

REPORT ON JUDICIAL SALARIES AND TURNOVER

For Fiscal Years 2018 and 2019

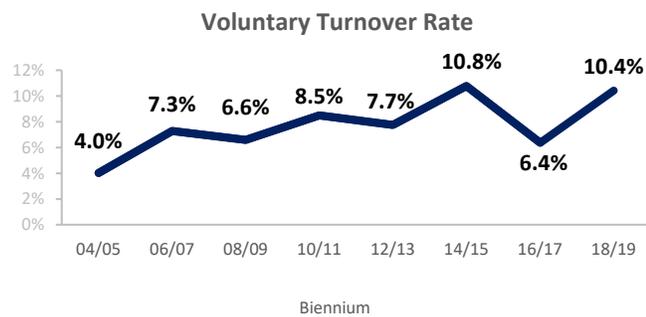


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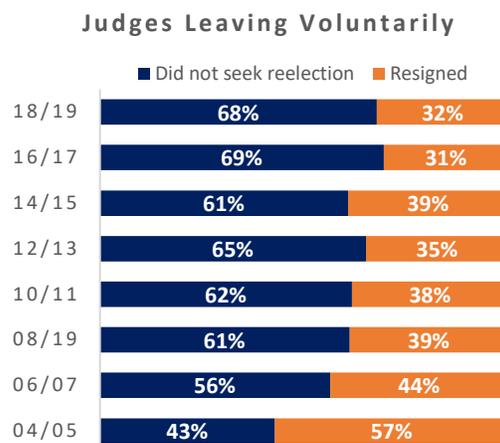
Section 72.030 of the Government Code requires the Office of Court Administration (OCA) to collect data relating to judicial turnover and the reasons for that turnover. The report must also include findings comparing the compensation of Texas' state judges with compensation of judges at corresponding 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 2018.

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

The judicial turnover rate for the fiscal year 2018-2019 biennium was 25 percent, with 140 appellate and district judges leaving the state judiciary. Fifty-nine of those judges left voluntarily, for a **voluntary turnover rate of 10.4 percent**.



The percentage 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 the **judicial election process**. After reaching a 14-year high in 2016-2017, **the percentage of judges retiring in the 2018-2019**

biennium decreased slightly. Most of these judges intended to continue working as a visiting judge or in the private sector.

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 7 to 36 percent since 2013.

Salary Summary for State Judges as of September 1, 2019				
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	\$193,200
Justice ² – Court of Appeals	\$154,000 - \$184,800	up to \$9,000	\$193,800	\$177,658
District Judge	\$140,000 - \$168,000	up to \$18,000	\$186,000	\$172,371

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 2018 was \$188,945, and the average salary for all lawyers was \$150,250. 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 2018 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 2018-2019 biennium, 567 judges served in the state’s appellate and district courts. During this period, 140 judges left the state judiciary—a **turnover rate of 25 percent**. However, 81 judges left involuntarily, primarily due to defeat in a primary or general election. The **voluntary turnover rate was 10.4 percent**.

Turnover of State Appellate and District Judges September 1, 2017 through August 31, 2019

	Number of Judges	Percentage of All Judges
Total Number of Appellate and District Judge Positions	567	
Judges Leaving State Judiciary	140	24.7 %
Judges Leaving State Judiciary Voluntarily	59	10.4 %

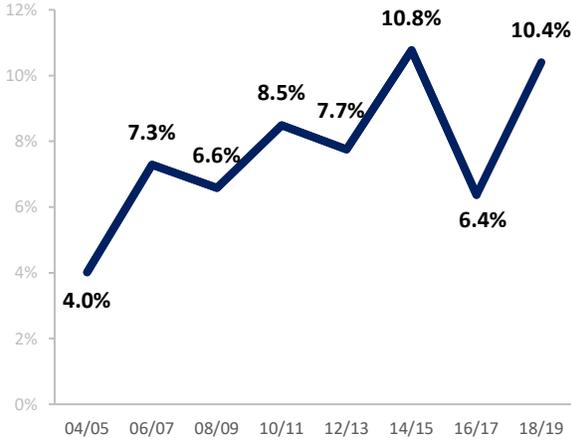
Manner in Which State Appellate and District Judges Left Office

	Number	Percentage of All Judges Leaving Office ³	Percentage of All Judges
Defeated in election	66	47 %	11.6 %
Did not seek reelection	40	29 %	7.1 %
Resigned	19	14 %	3.4 %
Reached mandatory retirement age	12	9 %	2.1 %
Removed from office/ resigned in lieu of discipline	2	1 %	0.4 %
Deceased	1	1 %	0.2 %
Total	140	100 %	24.7 %

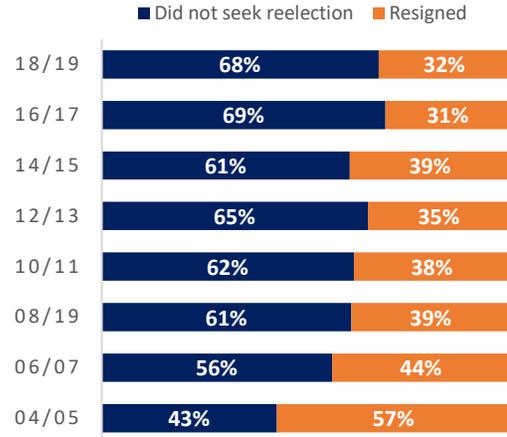
³ Totals do not add up to 100% due to rounding.

The most recent voluntary turnover rate increased substantially from the previous biennium and was close to the high in 2014-2015. The percentage of judges voluntarily leaving office by **not seeking reelection** has been generally increasing since 2004-2005.

