

Judicial Salaries, Demographics and Turnover



Judicial Compensation Commission

May 12, 2022

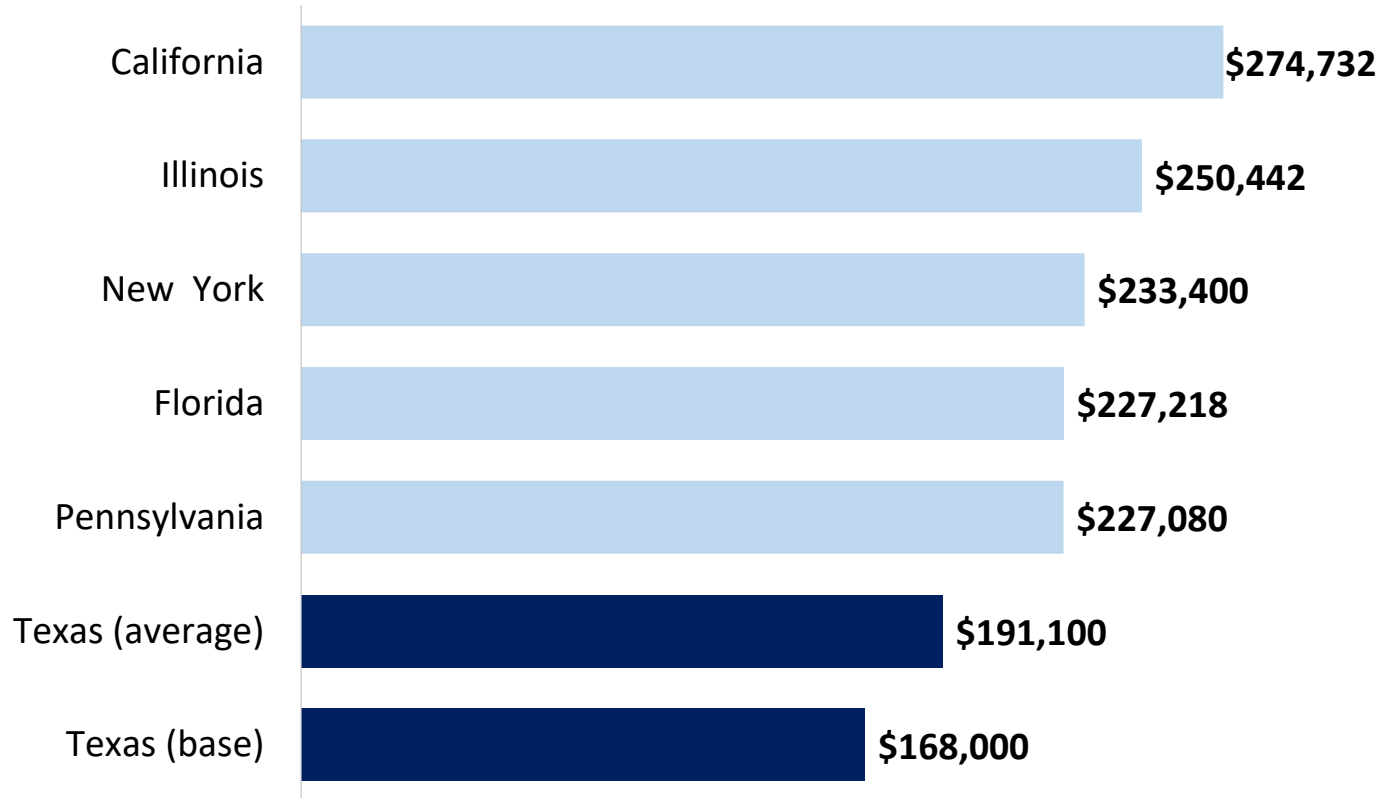


Salary Summary for Elected State Judges as of September 1, 2019

Judge	State Base Salary (Based on Experience)	Maximum County Supplement	Maximum Salary	Average Salary (Jan. 2022)	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	\$191,100	\$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	\$194,493	\$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	\$177,436	\$9,240
District Judge	0-4: \$140,000 4-8: \$154,000 8+: \$168,000	up to \$18,000	up to \$186,000	\$171,069	\$8,400



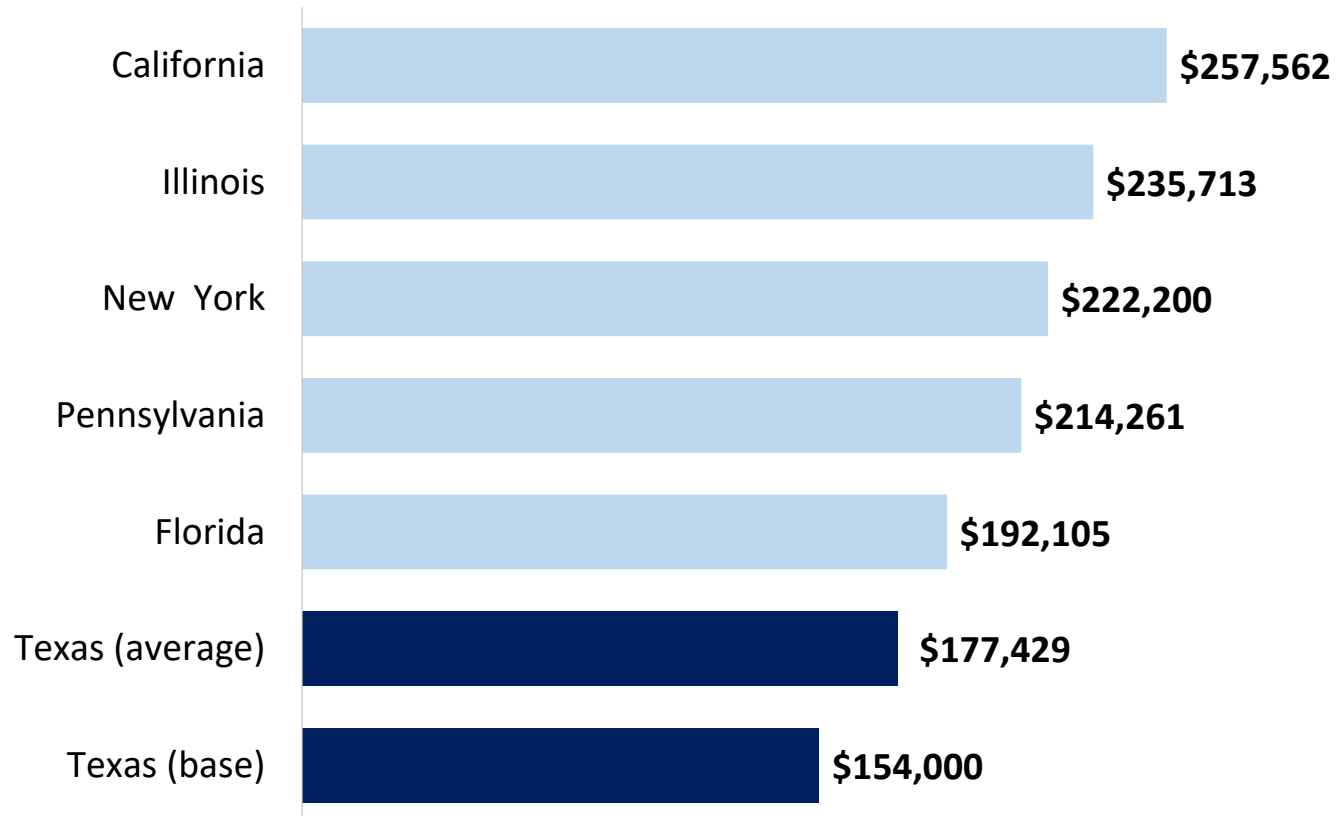
Amongst the 6 most populous states, Texas ranks last in salaries for judges on the state's highest courts.



