



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 December meeting and is exclusive of issues on the February business meeting agenda.

TABLE OF CONTENTS

Chief Justice Liaison Meetings	3
Legislative Advocacy.....	3
Language Access Program Toolkit.....	3
Trafficking Toolkit.....	3
Parolee Reentry Courts	3
Recidivism Reduction.....	3
Youth Courts.....	4
Keeping Kids in School and Out of Court Initiative.....	4
Judicial Resources and Technical Assistance Program	4
2016 National Child Support Enforcement Association Policy Forum.....	4
Quarterly Meeting of Appellate Court Clerk/Administrators	4
Commission on the Future of California’s Court System.....	4
Judicial Council Operational Planning and Alignment	4
Capital Projects	4
Real Estate and Facilities Management	5
Court Security	5
Technology Equipment Refresh Program.....	6
Trial Court Case Management Systems.....	6
Uniform Civil Fees System.....	6
Supreme Court Appointed Counsel System	6
Computer-Aided Facilities Management.....	6
Branch Accounting and Procurement	6
Advisory Committees, Task Forces, and Working Groups	7
Judicial Branch Education and Training Programs	11
Staffing Metrics	16
Judicial Appointments and Vacancies	18

Chief Justice Liaison Meetings: Governmental Affairs coordinates annual liaison meetings between the Chief Justice and judicial branch stakeholders. In this reporting period, the Chief Justice met with the following: Consumer Attorneys Association of California, California Defense Counsel, the California District Attorneys' Association, the California State Sheriffs Association, California Attorneys for Criminal Justice, the Public Defenders Association, the Attorney General's Office, and Legal Services representatives.

Legislative Advocacy:

- The Chief Justice and Administrative Director held meetings with several legislators to discuss judicial branch priorities.
- A meeting was also held with the Legislative Analyst's Office on the Governor's budget proposal for the judicial branch.
- February 19 was the deadline for introducing bills for the 2015–2016 legislative session. The first Judicial Council-sponsored bills introduced are as follows:
 - SB 1023 (Senate Committee on the Judiciary) appropriates \$5 million from the General Fund for 12 new superior court judgeships and accompanying staff.
 - AB 1709 (Gallagher) relating to provisional qualification of American Sign Language interpreters.
- Governmental Affairs continues to seek authors for the approved Judicial Council-sponsored legislative proposals.

Language Access Program Toolkit: In collaboration with the Stanford School of Design, the council launched an online language access program toolkit with resources and documents to provide limited English proficiency resources to courts. See: <http://www.courts.ca.gov/lap-toolkit-courts.htm>.

Trafficking Toolkit: Staff visited the Alameda County Girls' Court to inform its effort in creating a human trafficking toolkit for judicial officers. Girls' Court was created for young women considered most at risk for sex trafficking and provides adult guidance with a multifaceted approach that directs individuals to services.

Parolee Reentry Courts: Judicial Council staff, representatives from the Superior Court of San Diego County, parole, and the California Department of Corrections and Rehabilitation (CDCR) met to assess progress of the reentry court and identify stakeholder roles, responsibilities, and expectations. Staff and CDCR representatives also visited the San Francisco parolee reentry court for court observation and participated in a pre-calendar team meeting.

Recidivism Reduction:

- Conference calls were convened with the Recidivism Reduction Fund Research Advisory Group made up of representatives from several grantee courts who have volunteered to help ensure an informed approach to research design decision-making and data collection and analysis efforts as they relate to pretrial release and collaborative court programs.

- A meeting was held with American Civil Liberties (ACLU) representatives to discuss the council's recent work on pretrial programs through the Recidivism Reduction Fund Court grant programs.

Youth Courts: The California Association of Youth Courts, in collaboration with the Judicial Council, hosted an all-day roundtable on how a youth court is created. The first of a series of scheduled regional sessions, it highlighted promising practices in youth courts to help support local courts and communities in addressing issues related to youth with a non-adversarial approach that results in better outcomes, and providing an alternative approach to the traditional juvenile justice system for first-time and non-violent offenders.

Keeping Kids in School and Out of Court Initiative: The Judicial Council hosted Northern California county teams to build intercounty consortia and share information about promising solutions for working on issues of truancy, chronic absenteeism, and exclusionary school discipline policies at the court, community, and school levels.

