



JUDICIAL COUNCIL OF CALIFORNIA

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REPORT TO THE JUDICIAL COUNCIL

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Executive Summary

The following information outlines some of the many activities staff is engaged in to further the Judicial Council's goals and priorities for the judicial branch. The report focuses on action since the council's October meeting and is exclusive of issues on the December business meeting agenda.

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New Chief Operating Officer Joins the Council: Millicent Tidwell has joined the Judicial Council’s executive leadership with oversight responsibility for the following offices: Appellate Court Services, Capital Programs, Center for Families, Children and the Courts, Center for Judicial Education and Research, Court Operations Services, and Criminal Justice Services. A lawyer and public administrator, Ms. Tidwell has more than 15 years of experience with the executive branch of government, principally in the criminal justice field. She is a former member of the council’s Collaborative Justice Courts Advisory Committee and had been a partner with the council’s Criminal Justice Services office in its work. Since 2013, she served as the Director of the California Department of Corrections and Rehabilitation Division of Rehabilitative Programs. She held multiple positions at the California Department of Alcohol and Drug Programs from 2005 to 2013, including Deputy Director of the Office of Criminal Justice Collaboration and Office of Applied Research and Analysis. She served as Chief of the California Department of Corrections Mentally Ill Offender Services from 2000 to 2005 and was a public safety policy analyst in the Office of Governor Gray Davis from 1999 to 2000.

Award Recognition for Judicial Council:

- The *Recorder* newspaper has recognized Managing Attorney Bonnie Hough as a “Serial Innovator” for her work in creating programs that assist unrepresented litigants in family law matters. Honorees will be featured in the *Recorder’s* December Innovation Issue.
- The new San Bernardino Justice Center and the South County Justice Center in Porterville, Tulare County, received Academy of Justice for Architecture’s 2015 Justice Facilities Review Citation Awards from the American Institute of Architects.

2015 Summary of Court-Related Legislation: The *Summary of Court-Related Legislation* was shared with courts, providing descriptions of the more than 150 bills that affect the courts or are of general interest to the legal community. The summary will be posted to the California Courts public website in December.

Legislative Branch Outreach: Governmental Affairs staff accompanied Republican legislative staff representatives on visits to the Superior Courts of Yolo and Placer Counties. The representatives observed traffic, family, and felony proceedings in addition to meeting with court leadership to discuss budget and legislative matters.

Chief Justice Liaison Meeting: The Chief Justice, Policy Coordination and Liaison Committee Chair Judge Kenneth So, and Executive Office and Governmental Affairs leadership met with the Attorney General and her senior staff to discuss issues of mutual interest and concern.

Foreign Visitors Program: The Judicial Council hosted a delegation from the Liaoning High People’s Court, China. The delegation also visited the Superior Court of San Francisco County’s Community Court.

Civics Education:

- The San Francisco Unified School District Board, which oversees the second largest school district in the state, passed a civic learning resolution and is working to have all students visit a federal or state courthouse.
- The Power of Democracy Steering Committee presented at the statewide California School Boards Association Annual Conference. The presentation featured steering committee members Justice Judith McConnell and Superintendent David Gordon, as well as San Diego Unified School District Trustee Dr. Michael McQuary and students.
- Steering committee chair Justice McConnell and Superintendent David Gordon testified at the introductory meeting of the Legislature's new Assembly Select Committee on Civic Engagement. This hearing, which brought together representatives from a variety of different fields, was followed by a meeting of steering committee, which focused much of its discussion on the current Civic Learning Partnerships and opportunities for growth.

Keeping Kids in School and Out of Court Initiative: A Southern and Central California Regional Convening of county teams shared their work and viewed presentations on promising and effective new tools and approaches to improving school culture and climate. Discussions included methods to continue building effective collaboration and partnerships among educators, courts, and other system partners, and the particular educational needs of children and youth in the foster care and juvenile justice systems. Participants were able to build intercounty connections, and were introduced to the listserv, social media alternatives, and other options to strengthen inter county connections.

Teen Courts:

- *Centerforce Youth Court:* Center for Families, Children & the Courts staff visited the Youth Court in Oakland to observe youth-driven justice and gather information and data regarding the effectiveness of youth courts. Centerforce is a youth run organization comprised of teen attorneys and teen jurors. Utilizing restorative justice practices, it offers first-time teen offenders the opportunity to avoid the juvenile justice system by participating in youth court. Youth-deliberated sentences hold teen offenders accountable in a meaningful way under the California Penal Code.
- At the Request of the Superior Court of Santa Cruz County Teen Peer Court, staff reviewed program data collected since the court's teen court was founded in 1994. These data will be used in ongoing evaluations of the effectiveness of California teen courts. The information included planning and implementation, funding, technical assistance, stakeholders and partnerships, model, data, and staffing and resources.

JusticeCorps: The JusticeCorps program, which recruits, trains, and places undergraduates and recent graduates in court-based self-help centers, has been invited to Phase 2 of the 2016–2017 AmeriCorps grant competition. The Judicial Council's application was selected to represent California in the 2016 AmeriCorps State and National Grant Competition. During Phase 2, JusticeCorps lead staff will work with California Volunteers grant staff to incorporate their

feedback and guidance, which will strengthen the California judicial branch's application to compete at the national level—that national application will be submitted in early January 2016 and awards will be announced in June 2016.

