

# JUDICIAL SALARIES, DEMOGRAPHICS AND TURNOVER

OFFICE OF COURT ADMINISTRATION



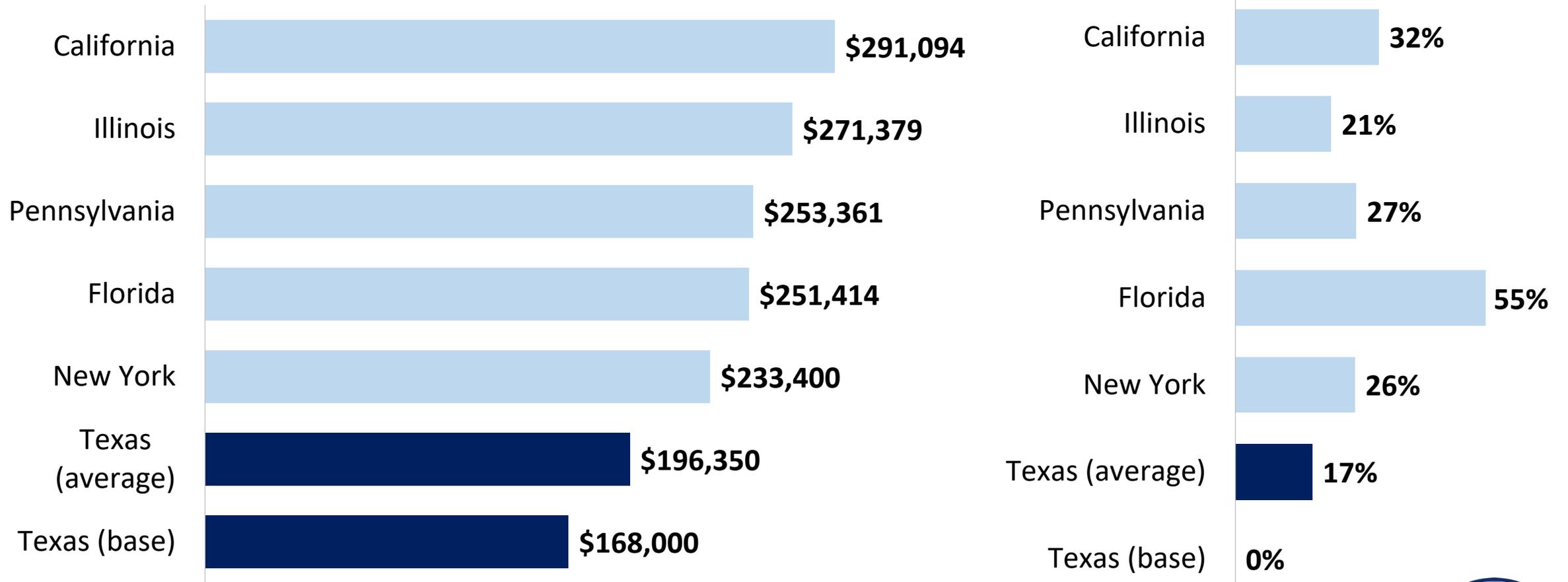
## Salary Summary for Elected State Judges as of September 1, 2019

Judge	State Base Salary (Based on Experience)	Maximum County Supplement	Maximum Salary	Average Salary (Apr. 2024)	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	\$196,350	\$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	\$179,975	\$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	\$172,433	\$9,240
District Judge	0-4: \$140,000 4-8: \$154,000 8+: \$168,000	up to \$18,000	up to \$186,000	\$174,198	\$8,400



Amongst the 6 most populous states, Texas ranks last in salaries for judges on the state's **highest courts.**

Change from Oct. 2013 to Jan. 2024



As of January 2024



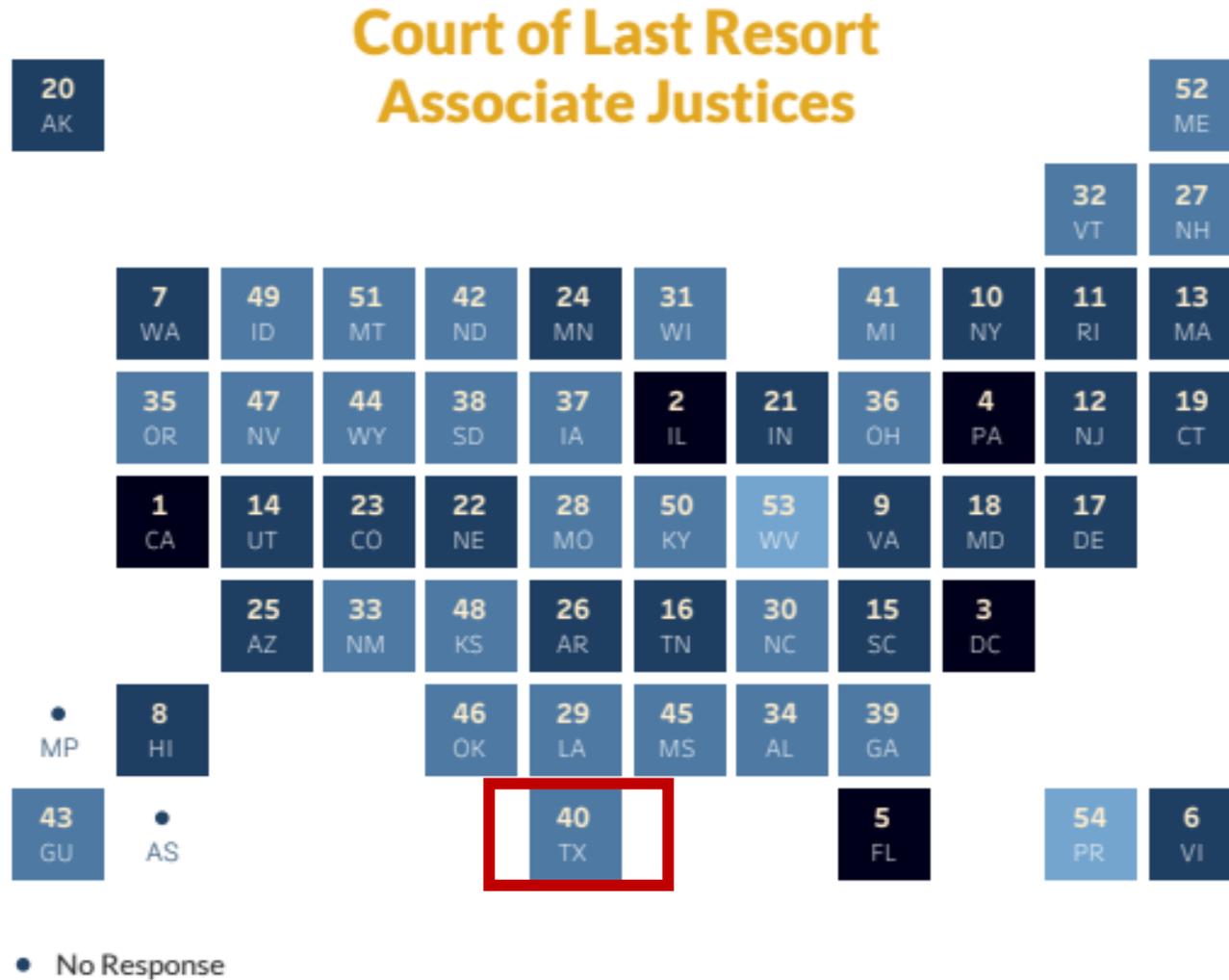
# Nationwide Rankings, including U.S. territories

Texas salary with 4-8 years of experience:

July 2022: 29<sup>th</sup>

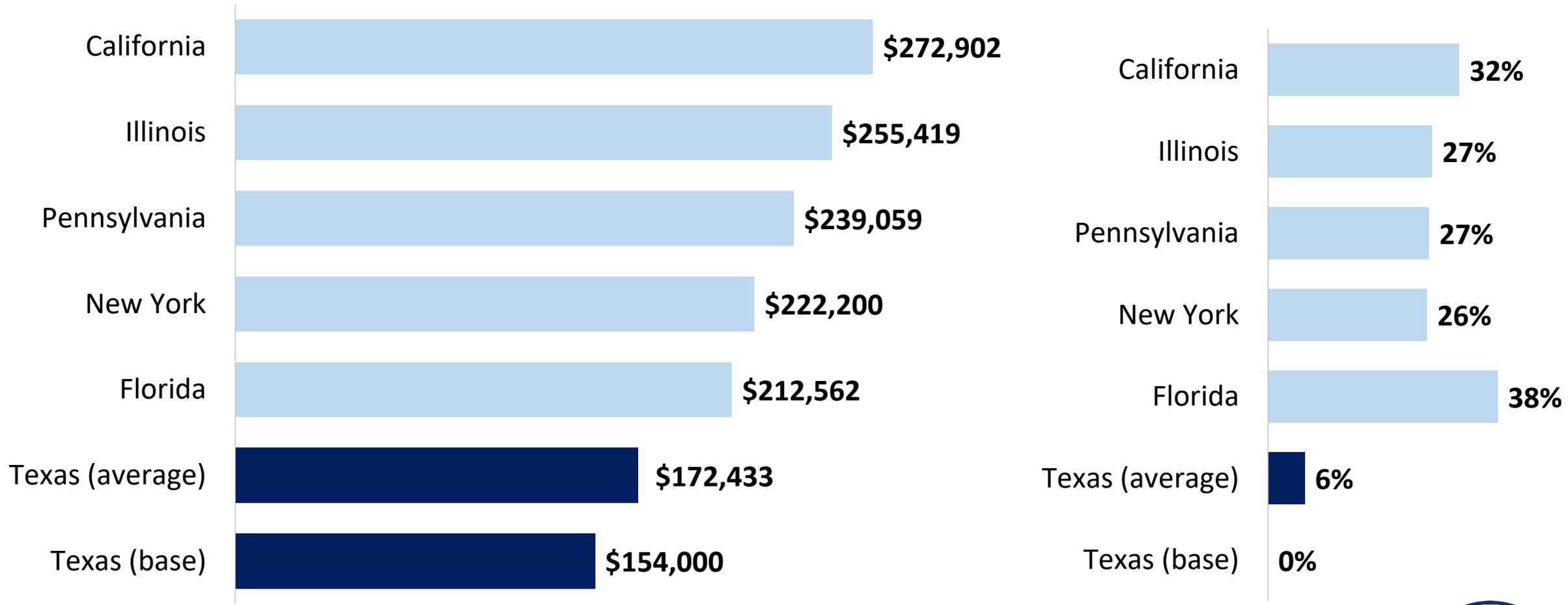
January 2024: 40<sup>th</sup>

Base salary: 45<sup>th</sup>/50



# It also ranks last for judges on the state's **intermediate appellate courts**.

Change from Oct. 2013 to Jan. 2024



As of January 2024



# Nationwide Rankings, including U.S. territories

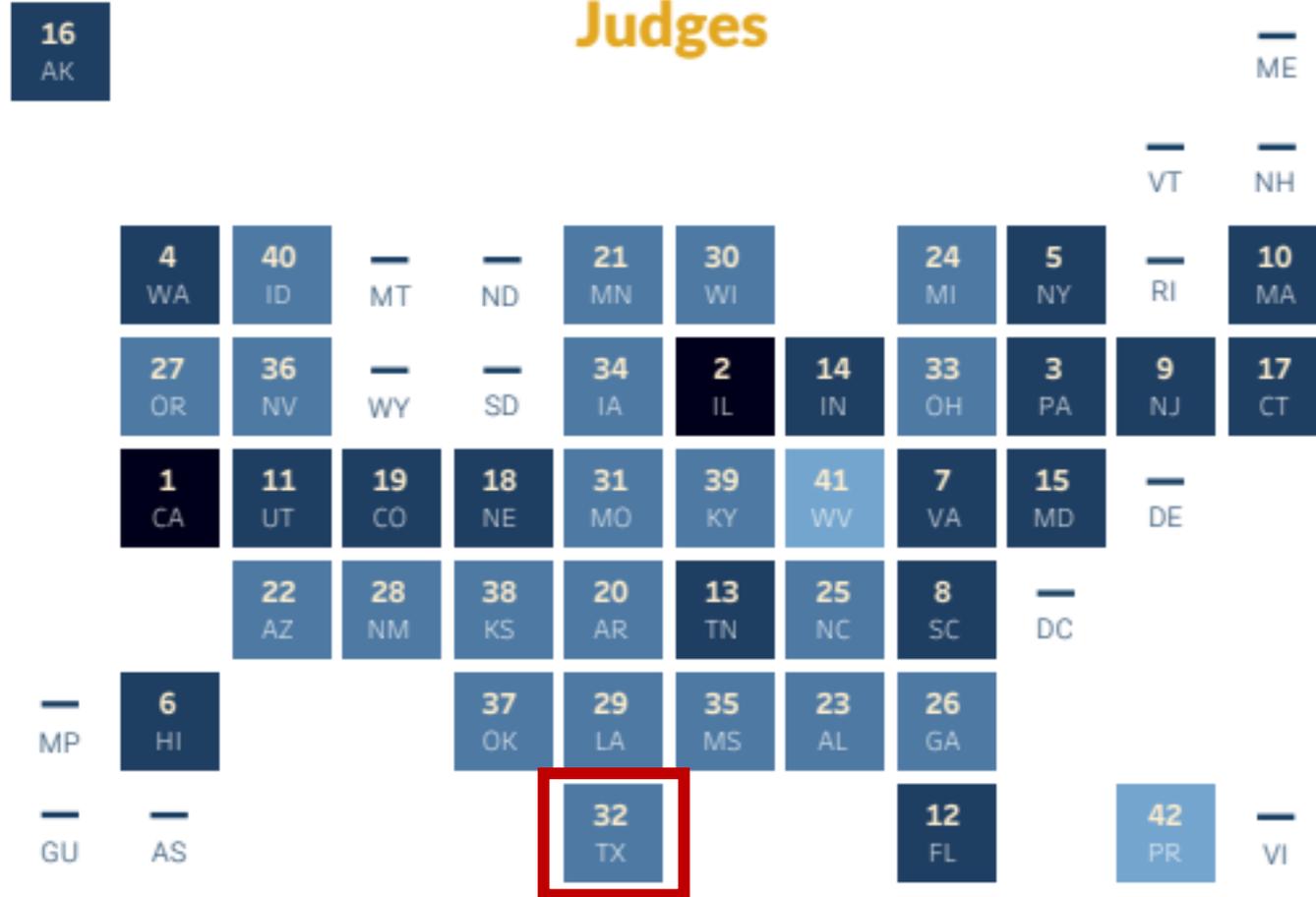
Texas salary with 4-8 years of experience:

July 2022: 23<sup>rd</sup>

January 2024: 32<sup>nd</sup>

Base salary: 40<sup>th</sup>/41

## Intermediate Appellate Court Judges

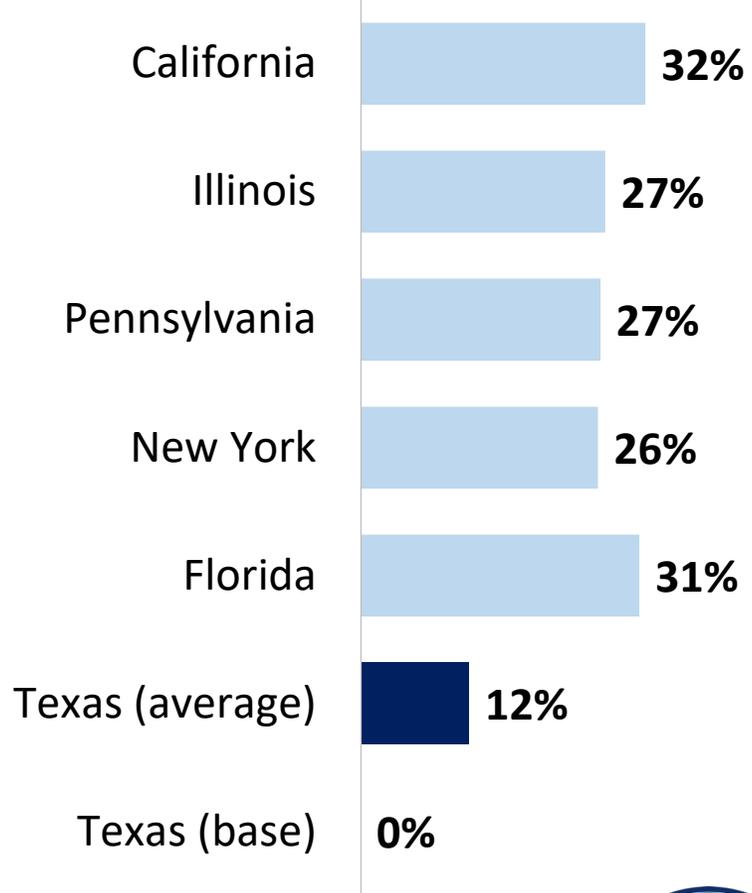
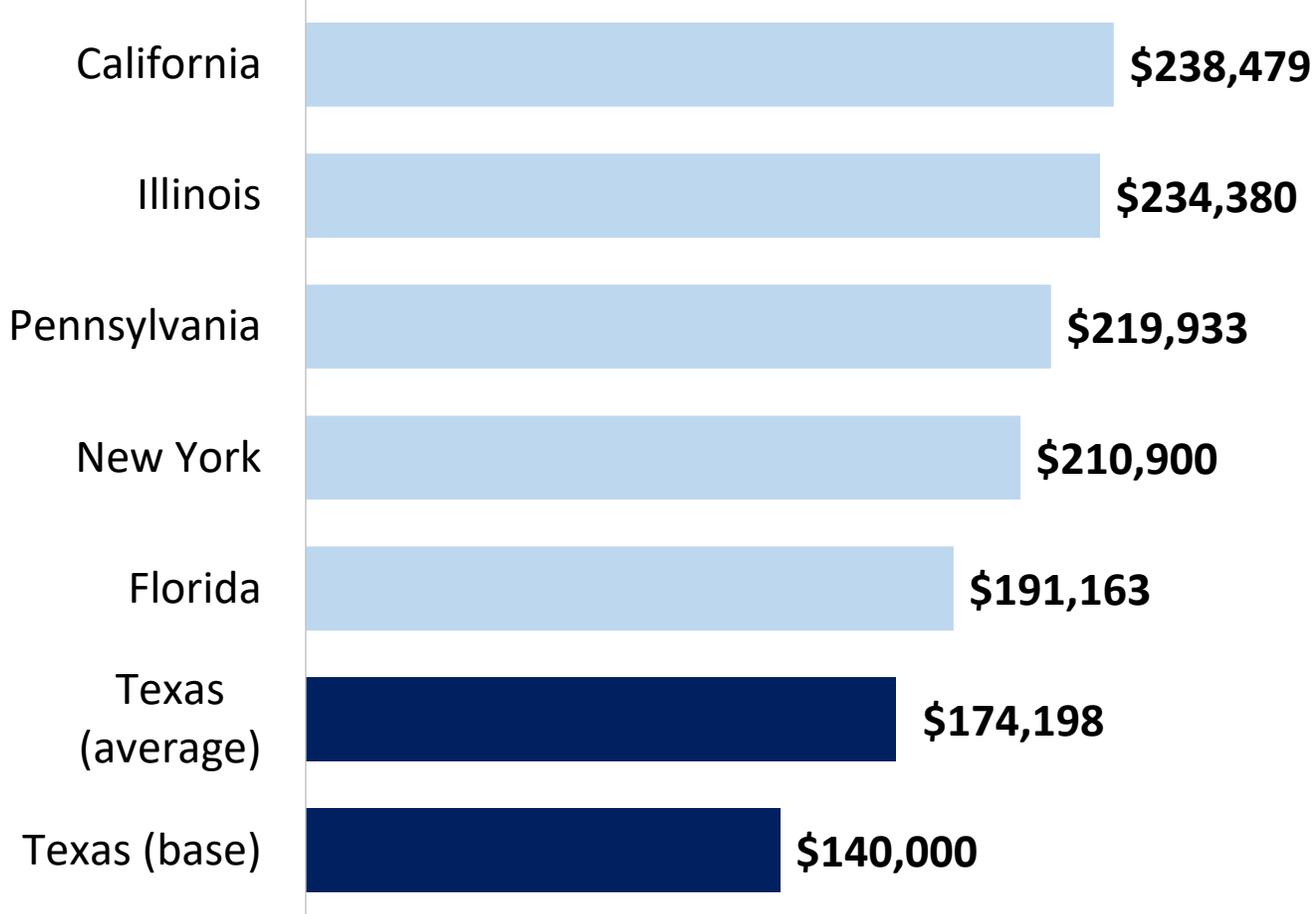