Judicial Resources and Technical Assistance Program: Staff attorneys visited the Superior Courts of Monterey and Mendocino Counties to assist with case file reviews and meet with the juvenile court and social services. A staff attorney also visited the probation department in Sutter County to provide legal assistance regarding findings and orders relating to juvenile cases.

2016 National Child Support Enforcement Association Policy Forum: Staff were in attendance when representatives from the Federal Office of Child Support Enforcement discussed a comprehensive federal rulemaking proposal currently being circulated that will have substantial impact on court practices. The Forum provided information about changes to law and regulation that will be provided in education and training to child support commissioners, family law facilitators, and other court staff.

Quarterly Meeting of Appellate Court Clerk/Administrators: Staff presented on technology, budget, human resources, and other statewide issues impacting the appellate courts.

Commission on the Future of California's Court System: The commission held a two-day public comment session to receive public input on 15 concepts currently being researched. This followed a one-day public comment session in December on four additional concepts.

Judicial Council Operational Planning and Alignment: A listening session was held with Administrative Presiding Justices and Clerk/Administrators from the Courts of Appeal to receive input and ideas on current and future service needs from the council. This session followed three other listening sessions with small, medium, and large trial courts.

Capital Projects:

- Two new courthouses opened to the public: the Hanford Courthouse for the Superior Court of Kings County and the Yuba City Courthouse in Sutter County. The judicial branch has

now completed 22 new courthouses; 24 more projects are under way with a value of \$2.8 billion: 7 in construction, 15 in design, and 5 at the acquisition stage.

- The new Woodland courthouse in Yolo County achieved Leadership in Energy and Environmental Design (LEED) Silver certification from the US Green Building Council.
- The State Public Works Board approved preliminary plans for the new Redding Courthouse in Shasta County and the new Sonora Courthouse in Tuolumne County. The projects have proceeded to the working drawings stage.
- Options for the scope, budget, and schedule for a new Sacramento Downtown Courthouse were presented to the Court Facilities Advisory Committee.
- Capital Program leadership held regular meetings with the Department of Finance as well as with the State Fire Marshal to review the status of all capital outlay projects.

Real Estate Facilities Management: During this period, 45 real estate transactions were completed including:

- New Leases: Visalia Convention Center, Small Claims, Tulare County
- New Revenue Licenses: Concord Courthouse, Contra Costa County; First Northern California Credit Union: Walnut Creek Courthouse; BuzzFeed, Inc., Stanley Mosk Courthouse, Los Angeles County
- Lease/License Renewals: Probate Investigators, County; Superior Court of Santa Clara County; GEO Group revenue lease, Old Jail, San Diego County; Mothers Against Drunk Drivers master revenue license, Hall of Justice, North, South, and East County Regional Centers, San Diego County
- Lease/License Terminations: County revenue license, new Yreka Courthouse, Siskiyou County; First United Services Credit Union revenue license, Hayward Hall of Justice, Alameda County
- Event Licenses: 22 short-term event licenses were executed

Status of Facility Modifications as of February 1, 2016:

Status	Number of Modifications	Total Estimated Cost
In Progress	406	\$98.6 million
Hold for Project Manager	27	\$13.6 million
Awaiting Shared Cost Approval	21	\$ 7.2 million
Total	445	\$119.4 million

Real Estate and Facilities Business Applications: The Computer-Aided Facilities Management application enabled tracking and reporting for building dispositions data based on sale, lease, and sub lease of owned properties and/or termination of lease and sublease of rented buildings.

Court Security:

- Staff participated in planning meetings for a multi-agency emergency procedure drill for the Superior Court of Tulare County.

- *Court Security Plan Requirements:* Courts were contacted to remind them of the annual February 21 notification deadline specified in rule 10.172(d) for submitting updated security plans to the council.

Technology Equipment Refresh Program: The Local/Wide Area Network technology equipment refresh was completed for 20 courts in this reporting period. (All additional 23 courts are in the implementation phase and 14 courts are pending).

