

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. Michael W. Kemp**

<b>2024</b>		
<b>Evaluation Category</b>	Total Survey Responses	Average Percentage of Satisfactory or Above
Legal Ability	73	93%
Integrity	106	98%
Communication Skills	117	94%
Judicial Temperament	121	97%
Administrative Performance	119	96%
Settlement Activities	39	92%

Responses based upon 126 returned survey questionnaires from a distribution of 612 questionnaires. Survey respondents may not necessarily answer all survey questions.

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge:

Total Surveys: 111

Assignment: Criminal

Cycle: 2021 & 2023

Hon. Michael W. Kemp

	ATTORNEY							LIT/WIT/PRO PER					3			JUROR					38	
	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>31</b>	<b>17</b>	<b>8</b>	<b>2</b>	<b>4</b>	<b>60</b>	<b>3.2</b>															
Legal reasoning ability	29	20	7	2	4	62	3.1															
Knowledge of substantive law	31	18	7	1	4	61	3.2															
Knowledge of rules of evidence	29	13	8	2	3	55	3.1															
Knowledge of rules of procedure	34	15	8	2	3	62	3.2															
<b>Section II: Integrity</b>	<b>32</b>	<b>14</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>54</b>	<b>3.4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3.3</b>	<b>33</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>37</b>	<b>3.9</b>	
Basic fairness and impartiality	36	20	6	4	2	68	3.2	1	1	1	0	0	3	3.0	34	4	0	0	0	38	3.9	
Equal treatment regardless of race	32	13	7	1	0	53	3.4	1	0	1	0	0	2	3.0	35	3	0	0	0	38	3.9	
Equal treatment regardless of gender	33	14	6	1	0	54	3.5	1	0	1	0	0	2	3.0	34	4	0	0	0	38	3.9	
Equal treatment regardless of religion	30	12	6	1	0	49	3.4	1	1	0	0	0	2	3.5	32	3	0	0	0	35	3.9	
Equal treatment regardless of national origin	30	13	7	1	0	51	3.4	1	1	0	0	0	2	3.5	33	3	0	0	0	36	3.9	
Equal treatment regardless of disability	30	12	6	1	0	49	3.4	1	1	0	0	0	2	3.5	31	4	0	0	0	35	3.9	
Equal treatment regardless of age	34	13	7	1	0	55	3.5	1	1	0	0	0	2	3.5	33	4	0	0	0	37	3.9	
Equal treatment regardless of sexual orientation	31	12	6	1	0	50	3.5	1	1	0	0	0	2	3.5	31	3	1	0	0	35	3.9	
Equal treatment regardless of economic status	34	13	6	2	0	55	3.4	1	1	0	0	0	2	3.5	33	4	0	0	0	37	3.9	
<b>Section III: Communication Skills</b>	<b>35</b>	<b>17</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>63</b>	<b>3.2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1.8</b>	<b>35</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>3.9</b>	
Clear and logical communications																						
Clear and logical oral communications and directions	36	19	5	4	3	67	3.2															
Clear and logical written decisions	31	13	4	4	3	55	3.2															
Gave all parties an adequate opportunity to be heard	37	19	5	5	2	68	3.2															
Explained proceedings (to the jury)								0	0	1	1	0	2	1.5	36	1	1	0	0	38	3.9	
Explained reason for delays								0	0	2	0	0	2	2.0	34	2	1	0	0	37	3.9	
Clearly explained the juror's responsibilities															35	2	1	0	0	38	3.9	
<b>Section IV: Judicial temperament</b>	<b>40</b>	<b>12</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>67</b>	<b>3.3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2.8</b>	<b>34</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>3.9</b>	
Understanding and compassion	35	13	13	3	1	65	3.2	0	1	1	0	0	2	2.5	34	3	1	0	0	38	3.9	
Dignified	42	12	11	1	1	67	3.4	1	1	0	0	0	2	3.5	34	3	1	0	0	38	3.9	
Courteous	42	12	11	1	1	67	3.4	1	0	2	0	0	3	2.7	34	3	1	0	0	38	3.9	
Conduct that promotes public confidence in the court	42	11	11	1	3	68	3.3	1	0	1	0	0	2	3.0	35	2	1	0	0	38	3.9	
Patient	37	14	11	4	1	67	3.2	1	0	2	0	0	3	2.7	33	4	1	0	0	38	3.8	
<b>Section V: Administrative Performance</b>	<b>41</b>	<b>12</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>64</b>	<b>3.4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3.3</b>	<b>35</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>3.9</b>	
Punctual in conducting proceedings	40	13	9	3	1	66	3.3	1	2	0	0	0	3	3.3	33	5	0	0	0	38	3.9	
Maintained proper control of courtroom	43	10	8	3	1	65	3.4	2	1	0	0	0	3	3.7	37	1	0	0	0	38	4.0	
Prompt in making rulings and rendering decisions	38	13	8	1	2	62	3.4															
Was prepared for the proceedings	41	14	6	2	3	66	3.3	1	1	1	0	0	3	3.0	36	2	0	0	0	38	3.9	
Respectful treatment of staff																						
Cooperation with peers																						
Efficient management of calendar	41	12	5	4	1	63	3.4															
<b>Section VI: Settlement Activities</b>	<b>26</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>39</b>	<b>3.4</b>															
Appropriately promoted or conducted settlement	26	8	2	2	1	39	3.4															