Voluntary Turnover Rate

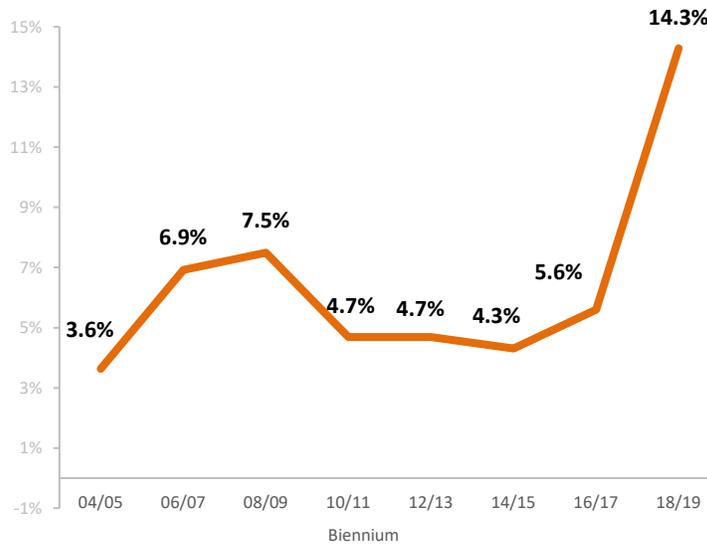


Judges Leaving Voluntarily



The involuntary turnover rate soared to 14.3 percent, 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)

Involuntary Turnover Rate



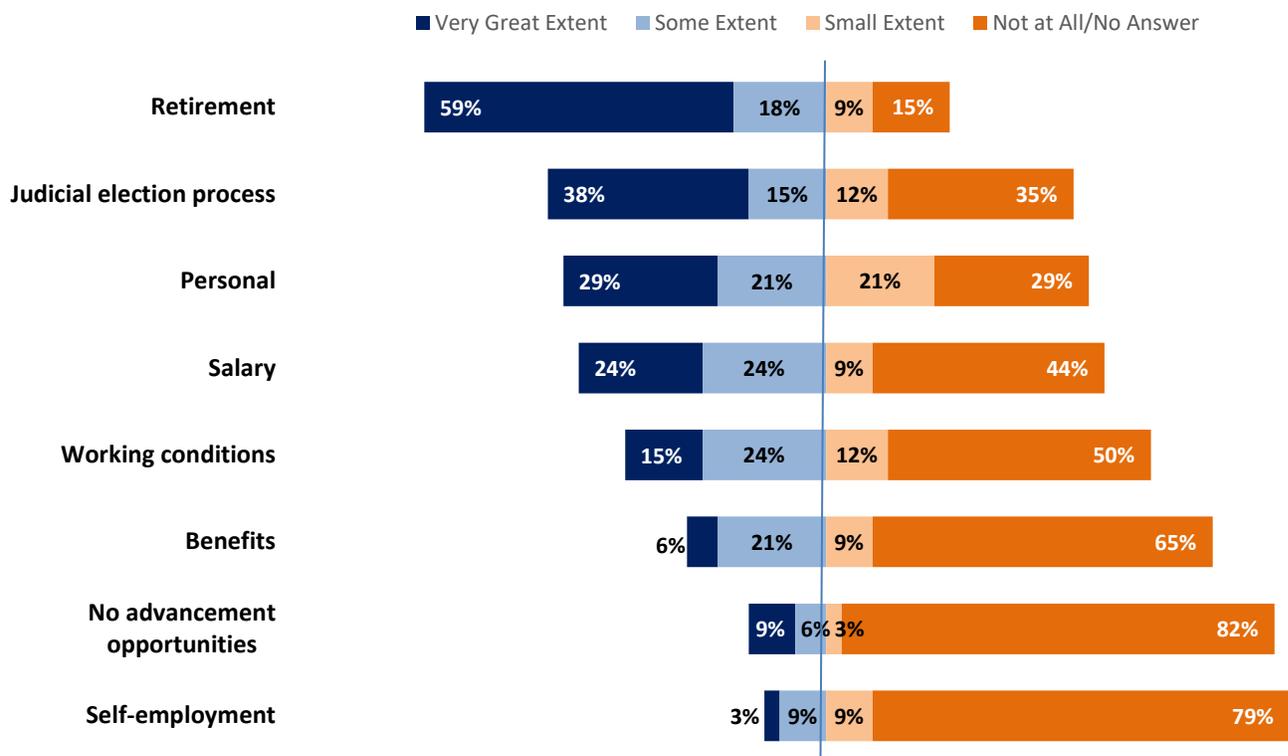
Survey of Judges Who Voluntarily Left State Judicial Office

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 2018-2019 biennium are below.

Which Factor(s) Influenced Your Decision?

The most significant factors in judges' decisions to leave state judicial office were **retirement** and the **judicial election process**.

