

REPORT ON JUDICIAL SALARIES AND TURNOVER

For Fiscal Years 2016 and 2017



Executive Summary	1
Judicial Turnover	
EXTENT OF TURNOVER IN THE JUDICIARY	3
SURVEY OF JUDGES WHO VOLUNTARILY LEFT STATE JUDICIAL OFFICE	4
Judicial Salaries	
SALARIES OF ELECTED STATE JUDGES	8
SALARIES OF STATE JUDGES IN THE SIX MOST POPULOUS STATES	9
SALARIES OF TEXAS LAWYERS	12
Appendices	
APPENDIX A: PURPOSE AND METHODOLOGY	A-1
APPENDIX B: MANNER IN WHICH STATE APPELLATE AND DISTRICT JUDGES LEFT OFFICE EACH BIENNIUM	A-3
APPENDIX C: RESULTS OF JUDICIAL TURNOVER SURVEY	A-4
APPENDIX D: COMMENTS FROM RESPONDENTS	A-5
APPENDIX E: SALARIES OF ELECTED STATE JUDGES	A-7
APPENDIX F: PROFILE OF APPELLATE AND TRIAL JUDGES	A-8
APPENDIX G: COUNTY SUPPLEMENTS	A-10
APPENDIX H: SALARIES OF STATE JUDGES IN THE SIX MOST POPULOUS STATES	A-11

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 2016.

Turnover Falls but Retirements Increase

The judicial turnover rate for the fiscal year 2016-2017 biennium was 12 percent, with 68 appellate and district judges leaving the state judiciary. Thirty-six of those judges left voluntarily, for a **voluntary turnover rate of 6.4 percent**.



The most significant factors in judges' decisions to leave were **retirement** and **salary**. **The percentage of judges retiring reached a 14-year high**; however, 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

Texas state judges last received an increase in state compensation in September 2013, the first increase since 2005. State judges in **the five other most populous states have received increases** in salary since 2013.

In addition, the **salaries of Texas judges continued to lag** the salaries of judges at corresponding levels in all five of those states. The state salary of Texas judges is at least 29 percent lower than the average salary of their counterparts in the five other states.

Salary Summary for State Judges as of September 1, 2018

Judge	State Salary	Maximum County Supplement	Maximum Compensation
Justice/Judge ¹ – Supreme Court or Court of Criminal Appeals	\$168,000	N/A	\$168,000
Justice ² – Court of Appeals	\$154,000	up to \$9,000	\$163,000
District Judge	\$140,000	up to \$18,000	\$158,000

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 2017 was \$184,156, and the average salary for all lawyers was \$145,799. TWC defines experienced workers as the wage earned by the upper two-thirds of all workers in the selected occupation.

The state-funded portion of salaries for district judges is less than the average salary for lawyers statewide and significantly less than the average salary for an experienced lawyer. Even though over half of Texas’ judges have been licensed attorneys for more than 30 years, **no judge is paid a salary that matches the average salary for experienced lawyers** in the state.

¹ The Chief Justice and Presiding Judge receive an additional \$2,500 in state compensation.

² The Chief Justice receives an additional \$2,500 in state compensation.

Extent of Turnover in the Judiciary

During the 2016-2017 biennium, 565 judges served in the state’s appellate and district courts. During this period, 68 judges left the state judiciary—a **turnover rate of 12 percent**. However, 44 judges left involuntarily, primarily due to defeat in a primary or general election. The **voluntary turnover rate was 6.4 percent**.

Turnover of State Appellate and District Judges September 1, 2015 through August 31, 2017

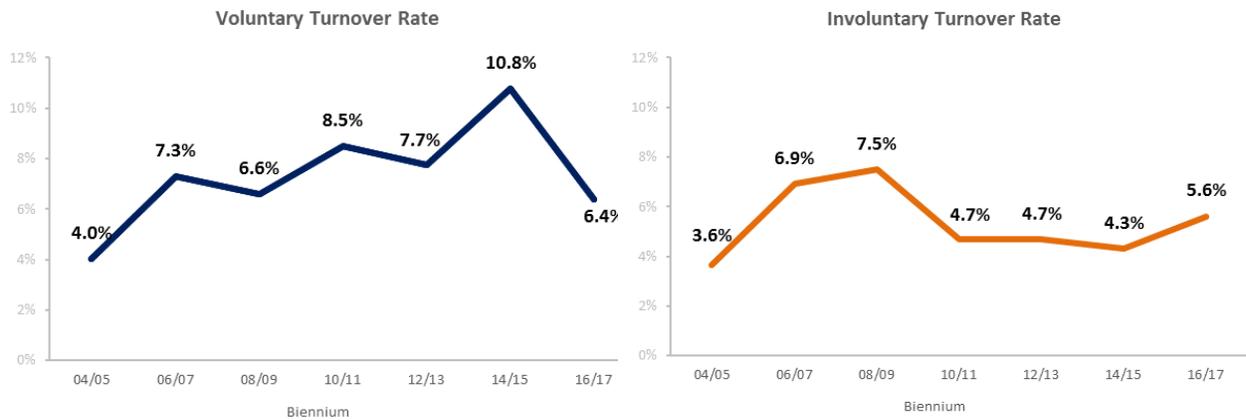
	Number of Judges	Percentage of All Judges
Total Number of Appellate and District Judge Positions	565	
Judges Leaving State Judiciary	68	12.0 %
Judges Leaving State Judiciary Voluntarily	36	6.4 %

Manner in Which State Appellate and District Judges Left Office

	Number	Percentage of All Judges Leaving Office	Percentage of All Judges ³
Defeated in election	27	40 %	4.8 %
Did not seek reelection	25	37 %	4.4 %
Resigned	11	16 %	1.9 %
Reached mandatory retirement age	2	3 %	0.4 %
Removed from office/ resigned in lieu of discipline	2	3 %	0.4 %
Deceased	1	1 %	0.2 %
Total	68	100 %	12.0 %

³ Totals to 12.1% due to rounding.