As of January 2022



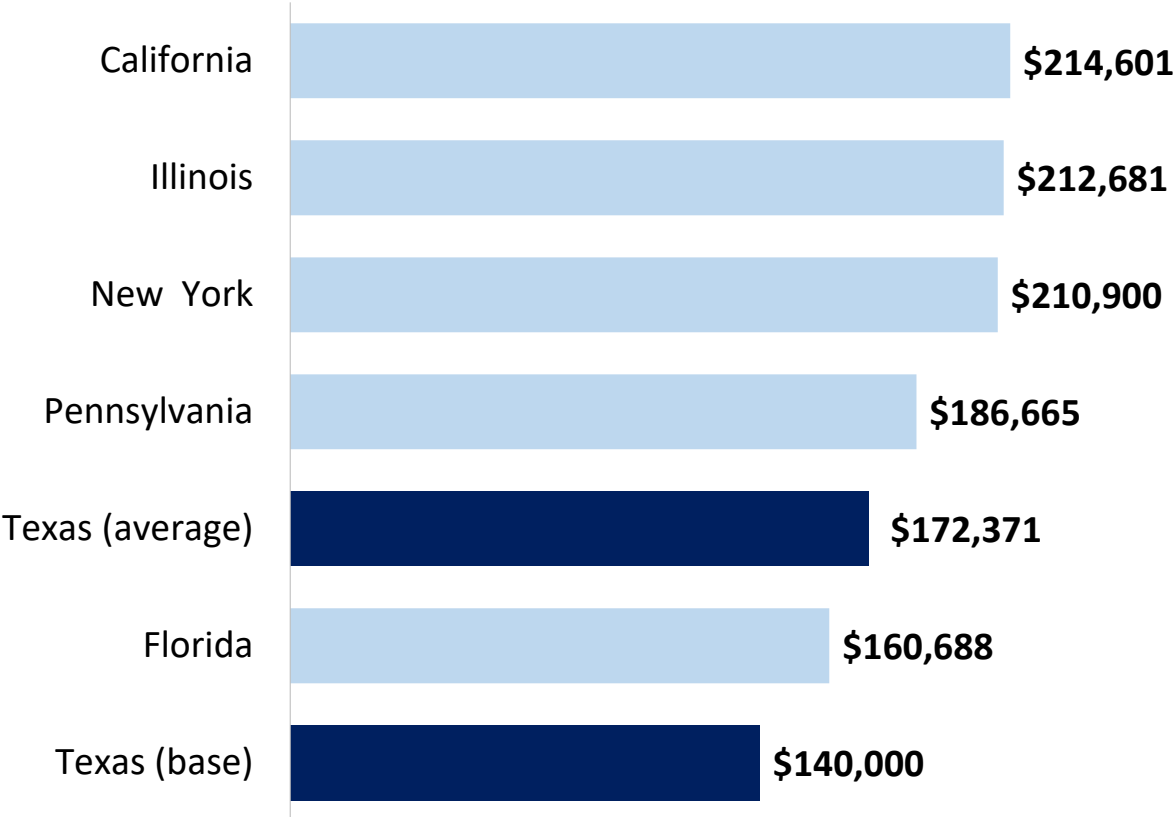
It also ranks last for judges on the state's **intermediate appellate courts**.



As of January 2022



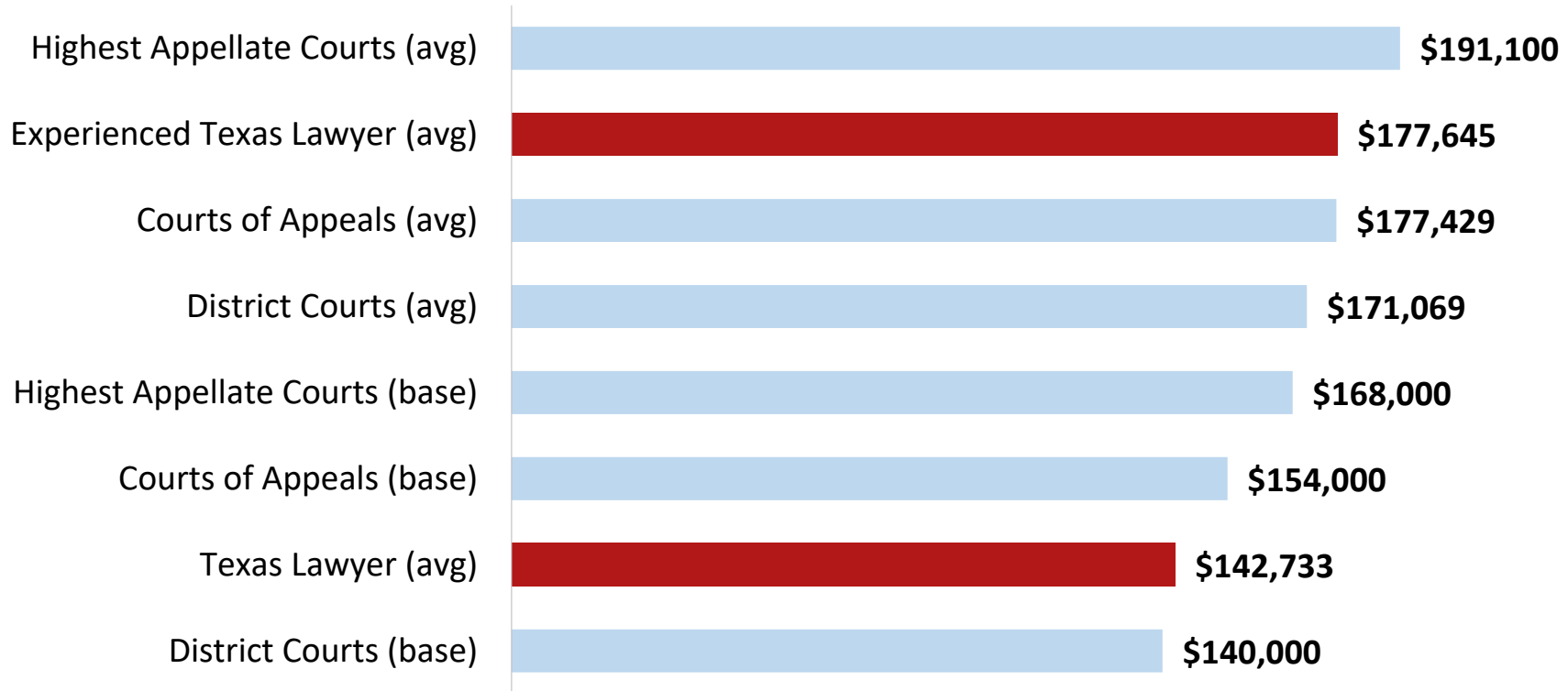
On average, Texas ranks 5th in salaries for judges in the state’s general jurisdiction courts (Texas **district courts**), but the base salary for these judges ranks last.



