

Report of the

JUDICIAL COMPENSATION COMMISSION 2022



12/01/2022



ABOUT



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Executive Summary

A strong and independent judiciary is essential to meet the needs of the State of Texas and its citizens. Adequate judicial compensation is one of the many factors that contribute to the support of a well qualified judiciary.

In 2007, the Texas Legislature formed the Judicial Compensation Commission (the "Commission") specifically to look at this factor and, each biennium, recommend the proper salaries to be paid by the state for all justices and judges of the Supreme Court, the Court of Criminal Appeals, the courts of appeals, and the district courts.

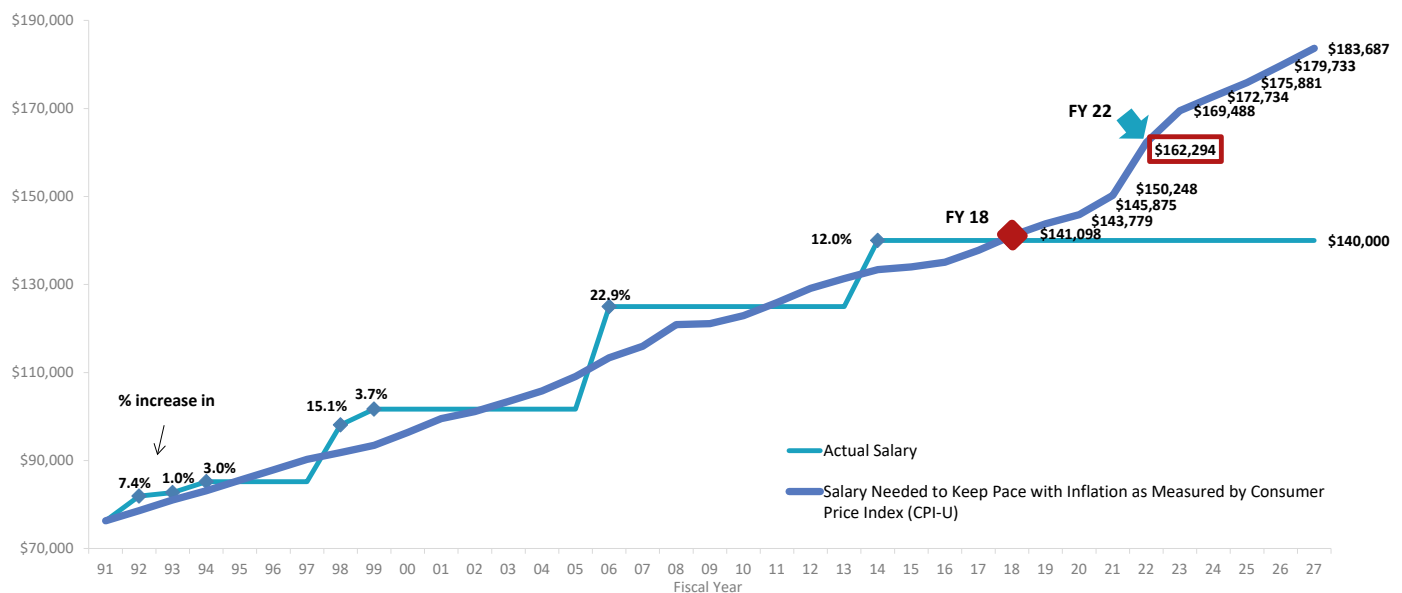


Findings

Based on the information it has gathered and reviewed, the Commission makes the following findings:

- In 2021, Texans passed a constitutional amendment to increase the qualifications to become a district and appellate judge. District judges must have 8 years as a practicing lawyer or judge, appellate judges must have 10.
- In order to maintain a strong, qualified and independent judiciary, and in order to attract qualified candidates and retain experienced judges, appropriate judicial compensation is essential.
- The last increase in the base pay for a district court judge was September 1, 2013.
- The Legislature instituted a tiered judicial pay scale effective September 1, 2019, that is based on longevity providing for a 10 percent raise after 4 years of service, and another 10 percent raise after 8 years and longevity pay after 12 years of service.
- 79 percent of appellate and district judges have had 20 or more years of experience as an attorney, and 43 percent have had more than 30 years.
- At the end of the 2017 -18 biennium, the state base salary of a district judge began to lag behind the rate of inflation and is currently lower than the salary paid in 1991 when factoring inflation. To keep up with inflation, the base salary of a district judge needs to be at least \$162,294.

Base State Salary of Texas District Judges



- Among the 6 most populous states, Texas ranks last in salaries for judges on the state's highest courts, appellate courts and district courts.¹

1. The six most populous states include California, Illinois, New York, Florida, Pennsylvania and Texas.

- When comparing Texas judicial salaries to the rest of the country, Texas judges continue to fall behind. At the district level, Texas judicial salaries rank 41st compared to other states, 23rd at the intermediate appellate level, and 29th at the highest appellate courts which include the Texas Supreme Court and Court of Criminal Appeals. The age of judges serving in the Texas judiciary is increasing, and it is anticipated that many may retire in the near future making it more important than ever to set compensation at a level adequate to recruit a future generation of judges to the bench.
- Since the last increase in base compensation in 2013, most states have increased compensation for judges an average of 19-20 percent.

The chart below shows the change in judicial salaries across the country during the past 10 years. Base salaries for judges increased in nearly every state, averaging an increase of 19 and 20 percent.

| | Court of Last Resort | Intermediate Appellate | General Jurisdiction |
|----------------------------------|---|--|---|
| Number of States | 50 | 39 | 50 |
| # States with Increase | 46 | 37 | 48 |
| % of 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> |

Recommendations

As a result of its findings, the Commission recommends a 22% increase to the base pay of a district judge split with an 11% increase in 2024 and another 11% increase in 2025. Raising the base salary of a district judge will also increase the salaries of appellate judges and other judicial positions that are tied to the base salary of a district judge. The base salaries for the 2024-25 biennium are shown in the tables below:

RECOMMENDED JUDICIAL COMPENSATION - 2024

| Judge | State Salary | Additional Compensation ² | Total | % Increase Above Current Total Compensation | Adjusted National Ranking |
|---|--------------|--------------------------------------|-----------|---|---------------------------|
| Supreme Court Chief Justice / Court of Criminal Appeals Presiding Judge | \$226,776 | n/a | \$226,776 | 11% | -- |
| Supreme Court Justice / Court of Criminal Appeals Judge | \$186,480 | n/a | \$186,480 | 11% | 29 |
| Court of Appeals Chief Justice | \$173,440 | up to \$10,540 | \$183,980 | 11% | -- |
| Court of Appeals Justice | \$170,940 | up to \$10,540 | \$181,480 | 11% | 22 |
| District Court Judge | \$155,400 | up to \$21,080 | \$176,480 | 11% | 25 |

RECOMMENDED JUDICIAL COMPENSATION - 2025

| Judge | State Salary | Additional Compensation ² | Total | % Increase Above Current Total Compensation | Adjusted National Ranking |
|---|--------------|--------------------------------------|-----------|---|---------------------------|
| Supreme Court Chief Justice / Court of Criminal Appeals Presiding Judge | \$251,391 | n/a | \$251,391 | 11% | -- |
| Supreme Court Justice / Court of Criminal Appeals Judge | \$206,993 | n/a | \$206,993 | 11% | 15 |
| Court of Appeals Chief Justice | \$192,243 | up to \$12,250 | \$204,493 | 11% | -- |
| Court of Appeals Justice | \$189,743 | up to \$12,250 | \$201,993 | 11% | 10 |
| District Court Judge | \$172,494 | up to \$24,499 | \$196,993 | 11% | 10 |

2. If the Commission's recommended salary increases are adopted, county supplements could increase to the amounts shown in the chart. (See Tex. Gov't Code 659.012.) The current maximum county supplement for courts of appeals justices is \$9,000 and for district court judges it is \$18,000.