Court-Appointed Dependency Counsel: Since August 2015, Judicial Council staff have collected statewide information about court-appointed dependency counsel workload and needs through data analysis, surveys, and focus groups. This work continues to be evaluated by the Trial Court Budget Advisory Committee and Family and Juvenile Law Advisory Committee's Joint Subcommittee on Court-Appointed Counsel Allocation Methodology. A meeting with Court-Appointed Dependency Counsel program managers provided current information on findings from the statewide surveys and focus groups, and the ongoing work of the joint subcommittee.

Judicial Resources and Technical Assistance Program: At the court's invitation, a staff attorney visited the juvenile court in Glenn County to conduct courtesy case file reviews and identify legal issues and training needs on practices and procedures required by federal and California law to protect children from abuse and neglect and prevent the loss of federal foster care funding.

Tribal/State Programs: Staff participated in the Bay Area Collaborative of American Indian Resources, the Indian Child Welfare Act (ICWA) Statewide Workgroup, and the quarterly Los Angeles County ICWA Stakeholders' Roundtable.

Appellate Court Legacy Project: The legacy project committee was updated on pending interviews of justices who have retired or are nearing retirement and made various assignments to ensure the voices of these individuals who have helped shape the law are captured and preserved. The archive on the California Courts website comprises more than 80 videotaped interviews. (<http://www.courts.ca.gov/4199.htm>.)

Technology

Technology Refresh: The Local/Wide Area Network (LAN/WAN) technology refresh was completed for five courts. (18 additional courts are in the implementation phase).

California Courts Protective Order Registry: Forty-three courts and their respective law enforcement agencies, and 13 tribal courts use the registry. Enhancements were made with a messaging feature that allows the broadcast of system updates when users log on to the system. Data exchange specifications were also delivered to case management system vendors, including Justice Systems, Journal Technologies, and Tyler Technologies. The specifications will enable case management systems to automatically send protective order data and respective forms to the protective order registry. Tyler Technologies is developing a module with an expected completion date of mid-2016.

Jury Management System Grants: This grant program is open to all superior courts for project funding to improve court jury management systems. Past projects included replacing failing jury systems, aging hardware, and system enhancements, such as text messaging. Courts were invited to submit new projects for consideration for grant funding.

Appellate Court Case Management System: System support continues to be provided for the Supreme Court and the Courts of Appeal to track and manage case processing. The system is in nine court locations, with 1,361 court users and 23,066 active cases. Enhancements this period included automated scheduled event e-mail reminders and an electronic e-Doghouse screen with import functionality. The E-Doghouse enhancement provides a filtered view of key electronic documents in each case for the court's research staff to have easy access to documents and transcripts of a case, and utilize them for annotation and circulation purposes with draft opinions.

Trial Court Case Management Systems:

- *Civil, Small Claims, Probate, and Mental Health Case Management System (V3):* This system is used by the Superior Courts of Orange, Sacramento, San Diego, and Ventura Counties, and processes approximately 25 percent of civil, small claims, probate, and mental health cases statewide. Release 13.02 was deployed at the California Courts Technology Center. The release delivers 21 court-prioritized items, including an update to allow judicial officers to preview their tentative rulings before publishing; an update to the e-filing workflow; an automatic association of court seal to system users; and a streamlining of updating participant address and phone information.
- *Sustain Justice Edition:* This case management system is hosted for eight courts. Maintenance activities included production support updates, system patching, license renewals, and security certificate renewals. Legislative updates were installed into the system for AB 1521 - Civil Fees and Realignment Reporting. Reports were created for SB 85, Traffic Amnesty. Staff continues to discuss the path forward for case management system needs with the Sustain consortium member courts.

Uniform Civil Fees System: This system supports distribution and mandated reporting of uniform civil fees collected by the superior courts, with an average of \$52 million distributed monthly. Distribution changes were implemented to support the new plaintiff high-frequency litigant fee that was added by statute.

Web Services: The Superior Court of El Dorado County launched its [new website](#) utilizing the Judicial Council trial court web templates. El Dorado received hands-on support from Web Services designers and developers, who provided content migration, design, and coding services.

Enterprise Methodology and Process: This program promotes industry standards, guidelines, and best practices for project management and technical operations that span information technology, and which can be applied to other business areas. The principal focus in this period was validating project portfolio management tool data for monitoring more than 90 information technology projects. Other efforts included measurement analysis and training plan development.

Facilities

Capital Projects:

- There are 25 active capital projects totaling \$3 billion and a total of eight projects in construction totaling over \$1.4 billion.
- Program leadership held the regular quarterly meeting with the Department of Finance to review the status of all capital outlay projects.

Real Estate and Facilities Management: Thirty-seven real estate transactions were completed including new leases, new revenue licenses, renewals, terminations, and event licenses as follows:

New Leases

- Bishop City Hall Expansion, Inyo County
- Thursday Traffic Court, Visalia City Hall, Visalia, Tulare County

New Revenue License

- Corning Courthouse, Tehama County

Lease/License Renewals

- Gale Schenone Hall of Justice, Pleasanton, Alameda County
- Gateway Business Park, Lakeport, Lake County
- Probate Investigators, San Jose, Santa Clara County
- Superior Court Administration (2 leases), San Jose, Santa Clara County
- Terraine Courthouse, San Jose, Santa Clara County
- Notre Dame Courthouse, San Jose, Santa Clara County
- Notre Dame Parking, San Jose, Santa Clara County
- Sunnyvale Parking, Sunnyvale, Santa Clara County
- New Yreka Courthouse Site Lease to Siskiyou County

Lease/License Terminations

- Traffic Court, Adobe Building, Merced County
- Traffic Court, Woodland, Yolo County
- Parking, Yreka, Siskiyou County

Event Licenses: 21 short-term event licenses were executed.

