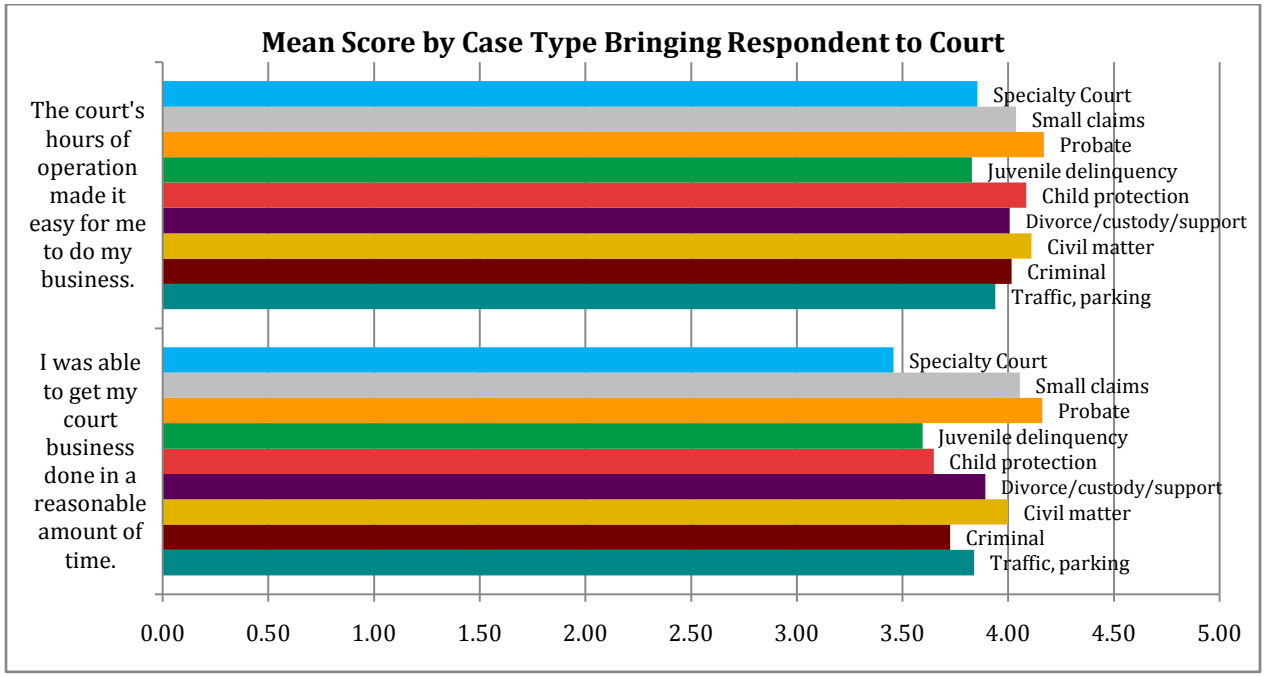


Table 1.6: Mean Score by Case Type Bringing Respondent to Court



Another way to analyze the data is by creating an index score. Responses from the 10 Access Section statements have been combined to calculate an overall index score to summarize the data.

[5] County categories from the 2008/2 Implied Need Calculation (Small, Medium, Large)

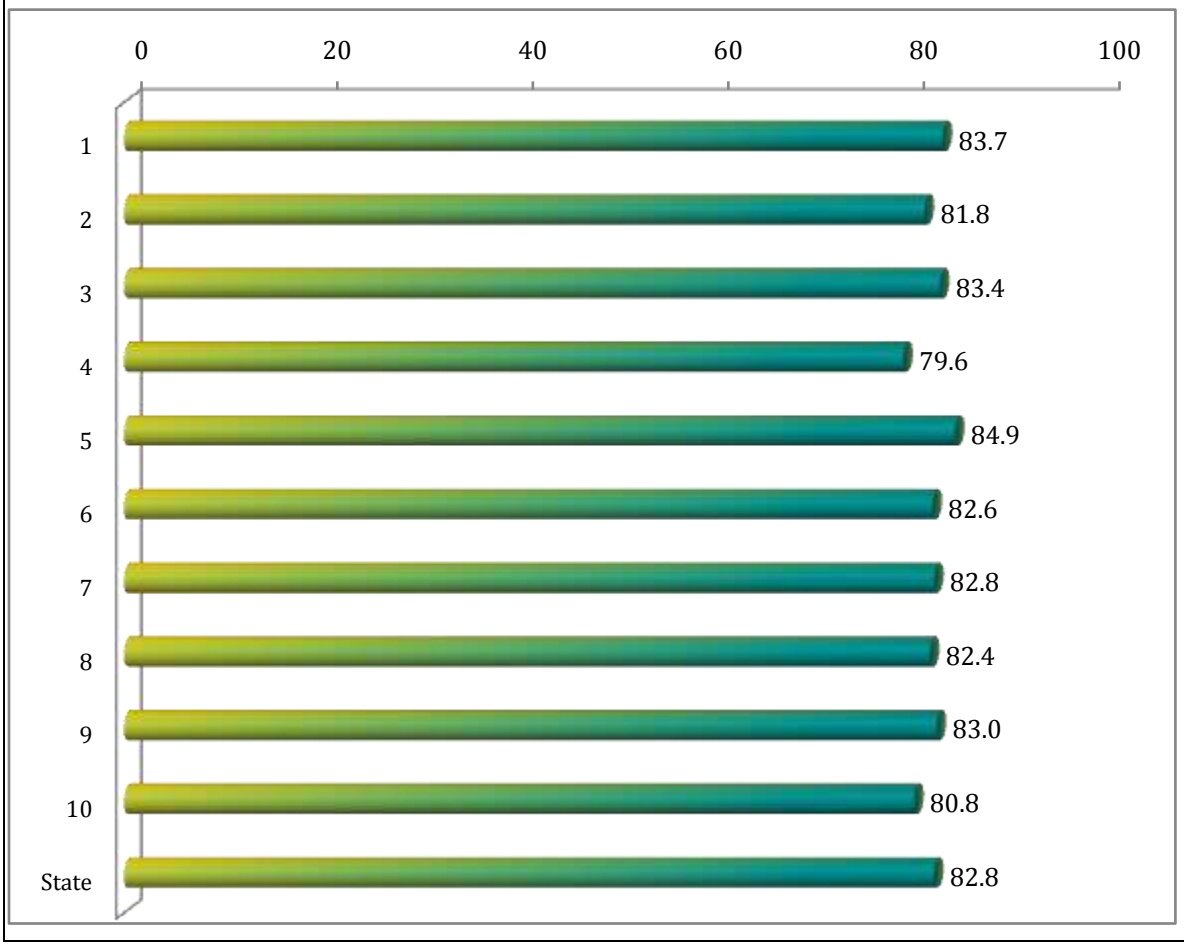
The index score is placed on a scale from 0-100. Index scores were calculated for all 10 districts as well as various demographic groups.

All districts had index scores over 75. The fifth district had the highest index score, with 85, and the fourth district had the lowest score with 80.

The index scores for each district can be found in *Table 1.7: Access Section Index Scores by District*.

Table 1.7: Access Section Index Scores by District

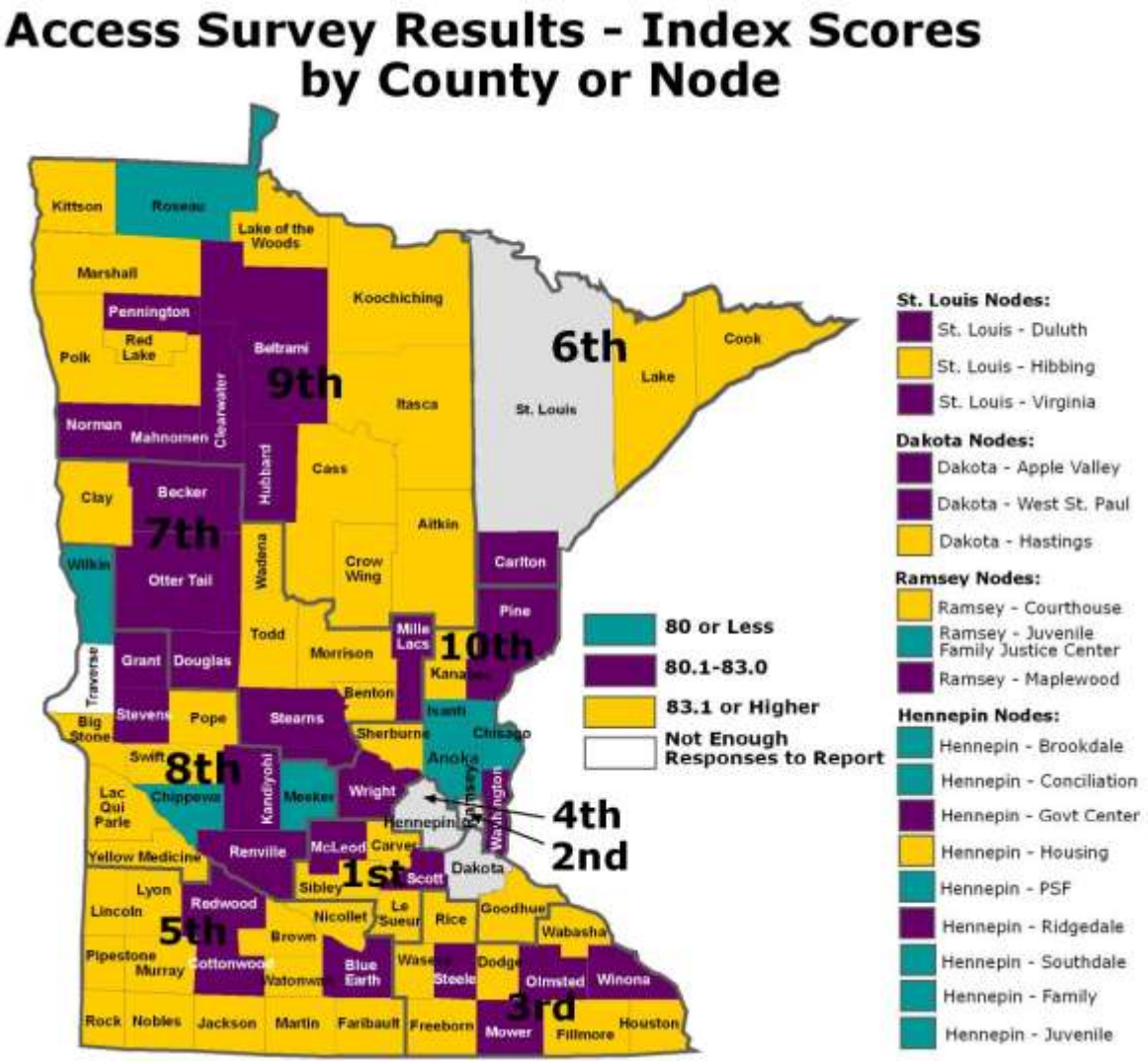
Access to Justice Index Scores



	(N)
1	865
2	298
3	716
4	947
5	1,479
6	540
7	1,126
8	454
9	805
10	539
State	7,769

A map is included that shows the Access section index scores by county, grouped by those with index scores below 80, between 80.1-83.0, and over 83. The scores can be found in *Table 1.8: Access Index Scores by County*.

Table 1.8: Access Index Scores by County



The demographic groups with the highest index scores were:

- Attorneys representing a client (87.3)
- Jurors or Potential Jurors (86.9)
- Respondents in Small courts[6] (85.8)

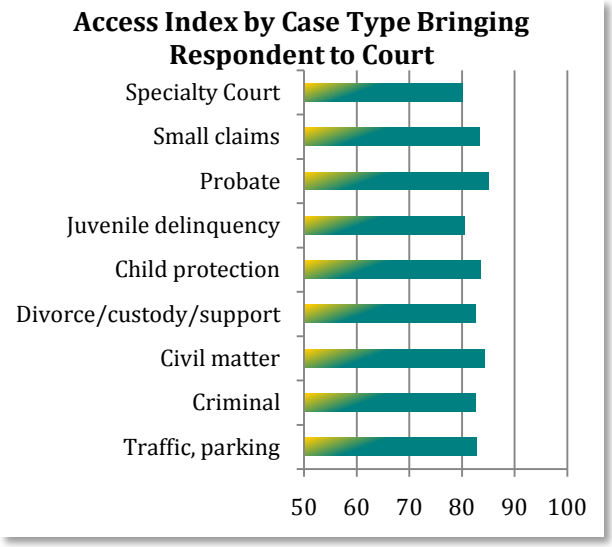
The lowest access index scores belong to the following demographic groups:

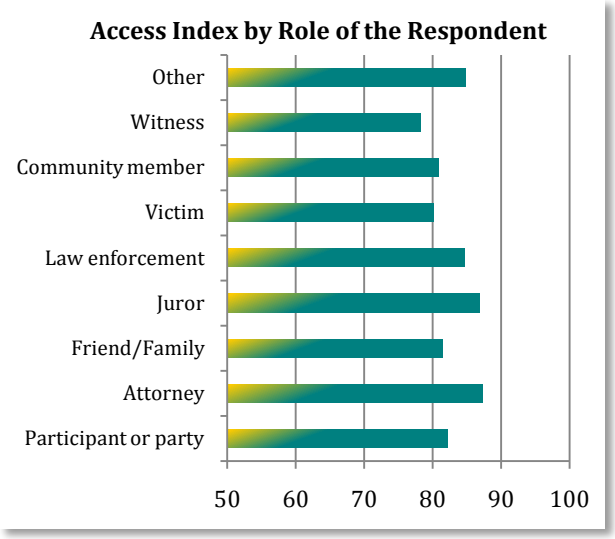
- Witnesses (78.3)
- Black or African American respondents (78.2)
- Multi-Racial respondents (78.1)

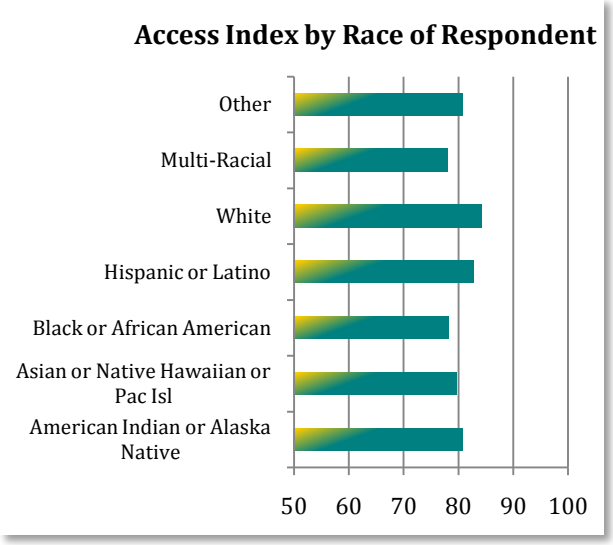
Index scores for demographic groups can be found in *Table 1.9: Access Section Index Scores by Demographics*.

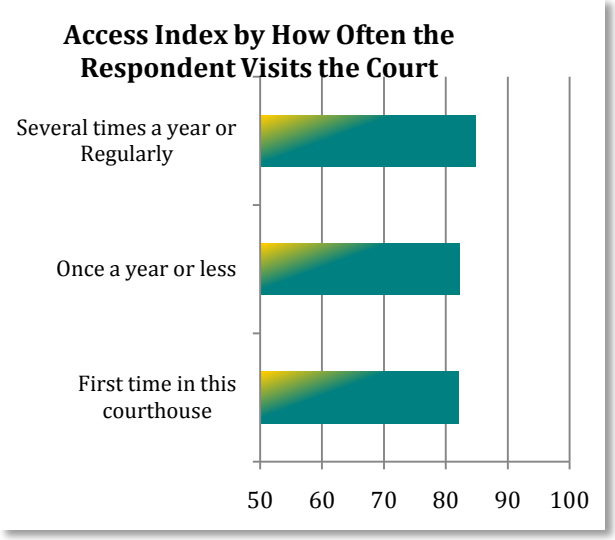
[6] Responses from court customers in counties categorized as Small in the 2008/2 Implied Need Calculation.

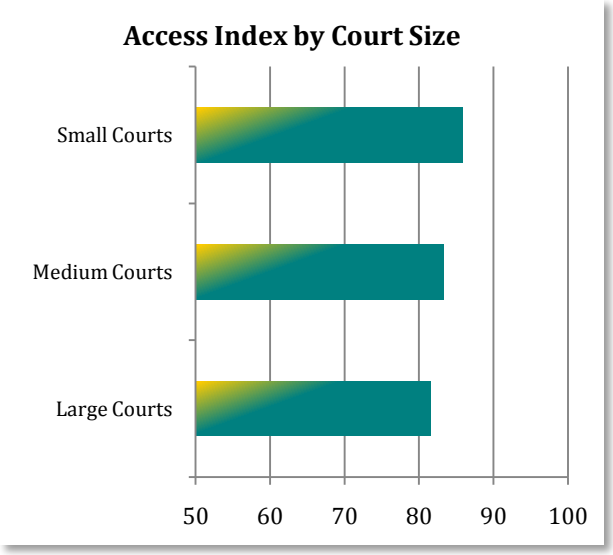
Table 1.9: Access Section Index Scores by Demographics

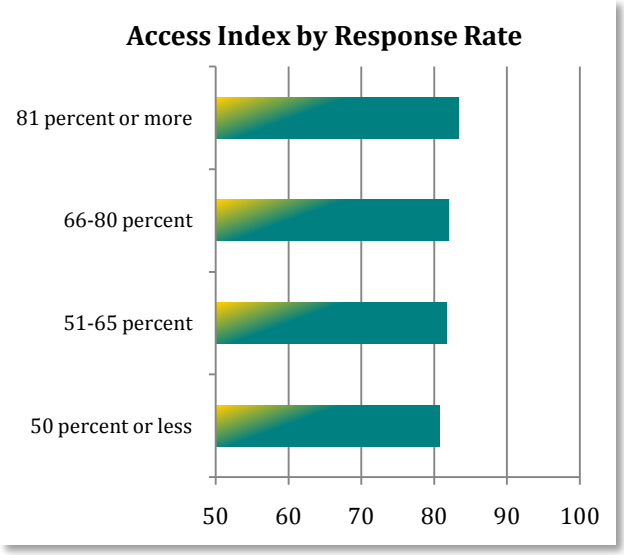












At this time, Minnesota appears to be average as compared to other counties or states who have implemented the Access and Fairness Surveys, scoring above, below, and the same as the other locations. The same questions that scored lower in Minnesota, also typically score lower in other jurisdictions.

- A pilot project in San Mateo County, California of 642 individuals showed an overall index score of 81 (83 in Minnesota). Their lowest categories were the same three statements as in Minnesota (Q5, Q9, and Q10).
- Another survey conducted in Tippecanoe County, Indiana of 114 court customers had an Access index score of 86 (83 in Minnesota), with "I was done in a reasonable amount of time (also lower in Minnesota)," "The court's Web site was useful (also lower in Minnesota)," and "The court removed barriers to service (average statement in Minnesota)" being the statements with the lowest percentages of respondents who agree or strongly agree.
- Massachusetts is the only other state to implement the measures statewide, with the same scale (Strongly Disagree-Strongly Agree) as in Minnesota. Utah also implemented the results statewide, but used a different scale (Inadequate-Excellent). Preliminary results from Massachusetts show 75% of respondents (Total N=3,313) agreed or strongly agreed with eight of the ten statements that were asked in Minnesota, which is the same as Minnesota. The lowest scores in Massachusetts were "The court's website was useful," and "I was able to complete my court business in a reasonable amount of time," which were two of Minnesota's lowest scoring statements also.

As more states implement other CourTools performance measures, Minnesota can compare statewide results to other states' outcomes.

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?

CLEARANCE RATES

- District courts disposed of nearly as many cases in 2007 as the number of cases filed.
- The statewide overall clearance rate (99%) is higher than five years ago (95%), but still below the optimum rate of 100%.
- Major civil cases have the second lowest clearance rates statewide in 2007 resulting in increased numbers of cases pending (11% increase from 2003-2007).
- Clearance rates for the past five years for Major Criminal cases range from low of 94% in 2005 to 99.8% in 2007. These clearance rates being below 100% along with a 13% increase of Major Criminal filings from 2003-2007 have resulted in an increase of 36% in pending Major Criminal cases.

Table 2.1: Statewide Clearance Rates 2007

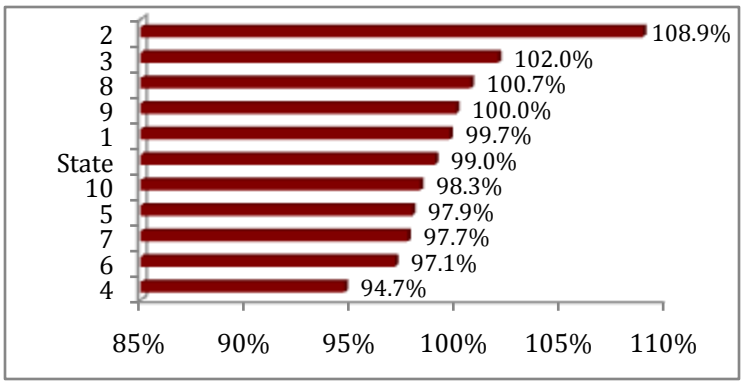
Case Group	Clearance Rate 2007
Major Criminal	99.8%
Major Civil	95.5%
Probate/MH	107.0%
Family	101.3%
Juvenile	99.4%
Minor Civil	97.1%
Minor Criminal	98.9%
Statewide Total	**99.0%**

The 2007 clearance rate (Clearance Rate = Number of dispositions divided by number of filings times 100) is over 4% higher than in 2003.[7] However, the overall rate is below 100% each year from 2003-2007 with variation from year to year and among case types as indicated in the charts below.

In 2007, Probate/Mental Health cases have the highest clearance rate at 107% with Guardianship/Conservatorship cases showing the highest rate within that group (134%). (See appendix.) Major Civil cases have the lowest clearance rate in 2007 at 95% and Contract cases (90%) and Other Civil (91%) have the lowest rates within that group. See the appendix for statewide clearance rates for all case types in 2007 and for 2003 to 2007 district trends by case groups.

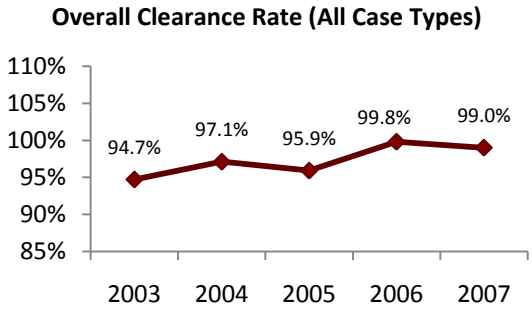
Table 2.2: 2007 Clearance Rates By District

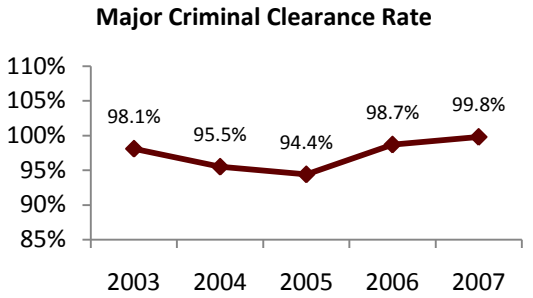
The 2007 Clearance Rate by district for all cases ranges from just under 95% in the 4th District to 109% in the 2nd District.

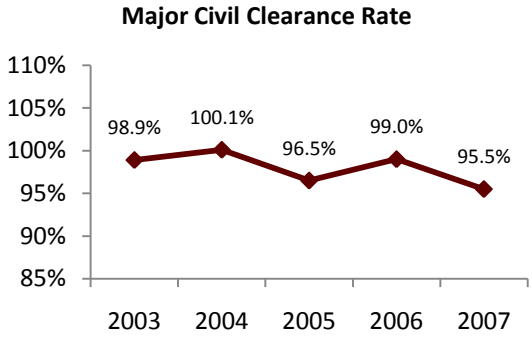


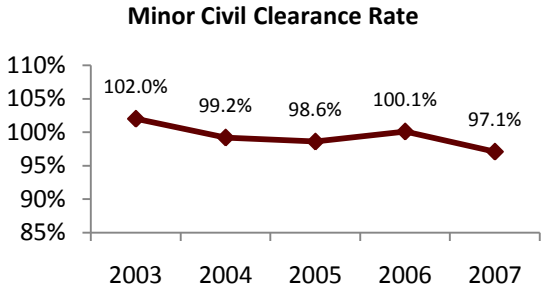
[7] All timing data is from MNJAD reports run in mid-October, 2008 for calendar years 2003-2007.

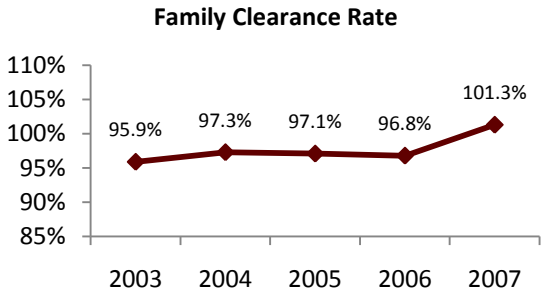
Table 2.3: Statewide Clearance Rates 2003-2007 – By Case Group

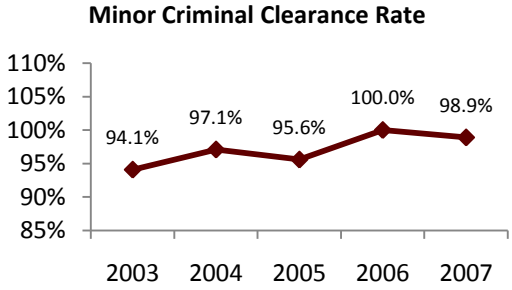


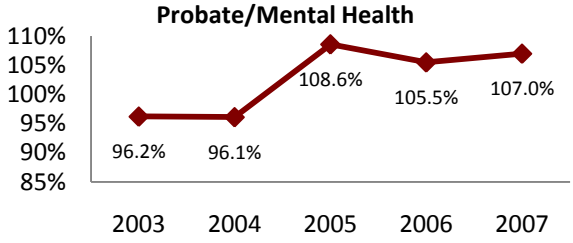


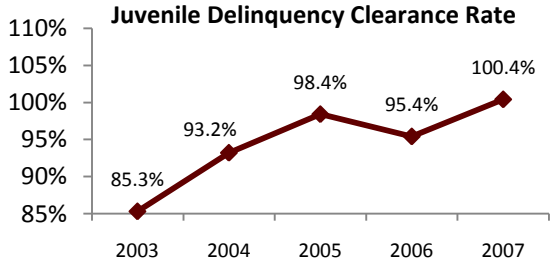












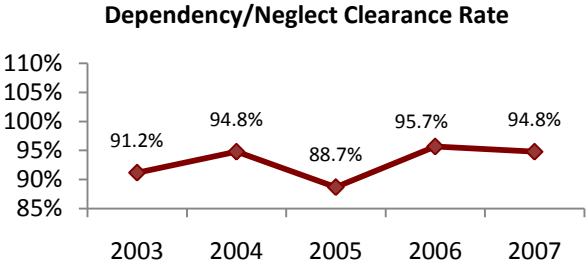
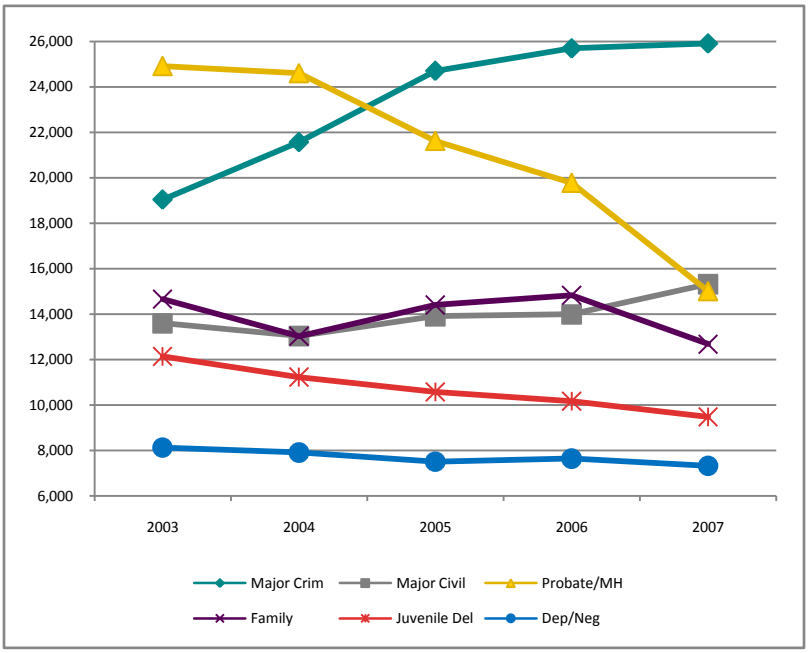


Table 2.4: Statewide Pending Caseload Major Cases 2003- 2007



David Steelman writes that "Ideally, a court should generate a clearance ratio of 1.0 or higher each year. [100%] If a court's clearance ratio is continually less than 1.0 over an extended period, the court will develop a larger number of pending cases. As the pending caseload grows, delays will almost certainly follow…"[8]

Table 2.4 shows that the number of cases pending in the major case groups from 2003 to 2007 has increased in two case categories – major criminal (+36%) and major civil (+11%). The number of probate, family and juvenile delinquency pending cases has decreased during this time period as the clearance rates increased.

[8] Steelman, David C., Caseflow Management (Williamsburg: National Center for State Courts, 2000), p. 132.

TIME TO DISPOSITION

- Statewide, over 97% of all cases disposed in MNCIS in 2007 were disposed within the 99th percentile of the time objective, regardless of the way the case was closed. Conversely, 3% of all cases were disposed later than the objective.
- Ten percent (10%) of Major Criminal cases were disposed beyond the 12 month objective in 2007. Only 52% of Major Criminal cases met the 90th percentile objective of 4 months.
- Nearly twenty percent (19%) of all cases with a jury trial, of all case types, were disposed in MNCIS in 2007 beyond the 99th percentile time objective.
- Use of overall statewide averages masks the large variation in Time to Disposition by District and by County.
- Times to Disposition results among early MNCIS conversion sites do not show a consistent upward or downward pattern.

Table 2.5: Statewide Time To Disposition 2007

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	22,674	51.8	6	7,215	68.2	12	9,670	90.3	4,240	9.7	43,799	166
Major Civil	12	27,654	91.0	18	1,690	96.5	24	507	98.2	552	1.8	30,403	136
Dissolutions	12	12,000	90.7	18	788	96.6	24	273	98.7	175	1.3	13,236	142
Domestic Abuse	2	8,750	96.5	3	105	97.7	4	51	98.2	160	1.8	9,066	21
Juvenile	3	13,504	74.1	5	2,694	88.8	6	625	92.3	1,408	7.7	18,231	77
Minor Criminal	3	324,870	89.0	6	25,582	96.0	9	7,949	98.2	6,523	1.8	364,924	44
Grand Total		**409,452**	**85.4**		**38,074**	**93.3**		**19,075**	**97.3**	**13,058**	**2.7**	**479,659**	**64**

Objectives are in months

Only cases disposed in MNCIS are included (approximately 75% of all disposed cases)

Minor Criminal case counts are cases, rather than charges as on other case statistics reports

The Time to Disposition measure assesses the length of time it takes a court to process cases. It compares a court's performance with state objectives for timely case processing. This measure takes into account periods during which cases are dormant.

The cases disposed in MNCIS represent approximately 75% of all dispositions in 2007. (See appendix for MNCIS go-live dates by county.) The appendix also contains data on statewide time to disposition by case type as well as district level time to disposition by case group. Time to Disposition reports contain information only for cases disposed on MNCIS, so the percent of the total number of dispositions contained in the data is included in the reports for each district. There is variation among districts, by case type and by type of disposition.

Within the Major Criminal category, 29% of the serious felony dispositions in MNCIS in 2007 occurred beyond the 99th percentile objective of 12 months. (See appendix for details.) In contrast, 4% of the Gross Misdemeanor DWI dispositions occurred beyond the 12 month objective.

The following charts show Time to Disposition by Case Group for 2007 by District. The greatest variation among districts is in Major Criminal. (See appendix for percent of dispositions included in MNCIS.)

Table 2.6: Time To Disposition 2007 By Case Group By District

Major Criminal Time To Disposition 2007				
	90th	97th	99th	> 99th
District	%	Cum %	Cum %	%
3	38.3	55.7	83.6	16.4
10	35.9	53.1	85.1	14.9
7	43.5	62.6	88.8	11.2
1	53.6	71.3	92.0	8.0
9	60.8	75.7	92.2	7.8
5	55.3	72.4	92.6	7.4
6	60.9	77.1	94.1	5.9
8	61.4	81.4	96.5	3.5
4	74.7	86.1	97.2	2.8
2	n/a	n/a	n/a	n/a
State	**51.8**	**68.2**	**90.3**	**9.7**

Major Civil Time to Disposition 2007				
	90th	97th	99th	> 99th
District	%	Cum %	Cum %	%
1	87.7	92.6	94.6	5.4
6	85.2	93.7	96.3	3.7
10	89.5	95.5	97.8	2.2
7	89.6	95.6	97.9	2.1
3	91.2	95.9	98.0	2.0
5	92.2	96.7	98.3	1.7
9	91.8	96.9	98.5	1.5
2	89.7	98	98.9	1.1
8	93.7	98.0	98.9	1.1
4	93.5	98.4	99.5	0.5
State	**91**	**96.5**	**98.2**	**1.8**

Dissolution Time to Disposition 2007				
	90th	97th	99th	> 99th
District	%	Cum %	Cum %	%
1	88.8	94.2	95.3	4.7
10	87.6	95.2	98.1	1.9
3	88.4	96.1	98.6	1.4
6	91.5	96.7	98.6	1.4
7	90.1	96.6	98.9	1.1
2	88.6	96	99.2	0.8
9	91.2	97.4	99.3	0.7
4	92.3	97.7	99.4	0.6
5	95.6	98.1	99.5	0.5
8	96.4	98.4	99.8	0.2
State	**90.7**	**96.6**	**98.7**	**1.3**

Domestic Abuse Time to Disposition 2007				
	90th	97th	99th	> 99th
District	%	Cum %	Cum %	%
1	88.6	90.7	91.9	8.1
6	93.7	94.8	95.9	4.1
9	95.9	97.2	97.8	2.2
7	95.6	97.2	98.2	1.8
3	97.0	98.2	98.5	1.5
5	96.3	97.6	98.7	1.3
10	96.1	98.0	98.7	1.3
8	98.5	99.1	99.4	0.6
2	99.4	99.6	99.6	0.4
4	99.4	99.9	100.0	0.0
State	**96.5**	**97.7**	**98.2**	**1.8**

Juvenile Delinquency Time to Disposition 2007				
	90th	97th	99th	> 99th
District	%	Cum %	Cum %	%
4	68.8	86.1	89.9	10.1
3	62.3	84.7	90.4	9.6
9	75.6	88.6	90.7	9.3
1	71.1	87.1	91.7	8.3
7	75.1	88.8	92.2	7.8
2	81.4	90.4	92.6	7.4
6	77.4	89.1	92.8	7.2
5	81.0	93.2	95.6	4.4
8	79.6	92.4	95.8	4.2
10	82.3	93.4	95.9	4.1
State	**74.1**	**88.8**	**92.3**	**7.7**

Minor Criminal Time to Disposition 2007				
	90th	97th	99th	> 99th
District	%	Cum %	Cum %	%
2	67.7	78.1	95.8	4.2
10	82.8	92.5	96.6	3.4
3	88.3	95.8	98.0	2.0
9	91.0	96.5	98.3	1.7
1	91.2	96.8	98.5	1.5
7	90.5	97.1	98.7	1.3
4	83.4	96.2	98.8	1.2
5	92.9	97.6	98.8	1.2
6	92.7	97.8	99.0	1.0
8	94.1	98.4	99.4	0.6
State	**89**	**96**	**98.2**	**1.8**

Over one in ten (11%) juvenile delinquency felony cases were disposed beyond the 99th percentile objective of six months (180 days) in MNCIS in 2007. There are many differences among districts for the percent of Delinquency Felony cases disposed past the six month objective ranging from the 2nd District having 6% of Delinquency Felony cases disposed beyond the six month objective to the 1st and 7th Districts having nearly 16% of these cases disposed after six months. The 3rd District (which has all 600 dispositions in MNCIS) is an example of the variation among counties within a district for the percent of cases disposed beyond the 99th percentile goal (6 months) from 0% of Delinquency Felony dispositions in Wabasha County up to 56% in Fillmore County.

