

To Members of the Executive Appropriations Committee:

In November of 2012, the Utah Elected Official and Judicial Compensation Commission (EJCC) submitted its statutorily required compensation report to the Executive Appropriations Committee. The conclusion of the 2012 Report, unanimously adopted by the EJCC, was the need for a significant increase in the salaries of Utah's five (5) state-wide elected officials.

Although the EJCC is not required to submit a new report until next year, the EJCC members still feel strongly that there is a need to adjust the salaries of these elected officials. The EJCC has met several times this past year to examine its 2012 report. The EJCC is still of the opinion that its conclusions are valid and is therefore re-submitting its 2012 report for the Utah Legislature's consideration.

### **Implementation Considerations**

The timing of any salary increase was not part of the 2012 EJCC report. The EJCC members saw those issues as being more political in nature and not necessarily part of its charge. If phasing in a salary increase over a period of years were to make an increase more politically acceptable then that option should be considered. Another possibility is to make any increase effective at a future date so as to allow the existing terms of office to be completed (January 1, 2017).

### **Conclusion**

In discharging its statutory duties, the EJCC devoted considerable time and effort to its 2012 recommendations. We are mindful of the fact that there are always challenges associated with increasing the salaries of public officials. However, we are now a decade since any meaningful increase. The EJCC sees its 2012 recommendations as still valid and meriting legislative consideration.

We appreciate the opportunity to serve the citizens of the State of Utah

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2012

**REPORT OF THE UTAH ELECTED  
OFFICIAL AND JUDICIAL  
COMPENSATION COMMISSION**

*November 2012*

## Report of the Utah Elected Official and Judicial Compensation Commission

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To Members of the Executive Appropriations Committee:

As required by Utah law (Utah Code Ann. §67-8-5), the Executive and Judicial Compensation Commission (EJCC) is pleased to submit its 2012 Report on Executive and Judicial salaries.

Since its inception, the EJCC has recognized the problems inherent in achieving adequate and equitable salaries for public executives. At the federal, state, and local government levels, salaries of executive positions have generally lagged behind executive levels in private industry. This situation has been particularly true in the case of elected officials.

The Commission is aware that in the eyes of the public, a certain amount of prestige and honor is associated with the holding of an elected office. Accordingly, this characteristic of public office is usually considered to be part of the "compensation" for such office. At the same time, it is imperative that the salaries for these important positions reflect the duties and responsibilities associated with them.

The EJCC focused its primary study efforts during 2011 and 2012 on the salaries of Utah's five constitutionally established elected offices (Governor, Lt. Governor, Attorney General, State Auditor, and State Treasurer). The EJCC recommends substantial increases in the salaries for these positions. This report outlines the rationale for this recommendation.

In addition, the EJCC reviewed the salaries of Utah's judges. At this time the EJCC makes no recommendations for modifications in judicial salaries. However, we do note that questions have arisen regarding the nature and number of applicants for judicial vacancies. We believe this issue merits careful monitoring.

We appreciate the opportunity to serve the citizens of the State of Utah.

Sincerely yours,

THE ELECTED OFFICIAL AND JUDICIAL COMPENSATION COMMISSION

# Report of the Utah Elected Official and Judicial Compensation Commission

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## Elected Official and Judicial Compensation Commission Members

<b>Name</b>	<b>Term Expires</b>
<b>Roger O. Tew, Commission Chair</b> <i>Appointed by Elected Official and Judicial Compensation Commission</i>	3/31/2013
<b>David M. Jones</b> <i>Appointed by Elected Official and Judicial Compensation Commission</i>	3/31/2013
<b>Karen Hale</b> <i>Appointed by Utah Senate President Michael Waddoups</i>	3/31/2015
<b>David Broadbent</b> <i>Appointed by Utah House Speaker Rebecca D. Lockhart</i>	3/31/2015
<b>John A. Matthews</b> <i>Appointed by Utah Governor Gary R. Herbert</i>	3/31/2016
<b>David R. Bird, Commission Vice-Chair</b> <i>Appointed by Utah State Bar Commission</i>	3/31/2016

## Role of Elected Official and Judicial Compensation Commission

The Elected Official and Judicial Compensation Commission (EJCC), statutorily established as an independent commission since 1969 (called EJCC since 1981), is responsible to study and make recommendations regarding the compensation of Utah’s elected officials. In addition, the EJCC also studies and makes compensation recommendations for Utah’s Judiciary (Utah Code Ann. §§ UCA 67-8-4 et seq.).

