

JUDICIAL FITNESS and DISABILITY, COMMISSION on
Annual Performance Progress Report (APPR) for Fiscal Year (2008-2009)
Proposed KPM's for Biennium (2009-2011)

Original Submission Date: 2009

Finalize Date: 10/26/2009

2008-2009 KPM #	2008-2009 Approved Key Performance Measures (KPMs)
	Percent of judges who, after being prosecuted by the Commission, are exonerated.
	Percent of Commission recommendations to the Supreme Court upheld versus the total number of recommendations forwarded to the Supreme Court.
	Percent of stipulated agreements unchanged and approved by the Supreme Court.
	Percent of prosecutions completed within two years of first review through date of final Commission action before the Supreme Court.
	Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information.
	Percent of total best practices met by the Board.

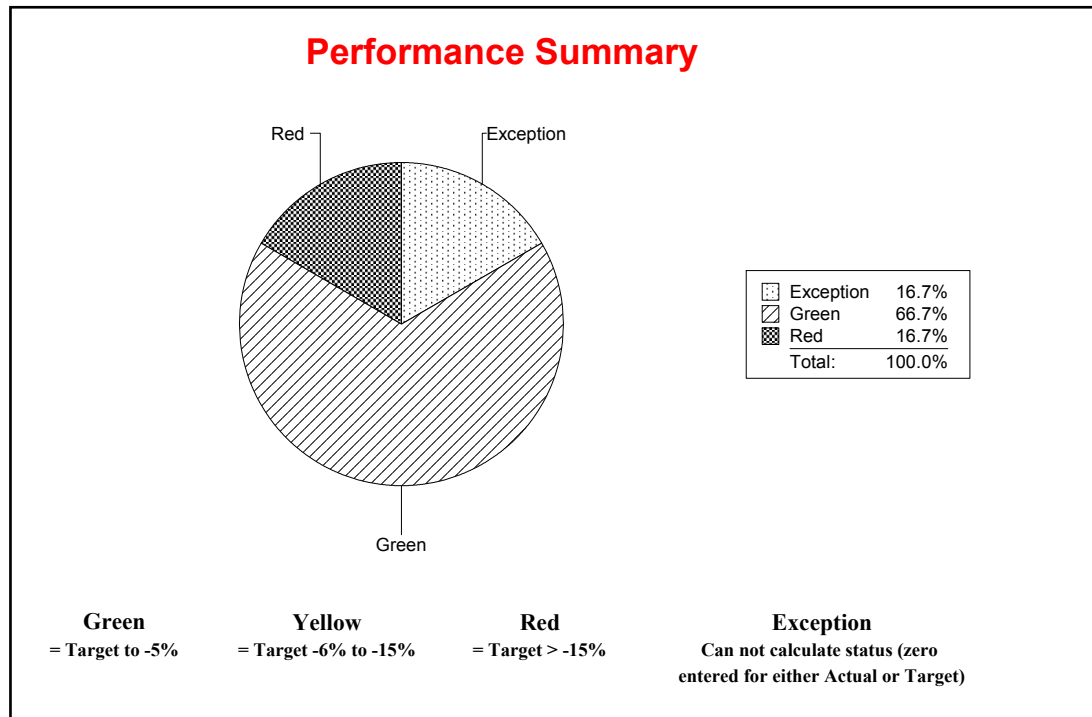
Agency Mission: To ensure the quality of and effectiveness of the State Judicial System.

Contact: Susan D. Isaacs, Executive Director

Contact Phone: 503-626-6776

Alternate:

Alternate Phone:



1. SCOPE OF REPORT

The Commission on Judicial Fitness and Disability is committed to serving Oregon residents through our mission which is to ensure the quality and effectiveness of the state judicial system through the enforcement of the Code of Judicial Conduct. This report primarily addresses the degree to which Commission findings are upheld through appeals.

2. THE OREGON CONTEXT

The Commission derives its authority from ORS 1.410 et seq. It reviews and investigates complaints about Oregon's justices of the peace, circuit court judges and appellate court judges only. Municipal court judges, administrative law judges and arbitrators are outside its jurisdiction. The Commission can only make recommendations to the Supreme Court regarding Code violations and sanctions; it cannot discipline judges itself.