National Center for State Courts, *Survey of Judicial Salaries*, January 2024



# Texas ranks 6<sup>th</sup> in salaries for judges in the state's general jurisdiction courts (Texas **district courts**).

Change from Oct. 2013 to Jan. 2024



As of January 2024



# Nationwide Rankings, including U.S. territories

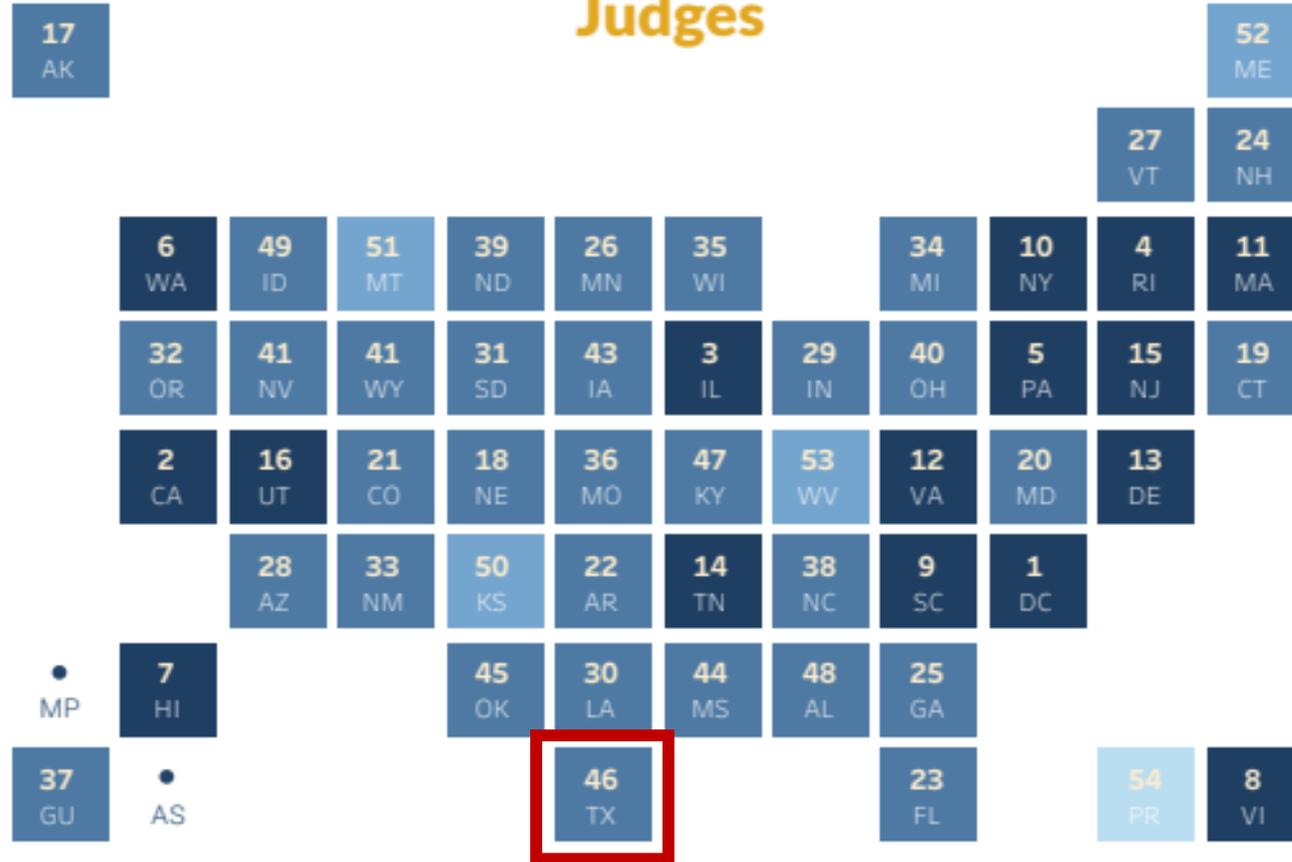
Texas salary with 4-8 years of experience:

July 2022: 41<sup>st</sup>

January 2024: 46<sup>th</sup>

Base salary: 49<sup>th</sup>/50

## General Jurisdiction Judges



• No Response



When adjusted for cost of living

Texas salary with 4-8 years of experience:

July 2022: 29<sup>th</sup>

January 2024: 34<sup>th</sup>

Base salary: 49<sup>th</sup>/50

## General Jurisdiction Judges Adjusted for Cost of Living



- X C2ER does not provide cost of living index for U.S. Territories (except for San Juan, Puerto Rico)
- No Response



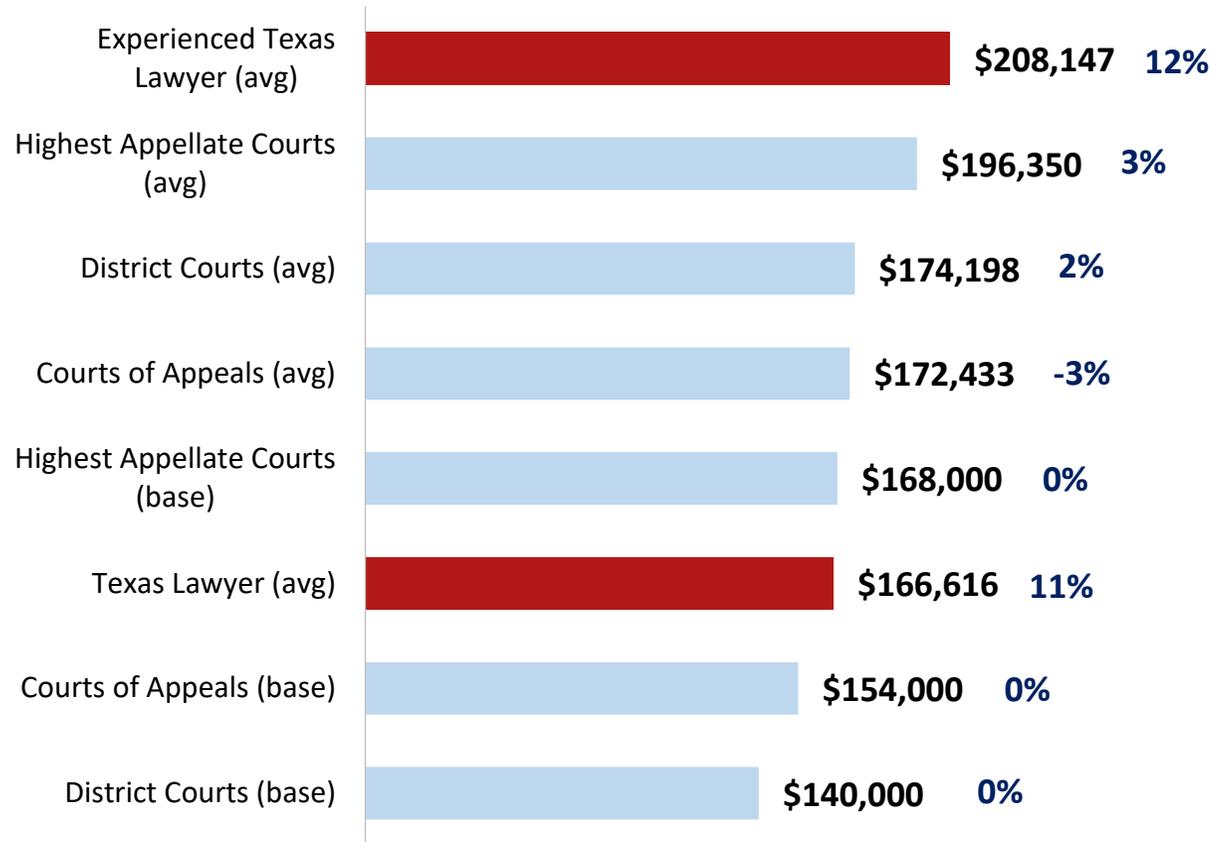
Since the base pay was last raised in Texas 10 years ago, judges in every other state except for Nevada have received increases in salary.