The EJCC is composed of 6 members. Three appointments come from the Governor, the Speaker of the House and the President of the Senate. One member is also appointed by the Utah State Bar. These members then appoint an additional 2 members. The law mandates that no more than 3 members may come from one political party. The EJCC leadership must also come from different political parties. No employee of the executive branch of government may serve on the EJCC and the EJCC is staffed by the Office of Legislative Fiscal Analyst.

## STATEWIDE ELECTED OFFICIALS SALARIES

### EJCC Recommendations for Utah’s Constitutionally Established Officials

The EJCC focused its primary study efforts during 2011 and 2012 on the salaries of Utah’s five constitutionally established elected offices (Governor, Lt. Governor, Attorney General, State Auditor, and State Treasurer). Given the fiscal circumstances faced by the State of Utah during the recent recession, the EJCC has recommended no substantive salary adjustments for several years. During this past year, however, the EJCC discussed in more depth the salary structure for these offices.

#### *Current Elected Officials Salaries*

<b>Office</b>	<b>Salary</b>
Governor	\$ 109,900
Lt. Governor	\$ 104,400
Attorney General	\$ 104,400
State Treasurer	\$ 104,400
State Auditor	\$ 104,400

As we reviewed comparative information from other states, market data for private sector executive positions and current salary levels for appointed officials in state and local government, the EJCC felt that there was a compelling case for a more substantive restructuring of these salaries rather than a simple cost-of-living (COLA) adjustment. (It should be noted that current Utah law specifically sets only the salary of the Utah Governor. The remaining executive elected positions are based at 95% percentage of the Governor's salary (Utah Code Ann. § 67-22-1)). After reviewing this information, our conclusions were influenced by the following considerations:

1. Contemporary market analysis regarding private sector executive compensation has little applicability to Utah's state-wide elected offices. In fact, market data for a private sector CEO of virtually any public or private entity with a budget of \$12B and spanning the scope of responsibilities of a governor would require compensation vastly higher than any level we might contemplate.
2. The commission also feels that salary comparisons with other states are also of limited value. However, the most current information comparing other states is provided in Appendix B. The nature of the various elected positions varies from state to state. For example, while the title "governor" may be common among states, the actual powers and duties may vary greatly. In our view it appears these comparisons are more an exercise in political acceptability than any meaningful analysis. The hyper-charged political dynamics surrounding elected officials' salaries means it is difficult for a state to make significant salary adjustments. As such state comparisons act largely as a form of salary compression.

Simply put, these offices are political offices and individuals seek them for a wide variety of political and personal reasons, none of which are related to salary.

### **Consequences of Unrealistically Low Salaries**

The EJCC does feel there are important public policy considerations in setting a more realistic salary level for these offices. In general, these elected positions are the top leadership positions in Utah State Government. These positions are also the direct superiors of a number of important professional subordinates. Yet at current salary levels, these elected positions are among the lower-paid key professional positions in state government. For example, virtually all of the Governor's cabinet members are paid more than both the Governor and the Lt. Governor (See Appendix A). Similar situations exist within the offices of the other elected officials. In addition, a comparison with full-time executive positions in municipal and county government



indicates that many local government senior leadership positions are also paid significantly more than the state government elected positions (See Appendix B).