As of January 2022



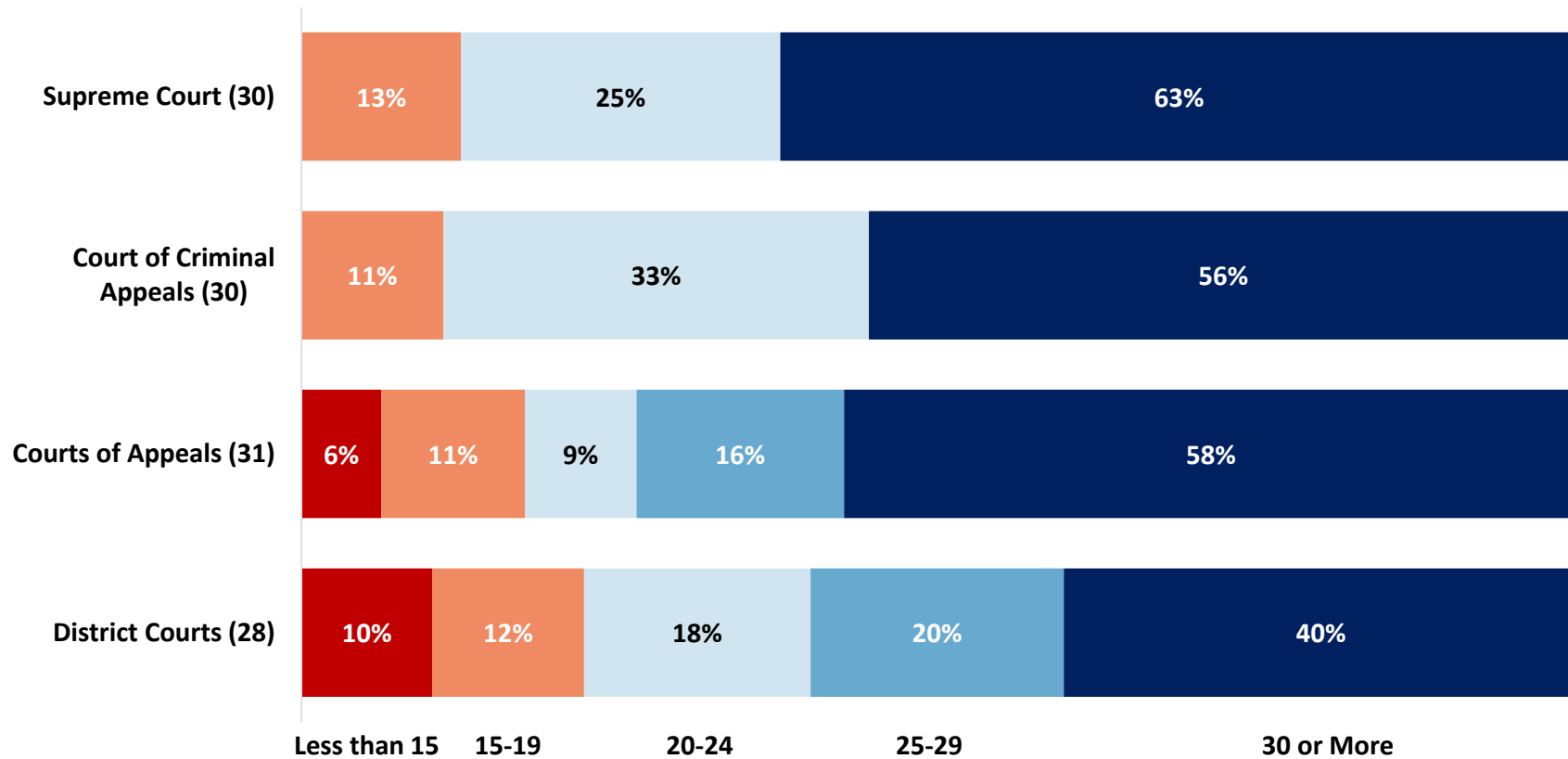
The base district judge salary lagged behind the average salary of a Texas lawyer in 2020 according to attorney salary data from the Texas Workforce Commission. All other judicial salaries, except the average salary for judges of the highest courts, fell below the average salary of an experienced lawyer in the state.



