

REPORT ON JUDICIAL SALARIES AND TURNOVER

For Fiscal Years 2020 and 2021



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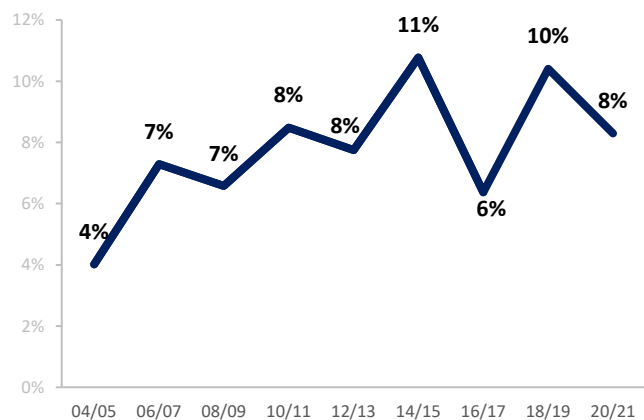
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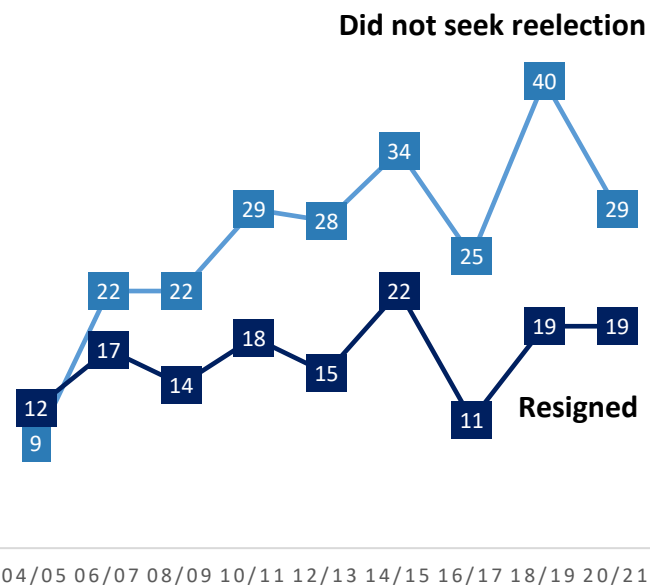
Section 72.030 of the Government Code requires the Office of Court Administration (OCA) to collect data relating to judicial turnover and the reasons for that turnover. The report must also include findings comparing the compensation of Texas' state judges with compensation of judges at corresponding levels in the five states closest in population and to lawyers engaged in private practice. A report containing this information is to be released no later than December 1 of each even-numbered year. This report contains the information required by Section 72.030, updating the information presented in the last judicial turnover report issued in 2020.

Voluntary Turnover Jumps from the Second Lowest Rate to the Second Highest Over the Last Biennium

The judicial turnover rate for the fiscal year 2020-2021 biennium was 16 percent, with 90 appellate and district judges leaving the state judiciary. Forty-eight of those judges left voluntarily, for a **voluntary turnover rate of 8 percent**.



The number of judges voluntarily leaving office by **not seeking reelection** has been generally increasing since 2004-2005.



The most significant factors in judges’ decisions to leave were **retirement** and **personal** reasons. After reaching a 14-year high in 2016-2017, the percentage of judges **retiring decreased slightly over the last 2 biennia**. Most of these judges intended to continue working as a visiting judge.

Judicial Compensation Continues to Lag Behind Other States

While the new compensation structure established in September 2019 increased base state salaries for judges with more than 4 years of relevant experience, the **base salary** for judges with 0 to 4 years of experience **remained unchanged from 2013**, the year of the last increase. Meanwhile, judges in all five of the other most populous states received increases, ranging from 13 to 48 percent since 2013. **Nationwide, salaries increased in almost every state, averaging 19 to 20 percent.**

Salary Summary for State Judges as of September 1, 2021

Judge	State Salary Based on Years of Experience	Maximum County Supplement	Maximum Salary	Average Salary
Justice/Judge ¹ – Supreme Court or Court of Criminal Appeals	\$168,000 - \$201,600	N/A	\$201,600	\$191,100
Justice ² – Court of Appeals	\$154,000 - \$184,800	up to \$9,000	\$193,800	\$177,429
District Judge	\$140,000 - \$168,000	up to \$18,000	\$186,000	\$171,069

Compensation for Judges Lags Behind Attorneys, Even with Much More Experience

According to data collected by the Texas Workforce Commission (TWC) for its Texas Wages and Employment Projections, the statewide average salary for an experienced lawyer in 2021 was \$185,818, and the average salary for all lawyers was \$150,350. TWC defines experienced workers as the wage earned by the upper two-thirds of all workers in the selected occupation.

The minimum state base salary for district judges is less than the average salary for lawyers statewide in 2021 and significantly less than the average salary for an experienced lawyer. **Apart from the average salary of judges on the highest courts, all other judicial salaries fall below the average salary of an experienced lawyer.**

¹ The Chief Justice and Presiding Judge receive an additional \$2,500 to \$3,000 in state compensation based on years of eligible judicial experience.

² The Chief Justice receives an additional \$2,500 to \$3,000 in state compensation based on years of eligible judicial experience.

Extent of Turnover in the Judiciary

During the 2020-2021 biennium, 579 judges served in the state’s appellate and district courts. During this period, 90 judges left the state judiciary—a **turnover rate of 16 percent**. However, 42 judges left involuntarily, primarily due to defeat in a primary or general election. The **voluntary turnover rate was 8 percent**.

Turnover of State Appellate and District Judges September 1, 2019 through August 31, 2021

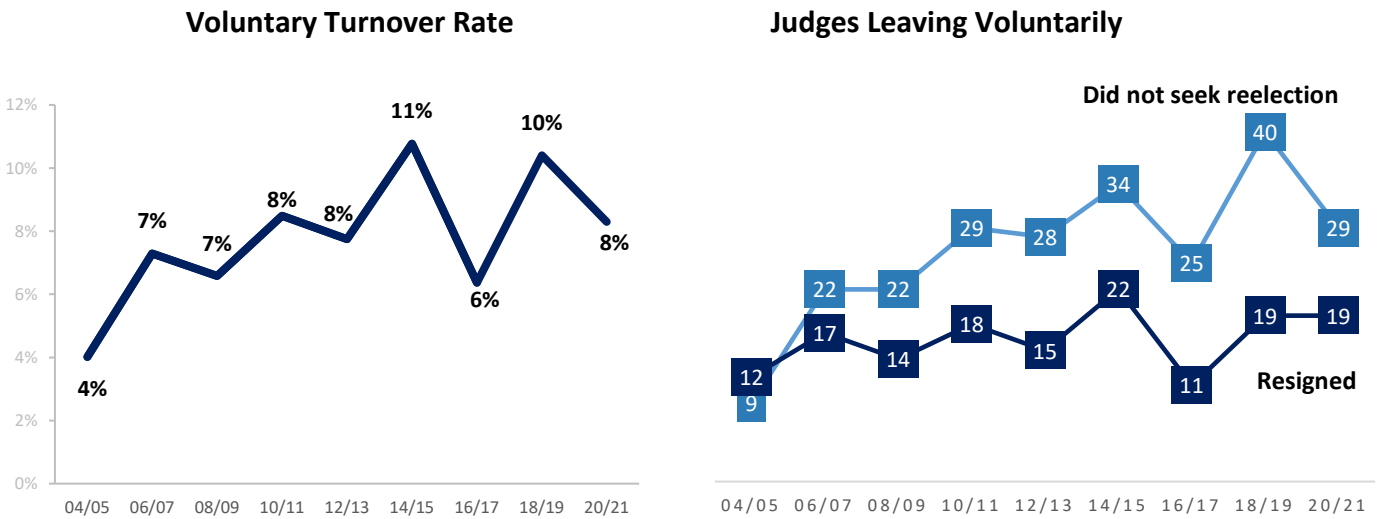
	Number of Judges	Percentage of All Judges
Total Number of Appellate and District Judge Positions	579	
Judges Leaving State Judiciary	90	16%
Judges Leaving State Judiciary Voluntarily	48	8%

