

JUDICIAL COMPENSATION COMMISSION

AUGUST 2026

OFFICE OF COURT ADMINISTRATION



The Commission shall consider the following factors in recommending proper salaries:

1. Skill and experience required of the judgeship

2. Value of compensable service performed in comparison to judicial compensation in other states and the federal government

3. Value of comparable service performed in the private sector, including private judging, arbitration, and mediation

4. Compensation of attorneys in the private sector

5. Cost of living and changes in the cost of living

6. Compensation of other public officials in the state

7. Other factors normally or traditionally considered in determining judicial compensation

8. Most importantly, level of overall compensation adequate to attract the most highly qualified individuals to serve without unreasonable economic hardship and with judicial independence unaffected by financial concerns



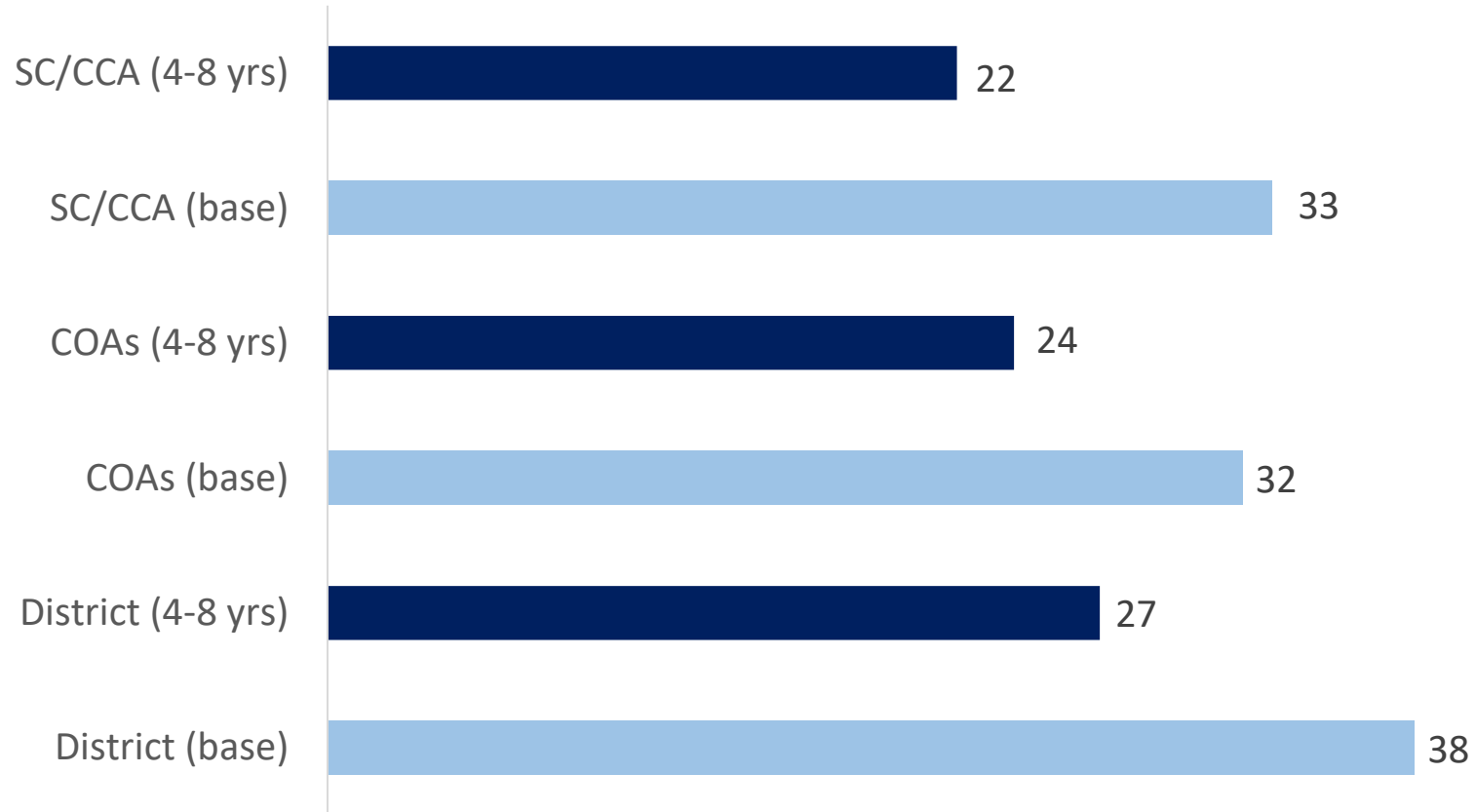
Salary Summary for State Judges as of September 1, 2025

