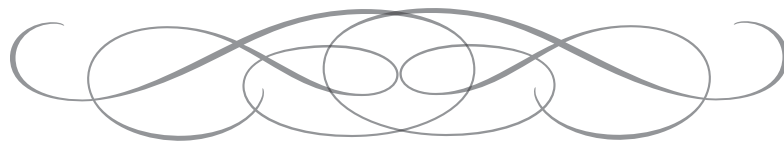


# Judicial Compensation Commission



Annapolis, Maryland  
January 2014

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# **Judicial Compensation Commission**

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**Department of Legislative Services  
Office of Policy Analysis  
Annapolis, Maryland**

**January 2014**

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**DEPARTMENT OF LEGISLATIVE SERVICES**  
**OFFICE OF POLICY ANALYSIS**  
**MARYLAND GENERAL ASSEMBLY**

**Karl S. Aro**  
Executive Director

**Warren G. Deschenaux**  
Director

January 6, 2014

The Honorable Martin J. O'Malley  
Governor of Maryland

The Honorable Thomas V. Mike Miller, Jr.  
President of the Senate

The Honorable Michael E. Busch  
Speaker of the House of Delegates

Gentlemen:

Herewith, the Judicial Compensation Commission transmits to you the commission's 2013 review of judicial compensation in Maryland.

As you are aware, after remaining stagnant for several years, an amended resolution providing for a three-year salary plan was passed by the General Assembly during the 2012 session. The amended resolution did not increase salaries in fiscal 2013 but provided for salary increases for all judges in fiscal 2014-2016. As a result of this action, our State's standing in national and regional rankings of judicial salaries has improved. While we continue to believe that further salary increases are merited and necessary in order to assure that qualified individuals will be attracted to serve as judges, the commission is acutely aware of the economic crisis before the State. Accordingly, we are not recommending any further increases in judicial salaries at this time.

The commission also reviewed changes to the Judicial Retirement System (JRS) that became effective in fiscal 2013. These changes increased the member contribution rate from 6% to 8% for all judges and added a five-year vesting requirement for individuals who become JRS members on or after July 1, 2012. Although mindful of the continuing challenges relating to the sustainability of pension systems, the commission notes that these changes have the practical



The Honorable Martin J. O'Malley  
The Honorable Thomas V. Mike Miller, Jr.  
The Honorable Michael E. Busch  
January 6, 2014  
Page 2

effect of negatively impacting judicial salaries. Therefore, we do not propose any additional changes to JRS.

On behalf of each commission member, I thank you for the privilege of serving you and the State of Maryland.

Sincerely,

Elizabeth J. Buck  
Chairman

EJB/FMA/ckt

cc: Judge Mary Ellen Barbera  
Secretary T. Eloise Foster  
Mr. Karl S. Aro  
Mr. Warren G. Deschenaux

# **Maryland Judicial Compensation Commission 2013 Membership Roster**

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**Elizabeth J. Buck**  
**Chair**

## **Members**

Ray Langston

Annette Jones Funn

John Paterakis

Edward J. Gilliss

Alice G. Pinderhughes

Vacant

## **Committee Staff**

Jennifer K. Botts

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# **Executive Summary**

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## **Salary Proposals**

The commission has examined salaries paid to Maryland officials, State's Attorneys, federal judges, and judges in all other states and received information or presentations from the Department of Legislative Services and the Judiciary. Based on a review of this information, the Judicial Compensation Commission continues to believe that further salary increases are merited and necessary in order to assure that qualified individuals will be attracted to serve as judges. However, the commission is acutely aware of the economic crisis before the State, and thus voted not to propose any salary increases at this time.

## **Benefits**

The commission also reviewed changes to the Maryland Judge's Retirement System that were made in the 2012 session. The commission does not have any additional recommendations regarding benefits.



# Chapter 1. Introduction

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In 1980 the General Assembly created the Judicial Compensation Commission by adding § 1-708 to the Courts and Judicial Proceedings Article of the Annotated Code of Maryland.

## Statutory Provisions and Reporting Requirements

The commission includes seven members, all appointed to six-year terms by the Governor and nominated as follows: two by the President of the Senate, two by the Speaker of the House of Delegates, one by the Maryland State Bar Association, and two at large. The commission elects a chairman from among its membership. Appointees are eligible for reappointment. Members of the General Assembly, State and local employees or officers, and judges or former judges are not eligible for appointment to the commission.

When established, the commission was required to review judicial salaries and pensions every two years and make recommendations every four years; however, the commission could review and make recommendations more often. In recent years, the meeting schedule and reporting requirements have changed numerous times, which will be discussed in further detail later in this chapter. Current statutory provisions require that on or after September 1, 2011, September 1, 2013, and every four years thereafter, the commission must review salaries and pensions and make written recommendations to the Governor and General Assembly on or before the next ensuing regular session of the General Assembly.

Section 1-708, which appears in **Appendix 1**, also provides the following:

- A joint resolution incorporating the commission's salary recommendations must be introduced in each house of the General Assembly by the fifteenth day of the session following the commission's proposals.
- The General Assembly may amend the joint resolution to decrease, but not increase, any of the commission salary recommendations. The General Assembly may not reduce the salary of a judge below current levels. Failure to adopt or amend the joint resolution within 50 calendar days after its introduction results in adoption of the salaries recommended by the commission. If the General Assembly rejects any of the commission's recommendations, the salaries of the judges remain unchanged, unless modified under other provisions of law.
- Commission pension recommendations shall be introduced as legislation by the Presiding Officers of the Senate and the House of Delegates. These recommendations shall become effective only if passed by both houses.

Judicial salaries are also adjusted in accordance with §§ 1-702 and 1-703 of the Courts and Judicial Proceedings Article. Chapter 444 of 2005, § 1-703 provides that general State employee salary increases apply to judges only in years in which judges' salaries are not increased in accordance with a resolution from the commission's recommendations. Section 1-702 provides that the Chief Judge of the District Court receive a salary equivalent to the salary paid to an Associate Judge of the Court of Special Appeals.

### **Activities to Date**

Since it began its deliberations in late 1980, the commission has made numerous salary proposals, the first of which applied to fiscal 1983. **Exhibit 1.1** summarizes the commission's previous salary proposals and subsequent General Assembly action from fiscal 1983 through 2009.

