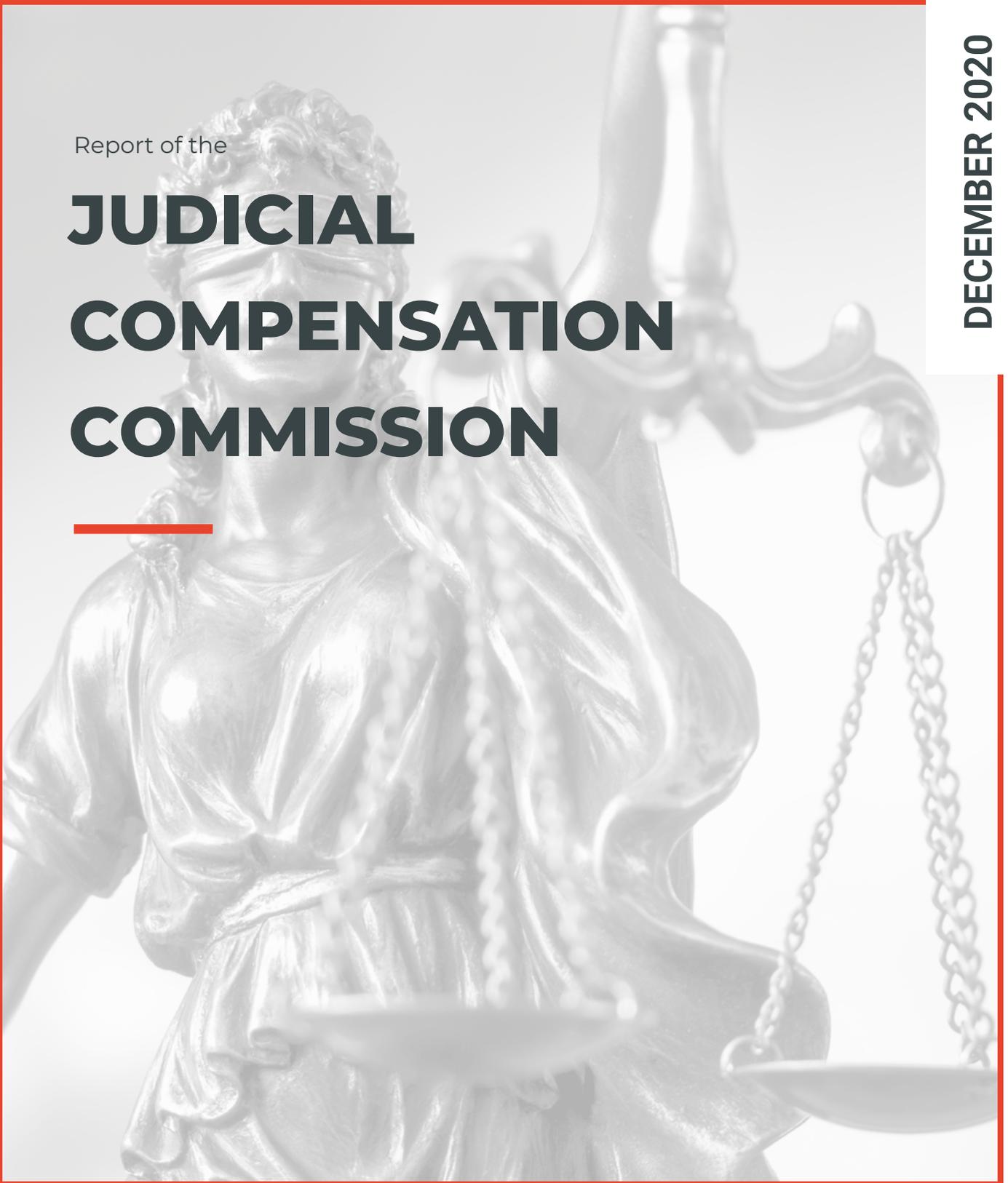


Report of the

JUDICIAL COMPENSATION COMMISSION

DECEMBER 2020



About

The Judicial Compensation Commission (JCC) was created in 2007 by the 80th Texas Legislature to recommend the proper salaries to be paid by the state for all justices and judges of the Supreme Court, the Court of Criminal Appeals, the courts of appeals, and the district courts.

The Commission is required to take into consideration several factors, most importantly, the level of overall compensation adequate to attract the most highly qualified individuals in the state, from a diversity of life and professional experiences, to serve in the judiciary without unreasonable economic hardship and with judicial independence unaffected by financial concerns.

www.txcourts.gov/jcc/

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TEXAS JUDICIARY’S RESPONSE TO THE COVID-19 PANDEMIC

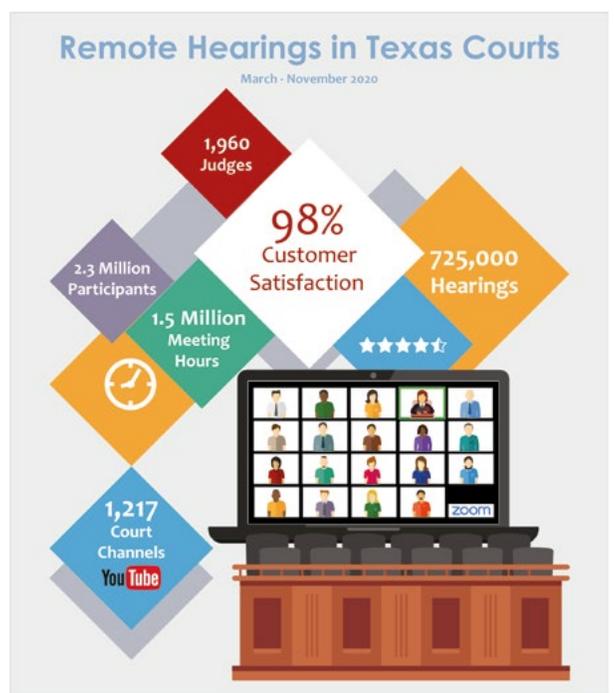
In March of 2020, Texas saw its first case of diagnosed COVID-19. In the months to follow, the pandemic would cause disruption and destruction to families, communities, and the workforce that no one could have predicted.

While some court systems across the country shut down throughout the pandemic, the Texas Judiciary never closed and continued to hear and resolve cases. Through Emergency Orders, the Texas Supreme Court authorized courts to hold online hearings and trials. From March – November 2020, Texas Judges held an estimated 725,000 remote hearings in every case type and type of proceeding, including bench and jury trials, with 2.3 million participants lasting more than 1.5 million hours.

Texas was the first state to have its nine-member Supreme Court host remote oral arguments, the first state to hold a virtual non-binding civil jury trial in May 2020, and it became the first state to hold a virtual criminal jury trial in August 2020.

Texas judges returned to holding in person jury trials on a limited basis in June of 2020. The preparation for holding trials and in person proceedings during COVID-19 is tremendous. Judges have to reconfigure the courtroom to allow for social distancing, develop protocols for cleaning and screenings, make arrangements for Personal Protective Equipment (PPE) for all courtroom participants, make new procedures for summoning jurors, find new space for jury qualification and voir dire to take place in large facilities like high school auditoriums and gymnasiums, and above all, convince the public that they are doing everything possible to keep them safe and healthy while attending court.

As of the publishing of this report, the COVID-19 Pandemic is ongoing and our Texas Judges remain among the best in the nation in their innovation and ability to adapt during this public health crisis. The Judicial Compensation Commission recognizes the hard work the Judiciary has put in to keep the wheels of justice turning and commends our Texas Judges for their resolve.



