

UPDATE ON JUDICIAL SALARIES

JULY 2024

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



The Office of Court Administration shall produce a report that must include:

1. The rate at which state judges resign from office or do not seek reelection

2. The reason for action

3. Whether the compensation of state judges exceeds, is equal to, or is less than the compensation of judges at corresponding levels in the 5 states closest in population to this state

4. Whether the compensation of state judges exceeds, is equal to, or is less than the average salary of lawyers engaged in the private practice of law



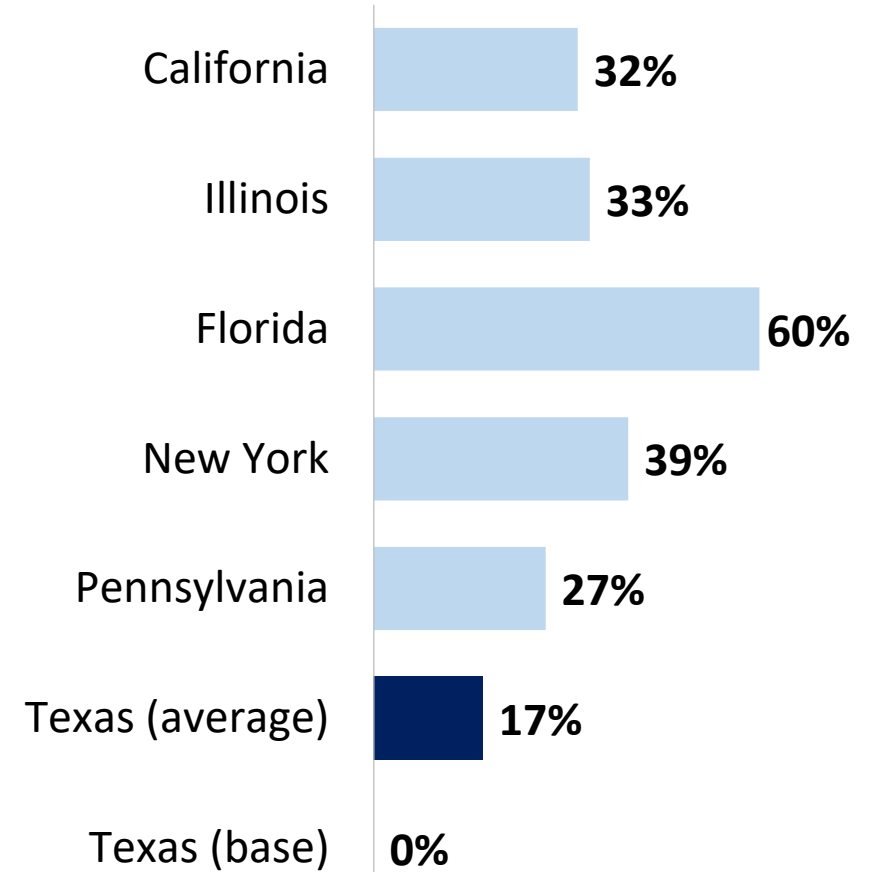
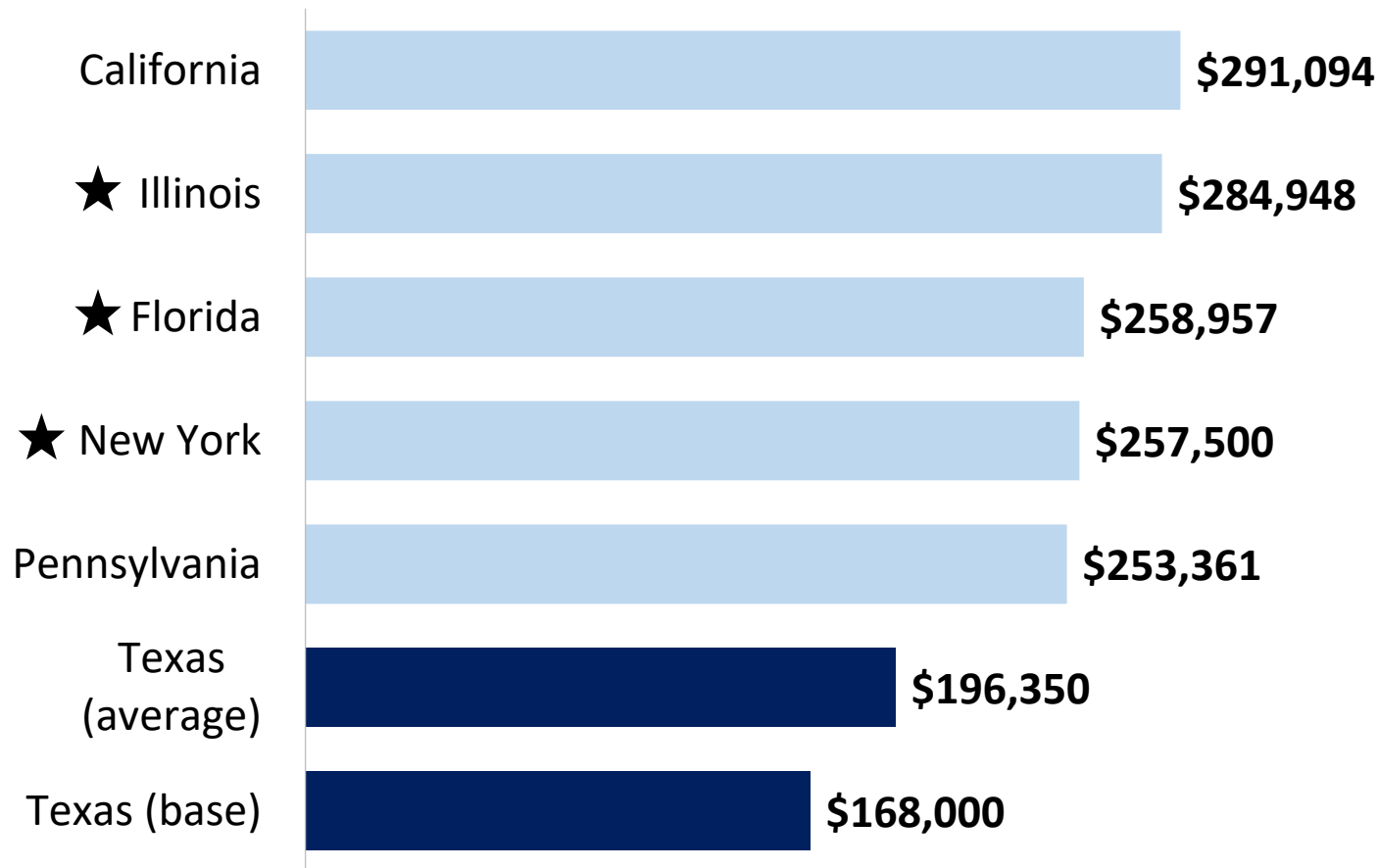
Salary Summary for Elected State Judges as of September 1, 2019