Table 2.7: Juvenile Delinquency Felony Time to Disposition 2007 by District

District	Total Cases Disposed	Approx. % of Disps Included	% > 99th Percentile (6 mo.)
1	420	50%	15.7%
7	492	83%	15.7%
3	600	100%	14.8%
9	546	85%	12.5%
State	**5532**	**75%**	**11.0%**
4	1423	100%	10.7%
6	385	100%	10.4%
5	406	100%	8.4%
8	233	100%	8.2%
10	785	75%	6.6%
2	242	25%	5.8%

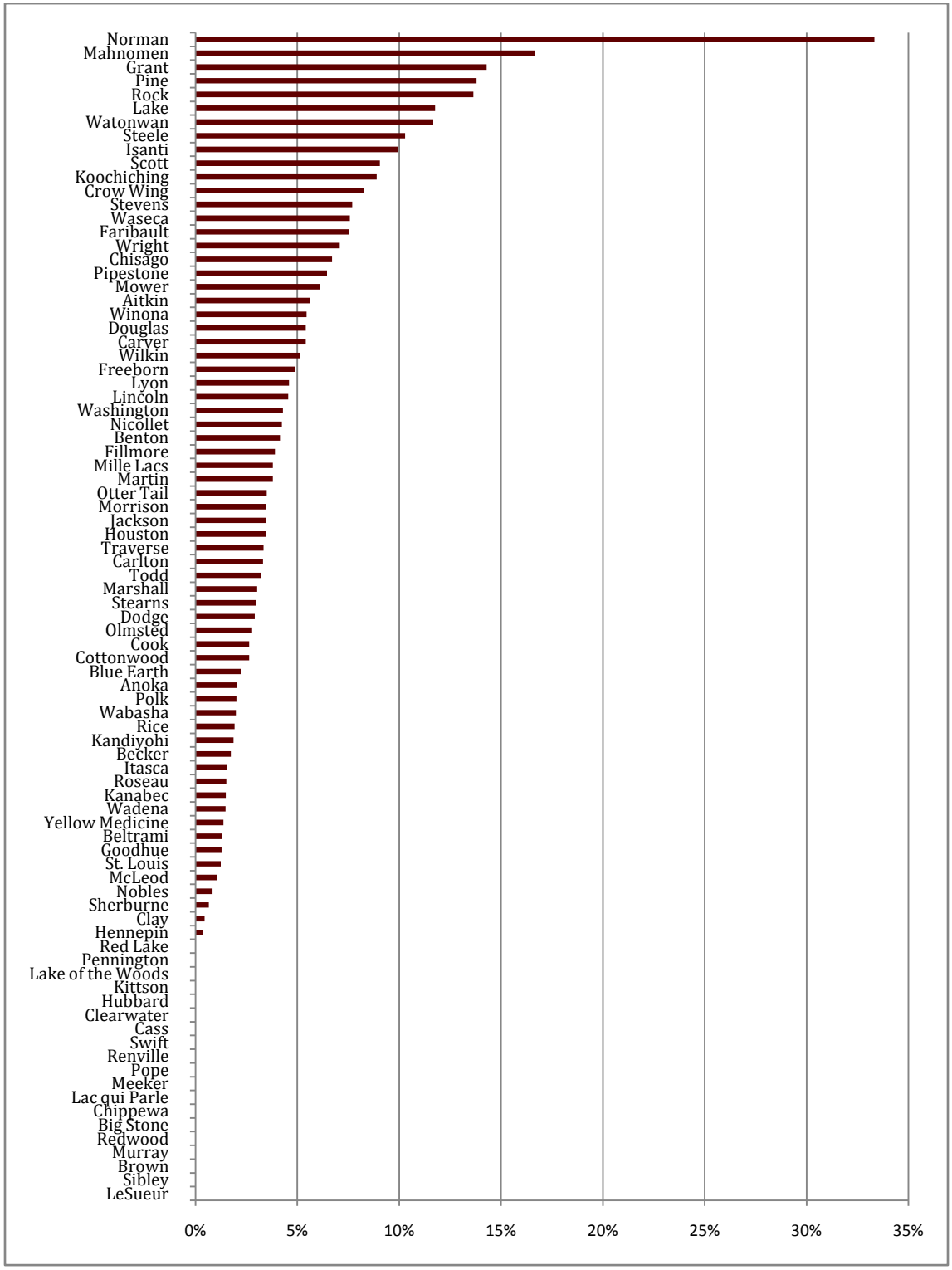
3rd District	Total Cases Disposed	% > 99th Percentile (6 mo.)
Fillmore	18	55.6%
Mower	64	35.9%
Winona	44	25.0%
Dodge	23	17.4%
Freeborn	52	17.3%
Steele	49	14.3%
Rice	97	8.2%
Olmsted	188	8.0%
Waseca	18	5.6%
Houston	19	5.3%
Wabasha	28	0.0%

Table 2.8 illustrates county variation in time to disposition for Misdemeanor DWI cases. It shows that the percent of cases disposed past the 9 month objective (99th percentile) ranges from 0% to 33%.

Norman County has the highest percent of Misdemeanor DWI cases disposed beyond the 99th percentile, but it had only 24 of these cases disposed in MNCIS in 2007. (See appendix for number of cases disposed by county.) This situation is an example where caution should be used in looking at county results. MNJAD reports contain this disclaimer to remind everyone of the problems of using small numbers of cases:

> *The Judicial Council recognizes that these timing objectives may not be meaningful at a level below that of the Judicial District when there are only a small number of cases.*

Table 2.8: Misdemeanor DWI Dispositions Beyond the 99th Objective 2007 By County

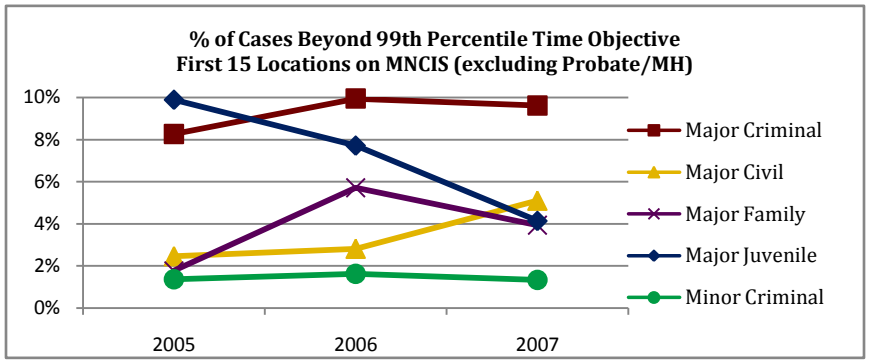


Ramsey and Dakota County are excluded because no criminal dispositions were recorded in MNCIS in 2007. The appendix contains the total number of dispositions by county for Misdemeanor DWI.

As would be expected, there are also differences in time to disposition based on the type of activity that closed the case. (See appendix.) Nearly 20% of the 3,804 cases (of all types) disposed in MNCIS in 2007 with a jury trial went beyond the 99th percentile. Twenty two percent (22%) of Major Criminal cases with a jury trial (1,772 cases) were disposed beyond 12 months, 12% of the 357 Major Civil cases with a jury trial were disposed beyond 24 months, and 18% of Minor Criminal cases with a jury trial (1,668 cases) were disposed beyond nine months.

In contrast, 5% of cases in all case types which were disposed with only hearing activity and no trial (217,212 cases) went beyond the 99th percentile and only .6% of cases without any hearing activity (249,845) went beyond the 99th percentile.

Table 2.9: Time To Disposition 2005-2007 Early MNCIS Locations



Because time to disposition information is only available for cases disposed on MNCIS, there are no statewide trends available for the past few years.

However, looking at the first 15 locations[9] to convert to MNCIS (excluding probate/mental health conversions) there is no consistent pattern of increase or decrease in cases disposed beyond the 99th percentile objective from 2005 to 2007 across case types. These original 15 locations have a decrease in percent of cases disposed beyond the 99th percentile objective in 2005-2007 for juvenile delinquency and minor criminal but an increase or constant percent in major criminal, major family and major civil cases.

[9] Carver, Blue Earth, Dodge, Renville, Carlton, Benton, Sibley, Itasca, Brown, Nicollet, Chisago, Kandiyohi, Martin, LeSueur and Faribault Counties

AGE OF PENDING CASES

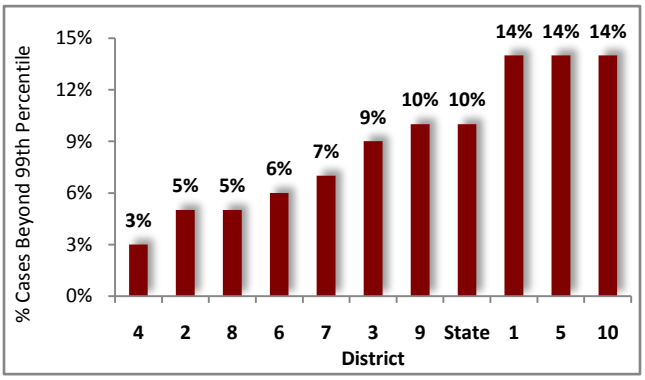
- Ten percent (10%) of pending cases statewide are beyond the 99th percentile objective for completing the case. (Timing objectives are those used for Time to Disposition.)
- Within districts, the percent of cases pending beyond the 99th percentile ranges from 3% in District 4 to 14% in Districts 1, 5 and 10.
- Districts that have had a consistent judge need over the past 10 quarters (1, 3, 5, 9 and 10) have the highest percentage of cases pending beyond the 99th percentile.

Table 2.10: Statewide Age of Pending As Of 10/16/2008

Case Group	90th Percen -tile	97th Percen -tile	Cum %	99th Percen -tile	Cum %	Over 99th Percen -tile	Total Cases
Major Criminal	58%	14%	72%	19%	91%	9%	25,866
Major Civil	80%	8%	89%	4%	93%	7%	16,011
Dissolution	86%	9%	95%	3%	98%	2%	6,100
Domestic Abuse	56%	4%	60%	3%	64%	36%	510
Major Juvenile	69%	13%	83%	4%	87%	13%	3,625
Minor Criminal	71%	14%	85%	5%	90%	10%	71,972
State Total	**70%**	**13%**	**83%**	**8%**	**91%**	**10%**	**124,084**

While the statewide average for all case types over the 99th percentile is 10% of cases, Dissolution cases have the lowest percent of cases pending past the 99th percentile objective – 2%. However 36% of Domestic Abuse cases are pending beyond the 99th percentile objective of 4 months. Juvenile delinquency cases also have a higher percentage of cases (13%) pending beyond the 99the percentile objective of six months to complete these cases. (See appendix for complete statewide Age of Pending.)

Table 2.11: Age of Pending Beyond 99th Percentile All Case Types



There are differences among districts in the overall age of pending cases as shown in table 2.11. The appendix contains complete Age of Pending reports for each district as of 10/16/2008.

Districts 1, 3, 5 and 10 have had a consistent judge need of at least one judge for the past 10 quarters – from Q1 2006 through Q2 2008. The 9th District has had a need of at least one judge during 7 of these 10 quarters. These five districts have the highest percentage of cases pending beyond the 99th percentile across all case types.

An example of the variation found among statewide, district and county levels of the same measure is shown in adult Major Criminal, Other Felony cases. Statewide, there are 10% of Other Felony cases pending beyond the 99th percentile. But, district results range from 2% of all pending cases being beyond the 12 month objective in the 8th district to nearly 16% of Other Felony cases pending beyond 12 months in the 3rd District. Even though the 7th District, for example, is at about the average on this measure (10.8%), the county results vary on Other Felony cases pending beyond the 12 month objective from 2% of cases in Clay County to Wadena County which has 16% of all Other Felony cases pending beyond 12 months.

Table 2.12: Other Felony Cases Pending Beyond 99th Percentile (12 months) By District

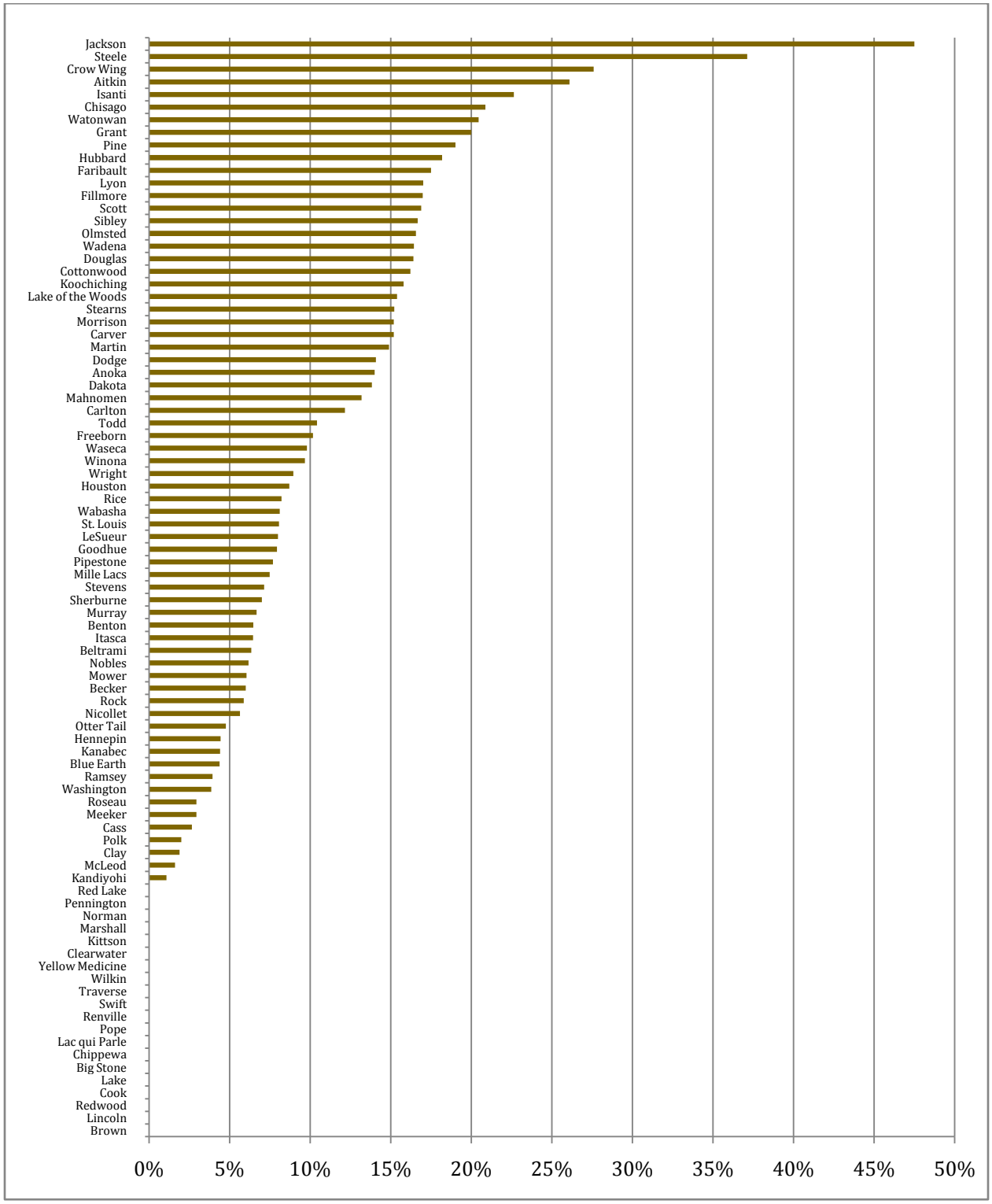
District	% over 99th Percentile	# of Pending Cases
3	15.5%	1,637
1	13.5%	1,757
9	12.5%	1,095
10	12.3%	2,492
5	11.0%	692
7	10.8%	1,738
State	**10.0%**	**13,420**
6	8.3%	711
4	4.4%	1,893
2	3.9%	1,118
8	1.8%	285

7th District	% over 99th Percentile	# of Pending Cases
Wadena	16.4%	73
Douglas	16.4%	189
Stearns	15.2%	585
Morrison	15.2%	79
Todd	10.4%	48
Mille Lacs	7.5%	187
Benton	6.5%	139
Becker	6.0%	100
Otter Tail	4.8%	126
Clay	1.9%	212
District 7 Total	**10.8%**	**1,738**

At the county level across the state, the range of percent of Other Felony cases pending beyond the 12 month objective among counties is from 48% down to 0% as shown in Table 2.13. The appendix contains information about the number of cases pending in each location and the average number of days each case that is beyond the 99th percentile has been pending.

The variation in age of pending cases may be a result of data issues in MNCIS such as not correctly entering dispositions and dates. Data quality reports will be available soon for districts and counties to use to work with dispositions/dates that may not have been recorded correctly.

Table 2.13: Percent of Other Felony Cases Pending Beyond 99th Percentile (12 months) By County



Appendix contains total number of cases pending by county and average number of days cases beyond the 99th percentile have been pending as of 10/16/2008.

COURT OF APPEALS DISPOSITIONS WITHIN TIME STANDARDS

- Over 90% of juvenile protection cases in 2007 met the 55 day goal for Last Brief to Submission. No more than 16% of Civil and Criminal cases met this objective.
- All cases completed by the Court of Appeals in 2007 met the timing objective for Submission to Disposition of 90 days for all case types except for Juvenile Delinquency cases which is 60 days.
- The number of cases handled in 2007 was down slightly from 2006, but is still over 2000 cases (2,053).

The timing objectives for the Court of Appeals were approved in August, 2007. For the category of Last Brief to Submission, the court adopted the ABA standard of 55 days. As of 2007, the court had accumulated a backlog of approximately 800 cases, but with the addition of three new judges and changes in the processing of cases, the court anticipated that it will meet the standard in the next four to five years.

Table 2.14: Percent of Court of Appeals Cases Within Last Brief to Submission Time Objective

Court of Appeals Percentage of Cases Within Last Brief to Submission Timing Objectives

	2003		2004		2005		2006		2007	
Civil	# Cases	% w/in Obj	# Cases	% w/in Obj	# Cases	% w/in Obj	# Cases	% w/in Obj	# Cases	% w/in Obj
Civil	*806*	50.4%	*799*	16.3%	*731*	11.6%	*779*	9.9%	*718*	13.0%
Econ. Security	*210*	40.9%	*209*	3.6%	*245*	0.0%	*204*	3.4%	*216*	1.8%
Family	*288*	46.4%	*250*	17.6%	*232*	15.6%	*248*	10.8%	*221*	16.2%
Other	*68*		*109*		*104*		*95*		*109*	0.0%
Total Civil	*1372*		*1367*		*1312*		*1326*		*1264*	
Criminal										
Criminal	*647*	43.0%	*684*	15.5%	*736*	5.4%	*787*	6.6%	*707*	6.2%
Adoption/ Juv. Prot.										
Protection	*60*	96.9%	*51*	87.5%	*71*	73.5%	*56*	89.5%	*77*	90.5%
Juv. Delin.										
Delinquency	*60*	57.6%	*52*	5.3%	*35*	0.0%	*15*	16.7%	*5*	100.0%
Total Cases	*2139*		*2154*		*2154*		*2184*		*2053*	

Number of cases

Last Brief to Submission (Goal = 55 days)
% of cases within time objective

The last brief to submission process for Juvenile Protection cases is meeting the 55 day goal in 91% of the cases in 2007 after a low of 74% in 2005. The number of protection cases completed in 2007 increased by over 28% compared to 2003. The percent of Civil and Criminal cases meeting the 55 day goal for last brief to submission is declining while the number of cases handled is mostly increasing.

Table 2.15: Percent of Court of Appeals Cases Within Submission to Disposition Time Objective

Court of Appeals Percentage of Cases Within Submission to Disposition Timing Objectives

	2003		2004		2005		2006		2007	
Civil	**# Cases**	**90 Days Obj**	**# Cases**	**90 Days Obj**	**# Cases**	**90 Days Obj**	**# Cases**	**90 Days Obj**	**# Cases**	**90 Days Obj**
Civil	*806*	99.8%	*799*	99.2%	*731*	99.4%	*779*	99.4%	*718*	100.0%
Econ. Security	*210*	100.0%	*209*	100.0%	*245*	100.0%	*204*	100.0%	*216*	100.0%
Family	*288*	100.0%	*250*	100.0%	*232*	100.0%	*248*	99.5%	*221*	100.0%
Other	*68*		*109*	100.0%	*104*		*95*		*109*	100.0%
Total Civil	*1372*		*1367*		*1312*		*1326*		*1264*	
Criminal										
Criminal	*647*	99.3%	*684*	99.8%	*736*	100.0%	*787*	99.8%	*707*	100.0%
Adoption/ Juv. Prot.										
Protection	*60*	100.0%	*51*	100.0%	*71*	98.0%	*56*	100.0%	*77*	100.0%
Juv. Delin.		**60 Days Obj**		**60 Days Obj**		**60 Days Obj**		**60 Days Obj**		**60 Days Obj**
Delinquency	*60*	100.0%	*52*	100.0%	*35*	100.0%	*15*	100.0%	*5*	100.0%
Total Cases	*2139*		*2154*		*2154*		*2184*		*2053*	

Number of cases

Submission to Disposition (Goal = 90 days, Juv Prot = 60 days)
% of cases within time objective

All cases met the time objective for Submission to Disposition in 2007 and all cases have met this objective at least 99% of the time since 2003.

SUPREME COURT DISPOSITIONS WITHIN TIME STANDARDS

- The Supreme Court is generally meeting its time standards.
- Child Protection and Professional Regulation cases are not meeting timing objectives for the majority of events during the life of the case.

The Supreme Court approved timing objectives in March, 2007 and the Judicial Council approved them in August, 2007. The time allocated to each function is considered as aspirational but achievable. The categories are taken generally from the ABA standards and the points of measurement conform to the ABA use of the 50th percentile and the 90th percentile for state supreme courts.

Although separate time standards were adopted for Circulation of Majority to Dissent; Submission to Disposition with Dissent, and Final Processing, and the court monitors progress of cases on that basis, currently MACS is not programmed to provide statistics for cases with and without dissents separately.

Table 2.16: Percent of Supreme Court Cases Within 50th Percentile Time Objective

Minnesota Supreme Court Time Standards (Days)																
50th Percentile																
	Mandatory/Original (Non-PFRs)								Discretionary							
Event	**Murder I**	***Num of Cases***	**Civil ***	***Num Of Cases***	**Prof. Reg.**	***Num of Cases***	**Writs**	***Num of Cases***	**Review Granted**	***Num of Cases***	**Review Denied**	***Num of Cases***	**Child Prot.**	***Num of Cases***	**Crim Pre-trial**	***Num of Cases***
Filing of PFR to Disp of PFR Standard	--	--	--	--	--	--	--	--	**50**		**50**		**20**		**30**	
2008 (1/1-9/12)	--	--	--	--	--	--	--	--	47	*56*	43	*363*	31	*12*	46	*6*
2007	--	--	--	--	--	--	--	--	47	*71*	47	*587*	32	*26*	42	*12*
Submission (oral arg.) to Circulation of Majority Standard	**50**		**40**		**15**		**10**		**60**		**--**	**--**	**20**		**30**	
2008 (1/1-9/12)	42	*36*	31	*18*	28	*42*	--	*4*	50	*56*	--	--	--	*0*	P	*2*
2007	34	*44*	34	*37*	20	*46*	--	*6*	57	*71*	--	--	27	*6*	29	*5*
Submission to Disposition without/with Dissent Standard	**90/105**		**75/105**		**50/60**		**30/40**		**90/105**		**--**	**--**	**30/40**		**45/60**	
2008 (1/1-9/12)	71	*36*	2	*18*	65	*42*	9**	*4*	112	*56*	--	--	--	*0*	P	*2*
2007	73	*44*	49	*37*	50	*46*	12**	*6*	129	*71*	--	--	77	*6*	79	*5*

* Tax Court and Workers' Compensation Cases
** Days from *filing* to disposition.
P = Cases still pending

To report the points of measurement, the Supreme Court case management system calculates the number of days at the 50th percentile and 90th percentile of all of the cases handled of a particular type and by event. This means that if there were 100 cases of a certain type, the number of days to

accomplish an event (i.e. filing of PFR to disposition of PFR) would be put in numeric order by number of days and the days at case number 50 is then recorded as the 50th percentile number of days and the days at case number 90 is recorded as the 90th percentile number of days.

Table 2.17: Percent of Supreme Court Cases Within 90th Percentile Time Objective

Minnesota Supreme Court Time Standards (Days)																
90th Percentile																
	Mandatory/Original (Non-PFRs)								**Discretionary**							
Event	**Murder I**	***Num of Cases***	**Civil ***	***Num of Cases***	**Prof. Reg.**	***Num of Cases***	**Writs**	***Num of Cases***	**Review Granted**	***Num of Cases***	**Review Denied**	***Num of Cases***	**Child Prot.**	***Num of Cases***	**Crim. Pre-trial**	***Num of Cases***
Filing of PFR to Disposition of PFR Standard	--	--	--	--	--	--	--	--	**60**		**60**		**20**		**40**	
2008 (1/1-9/12)	--	--	--	--	--	--	--	--	56	*56*	55	*363*	36	*12*	50	*6*
2007	--	--	--	--	--	--	--	--	57	*71*	56	*587*	40	*26*	54	*12*
Submission (oral arg.) to Circulation of Majority Standard	**125**		**90**		**40**		**20**		**125**		**--**	**--**	**20**		**45**	
2008 (1/1-9/12)	63	*36*	56	*18*	37	*42*	--	--	98	*56*	--	--	--	*0*	P	*2*
2007	77	*44*	98	*37*	28	*46*	--	*6*	113	*71*	--	--	86	*6*	41	*5*
Submission to Disposition without/with Dissent Standard	**170/ 200**		**110/ 140**		**60/ 90**		**35/ 45**		**160/ 190**		**--**	**--**	**40/ 40**		**65/ 90**	
2008 (1/1-9/12)	143	*36*	100	*18*	183	*42*	15**	*4*	183	*56*	--	--	--	*0*	P	*2*
2007	134	*44*	136	*37*	225	*46*	39**	*6*	225	*71*	--	--	183	*6*	122	*5*

* Tax Court and Workers' Compensation Cases
** Days from *filing* to disposition.
P = Cases still pending

In general, the Supreme Court is meeting its time objectives. The areas that are not consistently meeting objectives include child protection and criminal pretrial at both the 50th and 90th percentile for filing of PFR to disposition of PFR. There is no overall objective for submission to disposition (with or without dissent), but the professional regulation cases are not meeting the objectives set for cases with dissent, especially at the 90th percentile. Although the number of days taken for different events remains fairly consistent from year to year, there are small improvements in 2008 year-to-date figures.

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

- Statewide, the mean score for the excellence statement was 4.2, the highest in the Fairness section and among the highest in the survey.

In the Fairness section of the Access and Fairness survey, the final statement was, *As I leave the court, I know what to do next in my case.* The Fairness Section of the Access and Fairness survey was targeted to respondents who answered "Yes" to the question of "Did you appear in front of a judicial officer today?" More notes about the analysis of the Access and Fairness surveys can be found in the appendix. Overall, eighty-five percent of respondents agree or strongly agree with the statement.

Table 4.1: Excellence Question Responses

Excellence									
		Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean	(N)
15	As I leave the court, I know what to do next about my case.	2.9%	2.9%	8.9%	40.8%	44.5%	85.2%	4.2	3,880

There is some variation in this question by role and location. The mean scores for the following roles and locations were the highest for this statement:

- Attorney representing a client (4.5)
- Law enforcement (4.4)
- District 1 (4.3)

The mean scores for the following roles and were the lowest for this statement:

- Role of Respondent
  - Victim (4.0)
  - Friend/Family of participant (4.0)
  - Witness (4.0)

"I have consistently found this court to be user-friendly. Cases are heard promptly and the court staff is very helpful."

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

- At least 80% of respondents agree or strongly agree with all fairness section statements.
- Results in Minnesota are very similar to the preliminary results in Massachusetts, the other state that has implemented the surveys across the entire state.
- Responses varied by demographic groups and locations, specifically role and race of respondents, as well as by county size[10] and response rate.

The Fairness Section of the Access and Fairness survey was targeted to respondents who answered "Yes" to the question of "Did you appear in front of a judicial officer today?" More notes about the analysis of the Access and Fairness surveys can be found in the appendix.

Statewide, at least eight in ten respondents agree or strongly agree with all statements in the fairness section. The statements with the highest percentage of respondents who agree or strongly agree are:

- As I leave the court, I know what to do next about my case (85%)
- I was treated the same as everyone else (84%)

All mean scores were above 4.0, ranging from 4.1 to 4.2. The responses, by question, can be found in T*able 5.1: Fairness Section Responses.*

> *"I haven't any personal complaints about the court systems But, I do appreciate the fairness and willingness to give people a chance to do better in life."*

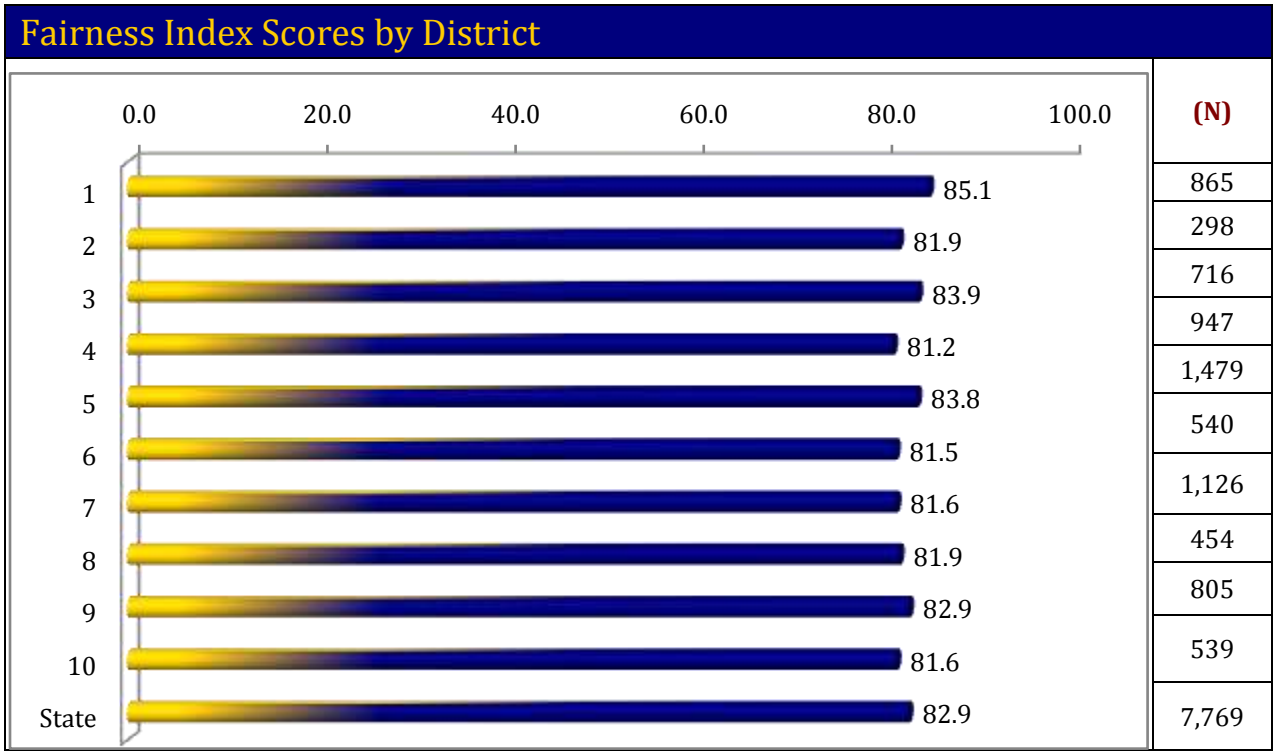
Table 5.1: Fairness Section Responses

Fairness Section Responses									
		Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
11	The way my case was handled was fair.	4.3%	3.7%	11.3%	41.0%	39.8%	80.8%	4.1	4,042
12	The judge listened to my side of the story before he or she made a decision.	3.7%	3.9%	10.7%	40.3%	41.4%	81.7%	4.1	3,631
13	The judge had the information necessary to make good decisions about my case.	4.0%	3.7%	10.2%	41.2%	40.9%	82.1%	4.1	3,876
14	I was treated the same as everyone else.	3.4%	2.6%	9.0%	41.4%	43.5%	84.9%	4.2	3,971
15	As I leave the court, I know what to do next about my case.	2.9%	2.9%	8.9%	40.8%	44.5%	85.2%	4.2	3,880

[10] County size categories from the 2008/2 Implied Need Calculation (Small, Medium, Large)

The statewide fairness index score is 83, and there is little variation in this score across the districts. Fairness index scores ranged from 81 (District 4) to 85 (District 1). District fairness index scores can be found in *Table 5.2: Fairness Index Scores by District*.