	<b>Court of Last Resort</b>	<b>Intermediate Appellate</b>	<b>General Jurisdiction</b>
Number of States	50	40	50
# States with Increase	48	39	48
% States with Increase	96%	98%	96%
Avg \$ Increase	\$44,436	\$45,267	\$40,328
Avg % Increase	29%	30%	29%
	No increase for Nevada and Texas	No increase for Texas	No increase for Nevada and Texas
Avg % Increase Under Texas Tiered System	17%	6%	12%



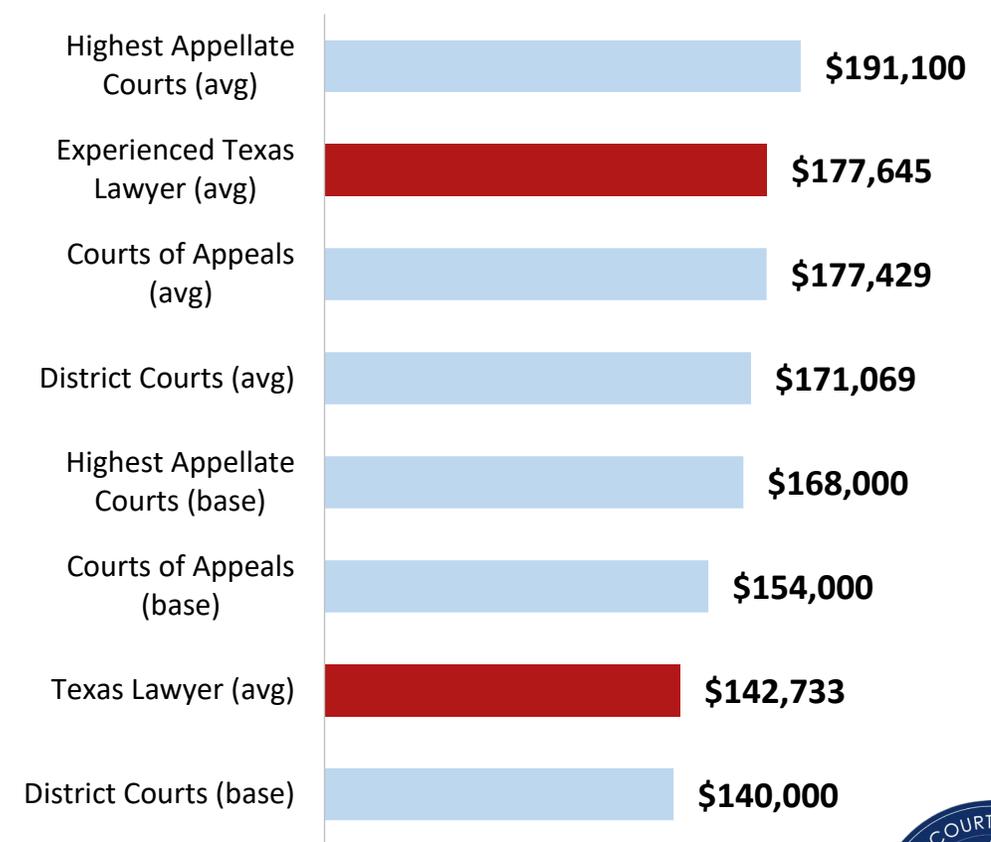
The **base district and courts of appeals salaries** lagged behind the average salary of a Texas lawyer in 2022 according to attorney salary data from the Texas Workforce Commission. All other judicial salaries, except the fell below the average salary of an experienced lawyer in the state.