It is assumed these positions are full-time and the compensation should reflect a realistic full-time amount. Implicitly that means there should not be an assumption that individuals holding these offices are either independently wealthy or will be required to augment the position's salary with other financial resources. Unrealistically low compensation can add to the perception that officeholders may be required to augment their salary from political funds or other sources.

### **Appropriate Time for Change**

The EJCC believes now is the appropriate time to adjust the salaries of Utah's state-wide elected officials. Utah has just completed the 2012 general election. Several elected offices will be held by new officeholders. In addition, it is our understanding the Utah State Legislature is also considering adjustments to legislative salaries. Finally, beyond the occasional COLA adjustment, there have not been any significant modifications in the salaries of Utah's elected officials in nearly a decade.

### **EJCC Study Efforts**

The development of the current EJCC's position on executive salaries began last year. Although the state's fiscal situation over the past few years precluded any serious discussion of a major adjustment, the EJCC members were unanimously of the opinion that these elected officials salaries needed significant adjustment.

The EJCC held multiple meetings in both 2011 and 2012 to discuss how to deal with the issue of elected officials salaries. We arrived at two important conclusions: (1) Market factors and other comparative analysis have limited application; and (2) Political factors are inevitably an overriding consideration in making such adjustments. The EJCC responsibility is to remove, to the maximum extent possible, political considerations from our recommendations. Our study efforts and conclusions reflect a commitment to that goal. We have not consulted with any of the current officeholders or candidates for these offices. Our recommendations represent our collective professional opinion as individuals from across the political spectrum as to the need and rationale for a salary adjustment.

### **Conclusion**

The EJCC recommends a substantial increase in the salary of Utah's Governor. (Increases in the Governor's salary automatically translate into increases in the other elected officials since they are tied to the salary of the governor.) Ultimately we find the current salary for the Chief Justice of the Utah Supreme Court, who is the head of the judicial branch, provides some underlying rationale for a salary figure. The heads of the legislative branch do not hold full-time positions. In total, these adjustments would increase state expenditures by \$262,700 ongoing

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from the General Fund (salary plus benefits – provided by the Office of the Legislative Fiscal Analyst).

### Proposed Salary Recommendations

Office	Current Salary	Percent of Governor's Salary	Proposed Salary	Percent Increase
Governor	\$ 109,900	100%	\$ 150,000	36.5%
Lt. Governor	\$ 104,400	95%	\$ 142,500	36.5%
Attorney General	\$ 104,400	95%	\$ 142,500	36.5%
State Treasurer	\$ 104,400	95%	\$ 142,500	36.5%
State Auditor	\$ 104,400	95%	\$ 142,500	36.5%

### Additional Recommendations

In addition to the actual salary proposals, the EJCC also recommends that the legislative mechanics for setting these salaries be modified. Currently any salary changes for these five positions, including COLA adjustments, are made via an independent piece of legislation (Utah Code Ann. § 67-22-1). This process is entirely unique to these positions. Salary adjustments for all other officials, including judges, are part of the appropriations process and set out in the appropriations act. It is important to note that judges' salaries are clearly delineated and are a separate line item in the appropriations act. The EJCC feels these five elected positions should be handled in the same manner.

## JUDICIAL SALARIES

### Prior Judicial Compensation Adjustments

In November 2006, the EJCC recommended “The salary for District Court Judge be increased by eleven percent for FY 2008 and then by 7 percent in the two following years. Other judges’ salaries would be adjusted according to their percentage relationship to the District Court level as provided by law.” The Utah State Legislature essentially supported the EJCC recommendations. The Legislature funded the first two years of the multi-year recommendations by enacting a ten percent increase in FY 2008 followed by a five percent increase in FY 2009. There were no adjustments in judicial salaries in FY 2010 and FY 2011. Last year the 1% COLA adjustment enacted for all state employees was also applied to judicial salaries.

