



2025 Annual Jury Program Report – Revised May 6, 2026

Prepared by
Lauren Kozlowski
Waukesha County Jury Coordinator

This version corrects data transposition errors found on page 7 under Jury Program Costs. “Annual Cost”, “Total Jury Days”, “Trial Day Cost”, and “Costs Assessed to Party” have been transposed for the 2023 and 2024 years.

Monica Paz
Clerk of Circuit Court
Waukesha County, Wisconsin
515 W. Moreland Blvd., C380
Waukesha, WI 53187
262-896-8525

Waukesha County Circuit Court 2025 Jury Program Report

The right to a trial by jury is the cornerstone of American democracy, guaranteed by both state and federal constitutions. Jury decisions profoundly impact individual rights and freedom, making the willingness of citizens to serve essential to maintaining a representative and impartial justice system. Even those who report for service but are not selected play a vital role in upholding this judicial standard.

Jury service is a fundamental duty of citizenship, comparable to paying taxes and voting. Waukesha County is committed to administering a jury system that employs effective techniques to ensure fiscal responsibility and operational efficiency. Our goal is to maintain the confidence of judges, legal counsel, litigants, and the public in the fairness of our impaneled juries, while ensuring jurors have the necessary tools to render informed judgments.

In accordance with Wisconsin Supreme Court Rules, this report analyzes the annual performance of the jury system based on the following criteria:

1. If the department list or master list is representative and inclusive of the population of the circuit;
2. The effectiveness of the summoning and qualification procedures;
3. The responsiveness of prospective jurors to their summonses for jury duty;
4. If jurors and prospective jurors are used efficiently; and
5. The cost-effectiveness of the jury system.

The following report includes specific information related to these criteria. It also provides the details related to the Jury Program operations and highlights many improvements that have been made to the Waukesha County Jury Program over the past several years.

Waukesha County Circuit Courts is dedicated to administering a Jury Program that is efficient and fiscally responsible. We continually look for ways to improve the quality, efficiency and cost-effectiveness of our jury system, and this report highlights these efforts.



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Development of a Prospective Jury List

Every resident in Waukesha County who is at least 18 years of age, a U.S. citizen, and able to understand the English language is qualified to serve as a juror unless that resident has been convicted of a felony and has not had his or her civil rights restored. The annual selection of Waukesha County jurors begins with a request for a specific number of records from the Wisconsin Department of Transportation (DOT). The DOT provides a source list of valid licensed drivers (including suspended and revoked) and identification card holders. The table below represents three years of data involved in developing a list of Waukesha County citizens available to serve as a juror:

	2025	2024	2023
# of records on Waukesha County 2024 Wisconsin Interactive Statistics on Health (WISH) Census Report	331,998	327,018	325,452
# of Waukesha County records requested from DOT	13,375	13,000	16,500
# of DOT records not loaded into the CCAP database for the following reasons: deceased, previous permanent excusal, four year disqualification, under the age of 18	1,881 (14%)	1,716 (15%)	2,228 (14%)
# of prospective jurors	11,494	11,284	14,272

Balance and Inclusiveness

The Wisconsin Supreme Court Rules require that this source list be representative and inclusive of the population of the county. Data from the U.S. census for the county for persons 18 years of age and older by race and gender are compared to the master list to ensure fair representation and inclusiveness exists. The following comparison data confirms the master list and prospective jury list are representative and inclusive of the population of Waukesha County for persons 18 years or older in all areas measured.