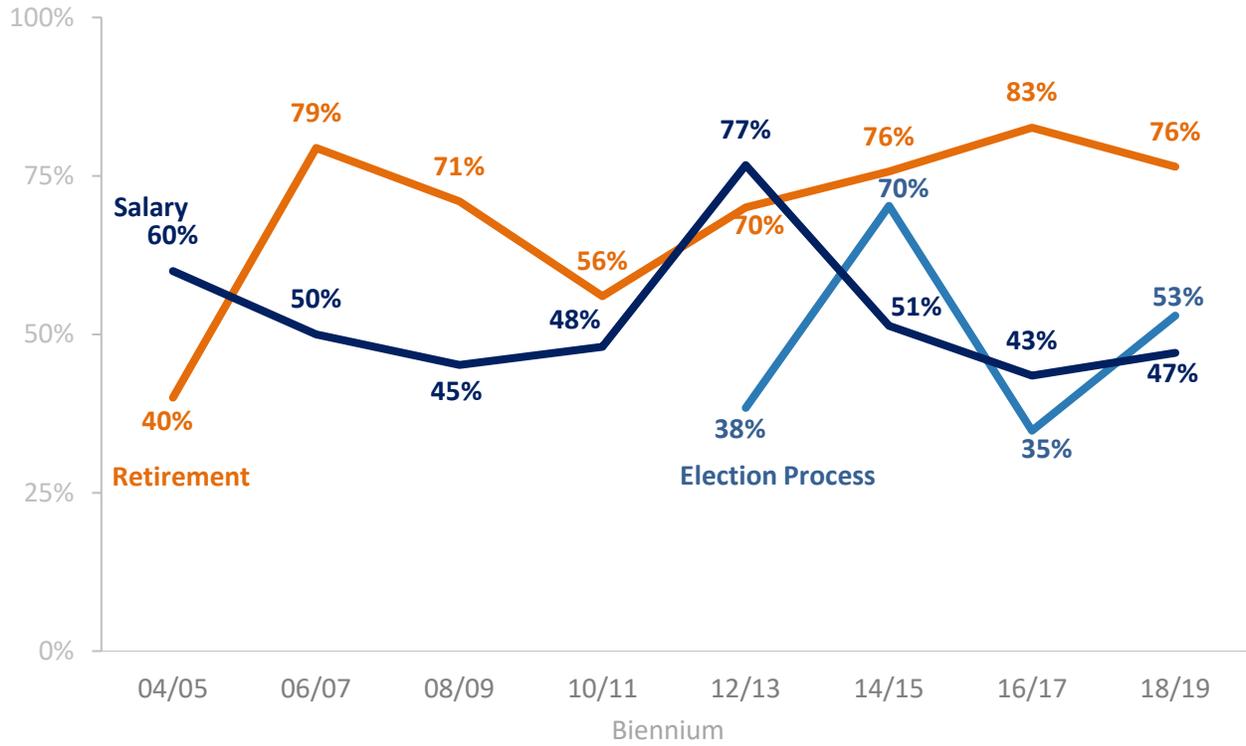
Factors Influencing Judges' Decision



More than three-quarters of judges indicated that **retirement** was a significant factor, a slight decline from the last biennium. More than half of judges selected the **judicial election process** as a significant factor, compared to one-third judges in the previous biennium. Just under half of judges indicated that **salary** was a factor, a slight increase from 2016-2017.

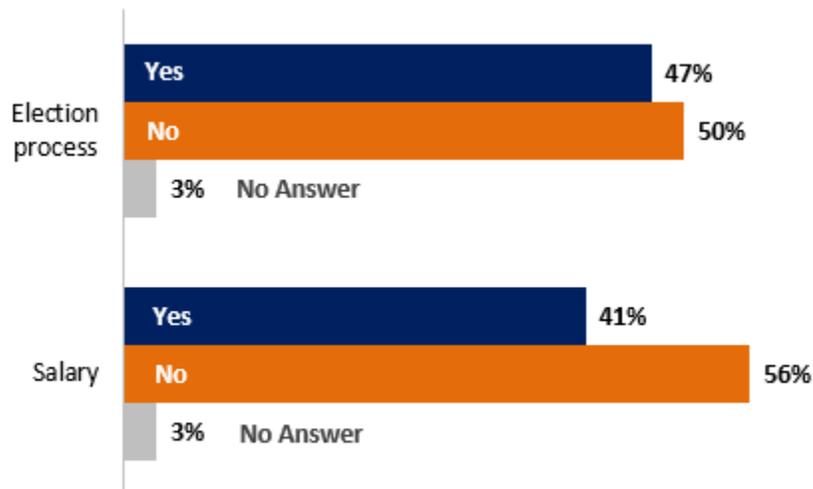
⁴ The methodology for the survey can be found in Appendix A.

Factors Influencing Judges' Decision to Some or Very Great Extent



Nearly half of judges indicated that a change in the **election process** would have affected their decision to leave, and 41 percent indicated that a change in **salary** would have influenced their decision.

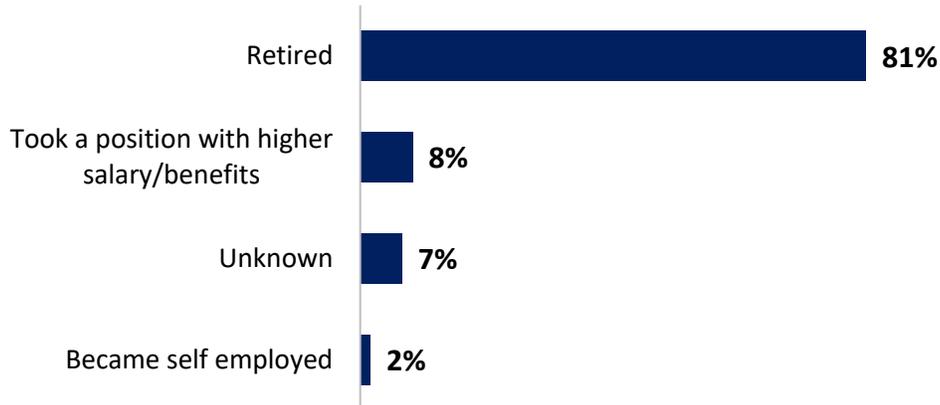
Would changes in these factors affect your decision?



