

Judicial Compensation Committee

Judicial Compensation in Perspective

2014 Report

Prepared by the staff of the Ohio Judicial Conference July 15, 2014

About the Judicial Compensation Committee



The Judicial Compensation Committee of the Ohio Judicial Conference conducts research, evaluates legislation, and makes recommendations regarding judicial compensation, retirement, life insurance, medical benefits, and other related issues. The committee compiles research comparing salaries and compensation packages for judges around the country and reports the results to Ohio's judges and members of the General Assembly to keep legislators informed about the importance of competitive salaries as part of an overall strategy of attracting qualified candidates to the bench and retaining experienced judges.

Co-Chairs

Judge Timothy J. Grendell Geauga Co. Probate/Juvenile Court Judge Everett H. Krueger Delaware Co. Common Pleas Court



About the Compensation in Perspective Report

The purpose of this report is to compare and contrast judicial salaries in Ohio with those in our peer states of Illinois, Michigan, New York, and Pennsylvania. In addition, comparison is also made between judicial salaries in Ohio and the Federal government. The salaries compared in this report are Chief Justice of the Ohio Supreme Court, Associate Justice of the Ohio Supreme Court, Court of Appeals judge, and Court of Common Pleas judge. Salaries for Municipal and County judges were not compared as the salary figures vary significantly within Ohio.

The data for this report was compiled from several sources including:

Ohio Supreme Court website

http://www.supremecourt.ohio.gov/Judiciary/salary/history.asp

Illinois Administrative Office of the Courts

217-524-6424

Michigan Supreme Court

Finance Department

517-373-0130

New York New York State Unified Court System

25 Beaver Street New York, NY 10004 (212) 428-2100

Pennsylvania Title 204. Judicial System Provisions

Part VII. Administrative Office of Pennsylvania Courts

Chapter 211. Judicial Salaries

Administrative Office of Pennsylvania Courts

5001 Louise Drive

Mechanicsburg, PA 17055 717-795-2000 (general #)

Federal Circuit and District Judges salary information can be learned at US Courts.Gov

http://www.uscourts.gov/Viewer.aspx?doc=/uscourts/JudgesJudgeships/docs/

JudicialSalarieschart.pdf

U.S. Chief Justice and Associate Justices salary information can be obtained at the

Administrative Offices of the United States Courts

202-502-1860

Other National Center for State Courts

Sources Knowledge and Information Services Office

757-259-1882

http://www.ncsc.org/salarytracker

Society of American Law Teachers

Salt Equalizer, Vol. 2012, Issue 1, May 2012

http://www.saltlaw.org/userfiles/SALT%20salary%20survey%202012.pdf

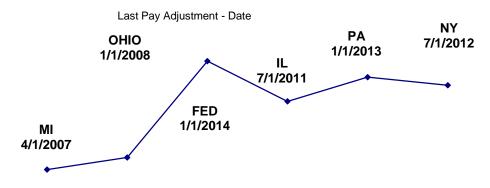
About the Comparison Group

The salary comparisons contained in this report are made principally with the states of Illinois, Pennsylvania and Michigan because those states are most like Ohio; each is a large, "rust-belt" industrial state which includes major business and commercial centers, productive rural agricultural areas and a good deal of urban, small-town and rural poverty. In terms of population, Illinois ranks 5th, Pennsylvania 6th, Ohio 7th and Michigan 8th among the 50 states according to the U.S. Census Bureau's 2011 estimates. Similarly, Ohio and the comparison group states rank comparably in total revenue. (See Appendix F)

Last Pay Adjustment

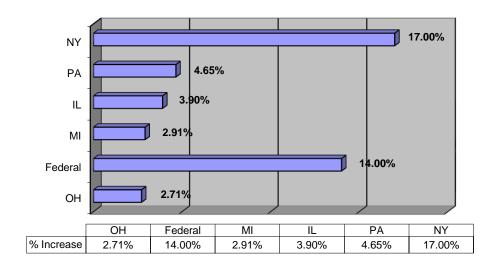
The following charts depict the date the last pay adjustment was implemented and the amount of the increase.

Of interest is the fact that Michigan used to have a constitutional public official salary commission whose recommendations were automatic unless vetoed by the legislature. However, in 2002 the Michigan constitution was amended to require the legislature to vote on the commissions recommendations.



	MI	ОН	Federal	IL	PA	NY
Last Pay Adjustment	4/1/2007	1/1/2008	1/1/2014	7/1/2011	1/1/2013	7/1/2012

Last Pay Adjustment - % Increase



Please Note:

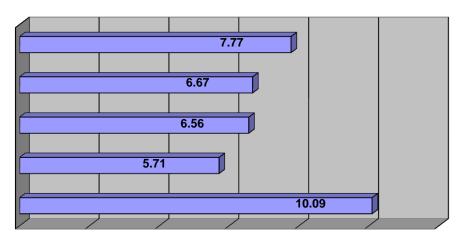
New York

This number represents the average increase given between the four judicial positions researched in this study. Prior to 2012 the previous pay increase took effect on 10/1/99.

State Revenue Per Capita Analysis

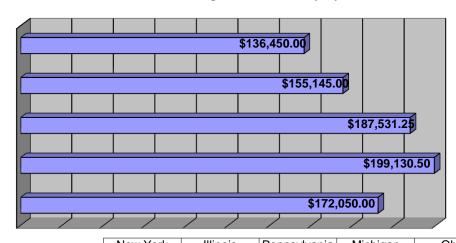
The following charts depict figures gathered from the **2010 Census**. Looking at the charts, it is evident that Ohio ranks 2nd in the focus group in total state revenue per capita. However, Ohio ranks last among these states when average judicial salaries are compared. Addendum E shows the same relationship amongst all 50 states, ranking by total government revenue as well as revenue per capita.

2010 Total State Revenue Per Capita (Thousands)



	New York	Illinois	Pennsylvania	Michigan	Ohio
Revenue Per Capita (Thousands)	10.09	5.71	6.56	6.67	7.77

2010 Average Judicial Salary by State

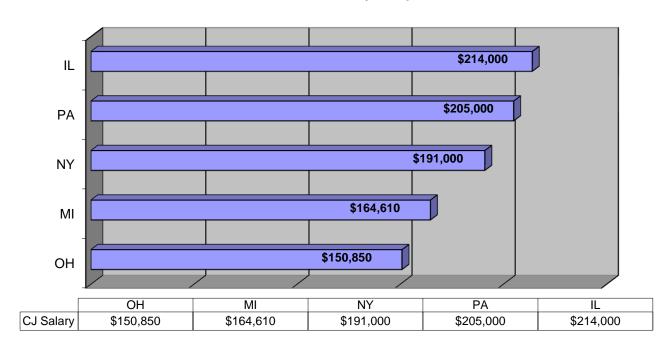


	New York	IIIInois	Pennsylvania	ıvııcnıgan	Onio
Average Judicial Salary	\$172,050.00	\$199,130.50	\$187,531.25	\$155,145.00	\$136,450.00

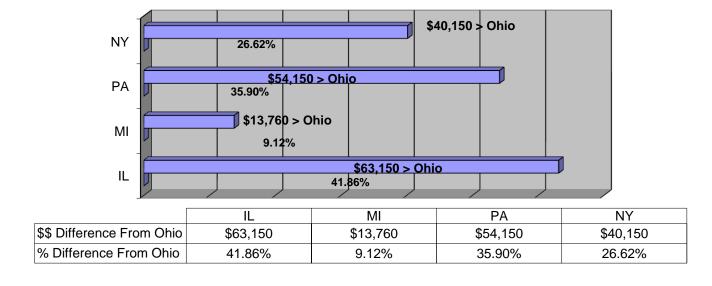
Chief Justice Salary Comparison

The following charts depict a comparison of the annual salary for each Chief Justice in the comparison group, as well as a dollar and percentage difference.

Chief Justice Salary Comparison



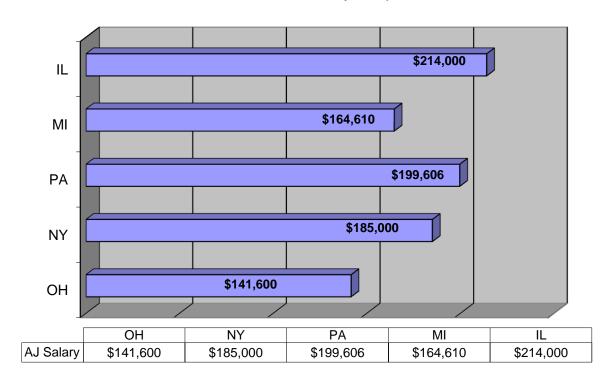
Chief Justice Salary Comparison Dollar and Percent Difference From Ohio's Salary of \$150,850



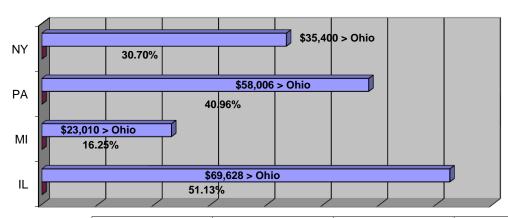
Associate Justice Salary Comparison

The following charts depict a comparison of the annual salary for each Associate Justice in the comparison group, as well as a dollar and percentage difference comparison.

Associate Justice Salary Comparison



Associate Justice Salary Comparison Dollar and Percent Difference From Ohio's Salary of \$141,600



	IL	MI	PA	NY
\$\$ Difference From Ohio	\$72,400	\$23,010	\$58,006	\$43,400
% Difference From Ohio	51.13%	16.25%	40.96%	30.70%

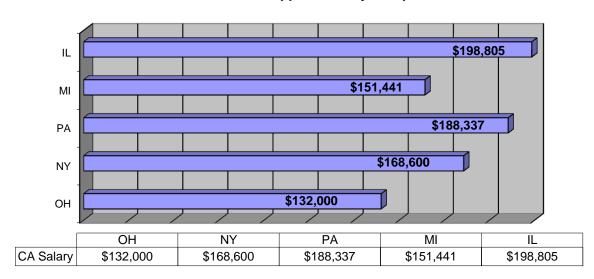
Court of Appeals Salary Comparison

Salaries for the position of a Court of Appeals judge were compared.