In the last biennium, the voluntary turnover rate fell to the lowest level since the 2004-2005 period, while the involuntary turnover rate increased slightly.



Over the last four biennia, the percentage of judges leaving office by **not seeking reelection** has remained steady, while the percentage leaving by **resignation** declined. In the 2016/17 biennium, 40 percent of judges who left the judiciary were defeated in an election.⁴

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.⁵ The results of the surveys for the 2016-2017 biennium are below.

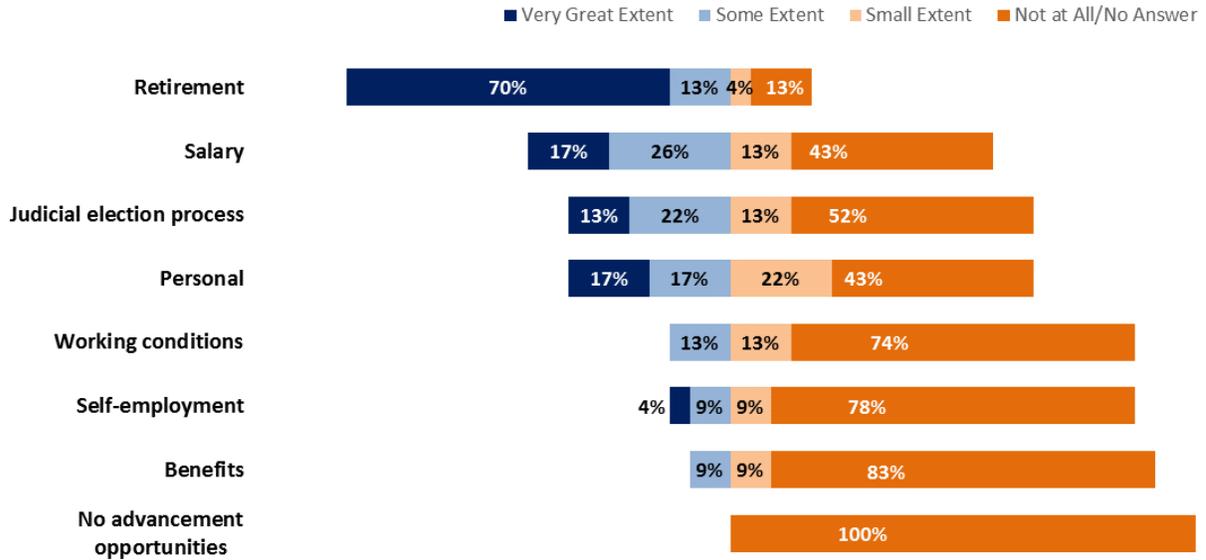
Which Factor(s) Influenced Your Decision?

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

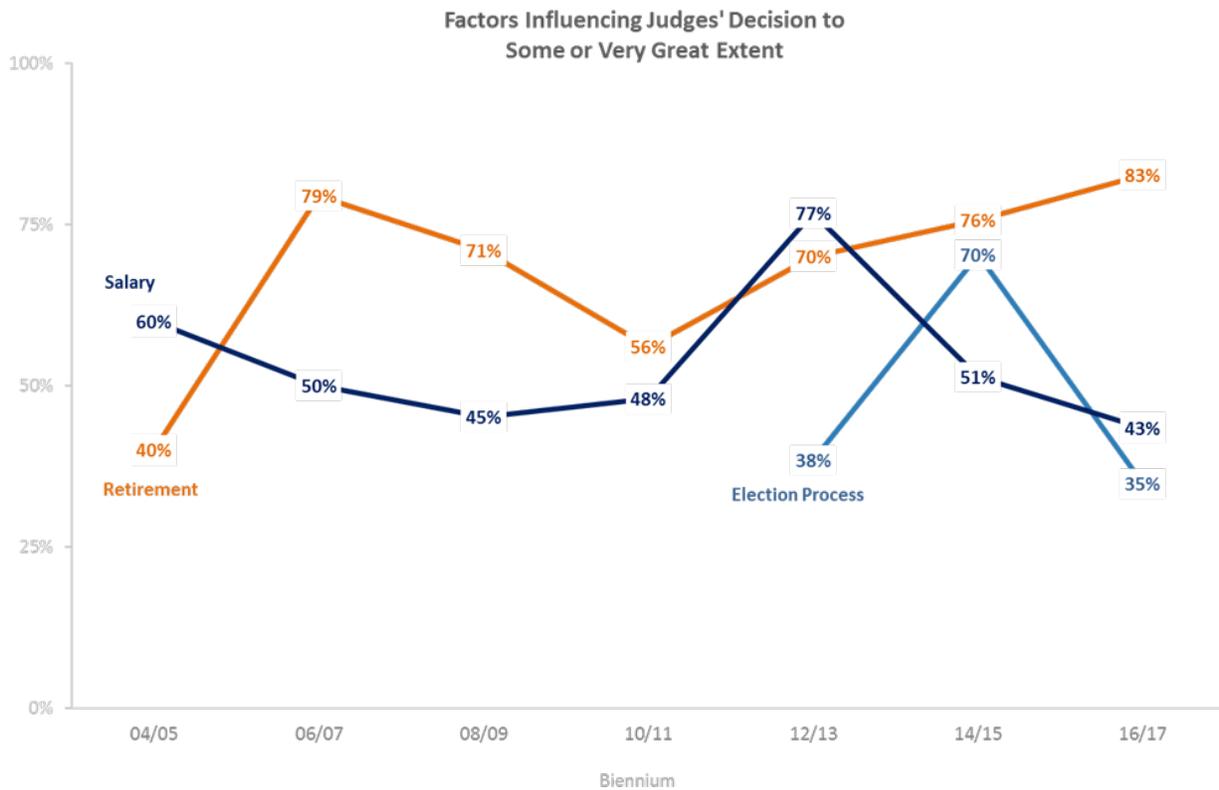
⁴ See Appendix B for the number of judges in each category.

