

Help wanted: municipal Judges

Briefing, discussion, and
possible selection process for
the hiring of additional
municipal judges

Sherry Statman, Presiding
Judge, AMC

Albert Castro, Financial
Manager, AMC



AFTER the budget was passed, we learned...

- ▶ 1 Substitute judge is retiring and 1 has been appointed to J.P. Pct. 5
- ▶ The Central Booking Facility (“CBF”) Interlocal agreement extension will now require (with few exceptions) that a judge be physically present in the magistration room instead of the judges’ office
- ▶ Both will impact operations

Current Challenges

- ▶ Several judges feel the small magistration room is unsafe from a health/safety perspective and won't work at CBF
- ▶ Do not have enough full-time judges to pull from to staff CBF all weekday shifts
- ▶ Perpetual difficulty staffing overnights and weekends
- ▶ The City is contractually obligated to provide a judge at Central Booking 24/7/365

Proposed solutions

- ▶ Add 1-5 part-time substitute judges:
**no additional cost to the city*
- ▶ Add 1 full-time associate judge to work B shift (Weekdays, 3-11pm) for consistency:
**approx. \$50k cost to city*

Substitute vs. Full Time Judge - Cost Analysis

Cost of One (1) Substitute Judge - 5 Shifts Per Week	
Salary per Pay Period	\$6,228
FICA & Medicare per Pay Period	\$476
Total Cost per Pay Period	\$6,704
Total Cost Per Year	\$174,309

Funding for substitute judges included in AMC budget; funding for an additional full-time judge is not.

Cost of One (1) Full Time Judge - 5 Shifts Per Week	
Salary per Pay Period	\$6,228
FICA & Medicare per Pay Period	\$476
Total Cost per Pay Period	\$6,704
Retirement per Year	\$34,583
Health Insurance Per Year	\$14,906
Total Cost Per Year	\$223,798

Cost Difference (Delta) per Year -
\$49,489

Proposed appointment process

- ▶ Judges are appointees of City Counsel and cannot be hired by the court
- ▶ Prior Public Safety Committees developed a game-plan to recruit highly qualified candidates while preserving the court's historically diverse bench
- ▶ Will work with City HR to develop a timeline and inform the members of the PSC
- ▶ City HR and presiding judge develop postings, reach out to local bar associations including minority bar groups, develop interview questions, and vet applicants for statutorily required qualifications
- ▶ Timeline and details of process will be forwarded to members of the PSC
- ▶ A panel* of local criminal defense lawyers, prosecutors, LEO representatives, and members of various minority bar associations interview and rank candidates
- ▶ The PSC interviews finalists and sets for a slate of candidates to be voted on for appointment by the full counsel
- ▶ Target date for appointment is January, 2024

*Propose city utilize the same panel members from 2021.

Questions?

Contact Information:

- ▶ Sherry Statman, Presiding Judge
 - ▶ (512) 974-4841
 - ▶ Sherry.Statman@austintexas.gov

- ▶ Mary Jane Grubb, AMC Court Clerk
 - ▶ (512) 974-4690
 - ▶ Maryjane.grubb@austintexas.gov