Executive Summary

To effectively and efficiently address the needs of the State of Texas and its citizens, it is essential to have and support a competent judiciary. Adequate judicial compensation is one of the many factors that contribute to the support of the judiciary.

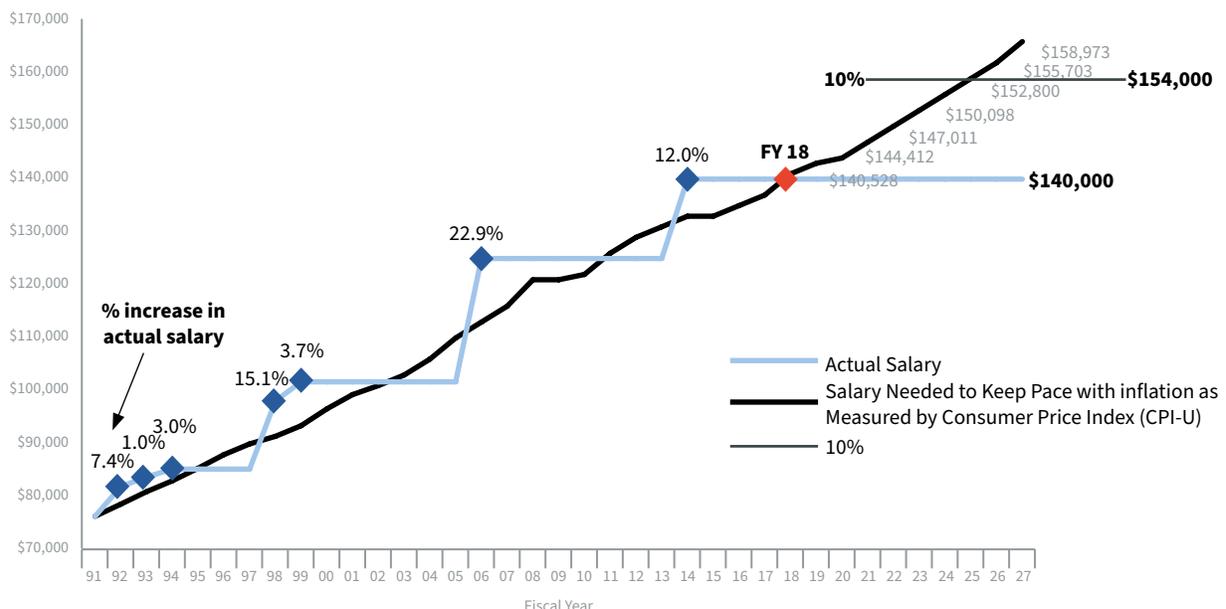
In 2007, the Texas Legislature formed the Judicial Compensation Commission (the “Commission”) specifically to look at this factor and, each biennium, recommend the proper salaries to be paid by the state for all justices and judges of the Supreme Court, the Court of Criminal Appeals, the courts of appeals, and the district courts.

FINDINGS

Based on the information it has gathered and reviewed, the Commission makes the following findings:

- The Texas Judiciary has led the nation in its response to the COVID-19 Pandemic becoming a leader in remote hearings, protocols for keeping court participants safe and efficiency.
- In order to maintain a strong, qualified and independent judiciary, and in order to attract qualified candidates and retain experienced judges, appropriate judicial compensation is essential.
- The last increase in the base pay for a district court judge was September 1, 2013.
- The Legislature instituted a tiered judicial pay scale effective September 1, 2019 that is based on longevity providing for a 10 percent raise after 4 years of service, and another 10 percent raise after 8 years and longevity pay after 12 years of service.
- At the end of the 2017 -18 biennium, the state base salary of a district judge began to lag behind the rate of inflation and is currently lower than the salary paid in 1991 when factoring inflation.

Base State Salary of Texas District Judges



- Among the 6 most populous states, Texas ranks last in salaries for judges on the state’s highest courts.¹
- Similarly, Texas ranks 5th among the 6 most populous states for salaries for the intermediate appellate and district courts.²
- The age of judges serving in the Texas judiciary is increasing, and it is anticipated that many may retire in the near future making it more important than ever to set compensation at a level adequate to recruit a future generation of judges to the bench.
- Regular, systematic increases make judicial compensation more predictable and are essential to ensure that judicial compensation remains at a level that is sufficient to attract a competent and well-qualified judiciary.
- The Commission recognizes that the COVID-19 Pandemic has had a significant impact on not only the health of Texans, but also the financial health of the state and acknowledges that compensation increases may not be feasible at this time due to budgetary constraints.

RECOMMENDATIONS

As a result of its findings, the Commission recommends that salaries of the justices and judges of the Supreme Court, the Court of Criminal Appeals, the 14 courts of appeals, and the district courts be established as shown in the table below for the 2022-23 biennium:

Judge	Current Salary (Based on Experience)	Maximum County Supplement ³	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: \$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: \$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: \$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: \$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: \$154,000 4-8: \$169,400 8+: \$184,800

1 The six most populous states include California, Illinois, New York, Florida, Pennsylvania and Texas.

2 *Id.*

3 The maximum county supplement may increase as a result of a 10% increase in base pay.

COST

The state fiscal impact of the judicial salary increases recommended by the Commission is estimated to be approximately \$32 million for the 2022-23 biennium.⁴ Fifty-six percent of the total cost is for judicial salaries, 44% is for other salaries that are linked to the salary of a district judge. For more detailed information regarding the cost of implementing the Commission's recommended salaries, refer to Appendix A.

History and Function of the Commission

The Judicial Compensation Commission was created by the 80th Legislature, effective September 1, 2007.⁵ It is composed of nine members who are appointed by the Governor with the advice and consent of the Senate to serve six-year terms. No more than three members serving on the Commission may be licensed to practice law.

The Commission is responsible for making a report to the Texas Legislature each even-numbered year recommending the proper salaries to be paid by the state for all justices and judges of the Supreme Court of Texas, the Court of Criminal Appeals of Texas, the courts of appeals and the district courts. In recommending the proper salaries for the justices and judges, the Commission is required to consider the factors listed in Section 35.102(b) of the Texas Government Code. (See page 8).

The commission held its first meeting of the biennium on October 9, 2020 and reviewed data relating to the factors to be considered in setting judicial compensation. The commission met again and made the recommendations included in this report on November 9, 2020.

⁴ This cost includes state-paid judicial salaries, longevity pay increases, increases in pay for state and county prosecutors, and increases in funding provided for statutory county court salaries.

⁵ Acts 2007, 80th Legislature, Regular Session, Ch. 1090, September 1, 2007. Texas Government Code, Chapter 35.

Current Structure of Judicial Salaries

The 86th Texas Legislature passed HB 2384 and enacted a new salary structure for Texas judges that took effect September 1, 2019.⁶ The new salary structure rewards continued service on the bench by creating a tiered pay structure for Appellate, District and County Court at Law judges. Under the new pay structure, judges receive a raise after 4 years of service and then again after 8 years of service. The new law also increased the amount of longevity pay for state judges and reduced the number of years of actual service needed to be entitled to longevity pay from 16 years to 12 years. The new pay structure did not raise the base pay of a district judge which is the benchmark that all state judicial salaries are based upon. The base salary for a district judge is \$140,000, which has remained the same since 2013.

In addition, Sections 31.001 and 32.001 of the Texas Government Code authorize counties to supplement the salaries of the courts of appeals justices and the district court judges that have jurisdiction in their counties.

