

Judicial Compensation Commission

November 9, 2020



2018 Judicial Compensation Commission Recommendations

- 15% Salary increase for all State Judges.
- Require the Commission's salary recommendations be included as an exceptional item in the Comptroller Judiciary Section's Legislative Appropriation Request to ensure a formal mechanism is in place for legislators to consider the Commission's recommendations;
- Reduce the number of years required to receive judicial longevity pay from sixteen years of service to four years of service and to provide the judge or justice 0.2 percent of their current monthly state salary for every year of judicial service; and
- Fund an increase in the salaries of the Children's Court Associate Judges at ninety percent of a district judge's salary.



2019 Judicial Pay Increase

Tiered Pay System Based on Longevity

Years of Service

- **0-4 years of service** receive current base pay:
 - \$140k for district judges, \$154K for COA, \$168K for SC/CCA
- **4-8 years of service** receive 110% of base pay:
 - \$154k for district judges, \$169,400 for COA, \$184,800 for SC/CCA)
- **8-12 years of service** receive 120% of base pay:
 - \$168k for district judges, \$184,800 for COA, \$201,600 for SC/CCA
- **12 plus years of service** receive increased longevity pay from 3.1% to 5%

Other Salaries

- Child Support/Child Protection judges receive 90% of the base salary of a district judge
- CCAL Judges and Prosecutors on tiered system



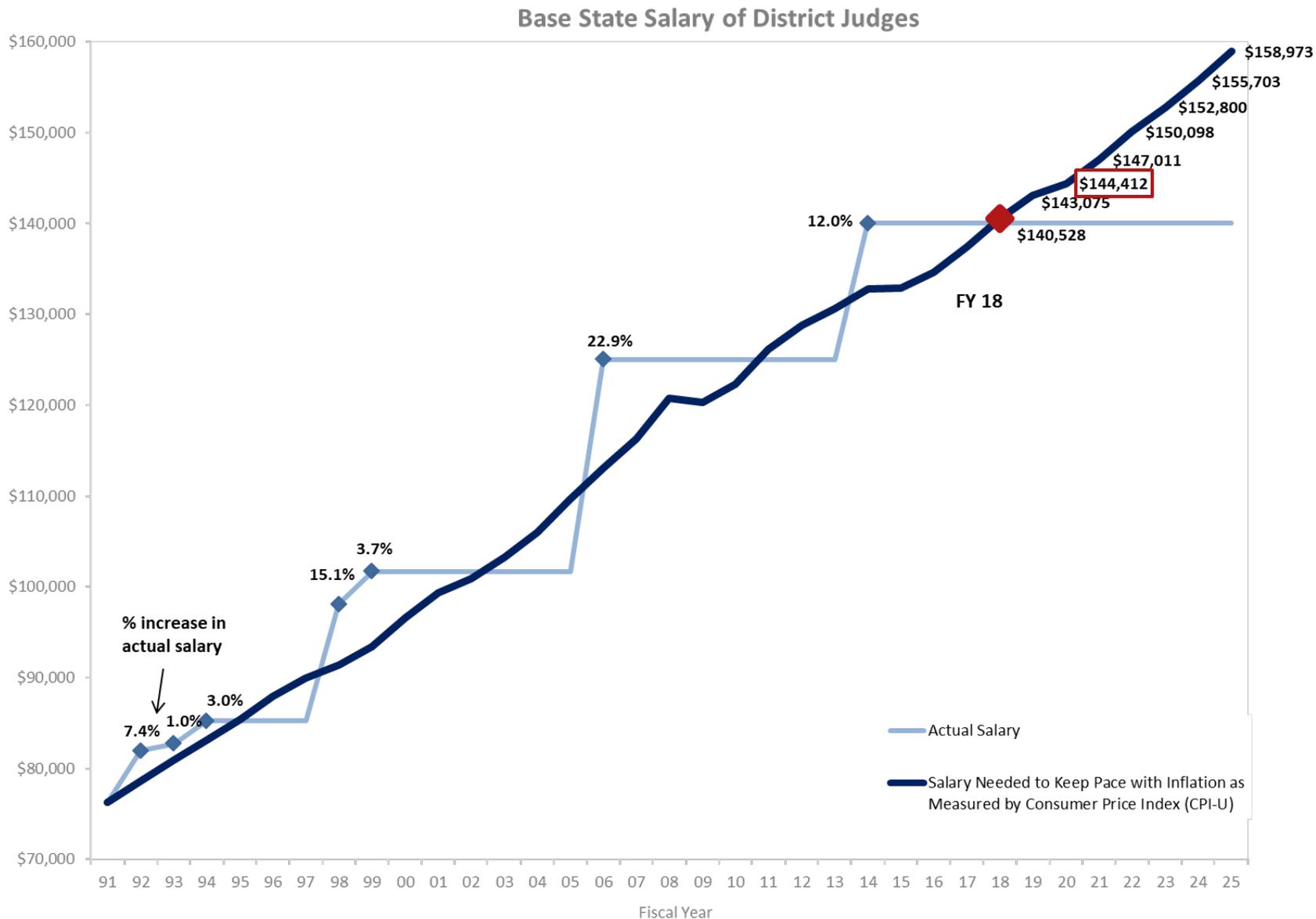
Salary Summary for Elected State Judges as of September 1, 2019