### 2012 EJCC Review of Judicial Salaries

This year the EJCC met with the Chief Justice of the Supreme Court, other representatives of the Judicial Council, Administrative Office of the Courts (AOC), judicial nominating commissions’ staff and the President of the Utah State Bar Association to discuss judicial salaries. We are all aware of the 2006 EJCC recommendations and subsequent legislative action that provided for a major salary increase. At this point there was no inclination to support any new major increase.

### Current Judicial Salaries

Judgeship	Salary
District Court Judge	\$ 133,450
Juvenile Court Judge	\$ 133,450
Court of Appeals Judge	\$ 140,120
Supreme Court Judge	\$ 146,800

There was some concern expressed about the number and backgrounds of individuals applying for judicial vacancies (the applicant pool). The composition and number of judicial applicants appears to be consistent with those applying for judicial vacancies over the past few years. Changes in the applicant pool can be an indicator of the adequacy of salaries. There was some concern the nature of the applicant pool is becoming somewhat weighted toward lawyers who are currently employed in existing government positions as opposed to lawyers from the private sector.

However, at this point there is only anecdotal evidence to support this concern. There was also some question about whether information on the nature of the applicant pool is being maintained. In 2012 responsibility for the management of the judicial application process was shifted from the Administrative Office of the Courts (AOC) to the Governor's office. We would hope that the transfer of these responsibilities will not result in the loss of any historical information on the nature of the applicant pool.

### **Recommendations**

The EJCC does not recommend any structural salary adjustment for judicial salaries. We do recommend that if COLA increases for state employees are authorized that they should continue to apply to judicial salaries as was done last year. The EJCC does acknowledge that it has been several years since the last major judicial salary increase. As such, there may well be a need for an increase in judicial salaries in the near future.

**APPENDIX A: State Appointed Officials**

<b>Job Title</b>	<b>Salary</b>
COMMISSIONER, PUBLIC SERVICE COMMISSION	\$111,321.60
COMMISSIONER OF AGRICULTURE	\$102,627.20
COMMISSIONER, PUBLIC SERVICE COMMISSION	\$111,321.60
COMMISSIONER, PUBLIC SERVICE COMMISSION	\$111,321.60
EXECUTIVE DIRECTOR, TAX COMMISSION	\$117,520.00
DIRECTOR, OFFICE OF PLANNING AND BUDGET	\$130,977.60
COMMISSIONER, TAX COMMISSION	\$117,395.20
COMMISSIONER, PUBLIC SAFETY	\$117,520.00
EXECUTIVE DIRECTOR, DHS	\$130,977.60
COMMISSIONER, TAX COMMISSION	\$117,395.20
DIRECTOR, GOVERNORS OFFICE ECONOMIC DEVT	\$127,483.20
EXECUTIVE DIRECTOR, HERITAGE AND ARTS	\$111,113.60
EXECUTIVE DIRECTOR, COMMERCE	\$127,254.40
COMMISSIONER, INSURANCE	\$108,347.20
EXECUTIVE DIRECTOR, CCJJ	\$102,627.20
COMMISSIONER, LABOR COMMISSION	\$102,627.20
EXECUTIVE DIRECTOR, DEPT. OF HUMAN RESOURCE MGMT	\$127,483.20
EXECUTIVE DIRECTOR, DEPARTMENT OF ADMIN SERVICES	\$117,520.00
CHAIR, TAX COMMISSION	\$117,395.20
COMMISSIONER, TAX COMMISSION	\$117,395.20
COMMISSIONER, FINANCIAL INSTITUTIONS	\$114,358.40
EXECUTIVE DIR UTAH SCIENCE TECHNOLOGY AND	\$117,520.00
EXECUTIVE DIRECTOR, UDOT	\$160,222.40
EXECUTIVE DIRECTOR, DEPT OF CORRECTIONS	\$117,520.00
EXECUTIVE DIRECTOR, DEPT OF HEALTH	\$134,576.00
DIRECTOR, ALCOHOLIC BEVERAGE CONTROL COMMISSION	\$115,003.20
CHAIRMAN, BOARD OF PARDONS	\$111,321.60
EXECUTIVE DIRECTOR, DEPT OF VETERANS AFFAIRS	\$97,198.40
EXECUTIVE DIRECTOR, DEQ	\$118,102.40
EXECUTIVE DIRECTOR, DNR	\$127,483.20
ADJUTANT GENERAL	\$102,627.20
CHIEF INFORMATION OFFICER	\$130,977.60
<b>average</b>	<b>\$117,954</b>
<b>median</b>	<b>\$117,395</b>
<b>low</b>	<b>\$97,198</b>
<b>high</b>	<b>\$160,222</b>
<b>range</b>	<b>\$63,024</b>

