

Judges are evaluated by survey on their judicial performance midway through their term and prior to their retention election. Beginning in 2022, their survey evaluations include midterm and retention feedback. Newly appointed judges serve a two-year term and are evaluated prior to their retention election. The composite percentage table is an average of all evaluators who rated the judge "superior", "very good", or "satisfactory" in each of the Commission's evaluation categories. Some evaluators select "Can't Rate" on the questionnaire affecting the average response number within their respondent category. The JPR Commission votes whether a judge "Meets" or "Does Not Meet" Judicial Performance Standards, based on the survey information and any other information submitted by the public or the judge. Further information on the judges and justices can be found on each court's website.

**Commission on Judicial Performance Review  
Composite Percentage - Average of all Evaluation Categories**

**Superior Court in Maricopa County**

**Hon. Pamela Gates**

<b>2024</b>		
<b>Evaluation Category</b>	Total Survey Responses	Average Percentage of Satisfactory or Above
Legal Ability	49	98%
Integrity	137	99%
Communication Skills	146	98%
Judicial Temperament	154	98%
Administrative Performance	155	99%
Administrative Skills		
Settlement Activities	22	100%

Responses based upon 161 returned survey questionnaires from a distribution of 817 questionnaires. Survey respondents may not necessarily answer all survey questions.

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge: **Hon. Pamela Gates** Total Surveys: 153 Assignment: Juvenile Cycle: 2021 & 2023

Name of Judge	ATTORNEY					47		LIT/WIT/PRO PER					76		JUROR					30	
	SU	VG	SA	PO	UN	Resp	Mean	SU	VG	SA	PO	UN	Resp	Mean	SU	VG	SA	PO	UN	Resp	Mean
<b>Section I: Legal Ability</b>	<b>32</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>42</b>	<b>3.6</b>														
Legal reasoning ability	31	8	3	1	0	43	3.6														
Knowledge of substantive law	30	7	3	1	0	41	3.6														
Knowledge of rules of evidence	31	6	2	1	0	40	3.7														
Knowledge of rules of procedure	34	6	2	1	0	43	3.7														
<b>Section II: Integrity</b>	<b>31</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>3.7</b>	<b>39</b>	<b>19</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>3.5</b>	<b>24</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>3.9</b>
Basic fairness and impartiality	34	7	3	1	0	45	3.6	38	26	9	0	1	74	3.4	28	2	0	0	0	30	3.9
Equal treatment regardless of race	30	6	2	0	0	38	3.7	41	20	4	0	1	66	3.5	24	1	0	0	0	25	4.0
Equal treatment regardless of gender	32	6	1	1	0	40	3.7	40	21	6	0	0	67	3.5	26	2	0	0	0	28	3.9
Equal treatment regardless of religion	30	5	1	0	0	36	3.8	38	18	5	1	0	62	3.5	22	1	0	0	0	23	4.0
Equal treatment regardless of national origin	31	5	2	0	0	38	3.8	39	17	6	1	0	63	3.5	22	1	0	0	0	23	4.0
Equal treatment regardless of disability	31	5	2	0	0	38	3.8	38	17	6	1	0	62	3.5	24	1	0	0	0	25	4.0
Equal treatment regardless of age	31	6	2	0	0	39	3.7	41	17	7	0	1	66	3.5	26	2	0	0	0	28	3.9
Equal treatment regardless of sexual orientation	30	5	1	0	0	36	3.8	38	16	8	0	0	62	3.5	21	1	0	0	0	22	4.0
Equal treatment regardless of economic status	31	6	2	0	0	39	3.7	39	18	6	1	1	65	3.4	24	2	0	0	0	26	3.9
<b>Section III: Communication Skills</b>	<b>32</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>44</b>	<b>3.6</b>	<b>38</b>	<b>18</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>66</b>	<b>3.4</b>	<b>29</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>4.0</b>
Clear and logical communications																					
Clear and logical oral communications and directions	34	7	4	0	1	46	3.6														
Clear and logical written decisions	27	7	4	0	1	39	3.5														
Gave all parties an adequate opportunity to be heard	36	5	4	0	1	46	3.6														
Explained proceedings (to the jury)								42	19	8	2	0	71	3.4	30	0	0	0	0	30	4.0
Explained reason for delays								34	17	8	1	0	60	3.4	29	1	0	0	0	30	4.0
Clearly explained the juror's responsibilities															29	1	0	0	0	30	4.0
<b>Section IV: Judicial temperament</b>	<b>35</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>45</b>	<b>3.7</b>	<b>40</b>	<b>22</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>72</b>	<b>3.4</b>	<b>29</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>4.0</b>
Understanding and compassion	33	9	2	0	1	45	3.6	41	19	11	1	1	73	3.3	28	2	0	0	0	30	3.9
Dignified	35	7	2	0	1	45	3.7	41	23	6	2	0	72	3.4	28	2	0	0	0	30	3.9
Courteous	36	7	2	0	1	46	3.7	41	21	9	1	0	72	3.4	30	0	0	0	0	30	4.0
Conduct that promotes public confidence in the court	37	6	2	0	1	46	3.7	38	23	7	1	1	70	3.4	29	1	0	0	0	30	4.0
Patient	33	8	2	0	1	44	3.6	41	23	5	3	0	72	3.4	29	1	0	0	0	30	4.0
<b>Section V: Administrative Performance</b>	<b>30</b>	<b>8</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>44</b>	<b>3.5</b>	<b>44</b>	<b>23</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>74</b>	<b>3.5</b>	<b>29</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>4.0</b>
Punctual in conducting proceedings	30	10	3	1	0	44	3.6	44	22	8	0	0	74	3.5	28	2	0	0	0	30	3.9
Maintained proper control of courtroom	33	7	3	1	0	44	3.6	46	20	8	0	0	74	3.5	29	0	1	0	0	30	3.9
Prompt in making rulings and rendering decisions	27	8	7	1	1	44	3.3														
Was prepared for the proceedings	31	9	3	0	1	44	3.6	42	26	6	0	0	74	3.5	30	0	0	0	0	30	4.0
Respectful treatment of staff																					
Cooperation with peers																					
Efficient management of calendar	30	7	3	1	1	42	3.5														
<b>Section VI: Settlement Activities</b>	<b>16</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>3.6</b>														
Appropriately promoted or conducted settlement	16	4	2	0	0	22	3.6														