Judge	State Base Salary (Based on Experience)	Maximum County Supplement	Maximum Salary	Average Salary (Jan. 2020)	State Longevity Pay (12+ Years)
Chief Justice – Supreme Court or Court of Criminal Appeals	0-4: \$168,000 4-8: \$184,800 8+: \$201,600 Chief supplement: \$2,500 - \$3,000	N/A	\$204,600	\$204,600	\$10,080
Justice – Supreme Court or Court of Criminal Appeals	0-4: \$168,000 4-8: \$184,800 8+: \$201,600	N/A	\$201,600	\$193,200	\$10,080
Chief Justice – Court of Appeals	0-4: \$154,000 4-8: \$169,400 8+: \$184,800 Chief supplement: \$2,500 - \$3,000	up to \$9,000	up to \$196,800	\$193,375	\$9,240
Justice – Court of Appeals	0-4: \$154,000 4-8: \$169,400 8+: \$184,800	up to \$9,000	up to \$193,800	\$177,658	\$9,240
District Judge	0-4: \$140,000 4-8: \$154,000 8+: \$168,000	up to \$18,000	up to \$186,000	\$172,371	\$8,400





In FY 18, the state salary of a district judge fell below the compensation levels from 1991 when factoring in inflation. The salary needed in 2020 to keep with inflation is \$144,412.



Salary Summary for Elected State Judges at Set Percentage Increase

Judge	Current Salary (Based on Experience)	Maximum County Supplement	5% (not including supplement)	7.5% (not including supplement)	10% (not including supplement)
Chief Justice – Supreme Court or Court of Criminal Appeals	0-4: \$168,000 4-8: \$184,800 8+: \$201,600 Chief supplement: \$2,500 - \$3,000	N/A	0-4: \$176,000 4-8: \$193,600 8+: \$211,200 Chief supplement: \$2,500 - \$3,000	0-4: \$180,600 4-8: \$198,660 8+: \$216,720 Chief supplement: \$2,500 - \$3,000	0-4: \$184,800 4-8: \$203,280 8+: \$221,760 Chief supplement: \$2,500 - \$3,000
Justice – Supreme Court or Court of Criminal Appeals	0-4: \$168,000 4-8: \$184,800 8+: \$201,600	N/A	0-4: \$176,000 4-8: \$193,600 8+: \$211,200	0-4: \$180,600 4-8: \$198,660 8+: \$216,720	0-4: \$184,800 4-8: \$203,280 8+: \$221,760
Chief Justice – Court of Appeals	0-4: \$154,000 4-8: \$169,400 8+: \$184,800 Chief supplement: \$2,500 - \$3,000	up to \$9,000	0-4: \$161,700 4-8: \$177,870 8+: \$194,040 Chief supplement: \$2,500 - \$3,000	0-4: \$165,500 4-8: \$182,050 8+: \$198,600 Chief supplement: \$2,500 - \$3,000	0-4: \$169,400 4-8: \$186,340 8+: \$203,280 Chief supplement: \$2,500 - \$3,000
Justice – Court of Appeals	0-4: \$154,000 4-8: \$169,400 8+: \$184,800	up to \$9,000	0-4: \$161,700 4-8: \$177,870 8+: \$194,040	0-4: \$165,500 4-8: \$182,050 8+: \$198,600	0-4: \$169,400 4-8: \$186,340 8+: \$203,280
District Judge	0-4: \$140,000 4-8: \$154,000 8+: \$168,000	up to \$18,000	0-4: \$147,000 4-8: \$161,700 8+: \$176,400	0-4: \$150,500 4-8: \$165,550 8+: \$180,600	0-4: \$154,000 4-8: \$169,400 8+: \$184,800