Judge	State Base Salary (Based on Experience)	Maximum County Supplement	Maximum Salary	Average Salary Incl. Supplement (Mar. 2026)	State Longevity Pay (12+ Years)
Justice/Judge – Supreme Court or Court of Criminal Appeals	0-4: \$210,000 4-8: \$231,000 8+: \$252,000 Chief Justice/Presiding Judge Additional Salary: \$14,700	N/A	\$264,600	\$243,333	\$12,600
Justice – 15th Court of Appeals	0-4: \$192,500 4-8: \$211,750 8+: \$231,000 Chief Justice Additional Salary: \$14,350	N/A	\$258,300	\$235,750	\$12,300
Justice – 1st – 14th Court of Appeals	0-4: \$192,500 4-8: \$211,750 8+: \$231,000 Chief Justice Additional Salary: \$13,475	up to \$12,500	up to \$255,050	\$224,144	\$11,500
Business Court Judge	0-4: \$200,000 4-8: \$217,500 8+: \$235,000 Administrative Presiding Judge Additional Salary: \$12,250	N/A	\$245,500	\$210,500	\$10,500
District Judge	0-4: \$175,000 4-8: \$192,500 8+: \$210,000	up to \$25,000	up to \$245,500	\$218,668	\$10,500

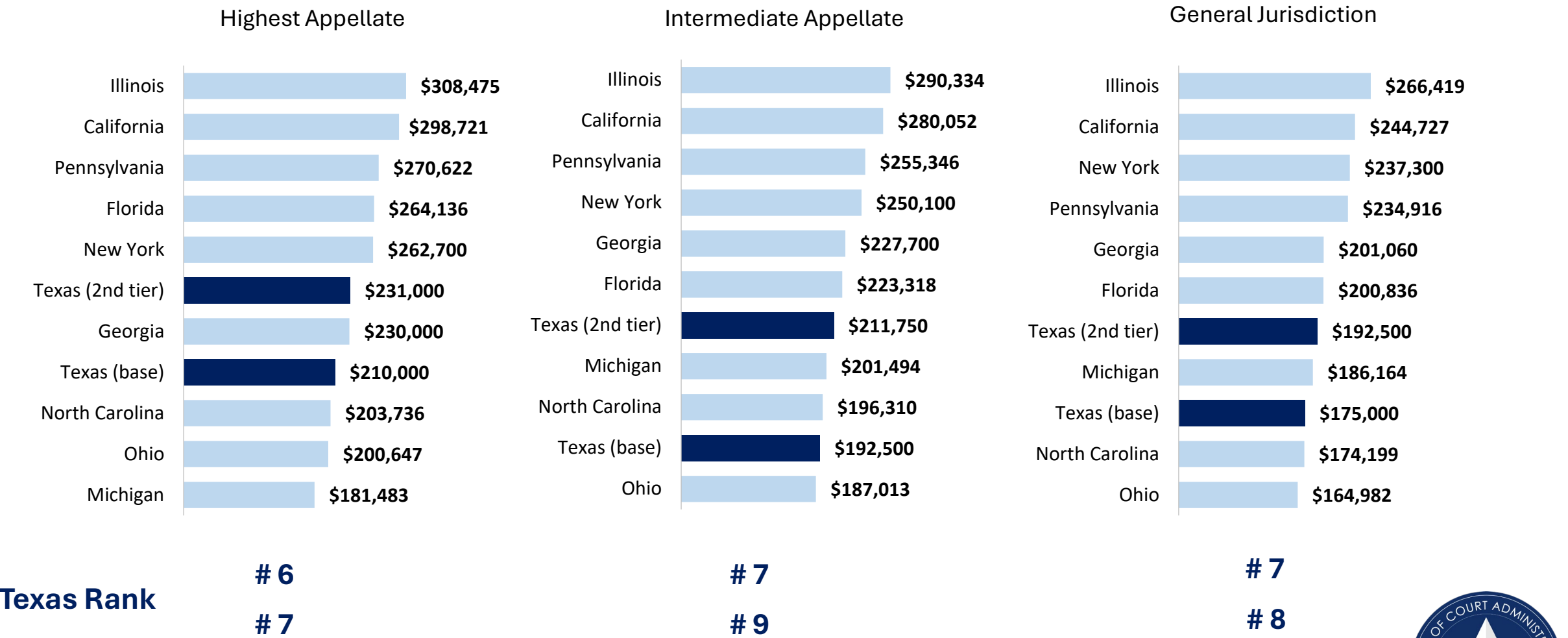


RANK OF TEXAS SALARIES

AMONGST THE 50 STATES, JULY 2026

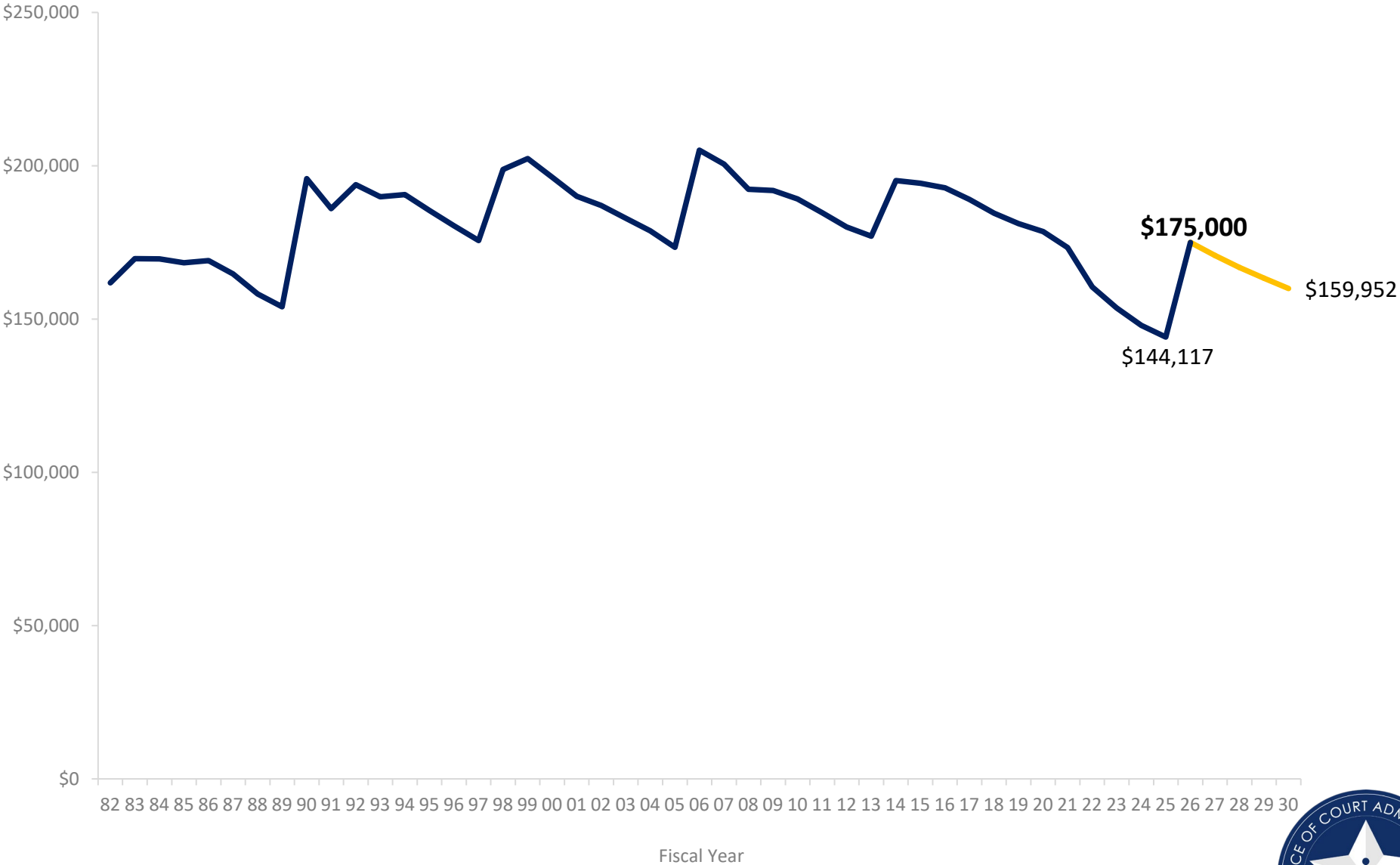


Although Texas is the second most populous, the Texas base and 2nd tier salaries rank in the bottom half of the 10 most populous states.

