SUBMISSION TO THE

2011 Commission on Judicial Compensation

SUPPLEMENTAL APPENDIX

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CHIEF ADMINISTRATIVE JUDGE OF THE STATE OF NEW YORK

Submission of the Chief Administrative Judge
to the
2011 Commission on Judicial Compensation

Supplemental Appendix

This Supplemental Appendix contains a compilation of data relevant to the deliberations of the Judicial Salary Commission established by chapter 567 of the Laws of 2010. In charging the Commission with the responsibility to examine judicial pay levels and determine where adjustment is appropriate, the Legislature directed that Commission members "take into account all appropriate factors including, but not limited to: the overall economic climate; rates of inflation; changes in public-sector spending; the levels of compensation and non-salary benefits received by judges, executive branch officials and legislators of other states and of the federal government; the levels of compensation and non-salary benefits received by professionals in government, academia and private and nonprofit enterprise; and the state's ability to fund increases in compensation and non-salary benefits." This compilation seeks to provide information germane to each of the listed factors.

Also provided in this Supplemental Appendix are other resources that should prove useful to Commission members. Included are: a copy of the enabling legislation and an analysis of the Commission's mandate under its terms; a salary chart showing present judicial pay levels; an extensive history of judicial salary developments in New York State; discussions of (i) constitutional imperatives bearing on the fixing of judicial salaries, and (ii) the particular problems associated with inter and intra-court pay disparity; and copies of each legislative, judicial and executive study of New York Judiciary pay undertaken in the last 35 years.

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ATTACHMENT 1

L. 2010, c. 567 (establishing a Commission on Judicial Compensation) (effective April 1, 2011)

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STATE OF NEW YORK

10

Third Extraordinary Session

IN SENATE

November 29, 2010

Introduced by COMMITTEE ON RULES -- (at request of the Governor) -- read twice and ordered printed, and when printed to be committed to the Committee on Rules

AN ACT in relation to establishing a special commission on compensation, and providing for their powers and duties; and to provide periodic salary increases to state officers

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. (a) On the first of April of every fourth year, commencing
2 April 1, 2011, there shall be established for such year a commission on
3 judicial compensation to examine, evaluate and make recommendations with
4 respect to adequate levels of compensation and non-salary benefits for
5 judges and justices of the state-paid courts of the unified court
6 system. In accordance with the provisions of this section, the commis-
7 sion shall:
8 (i) examine the prevailing adequacy of pay levels and non-salary bene-
9 fits received by the judges and justices of the state-paid courts of the
10 unified court system and housing judges of the civil court of the city
11 of New York and determine whether any of such pay levels warrant adjust-
12 ment; and
13 (ii) determine whether, for any of the four years commencing on the
14 first of April of such years, following the year in which the commission
15 is established, the annual salaries for the judges and justices of the
16 state-paid courts of the unified court system and housing judges of the
17 civil court of the city of New York warrant adjustment.
18 In discharging its responsibilities under paragraphs (i) and (ii) of
19 this subdivision, the commission shall take into account all appropriate
20 factors including, but not limited to: the overall economic climate;
21 rates of inflation; changes in public-sector spending; the levels of
22 compensation and non-salary benefits received by judges, executive
23 branch officials and legislators of other states and of the federal

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

LBD12081-06-0

1 government; the levels of compensation and non-salary benefits received
2 by professionals in government, academia and private and nonprofit
3 enterprise; and the state's ability to fund increases in compensation
4 and non-salary benefits.
5 (b) The commission shall consist of 7 members to be appointed as
6 follows: 3 shall be appointed by the governor; 1 shall be appointed by
7 the temporary president of the senate; 1 shall be appointed by the
8 speaker of the assembly; and 2 shall be appointed by the chief judge of
9 the state. Of the members appointed by an official pursuant to this
10 subdivision, where such official has more than one such appointment, at
11 least one-half (at least a majority, in the case of the governor) shall
12 not be employees of the state or any political subdivision thereof, and
13 at least one-half shall not be members of the bar of the state. The
14 governor shall designate the chair of the commission from among the
15 members so appointed. Vacancies in the commission shall be filled in the
16 same manner as original appointments. To the extent practicable, members
17 of the commission shall have experience in one or more of the following:
18 determination of executive compensation, human resource administration
19 and financial management.
20 (c) The commission may meet within and without the state, may hold
21 public hearings and shall have all the powers of a legislative committee
22 pursuant to the legislative law.
23 (d) The members of the commission shall receive no compensation for
24 their services but shall be allowed their actual and necessary expenses
25 incurred in the performance of their duties hereunder.
26 (e) No member of the commission shall be disqualified from holding any
27 other public office or employment, nor shall he or she forfeit any such
28 office or employment by reason of his or her appointment pursuant to
29 this section, notwithstanding the provisions of any general, special or
30 local law, regulation, ordinance or city charter.
31 (f) To the maximum extent feasible, the commission shall be entitled
32 to request and receive and shall utilize and be provided with such
33 facilities, resources and data of any court, department, division,
34 board, bureau, commission, agency or public authority of the state or
35 any political subdivision thereof as it may reasonably request to carry
36 out properly its powers and duties pursuant to this section.
37 (g) The commission may request, and shall receive, reasonable assist-
38 ance from state agency personnel as necessary for the performance of its
39 functions.
40 (h) The commission shall make a report to the governor, the legisla-
41 ture and the chief judge of the state of its findings, conclusions,
42 determinations and recommendations, if any, not later than one hundred
43 fifty days after its establishment. Each recommendation made to imple-
44 ment a determination pursuant to paragraph (ii) of subdivision (a) of
45 this section shall have the force of law, and shall supersede inconsist-
46 ent provisions of article 7-B of the judiciary law, unless modified or
47 abrogated by statute prior to April first of the year as to which such
48 determination applies.
49 (i) Upon the making of its report as provided in subdivision (h) of
50 this section, each commission established pursuant to this section shall
51 be deemed dissolved.
52 § 2. Date of entitlement to salary increase. Notwithstanding the
53 provisions of this act or of any other law, each increase in salary or
54 compensation of any officer or employee provided by this act shall be
55 added to the salary or compensation of such officer or employee at the
56 beginning of that payroll period the first day of which is nearest to

ATTACHMENT 2

Analysis of the Compensation Commission's mandate

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COMMISSION MANDATE

The Special Commission on compensation was established by enactment of chapter 567 of the Laws of 2010, effective December 10, 2010. The following summarizes the relevant provisions of chapter 567:

1. Establishment of Commission. Chapter 567 directs establishment of a new Commission on Judicial Compensation on April first of every fourth year, beginning April 1, 2011. Each Commission has 150 days (*i.e.*, until August 28th) in which to discharge its responsibilities, after which time period it is dissolved.

2. Composition of Commission. The Commission consists of seven members, including three appointed by the Governor, two by the Chief Judge of the State and one each by the Speaker of the Assembly and the Senate's Temporary President, respectively. The Governor designates the Commission's chair from among the seven members.

3. Commission responsibilities. The Commission is required to:

(a) "examine the prevailing adequacy of pay levels and non-salary benefits received by the judges and justices of the state-paid courts of the unified court system and housing judges of the civil court of the city of New York and determine whether any of such pay levels warrant adjustment." L. 2010, c. 567, §1(a)(i).

(b) "determine whether, for any of the four years commencing on the first of April of such years, following the year in which the commission is established, the annual salaries for the judges and justices of the state-paid courts of the unified court system and housing judges of the civil court of the city of New York warrant adjustment." *Id.*, §1(a)(ii).

(c) report its findings, conclusions, determinations and recommendations to the Governor, the Legislature and the Chief Judge not later than 150 days following its establishment. *See id.*, §1(h).

In discharge of these responsibilities, the Commission is to "take into account all appropriate factors including, but not limited to: the overall economic climate; rates of inflation; changes in public-sector spending; the levels of compensation and non-salary benefits received by judges, executive branch officials and legislators of other states and of the federal government; the levels of compensation and non-salary benefits received by professionals in government, academia and private and nonprofit enterprise; and the

state's ability to fund increases in compensation and non-salary benefits."

4. Commission process. No specific provision is made in chapter 567 for the Commission's organization and procedure. The statute only provides:

> (a) the Commission may request use of facilities, resources and data from courts and other State and local entities, including the assistance of State agency personnel.
>
> (b) the Commission may hold public hearings and enjoy the powers of a legislative committee under the Legislative Law (*e.g.*, powers to issue a subpoena and to administer oaths. *See* Legislative Law Article 4.

5. Effect of Commission's work. Chapter 567 provides that each Commission recommendation "to implement a determination pursuant to paragraph (ii) of subdivision (a) of this section shall have the force of law, and shall supersede inconsistent provisions of article 7-B of the judiciary law [which sets forth the present judicial salary scale], unless modified or abrogated by statute prior to April first of the year as to which such determination applies." L. 2010, c. 567, §1(h). Thus, each change in judicial salaries that the Commission determines to be warranted and that it includes as a recommendation in its report will become law if, by April first in the year in which the change is to take effect, the Legislature has failed to approve legislation abrogating or modifying it (or, if the Legislature has approved such legislation, the Governor vetoes it).

Questions

What is the effective date of pay adjustments recommended by the Commission? The Commission may determine that no change in salary is warranted or that one or more changes are warranted over the four-year period for which it is established. Where the Commission determines that change(s) are warranted, chapter 567 does not expressly direct that those change(s) be effective on any particular date. It merely confers force of law upon each change on April first of the year "as to which [it] applies" — which suggests that April first is the date on which changes vest, even if they do not necessarily become effective thereon.

Are retroactive pay adjustments a possibility under chapter 567? Can the Commission vote a retroactive pay adjustment for the judges? Chapter 567 empowers the Commission to make two distinct determinations. First, it requires the Commission to examine "the prevailing adequacy of [judicial pay levels] . . . and determine whether any of such pay levels warrant adjustment." Second, it requires that the Commission

determine "whether, for any of the four years commencing on [April 1 in the year following the date of the Commission's establishment] . . " judicial salaries warrant adjustment. As to the second determination only — which by the statute will alone carry the force of law absent affirmative legislative disapproval — it is expressly provided that it can only apply prospectively. As to the first determination, however, the statutory language is less confining. While the term, "prevailing adequacy" is used, perhaps suggesting that the Commission is to look only at salaries for the present and the near future, it may not be stretching the term all that much to consider adequacy in the context of the recent past as well. Thus, the statute's directive that the Commission may "determine whether any of [the prevailing judicial] pay levels warrant adjustment," may well invite the Commission to conclude that, over some past number of recent years, judicial pay has been inadequate; and to recommend appropriate redress in the form of a retroactive pay adjustment. Buttressing this conclusion are the facts that: (i) this first determination does not carry the force of law (suggesting that it need not be read quite so narrowly); and (ii) the statutory provision that enables that first determination would have little purpose if it were limited to authorizing only recommendations as to prospective adjustment of salaries (which is what the second determination is clearly, and exclusively, addressed to). Given this statutory complexity and the Commission's broad mandate and legislative intent to examine the overall adequacy of judicial compensation and its basis for adjustment, the Commission is unlikely to face criticism for making broad reform recommendations — even to the extent of retroactive pay adjustments — even if such recommendation does not hew precisely to the statute.

Can the Commission recommend changes in non-salary benefits for judges? The answer to this question is much the same as the answer just given. So long as no effort is made to subsume such a recommendation within the category of Commission work that has attached to it the force of law effect, it can hardly be complained that a judicial salary commission, expressly tasked with examining the adequacy of levels of judicial pay *and nonsalary benefits*, is so bold as to recommend to the rest of government that adjustments in such matters as judicial health benefits, pensions and the like are in order.

ATTACHMENT 3

The New York State Unified Court System: An Overview

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UNIFIED COURT SYSTEM

New York's Unified Court System now consists of 12 State-funded courts. They include three appellate courts— the Court of Appeals, the Appellate Divisions of the Supreme Court and the Appellate Term of the Supreme Court—and nine trial courts—the Supreme Court, the Court of Claims, County Court, Family Court, Surrogate's Court, the Civil and Criminal Courts of New York City, the District Courts on Long Island and the City Courts outside New York City. All the Judges of these courts must be lawyers and, in most instances, they must have been admitted to practice law in New York for at least ten years.

The Court of Appeals is the appellate court of final resort. It consists of a Chief Judge, now earning $156,000 annually, and six Associate Judges, each earning $151,200. All seven Judges are appointed by the Governor, with the Senate's advice and consent.

The Appellate Division of Supreme Court is the State's major intermediate appellate court. It is structured on a regional basis, with one court for each of the State's four judicial departments. Each of the four courts has a Presiding Justice earning $147,600 and five or more Associate Justices, each earning $144,000. Each Presiding Justice and Associate Justice is designated by the Governor from among the Justices of the Supreme Court.

A second intermediate appellate court, the Appellate Term, has been established in the First and Second Judicial Departments to hear appeals from lower courts in those jurisdictions. Like the Appellate Divisions, its members are drawn from among Justices of the Supreme Court. Each Justice of the Appellate Term earns $139,700, except that the Presiding Justices in each Judicial District within the Departments in which the Appellate Terms have been established each earn $142,700 annually.

The Supreme Court is the statewide trial court of general original jurisdiction. Justices are elected in each of 12 Judicial Districts. While approximately 60 Justices are designated for service on the Appellate Divisions and Appellate Terms, some 280 Justices preside over trial courts, and each receives an annual salary of $136,700.

The Court of Claims is a special statewide court, devoted to the trial of claims against the State. Also, about two-thirds of its 72 members, all of whom are appointed by the Governor with the Senate's advice and consent, serve by special assignment in the State's criminal courts. Judges of the Court of Claims earn $136,700 annually. Its Presiding Judge earns $144,000.

Outside New York City, there are 71 Judges of the County Court, 79 Judges of the Family Court, 24 Surrogates and 57 Judges, known as multi-bench county-level Judges, who are elected to serve on two or more of those courts. These Judges preside over major criminal prosecutions, matters involving children and families, and probate and other estate proceedings, respectively. All are elected to their offices and their salaries range from $119,800 to $136,700.

Also outside New York City, there are District Court Judges. The District Court, which serves as a court of limited jurisdiction and asa local criminal court, sits in Nassau County and the five westernmost towns of Suffolk County. In Nassau County, there are 26 elected District Court Judges; in Suffolk County, 24. Each earns $122,700 annually, except the two presiding officers, who each earn $126,900.

In New York City, there are 120Judges elected to the Civil Court and six elected Surrogates, as well as 107 Criminal Court Judges and 47 Family Court Judges appointed by the Mayor. The Civil Court serves as a court of limited civil jurisdiction; Surrogate's Court and Family Court have the jurisdiction of their upstate counterparts; and Criminal Court is the local criminal court for New York City. The Surrogates and Family Court Judges each earn $136,700 annually; Civil and Criminal Court Judges each earn $125,600.

In each of the 61 cities outside New York City, there are City Courts. In some 33 of the larger cities, City Courts function like District Courts. They are served by 80 full-time Judges, earning between $108,800 and $119,500 annually. In the remaining smaller cities, the Judges exercise like jurisdiction but serve part-time. Part-time Judges earn between $5,800 and $81,600.

ATTACHMENT 4

Current judicial pay levels in New York State

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CURRENT JUDICIAL PAY LEVELS

(*source:* Judiciary Law Art. 7-B)

STATEWIDE COURTS	SALARY
Court of Appeals	
Chief Judge	$156,000
Associate Judge	$151,200
Intermediate Appellate Courts	
Presiding Justice, Appellate Division	$147,600
Associate Justice, Appellate Division	$144,000
Presiding Justice, Appellate Term	$142,700
Associate Justice, Appellate Term	$139,700
Supreme Court	
Justice	$136,700
Court of Claims	
Presiding Judge	$144,000
Judge	$136,700

COUNTYWIDE & CITYWIDE COURTS

Countywide Courts	
Albany County Judge	$131,400
Albany Family Court Judge	$119,800
Albany Surrogate	$119,800
Allegany County/Family Court/Surrogate	$119,800

COUNTYWIDE & CITYWIDE COURTS (cont)	SALARY
Bronx Surrogate	$136,700
Broome County Judge	$125,600
Broome Family Court Judge	$125,600
Broome Surrogate	$125,600
Cattaraugus County/Family Court/Surrogate	$119,800
Cayuga County/Family Court Judge	$122,700
Cayuga Surrogate	$119,800
Chautauqua County Judge	$119,800
Chautauqua Family Court Judge	$119,800
Chautauqua Surrogate	$119,800
Chemung County/Surrogate	$119,800
Chemung Family Court Judge	$119,800
Chenango County/Family Court/Surrogate	$119,800
Clinton County/Family Court Judge	$121,200
Clinton County/Surrogate	$121,200
Clinton Family Court Judge	$121,200
Columbia County/Family Court/Surrogate	$119,800
Cortland County/Family Court/Surrogate	$119,800
Delaware County/Family Court/Surrogate	$119,800
Dutchess County Judge	$125,600
Dutchess Family Court Judge	$125,600
Dutchess Surrogate	$135,800
Erie County Judge	$125,600
Erie Family Court Judge	$125,600
Erie Surrogate	$129,900
Essex County/Family Court/Surrogate	$119,800
Franklin County/Family Court/Surrogate	$119,800
Fulton County/Surrogate	$119,800

COUNTYWIDE & CITYWIDE COURTS (cont)	SALARY
Genesee County/Surrogate	$119,800
Genesee Family Court Judge	$119,800
Greene County/Family Court/Surrogate	$119,800
Hamilton County/Family Court/Surrogate	$119,800
Herkimer County/Surrogate	$119,800
Herkimer Family Court Judge	$119,800
Jefferson County Judge	$119,800
Jefferson Family Court Judge	$119,800
Jefferson Surrogate	$119,800
Kings Surrogate	$136,700
Lewis County/Family Court/Surrogate	$119,800
Livingston County/Family Court/Surrogate	$119,800
Madison County/Family Court/Surrogate	$119,800
Monroe County Judge	$125,600
Monroe Family Court Judge	$125,600
Monroe Surrogate	$125,600
Montgomery County Judge	$119,800
Montgomery Family Court Judge	$119,800
Montgomery Surrogate	$119,800
Nassau County Judge	$136,700
Nassau Family Court Judge	$136,700
Nassau Surrogate	$136,700
Nassau District Court Judge	$122,700
Nassau District Court President Judge	$126,900
New York Surrogate	$136,700
Niagara County/Surrogate	$119,800
Niagara Family Court Judge	$119,800
Oneida County Judge	$119,800

COUNTYWIDE & CITYWIDE COURTS (cont)	SALARY
Oneida Family Court Judge	$125,600
Oneida Surrogate	$119,800
Onondaga County Judge	$125,600
Onondaga Family Court Judge	$125,600
Onondaga Surrogate	$135,800
Ontario County/Family Court Judge	$119,800
Ontario Surrogate	$119,800
Orange County Judge	$125,600
Orange Family Court Judge	$125,600
Orange Surrogate	$125,600
Orleans County/Family Court/Surrogate	$119,800
Oswego County Judge	$119,800
Oswego Family Court Judge	$119,800
Oswego Surrogate	$119,800
Otsego County/Family Court/Surrogate	$119,800
Putnam County/Family Court/Surrogate	$131,400
Queens Surrogate	$136,700
Rensselaer County Judge	$119,800
Rennselaer Family Court Judge	$119,800
Rensselaer Surrogate	$119,800
Richmond Surrogate	$136,700
Rockland County Judge	$125,600
Rockland Family Court Judge	$125,600
Rockland Surrogate	$125,600
Saratoga County Judge	$119,800
Saratoga Family Court Judge	$119,800
Saratoga Surrogate	$119,800
Schuyler County/Family Court/Surrogate	$119,800

COUNTYWIDE & CITYWIDE COURTS (cont)	SALARY
Schoharie County/Family Court/Surrogate	$119,800
Schenectady County Judge	$119,800
Schenectady Family Court Judge	$119,800
Schenectady Surrogate	$119,800
Seneca County/Family Court/Surrogate	$119,800
St. Lawrence County Judge	$119,800
St. Lawrence Family Court Judge	$119,800
St. Lawrence Surrogate	$119,800
Steuben County/Family Court Judge	$119,800
Steuben Surrogate	$119,800
Suffolk County Judge	$136,700
Suffolk Family Court Judge	$136,700
Suffolk Surrogate	$136,700
Suffolk District Court Judge	$122,700
Suffolk District Court President Judge	$126,900
Sullivan County/Surrogate	$127,000
Sullivan Family Court Judge	$127,000
Tioga County/Family Court/Surrogate	$119,800
Tompkins County/Family Court/Surrogate	$122,700
Ulster County Judge	$131,400
Ulster Family Court Judge	$127,000
Ulster Surrogate	$119,800
Warren County/Surrogate	$119,800
Warren Family Court Judge	$119,800
Washington County/Family Court/Surrogate	$119,800
Wayne County/Family Court/Surrogate	$119,800
Westchester County Judge	$136,700
Westchester Family Court Judge	$136,700

COUNTYWIDE & CITYWIDE COURTS (cont)	SALARY
Westchester Surrogate	$136,700
Wyoming County/Family Court/Surrogate	$119,800
Yates County/Family Court/Surrogate	$119,800

Citywide Courts

Albany City Court Judge	$113,900
Albany City Court Judge (part-time)	$54,400
Amsterdam City Court Judge	$108,800
Amsterdam City Court Judge (part-time)	$27,200
Auburn City Court Judge	$108,800
Auburn City Court Judge (part-time)	$27,200
Batavia City Court judge	$108,800
Batavia City Court Judge (part-time)	$27,200
Beacon City Court Judge	$108,800
Beacon City Court Judge (part-time)	$27,200
Binghamton City Court Judge	$108,800
Binghamton City Court Judge (part-time)	$54,400
Buffalo City Court Chief Judge	$115,100
Buffalo City Court Judge	$113,900
Canandaigua City Court judge	$108,800
Canandaigua City Court Judge (part-time)	$27,200
Cohoes City Court Judge	$54,400
Corning City Court Judge	$108,800
Corning City Court Judge (part-time)	$27,200
Cortland City Court Judge	$108,800
Cortland City Court Judge (part-time)	$54,400
Dunkirk City Court Judge	$108,800
Dunkirk City Court Judge (part-time)	$27,200

COUNTYWIDE & CITYWIDE COURTS (cont)	SALARY
Elmira City Court Judge	$108,800
Fulton City Court Judge	$108,800
Fulton City Court Judge (part-time)	$27,200
Geneva City Court Judge (part-time)	$54,400
Geneva City Court Judge (part-time)	$27,200
Glen Cove City Court Judge (part-time)	$54,400
Glens Falls City Court Judge	$108,800
Glens Falls City Court Judge (part-time)	$27,200
Gloversville City Court Judge	$108,800
Gloversville City Court Judge (part-time)	$27,200
Hornell City Court Judge (part-time)	$54,400
Hornell City Court Judge (part-time)	$27,200
Hudson City Court Judge (part-time)	$54,400
Hudson City Court Judge (part-time)	$27,200
Ithaca City Court Judge	$108,800
Ithaca City Court Judge (part-time)	$54,400
Jamestown City Court Judge	$108,800
Jamestown City Court Judge (part-time)	$54,400
Johnstown City Court Judge (part-time)	$54,400
Johnstown City Court Judge (part-time)	$27,200
Kingston City Court Judge	$108,800
Kingston City Court Judge (part-time)	$54,400
Lackawanna City Court Judge	$108,800
Lackawanna City Court Judge (part-time)	$54,400
Little Falls City Court Judge (part-time)	$27,200
Lockport City Court Judge	$108,800
Lockport City Court Judge (part-time)	$54,400
Long Beach City Court Judge	$118,300

COUNTYWIDE & CITYWIDE COURTS (cont)	SALARY
Mechanicville City Court Judge (part-time)	$27,200
Middletown City Court Judge	$108,800
Middletown City Court Judge (part-time)	$54,400
Mount Vernon City Court Judge	$118,300
Mount Vernon City Court Judge (part-time)	$54,400
New Rochelle City Court Judge	$118,300
New Rochelle City Court Judge (part-time)	$54,400
New York City Civil Court Judge	$125,600
New York City Housing Part Judge	$115,400
New York City Criminal Court Judge	$125,600
New York City Family Court Judge	$136,700
Newburgh City Court Judge	$108,800
Niagara Falls City Court Chief Judge	$115,100
Niagara Falls City Court Judge	$113,900
North Tonawanda City Court Judge	$108,800
North Tonawanda City Court Judge (part-time)	$54,400
Norwich City Court Judge (part-time)	$54,400
Norwich City Court Judge (part-time)	$27,200
Ogdensburg City Court Judge	$108,800
Ogdensburg City Court Judge (part-time)	$27,200
Olean City Court Judge	$108,800
Olean City Court Judge (part-time)	$27,200
Oneida City Court Judge (part-time)	$54,400
Oneida City Court Judge (part-time)	$27,200
Oneonta City Court Judge (part-time)	$54,400
Oneonta City Court Judge (part-time)	$27,200
Oswego City Court Judge	$108,800
Oswego City Court Judge (part-time)	$27,200

COUNTYWIDE & CITYWIDE COURTS (cont)	SALARY
Peekskill City Court Judge	$108,800
Peekskill City Court Judge (part-time)	$54,400
Plattsburgh City Court Judge	$108,800
Plattsburgh City Court Judge (part-time)	$27,200
Port Jervis City Court Judge (part-time)	$54,400
Port Jervis City Court Judge (part-time)	$27,200
Poughkeepsie City Court Judge	$108,800
Rensselaer City Court Judge (part-time)	$54,400
Rensselaer City Court Judge (part-time)	$27,200
Rochester City Court Chief Judge	$115,100
Rochester City Court Judge	$113,900
Rome City Court Judge	$113,900
Rome City Court Judge (part-time)	$27,200
Rye City Court Judge	$108,800
Rye City Court Judge (part-time)	$27,200
Salamanca City Court Judge (part-time)	$27,200
Saratoga Springs City Court Judge	$108,800
Saratoga Springs City Court Judge (part-time)	$54,400
Schenectady City Court Judge	$108,800
Sherrill City Court Judge (part-time)	$27,200
Syracuse City Court Chief Judge	$115,100
Syracuse City Court Judge	$113,900
Tonawanda City Court Judge	$108,800
Tonawanda City Court Judge (part-time)	$54,400
Troy City Court Judge	$113,900
Troy City Court Judge (part-time)	$81,600
Utica City Court Chief Judge	$115,100
Utica City Court Judge	$113,900

COUNTYWIDE & CITYWIDE COURTS (cont)	SALARY
Watertown City Court Judge	$108,800
Watertown City Court Judge (part-time)	$27,200
Watervliet City Court Judge (part-time)	$54,400
Watervliet City Court Judge (part-time)	$27,200
White Plains City Court Judge	$116,800
White Plains City Court Judge (part-time)	$54,400
Yonkers City Court Chief Judge	$119,500
Yonkers City Court Judge	$118,300

ATTACHMENT 5

History of judicial salary reform in New York

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HISTORY OF JUDICIAL SALARY REFORM IN NEW YORK

New York State's Unified Court System consists of an appellate court of last resort, the Court of Appeals; two intermediate appellate courts, the Appellate Division of the Supreme Court, which sits in each of the State's four Judicial Departments, and the Appellate Term of the Supreme Court, which sits in the First, Second, Ninth, Tenth, Eleventh, Twelfth and Thirteenth Judicial Districts; and 11 separate trial courts, including the Supreme Court, the Court of Claims, the County Court,[1] the Family Court, the Surrogate's Court, the New York City Civil Court, the New York City Criminal Court, the District Court, the City Court outside of New York City, and the Town and Village Justice Courts.

Prior to April 1, 1977, the State paid only the salaries of the judges of the Court of Appeals, the justices of the Appellate Division and the Appellate Term, the justices of the Supreme Court and the judges of the Court of Claims. Judges of the other courts were paid by local governments at salaries fixed by those local governments.[2]

As of April 1, 1977, however, the State assumed responsibility for paying the full operational costs of all its courts except for the Town and Village Justice Courts. *See* L. 1976, c. 966 [enacting the Unified Court Budget Act]. As a result, all judges except those of the Justice Courts became State employees and were transferred to the State payroll at the rates of pay established for them by local government.

Since the Unified Court Budget Act took effect in 1977, the State has borne full responsibility for fixing levels of judicial compensation. Over the past 34 years, the State has acted six times to adjust these levels and, most recently (by L. 2010, c. 567, enacted this past autumn), once to establish a continuing mechanism for future judicial salary adjustment.

The following summarizes the background behind these adjustments.

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[1]The County Court also exercises intermediate appellate jurisdiction comparable to that of the Appellate Term in parts of the State in which the latter has not been established.

[2]*But see*, footnotes 3-4, *infra*.

The Unified Court Budget Act

The Unified Court Budget Act ("UCBA") provided that judges who formerly were locally-paid would become State-paid, effective April 1, 1977, at the rates of compensation to which they were entitled on August 4, 1976, while they were yet locally-employed.[3] L. 1976, c. 966 [originally codified as Judiciary Law §220(6)]. Because, prior to 1977, some counties (and cities) had paid their judges higher rates of compensation than had others, the result was that, in the wake of the UCBA and State assumption of the Judiciary's funding, there was a significant degree of disparity in the salaries paid by the State to judges of the same court level. This disparity has been the source of much litigation since 1980.

As to Judges of the Court of Appeals, Justices of the Supreme Court (including those of the Appellate Division), and Judges of the Court of Claims, all of whom had been State-paid before enactment of the UCBA,[4] the UCBA had no impact upon their compensation. At the time, that compensation was uniform statewide within each court (except for comparatively small salary increments paid to the presiding judges for their administrative responsibilities).

The 1979 Judicial Pay Raise

The first pay raise for judges following the effective date of the UCBA was enacted in April of 1979. *See* L. 1979, c. 55. It was coupled with pay raises for legislators and high-ranking officials of the Executive Branch.[5] For the judges, the pay

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[3]Actually, the UCBA was not the first instance of State involvement in the payment of compensation to county-level and city-level judges. Beginning in 1962, the State had conducted a program of financial assistance to local governments in the payment of compensation to their judges. *See* [former] Judiciary Law §34 (subsequently renumbered as section 34-a and, ultimately, repealed in 1979). Under this program, counties and cities originally received fixed subsidies depending upon their size and, in some instances, the number of their judges. Later, the subsidies were keyed to local maintenance of minimum salaries for county-level and city-level judges. L. 1975, c. 150, §8.

[4]Except that the Judiciary Law had long required counties to share in the burden of compensating Justices of the Supreme Court. *See* [former] Judiciary Law §§142-146 (establishing a baseline salary to be paid by the State to Justices of the Supreme Court and providing for supplemental compensation to be paid by localities to such Justices).

[5]The reference to "high-ranking officials of the Executive Branch" is to those commissioners, chairs, directors and executive directors of Executive agencies, commissions and boards whose salaries are prescribed in section 169 of the Executive Law. Hereafter, in this report, this group is referred to as

raise consisted of a series of percentage increases, along with establishment of minimum salaries for county-level and full-time city-level judges. The percentage increases were approximately 7%, effective retroactively to October 1, 1978; 7%, effective October 1, 1979; and approximately 3.39 %, effective October 1, 1980. These percentages had been part of recommendations made earlier by an Ad Hoc Panel on Executive, Legislative and Judicial Compensation established by then-Governor Hugh Carey. *See McKinney's Laws of New York*, 1979, p. 1764 (Gov.'s App. Msg. for L. 1979, c. 55). Why these particular percentages, and why three installments over two years is unclear. The Ad Hoc Panel's report is not now available in print.[6]

The 1979 pay raise did not directly tackle the issue of judicial pay disparity.[7] In what quickly would become a pattern for future legislatures, the enactment paid lip service to the issue by coupling the straight percentage increases to a direction that the disparity issue be studied, and that a report with recommendations be produced for the Governor, the Legislature and the Chief Judge. In 1979, the Chief Administrative Judge was made responsible for the study and a report:

> "The chief administrator of the courts shall investigate whether unreasonable disparity exists in the compensation of judges of the same rank in different parts of the state. On or

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the "section 169 officers."

[6]Chapter 55 and its inaugural judicial pay raise also followed in the wake of the December 1978 report of the State Commission on Legislative and Judicial Salaries. This Commission, known informally as the Hand Commission after its chair, Westchester banker James Hand, was a continuing body that had been established by the Legislature in 1972 (L. 1972, c. 875) to provide ongoing review of the salaries paid judges and members of the Legislature. In its 1978 report, the Commission recommended 25% pay increases for judges and members of the Legislature, to offset increases in the cost of living between 1973 and 1978.

[7]The establishment of minimum salaries for county-level and city-level judges did, however, have the effect of reducing, to a small extent, the disparity between salaries of judges of the same court level. First, taking county-level judges as an example, all such judges earning salaries below $36,000 as of the State takeover were deemed to be earning that salary as of September 30, 1979 and their salaries, effective October 1, 1979, were calculated by applying the 7% increase to $36,000. Second, those judges then received an extra pay increase amounting to approximately 10.38% on April 1, 1979. Also receiving extra pay increases, albeit in proportionately smaller amounts, were judges whose salaries after the October 1, 1979 pay increase were less than $42,520 (the amount judges who received the 10.38% were to receive as of April 1, 1979). The result of these adjustments was that the magnitude of the disparity between top and bottom salaries for judges of the same courts was somewhat diminished. No effort was made, however, to establish relationships between salaries that reflected caseload levels, population, demographics or other rational criteria.

> before December first, nineteen hundred seventy-nine, the chief administrator shall prepare and transmit to the legislature, [etc.,] ... a report of his findings, together with appropriate legislative recommendations to eliminate unreasonable disparity, if any, by April first, nineteen hundred eighty-two." L. 1979, c. 55, §4.

The Evans Report

Then-Chief Administrative Judge Herbert Evans' report concluded that there were glaring inconsistencies in the salary levels of judges of county-level and city-level courts; that those salary levels had never been subject to State standards; that the compensation disparities were the result of the former system of court funding by local government; and that continuation of these disparities after the UCBA was "neither necessary, desirable nor equitable." *See* Evans' Report, pp. 6-7. These conclusions were accompanied by a recommendation that the Constitution be amended to effectuate a trial court merger, which, it was suggested, would solve most of the judicial pay disparity problem. Absent trial court merger, Judge Evans wrote, the salaries of County, Surrogate's and Family Court Judges, along with those of the New York City Civil and Criminal Court Judges, should for the time being be equated with those of Justices of the Supreme Court; proportionate salary schedules should be fixed for the judges of other State-paid trial courts; prior to April 1, 1982, the Legislature should determine what differential in salary should exist between county-level judges and Justices of the Supreme Court; and "the Legislature should provide by law for automatic adjustments in judicial salaries related to changes in the cost of living." *See id.*, at p. 7.

The 1980 Judicial Pay Raise

The recommendations of the Evans' Report, which was published on December 1, 1979, were not followed — although the Legislature, in fairly short order, gave the judges another pay raise. This pay raise, too, was coupled with pay raises for legislators and high-ranking officials of the Executive Branch of government. *See* L. 1980, c. 881. It was enacted during a special session of the Legislature held in the fall of 1980[8] and, for the judges, consisted of a straight five percent increase in salaries, effective January 1, 1981, to be followed by a straight seven percent increase, effective January 1, 1982. *See*

[8]This special session was not limited to salary matters, but dealt with a range of subjects of State interest.

id., §14. Also part of the legislation was introduction of a $2,000 pay increment for administrative judges and provision for compensating judges assigned to travel status at the rates of pay earned by judges in the court of assignment where the latter were more highly paid. *See id.,* §§15 and 16.

The 1980 legislation, like its 1979 predecessor, paid deference to ongoing concerns that the judicial salary schedule was unfair and filled with disparities, and, to that end directed another study — this one to be conducted by a Temporary State Commission on Judicial Compensation. This Commission was to have seven members, who were to be appointed by the Governor and the legislative leadership.[9] It was specifically charged:

> "to examine, evaluate and make recommendations with respect to (a) the issue of parity of compensation between judges and justices in the unified court system, and (b) determining adequate levels of compensation for such judges and justices.
>
> "Such commission shall review with particular care whether fairness dictates that judges or justices in the unified court system performing similar duties be compensated uniformly. In addition, the commission shall examine the adequacy of pay received by the judiciary taking into account the overall economic climate, the levels of salaries received by other professionals in government and private enterprise and the ability of the state to fund increases in compensation." L. 1980, c. 881, §17.

The Commission was required to publish its report and recommendations by September 1, 1982.

The Dentzer Report

So named after its chair, William T. Dentzer, Jr.,[10] the 1982 report of the

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[9]The Judiciary was given no representation on the Commission.

[10]The other members of the Temporary State Commission included: H. Douglas Barclay (Chair of the State Senate Judiciary Committee), Charles Desmond (former Chief Judge of the Court of

Temporary State Commission on Judicial Compensation made several recommendations for adjustment in judicial pay, effective January 1, 1983. These recommendations were premised upon two basic conclusions. First, that, in determining appropriate levels of judicial compensation, New York should embrace a "competitive adequacy" standard. That is:

> "the judgment as to what level of pay is adequate should be based on whether a reasonable supply of well-qualified attorneys will make themselves available to become or remain judges in the courts concerned. The lowest pay which produces an adequate supply of well-qualified candidates for the various courts is the only pay level which is fair to State taxpayers; any higher pay would require unnecessarily high taxes." Dentzer Report, p. 5.

Second, that there are significant differences in the cost of living in various areas of the State; and that it makes much more sense to adjust the salaries of judges who reside where it is more expensive to live to reflect that fact, rather than to establish a single salary for each office, which, while perhaps adequate in parts of the State, might be inadequate or excessive elsewhere in the State.[11]

The Commission's principal recommendation was for establishment of a two-tiered salary schedule for each judicial office, the first tier to represent the base salary for the office and the second to be the base salary increased by 16%. All judges of courts outside of New York City, and Westchester, Nassau and Suffolk Counties would receive the base salary, which, for Justices of the Supreme Court, would reflect a 19.7% increase over their January 1, 1982 salaries. The rest of the judges (*i.e.,* those in the New York City metropolitan area and on Long Island) would receive this new base salary plus a locational increment of 16% (or an increase of nearly 39% in their January 1, 1982 salaries).[12]

Appeals), D. Clinton Dominick (former Chair of the Temporary State Commission on the State Court System), Bertram R. Gelfand, Anthony R. Palermo (former President of the State Bar Association), and Deborah K. Smith.

[11]In reaching its conclusions, the Temporary State Commission was aided by surveys conducted by consulting firms to assess the average compensation of litigators and the cost of living in various areas of the State.

[12]The percentage increases for judges of the lower trial courts were somewhat different, although all those working in New York City, the Island and Westchester County would enjoy the 16% locational

The Commission also recommended increases in the salaries of the State's appellate judges, ranging from a 20% increase for the Associate Judges of the Court of Appeals to a 17.7% increase for Associate Justices of the Appellate Divisions (boosted to a 35% increase for those Justices eligible for the locational adjustment). Just why these particular percentages were selected is not entirely clear.

The Commission did not attempt to remedy the problems of pay disparity beyond introducing the locational pay differential. In proposing salaries for the judges of each level of court, it did no more than set out a minimum salary and a minimum salary plus 16%.

The Commission was lukewarm on the subject of establishing a procedure for periodic judicial pay review and adjustment. It eschewed statutory linkage to some form of inflation index, believing that the high inflation of the times was likely to end and not soon be repeated, and that introduction of such a procedure would only stimulate costly efforts to index other public sector salaries.

Finally, the Commission suggested that should the State not be disposed to follow its recommendations for salary reform, consideration should be given to improving judicial benefit programs as an indirect way of improving the compensation package.[13]

The 1984-85 Judicial Pay Raise

The Dentzer Report and its recommendations were not implemented. Consequently, there were no changes in the judicial salary structure in 1983 or 1984. Nor did the Legislature find occasion to revise its own salary structure or that of the Commissioners and other high-level employees of the Executive Branch. In December 1984, however, the Legislature did enact a measure providing pay increases for judges and legislators, effective January 1, 1985, and for commissioners and other Executive

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adjustment. For judges of the County, Surrogate's and Family Courts earning the minimum salary for their respective positions, the amount of the increase would be about 24%. For judges of the New York City Civil and Criminal Courts, it would be only about 13.5%. For judges of the District Courts, about 18%; and for full-time judges of the upstate City Courts, about 13.8%.

[13]One suggested improvement was that the State's retirement statutes be modified to provide enhanced retirement benefits for judges who retire from the bench after serving only one term. This, it was thought, would encourage able lawyers to consider capping their careers with a single term on the bench.

Branch officials, effective retroactive to July 1, 1984.[14] *See* L. 1984, c. 986. The increase for the latter was especially noteworthy because it included a provision linking pay increases for the section 169 officers during the 1985 and 1986 State fiscal years to pay increases received by managerial/confidential employees in the Executive branch during those years. *See* Executive Law §169(2)(c).[15]

For most trial judges and for Associate Justices of the Appellate Division, chapter 986 provided between 24% and 27% increases in salary. For Associate Judges of the Court of Appeals, the increase was somewhat less — only about 14% — likely because of an artificial cap set by the Governor's salary. Once again, the rationale for the percentages applied has been lost to memory. It appears, however, that for the first decade following enactment of the UCBA judicial salary growth approximately tracked that of the Consumer Price Index.

No effort was undertaken to correct judicial salary disparities among judges of the major trial courts. There were neither appropriate salary adjustments nor further legislative directions to study the issue.[16]

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[14]Interestingly, while many have come to think of the practice of legislating pay raises for high level government officials during the months of November and December following legislative elections (as a way of minimizing political flack, as well as to enable the soonest possible enjoyment of legislative pay raises) as a time-honored one, the fact is that only three of the six statutes conferring pay raises upon judges enacted since the UCBA became effective in 1977 have been enacted in such fashion (*see* L. 1980, c. 881; L. 1984, c. 986; and L. 1998, c. 630). The other three were enacted during the spring or summer of the year (*see* L. 1979, c. 55 [enacted April, 1979]; L. 1987, c. 263 [enacted July, 1987]; and L. 1993, c. 60 [enacted April, 1993]).

[15]In the years following 1984, section 169 was amended several times to continue this linkage (*i.e.,* for the 1987, 1988 and 1993 Fiscal Years). In 1998, however, as part of the pay raise enacted in that year for judges, members of the Legislature and section 169 officers of the Executive Branch, the linkage was eliminated. *See* L. 1998, c. 630, §6.

[16]A modest effort was undertaken, however, at the level of the upstate City Courts. The judges of those courts had long argued that they should enjoy salary parity with judges of the District Courts. Chapter 986 gave part-time City Court judges that parity. Full-time judges, while not reaping exactly the same benefit, did see the distance between their salaries and those of District Court judges reduced somewhat; and, at the same time, they were told that full parity for them would be put into effect the next time salaries were adjusted (a promise that, ultimately, was not kept). To be sure, this limited pay parity was short-lived. *See* L. 1987, c. 263 [fixing a pay schedule for part-time City Court Judges pegged to the minimum salary of a full-time City Court Judge].

The 1987 Judicial Pay Raise

In the summer of 1987, responding to considerable pressure brought by rank and file legislators, particularly those from New York City, the Legislature acted to increase its own salaries, those of high Executive Branch officials, and those of the Judiciary. L. 1987, c. 263. The New York City legislative delegation was especially agitated at the time because of sizeable pay increases then being adopted for members of the New York City Council, City Commissioners and the City's five District Attorneys.[17] Accordingly, the pay raises enacted by the Legislature were quite significant.

For the Judiciary, chapter 263 provided pay raises of 24% for Associate Judges of the Court of Appeals, of 15.9% for Justices of the Supreme Court, of up to 20.6% for County-level Judges, of 21% for Civil and Criminal Court Judges, and of 18.3% for full-time City Court Judges upstate.

Not content with providing pay raises alone, the Legislature also directed that another Temporary State Commission be established to inquire into salary matters — this time not merely those of the Judiciary, as had been the mandate of the Dentzer Commission in 1982, but those of the Executive and Legislature as well. *See* L. 1987, c. 263, §17. In relevant part, this new Commission's[18] mandate was to:

> "examine the adequacy of pay received by the governor, lieutenant governor, attorney general, comptroller, those state officers referred to in section one hundred sixty-nine of the executive law, members of the legislature and judges and justices of the state-paid courts of the unified court system taking into account the overall economic climate, the levels of salaries received by other professionals in government and private enterprise and the ability of the state to fund increases in compensation. The commission also shall formulate a systematic and appropriate mechanism by which the state shall regularly review and adjust levels of pay received by the governor, lieutenant governor, attorney general, comptroller,

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[17]In the past, it was frequently the case that New York City's changes in the salaries of its legislators and high-level officials precipitated State legislative action to change the salaries of comparable State-level officials. Recently, however, this has not been the case.

[18]The full name of the Commission was to be the Temporary State Commission on Executive, Legislative and Judicial Compensation. Its membership was to consist of representatives of the Governor, the legislative leadership and the Chief Judge of the Court of Appeals.

> those state officers referred to in section one hundred sixty-nine of the executive law, members of the legislature and judges and justices of the state-paid courts of the unified court system."

The Commission was directed to make its first report by the beginning of February, 1988; and authorized to make further reports thereafter, as well.

The First Jones ("Jones (I)") Report

Referred to as the Jones Report, after Judge Hugh R. Jones, the Chair of the Temporary State Commission on Executive, Legislative and Judicial Compensation mandated by chapter 263 of the Laws of 1987, the Commission's Report was published in June, 1988.[19] The Report found that:

• Inflation over the past 20 years had significantly eroded the purchasing power of the salaries of high-level Executive Branch officials and of State judges. Legislators, too, had seen the value of their salaries diminish, although somewhat less so. *See* Jones (I) Report, p. 4.

• Significant salary disparities existed among judges. *Id.*

• Fringe benefits enjoyed by State officials (including judges) were competitive with those provided by other state governments and the private sector. *Id.*

• New York State officials were compensated at higher levels than their counterparts in other states, but not as well as public officials in the Federal government and in New York City — except that some State judges (*i.e.,* Judges of the State Court of Appeals and Justices of the State Supreme Court) were then (*viz.,* in 1988) more highly compensated than Federal judges.[20] *Id.*

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[19]The other members of the Jones (I) Commission included: Barbara B. Blum (former Commissioner of the State Department of Social Services), Juanita M. Crabb (Mayor of Binghamton), Paul Elisha (Executive Director of N.Y.S. Common Cause), Dr. Wilbert A. Tatum (Editor, *Amsterdam News*), Cornelius McDougald, Fern Schair Sussman, Van C. Campbell, William M. Ellinghaus (member, N.Y.S. Emergency Financial Control Board), Victor Gotbaum, Ruth G. Weintraub (Dean Emerita, Hunter College), Robert B. McKay (former Dean, N.Y.U. Law School), and Louis L. Levine.

[20]A relatively short-lived situation. Within two years, the salaries of Federal judges would eclipse those of New York State judges.

• New York State officials were compensated at levels significantly lower than those of executives and other professionals in the private sector. In fact, it was found that a State judge could multiply his or her salary two, three or four times by leaving the bench to take advantage of opportunities in private practice or in the corporate sector. *Id.*

On the basis of these findings, the Jones (I) Commission made a series of recommendations for salary reform in the three branches of State government. For the Judiciary, it specifically recommended: (1) a seven-year program of salary adjustment so that salary levels would reflect 1967 values;[21] and (2) a three-year program of adjustment of salaries so that all trial judges would enjoy full pay parity with State Supreme Court Justices.[22] *See* Jones (I) Report, p. 5. The Jones Commission also recommended that judicial compensation be among the subjects of inquiry of a *permanent* State commission on compensation. This commission, the members of which would be appointed by the Governor, the legislative leadership and the Chief Judge of the Court of Appeals, would be charged to review and periodically adjust the salary levels of high-level State government officials.[23] It also would be responsible for development of a special salary system for the Judiciary that: (1) "rewards longevity on the court so that it can retain the

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[21]In justifying this recommendation, the Jones Commission wrote:

> "One legitimate way to measure the adequacy of state salaries is to examine them historically. Here, considering the impact of inflation, we can determine whether state employees are earning the same in real dollars as they had previously. Here, we can assess the ability of state employees to maintain a certain standard of living for themselves and their families. Such a measure of adequacy is . . . only fair and appropriate . . ." *See* Report of the State of New York Temporary Commission on Executive, Legislative and Judicial Compensation, 6/29/88, p. 12.

1967 was viewed as a kind of base year, *viz.,* the last year before which inflation began seriously to erode the real value of the dollar, and therefore an appropriate point from which to measure decline in the value of the judicial wage.

[22]City Court Judges outside of New York City were excluded from this recommendation; but the Commission did recommend that those who were full-time should be given pay parity among themselves over three years. *See* Jones (I) Report, p. 5.

[23]In conducting this review, the commission would consider "changes in the cost-of-living, the general economic condition of the state, the general content and context of state collective bargaining agreements, modifications in the responsibilities of particular agencies or officials, changes in state priorities and the degree of difficulty that the state has experienced in recruiting for particular governmental positions." *See* Jones (I) Report, p. 6.

services of its more experienced judges and justices"; and (2) includes "salary differentials for judges that [are] sensitive to the extraordinary costs of living in certain geographical areas of the state." *Id.,* p. 6. Commission recommendations for adjustment would take effect within 90 days unless rejected by the Governor and the Legislature. *Id.*

The Second Jones ("Jones (II)") Report

For four years following publication of the first Jones Report, no steps were taken to give effect to its recommendations relating to the Judiciary. Nor were further pay raises enacted for the Judiciary. Late in 1992, therefore, then Governor Cuomo directed establishment of yet another temporary state commission, this one to focus exclusively on the Judiciary and to study and recommend with respect to:

• existing levels of compensation for judges and justices of the Unified Court System and their adequacy, "taking into account the general economic condition of the State and other benefits currently available to the judiciary";

• whether "judges and justices performing the same or similar duties should be compensated uniformly";

• establishment of "a permanent process to ensure that judicial pay levels remain adequate to retain and attract a supply of good candidates for all courts in the State at the minimum total cost to the public"; and

• methods to "generate revenues to finance judicial pay increases in the future, including productivity and cost-savings measures and revenue generation."

Executive Order #161, 11/18/92.

The members of this commission, which also has come to be known as the Jones Commission — albeit the Jones "II" Commission, after its Chair, James R. Jones, Chair of the American Stock Exchange — were all to be designated by the Governor.[24]

The Jones (II) Commission made its final report on January 15, 1993. This report

[24]In addition to Chair James R. Jones, the Commission's members included: Richard J. Bartlett (former Chief Administrative Judge), Tom Lewis (former Director of the Governor's Office of Management and Productivity), Nancy Mackey Louden (former President, N.Y.S. Women's Bar Association), and James F. Niehoff (former Associate Justice, Appellate Division, Second Department).

called for adjustment of the salaries of all State-paid trial and appellate judges in amounts varying from 8.7% for Associate Judges of the Court of Appeals, to 18.9% for Justices of the Supreme Court, to up to 20.7% for county-level Judges, to 15.4% for full-time City Court Judges outside New York City and Housing Judges of the Civil Court. The adjustments were to take place in four stages over a period of eighteen months, beginning April, 1993. *See* Jones (II) Report, pp. 9 - 10. Further, the report suggested additional study of the pay parity issue by a statutory Temporary Commission on Judicial Compensation;[25] establishment of an executive director "to direct studies on other issues of importance to the Judiciary which may require legislative or policy changes";[26] creation of an independent audit commission "to perform management audits of OCA and the Courts and to provide the public with audit reports;"[27] and adoption of a host of revenue and productivity proposals, ranging from increase in the biennial attorney registration fee and creation of new litigation-related fees to elimination of mandatory sequestration of deliberating juries in criminal cases, expansion in the use of electronic recording, restoration of the Misdemeanor Trial Law, greater use of Judicial Hearing Officers and other substantive initiatives.[28]

Not at all clear is the rationale for the particular salary adjustments settled upon by the Commission. The Commission's report does not recite any justification for those adjustments other than to acknowledge that "since 1987, inflation has seriously eroded the

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[25]In making this recommendation, the Jones (II) Commission wrote that establishment of such an ongoing commission "would ensure reasonable and regular salary adjustments; would eliminate the uncertainty and confusion that results from large catch-up adjustments; and would ensure the integrity and independence of the Judiciary." As conceived by the Jones (II) Commission, the statutory commission would consist of members designated by the Governor, the legislative leadership and the Chief Judge. It would make "judicial compensation *and related recommendations*" to the Legislature and the Governor by November 15th of each year, the idea being that they might thereby be available for consideration in the context of the State Budget for the ensuing fiscal year.

[26]Cited as examples were the matters of geographic pay differentials, court merger and parity, pay disparity, and judicial pensions and other benefits requiring actuarial analysis. Jones (II) Report, p. 13.

[27]The report described this recommendation as a means of providing "the most cost-effective approach to attaining the goals of independent management, performance and revenue audits of the courts." Jones (II) Report, pp. 13-14. It would insure that the Temporary Commission on Judicial Compensation would be provided "with the body of reliable data necessary for the full understanding of the structure, operations and finances of the Unified Court System as requested by the Governor, Legislature, Comptroller, the bar and the citizenry." *Id.*

[28]*See* Jones (II) Report, at pp. 15 - 17, for a complete listing of the revenue and productivity proposals.

value of judges' salaries; that the current levels of judicial compensation are therefore inadequate; and, that prompt remedial action should be taken." *See* Jones (II) Report, p. 9. Ironically, the salaries recommended by the Commission did not reflect inflation's effect since the Judiciary's last pay raise.[29] Moreover, the Commission did not evaluate the principal recommendation of the Jones (I) Report, *viz.,* that judicial salaries be adjusted to reflect inflationary effects since 1967. It did, however, expressly reject the notion that somehow State and Federal judicial salaries were linked. *Id.,* p. 8.

Interestingly, although the Governor's charge to the Commission invited its consideration of "[m]ethods to generate revenues to finance judicial pay increases . . .", the Commission Report expressly indicated the members' belief "that the Judiciary is a separate, independent branch of government and . . . that the salaries of judges *should not* be contingent upon adoption of specific proposals for fee or other revenue increases." *See* Jones (II) Report, p. 3. At the same time, however, the Commission proposed a host of revenue-raising proposals.[30]

The 1993-1994 Judicial Pay Raises

In the spring of 1993, the Legislature enacted a new pay schedule for State-paid judges and justices. *See* L. 1993, c. 60. With only slight changes in the salaries of New York City Civil and Criminal Court Judges, and District Court Judges on Long Island, the new pay schedule was precisely as had been recommended by the Jones (II) Commission.

Although most judges welcomed the 1993 pay raise, it was thought by some to be very unfair. In particular, judges of the upstate City Courts and Housing Court Judges of the New York City Civil Court quickly complained of their treatment under chapter 60. They pointed to the fact that while judges of the other trial courts affected by the pay raises were seeing their salaries increased by nearly 19% or more, City Court Judges and Judges of the Civil Court's Housing Part were seeing increases of only about 15%.

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[29]For example, were the salary of a Justice of the Supreme Court to have been adjusted to reflect inflation since October 1, 1987 (as measured by growth in the Consumer Price Index), the Commission would have proposed a figure of approximately $117,500, rather than $113,000.

[30]The Commission justified their inclusion in the following way: "[Our] mandate is not interpreted as implying that the Judiciary must generate revenues to finance judicial salary increases; but rather that for the benefit of the State as a whole and like the two other branches of government, the Judiciary must seek to explore revenue increases and productivity improvements to finance or reduce the cost of government." *See* Jones (II), p. 3.

No explanation for this disparity in treatment had been offered in the Jones (II) Report. Upon inquiry with the Commission staff, undertaken at the behest of the City Court Judges Association, OCA officials were advised that the reason for the disparity lay in the Commission's belief that City Court Judges and Housing Judges were, essentially, very low-level judges, the nature of whose adjudicative responsibilities required little in the way of legal acumen.[31]

Even before enactment of the chapter 60 pay raise, the Judiciary began to urge the Legislature that, if the recommendations of the Jones (II) Commission were to provide the blueprint for a judicial salary increase, there should be a departure from those recommendations at least insofar as they applied to City Court Judges and Housing Part Judges.[32] The effort was unavailing and those recommendations were enacted without change. In 1994, however, after enactment of chapter 60, a further effort was made to revise these salaries to reflect more equitable treatment in light of what other trial judges had received. This effort was successful, with the result that the 1994 Legislature enacted legislation boosting the pay raises received by City Court Judges and Housing Part Judges to be commensurate with those received by the other judges under chapter 60. L. 1994, c. 518.

The Judiciary Commission of 1997-98

For four years following the judicial pay raises of 1992-1993 there was no further State action to adjust judicial compensation. In the autumn of 1997, then-Chief Judge Judith Kaye established a special Commission to Review the Compensation of New York State Judges.[33] In her charge to the Commission, the Chief Judge wrote:

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[31]On this inquiry, it was very apparent that the Commission's staff did not have a clear understanding of the functions of these judges.

[32]This position was taken by OCA and the New York State Association of City Court Judges because of a collective belief that jurisdictional allocation, caseload and policy militated against singling out judges of these courts for appreciably smaller increases than their other colleagues on the trial bench. *See* Memorandum of the Office of Court Administration, *McKinney's 1994 Session Laws of New York*, p. 3300.

[33]The Commission was co-chaired by John R. Dunne, former State Senator and Chair of the Senate Judiciary Committee, and Milton Mollen, former Presiding Justice of the Appellate Division, Second Judicial Department, and former New York City Deputy Mayor for Public Safety. The other members included: Hon. Fritz W. Alexander, Hon. Richard J. Bartlett, Harvey B. Besunder, Philip M. Damashek, John D. Feerick, Maryann Saccomondo Freedman, Robert L. Haig, Robert R. Kiley, Hon. Joseph J. Kunzeman, Anthony R. Palermo, Fern Schair and Hon. Daniel B. Walsh.

> Judges are entitled, on an ongoing basis, to fair and adequate pay for the critically important work they perform. The failure of judicial salaries to keep pace with changing economic conditions constitutes a major problem for the future of the judiciary.

The Chief Judge proceeded to direct the members of the Commission to examine the adequacy of pay then (*i.e.*, in 1997) received by judges, taking into account the economy and prevailing salary levels in the public and private sectors; to make recommendations concerning appropriate judicial salary levels; and to formulate a mechanism by which the State could make reasonable periodic adjustments in those salary levels.

In conducting its work, the Commission was aided by the William M. Mercer Company — internationally renown for its work in the field of executive compensation. The Commission found that, as of 1997:

> • Judicial salaries had seriously eroded in value over the past two decades, having lagged well behind growth in the Consumer Price Index.
>
> • The history of judicial salary adjustments in New York was marked by long periods of no salary adjustment, interspersed between periodic catch-ups that, in fact, failed to reflect economic inflation and only operated prospectively (meaning that there was no make up for the loss of value experienced during such adjustments as were enacted).
>
> • There was a marked imbalance between State and Federal judicial salaries.
>
> • Salary compression between judges and nonjudicial personnel — unfair to judges, unhealthy from an administrative standpoint and unwise as a matter of public policy — was a growing concern.
>
> • Comparisons between the compensation of judges and that of lawyers in the private sector showed troubling disparities, suggesting a growing inability to recruit and retain capable lawyers to serve as judges.

On the basis of these findings, the Commission, in its final report to the Chief Judge,[34] proposed a salary adjustment that would bring the salary of State Supreme Court Justices approximately to the level of Federal District Court Judges, *i.e.*, a 19.5% increase, bringing Supreme Court salaries up to $135,500 (or just over $1,000 less than then-

[34]This report was never formally released, although it was shared with select legislators and staff.

effective Federal District Court salaries). For other trial and appellate judges, it proposed the same 19.5% pay adjustment.[35]

The 1998-99 Judicial Pay Raise

In December of 1998, pay raise legislation was enacted affecting the Judiciary, members of the Legislature and the section 169 officers of the Executive Branch. *See* L. 1998, c. 630. The apparent catalyst for this enactment was an agreement between then-Governor Pataki and legislative leaders pursuant to which the former agreed to approve a legislative (and judicial and executive) pay increase in return for passage of legislation including: (1) increase in the authorized number of charter schools in New York, and (2) deferred payment of legislative salaries for such period as the State goes without an on-time budget.

The pay increase approved for the Judiciary, which was effective January 1, 1999, amounted to pay parity for State Supreme Court Justices with Federal District Court Judges, together with proportionate pay increases for other State-paid judges.

The Chief Judge's 2005 Judicial Salaries Report

During the six years following the 1999 judicial salary pay raise, there was no further action either to increase judicial salaries yet again or to adopt a new methodology for keeping such salaries current. In 2005, prompted by concerns that the cost of living had risen by over 18% since 1999, that regular (every three years) collectively-bargained pay increases for nonjudicial personnel[36] were causing considerable salary compression within the courts (with many court employees attaining salary levels at or above those paid judges) and that Federal District Court Judges salaries had been increased to

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[35]The Commission determined to bifurcate its study and its recommendations. The first phase was to include review of economic, statistical and historical information for the purpose of formulating an appropriate judicial salary schedule. The second phase was to develop an appropriate mechanism for providing ongoing adjustment of judicial salaries so as to prevent recurrence of the many problems experienced as a result of the prevailing non-system for revising such salaries. No formal report was ever issued memorializing the Commission's findings as to this second phase.

[36]During the six-year period, those increases amounted to a minimum of 18.25%, which figure does not include the impact of tenure-based salary increases routinely received by many nonjudicial employees.

$162,100,[37] then- Chief Judge Judith Kaye published a special report on judicial salaries as part of her launch of a new campaign to achieve pay reform. This report detailed the history of judicial salaries in New York, set forth justifications for judicial pay reform and provided a specific pay proposal calling for (1) restoration of pay parity between State Supreme Court Justices and Federal District Court Judges; (2) proportionate adjustments in the salaries of other State trial and appellate judges; (3) mitigation of longstanding *intra* and *inter*-court pay disparities among the judges of New York's many trial courts; and (4) payment of automatic future cost-of-living adjustments to assure New York's trial judges of continuing pay parity with Federal District Court Judges.

Following publication of this report, the Judiciary mounted an unprecedented effort to secure legislative approval of the salary proposal it provided. Many judges traveled personally to Albany to lobby their representatives and aggressive steps were taken to secure strong editorial support in many of the State's newspapers. Also, the Judiciary began, routinely, to include funding for a judicial pay increase in its annual budget requests. Notwithstanding these efforts, no pay reform legislation was enacted — in 2005 or in any of the four succeeding years — although the Legislature began, in the State's 2006 fiscal year, to include an appropriation for a pay increase in the Judiciary Budget.[38]

Supplementing the effort, then-Chief judge Judith Kaye, in 2007, asked the National Center for State Courts to conduct a study of New York State judicial compensation. The National Center's report,[39] published in May 2007, concluded that New York State needed to adjust its judicial salaries to fair and competitive levels through a means insulated from the political process; and that Chief Judge Kaye's prevailing proposal calling for establishment of a permanent commission-based system for regular adjustment of judicial salaries should be enacted.

Judicial Pay Litigation

As 2006 came to an end — marking two years of unsuccessful campaigning for a pay raise, and nearly eight years with no judge receiving any pay adjustment — patience

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[37]Approximately an 18.6% increase since 1999, when State Justices of the Supreme Court were given pay parity with District Court Judges.

[38]The appropriation language in the Judiciary's budget was qualified through addition of a stipulation that the pay increase thereby to be funded should be "pursuant to a chapter of the laws of . . ."

[39]*See* Attachment L, *infra*.

among some of the judges ran out. Several of them proceeded to bring litigation against the State challenging the legality of its persistent failure to provide a judicial pay increase.[40] Inside of two more years, other lawsuits were brought, including a lawsuit by the Chief Judge of the State.[41] As these lawsuits made their way through the courts, the Legislature and Governor continued to stumble in their efforts to resolve the judicial pay crisis.

In 2009, the various judicial pay lawsuits were consolidated for argument before the Court of Appeals. In February, 2010 the Court issued its ruling, holding, in effect, that the Legislature violated the separation of powers by not giving independent consideration to the merits of a judicial pay increase and that the Legislature must now remedy this violation. *See Maron et al v. Silver et al*, *Larabee et al v. Governor et al*, *Chief Judge of the State of New York et al v. Governor et al*, 14 NY 3d 230 (2010). Notwithstanding this ruling, the Legislature proceeded through its 2010 regular session without taking action on legislation affecting judicial salaries.

L. 2010, c. 567

As early as 1987, with enactment of a judicial, executive and legislative pay raise in that year, the Legislature had shown an interest in finding a mechanism by which the State might regularly review and adjust the adequacy of compensation paid high-level State officials. *See* L. 1987, c. 263, §17. Over the ensuing years, there has been much discussion of this matter; and, in the years since 2005 — when Chief Judge Kaye first promoted establishment of a regular COLA to keep State judicial salaries abreast of those of Federal Judges — several different approaches to regular and automatic judicial pay

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[40] *Maron v. Silver*, 4108-07. *Maron* alleged that the inclusion of an appropriation for a judicial pay increase in the Judiciary budget was itself all that was needed to authorize that pay increase. The case also brought constitutional challenges — including assertions that judicial salaries must regularly be revised to keep pace with changes in the cost of living; and that the failure to revise salaries raised equal protection and separation of powers violations.

[41] In September, 2007, more judges brought suit in *Larabee v. Spitzer*. This litigation raised some of the same legal assertions that were made in *Maron* while raising a new one: *i.e.*, that coupling judicial pay adjustment to the fate of legislative pay adjustment and other, unrelated public policy disputes offended the separation of powers. The following year saw commencement, by Chief Judge Kaye, of her own lawsuit on behalf of the institutional Judiciary, challenging on constitutional grounds the Governor's and Legislature's continuing failure to provide judicial pay reform.

adjustment have been proposed albeit without success.[42] That is, until late this past autumn.

Perhaps motivated by the volume and durability of these proposals, or by the 2010 judicial salary litigation and the Court of Appeals' decision, at a special session of the Legislature called by the Governor for November 30, 2010 legislation was introduced and quickly passed to establish a series of quadrennial commissions on compensation for the Judiciary.[43] L. 2010, c. 567. Under this legislation, a new commission would be established on April first of every fourth year, beginning April 1, 2011. It would consist of seven members (four appointed by the Governor; one each by the Assembly Speaker and Senate President Pro Tem; and two by the Chief Judge of the State) and have 150 days in which to:

(i) examine the prevailing adequacy of pay levels and non-salary benefits received by judges and determine whether any of such pay levels warrant adjustment; and

(ii) determine whether, for any of the four years following the Commission's establishment, the annual salaries paid judges warrant adjustment.

The Commission must report its findings, conclusions, determinations and recommendations to the Governor, the Legislature and the Chief Judge within the 150-day period allocated for its business (*i.e.*, by August 28th of the year in which the Commission sits).[44] Each Commission recommendation concerning judicial pay adjustment will have the force of law and supersede inconsistent provisions of law unless modified or abrogated by statute prior to April first of the year to which such recommendation applies.

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[42]Some of these proposals attained bill status and were formally introduced in the Legislature. Notably, in some, the effort to provide a means of conducting automatic review and adjustment of salaries was expanded to include members of the Legislature and Executive Branch officials in addition to judges.

[43]Exactly why this legislation passed at this time is a question for political pundits and historians. Most likely it is owing to a combination of circumstances, including the outgoing Governor's interest in burnishing his legacy, legislative concern that there be compliance with the spirit, if not the letter, of the Court of Appeals' ruling in the judicial pay cases and the aggressive advocacy of Chief Judge Lippman for judicial pay reform.

[44]The enabling statute contains no express provision governing the procedures to be followed by a Commission, nor does it provide for staffing or facilities. The statute does, however, authorize the Commission to request and receive assistance from State agency personnel. Once a Commission makes its report, the Commission ceases to exist.

Notably, chapter 567 made no provision for consideration of the pay circumstances of legislators, section 169 officers and other high-ranking Executive Branch officials.

ATTACHMENT 6

Memorandum discussing past judicial salary enactments in New York

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PAST JUDICIAL SALARY ENACTMENTS

The following is a summary of statutory judicial salary adjustments enacted since April 1, 1977, when the State assumed funding responsibility for the courts and judges became State-employees and full State-paid:

L. 1979, c. 55

Enacted in April of 1979 following the recommendations of a gubernatorial *Ad Hoc* Panel on Executive, Legislative and Judicial Compensation, chapter 55 consisted of a series of percentage increases (7% retroactive to October 1, 1978; 7% effective October 1, 1979; and approximately 3.39% effective October 1, 1980), along with establishment of minimum salaries for county-level and full-time city-level judges.

L. 1980, c. 881

Enacted during a special legislative session in the fall of 1980, chapter 881 consisted of two percentage increases (5% effective January 1, 1981; and 7% effective January 1, 1982).

L. 1984, c. 986

Enacted in December of 1984, chapter 986 consisted of a 14% increase for Associate Judges of the Court of Appeals and 24-27% increases for all other judges effective January 1, 1985.

L. 1987, c. 263

Enacted in the summer of 1987, chapter 263 consisted of a 24% increase for Associate Judges of the Court of Appeals, a 15.9% for justices of the Supreme Court and 18-21% increases for all other judges effective October 1, 1987.

L. 1993, c. 60

Enacted in April of 1993 following the recommendations of a special gubernatorial commission, chapter 60 consisted of an 8.7% increase for Associate Judges of the Court of Appeals, a 15.4% increase for judges of the upstate City Courts and 19-21% increases for all other judges effective in four stages over an 18-month period beginning April 1, 1993.

L. 1998, c. 630

Enacted in December of 1998, chapter 630 consisted of approximately 21% increases for most judges (with slightly higher increases for City Court judges), effective January 1, 1999. The result of this adjustment was to put justices of the Supreme Court in pay parity with Judges of the Federal District Courts.

ATTACHMENT 7

Memorandum discussing constitutional considerations in establishing judicial pay levels

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CONSTITUTIONAL CONSIDERATIONS IN ESTABLISHING JUDICIAL PAY LEVELS

Constitutional principles surrounding judicial compensation tend to be complex and evolving, both in New York and nationally. As recent cases regarding judicial salaries demonstrate, some of these constitutional principles broadly concern the amount of judicial compensation and the process of determining those amounts, while others implicate pay disparities between similarly situated judges and courts.

As a general matter, five constitutional interests appear to frame the judicial compensation issue for purposes of the Commission's deliberations:

1. Non-diminution. Most state constitutions, including the New York Constitution, forbid reducing judicial compensation as one of the many protections of the separation and balance of powers. To date, this prohibition has been understood in New York and most other jurisdictions to prohibit any reduction in nominal judicial compensation but not to affirmatively require steps to insulate the purchasing power of judicial salaries from gradual erosion by inflation. This ban on reducing judicial compensation also has been understood to include certain non-salary benefits. In New York and a number of other jurisdictions, the prohibition applies only to the judicial term of office, thus allowing – as a constitutional matter – pay reductions to take effect at the start of a new judicial term of office. In some other jurisdictions (*e.g.* Pennsylvania), judicial salaries may be reduced if the reduction broadly and equivalently extends to other branches of government, so as not to target the Judiciary for disparate treatment.

2. Adequacy. While at times in the past the New York Constitution fixed judicial compensation directly, today the Constitution relegates the amount of judicial compensation to determination by the Governor and Legislature, to be established and periodically adjusted "by law." Debates from New York constitutional conventions narrated that this change from constitutional fixity to statutory discretion was to better protect judicial compensation against the vagaries of inflationary erosion and potential for political neglect (because the Constitution is more difficult and time-consuming to amend than a statute). In service of this motivation and the sound discretion it necessarily implies, the New York Constitution makes no express statement about the amount of judicial compensation and provides no fixed guidelines to guide deliberations. However, the separation-of-powers premise of a co-equal, independent and effective Judiciary has prompted some states – whether by express constitutional directive or court action – to require that judicial compensation must be "adequate." In the words of the highest court of a sister state, "Without adequate compensation, a competent judicial system is not

possible." Adequacy, in turn, might be gauged by various measures and policy goals, including but not limited to –

➢ recruiting and retaining sufficient numbers of suitably skilled and experienced attorneys for judicial service (based, for example, on the labor market for comparably skilled and experienced attorneys – for most courts at least 10 years' admission to the New York bar);

➢ preserving the authority and functional station of judges vis-à-vis other professionals appearing in their courtrooms (*e.g.* the private bar, expert witnesses, prosecutors, defenders, etc.); and

➢ safeguarding the effective administration and management of the Judiciary in relation to the compensation paid to non-judicial personnel serving with or under judges.

3. <u>Rationality in disparate judicial pay levels.</u> Where judges are paid different salaries, the Constitution requires that these disparities must have at least a rational basis: equal protection principles require that judicial pay distinctions cannot be arbitrary. This principle prompted a series of successful lawsuits in New York that challenged pay disparities between judges of mainly county- and city-level courts doing comparable if not identical work. In some cases, courts found that laws fixing judicial salaries county by county and city by city were irrational to the extent that they paid judges different salary levels even though the counties or cities in which they presided had similar living costs and dockets. While to date these principles have applied mainly to pay disparities *within* courts (*e.g.* Family Court, County Court, City Court), they also may be relevant to pay disparities *between* courts that share comparable or overlapping jurisdiction but carry different compensation levels.

4. <u>Independent merits-based analysis.</u> Separate from the amount of judicial pay, the Constitution requires that adjustments to judicial pay be considered on the merits and not "linked" to either legislative or executive pay levels or extraneous policy issues. This result flows from the Judiciary's constitutional status as a co-equal branch of government whose independence would be undermined if judicial salaries fixed by the other branches of government turned on irrelevant factors within the sole political control of the other branches. So held the Court of Appeals in the 2008-2010 judicial pay litigation, but the Court did not fully explicate which factors are appropriate policy considerations that the Legislature properly may weigh. As of this date, therefore, we know only that the particular combination of political events to which judicial salaries had

been "linked," which conspired to frustrate enactment of a judicial pay adjustment, involved injection of inappropriate considerations.

5. <u>Public confidence in the effective operation of the Judiciary.</u> The separation of powers requires that the Judiciary be funded and operated in a manner that ensures its effective operation as a branch of government able to successfully discharge its constitutional and statutory responsibilities to litigants, the other branches of government and the public. This criterion overlaps with constitutional interests in pay "adequacy," but arguably extends further to include the sensitive matter of public confidence in the courts. As with so much concerning the Third Branch, public confidence in the fairness, expertise, neutrality and timeliness of court operations is a concern of the highest order because it goes to the Judiciary's core identity, purpose and legitimacy. If the public or the press reasonably perceives that the amount of judicial compensation or its manner of adjustment may impair judicial expertise, or cast doubt on judicial independence or neutrality (whether as to the other branches of government or any other subset of litigants), that result would impair public confidence in the courts and with it the Judiciary's constitutional legitimacy as government's neutral arbiter of legal disputes. Judicial pay levels, and the process of setting them, therefore should be fashioned so as to promote public confidence in the Judiciary that is one of the chief hallmarks of a healthy justice system.

ATTACHMENT 8

Memorandum discussing the problems of pay disparity in the New York court system

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THE CONTINUING PROBLEMS OF JUDICIAL PAY DISPARITY

I

In 1979, the Legislature directed that the Chief Administrative Judge study "whether unreasonable disparity exists in the compensation of judges of the same rank in different parts of the state." L. 1979, c. 55, §4. Such a study was needed because it was clear that, in the wake of the 1976 enactment of the Unified Court Budget Act and its mandate that all county-level and city-level judges become State employees at salary levels fixed by local governments (*see* [former] Judiciary Law §220(6)), there was neither logic nor equity in pay relationships within the existing judicial salary structure. Salaries of judges of the same rank and responsibility varied greatly between localities, sometimes even between judges in the same locality[1]. For example, in Albany County, County Court Judges were paid higher salaries than their Family and Surrogate's Court colleagues. In neighboring Rensselaer, Saratoga and Schenectady Counties, county-level judicial salaries were all the same. In Dutchess County, a short distance down the Hudson to the south, the Surrogate was paid considerably more than the County and Family Court Judges. To the north, all the county-level judges in Clinton County were paid more than county-level judges in any of the other counties of the Fourth Judicial District, including judges of the more populous and cosmopolitan Schenectady County. Indeed, Clinton County's judges were more highly paid than all the county-level judges in Onondaga County, which includes Syracuse, the State's fifth largest city. More highly compensated, too, were the judges of Tompkins County, just south of Onondaga County.

Other examples abound. Moreover, the phenomenon was not limited to the county-level courts. The City Courts outside New York City had their share of salary disparity problems[2]. For example, on April 1, 1977, on the date the State assumed full

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[1]These discrepancies were the result of local politics and local finances. Some localities were more generous with their judges; some less so. In some places, a higher salary was paid a judge because of the fortuity of his or her good political or personal connection to the local executive or legislature; and, conversely, where a local judge was out of favor, he or she might be paid a lesser salary than a judge of equal rank in a neighboring locality or even than another judge of his or her locality. With enactment of the Unified Court Budget Act, these purely-local decisions became built into State law and bound the State Judiciary into the future.

[2]City Courts in New York have either full-time judges (*i.e.*, those who are not permitted to practice law on the side) or part-time judges (*i.e.*, those who are permitted to practice law), or a mixture of both. As part of the judicial pay raise enacted in 1984, disparities in the salaries of the part-time

funding responsibility for the courts, a Judge of the Utica City Court earned $38,000 annually, while a Judge of the Buffalo City Court — in a significantly larger venue with an arguably higher cost of living — earned but $32,000. Likewise, on that date, a Judge of the Rochester City Court earned $33,900, while a Judge of the Syracuse City Court earned $33,280. Even more dramatically, the City Judges of White Plains and Yonkers, cities much smaller than Buffalo and Rochester, earned $40,500 and $41,000, respectfully[3].

Regrettably, even in the face of these and many other salary anomalies, the Legislature neither followed the recommendations of the Evans Report[4], nor undertook, on its own, to settle the pay disparity problems[5]. Instead, it merely followed what appears to be a path of least resistance — *viz.*, enacting another straightforward percentage pay increase for judges, coupled with a call for further study of the pay parity issue. *See* L. 1980, c. 881, §17. In 1985, when salaries were next adjusted, the Legislature ignored the parity issue altogether. In 1987, it commissioned a further study (the Jones (I) Commission), which, thereafter, called for full pay parity among judges of the major trial courts. That study, too, was filed away with no implementation.

The Executive has been no more successful in finding a way to deal with the pay disparity problems. Governor Cuomo's 1992 establishment of the Jones (II) Commission, with a direction to inquire into these problems, produced nothing more than:

> "[T]he Commission has determined [the pay disparity] issue to be complex, requiring detailed examination of many

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judges were eliminated as a uniform salary structure was adopted for them. *See* L. 1984, c. 986. No comparable adjustments were made in salaries of full-time judges, however. They saw only a uniform percentage increase, which, ironically, had the effect of aggravating existing disparities.

[3]*But see* "History of Judicial Salary Reform in New York", *infra*, Attachment K, footnote 7 [noting that, in fact, some minimal effort was made in 1979, as part of the first pay raise received by judges following their becoming State-paid, to mitigate inherited salary disparities].

[4]*See* "History of Judicial Salary Reform in New York", *id.*, for a summary of the Evans Report. As noted in that Report, Chief Administrative Judge Evans called for court merger and, absent that, for pay parity between judges of the major trial courts.

[5]In the years since 1977, the Legislature acted frequently to convert part-time City Court judgeships to full-time. When doing so, the Legislature has almost invariably conferred upon the new judgeships (approximately 50-60 in number) the lowest full-time salary then being paid a City Court judge. The result is that there has been a proliferation of such judgeships being paid at the low end of the City Court salary spectrum. This has aggravated the disparity problem even further.

> factors. Proper consideration of this subject would require extensive study and evaluation. For these reasons, this Commission has recommended that the issue of uniform compensation be studied [in the future by a continuing Temporary Commission on Judicial Compensation]." *See* Jones (II) Report, p. 12.

Thus, after 32 years of study by the Judiciary and by a series of blue ribbon panels established by the Legislature and the Governor expressly for the purpose of studying and recommending settlement of the issue, little success has been achieved. The result of this continuing futility has been years of stagnation and only minimally-successful litigation between judges and their employer, the State, alleging that these disparities are so irrational as to violate the Constitution's equal protection guarantee.

II

The pay disparity problem has been a seemingly intractable one for so many years, not merely because of any potential cost associated with its resolution. There are other concerns and, indeed, the judges themselves are by no means of a single mind about them.

First, does resolution of the problem require full equalization of county-level salaries, as was recommended by Judge Evans in his Report and by the Jones (I) Commission? One view of the issue is that, inasmuch as Justices of the Supreme Court (along with court system nonjudicial employees) enjoy a uniform salary regardless of where in the State they sit, county-level (and city-level) judges ought to be subject to the same treatment. The opposing view is that a single statewide salary defies the reality that the cost of living varies considerably from area to area in the State. This was the view taken by the Dentzer Commission in 1982, when it recommended a 16% pay increment for judges serving in the larger, metropolitan areas of the State.

A second concern: there are many who, for good reasons and bad, oppose court restructuring in New York; and the cost associated with restructuring is one of the major arguments they use to plead their case. For them, elimination or, at least, reduction of the cost of restructuring through resolution of the pay disparity problem (by bringing judicial salaries closer together) weakens their case. It also could be thought to predispose the Legislature and the public to support restructuring by suggesting that, if judges of different courts all merit the same compensation, other distinctions between them ought to fall.

A third concern: while there are those who recommend that the pay disparity problem be cured by moving all judges up to the level of compensation of the highest paid among them, there are others who recommend that just the opposite path be followed. That is, that judges at the top end of the county-level scale should be moved down to be equalized with their lesser paid colleagues. While such an approach certainly has appeal from a fiscal point of view, its effect would be: (1) to distort longstanding relationships between the highest-paid county-level judges and Justices of the Supreme Court, a politically-daunting task; and (2) maybe more importantly, to signal to some that many judges have been overpaid — perhaps a sign that the general effort to insure adequate judicial compensation for all judges is not well-founded[6].

III

Of special note in consideration of this issue is the approach urged by then-Chief Judge Kaye in her 2005 report on judicial salaries. She proposed to resolve the longstanding parity problem by establishing salary floors for county-level and city-level judgeships, which, while not entirely doing away with judicial pay disparity, would eliminate the gross disparities of the past[7]. Thus, she called for a 95% rule for county-level judges: *i.e.*, no county-level judge should earn less than 95% of a Supreme Court Justice's pay. Similarly, she advocated a 90% rule for City Court Judges outside New York City — a rule that not only sought to standardize an appropriate pay relationship but that also would eliminate all *intra*-court pay disparities among these judges. These proposals were generally well-received by the affected judges and by the Legislature (in the series of judicial salary legislative proposals that have been streamed to the Legislature in the years since the Chief Judge's report) — having been thought to strike an appropriate balance between preservation of the existing court structure and the need for salary equity among the judges.

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[6]While the State Constitution bans reducing the compensation of judges, this prohibition applies only during the term of office for which a judge is selected. *See* NY Const., Art. VI, §25(a). Thus, a pay *reduction* solution for *intra*- and *inter*-court pay disparities, however anathema, could pass constitutional muster if reduced pay levels took effect for each judgeship only at the start of its succeeding term of office.

[7]For example, under present law, a substantial number of County Judges earn $119,800 annually — or $16,900 less than a Justice of the Supreme Court who may sit in a civil court part next door to him or her. In other words, only 87% of the latter's pay even though the principal function of a County Judge is to exercise felony jurisdiction in his or her county. By contrast, in New York City, where there are no County Judges, Supreme Court Justices earn the same salaries — $136,700 — whether they preside over civil parts or felony parts. The same is true as to Family Court Judges: in the City, they earn the same pay as a Justice of the Supreme Court, whereas outside the City, they may earn salaries that are significantly less than those of their local Supreme Court colleagues.

ATTACHMENT 9

Chart: "Salaries of Federal District Court Judges compared with those of NYS Justices of the Supreme Court: 1977-2010"

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SALARIES OF FEDERAL DISTRICT COURT JUDGES COMPARED WITH THOSE OF NYS JUSTICES OF THE SUPREME COURT: 1977-2010

In 1977, the State assumed responsibility for funding the courts. JSC salaries exceeded those of Federal District Court Judges a total of four years (1985-86 and 1988-89).

Year	District Judge Salary	JSC Salary
1977	$54,500	$48,998
1978	$54,500	$52,428
1979	$61,500	$56,098
1980	$67,100	$58,000
1981	$70,300	$60,900
1982	$73,100	$65,163
1983	$73,100	$65,163
1984	$76,000	$65,163
1985	$78,700	$82,000
1986	$78,700	$82,000
1987	$89,500	$95,000
1988	$89,500	$95,000
1989	$89,500	$95,000
1990	$96,600	$95,000
1991	$125,100	$95,000
1992	$129,500	$95,000
1993	$133,600	$104,000
1994	$133,600	$113,000
1995	$133,600	$113,000
1996	$133,600	$113,000

Year	District Judge Salary	JSC Salary
1997	$133,600	$113,000
1998	$136,700	$113,000
1999	$136,700	$136,700
2000	$141,300	$136,700
2001	$145,100	$136,700
2002	$150,000	$136,700
2003	$154,700	$136,700
2004	$158,100	$136,700
2005	$162,100	$136,700
2006	$165,200	$136,700
2007	$165,200	$136,700
2008	$169,300	$136,700
2009	$174,000	$136,700
2010	$174,000	$136,700

ATTACHMENT 10

Chart: "Salaries of Federal District Court Judges compared with those of NYS Justices of the Supreme Court: 1999-2010"

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SALARIES OF FEDERAL DISTRICT COURT JUDGES COMPARED WITH THOSE OF NYS JUSTICES OF THE SUPREME COURT: 1999-2010

Note that, in the 22 years prior to 1999 (*i.e.*, the years since the State assumed responsibility for funding the courts), JSC salaries exceeded those of Federal District Court Judges a total of four years (1985-86 and 1988-89).

Year	District Judge Salary	JSC Salary
1999	$136,700	$136,700
2000	$141,300	$136,700
2001	$145,100	$136,700
2002	$150,000	$136,700
2003	$154,700	$136,700
2004	$158,100	$136,700
2005	$162,100	$136,700
2006	$165,200	$136,700
2007	$165,200	$136,700
2008	$169,300	$136,700
2009	$174,000	$136,700
2010	$174,000	$136,700

ATTACHMENT 11

Chart: "A Comparison of All Levels of the Federal Judiciary and JSC's (2001 to 2011)"

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A COMPARISON OF ALL LEVELS OF THE FEDERAL JUDICIARY AND JSC's (2001 to 2011)

This chart shows the salaries of all levels of the Federal Judiciary compared with the salary of a New York State Supreme Court Justice over the period 2001-2011.

Year	Chief Justice, US Sup. Ct.	Associate Justice, US Sup. Ct.	Judge, US Court of Appeals	Judge, Federal District Court	NYS Supreme Court Justice
2001	$186,300	$178,300	$153,900	$145,100	$136,700
2002	$192,600	$184,400	$159,100	$150,000	$136,700
2003	$198,600	$190,100	$164,000	$154,700	$136,700
2004	$203,000	$194,300	$167,600	$158,100	$136,700
2005	$208,100	$199,200	$171,800	$162,100	$136,700
2006	$212,100	$203,000	$175,100	$165,200	$136,700
2007	$212,100	$203,000	$175,100	$165,200	$136,700
2008	$217,400	$208,100	$179,500	$169,300	$136,700
2009	$217,400	$208,100	$179,500	$169,300	$136,700
2010	$223,500	$213,900	$184,500	$174,000	$136,700
2011	$223,500	$213,900	$184,500	$174,000	$136,700

ATTACHMENT 12

Chart: "Salaries of State Trial Judges Compared with those of NYS Justices of the Supreme Court: 2010"

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SALARIES OF STATE TRIAL JUDGES COMPARED WITH THOSE OF NYS JUSTICES OF THE SUPREME COURT: 2010

The adjusted salaries and the resulting state rankings set forth in this chart are derived from application of a weighted average cost-of-living index computed for each state using 2010 cost-of-living information compiled by the American Chamber of Commerce Researchers Association (ACCRA) and 2009 census data.

STATES COMPARED: ACTUAL SALARIES

State	Actual Salary	Rank
Illinois	$178,835	1
California	$178,789	2
Alaska	$174,396	3
Dist. of Col.	$174,000	4
Delaware	$168,850	5
New Jersey	$165,000	6
Pennsylvania	$164,602	7
Nevada	$160,000	8
Virginia	$158,134	9
Tennessee	$154,320	10
Washington	$148,831	11
Connecticut	$146,780	12
Arizona	$145,000	13
Rhode Island	$144,861	14
Georgia	$144,752	15
Florida	$142,178	16
Maryland	$140,352	17

STATES COMPARED: ADJUSTED SALARIES

State	Adjusted Salary	Rank
Tennessee	$173,004	1
Delaware	$163,928	2
Illinois	$160,103	3
Virginia	$158,134	4
Nevada	$157,480	5
Georgia	$153,665	6
Arkansas	$147,624	7
Iowa	$147,430	8
Nebraska	$147,216	9
Alabama	$144,944	10
Florida	$144,784	11
Pennsylvania	$144,514	12
Arizona	$144,135	13
Michigan	$143,654	14
Louisiana	$141,495	15
Kentucky	$139,709	16
Indiana	$138,836	17

State	Actual Salary	Rank
Michigan	$139,919	18
Iowa	$137,700	19
New Hampshire	$137,084	20
New York	$136,700	21
Louisiana	$136,543	22
Arkansas	$136,257	23
Hawaii	$136,127	24
Alabama	$134,943	25
Utah	$132,150	26
Nebraska	$132,053	27
South Carolina	$130,312	28
Massachusetts	$129,624	29
Minnesota	$129,124	30
Wisconsin	$128,600	31
Colorado	$128,598	32
North Carolina	$127,957	33
Indiana	$125,647	34
Wyoming	$125,200	35
Texas	$125,000	36
Kentucky	$124,620	37
Oklahoma	$124,373	38
Vermont	$122,867	39
Ohio	$121,350	40
Missouri	$120,484	41
Kansas	$120,037	42
North Dakota	$119,330	43
West Virginia	$116,000	44

State	Adjusted Salary	Rank
Washington	$137,552	18
Oklahoma	$136,824	19
Utah	$135,123	20
Texas	$134,989	21
North Carolina	$133,567	22
Alaska	$133,025	23
South Carolina	$132,431	24
Colorado	$131,625	25
Kansas	$130,475	26
California	$129,934	27
Missouri	$129,275	28
Ohio	$128,006	29
Wisconsin	$126,950	30
Wyoming	$126,083	31
New Jersey	$126,050	32
North Dakota	$125,743	33
West Virginia	$125,405	34
Dist. of Col.	$124,197	35
Minnesota	$120,339	36
Idaho	$117,692	37
Rhode Island	$117,487	38
New Hampshire	$117,366	39
Maryland	$115,802	40
South Dakota	$115,336	41
New Mexico	$114,026	42
Connecticut	$112,734	43
Mississippi	$110,233	44

State	Actual Salary	Rank
Oregon	$114,468	45
Idaho	$112,043	46
Maine	$111,969	47
New Mexico	$111,631	48
South Dakota	$110,377	49
Montana	$106,870	50
Mississippi	$104,170	51

State	Adjusted Salary	Rank
Montana	$106,763	45
Oregon	$103,497	46
Massachusetts	$102,713	47
Vermont	$101,964	48
Maine	$96,111	49
Hawaii	$82,153	50
New York	$81,710	51

ATTACHMENT 13

Chart: "Comparison of Workload and Judicial Resources since 1999"

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COMPARISON OF WORKLOAD AND JUDICIAL RESOURCES SINCE 1999

Over the past twelve years, growth in judicial workload has far outpaced growth in judicial resources. In 1998, the year prior to the last salary increase, there were 3.7 million new filings in the court system statewide. By 2009, the number of new filings had increased to 4.5 million, a growth of 20 percent. The chart on the next page documents this growth in filings by case types, and reveals a particularly sharp growth (43%) in civil cases.

In addition to dramatic growth in case filings, there also has been an increase in the judicial workload because cases have become more complex and time-consuming. Some of this additional workload is the result of new statutory requirements, *e.g.*, requirements that prior to issuing a custody or visitation order a judge review the result of various data-base searches, and that there be increased judicial oversight in Family Court permanency cases. Other increases in judicial workload are the result of economic or social changes, such as increasing numbers of litigants appearing in court without counsel.

In the face of this dramatic increase in workload, there has been a very modest increase in the number of authorized judgeships. As shown on the chart on page 3, from 1999 to date, there have been only 32 new judgeships created — an increase of only 2.6 percent. Critically, no new judgeships have been created since 2006.

(*Source:* Office of Court Administration)

TRIAL COURT FILINGS: 1998 AND 2009

Court	1998	2009	98-09 % Change
I. Criminal Cases:			
Supreme and County Courts Criminal	63,341	52,702	-17%
NYC Criminal Court	883,079	916,316	4%
City & District Courts outside NYC	676,120	772,176	14%
Total Criminal:	**1,622,540**	**1,741,194**	**7%**
II. Civil Cases:			
Supreme and County Courts Civil	417,069	508,648	22%
NYC Civil Court	592,323	909,064	53%
City & District Courts outside NYC	240,917	358,529	49%
Arbitration	9,377	17,128	83%
Court of Claims	2,143	1,696	-21%
Small Claims Assessment Review Program	50,284	85,265	70%
Total Civil:	**1,302,736**	**1,863,202**	**43%**
III. Family Court Cases:			
Family Court	654,602	742,365	13%
Total Family:	**654,602**	**742,365**	**13%**
IV. Surrogate's Court Cases:			
Surrogate's Court	167,272	138,182	-17%
Total Surrogate's:	**167,272**	**138,182**	**-17%**
GRAND TOTAL	3,747,150	4,484,943	20%

NEW JUDGESHIPS: 1999 TO PRESENT

Year	Judgeship	Location	Totals
1999	1 County Judge	Ontario County	1
2000	1 Family Court Judge	Monroe County	1
2001	1 City Court Judge (part-time)	Binghamton	7
	1 City Court Judge (full-time)	Albany	
	1 City Court Judge (full-time)	Buffalo	
	1 City Court Judge (full-time)	New Rochelle	
	1 City Court Judge (full-time)	Rochester	
	1 City Court Judge (full-time)	Schenectady	
	1 City Court Judge (full-time)	Syracuse	
2002	1 Supreme Court Justice	9th Judicial District	1
2003	None		0
2004	None		0
2005	2 Supreme Court Justices	9th Judicial District	21
	1 Supreme Court Justice	11th Judicial District	
	1 Supreme Court Justice	12th Judicial District	
	5 Court of Claims Judges - Paragraph A		
	9 Court of Claims Judges - Paragraph D		
	1 County Court Judge	Rensselaer County	
	1 Family Court Judge	Orange County	
	1 Surrogate	Kings County	
2006	1 City Court Judge (full-time)	Niagara Falls	1
2007	None		0
2008	None		0
2009	None		0
2010	None		0
	TOTAL		32

ATTACHMENT 14

Chart: "Salaries of Chief Judge of State Courts of Last Resort"

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SALARIES OF CHIEF JUDGES OF STATE COURTS OF LAST RESORT

This chart shows the salaries of all of the Chief Judges in the United States as they compare to the salary of the Chief Judge of New York State. (*source:* National Center for State Courts)

State	Present Salary Level of Chief Judge of Court of Last Resort
California	$228,856
Illinois	$207,066
Pennsylvania	$195,138
Virginia	$195,000
Delaware	$194,750
New Jersey	$192,705
Alaska	$188,604
Maryland	$181,352
Alabama	$181,127
Connecticut	$175,645
Rhode Island	$171,835
Iowa	$170,850
Tennessee	$170,340
Nevada	$170,000
Georgia	$167,210
Michigan	$164,610
Washington	$164,221
Minnesota	$160,579
Arizona	$160,000
Florida	$157,976
Hawaii	$156,727

Arkansas	$157,000
Louisiana	$157,000
New York	$156,000
Texas	$152,500
Wisconsin	$152,495
New Hampshire	$151,447
Indiana	$151,328
Massachusetts	$151,239
Ohio	$150,850
Utah	$147,350
Oklahoma	$147,000
South Carolina	$144,029
Colorado	$142,708
North Carolina	$140,932
Kentucky	$140,508
Missouri	$139,534
Kansas	$139,310
Maine	$138,294
Vermont	$135,421
North Dakota	$133,968
Nebraska	$132,278
Wyoming	$131,500
Oregon	$128,556
New Mexico	$125,691
Idaho	$121,006
South Dakota	$120,173
West Virginia	$121,000
Mississippi	$115,390
Montana	$115,160

ATTACHMENT 15

Chart: "Salaries of Chief Judge, Associate Judge and Trial Court Judges of State Courts of Last Resort and the Percentage Difference in Salaries"

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SALARIES OF CHIEF JUDGE, ASSOCIATE JUDGE AND TRIAL COURT JUDGES OF STATE COURTS OF LAST RESORT AND THE PERCENTAGE DIFFERENCE IN SALARIES

This chart shows the salaries of all of the Chief Judges, Associate Judges and Trial Court Judges in the United States. It also shows the percentage difference between the Chief Judges and the Trial Court Judges. (*source:* National Center for State Courts)

State	Present Salary Level of Chief Judge of Court of Last Resort	Present Salary Level of Associate Judge of Court of Last Resort	Present Salary Level of Trial Court Judge	% difference between the Chief Judge salary and the Trial Court Judge salary
California	$228,856	$218,237	$178,789	28%
Illinois	$207,066	$207,066	$178,835	16%
Pennsylvania	$195,138	$189,620	$164,602	19%
Virginia	$195,000	$188,839	$158,134	23%
Delaware	$194,750	$185,050	$168,850	15%
New Jersey	$192,705	$185,482	$165,000	17%
Alaska	$188,604	$188,604	$174,396	8%
Maryland	$181,352	$162,352	$140,352	29%
Alabama	$181,127	$180,005	$134,943	34%
Connecticut	$175,645	$162,520	$146,780	20%
Rhode Island	$171,835	$156,213	$144,861	19%
Iowa	$170,850	$163,200	$137,700	24%
Tennessee	$170,340	$165,336	$154,320	10%
Nevada	$170,000	$170,000	$160,000	6%
Georgia	$167,210	$167,210	$144,752	16%
Michigan	$164,610	$164,610	$139,919	18%
Washington	$164,221	$164,221	$148,831	10%
Minnesota	$160,579	$145,981	$129,124	24%

State	Present Salary Level of Chief Judge of Court of Last Resort	Present Salary Level of Associate Judge of Court of Last Resort	Present Salary Level of Trial Court Judge	% difference between the Chief Judge salary and the Trial Court Judge salary
Arizona	$160,000	$155,000	$145,000	10%
Florida	$157,976	$157,976	$142,178	11%
Hawaii	$156,727	$151,118	$136,127	15%
Arkansas	$157,000	$145,204	$136,257	15%
Louisiana	$157,000	$150,000	$136,543	15%
New York	$156,000	$151,200	$136,700	14%
Texas	$152,500	$150,000	$125,000	22%
Wisconsin	$152,495	$144,495	$128,600	19%
New Hampshire	$151,447	$146,917	$137,084	10%
Indiana	$151,328	$151,328	$125,647	20%
Massachusetts	$151,239	$145,984	$129,624	17%
Ohio	$150,850	$141,600	$121,350	24%
Utah	$147,350	$145,350	$132,150	12%
Oklahoma	$147,000	$137,655	$124,373	18%
South Carolina	$144,029	$137,171	$130,312	11%
Colorado	$142,708	$139,660	$128,598	11%
North Carolina	$140,932	$137,249	$127,957	10%
Kentucky	$140,508	$135,504	$124,620	13%
Missouri	$139,534	$137,034	$120,484	16%
Kansas	$139,310	$135,905	$120,037	16%
Nebraska	$139,278	$139,278	$132,053	5%
Maine	$138,294	$119,476	$111,969	24%
Vermont	$135,421	$129,245	$122,867	10%
North Dakota	$133,968	$130,228	$119,330	12%
Wyoming	$131,500	$131,500	$125,200	5%
Oregon	$128,556	$125,688	$114,468	12%
New Mexico	$125,691	$123,691	$111,631	13%

State	Present Salary Level of Chief Judge of Court of Last Resort	Present Salary Level of Associate Judge of Court of Last Resort	Present Salary Level of Trial Court Judge	% difference between the Chief Judge salary and the Trial Court Judge salary
Idaho	$121,006	$119,506	$112,043	8%
South Dakota	$120,173	$118,173	$110,377	9%
West Virginia	$121,000	$121,000	$116,000	4%
Mississippi	$115,390	$112,530	$104,170	11%
Montana	$115,160	$113,964	$106,870	8%

ATTACHMENT 16

Chart: "Comparison of Judicial Salary Growth to General Cost-Of-Living Growth (1977-2010)"

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COMPARISON OF JUDICIAL SALARY GROWTH TO GENERAL COST-OF-LIVING GROWTH (1977-2010)

The Consumer Price Index (CPI) is a measure of the average change in prices over time in prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 87 percent of the total population; and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers 32 percent of the total population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force. The shaded column on the following chart shows the hypothetical growth of JSC salaries were they pegged to growth in the CPI-U and adjusted accordingly at the end of the years listed.

Year	CPI Growth for Year	Actual JSC Salary on Date	JSC Salary were it Adjusted by CPI growth
1976	----------	$48,998	$48,998
1977	5.6%	$48,998	$51,742
1978	6.3%	$52,428	$55,002
1979	10.0%	$56,098	$60,502
1980	12.9%	$58,000	$68,307
1981	10.7%	$60,900	$75,616
1982	5.3%	$65,163	$79,624
1983	4.2%	$65,163	$82,968
1984	4.7%	$65,163	$86,868
1985	3.7%	$82,000	$90,082
1986	2.5%	$82,000	$92,334
1987	4.4%	$95,000	$96,397
1988	5.0%	$95,000	$101,217
1989	5.6%	$95,000	$106,885

Year	CPI Growth for Year	Actual JSC Salary on Date	JSC Salary were it Adjusted by CPI growth
1990	6.0%	$95,000	$113,298
1991	4.5%	$95,000	$118,396
1992	3.4%	$95,000	$122,421
1993	2.8%	$104,000	$125,849
1994	2.4%	$113,000	$128,869
1995	2.3%	$113,000	$131,833
1996	2.8%	$113,000	$135,524
1997	2.4%	$113,000	$138,777
1998	1.4%	$113,000	$140,720
1999	2.1%	$136,700	$143,675
2000	3.4%	$136,700	$148,560
2001	2.8%	$136,700	$152,720
2002	2.1%	$136,700	$155,927
2003	2.8%	$136,700	$160,293
2004	3.5%	$136,700	$165,903
2005	3.6%	$136,700	$171,876
2006	3.6%	$136,700	$178,064
2007	2.6%	$136,700	$182,694
2008	4.0%	$136,700	$190,002
2009	.02%	$136,700	$190,040
2010	2.0%	$136,700	$193,841

ATTACHMENT 17

Chart: "Comparison of Judicial Salary Growth to General Cost-Of-Living Growth (1999-2010)"

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COMPARISON OF JUDICIAL SALARY GROWTH TO GENERAL COST-OF-LIVING GROWTH (1999-2010)

The Consumer Price Index (CPI) is a measure of the average change in prices over time in prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 87 percent of the total population; and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers 32 percent of the total population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force. The shaded column on the following chart shows the hypothetical growth of JSC salaries were they pegged to growth in the CPI-U and adjusted accordingly at the end of the years listed.

Year	CPI Growth for Year	Actual JSC Salary on Date	JSC Salary were it Adjusted by CPI Growth
1999	2.1 %	$136,700	$139,514
2000	3.4 %	$136,700	$144,259
2001	2.8 %	$136,700	$148,279
2002	2.1 %	$136,700	$151,335
2003	2.8 %	$136,700	$155,597
2004	3.5 %	$136,700	$160,984
2005	3.6 %	$136,700	$166,854
2006	3.6 %	$136,700	$172,885
2007	2.6 %	$136,700	$177,318
2008	4 %	$136,700	$184,389
2009	0.02 %	$136,700	$184,419
2010	2 %	$136,700	$188,057

ATTACHMENT 18

Chart: "Comparison of Judicial Salary Growth to Cost-Of-Living Growth in Social Security Benefits (1977-2010)"

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COMPARISON OF JUDICIAL SALARY GROWTH TO COST-OF-LIVING GROWTH IN SOCIAL SECURITY BENEFITS (1977-2010)

Since 1975, the Social Security Administration (SSA) has increased general benefits to reflect increases in the cost-of-living (COLAs) as measured by changes in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). The shaded column shows where the salaries of Justices of the supreme Court would have been had they been adjusted to reflect these increases beginning as of the date of the State's assumption of court funding. Note: because of the manner in which the SSA applies the COLAs, each hypothetical salary is as it would have been following close of the third quarter of that year.

Year	COLA for Year	Actual JSC Salary on Date	JSC Salary were it Adjusted by SSA COLA
1976	----------	$48,998	$48,998
1977	5.9%	$48,998	$51,889
1978	6.5%	$52,428	$55,262
1979	9.9%	$56,098	$60,733
1980	14.3%	$58,000	$69,418
1981	11.2%	$60,900	$77,193
1982	7.4%	$65,163	$82,905
1983	3.5%	$65,163	$85,807
1984	3.5%	$65,163	$88,810
1985	3.1%	$82,000	$91,563
1986	1.3%	$82,000	$92,753
1987	4.2%	$95,000	$96,649
1988	4%	$95,000	$100,515
1989	4.7%	$95,000	$105,239
1990	5.4%	$95,000	$110,922
1991	3.7%	$95,000	$115,026
1992	3%	$95,000	$118,477

Year	COLA for Year	Actual JSC Salary on Date	JSC Salary were it Adjusted by SSA COLA
1993	2.6%	$104,000	$121,557
1994	2.8%	$113,000	$124,961
1995	2.6%	$113,000	$128,210
1996	2.9%	$113,000	$131,928
1997	2.1%	$113,000	$134,698
1998	1.3%	$113,000	$136,449
1999	2.5%	$136,700	$139,860
2000	3.5%	$136,700	$144,755
2001	2.6%	$136,700	$148,519
2002	1.4%	$136,700	$154,460
2003	2.1%	$136,700	$157,704
2004	2.7%	$136,700	$161,692
2005	4.1%	$136,700	$168,602
2006	3.3%	$136,700	$174,166
2007	2.3%	$136,700	$178,172
2008	5.8%	$136,700	$188,506
2009	0%	$136,700	$188,506
2010	0%	$136,700	$188,506

ATTACHMENT 19

Chart: "Comparison of Judicial Salary Growth to Cost-Of-Living Growth in Social Security Benefits (1999-2010)"

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COMPARISON OF JUDICIAL SALARY GROWTH TO COST-OF-LIVING GROWTH IN SOCIAL SECURITY BENEFITS (1999-2010)

Since 1975, the Social Security Administration (SSA) has increased general benefits to reflect increases in the cost-of-living (COLAs) as measured by changes in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). The shaded column shows where the salaries of Justices of the supreme Court would have been had they been adjusted to reflect these increases beginning as of the date of the State's assumption of court funding. Note: because of the manner in which the SSA applies the COLAs, each hypothetical salary is as it would have been following close of the third quarter of that year.

