

# REPORT ON JUDICIAL SALARIES AND TURNOVER

For Fiscal Years 2022 and 2023



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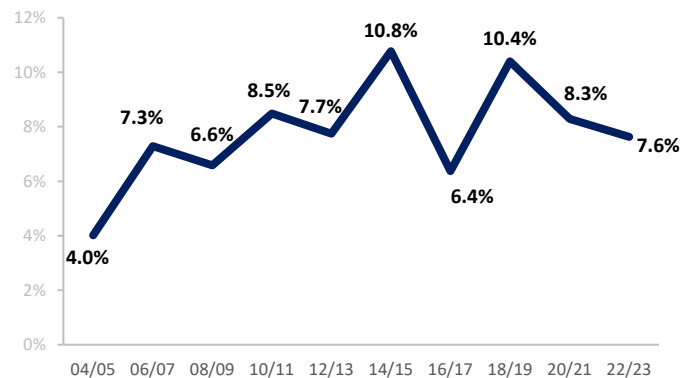
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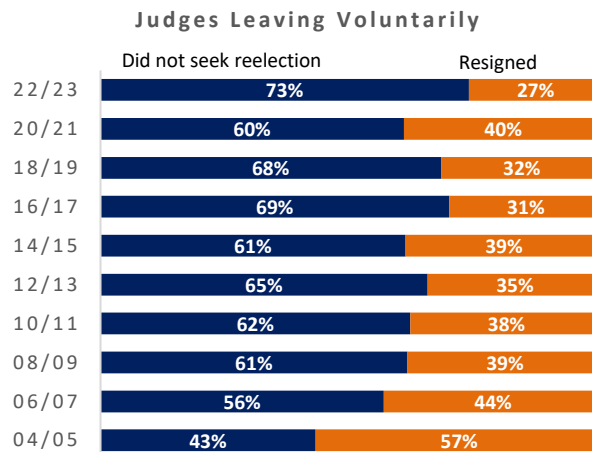
Section 72.030 of the Government Code requires the Office of Court Administration (OCA) to collect data relating to judicial turnover and the reasons for that turnover. The report must also include findings comparing the compensation of Texas' state judges with compensation of judges at corresponding levels in the five states closest in population and to lawyers engaged in private practice. A report containing this information is to be released no later than December 1 of each even-numbered year. This report contains the information required by Section 72.030, updating the information presented in the last judicial turnover report issued in 2022.

### Voluntary Turnover Declined Slightly

The judicial turnover rate for the fiscal year 2022-2023 biennium was 14 percent, with 81 appellate and district judges leaving the state judiciary. Forty-five of those judges left voluntarily, for a **voluntary turnover rate of 7.6 percent**.



The number of judges voluntarily leaving office by **not seeking reelection** has been generally increasing since 2004-2005.



The most significant factor in judges' decisions to leave was **retirement**. However, most of these judges intended to continue working as a visiting judge. However, the percentage of judges obtaining a position with better compensation or becoming self-employed has generally increased over the last 3 biennia.

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## Judicial Compensation Continues to Lag Behind Other States

While the new compensation structure established in September 2019 increased base state salaries for judges with more than 4 years of relevant experience, the **base salary** for judges with 0 to 4 years of experience **remained unchanged from 2013**, the year of the last increase. Meanwhile, judges in all five of the other most populous states received increases, ranging from 27 to 60 percent since 2013. **Nationwide, salaries increased in almost every state, averaging 29 to 32 percent.**

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Salary Summary for State Judges as of September 1, 2024				
Judge	State Salary Based on Years of Experience	Maximum County Supplement	Maximum Salary	Average State Salary
Justice/Judge <sup>1</sup> – Supreme Court or Court of Criminal Appeals	\$168,000 - \$201,600	N/A	\$201,600	\$196,350
Justice <sup>2</sup> – 1 <sup>st</sup> to 14 <sup>th</sup> Court of Appeals	\$154,000 - \$184,800	up to \$9,000	\$193,800	\$172,433
Justice <sup>2</sup> – 15 <sup>th</sup> Court of Appeals	\$163,000 - \$195,600	N/A	\$195,600	N/A <sup>3</sup>
District Judge	\$140,000 - \$168,000	up to \$18,000	\$186,000	\$156,915
Business Court Judge	\$140,000 - \$168,000	N/A	\$168,000	N/A <sup>3</sup>

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## Compensation for Judges Lags Behind Attorneys, Even with Much More Experience

According to data collected by the Texas Workforce Commission (TWC) for its Texas Wages and Employment Projections, the statewide average salary for an experienced lawyer in 2023 (the most recent data available) was \$222,207, and the average salary for all lawyers was \$177,892. TWC defines experienced workers as the wage earned by the upper two-thirds of all workers in the selected occupation.

**The minimum state base salaries for all state judges are 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.**

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<sup>1</sup> The Chief Justice and Presiding Judge receive an additional \$2,500 to \$3,000 in state compensation based on years of eligible judicial experience.

<sup>2</sup> The Chief Justice receives an additional \$2,500 to \$3,000 in state compensation based on years of eligible judicial experience.

<sup>3</sup> New courts.

## Extent of Turnover in the Judiciary

During the 2022-2023 biennium, 590 judges served in the state’s appellate and district courts. During this period, 81 judges left the state judiciary—a **turnover rate of 14 percent**. However, 36 judges left involuntarily, primarily due to defeat in a primary or general election. The **voluntary turnover rate was 7.6 percent**.

### Turnover of State Appellate and District Judges September 1, 2021 through August 31, 2023

	Number of Judges	Percentage of All Judges
Total Number of Appellate and District Judge Positions	590	
Judges Leaving State Judiciary	81	14%
<b>Judges Leaving State Judiciary Voluntarily</b>	<b>45</b>	<b>7.6%</b>

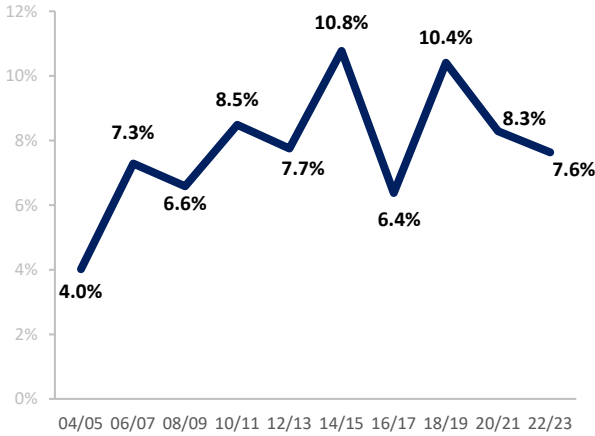
### Manner in Which State Appellate and District Judges Left Office

	Number	Percentage of All Judges Leaving Office <sup>4</sup>	Percentage of All Judges
Defeated in election	29	36%	5%
<b>Did not seek reelection</b>	<b>33</b>	<b>41%</b>	<b>6%</b>
<b>Resigned</b>	<b>12</b>	<b>15%</b>	<b>2%</b>
Reached mandatory retirement age	7	9%	1%
Deceased	0	0%	0%
Removed from office/ resigned in lieu of discipline	0	0%	0%
<b>Total</b>	<b>81</b>	<b>100%</b>	<b>14%</b>

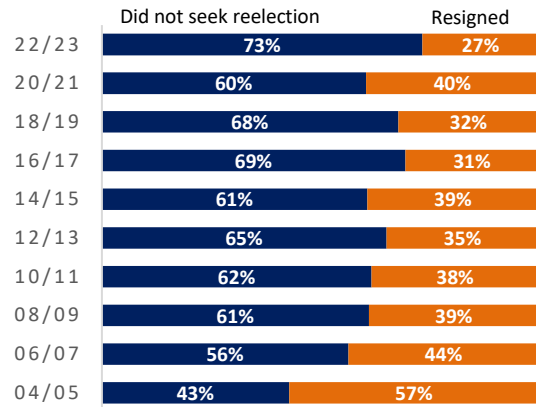
<sup>4</sup> Totals do not add up to 100% due to rounding.

The most recent voluntary turnover rate was slightly lower than in the previous biennium. Voluntary turnover is typically higher in years with a general election, as a greater number of judges decide not to run for reelection. The number of judges voluntarily leaving office by **not seeking reelection** has been generally increasing since 2004-2005.

**Voluntary Turnover Rate**

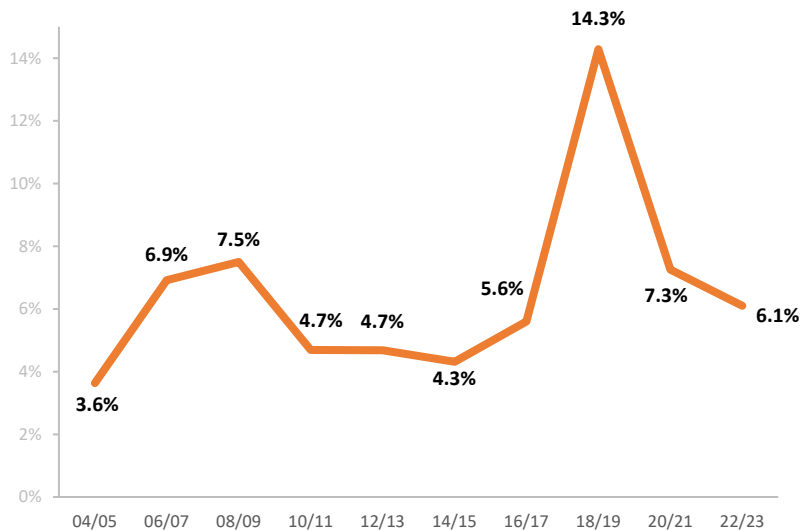


**Judges Leaving Voluntarily**



The involuntary turnover rate fell to 6 percent, as most judges were not up for reelection.