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: 111						Assignment: Criminal					Cycle: 2021 & 2023						
Hon. Michael W. Kemp	ATTORNEY					70 Mean	LIT/WIT/PROPER					3 Mean	JUROR					38 Mean
	SU	VG	SA	PO	UN		SU	VG	SA	PO	UN		SU	VG	SA	PO	UN	
<b>Section I: Legal Ability</b>	<b>51%</b>	<b>28%</b>	<b>13%</b>	<b>3%</b>	<b>6%</b>	<b>3.2</b>												
Legal reasoning ability	47%	32%	11%	3%	6%	3.1												
Knowledge of substantive law	51%	30%	11%	2%	7%	3.2												
Knowledge of rules of evidence	53%	24%	15%	4%	5%	3.1												
Knowledge of rules of procedure	55%	24%	13%	3%	5%	3.2												
<b>Section II: Integrity</b>	<b>60%</b>	<b>25%</b>	<b>12%</b>	<b>3%</b>	<b>0%</b>	<b>3.4</b>	<b>47%</b>	<b>37%</b>	<b>16%</b>	<b>0%</b>	<b>0%</b>	<b>3.3</b>	<b>90%</b>	<b>10%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>3.9</b>
Basic fairness and impartiality	53%	29%	9%	6%	3%	3.2	33%	33%	33%	0%	0%	3.0	89%	11%	0%	0%	0%	3.9
Equal treatment regardless of race	60%	25%	13%	2%	0%	3.4	50%	0%	50%	0%	0%	3.0	92%	8%	0%	0%	0%	3.9
Equal treatment regardless of gender	61%	26%	11%	2%	0%	3.5	50%	0%	50%	0%	0%	3.0	89%	11%	0%	0%	0%	3.9
Equal treatment regardless of religion	61%	24%	12%	2%	0%	3.4	50%	50%	0%	0%	0%	3.5	91%	9%	0%	0%	0%	3.9
Equal treatment regardless of national origin	59%	25%	14%	2%	0%	3.4	50%	50%	0%	0%	0%	3.5	92%	8%	0%	0%	0%	3.9
Equal treatment regardless of disability	61%	24%	12%	2%	0%	3.4	50%	50%	0%	0%	0%	3.5	89%	11%	0%	0%	0%	3.9
Equal treatment regardless of age	62%	24%	13%	2%	0%	3.5	50%	50%	0%	0%	0%	3.5	89%	11%	0%	0%	0%	3.9
Equal treatment regardless of sexual orientation	62%	24%	12%	2%	0%	3.5	50%	50%	0%	0%	0%	3.5	89%	9%	3%	0%	0%	3.9
Equal treatment regardless of economic status	62%	24%	11%	4%	0%	3.4	50%	50%	0%	0%	0%	3.5	89%	11%	0%	0%	0%	3.9
<b>Section III: Communication Skills</b>	<b>55%</b>	<b>27%</b>	<b>7%</b>	<b>7%</b>	<b>4%</b>	<b>3.2</b>	<b>0%</b>	<b>0%</b>	<b>75%</b>	<b>25%</b>	<b>0%</b>	<b>1.8</b>	<b>93%</b>	<b>4%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>3.9</b>
Clear and logical communications																		
Clear and logical oral communications and directions	54%	28%	7%	6%	4%	3.2												
Clear and logical written decisions	56%	24%	7%	7%	5%	3.2												
Gave all parties an adequate opportunity to be heard	54%	28%	7%	7%	3%	3.2												
Explained proceedings (to the jury)							0%	0%	50%	50%	0%	1.5	95%	3%	3%	0%	0%	3.9
Explained reason for delays							0%	0%	100%	0%	0%	2.0	92%	5%	3%	0%	0%	3.9
Clearly explained the juror's responsibilities													92%	5%	3%	0%	0%	3.9
<b>Section IV: Judicial temperament</b>	<b>59%</b>	<b>19%</b>	<b>17%</b>	<b>3%</b>	<b>2%</b>	<b>3.3</b>	<b>33%</b>	<b>17%</b>	<b>50%</b>	<b>0%</b>	<b>0%</b>	<b>2.8</b>	<b>89%</b>	<b>8%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>3.9</b>
Understanding and compassion	54%	20%	20%	5%	2%	3.2	0%	50%	50%	0%	0%	2.5	89%	8%	3%	0%	0%	3.9
Dignified	63%	18%	16%	1%	1%	3.4	50%	50%	0%	0%	0%	3.5	89%	8%	3%	0%	0%	3.9
Courteous	63%	18%	16%	1%	1%	3.4	33%	0%	67%	0%	0%	2.7	89%	8%	3%	0%	0%	3.9
Conduct that promotes public confidence in the court	62%	16%	16%	1%	4%	3.3	50%	0%	50%	0%	0%	3.0	92%	5%	3%	0%	0%	3.9
Patient	55%	21%	16%	6%	1%	3.2	33%	0%	67%	0%	0%	2.7	87%	11%	3%	0%	0%	3.8
<b>Section V: Administrative Performance</b>	<b>63%</b>	<b>19%</b>	<b>11%</b>	<b>4%</b>	<b>2%</b>	<b>3.4</b>	<b>44%</b>	<b>44%</b>	<b>11%</b>	<b>0%</b>	<b>0%</b>	<b>3.3</b>	<b>93%</b>	<b>7%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>3.9</b>
Punctual in conducting proceedings	61%	20%	14%	5%	2%	3.3	33%	67%	0%	0%	0%	3.3	87%	13%	0%	0%	0%	3.9
Maintained proper control of courtroom	66%	15%	12%	5%	2%	3.4	67%	33%	0%	0%	0%	3.7	97%	3%	0%	0%	0%	4.0
Prompt in making rulings and rendering decisions	61%	21%	13%	2%	3%	3.4												
Was prepared for the proceedings	62%	21%	9%	3%	5%	3.3	33%	33%	33%	0%	0%	3.0	95%	5%	0%	0%	0%	3.9
Respectful treatment of staff																		
Cooperation with peers																		
Efficient management of calendar	65%	19%	8%	6%	2%	3.4												
<b>Section VI: Settlement Activities</b>	<b>67%</b>	<b>21%</b>	<b>5%</b>	<b>5%</b>	<b>3%</b>	<b>3.4</b>												
Appropriately promoted or conducted settlement	67%	21%	5%	5%	3%	3.4												

