

HB 2384 – Judicial Compensation Written Testimony



House Judiciary & Civil Jurisprudence Committee
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Current Judicial Salaries in Texas (since 2013)

Salaries of Elected State Judges

	State Salary	County Supplemental	Maximum Compensation
Justice/Judge – Supreme Court, Court of Criminal Appeals	\$168,000*	-----	\$168,000
Justice – Court of Appeals	\$154,000*	Up to \$9,000	\$163,000
Judge – District Court	\$140,000	Up to \$18,000	\$158,000

*Chief Justice of appellate court receives additional \$2,500

County Supplements

	% of Judges Receiving Supplement	Average Supplement	Total Average Compensation
Courts of Appeals Justice	100%	\$8,963	\$162,915
District Judge	98.5%	\$16,120	\$156,036

County Paid Judges

County Court at Law Judges - \$1,000 less than DJ

State reimburses 60% of DJ salary

Statutory Probate Court Judges – Equal to DJ
State reimburses \$40,000

Constitutional County Judges receive 18% of DJ pay if 40% of duties are judicial

No Maximum Salaries



Judicial Retirement Benefits

- Almost all active judges are in Judicial Retirement System 2 (after 9/1/85)
 - Eligible after 10 years if 65 or older (currently in office)
 - Reduced benefit at age 60
 - Eligible after 12 years if 65 or older (not currently in office)
 - Reduced benefit at age 60
 - Eligible after 20 years at any age
 - Eligible after 12 years on appellate court at Rule of 70
- Retirement is 50% of state judicial salary at retirement
 - Increased by 10% if still in office at retirement or if a visiting judge
 - Can increase by 2.3% per year if a member contributes after 20 years of service – maximum is 90%
- Judges currently contribute 7.5% toward retirement system
- JRS 1 (in office before 9/1/85) retirees receive automatic increases in retirement with judicial salary increase



Statutorily Linked Salaries / Benefits

- Statutory County Court Judge Salary & Supplements (county/state paid)
- Statutory Probate Court Judge Salary (county paid)
- Constitutional County Court Judge Supplements (state paid)
- Per Diem for Visiting Trial & Appellate Court Judges/Justices (state paid)
- District Attorney & Criminal District Attorney Salaries (state paid – county can supplement without a maximum)
- County Attorney Supplements (state paid – no maximum)
- Elected Class Retirement (state paid)



Judicial Salaries in Other States

Court	Texas State Salary	Average Salary of 5 Most Populous States	Percent Difference
Justice/Judge – Supreme Court and Court of Criminal Appeals	\$168,000	\$227,040	-35.1%
Justice – Court of Appeals	\$154,000	\$204,800	-33.0%
District Judge	\$140,000	\$190,000	-35.7%