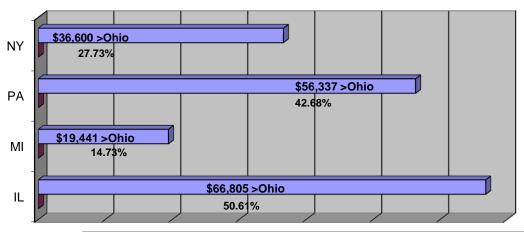
Of interest is the fact that New York lists three (3) different positions and corresponding salaries for Appellate Court judges: (1) Presiding Justice-\$172,800, (2) Associate Justice - \$168,600, and (3) Appellate Terms-\$163,600.

For the purpose of this report the position of "Associate Justice" was selected as the salary as it seemed similar to Ohio's Appellate Court judgeship. The following charts depict a comparison of the annual salary for each Appellate Court judge in the comparison group, as well as a dollar and percentage variance comparison.

Court of Appeals Salary Comparison



Court of Appeals Salary Comparison Dollar and Percent Difference From Ohio's Salary of \$132,000



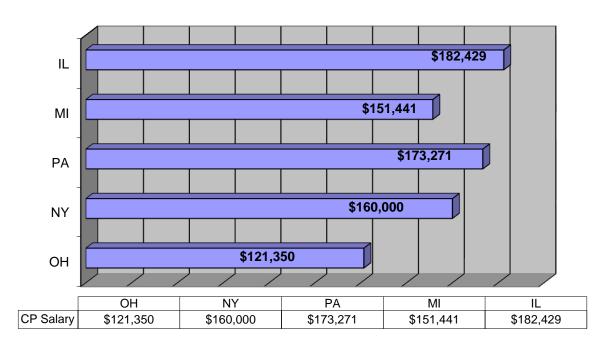
		IL	MI	PA	NY
\$\$ Differ	ence From Ohio	\$66,805	\$19,441	\$56,337	\$36,600
% Differe	ence From Ohio	50.61%	14.73%	42.68%	27.73%

Common Pleas Salary Comparison

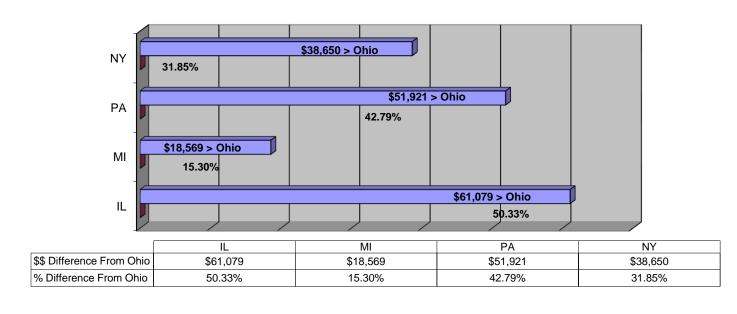
Salaries for the position of a Common Pleas judge were compared. For Pennsylvania, the salary for a Common Pleas judge varies based on the county and the number of judges in a district. Therefore the average between the high and low salary is listed in the underlying table and is used as the basis for dollar and percent comparisons.

The following charts depict a comparison of the annual salary and a dollar and percentage difference comparison.

Common Pleas Salary Comparison



Common Pleas Salary Comparison Dollar and Percent Difference From Ohio's Salary of \$121,350



Comparison Group Summary Table

	Ohio	Illinois	Michigan	New York	Pennsylvania
Last Pay Adjustment	1/1/2008	7/1/2011	4/1/2007	4/1/2012	1/1/2013
% Increase	2.71 %	3.9%	2.91%	17%	4.65%
Chief Justice					
Salary	\$150,850	\$214,000	\$164,610	\$191,000	\$205,000
\$\$ Difference From Ohio		\$60,378	\$13,760	\$31,750	\$54,150
% Difference From Ohio		40.03%	9.12%	21.05%	35.90%
Associate Justice					
Salary	\$141,600	\$214,000	\$164,610	\$185,000	\$199,606
\$\$ Difference From Ohio		\$69,628	\$23,010	\$35,400	\$58,006
% Difference From Ohio		49.17%	16.25%	25%	40.96%
Court of App	eals				
Salary	\$132,000	\$198,805	\$151,441	\$168,600	\$188,337
\$\$ Difference From Ohio		\$66,805	\$19,441	\$36,600	\$56,337
% Difference From Ohio		50.61%	14.73%	27.73%	42.68%
Common Ple	as				
Salary	\$121,350	\$182,429	\$139,919	\$160,000	\$173,271
\$\$ Difference From Ohio		\$61,079	\$18,569	\$38,650	\$51,921
% Difference From Ohio		50.33%	15.30%	31.85%	42.79%

Market Salaries of Lawyers and Law School Professor Salaries

In order for Ohio to maintain its recognized leadership in good government, all Ohio elected officials need to be compensated at a fair market rate. The Ohio Judicial Conference supports market increases for judges and all Ohio elected officials in order to elicit high quality candidates for office.

Market Salaries of Lawyers

New legal associates fresh from law schools with no experience are earning salaries commensurate with compensation earned by Ohio Judges.

Law Firms – Large Firm / 1st Year Salary

Cincinnati Dinsmore & Shohl Frost, Brown & Todd Graydon, Head & Ritchey Taft, Stettinius & Hollister	\$ 105,000 \$ 100,000 \$ 90,000 \$ 112,500
Cleveland Baker & Hostetler Calfee, Halter & Griswold	\$ 120,000 \$ 110,000
Columbus Bricker & Eckler Porter, Wright, Morris & Arthur Schottenstein, Zox & Dunn Squire, Sanders & Dempsey Thompson Hine Vorys, Sater, Seymour & Pease	\$ 100,000 \$ 115,000 \$ 100,000 \$ 130,000 \$ 100,000 \$ 120,000

Market Salaries of Law School Professors

Law professors in Ohio and comparable states earn more than Ohio Judges who make real everyday decisions on matters that affect thousands of citizens.

Law Schools - Full Professor Salaries

Ohio Capital Law School University of Dayton University of Toledo The Ohio State University	\$ 154,471 \$ 116,209 \$ 125,442 \$ 170,648
Illinois University of Illinois	\$ 153,955
Michigan University of Michigan	\$ 206,000
Pennsylvania University of Pittsburgh	\$ 155,082

Ohio Courts versus Full Professor

This section of the report compares Ohio's Chief and Associate Justices, Court of Appeals, and Common Pleas salaries with that of Full Professors at Ohio universities and a university in a state whose courts are comparable to Ohio's. In addition, it will show the dollar and percentage difference that exist between these salaries.

Comparison Group Summary Table

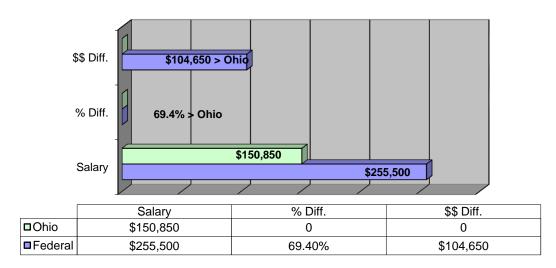
	Ohio Courts	The Ohio State University	Capital University	University of Pittsburgh	University of Michigan
Last Pay Adjustment	1/1/2008	2012	2012	2012	2008
% Increase	2.71 %	-3.13%	9.71%	8.31%	048%
Chief Justice)				
Salary	\$150,850	\$170,648	\$154,471	\$155,082	\$206,000
\$\$ Difference From Ohio Courts		\$19,798	\$3,621	\$4,232	\$55,150
% Difference From Ohio Courts	ŀ	13.12%	2.40%	2.81%	36.56%
Associate Ju	stice				
Salary	\$141,600	\$170,648	\$154,471	\$155,082	\$206,000
\$\$ Difference From Ohio Courts		\$29,048	\$12,871	\$13,482	\$64,400
% Difference From Ohio Courts		20.51%	9.11%	9.52%	45.48%
Court of App	eals				
Salary	\$132,000	\$170,648	\$154,471	\$155,082	\$206,000
\$\$ Difference From Ohio Courts	1	\$38,648	\$22,471	\$23,082	\$74,000
% Difference From Ohio Courts		29.28%	17.02%	17.51%	56.06%
Common Pleas					
Salary	\$121,350	\$170,648	\$154,471	\$155,082	\$206,000
\$\$ Difference From Ohio Courts		\$49,298	\$33,121	\$33,732	\$84,650
% Difference		40.62%	27.29%	27.80%	69.76%

Ohio versus Federal Salary Comparison

Another aspect of this report is to compare Ohio's Chief and Associate Justices, Court of Appeals, and Common Pleas salaries with their federal counterparts. This section of the report will accomplish this. In addition, charts will show the dollar and percentage difference that exists between these salaries.

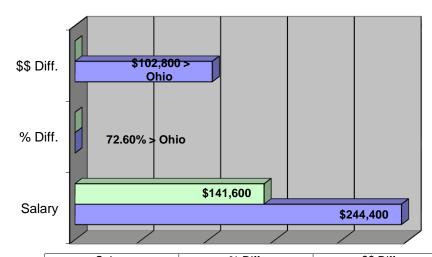
Comparing Ohio versus U.S. Chief Justice Salaries

Ohio Chief Justice vs. U.S. Chief Justice Salary Comparison



Comparing Associate Justice Salaries

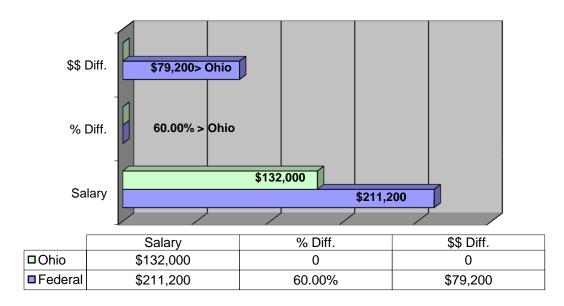
Ohio Associate Justice vs. U.S. Associate Justice Salary Comparison



	Salary	% Diff.	\$\$ Diff.
□Ohio	\$141,600	0	0
■Federal	\$244,400	72.60%	\$102,800

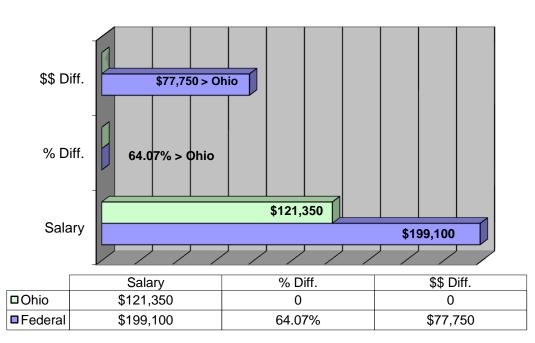
Comparing Ohio Appellate versus U.S. Circuit Judges Salaries

Ohio Court of Appeals vs. U.S. Circuit Judge Salary Comparison



Comparing Ohio Common Pleas versus U.S. District Judges Salaries

Ohio Common Pleas vs. U.S. District Judge Salary Comparison

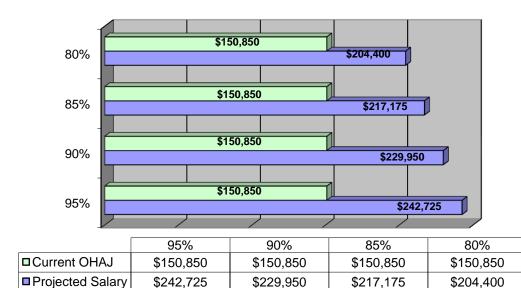


Current Ohio Judicial Salaries Compared to Percentages of Federal Judicial Salaries

A formula currently under consideration is to set judicial salaries in Ohio based on a percentage of their federal counterpart's salary. This section provides a graphical comparison between the current salary of the judges with the projected salary of the judge at specific percentages. The percentages of the federal salaries explored are 95, 90, 85 and 80 percent. As noted earlier, the latest Federal pay raise took place in 2009, with a 2.81% increase.