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

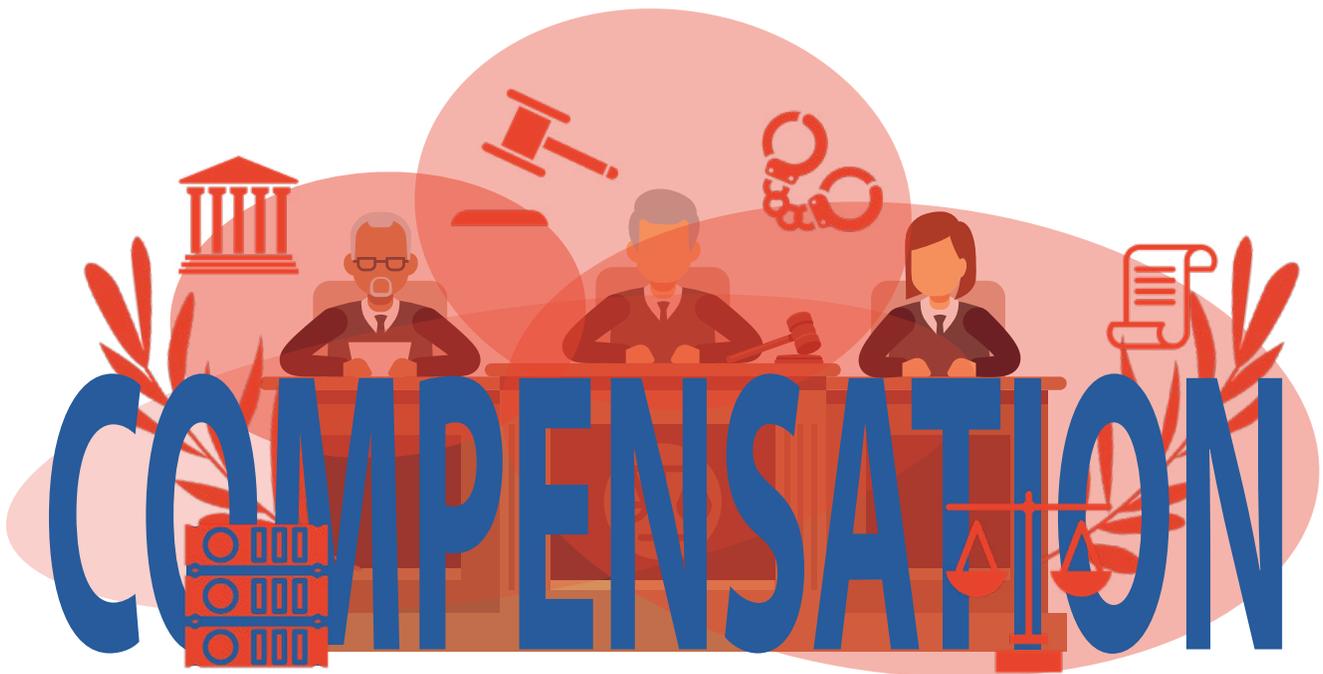
⁶ Acts 2019, HB 2384, 86th Tex. Legislature, Regular Session, (2019).

Of the 479 district court judges in the state, only 5 do not receive a county salary supplement. Eighty-two percent (395 judges) receive the maximum salary allowed by law.

All 80 of the justices of the 14 courts of appeals receive county supplements. 96 percent of the justices receive the maximum salary allowed by law.

On the state's highest courts, the Chief Justice of the Supreme Court and the Presiding Judge of the Court of Criminal Appeals are entitled to an additional \$2,500 from the state. None of the justices or judges sitting on the highest courts of Texas are entitled to receive any county supplements.

Presiding judges of the administrative judicial regions,⁷ and district judges who preside over silica or asbestos multi-district litigation are entitled to additional compensation as well.⁸



⁷ Tex. Govt. Code §74.051

⁸ Tex. Govt. Code §659.0125

Factors Required to be Considered by the Commission

In determining what a “proper” salary would be, the Commission is required to consider the following eight factors:

Factor 1
the skill and experience required of the particular judgeship at issue;

Factor 2
the value of compensable service performed by justices and judges, as determined by reference to judicial compensation in other states and the federal government;

Factor 3
the value of comparable service performed in the private sector, including private judging, arbitration, and mediation;

Factor 4
the compensation of attorneys in the private sector;

Factor 5
the cost of living and changes in the cost of living;

Factor 6
the compensation from the state presently received by other public officials in the state, including:

- a) state constitutional officeholders;
- b) deans, presidents, and chancellors of the public university systems; and
- c) city attorneys in major metropolitan areas for which that information is readily available;

Factor 7
other factors that are normally or traditionally taken into consideration in the determination of judicial compensation; and

Factor 8
most importantly, the level of overall compensation adequate to attract the most highly qualified individuals in the state, from a diversity of life and professional experiences, to serve in the judiciary without unreasonable economic hardship and with judicial independence unaffected by financial concerns.⁹

⁹ Government Code, Section 35.102(b).

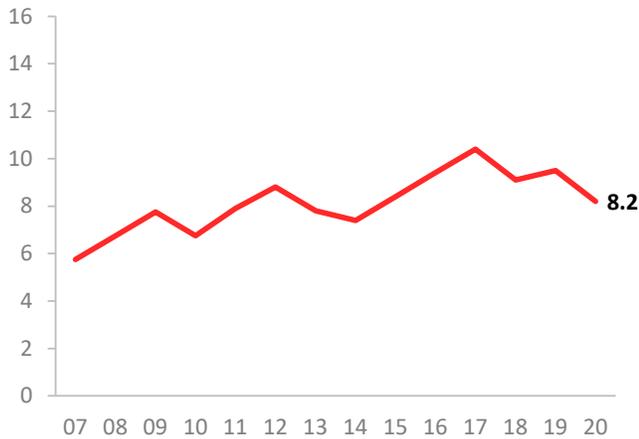
The following is a summary of the Commission’s analysis of the data collected for purposes of determining the proper salary for the state’s justices and judges of the Supreme Court, the Court of Criminal Appeals, the courts of appeals, and the district courts.

FACTOR 1: SKILL AND EXPERIENCE REQUIRED OF THE PARTICULAR JUDGESHIP AT ISSUE

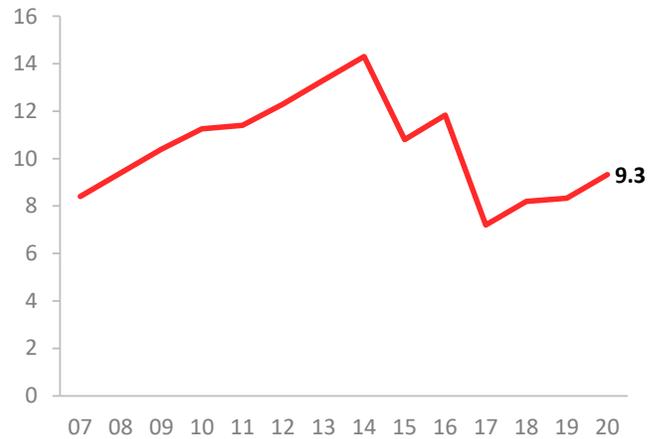
District court judges must be at least 25 years old and have been a practicing lawyer or judge, or both combined, for at least four years. Appellate court justices and judges must be at least ten years older—35 years or older—and have practiced law or been the judge of a court of record and practiced law for at least 10 years. Sitting judges have an average of 5 to 9 years of service on the bench.