Status of Facility Modifications as of December 2, 2015:

Status	Number of Modifications	Total Estimated Cost
In Progress	424	\$98.6 million
Awaiting Shared Cost Approval	21	\$14.7 million
Total	445	\$113.3 million

Court Security: Security Operations unit staff contacted Alameda, Contra Costa, and Santa Clara trial court judges, commissioners, and referees who were not yet participating in the Judicial Privacy Protection Program, to help them to exercise their online privacy rights.

Human Resources

Pay and Benefits:

- Staff are on schedule with updating all employee filled and vacant position records with the results of the classification and compensation study. The new structure will become effective on January 1, 2016.
- The Judicial Council Conflict of Interest Code is being revised to reflect the new classifications. The new code will be in effect January 1, 2016.

Recruitment: Assistance was provided to the Superior Courts of Glenn and Colusa Counties in recruiting new court executive officers.

Trial Court Employee Relations:

- Staff have been assisting 18 trial courts with labor negotiations (covering 26 bargaining units), including successor Memorandum of Understanding (MOU) negotiations, impact bargaining issues, and proposed policy revisions.
- In this reporting period, nine successor MOUs have been ratified in eight courts.
- Support is being provided to four trial courts in responding to six labor matters (e.g., assisting with a grievance; responding to the Public Employee Relations Board; or advising on contract interpretation). Support is also being provided to trial courts in responding to 13 employee relations matters (e.g., investigations; discipline; and mediation between employees; etc.).

Advisory Committees/Task Forces/Working Groups

The following committees met in person or by phone or WebEx since the council's October meeting:

1. AB 1058 Funding Allocation Joint Subcommittee of the Family and Juvenile Law, Trial Court Budget, and Workload Assessment Advisory Committees and the California Department of Child Support Services
2. Appellate Advisory Committee
3. Appellate Indigent Defense Oversight Advisory Committee
4. Center for Judicial Education and Research Governing Committee
5. Civil and Small Claims Advisory Committee
6. Court Executives Advisory Committee
7. Criminal Jury Instructions Advisory Committee
8. Information Technology Advisory Committee
9. Keeping Kids in School and Out of Court Initiative Steering Committee
10. Probate and Mental Health Advisory Committee

11. Trial Court Budget Advisory Committee
12. Trial Court Facility Modification Advisory Committee
13. Trial Court Presiding Judges Advisory Committee
14. Workload Assessment Advisory Committee

Meeting Details

AB 1058 Funding Allocation Joint Subcommittee of the Family and Juvenile Law, Trial Court Budget, and Workload Assessment Advisory Committees and the California Department of Child Support Services

- Discussed the Department of Child Support Services' (DCSS) parallel funding allocation review; and feedback from child support commissioner and family law facilitator focus groups.
- Reconsidered the funding allocation methodology for distributing base funds and federal drawdown funds for the child support commissioners and family law facilitators and made the following recommendations:
 - 1) Continue to allocate funding using the historical funding methodology, coordinate with DCSS on their parallel review of funding allocations for local child support agencies, and review the funding methodology for the child support commissioners and family law facilitators at the conclusion of the DCSS program review;
 - 2) When developing a funding methodology, determine whether there are sufficient data to determine the specific workload of the family law facilitator, which may be different than how workload for the child support commissioner is determined; and
 - 3) Adopt the recommendation of the mid-year reallocation subcommittee for revising the process of how funds are moved from one court to another during a fiscal year to maximize program resources.
- The advisory committees will report back to the Judicial Council regarding this recommendation at the February council meeting.

Appellate Advisory Committee

- Reviewed and approved the committee's proposed annual agenda for 2016.

Appellate Indigent Defense Oversight Advisory Committee

- At its quarterly meeting, audited 140 randomly selected cases under the Court Appointed Counsel program, where appellate projects or panel attorneys were appointed by the Courts of Appeal to represent indigent criminal defendants or juveniles on appeal.

Center for Judicial Education and Research Governing Committee

- Reviewed the appointment of the new and returning curriculum committee members.
- Reviewed key performance indicators for the quarter, and changes to be reviewed and approved to the current education plan.

Civil and Small Claims Advisory Committee

- Reviewed and considered numerous civil and small claims rules and forms proposals received over the past year in preparation for proposing an annual agenda.
- Developed amendments to Disability Access Litigation forms to recommend to the council for approval with a January effective date in order to implement urgency legislation enacted in October.
- Developed new Disability Access Litigation forms, and amended Wage Garnishment and protective order forms to be circulated for comment during the winter cycle to implement new laws.
- Developed new rules and forms to implement new statutory provisions for mandatory expedited jury trials in limited civil cases, to be circulated for comment during the winter cycle.

Criminal Jury Instructions Advisory Committee

- Reviewed proposed changes to the CALCRIM jury instructions. The proposed changes are currently circulating for public comment and will be presented to the council for approval in February 2016.