**Exhibit 1.1**  
**Salary Proposals**

<b>Fiscal Year</b>	<b>Judicial Compensation Commission Proposal</b>	<b>Assembly Action</b>	<b>General Employee Increase</b>
2013	Four-year phase-in of \$29,006	Four-year phase-in of \$14,081	2% in 2013, 3% in 2014
2011	Four-year phase-in of \$39,858	Reject	None <sup>(1)</sup>
2010	Four-year phase-in of \$39,858	None	None <sup>(1)</sup>
2006 - 2009 <sup>(1)</sup>	Four-year phase-in of \$15,000-\$30,000	None <sup>(2)</sup>	Not Applicable <sup>(3)</sup>
2005	Four-year phase-in of \$15,000-\$30,000	Reject	\$752
2004	None	None	None
2003	5% increase	Reject	None
2002	None	None	4% <sup>(4)</sup>
2001	\$10,000	Reject	4% <sup>(5)</sup>
2000	None	None	\$1,275 <sup>(6)</sup>
1999	\$11,275	None <sup>(7)</sup>	\$1,275 <sup>(6)</sup>
1998	\$9,000	Reject	None
1997	2.9%, 9.5-10%	2.9-3.0% <sup>(8)</sup>	None
1996	None	None	2%
1995	3-8.1%	Reject	3%
1994	None	None	None <sup>(9)</sup>
1993	None	None	None <sup>(10)</sup>
1992	None	None	None <sup>(10)</sup> <sup>(11)</sup>
1991	4%	4-25% <sup>(12)</sup>	4%
1990	None	None	4%
1989	10.5-14.3%	10.5-14.3%	4%
1988	13.0-22.7%	6.4-11.8%	2.50%
1987	None	None	3.50%
1986	6.3-8.9%	Reject	4%
1985	11.2-13.9%	9%	6%
1984	None	None	None
1983	10.5-12.1%	10.5-12.1%	9%



## Notes:

- (1) From January 2009 through June 2011, all State employees except judges were subject to furloughs. During that time, employees did not receive increments or step increases. Additionally, the Budget Reconciliation and Financing Act of 2011 prohibits merit increases for all State employees until April 1, 2014.
- (2) The Judicial Compensation Commission's recommended increases took effect because the General Assembly failed to act on the resolution within the required 50-day time frame. The commission indicated in its report that it would not make recommendations again until fiscal 2010 if the proposed four-year salary increases took effect.
- (3) Pursuant to legislation enacted in 2005, general employee salary increases do not apply to judges in years in which salaries are increased in accordance with a resolution from the commission's recommendations.
- (4) For fiscal 2002, the General Assembly approved a 4% cost-of-living (COLA) effective January 1, 2002. By statute, members of the Judiciary received the same percentage COLA.
- (5) The General Assembly approved a 4% COLA effective November 15, 2000.
- (6) For fiscal 1999 and 2000, the General Assembly approved a COLA in the dollar amount of \$1,275 for all State employees. By statute, members of the Judiciary received the same percentage COLA as awarded to the lowest step of the highest salary grade for employees in the Standard Pay Plan.
- (7) The Judicial Compensation Commission's recommended increase took effect because the General Assembly failed to act on the resolution within the required 50-day time frame.
- (8) For fiscal 1997, the General Assembly approved the 2.9% increase recommended for the Chief Judge of the Court of Appeals. All others were amended to a 3.0% increase. All salary adjustments were delayed until October 1, 1996.
- (9) In fiscal 1994, executive and judicial employees (except judges) received in-grade increments but no general salary increase. Legislative branch employees received a uniform 3% increase but no increments.
- (10) Employees in all three branches of government did not receive in-grade increments in fiscal 1992 and 1993.
- (11) All employees of the executive, legislative, and judicial branches, except judges and elected officials, were required to take one to five days leave without pay in fiscal 1992.
- (12) The Chief Judge of the Court of Appeals received a 25% salary increase.

Source: Department of Legislative Services.

---

The commission made no formal recommendations other than to endorse the general salary increase for fiscal 1984, 1987, 1990, 1992, 1993, 1994, 1996, 2000, 2002, and 2004. The commission made formal recommendations in 1983, 1985, 1988, 1989, and 1991, which were adopted by the General Assembly. The commission made formal recommendations in 1986, 1995, 1998, 2001, and 2003, which were rejected.

The commission recommended salary increases for 1997 ranging from 9.5 to 10%, with the exception of the Chief Judge of the Court of Appeals, for whom a 2.9% increase was

recommended. The General Assembly amended the proposal to a 3.0% increase, with the Chief Judge maintaining a 2.9% increase, and delayed implementation by three months.

The commission recommended an \$11,275 salary increase for fiscal 1999 for all members of the Judiciary. This recommendation was adopted, effective July 1, 1998, when the General Assembly failed to act on the resolution within the required 50 days.

The commission's recommendations for fiscal 2001 and 2003 were rejected. The commission's recommended salary increase of \$10,000 for fiscal 2001 for all members of the Judiciary was rejected. The commission recommendation for a 5% increase for all judges in fiscal 2003 effective January 1, 2003, was rejected. The commission's recommendation during the 2004 legislative session, a four-year phased-in salary increase for fiscal 2005-2008, was also rejected.

During the 2005 legislative session, the commission resubmitted the salary recommendations that were not adopted during the 2004 session. The *Supplement to the 2004 Report of the Judicial Compensation Commission* advised that, if the salaries were increased as proposed, the commission did not intend to make another salary recommendation until 2010.

When the General Assembly failed to act on the legislation within the required time period, the proposal was implemented by operation of law, rendering the salary structure effective.

Chapter 444 of 2005 also limited the frequency of review of judicial compensation and recommendations by the commission by establishing a schedule of once every four years, instead of the prior requirements that the commission review judicial compensation every two years and make recommendations at least every four years.

The commission met in 2008 and made recommendations for a four-year phased-in salary plan for fiscal 2010-2013 that was introduced by Senate Joint Resolution 4/House Joint Resolution 2 of the 2009 session; however, no further action was taken on the joint resolutions. Instead, Chapter 2 of 2009, an emergency measure, established, for the 2009 session only, that the failure of the General Assembly to act on a joint resolution by the fiftieth day of session would not allow the recommended salary increases to become effective.

In recognition of the failure to take salary action for the Judiciary, the time period for the commission's meeting schedule was altered to allow another meeting in the fall of 2009. This action aligned the schedule of the commission with the meeting schedules of the Governor's and General Assembly's compensation commissions. Although the commission did not hold a formal meeting in 2009, the members participated in a telephone poll and voted to resubmit the same salary recommendations that were submitted in the prior session, as shown in **Exhibit 1.2**.



**Exhibit 1.2**  
**Judicial Compensation Commission**  
**Salary Proposal for the 2010 Session**

<u>Position</u>	<u>Current Salary</u>	<u>Beginning 7/1/2009</u>	<u>Beginning 7/1/2010</u>	<u>Beginning 7/1/2011</u>	<u>Beginning 7/1/2012</u>
<b>Court of Appeals</b>					
Chief Judge	\$181,352	\$190,463	\$200,121	\$210,358	\$221,210
Associate Judge	162,352	171,463	181,121	191,358	202,210
<b>Court of Special Appeals</b>					
Chief Judge	152,552	161,663	171,321	181,558	192,410
Associate Judge	149,552	158,663	168,321	178,558	189,410
<b>Circuit Court</b>	140,352	149,463	159,121	169,358	180,210
<b>District Court</b>					
Chief Judge	149,552	158,663	168,321	178,558	189,410
Associate Judge	127,252	136,363	146,021	156,258	167,110

Source: Department of Legislative Services.