**APPENDIX B: Local Government**

The EJCC considered compensation/salary for relevant positions at the local government level. Local government positions are just a sample of some larger-sized municipalities and counties. The EJCC made an estimate of what the state equivalent salary would be so we were making base salary comparisons (state equivalent salary = total compensation ÷ 1.45. The .45 reflects benefit levels.) Positions are compared to the state elected executive position of the (1) Governor/Lt. Governor, (2) Attorney General, (3) State Auditor and (4) State Treasurer.

1. *Governor/Lt. Governor* – This includes a sample of 25 local government full-time relevant chief executive positions (including city mayor, county mayor, county commissioner city manager where there is no strong mayor position).

	<b>Equiv. State Salary</b>
<b>Average</b>	<b>\$124,755</b>
<b>Median</b>	<b>\$126,829</b>
<b>Min</b>	<b>\$105,186</b>
<b>Max</b>	<b>\$160,410</b>
<b>Range</b>	<b>\$55,224</b>

2. *Attorney General* – The sample includes 19 local government head attorneys for both cities and counties.

	<b>Equiv. State Salary</b>
<b>Average</b>	<b>\$120,044</b>
<b>Median</b>	<b>\$116,680</b>
<b>Min</b>	<b>\$101,801</b>
<b>Max</b>	<b>\$163,370</b>
<b>Range</b>	<b>\$61,569</b>

3. *State Auditor* – This sample includes 9 local government lead auditor positions

	<b>Equiv. State Salary</b>
<b>Average</b>	<b>\$87,946</b>
<b>Median</b>	<b>\$76,426</b>
<b>Min</b>	<b>\$50,769</b>
<b>Max</b>	<b>\$172,106</b>
<b>Range</b>	<b>\$121,337</b>

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4. State Treasurer – This sample includes 18 local government treasurer position:

	<b>Equiv. State Salary</b>
<b>Average</b>	<b>\$84,403</b>
<b>Median</b>	<b>\$74,673</b>
<b>Min</b>	<b>\$61,472</b>
<b>Max</b>	<b>\$161,010</b>
<b>Range</b>	<b>\$99,538</b>

### APPENDIX C: University President Salaries

<b>2012-2013 President and Commissioner Salaries</b>	
Institution	FY 2012-2013 Salary
University of Utah	\$ 351,887
Utah State University	\$ 286,621
Weber State University	\$ 193,639
Southern Utah University	\$ 194,930
Snow College	\$ 152,308
Dixie State University	\$ 161,588
Utah Valley University	\$ 194,930
Salt Lake Community College	\$ 194,059
Commissioner of Higher Education	\$ 235,000
<b>average</b>	<b>\$ 218,329</b>
<b>median</b>	<b>\$ 194,930</b>
<b>min</b>	<b>\$ 152,308</b>
<b>max</b>	<b>\$ 351,887</b>
<b>range</b>	<b>\$ 199,579</b>



## APPENDIX D: Utah School District Superintendents

1. *Utah School District Superintendents* - includes 32 Utah school district superintendents:

	<b>Base Salary</b>
<b>average</b>	\$ 124,732
<b>median</b>	\$ 116,736
<b>min</b>	\$ 81,000
<b>max</b>	\$ 211,335
<b>range</b>	\$ 130,335

