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JUDICIAL COMPENSATION COMMISSION

REPORT ON JUDICIAL SALARIES AND AN INEQUITY IN JUDICIAL RETIREMENT

December 2008

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Members:

Sandra Featherman, Chair
Edwin Clift
Horace A. Hildreth, Jr.

Staff:

J. Timothy Leet

Commission Members

Sandra Featherman, Chair

Edwin Clift

Horace A. Hildreth, Jr.



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February 3, 2009

Members, Joint Standing Committee on Appropriations and Financial Affairs
Members, Joint Standing Committee on Judiciary
Members, Joint Standing Committee on Labor

Dear Governor Baldacci and Members of the Legislature,

It is our pleasure to submit to you the 2008 biennial report of the Judicial Compensation Commission. For this biennial report, the Judicial Compensation Commission is resubmitting its recommendations on Judicial Salaries from its last report, which the 123rd Legislature failed to enact. The Commission members understand that these are very trying budget times, but the Commission feels strongly that it is extremely important to adequately compensate our judges to attract and retain highly qualified judges.

The Commission has been concerned that many of the issues identified in its 1996 report remain unaddressed to this day. Those issues identified in the Discussion and Findings section of the March 2007 Report of the Commission (Report on Judicial Salaries) include:

- Salaries for Maine Judges are the lowest in New England and rank very low nationally, hurting Maine's ability to attract and retain high quality judges; and
- Maine Judges have a very heavy caseload and limited support staff.

For judicial salaries the lack of progress was largely caused by the suspension of the COLA's during the 2004-2005 Biennium to address a budget shortfall.

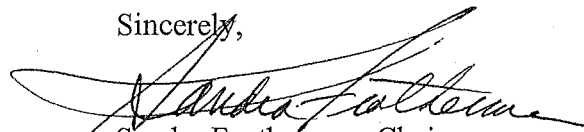
Given the low rate of inflation as measured by the Consumer Price Index and the fact that the Judicial Department budgeted the COLA's at the full 4% in the 2010-2011 Biennial Budget, some of the additional cost may be lessened, if the potential salary savings are not diverted to offset other Personal Services savings initiatives in the Biennial Budget proposals.

Another matter that the Judicial Compensation Commission is hoping to address this legislative session is a correction to the changes to the Judicial Retirement provisions enacted during the 123rd Legislature; see PL 2007, c. 449. That change omitted 5 judges from the provisions. Legislation to be submitted this session proposes to correct that oversight.

MAR 19 2009

As we prepared this report, we were guided by the statutory directive from the Legislature to develop recommendations to ensure that "...*the most highly qualified lawyers in this State, drawn from diverse life and professional experiences, are not deterred from serving or continuing to serve in the state judiciary and do not become demoralized during service because of [inadequate] compensation levels...*". The recommendations in this report are designed to accomplish this directive in a manner which is affordable to the people of the State of Maine. We submit this report to you and ask that our recommendations be implemented without delay to continue the outstanding level of service provided by members of Maine's judiciary. We look forward to discussing the contents of this report with all interested parties.

Sincerely,



Sandra Featherman, Chair

Edwin Clift, Commission Member
Horace A Hildreth, Jr., Commission Member
Honorable John E. Baldacci, Governor of Maine



JUDICIAL COMPENSATION COMMISSION

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Members:

Sandra Featherman, Chair

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JUDICIAL COMPENSATION COMMISSION 2008 REPORT

INTRODUCTION

The Judicial Compensation Commission is established in Title 4, chapter 35 of the Maine Revised Statutes annotated. The Commission is required to study and make recommendations regarding the salary, benefits and retirement to be paid for all justices and judges of the Supreme Judicial Court, the Superior Court and the District Court. The Commission operates with a goal of making sure the most highly qualified lawyers in this state are willing to serve in Maine's judicial branch. One of the criteria is a comparison to compensation in other states. In the most recent national rankings (see Appendix C), Maine was:

Chief Justices	37 th
Associate Justices	42 nd
General Jurisdiction Judges	39 th

The commission is required to report biennially by December 1st of even-number years to the joint standing committees of the Legislature having jurisdiction over appropriations matters and judicial matters.

The 3 members of the commission are:

Sandra Featherman, Chair
Edwin Clift, and
Horace A. Hildreth, Jr.

2008 MEETINGS

The Commission held two meetings in 2008. The first meeting was on May 22nd and the second and final meeting was on September 24th.