The recommendations were again rejected by the General Assembly during the 2010 session. However, Chapter 484 of 2010 (the BRFA of 2010) altered the meeting schedule of the commission again to allow for a review of salaries in 2011 and 2013, then every four years thereafter.

In 2011, the commission met twice and voted to submit recommendations increasing judicial salaries through fiscal 2016. However, the commission did not recommend a salary increase in the first year (fiscal 2013). Instead, the commission recommended a salary increase of \$29,006 over a three-year period, as shown in **Exhibit 1.3**. Specifically, the joint resolution proposed the following annual increases for all judges at each of the seven salary levels: (1) \$9,111 beginning July 1, 2013; (2) \$9,658 beginning July 1, 2014; and (3) \$10,237 beginning July 1, 2015.

**Exhibit 1.3**  
**Judicial Compensation Commission Salary Recommendations**  
**Fiscal 2013-2016**

<u>Position</u>	<u>FY 2012</u>	<u>Proposed FY 2013</u>	<u>Proposed FY 2014</u>	<u>Proposed FY 2015</u>	<u>Proposed FY 2016</u>	<u>Phase-in</u>
<b>Court of Appeals</b>						
Chief Judge	\$181,352	\$181,352	\$190,463	\$200,121	\$210,358	\$29,006
Judge	162,352	162,352	171,463	181,121	191,358	29,006
<b>Court of Special Appeals</b>						
Chief Judge	152,552	152,552	161,663	171,321	181,558	29,006
Judge	149,552	149,552	158,663	168,321	178,558	29,006
<b>Circuit Court</b>	140,352	140,352	149,463	159,121	169,358	29,006
<b>District Court</b>						
Chief Judge	149,552	149,552	158,663	168,321	178,558	29,006
Judge	127,252	127,252	136,363	146,021	156,258	29,006
<b>Average Salary</b>	<b>151,852</b>	<b>151,852</b>	<b>160,963</b>	<b>170,621</b>	<b>180,858</b>	
<b>Increase at 6%<sup>1</sup></b>			<b>9,111</b>	<b>9,658</b>	<b>10,237</b>	<b>29,006</b>

<sup>1</sup> Fiscal 2013 represents salaries as of when the commission originally submitted recommendations, prior to the General Assembly adopting a 2% cost-of-living adjustment for State employees.

Source: Department of Legislative Services.

The General Assembly amended the resolution submitted by the commission so that the annual salaries for all judges increase as follows: (1) \$4,556 beginning July 1, 2013; (2) \$4,692 beginning July 1, 2014; and (3) \$4,833 beginning July 1, 2015. In addition, since judges did not receive a salary increase in fiscal 2013, they received the 2% cost-of-living adjustment that was effective December 31, 2012, for all State employees. **Exhibit 1.4** shows the current salary structure that resulted from Senate Joint Resolution 3 of 2012.

**Exhibit 1.4**  
**Senate Joint Resolution 3 of 2012**  
**Implemented Salary Proposal**  
**Fiscal 2013-2016**

<b><u>Position</u></b>	<b><u>Prior Salary</u></b>	<b><u>FY 2013</u></b>	<b><u>FY 2014</u></b>	<b><u>FY 2015</u></b>	<b><u>FY 2016</u></b>
<b>Court of Appeals</b>					
Chief Judge	\$181,352	\$184,879	\$185,908	\$190,600	\$195,433
Judge	162,352	165,599	166,908	171,600	176,433
<b>Court of Special Appeals</b>					
Chief Judge	152,552	155,603	157,108	161,800	166,633
Judge	149,552	152,543	154,108	158,800	163,633
<b>Circuit Court</b>	140,352	143,159	144,908	149,600	154,433
<b>District Court</b>					
Chief Judge	149,552	152,543	154,108	158,800	163,633
Judge	127,252	129,797	131,808	136,500	141,333

Note: Fiscal 2013 salaries represent salaries as of December 31, 2012, after a 2% cost-of-living adjustment (COLA). Because judges did not have a scheduled salary increase during that year, judges were eligible for the COLA.

Source: Department of Legislative Services.

The commission also made recommendations in its 2011 report on appropriate retirement benefits and member contribution levels, which took into account the sustainability of pension systems, based on instructions included in Chapter 397 of 2011. The commission voted to include in its report a recommendation that the contribution rate for judges appointed after July 1, 2012, increase from 6% to 8%. Chapter 485 of 2012 increased the member contribution rate from 6% to 8% of earnable compensation for all members of the Judges' Retirement System (JRS), and further added a five-year vesting requirement for individuals who become JRS members on or after July 1, 2012.



## **Chapter 2. Compensation Principles and Data**

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Over the last 30 years, certain compensation principles have guided the commission's judicial salary recommendations. This chapter discusses the compensation principles and summarizes salary data reviewed by the commission.

### **Compensation Principles**

The commission considers many compensation principles and variables when developing its recommendations. The commission members have identified these themes through independent research and from the testimony of jurists who have appeared before the commission. Among the topics that have been discussed in the commission's meetings are:

- salary levels compared to other states' judges, federal judges, and other Maryland officials;
- economic and fiscal conditions;
- the ability to attract and retain qualified individuals from diverse backgrounds; and
- workplace conditions.

The commission continues to regard these factors as applicable and relevant in formulating any recommendations concerning judicial salaries. It also recognizes that all of the issues need to be collectively considered. For example, achieving parity with the private sector would place Maryland's judicial salaries higher than other states' judges, federal judges, or many cabinet secretaries. Conversely, relying only on salary levels in other states could result in a recommendation too low to attract qualified individuals.

Other principles are difficult to quantify. Cultural, racial, and professional diversity are always issues of concern. The need to obtain diversity of jurists, enlist experienced applicants, and attract individuals with a broad range of public and private sector experience also is recognized.

### **Comparability**

Comparability relates to salaries paid to Maryland judges as compared to judges in other states and federal judges and compared to other important elected and appointed officials in

Maryland State and local government. Below are some of the categories the commission considers worthy of comparison when considering the salaries of Maryland judges.