Manner in Which State Appellate and District Judges Left Office

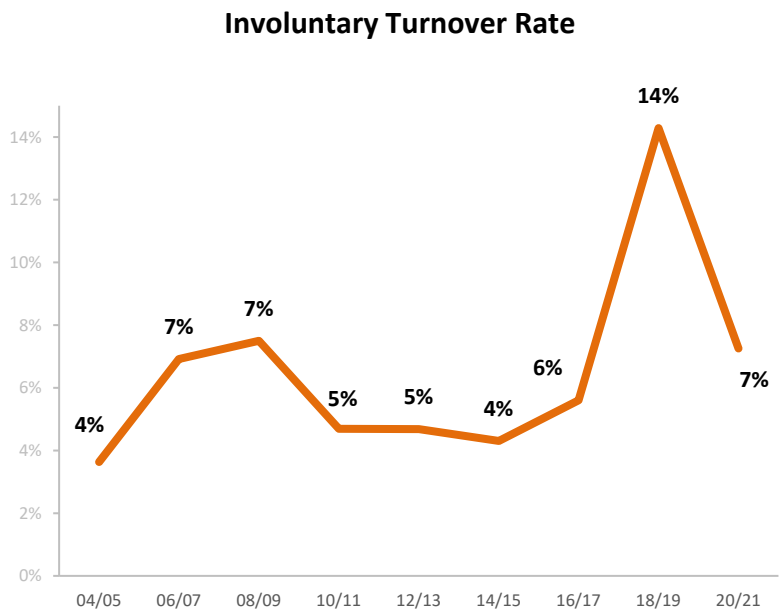
	Number	Percentage of All Judges Leaving Office ³	Percentage of All Judges
Defeated in election	31	34%	5%
Did not seek reelection	29	32%	5%
Resigned	19	21%	3%
Reached mandatory retirement age	6	7%	1%
Deceased	4	4%	0.7%
Removed from office/ resigned in lieu of discipline	1	1%	0.2%
Total	90	100 %	16%

³ Totals do not add up to 100% due to rounding.

The most recent voluntary turnover rate decreased from the previous biennium and was like the turnover rates in the 2011-2011 and 2021-2013 biennia. The number of judges voluntarily leaving office by **not seeking reelection** has been generally increasing since 2004-2005.



The involuntary turnover rate fell to 7 percent, as most judges were not up for reelection. The spike in involuntary turnover in the previous biennium was primarily due to the considerable number of judges who were defeated for reelection in 2018 but also the result of an unusually high number of judges reaching mandatory retirement age. (See Appendix B)



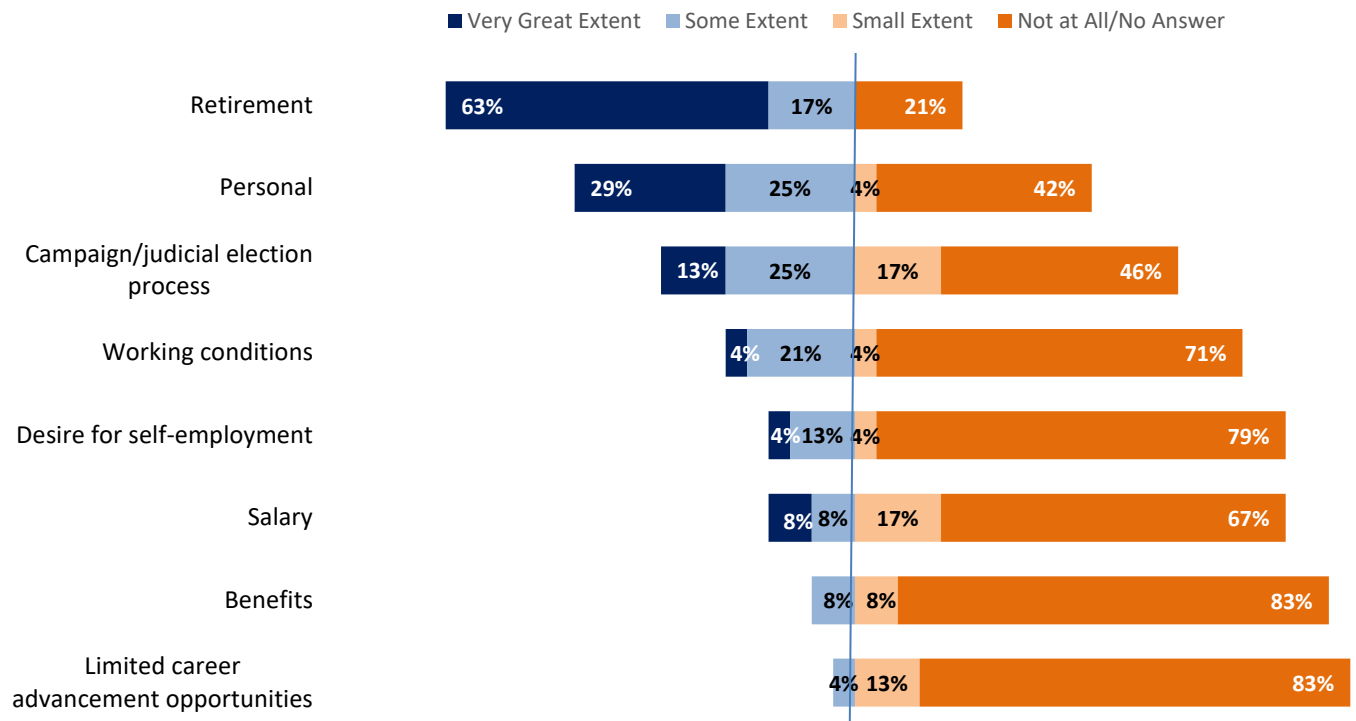
Survey of Judges Who Voluntarily Left State Judicial Office

To determine why judges left state judicial office, the Office of Court Administration regularly surveys judges for the factors influencing their decision.⁴ The results of the surveys for the 2020-2021 biennium are below.

Which Factor(s) Influenced Your Decision?

The most significant factors in judges' decisions to leave state judicial office were **retirement** and **personal** reasons.

