

Memorandum



CITY OF DALLAS

DATE May 18, 2026

TO Honorable Members of the Judicial Nominating Commission

SUBJECT **Salary Information for Municipal Judges**

Dallas City Code Section 13-5.2(a)(3) provides that the Judicial Nominating Commission (JNC) shall review and make a recommendation to the Ad Hoc Committee on Judicial Nominations on the salary structure for municipal judges.

City staff evaluated comparable market salary data for administrative judge and municipal judges. The chart below provides the analysis and a recommendation based on market data:

Municipal Judge

City	Minimum	Midpoint	Maximum	Actual Average
City of Austin	MISC	MISC	MISC	\$166,804.35
City of Fort Worth	\$93,574.00	\$121,646.00	\$149,719.00	\$140,981.00
City of Houston	\$104,364.00	\$154,934.00	\$205,504.00	\$157,320.00
City of Plano	\$114,473.00	\$143,091.00	\$171,709.00	\$146,787.24
City of San Antonio	MISC	MISC	MISC	\$123,216.00
Oklahoma City, OK	MISC	MISC	MISC	\$137,202.48
City of Midland, TX	MISC	MISC	MISC	\$135,856.00
City of Irving	MISC	MISC	MISC	\$183,912.00
City of Dallas	MISC	MISC	MISC	\$144,200.00
Market Averages (COD is not included):				\$149,009.88
Recommendation:				\$150,000.00

Administrative Judge

City	Minimum	Midpoint	Maximum	Actual Average
City of Austin	MISC	MISC	MISC	\$192,308.48
City of Fort Worth	MISC	MISC	MISC	\$190,000.00
City of Houston	MISC	MISC	MISC	\$210,104.96
City of Plano	MISC	MISC	MISC	\$196,999.99
City of San Antonio	MISC	MISC	MISC	\$177,216.26
City of Irving	MISC	MISC	MISC	\$220,692.00
City of Dallas	MISC	MISC	MISC	\$159,650.00
Market Averages (COD is not included):				\$197,886.95
Recommendation:				\$200,000.00

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Should you have any questions or need additional information please contact Nina Arias, Director of Human Resources at nina.arias@dallas.gov.

Service First, Now!



Dominique Artis
Chief of Public Safety

c: Kimberly Bizer Tolbert, City Manager
Bertram Vandenberg, City Attorney (I)
Mamatha Sparks, City Auditor (I)
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Baron Eliason, Inspector General (I)

Dev Rastogi, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Alina Ciocan, Assistant City Manager
Robin Bentley, Assistant City Manager
Jack Ireland, Chief Financial Officer
Ahmad Goree, Chief of Staff to the City Manager
John Johnson, Chief of Real Estate
Directors and Assistant Directors