Other Recommendations

The Legislature instituted a tiered pay structure for judges and prosecutors in 2019. After four years of service they receive a 10 percent increase and another 10 percent increase after 8 years of service. Cross-Credit for service was not included in the legislation. For example, if a judge served for 8 years on the bench and then was elected district attorney, they would start back at the base salary as district attorney instead of the 8 year salary they would have received if they remained on the bench. The Commission recommends the legislature amend current law to allow cross-credit between prosecutors and judges when calculating salaries based on the tiered system.³

Cost

The state fiscal impact of the judicial salary increases recommended by the Commission is estimated to be approximately \$56.8 million for the 2024-25 biennium.⁴ Sixty-five percent of the total cost is for judicial salaries, thirty-five percent is for other salaries that are linked to the salary of a district judge. For more detailed information regarding the cost of implementing the Commission's recommended salaries, refer to Appendix A.

3. This cost includes state-paid judicial salaries, longevity pay increases, increases in pay for state and county prosecutors, and increases in funding provided for statutory county court salaries.

4. The Texas District and County Attorneys Association (TDCAA) has generated a list of elected district attorneys, county attorneys, county court at law judges, and district judges who have served in more than one of these elected offices. TDCAA estimates the cost of implementing cross-credit to be: \$353,500 plus fringe benefits in FY 2024 and \$353,500 plus fringe benefits in FY 2025.

History and Function of the Commission

The Judicial Compensation Commission was created by the 80th Legislature, effective September 1, 2007.⁵ It is composed of nine members who are appointed by the Governor with the advice and consent of the Senate to serve six-year terms. No more than three members serving on the Commission may be licensed to practice law.

The Commission is responsible for making a report to the Texas Legislature each even-numbered year recommending the proper salaries to be paid by the state for all justices and judges of the Supreme Court of Texas, the Court of Criminal Appeals of Texas, the courts of appeals and the district courts. In recommending the proper salaries for the justices and judges, the Commission is required to consider the factors listed in Section 35.102(b) of the Texas Government Code. (See page 10).

The commission held its first meeting of the biennium on May 12, 2022, and reviewed data relating to the factors to be considered in setting judicial compensation. The commission met again and made the recommendations included in this report on August 4, 2022.



Judge Randy M. Clapp

The Honorable Judge Clapp, 329th Judicial District Court, Wharton County, testifies before the Commission at its August 4, 2022, meeting.

5. Acts 2007, 80th Legislature, Regular Session, Ch. 1090, September 1, 2007. Texas Government Code, Chapter 35.

Current Structure of Judicial Salaries

The 86th Texas Legislature passed HB 2384 and enacted a new salary structure for Texas judges that took effect September 1, 2019.⁶ The new salary structure rewards continued service on the bench by creating a tiered pay structure for Appellate, District and County Court at Law Judges. Under the new pay structure, judges receive a raise after 4 years of service and then again after 8 years of service. The new law also increased the amount of longevity pay for state judges and reduced the number of years of actual service needed to be entitled to longevity pay from 16 years to 12 years. The new pay structure did not raise the base pay of a district judge which is the benchmark that all state judicial salaries are based upon. The base salary for a district judge is \$140,000, which has remained the same since 2013.

In addition, Sections 31.001 and 32.001 of the Texas Government Code authorize counties to supplement the salaries of the courts of appeals justices and the district court judges that have jurisdiction in their counties.

CURRENT JUDICIAL COMPENSATION LEVELS

| Judge | State Salary | Additional Compensation ⁷ | Total |
|--|--------------|--------------------------------------|------------------|
| Supreme Court Chief Justice / Court of Criminal Appeals Presiding Judge | \$170,500 | n/a | \$170,500 |
| Supreme Court Justice / Court of Criminal Appeals Judge | \$168,000 | n/a | \$168,000 |
| Court of Appeals Chief Justice | \$156,500 | up to \$9,000 | \$165,500 |
| Court of Appeals Justice | \$154,000 | up to \$9,000 | \$163,000 |
| District Court Judge | \$140,000 | up to \$18,000 | \$158,000 |

On the state's highest courts, the Chief Justice of the Supreme Court and the Presiding Judge of the Court of Criminal Appeals are entitled to an additional \$2,500 from the state. None of the justices or judges sitting on the highest courts of Texas are entitled to receive any county supplements.

Presiding judges of the administrative judicial regions,⁸ and district judges who preside over silica or asbestos multi-district litigation are entitled to additional compensation as well.⁹

6. HB 2384

7. If the Commission's recommended salary increases are adopted, county supplements could increase to the amounts shown in the chart. (See Tex. Gov't Code 659.012.) The current maximum county supplement for courts of appeals justices is \$9,000 and for district court judges it is \$18,000.

8. Tex. Govt. Code §74.051

9. Tex. Govt. Code §659.0125

Factors Required to be Considered by the Commission

In determining what a “proper” salary would be, the Commission is required to consider the following eight factors:



FACTOR 1

the skill and experience required of the particular judgeship at issue;



FACTOR 2

the value of compensable service performed by justices and judges, as determined by reference to judicial compensation in other states and the federal government;



FACTOR 3

the value of comparable service performed in the private sector, including private judging, arbitration, and mediation;



FACTOR 4

the compensation of attorneys in the private sector;



FACTOR 5

the cost of living and changes in the cost of living;



FACTOR 6

the compensation from the state presently received by other public officials in the state, including:

- a) state constitutional officeholders;
- b) deans, presidents, and chancellors of the public university systems; and
- c) city attorneys in major metropolitan areas for which that information is readily available;



FACTOR 7

other factors that are normally or traditionally taken into consideration in the determination of judicial compensation; and



FACTOR 8

most importantly, the level of overall compensation adequate to attract the most highly qualified individuals in the state, from a diversity of life and professional experiences, to serve in the judiciary without unreasonable economic hardship and with judicial independence unaffected by financial concerns.¹⁰