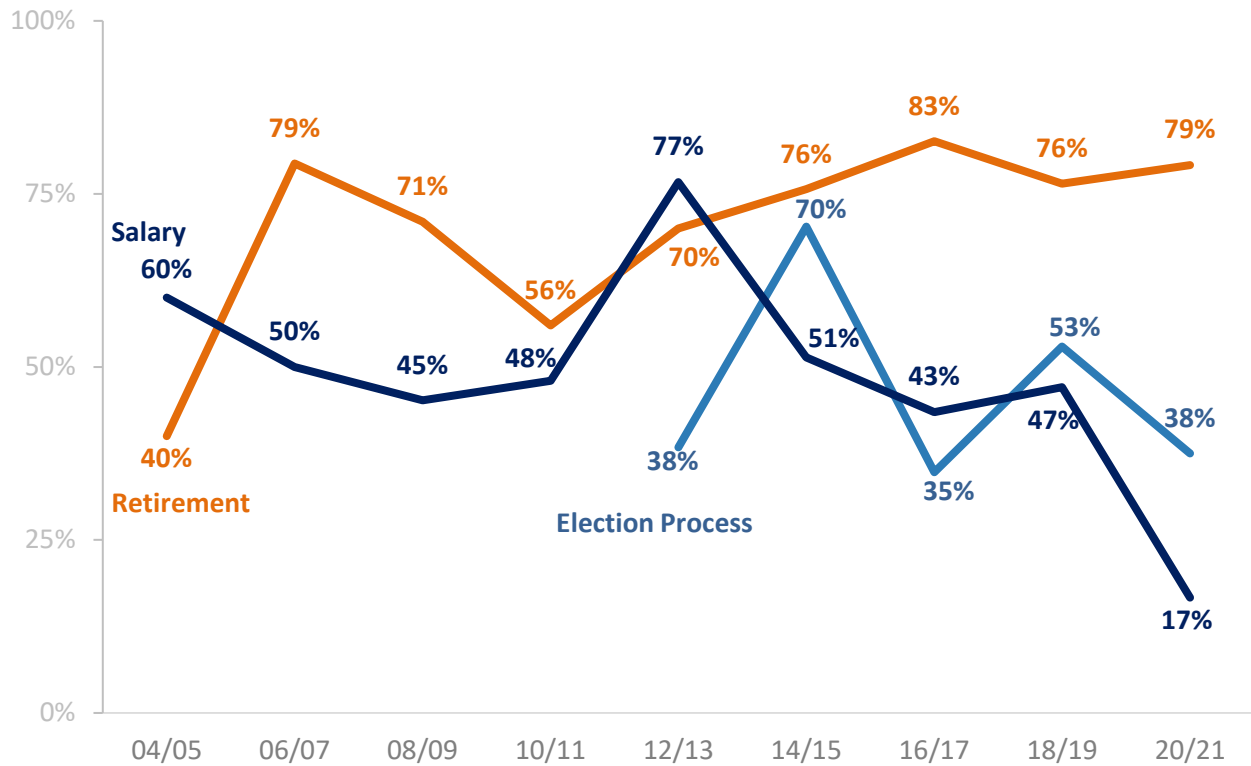
Factors Influencing Judges' Decision



⁴ The methodology for the survey can be found in Appendix A.

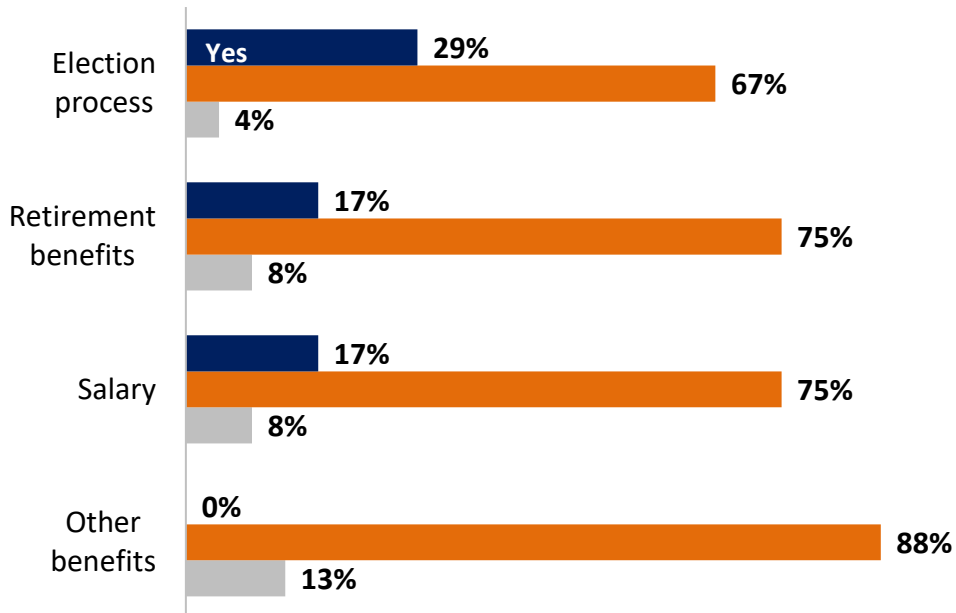
Almost 80 percent of judges indicated that **retirement** was a significant factor, a slight increase from the last biennium. Approximately 40 percent of judges named the **election process** as a significant factor, down from 53 percent in the previous biennium. Less than 20 percent of judges indicated that **salary** was a factor, a significant decrease from the previous period.

Factors Influencing Judges' Decision to Some or Very Great Extent



Approximately 30 percent of judges indicated that a change in the **election process** would have affected their decision to leave, and 17 percent each indicated that a change in **salary** or a change in **retirement benefits** would have influenced their decision.

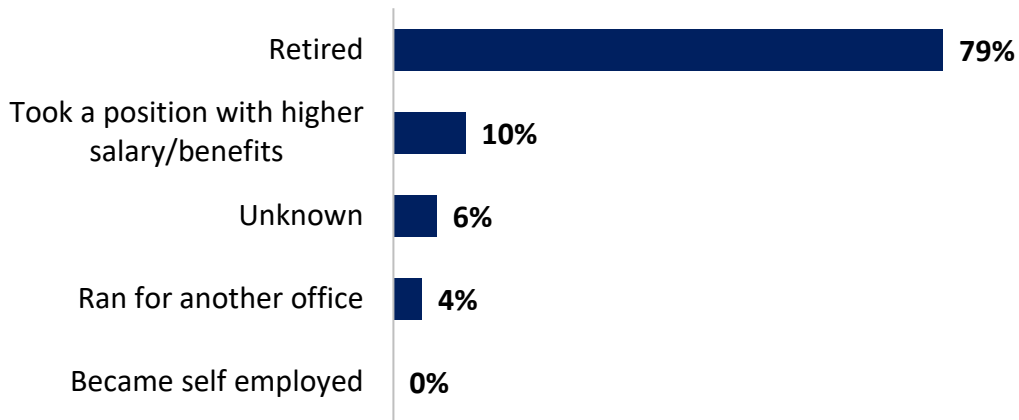
Would changes in these factors affect your decision?



Next Step for Judges after Resigning or Completing Their Terms

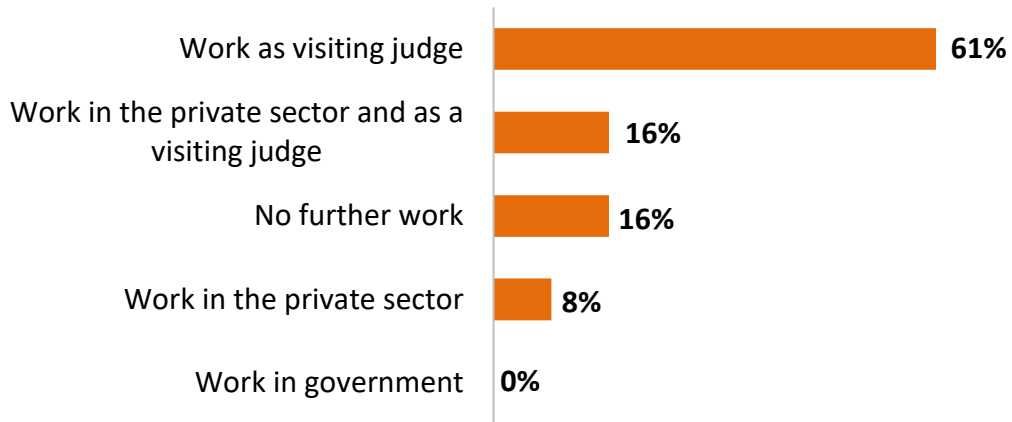
Most of the 59 judges who left voluntarily office during the biennium **retired**. Ten percent took a position with a better salary or benefits or ran for another office.