Court Executives Advisory Committee

- Received an update from the Information Technology Advisory Committee on the video remote interpreting pilot program.
- Discussed the implementation of the statewide traffic ticket/infraction amnesty program and heard updates on statewide collaboration with other justice system partners and changes arising from SB 405.
- Heard a summary of recent activities from the Language Access Plan Implementation Task Force including release of a gap analysis survey tool for the purpose of collecting court information on language accessibility.

Information Technology Advisory Committee

- The Projects Subcommittee presented the *Disaster Recovery and Next Generation Hosting Solution in California Courts - Survey and Findings* report.
- Recommended standards and guidelines governing electronic signatures by judges and courts as an update to the *Trial Court Records Manual*.
- Conducted the new committee member orientation.
- Approved two rule proposals for public comment during the winter cycle: AB 879 (electronic notice of hearing in juvenile dependency cases) and AB 1519 (signatures on pleadings that are electronically filed by local child support service agencies).
- Finalized the 2016 annual agenda.

Keeping Kids in School and Out of Court Initiative Steering Committee

- Received a presentation from Fostering Media Connections on its coverage of the initiative, and information on the regional convenings on December 2 (in conjunction with the Beyond the Bench conference) and in San Francisco on February 24, 2016.
- Discussed projects on improving court and community work with schools in rural areas.

Probate and Mental Health Advisory Committee

- Heard a presentation by the Executive Committee of the State Bar's Trusts and Estates Section.
- Worked on the Annual Agenda for 2016.
- Approved for submission to the council a proposal to revise conservatorship forms, effective January 1, 2016, to reflect changes in the standard for a conservatee's capacity to vote made by Senate Bill 589.
- Reviewed and discussed a staff draft of a revised *Handbook for Conservators*.
- Worked on a proposal to revise guardianship forms effective on July 1, 2016, to reflect the new adult guardianship legislation, Senate Bill 900.

Trial Court Budget Advisory Committee

- Discussed the proposed change to the Trial Court Trust Fund Program 30.15 (Trial Court Operations) state operations appropriation and new special display related to state trial court funding not distributed to the trial courts.

Trial Court Facility Modification Advisory Committee

- Reviewed and approved facility modification projects with a total potential cost of \$11.7 million.
- Received an update on statewide water conservation efforts, including 36 audits and regular meetings with courts on conservation practices.
- Approved drafts of the First Quarter Activity Report for fiscal year 2015–2016 and the Annual Report for fiscal year 2014–2015 for submittal to the Judicial Council.

Trial Court Presiding Judges Advisory Committee

- Reviewed and approved the Trial Court Budget Advisory Committee's (TCBAC) proposed legislative language amendments related to changing the administration of the two percent emergency reserve in the Trial Court Trust Fund.
- Received an update from the TCBAC on revisions to the AB 1058 Child Support Commissioner and Family Law Facilitator Program fiscal allocation methodology.
- Discussed implementation of the statewide traffic ticket/infracton amnesty program and heard updates on statewide collaboration with other justice system partners and changes arising from SB 405.
- Heard a summary of recent activities from the Language Access Plan Implementation Task Force including release of a gap analysis survey tool for the purpose of collecting court information on language accessibility.

Workload Assessment Advisory Committee

- Received an update on the status of the staff workload study.
- Reviewed and provided feedback on recommendations from the AB 1058 Funding Allocation Joint Subcommittee.
- Discussed an approach for obtaining more data on death penalty cases to inform workload analysis.
- Began development of the committee's annual agenda, a major component of which will be the update of the Resource Assessment Study.

Judicial Branch Education and Training

Summary

Judicial Education

1. Appellate Justices Institute
2. Complex Civil Litigation Workshop
3. Death Penalty Trials
4. Disqualification and Disclosure Ethics Elective
5. Evidence in Civil and Criminal Cases
6. Felony Sentencing
7. Homicide Trials
8. Sexual Orientation Curriculum (Superior Court of San Bernardino County)
9. New Judge Orientation
10. Qualifying Judicial Ethics
11. Sexually Violent Predators

Judicial Officer, Court Employee, and Justice System Stakeholder Education

12. Assigned Judges Program (for court program contacts)
13. Beyond the Bench Conference 23 (multidisciplinary)
14. Courts and Community Engagement (for collaborative justice courts and local partners)
15. Court Security (for Tulare court and county employees)
16. Core 40: Basic Training for Supervisors
17. Core Leadership and Training Skills (for leads, seniors, and assistant supervisors)
18. Enhancing Court Efficacy Through Emerging Addiction Science: A Systems Change Approach
19. Emotional Intelligence (for court leaders in the Superior Court of Stanislaus County)
20. Ex Parte Communications (for Probate clerks)
21. Family Dispute Resolution Institute (for new court professionals)
22. Felony Sentencing (for court personnel)
23. Institute for Court Management – Essential Components (for court employees)
24. Institute for Court Management – Managing Court Financial Resources (for court employees)
25. Leadership Skills Refresher (for leads/seniors)
26. Legal Services (for Children’s Training Institute on Holistic Representation)
27. Microsoft Office (for Superior Courts of Napa and Alameda Counties)
28. Permanency Planning Strategies (for Dependency and Delinquency professionals)
29. Preventing and Responding to Sexual Harassment (for commissioners, referees, managers, supervisors, and leads)
30. Recidivism Reduction (for Recidivism Reduction Fund grantees)
31. Special Convening on the California Commercially Sexually Exploited Children Program
32. Standard 5.20 and Family Code Section 3200.5 Training (for statewide providers of supervised visitation and multidisciplinary professionals)

Broadcasts

33. Preventing and Responding to Sexual Harassment (for commissioners, referees, supervisors, and managers)

Video Production

Ten Minute Mentors

34. Procedural Justice: An Evidence-Based Approach that Works for the Self Represented Litigant and the Judge

35. Family Code §271 Sanctions

Details

Appellate Justices Institute: The program assists justices in keeping up with recent developments in the law and solving current court problems.