Table 5.2: Fairness Index Scores by District



There is wider variation in index scores by respondents in various demographic groups, ranging from 89 to 79. Within most demographic groups (role of respondent, race of respondent, etc.), there are differences in the responses. The highest index scores belonged to the following demographic groups:

- Attorneys representing a client (89)
- Law enforcement/probation/social service staff (87)
- Respondents in Small Courts[11] (86)

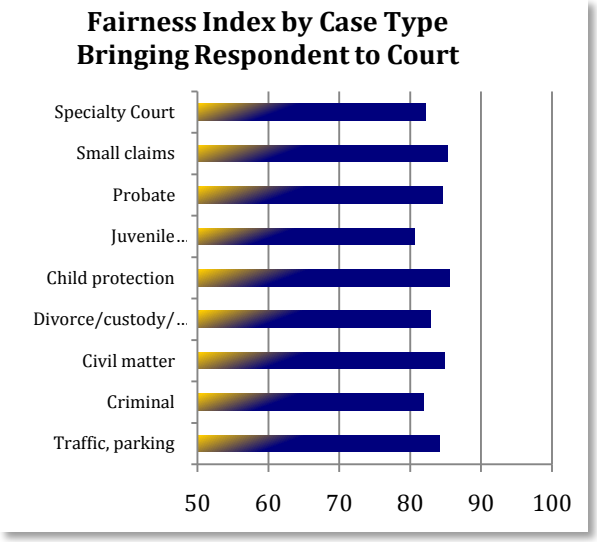
The demographic groups with the lowest fairness index scores were:

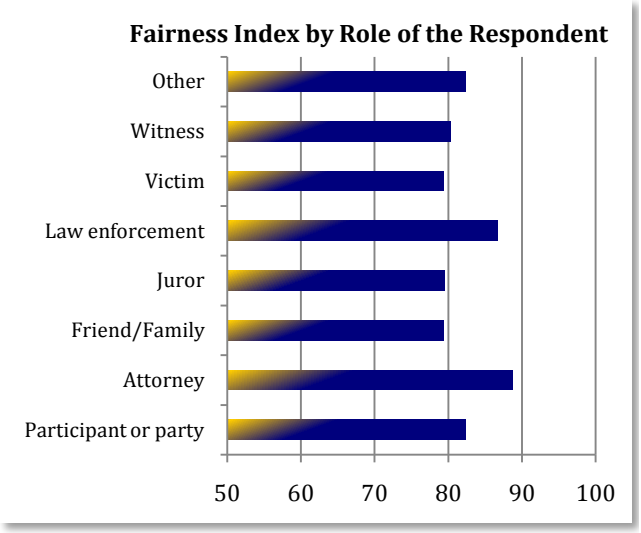
- Locations with response rates of less than 50% (79)
- Asian or Native Hawaiian or Pac Islander respondents (79)
- Victims (79)

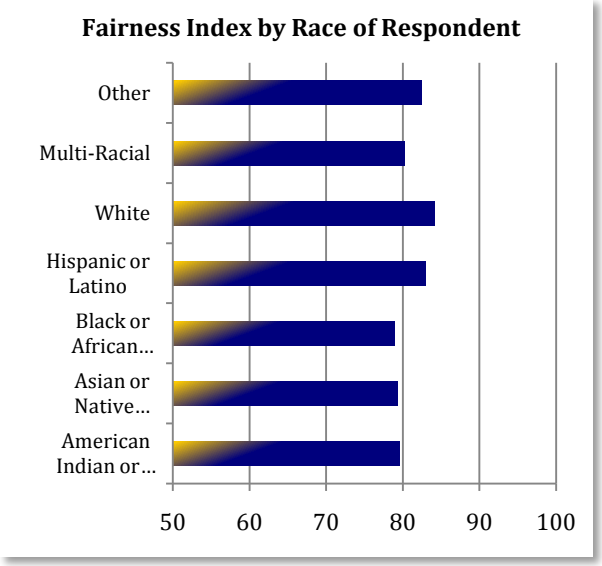
Index scores by demographic group can be found in *Table 5.3: Fairness Index Scores by Demographics*.

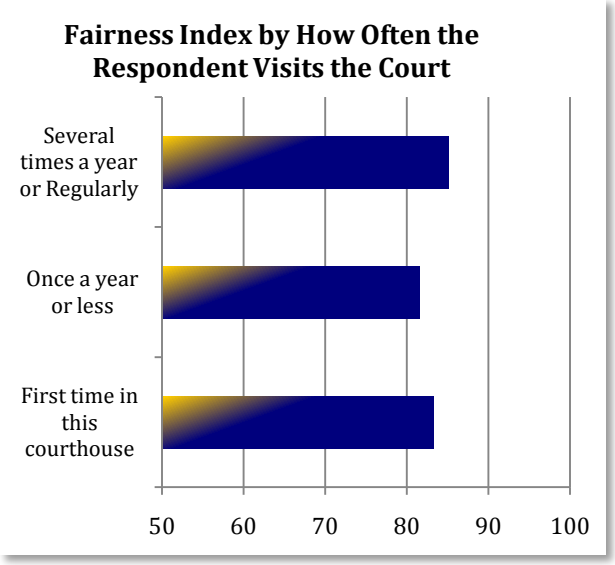
[11] Responses from court customers in counties categorized as Small in the 2008/2 Implied Need Calculation.

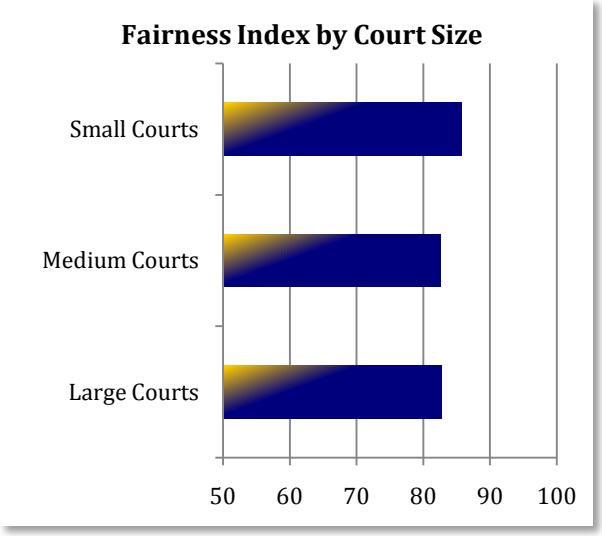
Table 5.3: Fairness Index Scores by Demographics

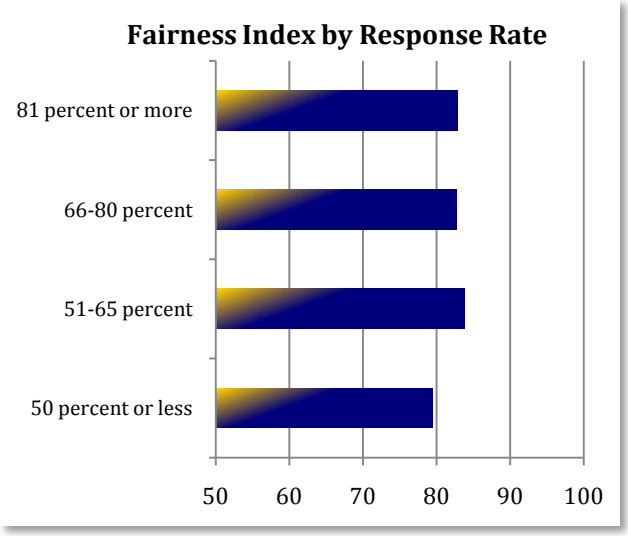




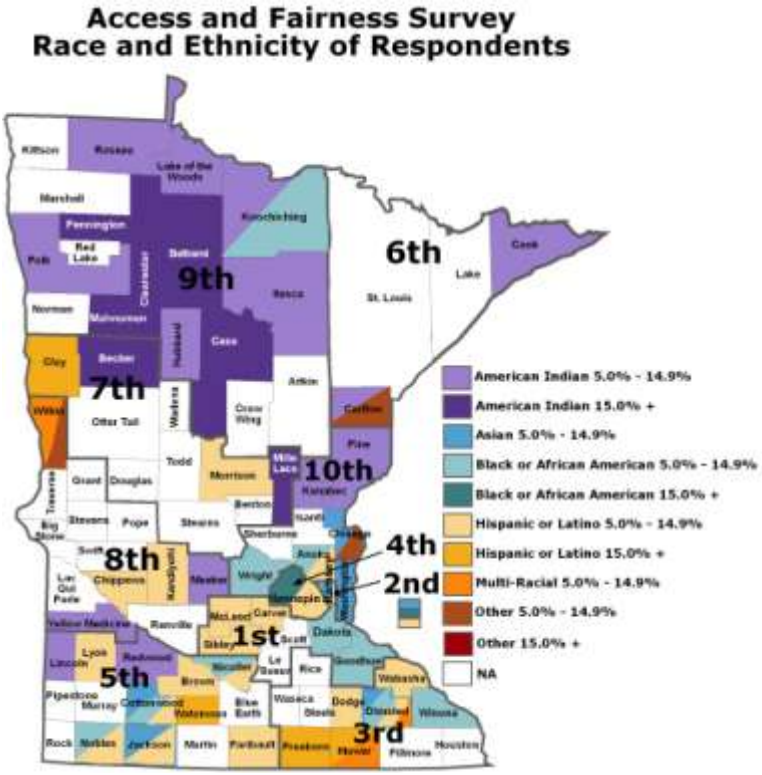


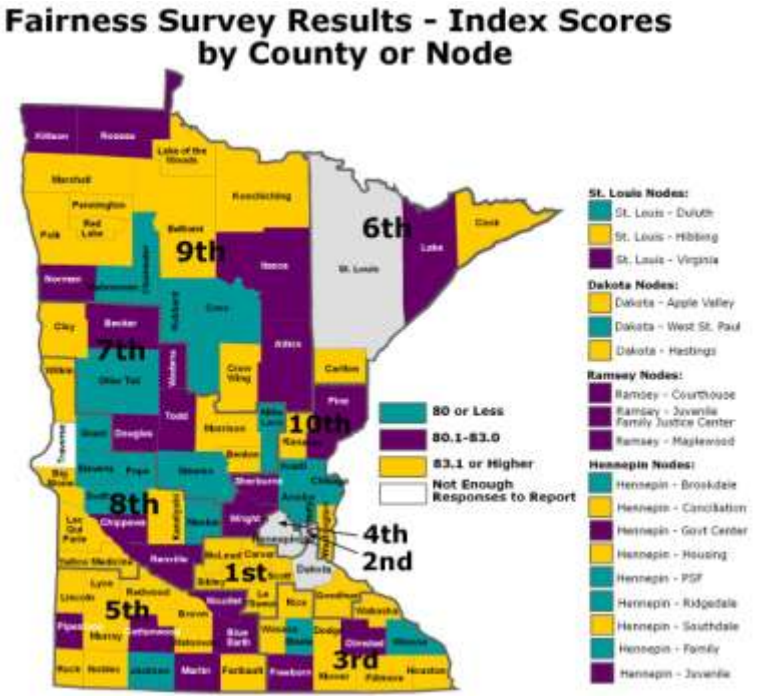






Race was one of the demographics in which there was a wider variation across index scores. In **Table 5.4: Race and Ethnicity of Respondents** Map, counties with higher percentages of various demographics are shown. **Table 5.5: Fairness Index Score Map** shows the fairness index scores in those locations.





Responses from the Fairness section were compared to results in Massachusetts. Both state's responses are similar, despite some differences in the language of the statements. The statement with the lowest percent of respondents who agreed or disagreed was "The way my case was handled was fair" with 81% (Minnesota question), and "In my opinion, my case was handled fairly" with 78% (Massachusetts question). The rest of the fairness statements had between 80-85 percent of respondents indicating they agreed or strongly agreed, in both states.

Are jurors representative of our communities?

JURY POOLS

- The jurors who report to court are similar racially and ethnically compared to the population of the communities in Minnesota.
- Nearly all jurors complete the race information on questionnaires, but nearly 12% do not complete the Hispanic/Latino ethnicity information.
- There are slightly more female jurors and slightly fewer male jurors than are in communities in Minnesota.

All jury managers across the state submitted information about demographics of jurors based on returned questionnaires. The chart below compares the racial breakdown of the population in the last decennial census to the jurors who report for service, return their questionnaires and report their race. Data from jurors who reported in 2004 through 2007 is consistent (2004-2006 not included in this report). The census information uses as many criteria as possible to try to match the characteristics of people eligible to serve on juries. Only larger locations and the state as a whole can be reported by race using these specific criteria. (See appendix for all county-level juror data.)

Table 5.6: Juror Racial Comparison With Census

	White		Black		American Indian		Asian/ Pacific Islander		Other		2+ Races		Total
	2000 Census	2007 Jurors	2000 Census	2007 Jurors	2000 Census	2007 Jurors	2000 Census	2007 Jurors	2000 Census	2007 Jurors	2000 Census	2007 Jurors	# of 2007 Jurors
Minnesota	**93.6%**	**93.4%**	**2.6%**	**2.3%**	**1.0%**	**1.0%**	**1.2%**	**1.9%**	**0.6%**	**1.0%**	**1.0%**	**0.5%**	**46014**
Anoka	95.8%	95.9%	0.8%	0.6%	0.8%	1.1%	1.2%	1.5%	0.4%	1.0%	0.8%	0.0%	1608
Carver-Scott	97.3%	95.4%	0.3%	0.6%	0.3%	0.5%	1.1%	2.3%	0.5%	1.0%	0.5%	0.1%	1422
Dakota	95.0%	93.5%	1.9%	2.3%	0.3%	0.3%	1.2%	2.0%	0.9%	0.9%	0.8%	1.0%	3391
Hennepin	88.1%	86.1%	6.9%	7.1%	0.9%	0.7%	2.0%	3.6%	0.6%	1.9%	1.5%	0.6%	7822
Ramsey	87.3%	87.2%	6.0%	5.1%	0.9%	0.4%	2.9%	4.6%	1.2%	1.9%	1.6%	0.7%	5993
St. Louis	96.0%	97.3%	0.7%	0.4%	1.6%	1.4%	0.5%	0.4%	0.2%	0.2%	0.9%	0.2%	2388
Washington	96.3%	94.2%	1.0%	1.4%	0.3%	0.4%	1.0%	2.8%	0.2%	1.0%	1.2%	0.2%	2107

Population ages 18 to 70, not institutionalized, citizens, speak English at home or speak English "very well" or "well"
Source: 2000 Census Public Use Micro data 5% Sample
Compiled by Minnesota State Demographic Center

Jurors = All jurors who report for service and return questionnaire (may or may not be in voir dire)
(Source: JURY+ Next Generation reports)

Statewide, only 1% of jurors had missing race information in 2007[12]. The calculation for percent of jurors by race excludes those who did not report race. There is some variation on missing race among districts as shown in the appendix.

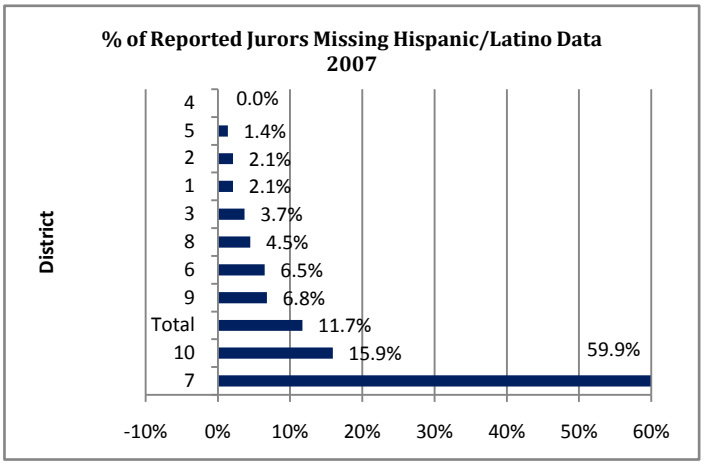
Hispanic/Latino ethnicity is asked separately from race on the juror questionnaires. Statewide, there is a slightly larger percent of Hispanic/Latino jurors who report for service than the population in the community – 1% of all jurors who returned a questionnaire compared to 1% of the statewide population in 2000 as shown in Table 5.7.

Nearly twelve percent of all jurors (11%) did not identify themselves as being Hispanic/Latino or not. There is a lot of variation in the percent of jurors not reporting Hispanic/Latino ethnicity among districts as shown in Table 5.8 Missing Hispanic Data.

Table 5.7: Hispanic Jurors And Census

	Hispanic/Latino	
	2000 Census	2007 Jurors
Minnesota	**1.4%**	**1.6%**
Anoka	0.8%	0.9%
Carver-Scott	1.1%	1.5%
Dakota	2.0%	2.3%
Hennepin	1.6%	2.0%
Ramsey	3.0%	2.8%
St. Louis	0.7%	1.0%
Washington	1.3%	1.7%

Table 5.8: Missing Juror Hispanic Data



Population ages 18 to 70, not institutionalized, citizens, speak English at home or speak English "very well" or "well"; Source: 2000 Census Public Use Microdata 5% Sample; Compiled by Minnesota State Demographic Center.

[12] Percent of race for jurors is calculated by subtracting out those who did not complete the race question so it equals the number of jurors by race divided by the total *number of jurors who completed the race section*. Because of so much missing data, the Hispanic/Latino ethnicity percent is calculated by dividing the number of jurors who selected Hispanic/Latino by the total number of *all jurors* (not just the number who completed the race section).

Table 5.9: Comparison of Jurors' Gender With Census

	% Female		% Male	
	2000 Census	2007 Jurors	2000 Census	2007 Jurors
Minnesota	**50.2%**	**51.8%**	**49.8%**	**48.2%**
Anoka	49.3%	54.0%	50.7%	46.0%
Carver-Scott	49.8%	52.2%	50.2%	47.8%
Dakota	50.8%	50.1%	49.2%	49.9%
Hennepin	50.2%	50.9%	49.8%	49.1%
Ramsey	52.1%	52.9%	47.9%	47.1%
St Louis	50.7%	52.7%	49.3%	47.3%
Washington	50.5%	54.7%	49.5%	45.3%

There are slightly more female jurors than are represented in communities across the state with some variation by location as shown in Table 5.9. Statewide, there are 1% more females and fewer males among jurors than in the census. Anoka County has the largest difference between the census and juror gender (4%) in area for which census information is available.

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 total Branch separation rate increased from 7% in FY 2007 to 8% in FY 2008.
- The separation rate for FY 08 by location ranges from 3% in the 7th District to 16% in the 3rd District
- Resignations comprise over half of all separations.

Table 6.1: Separation Rates for FY07

FY2007										
District	Retirement		Resignations		Dismissals		Layoffs		Total Separations	
	#	%	#	%	#	%	#	%	#	%
1	6.8	3.5%	6.7	3.4%	3.0	1.5%		0.0%	16.4	8.4%
2	3.5	1.6%	11.0	5.0%	6.0	2.7%		0.0%	20.5	9.4%
3	2.5	1.6%	5.5	3.6%		0.0%	0.5	0.3%	8.5	5.5%
4	13.0	2.7%	26.4	5.6%	6.5	1.4%		0.0%	45.9	9.7%
5		0.0%	1.0	0.9%		0.0%		0.0%	1.0	0.9%
6	4.8	4.6%	3.3	3.1%	1.9	1.8%		0.0%	10.1	9.5%
7	1.0	0.7%	4.7	3.1%	1.0	0.7%		0.0%	6.7	4.4%
8		0.0%		0.0%		0.0%		0.0%		0.0%
9	1.0	0.7%	3.0	2.1%	1.0	0.7%		0.0%	5.0	3.6%
10	5.0	1.7%	21.7	7.4%	1.0	0.3%	1.0	0.3%	28.7	9.8%
MJC	2.9	1.1%	8.3	3.2%		0.0%		0.0%	11.2	4.3%
Total	**40.5**	**1.9%**	**91.5**	**4.2%**	**20.4**	**0.9%**	**1.5**	**0.1%**	**153.9**	**7.1%**

= number of FTEs separated by type
% = percent of average number of FTEs in a location during fiscal year who separated from the branch

Excludes Judges, Law Clerks, Bar Exam Monitors and Limited/Temporary Appointments
Average FTE calculated by taking average of beginning and ending fiscal year FTE counts as reported by Finance (excluding classifications above)

Resignation figures include Term Without Rights, Death, End of Disability Leave, Resignations, and Separation - Other

Dismissal figures include Gross Misconduct and Dismissal

The number and rate of separations increased from FY07 to FY08 with retirements increasing the most. From 40.5 FTEs (1.9%) in FY07 to 56.2FTEs (2.6%) in FY08.

The range in separation rates in FY 08 is from 3% in the 7th District to 16% in the 3rd District. District 3 has the largest percentage increase in these two years (from 5.5% to 16%) followed by District 5 (.9% to 9%).

Table 6.2: Separation Rates for FY08

FY2008										
District	Retirement		Resignations		Dismissals		Layoffs		Total Separations	
	#	%	#	%	#	%	#	%	#	%
1	6.0	3.0%	8.5	4.2%	1.0	0.5%		0.0%	15.4	7.7%
2	9.0	4.3%	10.5	5.0%	2.0	0.9%		0.0%	21.5	10.2%
3	5.5	3.8%	10.5	7.3%	2.5	1.7%	5.0	3.5%	23.5	16.3%
4	10.3	2.2%	26.2	5.7%	6.0	1.3%		0.0%	42.5	9.2%
5	3.0	2.7%	5.7	5.1%	1.0	0.9%		0.0%	9.7	8.7%
6	3.5	3.4%	2.9	2.9%		0.0%	0.9	0.9%	7.3	7.2%
7	3.0	1.9%	1.0	0.6%	1.0	0.6%		0.0%	5.0	3.2%
8	2.0	2.8%	1.0	1.4%		0.0%		0.0%	3.0	4.2%
9	4.0	2.8%	2.0	1.4%	1.0	0.7%		0.0%	7.0	4.9%
10	8.0	2.9%	9.2	3.4%	6.0	2.2%		0.0%	23.2	8.5%
MJC	2.0	0.8%	13.8	5.5%	1.0	0.4%		0.0%	16.8	6.7%
Total	**56.2**	**2.6%**	**91.2**	**4.3%**	**21.5**	**1.0%**	**5.9**	**0.3%**	**174.8**	**8.2%**

= number of FTEs separated by type

% = percent of average number of FTEs in a location during the fiscal year who separated from the branch

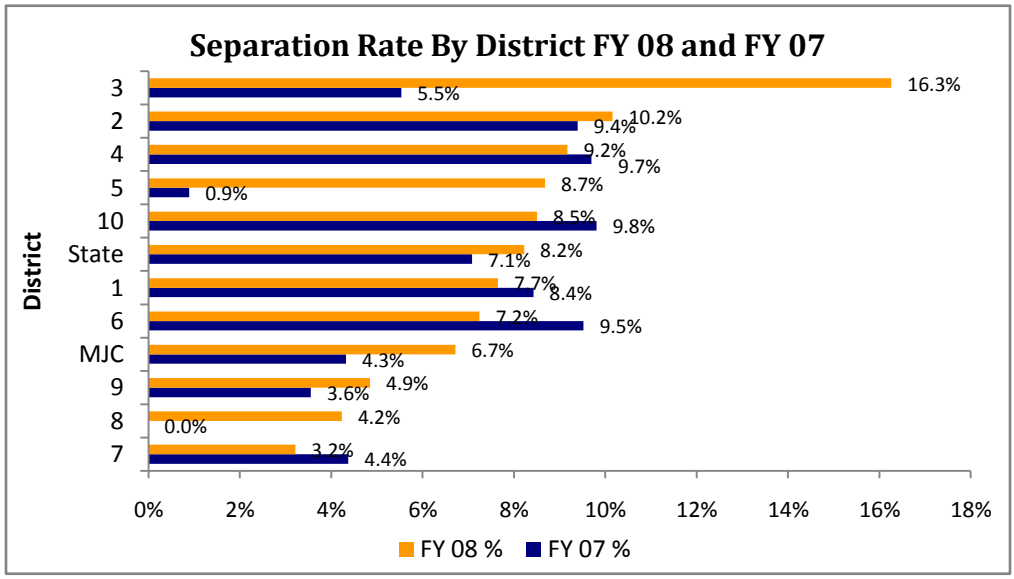
Excludes Judges, Law Clerks, Bar Exam Monitors and Limited/Temporary Appointments

Average FTE calculated by taking average of beginning and ending fiscal year FTE counts as reported by Finance (excluding classifications above)

Resignation figures include Term Without Rights, Death, End of Disability Leave, Resignations, and Separation - Other

Dismissal figures include Gross Misconduct and Dismissal

Table 6.3: Separation Rates By District FY 08 and FY 07



There are many different ways to calculate turnover or separation rates. But, the percent of employees leaving the branch is below the rates of other sectors across the country. The U.S. Bureau of Labor Statistics reports that state and local government turnover rates are approximately 8%, federal government is at 9% while the total for the United States, public and private, is approximately 23%.

Do employees and judicial officers express satisfaction in their positions?

QUALITY COURT WORKPLACE SURVEY RESULTS

- Most employees and judges understand how their job contributes to the Branch mission.
- Over 80% of employees feel their supervisor is available when they need help.
- Employees working for the Branch for three years or less have higher levels of agreement than those who worked for the Branch before the transition to state funding in 30 of 31 statements, and Judges/Justices working for the Branch since state funding have higher levels of agreement than those who worked for the Branch before state funding in 14 of 25 statements.
- Judges/justices had mean scores higher than employees on 18 of 24 similar statements.
- At least 10% of employee respondents disagree or strongly disagree with 13 of the 32 statements, and 10% of the judges/justice respondents disagree or strongly disagree with 5 of the 25 statements from their survey.

The Quality Court Workplace Survey was conducted September 8 – 24, 2008. Two surveys were deployed; one for all court employees (31 questions), and one for all judges and justices (25 questions). The survey questions were adapted from the National Center for State Courts' CourTools Employee Satisfaction Survey. A key of the survey questions, and the survey numbers (correspond to some of the charts in this section), can be found in the appendix.

EMPLOYEE SURVEY

In total, 2,036 employees completed the surveys. The statewide response rate was 75%. Response rates varied across locations, from 58% to 89%. District response rates can be found in table *6.4: Employee Survey Response Rates*.

Table 6.4: Employee Survey Response Rates

Location	Response Rate
District 1	**78%**
District 2	**69%**
District 3	**58%**
District 4	**74%**
District 5	**89%**
District 6	**70%**
Districts 7 & 8	**81%**
District 9	**89%**
District 10	**74%**
MJC	**75%**
Total	**75%**

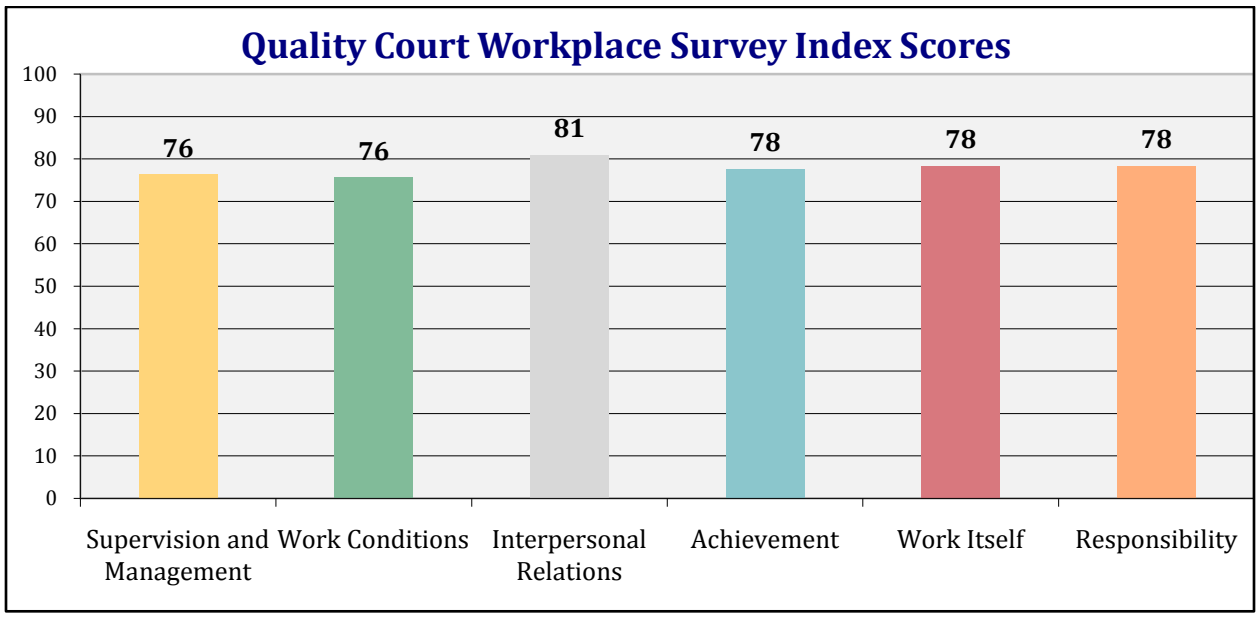
The thirty-one questions have been categorized, for analysis purposes, in six groups, with an index score (0-100) for each. To review the questions for the employee survey, see the appendix. The index categories came from the National Center for State Courts. The NCSC refers to the factors that

lead to satisfaction as motivational factors and the aspects of the work place that can lead to dissatisfaction as environmental factors. Each factor type has an index score. The categories are shown below. Additional information about these factors can be found in the appendix.

Environmental Factors Leading to Dissatisfaction	Motivational Factors Leading to Satisfaction
• Supervision and Management	• Achievement
• Work Conditions	• Work Itself
• Interpersonal Relations	• Responsibility

The scores, by index can be found in *Table 6.5: Employee QCW Index Scores*.

Table 6.5: Employee QCW Index Scores



FACTORS LEADING TO DISSATISFACTION

SUPERVISION AND MANAGEMENT

The Supervision and Management index, along with the Work Conditions index, has the lowest index score (76). There are variations in the responses to the statements in this index, ranging from 56% of respondents indicating they agree or strongly agree with the statement *(Managers and supervisors follow up on employee suggestions for improvements in services and work processes)* to 83% *(My supervisor is available when I have questions or need help)*.

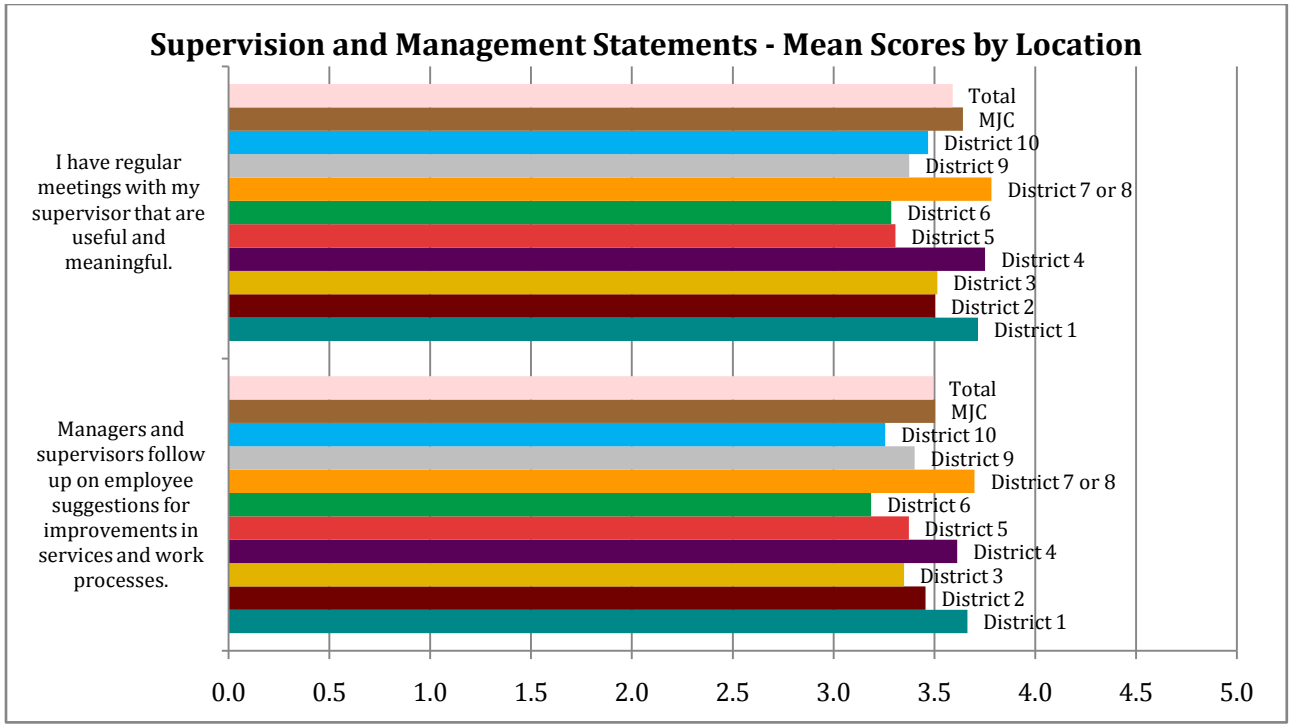
> *"Management meets with staff individually rather than as a whole when discussing issues and/or changes that affect the entire office, often telling one person something different than the other, creating hard feelings and breaking down the trust level among co-workers."*

Two statements in this section had some of the lowest mean scores in the survey:

- I have regular meetings with my supervisor that are useful and meaningful (3.6)
- Managers and supervisors follow up on employee suggestions for improvements in services and work processes (3.5)

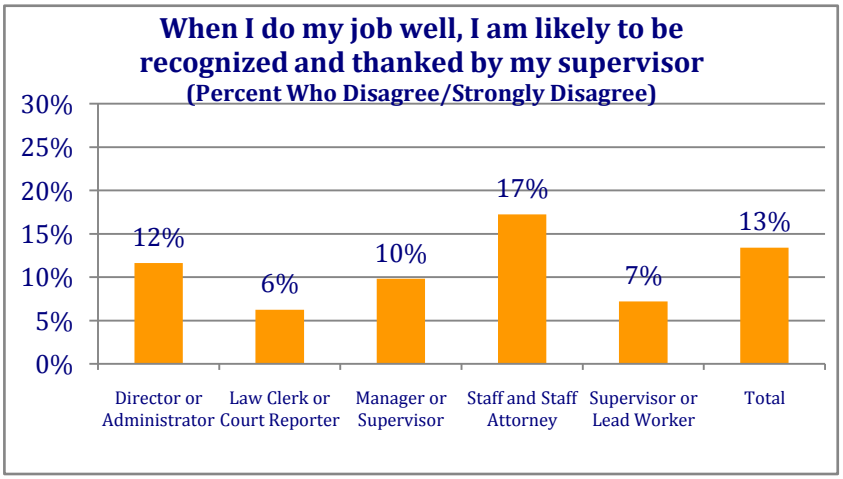
There is some variation in the mean scores for these statements, across locations. Districts 1, 4 and 7 & 8 (combined) had the highest scores on each, while Districts 6 and 10 had the lowest mean scores. To see the mean scores for these statements, by location, see *Table 6.6: Supervision and Management Statements Mean Scores by Location*.

Table 6.6: Supervision and Management Statements Mean Scores by Location



Three statements had over ten percent of respondents who disagreed or strongly disagreed with the statements:

Table 6.7: Disagreement Levels for Recognition by Supervisors



- I have regular meetings with my supervisor that are useful and meaningful (17%)
- Managers and supervisors follow up on employee suggestions for improvements in services and work processes (16%)

- When I do my job well, I am likely to be recognized and thanked by my supervisor (13%)

There was variation, by role, of the percentage of responses who disagreed or strongly disagreed with the statement, *When I do my job well, I am likely to be recognized and thanked by my supervisor.* These percentages, by role, can be found in *Table 6.7: Disagreement Levels for Recognition by Supervisors.*

Table 6.8: Employee Supervision and Management Index

Supervision and Management		**76**								
		Disagree or Strongly Disagree	**Strongly Disagree**	**Disagree**	**Neither**	**Agree**	**Strongly Agree**	**Agree or Strongly Agree**	**Mean Score**	**(N)**
8	I am treated with respect.	**7.7%**	2.1%	5.6%	14.3%	46.5%	31.5%	**78.0%**	**4.0**	2,021
9	When I do my job well, I am likely to be recognized and thanked by my supervisor.	**13.4%**	3.8%	9.6%	16.0%	38.0%	32.6%	**70.6%**	**3.9**	2,014
16	Managers and supervisors follow up on employee suggestions for improvements in services and work processes.	**16.8%**	4.6%	12.2%	26.8%	41.9%	14.5%	**56.4%**	**3.5**	2,001
17	I have regular meetings with my supervisor that are useful and meaningful.	**17.0%**	3.9%	13.1%	23.4%	39.4%	20.2%	**59.6%**	**3.6**	2,016
26	My supervisor is available when I have questions or need help.	**6.8%**	1.3%	5.4%	10.0%	43.1%	40.1%	**83.2%**	**4.2**	2,022

WORK CONDITIONS

The category of Work Conditions has the lowest index score (76) along with Supervision. There are variations in the responses to the statements in this index section, ranging from 56% of respondents indicating they agree or strongly agree with the statement *(I am able to keep up with my workload without feeling overwhelmed)* to 82% *(I have the materials, equipment, and supplies necessary to do my job well)*. Mean scores for most of the measures fall within the middle of the range of survey statements.