**APPENDIX E: State Comparison (State Elected Officials Salaries)**



**EXECUTIVE BRANCH**

**Table 4.11**

**SELECTED STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES BY REGION**

<i>State or other jurisdiction</i>	<i>Governor</i>	<i>Lieutenant governor</i>	<i>Attorney general</i>	<i>Treasurer</i>	<i>Auditor</i>
<b>Alabama</b>	0 (c)	134,592	160,002	85,248	85,248
<b>Alaska</b>	145,000	115,000	135,000	119,328	119,328
<b>Arizona</b>	95,000	(a-2)	90,000	70,000	128,785
<b>Arkansas</b>	86,890	41,896	72,408	54,305	54,305
<b>California</b>	173,987	130,490	151,127	139,189	175,000
<b>Colorado</b>	90,000	68,500	80,000	68,500	140,000
<b>Connecticut</b>	150,000	110,000	110,000	110,000	(d)
<b>Delaware</b>	171,000	77,775	143,769	112,250	107,457
<b>Florida</b>	130,273 (e)	124,851	128,972	128,972	135,000
<b>Georgia</b>	139,339	91,609	137,791	115,781	152,160
<b>Hawaii</b>	117,312	114,420	114,420	108,972	129,024
<b>Idaho</b>	115,348	30,400	103,984	93,756	...
<b>Illinois</b>	177,412	135,669	156,541	135,669	149,005
<b>Indiana</b>	107,881	84,031	87,790	72,974	72,974
<b>Iowa</b>	130,000	103,212	123,669	103,212	103,212
<b>Kansas</b>	99,636	54,000	98,901	86,003	N.A.
<b>Kentucky (g)</b>	151,643*	113,615*	113,615	113,615*	113,615
<b>Louisiana</b>	130,000	115,000	115,000	115,000	132,620
<b>Maine</b>	70,000	(h)	92,248	69,264	96,782
<b>Maryland</b>	150,000	125,000	125,000	125,000	...
<b>Massachusetts</b>	139,832	124,295	133,644	130,916	137,425
<b>Michigan</b>	159,300 (e)	111,510	124,410	174,204	157,202
<b>Minnesota</b>	120,303	78,197	114,288	(a-24)	102,257
<b>Mississippi</b>	122,160	61,714	103,512	85,500	85,500
<b>Missouri</b>	133,821	86,484	116,437	107,746	107,746

APPENDIX E: State Comparison (State Elected Officials Salaries) cont.



EXECUTIVE BRANCH

Table 4.11

SELECTED STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES BY REGION

<i>State or other jurisdiction</i>	<i>Governor</i>	<i>Lieutenant governor</i>	<i>Attorney general</i>	<i>Treasurer</i>	<i>Auditor</i>
Montana	108,167	86,362	99,712	(a-6)	86,018
Nebraska	105,000	75,000	95,000	85,000	86,018
Nevada	141,000	60,000	133,000	97,000	...
New Hampshire	113,834	(h)	110,114	104,364	...
New Jersey	175,000	141,000	141,000	141,000	139,000
New Mexico	110,000	85,000	95,000	85,000	85,000
New York	179,000 (e)	151,500	151,500	127,000	151,500
North Carolina	139,590	123,198	123,198	123,198	123,198
North Dakota	110,283	85,614	113,266	82,849	87,728
Ohio	148,886	78,041	109,986	109,986	109,985
Oklahoma	147,000	114,713	132,850	114,713	114,713
Oregon	93,600	(a-2)	77,200	72,000	140,964
Pennsylvania(i)	183,255*	153,907*	152,443	152,443	152,443
Rhode Island (j)	129,210	108,808	115,610	108,808	140,050
South Carolina	106,078	46,545	92,007	92,007	N.A.
South Dakota	98,031	120,000	97,928	78,363	98,345
Tennessee	170,340 (k)	57,027 (h)	167,976	182,880	182,880
Texas	150,000	7,200 (m)	150,000	(a-14)	198,000
Utah	109,470	104,000	98,509	104,000	104,000
Vermont (l)	142,542*	60,507*	108,202*	90,376*	90,376*
Virginia	175,000	36,321	150,000	157,249	167,902
Washington	166,891	91,129	151,718	113,436	116,950
West Virginia	150,000	(h)	95,000	95,000	95,000
Wisconsin	144,423	76,261	140,147	68,556	111,000
Wyoming	105,000	(a-2)	137,150	92,000	92,000