3. PERFORMANCE SUMMARY

The performance measures are designed to track the actions of the Commission to ensure that they are fulfilling their mission and presenting complete and accurate information to the Supreme Court, which is the ultimate decision maker on judicial ethics.

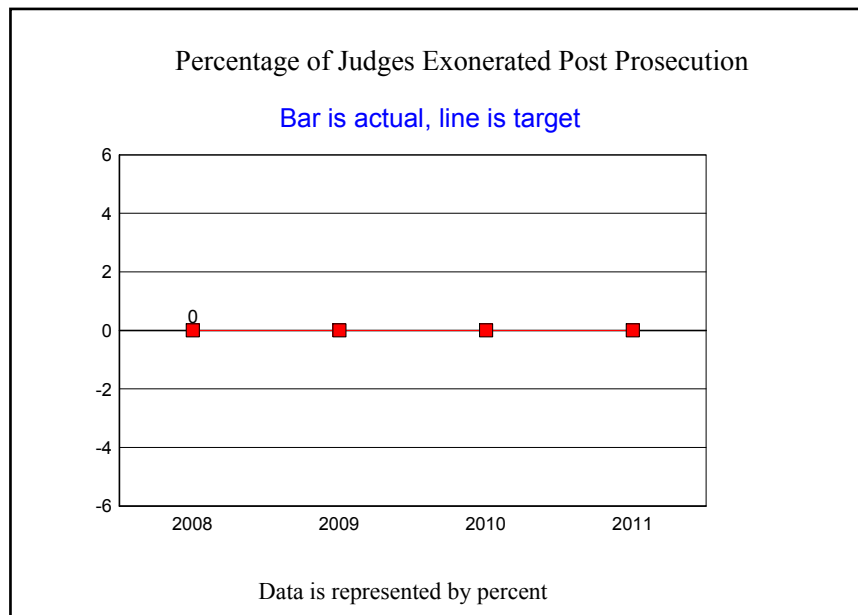
4. CHALLENGES

The Commission is staffed with only a half-time Executive Director. Its members are volunteers from around the state who are appointed by the Chief Justice of the Supreme Court, Board of Governors of the Oregon State Bar, and Governor and approved by the Senate. In addition to its reliance on volunteers and being understaffed, the Commission subsists on a bare bones budget in which there is very little leeway.

5. RESOURCES AND EFFICIENCY

The Commission is wholly funded from the general fund. Despite being understaffed and relying largely on its volunteers, the Commission manages to fulfill its mission fairly efficiently, especially due to the use of email to facilitate communication.

KPM #	Percent of judges who, after being prosecuted by the Commission, are exonerated.	2007
Goal	The goal is to ensure that the Commissions findings of fact, conclusions and recommendations are consistent with the prior case law of the Oregon Supreme Court, which is the final decision maker.	
Oregon Context		
Data Source	Staff records. Oregon Supreme Court records.	
Owner	Susan D. Isaacs, Executive Director	



1. OUR STRATEGY

The goal has been met fully. None of the judges prosecuted by the Commission was exonerated by the Supreme Court. That lends credibility to the Commissions analytical functioning and establishes consistency with Supreme Court decisions.

2. ABOUT THE TARGETS

Prior case law sets the standards for discipline of judges. Thus, if the Commissions findings, conclusions and recommendations are adopted by or followed by the Supreme Court, the Commission is functioning appropriately.

3. HOW WE ARE DOING

This is a new objective established for the 2007-2009 biennium. The Commission has historically met this goal in any event.

4. HOW WE COMPARE

No comparison date is available.

5. FACTORS AFFECTING RESULTS

The Commission has met this goal and is functioning as desired.