**Involuntary Turnover Rate**



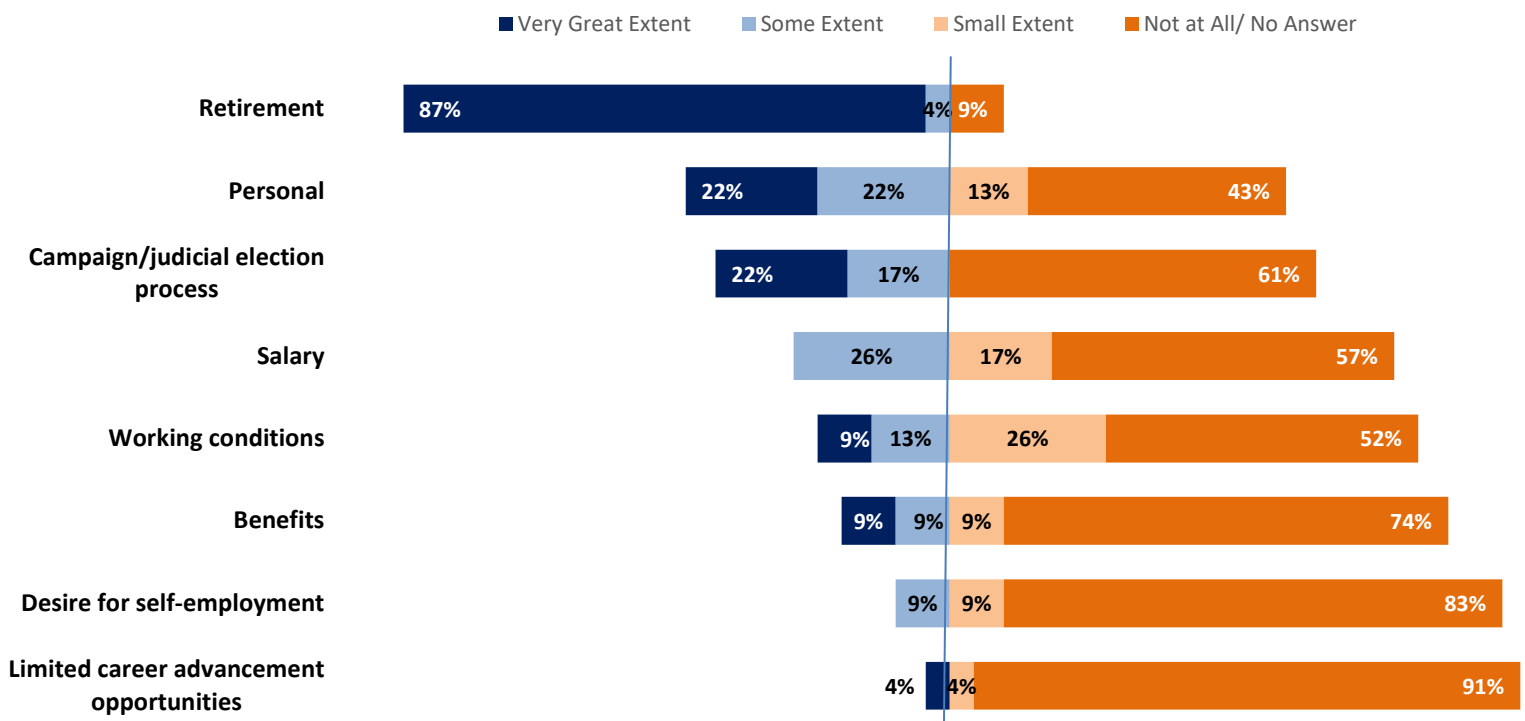
## Survey of Judges Who Voluntarily Left State Judicial Office

To determine why judges left state judicial office, the Office of Court Administration regularly surveys judges for the factors influencing their decision.<sup>5</sup> The results of the surveys for the 2022-2023 biennium are below.

### *Which Factor(s) Influenced Your Decision?*

The most significant factor in judges' decisions to leave state judicial office was **retirement**.

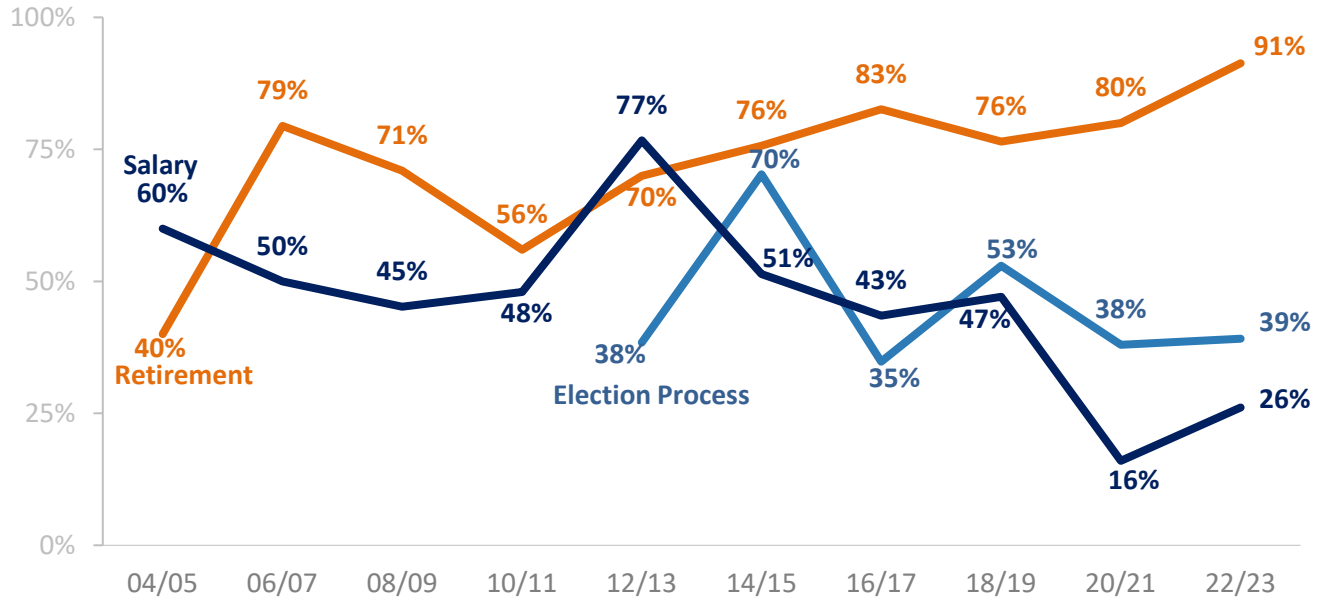
#### Factors Influencing Judges' Decision



More than 90 percent of judges indicated that **retirement** was a significant factor, an increase over the 80 percent identifying retirement in the last biennium. Approximately 40 percent of judges named the **election process** as a significant factor, same as in the previous biennium. More than 25 percent of judges indicated that **salary** was a factor, an increase compared to 16 percent in the previous period.

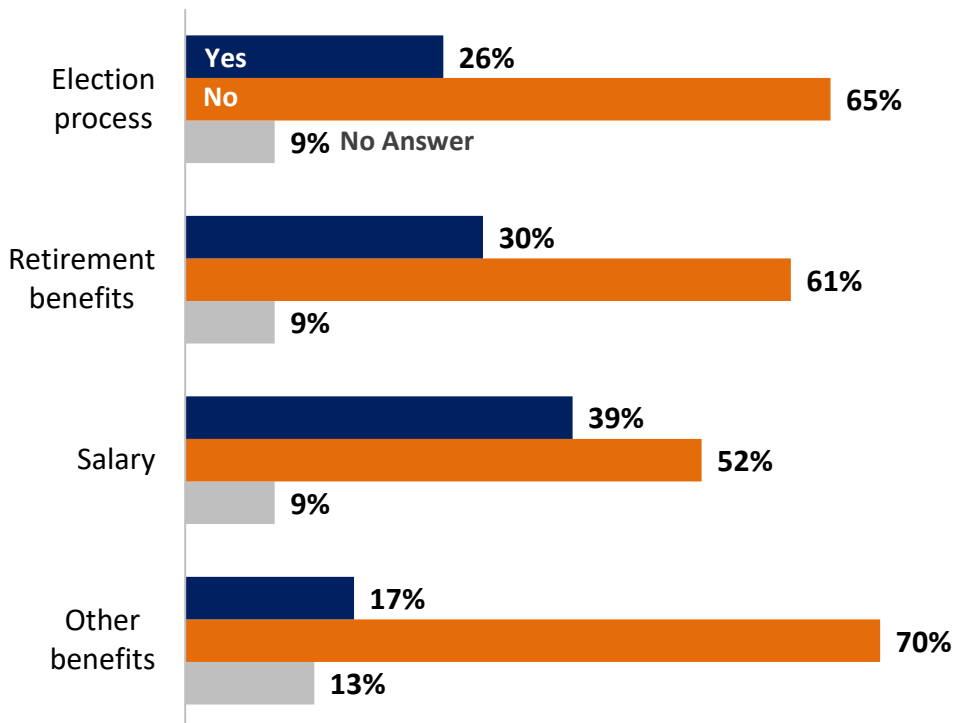
<sup>5</sup> The methodology for the survey can be found in Appendix A.