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 13.03 was deployed at the California Courts Technology Center delivering 16 court-prioritized items, including an update to allow judicial officers' calendars to display resource unavailability, an update to judicial officer note display, and updates to five output forms.
- *Sustain Justice Edition:* This case management system is hosted in the technology center for eight courts. The Superior Court of Imperial County went live in production with the interactive voice/web response interface. Staff continues to discuss the path forward for case management system needs with Sustain courts.

Uniform Civil Fees System: A new fee for registering a conservatorship established outside of California, effective January 1, 2016, was implemented.

Supreme Court Appointed Counsel System: This system processes compensation claims from counsel appointed to represent indigent parties for capital cases, processing court-appointed counsel payments totaling more than \$5.9 million annually. The technical platform and claims payment interface was replaced to remove dependence on costly, obsolete technology.

Computer-Aided Facilities Management: This system supports the maintenance of over 500 court facilities statewide. Enhancements included a new work type for service work orders, property closure functionality, and a comprehensive evaluation of security groups and portals. This system had \$3 million plus in utility invoice payments in December 2015.

Branch Accounting and Procurement:

- *Tax Year-End:* All year-end Phoenix financial and payroll system updates were completed to facilitate tax accounting for employees and vendors. Improvements were implemented to enable online review and printing of W-2 forms for employees as well as new forms and electronic reporting required for the Affordable Care Act.
- *Orange Superior Court and Tyler Technologies:* Implementation of the integration pilot with the Orange Superior Court project team was completed. The interfaces support reconciliation of trust accounts between the Orange Court case management system, Phoenix financials, and Bank of America for juvenile and family court cases; and contract and payment for providers of the alternate defense billing program.

Advisory Committees/Task Forces/Working Groups

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

1. Advisory Committee on Financial Accountability and Efficiency for the Judicial Branch
2. Administrative Presiding Justices Advisory Committee
3. Center for Judicial Education Governing Committee
4. Court Executives Advisory Committee
5. Court Interpreters Advisory Panel
6. Criminal Law Advisory Committee
7. Family and Juvenile Law Advisory Committee
8. Information Technology Advisory Committee
9. Language Access Plan Implementation Task Force
10. Trial Court Budget Advisory Committee
11. Trial Court Facility Modification Advisory Committee
12. Trial Court Presiding Judges Advisory Committee
13. Joint Trial Court Presiding Judges/Court Executives Advisory Committees
14. Tribal-State Court Forum
15. Workload Assessment Advisory Committee

Meeting Details

Advisory Committee on Financial Accountability and Efficiency for the Judicial Branch

- Discussed audit presentation to the council and received presentations on the Department of Finance audit report on Judicial Council revenues and expenditures, and the California State Auditor's report on Judicial Council procurement.

Administrative Presiding Justices Advisory Committee

- Discussed budget allocations, education institutes, education requirements for appellate court staff, the Language Access Plan, and security.

Center for Judicial Education Governing Committee

- Discussed the 2016–2018 Education Plan including staff and funding resources, and cost/benefit analysis.

Court Executives Advisory Committee

- Discussed statewide trial court fiscal and contractual challenges related to the judicial branch's encumbrance policies and procedures.
- Continued discussions on the proposed fiscal year 2016–2017 budget change proposal included in the Governor's budget to expand interpreter access in civil proceedings and the gap analysis survey by the Language Access Plan Implementation Task Force.
- Received a presentation on cyber risk insurance coverage, including coverage for cyber intrusions and discussed options on cyber risk insurance policies for trial courts to consider.

- Heard updates from the Information Technology Advisory Committee’s workstreams on e-filing strategy, case management system data exchange, and information security framework.
- Discussed plans of cooperation between the trial courts and the state Department of Child Support Services.

Court Interpreters Advisory Panel

- Considered a proposed rule and form to request an interpreter in civil cases. The panel’s recommended rule and form will proceed for consideration and recommendation to the Judicial Council.

Criminal Law Advisory Committee

- Discussed proposed rule or form amendments on: realignment issues, military information in probation officer’s presentence investigation reports; presumption of mandatory supervision; bail and traffic and infraction proceedings intercounty transfer procedure; dismissal following deferred entry of judgment; felony plea forms: re waivers of appellate rights; legislative proposals including: multi-county sentences; intercounty transfers; expanding availability of “Own Recognizance” release; including commissioners in the definition of “magistrate”; court retention of misdemeanor court records in light of Proposition 47; and rules modernization issues.