## **Judges in Other States**

The National Center for State Courts routinely surveys all states to compare salaries at each judicial level. Combined with a recent Judiciary Administrative Office of the Courts (AOC) salary survey, the commission used this data to determine the salary rankings of Maryland judges compared to judges at similar levels in other states. The judicial structure of each state is unique, which results in differences in how judges are appointed, elected, and re-elected, the jurisdictions of the court on which they serve, and the method of compensation. These national and regional rankings are shown in **Appendix 2** of this report. The data indicates that over half of the states have provided salary increases since the commission last met in 2011. However in some cases, direct comparisons could not be made from state to state. Few states have the equivalent of Maryland's Chief Judge of the District Court, for instance, so no comparison could be made under this category. However, that position is funded by Maryland statute at the same level as an associate judge on the Court of Special Appeals.

## **Federal Judges**

Comparisons between the salaries of Maryland judges and federal judges generally have been considered due to the State's proximity to Washington, DC. Commission members in prior years heard testimony indicating that Maryland judges have left the bench to accept positions in federal courts. Though the two jobs differ slightly, the high compensation, regular salary increases, and lifetime tenure make a federal judicial appointment very attractive. A listing of federal judges' salaries appears in **Appendix 3**.

## **Salaries of Maryland and Local Officials**

The commission reviewed the salaries of various Maryland officials, including cabinet secretaries and constitutional officers. In fiscal 2014, the salaries for incumbent cabinet secretaries range from \$106,174 to \$210,000. This represents an increase from a range of \$101,490 to \$195,000 in fiscal 2009, which is when the commission resumed meeting after the statute was originally altered to amend the meeting schedule to once every four years. More information regarding salaries for Maryland officials can be found in **Appendix 4** and **5**. The commission also reviewed the salaries of local State's Attorneys, which can be found in **Appendix 6**.

Salaries for the Governor, Lieutenant Governor, Attorney General, Comptroller, Treasurer, and Secretary of State are established every four years by the Governor's Salary



Commission. As required by the Maryland Constitution, the commission develops salary recommendations and submits them to the General Assembly for approval. Although the commission last recommended increases in 2010 for the 2011-2014 term, the proposal was rejected by the General Assembly. The salaries of constitutional officers as shown in Appendix 4 have remained the same since calendar 2006. The commission members were advised that the Governor's Salary Commission was scheduled to meet during the 2013 interim but had not done so as of the date of the commission's meeting.

The General Assembly Compensation Commission submits salary recommendations for the members of the General Assembly. The commission met in 2009 and recommended that salaries remain at current levels for calendar 2011 and 2012. The commission also recommended that if the State's annual unemployment rate is 5% or lower for calendar 2012, the salary for members and the Presiding Officers of the General Assembly would increase by \$2,000 on January 1, 2013, and remain at that level for calendar 2014. If the State unemployment rate for calendar 2012 is greater than 5%, but is 5% or lower for calendar 2013, the salary for members and officers of the General Assembly would increase by \$2,000 for calendar 2014 only. This recommendation was rejected, which left salaries at their current level as shown in **Appendix 7**. These salaries have also remained the same since calendar 2006. The commission members also were advised that the General Assembly's Compensation Commission was due to meet this year, but that salary recommendations had not yet been finalized.

## **Judicial Pensions**

Comparisons between the pension systems for Maryland judges and those for judges in other states and federal judges were reviewed and considered by the Judicial Compensation Commission in 2011. Maryland's State Employee Pension Systems underwent significant changes at the 2011 legislative session, and the commission was charged by the General Assembly with making specific recommendations concerning appropriate benefit and member contribution levels for the Maryland Judge's Retirement System. The number of members of the Maryland Judge's Retirement System is only a fraction of the membership of the various State Employee Pension Systems; however, the members of the Maryland Judge's Retirement System receive a considerable retirement salary benefit.

## **Pensions of Maryland Judges**

Prior to fiscal 2013, Maryland judges contributed 6% of their annual salary for the first 16 years of service toward a full retirement benefit of 2/3 of the salary of an active judge in a comparable position to the retired member. The benefit accrues at a fraction of this rate for each year of service prior to 16 years. No contribution is required after 16 years of service. Maryland judges may retire at the age of 60 and are required to retire at the age of 70. In addition to the annual retirement salary benefit, Maryland judges are also entitled to survivor benefits, disability

benefits, and retiree health benefits. Pursuant to Chapter 485 of 2012, all judges now contribute 8% of their annual salary for the first 16 years of service toward their pension plan. Further, judges appointed after July 1, 2012, must remain a judge for five years before they become vested in the pension system.

## **The Economy**

The commission once again is considering judicial salaries during challenging economic times. The Department of Legislative Services briefed the commission on recent developments in the economic and financial climate that have directly affected revenues for the general fund balance, including the effects of federal sequestration, the federal government shutdown, and other potential deficiencies within the State budget. The expectation for revenues in fiscal 2015 was cited at \$402 million less than required to support the budget with the possibility of further deterioration. The commission carefully considered the economic situation in its deliberations over salary recommendations particularly with regard to fiscal 2015 and beyond.

## **Recruitment and Advancement**

The commission has focused on the current salary structure's ability to attract to the bench attorneys with diversity and depth of experience. More attorneys with public sector experience are attracted to the bench than those in the private sector. The very attorneys with the broad experience required to handle the variety of cases from the bench are often the very attorneys making lucrative salaries at private law firms. The commission is aware that it is difficult to attract attorneys that would have to take a significant pay cut to serve on the bench and has heard testimony from the Judiciary that often judicial vacancies attract applicants that do not have sufficient experience.

## **Workplace Conditions**

The commission continues to be mindful of the increased demands on judicial time. In addition to the increase in case volume and complexity, judges are also handling more challenging dockets due to the increase of *pro se* litigants. Cases with unrepresented individuals consume more time from the bench, as judges must be particularly cautious in ensuring that the rights of all parties are protected.

## **The Future**

The commission expressed concern that the salaries of Maryland's judges keep pace with the projected earnings of judges in other states, especially those in the mid-Atlantic region. The

Maryland Judicial Conference has consistently strived to achieve parity with the salary structure of the federal judiciary. Former reports of the commission have also expressed this goal. While the Judiciary and the commission acknowledged that full parity with the federal system may not be attainable under the current economic climate, the increases that were adopted in the 2012 session are closing the gap that exists between the current salaries.





# **Appendix 1. Annotated Code of Maryland**

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## **Article - Courts and Judicial Proceedings**

### **Title 1. Court Structure and Organization**

#### **Subtitle 7. Judicial Salaries and Allowances**

##### **§ 1-701. Compensation not to be diminished during term.**

A judge's salary may not be diminished during his continuance in office.

[1973, 1st Sp. Sess., ch. 2, § 1.]

##### **§ 1-702. Judicial salaries established.**

(a) In general. - Subject to the provisions of § 1-701 of this subtitle, a judge shall have the salary provided in the State budget.