May 22nd Meeting

The Commission reviewed 2 agenda items.

1. A retirement benefit issue dealing with five retired judges who did not qualify for a recalculation of retirement benefits pursuant to PL 2007, c. 449. The legislation was the product of the Judicial Compensation Commission's 2006 review and report. This inequity was brought to the Commission's attention by Active Retired Judge Michael Westcott's letter of September 28, 2007. Kathy Morin, Manager, Actuarial and Legislative Affairs, Maine Public Employees Retirement System, reviewed the enacted law and discussed the one-time cost implications of the policy change to extend the benefit to the 5 judges. Judge Westcott also presented the issue to the Commission. The Commission voted unanimously to extend the benefit to these 5 judges who retired before the September 20, 2007 cutoff enacted by PL 2007, c. 449. The Commission asked to review legislation and discuss implementation issues at the next meeting.
2. A recommendation of the Right To Know Advisory Committee to continue the confidentiality provision of Title 4, section 1701, subsection 7 that deals with working papers in the possession of a legislative employee working with the Judicial Compensation Commission. The Right To Know Advisory

Committee voted to continue this public records exception without change as reflected on page 12 of the second Annual Report dated January 2008.

The Commission also directed the Judicial Department to provide updated salary comparison data that were the basis of the salary recommendations included in the Commission's 2006 report. Those recommendations were not enacted by the Legislature. Appendix C includes the updated comparison data.

September 24th Meeting

At the Commission's second and final meeting of 2008, the Commission reviewed updated survey data on Judicial Salaries published by the National Center for State Courts and reviewed draft legislation that amends the judicial retirement laws to include in the calculation of retirement benefits the cost of living adjustments that were not paid to the five judges identified in Active Retired Judge Michael Westcott's letter of September 28, 2007. It also was used to finalize findings and recommendations to be included in the report required pursuant to Title 4, section 1620, subsection 13.

RECOMMENDATIONS

For this biennial report, the Judicial Compensation Commissions recommendations build off the 2 main recommendations from its 2006 reports. The first involves fixing an inequity that was not foreseen in the enactment of the retirement changes proposed in the last report and the second involves an emphatic recommendation to increase judicial salaries, recommended in the last report but not enacted by the Legislature.

Recommendation #1 – Judicial Retirement Inequities

The implementation of PL 2007, Chapter 449, “An Act To Address Inequity in the Judicial Retirement System,” excluded five retired judges from a recalculation of retirement benefits because the Act only applied to judges who retired on or after September 20, 2007. These 5 judges retired prior to September 2007. The Commission recommends that this inequity be addressed by applying the recent judicial retirement changes back to the dates of retirement of the 5 affected judges. The estimated cost of including the cost of living adjustments not paid during 2004 and 2005 prospectively in the retirement benefit calculations of these 5 retired judges would be a one-time expense to offset the increase in the unfunded actuarial liability of the change estimated at \$64,000. There is an additional, one-time expense of \$17,000 to apply that adjustment back retroactively to the dates of retirement of the five judges. The Commission unanimously supported the retroactive application back to the dates of retirement at an estimated cost of \$81,000 (estimate was later revised to \$85,400). Appendix A includes the implementing legislation for this recommendation.

Recommendation #2 – Judicial Salaries

The Judicial Compensation Commission wanted to reemphasize the need to implement the recommendations in its 2006 report - the need to appropriately fund Maine judicial salaries so that they are comparable to other states. This is necessary to achieve the Commission’s primary goal of attracting and employing high quality judges. Specifically, the Judicial Compensation Commission recommends that, as of July 1, 2009, base salaries for the judiciary be increased from the current salaries paid in FY10 in the following manner:

- Chief Justice, Supreme Court from \$143,826 to \$151,074;
- Associate Justice, Supreme Court from \$124,377 to \$130,659;
- Chief Justice, Superior Court from \$121,781 to \$127,937;
- Associate Justice, Superior Court from \$116,630 to \$122,493;
- Chief Judge, District Court from \$121,781 to \$127,937;
- Deputy Chief Judge, District Court from \$119,165 to \$125,215; and
- Judge, District Court from \$116,630 to \$122,493.

These recommended base salaries reflect what current judicial salaries would be if the original base salary recommendations made by the Commission in its 1996 report had been implemented and if all scheduled cost-of-living increases had been granted since FY 98.