"Since the recent budget cuts and staff reduction, employees are expected to do and know more. There simply is not enough time in one day to get all the tasks completed. I work in the courtroom and am constantly shuffled from one courtroom to the next with very little time at my desk to get daily tasks completed. This is very stressful as I feel I am always behind and never really know from one day to the next what I will be doing."

The statements with the highest mean score, *I have the materials, equipment, and supplies necessary to do my job well* and *I feel safe at my workplace* (4.0), were the highest in this index, with District 7 or 8 and MJC scoring highest, respectively.

The statement with the lowest mean score in the survey is also in the Work Conditions index: *I am able to keep up with my workload without feeling overwhelmed* (3.4). This statement also had the highest percentage of respondents indicate they disagree or strongly agree with the statement. There is variation, across roles and locations, however for this statement. Directors/Administrators and District 3 had the lowest mean scores in their respective demographic group. See mean scores for all roles and locations in *Table 6.9: Workload - Mean Scores by Role and Location*.

Table 6.9: Workload - Mean Scores by Role and Location

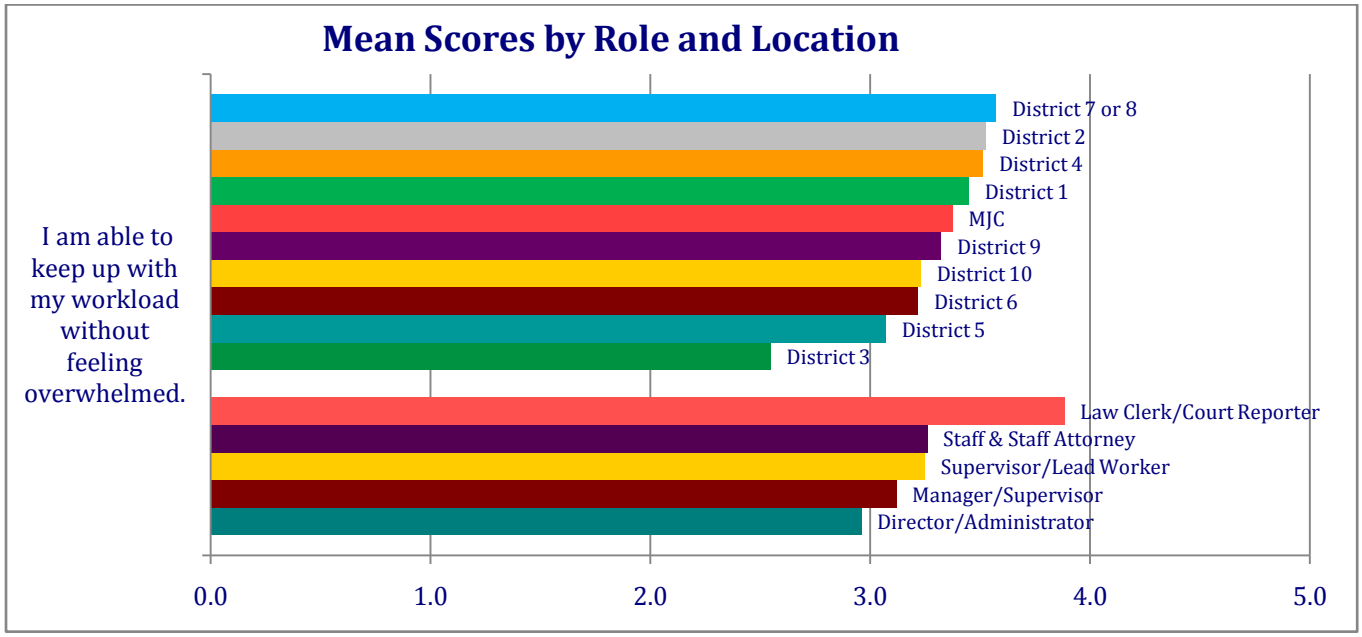


Table 6.10: Mean Scores for Q10 by Location

Another statement with a high level of disagreement is *My working conditions and environment enable me to do my job well* (15%). The locations with the lowest mean scores are districts 10 (3.5), 6 (3.4), and 3 (3.3). Mean scores, by location can be found in *Table 6.10: Mean Scores for Q10 by Location*.

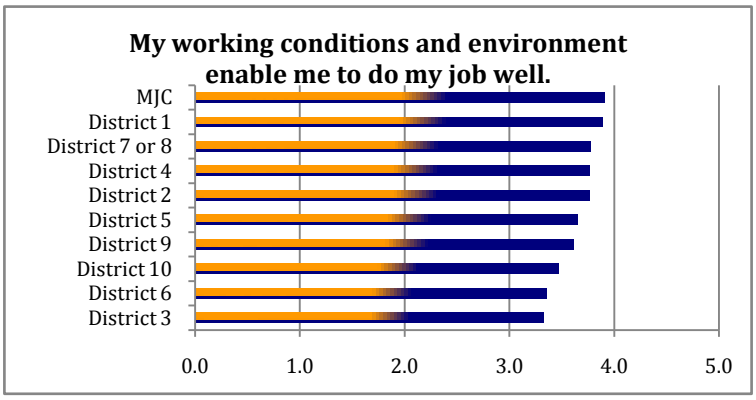


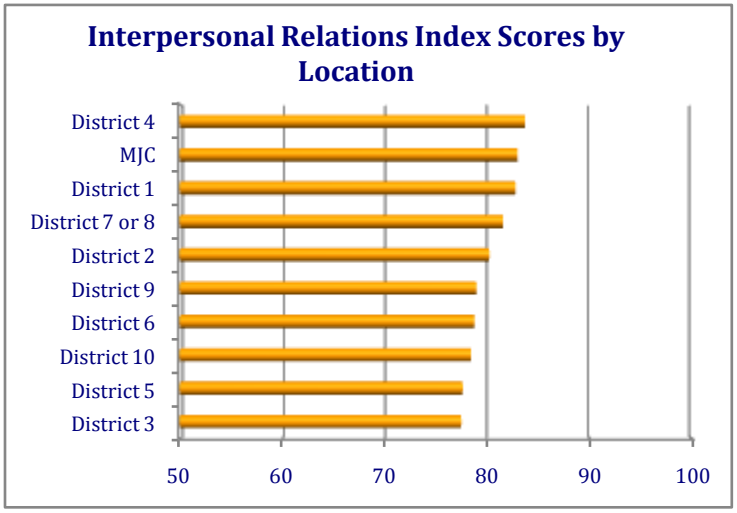
Table 6.11: Employee Work Conditions Index

Work Conditions	76								
	Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)

4	My court is respected in the community.	**7.1%**	0.9%	6.2%	24.8%	43.4%	24.7%	**68.0%**	**3.8**	2,006
10	My working conditions and environment enable me to do my job well.	**14.7%**	2.9%	11.8%	19.3%	44.5%	21.5%	**66.0%**	**3.7**	2,021
19	I have the materials, equipment, and supplies necessary to do my job well.	**7.0%**	1.4%	5.6%	10.7%	54.2%	28.1%	**82.3%**	**4.0**	2,034
27	I am able to keep up with my workload without feeling overwhelmed.	**25.2%**	7.2%	18.1%	19.2%	43.1%	12.5%	**55.6%**	**3.4**	2,024
31	I feel safe at my workplace	**8.4%**	1.6%	6.8%	13.0%	48.7%	29.9%	**78.6%**	**4.0**	2,033

INTERPERSONAL RELATIONS

Table 6.12: Interpersonal Relations Index Scores by Location

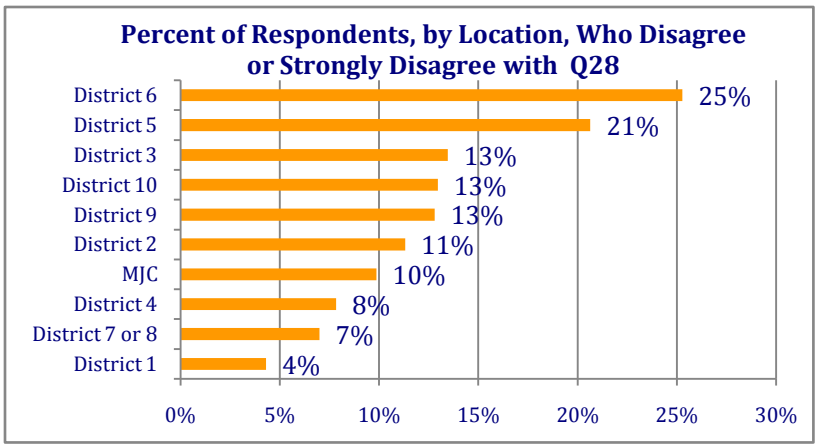


The Interpersonal Relations index has the highest index score in the survey (81). This is the only index in which at least 70% of respondents agree or strongly agree with all the statements in this index. The question with the highest percentage of respondents who agree or strongly agree is *I am skilled in communicating and working effectively with coworkers, clients and/or court users from diverse backgrounds (90%)*, and has the highest level of agreement in the survey. The locations with the highest Interpersonal Relations index scores are Districts 4, 1 and MJC (84, 83, and 83, respectively).

> *"We have dedicated, hard working, respectful, caring employees in our unit. The Judges regularly assigned to our unit are fantastic and live the philosophy that we are all on the same team."*

Table 6.13: Percent of Respondents Who Disagree with Q28

There was one statement in this category with more than 10% of respondents indicating they disagree or strongly disagree, *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.)*(11%). There is wide variation in the responses to this statement, across



locations. The Sixth District had 25% of respondents indicating they disagree or strongly disagree, where the First District had only 4% indicating disagreement. Percentages of disagreement by location can be found in *Table 6.13: Percent of Respondents, by Location, Who Disagree with Q28*.

Table 6.14: Employee Interpersonal Relations Index

Interpersonal Relations		81								
		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
5	The people I work with can be relied upon when I need help.	**5.7%**	1.2%	4.6%	10.5%	38.5%	45.3%	**83.8%**	**4.2**	2,019
15	The people I work with take a personal interest in me.	**7.9%**	1.8%	6.1%	19.2%	48.2%	24.7%	**72.9%**	**3.9**	2,019
20	My coworkers care about the quality of services and programs we provide.	**5.9%**	0.7%	5.2%	15.0%	48.8%	30.3%	**79.1%**	**4.0**	2,020
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.).	**10.8%**	2.8%	8.0%	15.5%	44.2%	29.5%	**73.7%**	**3.9**	2,006
30	I am skilled in communicating and working effectively with coworkers, clients and/or court users from diverse backgrounds.	**0.8%**	0.1%	0.7%	9.3%	56.8%	33.1%	**89.9%**	**4.2**	2,027

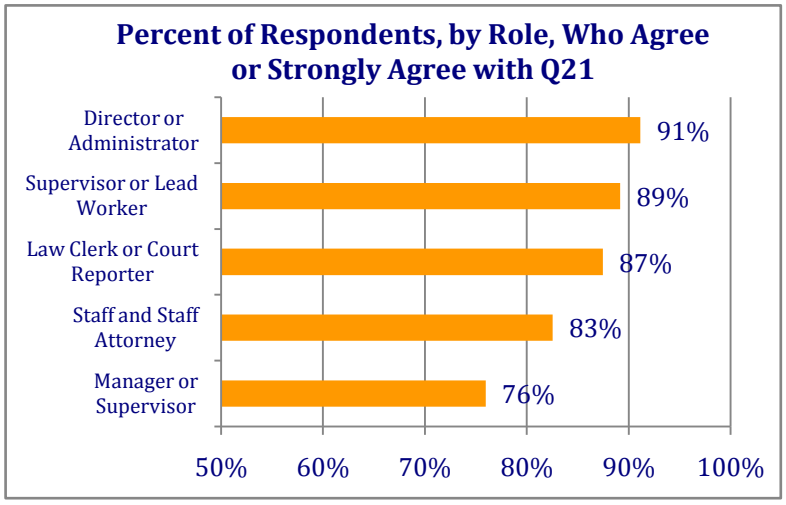
FACTORS LEADING TO SATISFACTION

ACHIEVEMENT

The overall index score for the Achievement index is 78, the same as the other two index categories in Factors Leading to Satisfaction. Within the category, there is substantial variation in respondents who agree or strongly agree with the statements from 54% *(The leadership structure of the Branch meets the needs of my court)* to 86% *(I know what it means for me to be successful on the job)*.

> *"Our office would benefit from regular staff meetings, not just once/twice per year. Communication is often through only one person in a division and expected to be passed along. Emails are sent with important procedure updates and changes instead of actually meeting and discussing them with staff, allowing for no questions or feedback."*

Table 6.15: Percent of Respondents, by Role, Who Agree or Strongly Agree with Q21



At least 80% of respondents understand what it means for them to be successful on the job (86%) and what is expected of them (84%). There is some variation by role, with Directors and Administrators (91%) indicating the highest agreement, with Managers and Supervisors indicating the lowest (76%).

The Achievement category also has three statements with over 10% disagreement reported by respondents:

- I feel valued by my supervisor based on my knowledge and contribution to my department, unit, or division (11%)
- The leadership structure of the Branch meets the needs of my court (15%)
- Important information is communicated to me in a timely manner (16%)

Mean scores, by these three statements, can be found in *Table 6.16: Achievement Mean Scores by Location*.

Table 6.16: Achievement Mean Scores by Location

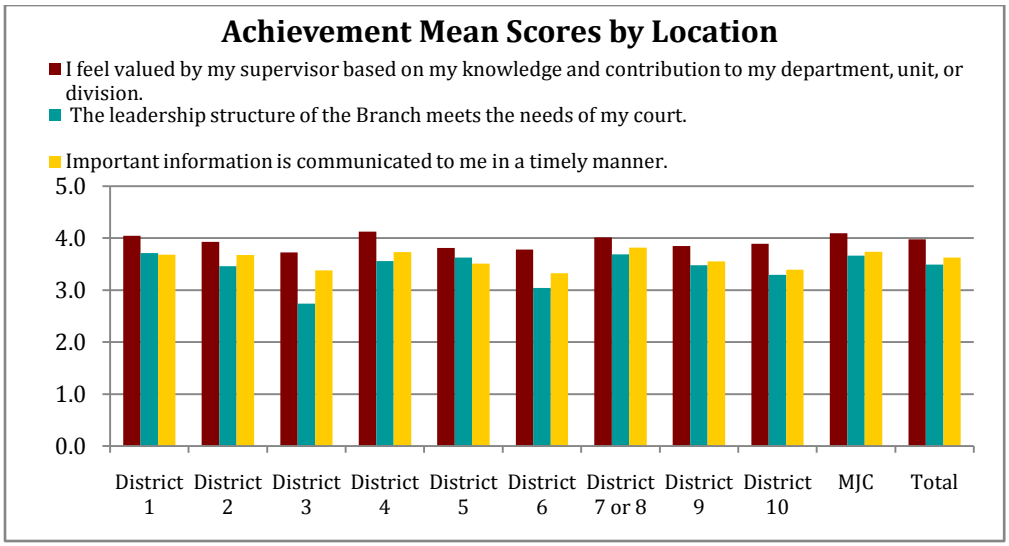


Table 6.17: Employee Achievement Index

Achievement		78								
		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
11	I feel valued by my supervisor based on my knowledge and contribution to my department, unit, or division.	**11.0%**	2.9%	8.1%	13.3%	39.7%	35.9%	**75.7%**	**4.0**	2,017
12	Important information is communicated to me in a timely manner.	**16.0%**	2.6%	13.4%	20.5%	45.9%	17.7%	**63.5%**	**3.6**	2,028
13	The leadership structure of the Branch meets the needs of my court.	**14.5%**	3.8%	10.7%	31.4%	40.7%	13.4%	**54.1%**	**3.5**	1,978
21	On my job, I know exactly what is expected of me.	**4.2%**	0.5%	3.7%	11.4%	49.7%	34.6%	**84.3%**	**4.1**	2,029
23	My time and talents are used well.	**9.1%**	1.9%	7.3%	16.8%	47.8%	26.3%	**74.1%**	**3.9**	2,026
25	I know what it means for me to be successful on the job.	**3.0%**	0.3%	2.7%	10.9%	52.9%	33.2%	**86.1%**	**4.2**	2,029

WORK ITSELF

The index score for Work Itself is 78, with somewhat less variation within the statement responses than the other index categories of Factors Leading to Satisfaction. Percentages of respondents in agreement with the statements range from 63% *(I am able to collaborate effectively with those outside my immediate county/division to improve our work)* to 89% *(I understand how my job contributes to the overall mission of the Minnesota Judicial Branch).* The two statements with the highest mean scores in the survey (4.3) are also in the Work Itself category:

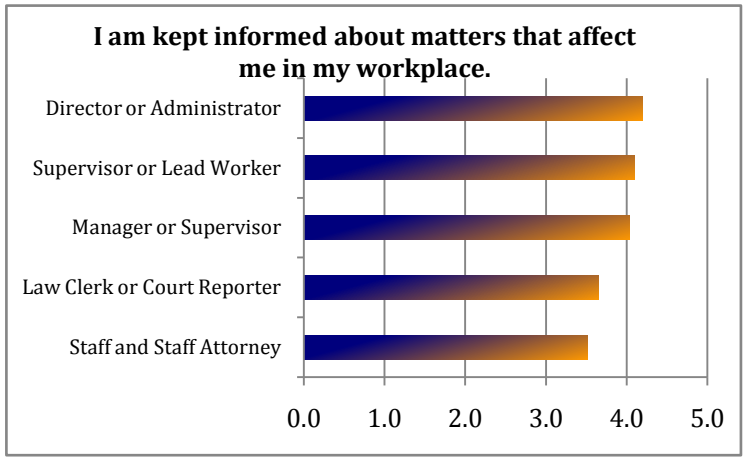
- I understand how my job contributes to the overall mission of the Minnesota Judicial Branch
- I am proud that I work in my court

Two of the six statements had over 10% of respondents indicating disagreement with the statements:

- I am able to collaborate effectively with those outside my immediate county/division to improve our work (13%)
- I am kept informed about matters that affect me in my workplace (17%)

"It would help our district if the court houses would collaborate as a district, not only as separate entities. We need to be able to use our resources wisely and show that our district is working as a team to [provide] better services and programs for the whole district."

Table 6.18: Mean Scores for Q2 By Role



Mean scores for *I am kept informed about matters that affect me in my workplace,* are lowest for Law Clerks/Court Reporters (3.8) and Staff/Staff Attorneys (3.4). Mean scores by all roles can be found in *Table 6.18: Mean Scores for Q2 by Role*.

Table 6.19: Employee Work Itself Index

Work Itself		78								
		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
2	I am kept informed about matters that affect me in my workplace.	**17.2%**	3.2%	13.9%	17.5%	42.9%	22.4%	**65.3%**	**3.7**	2,031
7	I understand how my job contributes to the overall mission of the Minnesota Judicial Branch.	**2.2%**	0.4%	1.8%	8.6%	49.0%	40.3%	**89.2%**	**4.3**	2,034
14	I enjoy coming to work.	**8.0%**	1.8%	6.3%	20.5%	47.7%	23.8%	**71.5%**	**3.9**	2,013
22	I am proud that I work in my court.	**2.5%**	0.5%	2.0%	9.5%	42.3%	45.7%	**88.0%**	**4.3**	2,021
24	I get the training I need to do my job well.	**13.1%**	2.5%	10.6%	21.0%	46.0%	19.9%	**65.9%**	**3.7**	2,029
29	I am able to collaborate effectively with those outside my immediate county/division to improve our work.	**9.2%**	2.3%	6.9%	28.1%	45.7%	17.0%	**62.7%**	**3.7**	2,005

RESPONSIBILITY

Just as in the other index categories of Factors Leading to Satisfaction, the Responsibility index score is 78. Overall, employees agree or strongly agree their work unit looks for way to improve processes and procedures (84%) and that they are encouraged to use their own judgment in getting the job done (84%). This is also consistent across

"This workplace offers a wide variety of duties and exhibits excellent teamwork abilities. Our supervisor is fair and understanding, keeps us informed, and provides us with the knowledge and materials to do our job well."

locations, as all locations had mean scores from 4.0 to 4.3 on both statements.

Two of the statements in the Responsibility category had at least 10% of respondents of respondents indicate they disagree or strongly disagree:

- As I gain experience, I am given responsibility for new and exciting challenges at work (14%)
- I have an opportunity to develop my own special abilities (14%)

Mean scores for these statements were higher for Directors/Administrators, Managers, and Supervisors/Lead Workers, and lower for Staff/Staff Attorneys and Law Clerks/Court Reporters, which can be seen in *Table 6.20: Q3 and Q6 Mean Scores by Role.*

Table 6.20: Q3 and Q6 Mean Scores by Role

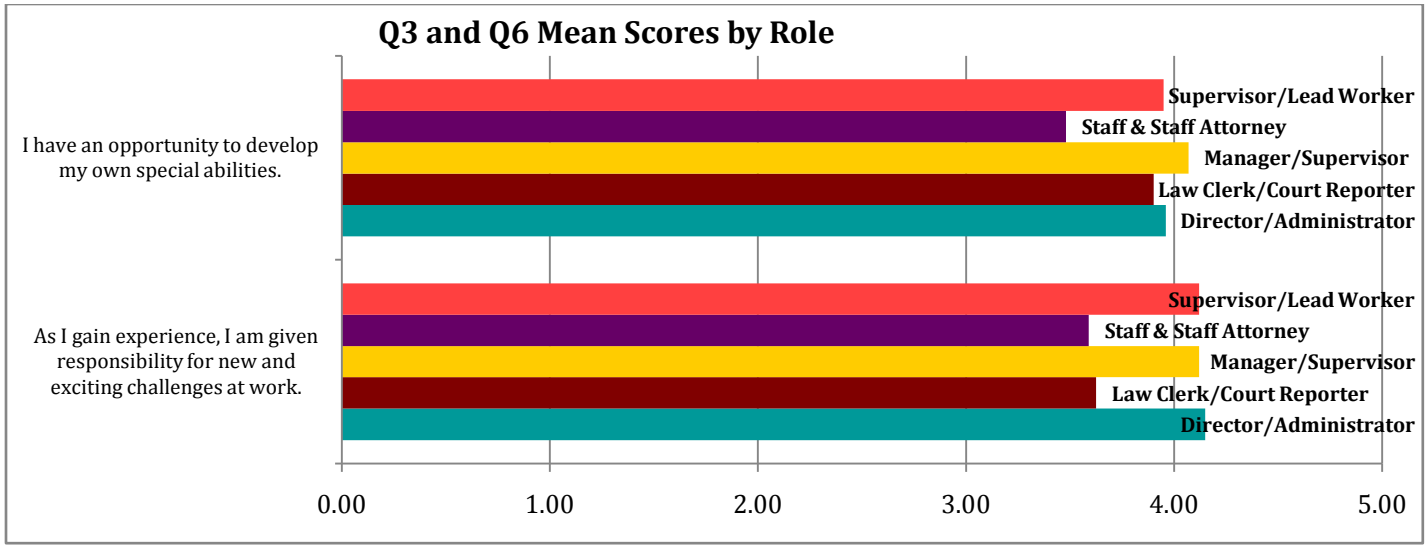


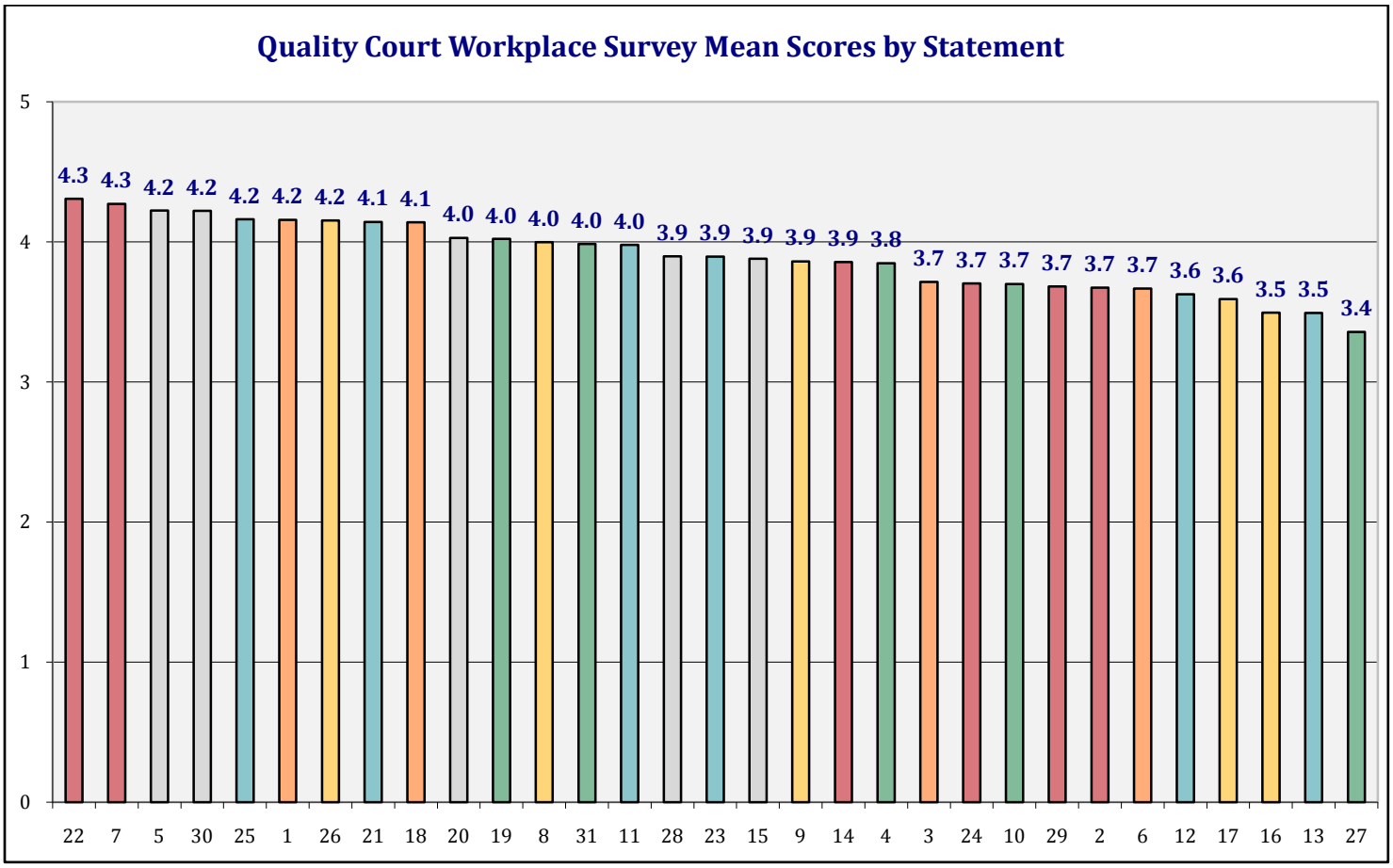
Table 6.21: Employee Responsibility Index

Responsibility		78								
		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
1	My work unit looks for ways to improve processes and procedures.	**5.7%**	1.1%	4.6%	10.6%	45.0%	38.8%	**83.7%**	**4.2**	2,028
3	As I gain experience, I am given responsibility for new and exciting challenges at work.	**13.4%**	2.6%	10.8%	23.4%	38.9%	24.2%	**63.1%**	**3.7**	2,013
6	I have an opportunity to develop my own special abilities.	**14.0%**	2.5%	11.5%	23.5%	42.0%	20.5%	**62.5%**	**3.7**	2,026
18	When appropriate, I am encouraged to use my own judgment in getting the job done.	**5.0%**	0.9%	4.0%	10.6%	49.0%	35.4%	**84.4%**	**4.1**	2,034

Mean scores, for each statement in the employee survey, are shown in *Table 6.22: Employee Mean Scores by Statement*. The survey numbers correspond to the numbers in the index tables above, or the survey in the appendix. The columns in *Table 6.22: Employee Mean Scores by Statement* are shaded with the color of the index in which they belong.

Color Key for Table 6.22	
	Supervision and Management
	Work Conditions
	Interpersonal Relations
	Achievement
	Work Itself
	Responsibility

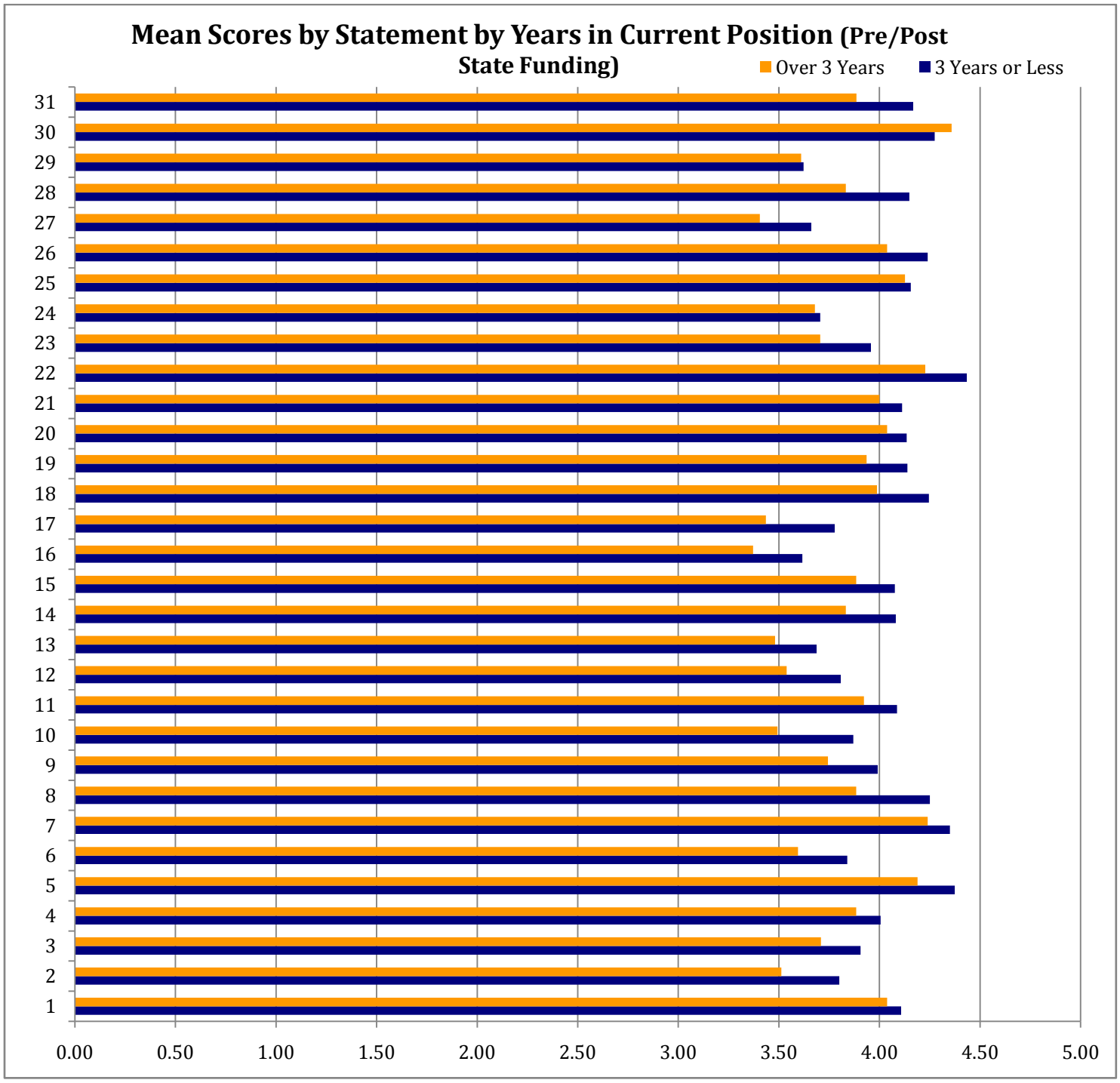
Table 6.22: Employee Mean Scores by Statement



The statements can also be compared, outside of the index categories. Mean scores of all 31 statements were compared by the year the respondent was in her/his position. Employees who have been in their current position *since* the transition to state funding answered higher than employees who have been in their current position *before* state funding on 30 of the 31 statements. The only statement for which employees in their position before state funding scored higher was:

- I am skilled in communicating and working effectively with coworkers, clients and/or court users from diverse backgrounds.
    - Employees in Position Over 3 Years (4.4)
    - Employees in Position Less Than 3 Years (4.3)

Table 6.23: Employee Mean Scores by Statement by Years in Current Position (Pre/Post State Funding)



JUDGE/JUSTICE SURVEY

There were a total of 213 judges and justices who completed the survey. The statewide response rate was 71%. The response rates varied by location from 59% to 82% and can be found in *Table 6.24: Judge/Justice Response Rates by Location*.

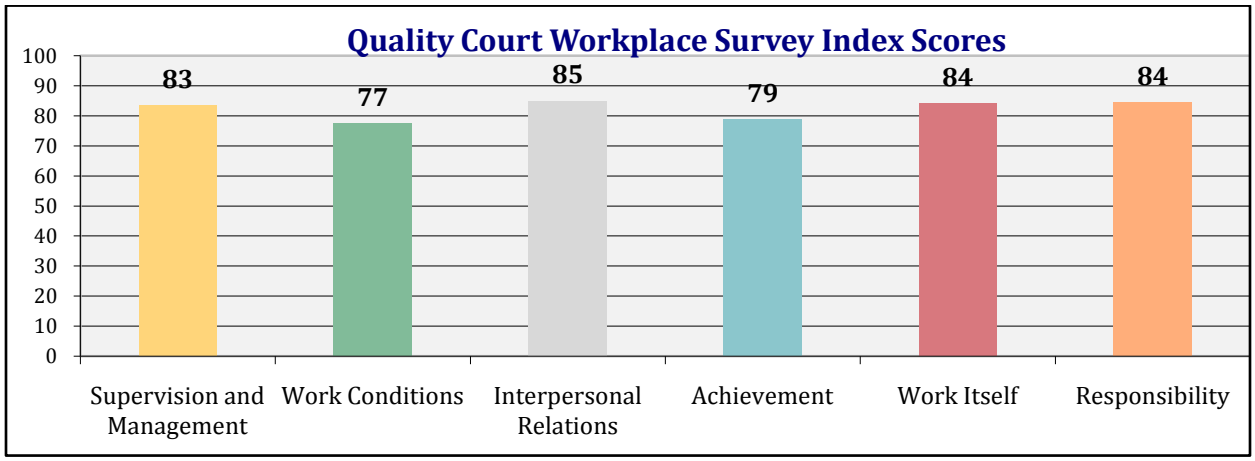
Table 6.24: Judge/Justice Response Rates by Location

Location	Responses	Response Rate
District 1	24	**73%**
District 2	22	**76%**
District 3	15	**65%**
District 4	36	**59%**
District 5	13	**81%**
District 6	9	**60%**
District 7	23	**82%**
District 8	9	**82%**
District 9	18	**78%**
District 10	33	**79%**
Appellate Courts	17	**65%**
Total	**219**	**71%**

In two districts there were less than 10 completed responses. No locations or groups of less than 10 responses will be reported to ensure confidentiality of the respondents (see analysis notes). For this reason, no data will be reported at the district level for the 6th and 8th districts. They will, however, be included in any statewide or total numbers.