Judge	State Base Salary (Based on Experience)	Maximum County Supplement	Maximum Salary	Average Salary (Apr. 2024)	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	\$196,350	\$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	\$179,975	\$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	\$172,433	\$9,240
District Judge	0-4: \$140,000 4-8: \$154,000 8+: \$168,000	up to \$18,000	up to \$186,000	\$174,198	\$8,400



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

Change from Oct. 2013 to July 2024



As of July 2024



Nationwide Rankings, including U.S. territories

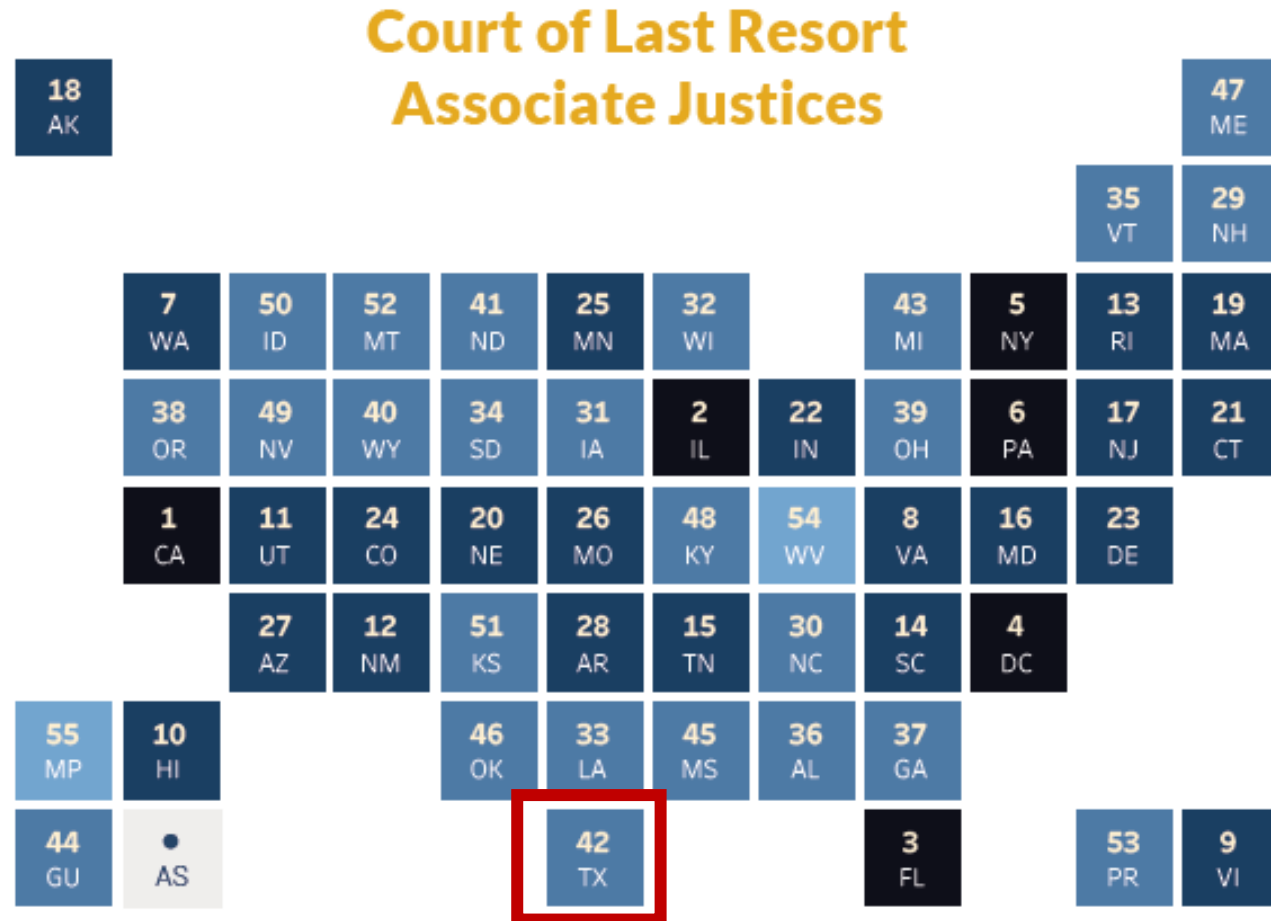
Texas salary with 4-8 years of experience:

July 2022: 29th

January 2024: 40th

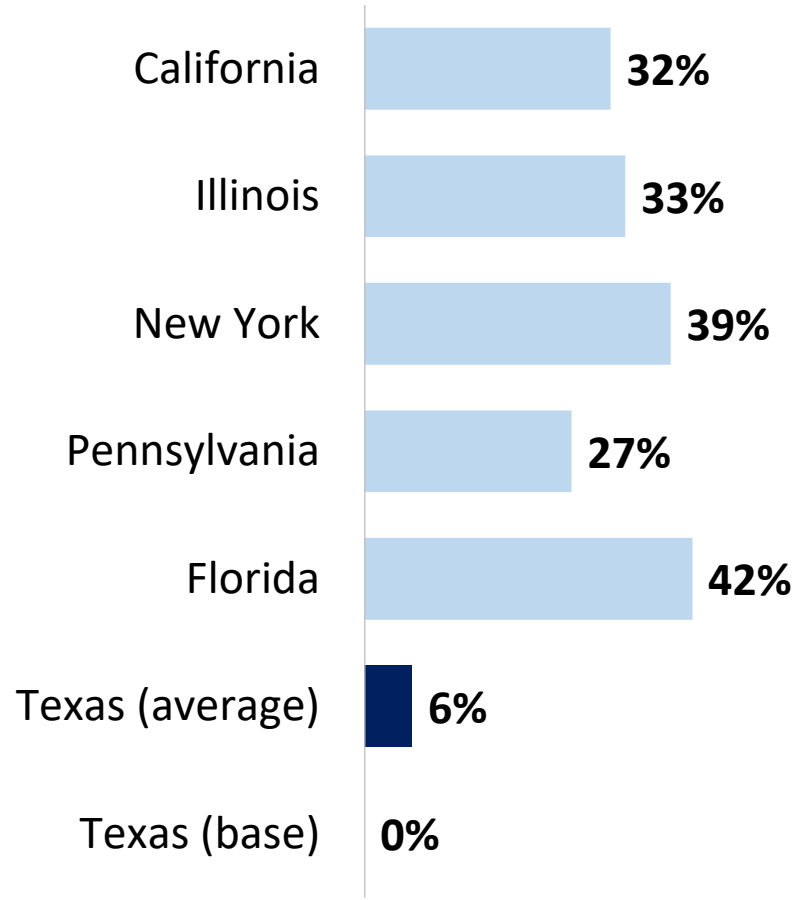
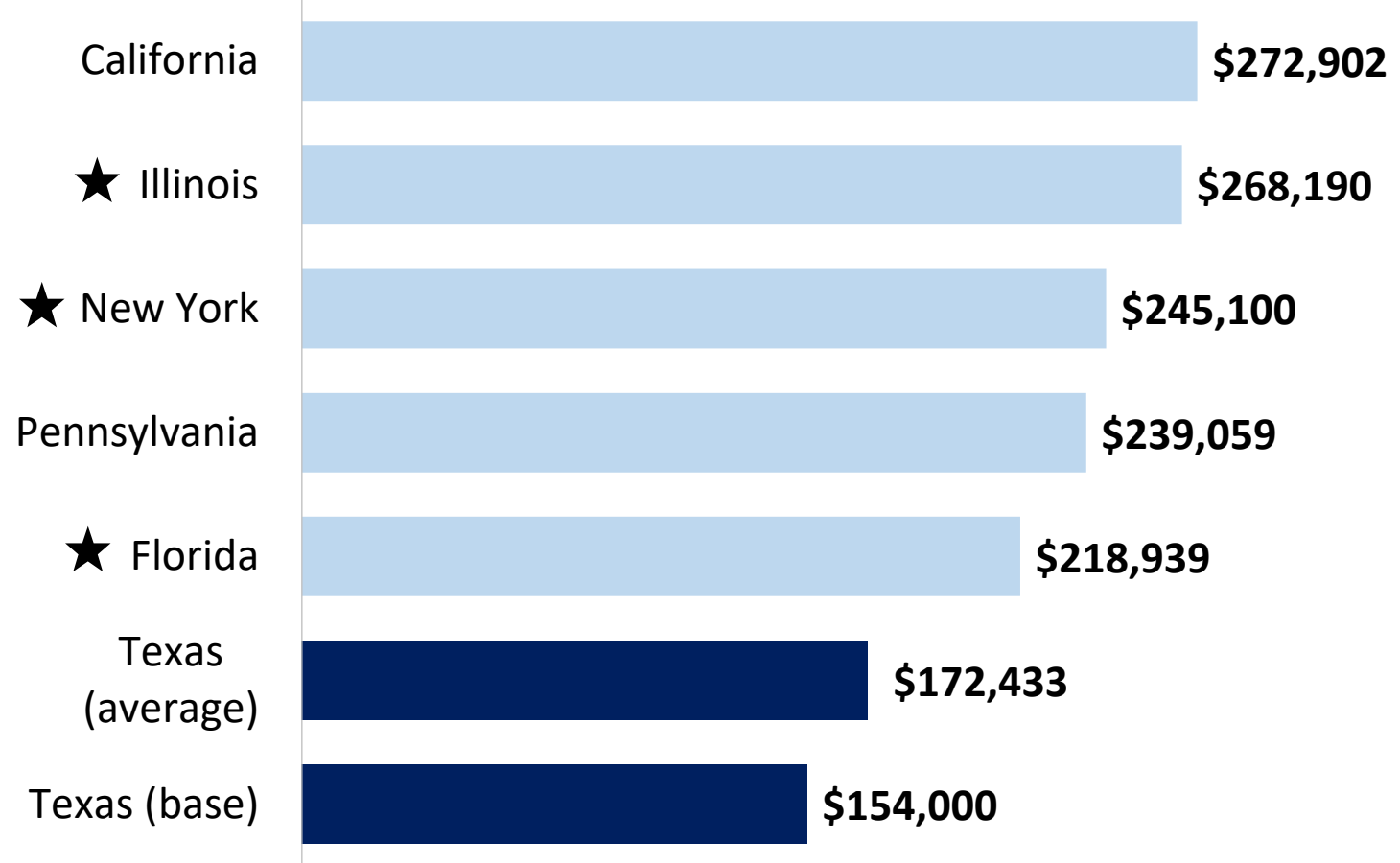
July 2024: 42nd

