

Application Form**Profile**

Pamela

First Name

S

Middle Initial

Lancaster

Last Name

Preferred Name

Email Address

3708 Highland View

Home Address

Suite or Apt

Austin

City

TX

State

78731

Postal Code

Residency and District Information

Are you a City of Austin Resident? *☒ Yes**Are you, or your employer, a registered lobbyist with the City or have you, or your employer, been registered as a lobbyist with the City Clerk within the past three years?**

No

Home:

Primary Phone

Home:

Alternate Phone

Cell Phone

(512) 466-2148

Home Phone**Business Phone**

(512) 452-1800

Select Your District

None Selected

self

Employer

Job Title

Interests & Experiences

Please tell us about yourself and why you want to serve on a board or commission

Why are you interested in serving on a board or commission?

I currently serve as Chair of the Austin Municipal Civil Service Commission, which holds hearings regarding, and issues binding decisions on, appeals of City employee discharge or discipline. I have served as a Commissioner since the creation of the MCSC. Prior to creation of the Commission, I held a City of Austin contract for 20 years to serve as a Hearing Officer for the COA employee grievance process, during which time I conducted more than 200 hearings appealing employee termination or discipline. I have worked a regular, consistent schedule as a Visiting Judge in Travis County JP2 since 2015. I average 40-50 hours monthly, hearing both civil and criminal matters. I have attended 3 annual 24-hour JP training seminars addressing the broad variety of topics handled by JP Judges. I primarily handle the civil docket at JP2, hearing motions docket, debt claims, consumer disputes, and general civil disputes. I also hear the eviction, occupational license, and license suspension dockets. I review and decide on civil and criminal matters submitted through the Court's Odyssey system. I operated a private law practice for 24 years (1991-2015), practicing criminal law and a limited civil practice in employment cases. I served as a full-time Municipal Court Judge for 8.5 years (1983-1991), holding both criminal and ordinance trials. While a Municipal Court Judge, I reviewed thousands of probable cause affidavits, search warrants, and bond applications.

[Pam_Lancaster_Resume_2017.docx](#)

Upload a Resume

Resume

Qualifications

I am a licensed attorney practicing criminal and employment law in Austin, Texas since 1981. I have served as a Hearing Officer for the City of Austin employee grievance process for many years and have conducted more than 200 grievance hearings. I have

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

Ethnicity

None Selected

Gender

☒ Female

Sexual Orientation

None Selected

Date of Birth

Disability or Impairment Information

Do you have an auditory/hearing disability or impairment?

None Selected

Do you have a visual disability or impairment?

None Selected

Do you have a mobility disability or impairment?

None Selected

Do you have a cognitive disability or impairment?

None Selected

Do you have another disability or impairment you'd like to share?

Board Requirements

Which Boards would you like to apply for?

Municipal Civil Service Commission: Appointed

Some boards have additional requirements for appointees. Additional requirements will appear below as they apply to each board.

Question applies to Municipal Civil Service Commission

Please select the requirements you have met (Municipal Civil Service Commission): *

- ☒ Experience or knowledge in labor/employment law.
- ☒ Experience or knowledge of the administration of human resources or labor relations
- ☒ Qualified voter of the City

Pamela Lancaster

Pamela Lancaster maintained an Austin, Texas law practice from 1992 until 2015 focusing on criminal and employment law. She served under contract as a COA Hearing Officer for employee grievances, conducting over 200 hearings, from 1994 until creation of the Municipal Civil Service Commission (AMCSC) in 2013. She currently sits as a Visiting Judge in J.P. Court, hearing civil trials.

Ms. Lancaster was appointed to sit on the AMCSC at its creation in 2013, serving as Chair since 2015. The AMCSC is a sovereign Commission that hears employee appeals regarding discharge, discipline, or denial of promotion.

Prior to entering private practice, Ms. Lancaster sat as the Deputy Presiding Judge of the City of Austin Municipal Court for eight years, from 1983 to 1991. In that capacity, she gained extensive trial, arraignment, and magistrate experience. She oversaw critical court administrative changes during a major city-county jail consolidation and creation of an environmental docket for code violations.

From 1981 to 1983, Ms. Lancaster was a prosecutor for Travis County. As Chief of County Court at Law 3, she directed and managed all trials, pre-trials and plea negotiation, and trained and supervised two Assistant County Attorneys.

Pamela Lancaster received a Juris Doctor (1980) from the University Of Texas School Of Law, where she was a member of the Texas International Law Journal, and a Bachelor of Science Degree (1975) from Texas Tech University.

Prior to and during her higher education, Ms. Lancaster worked a variety of jobs, including legal journal editor, debt counselor, Vietnamese refugee teacher, piano teacher, bookkeeper, and gas station attendant.

She served as Panel Chair of the District 9A Grievance Committee, which hears complaints against attorneys. She received her six-gallon mug from the Central Texas Blood Bank, has been an AISD Partner in Education, and has served on the boards of the Austin Criminal Defense Lawyers Association, Travis County Bar Association, the YMCA, and the Austin Family House. She served 17 years as a member of the Travis County Family Violence Task Force and is a graduate of Leadership Austin. Ms. Lancaster is married to a lovely man she met in a London train station in 1984 and is the mother of two grown children.

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