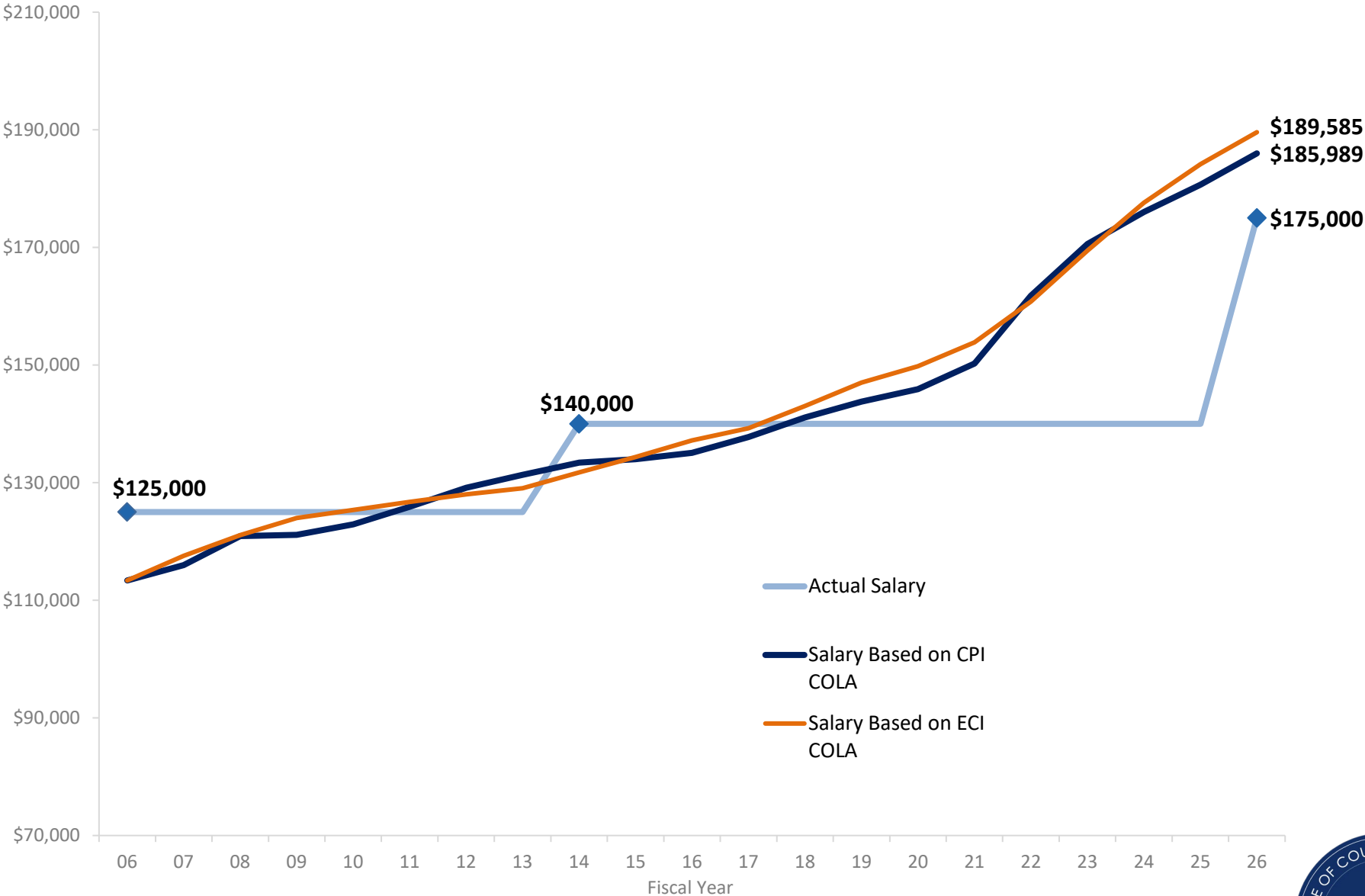


Base State Salary of District Judges In 2026 Dollars