### Factors Influencing Judges' Decision to Some or Very Great Extent



Almost 40 percent of judges indicated that a change in **salary** would have affected their decision to leave, 30 percent named a change in **retirement benefits**, and one-quarter indicated that a change in the **election process** would have influenced their decision.

### Would changes in these factors affect your decision?



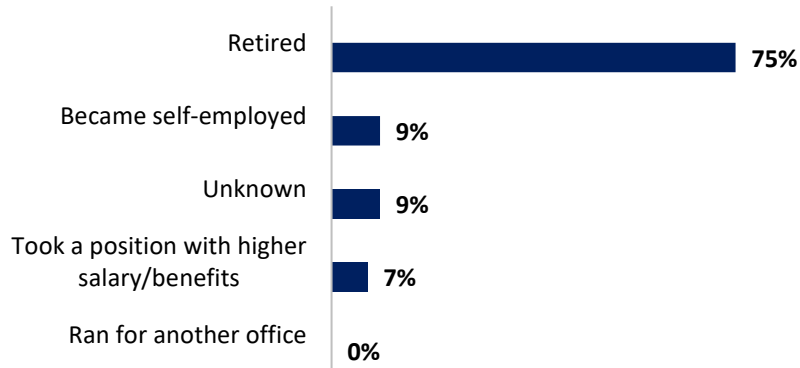


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*Next Step for Judges after Resigning or Completing Their Terms*

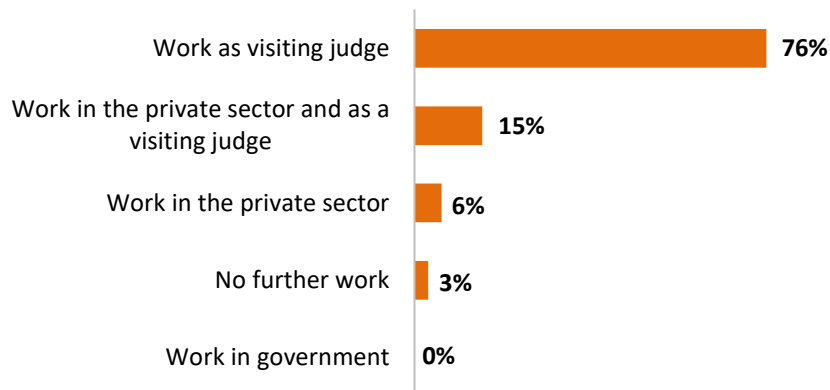
Most of the 45 judges who left voluntarily during the biennium **retired**. Sixteen percent took a position with a better salary or benefits or became self-employed.

**Upon Leaving Office, Judges:**



Judges who retire from the bench choose different paths, but **only 3 percent indicated that they planned no further work**, a noticeable decrease from last period. More than 75 percent of the 34 judges who retired planned to continue working as a visiting (or assigned) judge, and 15 percent planned on serving as a visiting judge in addition to working in the private sector.<sup>6</sup>

**Plans of Retired Judges**

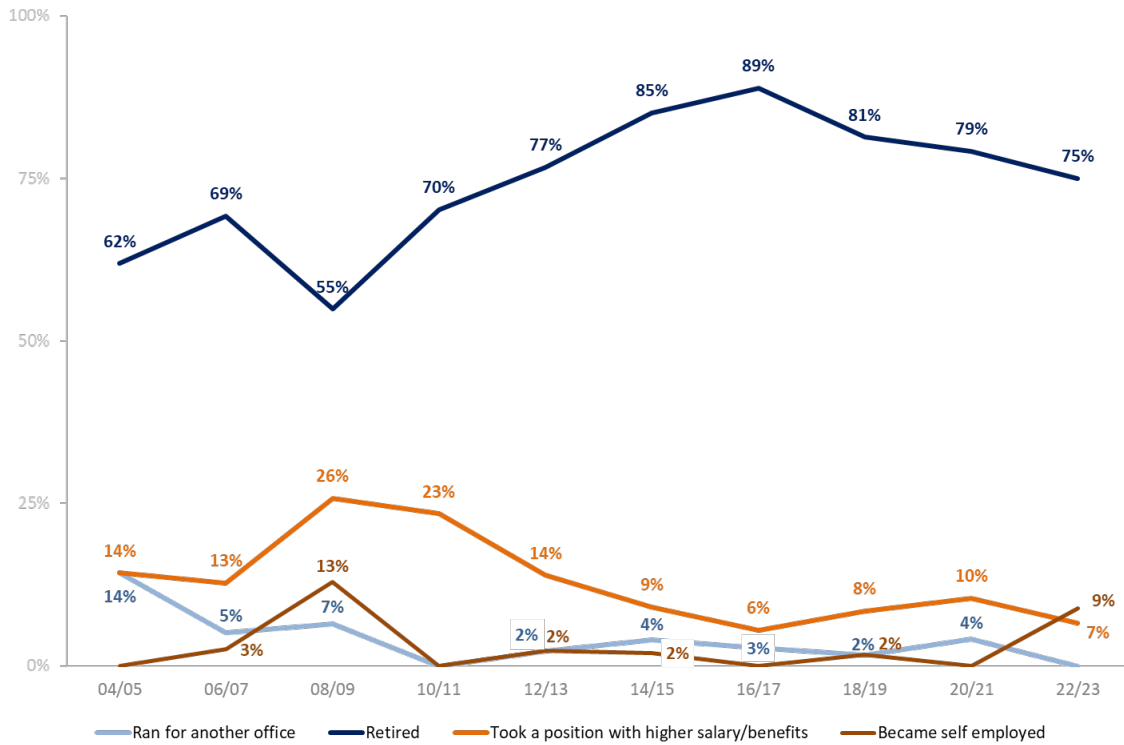


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<sup>6</sup> Tex. Govt. Code § 74.054

Of the judges leaving office, the percentage of judges **retiring** decreased over the last 3 biennia, and the percentage obtaining a position with a better salary or benefits or became self-employed generally increased.

### Upon Leaving Office, Judges:



## Compensation of Elected State Judges

### Salaries

As of September 1, 2019, the annual state base salary of a district judge with 0 to 4 years of eligible service was \$140,000.<sup>7</sup> Judges with 4 to 8 years of eligible service receive a state salary of \$154,000, and judges with more than 8 years of eligible service receive \$168,000 in state salary. State law also authorizes the salaries of district court judges to be supplemented from county funds, up to a total amount that is \$5,000 less than the combined salary from state and county sources provided for a justice of a court of appeals.<sup>8</sup>

Judges of the business courts created September 1, 2024, receive the same salaries as a district judge but are not eligible to receive county supplements.

The annual state base salary of a justice of a court of appeals in the 1<sup>st</sup> to 14<sup>th</sup> Appellate Districts with 0 to 4 years of eligible service is 110 percent of the annual state base salary of a district judge.<sup>9</sup> Justices with 4 to 8 years of eligible service receive a state salary of \$169,400, and justices with more than 8 years of eligible service receive \$184,800 in state salary. State law authorizes salaries of the justices to be supplemented by the counties in each court of appeals district, up to a total amount that is \$5,000 less than the state salary paid to a justice of the Supreme Court.<sup>10</sup>

Justices of the 15<sup>th</sup> Appellate District (Statewide) created September 1, 2024, receive \$5,000 less than 120% of the state base salary of a district judge and are not eligible to receive county supplements.

The annual state base salary of a justice of the Supreme Court or a judge of the Court of Criminal Appeals with 0 to 4 years of eligible service is 120 percent of the annual state base salary of a district judge.<sup>11</sup> Justices or judges with 4 to 8 years of eligible service receive a state salary of \$184,800, and justices or judges with more than 8 years of eligible service receive \$201,600 in state salary.

The chief justice and presiding judge of an appellate court receives \$2,500 to \$3,000 more than the other justices of the court based on years of eligible service.<sup>12</sup>

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<sup>7</sup> Schedule of Exempt Positions, page IV-44, Chapter 1170 (H.B. 1), Acts of the 88<sup>th</sup> Legislature, Regular Session, 2023 (the General Appropriations Act).

<sup>8</sup> Tex. Govt. Code § 659.012(a)(1)

<sup>9</sup> Tex. Govt. Code § 659.012(a)(2)

<sup>10</sup> *Id.*

<sup>11</sup> Tex. Govt. Code § 659.012(a)(3)

<sup>12</sup> Tex. Govt. Code § 659.012(a)(4)

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## County Supplements

All justices of the 14 courts of appeals receive county supplements, and 96 percent of them receive the maximum amount allowed by law. Ninety-nine percent of district judges receive a county supplement, and 88 percent receive the maximum amount allowed by law.

County Supplements Received as of January 1, 2024		
	% of Judges Receiving Supplement	Average Supplement
Courts of Appeals Justice	100%	\$8,929
District Judge	99%	\$17,334

## Longevity

Judges are also entitled to monthly longevity pay equal to 5 percent of their current monthly state salary for each year of service credited in the retirement system after completing 12 years of service.<sup>13</sup> Longevity pay is not included as part of the judge's or justice's combined salary from state and county sources for purpose of the salary limitations described above.