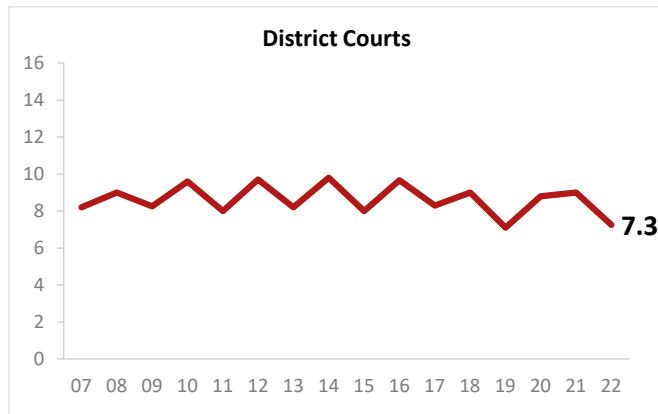
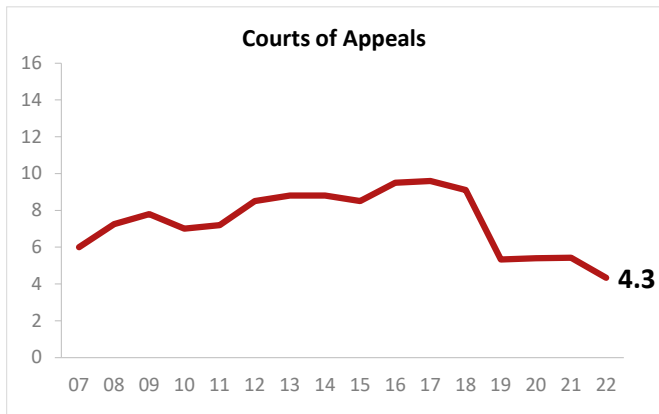
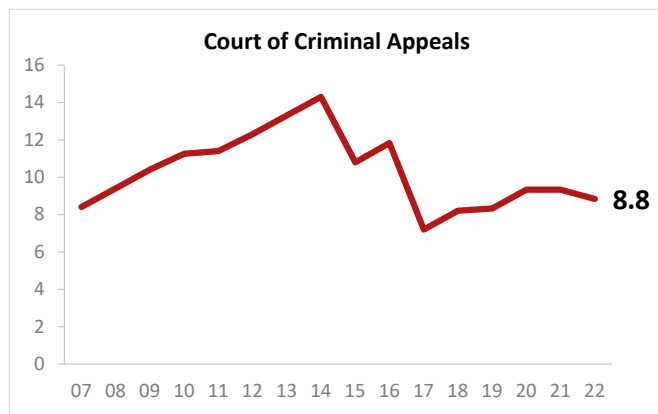
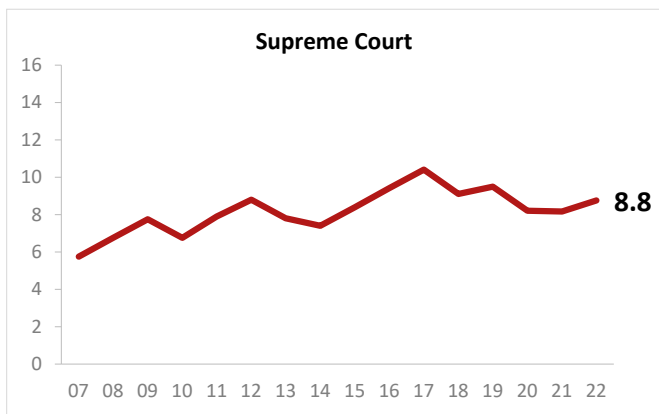


FACTOR 1: SKILL AND EXPERIENCE REQUIRED OF THE PARTICULAR JUDGESHIP AT ISSUE

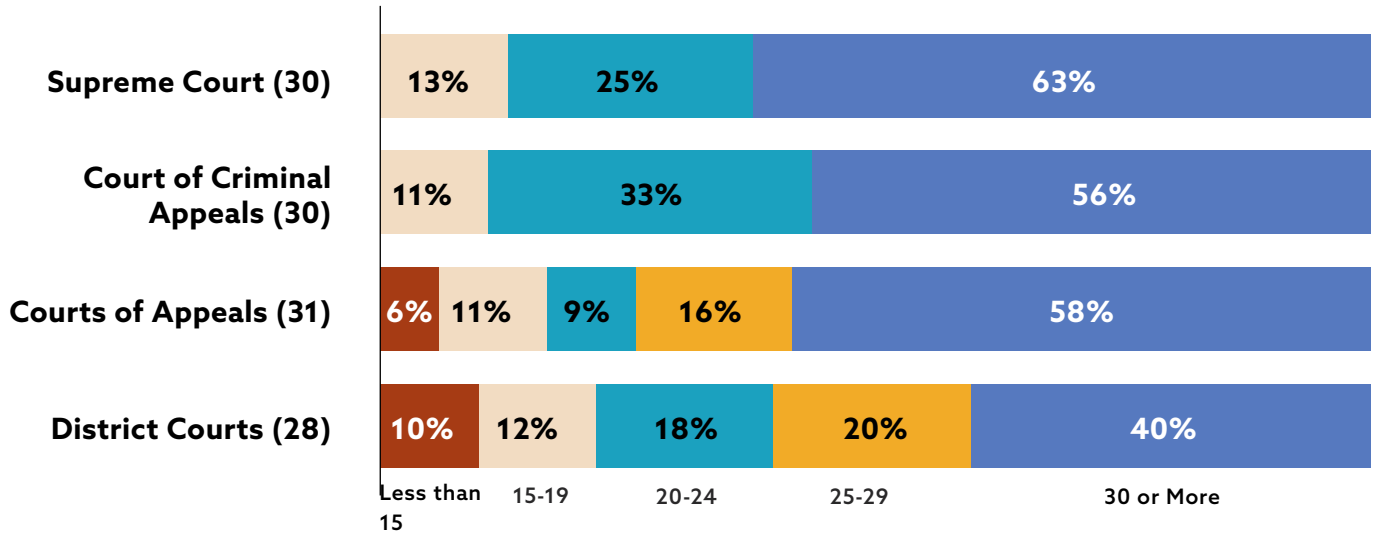
In 2021, Texans passed a constitutional amendment to increase the qualifications to become a district and appellate judge. District judges must be at least 25 years old and have been a practicing lawyer or judge, or both combined for at least 8 years. Appellate court justices and judges must be at least 35 years of age and have practiced law or been the judge of a court of record and practiced law for at least 10 years. These changes in requirements will be applied to judges and justices elected or appointed to a term beginning after January 1, 2025.

Data reviewed by the Commission show that the Texas state judiciary is very experienced. 79 percent of appellate and district judges have 20 or more years of experience as an attorney, and 43 percent have more than 30 years. In addition, current judges have been on the bench on average 5 to 9 years.