Average Years of Service on Current Bench

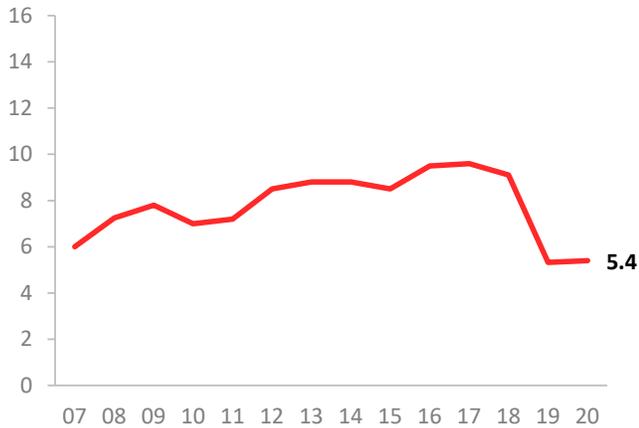
Supreme Court



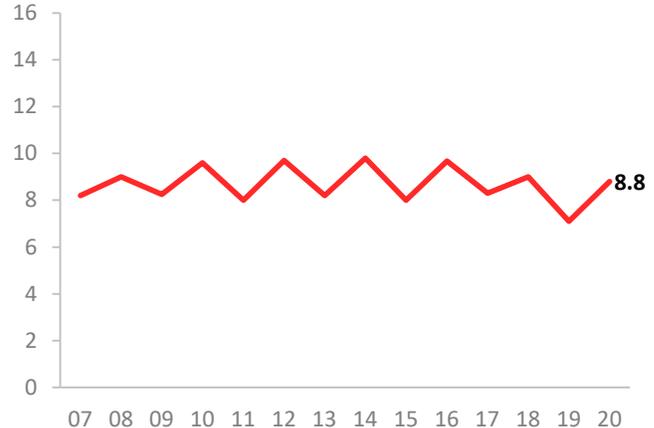
Court of Criminal Appeals



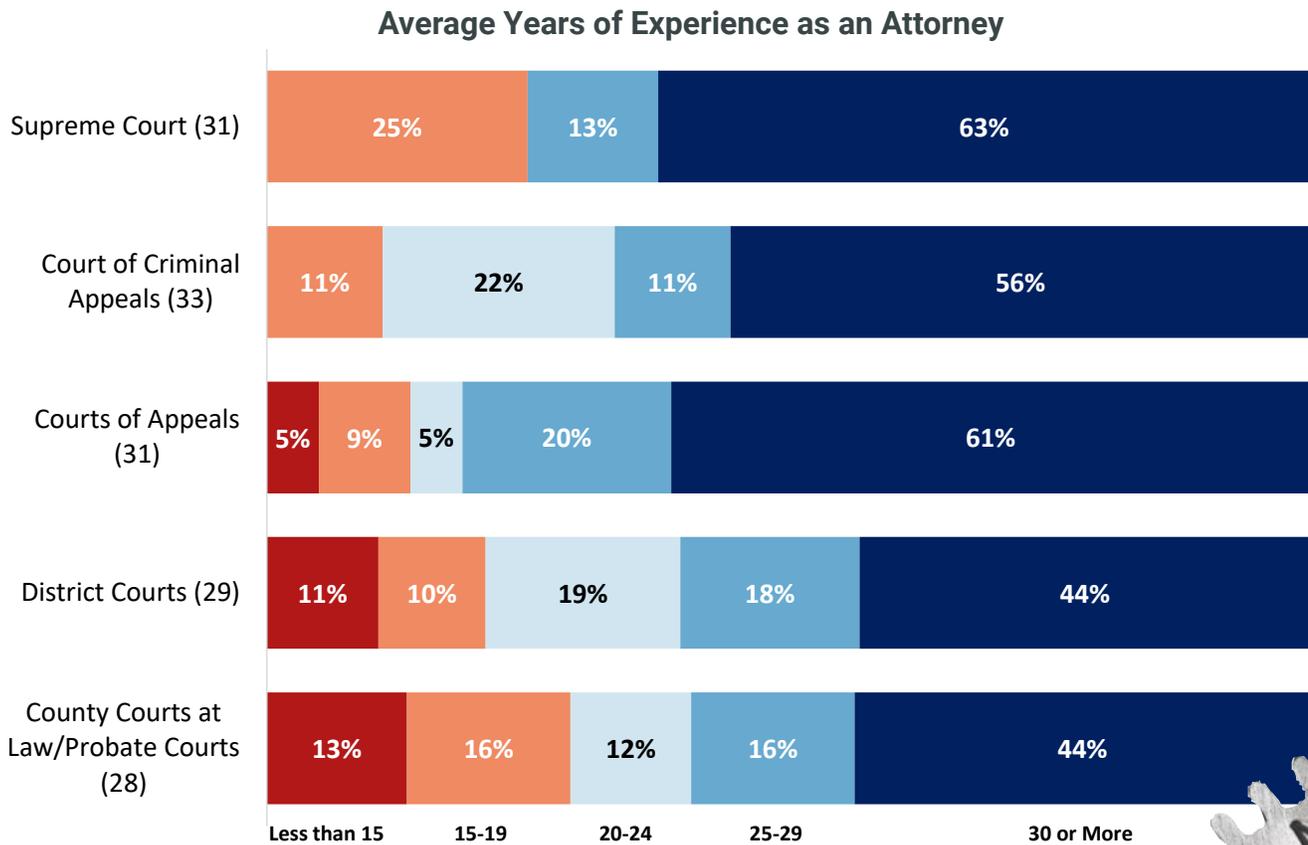
Courts of Appeals



District Courts



Data reviewed by the Commission show that the Texas state judiciary is very experienced. Eighty-two percent of appellate and district judges have 20 or more years of experience as an attorney, and 47 percent have more than 30 years of experience.



This information reveals that the Judiciary is able to attract individuals to the bench who have significant experience. While this experience may be viewed positively, it may also indicate that compensation is a barrier to younger but still experienced attorneys. Instead, those younger attorneys may be required to pursue private practice, where compensation levels are often significantly higher, before entering public service.

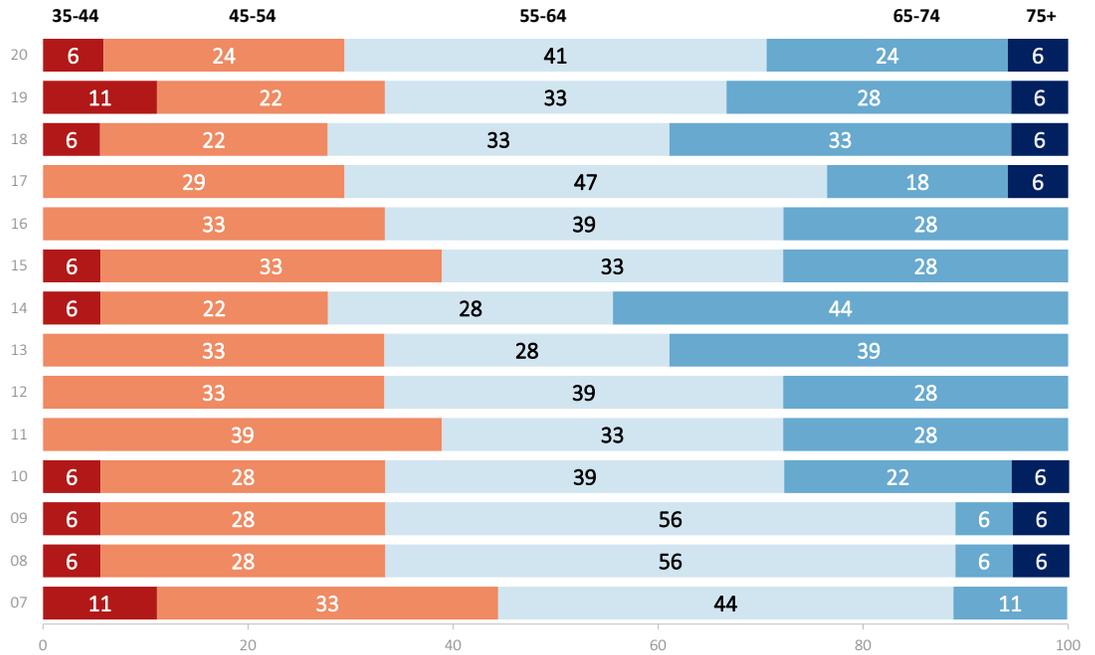


Demographic profile data shows the age of those serving as judges has increased. Seventy-one percent of judges serving on the Supreme Court and Court of Criminal Appeals are over 55. Sixty-nine percent of judges serving on our state's intermediate courts of appeals are over 55 and 59 percent of district judges are over 55 years of age.



