

**DISTRICT OF COLUMBIA COMMISSION  
ON JUDICIAL DISABILITIES AND TENURE**

515 FIFTH STREET, N.W., BUILDING A, ROOM 246  
WASHINGTON, D.C. 20001  
(202) 727-1363

February 1, 2018

Hon. Charles Allen  
Chair  
Committee on the Judiciary & Public Safety  
Council of the District of Columbia  
1350 Pennsylvania Avenue, N.W.  
Washington, D.C. 20004

Dear Mr. Chairman:

Enclosed please find the answers to the questions you submitted concerning the Commission's Performance Oversight Hearing scheduled for February 8, 2018.

If you have any questions, or need additional information, please let me know.

Sincerely,



Cathae J. Hudgins  
Executive Director

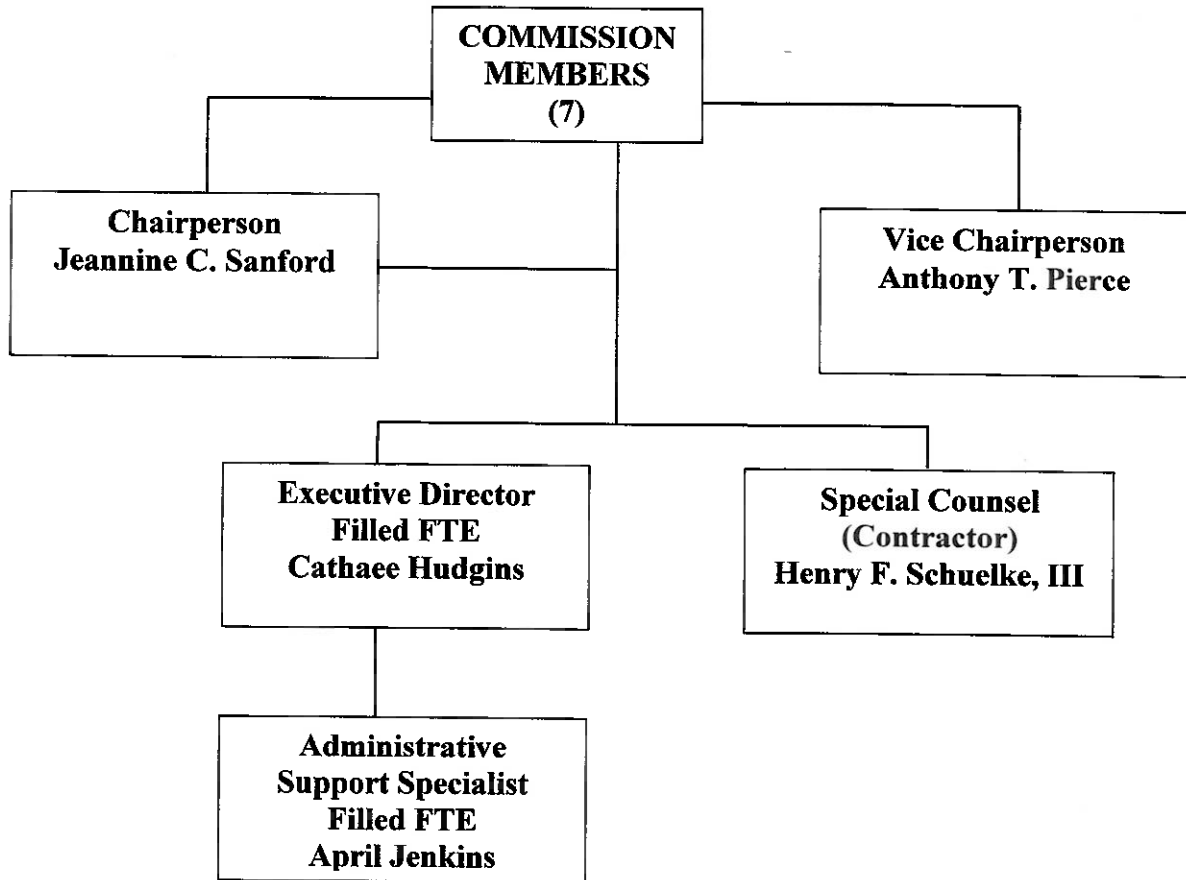
Enclosures

CJH/aj

## TENURE COMMISSION RESPONSES TO COUNCIL QUESTIONS

1. The Commission's most recent organizational chart is provided below.

### **COMMISSION ON JUDICIAL DISABILITIES AND TENURE ORGANIZATIONAL CHART**



- a. The Commission does not have divisions or subdivisions.
  - b. There were no organizational changes affecting the Commission in FY17, and none thus far in FY18.
2. The Commission's Schedule A is attached as requested.
3. The Commission has not detailed any employees to another agency, and has not requested any employees to be detailed to the Commission.
4.
  - a. The Commission has one iPhone 6 that was assigned to the Executive Director for FY17, and thus far in FY18. The iPhone has the basic features, without any costly downloads or apps.
  - b. The Commission does not own, lease, or use a vehicle.