In making these recommendations, we applaud the Legislature's past actions which have increased judicial salaries but believe that the Commission's original base salary level recommendations remain appropriate. The Commission once again notes that previously scheduled judicial salary increases have often been forestalled by budgetary decisions during the past 20 years and the recommended increases contained in this report and the 2006 report will finally restore judicial salaries to the intended and proper level. The Commission wishes to emphasize that any final increase to the base salaries which is less than the recommended levels and any future effort to deny previous commitments to cost-of-living increases will be counterproductive to the goal of achieving adequate compensation levels for members of Maine's judiciary.

IMPLICATIONS

After more than ten years of reviewing the topic of judicial compensation, the Commission remains convinced that the costs of providing needed improvements to judicial salaries is crucial towards insuring the continuance of a high quality judiciary. To insure that the most qualified and highly trained individuals are retained as judges, members of Maine's judiciary must be assured of just and equitable levels of compensation. The negative consequences of failing to adequately compensate members of Maine's judiciary far outweigh the relatively small financial impact of providing long overdue resources to a crucial sector of Maine State government. In compensation for our judiciary, justice forestalled is justice denied.

Appendix A

Proposed Legislation – Judicial Retirement Inequity

An Act To Address an Inequity in the Judicial Retirement System

Be it enacted by the People of the State of Maine as follows:

Sec. 1. 4 MRSA §1201, sub-§9 is amended to read:

9. Earnable compensation. "Earnable compensation" means the annual salary as a judge. Any money paid by the State under an annuity contract for the future benefit of a judge must be considered part of the judge's earnable compensation. The earnable compensation of a member retired with a disability retirement allowance under section 1353 must be assumed, for the purposes of determining benefits under this chapter, to be continued after the member's date of termination of service at the same rate as received immediately prior thereto, subject to the same percentage adjustments, if any, that may apply to the amount of retirement allowance of the beneficiary under section 1358. ~~Beginning~~ For a member who served as a judge anytime between July 1, 2003 and June 30, 2005, earnable compensation ~~for a sitting judge as of June 30, 2005~~ includes the salary that would have been paid for a judge in the given year if the cost-of-living adjustments in fiscal year 2003-04 and fiscal year 2004-05 had been funded.

Sec. 2. Calculation; implementation. The Maine Public Employees Retirement System shall recalculate the retirement benefits of those judges who retired between July 1, 2003 and September 20, 2007. The retirement benefit shall be recalculated based on the effective retirement date of each individual judge and must include the cost-of-living adjustments as set forth in that section of this Act that amends the Maine Revised Statutes, Title 4, section 1201, subsection 9.

Sec. 3. Retroactivity. That section of this Act that amends Title 4, section 1201, subsection 9 applies retroactively to September 20, 2007.

SUMMARY

Public Law 2007, chapter 449 amended the judicial retirement laws to include in the calculation of retirement benefits the cost of living adjustments that were not paid to judges during 2004 and 2005. It applied only to judges who retired on or after the effective date of chapter 449, which is September 20, 2007. Five justices or judges worked during the two year period in which COLAs were withheld, but retired before September 20, 2007. This bill amends the judicial retirement laws to provide that for any judge who served during the two fiscal years in which the COLAs were not paid, the earnable compensation for retirement benefit calculation purposes includes the COLAs that would have been paid. This revised definition of "earnable compensation" must be used for the recalculation of benefits, and is effective retroactively to September 20, 2007. This bill directs the Maine Public Employees Retirement System to recalculate the retirement benefits of those judges who retired between July 1, 2003 and September 20, 2007. The calculation must include benefits as of the effective retirement date of each individual judge.

Appendix B

Proposed Legislation – Judicial Salaries

An Act To Increase Judicial Salaries

Emergency preamble. Whereas, acts and resolves of the Legislature do not become effective until 90 days after adjournment unless enacted as emergencies; and

Whereas, current salaries for members of Maine’s judiciary are among the lowest in both the New England states and the nation as a whole; and

Whereas, The annual cost-of-living increases for judicial salaries required by current law have not been implemented on a regular basis, thereby causing current judicial salaries to lag behind intended salary levels recommended by the Judicial Compensation Commission in previous reports to the Legislature dating back to 1996; and

Whereas, it is the recommendation of the Judicial Compensation Commission that increases in judicial salaries become effective July 1, 2009; and

Whereas, in the judgment of the Legislature, these facts create an emergency within the meaning of the Constitution of Maine and require the following legislation as immediately necessary for the preservation of the public peace, health and safety; now, therefore,

Be it enacted by the People of the State of Maine as follows:

Sec. 1. 4 MRSA §4, sub-§1, as amended by PL 1997, c. 643, Pt. M, §1, is further amended to read:

1. Chief justice; salary. The Chief Justice of the Supreme Judicial Court is entitled to receive a salary, for fiscal year ~~1998-99~~ 2009-10 and thereafter, of ~~\$111,000~~ \$151,074, to be paid biweekly.

