

Judge as CEO

Financial &
Personnel
Management

1

- Know your job.
- Do your job.
- Do **only** your job.
- Treat others well.

2

Human Resources

3

Know Your Court's Policies

- County and State HR rules
 - Payroll, Family Medical Leave Act, Sexual Harassment, Sick Leave, Vacation Leave
- Setting office policies
 - What kind of policies are up to the discretion of the judge?

4

Interpersonal Relationships

- How can you effectively build a cohesive office?
 - Be friendly, but not friends
 - Instill trust and loyalty. How?
- Troubleshooting issues
 - Disagreements between employees
 - Theft and embezzlement
 - Other common issues

5

Theft And Embezzlement Example

Fort Worth (CBCDFW.COM)—Former court manager for Tarrant County Justice of the Peace Precinct 6, Shelly Denise Ables, was sentenced to 42 months in prison Wednesday for theft by a public servant.

Ables pleaded guilty to seven felony counts in all, stemming from stealing money from the court between April 2015 and October 2016, according to the Tarrant County Criminal District Attorney's Office.

Ables pocketed small amounts of cash at a time to avoid detection.

The Tarrant County Auditor's Office was ultimately able to account for 126 individual incidents of theft of taxpayer money paid to the JP Court. The auditor's findings led to a criminal investigation by the Criminal District Attorney's White Collar/Public Integrity Unit.

6

Theft And Embezzlement Solution

Make Sure You Have
Significant Checks And
Balances In Your Office For
This Type of Thing!

7

Training Available For Clerks

- TJCTC offers a 16-hour Court Personnel seminar.
 - 4 in-person and 2 virtual **experienced clerk** programs
 - 1 in-person and 1 **virtual new clerk** program
 - Visit TJCTC's website for more information
- TJCTC also offers Court Personnel Certification
 - Level I Civil
 - Level I Criminal
 - Level II Master Clerk Certification
 - Visit TJCTC's website for more info

8

Brainstorm Activity 1

- What issues are you most concerned about concerning personnel and staff?
- What practices can you put into place to address these concerns?

9

Office Management

10

Office Management Specifics

- Weddings
- Docket management
- Press inquiries and public relations
- Practical ethics
 - Ex parte in practice
 - Charities
 - How to separate politics from the office

11

Activity 2

- Say you want to create a new office process for wedding procedures or case management. What steps do you need to put in place to make sure the process succeeds?
 - How do you prepare for the process change?
 - Inform everyone of the process change?
 - Check and make sure the process change has been successfully implemented?

12

Financial Management

13

Budget

- Managing your budget
- Technology
- Commissioners and budget
- Practical processes
 - Preferred vendors, RFP's, Ordering supplies

14

Activity 3

- Who are the people you need to get to know concerning your budget?
- What are effective ways to advocate for your budget?

15

New Judge Checklist

See handout.

16



New Judge Office Checklist

Below are some helpful tips for getting your office in order after you are sworn in as Judge. On the next page, you will find detailed information on how to accomplish each item on the checklist.

Update your information

- Fill out the new judge form with the Office of Court Administration
- Update information with the Texas State Library and Archives Commission
- Get your username and password for the Texas Electronic Vital Events Registrar if you will be conducting inquests
- Register with the Department of State Health Services for reporting traumatic brain injuries, spinal cord injuries, and submersions if you will be conducting inquests
- If your contact information has changed, call or email TJCTC so that our correspondence will go to the correct address
- Consider having the Office of Court Administration redact your contact information for security purposes

Get your office situated

- Gather precinct maps
- Get Stamps & Seals for office
- Complete the Open Meetings and Open Records class online and file documentation within the first 90 days in office
- Secure an elected official bond
- Set wedding procedures
- Familiarize yourself with county and state human resource rules

Meet your colleagues

- Sign bench exchange agreements
- Meet your collections company representative
- If you conduct inquests, have someone introduce you to dispatch and law enforcement
- If you magistrate at the jail, have someone introduce you to the jailers

*Special thanks to Hon. Mark Russo (Rockwall County)
for sharing this checklist.*

Fill out the new judge form with the Office of Court Administration

Whenever there is a change in judge, OCA asks the court to provide us with information about the new judge including when he or she assumed the bench and when the previous judge left the bench. You can provide this information by phone to (512) 463-1625, email at JudInfo@txcourts.gov, or by fax to (512) 463-1865.

After this information is given to OCA, they will send you a New Judge Information sheet to complete. This information is used to produce the Judge Profile Summary for the annual Report of the Texas Judiciary. You can see last year's report at <http://www.txcourts.gov/about-texas-courts/>.

Update your information with the Texas State Library and Archives Commission

You can email TSLAC at slrminfo@tsl.texas.gov or call to update your information at (512) 463-7610. Hours are Monday – Friday 8:00 a.m. – 5:00 p.m.

For information regarding the State Retention Schedule, additional training, or other questions, visit TSLAC's website at <https://www.tsl.texas.gov/slrml>.