AVERAGE YEARS OF JUDGES' SERVICE ON CURRENT BENCH



YEARS LICENSED AS A TEXAS ATTORNEY



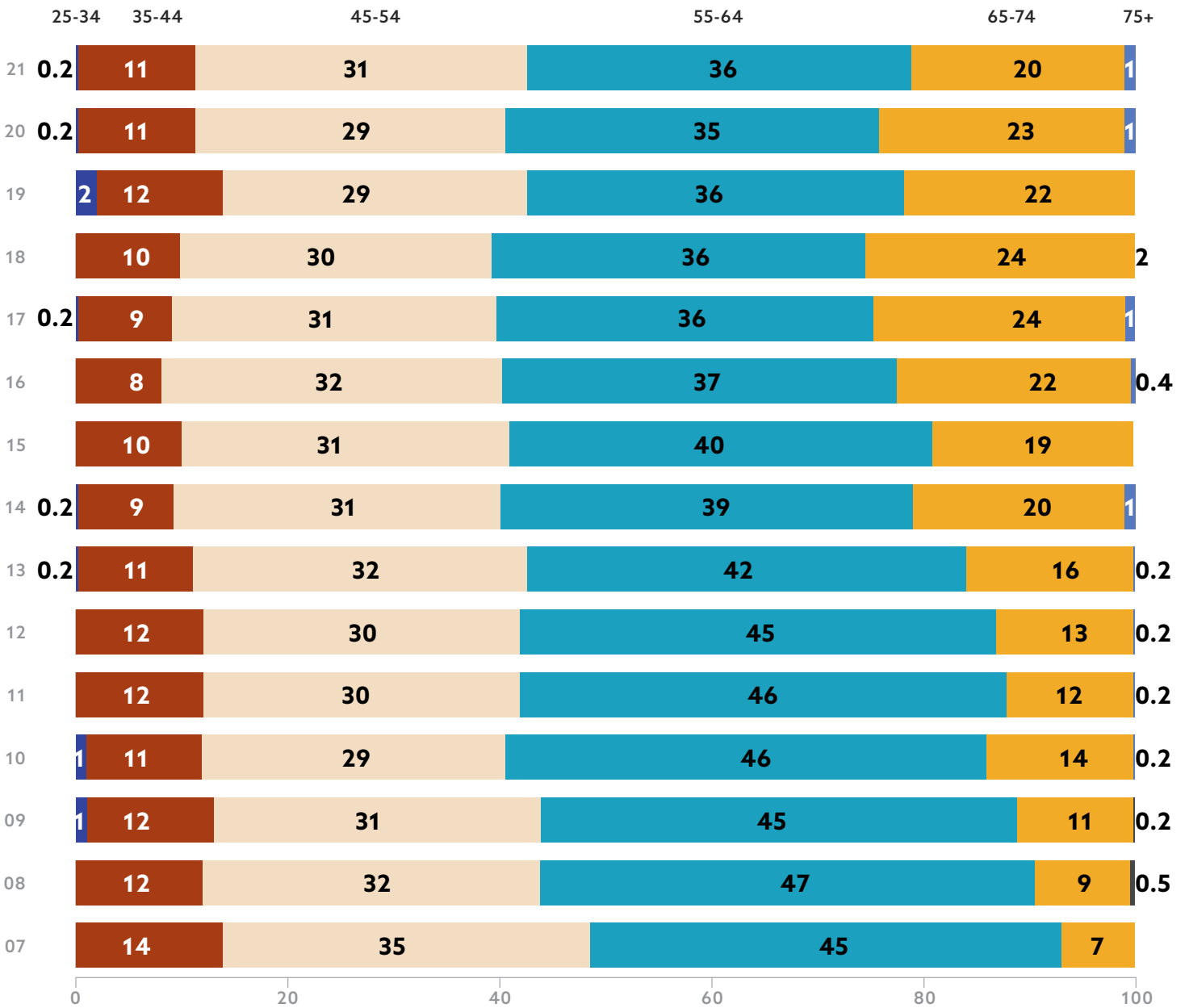
This information reveals that the Judiciary is able to attract individuals to the bench who have significant experience. While this experience may be viewed positively, it may also indicate that compensation is a barrier to younger but still experienced attorneys. Instead, those younger attorneys may be required to pursue private practice, where compensation levels are often significantly higher, before entering public service.

Robert Kepple, TDCLA

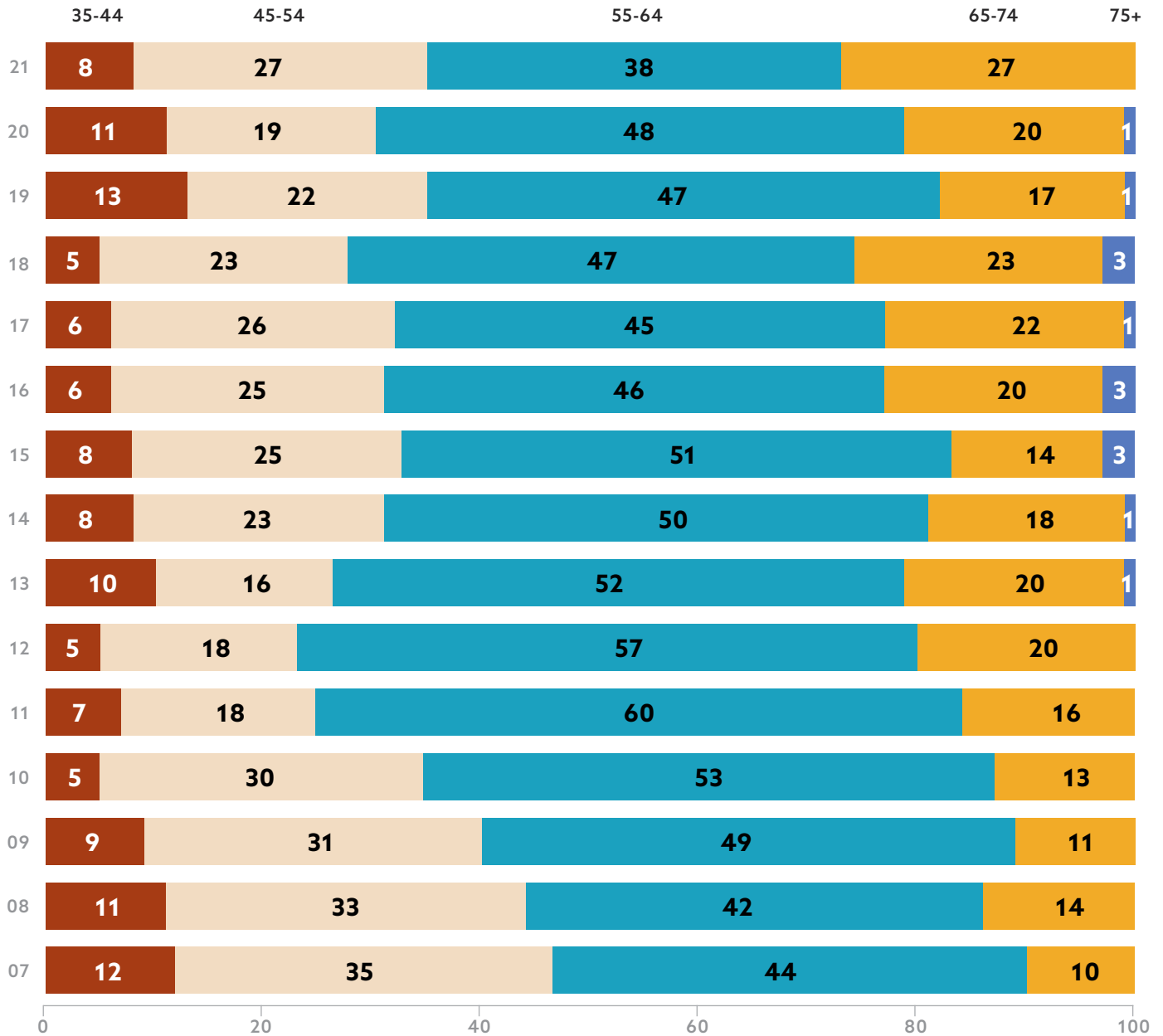
Mr. Robert Kepple, Texas District & County Attorney’s Association, answers questions addressed by the Commission at its August 4, 2022, meeting.

Demographic profile data shows the age of those serving as judges has increased. Sixty-four percent of judges serving on the Supreme Court and Court of Criminal Appeals are over 55. Sixty-four percent of judges serving on our state’s intermediate courts of appeals are over 55 and 57 percent of district judges are over 55 years of age.

