TEXAS JUDICIAL COMPENSATION COMMISSION

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CHAIR:
SCOTT SALMANS

TEXAS JUDICIAL COMPENSATION COMMISSION

Meeting Minutes

Date: August 7, 2026

Convene: 11:30 am

Attendance:

Members in Attendance
Mr. Scott Salmans, Chair, Mr. Carlos Amaral, Justice Cindy Bourland, Mr. Tony Fidelie, Justice Phil Johnson, Mr. Curt Nelson, Ms. JJ Clemence, Mr. Rodney Anderson

Members not in attendance
Ms. Linda Kinney

Welcome – *Chairman Salmans*
Chairman Salmans made introductions and welcomed members.

Roll Call – Megan LaVoie called roll.

Approval of Meeting Minutes May 28, 2026 – *Chairman Salmans*
Minutes were approved as presented.

Judicial Salaries, Demographics & Turnover – *Angela Garcia*
Angela Garcia, Chief Data Officer, Office of Court Administration, gave an overview of judicial salaries, demographics and turnover. The presentation also included a salary summary for elected judges at a five percent, ten percent and 15 percent increase.

Next Steps
Commissioners discussed the content of the report including performance metrics, time keeping requirements, qualifications and noting the good job performance of the judiciary. Commissioners reviewed an increase in salary request as well as the implementation of a Cost of Living Adjustment (COLA).

Chairman Salmans calls for a vote on an 11% pay raise in the next biennium and an added COLA. It was passed unanimously.

The next meeting will be scheduled once the report is completed to adopt the report this fall.

Adjourn – 12:44 pm