If you ever need records management assistance, you can find your county's government information analyst at this link: <https://www.tsl.texas.gov/slrml/local/countylist.html>

Get your username and password for the Texas Electronic Vital Events Registrar if you will be conducting inquests

In January, the Vital Statistics department is unveiling a new system called TxEVER. Every justice of the peace in the state will need to acquire a new log-in for this system, not just new judges.

To become registered, contact your Vital Stats Field Representative at FieldServices@dshs.texas.gov or (512) 776-3010.

Register with the Department of State Health Services for reporting traumatic brain injuries, spinal cord injuries, and submersions if you will be conducting inquests

The email address injury.web@dshs.texas.gov will be the primary contact point for Judges who need to update their information.

Judges may serve as the account manager for their account, or you may appoint one of your staff to handle the account and be in charge of data entry. Upon creating your account, DSHS will send login information, along with training slides and reference resources. They are also available to do training over the phone, if needed.

If your contact information has changed, call or email TJCTC so that our correspondence will go to the correct address.

Contact April Williams, TJCTC Office Coordinator, at adw167@txstate.edu or (512) 347-9927, ext. 208 to update your information.

Consider having the Office of Court Administration redact your contact information for security purposes.

As a judge, you are allowed to restrict public access of your residence address in tax appraisal records. You can complete the Request for Confidentiality Under Tax Code Section 25.025 form and file it with the appraisal district office in the county in which the property is located.

You can fill out OCA's SB 42 questionnaire at <https://www.surveymonkey.com/r/SB42>. For additional information, visit the Office of Court Administration's website at <http://www.txcourts.gov/programs-services/court-security/court-security-resources/>

Gather precinct maps

Where to get your precinct maps depends on your county. However, a good place to start is the GIS/911 coordinator or the Elections coordinator in your county.

Get Stamps & Seals for office

Any office supply chain will have these. Your county may have a contract with a particular office supply chain. Reach out to your procurement department. (Possibly your county auditor or county clerk.)

Complete the Open Meetings and Open Records class online and file documentation within the first 90 days in office

The Public Information Act and Open Meetings Act require elected and appointed officials to receive training in Texas open government laws. For more information regarding the Open Meetings and Open Records class, visit the Attorney General's website at <https://www.texasattorneygeneral.gov/open-government/governmental-bodies/pia-and-oma-training-resources>.

Secure an elected official bond.

Each justice of the peace must give a bond payable to the county judge in an amount of not more than \$5,000 conditioned that the justice will faithfully and impartially discharge the duties required by law and promptly pay all money that comes into the justice's hands during the term of office. (Tex. Gov. Code Sec. 27.001) If the official bond of a county officer is required by law to be approved by commissioners court, then the bond, except as required by other law, must be made payable to the county judge and kept and recorded by the county clerk. (Tex. Loc. Gov. Code Sec. 88.001).

Thank you to the Texas Association of Counties for this information.

Set wedding procedures

Weddings are not a required duty of your office, but many judges choose to perform them to offer the resource to their community. If you decide to perform weddings, you will want to set up a procedure for contacting you, scheduling, and taking payment. This is a great topic to discuss with a mentor or neighboring justice of the peace. The most important *legal* point to remember is that if you perform weddings, the United States Constitution forbids you from discriminating on the basis of race, religion, or same-sex couples.

Remember, Texas Justices of the Peace are not required to perform wedding ceremonies. However, if you do choose to perform **any** weddings, you **must not** refuse to perform certain weddings in an illegally discriminatory manner, such as based on race or sexual orientation. *Loving v. Virginia; Obergefell v. Hodges.*

Familiarize yourself with county and state human resource rules

Contact the person in your county who manages human resources to find what rules and laws you need to learn.

Sign bench exchange agreements

You will most likely have bench exchange agreements with other judges in your county for other judges to cover when you are ill or on vacation. There may also be inquest bench exchanges with judges in neighboring counties for inquests. Talk to another Justice of the Peace in your county or your county judge to find out how to craft these agreements. TJCTC has an inquest bench exchange agreement on our Forms page on www.tjctc.org.

Meet your collections company representative

Your collections company will most likely have a specific representative that will work with you. Ask your court clerk, another justice of the peace, or your county judge to introduce you.

If you conduct inquests, have someone (another JP or County Judge) introduce you to dispatch and law enforcement

Dispatch will be calling you when there is an inquest, so you will need to provide them with your cell phone and other contact information. Likewise, you will be working with law enforcement on site during inquests. It's helpful to have an introduction so that you can meet your colleagues before an inquest has occurred. We recommend asking another JP or the County Judge to introduce you.

If you magistrate at the jail, have someone (another JP or County Judge) introduce you to the jailers

If you magistrate at the jail, you will be working with the jailers frequently. It's helpful to make introductions before your first magistration. We recommend asking another JP or the County Judge to introduce you.