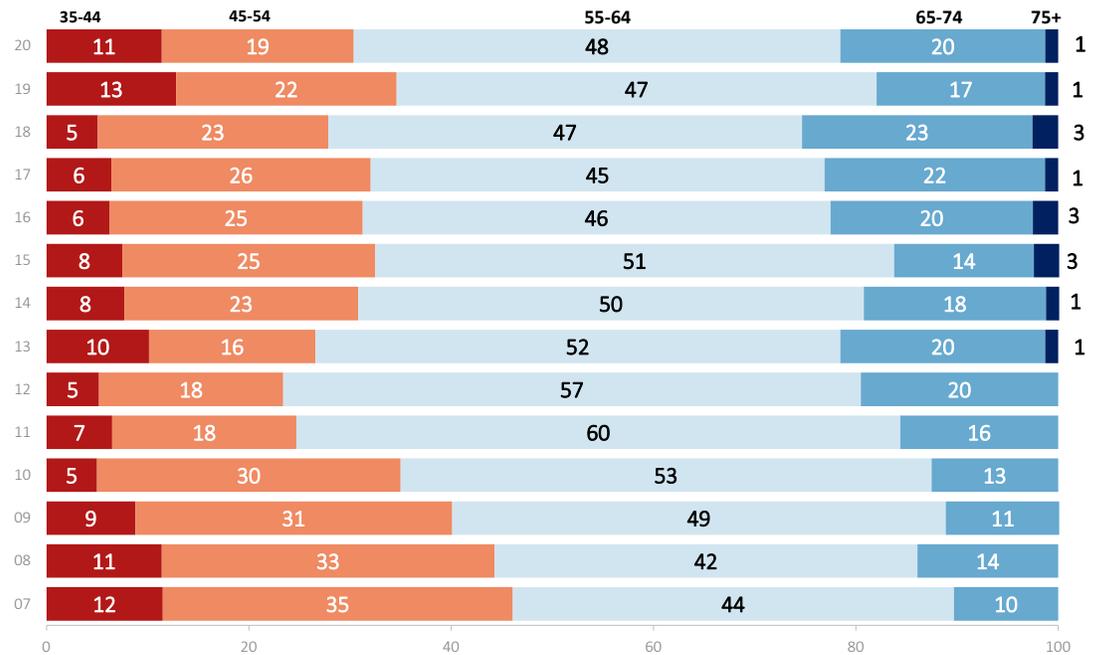
71%
of judges in
the highest
appellate
courts are 55 or
older.

Highest Appellate Courts

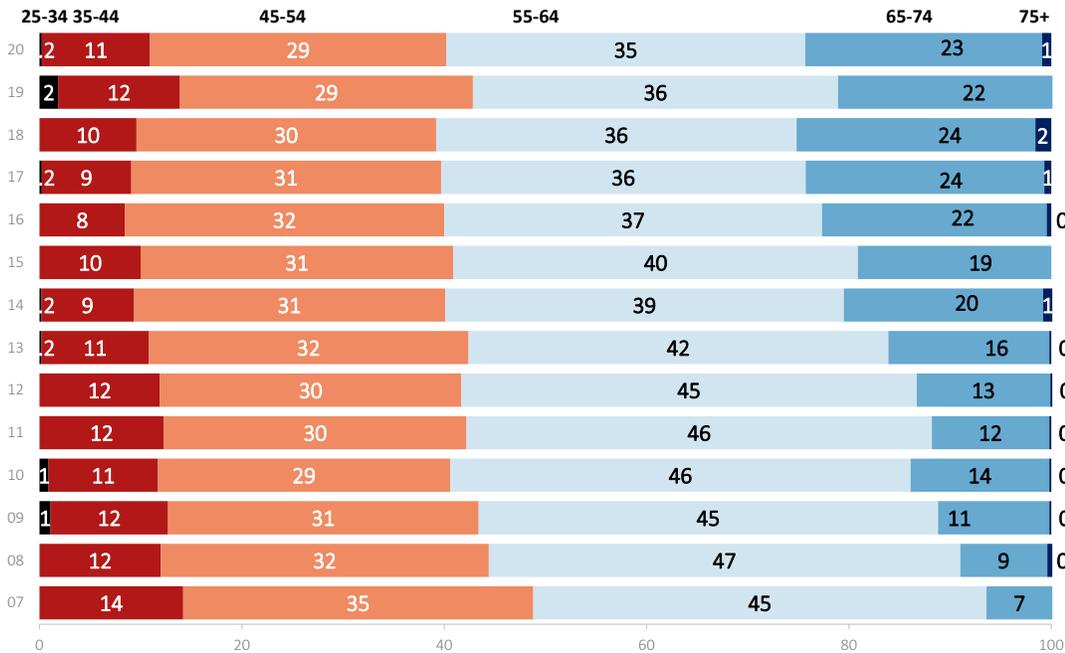


69%
of judges in
the courts of
appeals are
55 or older.

Courts of Appeals



District Courts



59%
of judges in
the **district**
courts are
55 or older.

With the reality that a large percentage of judges and justices may be retiring in the near future, it is more important than ever to ensure that compensation is set at a level adequate to recruit the future generation of judges and justices to the bench.

FACTOR 2: VALUE OF COMPENSABLE SERVICE PERFORMED BY JUSTICES AND JUDGES, AS DETERMINED BY REFERENCE TO JUDICIAL COMPENSATION IN OTHER STATES AND THE FEDERAL GOVERNMENT

Other States - A wealth of data exists about the judicial salaries in other states. These data have been collected by the National Center for State Courts (“NCSC”) for each year since 1974. The NCSC provides data on the actual and “normalized” salaries of judges. The purpose of normalizing data is to allow for an apples-to-apples comparison of salaries between states by adjusting salaries in each state by a cost-of-living factor to determine the purchasing power of that salary in a given state. The Center uses the most widely accepted United States source of cost-of-living indices, the indices produced by the Council for Community and Economic Research (C2ER, formerly known as the ACCRA organization).¹⁰

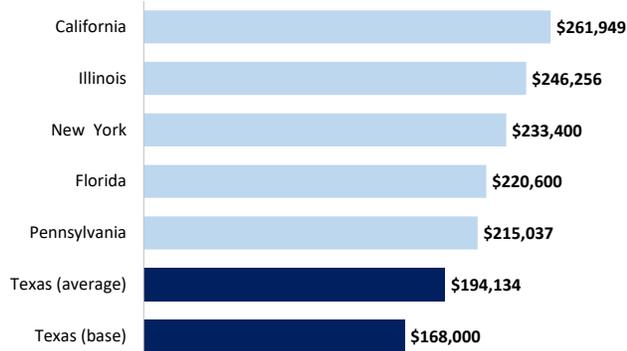
For its comparison of compensation in other states, the Commission focused on salaries in the six most populous states, including Texas.¹¹

The Commission found that the state salaries of state judges in Texas continue to lag behind the salaries of judges at corresponding levels in all five states closest to Texas in population.

