



OFFICE OF COURT ADMINISTRATION

DAVID SLAYTON
Administrative Director

JUDICIAL SALARIES EFFECTIVE SEPTEMBER 1, 2019

(HB 2384, 86th Legislature Regular Session)

The 86th Texas Legislature enacted a new salary structure for the Texas judiciary effective September 1, 2019. The salary structure rewards continued service by providing a salary increase for judges who have 4 or more years of service. It also increased the amount of longevity pay for state judges and reduced the number of years of actual service needed to be entitled to state longevity pay from 16 years to 12 years.

The district judge state salary in effect during the 2018-19 biennium (\$140,000) was established as the new "base salary" and serves as the benchmark for salary increases based on years of service and for calculating the minimum salaries of the appellate, county court at law, and statutory probate court justices and judges. The following is a summary of the bill's changes to judicial salaries.

DISTRICT COURT JUDGES

Salary: (Tex. Gov't Code Sec. 659.012(a)(1))

Years of Service	State Salary	State Longevity Pay	Maximum County Supplement	Total Maximum Compensation
0-4 years (Base Salary)	\$140,000	\$0	\$18,000	\$158,000
4-8 years	\$154,000	\$0	\$18,000	\$172,000
8+ years	\$168,000	\$0	\$18,000	\$186,000
12+ years (longevity)	\$168,000	\$8,400	\$18,000	\$194,400

Calculating Years of Service:

Years of service for purposes of determining the appropriate tier include years of contributing service credit in the Judicial Retirement System Plan I or Plan II while serving as a state district or appellate judge or justice, and years of service as a judge of a statutory county court, multicounty statutory county court, or statutory probate court. It does not include other established service credit, such as military service credit under Secs. 833.103 and 838.103, Tex. Gov't Code. It also does not include service as a municipal judge, justice of the peace, constitutional county court judge, associate judge, referee, master, or magistrate.

Effective Date of Salary Increases: (Tex. Gov't Code Sec. 659.012(b))

A district judge is entitled to the increased salary beginning with the pay period following the date the judge accrues the years of service for the higher tier.

District Judge County Supplement: (Tex. Gov't Code Sec. 659.012(a)(1) and 32.001)

The county supplement amount allowed under Sec. 32.001, Tex. Government Code did not change. District judges are eligible to receive up to \$18,000 annually in county supplements. Any supplement amount over \$18,000 will result in the district judge's state salary being reduced to maintain the salary differential between district court and court of appeals justices imposed by Sec. 659.012(a)(1), Tex. Government Code.

COURT OF APPEALS JUSTICES

Years of Service	State Salary	State Longevity Pay	Maximum County Supplement	Total Maximum Compensation
0-4 years (Base Salary)	\$154,000	\$0	\$9,000	\$163,000
4-8 years	\$169,400	\$0	\$9,000	\$178,400
8+ years	\$184,800	\$0	\$9,000	\$193,800
12+ years (longevity)	\$184,800	\$9,240	\$9,000	\$203,040

Salary: (Tex. Gov't Code Sec. 659.012(a)(2))

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 in their base salary.

Calculating Years of Service:

Years of service for purposes of determining the appropriate tier include years of contributing service credit in the Judicial Retirement System Plan I or Plan II while serving as a state district or appellate judge or justice, and years of service as a judge of a statutory county court, multicounty statutory county court, or statutory probate court. It does not include other established service credit, such as military service credit under Secs. 833.103 and 838.103, Tex. Gov't Code. It also does not include service as a municipal judge, justice of the peace, constitutional county court judge, associate judge, referee, master, or magistrate.

Effective Date of Salary Increases: (Tex. Gov't Code Sec. 659.012(b))

A court of appeals justice is entitled to the increased salary beginning with the pay period following the date the justice accrues the years of service for the higher tier.

Court of Appeals Justice County Supplement: (Tex. Gov't Code Sec. 659.012(a)(2) and 31.001)

The county supplement amount allowed under Sec. 31.001, Tex. Government Code did not change. Court of appeals justices are eligible to receive up to \$9,000 annually in county supplements. Any supplement amount over \$9,000 will result in the justice's state salary being reduced to maintain the salary differential between court of appeals and supreme court justices imposed by Sec. 659.012(a)(2), Tex. Government Code.

SUPREME COURT JUSTICES AND COURT OF CRIMINAL APPEALS JUDGES

Years of Service	State Salary	State Longevity Pay	Total Maximum Compensation
0-4 years (Base Salary)	\$168,000	\$0	\$168,000
4-8 years	\$184,800	\$0	\$184,800
8+ years	\$201,600	\$0	\$196,800
12+ years (longevity)	\$201,600	\$10,080	\$211,680

Salary: (Tex. Gov't Code Sec. 659.012(a)(3))

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 in their base salary.

Calculating Years of Service:

Years of service for purposes of determining the appropriate tier include years of contributing service credit in the Judicial Retirement System Plan I or Plan II while serving as a state district or appellate judge or justice, and years of service as a judge of a statutory county court, multicounty statutory county court, or statutory probate court. It does not include other established service credit, such as military service credit under Secs. 833.103 and 838.103, Tex. Gov't Code. It also does not include service as a municipal judge, justice of the peace, constitutional county court judge, associate judge, referee, master, or magistrate.

Effective Date of Salary Increases: (Tex. Gov't Code Sec. 659.012(b))

A judge or justice on the Court of Criminal Appeals or the Supreme Court of Texas is entitled to the increased salary beginning with the pay period following the date the judge or justice accrues the years of service for the higher tier.