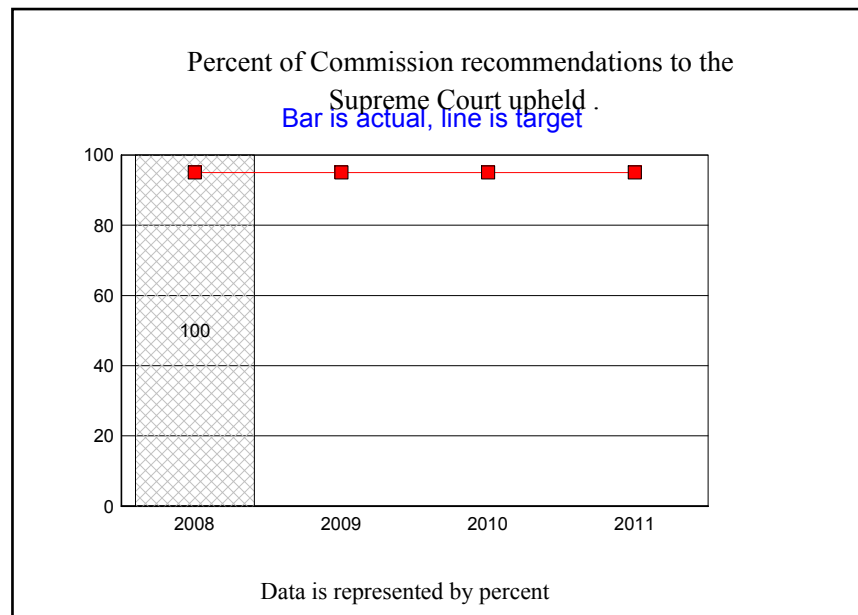
6. WHAT NEEDS TO BE DONE

The Commission will continue to function consistent with its mission and prior case law to fully meet this goal in the future.

7. ABOUT THE DATA

The reporting cycle is the fiscal years of the biennium budget cycle.

KPM #	Percent of Commission recommendations to the Supreme Court upheld versus the total number of recommendations forwarded to the Supreme Court.	2007
Goal	The Commission had only one discipline case during the 2007-09 biennium and its recommendation was fully accepted by the Supreme Court.	
Oregon Context		
Data Source	Staff records. Oregon Supreme Court records.	
Owner	Susan D. Isaacs, Executive Director	



1. OUR STRATEGY

The goal is to make recommendations consistent with prior Supreme Court case law, which sets the standards for judicial discipline.

2. ABOUT THE TARGETS

The Supreme Court's concurrence with the Commission establishes that the Commission's reasoning is analytically sound. The Commission wishes to stay the course.

3. HOW WE ARE DOING

This is a new objective established in the 2007-2009 budget.

4. HOW WE COMPARE

No comparison data available.

5. FACTORS AFFECTING RESULTS

The Commission has met this goal and is functioning as desired.