- c. The Commission has not authorized any travel or related expenses thus far in FY18. The Commission authorized travel in FY17 for the following individual:

<b>Authorized Individual</b>	<b>Travel Dates</b>	<b>Conference</b>	<b>Cost</b>
Cathae Hudson Executive Director	July 26 – 28, 2017	Association of Judicial Disciplinary Counsel Annual Meeting	\$2,270
Cathae Hudson Executive Director	March 29 – April 1, 2017	Association of Judicial Disciplinary Counsel Board of Directors' Meeting	\$1,204

The Commission authorized travel for its Executive Director to attend the Association of Judicial Disciplinary Counsel Annual Meeting and to attend the Association of Judicial Disciplinary Counsel Board of Directors' Meeting. The Executive Director is a member of the AJDC Board of Directors. The meetings of AJDC provide a forum for attendees to discuss current issues in judicial discipline, recent decisions in judicial discipline cases from around the country, and to discuss ethical standards and guidelines for judges, commission members and commission staff.

- d. The Commission made no overtime or workers' compensation payments to employees during FY17, and none have been authorized for FY18, to date.
5. The total cost for the one iPhone 6 was approximately \$650.00 for FY17, and approximately \$245.00 in FY18, to date. The Commission does not have a service plan for the iPhone.
6. The Commission's intra-District transfers to date are as follows:

<b>FY17</b>	<b>Amount</b>
OCTO IT ServUs	\$1,821
Web Maintenance	4,060
Applications	497
ECIS	2,551
NOC	934
Telephone	\$8,518

<b>FY18</b>	<b>Amount</b>
OCTO IT ServUs	\$336
Web Maintenance	5,164
Applications	558
ECIS	1,932
NOC	518
Telephone	6,756

7. The Commission does not have any special purpose revenue funds.
8. The Commission's Administrative Support Specialist, Ms. April Jenkins, is authorized to use the agency purchase card.

#### SMARTPAY CARD PURCHASES

<b>Authorized Employee</b>	<b>Fiscal Year</b>	<b>Purchase Limit</b>	<b>Total Spent</b>	<b>General Purpose</b>
April Jenkins Administrative Support Specialist	2017	\$20,000 per month \$ 5,000 single purchase	\$18,669	Office Supplies, Printing, Office Support, Medical Expert, Subscriptions, Conference Registration Fees, Messenger Service
April Jenkins Administrative Support Specialist	2018	\$20,000 per month \$ 5,000 single purchase	\$3,974	Office Supplies, Postage, Messenger Service, Medical Expert, Subscriptions

9. The Commission did not enter into an MOU during FY17, and has not done so thus far in FY18.
10. The Commission does not collaborate with analogous agencies in other jurisdictions, but through its membership in the National Center for State Courts' Center for Judicial Ethics, it is able to share information with other member commissions concerning recent cases, challenges to the Code of Judicial Conduct, and difficult ethical issues. The Commission also works with the D.C. Courts on areas and topics of mutual concern, and the Commission maintains a good working relationship with the D.C. Judicial Nomination Commission and the D.C. Bar.
11. The Commission has no open capital projects.
12. The Commission did not submit budget enhancement requests for FY17, or FY18, to date.
13. The Commission had one reprogramming in FY17, which reprogrammed \$5,000 from Personal Services to Non-Personal Services (\$1,000 for supplies and \$4,000 for printing.) The Commission's budget did not change as a result of the reprogramming. There have been no reprogrammings in FY18, to date.
14. The Commission did not receive a grant or sub-grant in FY17, or FY18, to date.
15. The Commission has one contract that is renewed annually for a Special Counsel who provides legal and investigative services to the agency.

