

STATES WITH JUDICIAL COMPENSATION COMMISSIONS

State Year	Name of Commission/ Commission Reports To	Commission Meets	Positions Reviewed	Number of Members and Appointment Process	Effect of Commission Recommendations	Judicial Salary Escalators
Alabama 1973	Judicial Compensation Commission Legislature	May meet annually	All judges except probate.	5 members: 1 appointed by governor, 1 by president of senate, 1 by speaker of house, 2 by state bar; no public office holders or office in a political party; members serve a 4-year term.	Advisory. Recommendations submitted to legislature become law upon adjournment of legislative session unless rejected or altered by legislative act.	Longevity pay : 1.25% increases over base salary up to 25% of base salary or 20 years.
Arizona 1970	Commission on Salaries for Elected State Officers Governor	Biennially	All judges including justices and judges of courts of record; superior court clerks.	5 members: all from private sector: 2 appointed by governor, 1 each by president of senate, speaker of house, and chief justice; composed of new members biennially.	Advisory. Governor makes recommendation (may differ from commission's) to legislature; becomes law within 90 days if neither house disapproves/alters and no statute conflicts. If governor agrees with commission, no need to introduce legislation because his/her recommendations become law. If the governor's recommendations not acceptable to judiciary, judiciary may seek legislation to obtain salary increases.	None.
Connecticut 1971	Compensation Commission for Elected State Officers and Judges General Assembly	Biennially or annually	All judges except probate.	11 members: 3 appointed by governor, 2 by president pro tem of senate, 2 by speaker of house, 2 by minority leader of senate, 2 by minority leader of house; no state officials or employees; 4-year terms.	Advisory. Legislature must approve recommendations including COLAs.	Longevity pay - semiannual: 3% (25 years +); 2% (20-25 years); 1.5% (15-20 years); .75% (10-15 years). These increases apply to all state employees.
Delaware 1984	Delaware Compensation Commission Governor, Chief Justice, General Assembly	Every four years. COLAs annually.	Supreme court justices, chancery court chancellors and vice chancellors, all judges and associate judges, chief magistrate, justices of the peace, and the public defender.	6 members: 2 appointed by governor, 1 by president of pro tem of senate, 1 by speaker of house; president of Delaware Roundtable and director of OMB shall be members; cannot hold public office or be employed full-time by state while on commission; 6-year terms – can be reappointed.	Shall become law on February 1 following submission, unless the General Assembly rejects the report in its entirety within 30 days following start of session.	Judges receive the same cost-of-living increases given to state employees.
Georgia 1981	State Commission on Compensation General Assembly, Governor, Lt. Governor, Speaker of the House, Chief Justice, Chief Judge Court of Appeals	Annually	All judges.	12 members: 4 appointed by governor. (at least engaged in business management); 2 by lt. governor (at least 1 experienced in labor-mgt. relations); 2 by speaker of house (at least 1 experienced in labor-mgt. relations); 4 by justices of supreme court (at least 1 authorized to practice law in Georgia); 4-year terms.	Advisory. Legislative action on judicial council recommendations is required. Any such bill shall not be changed in either the House or the Senate after its introduction.	None.
Hawaii 2006	Commission on Salaries Legislature via Governor	Every 6 years	All justices and judges.	7 members: 2 appointed by governor, 2 each by president of senate and speaker of house, and 1 appointed by the chief justice.	Legislative action on recommendation of commission on salaries.	None.