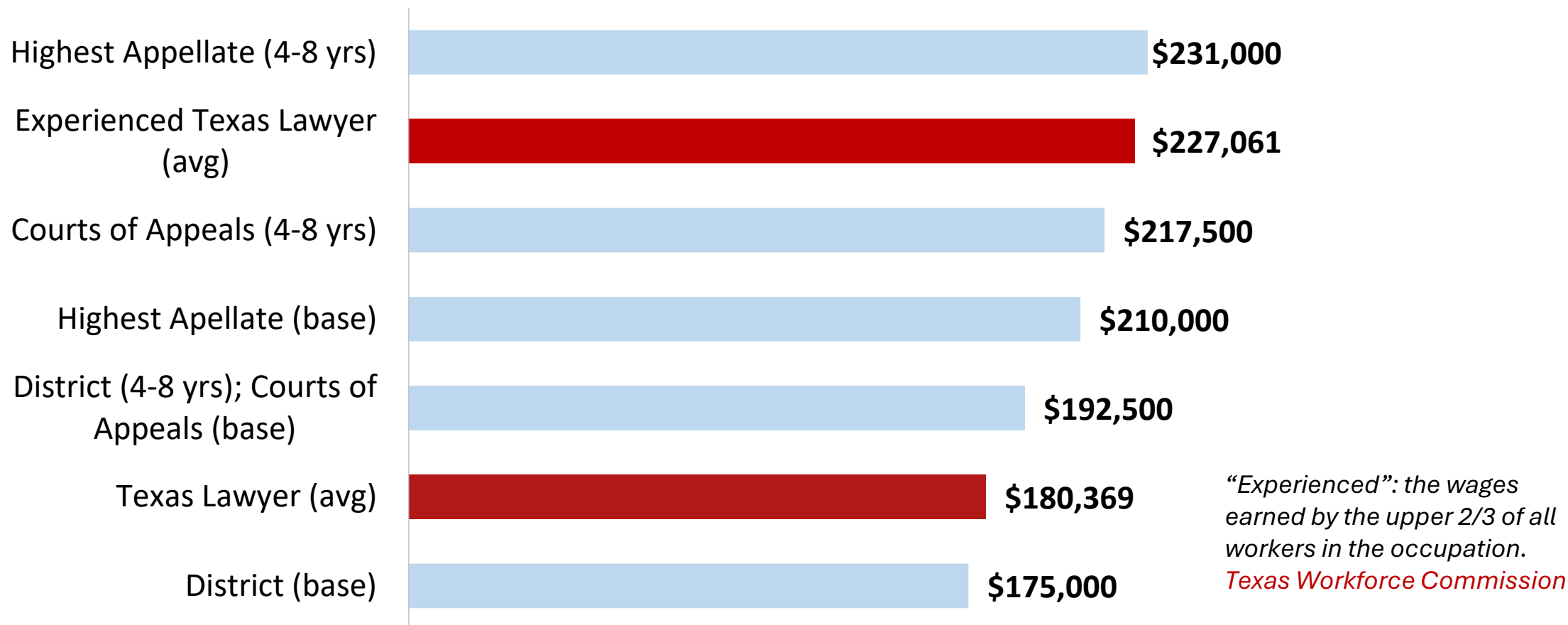
The base salary in
FY 25 was the lowest
in 45 years.