- a. Contracting Party: Henry F. Schuelke, III, Esq.
  - b. The contractor provides legal and investigative services to the agency.
  - c. The amount of the contract is estimated at \$25,000.00 per year. In FY17 the Commission budgeted \$25,000.00 for legal and investigative services and expended \$24,666.00. In FY18 the Commission has budgeted \$25,000.00 and has expended \$6,727.00 thus far in the fiscal year.
  - d. Term of the contract: Annual – 10/1/2017 – 9/30/2018
  - e. The contract was not competitively bid. Mr. Schuelke has been the Special Counsel to the Commission for the past 31 years and has developed a specialized expertise in the field of judicial conduct and ethics that is of great assistance to the Commission.
  - f. The contract is monitored by the Commission's Executive Director.
  - g. The contract is funded from the Commission's annual budget.
16. The Commission has no pending lawsuits that name the Commission as a party.
  17. The Commission did not enter into any settlements and the District did not enter into any settlements on the Commission's behalf in FY17, or FY18, to date.
  18. The Commission did not receive any administrative complaints or grievances in FY17, and none to date in FY18.
  19. Any allegations of sexual harassment or misconduct committed by or against a Commission employee, would first be brought to the attention of the Commission Chairperson and Vice Chairperson, who would then bring the matter before the full Commission for resolution, and/or referral to the appropriate government or law enforcement agency. There have been no such allegations received by the agency in FY17, and none received thus far in FY18.
  20. The Commission has no ongoing investigations, audits, or reports concerning the agency or any employee of the agency that were completed during FY17, and none to date in FY18.
  21. The Commission did not experience any spending pressures in FY17, and is not experiencing any spending pressures thus far in FY18. The Commission is always concerned about adequate funding for legal and investigative services, because one lengthy, and complex misconduct investigation could nearly or totally deplete its appropriation for these services. In addition, though the Commission successfully implemented the terms and conditions of the D.C. Judicial Financial Transparency Act, at its current staffing level, the full impact of the legislation may require the hiring of an additional employee.
  22. The Commission's FY17 performance plan is attached as requested. All of the Commission's objectives were completed in a timely manner and within budget.
  23. A copy of the Commission's FY18 performance plan is attached as requested.

24. The Commission drafted and approved new Rules as required by the D.C. Judicial Financial Act which amended the financial reporting requirements for judges of the District of Columbia Courts. The new Rules became effective upon publication in the D.C. Register during FY17. The Commission has not promulgated any Rules or regulations thus far in FY18.
25. The Commission did not receive any FOIA requests for FY17, and none to date in FY18.
26. The Commission did not prepare or contract for any studies, research papers, reports, and analyses during FY17, and has not done so thus far in FY18.
27. The salary of the Commission's Executive Director was \$158,123; Position No. 00007569, Program No. 21116, Activity No. 2100L, and fringe benefits were \$17,067, for FY17. The salary and benefits remain the same in FY18, to date. The Executive Director did not receive overtime pay in FY17, and will not receive overtime pay in FY18. The Executive Director did receive a 3% incentive award in FY17, in the amount of \$4,743. No incentive awards have been awarded thus far in FY18.
28. The Commission did not authorize overtime for any employees in FY17, and none will be authorized in FY18.
29. The Commission's Executive Director received a 3% incentive award in the amount of \$4,743 in FY17. The award was based on the quality of work and excellent performance of the Executive Director during FY17. No incentive awards have been granted in FY18, to date.
30. The Commission has no collective bargaining agreements in effect for agency employees.
31. The Commission is not associated with any other boards, commissions, or similar entities.
32. The District of Columbia Code requires the Commission to submit a reappointment evaluation report to the President of the United States, when a judge of the District of Columbia Courts has been evaluated by the Commission for reappointment. In addition, the Code also requires the Commission to submit a written report of its recommendations and findings to the appropriate Chief Judge, when it completes a performance and fitness evaluation of a judge requesting a recommendation for appointment as a Senior Judge.
33. The Commission does not have lists of additional training or continuing education opportunities that are made available to employees. Commission staff have taken classes offered through the Workforce Development Program sponsored by the Department of Human Resources, and participated in other training programs offered locally.
34. The Commission does not conduct annual performance evaluations of its employees. The Commission has two employees and has found it more beneficial to provide employees with periodic reviews during the year to discuss project completion and ways to increase administrative efficiency and productivity.