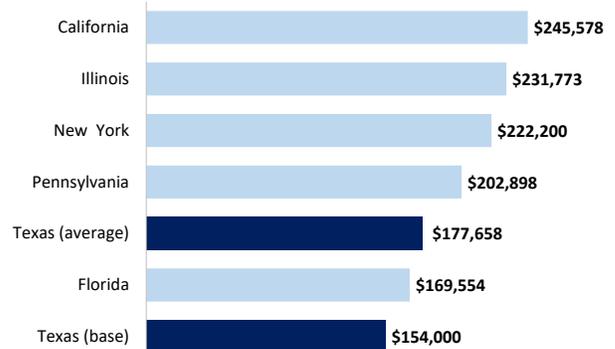
¹⁰ National Center for State Courts, Survey of Judicial Salaries, Vol. 39, No. 1, pg. 2, January 1, 2014.

¹¹ Knowledge and Information Services Division, National Center for State Courts, Survey of Judicial Salaries as of July 1, 2018. <https://www.ncsc.org/salarytracker>

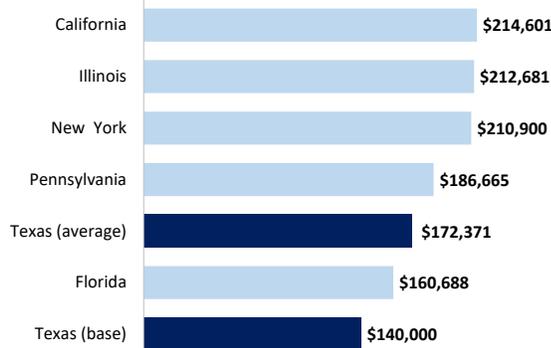
Amongst the 6 most populous states, Texas ranks last in salaries for judges on the state's **highest courts**.



On average, Texas ranks 5th in salaries for judges on the state's **intermediate appellate courts**, but the base salary for these judges ranks last.



The same situation applies to salaries for judges of general jurisdiction courts (Texas **district courts**).



Federal Judges¹² - In the past, the Commission has chosen not to tie its recommendation to the salaries of federal judges. No other state does so, and federal salaries are not normalized; that is, a federal judge in California earns the same salary as a federal judge in Illinois, even though there is a large difference in the cost of living between those states. The Commission did take notice that federal judge salaries far outpace Texas judges' salaries. For the previously stated reasons, the Commission did not consider federal judges' salaries in making its recommendation.

FACTOR 3: VALUE OF COMPARABLE SERVICES PERFORMED IN THE PRIVATE SECTOR, INCLUDING PRIVATE JUDGING, ARBITRATION AND MEDIATION

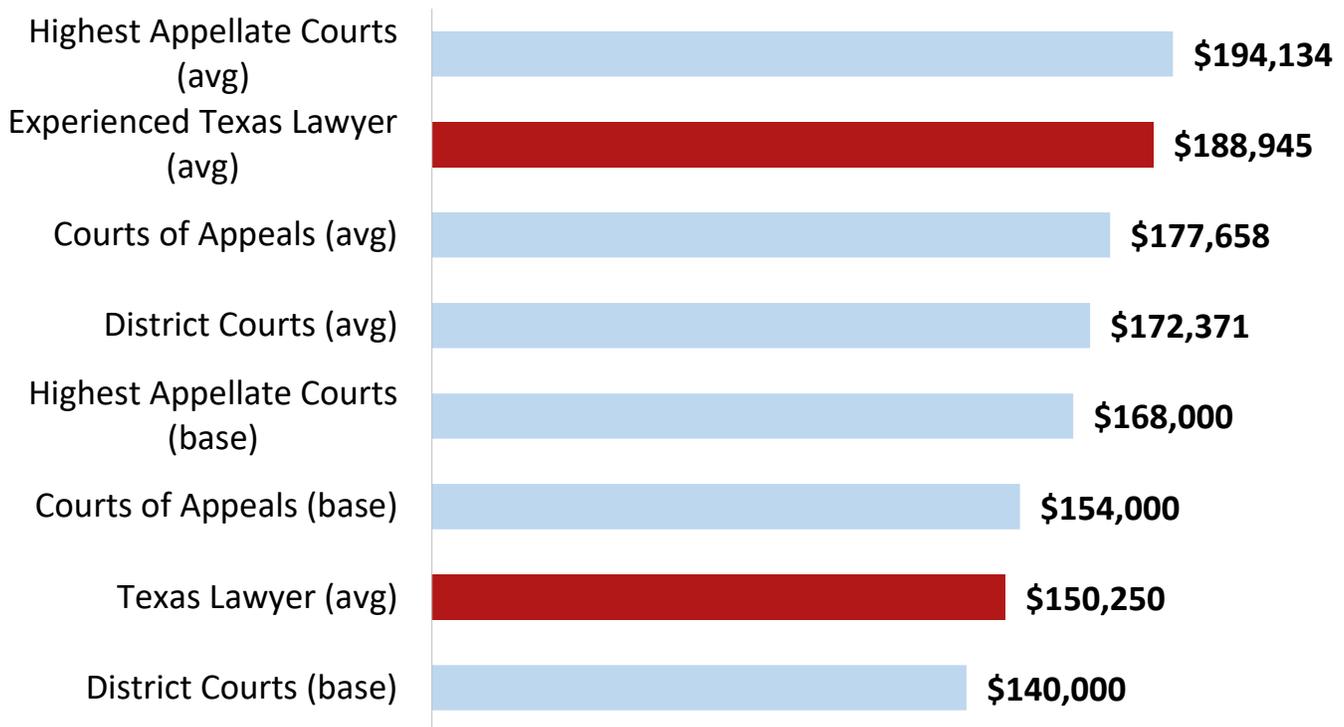
In the past, the Commission was unable to gather definitive information about the rates of compensation that can be obtained in the private sector by serving as a private judge, arbitrator or mediator. As a result, the Commission did not examine data for this factor.

¹² Federal district court judges are currently paid \$210,900; circuit court of appeals justices are paid \$223,700, associate justices on the United States Supreme Court are paid \$258,900 and the Chief Justice of the Supreme Court is paid \$270,700.

FACTOR 4: COMPENSATION OF ATTORNEYS IN THE PRIVATE SECTOR

The Commission reviewed data collected by the Texas Workforce Commission (TWC) for its Texas Wages and Employment Projections. TWC defines experienced workers as the wage earned by the upper two-thirds of all workers in the selected occupation. In 2018 the statewide average for an experienced lawyer's salary was \$188,945. According to TWC, the average salary statewide for all lawyers was \$150,250.

The base pay of a district judge is less than the average salary for lawyers statewide and significantly less than the average salary for an experienced lawyer. Nearly 50 percent of Texas' judges have been licensed attorneys for more than 30 years.