UN=Unacceptable, PO=Poor,  
SA=Satisfactory, VG=Very Good,  
SU=Superior

Category summaries are averages and may not add up due to rounding.

Surveys were distributed to court users from 02/2021 -09/2023

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge:	Total Surveys: 153					Assignment: Juvenile					Cycle: 2021 & 2023								
	ATTORNEY					47	LIT/WIT/PROPER					76	JUROR					30	
Hon. Pamela Gates	SU	VG	SA	PO	UN	Mean	SU	VG	SA	PO	UN	Mean	SU	VG	SA	PO	UN	Mean	
<b>Section I: Legal Ability</b>	<b>75%</b>	<b>16%</b>	<b>6%</b>	<b>2%</b>	<b>0%</b>	<b>3.6</b>													
Legal reasoning ability	72%	19%	7%	2%	0%	3.6													
Knowledge of substantive law	73%	17%	7%	2%	0%	3.6													
Knowledge of rules of evidence	78%	15%	5%	3%	0%	3.7													
Knowledge of rules of procedure	79%	14%	5%	2%	0%	3.7													
<b>Section II: Integrity</b>	<b>80%</b>	<b>15%</b>	<b>5%</b>	<b>1%</b>	<b>0%</b>	<b>3.7</b>	<b>60%</b>	<b>29%</b>	<b>10%</b>	<b>1%</b>	<b>1%</b>	<b>3.5</b>	<b>94%</b>	<b>6%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>3.9</b>	
Basic fairness and impartiality	76%	16%	7%	2%	0%	3.6	51%	35%	12%	0%	1%	3.4	93%	7%	0%	0%	0%	3.9	
Equal treatment regardless of race	79%	16%	5%	0%	0%	3.7	62%	30%	6%	0%	2%	3.5	96%	4%	0%	0%	0%	4.0	
Equal treatment regardless of gender	80%	15%	3%	3%	0%	3.7	60%	31%	9%	0%	0%	3.5	93%	7%	0%	0%	0%	3.9	
Equal treatment regardless of religion	83%	14%	3%	0%	0%	3.8	61%	29%	8%	2%	0%	3.5	96%	4%	0%	0%	0%	4.0	
Equal treatment regardless of national origin	82%	13%	5%	0%	0%	3.8	62%	27%	10%	2%	0%	3.5	96%	4%	0%	0%	0%	4.0	
Equal treatment regardless of disability	82%	13%	5%	0%	0%	3.8	61%	27%	10%	2%	0%	3.5	96%	4%	0%	0%	0%	4.0	
Equal treatment regardless of age	79%	15%	5%	0%	0%	3.7	62%	26%	11%	0%	2%	3.5	93%	7%	0%	0%	0%	3.9	
Equal treatment regardless of sexual orientation	83%	14%	3%	0%	0%	3.8	61%	26%	13%	0%	0%	3.5	95%	5%	0%	0%	0%	4.0	
Equal treatment regardless of economic status	79%	15%	5%	0%	0%	3.7	60%	28%	9%	2%	2%	3.4	92%	8%	0%	0%	0%	3.9	
<b>Section III: Communication Skills</b>	<b>74%</b>	<b>15%</b>	<b>9%</b>	<b>0%</b>	<b>2%</b>	<b>3.6</b>	<b>58%</b>	<b>27%</b>	<b>12%</b>	<b>2%</b>	<b>0%</b>	<b>3.4</b>	<b>98%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>	