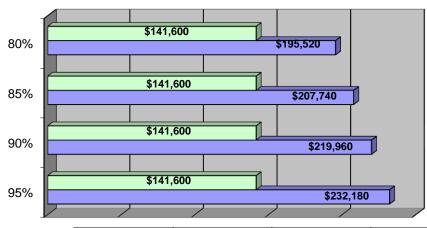
Comparing Chief Justice Salaries

Current Ohio Associate Justice Salary Compared to a Projecetd Salary Tied to a Percentage of Current U.S. Associate Justice Salary



Comparing Associate Justice Salaries

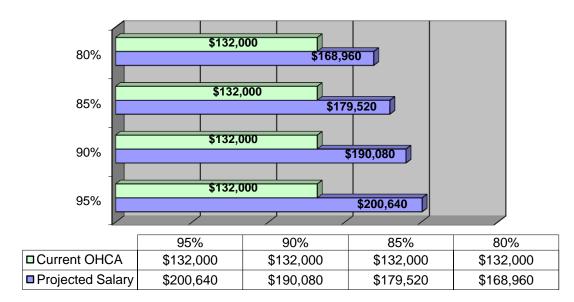
Current Ohio Associate Justice Salary Compared to a Projected Salary Tied to a Percentage of Current U.S. Associate Justice Salary



	95%	90%	85%	80%
□ Current OHAJ	\$141,600	\$141,600	\$141,600	\$141,600
■ Projected Salary	\$232,180	\$219,960	\$207,740	\$195,520

Comparing Ohio Appellate versus U.S. Circuit Judges Salaries

Current Ohio Court of Appeals Salary Compared to a Projected Salary Tied to a Percentage of Current U.S. Circuit Judge Salary



Comparing Ohio Common Pleas versus U.S. District Judges Salaries

Current Ohio Common Pleas Salary Compared to a Projected Salary Tied to a Percentage of U.S. District Judge Salary



	95%	90%	85%	80%
□ Current OHCP	\$121,350	\$121,350	\$121,350	\$121,350
■ Projected Salary	\$189,145	\$179,190	\$169,235	\$159,280

Projecting Ohio Municipal Court Salaries based on Proposed Federal Percentage Scenario

In Ohio, a full-time, maximum salary Municipal Court judge earns \$6,950 <u>less</u> than a Common Pleas judge (\$114,400 versus \$121,350). If the proposed formula of setting judicial salaries in Ohio based on a percentage of their federal counterpart's salary is used, as described in this report (see page 12), and the \$6,950 differential were to remain constant, then the following salary projections can be made concerning a full-time Municipal Court judge.

	80% of U.S. District Judge Salary	85% of U.S. District Judge Salary	90% of U.S. District Judge Salary	95% of U.S. District Judge Salary
Projected Common Pleas Salary	\$159,280	\$169,235	\$179,190	\$189,145
Projected Municipal Salary (CP less \$6,950)	\$152,330	\$162,285	\$172,240	\$182,195

APPENDICES

Appendix A Articles Re: Judicial Compensation

The Columbus Dispatch, "General Assembly Pay Seems To Have Constitutional Issues"

The Columbus Dispatch, "Ohio Judges' Pay Has Been Frozen for Years"

The Columbus Dispatch, "Judges in Ohio rank low in pay, survey says"

The Wall Street Journal, "State Courts Concerned about Losing Judges After No Salary Growth"

Court News Ohio "NCSC Survey Examines Judicial Salaries Nationwide"

The New York Times "Pay Frozen, More New York Judges Leave Bench"

The New York Times "Commission Raises N.Y. Judges' Pay 27% Over 3 Years"

Appendix B..... National Center for State Courts Salary Rankings

Appendix C.....Federal Judicial Salary Chart Since 1968

Appendix D Ohio Judicial Salary History

Appendix E.....A Statement in Support of Judicial Reform

Appendix F..... State Total Revenue/Per Capita Revenue Chart

The Columbus Dispatch

Thomas Suddes commentary: General Assembly pay seems to have constitutional issues

Editorials

Like a symphony orchestra tuning up before launching into the *William Tell Overture*, the merry Statehouse band may be preparing to pitch pay raises for Ohio's elected officials.

Some, starting with judges, deserve them. According to the Ohio Supreme Court, Court of Appeals judges are paid \$132,000 a year; Common Pleas judges, \$121,350; full-time Municipal judges, \$114,100; and part-time Municipal and County Court judges, \$65,650.

The smaller the pool of strong judicial candidates, the smaller the odds that voters can pick good judges. And the leaner Ohio judges' salaries, the smaller the pool of strong candidates will be. It's likely that a moderately successful Ohio lawyer would do better in private practice than he or she could as a judge.

That's not to say that highly capable men and women don't run for, and win, Ohio judgeships. They do, and many are admirable. But it does mean that giving up private practice for a judge's robe can be a tough call, especially for potential judicial candidates with young families.

Meanwhile, whether the 132 members of Ohio's (legally part-time) General Assembly have earned a pay raise is an open question. Base pay for state representatives and senators is now \$60,584. (By comparison, the Census estimates median household income in Ohio is \$48,246.)

What legislators don't tell voters is that many General Assembly members are paid more than the \$60,584 base. Why? Because they can get annual supplements, ranging from \$2,500 to \$10,000 a year, for committee assignments or because they hold legislative caucus offices ("leaders," "whips,"etc.).

The General Assembly's top salaries, \$94,437 each, go to House Speaker William G. Batchelder of Medina and Senate President Keith Faber of Celina, both Republicans.

Because the speaker or president gives (or takes) committee assignments, the speaker or president can give (or take away) supplemental pay legislators may get for committee assignments. That helps ... manage ... their caucuses.

The Ohio Constitution says the General Assembly's "members and officers ... shall receive a fixed compensation, to be prescribed by law, and no other allowance or perquisites."

It's hard to square "no other allowance or perquisites" with legislators' health and retirement benefits; with legislators' supplemental committee pay; with the \$150 a day, plus expenses, the

Controlling Board's six legislators may claim; or with the \$150 a day, plus expenses, the five House and five Senate members of a new Medicaid committee may claim on days a committee member's legislative house isn't holding a voting session.

Statehouse conservatives, if that's what they really are, might care to explore that constitutional conundrum over General Assembly pay. But maybe that strikes too close to home.

Footnote: Last week's column said that some Democrats said Gov. John Kasich "couldn't balance Ohio's post-recession budgets without raising taxes. But Kasich and legislators did craft balanced budgets without raising taxes."

That's incorrect, as someone with a better memory (a keen-eyed reader) pointed out. Ohio's budget, Amended Substitute House Bill 59, which Kasich signed a year ago, added 0.25 percent to Ohio's state sales-tax rate. That makes the rate 5.75 percent. It was 5.5 percent. (From mid-2003 to mid-2005, to help balance Ohio's budget during Gov. Bob Taft's administration, the sales tax rate was temporarily 6 percent.)

According to the Office of Budget and Management, the 0.25 percent rate increase should produce an additional \$419 million for the state this fiscal year.

Given that, and Census estimates of Ohio's population, a 0.25 percent increase in the sales-tax rate translates into roughly \$36 per Ohioan per year — about 10 cents per Ohioan per day.

Thomas Suddes is a former legislative reporter with The Plain Dealer in Cleveland and writes from Ohio University.

The Columbus Dispatch

Ohio judges' pay has been frozen for years Improving economy may get lawmakers to vote on raising elected officials' salaries

By Jim Siegel The Columbus Dispatch • Thursday July 10, 2014 2:48 AM

Trial-court judges in only eight states earn less than they do in Ohio, where they haven't received a pay raise since 2007.

"The fact that Ohio really undervalues its judges is a shameful thing," said Mark Schweikert, director of the Ohio Judicial Conference.

"You want to be able to entice and retain the highest-quality professionals to these positions,"he said. "Judges make the most critical decisions that affect families and people's liberties on a daily basis."

Judges are not alone in the salary drought. State legislators, county elected officials and township trustees have not seen a pay raise since 2008.

They all share one thing in common: Their pay is set in Ohio law and can be increased only by a legislative vote that often comes with little political upside. Lawmakers have not taken such a vote in about 14 years — on a bill that provided cost-of-living adjustments for most through 2008.

Groups representing those officials say they didn't expect to see pay increases as Ohio and the nation plunged into the Great Recession. But as Ohio's economy has shown improvement, they now hope lawmakers are ready to once again approve raises.

The idea might be gaining traction.

"In spite of the job being public service, they're not in it for charity either," said Sen. Dave Burke, R-Marysville, chairman of the State Government Oversight Committee. He said he's hearing from some of his counties that they are having trouble finding quality people to run for certain positions, such as county auditor.

"I think each passing year, the discussion gains more merit," he said, while noting that he does not think legislators need to be included among those getting a raise.

The lame-duck session — the roughly six-week period after the November election — has generally been the best time to pass politically sensitive legislation such as pay raises. Sen. Bill Seitz, R-Cincinnati, unsuccessfully pushed a pay-raise bill in the 2012 lame-duck session that would have given cost-of-living increases over four years.

But as the recession gets farther in the rearview mirror, even the conservative Buckeye Institute for Public Policy Solutions, which keeps a database of public-employee salaries, isn't opposed to examining raises as long as they are not automatic for too many years.