Upon Leaving Office, Judges:



Judges who retire from the bench choose different paths, but **only 16 percent indicated that they planned no further work**. More than 60 percent of the 38 judges who retired planned to continue working as a visiting (or assigned) judge.⁵ More than 15 percent planned on serving as a visiting judge in addition to working in the private sector.

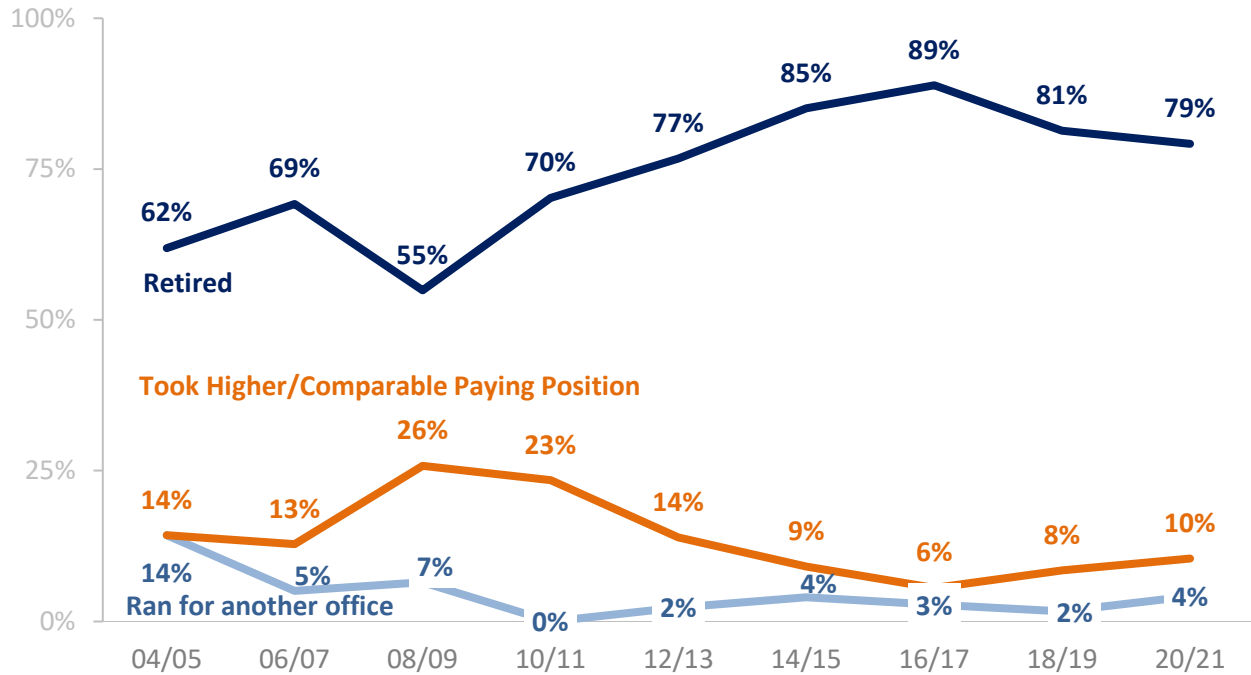
Plans of Retired Judges



⁵ Tex. Govt. Code § 74.054

Of the judges leaving office, the percentage of judges **retiring** has decreased over the last 2 biennia, whereas the number of judges taking high/comparable paying positions outside the judiciary or running for another office has increased over the same period.

Upon Leaving Office, Judges:



Salaries of Elected State Judges

As of September 1, 2019, the annual state base salary of a district judge with 0 to 4 years of eligible service was \$140,000.⁶ Judges with 4 to 8 years of eligible service receive a state salary of \$154,000, and judges with more than 8 years of eligible service receive \$168,000 in state salary. Judges with 12 or more years of State law also authorizes the salaries of district court judges to be supplemented from county funds, up to a total amount that is \$5,000 less than the combined salary from state and county sources provided for a justice of a court of appeals.⁷

The annual state base salary of a justice of a court of appeals with 0 to 4 years of eligible service is 110 percent of the annual state base salary of a district judge.⁸ Justices with 4 to 8 years of eligible service receive a state salary of \$169,400, and justices with more than 8 years of eligible service receive \$184,800 in state salary. State law authorizes salaries of the justices to be supplemented by the counties in each court of appeals district, up to a total amount that is \$5,000 less than the state salary paid to a justice of the Supreme Court.⁹

The annual state base salary of a justice of the Supreme Court or a judge of the Court of Criminal Appeals with 0 to 4 years of eligible service is 120 percent of the annual state base salary of a district judge.¹⁰ Justices or judges with 4 to 8 years of eligible service receive a state salary of \$184,800, and justices or judges with more than 8 years of eligible service receive \$201,600 in state salary.

The chief justice and presiding judge of an appellate court receives \$2,500 to \$3,000 more than the other justices of the court based on years of eligible service.¹¹

	State Salary Based on Years of Experience	County Supplement	Maximum Salary
Justice/Judge – Supreme Court, Court of Criminal Appeals	\$168,000- \$201,600*	-----	\$201,600
Justice – Court of Appeals	\$154,000- \$184,800*	up to \$9,000	\$193,800
Judge – District Court	\$140,000- \$168,000	up to \$18,000	\$186,000

*Chief of appellate court receives additional \$2,500 - \$3,000 based on years of experience

⁶ Schedule of Exempt Positions, page IV-39, Chapter 1053 (S.B. 1), Acts of the 87th Legislature, Regular Session, 2021 (the General Appropriations Act).

⁷ Tex. Govt. Code § 659.012(a)(1)

⁸ Tex. Govt. Code § 659.012(a)(2)

⁹ *Id.*

¹⁰ Tex. Govt. Code § 659.012(a)(3)

¹¹ Tex. Govt. Code § 659.012(a)(4)

All justices of the 14 courts of appeals receive county supplements, and 96 percent of them receive the maximum amount allowed by law. Ninety-nine percent of district judges receive a county supplement, and 82 percent receive the maximum amount allowed by law.

County Supplements Received as of January 1, 2022			
	% of Judges Receiving Supplement	Average Supplement	Total Average Salary
Courts of Appeals Justice	100%	\$8,963	\$177,429
District Judge	99%	\$16,860	\$171,069

Judges are also entitled to monthly longevity pay equal to 5 percent of their current monthly state salary for each year of service credited in the retirement system after completing 12 years of service.¹² Longevity pay is not included as part of the judge’s or justice’s combined salary from state and county sources for purpose of the salary limitations described above.

Salaries of State Judges in the Six Most Populous States

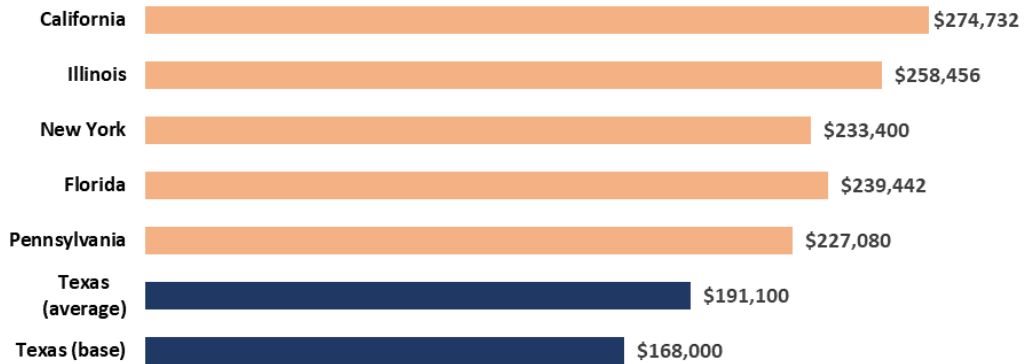
While the new compensation structure established in September 2019 increased base state salaries for judges with more than 4 years of relevant experience, the **base salary** for judges with 0 to 4 years of experience **remained unchanged from 2013**, the year of the last increase. Meanwhile, judges in all five of the other most populous states received increases, ranging from 13 to 48 percent since 2013.