## Salaries of State Judges in the Six Most Populous States

While the new compensation structure established in September 2019 increased base state salaries for judges with more than 4 years of relevant experience, the **base salary for judges with 0 to 4 years of experience remained unchanged from 2013**, the year of the last increase. Meanwhile, judges in all five of the other most populous states received increases, ranging from 27 to 60 percent since 2013.

Percentage Change in State Salaries from October 2013 to July 2024	
California	32%
<b>Texas (base salary)</b>	<b>0%</b>
Florida	35-60%
New York	39%
Pennsylvania	27%
Illinois	33%

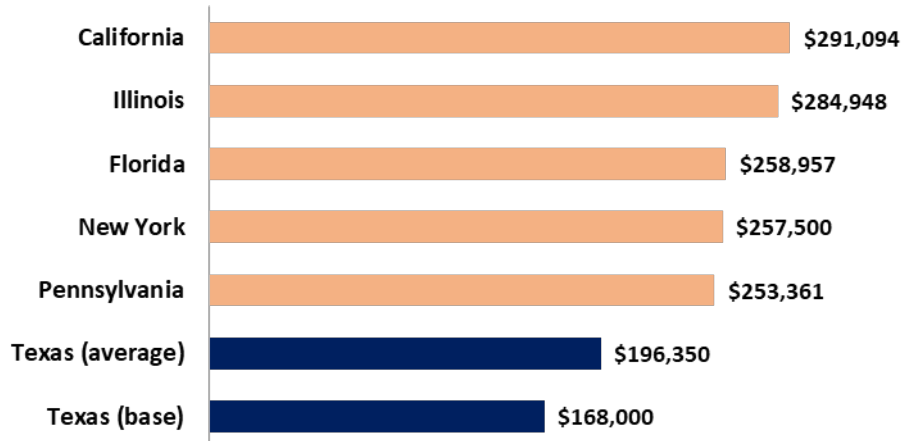
In addition, the **salaries of Texas judges continued to lag the salaries of judges at corresponding levels in all five states** closest to Texas in population. Texas' minimum base salary ranks sixth for all 3 levels of state courts. When the higher levels of compensation for judges with more than 4 years of experience are considered, Texas still ranks sixth amongst the judges of the highest appellate courts, the intermediate courts of appeals, and the general jurisdiction (district) courts.

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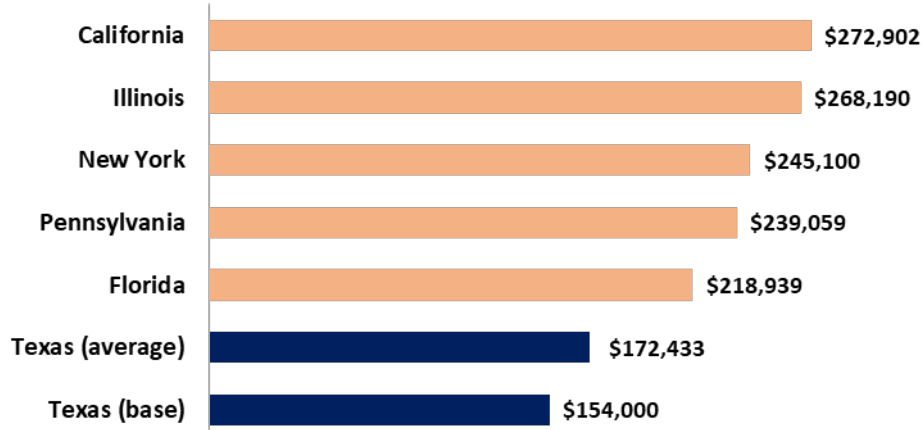
<sup>13</sup> Tex. Govt. Code § 659.0445

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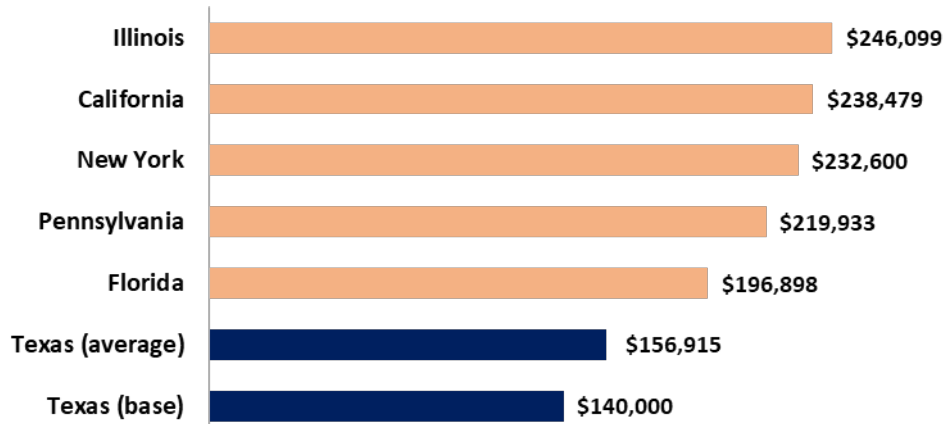
### Salary of Associate Justice of Highest Appellate Court



### Salary of Justice of Intermediate Appellate Court



### Salary of General Jurisdiction Trial Court Judge



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## Salaries of State Judges Nationwide

At the request of the 2024 Judicial Compensation Commission, the change in salaries was calculated for all 50 states from the period of the last increase in **base pay for Texas judges** to present. Salaries increased in nearly every state, averaging 29 to 32 percent.

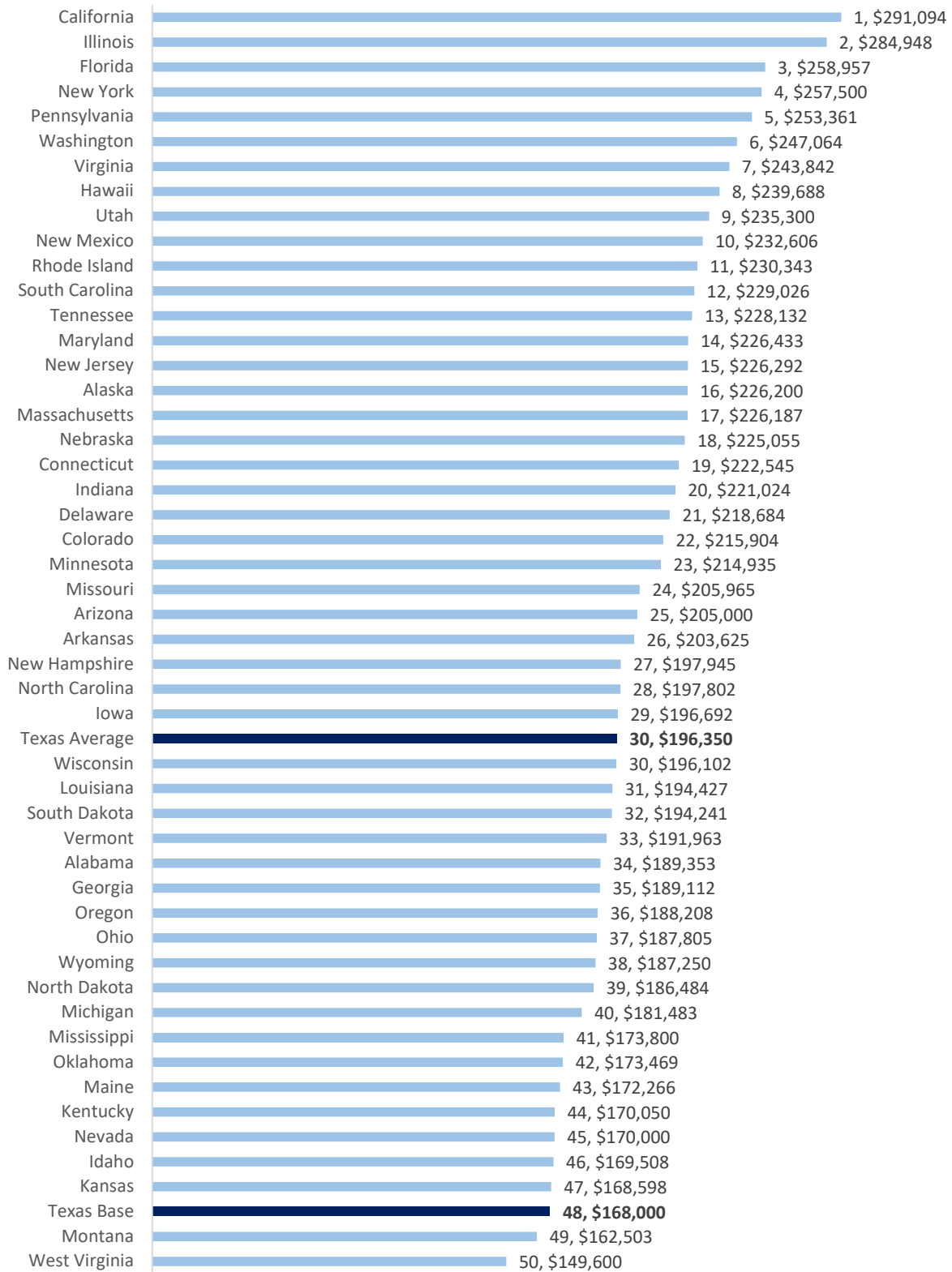
	<b>Court of Last Resort</b>	<b>Intermediate Appellate</b>	<b>General Jurisdiction</b>
Number of States	50	41	50
# States with Increase	48	39	48
% States with Increase	96%	98%	96%
Avg \$ Increase	\$49,865	\$44,757	\$40,228
Avg % Increase	32%	30%	29%
Notes	<i>No increase for Nevada and Texas (base pay)</i>	<i>No increase for Texas (base pay)</i>	<i>No increase for Nevada and Texas (base pay)</i>
Avg % Increase in Texas Under Tiered System	17%	12%	12%

