



# TEXAS JUDICIAL COMPENSATION COMMISSION

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CHAIR:  
SCOTT SALMANS

## TEXAS JUDICIAL COMPENSATION COMMISSION

### Meeting Minutes

**Date: August 4, 2022**

**Convene: 1:00 pm**

#### **Attendance:**

##### Members in Attendance

Scott Salmans, Chair, Mr. Carlos Amaral, Justice Cindy Bourland, Ms. JJ Clemence, Mr. Conrith Davis, Mr. Tony Fidelie, Justice Phil Johnson, Ms. Linda Kinney, Mr. Curt Nelson  
*All members in attendance.*

**Roll Call** – Megan LaVoie called roll.

#### **Approval of Meeting Minutes May 12, 2022** – *Scott Salmans*

Justice Bourland moved to approve minutes after minor correction. Second from Mr. Davis. Minutes were approved unanimously.

#### **Judicial Salaries Data Update** – *Angela Garcia, Chief Data Officer, Office of Court Administration*

Ms. Garcia presented the judicial salary summary as of September 1, 2019. She outlined judicial experience as well as where Texas judiciary salaries rank among the six most populous states. Ms. Garcia noted inflation rates compared to current base salary, she also showed what salary increases would look like if the base salary is increased between ten and 25 percent.

#### **Discussion and Potential Recommendations**

Ms. Megan LaVoie requested from the commission specific recommendations as to the percentage of base salary increase and how it would be implemented. Chairman Salmans invited the commissioners to discuss and make comment on the given testimony from the Public Hearing that was held in the morning.

Mr. Davis noted that the people of Texas voted for higher qualified judges and in conjunction should expect to pay our judges respectively. Also, the Texas population is growing quickly, which translates into a much hire workload. He recommends a 25 percent base pay increase split 12.5 percent between two years.

Ms. Clemens recommends the same, a 25 percent base pay salary increase, split 12.5 percent between two years.

Mr. Armalar affirmed the sentiment the Commission must ask for the highest number feasible to increase base salary.

Ms. Kinney also agrees with the 25 percent pay increase and split at 12.5 percent between two years. She voiced appreciation of the speakers that testified in front of the commission.

Mr. Nelson found the testimony very informative and educational, and felt going through the comptrollers exceptional items was an excellent suggestion. He also mentioned concerns over the coupling between the judiciary and legislative retirement and how to decouple it. Ms. LaVoie mentioned that decoupling is always discussed in the legislature every year. Mr. Salmans suggests making a note on decoupling.

Mr. Fidelie agrees base pay needs to be significantly increased so that the most qualified judges can be recruited as judges in the state. He recommends a 25 percent pay increase split between two years.

Justice Johnson asked for the total fiscal impact per biennium with a 25 percent pay increase and suggested a 22 percent pay increase instead of 25 percent which would be split 11 percent over 2 years.

Justice Bourland strongly agrees with asking for the highest number, but agrees with Justice Johnson's view, mentioning that the recommendation could be 25 percent base pay increase with no less than 20 percent base pay increase.

Chairman Salmans asked for a consensus. There is a consensus that an increase is needed, and a consensus of splitting the total increase over two years. Chairman Salmans recommended an 11 percent split.

Chairman Salmans presents and moves the motion to recommend a 22 percent base pay increase split over the biennium with 11 percent increase per year. The motion passed unanimously.

### **Next Steps**

The final report will be composed and distributed to the commission for review. The commission will meet once more via Zoom to adopt the report.

**Adjourn** – 2:34 pm