Base salary: 48th/50



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

Change from Oct. 2013 to July 2024

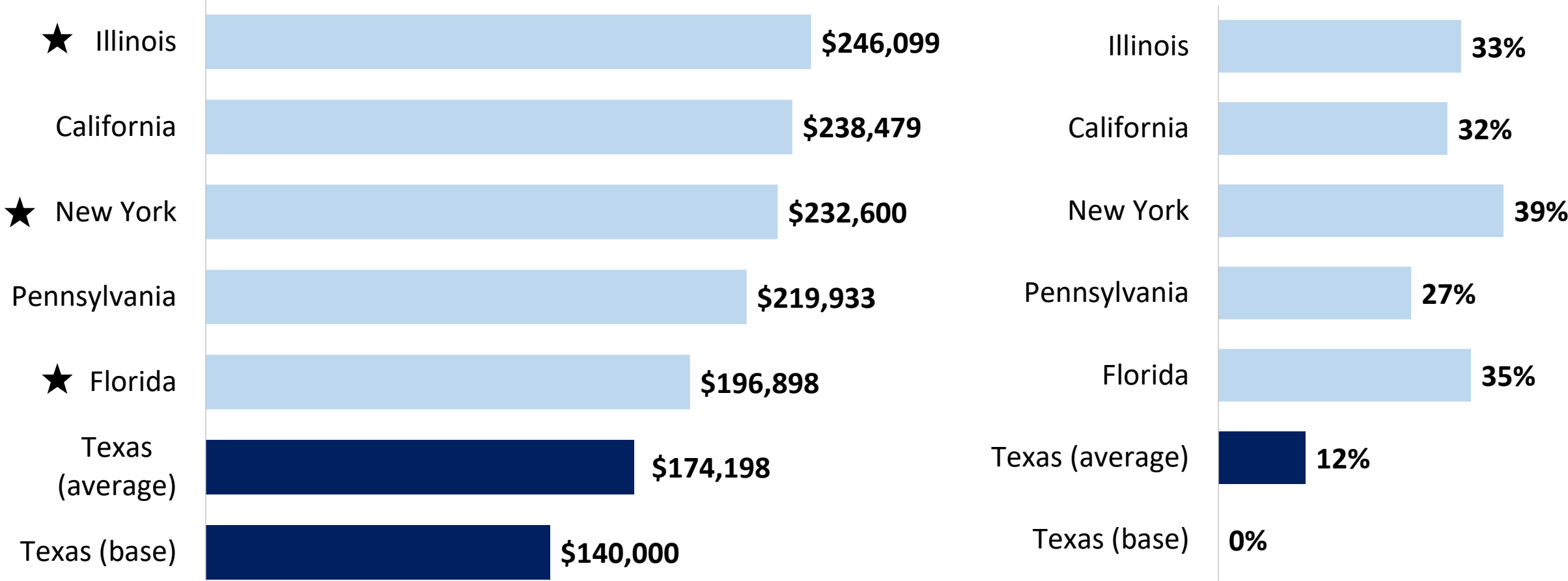


As of July 2024



Texas ranks 6th in salaries for judges in the state's general jurisdiction courts (Texas **district courts**).