Texas Workforce Commission, Annual Wage Data for 2020

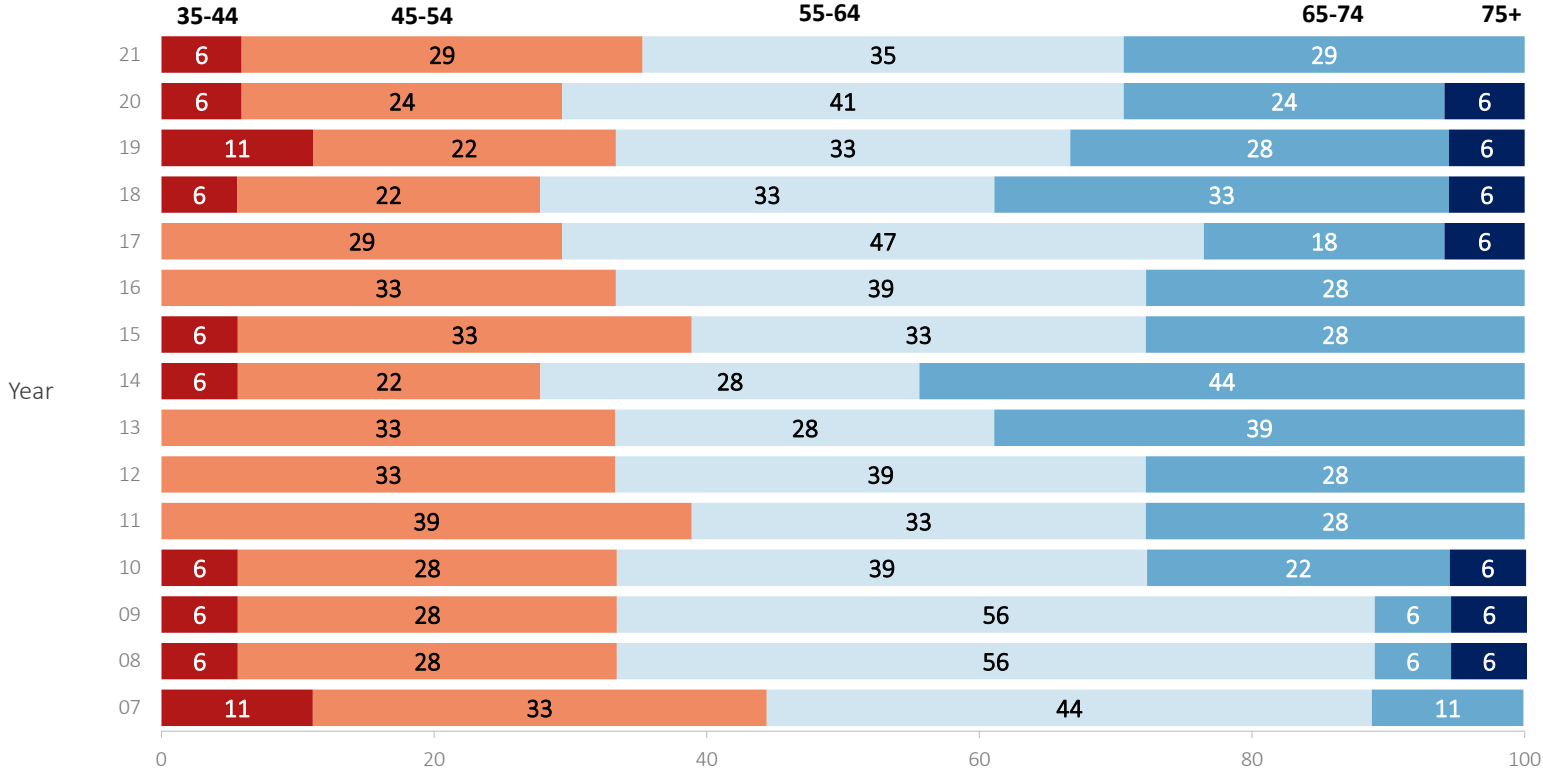


79 percent of appellate and district judges had 20 or more years of experience as an attorney, and **43** percent had more than 30 years.



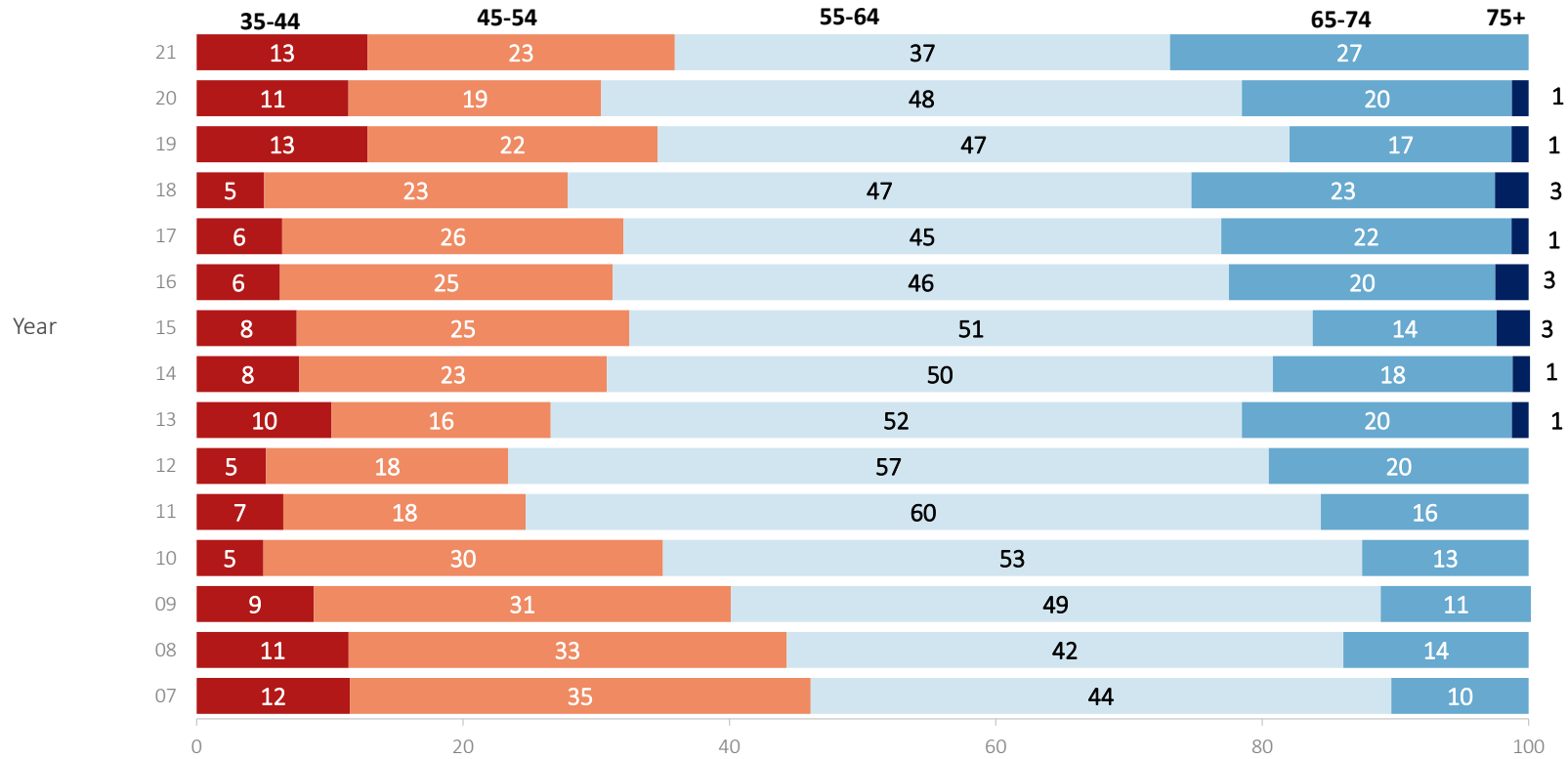
64 percent of judges in the **highest appellate courts** were 55 or older in 2021.