Sec. 2. 4 MRSA §4, sub-§2, ¶A, as repealed and replaced by PL 1997, c. 643, Pt. M, §2, is amended to read:

A. For fiscal year ~~1998-99~~ 2009-10 and thereafter, ~~\$96,000~~ \$130,659, to be paid biweekly.

Sec. 3. 4 MRSA §102, sub-§1, as amended by PL 1997, c. 643, Pt. M, §4, is further amended to read:

1. Chief justice; salary. The Chief Justice of the Superior Court is entitled to receive a salary, for fiscal year ~~1998-99~~ 2009-10 and thereafter, of ~~\$94,000~~ \$127,937, to be paid biweekly.

Sec. 4. 4 MRSA §102, sub-§2, ¶A, as repealed and replaced by PL 1997, c. 643, Pt. M, §5, is amended to read:

A. For fiscal year ~~1998-99~~ 2009-10 and thereafter, ~~\$90,000~~ \$122,493, to be paid biweekly.

Sec. 5. 4 MRSA §157, sub-§2, as amended by PL 1997, c. 643, Pt. M, §7, is further amended to read:

2. Chief Judge; salary. The Chief Judge of the District Court is entitled to receive a salary, for fiscal year ~~1998-99~~ 2009-10 and thereafter, of ~~\$94,000~~ \$127,937, to be paid biweekly.

Sec. 6. 4 MRSA §157, sub-§3, as amended by PL 1997, c. 643, Pt. M, §8, is further amended to read:

3. Deputy Chief Judge; salary. The Deputy Chief Judge of the District Court is entitled to receive a salary, for fiscal year ~~1998-99~~ 2009-10 and thereafter, of ~~\$92,000~~ \$125,215, to be paid biweekly.

Sec. 7. 4 MRSA §157, sub-§4, ¶A, as repealed and replaced by PL 1997, c. 643, Pt. M, §9, is amended to read:

A. For fiscal year ~~1998-99~~ 2009-10 and thereafter, ~~\$90,000~~ \$122,493, to be paid biweekly.

Emergency clause. In view of the emergency cited in the preamble, this legislation takes effect when approved.

SUMMARY

This bill, submitted by the Judicial Compensation Commission as part of its December 2008 report to the Legislature, increases judicial salaries to levels that would have been achieved if the recommendations made in the commission's 1996 report had been fully implemented.

Appendix C

National Judicial Salary Comparisons



COPY

Administrative Office of the Courts

James T. Glessner
State Court Administrator
125 Presumpscot Street (zip 04103)
P.O. Box4820
Portland, Maine 04112-4820

Telephone: (207) 822-0792
FAX: (207) 822-0781
TTY: (207) 822-0701

To: Tim Leet
From: Ted Glessner, ~l
Re: Judicial Salaries

The National Center for State Courts publishes national judicial salary information which is an excellent source of comparative data. It does, however, have a couple of limitations. One is that while they publish twice each year, the data they publish is six months old. So the most recent publication presents salary information as of January 1, 2008. As you know here in Maine, as in many other states around the country, salaries changed on July 1 so that publication does not contain the most current information.

A second problem is that every state is not diligent in keeping their information up to date. Most have provided current information but some, like Massachusetts and Florida, have information as of 2006.

In an effort to provide the commission with the most current information possible our staff has gone to the NCSC website and compiled the most current information now available on line and that is what I am sending to you.

In addition to the fact that all states do not have current information (see the column headed Last Change) in some reporting categories all states are not represented. As an example in the category of General Jurisdiction Presiding Judges, which we equate with the Chief Justice of the Superior Court, Maine is ranked 15th. however, there are only 19 states included in the report.

After you have had a chance to review this, please call if you want to discuss it. In the alternative, you can use the information last published by NCSC. It is not as current as this information and there are some inaccuracies for Maine but you may find it more complete.