Clear and logical communications																			
Clear and logical oral communications and directions	74%	15%	9%	0%	2%	3.6													
Clear and logical written decisions	69%	18%	10%	0%	3%	3.5													
Gave all parties an adequate opportunity to be heard	78%	11%	9%	0%	2%	3.6													
Explained proceedings (to the jury)							59%	27%	11%	3%	0%	3.4	100%	0%	0%	0%	0%	4.0	
Explained reason for delays							57%	28%	13%	2%	0%	3.4	97%	3%	0%	0%	0%	4.0	
Clearly explained the juror's responsibilities													97%	3%	0%	0%	0%	4.0	
<b>Section IV: Judicial temperament</b>	<b>77%</b>	<b>16%</b>	<b>4%</b>	<b>0%</b>	<b>2%</b>	<b>3.7</b>	<b>56%</b>	<b>30%</b>	<b>11%</b>	<b>2%</b>	<b>1%</b>	<b>3.4</b>	<b>96%</b>	<b>4%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>	
Understanding and compassion	73%	20%	4%	0%	2%	3.6	56%	26%	15%	1%	1%	3.3	93%	7%	0%	0%	0%	3.9	
Dignified	78%	16%	4%	0%	2%	3.7	57%	32%	8%	3%	0%	3.4	93%	7%	0%	0%	0%	3.9	
Courteous	78%	15%	4%	0%	2%	3.7	57%	29%	13%	1%	0%	3.4	100%	0%	0%	0%	0%	4.0	
Conduct that promotes public confidence in the court	80%	13%	4%	0%	2%	3.7	54%	33%	10%	1%	1%	3.4	97%	3%	0%	0%	0%	4.0	
Patient	75%	18%	5%	0%	2%	3.6	57%	32%	7%	4%	0%	3.4	97%	3%	0%	0%	0%	4.0	
<b>Section V: Administrative Performance</b>	<b>69%</b>	<b>19%</b>	<b>9%</b>	<b>2%</b>	<b>1%</b>	<b>3.5</b>	<b>59%</b>	<b>31%</b>	<b>10%</b>	<b>0%</b>	<b>0%</b>	<b>3.5</b>	<b>97%</b>	<b>2%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>	
Punctual in conducting proceedings	68%	23%	7%	2%	0%	3.6	59%	30%	11%	0%	0%	3.5	93%	7%	0%	0%	0%	3.9	
Maintained proper control of courtroom	75%	16%	7%	2%	0%	3.6	62%	27%	11%	0%	0%	3.5	97%	0%	3%	0%	0%	3.9	
Prompt in making rulings and rendering decisions	61%	18%	16%	2%	2%	3.3													
Was prepared for the proceedings	70%	20%	7%	0%	2%	3.6	57%	35%	8%	0%	0%	3.5	100%	0%	0%	0%	0%	4.0	
Respectful treatment of staff																			
Cooperation with peers																			
Efficient management of calendar	71%	17%	7%	2%	2%	3.5													
<b>Section VI: Settlement Activities</b>	<b>73%</b>	<b>18%</b>	<b>9%</b>	<b>0%</b>	<b>0%</b>	<b>3.6</b>													
Appropriately promoted or conducted settlement	73%	18%	9%	0%	0%	3.6													