⁵ The methodology for the survey can be found in Appendix A.

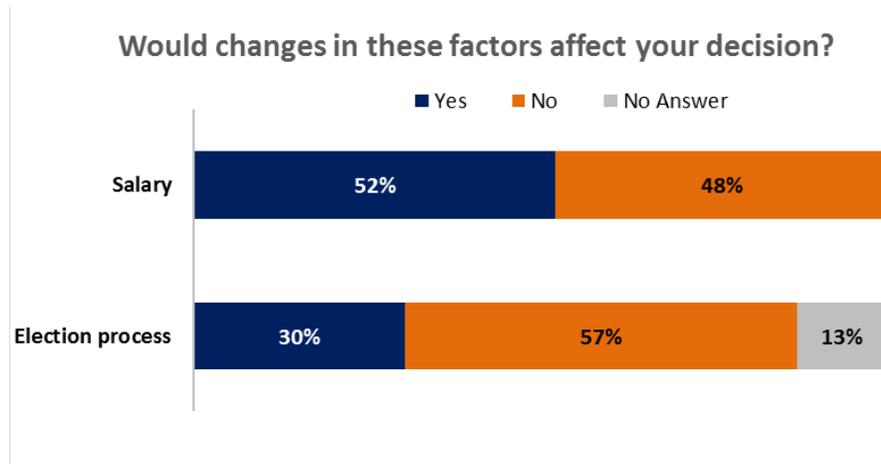
Factors Influencing Judges' Decision



The percentage of judges indicating that **retirement** was a significant factor was the highest in the last 14 years, which likely explains the decrease in the percentage of judges naming salary as a significant factor.

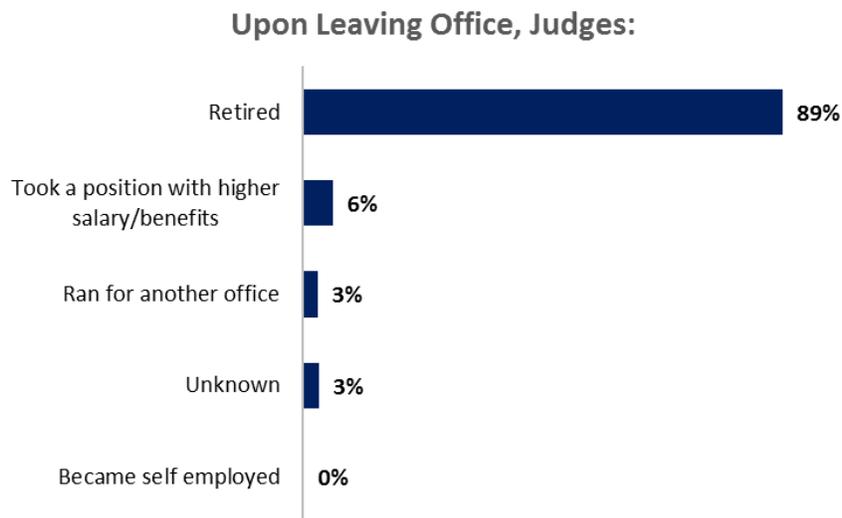


However, 52 percent of judges indicated that **salary** would have affected the decision to leave the bench.



Next Step for Judges after Resigning or Completing Their Terms

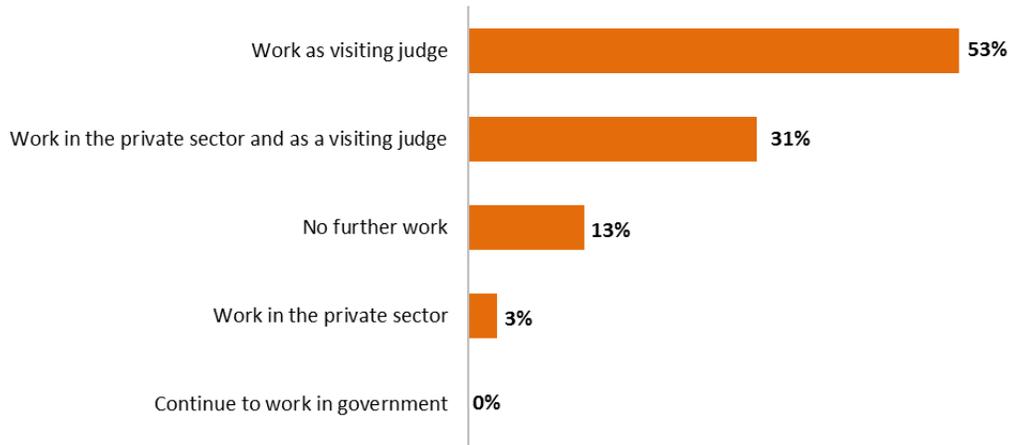
Most of the 36 judges who left voluntarily office during the biennium retired. Nine percent took a position with a better salary or benefits or ran for another office.