(b) Chief Judge of the District Court. - The Chief Judge of the District Court, during the period he serves as Chief Judge, shall have a salary equivalent to the annual salary then payable to an associate judge of the Court of Special Appeals.

[An. Code 1957, art. 26, §§ 47, 144; 1973, 1st Sp. Sess., ch. 2, § 1; 2006, ch. 44, § 6.]

##### **§ 1-703. Pay plan; automatic salary increases**

(a) Pay plan. - Title 8, Subtitle 1 of the State Personnel and Pensions Article applies to judicial salaries, except for the provisions of § 8-108(c) of the State Personnel and Pensions Article.

(b) Automatic salary increases; exception.

(1) Except as provided in paragraph (2) of this subsection, whenever a general salary increase is awarded to State employees, each judge shall receive the same percentage increase in salary as awarded to the lowest step of the highest salary grade for employees in the Standard Pay Plan.

(2) In any year that a judge's salary is increased in accordance with a resolution under § 1-708 of this subtitle, the judge may not receive a salary increase under paragraph (1) of this subsection.

[An. Code 1957, art. 26, § 47; 1973, 1st Sp. Sess., ch. 2, § 1; 1993, ch. 22, § 1; 1995, ch. 3, § 1; 1996, ch. 347, § 15; 1997, ch. 743; 2002, ch. 19, § 1; 2003, ch. 21, § 1; 2005, ch. 444, § 1.]

#### **§ 1-704. Budget treatment of increases in judicial salaries**

Any increase in judicial salary shall be included in the portion of the budget bill relating to the executive department, and not the portion relating to the judiciary department. Any proposed increase in judicial salary is subject to legislative review and approval.

[An. Code 1957, art. 26, § 47; 1973, 1st Sp. Sess., ch. 2, § 1.]

#### **§ 1-705. Supplementation of salaries prohibited**

(a) “Supplementation” defined. - In this subtitle, “supplementation” means any payment from a political subdivision to a judge or the surviving spouse of a judge, by way of salary, allowances, or pension. The word includes, but is not limited to, any payment in the form of salary, bonus, pension, spouse's benefit, or expense or travel allowance except: (1) reimbursable expenses actually incurred in connection with the duties of judicial office to the extent permitted by § 1-706; and (2) any pension supplementation expressly permitted by public general law. “Supplementation” excludes payment of benefits under a local group health or hospitalization plan if a judge is entitled to those benefits by law.

(b) Prohibition. - Supplementation of a judge's salary is prohibited.

[An. Code 1957, art. 26, § 47; 1973, 1st Sp. Sess., ch. 2, § 1.]

#### **§ 1-706. Reimbursement for expenses**

(a) In general. - A judge is entitled to mileage, at the rate for State employees, for officially authorized travel outside his county of residence on judicial business. He is also entitled to reimbursement for reasonable costs of meals, lodging, and other expenses actually incurred with the officially authorized travel in accordance with provisions of the State joint travel regulations provided that such reimbursement is approved by the judge authorizing the travel and provided for in the State budget.

(b) Additional expenses. - Reimbursable expenses actually incurred by a circuit court judge in connection with his duties, other than the expenses described in subsection (a) of this section, shall be paid by the political subdivision in which the circuit court judge resides, as provided in that subdivision's budget, and as first approved by the State Administrative Office of the Courts.

[An. Code 1957, art. 26, §§ 47, 144; 1973, 1st Sp. Sess., ch. 2, § 1; 1975, ch. 279.]

#### **§ 1-707. Health or hospitalization benefits for certain judges of District Court**

A judge of the District Court who has continued in office as a judge of that Court pursuant to the provisions of Article IV, § 41-I(a) of the Maryland Constitution, and who on July 4, 1971 was a participant in a group health or group hospitalization plan provided by a local subdivision, and who within six months from July 5, 1971, elected to remain a member of that plan, may continue



as a member of the plan. In this event, the local subdivision shall continue to make on behalf of the judge any contributions to the plan required by its terms or by law. The State shall periodically reimburse the local subdivision for contributions made pursuant to this section.

[An. Code 1957, art. 26, § 144; 1973, 1st Sp. Sess., ch. 2, § 1; 1984, ch. 255; 1985, ch. 10, § 3; 2006, ch. 44, § 6.]

### **§ 1-708. Judicial Compensation Commission**

(a) Salaries and pensions of judges. - The salaries and pensions of the judges of the Court of Appeals, the Court of Special Appeals, the circuit courts of the counties, and the District Court shall be established as provided by this section, §§ 1-701 through 1-707 of this subtitle, and Title 27 of the State Personnel and Pensions Article.

(b) Established.

(1) There is a Judicial Compensation Commission. The Commission shall study and make recommendations with respect to all aspects of judicial compensation, to the end that the judicial compensation structure shall be adequate to assure that highly qualified persons will be attracted to the bench and will continue to serve there without unreasonable economic hardship.

(2) The Commission consists of seven members appointed by the Governor. No more than three members of the Commission may be individuals admitted to practice law in this State. In nominating and appointing members, special consideration shall be given to individuals who have knowledge of compensation practices and financial matters. The Governor shall appoint:

(i) Two members from a list of the names of at least five nominees submitted by the President of the Senate;

(ii) Two from a list of the names of at least five nominees submitted by the Speaker of the House of Delegates;

(iii) One from a list of the names of at least three nominees submitted by the Maryland State Bar Association, Inc.; and

(iv) Two at large.

(3) A member of the General Assembly, officer or employee of the State or a political subdivision of the State, or judge or former judge is not eligible for appointment to the Commission.

(4) The term of a member is 6 years, commencing July 1, 1980, and until the member's successor is appointed. However, of the members first appointed to the Commission, the Governor shall designate one of the members nominated by the President of the Senate to serve

for three years and one for six years; one of the members nominated by the Speaker to serve for four years and one for five years; the member nominated by the Maryland State Bar Association, Inc., to serve for three years; and one of the members at large to serve for two years, and one for six years. A member is eligible for reappointment.

(5) Members of the Commission serve without compensation, but shall be reimbursed for reasonable expenses incurred in carrying out their responsibilities under this section.

(6) The members of the Commission shall elect a member as chairman of the Commission.

(7) The concurrence of at least five members is required for any formal Commission action.

(8) The Commission may request and receive assistance and information from any unit of State government.

(c) Written recommendations and funding. - On or after September 1, 2011, September 1, 2013, and every four years thereafter, the Commission shall review the salaries and pensions of the judges of the courts listed in subsection (a) of this section and make written recommendations to the Governor and General Assembly on or before the next ensuing regular session of the General Assembly. The Governor shall include in the budget for the next ensuing fiscal year the funding necessary to implement those recommendations, contingent on action by the General Assembly under subsections (d) and (e) of this section.

(d) Recommendation as house joint resolution.