Age of Judges as of September 1



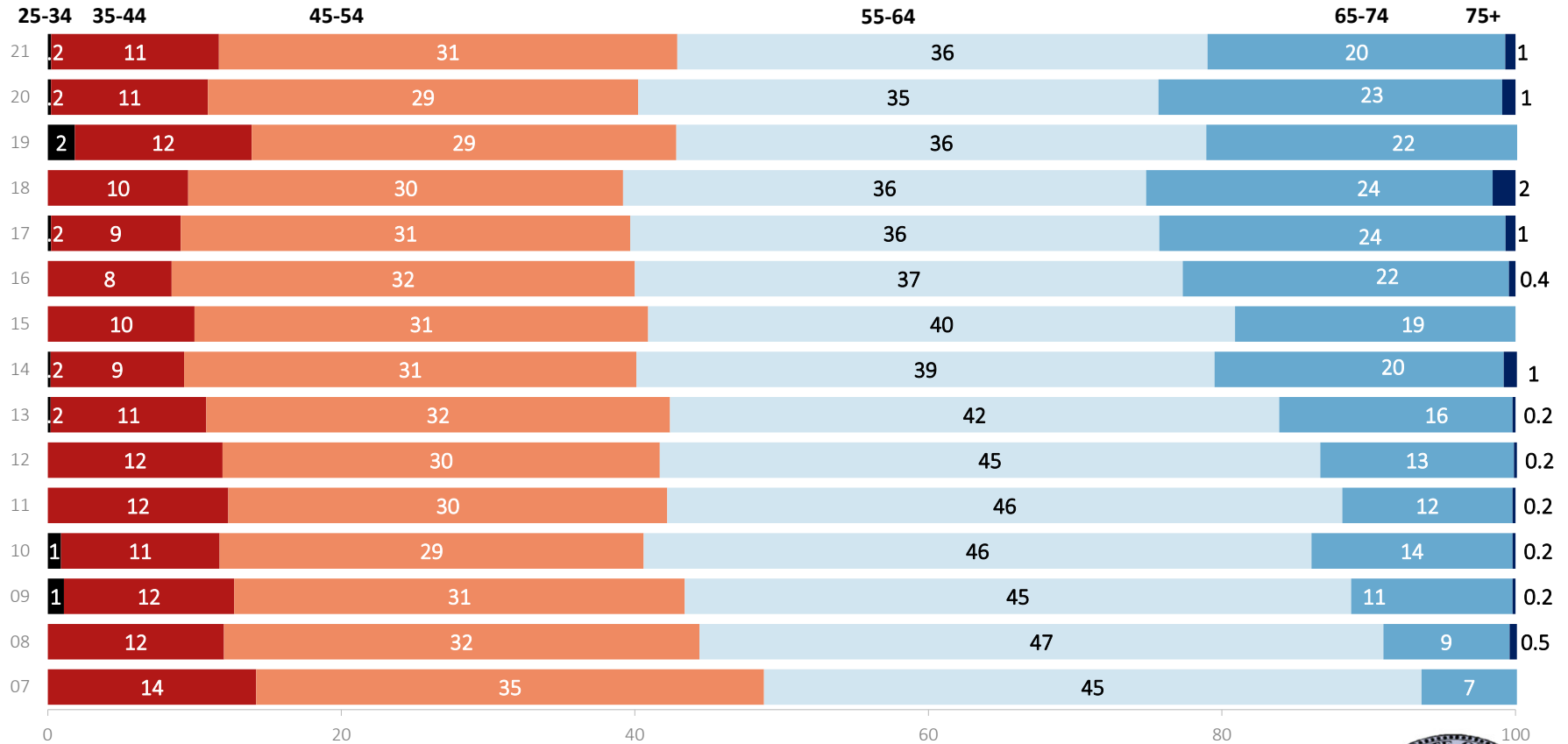
64 percent of judges in the courts of appeals were 55 or older.

Age of Judges as of September 1

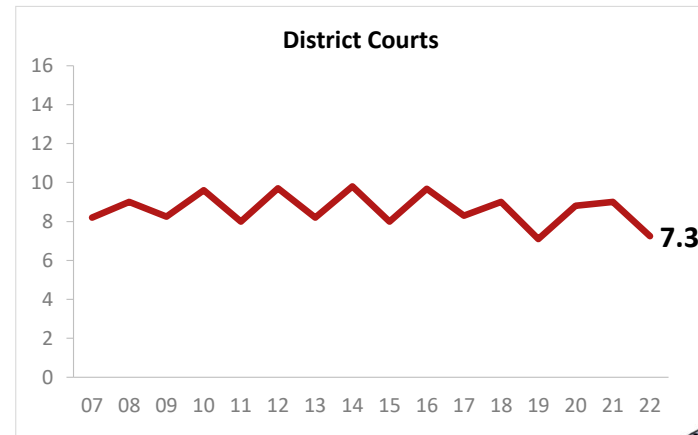
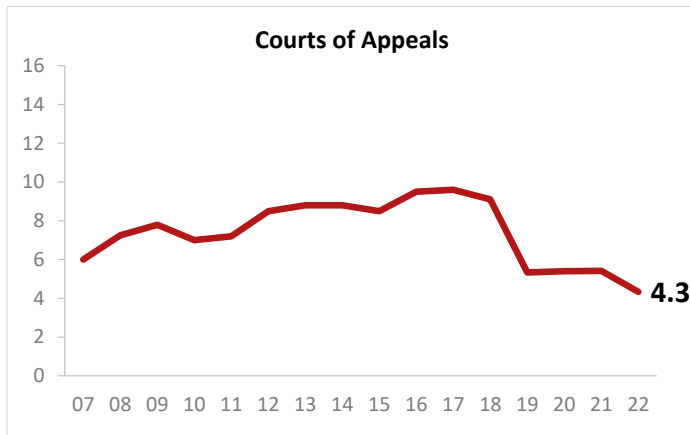
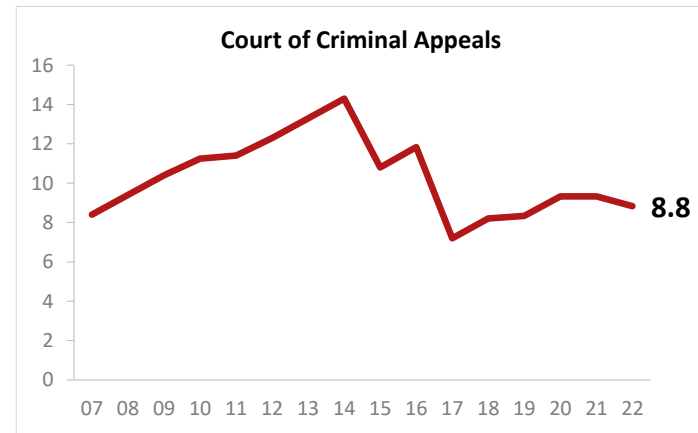
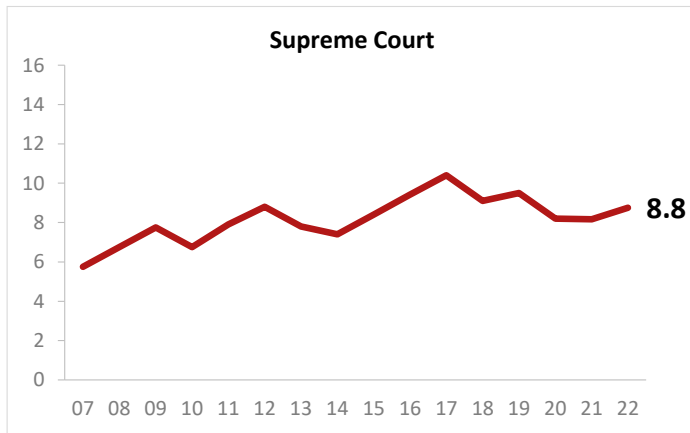


57 percent of judges in the **district courts** were 55 or older.