COUNTY COURT AT LAW JUDGES (CCAL)

Salary: (Tex. Gov't Code Sec. 25.0005)

Years of Service	Minimum County Salary (assuming maximum District Judge county supplement)*	Maximum County Salary
0-4 years (Base Salary)	\$157,000	\$193,400
4-8 years	\$171,000	\$193,400
8+ years	\$185,000	\$193,400
12+ years	\$185,000	\$193,400

*If a district judge is not receiving the maximum county supplement amount of \$18,000, the minimum county salary amount for a CCAL judge should be reduced by the difference between the maximum county supplement allowed (\$18,000) and the actual county supplement amount being paid to the district judge.

Minimum Salary: (Tex. Gov't Code Sec. 25.0005(a))

A CCAL judge's minimum salary is \$1,000 less than the sum of the annual salary for a district judge with comparable years of service as the CCAL judge plus any state and county contributions and supplements paid to a district judge in the county. This is a minimum salary – a CCAL judge may receive a higher salary than the minimum to which the CCAL judge is entitled. (Note that for purposes of this calculation: 1) the total amount of the county supplement received under Sec. 32.001, Tex. Government Code, by a district judge of a multicounty judicial district should be included even if the CCAL judge's county only contributes a portion or none of the district judge's supplement amount; and 2) the salary paid to a regional presiding judge for his or her service as a regional presiding judge is not considered a state or county supplement or contribution).

Maximum Salary: (Tex. Gov't Code Sec. 25.0005(a-2))

The new salary structure established a maximum salary for CCAL judges of \$1,000 less than the highest salary a district judge can earn (highest salary tier with maximum county supplement plus longevity). For the 2020-21 biennium, a CCAL judge's maximum salary is \$193,400 ([DJ Salary of \$168,000 + County Supplement of \$18,000 + Longevity Pay of \$8,400] - \$1,000).

Calculating Years of Service: (Tex. Gov't Code Sec. 25.0005(a))

Years of service for purposes of determining the appropriate salary tier include any years of service as a justice or judge of an appellate court, district court, statutory county court, multicounty statutory county court, or statutory probate court. It does not include other established service credit, such as military service credit

under Secs. 833.103 and 838.103, Tex. Government Code. It does not include service as a municipal judge, justice of the peace, constitutional county court judge, associate judge, referee, master, or magistrate.

Effective Date of Salary Increases: (Tex. Gov't Code Sec. 25.0005(a-1))

A CCAL judge is entitled to the increased salary on the first day of the county's fiscal year following the date the CCAL judge becomes eligible for the higher salary.

State Contribution Toward Salary: (Tex. Gov't Code Sec. 25.0015)

The amount of the state contribution provided to counties for each CCAL judge in the county is set at 60% of a district judge's base pay. The state contribution remains the same regardless of which salary tier the CCAL judge falls under. Because a district judge's base pay is \$140,000, the amount of the state contribution provided to the counties is \$84,000.

STATUTORY PROBATE COURT JUDGES (SPC)

Salary: (Tex. Gov't Code Sec. 25.0023)

Years of Service	Minimum County Salary (assuming maximum District Judge county supplement)*	Maximum County Salary
0-4 years (Base Salary)	\$158,000	\$193,400
4-8 years	\$172,000	\$193,400
8+ years	\$186,000	\$193,400
12+ years	\$186,000	\$193,400

*If a district judge is not receiving the maximum county supplement amount of \$18,000, the minimum county salary amount for a SPC judge should be reduced by the difference between the maximum county supplement allowed (\$18,000) and the actual county supplement amount being paid to the district judge.

Minimum Salary: (Tex. Gov't Code Sec. 25.0023(a))

A SPC judge's minimum salary is an amount equal to the sum of the annual salary for a district judge with comparable years of service as the SPC judge plus any state and county contributions and supplements paid to a district judge in the county. This is a minimum salary – a SPC judge may receive a higher salary than the minimum to which the judge is entitled. (Note that for purposes of this calculation: 1) the total amount of the county supplement received under Sec. 32.001, Tex. Gov't Code, by a district judge of a multicounty judicial district should be included even if the SPC judge's county only contributes a portion or none of the district judge's supplement amount; and 2) the salary paid to a regional presiding judge or the presiding judge of the statutory probate courts in the state for their service as presiding judges is not considered a state or county supplement or contribution.)

Maximum Salary: (Tex. Gov't Code Sec. 25.0023(a-2))

The new salary structure established a maximum salary for SPC judges of \$1,000 less than the highest salary a district judge can earn (highest salary tier with maximum county supplement plus longevity). For the 2020-21 biennium, a SPC judge's maximum salary is \$193,400 ([DJ Salary of \$168,000 + County Supplement of \$18,000 + Longevity Pay of \$8,400] - \$1,000).

Calculating Years of Service: (Tex. Gov't Code Sec. 25.0023(a))

Years of service for purposes of determining the appropriate salary tier include any years of service as a justice or judge of an appellate court, district court, statutory county court, multicounty statutory county court, or statutory probate court. It does not include other established service credit, such as military service credit under Secs. 833.103 and 838.103, Tex. Government Code. It does not include service as a municipal judge, justice of the peace, constitutional county court judge, associate judge, referee, master, or magistrate.

Effective Date of Salary Increases: (Tex. Gov't Code Sec. 25.0023(a-1))

A SPC judge is entitled to the increased salary on the first day of the county's fiscal year following the date the SPC judge becomes eligible for the higher salary.

State Contribution Toward Salary: (Tex. Gov't Code Sec. 25.00211)

The amount of the state contribution provided to counties for each SPC judge in the county is \$40,000.