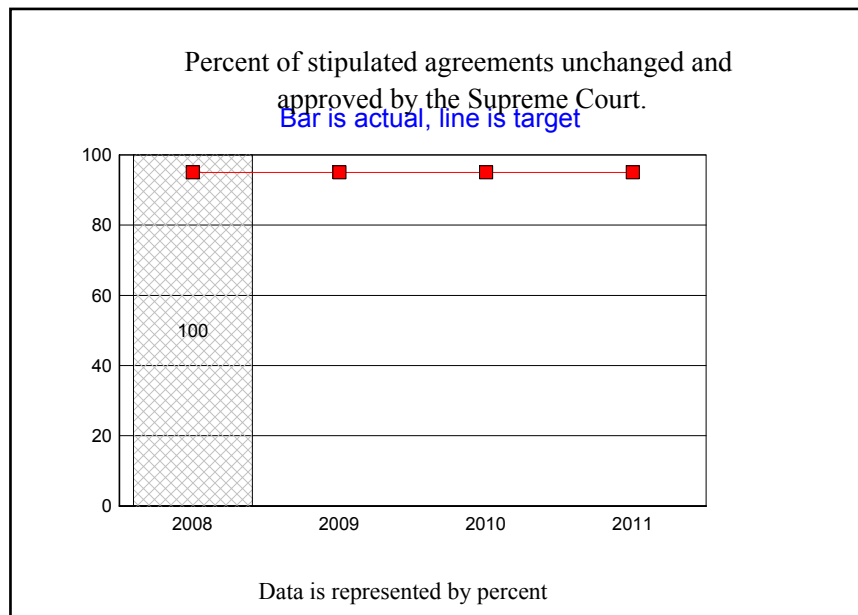
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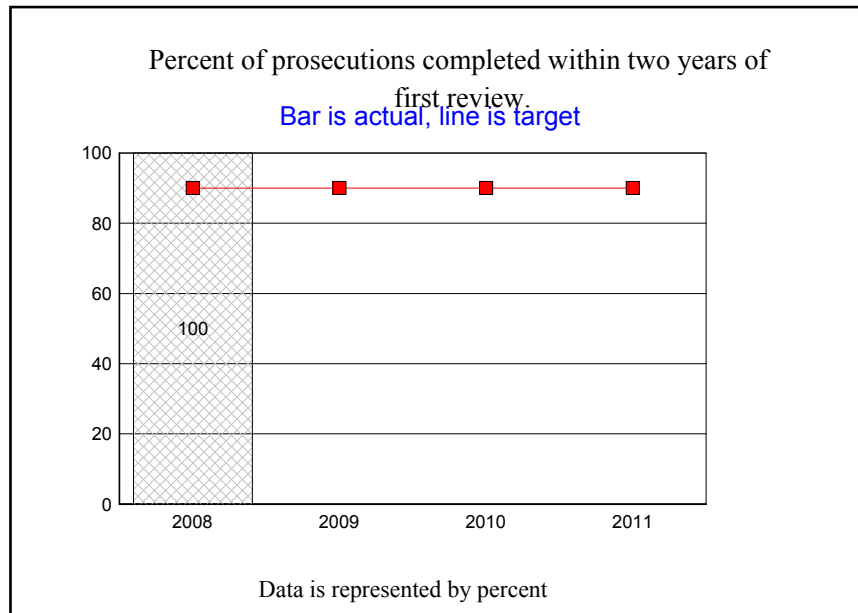
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7. ABOUT THE DATA

The reporting cycle is the fiscal years of the biennium budget cycle.

KPM #	Percent of prosecutions completed within two years of first review through date of final Commission action before the Supreme Court.	2007
Goal	Timely results from prosecutions are important for the accused judge, the complainant, and the public. This goal measures the efficiency in the Commission's processing of prosecution cases.	
Oregon Context		
Data Source	Staff records.	
Owner	Susan D. Isaacs, Executive Director	



1. OUR STRATEGY

Judicial prosecutions are a type of litigation. All participants benefit from efficient and timely processing of litigation, which by its very nature has

emotional, financial, and professional ramifications.

2. ABOUT THE TARGETS

This target was fully met.

3. HOW WE ARE DOING

This is a new objective established for the 2007-2009 biennium, which quantifies the Commission's historical goal.

4. HOW WE COMPARE

No comparison data is available.

5. FACTORS AFFECTING RESULTS

The Commission has met this goal and is functioning as desired.