Assigned Judges Program: A one-day training was held for trial court assigned judges contacts on the assignment process and the roles of program staff and trial court contacts. Seventy trial court contacts, representing 44 superior courts attended.

Beyond the Bench Conference 23: This is the largest conference hosted by the Judicial Council. The first conference was offered in 1988, after a group of juvenile court presiding judges and child welfare directors identified the need to come together in an effort to serve families more effectively. This year's conference provided programs for over 1400 attendees, including judges, local, state, and tribal court leaders, attorneys, probation officers, social workers, CASA volunteers, court users, researchers, policy makers, and other juvenile justice and family-related professionals from across California. Sessions addressed core legal issues and related social issues pertaining to juvenile and family law, domestic violence, collaborative courts, tribal court-state court jurisdiction, veterans and military families, incarceration and reentry, mental health, education, human trafficking, trauma-informed practice, community engagement, and racial justice. Emphasizing hope, humanity, and healthy families, the conference featured meaningful, user-focused physical, remote, and equal access to justice for those involved—voluntarily or involuntarily—with the court system. Several educational events were scheduled to precede and follow the core conference workshops and plenaries.

Courts and Community Engagement: In partnership with the New York Center for Court Innovation, staff presented a day-long program for collaborative justice courts and their local partners on *Courts, Community Engagement and Innovative Practices in a Changing Landscape*.

Complex Civil Litigation Workshop: Prior to 2015, enrollment in this workshop was limited to the 19 judges from six complex litigation program courts. This year, enrollment was increased to 30 judges. Any judicial officer sitting in a complex civil assignment as designated by a presiding judge or with the majority of a docket comprised of cases designated as complex under Rule 3.400 of the California Rules of Court were eligible to attend.

Court Security: Staff provided crime prevention, bomb threat, and active shooter protocol classes to the Superior Court of Tulare County and Tulare County employees. There were a total of 2,650 participants (including the Board of Supervisors, Sheriff, and county senior management) for 22 classes.

Core 40: Basic Training for Managers and Supervisors: Provided the Core 40 regional program including the role of the supervisor, employment law, and performance management.

Core Leadership and Training Skills: This regional program for leads/seniors/assistant supervisors included effective leadership skills, providing effective feedback, and adult training principles.

Emotional Intelligence: This half-day course for court leaders in the Superior Court of Stanislaus County promotes self-awareness and specific areas of leadership as requested by the court.

Enhancing Court Efficacy Through Emerging Addiction Science: A Systems Change Approach: This program, sponsored by the National Judicial College and the Justice Leadership Systems Change Initiative, provides a team-based program on addiction science and is designed to help teams evaluate their county's judicial responses to drug-involved defendants. Seven teams from around the state were invited to attend this fully funded program, including a judge, probation chief or officer, defense bar representative, prosecuting attorney, and a treatment provider.

Ex Parte Communications: Overlapping issues and ex parte communications prepared probate clerks to field cases with multiple issues or with parties involved in other legal areas and process ex parte communication requests appropriately.

Family Dispute Resolution Institute for New Court Professionals. Held in conjunction with the Beyond the Bench Conference, the training provided 19.5 hours of required initial education for new Family Court Services child custody mediators, recommending counselors, and evaluators pursuant to applicable California Rules of Court, supplementing what local trial courts provide as immediate orientation and training when new staff are hired. More than 25 professionals from 17 courts received training on mediation skill-building, relevant statutes and rules of court, child custody and domestic violence procedures, and professional ethics.

Felony Sentencing: This one-day regional entry-level course for court employees in several locations introduced typical felony sentencing procedures from pre-sentencing matters to completing the prison abstract.

Felony Sentencing Parts One and Two, Homicide Trials, and Death Penalty Trials: These courses were offered at the Experienced Assignment Courses. The Felony Sentencing courses and the Homicide Trials course were all fully-enrolled, not including judges from the Assigned Judges Program. Death Penalty Trials, which has stringent requirements, had 18 judges enrolled.

Institute for Court Management – Essential Components: This regional course identifies the most critical, foundational judicial branch purposes, and examines accessible tools that measure essential components’ efficacy in supporting core court purposes.

Institute for Court Management – Managing Court Financial Resources: The program provided a two and a half-day regional course where participants explored the building blocks of financial reporting, auditing and budgeting, understanding the balance between judicial independence and fiscal responsibility, discussed the link between strategic planning and budgeting, and learned practical steps courts can take during difficult fiscal times.

Leadership and Training Skills Refresher: This one and a half-day course was provided for the lead clerks of the Superior Court of Stanislaus County on leading by example, leadership skill building, and providing effective feedback.

Legal Services for Children’s Training Institute on Holistic Representation: This all-day training aimed to ensure that attorneys representing children provide high-quality, holistic representation, and create a community of children’s attorneys to support and promote holistic representation. Topic included trauma and child development, defending students facing suspension and expulsion, working with immigrant children in the juvenile court system, cultural competency, and establishing boundaries and other issues related to termination of a case.