Year	COLA for Year	Actual JSC Salary on Date	JSC Salary were it Adjusted by SSA COLA
1999	2.5 %	$136,700	$140,117
2000	3.5 %	$136,700	$145,021
2001	2.6 %	$136,700	$148,792
2002	1.4 %	$136,700	$150,875
2003	2.1 %	$136,700	$154,043
2004	2.7 %	$136,700	$158,202
2005	4.1 %	$136,700	$164,688
2006	3.3 %	$136,700	$170,123
2007	2.3 %	$136,700	$174,036
2008	5.8 %	$136,700	$184,130
2009	0 %	$136,700	$184,130
2010	0 %	$136,700	$184,130

ATTACHMENT 20

Chart: "Comparison of Judicial Salary Growth to Growth in Nonjudicial Wages (1977-2010)"

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COMPARISON OF JUDICIAL SALARY GROWTH TO GROWTH IN NONJUDICIAL WAGES (1977-2010)

The shaded column shows where the salaries of Justices of the Supreme Court would have been had they been adjusted to reflect pay increases received by nonjudicial employees of the Judicial (and rank-and-file employees of the Executive Branch of government, since they received the same percentage increases) beginning as of the date the judges last received a pay adjustment. Note that this chart does not reflect tenure-based pay increments that many nonjudicial employees received in addition to the listed pay increases. (*source:* UCS Budget Office)

Date	Increase in NJ Wage on Date	Actual JSC Salary on Date	JSC Salary were it Adjusted by NJ Wage Increase
3/31/77	----------	$48,998	$48,998
4/1/77	5%	$48,998	$51,448
10/1/77	3.8%	$48,998	$53,403
4/1/78	5%	$52,428	$56,073
4/1/79	7%	$56,098	$59,998
4/1/80	7%	$58,000	$64,198
4/1/81	6.4%	$60,900	$68,307
4/1/82	4.5%	$65,163	$71,381
10/1/82	4.31%	$65,163	$74,457
4/1/83	5%	$65,163	$78,180
9/1/83	4.76%	$65,163	$81,901
4/1/84	5%	$65,163	$85,996
9/1/84	4.76%	$65,163	$90,090
6/13/85	5%	$82,000	$94,594
4/1/86	5.5%	$82,000	$99,797
4/1/87	6%	$95,000	$105,785
6/23/88	5%	$95,000	$111,074

Date	Increase in NJ Wage on Date	Actual JSC Salary on Date	JSC Salary were it Adjusted by NJ Wage Increase
4/1/89	5%	$95,000	$116,628
4/1/90	5.5%	$95,000	$123,042
4/1/93	4%	$104,000	$127,964
4/1/94	4%	$113,000	$133,082
10/1/94	1.25%	$113,000	$134,746
4/1/96	2%	$113,000	$137,441
4/1/97	2%	$113,000	$140,190
10/1/98	3%	$113,000	$144,396
10/1/99	3 %	$136,700	$148,728
4/1/00	3 %	$136,700	$153,190
4/1/01	3.5 %	$136,700	$158,558
4/1/02	3.5 %	$136,700	$164,108
4/1/04	2.5 %	$136,700	$168,211
4/1/05	2.75 %	$136,700	$172,837
4/1/06	3 %	$136,700	$178,022
3/31/07	$800	$136,700	$178,822
4/1/07	3 %	$136,700	$184,187
4/1/08	3 %	$136,700	$189,713
4/1/09	3 %	$136,700	$195,404
4/1/10	4 %	$136,700	$203,220

ATTACHMENT 21

Chart: "Comparison of Judicial Salary Growth to Growth in Nonjudicial Wages (1999-2010)"

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COMPARISON OF JUDICIAL SALARY GROWTH TO GROWTH IN NONJUDICIAL WAGES (1999-2010)

The shaded column shows where the salaries of Justices of the Supreme Court would have been had they been adjusted to reflect pay increases received by nonjudicial employees of the Judicial (and rank-and-file employees of the Executive Branch of government, since they received the same percentage increases) beginning as of the date the judges last received a pay adjustment. Note that this chart does not reflect tenure-based pay increments that many nonjudicial employees received in addition to the listed pay increases.

Date	Increase in NJ Wage on Date	Actual JSC Salary on Date	JSC Salary were it Adjusted by NJ Wage Increase
10/1/99	3 %	$136,700	$140,801
4/1/00	3 %	$136,700	$145,025
4/1/01	3.5 %	$136,700	$150,101
4/1/02	3.5 %	$136,700	$155,355
4/1/04	2.5 %	$136,700	$159,239
4/1/05	2.75 %	$136,700	$163,618
4/1/06	3 %	$136,700	$168,527
3/31/07	$800	$136,700	$169,327
4/1/07	3 %	$136,700	$174,407
4/1/08	3 %	$136,700	$179,639
4/1/09	3 %	$136,700	$185,028
4/1/10	4 %	$136,700	$192,429

ATTACHMENT 22

Chart: "Standard Benefits Provided to a Justice of the Supreme Court (2011 - 2012)"

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Standard Benefits Provided to a Justice of the Supreme Court 2011-12

BENEFIT	DESCRIPTION	ANNUAL COST TO THE JUDGE	ANNUAL PER CAPITA COST TO THE UNIFIED COURT SYSTEM
Social Security	Employer pays .062 of salary up to a wage ceiling of $106,800 in 2011; employees pay a reduced rate in 2011	.042 of salary in 2011 only: $4,486	$6,621
Medicare	.0145 on all wages with no wage ceiling	$1,982	$1,982
Health Insurance - Individual or Family Coverage and with Medicare	Costs vary significantly by plan selected; all NYSHIP plans provide hospitalization, major medical, prescription drug and other health service coverage.	Individual: $550 - $3,500 Most common rate: $728 Family: $2,500 - $11,500 Most common rate: $3,060	Individual:$5,000 - $7,000 Most common rate: $6,550 Family: $11,000 - $15,000 Most common rate: $13,292 Average rate: $11,708
Pension	Pension is an actuarial calculation which can only be estimated at 11% of salary.	May be 3% dependent on tier and length of service: $4,101	$15,037
Judicial Supplemental Support Fund	A fund to provide judges with a $10,000 allowance, or reimbursement for out of pocket expenses up to that amount, annually, for services and goods which support them in the performance of their judicial responsibilities.	0	$10,000
Dental Insurance	Two tiered plan, primary and supplemental. Primary for in-network providers and supplemental when using out-of-network providers and/or services not covered under the base plan.	0	Individuals: $646 Family: $1,819
Vision Coverage	Two pair of corrective lenses every 12 months for members; one pair of corrective lenses for dependents every 12 months.	0	$177
Life & ADD Insurance	$50,000 in term life insurance until age 65; decreases in value after reaching that age.	0	$116
Work/Life Assistance Program	Provides for free confidential counseling regarding emotional well-being; health, wellness, child and adult care, education assistance and financial/legal issues.	0	$91
Disability Retirement	Judiciary Law, Section 25 authorizes payment of special disability benefits to any judge who becomes mentally or physically incapacitated and, upon application, is retired by the Appellate Division due to incapacity.	0	2/3 of Final Average Salary: ($99,222) or as adjusted by any retirement benefit
Flex Spending Accounts	Pre-tax contribution accounts for health and/or dependent care administered by GOER; UCS pays for the administrative cost of the programs.	Voluntary	$45
NYS Ride	Provides for pre-tax purchase of mass transit passes administered by GOER; administrative costs are passed on to the UCS.	Voluntary	$60

Standard Benefits Provided to a Justice of the Supreme Court 2011-12

BENEFIT	DESCRIPTION	ANNUAL COST TO THE JUDGE	ANNUAL PER CAPITA COST TO THE UNIFIED COURT SYSTEM
NYC Management Confidential Benefit Fund	A supplemental benefit plan provided to judges in New York City only who were members prior to January 31st, 1983.	0	0
MC Life Insurance	A life Insurance voluntary plan without contribution from the employer; employee can obtain coverage up to five times annual salary.	Voluntary	0
NY PERL	Long Term Care insurance; a voluntary plan offered to employees at their cost without contribution from the employer.	Voluntary	0
NY 529 College Savings Plan	Voluntary savings plan	Voluntary	0
Treasury Direct Savings Plan	Voluntary savings plan	Voluntary	0
Deferred Compensation Plan 457	Voluntary savings plan	Voluntary	0

ATTACHMENT 23

Chart: "Comparison of Salaries Received by Selected Executive Branch Officials with the Salary of a JSC (2008-2009)"

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NATIONWIDE COMPARISON OF GOVERNOR'S SALARIES TO TRIAL COURT JUDGE'S SALARIES AND JUDGE'S OF COURTS OF LAST RESORT SALARIES

State (year of last Judicial raise)	Governor's Salary	Trial Court Judge's Salary	Judge of Court of Last Resort's Salary
Alabama (2008)	$112,895	$134,943	$181,127
Alaska (2009)	$125,000	$174,396	$188,604
Arizona (2008)	$95,000	$145,000	$160,000
Arkansas (2009)	$87,352	$136,257	$157,000
California (2007)	$212,179	$178,789	$228,856
Colorado (2008)	$90,000	$128,598	$142,708
Connecticut (2007)	$150,000	$146,780	$175,645
Delaware (2007)	$171,000	$168,850	$194,750
Florida (2009)	$132,932	$142,178	$157,976
Georgia (2008)	$139,339	$144,752	$167,210
Hawaii (2009)	$123,480	$136,127	$156,727
Idaho (2008)	$108,727	$112,043	$121,006
Illinois (2010)	$177,500	$178,835	$207,066
Indiana (2008)	$95,000	$125,647	$151,328
Iowa (2008)	$130,000	$137,700	$170,850
Kansas (2008)	$110,707	$120,037	$139,310
Kentucky (2009)	$142,498	$124,620	$140,508
Louisiana (2010)	$130,000	$136,543	$157,000
Maine (2008)	$70,000	$111,969	$138,294
Maryland (2008)	$150,000	$140,352	$181,352
Massachusetts	$140,535	$129,624	$151,239

NATIONWIDE COMPARISON OF GOVERNOR'S SALARIES TO TRIAL COURT JUDGE'S SALARIES AND JUDGE'S OF COURTS OF LAST RESORT SALARIES

Michigan (2007)	$177,000	$139,919	$164,610
Minnesota (2008)	$120,303	$129,124	$160,579
Mississippi (2007)	$122,160	$104,170	$115,390
Missouri (2008)	$133,821	$120,484	$139,534
Montana (2009)	$100,121	$106,870	$115,160
Nebraska (2010)	$105,000	$132,053	$139,278
Nevada (2009)	$141,000	$160,000	$170,000
New Hampshire (2009)	$113,834	$137,084	$151,447
New Jersey (2009)	$175,000	$165,000	$192,705
New Mexico (2008)	$110,000	$111,631	$125,691
New York (1999)	$179,000	$136,700	$156,000
North Carolina (2008)	$139,590	$127,957	$140,932
North Dakota (2009)	$100,030	$119,330	$133,968
Ohio (2008)	$144,269	$121,350	$150,850
Oklahoma (2008)	$147,000	$124,373	$147,000
Oregon (2009)	$93,600	$114,468	$128,556
Pennsylvania (2011)	$174,914	$164,602	$195,138
Rhode Island (2009)	$117,817	$144,861	$171,835
South Carolina (2008)	$106,078	$130,312	$144,029
South Dakota (2008)	$115,331	$110,377	$120,173
Tennessee (2008)	$164,292	$154,320	$170,340
Texas (2007)	$150,000	$125,000	$152,500
Utah (2008)	$109,900	$132,150	$147,350
Vermont (2007)	$142,542	$122,867	$135,421

NATIONWIDE COMPARISON OF GOVERNOR'S SALARIES TO TRIAL COURT JUDGE'S SALARIES AND JUDGE'S OF COURTS OF LAST RESORT SALARIES

Virginia (2008)	$175,000	$158,134	$195,000
Washington (2008)	$166,891	$148,831	$164,221
West Virginia (2009)	$95,000	$116,000	$121,000
Wisconsin (2009)	$137,092	$128,600	$152,495
Wyoming (2008)	$105,000	$125,200	$131,500

*In 43 States, Judges of Courts of Last Resort earn more than their Governor.
*In 30 States, Trial Court Judges earn more than their Governor.

ATTACHMENT 24

Chart comparing Judicial, Chief Judicial and Executive Salaries in the 50 States

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COMPARISON OF SALARIES RECEIVED BY SELECTED EXECUTIVE BRANCH OFFICIALS WITH THE SALARY OF A JSC (2008-2009)

This chart shows recent salary levels of high-ranking employees of the Executive Branch of State government. Note that salaries of the heads of each State department have been frozen for as long as judicial salaries have been frozen (*i.e.*, since 1999). This explains why in some instances, commissioners are paid less, sometimes significantly so, than their subordinates. (*source:* seethroughNY.net)

Agency	2008 Salary	2009 Salary
Executive Chamber		
Governor	$179,000	$179,000
Lt. Governor	$151,500	$151,500
Secretary to the Governor	$178,000	$178,000
Counsel to the Governor	$178,000	$178,000
Communications Director	$175,000	$175,000
Deputy Secretary to the Governor	$178,000	$178,000
Director of the Budget Division	$178,000	$178,000
Deputy Director of the Budget Division	$175,049	$175,049
Deputy Director of the Budget Division	$169,744	$169,744
Deputy Director of the Budget Division	$169,744	$169,744
Attorney General		
Attorney General	$151,500	$151,500
Deputy Attorney General	$154,791	$154,791
Comptroller		
Comptroller	$151,500	$151,500
Deputy Comptroller (1)	$283,250	$285,250
Deputy Comptroller (2)	$162,836	$162,836
Deputy Comptroller (3)	$162,836	$162,836

Agency	2008 Salary	2009 Salary
Adirondack Park Agency		
Director	$104,080	$104,080
Deputy Director	$103,994	$103,994
Agriculture & Markets		
Commissioner	$120,800	$120,800
Deputy Commissioner	$130,847	$130,847
Deputy Commissioner	$130,847	$130,847
Alcoholic Beverage Control		
Commissioner	$120,800	$120,800
Deputy Commissioner (1)	$101,056	$101,056
Deputy Commissioner (2)	$91,096	$91,096
Deputy Commissioner (3)	$74,210	$74,210
Banking Department		
Superintendent	$127,000	$127,000
Deputy Superintendent (1)	$154,360	$154,360
Deputy Superintendent (2)	$152,419	$152,419
Deputy Superintendent (3)	$129,932	$129,932
Child & Family Services		
Commissioner	$136,000	$136,000
Deputy Commissioner (1)	$153,252	$153,252
Deputy Commissioner (2)	$137,917	$137,917
Deputy Commissioner (3)	$130,912	$130,912
Civil Service		
Commissioner	$120,800	$120,800
Deputy Commissioner (1)	$148,128	$148,128
Deputy Commissioner (2)	$148,128	$148,128
Council on the Arts		
Director	$109,800	$109,800
Deputy Director (1)	$114,961	$114,961
Deputy Director (2)	$99,000	$99,000

Agency	2008 Salary	2009 Salary
Corrections		
Commissioner	$136,000	$136,000
Deputy Commissioner (1)	$161,807	$161,807
Deputy Commissioner (2)	$154,652	$154,652
Deputy Commissioner (3)	$135,694	$135,694
Criminal Justice		
Commissioner		$154,679
Deputy Commissioner (1)	$158,038	$158,038
Deputy Commissioner (2)	$152,886	$152,886
Deputy Commissioner (3)	$132,613	$132,613
Economic Development		
Commissioner	$120,800	$120,800
Deputy Commissioner	$102,035	$102,035
Education		
President	$195,165	$195,165
Deputy Commissioner (1)	$155,521	$155,521
Deputy Commissioner (2)	$155,521	$155,521
Environmental Conservation		
Commissioner	$136,000	$136,000
Deputy Commissioner (1)	$148,128	$148,128
Deputy Commissioner (2)	$146,007	$146,007
Deputy Commissioner (3)	$138,165	$138,165
Health		
Commissioner	$136,000	$136,000
Deputy Commissioner (1)	$161,806	$161,806
Deputy Commissioner (2)	$146,286	$146,286
Medicaid Inspector General	$153,831	$153,831
Deputy Medicaid Inspector General	$132,120	$132,120
Deputy Medicaid Inspector General	$127,308	$127,308

Agency	2008 Salary	2009 Salary
Housing & Community Renewal		
Commissioner	$120,800	$120,800
Deputy Commissioner (1)	$133,431	$133,431
Deputy Commissioner (2)	$132,120	$132,120
Human Rights		
Commissioner	$109,800	$109,800
Deputy Commissioner	$120,000	$120,000
Insurance		
Superintendent	$127,000	$127,000
Deputy Superintendent (1)	$152,886	$152,886
Deputy Superintendent (2)	$152,886	$152,886
Deputy Superintendent (3)	$140,000	$140,000
Labor		
Commissioner	$127,000	$127,000
Deputy Commissioner (1)	$136,283	$136,283
Deputy Commissioner (2)	$135,435	$135,435
Deputy Commissioner (3)	$127,308	$127,308
Mental Health		
Commissioner	$136,000	$136,000
Deputy Commissioner (1)	$161,807	$161,807
Deputy Commissioner (2)	$157,094	$157,094
Deputy Commissioner (3)	$156,173	$156,173
Mental Retardation		
Commissioner	$120,800	$120,800
Deputy Commissioner (1)	$141,212	$141,212
Deputy Commissioner (2)	$132,000	$132,000
Deputy Commissioner (3)	$131,873	$131,873

Agency	2008 Salary	2009 Salary
Motor Vehicles		
Commissioner	$120,800	$120,800
Deputy Commissioner (1)	$152,886	$152,886
Deputy Commissioner (1)	$143,073	$143,073
Deputy Commissioner (1)	$135,000	$135,000
New York State Police		
Superintendent	$136,000	$136,000
Deputy Supt of State Police (1)	$159,632	$159,632
Deputy Supt of State Police (2)	$159,632	$159,632
Deputy Supt of State Police (3)	$159,632	$159,632
Office for the Aging		
Director	$109,800	$109,800
Deputy Director (1)	$116,685	$116,685
Deputy Director (2)	$109,776	$109,776
Office of General Services		
Commissioner	$136,000	$136,000
Deputy Commissioner (1)	$147,258	$147,258
Deputy Commissioner (2)	$139,007	$139,007
Deputy Commissioner (3)	$139,007	$139,007
Office of Parks & Recreation		
Commissioner	$127,000	$127,000
Deputy Commissioner (1)	$138,368	$138,368
Deputy Commissioner (2)	$137,519	$137,519
Deputy Commissioner (3)	$132,613	$132,613
Office of Temporary & Disability Assistance		
Commissioner	$136,000	$136,000
Deputy Commissioner (1)	$120,000	$120,000
Deputy Commissioner (2)	$130,616	$130,616
Deputy Commissioner (3)	$144,292	$144,292

Agency	2008 Salary	2009 Salary
Parole		
Director	$120,800	$120,800
Deputy Director (1)	$123,554	$123,554
Deputy Director (2)	$121,628	$121,628
Department of State		
Secretary of State	$120,800	$120,800
Deputy Secretary of State	$128,152	$128,152
Taxation & Finance		
Commissioner	$127,000	$127,000
Deputy Commissioner (1)	$154,679	$154,679
Deputy Commissioner (2)	$153,799	$153,799
Deputy Commissioner (3)	$152,037	$152,037
Transportation		
Commissioner	$136,000	$136,000
Deputy Commissioner	$152,886	$152,886
New York State Supreme Court Justice	**$136,700**	**$136,700**

ATTACHMENT 25

Chart: "Comparison of Compensation of Selected Members of the Legislature with the Salary of a JSC (2008-2010)"

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COMPARISON OF COMPENSATION OF SELECTED MEMBERS OF THE LEGISLATURE WITH THE SALARY OF A JSC (2008-2010)

This chart shows recent salary levels of high-ranking employees of the Legislative Branch of State government. Note that salaries of the Senate Members, Assembly Members and the Leaders of each house have been frozen for as long as judicial salaries have been frozen (*i.e.*, since 1999). This explains why in some instances, Legislators are paid less, sometimes significantly so, than their subordinates.
(*source:* seethroughNY.net)

	2008	2009	2010
Senate Members	$79,500	$79,500	$79,500
Temporary President of the Senate	$121,000	$121,000	$121,000
Minority Leader of the Senate	$114,000	$114,000	$114,000
Senate Majority Counsel	$182,000	$182,000	$182,000
Secretary to Senate Finance	$180,000	$176,000	$168,000
Assembly Members	$79,500	$79,500	$79,500
Speaker of the Assembly	$121,000	$121,000	$121,000
Minority Leader of the Assembly	$114,000	$111,000	$111,000
Secretary to the Assembly	$154,000	$158,000	$158,000
New York State Supreme Court Justices	$136,700	$136,700	$136,700

ATTACHMENT 26

Chart: "Comparison of Salaries Received by NYS Commissioners with the salary of a JSC (2009)"

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COMPARISON OF SALARIES RECEIVED BY NYC COMMISSIONERS WITH THE SALARY OF A JSC (2009)

This chart shows the salaries of high-ranking officers in New York City Government. In some departments, there are multiple Commissioners, each paid a different salary. In others, there are multiple Commissioners, all making the same salary. (*source:* seethroughNY.net)

Employee	2009 Salary
Mayor	$225,000
NYC Council Member	$112,500
District Attorney in each Borough	$190,000
Agency Heads	
Department of the Aging	$192,198
	$177,698
Department of Buildings	$205,174
Department of Business Services	$192,206
Administration for Children's Services	$205,219
Department of City Planning	1 Commissioner paid $62,271
	12 Commissioners paid $54,150
Department of Citywide Administrative Services	$205,180
	$158,075
	3 Commissioners paid $151,237
Consumer Affairs	$192,198
Department of Corrections	2 Commissioners paid $205,180
Cultural Affairs	$192,198
Department of Design & Construction	$205,180
Office of Emergency Management	$205,180
Department of Finance	$205,180
	$189,700

Agency Heads	2009 Salary
Fire Department	$205,180
Department of Health/Mental Hygiene	$205,180
Department of Health/Mental Hygiene	$205,180
Department of Homeless Services	$205,180
Housing Preservation & Development	$205,180
	$189,700
Department of Information Technology & Telecommunications	$205,180
Department of Investigation	$205,180
Department of Juvenile Justice	$192,198
Office of Labor Relation	$205,180
Department of Parks & Recreation	$205,180
Police Department	$205,180
Department of Records & Information Service	$143,171
Department of Sanitation	$205,180
Tax Commission	2 Commissioners paid $133,739
	6 Commissioners paid $25,677
Department of Transportation	$205,180
Department of Youth & Community Development Service	$192,198
New York State Supreme Court Justice	$136,700

ATTACHMENT 27

Chart: "Comparison of Salaries Received by Professors at Doctoral Institutions in NY with the Salary of a JSC (2009-2010 Academic Year)"

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COMPARISON OF SALARIES RECEIVED BY PROFESSORS AT DOCTORAL INSTITUTIONS IN NY WITH THE SALARY OF A JSC (2009-2010 Academic Year)

This chart compares the annual salary paid Justices of the Supreme Court with those paid professors at academic institutions in New York that grant doctoral degrees. (*source:* The Chronicle of Higher Education: AAUP Faculty Salary Survey)

NYS Doctoral Institutions	2009-2010 Salary
Institutions within NYC Metropolitan area	
Columbia University	$188,600
New York University	$171,700
Yeshiva University	$170,700
Cornell University	$155,200
St. Johns University	$137,700
Hofstra University	$133,800
Fordham University	$132,000
State University at Stony Brook	$131,900
Pace University	$119,600
Adelphi University	$117,000
CUNY	$114,400
Institutions outside of NYC Metropolitan area	
State University at Buffalo	$129,100
University of Rochester	$125,600
Rensselaer Polytechnic Institution	$123,800
State University at Albany	$123,100
Binghamton University	$119,400
Syracuse University	$112,500
Clarkson University	$105,600
New York State Supreme Court Justices	$136, 700

ATTACHMENT 28

Chart: "Comparison of Salaries Received by Professors at Baccalaureate Institutions in NY with the Salary of a JSC (2009-2010 Academic Year)"

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COMPARISON OF SALARIES RECEIVED BY PROFESSORS AT BACCALAUREATE INSTITUTIONS IN NY WITH THE SALARY OF A JSC (2009-2010 Academic Year)

This chart compares the annual salary paid Justices of the Supreme Court with those paid professors at academic institutions in New York that grant baccalaureate degrees. (*source:* "The Chronicle of Higher Education: AAUP Faculty Salary Survey)

NYS Baccalaureate Institutions	2009-2010 Salary
Institutions within NYC Metropolitan area	
Barnard College	$134,100
Bard College	$117,200
CUNY	$107,200
Farmingdale State College	$99,000
Marymount Manhattan College	$93,000
St. Francis College	$85,500
College of Mount Saint Vincent	$80,700
Institutions outside of NYC Metropolitan area	
Colgate University	$126,600
Hamilton College	$114,800
Skidmore College	$107,300
Hobart and William Smith College	$104,300
Siena College	$94,500
Mount Saint Mary College	$92,600
St. John Fisher College	$85,700
Empire State College of SUNY	$83,000
Hartwick College	$81,700
Cazenovia College	$80,700
Daemen College	$77,400
New York State Supreme Court Justices	$136, 700

ATTACHMENT 29

Chart: "Comparison of Base Salaries Received by First and Fifth Year Associates at Law Firms in New York City and Buffalo"

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COMPARISON OF BASE SALARIES RECEIVED BY FIRST AND FIFTH YEAR ASSOCIATES AT LAW FIRMS IN NEW YORK CITY AND BUFFALO

This chart compares the annual salary paid Justices of the Supreme Court with first and fifth year associates at selected law firms.

Firm	1st Year Base Salary	5th Year Base Salary
Firms within NYC		
Arnold & Porter	$145,000	$210,000
Chadbourne & Parke LLP	$145,000	$190,000
Epstein Becker & Green, P.C.	$100,000	$127,500
Flemming, Zulack & Williamson, LLP	$100,000	$125,000
Kirkland & Ellis	$160,000	$230,000
Paul, Weiss, Rifkind, Wharton & Garrison LLP	$160,000	$230,000
Reed Smith LLP	$135,000	$190,000
Squadron, Ellenoff, Plesent & Sheinfeld, LLP	$125,000	$178,000
Weil, Gotshal & Manges LLP	$160,000	$210,000
Wilson, Elser, Moskowitz, Edelman & Dicker LLP	$70,000	$96,000
Firm in Buffalo		
Phillips Lytle LLP	$79,000	$84,000
New York State Supreme Court Justice	$136,700	$136,700

ATTACHMENT 30

Chart: "Annual New York State Budgets (1998-1999 through 2010-2011)"

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ANNUAL NEW YORK STATE BUDGETS (1998-1999 THROUGH 2010-2011)

This chart shows the total funding annually appropriated in the New York State Budget for statewide agency operations (*i.e.*, budgeted through the State's General Fund) and for all purposes (*i.e.*, described as All Funds) between the 1998-99 and the 2010-11 state Fiscal Years. (*source:* UCS Budget Office)

Year	Enacted NYS budgets - General Fund - State Operations*	Enacted NYS budgets - All Funds - All Purposes*
1998-1999	$11,797	$111,773
1999-2000	$12,014	$115,096
2000-2001	$13,161	$129,800
2001-2002	$13,614	$144,563
2002-2003	$13,888	$144,849
2003-2004	$13,414	$147,329
2004-2005	$13,481	$156,007
2005-2006	$14,560	$171,317
2006-2007	$16,283	$181,645
2007-2008	$16,722	$186,530
2008-2009	$15,362	$202,456
2009-2010	$15,716	$181,033
2010-2011	$15,476	$177,215

* Millions of dollars

ATTACHMENT 31

"They Deserve Better - Unanimous Support for Judicial Compensation Reform" (Unified Court System, 2008)

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"They deserve better..."

UNANIMOUS SUPPORT FOR JUDICIAL COMPENSATION REFORM

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THEY DESERVE BETTER

UNANIMOUS SUPPORT FOR JUDICIAL COMPENSATION REFORM

"New York's judges...[t]hey deserve better"

—NEW YORK NEWSDAY: "State Judges Need a Fair Shake" December 7, 2007

"[A] crisis in the state courts"

—THE NEW YORK TIMES "Frayed Judicial Robes" November 11, 2007

"Eight years of talk and good intentions are enough. Now it's time to act"

—ALBANY TIMES UNION: "Unjust Salaries" April 11, 2007

"[A] bitter embarrassment for Albany"

—JOURNAL NEWS: "The Politics of Pay" April 15, 2007

"[D]isgraceful, shabby and infuriating treatment"

—NEW YORK LAW JOURNAL: "Bar Should Mobilize for Judicial Salary Hikes" April 11, 2007

"[T]ake politics out of the process and help ensure the independence of the judiciary"

—WATERTOWN DAILY TIMES: "Judicial Salaries—Adopt proposal for independent commission" December 15, 2007

"[M]ake sure the injustice to justice isn't repeated in the future"

—UTICA OBSERVER DISPATCH: "Overhaul Pay System for State Judges" December 16, 2007

"[A]n embarrassment to the Empire State and all of its citizens"

—STATEN ISLAND ADVANCE: "An Overdue Raise" December 5, 2007

"This is no way to treat officials who are entrusted with power over the lives, liberty and property of New Yorkers"

—NEW YORK DAILY NEWS: "Contempt of Courts" December 3, 2007

"New York's chief judge shouldn't have to file a lawsuit to get judges their first pay increase in nine years"

—ROCHESTER DEMOCRAT AND CHRONICLE: "Give Judges Pay Hike" December 12, 2007

"[J]udges deserve adequate pay. That's justice"

—SYRACUSE POST STANDARD: "Judges' Pay" February 18, 2007

"[D]o the right thing and right the wrong dealt the judiciary"

—TROY RECORD: "State Judges Long Overdue For Raises" April 16, 2007

"It's time to get sensible about salary increases for the State's top officials"

—ELMIRA STAR-GAZETTE: "New York Judges Deserve a Bigger Paycheck" December 13, 2007

"State lawmakers shouldn't wait another year to act"

—POUGHKEEPSIE JOURNAL: "Support Judicial Pay Raise in N.Y." May 19, 2007

"[O]ne of the most extreme examples of judicial pay erosion that [we have] observed over the past 33 years of studying state judicial compensation trends...[A]ny sound process for setting judicial salaries should meet four key criteria: equity, regularity, objectivity, and separation from politics. New York's judicial compensation process fails on all four scores."

—NATIONAL CENTER FOR STATE COURTS "Judicial Compensation in New York: A National Perspective" May 2007

Judicial Compensation in New York State — Fact Sheet

A salary adjustment for NY's judges is long overdue.

- Of the 50 states, NY now has gone the longest without a judicial pay increase.
- NY judges are in a record ***ninth*** year of a pay freeze.
- NY judges have been shortchanged for decades:
  - A judge serving since 1995, 12 years ago, has received only one pay increase (1999).
  - A judge serving since 1988, 19 years ago, has received only two pay increases (1993 and 1999).

The value of judicial compensation in New York State has been seriously eroded since the last salary increase. The cost of living has increased by over 26 percent since 1999.

Since 1999, the salaries of Federal judges, judges in other states, and nonjudicial employees of the courts, have been increased on a regular basis to keep pace with the rising cost-of-living.

- Since 1999, when the NY Legislature re-established the historic parity between Federal District Court judges and NY's Supreme Court justices, Federal judges have received seven annual salary increases. NY's judges and justices have received none.
- The annual salary of a Federal District Court judge is nearly $30,000 greater than that earned by a State Supreme Court justice.
- Federal District Court judges now earn more than every NY judge, including the judges of the NYS Court of Appeals.
- Since the last salary increase, employees in both the Judiciary and the Executive Branch of state government have received salary increases aggregating 24%. For the many Judiciary and Executive employees who earn tenure-based increments, these percentages are considerably higher.

New York State has lost considerable ground compared to other states.

- Historically, NY was a leader among the states regarding judicial compensation.
- Because of NY's uniquely long and severe pay freeze compared to other states:
  - NY is last among the ten most populous states in a cost-of-living adjusted ranking (behind California, Florida, Georgia, Illinois, Michigan, North Carolina, Ohio, Pennsylvania, and Texas).
  - NY ranks 38th nationwide when salaries are adjusted for state-wide cost-of-living. In reality, many NY judges rank even lower than that because most judgeships are based in metropolitan areas where the costs of living are even higher.
- Since NY's judges last received a pay increase, trial judges in the other 49 states have received pay increases averaging 3.2% a year, for a cumulative increase of more than 24%.

A growing number of states have adopted mechanisms — e.g., automatic cost-of-living adjustments, review commissions, linkage to adjustments accorded other groups — to ensure that judicial compensation is reviewed regularly.

continued

New York State Judges Earn Less Than Other Professionals in Significant Public Positions

- The Deans of New York's two public law schools earn substantially more than any New York State Judge:
  - Dean of the University of Buffalo Law School – $232,899
  - Dean of the CUNY Law School – $215,000
  - District Attorneys in New York City earn $190,000.

- There are more than 1,350 professors in the State and City University systems who earn more than a Justice of the New York State Supreme Court; over 1,000 earn more than $150,000.

- There are more than 775 medical doctors employed by the State who earn more than a Justice of the New York State Supreme Court. Moreover, these doctors, unlike judges, are permitted to engage in outside employment.

- There are more than 1250 public school administrators, including elementary school principals, in New York State who earn more than a Supreme Court Justice. Many earn substantially more:

  - Rochester Superintendent of Schools – $230,000
  - Albany Superintendent of Schools – $173,000
  - Elmira Superintendent of Schools – $161,200
  - Mahopac Superintendent of Schools – $208,889
  - Levittown Superintendent of Schools – $292,642
  - Plattsburgh Superintendent of Schools – $155,000
  - Manhasset Elementary School Principal – $152,828
  - White Plains Ass't Superintendent for Business – $181,163

April 2007

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ALBANY TIMES UNION
Wednesday, April 2, 2008

TIMES UNION

... where's the fairness?

First published: Wednesday, April 2, 2008

We can understand the rush to get a new state budget passed this week. It would send a strong signal that Gov. David Paterson is in command, and that, unlike his combative and often divisive predecessor, Eliot Spitzer, he is able to work constructively with Senate Majority Leader Joseph Bruno and Assembly Speaker Sheldon Silver. But an almost-on-time budget is one thing. It's quite another to rush through a spending plan that is seriously deficient, just for the sake of meeting a deadline. Regrettably, there are signs that this is just what is happening.

Consider what isn't likely to be in the final budget. There will be no pay raise for judges, who haven't had once since 1999. There will be no increase in the basic welfare grant, which hasn't been raised in almost two decades. And there will be no economizing by closing four upstate underused prisons.

None of this makes any sense.

First, the judges. They have been waiting for a raise even as their caseloads increase and their salaries are eaten away by inflation. Yet lawmakers continue to hold judicial pay hostage to a raise for themselves, as a way of softening voter backlash when and if they do increase their own pay. That's indefensible. Unlike state lawmakers, judges work full time and are not allowed to have outside income. Had they been granted modest cost-of-living raises during the last nine years, their average pay of $136,700 would now be comparable to the $169,200 paid to their federal counterparts.

The state's chief judge, Judith Kaye, is so disappointed that she is now reluctantly considering a lawsuit. It should never have come to this. Judge Kaye has submitted legislation that would treat judicial salaries separately from legislators' pay. And it would establish a commission to decide on future compensation for both judges and legislators. It's way past time for that proposal to be approved.

Second, the basic welfare grant. It is now $291 a month for a family of three. That is unconscionably low for a state with a constitution that requires the poor to be adequately cared for. It is true that eligible families receive up to $426 a month in food stamps, and a housing allowance of about $300 a month in addition to the basic grant, but the $291 represents all that a family has left over after basic necessities are met.

Third, prisons. Granted, they provide jobs for upstate communities where jobs are scarce. But if the Legislature continues to keep them open -- in spite of sound evidence that they are not needed -- then there is that much less money to spend on more deserving programs, including a higher welfare grant. And it costs all taxpayers more to keep them open at a time when money is in short supply.

THE LOSERS:

Judges who won't get a pay raise.

Welfare recipients who won't see a higher basic grant.

Taxpayers who must pay for prisons that aren't needed.

ALBANY TIMES UNION
Thursday, Feb. 7, 2008

Editorial:

Injustice to judges

We can sympathize with the four state judges who have gone to court to win an overdue pay raise for themselves and their colleagues. We only wish it hadn't come to this. The Assembly could resolve this matter overnight if Speaker Sheldon Silver, D-Manhattan, wanted to. Why he is standing in the way?

Last year, New York's chief judge, Judith Kaye, made a strong argument for increasing judicial salaries, which have fallen far below their federal counterparts since 1999, the last time New York's judges got a raise. But New York has a disgraceful tradition that ties pay raises for legislators to those for judges. Lawmakers are fearful voters will react angrily whenever they raise their own salaries, so they seek cover by giving judges a pay raise at the same time.

This system penalizes judges, who, unlike legislators, work full time and face an increasing caseload. Judge Kaye rightly wants to break the linkage by establishing a commission that would recommend pay raises for judges, and others, free from the political arena.

Gov. Spitzer supports a separate pay raise for judges, and so does the Senate, which has passed both Judge Kaye's recommended legislation and another measure that severs the link between pay increases for judges and legislators. But not the Assembly.

So the judges have sued Mr. Spitzer, the Senate and the Assembly, on the grounds the linkage of pay raises for legislators and judges violates the separation of powers doctrine in the state constitution, and that by denying judges a raise, the Legislature has, in effect, cut judges' pay by failing to address inflation.

On Tuesday, State Supreme Court Justice Edward Lehner of New York City opened the way for the judges to pursue their lawsuit. But he removed Mr. Spitzer from the list of defendants, on the grounds he has immunity on this issue, and he rejected the judges' claim that the Legislature has cut their pay by failing to approve cost-of-living increases.

Mr. Spitzer never belonged in this suit anyway, given his support for a separate pay raise for judges. Nor does the Senate. Judge Lehner should have placed the burden of defense squarely where it belongs, on Speaker Silver's shoulders.

THE ISSUE: A judge says a lawsuit over judicial pay raises can proceed.

THE STAKES: The issue should be resolved on its own, as a matter of fairness.

ALBANY TIMES UNION
Sunday, Dec. 9, 2007

Editorial:

Paying judges

It appears there was a failure to communicate last week on just where Governor Spitzer stands on pay raises for the state's 1,300 judges. He supports a raise, as a separate legislative initiative, and stands ready to sign one into law, if only the Legislature would cooperate. That was his position some time ago, but last week his press office issued a statement that made it appear the governor was attaching strings -- such as passage of campaign finance reform -- to any raise for judges, legislators and others.

All well and good, but Mr. Spitzer's challenge, in our view, remains the same: How to get the Legislature to go along.

At the moment, the Legislature has failed to embrace the sensible plan put forth by Chief Judge Judith Kaye, who would establish an independent commission to make separate recommendations on pay raises for judges, lawmakers and others. But the situation isn't hopeless.

The Senate plans to return to Albany on Thursday, and, if a session is held, could take up a separate pay raise for judges, but one that would link the percentage of any increase to any raise for lawmakers. That's a major flaw. Nonetheless, it's a start.

Regrettably, there's no indication the Assembly plans to return, and that's where Mr. Spitzer comes in. He should urge Assembly Speaker Sheldon Silver, D-Manhattan, to call his members back and approve a pay raise for judges. It does no good for the governor to point blame at the Legislature for the impasse. Not when he has the bully pulpit to get the Legislature to do the right thing.

Unless there is some agreement by the end of the year, the judges will once again be denied a raise that they deserve, and all because legislators, by tradition, have always tied a pay raise for judges to one for themselves. This linkage helps insulate the lawmakers from voter backlash whenever they vote themselves a raise, but it is taking a heavy toll on the state's judicial system, as more and more promising candidates for the bench decide that they cannot afford to serve. If the pay scales aren't adjusted soon -- it will be nine years waiting in a few weeks -- the situation will worsen.

Mr. Spitzer needs to find a way to win over the lawmakers on what is, admittedly, a very tough issue for any governor, let alone a new one who has ruffled more than a few feathers during his first 11 months in office. Yet it is also an opportunity for Mr. Spitzer to demonstrate that he can lead. And by speaking out on the issue now, he can erase any appearance that he is using the Legislature's resistance as a cover to walk away from the issue.

THE ISSUE: Judicial pay raises will be on the agenda when the Senate returns this week.

THE STAKES: The governor can't afford to remain on the sidelines.

ALBANY TIMES UNION
Thursday, Dec. 13, 2007

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TIMES UNION

EDITORIALS

The city shows the way

It's a sad enough commentary on state government that the Legislature can't seem to bring itself to give New York's judges a pay raise, and avert a crisis, without taking care of itself as part of the same deal. The Legislature doesn't even appear to be willing to make the reforms necessary for its members to deserve a pay raise.

Suddenly, though, the situation is all the more galling. It is possible for elected officials to forgo pay raises for themselves while extending them to others. That much we know because the Legislature has been shown up by the Albany Common Council.

The council has thought better of giving itself a pay raise for the second consecutive year. Yet it voted Tuesday night to approve a raise for Mayor Jerry Jennings, from $130,195 to $135,403 a year. It also approved raises for city Comptroller Thomas Nitido and Treasurer Betty Barnette, from $94,695 to $98,483.

THE ISSUE:
The Albany Common Council approves raises for the mayor and other officials, but not itself.

THE STAKES:
That's some lesson for a state Legislature all too willing to underpay New York's judges.

It's impossible to quibble with the reasoning that prevailed on the Common Council. The city is facing some difficult fiscal times. Raises for council members will have to wait.

Just listen to Richard Conti, the council's president pro tempore.

"There was a realization we have hard choices, and we are running a deficit," he says. "There wasn't even a lot of discussion about it."

Imagine, if you can, such magnanimity prevailing across the street at the Capitol, especially in the state Assembly. The members there are quite willing to keep state judges' salaries low enough to deter otherwise qualified candidates from careers in the New York judiciary. It's about them, and their compensation, above all.

Not even the independent commission proposed by Chief Judge Judith Kaye to make separate recommendations on pay raises for judges, lawmakers and other state officials — a sensible suggestion, if ever there was one — has gotten very far. While the Senate is agreeable to a separate vote on a judicial pay raise, the idea of following the example of the Albany Common Council and simply approving a pay raise for judges, and only judges, seems to qualify as heresy in the Assembly.

What the Legislature needs, it seems, is more members like Mr. Conti and his colleagues, who happen to work at what's also a part-time job for $20,314 a year. Oh, the Common Council president makes $30,938, and the majority leader and president pro tempore get an extra $2,500, but that's a far cry from the minimum pay of $79,500 for state legislators.

You'd think, though, the council had just voted itself a hefty raise by the way Mr. Jennings is responding. His take is that not only are Common Council members adequately paid, but that there are too many of them. As for his own salary, justifiable pay raise and all, the mayor doesn't want to hear any criticism of it.

Come on, Mr. Jennings, give a little. These people just did you a favor. How often does anyone decline a pay raise? Let's hear it for the city legislative body, for behaving a lot more responsibly than its state counterpart.

ALBANY TIMES UNION
Friday, Nov. 30, 2007

THE INFORMATION SOURCE SINCE 1856 FOR THE CAPITAL REGION
TIMES UNION

Editorial:

Now, Mr. Spitzer

It's time -- past time, really -- for Gov. Spitzer to show that he means it when he says judges in New York state deserve a pay raise. He has to provide the leadership to make that happen. He will have an opportunity to do just that next month, when Legislature is scheduled to return to Albany.

Mr. Spitzer is on record as supporting a raise, and on Tuesday, in a meeting with Assembly Democrats at the Brooklyn Marriott, he said, once again, that judges are deserving. But hours later, the governor's office was reminding everyone that a pay raise for judges must be part of a larger legislative package, including property tax relief, economic development and campaign finance reform. It's more than possible that some sort of agreement could be worked out on tax cuts and economic projects, but the campaign finance reform hurdle seems insurmountable, a least for now. So unless the governor's changes his strategy, judges won't be getting a raise again this year.

No one doubts the need for campaign finance reform, or that it should be a priority for the Legislature. New York's campaign finance laws are so lax that they make the porous federal laws look strict by comparison. Reform is long overdue. But it is also a major issue that cannot be realistically resolved in a short year-end session. An agreement that would have addressed all three issues fell apart earlier this year. The chances of resurrecting it in a short session are slim to nil. And that means judges will be shortchanged for yet another year, for no defensible reason.

By tradition, salaries for New York's 1,300 state judges have been linked to raises for legislators -- a linkage that is maintained for the purely political purpose of shielding lawmakers from voter wrath whenever they give themselves a raise. As a result, the last time judges got a raise was eight years ago, when legislators approved a base pay of $79,000 for themselves. In the meantime, salaries for New York state judges have slipped to the second lowest in the nation, behind only Oregon and Hawaii.

There was a time when salaries for New York state judges equaled those of federal district judges. But eight years later, the federal judges are earning $165,200 a year, while state judges continue to receive $136,700 a year. And all the while, their caseloads are increasing. Meanwhile, the low pay scales are discouraging the best and brightest lawyers to run for the bench - at a cost to New York's judicial system that can't be measured in dollars.

Chief Judge Judith Kaye has proposed worthy legislation that would establish a salary commission to make separate recommendations on pay for judges, legislators and others. The Senate has passed a bill that would give lawmakers the same percentage pay raises as judges. In others words, there's a framework for agreement. All that's needed now is for Mr. Spitzer to come forward and make good on his word.

THE ISSUE: State judges might not get a pay raise again this year.

THE STAKES: The judicial system will suffer if fewer qualified candidates run for the bench.

ALBANY TIMES UNION
Thursday, June 7, 2007

THE INFORMATION SOURCE SINCE 1856 FOR THE CAPITAL REGION
TIMES UNION

Editorial

Pay raise games

First published: Thursday, June 7, 2007

New York's part-time legislators are the second highest paid in the nation. New York full-time state judges are the second lowest paid in the nation.

What's wrong with this picture?

Any New Yorker knows the answer: Albany politics.

In New York, judges are at the mercy of the Legislature when it comes to getting a raise. By tradition, the lawmakers have used a pay raise for judges as cover to raise their own salaries. But only when the political winds are favorable. If there is any sign of a voter backlash -- as there has been for some years, given the Legislature's image as the most dysfunctional in the nation -- the lawmakers drop any talk of a pay raise for themselves, and judges must do without one, too.

All this is bad enough, but Governor Spitzer has taken this game to a new level by linking a raise for judges to the Legislature's approval of campaign finance reform. Mr. Spitzer's motives are admirable. New York's campaign finance laws are among the most lax in the nation. Next to them, the federal laws, which are no models themselves, appear strict. So reform is overdue -- desperately overdue.

But why use judicial pay raises as a pawn to get campaign finance reform? It's all but certain that Senate Majority Leader Joseph Bruno, R-Brunswick, is in no mood to support such a measure anytime soon, if at all. So the judges will once again pay a price for politics.

The goal should be the opposite -- to remove judicial pay from the political arena. The best way to do that is to pass legislation that calls not only for retroactive pay increases, but also for a commission to examine judicial salaries and set proper compensation levels that will be indexed to inflation in future years. That's the way salaries for federal district judges are calibrated. And that's why federal district judges earn $165,200 a year today, while state judges earn $135,700, the same as nine years ago.

Mr. Spitzer, of course, is anxious to show he meant what he said when he promised that Albany's culture would change the day he took office. And what better way to demonstrate change than to get the Legislature to adopt campaign finance reform? But there should be a change in the way the Legislature does business as well. Linking bills together for leverage is an old tactic, but Mr. Spitzer doesn't have to play by those rules. All he has to do is call for a judicial pay raise bill to stand on its own. That would be change, too -- for the better.

ALBANY TIMES UNION
Tuesday, May 1, 2007

Editorial:

Pay-raise politics

There are some signs that the era of pay-raise politics may be coming to an end in the Capitol. But there are also signs that a real political donnybrook is in the making. How it all turns out will depend largely on Governor Spitzer's political acumen.

By tradition, state lawmakers have linked a pay raise for judges with one for themselves, as a way to give themselves political cover with voters. And that has punished judges, who haven't had a raise since 1999, largely because the Legislature did not want to risk incurring voter wrath by raising the $79,500 base pay of its members.

Last week, all 62 senators signed onto a pay-raise bill sponsored by Senate Judiciary Committee Chairman John DeFrancisco, R-Syracuse. The measure, which would grant pay raises for judges, legislators and elected officials, calls for establishing commissions to make binding recommendations on pay raises.

On Monday, though, the Senate's Democratic minority announced it was withdrawing its support, citing Mr. Spitzer's concerns. The move will surely send a signal to the Assembly, where the Democratic majority has endorsed the idea of a pay raise commission.

Under the Senate plan, the commission would include 13 members appointed by the governor, legislative leaders and the state's chief judge.

The commission approach is one favored by Chief Judge Judith Kaye, who recently threatened to go to court if judges did not receive a pay raise this year.

But Governor Spitzer, who also favors pay raises for judges, wants state lawmakers to earn a raise by embracing his proposed reforms on campaign financing and redistricting. He's right, but he has to set a better example himself, and he's also in for a fight from Senate Majority Leader Joseph Bruno, R-Brunswick, who has attacked the governor's campaign finance reform proposal as elitist and geared to give wealthy candidates, like Mr. Spitzer, an advantage in any campaign.

So it will come down to this: Will Mr. Spitzer sign any pay-raise bill without a legislative accord on his reforms? We can well understand why he might veto such a bill, even one that has strong support in the Legislature. But before he does that, he must find a way to ensure judges aren't punished in the process. They deserve a raise now. They have been hostage to Capitol politics long enough.

ALBANY TIMES UNION
Wednesday, April 11, 2007

THE INFORMATION SOURCE SINCE 1856 FOR THE CAPITAL REGION
TIMES UNION

Unjust salaries

First published: Wednesday, April 11, 2007

It's easy to understand the mounting frustration expressed Monday by New York Chief Judge Judith Kaye. For years, she has been appealing to the executive and legislative branches to raise the salaries of New York's 1,300 state judges. And during those years, for one reason or another, nothing has been done.

Eight years ago, the salaries for state Supreme Court judges were pegged to those for federal District Court judges, or $136,700 a year. But now those federal judges earn $165,200 a year, while state judges earn the same $136,700. That's not fair. State judges work as hard as their federal counterparts. They should not be denied regular raises to keep pace with inflation.

This year, for the first time in a long time, the chances for a judicial pay raise seemed better than ever, only to have the money disappear from the new state budget agreed to by Gov. Spitzer and legislative leaders. So on Monday, at a press conference at the Court of Appeals, Judge Kaye fired back. If the "shabby treatment" of judges doesn't end soon, she warned, she could sue Mr. Spitzer and state lawmakers to force the issue.

Judge Kaye speaks for many when she blames the politics of Albany for the stalemate. Things often move at a glacial pace in the Capitol. In the case of the judges, that's because pay raises for them are linked to raises for the Legislature, and legislative leaders have been in no hurry to invite voter backlash by giving themselves and their colleagues more money for their part-time positions. Thus, judges, who work full-time and face ever increasing caseloads, are being unfairly penalized for the Legislature's low standing with the public.

It's not that anyone in the Capitol is speaking out against the raises, either. To the contrary, everyone seems to be on Judge Kaye's side. For example, Gov. Spitzer included $111.4 million for judicial pay raises in his proposed budget, but the money was left out of the final budget accord. And Sen. Hugh Farley, R-Niskayuna, has sponsored legislation that would sever the historical ties between legislative and judicial pay raises. But, he notes ruefully, "we didn't get support."

Now there is more talk by Assembly and Senate leaders of addressing the judicial pay raise issue in the next few weeks. Meanwhile, a spokesman for Gov. Spitzer notes, correctly, that the Legislature could resolve the issue through separate legislation.

All encouraging talk to be sure, but still just words. Judge Kaye is right: Eight years of talk and good intentions are enough. Now it's time to act.

THE ISSUE:Chief Judge Kaye may sue to get state judges a pay raise.

THE STAKES:There's a quicker and better way to fix the problem now.

ALBANY TIMES UNION
Monday, Jan. 9, 2006

TIMES UNION
THE INFORMATION SOURCE SINCE 1856 FOR THE CAPITAL REGION

Editorial:

A judge's pay

Chief Justice John Roberts echoes a plea made by New York state Chief Judge Kaye

First published: Monday, January 9, 2006

With only three months on the job, Chief Justice John G. Roberts is asking for a pay raise. Under most circumstances, that would seem impudent. But not in this case. For some years now, it's been apparent that there is a strong case to be made that judges aren't fairly compensated -- at the federal or state level.

Indeed, New York Chief Judge Judith Kaye has made such an argument for several years now. Her most recent plea came last month, only to get a chilly reception from Senate Majority Leader Joseph Bruno, R-Brunswick.

There has to be a better way, and there is. The ideal solution is to take the politics out of judicial salaries by either indexing them to inflation, or having an independent panel decide when raises are warranted. At the moment, judges in federal courts depend on Congress to raise their salaries, while judges in New York state courts rely on the Legislature to do so. That places judges at the mercy of whatever political winds prevail at the time. Most of the time, politicians are reluctant to approve pay raises out of fear of retribution by voters.

That fear is fueled by the perception of many voters that judges are well compensated. But that is a surface impression based on what the average worker's wage is at the moment. To be fair, judges' salaries should be linked not just to the rising cost of living but also to the responsibilities of their office and the demands of their caseloads, which have risen sharply in recent years.

Instead, Congress provides federal judges with only a modest cost of living increase, while New York state judges have gone without any increase since 1999. That, in turn, has created a gap. In 1999, salaries for state Supreme Court judges were equal to federal district judges -- $136,700 a year. But now those same federal judges earn $162,1000, while state Supreme Court justices earn what they did six years ago.

The late Chief Justice William Rehnquist raised the issue of pay equity in 19 year-end reports, and grew resigned in his latter years to "beating a dead horse." But his successor seems ready to press the fight, noting that with salaries stagnant, more and more judges are leaving the bench in search of high-paying positions in private practice. That, in turn, raises the specter that lesser qualified judges -- often those whose main qualification is affiliation with the right political party -- will succeed them. If that trend continues, then the very concept of an independent judiciary is at stake.

ALBANY TIMES UNION
Wednesday, June 1, 2005

TIMES UNION

ALBANY TIMES UNION WEDNESDAY JUNE 1, 2005 EDITORIAL

An overdue raise

Gov. Pataki gives his support to higher salaries for the state judiciary

Gov. Pataki is right when he says New York's judges deserve a raise. That's never been the question, though. How much of a raise is. In February, Chief Judge Judith Kaye suggested a 20 percent increase, to bring salaries for state Supreme Court judges in line with judges in U.S. District Court. That seems reasonable, given that the federal pay scales were used as a guide to determine the salaries that state judges now earn.

But Mr. Pataki isn't saying how much of an increase he thinks is warranted. Whatever numbers the governor has in mind will likely surface in a few days when he sends his proposed judicial pay raise bill to the Legislature.

While 20 percent might seem high, given the modest pay increases for most government workers in recent years, it's important to remember that such a raise for judges would help them catch up with the ground they have lost since 1999 — the last time they got a raise. True enough, some cynics believe judges are overpaid and refuse to consider the facts that show the opposite. One such fact is this: In 1999, salaries for state Supreme Court justices were on a par with judges in U.S. District Court — at $136,700 a year. Since then, however, the pay for federal judges has risen to $162,100, while salaries for state Supreme Court judges remain at the 1999 level.

Fact No. 2: Caseloads have risen in state courts since 1999. And fact No. 3: The cost of living has risen since 1999, too.

Perhaps the most disturbing fact is that judicial salaries remain a political issue in New York. That is, only the Legislature can approve them. And state lawmakers are most likely to make their decision based on prevailing political winds. If times are lean, lawmakers are likely to simply ignore pleas for judicial raises. And when times are flush, judicial salaries must compete for approval along with myriad special interest projects that legislators want to fund for their constituents. All of which explains why the Legislature has approved only two judicial pay increases in the last 14 years.

There has to be a better, more fair way, and there is. In her State of the Judiciary address last February, Judge Kaye suggested two alternatives to legislative approval. One would be to index judges' salaries to the cost of living. The other would be to appoint an independent panel to determine when raises are warranted. Either one would be a vast improvement over politics as usual.

ALBANY TIMES UNION
Thursday, Feb.10, 2005

TIMES UNION

ALBANY TIMES UNION THURSDAY FEB. 10, 2005 EDITORIAL

A judge's pay

New York's system for granting raises is unfair and should be reformed.

With the state scrimping for cash in yet another deficit year, this hardly seems like the appropriate time for judges to ask for a raise. But that's the problem: When it comes to the bench, there's never a good time to ask for more money.

That has to change.

Unlike most elected officials, who run for two- or four-year terms, state Supreme Court judges serve for 14 years, and county judges for 10. That puts a different light on the always touchy issue of pay raises. Elected officials can take their case directly to the voters, or they can wait until they have been elected and then seek a raise. When they try the latter approach, taxpayers can object – as this page routinely objects – that these officials knew what the pay was before they ran for office and should not be asking for more money now that they occupy that office. Let them go before the voters and tell them they want to raise their pay if they are re-elected.

But it's a different set of rules for judges. It's unreasonable to expect them to work for the same salary for 10 or 14 years. And they can't take their case for a pay raise directly to the voters, either, no matter what length of term they serve. Only the Legislature can approve a raise.

That's just the dilemma that New York Chief Judge Judith Kaye faces every time she raises the issue of judicial pay. In theory, the Legislature can approve a raise at any time. In practice, the lawmakers are reluctant to do so in the best of times. They're even less interested if the budget is tight, or they themselves haven't had a raise in years. The last time judges got a raise was in 1999, and that was one of only two judicial raises the Legislature has approved in the last 14 years.

Meanwhile, caseloads have risen, along with the cost of living, even as judges fall behind in wages compared with federal judges. In 1999, when salaries were adjusted to equal federal pay scales, the salary for a state Supreme Court judge and a U.S. District Court judge was the same, $136,700. Since then, the federal salary has risen to $162,100, while the state salary has remained constant.

Regrettably, Judge Kaye's attempts to get judges a raise in recent years have fallen on deaf ears. Now she is back this year with another plea that judges receive a 20 percent increase to make up for lost ground. "This year has reached a point where it's urgent," she said in her annual state of the judiciary speech at the Court of Appeals Hall.

Something else is urgent as well – a change in the way judicial salaries are determined.

Judge Kaye, in her address, offered two sensible solutions – by indexing judges' salaries to the cost of living, or by appointing an independent panel to determine when raises are warranted. Either approach would be a vast improvement over New York's sporadic, and erratic, process.

BATAVIA DAILY NEWS
Saturday, May 5, 2007
p. A4, col. 1

THE DAILY NEWS
BATAVIA, NY

Editorial:

Judges worthy of hire

It's time to change the way judicial salaries are set

Let's say you run a business with both part-time and full-time workers. The full-time workers are generally productive, dependable and competent. The part-time workers, however, don't get much work done, and miss deadlines, to boot. Do you give them both raises?

No? Ah, but there's a catch. If you give one a raise, you have to give the other a raise, too. Sound unfair? That's the way it works in New York State government, where the salaries for state judges are bundled with the salaries for state legislators.

Never mind that salaries for the full-time judges rank near or at the bottom nationally while the salaries for the part-time legislators - base pay is $79,500 - make them the third-highest paid Legislature in the nation.

If that seems like insanity, it is. But that's not all. It is up to the part-time folks to set the pay. They'd like to hike their own salaries - and say they wish they could hike judges' salaries, too - but fear backlash from voters who don't think legislators deserve pay raises. And so, salaries for both judges and legislators have remained frozen since 1999, while the cost of living has increased by more than 26 percent.

Granted, it's hard for the average citizen to develop much sympathy for a judge getting a salary of $136,700 and angling for a raise. But federal judges get $165,200 a year for doing essentially the same work as the state judges do. The difference is considerable. New York State Chief Judge Judith Kaye is so frustrated at the Legislature's failure to address, judge salaries that she has threatened to sue.

At Tuesday's Law Day ceremonies in Batavia local attorney Michael Mohun decried the state's legislative and executive branches as "running roughshod over the judiciary." While those branches cash in on power and perks from their part-time jobs, judges continue to toil on, doing the hard work of deciding cases in civil, criminal, family, drug and domestic violence courts, with no change in compensation, he sand.

"Public support for judicial salary increases its great," Mr. Mohun said. "For legislators, it's non-existent. It's time for us as citizens to speak up. It's not a pay raise but just compensation."

Judicial and legislative salaries should be considered separately. They should also be taken out of the hands of legislators who live and die by politics.

Judge Kaye has recommended creation of a pay commission that meet every four years to recommend adjustments based on rational, objective criteria. That may not be a perfect solution, but it's a lot better than the current system. New Yorkers shouldn't have to overpay one set of employees in order to get fair wages for another set of employees.

BUFFALO NEWS
Wednesday, May 2, 2007

THE BUFFALO NEWS

Editorial:

Stopping the pay raises

Legislators must earn consideration, abut judicial salary hike makes sense

So far, Albany's got this half right - it looks like the idea of a pay raise for state legislators who haven't earned it is dead, but it also doesn't look like there's much life left in a plan to make the salaries of judges a little more competitive with what good lawyers earn in the private sector. Here's hoping there's a twitch or two left that could separate the two politically linked ideas, and get it right both ways.

Proposals to tack a raise onto lawmakers' base pay of $79,500 took a double hit this week. First, Gov. Eliot L. Spitzer and some advocacy groups rightly pointed out that lawmakers hadn't done anything to pass meaningful campaign finance reform and shouldn't be rewarded unless they do. Then the Senate's Democratic minority pulled its support from the pay-raise bill that body had passed, leaving Republicans without enough votes to override a Spitzer veto.

The Legislature hasn't had a pay raise in a decade, but not a lot of New Yorkers will shed tears over that. What was originally designed as a part-time public service post has indeed become a full-time job, but the base pay also has been supplemented over the years by an array of perks and stipends. Leadership and committee posts, for instance, add stipends known as "lu-lus" of more than $10,000 apiece for members and $30,000 for top leaders. At the very least, lawmakers should restrict practices such as the personal use of campaign funds - the New York Public Interest Group has documented car leases, in one instance a pool cover and wining and dining by elected state officials - before looking voters in the eye and asking for a raise.

Lawmakers, of course, are not politically stupid. The system they've constructed to protect incumbents and power is evidence they're politically canny. Recognizing the unpopularity of their pay-hike cause, they have tied it legislatively to a widely supported proposal for judicial pay hikes. The judges probably deserve the pay hikes - as Administrative Justice Sharon S. Townsend said recently, "stagnant salaries year after year have compromised the ability of the judiciary to remain an effective arbiter of justice."

Annual salaries of judges on the State Supreme Court would rise from $136,700 to $16:2,500 per year, the amount now made by federal district court judges. Judicial positions also haven't seen a salary increase in nearly a decade, but reforms in the way judges are selected already are under way. Those reforms should lead to a political process more fair than the current method, which amounts to selection by party bosses. Given the uneven quality of the judiciary, not all have earned a raise but the effort to attract better-qualified candidates to the new process should not be compromised by below-grade wages for judgeships.

Legislative pay raises at this point offer just more of the same, at a higher taxpayer cost. Judicial pay increases have at least a chance of improving judicial balance and quality. Separate; the issues, and ask again for the judges.

CHIEF LEADER
Friday, Apr. 20, 2007
p. 4, col. 1

The Chief
Civil Service LEADER
THE CIVIL EMPLOYEES' WEEKLY

Editorial:

Pay Justice for Judges

The state's Chief Judge, Judith Kaye, was clearly angry last week when she delivered a speech in response to the scuttling of a pay raise for judges in the final state budget. She had good reason to be.

As she noted, "It is disgraceful that we have been brought to this point, that for more than eight years, longer than any other judges in America—likely longer than any workers in any field—New York State judges, for no reason other than Albany politics, have been denied even a cost-of-living adjustment to their salaries."

She pointed out that pay for state judges is 23 percent below that of Federal judges. To put that in perspective, the Chief Justice of the U.S. Supreme Court, John Roberts, has decried the compensation rates for members of the Federal judiciary. Four decades ago, U.S. District Judges made 21 percent more than the dean of a top law school; today their pay is about half the average salary for those deans.

State legislators, looking to avoid public criticism for raising their own pay, have coupled such increases to hikes for judges. Governor Spitzer supported raises for judges as much-needed, but he opposed a boost for legislators, with one reason being that he believes any hike should be accompanied by measures restricting the outside work they could do to prevent conflicts of interest.

As Ms. Kaye pointed out with justifiable frustration, no one is questioning the need for a significant hike in judicial salaries in order to attract and retain high-caliber individuals for the bench. And they should not, as she noted, be held hostage to the pay aspirations of state legislators.

Unlike legislators, judges are not permitted to maintain private law practices, and Judge Kaye rejected the suggestion by some colleagues that they be permitted to do so. The reason is obvious: it would raise questions about whether those retaining them were doing so to buy influence and affect decisions by their colleagues.

Nor, she insisted, should there be any reason for the public to wonder whether judicial rulings have been influenced either by the granting or denial of pay raises as a result of legislators' actions.

She said it would be "ill-conceived and counterproductive" to follow the lead of some Long Island judges and file a lawsuit over the compensation issue at this point, but she left it open as a possibility if judges' pay has not been raised before the Legislature adjourns in June.

It shouldn't come to that. Mr. Spitzer and legislative leaders need to figure out a way—and quickly—to address the problem and allow for the long-deserved increases to be implemented.

STAR-GAZETTE

Opinion

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New York judges deserve a bigger paycheck

■ Salaries have not been increased since 1999 and should match federal court levels.

The Associated Press

New York Court of Appeals Chief Judge Judith Kaye has been ardent in her insistence that judges get a raise.

Editorial

Keep pay scales stagnant long enough and eventually the skill level of employees could sink to meet the compensation level. In New York state, one of the last places that should happen is in the judicial system. Yet less skilled judges are one of the possible liabilities facing state lawmakers if they don't approve raises for New York judges.

State senators have a chance to take the lead today in fixing the problem during a special session of the New York Senate in Albany. But there's a catch. Senators need to approve a judicial pay hike without tying it to their own salaries, which has traditionally given state legislators political cover when their paychecks also get bumped up.

That act of legislative bravery — keeping judicial and legislative raises as separate issues — may seem fanciful in the realm of state politics, but it would be the higher road for lawmakers to take. It's true that neither lawmakers nor judges have received a raise in nearly eight years, and they're due for one. But judicial raises should not be strangled by the political wrangling that chokes off good legislation in Albany, and that's what will happen if legislators try to send a pay package to Gov. Eliot Spitzer with their raises and the judges' in one messy bundle.

Spitzer already has said he supports judicial raises, but he also has said he won't approve legislators' increases without getting his campaign finance reform bill passed. The judges know they're stuck in the middle on this one, and they don't deserve to be. Fair judicial pay should not hinge on whether the governor and legislators can compromise their positions. It should be based on reasonable increases, similar to the raise system that federal judges have enjoyed.

New York state judges have not had a pay increase since 1999, and the state's Chief Judge Judith Kaye isn't asking to make them rich. She's just asking that the salaries, now averaging $136,700 for a stat Supreme Court judge, be increased to wh federal district court judges receive whicl is $165,200. Kaye has threatened to sue th state if the judicial salaries aren't increase a process that would pile up needless lega expenses and create additional strife in th politically stressed Albany atmosphere.

Kaye may feel she has no other resort, but she and lawmakers should avoid a co ly, time-consuming suit by settling this issue amicably, first with Senate approval o a pay raise and then — hopefully next week — similar approval by the Assembl in a special session.

But the raises are just the first step. The should be followed, in the 2008 session, with the creation of a salary commission, as proposed by Kaye, that would review and make recommendations for all levels of salaries, ranging from judges to legislators to other officials. This could ensure regular increases and not these long droughts followed by enormous catch-up hikes that become so controversial that they're not acted on for years.

It's time to get sensible about salary increases for the state's top officials, and on way to break the habitual negligence is to start by approving new judicial salaries o their own and without the encumbrance c legislators' pay.

THE JOURNAL NEWS
Saturday, Jan. 26, 2008
p. B6, col. 1

The Journal News

Editorial:

Compensating for mistakes

Pay worries? Lawmakers have an answer to all their pecuniary angst

Rejoice. Notwithstanding all the doom and gloom on the world markets, the dire earnings reports, the steady stream of job cutbacks and layoffs, the taxpayer's rising fear and anger about just about everything, your elected officials have not lost sight of what's important: *their wallets*.

In Albany, this means legislative pay raises, perhaps a hike in the vicinity of 20 percent or more. Assembly Speaker Sheldon Silver told a private meeting of Assembly Democrats this week that Gov. Eliot Spitzer, newly compliant, had agreed to a pay raise for lawmakers, The New York Times reported. Legislation providing for the raises was expected from the governor's office by the end of next month, according to several lawmakers who heard Silver speak, though some on the Assembly leader's staff told the Times that the timing was uncertain.

But money is undoubtedly in the air. The threadbare budget Spitzer unveiled Tuesday - it left many school districts and health-care providers crying foul - includes raises for state judges, who are most deserving of raises, but no increase for legislators, who cannot make the same claim, at least not with a straight face. Their base salary is $79,500, but various bonuses paid for committee and leadership posts boost the current average salary to more than $100,000. Silver earner sought a 21 percent hike; there's no reason to expect anything less, never mind the aforementioned economic upheaval.

Wages held hostage

As with the judges, legislators have gone without a raise since 1999, when Bill Clinton was still in the White House. The pay-raise drought would be cause for concern, except that our Legislature was certified - by no less than the knowing NYU Law School's Brennan Center for justice in 2004 - as the nation's most dysfunctional. Some modest reforms in the intervening years, on matters ranging from budgeting to ethics, have improved matters, but hardly enough to merit the taxpayers digging deeper into her pocket. Besides, our Legislature is the third-highest paid in the nation. What's the justification for bolstering their position, besides desire to maintain a nice buffer with Westchester Board of Legislators' pay? (See Phil Reismans Thursday column, "7-member panel to weigh stimulus package for 17," about the renewed effort to boost compensation to county lawmakers.)

On the other hand, New York State Supreme Court justices are paid $136,700 - much less than the new law school graduates hired by top firms, even before they pass the bar exam. In 2007, a National

Center for State Courts study ranked New York's judicial pay 48th in the nation after adjusting for cost of living. (And some wonder why so many judges are surly.) Why have our judges gone so long without raises - compelling the usually genteel Chief Judge Judith Kaye to threaten to sue for raises? Their legislative counterparts have greedily insisted on linking the judges' raises with their own; so long as the legislators are made to wait, then so must the judges. See what the Brennan Center meant by dysfunctional?

Governor plays nice

Time was when Gov. Spitzer would have told legislators that they wouldn't get an extra dime, certainly not before they reformed the state's campaign financing law, reformed the nominating process for state judges, reformed the antiquated contracting rules for public works projects, and reformed a long list of other blights upon our pocketbooks and good governance. And the might have named names and toured the districts of those lawmakers who, instead of raises, should issue refunds to their constituents.

But Spitzer 2.0 has been making nice after a first year marked by some big wins and some stunning missteps, most notably his staffs clumsy bid to discredit Joseph Bruno, the Republican leader of the Senate, using the good services of the State Police. That stain still hasn't been removed as sundry official inquiries continue. In his State of the State address earlier this month, Spitzer singled out many lawmakers for praise and spoke at length about cooperation. Changed times; changed governor. Taxpayers might reasonably conclude that the Spitzer "repair bill"' for 2007 mistakes is coming due; watch for it in the Albany paychecks of state lawmakers.

THE JOURNAL NEWS Sunday, Apr. 15, 2007, p.B6, col.1

The Journal News

Editorial

The politics of pay

Justice suffers most when New York sticks it to judges on wages

Who could blame New York Chief Judge Judith Kaye for allowing a show of temper last week? The issue was pay for state Supreme Court judges. Their compensation has been frozen since 1999, due solely to Albany politics. The situation "has been totally, wholly demoralizing to the New York judiciary," she said in a press conference. Elected officials need to undo the harm and fast because it's the public that suffers when the best lawyers and best judges drop out of the judicial pool and opt for private-sector pay checks.

Kaye has been pressing the issue for years, but now threatens to sue the legislative and executive branches unless judicial salaries are hiked before the legislative session ends in June. Her colleagues have pressed for a slowdown or work stoppage. In his first budget, Gov. Eliot Spitzer included some $111 million for retroactive raises, but the proposal went no where. A lawsuit by judges — how odd does that sound? — seems like a longshot, but the point remains the same: There is something rotten in Albany.

"Me-too" lawmakers

Political "tradition" — actually, political "cover" — alone has been responsible for the judges' plight. For years, lawmakers have tied judicial raises to their own. Because raising legislative salaries has been such a politically sensitive issue — because the part-timers haven't been earning their keep — both lawmakers' and judges' salaries have remained frozen. Full-time Supreme Court judges earn $136,700 a year; the base pay for lawmakers is $79,500 a year, but "leadership" stipends raise that amount to $90,000 for each senator and three-quarters of Assembly members.

The chief judge wants to see judges' pay increased to $165,200, with much of it retroactive to 2005. A survey by the National Center for State Courts found that the pay level for judges at the trial court level rank 11th among the states, but 37th when the amount is adjusted for New York's high cost of living. The very best law school graduates were commanding $160,000 salaries in 1999 — and that's even before they passed their bar exams.

Hearing from judges

Kaye — the first woman to ever serve on the seven-member high court, the first woman named chief judge in 1993, and who was recently nominated for another term by Spitzer — outlined several actions the judiciary could take to force the issue, including asking legislative leaders for permission to address lawmakers directly on the issue. She will begin, though, by asking the state comptroller and attorney general for opinions on whether the court system on its own can grant judges a pay raise. "I am loathe to take that step unless we have no place else to go," she said.

The governor included $111 million for raises for the 1,300 judges whose salaries are paid by the state, retroactive to 2005; town and village jurists weren't included. But when the 2007-08 state budget was approved April 1, lawmakers had cut out the raises. Kaye called that, after years of effort, "a crushing disappointment." After Spitzer recently nominated her to another term, Kaye agreed to serve another 21 months before reaching the mandatory retirement age of 70. Given the considerable reforms realized under her watch, the state is lucky to have her. It would be a bitter embarrassment for Albany to fail Kaye and the court on this issue.

THE JOURNAL NEWS
Friday, Mar. 10, 2006
p. B6, col.1

The Journal News

Editorial:

Idea from the bench

Proposal to bring order to government raises needs brisk debate

The leadership of New York's court system is pitching a proposal intended to bring order to what has been a haphazard process of raising the pay of judges and other top elected and appointed officials in the state.

There is no doubt that what goes on now is not "objective, transparent, predictable and fair," the attributes judicial leaders ascribe to their plan. State legislators are responsible for approving raises, including their own. Because they are perpetually fearful that taxpayers will punish them for hiking their own take-home pay, legislators have let salaries stagnate for years, then sneaked in whopping increases, after they have been safely reelected and as far in advance of the next election as possible.

We shed no tears for the political difficulty of raising legislative salaries. A legislator's pay is not meant to be the sole means of support; lawmakers are free to hold other jobs, as many do. And the base-pay, at $79,500, is too high even before it is supplemented with extra pay for "leadership" positions.

Our interest in the new proposal rests with concern for the people — judges and other full-time officials — who do depend on government pay to support themselves and their families. Because legislators consistently refuse to consider granting raises to those people without boosting their own pay, real livelihoods have been held hostage to political whim.

Judges have argued forcefully that, since the last increases, in 1999, the cost of living has risen 18 percent. The grass is much, much greener in private law practice. That's no way to attract the best and brightest to the bench.

Chief Judge Judith Kaye this year unveiled a new strategy to attain immediate, justified judicial increases while creating a more rational process for deciding future raises for judges and others. It's not perfect, but it clearly merits consideration.

The proposal, in broad terms:

- Give state-paid judges one-year retroactive raises, pegging salaries to those of federal judges, as was once the custom.
- Create a commission to decide if legislators and top statewide elected and appointed officials deserve a similar, immediate "catch-up" raise. The commission would then look ahead and determine if judges or the others should get a cost-of-living increase over the next four years. Any commission-set raises would take effect unless the Legislature, if it decides the state can't afford them, cancels them. A new commission would be appointed every four years.

The commission, a majority of them nongovernment employees and nonlawyers, would be appointed by the governor, legislative leaders and the chief judge.

The process, obviously, would require appointees of fearless independence, capable of making objective observations and projections about the state's financial condition, the economy in general and how New York salaries should compare to those of other states, among other things. The first recommendation to be questioned is whether *any* of its members should come from government. We doubt it.

It must also be made clear that raises should not come in lock step: Modest, annual increases for full-time judges, for example, would be much easier to justify than a yearly cost-of-living boost for legislators with outside jobs who can't keep a state budget to the same growth level.

Speaking to legislators, Jonathan Lippman of Rye Brook, the state's chief administrative judge, urged a "full and meaningful public dialogue on this issue; a dialogue that is not rushed; a dialogue that takes place in the open sunlight."

Let it begin.

The Journal News

THE JOURNAL NEWS FRIDAY JUNE 3, 2005 OPINION

The cost of justice

State-paid judges deserve overdue raises, and more stable system

Money isn't what automatically comes to mind when one considers an independent judiciary, the prerequisite component of constitutional multi-part government and a sound justice system.

But it matters, not only to the judges who make a living by administering justice, but to those who would aspire to join their ranks and to the public that expects these weighty jobs to attract people of excellence. It does not make for a healthy system when judges must periodically appeal to — beg, really — the executive and legislative branches for raises, which have, in New York, come unpredictably and fitfully — as in, two raises over the last 18 years.

In the six years since the last raise, when state Supreme Court justices' pay was restored to parity with federal district court salaries, the cost-of-living index has increased by about 18 percent. Federal judges, as well as judges on other state benches and nonjudicial New York employees, have managed to keep pace with that inflation. In cost-of-living terms, New York's judges make less today than they did before their last pay increase.

Little wonder that the state court system, led by Chief Judge Judith Kaye, appealed to the Legislature again this year, not only for an overdue salary raise, but for a system that would remove judges' dependence on legislative whim for periodic salary review.

The judges have gained an ally in Gov. George Pataki, who this week said he would propose immediate judicial raises in line with Kaye's recommendations.

Supreme Court salaries would again catch up to federal district court's, increasing from $136,700 to $162,100. The salaries of appeals court and lower court judges would be adjusted proportionately. The increases are an overdue incentive to retain and attract superior jurists, who, as attorneys, could be expected to collect far higher wages in private practice.

Disappointingly, the governor did not endorse the court system's suggestions to bring some rational order to the issue of judicial salary review.

First, the court system, hoping to end inequities in the salaries of all trial-court judges — judges at some levels receive less than Supreme Court judges — proposed that the state create a commission to periodically review the salary ranges and recommend, if found justified, closing the gap.

A more far-reaching recommendation, also ignored by Pataki, calls for an automatic, annual adjustment in judicial salaries, with no legislative action necessary. The court system's proposed legislation would tie state salaries to federal pay, which is more frequently raised to account for cost-of-living increases. But the state judges are open to other methods that can be found in other states, including indexing salaries directly to the cost of living, or linking them to increases granted nonjudicial employees. The goal, whatever the method, is to establish a predictable, fair compensation beyond the political realm of the Legislature.

We hope the Legislature, in the waning days of the current session, considers that worthy goal in addition to bringing judicial salaries up to date.

THE NEW YORK DAILY NEWS
Monday, March 31, 2008

DAILY NEWS

Editorial:

An injustice to judges

Today in Albany, dozens of New York judges will press their case in the Legislature for a long overdue pay raise. Their case is open-and-shut.

Judges have gone for more than a decade without so much as a cost-of-living increase. The highest-paid jurist in the state, Court of Appeals Chief Judge Judith Kaye, makes $156,000 a year — less than what a kid fresh out of law school commands at a big Manhattan firm.

And thanks to inflation, the $136,700 salary of a state Supreme Court justice has lost $34,700 in buying power since it was frozen in 1999.

Former Gov. Eliot Spitzer proposed a reasonable 21% hike that would bring New York's judicial salaries roughly in line with those of the federal bench.

But legislators balked, holding out for a package deal that would boost their $79,500 part-time salaries along with the judges'. The linkage makes no sense.

In December, Senate Majority Leader Joe Bruno finally did the right thing, allowing a pay raise for judges to come to a vote. It passed unanimously.

The measure would breeze through the Assembly, as well. But Speaker Sheldon Silver is holding the judges hostage. He should stop.

NY DAILY NEWS
Monday, Dec. 3, 2007
p. 28, col. 1

DAILY NEWS

Editorial:

Contempt of courts

In the matter of fair pay for judges, state lawmakers are guilty - beyond any reasonable doubt - of dereliction of duty in the first degree.

New York's judges, having lived on salaries frozen since the Clinton administration, are long overdue for a cost-of-living adjustment. Because of inflation, the jurists' paychecks have lost 30% of their value over the past nine years.

The highest-paid jurist in the state - Court of Appeals Chief Judge Judith Kaye - makes $156,000. That's substantially less than rookie lawyers at the big Manhattan firms make, let alone the high-powered attorneys who argue cases before her.

The disparity in incomes is even starker on the benches below Kaye. State Supreme Court justices, who handle civil and criminal trials, have made $136,700 per year since 1999. Had their checks kept pace with the national inflation rate, they'd be earning $171,400. In other terms, that equals a loss of $34,700 annually in buying power.

This is no way to treat officials who are entrusted with power over the lives, liberty and property of New Yorkers. All those who want disgruntled, underpaid hacks deciding the custody of children, settling estates or imposing sentences, raise your hands.

Gov. Spitzer did the right thing this year by including in his budget a 21% pay hike for state judges - a reasonable amount supported by virtually every member of the Assembly and Senate. Yet Spitzer's bill went nowhere, and for one simple reason: It left out raises for the Legislature.

With their $79,500 salaries also flat since 1999, lawmakers are basically saying: The judges can't have theirs unless we get ours.

This linkage makes no sense. For one thing, legislators are officially part-time employees who can and do supplement their salaries with unlimited outside income. For another, even if lawmakers voted themselves raises now, the state Constitution says they couldn't actually collect until January 2009 at the earliest.

Lawmakers are essentially holding judges hostage in a standoff with the governor, which is Albany dysfunction at its worst. The longer it continues, the more frustrated and resentful judges will become - which can only be a bad thing for the quality of justice in New York State.

Senate Majority Leader Joe Bruno and Assembly Speaker Sheldon Silver must call a halt to this game and approve a judicial pay raise before the year is out. If they fail in that, how dare they even talk about raises for themselves?

NY DAILY NEWS
Sunday, Oct. 21, 2007
p. 30, col. 1

DAILY NEWS

Editorial:

Do the right things

With Gov. Spitzer and Senate Majority Leader Joe Bruno feuding bitterly, the Legislature has set a special session. Here's our take-no-prisoners agenda:

■ Act on Spitzer nominees. Bruno's Senate has yet to confirm or reject 76 people Spitzer has nominated for top jobs, including the governor's selections to head the Metropolitan Transportation Authority and the State University of New York. Bruno must release these hostages.

■ Give judges a raise. Salaries have been flat since 1999, and some freshly minted lawyers make more than a Supreme Court justice's salary of $136,700. Legislators want raises for themselves but, facing a Spitzer veto, haven't had the nerve to propose hikes. Here, the judges are being held hostage. Bruno and Assembly Speaker Sheldon Silver must free them with fatter checks.

■ Say yes to City Hall's garbage plan. The product of years of negotiations and compromise, the plan would establish a fair, efficient system for transporting each borough's trash. But three Manhattan Assembly members have ruled out putting a recycling station in their neighborhood. They're holding the entire city hostage to local preferences.

■ Forget big-ticket items. Lawmakers are eying $200 million in property tax relief for seniors and $300 million for economic development projects. With Albany less than three months from talks on the next budget, and with hard times looming, now is not the time to hold taxpayers hostage to political largess.

THE NEW YORK DAILY NEWS
Saturday, Apr. 14, 2007

DAILY NEWS

Editorial:

GIVE THE JUDGES A RAISE

Chief Judge Judith Kaye says it's "nothing short of a disgrace" that her colleagues on the bench have gone without pay raises for more than eight years because of crass Albany politics. She's absolutely right.

The fault lies in the Legislature, where lawmakers are hankering for raises but most are too chicken to say so. By holding the courts hostage, they are trying to pressure Gov. Spitzer to back a commission that would recommend hikes for all branches of government, giving legislators cover to boost their own salaries.

When the salaries of New York's judges were last updated, in January 1999, a state Supreme Court justice made $136,700 a year, the same as a federal judge. Since then, the federal salary has risen to more than $165,000. At this point, some rookie lawyers at major law firms make more than New York judges do.

Kaye is pushing for a 21% increase, to match the federal scale. And Spitzer properly refused to link raises for lawmakers with raises for judges. For one thing, legislators are free to make outside income, while judges are barred from moonlighting. For another, the state Constitution says the lawmakers' raise could not take effect until 2009 anyway. There's no reason judges should have to wait.

Kaye is so frustrated that she's threatening a lawsuit, which would be the wrong way to go. Instead, Senate Majority Leader Joe Bruno and Assembly Speaker Sheldon Silver should stop the game-playing and do the right thing.

NY DAILY NEWS
Monday, Apr. 24, 2006
p. 32, col. 1

DAILY NEWS

Editorial:

An order for the courts

New York State judges deserve a raise. Charged with deciding life-and-death issues and regularly presiding over highly complex legal matters, they earn roughly the starting salary of a freshly minted law school graduate at a top firm.

No, they don't take the bench expecting to get rich, or to come close to what big-time lawyers pull in, but they have a right to expect a decent salary with periodic raises that are roughly in line with inflation. On that score, they don't come close.

Almost seven years have passed since the state Legislature approved a judicial pay raise. In that time, the purchasing power of a dollar has fallen by 14%, so judges have seen their standards of living fall by that amount. That is both unfair and bad public policy.

The villain here is the Legislature, which refuses to raise official salaries until lawmakers are ready to give themselves a boost too. And they hike their checks only when they think they can get away with it, so years go by and there's zero predictability.

Chief Judge Judith Kaye is pushing for equity and professionalism along the lines that Congress affords federal judges, who get what are essentially annual cost-of-living hikes. She would start by giving state Supreme Court justices, who are now paid $136,700, the same salary as federal trial judges, $165,200. And she would have the Legislature create a commission that would peg hikes to the rate of inflation every four years.

This is a fair, sound plan. Judges would be properly compensated, and they would be spared the demeaning chore of begging the Legislature for money year in and year out. Of special note: The funds for judicial raises are already in the budget.

The only obstacle is that Assembly Speaker Sheldon Silver and Senate Majority Leader Joe Bruno refuse to appropriate a penny until their troops fatten their own wallets. That's wrong. They should give the judges their due and establish a businesslike process for setting compensation, as Kaye urges.

NY DAILY NEWS
Monday, June 6, 2005

DAILY NEWS

NY DAILY NEWS MONDAY JUNE 6, 2005 EDITORIAL

Justice for judges

Gov. Pataki and Chief Judge Judith Kaye want to give the state's judges their first raise since 1999. It would be a good bump, too – raising justices' salaries 19% – to $162,100 from $136,700. The judges have a case. The hike would put them on par with both the federal bench and recent law school graduates at top firms.

Even so, the public should get something in return. Our proposal: Approve the raises only if the judges sign on to eliminating the secrecy that blankets the proceedings of the Commission on Judicial Conduct. Once the commission charges a judge with wrongdoing, all hearings should be open. More pay, less secrecy. Sounds just to us.

THE NEW YORK TIMES
Tuesday, Dec. 18, 2007

The New York Times

EDITORIAL

Fair Pay for Judges

The rancid political quagmire that is Albany these days produced a rare breakthrough last week on a matter of great importance to New York's justice system — a pay raise for judges. There is at last a chance that the state's woefully underpaid judiciary will get a raise this year. But that will require Sheldon Silver, the Assembly speaker, to step up and make it happen.

Over the years, New York has been home to many great jurists, including giants like Benjamin Cardozo. Thanks to years of parsimony, however, its proud legal tradition is in danger. New York's judges last received a raise in 1999. Today, it ranks 49th of the 50 states in judicial pay when adjusted for the cost of living. The low pay makes it hard to attract and retain talented judges.

At this point, all of the leading players in Albany agree that judges deserve more money. But the judicial pay increase has repeatedly stalled over state legislators' greedy insistence on linking it to a pay increase for themselves, which in turn is caught up in Albany's byzantine political maneuvering.

Moving to break the logjam and, not incidentally, to embarrass Mr. Silver, the Republican-led Senate passed a measure last week granting a raise to judges, but not lawmakers. Gov. Eliot Spitzer has indicated that he would hold out for an overhaul of the state's broken campaign finance system before agreeing to legislative raises, but he is amenable to the judges-only approach.

The immediate result of the State Senate's action was to clarify responsibility for perpetuating New York's judicial compensation crisis. All that now stands in the way of addressing this serious threat to the quality of justice is the selfish intransigence of the Assembly speaker and members of his Democratic majority.

So far, Mr. Silver shows no sign that he is willing to return to Albany before year's end to do right by members of New York's bench. His fellow Democrats and he are trying to dismiss Senator Joseph Bruno's leadership on judicial pay raises as a cynical political stunt. It may be cynical, but whatever his motives, Mr. Bruno, the Senate majority leader, has led in the right direction.

THE NEW YORK TIMES
Tuesday, Dec. 11, 2007
p. A32, col. 1

The New York Times

Editorial:

Stop Stalling on Judicial Raises

New York was once a national leader in judicial compensation. Now, it ranks 49th among the 50 states when salaries are adjusted for the cost of living, and the last pay increase was in 1999.

In judging, as in most lines of work, competitive salaries are important for attracting the best work force. These shamefully low salaries hurt the quality of justice, and they have become a source of frustration and anger for members of New York's bench. State lawmakers, some of whom begin to return to Albany this week, should raise judges' salaries before the year ends.

Legislators are notoriously reluctant to vote for pay raises in election years, which means further procrastination could well end up freezing judicial pay until 2009.

Since the last raise, inflation has seriously eroded the buying power of judicial paychecks. During this same period, salaries for clerks, court officers and other judicial branch employees have increased by more than 30 percent. The 1999 increase brought the salary of State Supreme Court justices to $136,700. The idea was to re-establish parity with federal district court judges. That parity is long gone. Today, federal district court judges earn $165,200, which is also too low when compared with other parts of the legal profession.

By now, just about everyone in Albany agrees that state judges deserve a raise. But state legislators are holding judicial pay raises hostage while they maneuver for their own salary increases, which in turn are caught up in Albany politics. Pay increases for state legislators should be left to the negotiations with Gov. Eliot Spitzer over campaign finance reform. Judicial pay should not be tied to legislators' pay, or anyone else's.

The Senate returns to Albany on Thursday, but its agenda remains hazy. The Assembly has no plan, so far, to return. If the Legislature lets this year end without raising judges' salaries, it would be an unwarranted blow against dedicated judges and against the strong, independent judiciary New Yorkers need and deserve.

THE NEW YORK TIMES
Sunday, Nov. 11, 2007

The New York Times

Frayed Judicial Robes

Imagine a courtroom scene, maybe something out of "Law & Order." Then ask yourself which official earns the least of all those important people sitting in front of the jury. If you guessed the judge, chances are you're right.

Certainly the defense lawyer, if a private attorney, makes far more in hourly fees than the person with the gavel. Some district attorneys, in New York City at least, earn more than not only the trial judge but also the chief judge. There are even nonjudicial employees in the state judiciary system who can earn as much or more than the person who is up there making the most important decisions in the entire courthouse.

Thanks to lawmakers in Albany, New York judges have not had a pay raise for almost nine years. New York's part-time legislators have made it their business to piggyback on the state's full-time judges when it comes to salaries, refusing to approve a pay raise for the judiciary unless they get one themselves.

The judges are so angry that some are suing the state -- there are two lawsuits already -- for better pay. Others are demanding that Chief Judge Judith Kaye unilaterally award the judges a pay raise out of her state budget. The hitch there is that the state comptroller could refuse to cut the checks, which could mean yet another lawsuit.

As things stand now, there are still plenty of excellent judges in New York, but their caseloads are skyrocketing at the same time their salaries are losing ground to inflation. At some point, as good judges exchange their robes for the monetary rewards of private practice, few but the rich or less qualified will want to replace them.

Albany will have another chance to address this judicial emergency next month, perhaps its last chance for a while, since nobody will even want to talk about pay increases during an election year. Lawmakers have said they want to return briefly in December to deal with a few remaining issues like a new horse racing agreement and a huge capital spending plan. But the most urgent item on their list should be this pay raise for judges.

Since June, there has appeared to be the makings of an agreement on campaign finance reform and pay increases for judges and lawmakers. The agreement between legislative leaders and Gov. Eliot Spitzer would create a salary commission to award routine cost-of-living increases to judges and other public officials, including legislators. This is an important package. But the judges should not be held hostage to its success. If tempers flare again, and the deal is not consummated, Mr. Spitzer and the leaders of the Senate and the Assembly, Joseph Bruno and Sheldon Silver, should proceed with a salary increase for the judiciary anyway.

The legislators will balk at paying judges and only judges; they have hidden their own pay increases behind judicial robes for a long time, and old habits are hard to break. But it is clear that by refusing to give extra pay to the judiciary, New York's lawmakers have created a crisis in the state courts. It is their job to solve it.

NY TIMES
Sunday, April 8, 2007
p. 9, col. 1

The New York Times

Editorial:

Justice on the Cheap

The pittance that Americans pay their judges has become such a scandal that Chief Justice John Roberts has called it a constitutional crisis. Across the nation, some of the best judges have left the bench out of financial necessity. In New York, judicial salaries rank near the bottom of the national salary scale for state judges, and the reason is particularly galling. New York's legislators refuse to give judges a pay raise unless they can get one themselves.

Here is Albany's trick: increasing pay for state judges is popular and urgently needed. Increasing pay for legislators is unpopular and questionable, since they work part time. So the Republican Senate majority leader, Joseph Bruno, and the Democratic Assembly speaker, Sheldon Silver, and their respective majorities are essentially holding the judiciary's pay hostage. Every New Yorker who ever has business in a court, who serves on a jury or who simply cares about maintaining the best possible state judicial system should let these leaders know that it is time for them to grant judges — and only judges — a raise, immediately.

New York's chief judge, Judith Kaye, recognizing how difficult it would be to uncouple judicial and legislative salaries, has come up with a way to make pay raises for all state officials more rational. A pay commission would convene every four years to recommend salary levels "based on objective criteria," according to her proposal. The idea of a rational system for cost-of-living increases makes sense, especially if the decisions are more open and any increases for legislators come in time to encourage other candidates to run for their positions.

But Judge Kaye's commission is not needed as urgently as pay raises for the judiciary. Legislators, who cannot raise their own pay, technically could not receive any increase until 2009. That gives legislators and Gov. Eliot Spitzer more time to create a commission on pay — which would benefit legislators as well — in return for more reforms in the way the Legislature works.

A few judges are letting their anger show beyond chambers. Several have refused to hear cases argued by lawyers with any connection to the State Legislature, citing a conflict of interest. One group of judges is seeking an injunction that would bar the state's spending of $69 million they thought was earmarked for their pay. As Judge Kaye said earlier this year, "I have never known the frustration, or the despair, that I now see among my colleagues."

We're not surprised. New York's judicial salaries have not changed since 1999. The state's judges are paid less than many rookie lawyers.

The New York Times

NEW YORK TIMES SUNDAY MAY 15, 2005 EDITORIAL

Rewarding the Good Ones

It may seem counterintuitive to suggest that judges in New York be paid more money, especially when everyone is worried about the quality of a judiciary that springs from the state's patronage-prone system of judicial elections.

But being a good judge is not an easy job, and there has not been a judicial salary increase in six years. A judge serving since 1995 would have received just one pay raise, and a judge serving since 1988 would have received just two. As the chief judge, Judith Kaye, points out, a salary adjustment is way overdue. As it is, the salaries paid New York judges now lag far behind the amounts paid federal court judges doing comparable jobs, typically in a less stressful setting. New York has also lost ground to other states, falling to 23rd among the 50 states when judicial compensation is adjusted to take into account the region's high cost of living.

Meanwhile, regular increases for nonjudicial court personnel have narrowed – and in some instances closed – the gap between the judges and their support personnel. This is obviously unfair. Beyond that, keeping judicial salaries at a depressed level, not much above the starting pay for a beginning associate at New York City's top law firms, is not a strategy destined to attract and retain top-quality judges.

Bills introduced in the State Assembly and State Senate at the request of Chief Judge Kaye and the state's chief administrative judge, Jonathan Lippman, would restore the salaries of justices on the State Supreme Court, New York's main trial court, to parity with those of Federal District Court judges, and would make proportionate adjustments in salaries paid state appellate judges.

The measures also call for the creation of a blue ribbon commission with authority to review salary levels every two years and make appropriate adjustments.

The raises under consideration are not a giveaway. They are a basic investment in the state's justice system – one that Gov. George Pataki and the State Legislature should be willing to approve.

NEWSDAY
Friday, Dec. 7, 2007
p. A50, col. 1

Newsday

Editorial:

State's judges need fair shake

Albany has to fix their lagging salaries

What kind of employer would make workers go nine years without a pay raise? Not a very good one. Unfortunately, the employer is us the state's taxpayers. The workers are New York's judges. They've gone longer without a raise than judges of any other state. They deserve better.

The State Senate will consider a bill to raise judges' pay in a December 13 special session. The Assembly hasn't decided whether to return to Albany at all this year. It should, and its members should approve a judicial pay hike.

Legislative leaders agree that it's overdue. The sticking point has been that legislators want a raise too, their first since 1999. So they've long tied a raise for judges to a raise for themselves.

That's because pay hikes for legislators are politically perilous. They earn $79,000 a year and $152 a day for expenses while in session, pretty good pay for a part-time job that allows outside earnings. And legislators control their own fate. They can vote themselves a raise. If they believe one is warranted, they should vote for it and take the heat, instead of using judges for political cover.

Unlike legislators, judges have a full-time job. Outside income is prohibited. And judges can't raise their own pay. When they last got a raise in 1999, the idea was to bring state judges' pay into line with that of federal judges. But federal judges have gotten subsequent cost-of-living increases. State judges haven't. New York's Supreme Court justices now make $136,700 a year; federal district court judges $165,200.

The Senate will, at long last, consider judicial pay raises separate from their own, according to a spokesman for Senate Majority Leader Joseph Bruno (R-Brunswick). The Assembly should make the same fair decision.

NEWSDAY
Wednesday, Apr. 4, 2007
p. A24, col. 1

Newsday

Editorial:

Find a way to up judges' pay

Legislature should revive plan for raises

One pay raise in 19 years. That's what New York's judges have received, thanks to inaction by the State Legislature that would be laughable if it weren't inexcusable. A judical pay hike is justified and long overdue.

But a raise for judges is linked in Albany to a politically more difficult pay raise for legislators. That's the rub. The legislature should decouple judicial raises from those for lawmakers, give judges and statewide elected officials an immediate hike and authorize automatic, periodic cost-of-living increases to avoid a repeat of this pay paralysis.

The current lockstep approach is intended to provide political cover for legislators, wary of raising their own $79,000 annual pay, already sweetened by a $152 per diem while in session and additional compensation for leadership positions. If legislators genuinely believe that's not enough for a part-time job that allows outside earnings, they should vote themselves a raise and take the heat, rather than holding judges hostage.

When state judges last got a raise nine years ago, the idea was to bring their pay into line with that of federal judges. But federal judges have gotten subsequent raises and state judges haven't. New York's Supreme Court justices are paid $136,700 a year, federal District Court judges $165,200.

All is not lost. A lawsuit in Nassau County by judges seeking a raise is pending. Until it's resolved, officials have been ordered to hold on to $70 million set aside last year for the raises. And while a proposal for a pay raise fell off the table during this year's budget end-game, legislative leaders say it will be revisited. When it is, a raise for judges should be judged on its considerable merits, free of the burden of less defensible raises for lawmakers. A failed political tactic mustn't be allowed to deprive state judges of reasonable pay any longer.

NEWSDAY
Wedneday, May 2, 2007
p. A28, col. 1

Newsday

Editorial:

State judges deserve better

Raises shouldn't be linked to legislators

The state's judges got the short end of the stick again this week, when a plan for a long overdue pay raise hit the skids. The problem for judges - who've had only one raise in 19 years - is that legislators linked judicial pay hikes to increases for themselves, unconscionably holding judges hostage in an effort to fatten their own paychecks.

The linkage almost paid off for legislators this week. A proposal combining a raise for judges with the creation of a compensation commission to consider future pay hikes - for judges and lawmakers - appeared to have the votes to pass. But it was derailed when Senate Democrats, nudged by Gov. Eliot Spitzer, pulled their support for the plan and Assembly Democrats put it on hold.

Chief Judge Judith Kaye had proposed the commission in a pragmatic bid, borne of frustration, to move the issue of judges' pay out of the statehouse. That's the right thing to do. The state's judges were given pay parity with federal judges nine years ago but have seen their compensation stagnate since then. New York's Supreme Court justices are paid $136,700 a year; federal district court judges $165 200.

But raises for legislators shouldn't be outside the political arena. Lawmakers are paid $79,000 a year, a $152 per diem while in session and additional pay for leadership positions. That's a good deal for a part-time job that allows outside earnings. Spitzer, who agrees judges should get a raise, said the legislature should reform its notoriously ineffective ways before even considering its own pay hike.

The legislature should decouple judicial and legislative raises, give judges an immediate increase, and provide a mechanism for regular cost-of-living increases. Then, if there's a case to be made for legislative raises, legislators are welcome to make it.

NEWSDAY
Saturday, Mar. 26, 2005

NEW YORK CITY
Newsday
NEWSDAY SATURDAY MAR. 26, 2005 EDITORIAL

State judges deserve raise

It takes decent salaries to get a quality judiciary

The state's judges need a raise. They've gotten only two in the past 18 years, the most recent one in 1999. That's when the annual salary of Supreme Court justices, those in the state's highest trial court, was raised to the current $136,799.

That's a big number, compared to what most New York families earn. But judges are highly educated, highly skilled professionals who bear heavy responsibilities and have severely restricted opportunities to earn outside income. With inflation eating away at the purchasing power of their paychecks, fairness and the public's interest in attracting the best and the brightest to the bench argue for an immediate raise, as well as a mechanism to provide regular increases.

Right now there is no rational system. Judges must go hat-in-hand to the legislature and plead for each increase. That's what state court administrators did this week, seeking a hike to $162,100 a year for Supreme Court justices that would put them on a par with U.S. District Court judges. They also requested proportionate increases for judges in other state courts.

Parity with federal judges was the goal in the 1999 pay raise. But salaries haven't kept pace. So court officials also asked for automatic, annual adjustments tying the raises to those of federal judges. Lawmakers don't have to accept all of the recommendations. There are many ways to create a more rational system of judicial compensation. Immediate raises don't have to vault judges all the way to parity with federal judges, for instance, although it makes sense and would cost the state only $30 million a year. And annual raises could be tied to some other marker: for instance, raises given to nonjudicial state employees.

But however it's accomplished, judges should get an immediate pay hike and they should be spared the indignity of periodically having to beg the legislature for more. That and scrapping judicial elections in favor of merit selection would go a long way toward ensuring that New Yorkers get and retain judges of the highest possible caliber.

POUGHKEEPSIE JOURNAL
Saturday, Dec. 8, 2007
p. A4, col. 1

Poughkeepsie Journal

Editorial:

State judges merit an increase in pay

It's time - past time, really - for Gov. Eliot Spitzer to show he means it when he says judges in New York state deserve a pay raise. He has to provide the leadership to make that happen. He will have an opportunity to do just that next month, when the Legislature is scheduled to return to Albany.

Spitzer is on record as supporting a raise, and on Tuesday, in a meeting with Assembly Democrats, he said, once again, judges are deserving. But hours later, the governor's office was reminding everyone a pay raise for judges must be part of a larger legislative package, including property tax relief, economic development and campaign finance reform....

By tradition, salaries for New York's 1,300 state judges have been linked to raises for legislators - a linkage that is maintained for the purely political purpose of shielding lawmakers from voter wrath whenever they give themselves a raise. As a result, the last time judges got a raise was eight years ago, when legislators approved a base pay of $79,000 for themselves. In the meantime, salaries for New York state judges have slipped to the second lowest in the nation, behind only Oregon and Hawaii.

There was a time when salaries for New York state judges equaled those of federal district judges. But eight years later, the federal judges are earning $165,200 a year, while state judges continue to receive $136,700 a year. And all the while, their caseloads are increasing. Meanwhile, the low pay scales are discouraging the best and brightest lawyers to run for the bench....

Chief Judge Judith Kaye has proposed worthy legislation that would establish a salary commission to make separate recommendations on pay for judges, legislators and others. The Senate has passed a bill that would give lawmakers the same percentage pay raises as judges. In others words, there's a framework for agreement. All that's needed now is for Spitzer to come forward and make good on his word.

- The Times Union of Albany

POUGHKEEPSIE JOURNAL
Thursday, May 19, 2007

Poughkeepsie Journal

Editorial:

Support judicial pay raise in N.Y.

New York state's bizarre budgeting methods manifest themselves in plenty of ways; the argument over judicial pay raises is just the latest example.

New York judges haven't gotten a raise in six years, so it's little wonder they want lawmakers to do something about that.

Ideally, state Supreme Court judges want to be on par with what federal judges get paid — about $162,000 a year. These judges, who predominately handle civil cases, including medical malpractice, divorce and liability proceedings, are paid about $136,000 now. State judges in other courts would also get raises. It's estimated the proposed increases would cost taxpayers about $30 million annually.

While lawmakers shouldn't let years go by without increasing the pay for those entrusted with overseeing our laws, they also should seek a better long-term fix to this problem. Instead of dramatically hiking salaries at one time, the state should offer judges cost-of-living raises annually. This would soften the blow on taxpayers — and the state budget.

Historically, judicial pay raises have been tied to legislative ones. And lawmakers, fearing the public wrath at the polls after a string of late budgets until this year, have been reluctant to hike their own salaries. State lawmakers are paid about $80,000 annually, but they also get stipends for committee assignments. More importantly, there is nothing that prevents them from holding another job outside the state government; the majority do.

Judges don't have that luxury. Their pay issue should be severed from any consideration given to raising state lawmakers' salaries.

The chairpersons of the Legislature's Judiciary Committees — state Sen. John DeFrancisco, R-Onondaga County, and state Assemblywoman Helene Weinstein, D-Brooklyn — are supportive of this approach and of raising judicial salaries this year.

State lawmakers shouldn't wait another year to act.

POUGHKEEPSIE JOURNAL
Wednesday, Dec. 12, 2007
p. A14, col. 1

Poughkeepsie Journal

Editorial:

Give judges pay hike

■ After nine years, it's time for state lawmakers to act.

New York's chief judge shouldn't have to file a lawsuit to get judges their first pay increase in nine years.

But if state lawmakers, who begin returning to Albany on Thursday, fail to act before year's end, Chief Judge Judith Kaye shouldn't hesitate to force them into court.

After all, the dillydallying over a pay raise for judges has been going on long enough. A deal was reached last summer on a reasonable pay raise bill that would have created an independent commission to recommend salary increases. Unfortunately, the deal fell through amid tension created when Gov. Eliot Spitzer insisted that his campaign finance reform legislation be added to the mix.

Judges and their pay shouldn't be part of the political maneuvering That all too often causes stalemates in Albany. Under the existing pay structure, the average pay is $136,700. Kaye wants it increased to $165,000 a year.

The problem continues to be that legislators typically use judicial pay raises as cover from public outrage whenever they want to increase their own pay. So not only have judges been denied a pay increase since 1999, but they've also been effectively forced to endure a pay cut, given the rate of inflation.

Lawmakers should stop holding the state's judges hostage to their own insecurities. Of course, they're right to fear public retaliation if they raise their own salaries, which remain among the highest in the nation.

But that's no reason to treat judges like second-class citizens. How clear that is when Kaye's $156,000-a-year salary is less than the pay of some first-year lawyers at large Manhattan firms.

Spitzer has offered new legislation that doesn't tie judges' pay to any other conditions. Lawmakers should make adopting it a priority.

Besides, after the inaction in Albany over the past several months, they need something noteworthy to point to.

ROCHESTER DEMOCRAT AND CHRONICLE
Thursday, May 3, 2007
p. A8, col. 1

ROCHESTER
Democrat and Chronicle

Editorial:

Bundling and fumbling

■ Judges pay proposal swept up in Albany political games.

It's bad enough that state lawmakers insist on linking their own pay increase to a bill that would give the state's judges their first pay raise in nine years.

Now an influential supporter of bipartisan legislation to establish a commission that would give legislators regular cost-of-living pay increases has changed his mind. Democratic Senate Leader Malcolm-Smith is upset that Republicans, who control the Senate, haven't agreed to overhaul the state's campaign finance laws.

OK, OK. Horse-trading in politics isn't anything new. But this is getting ridiculous.

Pay increases for lawmakers and judges, who represent two separate branches of government, should be considered separately. Now to further complicate matters, Smith, a close friend of Spitzer's, is adding the campaign finance link. It's Spitzer's No. 1 legislative priority and a worthy one at that.

But campaign finance reform should rise or fall on its own merits. At this rate, it could be another nine years or so before the state's judges get a deserved pay increase. Leave bundling to those who know what they're doing. Lawmakers are making a mockery of the legislative process.

ROCHESTER DEMOCRAT AND CHRONICLE.com
Friday, Apr. 13, 2007

ROCHESTER
Democrat and Chronicle

Editorial:

Judicial pay equity

Gov. Spitzer should demand amendment to the state budget

New York Chief Judge Judith Kaye, whose judicial demeanor is usually exemplary, raised quite a few eyebrows this week with an impassioned, take-no-prisoners call for fair and equitable salaries for the state's judges.