Illinois 1984	Compensation Review Board House of Representatives, Senate, Comptroller, Secretary of State	Meets as necessary.	All judges.	12 members: 3 appointed by speaker of house, 3 by house minority leader, 3 by president of senate, 3 by minority leader of senate; must be adult residents of state; no current or former employees/members of judicial, executive, or legislative branches; no lobbyists; staggered 3-year terms.	Recommendations become law unless disapproved by the General Assembly within 30 days.	Judicial salaries are tied to the Employment Cost Index of the Department of Labor.
Indiana 2004	Public Officers Compensation Advisory Commission General Assembly, Legislative Council, Budget Committee	As necessary, at least every even-numbered year.	Clerk of supreme court, justices, and judges of state courts.	9 members: 2 members appointed by speaker of house, 2 by president pro tempore of senate, 2 by governor, 2 by chief justice of supreme court, 1 by chief judge of court of appeals; 4-year terms, reappointment permitted.	Advisory. Does not take effect unless enacted by the General Assembly.	Annual allowances for expenses related to official duties. \$5,500 - chief justice of supreme court, chief judge of court of appeals. \$3,000 - justice of supreme court, judge of the court of appeals.
Iowa 1989	Judicial Compensation Commission Governor, General Assembly	Biennially	Statutory judicial officers.	8 members: 4 appointed by governor, 4 by legislative council; no state official or employees; 4-year terms.	Advisory. Requires legislative approval.	None.
Louisiana 1995	Judicial Compensation Commission Legislature	Biennially	Judges: supreme court, court of appeal, district, family, juvenile, and city courts.	15 members: 1 appointed by governor, 4 by president of the senate, 4 by speaker of the house, 2 by chief justice, 1 by conference of court of appeal judges, 1 by district judges association, 1 by state bar. Half of appointees of president of the senate, speaker of the house, chief justice shall be from general public and shall not be attorneys/members of the legislature; 4 year-terms.	Advisory. Must be passed by a majority of each house.	No escalators for base salary. Currently, there is a supplement funded by civil filing fee on civil cases in all courts.
Maine 1995	Judicial Compensation Commission Joint Standing Committees of Legislature	Upon request of the chair or of at least two members, report biennially.	All justices and judges of supreme judicial court, the superior court, and the district court.	3 members: 1 appointed by governor, 1 by president of senate, 1 by speaker of house; may not hold any public office or be an employee/member of any state department, agency, board, or commission during the member's tenure on commission.	Advisory.	Legislative approval of COLAs. Usually annually.
Maryland 1980	Judicial Compensation Commission Governor, General Assembly	Every 2 years. Mandatory report every 4 years.	Judges of court of appeals, court of special appeals, circuit courts, and district courts.	7 members appointed by governor; 2 from at least 5 listed by president of the senate; 2 from at least 5 listed by speaker of house; 1 from at least 3 listed by state bar; 2 at large; no more than 3 practicing law in state; terms staggered over 6 years; no members of general assembly, officers/employees of state or political subdivision of state, judges/former judges.	Commission makes recommendation to the legislature; becomes law if not amended, rejected, or adopted within 50 days of its introduction; the general assembly can decrease the recommendations, but not increase them.	If no statute-scheduled increase, judges receive same COLAs granted to state employees.
Michigan 2002	State Officers Compensation Commission. Legislature, Clerk of House, Secretary of Senate, Director Mngt and Budget	Even-numbered years	Supreme court justices.	7 members appointed by the governor; may not be reappointed; cannot be from the three branches of state government; staggered 4-year terms.	Advisory. Recommendations are made in even-numbered years in the December following an election. Legislature approves commission recommendations by a majority vote in both houses to become law. Legislature permitted to alter recommendations.	None.