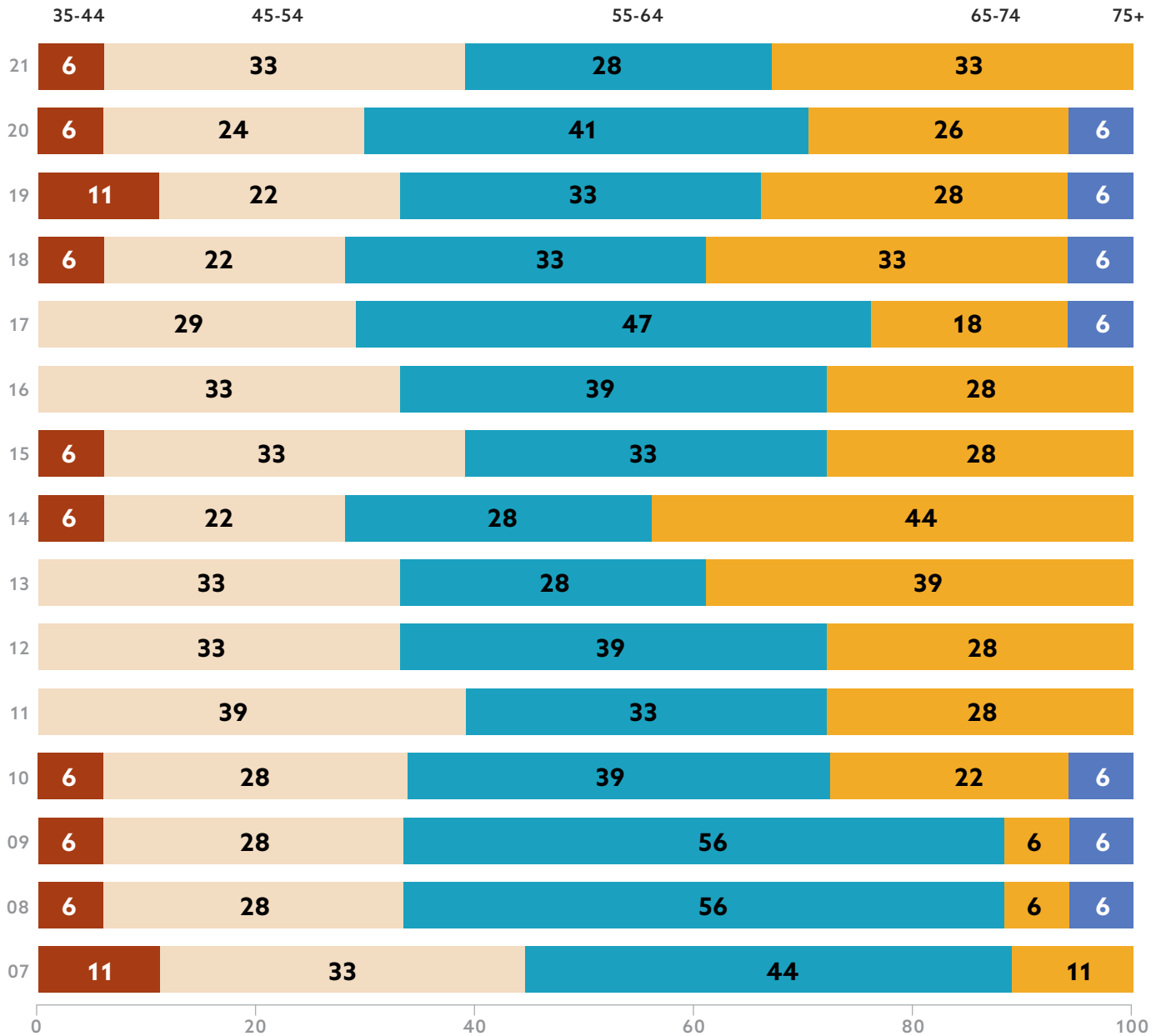
DISTRICT COURTS



COURTS OF APPEALS



HIGHEST COURTS



With the reality that a large percentage of judges and justices may be retiring in the near future, it is more important than ever to ensure that compensation is set at a level adequate to recruit the future generation of judges and justices to the bench.



FACTOR 2: VALUE OF COMPENSABLE SERVICE PERFORMED BY JUSTICES AND JUDGES, AS DETERMINED BY REFERENCE TO JUDICIAL COMPENSATION IN OTHER STATES AND THE FEDERAL GOVERNMENT

Other States - A wealth of data exists about the judicial salaries in other states. These data have been collected by the National Center for State Courts ("NCSC") for each year since 1974. The NCSC provides data on the actual and "normalized" salaries of judges. The purpose of normalizing data is to allow for an apples-to-apples comparison of salaries between states by adjusting salaries in each state by a cost-of-living factor to determine the purchasing power of that salary in a given state. The Center uses the most widely accepted United States source of cost-of-living indices, the indices produced by the Council for Community and Economic Research (C2ER, formerly known as the ACCRA organization).¹¹

For its comparison of compensation in other states, the Commission first focused on salaries in the six most populous states, including Texas.

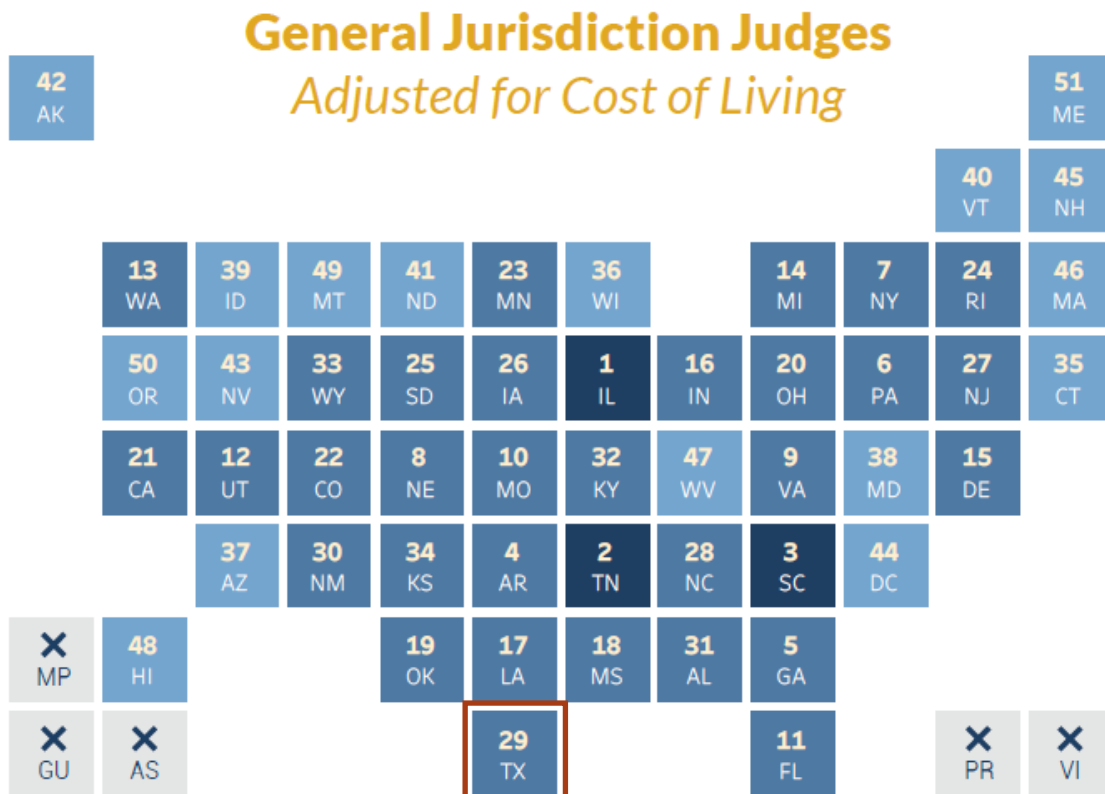
The Commission found that the state salaries of state judges in Texas continue to lag behind the salaries of judges at corresponding levels in all five states closest to Texas in population.