Clearly infuriated and distressed, Kaye's shift in style and tone was understandable and appropriate.

After all, the Legislature has been playing politics with judicial salaries for nearly a decade. Consequently, pay for New York judges, who haven't received a salary increase since 1999, ranks dead last among the eight most populous states.

Disappointed that pay increases weren't included in the recently adopted $120.9 billion record state budget, Kaye laid out five reasonable options for redress.

They include demanding a seat at the table when Gov. Spitzer and legislative leaders meet to discuss judicial pay. This only makes sense, particularly when it's considered that currently the executive and legislative branches are making decisions about the judicial branch without direct input from its representatives.

Kaye is also threatening to file a lawsuit, which she admits "truly would be a sad day for us." Spitzer, who during last year's gubernatorial campaign vowed the way Albany operates would change on "day one" of his administration, needs to step up. He should insist that state lawmakers no longer hold judicial salaries hostage and amend the state budget.

It's become one of those shameful traditions characteristic of Albany's dysfunction that state lawmakers have tied their own pay increases to judicial raises. Put another way, lawmakers use judges' pay as political cover.

Increasing the pay of Supreme Court justices, for example, from $136,700 a year to a recommended $165,200 is hardly asking too much. The pay of Rochester's school superintendent has risen nearly 80 percent since 1999 from $128,000 to $230,000. Or consider that some recent law school grads are earning nearly as much as City Court judges, who are paid $108,800 annually.

ROCHESTER DEMOCRAT AND CHRONICLE
Sunday, May 1, 2005

ROCHESTER
Democrat and Chronicle

ROCHESTER DEMOCRAT AND CHRONICLE SUNDAY MAY 1, 2005 EDITORIAL

Judicial sacrifice

After six years, it's time to give New York's judges a pay hike.

Imagine not having gotten a pay increase for six straight years while, at the same time, the demands of your job continue to increase. That's the reality for state and county judges in New York. And it needs to change.

For myriad reasons, the state Legislature has declined giving judges a pay boost since 1999, though during the same period the salaries of state workers covered by union contracts increased 18.25 percent.

Or consider that in 1999, the salaries of state Supreme Court judges and U.S. District Court judges were about the same at $136,700. But guess what? While the pay of state judges has gone unchanged the past six years, the salary for federal judges is now at $162,100.

True, the state faced some tough fiscal problems following the 2001 terrorists attacks. But revenues have increased substantially in recent years.

And don't forget that the Legislature added at least $1 billion to Gov. Pataki's $100 billion-plus state budget this year.

Truth be told, for political reasons, lawmakers generally don't like giving judges raises. Evidence is that judges' 1999 pay boost was one of only two approved by the Legislature since 1991. In other words, a judge who has been serving since 1995 would have received only one pay increase. No one should be surprised that New York ranks only 23rd among all states in compensation for judges, and second from the bottom among the eight most populous states.

The fear is that if this keeps up, fewer and fewer top-notch people will seek election to the judiciary in this state. Senate Majority Leader Joe Bruno and Assembly Speaker Sheldon Silver need to add judicial pay raises to their "to do" list for the current legislative session. Stop sacrificing judges and the judiciary.

STATEN ISLAND ADVANCE
Thursday, Dec. 27, 2007

Staten Island Advance

Editorial:

Pay hikes all around?

STATEN ISLAND ADVANCE -- We're on record as being in full support of a pay raise for New York State's judges.

Since they had just two raises in 14 years -- the last one in 1999 -- it's overdue. (In the 49 others states, the increase in judicial pay has averaged 3.2 percent over that time.)

And since judges are prohibited by law from holding other jobs while they serve on the bench, it's fair. And an enlightened society should provide the financial incentive for the best legal minds to accept seats on the bench and remain there, rather than seek more lucrative jobs in private practice.

Most people in the state who have looked into the matter would agree. That includes many state lawmakers.

So why hasn't it happened?

Because the state Legislature, which must pass any measure to give the judges a raise, wants a pay raise too. State lawmakers have cynically linked any salary increase for judges to a salary increase for themselves.

They know there would be widespread public outcry if they simply bumped up their own pay, so they're using the Trojan Horse tactic: When the gates open for the judges, they want to be able to sneak through as well.

What does one have to do with the other? Not much. Both judges and lawmakers hold public office, but the similarity pretty much ends there. Being a judge is a full-time job. Being a lawmaker is decidedly a part-time job and many of them hold onto jobs in the private sector while they serve in the Legislature.

We're not necessarily opposed to a pay increase for lawmakers. Many of them work hard. But they ought to stop insisting that the pay raises for two very different kinds of public office-holder should be linked.

They also ought to put a muzzle on poor-mouthing lawmakers such as freshman state Sen. Eric Adams of Brooklyn. Last week, he asserted that with his state Senate base salary of "only" $79,500 a year (not counting "lulus" and myriad perks), he could "qualify for public assistance."

That kind of dopey rhetorical overstatement is an insult to state taxpayers and doesn't help the lawmakers' cause at all.

The judges' case for a pay raise is far more compelling. Lawmakers should do the right thing and pass it and then move on to the far more controversial issue of seeking a raise for themselves.

STATEN ISLAND ADVANCE
Wednesday, Dec. 5, 2007

Staten Island Advance

Editorial:

An overdue raise

STATEN ISLAND ADVANCE -- It was January 1999.

The impeachment trial of President Clinton got under way in the U.S. Senate.

"Saving Private Ryan" was named the best dramatic film at the Golden Globe Awards.

Michael Jordan retired, ending his NBA career with the Chicago Bulls.

That's how long it has been since the judges in New York state last received a raise in pay.

Not even a cost-of-living increase in almost nine years -- far too long to have made these pillars of our justice system suffer this injustice.

Before the end of 2007, Gov. Eliot Spitzer and legislators in Albany should get together and act to give the state's 1,300 judges proper compensation.

Of the 50 states, New York has gone the longest without a judicial pay increase. This is an embarrassment to the Empire State and all of its citizens.

How much do our state judges make?

Their salary remains $136,700 a year.

That sounds like a lot, but it really isn't. In fact, New York ranks second from last nationwide (leading only tiny Hawaii) when judicial salaries are adjusted for the statewide cost of living.

The Supreme Court justices who handle civil and criminal trials in New York actually earn much less than rookie attorneys at the big Manhattan law firms. Even Chief Judge Judith Kaye ($156,000 a year) can't match their salaries.

Urging immediate pay hikes for state judges, Mayor Mike Bloomberg of New York explained: "Judges play a fundamental role .... They safeguard us from criminals, stabilize families broken apart by domestic violence and protect children who have been abused or neglected. It's critically important to know that the people we trust to make these decisions are the best and the brightest."

It's been a daunting task for years.

Living on salaries that are frozen, our jurists receive paychecks that have fallen 30 percent below the increase in the cost of living since 1999.

Their loss in annual buying power is now equal to $34,700.

Staten Island Advance

Since 1999, trial judges in the other 49 states have been given raises averaging 3.2 percent a year, for a combined hike of more than 27 percent.

The pay of judges has been increased since last year alone in a total of 45 states -- to $149,000 in New Jersey, for example; to $152,115 in Pennsylvania, and to $178,789 in California.

In a letter published by the Advance on Nov. 11, Kathryn Grant Madigan, president of the New York State Bar Association, asked: "How can we say that we are committed to maintaining a judiciary of the highest quality when we don't adequately-compensate the talented men and women who already serve?"

She noted that Chief Justice Kaye recently wrote: "Experienced judges increasingly talk of resigning so they can afford to continue to live in New York and educate their children. Outstanding lawyers for whom judicial service should be a calling see it as a sacrifice they cannot afford."

What's going on here?

Traditionally, judicial salaries have been linked for political reasons to those of the state legislators, allowing lawmakers to find safety in numbers when it comes to aggravating voters. The last time judges got a raise was when legislators decided to OK a base pay of $79,000 for themselves.

However, unlike legislators, who, officially are part-time workers, judges can't do any outside work of their own. They must not accept income from law firms and any other businesses. Rightfully so, of course.

Earlier this year, Gov. Spitzer included in his budget a 21-percent pay raise for state judges. But it left out hikes for the legislators. So the bill languished -- even though there's no disagreement over the plight of judges and their need for more money.

Chief Justice Kaye has called for a salary commission to make recommendations separately for legislators and judges. That's a good idea.

But Acting Supreme Court Justice Philip Straniere of Staten Island is skeptical about the impasse.

"Based on the history of the struggle between governor and the leaders of the Senate and Assembly, I am concerned that once again Lucy will take the football away before Charlie Brown can kick it," he says.

So Judge Straniere has begun a one-man protest: He won't shave his beard until judges get their raise.

Not that his supervisors at the state Office of Court Administration (OCA) seem to mind.

"Good for him," said an OCA spokesman "The raises are long overdue. I hope Judge Straniere gets to shave real soon."

SI ADVANCE
Tuesday, April 19, 2005

Staten Island Advance

Editorial:

Boost judges' pay

Let's be honest. Increasing the salaries of New York State's judges is not something that's going to be high on a lot of people's list of priorities. In fact, with a difficult budget having just been passed and more deficits on the horizon, it's safe to say that some critics might assert that this is not the time to boost judges' pay.

We disagree for one simple reason: It's the right thing to do.

For decades, since the Legislature must approve salary increases for the state judiciary, the salary level for judges has been unofficially tied to the salaries state lawmakers pay themselves. Say what you will about state legislators, but they are usually hesitant to increase their own pay. As a result, judges don't get regular pay increases, as most people do.

So judges have to wait around for those rare moments when the political stars are aligned and lawmakers work up the courage to give themselves a pay increase. Then the judges must ask the Legislature to piggyback a raise for them on the measure to increase lawmakers' salaries.

There is no logic to this linkage whatsoever, since judges and lawmakers have very different roles. But it's the way things have always been done. As a result, the state's judiciary has had only two pay hikes in the past 18 years, the last one being six years ago.

That 1999 increase was intended to put state Supreme Court judges' salaries on a par with federal judges' pay. It did temporarily, but regular pay increases for federal judges have since raised their pay an average of 18 percent above state Supreme Court judges. And New York ranks next to last among the eight most populous states in the cost-adjusted salaries for its judges.

Now the state court judges have to come back to the Legislature looking for another upgrade in pay and hope that this is one of those unusual years when lawmakers are willing to boost their own pay.

This is an irrational way to compensate well-educated and skilled people on whom we place such a great deal of responsibility.

Now, at the behest of the state Office of Court Administration, Republican state Sen. John A. DeFrancisco of Syracuse has introduced a bill that would give judges across-the-board pay increases to put them even with federal judges again.

The measure would increase some 300 Supreme Court justices' salaries by $25,400 to bring them to $162,100 a year from $136,700 a year. And since the pay for other state judicial positions is calculated as a percentage of the standard Supreme Court justices' salary, the salary levels for judges in Civil Court, Criminal Court, Family Court and the Court of Claims would increase as well.

More important, it would provide a mechanism for implementing regular pay hikes, thereby uncoupling judges' salaries from legislators' pay.

It would also provide some measure of standardization in the pay of county judges, whose salaries vary widely around the state.

Sen. DeFrancisco told the New York Law Journal that the aim of his legislation is to "take the judges outside the politics of the budget process."

He added, "I personally believe that, in the case of judges, there should be an automatic cost-of-living increase based on a formula, like they have in the federal courts, and that we shouldn't have to go through this every six or eight years and then try to make up for the years when there was no salary increase."

Most of those who work with the judges agree.

"We support judges getting a raise," James Birch, president of the Richmond County Bar Association told the Advance. "Their workload has increased."

Manuel Ortega, a Castleton Corners-based criminal defense lawyer, echoed, "How many people in America go without raises for six years? The cost of living has increased."

Barbara Bartoletti, legislative director of the New York State League of Woman Voters, said "Supreme Court justices are the workhorses of the judicial system. We certainly think the judicial system ought to have the best and the brightest..." She would also like to see the process whereby judges are vetted strengthened.

We agree on both her points.

Sen. DeFrancisco is right to seek to separate the process by which we pay our judges from the spasmodic and intensely political debates over legislators' pay. His legislation and a companion bill expected to be introduced soon in the Assembly deserve the support of every state lawmaker.

Judges, who could easily make several times their salary by working as private-practice attorneys, are too important to our society to force them to go begging for pay hikes to keep up with the cost of living. Yes, their pay, even at its current level, is relatively high, and would go higher if this measure passes, but considering their stature and their value to communities across the state, they deserve it.

SYRACUSE POST STANDARD
Wednesday, Feb. 18, 2007
p. A8, col. 1

The Post-Standard

Editorial:

Judges' Pay

Raises for state judiciary long overdue

New York state judges haven't had a pay raise since 1999, so they are long overdue.

Unfortunately, their pay has been intertwined with state lawmakers' compensation, which means politics has trumped inflation. Because the public hasn't supported raising the pay of a body considered one of the most dysfunctional legislatures in the nation, legislative salaries haven't increased, and neither have those of judges — despite dogged efforts by Chief Judge Judith Kaye and legislation proposed by Gov. George Pataki, Senate Judiciary Chairman John DeFrancisco and others.

File photo / Gloria Wright, 2004

THE ONONDAGA County Courthouse.

Gov. Spitzer may have found a way to get around the lawmakers' "this-is-how-we-do-business" mindset, which has understandably infuriated many judges. At least three are suing the Legislature, demanding they be put on par with federal judges.

Spitzer set aside $111 million for judicial pay raises in his proposed 2007-2008 budget, retroactive to 2005. In doing so, he has essentially separated the raises from legislators' pay — which is a good thing. Instead, he is backing a proposal by Judge Kaye that would link judges' pay to federal judges' compensation. State Supreme Court judges now receive $136,700, compared to their federal counterparts, who earn $168,000. Kaye wants a bipartisan commission to come up with a plan for awarding regular pay raises to judges based on the federal judiciary compensation system.

Unfortunately, some judges apparently are taking matters into their own hands.

Some are reportedly refusing to hear cases that involve state lawmakers or their law firms, according to a New York Times report.

They are recusing themselves from the cases, allegedly to avoid a conflict of interest.

But as DeFrancisco pointed out to the Times, "the vast majority would say that argument is specious, and probably the best indication is the argument would have never come up if they had gotten a pay raise." Judges deserve an increase, but they should not resort to questionable — although no doubt legal — means to do so. Otherwise, their judicial integrity becomes questionable.

Some judges have pointed out that they could make more money in the private sector and that their salaries are the equivalent of first-year lawyers at some corporate firms.

While judges should not go broke working for the state, they shouldn't expect to reap the same kinds of financial benefits they would if they were in the private sector. That's true for all of public service.

Yet judges deserve adequate pay. That's justice.

TROY RECORD
Wednesday, May 2, 2007

The Record

Editorial:

Get behind plan for judge raises

As stated before, we believe the judges deserve the proposed raise, and we also believe it is unfortunate that the state's highest-ranking judge, Judith S. Kaye, was forced to threaten the state with a lawsuit if the matter wasn't taken under consideration.

Monday, though, the legislation hit a seemingly fatal logjam when Senate Minority Leader Malcolm Smith, D-Queens, withdrew his support from the bill that he originally co-sponsored. The bill, under the guidance of Majority Leader Joseph L. Bruno, originally had the support of all 62 state senators. Bruno says Smith's abrupt withdrawal came after he was "steamrolled" by Democratic Gov. Eliot Spitzer. Smith claims his change of heart came about because the GOP majority has yet to agree to campaign finance reform.

The Rensselaer County Republican then vowed that the pay raise matter will not come up again during the current two-year legislative session. The possibility of a veto entered the mix Monday because the Senate bill includes a raise for lawmakers and executive branch workers.

Spitzer has made it clear that there will be no legislative raises until the Legislature takes on campaign finance reform. However, on Monday, Bruno said he would not sit down privately with the governor to broker that issue. We are not saying that the door should be shut on a legislative pay raise; as with the judges, there has been no raise since the late 1990s. What we are saying is that the two matters are totally unrelated and do not belong in the same package.

We urge Senator Bruno to look beyond the growing feistiness between the legislative and executive branches and consider throwing weight behind a raise for judges.

Of course, the matter could well be taken out of his hands if Justice Kaye follows through on her threatened lawsuit. That would be unfortunate. In the meantime, anything possible should be done to get the issues of pay raises for our judges back on the legislative agenda.

TROY RECORD
Monday, Apr. 16, 2007

Editorial:

State judges long overdue for raises

Judges can be reserved, saving their remarks for the courtroom.

New York state's chief judge, Judith S. Kaye, however, is proclaiming loudly that if some action isn't taken by June on giving all the state's judges a raise, she might have no recourse but to sue the state.

And, frankly, we don't blame Judge Kaye, as judges haven't received so much as a cost-of-living raise since1999. Every time the matter comes up, the state Legislature finds better use for the money.

Granted it is difficult for many to empathize with people who make anywhere from an average of $83,000 to the $136,700 a state Supreme Court Justice receives. It's easy to sit back and say, "Hey, I wouldn't complain if I made that kind of money."

But think about it closely and you realize you would complain if you saw your salary going down every year. That is what happens when you don't get even a cost-of-living raise. Judges at the top level are making the equivalent of $110,000 when you factor in inflation.

And when you consider the demands of the job, it is not that much money. Indeed, adjusted for inflation, New York state judges rank 37th in the nation on the salary side of affairs, despite a crushingly heavy work load.

Judges work hard for their money, as do most of us, and for that work, they should get a raise, just as most of us do on an annual basis.

Gov. Spitzer included $111 million in his budget this year for a retroactive raise, but legislators tied acceptance to getting a raise of their own, so the raise was shelved. That is unfortunate and unfair.

New Yorkers deserve the best judges available, but how do you attract the best when a first-year lawyer at an established firm often makes more than the chief judge?

The legislature has received raises far more recently than the judiciary, and the members are being greedy in denying what should be an automatic salary raise.

Should the iudges sue it would get very ugly and, in the long run. cost more than the raises would. The legislature needs to do the right thing and right the wrong dealt the judiciary.

UTICA OBSERVER DISPATCH
Sunday, Dec.16, 2007

UTICAOD.COM
NEWS AND INFORMATION FOR THE MOHAWK VALLEY

Editorial:

Overhaul pay system for state judges

A proposal in Albany that would separate raises for state judges from pay hikes for legislators makes sense and needs to be approved by the Legislature before year's end. It would be the first step toward bringing fairness to a situation that has been allowed to fester for too long.

The next logical step would be to create a commission to review judicial pay every two years and make sure that judges are being fairly compensated for the work that they do.

The current system is severely flawed. State judges, who currently earn $136,000 annually, have not had a pay increase - even a cost of living adjustment - since 1999.

While that's a handsome salary by central New York standards, its value is much less downstate, and it doesn't reflect the increased responsibilities taken on by state judges over the past eight years.

Continued failure to review and fairly compensate judges could be detrimental to all New Yorkers.

It could result in an exodus of good judges who will opt to return to more lucrative private pursuits, weakening the court system. Many legal professions -- law school administration, top assistant district attorneys, private practice -- potentially pay much more than a state judgeship.

It could trigger a lawsuit against the state by Chief Judge Judith Kaye. Kaye said last week she prefers not to go that route and considers litigation a last resort. A lawsuit would cost taxpayers. Kaye has in the past recommended that an independent commission be established to review salary and cost-of-living adjustments.

Tying judges' pay raises to legislators' increases is outrageous. The part-time legislators, who continue to wallow in dysfunction, don't deserve a pay increase. On the other hand, a pretty good case can be made for increasing judges' pay, and it has nothing to do with what judges earn in other states or the fact that their compensation ranks toward the bottom of the list nationally.

What does matter is performance and whether New York's judges are fairly compensated for what they are expected to do. And the fact is they have taken on additional responsibilities in recent years that have made the legal system better for all New Yorkers.

One of their most innovative and successful efforts has been problem-solving courts, which have addressed myriad issues ranging from drugs and family treatment to domestic violence and civil confinement. These courts are handled by selected judges and are done in addition to their regular caseloads, which have increased overall by nearly 21 percent since 1999. In the Fifth Judicial District, which includes Oneida County, that caseload increase has been 10.22 percent.

Last week, Gov. Eliot Spitzer said he would sign off on the judges' raises if the Legislature sends him a bill that separates it from their own pay hike. The Republican-led Senate has supported that, and even though the Democrat-led Assembly has pushed for both, it agrees increases for judges are even longer overdue.

So get it done by year's end. And get an independent commission in place to make sure the injustice to justice isn't repeated in the future.

WATERTOWN DAILY TIMES
Saturday, Dec.15, 2007

Watertown Daily Times

Editorial:

Judicial salaries

Adopt proposal for independent commission

State judges have gone nine years without a pay hike. They will receive one under a state Senate bill granting them long overdue raises. But the bill also addresses the fundamental cause for the lack of a pay raise by removing the link to salaries for state lawmakers.

The Senate bill would raise the pay of state Supreme Court justices to $165,200, putting it at the same level as federal district court judges. The salaries of judges from the state Court of Appeals to the county and city level are indexed to Supreme Court justices. The pay hike effective January would be retroactive to January 2007.

The Senate measure restores the parity that had been established in 1999 when Supreme Court justice salaries were set at the present $136,700. Since then, the pay for federal judges has been raised to $165,200.

The parity, though, could be short-lived. Ironically, the state Senate acted the same day a House Judiciary Committee approved a bill to hike federal judicial salaries. Under the proposed Federal Judiciary Salary Restoration Act of 2007, federal district judges would received $218,000 a year.

The pay raise for New York judges would be only the second one in 20 years, while the other 49 states have granted pay hikes averaging 3.2 percent for a cumulative increase of more than 27 percent. In comparison, the 21 percent hike in the Senate's bill would make up some of the difference, but judges could fall behind again.

New York judicial salaries have lagged because they have been held hostage to pay raises for state lawmakers who are reluctant to risk angering constituents by granting themselves hikes. Traditionally, the senators and members of the Assembly raise judicial salaries when they give themselves a pay raise.

That won't happen in the future and judges could receive regular increases, if the Assembly approves Sen. John A. DeFrancisco's bill. It would establish a 13-member commission to determine judicial salary increases without the need for approval by the legislature and governor. In determining a possible increase, the commission could consider, among other factors, the rate of inflation, the salaries of other state and federal judges, and the state's ability to pay for the increases.

The commission would consider only judges' salaries and not those of state lawmakers or the governor. The commission is similar to what is used in 20 other states to regularly review judicial salaries. It will take politics out of the process and help ensure the independence of the judiciary.

The next step is up to Assembly Speaker Sheldon Silver. He should convene the chamber, approve the legislation and pass it on to Gov. Eliot L. Spitzer for his signature so judges do not have to wait another nine years for a pay raise.

WATERTOWN DAILY TIMES
Sunday, Dec. 9, 2007
p. A8, col. 1

Watertown Daily Times

Editorial:

Judicial pay

Separate judges' salaries from lawmakers

One piece of unfinished business as the state Legislature approaches the end of the year is a salary hike for state judges who have gone longer than any other state judiciary without a pay raise.

With their last salary hike in 1999, state judges will be in their 10th year without an increase as of Jan. 1. The pay freeze has left the judicial salaries second to last in the nation, ahead of only Hawaii when adjusted for the cost of living, which has gone up 30 percent since 1999. During the same period, the trial judges in 49 states received pay increases averaging 3.2 percent a year, according to data from the New York state judiciary. Forty-five states have granted judicial salary increases since 2006.

The lag in pay contradicts the intent of the last increase when the Legislature raised the salaries of state Supreme Court judges to $136,700 to put them on par with federal district court judges. Since then, the latter have received seven annual pay increases. Their salary of $165,200 now exceeds the $156,000 paid New York's chief judge of the Court of Appeals, the state's highest court: Parity between state and federal judicial systems was long ago lost to state politics.

Chief Judge Judith Kaye says the failure of judicial pay to keep pace with the cost of living will make it difficult "to entice the brightest minds" to the bench, which ultimately will affect the quality of justice in New York.

Three judges have filed a lawsuit asking a court to order pay raises for the state's 1,300 judges based on the nearly $70 million that was appropriated in the 2006-07 budget but never authorized due to inaction by the governor and Legislature. The judge recently dismissed three claims but allowed the lawsuit to continue on the remaining argument that the lack of a salary hike affects the independence of the judiciary.

The biggest obstacle to a judicial pay hike is legislative politics which link judges' salaries to those of legislators who hesitate to give themselves a raise for fear of raising public ire over pay hikes, especially in election years. But that penalizes judges, too. Unlike judges, the legislators can earn outside income. Senate Majority Leader Joseph L. Bruno, for example, works for an investment firm.

A judicial pay hike is in order now, and New York should take steps to implement regular pay raises for judges as other states have done. Ohio and Tennessee link them to the consumer price index while 20 states have independent commissions to review judicial salaries. Similar measures in New York would take the politics out of judicial salaries.

WATERTOWN DAILY TIMES
Wednesday, April 11, 2007
p. A8, col. 1

Watertown Daily Times

Editorial:

Judicial pay

Put in place mechanism for automatic raises

New York's Chief Judge Judith S. Kaye is threatening drastic action with talk of divisive litigation pitting one branch of government against another over judicial salaries. The state's top judge, concerned about judges personally and the judicial system itself, said she will take the governor and Legislature to court to force them to raise judicial compensation for the first time in eight years.

Judicial salaries need legislative and gubernatorial approval, but legislative leaders in negotiation with Gov. Eliot L. Spitzer rejected a pay hike he had funded with $111 million in his budget proposal. Lawmakers are playing politics with judicial salaries which they hope to use as leverage to get their own pay raises. Since that cannot happen until 2009, judges would fall even farther behind if they have to wait another two years for a salary hike now overdue.

Over the years, state judges have lost parity with their federal counterparts. A state Supreme Court judge still earns the $136,700 salary approved in 1999, although federal district court judges have received seven pay hikes putting their salaries at $165,2000. That is more than even Judge Kaye is paid.

She proposes raising Supreme Court pay to the federal level with raises as well for county, family and surrogate court judges. Her salary would go from $156,000 to $181,720.

Judicial salaries have remained stagnant despite the rising cost of living and are not competitive with what attorneys earn in private practice. Even first-year lawyers can earn more than a state judge. Salaries are also out of line with the rest of the nation.

Judge Kaye called it "disgraceful" that state judges have to wait "longer than any other judges in America" and "likely longer than any workers in any field" for a salary increase "for no other reason than politics."

Other frustrated state judges have brought lawsuits against the state, and there has been talk of unionizing. Judge Kaye is holding off initiating her lawsuit until June 1 while she pursues other avenues to force the governor and Legislature to act responsibly on the issue.

Judge Kaye and Gov. Spitzer have also talked about a commission to examine or set judicial salaries. Previous proposals included automatic cost-of-living adjustments separate from legislative salary considerations to replace sporadic salary increases. They, too, are overdue for adoption to avoid future confrontations.

Watertown Daily Times

WATERTOWN DAILY TIMES TUESDAY OCTOBER 25, 2005 EDITORIAL

Judicial salaries

Pay raises overdue

New York Chief Judge Judith S. Kaye has repeated her call to hike judicial pay.

Judicial salaries have been increased only twice in the past 11 years. The last time was in 1999 when salaries for state Supreme Court judges jumped from $113,000 to $136,700. The judiciary has proposed raising salaries to $162,100, consistent with what federal district court judges are paid.

Judge Kaye's annual salary would be raised under the proposal from $156,000 to $178,310. The six associate judges of the Court of Appeals would see their salaries go from $151,200 to $175,068.

Although the 1999 raise was tied to the federal salary level, state judicial pay has not kept pace with federal judicial offices nor have state salaries kept pace with cost-of-living increases.

"It's just unfair to keep judges without a raise for eight years when the cost of living goes up in every other way," Judge Kaye said.

In the past, other proposals have been made that would free the judiciary of the politics involved in setting their compensation. Three commissions since 1979 have recommended changes establishing automatic salary increases. They could be indexed to the cost of living or linked to federal judicial pay

.

Gov. George E. Pataki supports giving judges raises. A spokesman for Assembly Speaker Sheldon Silver said the Assembly hopes to find agreement with the state Senate. A spokesman for Senate Majority Leader Joseph Bruno was less committed, saying pay raises were not something the Senate is "focused on right now."

Higher salaries would recognize the increased caseload carried by state judges. The raises would make the office more appealing and competitive with other professions, private employment or even other government jobs. Given the importance of the judicial branch, it should be staffed by qualified candidates undeterred by the level of pay.

It is time the Legislature joined the governor in support of hiking judicial salaries.

Watertown Daily Times

WATERTOWN DAILY TIMES SATURDAY APRIL 9, 2005 EDITORIAL

Judicial pay

Future increases should be automatic

The state Office of Court Administration has proposed a reasonable method of regularly adjusting judicial salaries to keep pace with the federal courts. The proposal also includes an overdue raise for the state's judges.

They have had only two pay raises in the past 11 years. The last pay hike came in 1999 when salaries for state Supreme Court judges jumped from $113,000 to $136,700, putting them on a par with federal district court judges. The salaries of other justices in the system were adjusted proportionately.

Since then, compensation for federal district judges has risen to $162,100 this year while state judicial salaries have remained constant and failed to keep pace with the federal system in spite of rising caseloads at every level. The federal salary is even higher than the $156,000 salary for the chief judge of the state Court of Appeals, the state's highest court.

According to the Office of Court Administration, a judge on the bench since 1988 would have received two salary increases with only one for a judge serving since 1995.

Yet, the cost of living has risen 18 percent since the last pay hike. In failing to keep abreast, judicial salaries are falling behind private sector and even other government service jobs. Lower salaries can make the post less appealing and deter qualified candidates from seeking judgeships. The disparity could even hasten the departure of experienced judges for more lucrative jobs in the private sector.

Judicial salaries remain subject to legislative and gubernatorial approval, although three separate commissions - in 1979, 1982 and 1987 - called for changes in how judicial compensation is determined. The state Legislature, though, failed to act on the recommendations which included automatic cost-of-living adjustments and maintaining parity with federal salaries.

The Office of Court Administration has offered similar proposals to adjust judicial pay. Salaries of state Supreme Court judges first would be restored to parity with the federal district courts. Pay for other judges in the system would be indexed to the Supreme Court justices, but would also increase. The key to preventing state salaries from lagging behind would be automatic increases.

The proposal warrants consideration. It may not be adopted in every detail, but salary increases are in order as a matter of fairness.

Some mechanism for automatic increases also has to be established to prevent salaries from slipping and to eliminate political grandstanding surrounding one of the critical branches of our system of government.

SECTION II

THE LEGAL COMMUNITY

UNANIMOUS SUPPORT FOR JUDICIAL COMPENSATION REFORM

- **New York State Bar Association, Letter to Governor Paterson, March 19, 2008**
- **Conference of Chief Justices, Resolution, January 30, 2008**
- **American Judges Association, Statement in Support, June 27, 2007**
- **New York State Law School Deans, Letter to Governor and Legislative Leaders, June 14, 2007**
- **District Attorneys Association of the State of New York, Letter of Support.**
- **New York Law Journal, "Bar Should Mobilize for Judicial Salary Hikes", Editorial, April 11, 2007.**
- **New York State Bar Association, Resolution, May 5, 2005**
- **New York State Bar Association, "State Bar is in the Trenches With the Bench", Letter of Kathryn Grant Madigan, President, New York Law Journal, November 27, 2007.**
- **New York State Bar Association, "Make judicial salaries a priority", Guest Viewpoint by Kathryn Grant Madigan, President, Binghamton Press & Sun Bulletin, October 30, 2007 .**
- **New York State Bar Association, "Raising the Bench", Op-Ed Article by Mark Alcott, President, The New York Sun, February 23-25, 2007.**
- **New York State Trial Lawyers Association, "An Open Letter to the Judiciary of the State of New York", Letter of Joseph P. Awad, President, New York Law Journal, April 25, 2007.**
- **General Counsels of Major Corporations, Letter in Support, May 31, 2007.**
- **Asian American Bar Association, "Judges Have Waited Long Enough", Letter of Vincent T. Chang, President, New York Law Journal, March 21, 2008.**
- **Conference of Columbian Lawyer Associations, Resolution, May 2, 2005.**
- **The Federation of Bar Associations of the Fourth Judicial District, Resolution, April 29, 2005.**

continued

THE LEGAL COMMUNITY *continued*

UNANIMOUS SUPPORT FOR JUDICIAL COMPENSATION REFORM

- **Monroe County Bar Association, Letter of Support, May 5, 2005.**
- **Nassau County Bar Association, Letter of Support, April 18, 2005.**
- **New York City Bar Association, Letter of Support, March 27, 2008.**
- **New York City Bar Association, "Increased Pay for Judges", Letter of Barry Kamins, President, New York Times, March 18, 2007.**
- **New York City Bar Association, "Human Rights and Respect for Judges", Article by Barry Kamins, President of the Perspective, New York Law Journal, December 10, 2007.**
- **New York County Lawyers' Association, Resolution, April 11, 2005.**
- **Queens County Bar Association, Letter of John R. Dietz, President, New York Law Journal, April 16, 2007.**
- **St. Lawrence County Bar Association, Resolution, May 6, 2005.**
- **Suffolk County Bar Association, Letter of Support, March 24, 2005.**

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March 19, 2008

Honorable David A. Paterson
The State Capitol
Albany, New York 12224

Dear Governor Paterson:

I am writing to highlight a number of budget issues that are of vital importance to the 74,000 members of the New York State Bar Association as well as the people of New York State. The issues set forth below – judicial salary reform, funding civil legal services, appointment of the IOLA Executive Director and creation of an Independent Indigent Defense Commission – are crucial to the administration of our system of justice. We ask that you give these items your careful consideration and strong support as you work with the Legislature to adopt the State's 2008-09 budget.

Judicial Salary Reform

New York State judicial salaries were last adjusted in 1999, when they were brought into parity with federal District Court judicial salaries. Since then, New York's judicial salaries have fallen far behind those of federal judges. Given the increase in the cost of living in New York State over the course of the last nine years, our Judges have, in essence, received a 34% pay cut.

The Association strongly supports the Judiciary's legislative proposal with respect to judicial salary increases and creation of a quadrennial commission on compensation to provide appropriate salary increases on a regular basis in the future.

Adequate Funding for Civil Legal Services

Unfortunately, the need for civil legal services has far outpaced the available resources. Lawyers are committed to doing their share, providing over two million hours of voluntary pro bono legal services to the indigent every year. Even with this extraordinary level of pro bono, the essential legal needs of more than 85% of low income New Yorkers are still not being met under the current funding levels.

While recent regulatory changes have enhanced Interest on Lawyer Account (IOLA) revenues by increasing interest rates to levels comparable to those paid by banks for commercial accounts, the proposed 2008-09 Executive Budget relies too heavily on IOLA funds to support civil legal services. Interest rate fluctuations can have a potentially devastating impact on IOLA revenues. With recent interest rate declines, the $1 million proposed cushion is inadequate to support the costs of service providers. The proposed Executive Budget would eliminate much of the funding provided in last year's budget and thus reduce funding to a symbolic level. We strongly support restoration of those funds in order to ensure the stability of programs and the continuity of services.

We recommend modifying the budget to add:

- $4.6 million in general operating support through the Department of State Budget;
- $2 million from the Legal Services Assistance Fund distributed by the Division of Criminal Justice Services for core services;
- $8 million in new funding in the current fiscal year budget; and,
- $1.25 million for the provision of domestic violence related legal services.

We continue to urge the creation of a permanent and stable funding source for civil legal services with the ultimate goal of an annual investment in civil legal services of at least $50 million by 2010. Additionally, we urge ending the current patch-work approach to the administration of funding by creating a single Executive Branch office to efficiently administer the permanent fund.

With respect to IOLA, the Association opposes the portion of Part "N" of S.6806-A/A.9806-A which provides for gubernatorial appointment of the IOLA Executive Director, because we believe that it would provide the opportunity for unwarranted political interference with the future operation of the IOLA Fund. Moreover, this proposal may impede the ability of IOLA Board-members to function as independent fiduciaries and to administer IOLA funds in an impartial and independent manner. This poses a threat to the integrity of the grant-making process by creating the appearance of partisanship.

Finally, Senate Budget Bill S.6806-B would amend Section 97-v of the State Finance Law to reduce from seventy-five percent to forty-eight percent the total IOLA funds distributed in any fiscal year for delivery of civil legal services to the poor by not-for-profit tax-exempt providers. We are troubled that this proposal could divert as much as $25 million from the primary mission of the IOLA Fund, contrary to the intent of the statute enacted on the recommendation of the New York State Bar Association in 1983. The programs that the Senate seeks to fund in S.6806-B should be funded by sources of revenue other than interest generated by lawyers' accounts. The framework for such programs may already exist through entities such as the Crime Victims Compensation Board or the Office for Prevention of Domestic Violence. While state funding of such programs and entities is appropriate, it should not and cannot be at the expense of IOLA and low-income New Yorkers.

Creation of an Independent Indigent Defense Commission

At the request of Chief Judge Judith S. Kaye, the Commission on the Future of Indigent Defense Services examined the state of New York's county-based indigent defense system. The Commission concluded that there is "a crisis in the delivery of defense services to the indigent throughout New York State and that the right to the effective assistance of counsel, guaranteed by both the federal and state constitutions, is not being provided to a large portion of those who are entitled to it." This is an alarming and disturbing finding.

To address this "on-going crisis" the Commission recommended, and the New York State Bar Association supports, the restructuring of the delivery of indigent defense services by establishing a statewide Defender Office, which would include an Independent Indigent Defense Commission, Chief Defender, and Regional and Local Defender Offices. Doing so would help ensure that our low-income citizens are guaranteed their constitutional right to the effective assistance of counsel.

In conclusion, I look forward to working with you and your staff in on these and other important issues.

Respectfully,

Kathryn Grant Madigan

CONFERENCE OF CHIEF JUSTICES

Resolution 4

In Support of Efforts to Increase State and Territorial Judicial Compensation

WHEREAS, a fundamental principle of our democracy is that the public is entitled to justice rendered by a qualified, independent, fair and impartial judiciary; and

WHEREAS, inadequate judicial compensation threatens the ability of all state and territorial courts to attract and retain qualified, experienced lawyers drawn from every segment of the legal profession to a career in judicial service; and

WHEREAS, the Chief Judge and members of New York's bench continue to provide innovation and leadership to the nation's judiciary; and

WHEREAS, the National Center for State Courts in an independent study of New York's judicial compensation system concluded that:

- Their pay ranks 49th in the nation when adjusted for New York's high cost of living.
- Of the 50 states, New York's judges have gone the longest without any salary adjustment (now in the tenth year).
- New York's judicial pay has been significantly eroded by inflation (26%) since 1999; and

NOW, THEREFORE, BE IT RESOLVED that the Conference of Chief Justices supports:

1. Adequate compensation for all members of the state and territorial judiciaries; and
2. The efforts of the Chief Judge of the New York Court of Appeals to resolve the compensation crisis as it supports all other efforts to obtain adequate compensation for state and territorial judiciaries.

Adopted by the Conference of Chief Justices at the CCJ Midyear Meeting on January 30, 2008.

American Judges Association

The Voice of the Judiciary
Online at aja.ncsc.dni.us
www.americanjudgesassociation.us

AMERICAN JUDGES ASSOCIATION SUPPORTS NEW YORK JUDICIAL PAY RAISES

Statement of American Judges Association President Steve Leben
June 27, 2007

New York judges have been actively seeking their first pay raise in nearly nine years—having received only two raises in the past 20 years. Chief Judge Judith S. Kaye has repeatedly called upon the legislative branch and Governor Spitzer to raise judicial salaries and to establish an independent commission to oversee future raises. Thus far, however, the judicial pay raise has been deadlocked over its attachment to campaign finance reform and other unrelated issues. The American Judges Association calls on the New York Legislature to set aside any political differences in order to provide a raise for the judiciary that is unarguably merited and long overdue.

The courts and judges of New York have quite properly been well respected from the beginning of our nation's history, through the times of great judges like Justice Benjamin Cardozo and Judge Learned Hand, and continuing to the present days of Judge Kaye and her fellow judges. New York courts and judges are highly respected for their record of innovation and service. Yet salaries of New York judges have fallen way below national averages: the National Center for State Courts now ranks the pay of New York judges 48th out of the 50 states on a cost-of-living-adjusted basis. For nine years, longer than any other judges in the nation, New York's state judges have been without even an annual cost-of-living increase to their salaries. When inflation is factored into the equation, New York judges' annual salaries are $23,700 dollars less than they were when they last received a pay raise in 1999.

Judges in New York often make embarrassingly little when compared to the parties before them. Senior partners in New York law firms that have a minimum of ten lawyers make an average yearly salary of $350,000 while the highest paid judge, Chief Judge Kaye, makes $156,000. Brand-new lawyers in Wall Street firms make more than the experienced New York judges we rely upon to render justice and protect the rights of us all.

The American Judges Association is not the first entity to support judicial pay raises for New York's judges, but we wish to add our voice to those already in

play. New York has the opportunity both to restore judicial salary levels to ones that will continue to attract—and retain—great judges who will continue to serve in the great tradition of New York history and to establish an independent commission that would help to maintain appropriate salary levels in the future. We urge the elected leaders of New York State to grant the pay raise *and* to establish the suggested independent commission that would make future salary recommendations. The justice system in New York is well worth these investments.

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The American Judges Association is the largest independent association of judges in the United States, with 2,500 members (144 of whom are New York judges). Steve Leben, president of the American Judges Association, is a member of the Kansas Court of Appeals. For more information, contact Steve Leben, AJA president, (913) 485-7192 or Shelley Rockwell, AJA association manager, (757) 259-1841.

LETTER OF THE DEANS
OF THE NEW YORK STATE LAW SCHOOLS

June 14, 2007

Dear Governor Spitzer, Senator Bruno, and Speaker Silver,

We, the Deans of New York's Law Schools, are compelled to speak out on the crisis in our state's Judiciary caused by the continuing failure, now in its ninth year, to provide adequate compensation for judges.

The merits are not at issue. The need for a significant salary adjustment for judges in New York has been fully acknowledged by the executive and legislative branches. Across the state, editorial boards, business leaders and good government groups have voiced their support for increased judicial salaries. Yet nothing is done and judicial compensation remains frozen.

We are deeply concerned that inadequate judicial salaries will have a lasting impact on both the independence and the quality of New York's bench. As legal educators, we seek to imbue our students with deep respect for the legal system; we want young lawyers to strive to become judges. Yet the harsh reality is that few will be able to afford the luxury of what should be the pinnacle of public service.

As citizens, we are also aware that a system of judicial compensation that allows for just two increases in 19 years threatens the core of our democracy the independence of the Judiciary. Alexander Hamilton's warning of the fragility of judicial independence cannot be ignored: "The

independence of the judges once destroyed, the constitution is gone, it is a dead letter." We urgently call for an adjustment to judicial salaries to reflect the current cost of living and the establishment of an ongoing commission, so that the issue of salaries is taken out of the political arena.

Sincerely Yours,

Thomas F. Guernsey, Dean, Albany Law School
Joan G. Wexler, Dean, Brooklyn Law School
R. Nils Olsen, Jr., Dean, State University of New York at Buffalo School of Law
Michelle J. Anderson, Dean, City University of New York School of Law at Queens College
David M. Schizer, Dean, Columbia University School of Law
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Schools are listed only to identify affiliation, not to reflect the school's official position.

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*PAST DAASNY PRESIDENT

On behalf of the District Attorneys Association of the State of New York, I would like to express my support for a judicial pay raise. An independent, well-qualified judiciary must be adequately compensated in order to retain the best and brightest judges. New York's judges have not received a pay increase since 1999, resulting in low morale and a sense of neglect. Many judges are contemplating leaving the bench to return to the more lucrative private sector. This untenable situation cannot be allowed to continue.

The District Attorneys Association believes a judicial pay increase is critical to maintaining the best possible judiciary. It is urgent that the legislature act now to correct this inequity and to preserve the high quality of the judiciary.

Very truly yours,

MICHAEL E. BONGIORNO
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NY LAW JOURNAL
Wednesday, Apr. 11, 2007
p. 1, col. 3

New York Law Journal

Editorial:

Bar Should Mobilize for Judicial Salary Hikes

There are few issues that have prompted an editorial in the Law Journal's 120-year history. The failure to raise the pay of New York's state judges is one of those issues.

Disgraceful. Shabby. Infuriating.

Chief Judge Judith S. Kaye used all those terms Monday in describing the failure of the Legislature and the executive to adopt a long-overdue pay raise for the state's 1,200 judges.

All these adjectives are well chosen, but the sting of Albany's inaction should be felt by more than just the judges. Every lawyer in New York should share their outrage and aggressively advocate the judiciary's position. Bench and bar must be united in this fight.

The irony is that no one questions that a pay raise - the first in more than eight years - would be justified. The annual salary of federal district judges is now $30,000 more than state Supreme Court justices. Judicial compensation in New York ranks 38th among the states and last among the eight most populous states, when adjusted for cost of living.

After years of begging for a raise, judges had every right to be optimistic this year. Chief Judge Kaye, and Chief Administrative Judge Jonathan Lippman lobbied effectively for a pay raise and Governor Eliot Spitzer even set aside $111 million in his budget to cover retroactive pay for judges. Further, the chief judge coupled the pay hike with an eminently rational suggestion for an independent commission to consider future increases.

Thus, the disappointment was all the more crushing and the judges, all the more furious when Albany lawmakers and the governor continued to hold the judiciary - ostensibly a co-equal branch of government - hostage to other priorities.

As the chief judge lamented in her eloquent statement Monday at a rare Albany press conference, the judiciary "has no seat at the bargaining table and nothing to give, nothing to barter, in the budget negotiation, nothing but the merit of our cause. As we've learned, that's just not sufficient capital in our Capitol."

To her credit, given the extreme provocation, the chief judge refused to condone some of the more radical ideas that have been proffered in response to the absence of a pay raise, such as work stoppages or closing courtrooms to legislators and other litigants. If the judges act irresponsibly, they will forfeit the ethical and moral ground that is their greatest strength.

Rather, she has suggested a series of measured and practical steps well calculated to get the judiciary's point across, and an agreement in place, before the Legislature adjourns in June. With the patience of Job, the chief judge pledges to continue to meet with legislators and the executive, while she investigates the possibility of unilateral steps for implementing pay hikes.

But talk alone will not puncture the disdain for the judiciary. The judiciary has stated its position over and over again. To give its position bite, the bar must step up.

To be sure, lawyers understand more than any other citizens the importance of attracting and retaining the most intelligent, dynamic is and independent lawyers to the bench. Lawyers also recognize that a reasonable salary is essential to achieving that. Unfortunately, however, with the exception of statements from a few bar groups, there has been no organized effort to show support for the judiciary in the pay fight.

At this critical juncture, lawyers must exert their influence to give the judiciary the political capital it needs. Lawyers should take the lead in mobilizing, through letters to the editor and personal contacts, public support for the judges in their communities. Each should immediately send the most pointed possible message to his or her lawmakers and the governor that demonstrates support for the chief judge's proposals. And each should withhold future political support if active backing for a pay hike is not forthcoming.

The bar cannot be complacent, for this may be the last chance for common sense to take hold.

Unless Albany relents and gives the judges what they deserve, the judiciary will have little choice but to file a lawsuit against the governor and the Legislature, sparking a constitutional crisis with repercussions difficult to predict. But, as Chief Judge Kaye says, the judiciary must not remain docile in the face of the disgraceful, shabby and infuriating treatment it has received.

— The Editors

NYSBA

New York State Bar Association

One Elk Street, Albany, New York 12207 • 518/463-3200 • http://www.nysba.org

RESOLUTION ADOPTED BY EXECUTIVE COMMITTEE
MAY 5, 2005

WHEREAS, the New York State Bar Association ("NYSBA") finds that it has been over six years since the last judicial pay increase for New York judges;

WHEREAS, the value of judicial compensation in New York State has been seriously eroded since the last salary increase;

WHEREAS, the cost-of-living has increased by over 18 percent since 1999;

WHEREAS, Since 1999, the salaries of others, including federal judges, judiciaries in other states, and non-judicial employees, regularly increased to keep pace with the rising cost-of-living;

WHEREAS, New York has traditionally been a leader among the states regarding judicial compensation;

WHEREAS, New York has steadily been losing ground to other states. When adjusted for the high regional cost-of-living, NY ranks only 23rd among the states in the level of compensation paid to judges of the trial court of general jurisdiction;

WHEREAS, other states have mechanisms, such as automatic cost-of-living adjustments, to ensure that judicial compensation is reviewed regularly. Such mechanisms include: Cost-of-living adjustments; Automated adjustments linked to adjustments given to other groups, such as non-judicial employees; or Commissions that review and make recommendations with respect to salary adjustments;

NOW, THEREFORE, BE IT

RESOLVED, that NYSBA hereby urges the Governor and Legislature to increase the compensation for judges of the State of New York to restore them to parity with their counterparts, the Judges of the Federal District Courts. At the same time, salaries of the Judges of our appellate courts should be increased in appropriate proportion.

RESOLVED, that NYSBA hereby urges the Governor and Legislature to provide for an adjustment of the salaries of Judges of the trial courts of limited jurisdiction to reduce the extent of salary disparity both within the same level of court and among Judges of all trial courts and further to create a salary commission that would meet every two years to consider whether remaining pay disparities should be further reduced or eliminated.

RESOLVED, that NYSBA hereby urges the Governor and Legislature to establish a mechanism for future salary adjustments, by providing that salaries of Justices of the Supreme Court will automatically, and without need for further legislative action, be adjusted annually to keep pace with those of Judges of the Federal District Courts, and that the salaries of Judges of other State-paid courts be adjusted to preserve their relationships with those of Justices of the Supreme Court.

NY LAW JOURNAL
Tuesday, Nov. 27, 2007
p. 2, col. 5

New York Law Journal

Letter:

State Bar Is in the Trenches With the Bench

When Chief Judge Judith S. Kaye delivers her 15th and final State of the Judiciary early next year, undoubtedly she will unveil what has become a characteristically ambitious agenda for innovative and critical reforms. And shamefully, the issue of judicial salary raises will likely still be on that list, due only to the inaction of those in Albany who control the purse strings.

We all know the facts. Our judges have gone since 1999 without a raise - the longest judicial pay-drought in the nation. Over the past two decades, they have seen only two pay adjustments which have fallen well short of the annual cost of living increases enjoyed by other state workers, including non-judicial court personnel.

It is also a fact that the New York State Bar Association leadership, past and present, has made this a front burner issue. We have spoken out forcefully in interviews on statewide radio, at press conferences, in op-eds and letters to the editors in newspapers across the state, and at speaking engagements from one end of New York to the other - in New York City, Buffalo, Rochester, Binghamton, Ithaca, Watertown, Cooperstown, Albany, White Plains and Garden City, to name a few. In fact, at the urging of the State Bar Association, thousands of our members have sent e-mails to elected officials, including the Governor, demanding an end to the pay raise gridlock. The judicial salary increase has been, and will continue to be, our "number-one" legislative priority, to which we devote considerable resources.

Despite this very frustrating uphill, fight, and in the face of seeming public apathy, the New York State Bar Association, indeed nearly all the local, regional, specialty, ethnic and women's bar associations in our state, stand together as one. We are the staunchest advocates of the judiciary; we are our judges' most visible and vociferous ally.

We are fortunate in one regard. Qualified, professional and dedicated candidates still run for judicial office and still seek appointments to the bench. How long will our luck hold out? How long before judicial elections are relegated only to a few independently wealthy candidates? How many more of our judges will be forced to borrow against their pensions to pay for their children's college education? How long would you continue to work in your present setting if you went nine years without a cost of living adjustment, watching the value of your hard earned dollar deflate week by week?

How long can our judges continue to suffer the economic sacrifice they have borne for two decades, particularly when there is no independent mechanism in place to guarantee regular cost of living adjustments?

NY LAW JOURNAL
Tuesday, Nov. 27, 2007
p. 2, col. 5
continued

Judge Emily Jane Goodman is right. As she wrote in an eloquent New Year's Day op-ed in the Albany Times Union: "Now there is one last hope. And that is Chief Judge Judith Kaye's proposed Quadrennial Commission which would review the compensation in all three branches of government, and make recommendations on fair compensation and COLAS for public officials."

And we are hopeful. Our intelligence in Albany indicates that the commission has the support of Mr. Spitzer and other elected officials.

It is time to take politics out of the equation. It is time to give our judges the compensation they deserve. This needs to happen now and the New York State Bar Association intends to remain in the trenches with our judges as long as it takes. All we can hope is that our elected officials will do what is right before the quality, and the independence, of our judiciary, is irreparably compromised.

Kathryn Grant Madigan

The author is the president of the New York State Bar Association.

Binghamton Press & Sun Bulletin
Tuesday, Oct. 30, 2007
p. B2, col. 1

Press & Sun-Bulletin
Greater Binghamton, NY

GUEST VIEWPOINT

Make judicial salaries a priority

Virtually no one disputes the notion that New York's judges deserve a raise, but the state Legislature has now come and gone from Albany yet again without taking any action.

The members of our state judiciary are among the outstanding pillars of our society and the failure of the Legislature to enact a judicial salary adjustment has gone on far too long, bringing us to the brink of crisis.

Since 1999, when state judges received their last raise, the salaries of the federal judiciary, judges in other states and nonjudicial employees in the court system have increased to keep up with inflation, while the value of New York State judges' salaries has eroded. Today, they are near the bottom of the nation's judicial pay scale. Our judges have gone longer without a raise than any other judges in America.

A number of judges have already filed a lawsuit to force the Legislature to act. The compensation issue is a topic of conversation at virtually every gathering of the legal profession and the judiciary. Our Chief Judge, Judith Kaye, wrote recently: "Experienced judges increasingly talk of resigning so they can afford to continue to live in New York and educate their children. Outstanding lawyers for whom judicial service should be a calling see it as a sacrifice they cannot afford."

How can we expect our judges to feel valued, that their remaining on the bench is worth the sacrifices they make? How can we say that we are committed to maintaining a judiciary of the highest quality when we don't adequately compensate the talented men and women who already serve?

The current political stalemate must end now. The Legislature should reconvene as soon as practicable and put judicial salaries at the top of its agenda.

Madigan *is president of the New York State Bar Association.*

NY SUN
Feb. 23–25, 2007
p. 9, col.2

The New York Sun

Op-Ed:

MARK ALCOTT

Raising the Bench

New York has some of the most diligent, talented men and women sitting on the bench. And they have gone too long without a raise.

A judge serving since 1995 has seen his pay increase only once — in 1999 — when the salaries of state judges were brought in line with the remuneration of federal court judges. Since that time, the value of judicial compensation has eroded nearly 20%, due to increases in the cost of living. During that time, the salaries of federal judges, judiciaries in other states, and other court employees regularly increased to keep pace with the rising cost of living.

Increases for the New York judiciary have failed to keep pace. Indeed, many first-year associates in New York City are paid more than our Supreme Court justices. In fact, state Supreme Court justices currently earn $136,700 annually, significantly less than the $160,000 starting salary earned by a law school graduate in his or her first year as an associate at a prestigious Manhattan law firm.

Governor Spitzer has recognized this problem. In his Executive Budget, he included crucial funding to provide judges with the long overdue pay raise they deserve. In doing so, the governor has demonstrated that he shares the New York State Bar Association's strong belief that the quality of justice and of our legal system depends on the quality of our judiciary. An independent, well-qualified judiciary must be compensated in a fair, consistent manner.

According to a survey of judicial salaries published in 2007 by the National Center for State Courts, the $136,700 that state Supreme Court judges earn, when adjusted for the cost of living, is equivalent to an annual salary of $110,048. That puts New York's ranking as 37 out of 51 states in the nation.

Legislation currently proposed would provide parity between the salaries of state Supreme Court justices and judges at the federal district court level, who earn $165,200. The salaries of other judges in the New York system would then be set by a formula, utilizing the Supreme Court as a base. County level judges would receive 95% of Supreme Court judges' salaries; Civil, Criminal, and District Court judges would receive 93%; and a city court judge in cities other than New York would earn 90% of the salary of a Supreme Court judge.

For years, the New York State Bar Association has been advocating salary increases. We have strongly endorsed Chief Judge Judith Kaye's comprehensive salary reform proposal, which would create an independent commission to review compensation and provide periodic pay increases when warranted.

Although the budget that Governor Spitzer presented does not contain a component for periodic increases, it does provide for needed, retroactive increases. Another important aspect of the governor's plan is that it includes the funding in the actual Executive Budget, which has not been done in the past. This demonstrates that judicial salary reform is a high priority for his administration and guarantees that judicial salaries will be acted on in the final budget.

A critical, sometimes overlooked aspect of the judicial salary issue is the effect that these salaries have on the diversity of the bench. Chief Judge Kaye has made it clear that the current wage freeze is a threat to the independence of the judiciary and hinders efforts to promote diversity.

The bar association is deeply committed to increasing diversity both in the profession and in the judiciary, and fair compensation is needed if we are to continue making progress in this critical area. We cannot have a system in place where only the wealthiest of New Yorkers can afford to become a judge.

Judicial independence is a core value of the bench and bar, one that must be defended. An important step was taken by the governor to preserve this independence, and any budget adopted by the Legislature must do the same. The New York State Bar Association will press hard on this issue until a fair salary increase is accomplished.

Mr. Alcott is president of the New York State Bar Association and is a senior litigation partner at Paul, Weiss, Rifkind, Wharton & Garrison LLP.

An independent, well-qualified judiciary must be compensated in a fair, consistent manner.

NEW YORK LAW JOURNAL
Wednesday, Apr. 25, 2007

New York Law Journal

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JOSEPH P. AWAD
President

DANIEL L. FELDMAN
Executive Director and General Counsel

April 20, 2007

AN OPEN LETTER TO THE JUDICIARY OF THE STATE OF NEW YORK

The New York State Trial Lawyers Association continues to campaign to resolve the crisis created by the failure to enact a pay raise for our judges, who have taken the equivalent of a 17% or $23,700 cut in pay, based on what their current salary is worth today compared to when they first received it in 1999. In light of the fact that New York's 60% budget increase -- from $73 billion in 1999 to $120 billion in 2007 -- it is easy to understand why the best and brightest attorneys would be discouraged from pursuing the formidable responsibilities of a judgeship.

On May 1, our 4000 consumer advocate attorneys will join in solidarity with our State Judiciary, protesting the failure to date of New York State government to treat our judges decently in this regard, across the State in 62 counties where we practice.

To date, NYSTLA has, in support of the judicial pay raise:

- conducted hundreds of legislative district office visits statewide;
- coordinated hundreds of legislative capital office visits in Albany;
- authorized my NYSTLA Presidential testimony advocating the clear public interest in achieving judicial pay raises when I appeared before the State Senate on December 4, 2006, the Assembly Judiciary Committee on December 15, 2006, and the Senate Judiciary Committee on January 8, 2007;
- directed its lobbyist teams, including Malkin & Ross, David Dudley & Associates, and Ken Riddett, to continue to press this issue as a NYSTLA priority;
- run full-page ads in the Legislative Gazette publishing an open letter to Governor Spitzer, the Senate, and the Assembly, which first appeared in the January 8, 2007 edition; and
- utilized NYSTLA past presidents to lobby the leaders of the legislature, and the Office of the Governor.

Failing to increase their pay not only does an injustice to the judges and their families, it does an injustice to every citizen of New York State. As an organization that serves to protect consumers, the New York State Trial Lawyers Association will continue its efforts until our judges are properly compensated, preserving for our citizens the quality of a judiciary that, over the course of modern history, has created a body of jurisprudence that is second to none in the nation.

On May 14th, we will once again discuss the judicial pay raises as part of our association's annual Lobby Day in Albany. Copies of our ads, of my Presidential testimony, and our memorandum in support can be found on our website or by contacting NYSTLA offices.

Sincerely,

Joseph P. Awad
President

LETTER OF GENERAL COUNSELS OF MAJOR CORPORATION TO THE GOVERNOR AND LEGISLATIVE LEADERS

May 31, 2007

Dear Governor Spitzer, Senator Bruno, and Speaker Silver,

As general counsels of major corporations doing business in New York, we write to address the unprecedented crisis in our state's judiciary caused by the continuing failure, now in its ninth year, to provide minimally adequate compensation for judges.

Everyone editorial boards, good government groups, elected officials agrees that the merits are not at issue. The need for a significant salary adjustment for judges in New York has been fully acknowledged.

We write to emphasize the importance of this issue to the business community and to the continuing economic vitality of New York. A state's legal climate, including the quality of its judges, can have a significant impact on a corporation's decisions about where to do business. As the heart of the international business and financial community, New York must have judges with the background and ability to handle complex commercial litigation in a just and efficient manner. Under the Chief Judge's leadership, the New York courts have become a forum of choice for business. We need to maintain that standard. With stagnating compensation, the harsh reality is that few gifted lawyers will seek to become judges and seasoned judges will be forced to leave the bench. Ultimately, New York' s business community, and all New Yorkers, will pay the price.

We urge in the strongest possible way that there be an adjustment to judicial salaries to reflect the current cost of living and the establishment of an ongoing commission, so that the issue of salaries is taken out of the political arena, during this legislative session. This issue cannot wait.

Sincerely yours,

Melanie Belman-Gross, Esq.
Corporate Secretarial Services
TMF Services New York

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NY LAW JOURNAL
Friday, Mar. 21, 2008
p. 2, col. 5

New York Law Journal

Letter:

Judges Have Waited Long Enough

Although Governor David Paterson acknowledged that New York judges are paid less than junior associates at law firms, he said that it would be "very difficult" to adopt a pay raise for judges, ("Citing Economy, Paterson Says Raise for Judges Very Difficult," March 14, page 1). While Mr. Paterson faces an array of complex and difficult problems and competing demands for scarce state resources, confronting the decade long judicial compensation crisis should be at the top of his priority list, and the bench and bar must communicate this imperative to him.

Bar associations and attorneys need to impress upon the governor that the judicial compensation crisis is an affront to the rule of law and fundamental fairness. New York judges are paid less than beginning associates in law firms and in real terms their pay ranks among the bottom nationally. Our judges have gone 10 full years with no salary increase, the longest such span in the nation. And as their salaries erode, judicial caseloads in New York continue to balloon. This untenable situation corrodes the morale of our judiciary, diverting our judges from more pressing initiatives to improve the delivery of justice in New York. Moreover, the financial hardship wrought by inadequate judicial salaries deters qualified attorneys from seeking, and retaining, judgeships.

In the long run, as Mr. Paterson acknowledged in his remarks last week, judicial compensation must be decoupled from legislative compensation. Whatever might be said for taking political considerations into account in setting legislative salaries, there is no basis whatsoever for using judicial salaries as a political football. Forcing judges to go hat in hand to the executive and legislative branches undermines the independence and dignity of the judicial branch. A judicial compensation commission is needed to' remove judicial compensation from, the political arena.

Nor is it the case that there are no funds for a judicial salary increase. The budget adopted by the Legislature and approved by the governor for the 2006-07 fiscal year contained $69 million dollars for raises retroactive to April 1, 2005. That money was escrowed by the trial judge in the judicial pay law suit until Nov. 30, 2007. These funds should be dedicated to a judicial pay raise. Our judges have waited long enough.

Vincent T. Chang
New York, N. Y.

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RESOLUTION

WHEREAS, the Confederation of Columbian Lawyer Associations is an organization of approximately 2000 attorneys and jurists of Italian Heritage with membership in Columbian Lawyer groups existing within ten counties located in the State of New York, and

WHEREAS, New York State judges have not had a salary increase since 1999 and during that time inflation has eroded their salaries by 18%, and

WHEREAS, Federal District Court judges now earn $25,000 more than Justices of the Supreme Court and more than judges of the Court of Appeals, and

WHEREAS, Chief Judge Judith S. Kaye, on behalf of the New York State Unified Court System has submitted a proposal to the Legislature to rectify the unfairness and confusion, and

WHEREAS, the Confederation of Columbian Lawyer Associations has historically been concerned that judges be compensated fairly, and that disparities of the sort identified above should not be permitted to continue;

IT IS HEREBY RESOLVED, that the Confederation of Columbian Lawyer Associations reaffirms its historic position in favor of increases to judicial compensation, recommends an immediate increase of 18% to reflect the cost-of-living increase since judicial salaries were last increased, and further recommends legislation providing for an automatic, annual cost-of-living increase.

In Witness Whereof on the 2nd day of May, 2005

Joseph F. DeFelice

JOSEPH F. DeFELICE
President of the Confederation of Columbian Lawyer Associations.

RESOLUTION OF THE FEDERATION
OF BAR ASSOCIATIONS
FOURTH JUDICIAL DISTRICT

April 29, 2005

WHEREAS, the Chief Judge of the State of New York in her State of the Judiciary address requested that the Legislature and Governor provide appropriate pay raises and salary reforms for members of the Judiciary; and

WHEREAS, the current system of providing salary increments for the Judiciary is dependent upon the whim of the Legislature to enact appropriate legislation which is usually only done in conjunction with pay increases for Members of the Legislature; and

WHEREAS, Members of the Legislature are not prohibited from earning income from employment outside the Legislature unlike the Judiciary who are substantially prohibited from supplementing their incomes; and

WHEREAS, this system has resulted in the judiciary receiving its last pay increase over six years ago in 1999. Judges serving since 1995 would have received only one pay increase and Judges serving since 1988 would have received only two pay increases; and

WHEREAS, since the last pay raise, the cost of living in New York State has risen over 18% and while the salaries of other government employees, including non-judicial employees of the Unified Court System, other state's judiciaries and the Federal Bench have been regularly increased to reflect the rising cost of living, the pay for New York Judges has remained stagnant; and

WHEREAS, legislation proposed by the Chief Judge includes a fair and balanced approach to regular cost-of-living increments that would reflect the trends in both the Federal system as well as the collective bargaining agreements with other state employees; and

WHEREAS, in order to maintain the quality and independence of the Judiciary in New York State, judicial compensation must be sufficient to attract the most highly qualified individuals, and must be separated from the politics of Legislative salaries,

NOW, THEREFORE, IT IS HEREBY

RESOLVED, the officers of the Federation of Bar Associations for the Fourth Judicial District urges the Legislature and Governor to immediately enact legislation assuring a reasonable and fair increase in base salary for the judiciary, establishing a mechanism for providing regular and fair cost-of-living increases and establishing a means for periodic and systematic review of the entire judicial compensation system.

Moved, seconded and approved at a regular meeting of the Association's officers held this 9th day of April, 2005, Saratoga Springs, New York.

Malcolm B. O'Hara, Esq.
President

195936

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May 5, 2005

VIA FEDERAL EXPRESS

Hon. Jonathan Lippman
Chief Administrative Judge
New York State Unified Court System
140 Grand Street, Suite 704
White Plains, NY 10601

Re: Monroe County Bar Association
Board of Trustees Motion

Dear Judge Lippman:

At the April 19, 2004 Board of Trustees considered a request from Hon. Joseph Valentino, President of the Seventh Judicial District Association of Supreme Court Justices, asking support from the Bar Association for legislation currently before the NYS Legislature to adjust judicial compensation in accordance with the recommendation of the Office of Court Administration. It was MOVED, SECONDED and UNANIMOUSLY APPROVED that Michael R. Wolford, Esq., President of the Monroe County Bar Association send a letter of support to Judge Valentino. (A copy of the letter is attached.)

Sincerely,

Mary L. Corbitt
Executive Director

/vl
attachment

THE BAR ASSOCIATION OF NASSAU COUNTY

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Owen B. Walsh
Kenneth L. Marten
William M. Savino

April 18, 2005

Judith S. Kaye, Chief Judge
Court of Appeals Hall
20 Eagle Street
Albany, New York 12207-1095

Dear Judge Kaye:

On behalf of the Officers and Directors of the Nassau County Bar Association, I am pleased to forward the enclosed Resolution endorsing your call for an increase in judicial compensation for justices and judges in New York State in 2005. The Resolution was passed by our Board at its April 12, 2005 meeting and was immediately sent to the Chair of the Senate Judiciary Committee, the Chair of the Assembly Judiciary Committee and the legislators that comprise the Long Island delegation.

This Bar Association is committed to doing all that it can to ensure the continuation of a quality Bench, beginning with our dedicated Judiciary Committee's screening of potential candidates for judicial office, to the Board's Resolution urging passage of this legislation designed to adequately compensate those currently on the bench and sufficient to attract the finest to serve in the future.

We enthusiastically support this Resolution.

Sincerely,

Deena R. Ehrlich, Ph.D.
Executive Director

DRE:hp

SERVING OUR MEMBERS, OUR PROFESSION AND OUR COMMUNITY SINCE 1899

continued

NEW YORK
CITY BAR

March 27, 2008

Dear Legislator:

On behalf of the New York City Bar Association, I write to urge you to enact a judicial salary increase with a corresponding mechanism that provides for future periodic increases for New York State's judges.

The economic difficulties inherent in this budget year are well understood, yet we cannot overlook the fact that we are nearing a decade that our state's judges have gone without a salary increase. The cost of living has increased in the past decade by approximately 26%, thereby eroding New York judges' salaries to the point where they earn $30,000 less than their federal counterparts and their salaries compare poorly with those of other states.

While we cannot expect judges to be paid the top dollars they could earn in the private sector, we must provide enough compensation to attract outstanding lawyers and retain them as judges, and to make clear the respect we hold for this co-equal branch of government. By contrast, our current approach does not even provide salary increases that match inflation.

The talented and hardworking judiciary that we currently have in New York State is the cornerstone of a strong justice system -- a justice system that our citizens call upon on a daily basis to address pivotal moments in their lives. Whether enduring business disputes, divorce or facing eviction, New Yorkers take heart in knowing that there will be a competent and just arbiter at the helm of their case.

As judges have waited for a pay raise they have answered the public's call by maintaining excellence in New York's courts, even as caseloads have grown steadily more burdensome and legal issues ever more complex. We now call on our elected officials to enact this long overdue salary increase and demonstrate their commitment to our superb court system and a belief that justice is no less a priority in New York than in our neighboring states and federal government.

Sincerely,

Barry Kamins

Barry Kamins
President
The New York City Bar Association

NY TIMES
Sunday, March 18, 2007
p. WE13, col. 3

The New York Times

Letter:

Increased Pay For Judges

To the Editor:

Pay raises are long overdue for New York's judiciary, which has maintained its longstanding excellence even in the face of staggering caseloads and increasingly complex legal issues ("Upgrading New York's Courts," editorial, March 11). The continuing failure to provide judicial salary increases is simply unwise public policy.

The disparity between private-sector and judicial salaries grows every year. Any 2007 first-year associate at a major Manhattan law firm will immediately earn more than every judge in the state, including Chief Judge Judith S. Kaye. The more this disparity widens, the more difficult it will be to both attract and retain a qualified and dedicated judiciary.

Furthermore, leaving our judges without pay increases since 1999 is simply not fair. When they take off their robes, judges have to pay bills just as we do. An unresponsive Legislature is creating a disheartened bench, whose professional morale is at an all-time low. Many judges are beginning to regret their decision to seek a judgeship in the first place.

Judges should be provided compensation commensurate with the solemn duty of dispensing justice.

BARRY KAMINS
President
New York City Bar Association
New York

NY LAW JOURNAL
Monday, Dec. 10, 2007
p. 2, col. 3

New York Law Journal

PERSPECTIVE

Human Rights And Respect for Judges

BY BARRY KAMINS

December 10 is not a holiday in this country, but it is a vitally important day around the world. On Dec. 10, 1948, the United Nations adopted the Universal Declaration of Human Rights. Ever since then, Dec. 10, Human Rights Day, reminds us of the importance of valuing human rights and how essential human rights are to world preservation. It should also remind us of the importance of the judiciary, and of respect for judges.

The third "Whereas clause" in the declaration proclaims:

> Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law.
>
> Article 8 of the Declaration provides that:
>
> Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

These provisions underscore what we lawyers know, that human rights only have meaning when protected by an independent judiciary, whose role is respected by the other branches of government. Courts have no power to enforce their decisions, and depend upon a supportive and respectful legislature, and particularly executive, to give their decisions force. Indeed, courts have little power even to control their composition, and rely on the other branches to place jurists on the bench who will apply the law to the facts of a case in an independent manner.

The failure of both of these prongs is on display in Pakistan. President Pervez Musharraf, fearing a Supreme Court decision undoing his election to a new term, removed and detained the entire Supreme Court. Protests by lawyers and judges led to thousands more being detained. He then appointed his own Supreme Court which, not surprisingly, validated the election. That court remains seated in Pakistan, providing little comfort to Pakistanis that their human rights will be preserved.

In the United States, our executive and legislative branches have largely accepted the bargain struck in Philadelphia in 1787, understanding the importance of both maintaining the composition of the bench and following the courts' judgments. There is a third aspect to maintaining the judicial branch as a co-equal branch of government, and that is maintaining respect for the judiciary, so that it retains that respect in the eyes of the public it serves. If that respect is undermined, the public will challenge the basis of the judiciary's authority and the credibility of its decisions, and support for the rule of law can be undermined.

It is this third underpinning of the judicial branch, basic respect for its authority and its actions, that has been eroded in recent years. The erosion can be seen on a number of fronts. Efforts in Congress continue to strip ;the courts of jurisdiction to hear cases. Two recently passed laws, the Detainee Treatment Act and the Military Commissions Act, purport to remove the authority of judges to hear habeas challenges brought by foreigners labeled by the president as "enemy combatants."

The ability to obtain habeas corpus relief is a bulwark in the defense of human rights, and thus the elimination of this remedy forcefully shows how limiting the judicial branch can in turn curb the availability of human rights. In a similar vein, the federal sentencing guidelines, a creature of the other branches of government, sharply reduced the discretion of judges in sentencing. The U.S. Supreme Court recently found these guidelines not mandatory (United States v. Booker, 543 US. 220 (2005)); it remains to be seen whether Congress and the executive will move to reimpose them.

Beyond the institutional constraints being imposed, individual judges are being vilified regarding decisions they make. And strong efforts were made in South Dakota, fortunately beaten back, to subject judges to removal and possible jail time for making decisions considered invalid by a non judicial commission (the so-called "Jail for Judges" initiative). The threat remains of similar campaigns in other states.

But disrespect for the judiciary can also take subtler forms. Both the federal and state judiciary have seen their salaries erode in recent years as compared with the general cost of living and what is earned by others in the legal profession.

In New York State, nine years have passed since judges received their last increase. A judicial pay increase seems to be a pawn in an intricate game being played by the Legislature and governor. In this game, those branches hold all the game pieces; judges have no leverage. As a result of the wait, and the mounting frustration, morale among New York's judges is low, and the public can see both the lack of respect in which these branches hold the judiciary, and the level of dependence that judges have on the other branches for their livelihood. We risk losing good judges and having potentially excellent jurists turn away from a judicial career.

It often happens that Human Rights Day occurs each year right about the time the Legislature convenes in an end-of-year session, generally to take care of unfinished business. So it is that later this week the Senate and Assembly are due to return to Albany. This is an excellent time to provide the long-past-due salary increase that our state's judges deserve. This action would convey respect for a deserving judiciary that we count upon to preserve our rights and to do justice. In a turbulent world, we must bolster our judiciary to encourage it to remain the firm protector of human rights and the rule of law that it must be in a civilized society.

Barry Kamins *is president of the New York City Bar Association and a member of Flamhaft Levy Kamins Hirsch & Rendeiro.*

NEW YORK COUNTY LAWYERS' ASSOCIATION

RESOLUTION
CONCERNING NEW YORK STATE UNIFIED COURT SYSTEM'S
LEGISLATIVE PROPOSAL TO ADJUST JUDICIAL COMPENSATION

This Resolution was adopted by the Board of Directors of the New York County Lawyers' Association at its regular meeting on April 11, 2005.

Background

1. New York State judges have not had a salary increase since 1999. During that time, inflation has eroded their salaries by 18%. In 1999, the State Legislature re-established the historic parity of salaries between federal district judges and Justices of the Supreme Court. Since then, the federal district judges have had six increases, and the Justices of the Supreme Court have received none. Indeed, federal district judges now earn $25,000 more than Justices of the Supreme Court, and more even than judges of the Court of Appeals. During the same six-year period, other state employees have received raises in excess of 18%, while New York State judges have received none.

2. In addition, New York State judges sitting on courts other than the Supreme Court are paid on a patchwork of different levels, depending on the type of court, location, etc., in a manner that is confusing, creates unfairness and makes little sense.

3. Chief Judge Judith S. Kaye, on behalf of the New York State Unified Court System, has submitted a proposal to the Legislature to rectify this unfairness. The key elements of her proposal are a one-time salary increase to restore the imbalances created since 1999; setting salaries for Justices of the Supreme Court at levels based on a fixed percentage of the salaries paid to federal district judges, with annual adjustments to maintain that percentage going forward; and establishment of a separate percentage basis for the salaries of other judges who are members of the Unified Court System, to replace the present patchwork system.

4. NYCLA has historically been concerned that judges be compensated fairly, and that disparities of the sort identified above not be permitted to persist.

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14 Vesey Street, New York, NY 10007-2992 • Tel. (212) 267-6646 • Fax (212) 406-9252
www.nycla.org

Statement of Position

1. The pay disparities between federal district judges and judges and justices in the New York State Unified Court System are demoralizing, disrespectful and discouraging, as is the fact that other state employees have received raises while state judges and justices have not. Allowing such a differential to persist, and even to increase over time, fails to encourage the best persons to seek the state court bench. Even federal district judges have fallen further and further behind private sector legal incomes, and the differential between those incomes and state judicial salaries is even more severe. The situation is, quite simply, unfair and not right.

2. As a result, the Board of Directors of the New York County Lawyers' Association adopts the following resolution:

IT IS HEREBY RESOLVED, that NYCLA reaffirms its historic position in favor of increases to judicial compensation, recommends an immediate increase of 18% to reflect the cost-of-living increase since judicial salaries were last increased, and further recommends legislation providing for an automatic, annual cost-of-living increase.

NY Law Journal
Monday, April 16, 2007

New York Law Journal

The officers, board of managers, and members of the Queens County Bar Association, commend the New York Law Journal for its recent editorial. The fact that the NYLJ has only, on rare occasions, shared its opinions with the legal community underscores the two salient points made by the editors: A judicial salary hike is overdue, and that bar associations must do even more to show the governor and Legislature that the independence of the judiciary is at stake.

The Queens County Bar Association, even before the editorial, had decided to continue its efforts on a county level. The Queens bar will be providing opportunities for all of its members to express their support for a salary increase to the Queens legislative delegation, and will be contacting other bar associations, within and without Queens, in an effort to create new initiative in support of Chief Judge Judith S. Kaye and the salary increase.

John R. Dietz
The author is president of the Queens County Bar Association

RESOLUTION OF THE ST. LAWRENCE COUNTY BAR ASSOCIATION
MAY 6, 2005

WHEREAS, the Chief Judge of the State of New York in her State of the Judiciary address requested that the Legislature and Governor provide appropriate pay raises and salary reforms for members of the Judiciary, and

WHEREAS, the current system of providing salary increments for the Judiciary is dependent upon the whim of the Legislature to enact appropriate legislation which is usually only done in conjunction with pay increases for Members of the Legislature, and

WHEREAS, Members of the Legislature are not prohibited from earning income from employment outside the Legislature unlike the Judiciary who are substantially prohibited from supplementing their incomes, and

WHEREAS, this system has resulted in the judiciary receiving its last pay increase over six years ago in 1999. Judges serving since 1995 would have received only one pay increase and Judges serving since 1988 would have received only two pay increases., and

WHEREAS, since the last pay raise the cost of living in New York State has risen over 18% and while the salaries of other government employees, including non-judicial employees of the Unified Court System, other state's judiciaries and the Federal Bench have been regularly increased to reflect the rising cost of living, the pay for New York Judges has remained stagnant, and,

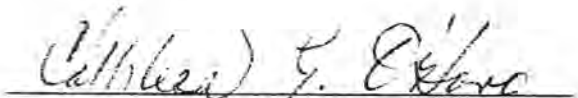
WHEREAS, legislation proposed by the Chief Judge includes a fair and balanced approach to regular cost-of-living increments that would reflect the trends in both the Federal system as well as the collective bargaining agreements with other state employees, and,

WHEREAS, in order to maintain the quality and independence of the Judiciary in New York State, judicial compensation must be sufficient to attract the most highly qualified individuals, and must be separated from the politics of Legislative salaries,

NOW, THEREFORE, IT IS HEREBY
RESOLVED,

The St. Lawrence County Bar Association urges the Legislature and Governor to immediately enact legislation assuring a reasonable and fair increase in base salary for the judiciary, establishing a mechanism for providing regular and fair cost-of-living increases and establishing a means for periodic and systematic review of the entire judicial compensation system.

Moved, seconded and approved at a regular meeting of the Association held this 6th day of May, 2005, Canton, N.Y.



Cathleen E. O'Horo, Esq.
Secretary

SUFFOLK COUNTY BAR ASSOCIATION

560 Wheeler Road
Hauppauge, New York 11788-4357
(631) 234-5511 • FAX (631) 234-5899
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Counsel
Howard E. Pachman

March 24, 2005

Honorable Jonathan Lippman
Chief Administrative Judge
State of New York
Office of Court Administration
140 Grand Street, Suite 700
White Plains, NY 10601

Dear Judge Lippman:

As President of the Suffolk County Bar Association, I am pleased to forward the enclosed copy of a resolution adopted by our Board of Directors on March 21, 2005 which endorses and supports Chief Judge Judith S. Kaye's call for an increase in compensation for justices and judges in our State in 2005.

We are proud to support the Unified Court System's 2005 judicial compensation proposal. The Suffolk County Bar Association is committed to the creation and maintenance of a judiciary comprised of justices and judges who in their character, integrity, temperament and professional ability and reputation have affirmatively demonstrated their special qualifications for judicial office, and we believe that passage of a meaningful and adequate pay increase is essential to ensure that the finest individuals continue to be drawn to judicial service.

With best regards, I remain,

Very truly yours,

Scott M. Karson

Scott M. Karson
President

SMK/jlc
Enclosure
cc: Executive Committee (w/enclosure)
Board of Directors (w/enclosure)
Sarah Jane LaCova (w/enclosure)
The Suffolk Lawyer (w/enclosure)

SECTION III

CIVIC & BUSINESS ORGANIZATIONS

UNANIMOUS SUPPORT FOR JUDICIAL COMPENSATION REFORM

- **Brennan Center for Justice at NYU School of Law, Letter of Support, October 5, 2006**
- **Citizens Union of the City of New York, Letter of Support, April 24, 2007**
- **The Committee for Modern Courts, Letter of Support, December 24, 2007**
- **League of Women Voters of New York State, Letter of Support, April 23, 2007**
- **Partnership for New York City, Statement in Support, December 1, 2006**

BRENNAN CENTER FOR JUSTICE
AT NYU SCHOOL OF LAW

MICHAEL WALDMAN
EXECUTIVE DIRECTOR

October 5, 2006

Hon. Judith Kaye
Chief Judge of the State of New York
State of New York Court of Appeals
20 Eagle Street
Albany, New York 12207

Dear Judge Kaye:

The Brennan Center for Justice at NYU School of Law is a nonpartisan, public policy institute and public interest law firm that works on issues of democracy and justice. As you know, we have sought reform of New York State's government, including its courts, through scholarship, litigation, public education and legislative advocacy.

A great achievement of American government is a fair and independent judiciary. The judges who serve must be adequately compensated – to attract top talent and as a mark of respect for the central role judges play in protecting our rights, enforcing the law, and interpreting the State's constitution. We write to you to support a long-delayed pay increase for New York State judges. We believe that a quadrennial commission, insulated from politics, is the best way to implement such an increase and ensure proper compensation for judges over the long run.

We support this idea for several central, simple reasons.

First, the pay of New York's judges has fallen relative to inflation. Judges have received only two pay raises in 18 years. During that time, inflation has risen 26%. In the past seven years, all 49 other states have adjusted judicial pay to keep up with inflation.

Second, New York's judges effectively are paid less than counterparts in states with smaller populations who are less likely to hear cases with the complexity and potential impact of those heard in New York courtrooms. Among the eight most populous states, when the cost of living is factored in, New York's judicial pay currently is the lowest. While public sector salaries are hard to compare to private sector pay, it is the case that salaries for some judges now have fallen behind salaries for some first year associates in New York law firms.

Third, adequate pay for judges will help ensure a judiciary that is qualified, diverse, and free from political interference. As you know, the decision in *Lopez-Torres vs. New York State Board of Elections* means that one way or another a new system for choosing state

161 AVENUE OF THE AMERICAS, 12TH FLOOR • NEW YORK, NY 10013 • 212 998 6730 • FAX 212 995 4550
www.brennancenter.org • michael.waldman@nyu.edu

Supreme Court justices will be enacted. Judges already work hard and are barred from outside employment. New York has a signal opportunity to retain and attract diverse and high quality attorneys to serve as judges. It will be harder to seize opportunity if judicial salaries continue to fall relative to inflation, even as private sector attorney compensation rises. Bringing regularity and rationality to judges' pay level will help to continue to lift the stature of the bench.

We believe that the best way to assure fair pay for judges is a temporary commission, appointed every four years, that can examine objective factors, hear public comment, and recommend a proper level. Such a commission should be made up primarily of members of the public. This panel's recommendations could be vetoed by the legislature, but would properly be given great weight. Among other benefits, this would keep judicial pay from being mired in legislators' political calculus and fear of raising pay, as is typical in New York and elsewhere.

We take no position on the proper pay level for other state officials or the method for establishing that level.

Thank you for your tireless work on this issue. We believe that New York State judges deserve a raise and a pay level that is adjusted for inflation, and we support this both as fair to the judges themselves and as a means to ensure independence and quality on the bench.

Sincerely,

Michael Waldman

cc: Fritz Schwarz

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April 24, 2007

The Honorable Judith S. Kaye
Chief Judge, Court of Appeals
State of New York
20 Eagle Street
Albany, NY 12207

Dear Chief Judge Kaye,

With this letter, we wish to inform you of Citizens Union's continued and strong support for a meritorious and immediate increase in the salary of state judges. The fact that judicial salaries in New York State have not been raised since 1999 undermines the judicial system which is so critical to our system of government. We share your view that the continued lack of attention this pressing issue received in the recently approved state budget undermines the independence of the state's judiciary.

Though we have not taken a position on the amount of the salary, your proposal to raise the annual salaries of State Supreme Court justices from $136,700 to $165,200 and those of County Court, Family Court and Surrogate's Court from $119,800 to $156,940 seems fair and reasonable.

Late last year, Citizens Union joined a coalition of interested civic organizations in support of your proposal to create a quadrennial commission on state elected official compensation as the best future means to improve the process for determining the salaries of our state judges, along with those of other elected officials. We still hold firm in support of that position. Judicial salaries should not be linked to other unrelated issues and subjected to the kind of political negotiations that have plagued, and in many cases doomed, past efforts to raise judicial salaries. We continue to believe, as we articulated last December, that whatever salary is finally determined should be issued with some degree of retroactivity.

On many occasions, Citizens Union has communicated its view on this matter to our state elected officials, and again included it as an issue in need of attention in our annual state affairs public policy agenda. Feel free to continue to rely upon Citizens Union for such support in this important and long overdue matter.

Sincerely,

Richard J. Davis
Chair

Dick Dadey
Executive Director

Citizens Union of the City of New York
299 Broadway, Suite 700 New York, NY 10007-1976
phone 212-227-0342 • fax 212-227-0345 • citizens@citizensunion.org • www.citizensunion.org
Richard J. Davis, Chair • Dick Dadey, Executive Director

THE COMMITTEE FOR modern courts

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Executive Director:
Dennis R. Hawkins

April 24, 2007

Hon. Judith S. Kaye
Chief Judge of the State of New York
Court of Appeals
Albany, NY 12207

Hon. Chief Judge Kaye:

The Committee for Modern Courts reiterates its strong support your efforts to increase judicial salaries and create an appropriate procedure that would ensure judges in New York State receive adequate compensation into the future.

Modern Courts believes that insufficient pay may dissuade our most talented and committed lawyers from becoming judges. For most judges, the call to public service, rather than the salary, is the motivating factor in seeking judicial office. But judges and the public are ill-served by increasing judicial compensation only two times in 20 years.

Linking the salaries of State Supreme Court justices to those of federal district judges is entirely appropriate, given the work load New York's major trial court justices. In addition, increasing compensation to all the other judges in the state, including Housing Court judges who were previously excluded, according to a formula that ties their salaries to those of Supreme Court justices is essential at this time.

It is time to break the legislative log jam that for far too long has tied judicial salary increases to legislative pay raises. Modern Courts also reiterates its support for your proposal to create an objective mechanism which would separate judicial compensation from legislative compensation. The stable mechanism you propose to increase salaries in smaller, more regular increments would be reasonable, fair and efficient. Such a system will help preserve the independence of the judiciary.

Modern Courts is a nonpartisan, nonprofit, statewide court reform organization founded in 1955. Led by concerned citizens, prominent lawyers, and business leaders, Modern Courts is the only organization in New York State devoted exclusively to improving the judicial system.

Respectfully yours,

Victor A. Kovner
Chair, Committee for Modern Courts

The League of Women Voters of New York State
62 Grand Street, Albany, New York 12207
Tel: (518)465-4162 • Fax: (518)465-0812

Hon. Judith S. Kaye
Chief Judge of the State of New York
Court of Appeals Hall
20 Eagle Street
Albany, New York 12207

April 23, 2007

Dear Chief Judge Kaye:

The League of Women Voters of New York State could not agree with you more that a vibrant and independent Judiciary is the bedrock of a free society and an effective state government. That is why the League strongly endorses your plan to reform the compensation system forjudges and other high constitunonal officers.

As you've rightly noted for years, the current salary system mires the Judiciary in the politics of executive legislative relations, and that is the very last place the Judiciary should be. Compensation decisions must stand on the own merit, not linked to other policy or other political debates of the day. That judges must beg even modest cost-of-living adjustments from the very branches of government whose powers judges must police tums the separation of powers on its ear. That those other branches continue to deny New York judges the salary adjustments llterally all other judges in America have received is a disgrace and an outrage that, if allowed to continue, will corrode the courts by dissuading the best lawyers from seeking or staying in judicial service.

All three branches, and especially the courts, need a rational salary system shielded from politics—one that is objective, transparent and nonpartisan, one that New Yorkers can trust to be fair. Your plan to give judges immediate raises and let expert nonpartisan commissions make future pay decisions for all three branches — as two dozen states now have done — is a breath of fresh air that is right for taxpayers and all the people of our state.

Thank you for your leadership and vision in reforming New York government. The League stands with you.

Sincerely yours,
Kristen Hanson
Executive Director

One Battery Park Plaza New York, NY 10004-1479
T 212 493 7400 F 212 344 3344 www.partnershipfornyc.org

Partnership for New York City

From: **Partnership for New York City**
Contact: Ethan Davidson (212) 493-7488

Rubenstein Communications, Inc.
Contact: Bud Perrone (212) 843-8068

STATEMENT BY PARTNERSHIP FOR NEW YORK CITY PRESIDENT AND CEO KATHRYN S. WYLDE URGING ADOPTION OF INDEPENDENT COMMISSION TO DETERMINE SALARIES OF STATE OFFICIALS

IMMEDIATE RAISE FOR STATE JUDGES RECOMMENDED

NEW YORK, December 1, 2006 – "In the upcoming special session, we request that the Governor, Assembly and Senate of New York State consider a proposal to improve the process for determining compensation of judges, legislators and other senior State officials. We refer to the proposal to create a Quadrennial Commission that has been put forward by Chief Judge Judith Kaye as the means by which compensation should be determined in the future. New York City has successfully employed a similar system since 1986. It has resulted in an open and independent approach to compensation issues.

"We also endorse Chief Judge Kaye's argument that the State judiciary should be granted an immediate, retroactive pay raise, based on the crisis that New York State faces in the attraction and retention of judges whose salary levels have been frozen since 1999, despite cost of living increases of more than 26 percent. Currently, compensation for New York judges ranks in the bottom half of states nationally. Moreover, Federal District Court judges, with whom State Supreme Court justices historically have enjoyed pay equity, now earn $30,000 more per year. These low salaries have become a significant morale issue for New York State judges and an obstacle to recruitment and retention.

"A wide array of civic, good government and legal organizations support Chief Judge Kaye's approach, including the Citizens Union of the City of New York; Fund for Modern Courts; New York County Lawyers' Association; New York State Trial Lawyers Association; League of Women Voters; and Women's City Club of New York.

"We support giving judges raises this year and reforming the way that all senior State officials and legislators get salary increases in the future. Beginning in April 2007, every four years a

-More-

Quadrennial Commission appointed by the Governor, legislative leaders and the Chief Judge would meet to determine a cost of living adjustment for judges, as well as legislators and State executives, if warranted by economic data and permissible under the budget.

"We urge the Governor to enact these final actions into law during the special session of the Legislature on December 13."

***

The Partnership for New York City (www.pfnyc.org) is a network of business leaders dedicated to enhancing the economy of the five boroughs of New York City and maintaining the city's position as the center of world commerce, finance and innovation.

###

The New York State Unified Court System

ATTACHMENT 32

Fifty-State Analysis of Executive, Legislative, and Judicial Salaries

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Alabama

Current Judicial Salaries (Last raise for Judges was granted 10/08)

Chief Justice of the Supreme Court:	$181,127
Associate Justice of the Supreme Court:	$180,005
Judge of Court of Appeals:	$178,878
Judge of the Circuit Court:	$134,943

Current Legislative Salary

$10 per day + $3,850 per month + $50 per session day (2008)
$10 per day + $3,958 per month + $50 per session day (2009)
$10 per day + $3,958 per month + $50 per session day (2010)

Current Top Level Executive Salaries

Governor:	$112,895
Lt. Governor:	$73,488
Attorney General:	$168,003
Comptroller:	$79,580

Court Structure

See Exhibit A

Method of increased Judicial Salaries

The Judicial Compensation Commission has been in existence since 1973. The commission is comprised of 5 members whom serve 4 year terms. The commission submits written recommendations in the form of a report to the legislature within the first 5 days of the session. The recommendations become law upon adjournment of the legislative session unless they are rejected or altered by a legislative act.

Tenure based adjustments for Salary

Judges receive longevity pay which is 1.25% over their base salary up to 25% of the base salary or 20 years.

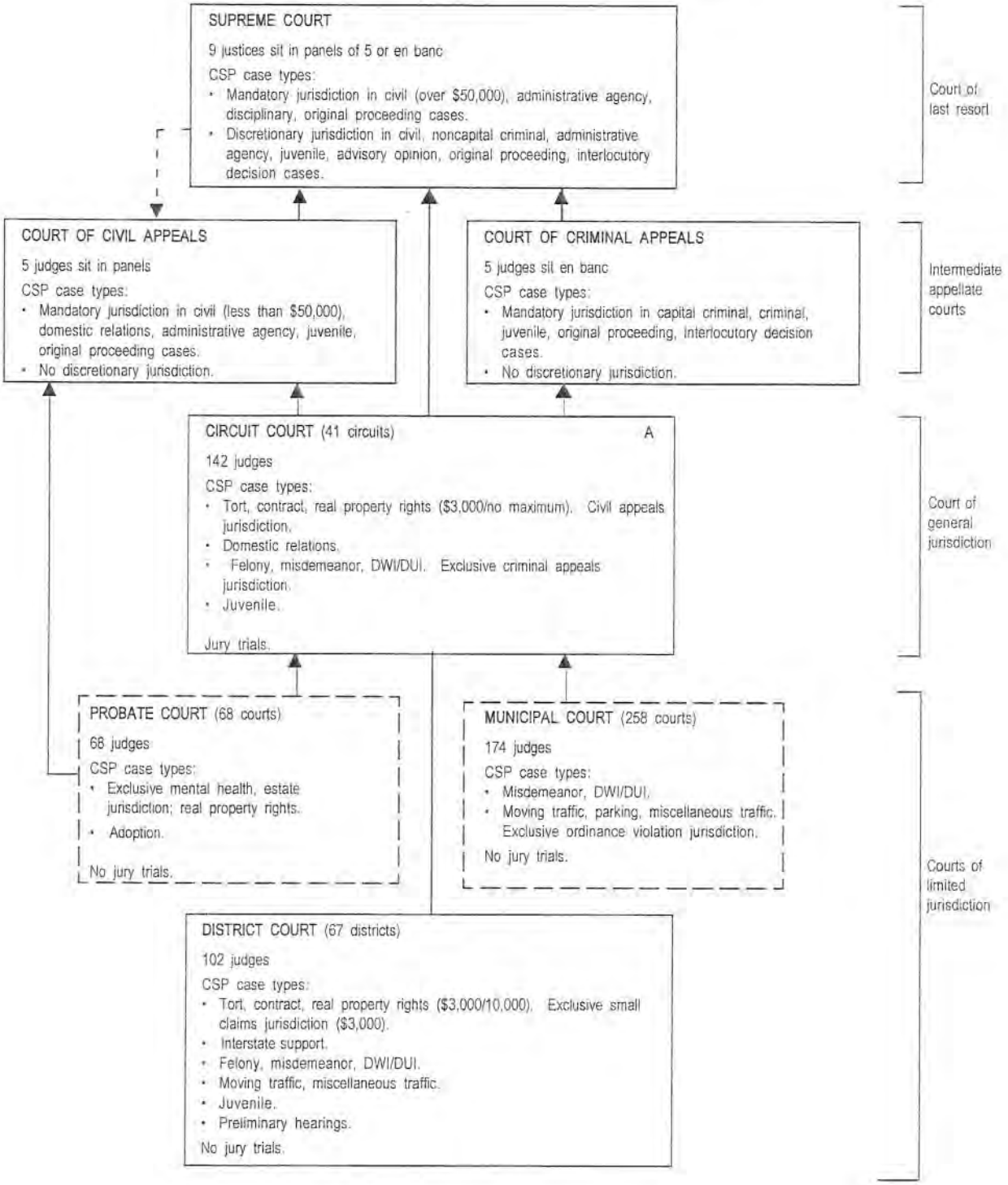
Judges contribute 6% of their salary to the judicial retirement plan. When they go into retirement, Judges receive 75% of their salary.

Geographical adjustments for Salary

None.

Exhibit A

ALABAMA COURT STRUCTURE, 2002



– – – Indicates assignment of cases.

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Alaska

Current Judicial Salaries (Last raise for Judges was granted 7/09)

Chief Justice of the Supreme Court:	$188,604
Associate Justice of the Supreme Court:	$188,604
Chief Judge of Court of Appeals:	$178,188
Judge of Court of Appeals:	$178,188
Judge of Superior Court:	$174,396

Current Legislative Salary

$24,012 per year + per diem (2008-2009)
$50,400 per year + per diem (2010)

Current Top Level Executive Salaries

Governor:	$125,000
Lt. Governor:	$100,000
Attorney General:	$135,000
Comptroller:	$123,456

Executive Salary History (1959-2008): See Exhibit A

Court Structure

See Exhibit B

Method of increased Judicial Salaries

Alaska has a Compensation Commission that is set up directly for State executive officials and legislators. Statute defines schedules and COLAs for Judicial salaries. Increases to salaries are part of general bills and don't change the salary statute.

Tenure based adjustments for Salary

Judges are able to collect full pension benefits at age 70. They receive 5% per year of service up to 75% of their current position's salary.

Geographical adjustments for Salary

Geographic COLA is applied to the first $40,000 of base salary for a justice of the Supreme Court and judges of the superior and district courts. Salaries are tied to performance.

Exhibit A

Summary of Salary Changes for Governor, Lt. Governor, and Department Heads
(As established under AS 39.10.010, 39.20.030, 39.20.080(a))

Compiled by Katie Fearer, Librarian, Alaska State Library

To compile this history, I reviewed the most recent statutes and the Session Laws referenced in the History Notes of those statutes. I also copied and reviewed the related statutes during some, but not all years, to confirm the information in the Session Laws.

The effective dates listed in the table below are taken from Session Laws or Editor's Notes in the Alaska Statutes. In some cases the related Session Law indicates the laws will take effect immediately upon passage and approval; in these cases the dates listed in the table below are the dates the laws were approved. In other cases, the effective dates in the table below are those expressly set forth in the laws or Editor's Notes in the Alaska Statutes, and, often, these were retroactive.

Please note that as a librarian, I am unable to interpret bills or statutes, as this would constitute legal advice. I have quoted from the Session Laws and Alaska Statutes without any attempt to interpret how other laws might affect or change the sections quoted.

Effective Date	**Governor**	**Lt. Governor (Sec. of State until the early 1970's)**	**Dept. Heads** **Note: In some cases, statutes refer to such modifications as cost of living adjustments, or adjustments so that an individual's salary is not decreased when he or she is appointed as a department commissioner. Those references are not included here.**
3/17/59	$25,000 Ch. 39 SLA 1959	$18,000 Ch. 40 SLA 1959	--
4/22/59	Same	Same	"shall receive an annual salary as may be established by the governor… not … in excess of" specific amounts set forth in the statute. The amounts are either $15,000 or $17,000, except that the adjutant general's salary is listed as $12,000. Ch. 105 SLA 1959
7/1/62	Same	Same	"shall receive an annual salary as may be established by the governor… not … in excess of" specific amounts set forth in the statute. The amounts range from $17,000 to $19,000, except that the adjutant general's salary is listed as $15,000. Ch. 128 SLA 1962

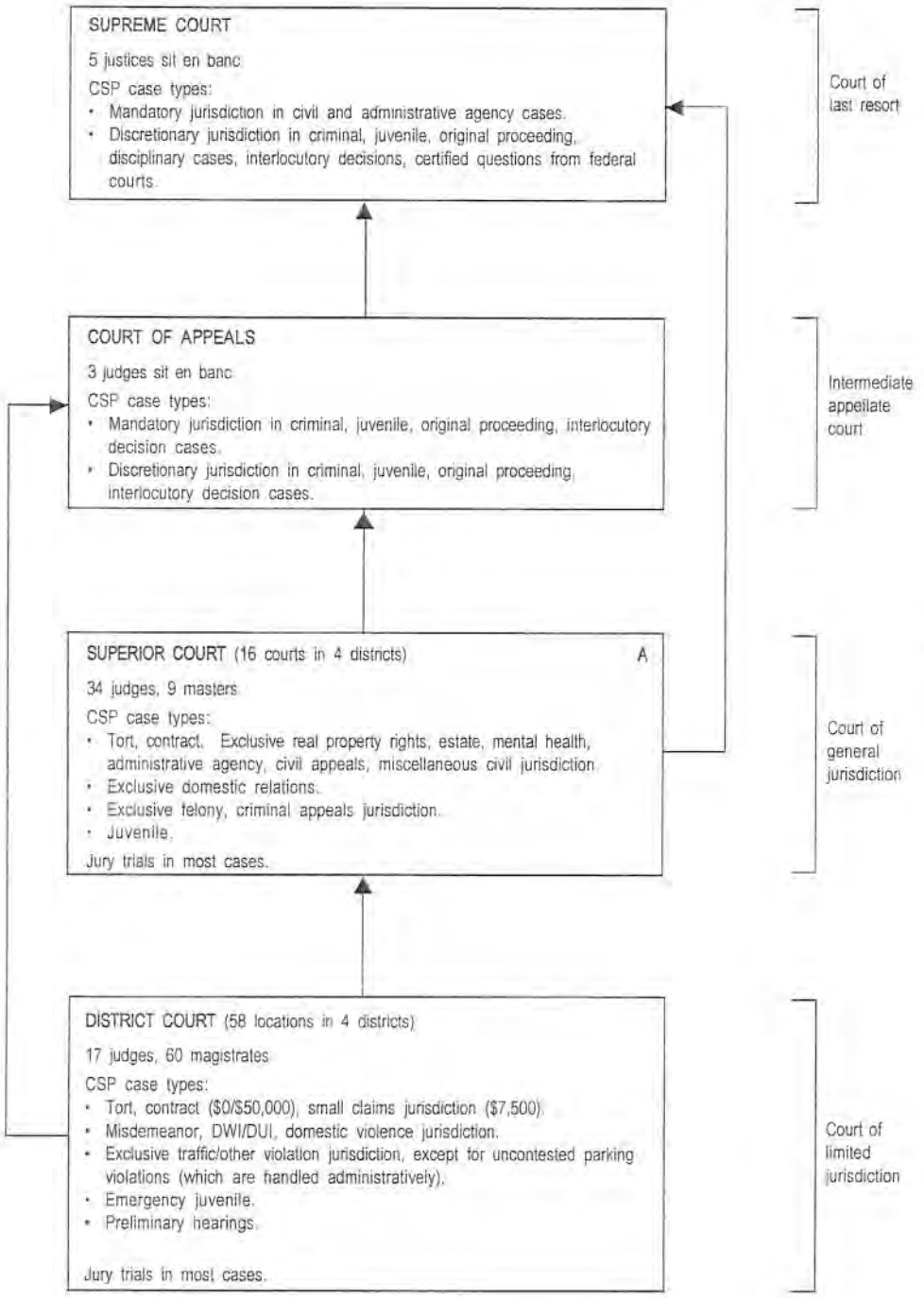
Effective Date	Governor	Lt. Governor (Sec. of State until the early 1970's)	Dept. Heads Note: In some cases, statutes refer to such modifications as cost of living adjustments, or adjustments so that an individual's salary is not decreased when he or she is appointed as a department commissioner. Those references are not included here.
7/1/65	$27,500 Ch. 115 SLA 1965	$21,000 Ch. 115 SLA 1965	$20,000 (except adjutant general, which is $17,000) Ch. 115 SLA 1965
7/1/66	Same	Same	$20,000 Ch. 156 SLA 1966
7/1/67	Same	"The monthly salary of the secretary of state is 10 per cent above the highest pay step in range 28 of Salary Schedule I, as set out in ch. 27 of this title." In that schedule, Step B of Range 28 is $1,888. No amounts are listed for Steps C to F. Ch 123 SLA 1967	"...monthly salary of five percent above the highest pay step in range 28 of Salary Schedule I, as set out in ch. 27 of this title." In that schedule, Step B of Range 28 is $1,888. No amounts are listed for Steps C to F. Ch 123 SLA 1967
7/16/69	$32,000 Ch. 101 SLA 1969	$28,500 Ch. 101 SLA 1969	$27,500 Ch. 101 SLA 1969
7/16/70	$40,000 Ch. 193 SLA 1970	$36,000 Ch. 193 SLA 1970	$33,000 Ch. 193 SLA 1970
4/27/74	Same	Same	$40,000 Ch. 34 SLA 1974
1/1/75	$50,000 Ch. 34 SLA 1974	$44,000 Ch. 34 SLA 1974	Same
7/1/75	Same	Same	"10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska..." Step E, Range 28, in the schedule in AS 39.27.010 published in 1975 is $3,680. **Note: Salary Commission Reports identified below reference repeal of this provision.** Ch. 205 SLA 1975

Effective Date	Governor	Lt. Governor (Sec. of State until the early 1970's)	Dept. Heads Note: In some cases, statutes refer to such modifications as cost of living adjustments, or adjustments so that an individual's salary is not decreased when he or she is appointed as a department commissioner. Those references are not included here.
7/16/76	Same	Same	"10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska…" Step E, Range 28, in the schedule in AS 39.27.010 in 1975 is $3,680. **Note: Salary Commission Reports identified below reference repeal of this provision.** Ch. 148 SLA 1976
Effective on the first effective date of the first recommendation of the Alaska Salary Commission under AS 39.23.080(c)	"prescribed in accordance with AS 39.23." Ch. 263 SLA 1976	"prescribed in accordance with AS 39.23." Ch. 263 SLA 1976	"prescribed in accordance with AS 39.23." Ch. 263 SLA 1976
1/1/77	$52,992 1/18/77 Salary Commission Report	$47,304 1/18/77 Salary Commission Report	$47,304 1/18/77 Salary Commission Report
1/1/79	$57,231 1979 Salary Commission Report	$51,088 1979 Salary Commission Report	$51,088 1979 Salary Commission Report
1/1/79	$65,000 AS 39.23 (Salary Commission) is repealed. Ch. 3 SLA 1980	$58,500 AS 39.23 (Salary Commission) is repealed. Ch. 3 SLA 1980	$57,500 AS 39.23 (Salary Commission) is repealed. Ch. 3 SLA 1980
1/1/80	"equal to Step F, Range 30 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska." Step F, Range 30 is $5,839. Ch. 3 SLA 1980	"equal to Step F, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska." Step F, Range 28 is $5,446. Ch. 3 SLA 1980	"equal to Step E, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska." Step E, Range 28 is $5,260. Ch. 3 SLA 1980
1/1/81	Step F, Range 30 is $6,183 Ch. 3 SLA 1980	Step F, Range 28 is $5,770 Ch. 3 SLA 1980	Step E, Range 28 is $5,575. Ch. 3 SLA 1980
3/16/82	Same	Same	Step E, Range 28 is $5,843. Ch. 50 SLA 1982

Effective Date	Governor	Lt. Governor (Sec. of State until the early 1970's)	Dept. Heads Note: In some cases, statutes refer to such modifications as cost of living adjustments, or adjustments so that an individual's salary is not decreased when he or she is appointed as a department commissioner. Those references are not included here.
12/6/82	Step F, Range 30 is $6,480 ($77,760) Ch. 50 SLA 1982	Step F, Range 28 is $6,047 ($72,564) Ch. 50 SLA 1982	Same
1/1/83	Step F, Range 30 is $6,804 Ch. 83 SLA 1983	Step F, Range 28 is $6,349 Ch. 83 SLA 1983	Step E, Range 28 is $6,135. Ch. 83 SLA 1983
7/16/85	"$81,648 [Equal to Step F, Range 30, of the Salary schedule in AS 39.27.011(a) for Juneau, Alaska]." Step F, Range 30 in that schedule is adjusted to $7,144. Ch. 87 SLA 1985	$76,188 [Equal to Step F, Range 28, of the Salary schedule in AS 39.27.011(a) for Juneau, Alaska]." Step F, Range 28 in that schedule is adjusted to $6,666. Ch. 87 SLA 1985	Step E, Range 28 is $6,442. Ch. 87 SLA 1985 and compensatory payment of 3.5% of basic pay between December 16, 1984 and June 15, 1985.
1/1/90	Same	Same	Step E, Range 28 is $6,655 From 1990 version of AS 39.20.080
1/1/91	Same	Same	Step E, Range 28 is $6,987 From 1991 version of AS 39.20.080
7/1/96	Same	Same	Step E, Range 28 is $7,085
7/1/97	Same	Same	Step E, Range 28 is $7,191
7/1/98	Same	Same	Step E, Range 28 is $7,234
7/1/01	$83,280	$77,712	Step E, Range 28 is $7,379
7/1/02	$85,776	$80,040	Step E, Range 28 is $7,600
7/1/05	Same	Same	Not less than Range 28 (A is $7,003) nor more than Range 30 (F is $8,973)
7/1/06	Same	Same	Not less than Range 28 (A is $7,143) nor more than Range 30 (F is $9,152)
12/4/06	$125,000	$100,000	Same
7/1/07	Same	Same	Not less than Range 28 (A is $7,536) nor more than Range 30 (F is $9,655)
7/1/08	Same	Same	Not less than Range 28 (A is $7,762) nor more than Range 30 (F is $9,945)

Exhibit B

ALASKA COURT STRUCTURE, 2002



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Arizona

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$160,000
Associate Justice of the Supreme Court:	$155,000
Judge of Court of Appeals:	$150,000
Judge of the Superior Court:	$145,000

Judicial Salary History (2001-2009): See Attachment A

Current Legislative Salary

Legislative salaries are required to be submitted to the voter's of Arizona for approval.
$24,000 per year + per diem (1998-2010)
$15,000 per year + per diem (1980-1998)
$6,000 per year + per diem (1970-1980)

Current Top Level Executive Salaries

Governor:	$95,000
Lt. Governor:	none
Attorney General:	$90,000
Comptroller:	$70,000

Executive Salary History (2001-2009): See Exhibit B

Court Structure

See Exhibit C

Method of increased Judicial Salaries

The Commission on Salaries for Elective State Officers, comprised of 5 members, conducts a biennial review of the rates of pay for Justices and Judges of the courts and other officers. The review shall be made for the purpose of determining and providing the pay levels appropriate to the duties and responsibilities of the respective offices. The Commission shall submit a report to the Governor by June 1. The Governor then makes recommendation to the legislature. The submission becomes law within 90 days if neither house disapproves or alters the report. If the Governor agrees with the commission, there is no need to introduce legislation because the submission would

become law. If the Governor's recommendations aren't acceptable to the Judiciary, the Judiciary may seek legislation for salary increases.