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Judicial Salaries

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State	Reporting Date	Court Name	Position
Maine	7/1/2008	Judges - Trial Courts	General Jurisdiction Judges
Maine	7/1/2008	Judge - District Court	Other Judicial Positions
Maine	7/1/2008	Deputy Chief Judge - District Court	Other Judicial Positions
Maine	7/1/2008	Chief Judges - Trial Courts	General Jurisdiction Presiding Judge
Maine	7/1/2008	Chief Judge - District Court	Other Judicial Positions
Maine	7/1/2008	Associate Justices - Supreme Court	COLR Associate Justices
Maine	7/1/2008	Chief Justice - Supreme Court	COLR Chiefs

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National Rankings by Position (Most Current)

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The table below provides the most current salary numbers that have been reported to NCSC by the administrative offices of the courts around the country for COLR Chiefs. The data are reported in alphabetical order. Please note that the values may be for the upcoming reporting period. for the current reporting period, or as far back as the previous reporting period. Since the data may be reflecting the salaries at different times, there are no cost-of-living adjustments performed on this data.

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Judicial Salaries

Reporting Date: 7/1/2008 Judge Type: COLR Chiefs

Job Descriptions

Court Web Sites

State	Salaries	Rank	Minimum	Maximum	Reporting Date	Last Change	Notes
Alabama	\$0	47	156,946	196,183	7/1/2008	10/1/2007	
Alaska	\$180,048	7			7/1/2008	7/1/2008	
Arizona	\$145,294	27			7/1/2008	1/1/2007	
Arkansas	\$151,049	22			7/1/2008	7/1/2008	
California	\$228,856	1	0	0	7/1/2008	11/14/2007	In addition, receives 4% pay differential
Colorado	\$142,708	31			7/1/2008	7/1/2008	
Connecticut	\$175,645	9	0	0	7/1/2008	1/1/2007	
Delaware	\$194,750	3	0	0	7/1/2008	7/1/2007	
District of Columbia	\$180,000	8	0	0	7/1/2008	1/6/2008	
Federal System	\$217,400 *	0	0	0	7/1/2008	1/1/2008	
Florida	\$161,200	15	0	0	7/1/2008	10/1/2006	
Hawaii	\$164,976	12			7/1/2008	7/1/2008	
Idaho	\$121,006	43			7/1/2008	7/1/2008	
Illinois	\$196,322	2			7/1/2008		
Indiana	\$151,328	20			7/1/2008	7/1/2008	Subsistence \$5,500
Iowa	\$170,850	10			7/1/2008	7/1/2008	
Kansas	\$139,310	35			7/1/2008	6/15/2008	
Kentucky	\$139,164	36			7/1/2008	7/1/2008	
Louisiana	\$143,815	29			7/1/2008	7/1/2008	
Maine	\$138,294	37			7/1/2008	7/1/2008	
Maryland	\$181,352	6			7/1/2008	7/1/2008	
Massachusetts	\$151,239	21	0	0	7/1/2008	7/23/2006	
Michigan	\$164,610	13	164,610	164,610	7/1/2008	1/1/2002	
Minnesota	\$160,579	16			7/1/2008	7/1/2008	
Missouri	\$139,534	34			7/1/2008	7/1/2008	
Montana	\$107,404	46	0	0	7/1/2008	7/1/2007	
Nebraska	\$135,881	38			7/1/2008	7/1/2008	
Nevada	\$140,000	33	140,000	170,800	7/1/2008	7/1/2006	After 4th year of service, 2%