"It's not insane to be having this conversation right now," said Greg Lawson, policy analyst for the institute. "As much as we all love to make fun of politicians sometimes, they have a hard job. You want to be able to be competitive and be sure that people who are the cream of the crop don't feel like they can't do it."

Elected officials are not allowed to get a pay raise in the middle of their terms. So if lawmakers do not approve a pay raise by the end of this year, legislators and county officials elected in November would have to wait two to four more years for a raise.

House Speaker William G. Batchelder, R-Medina, has not determined what to do about the pay-raise issue, said spokeswoman Carolyn Best. He had asked Rep. Terry Blair to explore the issue, but Blair died unexpectedly two weeks ago.

Commissioners and other county officials are paid based on county population. In counties with populations of more than a million, a commissioner earns \$92,474, but almost half earn less than \$45,000.

"At some point, people in these positions as well as potential candidates will question whether the compensation is reasonable," said Cheryl Subler, policy director for the County Commissioners Association of Ohio. "While elected officials are committed to public service, I think we can all agree that they should be adequately compensated."

Ohio legislators earn a base \$60,584, but most earn more through leadership and chairmanship stipends. Comparing legislative salaries among states is difficult because the amount of time they meet in session varies.

Two nearby states with similar legislative schedules pay more. Pennsylvania lawmakers earned \$82,026 in 2012 plus \$159 per diem on session days. Michigan lawmakers earned \$71,685 plus \$10,800 for expenses.

Ohio is one of five states where lawmakers do not earn a per-diem rate while in session — though some can earn significant tax breaks for "deemed days" even when not in session.

Ohio is one of 16 states where trial-court and appellate-court judges have had no pay raise since 2008.

In 2013, the \$121,350 salary for Ohio trial-court judges was \$20,300 below the national average and ranked behind every neighboring state. For Supreme Court justices, Ohio's pay ranks 37th.

Ohio pays the full salary of appeals-court judges and pays 88 percent or more of the salaries of common pleas judges, with the rest paid by the counties. Giving a 3 percent raise to the more than 380 common-pleas and appellate judges in Ohio would cost about \$1.4 million per year.

"I don't think it's animosity toward judges," the judicial conference's Schweikert said, noting the political difficulty. "There is just never a good time to vote for pay raises for judges."

Appendix A
Columbus Dispatch
7/21/2012

The Columbus Dispatch

Judges in Ohio rank low in pay, survey says

By Alan Johnson

The Columbus Dispatch Saturday July 21, 2012 5:17 AM

The dampened economy is affecting a little-discussed group: judges.

Judicial salaries nationwide have slipped below the rate of inflation, according to a survey done annually by the National Center for State Courts.

Ohio judges, from the Supreme Court to municipal level, have not received a raise since 2008. In Ohio, judicial salaries are set by the General Assembly.

Nationally, state court judges received an average 0.63 percent salary increase last year, the survey showed. The U.S. Department of Labor reports that the Consumer Price Index, a measure of inflation, rose 3.2 percent in 2011.

The survey, now in its 30th year, provides the benchmark for compensation for state judges. It does not include the federal judiciary.

The Ohio Supreme Court, which issued a release about the survey, noted that Ohio ranks "in the bottom half for each category" nationally. The state was 33rd for the Supreme Court, 30th for appellate courts, and 41st for common pleas trial courts.

Ohio Supreme Court justices are paid \$141,600 annually, far below California's \$218,237. Chief Justice Maureen O'Connor is paid \$150,850, less than the average \$157,759 for comparable top court judges in other states and well below California's \$228,856.

Ohio appellate judges receive \$132,000, common pleas judges \$121,350, full-time municipal judges \$114,000, and part-time municipal and county court judges \$65,650.

The survey cites a decline in judicial pay increases as the economy hit the skids in recent years. Increases averaged 3.24 percent annually from 2003-07, dipped to 1.67 percent in 2008-09, and to less than 1 percent in 2010 and 2011.

ajohnson@dispatch.com



Appendix A
The Wall Street Journal
7/24/2012

July 24, 2012, 11:07 AM ET

State Courts Concerned about Losing Judges After No Salary Growth

State judicial salaries have flatlined over the past two years, and state courts are worried about experienced judges leaving, leading to slower handling of cases and more case overturns.

Nationwide, judicial salaries are increasing at a yearly rate of less than 1%, according to the National Center for State Court's Survey of Judicial Salaries.

The report looked at salary data between 2007 and January 1, 2012 for judges in all 50 states. It found that these judicial salary increases essentially flatlined, increasing less than 1% nationwide compared with pre-recession pay rates between 2003 and 2007, which rose on average around 3.24% per year.

"Judges are like anybody, they want to know they're advancing in life," said Greg Hurley, an analyst for NCSC that worked on the report. "An experienced mechanic would be able to fix your car faster and do a better job, and it's the same with judges."

Judiciaries have been losing judges to higher-paying jobs for years now, usually at private law firms which can pay well over \$1 million year, Law Blog reports here. Mr. Hurley says that if the judicial salaries aren't competitive, talented and diverse types of legal practitioners will turn to private practice over the bench.

Judges make anywhere from \$115,000 to \$229,000, and while that salary range is no small potatoes, the temptation of the pay raise at a large private law firm has clearly been a temptation many judges couldn't resist.

The stagnant judicial salaries are symptoms of a wider nationwide state court budget crisis.

"The economy's getting better but the state governments are still really struggling. There's really no end to this in sight," Mr. Hurley said.

States courts have been forced to cut costs in response to tightening government budgets during the fiscal crisis. They have delayed filling vacancies, increased fees and fines, reduced hours of operation and increased backlog where cases sit pending for much longer than they should be.

Nearly all states, 42 in all, have resorted to some form of salary freeze. And 13 states have even reduced salaries to cut costs.

The state with the highest judicial salaries is California, a state wracked with debt and with courts suffering from budget cuts and staff layoffs. The average judicial salary in the highest court in California is just over \$218,000 and in the intermediate appellate courts an average salary of \$204,600. California's court system lost \$300 million in state appropriations for the 2012 fiscal year, going from \$3.9 billion to \$3.6 billion.

South Dakota has the lowest judicial salary in the country with an average salary of around \$118,000.

Copyright 2008 Dow Jones & Company, Inc. All Rights Reserved



CNO HOME | ARCHIVE | SUBSCRIBE | CNO-TV | CNO REVIEW | SUPREME COURT HOME

MOST SHARED

HAPPENING NOW

NCSC Survey Examines Judicial Salaries Nationwide

By Bret Crow | July 20, 2012



Judges salaries nationwide and in Ohio are not keeping pace with inflation, according to an annual report released last week.

The 2011 survey of judicial salaries shows an average increase of slightly more than one-half of 1 percent from the year before, while inflation rose 3.2 percent in 2011 based on Consumer Price Index data from the U.S. Department of Labor, Bureau of Labor Statistics.

Published for nearly 30 years by the National Center for State Courts, the survey serves as the primary record of compensation for state judicial officers and state court administrators. The survey uses figures for courts of last resort, intermediate appellate courts and general jurisdiction trial courts to calculate the average increase from one year to the next.

While a handful of states experienced slight salary increases for judges last year, Ohio did not. In fact, there's been no salary increase for Ohio judges since 2008. The chief justice and justices on the Ohio Supreme Court make \$150,850 and \$141,600 annually. Courts of appeals judges are paid \$132,000 per year. Common pleas judges earn \$121,350 each year. As for full-time municipal court judges, their salaries are \$114,100 while part-time municipal court judges and county court judges have annual salaries of \$65,650. View more detailed information of judges' salaries in Ohio.

As far as where states rank in the survey, Ohio is in the bottom half for each category: 33 for highest court, 30 for intermediate appellate courts and 41 for general jurisdiction trial courts.

View the <u>survey</u>.

The New Hork Times

July 4, 2011

Pay Frozen, More New York Judges Leave Bench

By WILLIAM GLABERSON

There is perhaps no more fitting finale to a long legal career than a judgeship. Ascending the bench after years appearing before it can bring power, respect, personal satisfaction, reasonable hours and, often, free parking. There have traditionally been few steps beyond: Retirement. Or death.

But across the country — and in New York, more than most places — being a judge has in recent years come with one big negative: the salary. New York judges have not had a raise in 12 years, making the state one of the more extreme examples of a growing pay gap nationally between judges and other professionals, including partners at top law firms, who can earn 10 times the salary of the judge before whom they are arguing a case.

Now, for the first time in memory, judges are leaving the bench in relatively large numbers — not to retire, but to return to being practicing lawyers. Turnover in New York has increased rapidly in the last few years: nearly 1 in 10 judges are now leaving annually, a new study shows.

In New York State, at least a dozen have resigned and explicitly cited the pay. The latest is James M. McGuire, a judge on the intermediate state appeals court in Manhattan, who last week resigned his position at the white marble courthouse on Madison Avenue. His judicial salary was \$144,000. He stepped down to be a partner at a law firm, Dechert LLP, where average partner pay is \$1.4 million.

New York, as the state with what officials say is the longest judicial pay freeze, is the focus of a national debate about whether controversial rulings, court corruption and politicized judicial campaigns have so eroded support for courts that there is no constituency for increasing judges' pay. "I never expected to get rich as a judge, but I never expected to get poor either," said Robert A. Spolzino, who resigned as an appellate judge in Brooklyn two years ago to return to law practice.

Judges in New York were the best paid nationally in the 1970s. But their salaries now are ranked 46th in the country when measured by the cost of living, according to the National Center for State Courts.

Critics contend that some judges do not work very hard and that many of them would never earn the profession's top pay. Eric A. Posner, a University of Chicago law professor, argued in a law review article in 2009 with two other law professors that there was no evidence that better-paid judges did a better job.

"The absence of raises," he wrote in a recent e-mail exchange, "is a problem only if judges weren't overpaid to begin with."

Indeed, in a series of interviews, judges acknowledged that it could be difficult to make the case for a judicial pay raise in hard economic times. Justices of New York's highest-level trial court, the State Supreme Court, make \$136,700. The chief judge of the state makes \$156,000. Across the country, "there is a devaluing of the job that judges do," so there is little pressure to pay them well, said Seth S. Andersen, the executive director of the American Judicature Society in Des Moines, which studies and evaluates judicial systems.

Current and former judges described the pressures they felt in fending off offers and trying to pay for mortgages and tuition bills. Mr. Spolzino, 52, said he had expected that he would remain until retirement, as judges did in the past.

"It's very heady when you walk into a room and everybody rises, people laugh at your jokes," he said.