The twenty-five questions have been categorized in the same index categories as the employee results. The categories consist of some different statements than the employee survey, as not all questions were phrased similarly, and some questions were removed or added to the judge/justice survey. To review the statements for the judge/justice survey, see the appendix.

Table 6.25: Judge/Justice Index Scores

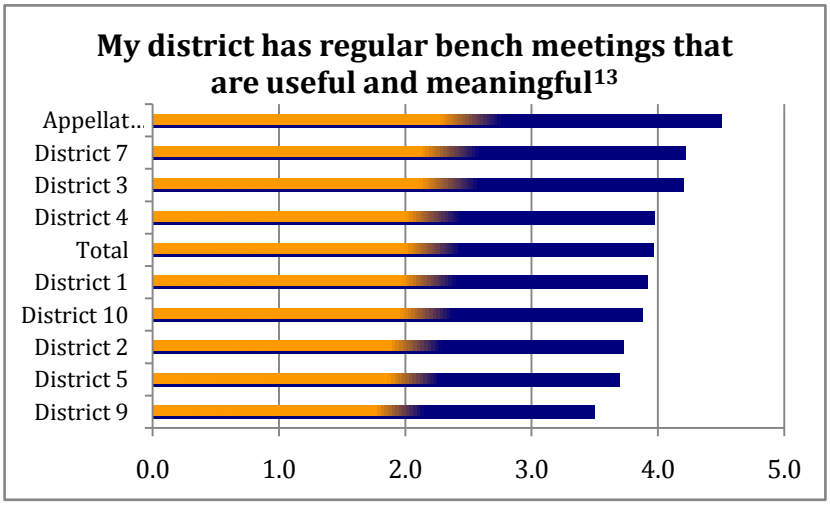


FACTORS LEADING TO DISSATISFACTION

SUPERVISION AND MANAGEMENT

The index score for this category was 83.

Table 6.26: Regular Bench Meetings - Mean Scores by Location



There are two statements included in this index, both with at least 75% of respondents indicating they agree or strongly agree with the statement. One statement, *I am treated with respect*, has the third highest mean score in the survey (4.4), and a high percentage of respondents who agree or strongly agree (93%). The second statement, *My district has regular bench meetings that are useful and meaningful*, had 76% of respondents who agree or strongly agree, but with some variation across location. Mean Scores by location can be found in *Table 6.26: Regular Bench Meetings - Mean Scores by Location*[13].

> *"I feel fortunate to be a judge not only in Minnesota, but particularly in my District. We have a bench and administrative staff that are unfailingly supportive of each other and of the work of the Courts."*

Table 6.27: Judge/Justice Supervision and Management Index

Supervision and Management		**83**								
		Disagree or Strongly Disagree	**Strongly Disagree**	**Disagree**	**Neither**	**Agree**	**Strongly Agree**	**Agree or Strongly Agree**	**Mean Score**	**(N)**
6	I am treated with respect.	**1.8%**	0.9%	0.9%	5.0%	45.7%	47.5%	**93.2%**	**4.4**	219
11	My district has regular bench meetings that are useful and meaningful.	**8.8%**	0.9%	7.9%	15.7%	44.9%	30.6%	**75.5%**	**4.0**	216

WORK CONDITIONS

The category of Work Conditions had the lowest index score in the survey (77). Only two of the five statements in this category had at least three-fourths of the respondents indicating they agree or strongly agree:

[13] To ensure confidentiality of the respondents, no data will be reported at the district level for the 6th and 8th districts.

- My court is respected in the community (88%)
- I feel safe at my workplace (78%)

Four of the five statements had over 10% of respondents who indicated they disagree or strongly disagree with the statement:

- I feel safe at my workplace (12%)
- I have the materials, equipment, and supplies necessary to do my job well (13%)
- My working conditions enable me to do my job well (15%)
- I am able to keep up with my workload without feeling overwhelmed (25%)

"We are so short of resources; including time that I frequently feel I cannot spend sufficient time on each case to feel that I have given justice. This bothers me greatly."

The mean scores for these measures were grouped based on if the districts have consistently needed a judge (see Age of Pending section for definition). Those who consistently need a judge had lower mean scores on all of the measures in this index.

Table 6.28: Mean Scores for Q7 Q12 Q24 and Q25 by Districts Needing a Judge

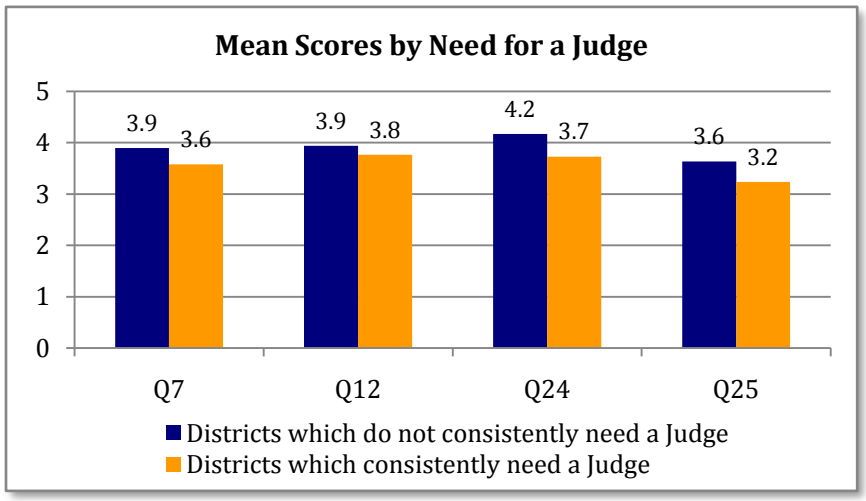


Table 6.29: Judge/Justice Work Conditions Index

Work Conditions		77								
		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
3	My court is respected in the community.	**1.8%**	0.5%	1.4%	10.6%	49.1%	38.5%	**87.6%**	**4.2**	218
7	My working conditions and environment enable me to do my job well.	**15.1%**	1.8%	13.2%	16.0%	43.8%	25.1%	**68.9%**	**3.8**	219
12	I have the materials, equipment, and supplies necessary to do my job well.	**12.8%**	0.5%	12.3%	13.2%	47.5%	26.5%	**74.0%**	**3.9**	219

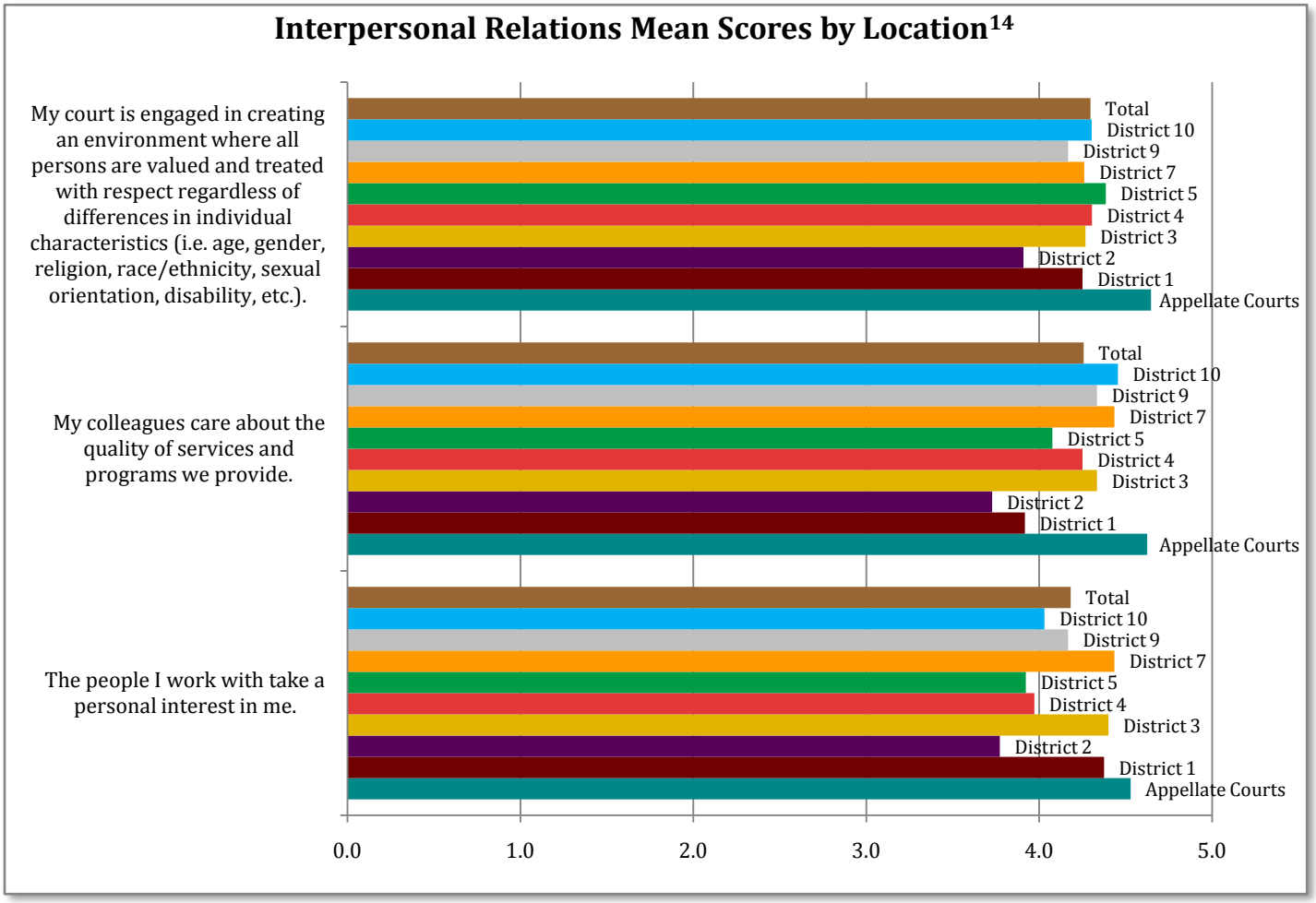
24	I feel safe at my workplace.	**11.5%**	2.3%	9.2%	10.1%	43.1%	35.3%	**78.4%**	**4.0**	218
25	I am able to keep up with my workload without feeling overwhelmed.	**25.1%**	3.3%	21.9%	15.8%	41.9%	17.2%	**59.1%**	**3.5**	215

INTERPERSONAL RELATIONS

"For the most part, the workplace is respectful and most of the judges in this district work well together and collaborate."

The Interpersonal Relations category had an index score of 85, which is highest of all index categories. At least 80% of the respondents indicated they agree or strongly agree with all of the statements in this category. All statements in this category had mean scores of 4.2 or 4.3.

Table 6.30: Interpersonal Mean Scores by Location



Three of the statements in this index category showed variation by location. These questions relate to the perception of other colleagues and the people with whom a judge/justice works with. To see the statements and responses by location, see *Table 6.30: Interpersonal Mean Scores by Location*[14].

[14] To ensure confidentiality of the respondents, no data will be reported at the district level for the 6th and 8th districts.

Table 6.31: Judge/Justice Interpersonal Relations Index

	Interpersonal Relations	85								
		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
4	My judicial colleagues can be relied upon when I need help.	**5.0%**	1.8%	3.2%	8.2%	37.4%	49.3%	**86.8%**	**4.3**	219
10	The people I work with take a personal interest in me.	**4.1%**	0.9%	3.2%	13.7%	41.1%	41.1%	**82.2%**	**4.2**	219
13	My colleagues care about the quality of services and programs we provide.	**4.1%**	0.0%	4.1%	8.3%	45.4%	42.2%	**87.6%**	**4.3**	218
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.).	**5.0%**	1.8%	3.2%	7.3%	38.8%	48.9%	**87.7%**	**4.3**	219
21	I am skilled in communicating and working effectively with coworkers, clients, and/or court users from a range of diverse backgrounds.	**0.5%**	0.0%	0.5%	7.8%	61.8%	30.0%	**91.7%**	**4.2**	217

FACTORS LEADING TO SATISFACTION

ACHIEVEMENT

The category for Achievement had an overall index score of 79, the lowest within the Factors Leading to Satisfaction. In 4 out of 5 statements at least 75% of respondents indicated they agree or strongly agree with the statement, with two statements receiving over 90% agreement:

- I know exactly what is expected of me as a judge (93%)
- I know what it means for me to be successful on the job as a judge (92%)

The statement with the least percentage of agreement, in the survey, is:

- The leadership structure of the Branch meets the needs of my court (52%)

This statement also had the lowest mean score in the judge/justice survey (3.3). Responses show more disagreement from the second (2.7) and tenth (2.6) districts, with the other location mean scores above 3.2. For responses by location, see *Table 6.32: Leadership Structure – Mean Scores by Location*.

> *"The local workplace environment is great. My concerns are with the greater state wide branch governance… We need, if we are to enhance our effectiveness to the public, to decentralize at least to the point in which [Court Administrators] are seen collegially equal with other administrators at the District or State level."*

Table 6.32: Leadership Structure – Mean Scores by Location[15]

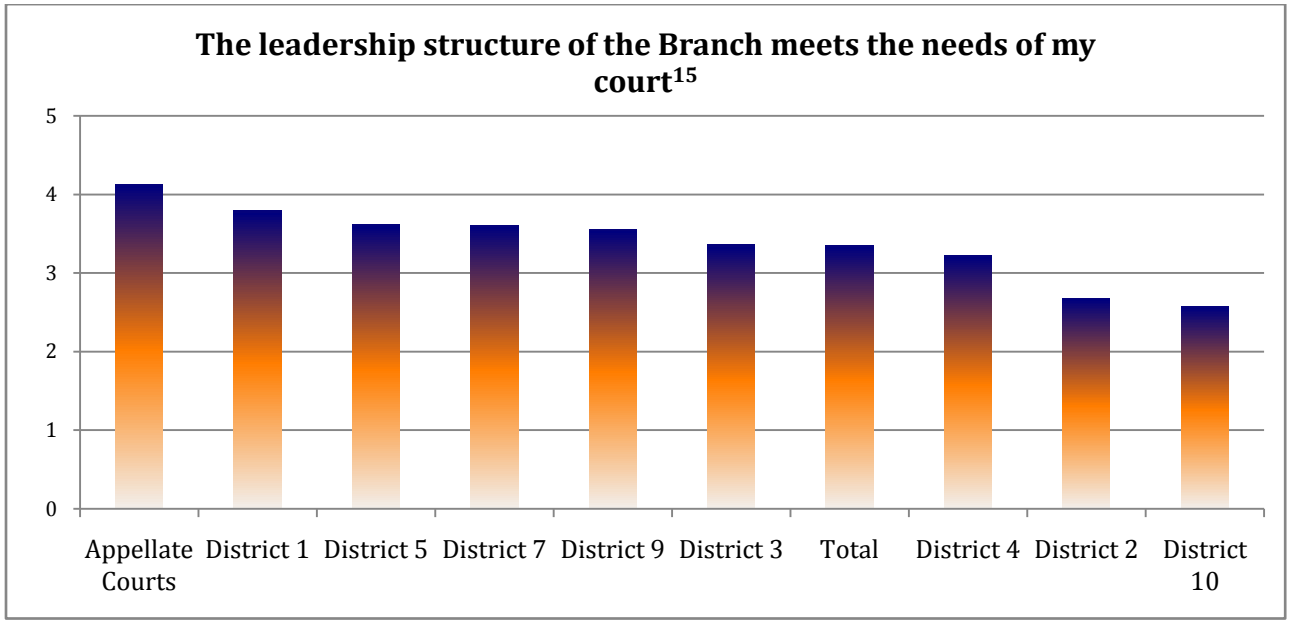


Table 6.33: Judge/Justice Achievement Index

Achievement		79								
		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
8	Important information is communicated to me in a timely manner.	**6.8%**	0.0%	6.8%	17.8%	55.3%	20.1%	**75.3%**	**3.9**	219
14	I know exactly what is expected of me as a judge.	**0.5%**	0.0%	0.5%	6.4%	52.5%	40.6%	**93.2%**	**4.3**	219
16	My time and talents are used well.	**9.2%**	1.8%	7.3%	14.2%	61.5%	15.1%	**76.6%**	**3.8**	218
18	I know what it means for me to be successful on the job as a judge.	**1.4%**	0.5%	0.9%	6.8%	53.0%	38.8%	**91.8%**	**4.3**	219
23	The leadership structure of the Branch meets the needs of my court.	**25.5%**	6.5%	19.0%	22.2%	38.0%	14.4%	**52.3%**	**3.3**	216

[15] To ensure confidentiality of the respondents, no data will be reported at the district level for the 6th and 8th districts.

WORK ITSELF

The index score for Work Itself is tied for highest score in the Factors Leading to Satisfaction (84). Over 90% of judges/justices have an understanding of how their position contributes to the Branch mission, enjoy coming to work, and are proud they work in their court. No respondents indicated they disagreed or strongly disagreed with the statement, *I am proud that I work in my court*.

> *"I love the work I do and the people I work with."*

Two of the statements have slightly lower agreement, but still over three-fourths of respondents agree or strongly agree with the statements:

- I get the educational resources I need to do my job well (80%)
- I am kept informed about matters that affect my work (78%)

Table 6.34: Collaboration - Mean Scores by Location

The only statement to receive a mean score of less than 4.0, in this category, is *I am able to collaborate effectively with those outside my immediate county to improve our work* (3.7). This statement was the only statement in this section where at least 10% of the respondents disagreed or strongly disagreed with the statement (10%). See *Table 6.34: Collaboration – Mean Scores by Location*[16] for all Locations.

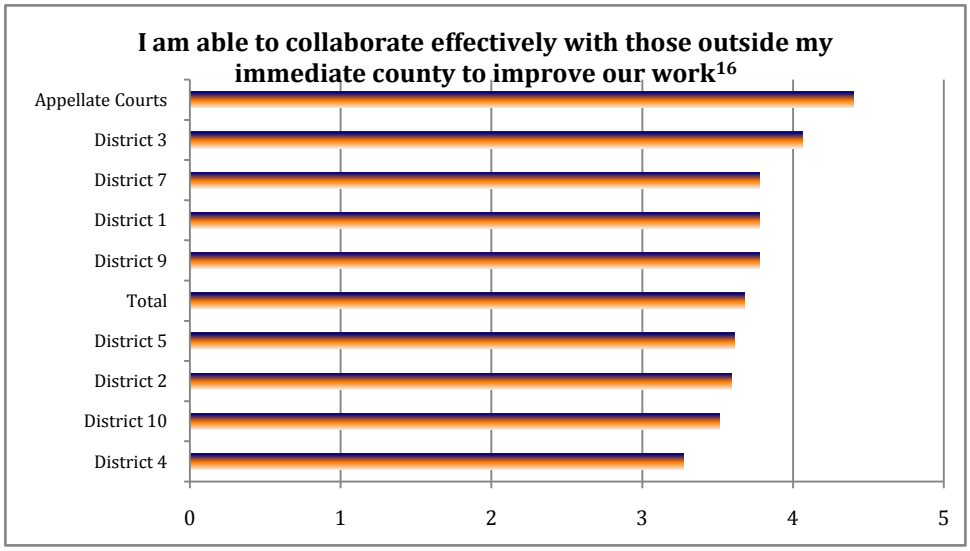


Table 6.35: Judge/Justice Work Itself Index

Work Itself		84								
		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
2	I am kept informed about matters that affect my work.	**7.8%**	1.4%	6.4%	14.2%	47.9%	30.1%	**78.1%**	**4.0**	219
5	I understand how my position contributes to the overall mission of the Minnesota Judicial Branch.	**2.3%**	0.9%	1.4%	6.4%	33.3%	58.0%	**91.3%**	**4.5**	219
9	I enjoy coming to work.	**2.3%**	0.0%	2.3%	6.4%	42.5%	48.9%	**91.3%**	**4.4**	219

[16] To ensure confidentiality of the respondents, no data will be reported at the district level for the 6th and 8th districts.

15	I am proud that I work in my court.	**0.0%**	0.0%	0.0%	2.7%	29.2%	68.0%	**97.3%**	**4.7**	219
17	I get the educational resources I need to do my job well.	**5.5%**	0.0%	5.5%	14.6%	52.1%	27.9%	**79.9%**	**4.0**	219
20	I am able to collaborate effectively with those outside my immediate county to improve our work.	**10.0%**	1.9%	8.1%	28.4%	43.1%	18.5%	**61.6%**	**3.7**	211

RESPONSIBILITY

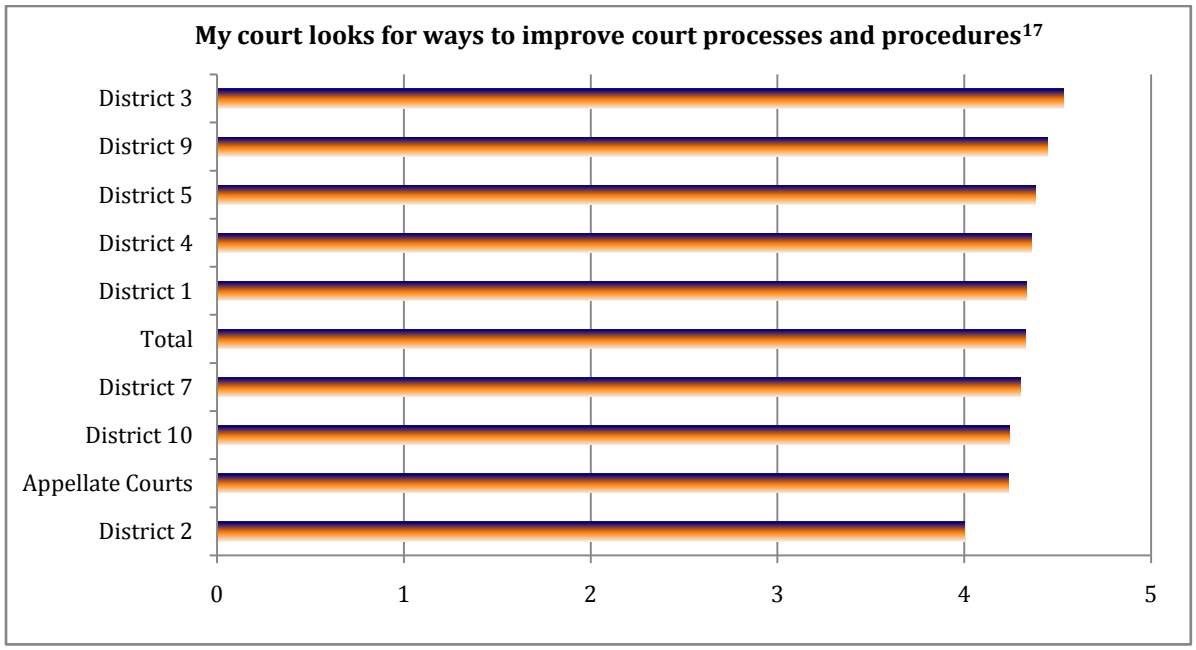
The category of Responsibility is tied with Work Itself for the highest index score within Factors Leading to Satisfaction (84). There were two statements in this category, and both had over 85% of respondents indicating they agree or strongly agree with the statements:

- My court looks for ways to improve court processes and procedures (93%)
- I have an appropriate level of autonomy in my court (86%)

"Lots of autonomy. It would be nice to share more experiences with each other so we could learn more."

Both mean scores were at or above the average with 4.3 and 4.1, respectively. While most respondents agree their court looks for ways to improve processes and procedures, the second district is a bit lower than the other locations, with a mean score of 4.0, where all other locations are 4.2 or higher. See *Table 6.36: Improve Processes/Procedures - Mean Score by Location*[17].

Table 6.36: Improve Processes/Procedures - Mean Score by Location



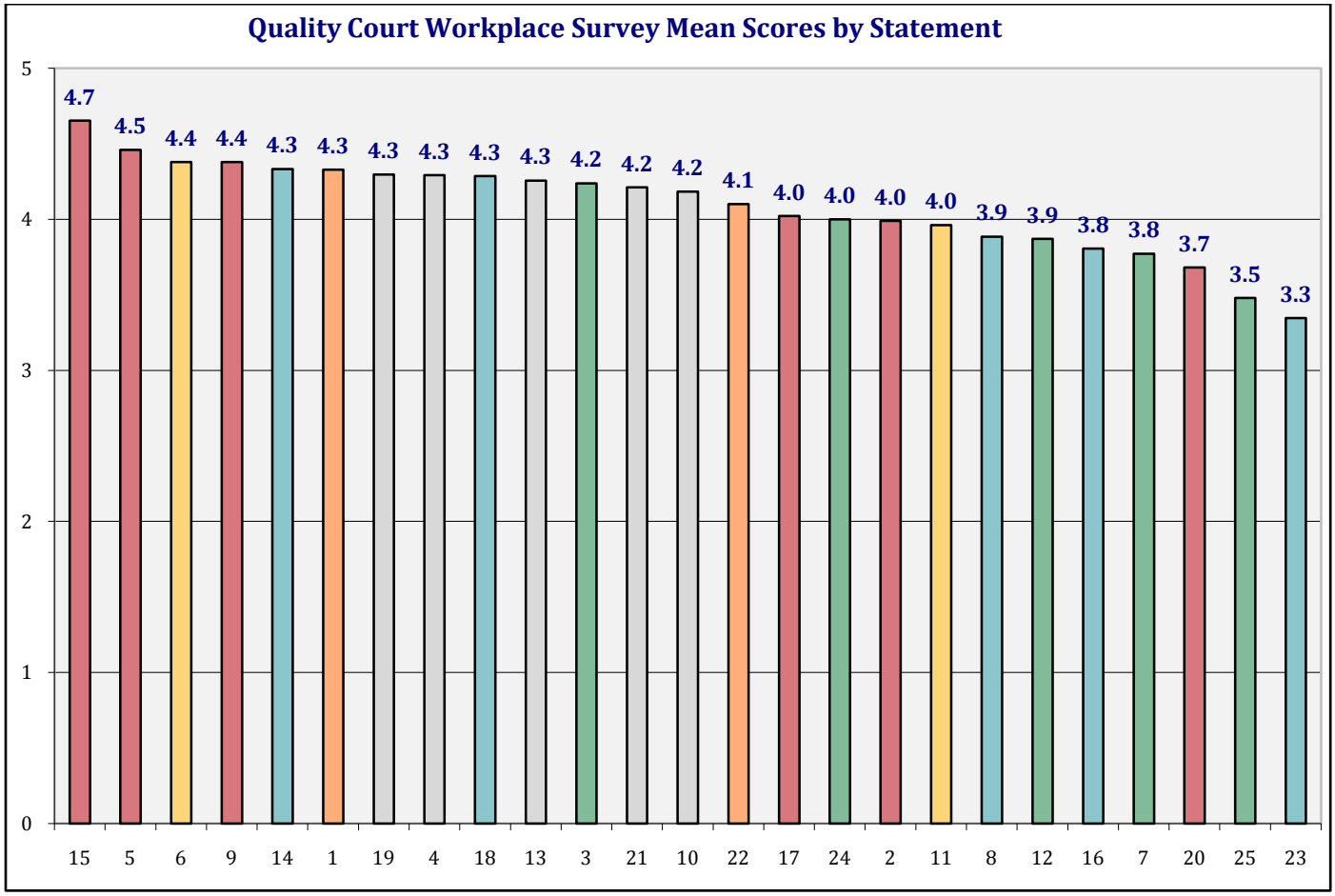
[17] To ensure confidentiality of the respondents, no data will be reported at the district level for the 6th and 8th districts.

Table 6.37: Judge/Justice Responsibility Index

Responsibility		84								
		Disagree or Strongly Disagree	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Agree or Strongly Agree	Mean Score	(N)
1	My court looks for ways to improve court processes and procedures.	**4.1%**	1.4%	2.7%	3.2%	47.0%	45.7%	**92.7%**	**4.3**	219
22	I have an appropriate level of autonomy in my court.	**4.6%**	0.5%	4.1%	9.6%	56.4%	29.4%	**85.8%**	**4.1**	218

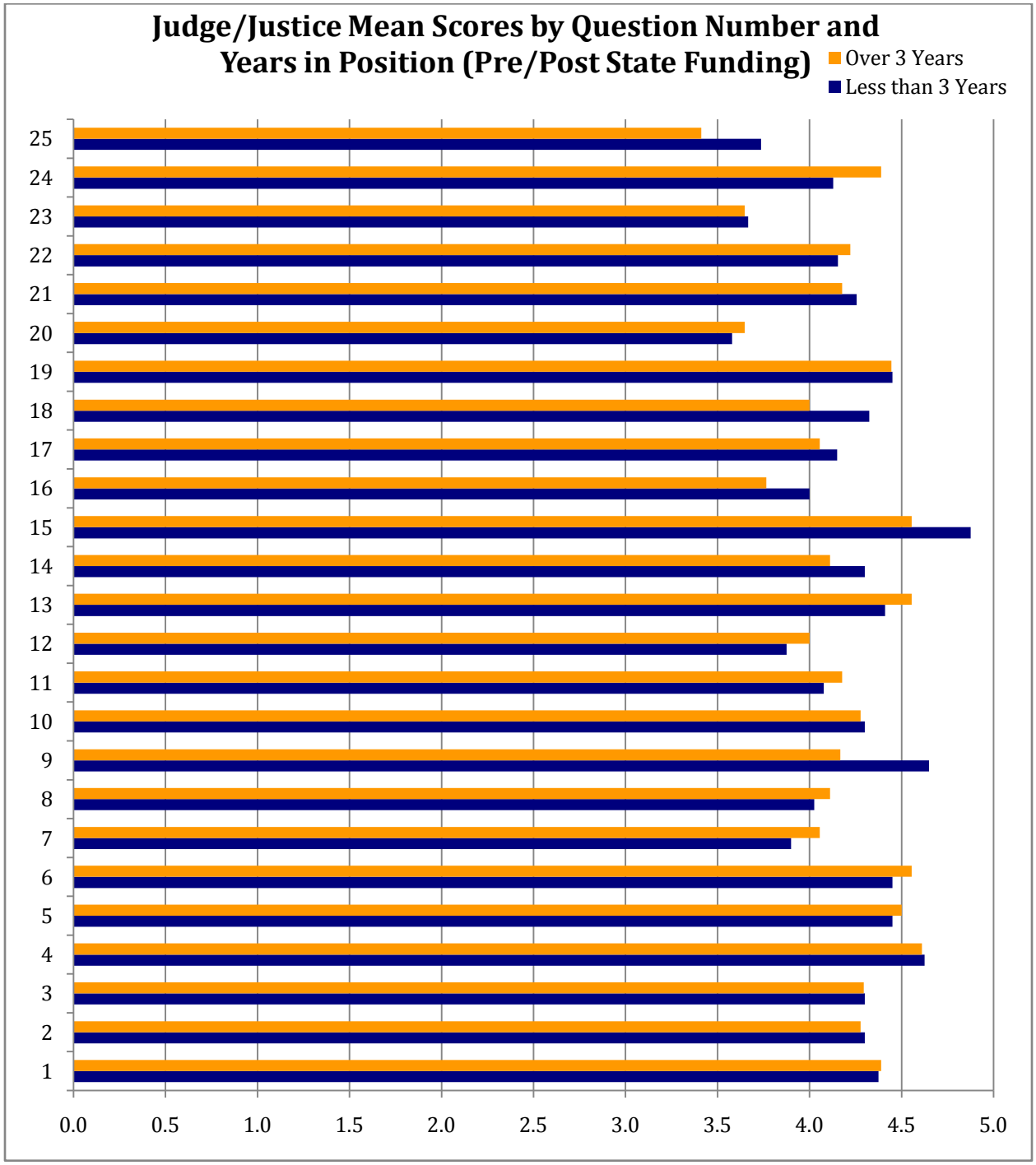
Color Key for Table 6.38
Supervision and Management
Work Conditions
Interpersonal Relations
Achievement
Work Itself
Responsibility

Table 6.38: Judge/Justice Mean Scores



The statements can also be compared, outside of the index categories. Mean scores of all 31 statements were compared by the year the respondent was in her/his position. Judges/justices, who have been in their current position since state funding, answered higher than employees who were in their current position before state funding, on 14 out of 25 statements. The results, by statement are shown in *Table 6.39: Mean Scores by Years in Position*.

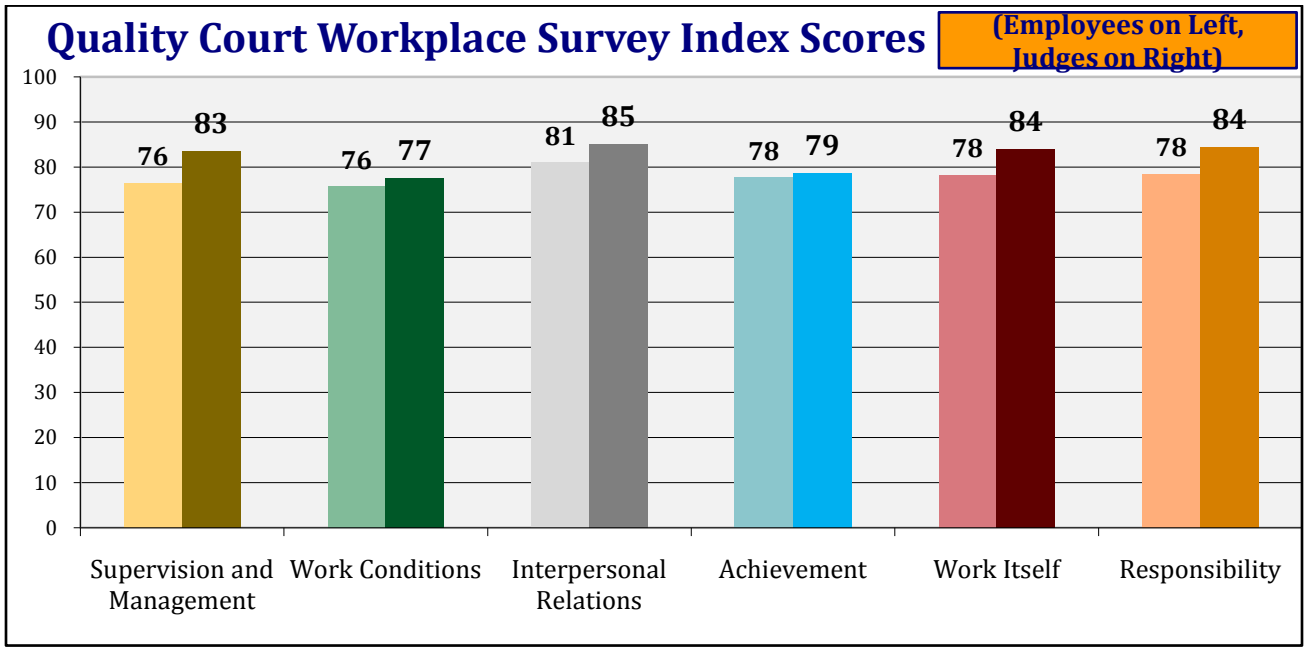
Table 6.39: Mean Scores by Years in Position



COMPARING EMPLOYEE RESULTS TO JUDGE/JUSTICE RESULTS

Twenty four statements were presented in both judge/justice and employee surveys. There were some minor word changes (i.e. "my court" instead of "my work unit"), but overall, the question content was similar. These questions, as well as the index categories in which the questions were grouped, can be compared across the two surveys. Judge/justices consistently scored higher in every index than employees. The index scores by judge/justice and employee can be found in *Table 6.40: QCW Employee and Judge/Justice Index Scores*.

