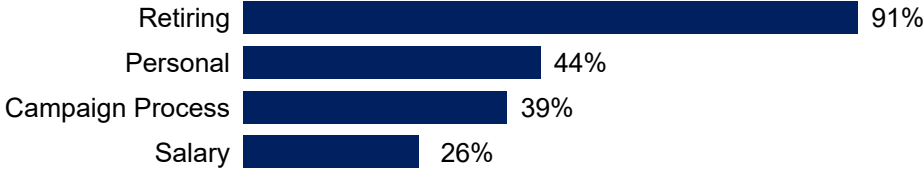


Texas Judicial Compensation and Turnover



Top 4 Factors that Influenced Judge's Decision to Leave Bench



Citation: Office of Court Administration Survey of Judges Who Voluntarily Left State Judicial Office, 2022-2023 Biennium

Comparison to Other States

Percentage Change in State Salaries from October 2013 to July 2024	
California	32%
Texas (base salary)	0%
Florida	35-60%
New York	39%
Pennsylvania	27%
Illinois	33%
General Jurisdiction	
Number of States	50
# States with Increase	48
% States with Increase	96%
Avg \$ Increase	\$40,228
Avg % Increase	29%

Texas is one of two states that has not increased the base pay of judges since 2013. The average increase seen across the 48 other states was 29%

Citation: National Center for State Courts Judicial Salary Survey, July 2024

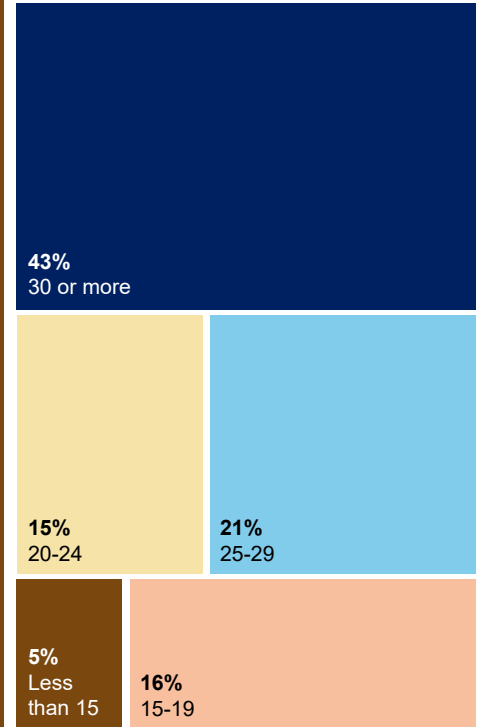
Comparison to Texas Attorneys

Experienced Texas Lawyer (avg)	\$222,207
Highest Appellate Courts (avg)	\$196,350
Court of Appeals (avg)	\$181,403
Texas Lawyer (avg)	\$177,892
District Courts (avg)	\$174,198
Highest Appellate Courts (base)	\$168,000
Courts of Appeals (base)	\$154,000
District Courts (base)	\$140,000

The base salary for all state judges is less than the average salary for lawyers statewide in 2023 and significantly less than the average salary for an experienced lawyer. All judicial salaries fall below the average salary of an experienced lawyer. A judge is required to have eight years of experience as an attorney.

Citation: Texas Workforce Commission Annual Wage Data, 2023

Average Attorney Experience of a District Court Judge



District Courts (avg. 29)

The average length of licensure for a district judge is 29 years and 43% have more than 30 years of experience. While experienced judges represent a wealth of knowledge, the disproportion represents a reality that many experienced judges will retire in the near future.

Citation: Office of Court Administration Judge Profile, Sept 2024

2024 Judicial Compensation Commission Recommendation

Judge	30%
Supreme Court Justice	0-4: \$218,400 4-8: \$240,240 8+: \$262,080
Court of Criminal Appeals Judge	0-4: \$200,200 4-8: \$220,220 8+: \$240,240
District Judge	0-4: \$182,000 4-8: \$200,200 8+: \$218,400

Salaries and Rankings - Listed Alphabetically by Jurisdiction Name

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts and judges of general jurisdiction trial courts. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The adjustment factor for general jurisdiction courts is available for 52 of the jurisdictions. Salaries are as of July 1, 2024.