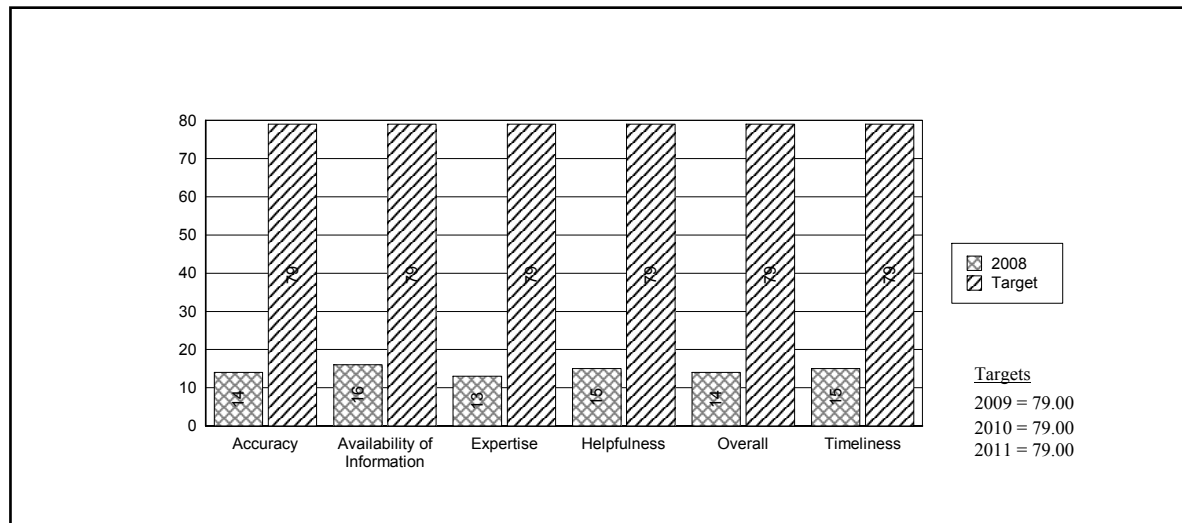
6. WHAT NEEDS TO BE DONE

The Commission will continue to strive to meet this goal each biennium as it during the 2007-09 biennium.

7. ABOUT THE DATA

The reporting cycle is the fiscal years of the biennium budget cycle.

KPM #	Percent of customers rating their satisfaction with the agency’s customer service as “good” or “ excellent”: overall, timeliness, accuracy, helpfulness, expertise, availability of information.	2007
Goal	This is a legislatively mandated survey for all state agencies as part of best practices for government.	
Oregon Context		
Data Source	2008 Judicial Fitness Customer Service Survey.	
Owner	Susan D, Isaacs, Executive Director.	



1. OUR STRATEGY

The Commission participated in the customer service survey as mandated by the legislature with the full understanding that, by the very nature of its function of reviewing, investigating and prosecuting judges, neither complainants nor accused judges would provide positive feedback. The Commission will explore a different manner to fulfill this legislative mandate to hopefully generate results which will assist in improving its functioning, rather than serving as an opportunity to vent as demonstrated in the comments.

2. ABOUT THE TARGETS

Results of excellent and good in all categories are desired. However, the results of this survey are not helpful to assess the Commissions fulfillment of its statutory mandate. The majority of those responding had not had contact with the Commission. The results from those who had had contact were so variable as to be meaningless.

3. HOW WE ARE DOING

The Commission knows that its function of reviewing complaints about judges and prosecuting judges makes it unpopular and subject to criticism and misunderstanding. It did not expect high marks on the survey because 95% of the complaints it receives are dismissed as unfounded and judges who are prosecuted or questioned are unhappy as well.

4. HOW WE COMPARE

No comparison data is available.

5. FACTORS AFFECTING RESULTS

The Commission has only one employee its Executive Director who is only a .5FTE employee. Thus, the expectation that the phone will always be answered and documents will be received within a few days of a request is unrealistic. Additionally, despite being informed that the Commission cannot change the outcome of a judges decision and that the only issue before the Commission is whether a judge violated the provisions of the Code of Judicial Conduct, complainants do not comprehend the limits on the commissions jurisdiction and authority. That leads to inaccurate complaints about the functioning of the Commission and its staff. Furthermore, Commission files and information are confidential as mandated by statute. Thus, a great deal of information cannot be provided as requested, to ensure compliance with the statute.

