BEFORE THE STATE COMMISSION ON JUDICIAL CONDUCT

CJC NOS. 25-1249, 26-0870, 26-0892, 26-0895 & 26-1080

PUBLIC WARNING

HONORABLE NATHAN MILLIRON
215TH JUDICIAL DISTRICT COURT
HOUSTON, HARRIS COUNTY, TEXAS

During its meeting on October 7-8, 2026, the State Commission on Judicial Conduct concluded a review of the allegations against the Honorable Nathan Milliron, judge of the 215th Judicial District Court in Houston, Harris County, Texas. Judge Milliron was advised by letter of the Commission's concerns and provided a written response.

After considering the evidence before it, the Commission entered the following Findings and Conclusions:

FINDINGS OF FACT

1. At all times relevant hereto, the Honorable Nathan Milliron was the judge for the 215th Judicial District Court in Houston, Harris County, Texas.

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2. Between February and August of 2025, Judge Milliron expressed his displeasure with the Harris County District Clerk's office (the "HCDCO") and the staffing of his court in several emails and text messages to and about Lisa Cooper, the HCDCO's Civil Courts Supervisor ("Cooper").

3. Judge Milliron's language towards Cooper in these emails and texts can be seen in the following examples:

    a) In an email dated August 12, 2025, to Cooper and Harris County District Clerk Marilyn Burgess ("Burgess"), Judge Milliron wrote:

    …GET ME A CLERK!

Lisa – you got an e-mail today… right? Own it. I'm the District Judge and you are absolutely a subordinate. You have someone that wants to be in the 215th …you can't stomach it… right? I will

…

Lisa – you heard something that you didn't advance, right? I probably have the e-mail you got. I'm much smarter than you. I will post this e-mai…[*sic*]

Mariyah is assigned to me immediately!

THAT IS AN ORDER!"

b) In an email dated May 10, 2025, Judge Milliron wrote:

> My Court will no longer be stagnant because of [HCDCO's] ineptitude. THIS IS NO LONGER AN ASK. GET ME A CLERK THAT RESPONDS TO ME and does the job! I hear there are some statutes that will allow what I am asking for ... don't make me use them, I will if I have to. Marilyn, I hope this isn't an I'm an R and you are a D thing. I'm the duly elected Judge of the 215th, as you know. I want the same respect as any other judge in the courthouse. I'm not presently getting it. Fix this by Monday!

c) In a text message to a clerk about Cooper dated April. 30th, Judge Milliron wrote, "Lisa can kiss my ass."

4. In his written responses to the Commission about this matter, Judge Milliron suggested Cooper "has a very thin skin for the position she holds" and explained, "Having come from private practice, I was used to an environment where people actually did their jobs in a timely fashion and, if not, there were repercussions."

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5. On March 20, 2026, an incident occurred in the courtroom between Judge Milliron and a Harris County IT worker (the "IT Worker") that was captured on video and went "viral" online (the "IT Worker Video").

6. According to the IT Worker Video, after quickly resolving an issue with Judge Milliron's computer/equipment, the IT Worker commented, "False Alarm", to which the judge replied, "No, it wasn't a false alarm." The IT Worker joked it was "a false negative" and laughed. Judge Milliron made clear he was not amused, telling the IT Worker, "Don't joke around, I'm serious about this, it was happening." The IT Worker apologized.

7. Judge Milliron gestured for the IT Worker to step back, saying, "We're good, thank you. Get out of my courtroom." He then turned to someone off camera and said, "Why aren't you supervised? Jesus Christ. I'm sick and tired of this bullshit today."

8. In his responses to the Commission about this matter, Judge Milliron accused the IT Worker of having a "cavalier attitude towards the Court" and of calling Judge Milliron an "asshole". Judge Milliron acknowledged there was nothing in the IT Worker Video to support this contention, nor did Judge Milliron mention this in the email he sent the same day to the IT Worker's supervisor to complain about the IT Worker being "dismissive" towards him.

9. Judge Milliron indicated, "I could have done better, I do own this. I never expected someone from the County's staff to call me an asshole in open court in front of a courtroom full of people before my docket. I was caught off guard." Judge Milliron clarified this statement by adding:

> Caveat here: he shouldn't have called a sitting Judge an "asshole" in open Court before an open courtroom full of litigants. I expect this sort of thing from a party, I would have expected it and been more prepared. I own that I didn't expect it from someone on (effectively) the court's staff.

10. Soon after the IT Worker Video went viral, James Stafford ("Stafford"), an attorney who had never practiced in front of Judge Milliron, sent Judge Milliron an email criticizing his treatment of the IT Worker and demanding the judge apologize.

