

**To the Mayor and Members of the City Council****October 14, 2025**

Page 1 of 2

SUBJECT: JUDICIAL RECRUITMENT AND APPOINTMENT PROCESS

The purpose of this Informal Report is to share with the Mayor and City Council the formal process used to recruit, interview, and recommend the appointment of one (1) Full-Time and one (1) Substitute Municipal Court Judge. Full-Time judicial terms are appointed/reappointed on even numbered years and Substitute on odd numbered years. The Chief Judge is responsible for managing the process.

Judicial Recruitment and Appointment Process

- All candidates must hold a JD and be licensed or eligible to be licensed to practice law in the State of Texas; must have practiced law for a minimum of two years; and be in good standing with the State Bar of Texas.
- Post the Full-Time Judge and Substitute Judge positions through the Human Resources Department.
 - Posted full-time position internally for one week (September 2 – 9, 2025)
 - Posted the substitute position externally for two weeks (September 15 – 29, 2025).
 - Once posting was closed, HR reviewed the applicants to eliminate applicants that did not meet the minimum criteria and posted requirements.
 - Pool of Applicants meeting all the posted requirements were shared with the Chief Judge to be reviewed by September 9th, for the full-time judge position and September 29th, for the substitute judge position.
- For the Full-Time Judge position:
 - All 4 eligible applicants were interviewed on September 11, 2025.
 - Panel members included the Chief Judge, Deputy Chief Judge, a Municipal Judge, Director of Municipal Court, Clerk of the Municipal Court, and Sr. Administrative Services Mgr. Transportation Public Works.
- For the Substitute Judge position:
 - Chief Judge and the Deputy Chief Judge reviewed the eligible applicant packets with the objective of selecting 5-8 eligible candidates.
 - Interviews for the Part-Time Judge positions were held on October 2, 2025.
 - Panel members included the Deputy Chief Judge, two full-time Municipal Court Judges,

**To the Mayor and Members of the City Council****October 14, 2025**

Page 2 of 2

SUBJECT: JUDICIAL RECRUITMENT AND APPOINTMENT PROCESS

Clerk of the Municipal Court, and Sr. Administrative Services Mgr. Transportation Public Works.

- At the Legislative and Intergovernmental Affairs Committee meeting held on October 14, 2025, the Chief Judge provided an update and recommendation to appoint Joseph F. Henderson as the new Full-Time Judge, Stewart Milner as the Substitute Judge, and set compensation at \$127,899.20 for the full-time judge and \$60.00 p/hour for the substitute judge.
- The M & C's to complete both judicial appointments are scheduled for Tuesday, October 21, 2025, Council agenda.

Currently, there is an immediate need to fill one (1) vacant Full-Time judicial position due to the retirement of Judge Robert Neel McDonald on March 28, 2025, and two full-time judges on FMLA leave, as well as one (1) additional Substitute judicial position due to the selection of Judge Joe Henderson to fill the full-time judge position. Resumes for both candidates are attached.

For questions regarding this information, please contact Chief Judge Simón González at 817.392.8671.

Jesus "Jay" Chapa
City Manager

Joseph Henderson

EXPERIENCE

City of Fort Worth, Fort Worth, TX

2017 - Present

Associate Judge

- Preside over various dockets within the Fort Worth Municipal Court in the roles of both Judge and Magistrate on a part-time basis; oversee bench trials, hearings, motions, various dockets and cases for the Court
- Collaborate with court staff to ensure fluid processing of arrests and warrants with strict adherence to Texas laws and procedures. Research and stay abreast of pertinent law and opinions and share knowledge to ensure that other court staff stay current on all applicable changes
- Presented a continuing education lecture for court clerks and other personnel titled “*Ethics Overview and Refresher*” in 2024 and “*Magistrate Duties and Expungement*” in 2025 as approved by Texas Court Clerks Association for the North Texas Region
- Actively continue to assess ethical requirements for judges and ensure compliance in employment, volunteer work and interactions with the public, police and members of the court
- Administer the justice system; take and process pleas; ensure that all judicial matters are promptly and properly completed; advise counsel, litigants and/or Court personnel on Court procedures; review warrants and arrests for probable cause and compliance with the law and otherwise perform magistrate and judicial duties pursuant to the laws of Texas and the United States of America