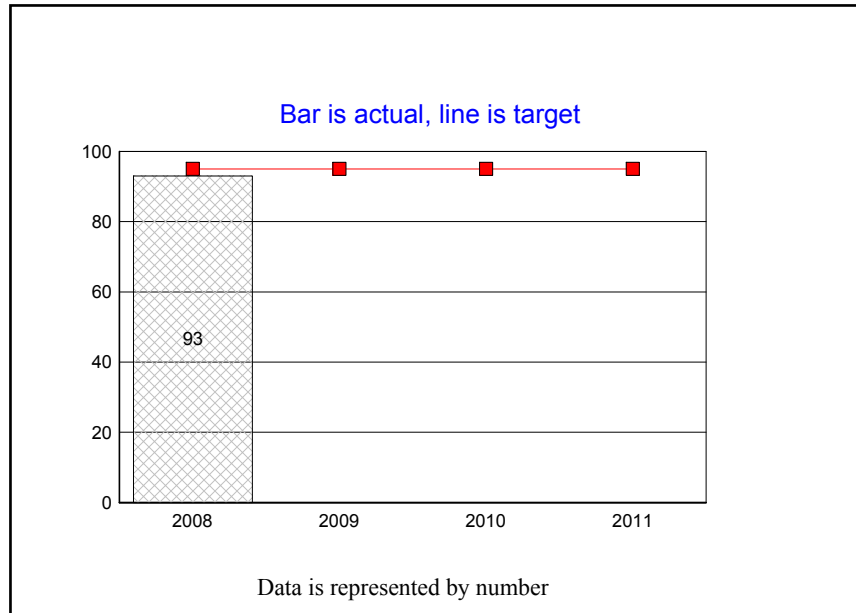
6. WHAT NEEDS TO BE DONE

The Commission needs to focus its inquiry on how to improve its functioning, rather than focusing on criticism arising due to statutory confidentiality, being understaffed, and lack of understanding of the difference between legal questions and ethical issues.

7. ABOUT THE DATA

The survey was distributed to all Oregon judges and to all complainants from 2008. The survey was on the Commissions website and the Oregon State Bars website. The survey was open for the entire month of November 2008.

KPM #	Percent of total best practices met by the Board.	
Goal	The Commission has not reviewed its Annual Performance Progress Report so it has not met all 15 best practices criteria.	
Oregon Context		
Data Source	Commission records.	
Owner	<p>[if gte mso 9]><xml><w:WordDocument><w:View>Normal</w:View><w:Zoom>0</w:Zoom><w:DoNotOptimizeForBrowser /></w:WordDocument></xml><![endif]--<!-- /* Style Definitions */p.MsoNormal, li.MsoNormal, div.MsoNormal {mso-style-parent:""; margin:0in; margin-bottom:.0001pt; mso-pagination:widow-orphan; font-size:12.0pt; font-family:"Times New Roman"; mso-fareast-font-family:"Times New Roman";}@page Section1 {size:8.5in 11.0in; margin:1.0in 1.25in 1.0in 1.25in; mso-header-margin:.5in; mso-footer-margin:.5in; mso-paper-source:0;}div.Section1 {page:Section1;}--></style Susan D. Isaacs, Executive Director[if !supportEmptyParas]-- [endif]-- meta Susan D. Isaacs, Executive Director</p>	



1. OUR STRATEGY

The Commission strives to complete all mandates for state agencies including compliance with all best practices criteria. Because the criteria seems to be addressed to a larger agency, the Commission must use its best judgment to insure at least its substantial compliance.

2. ABOUT THE TARGETS

The goal is to meet 100% of the criteria.

3. HOW WE ARE DOING

The Commission is conscientious in fulfilling its statutory mission and in complying with all agency requirements. It will strive to meet 100% of the criteria during the 2009-2011 biennium.

4. HOW WE COMPARE

No comparison data is available.

5. FACTORS AFFECTING RESULTS

The Commission members are volunteers from around the state who meet six times per year in the metropolitan area. Its primary focus is to fulfill its statutory mandate with the assistance of its one part-time employee.

6. WHAT NEEDS TO BE DONE

The Commission needs to fully review the best practices criteria and set goals to fulfill them.

7. ABOUT THE DATA

The Commission is on the Oregon fiscal cycle.

JUDICIAL FITNESS and DISABILITY, COMMISSION on	III. USING PERFORMANCE DATA
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The following questions indicate how performance measures and data are used for management and accountability purposes.

1. INCLUSIVITY	<p>* Staff: The Commission is staffed part time by its Executive Director.</p> <p>* Elected Officials: Three of the nine Commission members are elected judges. The Executive Director teaches at the New Judges Seminar.</p> <p>* Stakeholders: NA</p> <p>* Citizens: The Commission performs a very specialized function. Generally, citizen involvement is around specific individuals and issues under consideration. Three of the nine Commission members are public members.</p>
2 MANAGING FOR RESULTS	NA
3 STAFF TRAINING	NA
4 COMMUNICATING RESULTS	<p>* Staff: NA</p> <p>* Elected Officials: NA</p> <p>* Stakeholders: NA</p> <p>* Citizens: NA</p>