Judges who retire from the bench choose different paths, but **only 13 percent indicated that they planned no further work**. More than of half of the 32 judges who retired planned to continue working as a visiting (or assigned) judge.⁶ Almost one-third planned on serving as a visiting judge in addition to working in the private sector.

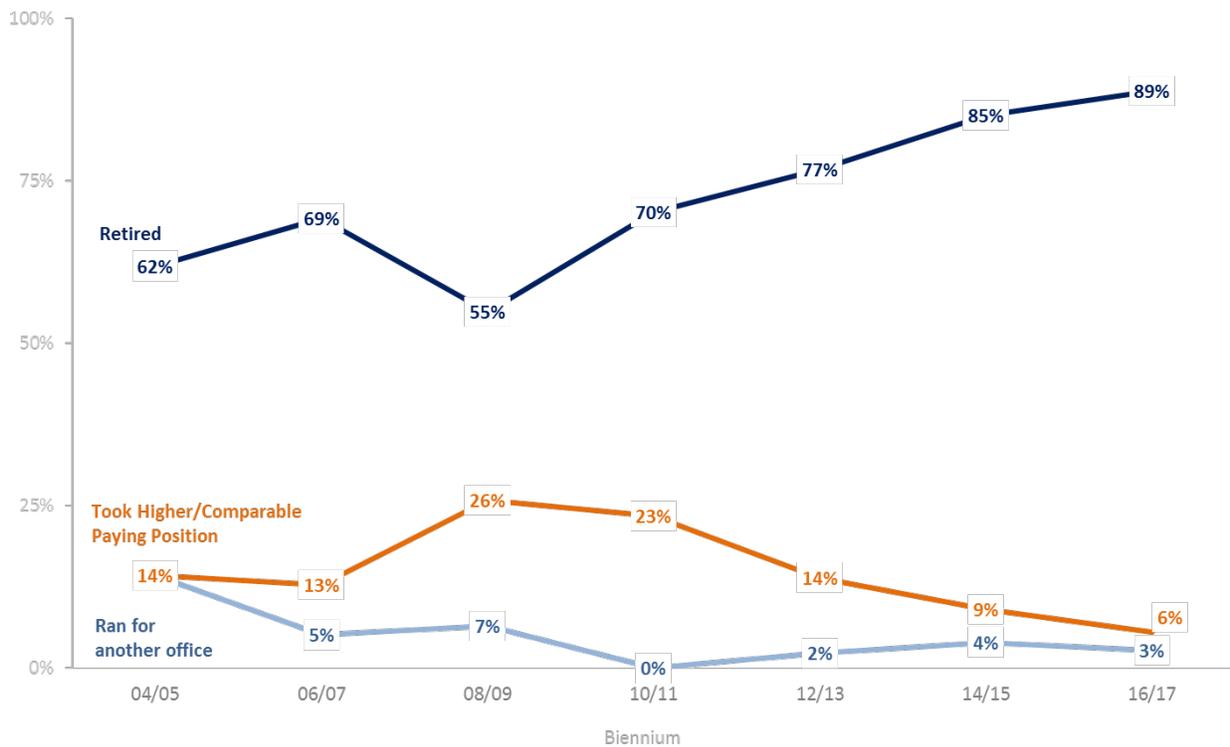
⁶ Tex. Govt. Code § 74.054

Plans of Retired Judges



Of the judges leaving office, the percentage of judges **retiring** has increased over the last three biennia in relationship to the number of judges taking high/comparable paying positions outside the judiciary or running for another office.

Upon Leaving Office, Judges:



Salaries of Elected State Judges

As of September 1, 2018, the annual state salary of a district judge was \$140,000.⁷ 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.⁸

The annual state salary of a justice of a court of appeals is 110 percent of the annual state salary of a district judge.⁹ 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.¹⁰

The annual state salary of a justice of the Supreme Court or a judge of the Court of Criminal Appeals is 120 percent of the annual state salary of a district judge.¹¹

The chief justice and presiding judge of an appellate court receives \$2,500 more than the other justices of the court.¹²

	State Salary	County Supplemental	Maximum Compensation
Justice/Judge – Supreme Court, Court of Criminal Appeals	\$168,000*	-----	\$168,000
Justice – Court of Appeals	\$154,000*	Up to \$9,000	\$163,000
Judge – District Court	\$140,000	Up to \$18,000	\$158,000

*Chief Justice of appellate court receives additional \$2,500

⁷ Schedule of Exempt Positions, page IV-33, Chapter 605 (S.B. 1), Acts of the 85th Legislature, Regular Session, 2017 (the General Appropriations Act).