The following charts show the Texas base and average salaries compared to the salaries in the other states as of July 1, 2024.<sup>14</sup>

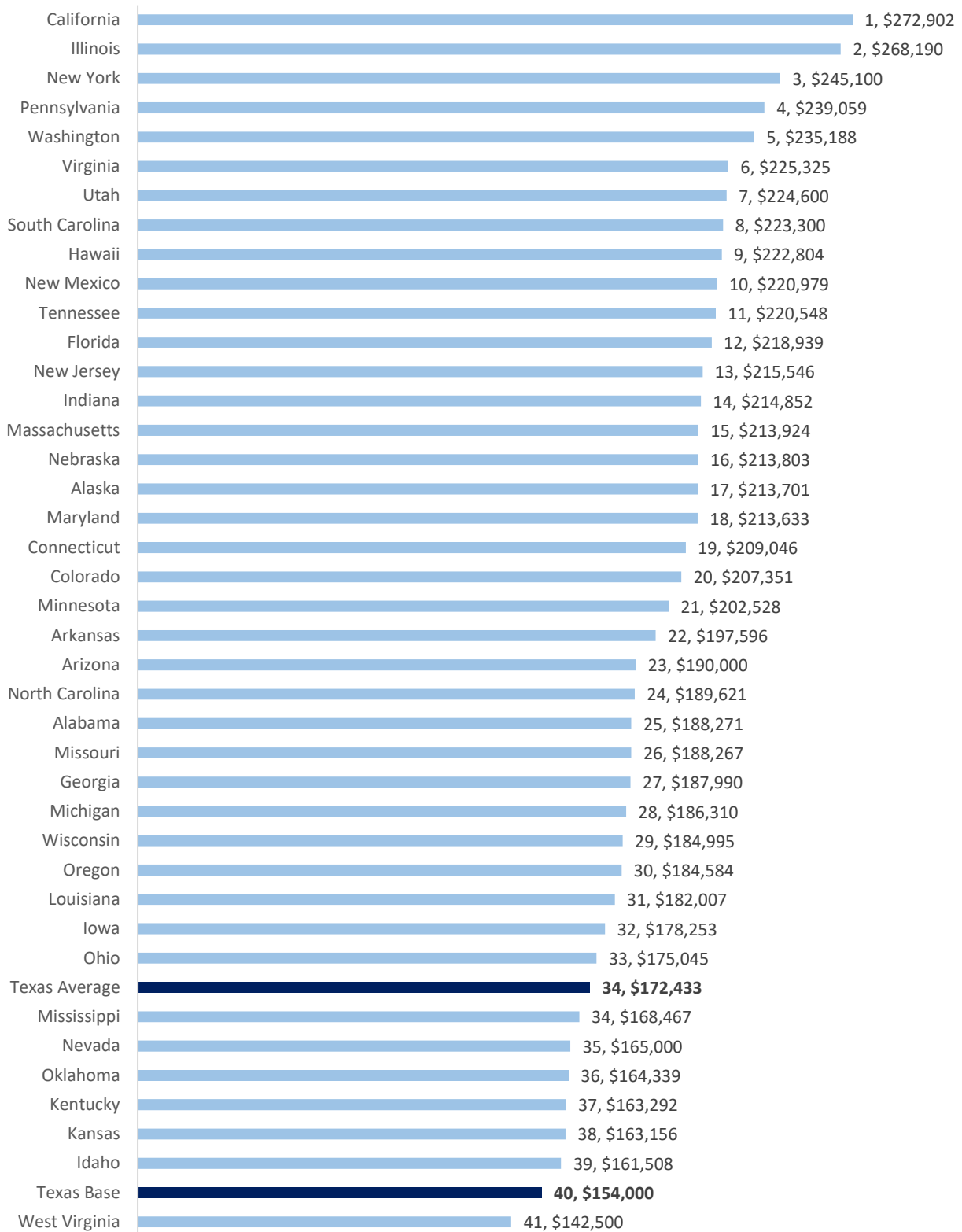
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<sup>14</sup> Knowledge and Information Services Division, National Center for State Courts, *Survey of Judicial Salaries* as of July 1, 2024. <https://www.ncsc.org/salarytracker>

