

Memorandum



DATE: November 27, 2013


TO: Members of the Ad Hoc Judicial Nominations Committee

SUBJECT: **Recommended Candidates for Administrative Law Judge Positions**

On Tuesday, December 3, 2013, the Ad Hoc Judicial Nominations committee agenda will include the Recommended Candidates for Administrative Law Judge Positions.

Attached, for your review, is the Administrative Law Judge memo to the council containing the recommendations from the Judicial Nominating Commission.

Please contact me if you need additional information.


Joey Zapata
Assistant City Manager

Attachment

cc: Honorable Mayor and Members of the Dallas City Council
A.C. Gonzalez, Interim City Manager
Warren M. S. Ernst, City Attorney
Daniel F. Solis, Administrative Judge
Rosa A. Rios, City Secretary
Craig D. Kinton, City Auditor
Ryan S. Evans, Interim First Assistant City Manager
Jill A. Jordan, P. E., Assistant City Manager
Forest E. Turner, Assistant City Manager
Charles M. Cato, Interim Assistant City Manager
Theresa O'Donnell, Interim Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Frank Libro, Public Information Officer
Elsa Cantu, Assistant to the City Manager – Mayor and Council

Memorandum



DATE November 1, 2013

TO Honorable Members of the Ad Hoc Legislative Committee for Judicial Appointments: Scott Griggs (Chair), Philip Kingston (Vice-Chair), Vonciel Jones Hill, Dwaine Caraway, Monica Alonzo, Jerry Allen

SUBJECT Administrative Law Judges Recommendations

On October 22, 2013 the Judicial Nominating Commission, as required by City Ordinance and pursuant to proper notice, convened into session and interviewed and evaluated the performance of two of the three current Administrative Law Judges of the City of Dallas and 11 additional candidates for Administrative Law Judge, as to application of the City's personnel rules, civil service rules and procedures, the City Charter, and other relevant regulations governing personnel matters in conducting employee disciplinary appeals.

In addition, the Commission asked for and received comments concerning current case load, adequacy of number of Judges, and sufficiency of support services and facilities for the effective administration of justice in the conducted hearings.

The following candidates for Administrative Law Judge were interviewed, evaluated, and considered:

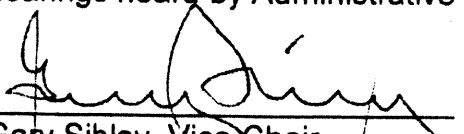
Willie Mae Crowder **incumbent judge*
Douglas Lapidus **incumbent judge*
Carol Egan
Kimberly Blanton-Day
Christina Jump
Bruce Kaye
Kelsie McQuieter
Kim Satz
Rebecca Singer
Susan Austin
LaKisha Thigpen
James Urmin, Sr.
Bridgett Whitmore

After the interviews were concluded, the Commission engaged in extensive deliberations about the responses and fitness of each candidate for Judge and the comments relating to effective administration of justice in the employee disciplinary appeals and the current need for the number of Administrative Law Judges.

Based on the Commission's interviews, evaluations and deliberations, the Judicial Nominating Commission unanimously recommends to the mayor and City Council that 5 out of 13 candidates named above be recommended as Administrative Law Judge to hear employee disciplinary appeals. The recommended individuals are:

Willie Mae Crowder **incumbent judge*
Douglas Lapidus **incumbent judge*
Kelsie McQuieter
LaKisha Thigpen
James Urmin, Sr.

Moreover, the Judicial Nominating Commission finds that based on the current caseload and the administration of justice in employee disciplinary appeals hearings, at least three (3) Administrative Law Judges are needed in order to effectively and efficiently handle the caseload. Accordingly, it is the recommendation of the Judicial Nominating Commission that the City Council set the number of appointed Administrative Law judges at no less than three (3). It should be noted however, that in 2012-13 there was a total of only ten (10) hearings heard by Administrative Judges.



Gary Sibley, Vice-Chair
Judicial Nominating Commission

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Members of the Judicial Nominating Commission