Microsoft Office 2013: Provided several course sessions for the Superior Courts of Napa and Alameda Counties.

Preventing and Responding to Sexual Harassment: This program for commissioners, referees, managers, supervisors, and leads aired twice in December and met the requirements of Government Code 12950.1.

Permanency Planning Strategies for Dependency and Delinquency Professionals: The Judicial Council collaborated with the National Institute for Permanent Family Connectedness, Seneca Family of Agencies, for the Interdisciplinary Education on Permanency and the Courts training in Fresno, on new case law and legislation emphasizing urgency to include permanency; systemic and practice changes needed to improve permanency; utility of a relational approach to prioritize permanency with non-minor dependents, and strategies to increase family involvement as a key factor to reduce length of stay, attain permanence, and promote well-being.

Recidivism Reduction: Staff facilitated a day-long pretrial program training for approximately 70 participants from 11 different counties, most of which are Recidivism Reduction Fund grantees.

Special Convening on the California Commercially Sexually Exploited Children Program: Co-sponsored by the Judicial Council, this overview of the multi-disciplinary efforts to support and serve this program in Los Angeles County discussed the specialized, collaborative court in Los Angeles, the STAR Court, which was developed and is presided over by panelist,

Commissioner Catherine Pratt. Panelists shared key outcome data that has been tracked since the court's inception that show an overall decrease in recidivism and in average time spent in locked facilities, and an increase in youth engagement with STAR Court team members. Los Angeles County is one of the country's High Intensity Child Exploitation areas identified by the FBI. On average, nearly 200 children are arrested for prostitution and related offenses annually. In the past, commercially sexually exploited children (CSEC) were primarily identified and served through the juvenile delinquency system. However, a recent legislative change in California allows the child welfare, rather than delinquency system, to serve CSEC.

Standard 5.20 and Family Code Section 3200.5 Training: The council's Access to Visitation Grant Program, in collaborative partnership with the California Association of Supervised Visitation Service Providers, hosted an annual conference which provided 22.5 hours of education to statewide providers of supervised visitation and multidisciplinary professionals and court personnel on implementation of Family Code section 3200.5 and Standard 5.20 of the California Standards of Judicial Administration (Uniform Standards of Practice for Providers of Supervised Visitation).

Staffing Report as of December 1, 2015

See following page for definition of terms.

STAFFING	Leadership Services Division								Operations and Programs Division						Administrative Division						Judicial Council
	Executive Office	Governmental Affairs	Audit Services	Legal Services	Judicial Council Support	Communications	Special Projects	Trial Court Liaison	Center for Families, Child. & Courts	Court Operations Services	Criminal Justice Services	Center for Judiciary Education & Research	Appellate Court Services	Capital Programs	Finance	Human Resources	Information Technology	Admin Support	Real Estate & Facilities Mgmt	Trial Court Admin Services	
Authorized Position (FTE)	7.00	12.00	14.00	58.00	11.80	7.00	7.00	8.00	66.00	43.60	22.00	48.50	6.00	56.00	84.00	40.00	119.00	30.00	88.00	88.00	815.90
Filled Authorized Position (FTE)	7.00	10.00	11.00	40.70	11.60	6.00	7.00	8.00	53.55	38.80	14.15	45.30	6.00	46.00	71.00	32.00	100.88	28.80	78.00	82.00	697.78
Headcount - Employees	7	10	11	41	12	6	7	8	54	39	15	46	6	46	71	32	101	29	78	82	701.00
Vacancy (FTE)	0.00	2.00	3.00	17.30	0.20	1.00	0.00	0.00	12.45	4.80	7.85	3.20	0.00	10.00	13.00	8.00	18.13	1.20	10.00	6.00	118.13
Vacancy Rate (FTE)	0.0%	16.7%	21.4%	29.8%	1.7%	14.3%	0.0%	0.0%	18.9%	11.0%	35.7%	6.6%	0.0%	17.9%	15.5%	20.0%	15.2%	4.0%	11.4%	6.8%	14.5%
Temporary Employee (909)	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	1	0	4.00
*Employment Agency Temporary Worker (FTE)	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	5.00
Contractors (FTE)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.0	1.0	6.6	0.0	0.0	43.15	0.0	0.0	1.0	52.25
TOTAL WORKFORCE (based on FTE, 909s, Agency Temps & Contractors)	8.00	10.00	11.00	41.70	11.60	6.00	7.00	8.00	54.55	40.30	14.15	45.30	7.00	52.60	72.00	35.00	144.03	28.80	79.00	83.00	759.03