Emily Jane Goodman, a State Supreme Court justice in Manhattan, said the practical effect of her stalled pay was that she had to sell a summer home in the Hamptons and was having trouble paying for increasing fees on her twobedroom apartment in the city.

"Here I am," Justice Goodman said, "in a position where I'm working to achieve justice for other people and I don't feel that I'm experiencing justice."

On one of his final days at the Appellate Division on Madison Avenue, Justice McGuire, who was once chief counsel to Gov. George E. Pataki, said he had grown increasingly dismayed as the state failed year after year to raise judicial pay.

"I tormented myself for the longest period of time about whether I should go, because I love the work," he said. "And then I realized, 'I've got no choice. The only responsible thing for my family is to go.' "Justice McGuire, 57, has two children, ages 5 and 3.

In New York, the financial pressures are particularly intense because top law firms compete to hire lawyers — and, now, judges. In response to questions for this article, the state's Office of Court Administration studied judicial attrition. The analysis found that in 1999, 48 of the 1,300 state judges left their positions. Last year, 110 judges left, with the number of departures increasing sharply over the last five years.

New York's chief judge, Jonathan Lippman, said in an interview that the departures showed only part of the problem. "Why would a talented lawyer," Judge Lippman asked, "want to join an institution that hasn't had even a cost of living increase in 12 years?"

The State Legislature's failure to increase judicial pay since 1999 was the subject of bitter political disputes and court battles before legislation passed in November creating a commission on judicial salaries. It is expected to decide by September whether state judicial salaries will increase and by how much.

Nationally, many judicial salaries have lagged behind the pay not only of top lawyers, but also of some academics, school administrators, elected officials and even some courthouse employees. In New York City, some law clerks earn more than the judges they work for.

The chief justice of the United States, John G. Roberts Jr., has noted that federal judicial salaries have slipped below the pay of top law school deans and other law professors and has said the pay gap could undermine the strength of the federal courts.

The salaries of state trial judges nationally rose 34 percent to a median of \$116,100 in the decade ending in 2005. But during the same period, the median partners' share of profits at large law firms jumped 141 percent to \$957,500, Roy A. Schotland, an emeritus law professor at Georgetown, showed in a law review article. In an interview, Professor Schotland, who studies state courts, said that, nationally, stagnant pay was "the single most important problem for our courts."

The New Hork Times

August 26, 2011

Commission Raises N.Y. Judges' Pay 27% Over 3 Years

By WILLIAM GLABERSON

A state commission decided on Friday to increase the pay of the more than 1,200 New York State judges by 27 percent over three years, ending a decade of battles in Albany and the courts, and giving judges their first raise in 12 years.

The seven-member commission, appointed by the leaders of all three branches of government, had been expected to grant a raise. Still, the amount it settled on was considered very modest — and some judges even expressed bitter disappointment.

The commission voted 4 to 3 to approve the increase, with its members sharply divided in a brief meeting in Lower Manhattan that included accusations of political grandstanding. The dissenters said the raises were too small.

Over years of legislative and legal struggles on the judicial-pay issue, New York's judges, once among the best paid nationally, slipped to being among the lowest paid.

The increase was small compared with some proposed ones that had called for judicial raises across the court system of as much as 60 percent.

The commission was created under a bill passed last year to try to resolve one of the most contentious and long-stalled issues in state government. "This is a start at correcting the injustice that has been done to New York State's judiciary over more than a decade of neglect," said the commission's chairman, William C. Thompson Jr., the former New York City comptroller.

But Mr. Thompson and other members of the commission also said that the fragile state economy required restraint. Under the commission's decision, the highest level of trial judges in the state, the justices of the State Supreme Court, would receive an increase to \$174,000 from the current \$136,700, phased in over three years. That would match the salary of United States District Court judges. The raises for all the judges would cost the state about \$50 million a year when they are fully implemented.

The creation of the commission was an effort to minimize political fallout from what was likely to be an unpopular decision in a time of budget cutbacks.

The three commission members appointed by Gov. Andrew M. Cuomo were joined in voting for the proposal by the appointee of the Assembly speaker, Sheldon Silver, who, like the governor, is a Democrat. The two appointees of the state's chief judge, Jonathan Lippman, opposed it as inadequate, as did the appointee of the leader of the State Senate, Dean G. Skelos, a Republican. The Cuomo administration had expressed concern about a large judicial pay raise, so it was not unexpected that the governor's appointees would limit the increase.

The raises will go into effect next spring unless they are overruled or modified by legislation passed by both houses of the Legislature and signed by the governor. Mr. Thompson said he hoped the size of the increase would dissuade the Legislature and the governor from seeking to overturn the decision, which he said would be "disastrous" for the judiciary.

The commission's decision would govern judicial pay for four years, after which time another commission would revisit the issue. The pay increase would apply to judges from low-level courts like New York City Civil Court and Criminal Court to the members of the state's highest court, the Court of Appeals.

The salary of Supreme Court justices had been viewed as a benchmark, with the commission agreeing to keep in place the relative differences in pay across a complex state court system with many pay levels.

The salary of judges in Criminal Court who earn \$125,600, for example, would increase proportionally over the next three years, to \$160,100. The salary of the chief judge of the state would go from \$156,000 to \$198,600.

Judges have argued that the pay stagnation forced some judges to leave the bench. On Friday, some judges said the decision would amplify dissatisfaction in the judiciary. "I think it's very demoralizing," said Judge Margaret Parisi McGowan of Queens Family Court.

Phillip R. Rumsey, president of the state association of Supreme Court justices, said the salary levels in New York "will continue to reflect the low regard that other branches of state government apparently have for the judiciary."

Judge Lippman said that he was disappointed that the raise was not larger and that it would be phased in over three years.

Judge Lippman was deeply involved in the plan to create the commission and said at the time that it was the "holy grail" to remove negotiations over judicial salaries from the political process. Asked Friday if the decision was a setback, Judge Lippman said the commission had been successful because it ended with a pay increase at a time of economic crisis.

"We live in the real world," he said. "We see what's happening in Washington and in our own state. We see what's happening in the stock market."

The commission had always appeared divided 3 to 3 over how generous an increase would be, with Mr. Silver's appointee, James Tallon Jr., a former Democratic member of the Assembly, holding the decisive seventh vote. The increase that was approved, Mr. Tallon said Friday, "balances all of the factors that are out there, including an economy that has tanked."

But in a switch of usual roles, in which Republicans criticize Democrats for spending, Mark S. Mulholland, Mr. Skelos's appointee, criticized Mr. Tallon.

Mr. Mulholland said the Republican-controlled Senate stood with the judges in seeking higher pay. He said that by bringing the salaries of State Supreme Court justices to \$174,000 instead of \$190,000 or higher, the state would be continuing what he called its neglect of the judiciary. He said he was "disappointed" that Mr. Tallon had "not seen fit to close ranks with me." One of Mr. Cuomo's appointees, Richard B. Cotton, criticized Mr. Mulholland, a Long Island lawyer, saying it was "highly unfortunate to inject scoring political points into this discussion."

Asked about the comments, Mr. Silver said he had not spoken to Mr. Tallon about his vote, adding that "an independent commission was created to take the decision away from the Legislature and away from political finger-pointing."

Salaries and Rankings for Appellate and General-Jurisdiction Judges - Listed Alphabetically by State Name App. B

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general-jurisdiction trial courts (actual salaries and cost-of-living-adjusted salaries) as of January 1, 2014. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

•					General-Jurisdiction Trial Court				
			Interm	ediate		-	Adiuste	ed for Cost of	Livina
	Highes	Court	Appellat	te Court			Adjustment	Adjusted	Adjusted
	Salary	Rank	Salary	Rank	Salary	Rank	Factor	Salary	Rank
Alabama	\$180,005	11	\$178,878	6	\$134,943	29	95.72	\$140,984	14
Alaska	\$198,192	6	\$187,236	5	\$183,252	4	131.37	\$139,493	16
Arizona	\$155,000	27	\$150,000	21	\$145,000	20	106.20	\$136,537	20
Arkansas	\$148,108	32	\$143,547	24	\$138,982	28	94.63	\$146,863	8
California	\$221,292	1	\$207,463	1	\$181,292	5	134.67	\$134,615	24
Colorado	\$144,688	35	\$138,957	27	\$133,228	34	108.66	\$122,607	37
Connecticut	\$171,134	13	\$160,727	12	\$154,559	14	133.42	\$115,846	42
Delaware	\$191,860	7			\$180,233	6	106.39	\$169,415	2
District of Columbia	\$211,200	3			\$199,100	1	139.94	\$142,273	12
Florida	\$162,200	23	\$154,140	17	\$146,080	19	104.58	\$139,683	15
Georgia	\$167,210	18	\$166,186	11	\$155,252	13	103.28	\$150,324	6
Hawaii	\$206,184	4	\$190,908	3	\$185,736	2	133.41	\$139,220	17
Idaho	\$121,900	51	\$120,900	37	\$114,300	49	101.24	\$112,904	44
Illinois	\$213,552	2	\$200,992	2	\$184,436	3	112.15	\$164,459	3
Indiana	\$161,524	24	\$157,014	15	\$134,112	33	99.09	\$135,348	23
Iowa	\$170,544	14	\$154,556	16	\$143,897	23	100.23	\$143,565	10
Kansas	\$135,905	43	\$131,518	33	\$120,037	44	101.84	\$117,870	39
Kentucky	\$135,504	44	\$130,044	35	\$124,620	41	95.48	\$130,513	26
Louisiana	\$159,064	26	\$148,962	22	\$143,253	24	100.31	\$142,811	11
Maine	\$123,073	49	, ,		\$115,356	48	122.01	\$94,545	51
Maryland	\$166,908	19	\$154,108	18	\$144,908	21	113.46	\$127,722	30
Massachusetts	\$160,984	25	\$150,087	20	\$144,694	22	134.43	\$107,633	48
Michigan	\$164,610	22	\$151,441	19	\$139,919	26	100.57	\$139,123	18
Minnesota	\$151,820	29	\$143,054	25	\$134,289	31	103.58	\$129,642	28
Mississippi	\$122,460	50	\$114,994	39	\$112,128	51	93.66	\$119,718	38
Missouri	\$147,591	33	\$134,685	30	\$127,020	38	100.67	\$126,177	34
Montana	\$124,949	47	Ţ 10 1,000		\$117,600	46	103.91	\$113,180	43
Nebraska	\$152,895	28	\$145,251	23	\$141,428	25	101.98	\$138,676	19
Nevada	\$170,000	15	Ψσ,Ξσ.		\$160,000	12	106.28	\$150,544	5
New Hampshire	\$149,121	30			\$139,871	27	125.42	\$111,525	45
New Jersey	\$185,482	9	\$175,534	7	\$165,000	10	121.43	\$135,881	21
New Mexico	\$124,928	48	\$118,682	38	\$112,747	50	103.62	\$108,804	47
New York	\$184,800	10	\$170,700	10	\$167,000	8	152.68	\$109,376	46
North Carolina	\$138,896	39	\$133,109	31	\$125,875	40	102.11	\$123,273	35
North Dakota	\$143,685	36	ψ.00,.00	01	\$131,661	35	103.13	\$127,664	31
Ohio	\$141,600	37	\$132,000	32	\$121,350	43	98.48	\$123,222	36
Oklahoma	\$137,655	41	\$130,410	34	\$124,373	42	98.03	\$126,870	33
Oregon	\$130,688	45	\$127,820	36	\$119,468	45	114.32	\$104,506	50
Pennsylvania	\$200,205	5	\$188,903	4	\$173,791	7	114.83	\$151,347	4
Rhode Island	\$165,726	20	φ 100,000	•	\$149,207	17	127.64	\$116,897	41
South Carolina	\$141,286	38	\$137,753	28	\$134,221	32	101.31	\$132,483	25
South Dakota	\$125,370	46	Ψ101,100	20	\$117,099	47	100.15	\$116,928	40
Tennessee	\$176,988	12	\$171,108	9	\$165,204	9	96.33	\$171,500	1
Texas	\$168,000	16	\$158,500	14	\$149,000	18	101.51	\$146,784	9
Utah	\$148,300	31	\$141,550	26	\$134,800	30	103.44	\$130,320	27
Vermont	\$137,842	40	Ψ1-1,000	20	\$131,040	36	123.72	\$105,920	49
Virginia	\$188,949	8	\$173,177	8	\$162,878	11	109.02	\$149,404	7
Washington	\$167,505	17	\$159,455	13	\$151,809	15	111.92	\$135,646	22
West Virginia	\$136,000	42	ψ108,400	10	\$126,000	39	98.02	\$128,543	29
Wisconsin	\$145,942	34	\$137,681	29	\$129,887	37	101.94		32
Wyoming	\$145,942 \$165,000	21	φ137,001	23	\$150,000	16	101.94	\$127,411 \$141,012	13
			0450 400					p,012	10
Mean	\$159,653		\$153,129		\$143,567				
Median	\$159,064		\$150,087		\$139,919				