2024



Texas Workforce Commission, Annual Wage Data for 2022

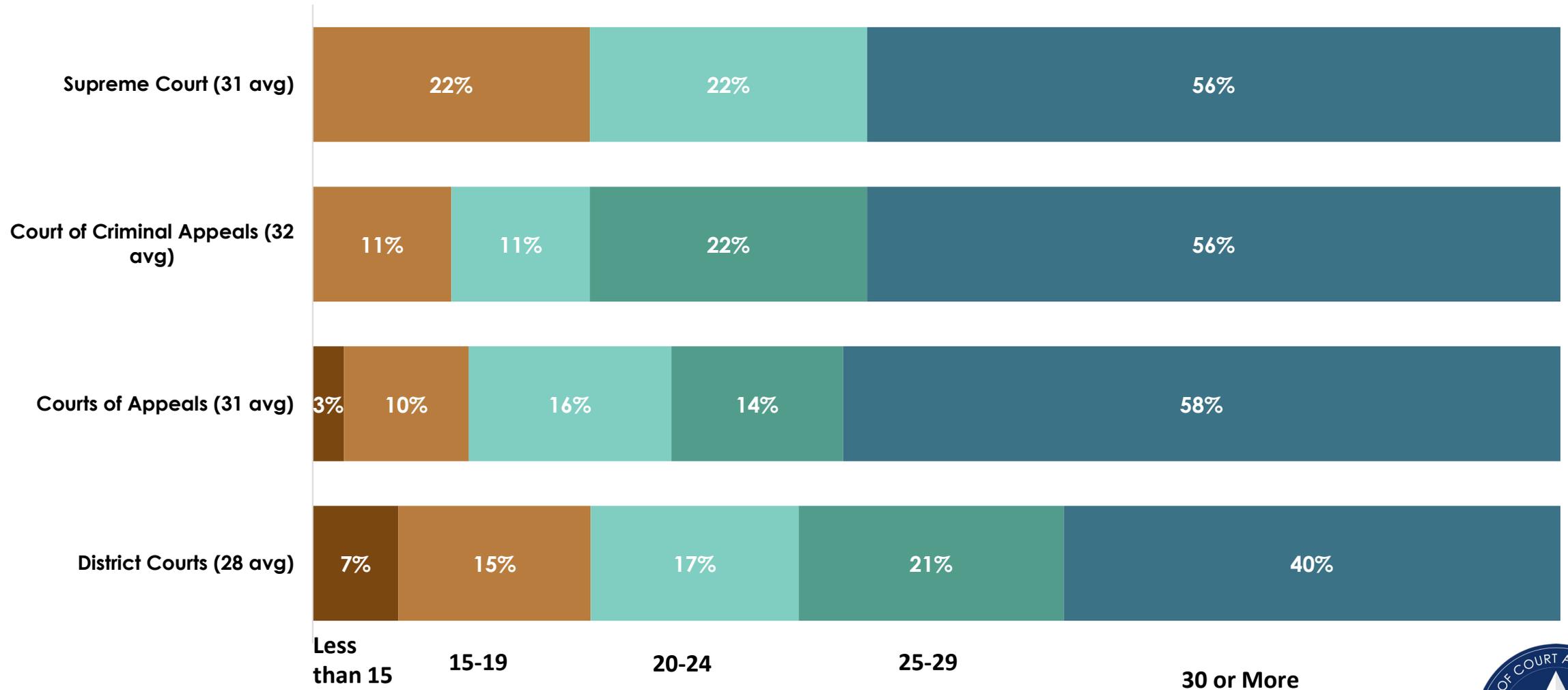
2022



Texas Workforce Commission, Annual Wage Data for 2020

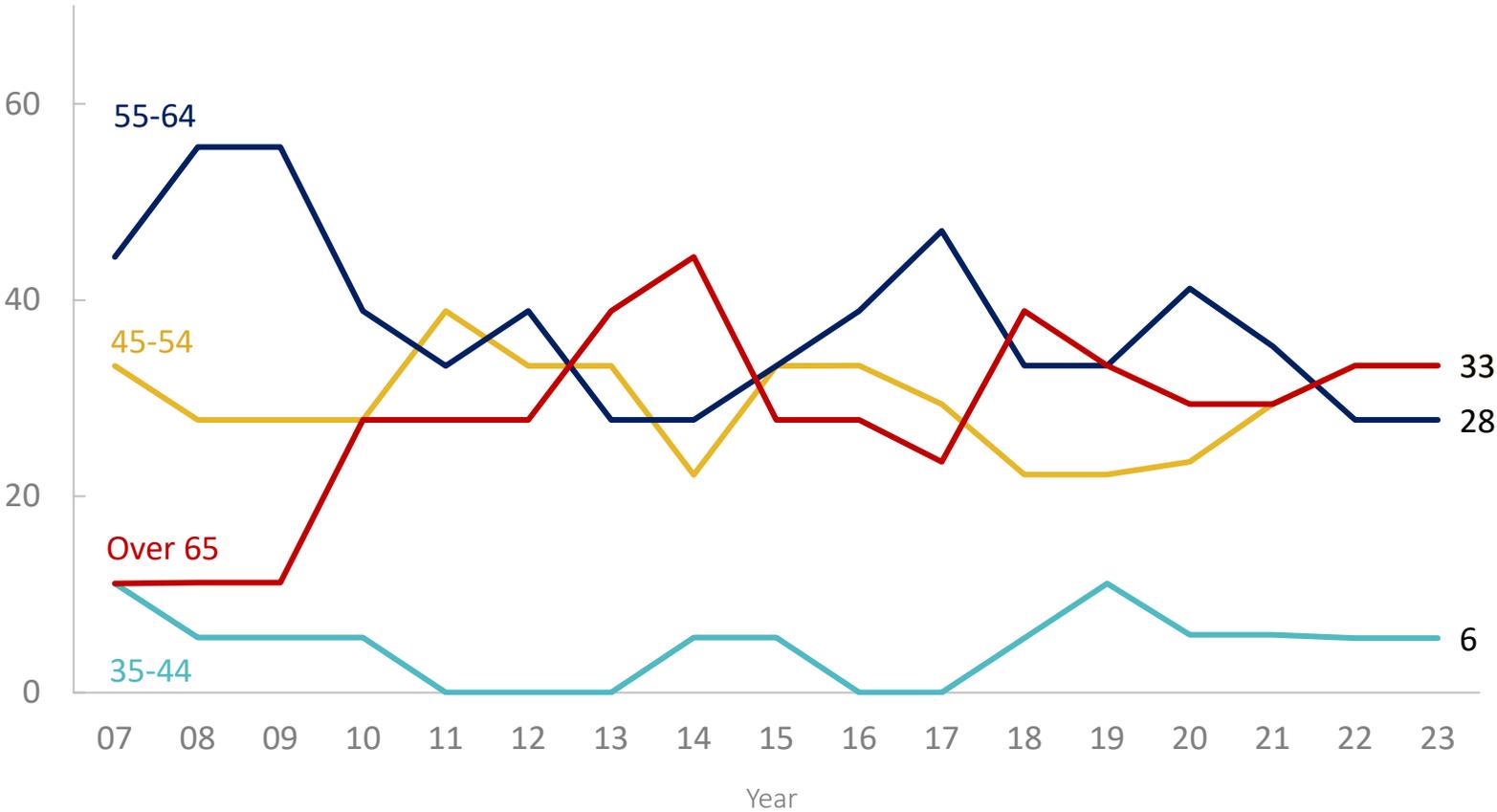


**78** percent of appellate and district judges had 20 or more years of experience as an attorney, and **40** percent had more than 30 years.



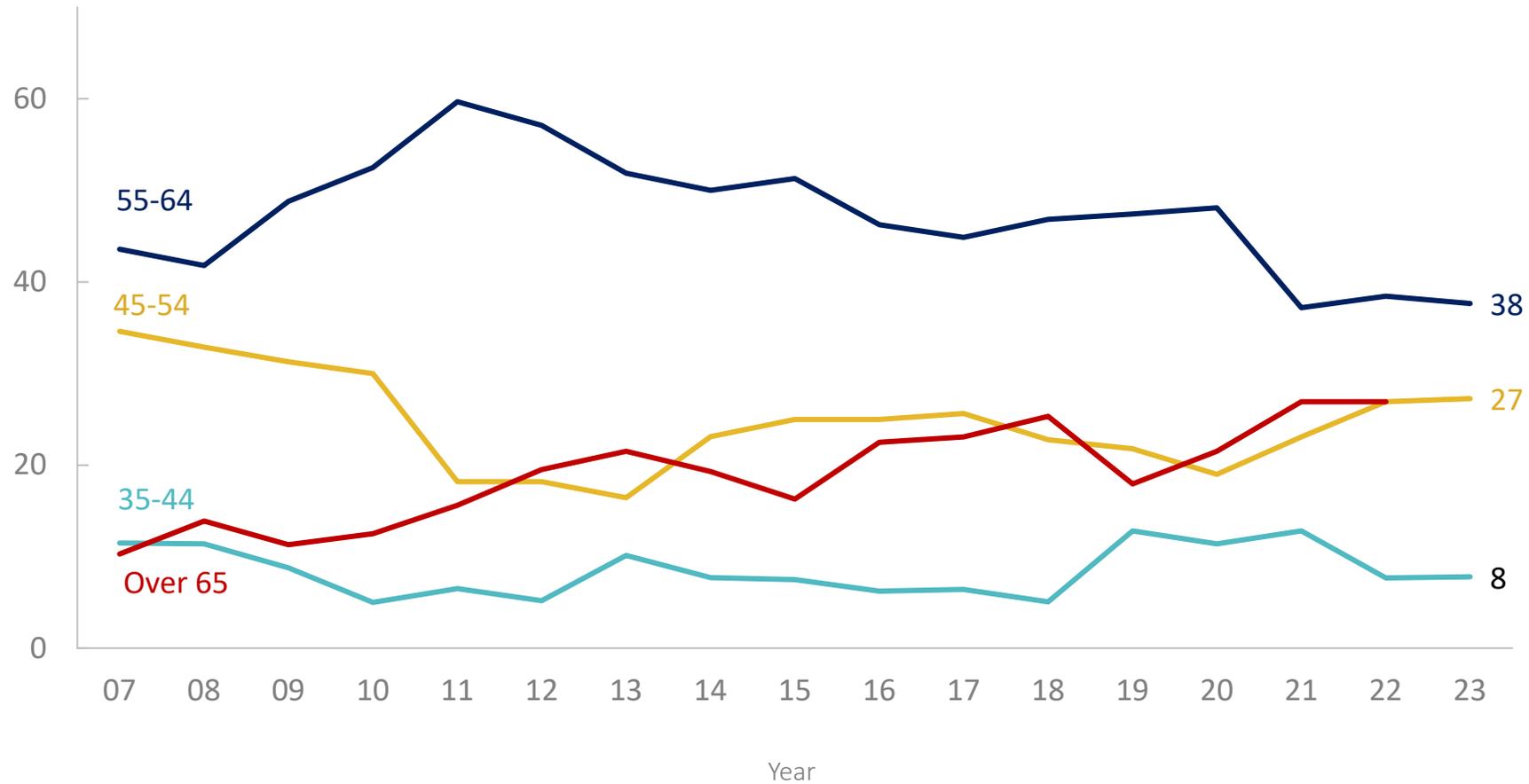
**61** percent of judges in the **highest appellate courts** were 55 or older in 2023, the lowest percentage since 2015.

Age of Judges as of September 1



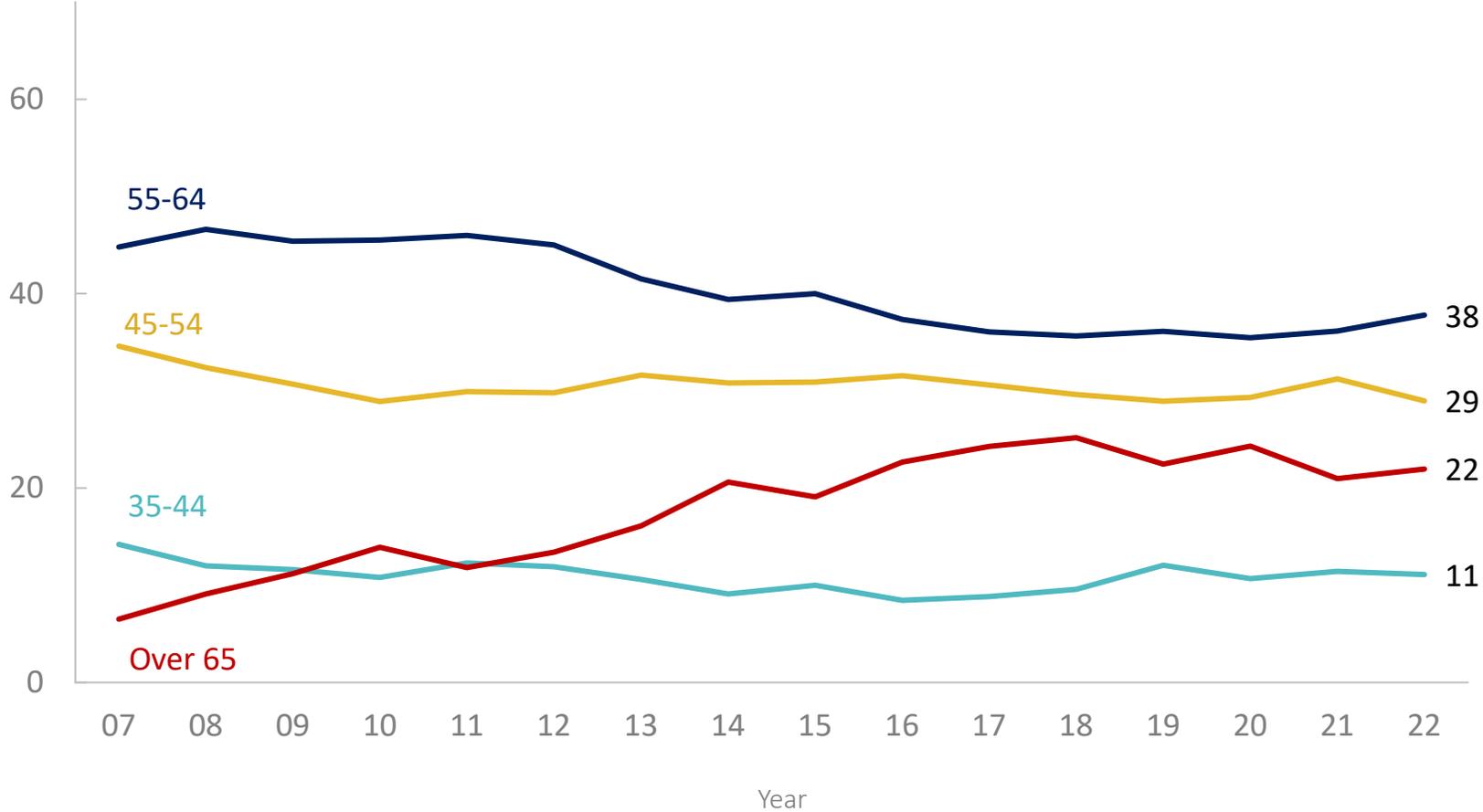
# 65 percent of judges in the courts of appeals were 55 or older.