Definitions:	
Authorized Position (FTE)	Authorized positions include all regular ongoing positions approved in the Budget Act for that year. The number is based on the position's approved full time equivalency.
Filled Authorized Position (FTE)	Filled authorized positions are the number of authorized positions filled based on the employee's full time equivalency.
Headcount	The actual count of persons employed, regardless of FTE. This number could be more than the FTE count due to part-time employees being counted as "1". It does not include Temporary Employees (909) or Employment Agency Temporary Workers.
Vacancy (FTE)	The number of vacancies is the number of authorized positions minus the number of filled authorized positions.
Vacancy Rate (FTE)	Vacancy Rate is calculated by dividing the number of authorized positions by the number of vacant authorized positions. This number excludes temporary employees ("909" funded employees). See definition of temporary employees below.
Temporary Employees (909)	The 909 category is the State Controller code used to reference a temporary position or temporary employee. A 909 position may not be funded through the Budget Act. It is categorized as a temporary position in the absence of an authorized position. 909 positions may be occupied by reg full-time employees due to the unavailability of an authorized vacant position and may receive benefits if employed at least half-time for more th months. Types of "909" Employees include: Retired Annuitants: A retiree hired by a former employer or other employer that participates in the retirement system as the former employer. This includes a former participant in a state retirement system who previously retired and currently receives retirement benefits. Temporary Employees: Employed on a temporary basis - they do not receive full benefits (but do receive Calpers retirement service credit).
Employment Agency Temp. Worker (FTE)	These are workers from an employment agency who provide short-term support for workload.
Contractor (FTE)	Individuals augmenting the work of the organization and providing services for a limited period of time or on a specific project, where a particular skill set is required that is either (1) not within an existing classification and/or job description or (2) where recruitment issues require the use of a contractor.
Full Time Equivalency (FTE)	Full Time Equivalency is the number of total maximum compensable hours designated in a year divided by actual hours worked in a year. For example, the work year is defined as 2,080 hours; one employee occupying a paid full time job all year would consume one FTE. One employee working for 1,040 hours each would consume .5 FTE.
Time Base	Full time: Employee is scheduled to work 40 hours per week. Receives full benefits. Part time: Employee is scheduled to work less than 40 hours per week. Employees that work more than 20 hours per week receive full benefits. Intermittent: Employees have no established work schedule and work on an as-needed basis that varies from one pay period to the next. Eligibility for certain benefits may be limited for these employees.
Regular Employee	Commonly referred to as "permanent employees" – They receive full benefits.
Limited Term	Limited Term Position – A position funded through the Budget Act with a specific end date and counted as an authorized position. Employee in limited term positions may be regular or temporary.

New Judgeships and Vacancies Report

Judicial Appointments: Since the October Judicial Council meeting, the Governor has made 25 judicial appointments to the Superior Courts: Alameda (1), Amador (1), Butte (1), Contra Costa (1), Fresno (3), Los Angeles (7), Marin (1), Orange (3), Sacramento (1), San Diego (2), San Luis Obispo (1), Santa Barbara (1) and Santa Clara (2).

Number of Judgeships Authorized, Filled and Vacant as of November 30, 2015

TYPE OF COURT	NUMBER OF COURTS	NUMBER OF JUDGESHIPS					
		Authorized	Filled	Vacant	Vacant (AB 159 positions)	<i>Filled(Last Month)</i>	<i>Vacant(Last Month)</i>
Supreme Court	1	7	7	0	0	7	0
Courts of Appeal	6	105	100	5	0	100	5
Superior Courts	58	1,717	1,615	52	50*	1,592	125
All Courts	65	1,829	1,722	107		1,699	130

* Fifty new judgeships were authorized in January 2008. However, funding has not been provided. The allocation list for these judgeships is based on the most recent Judicial Needs Assessment approved by the Judicial Council in 2014, see: <http://www.courts.ca.gov/documents/jc-20141212-itemT.pdf>.

Vacancies occurring in the current reporting month are highlighted below in yellow.

JUDICIAL VACANCIES: APPELLATE COURTS

Appellate District	Vacancies	Reason for Vacancy	Justice to be Replaced	Last Day In Office
Second Appellate District, Division Three	3	Retirement	Hon. Patti S. Kitching	10/05/15
Second Appellate District, Division Six		Retirement	Hon. Paul H. Coffee	01/31/12
Second Appellate District, Division Seven		Retirement	Hon. Fred Woods	03/31/15
Fourth Appellate District, Division Two	1	Retirement	Hon. Betty Ann Richli	03/31/15
Fifth Appellate District	1	Retirement	Hon. Dennis A. Cornell	06/30/15
TOTAL VACANCIES	5			