Table 6.40: QCW Employee and Judge/Justice Index Scores

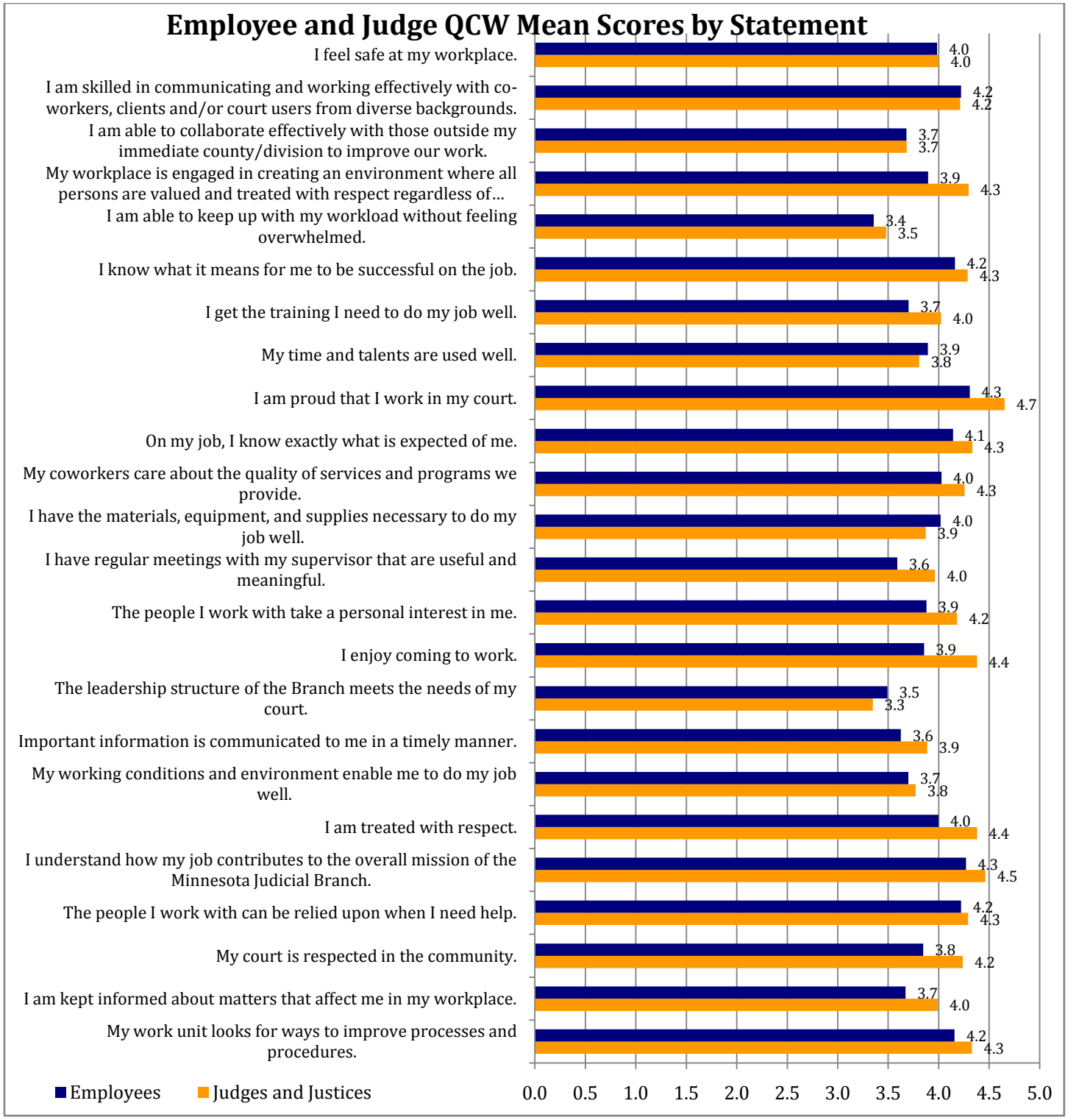


Mean scores from individual statements can also be compared. Judge/justices scored higher on 18 of the 24 measures, with the same score for one statement. The statements for which employees scored higher/tied were:

- The leadership structure of the Branch meets the needs of my court (Employees – 3.5, Judges/Justices 3.3)
- My time and talents are used well (Employees – 3.9, Judges/Justices 3.8)
- I have the materials, equipment, and supplies necessary to do my job well (Employees – 4.0, Judges/Justices 4.0)
- I am skilled in communicating and working effectively with co-workers, clients and/or court users from diverse backgrounds (Employees – 4.2, Judges/Justices 4.2)
- I am able to collaborate effectively with those outside my immediate county/division to improve our work (Employees - 3.7, Judges/Justices 3.7)
- I feel safe at my workplace (Employees – 4.0, Judges/Justices 4.0)

The mean scores from the 24 similar questions can be found in *Table 6.41: Judge/Justice and Employee Mean Scores*. The statement number for each of these statements can be found in the appendix.

Table 6.41: Judge/Justice and Employee Mean Scores



DATA DETAILS (APPENDIX)

JUDICIAL COUNCIL POLICIES 5.05, 5.05A, 5.05B

Minnesota Judicial Branch Policy

Policy Source: Judicial Council

Policy Number: 5.05

Category: Court Operations

Title: Core Judicial Branch Goals

Effective Date: October 21, 2005

Revision Date(s): July 21, 2006

Supersedes:

Core Judicial Branch Goals

I. POLICY STATEMENT

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:

1. **Access to Justice**: The Minnesota Judicial Branch will be open, affordable and understandable to ensure access to justice.

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

3. **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.

4. **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.

5. **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.

6. **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.

II. IMPLEMENTATION AUTHORITY

Implementation of this policy shall be the responsibility of the State Court Administrator and the chief judges of the respective judicial districts and appellate courts.

III. EXECUTIVE LIMITATION

The State Court Administrator and the chief judges of the respective judicial districts and appellate courts will develop a plan for identifying key results, and collecting and reporting data that measure performance in meeting these results. This plan will be presented to the Judicial Council for approval before the beginning of each biennium.

Related Documents:

See documents 5.05a and 5.05b, which define the key results and measures for the Core Judicial Branch Goals.

5.05a. TIMING OBJECTIVES FOR CASE DISPOSITIONS

Adopted by the Judicial Council on July 22, 2006[18]

The Timing Objectives for Case Dispositions by Judicial District are as follows:

Type of Case	Percentage of Cases to be Disposed of Within Set Time
Major Criminal	
Felony, gross misdemeanor	90% in 4 months
	97% in 6 months
	99% in 12 months
Major Civil	90% in 12 months
Personal Injury, Contract, Property Damage, Harassment, Other Civil	97% in 18 months
	99% in 24 months
Major Family	
Domestic Violence (Orders for Protection)	90% in 2 months
	97% in 3 months
	99% in 4 months
Dissolution	90% in 12 months
	97% in 18 months
	99% in 24 months

[18]These timing objectives were formerly established by the Conference of Chief Judges, with the exception of Minor Criminal.

Major Juvenile	90% in 3 months
Delinquency: Felony, Gross Misdemeanor, Misdemeanor	97% in 5 months
	99% in 6 months
Minor Criminal	90% in 3 months
5th Deg. Assault, Non-Traffic Misd or Petty, Misd. DWI, Other Traffic	97% in 6 months
	99% in 9 months

Key Results and Measures: FY 2008 – FY 2009

505b. Priority Measures for Implementation

Goal: 1. Access to Justice

Do participants perceive the courts to be accessible?

Conduct Access and Fairness Survey based on NCSC CourTools. Results to be reported by county.

Goal: 2. Timeliness

Are trial courts handling cases in a timely manner?

- *Clearance rates reported by county and/or court house.*
- *Time to disposition reported by county and/or court house using timing objectives approved by the Judicial Council.*
- *Age of pending reported by county and/or court house using timing objectives approved by the Judicial Council.*

Does the Court of Appeals hear and decide cases in a timely manner?

- *Percent of dispositions within time standards set by the Court of Appeals.*

Does the Supreme Court hear and decide cases in a timely manner?

- *Percent of dispositions within time standards set by the Supreme Court.*

Goal: 3. Integrity and Accountability

Is the electronic record system accurate, complete and timely?

Implement recommendations of Judicial Council. The structure and measurements for meeting this goal will be presented at future Judicial Council meetings.

Goal: 4. Excellence

Do participants understand the orders given by the Court?

Conduct Access and Fairness Survey.

Goal: 5. Fairness and Equity

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

Conduct Access and Fairness Survey.

Are jurors representative of our communities?

Race and gender breakdowns of jury pools compared to population data available by county using jury management system and Census data.

Goal: 6. Quality Court Workplace Environment

Do employees and judicial officers express satisfaction in their positions?

Conduct Court Employee Satisfaction Survey and report results by county or clusters of counties for small counties.

What are our turn-over rates?

Percent of employees who leave the courts each year reported by county.

ACCESS AND FAIRNESS SURVEY FORMS – ENGLISH AND SPANISH

Access and Fairness Survey

Thank you for taking this survey today.
Please complete both sides of the survey.

Please answer each question by filling in the correct box completely with your pen.

MINNESOTA JUDICIAL BRANCH

Section 1: Access *(Please fill in the appropriate box)*	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Finding the courthouse was easy.	☐	☐	☐	☐	☐	☐
The forms I needed were clear and easy to understand.	☐	☐	☐	☐	☐	☐
I felt safe in the courthouse.	☐	☐	☐	☐	☐	☐
The court makes reasonable efforts to remove physical and language barriers to service.	☐	☐	☐	☐	☐	☐
I was able to get my court business done in a reasonable amount of time.	☐	☐	☐	☐	☐	☐
Court staff paid attention to my needs.	☐	☐	☐	☐	☐	☐
I was treated with courtesy and respect.	☐	☐	☐	☐	☐	☐
I easily found the courtroom or office I needed.	☐	☐	☐	☐	☐	☐
I viewed the court's Web site and found it useful.	☐	☐	☐	☐	☐	☐
The court's hours of operation made it easy for me to do my business.	☐	☐	☐	☐	☐	☐

Did you appear in front of a judge today?

☐ Yes ☐ No (If no please skip to back side)

Section 2: Fairness *(Please fill in the appropriate box)*	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
The way my case was handled by the court was fair.	☐	☐	☐	☐	☐	☐
The judge listened to my side of the story before he or she made a decision.	☐	☐	☐	☐	☐	☐
The judge had the information necessary to make good decisions about my case.	☐	☐	☐	☐	☐	☐
I was treated the same as everyone else.	☐	☐	☐	☐	☐	☐
As I leave the court, I know what to do next about my case.	☐	☐	☐	☐	☐	☐

Page 1 eListen Deployment INQ-20080108083829-1043493389

Encuesta sobre la Imparcialidad y el Acceso a los Tribunales

Gracias por participar en esta encuesta. Favor de completar ambos lados de la encuesta.

MINNESOTA JUDICIAL BRANCH

Sección I: Acceso al Tribunal

(Favor de marcar la casilla que corresponda)

	Muy en desacuerdo	En desacuerdo	Neutral	De acuerdo	Muy de acuerdo	No corresponde
Fue fácil encontrar el tribunal.	☐	☐	☐	☐	☐	☐
Los formularios que necesitaba eran claros y fáciles de entender.	☐	☐	☐	☐	☐	☐
Me sentí a salvo en el tribunal.	☐	☐	☐	☐	☐	☐
El tribunal toma medidas razonables con el fin de eliminar las barreras físicas y las del idioma que impidan brindar el servicio.	☐	☐	☐	☐	☐	☐
Logré tramitar mis asuntos en el tribunal dentro de un tiempo razonable.	☐	☐	☐	☐	☐	☐
El personal del tribunal prestó atención a lo que yo necesitaba.	☐	☐	☐	☐	☐	☐
Me trataron con cortesía y respeto.	☐	☐	☐	☐	☐	☐
Encontré fácilmente la sala del tribunal o la oficina que necesitaba.	☐	☐	☐	☐	☐	☐
Miré el sitio web del tribunal y me pareció útil.	☐	☐	☐	☐	☐	☐
El horario del tribunal facilitó el trámite de mis asuntos.	☐	☐	☐	☐	☐	☐

¿Compareció usted ante un juez hoy?

☐ Sí
☐ No (Si la respuesta es no,favor de ir directamente al dorso)

Sección II: Imparcialidad

(Favor de marcar la casilla que corresponda)

	Muy en desacuerdo	En desacuerdo	Neutral	De acuerdo	Muy de acuerdo	No corresponde
Mi caso se tramitó en forma justa.	☐	☐	☐	☐	☐	☐
El juez escuchó mi versión de los hechos antes de tomar una decisión.	☐	☐	☐	☐	☐	☐
El juez tenía la información que necesitaba para poder tomar una buena decisión en cuanto a mi caso.	☐	☐	☐	☐	☐	☐
Me trataron igual que a todos los demás.	☐	☐	☐	☐	☐	☐
Al salir del tribunal, ya sé lo próximo que debo hacer con respecto a mi caso.	☐	☐	☐	☐	☐	☐

Page 1 Booklet 1 eListen Deployment INQ-20080122125810-733356279

ACCESS AND FAIRNESS RESPONSE RATES BY COUNTY

County	Response Rate
Aitkin	58%
Anoka	50%
Becker	94%
Beltrami	83%
Benton	96%
Big Stone	81%
Blue Earth	97%
Brown	92%
Carlton	87%
Carver	70%
Cass	44%
Chippewa	90%
Chisago	57%
Clay	91%
Clearwater	71%
Cook	68%
Cottonwood	95%
Crow Wing	87%
Dakota - Apple Valley	89%
Dakota - Hastings	89%
Dakota - West St. Paul	57%
Dodge	71%
Douglas	80%
Faribault	93%
Fillmore	74%
Freeborn	67%
Goodhue	80%
Grant	89%
Hennepin Brookdale	61%
Hennepin Southdale	70%
Hennepin Ridgedale	75%
Hennepin PSF	76%
Hennepin Housing	81%
Hennepin Concil.	88%

County	Response Rate
Hennepin Govt. Cntr.	63%
Hennepin Family	68%
Hennepin Juvenile	78%
Houston	71%
Hubbard	80%
Isanti	60%
Itasca	71%
Jackson	97%
Kanabec	88%
Kandiyohi	87%
Kittson	88%
Koochiching	91%
Lac Qui Parle	87%
Lake	78%
Lake of the Woods	80%
Le Sueur	94%
Lincoln	98%
Lyon	90%
McLeod	67%
Mahnomen	77%
Marshall	78%
Martin	98%
Meeker	73%
Mille Lacs	93%
Morrison	89%
Mower	52%
Murray	86%
Nicollet	100%
Nobles	90%
Norman	87%
Olmsted	39%
Otter Tail	86%
Pennington	83%
Pine	80%

County	Response Rate
Pipestone	90%
Polk	63%
Pope	78%
Ramsey	81%
Red Lake	100%
Redwood	85%
Renville	86%
Rice	79%
Rock	98%
Roseau	84%
St. Louis - Duluth	85%
St. Louis - Hibbing	89%
St. Louis - Virginia	93%
Scott	58%
Sherburne	67%
Sibley	93%
Stearns - Courthouse	89%
Stearns - Court Facility	91%
Stearns - Drug Court/CH	100%
Steele	47%
Stevens	86%
Swift	84%
Todd	100%
Traverse	62%
Wabasha	85%
Wadena	86%
Waseca	70%
Washington	64%
Watonwan	95%
Wilkin	85%
Winona	90%
Wright	80%
Yellow Medicine	86%

Access and Fairness Surveys Analysis Notes

The following are notes about how results are analyzed for the Access and Fairness Surveys.

- Respondents were asked "Did you appear in front of a judge today?" before completing Section 2: Fairness. Responses for Section 2 were not included for those respondents answering "No" to this question.

- Respondents were asked "What did you do at the court today?" on the second page of the survey. Survey responses for individuals reporting ***"visit probation/ corrections" only*** are not included in the results. Also, respondents ***answering "other" and specifying a non-court related activity*** (i.e. paying taxes, county board meeting, etc.) are also not included in the results. Respondents answering "other" and noting a court-related activity, or without specifying any activity, are included in the results.

- If respondents chose "other" for the question "What did you do at the court today?" and wrote in an activity that fit in another category, these responses were re-coded into the correct answer option.

- Some respondents chose to take the survey and mail the results to the courthouse. Responses for those returning the survey two or more weeks after the survey testing date are not included in this analysis. Exceptions have been made for counties conducting the survey prior to March 14, 2008, when the policy was announced.

- Comments written on the survey, and not within the comments section box, are not included in Comments Results.

- Any comments that may "identify the respondent" or "identifies specific court personnel, directly or indirectly" have been removed, pursuant to *Order Regarding Accessibility to Access and Fairness Survey Respondents*, No. C4-85-1848 (Minn. Jan. 10, 2008) (order).

MNCIS GO-LIVE DATES

County	MNCIS Go-live Date	County	MNCIS Go-live Date
Carver	2/1/2003	Olmsted	2/3/2006
Blue Earth	1/20/2004	Wright	2/27/2006
Dodge	6/25/2004	Goodhue	3/3/2006
Renville	7/14/2004	Mahnomen	4/7/2006
Carlton	7/16/2004	Norman	4/7/2006
Benton	8/2/2004	Polk	4/7/2006
Sibley	8/13/2004	Red Lake	4/7/2006
Itasca	8/27/2004	Grant	4/21/2006
Nicollet	9/3/2004	Lincoln	4/21/2006
Brown	9/9/2004	Lyon	4/21/2006
Chisago	9/17/2004	Wilkin	4/21/2006
Kandiyohi	10/29/2004	Big Stone	5/26/2006
Martin	11/5/2004	Traverse	5/26/2006
LeSueur	11/6/2004	Freeborn	6/2/2006
Faribault	11/10/2004	Rice	6/2/2006
Mille Lacs	1/10/2005	Steele	6/2/2006
Cook	3/31/2005	Waseca	6/2/2006
Lake	3/31/2005	McLeod	8/25/2006
St. Louis	3/31/2005	Kittson	8/31/2006
Chippewa	4/8/2005	Marshall	8/31/2006
Cottonwood	4/8/2005	Pennington	8/31/2006
Watonwan	4/8/2005	Roseau	8/31/2006
Yellow Medicine	4/8/2005	Morrison	10/27/2006
Scott	4/22/2005	Todd	10/27/2006
Isanti	6/1/2005	Wadena	10/27/2006
Kanabec	6/1/2005	Sherburne	12/1/2006
Pine	6/1/2005	Beltrami	1/26/2007
Jackson	7/8/2005	Clearwater	1/26/2007
Lac Qui Parle	7/8/2005	Hubbard	1/26/2007
Meeker	7/8/2005	Stearns	2/9/2007
Redwood	7/8/2005	Anoka	3/12/2007
Fillmore	9/1/2005	Koochiching	3/23/2007
Houston	9/1/2005	Lake of the Woods	3/23/2007
Wabasha	9/1/2005	Douglas	4/5/2007
Winona	9/1/2005	Otter Tail	4/5/2007
Nobles	9/23/2005	Aitkin	5/18/2007
Rock	9/23/2005	Crow Wing	5/18/2007
Cass	11/18/2005	Becker	6/1/2007
Swift	12/2/2005	Clay	6/1/2007
Murray	1/27/2006	Hennepin	7/16/2007
Pipestone	1/27/2006	Washington	10/8/2007
Pope	1/27/2006	Dakota	3/3/2008
Stevens	1/27/2006	Ramsey	4/14/2008
Mower	2/3/2006		

Case Management Reports
Available in MNJAD

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There are reports available through the Minnesota Judicial Analytical Database (MNJAD) that can be used for case management and performance measures. The reports listed below can be used for this purpose.

MNJAD REPORT LISTING (***NOTE:*** *The most recent data available in MNJAD 4.0 will always be from the previous week).*

Report Name	Report Purpose	Recommended Frequency
Case Statistics – Cases Filed	Used to compare filing counts across months or years and across jurisdictions or case types.	Monthly
Case Statistics – Cases Disposed	Used to compare counts of cases disposed across months or years and across jurisdictions or case types.	Monthly
Case Statistics – Cases Pending	Used to compare counts of cases pending across months or years and across jurisdictions or case types.	Monthly
Clearance Rates (Case Flow)	Used to compare clearance rates across jurisdictions or case types.	Monthly
Time to Disposition	Used to assess compliance with timing objectives and identify trends which might suggest the need to evaluate contributing factors, such as court procedures, staffing, or the objectives themselves.	Annually
CHIPS Petitions With Out Of Home Placement	Used to assist in the tracking and monitoring of children who are currently in out of home placement. Provides detailed case information.	Monthly
CHIPS Petitions With Out Of Home Placement Summary	Used to assist in the tracking and monitoring of children who are currently in out of home placement. Provides case count information.	Monthly
Race Data Report	The Race Data Reports will report how well the district courts follow race data collection procedures for Criminal (adult, traffic, and juvenile) and Family (CHIPS)	Monthly
Pre-Disposition Age of Pending	Used to determine if cases are moving through the court system in a timely manner. Provides case count information	Monthly
Pre-Disposition Pending Caseload	Used to determine if cases are moving through the court system in a timely manner. Provides detailed case information.	Monthly

NOTE: Reports in the shaded area are to be used by internal court staff only and are not yet approved for public usage. Reports are approved after they have gone through the data quality process. For more information, refer to the Data Quality Process document.

Page 2

Case Management Reports

Available in MNJAD

General Information on Generating MNJAD Reports

Accessing the Report Template

1. From CourtNet, Point to and click on, "Court Management Information"
2. Under the Header, "Case Management Reports", point to and click on, "Trial Court Reports (MNJAD Reports)
3. Under the header, "Report Name", point to and click on the desired report. The report template appears.

Example of the Pre-Disposition Pending Caseload Report Parameter Page.

Completing the Report Template

1. Select the "Jurisdiction Tab" to enter the desired location.
2. Select the "Categories and/or Select By Tab" to enter the desired Report Parameters. (i.e. Case Types, Time Period)
3. Select the "Sorting Tab", if available, to enter the desired organization of the information.
4. Select the "Review Tab" to examine the parameters you have entered.
5. Point and click the Generate Report button to retrieve the report.

The report will generate and display in Adobe Acrobat Reader. Once the report has generated, you can Print or Save the report. (See also "Known Issues" under the Important Reminders section.)

Note: Various reference documents are available pertaining MNJAD reports. These documents can be found on the Trial Courts Reports Page under the Heading, "General Documents. Access the documents by pointing to and double clicking on the desired document.

MNJAD 4.0 Standard Report Documentation

A Report Definition Documentation is available for each of the MNJAD 4.0 reports and is to the right of the applicable report

Point to and double click the desired documentation.

Note: The report documentation includes detailed information regarding the report's purpose, parameter options, and the information displayed on the report.

Important Reminders

Known Issues: If using Adobe Acrobat Reader 7.0 or 8.0, you may have difficulty viewing MNJAD reports and may need to change your settings. If you have selected "Generate Report", and the report does not appear on your screen, follow the instructions on the Trial Courts Report Page of CourtNet under the heading, "Acrobat Reader Issue".

Need Help? For further assistance with these reports, please submit an ITD Service Desk Ticket or email your questions to: ITDServiceDesk@courts.state.mn.us.

CLEARANCE RATES FOR CY 2007

Statewide Clearance Rates based on data entry through 10/23/2008

Case Type	Clearance	Beginning Pending	Filings	Dispositions	Ending Pending
Serious Felony	99.0%	1,235	1,461	1,446	1,441
Felony DWI	93.8%	457	848	795	556
Other Felony	102.1%	18,500	28,990	29,601	23,137
Gross Misdemeanor DWI	96.8%	6,264	17,508	16,939	8,105
Other Gross Misdemeanor	99.5%	7,378	16,493	16,413	10,808
Major Criminal	**99.8%**	**33,834**	**65,300**	**65,194**	**44,047**
Personal Injury	97.8%	3,097	3,969	3,883	4,143
Contract	90.3%	3,599	8,836	7,982	4,375
Wrongful Death	100.7%	191	272	274	181
Malpractice	101.8%	114	114	116	108
Property Damage	122.5%	260	306	375	188
Condemnation	120.2%	247	173	208	200
Conciliation Appeal	105.6%	561	897	947	513
Harassment	101.5%	676	10,422	10,576	450
Employment	101.3%	225	371	376	217
Other Civil	91.5%	5,228	13,313	12,177	5,412
Major Civil	**95.5%**	**14,198**	**38,673**	**36,914**	**15,787**
Trust	77.9%	1,385	420	327	1,390
Supervised Administration	94.3%	1,563	842	794	1,544
Unsupervised Administration	110.7%	2,173	3,054	3,380	1,612
Special Administration	89.4%	233	226	202	237
Informal Probate	98.9%	709	3,693	3,653	673
Estate/Other Probate	96.2%	330	1,100	1,058	328
Guardianship/Conservatorship	133.8%	12,581	2,956	3,956	8,588
Commitment	102.2%	878	4,425	4,522	727
Major Probate	**107.0%**	**19,852**	**16,716**	**17,892**	**15,099**
Dissolution With Child	101.6%	4,460	8,473	8,606	4,308
Dissolution Without Child	98.6%	1,939	8,187	8,075	2,033
Support	106.5%	5,365	12,959	13,807	4,220
Adoption	91.7%	829	2,098	1,924	533
Other Family	93.0%	926	2,464	2,292	1,051
Other Juvenile	44.4%	623	63	28	138
Domestic Abuse	100.9%	1,026	11,375	11,475	860
Major Family	**101.3%**	**15,168**	**45,619**	**46,207**	**13,143**
Delinquency Felony	100.4%	2,146	6,543	6,566	1,984
Delinquency Gross Misdemeanor	102.7%	647	2,350	2,413	614
Delinquency Misdemeanor	98.6%	2,958	13,206	13,026	3,158
Status Offense	101.0%	7,206	25,916	26,184	6,860
Dependency/Neglect	90.8%	5,186	5,328	4,839	5,065
Term. Of Parental Rights	90.5%	1,048	1,575	1,426	1,096
CHIPS - Delinquency Under 10	70.0%	11	20	14	16
Truancy	101.5%	1,479	3,390	3,441	1,337
Runaway	107.3%	318	752	807	250
Major Juvenile	**99.4%**	**20,999**	**59,080**	**58,716**	**20,380**
Unlawful Detainer	99.1%	1,365	27,768	27,529	1,090

Implied Consent	88.7%	1,856	5,697	5,051	2,479
Transcript Judgment	99.0%	150	22,671	22,440	209
Default Judgment	95.7%	306	36,906	35,314	1,672
Conciliation**	0.0%	0	0	0	0
Minor Civil	**97.1%**	**3,677**	**93,042**	**90,334**	**5,450**
5th Degree Assault	111.9%	3,330	14,601	16,343	6,614
Other Non-Traffic	113.7%	31,190	185,353	210,838	59,659
Misdemeanor DWI	109.9%	4,445	34,658	38,072	8,300
Other Traffic	94.0%	60,816	758,710	713,348	103,788
Juvenile Traffic	100.9%	2,656	12,814	12,929	4,562
Parking	99.7%	3,105	523,838	522,306	7,762
Minor Criminal	**98.9%**	**105,542**	**1,529,974**	**1,513,836**	**190,685**
Statewide Total	**99.0%**	**213,270**	**1,848,404**	**1,829,093**	**304,591**
**Accurate conciliation counts are unavailable from 1/1/2004 to 3/21/2008					
and are not included in this report.					

CLEARANCE RATES BY DISTRICT 2003 - 2007

District 1 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	96.8%	96.7%	93.7%	98.0%	98.8%
Major Civil	98.2%	100.3%	102.9%	103.9%	94.8%
Probate/MH	95.4%	101.8%	95.3%	97.3%	111.2%
Family	98.0%	95.2%	96.0%	92.2%	97.0%
Juvenile	84.9%	90.3%	90.1%	92.3%	93.0%
Minor Civil	98.5%	98.2%	99.3%	104.8%	98.2%
Minor Criminal	102.3%	98.9%	104.2%	102.1%	100.4%
Total	**100.8%**	**98.4%**	**102.5%**	**101.3%**	**99.7%**

District 2 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	101.9%	96.8%	102.4%	98.6%	103.7%
Major Civil	100.3%	100.1%	90.5%	89.5%	87.3%
Probate/MH	91.3%	94.3%	126.1%	104.9%	106.0%
Family	98.1%	97.2%	100.0%	90.1%	105.1%
Juvenile	85.7%	92.7%	90.4%	86.2%	86.4%
Minor Civil	100.4%	99.0%	99.6%	96.7%	90.5%
Minor Criminal	89.5%	91.7%	85.1%	90.2%	110.7%
Total	**90.5%**	**92.2%**	**86.5%**	**90.6%**	**108.9%**

District 3 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	98.7%	96.2%	89.9%	93.0%	104.8%
Major Civil	102.1%	102.6%	96.8%	97.5%	97.9%
Probate/MH	98.6%	103.2%	98.8%	103.4%	104.0%
Family	99.9%	98.4%	96.4%	94.9%	104.3%
Juvenile	89.4%	94.4%	97.4%	91.9%	98.6%
Minor Civil	100.6%	100.8%	98.7%	101.1%	99.4%
Minor Criminal	103.6%	103.5%	103.7%	97.6%	102.2%
Total	**102.2%**	**102.3%**	**101.8%**	**97.3%**	**102.0%**

District 4 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	98.1%	95.6%	95.1%	95.7%	91.5%
Major Civil	95.7%	100.6%	95.5%	100.4%	98.2%
Probate/MH	93.3%	89.4%	119.0%	101.0%	99.4%
Family	84.7%	97.0%	97.2%	99.6%	103.6%
Juvenile	94.5%	103.0%	108.9%	103.1%	112.3%
Minor Civil	100.3%	99.4%	95.7%	101.8%	99.1%
Minor Criminal	91.4%	99.1%	96.6%	107.3%	93.9%
Total	**92.0%**	**99.1%**	**96.9%**	**106.5%**	**94.7%**

District 5 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	102.4%	93.6%	92.9%	96.4%	102.2%
Major Civil	102.4%	103.2%	97.0%	93.5%	98.4%
Probate/MH	97.2%	96.8%	90.8%	110.6%	104.3%
Family	99.3%	99.6%	97.4%	99.9%	98.5%
Juvenile	82.8%	89.9%	93.0%	95.6%	93.8%
Minor Civil	100.1%	100.1%	99.9%	98.5%	98.1%
Minor Criminal	102.9%	99.2%	95.6%	95.9%	97.6%
Total	**101.5%**	**98.7%**	**95.5%**	**96.4%**	**97.9%**

District 6 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	103.2%	93.5%	92.0%	105.3%	100.3%
Major Civil	99.8%	100.6%	96.1%	113.9%	102.2%
Probate/MH	95.3%	98.9%	110.8%	117.3%	135.0%
Family	100.1%	99.1%	93.2%	102.6%	104.7%
Juvenile	89.8%	88.0%	90.7%	102.2%	97.0%
Minor Civil	106.0%	100.1%	104.2%	94.0%	93.5%
Minor Criminal	89.7%	88.2%	85.8%	84.0%	96.5%
Total	**91.2%**	**89.0%**	**86.8%**	**86.2%**	**97.1%**

District 7 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	98.2%	95.2%	95.7%	101.5%	99.0%
Major Civil	99.2%	101.1%	99.0%	97.5%	96.1%
Probate/MH	97.5%	94.5%	104.1%	111.8%	120.6%
Family	100.6%	99.8%	98.4%	99.1%	99.8%
Juvenile	78.9%	84.9%	92.6%	92.5%	93.7%
Minor Civil	108.2%	99.5%	100.2%	99.4%	96.2%
Minor Criminal	101.6%	103.1%	105.2%	102.9%	97.5%
Total	**100.7%**	**101.2%**	**103.1%**	**101.9%**	**97.7%**

District 8 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	97.7%	101.7%	96.7%	101.9%	104.3%
Major Civil	101.0%	100.9%	96.7%	99.4%	98.9%
Probate/MH	102.1%	95.1%	99.7%	153.3%	121.1%
Family	100.6%	95.8%	100.3%	100.5%	100.4%
Juvenile	79.5%	86.4%	93.5%	97.9%	100.9%
Minor Civil	102.0%	99.9%	99.0%	100.9%	99.1%
Minor Criminal	102.6%	100.9%	91.7%	96.3%	100.1%
Total	**101.0%**	**99.8%**	**93.1%**	**98.2%**	**100.7%**

District 9 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	96.4%	98.1%	96.3%	97.8%	102.8%
Major Civil	100.1%	95.9%	100.2%	104.4%	96.8%
Probate/MH	94.4%	98.3%	120.0%	107.2%	100.5%
Family	103.3%	95.7%	95.9%	101.0%	97.9%
Juvenile	80.8%	92.2%	93.0%	88.6%	98.3%
Minor Civil	107.7%	97.7%	101.6%	99.9%	99.0%
Minor Criminal	102.1%	101.6%	107.7%	100.7%	100.3%
Total	**100.9%**	**100.0%**	**105.0%**	**99.9%**	**100.0%**

District 10 Clearance Rates

Case Group	2003	2004	2005	2006	2007
Major Criminal	94.6%	92.1%	91.4%	102.8%	104.6%
Major Civil	99.4%	97.9%	94.3%	95.7%	91.6%
Probate/MH	103.4%	100.2%	97.3%	91.3%	98.1%
Family	98.6%	97.4%	96.8%	94.6%	99.7%
Juvenile	80.6%	89.1%	86.5%	92.7%	94.6%
Minor Civil	103.3%	99.0%	98.7%	98.2%	96.7%
Minor Criminal	95.2%	97.3%	100.1%	103.0%	98.4%
Total	**95.7%**	**96.8%**	**98.6%**	**101.6%**	**98.3%**

TIME TO DISPOSITION STATEWIDE 2007

This statewide report includes only dispositions entered in MNCIS (regardless of system where case was filed) and represents approximately 75% of all types of dispositions statewide in 2007.