Change from Oct. 2013 to July 2024



As of July 2024



Nationwide Rankings, including U.S. territories

General Jurisdiction Judges

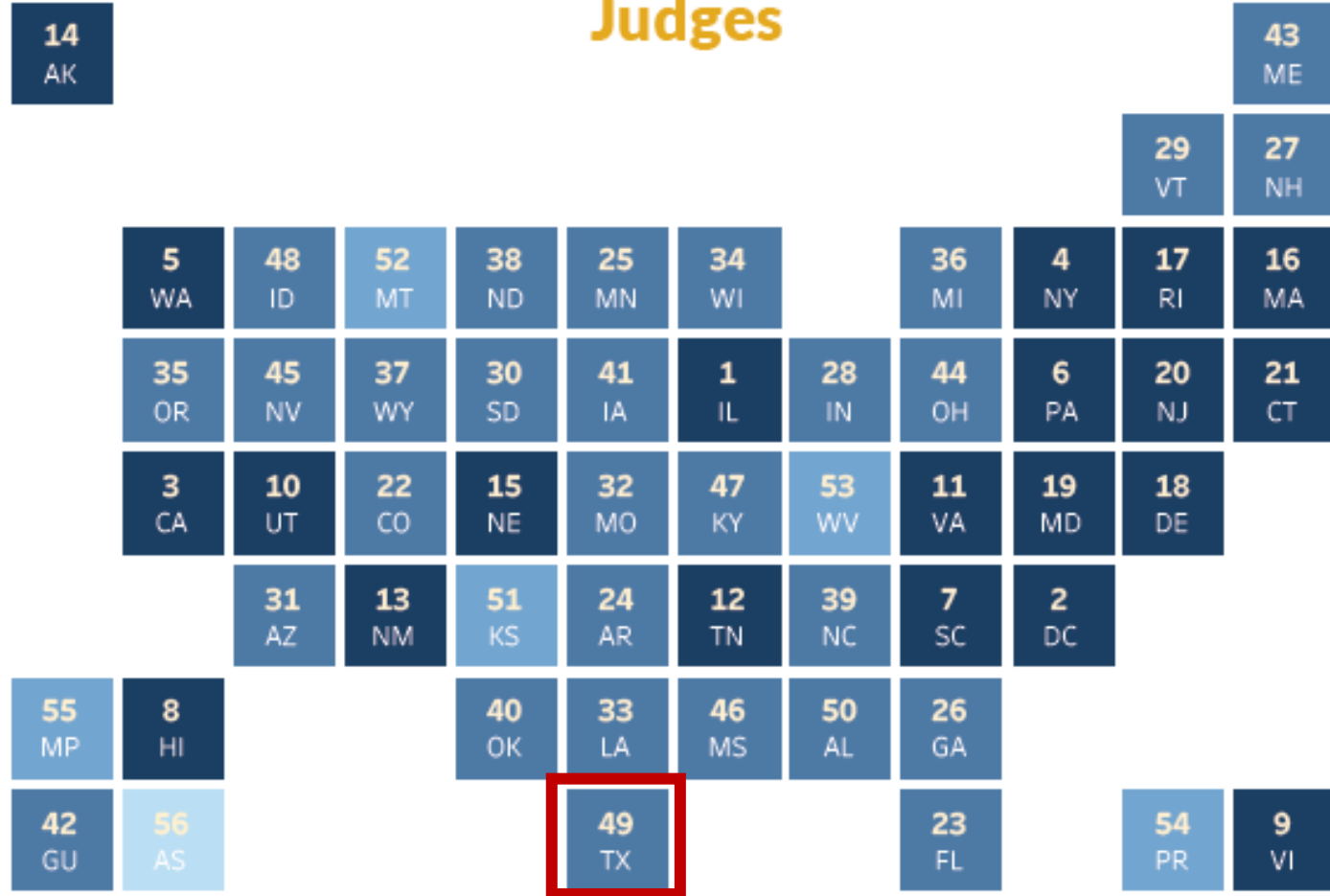
Texas salary with 4-8 years of experience:

July 2022: 41st

January 2024: 46th

July 2024: 49th

Base salary: 49th/50



When adjusted for cost of living

Texas salary with 4-8 years of experience:

July 2022: 29th

January 2024: 34th

July 2024: 36th

Base salary: 50th/50

General Jurisdiction Judges Adjusted for Cost of Living



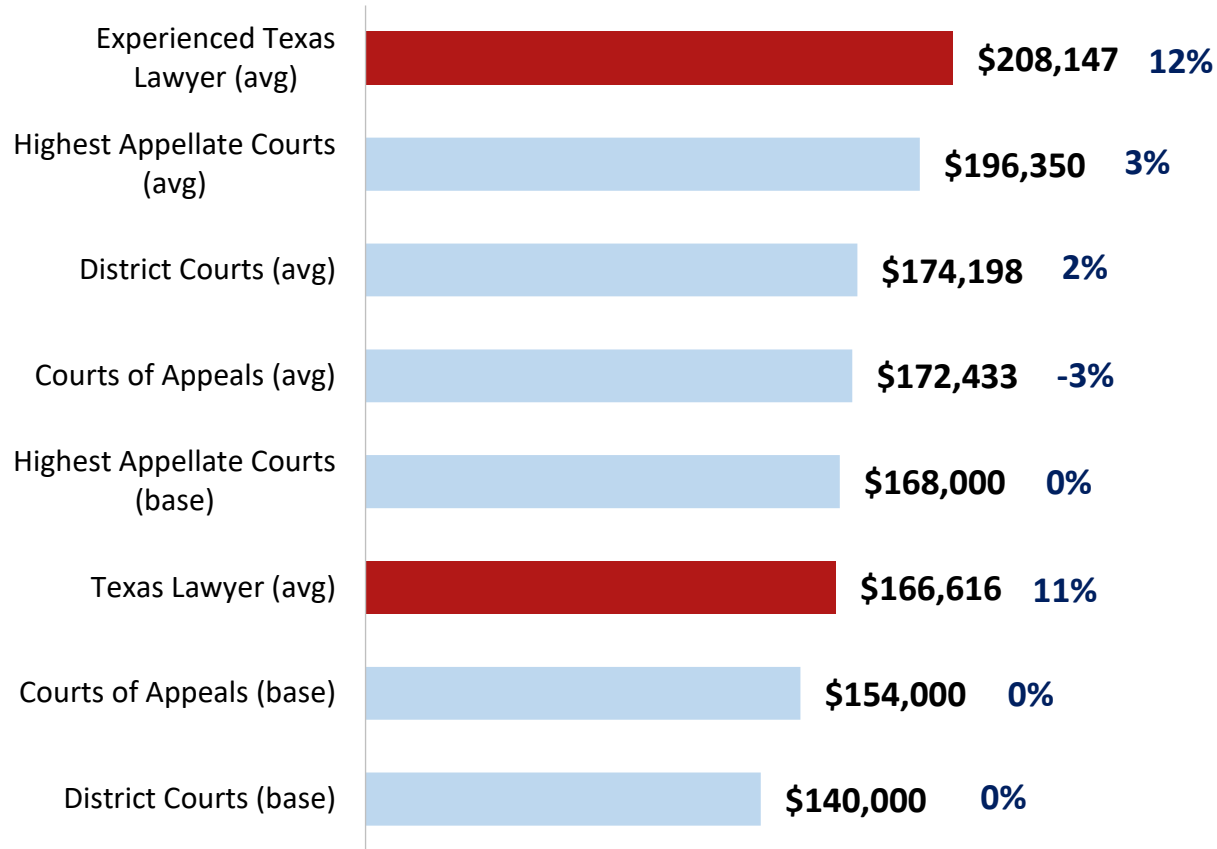
Since the base pay was last raised in Texas 10 years ago, judges in every other state except for Nevada have received increases in salary.

	Court of Last Resort	Intermediate Appellate	General Jurisdiction
Number of States	50	40	50
# States with Increase	48	39	48
% States with Increase	96%	98%	96%
Avg \$ Increase	\$49,865	\$44,757	\$40,228
Avg % Increase	32%	30%	29%
	No increase for Nevada and Texas	No increase for Texas	No increase for Nevada and Texas
Avg % Increase Under Texas Tiered System	17%	6%	12%

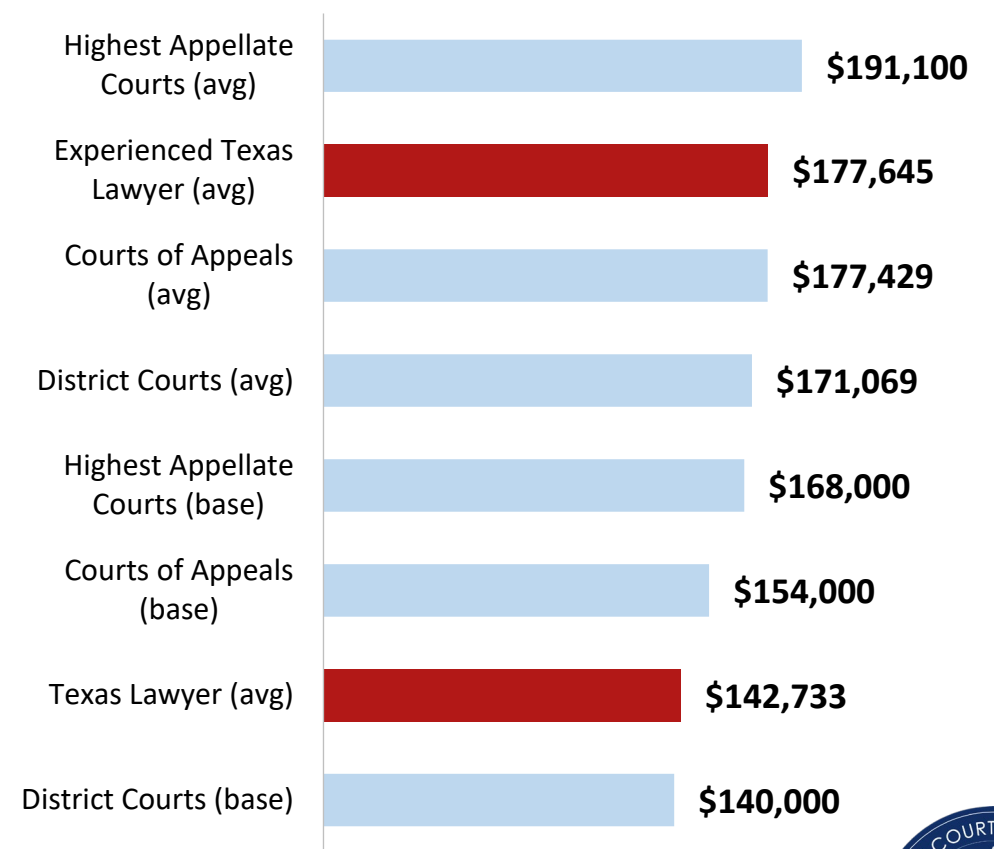


The current **base district and courts of appeals salaries** fall below the average salary of a Texas lawyer in 2022. All other judicial salaries fall below the average salary of an experienced lawyer in the state, defined as the wages earned by the upper 2/3 of all workers in the occupation.

