

**EMPLOYMENT AGREEMENT WITH IAN N. SERVICE FOR APACHE JUNCTION
MUNICIPAL COURT ASSOCIATE MAGISTRATE SERVICES**

THIS AGREEMENT is made as of the ____ day of _____ 2026 (the “Effective Date”) by and between CITY OF APACHE JUNCTION, an Arizona municipal corporation (“City”) and Ian N. Service, (“Employee”), both of which may be hereinafter referred to individually as a “Party” or collectively as the “Parties”.

RECITALS

A. City desires to establish a rotation list of associate magistrates on an as-needed basis for part-time municipal court judicial services and to make payment for the same in accordance with the terms and conditions set forth in this Agreement, including all attachments and addenda which are appended hereto by mutual agreement of the Parties.

B. Judicial appointments are categorically exempt from the open market recruitment/procurement procedures pursuant to Apache Junction City Code (“A.J.C.C.”) Vol. I, § 3-7-7(A), however, pursuant to A.J.C.C., Vol I, § 5-1-2, associate magistrates must be appointed by the mayor and city council.

C. The Parties have set forth below the contemplated services that will be provided to the City and the payment terms for such services.

AGREEMENT

NOW, THEREFORE, in consideration of the Recitals noted above, the mutual covenants and conditions below, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. **ASSOCIATE MAGISTRATE DUTIES:** City hereby agrees to hire Employee to perform the functions and duties specified in the Apache Junction City Code, Volume I, Chapter 5: Municipal Court, Article 5-1: Municipal Court, on a part-time, as-needed basis, and Employee agrees to perform the duties as further detailed in Exhibit A.

2. **TERM/RENEWAL:**

A. This Agreement shall be effective from _____, 2026 through _____, 2028 (the “Term”) unless otherwise terminated as set forth herein.

B. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of City to terminate the services of Employee as provided by state law.

C. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of Employee to resign at any time from employment of City, subject only to the provisions set forth in Section 3 of this Agreement.

3. TERMINATION: In the event Employee voluntarily resigns his/her position before expiration of the aforesaid Term, Employee shall provide City written thirty (30) calendar day advance notice.

4. SALARY AND ANNUAL PERFORMANCE EVALUATION: City agrees to pay Employee for his/her part-time services rendered pursuant hereto at hourly rate of Sixty Dollars and Zero Cents (\$60.00) but in no case shall Employee work more than thirty (30) hours per week.

5. HOURS OF WORK; VACATION; SICK LEAVE; PERSONAL DAYS:

A. Hours Monday - Friday. Employee shall work on an as-needed basis and shall be on a rotation list with other associate magistrates.

B. Weekend Hours. Employee will provide services as needed on weekends as directed by the presiding magistrate.

C. Hours of Work. It is recognized that Employee may be required to routinely work outside traditional business hours.

6. OTHER TERMS AND CONDITIONS:

A. City shall fix any such other terms and conditions of employment, as it may determine from time to time, relating to the performance of Employee, provided such terms and conditions are not inconsistent with or conflict with the provisions of this Agreement, the Apache Junction City Code, Arizona Revised Statutes, or any other statute, ordinance or regulation.

7. GENERAL PROVISIONS:

A. The text herein shall constitute the entire Agreement between the Parties.

B. This Agreement shall be binding upon and inure to the benefit of the heirs at law and executors of Employee.

C. If any provisions or any portion hereof contained in this Agreement is held to be unconstitutional, invalid or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.

7. NOTICES: All notices required under this Agreement shall be in writing and shall be sent by first class U.S. certified mail, postage prepaid, return receipt requested, addressed to the following Parties:

If to City: City of Apache Junction
Presiding Magistrate
300 East Superstition Boulevard
Apache Junction, AZ 85119

If to Employee: On file with Apache Junction
Municipal Court

8. ASSIGNMENT: This Agreement is not assignable by either City or Employee.

IN WITNESS WHEREOF, Employee and City have executed this Agreement as of the date first set forth above.

EMPLOYEE:

IAN N. SERVICE



By: Ian N. Service

CITY:

CITY OF APACHE JUNCTION, ARIZONA,
an Arizona municipal corporation

By: Thomas McDermott
Its: Presiding Magistrate

APPROVED AS TO FORM:



R. Joel Stern
City Attorney

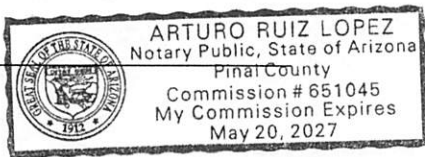
STATE OF ARIZONA)
) ss.
COUNTY OF PINAL)

The foregoing was subscribed and sworn to before me this 11th day
of May 2026, by Ian N. Service.



Notary Public

My Commission Expires:



STATE OF ARIZONA)
) ss.
COUNTY OF PINAL)

The foregoing was subscribed and sworn to before me this ____ day
of _____ 2026, by Thomas McDermott, Presiding Magistrate of the City
of Apache Junction.

Notary Public

My Commission Expires:

EXHIBIT A

SCOPE OF WORK

Performs the work of an associate magistrate, presiding over misdemeanors, civil traffic cases and other legal proceedings filed with the court, in accordance with published standards and requirements of the Arizona Supreme Court.

Responsible for applying relevant Supreme Court Rules, states statutes, city ordinances, and case law when presiding over trials to the court, trials to a jury, pre-trial conferences, arraignments, motions and other hearings.

Support the City's policies, goals and objectives and work with management and other staff to ethically achieve such goals and objectives; ensure compliance with safety procedures.

Performs the duties of a juvenile hearing officer pursuant to Arizona Supreme Court Rules/Arizona State Statutes.