STATE SALARIES OF JUDGES IN THE SIX MOST POPULOUS STATES AS OF JULY 2022 LISTED IN POPULATION ORDER

| Judge | California | Texas | New York | Florida | Illinois | Pennsylvania |
|------------------|------------|-----------|-----------|-----------|-----------|--------------|
| High Courts | \$274,732 | \$168,000 | \$233,400 | \$239,442 | \$258,456 | \$227,080 |
| Court of Appeals | \$257,562 | \$154,000 | \$222,200 | \$202,440 | \$243,256 | \$214,261 |
| Court | \$225,074 | \$140,000 | \$210,900 | \$182,060 | \$223,219 | \$223,219 |

When comparing Texas judicial salaries to the rest of the country, Texas judges continue to fall behind. At the district level, Texas judicial salaries rank 41st compared to other states, 23rd at the intermediate appellate level, and 29th at the highest appellate courts which include the Texas Supreme Court and Court of Criminal Appeals.

11. National Center for State Courts, *Survey of Judicial Salaries*, July 1, 2022.



National Center for State Courts, Survey of Judicial Salaries, July 2022

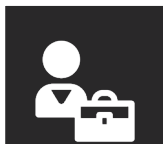
Federal Judges¹² - The Commission did review Federal Judicial salaries, but noted that no other state ties its judicial salaries to federal salaries. The Commission did take notice that federal judge salaries far outpace Texas judges' salaries.



FACTOR 3: VALUE OF COMPARABLE SERVICES PERFORMED IN THE PRIVATE SECTOR, INCLUDING PRIVATE JUDGING, ARBITRATION AND MEDIATION

The Commission was unable to gather definitive information about the rates of compensation that can be obtained in the private sector by serving as a private judge, arbitrator or mediator. As a result, the Commission did not examine data for this factor.

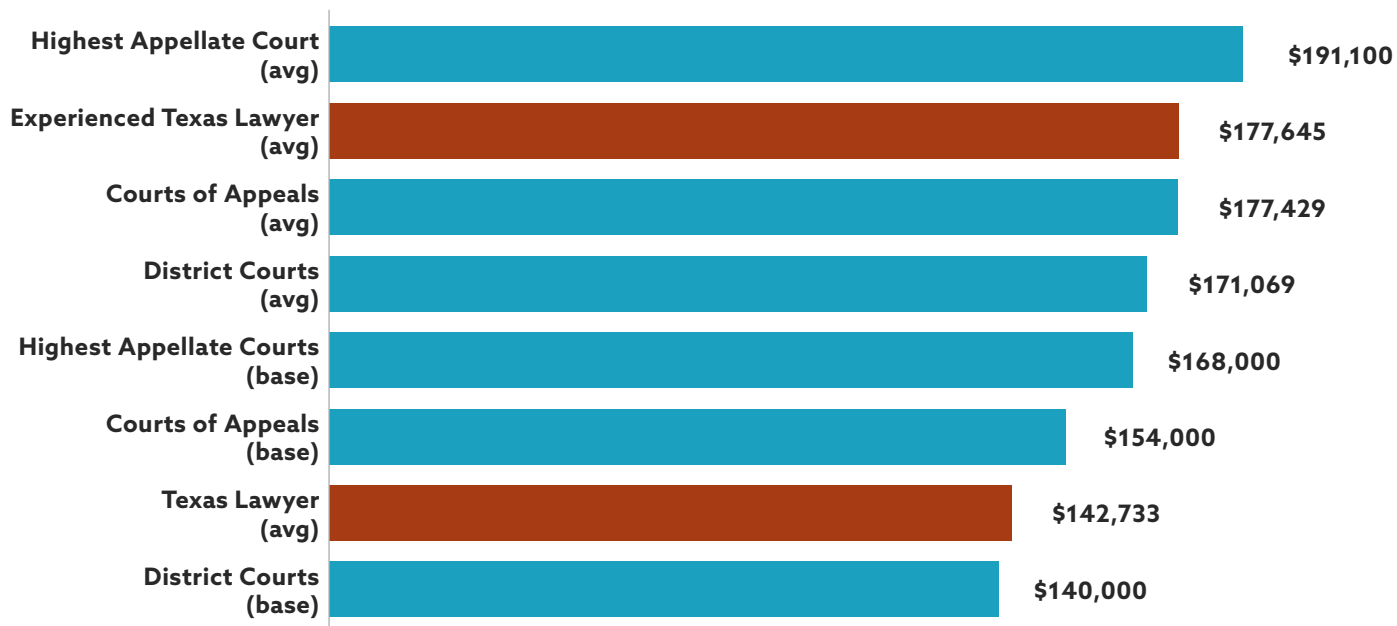
¹² Federal district court judges are currently paid \$210,900; circuit court of appeals justices are paid \$223,700, associate justices on the United States Supreme Court are paid \$258,900 and the Chief Justice of the Supreme Court is paid \$270,700.



FACTOR 4: COMPENSATION OF ATTORNEYS IN THE PRIVATE SECTOR

The Commission reviewed data collected by the Texas Workforce Commission (TWC) for its Texas Wages and Employment Projections. TWC defines experienced workers as the wage earned by the upper two-thirds of all workers in the selected occupation. In 2020 the statewide average for an experienced lawyer’s salary was \$177,645. According to TWC, the average salary statewide for all lawyers was \$142,733.

The base pay of a district judge is less than the average salary for lawyers statewide and significantly less than the average salary for an experienced lawyer. Forty-three percent of Texas’ judges have been licensed attorneys for more than 30 years.



Texas Workforce Commission, Annual Wage Data for 2020

To become a judge, many attorneys may not only have to take a decrease in salary but may also have to relinquish many opportunities for income and investment due to the code of judicial conduct that is unique to the judicial branch of government.