Family and Juvenile Law Advisory Committee

- Discussed the proposed annual agenda; status of the Futures Commission; Southern California intercounty transfer e-case exchange demonstration; AB 1058 (Child Support Commissioners) allocation methodology; criminal background information in custody cases; Proposition 47 implementation in juvenile court modernization: possible delinquency legislation.

Information Technology Advisory Committee

- Received Judicial Council Technology Committee approval for the 2016 annual agenda.
- Presented to the Trial Court Presiding Judges Advisory Committee on the video interpreting pilot project pending seeking council approval to issue a Request for Proposals for the pilot.

Language Access Plan Implementation Task Force

- Received progress updates from each of the subcommittees; a demonstration of the newly developed [language access toolkit](#), updates from the National Center for State Courts on preliminary results from the survey of courts on current language access needs and services; and a discussion of the task force’s 2016 annual agenda.

Trial Court Budget Advisory Committee

- Received a briefing on the Governor’s Budget Proposal for 2016–2017 and acted on recommendations from two joint subcommittees, one related to court-appointed dependency

counsel allocation methodology; another related to AB 1058 (Child Support Commissioners) allocation methodology.

- *Two Percent Funding Request Review Subcommittee*: Reviewed a trial court's funding request and adopted a recommendation related to the request that was provided to the council.
- *Revenue and Expenditure Subcommittee*: Discussed options related to funding the Telecommunications Program from the State Trial Court Improvement and Modernization Fund (IMF) and recommendations related to legal services funded from the IMF. Recommended asking the Judicial Council Technology Committee to provide a recommendation on whether the program should either buy some equipment and finance the purchase of the remainder where there is insufficient IMF funding, so as to avoid any delays in replacement or lease equipment.
- *Funding Methodology Subcommittee*: Discussed and acted on proposed updates to the Workload-Based Allocation and Funding Methodology (WAFM), including which operating expenses and equipment costs should be included or excluded, and discussed civil assessments relative to implications for including or excluding civil assessments in each court's equivalent available WAFM funding amount.
- *Family and Juvenile Law/Trial Court Budget Advisory Committees Joint Subcommittee on Court-Appointed Dependency Counsel Workload and Funding Methodology*: Reviewed the draft report on recommended changes to the workload model for court-appointed dependency counsel.

Trial Court Facility Modification Advisory Committee

- Reviewed and approved facility modification projects with a total potential cost of \$11 million.
- Received a presentation on the council's seismic study of court facilities, which will be leveraged to develop a ranking and prioritization report for high risk facilities.
- Approved drafts of the Second Quarter Activity Report for fiscal year 2015–2016, and the 2016 Annual Agenda.

Trial Court Presiding Judges Advisory Committee

- Reviewed and approved proposed amendments to Penal Code section 808 to include "court commissioners" within the definition of "magistrate." This proposal was developed in collaboration with the Criminal Law Advisory Committee.
- Received a project update on the Video Remote Interpreting Pilot Program.
- Discussed the fiscal year 2016–2017 Governor's budget proposal to reallocate up to five vacant trial court judgeships.
- Assembly Member Mark Stone, Chair of the Assembly Judiciary Committee, discussed the legislative process and how presiding judges can help inform and educate their representatives on judicial branch needs.

Joint Trial Court Presiding Judges /Court Executives Advisory Committees

- Heard from the Chief Justice on matters impacting the judicial branch.
- Received background information and updates on current activities from the chairs of the Commission on the Future of California's Court System.

- Heard an update on recent Language Access Plan Implementation Task Force activities, including distributing a gap analysis survey for the purpose of collecting court information on language accessibility.
- Discussed access to criminal background information in child custody and visitation (parenting time) proceedings and probate guardianship cases.
- Received a briefing from the Information Technology Advisory Committee Information Security Framework workstream on an approach for trial courts to create IT security policies and procedures, and received a status update on the fiscal year 2016–2017 Information Systems Control Enhancement Budget Change Proposal included in the Governor’s proposed budget.
- Received an update from the Workload Assessment Advisory Committee on data collection initiatives related to death penalty and child support cases.
- Previewed a toolkit developed by the Advisory Committee on Providing Access and Fairness for courts to evaluate how they are achieving branch objectives in access, fairness, and diversity in a number of areas, including court operations, staff education, access for litigants with disabilities, judicial officer assignments, and employee recruitment.