Tenure based adjustments for Salary

A retired judge may collect 1/12 of 4 % of his average yearly salary multiplied by years of service, not to exceed 80% of average yearly salary.

Geographical adjustments for Salary

None.

Exhibit A

STATE OF ARIZONA
ELECTED OFFICIALS' SALARIES

	Jan. 1, 2001	Jan. 1, 2002	Jan. 1, 2007 *	Jan. 1, 2009 *
Supreme Court Chief Justice	$129,150	$129,150	$145,294	$160,000
Other Supreme Court Justices	$126,525	$126,525	$142,341	$155,000
Appellate Judges	$123,900	$123,900	$139,388	$150,000
Superior Court Judges	$120,750	$120,750	$135,844	$145,000

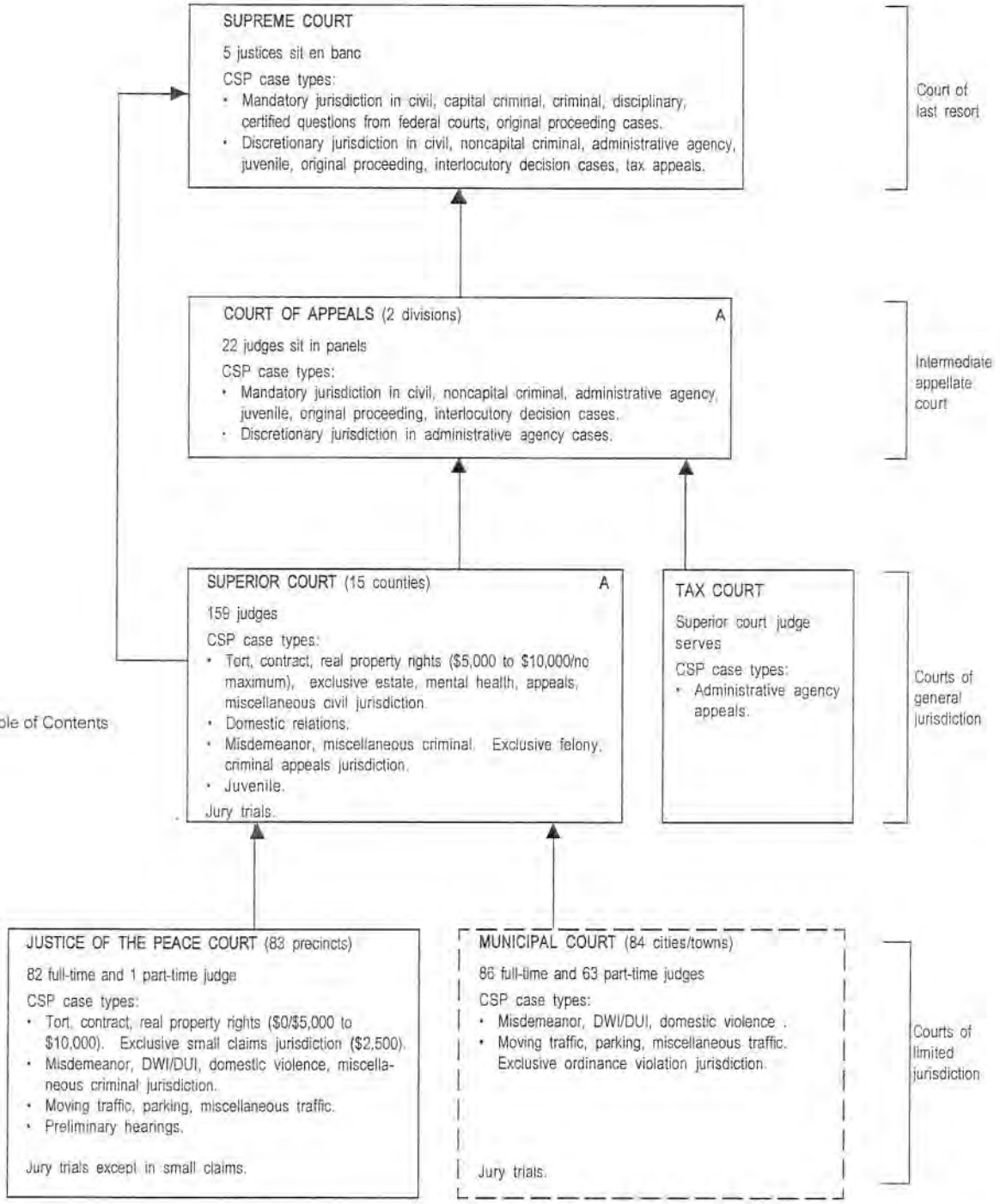
Exhibit B

STATE OF ARIZONA
ELECTED OFFICIALS' SALARIES

	Jan. 1, 2001	Jan. 1, 2002	Jan. 1, 2007 *	Jan. 1, 2009 *
Governor	$95,000	$95,000	$95,000	$95,000
Secretary of State	$70,000	$70,000	$70,000	$70,000
Treasurer	$70,000	$70,000	$70,000	$70,000
Attorney General	$90,000	$90,000	$90,000	$90,000
Superintendent of Public Instruction	$85,000	$85,000	$85,000	$85,000
Corporation Commissioners	$79,500	$79,500	$79,500	$79,500
Mine Inspector	$50,000	$50,000	$50,000	$50,000

Exhibit C

ARIZONA COURT STRUCTURE, 2002



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Arkansas

Current Judicial Salaries (Last raise for Judges was granted 7/09)

Chief Justice of the Supreme Court:	$157,000
Justice of Supreme Court:	$145,204
Judge of Courts of Appeal:	$140,732
Judge of Circuit Court:	$136,257

Current Legislative Salary

$15,060 per year + per diem (2008)
$15,362 per year + per diem (2009-2010)

Current Top Level Executive Salaries

Governor:	$87,352
Lt. Governor:	$42,219
Attorney General:	$72,794
Comptroller:	$54,594

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judicial increases require legislative action in Arkansas at the request of the Judiciary.

Tenure based adjustments for Salary

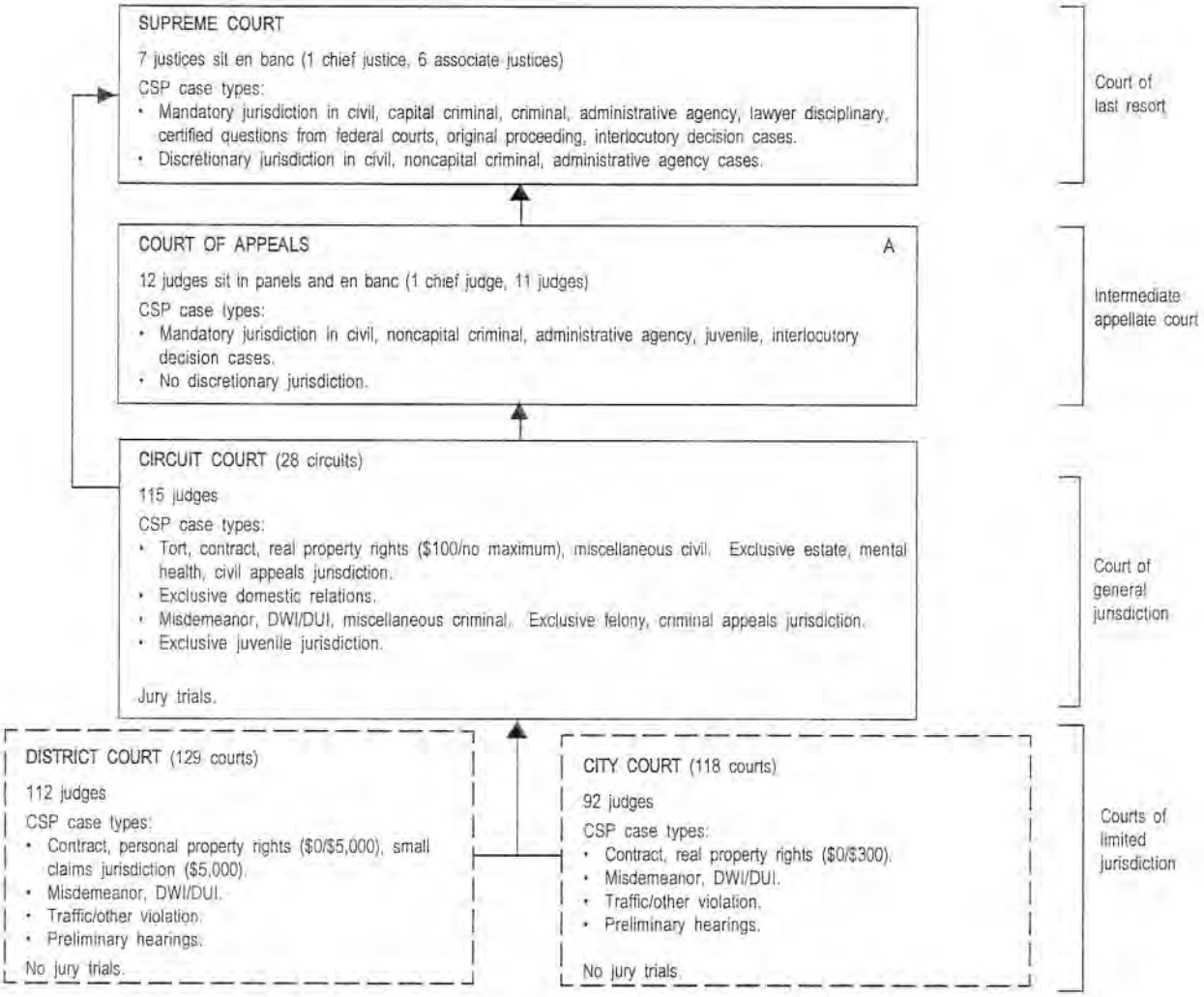
Judges are able to collect full pension benefits at age 65 with 10 years of service or 20 years of service or more. They will receive 60% of their salary payable to the last judicial office held.

Geographical adjustments for Salary

None.

Exhibit A

ARKANSAS COURT STRUCTURE, 2002



Note: In 2001, Arkansas combined the Chancery and Probate Court with the Circuit Court and reduced the number of limited jurisdiction courts from six to two by combining the County, Police, Common Pleas, and Justice of the Peace Courts into the Municipal Court which was renamed and is now the District Court.

California

Current Judicial Salaries (Last raise for Judges was granted 11/07)

Chief Justice of the Supreme Court:	$228,856
Justice of Supreme Court:	$218,237
Judge of Courts of Appeal:	$204,599
Judge of Superior Court:	$178,789

Current Legislative Salary

$116,098 per year + per diem (2008)
$95,291 per year + per diem (2009-2010)

Legislative Salary History — See Exhibit A

Current Top Level Executive Salaries

Governor:	$173,987
Lt. Governor:	$130,490
Attorney General:	$151,127
Comptroller:	$139,189

Executive Salary History — See Exhibit A

Court Structure

See Exhibit B

Method of increased Judicial Salaries

The California Citizens Compensation Commission was established in 1990 through the voters' passage of proposition 112. The proposition gave the Commission independent responsibility for determining salaries and benefits for elected officers, including the Governor and members of the Legislature.

Judges salaries, on the other hand, are periodically changed through the Department of Personnel Administration (DPA), which sets salaries for Judges. By statute, judicial salaries are tied to the average increase for State employees, which is equivalent to COLA. COLA adjustments are made and approved by DPA.

Tenure based adjustments for Salary

Judges are able to collect full pension benefits at age 65 with 20 years of service or age 70 with 5 years of service. They will receive 3.75% per year of service, not to exceed 75%, of their final compensation.

Geographical adjustments for Salary

None.

Exhibit A

California Citizens
Compensation Commission

Salaries of Elected Officials

Past salaries

2000 to 2009

Elected Officials	12-04-2000	12-03-2001	12-02-2002	12-01-2003	12-06-2004	12-05-2005	12-04-2006	12-03-2007	12-02-2008	12-07-2009
Governor	$175,000	no change	no change	no change	no change	no change	$206,500	$212,179	no change	$173,987
Lieutenant Governor	$131,250	no change	no change	no change	no change	no change	$154,875	$159,134	no change	$130,490
Attorney General	$148,750	no change	no change	no change	no change	no change	$175,525	$184,301	no change	$151,127
Secretary of State	$131,250	no change	no change	no change	no change	no change	$154,875	$159,134	no change	$130,490
Controller	$140,000	no change	no change	no change	no change	no change	$165,200	$169,743	no change	$139,189
Treasurer	$140,000	no change	no change	no change	no change	no change	$165,200	$169,743	no change	$139,189
Superintendent of Public Instruction	$148,750	no change	no change	no change	no change	no change	$175,525	$184,301	no change	$151,127
Insurance Commissioner	$140,000	no change	no change	no change	no change	no change	$165,200	$169,743	no change	$139,189
Members, Board of Equalization	$131,250	no change	no change	no change	no change	no change	$154,875	$159,134	no change	$130,490
Speaker of the Assembly	$113,850	no change	no change	no change	no change	$127,512	$130,062	$133,639	no change	$109,584
President Pro Tem of the Senate	$113,850	no change	no change	no change	no change	$127,512	$130,062	$133,639	no change	$109,584
Minority Floor Leader	$113,850	no change	no change	no change	no change	$127,512	$130,062	$133,639	no change	$109,584
Majority Floor Leader	$106,425	no change	no change	no change	no change	$119,196	$121,580	$124,923	no change	$102,437
Second Ranking Minority Leader	$106,425	no change	no change	no change	no change	$119,196	$121,580	$124,923	no change	$102,437
All Other Legislators	no change	no change	no change	no change	no change	$110,880	$113,098	$116,208	no change	$95,291

California Citizens
Compensation Commission

Salaries of Elected Officials

Past salaries

1990 to 1999

Starting with terms that began on or after December 3, 1990, the California Citizens Compensation Commission set these salaries for all the listed elected officials.

Elected Officials	Prior	12-03-1990	12-05-1994	12-04-1995	12-01-1997	12-07-1998	12-06-1999
Governor	$85,000	$120,000	no change	$126,000	$131,040	$165,000	no change
Lieutenant Governor	$72,500	$90,000	no change	$94,500	$98,280	$123,750	no change
Attorney General	$77,500	$102,000	no change	$107,100	$111,384	$140,250	no change
Secretary of State	$72,500	$90,000	no change	$94,500	$98,280	$123,750	no change
Controller	$72,500	$90,000	no change	$94,500	$98,280	$132,000	no change
Treasurer	$72,500	$90,000	no change	$94,500	$98,280	$132,000	no change
Superintendent of Public Instruction	$72,500	$102,000	no change	$107,100	$111,384	$140,250	no change
Insurance Commissioner	$95,052	no change	no change	no change	$98,280	$132,000	no change
Members, Board of Equalization	$95,052	no change	no change	no change	$98,280	$123,750	no change
Speaker of the Assembly	$40,816	$63,000	$86,400	$90,720	no change	$99,000	$113,850
President Pro Tem of the Senate	$40,816	$63,000	$86,400	$90,720	no change	$99,000	$113,850
Minority Floor Leader	$40,816	$57,750	$79,200	$83,160	no change	$99,000	$106,425
Majority Floor Leader	$40,816	$57,750	$79,200	$83,160	no change	$99,000	$106,425
All Other Legislators	$40,816	$52,500	$72,000	$75,600	$78,624	$99,000	no change

Past salaries

California Citizens
Compensation Commission

Salaries of Elected Officials

Past salaries

Before 1990

Before 1990, the Legislature set salaries for members of the Legislature, within Constitutional limits. All members of the Legislature, including leaders, received the same salary.

Elected Officials	01-02-1967	01-04-1970	12-02-1974	12-06-1976	12-04-1978	12-01-1980	12-03-1984	12-01-1986	12-05-1988
Legislative Members	$16,000	$19,200	$21,120	$23,232	$25,555	$28,110	$33,732	$37,105	$40,816

Past Salaries

- Past salaries of elected officials, 2000 to 2009
- Past salaries of elected officials, 1990 to 1999
- **Past salaries of elected officials before 1990**

Updated April 12, 2010 at 10:23 AM.

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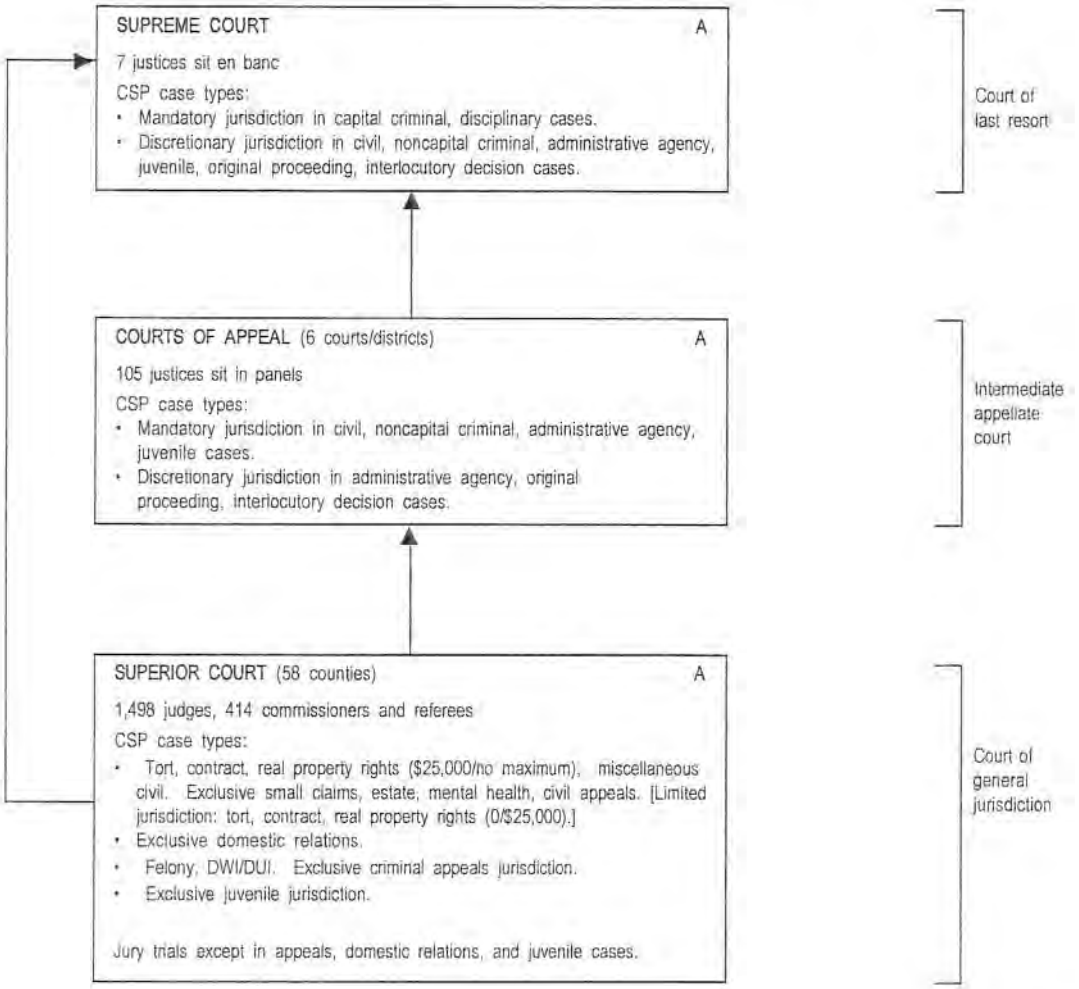
Exhibit B

CALIFORNIA COURT STRUCTURE, 2002



Note: All trial courts were unified as of 7/1/00.

Colorado

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$142,708
Associate Justice of the Supreme Court:	$139,660
Judge of Court of Appeals:	$134,128
Judge of District Court:	$128,598

Current Legislative Salary

$30,000 + per diems (2008-2010)

Current Top Level Executive Salaries

Governor:	$90,000
Lt. Governor:	$68,500
Attorney General:	$80,000
Comptroller:	$68,500

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Statute defines compensation for Colorado Judges. Adjustments are defined by statute and determined by the General Assembly.

Tenure based adjustments for Salary

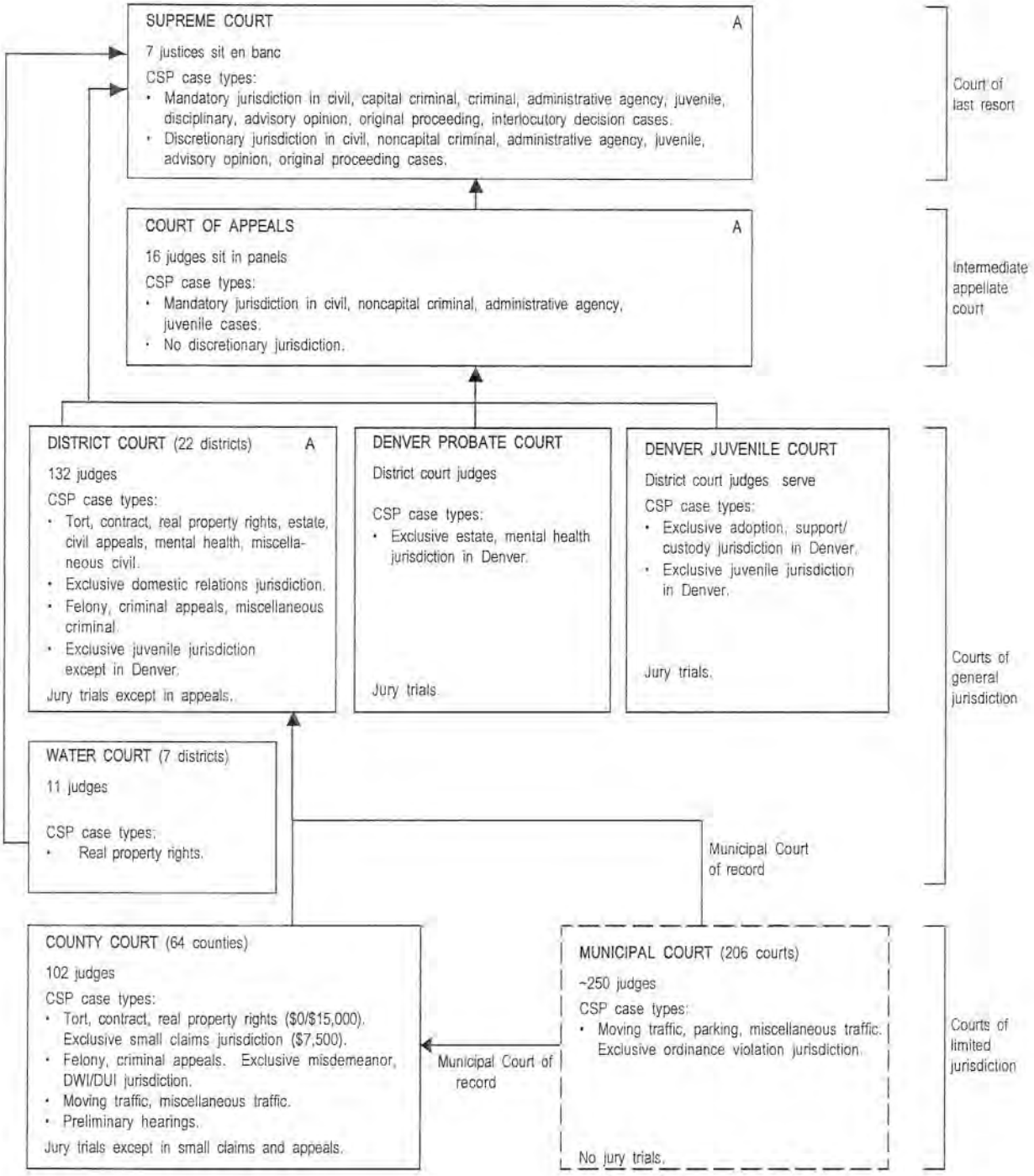
Judges are able to collect full pension benefits at age 50 with 30 years of service, 60 with 20 years of service or age 65 with 5 years of service. They receive 2.5% of their highest average salary multiplied by years of service.

Geographical adjustments for Salary

None.

Exhibit A

COLORADO COURT STRUCTURE, 2002



Connecticut

Current Judicial Salaries (Last raise for Judges was granted 1/07)

Chief Justice of the Supreme Court:	$175,645
Justice of Supreme Court:	$162,520
Judge of the Appellate Courts:	$152,637
Judge of the Superior Court:	$146,780

Judicial Salary History: See Exhibit A

Current Legislative Salary

$28,000 per year + NO per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$150,000
Lt. Governor:	$110,000
Attorney General:	$110,000
Comptroller:	$110,000

Court Structure

See Exhibit B

Method of increased Judicial Salaries

Commission on Compensation of Elected State Officers and Judges

This Commission was formed in 1971, consisting of 11 members who serve 4 years terms. Their objectives are below:

1. to recommend compensation levels that will assure that state service can attract competent and effective people;

2. to recommend levels that will make public service possible for every eligible citizen, not just those whose financial status enables them to serve;

3. to recommend levels that will compensate elected officials and judges adequately for the time required and the experience necessary to perform the duties of their offices;

4. to recommend compensation appropriate for the officials of a state that is economically and socially diverse and highly developed industrially;

5. to recommend levels that compare favorably with those set for elected Executive Branch officials and judges in states of similar complexity and size;

6. to recognize changes in cost of living indices for the state, region, or both; and

7. to recommend compensation levels appropriate to the state's financial resources.

Salaries are set in statute and change only when the legislature approves the commission's recommendations, including COLAs.

Tenure based adjustments for Salary

Judges receive longevity pay, semiannually. They receive 3% for 25+ years, 2% for 20-25 years, 1.5% for 15-20 years and 0.75% for 10-15 years.

Judges are able to collect full pension benefits at age 60 with 20 years service or 30 years of service. Their pension is 2/3 of their final salary. Judges contribute 5% of their salary to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

2009 meeting.

Attachments

A. Testimony of Judge Barbara M. Quinn, chief court administrator

B. "Judges Salaries: A Comparative Analysis" (2007), provided by the Judicial Department

BACKGROUND

Judicial Salaries

The current salaries for judges were established in PA 04-2, May Special Session. The act increased salaries of judges and family support magistrates by 5. 5% on each of the following dates: January 1, 2005, January 1, 2006, and January 1, 2007. The chart below displays the effect of these increases.

Position	*Prior Law*	*Under PA 04-2, MSS*		
	As of 4/1/02	*As of 1/1/05*	*As of 1/1/06*	*As of 1/1/07*
	$ 149,582	$ 157,809	$ 166,489	$ 175,645
Chief Court Administrator*	143,738	151,644	159,984	168,783
Supreme Court Associate Justice	138,404	146,016	154,047	162,520
Appellate Court Chief Judge	136,873	144,401	152,343	160,722
Appellate Court Judge	129,988	137,137	144,680	152,637
Deputy Chief Court Administrator**	127,617	134,636	142,041	149,853
Superior Court Judge	125,000	131,875	139,128	146,780
Chief Family Support Magistrate	108,821	114,806	121,120	127,782
Family Support Magistrate	103,569	109,265	115,275	121,615

* The chief court administrator earns this salary if he or she is a judge of the Supreme, Appellate, or Superior Court.

** The deputy chief court administrator earns this salary if he or she is a Superior Court judge.

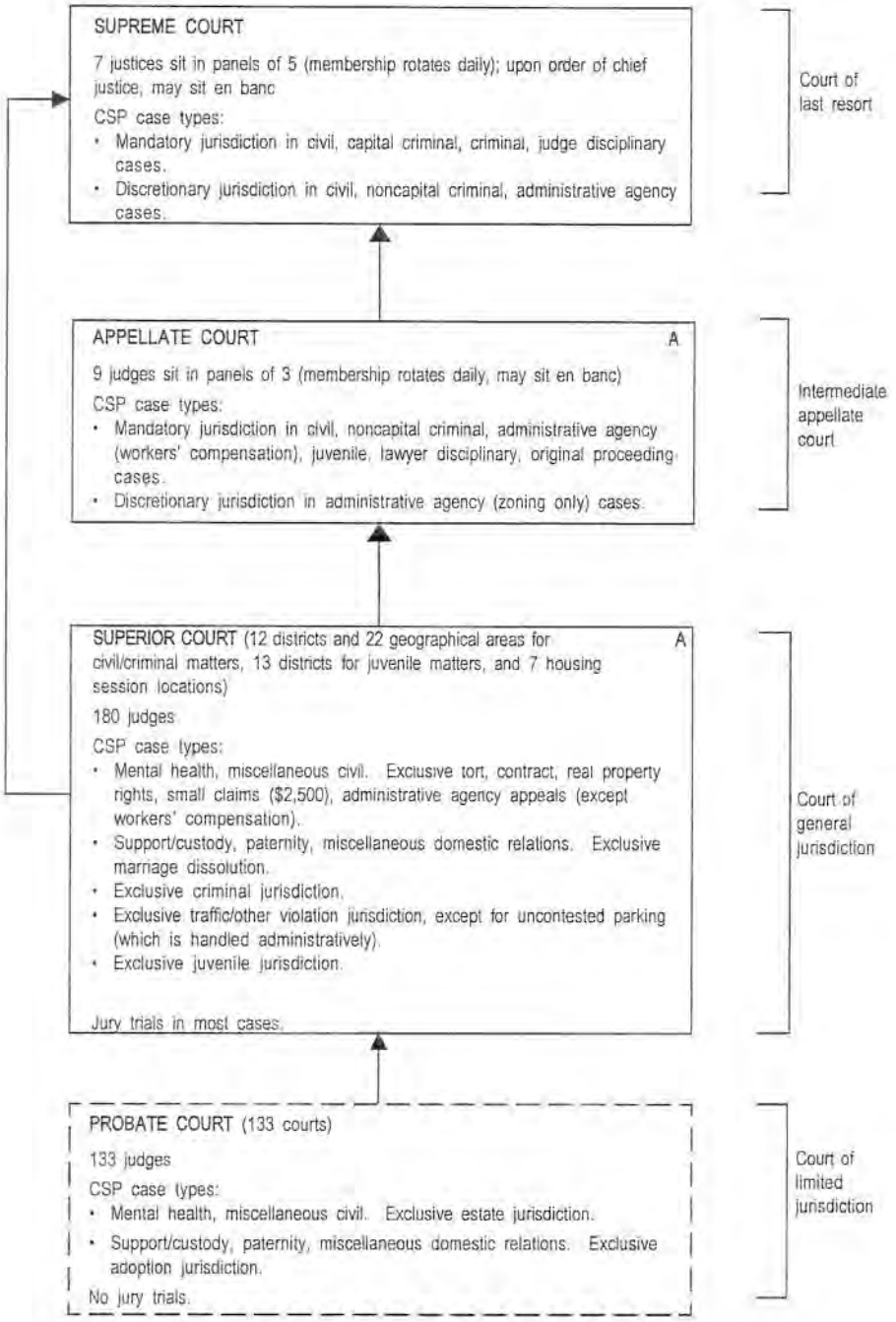
The law's provisions result in salary increases for other officials whose salaries are tied to those of judges. The salaries of workers' compensation commissioners vary depending on experience and are tied to those of Superior Court judges. The salaries of probate court judges are capped at 75% of a Superior Court judge's salary.

PA 04-2, May Special Session also increased the per diem fees paid to judge trial referees from $ 200 to $ 211 and to family support referees from $ 180 to $ 190.

2009-R-0113

Exhibit B

CONNECTICUT COURT STRUCTURE, 2002



Delaware

Current Judicial Salaries (Last raise for Judges was granted 7/07)

Chief Justice of the Supreme Court:	$194,750
Associate Justice of the Supreme Court:	$185,050
Judge of Superior Court:	$168,850

Current Legislative Salary

$42,750 per year + annual expense allowance (2008-2009)
$41,680 per year + annual expense allowance (2010)

Current Top Level Executive Salaries

Governor:	$171,000
Lt. Governor:	$74,345
Attorney General:	$137,425
Comptroller:	$107,300

Court Structure

See Exhibit A

Method of increased Judicial Salaries

In July 1984, Delaware's Governor approved a law creating the Delaware Compensation Commission. The Commission sits every 4 years. In January 1985, the first Commission submitted its recommendations as required under the statute, and the recommendations became effective on February 1, 1985. The "1989 Commission" submitted its report and recommendations, which became effective on February 1, 1989. In January 1993, the "1993 Commission" submitted its report and recommendations. By joint resolution, the General Assembly rejected the report of the "1993 Commission." In April 1993, the General Assembly passed legislation adjusting salaries for members of the Judiciary, General Assembly, other elected officials, and the cabinet. The 1997 Commission, the 2001 Commission, and the 2005 Commission submitted reports that were accepted by the General Assembly. The "2009 Commission," has the force and effect of law as of the first day of July following submission (July 1, 2009) unless the General Assembly, by joint resolution, rejects the report in its entirety within 30 days following commencement of its 2009 session. The effective date of the 2009 Commission report was changed from February 1 to July 1 in the Budget.

Tenure based adjustments for Salary

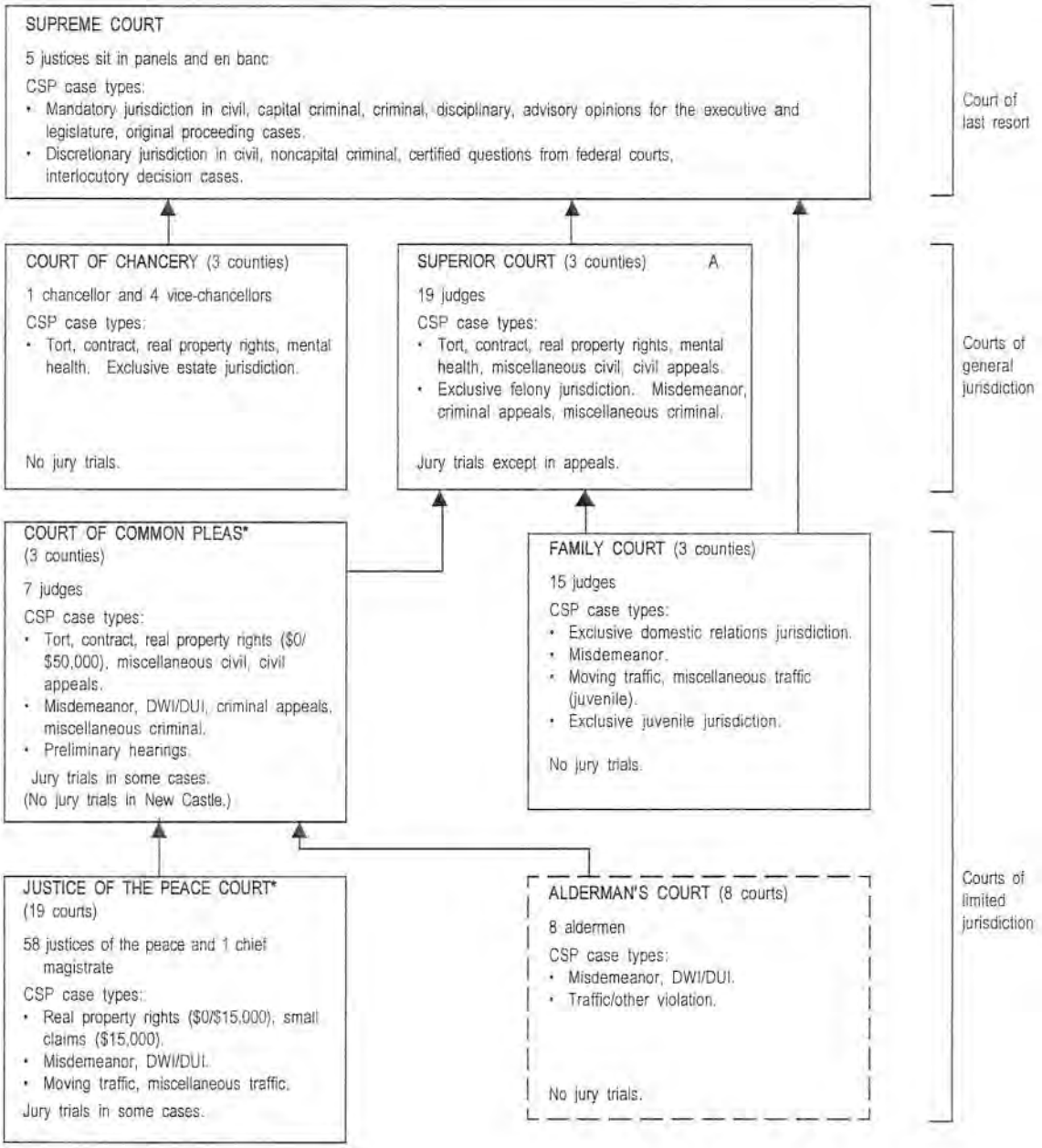
Judges can start collecting full pension benefits at age 62 with 12 years of service or 24 years of service. They will receive their final average salary multiplied by 1/24 for years 1-12 and 1/48 of final average compensation for years 13-24.

Geographical adjustments for Salary

None.

Exhibit A

DELAWARE COURT STRUCTURE, 2002



* The Municipal Court of Wilmington was eliminated effective May 1, 1998, and a new Justice of the Peace Court was created in Wilmington.

Florida

Current Judicial Salaries (Last raise for Judges was granted 7/09)

Chief Justice of the Supreme Court:	$157,976
Justice of Supreme Court:	$157,976
Judge of District Courts of Appeal:	$150,077
Judge of Circuit Court:	$142,178

Current Legislative Salary

$31,932 per year + per diem (2008)
$30,336 per year + per diem (2009)
$29,697 per year + per diem (2010)

Current Top Level Executive Salaries

Governor:	$130,273
Lt. Governor:	$124,851
Attorney General:	$128,972
Comptroller:	$128,972

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Florida statute grants authority to the Justices of the Supreme Court to govern the selection of judicial employees, to determine the qualifications and compensation and the policies relating to the work of these judicial employees. Salary increases are determined by legislative action.

Tenure based adjustments for Salary

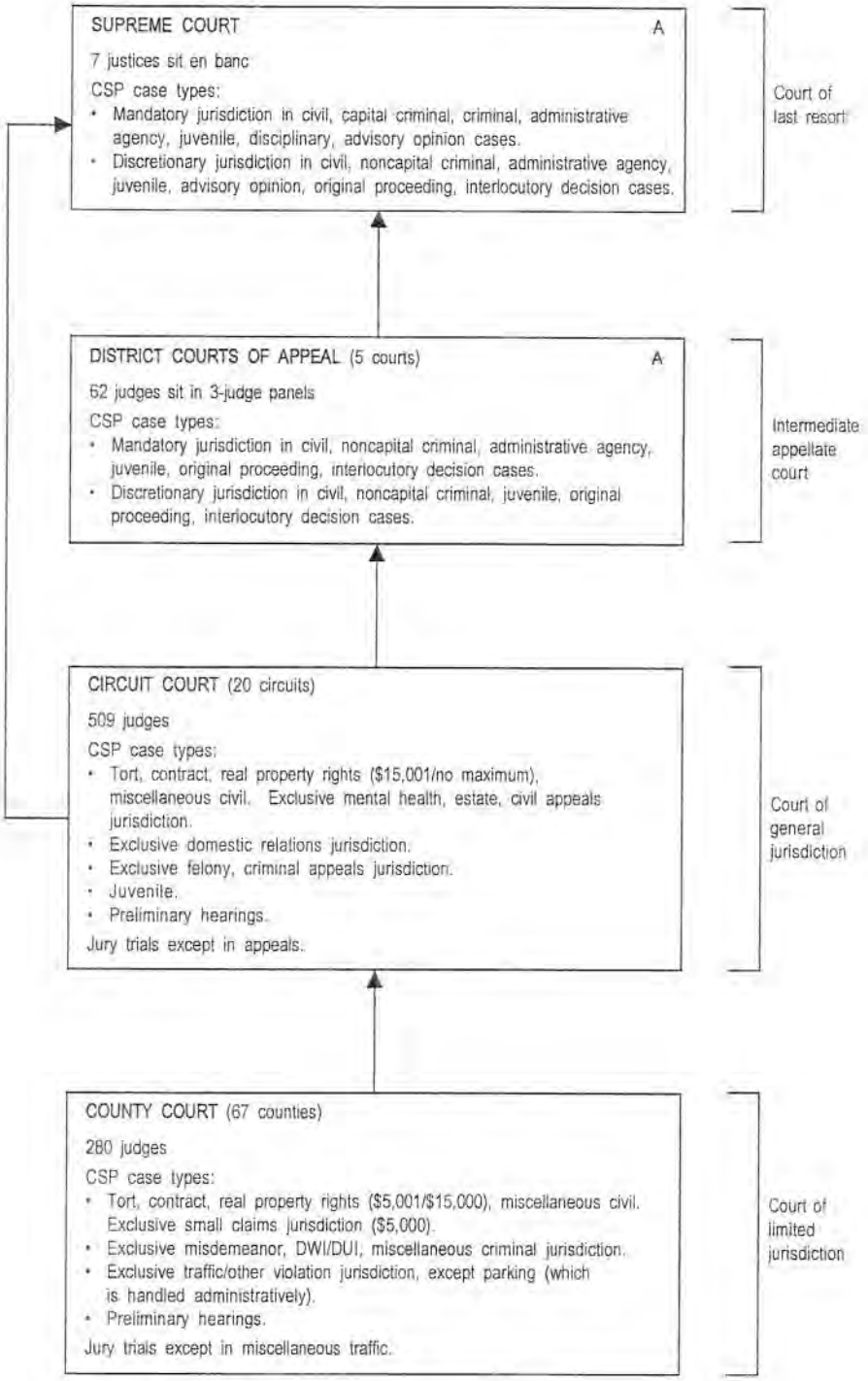
Judges are able to collect full pension benefits at age 62 with 6 years of service or 30 years of service. They will receive 1.6% of their average final compensation multiplied by years of service, for the first year of retirement, 1.63% for the second year, 1.65% for the third year and 1.68% for all remaining years.

Geographical adjustments for Salary

None.

Exhibit A

FLORIDA COURT STRUCTURE, 2002



Georgia

Current Judicial Salaries (Last raise for Judges was granted 1/08)

Chief Justice of the Supreme Court:	$167,210
Associate Justice of the Supreme Court:	$167,210
Chief Judge of Court of Appeals:	$166,186
Judge of Court of Appeals:	$166,186
Judge of Superior Courts:	$144,752

Current Legislative Salary

$17,342 per year + $173 per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$139,339
Lt. Governor:	$88,086
Attorney General:	$134,081

Court Structure

See Exhibit A

Method of increased Judicial Salaries

In 1981 a State Commission on Compensation was established for the purpose of assisting the General Assembly in setting salaries. The commission is comprised of 12 members each of who serve 3 year staggering terms. Each member receives $59 per day of service plus other expenses and allowances are refunded by the State. The commission shall meet no more than 30 days during the year it is established and no more than 15 days in any year thereafter. The commission shall file a written report with compensation recommendations to several State executives at least 30 days prior to the end of the legislative session. Whenever a compensation report is filed, a bill is prepared so that it may be introduced to the legislature for action.

Tenure based adjustments for Salary

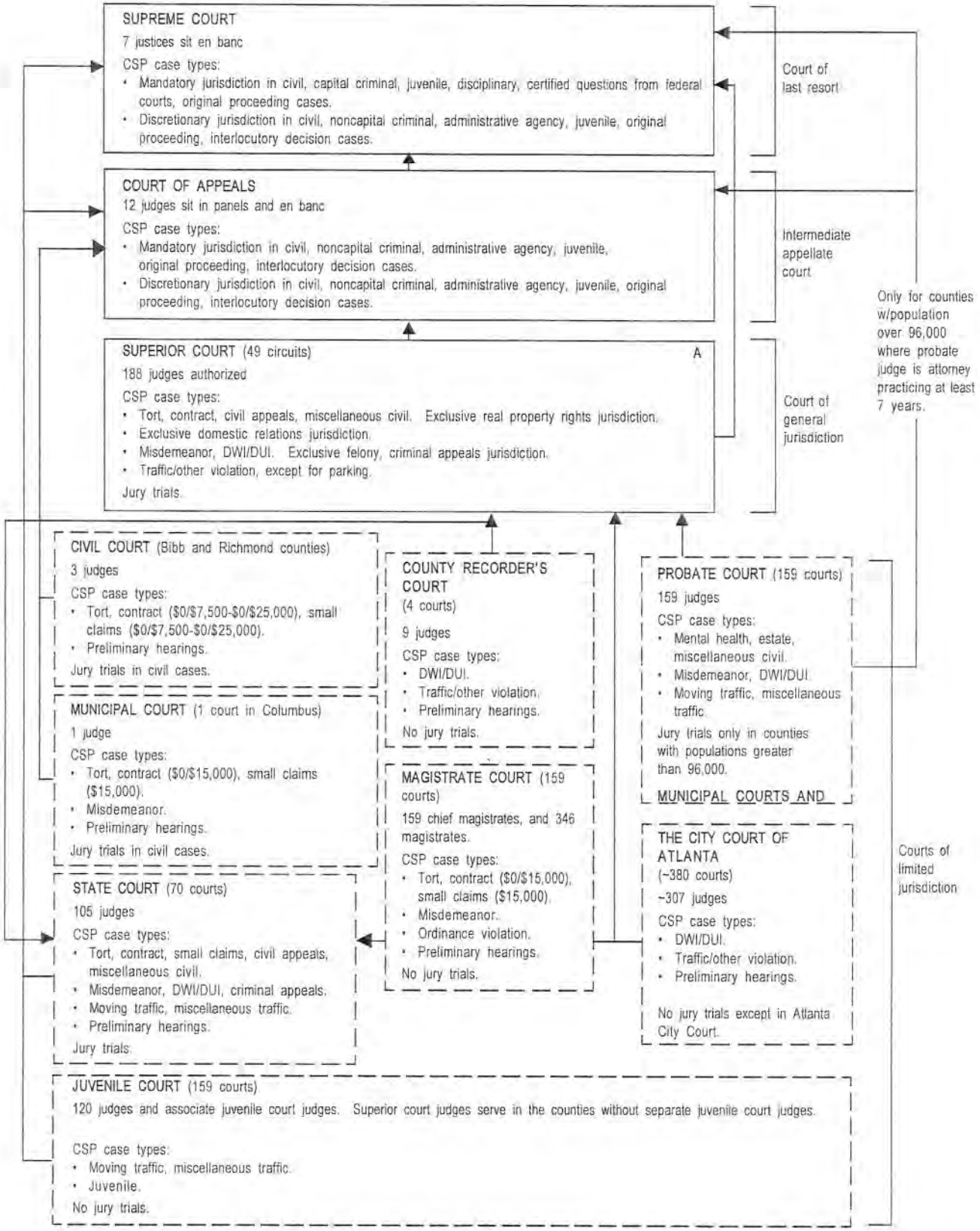
Judges contribute 7.5% of their salary to the judicial retirement plan. They receive a pension that is 66.66% of their average salary plus 1% for each year over 16 years, not to exceed 24 years.

Geographical adjustments for Salary

None.

Exhibit A

GEORGIA COURT STRUCTURE, 2002



Hawaii

Current Judicial Salaries (Last raise for Judges was granted 7/09)

Chief Justice of the Supreme Court:	$156,727
Justice of Supreme Court:	$151,118
Chief Judge of the Intermediate Court of Appeals:	$145,532
Judge of the Intermediate Court of Appeals:	$139,924
Judge of the Circuit Court:	$136,127

Judicial Salary History: See Exhibit A

Current Legislative Salary

$36,700 per year + per diem (2008)
$48,708 per year + per diem (2009-2010)

Current Top Level Executive Salaries

Governor:	$117,312
Lt. Governor:	$114,420
Attorney General:	$114,420
Comptroller:	$114,420

Executive Salary History See Exhibit B

Court Structure

See Exhibit C

Method of increased Judicial Salaries

The Commission on Salaries was established as a result of a constitutional amendment of Article XVI of the Constitution of the State of Hawaii which was approved in November 2006. The 7 member Commission is charged with reviewing and making recommendations for the salaries of justices and judges of all State courts, members of the Legislature, the Governor and Lieutenant Governor, and specified appointed officials within the State Executive branch. The Legislature acts on these recommendations.

Tenure based adjustments for Salary

Judges can start collecting full pension benefits at age 55 with 5 years of service or with 25 years of service. They would receive 3.5% of their final average salary multiplied y

years of service not to exceed 75% of the final average salary. Judges contribute 7.8% of their salary for 20 years.

Geographical adjustments for Salary

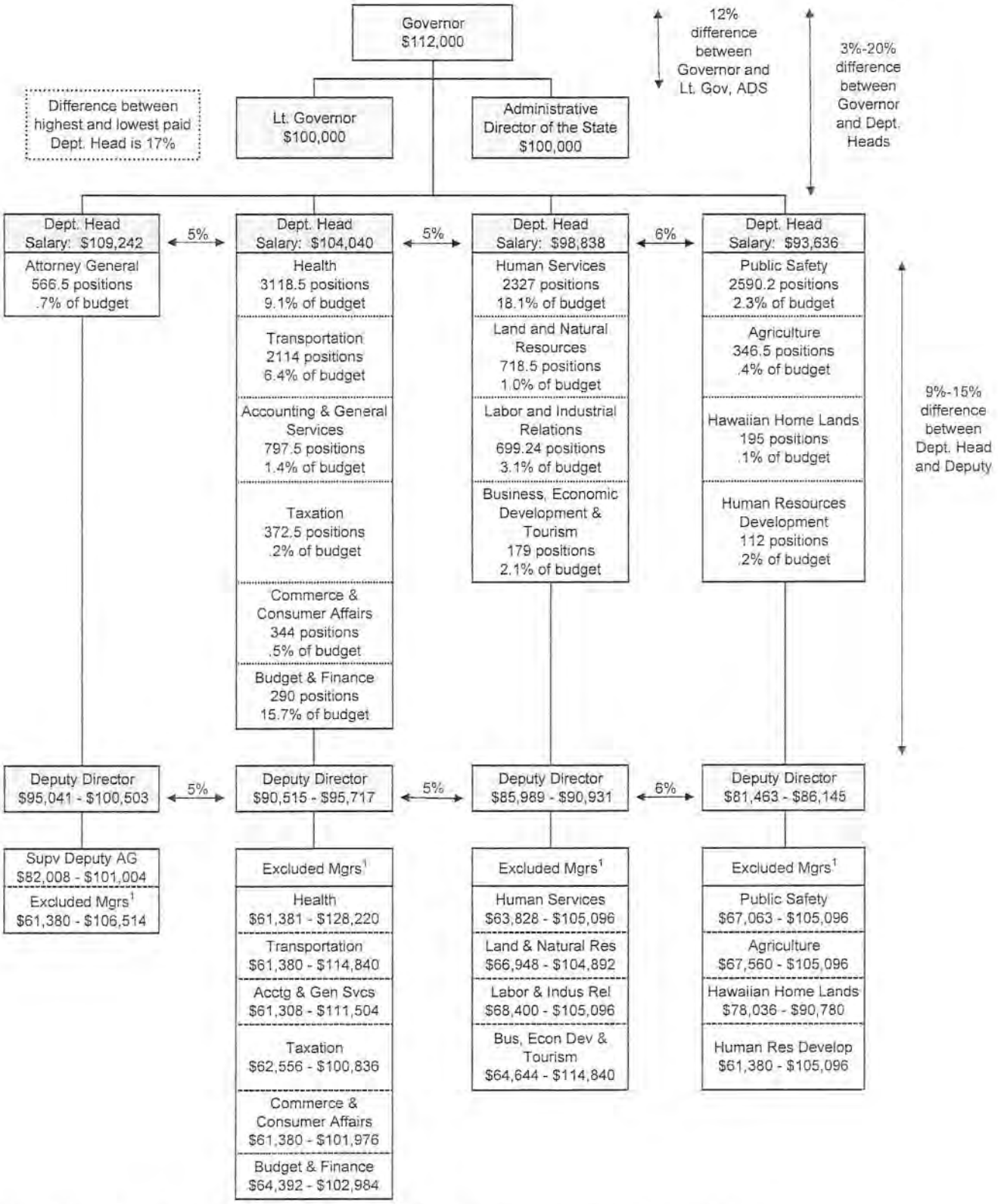
None.

Exhibit A

Twenty Year History of Judicial Salaries

	Chief Justice	Associate Justice	ICA Chief Judge	ICA Associate Judge	Circuit Court Judge	District/ Family Court Judge	Act
1/1/1986	$80,000	$78,500	$75,500	$73,500	$69,500	$59,500	Act 128, SLH 1986
7/1/1987							
7/1/1988							
1/1/1989	$90,699	$89,699	$87,199	$85,699	$82,699	$77,699	Act 72, SLH 1990
1/1/1990	$94,780	$93,780	$91,280	$89,780	$86,780	$81,780	Act 72, SLH 1990
7/1/1991							
7/1/1992							
7/1/1993							
7/1/1994							
7/1/1995							
7/1/1996							
7/1/1997							
7/1/1998							
7/1/1999	$105,206	$104,096	$101,321	$99,656	$96,326	$90,776	Act 65, SLH 1999 (but as amended by Act 2, SLH 2000)
7/1/2000	$116,779	$115,547	$112,466	$110,618	$106,922	$100,761	Act 2, SLH 2000 (also retroactively amended 1999)
7/1/2001							
7/1/2002							
7/1/2003							
7/1/2004							
7/1/2005	$140,000	$135,000	$130,000	$125,000	$121,600	$114,600	2004 Judicial Salary Commission Recommendations
7/1/2006	$144,900	$139,725	$134,550	$129,375	$125,856	$118,611	2004 Judicial Salary Commission Recommendations

Exhibit B



Source: Position count and budget allocation for FY 2007 per Budget and Finance 2007-2009 Operating Budget.

Executive salaries effective 7/1/06; except the Governor, Lt. Gov., and ADS effective 12/4/06.

[1]Salaries of incumbents in salary ranges EM 5 and above as of 11/30/07 .

Exhibit C

HAWAII COURT STRUCTURE, 2002

SUPREME COURT A

5 justices sit en banc

CSP case types:

- Mandatory jurisdiction in civil, criminal, administrative agency, juvenile, disciplinary, certified questions from federal courts, original proceeding cases.
- Discretionary jurisdiction in civil, criminal, administrative agency, juvenile, original proceeding, interlocutory decision cases.

Court of last resort

INTERMEDIATE COURT OF APPEALS A

4 judges sit en banc

CSP case types:

- Mandatory jurisdiction in civil, criminal, administrative agency, juvenile, original proceeding, interlocutory decision cases assigned to it by the supreme court.
- No discretionary jurisdiction.

Intermediate appellate court

CIRCUIT COURT AND FAMILY COURT (4 circuits) A

30 circuit judges and 19 family judges. One first circuit judge hears contested land matters and tax appeals.

CSP case types:

- Tort, contract, real property rights, miscellaneous civil ($10,000/no maximum) [concurrent from $10,000-$20,000]. Exclusive mental health, estate, administrative agency appeals jurisdiction.
- Exclusive domestic relations jurisdiction.
- Felony, misdemeanor, DWI/DUI, miscellaneous criminal.
- Moving traffic, miscellaneous traffic.
- Exclusive juvenile jurisdiction.

Jury trials.

Court of general jurisdiction

DISTRICT COURT (4 circuits)

20 judges*

CSP case types:

- Tort, contract, real property rights ($0/$20,000) [concurrent from $10,000-$20,000 (civil nonjury)], miscellaneous civil. Exclusive small claims jurisdiction ($3,500).
- Felony, misdemeanor, DWI/DUI.
- Moving traffic, miscellaneous traffic. Exclusive parking, ordinance violation jurisdiction.
- Preliminary hearings.

No jury trials.

* Excludes per diem judges.

Court of limited jurisdiction

— — Indicates assignment of cases.

Idaho

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$121,006
Justice of Supreme Court:	$119,506
Chief Judge of the Court of Appeals:	$118,506
Judge of the Court of Appeals:	$118,506
Judge of the District Court:	$112,043

Current Legislative Salary

$16,116 per year + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$115,348
Lt. Governor:	$30,400
Attorney General:	$103,984
Comptroller:	$93,756

Court Structure

See Exhibit A

Method of increased Judicial Salaries

The Supreme Court recommends a percentage increase consistent with the increases for State employees. The increase is introduced as legislation. If the Judiciary committee recommends the bill, it passes both houses.

Tenure based adjustments for Salary

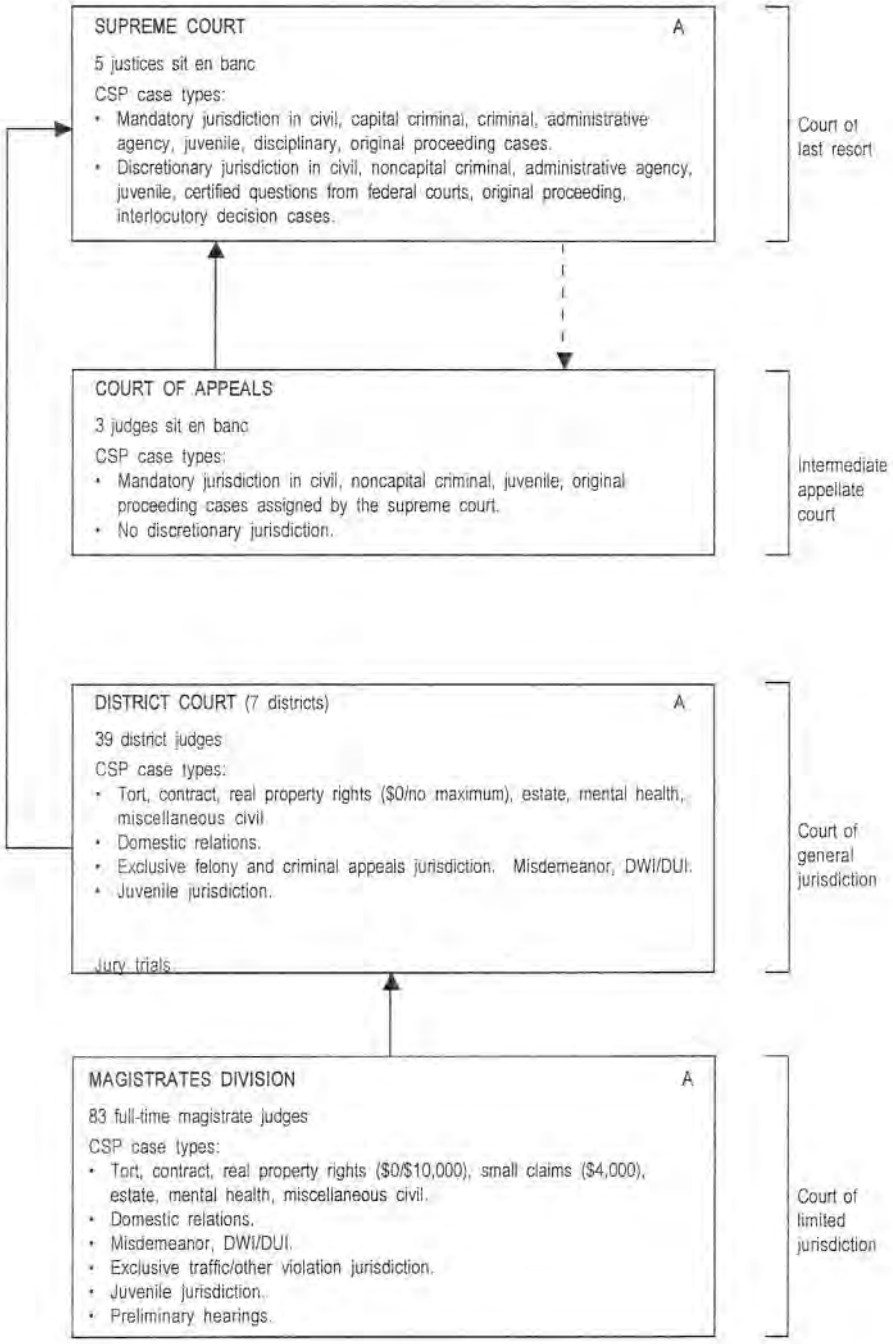
Judges can start collecting full pension benefits at age 65 with 4 years of service, age 60 with 10 years of service, age 55 with 15 years of service or with 20 years of service. They would receive 5% of their current compensation for the first 10 years, 2.5% of current compensation for remaining years but not to exceed 75% of current salary. Judges contribute 6% of their salary for 20 years.

Geographical adjustments for Salary

None.

Exhibit A

IDAHO COURT STRUCTURE, 2002



— — Indicates assignment of cases.

Note: The Magistrates Division of the District Court functions as a limited jurisdiction court.

Illinois

Current Judicial Salaries (Last raise for Judges was granted 7/10)

Chief Justice of the Supreme Court:	$207,066
Justice of Supreme Court:	$207,066
Judge of Appellate Courts:	$194,888
Judge of Circuit Court:	$178,835

Current Legislative Salary

$65,353 per year + per diem (2008)
$67,836 per year + per diem (2009-2010)

Legislative Salary History: See Exhibit A

Current Top Level Executive Salaries

Governor:	$177,500
Lt. Governor:	$135,700
Attorney General:	$156,600
Comptroller:	$156,600

Court Structure

See Exhibit B

Method of increased Judicial Salaries

Compensation Review Board

In 1984, the Illinois Legislature formed the Compensation Review Board. The Board is comprised of 12 members who serve staggered 3 year terms. Their mission is to provide an objective and periodic review of the salary levels of judges along with elected officials and top executives within the Executive Branch. The Board meets every even-numbered year and makes recommendations by submission of a report to the General Assembly. Up until 2010, Judges were also receiving annual COLA.

Tenure based adjustments for Salary

Judges are able to collect full pension benefits at age 60 with 28 years of service. Judges will collect 3.5% of final average salary for the first 10 years of service, 5% for years of services over 10. This can't exceed 85% of their final average salary.

Geographical adjustments for Salary

None.

Exhibit A

Graphic 1
History of Legislator Salaries in Illinois

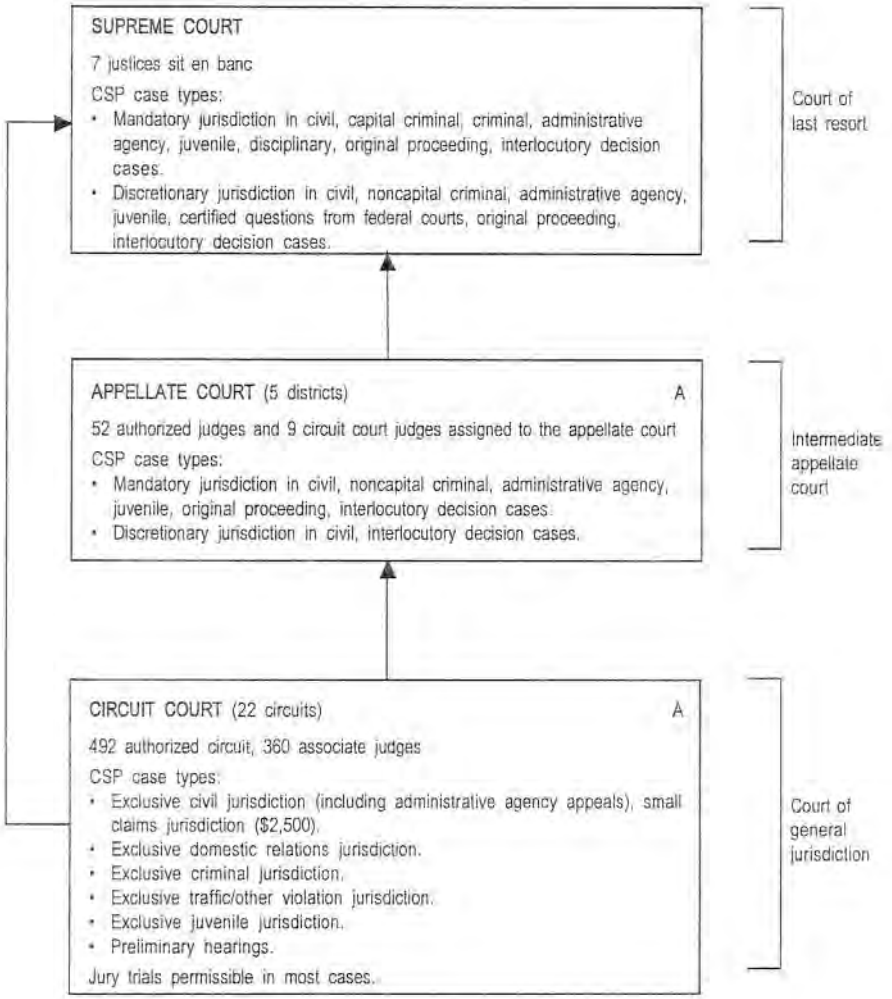
Year	Salary	Year	Salary
1917	$1,750	1991 (July 1)	$37,230
1939	$2,500	1992 (July 1)	$38,496
1947	$3,000	1993 (July 1)	$39,420
1953	$5,000	1994 (July 1)	$40,445
1959	$6,000	1995 (January 11)	$42,265
1965	$7,500	1995 (July 1)	$45,669
1967	$9,000	1996 (July 1)	$47,039
1969	$12,000	1997 (July 1)	$48,403
1971	$17,500	1998 (July 1)	$49,807
1975	$20,000	1999 (January 13)	$50,803
1979	$25,000	1999 (July 1)	$53,581
1980	$28,000	2000 (July 1)	$55,778
1985	$30,250	2001 (July 1)	$57,619
1985 (July 1)	$32,500	2007 (July 1)	$65,353
1987	$33,962	2008 (July 1)	$67,836
1987 (July 1)	$35,661	2010 (July 1)	$67,836

Source: Illinois General Assembly Research Response: History of Legislators' Compensation and Expense Allowances.

linois Policy Institute's weekly Spotlight on Spending series, highlighting wasteful or inefficient with the goal of bringing more responsible spending and accountable government to Illinois. For on state spending, visit www.IllinoisOpenGov.org.

Exhibit B

ILLINOIS COURT STRUCTURE, 2002



Indiana

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$151,328
Justice of Supreme Court:	$151,328
Judge of the Court of Appeals:	$147,103
Judge of the Superior Court:	$125,647

Current Legislative Salary

$11,600 per year + per diem (2008
$22,616 per year + per diem (2009-2010)

Current Top Level Executive Salaries

Governor:	$95,000
Lt. Governor:	$79,192
Attorney General:	$82,734
Comptroller:	$68,772

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Public Officers Compensation Advisory Commission

This Commission was formed in 2004, consisting of 9 members who serve 4 years terms. They meet at least one time and not later than July 1 of each even-numbered year. The commission is expected to determine the most recent year that the compensation value for the public officer (Judges, Executive Branch top officers, etc.) increased, receive information relating to this compensation, consider recommendations for suitable compensation and take testimony relating to compensation of public officers. Recommendations have to be turned in by September 1 of each even-numbered year to the General Assembly and increases will not take effect until enacted by the General Assembly.

Tenure based adjustments for Salary

Annual allowances for expenses that are related to official duties include $5,500 for the chief justice of the Supreme Court and chief judge of the Court of Appeals and $3,000 for a justice of the Supreme Court and a judge of the Court of Appeals.

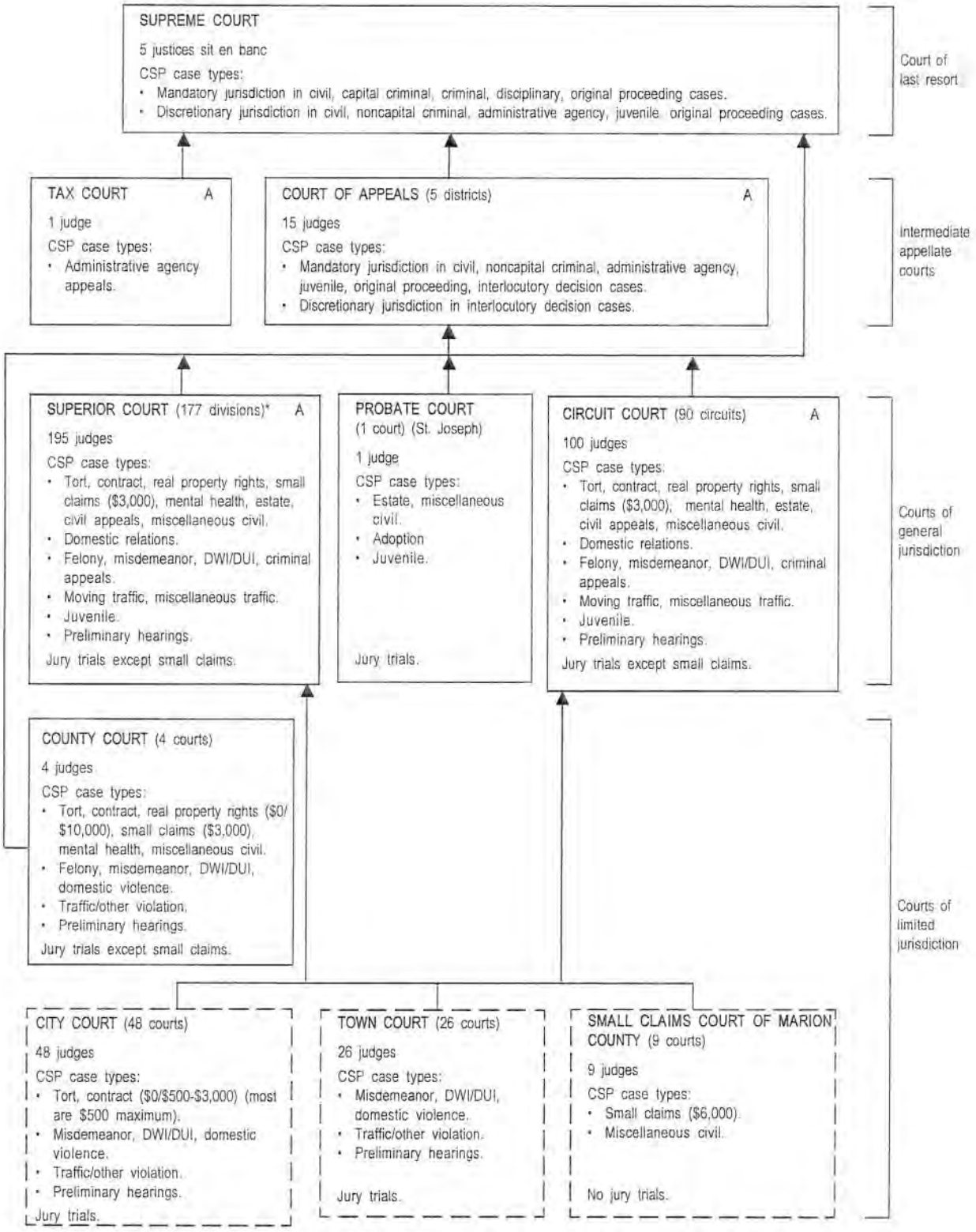
Judges are able to collect full pension benefits at age 62 with 8 years service, age 62-65 with a minimum service of 8 years or age 55 plus years in service is at least 85. Judges contribute 6% of their salary to the judicial retirement plan for a maximum of 22 years.

Geographical adjustments for Salary

None.

Exhibit A

INDIANA COURT STRUCTURE, 2002



* Effective January 1, 1996, all Municipal Courts became Superior Courts.

Iowa

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$170,850
Justice of Supreme Court:	$163,200
Chief Judge of the Court of Appeals:	$153,000
Judge of the Court of Appeals:	$147,900
Judge of the District Court:	$137,700

Judicial Salary History (1984-2006): See Exhibit A

Current Legislative Salary

$25,000 per year + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$130,000
Lt. Governor:	$103,212
Attorney General:	$123,669
Comptroller:	$103,212

Court Structure

See Exhibit B

Method of increased Judicial Salaries

From 1989 until May, 2008, Iowa's judicial salaries were recommended to the legislature from a Judicial Compensation Commission. The commission was eliminated by repeal of Iowa Code. All of the judicial salaries are set by the General Assembly.

Tenure based adjustments for Salary

Judges can start collecting full pension benefits at age 65 with 6 years of service or with 25 years of service. They would receive 3% of average salary multiplied by years of service up to 60% of average salary. The State of Iowa contributes 4% of a Judges salary to his judicial retirement plan. Percentages escalated to 7.7% in 2008, 8.7% in 2009 and 9.35% in 2010.

Geographical adjustments for Salary

None.

Exhibit A

Attachment A

Annual Salaries of Iowa Judges

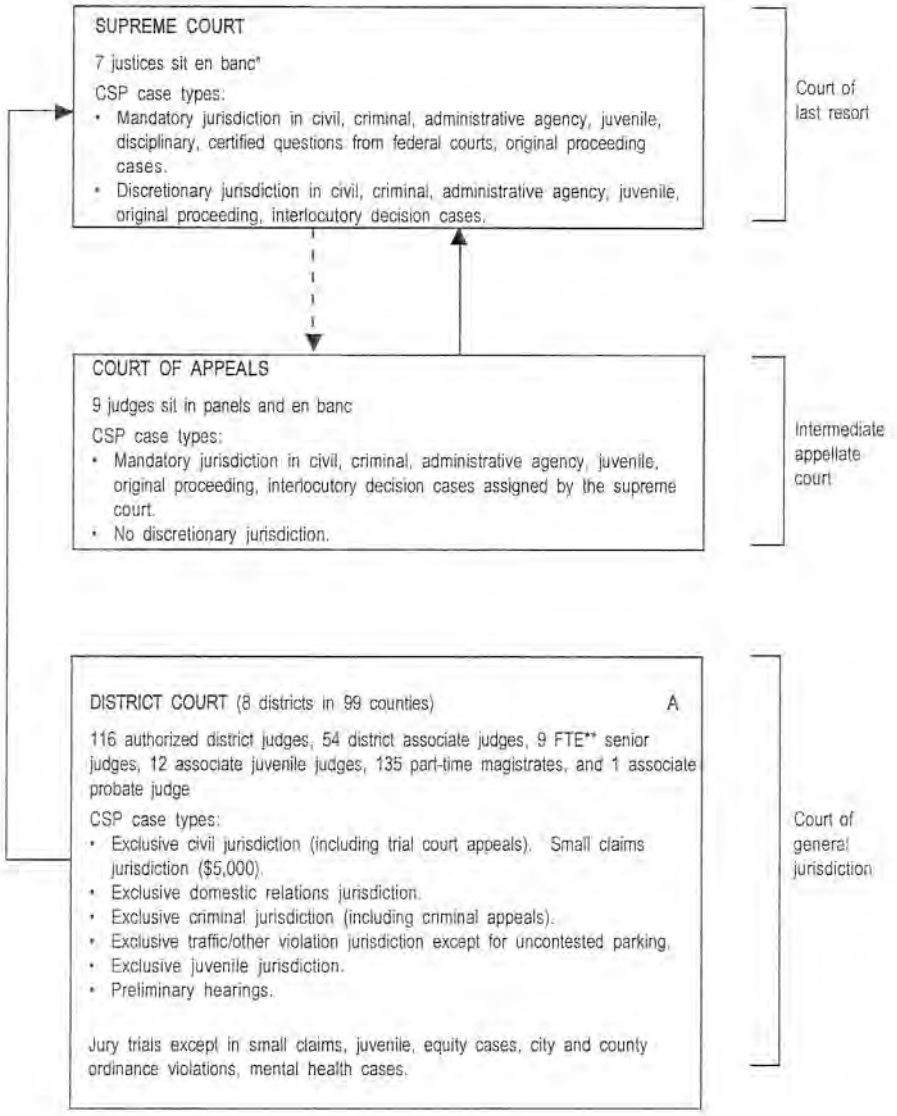
Calendar Year	Supreme Court		Court of Appeals		District Court						
	Chief Justice	Justices	Chief Judge	Judges	Chief Judge	District Judges	District Associate Judges	Juvenile Associate Judges	Probate Associate Judges	Magistrates	Senior Judges
1984	$ 62,100	$ 57,100	$ 55,400	$ 54,200	$ 53,000	$ 50,700	$ 42,000			$ 11,700	
1985	66,200	60,900	59,100	57,800	56,500	54,000	44,800			12,500	
1986	66,200	60,900	59,100	57,800	56,500	54,000	44,800			12,500	
1987	66,200	60,900	59,100	57,800	56,500	54,000	44,800			12,500	
1988	70,900	65,200	63,600	61,900	60,500	57,800	48,000			13,400	
1989	75,900	72,900	72,800	69,800	69,000	66,000	56,800			15,000	
1990	81,900	78,900	78,800	75,800	75,000	72,000	62,800			15,800	
1991	87,200	84,000	83,900	80,700	79,900	76,700	66,900			16,800	
1992	87,200	84,000	83,900	80,700	79,900	76,700	66,900			16,800	
1993	93,700	90,300	90,200	86,800	85,900	82,500	71,900			18,100	
1994	93,700	90,300	90,200	86,800	85,900	82,500	71,900			18,100	
1995	95,600	92,100	92,000	88,500	87,600	84,200	73,300			18,500	
1996	100,400	96,700	96,600	93,000	92,100	88,500	77,000			19,500	$ 5,000
1997	104,400	100,600	100,500	96,700	95,800	92,000	80,100			20,300	5,200
1998	107,500	103,600	103,500	99,600	98,700	94,800	82,500			21,600	5,400
1999	110,700	106,700	106,600	102,600	101,700	97,600	85,000			23,100	5,600
2000	114,000	109,900	109,800	105,700	104,800	100,500	87,600	$ 87,600	$ 87,600	25,400	5,800
2001	117,400	113,200	113,100	108,900	107,900	103,500	90,200	90,200	90,200	26,900	6,000
2002	120,920	116,600	116,490	112,170	111,140	106,610	92,910	92,910	92,910	27,700	6,180
* 2003	124,550	120,100	119,980	115,540	114,470	109,810	95,700	95,700	95,700	28,530	6,370
* 2004	127,040	122,500	122,380	117,850	116,760	112,010	97,610	97,610	97,610	29,100	6,500
2005	127,040	122,500	122,380	117,850	116,760	112,010	97,610	97,610	97,610	29,100	6,500
2006	132,720	128,000	127,920	123,120	122,000	117,040	102,000	102,000	102,000	30,400	6,800
Percentage increase 2000-2006	16.4%	16.5%	16.5%	16.5%	16.4%	16.5%	16.4%	16.4%	16.4%	19.7%	17.2%

* Effective mid-year

LSA G:subcom/Justice/Jennifer/FY 2006/Courts/Spreadsheets/Annual Judges Salary Spreadsheet.xls

Exhibit B

IOWA COURT STRUCTURE, 2002



* As of January, 2000 the court no longer sits in panels; it decides en banc.
** Includes 37 senior judges who work 1/4 time (13 weeks/year).

– – Indicates assignment of cases.

Kansas

Current Judicial Salaries (Last raise for Judges was granted 6/08)

Chief Justice of the Supreme Court:	$139,310
Justice of Supreme Court:	$135,905
Chief Judge of the Court of Appeals:	$134,750
Judge of the Court of Appeals:	$131,518
Judge of the District Court:	$120,037

Current Legislative Salary

$25,000 per year + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$110,707
Lt. Governor:	$100,000
Attorney General:	$98,901
Comptroller:	$82,563

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Annual salaries of the judges are increased by the average increase from step movements of the pay plan of State employees. Judges annual COLAs are tied to the increase given to those who are in the Executive Branch.

Tenure based adjustments for Salary

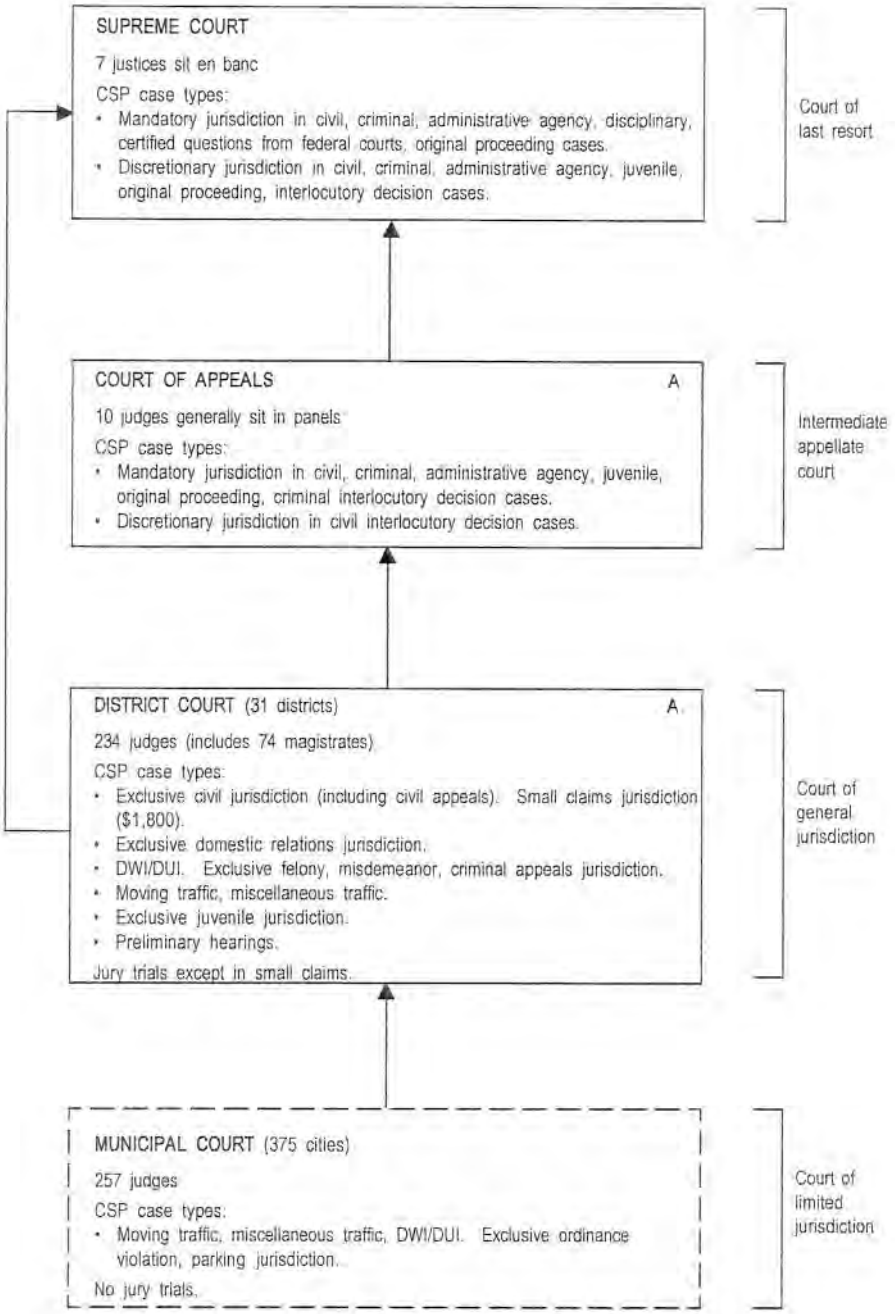
Judges can start collecting full pension benefits at age 65, 62 with 10 years of service or when their age and years of service are equal to 85. They would receive final average salary (average of 3 highest years) multiplied by 3.5 multiplied by years of service (20 years, maximum). Judges contribute 6% of their compensation and reduced to 2% upon reaching maximum benefit of 70% of final average salary.

Geographical adjustments for Salary

None.

Exhibit A

KANSAS COURT STRUCTURE, 2002



Kentucky

Current Judicial Salaries (Last raise for Judges was granted 7/09)

Chief Justice of the Supreme Court:	$140,508
Associate Justice of the Supreme Court:	$135,504
Chief Judge of Court of Appeals:	$133,044
Judge of Court of Appeals:	$130,044
Judge of Circuit Court:	$124,620

Current Legislative Salary

$184.88 per day + per diems (2008)
$186.73 per day + per diems (2009)
$186.73 per day + per diems (2010)

Current Top Level Executive Salaries

Governor:	$145,885
Lt. Governor:	$108,720
Attorney General:	$108,720
Comptroller:	$108,720

Court Structure

See Exhibit A

Method of increased Judicial Salaries

The Kentucky General Assembly sets salaries for judges. By statute, judges receive an annual 5% increase unless the General Assembly changes it. If the request is greater than 5%, the Chief Justice and the director of the office of court administration submit their budget before legislative committees. The General Assembly approves annual COLA for all state employees, including judges.

Tenure based adjustments for Salary

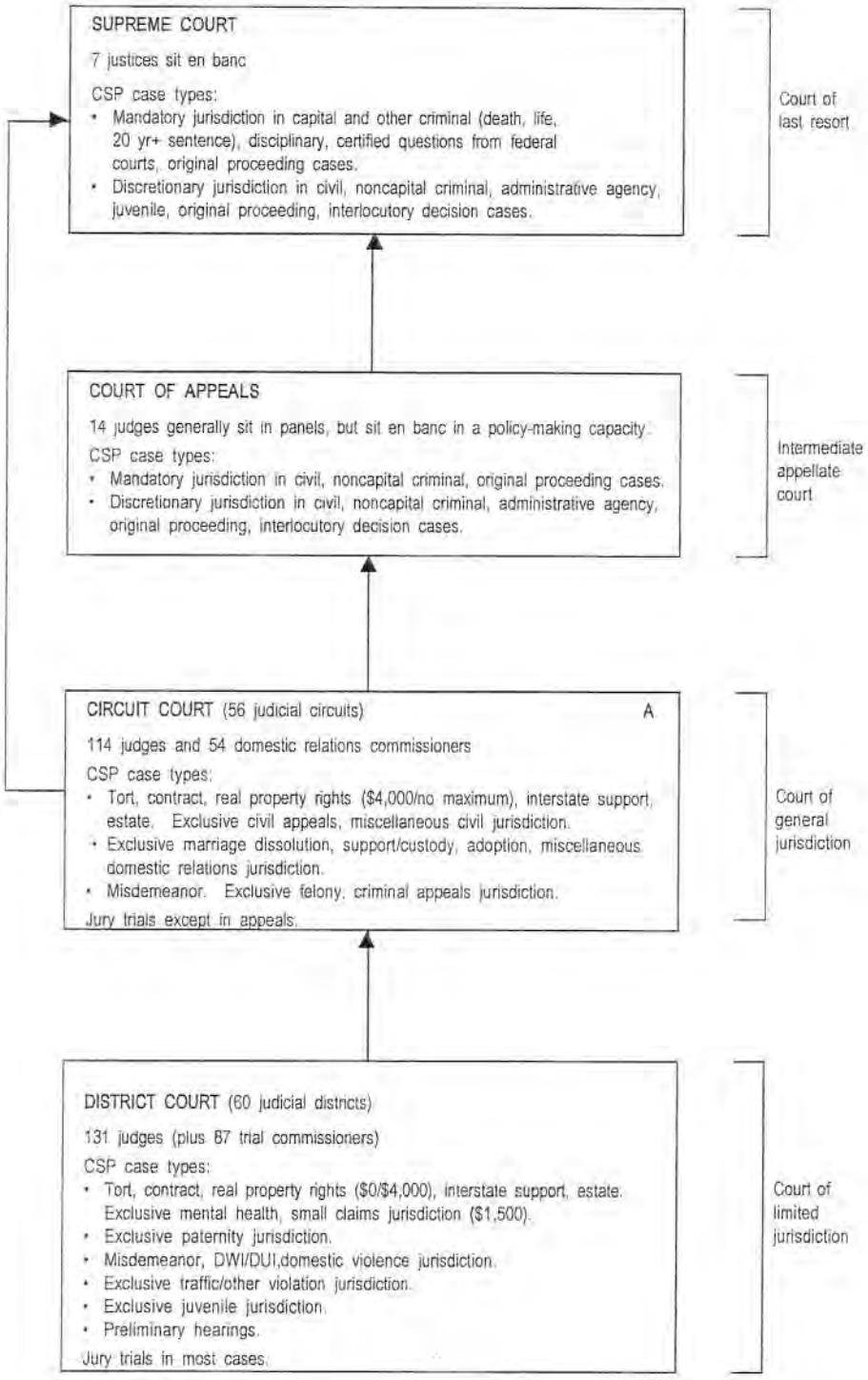
Judges are able to collect full pension benefits at age 65 or 27 years of State service. Judges must contribute 5% of their salary to the judicial retirement plan. They receive 2.75% multiplied by final salary multiplied by the number of years of service. This figure can't exceed 100% of their final salary.

Geographical adjustments for Salary

None.

Exhibit A

KENTUCKY COURT STRUCTURE, 2002



Louisiana

Current Judicial Salaries (Last raise for Judges was granted 7/10)

Chief Justice of the Supreme Court:	$157,000
Associate Justice of the Supreme Court:	$150,000
Chief Judge of Court of Appeals:	$150,000
Associate Judge of the Court of Appeals:	$142,000
Judge of the District Courts:	$137,000

Judicial Salary History (July, 2004 – July, 2010)

July, 2004 - July, 2010 yearly increases:
Supreme Court (4.5%); Court of Appeals (4.6%); District Court (4.9%)

Current Legislative Salary

$16,800 per year + $6,000/year expense + per diem (2009-2010)
$16,800 per year + per diem (2008)

Current Top Level Executive Salaries

Governor:	$130,000
Lt. Governor:	$115,000
Attorney General:	$115,000
Comptroller:	$115,000

Court Structure

See Exhibit A

Method of increased Judicial Salaries

In 1995, the Louisiana legislature created the Judicial Compensation Commission. It consists of 15 members. The commission is to study judge's salaries and submit their recommendations to the legislature 60 days prior to the commencement of any regular session of the legislature in an even numbered year. The last report published by the commission was in 2004. Any increase in salary must be enacted by the legislature only after submission of a report and must be approved by the majority in each house.

Tenure based adjustments for Salary

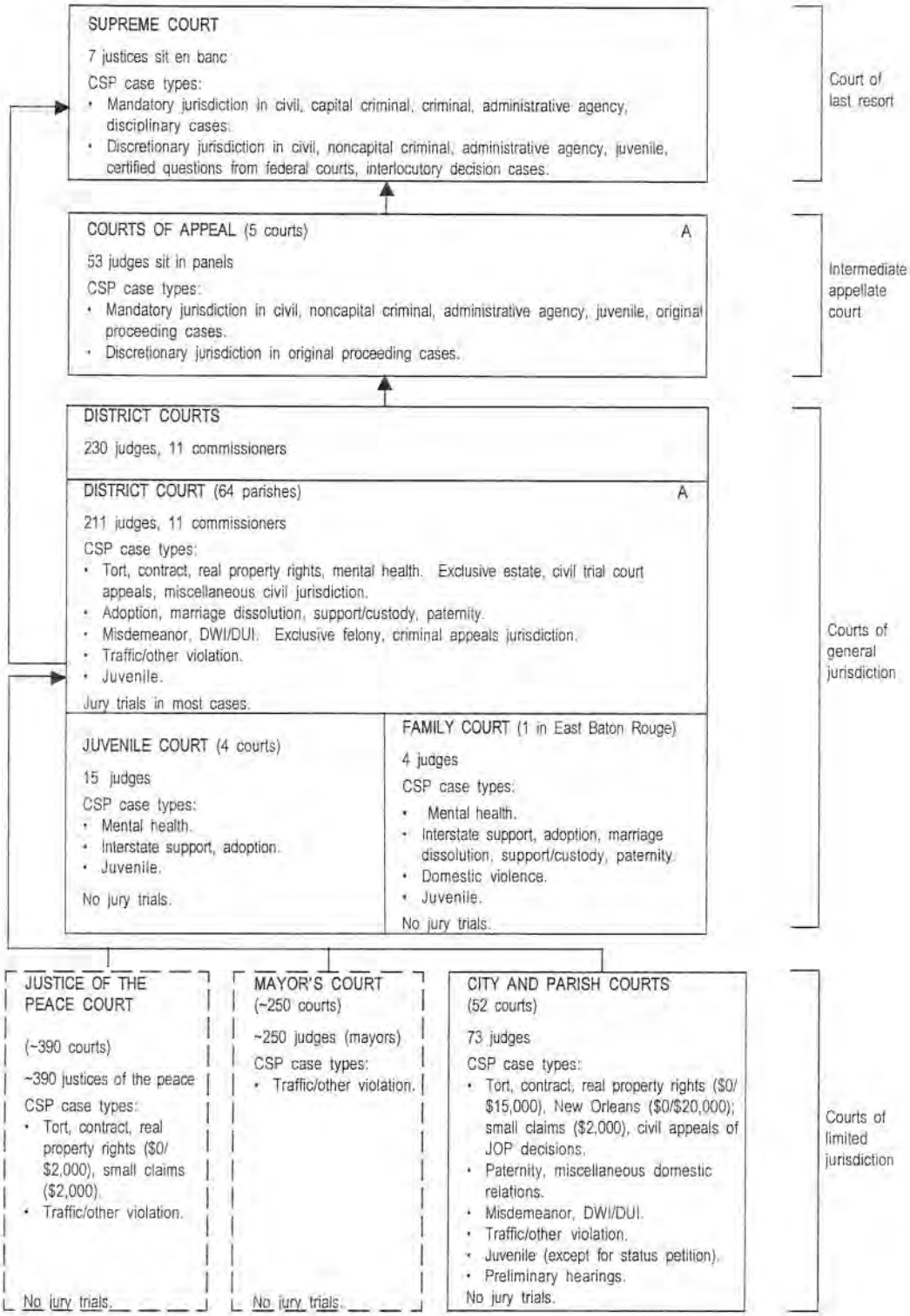
A retired judge who served in the armed forces shall receive equal to 3.5% of his final annual judicial pay for up to 4 years; 3.5% of his final judicial salary for each year he served as a member of the legislature of the state; 2.5% of his final judicial salary for each year that he served in a prosecutorial capacity with a district attorney or any other political subdivision of the state.

Geographical adjustments for Salary

None.

Exhibit A

LOUISIANA COURT STRUCTURE, 2002



Maine

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$138,294
Associate Justice of the Supreme Court:	$119,476
Judge of the Superior Court:	$111,969

Current Legislative Salary

$12,713/year for first session, $9,316/ year for second regular session + per diems (2008)
$13,526/year for first session, $9,874/ year for second regular session + per diems (2009)
$13,526/year for first session, $9,661/ year for second regular session + per diems (2010)

Current Top Level Executive Salaries

Governor: $70,000
No Lt. Governor. President of the Maine Senate is next in line to fill the vacancy.
Attorney General: $83,844
Comptroller: $83,844

Court Structure

See Exhibit A

Method of increased Judicial Salaries

In 1995, the legislature established a Judicial Compensation Commission which is required to study and make recommendations regarding salary, benefits and retirement for all judges and justices. The commission is comprised of 3 members. They are required to report biennially by December 1 of even numbered years to the joint standing committees of the Legislature who have jurisdiction over judicial and appropriation issues.

Tenure based adjustments for Salary

Judges are able to collect full pension benefits at age 70 or 18 years of service, 65 with 15 years of service or 65 with 6 consecutive years of service, age 40 with 12 years of service or 70 with less than 6 years of service but continuously for their date of appointment to age 70, or 55 with 12 years of service. The judges retirement allowance is 1/50% of

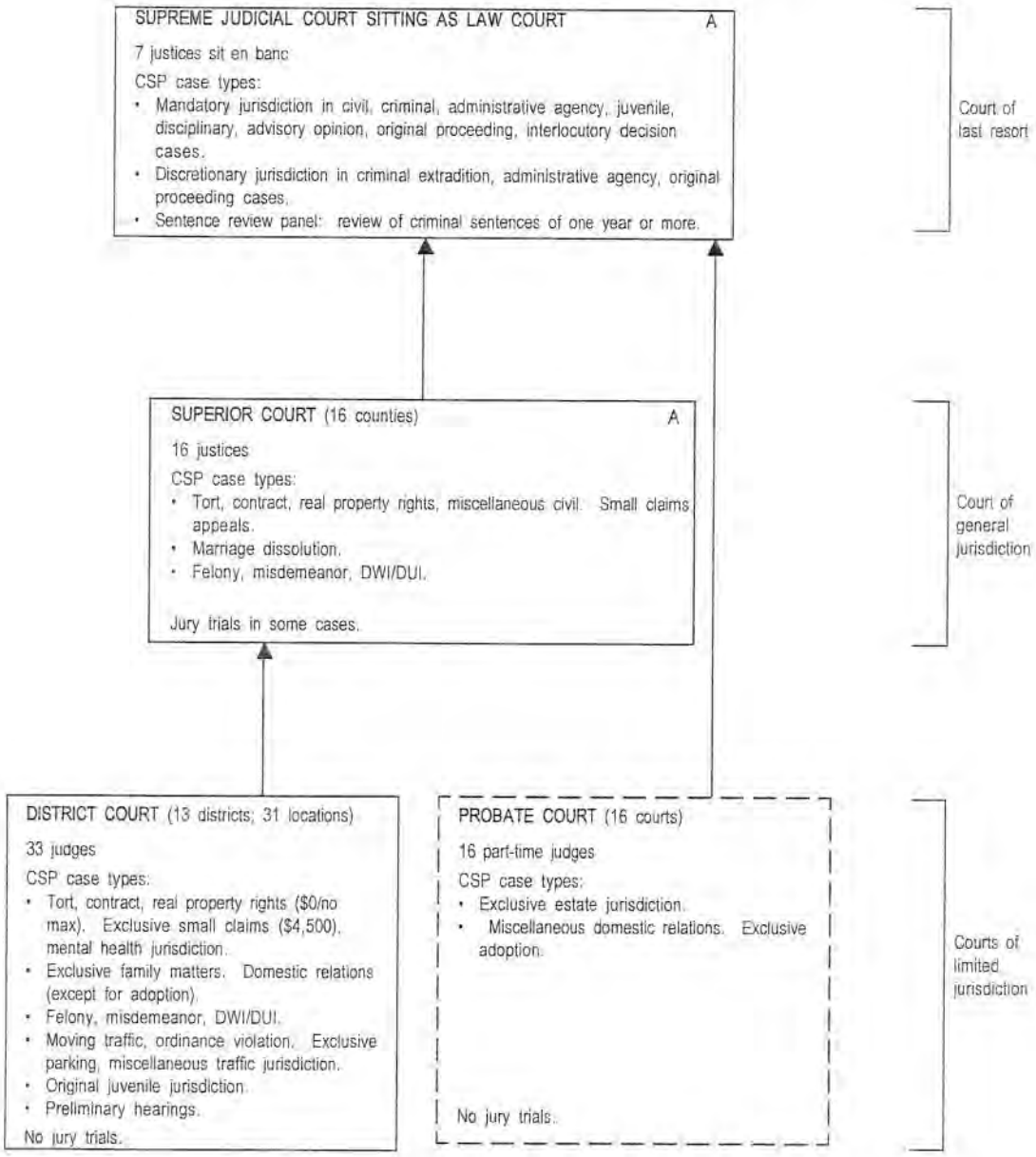
average final salaries between the years of 1985 to 1998 and 3% of average final salaries for years beginning in 1998 and not to exceed 70% of final average salary.

Geographical adjustments for Salary

None.

Exhibit A

MAINE COURT STRUCTURE, 2002



*The Administrative Court was eliminated effective March 15, 2001, with the caseload absorbed by District Court.

Maryland

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Judge of the Court of Appeals:	$181,352
Justice of Court of Appeals:	$162,352
Chief Judge of Court of Special Appeals:	$152,552
Judge of Court of Special Appeals:	$149,552
Judge of Circuit Court:	$140, 352
Chief Judge of District Court:	$149,552
Judge of District Court:	$127,252

Judicial Salary History (2003-2010): See Exhibit A

Current Legislative Salary

$43,500 per year + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$150,000
Lt. Governor:	$125,000
Attorney General:	$125,000
Comptroller:	$125,000

Executive Salary History (2003-2010): See Exhibit B

Court Structure

See Exhibit C

Method of increased Judicial Salaries

Judicial Compensation Commission

In 1980, the General Assembly created Maryland's Judicial Compensation Commission. The Commission is made up of 7 members, all whom serve for 6-year terms. Their duty is to study and make recommendations with respect to all aspects of judicial compensation to the Legislature. The compensation structure is designed to assure qualified attorneys are attracted to the bench. Beginning in 2004 and every 4 years after, the Commission will review salaries and pensions of Judges and make recommendations to the Governor and the General Assembly. Salary recommendations made by the

Commission are introduced as a house joint resolution no later than 15 days after the beginning of the session. The General Assembly may amend the resolution to decrease the recommendations but they may not reduce a judge's salary during his tenure. If the General Assembly fails to adopt the joint resolution within 50 days after its introduction, the salaries recommended by the Commission will apply. If the Commission recommends changes to the pension, the leaders of the Houses will introduce legislation to do so. Changes in pension will only occur if both houses pass this legislation. Salary and pension changes would take effect on July 1 of the following year.

Proposed Salaries: See Exhibit D

Tenure based adjustments for Salary

Judge's retirement plan is a contributory plan. The plan requires a 6% contribution of a member's salary for the first 16 years of "membership credit" in the Judge's system. After 16 years, the member is eligible for two-thirds of their salary, the maximum retirement allowance, of an active judge in a similar position.

Geographical adjustments for Salary

None.

Exhibit A

Exhibit 14
Salaries of Selected Maryland State Officials
Fiscal 2003-2010

	2003	2004	2005	2006	% Change 2003-2006	2007	2008	2009	2010	% Change 2007-2010
Judiciary										
Judge, Court of Appeals	$131,600	$131,600	$132,352	$136,852	3.99%	$144,35	$153,352	$162,352	$162,352	12.47%
Ch. Judge Court of Appeals	150,600	150,600	151,352	155,852	3.49%	163,352	172,352	181,352	$181,352	11.02%
Judge, Special Appeals	123,800	123,800	124,552	128,302	3.64%	134,552	142,052	149,552	$149,552	11.15%
Ch. Judge Ct. Spec. Appeals	126,800	126,800	127,552	131,302	3.55%	137,552	145,052	152,552	$152,552	10.90%
Judge, Circuit Court	119,600	119,600	120,352	123,352	3.14%	128,352	134,352	140,352	$140,352	9.35%
Judge, District Court	111,500	111,500	112,252	114,502	2.69%	118,502	122,752	127,252	$127,252	7.38%
Ch. Judge, District Court	123,800	123,800	124,552	128,302	3.64%	134,552	142,052	149,552	$149,552	11.15%

Exhibit B

Exhibit 14
Salaries of Selected Maryland State Officials
Fiscal 2003-2010

	2003	2004	2005	2006	% Change 2003-2006	2007	2008	2009	2010	% Change 2007-2010
Constitutional Officers										
Governor	$135,000	$140,000	$145,000	$150,000	11.11%	$150,00	$150,000	$150,000	$150,000	0.00%
Lieutenant Governor	112,500	116,667	120,833	125,000	11.11%	125,000	125,000	125,000	125,000	0.00%
Attorney General	112,500	116,667	120,833	125,000	11.11%	125,000	125,000	125,000	125,000	0.00%
Comptroller	112,500	116,667	120,833	125,000	11.11%	125,000	125,000	125,000	125,000	0.00%
Treasurer	112,500	116,667	120,833	125,000	11.11%	125,000	125,000	125,000	125,000	0.00%
Secretary of State	78,750	81,667	84,583	87,500	11.11%	87,500	87,500	87,500	87,500	0.00%
Deputy Constitutional Officers										
Attorney General	$119,310	$122,672	$119,281	$124,430	4.29%	$129,71	$135,046	$140,460	$143,270	10.45%
Comptroller	119,019	119,019	119,019	125,664	5.58%	124,203	128,603	151,210	154,235	24.18%
Treasurer	100,881	104,000	104,000	92,972	-7.84%	110,033	117,260	119,606	127,762	16.11%

Exhibit 14 (Cont.)

	2003	2004	2005	2006	% Change 2003-2006	2007	2008	2009	2010	% Change 2007-2010
Cabinet Secretaries										
Superintendent of Schools	$135,000	$135,000	$165,000	$175,000	29.63%	$185,00	$195,000	$195,000	$195,000	5.41%
Aging	116,142	116,142	116,459	119,555	2.94%	123,776	125,176	122,400	124,848	0.87%
Planning	112,786	112,786	116,459	120,727	7.04%	126,214	127,614	122,400	124,848	-1.08%
Veterans	82,693	85,173	86,457	90,600	9.56%	94,718	96,118	101,490	80,160	-15.37%
Budget and Management	142,770	142,770	142,771	150,699	5.55%	153,563	154,963	162,825	166,082	8.15%
General Services	125,320	125,320	122,000	125,207	-0.09%	129,628	131,028	135,660	138,374	6.75%
Transportation	144,279	144,279	144,000	147,647	2.33%	149,862	151,262	162,825	166,082	10.82%
Natural Resources	125,320	125,320	125,514	127,529	1.76%	129,442	130,842	145,860	148,778	14.94%
Agriculture	113,667	113,667	116,459	121,899	7.24%	127,440	128,840	127,500	130,050	2.05%
Health and Mental Hygiene	145,686	145,686	155,141	155,893	7.01%	158,232	159,632	162,825	166,082	4.96%
Human Resources	127,174	127,174	125,514	128,791	1.27%	128,160	129,560	151,210	159,000	24.06%
Labor, Licensing, and Reg.	125,320	125,320	127,000	132,862	6.02%	136,305	137,705	140,460	143,270	5.11%
Public Safety	145,686	145,686	135,299	141,493	-2.88%	147,924	149,324	162,825	166,082	12.28%
Higher Education Commission	119,357	119,357	125,514	135,140	13.22%	141,283	142,683	151,170	154,194	9.14%
Housing	131,262	131,262	125,514	130,054	-0.92%	135,965	137,365	145,860	148,778	9.42%
Bus. and Econ. Development	144,904	144,904	135,299	142,854	-1.41%	147,897	149,297	162,825	166,082	12.30%
Environment	134,092	107,106	107,106	128,791	-3.95%	134,645	136,045	132,600	135,252	0.45%
Juvenile Services	141,444	141,444	135,299	138,772	-1.89%	140,854	142,254	153,000	156,060	10.80%
State Police	135,086	135,086	143,922	126,266	-6.53%	128,160	129,560	162,825	166,082	29.59%

Source: Annual Budget Bill for Cabinet Secretaries, adjusted for Constitutional Officers and Judiciary when compensation commissions have met after session.