⁸ Tex. Govt. Code § 659.012(a)(1)

⁹ Tex. Govt. Code § 659.012(a)(2)

¹⁰ *Id.*

¹¹ Tex. Govt. Code § 659.012(a)(3)

¹² 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 76 percent receive the maximum amount allowed by law.

County Supplements Received as of October 1, 2017			
	% of Judges Receiving Supplement	Average Supplement	Total Average Compensation
Courts of Appeals Justice	100%	\$8,963	\$162,963
District Judge	99%	\$16,273	\$156,273

Judges are also entitled to monthly longevity pay equal to 3.1 percent of their current monthly state salary for each year of service credited in the retirement system after completing 16 years of service.¹³ 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

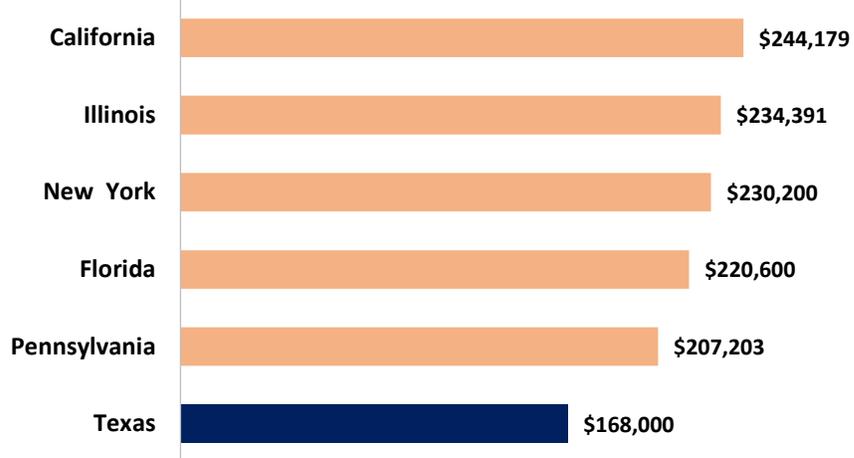
Texas state judges last received an increase in state compensation in September 2013, the first increase since 2005. While **Texas’ judicial compensation has remained stagnant**, judges in all five of the other most populous states have received increases in salary since 2013.

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.

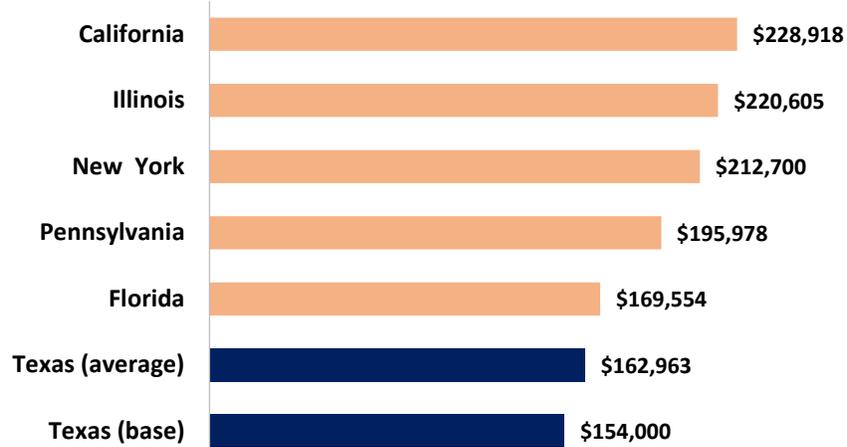
Percentage Change in State Salaries from October 2013 to July 2018	
California	10%
Texas	0%
Florida	10-36%
New York	21-25%
Pennsylvania	4%
Illinois	10%

¹³ Tex. Govt. Code § 659.0445

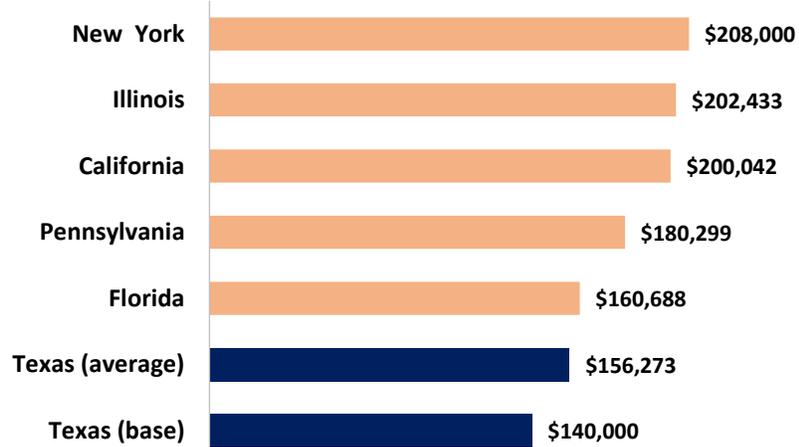
Salary of Associate Justice of Highest Appellate Court



Salary of Justice of Intermediate Appellate Court



Salary of General Jurisdiction Trial Court Judge



The state salary of Texas judges is at least 29 percent lower than the average salary of their counterparts in the five states closest to Texas in population.