Age of Judges as of September 1

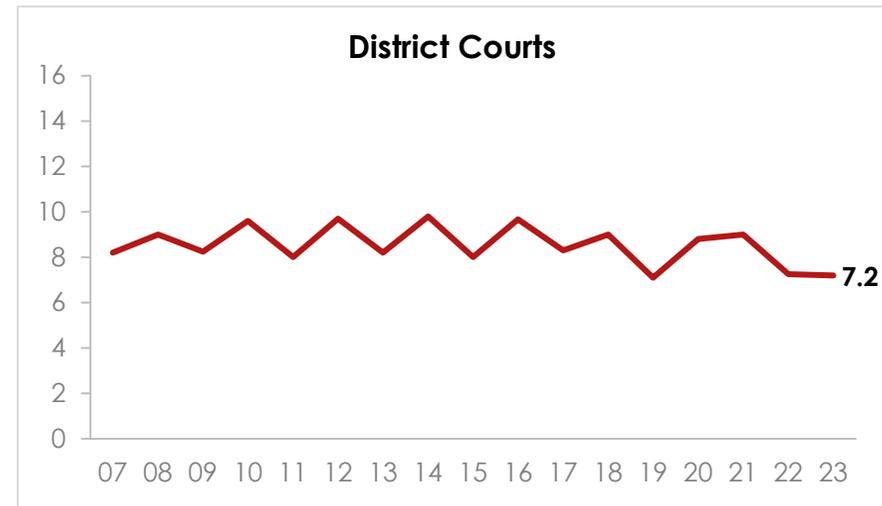
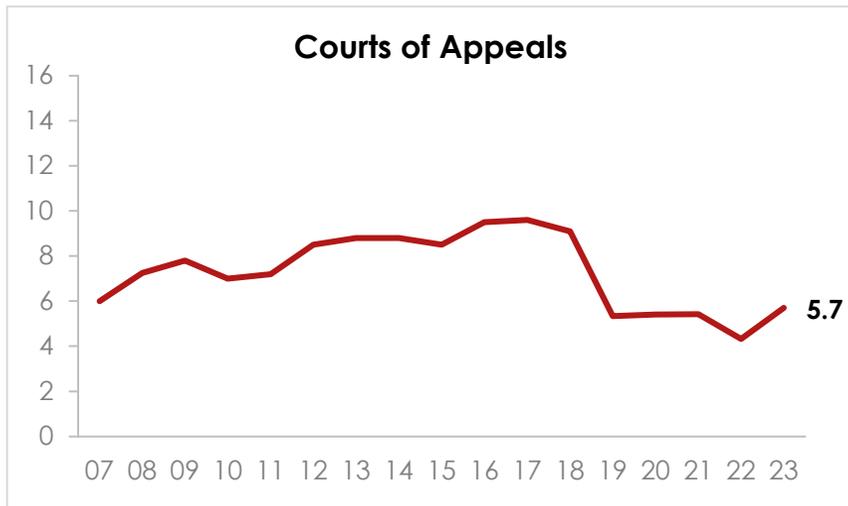
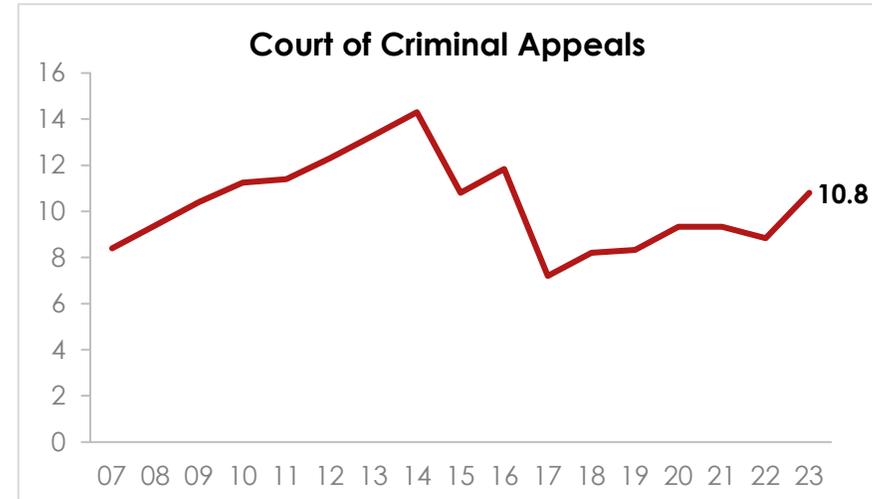
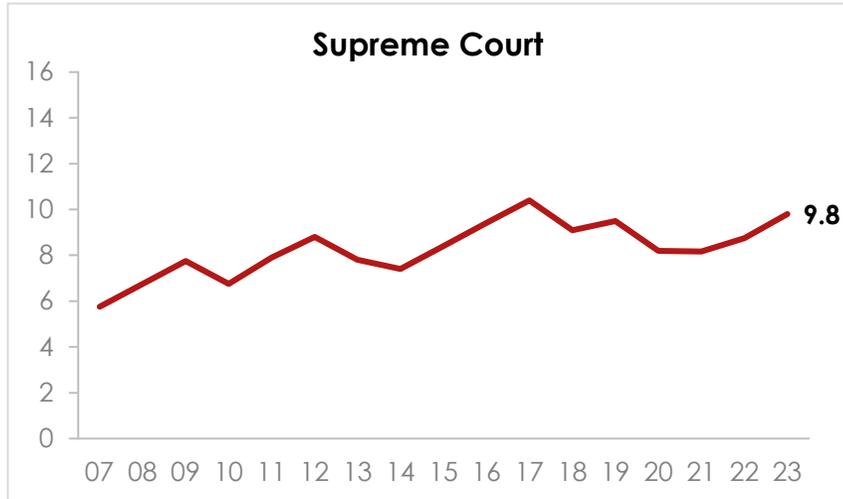