Appendix 5.4
Salaries of Public Higher Education Institution Presidents

Institution	FY 2006	FY 2007	FY 2008	FY 2009
University of Maryland Baltimore[1]	$482,828	$504,910	$539,436	$451,000
University of Maryland College Park	376,350	403,300	431,900	464,600
Bowie State University	188,278	240,000	244,800	272,800
Towson University	292,752	325,000	348,100	369,300
University of Maryland Eastern Shore	206,252	230,200	241,900	263,200
Frostburg State University	226,563	240,000	257,100	272,800
Coppin State University	193,052	220,000	220,000	233,000
University of Baltimore	225,752	240,800	258,000	278,700
Salisbury State University	219,268	240,000	257,100	279,800
University of Maryland University College	326,308	270,000	289,200	306,800
University of Maryland Baltimore County	347,319	370,000	396,299	420,400
University of Maryland Center for Environmental Science[2]	250,170	266,700	285,700	303,100
University of Maryland Biotechnology Institute[2]	240,829	257,000	270,100	279,700
University System of Maryland Office[3]	394,737	419,900	449,800	490,000
St. Mary's College of Maryland	294,559	329,930	346,427	360,284
Morgan State University	305,263	355,000	381,625	410,000

[1]Compensation package for President of University of Maryland, Baltimore including funding from grants.

[2]University of Maryland Center for Environmental Science and University of Maryland Biotechnology Institute are research institutions within the University System of Maryland, not degree-granting schools.

[3]The University System of Maryland Office is the governing body of the University System of Maryland. The listed number represents the Chancellor's salary.

Source: Department of Legislative Services

Exhibit C

MARYLAND COURT STRUCTURE, 2002

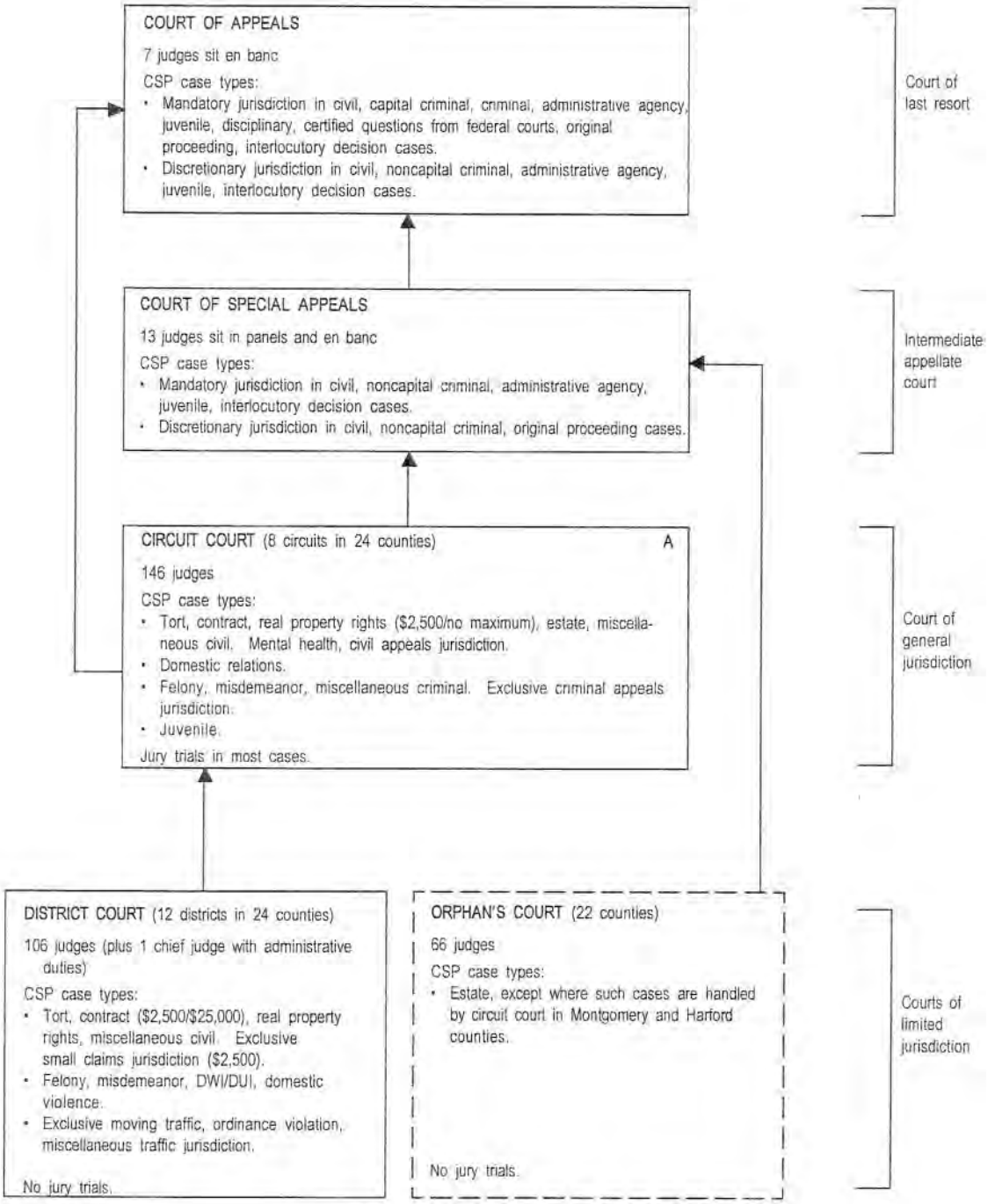


Exhibit D

Exhibit 3.1

Judicial Compensation Commission Salary Recommendations – Revised Fiscal Impact

Fiscal 2011-2014

Total Judgeships			Current Salary	Proposed Fiscal 2011	Proposed Fiscal 2012	Proposed Fiscal 2013	Proposed Fiscal 2014	Phase-in
	Court of Appeals							
1		Chief Judge	$181,352	$190,463	$200,121	$210,358	$221,210	$39,858
6		Judge	162,352	171,463	181,121	191,358	202,210	39,858
	Court of Special Appeals							
12		Judge	$149,552	$158,663	$168,321	$178,558	$189,410	$39,858
157	**Circuit Court**		$140,352	$149,463	$159,121	$169,358	$180,210	$39,858
	District Court							
1		Chief Judge	$149,552	$158,663	$168,321	$178,558	$189,410	$39,858
111		Judge	127,252	136,363	146,021	156,258	167,110	39,858
		Average Salary	$151,852	$160,963	$170,621	$180,858	$191,710	
		Increase at 6.0%[1]		9,111	9,658	10,237	$10,851	$39,858
		Incremental Salaries[2]		$2,743,947	$2,908,494	$3,082,914	$3,267,798	$12,003,153
		Incremental Social Security (at 1.45%)		39,787	42,173	44,702	47,383	174,046
		Incremental Pensions[3]		1,568,337	1,664,105	1,765,680	1,873,676	6,871,798
		Incremental Fiscal Impact		**$4,352,071**	**$4,614,772**	**$4,893,296**	**$5,188,858**	**$19,048,997**

[1] Increase per judge; based on average salary of prior year's judicial salary structure.
[2] Includes salary increases for Public Defender, State Prosecutor, and members of Workers Compensation Commission, whose salaries are tied to judicial salaries. Does not include incremental costs for State's attorneys, whose salaries are also tied to judicial salaries but are funded locally.
[3] 59.07% pension rate for judges. 11.69%, 13.12%, 14.52% , and 16.09% pension rates in fiscal 2011-2014, respectively, for all other State employees.

Note: Average Salary is based on the current salary structure for each level of court, not the weighted average of all judges.

Sources: Cheiron – Actuary to State Retirement Pension System, Social Security Administration

Massachusetts

Current Judicial Salaries (Last raise for Judges was granted 7/06)

Chief Justice of the Supreme Court:	$151,239
Associate Justice of the Supreme Court:	$145,984
Chief Judge of Court of Appeals:	$140,000
Judge of Court of Appeals:	$135,000
Chief Judge of Superior Courts:	$135,000
Judge of Superior Courts:	$129,624

Judicial Salary History (): See Exhibit A

Current Legislative Salary

$58,237.15 per year + $10-$100 per diem (2008)
$61,440.19 per year + $10-$100 per diem (2009)
$58,237.15 per year + $10-$100 per diem (2010)

Current Top Level Executive Salaries

Governor:	$140,535
Lt. Governor:	$124,920
Attorney General:	$133,644
Comptroller:	$130,916

Court Structure

See Exhibit B

Method of increased Judicial Salaries

Salaries are increased by Legislative action.

Tenure based adjustments for Salary

Judges contribute 7 -10% of their salary to the judicial retirement plan and they are entitled to ¾ of their final salary.

Geographical adjustments for Salary

None.

Exhibit A

Attachment 3

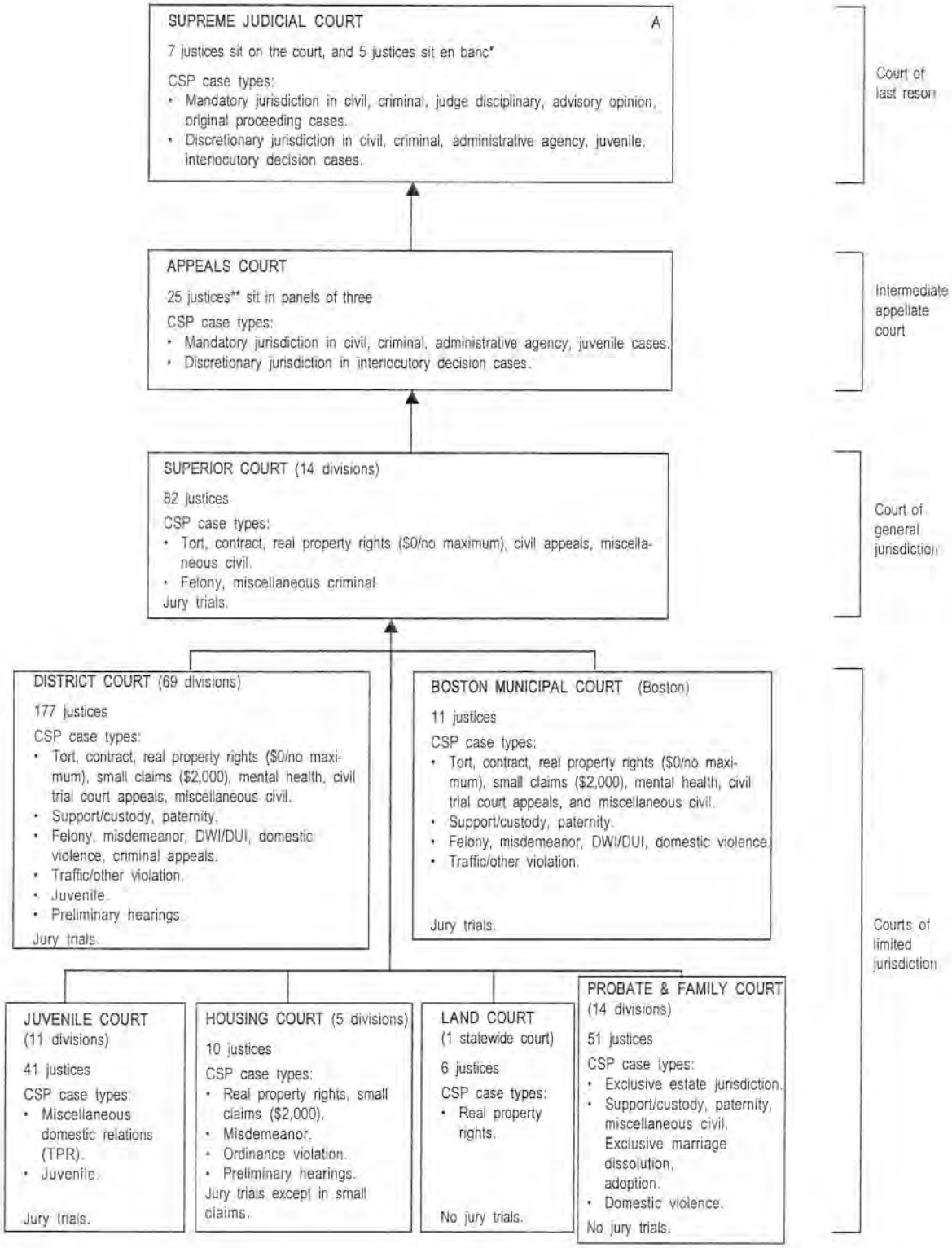
Massachusetts Judicial Salary History

1989 – 1994	$80,359
Jan 1995	$85,176
Jul 1995	$90,289
Jan 1996	$95,709
Jul 1998	$105,281
Jul 1999	$109,492
2000 - 2006	$112,777
2006 - present	$129,694

Average Annual Increase Since 1989 **2.5%**

Exhibit B

MASSACHUSETTS COURT STRUCTURE, 2002



* The justices also sit individually in the "single justice" side of the court, on a rotating basis.

Michigan

Current Judicial Salaries (Last raise for Judges was granted 4/07)

Chief Justice of the Supreme Court:	$164,610
Justice of Supreme Court:	$164,610
Judge of Courts of Appeal:	$151,441
Judge of Circuit Court:	$139,919

Current Legislative Salary

$79,650 per year + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$177,000
Lt. Governor:	$123,900
Attorney General:	$124,900
Comptroller:	$174,204

Court Structure

See Exhibit A

Method of increased Judicial Salaries

The Michigan state constitution was amended in 1968 to give the responsibility to the State Officers Compensation Commission (SOCC) for determining the salaries and expense allowance of members of the Legislature, the Governor, Lieutenant Governor, and Justices of the Supreme Court. The seven-member SOCC meets every even-numbered year after July 1 for no more than 15 session days and, after holding public hearings and accepting public comment, files its determinations with the Clerk of the House of Representatives, the Secretary of the Senate, and the director of the Department of Management and Budget between December 1 and December 31. Those determinations take effect as of January 1 unless the legislature rejects them by concurrent resolution adopted by two-thirds of the membership of each house before February 1. The legislature can reject the entire determination or specific determinations for specific positions.

Tenure based adjustments for Salary

Judges are able to collect full pension benefits at age 60 with 8 years of service; age 55 with 18 years of service; or 25 years of service with the last 6 being consecutive. They

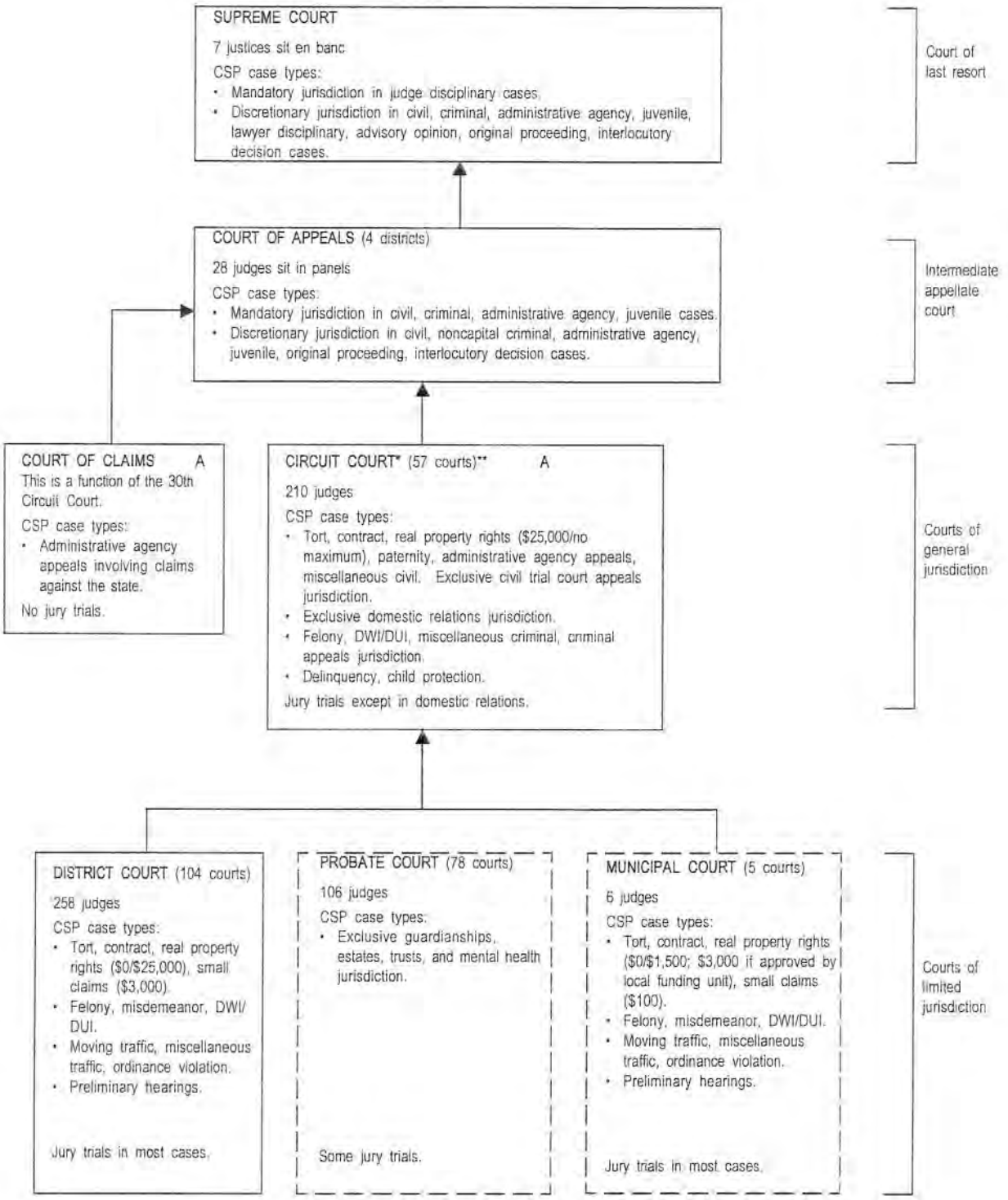
will receive 3% of their final compensation multiplied by their years of service for those with less than 12 years of service. For more than 12 years of service, judges receive 50% of their final compensation for years 12 through16, not to exceed 60% of the final compensation.

Geographical adjustments for Salary

None.

Exhibit A

MICHIGAN COURT STRUCTURE, 2002



* The Recorder's Court of Detroit merged with the Circuit Court effective October 1, 1997.

** A Family Division of Circuit Court became operational on January 1, 1998.

Minnesota

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$160,579
Associate Justice of the Supreme Court:	$145,981
Chief Judge of Court of Appeals:	$144,429
Judge of Court of Appeals:	$137,552
Chief Judge of District Court:	$135,580
Judge of District Court:	$129,124

Judicial Salary History (1999-2008): See Exhibit A

Current Legislative Salary

$31,140.90 per year + $96 per diem (Senate) or $77 per diem (House) (2008-2010)

Current Top Level Executive Salaries

Governor:	$120,303
Lt. Governor:	$78,197
Attorney General:	$114,228
Comptroller:	$102,258

Executive Salary History: The last salary increase was 2003.

Court Structure

See Exhibit B

Method of increased Judicial Salaries

The legislature has established a 16-member compensation council, known as the Minnesota State Compensation Council, to assist it in establishing the compensation of justices, judges and other constitutional officers. A new compensation council is created in the fall of each even numbered year. The new council must make its recommendations to the legislature by May 1 of the odd-numbered year. By law, the council's recommendations take effect if an appropriation to pay the recommended salaries is enacted after the recommendations are submitted and before their effective date. As a practical matter, when the legislature has increased salaries, it generally has done so either by expressly adopting or modifying compensation council recommendations or by establishing

Tenure based adjustments for Salary

Judges belong to a pension plan, in which the benefit is determined by multiplying years of service times a service-credit percentage and applying this percentage to the judge's average high-five years of salary.

Geographical adjustments for Salary

None.

Exhibit A

Subcommittee on Employee Relations

SALARIES OF MINNESOTA OFFICIALS
1998 to 2008*

	1998 Jan 1	1998 July 1	1999 Jan 4	1999 July 1	2000 Jan 1	2001 July 1	2002 April 1	2003 Jan 1		2003 Jan 6	2004 Jan 1	2005 July 1	2006 July 1	2007 July 1	2008 July 1
									% of Gov's Salary						
Constitutional Officers	2.5%														
Governor	$120,303														
Attorney General	$93,983								95%	$114,288					
Auditor	$72,187								85%	$102,257					
Sec. of State	$66,168								75%	$90,227					
Lt. Governor	$66,168								65%	$78,197					
Treasurer	$66,168														
Judges	5.0%			Ave ATB=3.0%	Ave ATB=3.0%	6.5%	6.5%	3.0%			3.0%	1.5%	1.5%	3.0%	3.0%
Supreme Ct. Chief Justice	$113,388			$118,542	$122,098	$130,034	$138,487	$142,641			$146,920	$149,124	$151,361	$155,902	$160,579
Supreme Ct. Assoc. Justice	$103,079			$107,765	$110,998	$118,213	$125,897	$129,674			$133,564	$135,567	$137,601	$141,729	$145,981
Ct. of Appeals Chief Judge	$101,984			$106,619	$109,818	$116,956	$124,558	$128,295			$132,144	$134,126	$136,138	$140,222	$144,429
Ct. of Appeals Judge	$97,128			$101,543	$104,589	$111,387	$118,627	$122,186			$125,852	$127,740	$129,656	$133,546	$137,552
District Court Chief Judge	$95,735			$100,086	$103,089	$109,790	$116,926	$120,434			$125,047	$125,908	$127,797	$131,631	$135,580
District Court Judge	$91,176			$95,320	$98,180	$104,562	$111,359	$114,700			$118,141	$119,913	$121,712	$125,363	$129,124
Legislators			5.0%												
House & Senate Members			$31,140												

* Salaries of Minnesota Officials, beginning 1995

2005 Compensation Council Recommendations

2001 Compensation Council Recommendations

1999 Compensation Council Recommendations

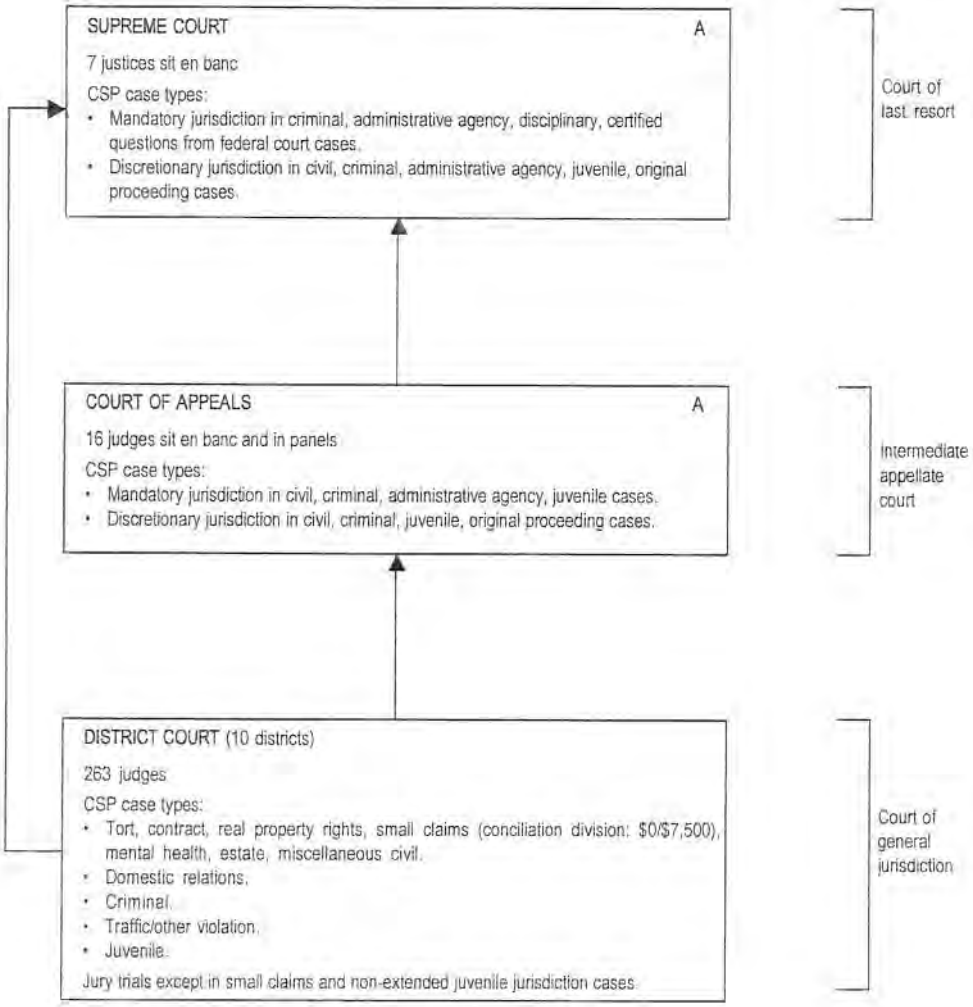
Subcommittee on Employee Relations Home Page

Last Updated: 06/12/07 (sk)

Send comments regarding this site to:
lcc@commissions.leg.state.mn.us

Exhibit B

MINNESOTA COURT STRUCTURE, 2002



Mississippi

Current Judicial Salaries (Last raise for Judges was granted 7/07)

Chief Justice of the Supreme Court:	$115,390
Associate Justice of the Supreme Court:	$112,530
Chief Judge of Court of Appeals:	$108,130
Judge of Court of Appeals:	$105,050
Judge of District Court:	$104,170

Current Legislative Salary

$10,000 + per diems (2008-2010)

Current Top Level Executive Salaries

Governor:	$122,160
Lt. Governor:	$61,714
Attorney General:	$108,960
Comptroller:	$90,000

Court Structure

See Exhibit A

Method of increased Judicial Salaries

A Mississippi state board compares salaries of Mississippi state employees to the four adjacent states. Increases in salaries are done by a pay bill including all State employees.

Tenure based adjustments for Salary

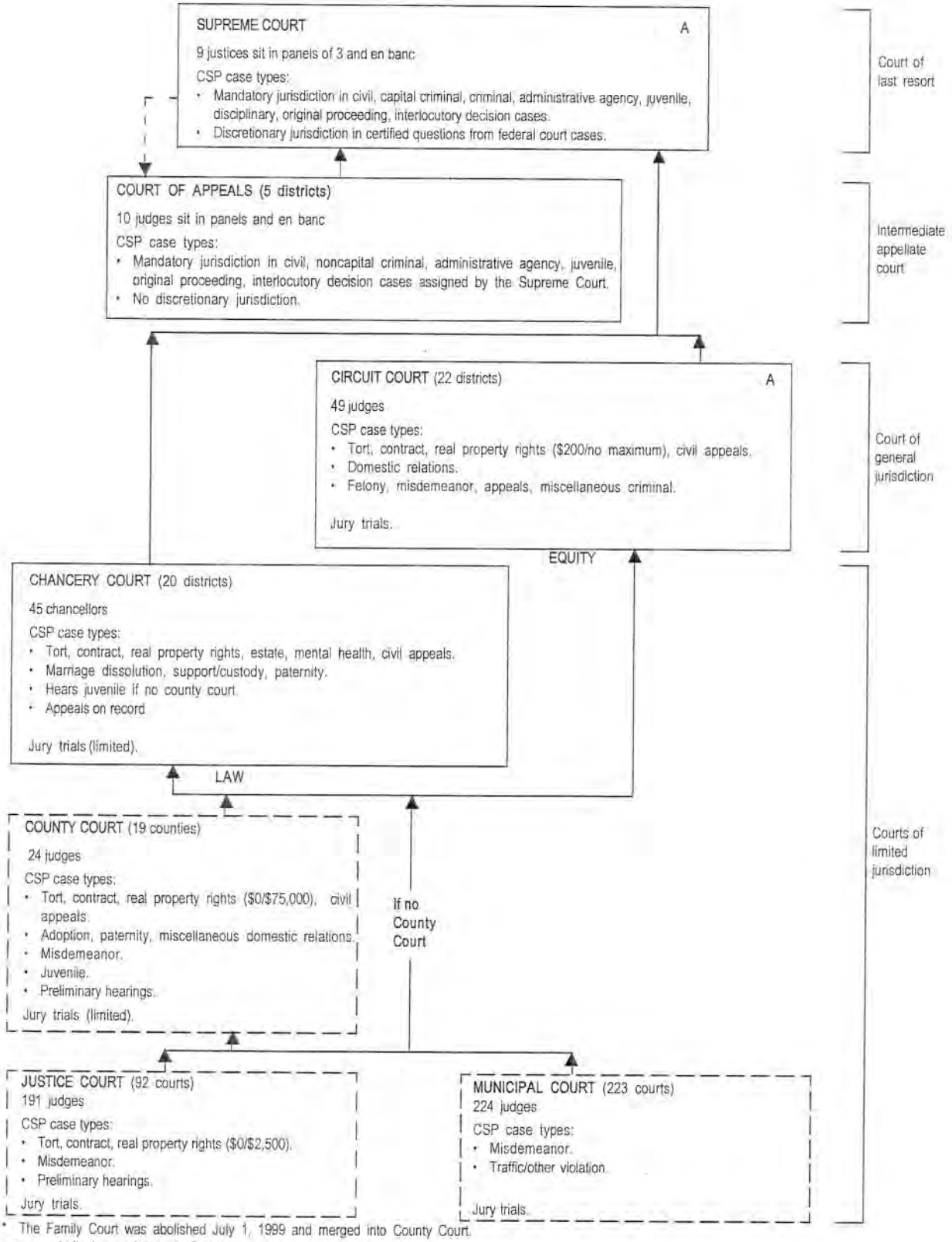
Judges are able to collect full pension benefits at age 60 with 4 years of service or 25 years of service. They receive 1.875% of their compensation for years 1-25 and 2.25% for years greater than 25.

Geographical adjustments for Salary

None.

Exhibit A

MISSISSIPPI COURT STRUCTURE, 2002



* The Family Court was abolished July 1, 1999 and merged into County Court.

– – Indicates assignment of cases.

Missouri

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$139,534
Associate Justice of the Supreme Court:	$137,034
Chief Judge of Appellate Court:	$128,207
Judge of Appellate Court:	$128,207
Chief Judge of the Circuit Court:	$120,484
Associate Judge of Circuit Court:	$109,366

Current Legislative Salary

$31,351 + per diems (2008)
$35,915 + per diems (2009)
$35,915 + per diems (2010)

Current Top Level Executive Salaries

Governor:	$133,821
Lt. Governor:	$86,484
Attorney General:	$116,437
Comptroller:	$107,746

Court Structure

See Exhibit A

Method of increased Judicial Salaries

The Missouri Citizens' Commission on Compensation for Elected Officials, which is comprised of 22 members, ensures that the power to control elected officials salaries are left to the citizen's of Missouri. No elected official shall receive compensation for the performance of their duties other than what is put forth by this commission to the citizens. Recommendations are made by the commission to the Legislature. The recommendations become effective on February 1 of the year following the submission, unless they are disapproved by the general assembly.

Tenure based adjustments for Salary

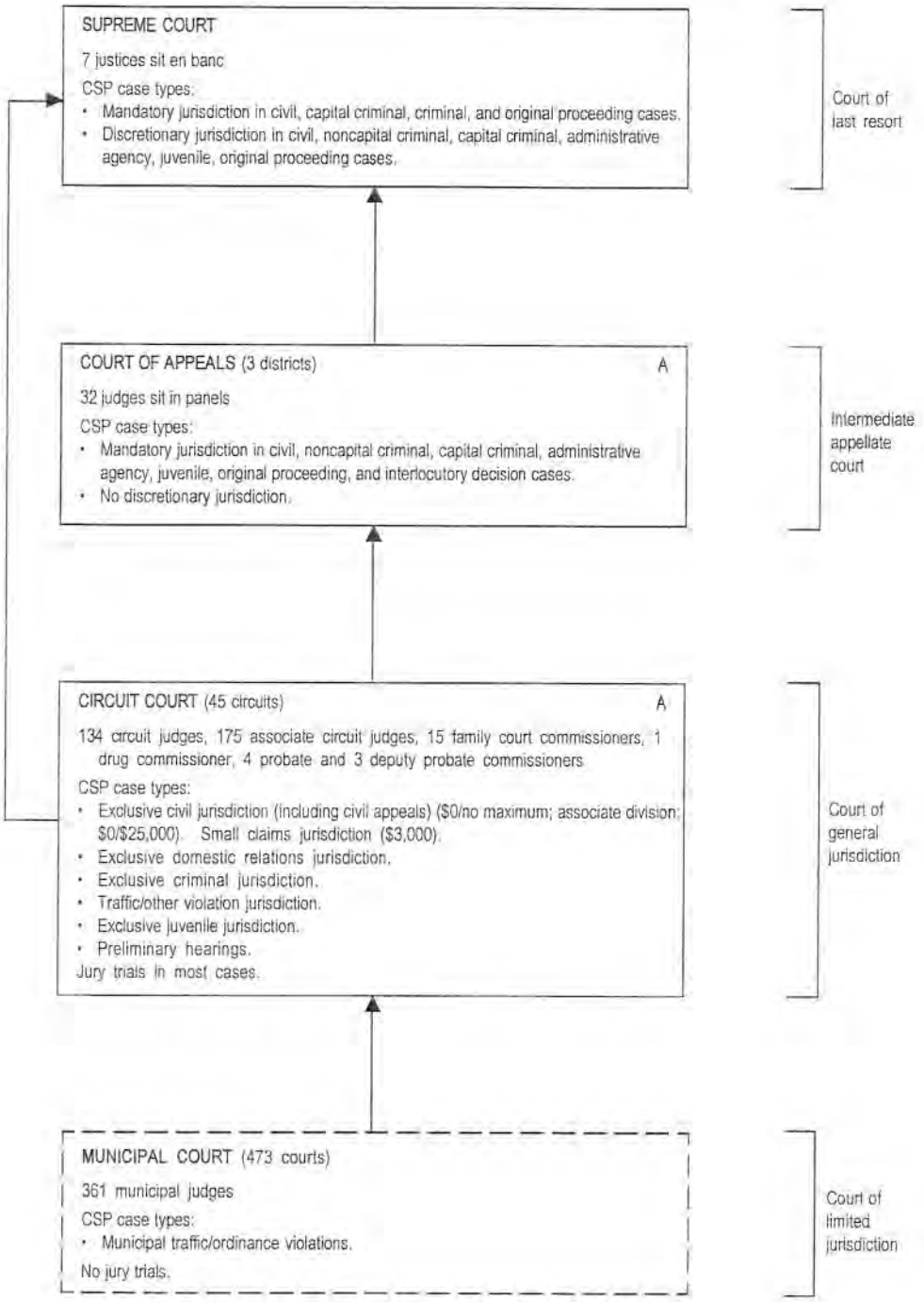
Judges are able to collect full pension benefits at age 65 with 12 years of service. They may collect at 50% of their final salary upon retirement. Judges do not have to contribute to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

MISSOURI COURT STRUCTURE, 2002



Montana

Current Judicial Salaries (Last raise for Judges was granted 7/09)

Chief Justice of the Supreme Court:	$115,160
Justice of Supreme Court:	$113,964
Judge of the District Court:	$106,870

Current Legislative Salary

$82.67 per day + per diem (2008)
$82.64 per day + per diem (2009-2010)

Current Top Level Executive Salaries

Governor:	$100,121
Lt. Governor:	$79,007
Attorney General:	$89,602
Comptroller:	$79,129

Court Structure

See Exhibit A

Method of increased Judicial Salaries

As required by law, the salaries of the judges and justices are adjusted biennially according to a salary survey of the judges and justices in surrounding states.

Tenure based adjustments for Salary

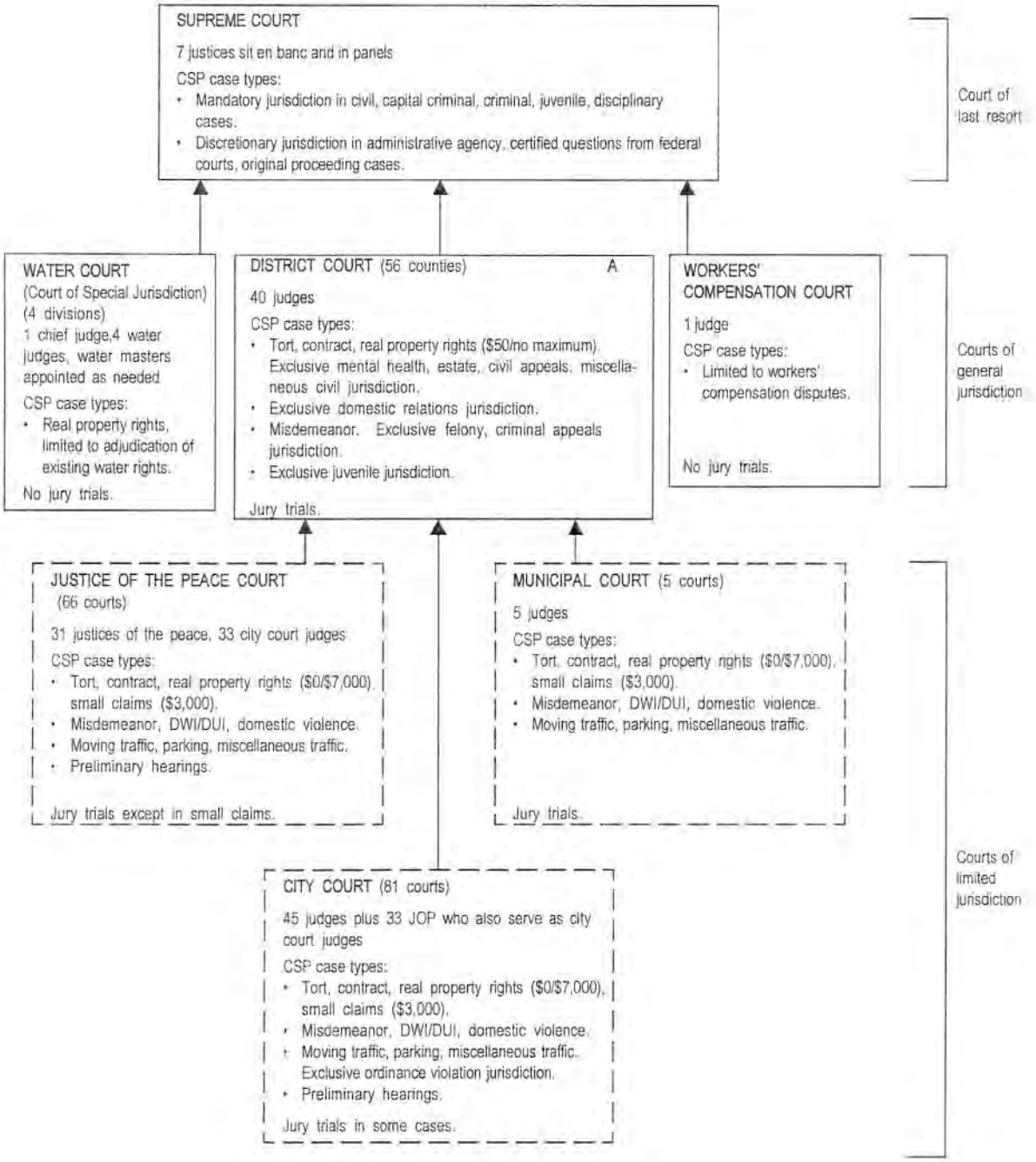
Judges are able to collect full pension benefits at age 60 with 5 years service, age 65 or 30 years of service. They will receive number of years multiplied by 3.33% multiplied by final salary at the time of retirement. Judges contribute 7% of their salary to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

MONTANA COURT STRUCTURE, 2002



Nebraska

Current Judicial Salaries (Last raise for Judges was granted 9/10)

Chief Justice of the Supreme Court:	$139,278
Justice of Supreme Court:	$139,278
Chief Judge of the Court of Appeals:	$132,314
Judge of the Court of Appeals:	$132,314
Judge of the District Court:	$128,832

Current Legislative Salary

$12,000 per year + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$105,000
Lt. Governor:	$75,000
Attorney General:	$95,000
Comptroller:	$85,000

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judges are giving salary adjustments when appropriations are given by the legislature.

Tenure based adjustments for Salary

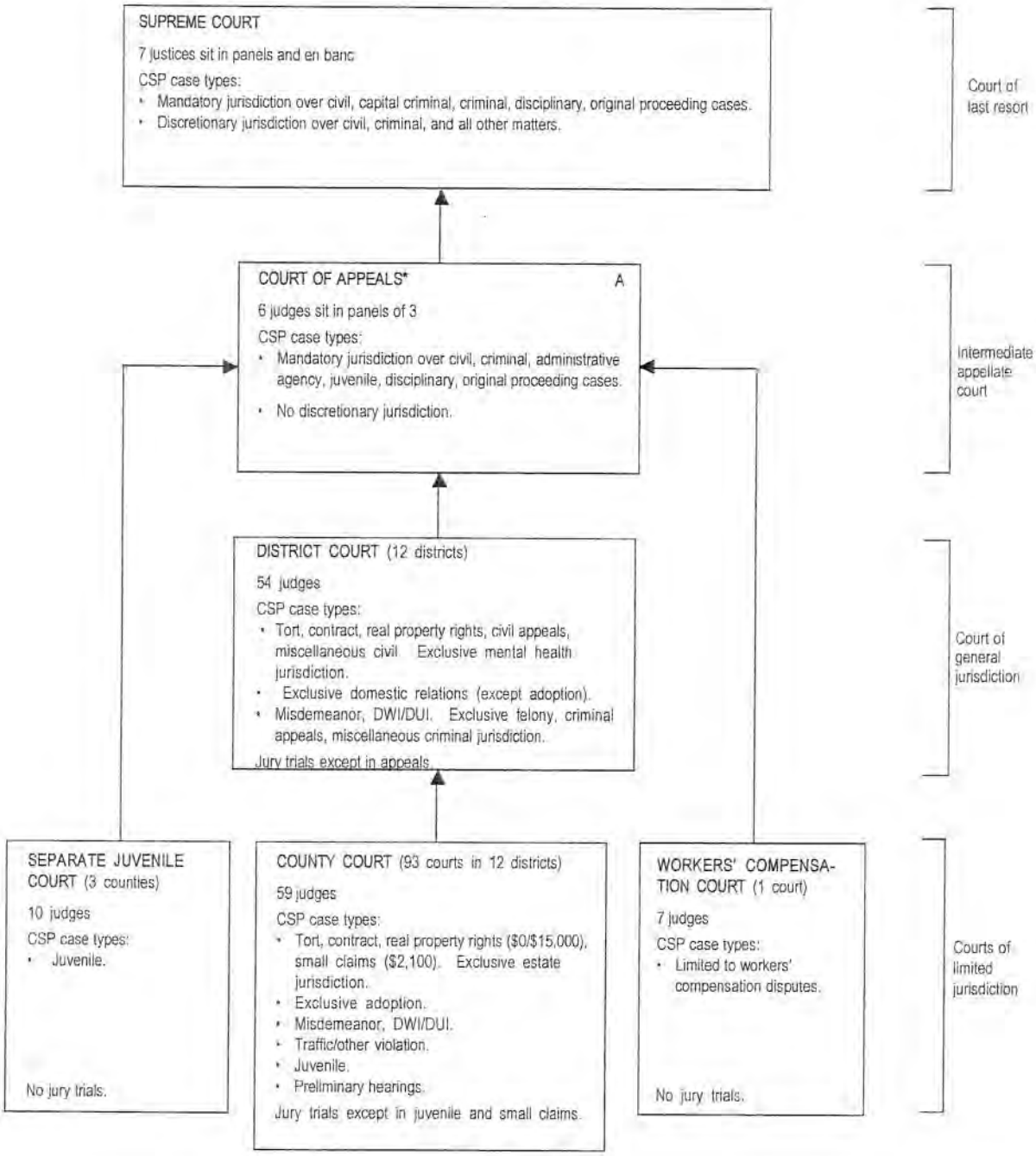
Judges can start collecting full pension benefits at age 65. They would receive 3.5% of their average compensation multiplied by years of service not to exceed 70% of final average compensation. Judges contribute 8% of their salary, if they have less than 20 years of service, and 4%, if they have more than 20 years of service, to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

NEBRASKA COURT STRUCTURE, 2002



* The Nebraska Court of Appeals was established September 6, 1991.

Nevada

Current Judicial Salaries (Last raise for Judges was granted 1/09)

Chief Justice of the Supreme Court:	$170,000
Associate Justice of the Supreme Court:	$170,000
Judge of Circuit Court:	$160,000

Current Legislative Salary

$137.90 per day (2008)
$137.90 per day for Senators and 146.29 per day for all other legislators (2009)
$146.90 per day for Senators and 146.29 per day for all other legislators (2010)

Current Top Level Executive Salaries

Governor:	$141,000
Lt. Governor:	$60,000
Attorney General:	$133,000
Comptroller:	$97,000

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judges salaries are recommended to the legislature by the Supreme Court of Appeals and by various judicial associations. In 1993, the Commission to Review Compensation was created by the legislature. The commission is comprised of 9 members. Their duties are to review the compensation paid to constitutional officers, Supreme Court justices, district judges and elected county officers. The commission compares the current salaries of persons with similar qualifications who are employed by the State of Nevada and in the public sector and determines the minimum salary required to attract and retain experienced and competent. The Commission may recommend that any increase in the compensation of a county officer apply retroactively if not prohibited by law. If a recommendation in salary change is necessary, a bill is drafted before November 15 of each even numbered year for introduction in the next legislative session.

Tenure based adjustments for Salary

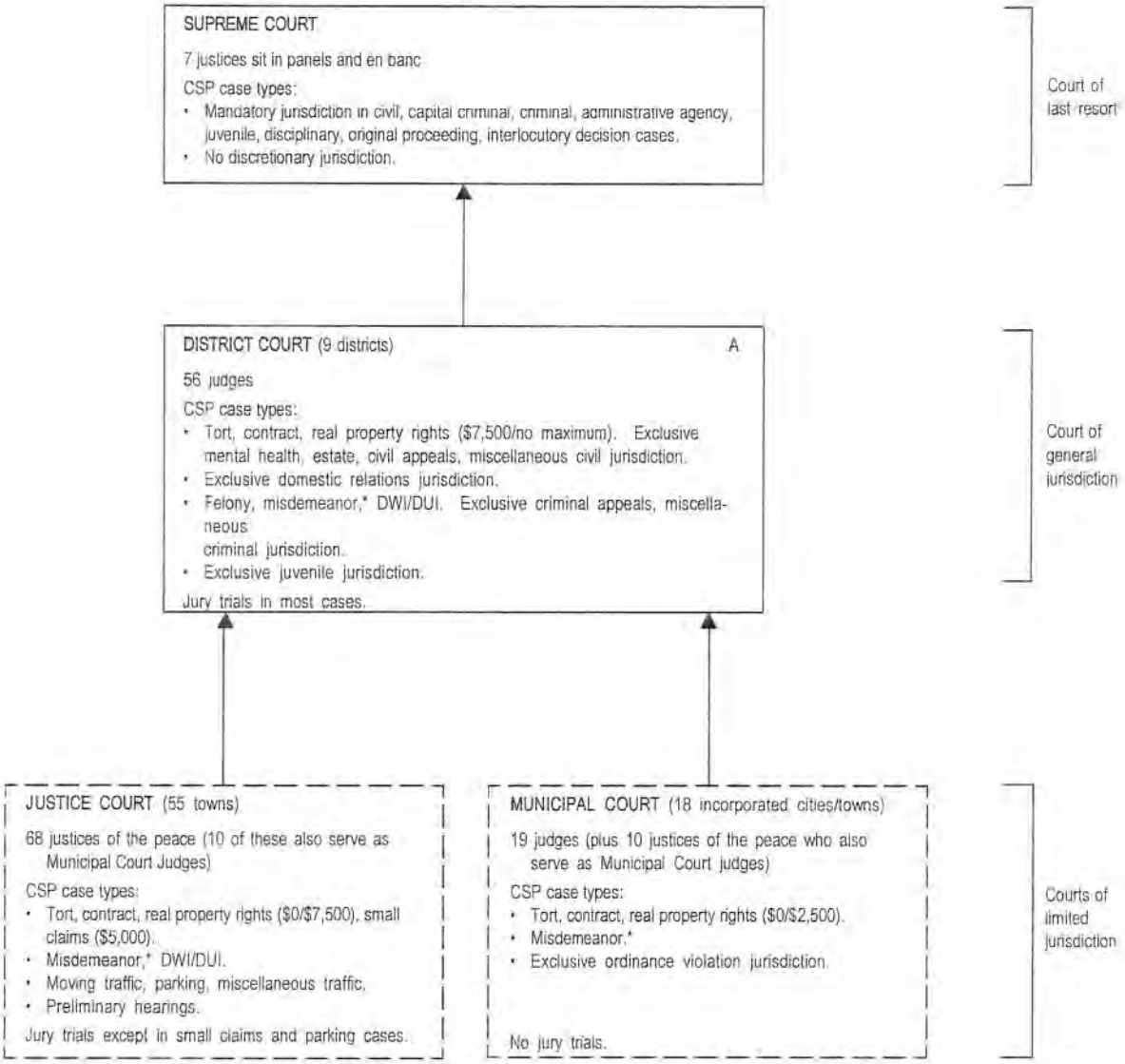
Judges are able to collect full pension benefits at age 60 with 5 years of service. They receive 4.1666% of their final compensation multiplied by years of service.

Geographical adjustments for Salary

None.

Exhibit A

NEVADA COURT STRUCTURE, 2002



* District Court hears gross misdemeanor cases; Justice & Municipal Courts hear misdemeanors with fines under $1,000 and/or sentence of less than six months.

New Hampshire

Current Judicial Salaries (Last raise for Judges was granted 1/09)

Chief Justice of the Supreme Court:	$151,447
Associate Justice of the Supreme Court:	$146,917
Judge of Superior Court:	$137,804

Current Legislative Salary

$200 per two-year term (2008-2010)

Current Top Level Executive Salaries

Governor:	$113,834
No Lt. Governor:	
Attorney General:	$110,114
Comptroller:	$104,364

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judges salaries are by statute. The legislature has amended the statute to increase judicial compensation by annual COLA given to all State employees. In addition, judges (or any State official) with 10 years of service is awarded and annual payment of $300 plus an additional $300 for each additional 5 years of service.

Tenure based adjustments for Salary

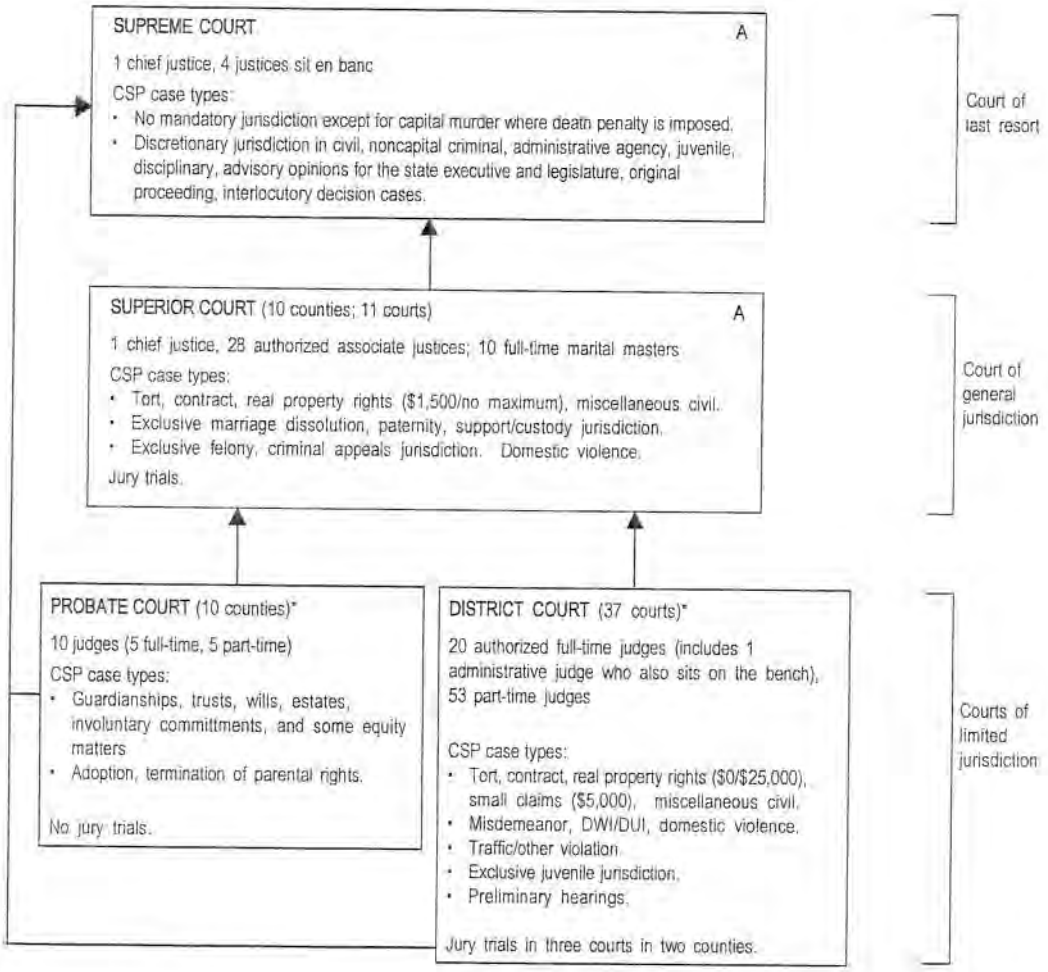
Judges are able to collect full pension benefits at age 60 with 15 years of service, 65 with 10 years of service and 70 with 7 years of service. At age 65 with 10 years of service, Judges would receive 75% of their final salary. At age 70 with 7 years of service, they are entitled to receive 45% of their salary plus an additional 10% over the 45% level for each year over 7 years.

Geographical adjustments for Salary

None.

Exhibit A

NEW HAMPSHIRE COURT STRUCTURE, 2002



* A Family Division Pilot Program was created by the Legislature in 1995 and operates in six district courts and two probate courts. The Family Division Pilot Program includes domestic violence, juvenile, marital matters, termination of parental rights, adoptions, and guardianships over minors in two counties. The municipal court merged with the District Court in May, 2000.

New Jersey

Current Judicial Salaries (Last raise for Judges was granted 1/09)

Chief Justice of the Supreme Court:	$192,705
Associate Justice of the Supreme Court:	$185,482
Judge of Court of Appeals:	$175,534
Judge of the Superior Court:	$165,000
Assignment Judges:	$171,731

Current Legislative Salary

$49,000 per year (no per diem) (2008-2010)

Current Top Level Executive Salaries

Governor:	$175,000
Lt. Governor:	$141,000 (also acts as the Secretary of State)
Attorney General:	$141,000
Comptroller:	$141,000

Court Structure

See Exhibit A

Method of increased Judicial Salaries

In 1999, the legislature established a commission known as the Public Officers Salary Review Commission. The commission consists of seven members. The commission shall review the salaries of the judges, justices and many other top level figures in the State. In reviewing these salaries, the commission shall consider: the responsibilities of each office; the number of hours per week required to perform the responsibilities of each office; comparable positions in the public and private sectors within and outside of the State; the current state of the State and national economies; projections of future economic growth or decline; and projections of future cost of living increases or decreases. These recommendations shall be proposed to the Governor and Legislature concerning changes in these salaries. Recommendations must be approved by the Legislature.

Tenure based adjustments for Salary

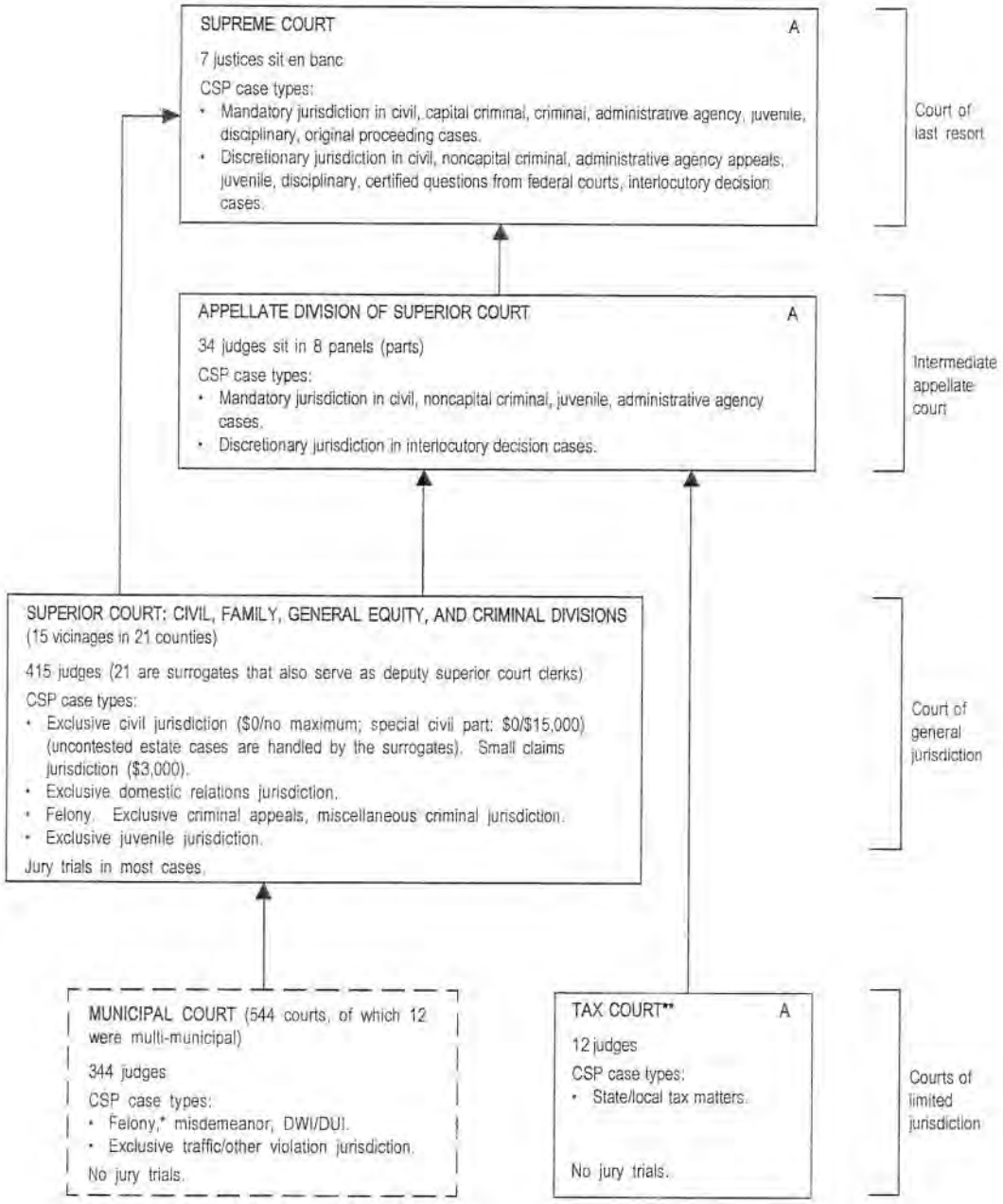
Judges are able to collect full pension benefits under certain criteria: At age 70, with 10 years of service; at age 65 but not yet 70 with 15 years of service; 60 but not yet 65 with 20 years of service. The retirement allowance is ½ of a judge's final salary.

Geographical adjustments for Salary

None.

Exhibit A

NEW JERSEY COURT STRUCTURE, 2002



* Felony cases are handled on first appearance in the Municipal Courts and then are transferred through the county Prosecutor's office to the Superior Court.

** Tax court is considered a limited jurisdiction court because of its specialized subject matter. Nevertheless, it receives appeals from administrative bodies and its cases are appealed to the intermediate appellate court. Tax court judges have the same general qualifications and terms of service as superior court judges and can be cross assigned.

New Mexico

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$125,691
Justice of Supreme Court:	$123,691
Chief Judge of the Court of Appeals:	$119,406
Judge of the Court of Appeals:	$117,506
Judge of the District Court:	$111,631

Current Legislative Salary

$144 per day (2008-2009)
$159 per day (2010)

Current Top Level Executive Salaries

Governor:	$110,000
Lt. Governor:	$85,000
Attorney General:	$95,000
Comptroller:	$85,000

Court Structure

See Exhibit A

Method of increased Judicial Salaries

In 2004, the Legislature enacted a bill creating the Judicial Compensation Commission, an independent six-member Commission charged with recommending to the Legislative Finance Committee and the Department of Finance and Administration, a compensation and benefits plan for New Mexico judges. The Commission has consistently recommended that judicial salaries in New Mexico be increased so that New Mexico judges earn the average salary of their peers in the region. All salary recommendations must be approved by the Legislature.

Tenure based adjustments for Salary

Judges can start collecting full pension benefits at age 64 with 5 years of service, 60 with 15 years of service or at any age with 24 years or more of service. They would receive no more than 75% of their final average salary. Judges contribute 6.5% of their salary to the judicial retirement plan.

Geographical adjustments for Salary

None.

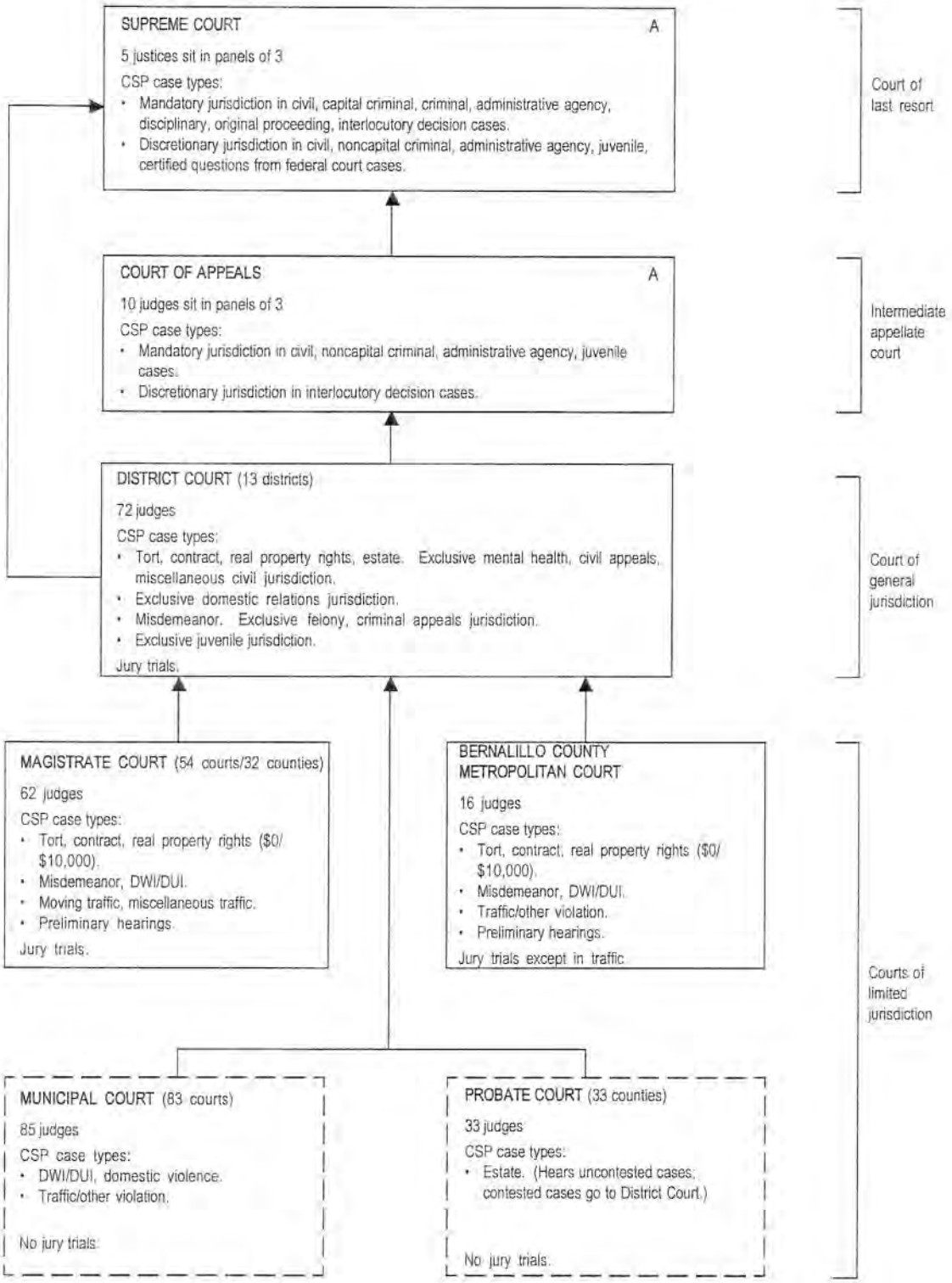
Public Entity Salary Comparison

The Commission also recognizes that salaries of other public employees are significantly higher than judicial salaries, as shown in the chart below. Equally important, however, is the gap between realistic salaries and judges salaries, which lowers the ability of courts to recruit attorneys with the qualifications necessary to be capable and competent judges.

PUBLIC ENTITY SALARY COMPARISONS	
Entity	**Salary**
NM DISTRICT JUDGE	**$111,631**
COUNTY	
San Juan County Attorney	$127,130
Bernalillo County Attorney	$115,003
San Juan County Attorney	$112,259
CITY	
Albuquerque City Attorney	$117,827
Santa Fe City Attorney	$115,914
NM SUPREME COURT JUSTICE	**$125,691**
STATE CABINET SECRETARIES AND OTHER EQUIVALENT POSITIONS	
Secretary of the Department of Health	$184,395
Secretary of the Department of Higher Education	$180,000
Secretary of the Public Education Department	$173,859
Adjutant General	$163,571
Secretary of the Department of Finance & Administration	$150,527
Secretary of the Aging and Long-Term Services Department	$145,511
Executive Director of the PERA	$142,467
Chief of Staff to the Governor	$140,492
Secretary of the Taxation & Revenue Department	$140,493
Secretary of the Children, Youth & Families Department	$137,204
Secretary of the Department of Economic Development	$133,280
Secretary of the Energy, Minerals & Natural Resources Department	$133,280
Secretary of the Department of Tourism	$132,300
State Engineer	$129,458

Exhibit A

NEW MEXICO COURT STRUCTURE, 2002



New York

Current Judicial Salaries (Last raise for Judges was granted 1/99)

Chief Judge of the Court of Appeals:	$156,000
Judge of Court of Appeals:	$151,200
Presiding Justice of the Appellate Division:	$148,000
Appellate Division Justice:	$144,000
Justice of the Supreme Court:	$136,700

Judicial Salary History — See NYS History on Judicial Reform

Current Legislative Salary

$79,500 per year + per diem (last increased in 1999 along with the Judiciary)

Current Top Level Executive Salaries

Governor:	$179,000
Lt. Governor:	$151,500
Attorney General:	$151,500
Comptroller:	$127,000

Executive Salary History: 1995 was the last year the salaries for Executive Government officials were increased.

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judicial increases require legislative action in New York. If recommendations are accepted by the legislature and the Governor, increases are enacted.

Tenure based adjustments for Salary

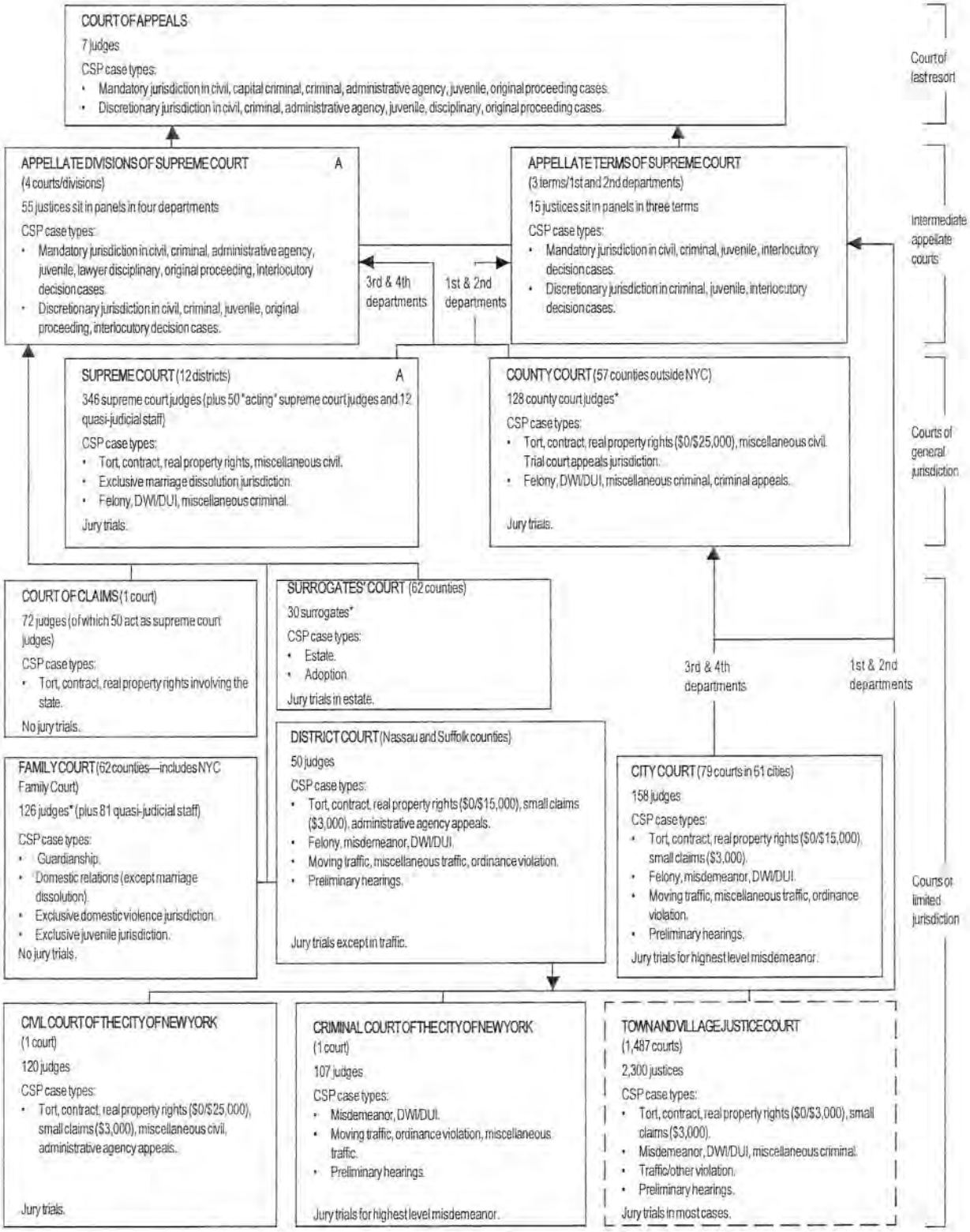
Judges are able to collect full pension benefits at age 60.

Geographical adjustments for Salary

None.

Exhibit A

NEW YORK COURT STRUCTURE, 2002*



*Unless otherwise noted, numbers reflect statutory authorization. Many judges sit in more than one court so the number of judgeships indicated in this chart does not reflect the actual number of judges in the system. Fifty County Court judges also serve Surrogates' Court and six County Court judges also serve Family Court.

North Carolina

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$140,932
Associate Justice of the Supreme Court:	$137,249
Chief Judge of Court of Appeals:	$135,061
Judge of the Court of Appeals:	$131,531
Judge of the Superior Court:	$127,957
Judge of the District Court:	$124,382

Current Legislative Salary

$13,951 per year + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$139,590
Lt. Governor:	$123,198
Attorney General:	$123,198
Comptroller:	$123,198

Court Structure

See Exhibit A

Method of increased Judicial Salaries

The State Judicial Council is an advisory and oversight body for the North Carolina Judicial Department. The Council is chaired by the Chief Justice of the Supreme Court. Other members include representatives from every level of the court system, the bar and non-attorney public members. The Judicial Council responsibilities include, but are not limited to, studying and recommending, to the General Assembly, the salaries of justices and judges and changes in expense allowances, benefits and other compensation for other judicial officials.

Tenure based adjustments for Salary

Judges are able to collect full pension benefits at age 65 with 12 consecutive years or 15 years total, or 24 years of service. They will receive 2/3 of total annual compensation,

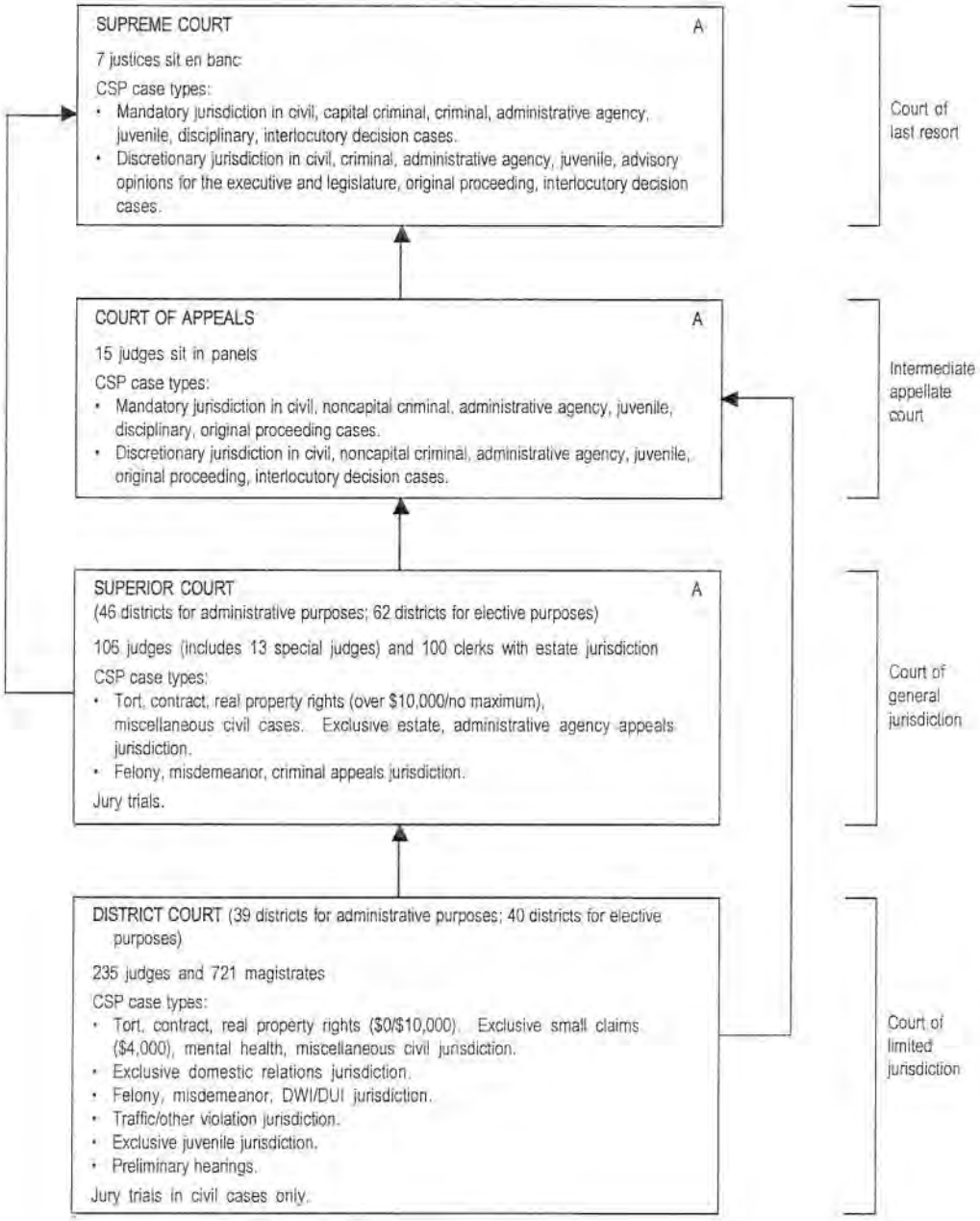
including longevity, but excluding any payments in the nature of reimbursements for expenses. Judges contribute 6% of their salary to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

NORTH CAROLINA COURT STRUCTURE, 2002



North Dakota

Current Judicial Salaries (Last raise for Judges was granted 7/09)

Chief Justice of the Supreme Court:	$133,968
Justice of Supreme Court:	$130,228
Judge of the District Court:	$119,330

Current Legislative Salary

$130 per day + per diem (2008)
$135 per day + per diem (2009)
$148 per day + per diem (2010)

Current Top Level Executive Salaries

Governor:	$105,036
Lt. Governor:	$81,540
Attorney General:	$91,716
Comptroller:	$78,900

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judges salaries are recommended to the Legislature from a judicial salary commission. Increases are tied into the judiciary budget.

Tenure based adjustments for Salary

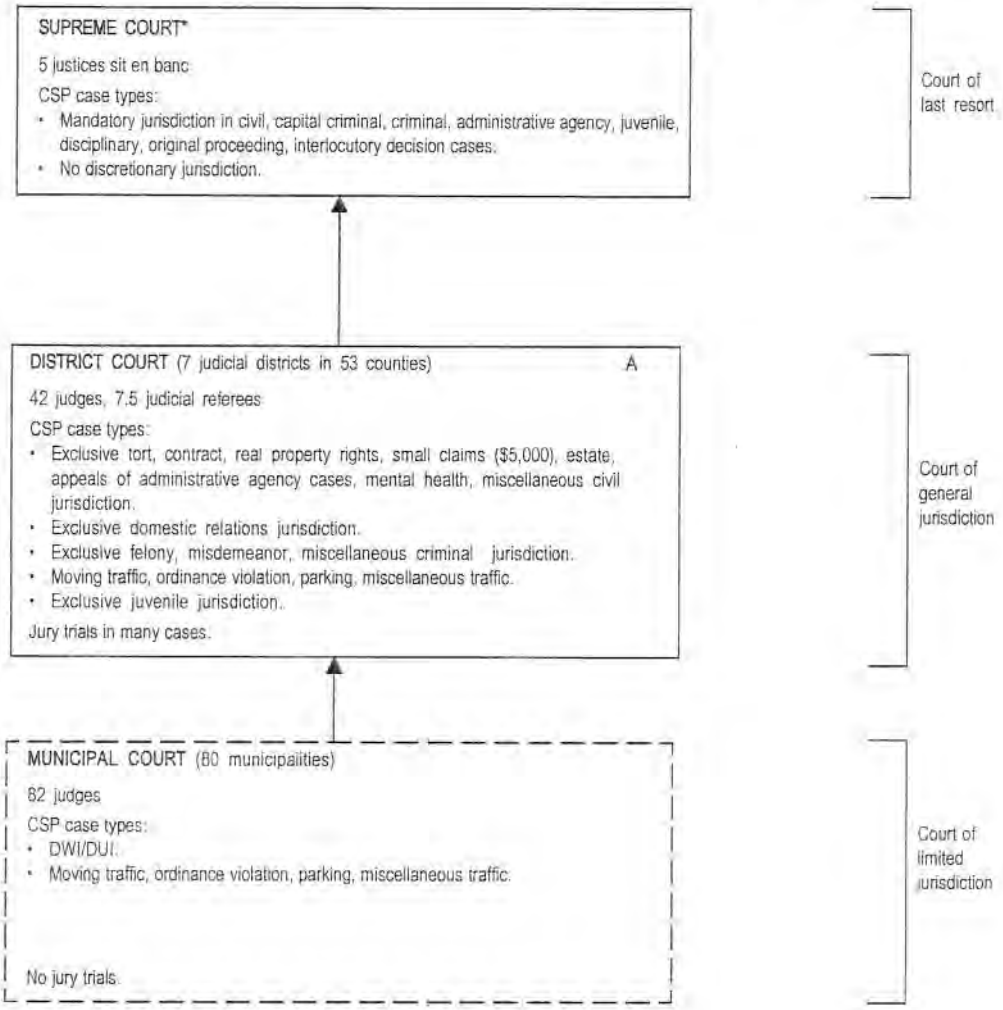
Judges can start collecting full pensions at age 65 or when age and years of service equal 85. They will receive 3.5% of final average salary multiplied by first 10 years, 2.8% multiplied by second 10 years and 1.25% for remaining years.

Geographical adjustments for Salary

None.

Exhibit A

NORTH DAKOTA COURT STRUCTURE, 2002



* A temporary court of appeals was established July 1, 1987, to exercise appellate and original jurisdiction as delegated by the supreme court. This court does not sit, has no assigned judges, and has heard no appeals. It is currently unfunded.

Ohio

Current Judicial Salaries (Last raise for Judges was granted 1/08)

Chief Justice of the Supreme Court:	$150,850
Justice of Supreme Court:	$141,600
Judge of Courts of Appeal:	$132,000
Judge of Courts of Common Plea:	$121,350
Judicial Salary History:	See Exhibit A

Current Legislative Salary

$60,584 per year + NO per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$144,269
Lt. Governor:	$142,501
Attorney General:	$109,554
Comptroller:	$109,554

Court Structure

See Exhibit B

Method of increased Judicial Salaries

Judicial increases require legislative action in Ohio. Informally, the Chief Justice and other judicial leaders work with the legislature to craft legislation tied to judicial compensation increases. Judges are entitled to a cap of 3% COLA.

Tenure based adjustments for Salary

Judges are able to collect full pension benefits at age 60 with 5 years of service; age 55 with 25 years of service; or 30 years of service or more. They will receive 2.2% of their final average salary for each of the first 30 years of service plus 2.5% of final average salary for each subsequent year of service. Judges are required to contribute 10% of their salary to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

THE SUPREME COURT *of* OHIO

Judicial Salary History

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

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

View the full Judicial Salary History charts.

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

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

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

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

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

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

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

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

Effective July 1, 1997, the *per capita* share was eliminated and a base salary of $35,500 was fixed by statute. This base salary, which will be paid by the local funding authority, will be supplemented by a state share payable from the state treasury.

County Courts

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

Dates	Chief Justice	Justice	Courts of Appeals	Common Pleas[1]
10/53 - 10/55	$16,500	$16,000	$13,500	$13,000[2]
10/55 - 10/59	$20,000	$18,000	$16,000	$15,000[3]
10/59 - 12/64	$22,000	$20,000	$18,000	$9,000-$17,000[4]
12/64 - 6/68	$24,500	$24,000	$21,000	$11,000-$19,000[5]
6/68 - 11/73	$32,000	$30,000	$28,000	$14,500-$26,000[6]
11/73 - 4/78	$43,500	$40,000	$37,000	$23,500-$34,000[7]
4/78 - 1981	$55,000	$51,000	$47,000	$33,000-$43,500[7]
1982	$62,000	$58,000	$54,000	$40,000-$50,500[7]
1983	$67,000	$63,000	$59,000	$45,000-$55,500[7]
1984	$72,000	$68,000	$64,000	$50,000-$60,500[7]
1985	$75,000	$70,500	$66,000	$52,000-$62,500[7]
1986	$78,000	$73,000	$68,000	$54,000-$64,500[7]
1987	$81,000	$75,500	$70,000	$56,000-$66,500[7]
7/1987	$86,000	$80,750	$75,000	$60,750-$71,250[7]
1988	$88,500	$83,250	$77,500	$63,250-$73,750[7]
1989	$92,950	$87,400	$81,400	$66,250-$76,750[7]
1990	$97,600	$91,750	$85,450	$69,400-$79,900[7]
1991	$102, 500	$96,350	$89,700	$72,700-$83,200[7]
1992 - 2/96	$107,650	$101,150	$94,200	$76,150-$86,650[7]
3/1996	$110,900	$104,200	$97,050	$78,750-$89,250[7]
1997	$114,250	$107,350	$99,950	$80,800-$91,950[7]
7/1997	*	*	*	$91,950[8]
1998	$117,700	$110,550	$102,950	$94,700[8]
1999	$121,250	$113,850	$106,050	$97,550[8]
2000	$124,900	$117,250	$109,250	$100,500[8]
2001	$128,650	$120,750	$112,550	$103,500[8]
2002	$132,000[9]	$123,900[9]	$115,500[9]	$106,200[8,9]
2003	$133,700[9]	$125,500[9]	$117,000[9]	$107,600[8,9]
2004	$136,800[9]	$128,400[9]	$119,700[9]	$110,050[8,9]
2005	$140,100[9]	$131,500[9]	$122,550[9]	$112,700[8,9]

2006	$144,300[9]	$135,450[9]	$126,250[9]	$116,100[8,9]
2007	$146,750[9]	$137,750[9]	$128,400[9]	$118,050[8,9]
2008	$150,850[9]	$141,600[9]	$132,000[9]	$121,350[8,9]

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

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

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

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

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

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

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

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

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

MUNICIPAL AND COUNTY COURTS

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

Dates	Municipal (full-time)	Municipal (part-time)	County
1953 - 10/55	$12,000[1]	$2,000[2]	No county courts until 1957
9/1957			$1,000
10/55 - 1/61	$13,000[3]		
10/55 - 12/64		$3,000[2]	
9/59 - 6/68			$4,500[4,5]
1/61 - 12/64	$15,000[6]		
12/64 - 6/68	$18,000[6]	$4,000[2]	
6/68 - 11/73	$23,000[7]	$6,000[2]	$6,000[5]
11/73 - 8/75	$30,000[7]	$8,000[2]	

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

2007	$111,000[15,17]	$63,850[16,17]	$63,850[16,17]
2008	$114,100[15,17]	$65,650[16,17]	$65,650[16,17]

Endnotes

---

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

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

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

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

[5] *per capita* share could not exceed $3,000.

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

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

[8] *per capita* share could not exceed $4,000.

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

[10] *per capita* share could not exceed $9,000.

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

[12] *per capita* share could not exceed $10,000.

[13] *per capita* share could not exceed $7,500.

[14] Total salary consists of a local base share, local *per capita* share, and a state share. Total of the local base and *per capita* shares could not exceed the lesser of $61,750 or the salary of a common pleas judge in the county minus $3,000.

[15] Salaries of full-time municipal court judges equalized. Local *per capita* share eliminated; total salary consists of local base share (fixed at $61,750) and state share (amount stated minus $61,750).

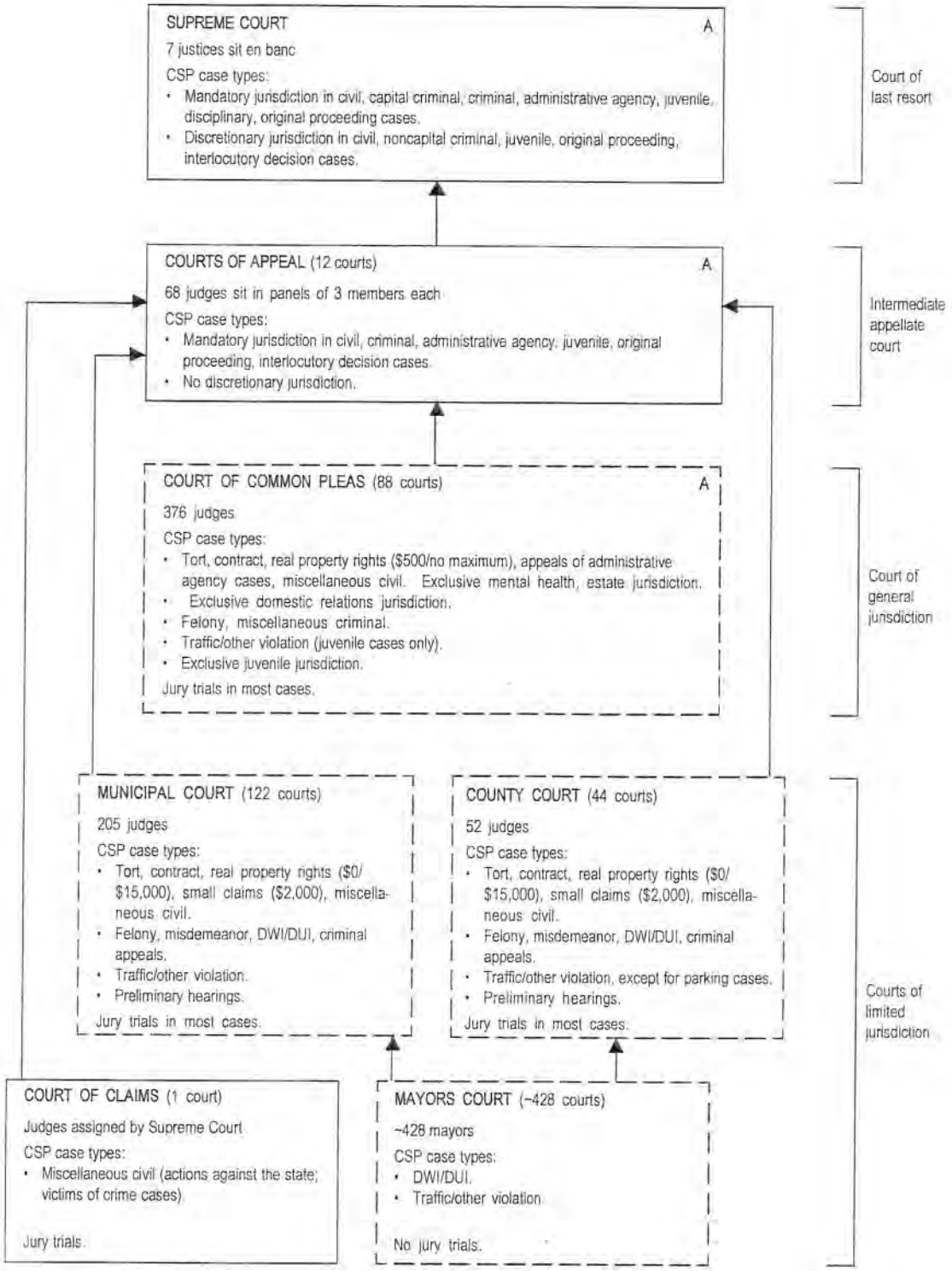
[16] Salaries of part-time municipal count judges and county court judges equalized. Local *per capita* share eliminated; total salary consists of local share (fixed at $35,500) and state share (amount stated minus $35,500).

[17] Salary adjustments for 2002 through 2008 are based on cost of living, not to exceed three percent. The cost of living percentage is applied to the total salary with the resulting adjustment added to the state share.

• 65 South Front Street Columbus, Ohio 43215-3431 •

Exhibit B

OHIO COURT STRUCTURE, 2002



Oklahoma

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$147,000
Associate Justice of the Supreme Court:	$137,655
Chief Judge of Court of Appeals:	$142,485
Judge of Court of Appeals:	$130,410
Judge of District Court:	$124,373

Current Legislative Salary

$38,400 + per diems (2008-2010)

Current Top Level Executive Salaries

Governor:	$147,000
Lt. Governor:	$114,713
Attorney General:	$132,850
Comptroller:	$114,713

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Beginning in 2005, a Board on Judicial Compensation would meet to discuss salaries of all justices and judges in Oklahoma. This board, which consisted of 7 members, would send their recommendations to the legislature. The legislature votes to accept, reject or amend the recommendations and then sends the recommendations to the Governor.

Tenure based adjustments for Salary

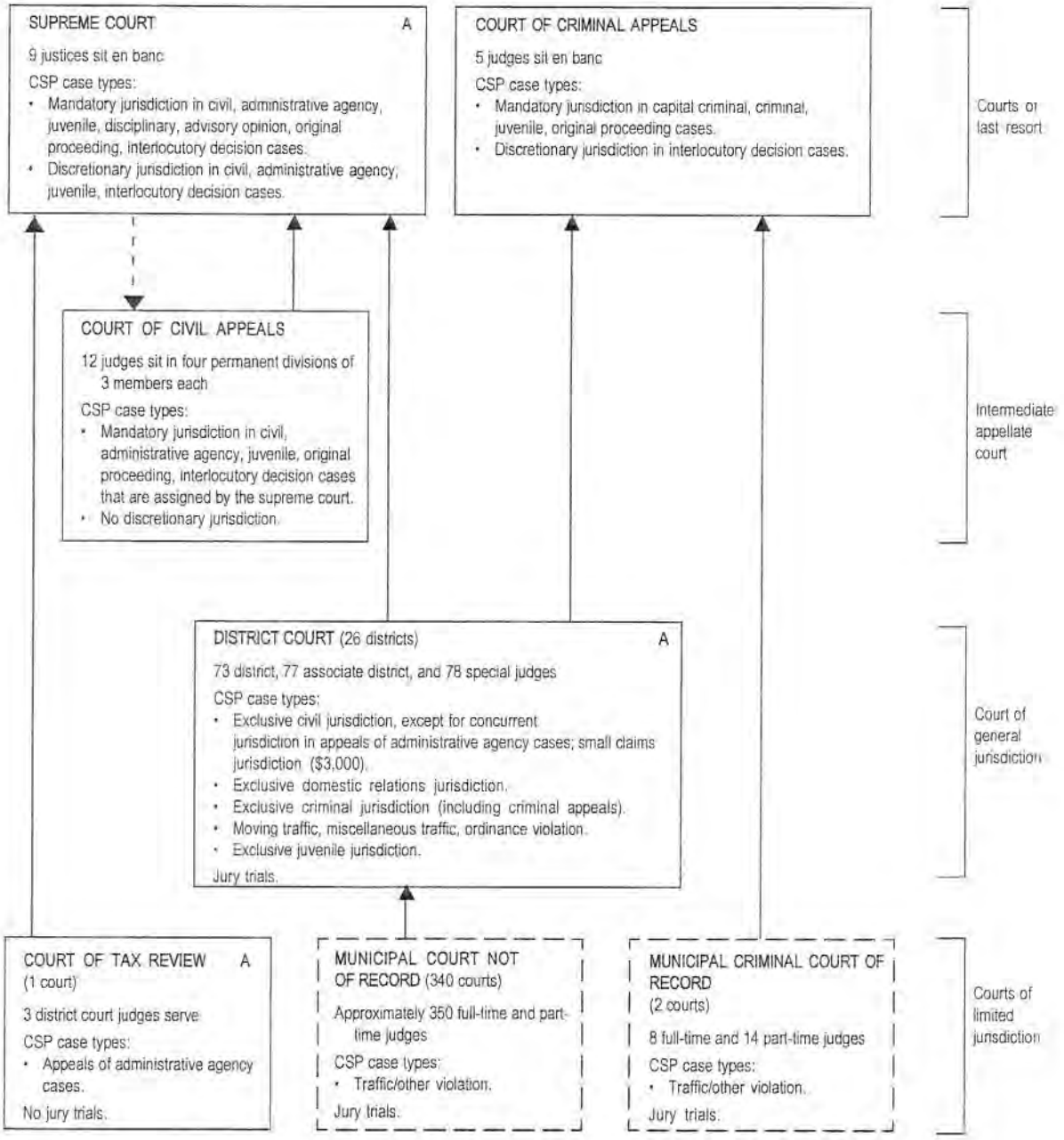
Judges are able to collect full pension benefits at age 65 with 8 years of service or age 60 with 10 years of service. Judges must contribute 8% of their salary to the judicial retirement plan. They receive 4% of their average monthly salary multiplied by years of service.

Geographical adjustments for Salary

None.

Exhibit A

OKLAHOMA COURT STRUCTURE, 2002



— — Indicates assignment of cases.

Note: Oklahoma has a workers' compensation court, which hears complaints that are handled exclusively by administrative agencies in other states.

Tenure based adjustments for Salary

Judges are able to collect full pension benefits at age 60 or 65 with 5 years of service. They may collect at 3.75% of final average salary multiplied by the number of years of service as a judge not exceeding 16 years of judicial service and 2% of final average salary multiplied by the number of years of service as a judge exceeding 16 years. The annual amount shall not exceed 75% of the judge's final salary.

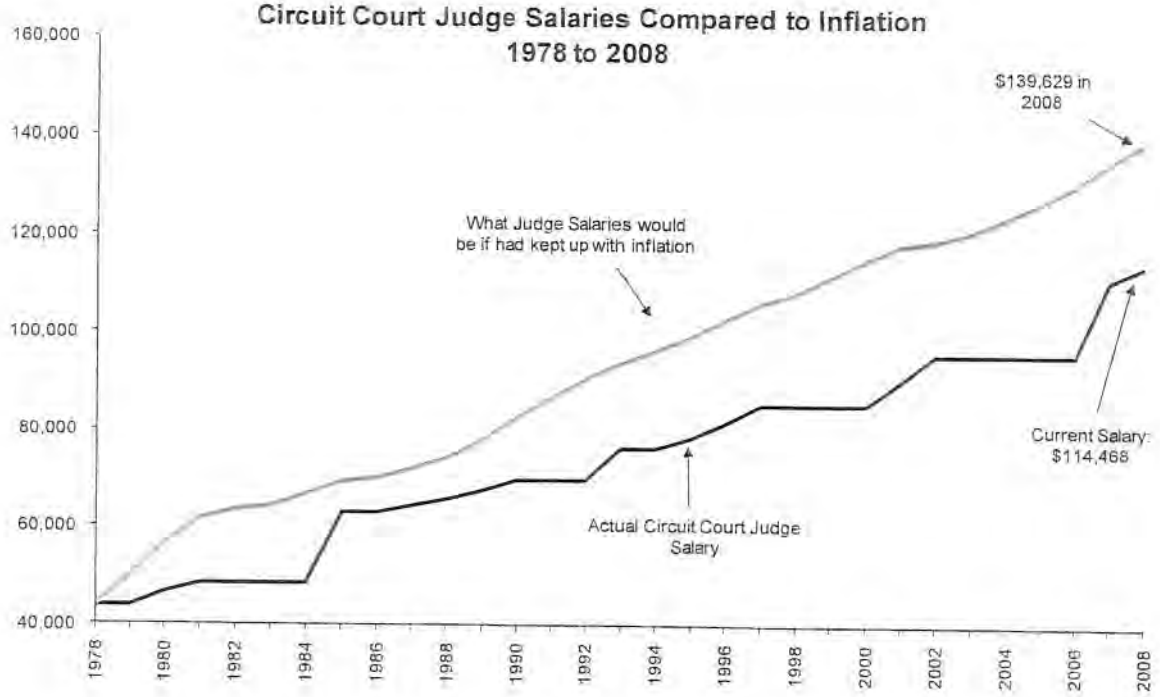
Geographical adjustments for Salary

None.

Exhibit A

Appendix G

Circuit Court Judge Salaries Compared to Inflation
1978 to 2008



Summary Data Table
Decrease in Purchasing Power of Circuit Court Judge Salaries
1978 to 2008

	Curmulative Increase		Annual Judicial Salary	
July 1, XX	In Prices	In Judge Salaries	If had kept pace with inflation	Actual Salary
1978	0%	0%	43,949	43,949
1979	14%	0%	49,913	43,949
1980	29%	6%	56,524	46,586
1981	40%	10%	61,580	48,356
1982	45%	10%	63,525	48,356
1983	46%	10%	64,238	48,356
1984	52%	10%	66,637	48,356
1985	57%	44%	69,165	63,096
1986	60%	44%	70,137	63,096
1987	64%	46%	71,887	64,358
1988	69%	49%	74,350	65,645
1989	78%	54%	78,045	67,600
1990	88%	58%	82,583	69,600
1991	97%	58%	86,796	69,600
1992	106%	58%	90,621	69,600
1993	113%	73%	93,797	76,200
1994	120%	73%	96,519	76,200
1995	126%	79%	99,307	78,500
1996	134%	86%	102,807	81,600
1997	142%	94%	106,307	85,300
1998	146%	94%	108,317	85,300
1999	155%	94%	111,882	85,300
2000	163%	94%	115,382	85,300
2001	169%	106%	118,234	90,400
2002	171%	118%	119,142	95,800
2003	175%	118%	120,763	95,800
2004	182%	118%	123,874	95,800
2005	189%	118%	127,050	95,800
2006	197%	118%	130,389	95,800
2007	208%	153%	135,190	111,132
2008	218%	160%	139,629	114,468

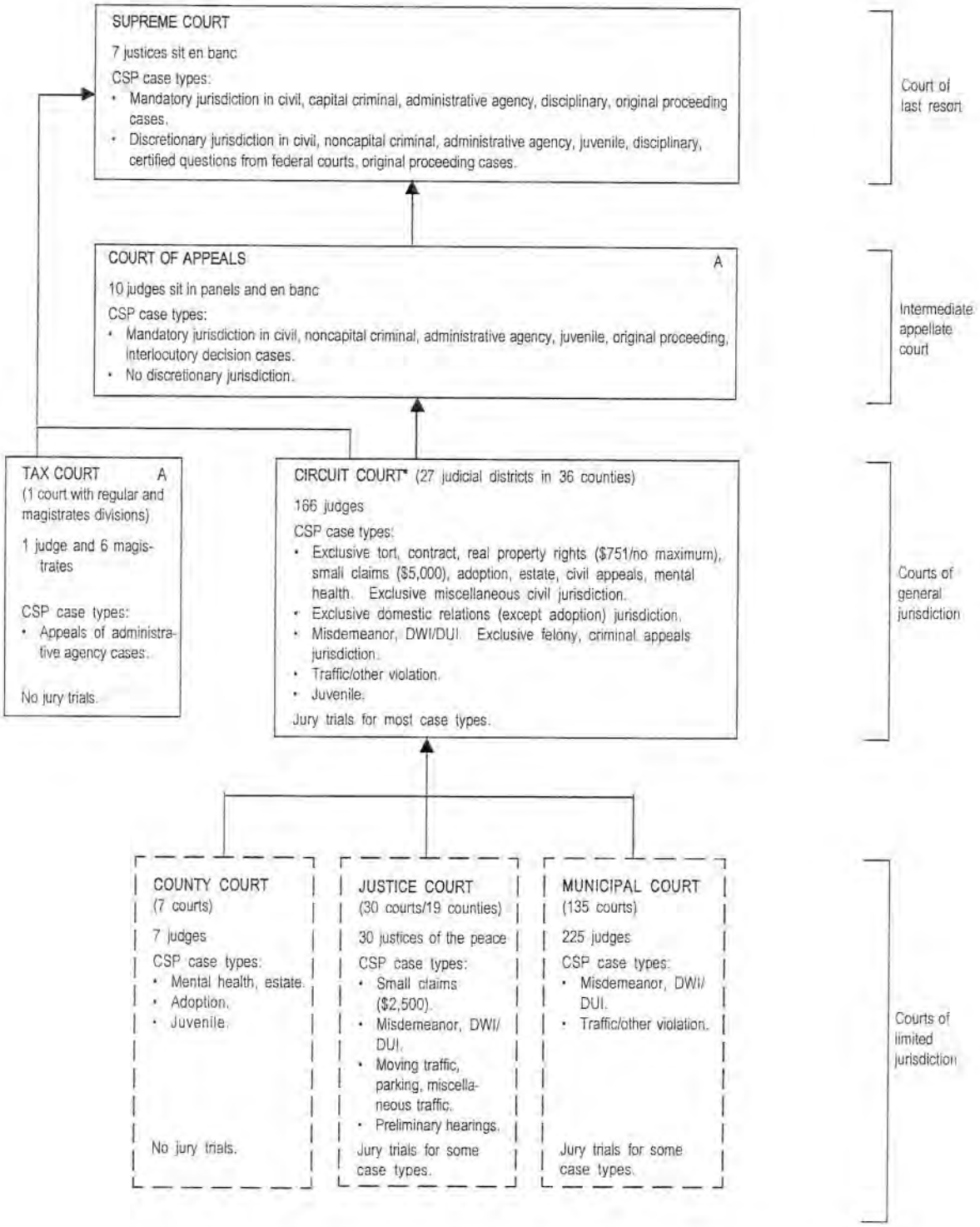
Exhibit B

Appendix E
Salary History for Executive Branch Elected Officials
1985-2008

	Governor	Attorney General	Secretary of State	Treasurer	Superintendent of Public Instruction	Labor Commissioner
Authorized Salary						
Effective July 1 of:						
1985	$72,000	$60,000	$52,826	$52,826	$52,826	$52,826
1986	$72,000	$60,000	$52,826	$52,826	$52,826	$52,826
1987	$73,500	$61,000	$55,000	$55,000	$55,000	$55,000
1988	$75,000	$62,000	$57,500	$57,500	$57,500	$57,500
1989	$77,500	$64,000	$59,500	$59,500	$59,500	$59,500
1990	$80,000	$66,000	$61,500	$61,500	$61,500	$61,500
1991	$80,000	$66,000	$61,500	$61,500	$61,500	$61,500
1992	$80,000	$66,000	$61,500	$61,500	$61,500	$61,500
1993	$80,000	$66,000	$61,500	$61,500	$61,500	$61,500
1994	$80,000	$66,000	$61,500	$61,500	$61,500	$61,500
1995	$80,000	$66,000	$61,500	$61,500	$61,500	$61,500
1996	$80,000	$66,000	$61,500	$61,500	$61,500	$61,500
1997	$88,300	$72,800	$67,900	$67,900	$67,900	$67,900
1998	$88,300	$72,800	$67,900	$67,900	$67,900	$67,900
1999	$88,300	$72,800	$67,900	$67,900	$67,900	$67,900
2000	$88,300	$72,800	$67,900	$67,900	$67,900	$67,900
2001	$93,600	$77,200	$72,000	$72,000	$72,000	$72,000
2002	$93,600*	$77,200*	$72,000*	$72,000*	$72,000*	$72,000*
2003	$93,600*	$77,200*	$72,000*	$72,000*	$72,000*	$72,000*
2004	$93,600*	$77,200*	$72,000*	$72,000*	$72,000*	$72,000*
2005	$93,600*	$77,200*	$72,000*	$72,000*	$72,000*	$72,000*
2006	$93,600*	$77,200*	$72,000*	$72,000*	$72,000*	$72,000*
2007	$93,600*	$77,200*	$72,000*	$72,000*	$72,000*	$72,000*
2008	$93,600*	$77,200*	$72,000*	$72,000*	$72,000*	$72,000*
*Authorized but not implemented in 2002	$99,200	$81,800	$76,300	$76,300	$76,300	$76,300

Exhibit C

OREGON COURT STRUCTURE, 2002



* Effective January 15, 1998, all District Courts were eliminated and District judges became Circuit judges.

Pennsylvania

Current Judicial Salaries (Last raise for Judges was granted 1/11)

Chief Justice of the Supreme Court:	$195,138
Associate Justice of the Supreme Court:	$189,620
President Judge of Superior Court:	$184,432
Judge of Superior Court:	$178,914
President Judge of Courts of Common Pleas:	$166,000 (varies by county and div.)
Judge of Courts of Common Pleas:	$164,602

Current Legislative Salary

$78,314.66 per year + $154 (per month) per diem (2009-2010)

$76,163 per year + 152 (per month) per diem (2008)

Current Top Level Executive Salaries

Governor:	$174,914
Lt. Governor:	$146,926
Attorney General:	$145,529
Comptroller:	$145,529

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judicial increases are automatic every January 1. The increases are based on the CPI determined in the previous November.