Tribal Court-State Court Forum

- Met with the Power of Democracy Steering Committee chair to explore potential forum projects, including new civics learning opportunities for youth that will expose them to opportunities and careers in tribal and state courts, which relate to the [Chief Justice’s Power of Democracy](#) Civics Learning and Curriculum Projects.
- Heard a cochair report; update on the development of forum’s collaboration with U.C. Davis School of Law to study SB 406; discussion of remote access issues; updates on cross-court educational exchanges; update on the *Dollar General* case before the U.S. Supreme Court; and planning for a national gathering of forums from across the country.
- Heard an update on the *Abbigail A.* case before the California Supreme Court; an update by the Department of Public Health on the resolution of problems relating to the issuance of new birth certificates based on tribal parentage orders; discussion of remote access issues; an update on cross-court educational exchange relating to child support; rules and form proposal to amend California Rules of Court, rule 8.407(b); update on the California Law Review Commission study and hearing as well as the roll out of the forum surveys; and a presentation on Youth Courts.

Workload Assessment Advisory Committee

- Reviewed and approved the annual agenda and received a status update on the staff workload study, which will provide updated caseweights for the Resource Assessment Study model.
- Conducted onsite training for the upcoming staff workload study update at the Superior Courts of San Francisco, San Diego, and Los Angeles Counties.
- New judges and justices were asked to complete a confidential survey that forms the basis of the annual report to the Legislature on the gender, race/ethnicity, gender identity/sexual orientation, disability status, and veteran status of active justices and judges.

Judicial Branch Education and Training

Summary

Judicial Education

1. New Judge Orientation
2. Qualifying Ethics Core Course
3. Primary Assignment Orientations: Family Law and Juvenile Dependency

Judicial Officer, Court Employee, and Justice System Stakeholder Education

4. Appellate Court Appointed Counsel, First District Appellate Project Annual Training Seminar
5. Appellate Court Managing Attorneys' Semiannual Meeting
6. Appellate Staff Institute
7. Coaching Skills for Leaders (for managers and supervisors)
8. Core 40: Basic Training for Supervisors
9. Core Leadership and Training Skills (for leads and seniors)
10. Creating High Performing Teams (for staff in the San Diego Superior Court)
11. Cross-Cultural Court Educational Exchange, Klamath Tribal Offices
12. Customer Service (for staff in the Tehama Superior Court)
13. Domestic Violence and Family Law Update Video and Webinars for Family Court Services Professionals
14. Domestic Violence Training, Central Valley
15. Education Programs for the Superior Court of San Diego County
16. Institute for Court Management Courses: Court Community Communication, and Education, Training, and Development (for court leaders)
17. Juvenile Dependency Law Update – 2015 Year in Review
18. Juvenile Court Activity Tracker System WebEx Training
19. Managing Stress (for staff in the San Diego Superior Court)
20. Reasonable Efforts Training
21. Supervised Visitation
22. Trial Court Judicial Attorneys Institute
23. Tribal/State Court Programs

Judicial Publications

24. 2015 Update to Civil Proceedings Benchguide: After Trial
25. 2016 Mandatory Criminal Jury Instructions Handbook
26. 2016 Edition of California Judges Benchguide 74: Sentencing Guidelines for Common Misdemeanors and Infractions
27. Update to Mandatory Jury Instructions Handbook

Video Production

28. Claims of Exemption
29. Introduction to Law and Motion

Broadcasts

30. Family Adoption of Minors (for court personnel)

31. Guiding Successful Employees to Excellence (for managers and supervisors)
32. Sexual Harassment Prevention (for managers and supervisors)
33. Paths to Family Law Judgments (for court staff)
34. Problem-Solving and Decision-Making (for managers and supervisors)

Details

Appellate Court Managing Attorneys' Semiannual Meeting: Staff presented on technology (electronic filing), vexatious litigants, budget, and other statewide issues impacting the appellate courts.

