

**Commissioner: Melissa ZABOR**  
**Current Assignment: Criminal**

Results of 10 or fewer surveys received from Litigants, Witnesses and Jurors\*

<u>Litigant Survey Questions</u>	<u>Litigants/ Witnesses/ Juror Responses</u>
<b>Section I: Legal Ability</b>	
<i>Basic fairness and impartiality.</i>	<b>67%</b>
<i>Equal treatment regardless of race.</i>	<b>100%</b>
<i>Equal treatment regardless of gender.</i>	<b>100%</b>
<i>Equal treatment regardless of religion.</i>	<b>100%</b>
<i>Equal treatment regardless of national origin.</i>	<b>100%</b>
<i>Equal treatment regardless of disability.</i>	<b>67%</b>
<i>Equal treatment regardless of age.</i>	<b>67%</b>
<i>Equal treatment regardless of sexual orientation.</i>	<b>67%</b>
<i>Equal treatment regardless of economic status.</i>	<b>67%</b>
<b>Section II: Communication Skills</b>	
<i>Explained proceedings.</i>	<b>67%</b>
<i>Explained reasons for delays.</i>	<b>67%</b>
<i>If a juror, clearly explained juror's responsibilities.</i>	<b>100%</b>
<b>Section III: Judicial Temperament</b>	
<i>Understanding and compassion.</i>	<b>67%</b>
<i>Dignified.</i>	<b>67%</b>
<i>Courteous.</i>	<b>67%</b>
<i>Conduct that promotes public confidence in the court and commissioner's ability.</i>	<b>67%</b>
<i>Patient.</i>	<b>67%</b>
<b>Section IV: Administrative Performance</b>	
<i>Punctual in conducting proceedings.</i>	<b>100%</b>
<i>Maintained proper control in courtroom.</i>	<b>100%</b>
<i>Was prepared for the proceedings.</i>	<b>67%</b>

\*No juror surveys were returned during this administration of the Commissioner Judicial Performance Review.

\*The JPR survey was administered from March 2 through March 20, 2020 and again from August 31 through October 30, 2020.

Results of 10 or fewer surveys received from Attorneys

<u>Attorney Survey Questions</u>	<u>Attorney Responses</u>
<b>Section I: Legal Ability</b>	
<i>Legal reasoning ability.</i>	100%
<i>Knowledge of substantive law.</i>	100%
<i>Knowledge of rules of evidence.</i>	100%
<i>Knowledge of rules of procedure.</i>	100%
<b>Section II: Integrity</b>	
<i>Basic fairness and impartiality.</i>	100%
<i>Equal treatment regardless of race.</i>	100%
<i>Equal treatment regardless of gender.</i>	100%
<i>Equal treatment regardless of religion.</i>	100%
<i>Equal treatment regardless of national origin.</i>	100%
<i>Equal treatment regardless of disability.</i>	100%
<i>Equal treatment regardless of age.</i>	100%
<i>Equal treatment regardless of sexual orientation.</i>	100%
<i>Equal treatment regardless of economic status.</i>	100%
<b>Section III: Communication Skills</b>	
<i>Clear and logical oral communication and directions.</i>	100%
<i>Clear and logical written decisions.</i>	100%
<i>Gave all parties an adequate opportunity to be heard.</i>	100%
<b>Section IV: Judicial Temperament</b>	
<i>Understanding and compassion.</i>	100%
<i>Dignified.</i>	100%
<i>Courteous.</i>	100%
<i>Conduct that promotes public confidence in the court and commissioner's ability.</i>	100%
<i>Patient.</i>	100%
<b>Section V: Administrative Performance</b>	
<i>Punctual in conducting proceedings.</i>	100%
<i>Maintained proper control in courtroom.</i>	100%
<i>Prompt in making rulings and rendering decisions.</i>	100%
<i>Was prepared for the proceedings.</i>	100%
<i>Efficient management of the calendar.</i>	100%
<b>Section VI: Settlement Activities</b>	
<i>Appropriately conducted or promoted settlement.</i>	100%

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## Results of 10 or fewer surveys received from Staff

<u>Staff Survey Questions</u>	<u>Staff Responses</u>
<b>Section II: Integrity</b>	
<i>Basic fairness and impartiality.</i>	<b>100%</b>
<i>Equal treatment regardless of race.</i>	<b>100%</b>
<i>Equal treatment regardless of gender.</i>	<b>100%</b>
<i>Equal treatment regardless of religion.</i>	<b>100%</b>
<i>Equal treatment regardless of national origin.</i>	<b>100%</b>
<i>Equal treatment regardless of disability.</i>	<b>100%</b>
<i>Equal treatment regardless of age.</i>	<b>100%</b>
<i>Equal treatment regardless of sexual orientation.</i>	<b>100%</b>
<i>Equal treatment regardless of economic status.</i>	<b>100%</b>
<b>Section III: Communication Skills</b>	
<i>Clear and logical oral communication and directions.</i>	<b>100%</b>
<b>Section IV: Judicial Temperament</b>	
<i>Understanding and compassion.</i>	<b>100%</b>
<i>Dignified.</i>	<b>100%</b>
<i>Courteous.</i>	<b>100%</b>
<i>Conduct that promotes public confidence in the court and commissioner's ability.</i>	<b>100%</b>
<i>Patient.</i>	<b>100%</b>
<b>Section V: Administrative Performance</b>	
<i>Punctual in conducting proceedings.</i>	<b>100%</b>
<i>Maintained proper control in courtroom.</i>	<b>100%</b>
<i>Was prepared for the proceedings.</i>	<b>100%</b>
<i>Respectful treatment of staff.</i>	<b>100%</b>
<i>Cooperation with peers</i>	<b>100%</b>
<i>Efficient management of calendar</i>	<b>100%</b>

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