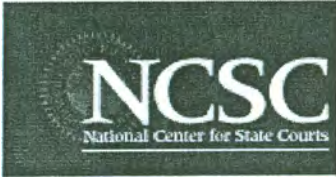
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							salary adjustment added to base salary for each year of service up to 11 years or 22%.
New Hampshire	\$143,580	30	0	0	7/1/2008	1/1/2008	
New Jersey	\$183,182	5	0	0	7/1/2008	1/1/2008	
New Mexico	\$125,691	41			7/1/2008	7/1/2008	
New York	\$156,000	17	0	0	7/1/2008	1/1/1999	
North Carolina	\$140,932	32			7/1/2008	7/1/2008	
North Dakota	\$121,513	42			7/1/2008	7/1/2008	
Ohio	\$150,850	23	0	0	7/1/2008	1/1/2008	
Oklahoma	\$147,000	26			7/1/2008	7/1/2008	
Oregon	\$128,556	40			7/1/2008	7/1/2008	
Pennsylvania	\$186,649	4	0	0	7/1/2008	1/1/2008	
Rhode Island	\$167,644	11	0	0	7/1/2008	6/24/2007	Longevity increases based on years of service from 5 percent at 5 years to 20 percent of salary at 25 years of service.
South Carolina	\$144,029	28			7/1/2008	6/2/2008	
South Dakota	\$120,173	45			7/1/2008	7/1/2008	
Tennessee	\$164,292	14			7/1/2008	7/1/2008	cost of living adjustment
Texas	\$152,500	19	0	0	7/1/2008	12/1/2005	
Utah	\$147,350	25			7/1/2008	7/1/2008	
Vermont	\$135,421	39	0	0	7/1/2008	7/9/2007	
Washington	\$155,557	18	0	0	7/1/2008	9/1/2007	Salaries for Supreme Court justices are set by a salary commission. Salary adjustments generally take effect on Sept. 1. On Sept. 1, 2007 the salary for a Supreme Court justice was set at \$155,557. On Sept. 1, 2008 the salary will change to \$164,221.
West Virginia	\$121,000	44	0	0	7/1/2008	7/1/2005	
Wisconsin	\$148,165	24			7/1/2008	1/2/2008	



•• Data are not available or cannot be calculated due to missing data



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National Rankings by Position (Most Current)

The table below provides the most current salary numbers that have been reported to NCSC by the administrative offices of the courts around the country for COLR Associate Justices. The data are reported in alphabetical order. Please note that the values may be for the upcoming reporting period, for the current reporting period, or as far back as the previous reporting period. Since the data may be reflecting the salaries at different times, there are no cost-of-living adjustments performed on this data.

Reporting Date: 7/1/2008 Judge Type: COLR Associate Justices

State	Salaries	Rank	Minimum	Maximum	Reporting Date	Last Change	Notes
Alabama	\$0	47	155,946	194,933	7/1/2008	10/1/2007	
Alaska	\$179,520	5			7/1/2008	7/1/2008	
Arizona	\$142,341	23			7/1/2008	1/1/2007	
Arkansas	\$139,821	27			7/1/2008	7/1/2008	
California	\$218,237	1	0	0	7/1/2008	11/14/2007	
Colorado	\$139,660	28			7/1/2008	7/1/2008	
Connecticut	\$162,520	10	0	0	7/1/2008	1/1/2007	
Delaware	\$185,050	3	0	0	7/1/2008	7/1/2007	
District of Columbia	\$179,500	6	0	0	7/1/2008	1/6/2008	
Federal System	\$208,100	*	0	0	7/1/2008	1/1/2008	
Florida	\$161,200	12	0	0	7/1/2008	10/1/2006	
Hawaii	\$159,072	14			7/1/2008	7/1/2008	
Idaho	\$119,506	43			7/1/2008	7/1/2008	
Illinois	\$196,322	2			7/1/2008		
Indiana	\$151,328	17			7/1/2008	7/1/2008	Subsistence \$3,000
Iowa	\$163,200	9			7/1/2008	7/1/2008	
Kansas	\$135,905	35			7/1/2008	6/15/2008	
Kentucky	\$134,160	37			7/1/2008	7/1/2008	
Louisiana	\$136,967	34			7/1/2008	7/1/2008	
Maine	\$119,594	42			7/1/2008	7/1/2008	
Maryland	\$162,352	11			7/1/2008	7/1/2008	
Massachusetts	\$145,984	20	0	0	7/1/2008	7/23/2006	
Michigan	\$164,610	8	164,610	164,610	7/1/2008	1/1/2002	
Minnesota	\$145,981	21			7/1/2008	7/1/2008	
Missouri	\$137,034	33			7/1/2008	7/1/2008	
Montana	\$106,185	46	0	0	7/1/2008	7/1/2007	
Nebraska	\$135,881	36			7/1/2008	7/1/2008	
Nevada	\$140,000	26	140,000	171,000	7/1/2008	7/1/2006	After 4th year of service, 2% Salary adjustment added to