Appellate Staff Institute: Sessions included case management system tips and tricks, active shooter training, advanced business writing, basic business writing, e-filing, emotional intelligence, ethics, juvenile dependency, preparing for leadership, reporter of decisions—life of an opinion, retirement planning, and stress management.

Core 40: Program for Superior Court of Alameda County managers and supervisors focusing on included the role of the supervisor, employment law, and performance management.

Core Leadership and Training Skills: Program for leads and seniors included topics such as effective leadership skills, providing effective feedback, and adult training principles.

Cross-Cultural Court Educational Exchange, Klamath Tribal Offices: Judicial Council staff from Tribal/State Court Program and AB 1058 Child Support Program participated in a cross-cultural court educational exchange to discuss and problem-solve local justice systems' concerns relating the transfer of Title IV-D child support cases from state court to tribal court. Participants included tribal leadership, representatives from the state Department of Child Support Services, Child Support Commissioners, representatives from the local child support agencies, and local county and tribal professionals who work in this field.

Customer Service: A staff training at the Superior Court of Tehama County illustrated strength-based methods the court team can use to allow practice and development of skills, and create a positive work environment to meet their goals for service to court participants. The training was attended by court clerks, a family court services director, a probate investigator, a family facilitator, and fiscal and self-help staff.

Domestic Violence and Family Law Update Video and Webinars for Family Court Services Professionals: Two one-hour webinars provided mandated continuing education credit under applicable Rules of Court. A new online video course, "Domestic Violence Issues in Family Court" targets court-connected child custody mediators, recommending counselors, and evaluators, and offers three hours of education credit pursuant to continuing education requirements in California Rules of Court, rules 5.215 and 5.230.

Domestic Violence Training – Central Valley: Under the Domestic Violence Safety Partnership, staff assisted the Superior Court of Fresno County in designing and delivering a one-day training program focusing on domestic violence.

Education Programs for the Superior Court of San Diego County:

- *Creating High Performing Teams:* Competencies for productive teams provided opportunities to identify specific behaviors that both contribute to and interfere with the team's level of performance.
- *Coaching Skills for Leaders:* Coaching competencies and skills that leaders can use to build trust and confidence with their employees.
- *Emotional Intelligence:* Self-awareness and specific areas of leadership as requested by the court.
- *Managing Stress:* Determining stress causes and utilizing various techniques to decrease the impact.

Family Adoptions of Minors: Broadcast for court staff on processing adoptions, including the types of adoptions and Indian Child Welfare Act inquiry.

Institute for Court Management – Court Community Communication: Two and a half-day course, based on the National Association for Court Management's core competencies, on skills and techniques for making courts more understandable, including how to manage customer service, the difference between legal advice and legal information, various technology applications, how to explain complex processes without using jargon, and how to identify and accommodate audiences with special communications needs.

Institute for Court Management – Education, Training, and Development: Two and a half-day course on the fundamentals of adult education and instructional design as well as different approaches to employee development.

Juvenile Dependency Law Update – 2015 Year in Review: This training, presented by the Northern California Association of Counsel for Children and Advokids in collaboration with the Judicial Council, updated judicial officers, attorneys, social workers, and other dependency professionals on legislative enactments and significant judicial decisions in the past year as well as newly effective changes and additions to the California Rules of Court and Judicial Council forms applicable to juvenile dependency practice.

Juvenile Court Activity Tracker System WebEx Training: Provided onsite software training to court staff in Mendocino on this comprehensive child dependency/advocacy database that automates case management for dependent children providing calendar management, workflow, statistical data, fiscal, and other program management features to fulfill obligations for the Dependency, Representation, Administration, Funding and Training (DRAFT) program.

New Judge Orientation: One-week orientation program to introduce new judges, commissioners, and referees to their judicial duties and to familiarize them with their ethical

responsibilities in ensuring fairness in all proceedings, promoting uniform court practices, and improving the administration of justice.

Paths to Family Law Judgments: Broadcast for court staff focused on processes for reaching a judgment in family court cases, explaining the four ways in which a case can be completed.

Primary Assignment Orientation – Family Law: Judges new to a family law assignment are given a comprehensive review of basic law and procedure necessary to handle family law matters in courts of various sizes—from the first ex parte appearance to final judgment and post-judgment modifications, mental health, self-represented litigants, domestic violence and ethics. Participants learn how to develop decision-making and calendar management skills through the study of hypothetical cases, role-playing, active class participation, mini-lectures, and problem-solving exercises.