Persons 18+ Years Old		Census Year		Jury Year Master List		Prospective Jury List	
		#	%	#	%	#	%
<u>Gender</u>	Male	163,272	49.18%	162,579	48.81%	5,634	49.02%
	Female	168,726	50.82%	170,510	51.19%	5,860	50.98%
		331,998		333,089		11,494	
<u>Age</u>	18-24	30,760	9.27%	33,967	10.20%	1,339	11.65%
	25-44	99,322	29.92%	98,242	29.49%	3,428	29.82%
	45-64	110,942	33.42%	108,725	32.64%	3,680	32.02%
	65+	90,974	27.40%	92,155	27.67%	3,047	26.51%
	Unknown	0	0.00%	0	0.00%	0	0.00%
			331,998		333,089		11,494
<u>Race</u>	Black/African- Amer	6,181	1.86%	6,495	1.95%	251	2.18%
	Amer Indian/Alaska Native	769	0.23%	623	0.19%	28	0.24%
	Asian/Pacific Islander	14,213	4.28%	10,543	3.17%	425	3.70%
	White/Caucasian	289,665	87.25%	273,029	81.97%	9,858	85.77%
	Hispanic	17,388	5.24%	8,002	2.40%	417	3.63%
	Other/Unknown	3,782	1.14%	34,397	10.33%	515	4.48%
			331,998		333,089		11,494

Qualification and Summoning

Waukesha County uses a one-step qualification and summoning system. Upon receipt of the qualification questionnaire and jury summons, prospective jurors are instructed to complete an online or paper qualification questionnaire and return it to the court. Based on the results of the questionnaires, some citizens may be disqualified, excused, or permanently excused and are notified by court staff. If a citizen does qualify for jury service, they follow the instruction they receive with the summons.

On a weekly basis, court staff determines the number of jurors needed to appear for jury selection based upon a variety of factors. Generally, the type of case or the charges and the anticipated length of a jury trial will determine the number of jurors summoned and brought in for jury selection in addition to other factors such as the number of jurors who may not be qualified. For example, a specified number of jurors are required to appear for a criminal misdemeanor trial, but a different number of jurors are summoned for a termination of parental rights or a criminal felony sexual assault trial. While there are general guidelines applied, each case is also examined carefully for its own unique needs such as the nature of the crime(s), the complexity of the dispute, whether it is a high-profile case and many other factors to ensure the proper number of jurors are available for the jury selection process. The table below depicts the number of individuals who received a qualification questionnaire and jury summons and our juror usage in the past three years:

	2025 Jury Year		2024 Jury Year		2023 Jury Year	
	#	%	#	%	#	%
# of Qualification Questionnaire & Summons Sent	11,099	-	10,189	-	11,069	-
Questionnaires Returned	10,627	96%	9,740	96%	10,655	96%
Returned Online	8,231	77%	6,786	70%	7,344	69%
Returned Via USPS	2,396	23%	2,954	30%	3,311	31%
Jurors Ineligible/Unavailable	2,975	28%	2,725	28%	2,860	27%
Qualified Jurors	7,652	72%	7,015	72%	7,795	73%
# of Qualified Citizens Postponed	2,664	35%	2,454	35%	2,687	34%
Online Postponement	2,040	77%	1,799	73%	2,060	77%
Postponement Via USPS/Phone	624	23%	655	27%	627	23%
Text Reminders Sent	27,131		23,983		24,498	
Email Reminders Sent	26,328		22,971		24,693	
Jurors Required to Report	2,801	37%	2,940	42%	2,866	37%
Jurors Sent to Voir Dire	2,534	90%	2,448	83%	2,413	84%
Jurors Questioned in Voir Dire	2,001	79%	1,918	78%	1,898	79%
Jurors Not Questioned in Voir Dire	533	21%	530	22%	515	21%
Jurors Sworn	1,028	37%	1,050	36%	1,033	36%
Jurors Who Reported and Not Used	305	11%	492	17%	453	16%

Jury Trial Information

In 2025, there were 100 jury trials in which jurors were called to report in for service. Status conferences are held before each jury trial for the purpose of determining whether the case is “trial ready.” Occasionally, cases settle, are dismissed, or are adjourned on trial day despite our best attempts to take care of matters at the status conference. While the judicial system is designed to avoid these once jurors appear, there are many factors that result in cases not proceeding to jury trials. In 2025, thirteen (13) cases did not proceed to a jury trial as follows: four (4) trials were adjourned; four (4) trials did not begin because a plea was entered by the defendant; one (1) trial the case was dismissed; one (1) trial a court trial was requested; two (2) trials the defendant did not appear; and one (1) trial the case was suspended. The following is a breakdown of the trial activity for the past three years:

	<u>2025</u>			<u>2024</u>			<u>2023*</u>		
	# of Jury Trials Tried	# of Jury Trials that did not begin.	Total Trial Days	# of Jury Trials Tried	# of Jury Trials that did not begin.	Total Trial Days	# of Jury Trials Tried	# of Jury Trials that did not begin.	Total Trial Days
<u>CRIMINAL/ TRAFFIC</u>									
Felony	51	7	116	50	15	127	53	12	139
Crim Misd	11	1	12	15	2	22	11*	5*	19
Crim Traffic	10	3	16	7	0	10	3	1	4
Traffic	7	0	8	0	1	1	3	1	4
Forfeiture	0	0	0	1	0	1	0	0	0
SUBTOTAL	79	11	152	73	18	161	70*	19*	166
<u>CIVIL</u>									
Large Claim	5	2	16	8	1	34	13	0	28
Small Claim	1	0	1	0	0	0	0	0	0
SUBTOTAL	6	2	17	8	1	34	13	0	28
<u>PROBATE</u>									
Guardianship	0	0	0	0	0	0	0	0	0
Probate	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0
<u>JUVENILE</u>									
Commitment	1	0	1	0	0	0	0	0	0
Juvenile	0	0	0	0	0	0	0	0	0
TermParRght	1	0	4	3	0	7	1	1	4
SUBTOTAL	2	0	5	3	0	7	1	1	4
TOTAL	87	13	174	84	19	202	84*	20*	198

*Beginning in 2024 our column titles changed from “# of Jury Trials Tried to Verdict” and “# of Jury Trials that did not begin, or began but ended with a dismissal, a plea, a hung jury, or an adjournment”, therefore an adjustment in the data for 2023 was made.

Jury Program Costs

Over the years, Waukesha County has implemented several significant changes to the Jury Program. Best practices are developed from national trends, research in jury program operations and internally to create efficiencies in program management using technology. These program enhancements can have a beneficial impact on program expenses.

Year-to-year expenses for the Jury Program are impacted by the number of trials and number of trial days each year. The most significant expenses in the program are the daily juror per diem and travel fee. Juror supplies such as beverages are provided in the Jury Assembly Room and all jury deliberation rooms. Meals are provided to jurors during trial deliberations. Other program expenses include printing, postage, and Civilian Jury Bailiffs. The cost of sworn officers providing security in the courtrooms is not included in the Jury Program expenses. Below is the three-year history of program expenses:

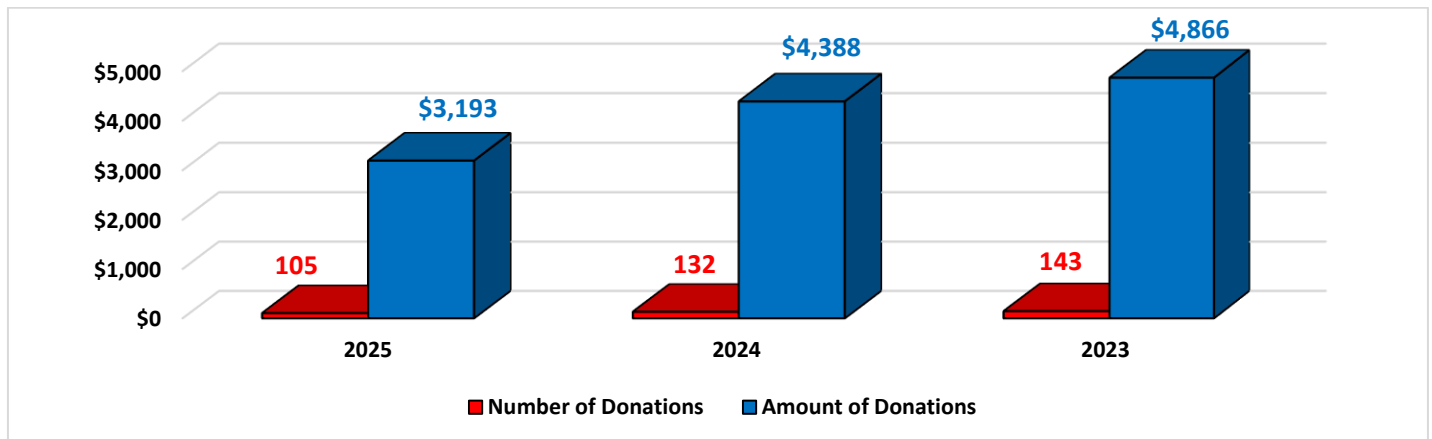
	<u>2025</u>	<u>2024</u>	<u>2023</u>
Miscellaneous*	\$6,172 (3.5%)	\$6,645 (3%)	\$4,682 (3%)
Postage	\$14,288 (8%)	\$12,582 (6%)	\$12,342 (7%)
Civilian Jury Bailiffs	\$37,578 (22%)	\$41,133 (21%)	\$41,670 (22%)
Food	\$4,319 (2.5%)	\$5,740 (3%)	\$5,239 (3%)
Travel Fee	\$26,236 (15%)	\$29,785 (15%)	\$27,776 (15%)
Juror Per Diem	\$83,595 (49%)	\$100,260 (51%)	\$93,516 (50%)
Annual Cost	\$172,188	\$196,145	\$185,225
Total Jury Days	174	202	198
Trial Day Cost	\$990	\$971	\$935
Costs Assessed to Party**	\$3,010	\$2,532	\$2,352