Court	Texas State Salary	Average Salary of 5 Most Populous States ¹⁴	Percent Difference
Justice/Judge – Supreme Court and Court of Criminal Appeals	\$168,000	\$227,315	30%
Justice – Court of Appeals	\$154,000	\$205,551	29%
District Judge	\$140,000	\$190,292	30%

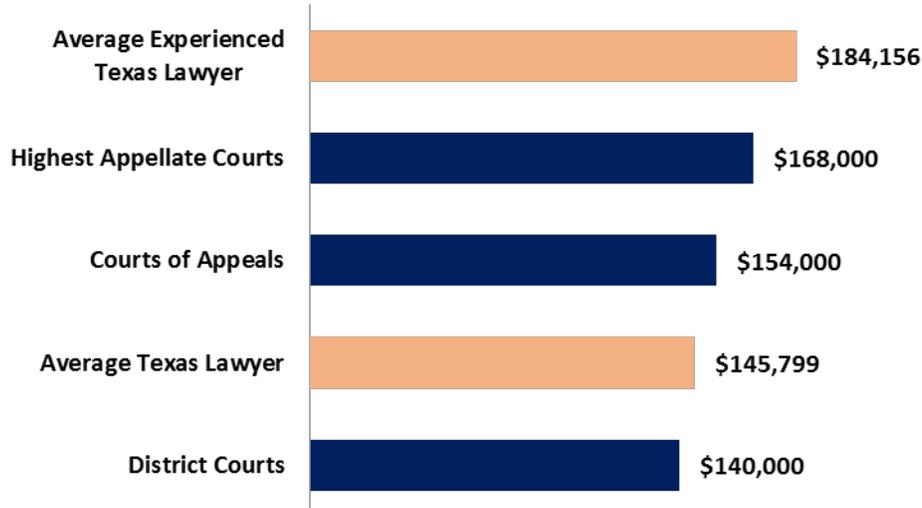
¹⁴ See Appendix H for salary information as of July 2018.

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.¹⁵ Of Texas' 98 appellate justices and judges, only two justices have been licensed as a lawyer for less than 15 years.¹⁶ Rather, the average length of time since licensure is more than 30 years for the appellate courts.

Judges for the district courts must have at least four years of experience. Only 29 of Texas' 465 district judges have been licensed less than 15 years, and the average length of time since licensure is 30 years.

According to data collected by the Texas Workforce Commission (TWC) for its Texas Wages and Employment Projections, the statewide average salary for all lawyers in 2017 was \$145,799, and the average salary for an experienced lawyer was \$184,156.¹⁷ TWC defines experienced workers as the wage earned by the upper two-thirds of all workers in the selected occupation.



The state-funded portion of salaries for district judges is less than the average salary for lawyers statewide and significantly less than the average salary for an experienced lawyer. Even though over half of Texas' judges have been licensed attorneys for more than 30 years, no judge is paid a salary that matches the average salary for experienced lawyers in the state.

¹⁵ Tex. Const. art. V, § 2(b), § 4(a), § 6(a)

¹⁶ Appendix F contains demographic data for Texas judges as of September 1, 2018.

¹⁷ 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 October 15, 2018.

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
Defeated in election	10	34	36	19	23	17	27
Did not seek reelection	9	22	22	29	28	34	25
Resigned	12	17	14	18	15	22	11
Resigned (allegations of misconduct)	n/a	n/a	n/a	n/a	n/a	4	2
Mandatory retirement	3	2	3	1	1	4	2
Deceased	4	1	1	5	1	3	1
Removed from office	1	0	1	1	1	0	0
Total Leaving State Judiciary	39	76	77	73	69	84	68

Appendix C: Results of Judicial Turnover Survey for Fiscal Years 2016 and 2017

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	17%	26%	13%	35%	9%
2	Benefits	0%	9%	9%	65%	17%
3	Little or no career advancement opportunities	0%	0%	0%	83%	17%
4	Desire for self-employment	4%	9%	9%	61%	17%
5	Working conditions/environment (e.g., safety, work-related stress, and/or workload issues)	0%	13%	13%	57%	17%
6	Retirement	70%	13%	4%	13%	0%
7	Personal	17%	17%	22%	26%	17%
8	Having to campaign/judicial election process	13%	22%	13%	39%	13%

B. Would changes in the following factors compel you to continue serving as a state judge?		Yes	No	No Answer
1	Salary	52%	48%	0%
2	Retirement benefits/policies	22%	74%	4%
3	Other benefits	9%	78%	13%
4	Judicial election process	30%	57%	13%

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	6%
2	Obtain another position with comparable salary and/or benefits	0%
3	Become self-employed	0%
4	Run for another office	3%
5	Retire and not continue to work	11%
6	Retire but continue to work as a visiting judge	47%
7	Retire but continue to work in the private sector	3%
8	Retire but continue to work in the private sector and as a visiting judge	28%
9	Retire but continue to work in state or local government	0%
10	Unknown	3%

Appendix D: Comments from Respondents

Compensation

1. The salary rate for a judge is abysmal! To keep good, qualified lawyers as judges, the salary needs to be double where it is. You cannot expect a lawyer that can earn 10 times the amount of a judge to ever want to run for judge. We are not attracting our brightest lawyers to the bench – we are attracting those that cannot make it as a lawyer, so they become a judge.
2. CCA has been very stable over time, mostly because we held no highly lucrative partnerships at civil law firms to return to. However, when a lawyer at DPS – not general counsel – who was at most a toddler when I became a lawyer, earns \$30,000 a year more than a Supreme Court judge, it is not hard to understand why the Supreme Court has had 26 members in the last 18 years. Heads of state agencies make twice as much (and more) as judges! The discrepancy is a clear indication of legislative contempt for the judicial branch – NOT a judicial state agency, as we are often designated in letters from actual state agencies, and exacerbates the issue of the judges whose pension is frozen at the time of retirement versus the judges who receive increased pension benefits when active judges get a raise.
3. Vacation day policies should be set out in definite terms of days or weeks.