11. On March 28, 2026, Judge Milliron sent a reply email to Stafford that read, "You probably shouldn't be communicating with a Judge, ex parte, on his judicial email address. As an officer of this Court, you are ORDERED to appear before this Court on April 10, 2026 at 8:00 am to discuss further."[1]

12. Stafford did not appear in Judge Milliron's courtroom as directed but rather a group of other attorneys appeared in protest and gave interviews to the press in support of Stafford, garnering additional negative publicity for Judge Milliron.

13. In his responses to the Commission about this matter, Judge Milliron indicated that at the time he received Stafford's email message, he mistakenly believed Stafford had "an active matter in the 215th District Court and [he] perceived his message as an attempt at an ex parte communication."

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14. On March 3, 2026, Judge Milliron presided over a hearing on a plea in abatement in *Ables Construction v. Cedric Palmer, et al.,* Case No. 202563758 (the "Ables Construction Case"), at which attorney Stacie Augustine ("Augustine") represented the movant.

15. After Judge Milliron denied the plea in abatement and concluded the hearing, opposing counsel presented to the court a copy of a draft proposed order, which Judge Milliron accepted.

16. Augustine asked the court if she could respond to the proposed order, but Judge Milliron said, "No, you may not. This hearing is done", and when Augustine pointed out that the proposed order included sanctions, Judge Milliron cut her off and directed his bailiff to "remove her from [his] bench, now."

17. Augustine's co-counsel who was sitting behind her, Greg M. Dykeman ("Dykeman"), asked the court if he could speak and Judge Milliron replied, "No, you may not. Jesus Christ, these people today", and then Judge Milliron pointed at Dykeman with an index finger and said, "Step away, you're about to be cuffed."

18. A video recording of this exchange between Judge Milliron, Augustine and Dykeman also went viral online, generating additional negative publicity for Judge Milliron.

[1] Almost an hour later, Judge Milliron sent a follow-up email to Stafford that read, "I forget that the courthouse is closed on the 10th. April 9th it is."

19. In his responses about this matter, Judge Milliron stated he has no personal recognition of the March 3, 2026 hearing in the Ables Construction Case, but based on his review of the video recording, said:

> [I]t appears that [Augustine]...wanted to continue arguing after the hearing concluded… I am required to maintain order in the courtroom…I believe I acted professionally and as most any other judge would if counsel refused to leave the bench after a hearing concluded. … When the hearing ended, the argument(s) should have ended also. I believe it wholly unfair to complain about or punish a judge for doing his job to maintain order in the courtroom.

RELEVANT STANDARDS AND AUTHORITIES

1. Canon 3B(4) of the Texas Code of Judicial Conduct provides, in relevant part, "A judge shall be patient, dignified and courteous to litigants, jurors, witnesses, lawyers and others with whom the judge deals in an official capacity, …"

2. Canon 3B(8) of the Texas Code of Judicial Conduct provides, in relevant part, "A judge shall accord to every person who has a legal interest in a proceeding, or that person's lawyer, the right to be heard according to law."

3. Article V, Section 1-a(6)A of the Texas Constitution provides, in relevant part, that a judge shall not engage in "willful or persistent conduct that is clearly inconsistent with the proper performance of the person's duties or cast public discredit on the judiciary or on the administration of justice."

CONCLUSION

Based upon the record before it and the factual findings recited above, the Texas State Commission on Judicial Conduct has determined that the Honorable Nathan Milliron, judge of the 215th Judicial District Court in Houston, Harris County, Texas, should be publicly warned for: (1) failing to be patient, dignified and courteous towards: (a) Cooper when discussing her and communicating to her or about her in emails and texts to other Harris County employees, including the Harris County District Clerk; (b) the IT Worker helping with his computer that was caught on video and went viral; (c) Stafford when he order him to appear before him regarding a comment concerning the IT Worker Video even though Stanford did not have any pending case in his court; (d) Augustine when he had the bailiff remove her from the courtroom when she tried to respond to a proposed order; and (e) Dykeman when he threatened him with being cuffed if he tried to respond to a proposed order; and (2) failing to accord to Augustine, Dykeman, and their client an opportunity to be heard regarding a proposed order at the March 3, 2026 hearing in the Ables Construction Case. Judge Milliron's failures in the foregoing respects constitutes willful or persistent conduct that is clearly inconsistent with the proper performance of his judicial duties and cast public discredit on the judiciary or on the administration of justice in violation of Canons 3B(4) and 3B(8) of the Texas Code of Judicial Conduct and Article V, Section 1-a(6)A of the Texas Constitution.

The Commission has taken this action pursuant to the authority conferred it in Article V, Section 1-a(8) of the Texas Constitution in a continuing effort to promote confidence in and high standards for the judiciary.

Issued this the 5th day of November, 2026.

Ken Wise

Ken Wise
Chair, State Commission on Judicial Conduct