(1) The salary recommendations made by the Commission shall be introduced as a joint resolution in each House of the General Assembly not later than the fifteenth day of the session. The General Assembly may amend the joint resolution to decrease any of the Commission salary recommendations, but no reduction may diminish the salary of a judge during his continuance in office. The General Assembly may not amend the joint resolution to increase the recommended salaries. If the General Assembly fails to adopt or amend the joint resolution within 50 days after its introduction, the salaries recommended by the Commission shall apply. If the joint resolution is adopted or amended in accordance with this section within 50 days after its introduction, the salaries so provided shall apply. If the General Assembly rejects any or all of the Commission's salary recommendations, the salaries of the judges affected remain unchanged, unless modified under other provisions of law.

(2) The Governor or the General Assembly may not increase the recommended salaries, except as provided under § 1-703(b) of this subtitle.

(e) Legislation. - The recommendation of the Commission as to pensions shall be introduced by the presiding officers of the Senate and the House of Delegates in the form of legislation, and shall become effective only if passed by both Houses.



(f) Changes in salaries and pensions. - Any change in salaries or pensions adopted by the General Assembly under this section takes effect as of the July 1 of the year next following the year in which the Commission makes its recommendations.

(g) Sections unaffected. - This section does not affect § 1-702(b), § 1-703(b), or §§ 1-705 through 1-707 of this subtitle, or Title 27 of the State Personnel and Pensions Article.

[1980, ch. 717; 1982, ch. 820, § 3; 1992, ch. 131, § 12; 1994, ch. 468; 1997, ch. 14, § 1; 1998, ch. 21, § 2; 2005, ch. 25, § 13; ch. 444, § 1; 2006, ch. 44, § 6; 2009, ch. 2; 2010, ch. 72; ch. 484, § 2.]



## **Appendix 2. National and Regional Judicial Salary Rankings**

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**Appendix 2.1A**  
**National Judicial Salary Rankings**  
**Highest Appellate Court - Chief Judge**

<b><u>Rank</u></b>	<b><u>State</u></b>	<b><u>Salaries</u></b>	<b><u>Last Changed</u></b>
1	California	\$228,856	11/14/2007
2	Hawaii	213,840	7/1/2013
3	Illinois	213,552	7/1/2013
4	Pennsylvania	205,415	1/1/2013
5	Delaware	200,631	7/1/2012
6	Alaska	198,768	7/1/2013
7	Virginia	195,104	1/1/2007
8	New Jersey	192,795	1/1/2008
9	New York	190,600	7/1/2013
<b>10</b>	<b>Maryland</b>	<b>185,908</b>	<b>7/1/2013</b>
11	Rhode Island	182,300	8/10/2011
12	Tennessee	181,980	7/1/2013
13	Alabama	181,127	1/1/2008
14	Connecticut	175,645	7/11/2006
15	Iowa	170,850	7/1/2008
16	Nevada	170,000	1/1/2008
17	Georgia	167,210	1/1/2008
18	Minnesota	167,002	7/1/2013
19	Wyoming	165,000	7/1/2012
20	Michigan	164,610	1/1/2002
21	Washington	164,221	1/1/2008
22	Indiana	161,524	7/1/2013
23	Florida	161,200	7/1/2013
24	Arkansas	160,001	7/1/2013
25	Arizona	160,000	1/1/2009
26	Louisiana	157,050	1/1/2009
27	Missouri	154,215	7/1/2012
28	Wisconsin	153,942	7/1/2013
29	Nebraska	152,895	7/1/2013
30	Texas	152,500	12/1/2005
31	New Hampshire	151,477	1/2/2009
32	Massachusetts	151,239	7/23/2006
33	Ohio	150,850	1/1/2008
34	Utah	150,300	7/1/2013





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**Appendix 2.2A**  
**National Judicial Salary Rankings**  
**Highest Appellate Court – Associate Judge**

<u>Rank</u>	<u>State</u>	<u>Salaries</u>	<u>Last Changed</u>
1	California	\$218,237	11/14/2007
2	Illinois	213,552	7/1/2013
3	Hawaii	206,184	7/1/2013
4	Pennsylvania	199,606	1/1/2013
5	Alaska	198,192	7/1/2013
6	Delaware	191,860	7/1/2013
7	New Jersey	185,482	1/1/2008
8	New York	184,800	7/1/2013
9	Virginia	183,839	1/1/2008
10	Alabama	180,005	10/1/2008
11	Tennessee	176,988	7/1/2013
12	Nevada	170,000	1/1/2008
13	Georgia	167,210	1/1/2008
<b>14</b>	<b>Maryland</b>	<b>166,908</b>	<b>7/1/2013</b>
15	Rhode Island	165,726	8/10/2011
16	Wyoming	165,000	7/1/2012
17	Michigan	164,610	1/1/2002
18	Washington	164,221	1/1/1900
19	Iowa	163,200	7/1/2008
20	Connecticut	162,520	1/1/2006
21	Indiana	161,524	7/1/2013
22	Florida	161,200	7/1/2013
23	Arizona	155,000	1/1/2009
24	Nebraska	152,895	7/1/2013
25	Minnesota	151,820	7/1/2013
26	Louisiana	150,772	1/1/2012
27	Texas	150,000	12/1/2005
28	Utah	148,300	7/1/2013
29	Arkansas	148,108	7/1/2013
30	Missouri	147,591	7/1/2012
31	New Hampshire	146,917	1/1/2008
32	Massachusetts	145,984	7/23/2006
33	Wisconsin	145,942	2/9/2013
34	Colorado	144,688	7/1/2013

35	North Dakota	143,685	7/1/2013
36	Ohio	141,600	1/1/2008
37	South Carolina	141,286	6/2/2012
38	North Carolina	138,896	7/1/2012
39	Oklahoma	137,655	7/1/2008
40	West Virginia	136,000	7/1/2011
41	Kansas	135,905	6/15/2008
42	Kentucky	135,504	1/1/2009
43	Vermont	132,928	7/1/2012
44	Oregon	125,688	7/1/2008
45	South Dakota	125,370	7/1/2013
46	Montana	124,949	7/1/2013
47	New Mexico	123,691	1/1/2008
48	Maine	123,073	7/1/2013
49	Mississippi	122,460	1/1/2013
50	Idaho	121,900	7/1/2012

**Average                      \$156,989**

District of Columbia                      184,500                      1/1/2008

Source: National Center for State Courts.