Texas Woman’s University, Denton, TX

2018 - Present

Adjunct Professor

- Conceptualize, develop, and teach numerous sections for eight different courses for undergraduate and graduate students in the College of Business and the Department of Social Sciences and Historical Studies. Course topics: Business Law and Ethics; Criminal Law; Criminal Procedure; Law for Women; Individual Rights and the Constitution; Police Policies and Practices; and Criminal Investigation

KU Leuven, Leuven, Belgium

One Month Contract during 2014-15, 2015-16, and 2016-17

Research Associate / Guest Lecturer

- Researched, developed and presented a comparative law lecture and interactive case study on the United States common law legal system, general civil court structure, Federal Rules of Civil Procedure and general ethical considerations in practicing law in Texas
- Originally intended as a one-time event but integrated as an annual component to the undergraduate comparative law course based on excellent feedback from the students and faculty

Macdonald Devin, P.C., Dallas, TX

2012 – 2014

Attorney

- Represented and advised national and regional companies in civil litigation matters; developed, planned and executed litigation strategy from initial investigation through resolution for federal and state civil cases
- Second chaired a personal injury case through defense verdict issued by jury; assisted in developing and executing litigation and potential appellate strategy; prepared and assisted in the argument of pre-trial motions and objections, questioned witnesses, preserved points of error for possible appeal; and drafted and assisted in arguments regarding the jury charge
- Solely authored a joint defense brief successfully opposing the designation of an economic expert witness in federal court, significantly limiting the submission of damages sought by plaintiffs
- Researched and analyzed contracts to identify and resolve issues experienced by clients; educated and advised clients on recommended revisions to reduce future potential litigation and enhanced the likelihood of successfully being indemnified in future litigation
- Supervised paralegals and legal secretaries to ensure client and case needs were satisfactorily met

Grau Koen, P.C., Dallas, TX

2009 – 2012

Attorney

- Represented and advised national and regional companies in civil litigation matters; developed, planned and executed litigation strategy from initial investigation through resolution for federal and state civil cases

- Second chaired a personal injury fatality case through defense verdict issued by jury; responsible for case evaluation and litigation strategy; deposed witnesses; prepared and assisted in the argument of pre-trial motions and objections; assisted in drafting and arguing the proposed jury charge
- Successfully obtained the dismissal of a case on multiple occasions through summary judgment motions that plaintiff's counsel did not oppose after reviewing the pleading and supporting evidence. Inspired a modification to a national restaurant chain's statewide litigation strategy for premises liability suits after successfully drafting and arguing a motion for summary judgment
- Obtained the full damages sought by client through settlement negotiations at mediation after presentation of the case to the opposing parties
- Supervised paralegals and legal secretaries to ensure client and case needs were satisfactorily met

Forman Perry Watkins Krutz & Tardy, L.L.P., Dallas, TX

2003 – 2009

Attorney

- Defended numerous clients (including Fortune 500 companies) in premise and product liability matters; deposed witnesses; researched, prepared and argued motions and responses including summary judgments and other pre-trial motions; researched and drafted reports addressing pertinent issues for national trial counsel, prepared litigation reports and various research memorandums
- Successfully positioned and negotiated numerous settlement agreements at nuisance values resulting in significantly reducing clients' financial exposure and the possibility of renewed claims against them
- Responsible for the creation and implementation of an internal litigation case management system that enhanced firm productivity and led to the successful resolution of numerous cases

Brown Pruitt Peterson & Wambsganss, P.C., Fort Worth, TX

2001 – 2003

Attorney, Legal Clerk

- Responsible for work on a range of civil cases and litigation including insurance defense, real estate foreclosure, probate, and creditor litigation; prepared and argued pre-trial motions including motions for summary judgment, discovery-related motions and motions for sanctions and dismissal
- Represented clients engaged in business development and acquisition; responsible for drafting documents to form companies; drafting complex contracts; and yearly corporate documents
- Litigated a breach of contract case for an improper termination under an employment contract; analyzed and evaluated the employment contract; planned and conducted pre-suit claim investigation; drafted pertinent pleadings, documents and agreements