APPENDIX E: State Comparison (Judicial Salaries)



JUDICIARY

Table 5.4

COMPENSATION OF JUDGES OF APPELLATE COURTS AND GENERAL TRIAL COURTS

State or other jurisdiction	Court of last resort	<i>Appellate courts</i>					Judges salaries	General trial courts	Salary
		Chief Justice salaries	Associate Justice salaries	Intermediate appellate court	Chief/Presiding salaries				
<b>Eastern Region</b>									
Connecticut	Supreme Court	\$175,645	\$162,520	Appellate Court	\$160,722	\$152,637	Superior courts	\$146,780	
Delaware	Supreme Court	194,750	185,050	...	...	...	Superior courts	168,850	
Maine	Supreme Judicial Court	138,138	119,476	...	...	...	Superior courts	111,969	
Maryland	Court of Appeals	181,352	162,352	Court of Special Appeals	152,552	149,552	Circuit courts	140,352	
Massachusetts	Supreme Judicial Court	151,239	145,984	Appellate Court	140,358	135,087	Superior courts	129,694	
New Hampshire	Supreme Court	151,477	146,917	...	...	...	Superior courts	137,084	
New Jersey	Supreme Court	192,795	185,482	Appellate division of	175,534	175,534	Superior courts	165,000	
New York	Court of Appeals	156,000	151,200	Appellate divisions of	148,000	144,000	Superior courts	136,700	
Pennsylvania	Supreme Court	195,138	189,620	Superior Court	184,432	178,914	Courts of common pleas	164,602	
Rhode Island	Supreme Court	182,300	165,726	...	...	...	Superior courts	149,207	
Vermont	Supreme Court	135,421	129,230	...	...	...	Superior/District/Family	122,867	
Regional average		166,821	156,898		159,753	155,456		141,981	
<b>Midwestern Region</b>									
Illinois	Supreme Court	209,344	209,344	Court of Appeals	197,032	197,032	Circuit courts	180,802	
Indiana	Supreme Court	153,295	153,295	Court of Appeals	149,015	149,015	Circuit courts	127,280	
Iowa	Supreme Court	170,850	163,200	Court of Appeals	153,000	147,900	District courts	137,700	
Kansas	Supreme Court	139,310	135,905	Court of Appeals	134,750	131,518	District courts	120,037	
Michigan	Supreme Court	164,610	164,610	Court of Appeals	151,441	151,441	Circuit courts	139,919	
Minnesota	Supreme Court	160,579	145,981	Court of Appeals	144,429	137,552	District courts	129,124	
Nebraska	Supreme Court	142,760	142,760	Court of Appeals	135,622	135,622	District courts	132,053	
North Dakota	Supreme Court	133,968	130,228	...	...	...	District courts	119,330	
Ohio	Supreme Court	150,850	141,600	Court of Appeals	132,000	132,000	Courts of common pleas	121,350	
South Dakota	Supreme Court	120,173	118,173	...	...	...	Circuit courts	110,377	
Wisconsin	Supreme Court	152,495	144,495	Court of Appeals	136,316	136,316	Circuit courts	128,600	
Regional averages		154,385	149,963		148,178	146,488		131,507	
<b>Southern Region</b>									
Alabama	Supreme Court	(a)	(b)	Court of Criminal Appeals	(c)	(d)	Circuit courts	(e)	
Arkansas	Supreme Court	156,864	145,204	Court of Appeals	142,969	140,732	Chancery courts	136,257	
Florida	Supreme Court	157,976	157,976	District Court of Appeals	150,077	150,077	Circuit courts	142,178	
Georgia	Supreme Court	167,210	167,210	Court of Appeals	166,186	166,186	Superior courts	(f)	
Kentucky	Supreme Court	140,504	135,504	Court of Appeals	133,044	130,044	Circuit courts	124,620	
Louisiana	Supreme Court	157,050	149,572	Court of Appeals	149,570	142,477	District courts	136,544	
Mississippi	Supreme Court	115,390	112,530	Court of Appeals	108,130	105,050	Chancery courts	104,170	
Missouri	Supreme Court	139,534	137,034	Court of Appeals	128,207	128,207	Circuit courts	120,484	
North Carolina	Supreme Court	140,932	137,249	Court of Appeals	135,061	131,531	Superior courts	124,382	
Oklahoma	Supreme Court	147,000	137,655	Court of Appeals	132,825	130,410	District courts	124,373	
South Carolina	Supreme Court	144,029	137,171	Court of Appeals	135,799	133,741	Circuit courts	130,312	
Tennessee	Supreme Court	172,980	167,976	Court of Appeals	164,892	162,396	Chancery courts	156,792	
Texas	Supreme Court	152,500	150,000	Court of Appeals	(e)	(g)	District courts	(h)	
Virginia	Supreme Court (i)	195,104	183,839	Court of Appeals (j)	171,383	168,322	Circuit courts	158,134	
West Virginia	Supreme Court	136,000	136,000	...	...	...	Circuit courts	126,000	
Regional averages		151,648	146,780		141,955	138,484		129,770	