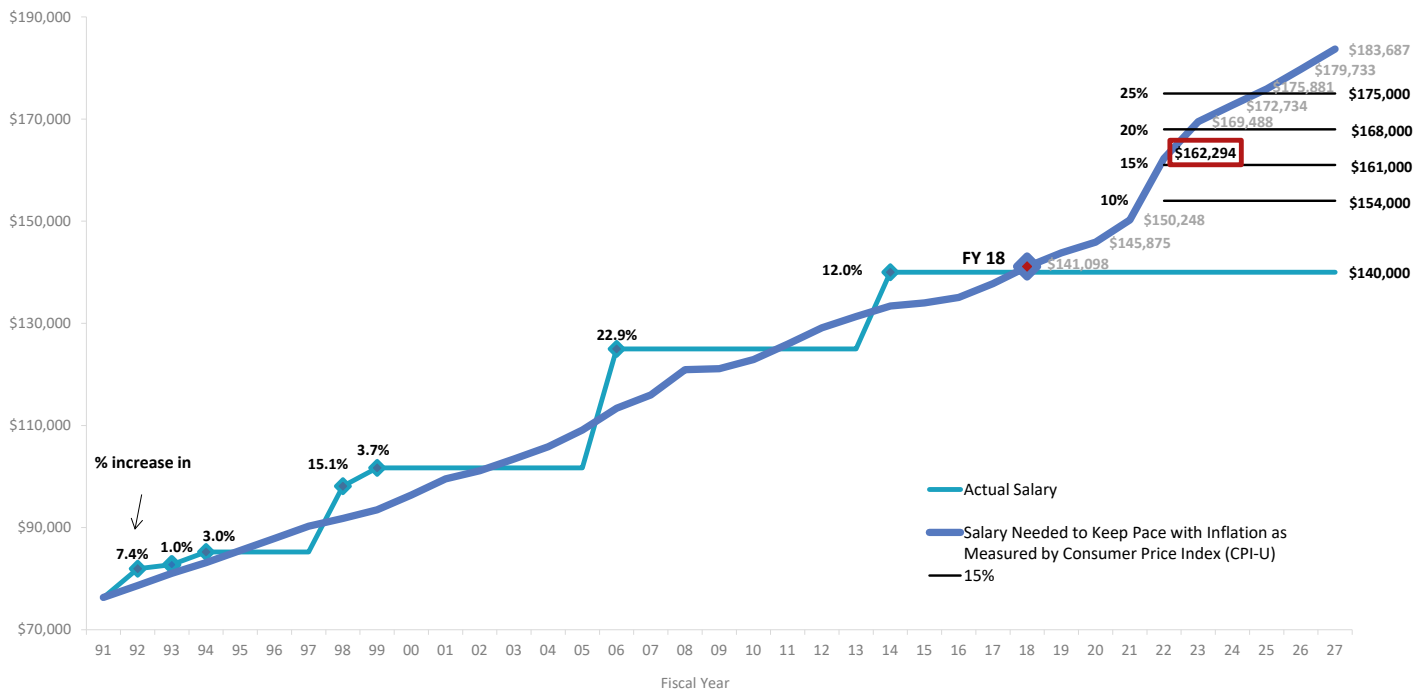


FACTOR 5: COST OF LIVING AND CHANGES IN THE COST OF LIVING

Reported by the U. S. Bureau of Labor Statistics, the Consumer Price Index for all Urban Workers (CPI-U) is a measure of the average change over time in the prices paid by urban consumers for a market basket of consumer goods and services, such as transportation, food and medical care.

The following chart illustrates the relationship between judicial salaries and the CPI-U from 1991 to present. From 1998 to 2005, judicial salaries stayed static while inflation (measured by the CPI-U) climbed by 20 percent. This trend continued again between 2005 and 2013, where judicial salaries remained unchanged while inflation increased by another 20 percent. The salary increase effective September 1, 2013, brought the salaries to an amount that is slightly above the rate of inflation after having been outpaced by inflation from December 2005 (when the last salary increase prior to the September 2013 increase was implemented) to September 2013, by 20.5 percent. Because the base salary of a district judge has not been raised since 2013, in FY18, the base state salary of a district judge fell below the compensation levels from 1991 when factoring in inflation. The base salary needed in 2022 to keep up with inflation is \$162,294.

Base State Salary of Texas District Judges



As noted in previous reports, the Commission also finds this chart to be a compelling display of:

- the inconsistent and unpredictable changes made to judicial salaries over the years;
- the eroding power of inflation on judicial salaries; and
- the substantial increases that had to be made to “catch up” salaries with the cost of living due to the inconsistent and infrequent adjustments made to judicial salaries.

The Commission believes the tiered judicial pay structure that was instituted by the 86th Legislature was a tremendous step in the right direction for consistency for judicial salaries. However, it did not address the issue with recruitment as the base salary for state judges entering the bench has not been changed since 2013. Regular, systematic increases in the base salary would make judicial compensation more predictable and would offset the effects of inflation.



FACTOR 6: COMPENSATION FROM THE STATE PRESENTLY RECEIVED BY OTHER PUBLIC OFFICIALS

The Commission is required by statute to consider the compensation from the state presently received by other public officials in the state, including state constitutional officeholders; deans, presidents, and chancellors of the public university systems; and city attorneys in major metropolitan areas for which that information is readily available. The Governor of Texas and Attorney General make \$153,750. Chancellor salaries vary across Texas based on university size, location, experience and education credentials of the chancellor. The average salary of a chancellor in Texas is \$286,794.¹³ This does not account for living expenses and other perks often provided that are not available to judges.

13. Chancellor Salary in Texas, [www.salary.com, https://www.salary.com/research/salary/benchmark/chancellor-salary/tx](https://www.salary.com/research/salary/benchmark/chancellor-salary/tx), November 20, 2022.