								base salary for each year of service up to 11 years or 22%.
New Hampshire	\$139,258	29	0	0	7/1/2008	1/1/2008		
New Jersey	\$176,488	7	0	0	7/1/2008	1/1/2008		
New Mexico	\$123,691	40			7/1/2008	7/1/2008		
New York	\$151,200	18	0	0	7/1/2008	1/1/1999		
North Carolina	\$137,249	31			7/1/2008	7/1/2008		
North Dakota	\$118,121	45			7/1/2008	7/1/2008		
Ohio	\$141,600	24	0	0	7/1/2008	1/1/2008		
Oklahoma	\$137,655	30			7/1/2008	7/1/2008		
Oregon	\$125,688	39			7/1/2008	7/1/2008		
Pennsylvania	\$181,371	4	0	0	7/1/2008	1/1/2008		
Rhode Island	\$152,403	16	0	0	7/1/2008	6/24/2007		Longevity increases based on years of service from 5 percent at 5 years to 20 percent of salary at 25 years of service.
South Carolina	\$137,171	32			7/1/2008	6/2/2008		
South Dakota	\$118,173	44			7/1/2008	7/1/2008		
Tennessee	\$159,288	13			7/1/2008	7/1/2008		cost of living adjustment
Texas	\$150,000	19	0	0	7/1/2008	12/1/2005		
Utah	\$145,350	22			7/1/2008	7/1/2008		
Vermont	\$129,245	38	0	0	7/1/2008	7/9/2007		
Washington	\$155,557	15	0	0	7/1/2008	9/1/2007		Salaries for Supreme Court justices are set by a salary commission. Salary adjustments generally take effect on Sept. 1. On Sept. 1, 2007 the salary for a Supreme Court justice was set at \$155,557. On Sept. 1, 2008 the salary will change to \$164,221.
West Virginia	\$121,000	41	0	0	7/1/2008	7/1/2005		
Wisconsin	\$140,165	25			7/1/2008	1/2/2008		

• - Data are not available or cannot be calculated due to missing data



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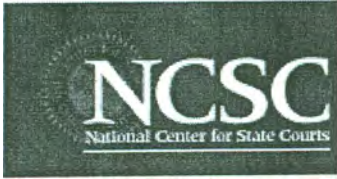
The table below provides the most current salary numbers that have been reported to NCSC by the administrative offices of the courts around the country for General Jurisdiction Presiding Judges. The data are reported in alphabetical order. Please note that the values may be for the upcoming reporting period, for the current reporting period, or as far back as the previous reporting period. Since the data may be reflecting the salaries at different times, there are no cost-of-living adjustments performed on this data.

Reporting Date: 7/1/2008 Judge Type: General Jurisdiction Presiding Judges

State	Salaries	Rank	Minimum	Maximum	Reporting Date	Last Change	Notes
Alaska	\$165,996	3	165,996	172,992	7/1/2008	7/1/2008	
Delaware	\$183,650	1	0	0	7/1/2008	7/1/2007	
District of Columbia	\$169,800	2	0	0	7/1/2008	1/6/2008	
Idaho	\$113,543	16			7/1/2008	7/1/2008	
Iowa	\$142,800	6			7/1/2008	7/1/2008	
Kansas	\$121,254	14			7/1/2008	6/15/2008	
Kentucky	\$124,380	13			7/1/2008	7/1/2008	
Maine	\$117,098	15			7/1/2008	7/1/2008	
Massachusetts	\$135,087	9	a	a	7/1/2008	7/23/2006	
Minnesota	\$135,580	8			7/1/2008	7/1/2008	
New Hampshire	\$139,258	7	a	a	7/1/2008	1/1/2008	
New Jersey	\$163,404	4	0	a	7/1/2008	1/1/2008	
New Mexico	\$113,436	17			7/1/2008	7/1/2008	
North Carolina	\$127,957	12			7/1/2008	7/1/2008	
North Dakota	\$111,362	19			7/1/2008	7/1/2008	
Rhode Island	\$150,934	5	0	0	7/1/2008	6/24/2007	Longevity increases based on years of service from 5 percent at 5 years to 20 percent of salary at 25 years of service,
South Dakota	\$112,377	18			7/1/2008	7/1/2008	
Utah	\$134,150	10			7/1/2008	7/1/2008	
Vermont	\$129,245	11	a	a	7/1/2008	7/9/2007	

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National Rankings by Position (Most Current)

The table below provides the most current salary numbers that have been reported to NCSC by the administrative offices of the courts around the country for General Jurisdiction Judges. The data are reported in alphabetical order. Please note that the values may be for the upcoming reporting period, for the current reporting period, or as far back as the previous reporting period. Since the data may be reflecting the salaries at different times, there are no cost-of-living adjustments performed on this data.