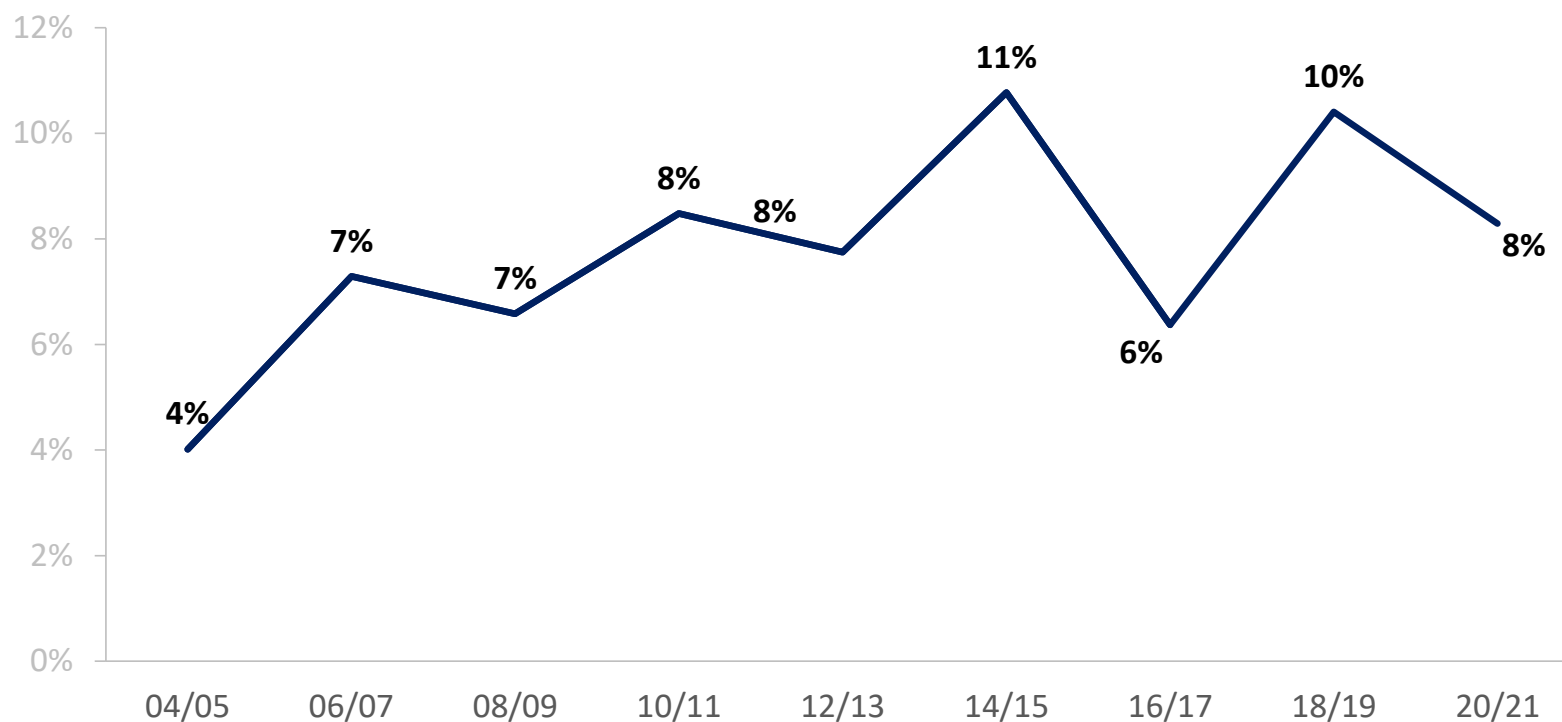
Age of Judges as of September 1



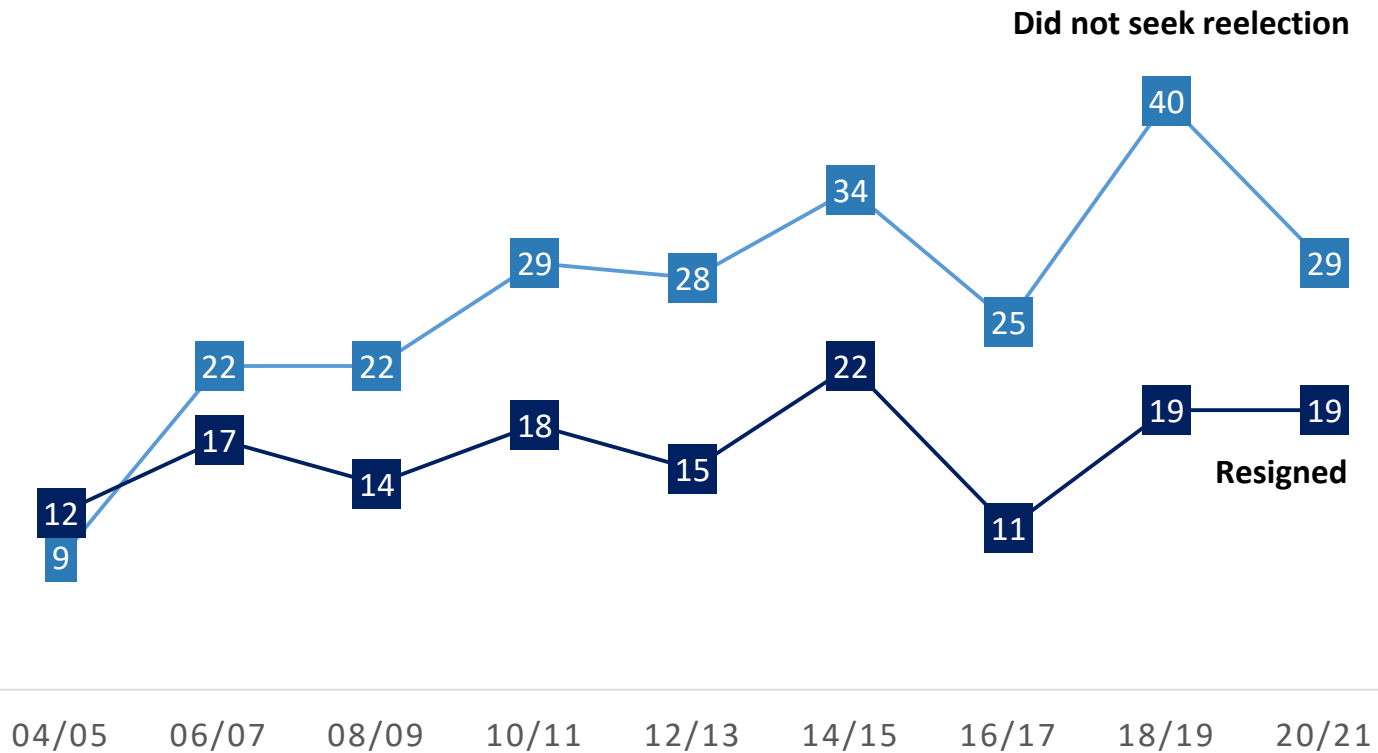
Average Years of Service on Current Bench as of September 1



