



Proposed judicial appointment process

For evaluation of applicants who are not currently serving as a
Austin Municipal Court judge or part-time judges applying for
full-time positions



Need for additional judges

- 💧 Retirement of Judge Vasquez
- 💧 Shortage of part-time judges who can work weekdays/weekend nights
- 💧 Expanding role of designated juvenile judge

Requesting appointment of:

1 full-time judge to replace Judge Vasquez

3 more part-time judges (only paid when they work)

Expand the role of the juvenile judge to 29 hours per week or appoint as a full time position (utilizing money from existing court fund earmarked for juvenile programs)

**=NO ADDITION TO THE
COURT'S BUDGET**

City Council holds appointment authority

- ◆ Article VI, Section 2 of the City Charter gives City Council the power to appoint judges.
- ◆ In the past, the Judicial Committee (now absorbed into the Public Safety Committee) reviewed the applicants and presented a slate of judges to the full Council for appointment.
- ◆ There is currently no set method for vetting candidates.

Posting the openings

- ◆ The presiding judge with input from the other municipal judges will develop a candidate questionnaire
- ◆ The questionnaire, updated job description, and application will be provided to City HR
- ◆ These materials will be posted by HR on the Austincityjobs.org web site and other social media

Ensuring inclusive recruitment

- HR will provide the posting to local bar groups including:

 - Austin Bar Association

 - Austin Black Lawyers Association

 - Hispanic Bar Association of Austin

 - Travis County Women Lawyers Association

 - Austin Asian-American Bar Association

 - Austin LGBT Bar Association

 - Austin Young Lawyers Association

 - Austin Criminal Defense Lawyers Association

 - Lloyd Locheridge American Inn of Court

 - Robert W. Calvert American Inn of Court

Application Process

- Posting should be a **minimum of 30 days**
- City HR will collect applications and screen for the following requirements:
 - Two years residency in City Limits (charter requirement)
 - Licensed in good standing to practice law in Texas
 - Preferred 5 years experience in the practice of criminal law. Minimum two years.
- HR will forward the qualified applications and attendant questionnaires to the presiding judge and any members of the Public Safety Committee who want to review this information.

FIRST AND FOREMOST CONSIDERATION:



Competency and
Judicial temperament

Evaluation Panel

- ◆ The presiding judge will assemble a panel including:
 - 4 or more municipal, county and/or district court judges
 - Director of the Austin Criminal Defense Lawyers Association
 - 1 or more prosecutors
 - and other relevant stakeholders
- ◆ Depending on the number of candidates with the minimum qualifications, the panel may rank the applications and interview the 10 highest ranked candidates.
- ◆ Candidates will be interviewed by the panel with emphasis on **experience, knowledge** and **potential judicial temperament**.

Panel Recommendations

- ◆ The presiding judge will draft a summary of the panel's recommendations including the names of those participating.
- ◆ After considering all information, the Public Safety Committee may accept the panel recommendations or conduct additional interviews.
- ◆ When the Public Safety Committee has an agreed upon slate of judges, it will be presented to the full Council via an appointment ordinance for a vote.

Invitation

