# TEXAS JUDICIAL COMPENSATION COMMISSION

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CHAIR:
SCOTT SALMANS

## TEXAS JUDICIAL COMPENSATION COMMISSION

## Meeting Minutes

**Date: May 28, 2026**

**Convene: 2:00 pm**

**Attendance:**

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

*Members not in attendance*
Mr. Rodney Anderson

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

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

**Approval of Meeting Minutes November 19, 2024** – *Chairman Salmans*
Minutes were approved as presented.

**Judicial Salaries, Demographics & Turnover** – *Megan LaVoie and Alejandra Peña*
Megan LaVoie reviewed the Commission's role and what should be considered in recommending prorper salaries and reviewed JCC recommendations for the last three Legislative sessions. She also gave an overview of salary rankings and comparisons of the 10 most populous states.

Alejandra Peña gave an overview of current demographics of Texas judges and turnover, as well as current judicial qualifications. Ms. Peña outlined the current base salary for judges in comparison to the Cost of Living Adjustment (COLA) as well as the salaries of other public officials in the state of Texas.

The Comission discussed the legislative interest in judicial salary adjustments as well as what transpired in the last session. They focused on looking at the data, impact on budget, and suggestions of cost of living increases.

**Next Steps**
A public hearing will be scheduled and the next meeting will be held on the same day. The meeting date and time will be circulated at a later date.

**Adjourn** – 3:01 pm