Primary Assignment Orientation – Juvenile Dependency: Comprehensive review of juvenile dependency law and procedure; the philosophy and responsibilities that underlie the child welfare system and the dependency court; child development; substance abuse; mental health; domestic violence; disproportionately high minority contact; issues affecting Lesbian, Gay, Bisexual, Transgender, and Queer children and families; psychotropic medication; and the role of the judicial officer in juvenile court, and his or her unique ethical issues.

Problem Solving and Decision Making: Broadcast for managers and supervisors provided tools to help improve the process for making decisions in the workplace.

Qualifying Ethics Core Course: Training on judicial ethics intended to reinforce judicial fairness and the central mission of a judge—ensuring the honesty and integrity of judicial decisions. Topics included gifts, disqualification and disclosure, courtroom decorum and attorney misconduct, decisional delay, membership activities and fundraisers, political activity, the central principles of judicial ethics, and skills of judicial fairness—implicit bias.

Reasonable Efforts Training: Training at the Superior Court of Ventura County for judges, attorneys, social workers, probation officers and other participants in the child protection system focused on legal requirements of a reasonable efforts finding throughout the life of a child protection case, including services and visitation, and in child protection proceedings. The training was simulcast to the Monterey Park, Lancaster, and Sacramento offices, and was videotaped for later viewings.

Sexual Harassment Prevention: This broadcast meets the mandate of Government Code Section 12950.1 for training required for all court personnel who serve in a management or supervisory role.

Supervised Visitation: Provided 10 hours of education to statewide professional providers of supervised visitation on implementation of Family Code section 3200.5 and Standard 5.20 (Uniform Standards of Practice for Providers of Supervised Visitation).

Trial Court Judicial Attorneys Institute: Topics included Constitutional Law, Criminal Law Update, Domestic Violence Protection, Electronic Evidence, Elimination of Bias, Ethics, Family Law Crossover Issues, Habeas Corpus Review, Legal Research, Legal Writing, Private Attorneys General Act, Sentencing and Proposition 47, Roundtables, and Stress Reduction.

Tribal/State Court Programs:

- *California Social Work Education Center Quarterly Board of Directors and Partners Meeting:* Tribal/State Program staff participated as subject matter experts on California's tribal communities and as cultural broker to forge partnerships with tribal communities, with the focus on finalizing goals and creating a work plan for the next fiscal year. Discussions included collaborative efforts and planning for outreach to tribal communities.
- Tribal/State Program staff conducted two four-hour multi-disciplinary Indian Child Welfare Act trainings for judicial officers, attorneys, and other child welfare professionals in Kings and Fresno Counties.

Staffing Report as of January 31, 2016

See following page for definition of terms.

STAFFING	Executive Office	Governmental Affairs	Leadership Services Division						Operations and Programs Division						Administrative Division						Judicial Council
			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)	8.00	12.00	14.00	58.00	11.80	7.00	7.00	8.00	66.00	42.80	22.00	48.50	6.00	56.00	85.00	40.00	117.88	29.80	87.50	88.00	815.28
Filled Authorized Position (FTE)	7.00	10.00	11.00	42.70	10.80	6.00	7.00	8.00	51.35	39.80	13.40	44.30	6.00	46.00	71.00	31.00	99.88	28.50	78.50	80.00	692.23
Headcount - Employees	7	10	11	43	11	6	7	8	52	40	14	45	6	46	72	31	100	29	80	80	698.00
Vacancy (FTE)	1.00	2.00	3.00	15.30	1.00	1.00	0.00	0.00	14.65	3.00	8.60	4.20	0.00	10.00	14.00	9.00	18.00	1.30	9.00	8.00	123.05
Vacancy Rate (FTE)	12.5%	16.7%	21.4%	26.4%	8.5%	14.3%	0.0%	0.0%	22.2%	7.0%	39.1%	8.7%	0.0%	17.9%	16.5%	22.5%	15.3%	4.4%	10.3%	9.1%	15.1%
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	4.0	1.0	0.0	1.0	0.0	8.00
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	41.15	0.0	0.0	1.0	50.25
TOTAL WORKFORCE (based on FTE, 909s, Agency Temps & Contractors)	8.00	10.00	11.00	43.70	10.80	6.00	7.00	8.00	52.35	41.30	13.40	44.30	7.00	52.60	72.00	35.00	142.03	28.50	80.50	81.00	754.48