Percentage Change in State Salaries from October 2013 to July 2022	
California	24%
Texas (base salary)	0%
Florida	25-48%
New York	26%
Pennsylvania	13-14%
Illinois	21%

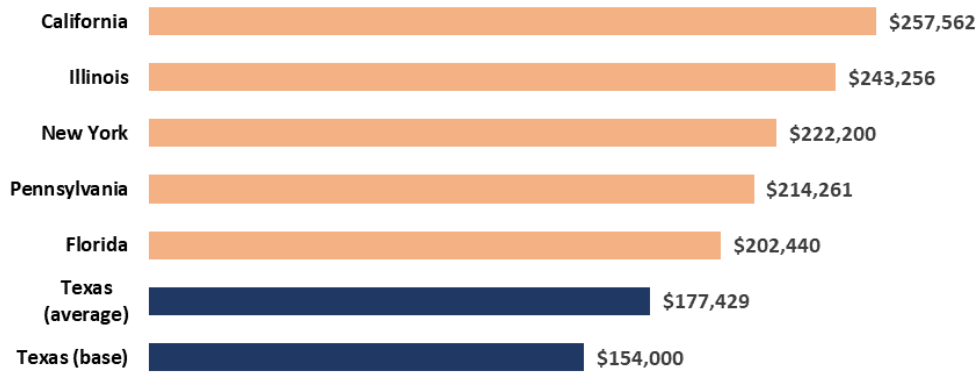
In addition, the **salaries of Texas judges continued to lag the salaries of judges at corresponding levels in all five states** closest to Texas in population. Texas’ minimum base salary ranks sixth for all 3 levels of state courts. When the higher levels of compensation for judges with more than 4 years of experience are considered, Texas still ranks sixth amongst the judges of the highest appellate courts, the intermediate courts of appeals, and the general jurisdiction (district) courts.

¹² Tex. Govt. Code § 659.0445

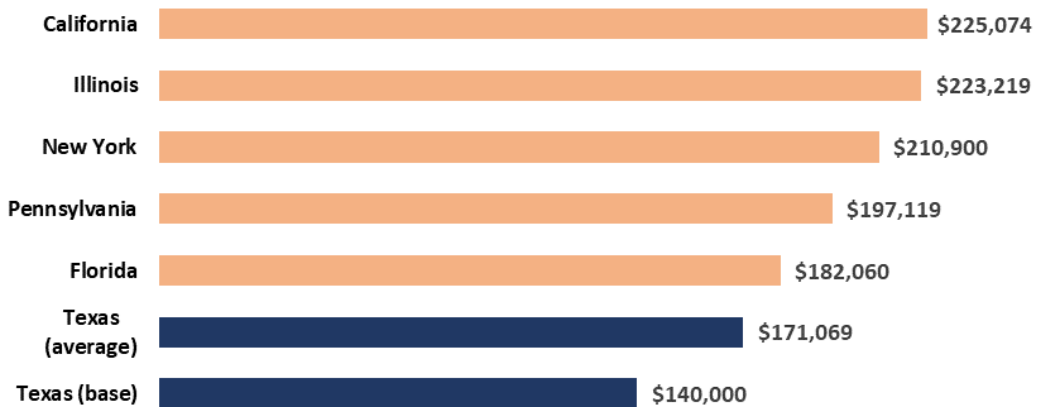
Salary of Justice of Highest Appellate Court



Salary of Justice of Intermediate Appellate Court



Salary of General Jurisdiction Trial Court Judge



The base state salary of Texas judges is at least **38 percent lower** than the average salary of their counterparts in the five states closest to Texas in population.

Court	Texas State Salary Average/Base	Average Salary of Other 5 Most Populous States	% Difference Average/Base
Justice/Judge - Supreme Court and Court of Criminal Appeals	\$191,100/ \$168,000	\$246,622	25% / 38%
Justice - Court of Appeals	\$177,429 \$154,000	\$227,944	25% / 39%
District Judge	\$171,069 \$140,000	\$207,674	19% / 39%

Salaries of State Judges Nationwide

At the request of the 2022 Judicial Compensation Commission, the change in salaries was calculated for all 50 states from the time period of the last increase in base pay for Texas judges to present. Salaries increased in nearly every state, averaging 19 to 20 percent.

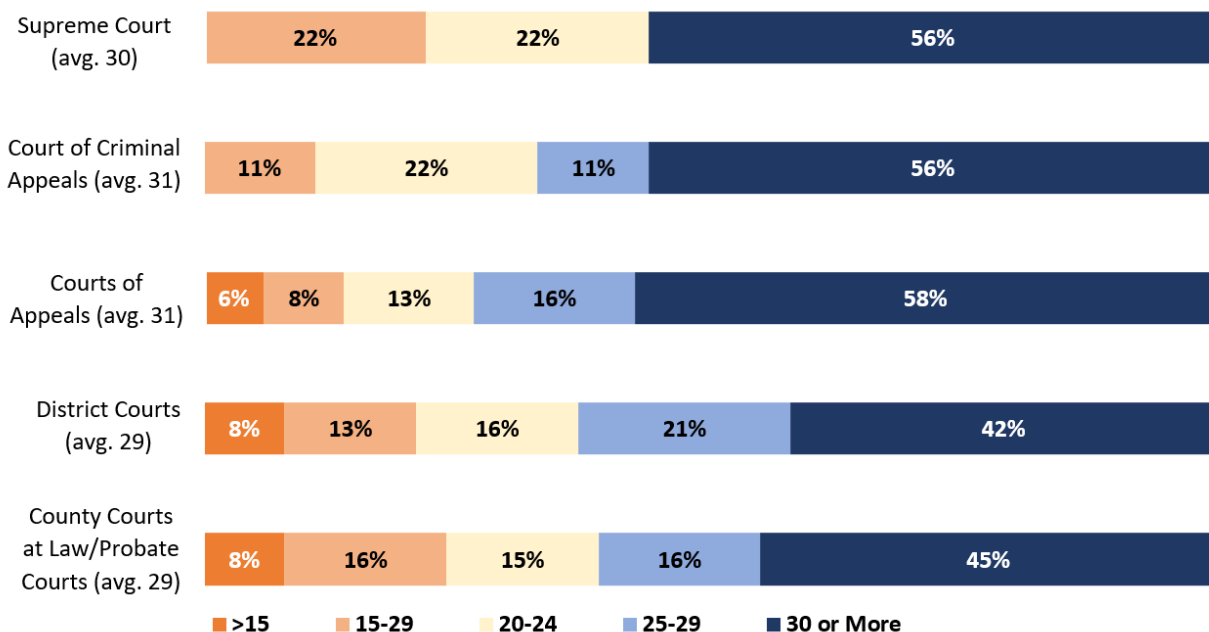
	Court of Last Resort	Intermediate Appellate	General Jurisdiction
Number of States	50	39	50
# States with Increase	46	37	48
% States with Increase	92%	95%	96%
Avg \$ Increase	\$30,091	\$29,681	\$27,181
Avg % Increase	19%	20%	19%
	<i>No increase for Alabama, Michigan, Nevada, and Texas</i>	<i>No increase for Alabama and Texas</i>	<i>No increase for Nevada and Texas</i>

Salaries of Texas Lawyers

Justices and judges for the Supreme Court, Court of Criminal Appeals, and Courts of Appeals are required to have at least 10 years of experience as lawyers.¹³ As of September 1, 2022, the average length of time since licensure was 31 years for judges of the appellate courts.¹⁴ Eighty-six percent of appellate judges had 20 or more years of experience, and 57 percent had 30 or more years.