### Agency Operations

35. The Commission did not implement any new initiatives in FY17, and has not done so in FY18, to date.
36. The Commission's top five priorities are:
  - a. Review and dispose of judicial misconduct complaints in a timely manner.
  - b. Conduct thorough and comprehensive misconduct investigations as expeditiously as possible.
  - c. Conduct thorough and comprehensive reappointment evaluations of Associate Judges and conduct thorough and comprehensive Senior Judge performance evaluations.
  - d. Catalog and scan file documents for judges who retired in FY17 and will no longer sit as Senior Judges. The paper documents will then be boxed and transported to the Records Retention Center.
  - e. Expand the electronic solicitation of comments from the legal community and general public concerning judges being evaluated for reappointment and senior status.
37. The Commission did not implement any new programs during FY17, or in FY18, to date.
38. The Commission measures programmatic success by efficiently and expeditiously fulfilling its statutory duties and responsibilities.
39. The metrics used by the Commission are in large part statutorily imposed, because reappointment evaluations and senior judge fitness reviews must be completed in a time frame as provided in the Commission's enabling statutes. The Commission also endeavors to conduct thorough and comprehensive misconduct investigations as expeditiously as possible.
40. The Commission is a member of the Center for Judicial Ethics, which is part of the National Center for State Courts.
41. In December 2016 Congress passed the D.C. Judicial Financial Transparency Act, which now requires judges of the District of Columbia to complete a new annual financial report that will in its entirety be available for public inspection and copying. Heretofore, judges completed an annual financial report that was filed with the Commission, with only two sections of the Report available to the public. During FY17 the Commission developed a new report form, because the information and the method by which the information must be reported have statutorily changed. In addition, the Commission drafted a set of filing regulations and instructions to assist judges in completing the form, drafted regulations for judges who request redaction of information due to security issues, and drafted instructions for the public to request inspection or copying of a judge's financial report.

The Commission does not know the full impact the legislation may have on its administrative operations, and whether a new part-time staff member may be needed in the future. The Commission can't project if it will be inundated with requests from the press and the public, to see some or all of the reports each year. By statute the Commission will have to review and make a decision concerning each request to inspect

or copy a judge's financial report, and the Commission will have to review and make decisions on requests from judges who wish to redact certain information that pose a security issue for the judge or the judge's family. Currently there are 118 Associate and Senior Judges of the District of Columbia Courts.

42. The Commission did not take any steps in FY17 to improve the transparency of the agency, and has not taken any such steps in FY18 to date. Much of the Commission's work is confidential as required by the statute, however, the Commission does discuss its work and provide statistical information not covered by privilege, in the publication of an Annual Report and through its website.
43. The Commission does not maintain any electronic databases.
44. The Commission did not acquire any new technology in FY17, and has not acquired any in FY18, to date.
45. There were no in-person training programs for agency employees that took place in FY17, and none have taken place thus far in FY18.
46. The Commission did not identify any training deficiencies for its employees during FY17, and has identified none thus far in FY18.
47. The Commission met 11 times in FY17, and has met 5 times thus far in FY18.

48. Commission on Judicial Disabilities & Tenure Activities,  
FY 2017 and 2018, to Date

<b>Case Type</b>	<b>FY 2017</b>	<b>FY 2018, To Date</b>
Judicial Misconduct Complaints Reviewed	70	15
Judicial Misconduct Complaints Investigated	30	5
Senior Judge Fitness Reviews Completed	10	10
Associate Judge Reappointment Evaluations	1	1 -- In progress
Involuntary Retirement Proceedings	0	0



Commission Disposition Summary, FY 2016, 2017 and 2018, to Date

<b>Complaint Summary</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018, To Date</b>
Complaints Received	55	70	15
Complaints Investigated	27	30	5
Dismissed for Lack of Jurisdiction	34	30	8
Dismissed for Lack of Merit	17	28	3
No Further Action Warranted/Matter Moot	1*	4**	0
Length of Time Under Review			
a. 30 Days	32	42	9
b. 60 Days	13	19	2
c. 90 Days	5	5	0
d. 120 Days	2	1	0
e. > 120 Days	3	3	0
Resulted in Disciplinary Action	0	0	0
Disposed of Informally (Conference or Letter to Judge)	1	5	0
Pending	2	3	4***

- \* One complaint was dismissed because the complainant failed to provide the additional information that was requested.
- \*\* Three complaints were dismissed because the complainants failed to provide the additional information that was requested, and one complaint was withdrawn before the Commission took any action.
- \*\*\* Of the four complaints pending for FY18, three have been pending for less than 30 days, and one has been pending for 60 days.
49. The Commission has one upcoming vacancy. The term of Anthony T. Pierce, Esq., the Presidential appointee, will expire on July 29, 2018.
50. The Commission is currently evaluating Superior Court Judge Fern Flanagan Saddler for reappointment. The terms of Superior Court Judges Brian Holeman, Craig Iscoe, and J. Michael Ryan will also expire during the fiscal year, and of the three only Judge Iscoe has filed a declaration of candidacy and advised the Commission of his intentions to seek reappointment.