Using the C2ER Cost-of-Living Index

\$121,900 to \$221,292

Range

The Council for Community and Economic Research—C2ER—is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. The cost-of-living indices used in this report were developed by C2ER using a robust, multivariable model, which incorporates the costs of goods and services within a reporting jurisdiction along with seven additional variables to greatly improve predicted, statewide average C2ER factors. The seven variables are community population, population density, income, growth rate, utility rates, efficiency of the government sector, and location of the region. More detailed information can be found at www.c2er.org.

\$112,128 to \$199,100

\$114,994 to \$207,463

FEDERAL JUDICIAL SALARIES SINCE 1968

Year	District Judges	Circuit Judges	Associate Justices	Chief Justice
2014 ¹	\$199,100	\$211,200	\$244,400	\$255,500
2013	\$174,000	\$184,500	\$213,900	\$223,500
2012	\$174,000	\$184,500	\$213,900	\$223,500
2011	\$174,000	\$184,500	\$213,900	\$223,500
2010	\$174,000	\$184,500	\$213,900	\$223,500
2009	\$174,000	\$184,500	\$213,900	\$223,500
2008	\$169,300	\$179,500	\$208,100	\$217,400
2007	\$165,200	\$175,100	\$203,000	\$212,100
2006	\$165,200	\$175,100	\$203,000	\$212,100
2005	\$162,100	\$171,800	\$199,200	\$208,100
2004	\$158,100	\$167,600	\$194,300	\$203,000
2003	\$154,700	\$164,000	\$190,100	\$198,600

Year	District Judges	Circuit Judges	Associate Justices	Chief Justice
2002	\$150,000	\$159,100	\$184,400	\$192,600
2001	\$145,100	\$153,900	\$178,300	\$186,300
2000	\$141,300	\$149,900	\$173,600	\$181,400
1999	\$136,700	\$145,000	\$167,900	\$175,400
1998	\$136,700	\$145,000	\$167,900	\$175,400
1997	\$133,600	\$141,700	\$164,100	\$171,500
1996	\$133,600	\$141,700	\$164,100	\$171,500
1995	\$133,600	\$141,700	\$164,100	\$171,500
1994	\$133,600	\$141,700	\$164,100	\$171,500
1993	\$133,600	\$141,700	\$164,100	\$171,500
1992	\$129,500	\$137,300	\$159,000	\$166,200
1991 ²	\$125,100	\$132,700	\$153,600	\$160,600
1990	\$96,600	\$102,500	\$118,600	\$124,000
1989	\$89,500	\$95,000	\$110,000	\$115,000

Year	District Judges	Circuit Judges	Associate Justices	Chief Justice
1988	\$89,500	\$95,000	\$110,000	\$115,000
1987 ^{<u>3</u>}	\$89,500	\$95,000	\$110,000	\$115,000
1986	\$78,700	\$83,200	\$104,100	\$108,400
1985	\$78,700	\$83,200	\$104,100	\$108,400
1984	\$76,000	\$80,400	\$100,600	\$104,700
1983	\$73,100	\$77,300	\$96,700	\$100,700
1982	\$73,100	\$77,300	\$96,700	\$100,700
1981	\$70,300	\$74,300	\$93,000	\$96,800
1980	\$67,100	\$70,900	\$88,700	\$92,400
1979 ⁴	\$61,500	\$65,000	\$81,300	\$84,700
1978	\$54,500	\$57,500	\$72,000	\$75,000
1977 ^{<u>5</u>}	\$54,500	\$57,500	\$72,000	\$75,000
1976 ^{<u>6</u>}	\$44,000	\$46,800	\$66,000	\$68,700
1975	\$42,000	\$44,600	\$63,000	\$65,600

Year	District Judges	Circuit Judges	Associate Justices	Chief Justice
1974	\$40,000	\$42,500	\$60,000	\$62,500
1973	\$40,000	\$42,500	\$60,000	\$62,500
1972	\$40,000	\$42,500	\$60,000	\$62,500
1971	\$40,000	\$42,500	\$60,000	\$62,500
1970	\$40,000	\$42,500	\$60,000	\$62,500
1969 ⁷	\$40,000	\$42,500	\$60,000	\$62,500
1968	\$30,000	\$33,000	\$39,500	\$40,000

Explanatory Notes

Unless otherwise indicated, all increases were the result of annual salary adjustments, in accordance with 28 U.S.C. §§ 5, 44(d), 135, and/or 461.

¹ These salary levels reflect two separate adjustments. *Beer v. United States*, 696 F.3d 1174 (Fed. Cir. 2012), *cert. denied*, 133 S.Ct. 1997, held that the denial of certain cost-of-living adjustments for judges was an unconstitutional deprivation of judicial compensation in violation of the Compensation Clause and that a 2001 amendment that barred judges from receiving additional compensation except as Congress specifically authorized did not override the provisions of the Ethics Reform Act of 1989, Pub. L. No. 101-194. In an order filed on December 10, 2013, in *Barker v. United States*, No. 12-826 (Fed. Cl. filed Nov. 30, 2012), this holding was applied to other Article III judges, effective that date. As directed by these decisions, the salaries were reset to include the missed adjustments, resulting in the salaries of circuit judges set at \$209,100, district judges at \$197,100, the Chief Justice at \$253,000 and the Associate Justices at \$242,000. These salary levels were then further adjusted by the one percent cost-of-living adjustment provided to nearly all federal government employees and officials, in accordance with Executive Order No. 13655 (Dec. 23, 2013), effective January 1, 2014.

² These salary levels reflect two separate adjustments that both became effective on January 1, 1991: a 25 percent increase provided to judges and other senior government officials by the Ethics Reform Act of 1989, Pub. L. No. 101-194, § 703, 103 Stat. 1716, 1768; and a 3.6 percent cost-of-living adjustment for the 1991 fiscal year.

³ These salary levels reflect two separate adjustments. First, Public Law Number 99-500, § 406, provided a three percent cost-of-living adjustment for the Judiciary as of January 1, 1987, bringing the salaries of circuit judges to \$85,700, district judges (and other top government officials) to \$81,100, the Chief Justice to \$111,700, and the salaries of the Associate Justices to \$107,200. Then on January 5, 1987, President Reagan recommended to Congress further adjustment for justices, judges, and other executive level officers under the Federal Salary Act of 1967, as amended, 2 U.S.C. § 358, to the rates shown. These rates became effective March 1, 1987, following Congressional failure to effectively disapprove them.

⁴ United States v. Will, 449 U.S. 200 (1980), held that 1979 legislation violated the Compensation Clause of Article III in denying judges joint implementation of annual cost-of-living adjustments in 1978 and 1979.

⁵ These salary levels reflect varying percentage increases proposed and implemented under the Quadrennial Commission process, effective March 1, 1977.

⁶ Implementation of the 1976 annual cost-of-living adjustment, pursuant to *United States v. Will, supra*, holding that retroactive cancellation of the 1976 adjustment violated the Compensation Clause of Article III.

⁷ These salary levels reflect varying percentage increases proposed and implemented under the Quadrennial Commission process, effective March 1, 1969.

Judicial Salary History

Following is an explanation of the funding of salaries paid to judges in the state of Ohio for the:

Supreme Court Courts of Appeals Common Pleas Courts Municipal Courts County Courts

View the full Judicial Salary History charts.

Supreme Court

Salaries paid to the chief justice and justices of the Supreme Court are paid from the state treasury.

Courts of Appeals

Salaries paid to the judges of the courts of appeal are paid from the state treasury.

Common Pleas Courts

Salaries paid to judges of the courts of common pleas consist of a state base share, which is fixed by statute, and a local *per capita* share, which is stated in terms of cents multiplied by the population of the county in which the judge serves. The base share is paid from the state treasury, and the *per capita* share is paid by the county.

Beginning July 1, 1997, all common pleas judges are paid the same salary consisting of a local and state share. The local share is based on the population of the county and cannot be less than \$3,500 or more than \$14,000. The local share is deducted from the total salary to determine the state share.

