



Municipal Judge Recruitment

Megan Gilbreath
Director of Human Resources



Background

- Presiding Municipal Judge Tyler Atkinson last day with City of Denton May 17, 2026
- Interim Municipal Judge Hon. Cynthia Burkett effective May 18, 2026
- May 2026 - Decision to postpone discussions due to pending election



Municipal Judge Recruitment Process

- Timeframe: 3 – 5 Months depending on Council’s desired process
- No executive recruitment firm has been selected, and staff has not solicited proposals or cost estimates pending Council direction. Industry standards for specialized legal positions estimates costs are approximately 20-25% of first year annual compensation, plus possible advertising and related expenses.
- Candidate Expenses – Potential travel, lodging, and relocation reimbursement for finalist candidates
- Internal Staff Commitment – HR, Legal, Communications, City Manager’s Office



Council Direction

Option 1: Proceed with Executive Recruitment

- Authorize the launch of a national executive recruitment

Option 2: Pause Recruitment

- Delay the executive recruitment while Council evaluates organizational priorities, desired qualifications, etc

Option 3: Alternative Direction

- In-House Recruitment
- Direct Appointment without Executive Recruitment
- Identifying an Alternate Approach

QUESTIONS?