Next Step for Judges after Resigning or Completing Their Terms

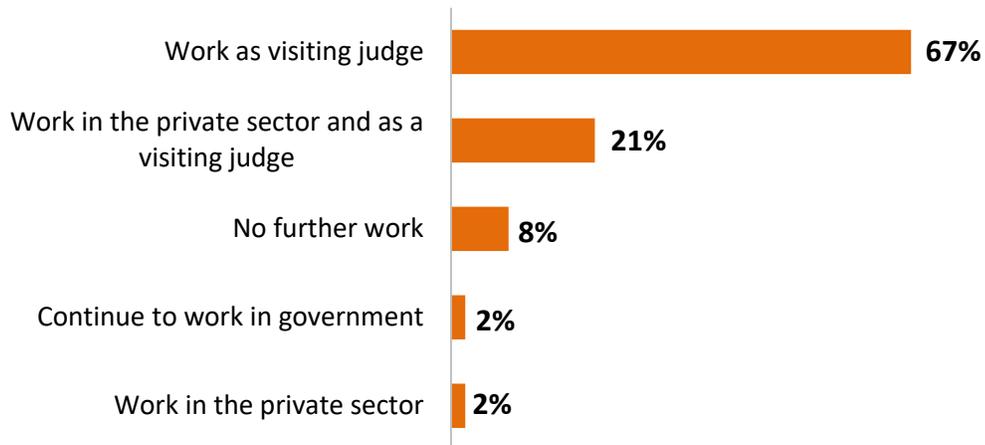
Most of the 59 judges who left voluntarily office during the biennium **retired**. Less than 10 percent took a position with a better salary or benefits or ran for another office.

Upon Leaving Office, Judges:



Judges who retire from the bench choose different paths, but **only 8 percent indicated that they planned no further work**. Nearly two-thirds of the 59 judges who retired planned to continue working as a visiting (or assigned) judge.⁵ Approximately 20 percent planned on serving as a visiting judge in addition to working in the private sector.

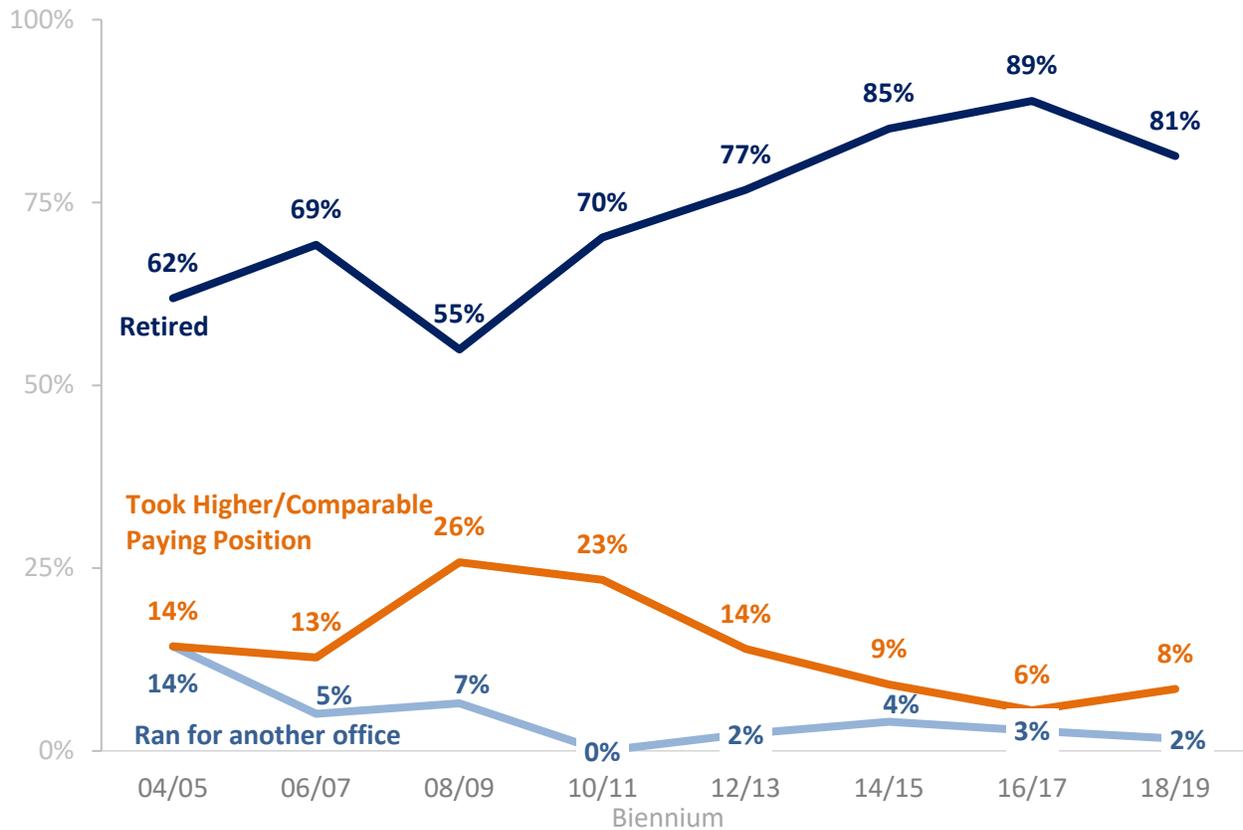
Plans of Retired Judges



⁵ Tex. Govt. Code § 74.054

Of the judges leaving office, the percentage of judges **retiring** has decreased for the fiscal year 2018-2019 biennium after an increase over the last five biennia, whereas the number of judges taking high/comparable paying positions outside the judiciary or running for another office has increased after a decrease over the last five biennia.