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Serious Felony	4	215	20.6	6	163	36.2	12	360	70.8	305	29.2	1,043	306
Felony DWI	4	247	42.5	6	123	63.7	12	140	87.8	71	12.2	581	192
Other Felony	4	8,150	40.2	6	3,699	58.5	12	5,654	86.4	2,748	13.6	20,251	201
Gross Misdemeanor DWI	4	7,621	67.8	6	1,555	81.6	12	1,575	95.6	495	4.4	11,246	117
Other Gross Misdemeanor	4	6,444	60.3	6	1,676	76.0	12	1,941	94.2	621	5.8	10,682	138
Major Criminal		**22,677**	**51.8**		**7,216**	**68.2**		**9,670**	**90.3**	**4,240**	**9.7**	**43,803**	**166**
Personal Injury	12	2,411	76.8	18	518	93.3	24	118	97.1	92	2.9	3,139	300
Contract	12	5,673	89.6	18	422	96.2	24	137	98.4	101	1.6	6,333	162
Wrongful Death	12	142	68.6	18	44	89.9	24	12	95.7	9	4.3	207	268
Malpractice	12	61	58.1	18	25	81.9	24	8	89.5	11	10.5	105	350
Property Damage	12	259	78.0	18	44	91.3	24	11	94.6	18	5.4	332	268
Condemnation	12	106	58.9	18	14	66.7	24	19	77.2	41	22.8	180	478
Conciliation Appeal	12	679	89.2	18	57	96.7	24	10	98.0	15	2.0	761	206
Harassment	12	9,064	98.9	18	49	99.4	24	10	99.5	42	0.5	9,165	18
Employment	12	267	81.2	18	43	94.2	24	7	96.4	12	3.6	329	232
Other Civil	12	9,001	91.3	18	474	96.1	24	175	97.9	211	2.1	9,861	152
Major Civil		**27,663**	**91.0**		**1,690**	**96.5**		**507**	**98.2**	**552**	**1.8**	**30,412**	**136**
Dissolution with Child	12	5,883	85.9	18	607	94.8	24	213	97.9	144	2.1	6,847	196
Dissolution without Child	12	6,120	95.7	18	182	98.6	24	61	99.5	31	0.5	6,394	85
Domestic Abuse	2	8,757	96.5	3	105	97.7	4	51	98.2	160	1.8	9,073	21
Major Family		**20,760**	**93.0**		**894**	**97.0**		**325**	**98.5**	**335**	**1.5**	**22,314**	**93**
Delinquency Felony	3	3,545	64.1	5	1,096	83.9	6	280	89.0	611	11.0	5,532	97
Delinquency Gross Misdemeanor	3	1,454	73.2	5	291	87.9	6	76	91.7	165	8.3	1,986	78
Delinquency Misdemeanor	3	8,514	79.4	5	1,307	91.6	6	270	94.1	632	5.9	10,723	67
Major Juvenile		**13,513**	**74.1**		**2,694**	**88.8**		**626**	**92.3**	**1,408**	**7.7**	**18,241**	**77**
Major Cases Total		**84,613**	**73.7**		**12,494**	**84.6**		**11,128**	**94.3**	**6,535**	**5.7**	**114,770**	**130**
5th Degree Assault	3	4,555	57.2	6	2,063	83.0	9	793	93.0	558	7.0	7,969	106
Other Non-Traffic	3	60,761	80.5	6	8,966	92.3	9	3,081	96.4	2,705	3.6	75,513	66
Misdemeanor DWI	3	11,806	79.6	6	1,950	92.8	9	593	96.8	476	3.2	14,825	65
Other Traffic	3	242,500	93.1	6	12,085	97.7	9	3,288	99.0	2,650	1.0	260,523	34
Juvenile Traffic	3	5,248	86.1	6	518	94.6	9	194	97.8	134	2.2	6,094	62
Minor Criminal		**324,870**	**89.0**		**25,582**	**96.0**		**7,949**	**98.2**	**6,523**	**1.8**	**364,924**	**44**
Grand Total		**409,483**	**85.4**		**38,076**	**93.3**		**19,077**	**97.3**	**13,058**	**2.7**	**479,694**	**64**

TIME TO DISPOSITION BY DISTRICT 2007

1st District-Time to Disposition 2007 in MNCIS; Approximately 50% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	2,105	53.6	6	691	71.3	12	813	92.0	315	8.0	3,924	156
Major Civil	12	2,227	87.7	18	123	92.6	24	51	94.6	137	5.4	2,538	168
Dissolutions	12	966	88.8	18	59	94.2	24	12	95.3	51	4.7	1,088	180
Domestic Abuse	2	545	88.6	3	13	90.7	4	7	91.9	50	8.1	615	90
Juvenile	3	1,108	71.1	5	250	87.1	6	71	91.7	130	8.3	1,559	79
Minor Criminal	3	44,056	91.2	6	2,697	96.8	9	808	98.5	727	1.5	48,288	40
Grand Total		**51,007**	**87.9**		**3,833**	**94.5**		**1,762**	**97.6**	**1,410**	**2.4**	**58,012**	**58**

2nd District-Time to Disposition 2007 in MNCIS; Approximately 25% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	0	0.0	6	0	0.0	12	0	0.0	0	0.0	0	0
Major Civil	12	1,864	89.7	18	172	98	24	19	98.9	22	1.1	2,077	165
Dissolutions	12	419	88.6	18	35	96	24	15	99.2	4	0.8	473	143
Domestic Abuse	2	479	99.4	3	1	99.6	4	0	99.6	2	0.4	482	11
Juvenile	3	561	81.4	5	62	90.4	6	15	92.6	51	7.4	689	75
Minor Criminal	3	325	67.7	6	50	78.1	9	85	95.8	20	4.2	480	119
Grand Total		**3,648**	**86.8**		**320**	**94.5**		**134**	**97.6**	**99**	**2.4**	**4,201**	**125**

3rd District-Time to Disposition 2007 in MNCIS; 100% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	2,303	38.3	6	1,051	55.7	12	1,678	83.6	985	16.4	6,017	213
Major Civil	12	2,745	91.2	18	143	95.9	24	64	98.0	59	2.0	3,011	107
Dissolutions	12	1,397	88.4	18	121	96.1	24	40	98.6	22	1.4	1,580	142
Domestic Abuse	2	913	97.0	3	11	98.2	4	3	98.5	14	1.5	941	11
Juvenile	3	1,100	62.3	5	395	84.7	6	100	90.4	170	9.6	1,765	90
Minor Criminal	3	43,438	88.3	6	3,662	95.8	9	1,093	98.0	995	2.0	49,188	46
Grand Total		**51,896**	**83.0**		**5,383**	**91.6**		**2,978**	**96.4**	**2,245**	**3.6**	**62,502**	**68**

4th District-Time to Disposition 2007 in MNCIS; Approximately 75% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	4,604	74.7	6	702	86.1	12	685	97.2	170	2.8	6,161	99
Major Civil	12	8,498	93.5	18	453	98.4	24	98	99.5	43	0.5	9,092	125
Dissolutions	12	3,418	92.3	18	201	97.7	24	64	99.4	21	0.6	3,704	116
Domestic Abuse	2	2,294	99.4	3	12	99.9	4	2	100.0	1	0.0	2,309	13
Juvenile	3	3,250	68.8	5	817	86.1	6	180	89.9	475	10.1	4,722	92
Minor Criminal	3	19,838	83.4	6	3,042	96.2	9	635	98.8	276	1.2	23,791	57
Grand Total		**41,902**	**84.2**		**5,227**	**94.7**		**1,664**	**98.0**	**986**	**2.0**	**49,779**	**80**

5th District-Time to Disposition 2007 in MNCIS; 100% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	1,984	55.3	6	613	72.4	12	726	92.6	266	7.4	3,589	151
Major Civil	12	1,689	92.2	18	81	96.7	24	30	98.3	31	1.7	1,831	105
Dissolutions	12	790	95.6	18	20	98.1	24	12	99.5	4	0.5	826	96
Domestic Abuse	2	601	96.3	3	8	97.6	4	7	98.7	8	1.3	624	11
Juvenile	3	1,370	81.0	5	207	93.2	6	41	95.6	74	4.4	1,692	59
Minor Criminal	3	35,342	92.9	6	1,784	97.6	9	449	98.8	450	1.2	38,025	34
Grand Total		**41,776**	**89.7**		**2,713**	**95.5**		**1,265**	**98.2**	**833**	**1.8**	**46,587**	**48**

6th District-Time to Disposition 2007 in MNCIS; 100% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	2,016	60.9	6	536	77.1	12	564	94.1	194	5.9	3,310	137
Major Civil	12	1,638	85.2	18	163	93.7	24	51	96.3	71	3.7	1,923	155
Dissolutions	12	804	91.5	18	46	96.7	24	17	98.6	12	1.4	879	145
Domestic Abuse	2	708	93.7	3	9	94.8	4	8	95.9	31	4.1	756	29
Juvenile	3	810	77.4	5	123	89.1	6	39	92.8	75	7.2	1,047	69
Minor Criminal	3	26,976	92.7	6	1,464	97.8	9	354	99.0	297	1.0	29,091	35
Grand Total		**32,952**	**89.0**		**2,341**	**95.4**		**1,033**	**98.2**	**680**	**1.8**	**37,006**	**54**

7th District-Time to Disposition 2007 in MNCIS; Approximately 83% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	2,444	43.5	6	1,071	62.6	12	1,470	88.8	629	11.2	5,614	188
Major Civil	12	2,077	89.6	18	139	95.6	24	53	97.9	49	2.1	2,318	130
Dissolutions	12	1,031	90.1	18	74	96.6	24	26	98.9	13	1.1	1,144	149
Domestic Abuse	2	775	95.6	3	13	97.2	4	8	98.2	15	1.8	811	17
Juvenile	3	1,283	75.1	5	235	88.8	6	57	92.2	134	7.8	1,709	76
Minor Criminal	3	43,729	90.5	6	3,177	97.1	9	813	98.7	610	1.3	48,329	41
Grand Total		**51,339**	**85.7**		**4,709**	**93.5**		**2,427**	**97.6**	**1,450**	**2.4**	**59,925**	**61**

8th District-Time to Disposition 2007 in MNCIS; 100% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	1,170	61.4	6	381	81.4	12	287	96.5	67	3.5	1,905	120
Major Civil	12	1,140	93.7	18	53	98.0	24	11	98.9	13	1.1	1,217	91
Dissolutions	12	430	96.4	18	9	98.4	24	6	99.8	1	0.2	446	120
Domestic Abuse	2	323	98.5	3	2	99.1	4	1	99.4	2	0.6	328	9
Juvenile	3	493	79.6	5	79	92.4	6	21	95.8	26	4.2	619	61
Minor Criminal	3	19,874	94.1	6	905	98.4	9	202	99.4	136	0.6	21,117	30
Grand Total		**23,430**	**91.4**		**1,429**	**97.0**		**528**	**99.0**	**245**	**1.0**	**25,632**	**42**

9th District-Time to Disposition 2007 in MNCIS; Approximately 85% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	3,137	60.8	6	773	75.7	12	849	92.2	403	7.8	5,162	151
Major Civil	12	2,150	91.8	18	119	96.9	24	37	98.5	36	1.5	2,342	106
Dissolutions	12	813	91.2	18	55	97.4	24	17	99.3	6	0.7	891	148
Domestic Abuse	2	922	95.9	3	12	97.2	4	6	97.8	21	2.2	961	20
Juvenile	3	1,309	75.6	5	225	88.6	6	36	90.7	161	9.3	1,731	83
Minor Criminal	3	33,518	91.0	6	2,048	96.5	9	660	98.3	624	1.7	36,850	38
Grand Total		**41,849**	**87.3**		**3,232**	**94.0**		**1,605**	**97.4**	**1,251**	**2.6**	**47,937**	**56**

10th District-Time to Disposition 2007 in MNCIS; Approximately 75% of all Dispositions

WCL Case Type	90th Percentile			97th Percentile			99th Percentile			Beyond 99th		Total	
	Obj	Cases	%	Obj	Cases	Cum %	Obj	Cases	Cum %	Cases	%	Cases	Avg Days
Major Criminal	4	2,914	35.9	6	1,398	53.1	12	2,598	85.1	1,211	14.9	8,121	213
Major Civil	12	3,635	89.5	18	244	95.5	24	93	97.8	91	2.2	4,063	183
Dissolutions	12	1,935	87.6	18	169	95.2	24	65	98.1	41	1.9	2,210	183
Domestic Abuse	2	1,197	96.1	3	24	98.0	4	9	98.7	16	1.3	1,246	16
Juvenile	3	2,229	82.3	5	301	93.4	6	66	95.9	112	4.1	2,708	58
Minor Criminal	3	57,774	82.8	6	6,753	92.5	9	2,850	96.6	2,388	3.4	69,765	58
Grand Total		**69,684**	**79.1**		**8,889**	**89.2**		**5,681**	**95.6**	**3,859**	**4.4**	**88,113**	**80**

TIME TO DISPOSITION BY ACTIVITY TYPE STATEWIDE 2007

Dispositions in MNCIS Statewide 2007 (Approx. 75% of all Dispositions)

Closed By Activity Case Type	90th Percentile		97th Percentile		99th Percentile		Beyond 99th		Total	Avg
	Cases	%	Cases	Cum %	Cases	Cum %	Cases	%	Cases	Days
Without Hrg Activity										
Major Criminal	454	89.9	7	91.3	9	93.1	35	6.9	505	183
Major Civil	15,101	96	403	98.5	89	99.1	142	0.9	15,735	90
Major Family	8,327	97.4	102	98.6	33	98.9	90	1.1	8,552	51
Major Juvenile	471	83.1	45	91	13	93.3	38	6.7	567	75
Minor Criminal	218,048	97.1	4,503	99.1	814	99.5	1,121	0.5	224,486	25
State Total	**242,401**	**97**	**5,060**	**99**	**958**	**99.4**	**1,426**	**0.6**	**249,845**	**30**
With Hearing Activity										
Major Criminal	21,723	52.5	6,868	69.2	8,986	90.9	3,766	9.1	41,343	162
Major Civil	11,778	88.1	987	95.4	304	97.7	307	2.3	13,376	167
Major Family	12,076	92.7	573	97.1	193	98.6	184	1.4	13,026	104
Major Juvenile	11,487	75.5	2,211	90	472	93.1	1,053	6.9	15,223	74
Minor Criminal	103,995	77.5	18,949	91.6	6,413	96.4	4,887	3.6	134,244	71
State Total	**161,059**	**74.1**	**29,588**	**87.8**	**16,368**	**95.3**	**10,197**	**4.7**	**217,212**	**97**
Court Trial										
Major Criminal	27	15.1	23	27.9	74	69.3	55	30.7	179	325
Major Civil	566	68.9	145	86.6	57	93.5	53	6.5	821	314
Major Family	323	46.1	219	77.3	99	91.4	60	8.6	701	398
Major Juvenile	279	33.3	232	60.9	94	72.1	234	27.9	839	155
Minor Criminal	2,334	53.3	1,458	86.6	374	95.1	215	4.9	4,381	115
State Total	**3,529**	**51**	**2,077**	**81**	**698**	**91.1**	**617**	**8.9**	**6,921**	**177**
Jury Trial										
Major Criminal	469	26.5	318	44.4	601	78.3	384	21.7	1,772	261
Major Civil	107	30	152	72.5	57	88.5	41	11.5	357	481
Major Juvenile	1	14.3	2	42.9	0	42.9	4	57.1	7	255
Minor Criminal	364	21.8	662	61.5	344	82.1	298	17.9	1,668	184
State Total	**941**	**24.7**	**1,134**	**54.5**	**1,002**	**80.9**	**727**	**19.1**	**3,804**	**248**
Change of Venue										
Major Criminal	4	100	0	100	0	100	0	0	4	62
Major Civil	111	90.2	3	92.7	0	92.7	9	7.3	123	295
Major Family	34	97.1	0	97.1	0	97.1	1	2.9	35	71
Major Juvenile	1,275	79.4	204	92.1	47	95.1	79	4.9	1,605	64
Minor Criminal	129	89	10	95.9	4	98.6	2	1.4	145	53
State Total	**1,553**	**81.2**	**217**	**92.6**	**51**	**95.2**	**91**	**4.8**	**1,912**	**78**

NUMBER OF DISPOSITIONS IN 2007 FOR MISDEMEANOR DWI CASES

County	# Dispositions Misd DWI 2007
Aitkin	71
Anoka	1086
Becker	173
Beltrami	227
Benton	193
Big Stone	15
Blue Earth	407
Brown	101
Carlton	121
Carver	222
Cass	153
Chippewa	44
Chisago	194
Clay	227
Clearwater	19
Cook	38
Cottonwood	38
Crow Wing	206
Dodge	103
Douglas	111
Faribault	53
Fillmore	77
Freeborn	102
Goodhue	234
Grant	21
Hennepin	1903
Houston	116
Hubbard	72
Isanti	171
Itasca	263
Jackson	58
Kanabec	67
Kandiyohi	161
Kittson	9
Koochiching	45
Lac qui Parle	31
Lake	34
Lake of the Woods	14
LeSueur	87
Lincoln	22
Lyon	109
Mahnomen	42

County	# Dispositions Misd DWI 2007
Marshall	33
Martin	79
McLeod	190
Meeker	77
Mille Lacs	158
Morrison	116
Mower	164
Murray	22
Nicollet	189
Nobles	119
Norman	24
Olmsted	613
Otter Tail	172
Pennington	53
Pine	145
Pipestone	31
Polk	149
Pope	40
Red Lake	38
Redwood	90
Renville	63
Rice	208
Rock	22
Roseau	66
Scott	663
Sherburne	460
Sibley	64
St. Louis	891
Stearns	776
Steele	136
Stevens	26
Swift	27
Todd	124
Traverse	30
Wabasha	101
Wadena	68
Waseca	66
Washington	163
Watonwan	60
Wilkin	39
Winona	220
Wright	537
Yellow Medicine	73

Dakota and Ramsey not on MNCIS for criminal cases in 2007.

AGE OF PENDING STATEWIDE

As of 10/16/2008

Case Group	Case Type	90th Percen-tile	97th Percen-tile	Cum %	99th Percen-tile	Cum %	Over 99th Percen-tile	Total Cases
Major Criminal	Serious Felony	45%	15%	60%	24%	84%	16%	1164
	Felony DWI	56%	14%	70%	20%	90%	10%	452
	Other Felony	54%	15%	69%	21%	90%	10%	13420
	Gross Misdemeanor DWI	66%	12%	78%	17%	95%	5%	5389
	Other Gross Misdemeanor	65%	14%	79%	16%	95%	5%	5441
Major Civil	Personal Injury	71%	8%	79%	6%	85%	15%	4109
	Contract	87%	8%	95%	3%	98%	2%	4328
	Wrongful Death	70%	17%	86%	6%	92%	8%	161
	Malpractice	82%	8%	90%	5%	95%	5%	125
	Property Damage	88%	8%	97%	2%	99%	1%	180
	Condemnation	49%	13%	62%	10%	71%	29%	198
	Conciliation Appeal	93%	4%	97%	2%	99%	1%	385
	Harassment	77%	9%	86%	5%	91%	9%	493
	Employment	84%	13%	97%	1%	98%	2%	209
	Other Civil	83%	8%	91%	4%	94%	6%	5823
Major Family	Dissolution with Child	84%	9%	94%	4%	97%	3%	4126
	Dissolution without Child	89%	8%	96%	2%	98%	2%	2032
	Domestic Abuse	56%	4%	60%	3%	64%	36%	510
Major Juvenile	Delinquency Felony	66%	16%	81%	5%	86%	14%	1323
	Delinquency Gross Misdemeanor	66%	14%	80%	5%	85%	15%	387
	Delinquency Misdemeanor	73%	11%	84%	3%	87%	13%	1915
Minor Criminal	5th Degree Assault	61%	23%	84%	8%	92%	8%	3911
	Other Non-Traffic	64%	15%	78%	6%	84%	16%	22420
	Misdemeanor DWI	66%	16%	82%	7%	89%	11%	4058
	Other Traffic	76%	13%	89%	4%	93%	7%	40402
	Juvenile Traffic	61%	5%	66%	3%	69%	31%	1181
State Total		**70%**	**13%**	**83%**	**8%**	**91%**	**10%**	**124142**

AGE OF PENDING BY DISTRICT

District 1 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Cases**
Major Criminal	Serious Felony	47%	15%	63%	20%	83%	17%	139
	Felony DWI	52%	10%	62%	17%	78%	22%	60
	Other Felony	48%	14%	61%	25%	87%	13%	1757
	Gross Misdemeanor DWI	60%	12%	72%	21%	93%	7%	950
	Other Gross Misdemeanor	57%	15%	72%	21%	93%	7%	827
Major Civil	Personal Injury	86%	4%	90%	1%	91%	9%	300
	Contract	92%	4%	96%	2%	98%	2%	732
	Wrongful Death	78%	11%	89%	6%	94%	6%	18
	Malpractice	100%	0%	100 %	0%	100 %	0%	9
	Property Damage	84%	11%	95%	0%	95%	5%	19
	Condemnation	50%	14%	64%	12%	76%	24%	66
	Conciliation Appeal	93%	2%	95%	2%	98%	2%	41
	Harassment	56%	11%	67%	12%	78%	22%	138
	Employment	77%	15%	92%	0%	92%	8%	13
	Other Civil	77%	10%	87%	5%	92%	8%	881
Major Family	Dissolution with Child	82%	9%	91%	3%	93%	7%	549
	Dissolution without Child	84%	9%	92%	3%	95%	5%	243
	Domestic Abuse	37%	5%	41%	5%	46%	54%	167
Major Juvenile	Delinquency Felony	61%	16%	78%	5%	82%	18%	174
	Delinquency Gross Misdemeanor	65%	11%	75%	2%	77%	23%	57
	Delinquency Misdemeanor	68%	6%	73%	2%	76%	24%	279
Minor Criminal	5th Degree Assault	59%	21%	80%	9%	89%	11%	538
	Other Non-Traffic	60%	13%	72%	6%	78%	22%	2607
	Misdemeanor DWI	58%	16%	74%	8%	82%	18%	792
	Other Traffic	75%	8%	82%	5%	88%	12%	8394
	Juvenile Traffic	26%	3%	29%	4%	33%	67%	365
District 1 Total		**67%**	**10%**	**77%**	**9%**	**86%**	**14%**	**20115**

District 2 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Cases**
Major Criminal	Serious Felony	58%	14%	71%	24%	95%	5%	59
	Felony DWI	55%	21%	76%	10%	86%	14%	29
	Other Felony	70%	13%	83%	13%	96%	4%	1118
	Gross Misdemeanor DWI	70%	11%	81%	15%	96%	4%	387
	Other Gross Misdemeanor	76%	10%	86%	12%	98%	2%	553
Major Civil	Personal Injury	51%	10%	61%	10%	71%	29%	1664
	Contract	77%	21%	98%	1%	100 %	0%	621
	Wrongful Death	55%	25%	80%	0%	80%	20%	20
	Malpractice	100%	0%	100 %	0%	100 %	0%	17
	Property Damage	92%	8%	100 %	0%	100 %	0%	12
	Condemnation	50%	17%	67%	0%	67%	33%	6
	Conciliation Appeal	94%	5%	98%	2%	100 %	0%	63
	Harassment	100%	0%	100 %	0%	100 %	0%	9
	Employment	94%	6%	100 %	0%	100 %	0%	36
	Other Civil	88%	8%	95%	2%	97%	3%	716
Major Family	Dissolution with Child	87%	7%	94%	4%	98%	2%	364
	Dissolution without Child	92%	6%	98%	1%	99%	1%	211
	Domestic Abuse	91%	0%	91%	5%	95%	5%	22
Major Juvenile	Delinquency Felony	68%	15%	83%	2%	85%	15%	117
	Delinquency Gross Misdemeanor	70%	13%	83%	6%	89%	11%	47
	Delinquency Misdemeanor	58%	15%	73%	3%	75%	25%	198
Minor Criminal	5th Degree Assault	63%	26%	89%	8%	97%	3%	383
	Other Non-Traffic	67%	14%	81%	16%	97%	3%	2404
	Misdemeanor DWI	70%	18%	88%	8%	96%	4%	408
	Other Traffic	71%	28%	99%	1%	100 %	0%	5877
	Juvenile Traffic	94%	5%	99%	1%	99%	1%	171
District 2 Total		**70%**	**18%**	**88%**	**6%**	**95%**	**5%**	**15512**

District 3 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Case s**
Major Criminal	Serious Felony	43%	16%	58%	22%	80%	20%	167
	Felony DWI	41%	11%	52%	35%	87%	13%	63
	Other Felony	48%	14%	62%	22%	85%	15%	1637
	Gross Misdemeanor DWI	62%	11%	73%	18%	91%	9%	504
	Other Gross Misdemeanor	56%	12%	68%	22%	90%	10%	469
Major Civil	Personal Injury	78%	15%	92%	4%	97%	3%	157
	Contract	82%	8%	90%	7%	96%	4%	333
	Wrongful Death	73%	9%	82%	18%	100 %	0%	11
	Malpractice	80%	0%	80%	0%	80%	20%	10
	Property Damage	100%	0%	100 %	0%	100 %	0%	10
	Condemnation	53%	0%	53%	5%	58%	42%	19
	Conciliation Appeal	88%	12%	100 %	0%	100 %	0%	25
	Harassment	100%	0%	100 %	0%	100 %	0%	31
	Employment	55%	45%	100 %	0%	100 %	0%	11
	Other Civil	85%	9%	95%	1%	96%	4%	298
Major Family	Dissolution with Child	83%	9%	92%	5%	97%	3%	386
	Dissolution without Child	90%	7%	97%	2%	99%	1%	155
	Domestic Abuse	88%	0%	88%	0%	88%	12%	34
Major Juvenile	Delinquency Felony	67%	17%	84%	4%	88%	12%	161
	Delinquency Gross Misdemeanor	71%	14%	86%	11%	96%	4%	28
	Delinquency Misdemeanor	84%	12%	96%	1%	97%	3%	165
Minor Criminal	5th Degree Assault	51%	24%	75%	10%	85%	15%	395
	Other Non-Traffic	64%	19%	83%	6%	89%	11%	1325
	Misdemeanor DWI	63%	19%	83%	9%	92%	8%	353
	Other Traffic	79%	11%	90%	4%	94%	6%	2838
	Juvenile Traffic	85%	13%	98%	2%	100 %	0%	54
District 3 Total		**68%**	**13%**	**81%**	**10%**	**91%**	**9%**	**9639**

District 4 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Cases**
Major Criminal	Serious Felony	54%	17%	71%	17%	88%	12%	151
	Felony DWI	63%	20%	83%	15%	98%	2%	59
	Other Felony	67%	14%	80%	15%	96%	4%	1893
	Gross Misdemeanor DWI	92%	5%	97%	2%	99%	1%	656
	Other Gross Misdemeanor	69%	14%	84%	13%	96%	4%	1134
Major Civil	Personal Injury	95%	4%	99%	1%	100 %	0%	916
	Contract	93%	4%	98%	2%	99%	1%	1057
	Wrongful Death	85%	11%	96%	0%	96%	4%	27
	Malpractice	84%	8%	92%	5%	97%	3%	38
	Property Damage	97%	3%	100 %	0%	100 %	0%	61
	Condemnation	83%	0%	83%	17%	100 %	0%	6
	Conciliation Appeal	98%	2%	100 %	0%	100 %	0%	106
	Harassment	100%	0%	100 %	0%	100 %	0%	23
	Employment	88%	10%	98%	0%	98%	2%	100
	Other Civil	96%	3%	99%	1%	100 %	0%	724
Major Family	Dissolution with Child	90%	7%	97%	2%	99%	1%	757
	Dissolution without Child	92%	6%	98%	2%	100 %	0%	443
	Domestic Abuse	96%	2%	98%	0%	98%	2%	45
Major Juvenile	Delinquency Felony	68%	18%	86%	4%	90%	10%	201
	Delinquency Gross Misdemeanor	70%	17%	87%	6%	93%	7%	82
	Delinquency Misdemeanor	80%	13%	93%	5%	98%	2%	337
Minor Criminal	5th Degree Assault	71%	21%	92%	5%	97%	3%	797
	Other Non-Traffic	72%	19%	91%	5%	96%	4%	4275
	Misdemeanor DWI	87%	10%	97%	2%	99%	1%	492
	Other Traffic	76%	16%	92%	4%	97%	3%	4177
	Juvenile Traffic	93%	4%	97%	3%	99%	1%	193
District 4 Total		**78%**	**13%**	**92%**	**5%**	**97%**	**3%**	**18750**

District 5 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Case s**
Major Criminal	Serious Felony	43%	14%	56%	32%	89%	11%	87
	Felony DWI	71%	12%	82%	12%	94%	6%	17
	Other Felony	55%	16%	71%	18%	89%	11%	692
	Gross Misdemeanor DWI	70%	12%	82%	14%	97%	3%	298
	Other Gross Misdemeanor	62%	17%	79%	13%	92%	8%	248
Major Civil	Personal Injury	82%	8%	91%	5%	96%	4%	97
	Contract	80%	10%	89%	5%	94%	6%	186
	Wrongful Death	62%	0%	62%	8%	69%	31%	13
	Malpractice	80%	0%	80%	0%	80%	20%	5
	Property Damage	88%	0%	88%	13%	100 %	0%	8
	Condemnation	17%	33%	50%	17%	67%	33%	6
	Conciliation Appeal	92%	0%	92%	8%	100 %	0%	13
	Harassment	64%	3%	67%	3%	69%	31%	39
	Employment	80%	0%	80%	20%	100 %	0%	5
	Other Civil	62%	7%	69%	7%	76%	24%	301
Major Family	Dissolution with Child	87%	9%	96%	1%	97%	3%	162
	Dissolution without Child	88%	8%	96%	1%	97%	3%	73
	Domestic Abuse	31%	0%	31%	0%	31%	69%	32
Major Juvenile	Delinquency Felony	74%	8%	82%	3%	84%	16%	103
	Delinquency Gross Misdemeanor	65%	6%	71%	6%	76%	24%	17
	Delinquency Misdemeanor	69%	11%	80%	6%	86%	14%	131
Minor Criminal	5th Degree Assault	59%	24%	83%	6%	89%	11%	190
	Other Non-Traffic	67%	14%	81%	5%	86%	14%	1147
	Misdemeanor DWI	64%	16%	80%	8%	88%	12%	217
	Other Traffic	73%	8%	81%	3%	84%	16%	2435
	Juvenile Traffic	56%	13%	69%	2%	71%	29%	52
District 5 Total		**68%**	**11%**	**79%**	**7%**	**86%**	**14%**	**6574**

District 6 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Case s**
Major Criminal	Serious Felony	38%	9%	47%	29%	76%	24%	58
	Felony DWI	78%	11%	89%	11%	100 %	0%	27
	Other Felony	60%	16%	75%	16%	92%	8%	711
	Gross Misdemeanor DWI	80%	10%	91%	7%	98%	2%	201
	Other Gross Misdemeanor	73%	12%	85%	12%	97%	3%	216
Major Civil	Personal Injury	75%	12%	87%	5%	91%	9%	173
	Contract	81%	7%	88%	5%	93%	7%	144
	Wrongful Death	64%	29%	93%	7%	100 %	0%	14
	Malpractice	75%	19%	94%	6%	100 %	0%	16
	Property Damage	100%	0%	100 %	0%	100 %	0%	7
	Condemnation	55%	27%	82%	9%	91%	9%	11
	Conciliation Appeal	76%	18%	94%	0%	94%	6%	17
	Harassment	100%	0%	100 %	0%	100 %	0%	20
	Employment	84%	11%	95%	0%	95%	5%	19
	Other Civil	81%	8%	89%	3%	92%	8%	264
Major Family	Dissolution with Child	85%	8%	92%	3%	95%	5%	183
	Dissolution without Child	91%	6%	97%	2%	99%	1%	88
	Domestic Abuse	75%	9%	84%	3%	88%	13%	32
Major Juvenile	Delinquency Felony	73%	14%	86%	0%	86%	14%	59
	Delinquency Gross Misdemeanor	79%	5%	84%	0%	84%	16%	19
	Delinquency Misdemeanor	73%	9%	82%	1%	83%	17%	89
Minor Criminal	5th Degree Assault	68%	18%	86%	8%	94%	6%	195
	Other Non-Traffic	82%	8%	90%	4%	94%	6%	1106
	Misdemeanor DWI	82%	10%	93%	6%	99%	1%	147
	Other Traffic	88%	5%	94%	2%	96%	4%	1333
	Juvenile Traffic	59%	7%	67%	4%	70%	30%	27
District 6 Total		**79%**	**9%**	**88%**	**6%**	**94%**	**6%**	**5176**

District 7 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Cases**
Major Criminal	Serious Felony	39%	16%	55%	26%	81%	19%	133
	Felony DWI	58%	10%	67%	27%	94%	6%	52
	Other Felony	50%	15%	65%	24%	89%	11%	1738
	Gross Misdemeanor DWI	65%	11%	76%	19%	95%	5%	565
	Other Gross Misdemeanor	63%	16%	78%	17%	95%	5%	547
Major Civil	Personal Injury	80%	8%	88%	5%	93%	7%	142
	Contract	86%	6%	92%	6%	98%	2%	231
	Wrongful Death	71%	14%	86%	14%	100 %	0%	14
	Malpractice	75%	13%	88%	0%	88%	13%	8
	Property Damage	85%	15%	100 %	0%	100 %	0%	13
	Condemnation	27%	27%	55%	9%	64%	36%	11
	Conciliation Appeal	86%	5%	90%	5%	95%	5%	21
	Harassment	80%	20%	100 %	0%	100 %	0%	15
	Employment	57%	43%	100 %	0%	100 %	0%	7
	Other Civil	83%	8%	91%	5%	96%	4%	492
Major Family	Dissolution with Child	87%	9%	95%	4%	99%	1%	358
	Dissolution without Child	89%	11%	99%	1%	100 %	0%	160
	Domestic Abuse	72%	6%	78%	6%	83%	17%	18
Major Juvenile	Delinquency Felony	51%	19%	71%	14%	85%	15%	136
	Delinquency Gross Misdemeanor	50%	21%	71%	12%	82%	18%	34
	Delinquency Misdemeanor	76%	13%	89%	4%	93%	7%	158
Minor Criminal	5th Degree Assault	55%	23%	79%	12%	90%	10%	397
	Other Non-Traffic	75%	14%	89%	4%	93%	7%	2271
	Misdemeanor DWI	66%	18%	83%	5%	89%	11%	386
	Other Traffic	84%	8%	92%	3%	95%	5%	3007
	Juvenile Traffic	91%	6%	97%	3%	100 %	0%	34
District 7 Total		**72%**	**12%**	**84%**	**9%**	**93%**	**7%**	**10948**