Elections

1. Elections should be nonpartisan.
2. While it was only a minor consideration in my decision, the judicial election process in Texas needs to be changed. At a minimum, judicial elections should not be partisan. It would seem axiomatic that the judiciary has no platform or agenda other than the fair/impartial application of the law to the facts. Since Texas continues to allow “straight party” voting, to that extent, a judicial candidate will have votes for and against him/her without regard to ability. That effect is magnified if the election is in a presidential year. One only need look to Harris and Dallas counties to demonstrate the resulting vacillation and the wholesale sweeping in/out of judges – in many instances to the detriment of our justice system.

I believe the best solution would be to develop a fair/impartial appointment system devoid of politics with subsequent retention elections such as the “modified Missouri” plan.

Retirement

1. There comes a time to retire and move on. People can hold these jobs too long! Look at D.C. and federal judges. Turnover is good and necessary. This has been a great job. I have enjoyed the last 24 years and look forward to visiting.
2. I have searched the age where I feel I had the need to spend more time with my family and feel that I can occasionally sit as a visiting judge and keep myself working. I can do this.

Working Conditions

1. I would be more inclined to remain if family law cases were handled by a different, specialized family court as it is in other metropolitan jurisdictions. Civil law and family law are completely different animals; affinity for and expertise in one does not translate to the other. As the population increases, the percentage of our dockets that are family cases, particularly involving *pro se* litigants, keeps increasing. That not only motivates some judges to leave but also discourages skilled civil litigators from running for the bench.
2. The volume and complexity of appeals, both criminal and civil have greatly increased with no additional justices added to the courts and appeals in 36 years. Electronic filing does not help the quality and the decisions we need more justices to adequately handle the case loads.

Other

3. I did not run for reelection but I am not “retiring” in the sense of receiving my annuity or working less. So, I would say that I am voluntarily leaving the bench to be self-employed (as a mediator or arbitrator) and to serve at times as a visiting judge.

Appendix E: Salaries of Elected State Judges as of September 1, 2018

Judge ¹	State Salary	Additional Compensation ²	Other	Total
Chief Justice – Supreme Court or Court of Criminal Appeals	\$170,500	N/A		\$170,500
Justice – Supreme Court or Court of Criminal Appeals	\$168,000	N/A		\$168,000
Chief – Court of Appeals	\$156,500	up to \$9,000 ³		up to \$165,500
Justice – Court of Appeals	\$154,000	up to \$9,000 ³		up to \$163,000
Presiding Judge of Administrative Judicial Region (active district judge)	\$140,000	up to \$18,000 ³	not to exceed \$33,000 ⁴	up to \$191,000
Presiding Judge of Administrative Judicial Region (retired or former judge)	N/A	N/A	\$35,000 - 50,000 ⁵	up to \$50,000
District Judge – Local administrative judge who serves in county with more than 5 district courts	\$140,000	up to \$18,000 ³	\$5,000 ⁶	up to \$163,000
District Judge	\$140,000	up to \$18,000 ³		up to \$158,000
District Judge – Presiding judge of silica or asbestos multi-district litigation	\$140,000	up to \$18,000 ³	not to exceed \$33,000 ⁷	up to \$173,000
Retired Judge – Presiding judge of silica or asbestos multi-district litigation	\$140,000	\$18,000 ³		\$158,000 ⁸
<p>Notes:</p> <ol style="list-style-type: none"> Entitled to monthly longevity pay of 3.1 percent of current monthly state salary for each year of service credited in the retirement system after completing 16 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, or appellate justice whose county supplement exceeds \$9,000, 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 (district judge), \$163,000 (appellate justice), or \$165,500 (appellate chief justice). Government Code Secs. 659.012, 31.001 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. 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. 659.012(d). Government Code Sec. 659.0125(a). Government Code Sec. 659.0125(c). 				