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-37, Chapter 1353 (H.B. 1), Acts of the 86th Legislature, Regular Session, 2019 (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, 2020			
	% of Judges Receiving Supplement	Average Supplement	Total Average Salary
Courts of Appeals Justice	100%	\$8,963	\$177,658
District Judge	99%	\$16,752	\$172,371

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 7 to 36 percent since 2013.

Percentage Change in State Salaries from October 2013 to July 2020	
California	18%
Texas (base salary)	0%
Florida	10-36%
New York	26%
Pennsylvania	7%
Illinois	15%

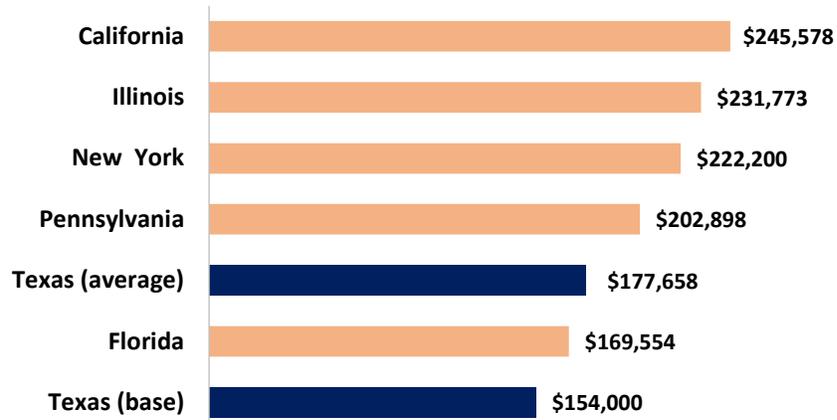
In addition, the **salaries of Texas judges continued to lag the salaries of judges at corresponding levels in all five states** closest to Texas in population. Texas’ minimum base salary ranks sixth for all 3 levels of state courts. When the higher levels of compensation for judges with more than 4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

¹² Tex. Govt. Code § 659.0445

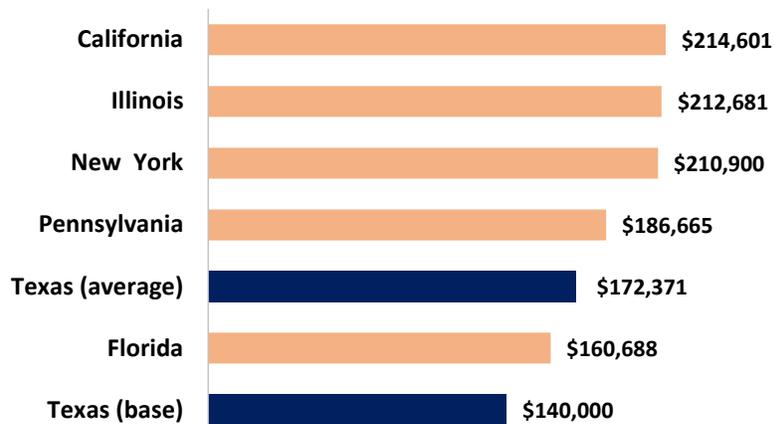
Salary of Justice of Highest Appellate Court



Salary of Justice of Intermediate Appellate Court



Salary of General Jurisdiction Trial Court Judge



The state salary of Texas judges is at least 33 percent lower than the average salary of their counterparts in the five states closest to Texas in population.

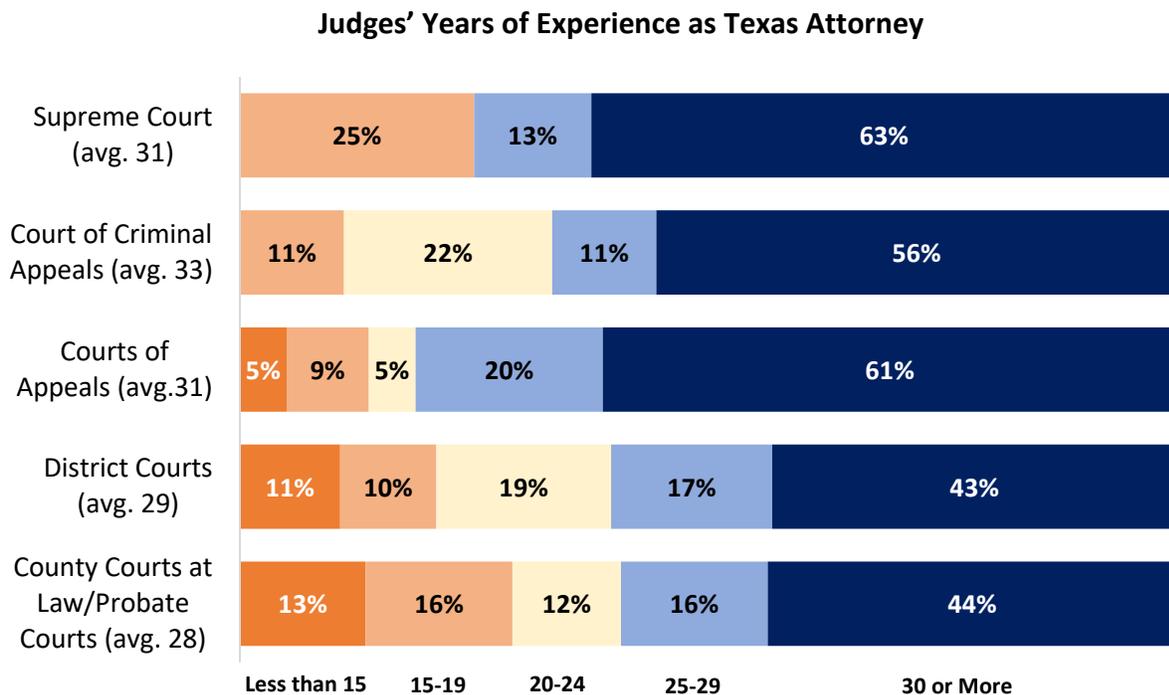
Court	Texas State Salary Average/ Base	Average Salary of Other 5 Most Populous States ¹³	Percent Difference Average/ Base
Justice/Judge – Supreme Court and Court of Criminal Appeals	\$194,134/ \$168,000	\$235,448	19%/ 33%
Justice – Court of Appeals	\$177,658/ \$154,000	\$214,401	19%/ 33%
District Judge	\$172,371/ \$140,000	\$197,107	13%/ 34%