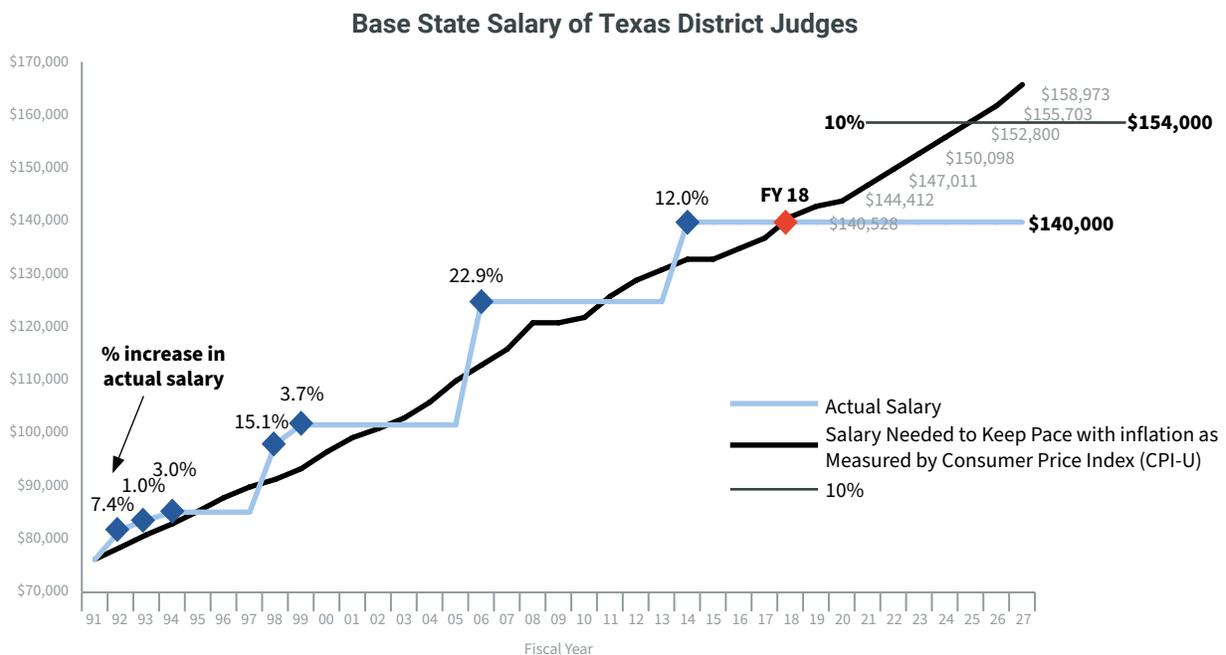


To become a judge, many attorneys may not only have to take a decrease in salary but may also have to relinquish many opportunities for income and investment due to the code of judicial conduct that is unique to the judicial branch of government.

FACTOR 5: COST OF LIVING AND CHANGES IN THE COST OF LIVING

Reported by the U.S. Bureau of Labor Statistics, the Consumer Price Index for all Urban Workers (CPI-U) is a measure of the average change over time in the prices paid by urban consumers for a market basket of consumer goods and services, such as transportation, food and medical care.

The following chart illustrates the relationship between judicial salaries and the CPI-U from 1991 to present. From 1998 to 2005, judicial salaries stayed static while inflation (measured by the CPI-U) climbed by 20 percent. This trend continued again between 2005 and 2013, where judicial salaries remained unchanged while inflation increased by another 20 percent. The salary increase effective September 1, 2013, brought the salaries to an amount that is slightly above the rate of inflation after having been outpaced by inflation from December 2005 (when the last salary increase prior to the September 2013 increase was implemented) to September 2013, by 20.5 percent. Because the base salary of a district judge has not been raised since 2013, in FY 18, the base state salary of a district judge fell below the compensation levels from 1991 when factoring in inflation. The base salary needed in 2020 to keep up with inflation is \$144,412.



As noted in previous reports, the Commission also finds this chart to be a compelling display of:

- the inconsistent and unpredictable changes made to judicial salaries over the years;
- the eroding power of inflation on judicial salaries; and
- the substantial increases that had to be made to “catch up” salaries with the cost of living due to the inconsistent and infrequent adjustments made to judicial salaries.

As stated in several of its previous reports, the Commission believes that anticipating regular adjustments is one of the most important policy goals to be achieved for Texas judicial salaries. The Commission believes the tiered judicial pay structure that was instituted by the 86th Legislature was a tremendous step in the right direction for consistency for judicial salaries. However, it did not address the issue with recruitment as the base salary for state judges entering the bench has not been changed since 2013. Regular, systematic increases in the base salary would make judicial compensation more predictable and would offset the effects of inflation.

FACTOR 6: COMPENSATION FROM THE STATE PRESENTLY RECEIVED BY OTHER PUBLIC OFFICIALS

The Commission is required by statute to consider the compensation from the state presently received by other public officials in the state, including state constitutional officeholders; deans, presidents, and chancellors of the public university systems; and city attorneys in major metropolitan areas for which that information is readily available.

In the past, none of the salaries for other public officials have been compelling other than the salaries of county court at law judges. Due to the enactment of HB 2384, county court at law judicial salaries are no longer a compelling comparison because the legislation instituted a maximum salary for county court at law judges of \$1,000 dollars less than the highest salary a district judge can earn.¹³ Previously there was no maximum salary and county court at law judges in 29 counties were making equal to or more than the salary of a district judge.

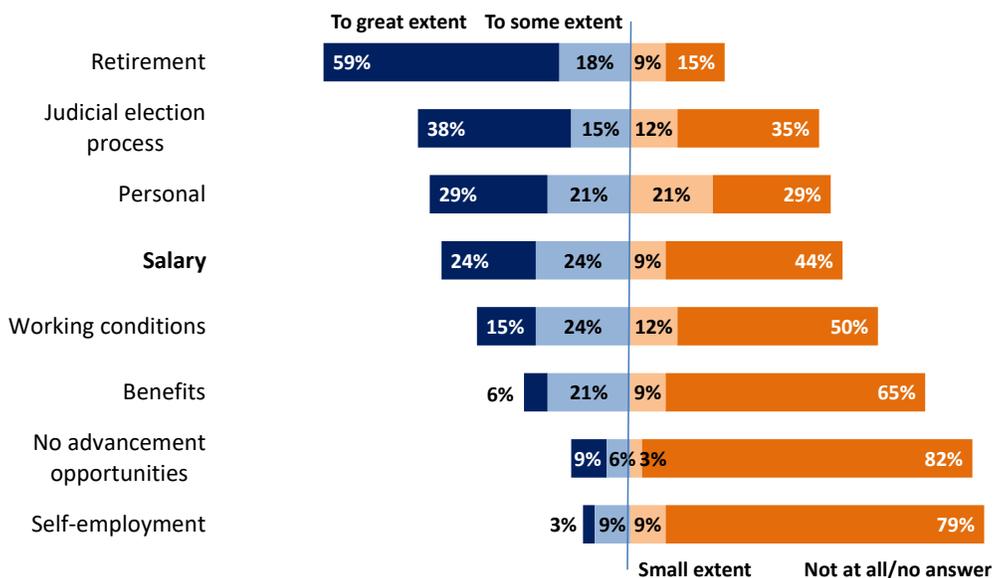
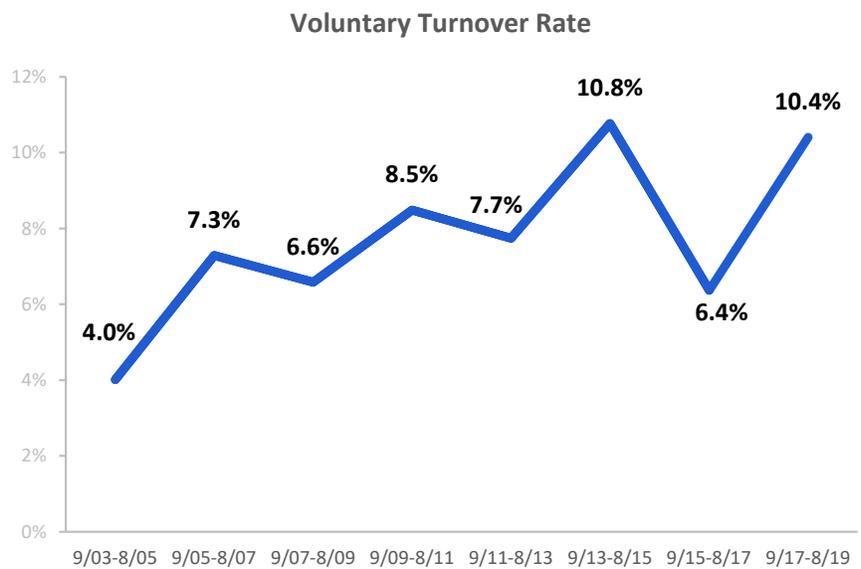
FACTOR 7: OTHER FACTORS TRADITIONALLY CONSIDERED