JUDICIAL VACANCIES: SUPERIOR COURTS

County	Vacancies	Reason for Vacancy	Judge to be Replaced	Last Day In Office
Alameda	4	Retirement	Hon. Reginald P. Saunders	10/15/15
Alameda		Retirement	Hon. Steven A. Brick	09/02/15
Alameda		Retirement	Hon. Cecilia P. Castellanos	07/31/15
Alameda		Retirement	Hon. David M. Krashna	06/05/15
Kern	1	Retirement	Hon. Larry Errea	08/19/15
Los Angeles	18	Deceased	Hon. Ellen Carol DeShazer	11/19/15
Los Angeles		Retirement	Hon. Elia Weinbach	09/30/15
Los Angeles		Retirement	Hon. Reva G. Goetz	09/21/15
Los Angeles		Retirement	Hon. Richard A. Stone	08/28/15
Los Angeles		Retirement	Hon. Thomas I. McKnew, Jr.	08/03/15
Los Angeles		Retirement	Hon. Tia G. Fisher	07/31/15
Los Angeles		Retirement	Hon. Allan J. Goodman	07/30/15
Los Angeles		Elevated	Hon. John L. Segal	07/22/15
Los Angeles		Elevated	Hon. Luis A. Lavin	07/22/15
Los Angeles		Deceased	Hon. Jan A. Plum	06/28/15
Los Angeles		Retirement	Hon. Leland B. Harris	05/08/15
Los Angeles		Retirement	Hon. Arthur Jean	04/30/15
Los Angeles		Retirement	Hon. Ronald V. Skyers	04/30/15
Los Angeles		Retirement	Hon. Owen Lee Kwong	04/30/15
Los Angeles		Retirement	Hon. Patrick J. Hegarty	03/31/15
Los Angeles		Retirement	Hon. Patricia M. Schnegg	03/31/15
Los Angeles		Retirement	Hon. Ronald H. Rose	03/19/15
Los Angeles		Retirement	Hon. Rand Steven Rubin	02/27/15
Merced	1	Retirement	Hon. Marc A. Garcia	05/15/15
Orange	3	Retirement	Hon. William Michael Monroe	06/01/15
Orange		Retirement	Hon. Caryl A. Lee	05/16/15
Orange		Retirement	Hon. Linda Lancet Miller	02/28/15
Riverside	1	Retirement	Hon. Christian F. Thierbach	05/29/15
Sacramento	1	Retirement	Hon. Greta Curtis Fall	09/14/15
San Bernardino	3	Retirement	Hon. Joseph R. Brisco	06/07/15
San Bernardino		Retirement	Hon. Kenneth Barr	11/03/14
San Bernardino		Retirement	Hon. Jules E. Fleuret	11/01/14
San Diego	6	Retirement	Hon. William R. Nevitt, Jr.	10/19/15
San Diego		Converted	Vacancy	10/08/15
San Diego		Converted	Vacancy	10/08/15
San Diego		Dis Retirement	Hon. Marshall Y. Hockett	07/17/15
San Diego		Retirement	Hon. Carol Isackson	05/06/15
San Diego		Retirement	Hon. Thomas P. Nugent	01/11/15
San Francisco	3	Retirement	Hon. Lillian Kwok Sing	09/15/15
San Francisco		Retirement	Hon. Richard A. Kramer	08/21/15
San Francisco		Retirement	Hon. James J. McBride	02/15/15
San Joaquin	2	Deceased	Hon. Franklin M. Stephenson	09/22/15
San Joaquin		Retirement	Hon. Bobby W. McNatt	05/31/15

Santa Clara	2	Retirement	Hon. Susan Bernardino	07/31/15
Santa Clara		Retirement	Hon. Raymond J. Davilla, Jr.	04/18/15
Shasta	2	Retirement	Hon. William D. Gallagher	10/29/15
Shasta		Retirement	Hon. Bradley L. Boeckman	09/25/15
Solano	2	Retirement	Hon. David Edwin Power	10/16/15
Solano		Retirement	Hon. Ramona Joyce Garrett	05/27/15
Tulare	2	Newly created position	Vacancy	06/15/15
Tulare		Retirement	Hon. Paul Anthony Vortmann	08/01/14
Ventura	1	Retirement	Hon. Rebecca S. Riley	11/15/15
TOTAL VACANCIES	102			

AB 159 ALLOCATION LIST		
Judgeship Type and Status	Number Authorized	List of Judgeships by Current Allocation
Authorized, but not funded or filled (AB 159)	50	Please see: http://www.courts.ca.gov/documents/jc-20141212-itemT.pdf

**Number of Judgeships Authorized, Filled and Vacant as of the End of Each Month:
From November 2013 through November 2015 (two years)***

Month	Superior Courts				Courts of Appeal			
	Authorized	Filled	Vacancy	Vacancy Rate	Authorized	Filled	Vacancy	Vacancy Rate
Nov-13	1,705	1,570	135	7.9%	105	97	8	7.6%
Dec-13	1,705	1,601	104	6.1%	105	97	8	7.6%
Jan-14	1,705	1,601	104	6.1%	105	97	8	7.6%
Feb-14	1,706	1,591	115	6.7%	105	95	10	9.5%
Mar-14	1,706	1,580	126	7.4%	105	95	10	9.5%
Apr-14	1,706	1,572	134	7.9%	105	95	10	9.5%
May-14	1,706	1,568	138	8.1%	105	95	10	9.5%
Jun-14	1,706	1,579	127	7.4%	105	94	11	10.5%
Jul-14	1,713	1,586	127	7.4%	105	96	9	8.6%
Aug-14	1,713	1,582	131	7.6%	105	96	9	8.6%
Sep-14	1,713	1,577	136	7.9%	105	96	9	8.6%
Oct-14	1,713	1,572	141	8.2%	105	96	9	8.6%
Nov-14	1,713	1,578	135	7.9%	105	96	9	8.6%
Dec-14	1,713	1,590	123	7.2%	105	99	6	5.7%
Jan-15	1,713	1,607	106	6.2%	105	100	5	4.8%
Feb-15	1,713	1,603	110	6.4%	105	100	5	4.8%
Mar-15	1,713	1,612	101	5.9%	105	98	7	6.7%
Apr-15	1,713	1,610	103	6.0%	105	98	7	6.7%
May-15	1,713	1,612	101	5.9%	105	98	7	6.7%
Jun-15	1,714	1,597	117	6.8%	105	101	4	3.8%
Jul-15	1,715	1,609	106	6.2%	105	101	4	3.8%
Aug-15	1,715	1,603	112	6.5%	105	101	4	3.8%
Sep-15	1,715	1,596	119	6.9%	105	101	4	3.8%
Oct-15	1,715	1,592	123	7.2%	105	100	5	4.8%
Nov-15	1,717	1,615	102	5.9%	105	100	5	4.8%

* As of December 4, 2015

Authorized Judgeships and Vacancies in the Superior Courts