¹³ See Appendix H for salary information as of July 2020.

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.¹⁴ As of September 1, 2020, the average length of time since licensure was more than 30 years for judges of the appellate courts.¹⁵ Eighty-six percent of appellate judges had 20 or more years of experience, and 61 percent had 30 or more years.

Judges for the district courts must have at least four years of experience. 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 43 percent had 30 or more years.



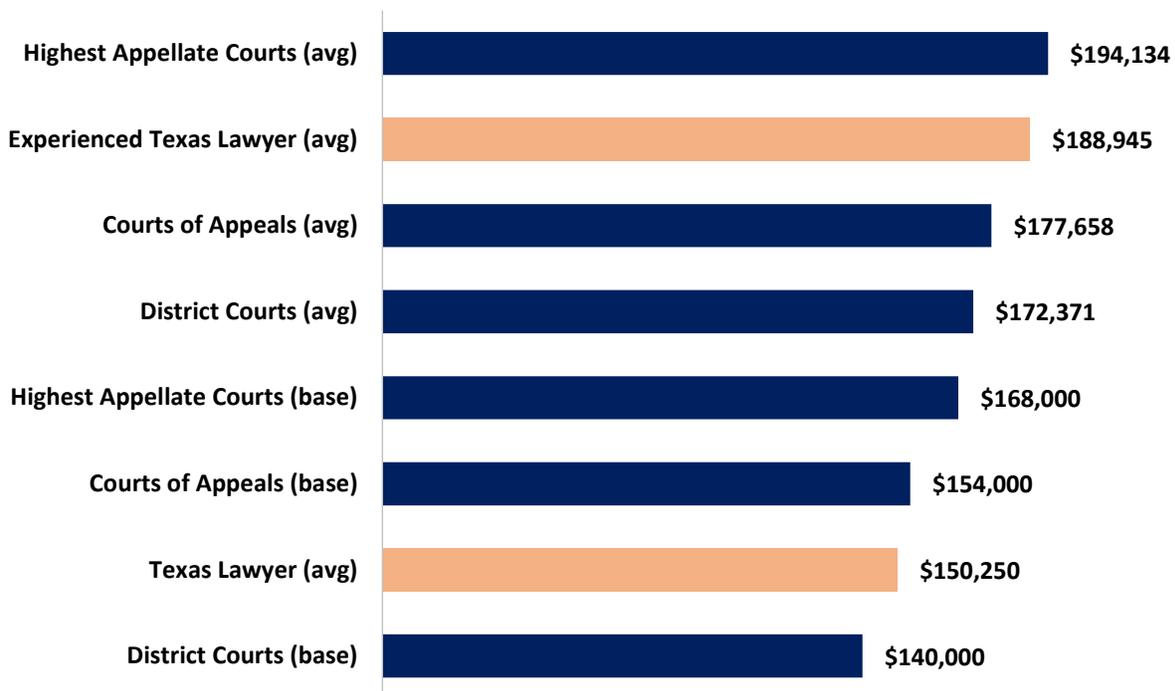
¹⁴ Tex. Const. art. V, § 2(b), § 4(a), § 6(a)

¹⁵ Appendix F contains demographic data for Texas judges as of September 1, 2020.

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 2018 was \$188,945, and the average salary for all lawyers was \$150,250.¹⁶ 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 2018 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 2018 Salaries for Texas Attorneys



¹⁶ 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 November 4, 2020.

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, fax, or regular mail. 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
Defeated in election	10	34	36	19	23	17	27	66
Did not seek reelection	9	22	22	29	28	34	25	40
Resigned	12	17	14	18	15	26	11	19
Resigned (allegations of misconduct)	n/a	n/a	n/a	n/a	n/a	4	2	0
Mandatory retirement	3	2	3	1	1	4	2	12
Deceased	4	1	1	5	1	3	1	1
Removed from office	1	0	1	1	1	0	2	2
Total Leaving State Judiciary	39	76	77	73	69	84	70	140

Appendix C: Results of Judicial Turnover Survey for Fiscal Years 2018 and 2019

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	24%	24%	9%	38%	6%
2	Benefits	6%	21%	9%	59%	6%
3	Little or no career advancement opportunities	9%	6%	3%	76%	6%
4	Desire for self-employment	3%	9%	9%	74%	6%
5	Working conditions/environment (e.g., safety, work-related stress, and/or workload issues)	15%	24%	12%	44%	6%
6	Retirement	59%	18%	9%	9%	6%
7	Personal	29%	21%	21%	24%	6%
8	Having to campaign/judicial election process	38%	15%	12%	29%	6%