Base State Salary
of District Judges
If COLA Had Been
Implemented
in FY 2006



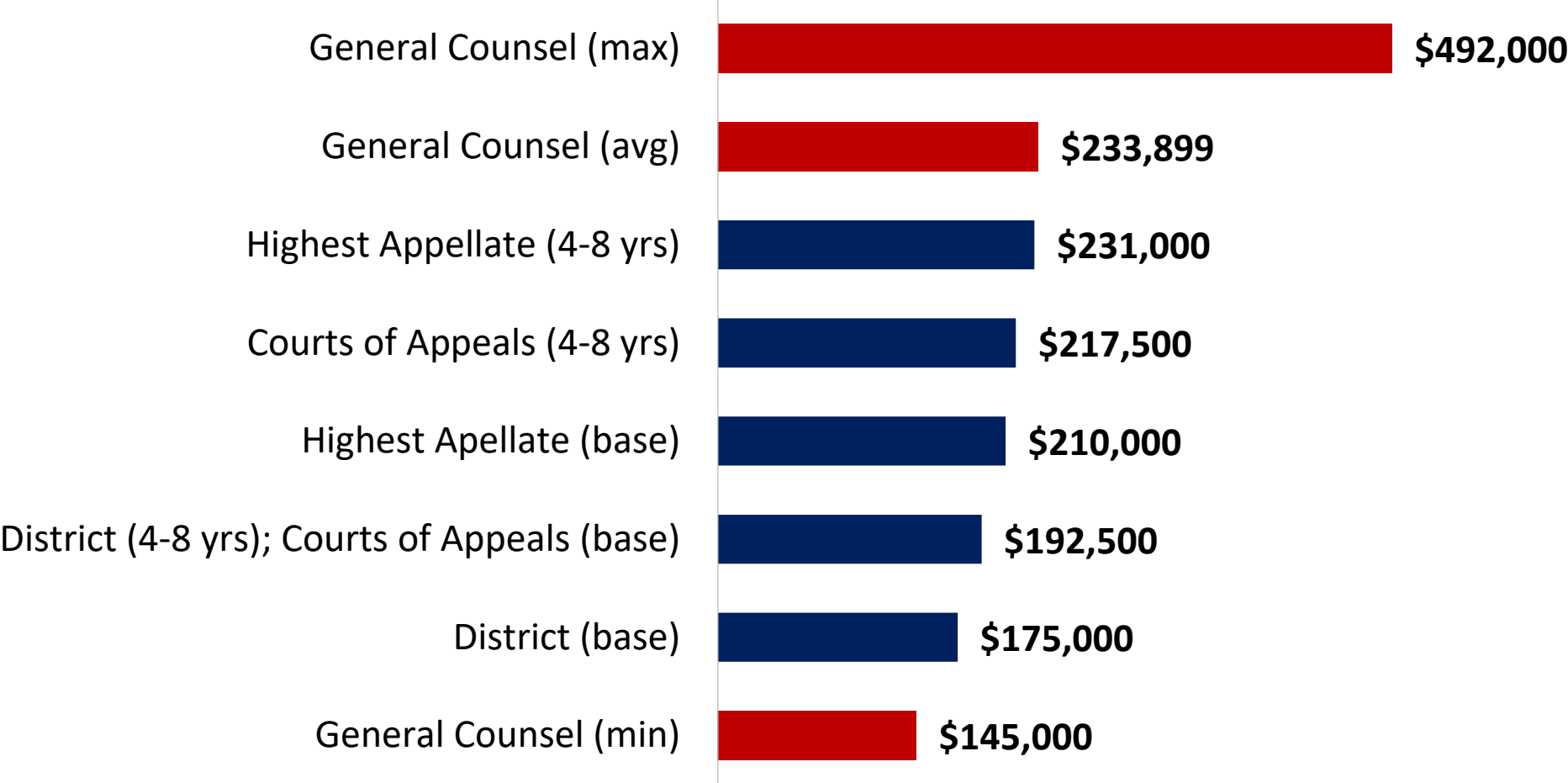
The current lower 2 tiers of salary for district and intermediate appellate judges, as well as the base salary of judges on the highest appellate courts, trailed the average salary of an **experienced** Texas lawyer in 2025.