A constitutional amendment passed in 2021 increased the minimum years of experience for a district judge from four to eight years. The average length of time since licensure was 29 years for district judges. Seventy-nine percent of judges had 20 or more years of experience, and 42 percent had 30 or more years.

Judges' Years of Experience as Texas Attorney



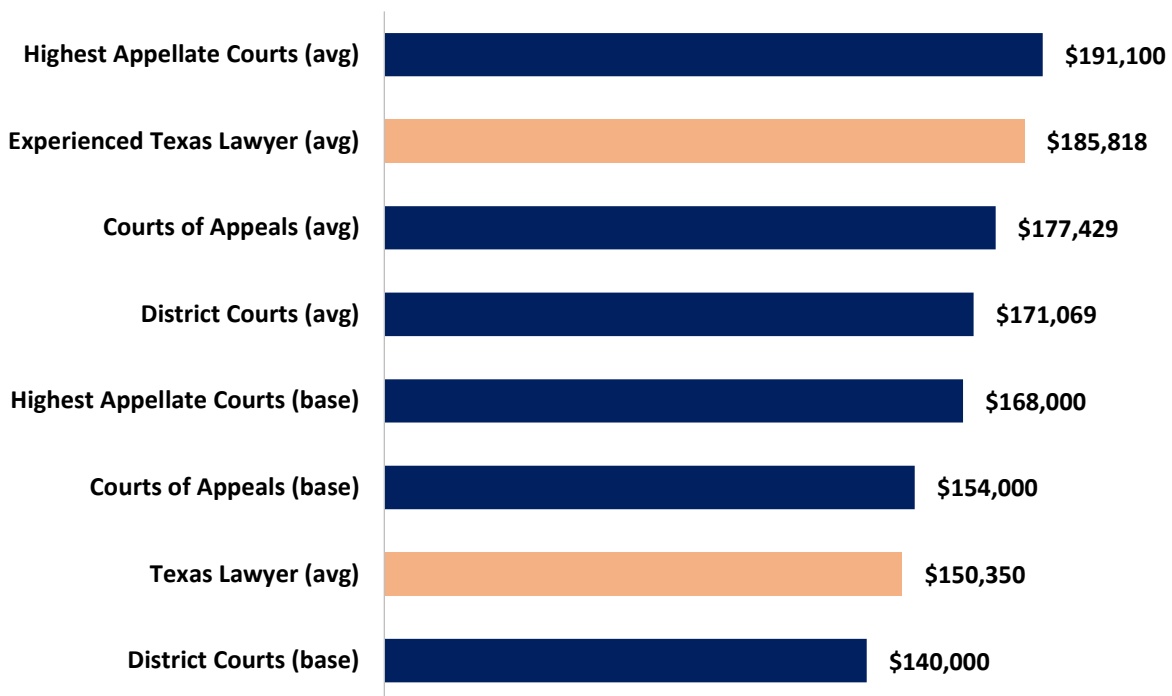
¹³ Tex. Const. art. V, § 2(b), § 4(a), § 6(a)

¹⁴ Appendix F contains demographic data for Texas judges as of September 1, 2022.

According to data collected by the Texas Workforce Commission (TWC) for its Texas Wages and Employment Projections, the statewide average salary for an experienced lawyer in 2021 was \$185,818, and the average salary for all lawyers was \$150,350.¹⁵ TWC defines experienced workers as the wage earned by the upper two-thirds of all workers in the selected occupation.

The minimum state base salary for district judges is less than the average salary for lawyers statewide in 2021 and significantly less than the average salary for an experienced lawyer. **Apart from the average salary of judges on the highest courts, all other judicial salaries fall below the average salary of an experienced lawyer.**

Comparison of Current Texas Judge Salaries to 2021 Salaries for Texas Attorneys



¹⁵ Texas Workforce Commission. *Texas Wages and Employment Projections*. Average lawyer salary found at <https://texaswages.com/WDAWages/WDASocDetails?soc=23-1011&wgeType=mean>. Average experienced lawyer salary found at <https://texaswages.com/WDAWages/WDASocDetails?soc=23-1011&wgeType=experience>. Accessed September 29, 2022.

Appendix A: Purpose and Methodology

Purpose of Report

To provide the Legislature with information to facilitate legislation that ensures that the compensation of state judges is adequate and appropriate, the 79th Texas Legislature charged the Office of Court Administration (OCA) with collecting information relating to state judicial turnover. **Section 72.030** of the Texas Government Code requires OCA to:

- 1) obtain data on the rate at which state judges resign from office or do not seek reelection, as well as the reason for these actions; and
- 2) file a report containing this data for the preceding state fiscal biennium with the governor, lieutenant governor, speaker of the house of representatives, and presiding officers of the standing committees of each house of the Legislature with jurisdiction over the judiciary or appropriations.

The report must also include the following findings:

- 1) whether the compensation of state judges exceeds, is equal to, or is less than the compensation of judges at corresponding levels in the five states closest in population to Texas; and
- 2) whether the compensation of state judges exceeds, is equal to, or is less than the average salary of lawyers engaged in the private practice of law.

Methodology

Data for **general** turnover in the state judiciary for the biennium were compiled from

- notices of resignation and notices of appointment from the Governor's Office,
- election results from the Secretary of State's website,
- surveys sent to departing judges, and
- news articles concerning the departure of judges.

The findings on **reasons for voluntary turnover** are based on the survey responses of state appellate and district judges who left the state judiciary voluntarily during the period. Designed by OCA staff and reviewed and approved by the Chief Justice of the Supreme Court, the survey instrument asked respondents to indicate:

- to what extent certain factors influenced their decision to leave their current positions,
- whether certain factors would compel the individual to continue serving as a state judge, and
- what they did immediately after leaving office.

Surveys were sent to each of the appellate and district judges who left the state judiciary voluntarily and did not resign under allegations of misconduct during the biennium. Once OCA received notification about a resignation, a survey was sent to the judge by email. Follow-up notifications, along with another copy of the questionnaire, were sent to judges who had not responded.