B. Would changes in the following factors compel you to continue serving as a state judge?		Yes	No	No Answer
1	Salary	41%	56%	3%
2	Retirement benefits/policies	18%	76%	6%
3	Other benefits	15%	71%	15%
4	Judicial election process	47%	50%	3%

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	8%
2	Obtain another position with comparable salary and/or benefits	0%
3	Become self-employed	2%
4	Run for another office	2%
5	Retire and not continue to work	7%
6	Retire but continue to work as a visiting judge	54%
7	Retire but continue to work in the private sector	2%
8	Retire but continue to work in the private sector and as a visiting judge	17%
9	Retire but continue to work in state or local government	2%
10	Unknown	7%

Appendix D: Comments from Respondents

Compensation

1. With county retirement benefits, I will make approximately \$600 more per month by retiring. I can receive more and retire than working.
2. The State should consider longevity pay.
3. There are not any incentives to stay after serving 20 years. The State should consider longevity pay.
4. Salary was not a consideration in my retirement decision; the age limit imposed on elected judges was. I have no quarrel with the age limitation. However, regarding salaries - Texas is a leader in the country and sets the standard in many ways. Salaries of Texas judges should reflect Texas' leadership position.
5. Loved being a judge, but the fact that we never received regular raises in salary forced me to leave the bench.

Elections

1. I have enjoyed being a Judge for the past 10 years. I have worked hard and been recognized for that. I took the job knowing it would involve a significant pay cut for me but I was willing to take that reduction in order to serve. My main reason for leaving the bench is that I do not enjoy the politics and did not want to run a seventh campaign. I have run in 3 primaries, one contested and 3 general elections, all contested. For me, once that decision was made, it was time for me to turn over the court to someone who would run. The political aspect of the position coupled with the low pay eventually had an impact on me. Those factors keep other qualified people from serving. Lawyers who know how to try a case and what makes a good judge are not interested in giving up a good salary for an uncertain political future. Seeing Judges elected who have little or no real courtroom experience happen far too often and is the product of the salary being low and the political nature of the position.
2. Partisan elections.
3. I worked for the Harris County DA's office for 25 years and have been on the bench for 8 years. I will make more money from my county pension than I currently make as a Judge. Also, this election has proved that the way judges are selected is not only unfair to judges but also to the citizens who depend on the judiciary to be qualified and competent to hold the position. We are currently running what can only be characterized as a "judicial lottery" in Harris County. Neither party properly vets their candidates and there isn't even a requirement that an attorney practice in the area of law that they are seeking to preside over.
4. I am undecided about the next chapter. My term ran out and I did not want to run for office in a statewide partisan campaign without the ability to raise resources for this type of race. I was commuting from Houston to Austin because it became impossible to move my family to Austin. After seven years of that, I had no desire to continue that commute. I love the actual work and was highly qualified for it. But the election process and the need to commute made staying on the court impossible for me.

Retirement

1. To spend time with our daughter who is graduating from high school.
2. Retire, take some time off to recuperate, become involved in service somewhere. The stress, and the fact that as a Judge the media and people in the community could continually misstate fact and the policies a court is constrained by and no one is there to stand up for the Judges or set the record straight.
3. Retire but continue to work as visiting judge, retire and work in the private sector and as a visiting judge or retire and work in state or local government.

Working Conditions

1. In his campaign brochure, Tom Vick, current State Bar President, in reference to self-represented litigants stated, "Our judges hold a special position of trust and honor. They should not be reduced to being clerks in a 'self-help' center." The exponential growth of the "self-represented litigants" in my family law court has become my most difficult and time-consuming task. I estimate 400 cases are filled annually with *pro se* litigants on both sides and approximately 1,300 additional cases which have at least one *pro se* litigant. The court and staff walk a fine line between upholding Canon Law and making the Court "user friendly" for the *pro se* litigant. Anger and frustration are often directed at the Court when *pro se* litigant's expectations cannot be met without disregarding the Rules of Civil Procedure. Should *pro se* litigant's *ex parte* communications be recognized as pleadings? How much do you help a *pro se* litigant? How much can you help them? What extra obligations are owed to incarcerated litigants? Can you redraw a proposed order that is not even close to what is needed? What is my responsibility when the litigant has no ability to accomplish the legal task they have set for themselves? Judges need help to negotiate this mine field.
2. The disparity in workloads between the Harris County family courts and others was a constant frustration.
3. Tired of dealing with the Commissioners Court and the Legislature.
4. Political pressure on judicial responsibilities impacts judicial independence.

Other

1. I plan to work part time as a visiting judge and as an arbitrator or mediator. I will not be working full time. It truly has been an honor and a privilege to serve as a judge for 21 years. I have been fortunate to work with a dedicated and wonderful team in the 295th.
2. Work as a United States District Judge.
3. I was appointed the presiding judge of the 11th Administrative Judicial Region and I also plan to sit as a visiting judge.
4. I plan to be self-employed until I retire at age 65, when I will also seek work as a visiting judge.