Appendix F: Profile of Appellate and Trial Judges As of September 1, 2018*

	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	456	13	245	18
Number of Judges	9	9	79	452	13	253	18
Number of Vacant Positions	0	0	1	4	0	1	0
AGE OF JUDGES:	(n=9)	(n=9)	(n=79)	(n=436)	(n=13)	(n=220)	(n=17)
Mean	56	62	57	56	58	57	58
Oldest	73	76	78	77	74	78	74
Youngest	38	47	36	35	41	35	41
25 through 34	0	0	0	0	0	0	0
35 through 44	1	0	4	41	2	16	1
45 through 54	1	3	18	129	4	50	3
55 through 64	4	2	37	157	3	100	5
65 through 74	3	3	18	102	4	49	8
Over 75	0	1	2	7	0	5	0
GENDER OF JUDGES:	(n = 9)	(n = 9)	(n = 79)	(n = 452)	(n = 13)	(n = 245)	(n = 18)
Males	7	5	43	295	6	169	9
Females	2	4	36	157	7	76	9
ETHNICITY OF JUDGES:	(n = 9)	(n = 9)	(n = 79)	(n = 436)	(n = 13)	(n = 225)	(n = 15)
African-American	0	0	2	28	3	8	2
American Indian or Alaska Native	0	0	0	1	0	0	0
Asian or Pacific Islander	0	0	0	5	0	4	0
Hispanic/Latino	1	1	12	76	1	39	2
White (Non-Hispanic)	8	8	65	325	9	173	11
Other	0	0	0	1	0	1	0
LENGTH OF SERVICE ON CURRENT COURT:	(n = 9)	(n = 9)	(n = 79)	(n = 452)	(n = 13)	(n = 245)	(n = 18)
Average	9 Yr 1 Mo	8 Yr 2 Mo	9 Yr 1 Mo	9 Yr 0 Mo	8 Yr 4 Mo	10 Yr 10 Mo	13 Yr 5 Mo
Longest	29 Yr 8 Mo	23 Yr 8 Mo	23 Yr 8 Mo	36 Yr 8 Mo	23 Yr 6 Mo	31 Yr 8 Mo	33 Yr 3 Mo
Under 1 Year	1	0	1	12	1	8	0
1 through 4	1	5	22	121	2	62	4
5 through 9	4	1	23	142	4	64	6
10 through 14	2	0	10	74	4	34	1
15 through 19	0	2	17	59	1	51	2
20 through 24	0	1	6	25	1	19	2
25 through 29	1	0	0	11	0	5	2
30 through 34	0	0	0	6	0	4	1
35 through 39	0	0	0	2	0	0	0
Over 40	0	0	0	0	0	0	0
FIRST ASSUMED OFFICE BY:	(n = 9)	(n = 9)	(n = 79)	(n = 452)	(n = 13)	(n = 245)	(n = 18)
Appointment	7 (78%)	1 (11%)	44 (56%)	158 (35%)	3 (23%)	62 (25%)	5 (28%)
Election	2 (22%)	8 (89%)	35 (44%)	294 (65%)	10 (77%)	183 (75%)	13 (72%)

	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%)	79 (100%)	452 (100%)	13 (100%)	245 (100%)	18 (100%)
Mean Year Licensed	1986	1985	1986	1988	1988	1989	1985
4 Years or Less	0	0	0	0	0	0	0
5 to 9 Years	0	0	1	4	0	2	0
10 to 14 Years	1	0	1	23	2	13	1
15 to 19 Years	0	0	4	50	1	25	1
20 to 24 Years	1	2	7	77	2	37	3
25 to 29 Years	2	2	19	80	1	45	2
30 or More Years	5	5	47	218	7	123	11
CAME TO THIS COURT FROM:							
Attorney Private Practice	1 (11%)	1 (11%)	49 (62%)	--	--	--	--
Judge of Lower Court	6 (67%)	3 (33%)	21 (27%)	--	--	--	--
Other Governmental Service	2 (22%)	4 (44%)	7 (9%)	--	--	--	--
PREVIOUS EXPERIENCE:							
Prosecutor	1 (11%)	6 (67%)	16 (20%)	172 (38%)	7 (54%)	110 (45%)	4 (22%)
Attorney Private Practice	9 (100%)	4 (44%)	29 (37%)	355 (79%)	9 (69%)	158 (64%)	16 (89%)
Judge of Lower Court	6 (67%)	0 (0%)	18 (23%)	50 (11%)	2 (15%)	26 (11%)	2 (11%)

*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 October 1, 2017		
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 October 1, 2017		
Number of Judges	Percentage of all Judges	County Supplement
354	75.8%	\$18000
21	4.5%	\$17,000 to 17,999
4	0.9%	\$16,000 to 16,999
7	1.5%	\$15,000 to 15,999
4	0.9%	\$14,000 to 14,999
8	1.7%	\$13,000 to 13,999
5	1.1%	\$12,000 to 12,999
9	1.9%	\$11,000 to 11,999
13	2.8%	\$10,000 to 10,999
4	0.9%	\$9,000 to 9,999
6	1.3%	\$8,000 to 8,999
9	1.9%	\$7,000 to 7,999
0	0.0%	\$6,000 to 6,999
4	0.9%	\$5,000 to 5,999
7	1.5%	\$4,000 to 4,999
2	0.4%	\$3,000 to 3,999
1	0.2%	\$2,000 to 2,999
1	0.2%	\$1,000 to 1,999
1	0.2%	\$1 to 999
7	1.5%	\$0
AVERAGE		\$16,273

Appendix H: Salaries of State Judges in the Six Most Populous States ¹⁸

As of July 1, 2018

Listed in Population Order

Judge	California	Texas	Florida	New York	Pennsylvania	Illinois
Associate Justice – Court of Last Resort	\$244,179	\$168,000	\$220,600	\$230,200	\$207,203	\$234,391
Justice – Intermediate Court of Appeals	\$228,918	\$154,000* \$162,963**	\$169,554	\$212,700	\$195,978	\$220,605
Judge – General Jurisdiction Trial Courts	\$200,042	\$140,000* \$156,273**	\$160,688	\$208,000	\$180,299	\$202,433
Notes:						
* Basic state salary. Does not include supplements paid by counties.						
** Average salary statewide, including supplements paid by counties as of October 1, 2017.						

¹⁸ Knowledge and Information Services Division, National Center for State Courts, *Survey of Judicial Salaries* as of July 1, 2018.
<https://www.ncsc.org/salarytracker>

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