*Miscellaneous cost includes beverages, printing, and office supplies. Court security expenses provided by the Waukesha Sheriff's Department are not included in this summary of jury expenses.

**Costs assessed by the court due to trial settling/ adjourned the morning of trial.

Voluntary Juror Donation Program

Waukesha County's Voluntary Juror Donation Program allows jurors to voluntarily donate their jury pay and/or travel fee back to the Jury Program. The donated funds cannot be used to offset Jury Program operating expenses, but instead are to be used for improvements to the Jury Program such as snacks for the deliberation rooms. Below is a three-year summary of voluntary juror donations:



Online Juror Exit Survey

The Voluntary Juror Exit Survey is available on the court’s website, the jury assembly room, and the jury deliberation rooms. All jurors are encouraged to provide feedback regarding their jury service experience. 981 jurors voluntarily completed the survey in 2025 and provided numerous comments about their experience. The results of the 2025, 2024 and 2023 surveys are shown below:

	2025 (981 Surveys)				2024 (1203 Surveys)				2023 (1081 Surveys)			
	Strongly Agree/ Agree	Neither Agree or Disagree	Strongly Disagree / Disagree	N/A Blank	Strongly Agree/ Agree	Neither Agree or Disagree	Strongly Disagree / Disagree	N/A Blank	Strongly Agree/ Agree	Neither Agree or Disagree	Strongly Disagree / Disagree	N/A Blank
Summons, Brochure, or Materials Provided	98%	1%	0%	0%	99%	1%	0%	0%	98%	1%	1%	0%
Telephone Call-In System	97%	1%	0%	1%	96%	2%	0%	2%	98%	1%	0%	1%
Jury Website	66%	10%	0%	23%	64%	10%	0%	26%	64%	9%	1%	26%
Text/Email	96%	2%	0%	2%	97%	1%	0%	1%	98%	1%	0%	1%
Physical Safety	97%	2%	1%	1%	96%	2%	0%	1%	96%	2%	1%	1%
Treatment by Jury Staff	100%	0%	0%	0%	99%	0%	0%	0%	98%	1%	0%	1%
Jury Video	94%	4%	0%	1%	88%	7%	1%	4%	91%	7%	1%	2%
Juror Orientation	97%	1%	0%	1%	96%	2%	0%	2%	94%	4%	0%	2%
JAR Physical Comforts	92%	5%	2%	0%	92%	4%	2%	1%	90%	5%	2%	2%
Treatment by Courtroom Staff	92%	1%	0%	6%	90%	0%	0%	9%	88%	1%	0%	11%
Treatment by Civilian Bailiff	92%	1%	0%	7%	87%	1%	0%	11%	86%	1%	0%	12%
Courtroom Comforts	87%	4%	2%	7%	82%	4%	2%	12%	80%	4%	3%	13%
Deliberation Room Comforts	67%	3%	0%	30%	68%	2%	1%	30%	65%	2%	1%	32%
Your Overall Opinion of Jury Service	88%	8%	1%	2%	86%	11%	1%	3%	84%	10%	1%	4%