**58** percent of judges in the **district courts** were 55 or older, the lowest percentage since 2015.

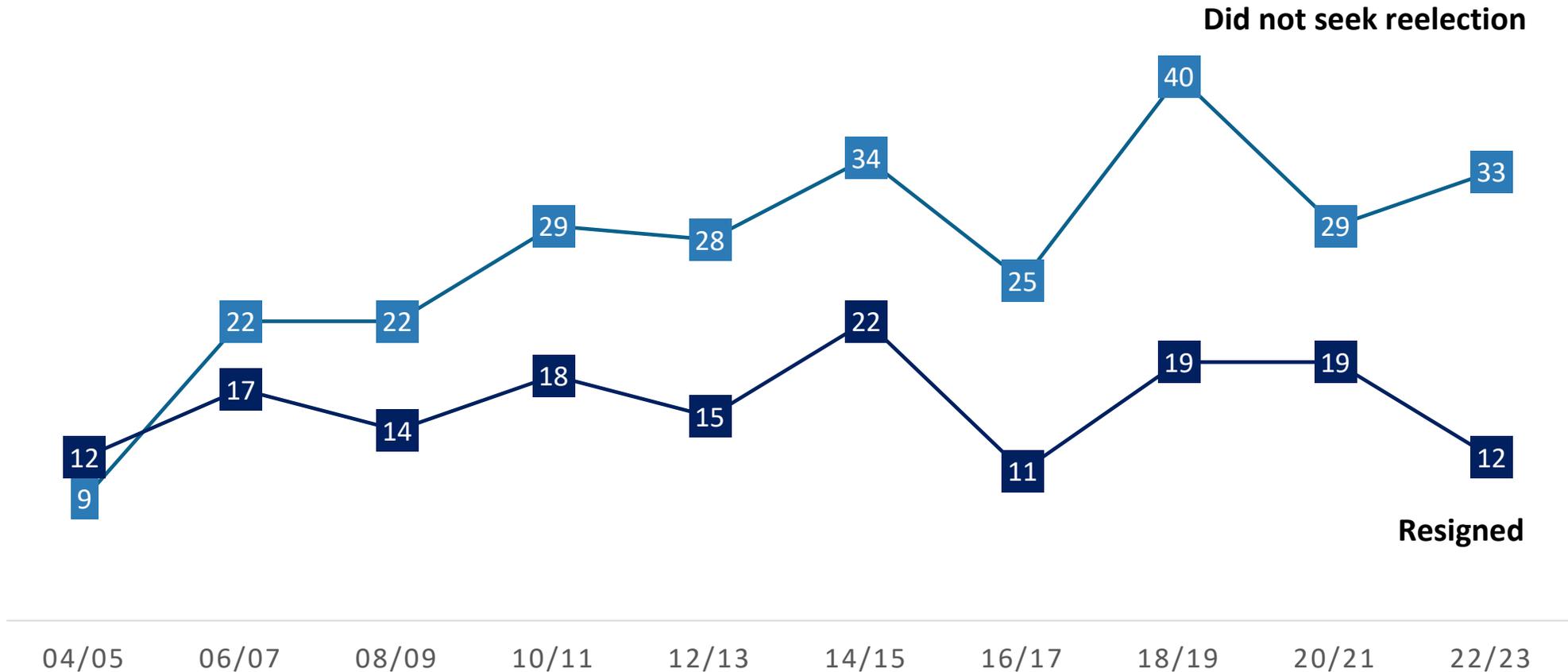
Age of Judges as of September 1



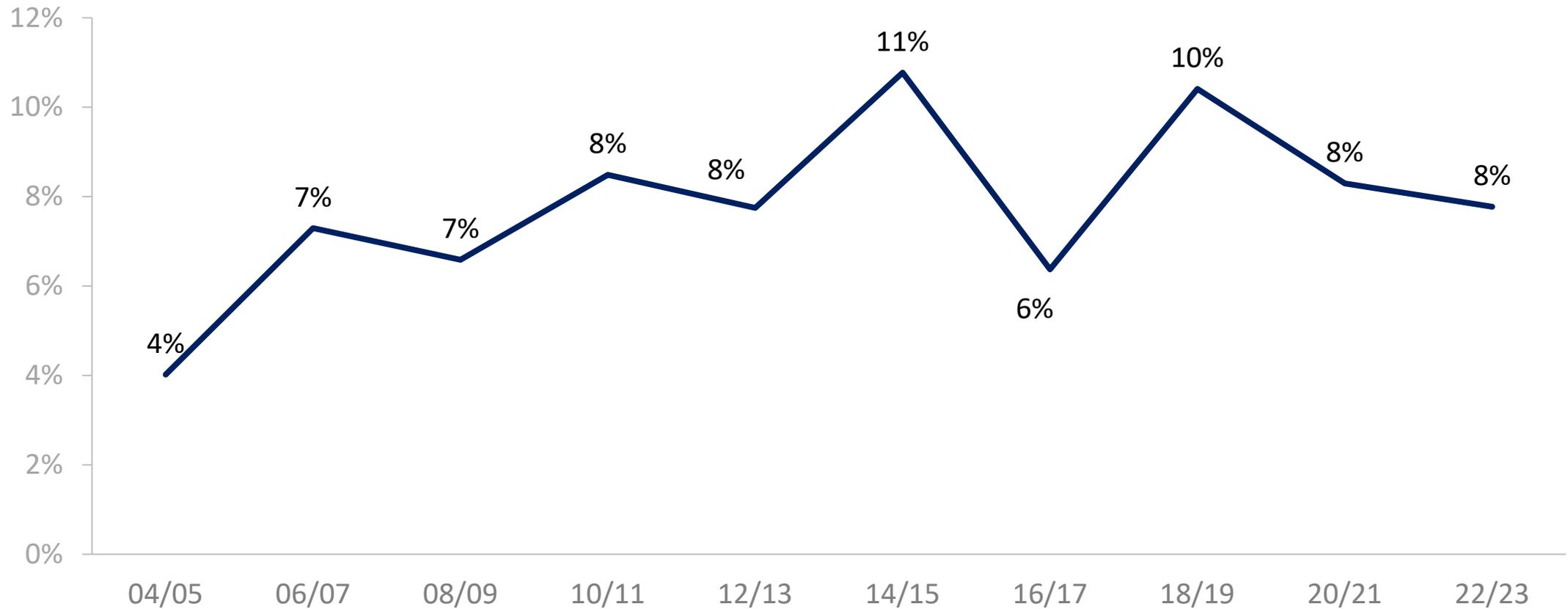
# Average Years of Service on Current Bench as of September 1



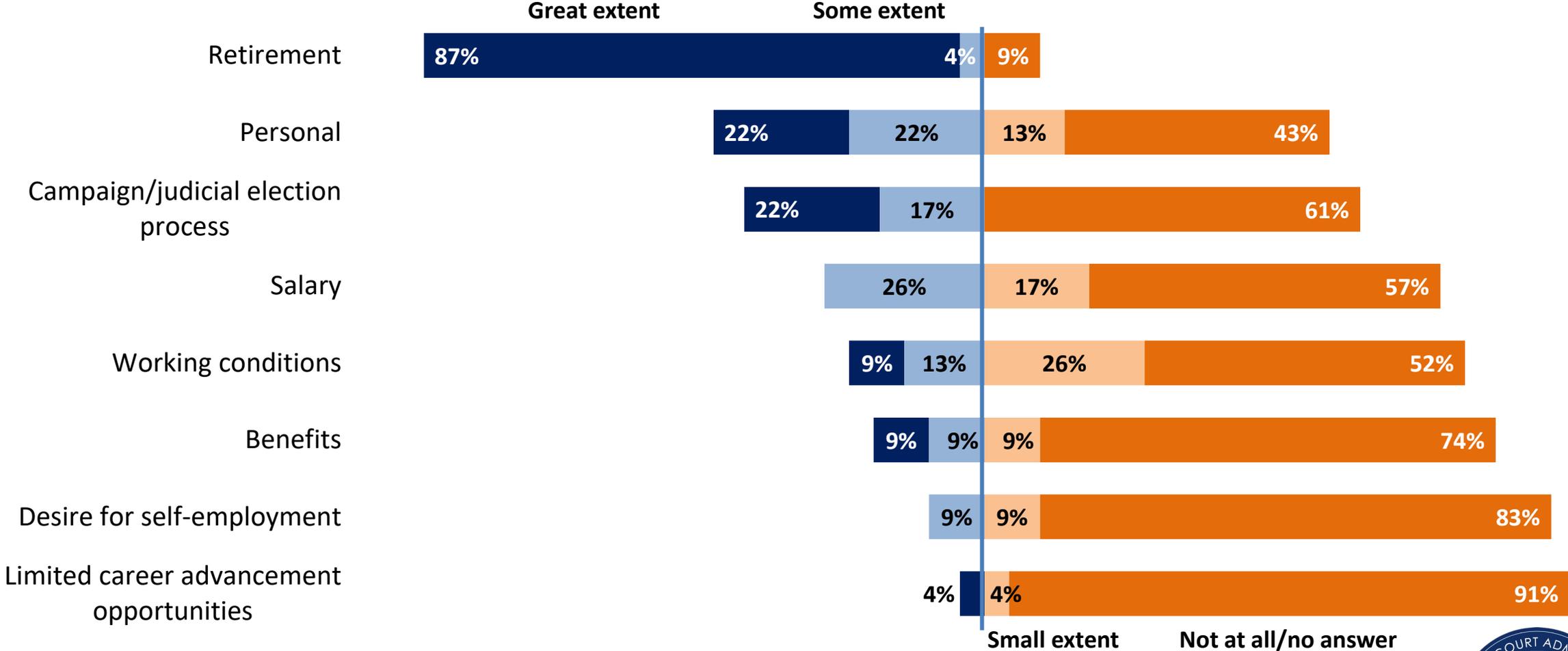
The number of judges voluntarily leaving office by **not seeking reelection** has been generally increasing since the fall of 2005.



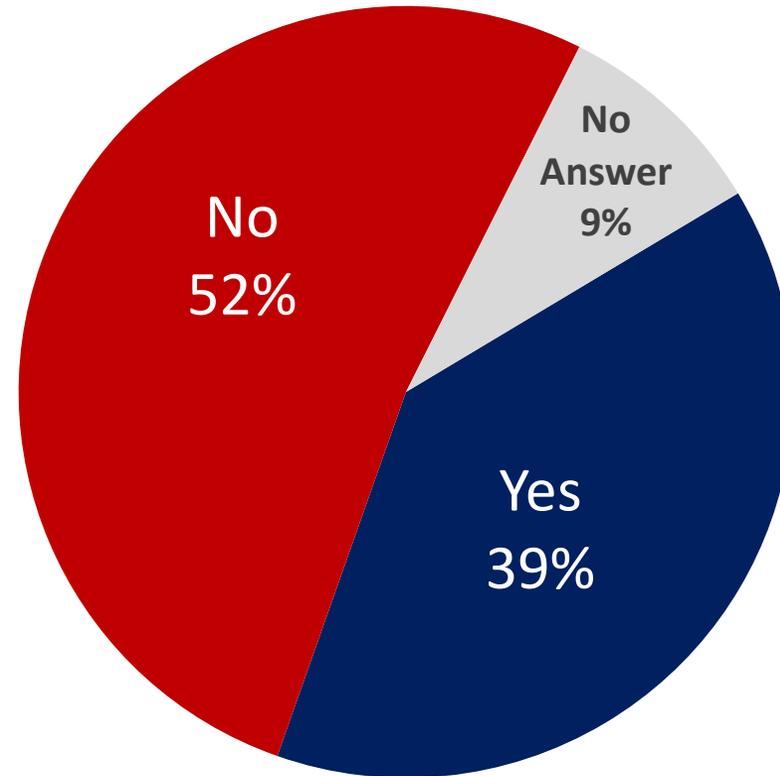
The voluntary turnover rate decreased very slightly in FYs 22/23. Voluntary turnover is typically higher in years with a general election, as a greater number of judges decide not to run for reelection.