Tenure based adjustments for Salary

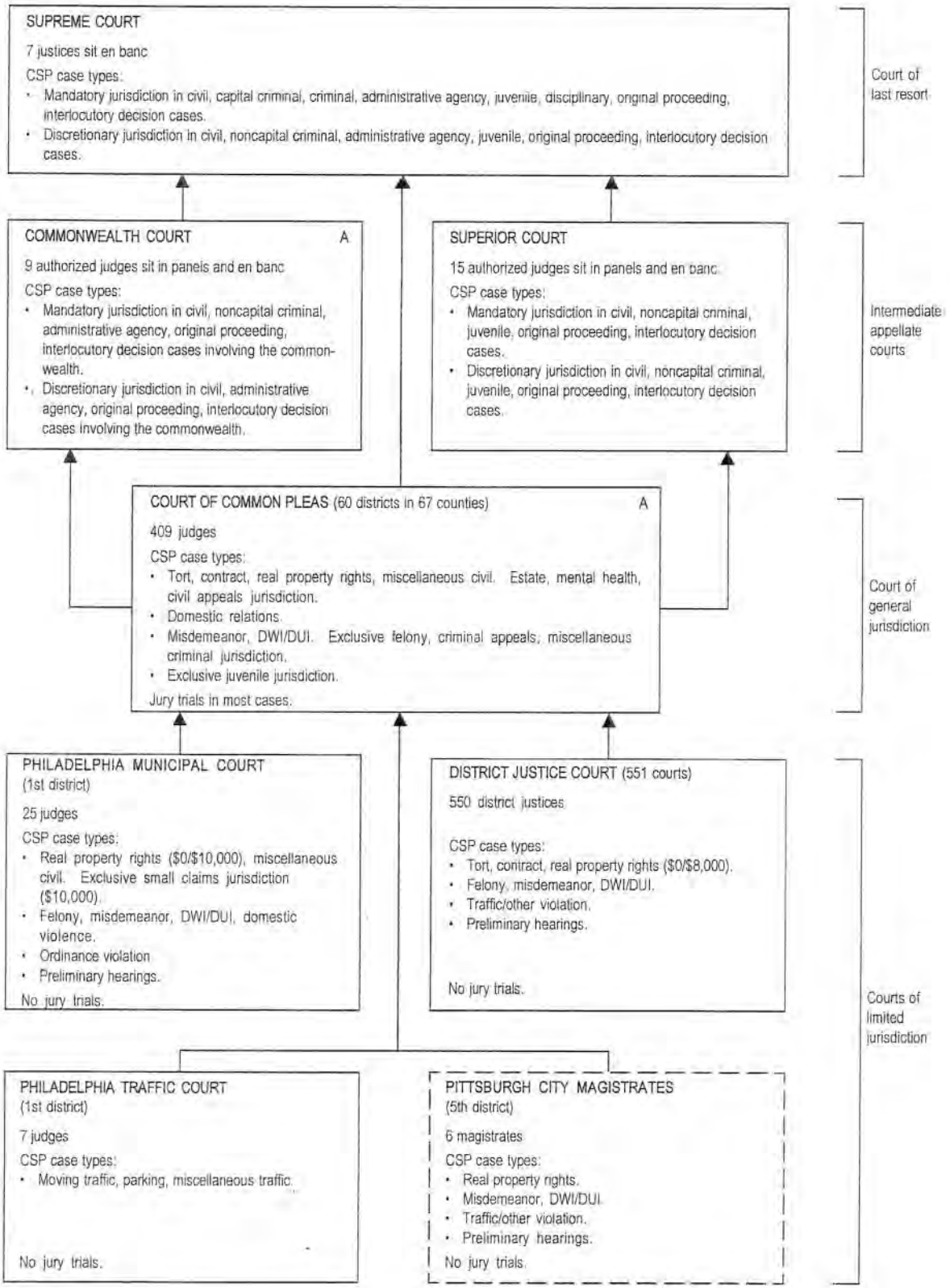
Judges are broken up into 2 "classes". Class A judges receives maximum annual pension which is equal to years of service multiplied by final average salary multiplied by 2%. Class E-1 Judges maximum annual pension is equal to the first 10 years of Judiciary service multiplied by final average salary multiplied by 4% plus all subsequent years in the judiciary.

Geographical adjustments for Salary

The Presiding Judge of the Court of Common Pleas' salary is based on the county's population where he or she presides and the number of Judges he or she supervises.

Exhibit A

PENNSYLVANIA COURT STRUCTURE, 2002



Rhode Island

Current Judicial Salaries (Last raise for Judges was granted 6/09)

Chief Justice of the Supreme Court:	$171,835
Justice of Supreme Court:	$156,213
Judge of the Superior Court:	$140,642

Current Legislative Salary

$13,089.44 per year (2008-2010)

Current Top Level Executive Salaries

Governor:	$117,817
Lt. Governor:	$99,214
Attorney General:	$105,416
Comptroller:	$99,214

Court Structure

See Exhibit A

Method of increased Judicial Salaries

The Chief Justice has the authority to set the salary of an authorize salary increases for all judges. The Chief Justice and State Court Administrator include funding in their Judiciary budget request that is submitted and appropriated by the General Assembly.

Judges receive the same longevity increases as state employees. 5% of base salary after 5 years, 10% after 11 years, 15% after 15 years, 17,5% after 20 years and 20% after 25 years.

Tenure based adjustments for Salary

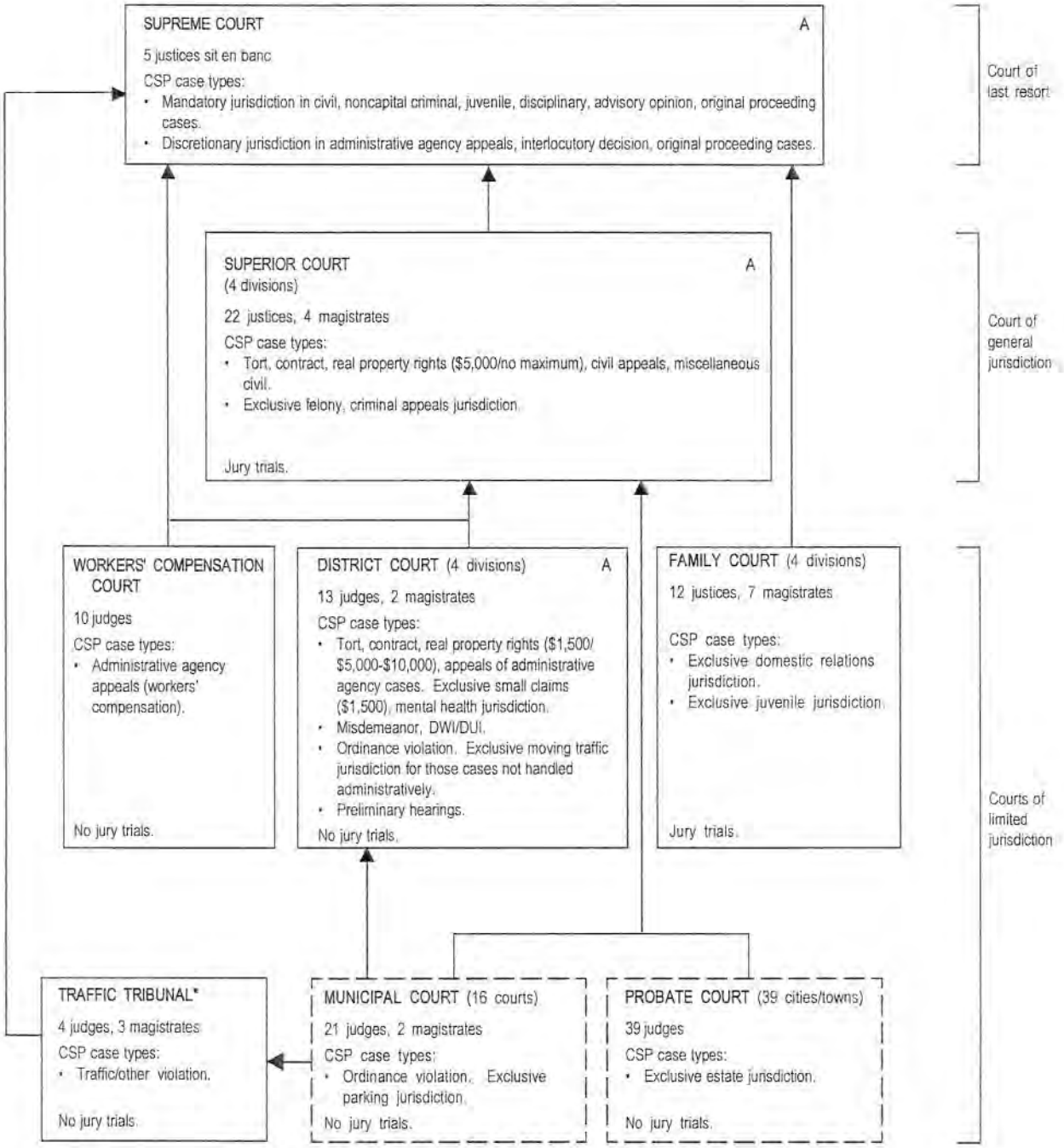
Judges can start collecting full pension benefits at age 65 with 20 years of service on the bench or at 70 with 15 years of service on the bench. They would receive 75% or 100% of their present salary for judges sworn in before 7/1/97 or an average of their 3 highest consecutive years, for judges sworn in after 7/2/97. Judges contribute 8.75% of their salary if sworn in after 1/1/90 to the judicial retirement plan. If sworn in prior to 1/1/90, they do not contribute.

Geographical adjustments for Salary

None.

Exhibit A

RHODE ISLAND COURT STRUCTURE, 2002



* This court was formerly known as the Rhode Island Administrative Adjudication Court.

South Carolina

Current Judicial Salaries (Last raise for Judges was granted 6/08)

Chief Justice of the Supreme Court:	$144,029
Associate Justice of the Supreme Court:	$137,171
Chief Judge of Court of Appeals:	$135,799
Associate Judge of the Court of Appeals:	$133,741
Judge of the Circuit Court:	$130,312
Judge of the Municipal Courts:	$126,883

Current Legislative Salary

$10,400 per year + per diem (1991-2010)

Legislative Salary History:

1953-1961:	$1,000/year
1961-1965:	$1,800/year
1965-1967:	$2,400/year
1967-1974:	$4,000/year
1974-1979:	$7,000/year
1979-1991:	$10,000/year

Current Top Level Executive Salaries

Governor:	$106,078
Lt. Governor:	$100,000
Attorney General:	$92,007
Comptroller:	$92,007

Court Structure

See Exhibit A

Method of increased Judicial Salaries

A temporary study committee recommends judicial salaries. Increases are tied to raises for State officials and regulated by statute.

Tenure based adjustments for Salary

Judges are able to collect full pension benefits with 25 years of service, age 65 with 20 years of service, age 65 with 4 years as a judge or 25 years with other services with State,

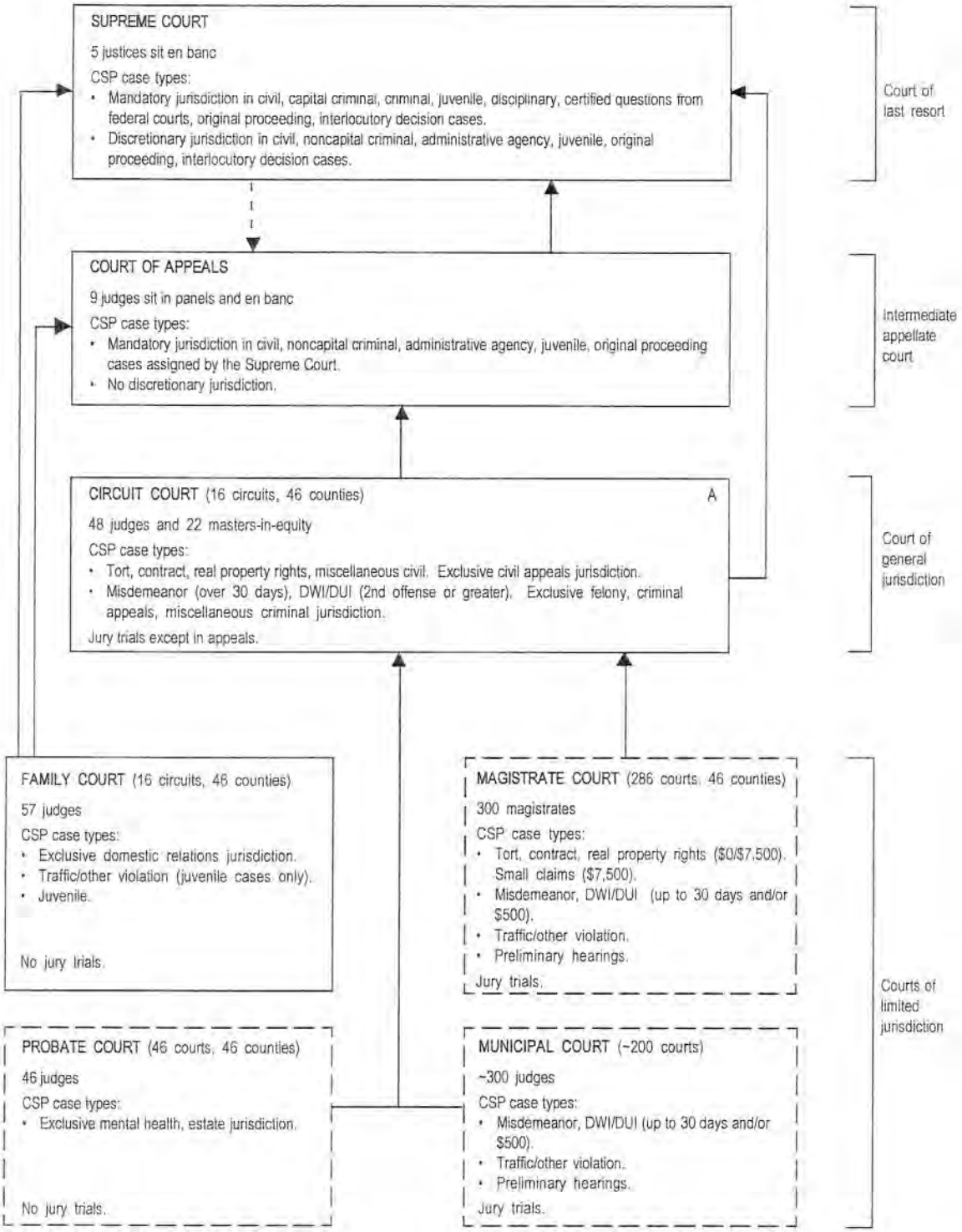
age 70 with 15 years of service or age 72 with 10 years as a judge. They will receive 1/12 of 71.3% of their current active salary of their respective position.

Geographical adjustments for Salary

None.

Exhibit A

SOUTH CAROLINA COURT STRUCTURE, 2002



— — Indicates assignment of cases.

South Dakota

Current Judicial Salaries (Last raise for Judges was granted 8/08)

Chief Justice of the Supreme Court:	$120,173
Justice of Supreme Court:	$118,173
Judge of the Circuit Court:	$110,377

Current Legislative Salary

$12,000 per two year term + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$115,331
Lt. Governor:	$17,699
Attorney General:	$97,928
Comptroller:	$78,363

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judges salaries are recommended to the Legislature from a temporary study committee. Increases are tied to raises for state officials.

Tenure based adjustments for Salary

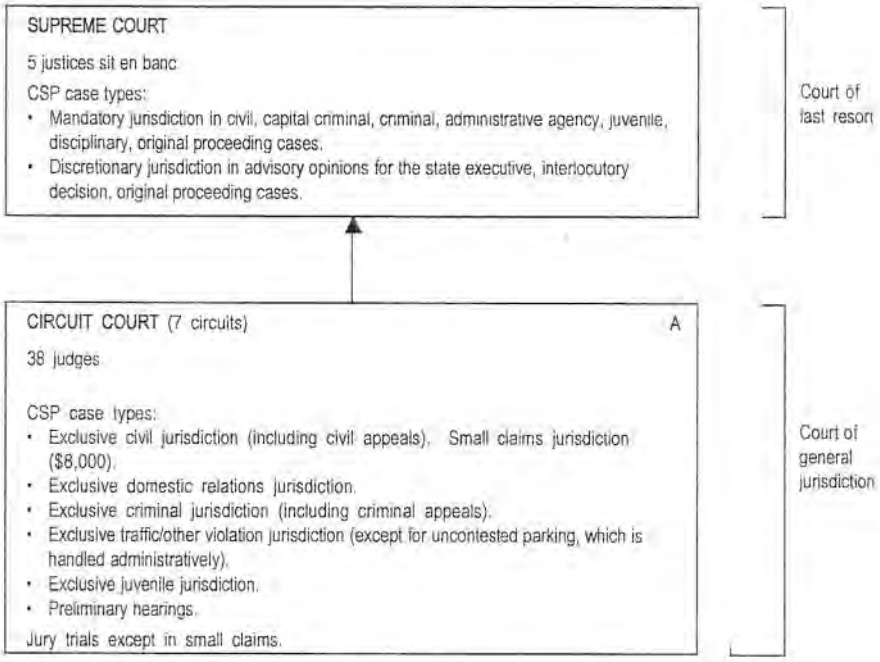
Judges can start collecting full pensions at age 65 with 3 or more years of credible service. They will receive 3.658% of their final compensation for the first 15 years of service (before July 1, 2002) plus 3.333% of final compensation for each year of service after July 1, 2002. For years in excess of 15, 2.325% of final compensation for each year of service before July 1, 2002, plus 2.0% of final compensation for each year of service after July 1, 2002. Judges contribute 9% of their salary to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

SOUTH DAKOTA COURT STRUCTURE, 2002



Tennessee

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$170,340
Associate Justice of the Supreme Court:	$165,336
Judge of the Superior Court:	$159,840
Judge of Circuit Court:	$154,320

Current Legislative Salary

$18,123 + per diems (2008)
$19,009 + per diems (2009)
$19,009 + per diems (2010)

Current Top Level Executive Salaries

Governor:	$170,340
Lt. Governor:	$57,027
Attorney General:	$165,336
Comptroller:	$180,000

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judges of Tennessee receive annual increase based on the CPI. Judges get increases even if other state employees don't. There is no reduction in salary if there is a decrease in CPI.

Tenure based adjustments for Salary

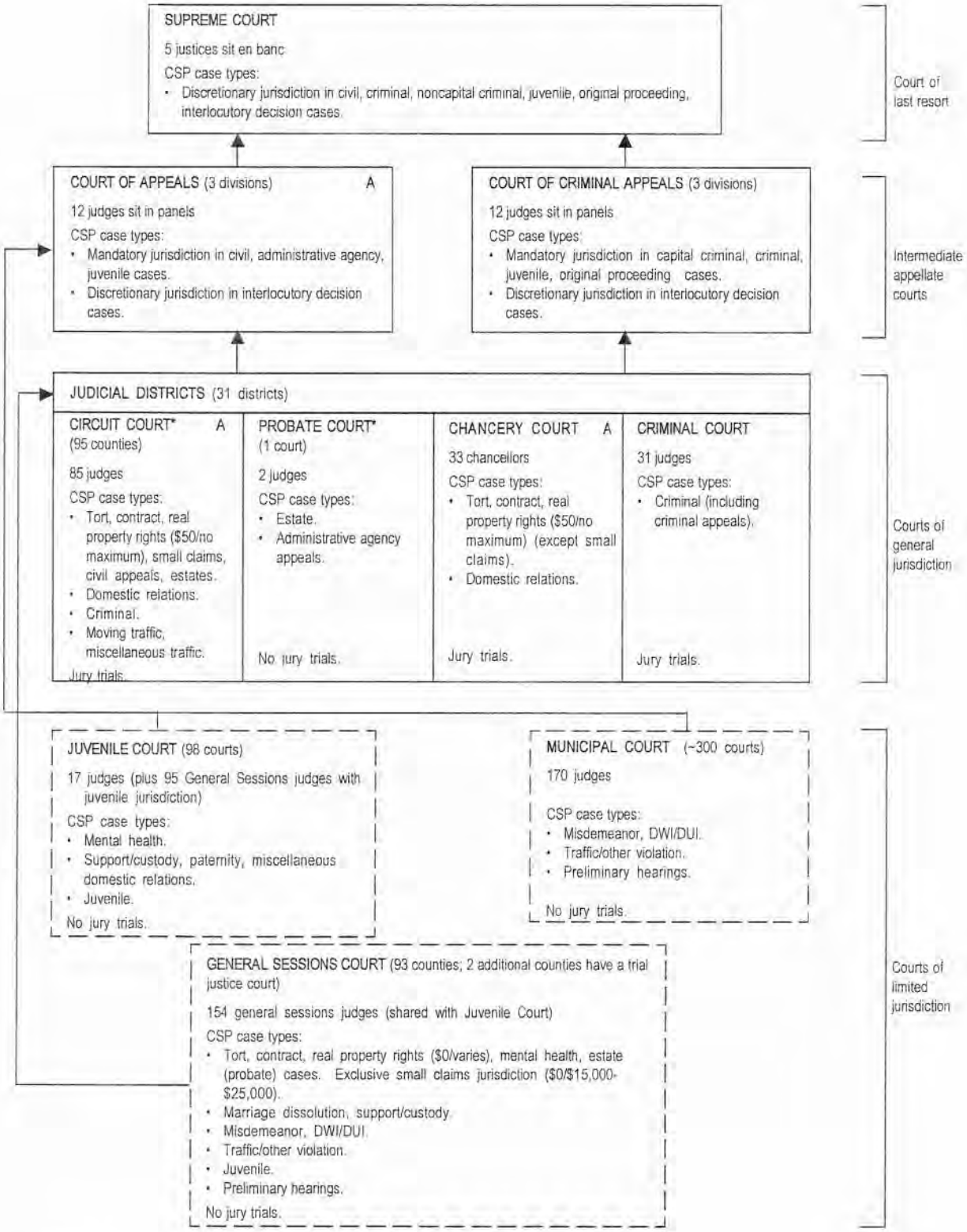
Judges are able to collect full pension benefits at age 65. They may collect at 55 with 24 years of service or the completion of 30 years of service.

Geographical adjustments for Salary

None.

Exhibit A

TENNESSEE COURT STRUCTURE, 2002



* Effective September 1, 1998 Davidson County Probate Court became a Circuit Court with Probate jurisdiction.

Texas

Current Judicial Salaries (Last raise for Judges was granted 9/07)

Chief Justice of the Court of Last Resort:	$152,500
Justice of Court of Last Resort:	$150,000
Chief Justice of Intermediate Appellate Court:	$140,000
Justice of Intermediate Appellate Court:	$137,500
General Jurisdiction Trial Courts:	$132,500

Judicial Salary History (1965-2010); See Exhibit A

Current Legislative Salary (Last raise for Legislators was 1975)

$7,500 per year (Legislature sits for 70 days)

From 1970-1975, Legislators earned $4,800

Current Top Level Executive Salaries

Governor:	$150,000
Lt. Governor:	$7,200
Attorney General:	$150,000
Comptroller:	$150,000

Court Structure

See Exhibit B

Method of increased Judicial Salaries

Judicial Compensation Commission

In 2007, the Texas Legislature formed the Judicial Compensation Commission specifically to look at Judicial Compensation and to recommend (biennium) proper salaries for all State Judge and Justices. The Commission is made up of 9 members. They must make recommendations to the Legislature no later than December 1 of even numbered years. Salaries are required to be based on 8 factors. They are:

a. skill and experience required for particular judgeship
b. value of compensable service performed by judges which is based on judicial compensation in other states and the Feds.
c. Compensation of attorneys in private sector
d. Cost of living and changes in cost of living
e. Compensation of Public Officials

i. State Constitutional officeholders
ii. Deans, Presidents and Chancellors of Public University's
iii. City Attorneys

f. Other factors normally/traditionally taken into consideration in determining compensation (i.e. retirement, loss of an election)
g. Level of compensation to attract most qualified.

Commission's findings:

1. That lawyer's choose to be judges not for the salary. Salaries must be set to attract the best of the best without suffering with personal finances.
2. Most high quality lawyer's view being a judge as an economic sacrifice. Most lawyers earned above $166,000 in 2009-2010.
3. Some County Court Judges earn more than Appellate Judges and Supreme Court Judges. This needs to be evaluated and adjust the salaries based on location.
   a. The first adjustment must be made for eroding judicial salaries. Judicial salaries stayed the same from 1998-2005, while inflation increased 20%.
4. The Legislature and Governor need to consider the value of judges and Justice for Texas' population size and huge docket. They are ranked in the middle of the 10 most populous States.

Proposed Salaries: See Exhibit C

Tenure based adjustments for Salary

Judges who have completed 16 years of service receive longevity pay in an amount equal to 3.1% of the judge's current monthly salary.

Geographical adjustments for Salary

Texas Government Code provides salary minimums that must be paid by the State and also provides salary differentials that have to be maintained between the three levels of the Judiciary. The Code also authorizes counties to supplement the salaries of the courts of the courts of appeal justices residing within their courts of appeals districts and the judges of the district courts that have jurisdiction in their counties.

Administrative judges, presiding judges and district judges who preside over special cases are entitled to additional compensation.

The Chief Justice of the Supreme Court and the Presiding Justice of the Court of Criminal Appeals are entitled to an additional $2,500 from the State. None of the Judges or Justices sitting on the highest courts receives any county supplements.

Exhibit A

Judicial Salaries from 1965 to 2003

TEXAS*	CY 1965	CY 1966	CY 1967	CY 1968	CY 1969	CY 1970	CY 1971	CY 1972	CY 1973
Court of Last Resort, Chief Justice/Presiding Judge	$ 24,000	$ 24,000	$ 27,000	$ 27,000	$ 29,000	$ 29,000	$33,500	$33,500	$ 40,500
Court of Last Resort, Justice/Judge	$ 24,000	$ 24,000	$ 27,000	$ 27,000	$ 29,000	$ 29,000	$30,000	$30,000	$ 40,000
Intermediate Appellate Courts, Chief Justice	$ 20,000	$ 20,000	$ 24,000	$ 24,000	$ 26,000	$ 26,000	$30,000	$30,000	$ 35,000
Intermediate Appellate Courts, Justice	$ 20,000	$ 20,000	$ 24,000	$ 24,000	$ 26,000	$ 26,000	$30,000	$30,000	$ 35,000
General Jurisdiction Trial Courts	$ 16,000	$ 16,000	$ 18,000	$ 18,000	$ 20,000	$ 20,000	$22,000	$22,000	$ 25,000

* Note: Based on annual state salary paid to justice or judge. Salaries in effect on January 1 of the fiscal year indicated.

Judicial Salaries from 1965 to 2003

CY 1974	CY 1975	FY 1976	FY 1977	FY 1978	FY 1979	FY 1980	FY 1981	FY 1982	FY 1983	FY 1984	FY 1985
$ 42,588	$42,588	$46,100	$47,900	$50,300	$ 51,900	*$57,200*	*9/1/80 $60,100* *2/1/81 $63,165*	*$66,200*	*$71,900*	*$74,800*	$77,000
$ 42,088	$42,088	$45,600	$47,400	$49,800	$ 51,400	*$56,700*	*9/1/80 $59,600* *2/1/81 $62,640*	*$65,700*	*$71,400*	*$74,300*	$76,500
$ 37,588	$37,588	$40,500	$42,300	$44,400	$ 45,900	*$48,200*	*9/1/80 $50,700* *2/1/81 $53,286*	*$55,800*	*$60,600*	*$67,320*	$69,300
$ 37,088	$37,088	$40,000	$41,800	$43,900	$ 45,400	*$47,700*	*9/1/80 $50,200* *2/1/81 $52,760*	*$55,300*	*$60,100*	*$66,870*	$68,850
$ 27,088	$27,088	$31,000	$32,800	$34,500	$ 35,700	*$40,500*	*9/1/80 $42,500* *2/1/81 $44,668*	*$46,800*	*$50,900*	*$52,900*	$54,500

No documentation on this amount

Judicial Salaries from 1965 to 2003

FY 1986	FY 1987	FY 1988	FY 1989	FY 1990	FY 1991	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997
$79,310	$79,310	$79,310	$80,896	$91,875	$91,875	$93,713	$94,631	$97,470	$97,470	$97,470	$97,470
$78,795	$78,795	$78,795	$80,371	$89,250	$89,250	$91,035	$91,928	$94,686	$94,686	$94,686	$94,686
$71,379	$71,379	$71,379	$72,807	$80,850	$80,850	$86,994	$87,847	$90,482	$90,482	$90,482	$90,482
$70,916	$70,916	$70,916	$72,334	$80,325	$80,325	$86,484	$87,332	$89,952	$89,952	$89,952	$89,952
$56,135	$56,135	$56,135	$57,257	$76,309	$76,309	$81,932	$82,735	$85,217	$85,217	$85,217	$85,217

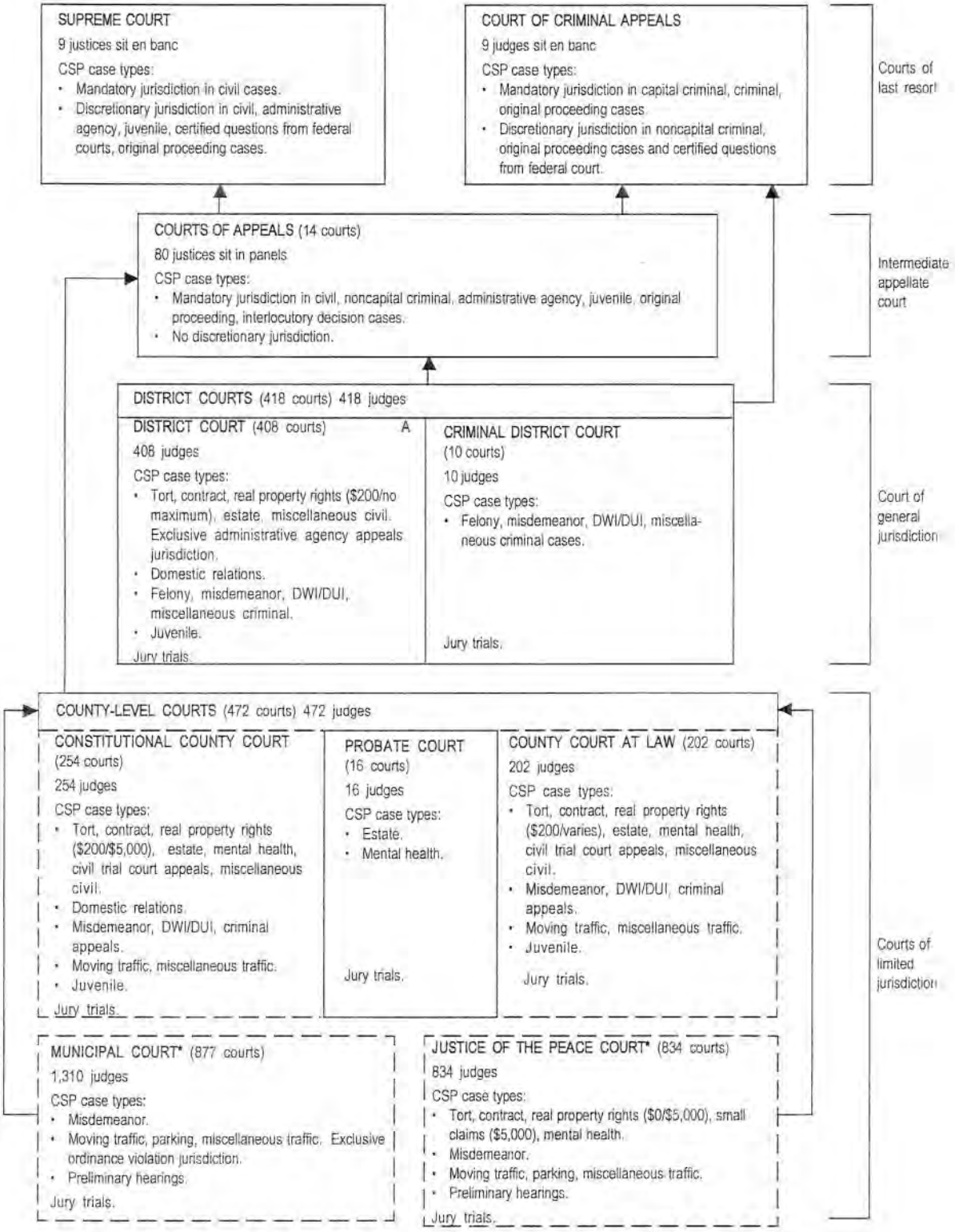
Judicial Salaries from 1965 to 2003

FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
$110,000	$115,000	$115,000	$115,000	$115,000	$115,000	$115,000	$115,000	$152,500	$152,500	$152,500	$152,500	$152,500
$109,000	$113,000	$113,000	$113,000	$113,000	$113,000	$113,000	$113,000	$150,000	$150,000	$150,000	$150,000	$150,000
$104,050	$107,850	$107,850	$107,850	$107,850	$107,850	$107,850	$107,850	$140,000	$140,000	$140,000	$140,000	$140,000
$103,550	$107,350	$107,350	$107,350	$107,350	$107,350	$107,350	$107,350	$137,500	$137,500	$137,500	$137,500	$137,500
$98,100	$101,700	$101,700	$101,700	$101,700	$101,700	$101,700	$101,700	$125,000	$125,000	$125,000	$125,000	$125,000

Prepared by the Office of Court Administration

Exhibit B

TEXAS COURT STRUCTURE, 2002



* Some municipal and justice of the peace courts may appeal to the district court.

Exhibit C

Table 1: Recommended Judicial Compensation

Judge	State Salary	Additional Compensation	Total	% Increase Above Current Total Compensation
Supreme Court Chief Justice / Court of Criminal Appeals Presiding Judge	$168,000	n/a	$168,000	10.2%
Supreme Court Justice / Court of Criminal Appeals Judge	$163,000	n/a	$163,000	8.7%
Court of Appeals Chief Justice	$153,000	up to $7,500	$160,500	8.8%
Court of Appeals Justice	$148,000	up to $7,500	$155,500	7.2%
District Court Judge	$133,000	up to $15,000	$148,000	5.7%

Utah

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$147,350
Justice of Supreme Court:	$145,350
Chief Judge of the Court of Appeals:	$140,750
Judge of the Court of Appeals:	$138,750
Judge of the District Court:	$132,150

Current Legislative Salary

$130 per day + per diem (2008-2009)
$117 per day + per diem (2010)

Current Top Level Executive Salaries

Governor:	$109,900
Lt. Governor:	$104,405
Attorney General:	$104,405
Comptroller:	$104,405

Executive Salary History See Exhibit A

Court Structure

See Exhibit B

Method of increased Judicial Salaries

The Executive and Judicial Compensation Commission, as an independent commission created by the Legislature in 1969, is responsible for recommending a compensation plan for the State's elected and appointed executives and the judiciary. The Commission is comprised of 6 members and recommends specific salaries for elected officials and judges and salary ranges for appointed directors and commissioners of state agencies. These recommendations are sent to the Legislature for approval.

Tenure based adjustments for Salary

Judges can start collecting full pension benefits at age 70 with 6 years of service, 62 with 10 years of service, 55 with 20 years of service or 25 years of service. They would receive no more than 75% of their final average salary. Judges do not contribute to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

GOVERNOR

Current Salary	Recommended Salary	Percent Increase
$100,600	$103,600	3.0

Salary History[1]

Year of Report	Existing Salary	Commission Recommend	Legislative Action	Effective Date
1969	$22,000	$35,196	$22,000	
1970	22,000	37,020	30,000	1/01/72
1972	30,000	38,844	33,000	7/01/73
1974	33,000	45,000	35,000	7/01/75
1976	35,000	40,000	40,000	5/10/77
1978	40,000	40,000	40,000	
1979	40,000	50,000	48,000	1/01/81
1980	48,000	50,000	48,000	
1981	48,000	52,000	52,000	7/01/82
1982	52,000	55,000	52,000	7/01/83
1983	52,000	57,000	55,000	7/01/84
1984	55,000	60,000	60,000	7/01/85
1985	60,000	62,500	60,000	7/01/86
1986	60,000	65,000	60,000	7/01/87
1987	60,000	66,000	60,000	7/01/88
1988	60,000	66,000	70,000	7/01/89
1989	70,000	75,400	72,800	7/01/90
1990	72,800	75,700	72,800	7/01/91
1991	72,800	90,000	75,000	7/01/92
1992	75,000	77,250	77,250	7/01/93
1993	77,250	79,550	79,600	7/01/94
1994	79,600	82,000	82,000	7/01/95
1995	82,000	90,000	85,200	7/01/96
1996	85,200	91,600	87,600	7/01/97
1997	87,600	94,200	90,700	7/01/98
1998	90,700	94,300	93,000	7/01/99
1999	93,000	98,000	96,700	7/01/00
2000	96,700	100,600	100,600	7/01/01

[1] Since formation of the Executive and Judicial Compensation Commission

LIEUTENANT GOVERNOR

Current Salary	Recommended Salary	Percent Increase
$78,200	$79,800	2.0

Salary History[2]

Year of Report	Existing Salary	Commission Recommend	Legislative Action	Effective Date
1969	$17,500	$18,948	$17,500	
1970	17,500	19,500	19,000	1/01/72
1972	19,000	17,760	20,000	7/01/73
1974	20,000	25,000	22,000	7/01/75
1976	22,000	23,500	26,500	5/10/77
1978	26,500	28,000	26,500	
1979	26,500	30,000	33,500	1/01/81
1980	33,500	35,500	33,500	
1981	33,500	35,500	35,500	7/01/82
1982	35,500	35,500	35,500	7/01/83
1983	35,500	37,000*	45,000	7/01/84
		52,000**	45,000	
1984	45,000	50,000	50,000	7/01/85
1985	50,000	52,000	50,000	7/01/86
1986	50,000	52,500	50,000	7/01/87
1987	50,000	52,500	50,000	7/01/88
1988	50,000	52,500	52,500	7/01/89
1989	52,500	55,000	54,600	7/01/90
1990	54,600	56,800	54,600	7/01/91
1991	54,600	70,000	56,200	7/01/92
1992	56,200	60,000	60,000	7/01/93
1993	60,000	61,800	61,800	7/01/94
1994	61,800	63,700	63,700	7/01/95
1995	63,700	66,900	66,200	7/01/96
1996	66,200	69,500	68,100	7/01/97
1997	68,100	70,100	70,500	7/01/98
1998	70,500	73,300	72,300	7/01/99
1999	72,300	73,500	75,200	7/01/00
2000	75,200	77,500	78,200	7/01/01

*Recommended effective 7/01/84. **Recommended effective 1/01/84

[2] Ibid

ATTORNEY GENERAL

Current Salary	Recommended Salary	Percent Increase
$84,600	$93,200	10.2

Salary History[3]

Year of Report	Existing Salary	Commission Recommend	Legislative Action	Effective Date
1969	$17,500	$21,984	$17,500	
1970	17,500	22,524	22,000	1/01/72
1972	22,000	24,840	23,000	7/01/73
1974	23,000	33,500	25,000	7/01/75
1976	25,000	30,000	30,000	5/10/77
1978	30,000	37,000	30,000	
1979	30,000	38,000	36,500	1/01/81
1980	36,500	42,500	36,500	
1981	36,500	42,500	41,000	7/01/82
1982	41,000	44,000	41,000	7/01/83
1983	41,000	45,000	43,500	7/01/84
1984	43,500	49,000	49,000	7/01/85
1985	49,000	51,500	49,000	7/01/86
1986	49,000	52,000	49,000	7/01/87
1987	49,000	54,000	54,000	7/01/88
1988	54,000	56,000	56,000	7/01/89
1989	56,000	58,700	58,300	7/01/90
1990	58,300	65,000	58,300	7/01/91
1991	58,300	75,000	60,000	7/01/92
1992	60,000	80,000	65,000	7/01/93
1993	65,000	75,000	67,000	7/01/94
1994	67,000	75,000	69,000	7/01/95
1995	69,000	75,700	71,700	7/01/96
1996	71,700	77,100	73,700	7/01/97
1997	73,700	79,200	76,300	7/01/98
1998	76,300	82,000	78,200	7/01/99
1999	78,200	88,200	81,300	7/01/00
2000	81,300	90,500	84,600	7/01/01

[3] Ibid

STATE TREASURER

Current Salary	Recommended Salary	Percent Increase
$78,200	$79,800	2.0

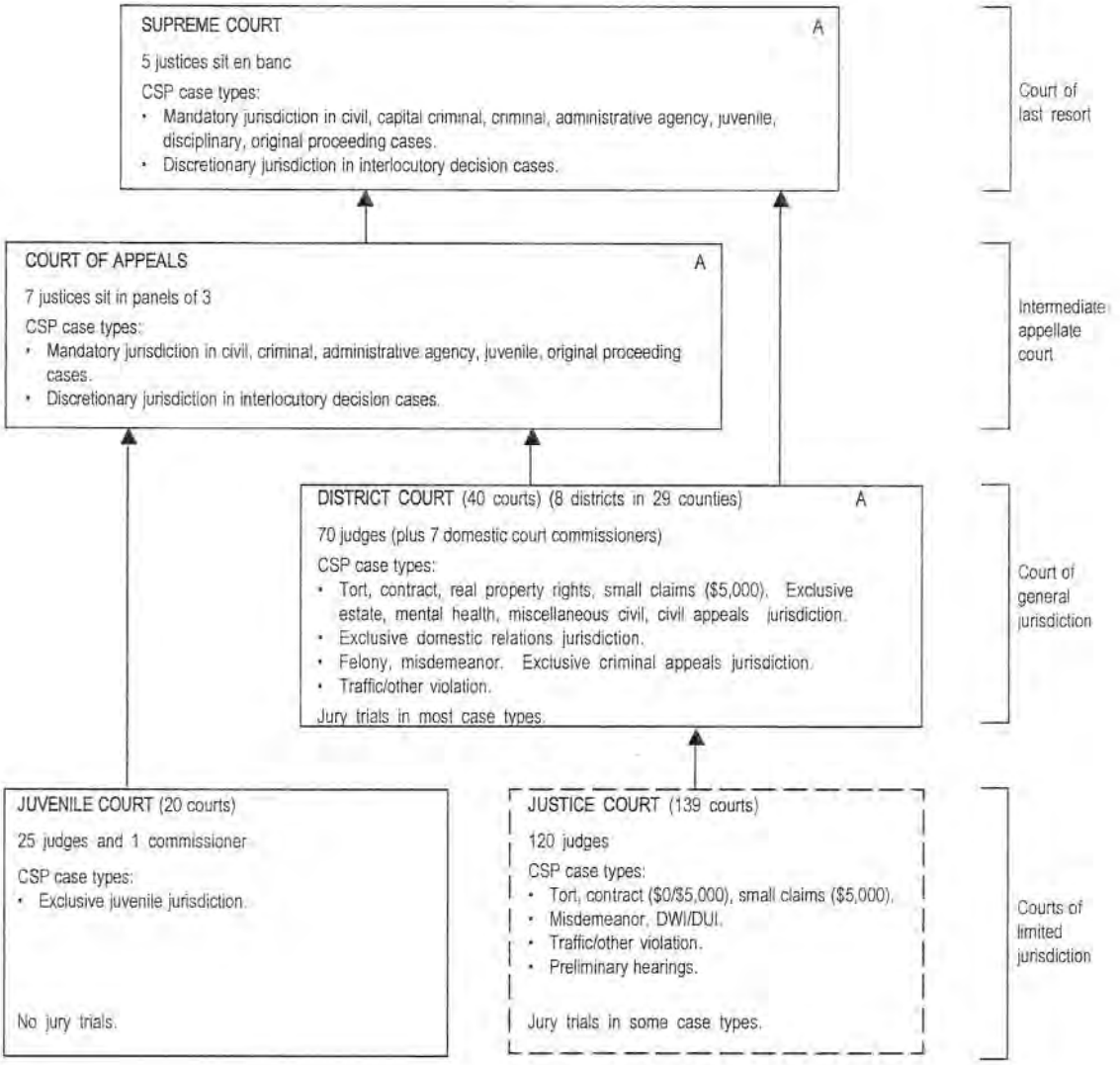
Salary History[5]

Year of Report	Existing Salary	Commission Recommend	Legislative Action	Effective Date
1969	$14,000	$17,160	$14,000	
1970	14,000	17,760	17,000	1/01/72
1972	17,000	17,760	19,000	7/01/73
1974	19,000	27,000	21,000	7/01/75
1976	21,000	24,500	26,500	5/10/77
1978	26,500	28,000	26,500	
1979	26,500	30,000	33,500	1/01/81
1980	33,500	35,500	33,500	
1981	33,500	35,500	35,500	7/01/82
1982	35,500	37,500	35,500	7/01/83
1983	35,500	38,500	37,500	7/01/84
1984	37,500	42,000	45,000	7/01/85
1985	45,000	45,000	45,000	7/01/86
1986	45,000	47,500	45,000	7/01/87
1987	45,000	51,000	51,000	7/01/88
1988	51,000	53,000	53,000	7/01/89
1989	53,000	55,500	55,200	7/01/90
1990	55,200	57,400	55,200	7/01/91
1991	55,200	65,000	56,900	7/01/92
1992	56,900	65,000	60,000	7/01/93
1993	60,000	65,000	61,800	7/01/94
1994	61,800	65,000	63,700	7/01/95
1995	63,700	66,900	66,200	7/01/96
1996	66,200	69,500	68,100	7/01/97
1997	68,100	70,100	70,500	7/01/98
1998	70,500	75,700	72,300	7/01/99
1999	72,300	73,500	75,200	7/01/00
2000	75,200	77,500	78,200	7/01/01

[5] Ibid

Exhibit B

UTAH COURT STRUCTURE, 2002



Vermont

Current Judicial Salaries (Last raise for Judges was granted 7/07)

Chief Justice of the Supreme Court:	$135,421
Justice of Supreme Court:	$129,245
Judge of the Superior Court:	$122,867

Current Legislative Salary

$614.30 per week + per diem (2008)
$625.36 per week + per diem (2009)
$636.62 per week + per diem (2010)

Current Top Level Executive Salaries

Governor:	$142,542
Lt. Governor:	$60,507
Attorney General:	$108,202
Comptroller:	$90,376

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judges salaries require new legislation for each increased salary every two years. Judges are also entitled to the same COLAs as state employees.

Tenure based adjustments for Salary

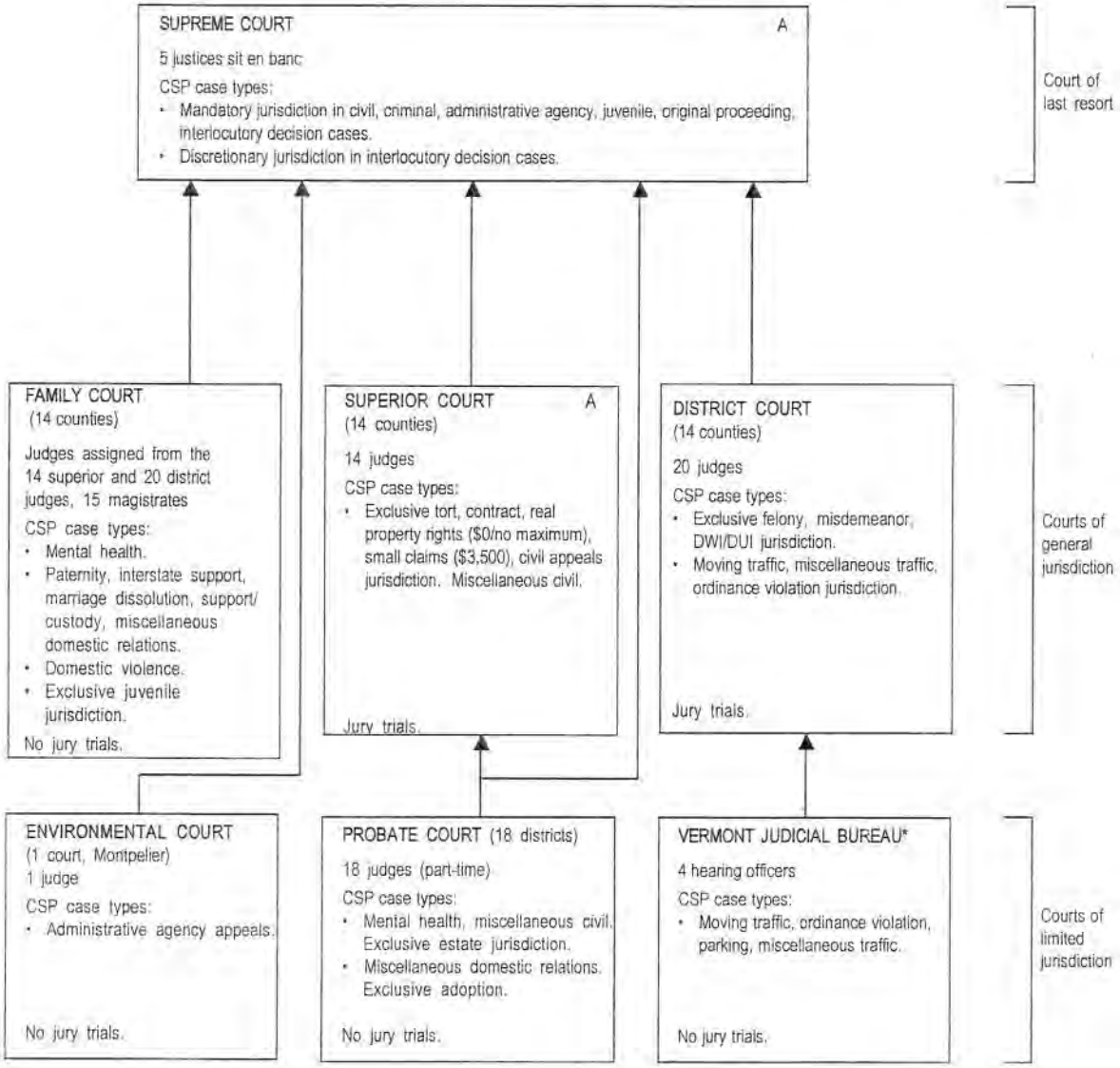
Judges can start collecting full pensions with 12 years of service. They will receive 2/5 of their salary after 12 years of service. For each additional after 12, they receive 3 1/3% of their salary without exceeding their salary at retirement. Judges contribute 5% of their salary to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

VERMONT COURT STRUCTURE, 2002



* Renamed VERMONT JUDICIAL BUREAU as of 7/1/98, this court was formerly known as the Vermont Traffic and Municipal Ordinance Bureau.

Note: An additional 28 assistant judges participate in findings of fact in Superior and Family Court cases. Some assistant judges, after special training, may hear small claims cases and traffic complaints, conduct criminal arraignments, and decide child support, parentage, and uncontested divorce proceedings. These assistant judges (who need not be attorneys) are elected to four-year terms by voters in Vermont's 14 counties.

Virginia

Current Judicial Salaries (Last raise for Judges was granted 11/08)

Chief Justice of the Supreme Court:	$195,000
Associate Justice of the Supreme Court:	$188,839
Chief Judge of Court of Appeals:	$171,000
Associate Judge of the Court of Appeals:	$168,322
Judge of the Circuit Courts:	$158,134
Judge of the District Courts:	$142,000

Current Legislative Salary

Senate: $18,000 per year + per diem (2008-2010)
House: $17,640 per year + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$166,000
Lt. Governor:	$36,321
Attorney General:	$150,000
Comptroller:	$149,761

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Increases in judicial salary are tied to raises for other state employees and regulated by statute.

Tenure based adjustments for Salary

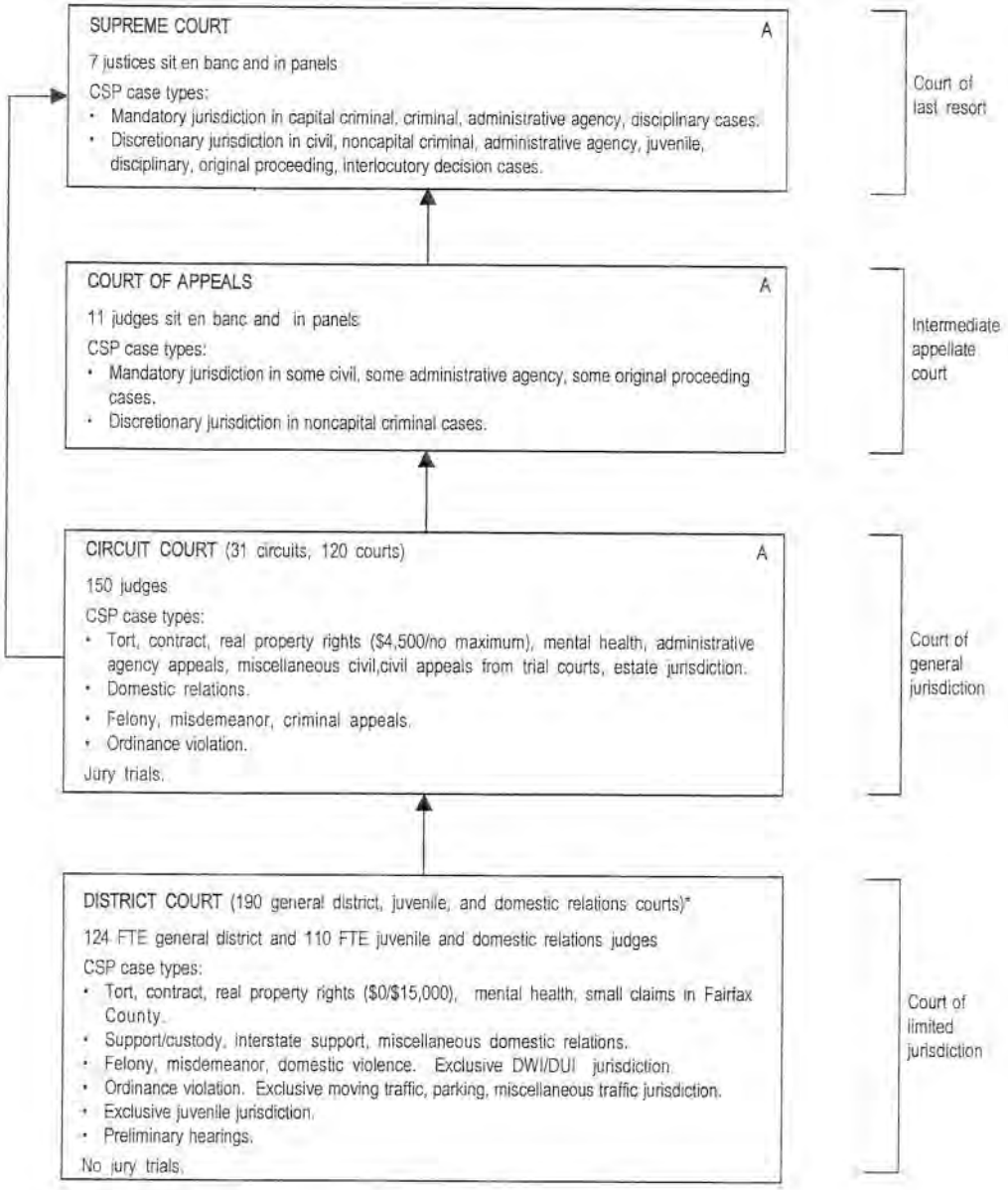
Judges are able to collect full pension benefits at age 65 with 5 or more years of service. They will receive 1.7 % of their average final compensation multiplied by their years of service.

Geographical adjustments for Salary

None.

Exhibit A

VIRGINIA COURT STRUCTURE, 2002



* The district court is referred to as the juvenile and domestic relations court when hearing juvenile and domestic relations cases and as the general district court for the balance of the cases.

Oregon

Current Judicial Salaries (Last raise for Judges was granted 1/09)

Chief Justice of the Supreme Court:	$128,556
Associate Justice of the Supreme Court:	$125,688
Chief Judge of Court of Appeals:	$125,688
Judge of Court of Appeals:	$122,820
Judge of Circuit Court:	$114,468

Judicial Salary History of Circuit Court Judges (1978-2008): See Exhibit A

Current Legislative Salary

$31,351 + per diems (2008)
$35,915 + per diems (2009)
$21,612 + per diems (2010)

Current Top Level Executive Salaries

Governor:	$93,600
Lt. Governor:	$72,000
Attorney General:	$77,200
Comptroller:	$72,000

Executive Salary History (1985-2008): See Exhibit B

Court Structure

See Exhibit C

Method of increased Judicial Salaries

The Public Officials Compensation Commission was initially established in 1983 and last met in 2001. The current commission was reestablished in 2007 by the Legislature. The revised law states that the commission is to meet every 2 years to review and make recommendations on the salaries of elected officials. The commission is comprised of 11 members, 6 of whom are chosen from voter registration records. The commission makes recommendations to the legislature. The legislature sets the salaries for elected state officers every 2 years for the succeeding 2 years, based on the recommendations of the commission. The legislature may lower the salaries of all elected officers except judges.

Washington

Current Judicial Salaries (Last raise for Judges was granted 9/08)

Chief Justice of the Supreme Court:	$164,221
Justice of the Supreme Court:	$164,221
Chief Judge of Court of Appeals:	$156,328
Judge of Court of Appeals:	$156,328
Judge of Superior Court:	$148,831
Judge of District Court:	$141,710

Judicial Salary History (1987-2008): See Exhibit A

Current Legislative Salary

$42,106 per year + per diem (2009-2010)
$41,280 per year + per diem (2008)

Current Top Level Executive Salaries

Governor:	$166,891
Lt. Governor:	$93,948
Attorney General:	$151,718
Comptroller:	$116,950

Executive Salary History (1987-2008): See Exhibit A

Court Structure

See Exhibit B

Method of increased Judicial Salaries

Washington Citizen's Commission on Salaries for Elected Officials was created on November 4, 1986 by House Joint Resolution. The Resolution authorized the creation of an independent citizen commission to set salaries for the State's elected officials. The purpose of the commission was to eliminate the politics involved in setting salaries. It is up to the voters to evaluate the performance of the person doing the job. The Commission is directed by law to set a two year salary schedule and to conduct work in each odd numbered year. Judges also receive a COLA increase on an annual basis.

Tenure based adjustments for Salary

Supreme Court Justices will always have the highest salary. There is a 5 % salary difference between all levels of the Court.

Geographical adjustments for Salary

None.

Exhibit A

Salary History
1987 to 2008

Position	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Executive Branch											
Governor	83,800	93,900	96,700	99,600	112,000	121,000	121,000	121.000	121,000	121,000	121,000
Lieutenant Governor	45,000	48,000	51,100	52,600	58,600	62,700	62,700	62,700	62,700	62,700	62,700
Secretary of State	46,300	50,200	52,600	54,200	60,100	64,300	64,300	64,300	64,300	64,300	69,000
Treasurer	54,250	62,050	65,000	67,000	74,400	79,500	79,500	79,500	84,100	84,100	84,100
Auditor	55,250	64,050	67,100	69,100	77,800	84,100	84,100	84,100	84,100	84,100	84,100
Attorney General	63,800	72,200	75,700	78,000	86,400	92,000	92,000	92,000	92,000	92,000	93,000
Insurance Com.	53,700	61,000	63,900	65,800	72,700	77,200	77,200	77,200	77,200	77,200	77,200
Supt. Public Instruction	59,950	66,600	69,800	71,900	80,500	86,600	86,600	86,600	86,600	86,600	86,600
Com. of Public Lands	59,950	66,600	69,800	71,900	80,500	86,600	86,600	86,600	86,600	86,600	86,600
Judicial Branch											
Supreme Court Justice	75,900	82,700	86,700	89,300	99,900	107,200	107,200	107,200	109,880	109,880	112,078
Appeals Court Judges	72,100	78,600	82,400	84,900	95,000	101,900	101,900	101,900	104,448	104,448	106,537
Superior Court Judges	68,500	74,600	78,200	80,500	90,100	96,600	96,600	96,600	99,015	99,015	100,995
District Court Judges	62,100	71,000	74,400	76,600	85,700	91,900	91,900	91,900	94,198	94,198	96,082
Legislative Branch											
Legislator	15,500	16,500	17,900	19,900	23,900	25,900	25,900	25,900	27,100	28,300	28,300
Speaker of the House	*	*	19,700	21,900	29,000	33,900	33,900	33,900	35,100	36,300	36,300
Senate Majority Leader	*	*	18,800	20,900	25,100	29,900	29,900	29,900	31,100	32,300	32,300
House Minority Leader	*	*	18,800	20,900	25,100	29,900	29,900	29,900	31,100	32,000	32,000
Senate Minority Leader	*	*	18,800	20,900	25,100	29,900	29,900	29,900	31,100	32,000	32,000

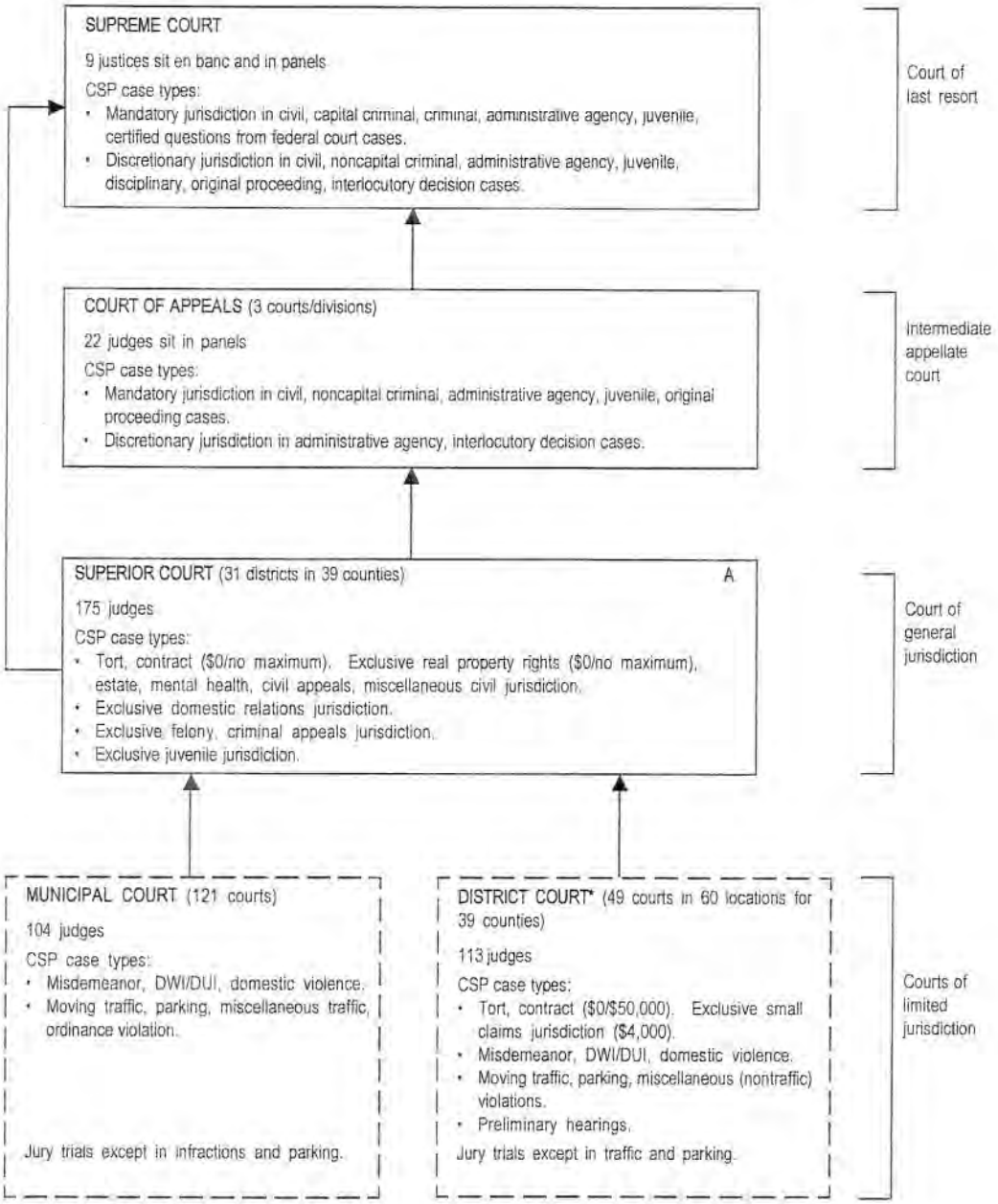
*The annual legislative stipend for leadership duties was not adopted until the 1989 salary setting session.

Salary History
1987 to 2008

Position	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Executive Branch											
Governor	121,000	132,000	135,960	139,087	142,286	142,286	145,132	148,035	150,995	163,618	166,891
Lieutenant Governor	62,700	69,000	71,070	72,705	74,377	74,377	75,865	77,382	78,930	92,106	93,948
Secretary of State	69,000	75,900	78,177	89,001	91,048	99,708	101,702	103,736	105,811	114,657	116,950
Treasurer	84,100	92,500	95,275	97,466	99,708	99,708	101,702	103,736	105,811	114,657	116,950
Auditor	84,100	92,500	95,275	97,466	99,708	99,708	101,702	103,736	105,811	114,657	116,950
Attorney General	93,000	120,000	123,600	126,443	129,351	129,351	131,938	134,577	137,268	148,744	151,718
Insurance Com.	77,200	86,000	88,580	90,617	92,702	99,708	101,702	103,736	105,811	114,657	116,950
Supt. Public Instruction	86,600	94,394	97,226	99,462	101,750	101,750	103,785	105,861	107,978	119,234	121,618
Com. of Public Lands	86,600	94,394	97,226	99,462	101,750	101,750	103,785	105,861	107,978	119,234	121,618
Judicial Branch											
Supreme Court Justice	112,078	120,000	123,600	131,558	134,584	134,584	137,276	141,394	145,636	155,556	164,230
Appeals Court Judges	106,537	114,000	117,420	125,236	128,116	128,116	130,678	134,598	138,636	148,080	156,328
Superior Court Judges	100,995	108,300	111,549	119,230	121,972	121,972	124,411	128,143	131,988	140,979	148,831
District Court Judges	96,082	102,885	105,972	113,524	116,135	116,135	118,458	122,012	125,672	134,232	141,708
Legislative Branch											
Legislators	28,300	31,130	32,064	32,801	33,556	33,556	34,227	35,254	36,311	41,280	42,106
Speaker of the House	36,300	39,120	40,064	40,801	41,556	41,556	42,227	43,254	44,311	49,280	50,106
Senate Majority Leader	32,300	35,130	36,064	40,801	41,556	41,556	42,227	43,254	44,311	49,280	50,106
House Minority Leader	32,300	35,130	36,064	36,801	37,556	37,556	38,227	39,254	40,311	45,280	46,106
Senate Minority Leader	32,300	35,130	36,064	36,801	37,556	37,556	38,227	39,254	40,311	45,280	46,106

Exhibit B

WASHINGTON COURT STRUCTURE, 2002



* District court provides services to municipalities that do not have a municipal court.

West Virginia

Current Judicial Salaries (Last raise for Judges was granted 1/09)

Chief Justice of the Supreme Court of Appeals:	$121,000
Associate Justice of the Supreme Court of Appeals:	$121,000
Judge of Circuit Court:	$116,000

Current Legislative Salary

$15,000 + per diems (2008)
$20,000 + per diems (2009-2010)

Current Top Level Executive Salaries

Governor:	$150,000
Lt. Governor:	$95,000
Attorney General:	$95,000
Comptroller:	$95,000

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judges salaries are recommended to the legislature by the Supreme Court of Appeals and by various judicial associations.

Tenure based adjustments for Salary

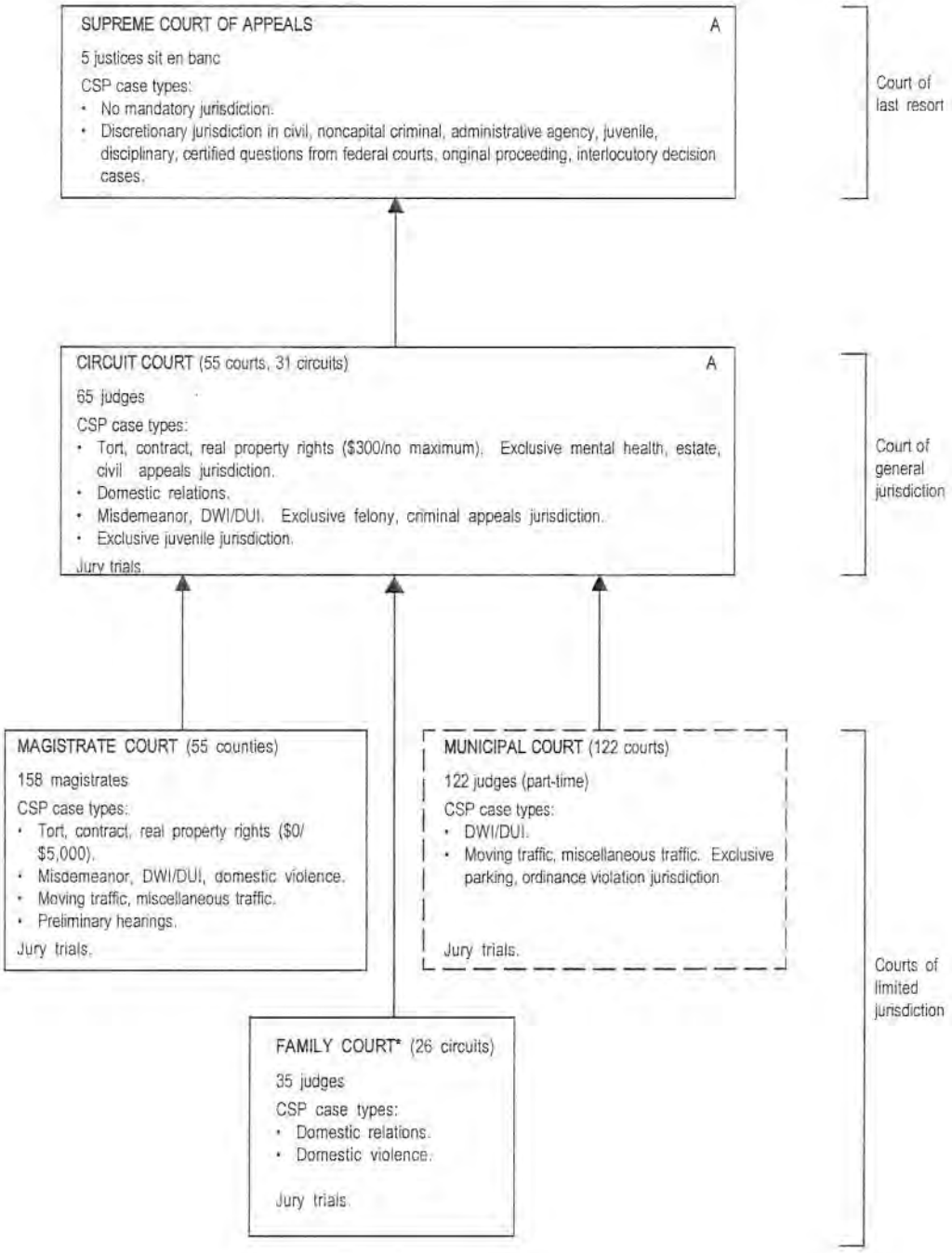
Judges are able to collect full pension benefits at age 65 with 16 years of service or with 24 years of service. They receive 75% of their highest annual salary of the office that they retired from. Judges contribute 10.5% of their salary to the judicial retirement plan.

Geographical adjustments for Salary

None.

Exhibit A

WEST VIRGINIA COURT STRUCTURE, 2002



*The Family Court was created in 2002.

Wisconsin

Current Judicial Salaries (Last raise for Judges was granted 2/09)

Chief Justice of the Supreme Court:	$152,495
Associate Justice of the Supreme Court:	$144,495
Chief Judge of Court of Appeals:	$136,316
Judge of Court of Appeals:	$136,316
Judge of Circuit Court:	$128,600

Current Legislative Salary

$49,943 per year + $88 per diem (for legislators that establish temporary residence) or $44 per diem (for legislators who do not establish residency)

Legislator Salary History: See Exhibit A

Current Top Level Executive Salaries

Governor:	$137,092
Lt. Governor:	$72,394
Attorney General:	$133,033
Comptroller:	$65,079

Court Structure

See Exhibit B

Method of increased Judicial Salaries

The process of determining compensation requires the Director of the Office of State Employment Relations to submit proposed changes in the compensation plan for elected officials to the legislature's Joint Committee on Employment Relations. The biennial compensation plan is typically submitted in June of odd numbered years. If approved by the committee, the plan goes into effect. The committee may modify the director's proposal if it chooses. These modifications may be disapproved by the governor within 10 calendar days, but a vote of six members of the committee can set aside the governor's action.

Tenure based adjustments for Salary

Judges may choose which annuity plan they would like to be part of.

Geographical adjustments for Salary

None.

Exhibit A

VIII. APPENDICES

Appendix 1: Changes to Compensation of Wisconsin Legislators 1836 through 2009 Legislative Sessions

Session Effective	Compensation Amount	Action Affecting Compensation	Expenses Amount	Action on Expenses	Comments
1836 (Wisconsin Territory)	$3 for each day's attendance	Compensation set and paid by U.S. government			
1848	$2.50 for each day's attendance	Wis. Constitution, Art. IV, Sec. 21, ratified 1848			No extra compensation for special sessions.
1853	Add'l. $2.50 per day stipend for speaker	Ch. 63, Laws of 1853			Speaker to receive add'l. stipend equal to amount of member's compensation.
1868	$350 per year	Wis. Const., Art. IV, Sec. 21, amended Nov. 1867			Compensation increased by constitutional amendment.
	$350 annual stipend for speaker	Ch. 43, Laws of 1868			Speaker to receive add'l. stipend equal to amount of member's compensation.
1883	$500 per biennium; $500 biennial stipend for speaker	Wis. Const., Art. IV, Sec. 21, amended Nov. 1881			Const. amendment provided for biennial sessions and a biennial salary. Speaker's stipend continued.
1931	$100 per month for biennium; $25-per-month stipend for speaker	Wis. Const., Art. IV, Sec. 21, repealed April 1929; Ch. 427, Laws of 1929			Constitutional provision repealed; salaries set by statute.
1947			Legislators establishing temporary residence at capital to receive $100 per month (or partial month) for first 6 calendar months of regular session and first 2 calendar months of special session	Ch. 584, Laws of 1945 (effective 1/1/47)	Chapter 584 enacted over governor's veto.
1949			Monthly room and board allowance not to exceed $100 for any number of calendar months (or portion thereof) in regular or special session	Ch. 405, Laws of 1949 (effective 7/8/49)	Ch. 405 removed 6-month and 2-month limitations on allowance payments for regular and special sessions.
1951	$200 per month	Ch. 405, Laws of 1949			
1957			Monthly room and board allowance maximum increased to $175	Ch. 573, Laws of 1957 (effective 8/24/57)	$75 per month interim expense allowance vetoed; veto sustained.
1959	$300 per month	Ch. 573, Laws of 1957			
1963			Monthly allowance replaced by $15-per-day ("per diem") allowance for each day "of actual attendance at a session of the legislature", not to exceed 110 days for regular session or 20 days for special session	Ch. 225, Laws of 1963 (effective 9/1/63)	Interim expense allowance created by Ch. 225 (effective 9/1/63) for expenses when legislature not in session; amount related to size of district and office held.[1]

Appendix 1: Changes to Compensation of Wisconsin Legislators–Continued
1836 through 2009 Legislative Sessions

Session Effective	Compensation Amount	Action Affecting Compensation	Expenses Amount	Action on Expenses	Comments
1965	$450 per month	Ch. 225, Laws of 1963	$15 per diem for each day "in Madison on legislative business" (session or standing committee meeting) not to exceed 110 days for regular sessions or 110 days for special sessions	Ch. 72, Laws of 1965 (effective 6/5/65)	
1967	$8,400 per year	Ch. 592, Laws of 1965; Action by Jt. Com. on Finance (see comments)	Limit on maximum number of per diem days repealed	Ch. 310, Laws of 1967 (effective 1/27/68)	Salary increases to be based on action of Jt. Com. on Finance; not voted on by entire legislature. Portions of Ch. 592 increasing salaries to $9,600 per year and providing higher salaries for senate and assembly leadership were vetoed. Jt. Com. on Finance later set salaries at $8,400.
1969	$8,900 per year	Ch. 219, Laws of 1967 Salary for 1969 session set by Jt. Com. on Finance on recommendation of Legislative Compensation Council			Chapter 219 created the Legislative Compensation Council. Council's recommendation to be accepted by Jt. Com. on Finance without change or salary to remain as previously set.
1971	No change (see comments)		Per diem increased to $20	Ch. 13, Laws of 1971 (effective 3/5/71)	Board on Government Operations, acting for Jt. Com. on Finance (12/15/70), rejected Legislative Compensation Council's recommendation to raise salary to $9,700 for 1971 Legislature.
1973	$9,900 per year	Ch. 270, Laws of 1971 Salary approved by Joint Committee on Employment Relations 11/30/72 (see comments)	Per diem increased to $25; legislators (except those representing Madison) choosing not to establish a temporary residence at capital could receive half the amount	Ch. 1, Laws of 1973 (effective 2/28/73)	Chapter 270 created the Jt. Com. on Employment Relations to replace the Jt. Com. on Finance as the body to act on the Legislative Compensation Council's recommendation. Ch. 1 created uniform monthly interim allowance of $75 for senators and $25 for representatives. (see 1963)
1975	$15,681 per year[2]	Ch. 90, Laws of 1973 Salary range approved by Joint Committee on Employment Relations. 6/18/75	Legislators representing Madison allowed to receive half of the per diem	Ch. 39, Laws of 1975 (effective 7/31/75)	Ch. 90, Laws of 1973, abolished Legislative Compensation Council (effective 8/5/73); set salary at 65% of midpoint of range of Executive Salary Group 2.
1977	$17,843 per year[2]	Ch. 224, Laws of 1975. limited increase, so it was not full 65% of midpoint of Executive Salary Group 2 Salary range approved by Joint Committee on Employment Relations 9/28/77	Per diem maximum increased to $30 (see comments)	Ch. 115, Laws of 1977 (effective 10/28/77)	Legislator could claim less than per diem maximum, but once amount declared could not change it during the biennium.

Appendix 1: Changes to Compensation of Wisconsin Legislators–Continued
1836 through 2009 Legislative Sessions

Session Effective	Compensation Amount	Action Affecting Compensation	Expenses Amount	Action on Expenses	Comments
1979	$19,767 per year[2]	Ch. 29, Laws of 1977 (procedure) Ch. 114, Laws of 1977 (salary increase for 1979 Legislature)			Ch. 29 required salaries to be set by law; recommendation of Jt. Com. on Employment Relations must be enacted without change.
1981	$22,632 per year[2]	Ch. 47, Laws of 1979			
1983	No change	Bills to increase 1983 salaries defeated in 1981 Legislature	Per diem maximum increased to $41.63 (effective 10/14/83); legislators claiming less than maximum allowed to change amount within biennium if per diem changed by Jt. Com.	1983 WisAct 27 (effective 7/2/83)	WisAct 27 authorized Jt. Com. on Employment Relations to set per diem without legislation, based on recommendation of Secy. of Employment Relations. Governor could overrule within 10 days but Jt. Com. could override governor.
1985	$27,202 per year[2]	1983 WisAct 27 Salary approved by Jt. Com. on Employment Relations 4/6/84	Per diem maximum increased to $45 (effective 6/29/85)		WisAct 27 authorized Jt. Com. on Employment Relations to set salary without legislation, based on recommendation of Secy. of Employment Relations. Governor could overrule within 10 days but Jt. Com. could override governor. Compensation removed from Executive Salary Group. 1985 AR 21 - Assembly volunteered to forego its interim allowance for 1986.
1987	$29,992 per year[2]	Salary approved by Jt. Com. on Employment Relations 6/28/85	Per diem maximum increased to $55 (effective 5/20/87)		
1989	$31,236 per year[2]	Salary approved by Jt. Com. on Employment Relations 3/22/88	Per diem maximum increased to $64 (effective 4/26/89)		
1991	$33,622 per year[2]	Salary approved by Jt. Com. on Employment Relations 11/1/89	Per diem maximum increased to $73 (effective 2/8/91)		
1993	$35,070 per year	Salary approved by Jt. Com. on Employment Relations 11/5/91	Per diem maximum increased to $75 (effective 6/11/93)		Constitutional amendment approved 4/7/92 provided that salary increases take effect when new assembly terms begin and apply to all legislators, including holdover senators, for the full biennium.
1995	$38,056 per year	Salary approved by Jt. Com. on Employment Relations 4/20/94	Assembly per diem maximum reduced to $67.50 by action of the Speaker (effective 1/1/96); senate maximum continued at $75 (see comments)	1995 WisAct 27	Act 27 gave the president of the senate and the speaker of the assembly authority to set reduced maximums for per diem rates in their respective houses at any amount under the maximum of $75. (Authority to sunset 6/30/97)
1997	$39,211 per year	Salary approved by Jt. Com. on Employment Relations 3/21/96			
1999	$41,809 per year	Salary approved by Jt. Com. on Employment Relations 10/28/97			

Appendix 1: Compensation of Wisconsin Legislators–Continued
1836 through 2009 Legislative Sessions

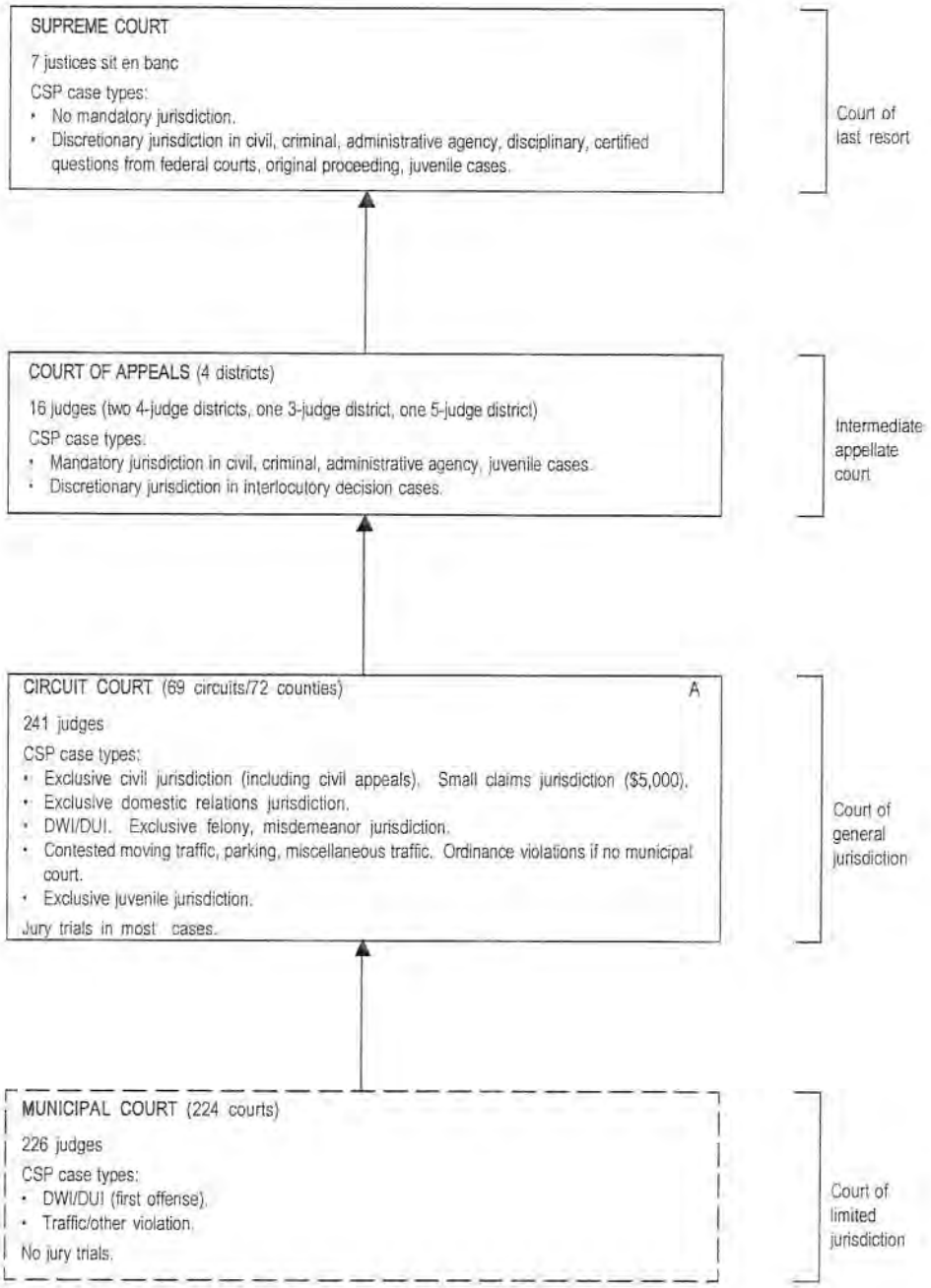
Session Effective	Compensation Amount	Action Affecting Compensation	Expenses Amount	Action on Expenses	Comments
2001	$44,233 per year	Salary approved by Jt. Com. on Employment Relations 6/9/99; modified 5/2/2000	$88	Per diem approved by Jt. Com. on Employment Relations 1/4/2001	
2003	$45,569 per year	Salary approved by Jt. Com. on Employment Relations 6/27/2001	$88	2001 Act 16	Per diem statutorily set at 90% of federal per diem rate for Madison. Using constitutional authority, organization committees of each house maintain per diem rate from previous session.
2005	$45,569 per year	Compensation increase recommended by Office of State Employment Relations (OSER), but not approved by Jt. Com. on Employment Relations 5/5/2003	$88		Legislative Organization committees leave per diem rate unchanged.
2007	$47,413 per year	Compensation increase recommended by OSER and approved by Jt. Com. on Employment Relations 7/19/2005	$88		Legislative Organization committees leave per diem rate unchanged.
2009	$49,943 per year	Compensation increase recommended by OSER and approved by Jt. Com. on Employment Relations on 11/27/07, with revisions approved on 05/27/08.	$88		Legislative Organization committees leave per diem rate unchanged.

[1]$25 per month for representatives to the assembly whose districts were one county or less, plus $15 per month for each additional county or part thereof. $40 per month for senators whose districts are one county or less, plus $20 per month for each additional county or part thereof.

[2]Salaries were linked to those of nonelected state employees, which may change at various points during the biennium. This meant legislators elected to fill vacancies occurring later in a legislative session might receive a higher salary than those taking office in January of odd-numbered years. This variation was removed by the constitutional amendment approved 4/7/92.

Exhibit B

WISCONSIN COURT STRUCTURE, 2002



Wyoming

Current Judicial Salaries (Last raise for Judges was granted 7/08)

Chief Justice of the Supreme Court:	$131,500
Justice of Supreme Court:	$131,500
Judge of the District Court:	$125,200

Current Legislative Salary

$150 per day + per diem (2008-2010)

Current Top Level Executive Salaries

Governor:	$105,000
Lt. Governor:	No Lieutenant Governor
Attorney General:	$137,000
Comptroller:	$92,000

Court Structure

See Exhibit A

Method of increased Judicial Salaries

Judges salaries require the legislature to act at the request of the judiciary.

Tenure based adjustments for Salary

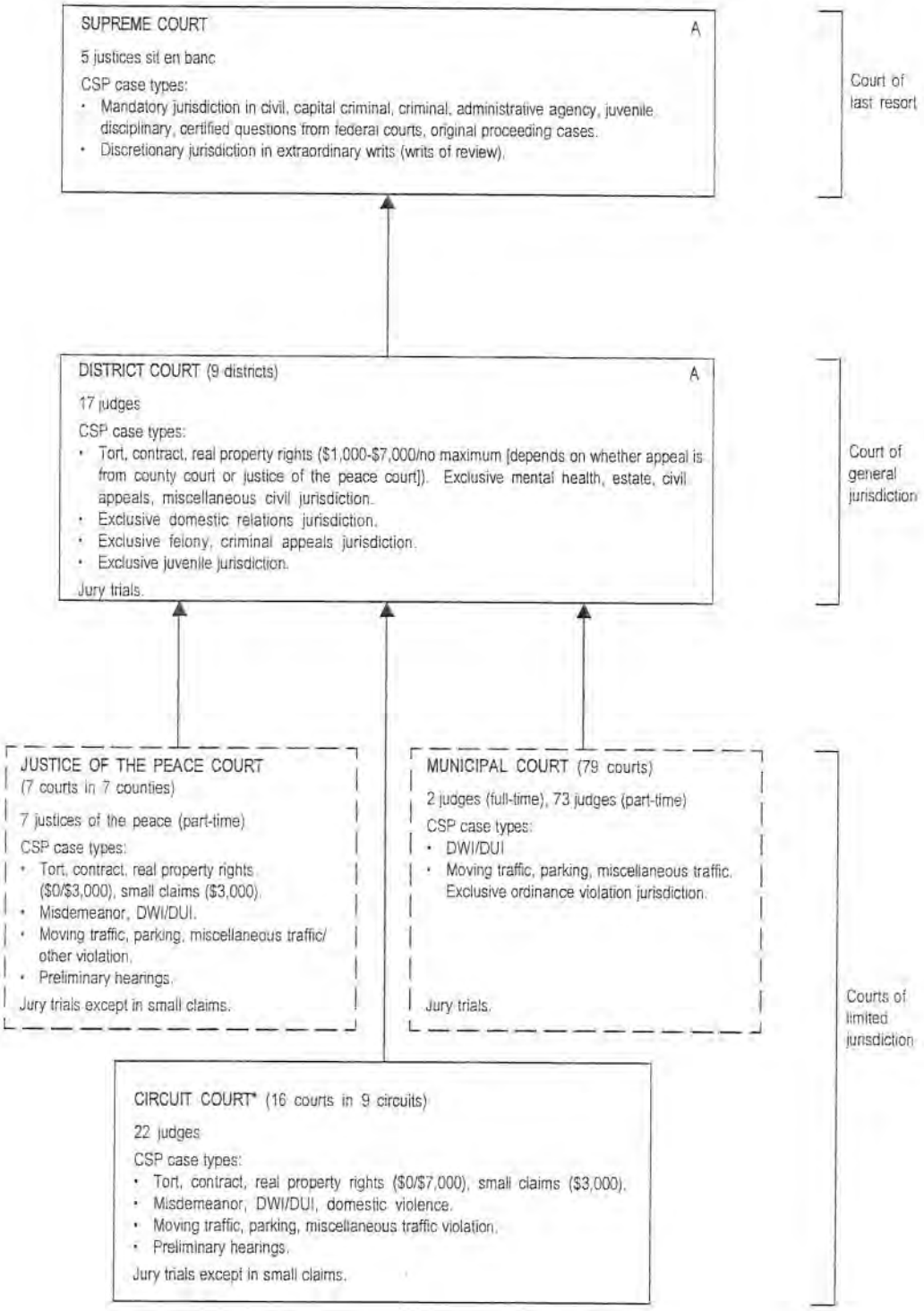
Judges can start collecting full pensions at age 70 with 18 years of service, 65 with 15 years of service or 65 with 6 consecutive years, 70 with 12 years of service or 70 with less than 6 years but continuously from date of appointment to the age of 70 or 55 with 12 years of service. They receive 50% of the salary currently authorized.

Geographical adjustments for Salary

None.

Exhibit A

WYOMING COURT STRUCTURE, 2002



* County Courts were renamed Circuit Courts.

ATTACHMENT 33

Judicial Salaries in the United States — January 1977 to July 2010 (National Center for State Courts)

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JUDICIAL SALARIES IN APPELLATE AND TRIAL COURTS

State	Supreme Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
ALABAMA	$ 33,500	$ 33,000	$ 25,000 (36,700)	1/20/75
ALASKA	52,992		48,576	7/1/75
ARIZONA	37,000	35,000	33,000	1/6/75
ARKANSAS	31,189		29,013	7/1/76
CALIFORNIA	62,935	59,002	49,166	9/1/76
COLORADO	40,000	37,000	33,000	7/1/76
CONNECTICUT	36,000		34,500	1/3/73
DELAWARE	42,000		39,000	7/1/75
FLORIDA	40,000	38,000	36,000	1/1/75
GEORGIA	40,000	39,500	32,500 (44,600)	7/1/75
HAWAII	45,000		42,500	1/1/76
IDAHO	31,500		28,500	7/1/76
ILLINOIS	50,000	45,000	37,000	7/1/75
INDIANA	38,100	38,100	26,500-31,500	6/1/75
IOWA	39,000	36,000	33,072	7/1/76
KANSAS	34,000	33,000	22,000 (30,400)	1/10/77
KENTUCKY	39,000	37,000	35,000	6/30/76
LOUISIANA	50,000	47,500	42,500	7/1/76
MAINE	26,000		25,500	4/1/74
MARYLAND	44,100	41,400	39,200	7/1/75
MASSACHUSETTS	40,788	37,771	36,203	1/1/74
MICHIGAN	43,500	44,478	27,700 (45,257)	1/1/76
MINNESOTA	36,500		32,000	7/1/73
MISSISSIPPI	34,000		30,000	7/1/74
MISSOURI	36,500	34,000	31,000	9/28/75
MONTANA	27,000		25,000	7/1/75

Note: Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries.

State	Supreme Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
NEBRASKA	39,750		36,500 (38,000)	1/1/77
NEVADA	35,000		30,000	1/1/75
NEW HAMPSHIRE	34,060		33,956	1/1/75
NEW JERSEY	48,000	45,000	40,000	6/28/74
NEW MEXICO	33,500	32,000	31,000	7/1/76
NEW YORK	60,575	51,627	40,998	7/1/74
NORTH CAROLINA	39,816	37,224	32,016	7/1/76
NORTH DAKOTA	32,000		30,000	7/1/76
OHIO	40,000	37,000	23,500-34,000	11/16/73
OKLAHOMA	38,000	35,000	21,000-32,000	7/1/76
OREGON	38,720	37,510	35,090	7/1/76
PENNSYLVANIA	55,000	53,000	45,000	7/1/76
RHODE ISLAND	36,300		34,100	6/20/76
SOUTH CAROLINA	39,272		39,272	7/1/76
SOUTH DAKOTA	28,000		26,000	4/1/75
TENNESSEE	47,629	43,659	39,690	7/1/76
TEXAS	47,900	41,800 (46,400)	32,800 (46,400)	9/1/76
UTAH	30,000		27,500	7/1/75
VERMONT	29,900		25,800	7/1/74
VIRGINIA	44,000		41,000	7/1/76
WASHINGTON	39,412	36,325	34,250	7/1/75
WEST VIRGINIA	35,000		31,500	7/1/76
WISCONSIN	44,160		29,940 (39,948)	7/1/75
WYOMING	32,500		30,000	7/1/75
NATIONAL AVERAGE	39,581[a]	40,218[b]	33,446[a]	NA
DISTRICT OF COLUMBIA	42,120		39,600	10/1/76
FEDERAL SYSTEM	63,000	44,600	42,000	10/1/75
COMMONWEALTH OF PUERTO RICO	32,000		26,000	7/31/74

Note: Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries.

[a] Arithmetic average figured for the 50 states.

[b] Arithmetic average figured for the 27 states that have intermediate appellate courts.

April 1977

JUDICIAL SALARIES IN APPELLATE AND TRIAL COURTS

State	Supreme Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
ALABAMA	$ 33,500	$ 33,000	$ 25,000 (36,700)	1/20/75
ALASKA	52,992		48,576	7/1/75
ARIZONA	37,000	35,000	33,000	1/6/75
ARKANSAS	31,189		29,013	7/1/76
CALIFORNIA	62,935	59,002	49,166	9/1/76
COLORADO	40,000	37,000	33,000	7/1/76
CONNECTICUT	36,000		34,500	1/3/73
DELAWARE	42,000		39,000	7/1/75
FLORIDA	40,000	38,000	36,000	1/1/75
GEORGIA	40,000	39,500	32,500 (44,600)	7/1/75
HAWAII	45,000		42,500	1/1/76
IDAHO	31,500		28,500	7/1/76
ILLINOIS	50,000	45,000	37,000	7/1/75
INDIANA	38,100	38,100	26,500-31,500	6/1/75
IOWA	39,000	36,000	33,072	7/1/76
KANSAS	34,000	33,000	30,500	1/10/77
KENTUCKY	39,000	37,000	35,000	6/30/76
LOUISIANA	50,000	47,500	42,500	7/1/76
MAINE	26,000		25,500	4/1/74
MARYLAND	44,100	41,400	39,200	7/1/75
MASSACHUSETTS	40,768	37,771	36,203	1/1/74
MICHIGAN	50,000	44,478	27,700 (45,622)	1/1/77
MINNESOTA	36,500		32,000	7/1/73
MISSISSIPPI	34,000		30,000	7/1/74
MISSOURI	36,500	34,000	31,000	9/28/75
MONTANA	27,000		25,000	7/1/75

Note: Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries.

State	Supreme Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
NEBRASKA	39,750		36,500 (38,000)	1/1/77
NEVADA	35,000		30,000	1/1/75
NEW HAMPSHIRE	34,060		33,956	7/1/75
NEW JERSEY	48,000	45,000	40,000	6/28/74
NEW MEXICO	33,500	32,000	31,000	7/1/76
NEW YORK	60,575	51,627	48,998	7/1/74
NORTH CAROLINA	39,816	37,224	32,016	7/1/76
NORTH DAKOTA	32,000		30,000	7/1/76
OHIO	40,000	37,000	23,500-34,000	11/16/73
OKLAHOMA	38,000	35,000	21,000-32,000	7/1/76
OREGON	38,720	37,510	35,090	7/1/76
PENNSYLVANIA	55,000	53,000	45,000	7/1/76
RHODE ISLAND	36,300		34,100	6/20/76
SOUTH CAROLINA	39,272		39,272	7/1/76
SOUTH DAKOTA	28,000		26,000	4/1/75
TENNESSEE	47,629	43,659	39,690	7/1/76
TEXAS	47,400	41,800 (46,400)	42,800 (45,400)	9/1/76
UTAH	30,000		27,500	7/1/75
VERMONT	29,900		25,600	7/1/74
VIRGINIA	44,000		41,000	7/1/76
WASHINGTON	39,412	36,325	34,250	7/1/75
WEST VIRGINIA	35,000		31,500	7/1/76
WISCONSIN	44,160		29,940 (39,938)	7/1/75
WYOMING	32,500		30,000	7/1/75
NATIONAL AVERAGE	39,761[a]	40,218[b]	33,616[a]	NA
DISTRICT OF COLUMBIA	51,750	*	49,040	2/20/77
FEDERAL SYSTEM	63,000	44,600	42,000	10/1/75
COMMONWEALTH OF PUERTO RICO	32,000		26,000	7/31/74

Note: Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries.

[a] Arithmetic average figured for the 50 states.

[b] Arithmetic average figured for the 27 states that have intermediate appellate courts.

JUDICIAL SALARIES IN APPELLATE AND TRIAL COURTS

State	Supreme Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
ALABAMA	$ 33,500	$ 33,000	$ 25,000 (36,700)	1/20/75
ALASKA	52,992		48,576	7/1/75
ARIZONA	37,000	35,000	33,000	1/6/75
ARKANSAS	34,308		31,914	7/1/77
CALIFORNIA	62,935	59,002	49,166	9/1/76
COLORADO	40,000	37,000	31,000	7/1/76
CONNECTICUT	36,000		34,500	1/3/73
DELAWARE	42,000		39,000	7/1/75
FLORIDA	40,000	38,000	36,000	1/1/75
GEORGIA	40,000	39,500	32,500 (44,600)	7/1/74
HAWAII	45,000		42,500	1/1/76
IDAHO	31,500		28,500	7/1/76
ILLINOIS	50,000	45,000	37,000	7/1/75
INDIANA	38,100	38,100	26,500-31,500	6/1/75
IOWA	45,000	42,500	40,000	7/1/77
KANSAS	34,000	33,000	30,500	1/10/77
KENTUCKY	39,000	37,000	35,000	6/30/74
LOUISIANA	50,000	47,500	42,500	7/1/76
MAINE	29,000		28,500	7/1/77
MARYLAND	46,400	43,500	41,200	7/1/77
MASSACHUSETTS	41,638	38,621	37,053	7/1/77
MICHIGAN	50,000	44,478	27,790 (45,622)	1/1/77
MINNESOTA	49,000		42,000	7/1/77
MISSISSIPPI	34,000		30,000	7/1/74
MISSOURI	36,500	34,000	31,000	9/28/75
MONTANA	36,000		35,000	7/1/77

Note: Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries.

JUNY 1977

State	Supreme Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
NEBRASKA	39,750		36,500 (38,000)	1/1/77
NEVADA	35,000		30,000	1/1/75
NEW HAMPSHIRE	36,444		36,333	7/1/77
NEW JERSEY	48,000	45,000	40,000	6/28/74
NEW MEXICO	36,348	34,720	33,635	7/1/77
NEW YORK	60,575	51,627	48,998	7/1/74
NORTH CAROLINA	43,408	40,862	35,758	7/1/77
NORTH DAKOTA	36,800		34,500	7/1/77
OHIO	40,000	37,000	23,500-34,000	11/16/73
OKLAHOMA	38,000	35,000	21,000-32,000	7/1/76
OREGON	41,856	40,860	37,968	7/1/77
PENNSYLVANIA	55,000	53,000	45,000	7/1/76
RHODE ISLAND	36,300		34,100	6/20/76
SOUTH CAROLINA	45,000		39,272	[illegible]/1/77
SOUTH DAKOTA	32,000		30,000	[illegible]/1/77
TENNESSEE	50,391	46,192	41,993	7/1/77
TEXAS	47,400	41,800 (46,400)	32,800 (45,400)	9/1/76
UTAH	35,500		33,500	5/10/77
VERMONT	31,750		30,000	7/3/77
VIRGINIA	45,000		42,000	7/1/77
WASHINGTON	44,000	42,000	39,000	7/1/77
WEST VIRGINIA	35,000		31,500	7/1/76
WISCONSIN	44,160		29,940 (39,938)	7/1/76
WYOMING	32,500		30,000	7/1/75
NATIONAL AVERAGE	41,301[a]	41,231[b]	35,098[a]	NA
DISTRICT OF COLUMBIA	51,750		49,050	2/20/77
FEDERAL SYSTEM	72,000	57,500	54,500	1/1/77
COMMONWEALTH OF PUERTO RICO	32,000		26,000	7/31/74

Note. Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries.

[a] Arithmetic average figured for the 50 states.

[b] Arithmetic average figured for the 27 states that have intermediate appellate courts.

OCTOBER 1977

JUDICIAL SALARIES IN APPELLATE AND TRIAL COURTS

State	Supreme Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
ALABAMA	$ 33,500	$ 33,000	$ 25,000 (36,700)	1/20/75
ALASKA	52,992		48,576	7/1/75
ARIZONA	37,000	35,000	33,000	1/6/75
ARKANSAS	34,308		31,914	7/1/77
CALIFORNIA	62,939	59,002	49,166	9/1/76
COLORADO	40,000	37,000	33,000	7/1/76
CONNECTICUT	36,000		34,500	1/3/73
DELAWARE	42,000		39,000	7/1/75
FLORIDA	43,200	41,000	38,900	9/1/77
GEORGIA	40,000	39,500	32,500 (44,600)	7/1/74
HAWAII	45,000		42,500	1/1/76
IDAHO	31,500		28,500	7/1/76
ILLINOIS	50,000	45,000	42,500	7/1/75
INDIANA	38,100	30,100	26,500-31,500	6/1/75
IOWA	45,000	42,500	40,000	7/1/77
KANSAS	34,000	33,000	30,500	1/10/77
KENTUCKY	39,000	37,000	35,000	6/30/76
LOUISIANA	50,000	47,500	42,500	7/1/76
MAINE	29,000		28,500	7/1/77
MARYLAND	46,400	43,800	41,200	7/1/77
MASSACHUSETTS	41,638	38,621	37,053	4/1/77
MICHIGAN	50,000	48,500	29,100 (47,880)	10/1/77
MINNESOTA	49,000		42,000	7/1/77
MISSISSIPPI	34,000		30,000	7/1/74
MISSOURI	36,500	34,000	31,000	9/28/75
MONTANA	36,000		35,000	7/1/77

Note: Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries.