Texas Workforce Commission, Annual Wage Data for 2025

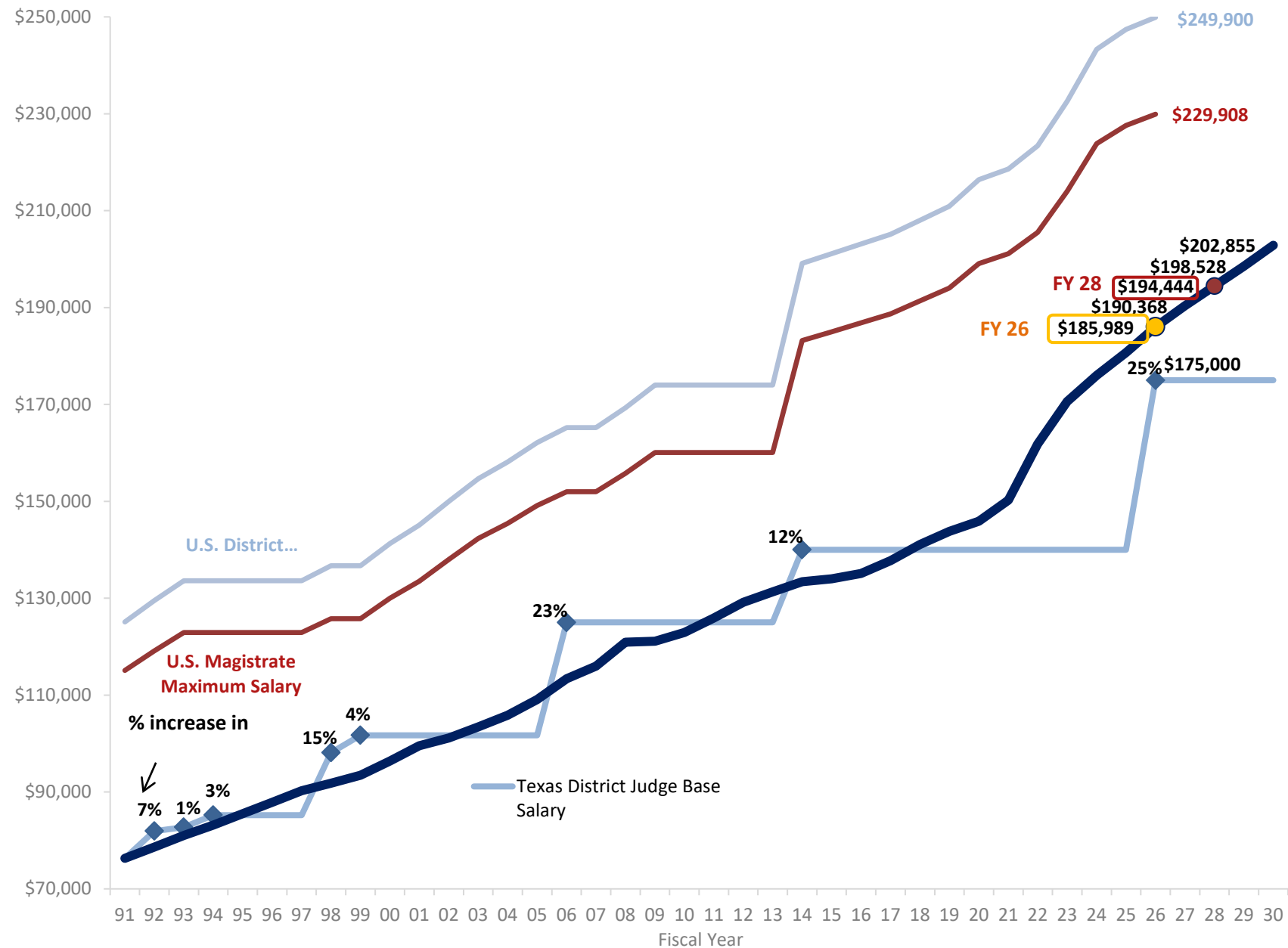


Data from the largest 35 Texas State agencies reflects an average **general counsel** salary of approximately \$234K with a range of \$145 to \$492K.