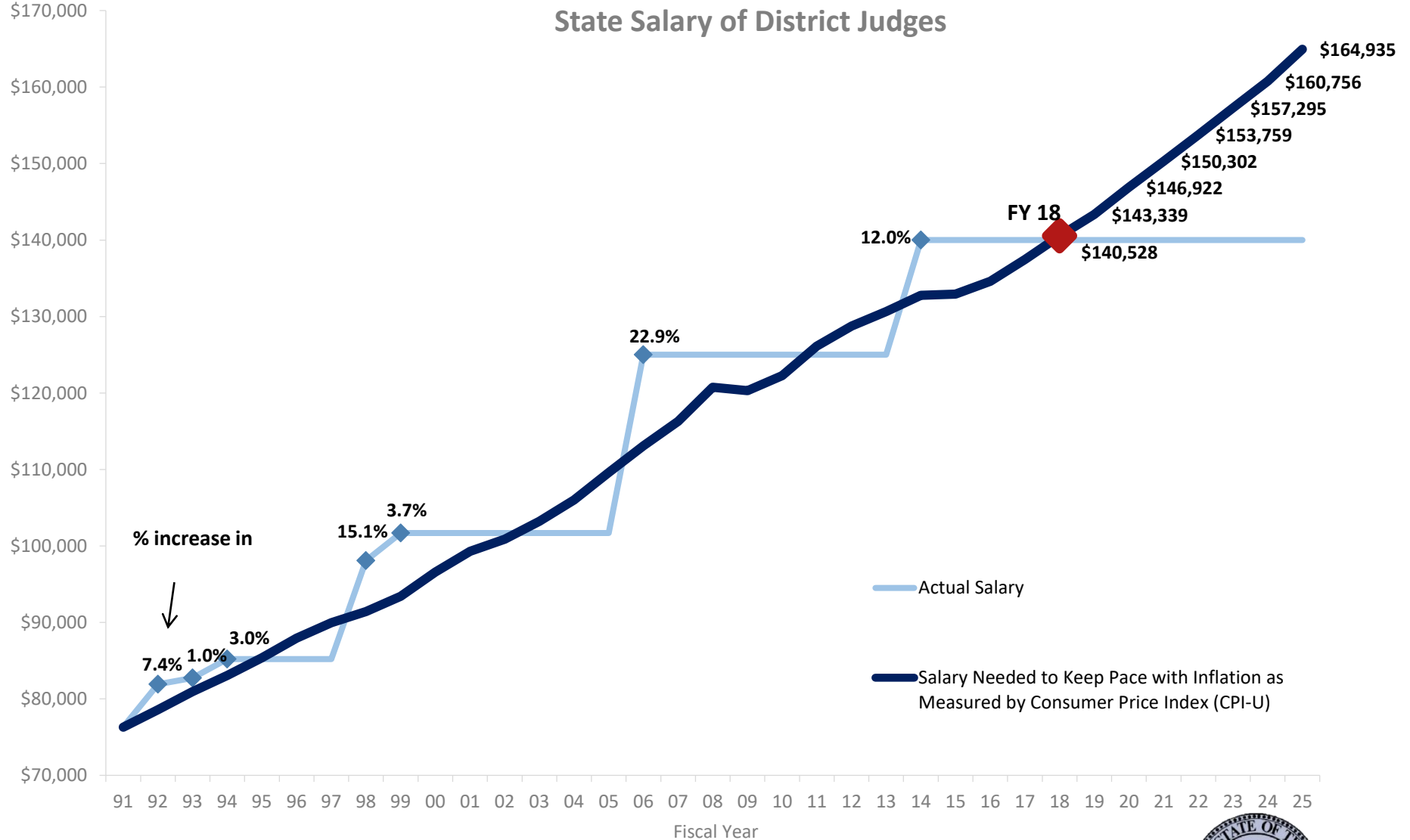
Percentage Change in State Salaries from 2013 to 2018	
California	13%
Pennsylvania	4%
Illinois	12%
New York	31%
Florida	33%
Texas	0%

Federal Judge Salaries	
District Judges	\$208,000
Appeals Court Judges	\$220,600
Supreme Court Justices	\$255,300
Chief Justice	\$267,000

The state salary of Texas judges is at least 33 percent lower than the average salary of their counterparts in the five states closest to Texas in population.