## Salary of Associate Justice on Highest Appellate Court

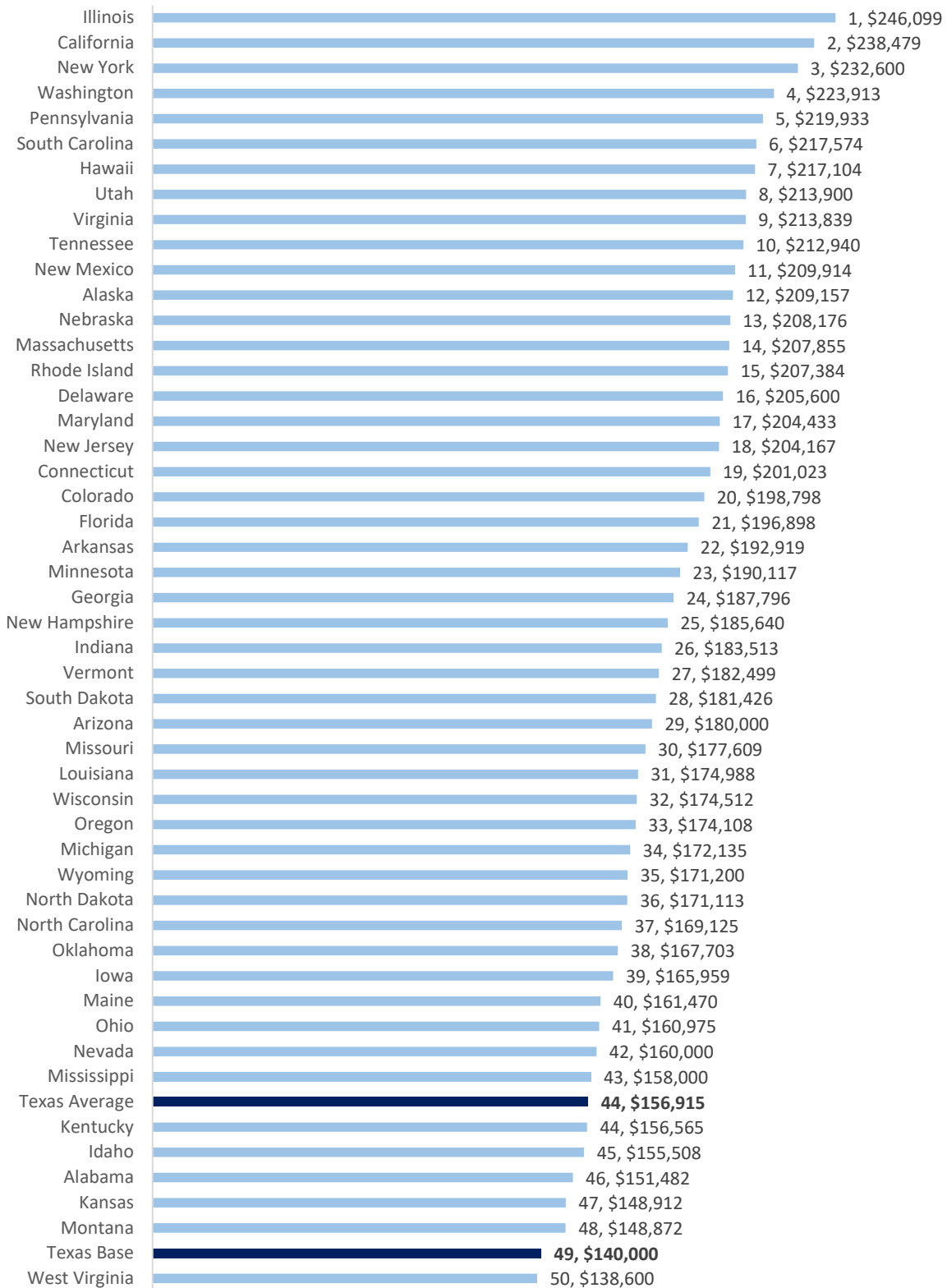


## Salary of Associate Justice on Intermediate Appellate Court





## Salary of Judge on General Jurisdiction Court



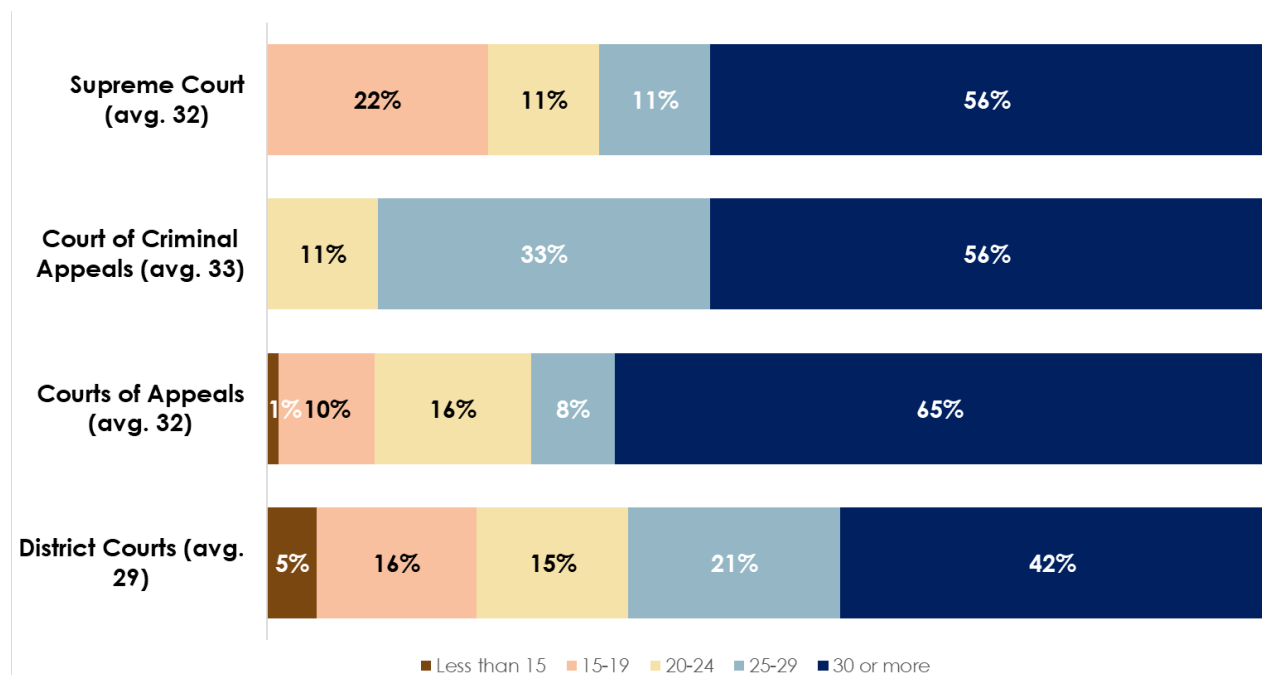
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## Salaries of Texas Lawyers

Justices and judges for the Supreme Court, Court of Criminal Appeals, and Courts of Appeals are required to have at least 10 years of experience as lawyers.<sup>15</sup> As of September 1, 2024, the average length of time since licensure was 32 years for judges of the appellate courts.<sup>16</sup> Eighty-nine percent of appellate judges had 20 or more years of experience, and 63 percent had 30 or more years.

A constitutional amendment passed in 2021 increased the minimum years of experience for a district judge from four to eight years. The average length of time since licensure was 29 years for district judges. Seventy-nine percent of judges had 20 or more years of experience, and 42 percent had 30 or more years.

### Judges' Years of Experience as Texas Attorney



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<sup>15</sup> Tex. Const. art. V, § 2(b), § 4(a), § 6(a)

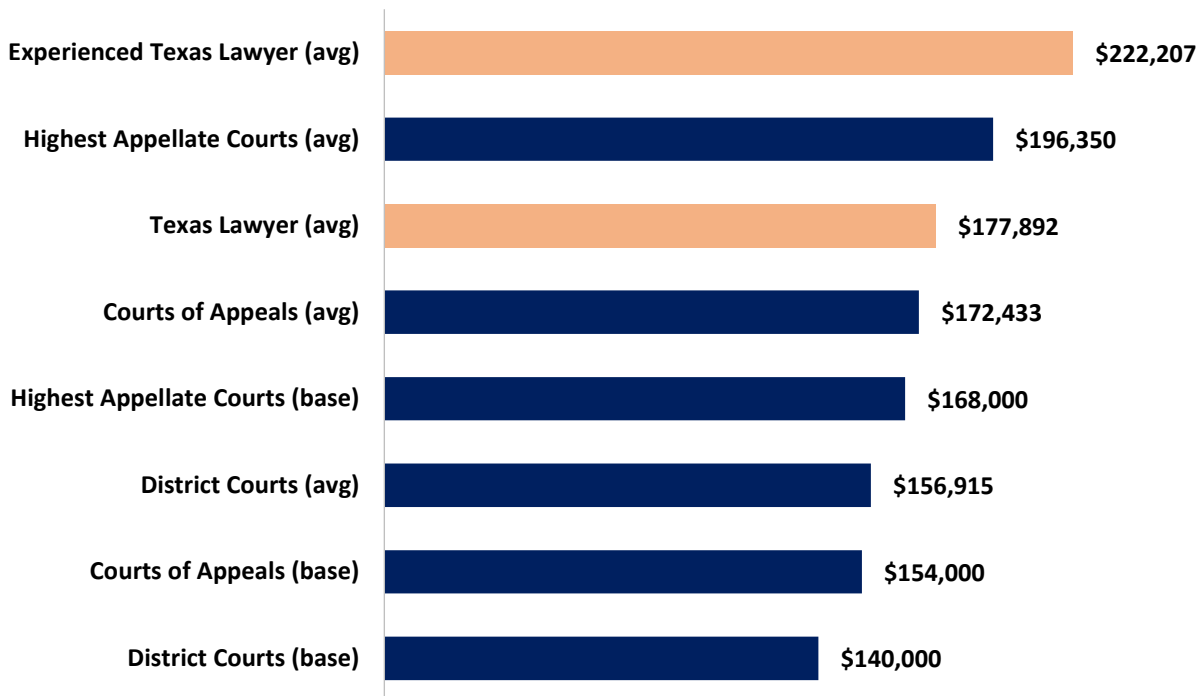
<sup>16</sup> Appendix F contains demographic data for Texas judges as of September 1, 2024.

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According to data collected by the Texas Workforce Commission (TWC) for its Texas Wages and Employment Projections, the statewide average salary for an experienced lawyer in 2023 (the most recent data available) was \$222,207, and the average salary for all lawyers was \$177,892.<sup>17</sup> TWC defines experienced workers as the wage earned by the upper two-thirds of all workers in the selected occupation.

**The minimum state base salaries for all state judges are 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.**

### Comparison of Current Texas Judge Salaries to 2023 Salaries for Texas Attorneys



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<sup>17</sup> Texas Workforce Commission. *Texas Wages and Employment Projections*. Average lawyer salary found at <https://texaswages.com/WDAWages/WDASocDetails?soc=23-1011&wgeType=mean>. Average experienced lawyer salary found at <https://texaswages.com/WDAWages/WDASocDetails?soc=23-1011&wgeType=experience>. Accessed August 8, 2024.

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## Appendix A: Purpose and Methodology

### Purpose of Report

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 relating to state judicial turnover. **Section 72.030** of the Texas Government Code requires OCA to:

- 1) obtain data on the rate at which state judges resign from office or do not seek reelection, as well as the reason for these actions; and
- 2) file a report containing this data for the preceding state fiscal biennium with the governor, lieutenant governor, speaker of the house of representatives, and presiding officers of the standing committees of each house of the Legislature with jurisdiction over the judiciary or appropriations.

The report must also include the following findings:

- 1) whether the compensation of state judges exceeds, is equal to, or is less than the compensation of judges at corresponding levels in the five states closest in population to Texas; and
- 2) 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.

### Methodology

Data for **general** turnover in the state judiciary for the biennium were compiled from

- notices of resignation and notices of appointment from the Governor's Office,
- election results from the Secretary of State's website,
- surveys sent to departing judges, and
- news articles concerning the departure of judges.

The findings on **reasons for voluntary turnover** are based on the survey responses of state appellate and district judges who left the state judiciary voluntarily during the period. Designed by OCA staff and reviewed and approved by the Chief Justice of the Supreme Court, the survey instrument asked respondents to indicate:

- to what extent certain factors influenced their decision to leave their current positions,
- whether certain factors would compel the individual to continue serving as a state judge, and
- what they did immediately after leaving office.

Surveys were sent to each of the appellate and district judges who left the state judiciary voluntarily and did not resign under allegations of misconduct during the biennium. Once OCA received notification about a resignation, a survey was sent to the judge by email. Follow-up notifications, along with another copy of the questionnaire, were sent to judges who had not responded.