2024



2022

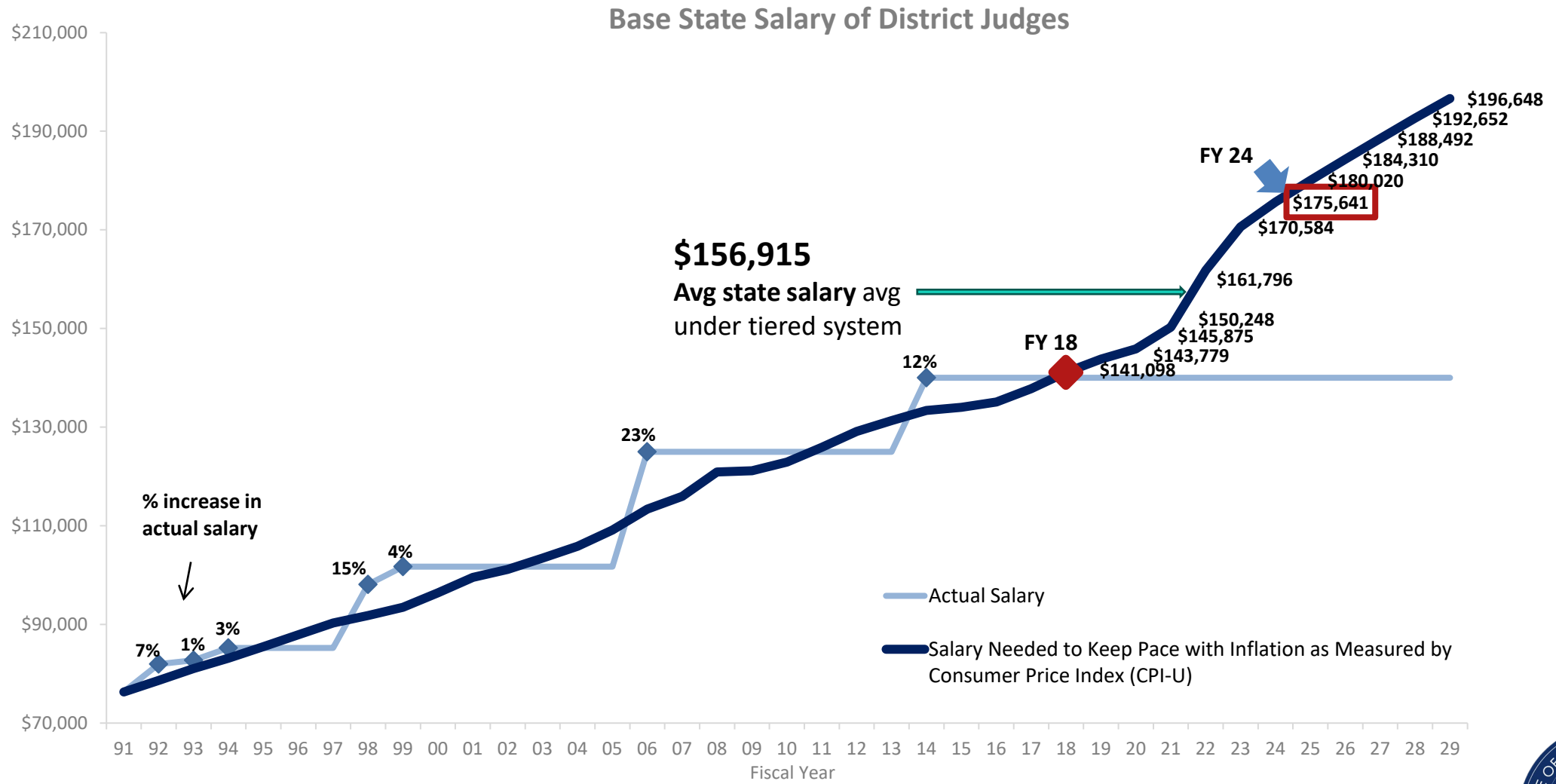


Texas Workforce Commission, Annual Wage Data for 2022

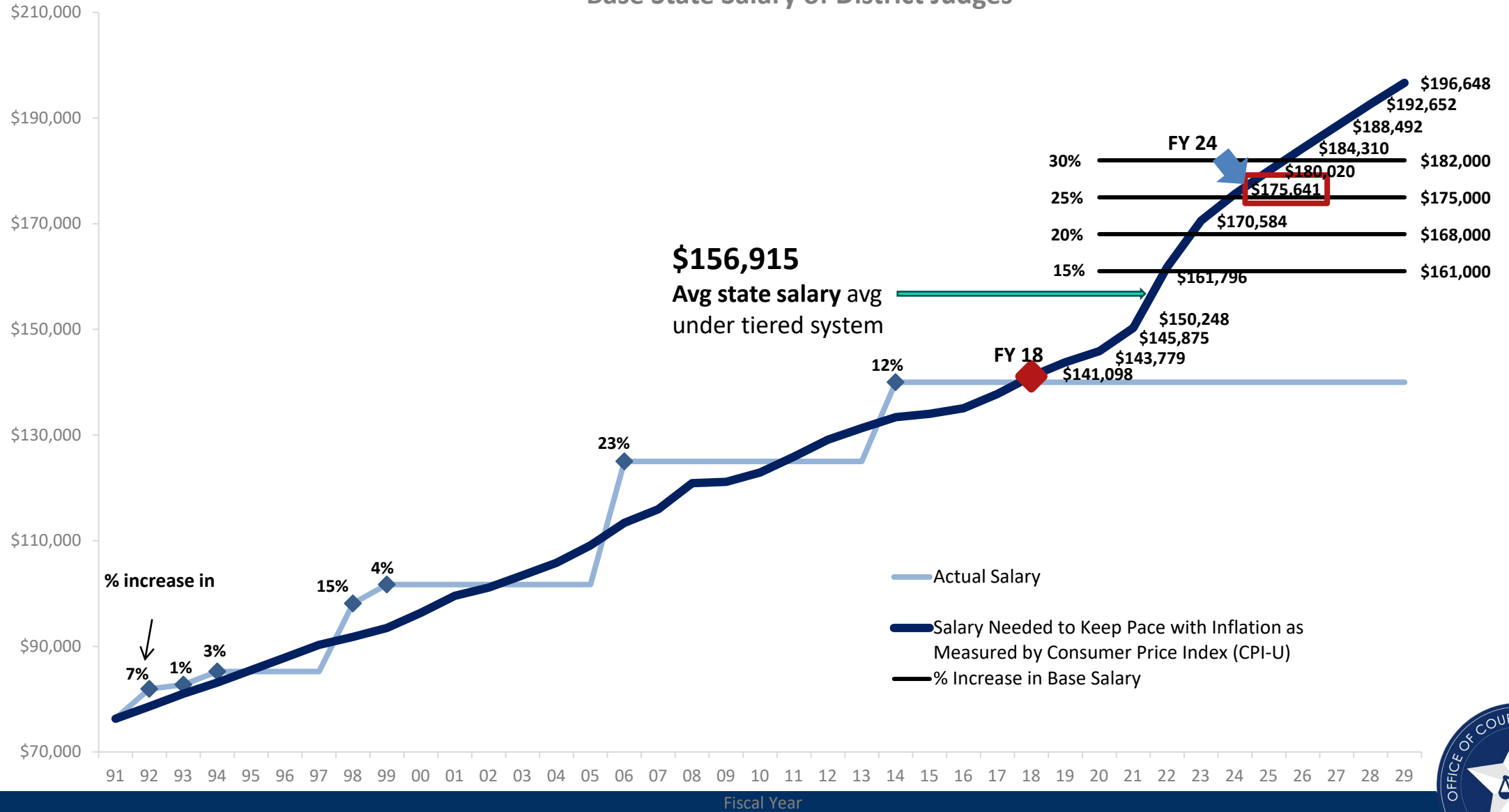
Texas Workforce Commission, Annual Wage Data for 2020



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 2024 to keep with inflation is \$175,641, which would require an increase of 25%.



Base State Salary of District Judges



Salary Summary with Additional Tier

Judge	Current Salary (Based on Experience)	Maximum County Supplement
Chief Justice – Supreme Court or Court of Criminal Appeals	0-4: \$168,000 4-8: \$184,800 8-12: \$201,600 12+: \$218,400 Chief supplement: \$2,500 - \$3,000	N/A
Justice – Supreme Court or Court of Criminal Appeals	0-4: \$168,000 4-8: \$184,800 8-12: \$201,600 12+: \$218,400	N/A
Chief Justice – Court of Appeals	0-4: \$154,000 4-8: \$169,400 8-12: \$184,800 12+: \$200,200 Chief supplement: \$2,500 - \$3,000	up to \$9,000
Justice – Court of Appeals	0-4: \$154,000 4-8: \$169,400 8-12: \$184,800 12+: \$200,200	up to \$9,000
District Judge	0-4: \$140,000 4-8: \$154,000 8-12: \$168,000 12+: \$182,000	up to \$18,000



Salary Summary for Elected State Judges at Set Percentage Increase