Appendix B: Manner in Which State Appellate and District Judges Left Office Each Biennium

	04/05	06/07	08/09	10/11	12/13	14/15	16/17	18/19	20/21
Defeated in election	10	34	36	19	23	17	27	66	31
Did not seek reelection	9	22	22	29	28	34	25	40	29
Resigned	12	17	14	18	15	26	11	19	19
Resigned (allegations of misconduct)	n/a	n/a	n/a	n/a	n/a	4	2	0	1
Mandatory retirement	3	2	3	1	1	4	2	12	6
Deceased	4	1	1	5	1	3	1	1	4
Removed from office	1	0	1	1	1	0	2	2	1
Total Leaving State Judiciary	39	76	77	73	69	84	70	140	90

Appendix C: Results of Judicial Turnover Survey for Fiscal Years 2020 and 2021

A. Please indicate to what extent each of the following factors contributed to your decision to leave the Texas state judiciary.		To Very Great Extent	To Some Extent	To a Small Extent	Not at All	No Answer
1	Salary	8%	8%	17%	58%	8%
2	Benefits	0%	8%	8%	75%	8%
3	Little or no career advancement opportunities	0%	4%	13%	75%	8%
4	Desire for self-employment	4%	13%	4%	71%	8%
5	Working conditions/environment (e.g., safety, work-related stress, and/or workload issues)	4%	21%	4%	63%	8%
6	Retirement	63%	17%	0%	21%	0%
7	Personal	29%	25%	4%	29%	13%
8	Having to campaign/judicial election process	13%	25%	17%	38%	8%

B. Would changes in the following factors compel you to continue serving as a state judge?		Yes	No	No Answer
1	Salary	17%	75%	8%
2	Retirement benefits/policies	17%	75%	8%
3	Other benefits	0%	88%	13%
4	Judicial election process	29%	67%	4%

C. Please indicate what you plan to do after resigning or finishing out your term. (Check only one.)		
1	Obtain another position with higher salary and/or better benefits	10%
2	Obtain another position with comparable salary and/or benefits	0%
3	Become self-employed	0%
4	Run for another office	4%
5	Retire and not continue to work	13%
6	Retire but continue to work as a visiting judge	48%
7	Retire but continue to work in the private sector	6%
8	Retire but continue to work in the private sector and as a visiting judge	13%
9	Retire but continue to work in state or local government	0%
10	Unknown	6%

Appendix D: Comments from Respondents

Compensation

1. After 20 years there is little financial incentive to continue working as a judge. If a judge could continue to draw salary and draw retirement at the same time, more experienced judges would stay on the bench. This would still save the state money and would be a benefit to the community. Thank you to the OCA for your work. It has been a privilege to work as a judge for the state of Texas.

Elections

1. Partisan elections for judges is an abomination and undermines the integrity of the judiciary. The only people that support partisan judicial elections are politicians and politicians.

Retirement

1. I have tremendously enjoyed my 20-year tenure as district judge. When I ran for office, I knew it was time to run. When I chose not to run for a 6th term, it was because I knew it was time to retire.
2. I have been a district judge for over 20 years. It has been a wonderful career.
3. I was honored to serve for 31 years.
4. I have thoroughly enjoyed my career as a Texas District Judge. The work is intellectually stimulating and very rewarding. I have daily opportunities to have a positive impact on individual lives and the community at-large. I am inspired by my judicial colleagues and the attorneys who practice in my court. My judicial career (20 years district judge) (10 years constitutional district judge) has been a true pleasure and a source of immense personal pride.
5. This is all premised in my case with continued good health, which I have. I would not do well just sitting and for hitting a golf ball (which I would like to have some more time for). I am not an accurate long gun hunter, but I appreciate those who are. I don't have patience for fishing. I have 8 blessings among nine, who are very special - my grandchildren.
6. I loved my years of service (27+). My principal reason for retiring is health related.

Working Conditions

1. I love being a judge and hope to have the opportunity to serve as a visiting judge. I am not retiring because I am burned out or sick of the job. In my view, there is just too much work to manage along with the administration duties of a judge. I hope to have a part-time position that is not the practice of law and do some visiting judge work.
2. Term of office should be 6 years.

Appendix E: Salaries of Elected State Judges as of September 1, 2021

District Judge

Years of Service	State Salary	State Longevity Pay ¹	Maximum County Supplement ^{2,3}	Total Maximum Compensation
0-4 years (base salary)	\$140,000	\$0	\$18,000	up to \$158,000
4-8 years	\$154,000	\$0	\$18,000	up to \$172,000
8+ years	\$168,000	\$0	\$18,000	up to \$186,000
12+ years (longevity)	\$168,000	\$8,400	\$18,000	up to \$194,400

Additional Compensation

Position	Additional Compensation
Presiding Judge of Administrative Judicial Region	not to exceed \$42,000 ⁴
Presiding judge of silica or asbestos multi-district litigation	not to exceed \$42,000 ⁵
Local administrative judge who serves in county with more than 5 district courts	\$5,000 ⁶

Retired or Former Judge

Position	State Salary	Maximum County Supplement ^{2,3}	Additional Compensation	Total Maximum Compensation
Presiding Judge of Administrative Judicial Region (retired or former judge)	N/A	N/A	\$42,000 - 63,000 ⁷	up to \$50,000
Presiding judge of silica or asbestos multi-district litigation (retired)	\$140,000	\$18,000	N/A	up to \$158,000 ⁸

Notes:

- Entitled to monthly longevity pay of 5 percent of current monthly state salary for each year of service credited in the retirement system after completing 12 years of service.
- Additional compensation provided by counties in judicial and appellate districts for extra judicial service performed by judges and justices. Government Code Secs. 659.012, 31.001 and 32.001.
- The state salary of a district judge whose county supplement exceeds \$18,000 will be reduced by the amount of the excess so that the maximum salary the judge or justice receives from state and county sources is \$158,000. Government Code Secs. 659.012 and 32.001.
- Presiding judges' salary set by [Texas Judicial Council](#). Government Code Sec. 74.051(b). Paid by counties in administrative judicial region on a pro rata basis based on population.
- Government Code Sec. 659.0125(a).
- Government Code Sec. 659.012(d).
- Presiding judges' salary based on number of courts and judges in region. Government Code Sec. 74.051(c). Paid by counties in administrative judicial region on a pro rata basis based on population.
- Government Code Sec. 659.0125(c).

Court of Appeal Justices

The base salary of a justice on a court of appeals is 110% of the state base salary of a district judge and serves as the benchmark for salary increases based on years of service. The chief justice of a court of appeals is entitled to an additional \$2,500 to \$3,000 in their base salary based on years of service.

Years of Service	State Salary	State Longevity Pay ¹	Maximum County Supplement ^{2,3}	Total Maximum Compensation
0-4 years (base salary)	\$154,000	\$0	\$9,000	up to \$163,000
4-8 years	\$169,400	\$0	\$9,000	up to \$178,400
8+ years	\$184,800	\$0	\$9,000	up to \$193,800
12+ years (longevity)	\$184,800	\$9,240	\$9,000	up to \$203,040

Notes:

1. Entitled to monthly longevity pay of 5 percent of current monthly state salary for each year of service credited in the retirement system after completing 12 years of service.
2. Additional compensation provided by counties in judicial and appellate districts for extra judicial service performed by judges and justices. Government Code Secs. 659.012, 31.001 and 32.001.
3. The state salary of an appellate justice whose county supplement exceeds \$9,000 will be reduced by the amount of the excess so that the maximum salary the justice receives from state and county sources is \$163,000 (justice) or \$165,500 (chief justice). Government Code Secs. 659.012 and 31.001.

Supreme Court Justices and Court of Criminal Appeals Judges

The base salary of a justice on the Supreme Court of Texas and a judge on the Court of Criminal Appeals is 120% of the state base salary of a district judge and serves as the benchmark for salary increases based on years of service. The chief justice of the Supreme Court of Texas and the presiding judge of the Court of Criminal Appeals are entitled to an additional \$2,500 to \$3,000 in their base salary based on years of service.

Years of Service	State Salary	State Longevity Pay ¹	Total Maximum Compensation
0-4 years (base salary)	\$168,000	\$0	up to \$168,000
4-8 years	\$184,800	\$0	up to \$184,800
8+ years	\$201,600	\$0	up to \$201,600
12+ years (longevity)	\$201,600	\$10,080	up to \$211,680

Notes:

1. Entitled to monthly longevity pay of 5 percent of current monthly state salary for each year of service credited in the retirement system after completing 12 years of service.