# Response to Question 2

## COMMISSION ON JUDICIAL DISABILITIES AND TENURE FY 2018 SCHEDULE A

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Title	Employee Name	Hire Date	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term	Filled by Law Y/N
DOJ	17	2000	2100	F	Executive Director	Huddins, Cathae	07/01/74	15	7	156,123.00	17,067.00	1.00	Reg	Y
DOJ	17	2000	2100	F	Administrative Support Specialist	Jenkins, April	08/09/10	9	5	62,303.00	8,547.71	1.00	Reg	Y
AGENCY GRAND TOTAL										\$ 220,426.00	\$ 25,614.71	2.00		

## Commission on Judicial Disabilities and Tenure FY2017

• FY2017 Performance Accountability Report

The Performance Accountability Report (PAR) measures each agency's performance for the fiscal year against the agency's performance plan and includes major accomplishments, updates on initiatives, and key performance indicators (KPIs).

➤ Mission

The mission of the Commission on Judicial Disabilities and Tenure (CJDT) is to maintain public confidence in an independent, impartial, fair, and qualified judiciary, and to enforce the high standards of conduct judges must adhere to both on and off the bench. PLEASE ADD THIS FOOTNOTE 1. The Commission's mission statement has been modified to provide a more specific description of its duties.

### ➤ Summary of Services

The services provided by the Tenure Commission are as follows: reviewing complaints concerning the misconduct of judges; conducting performance evaluations of associate judges eligible for reappointment; conducting fitness and qualification reviews of retiring and senior judges; and processing the involuntary retirement of judges for health reasons.

## FY17 Top Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
The Commission revamped its judicial Annual Financial Report Form, drafted a 13-page Filing Instructions booklet, revised its Rules to reflect the statutory changes, and drafted related forms and procedural letters to comply with the new provisions of the D.C. Judicial Financial Transparency Act that was passed by Congress in December 2016. In addition the Commission established internal procedures, in accordance with the statute, that provide for the public inspection of the Reports.		

## 2017 Strategic Objectives

Objective Number	Strategic Objective
1	Review and Investigate Judicial Misconduct Complaints
2	Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts
3	Conduct Performance and Fitness Reviews of Retiring and Senior Judges
4	Conduct Involuntary Retirement Proceedings
5	Create and maintain a highly efficient, transparent and responsive District government.**

- 2017 Key Performance Indicators

[illegible]

Percent of complaints resolved within 30 days	Annually	73%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	60%	Met
Percent of Complaints resolved within 60 days	Annually	21%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	33%	Met
Percent of complaints leading to misconduct investigations	Annually	38%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	48%	Neutral Measure
Number of complaints received	Annually	65	Annual Measure	Annual Measure	Annual Measure	Annual Measure	70	Nearly Met

#### 2 - Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts (2 Measures)

Number of reappointment evaluations	Annually	2	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1	Unmet	The Commission only conducted 1 reappointment evaluation, only because the second judge eligible for reappointment opted to retire instead
Percent of reappointment evaluation reports submitted before 60 days of term expiration	Annually	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	

#### 3 - Conduct Performance and Fitness Reviews of Retiring and Senior Judges (2 Measures)

Number of fitness and performance reviews	Annually	8	Annual Measure	Annual Measure	Annual Measure	Annual Measure	10	Met
Percent of fitness and performance reviews submitted within 180 days of judge's request	Annually	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met

#### 4 - Conduct Involuntary Retirement Proceedings (1 Measure)

Number of involuntary retirements handled	Annually	0	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0	Met
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We've revisited a project to standardize District wide measures for the Objective "Create and maintain a highly efficient, transparent and responsive District government." New measures will be tracked in FY18 and FY19 and published starting in the FY19 Performance Plan.

#### 2017 Workload Measures

Measure	Freq	Q1	Q2	Q3	Q4	FY 2017
No measures found						

#### 2017 Strategic Initiatives

Title	Description	Complete to Date	Status Update	Explanation
No strategic initiatives found				

## Commission on Judicial Disabilities and Tenure FY2018

Agency Commission on Judicial Disabilities and Tenure

Agency Code DQ0

Fiscal Year 2018

**Mission** The mission of the Commission on Judicial Disabilities and Tenure (CJDT) is to maintain public confidence in an independent, impartial, fair, and qualified judiciary, and to enforce the high standards of conduct judges must adhere to both on and off the bench.