The information received from the Juror Exit Questionnaire is analyzed to identify improvements and juror comfort. One of the most relevant pieces of data captured through this survey is the overall opinion of jury

service. Of the 981 jurors who completed the 2025 survey, 88% strongly agreed or agreed their experience was better than expected. The feedback is very helpful to program management as we are continuously looking for ways to improve. Responses are reviewed carefully and changes are often made to address the expressed concerns. Samples of some comments we have received follow:

- Seat in boxes poor, cumbersome for a new build. Even the judge apologized for new uncomfortable setting. Toilets in jury area better in a daycare setting and need to be replaced.
- Didn't like having to remove and redress waist belt. Not enough room for redress and dealing with the concern of my pants falling off.
- All staff were awesome! Felt uncomfortable walking in/out and seeing defendant. I think that there should be a separate entrance for jurors and others.
- This was my first jury duty, and although I was dismissed, the entire process was significantly more enjoyable than I was fearing. The ladies in the Jury assembly room were amazing and made the experience more enjoyable. Judge Aprahamian came in and talked with us a bit and eased my nerves quite a bit about serving. In the courtroom, Judge Ramirez was great!
- Loved that you had beverages available while waiting and both beverages and snacks were provided once selected to the jury. So, so nice to have water. Milwaukee didn't have that when I served there. So it was super nice and an unexpected. Really appreciated it.
- I felt the experience was overall very positive for my first time being summoned. Everything was explained well and all staff were friendly and knowledgeable. I hope to have the opportunity to serve again in 4 years. Great job Waukesha County.
- It would be nice to have cup holders in the jury box so people don't need to put their drink on the ledge or floor.
- It was honestly incredibly positive and well organized. Our Bailiff (Mike) was over the top fantastic. The judge was incredibly professional and helpful to educate us.
- I would definitely continue the email and text alerts – I found that extremely beneficial!
- In this digital age, it seems wild to me that I can't look up my juror number and pool number online. I was in a panic looking for my summons the night before my service, and the fact that you don't have your jurors call in until after the offices are closed meant that I could receive no help at all until it was too late.
- I was very pleased with how Bailiff Michael helped with my scent sensitivity issues so I could still participate in the process.
- The Civilian Bailiff, Mike, was excellent and made the experience positive. The white noise is loud and obnoxious. The slamming of the courtroom door from the clerk was loud, could use a slower door stop to make it not slam.
- I think you should at least pay the minimum wage to jurors & give them a food voucher to eat in the cafeteria. Some people are losing money by serving & process are so high now that it can really be a burden. Other than that, the situation was very professional & jurors are treated very well.
- An online portal or place to login rather than having to make a phone call and listen to a recorded message.
- I was really nervous about having to pump while I was there and the staff was very accommodating & caring! The nursing pod worked perfect. Thank you for making it easy!
- What was impressive is that every person, starting with entry security check knew the juror process. It was seamless, and not once did I overhear anyone answer a question with "I don't know that". The yellow dots were good. The room located between the stairs and elevators and the restrooms close by, all good. I did feel safe and informed and on schedule. The advance planning, coordination of activity and people, and all involved knowing the process is impressive. Be sure to maintain what you have already developed as you make tweaks along the way. I appreciated the respectful and professional tone.

2026/2027 Jury Program Updates & Initiatives

COURTHOUSE RENOVATION: Due to courthouse construction, the courts will continue to modify logistics for transitioning jurors from the jury assembly area to the proper jury trial courtrooms.

JURY ASSEMBLY ROOM: In July of 2023, jury assembly was moved to G-55 and the cafeteria in the administration center due to courthouse construction. G-55 is reserved Monday- Friday for Jury due to the increase in jury trials and non-Monday starts.

JUROR SUMMONS: The Juror Summons continues to be updated as to important information regarding the impacts of construction.