Appendix F: Profile of Appellate and Trial Judges As of September 1, 2022*

	Supreme Court	Court of Criminal Appeals	Court of Appeals	District Courts	Criminal District Courts	County Courts at Law	Statutory Probate Courts
Number of Judge Positions	9	9	80	473	13	257	19
Number of Judges	9	9	80	471	13	257	19
Number of Vacant Positions	0	0	0	2	0	0	0
AGE OF JUDGES:	(n=9)	(n=9)	(n=78)	(n=430)	(n=12)	(n=231)	(n=18)
Mean	58	58	54	55	63	57	55
Oldest	73	69	71	76	78	82	73
Youngest	42	47	37	33	47	31	37
25 through 34	0	0	0	1	0	1	0
35 through 44	1	0	6	49	0	27	3
45 through 54	3	3	21	123	5	63	4
55 through 64	3	2	30	165	2	88	4
65 through 74	2	4	21	86	3	43	7
Over 75	0	0	0	6	2	9	0
GENDER OF JUDGES:	(n = 9)	(n = 9)	(n = 80)	(n = 471)	(n = 13)	(n = 257)	(n = 19)
Males	6	5	40	271	5	164	10
Females	3	4	40	200	8	93	9
ETHNICITY OF JUDGES:	(n = 9)	(n = 9)	(n = 79)	(n = 444)	(n = 12)	(n = 248)	(n = 19)
African-American	0	1	1	51	2	26	3
American Indian or Alaska Native	0	0	1	0	0	0	0
Asian or Pacific Islander	0	0	1	7	1	4	0
Hispanic/Latino	1	1	20	87	1	50	4
White (Non-Hispanic)	8	7	55	299	7	168	12
Other	0	0	1	0	1	0	0
LENGTH OF SERVICE ON CURRENT COURT:	(n = 9)	(n = 9)	(n = 79)	(n = 444)	(n = 12)	(n = 248)	(n = 19)
Average	8 Yr 9 Mo	9 Yr 10 Mo	5 Yr 0 Mo	8 Yr 10 Mo	10 Yr 5 Mo	9 Yr 2 Mo	9 Yr 9 Mo
Longest	33 Yr 8 Mo	27 Yr 8 Mo	27 Yr 8 Mo	39 Yr 8 Mo	27 Yr 6 Mo	35 Yr 8 Mo	37 Yr 3 Mo
Under 1 Year	1	0	2	12	0	4	0
1 through 4	4	2	51	178	3	87	9
5 through 9	2	5	15	124	4	60	3
10 through 14	1	0	2	66	1	38	4
15 through 19	0	0	5	50	4	38	1
20 through 24	0	1	4	22	0	23	0
25 through 29	0	1	1	14	1	7	0
30 through 34	1	0	0	3	0	1	1
35 through 39	0	0	0	2	0	1	1
Over 40	0	0	0	0	0	0	0
FIRST ASSUMED OFFICE BY:	(n = 9)	(n = 9)	(n = 80)	(n = 471)	(n = 13)	(n = 257)	(n = 19)
Appointment	8 (89%)	1 (11%)	26 (33%)	131 (28%)	2 (15%)	62 (24%)	3 (16%)
Election	1 (11%)	8 (89%)	54 (68%)	340 (72%)	11 (85%)	197 (77%)	16 (84%)

	Supreme Court	Court of Criminal Appeals	Court of Appeals	District Courts	Criminal District Courts	County Courts at Law	Statutory Probate Courts
LICENSED TO PRACTICE LAW:							
Number Licensed	9 (100%)	9 (100%)	80 (100%)	471 (100%)	13 (100%)	257 (100%)	19 (100%)
Mean Year Licensed	1992	1991	1991	1993	1990	1993	1993
4 Years or Less	0	0	0	1	0	0	0
5 to 9 Years	0	0	0	2	0	3	0
10 to 14 Years	0	0	5	35	0	16	2
15 to 19 Years	2	1	6	60	2	41	3
20 to 24 Years	2	2	10	77	2	38	3
25 to 29 Years	0	1	13	97	3	42	3
30 or More Years	5	5	46	199	6	117	8
CAME TO THIS COURT FROM:							
Attorney Private Practice	2 (22%)	1 (11%)	46 (58%)	--	--	--	--
Judge of Lower Court	4 (44%)	1 (11%)	9 (11%)	--	--	--	--
Other Governmental Service	2 (22%)	4 (44%)	7 (9%)	--	--	--	--
PREVIOUS EXPERIENCE:							
Prosecutor	1 (11%)	5 (56%)	11 (14%)	174 (37%)	6 (46%)	113 (44%)	3 (16%)
Attorney Private Practice	8 (89%)	5 (56%)	29 (36%)	358 (76%)	8 (62%)	161 (63%)	18 (95%)
Judge of Lower Court	4 (44%)	1 (11%)	11 (14%)	36 (8%)	2 (15%)	22 (9%)	2 (11%)
County Commissioner	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (0%)	0 (0%)

*Data may be incomplete, as this table includes only information reported to OCA.

Appendix G: County Supplements

Sections 31.001 and 32.001 of the Texas Government Code authorize counties to supplement the salaries of the courts of appeals justices residing within their courts of appeals districts and the judges of the district courts that have jurisdiction in their counties. Judges of the Supreme Court and Court of Criminal Appeals do not receive supplements.

County Supplements Received by Intermediate Appellate Court Justices As of January 1, 2022		
Number of Justices	Percentage of Justices	County Supplement
77	96%	\$9,000
3	4%	\$8,001
AVERAGE		\$8,963

County Supplements Received by District Judges As of January 1, 2022		
Number of Judges	Percentage of all Judges	County Supplement
406	82.2%	\$18,000 or more
10	2.7%	\$17,000 to 17,999
2	0.4%	\$16,000 to 16,999
6	0.2%	\$15,000 to 15,999
5	1.5%	\$14,000 to 14,999
11	1.5%	\$13,000 to 13,999
2	1.5%	\$12,000 to 12,999
5	0.6%	\$11,000 to 11,999
7	1.7%	\$10,000 to 10,999
3	0.4%	\$9,000 to 9,999
10	1.9%	\$8,000 to 8,999
2	1.3%	\$7,000 to 7,999
4	1.0%	\$6,000 to 6,999
1	0.4%	\$5,000 to 5,999
4	0.8%	\$4,000 to 4,999
3	0.6%	\$3,000 to 3,999
1	0.2%	\$2,000 to 2,999
0	0.0%	\$1,000 to 1,999
0	0.0%	\$1 to 999
5	1.0%	\$0
AVERAGE		\$16,860

Appendix H: Salaries of State Judges in the Six Most Populous States ¹⁶

As of July 1, 2022

Listed in Population Order

Judge	California	Texas	Florida	New York	Pennsylvania	Illinois
Associate Justice – Court of Last Resort	\$274,732	\$168,000 ¹ \$191,100 ²	\$239,442	\$233,400	\$227,080	\$258,456
Justice – Intermediate Court of Appeals	\$257,562	\$154,000 ¹ \$168,467 ² \$177,429 ³	\$202,440	\$222,200	\$214,261	\$243,256
Judge – General Jurisdiction Trial Courts	\$225,074	\$140,000 ¹ \$154,846 ² \$171,069 ³	\$182,060	\$210,900	\$197,119	\$223,219
Notes:						
1. Basic state salary for judge with 0-4 years of experience. Does not include supplements paid by counties.						
2. Average state salary statewide as of January 1, 2022, not including salary supplements paid by counties.						
3. Average salary statewide as of January 1, 2022, including supplements paid by counties.						

¹⁶ Knowledge and Information Services Division, National Center for State Courts, *Survey of Judicial Salaries* as of July 1, 2022.
<https://www.ncsc.org/salarytracker>

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