Reporting Date: 7/1/2008 Judge Type: General Jurisdiction Judges

State	Salaries	Rank	Minimum	Maximum	Reporting Date	Last Change	Notes
Alabama	\$0	45	115,892	144,865	7/1/2008	10/1/2007	
Alaska	\$165,996	5	165,996	172,992	7/1/2008	7/1/2008	
Arkansas	\$131,206	19			7/1/2008	7/1/2008	
California	\$178,789	1	0	0	7/1/2008	11/14/2007	In addition, Presiding Judges receive either 4% or 2% pay differential
Colorado	\$128,598	24			7/1/2008	7/1/2008	
Connecticut	\$146,780	9	0	0	7/1/2008	1/1/2007	
Delaware	\$168,850	4	0	0	7/1/2008	7/1/2007	
District of Columbia	\$169,300	3	0	0	7/1/2008	1/6/2008	
Federal System	\$169,300	*	0	0	7/1/2008	1/1/2008	
Florida	\$145,080	10	0	0	7/1/2008	8/4/2008	
Hawaii	\$143,292	11			7/1/2008	7/1/2008	
Idaho	\$112,043	40			7/1/2008	7/1/2008	
Illinois	\$169,555	2			7/1/2008		
Indiana	\$125,647	26			7/1/2008	7/1/2008	May be supplemented by county up to \$5,000
Iowa	\$137,700	15			7/1/2008	7/1/2008	
Kansas	\$120,037	36			7/1/2008	6/15/2008	
Kentucky	\$123,384	32			7/1/2008	7/1/2008	
Louisiana	\$124,085	31			7/1/2008	7/1/2008	
Maine	\$112,145	39			7/1/2008	7/1/2008	
Maryland	\$140,352	13			7/1/2008	7/1/2008	
Massachusetts	\$129,694	22	0	0	7/1/2008	7/23/2006	
Michigan	\$139,919	14	139,919	139,919	7/1/2008	1/1/2002	
Minnesota	\$129,124	23			7/1/2008	7/1/2008	
Missouri	\$120,484	35			7/1/2008	7/1/2008	
Montana	\$99,234	44	0	0	7/1/2008	7/1/2007	
Nebraska	\$125,690	25			7/1/2008	7/1/2008	
New	\$130,620	20	0	0	7/1/2008	1/1/2008	

http://www.ncsconline.org/d_kis/salary_survey/nationalQuery.asp

http://www.ncsconline.org/d_kis/salary_survey/nationalQuery.asp

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New Jersey	\$157,000	7	0	0	7/1/2008	1/1/2008				
New Mexico	\$111,631	41			7/1/2008	7/1/2008				
New York	\$136,700	17	0	0	7/1/2008	1/1/1999				
North Carolina	\$124,382	29			7/1/2008	7/1/2008				
North Dakota	\$108,236	43			7/1/2008	7/1/2008				
Ohio	\$121,350	34	0	0	7/1/2008	1/1/2008				
Oklahoma	\$124,373	30			7/1/2008	7/1/2008				
Oregon	\$114,468	38			7/1/2008	7/1/2008				
Pennsylvania	\$157,441	6	0	0	7/1/2008	1/1/2008				
Rhode Island	\$137,212	16	0	0	7/1/2008	6/24/2007				Longevity increases based on years of service from 5 percent at 5 years to 20 percent of salary at 25 years of service,
South Carolina	\$130,312	21			7/1/2008	6/2/2008				
South Dakota	\$110,377	42			7/1/2008	7/1/2008				
Tennessee	\$148,668	8			7/1/2008	7/1/2008				cost of living adjustment
Texas	\$125,000	27	125,000	140,000	7/1/2008	12/1/2005				supplements
Utah	\$132,150	18			7/1/2008	7/1/2008				
Vermont	\$122,867	33	0	0	7/1/2008	7/9/2007				
Washington	\$140,979	12	0	0	7/1/2008	9/1/2007				Salaries for superior court judges are set by a salary commission. Salary adjustments generally take effect on Sept. 1. On Sept. 1, 2007 the salary for a superior court judge was set at \$140,979. On Sept. 1, 2008 the salary will change to \$148,832,
West Virginia	\$116,000	37	0	0	7/1/2008	7/1/2005				
Wisconsin	\$124,746	28			7/1/2008	1/2/2008				

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