Judge	Current Salary (Based on Experience)	Maximum County Supplement	15% (not including supplement)	20% (not including supplement)	25% (not including supplement)	30% (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: \$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	0-4: \$210,000 4-8: \$231,000 8+: \$252,000 Chief supplement: \$2,500 - \$3,000	0-4: \$218,400 4-8: \$240,240 8+: \$262,080 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: \$193,200 4-8: \$212,520 8+: \$231,840	0-4: \$201,600 4-8: \$221,760 8+: \$241,920	0-4: \$210,000 4-8: \$231,000 8+: \$252,000	0-4: \$218,400 4-8: \$240,240 8+: \$262,080
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	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	0-4: \$192,500 4-8: \$211,750 8+: \$231,000 Chief supplement: \$2,500 - \$3,000	0-4: \$200,200 4-8: \$220,220 8+: \$240,240 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: \$177,100 4-8: \$194,810 8+: \$212,520	0-4: \$184,800 4-8: \$203,280 8+: \$221,760	0-4: \$192,500 4-8: \$211,750 8+: \$231,000	0-4: \$200,200 4-8: \$220,220 8+: \$240,240
District Judge	0-4: \$140,000 4-8: \$154,000 8+: \$168,000	up to \$18,000	0-4: \$161,000 4-8: \$177,100 8+: \$193,200	0-4: \$168,000 4-8: \$184,800 8+: \$201,600	0-4: \$175,000 4-8: \$192,500 8+: \$210,000	0-4: \$182,000 4-8: \$200,200 8+: \$218,400



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

1. Skill and experience required of the judgeship

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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