January 1978

Judicial Salaries in Appellate and Trial Courts

Salaries including supplements are shown in parenthesis immediately beneath the figures for state-paid salaries. National averages for the highest and general trial courts are based on figures for the fifty states. For intermediate appellate court the average is based on the twenty-seven states that have such courts.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	33,500	33,000	25,000 (36,700)	1-20-75
Alaska	52,992		48,576	7-1-75
Arizona	37,000	35,000	33,060	1-6-75
Arkansas	34,308		31,914	7-1-77
California	62,933	59,002	49,166	9-1-76
Colorado	40,000	37,000	33,000	7-1-76
Connecticut	36,000		34,500	1-1-73
Delaware	42,000		39,000	7-1-75
Florida	43,200	41,000	38,900	9-1-77
Georgia	40,000	39,500	32,500 (45,200)	7-1-74
Hawaii	45,000		42,500	1-1-76
Idaho	31,500		28,500	7-1-76
Illinois	50,000	45,000	42,500	7-1-75
Indiana	38,100	38,100	26,500 to 31,500	6-1-75
Iowa	45,000	42,500	40,000	7-1-77
Kansas	34,000	33,000	30,500	1-10-77
Kentucky	39,000	37,000	33,000	6-30-76
Louisiana	50,000	47,500	42,500	8-1-75
Maine	29,000		28,500	7-1-77
Maryland	46,400	43,500	41,200	7-1-77
Massachusetts	43,078	39,986	38,379	1-1-78
Michigan	53,000	48,500	29,100 (47,880)	1-1-78
Minnesota	49,000		42,000	7-1-77
Mississippi	34,000		30,000	7-1-74
Missouri	50,000	47,500	45,000	1-1-78
Montana	36,000		35,000	7-1-77
Nebraska	39,750		36,500 (38,000)	1-1-77
Nevada	35,000		30,000	1-1-75
New Hampshire	38,500		37,500	6-17-77
New Jersey	56,000	53,000	48,000	1-1-78
New Mexico	36,348	34,720	33,635	7-1-77
New York	60,575	51,627	48,998	7-1-74
North Carolina	43,408	40,862	35,758	7-1-77
North Dakota	36,800		34,500	7-1-77
Ohio	40,000	37,000	22,500 to 34,000	11-16-73
Oklahoma	38,000	35,000	21,000 to 32,000	7-1-76
Oregon	41,856	40,860	37,968	7-1-77
Pennsylvania	55,000	53,000	45,000	7-1-76
Rhode Island	36,100		34,100	6-20-76
South Carolina	45,000		45,000	7-1-77
South Dakota	32,000		30,000	7-1-77
Tennessee	50,391	46,192	41,993	7-1-77
Texas	49,800	43,930 (48,800)	34,500 (47,800)	9-1-71
Utah	38,500		33,500	5-10-77
Vermont	31,750		30,000	7-3-77
Virginia	45,000		42,000	7-1-77
Washington	45,000	42,000	39,000	7-1-77
West Virginia	35,000		31,500	7-1-76
Wisconsin	46,368		31,440 (42,957)	1-1-78
Wyoming	32,500		30,000	7-1-75
National Average	42,017	42,416	36,593	NA
District of Columbia	51,750		49,050	2-20-77
Federal System	72,000	57,500	54,500	3-1-77
Commonwealth of Puerto Rico	32,000		26,000	7-31-74

July 1978

Judicial Salaries in Appellate and Trial Courts

Salaries including supplements are shown in parenthesis immediately beneath the figures for state-paid salaries. National averages for the highest and general trial courts are based on figures for the fifty states. For intermediate appellate court the average is based on the 27 states that have such courts.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	39,800	78,000	27,500 (42,200)	4-25-78
Alaska	52,992 (60,410)		48,576 (57,076)	7-1-75
Arizona	37,000	35,000	33,000	1-6-75
Arkansas	36,023		33,510	7-1-78
California	66,082	61,952	51,624	7-1-78
Colorado	40,000	37,000	33,000	7-1-76
Connecticut	36,000		34,500	1-3-73
Delaware	42,000		39,000	7-1-75
Florida	43,200	41,000	38,900	9-1-77
Georgia	46,000	45,500	38,500 (52,900)	2-1-78
Hawaii	45,000		42,800	1-1-76
Idaho	38,000		35,000	7-1-78
Illinois	50,000	45,000	42,500	7-1-75
Indiana	38,100	38,100	36,500 to 31,500	6-1-75
Iowa	45,500	42,500	40,000	7-1-77
Kansas	34,000	33,000	30,500 (32,000)	1-10-77
Kentucky	39,000	37,000	35,000	6-30-76
Louisiana	54,000	51,200	45,900	7-1-78
Maine	32,000		31,500	7-1-78
Maryland	47,800	44,900	42,500	7-1-78
Massachusetts	43,078	39,986	38,379	1-1-78
Michigan	53,000	48,800	39,100 (49,007)	1-1-78
Minnesota	49,000		42,000	7-1-77
Mississippi	46,000		41,000	7-1-78
Missouri	50,000	47,500	45,000	1-1-78
Montana	39,000		35,000	7-1-77
Nebraska	39,750		36,500 (38,000)	1-1-77
Nevada	35,000		30,000	1-1-75
New Hampshire	38,500		37,500	6-17-77
New Jersey	56,000	53,000	48,000	1-1-78
New Mexico	38,165	36,456	35,317	7-1-78
New York	60,575	51,627	48,998	7-1-74
North Carolina	47,000	44,500	39,500	7-1-78
North Dakota	36,800		34,500	7-1-77
Ohio	51,000	47,000	33,000 to 43,500	5-1-73
Oklahoma	39,200	36,200	22,080 to 33,200	7-1-78
Oregon	43,530	42,494	39,487	4-1-78
Pennsylvania	55,000	53,000	45,000	7-1-76
Rhode Island	41,300		39,100	7-2-78
South Carolina	46,800		46,800	7-1-78
South Dakota	35,000		33,000	7-1-78
Tennessee	53,667	49,195	44,722	7-1-78
Texas	49,800	43,900 (48,800)	34,500 (47,800)	9-1-77
Utah	35,500		33,500	5-10-77
Vermont	33,655		31,800	7-2-78
Virginia	50,000		46,500	7-1-78
Washington	45,000	42,000	39,000	7-1-77
West Virginia	33,000		31,500	7-1-76
Wisconsin	46,368		31,440 (42,957)	1-1-78
Wyoming	45,000		42,500	3-10-78
National Average	43,928	43,911	36,655	NA
District of Columbia	51,750		49,050	2-20-77
Federal System	72,000	57,500	54,500	3-1-77
American Samoa	51,224		NA	1-22-78
Commonwealth of Puerto Rico	32,000		26,000	7-31-74

January 1979

Judicial Salaries in Appellate and Trial Courts

Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries. Salary ranges can reflect cost of living differences as in Alaska, longevity increases as in Rhode Island, or may be determined by such factors as population or caseload of jurisdiction. National averages for the highest and general trial courts are based on figures for the 50 states. For intermediate appellate court the average is based on the 8 states that have such courts. The figures used for the average are salaries without supplements or the lowest salary of the range.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	39,500	38,000	27,500 (42,200)	4-23-78
Alaska	52,992 to 60,410		48,576 to 57,076	7-1-78
Arizona	47,500	45,500	43,500	1-1-79
Arkansas	36,023		33,510	7-1-78
California	66,082	61,952	51,634	7-1-78
Colorado	45,600	41,500	38,350	1-8-79
Connecticut	40,000		38,500	1-8-79
Delaware	42,000		39,000	7-1-75
Florida	45,350	43,050	40,850	1-1-79
Georgia	46,000	45,500	38,500 (52,900)	2-1-78
Hawaii	45,000		42,[illegible]20	1-1-76
Idaho	38,000		35,000	7-1-78
Illinois	58,000	53,000	50,500	12-1-78
Indiana	38,100	38,100	26,500 to 31,500	6-1-75
Iowa	45,000	42,500	40,000	7-1-77
Kansas	36,250	35,000	32,625 (34,125)	1-1-79
Kentucky	39,000	37,000	35,000	6-30-76
Louisiana	54,000	51,300	45,900 (48,600)	7-1-78
Maine	32,000		31,500	7-1-78
Maryland	47,800	44,900	42,500	7-1-78
Massachusetts	46,638	43,621	42,053	7-1-78
Michigan	56,500	51,500	[illegible] (58,850)	1-1-79
Minnesota	49,000		42,000	7-1-77
Mississippi	46,000		41,000	7-1-78
Missouri	50,000	47,500	45,000	1-1-78
Montana	36,000		35,000	7-1-77
Nebraska	43,000		39,500 (41,000)	1-1-79
Nevada	47,250		43,000	1-1-79
New Hampshire	4[illegible],810		39,750	6-16-78
New Jersey	56,000	53,000	48,000	1-1-78
New Mexico	38,165	36,456	35,317	7-1-78
New York	60,575	51,627	48,998	7-1-74
North Carolina	47,000	44,500	39,500	7-1-78
North Dakota	36,800		34,500	7-1-77
Ohio	51,000	47,000	33,000 to 43,500	5-1-78
Oklahoma	39,200	36,200	32,080 to 33,200	7-1-78
Oregon	45,707	44,619	41,461	12-1-78
Pennsylvania	55,000	53,000	45,000	7-1-76
Rhode Island	41,300 to 49,560		39,100 to 46,920	7-2-78
South Carolina	49,140		49,140	1-1-79
South Dakota	33,000		33,000	7-1-78
Tennessee	53,667	49,195	44,722	7-1-78
Texas	51,400	45,400 (50,400)	35,700 (49,400)	9-1-78
Utah	35,500		33,500	5-10-77
Vermont	33,655		31,800	7-3-76
Virginia	50,000		44,500	7-1-78
Washington	45,000	42,000	39,000	7-1-77
West Virginia	35,000		31,500	7-1-76
Wisconsin	48,920	44,868	36,151 (42,957)	8-1-78
Wyoming	45,000		42,500	3-10-78
National Average	43,248	45,278	38,971	NA
District of Columbia	51,750		49,050	2-20-77
Federal System	72,000	57,500	54,500	3-1-77
American Samoa	51,244		NA	1-22-78
Commonwealth of Puerto Rico	32,000		26,000	7-31-74
Virgin Islands	NA		45,000	1-10-79

JULY 1979

Judicial Salaries in Appellate and Trial Courts

Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries. Salary ranges can reflect cost-of-living differences as in Alaska, longevity increases as in Rhode Island, or may be determined by such factors as population or caseload of jurisdiction. The national average for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 30 states that have such courts. All averages are based on the lowest salary of the range or on salaries without supplements.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	39,500	38,000	27,500 (43,200)	4-25-78
Alaska	52,992 to 60,410		46,576 to 57,076	7-1-78
Arizona	47,500	45,500	43,500	1-1-79
Arkansas	38,545	39,803	35,856	7-1-79
California	69,386	65,050	54,[illegible]	
Colorado	45,600	41,500	38,[illegible]	1-1-79
Connecticut	40,000		28,[illegible]00	1-1-79
Delaware	49,000		46,[illegible]	3-1-79
Florida	45,350	43,050	40,850	1-1-79
Georgia	48,530	48,002	40,617 (54,617)	7-1-79
Hawaii	45,000	43,750	42,500	1-1-76
Idaho	38,000		35,000	7-1-78
Illinois	58,000	53,000	45,000	12-1-78
Indiana	42,000 (45,000)	42,000 (45,000)	35,000 to 37,500	7-1-79
Iowa	49,000	46,500	43,500	7-1-79
Kansas	36,250	35,000	32,625 (34,125)	1-1-79
Kentucky	39,000	37,000	35,000	6-30-76
Louisiana	54,000	51,300	45,900 to 48,600	7-1-78
Maine	34,240		33,705	7-1-79
Maryland	50,700	47,600	42,500	7-1-79
Massachusetts	50,000	45,000	42,500	7-1-79
Michigan	56,500	51,500	30,850 (52,005)	1-1-79
Minnesota	52,500		45,000	7-1-79
Mississippi	46,000		41,000	7-1-78
Missouri	50,000	47,500	45,000	1-1-78
Montana	38,000		37,000	7-1-79
Nebraska	43,000		39,500	1-1-79
Nevada	47,250		43,000	1-1-79
New Hampshire	40,810		39,750	6-16-78
New Jersey	56,000	53,000	48,000	1-1-78
New Mexico	38,165	36,456	35,317	7-1-78
New York	60,575	51,627	48,998	10-1-78
North Carolina	49,356	46,728	41,484	7-1-79
North Dakota	39,200		[illegible],750	7-1-79
Ohio	51,000	47,000	[illegible]000 to [illegible]500	5-1-78
Oklahoma	40,700	37,700	33,400 to 34,700	7-1-79
Oregon	48,449	47,196	43,949	7-1-79
Pennsylvania	55,000	53,000	45,000	7-1-76
Rhode Island	43,572 to 52,286		41,251 to 49,501	7-1-79
South Carolina	57,088		52,088	7-30-79
South Dakota	35,000		33,000	7-1-78
Tennessee	57,799	52,983	48,166	7-1-79
Texas	51,400	45,400 (50,400)	35,700 (49,400)	9-1-78
Utah	38,000		36,000	7-1-79
Vermont	35,300		33,540	7-1-79
Virginia	50,000		44,500	7-1-78
Washington	48,200	44,900	41,700	7-1-79
West Virginia	38,000		35,500	7-1-79
Wisconsin	48,920	44,868	39,414 (42,957)	7-1-79
Wyoming	45,000		42,500	3-10-78
National Average	46,568	46,067	39,951	
District of Columbia	51,750		49,050	2-27-77
Federal System	72,000	57,500	54,500	3-1-77
American Samoa	51,244		NA	10-1-78
Commonwealth of Puerto Rico	36,000		26,000	7-1-79
Virgin Islands	NA		45,000	1-10-79

January 1980

Judicial Salaries in Appellate and Trial Courts

Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries. Salary ranges can reflect cost-of-living differences as in Alaska, longevity increases as in Rhode Island, or may be determined by such factors as population or caseload of jurisdiction. The national average for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 30 states that have such courts. All averages are based on the lowest salary of the range or on salaries without supplements.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	39,500	38,000	34,000 (48,000)	10-1-79
Alaska	52,992 to 60,410		48,576 to 57,076	7-1-78
Arizona	47,500	45,507	43,500	1-1-79
Arkansas	38,543	37,199	35,856	7-1-79
California	69,386	65,050	54,205	7-1-79
Colorado	45,608	41,500	38,350	7-1-79
Connecticut	42,400		30,210 to 40,810	1-1-80
Delaware	49,000		46,000	3-1-79
Florida	48,525	46,063	43,709	9-1-79
Georgia	48,530	48,007	40,617 to 54,617	10-1-79
Hawaii	45,000	43,710	42,500	1-1-76
Idaho	38,000		35,000	7-1-78
Illinois	58,000	53,300	45,000	12-1-78
Indiana	42,000 (45,000)	47,000 (49,000)	35,000 to 37,500	7-1-79
Iowa	49,000	45,500	43,500	7-1-79
Kansas	38,500	37,000	32,667 (33,667)	1-1-80
Kentucky	39,000	37,000	35,000	6-30-76
Louisiana	56,200	53,500	48,100 to 50,800	9-1-79
Maine	34,240		33,705	7-1-79
Maryland	50,700	47,600	45,500	7-1-79
Massachusetts	50,000	45,000	42,500	7-1-79
Michigan	60,500	55,550	33,275 (35,965)	1-1-80
Minnesota	52,500		45,000	7-1-79
Mississippi	46,000		41,000	7-1-78
Missouri	50,000	47,500	45,000	1-1-78
Montana	38,000		37,000	7-1-79
Nebraska	43,000		39,500	1-1-79
Nevada	47,250		43,000	1-1-79
New Hampshire	40,010		39,750	6-22-79
New Jersey	56,000	53,000	48,000	1-1-78
New Mexico	38,165	36,456	35,317	7-1-79
New York	69,352	59,108	56,098	10-1-79
North Carolina	49,356	46,728	41,484	7-1-79
North Dakota	39,200		36,750	7-1-79
Ohio	51,000	47,000	33,000 to 43,500	5-1-78
Oklahoma	40,310	37,700	23,400 to 34,700	7-1-79
Oregon	48,449	47,296	43,949	7-1-79
Pennsylvania	55,000	53,000	45,000 to 47,500	7-1-76
Rhode Island	43,572 to 52,286		41,251 to 49,501	7-1-79
South Carolina	52,088		52,088	7-30-79
South Dakota	35,000		33,000	7-1-78
Tennessee	57,799	52,983	48,166	7-1-79
Texas	56,700	47,700 (55,700)	40,500 (46,700)	9-1-79
Utah	38,000		36,000	7-1-79
Vermont	35,500		33,540	7-1-79
Virginia	50,000		47,000	1-1-80
Washington	48,200	44,900	41,700	7-1-79
West Virginia	38,000		35,500	7-1-79
Wisconsin	48,920	44,868	42,180 (45,960)	7-1-79
Wyoming	45,000		42,500	3-10-78
National Average	47,334	46,682	40,669	
District of Columbia	51,750		49,050	2-27-77
Federal System	72,000	57,500	54,500	3-1-77
American Samoa	51,244		30,000	10-1-78
Commonwealth of Puerto Rico	36,000		24,000 to 30,000	7-1-79
Virgin Islands	NA		45,000	1-10-79

July 1980

Judicial Salaries in Appellate and Trial Courts

Salaries including supplements are shown in parentheses immediately beneath the figures for state-paid salaries. Salary ranges can reflect cost-of-living differences as in Alaska, longevity increases as in Rhode Island, or may be determined by such factors as population or caseload of jurisdiction. The national average for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 31 states that have such courts. All averages are based on the lowest salary of the range or on salaries without supplements.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	39,500	38,000	34,000 (48,000)	10-1-79
Alaska	70,065 to 79,175	65,352	63,120 to 74,166	1-1-80
Arizona	47,500	45,500	43,500	1-1-79
Arkansas	42,399	39,803	39,441	7-1-80
California	72,655	68,303	56,915	7-1-80
Colorado	50,000	46,000	42,500	7-1-80
Connecticut	42,400		30,210 to 40,810	1-1-80
Delaware	49,000		46,000	3-1-79
Florida	48,525	46,063	43,709	9-1-79
Georgia	49,379	46,842	41,328 (56,616)	3-1-80
Hawaii	45,000	43,750	42,500	1-1-76
Idaho	43,000		41,000	7-1-80
Illinois	58,000	53,000	45,000 to 50,500	12-1-78
Indiana	42,000 (45,000)	42,000 (45,000)	35,000 to 37,500	7-1-79
Iowa	49,000	46,500	43,500	7-1-79
Kansas	43,000	40,000	35,000 (36,500)	7-1-80
Kentucky	49,000	47,000	45,000	7-1-80
Louisiana	56,200	53,500	55,712	6-1-79
Maine	36,637		36,064	9-1-80
Maryland	56,200	53,500	52,500	9-1-80
Massachusetts	50,000	45,000	42,500	7-1-79
Michigan	60,500	55,550	33,275 (55,985)	1-1-80
Minnesota	56,000		48,000	7-1-80
Mississippi	46,000		41,000	7-1-78
Missouri	50,000	47,500	45,000	1-1-78
Montana	40,000		39,000	7-1-80
Nebraska	43,000		39,500 to 41,000	1-1-79
Nevada	47,250		43,000	1-1-79
New Hampshire	43,590		42,450	6-13-80
New Jersey	59,500	56,500	51,500	6-28-80
New Mexico	44,000	43,000	42,000	7-1-80
New York	69,352	59,108	56,098	10-1-79
North Carolina	54,288	51,396	45,636	7-1-80
North Dakota	41,700		39,100	7-1-80
Ohio	51,000	47,000	33,000 to 43,500	5-1-79
Oklahoma	48,000	45,000	30,000 to 40,000	7-1-80
Oregon	51,356	50,134	46,586	7-1-80
Pennsylvania	55,000	53,000	45,000	7-1-76
Rhode Island	46,622 to 55,946		44,139 to 52,966	7-1-80
South Carolina	55,088		55,088	6-20-80
South Dakota	43,000		40,000	7-1-80
Tennessee	64,330	58,969	53,608	7-1-80
Texas	56,700	47,700 (55,700)	40,500 (46,700)	9-1-79
Utah	38,000		36,000	7-1-79
Vermont	37,630		35,550	7-6-80
Virginia	54,000		47,000	7-1-80
Washington	51,500	48,100	44,700	7-1-80
West Virginia	40,000		38,000	7-1-80
Wisconsin	48,920	44,868	42,180 (45,960)	10-7-79
Wyoming	48,500		46,000	7-1-80
National Average	49,690	49,354	43,128	
District of Columbia	51,750		49,050	2-27-77
Federal System	81,300	65,000	61,500	10-1-79
American Samoa	59,000		32,000	10-1-79
Puerto Rico	36,000		24,000 to 30,000	7-1-79
Virgin Islands			45,000	1-10-79

January 1981

Judicial Salaries in Appellate and Trial Courts

In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated.

The national average for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 31 states that have such courts. All averages are based on the lowest salary of the range or on salaries without supplements.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	49,000	48,000	36,550 (60,550)	10-1-80
Alaska	74,196 to 84,684	69,240	66,900 to 78,603	1-1-81
Arizona	47,500	45,500	43,500	1-1-79
Arkansas	42,399	39,803	39,441	7-1-80
California	77,409	68,303	59,686	7-1-80
Colorado	50,000	46,000	42,500	7-1-80
Connecticut	46,600		36,806 to 43,873	1-1-81
Delaware	49,000		46,000	3-1-79
Florida	60,498	49,748	47,205	9-1-80
Georgia	49,379	48,842	41,328	3-1-80
Hawaii	45,000	43,750	42,000	1-1-76
Idaho	43,000		41,000	7-1-80
Illinois	58,000	53,000	45,000 to 50,500	12-1-78
Indiana	42,000 (45,000)	42,000 (45,000)	35,000 to 37,500	7-1-79
Iowa	49,000	46,500	43,500	7-1-79
Kansas	43,000	40,000	37,000 (39,500)	8-1-80
Kentucky	49,000	47,000	41,000	7-1-80
Louisiana	61,636	58,673	55,712	9-1-80
Maine	36,637		36,064	7-1-[illegible]
Maryland	56,200	53,700	52,500	7-1-80
Massachusetts	50,000	45,000	42,500	7-1-79
Michigan	60,500	55,550	33,276 (61,546)	1-1-80
Minnesota	56,000		48,000	7-1-80
Mississippi	46,000		41,000	7-1-78
Missouri	50,000	47,500	45,000	1-1-78
Montana	39,000		38,000	7-1-80
Nebraska	48,134		44,182	1-1-81
Nevada	47,250		43,000	1-1-79
New Hampshire	43,590		42,450	6-13-80
New Jersey	59,500	56,500	51,500	6-28-80
New Mexico	44,000	43,000	42,000	7-1-80
New York	75,600	65,100	60,900	1-1-81
North Carolina	54,288	51,396	48,636	7-1-80
North Dakota	41,700		39,100	7-1-80
Ohio	51,000	47,000	33,000 to 43,500	8-1-78
Oklahoma	48,000	45,000	30,000 to 40,000	7-1-80
Oregon	51,356	50,134	46,596	7-1-80
Pennsylvania	64,500	62,500	55,000	12-1-80
Rhode Island	46,621 to 53,946		44,139 to 52,966	7-1-80
South Carolina	55,088		55,088	6-20-80
South Dakota	43,000		40,000	7-1-80
Tennessee	64,330	58,969	53,608	7-1-80
Texas	59,600	50,200 (58,600)	42,500 (49,200)	9-1-80
Utah	38,000		36,000	7-1-79
Vermont	37,630		35,550	7-6-80
Virginia	54,000		50,290	1-1-81
Washington	51,600	48,100	44,700	7-1-80
West Virginia	40,000		38,000	7-1-80
Wisconsin	56,016	51,372	49,176	8-1-80
Wyoming	48,500		46,000	7-1-80
National Average	51,063	50,876	44,151	
District of Columbia	64,310		60,390	10-1-80
Federal System	88,700	70,900	67,100	10-1-80
American Samoa	59,000		32,000	10-1-79
Puerto Rico	36,000		24,000 to 30,000	
Virgin Islands			45,000	1-10-79

July 1981

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated.

The last column indicates the date of the last salary change for highest, intermediate, appellate, or general trial court judges for each state court system.

The national average for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 31 states that have such courts. All averages are based on the lowest salary of the range or on salaries without supplements.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	49,000	48,000	36,850 (50,850)	10-1-80
Alaska	74,196 to 84,584	69,240	66,900 to 78,605	1-1-81
Arizona	47,500	45,800	43,500	1-1-79
Arkansas	46,214	44,603	42,991	7-1-81
California	76,498	71,710	62,670	7-1-81
Colorado	50,000	46,000	42,500	7-1-80
Connecticut	46,500		36,805 to 43,871	1-1-81
Delaware	52,920		49,680	7-1-81
Florida	60,498	49,748	47,201	9-1-80
Georgia	53,329	52,749	44,631	4-30-81
Hawaii	45,000	43,750	42,500	1-1-76
Idaho	43,000		41,000	7-1-80
Illinois	58,000	53,000	45,000 to 50,500	12-1-78
Indiana	42,000 (45,000)	42,000 (45,000)	35,000 to 37,500	7-1-79
Iowa	52,900	50,200	47,000	7-1-81
Kansas	50,000	45,500	44,000 (39,500)	8-1-81
Kentucky	51,940	49,820	47,700	7-1-81
Louisiana	61,635	58,573	55,712	9-1-80
Maine	38,468		37,868	7-1-81
Maryland	56,200	53,500	52,500	7-1-80
Massachusetts	50,000	45,000	42,500	7-1-79
Michigan	60,500	55,550	33,275 (61,646)	1-1-80
Minnesota	56,000		48,000	7-1-80
Mississippi	46,000		41,000	7-1-78
Missouri	50,000	47,500	45,000	1-1-78
Montana	49,360		42,273	7-1-81
Nebraska	48,134		44,382	1-1-81
Nevada	47,250		43,000	1-1-81
New Hampshire	47,513		46,270	7-3-81
New Jersey	63,000	60,000	55,000	4-14-81
New Mexico	49,500	47,000	42,000	7-1-81
New York	75,600	65,100	60,900	1-1-81
North Carolina	54,288	51,396	45,636	7-1-80
North Dakota	49,900		46,900	7-1-81
Ohio	51,000	47,000	33,000 to 43,500	5-1-78
Oklahoma	53,760	50,400	33,600 to 44,800	7-1-81
Oregon	51,358	50,134	46,586	7-1-80
Pennsylvania	64,500	62,500	55,000	12-1-80
Rhode Island	49,185 to 59,023		46,567 to 55,880	6-28-81
South Carolina	55,088		55,088	6-20-80
South Dakota	44,750		41,750	7-1-81
Tennessee	73,015.32	66,930.59	60,845.99	7-1-81
Texas	59,600	50,200 (58,600)	42,500 (49,200)	9-1-80
Utah	47,500		39,150	7-1-81
Vermont	41,000		39,000	7-5-81
Virginia	59,000		54,820	7-1-81
Washington	51,500	48,100	44,700	7-1-80
West Virginia	49,000		45,000	7-1-81
Wisconsin	56,016	51,372	49,176	8-1-80
Wyoming	48,500		46,000	7-1-80
National Average	53,034	52,328	45,633	
District of Columbia	63,810		60,390	10-1-80
Federal System	88,700	70,900	67,100	10-1-80
American Samoa	61,253			7-15-81
Puerto Rico	36,000		24,000 to 30,000	7-1-79
Virgin Islands			52,000	10-1-81

January 1982

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The national average for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 32 states that have such courts. All averages are based on the lowest salary of the range or on salaries without supplements.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	49,000	48,000	36,550 (50,550)	10-1-80
Alaska	74,196 to 84,584	69,240	66,700 to 78,608	1-1-81
Arizona	47,500	45,500	43,500	1-1-79
Arkansas	46,214	44,603	42,993	7-1-81
California	77,226	72,401	63,267	1-1-82
Colorado	55,600	51,152	47,260	1-1-82
Connecticut	50,800		43,402 to 46,936	1-1-82
Delaware	52,920		49,680	7-1-81
Florida	61,500	55,500	53,000	9-1-81
Georgia	53,329	52,750	44,634 (61,322)	4-30-81
Hawaii	45,000	43,750	42,500	1-1-76
Idaho	43,000	42,000	41,000	7-1-80
Illinois	58,000	53,000	45,000 to 50,500	12-1-78
Indiana	42,000 (45,000)	42,000 (45,000)	35,000 to 37,500	9-1-79
Iowa	52,900	50,200	47,000	7-1-81
Kansas	47,500	45,500	44,000	8-1-81
Kentucky	51,940	49,820	47,700	7-1-81
Louisiana	66,566	63,367	60,169	9-1-81
Maine	38,458		37,868	7-1-81
Maryland	56,200	53,500	52,500	7-1-80
Massachusetts	59,000	53,000	50,725	1-1-82
Michigan	69,000	66,240	57,950 (63,480)	1-1-82
Minnesota	56,000		48,000	7-1-80
Mississippi	46,000		41,000	7-1-78
Missouri	50,000	47,500	45,000	1-1-78
Montana	43,360		42,273	7-1-81
Nebraska	48,315		41,382	1-1-81
Nevada	47,250		41,000	1-1-81
New Hampshire	47,513		44,270	7-3-81
New Jersey	78,000	75,000	70,000	1-19-82
New Mexico	49,500	47,000	45,000	7-1-81
New York	80,892	69,657	65,163	1-1-82
North Carolina	57,012	53,976	47,928	1-1-82
North Dakota	49,900		46,900	7-1-81
Ohio	58,000	54,000	40,000 to 50,500	1-1-82
Oklahoma	50,750	50,400	33,600 to 44,800	7-1-81
Oregon	53,309	52,039	48,356	7-1-81
Pennsylvania	64,500	62,500	55,000	12-1-80
Rhode Island	49,186 to 59,723		46,567 to 55,880	6-28-81
South Carolina	58,944		58,944	8-14-81
South Dakota	44,750		41,750	7-1-81
Tennessee	73,015.32	66,930.59	60,845.99	7-1-81
Texas	60,700	55,300 (64,700)	46,800 (63,700)	9-1-81
Utah	47,500		39,150	7-1-81
Vermont	41,000		39,000	7-5-81
Virginia	59,000		54,820	7-1-81
Washington	51,500	48,100	44,700	7-1-80
West Virginia	49,000		45,000	7-1-81
Wisconsin	56,016	51,372	49,176	8-1-80
Wyoming	63,500		61,000	1-1-82
National Average	54,846	54,228	47,644	
District of Columbia	66,870		63,270	11-1-81
Federal System	93,000	74,300	70,300	10-1-81
American Samoa	61,253			7-15-81
Puerto Rico	36,000		24,000 to 30,000	7-1-79
Virgin Islands			52,000	10-1-81

May 1982

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The national average for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 32 states that have such courts. All averages are based on the lowest salary of the range or on salaries without supplements.

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	58,000	57,000	48,000 (67,200)	4-27-82
Alaska	77,760 to 88,646	72,564	70,116 to 82,386	1-15-82
Arizona	47,500	45,500	43,500	1-1-79
Arkansas	46,014	44,603	42,991	7-1-81
California	77,226	72,401	63,267	1-1-83
Colorado	55,600	51,152	47,260	1-1-82
Connecticut	50,800		43,302 to 46,936	1-1-82
Delaware	52,920		49,680	7-1-81
Florida	61,500	55,500	53,000	9-1-81
Georgia	56,462	52,750	46,419 (63,107)	4-30-82
Hawaii	49,500	48,125	46,750	7-1-81
Idaho	43,000	42,000	41,000	7-1-80
Illinois	58,000	53,000	45,000 to 50,500	12-1-78
Indiana	42,000 (45,000)	42,000 (45,000)	35,000 to 37,500	7-1-79
Iowa	52,900	50,200	47,000	7-1-81
Kansas	47,500	45,500	44,000	8-1-81
Kentucky	51,940	49,820	47,700	7-1-81
Louisiana	66,666	63,367	60,169	9-1-81
Maine	38,468		37,868	7-1-81
Maryland	56,200	53,500	52,500	7-1-80
Massachusetts	59,000	53,000	50,725	1-1-82
Michigan	69,000	66,240	37,950 (63,480)	1-1-82
Minnesota	56,000		48,000	7-1-80
Mississippi	46,000		41,000	7-1-78
Missouri	50,000	47,500	45,000	1-1-78
Montana	43,360		42,273	7-1-81
Nebraska	48,316		44,382	1-1-81
Nevada	47,250		43,000	1-1-81
New Hampshire	47,513		46,270	7-3-81
New Jersey	78,000	75,000	70,000	1-19-82
New Mexico	49,500	47,000	45,000	7-1-81
New York	80,897	69,657	65,163	1-1-82
North Carolina	57,012	53,976	47,928	1-1-82
North Dakota	49,900		46,900	7-1-81
Ohio	58,000	54,000	40,600 to 50,500	1-1-82
Oklahoma	53,760	50,400	33,600 to 44,800	7-1-81
Oregon	53,308	52,039	48,356	7-1-81
Pennsylvania	64,500	62,500	55,000	12-1-80
Rhode Island	49,186 to 59,023		46,567 to 55,880	6-28-81
South Carolina	58,944		58,944	8-14-81
South Dakota	44,750		41,750	7-1-81
Tennessee	73,015.32	66,930.59	60,845.99	7-1-81
Texas	65,700	55,300 (64,700)	46,800 (63,700)	9-1-81
Utah	47,500		39,150	7-1-81
Vermont	41,000		39,000	7-5-81
Virginia	59,000		54,820	7-1-81
Washington	51,500	48,100	44,700	7-1-80
West Virginia	49,000		45,000	7-1-81
Wisconsin	56,016	51,372	49,176	8-1-80
Wyoming	63,500		61,000	1-1-82
National Average	55,230	54,750	48,058	
District of Columbia	66,870		63,270	11-1-81
Federal System	93,000	74,300	70,300	10-1-81
American Samoa	64,191			7-15-81
Puerto Rico	36,000		24,000 to 30,000	7-1-79
Virgin Islands			52,000	10-1-81

November 1982

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean average, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 32 states that have such courts. All averages and rankings are based on the lowest salary of the range or on salaries without supplements.

Survey of Judicial Salaries is published semi-annually and updated in the interim in the NCSC publication *State Court Journal* in the winter and summer issues. Salary information on special and limited jurisdiction state courts is available by contacting:

Jeanne A. Ito
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23185
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	58,000	**(18)**	57,000	**(13)**	48,000 (67,200)	**(24)**	4-27-82
Alaska	77,760 to 88,646	**(5)**	72,564	**(2)**	70,116 to 82,386	**(1)**	1-16-82
Arizona	47,500	**(42)**	45,500	**(32)**	43,500	**(41)**	1-1-79
Arkansas	50,373	**(36)**	48,617	**(27)**	46,860	**(28)**	7-1-82
California	77,226	**(4)**	72,401	**(3)**	63,267	**(4)**	1-1-82
Colorado	55,600	**(25)**	51,152	**(25)**	47,260	**(27)**	1-1-82
Connecticut	50,800	**(34)**			43,402 to 46,936	**(42)**	1-1-82
Delaware	56,600	**(22)**			53,200	**(13)**	7-1-82
Florida	65,805	**(9)**	59,385	**(12)**	56,710	**(11)**	9-1-82
Georgia	55,462	**(26)**	54,860	**(15)**	46,419 (65,471)	**(32)**	7-1-82
Hawaii	53,400	**(30)**	51,975	**(23)**	50,490	**(19)**	7-1-82
Idaho	47,300	**(43)**	46,300	**(31)**	45,300	**(35)**	7-1-82
Illinois	66,500	**(8)**	61,500	**(9)**	53,000 to 59,000	**(14)**	7-1-82
Indiana	47,244 (50,244)	**(45)**	47,244 (50,244)	**(30)**	39,932 to 42,182	**(47)**	10-1-82
Iowa	57,100	**(20)**	54,200	**(16)**	50,700	**(17)**	7-1-82
Kansas	50,588	**(35)**	48,458	**(28)**	46,860	**(29)**	8-1-82
Kentucky	54,537	**(28)**	52,311	**(20)**	50,085	**(20)**	7-1-82
Louisiana	66,566	**(7)**	63,367	**(6)**	60,169	**(6)**	9-1-81
Maine	40,392	**(50)**			39,760	**(48)**	7-1-82
Maryland	62,500	**(13)**	60,000	**(11)**	58,000	**(9)**	7-1-82
Massachusetts	59,000	**(16)**	53,000	**(19)**	50,725	**(16)**	1-1-82
Michigan	69,000	**(6)**	60,240	**(8)**	37,950 (65,418)	**(49)**	1-1-82
Minnesota	56,000	**(24)**			48,000	**(24)**	7-1-80
Mississippi	46,000	**(48)**			41,000	**(45)**	7-1-78
Missouri	51,840	**(32)**	49,290	**(26)**	46,740	**(30)**	8-13-82
Montana	47,023	**(46)**			45,841	**(34)**	7-1-82
Nebraska	48,313	**(40)**			44,382	**(39)**	1-1-81
Nevada	47,250	**(44)**			43,000	**(43)**	1-1-81
New Hampshire	47,513	**(41)**			46,270	**(33)**	7-3-81
New Jersey	78,000	**(2)**	75,000	**(1)**	70,000	**(2)**	1-19-82
New Mexico	55,000	**(27)**	52,000	**(22)**	49,300	**(21)**	7-1-82
New York	80,892	**(1)**	69,657	**(4)**	65,163	**(3)**	7-22-82
North Carolina	57,012	**(21)**	53,976	**(18)**	47,928	**(26)**	1-1-82
North Dakota	53,900	**(29)**			50,600	**(18)**	7-1-82
Ohio	58,000	**(18)**	54,000	**(17)**	40,000 to 50,500	**(46)**	1-1-82
Oklahoma	59,136	**(15)**	55,440	**(14)**	36,960 to 4[illegible]	**(50)**	7-1-82
Oregon	53,308	**(31)**	52,039	**(21)**	4[illegible]	**(23)**	4-1-81
Pennsylvania	64,500	**(11)**	62,500	**(7)**	5[illegible]	**(12)**	12-1-80
Rhode Island	49,186 to 59,023	**(38)**			46,5[illegible] to 55,880	**(31)**	6-28-81
South Carolina	58,944	**(17)**			58,944	**(8)**	8-14-81
South Dakota	46,900	**(47)**			43,750	**(40)**	7-1-82
Tennessee	65,000	**(10)**	62,500	**(7)**	60,000	**(7)**	9-1-82
Texas	71,400	**(5)**	60,100 (70,400)	**(10)**	50,900 (69,400)	**(15)**	9-1-82
Utah	50,000	**(37)**			45,000	**(36)**	7-1-82
Vermont	45,100	**(49)**			42,900	**(44)**	7-1-82
Virginia	61,400	**(14)**			57,000	**(10)**	7-1-82
Washington	51,600	**(33)**	48,100	**(29)**	44,700	**(38)**	7-1-80
West Virginia	49,000	**(39)**			45,000	**(36)**	7-1-81
Wisconsin	56,016	**(23)**	51,372	**(24)**	49,176	**(22)**	8-1-80
Wyoming	63,500	**(12)**			61,000	**(5)**	1-1-82
Mean Average	56,819		56,626		49,704		
Median	55,531		54,100		47,964		
Range	40,392 to 80,892		45,500 to 75,000		36,960 to 70,116		
District of Columbia	66,870				63,270		11-1-81
Federal System	93,000		74,300		70,300		10-1-81
American Samoa	64,191						7-15-81
Puerto Rico	36,000				24,000 to 30,000		7-1-79
Virgin Islands					52,000		10-1-81

May 1983

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean average, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 32 states that have such courts. All averages and rankings are based on the lowest salary of the range or on salaries without supplements.

Survey of Judicial Salaries is published semi-annually and updated in the interim in the NCSC publication *State Court Journal* in the winter and summer issues. Salary information on special and limited jurisdiction state courts is available by contacting:

Jeanne A. Ito
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23185
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	58,000	**(20)**	57,000	**(15)**	48,000 (67,200)	**(27)***	4-27-82
Alaska	77,760 to 88,646	**(3)**	72,564	**(2)**	70,116 to 82,385	**(1)**	1-16-82
Arizona	57,500	**(21)**	55,500	**(16)**	53,000	**(16)***	1-1-83
Arkansas	50,373	**(38)**	48,617	**(28)**	46,860	**(31)***	7-1-82
California	77,226	**(4)**	72,401	**(3)**	63,267	**(4)**	1-1-82
Colorado	55,600	**(27)**	51,152	**(26)**	47,260	**(30)**	1-1-82
Connecticut	55,000	**(29)**			50,000	**(23)**	1-1-83
Delaware	56,600	**(24)**			53,200	**(15)**	7-1-82
Florida	65,805	**(9)**	59,385	**(14)**	56,710	**(12)**	9-1-82
Georgia	55,462	**(28)**	54,860	**(18)**	46,419 (65,471)	**(35)**	7-1-82
Hawaii	53,460	**(33)**	51,975	**(24)**	50,490	**(21)**	7-1-82
Idaho	47,300	**(44)**	46,300	**(32)**	45,300	**(38)**	7-1-82
Illinois	66,500	**(8)**	61,500	**(10)**	53,000 to 58,000	**(16)***	7-1-82
Indiana	47,244 (50,244)	**(45)**	47,244 (50,244)	**(31)**	39,932 to 42,182	**(47)**	10-1-82
Iowa	57,100	**(22)**	54,200	**(19)**	50,700	**(19)**	7-1-82
Kansas	50,588	**(37)**	48,458	**(29)**	46,860	**(31)***	8-1-82
Kentucky	54,537	**(31)**	52,311	**(21)**	50,085	**(22)**	7-1-82
Louisiana	66,566	**(7)**	63,367	**(6)**	60,169	**(6)**	9-1-81
Maine	40,392	**(50)**			39,760	**(48)**	7-1-82
Maryland	62,500	**(14)***	60,000	**(12)**	58,000	**(10)**	7-1-82
Massachusetts	62,500	**(14)***	62,500	**(7)***	60,000	**(8)***	1-1-83
Michigan	69,000	**(6)**	66,240	**(5)**	37,950 (65,418)	**(49)**	1-1-82
Minnesota	56,000	**(26)**			48,000	**(27)***	7-1-80
Mississippi	46,000	**(48)**			41,000	**(46)**	7-1-78
Missouri	51,840	**(35)**	49,290	**(27)**	46,740	**(33)**	8-13-82
Montana	47,023	**(46)**			45,841	**(37)**	7-1-82
Nebraska	48,315	**(42)**			44,691	**(43)**	1-1-81
Nevada	61,500	**(16)**			56,000	**(13)**	1-1-83
New Hampshire	47,513	**(43)**			46,270	**(36)**	7-3-81
New Jersey	78,000	**(2)**	75,000	**(1)**	70,000	**(2)**	1-19-82
New Mexico	55,000	**(29)**	52,000	**(23)**	49,300	**(24)**	7-1-82
New York	80,892	**(1)**	69,657	**(4)**	65,163	**(3)**	7-22-82
North Carolina	57,012	**(23)**	53,976	**(20)**	47,928	**(29)**	1-1-82
North Dakota	53,900	**(32)**			50,600	**(20)**	7-1-82
Ohio	63,000	**(13)**	59,000	**(13)**	45,000 to 55,500	**(39)***	1-1-83
Oklahoma	59,136	**(19)**	55,440	**(17)**	36,960 to 49,280	**(50)**	7-1-82
Oregon	53,308	**(34)**	52,039	**(22)**	48,356	**(26)**	4-1-81
Pennsylvania	64,500	**(11)**	62,500	**(7)***	55,000	**(14)**	12-1-80
Rhode Island	49,186 to 59,023	**(40)**			46,567 to 55,880	**(34)**	6-28-81
South Carolina	60,122	**(18)**			60,122	**(7)**	12-17-82
South Dakota	46,900	**(47)**			43,750	**(44)**	7-1-82
Tennessee	65,000	**(10)**	62,500	**(7)***	60,000	**(8)***	9-1-82
Texas	71,400	**(5)**	60,100 (70,400)	**(11)**	50,900 (69,400)	**(18)**	9-1-82
Utah	50,000	**(39)**			45,000	**(39)***	7-1-82
Vermont	45,100	**(49)**			42,900	**(45)**	7-1-82
Virginia	61,400	**(17)**			57,000	**(11)**	7-1-82
Washington	51,500	**(36)**	48,100		44,700	**(42)**	7-1-80
West Virginia	49,000	**(41)**			45,000	**(39)***	7-1-81
Wisconsin	56,016	**(25)**	51,372	**(25)**	49,176	**(25)**	8-1-80
Wyoming	63,500	**(12)**			61,000	**(5)**	1-1-82
Mean Average	57,582		57,392		50,601		
Median	55,800		55,470		48,766		
Range	40,392 to 80,892		46,300 to 75,000		36,960 to 70,116		
District of Columbia	69,570				65,790		12-18-82
Federal System	96,700		77,300		73,100		12-18-82
American Samoa	70,026						7-15-81
Puerto Rico	36,000				24,000 to 30,000		7-1-79
Virgin Islands					57,200		10-1-81

*Tie rank

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November 1983

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean average, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 35 states that have such courts. All averages and rankings are based on the lowest salary of the range or on salaries without supplements.

Salary information on special and limited jurisdiction state courts is available by contacting:

Jeanne A. Ito
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23185
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	58,000	**(23)**	57,000	**(18)**	48,000 (67,200)	**(34)**	4-27-82
Alaska	81,648 to 93,084	**(1)**	76,188	**(1)**	73,620 to 86,508	**(1)**	1-1-83
Arizona	57,500	**(26)**	55,500	**(21)**	53,000	**(18)**	1-1-83
Arkansas	51,573	**(38)**	49,817	**(30)**	48,060	**(33)**	7-1-83
California	77,226	**(4)**	72,401	**(3)**	63,267	**(4)**	1-1-82
Colorado	55,600	**(30)**	51,152	**(29)**	47,260	**(36)**	1-1-82
Connecticut	58,300	**(22)**	55,700	**(20)**	53,000	**(18)**	7-1-83
Delaware	56,600	**(29)**			53,200	**(17)**	7-1-82
Florida	67,588	**(8)**	60,994	**(13)**	58,217	**(11)**	10-1-83
Georgia	57,680	**(25)**	57,054	**(17)**	48,276 (67,928)	**(32)**	7-1-83
Hawaii	53,460	**(33)**	51,975	**(28)**	50,490	**(25)**	7-1-82
Idaho	47,300	**(47)**	46,300	**(35)**	45,300	**(41)**	7-1-82
Illinois	75,000	**(5)**	70,000	**(4)**	60,500 to 65,500	**(8)**	7-1-83
Indiana	47,244 (50,244)	**(48)**	47,244 (50,244)	**(34)**	39,932 to 42,182	**(49)**	10-1-82
Iowa	57,100	**(28)**	54,200	**(24)**	50,700	**(22)**	7-1-82
Kansas	50,588	**(40)**	48,458	**(32)**	46,860	**(38)**	8-1-82
Kentucky	57,264	**(27)**	54,927	**(23)**	52,589	**(21)**	7-1-83
Louisiana	66,566	**(9)**	63,367	**(8)**	60,169	**(9)**	9-1-81
Maine	44,431	**(50)**			43,736	**(47)**	9-23-83
Maryland	62,500	**(16)***	60,000	**(14)***	58,000	**(12)**	7-1-82
Massachusetts	62,500	**(16)***	62,500	**(11)***	60,000	**(10)**	1-1-83
Michigan	69,000	**(7)**	65,240	**(7)**	37,950 (65,418)	**(50)**	1-1-82
Minnesota	65,000	**(11)**	60,000	**(14)***	55,000	**(15)***	7-1-83
Mississippi	46,000	**(49)**			41,000	**(48)**	7-1-78
Missouri	52,080	**(36)**	49,530	**(31)**	46,980	**(37)**	7-1-83
Montana	47,963	**(45)**			46,758	**(39)**	7-1-83
Nebraska	53,267	**(35)**			49,272	**(30)**	9-1-83
Nevada	61,500	**(18)**			56,000	**(14)**	1-1-83
New Hampshire	51,789	**(37)**			50,434	**(26)**	5-10-83
New Jersey	78,000	**(3)**	75,000	**(2)**	70,000	**(2)**	1-19-82
New Mexico	55,000	**(31)**	52,000	**(27)**	49,300	**(28)**	7-1-83
New York	80,892	**(2)**	69,657	**(5)**	65,163	**(3)**	7-22-82
North Carolina	59,868	**(20)**	56,676	**(19)**	53,328	**(27)**	7-1-83
North Dakota	53,900	**(32)**			50,600	**(24)**	7-1-82
Ohio	63,000	**(15)**	59,000	**(16)**	45,000 to 55,500	**(43)***	1-1-83
Oklahoma	59,136	**(21)**	55,440	**(22)**	49,280	**(29)**	7-1-82
Oregon	53,308	**(34)**	52,039	**(26)**	48,356	**(31)**	4-1-81
Pennsylvania	64,500	**(12)**	62,500	**(11)***	55,000	**(15)***	12-1-80
Rhode Island	50,070 to 60,084	**(41)**			47,451 to 56,941	**(35)**	7-1-83
South Carolina	63,128	**(14)**	63,128	**(9)**	63,128	**(5)**	7-1-83
South Dakota	48,755	**(44)**			45,500	**(40)**	7-1-83
Tennessee	65,650	**(10)**	63,125	**(10)**	60,600	**(7)**	7-1-83
Texas	74,300	**(6)**	66,870	**(6)**	52,900	**(20)**	9-1-83
Utah	50,000	**(42)**			45,000	**(43)***	7-1-82
Vermont	47,350	**(46)**			45,050	**(42)**	7-1-83
Virginia	61,400	**(19)**			57,000	**(13)**	7-1-82
Washington	51,500	**(39)**	48,100	**(33)**	44,700	**(46)**	7-1-80
West Virginia	49,000	**(43)**			45,000	**(43)***	7-1-81
Wisconsin	57,687	**(24)**	52,918	**(25)**	50,659	**(23)**	8-1-83
Wyoming	63,500	**(13)**			61,000	**(6)**	1-1-82
Mean Average	58,844		58,486		51,972		
Median	57,590		57,000		50,462		
Range	44,431 to 81,648		46,300 to 76,188		37,950 to 73,620		
District of Columbia	69,570				65,790		12-18-82
Federal System	96,700		77,300		73,100		12-18-82
American Samoa	70,026						7-15-81
Puerto Rico	36,000				24,000 to 30,000		
Virgin Islands					57,200		10-1-81

*Tie rank

May 1984

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

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Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23185
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	58,000	**(25)**	57,000	**(18)**	48,000 (67,200)	**(38)**	4-27-82
Alaska	81,648 to 94,440	**(2)**	76,188	**(2)**	73,620 to 87,780	**(1)**	1-1-83
Arizona	57,500	**(28)**	55,500	**(21)**	53,000	**(19)***	1-1-83
Arkansas	51,573	**(41)**	49,817	**(31)**	48,050	**(37)**	7-1-83
California	81,359	**(1)**	76,745	**(1)**	67,063	**(3)**	1-1-84
Colorado	55,000	**(33)**	51,152	**(29)**	47,260	**(39)**	1-1-82
Connecticut	58,300	**(24)**	55,700	**(20)**	53,000	**(19)***	7-1-83
Delaware	59,000	**(22)***			55,500	**(16)***	1-1-84
Florida	67,588	**(10)**	60,994	**(14)**	58,247	**(12)**	10-1-83
Georgia	57,680	**(27)**	57,054	**(17)**	48,276 (67,328)	**(36)**	7-1-83
Hawaii	53,460	**(36)**	51,975	**(28)**	50,490	**(29)**	7-1-82
Idaho	47,300	**(48)**	46,300	**(35)**	45,300	**(43)**	7-1-82
Illinois	75,000	**(6)**	70,000	**(6)**	60,500 to 65,500	**(9)**	7-1-83
Indiana	47,244 (50,244)	**(49)**	47,244 (50,244)	**(34)**	39,932 to 42,182	**(50)**	10-1-82
Iowa	57,100	**(29)**	54,200	**(24)**	50,700	**(26)**	7-1-82
Kansas	52,864	**(38)**	50,639	**(30)**	48,969	**(34)**	2-1-84
Kentucky	56,664	**(30)**	54,351	**(23)**	52,038	**(22)**	7-1-83
Louisiana	66,566	**(11)**	63,367	**(10)**	60,169	**(10)**	9-1-81
Maine	44,431	**(50)**			43,736	**(48)**	9-23-83
Maryland	62,500	**(16)***	60,000	**(15)***	58,000	**(13)**	7-1-82
Massachusetts	62,500	**(16)***	62,500	**(13)**	60,000	**(11)**	1-1-83
Michigan	74,000	**(8)**	71,040	**(5)**	40,700 (68,080)	**(49)**	1-1-84
Minnesota	65,000	**(13)**	60,000	**(15)***	55,000	**(18)**	7-1-83
Mississippi	59,000	**(22)***			51,000	**(25)**	1-1-84
Missouri	52,080	**(39)**	49,530	**(32)**	46,980	**(40)**	7-1-83
Montana	[illegible],963	**(46)**			46,758	**(41)**	7-1-83
Nebraska	55,930	**(33)**			51,735	**(24)**	1-1-84
Nevada	61,500	**(18)**			56,000	**(15)**	1-1-83
New Hampshire	51,789	**(40)**			50,434	**(30)**	6-10-83
New Jersey	78,000	**(4)**	75,000	**(3)**	70,000	**(2)**	1-19-82
New Mexico	55,000	**(34)**	52,000	**(27)**	49,300	**(32)**	7-1-83
New York	80,892	**(3)**	69,657	**(7)**	65,162	**(4)**	7-22-82
North Carolina	59,868	**(20)**	56,676	**(19)**	50,328	**(31)**	7-1-83
North Dakota	53,900	**(35)**			50,600	**(28)**	7-1-82
Ohio	68,000	**(9)**	64,000	**(9)**	55,500 to 60,500	**(16)***	1-1-84
Oklahoma	59,136	**(21)**	55,440	**(22)**	49,280	**(33)**	7-1-82
Oregon	53,308	**(37)**	52,039	**(26)**	48,356	**(35)**	4-1-81
Pennsylvania	76,500	**(5)**	74,500	**(4)**	65,000	**(5)**	12-1-83
Rhode Island	56,500 to 67,800	**(31)**			52,000 to 62,400	**(25)**	1-8-84
South Carolina	63,128	**(15)**	63,128	**(11)**	63,128	**(6)**	7-1-83
South Dakota	48,755	**(45)**			45,500	**(42)**	7-1-83
Tennessee	65,650	**(12)**	63,125	**(12)**	60,600	**(8)**	7-1-83
Texas	74,300	**(7)**	66,870	**(8)**	52,900	**(21)**	9-1-83
Utah	50,000	**(43)**			45,000	**(45)***	7-1-82
Vermont	47,350	**(47)**			5,050	**(44)**	7-1-83
Virginia	61,400	**(19)**			7,000	**(14)**	7-1-82
Washington	51,500	**(42)**	48,100	**(33)**	4,700	**(47)**	7-1-80
West Virginia	49,000	**(44)**			45,000	**(45)***	7-1-81
Wisconsin	57,687	**(26)**	52,918	**(25)**	50,659	**(27)**	8-1-83
Wyoming	63,500	**(14)**			61,000	**(7)**	1-1-82
Mean Average	59,900		59,278		52,931		
Median	57,844		57,000		50,850		
Range	44,431 to 81,859		46,300 to 76,745		39,932 to 73,620		
District of Columbia	69,570				65,790		12-18-82
Federal System	96,700		77,300		73,100		12-18-82
American Samoa	70,026						7-15-81
Guam					44,338		
Puerto Rico	44,000				32,000 to 38,000		10-1-83
Virgin Islands					57,200		10-1-81

*Tie rank

November 1984

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean average, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 35 states that have such courts. All averages and rankings are based on the lowest salary of the range or on salaries without supplements.

Salary information on special and limited jurisdiction state courts is available by contacting:

Jeanne A. Ito
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23185
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	63,800	**(21)**	62,700	**(18)**	52,800 (73,920)	**(31)**	10-1-84
Alaska	81,648 to 93,084	**(2)**	76,188	**(2)**	73,620 to 86,504	**(1)**	1-1-83
Arizona	57,500	**(34)***	55,500	**(27)**	53,000	**(30)**	1-1-83
Arkansas	54,410	**(40)**	52,557	**(31)**	50,703	**(37)**	7-1-84
California	88,818	**(1)**	83,268	**(1)**	72,763	**(2)**	7-1-84
Colorado	63,000	**(24)**	58,500	**(24)**	54,000	**(25)***	7-1-84
Connecticut	61,800	**(27)**	59,000	**(23)**	56,200	**(19)**	7-1-84
Delaware	62,200	**(26)**			58,600	**(17)**	7-1-84
Florida	67,588	**(14)**	60,994	**(21)**	58,247	**(18)**	10-1-83
Georgia	63,700	**(22)**	63,210	**(15)**	54,500 (73,552)	**(24)***	7-1-84
Hawaii	53,460	**(42)**	51,975	**(33)**	50,490	**(39)**	7-1-82
Idaho	47,300	**(48)**	46,300	**(35)**	45,300	**(47)**	7-1-82
Illinois	75,000	**(7)**	70,000	**(6)**	60,500 to 65,500	**(12)**	7-1-83
Indiana	47,244 (50,244)	**(49)**	47,244 (50,244)	**(34)**	39,932 to 42,282	**(50)**	10-1-82
Iowa	60,900	**(29)**	57,800	**(25)**	54,000	**(28)***	7-1-84
Kansas	59,143	**(30)**	57,032	**(26)**	51,417	**(35)**	8-1-84
Kentucky	57,797	**(33)**	55,438	**(29)**	53,079	**(29)**	7-1-84
Louisiana	66,566	**(16)**	63,367	**(14)**	60,169	**(13)**	9-1-81
Maine	44,431	**(50)**			43,736	**(48)**	9-23-83
Maryland	68,200	**(11)**	65,400	**(11)**	63,300	**(7)**	7-1-84
Massachusetts	62,500	**(25)**	62,500	**(19)**	60,000	**(14)***	1-1-83
Michigan	74,000	**(8)**	71,040	**(5)**	40,700 (68,080)	**(49)**	1-1-84
Minnesota	65,000	**(20)**	60,000	**(22)**	55,000	**(23)**	7-1-83
Mississippi	59,000	**(32)**			51,000	**(36)**	1-1-84
Missouri	72,500	**(9)**	67,500	**(10)**	62,500	**(9)**	8-13-84
Montana	48,923	**(47)**			47,693	**(45)**	7-1-84
Nebraska	55,930	**(37)**			51,735	**(34)**	1-1-84
Nevada	61,500	**(28)**			56,000	**(20)**	1-1-83
New Hampshire	54,896	**(39)**			53,460	**(28)**	6-7-84
New Jersey	78,000	**(4)**	75,000	**(3)**	70,000	**(3)**	1-19-82
New Mexico	57,500	**(34)***	54,600	**(30)**	51,765	**(33)**	7-2-84
New York	80,892	**(3)**	69,657	**(7)**	65,163	**(5)**	7-22-82
North Carolina	65,856	**(18)**	62,352	**(20)**	55,368	**(22)**	7-1-84
North Dakota	53,900	**(41)**			50,600	**(38)**	7-1-82
Ohio	68,000	**(12)**	64,000	**(12)***	55,500 to 60,500	**(21)**	1-1-84
Oklahoma	59,136	**(31)**	55,440	**(28)**	49,280	**(41)**	7-1-82
Oregon	53,308	**(43)**	52,039	**(32)**	48,356	**(43)**	1-1-83
Pennsylvania	76,500	**(5)**	74,500	**(4)**	65,000	**(6)**	12-1-83
Rhode Island	56,500 to 67,800	**(36)**			52,000 to 62,400	**(32)**	1-8-84
South Carolina	72,428	**(10)**	68,807	**(9)**	68,807	**(4)**	6-17-84
South Dakota	52,677	**(45)**			49,140	**(42)**	7-1-84
Tennessee	65,650	**(19)**	63,125	**(16)**	60,600	**(11)**	7-1-83
Texas	76,500	**(5)**	68,850	**(8)**	54,500	**(24)***	9-1-84
Utah	53,000	**(44)**			48,000	**(44)**	7-1-84
Vermont	49,000	**(46)**			46,600	**(46)**	7-1-84
Virginia	67,540	[illegible]			62,780	**(8)**	7-1-84
Washington	66,000	[illegible]	63,000	**(17)**	60,000	**(14)***	7-1-84
West Virginia	55,000	**(38)**			50,000	**(40)**	7-1-84
Wisconsin	68,000	**(12)**	64,000	**(12)***	60,000	**(14)***	8-1-84
Wyoming	63,500	**(23)**			61,000	**(10)**	1-1-82
Mean Average	62,753		62,368		55,378		
Median	62,350		62,850		54,250		
Range	44,431 to 88,818		46,300 to 83,268		39,932 to 73,620		
District of Columbia	72,360				68,400		1-8-84
Federal System	100,600		80,400		76,000		1-1-84
American Samoa	70,026						7-15-81
Guam					44,338		10-1-83
Puerto Rico	44,000				32,000 to 38,000		10-1-83
Virgin Islands					57,200		10-1-82

*Tie rank

May 1985

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean average, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 36 states that have such courts. All averages and rankings are based on the lowest salary of the range or on salaries without supplements.

Salary information on special and limited jurisdiction state courts is available by contacting:

Jeanne A. Ito
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23187-8798
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	63,800	**(25)**	62,700	**(23)**	52,800 (73,920)	**(33)**	10-1-84
Alaska	81,648 to 93,084	**(3)**	76,188	**(3)**	73,620 to 86,504	**(2)**	1-1-83
Arizona	67,500	**(19)**	65,500	**(14)**	62,500	**(12)***	1-1-85
Arkansas	54,410	**(41)**	52,557	**(33)**	50,703	**(37)**	7-1-84
California	88,818	**(2)**	83,268	**(7)**	72,763	**(3)**	7-1-84
Colorado	63,000	**(27)**	58,500	**(26)**	54,000	**(29)***	7-1-84
Connecticut	61,800	**(28)**	59,000	**(25)**	56,200	**(21)**	7-1-84
Delaware	74,640	**(9)**			70,320	**(4)**	2-1-85
Florida	74,347	**(10)**	67,093	**(11)**	64,072	**(8)**	1-1-85
Georgia	66,248	**(21)**	65,738	**(13)**	54,500 (73,552)	**(26)***	7-1-84
Hawaii	53,460	**(43)**	51,975	**(35)**	50,490	**(39)**	7-1-82
Idaho	47,300	**(50)**	46,300	**(36)**	45,300	**(49)**	7-1-82
Illinois	75,000	**(8)**	70,000	**(7)**	60,500 to 65,500	**(16)***	7-1-83
Indiana	60,000 (63,000)	**(31)**	55,000 (58,000)	**(31)**	47,000 to 50,000	**(47)**	1-1-85
Iowa	60,900	**(30)**	57,800	**(27)**	54,000	**(29)***	7-1-84
Kansas	59,143	**(33)**	57,032	**(28)**	51,417	**(35)**	8-1-84
Kentucky	57,797	**(37)**	55,438	**(30)**	53,079	**(32)**	7-1-84
Louisiana	66,566	**(20)**	63,367	**(19)**	60,169	**(18)**	9-1-81
Maine	51,096	**(47)**			50,245	**(40)**	12-1-80
Maryland	68,200	**(15)**	65,400	**(15)**	63,300	**(10)**	7-1-83
Massachusetts	71,600	**(13)**	66,250	**(12)**	63,600	**(9)**	7-1-84
Michigan	77,700	**(5)**	74,592	**(5)**	42,735 (71,484)	**(50)**	1-1-85
Minnesota	68,400	**(14)**	63,100	**(21)**	60,500	**(16)***	1-1-85
Mississippi	58,000	**(36)**			51,000	**(36)**	1-1-84
Missouri	72,500	**(11)**	67,500	**(10)**	62,500	**(12)***	8-13-84
Montana	48,923	**(49)**			47,693	**(46)**	7-1-84
Nebraska	58,726	**(35)**			54,322	**(28)**	1-1-85
Nevada	61,500	**(29)**			56,000	**(22)**	1-1-83
New Hampshire	54,896	**(40)**			53,460	**(31)**	6-7-84
New Jersey	78,000	**(4)**	75,000	**(4)**	70,000	**(5)**	1-19-82
New Mexico	57,500	**(38)**	54,600	**(32)**	51,765	**(34)**	7-2-84
New York	92,500	**(1)**	87,500	**(1)**	82,000	**(1)**	1-1-85
North Carolina	65,856	**(23)**	62,352	**(24)**	55,368	**(24)**	7-1-84
North Dakota	53,900	**(42)**			50,600	**(38)**	7-1-82
Ohio	68,000	**(16)***	64,000	**(17)***	55,500 to 60,500	**(23)**	1-1-84
Oklahoma	59,136	**(34)**	55,440	**(29)**	49,280	**(42)**	7-1-82
Oregon	53,308	**(44)**	52,039	**(34)**	48,356	**(44)**	1-1-83
Pennsylvania	76,500	**(6)***	74,500	**(6)**	65,000	**(7)**	12-1-83
Rhode Island	59,607 to 71,529	**(32)**			54,860 to 65,832	**(25)**	7-8-84
South Carolina	72,428	**(12)**	68,807	**(9)**	68,807	**(6)**	6-17-84
South Dakota	52,677	**(46)**			49,140	**(43)**	7-1-84
Tennessee	65,650	**(24)**	63,125	**(20)**	60,600	**(15)**	7-1-83
Texas	76,500	**(6)***	68,850	**(8)**	54,500	**(26)***	9-1-84
Utah	53,000	**(45)**			48,000	**(45)**	7-1-84
Vermont	49,000	**(48)**			46,600	**(48)**	7-1-84
Virginia	67,540	**(18)**	64,163	**(16)**	62,700	**(11)**	7-1-84
Washington	66,000	**(22)**	63[illegible]	**(22)**	60,000	**(19)***	7-1-84
West Virginia	55,000	**(39)**			50,000	**(41)**	7-1-84
Wisconsin	68,000	**(16)***	64,[illegible]	**(17)***	60,000	**(19)***	8-1-84
Wyoming	63,500	**(26)**			61,000	**(14)**	1-1-82
Mean Average	64,430		63,935		56,977		
Median	63,650		63,693		54,680		
Range	47,300 to 92,500		46,300 to 87,500		42,735 to 82,000		
District of Columbia	72,360				68,400		1-8-84
Federal System	100,600		80,400		76,000		1-1-84
American Samoa	70,026						7-15-81
Guam					44,338		10-1-83
Puerto Rico	44,000				32,000 to 38,000		10-1-83
Virgin Islands					57,200		10-1-82

*Tie rank

November 1985

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states (four) where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these measures are based on data from the 50 states. For intermediate appellate courts, the measures are based on data from the 36 states that have such courts. For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

Salary information on special and limited jurisdiction state courts is available by contacting:

Keith Goehring
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23187-8798
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	63,800	**(28)**	62,700	**(25)**	54,300	**(5)**	10-1-84
					(75,420)		
					70,398†		
Alaska	85,728	**(3)**	79,992	**(4)**	77,304	**(2)**	7-16-85
	to 97,728				to 90,828		
Arizona	67,500	**(22)**	65,500	**(18)**	62,500	**(17)**	1-1-85
Arkansas	62,569	**(31)**	60,438	**(27)**	58,306	**(25)**	7-1-85
California	94,147	**(1)**	88,264	**(1)**	77,129	**(3)**	7-1-85
Colorado	63,000	**(30)**	58,500	**(29)**	54,000	**(37)***	7-1-84
Connecticut	65,500	**(27)****	62,500	**(26)****	59,600	**(24)****	7-1-85
Delaware	74,640	**(12)**			70,320	**(6)**	2-1-85
Florida	74,347	**(13)**	67,093	**(15)**	64,072	**(16)**	1-1-85
Georgia	70,885	**(16)**	70,340	**(11)**	58,320	**(13)**	7-1-85
					(77,372)		
					67,320†		
Hawaii	53,460	**(48)**	51,975	**(36)**	50,490	**(46)**	7-1-82
Idaho	54,770	**(47)**	53,770	**(35)**	51,720	**(43)**	7-1-85
Illinois	85,000	**(4)**	80,000	**(3)**	68,000	**(10)**	7-1-85
					to 75,000		
Indiana	60,000	**(35)**	55,000	**(33)**	47,000	**(50)**	1-1-85
					to 50,000		
Iowa	60,900	**(34)**	57,800	**(30)**	54,000	**(37)***	7-1-84
Kansas	62,396	**(32)**	60,169	**(28)**	54,245	**(35)**	8-1-85
Kentucky	59,531	**(36)**	57,101	**(31)**	54,671	**(33)**	7-1-85
Louisiana	66,566	**(23)**	63,367	**(21)**	60,169	**(22)**	9-1-81
Maine	58,760	**(37)**			57,841	**(28)**	7-1-85
Maryland	71,000	**(15)**	68,100	**(14)**	65,900	**(14)**	7-1-85
Massachusetts	75,900	**(11)**	70,250	**(12)**	67,500	**(11)***	7-1-85
Michigan	77,700	**(8)**	74,592	**(7)**	54,235	**(36)**	1-1-85
					(71,484)		
Minnesota	68,400	**(20)**	63,100	**(23)**	60,500	**(21)**	1-1-85
Mississippi	58,000	**(40)***			51,000	**(45)**	1-1-84
Missouri	78,300	**(6)**	72,900	**(10)**	67,500	**(11)***	7-1-85
Montana	50,452	**(50)**			49,178	**(48)**	7-1-85
Nebraska	58,726	**(38)**			54,322	**(34)**	1-1-85
Nevada	61,500	**(33)**			56,000	**(31)**	1-1-83
New Hampshire	57,641	**(42)**			56,133	**(30)**	6-7-85
New Jersey	78,000	**(7)**	75,000	**(6)**	70,000	**(7)**	1-19-82
New Mexico	57,500	**(43)**	54,600	**(34)**	51,765	**(42)**	7-2-84
New York	92,500	**(2)**	87,500	**(2)**	82,000	**(1)**	1-1-85
North Carolina	69,144	**(19)****	65,472	**(19)****	58,140	**(26)****	7-1-85
North Dakota	56,856	**(44)**			53,383	**(40)**	7-1-85
Ohio	70,500	**(18)**	66,000	**(17)**	55,500	**(32)**	12-26-84
					to 62,500		
Oklahoma	68,006	**(21)**	63,756	**(20)**	56,672	**(29)**	7-1-85
Oregon	58,380	**(39)**	56,988	**(32)**	52,956	**(41)**	9-1-85
Pennsylvania	76,500	**(10)**	74,500	**(8)**	65,000	**(15)**	12-1-83
Rhode Island	65,660	**(25)****			57,877	**(27)****	9-1-85
	to 78,237				to 69,452		
South Carolina	76,773	**(9)**	72,935	**(9)**	72,935	**(4)**	6-2-85
South Dakota	54,784	**(46)**			51,106	**(44)**	7-1-85
Tennessee	65,650	**(26)**	63,125	**(22)**	60,600	**(20)**	7-1-83
Texas	78,795	**(5)**	70,916	**(5)**	56,135	**(8)**	9-1-85
			(77,795)		(76,795)		
			76,179†		69,003†		
Utah	58,000	**(40)***			54,000	**(37)***	7-1-85
Vermont	51,700	**(49)**			49,150	**(49)**	7-1-85
Virginia	73,619	**(14)**	69,938	**(13)**	68,343	**(9)**	7-1-85
Washington	66,000	**(24)**	63,000	**(**[illegible]	60,000	**(23)**	7-1-84
West Virginia	55,000	**(45)**			50,000	**(47)**	7-1-84
Wisconsin	70,720	**(17)**	66,560	[illegible]	62,400	**(18)**	8-1-85
Wyoming	63,500	**(29)**			61,000	**(19)**	1-1-82
Mean (Average)	66,974		66,639		60,064		
Median	65,655		65,486		58,223		
Range	50,452		51,975		47,000		
	to 94,147		to 88,264		to 82,000		
District of Columbia	74,880				70,830		1-1-85
Federal System	104,104		83,200		78,700		1-1-85
American Samoa	70,026						7-15-81
Guam					60,000		7-23-85
Puerto Rico	60,000				32,000		7-1-85
					to 38,000		
Virgin Islands					57,200		10-1-82

*Tie rank.
**The base pay is supplemented by increments for length of service.
†Median salary.

May 1986

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states (four) where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these measures are based on data from the 50 states. For intermediate appellate courts, the measures are based on data from the 36 states that have such courts. For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

Salary information on special and limited jurisdiction state courts is available by contacting:

Keith Goehring
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23187-8798
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	63,800	**(28)**	62,700	**(25)**	54,000	**(6)**	10-1-84
					(75,420)		
					70,398†		
Alaska	85,728	**(3)**	79,992	**(4)**	77,304	**(3)**	7-16-85
	to 97,728				to 90,828		
	85,728†				77,304†		
Arizona	67,500	**(23)**	65,500	**(20)**	62,500	**(20)**	1-1-85
Arkansas	62,569	**(31)**	60,438	**(27)**	58,306	**(26)**	7-1-85
California	94,751	**(1)**	88,830	**(1)**	77,624	**(2)**	7-1-85
Colorado	63,000	**(30)**	58,500	**(29)**	54,000	**(36)***	7-1-84
Connecticut	65,500	**(26)****	62,500	**(26)****	59,600	**(25)****	7-1-85
Delaware	74,640	**(13)**			70,320	**(7)**	2-1-85
Florida	78,064	**(8)**	70,448	**(12)**	67,276	**(16)**	1-1-86
Georgia	70,885	**(19)**	70,340	**(13)**	58,320	**(15)**	7-1-85
					(77,372)		
					67,320†		
Hawaii	53,460	**(48)**	51,975	**(36)**	50,490	**(46)**	7-1-82
Idaho	54,770	**(47)**	53,770	**(35)**	51,720	**(42)**	7-1-85
Illinois	85,000	**(4)**	80,000	**(3)**	68,000	**(11)**	7-1-85
					to 73,000		
Indiana	60,000	**(36)**	55,000	**(33)**	47,000	**(50)**	1-1-85
					to 50,000		
Iowa	60,900	**(35)**	57,800	**(30)**	54,000	**(36)***	7-1-84
Kansas	62,396	**(32)**	60,169	**(28)**	54,245	**(35)**	8-1-85
Kentucky	59,531	**(37)**	57,101	**(31)**	54,671	**(34)**	7-1-85
Louisiana	73,766	**(14)**	70,567	**(11)**	67,369	**(14)**	9-4-85
Maine	58,760	**(38)**			57,841	**(29)**	7-1-85
Maryland	71,000	**(18)**	68,100	**(16)**	65,900	**(17)**	7-1-85
Massachusetts	75,900	**(12)**	70,250	**(14)**	67,500	**(12)***	7-1-85
Michigan	81,400	**(5)**	78,144	**(5)**	57,200	**(4)**	1-1-86
					(74,888)		
					74,888†		
Minnesota	71,136	**(17)**	65,624	**(19)**	62,920	**(19)**	1-1-86
Mississippi	58,000	**(40)***			51,000	**(44)**	1-1-84
Missouri	78,300	**(7)**	72,900	**(10)**	67,500	**(12)***	7-1-85
Montana	50,452	**(50)**			49,178	**(48)**	7-1-85
Nebraska	61,662	**(33)**			57,038	**(30)**	1-1-86
Nevada	61,500	**(34)**			56,000	**(33)**	1-1-83
New Hampshire	57,641	**(42)**			56,133	**(32)**	6-7-85
New Jersey	78,000	**(9)**	75,000	**(7)**	70,000	**(8)**	1-19-82
New Mexico	57,500	**(43)**	54,600	**(34)**	51,765	**(41)**	7-2-84
New York	92,500	**(2)**	87,500	**(2)**	82,000	**(1)**	1-1-85
North Carolina	69,144	**(21)****	65,472	**(21)****	58,140	**(27)****	7-1-85
North Dakota	56,865	**(44)**			53,383	**(39)**	7-1-85
Ohio	73,000	**(16)**	68,000	**(17)**	50,500	**(45)**	1-1-86
					to 64,500		
Oklahoma	68,006	**(22)**	63,756	**(22)**	56,672	**(31)**	7-1-85
Oregon	58,380	**(39)**	56,988	**(32)**	52,956	**(40)**	9-1-85
Pennsylvania	76,500	**(11)**	74,500	**(8)**	65,000	**(18)**	12-1-83
Rhode Island	65,278	**(27)****			57,877	**(28)****	9-1-85
	to 78,333				to 69,452		
South Carolina	76,773	**(10)**	72,935	**(9)**	72,935	**(5)**	6-2-85
South Dakota	54,784	**(46)**			51,106	**(43)**	7-1-85
Tennessee	65,650	**(25)**	63,125	**(23)**	60,600	**(23)**	7-1-83
Texas	78,795	**(6)**	70,916	**(6)**	56,135	**(9)**	9-1-85
			(77,795)		(76,795)		
			76,179†		69,003†		
Utah	58,000	**(40)***			54,000	**(36)***	7-1-85
Vermont	51,700	**(49)**			49,150	**(49)**	7-1-85
Virginia	73,619	**(15)**	69,938	**(15)**	68,343	**(10)**	7-1-85
Washington	66,000	**(24)**	63,000	**(24)**	60,000	**(24)**	7-1-84
West Virginia	55,000	**(45)**			50,000	**(47)**	7-1-84
Wisconsin	70,720	**(20)**	66,560	**(18)**	62,400	**(21)**	8-1-85
Wyoming	63,500	**(29)**			[illegible]	**(22)**	1-1-82
Mean (Average)	67,434		67,172		[illegible]		
Median	65,575††		66,092		[illegible]		
Range	50,452		51,975		[illegible]		
	to 94,751		to 88,830		to 82,000		
District of Columbia	74,880				70,830		1-1-85
Federal System	104,100		83,200		78,700		1-1-85
American Samoa	70,026						7-15-81
Guam					60,000		7-23-85
Puerto Rico	60,000				32,000		7-1-85
					to 38,000		
Virgin Islands					57,200		10-1-82

*Tie rank.
**The base pay is supplemented by increments for length of service.
†Median salary.
††The median salary reported in this issue is $80 less than the median salary reported in the November 1985 issue, because of a downward technical adjustment in the salaries of Rhode Island judges.

November 1986

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states (four) where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these measures are based on data from the 50 states. For intermediate appellate courts, the measures are based on data from the 37 states that have such courts. For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

Salary information on special and limited jurisdiction state courts is available by contacting:

Keith Goehring
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23187-8798
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	77,420	(15)	76,420	(7)	54,000 (75,120) 70,1981	(11)	10-1-86
Alaska	85,728 to 97,728 85,7281	(5)	79,992	(8)	77,304 to 80,828 77,3041	(4)	7-16-85
Arizona	75,000	(19)	72,500	(17)	70,000	(12)	1-1-87
Arkansas	66,010	(30)	63,763	(26)	61,513	(29)	7-1-86
California	99,489	(1)	93,272	(1)	91,505	(3)	7-1-86
Colorado	63,000	(37)	58,500	(33)	54,000	(41)*	7-1-84
Connecticut	71,103	(26)**	65,938	(25)**	62,878	(26)**	7-1-86
Delaware	79,500	(6)			75,300	(5)	7-1-86
Florida	78,064	(14)	70,448	(19)	67,276	(19)	1-1-86
Georgia	73,722	(22)	73,154	(14)	60,653 (79,705) 69,6531	(14)	7-1-86
Hawaii	78,500	(11)	75,500	(13)	69,500	(15)	1-1-86
Idaho	59,750	(45)	58,750	(32)	56,000	(37)	7-1-86
Illinois	88,825	(4)	83,600	(4)	71,560 to 76,785	(9)	7-1-86
Indiana	60,000	(42)	55,000	(37)	47,000 to 50,000	(50)	1-1-85
Iowa	60,900	(40)	57,800	(34)	54,000	(41)*	7-1-84
Kansas	64,268	(34)	61,974	(30)	55,872	(38)	8-1-86
Kentucky	62,507	(38)	59,956	(31)	57,405	(34)	7-1-86
Louisiana	76,166	(17)	72,967	(15)	69,769	(13)	9-16-86
Maine	65,244	(33)			63,625	(24)	7-1-86
Maryland	73,500	(23)*	70,500	(18)	68,300	(17)	7-1-86
Massachusetts	80,500	(7)	74,500	(11)*	71,520	(10)	7-1-86
Michigan	81,400	(6)	78,144	(6)	57,200 (74,868) 74,8681	(7)	1-1-86
Minnesota	73,981	(20)	68,246	(23)	65,436	(21)	1-1-87
Mississippi	59,000	(45)			51,000	(47)	7-1-86
Missouri	76,300	(13)	72,900	(16)	67,500	(18)	7-1-85
Montana	50,452	(50)			49,178	(49)	7-1-85
Nebraska	61,662	(39)			57,038	(35)	1-1-86
Nevada	73,500	(23)*			67,000	(20)	1-1-87
New Hampshire	64,154	(35)			62,476	(28)	9-12-86
New Jersey	93,000	(2)	90,000	(2)	85,000	(1)	7-1-86
New Mexico	60,375	(41)	57,330	(35)	54,350	(40)	7-1-86
New York	92,500	(3)	87,500	(3)	82,000	(2)	1-1-85
North Carolina	72,600	(25)**	68,748	(22)**	61,044	(30)**	7-1-86
North Dakota	59,140	(44)			55,519	(39)	7-1-86
Ohio	75,500	(18)	70,000	(20)	52,500 to 66,500	(46)	1-1-87
Oklahoma	60,006	(29)	63,756	(27)	56,672	(36)	7-1-85
Oregon	69,552	(28)	67,896	(24)	63,096	(25)	9-1-86
Pennsylvania	76,500	(16)	74,500	(11)*	65,000	(23)	12-1-83
Rhode Island	70,236	(27)**			62,613	(27)**	7-6-86
South Carolina	79,076	(9)	75,123	(9)	75,123	(6)	6-2-86
South Dakota	56,975	(47)			53,210	(44)	7-1-86
Tennessee	65,050	(32)	63,125	(28)	60,800	(32)	7-1-83
Texas	78,795	(10)	70,916 (77,795) 76,1791	(8)	56,135 (76,795) 69,0031	(16)	9-1-85
Utah	58,000	(46)	55,100	(36)	54,000	(41)*	7-1-85
Vermont	55,325	(48)			52,600	(45)	7-1-86
Virginia	78,463	(12)	74,5[illegible]	(10)	72,840	(8)	7-1-86
Washington	66,000	(31)	63,0[illegible]	[illegible])	60,000	(33)	7-1-84
West Virginia	55,000	(49)			50,000	(48)	7-1-84
Wisconsin	73,903	(21)	69,556	(21)	65,208	(22)	8-1-86
Wyoming	63,500	(36)			61,000	(31)	1-1-82
Mean (Average)	70,994		70,221		63,605		
Median	71,851		70,448		62,987		
Range	50,452 to 99,489		55,000 to 93,272		47,000 to 85,000		
District of Columbia	74,880				70,830		1-1-85
Federal System	104,100		83,200		78,700		1-1-85
American Samoa	73,000						4-9-86
Guam					60,000		7-23-85
Puerto Rico	60,000				42,000 to 48,000		10-1-86
Virgin Islands					57,200		10-1-82

*Tie rank.
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†Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

JULY 1987

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

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Salary information on special and limited jurisdiction state courts is available by contacting:

Marcia Lim
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23187-8798
804/253-2000

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	77,420 **(17)**	76,420 **(10)**	54,000 **(14)** (75,420) 70,3981	10-1-86
Alaska	85,728 **(6)** to 97,728 85,7281	79,092 **(7)**	77,304 **(7)** to 90,828 77,3041	7-16-85
Arizona	75,000 **(23)**	72,500 **(20)**	70,000 **(15)**	1-1-87
Arkansas	66,010 **(31)**	63,763 **(26)**	61,513 **(29)**	7-1-86
California	90,489 **(1)**	93,272 **(1)**	81,505 **(4)**	7-1-86
Colorado	63,000 **(40)**	58,500 **(35)**	54,000 **(45)***	7-1-84
Connecticut	77,283 **(18)****	71,860 **(21)****	68,647 **(20)****	7-1-87
Delaware	81,900 **(9)**		77,600 **(8)**	7-1-87
Florida	85,000 **(7)**	80,000 **(6)**	75,000 **(10)**	2-1-87
Georgia	75,564 **(21)**	74,982 **(14)**	62,172 **(12)** (86,172) 72,1721	7-1-87
Hawaii	78,500 **(14)***	73,500 **(17)**	69,500 **(17)**	1-1-86
Idaho	59,750 **(44)**	58,750 **(34)**	56,000 **(40)***	7-1-86
Illinois	93,268 **(3)**	87,780 **(4)**	75,113 **(9)** to 80,599	7-1-87
Indiana	66,000 **(32)***	61,000 **(33)**	56,000 **(40)***	7-1-87
Iowa	65,200 **(36)**	61,900 **(32)**	57,800 **(36)**	7-1-87
Kansas	64,268 **(37)**	61,974 **(31)**	55,872 **(42)**	8-1-86
Kentucky	65,633 **(35)**	62,954 **(30)**	60,275 **(34)**	7-1-87
Louisiana	76,166 **(20)**	72,967 **(16)**	69,769 **(16)**	9-16-86
Maine	71,746 **(28)**		68,715 **(19)**	7-1-87
Maryland	78,500 **(14)***	75,500 **(12)**	74,000 **(11)**	7-1-87
Massachusetts	80,500 **(12)**	74,500 **(15)***	71,520 **(13)**	7-1-86
Michigan	94,000 **(2)**	90,240 **(2)**	69,770 **(2)** (86,480) 84,7921	1-1-87
Minnesota	73,981 **(24)**	68,248 **(24)**	65,436 **(24)**	1-1-87
Mississippi	59,000 **(46)**		51,000 **(48)**	7-1-86
Missouri	78,300 **(16)**	72,900 **(19)**	67,500 **(21)**	7-1-85
Montana	50,452 **(50)**		49,178 **(50)**	7-1-85
Nebraska	61,662 **(41)**		57,038 **(38)**	1-1-86
Nevada	73,500 **(26)**		67,000 **(23)**	1-5-87
New Hampshire	64,154 **(38)**		62,476 **(25)**	9-12-86
New Jersey	93,000 **(4)**	90,000 **(3)**	85,000 **(1)**	7-1-86
New Mexico	60,375 **(42)**	57,330 **(36)**	54,350 **(44)**	7-1-86
New York	92,500 **(5)**	87,500 **(5)**	82,000 **(3)**	1-1-85
North Carolina	72,600 **(27)****	68,748 **(23)****	61,044 **(30)****	7-1-86
North Dakota	59,140 **(45)**		55,519 **(43)**	7-1-86
Ohio	80,750 **(10)**	75,000 **(13)**	60,750 **(32)** to 71,250	7-1-87
Oklahoma	68,008 **(30)**	63,756 **(27)**	56,672 **(39)**	7-1-85
Oregon	69,552 **(29)**	67,896 **(25)**	63,096 **(27)**	9-1-86
Pennsylvania	76,500 **(19)**	74,500 **(15)***	65,000 **(26)**	12-1-83
Rhode Island	75,477 **(22)****		67,278 **(22)****	7-5-87
South Carolina	80,657 **(11)**	76,625 **(9)**	76,625 **(8)**	6-2-87
South Dakota	56,975 **(40)**		53,210 **(47)**	7-1-87
Tennessee	65,650 **(34)**	63,125 **(28)**	60,600 **(33)**	7-1-83
Texas	78,795 **(13)**	70,916 **(11)** (77,795) 76,1791	56,135 **(16)** (76,795) 69,0031	9-1-85
Utah	58,000 **(47)**	55,100 **(37)**	54,000 **(45)***	7-1-85
Vermont	60,300 **(43)**		57,300 **(37)**	7-1-87
Virginia	83,304 **(8)**	79,139 **(8)**	77,334 **(6)**	7-1-87
Washington	66,000 **(32)***	63,000 **(29)**	60,000 **(35)**	7-1-84
West Virginia	55,000 **(49)**		50,000 **(49)**	7-1-84
Wisconsin	73,903 **(25)**	**(22)**	65,208 **(25)**	8-1-86
Wyoming	63,500 **(39)**		61,000 **(31)**	1-1-82
Mean (Average)	72,619	71,917	65,242	
Median	73,701	72,900	65,104	
Range	50,452 to 99,489	55,100 to 93,272	49,178 to 85,000	
District of Columbia	95,000		89,500	3-1-87
Federal System	110,000	95,000	89,500	3-1-87
American Samoa	73,000			4-9-86
Guam			60,000	7-23-85
Puerto Rico	60,000		42,000 to 48,000	10-1-86
Virgin Islands			57,200	10-1-82

*Tie rank.
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November 1987

Appellate and Trial Courts

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Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23187-8798
804/253-2000

	Highest Court	Intermediate Appellate Court	General Trial Court	Date of Last Salary Change
Alabama	77,420 (19)	76,420 (11)	54,000 (16) (75,420) 70,398†	10-1-86
Alaska	85,728 (8) to 97,728 85,728†	79,992 (9)	77,304 (9) to 90,828 77,304†	7-16-85
Arizona	75,000 (26)	72,500 (20)	70,000 (17)	1-1-87
Arkansas	66,010 (33)	63,763 (27)	61,513 (31)	7-1-86
California	99,480 (2)	93,272 (2)	81,505 (4)	7-1-86
Colorado	63,000 (41)	58,500 (38)	54,000 (45)*	7-1-84
Connecticut	77,283 (20)**	71,860 (23)**	68,647 (23)**	7-1-87
Delaware	81,900 (10)		77,600 (7)	7-1-87
Florida	80,825 (7)	83,600 (7)	78,375 (6)	7-1-87
Georgia	75,564 (28)	74,962 (16)	62,172 (13) (86,172) 72,905†	7-1-87
Hawaii	78,500 (17)*	73,500 (18)	69,500 (20)	1-1-86
Idaho	59,750 (44)	58,750 (34)	56,000 (40)*	7-1-86
Illinois	93,266 (4)	87,780 (6)	75,113 (11) to 80,579	7-1-87
Indiana	66,000 (34)	61,000 (33)	56,000 (40)*	7-1-87
Iowa	65,200 (37)	61,900 (32)	57,800 (36)	7-1-87
Kansas	64,268 (38)	61,974 (31)	55,872 (42)	8-1-86
Kentucky	65,633 (36)	62,954 (30)	60,275 (38)	7-1-87
Louisiana	78,166 (23)	72,967 (19)	69,769 (18)	9-16-86
Maine	71,746 (29)		68,715 (22)	7-1-87
Maryland	78,500 (17)*	75,500 (13)	74,000 (12)	7-1-87
Massachusetts	80,500 (14)	74,500 (17)	71,520 (14)	7-1-86
Michigan	94,000 (3)	90,240 (3)	86,770 (3) (86,480) 84,792†	1-1-87
Minnesota	73,981 (27)	68,248 (25)	65,436 (27)	1-1-87
Mississippi	59,000 (46)		51,000 (48)	7-1-86
Missouri	80,649 (13)	75,087 (14)	69,525 (19)	7-1-87
Montana	50,452 (50)		49,178 (50)	7-1-85
Nebraska	63,512 (39)		57,038 (38)	9-3-87
Nevada	73,500 (25)		67,000 (25)	1-5-87
New Hampshire	66,078 (32)		64,350 (28)	9-12-86
New Jersey	93,000 (5)	90,000 (4)	85,000 (2)	7-1-86
New Mexico	60,375 (42)	57,330 (37)	54,350 (44)	7-1-86
New York	115,000 (1)	102,500 (1)	95,000 (1)	10-1-87
North Carolina	76,236 (22)**	72,180 (21)**	64,092 (29)**	7-1-87
North Dakota	59,140 (45)		55,519 (43)	7-1-86
Ohio	80,750 (11)	75,000 (15)	60,750 (33) to 71,250	7-1-87
Oklahoma	68,006 (31)	63,756 (28)	56,672 (39)	7-1-85
Oregon	69,552 (30)	67,896 (26)	63,096 (30)	9-1-86
Pennsylvania	91,500 (6)	89,300 (5)	80,000 (8)	7-3-87
Rhode Island	78,642 (16)**		70,443 (18)**	7-5-87
South Carolina	80,657 (12)	76,028 (10)	76,825 (10)	6-2-87
South Dakota	56,975 (48)		53,210 (47)	7-1-87
Tennessee	65,650 (35)	63,125 (29)	60,600 (34)	7-1-83
Texas	78,795 (15)	70,916 (12) (77,795) 76,179†	56,135 (21) (70,795) 69,003†	9-1-85
Utah	58,000 (47)	55,100 (37)	54,000 (45)*	7-1-85
Vermont	60,300 (43)		57,300 (37)	7-1-87
Virginia	83,304 (9)	79,139 (9)	77,334 (8)	7-1-87
Washington	75,900 (24)	72,100 (22)	68,500 (24)	9-1-87
West Virginia	55,000 (49)		50,000 (49)	7-1-84
Wisconsin	76,859 (21)	70,947 (24)	66,512 (26)	8-1-87
Wyoming	63,500 (40)		31,000 (32)	1-1-82
Mean (Average)	73,961	73,281	66,283	
Median	75,282	72,967	66,756	
Range	50,452 to 115,000	55,100 to 102,500	49,178 to 95,000	
District of Columbia	95,000		89,500	3-1-87
Federal System	110,000	95,000	89,500	3-1-87
American Samoa	39,000			N/A††
Guam			60,000	7-23-85
Puerto Rico	60,000		42,000 to 48,000	10-1-86
Virgin Islands			82,000	10-1-86

*Tie rank.
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†Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.
††Date not available.

JUNY 1988

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these measures are based on data from the 50 states. For intermediate appellate courts, the measures are based on data from the 37 states that have such courts. For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

Salary information on special and limited jurisdiction state courts is available by contacting:

Dixie K. Knoebel
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23187-8798
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	78,920	(31)	77,920	(18)	52,800 (76,020)	(19)	1-1-87
Alaska	85,728 to 97,728 85,728†	(11)	79,992	(11)	72,398† 77,304 to 90,828 77,304†	(13)	7-16-85
Arizona	75,000	(27)	72,500	(23)	70,000	(20)	1-1-87
Arkansas	66,010	(39)	63,763	(33)	61,513	(35)	7-1-86
California	93,469	(3)	87,003	(2)	84,765	(4)	1-1-88
Colorado	72,000	(34)	67,500	(29)	63,000	(34)	7-1-88
Connecticut	81,920	(17)*	76,172	(16)*	72,768	(18)*	7-1-88
Delaware	84,400	(12)			79,900	(10)	7-1-88
Florida	92,622	(6)	87,362	(7)	81,902	(7)	7-1-88
Georgia	80,514	(19)	79,931	(12)	67,158 (91,158) 77,891†	(12)	7-1-88
Hawaii	78,500	(23)	73,500	(21)	69,500	(22)	1-1-86
Idaho	62,738	(48)	61,738	(34)	58,800	(42)	7-1-88
Illinois	93,268	(4)	87,780	(6)	75,113	(14)	7-1-87
Indiana	66,000	(40)	61,000	(38)	56,000	(45)	7-1-87
Iowa	72,900	(30)	69,400	(27)	66,000	(30)	7-1-88
Kansas	70,142	(38)	67,838	(28)	60,978	(38)	8-1-88
Kentucky	66,946	(37)	64,213	(31)	61,481	(36)	7-1-88
Louisiana	74,566	(28)	71,767	(24)	68,969	(24)	3-31-88
Maine	77,300	(24)			73,100	(17)	7-1-88
Maryland	88,900	(10)	83,800	(9)	82,200	(5)	7-1-88
Massachusetts	90,450	(8)	83,708	(10)	80,360	(8)	7-1-88
Michigan	100,000	(3)	96,000	(3)	84,600 (92,000) 92,000†	(2)	1-1-88
Minnesota	76,200	(26)	70,296	(26)	67,400	(26)	1-1-86
Mississippi	70,800	(34)			61,200	(37)	7-1-88
Missouri	81,009	(16)	75,447	(19)	69,885	(21)	7-1-88
Montana	50,457	(50)			49,178	(50)	7-1-85
Nebraska	53,512	(44)			58,750	(43)	9-3-87
Nevada	73,500	(29)			67,000	(27)	1-5-87
New Hampshire	68,060	(36)			66,281	(29)	7-1-88
New Jersey	93,000	(5)	90,000	(4)	85,000	(3)	7-1-86
New Mexico	62,184	(46)	59,052	(37)	55,980	(46)	7-1-88
New York	115,000	(1)	102,500	(1)	95,000	(1)	10-1-87
North Carolina	79,668	(20)*	75,432	(20)*	66,972	(28)*	7-1-88
North Dakota	59,140	(47)			55,519	(47)	7-1-86
Ohio	83,250	(14)	77,500	(16)	63,250 to 73,750	(33)	1-1-88
Oklahoma	71,406	(33)	66,944	(30)	59,508	(41)	7-1-88
Oregon	72,362	(31)	70,639	(25)	65,645	(31)	7-1-88
Pennsylvania	91,500	(7)	89,500	(5)	80,300	(9)	7-3-87
Rhode Island	82,967	(15)*			74,317	(16)*	7-3-88
South Carolina	83,883	(13)	75,690	(13)	79,690	(11)	6-2-88
South Dakota	58,697	(48)			[illegible]	(48)	7-1-88
Tennessee	65,650	(41)	63,125	(39)	[illegible]	(40)	7-1-83
Texas	79,795	(22)	70,916 (77,795) 76,179†	(17)	[illegible] (76,795) 69,003†	(23)	9-1-85
Utah	64,000	(42)	60,800	(36)	57,600	(44)	7-1-88
Vermont	63,900	(45)			60,700	(39)	7-1-88
Virginia	88,286	(9)	83,872	(8)	81,959	(6)	7-1-88
Washington	82,700	(16)	78,600	(14)	74,600	(15)	7-1-88
West Virginia	55,000	(49)			50,000	(49)	7-1-84
Wisconsin	76,859	(25)	72,366	(23)	67,842	(25)	8-1-88
Wyoming	66,500	(38)			63,500	(32)	7-1-88
Mean (Average)	76,789		76,082		68,935		
Median	76,530		75,447		67,621		
Range	50,452 to 115,000		59,052 to 102,500		49,178 to 95,000		
District of Columbia	95,000				89,500		3-1-87
Federal System	110,000		95,000		89,500		3-1-87
American Samoa	69,000						N/A††
Guam					60,000		7-23-85
Puerto Rico	80,000				42,000 to 48,000		10-1-86
Virgin Islands					62,000		10-1-86

* The base pay is supplemented by increments for length of service.
† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.
†† Data not available.

Future Salaries

Arizona: Effective January 1, 1989: Supreme Court chief justice $86,000, associate justices $84,000; Court of Appeals chief judges and associate judges $82,000; Superior Court judges $80,000; commissioners $72,000 (not to exceed 90% of Superior Court judges salary).

Connecticut: Effective July 1, 1989: Supreme Court chief justice $94,925, associate justices $86,835; chief court administrator $90,694; Appellate Court chief judges $85,726, judges $80,742; Superior Court judges $77,132. Effective July 1, 1990: Supreme Court chief justice $100,621, associate judges $92,045; chief court administrator $96,136; Appellate Court chief judges $90,870, judges $85,587; Superior Court judges $81,760.

Florida: Effective September 1, 1988: State courts administrator $64,267.

Idaho: Effective July 1, 1989: Supreme Court chief justice $67,374, associate justices $65,874; Court of Appeals judges $64,874; District Court judges $61,740; full-time lawyers of the Magistrate Division $49,392-55,566; full-time lay judges of the Magistrate Division $19,845-39,139.

Minnesota: Effective January 1, 1989: Supreme Court chief justice $86,210, associate justices $80,010; state court administrator not to exceed $70,770; Court of Appeals chief judge $76,969, judges $73,811; District Court judges $70,770. Effective January 1, 1990: Supreme Court chief justice $90,520, associate justices $84,011; state court administrator not to exceed $74,309; Court of Appeals chief judge $80,817, judges $77,502; District Court judges $74,309.

Mississippi: Effective July 1, 1989: Supreme Court chief justice $77,000, presiding justice $76,400, associate justices $75,800; Circuit Court judges $66,200; Chancery Court judges $66,200.

Nebraska: Effective July 1, 1989: Supreme Court chief justice and associate justices $66,689; District Court judges $61,687. Effective July 1, 1990: Supreme Court chief justice and associate justices $70,023; District Court judges $64,772.

New Hampshire: Effective January 1, 1989: Supreme Court chief justice $72,820, associate justices $70,102; director of administrative services $64,538; Superior Court chief judge $70,102, associate judges $68,269.

Ohio: Effective January 1, 1989: Supreme Court chief justice $90,500, associate justices $85,250; Court of Appeals chief justice and associate justices $80,000; Court of Common Pleas judges (state pay) $61,750; Combined Court judges (state pay) $68,750.

Tennessee: Effective January 1, 1990: Supreme Court justices $85,500; Court of Appeals and Court of Criminal Appeals judges $81,500; Circuit, Chancery, and Criminal Court judges $78,000.

Texas: Effective September 1, 1988: Supreme Court chief justice $80,896, justices $80,371; Court of Criminal Appeals presiding judge $80,896, judges $80,371; administrative director of the courts $57,257; Court of Appeals chief justice $72,807, justices $72,334; District Court judges state salary $57,257.

January 1989

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these measures are based on data from the 50 states. For intermediate appellate courts, the measures are based on data from the 37 states that have such courts. For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

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National Center for State Courts
300 Newport Avenue
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	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	82,880	(17)	81,880	(12)	56,760 (80,880) 76,760†	(15)	10-1-88
Alaska	85,728 to 97,728 85,728†	(11)	79,992	(14)	77,304 to 90,828 77,304†	(14)	7-16-85
Arizona	84,000	(14)	82,000	(11)	80,000	(10)**	1-1-89
Arkansas	66,010	(39)	63,763	(32)	61,513	(35)	7-1-86
California	103,469	(2)	97,003	(2)	84,765	(4)	1-1-88
Colorado	72,000	(32)	67,500	(29)	63,000	(34)	7-1-88
Connecticut	81,920	(19)*	76,172	(19)*	72,766	(20)*	7-1-88
Delaware	84,400	(13)			79,900	(11)	7-1-88
Florida	92,822	(6)	87,362	(7)	81,902	(7)	7-1-88
Georgia	80,514	(21)	79,931	(15)	67,158 (91,158) 77,973†	(13)	7-1-88
Hawaii	78,500	(25)	73,500	(23)	69,500	(24)	1-1-86
Idaho	62,738	(45)	61,738	(34)	58,800	(42)	7-1-88
Illinois	93,266	(4)	87,780	(6)	75,113	(16)	7-1-87
Indiana	66,000	(40)	61,000	(35)	56,000	(45)	7-1-87
Iowa	72,900	(30)	69,800	(27)	66,000	(30)	7-1-88
Kansas	70,142	(35)	67,638	(28)	60,978	(38)	8-1-88
Kentucky	66,946	(37)	64,213	(31)	61,481	(36)	7-1-88
Louisiana	74,966	(28)	71,767	(25)	68,569	(25)	12-1-87
Maine	77,300	(26)			73,100	(19)	7-1-88
Maryland	86,900	(10)	83,800	(9)	82,200	(5)	7-1-88
Massachusetts	90,450	(8)	83,708	(10)	80,360	(8)	7-1-88
Michigan	100,000	(3)	96,000	(3)	84,600 (92,000) 92,000†	(2)	1-1-88
Minnesota	80,010	(23)	73,811	(22)	70,770	(22)	1-1-89
Mississippi	70,800	(34)			61,200	(37)	7-1-88
Missouri	81,009	(20)	75,447	(20)	69,885	(23)	7-1-88
Montana	50,452	(50)			49,178	(50)	7-1-85
Nebraska	63,512	(44)			58,750	(43)	9-3-87
Nevada	73,500	(29)			67,000	(28)	1-5-87
New Hampshire	70,102	(36)			68,269	(26)	1-1-89
New Jersey	93,000	(5)	90,000	(4)	85,000	(3)	7-1-86
New Mexico	62,184	(46)	59,052	(37)	55,980	(46)	7-1-88
New York	115,000	(1)	102,500	(1)	95,000	(1)	10-1-87
North Carolina	79,668	(24)*	75,432	(21)*	66,972	(29)*	7-1-88
North Dakota	59,140	(47)			55,519	(47)	7-1-86
Ohio	85,250	(12)	80,000	(13)	65,250 to 75,750	(33)	1-1-89
Oklahoma	71,406	(33)	66,944	(30)	59,506	(41)	7-1-88
Oregon	72,362	(31)	70,639	(26)	65,645	(31)	7-1-88
Pennsylvania	91,500	(7)	89,500	(5)	80,000	(10)**	7-3-87
Rhode Island	82,967	(16)*			74,317	(18)*	7-3-88
South Carolina	83,883	(15)	79,690	(16)	79,690	(12)	6-2-88
South Dakota	58,697	(48)			54,808	(48)	7-1-88
Tennessee	65,650	(41)	63,125	(33)	60,600	(40)	7-1-83
Texas	80,371	(22)	72,334 (79,371) 79,371†	(17)	57,257 (78,371) 72,442†	(21)	9-1-88
Utah	64,000	(42)	60,800	(36)	57,600	(44)	7-1-88
Vermont	63,900	(43)			60,700	(39)	7-1-88
Virginia	88,286	(9)	83,872	(8)	81,959	(6)	7-1-88
Washington	82,700	(18)	78,600	(18)	74,600	(17)	7-1-88
West Virginia	55,000	(49)			50,000	(49)	7-1-84
Wisconsin	76,859	(27)	72,366	(24)	67,842	(27)	8-1-88
Wyoming	66,500	(38)			63,500	(33)	7-1-88
Mean (Average)	77,231		76,694		69,439		
Median	77,900		76,172		68,419		
Range	50,452 to 115,000		59,052 to 102,500		49,178 to 95,000		
District of Columbia	95,000				89,500		3-1-87
Federal System	110,000		95,000		89,500		3-1-87
American Samoa	69,000						N/A††
Guam					60,000		7-23-85
Puerto Rico	60,000				42,000 to 48,000		10-1-86
Virgin Islands					62,000		10-1-86

* The base pay is supplemented by increments for length of service.
** Tie rank.
† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.
†† Date not available.

JULY 1989

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

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Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23187-8798
804/253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	82,880	(20)	81,880	(13)	56,760 (80,580)	(18)	10-1-86
Alaska	85,726 to 97,728 88,726†	(15)	79,992	(19)	78,760† 77,304 to 90,828 77,304†	(14)	7-16-85
Arizona	84,000	(17)	82,000	(12)	80,000	(12)**	1-1-89
Arkansas	79,830	(38)	68,226	(24)	65,819	(23)	7-1-89
California	109,877	(1)	102,823	(1)	89,861	(4)	6-1-89
Colorado	72,000	(34)	67,500	(30)	63,000	(28)	7-1-88
Connecticut	86,635	(14)*	80,742	(15)*	77,132	(15)*	7-1-89
Delaware	95,200	(8)			90,500	(8)	7-1-89
Florida	95,607	(4)	89,983	(6)	84,359	(6)	7-1-89
Georgia	90,514	(10)	89,031	(7)	86,838 (93,162) 80,236†	(10)	7-1-89
Hawaii	76,600	(27)	73,600	(24)	69,500	(29)	1-1-85
Idaho	65,874	(44)	64,874	(34)	61,740	(40)	7-1-89
Illinois	93,266	(7)	87,780	(9)	76,113	(17)	7-1-87
Indiana	66,000	(43)	61,000	(36)	56,000	(47)	7-1-87
Iowa	78,900	(29)	75,800	(21)	72,000	(24)	6-23-89
Kansas	70,142	(38)	67,538	(29)	60,978	(43)	8-1-88
Kentucky	70,293	(37)	67,424	(31)	64,150	(36)	7-1-89
Louisiana	74,986	(31)	71,767	(26)	66,569	(37)	12-1-87
Maine	77,300	(28)			73,100	(22)	7-1-88
Maryland	90,400	(12)	87,200	(10)	85,600	(6)	7-1-89
Massachusetts	90,450	(11)	83,708	(11)	80,350	(9)	7-1-88
Michigan	103,500	(5)	99,360	(3)	91,391 (95,220) 95,220†	(1)	1-1-89
Minnesota	80,010	(23)	73,011	(23)	70,770	(26)	1-1-89
Mississippi	75,600	(30)			66,200	(32)	7-1-89
Missouri	85,602	(16)	79,726	(17)	73,847	(21)	7-1-89
Montana	63,452	(50)			52,178	(49)	7-1-89
Nebraska	68,689	(41)			61,667	(41)	7-1-89
Nevada	73,500	(33)			67,000	(28)	1-5-87
New Hampshire	80,000	(26)			76,000	(18)	7-1-89
New Jersey	93,000	(6)	90,000	(5)	85,000	(7)	7-1-86
New Mexico	62,186	(47)	59,050	(37)	55,981	(48)	7-1-88
New York	115,000	(1)	102,500	(2)	95,000	(2)	10-1-87
North Carolina	79,668	(26)*	75,432	(2)*	65,972	(30)*	7-1-88
North Dakota	63,871	(49)			59,405	(46)	7-1-89
Ohio	87,400	(13)	81,400	(14)	68,250 to 76,750	(31)	1-1-89
Oklahoma	71,808	(35)	67,344	(32)	59,906	(44)	7-1-89
Oregon	72,362	(33)	70,639	(27)	65,645	(34)	7-1-88
Pennsylvania	91,000	(9)	89,500	(8)	80,000	(12)**	7-3-87
Rhode Island	82,987	(*9)*			74,317	(20)*	7-3-86
South Carolina	83,683	(18)	79,690	(18)	79,690	(13)	6-2-88
South Dakota	61,818	(48)			57,646	(46)	7-1-89
Tennessee	65,550	(45)	63,125	(35)	60,600	(43)	7-1-83
Texas	80,371	(22)	72,334 (79,371) 79,371†	(19)	57,257 (78,371) 72,442†	(22)	7-1-88
Utah	89,000	(39)	85,550	(22)	62,100	(39)	7-1-89
Vermont	68,055	(40)			64,645	(35)	7-1-89
Virginia	94,907	(6)	90,162	(4)	88,106	(5)	7-1-89
Washington	82,700	(22)	78,600	(20)	74,600	(19)	7-1-88
West Virginia	55,000	(49)			50,000	(50)	7-1-84
Wisconsin	76,859	(25)	72,438	(25)	67,910	(25)	8-1-88
Wyoming	66,500	(42)			63,500	(37)	7-1-88
Mean (Average)	79,440		78,418		71,278		
Median	79,284		79,371		70,135		
Range	53,452 to 115,000		59,050 to 102,823		50,000 to 95,220		
District of Columbia	95,000		95,000		89,500		3-1-87
Federal System	110,000				89,500		3-1-87
American Samoa	74,303						N/A††
Guam					60,000		7-23-85
Puerto Rico	60,000				42,000 to 48,000		10-1-88
Virgin Islands					62,000		10-1-88

* The base pay is supplemented by increments for length of service.
** Tie rank.
† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.
†† Data not available.

Future Salaries

Alabama: Effective October 1, 1989: administrative director of the courts $80,184.

Arkansas: Effective July 1, 1990: Supreme Court chief justice $79,170, associate justices $72,716; Court of Appeals chief judge $71,478, judges $70,240; Circuit and Chancery Court judges $67,761; director $55,920.

Connecticut: Effective July 1, 1990: Supreme Court chief justice $100,621, associate justices $92,045; Appellate Court chief judge $90,870, judges $85,587; Superior Court judges $81,760; chief court administrator $96,136.

Florida: Effective January 1, 1990: Supreme Court chief justice and associate justices $97,518; District Courts of Appeals chief judge and judges $91,782; Circuit Court judges $86,046; state courts administrator $72,800.

Indiana: Effective January 1, 1990: Supreme Court chief justice $71,925, associate justices $69,300; Court of Appeals chief judge $66,675, associate judges $64,050; Circuit and Superior Court judges $58,800. Effective January 1, 1991: Supreme Court chief justice $75,520, associate justices $72,765; Court of Appeals chief judge $70,000, associate judges $67,250; Circuit and Superior Court judges $61,740.

Kansas: Effective August 1, 1989: Supreme Court chief justice $77,132, associate justices $75,052; Court of Appeals chief judge $74,347, judges $72,373; District Court administrative judge $65,990, District Court judges $65,246, District Magistrate judge $30,806; judicial administrator $63,746.

Maine: Effective December 3, 1990: Supreme Court chief justice $84,412, associate justices $80,392; Superior Court chief justice $79,825, justices $76,024.

Minnesota: Effective January 1, 1990: Supreme Court chief justice $90,520, associate justices $84,011; Court of Appeals chief judge $80,817, judges $77,502; District Court judges $74,309; state court administrator not to exceed $74,309.

Montana: Effective July 1, 1990: Supreme Court chief justice $57,722, associate justices $56,452; District Court judges $55,178.

Nebraska: Effective July 1, 1990: Supreme Court chief justice and associate justices $70,023; District Court judges $64,772.

Nevada: Effective January 7, 1991: Supreme Court chief justice and associate justices $85,000; District Court judges $79,000. Judges will in addition receive longevity pay: at 7 years of service an additional 6%, each year after that an additional 1%, up to a maximum of 22% after 23 years of service.

New Mexico: Effective July 1, 1990: Supreme Court chief justice $69,660, associate justices $68,595; Court of Appeals chief judge $66,240, judges $65,150; District Court judges $61,740.

North Dakota: Effective July 1, 1990: Supreme Court chief justice $70,243, associate justices $68,342; District Court presiding judge $64,462, judges $62,969.