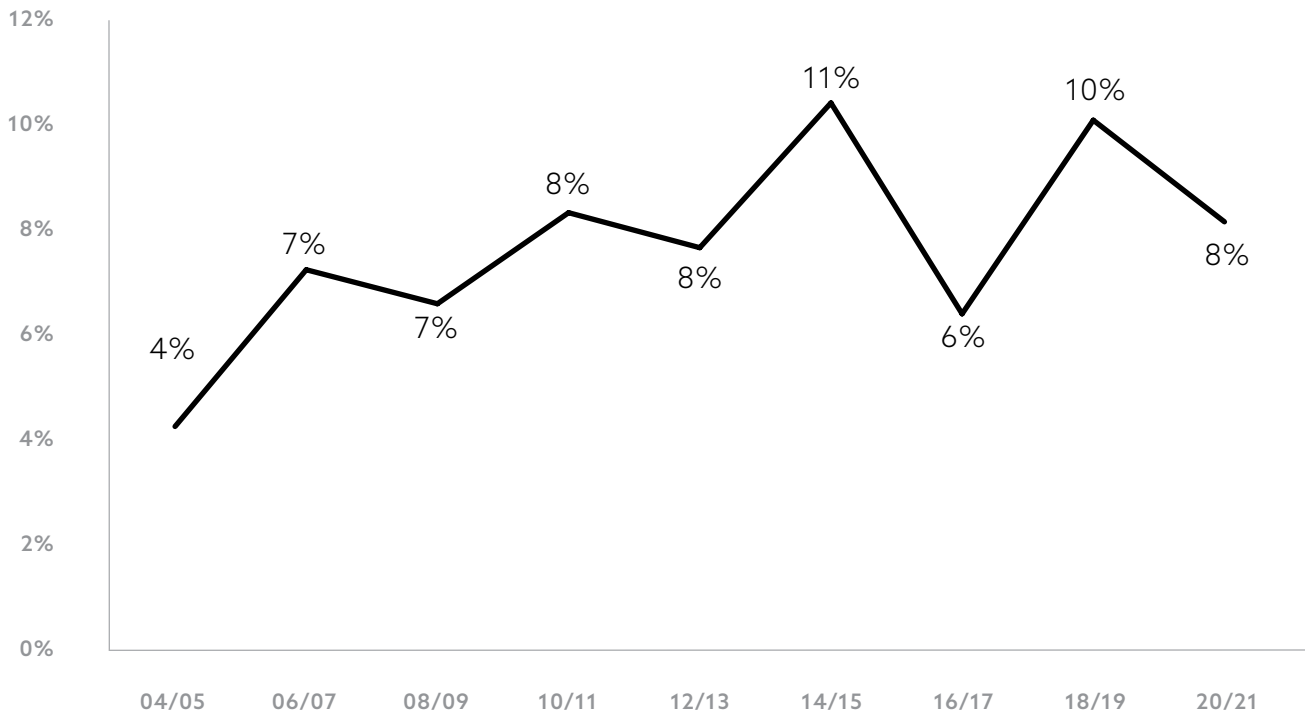


FACTOR 7: OTHER FACTORS TRADITIONALLY CONSIDERED

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 related to state judicial turnover. Section 72.030 of the Texas Government Code requires OCA to obtain data on the rate at which state judges resign from office or do not seek re-election, as well as the reason for these actions. The results for the latest report are available on OCA's website.

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.





FACTOR 8: LEVEL OF OVERALL COMPENSATION THAT IS ADEQUATE TO ATTRACT THE MOST HIGHLY QUALIFIED INDIVIDUALS, FROM A DIVERSITY OF LIFE AND PROFESSIONAL EXPERIENCES, TO SERVE IN THE JUDICIARY WITHOUT UNREASONABLE ECONOMIC HARDSHIP AND WITH JUDICIAL INDEPENDENCE UNAFFECTED BY FINANCIAL CONCERNS

The Commission viewed the analysis required by the first seven factors to be relevant to the analysis of the last factor. The Commission also recognizes that base compensation has not been increased for judges since 2013 creating potential recruiting problems. Based on those analyses, the Commission concludes that regular adjustments in compensation are necessary and appropriate in order to seek to attract the most highly qualified individuals, from a diversity of life and professional experiences, to serve in the judiciary without unreasonable economic hardship and with judicial independence unaffected by financial concerns. Therefore, the Commission recommends that the base salary be increased by 11 percent in 2024 and an additional 11 percent in 2025.

OTHER CONSIDERATIONS

Increases in the salaries of district judges result, by statute, in increases in pension benefits for other state officials and employees. The reasons why a judge's salary should or should not be increased, however, are different from the reasons why benefits of other public officials or employees should or should not be increased. This is evident in the fact that the Commission, in making its recommendation about judicial pay, is asked to consider factors that are specific to judges.

When a recommendation to increase judicial pay, however, leads to a significantly larger fiscal note than that required to increase judicial pay alone, the inevitable budget pressures make it, realistically, more difficult to achieve increase in judicial pay. Likewise, the linkage between an increase in a judge's pay and an increase in a legislator's pension benefits can lead to perceptions of a conflict of interest.

Conclusion and Recommendations

Based on its evaluation of the factors the Commission is required to consider, the Commission concluded that it is necessary and appropriate to adjust judicial salaries and recommends that salaries be established as shown below for the 2024 -25 biennium:

RECOMMENDED JUDICIAL COMPENSATION - 2024

| Judge | State Salary | Additional Compensation ¹⁴ | Total | % Increase Above Current Total Compensation | Adjusted National Ranking |
|---|--------------|---------------------------------------|-----------|---|---------------------------|
| Supreme Court Chief Justice / Court of Criminal Appeals Presiding Judge | \$226,776 | n/a | \$226,776 | 11% | -- |
| Supreme Court Justice / Court of Criminal Appeals Judge | \$186,480 | n/a | \$186,480 | 11% | 29 |
| Court of Appeals Chief Justice | \$173,440 | up to \$10,540 | \$183,980 | 11% | -- |
| Court of Appeals Justice | \$170,940 | up to \$10,540 | \$181,480 | 11% | 22 |
| District Court Judge | \$155,400 | up to \$21,080 | \$176,480 | 11% | 25 |

14. If the Commission's recommended salary increases are adopted, county supplements could increase to the amounts shown in the chart. (See Tex. Gov't Code 659.012.) The current maximum county supplement for courts of appeals justices is \$9,000 and for district court judges it is \$18,000.

RECOMMENDED JUDICIAL COMPENSATION - 2025

| Judge | State Salary | Additional Compensation ¹⁵ | Total | % Increase Above Current Total Compensation | Adjusted National Ranking |
|---|--------------|---------------------------------------|-----------|---|---------------------------|
| Supreme Court Chief Justice / Court of Criminal Appeals Presiding Judge | \$251,391 | n/a | \$251,391 | 11% | -- |
| Supreme Court Justice / Court of Criminal Appeals Judge | \$206,993 | n/a | \$206,993 | 11% | 15 |
| Court of Appeals Chief Justice | \$192,243 | up to \$12,250 | \$204,493 | 11% | -- |
| Court of Appeals Justice | \$189,743 | up to \$12,250 | \$201,993 | 11% | 10 |
| District Court Judge | \$172,494 | up to \$24,499 | \$196,993 | 11% | 10 |

* Cost of recommended salaries is provided in Appendix A

15.If the Commission's recommended salary increases are adopted, county supplements could increase to the amounts shown in the chart. (See Tex. Gov't Code 659.012.) The current maximum county supplement for courts of appeals justices is \$9,000 and for district court judges it is \$18,000.



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APPENDIX A: ESTIMATED COST OF RECOMMENDATION

The following table provides more detailed information regarding potential fiscal impacts related to judicial salaries and budget items that are linked to judicial salaries, such as prosecutors' salaries.¹⁶

ESTIMATED FISCAL IMPACT OF RECOMMENDED SALARIES

| | FY 2024 | FY 2025 | Biennial |
|--|---------------------|---------------------|---------------------|
| State Judge Salary Increases | \$11,885,671 | \$25,077,211 | \$36,962,882 |
| Highest Courts | \$376,992 | \$795,453 | \$1,172,445 |
| Courts of Appeals | \$1,504,817 | \$3,175,162 | \$4,679,979 |
| District Courts | \$8,976,682 | \$18,940,800 | \$27,917,482 |
| MDL Salary and Benefits (A.1.7) | \$15,400 | \$30,940 | \$46,340 |
| Associate Judges (90% of DJ Salary) | \$1,011,780 | \$2,134,856 | \$3,146,636 |
| District Attorneys¹⁷ | \$2,834,524 | \$5,980,844 | \$8,815,368 |
| County Attorney Supplements (D.1.2) | \$666,081 | \$1,405,507 | \$2,071,588 |
| Statutory County Court Judge Salary Supplements (C.1.3) 60\$ of DJ Salary & 1st MCL | \$2,279,200 | \$4,809,014 | \$7,088,214 |
| Constitutional County Judge Supplement (GC 26.006) (C.1.2)¹⁸ | \$595,980 | \$1,257,518 | \$1,853,498 |
| Total | \$18,261,456 | \$38,530,094 | \$56,791,550 |

16. See Government Code Sections 25.0015, 41.013, 45.175, 45.280, 46.002, 46.003 and 46.0031.

17. Includes the salary increase for the State Prosecuting Attorney.

18. Funded by filing fees and court costs under Government Code Section 51.702.



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