UN=Unacceptable, PO=Poor,  
 SA=Satisfactory, VG=Very Good,  
 SU=Superior

Category summaries are averages and may not add up due to rounding.

Surveys were distributed to court users from 02/2021 - 09/2023

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge:	Total Surveys: 8					Fall 2023	
	PEER JUDGE					Total	Mean
Hon. Pamela Gates	EX	VG	AC	PO	FA		
<b>Section I: Legal Ability</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>5.0</b>
Decisions based on law and facts	6	0	0	0	0	6	5.0
Knowledge of rules of evidence	8	0	0	0	0	8	5.0
Knowledge of rules of procedure	8	0	0	0	0	8	5.0
<b>Section II: Integrity</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>5.0</b>
Unbiased and impartial	7	0	0	0	0	7	5.0
<b>Section III: Communication Skills</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>5.0</b>
Communication skills	7	0	0	0	0	7	5.0
<b>Section IV: Judicial temperament</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>5.0</b>
Conduct that promotes public confidence in the court and judge's ability	7	0	0	0	0	7	5.0
Respectful to all individuals	7	0	0	0	0	7	5.0
<b>Section V: Administrative Performance</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>5.0</b>
Works effectively with other judges	8	0	0	0	0	8	5.0
Works effectively with court personnel	7	0	0	0	0	7	5.0
Efficient management of calendar	6	0	0	0	0	6	5.0
Does a fair share of work	8	0	0	0	0	8	5.0

FA=Failing, PO=Poor,  
AC=Acceptable, VG=Very Good,  
EX=Excellent

Category summaries are averages and may not add up due to rounding.

Surveys were distributed to court  
users from 09/2023 - 11/2023

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge:	Total Surveys: 8					Fall 2023
Hon. Pamela Gates	PEER JUDGE					Mean
	EX	VG	AC	PO	FA	
<b>Section I: Legal Ability</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>5.0</b>
Decisions based on law and facts	100%	0%	0%	0%	0%	5.0
Knowledge of rules of evidence	100%	0%	0%	0%	0%	5.0
Knowledge of rules of procedure	100%	0%	0%	0%	0%	5.0
<b>Section II: Integrity</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>5.0</b>
Unbiased and impartial	100%	0%	0%	0%	0%	5.0
<b>Section III: Communication Skills</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>5.0</b>
Communication skills	100%	0%	0%	0%	0%	5.0
<b>Section IV: Judicial temperament</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>5.0</b>
Conduct that promotes public confidence in the court and judge's ability	100%	0%	0%	0%	0%	5.0
Respectful to all individuals	100%	0%	0%	0%	0%	5.0
<b>Section V: Administrative Performance</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>5.0</b>
Works effectively with other judges	100%	0%	0%	0%	0%	5.0
Works effectively with court personnel	100%	0%	0%	0%	0%	5.0
Efficient management of calendar	100%	0%	0%	0%	0%	5.0
Does a fair share of work	100%	0%	0%	0%	0%	5.0

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Category summaries are averages and may not add up due to rounding.

Surveys were distributed to court  
users from 09/2023 - 11/2023