



## NEW YORK CITY FAMILY COURT JUDGES ASSOCIATION

### OFFICERS

**HON. ROBERT MULROY**  
PRESIDENT  
Kings County Family Court  
330 Jay Street  
Brooklyn, NY 11201  
Phone: 347-401-9870  
Fax: 347-401-9900  
[rmulroy@nycourts.gov](mailto:rmulroy@nycourts.gov)

**HON. ERIK PITCHAL**  
VICE-PRESIDENT  
Kings County Family Court  
330 Jay Street  
Brooklyn, New York 11201  
Phone: 347-401-9870  
Fax: 347-401-9900  
[epitchal@nycourts.gov](mailto:epitchal@nycourts.gov)

**HON. JOAN PICCIRILLO**  
TREASURER  
Queens County Family Court  
151-20 Jamaica Avenue  
Jamaica, New York 11432  
Phone: 718-298-0143  
Fax: 718-297-2530  
[jpiccirilo@nycourts.gov](mailto:jpiccirilo@nycourts.gov)

**HON. ILANA GRUEBEL**  
SECRETARY  
Kings County Family Court  
Brooklyn, New York 11201  
Phone: 347-401-9870  
Fax: 347-401-9900  
[igruebel@nycourts.gov](mailto:igruebel@nycourts.gov)

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New York State Commission on Legislative,  
Judicial and Executive Compensation  
Michael Cardozo, Esq., Chair  
64 Beaver Street  
Box 454  
New York, N.Y. 10004  
[nyscompensation@gmail.com](mailto:nyscompensation@gmail.com)

November 12, 2019

Dear Mr. Cardozo,

I am the President of the New York City Family Court Judges Association, an association of judges who sit in the Family Courts of the five counties of the City of New York. Family Court is a court of limited jurisdiction and we hear cases pursuant to the Family Court Act, the Domestic Relations Law and the Social Services Law. We are appointed by the Mayor of the City of New York for ten year terms unless appointed for a shorter period in order to fill a term of a judge who has left the bench. Our Association also consists of judges who have been elected to the New York City Civil Court and temporarily assigned to Family Court. I would like to convey our Association's position on the issue of judicial compensation that is presently before the 2019 Commission on Legislative, Judicial and Executive Compensation.

Our Association fully supports the position advocated by the Honorable Lawrence Marks, Chief Administrative Judge of the State of

New York in his recent submission to your Commission. Specifically, we support the matching of salaries for New York State judges to the salaries of the Federal judiciary as well as having regular cost of living adjustments that also match increases in Federal judicial salaries. Linking our salaries to those of federal judges would provide a fair and appropriate level of compensation for our judges and regular cost of living increases would have keep those salaries from being eroded by inflation.

Judges of the State of New York are among the hardest working judges anywhere in the country and indeed the world, and this is no more the case than with the judges of the Family Court. The Family Court of the City of New York is one of the busiest in the country, hearing cases involving juvenile delinquency, child support, paternity, adoptions, termination of parental rights, custody and visitation, guardianship, domestic violence and child abuse and neglect. We hear cases that have federal implications such as applications for U Visas from persons who have been the victims of domestic violence, motions for special findings from minors seeking Special Immigrant Juvenile Status and custody cases where a parent seeks authorization to apply for a passport for a child and to travel internationally. The volume of cases in our Family Courts is enormous and the job can be arduous, even for our judges who truly believe in the work and are passionate about it. The hard and great work done by our jurists deserves to be compensated at a fair and competitive level that is appropriate for a bench such as ours that has such a high degree of training, experience and expertise. The level of compensation should reflect the importance of the work done on a daily basis by the judges of the Family Court, and the judges of the other courts of the State of New York.

Further, keeping salaries on a par with Federal judicial salaries would have the beneficial effect of attracting talented and dedicated professionals to the bench and keeping them as the

years go by. The people who utilize our courts every day deserve nothing less than a bench comprised of the best candidates from the bar. A good step toward achieving that is to provide for judicial compensation that is reasonable as well as competitive. This will assure that our courts attract the highest level of applicants. It will also provide an incentive for judges not to leave for economic reasons despite having the judgment, prudence and insight that can only be earned from time spent on the bench.

We certainly appreciate the work done by past salary commissions that provided for more reasonable salaries for New York State judges and that made up for the salary inequities of the past. We urge the current Commission to continue the progress that has been made on the salary issue and to support the use of Federal judicial salaries as the criterion for judicial salaries in the State of New York as well as regular cost of living increases.

Thank you for allowing me to express the thoughts of our Association on the important issue of judicial compensation.

Regards,

A handwritten signature in black ink, appearing to read "Robert Mulroy", with a long, sweeping horizontal line extending to the right from the end of the signature.

Robert Mulroy