	Court of Last Resort		Intermediate Appellate Court		General Jurisdiction Court		General Jurisdiction Court Adjusted for Cost-of-Living Index		
	Salary	Rank	Salary	Rank	Salary	Rank	Factor	Salary	Rank
Alabama	\$189,353	36	\$188,271	25	\$151,482	50	93.1	\$162,709	33
Alaska	\$226,200	18	\$213,701	17	\$209,157	14	131.8	\$158,693	38
American Samoa	No Response		Not Applicable		\$68,675	56	Not Available		
Arizona	\$205,000	27	\$190,000	23	\$180,000	31	102.4	\$175,781	26
Arkansas	\$203,625	28	\$197,596	22	\$192,919	24	90.5	\$213,170	5
California	\$291,094	1	\$272,902	1	\$238,479	3	134.8	\$176,913	25
Colorado	\$215,904	24	\$207,351	20	\$198,798	22	111.2	\$178,775	22
Connecticut	\$222,545	21	\$209,046	19	\$201,023	21	126.2	\$159,289	37
Delaware	\$218,684	23	Not Applicable		\$205,600	18	109.7	\$187,420	17
District of Columbia	\$257,900	4	Not Applicable		\$243,300	2	159.1	\$152,923	42
Florida	\$258,957	3	\$218,939	12	\$196,898	23	101.4	\$194,180	14
Georgia	\$189,112	37	\$187,990	27	\$187,796	26	93.5	\$200,851	11
Guam	\$177,000	44	Not Applicable		\$165,114	42	Not Available		
Hawaii	\$239,688	10	\$222,804	9	\$217,104	8	149.2	\$145,512	47
Idaho	\$169,508	50	\$161,508	40	\$155,508	48	99.8	\$155,820	41
Illinois	\$284,948	2	\$268,190	2	\$246,099	1	99.8	\$246,592	1
Indiana	\$221,024	22	\$214,852	14	\$183,513	28	95.6	\$191,959	15
Iowa	\$196,692	31	\$178,253	33	\$165,959	41	97.8	\$169,692	29
Kansas	\$168,598	51	\$163,156	39	\$148,912	51	98.2	\$151,642	44
Kentucky	\$170,050	48	\$163,292	38	\$156,565	47	92.5	\$169,259	30
Louisiana	\$194,427	33	\$182,007	31	\$174,988	33	97.2	\$180,029	20
Maine	\$172,266	47	Not Applicable		\$161,470	43	116.8	\$138,245	51
Maryland	\$226,433	16	\$213,633	18	\$204,433	19	126.4	\$161,735	35
Massachusetts	\$226,187	19	\$213,924	15	\$207,855	16	132.2	\$157,228	40
Michigan	\$181,483	43	\$186,310	28	\$172,135	36	91.1	\$188,951	16
Minnesota	\$214,935	25	\$202,528	21	\$190,117	25	102.1	\$186,207	18
Mississippi	\$173,800	45	\$168,467	35	\$158,000	46	88.6	\$178,330	23
Missouri	\$205,965	26	\$188,267	26	\$177,609	32	90.5	\$196,253	12
Montana	\$162,503	52	Not Applicable		\$148,872	52	104.0	\$143,146	49
Nebraska	\$225,055	20	\$213,803	16	\$208,176	15	100.8	\$206,524	9
Nevada	\$170,000	49	\$165,000	36	\$160,000	45	112.0	\$142,857	50
New Hampshire	\$197,945	29	Not Applicable		\$185,640	27	121.6	\$152,664	43
New Jersey	\$226,292	17	\$215,546	13	\$204,167	20	121.2	\$168,455	31
New Mexico	\$232,606	12	\$220,979	10	\$209,914	13	100.5	\$208,870	6
New York	\$257,500	5	\$245,100	3	\$232,600	4	112.4	\$206,940	8
North Carolina	\$197,802	30	\$189,621	24	\$169,125	39	95.2	\$177,652	24
North Dakota	\$186,484	41	Not Applicable		\$171,113	38	107.9	\$158,585	39
Northern Mariana Islands	\$126,000	55	Not Applicable		\$120,000	55	Not Available		
Ohio	\$187,805	39	\$175,045	34	\$160,975	44	92.5	\$174,027	28
Oklahoma	\$173,469	46	\$164,339	37	\$167,703	40	93.2	\$179,939	21
Oregon	\$188,208	38	\$184,584	30	\$174,108	35	118.6	\$146,803	46
Pennsylvania	\$253,361	6	\$239,059	4	\$219,933	6	102.0	\$215,621	4
Puerto Rico	\$153,519	53	\$139,563	42	\$126,875	54	102.6	\$123,660	52
Rhode Island	\$230,343	13	Not Applicable		\$207,384	17	127.9	\$162,145	34
South Carolina	\$229,026	14	\$223,300	8	\$217,574	7	98.8	\$220,217	3
South Dakota	\$194,241	34	Not Applicable		\$181,426	30	99.7	\$181,972	19
Tennessee	\$228,132	15	\$220,548	11	\$212,940	12	92.3	\$230,704	2
Texas	\$184,800	42	\$178,400	32	\$154,000	49	96.6	\$159,420	36
Utah	\$235,300	11	\$224,600	7	\$213,900	10	103.7	\$206,268	10
Vermont	\$191,963	35	Not Applicable		\$182,499	29	121.2	\$150,577	45
Virgin Islands	\$241,091	9	Not Applicable		\$213,992	9	Not Available		
Virginia	\$243,842	8	\$225,325	6	\$213,839	11	102.5	\$208,623	7
Washington	\$247,064	7	\$235,188	5	\$223,913	5	115.0	\$194,707	13
West Virginia	\$149,600	54	\$142,500	41	\$138,600	53	95.3	\$145,435	48
Wisconsin	\$196,102	32	\$184,995	29	\$174,512	34	100.1	\$174,338	27
Wyoming	\$187,250	40	Not Applicable		\$171,200	37	105.2	\$162,738	32
Mean			\$207,249		\$200,011			\$184,366	
Median			\$203,625		\$200,062			\$183,006	
Range			\$126,000 to \$291,094		\$139,563 to \$272,902			\$68,675 to \$246,099	



*The figures presented use the C2ER Cost-of-Living Index. The Council for Community and Economic Research-C2ER is the most widely accepted U.S. source for cost-of-living indices. C2ER does not provide cost of living index for U.S. Territories (except for San Juan, Puerto Rico). Due to the rounding of C2ER factors to the nearest hundredth for publication purposes, user calculations of our adjusted salary figures may not equate to the published totals. More detailed information can be found at www.c2er.org.