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 regular full-time employees due to the unavailability of an authorized vacant position and may receive benefits if employed at least half-time for more than six months. Types of "909" Employees include: Retired Annuitants: A retiree hired by a former employer or other employer that participates in the same 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 December 11, 2015, Judicial Council meeting, the Governor has made 15 judicial appointments: two to the Court of Appeals, one to the Second Appellate District, Division Six; one to the Fourth Appellate District, Division Two; and 13 to the Superior Courts: Alameda (1), Los Angeles (4), San Bernardino (2), San Diego (2), San Francisco (1), San Joaquin (1), and Tulare (2).

Number of Judgeships Authorized, Filled and Vacant as of **January 31, 2016**

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	102	3	0	102	5
Superior Courts	58	1,719	1,623	46	50*	1,624	95
All Courts	65	1,831	1,732	99		1,733	98

*Fifty new judgeships were authorized in January 2008 with the enactment of AB 159 (Chapter 722, Statutes of 2007), however, funding has not been provided.

**The number of Authorized Positions has increased from last month due to position conversions.
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	2	Retirement	Hon. Patti S. Kitching	10/05/15
Second Appellate District, Division Seven		Retirement	Hon. Fred Woods	03/31/15
Fifth Appellate District	1	Retirement	Hon. Dennis A. Cornell	06/30/15
TOTAL VACANCIES	3			

JUDICIAL VACANCIES: SUPERIOR COURTS

County	Vacancies	Reason for Vacancy	Judge to be Replaced	Last Day In Office
Alameda	3	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
Humboldt	1	Retirement	Hon. W. Bruce Watson	01/04/16
Kern	1	Retirement	Hon. Larry Errea	08/19/15
Los Angeles	15	Resigned	Hon. Jeffrey K. Winikow	12/03/15
Los Angeles		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. Pluim	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. Owen Lee Kwong	04/30/15
Los Angeles		Retirement	Hon. Ronald V. Skyers	04/30/15
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	1	Retirement	Hon. Joseph R. Brisco	06/07/15

San Diego	5	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. Thomas P. Nugent	01/11/15
San Francisco	2	Retirement	Hon. Lillian Kwok Sing	09/15/15
San Francisco		Retirement	Hon. Richard A. Kramer	08/21/15
San Joaquin	1	Deceased	Hon. Franklin M. Stephenson	09/22/15
San Luis Obispo	1	Converted	Vacancy	11/19/15
Santa Clara	2	Retirement	Hon. Susan Bernardini	07/31/15
Santa Clara		Retirement	Hon. Raymond J. Davilla, Jr.	04/18/15
Santa Cruz	1	Converted	Vacancy	11/25/15
Shasta	2	Retirement	Hon. William D. Gallagher	10/29/15
Shasta		Retirement	Hon. Bradley L. Boeckman	09/25/15
Sierra	1	Deceased	Hon. John P. Kennelly	11/04/15
Solano	2	Retirement	Hon. David Edwin Power	10/16/15
Solano		Retirement	Hon. Ramona Joyce Garrett	05/27/15
Stanislaus	1	Retirement	Hon. Nan Cohan Jacobs	12/23/15
Ventura	1	Retirement	Hon. Rebecca S. Riley	11/15/15
TOTAL VACANCIES	46			

**Number of Judgeships Authorized, Filled and Vacant as of the End of Each Month:
From January 2014 through January 2016 (two years)***

Superior Courts					Courts of Appeal			
Month	Authorized	Filled	Vacancy	Vacancy Rate	Authorized	Filled	Vacancy	Vacancy Rate
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%
Dec-15	1,718	1,622	96	5.6%	105	102	3	2.9%
Jan-16	1,719	1,623	96	5.6%	105	102	3	2.9%

* As of January 31, 2016

Authorized Judgeships and Vacancies in the Superior Courts