To provide the Legislature with information to facilitate legislation that ensures that the compensation of state judges is adequate and appropriate, the 79th Texas Legislature charged the Office of Court Administration (OCA) with collecting information related to state judicial turnover. Section 72.030 of the Texas Government Code requires OCA to obtain data on the rate at which state judges resign from office or do not seek re-election, as well as the reason for these actions. The results for the latest report are available on OCA’s website at <https://www.txcourts.gov/media/1450094/judicial-turnover-report-fy-18-19-final.pdf>.

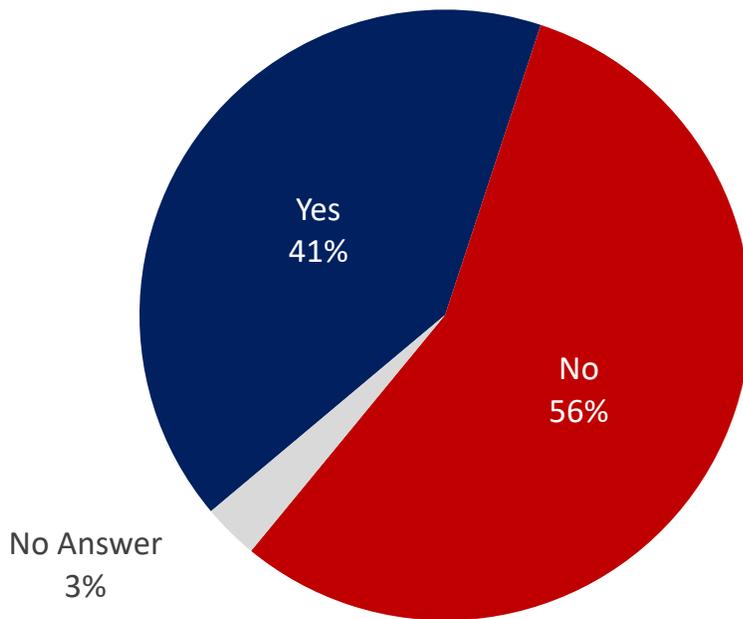
The judicial turnover rate for the FY 2018-19 biennium was 24 percent, with 140 appellate and district judges leaving the state judiciary. Sixty-nine of those judges left voluntarily, for a voluntary turnover rate of 10.4 percent.

The most significant factors in judges' decisions to leave were retirement and the judicial election process. In addition, 41 percent of judges indicated that an increase in salary would have affected their decision to leave the bench.

The voluntary turnover rate declined in FYs 16/17 but increased again in the last biennium. Higher turnover is expected in the future due to retirements.



Nearly half of judges who left in FYs 18 and 19 indicated that salary had a significant influence on their decision to leave.



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

FACTOR 8: LEVEL OF OVERALL COMPENSATION THAT IS ADEQUATE TO ATTRACT THE MOST HIGHLY QUALIFIED INDIVIDUALS, FROM A DIVERSITY OF LIFE AND PROFESSIONAL EXPERIENCES, TO SERVE IN THE JUDICIARY WITHOUT UNREASONABLE ECONOMIC HARDSHIP AND WITH JUDICIAL INDEPENDENCE UNAFFECTED BY FINANCIAL CONCERNS

The Commission viewed the analysis required by the first seven factors to be relevant to the analysis of the last factor. Based on those analyses, the Commission concludes that regular adjustments in compensation are necessary and appropriate in order to seek to attract the most highly qualified individuals, from a diversity of life and professional experiences, to serve in the judiciary without unreasonable economic hardship and with judicial independence unaffected by financial concerns. Therefore, the Commission recommends that the base salary of a district judge be increased by 10 percent.

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Conclusion and Recommendations

Based on its evaluation of the factors the Commission is required to consider, the Commission concluded that it is necessary and appropriate to adjust judicial salaries and recommends that salaries be established as shown below for the 2022 -23 biennium:

Judge	Current Salary (Based on Experience)	Maximum County Supplement ¹⁴	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: \$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: \$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: \$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: \$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: \$154,000 4-8: \$169,400 8+: \$184,800

¹⁴ The maximum county supplement may increase as a result of a 10% increase in base pay.

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APPENDIX A: ESTIMATED COST OF RECOMMENDATION

The following table provides more detailed information regarding potential fiscal impacts related to judicial salaries and budget items that are linked to judicial salaries, such as prosecutors' salaries.¹⁵

ESTIMATED FISCAL IMPACT OF RECOMMENDED SALARIES

	FY 2022	FY 2023	Biennial
State Judge Salary Increases	\$8,516,073	\$8,717,648	\$17,233,721
Highest Courts	\$378,546	\$412,146	\$790,692
Courts of Appeals	\$958,698	\$1,006,294	\$1,964,992
District Courts	\$6,227,772	\$6,348,151	\$12,575,923
MDL Judge	\$17,460	\$17,460	\$34,920
Associate Judges (90% of DJ Salary)	\$933,597	\$933,597	\$1,867,194
District Attorneys	\$3,043,881	\$3,097,078	\$6,140,959
County Attorney Supplements	\$870,563	\$933,446	\$1,804,009
Statutory County Court Judge Salary Supplements	\$2,116,800	\$2,116,800	\$4,233,600
Constitutional County Judge Supplement	\$1,547,280	\$1,547,280	\$3,094,560
Total	\$16,094,597	\$16,412,252	\$32,506,849

¹⁵ The calculation is based on judges in office as of October 31, 2020. The calculations may need to be adjusted based on elections and retirements.

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APPENDIX B: COUNTY SUPPLEMENTS PAID TO DISTRICT COURT JUDGES

Summary		
County Supplement	No. Judges	% of Total
\$18,000 plus	395	82.5%
\$17,000 to 17,999	13	2.7%
\$16,000 to 16,999	2	0.4%
\$15,000 to 15,999	4	0.8%
\$14,000 to 14,999	6	1.3%
\$13,000 to 13,999	3	0.6%
\$12,000 to 12,999	9	1.9%
\$11,000 to 11,999	2	0.4%
\$10,000 to 10,999	9	1.9%
\$9,000 to 9,999	2	0.4%
\$8,000 to 8,999	10	2.1%
\$7,000 to 7,999	4	0.8%
\$6,000 to 6,999	4	0.8%
\$5,000 to 5,999	3	0.6%
\$4,000 to 4,999	4	0.8%
\$3,000 to 3,999	3	0.6%
\$2,000 to 2,999	1	0.2%
\$1,000 to 1,999	0	0.0%
\$1 to 999	0	0.0%
0	5	1.0%
Total	479	100%

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APPENDIX C: COUNTY SUPPLEMENTS PAID TO INTERMEDIATE APPELLATE COURT JUDGES

Summary		
County Supplement	No. Judges	% of Total
Maximum	77	96%
\$8,001	3	4%
Total	80	

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