

# Help wanted: municipal Judges

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

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## 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
<b>Total Cost Per Year</b>	<b>\$174,309</b>

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 <i>per Year</i>	\$34,583
Health Insurance <i>Per Year</i>	\$14,906
<b>Total Cost Per Year</b>	<b>\$223,798</b>

**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?

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