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**Appendix 2.2B**  
**Regional Judicial Salary Rankings**  
**Highest Appellate Court – Associate Judge**

<b><u>Rank</u></b>	<b><u>State</u></b>	<b><u>Salaries</u></b>	<b><u>Last Changed</u></b>
1	Pennsylvania	\$199,606	1/1/2013
2	Delaware	191,860	7/1/2013
3	New Jersey	185,482	1/1/2008
4	New York	184,800	7/1/2013
5	District of Columbia	184,500	1/1/2008
6	Virginia	183,839	1/1/2008
7	<b>Maryland</b>	<b>166,908</b>	<b>7/1/2013</b>
8	Rhode Island	165,726	8/10/2011
9	Connecticut	162,520	1/1/2006
10	North Carolina	138,896	7/1/2012
11	West Virginia	136,000	7/1/2011

Source: National Center for State Courts.

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**Appendix 2.3A**  
**National Judicial Salary Rankings**  
**Intermediate Appellate Court – Chief Judge**

<b><u>Rank</u></b>	<b><u>State</u></b>	<b><u>Salaries</u></b>	<b><u>Last Changed</u></b>
1	California	\$204,599	11/14/2007
2	Illinois	200,992	7/1/2013
3	Hawaii	198,588	7/1/2010
4	Pennsylvania	194,145	1/1/2013
5	Alaska	187,236	7/1/2013
6	Alabama	179,441	1/1/2008
7	New Jersey	175,534	1/1/2008
8	New York	174,400	7/1/2013
9	Tennessee	173,604	7/1/2013
10	Virginia	171,383	1/1/2008
11	Georgia	166,186	1/1/2008
12	Connecticut	160,722	1/1/2006
<b>13</b>	<b>Maryland</b>	<b>157,108</b>	<b>7/1/2013</b>
14	Indiana	157,014	7/1/2013
15	Washington	156,328	1/1/2008
16	Florida	153,140	7/1/2013
17	Iowa	153,000	1/1/2008
18	Michigan	151,441	1/1/2002
19	Louisiana	150,798	1/1/2012
20	Minnesota	150,206	7/1/2013
21	Arizona	150,000	1/1/2009
22	Arkansas	145,828	7/1/2013
23	Nebraska	145,251	7/1/2012
24	Utah	143,550	7/1/2012
25	Colorado	142,140	7/1/2013
26	Massachusetts	140,358	7/23/2006
27	Texas	140,000	12/1/2005
28	South Carolina	139,873	6/2/2012
29	Wisconsin	137,681	7/1/2013
30	North Carolina	136,682	7/1/2012
31	Kansas	134,750	6/15/2008
32	Missouri	134,685	7/1/2012
33	Kentucky	133,044	1/1/2008

34	Oklahoma	132,825	1/1/2008
35	Ohio	132,000	1/1/2008
36	Oregon	125,688	7/1/2008
37	Idaho	120,900	7/1/2012
38	New Mexico	119,406	1/1/2008
39	Mississippi	117,992	1/1/2013
<b>Average</b>		<b>\$153,552</b>	

Source: National Center for State Courts.

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**Appendix 2.3B**  
**Regional Judicial Salary Rankings**  
**Intermediate Appellate Court – Chief Judge**

<u>Rank</u>	<u>State</u>	<u>Salaries</u>	<u>Last Changed</u>
1	Pennsylvania	\$194,145	1/1/2013
2	New Jersey	175,534	1/1/2008
3	New York	174,400	7/1/2013
4	Virginia	171,383	1/1/2008
5	Connecticut	160,722	1/1/2006
<b>6</b>	<b>Maryland</b>	<b>157,108</b>	<b>7/1/2013</b>
7	North Carolina	136,682	7/1/2012

Source: National Center for State Courts.

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**Appendix 2.4A**  
**National Judicial Salary Rankings**  
**Intermediate Appellate Court – Associate Judge**

<b><u>Rank</u></b>	<b><u>State</u></b>	<b><u>Salaries</u></b>	<b><u>Last Changed</u></b>
1	California	\$204,599	11/14/2007
2	Illinois	200,992	7/1/2013
3	Hawaii	190,908	7/1/2010
4	Pennsylvania	188,337	1/1/2013
5	Alaska	187,236	7/1/2013
6	Alabama	178,878	1/1/2008
7	New Jersey	175,534	1/1/2008
8	Tennessee	171,108	7/1/2013
9	New York	170,700	7/1/2013
10	Virginia	168,322	1/1/2008
11	Georgia	166,186	1/1/2008
12	Indiana	157,014	7/1/2013
13	Washington	156,328	1/1/2008
<b>14</b>	<b>Maryland</b>	<b>154,108</b>	<b>7/1/2013</b>
15	Florida	153,140	7/1/2013
16	Connecticut	152,637	1/1/2006
17	Michigan	151,441	1/1/2002
18	Arizona	150,000	1/1/2009
19	Iowa	147,900	1/1/2008
20	Nebraska	145,251	7/1/2012
21	Louisiana	143,647	1/1/2012
22	Arkansas	143,547	7/1/2013
23	Minnesota	143,054	7/1/2013
24	Utah	140,100	7/1/2012
25	Colorado	138,957	7/1/2013
26	South Carolina	137,753	6/2/2012
27	Wisconsin	137,681	7/1/2013
28	Texas	137,500	12/1/2005
29	Massachusetts	135,087	7/23/2006
30	Missouri	134,685	7/1/2012
31	North Carolina	133,109	7/1/2012
32	Ohio	132,000	1/1/2008
33	Kansas	131,518	6/15/2008



34	Oklahoma	130,410	1/1/2008
35	Kentucky	130,044	1/1/2008
36	Oregon	122,820	7/1/2008
37	Idaho	120,900	7/1/2012
38	New Mexico	117,506	1/1/2008
39	Mississippi	114,994	1/1/2013
<b>Average</b>		<b>\$151,178</b>	

Source: National Center for State Courts.

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**Appendix 2.4B**  
**Regional Judicial Salary Rankings**  
**Intermediate Appellate Court – Associate Judge**

<b><u>Rank</u></b>	<b><u>State</u></b>	<b><u>Salaries</u></b>	<b><u>Last Changed</u></b>
1	Pennsylvania	\$188,337	1/1/2013
2	New Jersey	175,534	1/1/2008
3	New York	170,700	7/1/2013
4	Virginia	168,322	1/1/2008
<b>5</b>	<b>Maryland</b>	<b>154,108</b>	<b>7/1/2013</b>
6	Connecticut	152,637	1/1/2006
7	North Carolina	133,109	7/1/2012

Source: National Center for State Courts.