Municipal Courts--Fulltime

Through June 1987, salaries paid to full-time municipal court judges were paid entirely by the local government entity or entities (municipal corporation or county) responsible for funding the court. Beginning in July 1987, a state supplement, payable from the state treasury, was added. The total salaries paid to full-time municipal court judges varied depending on the population of the municipal court district and were limited to the amounts shown in the table.

Effective July 1, 1997, the *per capita* share was eliminated, and the local share payable to all full-time municipal court judges was fixed at \$61,750. Percentage increases through 2008 will be calculated on the full salary with the entire amount added to the state share.

Municipal Courts--Part Time

Salaries paid to part-time municipal court judges traditionally have been paid by the local government entity or entities (municipal corporation or county) responsible for funding the court. Prior to August 1975, this amount was set by the legislative authority of the municipality, but could not be less than the amount stated in the table.

In August 1975, a uniform base salary was established by statute, and a *per capita* share was added. The total salary payable to a part-time municipal court judge could exceed the amount stated in the table.

Effective July 1, 1997, the *per capita* share was eliminated and a base salary of \$35,500 was fixed by statute. This base salary, which will be paid

by the local funding authority, will be supplemented by a state share payable from the state treasury.

County Courts

Through June 1997, salaries payable to county court judges are paid from the county treasury. The amounts stated in the table represent the maximum salary payable to county court judges when combining the uniform base salary and the maximum *per capita*. Effective July 1, 1997, the *per capita* share was eliminated and a base salary of \$35,500 was fixed by statute. This base salary, which is paid by the county, will be supplemented by a state share payable from the state treasury.

Dates	Chief Justice	Justice	Courts of Appeals	Common Pleas ¹
10/53 - 10/55	\$16,500	\$16,000	\$13,500	\$13,000 ²
10/55 - 10/59	\$20,000	\$18,000	\$16,000	\$15,000 ³
10/59 - 12/64	\$22,000	\$20,000	\$18,000	\$9,000-\$17,000 ⁴
12/64 - 6/68	\$24,500	\$24,000	\$21,000	\$11,000-\$19,000 ⁵
6/68 - 11/73	\$32,000	\$30,000	\$28,000	\$14,500-\$26,000 ⁶
11/73 - 4/78	\$43,500	\$40,000	\$37,000	\$23,500-\$34,000 ⁷
4/78 - 1981	\$55,000	\$51,000	\$47,000	\$33,000-\$43,500 ⁷
1982	\$62,000	\$58,000	\$54,000	\$40,000-\$50,500 ⁷
1983	\$67,000	\$63,000	\$59,000	\$45,000-\$55,500 ⁷
1984	\$72,000	\$68,000	\$64,000	\$50,000-\$60,500 ⁷
1985	\$75,000	\$70,500	\$66,000	\$52,000-\$62,500 ⁷
1986	\$78,000	\$73,000	\$68,000	\$54,000-\$64,500 ⁷
1987	\$81,000	\$75,500	\$70,000	\$56,000-\$66,500 ⁷
7/1987	\$86,000	\$80,750	\$75,000	\$60,750-\$71,250 ⁷
1988	\$88,500	\$83,250	\$77,500	\$63,250-\$73,750 ⁷
1989	\$92,950	\$87,400	\$81,400	\$66,250-\$76,750 ⁷
1990	\$97,600	\$91,750	\$85,450	\$69,400-\$79,900 ⁷
1991	\$102, 500	\$96,350	\$89,700	\$72,700-\$83,200 ⁷
1992 - 2/96	\$107,650	\$101,150	\$94,200	\$76,150-\$86,650 ⁷
3/1996	\$110,900	\$104,200	\$97,050	\$78,750-\$89,250 ⁷
1997	\$114,250	\$107,350	\$99,950	\$80,800-\$91,950 ⁷
7/1997	*	*	*	\$91,950 ⁸
1998	\$117,700	\$110,550	\$102,950	\$94,700 ⁸
1999	\$121,250	\$113,850	\$106,050	\$97,550 ⁸
2000	\$124,900	\$117,250	\$109,250	\$100,500 ⁸
2001	\$128,650	\$120,750	\$112,550	\$103,500 ⁸
2002	\$132,000 ⁹	\$123,900 ⁹	\$115,500 ⁹	\$106,200 ^{8,9}
2003	\$133,700 ⁹	\$125,500 ⁹	\$117,000 ⁹	\$107,600 ^{8,9}
2004	\$136,800 ⁹	\$128,400 ⁹	\$119,700 ⁹	\$110,050 ^{8,9}

2005	\$140,100 ⁹	\$131,500 ⁹	\$122,550 ⁹	\$112,700 ^{8,9}
2006	\$144,300 ⁹	\$135,450 ⁹	\$126,250 ⁹	\$116,100 ^{8,9}
2007	\$146,750 ⁹	\$137,750 ⁹	\$128,400 ⁹	\$118,050 ^{8,9}
2008	\$150,850 ⁹	\$141,600 ⁹	\$132,000 ⁹	\$121,350 ^{8,9}
2009	\$150,850	\$141,600	\$132,000	\$121,350 ⁸
2010	\$150,850	\$141,600	\$132,000	\$121,350
2011	\$150,850	\$141,600	\$132,000	\$121,350
2012	\$150,850	\$141,600	\$132,000	\$121,350
2013	\$150,850	\$141,600	\$132,000	\$121,350
2014	\$150,850	\$141,600	\$132,000	\$121,350

¹ Salaries listed for 10/53 - 10/59 indicate the maximum salary payable to common pleas judges. Salaries listed for 10/59 - 7/97 indicate the minimum and maximum salaries payable to common pleas judges. Salaries listed for 7/97 - 2001 indicate the total salary payable to each common pleas judge.

MUNICIPAL AND COUNTY COURTS

(Figures listed through June 1997 are the maximum salary payable, except as otherwise noted.)

Dates	Municipal (full-time)	Municipal (part-time)	County
1953 - 10/55	\$12,000 ¹	1¢2 000°	No county courts until 1957
9/1957			\$1,000
10/55 - 1/61	\$13,000 ³		
10/55 - 12/64		\$3,000 ²	

² \$4,000 base salary plus a *per capita* share not to exceed \$9,000.

³ \$5,000 base salary plus a *per capita* share not to exceed \$10,000.

⁴ \$7,000 base share plus a *per capita* share not less than \$2,000 or more than \$10,000.

 $^{^5}$ \$9,000 base share, a *per capita* share not less than \$2,000 or more than \$10,000, plus an additional county share based on county population of \$500, \$1,000, or \$1,500.

⁶ Base share plus *per capita* share not less than \$3,500 and not more than \$15,000.

⁷ Base share plus *per capita* share not less than \$3,500 and not more than \$14,000.

⁸ Effective 7/1/97, salaries of all common pleas judges are made equal. Common pleas salaries consist of a local *per capita* share of not less than \$3,500 and not more than \$14,000 and a state share determined by subtracting the applicable *per capita* share from the total salary listed.

⁹ Salary adjustments for 2002 through 2008 are based on cost of living, not to exceed three percent. In the case of common pleas judges, the cost of living percentage is applied to the total salary with the resulting adjustment added to the state share.

9/59 - 6/68			\$4,500 ^{4,5}
1/61 - 12/64	\$15,000 ⁶		* 1,000
12/64 - 6/68	\$18,000 ⁶	\$4,000 ²	
6/68 - 11/73	\$23,000 ⁷	\$6,000 ²	\$6,000 ⁵
11/73 - 8/75	\$30,000 ⁷	\$8,000 ²	
11/73 - 4/78			\$8,000 ⁸
8/75 - 4/78	\$31,000 ⁹	\$20,000 ¹⁰	
4/78 - 1981	\$38,750 ¹¹	\$25,000 ¹²	\$14,000 ¹³
1982	\$45,750 ¹¹	\$29,200 ¹²	\$18,200 ¹³
1983	\$50,750 ¹¹	\$32,200 ¹²	\$21,200 ¹³
1984	\$55,750 ¹¹	\$35,200 ¹²	\$24,200 ¹³
1985	\$57,750 ¹¹	\$36,400 ¹²	\$25,400 ¹³
1986	\$59,750 ¹¹	\$37,600 ¹²	\$27,600 ¹³
1/1987	\$61,750 ¹¹	\$38,800 ¹²	\$28,600 ¹³
7/1987	\$66,250 ¹⁴	\$39,550 ¹²	\$29,100 ¹³
1988	\$68,750 ¹⁴	\$40,300 ¹²	\$29,600 ¹³
1989	\$71,700 ¹⁴	\$41,800 ¹²	\$30,700 ¹³
1990	\$74,800 ¹⁴	\$43,400 ¹²	\$31,850 ¹³
1991	\$78,050 ¹⁴	\$45,050 ¹²	\$33,050 ¹³
1992-2/96	\$81,450 ¹⁴	\$46,800 ¹²	\$34,350 ¹³
3/96-12/96	\$83,900 ¹⁴	\$48,200 ¹²	\$35,400 ¹³
1/97-6/97	\$86,400 ¹⁴	\$49,650 ¹²	\$36,450 ¹³
7/97-12/97	\$86,400 ¹⁵	\$49,650 ¹⁶	\$49,650 ¹⁶
1998	\$89,000 ¹⁵	\$51,150 ¹⁶	\$51,150 ¹⁶
1999	\$91,650 ¹⁵	\$52,700 ¹⁶	\$52,700 ¹⁶
2000	\$94,400 ¹⁵	\$54,300 ¹⁶	\$54,300 ¹⁶
2001	\$97,250 ¹⁵	\$55,950 ¹⁶	\$55,950 ¹⁶
2002	\$99,800 ^{15,17}	\$57,400 ^{16,17}	\$57,400 ^{16,17}
2003	\$101,100 ^{15,17}	\$58,150 ^{16,17}	\$58,150 ^{16,17}
2004	\$103,450 ^{15,17}	\$59,500 ^{16,17}	\$59,500 ^{16,17}
2005	\$105,950 ^{15,17}	\$60,950 ^{16,17}	\$60,950 ^{16,17}
2006	\$109,150 ^{15,17}	\$62,800 ^{16,17}	\$62,800 ^{16,17}
2007	\$111,000 ^{15,17}	\$63,850 ^{16,17}	\$63,850 ^{16,17}

2008	\$114,100 ^{15,17}	\$65,650 ^{16,17}	\$65,650 ^{16,17}
2009	\$114,100 ¹⁵	\$65,650 ¹⁶	\$65,650 ¹⁶
2010	\$114,100 ¹⁵	\$65,650 ¹⁶	\$65,650 ¹⁶
2011	\$114,100 ¹⁵	\$65,650 ¹⁶	\$65,650 ¹⁶
2012	\$114,100 ¹⁵	\$65,650 ¹⁶	\$65,650 ¹⁶
2013	\$114,100 ¹⁵	\$65,650 ¹⁶	\$65,650 ¹⁶
2014	\$114,100 ¹⁵	\$65,650 ¹⁶	\$65,650 ¹⁶

Endnotes

¹ \$4,000 base salary plus *per capita* share. Legislative authority could grant an additional amount not to exceed \$3,000. Total salary could not exceed the lesser of \$12,000 or the salary of a common pleas judge in the same county.

