

Memorandum



CITY OF DALLAS

DATE April 18, 2019

TO Honorable Members of the Ad Hoc Judicial Nomination Committee

SUBJECT **Budget Impact of Recommendations for Judicial Compensation**

On Monday, April 8, 2019 the Ad Hoc Judicial Nominations Committee was briefed on Judicial Salaries by Vice Chair of the Judicial Nominations Committee (JNC), Nicole Williams, Judge Preston Robinson, and Assistant City Manager Jon Fortune. In review of judicial salaries, it was determined that:

- Judicial salaries have not been adjusted since 2006.
- Salaries for municipal judges in Dallas are approximately 80.45% of the average paid to municipal judges of other Texas cities in the market survey.
- The salary for the Administrative Judge in Dallas is approximately 82,06% of the average paid to administrative or chief judges in other Texas cities in the market survey.

Committee members asked questions regarding the budgetary impact of increasing the Administrative and Municipal Judges salaries. The Committee requested budgetary information and response from management before recommendations to full council would be made.

Specifically, the Committee requested to know the full cost of the increase if applied at the following dates:

- August 1, 2018 = \$319,200
- October 1, 2018 = \$273,600
- May 1, 2019 = \$113,000
- October 2, 2019 = \$273,600

In consultation with the JNC chair, Mark Melton, and Judge Robinson, these changes are only contemplated for the Administrative Judge and full-time Municipal Judges. Figures that were initially provided included increased hourly rates for Associate Municipal Judges. The JNC proposes evaluating the Associate Municipal Judge's pay during the next reappointment of Associate Municipal Judges.

The Human Resources Department evaluated the market rates for judges in other Texas cities. Based on their findings, they have determined that the rates proposed by the JNC are appropriate.

- Associate Judge with less than two years - \$115,000
- Associate Judge with more than two years - \$125,000

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- Administrative Judge - \$140,000

If increases in the current year are recommended, savings within the current year budget will be identified to pay for the implementation. As such, staff is recommending the increase become effective with start of the first pay period after May 1, 2019. Should the Committee recommend an October 1, 2019 implementation, the funding will be established from other sources during the development of the budget.



Jon Fortune
Assistant City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Billieae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager

Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
Michael Mendoza, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
Laila Aleqresh, Chief Innovation Officer
Directors and Assistant Directors