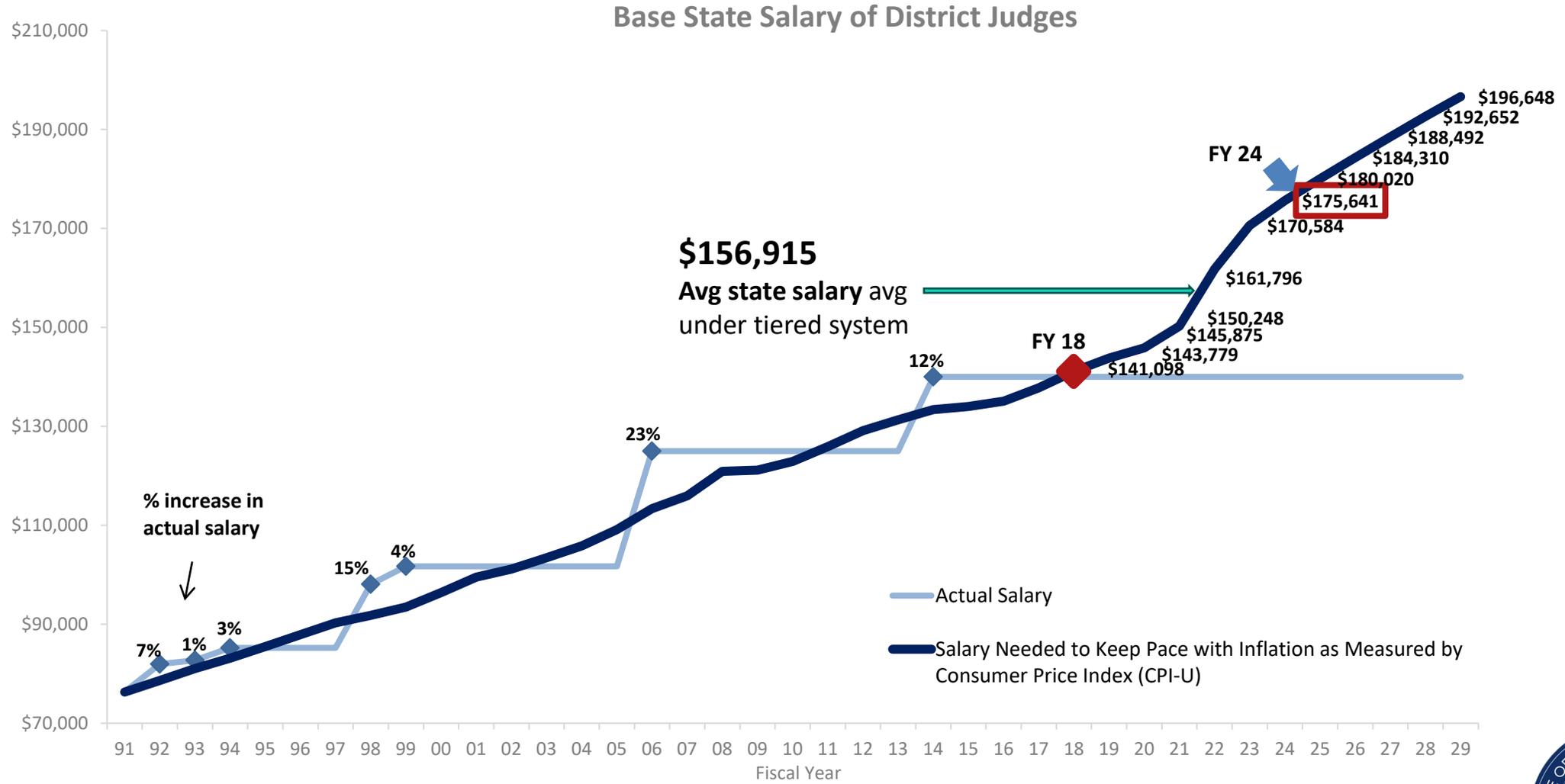
More 90% of judges who left in FYs 22/23 indicated that retirement had a significant influence on their decision to leave. One-quarter identified salary as a factor.



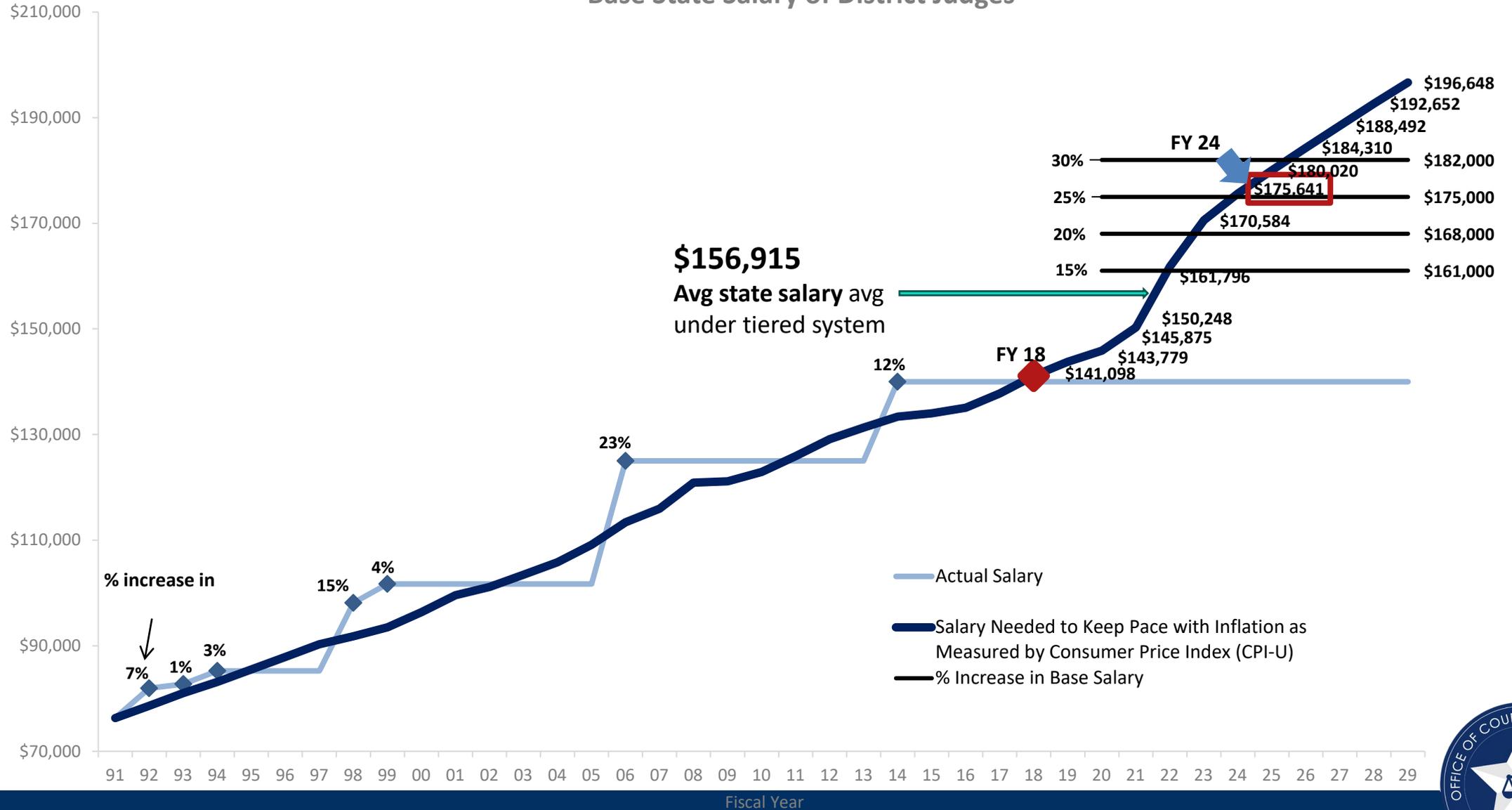
Almost 40 percent of respondents indicated that an increase in salary would have affected their decision to leave.



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 FY 2024 to keep with inflation is \$175,641, which would require an increase of 25%.



# Base State Salary of District Judges



## Salary Summary for Elected State Judges at Set Percentage Increase

Judge	Current Salary (Based on Experience)	Maximum County Supplement	15%  (not including supplement)	20%  (not including supplement)	25%  (not including supplement)	30%  (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: \$193,200 4-8: \$212,520 8+: \$231,840  Chief supplement: \$2,500 - \$3,000	0-4: \$201,600 4-8: \$221,760 8+: \$241,920  Chief supplement: \$2,500 - \$3,000	0-4: \$210,000 4-8: \$231,000 8+: \$252,000  Chief supplement: \$2,500 - \$3,000	0-4: \$218,400 4-8: \$240,240 8+: \$262,080  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: \$193,200 4-8: \$212,520 8+: \$231,840	0-4: \$201,600 4-8: \$221,760 8+: \$241,920	0-4: \$210,000 4-8: \$231,000 8+: \$252,000	0-4: \$218,400 4-8: \$240,240 8+: \$262,080
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	0-4: \$177,100 4-8: \$194,810 8+: \$212,520  Chief supplement: \$2,500 - \$3,000	0-4: \$184,800 4-8: \$203,280 8+: \$221,760  Chief supplement: \$2,500 - \$3,000	0-4: \$192,500 4-8: \$211,750 8+: \$231,000  Chief supplement: \$2,500 - \$3,000	0-4: \$200,200 4-8: \$220,220 8+: \$240,240  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: \$177,100 4-8: \$194,810 8+: \$212,520	0-4: \$184,800 4-8: \$203,280 8+: \$221,760	0-4: \$192,500 4-8: \$211,750 8+: \$231,000	0-4: \$200,200 4-8: \$220,220 8+: \$240,240
District Judge	0-4: \$140,000 4-8: \$154,000 8+: \$168,000	up to \$18,000	0-4: \$161,000 4-8: \$177,100 8+: \$193,200	0-4: \$168,000 4-8: \$184,800 8+: \$201,600	0-4: \$175,000 4-8: \$192,500 8+: \$210,000	0-4: \$182,000 4-8: \$200,200 8+: \$218,400