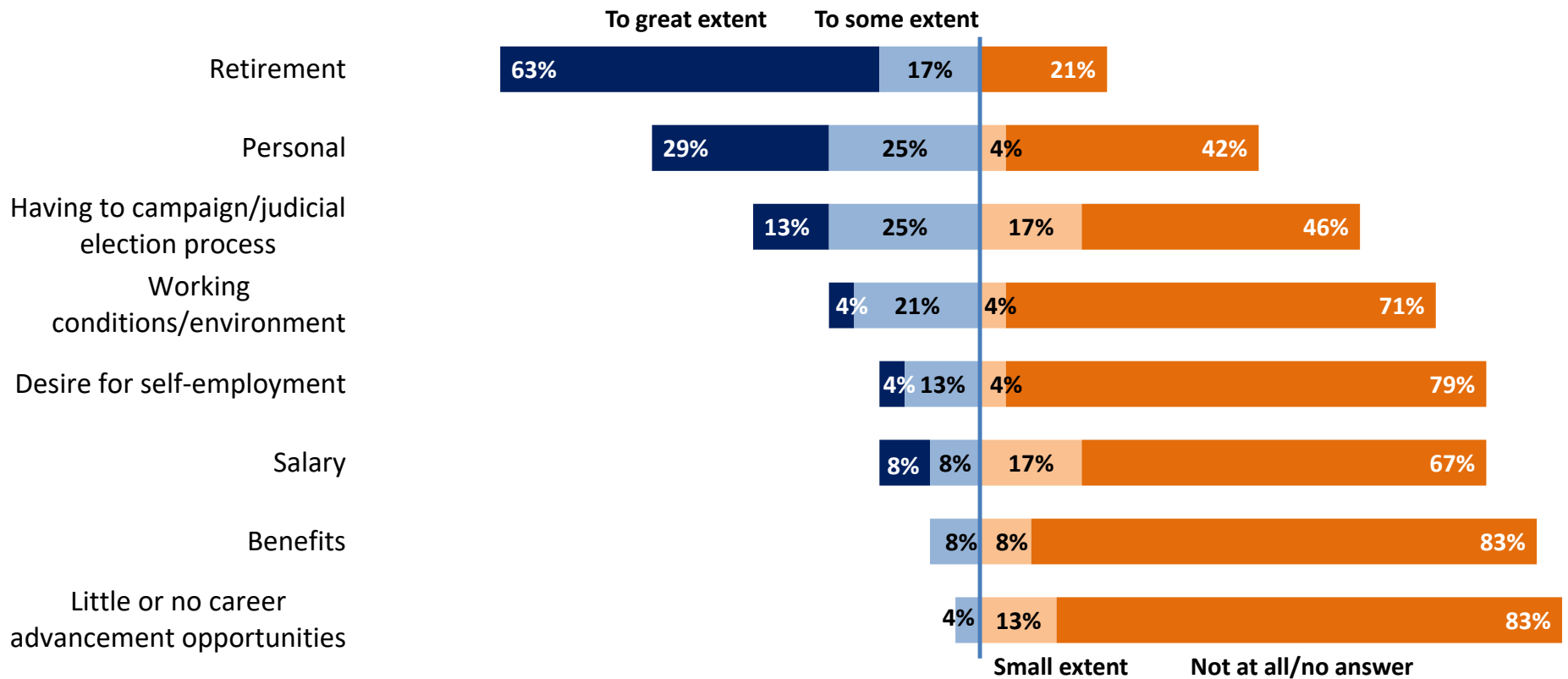
The voluntary turnover rate declined in FYs 20/21. Voluntary turnover is higher in years with a general election as a greater number of judges decide not to run for reelection.



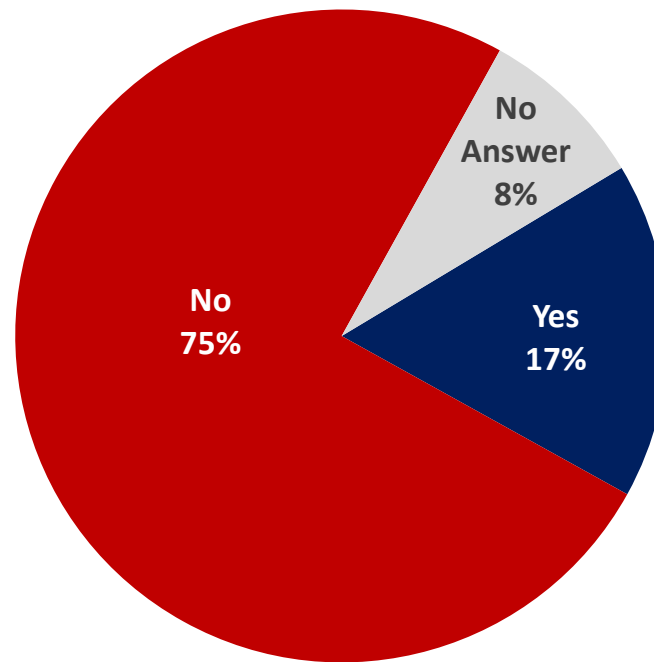
The number of judges voluntarily leaving office by **not seeking reelection** has been generally increasing since the fall of 2005.



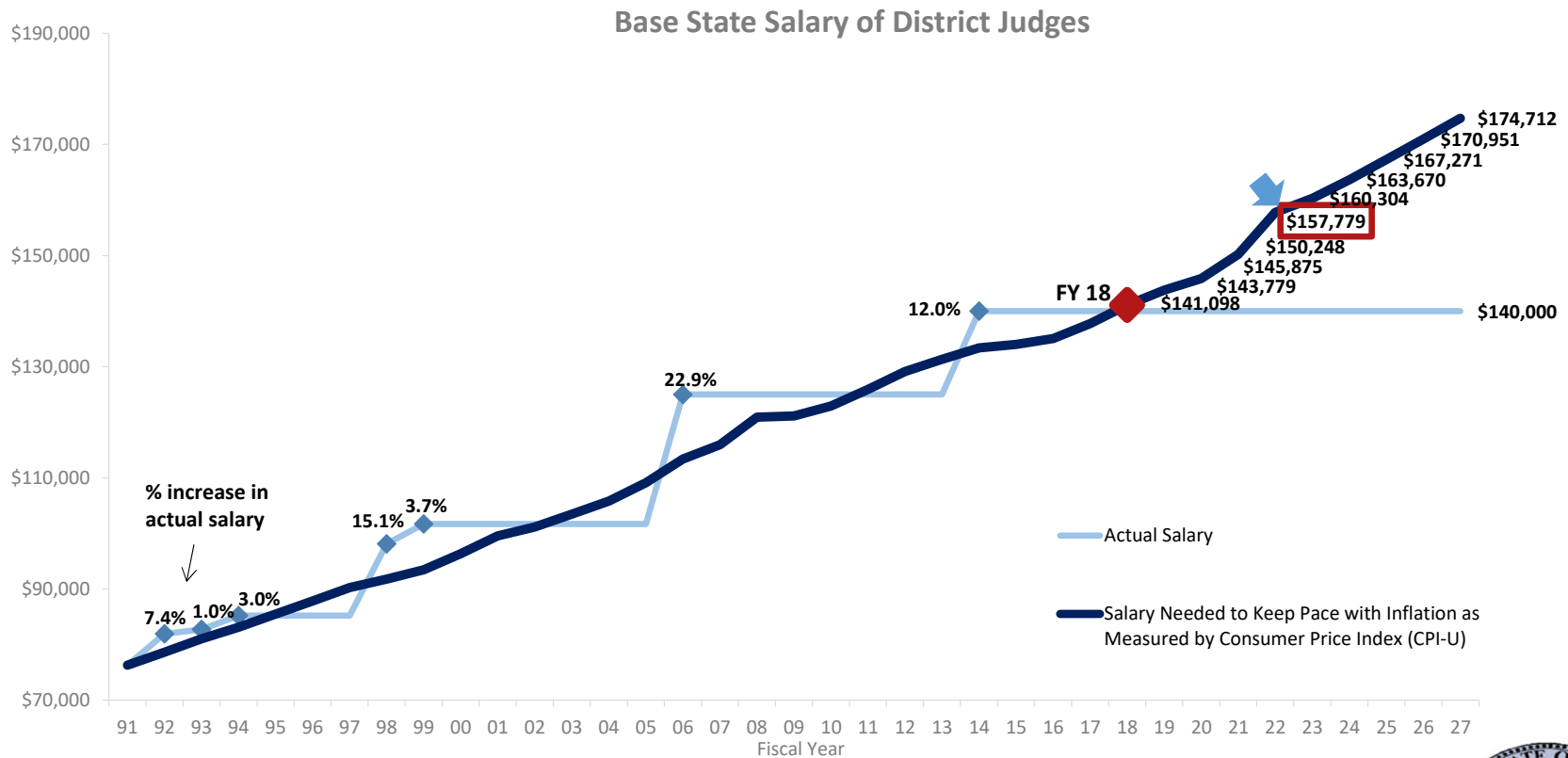
Almost two-thirds of judges who left in FYs 20/21 indicated that retirement had a significant influence on their decision to leave.