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Minnesota 1983	Minnesota State Compensation Council Speaker of House, President of Senate	Even years - recommendations odd years	Justices of supreme court, judges of court of appeals and district court.	16 members: 2 appointed by speaker of house, 2 by majority leader of senate, 1 by minority leader of house, 1 by minority leader of senate, 2 non-judges by chief justice of supreme court, 1 from each of eight congressional districts by governor (no more than 4 may belong to same political party); new committees appointed every 2 years.	Advisory. Legislative approval of council recommendation every two years. Recommendations can be altered by the legislature and are placed in the general funding bill for the court.	None.
Missouri 1996	Citizens' Commission on Compensation for Elected Officials/ Legislature	At least every 2 years	All judges except municipal.	22 members: 9 selected by the secretary of state, 12 by the governor, 1 by the supreme court.	Becomes effective unless disapproved by general assembly by Feb. 1 of year following filing.	None.
Nevada 1993	Commission to Review Compensation Legislative Counsel	As necessary	Supreme court justices, district judges, and elected county officers.	9 members: 1 appointed by speaker of assembly; 1 by majority leader of senate, 1 by minority leader of assembly, 1 by minority leader of senate, 2 by chief justice of supreme court, 3 by governor (1 from each congressional district, different political parties; 1 from a list of 3 nominees submitted by the Nevada Association of Counties). No current officer/employee of state may be on commission.	Advisory. If recommendation requires change in legislation, a bill is drafted on or before November 15 of each even-numbered year for introduction in the next legislative session.	District court judges: 2% of base salary for each year of service above 4, capped at 22% of base salary.
New Jersey 1999	Public Officers Salary Review Commission Governor, Legislature	As necessary - update every fourth year	Workers' compensation judges, justices of supreme court, judges of superior and tax court, administrative law judges.	7 members: 2 appointed by governor, 1 by president of senate, 1 by senate minority leader, 1 by speaker of general assembly, 1 by general assembly minority leader, 1 by chief justice of supreme court.	Advisory. Must be approved by legislature.	None.
New Mexico 2004	Judicial Compensation Commission Legislative Finance Committee and the Department of Finance and Administration	Every three years	All judges	6 members: governor, the president pro tempore, the speaker of the house, the chief justice and the president of the state bar all appoint one member.	Advisory. Must be approved by the legislature.	None.
North Carolina 1999	Judicial Council General Assembly	Annually	All justices and judges	18 members: chief justice, the chief judge of the court of appeals, a district attorney, a public defender, a superior court judge, a district court judge, a clerk of superior court, a magistrate, a member of the bar, 2 appointees of the governor, 4 appointees of the general assembly, and one appointee of the Commission of Indigent Defense Services.	Advisory. To study and recommend to the General Assembly the salaries of justices and judges.	None.
Oklahoma 2005	Board on Judicial Compensation Legislature	Every odd-numbered year	Chief and associate justices of the supreme court; presiding judge and judges of the courts of criminal and civil appeals; district and associate district court judges; special district court judges.	7 members: 2 appointed by president pro tempore of senate (from labor and civic organizations), 2 by speaker of house of representatives (from communications media and retail business), 2 by governor (from manufacturing and professional fields not otherwise specified, 1 by chief justice of supreme court (from agriculture). No more than four from the same political party. No active/retired judges or attorneys practicing law in any state may serve.	Advisory. Recommendations by the board may be rejected or amended by law by a majority vote of each house of the legislature. If the governor vetoes such a law, the procedure shall be the same as for the veto of any other bill or joint resolution.	None.
Oregon 1983	Public Officials Compensation Commission Legislative Assembly	As necessary	Elected officials including the judiciary.	7 members: 2 appointed by governor, 2 by speaker of house, 2 by president of senate, 1 by chief justice; 4-year terms.	Advisory. The legislative assembly sets salaries for elected state officers every 2 years for succeeding 2 years, based on recommendations of commission. Legislative assembly may lower salaries of members of elected officials, other than judges, to take effect at any time.	None.
Texas 2007	Judicial Compensation Commission Legislature	As called by presiding officer or majority of commission - at least each even-numbered year	Justices and judges of the supreme court, court of criminal appeals, the courts of appeals, and the district courts.	9 members appointed by governor with advice/consent of senate. No more than 3 may be licensed to practice law in Texas. Members serve 6-year terms.	Judicial salaries are handled through legislative appropriations. Commission provides biennial report to legislature recommending salaries for judiciary based on factors listed in code. Commission's recommendations are not binding.	Longevity pay: \$20 for each year of service in the judicial retirement system and is calculated at 16 years of service for which credit is established in the retirement system.
Utah 1981	Executive and Judicial Compensation Commission Legislature, Department of Human Resource Management, Executive Appropriations Committee, President of Senate, Speaker of House, Governor	Every year, recommendation in November of even years	Justices of supreme court, judges of constitutional and statutory court of record.	6 members: not more than 3 from same political party, 1 appointed by governor, 1 by president of senate, 1 by speaker of house, 2 by first 3 appointed members, 1 by state bar commission; 4-year staggered terms.	Advisory. Judicial salaries are handled through the legislative appropriation process.	None.
Washington 1987	Citizen's Commission on Salaries for Elected Officials Secretary of State	At least every two years	All judges of supreme court, court of appeals, superior courts, and district courts.	16 members: 9 selected by secretary of state, 7 by speaker of house and president of senate, 4-year terms.	Becomes law with no action by the legislature within 90 days of being filed by the secretary of state subject only to a referendum petition by the people.	COLAs granted annually.

STATES WITHOUT JUDICIAL COMPENSATION COMMISSIONS

State	Salary Increases Initiated By	Process	Judicial Salary Escalators
Alaska	Legislative action.	Statute defines schedule for salaries and COLAs. Increases to salaries are part of general bills and do not change the salary statute.	Geographic COLA applied to first \$40,000 of base salary for a justice of supreme court, judge of superior/district court. Salaries also tied to performance - additional salary paid if judge files an affidavit stating that no matter referred for opinion or decision has been uncompleted or undecided for a period of more than 6 months.