Appendix E: Salaries of Elected State Judges as of September 1, 2019

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, 2020*

	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	465	13	250	18
Number of Judges	8	9	80	464	13	250	18
Number of Vacant Positions	1	0	0	1	0	0	0
AGE OF JUDGES:	(n=8)	(n=9)	(n=79)	(n=427)	(n=13)	(n=228)	(n=16)
Mean	56	62	59	54	61	57	56
Oldest	71	78	77	77	76	80	71
Youngest	40	45	41	31	45	33	41
25 through 34	0	0	0	1	0	2	0
35 through 44	1	0	9	47	0	32	3
45 through 54	1	3	15	123	6	61	3
55 through 64	5	2	38	154	2	84	4
65 through 74	1	3	16	99	4	42	6
Over 75	0	1	1	3	1	7	0
GENDER OF JUDGES:	(n = 8)	(n = 9)	(n = 80)	(n = 464)	(n = 13)	(n = 250)	(n = 18)
Males	5	5	44	292	5	163	9
Females	3	4	36	172	8	87	9
ETHNICITY OF JUDGES:	(n = 8)	(n = 9)	(n = 79)	(n = 449)	(n = 13)	(n = 249)	(n = 18)
African-American	0	0	1	39	3	26	3
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian or Pacific Islander	0	0	1	8	1	4	0
Hispanic/Latino	1	1	15	87	1	50	4
White (Non-Hispanic)	7	8	62	314	7	169	11
Other	0	0	0	1	1	0	0
LENGTH OF SERVICE ON CURRENT COURT:	(n = 8)	(n = 9)	(n = 80)	(n = 464)	(n = 13)	(n = 250)	(n = 18)
Average	8 Yr 2 Mo	9 Yr 4 Mo	5 Yr 5 Mo	8 Yr 10 Mo	9 Yr 4 Mo	8 Yr 2 Mo	7 Yr 2 Mo
Longest	31 Yr 8 Mo	25 Yr 8 Mo	25 Yr 8 Mo	37 Yr 8 Mo	25 Yr 6 Mo	33 Yr 8 Mo	35 Yr 3 Mo
Under 1 Year	1	0	6	16	0	3	0
1 through 4	2	3	38	161	3	87	9
5 through 9	2	3	17	119	4	76	6
10 through 14	2	0	7	78	4	28	1
15 through 19	0	1	8	48	1	29	0
20 through 24	0	1	3	24	0	21	0
25 through 29	0	1	1	14	1	6	0
30 through 34	1	0	0	2	0	2	1
35 through 39	0	0	0	2	0	0	1
Over 40	0	0	0	0	0	0	0
FIRST ASSUMED OFFICE BY:	(n = 8)	(n = 9)	(n = 80)	(n = 464)	(n = 13)	(n = 250)	(n = 18)
Appointment	7 (88%)	0 (0%)	32 (40%)	133 (29%)	2 (15%)	51 (20%)	2 (11%)
Election	1 (13%)	9 (100%)	48 (60%)	331 (71%)	11 (85%)	199 (80%)	16 (89%)

	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	8 (100%)	9 (100%)	80 (100%)	464 (100%)	13 (100%)	250 (100%)	18 (100%)
Mean Year Licensed	1989	1987	1989	1991	1988	1992	1992
4 Years or Less	0	0	0	0	0	0	0
5 to 9 Years	0	0	0	5	0	5	0
10 to 14 Years	0	0	4	46	0	29	2
15 to 19 Years	2	1	7	47	2	37	5
20 to 24 Years	0	2	4	86	3	29	2
25 to 29 Years	1	1	16	81	1	40	2
30 or More Years	5	5	49	199	7	110	7
CAME TO THIS COURT FROM:							
Attorney Private Practice	1 (13%)	1 (11%)	46 (58%)	--	--	--	--
Judge of Lower Court	5 (63%)	2 (22%)	14 (18%)	--	--	--	--
Other Governmental Service	2 (25%)	4 (44%)	8 (10%)	--	--	--	--
PREVIOUS EXPERIENCE:							
Prosecutor	1 (13%)	5 (56%)	11 (14%)	170 (37%)	7 (54%)	106 (42%)	3 (17%)
Attorney Private Practice	8 (100%)	5 (56%)	30 (38%)	354 (76%)	9 (69%)	160 (64%)	16 (89%)
Judge of Lower Court	4 (50%)	0 (0%)	11 (14%)	42 (9%)	3 (23%)	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, 2020		
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, 2020		
Number of Judges	Percentage of all Judges	County Supplement
392	82.2%	\$18,000 or more
13	2.7%	\$17,000 to 17,999
2	0.4%	\$16,000 to 16,999
1	0.2%	\$15,000 to 15,999
7	1.5%	\$14,000 to 14,999
7	1.5%	\$13,000 to 13,999
7	1.5%	\$12,000 to 12,999
3	0.6%	\$11,000 to 11,999
8	1.7%	\$10,000 to 10,999
2	0.4%	\$9,000 to 9,999
9	1.9%	\$8,000 to 8,999
6	1.3%	\$7,000 to 7,999
5	1.0%	\$6,000 to 6,999
2	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		\$16,752

Appendix H: Salaries of State Judges in the Six Most Populous States ¹⁷

As of July 1, 2020

Listed in Population Order

Judge	California	Texas	Florida	New York	Pennsylvania	Illinois
Associate Justice – Court of Last Resort	\$261,949	\$168,000 ¹ \$194,134 ²	\$220,600	\$233,400	\$215,037	\$246,256
Justice – Intermediate Court of Appeals	\$245,578	\$154,000 ¹ \$170,954 ² \$177,658 ³	\$169,554	\$222,200	\$202,898	\$231,773
Judge – General Jurisdiction Trial Courts	\$214,601	\$140,000 ¹ \$155,622 ² \$172,371 ³	\$160,688	\$210,900	\$186,665	\$212,681
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, 2020, not including salary supplements paid by counties.						
3. Average salary statewide as of January 1, 2020, including supplements paid by counties.						

¹⁷ Knowledge and Information Services Division, National Center for State Courts, *Survey of Judicial Salaries* as of July 1, 2020.
<https://www.ncsc.org/salarytracker>

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