## ▼ 2018 Strategic Objectives

Objective Number	Strategic Objective	# of Measures	# of Operations
1	Review and Investigate Judicial Misconduct Complaints	4	2
2	Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts	2	4
3	Conduct Performance and Fitness Reviews of Retiring and Senior Judges	2	4
4	Conduct Involuntary Retirement Proceedings	1	4
5	Create and maintain a highly efficient, transparent and responsive District government.**	9	0
<b>TOT</b>		<b>18</b>	<b>14</b>

## ▼ 2018 Key Performance Indicators

Measure	New Measure/ Benchmark Year	FY 2014 Actual	FY 2015 Target	FY 2015 Actual	FY 2016 Target	FY 2016 Actual	FY 2017 Target	FY 2017 Actual	FY 2018 Target
1 - Review and Investigate Judicial Misconduct Complaints (4 Measures)									
Number of complaints received		64	65	79	65	55	65	Data Forthcoming	50
Percent of complaints resolved within 30 days		62%	73%	73%	73%	58%	73%	Data Forthcoming	50%
Percent of Complaints resolved within 60 days		16%	21%	21%	21%	24%	21%	Data Forthcoming	40%
Percent of complaints leading to misconduct investigations		38%	38%	38%	38%	49.1%	38%	Data Forthcoming	38%
2 - Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts (2 Measures)									
Number of reappointment evaluations		3	5	5	4	4	2	Data Forthcoming	4

Percent of reappointment evaluation reports submitted before 60 days of term expiration	3%	5%	5%	4%	100%	100%	Data Forthcoming	100%
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**3 - Conduct Performance and Fitness Reviews of Retiring and Senior Judges (2 Measures)**

Number of fitness and performance reviews	13	16	14	18	19	8	Data Forthcoming	9
Percent of fitness and performance reviews submitted within 180 days of judge's request	13%	16%	14%	18%	100%	100%	Data Forthcoming	100%

**4 - Conduct Involuntary Retirement Proceedings (1 Measure)**

Number of involuntary retirements handled	Not available	Not available	0	0	0	0	Data Forthcoming	0
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We've revisited a project to standardize District wide measures for the Objective "Create and maintain a highly efficient, transparent and responsive District government." New measures will be tracked in FY18 and FY19 and published starting in the FY19 Performance Plan.

## 2018 Operations

Operations Header	Operations Title	Operations Description	Type of Operations	# of Measures	# of Strategic Initiatives
<b>1 - Review and Investigate Judicial Misconduct Complaints (2 Activities)</b>					
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Review complaints arising during monthly meetings	Daily Service	0	0
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Misconduct investigations	Daily Service	0	0
TOT				0	0
<b>2 - Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts (4 Activities)</b>					
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview attorneys in the public and private sectors who have appeared before the judge	Daily Service	0	0
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview Court personnel who have worked with the judge	Daily Service	0	0
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview the Chief Judge of the judge's Court.	Daily Service	0	0

▼ 2018 Workload Measures

Measure	New Measure/ Benchmark Year	FY 2014 Actual	FY 2015 Actual	FY2016 Actual	FY 2017 Actual
No measures found					

▼ Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
No strategic initiatives found		

SUPPORT	Support				
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Solicit comments concerning a judge's qualifications from the legal community and the general public.	Daily Service	0	0
TOT				0	0
<b>3 - Conduct Performance and Fitness Reviews of Retiring and Senior Judges (4 Activities)</b>					
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview attorneys in the public and private sectors who have appeared before the senior judge.	Daily Service	0	0
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview Court personnel who have worked with the senior judge	Daily Service	0	0
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview the Chief Judge of the judge's Court.	Daily Service	0	0
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Solicit comments concerning a senior judge's qualifications to continue judicial service from the legal community and the general public.	Daily Service	0	0
TOT				0	0
<b>4 - Conduct Involuntary Retirement Proceedings (4 Activities)</b>					
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Receive information concerning a judge's health/disability and commences an investigation	Daily Service	0	0
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Determine if an involuntary retirement hearing is warranted.	Daily Service	0	0
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Make findings of fact and a determination regarding the judge's health	Daily Service	0	0
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	File Orders of Involuntary Retirement	Daily Service	0	0
TOT				0	0
TOT				0	0