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**Appendix 2.5A**  
**National Judicial Salary Rankings**  
**General Jurisdiction Courts – Associate Judges**

<u>Rank</u>	<u>State</u>	<u>Salaries</u>	<u>Last Changed</u>
1	Hawaii	\$185,736	7/1/2013
2	Illinois	184,436	7/1/2012
3	Alaska	183,252	7/1/2013
4	Delaware	180,233	7/2/2012
5	California	178,789	11/14/2007
6	Pennsylvania	173,271	1/1/2013
7	New York	167,000	4/1/2013
8	Tennessee	165,204	7/1/2013
9	New Jersey	165,000	1/1/2008
10	Nevada	160,000	1/1/2008
11	Virginia	158,134	1/1/2008
12	Wyoming	150,000	7/1/2012
13	Rhode Island	149,207	1/1/2011
14	Georgia	148,891	1/1/2008
15	Washington	148,832	1/1/2008
16	Connecticut	146,780	1/1/2006
17	Florida	145,080	7/1/2013
18	Arizona	145,000	1/1/2009
<b>19</b>	<b>Maryland</b>	<b>144,908</b>	<b>7/1/2013</b>
20	Nebraska	141,428	7/1/2013
21	Michigan	139,919	1/1/2002
22	Arkansas	138,982	7/1/2013
23	New Hampshire	137,804	1/2/2009
24	Louisiana	137,744	1/1/2012
25	Iowa	137,700	7/1/2008
26	Alabama	134,943	1/1/2008
27	Utah	134,800	7/1/2013
28	Minnesota	134,289	7/1/2013
29	South Carolina	134,221	6/2/2012
30	Indiana	134,112	7/1/2013
31	Colorado	133,228	7/1/2013
32	North Dakota	131,661	7/1/2013
33	Wisconsin	129,887	2/9/2009
34	Massachusetts	129,694	7/23/2006
35	Missouri	127,020	7/1/2012

36	Vermont	126,369	7/1/2012
37	West Virginia	126,000	7/1/2011
38	North Carolina	125,875	7/1/2012
39	Texas	125,000	12/1/2005
40	Kentucky	124,620	1/1/2009
41	Oklahoma	124,373	7/1/2008
42	Ohio	121,350	1/1/2008
43	Kansas	120,037	6/15/2008
44	Montana	117,600	7/1/2013
45	South Dakota	117,099	7/1/2013
46	Maine	115,356	7/1/2013
47	Oregon	114,468	7/1/2008
48	Idaho	114,300	7/1/2012
49	Mississippi	112,128	1/1/2013
50	New Mexico	111,631	1/1/2008

**Average \$140,668**

District of Columbia 174,000 1/1/2008

Source: National Center for State Courts.

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**Appendix 2.5B**  
**Regional Judicial Salary Rankings**  
**General Jurisdiction Courts – Associate Judges**

<u>Rank</u>	<u>State</u>	<u>Salaries</u>	<u>Last Changed</u>
1	Delaware	\$180,233	7/2/2012
2	District of Columbia	174,000	1/1/2008
3	Pennsylvania	173,271	1/1/2013
4	New York	167,000	4/1/2013
5	New Jersey	165,000	1/1/2008
6	Virginia	158,134	1/1/2008
7	Rhode Island	149,207	1/1/2011
8	Connecticut	146,780	1/1/2006
<b>9</b>	<b>Maryland</b>	<b>144,908</b>	<b>7/1/2013</b>
10	West Virginia	126,000	7/1/2011
11	North Carolina	125,875	7/1/2012

Source: National Center for State Courts.

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## Appendix 3. Federal Court Salaries

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<b>Federal Court Salaries</b>				
	<u><b>2010</b></u>	<u><b>2011</b></u>	<u><b>2012</b></u>	<u><b>2013</b></u>
<b>Supreme Court</b>				
Chief Justice	\$223,500	\$223,500	\$223,500	\$223,500
Associate Justice	213,900	213,900	213,900	213,900
<b>Court of Appeals</b>				
Judges	184,500	184,500	184,500	184,500
<b>Trial Courts</b>				
District Court Judges, International Trade Court Judges, and Claims Court Judges	174,000	174,000	174,000	174,000
Bankruptcy Judges and Magistrate Judges	160,080	160,080	160,080	160,080
<p>Note: Salaries for bankruptcy judges and Magistrate judges who are judicial officers of the U.S. District Courts are set at 92% of a district judge's pay.</p> <p>Source: United States Courts; Administrative Office of the Courts.</p>				

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## Appendix 4. Salaries of Selected Maryland Officials

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### Salaries of Selected Maryland Officials 2011-2014 Term

<b><u>Constitutional Officers</u></b>	<b><u>Annual Salary</u></b>
Governor	\$150,000
Lieutenant Governor	125,000
Attorney General	125,000
Comptroller	125,000
Treasurer	125,000
Secretary of State	87,500
 <b><u>General Assembly</u></b>	
Members	43,500
President of the Senate	56,500
Speaker of the House	56,500

Note: Both the Governor's Salary Commission and the General Assembly Compensation Commission are scheduled to meet in 2013 to discuss salary recommendations for the calendar 2015-2018 term. Final recommendations of these salary commissions were not available at the time the commission met.

Source: Maryland Budget Bills.

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## Appendix 5. Salaries of Maryland Cabinet Secretaries

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### Salaries of Maryland Cabinet Secretaries Fiscal 2009 and 2014

<u>Cabinet Secretaries</u>	<u>2009</u>	<u>2014</u>	<u>Percent Change 2009-2014</u>
Superintendent of Schools	\$195,000	\$210,000	7.7%
Public Safety	162,825	169,404	4.0
Business and Economic Development	162,825	158,100	-2.9
Budget and Management	162,825	169,404	4.0
Health and Mental Hygiene	162,825	169,404	4.0
State Police	162,825	158,100	-2.9
Transportation	162,825	169,404	4.0
Juvenile Services	153,000	153,166	0.1
Human Resources	151,210	157,917	4.4
Higher Education	151,170	145,350	-3.8
Housing	145,860	151,754	4.0
Natural Resources	145,860	151,754	4.0
Labor, Licensing, and Regulation	140,460	153,000	8.9
General Services	135,660	141,142	4.0
Environment	132,600	143,847	8.5
Agriculture	127,500	132,651	4.0
Aging	122,400	127,345	4.0
Planning	122,400	127,345	4.0
Disabilities	119,645	124,479	4.0
Veterans Affairs	101,490	106,174	4.6

Source: Executive Pay Plan, budget bills.

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## Appendix 6. State's Attorney Salaries

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### State's Attorney Salaries Fiscal 2014

<u>County</u>	<u>Salary</u>
Allegany	\$114,527
Anne Arundel	160,729
Baltimore City	238,772
Baltimore	198,181
Calvert	114,527
Caroline	101,801
Carroll	101,802
Cecil	120,889
Charles	140,352
Dorchester	103,838
Frederick	140,351
Garrett	103,838
Harford	112,044
Howard	127,252
Kent	101,802
Montgomery	199,000
Prince George's	150,000
Queen Anne's	127,252
St. Mary's	114,526
Somerset	98,000
Talbot	103,838
Washington	114,527
Wicomico	114,527
Worcester	114,527

Source: Maryland Association of Counties.

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