



TEXAS JUDICIAL COMPENSATION COMMISSION

205 WEST 14TH STREET, SUITE 600 • TOM C. CLARK BUILDING • (512) 463-1625
P. O. BOX 12066 • AUSTIN, TEXAS 78711-2066

CHAIR:
SCOTT SALMANS

TEXAS JUDICIAL COMPENSATION COMMISSION

Meeting Minutes

Date: July 31, 2024

Convene: 1:00 pm

Attendance:

Members in Attendance

Mr. Scott Salmans, Chair, Mr. Carlos Amaral, Justice Cindy Bourland, Ms. JJ Clemence, Justice Phil Johnson, Ms. Linda Kinney, Mr. Curt Nelson

Members not in attendance

Mr. Tony Fidelie

Roll Call – Megan LaVoie called roll.

Approval of Meeting Minutes May 15, 2024 – *Scott Salmans*

Minutes were approved as presented.

Judicial Salaries, Demographics, and Turnover

Angela Garcia, Chief Data Officer, Office of Court Administration, presented on judicial salaries, demographics and current turnover trends within the state judiciary, as well as comparing these statistics with the six most populous states as directed by statute. The statistics were updated with the most recent data from the National Center for State Courts as of July 30, 2024.

Discussion

Commissioners discussed recommendations and challenges for the upcoming report. Each commissioner contributing their ideas and support.

Mr. Amaral noted that the Commission has much to accomplish, but recommends a 25-30% base pay salary increase.

Chairman Salmans would like the commission to focus on facts and recommends delinking the salary from the legislative retirement system as well as a 30% base pay increase.

Mr. Nelson recommends a 30% increase noting that the salary for the Judiciary is a small percentage compared to the state budget.

Ms. Clemece request the recommendation be at least 30%.

Ms. Kinney noted to have a better judiciary there must be a pay increase and recommends 30% increase

Justice Johnson is cautious on what could be palatable and recommends 25-30% salary increase.

Angela Garcia noted a salary increase of 30% would rank Texas District Judges 30th in the country.

Chairman Salmans presents and moves the motion to recommend a 30% base pay increase. The motion passed unanimously. Additionally, the Commission is recommending a cost of living adjustment increase, delinking judicial pay from legislative retirement, creating a 3rd tier within the present compensation structure, formally requesting the Comptroller of Public Accounts to include a recommendation that a judicial compensation increase be an exceptional item in its Legislative Appropriation Request, and funding a merit increase associated with the Judicial Administration Specialization Certification from HB 2384, 88th Regular Legislative Session.

Next Steps

There will be a meeting scheduled in the fall to review and adopt the report.

Adjourn – 2:05 pm