United States Attorney's Office for the Northern District of Texas

2001 – 2002

Legal Clerk

- Assisted in pre-trial and witness preparation in an employment discrimination case that went to trial and was commended by the supervising attorney after the trial
- Drafted preliminary responses to various motions filed in federal criminal cases for review of the supervising attorney in the matters

EDUCATION

KU Leuven University

LL.M. – Cum Laude, September 2015

Southern Methodist University, Dedman School of Law

Juris Doctor, May 2002; (Admitted to Texas State Bar, November 2002)

Texas Christian University, M.J. Neeley School of Business

Bachelor of Business Administration (Accounting), December 1998

INTERESTS

Completed one marathon and multiple triathlons and half marathons; baking and travel

S M

Stewart Milner

Professional Summary

Chief Judge for the City of Arlington, adept in legal research and courtroom management. Spearheaded modernization initiatives, enhancing court efficiency and promoting access to justice. Known for decisiveness, patience, and professionalism, I fostered an inclusive environment, ensuring fair trials and access to justice.

Accomplishments

- Supervised team of 21 staff members, including 3 full-time Associate judges and 3 part-time Associate judges.
- Named the Texas Municipal Court Jurist of the Year in 2023.
- Presented at over 60 Arlington Police Academy Classes and 50 Texas Municipal Court Education seminars.
- President of the Texas Municipal Court Association for 3 terms. Board member a total of 13 years.

Work History

City of Arlington - Chief Judge

Arlington, Texas

11/1997 - 05/2025

- Delivered informed decisions based on thorough analysis of legal arguments, ensuring accurate interpretation of law and precedent.
- Actively participated in efforts to modernize outdated court infrastructure using innovative technological advancements.
- Established an inclusive courtroom environment that respected diversity and upheld individual rights, fostering equitable treatment for all parties involved. Started a grant-funded Community Court program. Established a grant-funded attorney appointment program for some defendants.
- Ensured fair and impartial trials by upholding strict adherence to legal principles and ethical guidelines.
- Collaborated with court administrative staff to improve operational processes and resource allocation.
- Implemented measures to address safety concerns within courthouse facilities, ensuring a secure environment for all participants in the



Skills

- Case evaluation
- Legal research
- Courtroom management
- Technology proficiency
- Public speaking
- Decisiveness
- Teamwork
- Reliability
- Professionalism
- Community investment

Education

The University of Texas At Arlington

Arlington, TX

Bachelor of Arts: Political Science

Oklahoma City University

Oklahoma City, OK

J.D.: Law

Certifications

- Licensed to practice law in the State of Texas and the United States of America.

judicial process through a Court Security Committee established years before it was required under state law.

- Managed budgets, personnel, and facilities within the jurisdiction, optimizing resources for maximum effectiveness within the Arlington Municipal Court.
- Advanced public understanding of the role of judiciary through participation in community outreach initiatives and educational programs.
- Presided over jury and non-jury trials as well as many other types of dockets including plea dockets, bond dockets, juvenile plea dockets, motions hearings, show cause hearings, property hearings and more.

City of Arlington - Chief Prosecutor, Arlington City Attorney's Office

Arlington, Texas

04/1995 - 11/1997

- Evaluated potential Class C misdemeanor charges against defendants based on citations filed by peace officers and city officials, ensuring fair application of laws across all cases prosecuted under my leadership.
- Conducted legal research to stay abreast of evolving case law relevant to ongoing prosecutions or potential appeals.
- Supervised 2 Attorneys and 2 support staff in the City Attorney's Office.
- Worked on other cases and issues in the City Attorney's Office including bankruptcy, employment law, and litigation.
- Served as the office information technology person for several years.

City of Arlington - Assistant City Attorney, Prosecutor

Arlington, Texas

08/1992 - 04/1995

- Represented the City in court proceedings, upholding municipal interests and prosecuting individuals charged with Class C misdemeanors in the City of Arlington.
- Drafted ordinances, resolutions, and agreements for the City Council's review and approval process.