State Salary Outpaced by Inflation



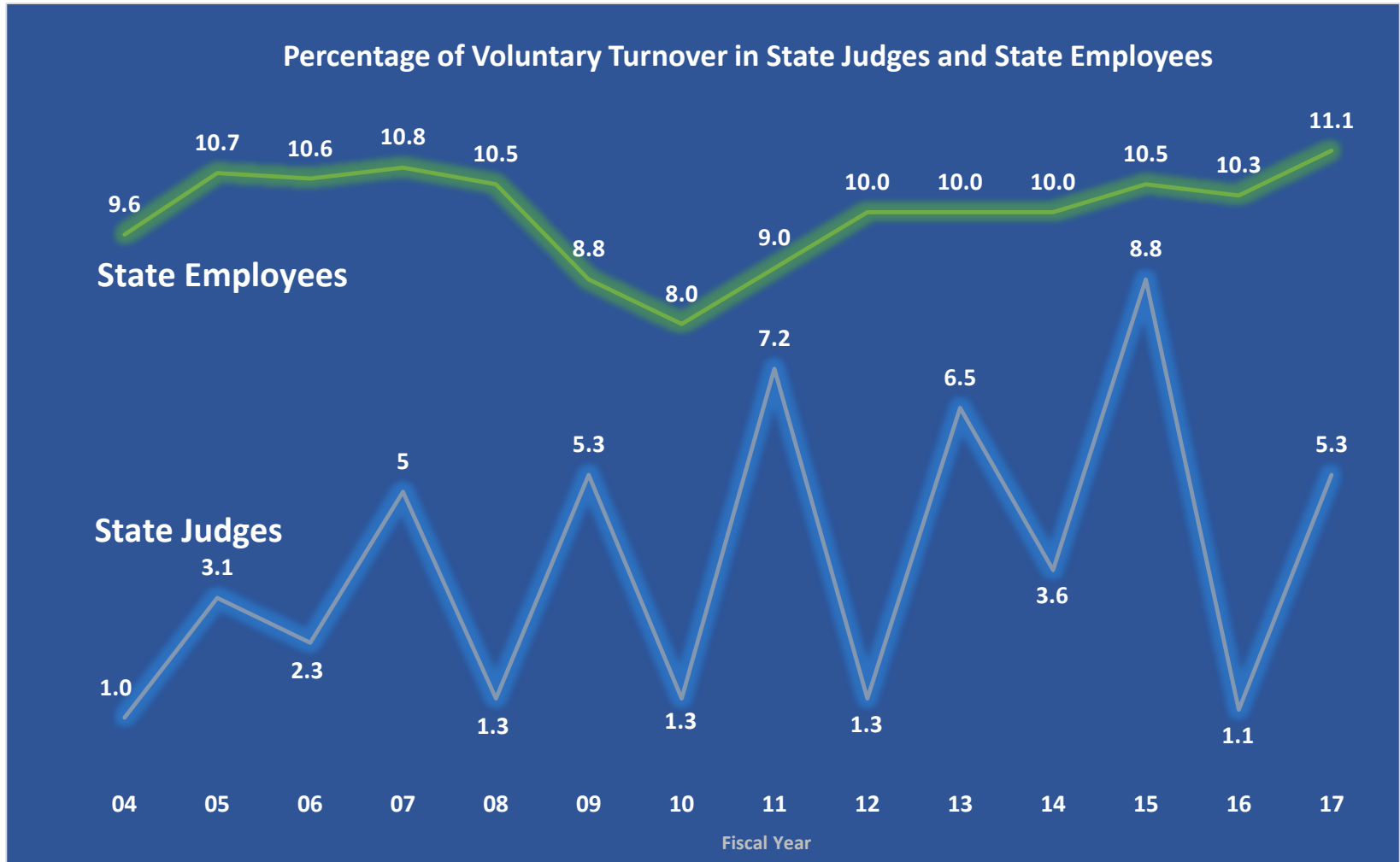
Compensation Lags Attorney Salaries, Even with Significant Experience

2017 Experienced Private Practitioner Annual Wages			
Average Annual Wages	Statewide	Houston	Dallas
Lawyers	\$184,156	\$222,922	\$185,640

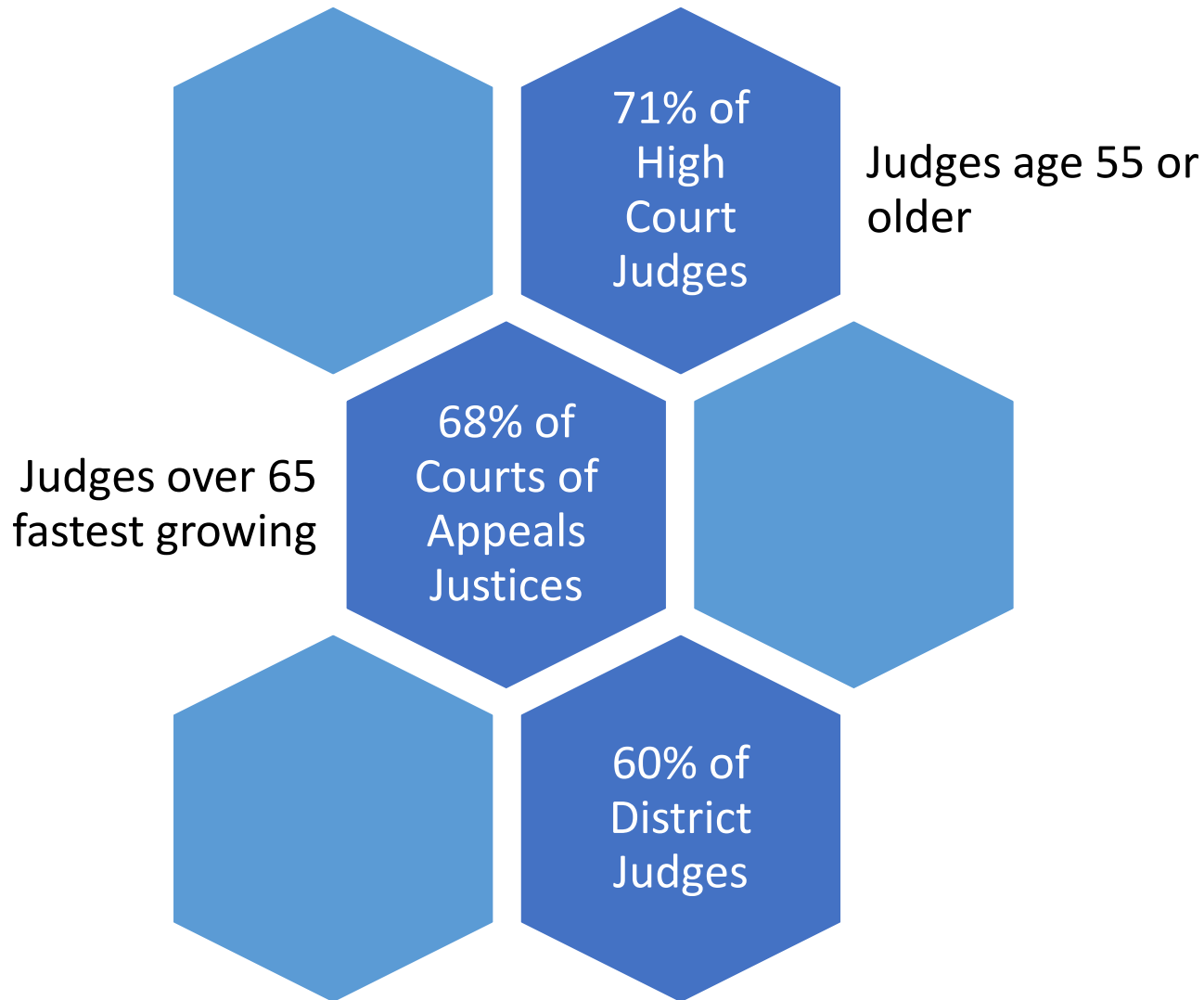
Average Year Judges Licensed	
Supreme Court	1986
Court of Criminal Appeals	1987
Court of Appeals	1987
District Courts	1990