² Amount stated represents the **minimum** salary payable; salary set by municipal legislative authority.

³ \$6,000 base salary plus *per capita* share. Legislative authority could grant an additional amount. Total salary could not exceed lesser of \$13,000 or the salary of a common pleas judge in the same county.

⁴ Effective 12/64 through the present, the county could approve an additional payment not to exceed \$2,000 of each county court judge. This optional payment is not included in the salary listed.

⁵ per capita share could not exceed \$3,000.

⁶ per capita amount tiered based on population. Legislative authority could grant an additional amount. Total salary could not exceed the lesser of the amount stated or the salary of a common pleas judge in the same county.

⁷ per capita amount tiered based on population. Total salary could not exceed lesser of the stated amount or the salary of a common pleas judge in the same county minus \$2,000.

⁸ per capita share could not exceed \$4,000.

⁹ Current *per capita* formula (\$0.18/person) established. Total salary could not exceed lesser of \$31,000 or the salary of a common pleas judge in the county minus \$2,000.

 $^{^{10}}$ per capita share could not exceed \$9,000.

¹¹ Total salary could not exceed lesser of the amount stated or the salary of a common pleas judge in the county minus \$3,000.

¹² per capita share could not exceed \$10,000.

¹³ per capita share could not exceed \$7,500.

¹⁴ Total salary consists of a local base share, local *per capita* share, and a state share. Total of the local base and *per capita* shares could not exceed

the lesser of \$61,750 or the salary of a common pleas judge in the county minus \$3,000.

- ¹⁵ Salaries of full-time municipal court judges equalized. Local *per capita* share eliminated; total salary consists of local base share (fixed at \$61,750) and state share (amount stated minus \$61,750).
- ¹⁶ Salaries of part-time municipal court judges and county court judges equalized. Local *per capita* share eliminated; total salary consists of local share (fixed at \$35,500) and state share (amount stated minus \$35,500).
- ¹⁷ Salary adjustments for 2002 through 2008 are based on cost of living, not to exceed three percent. The cost of living percentage is applied to the total salary with the resulting adjustment added to the state share.

Appendix E A Statement in Support of Judicial Reform Page 1 of 1



A STATEMENT IN SUPPORT OF JUDICIAL REFORM

By
John S. Stith
President, Ohio State Bar Association
As Approved by the OSBA Board of Governors
May 16, 2007

Comprehensive judicial reform legislation that deserves strong support has recently been introduced into the Ohio General Assembly. We Ohioans expect our judges to make the most difficult decisions within our society day after day and, in so doing, to be fair and impartial as well as to assure access to justice for all citizens. Persons serving in judicial capacities make tremendous sacrifices for the benefit of the rest of us. We should do everything reasonably possible to make those positions attractive enough to bring well-qualified attorneys to the bench and, once there, to retain them.

In an effort to improve both judicial qualifications and judicial compensation in Ohio, House Majority Whip Bill Seitz and Assistant Minority Leader Todd Book have introduced H.B. 173 which, among other things, increases the number of years in practice required for aspiring judges, improves prejudicial education requirements, codifies the concept of judicial appointment review commissions, and includes provisions to bring judicial salaries into line with those paid in states similar to Ohio. Chief Justice Thomas J. Moyer emphasized the significance of this proposed legislation in his most recent State of the Judiciary remarks. The importance of this well-balanced, bipartisan legislative effort to Ohio's future wellbeing is clear. H.B. 173 should be enacted as soon as possible.

We think it is appropriate to insist upon higher qualifications in those who make such important decisions. Additional years of practice and a heavier dose of pre-judicial education will help insure that only the best-qualified lawyers are eligible. Codification of Governor Strickland's concept for a judicial appointment review commission is a further step towards institutionalizing a process that the OSBA has previously applauded. But the most important part of this legislation is to bring judicial compensation, through adjustments made over a period of three years, to a point closer to that offered by comparable states. Such improvements in judicial compensation would include annual cost of living adjustments that are designed to maintain the fairness of that compensation over an extended period of time.

As Chief Justice Moyer has repeatedly pointed out, it is important not only to take steps to assure that persons sitting on the Bench are as well-qualified as possible, but also to deepen the pool of those lawyers who are attracted to judicial service. Both the judicial appointment review commission concept and reasonable assurance of fair and adequate judicial compensation will help make the judiciary more attractive as a career objective for Ohio's most talented lawyers, thereby deepening—and broadening—that pool.

The Ohio State Bar Association believes that increasing judicial qualifications and improving judicial compensation are long overdue and clearly in the best interests of Ohio citizens. This Association has long supported fair and adequate compensation for judges, as well as the other concepts contained in H.B. 173. By helping our State attract and retain well-qualified persons to serve in these key roles, the changes proposed by Representatives Seitz and Book will go a long way toward assuring the continuation of excellence in our court system.

The following chart displays all 50 states ranked in order of total government revenue in the year 2010. Also calculated and displayed in the far right column of the chart is that particular state's ranking in revenue earned per capita in 2010.

For some perspective: Ohio ranks 5th in the nation in total revenue, and 11th out of 50 in revenue per capita. Despite this- Ohio average judicial salaries rank 41st in terms of dollar amount, and 28th when cost of living is considered (See: Appendix B.)

Total Revenue & Per Capita Revenue by State in 2010 *

(Dollar Amounts in Thousands)

	State	Total Revenue	Population	Per Capita Revenue	Per Capita Ranking
1	CALIFORNIA	\$278,494,901.00	37,253,956	7.48	17
2	NEW YORK	\$195,460,010.00	19,378,102	10.09	3
3	TEXAS	\$120,389,837.00	25,145,561	4.79	48
4	FLORIDA	\$91,653,258.00	18,801,310	4.87	47
5	ОНЮ	\$89,664,151.00	11,536,504	7.77	11
6	PENNSYLVANIA	\$83,287,051.00	12,702,379	6.56	27
7	ILLINOIS	\$73,274,871.00	12,830,632	5.71	37
8	NEW JERSEY	\$66,740,281.00	8,791,894	7.59	13
9	MICHIGAN	\$65,971,789.00	9,883,640	6.67	25
10	NORTH CAROLINA	\$57,467,430.00	9,535,483	6.03	32
11	MASSACHUSETTS	\$50,471,792.00	6,547,629	7.71	12
12	WISCONSIN	\$48,088,136.00	5,686,986	8.46	9
13	VIRGINIA	\$46,356,567.00	8,001,024	5.79	36
14	GEORGIA	\$44,878,023.00	9,687,653	4.63	50
15	WASHINGTON	\$44,298,597.00	6,724,540	6.59	26
16	MINNESOTA	\$39,887,029.00	5,303,925	7.52	14
17	MARYLAND	\$37,394,440.00	5,773,552	6.48	28
18	INDIANA	\$35,575,267.00	6,483,802	5.49	44
19	MISSOURI	\$33,915,612.00	5,988,927	5.66	38
20	ARIZONA	\$32,841,609.00	6,392,017	5.14	46
21	LOUISIANA	\$32,188,166.00	4,533,372	7.10	21
22	TENNESSEE	\$29,719,569.00	6,346,105	4.68	49
23	SOUTH CAROLINA	\$28,867,808.00	4,625,364	6.24	30
24	OREGON	\$28,703,267.00	3,831,074	7.49	16
25	COLORADO	\$27,990,510.00	5,029,196	5.57	41
26	KENTUCKY	\$26,993,403.00	4,339,367	6.22	31
27	CONNECTICUT	\$26,840,365.00	3,574,097	7.51	15
28	ALABAMA	\$26,823,681.00	4,779,736	5.61	40
29	OKLAHOMA	\$23,692,058.00	3,751,351	6.32	29
30	IOWA	\$21,265,049.00	3,046,355	6.98	23
31	MISSISSIPPI	\$20,978,550.00	2,967,297	7.07	22
32	ARKANSAS	\$19,595,441.00	2,915,918	6.72	24
33	NEW MEXICO	\$17,566,599.00	2,059,179	8.53	7

34	KANSAS	\$16,545,579.00	2,853,118	5.80	34
35	UTAH	\$16,022,191.00	2,763,885	5.80	35
36	NEVADA	\$14,053,177.00	2,700,551	5.20	45
37	WEST VIRGINIA	\$13,564,289.00	1,852,994	7.32	18
38	ALASKA	\$12,374,672.00	710,231	17.42	1
39	HAWAII	\$11,565,500.00	1,360,301	8.50	8
40	NEBRASKA	\$10,062,763.00	1,826,341	5.51	43
41	MAINE	\$9,539,306.00	1,328,361	7.18	20
42	IDAHO	\$8,859,444.00	1,567,582	5.65	39
43	RHODE ISLAND	\$8,809,270.00	1,052,567	8.37	10
44	DELAWARE	\$7,975,651.00	897,934	8.88	6
45	NEW HAMPSHIRE	\$7,827,936.00	1,316,470	5.95	33
46	WYOMING	\$7,411,311.00	563,626	13.15	2
47	MONTANA	\$7,141,352.00	989,415	7.22	19
48	NORTH DAKOTA	\$6,118,449.00	672,591	9.10	5
49	VERMONT	\$6,001,197.00	625,741	9.59	4
50	SOUTH DAKOTA	\$4,492,586.00	814,180	5.52	42

^{*}This chart depicts a ranking of the 50 states in order of total government revenue, as well as a number correllating to the "per capita" revenue amount, derived via the formula (Revenue/Population)

Source: 2010 Annual Survey of State Government Finances. Data users who create their own estimates using data from this report should cite the U.S. Census Bureau as the source of the original data only. The data in this table are based on information from public records and contain no confidential data. Although the data in this table come from a census of governmental units and are not subject to sampling error, the census results do contain nonsampling error. Additional information on nonsampling error, response rates, and definitions may be found at http://www2.census.gov/govs/state/10_methodology.pdf.

Created: November 12, 2011 Last Revised: December 14, 2011

Source: U.S. Census Bureau, Population Division

Release Date: December 2011