## Appendix B: Manner in Which State Appellate and District Judges Left Office Each Biennium

	04/05	06/07	08/09	10/11	12/13	14/15	16/17	18/19	20/21	22/23
Defeated in election	10	34	36	19	23	17	27	66	31	29
Did not seek reelection	9	22	22	29	28	34	25	40	29	33
Resigned	12	17	14	18	15	26	11	19	19	12
Resigned (allegations of misconduct)	n/a	n/a	n/a	n/a	n/a	4	2	0	1	0
Mandatory retirement	3	2	3	1	1	4	2	12	6	7
Deceased	4	1	1	5	1	3	1	1	4	0
Removed from office	1	0	1	1	1	0	2	2	1	0
<b>Total Leaving State Judiciary</b>	<b>39</b>	<b>76</b>	<b>77</b>	<b>73</b>	<b>69</b>	<b>84</b>	<b>70</b>	<b>140</b>	<b>90</b>	<b>86</b>

	04/05	06/07	08/09	10/11	12/13	14/15	16/17	18/19	20/21	22/23
Defeated in election	26%	45%	47%	26%	33%	20%	39%	47%	34%	34%
Did not seek reelection	23%	29%	29%	40%	41%	40%	36%	29%	32%	38%
Resigned	31%	22%	18%	25%	22%	31%	16%	14%	21%	14%
Resigned (allegations of misconduct)	n/a	n/a	n/a	n/a	n/a	5%	3%	0%	1%	0%
Mandatory retirement	8%	3%	4%	1%	1%	5%	3%	9%	7%	8%
Deceased	10%	1%	1%	7%	1%	4%	1%	1%	4%	0%
Removed from office	3%	0%	1%	1%	1%	0%	3%	1%	1%	0%

## Appendix C: Results of Judicial Turnover Survey for Fiscal Years 2022 and 2023

<b>A. Please indicate to what extent each of the following factors contributed to your decision to leave the Texas state judiciary.</b>		<b>To Very Great Extent</b>	<b>To Some Extent</b>	<b>To a Small Extent</b>	<b>Not at All</b>	<b>No Answer</b>
1	Salary	0%	26%	17%	43%	13%
2	Benefits	9%	9%	9%	57%	17%
3	Little or no career advancement opportunities	4%	0%	4%	74%	17%
4	Desire for self-employment	0%	9%	9%	65%	17%
5	Working conditions/environment (e.g., safety, work-related stress, and/or workload issues)	9%	13%	26%	39%	13%
6	Retirement	87%	4%	0%	4%	4%
7	Personal	22%	22%	13%	26%	17%
8	Having to campaign/judicial election process	22%	17%	0%	43%	17%

<b>B. Would changes in the following factors compel you to continue serving as a state judge?</b>		<b>Yes</b>	<b>No</b>	<b>No Answer</b>
1	Salary	39%	52%	9%
2	Retirement benefits/policies	30%	61%	9%
3	Other benefits	17%	70%	13%
4	Judicial election process	26%	65%	9%

<b>C. Please indicate what you plan to do after resigning or finishing out your term. (Check only one.)</b>		
1	Obtain another position with higher salary and/or better benefits	7%
2	Obtain another position with comparable salary and/or benefits	0%
3	Become self-employed	9%
4	Run for another office	2%
5	Retire and not continue to work	4%
6	Retire but continue to work as a visiting judge	58%
7	Retire but continue to work in the private sector	4%
8	Retire but continue to work in the private sector and as a visiting judge	9%
9	Retire but continue to work in state or local government	0%
10	Unknown	7%

## Appendix D: Comments from Respondents

### Compensation

1. I have 32 years, so the salary is now not an issue for me (last pay increase was a 2020 increase). Current starting salary is wholly inadequate. Only one attorney in the district was interested in my job.
2. Being a judge is a public service. I founded and ran a specialty court for 5 years (veteran's treatment court). The pay is so-so in relation to the workload. I was able to engineer a retirement strategy where it made huge economic sense to not seek another term and to serve as a visiting judge instead.
3. I have served 24 years in this position and have enjoyed my 24 years. I am retiring to join our son in private practice. The state has been good to me. I would request the legislature to seriously establish a more equitable salary increase every other year versus every 8 years!
4. My decision to retire was somewhat unusual, but the decision was substantially based on my retirement benefits not changing if I continued as an elected judge.

### Retirement

1. After 30 years on the bench, I just didn't have it in me to run another contested race.
2. Love the work. Just time to slow down a little bit.
3. I am undecided as to what I will do/pursue when I am retired. And that is liberating!

### Working Conditions

1. My Judicial District consists of four counties, requiring a great deal of travel. Docket management required scheduled court almost every workday leaving inadequate time for necessary office work and administrative duties. After 20 years, I want more flexibility in my schedule.
2. I plan to retire but continue to work as a visiting judge, both appellate and trial. The workload was a contributing factor in my decision to retire, as well as having to be concerned with biennial budget cuts/threat of cuts. The judicial branch of government is an equal branch to the legislative and executive branches and should be fully funded as a priority with each legislature to enable the judiciary to continue to meet the growing demands in the form of numbers and complexity of cases the courts continue to face. Comparatively, the judicial branch of government makes up a very small percentage of the State's budget. The Courts should be given sufficient funds to hire and retain staff to be able to meet the expanding demands on the courts.



## Appendix E: Salaries of Elected State Judges as of September 1, 2024

### Business Court Judge

Years of Service	State Salary	State Longevity Pay <sup>1</sup>	Total Maximum Compensation
0-4 years (base salary)	\$140,000	\$0	\$140,000
4-8 years	\$154,000	\$0	\$154,000
8+ years	\$168,000	\$0	\$168,000
12+ years (longevity)	\$168,000	\$8,400	\$176,400

### District Judge

Years of Service	State Salary	State Longevity Pay <sup>1</sup>	Maximum County Supplement <sup>2,3</sup>	Total Maximum Compensation
0-4 years (base salary)	\$140,000	\$0	\$18,000	up to \$158,000
4-8 years	\$154,000	\$0	\$18,000	up to \$172,000
8+ years	\$168,000	\$0	\$18,000	up to \$186,000
12+ years (longevity)	\$168,000	\$8,400	\$18,000	up to \$194,400

### Additional Compensation

Position	Additional Compensation
Presiding Judge of Administrative Judicial Region	not to exceed \$42,000 <sup>4</sup>
Presiding judge of silica or asbestos multi-district litigation	not to exceed \$42,000 <sup>5</sup>
Local administrative judge who serves in county with more than 5 district courts	\$5,000 <sup>6</sup>

### Retired or Former Judge

Position	State Salary	Maximum County Supplement <sup>2,3</sup>	Additional Compensation	Total Maximum Compensation
Presiding Judge of Administrative Judicial Region (retired or former judge)	N/A	N/A	\$42,000 - 63,000 <sup>7</sup>	up to \$50,000
Presiding judge of silica or asbestos multi-district litigation (retired)	\$140,000	\$18,000	N/A	up to \$158,000 <sup>8</sup>

#### Notes:

- Entitled to monthly longevity pay of 5 percent of current monthly state salary for each year of service credited in the retirement system after completing 12 years of service.
- Additional compensation provided by counties in judicial and appellate districts for extra judicial service performed by judges and justices. Government Code Secs. 659.012, 31.001 and 32.001.
- The state salary of a district judge whose county supplement exceeds \$18,000 will be reduced by the amount of the excess so that the maximum salary the judge or justice receives from state and county sources is \$158,000. Government Code Secs. 659.012 and 32.001.
- Presiding judges' salary set by [Texas Judicial Council](#). Government Code Sec. 74.051(b). Paid by counties in administrative judicial region on a pro rata basis based on population.

5. Government Code Sec. 659.0125(a).
6. Government Code Sec. 659.012(d).
7. Presiding judges' salary based on number of courts and judges in region. Government Code Sec. 74.051(c). Paid by counties in administrative judicial region on a pro rata basis based on population.
8. Government Code Sec. 659.0125(c).

## Court of Appeal Justices

### 1<sup>ST</sup> – 14<sup>TH</sup> APPELLATE DISTRICTS

The base salary of a justice on a court of appeals is 110% of the state base salary of a district judge and serves as the benchmark for salary increases based on years of service. The chief justice of a court of appeals is entitled to an additional \$2,500 to \$3,000 in their base salary based on years of service.

Years of Service	State Salary	State Longevity Pay <sup>1</sup>	Maximum County Supplement <sup>2,3</sup>	Total Maximum Compensation
0-4 years (base salary)	\$154,000	\$0	\$9,000	up to \$163,000
4-8 years	\$169,400	\$0	\$9,000	up to \$178,400
8+ years	\$184,800	\$0	\$9,000	up to \$193,800
12+ years (longevity)	\$184,800	\$9,240	\$9,000	up to \$203,040

**Notes:**

1. Entitled to monthly longevity pay of 5 percent of current monthly state salary for each year of service credited in the retirement system after completing 12 years of service.
2. Additional compensation provided by counties in judicial and appellate districts for extra judicial service performed by judges and justices. Government Code Secs. 659.012, 31.001 and 32.001.
3. The state salary of an appellate justice whose county supplement exceeds \$9,000 will be reduced by the amount of the excess so that the maximum salary the justice receives from state and county sources is \$163,000 (justice) or \$165,500 (chief justice). Government Code Secs. 659.012 and 31.001.

### 15<sup>TH</sup> APPELLATE DISTRICT - STATEWIDE

The base salary of a justice on the 15<sup>th</sup> Court of Appeals is \$5,000 less than 120% of the state base salary of a district judge and serves as the benchmark for salary increases based on years of service. The chief justice of the 15<sup>th</sup> Court of Appeals is entitled to an additional \$2,500.

Years of Service	State Salary	State Longevity Pay <sup>1</sup>	Total Maximum Compensation
0-4 years (base salary)	\$163,000	\$0	\$163,000
4-8 years	\$179,300	\$0	\$179,300
8+ years	\$195,600	\$0	\$195,600
12+ years (longevity)	\$195,600	\$9,780	\$205,380

**Notes:**

1. Entitled to monthly longevity pay of 5 percent of current monthly state salary for each year of service credited in the retirement system after completing 12 years of service.