Judicial Turnover



Age of Judges on Courts is Increasing



Key Provisions of CSHB 2384

- Sets new tiered pay structure that rewards retention of all judges (appellate, district, CCAL, SPC)
 - Base pay of judges maintained at current level, but able to be adjusted in budget
 - 4 years of service as judge = 110% of base pay
 - 8 years of service as judge = 120% of base pay
 - 12 years of service as judge = 130% of base pay
- Differentials between base pay at levels of courts maintained
 - Max salary added for CCAL/SPC judges - \$1k less than DJ max salary
- Salaries for child protection court and child support court judges set at 90% of DJ pay
- Links Regional Presiding Judge salaries to DJ pay
- Maintains reimbursement of counties at 60%, but of increased salaries



Judge	CSHB 2384 Salary	Additional County Comp	Total Comp
CCAL Judge/SPC Judge*	*SPC judges +\$1,000		Max \$204,642
Base Salary (0-4 years)	\$139,000	County Optional	\$139,000+
4-8 years	\$153,000	County Optional	\$153,000+
8-12 years	\$167,000	County Optional	\$167,000+
12+ year	\$181,000	County Optional	\$181,000+
District Judge			Max Salary
Base Salary (0-4 years)	\$140,000	Up to \$18,000	\$158,000
4-8 years	\$154,000	Up to \$18,000	\$172,000
8-12 years	\$168,000	Up to \$18,000	\$186,000
12+ year	\$182,000	Up to \$18,000	\$200,000
COA Justice			Max Salary
Base Salary (0-4 years)	\$154,000	Up to \$9,000	\$163,000
4-8 years	\$169,400	Up to \$9,000	\$178,400
8-12 years	\$184,800	Up to \$9,000	\$193,800
12+ year	\$200,200	Up to \$9,000	\$209,200
SC Justice/CCA Judge			Max Salary
Base Salary (0-4 years)	\$168,000	N/A	\$168,000
4-8 years	\$184,800	N/A	\$184,800
8-12 years	\$201,600	N/A	\$201,600
12+ year	\$218,400	N/A	\$218,400

Key Provisions of CSHB 2384 (cont)

- Provides supplement for all constitutional county judges
- Increases judge contribution to retirement by 2% to 9.5% - consistent with state employees
- Keeps retirement benefit calculation based on pay of judge at time of retirement
- Maintains connection between elected DA/CA salary & benefits, applying tiers to them
- Maintains non-judicial linked salaries and benefits at current levels by linking to the base salary
 - Daily rate for visiting judges and justices
 - Elected Class Retirement
- Moves judge medical retirement determination from Chief Justice of Supreme Court to ERS



Questions?