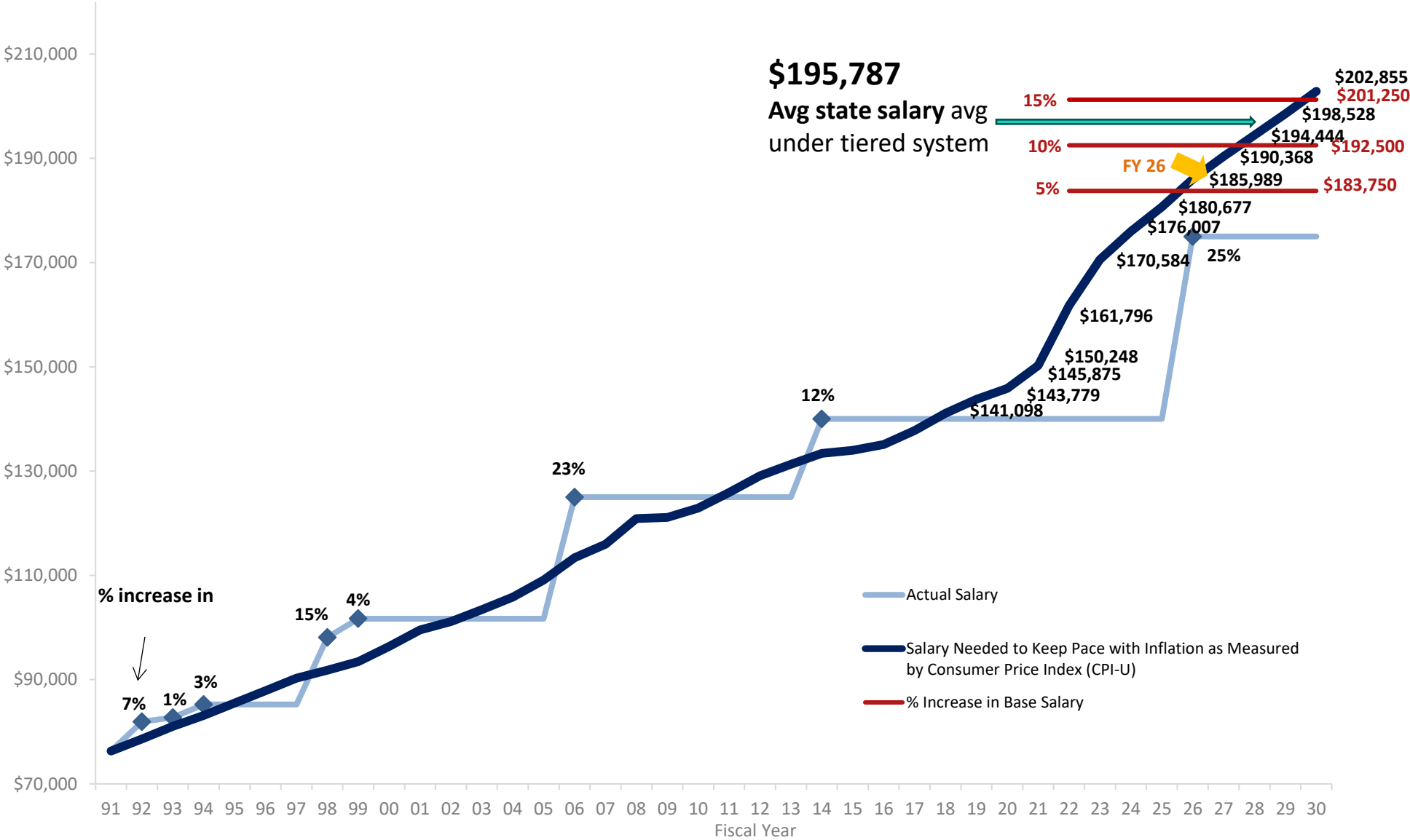


Comparison of Base State Salary of Texas District Judges to Inflation

To keep up with inflation by FY 28, the base salary would need to increase by 11%.



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	5% (not including supplement)	10% (not including supplement)	15% (not including supplement)
Justice/Judge – Supreme Court or Court of Criminal Appeals	0-4: \$210,000 4-8: \$231,000 8+: \$252,000 Chief Justice/Presiding Judge Additional Salary: \$14,700	N/A	0-4: \$220,500 4-8: \$242,550 8+: \$264,600	0-4: \$231,000 4-8: \$254,100 8+: \$277,200	0-4: \$241,500 4-8: \$265,650 8+: \$289,800
Justice – 15th Court of Appeals	0-4: \$192,500 4-8: \$211,750 8+: \$231,000 Chief Justice Additional Salary: \$14,350	N/A	0-4: \$202,125 4-8: \$222,338 8+: \$242,550	0-4: \$211,750 4-8: \$232,925 8+: \$254,100	0-4: \$221,375 4-8: \$243,513 8+: \$265,650
Justice – 1st – 14th Court of Appeals	0-4: \$192,500 4-8: \$211,750 8+: \$231,000 Chief Justice Additional Salary: \$13,475	up to \$12,500	0-4: \$202,125 4-8: \$222,338 8+: \$242,550	0-4: \$211,750 4-8: \$232,925 8+: \$254,100	0-4: \$221,375 4-8: \$243,513 8+: \$265,650
Business Court Judge	0-4: \$200,000 4-8: \$217,500 8+: \$235,000 Administrative Presiding Judge Additional Salary: \$12,250	N/A	0-4: \$210,000 4-8: \$231,000 8+: \$252,000	0-4: \$220,000 4-8: \$242,000 8+: \$264,000	0-4: \$230,000 4-8: \$253,000 8+: \$276,000
District Judge	0-4: \$175,000 4-8: \$192,500 8+: \$210,000	up to \$25,000	0-4: \$183,750 4-8: \$202,125 8+: \$220,500	0-4: \$192,500 4-8: \$211,750 8+: \$231,000	0-4: \$201,250 4-8: \$221,375 8+: \$241,500



The Commission shall consider the following factors in recommending proper salaries:

1. Skill and experience required of the judgeship

2. Value of compensable service performed in comparison to judicial compensation in other states and the federal government

3. Value of comparable service performed in the private sector, including private judging, arbitration, and mediation

4. Compensation of attorneys in the private sector

5. Cost of living and changes in the cost of living

6. Compensation of other public officials in the state

7. Other factors normally or traditionally considered in determining judicial compensation

8. Most importantly, level of overall compensation adequate to attract the most highly qualified individuals to serve without unreasonable economic hardship and with judicial independence unaffected by financial concerns