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: 15					Fall 2023	
	PEER JUDGE					Total	Mean
Hon. Michael W. Kemp	EX	VG	AC	PO	FA		
<b>Section I: Legal Ability</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>5.0</b>
Decisions based on law and facts	14	0	0	0	0	14	5.0
Knowledge of rules of evidence	13	0	0	0	0	13	5.0
Knowledge of rules of procedure	13	0	0	0	0	13	5.0
<b>Section II: Integrity</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>5.0</b>
Unbiased and impartial	14	0	0	0	0	14	5.0
<b>Section III: Communication Skills</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>4.9</b>
Communication skills	13	1	0	0	0	14	4.9
<b>Section IV: Judicial temperament</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>5.0</b>
Conduct that promotes public confidence in the court and judge's ability	14	0	0	0	0	14	5.0
Respectful to all individuals	13	1	0	0	0	14	4.9
<b>Section V: Administrative Performance</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>4.9</b>
Works effectively with other judges	14	0	0	0	0	14	5.0
Works effectively with court personnel	13	0	0	0	0	13	5.0
Efficient management of calendar	13	0	0	0	0	13	5.0
Does a fair share of work	11	0	2	0	0	13	4.7

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: 15					Fall 2023
	PEER JUDGE					Mean
Hon. Michael W. Kemp	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>93%</b>	<b>7%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.9</b>
Communication skills	93%	7%	0%	0%	0%	4.9
<b>Section IV: Judicial temperament</b>	<b>96%</b>	<b>4%</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	93%	7%	0%	0%	0%	4.9
<b>Section V: Administrative Performance</b>	<b>96%</b>	<b>0%</b>	<b>4%</b>	<b>0%</b>	<b>0%</b>	<b>4.9</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	85%	0%	15%	0%	0%	4.7

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