# Report of the Utah Elected Official and Judicial Compensation Commission

## APPENDIX E: State Comparison (Judicial Salaries) cont.



### JUDICIARY

Table 5.4

#### COMPENSATION OF JUDGES OF APPELLATE COURTS AND GENERAL TRIAL COURTS

<i>State or other jurisdiction</i>	<i>Court of last resort</i>	<i>Appellate courts</i>					<i>Judges salaries</i>	<i>General trial courts</i>	<i>Salary</i>
		<i>Chief Justice salaries</i>	<i>Associate Justice salaries</i>	<i>Intermediate appellate court</i>	<i>Chief/Presiding salaries</i>				
<b>Western Region</b>									
Alaska	Supreme Court	192,936	192,372	Court of Appeals	181,752	181,752	Superior courts	177,888	
Arizona	Supreme Court	160,000	155,000	Court of Appeals	150,000	150,000	Superior courts	145,000	
California	Supreme Court	228,856	218,237	Court of Appeals		204,599	Superior court	178,789	
Colorado	Supreme Court	142,708	139,660	Court of Appeals	137,201	134,128	District courts	128,598	
Hawaii	Supreme Court	156,727	151,118	Intermediate Court	145,532	139,924	Circuit courts	136,127	
Idaho	Supreme Court	121,006	119,506	Court of Appeals	118,506	118,506	District courts	112,043	
Montana	Supreme Court	122,686	121,434	...	...	...	District courts	113,928	
Nevada	Supreme Court	170,000	170,000	...	...	...	District courts	160,000	
New Mexico	Supreme Court	125,691	123,691	Court of Appeals	119,406	117,506	District courts	111,631	
Oregon	Supreme Court	128,556	125,688	Court of Appeals	125,688	122,820	Circuit courts	114,468	
Utah	Supreme Court	147,350	145,350	Court of Appeals	140,750	138,750	District courts	132,150	
Washington	Supreme Court	164,221	164,221	Court of Appeals	156,328	156,328	Superior courts	148,832	
Wyoming	Supreme Court	131,500	131,500	...	...	...	District courts	125,200	
Regional averages		151,853	148,981		107,769	105,923		126,769	
Regional averages w/o California		135,000	133,167		138,293	142,749		131,128	