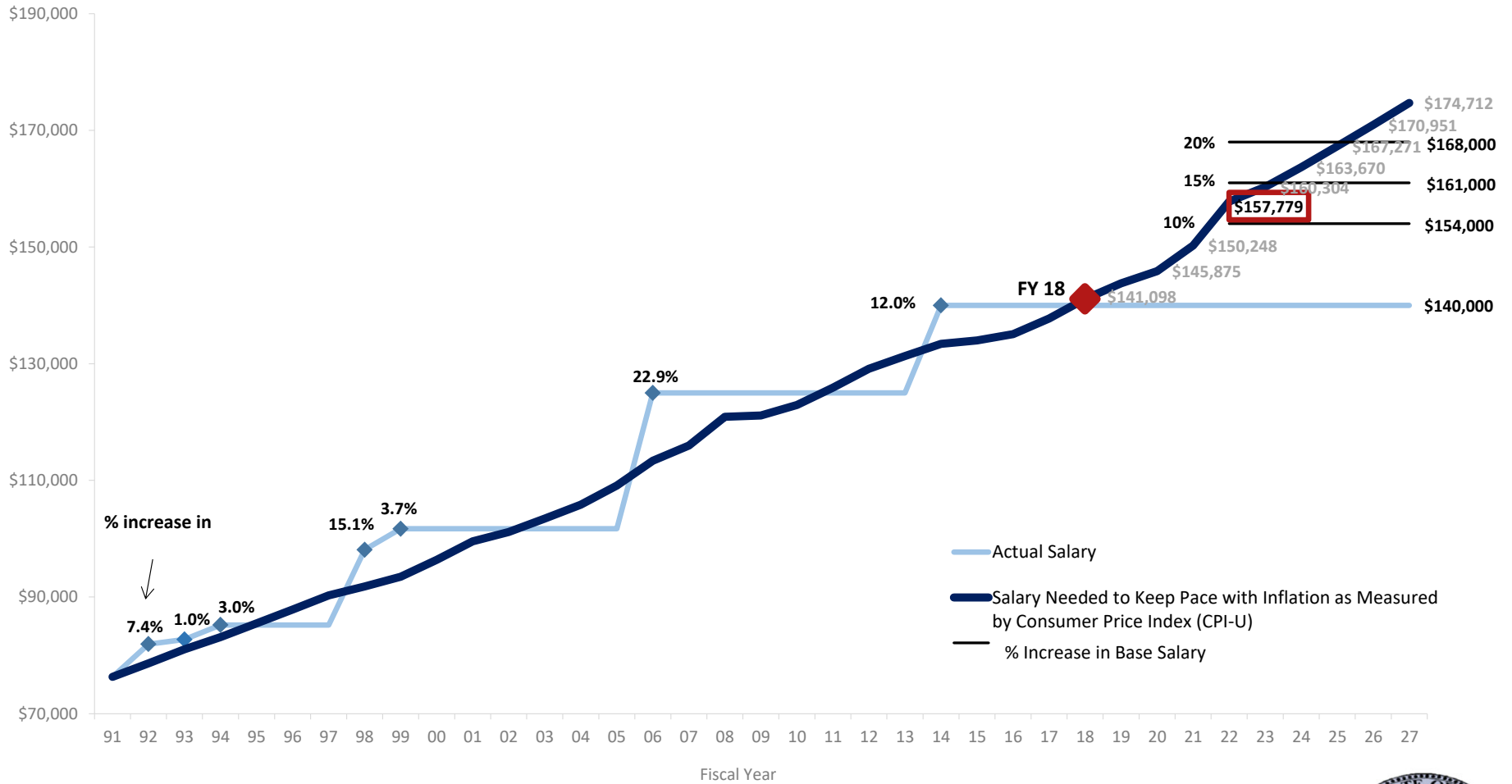
Almost 20 percent of respondents indicated that an increase in salary would have affected their decision to leave.



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 2022 to keep with inflation is \$157,779.



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	10% (not including supplement)	15% (not including supplement)	20% (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: \$184,800 4-8: \$203,280 8+: \$221,760 Chief supplement: \$2,500 - \$3,000	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
Justice – Supreme Court or Court of Criminal Appeals	0-4: \$168,000 4-8: \$184,800 8+: \$201,600	N/A	0-4: \$184,800 4-8: \$203,280 8+: \$221,760	0-4: \$193,200 4-8: \$212,520 8+: \$231,840	0-4: \$201,600 4-8: \$221,760 8+: \$241,920
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: \$169,400 4-8: \$186,340 8+: \$203,280 Chief supplement: \$2,500 - \$3,000	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
Justice – Court of Appeals	0-4: \$154,000 4-8: \$169,400 8+: \$184,800	up to \$9,000	0-4: \$169,400 4-8: \$186,340 8+: \$203,280	0-4: \$177,100 4-8: \$194,810 8+: \$212,520	0-4: \$184,800 4-8: \$203,280 8+: \$221,760
District Judge	0-4: \$140,000 4-8: \$154,000 8+: \$168,000	up to \$18,000	0-4: \$154,000 4-8: \$169,400 8+: \$184,800	0-4: \$161,000 4-8: \$177,100 8+: \$193,200	0-4: \$168,000 4-8: \$184,800 8+: \$201,600