District 8 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Case s**
Major Criminal	Serious Felony	50%	26%	76%	18%	95%	5%	38
	Felony DWI	74%	16%	89%	5%	95%	5%	19
	Other Felony	70%	14%	84%	14%	98%	2%	285
	Gross Misdemeanor DWI	80%	7%	88%	12%	99%	1%	112
	Other Gross Misdemeanor	79%	14%	93%	5%	99%	1%	92
Major Civil	Personal Injury	85%	6%	91%	9%	100 %	0%	53
	Contract	95%	2%	98%	1%	99%	1%	82
	Wrongful Death	86%	14%	100 %	0%	100 %	0%	7
	Malpractice	67%	0%	67%	17%	83%	17%	6
	Property Damage	86%	14%	100 %	0%	100 %	0%	7
	Condemnation	33%	67%	100 %	0%	100 %	0%	3
	Conciliation Appeal	100%	0%	100 %	0%	100 %	0%	7
	Harassment	100%	0%	100 %	0%	100 %	0%	11
	Employment	75%	0%	75%	25%	100 %	0%	4
	Other Civil	93%	6%	99%	0%	99%	1%	106
Major Family	Dissolution with Child	90%	8%	98%	1%	99%	1%	87
	Dissolution without Child	96%	2%	98%	2%	100 %	0%	45
	Domestic Abuse	100%	0%	100 %	0%	100 %	0%	4
Major Juvenile	Delinquency Felony	51%	23%	74%	11%	85%	15%	53
	Delinquency Gross Misdemeanor	88%	13%	100 %	0%	100 %	0%	8
	Delinquency Misdemeanor	74%	11%	86%	6%	91%	9%	35
Minor Criminal	5th Degree Assault	66%	24%	90%	6%	97%	3%	62
	Other Non-Traffic	75%	10%	85%	3%	88%	12%	410
	Misdemeanor DWI	81%	11%	92%	3%	95%	5%	79
	Other Traffic	87%	7%	94%	2%	96%	4%	886
	Juvenile Traffic	91%	9%	100 %	0%	100 %	0%	11
District 8 Total		**81%**	**10%**	**91%**	**5%**	**95%**	**5%**	**2512**

District 9 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Case s**
Major Criminal	Serious Felony	41%	10%	52%	26%	78%	22%	135
	Felony DWI	56%	13%	69%	23%	92%	8%	52
	Other Felony	56%	13%	70%	18%	87%	13%	1095
	Gross Misdemeanor DWI	65%	14%	79%	14%	93%	7%	450
	Other Gross Misdemeanor	67%	11%	78%	13%	91%	9%	354
Major Civil	Personal Injury	52%	6%	58%	4%	62%	38%	199
	Contract	79%	8%	87%	4%	91%	9%	167
	Wrongful Death	57%	21%	79%	7%	86%	14%	14
	Malpractice	83%	0%	83%	17%	100 %	0%	6
	Property Damage	100%	0%	100 %	0%	100 %	0%	14
	Condemnation	56%	6%	61%	6%	67%	33%	18
	Conciliation Appeal	95%	0%	95%	5%	100 %	0%	38
	Harassment	82%	10%	92%	5%	97%	3%	98
	Employment	80%	20%	100 %	0%	100 %	0%	5
	Other Civil	77%	10%	86%	5%	91%	9%	543
Major Family	Dissolution with Child	84%	11%	95%	5%	100 %	0%	258
	Dissolution without Child	83%	11%	93%	3%	96%	4%	160
	Domestic Abuse	47%	5%	52%	8%	60%	40%	60
Major Juvenile	Delinquency Felony	65%	20%	85%	2%	87%	13%	126
	Delinquency Gross Misdemeanor	56%	23%	79%	0%	79%	21%	39
	Delinquency Misdemeanor	71%	11%	81%	5%	87%	13%	205
Minor Criminal	5th Degree Assault	72%	19%	91%	4%	96%	4%	233
	Other Non-Traffic	75%	14%	88%	3%	91%	9%	1408
	Misdemeanor DWI	64%	16%	80%	5%	85%	15%	281
	Other Traffic	84%	8%	92%	3%	95%	5%	1684
	Juvenile Traffic	84%	6%	91%	3%	94%	6%	32
District 9 Total		**72%**	**12%**	**83%**	**7%**	**90%**	**10%**	**7674**

District 10 Age of Pending (As of 10-16-2008)								
Case Group	**Case Type**	**90th Percen -tile**	**97th Percen -tile**	**Cum %**	**99th Percen -tile**	**Cum %**	**Over 99th Percen -tile**	**Total Cases**
Major Criminal	Serious Felony	40%	19%	59%	25%	84%	16%	197
	Felony DWI	50%	15%	65%	22%	86%	14%	74
	Other Felony	43%	18%	61%	27%	88%	12%	2494
	Gross Misdemeanor DWI	54%	17%	70%	23%	93%	7%	1266
	Other Gross Misdemeanor	63%	16%	78%	16%	95%	5%	1001
Major Civil	Personal Injury	84%	11%	95%	3%	98%	2%	408
	Contract	86%	9%	95%	2%	98%	2%	775
	Wrongful Death	65%	26%	91%	4%	96%	4%	23
	Malpractice	60%	30%	90%	10%	100 %	0%	10
	Property Damage	62%	24%	86%	10%	97%	3%	29
	Condemnation	48%	8%	56%	10%	65%	35%	52
	Conciliation Appeal	89%	6%	94%	4%	98%	2%	54
	Harassment	86%	12%	98%	2%	100 %	0%	109
	Employment	67%	33%	100 %	0%	100 %	0%	9
	Other Civil	82%	10%	92%	4%	96%	4%	1498
Major Family	Dissolution with Child	79%	12%	91%	6%	97%	3%	1022
	Dissolution without Child	87%	10%	97%	2%	99%	1%	454
	Domestic Abuse	56%	4%	60%	1%	61%	39%	96
Major Juvenile	Delinquency Felony	72%	11%	82%	5%	87%	13%	193
	Delinquency Gross Misdemeanor	68%	9%	77%	2%	79%	21%	56
	Delinquency Misdemeanor	74%	12%	86%	2%	88%	12%	318
Minor Criminal	5th Degree Assault	55%	26%	81%	8%	89%	11%	721
	Other Non-Traffic	44%	14%	58%	5%	63%	37%	5467
	Misdemeanor DWI	61%	17%	78%	7%	85%	15%	903
	Other Traffic	75%	12%	87%	5%	92%	8%	9771
	Juvenile Traffic	54%	4%	58%	3%	62%	38%	242
District 10 Total		**64%**	**14%**	**78%**	**8%**	**86%**	**14%**	**27242**

OTHER FELONY CASES PENDING

District	County	Total Pending Cases	Avg # Days Pending for Cases Beyond 99th Percentile
1	Carver	191	727
	Dakota	1020	832
	Goodhue	126	522
	LeSueur	50	431
	McLeod	62	518
	Scott	290	909
	Sibley	18	981
2	Ramsey	1118	579
3	Dodge	71	515
	Fillmore	53	623
	Freeborn	118	614
	Houston	69	693
	Mower	182	525
	Olmsted	495	580
	Rice	146	572
	Steele	229	587
	Wabasha	37	489
	Waseca	51	477
	Winona	186	504
4	Hennepin	1893	572
5	Blue Earth	183	685
	Brown	24	0
	Cottonwood	37	794
	Faribault	40	784
	Jackson	40	655
	Lincoln	4	0
	Lyon	47	745
	Martin	47	520
	Murray	15	398
	Nicollet	71	536
	Nobles	81	498
	Pipestone	13	806
	Redwood	29	0
	Rock	17	472
	Watonwan	44	468
6	Carlton	107	563
	Cook	13	0
	Lake	20	0
	St. Louis	571	583
7	Becker	100	438
	Benton	139	513
	Clay	212	1253
	Douglas	189	487
	Mille Lacs	187	613
	Morrison	79	769

District	County	Total Pending Cases	Avg # Days Pending for Cases Beyond 99th Percentile
	Otter Tail	126	408
	Stearns	585	546
	Todd	48	494
	Wadena	73	531
8	Big Stone	7	0
	Chippewa	35	0
	Grant	10	428
	Kandiyohi	93	381
	Lac qui Parle	8	0
	Meeker	34	430
	Pope	10	0
	Renville	18	0
	Stevens	14	0
	Swift	15	0
	Traverse	13	0
	Wilkin	12	0
	Yellow Medicine	16	0
9	Aitkin	69	559
	Beltrami	126	779
	Cass	113	468
	Clearwater	24	0
	Crow Wing	261	637
	Hubbard	44	500
	Itasca	124	468
	Kittson	5	0
	Koochiching	19	620
	Lake of the Woods	13	438
	Mahnomen	91	630
	Marshall	17	0
	Norman	8	0
	Pennington	38	0
	Polk	100	1742
	Red Lake	9	0
	Roseau	34	587
10	Anoka	829	588
	Chisago	206	549
	Isanti	212	551
	Kanabec	68	450
	Pine	163	542
	Sherburne	200	517
	Washington	414	561
	Wright	402	491

Cases pending as of 10/16/2008

JUROR RACE, ETHNICITY AND GENDER BY COUNTY 2007

		Percent Of Jurors With Reported Race 2007*						
District	County	% White	% Black	% Asian	% Amer Indian	% Two or More Races	% Other Race	% With No Race Data
1	Carver	97.4%	0.3%	1.2%			1.2%	1.1%
1	Dakota	93.5%	2.3%	2.0%	0.3%	1.0%	0.9%	1.1%
1	Goodhue	98.0%	0.6%		0.8%		0.6%	0.8%
1	Le Sueur	98.6%	0.7%				0.7%	1.4%
1	McLeod	98.3%			1.7%			1.1%
1	Scott	94.7%	0.8%	2.7%	0.7%	0.2%	1.0%	2.2%
1	Sibley	98.1%	0.9%				0.9%	0.9%
	District 1 Total	**94.6%**	**1.6%**	**1.8%**	**0.4%**	**0.6%**	**0.9%**	**1.3%**
2	**District 2 Total**	**87.2%**	**5.1%**	**4.6%**	**0.4%**	**0.7%**	**1.9%**	**1.1%**
3	Dodge	100.0%						2.0%
3	Fillmore	98.3%			0.4%	0.9%	0.4%	0.9%
3	Freeborn	98.0%		0.6%	0.6%		0.9%	2.0%
3	Houston	96.5%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%
3	Mower	96.7%	0.3%	1.3%	1.0%		0.7%	0.7%
3	Olmsted	95.0%	1.0%	2.4%	0.5%	0.5%	0.6%	0.7%
3	Rice	97.4%	0.6%	0.7%	0.7%		0.6%	1.4%
3	Steele	97.8%		0.2%	0.4%		1.5%	1.1%
3	Wabasha	97.4%	0.6%		1.9%			0.6%
3	Waseca	97.7%		0.6%	0.6%	0.3%	0.9%	0.6%
3	Winona	98.3%	0.3%	0.6%	0.3%		0.6%	1.7%
	District 3 Total	**96.6%**	**0.6%**	**1.3%**	**0.6%**	**0.3%**	**0.7%**	**1.0%**
4	**District 4 Total**	**86.1%**	**7.1%**	**3.6%**	**0.7%**	**0.6%**	**1.9%**	**0.0%**
5	Blue Earth	98.2%		0.8%	0.5%		0.5%	1.0%
5	Brown	100.0%						0.0%
5	Cottonwood	100.0%						1.7%
5	Faribault	94.7%			3.2%	1.1%	1.1%	0.0%
5	Jackson	96.8%	0.8%		1.6%		0.8%	0.8%
5	Lincoln	100.0%						0.0%
5	Lyon	97.2%	0.4%	0.4%	0.4%		1.6%	0.0%
5	Martin	99.2%					0.8%	0.8%
5	Nicollet	98.2%		0.4%	0.7%		0.7%	0.7%
5	Nobles	95.9%		1.0%	1.5%		1.5%	2.5%
5	Pipestone	96.6%		3.4%				0.0%
5	Redwood	93.8%		0.8%	4.1%	0.4%	0.8%	0.4%
5	Rock	98.9%					1.1%	0.0%
5	Watonwan	98.0%		1.0%	1.0%			0.0%
	District 5 Total	**97.4%**	**0.1%**	**0.5%**	**1.1%**	**0.1%**	**0.8%**	**0.7%**
6	Carlton	94.5%		0.3%	4.1%	0.9%	0.3%	1.4%
6	Cook	87.8%			11.2%	1.0%		0.0%
6	Lake	99.3%		0.7%				0.7%
6	St. Louis - Duluth	96.8%	0.6%	0.6%	1.5%	0.2%	0.2%	3.6%
6	St. Louis - Hibbing	96.3%			2.4%	0.8%	0.4%	0.8%

6	St. Louis - Virginia	99.6%			0.4%			0.0%
	District 6 Total	**96.8%**	**0.3%**	**0.4%**	**2.0%**	**0.3%**	**0.2%**	**2.3%**
7	Becker	93.9%			5.1%	1.0%		2.5%
7	Benton	99.3%	0.2%		0.4%	0.2%		1.6%
7	Clay	97.5%	0.2%	0.6%	0.4%	1.0%	0.4%	2.2%
7	Douglas	98.2%		0.3%	0.6%	0.9%		0.3%
7	Mille Lacs	96.2%	0.1%	0.3%	2.7%	0.7%		0.1%
7	Morrison	98.9%				1.1%		1.6%
7	Otter Tail	98.8%	0.5%		0.2%	0.5%		1.0%
7	Stearns	98.3%	0.3%	0.6%	0.2%	0.3%	0.3%	0.4%
7	Todd	99.3%				0.7%		1.4%
7	Wadena	98.9%		1.1%				5.4%
	District 7 Total	**97.8%**	**0.2%**	**0.4%**	**0.8%**	**0.6%**	**0.2%**	**1.1%**
8	Big Stone	100.0%						0.0%
8	Chippewa	100.0%						1.2%
8	Kandiyohi	97.2%	0.3%	1.0%	1.0%		0.5%	0.7%
8	Lac Qui Parle	100.0%						0.0%
8	Meeker	98.2%			0.6%	0.6%	0.6%	1.2%
8	Renville	98.0%			1.0%		1.0%	0.0%
8	Stevens	98.4%			0.5%	0.5%	0.5%	1.0%
8	Swift	99.3%		0.7%				1.3%
8	Traverse	100.0%						0.0%
8	Wilkin	98.6%					1.4%	0.0%
8	Yellow Medicine	95.7%			4.3%			0.0%
	District 8 Total	**98.3%**	**0.1%**	**0.4%**	**0.6%**	**0.2%**	**0.5%**	**0.8%**
9	Aitkin	97.9%			0.7%	0.7%	0.7%	12.3%
9	Beltrami	87.7%		0.5%	11.6%	0.2%		2.3%
9	Cass	95.0%			5.0%			1.4%
9	Clearwater	96.3%			3.7%			3.6%
9	Crow Wing	97.1%	0.5%		1.2%		1.2%	0.2%
9	Hubbard	98.5%			1.2%		0.3%	6.6%
9	Itasca	95.2%		0.6%	3.9%		0.2%	0.2%
9	Kittson	100.0%						15.0%
9	Koochiching	97.1%	0.7%			1.4%	0.7%	6.8%
9	Lake of the Woods	97.4%			2.6%			17.0%
9	Mahnomen	63.1%			30.4%	6.5%		17.6%
9	Marshall	98.8%					1.2%	11.3%
9	Norman	100.0%						11.1%
9	Pennington	100.0%						10.7%
9	Polk	95.5%	0.2%		1.2%	1.4%	1.7%	0.2%
9	Roseau	100.0%						15.8%
	District 9 Total	**93.9%**	**0.1%**	**0.2%**	**4.5%**	**0.7%**	**0.6%**	**5.1%**
10	Anoka	95.9%	0.6%	1.5%	1.1%		1.0%	2.7%
10	Chisago	97.4%		0.9%	0.9%	0.6%	0.3%	0.6%
10	Isanti	96.7%	0.2%	0.9%	1.4%	0.2%	0.5%	1.2%
10	Kanabec	99.0%		0.3%	0.3%		0.5%	0.3%
10	Pine	98.7%			0.4%	0.4%	0.4%	7.6%
10	Sherburne	98.6%	0.3%	0.3%	0.2%	0.2%	0.5%	1.1%

10	Washington	94.2%	1.4%	2.8%	0.4%	0.2%	1.0%	3.0%
10	Wright	98.4%	0.3%	0.4%	0.3%	0.3%	0.3%	1.3%
	District 10 Total	**96.3%**	**0.7%**	**1.5%**	**0.6%**	**0.2%**	**0.7%**	**2.3%**
	Statewide	**93.4%**	**2.3%**	**1.9%**	**1.0%**	**0.5%**	**1.0%**	**1.4%**

* Percent of each race is calculated based on the total number of responses to the race question. The number of non-respondents is not included in the calculation. There were 46,014 jurors statewide in 2007 who reported race data.

	Hispanic Ethnicity		**% Hisp**	**Gender***		**% No**
		% Hisp Yes	**No Data**	**%**	**%**	**Gender**
District	**County**	**Of Tot Jurors****	**Or Unk**	**Female**	**Male**	**Data**
1	Carver	2.3%	2.3%	53.2%	46.8%	0.9%
1	Dakota	2.3%	2.1%	50.1%	49.9%	0.5%
1	Goodhue	0.8%	1.1%	52.2%	47.8%	0.3%
1	Le Sueur	1.4%	0.7%	47.9%	52.1%	0.7%
1	McLeod	0.6%	1.1%	51.4%	48.6%	1.1%
1	Scott	1.3%	2.8%	51.9%	48.1%	1.5%
1	Sibley	2.8%	1.9%	42.5%	57.5%	0.9%
	District 1 Total	**1.9%**	**2.1%**	50.6%	49.4%	0.7%
2	**Ramsey**	**2.8%**	**2.1%**	52.9%	47.1%	0.8%
3	Dodge		5.1%	53.7%	46.3%	3.1%
3	Fillmore	1.3%	2.1%	50.6%	49.4%	0.0%
3	Freeborn	2.3%	2.3%	46.0%	54.0%	2.6%
3	Houston	0.7%	0.0%	54.2%	45.8%	0.0%
3	Mower	0.3%	6.6%	56.6%	43.4%	0.0%
3	Olmsted	1.3%	3.4%	54.2%	45.8%	0.3%
3	Rice	1.7%	4.6%	50.4%	49.6%	0.3%
3	Steele	2.6%	3.5%	57.0%	43.0%	0.4%
3	Wabasha		5.1%	53.5%	46.5%	0.6%
3	Waseca	1.7%	1.1%	55.5%	44.5%	1.4%
3	Winona	0.3%	6.8%	48.6%	51.4%	0.8%
	District 3 Total	**1.4%**	**3.7%**	53.0%	47.0%	0.6%
4	**Hennepin**	**2.0%**	**0.0%**	50.9%	49.1%	0.0%
5	Blue Earth	0.8%	1.5%	49.7%	50.3%	0.8%
5	Brown	1.5%	0.7%	53.3%	46.7%	0.0%
5	Cottonwood	1.7%	1.7%	46.6%	53.4%	0.0%
5	Faribault	2.1%	3.2%	51.1%	48.9%	1.1%
5	Jackson	0.8%	2.4%	49.2%	50.8%	0.0%
5	Lincoln		0.0%	54.3%	45.7%	0.0%
5	Lyon	2.0%	0.4%	54.8%	45.2%	0.0%
5	Martin	0.8%	1.6%	54.4%	45.6%	0.8%
5	Nicollet	0.4%	1.8%	52.8%	47.2%	0.4%
5	Nobles	3.5%	1.5%	50.3%	49.7%	1.5%
5	Pipestone		0.0%	41.4%	58.6%	0.0%

5	Redwood	0.8%	1.6%	47.7%	52.3%	0.4%
5	Rock	1.1%	1.1%	44.4%	55.6%	0.0%
5	Watonwan	2.0%	1.0%	51.5%	48.5%	1.0%
	District 5 Total	**1.3%**	**1.4%**	50.8%	49.2%	0.5%
6	Carlton	1.1%	9.7%	51.9%	48.1%	1.4%
6	Cook		4.1%	50.0%	50.0%	0.0%
6	Lake	0.7%	2.0%	44.7%	55.3%	0.0%
6	St. Louis - Duluth	1.1%	7.6%	54.1%	45.9%	3.4%
6	St. Louis - Hibbing	2.4%	7.7%	50.6%	49.4%	0.0%
6	St. Louis - Virginia		1.1%	48.8%	51.2%	0.6%
	District 6 Total	**1.0%**	**6.5%**	52.1%	47.9%	2.2%
7	Becker	0.3%	63.6%	50.2%	49.8%	1.9%
7	Benton	1.2%	58.3%	54.9%	45.1%	0.2%
7	Clay	1.7%	59.3%	51.2%	48.8%	0.9%
7	Douglas		59.9%	52.8%	47.2%	0.0%
7	Mille Lacs	0.1%	66.3%	51.6%	48.4%	0.0%
7	Morrison	0.5%	60.7%	51.3%	48.7%	1.0%
7	Otter Tail	0.5%	58.7%	58.0%	42.0%	1.2%
7	Stearns	0.6%	60.4%	51.7%	48.3%	0.1%
7	Todd	0.7%	57.8%	56.5%	43.5%	0.0%
7	Wadena		7.6%	54.7%	45.3%	6.5%
	District 7 Total	**0.8%**	**59.9%**	52.5%	47.5%	0.5%
8	Big Stone		4.0%	48.0%	52.0%	0.0%
8	Chippewa	1.2%	3.6%	45.1%	54.9%	1.2%
8	Kandiyohi	2.0%	2.5%	55.5%	44.5%	1.0%
8	Lac Qui Parle		0.0%	60.0%	40.0%	0.0%
8	Meeker	2.3%	4.1%	45.6%	54.4%	0.6%
8	Renville		2.0%	51.0%	49.0%	0.0%
8	Stevens	1.0%	8.9%	47.4%	52.6%	0.5%
8	Swift		9.3%	54.1%	45.9%	1.3%
8	Traverse	1.6%	1.6%	43.5%	56.5%	0.0%
8	Wilkin	1.4%	4.3%	50.0%	50.0%	0.0%
8	Yellow Medicine		4.3%	34.8%	65.2%	0.0%
	District 8 Total	**1.3%**	**4.5%**	50.5%	49.5%	0.7%
9	Aitkin		14.7%	50.0%	50.0%	8.0%
9	Beltrami	0.9%	3.7%	51.2%	48.8%	0.7%
9	Cass	0.7%	4.2%	50.0%	50.0%	0.7%
9	Clearwater		3.6%	48.1%	51.9%	3.6%
9	Crow Wing	0.5%	3.2%	52.7%	47.3%	0.2%
9	Hubbard	0.8%	12.1%	44.6%	55.4%	5.8%
9	Itasca	0.6%	3.9%	50.3%	49.7%	0.2%
9	Kittson		5.0%	50.0%	50.0%	0.0%
9	Koochiching	2.0%	7.4%	53.9%	46.1%	4.7%
9	Lake of the Woods		21.3%	50.0%	50.0%	2.1%
9	Mahnomen	1.0%	18.1%	55.3%	44.7%	6.9%
9	Marshall	2.1%	9.3%	50.0%	50.0%	3.1%
9	Norman		15.6%	65.9%	34.1%	2.2%
9	Pennington		14.3%	38.6%	61.4%	1.2%

9	Polk	5.0%	0.4%	47.2%	52.8%	0.2%
9	Roseau	0.5%	8.7%	42.2%	57.8%	1.6%
	District 9 Total	**1.4%**	**6.8%**	49.5%	50.5%	8.0%
10	Anoka	0.9%	5.9%	54.0%	46.0%	2.5%
10	Chisago	0.6%	43.6%	50.4%	49.6%	0.0%
10	Isanti	1.4%	44.7%	52.0%	48.0%	0.9%
10	Kanabec	0.5%	66.3%	47.7%	52.3%	0.0%
10	Pine	1.6%	34.3%	49.1%	50.9%	6.8%
10	Sherburne	0.9%	8.7%	54.3%	45.7%	1.1%
10	Washington	1.7%	6.4%	54.7%	45.3%	2.8%
10	Wright	0.8%	7.8%	50.3%	49.7%	1.8%
	District 10 Total	**1.2%**	**15.9%**	52.9%	47.1%	2.2%
	Statewide	**1.6%**	**11.7%**	51.8%	48.2%	1.0%

** Percent of jurors with Hispanic ethnicity is calculated based on the total number of jurors who returned a questionnaire since 12% of jurors did not complete this yes/no question for Hispanic ethnicity. This differs from the calculation for percent by race because that excludes the number who does not pick a race. Statewide, the number of jurors by race has a total of 46,014 while the number used to determine percent with Hispanic ethnic is all 46,682 jurors who returned questionnaires.

***Percent of jurors who are female and are male is calculated based on the total number who completed that item on the questionnaire. Of the 46,682 questionnaires returned statewide, 45,832 had the gender section complete and are reported in this chart.

QUALITY COURT WORKPLACE ENVIRONMENT

Key of Employee and Judge Statements

Statement	***Employee Survey Statement Number***	***Judge/Justice Survey Statement Number***
My work unit looks for ways to improve processes and procedures.	1	1
I am kept informed about matters that affect me in my workplace.	2	2
My court is respected in the community.	4	3
The people I work with can be relied upon when I need help.	5	4
I understand how my job contributes to the overall mission of the Minnesota Judicial Branch.	7	5
I am treated with respect.	8	6
My working conditions and environment enable me to do my job well.	10	7
Important information is communicated to me in a timely manner.	12	8
The leadership structure of the Branch meets the needs of my court.	13	23
I enjoy coming to work.	14	9
The people I work with take a personal interest in me.	15	10
I have regular meetings with my supervisor that is useful and meaningful.	17	11
I have the materials, equipment, and supplies necessary to do my job well.	19	12
My coworkers care about the quality of services and programs we provide.	20	13
On my job, I know exactly what is expected of me.	21	14
I am proud that I work in my court.	22	15
My time and talents are used well.	23	16
I get the training I need to do my job well.	24	17
I know what it means for me to be successful on the job.	25	18
I am able to keep up with my workload without feeling overwhelmed.	27	25
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.)	28	19
I am able to collaborate effectively with those outside my immediate county/division to improve our work.	29	20
I am skilled in communicating and working effectively with co-workers, clients and/or court users from diverse backgrounds.	30	21
I feel safe at my workplace.	31	24

Employee Survey Questions

	Minnesota Quality Court Workplace Questions for Employees	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	My work unit looks for ways to improve processes and procedures.	1	2	3	4	5
2	I am kept informed about matters that affect me in my workplace.	1	2	3	4	5
3	As I gain experience, I am given responsibility for new and exciting challenges at work.	1	2	3	4	5
4	My court is respected in the community.	1	2	3	4	5
5	The people I work with can be relied upon when I need help.	1	2	3	4	5
6	I have an opportunity to develop my own special abilities.	1	2	3	4	5
7	I understand how my job contributes to the overall mission of the Minnesota Judicial Branch.	1	2	3	4	5
8	I am treated with respect.	1	2	3	4	5
9	When I do my job well, I am likely to be recognized and thanked by my supervisor.	1	2	3	4	5
10	My working conditions and environment enable me to do my job well.	1	2	3	4	5
11	I feel valued by my supervisor based on my knowledge and contribution to my department, unit, or division.	1	2	3	4	5
12	Important information is communicated to me in a timely manner.	1	2	3	4	5
13	The leadership structure of the Branch meets the needs of my court.	1	2	3	4	5
14	I enjoy coming to work.	1	2	3	4	5
15	The people I work with take a personal interest in me.	1	2	3	4	5
16	Managers and supervisors follow up on employee suggestions for improvements in services and work processes.	1	2	3	4	5
17	I have regular meetings with my supervisor that are useful and meaningful.	1	2	3	4	5
18	When appropriate, I am encouraged to use my own judgment in getting the job done.	1	2	3	4	5
19	I have the materials, equipment, and supplies necessary to do my job well.	1	2	3	4	5
20	My coworkers care about the quality of services and programs we provide.	1	2	3	4	5
21	On my job, I know exactly what is expected of me.	1	2	3	4	5
22	I am proud that I work in my court.	1	2	3	4	5
23	My time and talents are used well.	1	2	3	4	5
24	I get the training I need to do my job well.	1	2	3	4	5
25	I know what it means for me to be successful on the job.	1	2	3	4	5
26	My supervisor is available when I have questions or need help.	1	2	3	4	5
27	I am able to keep up with my workload without feeling overwhelmed.	1	2	3	4	5
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.).	1	2	3	4	5
29	I am able to collaborate effectively with those outside my immediate county/division to improve our work.	1	2	3	4	5
30	I am skilled in communicating and working effectively with coworkers, clients and/or court users from diverse backgrounds.	1	2	3	4	5
31	I feel safe at my workplace	1	2	3	4	5

Adapted from NCSC Survey

There will also be an opportunity to provide comments at the end of the survey.

Judge/Justice Survey Questions

	Quality Court Workplace Questions for Judges and Justices	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	My court looks for ways to improve court processes and procedures.	1	2	3	4	5
2	I am kept informed about matters that affect my work.	1	2	3	4	5
3	My court is respected in the community.	1	2	3	4	5
4	My judicial colleagues can be relied upon when I need help.	1	2	3	4	5
5	I understand how my position contributes to the overall mission of the Minnesota Judicial Branch.	1	2	3	4	5
6	I am treated with respect.	1	2	3	4	5
7	My working conditions and environment enable me to do my job well.	1	2	3	4	5
8	Important information is communicated to me in a timely manner.	1	2	3	4	5
9	I enjoy coming to work.	1	2	3	4	5
10	The people I work with take a personal interest in me.					
11	My district has regular bench meetings that are useful and meaningful.	1	2	3	4	5
12	I have the materials, equipment, and supplies necessary to do my job well.	1	2	3	4	5
13	My colleagues care about the quality of services and programs we provide.	1	2	3	4	5
14	I know exactly what is expected of me as a judge.	1	2	3	4	5
15	I am proud that I work in my court.	1	2	3	4	5
16	My time and talents are used well.	1	2	3	4	5
17	I get the educational resources I need to do my job well.	1	2	3	4	5
18	I know what it means for me to be successful on the job as a judge.	1	2	3	4	5
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.).	1	2	3	4	5
20	I am able to collaborate effectively with those outside my immediate county/division to improve our work.	1	2	3	4	5
21	I am skilled in communicating and working effectively with coworkers, clients, and/or court users from a range of diverse backgrounds.	1	2	3	4	5
22	I have an appropriate level of autonomy in my court.	1	2	3	4	5
23	The leadership structure of the Branch meets the needs of my court.	1	2	3	4	5
24	I feel safe at my workplace.	1	2	3	4	5
25	I am able to keep up with my workload without feeling overwhelmed.	1	2	3	4	5

Adapted from NCSC Survey

There will also be an opportunity to provide comments at the end of the survey.

National Center for State Courts Memo: Assessing Employee Satisfaction

Satisfied employees have a direct impact on a court's performance. If a court has problems with high levels of staff turnover or lack of motivation, consistent high quality service to all court users is difficult to achieve. However, paying attention to job satisfaction, and making it a top priority, creates a significant opportunity for improvement in the work place. Satisfied employees tend to be more productive, creative, and committed to their employers, with an additional benefit being that higher levels of staff satisfaction leads to higher levels of court user satisfaction.

To better understand employee attitudes and motivation, the NCSC makes use of an approach developed by the American behavioral scientist Frederick Herzberg. Through his research, he discovered an intriguing phenomenon: the things that make people satisfied and motivated on the job are different from the things that make them dissatisfied. He observed that people can get very dissatisfied with problems about company policies, supervisor behavior, salary, and working conditions. However, if these issues are resolved, it did not mean an increase in job satisfaction. Job satisfaction was the result of different factors such as interesting work, recognition, and growth.

The NCSC refers to the factors that lead to satisfaction as *motivators* and the aspects of the work place that can lead to dissatisfaction as *environmental* factors. Attention to the environmental factors is necessary to avoid dissatisfaction, but even if managed brilliantly, will not motivate people to work harder and smarter. On the other hand, motivators create satisfaction by fulfilling individuals' needs for meaning and personal growth.

The table below shows the primary types of factors that can lead to dissatisfaction and those that lead to satisfaction.

Environmental Factors Leading to Dissatisfaction	**Motivational Factors Leading to Satisfaction**
Supervision and Management	Achievement
Work Conditions	Work Itself
Interpersonal Relations	Responsibility

Because the factors causing satisfaction are different from the factors causing dissatisfaction, they cannot simply be viewed as opposites of each other. Therefore, court management must not only pay attention to environmental factors to avoid employee dissatisfaction, they must also pay attention to factors intrinsic to the work itself in order for employees to be satisfied with their jobs.

The NCSCs employee satisfaction survey is designed to get at issues related to both employee satisfaction and dissatisfaction. The results provide a useful tool for understanding how employees view the work place and to identify where court managers might best focus their efforts. The table below shows how the 32 survey items are aligned with specific factors that can lead to dissatisfaction and satisfaction.

LEADING TO DISSATISFACTION

***Supervision and Management**:* These items focus on the critical and difficult role of effective supervision. This role requires good leadership skills and an ability to treat all employees respectfully and fairly.

Q8 I am treated with respect

Q9 When I do my job well, I am likely to be recognized and thanked by my supervisor

Q16 Managers and supervisors follow up on employee suggestions for improvements in services and work processes

Q17 I have regular meetings with my supervisor that is useful and meaningful

Q26 My supervisor is available when I have questions or need help

Work Conditions*:* These items focus on working conditions and interaction with the public that shape the ability of court staff members to successfully do their jobs.

Q4 My court is respected in the community

Q10 My working conditions and environment enable me to do my job well

Q19 I have the materials, equipment, and supplies necessary to do my job well

Q27 I am able to keep up with my workload without feeling overwhelmed.

Q31 I feel safe at my workplace

Interpersonal Relations: These items focus on the level of camaraderie and teamwork within the staff member's immediate work environment.

Q5 The people I work with can be relied upon when I need help

Q15 The people I work with take a personal interest in me

Q20 My coworkers care about the quality of services and programs we provide

Q28 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.).

Q30 I am skilled in communicating and working effectively with coworkers, clients and/or court users from diverse backgrounds.

LEADING TO SATISFACTION

Achievement: Since most people sincerely want to do a good job, employees must know what is expected of them and receive regular, timely feedback on how they are doing. At all levels of an organization, employees want to be kept informed and recognized for their achievements.

Q11 I feel valued by my supervisor based on my knowledge and contribution to my department, unit, or division

Q12 Important information is communicated to me in a timely manner

Q21 On my job, I know exactly what is expected of me

Q23 My time and talents are used well

Q25 I know what it means for me to be successful on the job

Q13 The leadership structure of the Branch meets the needs of my court.

Work Itself*:* Critical for employee motivation is the belief that the work is important and the tasks are meaningful.

Q2 I am kept informed about matters that affect me in my workplace

Q7 I understand how my job contributes to the overall mission of the Minnesota Judicial Branch

Q14 I enjoy coming to work

Q22 I am proud that I work in the *my* court

Q24 I get the training I need to do the job well

Q29 I am able to collaborate effectively with those outside my immediate county/division to improve our work.

Responsibility: Employees will be more motivated to do their jobs well if they have ownership of their work by being given enough freedom and power to carry out their tasks. Employees become more satisfied when the court supports and encourages staff to grow and develop their abilities on the job.

Q1 My work unit looks for ways to improve processes and procedures

Q3 As I gain experience, I am given responsibility for new and exciting challenges at work

Q6 I have an opportunity to develop my own special abilities

Q18 When appropriate, I am encouraged to use my own judgment in getting the job done

Using this survey provides insights and suggestions to court leaders and senior managers on how to increase satisfaction and decrease dissatisfaction. They include the following:

- Provide a forum for receiving helpful and practical suggestions from staff.
- Identify areas of strengths and weaknesses and target training programs to meet priority needs in improving employee performance.
- Help court staff members feel valued, by showing concern and respect for their views.
- Provide a benchmark against which to measure improvements.
- Enable employees to express valid concerns.

Bottom Line: Having asked staff members to raise issues, it is vital for the court to take positive and good-faith action on them.