## Supreme Court Justices and Court of Criminal Appeals Judges

The base salary of a justice on the Supreme Court of Texas and a judge on the Court of Criminal Appeals is 120% of the state base salary of a district judge and serves as the benchmark for salary increases based on years of service. The chief justice of the Supreme Court of Texas and the presiding judge of the Court of Criminal Appeals are entitled to an additional \$2,500 to \$3,000 in their base salary based on years of service.

Years of Service	State Salary	State Longevity Pay <sup>1</sup>	Total Maximum Compensation
0-4 years (base salary)	\$168,000	\$0	\$168,000
4-8 years	\$184,800	\$0	\$184,800
8+ years	\$201,600	\$0	\$201,600
12+ years (longevity)	\$201,600	\$10,080	\$211,680

**Notes:**

1. Entitled to monthly longevity pay of 5 percent of current monthly state salary for each year of service credited in the retirement system after completing 12 years of service.

## Appendix F: Profile of Appellate and Trial Judges As of September 1, 2024\*

	Supreme Court	Court of Criminal Appeals	Court of Appeals	District Courts	Criminal District Courts	County Courts at Law	Statutory Probate Courts
Number of Judge Positions	9	9	83	487	13	260	24
Number of Judges	9	9	83	486	13	260	24
Number of Vacant Positions	0	0	0	1	0	0	0
<b>AGE OF JUDGES:</b>	<b>(n=9)</b>	<b>(n=9)</b>	<b>(n=79)</b>	<b>(n=429)</b>	<b>(n=12)</b>	<b>(n=213)</b>	<b>(n=20)</b>
Mean	60	60	55	55	61	61	58
Oldest	75	71	72	78	77	84	77
Youngest	44	49	38	32	44	38	38
25 through 34	0	0	0	1	0	1	0
35 through 44	1	0	3	41	1	17	2
45 through 54	3	3	23	130	4	61	8
55 through 64	2	2	27	166	3	81	4
65 through 74	2	4	26	84	3	47	2
Over 75	1	0	0	7	1	7	4
<b>GENDER OF JUDGES:</b>	<b>(n=9)</b>	<b>(n=9)</b>	<b>(n=83)</b>	<b>(n=486)</b>	<b>(n=13)</b>	<b>(n=260)</b>	<b>(n=24)</b>
Males	6	5	44	262	6	159	10
Females	3	4	39	224	7	101	14
<b>ETHNICITY OF JUDGES:</b>	<b>(n=9)</b>	<b>(n=9)</b>	<b>(n=80)</b>	<b>(n=439)</b>	<b>(n=12)</b>	<b>(n=225)</b>	<b>(n=20)</b>
African-American	0	1	1	56	3	25	2
American Indian or Alaska Native	0	0	1	0	0	0	0
Asian or Pacific Islander	0	0	1	6	1	5	1
Hispanic/Latino	1	1	19	93	1	45	5
White (Non-Hispanic)	8	7	57	284	6	150	12
Other	0	0	1	0	1	0	0
<b>LENGTH OF SERVICE ON CURRENT COURT:</b>	<b>(n=9)</b>	<b>(n=9)</b>	<b>(n=83)</b>	<b>(n=486)</b>	<b>(n=13)</b>	<b>(n=259)</b>	<b>(n=24)</b>
Average	10 Yr 9 Mo	11 Yr 10 Mo	5 Yr 0 Mo	8 Yr 0 Mo	8 Yr 3 Mo	8 Yr 1 Mo	7 Yr 7 Mo
Longest	35 Yr 8 Mo	29 Yr 8 Mo	29 Yr 8 Mo	41 Yr 8 Mo	29 Yr 6 Mo	30 Yr 1 Mo	39 Yr 3 Mo
Under 1 Year	0	0	7	13	0	5	4
1 through 4	3	1	31	147	5	76	4
5 through 9	2	6	34	171	2	95	11
10 through 14	3	0	5	59	3	35	3
15 through 19	0	0	2	57	2	20	1
20 through 24	0	1	1	19	0	20	0
25 through 29	0	1	3	16	1	9	0
30 through 34	0	0	0	2	0	1	0
35 through 39	1	0	0	1	0	0	1
Over 40	0	0	0	1	0	0	0
<b>FIRST ASSUMED OFFICE BY:</b>	<b>(n=9)</b>	<b>(n=9)</b>	<b>(n=83)</b>	<b>(n=486)</b>	<b>(n=13)</b>	<b>(n=260)</b>	<b>(n=24)</b>
Appointment	8 (89%)	1 (11%)	28 (34%)	130 (27%)	4 (31%)	58 (22%)	7 (29%)
Election	1 (11%)	8 (89%)	55 (66%)	357 (73%)	9 (85%)	206 (79%)	17 (71%)

	Supreme Court	Court of Criminal Appeals	Court of Appeals	District Courts	Criminal District Courts	County Courts at Law	Statutory Probate Courts
<b>LICENSED TO PRACTICE LAW:</b>							
Number Licensed	9 (100%)	9 (100%)	83 (100%)	486 (100%)	13 (100%)	260 (100%)	24 (100%)
Mean Year Licensed	1992	1991	1992	1995	1993	1995	1997
4 Years or Less	0	0	0	0	0	0	0
5 to 9 Years	0	0	0	4	0	3	0
10 to 14 Years	0	0	1	21	0	13	1
15 to 19 Years	2	0	8	78	2	35	6
20 to 24 Years	1	1	13	75	1	49	7
25 to 29 Years	1	3	7	100	6	40	3
30 or More Years	5	5	54	208	4	120	7
<b>CAME TO THIS COURT FROM:</b>							
Attorney Private Practice	2 (22%)	1 (11%)	40 (48%)	--	--	--	--
Judge of Lower Court	4 (44%)	1 (11%)	10 (12%)	--	--	--	--
Other Governmental Service	2 (22%)	4 (44%)	7 (8%)	--	--	--	--
<b>PREVIOUS EXPERIENCE:</b>							
Prosecutor	1 (11%)	5 (56%)	11 (13%)	183 (38%)	7 (54%)	99 (38%)	6 (25%)
Attorney Private Practice	8 (89%)	5 (56%)	34 (41%)	359 (74%)	9 (69%)	150 (58%)	18 (75%)
Judge of Lower Court	4 (44%)	1 (11%)	11 (13%)	36 (7%)	2 (15%)	22 (8%)	4 (17%)
County Commissioner	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

\*Data may be incomplete, as this table includes only information reported to OCA.

## Appendix G: County Supplements

Sections 31.001 and 32.001 of the Texas Government Code authorize counties to supplement the salaries of the courts of appeals justices residing within their courts of appeals districts and the judges of the district courts that have jurisdiction in their counties. Judges of the Supreme Court and Court of Criminal Appeals do not receive supplements.

<b>County Supplements Received by Intermediate Appellate Court Justices As of January 1, 2024</b>		
<b>Number of Justices</b>	<b>Percentage of Justices</b>	<b>County Supplement</b>
77	96%	\$9,000
3	4%	\$8,001
<b>AVERAGE</b>		<b>\$8,929</b>

<b>County Supplements Received by District Judges As of January 1, 2024</b>		
<b>Number of Judges</b>	<b>Percentage of all Judges</b>	<b>County Supplement</b>
438	87.8%	\$18,000 or more
16	3.2%	\$17,000 to 17,999
4	0.8%	\$16,000 to 16,999
3	0.6%	\$15,000 to 15,999
9	1.8%	\$14,000 to 14,999
0	0.0%	\$13,000 to 13,999
2	0.4%	\$12,000 to 12,999
4	0.8%	\$11,000 to 11,999
1	0.2%	\$10,000 to 10,999
1	0.2%	\$9,000 to 9,999
5	1.0%	\$8,000 to 8,999
3	0.6%	\$7,000 to 7,999
2	0.4%	\$6,000 to 6,999
2	0.4%	\$5,000 to 5,999
2	0.4%	\$4,000 to 4,999
2	0.4%	\$3,000 to 3,999
1	0.2%	\$2,000 to 2,999
0	0.0%	\$1,000 to 1,999
0	0.0%	\$1 to 999
4	0.8%	\$0
<b>AVERAGE</b>		<b>\$17,334</b>

## Appendix H: Salaries of State Judges in the Six Most Populous States <sup>18</sup>

As of July 1, 2024

Listed in Population Order

Judge	California	Texas	Florida	New York	Pennsylvania	Illinois
Associate Justice – Court of Last Resort	\$291,094	\$168,000 <sup>1</sup> \$196,350 <sup>2</sup>	\$258,957	\$257,500	\$253,361	\$284,948
Justice – Intermediate Court of Appeals	\$272,902	\$154,000 <sup>1</sup> \$172,433 <sup>2</sup>	\$218,939	\$245,100	\$239,059	\$268,190
Judge – General Jurisdiction Trial Courts	\$238,479	\$140,000 <sup>1</sup> \$156,915 <sup>2</sup>	\$196,898	\$232,600	\$219,933	\$246,099
<b>Notes:</b>						
1. Basic state salary for judge with 0-4 years of experience. Does not include supplements paid by counties.						
2. Average state salary statewide as of January 1, 2024, not including salary supplements paid by counties.						

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<sup>18</sup> Knowledge and Information Services Division, National Center for State Courts, *Survey of Judicial Salaries* as of July 1, 2024.  
<https://www.ncsc.org/salarytracker>

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