Ohio: Effective January 1, 1990: Supreme Court chief justice $97,600, associate justices $91,750; Court of Appeals chief judge and associate judges $85,450; Court of Common Pleas (state pay) $65,900, Combined Courts (state pay) $72,900. Effective January 1, 1991: Supreme Court chief justice $102,500, associate justices $96,350; Court of Appeals chief judge and associate judges $89,700; Court of Common Pleas (state pay) $69,200, Combined Courts (state pay) $76,200. Effective January 1, 1992: Supreme Court chief justice $107,650, associate justices $101,150; Court of Appeals chief judge and associate judges $94,200; Court of Common Pleas (state pay) $72,650, Combined Courts (state pay) $79,650.

Rhode Island: Effective January 1, 1990: Supreme Court chief justice $94,596, associate judges $86,967; Superior Court presiding justice $85,562, associate justice, $78,317.

South Carolina: Effective September 2, 1989: Supreme Court chief justice $91,830, associate justices $87,238; Court of Appeals chief judge $86,366, judges $82,878; Circuit Court judges $82,878.

Tennessee: Effective September 1, 1990: Supreme Court chief justice and associate justices $85,500; Court of Appeals and Court of Criminal Appeals presiding judges and associate judges $81,500; Circuit, Chancery, and Criminal Court judges $78,000.

Texas: Effective September 1, 1989: Supreme Court chief justice $91,875, associate justices $89,250; Court of Appeals chief justice $80,850, associate justices $80,325; District Court judges (state pay) $76,309; administrative director of the courts $77,490.

Utah: Effective January 1, 1990: Supreme Court chief justice $76,000, associate justices $75,000; Court of Appeals chief judge $72,250, associate judges $71,250; District Court judges $67,500; state court administrator $67,500.

West Virginia: Effective January 1, 1990: Supreme Court of Appeal chief justice and associate justices $72,000; Circuit Court judges $65,000.

January 1990

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts, these measures are based on data from the 50 states. For intermediate appellate courts, the measures are based on data from the 37 states that have such courts. Ranking is not possible for limited and special jurisdiction courts because in many states salaries are locally set and may vary greatly from one jurisdiction to another.

For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	82,880	(28)	81,880	(17)	80,760 (82,302) 78,760†	(31)	10-1-88
Alaska	85,728 to 87,728 85,728†	(19)	79,992	(19)	77,304 to 90,828 77,304†	(19)	7-10-85
Arizona	84,000	(24) **	82,000	(18)	80,000	(26) **	1-1-89
Arkansas	70,830	(39)	68,226	(30)	65,819	(38)	7-1-89
California	115,181	(1)	107,964	(1)	94,344	(3)	1-1-90
Colorado	72,000	(37) **	67,600	(31)	63,000	(41)	7-1-88
Connecticut	86,835	(17) *	80,742	(18) *	77,132	(20) *	*-1-89
Delaware	95,200	(5)			90,500	(4)	7-1-89
Florida	97,518	(4)	91,782	(4)	88,046	(7)	1-1-90
Georgia	90,514	(13)	89,931	(7)	88,838 (93,150) 80,238†	(14)	7-1-89
Hawaii	73,500	(29)	73,500	(26)	69,500	(29)	1-1-86
Idaho	66,874	(48)	64,874	(34)	61,740	(42)	7-1-89
Illinois	93,258	(7)	87,780	(10)	80,599	(12)	7-1-87
Indiana	69,300	(41)	64,050	(33)	58,600	(47)	1-1-90
Iowa	78,900	(19)	75,800	(24)	72,000	(26)	7-1-89
Kansas	75,052	(33)	72,373	(28)	65,246	(38)	8-1-89
Kentucky	70,293	(40)	67,424	(32)	64,555	(39)	7-1-89
Louisiana	76,166	(30)	72,967	(26)	69,769	(28)	9-30-89
Maine	80,392	(27)			78,024	(22)	9-4-89
Maryland	90,400	(14)	87,200	(11)	85,500	(8)	7-1-89
Massachusetts	90,460	(13)	83,708	(13)	80,360	(12)	7-1-88
Michigan	106,610	(2)	102,346	(3)	94,133 (98,081) 98,081†	(1)	1-1-90
Minnesota	84,011	(23)	77,602	(23)	74,309	(23)	1-1-90
Mississippi	75,600	(31)			66,200	(34)	7-1-89
Missouri	85,602	(20)	79,725	(21)	73,647	(24)	7-1-89
Montana	53,453	(60)			52,178	(60)	7-1-89
Nebraska	66,669	(43)			61,887	(43)	7-1-89
Nevada	73,500	(28)			67,000	(38)	1-5-87
New Hampshire	84,000	(24) **			78,750	(17)	12-29-89
New Jersey	93,000	(8)	90,000	(8)	85,000	(9)	7-1-86
New Mexico	62,186	(46)	59,050	(37)	55,981	(49)	7-1-88
New York	115,000	(2)	102,500	(2)	95,000	(2)	10-1-87
North Carolina	84,456	(21) *	79,988	(20) *	70,992	(27) *	7-1-89
North Dakota	63,871	(47)			59,405	(46)	7-1-89
Ohio	91,750	(9)	85,450	(12)	69,400 to 79,900	(50)	1-1-90
Oklahoma	71,808	(38)	67,344	(33)	59,906	(45)	7-1-89
Oregon	74,400	(34)	72,600	(27)	67,600	(31)	7-1-89
Pennsylvania	91,500	(10)	89,500	(6)	80,000	(18) **	7-3-87
Rhode Island	90,618	(11) *			81,687	(11) *	1-1-90
South Carolina	87,238	(16)	82,877	(14)	82,877	(10)	9-2-89
South Dakota	61,618	(49)			57,546	(48)	7-1-89
Tennessee	65,650	(46)	63,125	(35)	60,600	(44)	7-1-83
Texas	89,250	(15)	80,325 (88,250) 89,250†	(9)	78,309 (87,250) 87,250†	(6)	9-1-89
Utah	75,000	(33)	71,250	(29)	67,500	(32)	1-1-90
Vermont	69,055	(42)			64,645	(36)	7-1-89
Virginia	94,907	(6)	90,162	(5)	88,106	(5)	7-1-89
Washington	86,700	(18)	82,400	(15)	78,200	(18)	9-4-89
West Virginia	72,000	(37) **			65,000	(37)	1-1-90
Wisconsin	82,623	(26)	77,871	(22)	73,003	(25)	1-90
Wyoming	66,500	(44)			63,500	(40)	7-1-88
Mean (Average)	81,337		80,044		73,208		
Median	82,752		79,992		72,602		
Range	53,452 to 115,181		59,050 to 107,964		52,178 to 98,081		
District of Columbia	95,000				89,600		3-1-87
Federal System	110,000		95,000		89,500		3-1-87
American Samoa	74,303						N/A11
Guam					60,000		7-23-85
Puerto Rico	60,000				42,000 to 48,000		10-1-88
Virgin Islands					62,000		10-1-86

* The base pay is supplemented by increments for length of service.
** Tie rank.
† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.
†† Data not available.

Future Salaries

Arkansas: Effective July 1, 1990: Supreme Court chief justice $79,170, associate justices $72,716; Court of Appeals chief judge $71,478; judges $70,240; Circuit and Chancery Court judges $67,761; director $55,920

Connecticut: Effective July 1, 1990: Supreme Court chief justice $100,621, associate justices $92,045; Appellate Court chief judge $90,870, judges $85,587; Superior Court judges $81,760; Probate Court judges up to $81,760; chief court administrator $96,136.

Indiana: Effective January 1, 1991: Supreme Court chief justice $75,520, associate justices $72,765; Court of Appeals chief judge $70,000, associate judges $67,250; Circuit, Superior, Probate, County, and Municipal Court judges (state pay) $61,740.

Minnesota: Effective January 1, 1991: Supreme Court chief justice $97,957, associate justices $89,052; Court of Appeals chief judge $88,106, associate judges $83,910; District Court judges $78,768; state court administrator not to exceed $78,768. Effective January 1, 1992: Supreme Court chief justice $103,835, associate justices $94,395; Court of Appeals chief judge $93,392, associate judges $88,945; District Court judges $83,494; state court administrator not to exceed $83,494.

Montana: Effective July 1, 1990: Supreme Court chief justice $57,722, associate justices $56,452; District Court judges $55,178.

Nebraska: Effective July 1, 1990: Supreme Court chief justice and associate justices $70,023; District Court judges $64,772; County Court and Worker's Compensation Court judges $59,520; Juvenile Court judges $64,772.

Nevada: Effective January 7, 1991: Supreme Court chief justice and associate justices $85,000, District Court judges $79,000. Judges will in addition receive longevity pay: at 7 years' service an additional 6%, each year after that an additional 1%, up to a maximum of 22% after 23 years of service.

New Mexico: Effective July 1, 1990: Supreme Court chief justice $69,660, associate justices $68,595; Court of Appeals chief judge $66,240, judges $65,[illegible]50; District Court judges $61,740; Bernalillo Metropolitan Court judges $48,632; Magistrate Court judges $38,035.

North Dakota: Effective January 1, 1990: Supreme Court chief justice $70,243, associate justices $68,342; District Court presiding judge $64,462, judges $62,969.

Ohio: Effective January 1, 1991: Supreme Court chief justice $102,500, associate justices $96,350; Court of Appeals chief judge and associate judges $89,700; Court of Common Pleas (state pay) $69,200, Combined Courts (state pay) $76,200. Effective January 1, 1992: Supreme Court chief justice $107,650, associate justices $101,150; Court of Appeals chief judge and associate judges $[illegible]1,200; Court of Common Pleas (state pay) $72,6[illegible] Combined Courts (state pay) $79,650.

Oregon: Effective July 1990: Supreme Court chief justice $78,200, associate justices $76,400; Court of Appeals chief judge $76,400, judges $74,600; Tax Court judges $71,800; Circuit and District Court judges $69,600.

Tennessee: Effective September 1, 1990: Supreme Court chief justice and associate justices $85,500; Court of Appeals and Court of Criminal Appeals presiding judges and associate judges $81,500; Circuit, Chancery, and Criminal Court judges $78,000; General Sessions Court judges $18,500-70,000

Washington: Effective September 3, 1990: Supreme Court chief justice and associate justices $89,300; Court of Appeals chief judge and associate judges $84,900; Superior Court judges $80,500; District Court judges $76,600; Pro Tem judge (if judge) $193.20 per day (state pays half, county pays half); Pro Tem judge (if attorney) $322.00 per day (state pays half, county pays half).

District of Columbia: Effective February 1990: Court of Appeals chief judge $103,000, associate judges $102,500; Superior Court chief judge $97,100, associate judges $96,600; executive officer $96,600. Effective January 1, 1991: Court of Appeals chief judge $128,000, associate judges $128,100; Superior Court chief judge $121,300, associate judges $120,800; executive officer $120,800.

Federal System: Effective February 1990: Supreme Court chief justice $124,000, associate justices $118,600; Circuit Court judges $102,500, District Court, Court of International Trade, and U.S. Claims Court judges $96,600; Bankruptcy Court judges and magistrates (full-time) $88,872; administrative director of the courts $96,600. Effective January 1, 1991: Supreme Court chief justice $155,000, associate justices $148,300; Circuit Court judges $128,100; District Court, Court of International Trade, and U.S. Claims Court judges $120,800; Bankruptcy Court judges and magistrates (full-time) $111,136; administrative director of the courts $120,800

JULY 1990

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts, these measures are based on data from the 50 states. For intermediate appellate courts, the measures are based on data from the 37 states that have such courts. Ranking is not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from one jurisdiction to another.

For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	82,880	(30)	81,880	(21)	56,760 (82,302) 76,760 †	(33)	10-1-88
Alaska	99,504 to 100,908 99,504 †	(4)	93,996	(4)	92,004 to 99,000 92,004 †	(5)	7-1-90
Arizona	84,000	(27)**	82,000	(30)	80,000	(18)**	1-1-89
Arkansas	72,716	(39)	70,240	(32)	67,761	(36)	7-1-90
California	115,161	(1)	107,964	(1)	94,344	(3)	1-1-90
Colorado	72,000	(41)**	67,500	(36)	63,000	(44)	7-1-88
Connecticut	92,048	(13)*	85,587	(14)*	81,760	(14)*	7-1-90
Delaware	99,000	(6)**			94,100	(4)	7-1-90
Florida	97,518	(5)	91,782	(8)	86,046	(10)	1-1-90
Georgia	92,778	(12)	92,179	(7)	70,560 (100,560) 82,860 †	(13)	7-1-90
Hawaii	93,780	(9)	89,780	(10)	80,780	(9)	1-1-90
Idaho	71,144	(42)	70,144	(33)	66,680	(38)	7-1-9[illegible]
Illinois	93,266	(10)	87,780	(1[illegible])	80,599	(16)	7-1-87
Indiana	69,300	(46)	[illegible],050	(36)	68,800	(49)	1-1-90
Iowa	84,000	(27)**	80,700	(24)	76,700	(24)	7-1-90
Kansas	78,054	(31)	75,268	(27)	67,856	(33)	8-1-90
Kentucky	73,808	(36)	70,795	(31)	67,783	(34)	7-1-90
Louisiana	85,333	(23)	81,284	(22)	77,185	(22)	7-1-90
Maine	80,392	(20)			78,024	(26)	9-4-89
Maryland	99,000	(6)**	92,500	(6)	89,000	(7)	7-1-90
Massachusetts	90,450	(17)	83,708	(17)	80,360	(17)	7-1-88
Michigan	106,610	(3)	102,346	(3)	94,133 (98,081) 98,081 †	(1)	1-1-90
Minnesota	84,011	(24)	77,502	(26)	74,309	(28)	1-1-90
Mississippi	75,800	(34)			66,200	(39)	7-1-89
Missouri	87,314	(30)	81,320	(23)	75,324	(25)	7-1-90
Montana	56,452	(50)			55,178	(50)	7-1-90
Nebraska	70,023	(43)			64,772	(43)	7-1-90
Nevada	73,500	(37)			67,000	(37)	1-5-87
New Hampshire	84,000	(27)**			78,750	(20)	12-29-89
New Jersey	93,000	(11)	90,000	(9)	85,000	(11)	7-1-86
New Mexico	75,000	(35)	71,250	(30)	67,500	(36)	7-1-90
New York	115,000	(2)	102,500	(2)	95,000	(2)	10-1-87
North Carolina	89,532	(15)*	84,768	(15)*	75,252	(27)*	7-1-90
North Dakota	68,342	(46)			62,969	(45)	7-1-90
Ohio	91,750	(14)	85,450	(16)	69,400 to 79,900	(32)	1-1-90
Oklahoma	72,803	(38)	68,344	(34)	60,906	(46)	7-1-90
Oregon	76,400	(33)	74,500	(28)	69,600	(31)	7-1-90
Pennsylvania	91,500	(16)	89,500	(11)	80,000	(19)**	7-3-87
Rhode Island	90,618	(18)*			81,587	(15)*	6-30-90
South Carolina	87,238	(21)	82,877	(18)	82,877	(12)	9-2-89
South Dakota	64,700	(48)			60,423	(48)	7-1-90
Tennessee	65,650	(49)	63,125	(37)	60,600	(47)	7-1-83
Texas	89,250	(19)	80,325 (88,250) 88,250 †	(12)	76,309 (87,250) 87,250 †	(8)	9-1-89
Utah	77,700	(32)	73,950	(29)	70,200	(30)	7-1-90
Vermont	69,415	(44)			65,940	(40)	7-8-90
Virginia	97,754	(7)	92,867	(5)	90,749	(6)	7-1-90
Washington	86,700	(22)	82,400	(19)	78,200	(21)	9-4-89
West Virginia	72,000	(41)**			65,000	(41)	1-1-90
Wisconsin	82,706	(29)	77,672	(25)	73,004	(29)	1-18-90
Wyoming	66,500	(47)			63,500	(43)	7-1-88
Mean (Average)	83,749		82,650		75,419		
Median	84,000		82,400		75,674		
Range	56,452 to 115,161		63,125 to 107,964		55,178 to 98,081		
District of Columbia	102,500				96,600		2-1-90
Federal System	118,600		102,500		96,600		2-1-90
American Samoa	74,303						N/A††
Guam					83,000		12-20-88
Puerto Rico	67,400				42,000 to 48,000		7-1-89
Virgin Islands					75,000		10-1-89

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

January 1991

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

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The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts, these measures are based on data from the 50 states. For intermediate appellate courts, these measures are based on data from the 37 states that have such courts. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from one jurisdiction to another.

For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	90,475	(19)	89,475	(13)	81,017	(23)	10-1-90
					(88,475)		
					78,833 †		
Alaska	99,504	(7)	93,996	(7)	92,004	(7)	7-1-90
	to 100,908				to 99,000		
	99,504 †				92,004 †		
Arizona	87,360	(26)	85,280	(18)	83,200	(24)	1-1-91
Arkansas	72,716	(42)	70,240	(35)	67,761	(39)	7-1-90
California	121,207	(1)	114,632	(1)	99,297	(2)	1-1-91
Colorado	72,000	(46) **	67,500	(37)	63,000	(46)	7-1-88
Connecticut	92,045	(14) *	85,587	(17) *	81,760	(18) *	7-1-90
Delaware	99,000	(9) **			94,100	(5)	7-1-90
Florida	100,443	(5)	95,421	(5)	90,399	(8)	1-1-91
Georgia	92,778	(13)	92,179	(9)	70,560	(13)	7-1-90
					(100,560)		
					83,587 †		
Hawaii	93,780	(11)	89,780	(10)	86,780	(11)	1-1-90
Idaho	71,144	(44)	70,144	(36)	66,680	(42)	7-1-90
Illinois	93,266	(12)	87,780	(15)	80,599	(18)	7-1-87
Indiana	81,000	(32)	76,500	(28)	61,740	(44)	1-1-91
Iowa	84,000	(30)	80,000	(26)	76,000	(28)	7-1-90
Kansas	78,054	(34)	75,268	(29)	67,856	(37)	8-1-90
Kentucky	73,808	(41)	70,795	(34)	67,783	(38)	7-1-90
Louisiana	85,383	(28)	81,284	(25)	77,185	(27)	7-1-90
Maine	80,392	(33)			76,024	(29)	9-4-89
Maryland	99,000	(9) **	92,500	(6)	89,000	(9)	7-1-90
Massachusetts	90,450	(20)	83,708	(23)	80,360	(20)	7-1-88
Michigan	106,610	(4)	102,348	(4)	94,133	(3)	1-1-90
					(98,081)		
					98,081 †		
Minnesota	89,052	(24)	83,910	(22)	78,768	(25)	1-1-91
Mississippi	75,800	(39)			66,200	(43)	7-1-89
Missouri	91,594	(16)	85,500	(18)	79,164	(22)	8-28-90
Montana	56,452	(50)			55,178	(50)	7-1-90
Nebraska	77,000	(37)			71,228	(33)	1-1-91
Nevada	85,000 *	(29) *			79,000	(23) *	1-7-91
New Hampshire	88,200	(25)			82,687	(18)	11-2-90
New Jersey	115,000	(2) **	108,000	(2)	100,000	(1)	1-1-91
New Mexico	75,000	(40)	71,250	(33)	67,500	(40)	7-1-90
New York	115,000	(2) **	102,500	(3)	95,000	(4)	10-1-87
North Carolina	89,532	(21) *	84,768	(21) *	75,252	(30) *	7-1-90
North Dakota	68,342	(48)			62,969	(47)	7-1-90
Ohio	96,350	(10)	89,700	(11)	72,700	(33)	1-1-91
					to 83,200		
Oklahoma	77,550	(36)	72,732	(32)	64,698	(45)	1-1-91
Oregon	76,400	(38)	74,600	(30)	69,600	(35)	7-1-90
Pennsylvania	91,500	(16)	89,500	(12)	80,000	(21)	7-3-87
Rhode Island	90,618	(18) *			81,587	(17) *	6-30-90
South Carolina	91,163	(17)	86,606	(16)	86,608	(12)	10-17-90
South Dakota	64,700	(49)			60,423	(49)	7-1-90
Tennessee	85,500	(27)	81,500	(24)	78,000	(26)	9-1-90
Texas	89,250	(31)	80,325	(14)	76,309	(10)	9-1-89
			(88,250)		(87,250)		
			88,250 †		87,250 †		
Utah	77,700	(35)	73,950	(31)	70,200	(34)	7-1-90
Vermont	70,775	(47)			67,230	(41)	1-6-91
Virginia	99,709	(6)	94,724	(6)	92,561	(6)	12-1-90
Washington	89,300	(22)	84,900	(20)	80,500	(19)	9-3-90
West Virginia	72,000	(45) **			65,000	(47)	1-1-90
Wisconsin	82,706	(31)	77,872	(27)	73,004	(31)	1-18-90
Wyoming	72,000	(45) **			68,750	(36)	1-1-91
Mean (Average)	87,352		85,253		77,470		
Median	87,780		85,280		78,384		
Range	56,452		67,500		55,178		
	to 121,207		to 114,632		to 100,000		
District of Columbia	132,700				125,100		1-1-91
Federal System	153,600		132,700		125,100		1-1-91
American Samoa	74,303						N/A ††
Guam					83,000		12-20-88
Northern Mariana Islands	72,000				66,000		4-89
Puerto Rico	67,400				42,000		7-1-89
					to 48,000		
Virgin Islands					75,000		10-1-89

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

July 1991

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts, these measures are based on data from the 50 states. For intermediate appellate courts, these measures are based on data from the 37 states that have such courts. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from one jurisdiction to another.

For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	90,475	(19)	89,475	(18)	81,017	(26)	10-1-90
					(88,475)		
					78,833†		
Alaska	104,472	(5)	98,688	(5)	96,600	(4)	1-1-91
	to 105,872				to 103,600		
	104,472†				96,600†		
Arizona	87,360	(28)	85,280	(21)	83,200	(17)	1-1-91
Arkansas	74,533	(44)	71,996	(36)	69,455	(40)	7-1-91
California	121,207	(1)	113,632	(1)	99,297	(2)	1-1-91
Colorado	81,000	(35)**	76,500	(31)**	72,000	(35)	7-1-91
Connecticut	96,617	(11)*	89,866	(11)*	85,848	(12)*	7-1-91
Delaware	99,000	(9)**			94,100	(6)	7-1-90
Florida	100,443	(6)	95,421	(6)	90,399	(8)	1-1-91
Georgia	92,778	(15)	92,179	(9)	70,560	(15)	7-1-90
					(100,560)		
					84,435†		
Hawaii	93,780	(14)	89,780	(12)	86,780	(11)	1-1-90
Idaho	74,701	(43)	73,701	(34)	70,014	(37)	7-1-91
Illinois	97,370	(10)	91,042	(10)	84,123	(16)	7-1-91
Indiana	81,000	(35)**	76,500	(31)**	61,740	(49)	1-1-91
Iowa	84,000	(31)	80,700	(27)	76,700	(30)	7-1-90
Kansas	80,005	(37)	77,150	(28)	69,552	(39)	8-1-91
Kentucky	77,498	(39)	74,335	(33)	71,172	(36)	7-1-91
Louisiana	94,600	(13)	89,600	(14)	84,600	(14)	7-1-91
Maine	83,608	(32)			79,065	(24)	7-1-91
Maryland	99,000	(9)**	92,500	(8)	89,000	(9)	7-1-90
Massachusetts	90,450	(20)	83,708	(25)	80,360	(21)	7-1-88
Michigan	106,610	(4)	102,346	(4)	94,133	(3)	1-1-90
					(93,081)		
					98,091†		
Minnesota	89,052	(26)	83,910	(24)	78,788	(27)	1-1-91
Mississippi	75,800	(41)			66,200	(44)	7-1-89
Missouri	91,594	(18)	85,500	(20)	79,164	(23)	8-28-90
Montana	58,452	(50)			57,178	(50)	7-1-91
Nebraska	82,390	(33)			76,211	(31)	7-1-91
Nevada	85,000	(30)*			79,000	(25)*	1-7-91
New Hampshire	88,200	(27)			83,687	(18)	11-2-90
New Jersey	115,000	(3)**	108,000	(2)	100,000	(1)	1-1-91
New Mexico	75,000	(42)	71,250	(37)	67,500	(42)	7-1-90
New York	115,000	(3)**	102,500	(3)	95,000	(5)	10-1-87
North Carolina	89,532	(22)*	84,788	(23)*	75,252	(32)*	7-1-90
North Dakota	71,075	(47)			65,490	(45)	7-1-91
Ohio	96,350	(12)	89,700	(13)	72,700	(34)	1-1-91
					to 83,200		
Oklahoma	77,970	(36)	73,152	(35)	65,118	(46)	7-1-91
Oregon	76,400	(40)	74,600	(32)	69,600	(38)	7-1-90
Pennsylvania	91,500	(17)	89,500	(15)	80,000	(22)	7-3-87
Rhode Island	85,634	(29)*			77,099	(29)*	7-1-91
South Carolina	91,163	(17)	86,606	(18)	86,506	(12)	10-17-90
South Dakota	67,288	(48)			62,840	(48)	7-1-91
Tennessee	89,775	(21)	85,575	(19)	81,900	(19)	7-1-91
Texas	89,250	(24)	80,325	(17)	76,309	(10)	9-1-89
			(88,250)		(87,250)		
			88,250†		87,250†		
Utah	80,309	(36)	76,[illegible]58	(29)	73,008	(33)	7-1-91
Vermont	70,775	(46)			67,230	(43)	1-1-91
Virginia	99,709	(7)	94,724	(7)	92,564	(7)	12-1-90
Washington	89,300	(23)	84,900	(22)	80,500	(20)	9-1-90
West Virginia	72,000	(46)**			65,000	(47)	1-1-90
Wisconsin	88,594	(26)	83,417	(26)	78,202	(28)	7-1-91
Wyoming	72,000	(46)**			68,750	(41)	1-1-91
Mean (Average)	87,693		85,622		78,723		
Median	88,823		85,575		78,917		
Range	58,452		71,250		57,178		
	to 121,207		to 113,632		to 100,000		
District of Columbia	132,700				125,100		1-1-91
Federal System	153,600		132,700		125,100		1-1-91
American Samoa	74,303						N/A††
Guam					83,000		12-20-88
Northern Mariana Islands	72,000				66,000		4-89
Puerto Rico	67,400				42,000		7-1-89
					to 48,000		
Virgin Islands					75,000		10-1-89

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

January 1992

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts, these measures are based on data from the 50 states. For intermediate appellate courts, these measures are based on data from the 38 states that have such courts. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from one jurisdiction to another.

For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	107,125	(4)	106,125	(3)	72,500 (105,125) 95,204 †	(26)	10-1-91
Alaska	104,472 to 105,864 104,472 †	(6)	98,688	(8)	96,600 to 103,596 96,600 †	(4)	1-1-91
Arizona	91,728	(18)	89,544	(18)	87,360	(17)	1-1-92
Arkansas	74,533	(44)	71,996	(37)	69,455	(40)	7-1-91
California	121,207	(1)	113,632	(1)	99,297	(2)	1-1-91
Colorado	81,000	(38)**	76,500	(32)**	72,000	(34)	7-1-91
Connecticut	96,647	(14)*	89,868	(15)*	85,848	(13)*	7-1-91
Delaware	99,000	(12)**			94,100	(6)	7-1-90
Florida	100,443	(8)	95,421	(7)	90,399	(8)	1-1-91
Georgia	92,778	(17)	92,179	(12)	70,580 (100,580) 83,180 †	(15)	7-1-90
Hawaii	93,780	(16)	89,780	(16)	86,780	(11)	1-1-90
Idaho	74,701	(43)	73,701	(36)	70,014	(37)	7-1-91
Illinois	97,370	(13)	91,642	(13)	84,123	(18)	7-1-91
Indiana	81,000	(38)**	76,500	(32)**	61,740	(49)	1-1-91
Iowa	84,000	(31)	80,700	(27)	76,700	(30)	7-1-90
Kansas	80,005	(37)	77,150	(29)	69,552	(39)	8-1-91
Kentucky	77,498	(39)	74,335	(35)	71,172	(36)	7-1-91
Louisiana	94,600	(15)	89,600	(17)	84,600	(14)	7-1-91
Maine	83,316	(32)			79,073	(24)	7-1-91
Maryland	99,000	(13)**	92,500	(11)	89,000	(9)	7-1-90
Massachusetts	90,450	(23)	83,708	(25)	80,360	(21)	7-1-88
Michigan	106,610	(5)	102,346	(5)	94,133 (98,081) 98,081 †	(3)	1-1-90
Minnesota	89,052	(29)	83,910	(24)	78,768	(27)	1-1-91
Mississippi	75,800	(41)			66,200	(44)	7-1-89
Missouri	91,594	(19)	85,500	(22)	79,164	(23)	3-28-90
Montana	60,452	(50)			59,178	(50)	1-1-92
Nebraska	82,390	(33)	78,270	(28)	76,211	(31)	7-1-91
Nevada	85,000	(30)*			79,000	(25)*	1-7-91
New Hampshire	88,200	(28)			82,687	(18)	11-2-90
New Jersey	115,000	(3)**	108,000	(2)	100,000	(1)	1-1-91
New Mexico	75,000	(42)	71,250	(38)	67,500	(42)	7-1-90
New York	115,000	(3)**	102,500	(4)	95,000	(5)	10-1-87
North Carolina	89,532	(25)*	84,768	(23)*	75,252	(32)*	7-1-90
North Dakota	71,075	(47)			65,490	(45)	7-1-91
Ohio	101,150	(7)	94,200	(10)	76,150 to 93,650	(34)	1-1-92
Oklahoma	79,877	(36)	74,914	(33)	67,933	(46)	1-1-92
Oregon	73,400	(40)	74,600	(34)	69,600	(38)	7-1-90
Pennsylvania	91,500	(20)	89,500	(19)	80,000	(22)	7-3-87
Rhode Island	85,634	(26)*			77,100	(29)*	7-1-91
South Carolina	91,163	(21)	86,606	(20)	86,606	(12)	10-17-90
South Dakota	67,288	(49)			62,840	(48)	7-1-91
Tennessee	89,775	(24)	85,575	(21)	81,900	(19)	7-1-91
Texas	91,035	(32)	86,484 (90,035) 90,035 †	(14)	81,932 (89,035) 89,035 †	(10)	9-1-91
Utah	80,309	(34)	76,658	(30)	73,008	(33)	7-1-91
Vermont	70,775	(48)			67,230	(43)	1-6-91
Virginia	99,709	(10)	94,724	(9)	92,764	(7)	12-1-90
Washington	99,900	(9)	95,000	(6)	90,100	(20)	9-3-91
West Virginia	72,000	(46)**			65,000	(47)	1-1-90
Wisconsin	88,594	(27)	83,417	(26)	78,202	(28)	7-1-91
Wyoming	72,000	(46)**			63,750	(43)	1-1-91
Mean (Average)	88,537		87,509		79,501		
Median	89,292		88,053		79,037		
Range	60,452 to 121,207		71,250 to 113,632		59,178 to 100,000		
District of Columbia	137,300				129,500		1-1-92
Federal System	159,000		137,300		129,500		1-1-92
American Samoa	74,303						N/A ††
Guam					83,000		12-20-88
Northern Mariana Islands	79,000				72,400		1-10-92
Puerto Rico	67,400				50,000 to 58,000		10-1-91
Virgin Islands					75,000		10-1-89

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

July 1992

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

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For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	107,125	(4)	106,125	(3)	72,500	(29)	10-1-91
					(105,125)		
					79,037 †		
Alaska	104,472	(6)	98,688	(6)	96,600	(3)	1-1-91
	to 105,876				to 103,596		
	104,472 †				96,600 †		
Arizona	91,728	(20)	89,544	(17)	87,360	(13)	1-1-92
Arkansas	79,061	(39)	76,370	(33)	73,675	(35)	7-1-92
California	121,207	(1)	113,632	(1)	99,297	(2)	1-1-91
Colorado	84,000	(33)	79,500	(29)	75,000	(34)	7-1-92
Connecticut	101,479	(7) *	94,359	(11) *	90,140	(9) *	7-1-92
Delaware	99,000	(14) **			94,100	(6)	7-1-90
Florida	100,443	(10)	95,421	(7)	90,399	(8)	1-1-91
Georgia	92,778	(19)	92,179	(14)	70,560	(20)	7-1-90
					(100,560)		
					83,160 †		
Hawaii	93,780	(17)	89,780	(16)	86,780	(15)	1-1-90
Idaho	74,701	(44)	73,701	(37)	70,014	(38)	7-1-91
Illinois	101,681	(9)	94,758	(9)	89,966	(14)	7-1-92
Indiana	81,000	(36)	76,500	(32)	61,740	(49)	1-1-91
Iowa	90,300	(27)	86,800	(21)	82,500	(22)	7-1-92
Kansas	80,005	(37)	77,150	(31)	69,552	(40)	8-1-91
Kentucky	77,498	(40)	74,335	(36)	71,172	(37)	7-1-91
Louisiana	94,000	(16)	89,000	(20)	84,000	(19)	2-1-92
Maine	83,616	(34)			79,073	(28)	7-1-91
Maryland	99,000	(14) **	92,500	(13)	89,000	(12)	7-1-90
Massachusetts	90,450	(26)	83,708	(28)	80,360	(25)	7-1-88
Michigan	106,610	(5)	102,346	(5)	94,133	(5)	1-1-90
					(98,081)		
					98,081 †		
Minnesota	89,052	(29)	83,910	(26)	78,768	(31)	1-1-91
Mississippi	75,800	(42)			66,200	(45)	7-1-89
Missouri	91,594	(21)	85,500	(24)	79,164	(27)	8-28-90
Montana	62,452	(50)			61,178	(50)	7-1-92
Nebraska	88,157	(31)	83,749	(27)	81,546	(23)	7-1-92
Nevada	85,000	(32) *			79,000	(30) *	1-7-91
New Hampshire	88,200	(30)			82,687	(21)	11-2-90
New Jersey	115,000	(3) **	108,000	(2)	100,000	(1)	1-1-91
New Mexico	75,000	(43)	71,250	(38)	67,500	(43)	7-1-90
New York	115,000	(3) **	102,500	(4)	95,000	(4)	10-1-87
North Carolina	90,054	(28) *	85,290	(25) *	75,774	(32) *	7-1-92
North Dakota	71,555	(47)			65,970	(46)	7-1-92
Ohio	101,150	(8)	94,200	(12)	76,150	(36)	1-1-92
					to 93,650		
Oklahoma	79,877	(38)	74,914	(34)	67,933	(42)	1-1-92
Oregon	76,400	(41)	74,600	(35)	69,600	(39)	7-1-90
Pennsylvania	91,500	(22)	89,500	(18)	80,000	(26)	7-3-87
Rhode Island	95,149	(15) *			85,666	(17) *	3-22-92
South Carolina	91,163	(24)	86,606	(22)	86,606	(16)	10-17-90
South Dakota	69,980	(49)			65,354	(47)	7-1-92
Tennessee	93,540	(18)	89,184	(19)	85,344	(18)	7-1-92
Texas	91,035	(25)	86,484	(15)	81,932	(11)	9-1-91
			(90,035)		(89,035)		
			90,035 †		89,035 †		
Utah	83,050	(35)	79,250	(30)	75,500	(33)	7-1-92
Vermont	70,775	(48)			67,230	(44)	1-6-91
Virginia	99,709	(12)	94,724	(10)	92,564	(7)	12-1-90
Washington	99,900	(11)	95,000	(8)	90,100	(10)	9-3-91
West Virginia	72,000	(46) **			65,000	(48)	1-1-90
Wisconsin	91,252	(23)	85,919	(23)	80,548	(24)	7-1-92
Wyoming	72,000	(46) **			68,750	(41)	1-1-91
Mean (Average)	89,570		88,435		79,975		
Median	90,743		89,092		80,180		
Range	62,452		71,250		61,178		
	to 121,207		to 113,632		to 100,000		
District of Columbia	137,300				129,500		1-1-92
Federal System	159,000		137,300		129,500		1-1-91
American Samoa	74,303						N/A ††
Guam					100,000		10-1-91
Northern Mariana Islands	79,000				72,400		1-10-92
Puerto Rico	67,400				50,000		10-1-91
					to 58,000		
Virgin Islands					75,000		10-1-89

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

January 1983

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts, these measures are based on data from the 50 states. For intermediate appellate courts, these measures are based on data from the 38 states that have such courts. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from one jurisdiction to another.

For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	107,125	(5)	106,125	(3)	72,500	(30)	10-1-91
					(105,125)		
					79,037†		
Alaska	104,472	(8)	98,688	(8)	96,600	(4)**	1-1-91
	to 105,876				to 103,596		
	104,472†				96,600†		
Arizona	91,728	(24)	89,544	(18)	87,360	(15)	1-1-92
Arkansas	81,772	(39)	78,988	(32)	76,201	(33)	1-1-93
California	121,207	(1)	113,632	(1)	99,297	(2)	1-1-91
Colorado	84,000	(35)	79,500	(30)**	75,000	(36)	7-1-92
Connecticut	101,479	(9)*	94,359	(12)*	90,140	(11)*	7-1-92
Delaware	99,000	(15)**			94,100	(7)	7-1-90
Florida	100,443	(12)	95,421	(9)	90,399	(10)	1-1-91
Georgia	93,778	(21)	93,179	(15)	71,559	(21)	1-1-92
					(101,559)		
					83,502†		
Hawaii	93,780	(20)	89,780	(17)	85,780	(17)	1-1-90
Idaho	74,701	(45)	73,701	(37)	70,014	(40)	7-1-91
Illinois	100,681	(11)	94,758	(10)	89,966	(16)	7-1-92
Indiana	81,000	(40)	76,500	(34)	61,740	(49)	1-1-91
Iowa	90,300	(28)	86,800	(23)	82,500	(24)	7-1-92
Kansas	82,005	(37)	79,079	(31)	71,291	(38)	8-1-92
Kentucky	77,498	(41)	74,335	(36)	71,172	(39)	7-1-91
Louisiana	94,000	(19)	89,000	(20)	84,000	(20)	7-1-92
Maine	83,616	(36)			79,073	(34)	7-1-92
Maryland	99,000	(15)**	92,500	(16)	89,000	(13)	7-1-90
Massachusetts	90,450	(27)	83,708	(29)	80,360	(27)	7-1-88
Michigan	106,610	(6)	102,346	(5)	94,133	(6)	1-1-90
					(98,081)		
					98,081†		
Minnesota	94,395	(18)	88,945	(21)	83,494	(22)	1-4-93
Mississippi	75,800	(43)			66,200	(45)	7-1-89
Missouri	91,594	(25)	85,500	(25)	79,164	(29)	8-28-90
Montana	62,452	(50)			61,178	(50)	7-1-92
Nebraska	88,157	(31)	83,749	(28)	81,546	(25)	7-1-92
Nevada	85,000	(34)**			79,000	(31)*	1-7-91
New Hampshire	88,200	(30)			82,687	(23)	11-2-90
New Jersey	115,000	(3)**	108,000	(2)	100,000	(1)	1-1-91
New Mexico	75,000	(44)	71,250	(38)	67,500	(43)	7-1-90
New York	115,000	(3)**	102,500	(4)	95,000	(5)	10-1-87
North Carolina	90,054	(29)*	85,290	(26)*	75,774	(35)*	7-1-92
North Dakota	71,555	(47)			65,970	(46)	7-1-92
Ohio	101,150	(10)	94,200	(13)	76,150	(37)	1-1-92
					to 93,650		
Oklahoma	81,874	(38)	76,786	(33)	69,631	(41)	12-1-92
Oregon	76,400	(42)	74,600	(35)	69,600	(42)	7-1-90
Pennsylvania	105,000	(7)	101,500	(7)	90,000	(12)	12-18-92
Rhode Island	95,149	(16)*			85,666	(18)*	3-22-92
South Carolina	92,986	(23)	88,338	(22)	88,338	(14)	9-2-92
South Dakota	69,980	(49)			65,354	(47)	7-1-92
Tennessee	93,540	(22)	89,184	(19)	85,344	(19)	7-1-92
Texas	94,685	(17)	89,952	(14)	85,217	(8)	12-1-92
			(93,685)		(92,685)		
			93,685†		92,685†		
Utah	88,000	(32)	84,000	(27)	80,000	(28)	1-1-93
Vermont	70,775	(48)			67,230	(44)	1-6-91
Virginia	99,709	(13)	94,724	(11)	92,564	(9)	12-1-90
Washington	107,200	(4)	101,900	(6)	96,600	(4)**	9-3-92
West Virginia	72,000	(46)			65,000	(48)	1-1-90
Wisconsin	91,252	(26)	85,919	(24)	80,548	(26)	7-1-92
Wyoming	85,000	(34)**			77,000	(32)	1-1-93
Mean (Average)	90,714		89,379		80,824		
Median	91,425		89,092		81,047		
Range	62,452		71,250		61,178		
	to 121,207		to 113,632		to 100,000		
District of Columbia	141,700				133,600		1-1-93
Federal System	164,100		141,700		133,600		1-1-93
American Samoa	74,303						N/A††
Guam					100,000		10-1-91
Northern Mariana Islands	79,000				72,400		1-10-92
Puerto Rico	80,000		70,000		50,000		10-1-92
					to 58,000		
Virgin Islands					75,000		10-1-89

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

July 1993

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts, these measures are based on data from the 50 states. For intermediate appellate courts, these measures are based on data from the 38 states that have such courts. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from one jurisdiction to another.

For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	107,125	(5)	106,125	(4)	72,500	(32)	10-1-91
					(105,125)		
					79,037†		
Alaska	104,472	(10)	98,688	(9)	96,600	(7)**	1-1-91
	to 105,876				to 103,596		
	104,472†				96,600†		
Arizona	91,728	(27)	89,544	(19)	87,360	(17)	1-1-92
Arkansas	90,416	(31)	87,563	(24)	84,706	(22)	7-1-93
California	121,207	(1)	113,632	(1)	99,297	(4)	1-1-91
Colorado	84,000	(38)	79,500	(32)	75,000	(38)	7-1-92
Connecticut	106,553	(7)*	99,077	(8)*	94,647	(8)*	7-1-93
Delaware	105,100	(8)			99,900	(2)	7-1-93
Florida	100,443	(13)	95,421	(12)	90,399	(11)	1-1-91
Georgia	96,118	(17)	95,509	(11)	73,344	(21)	7-1-93
					(103,344)		
					85,287†		
Hawaii	93,780	(23)	89,780	(18)	86,780	(18)	1-1-90
Idaho	79,183	(42)	78,183	(34)	74,214	(39)	7-1-93
Illinois	103,097	(11)	97,032	(10)	89,041	(13)	7-1-93
Indiana	81,000	(41)	76,500	(35)	61,740	(50)	1-1-91
Iowa	90,950	(29)	87,450	(25)	83,150	(26)	7-1-93
Kansas	84,465	(37)	81,451	(31)	73,430	(40)	7-1-93
Kentucky	78,273	(43)	75,078	(36)	71,883	(41)	7-1-93
Louisiana	94,000	(22)	89,000	(21)	84,000	(23)	7-1-92
Maine	83,615	(40)			79,073	(31)	7-1-92
Maryland	99,000	(15)	92,500	(16)	89,000	(14)	7-1-90
Massachusetts	90,450	(30)	83,708	(30)	80,360	(29)	7-1-88
Michigan	106,610	(6)	102,346	(5)	94,133	(5)	1-1-90
					(98,029)		
					98,029†		
Minnesota	94,395	(21)	88,945	(22)	83,494	(25)	1-4-93
Mississippi	85,800	(34)			76,200	(36)	7-1-93
Missouri	92,910	(25)	86,755	(27)	80,356	(30)	7-1-93
Montana	64,452	(50)			63,178	(49)	1-1-93
Nebraska	88,157	(31)	83,749	(29)	81,546	(27)	7-1-92
Nevada	85,000	(36)**			79,000	(33)*	1-7-91
New Hampshire	91,287	(28)			85,564	(20)	8-6-93
New Jersey	115,000	(3)	108,000	(2)	100,000	(1)	1-1-91
New Mexico	75,000	(45)	71,250	(38)	67,500	(45)	7-1-90
New York	117,500	(2)	106,625	(3)	99,500	(3)	4-1-93
North Carolina	91,855	(26)*	86,996	(26)*	77,289	(34)*	7-1-93
North Dakota	71,555	(49)			65,970	(47)	7-1-92
Ohio	101,150	(12)	94,200	(14)	76,150	(37)	1-1-92
					to 93,650		
Oklahoma	83,871	(39)	78,660	(33)	71,329	(42)	6-1-93
Oregon	76,400	(44)	74,600	(37)	69,600	(44)	7-1-90
Pennsylvania	105,000	(9)	101,500	(7)	90,000	(12)	12-18-92
Rhode Island	95,149	(18)*			85,668	(19)*	3-22-92
South Carolina	92,986	(24)	88,338	(23)	88,338	(15)	9-2-92
South Dakota	72,079	(47)			67,314	(46)	6-21-93
Tennessee	96,348	(16)	91,860	(17)	87,900	(16)	7-1-93
Texas	94,685	(20)	89,952	(15)	85,217	(9)	12-1-92
			(93,685)		(92,685)		
			93,685†		92,685†		
Utah	89,300	(32)	85,250	(28)	81,200	(28)	7-1-93
Vermont	73,890	(46)			70,188	(43)	7-1-93
Virginia	99,709	(14)	94,724	(13)	92,564	(10)	12-1-92
Washington	107,200	(4)	101,900	(6)	96,600	(7)**	9-3-92
West Virginia	72,000	(48)			65,000	(48)	1-1-90
Wisconsin	94,906	(19)	89,358	(20)	83,773	(24)	7-1-93
Wyoming	85,000	(36)**			77,000	(35)	1-1-93
Mean (Average)	92,382		90,644		82,357		
Median	92,383		89,451		83,064		
Range	62,452		71,250		61,178		
	to 121,207		to 113,632		to 100,000		
District of Columbia	141,700				133,600		1-1-93
Federal System	164,100		141,700		133,600		1-1-93
American Samoa	74,303						N/A††
Guam					100,000		10-1-91
Northern Mariana Islands	79,000				72,400		1-10-92
Puerto Rico	80,000		70,000		50,000		10-1-92
					to 58,000		
Virgin Islands					75,000		10-1-89

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the highest possible supplement added to the basic salary is shown in parentheses immediately below the first figure, which reflects the sum of the state pay and the lowest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

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For the states in which judges receive local supplements or a salary within a given range, all means, medians, ranges, and ranks are based on the median salary, if available. Otherwise, they are based on the lowest salary of a range or on the state-paid salary plus the lowest supplement paid by the localities.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	107,125	(7)	106,125	(5)	72,500	(32)	10-1-91
					(105,125)		
					79,037 †		
Alaska	104,472	(10)	98,688	(9)	96,600	(7)**	1-1-91
	to 105,876				to 103,596		
	104,472 †				96,600 †		
Arizona	91,728	(27)	89,544	(19)	87,360	(18)	1-1-92
Arkansas	90,416	(30)	87,563	(24)	84,706	(22)	7-1-93
California	127,267	(1)	119,314	(1)	104,262	(1)	1-1-94
Colorado	84,000	(38)	79,500	(33)	75,000	(39)	7-1-92
Connecticut	106,553	(8)*	99,077	(8)*	94,647	(9)*	7-1-93
Delaware	105,100	(9)			99,900	(5)	7-1-93
Florida	103,457	(11)	98,284	(10)	93,111	(10)	10-1-93
Georgia	96,118	(18)	95,509	(13)	73,344	(21)	7-1-93
					(103,344)		
					85,287 †		
Hawaii	93,780	(23)	89,780	(18)	86,780	(19)	1-1-90
Idaho	79,183	(43)	78,183	(35)	74,214	(40)	7-1-93
Illinois	103,097	(12)	97,032	(12)	89,041	(14)	7-1-92
Indiana	81,000	(42)	76,500	(36)	61,740	(50)	1-1-91
Iowa	90,300	(31)	86,800	(26)	82,500	(26)	7-1-93
Kansas	84,465	(37)	81,451	(32)	73,430	(41)	7-1-93
Kentucky	78,273	(44)	75,078	(37)	71,883	(42)	7-1-93
Louisiana	94,000	(22)	89,000	(21)	84,000	(23)	2-1-92
Maine	83,616	(41)			79,073	(31)	7-1-91
Maryland	99,000	(18)	92,500	(15)	89,000	(15)	7-1-90
Massachusetts	90,450	(29)	83,708	(30)	80,360	(29)	7-1-88
Michigan	111,941	(4)	107,463	(4)	98,844	(3)	1-1-94
					(102,986)		
					102,986 †		
Minnesota	94,395	(21)	88,945	(22)	83,494	(25)	1-4-93
Mississippi	85,800	(34)			76,200	(37)**	7-1-93
Missouri	92,910	(25)	86,755	(27)	80,356	(30)	7-1-93
Montana	64,452	(50)			63,178	(49)	1-1-93
Nebraska	88,157	(33)	83,749	(29)	81,546	(27)	7-1-92
Nevada	85,000	(36)**			79,000	(33)*	1-7-91
New Hampshire	91,287	(28)			85,581	(20)	8-6-93
New Jersey	115,000	(3)	108,000	(3)	100,000	(4)	1-1-91
New Mexico	77,250	(45)	73,388	(38)	69,719	(45)	1-1-94
New York	120,000	(2)	110,750	(2)	104,000	(2)	10-1-93
North Carolina	91,855	(26)*	86,996	(25)*	77,289	(34)*	7-1-93
North Dakota	71,555	(49)			65,970	(47)	7-1-92
Ohio	101,150	(14)	94,200	(14)	76,150	(38)	1-1-92
					to 93,650		
Oklahoma	83,871	(39)	78,660	(34)	71,330	(43)	6-1-93
Oregon	83,700	(40)	81,700	(31)	76,200	(37)**	7-1-93
Pennsylvania	108,045	(5)	104,444	(6)	92,610	(12)	1-1-94
Rhode Island	99,431	(15)*			89,521	(13)*	7-11-93
South Carolina	92,986	(24)	88,338	(23)	88,338	(16)	9-2-92
South Dakota	72,079	(47)			67,314	(46)	6-21-93
Tennessee	96,348	(17)	91,860	(17)	87,900	(17)	7-1-93
Texas	94,685	(20)	89,952	(15)	85,217	(11)	12-1-92
			(93,685)		(92,685)		
			93,685 †		92,685 †		
Utah	89,300	(32)	85,250	(28)	81,200	(28)	7-1-93
Vermont	73,890	(46)			70,188	(44)	7-1-93
Virginia	102,700	(13)	97,565	(11)	95,340	(8)	12-1-93
Washington	107,200	(6)	101,900	(7)	96,600	(7)**	9-3-92
West Virginia	72,000	(48)			65,000	(48)	1-1-90
Wisconsin	94,906	(19)	89,358	(20)	83,773	(24)	7-1-93
Wyoming	85,000	(36)**			77,000	(35)	1-1-93
Mean (Average)	92,806		91,491		83,048		
Median	92,383		89,451		82,997		
Range	64,452		73,388		61,740		
	to 127,267		to 119,314		to 104,262		
District of Columbia	141,700				133,600		1-1-93
Federal System	164,100		141,700		133,600		1-1-93
American Samoa	74,303						N/A ††
Guam					100,000		10-1-91
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	80,000		70,000		50,000		10-1-92
					to 58,000		
Virgin Islands					75,000		10-1-89

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

JULY 1994

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts. In states where localities supplement state-paid salaries, the first figure reflects the sum of the state pay and the lowest supplement paid by the localities. The figure in parentheses immediately below the first figure is the sum of the state pay and the highest supplement paid by the localities. Salary ranges, based on cost-of-living differences, length of service, or other factors, and median salaries (if available) are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

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	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	107,125	(10)	106,125	(8)	72,500	(34)	10-1-91
					(105,125)		
					79,037†		
Alaska	104,472	(12)	98,688	(11)	96,600	(8)**	1-1-91
	to 105,876				to 103,596		
	104,472†				96,600†		
Arizona	91,728	(31)	89,544	(24)	87,360	(21)	1-1-92
Arkansas	95,216	(24)	92,205	(18)	89,188	(20)	7-1-94
California	127,267	(1)	119,314	(1)	104,262	(2)	1-1-94
Colorado	84,000	(38)	79,500	(34)	75,000	(41)	7-1-92
Connecticut	106,553	(11)*	99,077	(10)*	94,647	(10)*	7-1-93
Delaware	108,300	(7)			102,900	(4)	7-1-94
Florida	103,457	(13)	98,284	(12)	93,111	(11)	10-1-93
Georgia	109,459	(6)	108,765	(3)	78,564	(14)	7-1-94
					(109,164)		
					92,564†		
Hawaii	93,780	(27)	89,780	(22)	86,780	(23)	1-1-90
Idaho	79,183	(45)	78,183	(36)	74,214	(42)	7-1-93
Illinois	112,124	(4)	105,528	(7)	98,837	(6)	7-1-94
Indiana	81,000	(49)	76,500	(37)	61,740	(50)	1-1-91
Iowa	92,100	(29)	88,500	(26)	84,200	(25)	7-1-94
Kansas	86,577	(35)	83,487	(31)	75,286	(40)	6-18-94
Kentucky	83,752	(40)	80,333	(33)	76,916	(37)	7-1-94
Louisiana	93,400	(28)	88,400	(27)	83,400	(28)	1-1-94
Maine	83,616	(42)			79,073	(33)	7-1-91
Maryland	102,000	(15)	95,300	(14)	91,700	(16)	7-1-94
Massachusetts	90,450	(33)	83,708	(30)	80,360	(32)	7-1-88
Michigan	111,941	(5)	107,463	(5)	98,844	(3)	1-1-94
					(102,986)		
					102,986†		
Minnesota	94,395	(26)	88,945	(25)	83,494	(27)	1-4-93
Mississippi	90,800	(32)			81,200	(31)	7-1-94
Missouri	95,897	(22)	89,558	(23)	82,967	(29)	7-1-94
Montana	64,452	(50)			63,178	(49)	1-1-93
Nebraska	88,157	(34)	83,749	(29)	81,846	(30)	7-1-92
Nevada	85,000	(37)**			79,000	(35)*	1-7-91
New Hampshire	95,623	(23)			89,646	(18)	7-8-94
New Jersey	115,000	(3)	108,000	(4)	100,000	(5)	1-1-91
New Mexico	79,567	(44)	75,589	(38)	71,810	(43)	7-2-94
New York	122,500	(2)	114,875	(2)	108,500	(1)	4-1-94
North Carolina	96,000	(21)*	92,000	(21)*	87,000	(22)*	7-1-94
North Dakota	71,555	(49)			65,970	(47)	7-1-92
Ohio	101,150	(16)	94,200	(16)	76,150	(39)	1-1-92
					to 93,650		
Oklahoma	83,871	(39)	78,660	(35)	71,330	(44)	6-1-93
Oregon	83,700	(41)	81,700	(32)	76,200	(38)	7-1-93
Pennsylvania	108,045	(8)	104,444	(8)	92,610	(13)	1-1-94
Rhode Island	99,431	(17)*			89,521	(19)*	7-11-93
South Carolina	97,040	(20)	92,190	(19)	92,190	(15)	7-18-94
South Dakota	74,241	(46)			69,333	(46)	6-20-94
Tennessee	99,240	(18)	94,620	(15)	90,540	(17)	7-1-94
Texas	94,685	(25)	89,952	(17)	85,217	(12)	12-1-92
			(93,685)		(92,685)		
			93,685†		92,685†		
Utah	92,000	(30)	87,850	(28)	83,650	(26)	7-1-94
Vermont	73,890	(47)			70,188	(45)	7-1-93
Virginia	102,700	(14)	97,565	(13)	95,340	(9)	12-1-93
Washington	107,200	(9)	101,900	(9)	96,600	(8)**	9-3-92
West Virginia	72,000	(48)			65,000	(48)	1-1-90
Wisconsin	97,756	(19)	92,041	(20)	86,289	(24)	7-31-94
Wyoming	85,000	(37)			77,000	(36)	1-1-93
Mean (Average)	94,368		93,164		84,542		
Median	94,450		92,116		83,925		
Range	64,452		75,589		61,740		
	to 127,267		to 119,314		to 108,500		
District of Columbia	141,700				133,600		1-1-93
Federal System	164,100		141,700		133,600		1-1-93
American Samoa	74,303						N/A††
Guam					100,000		5-1-93
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	80,000		70,000		58,000		10-1-92
Virgin Islands					100,000		10-1-93

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

January 1995

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts as of January 1, 1996. The date of the last salary change is given for the highest, intermediate appellate, or general trial court judges of each state court system. States are ranked from **highest to lowest** regarding salaries paid to judges at each level. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from jurisdiction to jurisdiction.

For all states in which judges receive local supplements or a salary within a given range for cost-of-living differentials, length of service, or other factors, all means, medians, and ranges are calculated based on the **median salary**, if available. Otherwise, they are based on the **lowest salary** of a range or on the **state-paid salary plus the lowest supplement** paid by the localities.

The boldface figures immediately following the salaries indicate the state's ranking (**high to low**) in salaries paid to judges at each level. The last column indicates the date of the last salary change for the highest, intermediate appellate, or general trial court judges for each state court system. The mean and median for each level of court is shown following Wyoming. For the highest and general trial courts, these measures are based on data from the **50** states. For intermediate appellate courts, the rankings are based on data from the **39** states that have such courts.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	115,695	(8)	114,615	(6)	80,615	(36)†	10-1-94
Alaska	104,472	(16)	98,688	(15)	96,600	(12)**	7-1-91
Arizona	101,130	(21)	98,722	(14)	96,314	(13)	1-1-96
Arkansas	97,595	(25)	94,509	(20)	91,417	(20)	7-1-95
California	131,085	(2)	122,893	(2)	107,390	(3)	1-1-95
Colorado	88,000	(38)	83,500	(36)	79,000	(39)	7-1-95
Connecticut	109,750	(12)*	102,049	(11)*	97,486	(11)*	7-1-95
Delaware	111,500	(10)			106,000	(5)	7-1-95
Florida	116,244	(7)	110,432	(9)	104,619	(7)	1-1-96
Georgia	114,932	(9)	114,203	(7)	82,488	(32)	7-1-95
Hawaii	93,780	(33)	89,780	(28)	86,780	(25)	1-1-90
Idaho	79,183	(47)	78,183	(38)	74,214	(46)	7-1-93
Illinois	122,892	(4)	115,663	(5)	106,137	(4)	7-1-95
Indiana	105,000	(15)	95,000	(19)	85,000	(28)	7-1-95
Iowa	96,700	(26)	93,000	(24)	88,500	(23)	7-1-95
Kansas	90,952	(35)	87,705	(31)	79,069	(38)	7-1-95
Kentucky	89,615	(37)	85,956	(33)	82,300	(33)	7-1-95
Louisiana	94,300	(32)	89,300	(29)	84,300	(30)	12-1-94
Maine	85,858	(41)			81,198	(35)	7-1-95
Maryland	104,100	(18)	97,300	(16)	93,600	(17)	7-1-95
Massachusetts	107,730	(13)	99,690	(13)	95,710	(14)	1-1-96
Michigan	118,758	(6)	114,007	(8)	104,863	(6)	1-25-96
Minnesota	94,395	(31)	88,945	(30)	83,494	(31)	1-4-93
Mississippi	90,800	(36)	84,000	(35)	81,200	(34)	7-1-94
Missouri	99,733	(24)	93,140	(23)	86,286	(26)	7-1-95
Montana	68,874	(50)			67,513	(50)	1-1-96
Nebraska	91,683	(34)	87,099	(32)	84,807	(29)	7-1-95
Nevada	85,000	(42)**			79,000	(40)*	1-7-91
New Hampshire	95,623	(28)			89,646	(21)	1-1-95
New Jersey	132,250	(1)	124,200	(1)	115,000	(1)	1-10-96
New Mexico	81,954	(45)	77,856	(39)	73,963	(47)	7-1-95
New York	125,000	(3)	119,000	(3)	113,000	(2)	10-1-94
North Carolina	96,000	(27)*	92,000	(26)*	87,000	(24)*	7-1-94
North Dakota	75,936	(49)			70,068	(49)	7-1-95
Ohio	101,150	(20)	94,200	(21)	76,150	(43)	1-1-92
Oklahoma	87,700	(39)	78,660	(37)	75,000	(45)	1-1-95
Oregon	86,200	(40)	84,200	(34)	78,500	(41)	7-1-95
Pennsylvania	119,750	(5)	116,000	(4)	104,000	(8)	11-1-95
Rhode Island	104,403	(17)*			93,997	(16)*	1-8-95
South Carolina	100,436	(23)	95,415	(18)	95,415	(15)	7-1-95
South Dakota	76,468	(48)			71,413	(48)	6-19-95
Tennessee	101,820	(19)	97,080	(17)	92,892	(18)	7-1-95
Texas	94,686	(30)	93,686	(22)	92,686	(19)†	12-1-92
Utah	94,800	(29)	90,500	(27)	86,200	(27)	7-1-95
Vermont	80,031	(46)			76,021	(44)	1-6-96
Virginia	107,373	(14)	102,004	(12)	99,678	(9)	12-1-96
Washington	109,880	(11)	104,448	(10)	99,015	(10)**	9-1-95
West Virginia	85,000	(43)			80,000	(37)	1-1-95
Wisconsin	100,690	(22)	92,041	(25)	88,880	(22)	8-1-95
Wyoming	85,000	(44)			77,000	(42)	10-1-94
Mean (Average)	99,038		97,427		88,284		
Median	97,148		94,355		86,533		
Range	68,874 to 132,250		77,856 to 124,200		67,513 to 115,000		
District of Columbia	141,700				133,600		1-1-93
Federal System	164,100		141,700		133,600		1-1-93
American Samoa	74,303						No data
Guam					100,000		5-1-93
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	85,000		72,500		55,000		1-24-95
Virgin Islands					100,000		10-1-93

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

†† Data not available.

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Appellate and Trial Courts

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For all states in which judges receive local supplements or a salary within a given range for cost-of-living differentials, length of service, or other factors, all means, medians, and ranges are calculated based on the **median salary**, if available. Otherwise, they are based on the **lowest salary** of a range or on the **state-paid salary plus the lowest supplement** paid by the localities.

The boldface figures immediately following the salaries indicate the state's ranking (**high to low**) in salaries paid to judges at each level. The last column indicates the date of the last salary change for the highest, intermediate appellate, or general trial court judges for each state court system. The mean and median for each level of court is shown following Wyoming. For the highest and general trial courts, these measures are based on data from the 50 states. For intermediate appellate courts, the rankings are based on data from the 39 states that have such courts.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	115,695	(8)	114,615	(6)	80,615	(39)†	10-1-94
Alaska	109,908	(12)	103,824	(12)	101,628	(9)	7-1-96
Arizona	101,130	(23)	98,722	(18)	96,314	(14)	1-1-96
Arkansas	102,633	(22)	99,388	(16)	96,137	(15)	7-1-96
California	131,085	(2)	122,893	(2)	107,390	(5)	1-1-95
Colorado	91,000	(37)	86,500	(34)	82,000	(35)	7-1-96
Connecticut	113,042	(11)*	105,111	(10)*	100,411	(10)*	7-1-96
Delaware	113,700	(10)			108,100	(4)	7-1-96
Florida	116,244	(7)	110,432	(9)	104,619	(7)	1-1-96
Georgia	114,932	(9)	114,203	(7)	82,488	(34)	7-1-95
Hawaii	93,780	(35)	89,780	(31)	86,780	(29)	1-1-90
Idaho	83,142	(44)	82,142	(37)	77,926	(43)	7-1-96
Illinois	126,579	(3)	119,133	(3)	109,321	(3)	7-1-96
Indiana	105,000	(18)	95,000	(23)	85,000	(31)	7-1-95
Iowa	100,600	(25)	96,700	(21)	92,000	(21)	7-1-96
Kansas	93,226	(36)	89,898	(30)	81,046	(38)	6-16-96
Kentucky	94,095	(34)	90,254	(29)	86,413	(30)	7-1-96
Louisiana	97,700	(28)	92,500	(27)	87,300	(27)	7-1-96
Maine	88,003	(40)			83,226	(33)	7-1-96
Maryland	104,100	(21)	97,300	(19)	93,600	(19)	7-1-95
Massachusetts	107,730	(14)	99,690	(15)	95,710	(16)	1-1-96
Michigan	118,758	(6)	114,007	(8)	104,863	(6)	1-25-96
Minnesota	94,395	(33)	88,945	(32)	83,494	(32)	1-4-93
Mississippi	90,800	(38)	84,000	(35)	81,200	(37)	7-1-94
Missouri	105,717	(17)	98,727	(17)	91,463	(22)	7-1-96
Montana	68,874	(48)			67,513	(50)	1-1-96
Nebraska	94,891	(31)	83,749	(36)	87,775	(26)	7-1-96
Nevada	85,000	(42)**			79,000	(41)*	1-7-91
New Hampshire	95,623	(30)			89,646	(24)	7-8-94
New Jersey	132,250	(1)	124,200	(1)	115,000	(1)	1-10-96
New Mexico	83,593	(43)	79,413	(39)	75,443	(46)	7-1-96
New York	125,000	(4)	119,000	(4)	113,000	(2)	10-1-94
North Carolina	96,000	(29)*	92,000	(28)*	87,000	(28)*	7-1-94
North Dakota	77,448	(46)			71,472	(48)	7-1-96
Ohio	104,200	(20)	97,050	(20)	78,450	(42)	3-1-96
Oklahoma	87,700	(41)	81,500	(38)	75,000	(47)	1-1-96
Oregon	89,600	(39)	87,600	(33)	81,600	(36)	7-1-96
Pennsylvania	119,750	(5)	116,000	(5)	104,000	(8)	11-1-95
Rhode Island	107,535	(15)*			96,817	(13)*	7-7-96
South Carolina	100,436	(26)	95,415	(22)	95,415	(18)	7-1-95
South Dakota	76,468	(47)			71,413	(49)	6-19-95
Tennessee	104,676	(19)	99,804	(14)	95,496	(17)	7-1-96
Texas	94,686	(32)	93,686	(26)	92,686	(20)†	12-1-92
Utah	98,500	(27)	94,050	(25)	89,550	(25)	7-1-96
Vermont	80,031	(45)			76,021	(45)	1-6-96
Virginia	107,373	(16)	102,004	(13)	99,678	(11)	12-1-95
Washington	109,880	(13)	104,448	(11)	99,015	(12)	9-1-95
West Virginia	85,000	(42)**			80,000	(40)	1-1-95
Wisconsin	100,690	(24)	94,804	(24)	90,661	(23)	8-1-96
Wyoming	85,000	(42)**			77,000	(44)	10-1-94
Mean (Average)	100,464		98,936		89,754		
Median	100,518		97,050		88,663		
Range	68,874 to 132,250		79,413 to 124,200		67,513 to 115,000		
District of Columbia	141,700				133,600		1-1-93
Federal System	164,100		141,700		133,600		1-1-93
American Samoa	74,303						
Guam					100,000		5-1-93
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	85,000		75,000		55,000		1-24-95
Virgin Islands					100,000		10-1-93

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Alaska	109,908	(13)	103,824	(14)	101,628	(12)	7-1 -96
Arizona	108,816	(15)	106,225	(11)	103,634	(11)	1-6-97
Arkansas	102,633	(24)	99,388	(19)	96,137	(18)	7-1-96
California	131,085	(3)	122,893	(2)	107,390	(6)	1-1-95
Colorado	91,000	(38)	86,500	(36)	82,000	(35)	7-1-96
Connecticut	113,042	(11)*	105,111	(12)*	100,411	(13)*	7-1-96
Delaware	113,700	(10)			108,100	(4)	7-1-96
Florida	133,600	(1)	120,240	(3)	107,758	(5)	1-1-97
Georgia	119,529	(8)	118,771	(7)	103,782	(10)†	10-1-96
Hawaii	93,780	(36)	89,780	(32)	86,780	(30)	1-1-89
Idaho	83,142	(44)	82,142	(38)	77,926	(45)	7-1-96
Illinois	126,579	(4)	119,133	(4)	109,321	(3)	7-1-96
Indiana	105,000	(21)	95,000	(24)	85,000	(32)	7-1-95
Iowa	100,600	(26)	96,700	(22)	92,000	(22)	7-1-96
Kansas	93,226	(37)	89,898	(31)	81,046	(39)	6-16-96
Kentucky	94,095	(34)	90,254	(29)	86,413	(31)	7-1-96
Louisiana	99,800	(28)	94,600	(26)	89,400	(28)	8-1-96
Maine	88,003	(41)			83,226	(34)	7-1-96
Maryland	107,300	(19)	100,300	(15)	96,500	(17)	10-1-96
Massachusetts	107,730	(16)	99,690	(18)	95,710	(19)	1-1-96
Michigan	121,727	(7)	114,007	(9)	104,863	(8)	1-1-97
Minnesota	94,395	(33)	88,945	(33)	83,494	(33)	1-4-93
Mississippi	90,800	(39)	84,000	(37)	81,200	(38)	7-1-94
Missouri	105,717	(20)	98,727	(20)	91,463	(23)	7-1-96
Montana	68,874	(48)			67,513	(50)	1-1-96
Nebraska	94,891	(31)	90,146	(30)	87,775	(29)	1-9-97
Nevada	85,000	(42)**			79,000	(43)*	1-6-97
New Hampshire	95,623	(30)			89,646	(26)	7-8-94
New Jersey	132,250	(2)	124,200	(1)	115,000	(1)	1-10-96
New Mexico	83,593	(43)	79,413	(39)	75,443	(47)	7-1-96
New York	125,000	(5)	119,000	(6)	113,000	(2)	10-1-94
North Carolina	100,320	(27)*	96,140	(23)*	90,915	(24)*	9-1-96
North Dakota	77,448	(46)			71,472	(48)	7-1-96
Ohio	107,350	(18)	99,950	(16)	80,800	(40)	1-1-97
Oklahoma	94,000	(35)	88,000	(34)	82,000	(36)	1-1-97
Oregon	89,600	(40)	87,600	(35)	81,600	(37)	7-1-96
Pennsylvania	122,864	(6)	119,016	(5)	106,704	(7)	1-1-97
Rhode Island	107,535	(17)*			96,817	(16)*	7-7-96
South Carolina	103,850	(23)	98,659	(21)	98,659	(15)	9-2-96
South Dakota	76,468	(47)			71,413	(49)	6-19-95
Tennessee	104,676	(22)	99,804	(17)	95,496	(20)	7-1-96
Texas	94,686	(32)	93,435	(28)	92,686	(21)†	12-1-92
Utah	98,500	(29)	94,050	(27)	89,550	(27)	7-1-96
Vermont	83,072	(45)			78,910	(44)	1-6-97
Virginia	112,044	(12)	106,442	(10)	104,014	(9)	12-1-96
Washington	109,880	(14)	104,448	(13)	99,015	(14)	9-1-95
West Virginia	85,000	(42)**			80,000	(42)	1-1-95
Wisconsin	100,690	(25)	94,804	(25)	90,661	(25)	8-1-96
Wyoming	85,000	(42)**			77,000	(46)	10-1-94
Mean (Average)	101,783		100,406		91,018		
Median	100,645		98,727		90,154		
Range	68,874 to 133,600		79,413 to 124,200		67,513 to 115,000		
District of Columbia	141,700				133,600		1-1-93
Federal System	164,100		141,700		133,600		1-1-93
American Samoa	74,303						No Data
Guam			82,025		100,000		5-1-93
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	85,000		75,000		55,000		1-24-95
Virgin Islands					100,000		10-1-93

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

January 1997

Appellate and Trial Courts

The National Center for State Courts Information Service gathers information regularly on the salaries of state court This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts as of **July 1, 1997**. The date of the last salary change is given for the highest, intermediate appellate, or general trial court judges of each state court system. States are ranked from **highest to lowest** regarding salaries paid to judges at each level. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from jurisdiction to jurisdiction.

For all states in which judges receive local supplements or a salary within a given range for cost-of-living differentials, length of service, or other factors, all means, medians, and ranges are calculated based on the **median salary**, if available. Otherwise, they are based on the **lowest salary** of a range or on the **state-paid salary plus the lowest supplement** paid by the localities.

The boldface figures immediately following the salaries indicate the state's ranking (**high to low**) in salaries paid to judges at each level. The last column indicates the date of the last salary change for the highest, intermediate appellate, or general trial court judges for each state court system. The mean and median for each level of court is shown following Wyoming. For the highest and general trial courts, these measures are based on data from the **50** states. For intermediate appellate courts, the rankings are based on data from the **39** states that have such courts.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	115,695	(10)	114,615	(8)	80,615	(42)†	10-1-94
Alaska	111,552	(15)	105,384	(15)	103,152	(12)	7-1-97
Arizona	108,816	(18)	106,225	(14)	103,634	(10)	1-6-97
Arkansas	105,507	(25)	102,171	(19)	98,828	(17)	7-1-97
California	131,085	(3)	122,893	(2)	107,390	(6)	1-1-95
Colorado	94,000	(37)**	89,500	(35)	85,000	(37)	7-1-97
Connecticut	115,303	(11)*	107,214	(11)*	102,420	(13)*	10-1-97
Delaware	121,200	(8)			115,300	(1)	7-1-97
Florida	133,600	(1)	120,240	(4)	107,758	(6)	1-1-97
Georgia	120,000	(9)	119,246	(5)	103,782	(10)†	10-1-97
Hawaii	93,780	(38)	89,780	(34)	86,780	(34)	1-1-89
Idaho	86,468	(41)	85,468	(38)	81,043	(41)	7-1-97
Illinois	130,250	(4)	122,588	(3)	112,491	(4)	7-1-97
Indiana	115,000	(12)	110,000	(10)	90,000	(31)	8-1-97
Iowa	103,600	(26)	99,600	(24)	94,800	(22)	7-1-97
Kansas	96,489	(34)	93,044	(30)	83,883	(38)	6-15-97
Kentucky	98,800	(31)	94,767	(29)	90,734	(27)	7-1-97
Louisiana	103,336	(27)	97,928	(25)	92,520	(24)	7-1-97
Maine	90,909	(40)			85,975	(35)	7-1-97
Maryland	107,300	(23)	100,300	(21)	96,500	(20)	10-1-96
Massachusetts	107,730	(21)	99,690	(23)	95,710	(21)	1-1-96
Michigan	121,727	(7)	114,007	(9)	109,257	(5)	1-1-97
Minnesota	94,395	(36)	88,945	(36)	83,494	(39)	1-4-93
Mississippi	98,300	(32)	91,500	(32)	88,700	(33)	7-1-97
Missouri	108,783	(19)	101,591	(20)	94,115	(23)	7-1-97
Montana	77,092	(47)			72,042	(50)	7-1-97
Nebraska	97,739	(33)	92,852	(31)	90,408	(30)	7-1-97
Nevada	85,000	(42)**			79,000	(44)*	1-6-97
New Hampshire	95,623	(35)			89,646	(32)	7-8-94
New Jersey	132,250	(2)	124,200	(1)	115,000	(2)	1-10-96
New Mexico	83,593	(43)	79,413	(39)	75,443	(47)	7-1-96
New York	125,000	(5)	119,000	(7)	113,000	(3)	10-1-94
North Carolina	100,320	(29)*	96,140	(26)*	90,915	(26)*	9-1-96
North Dakota	79,771	(45)			73,616	(48)	6-1-97
Ohio	107,350	(22)	99,950	(22)	91,950	(25)	7-1-97
Oklahoma	94,000	(37)**	88,000	(37)	82,000	(40)	1-1-97
Oregon	93,600	(39)	91,500	(33)	85,300	(36)	7-1-97
Pennsylvania	122,864	(6)	119,016	(6)	106,704	(8)	1-1-97
Rhode Island	110,761	(16)*			99,722	(16)*	7-6-97
South Carolina	106,713	(24)	102,711	(18)	101,377	(14)	10-1-97
South Dakota	78,762	(46)			73,556	(49)	7-1-97
Tennessee	107,820	(20)	102,804	(17)	98,364	(18)	7-1-97
Texas	109,000	(17)	103,550	(16)	98,100	(19)	9-1-97
Utah	99,500	(30)	94,950	(27)	90,450	(29)	7-1-97
Vermont	83,072	(44)			78,910	(45)	1-6-97
Virginia	112,044	(14)	106,442	(13)	104,014	(9)	12-1-96
Washington	112,078	(13)	106,537	(12)	100,995	(15)	9-1-97
West Virginia	85,000	(42)**			80,000	(43)	1-1-95
Wisconsin	100,690	(28)	94,804	(28)	90,661	(28)	8-1-96
Wyoming	85,000	(42)**			77,000	(46)	10-1-94
Mean (Average)	103,965		102,527		93,041		
Median	104,554		101,591		91,433		
Range	78,762 to 133,600		79,413 to 124,200		73,616 to 92,829		
District of Columbia	141,700				133,600		1-1-93
Federal System	164,100		141,700		133,600		1-1-93
American Samoa	74,303						No Data
Guam			82,025		100,000		5-1-93
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	85,000		75,000		55,000		1-24-95
Virgin Islands					100,000		10-1-93

* The base pay is supplemented by increments for length of service.

** Tie rank.

† Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

July 1997

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts as of **January 1, 1998**. The date of the last salary change is given for the highest, intermediate appellate, or general trial court judges of each state court system. States are ranked from **highest to lowest** regarding salaries paid to judges at each level. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from jurisdiction to jurisdiction.

For all states in which judges receive local supplements or a salary within a given range for cost-of-living differentials, length of service, or other factors, all means, medians, and ranges are calculated based on the **median salary**, if available. Otherwise, they are based on the **lowest salary** of a range or on the **state-paid salary plus the lowest supplement** paid by the localities.

The boldface figures immediately following the salaries indicate the state's ranking (**high to low**) in salaries paid to judges at each level. The last column indicates the date of the last salary change for the highest, intermediate appellate, or general trial court judges for each state court system. The mean and median for each level of court is shown following Wyoming. For the highest and general trial courts, these measures are based on data from the **50** states. For intermediate appellate courts, the rankings are based on data from the **39** states that have such courts.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	115,695	(11)	114,615	(9)	80,615	(43)†	10-1-94
Alaska	111,552	(16)	105,384	(15)	103,152	(12)	7-1-97
Arizona	114,257	(14)	111,536	(10)	108,816	(8)	1-5-98
Arkansas	105,507	(26)	102,171	(20)	98,828	(17)	7-1-97
California	131,085	(3)	122,893	(4)	107,390	(10)	1-1-95
Colorado	94,000	(38)	89,500	(36)	85,000	(39)	7-1-97
Connecticut	115,303	(12)*	107,214	(13)*	102,420	(13)*	10-1-97
Delaware	121,200	(9)			115,300	(1)	7-1-97
Florida	137,314	(1)	123,583	(2)	110,754	(5)	1-1-98
Georgia	124,310	(8)	123,522	(3)	106,664	(11)†	10-1-97
Hawaii	93,780	(39)	89,780	(35)	86,780	(36)	1-1-90
Idaho	86,468	(42)	85,468	(37)	81,043	(42)	7-1-97
Illinois	130,250	(4)	122,588	(5)	112,491	(4)	7-1-97
Indiana	115,000	(13)	110,000	(12)	90,000	(32)	8-1-97
Iowa	103,600	(28)	99,600	(26)	94,800	(23)	7-1-97
Kansas	96,489	(35)	93,044	(32)	83,883	(40)	6-15-97
Kentucky	98,800	(32)	94,767	(30)	90,734	(29)	7-1-97
Louisiana	103,336	(29)	97,928	(27)	92,520	(27)	7-1-97
Maine	90,909	(41)			85,976	(37)	7-1-97
Maryland	107,300	(23)	100,300	(23)	96,500	(20)	10-1-96
Massachusetts	107,730	(22)	99,690	(25)	95,710	(21)	1-1-96
Michigan	124,770	(7)	114,788	(8)	109,257	(7)	1-1-98
Minnesota	103,080	(30)	97,128	(28)	91,176	(28)	1-1-98
Mississippi	98,300	(33)	91,500	(33)**	88,700	(34)	7-1-97
Missouri	108,903	(20)	101,711	(21)	94,235	(26)	1-1-98
Montana	77,092	(48)			72,042	(50)	7-1-97
Nebraska	94,892	(37)	90,148	(34)	90,408	(31)	7-1-97
Nevada	85,000	(44)**			79,000	(45)*	1-6-97
New Hampshire	95,623	(36)			89,646	(33)	7-8-94
New Jersey	132,250	(2)	124,200	(1)	115,000	(2)	1-10-96
New Mexico	83,593	(45)	79,413	(38)	75,443	(48)	7-1-96
New York	125,000	(6)	119,000	(7)	113,000	(3)	10-1-94
North Carolina	104,333	(27)*	99,986	(24)*	94,552	(25)*	7-1-97
North Dakota	79,771	(47)			73,616	(49)	6-1-97
Ohio	110,550	(18)	102,950	(17)	94,700	(24)	1-1-98
Oklahoma	97,807	(34)	94,349	(31)	88,511	(35)	1-1-98
Oregon	93,600	(40)	91,500	(33)**	85,300	(38)	7-1-97
Pennsylvania	125,936	(5)	121,992	(6)	109,372	(6)	1-1-98
Rhode Island	110,776	(17)*			99,722	(16)*	7-6-97
South Carolina	106,712	(25)	102,711	(19)	101,377	(14)	10-1-97
South Dakota	82,700	(46)			77,234	(46)	1-1-98
Tennessee	107,820	(21)	102,804	(18)	98,364	(18)	7-1-97
Texas	109,000	(19)	103,550	(16)	98,100	(19)†	9-1-97
Utah	99,500	(31)	94,950	(29)	90,450	(30)	7-1-97
Vermont	86,436	(43)			82,105	(41)	1-4-98
Virginia	116,526	(10)	110,700	(11)	108,175	(9)	12-1-97
Washington	112,078	(15)	106,537	(14)	100,995	(15)	9-1-97
West Virginia	85,000	(44)**			80,000	(44)	1-1-95
Wisconsin	106,967	(24)	100,911	(22)	95,199	(22)	11-2-97
Wyoming	85,000	(44)**			77,000	(47)	10-1-94
Mean (Average)	105,058		103,703		94,041		
Median	106,110		102,171		94,394		
Range	77,092 to 137,314		79,413 to 124,200		72,042 to 115,300		
District of Columbia	145,500				136,700		1-1-98
Federal System	167,900		145,000		136,700		1-1-98
American Samoa	74,303						No Data
Guam					100,000		5-1-93
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	85,000		75,000		55,000		1-24-95
Virgin Islands					100,000		10-1-93

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** Tie rank.

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January 1998

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts as of July 1, 1998. The date of the last salary change is given for the highest, intermediate appellate, or general trial court judges of each state court system. States are ranked from highest to lowest regarding salaries paid to judges at each level. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from jurisdiction to jurisdiction.

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	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	124,950	(9)	123,784	(6)	84,564	(43) †	10-1-98
Alaska	112,224	(21)	106,020	(21)	103,776	(17)	7-1-98
Arizona	114,257	(18)	111,536	(12)	108,816	(11)	1-5-98
Arkansas	110,993	(23)	107,484	(16)	103,967	(15)	7-1-98
California	135,018	(3)	126,580	(4)	110,612	(8)	7-1-98
Colorado	94,000	(39)	89,500	(38)	85,000	(42)	7-1-97
Connecticut	117,610	(14) *	109,359	(15) *	104,469	(14) *	10-1-98
Delaware	125,200	(7)			119,200	(2)	7-1-98
Florida	141,131	(1)	127,019	(3)	113,833	(4)	10-1-98
Georgia	129,283	(5)	128,463	(2)	110,772	(7) †	10-1-98
Hawaii	93,780	(40)	89,780	(37)	86,780	(38)	1-1-90
Idaho	90,791	(42)	89,791	(36)	85,095	(41)	7-1-98
Illinois	138,049	(2)	129,928	(1)	119,226	(1)	7-1-98
Indiana	115,000	(15)	110,000	(13)	90,000	(33)	8-1-97
Iowa	106,700	(28)	102,600	(26)	97,600	(24)	7-1-98
Kansas	100,349	(35)	96,766	(31)	87,238	(37)	6-14-98
Kentucky	103,740	(30)	99,505	(27)	95,271	(26)	7-1-98
Louisiana	103,336	(31)	97,928	(30)	92,520	(32)	7-1-97
Maine	96,000	(38)			90,000	(33)	7-1-98
Maryland	118,575	(12)	111,575	(11)	107,775	(12)	7-1-98
Massachusetts	118,503	(13)	109,659	(14)	105,281	(13)	7-1-98
Michigan	124,770	(10)	114,788	(8)	109,257	(10)	1-1-98
Minnesota	104,626	(29)	98,585	(28)	92,544	(31)	7-1-98
Mississippi	98,300	(36)	91,500	(33) **	88,700	(35)	7-1-97
Missouri	114,348	(17)	106,797	(18)	98,947	(23)	7-1-98
Montana	77,092	(50)			72,042	(50)	7-1-97
Nebraska	101,648	(33)	90,148	(35)	94,025	(29)	7-1-98
Nevada	85,000	(45) **			79,000	(46) *	1-6-97
New Hampshire	100,404	(34)			94,128	(28)	7-1-98
New Jersey	132,250	(4)	124,200	(5)	115,000	(3)	1-10-96
New Mexico	83,593	(48)	79,413	(39)	75,443	(49)	7-1-96
New York	125,000	(8)	119,000	(8)	113,000	(5)	10-1-94
North Carolina	107,463	(27) *	102,985	(24) *	97,388	(25) *	7-1-98
North Dakota	82,164	(49)			75,824	(48)	7-1-98
Ohio	110,550	(24)	102,950	(25)	94,700	(27)	7-1-98
Oklahoma	97,807	(37)	93,530	(32)	88,511	(36)	1-1-98
Oregon	93,600	(41)	91,500	(33) **	85,300	(40)	7-1-97
Pennsylvania	125,936	(6)	121,992	(7)	109,372	(9)	1-1-98
Rhode Island	114,638	(16) *			103,212	(18) *	7-5-98
South Carolina	109,380	(26)	106,645	(19)	103,911	(16)	7-1-98
South Dakota	85,176	(44)			79,560	(45)	7-1-98
Tennessee	110,304	(25)	105,168	(23)	100,632	(21)	7-1-98
Texas	113,000	(19)	107,350	(17)	101,700	(19) †	9-1-98
Utah	102,950	(32)	98,300	(29)	93,600	(30)	7-1-98
Vermont	90,584	(43)			86,046	(39)	7-5-98
Virginia	120,802	(11)	114,763	(10)	112,145	(6)	11-25-98
Washington	112,078	(22)	106,537	(20)	100,995	(20)	9-1-97
West Virginia	85,000	(45) **			80,000	(44)	1-1-95
Wisconsin	112,318	(20)	105,960	(22)	99,961	(22)	8-1-98
Wyoming	85,000	(45) **			77,000	(47)	10-1-94
Mean (Average)	107,905		106,395		96,475		
Median	109,842		106,537		96,330		
Range	77,092 to 141,131		79,413 to 29,928		72,042 to 119,226		
Dist. of Columbia	145,500				136,700		1-1-98
Federal System	167,900		145,000		136,700		1-1-98
American Samoa	74,303						No Data
Guam	126,000				100,000		12-1-94
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	100,000		90,000		65,000		7-1-98
Virgin Islands					100,000		10-1-93

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JULY 1998

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	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	124,950	**(11)**	123,784	**(9)**	84,564	**(45)** †	10-1-98
Alaska	112,224	**(25)**	106,020	**(24)**	103,776	**(20)**	7-1-98
Arizona	118,000	**(17)**	115,500	**(11)**	113,000	**(8)**	1-1-99
Arkansas	114,101	**(21)**	110,493	**(16)**	106,878	**(15)**	7-1-99
California	135,018	**(4)**	126,580	**(5)**	110,612	**(11)**	7-1-98
Colorado	95,090	**(40)**	90,590	**(37)**	86,090	**(42)**	7-1-99
Connecticut	119,962	**(14)** *	111,546	**(15)** *	106,558	**(17)** *	10-1-99
Delaware	125,200	**(10)**			119,200	**(3)**	7-1-98
Florida	145,083	**(3)**	130,576	**(3)**	117,020	**(5)**	10-1-99
Georgia	129,283	**(7)**	128,463	**(4)**	110,772	**(10)** †	10-1-98
Hawaii	93,780	**(44)**	89,780	**(38)**	86,780	**(41)**	1-1-90
Idaho	94,423	**(43)**	93,423	**(35)**	88,499	**(40)**	7-1-99
Illinois	147,024	**(2)**	138,376	**(2)**	126,978	**(2)**	7-1-99
Indiana	115,000	**(19)**	110,000	**(17)**	90,000	**(38)****	8-1-97
Iowa	109,900	**(28)**	105,700	**(26)**	100,500	**(23)**	7-1-99
Kansas	107,079	**(32)**	103,371	**(28)**	93,509	**(34)**	6-13-99
Kentucky	108,927	**(30)**	104,480	**(27)**	100,034	**(25)**	7-1-99
Louisiana	103,336	**(35)**	97,928	**(32)**	92,520	**(35)**	7-1-97
Maine	97,536	**(39)**			91,440	**(36)**	7-1-99
Maryland	119,850	**(15)**	112,850	**(14)**	109,050	**(13)**	7-1-99
Massachusetts	123,243	**(12)**	114,045	**(12)**	109,492	**(12)**	7-1-99
Michigan	134,752	**(5)**	123,972	**(7)**	114,539	**(7)**	1-1-99
Minnesota	107,765	**(31)**	101,543	**(29)**	95,320	**(31)**	7-1-99
Mississippi	102,300	**(36)**	95,500	**(33)**	94,700	**(32)**	7-1-99
Missouri	114,348	**(20)**	106,797	**(20)**	98,947	**(27)**	7-1-98
Montana	83,550	**(50)**			77,439	**(48)**	7-1-99
Nebraska	106,223	**(33)**	100,912	**(30)**	98,256	**(28)**	7-1-99
Nevada	116,127	**(18)**			106,500	**(18)** *	3-23-99
New Hampshire	100,404	**(37)**			94,128	**(33)**	7-1-98
New Jersey	132,250	**(6)**	124,200	**(6)**	115,000	**(6)**	1-10-96
New Mexico	87,773	**(48)**	83,384	**(39)**	79,215	**(47)**	7-10-99
New York	151,200	**(1)**	144,000	**(1)**	136,700	**(1)**	1-1-99
North Carolina	110,687	**(27)** *	106,075	**(22)** *	100,310	**(24)** *	7-1-99
North Dakota	83,807	**(49)**			77,340	**(49)**	7-1-99
Ohio	113,850	**(22)**	106,050	**(23)**	97,550	**(29)**	1-1-99
Oklahoma	97,807	**(38)**	93,530	**(34)**	88,511	**(39)**	1-1-98
Oregon	93,600	**(45)**	91,500	**(36)**	85,300	**(44)**	7-1-97
Pennsylvania	127,951	**(9)**	123,944	**(8)**	111,122	**(9)**	1-1-99
Rhode Island	118,650	**(16)** *			106,825	**(16)** *	7-4-99
South Carolina	109,380	**(29)**	106,645	**(21)**	103,911	**(19)**	7-1-98
South Dakota	92,118	**(47)**			86,044	**(43)**	6-1-99
Tennessee	112,068	**(26)**	106,848	**(19)**	102,240	**(21)**	7-1-99
Texas	113,000	**(23)**	107,350	**(18)**	101,700	**(22)** †	9-1-98
Utah	105,492	**(34)**	100,692	**(31)**	95,900	**(30)**	7-1-99
Vermont	94,932	**(42)**			90,176	**(37)**	7-4-99
Virginia	128,352	**(8)**	121,936	**(10)**	119,154	**(4)**	11-25-99
Washington	120,000	**(13)**	114,000	**(13)**	108,300	**(14)**	9-1-99
West Virginia	95,000	**(41)**			90,000	**(38)****	7-1-99
Wisconsin	112,318	**(24)**	105,960	**(25)**	99,961	**(26)**	8-1-98
Wyoming	93,000	**(46)**			83,700	**(46)**	1-1-99
Mean (Average)	111,954		109,701		100,121		
Median	112,146		106,797		99,998		
Range	83,550 to 151,200		83,384 to 144,000		77,340 to 136,700		
Dist. of Columbia	145,500				136,700		1-1-98
Federal System	167,900		145,000		136,700		1-1-98
American Samoa	74,303						No Data
Guam	126,000				100,000		12-1-94
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	100,000		90,000		65,000		7-1-98
Virgin Islands					100,000		10-1-93

*The base pay is supplemented by increments for length of service. **Tie rank.

†Median salary. If more than half the salaries are the same as the minimum or the maximum salary, then the median (the midpoint above which and below which half the salaries fall) is either the minimum or maximum salary.

July 1999

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts from **January 1, 2000 to October 1, 2000**. The date of the last salary change is given for the highest, intermediate appellate, or general trial court judges of each state court system. States are ranked from **highest to lowest** regarding salaries paid to judges at each level. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from jurisdiction to jurisdiction.

For all states in which judges receive local supplements or a salary within a given range for cost-of-living differentials, length of service, or other factors, all means, medians, and ranges are calculated based on the **median salary**, if available. Otherwise, they are based on the **lowest salary** of a range or on the **state-paid salary plus the lowest supplement** paid by the localities.

The boldface figures immediately following the salaries indicate the state's ranking (**high to low**) in salaries paid to judges at each level. The last column indicates the date of the last salary change for the highest, intermediate appellate, or general trial court judges for each state court system. The mean and median for each level of court is shown following Wyoming. For the highest and general trial courts, these measures are based on data from the **50** states. For intermediate appellate courts, the rankings are based on data from the **39** states that have such courts.

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	140,950	**(8)**	139,580	**(6)**	100,526	**(29)** †	10-1-00
Alaska	112,224	**(30)**	106,020	**(27)**	103,776	**(25)**	7-1-98
Arizona	120,500	**(18)**	118,000	**(11)**	115,500	**(10)**	1-1-00
Arkansas	117,296	**(20)**	113,586	**(18)**	109,871	**(18)**	7-1-00
California	149,686	**(4)**	140,332	**(5)**	122,628	**(7)**	7-1-00
Colorado	99,986	**(40)**	95,486	**(36)**	90,986	**(41)**	7-1-00
Connecticut	124,683	**(14)** *	116,267	**(14)** *	111,279	**(15)** *	4-1-00
Delaware	132,100	**(9)**			125,900	**(6)**	7-1-00
Florida	150,000	**(3)**	138,500	**(7)**	130,000	**(4)**	10-1-00
Georgia	147,909	**(5)**	146,994	**(1)**	127,938	**(5)** †	10-1-00
Hawaii	101,432	**(38)**	97,106	**(33)**	93,861	**(38)**	7-1-00
Idaho	97,727	**(43)**	96,727	**(34)**	91,596	**(40)**	7-1-00
Illinois	153,052	**(1)**	144,049	**(2)**	132,182	**(3)**	7-1-00
Indiana	115,000	**(25)**	110,000	**(21)**	90,000	**(42)****	8-1-97
Iowa	113,200	**(28)**	108,900	**(25)**	103,500	**(26)**	7-1-00
Kansas	109,756	**(33)**	105,955	**(28)**	95,847	**(34)**	6-13-99
Kentucky	114,373	**(27)**	109,705	**(22)**	105,037	**(21)**	7-1-00
Louisiana	103,336	**(36)**	97,928	**(32)**	92,520	**(39)**	7-1-97
Maine	100,169	**(39)**			93,908	**(37)**	7-1-00
Maryland	121,600	**(17)**	114,400	**(16)**	110,500	**(16)**	1-1-00
Massachusetts	126,943	**(12)**	117,467	**(12)**	112,777	**(12)**	7-1-00
Michigan	140,816	**(7)**	129,551	**(8)**	119,694	**(8)**	1-1-00
Minnesota	110,998	**(32)**	104,589	**(31)**	98,180	**(33)**	1-1-00
Mississippi	102,300	**(37)**	95,500	**(35)**	94,700	**(35)**	7-1-99
Missouri	123,000	**(16)**	115,000	**(15)**	108,000	**(19)**	7-1-00
Montana	83,550	**(50)**			77,439	**(49)**	7-1-99
Nebraska	111,003	**(31)**	105,543	**(29)**	102,678	**(27)**	7-1-00
Nevada	126,103	**(13)**			110,000	**(17)** *	3-23-99
New Hampshire	106,518	**(35)**			99,860	**(31)**	10-1-00
New Jersey	145,881	**(6)**	141,176	**(4)**	133,330	**(2)**	1-14-00
New Mexico	90,407	**(48)**	85,887	**(39)**	81,593	**(47)**	7-1-00
New York	151,200	**(2)**	144,000	**(3)**	136,700	**(1)**	1-1-99
North Carolina	115,336	**(24)** *	110,530	**(20)** *	104,523	**(22)** *	7-1-00
North Dakota	85,483	**(49)**			78,887	**(48)**	7-1-99
Ohio	117,250	**(21)**	109,250	**(23)**	100,500	**(30)**	1-1-00
Oklahoma	97,807	**(42)**	93,530	**(37)**	88,511	**(44)**	1-1-98
Oregon	93,600	**(46)**	91,500	**(38)**	85,300	**(45)**	7-1-97
Pennsylvania	131,022	**(10)**	126,919	**(9)**	113,789	**(11)**	1-1-00
Rhode Island	118,650	**(19)** *			106,825	**(20)** *	7-4-99
South Carolina	117,167	**(22)**	114,237	**(17)**	111,309	**(14)**	6-1-00
South Dakota	94,886	**(45)**			88,630	**(43)**	6-1-00
Tennessee	114,528	**(26)**	109,200	**(24)**	104,484	**(24)**	7-1-00
Texas	113,000	**(29)**	107,350	**(26)**	101,700	**(28)** †	9-1-98
Utah	109,700	**(34)**	104,700	**(30)**	99,700	**(32)**	7-1-00
Vermont	99,489	**(41)**			94,504	**(36)**	7-1-00
Virginia	128,352	**(11)**	121,936	**(10)**	119,154	**(9)**	11-25-99
Washington	123,600	**(15)**	117,420	**(13)**	111,549	**(13)**	9-1-00
West Virginia	95,000	**(44)**			90,000	**(42)****	7-1-99
Wisconsin	117,998	**(23)**	112,100	**(19)**	105,755	**(23)**	10-8-00
Wyoming	93,000	**(47)**			83,700	**(46)**	1-1-99
Mean (Average)	116,184		114,280		104,349		
Median	114,764		110,530		103,638		
Range	83,550 to 153,052		85,887 to 146,994		77,439 to 141,300		
Dist. of Columbia	149,900				141,300		1-1-98
Federal System	173,600		149,900		141,300		1-1-98
American Samoa	74,303						No Data
Guam	126,000				100,000		12-1-94
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	100,000		90,000		65,000		7-1-98
Virgin Islands					100,000		10-1-93

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October 2000

Appellate and Trial Courts

This table lists salaries paid to associate justices of the highest courts, judges of intermediate appellate courts, and judges of general trial courts effective January 1, 2001 through July 1, 2001. The date of the last salary change is given for the highest, intermediate appellate, or general trial court judges of each state court system. States are ranked from **highest to lowest** regarding salaries paid to judges at each level. Rankings are not possible for limited jurisdiction courts because in many states salaries are locally set and may vary greatly from jurisdiction to jurisdiction.

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	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	140,580	**(9)**	139,580	**(7)**	100,526	**(32)** †	10-1-00
Alaska	112,224	**(32)**	106,020	**(30)**	103,776	**(26)**	7-1-98
Arizona	126,525	**(16)**	123,900	**(11)**	120,750	**(10)**	1-1-01
Arkansas	120,346	**(21)**	116,539	**(16)**	112,728	**(16)**	7-1-01
California	162,409	**(1)**	152,260	**(1)**	133,052	**(5)**	1-1-01
Colorado	107,808	**(36)**	103,308	**(33)**	98,808	**(34)**	7-1-01
Connecticut	129,404	**(12)** *	120,988	**(12)** *	116,000	**(12)** *	4-1-01
Delaware	141,300	**(8)**			134,700	**(4)**	2-1-01
Florida	150,000	**(6)**	138,500	**(8)**	130,000	**(6)**	10-1-00
Georgia	147,909	**(7)**	146,994	**(4)**	121,769	**(9)** †	10-1-00
Hawaii	115,547	**(26)**	110,618	**(23)**	106,922	**(23)**	7-1-00
Idaho	97,727	**(44)**	96,727	**(36)**	91,596	**(42)****	7-1-00
Illinois	153,052	**(3)**	144,049	**(2)**	132,184	**(7)**	7-1-01
Indiana	115,000	**(28)**	110,000	**(25)**	90,000	**(44)****	8-1-97
Iowa	113,200	**(30)**	108,900	**(26)**	103,500	**(28)****	7-1-00
Kansas	111,402	**(33)**	107,544	**(28)**	97,285	**(36)**	6-10-01
Kentucky	120,092	**(22)**	115,190	**(17)**	110,288	**(19)**	7-1-01
Louisiana	103,336	**(40)**	97,928	**(35)**	92,520	**(41)**	7-1-97
Maine	103,584	**(39)**			97,110	**(37)**	7-1-01
Maryland	126,500	**(17)**	119,000	**(13)**	115,000	**(13)**	11-15-00
Massachusetts	126,943	**(15)**	117,467	**(14)**	112,777	**(15)**	7-1-00
Michigan	159,960	**(2)**	147,163	**(3)**	135,966	**(3)**	1-1-01
Minnesota	110,998	**(35)**	104,589	**(32)**	98,180	**(35)**	1-1-00
Mississippi	102,300	**(41)**	95,500	**(37)**	94,700	**(39)**	7-1-99
Missouri	123,000	**(19)**	115,000	**(18)**	108,000	**(22)**	7-1-00
Montana	89,381	**(50)**			82,606	**(49)**	7-1-01
Nebraska	111,003	**(34)**	105,452	**(31)**	102,677	**(30)**	7-1-00
Nevada	128,044	**(13)**			110,000	**(20)** *	7-1-99
New Hampshire	106,518	**(38)**			99,861	**(33)**	10-1-00
New Jersey	152,191	**(4)**	145,588	**(5)**	137,165	**(1)**	1-1-01
New Mexico	90,407	**(49)**	85,887	**(39)**	81,593	**(50)**	7-1-00
New York	151,200	**(5)**	144,000	**(6)**	136,700	**(2)**	1-1-99
North Carolina	115,336	**(27)** *	110,530	**(24)** *	104,523	**(25)** *	7-1-00
North Dakota	92,289	**(48)**			84,765	**(47)**	7-1-01
Ohio	120,750	**(20)**	112,550	**(21)**	103,500	**(29)**	1-1-01
Oklahoma	106,706	**(37)**	101,714	**(34)**	95,898	**(38)**	1-1-01
Oregon	93,600	**(46)**	91,500	**(38)**	85,300	**(46)**	7-1-97
Pennsylvania	133,643	**(10)**	129,458	**(9)**	116,065	**(11)**	1-1-01
Rhode Island	127,098	**(14)** *			114,430	**(14)** *	7-1-01
South Carolina	117,167	**(25)**	114,237	**(19)**	111,309	**(18)**	7-1-00
South Dakota	97,735	**(43)**			91,286	**(43)**	7-1-01
Tennessee	118,428	**(24)**	112,908	**(20)**	108,036	**(21)**	7-1-01
Texas	113,000	**(31)**	107,350	**(29)**	101,700	**(31)** †	9-1-99
Utah	114,036	**(29)**	108,888	**(27)**	103,688	**(27)**	7-1-01
Vermont	99,489	**(42)**			94,504	**(40)**	7-2-00
Virginia	132,523	**(11)**	125,899	**(10)**	123,027	**(8)**	11-25-00
Washington	123,600	**(18)**	117,420	**(15)**	111,549	**(17)**	9-1-00
West Virginia	95,000	**(45)**			90,000	**(45)****	7-1-99
Wisconsin	118,824	**(23)**	112,180	**(22)**	105,755	**(24)**	10-8-00
Wyoming	93,000	**(47)**			83,700	**(48)**	1-1-99
Mean (Average)	119,343		117,130		106,656		
Median	116,357		112,908		104,149		
Range	89,381 to 162,409		85,887 to 152,260		81,593 to 137,165		
Dist. of Columbia	153,900				145,600		1-1-01
Federal System	178,300		149,900		141,300		1-1-01
American Samoa	74,303						No Data
Guam	126,000				100,000		12-1-94
Northern Mariana Islands	126,000				120,000		2-1-93
Puerto Rico	100,000		90,000		65,000		7-1-98
Virgin Islands					100,000		10-1-93

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July 2001

Appellate and Trial Courts

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	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	148,302	**(8)**	147,302	**(4)**	108,248	**(21)** †	10-1-01
Alaska	114,468	**(31)**	108,144	**(30)**	105,852	**(28)**	7-1-01
Arizona	126,525	**(17)**	123,900	**(12)**	120,750	**(10)**	1-1-01
Arkansas	120,346	**(21)**	116,539	**(16)**	112,728	**(18)**	7-1-01
California	162,409	**(1)**	152,260	**(1)**	133,052	**(5)**	1-1-01
Colorado	107,808	**(38)**	103,308	**(33)**	98,808	**(35)**	7-1-01
Connecticut	129,404	**(14)** *	120,988	**(13)** *	116,000	**(13)** *	4-1-01
Delaware	144,100	**(9)**			137,400	**(1)**	7-1-01
Florida	150,000	**(7)**	138,500	**(8)**	130,000	**(6)**	10-1-01
Georgia	153,086	**(4)**	152,139	**(2)**	121,938	**(9)** †	10-1-01
Hawaii	115,547	**(28)**	110,618	**(25)**	106,922	**(24)**	7-1-00
Idaho	102,125	**(43)**	101,125	**(36)**	95,718	**(41)**	7-1-01
Illinois	158,103	**(3)**	148,803	**(3)**	127,247	**(7)**	7-1-01
Indiana	115,000	**(30)**	110,000	**(27)**	90,000	**(45)****	8-1-97
Iowa	116,600	**(27)**	112,170	**(23)**	106,610	**(26)**	7-1-01
Kansas	111,402	**(36)**	107,544	**(31)**	97,285	**(37)**	6-10-01
Kentucky	120,092	**(22)**	115,190	**(18)**	110,288	**(20)**	7-1-01
Louisiana	108,503	**(37)**	102,824	**(34)**	97,146	**(38)**	7-1-01
Maine	103,584	**(40)**			97,110	**(39)**	7-1-01
Maryland	126,500	**(18)**	119,000	**(14)**	115,000	**(14)**	11-15-00
Massachusetts	126,943	**(16)**	117,467	**(15)**	112,777	**(17)**	7-1-00
Michigan	159,960	**(2)**	147,163	**(5)**	135,966	**(4)**	10-1-01
Minnesota	118,213	**(26)**	111,387	**(24)**	104,562	**(30)**	7-1-01
Mississippi	102,300	**(42)**	95,500	**(38)**	94,700	**(42)**	7-1-99
Missouri	123,000	**(19)**	115,000	**(19)**	108,000	**(23)**	7-1-01
Montana	89,381	**(50)**			82,600	**(50)**	10-1-01
Nebraska	114,358	**(32)**	108,640	**(29)**	105,781	**(29)**	7-1-01
Nevada	131,272	**(13)**			111,000	**(19)** *	7-1-99
New Hampshire	113,266	**(34)**			106,187	**(27)**	12-27-01
New Jersey	152,191	**(5)**	145,588	**(6)**	137,165	**(2)**	1-1-01
New Mexico	96,283	**(46)**	91,469	**(39)**	86,896	**(47)**	7-7-01
New York	151,200	**(6)**	144,000	**(7)**	136,700	**(3)**	1-1-99
North Carolina	115,336	**(29)** *	110,530	**(26)** *	104,523	**(31)** *	7-1-00
North Dakota	92,289	**(49)**			84,765	**(48)**	7-1-01
Ohio	120,750	**(20)**	112,550	**(22)**	103,500	**(33)**	1-1-01
Oklahoma	106,706	**(39)**	101,714	**(35)**	95,898	**(40)**	1-1-01
Oregon	99,200	**(44)**	97,000	**(37)**	90,400	**(44)**	7-1-01
Pennsylvania	133,643	**(10)**	129,458	**(9)**	116,065	**(12)**	1-1-01
Rhode Island	127,098	**(15)** *			114,430	**(15)** *	7-1-01
South Carolina	119,510	**(24)**	116,521	**(17)**	113,535	**(16)**	6-1-01
South Dakota	97,739	**(45)**			91,291	**(43)**	7-1-01
Tennessee	118,428	**(25)**	112,908	**(21)**	108,036	**(22)**	7-1-01
Texas	113,000	**(35)**	107,350	**(32)**	101,700	**(34)** †	9-1-99
Utah	114,050	**(33)**	108,900	**(28)**	103,700	**(32)**	7-1-01
Vermont	102,499	**(41)**			97,416	**(36)**	7-1-01
Virginia	132,523	**(11)**	125,899	**(10)**	123,027	**(8)**	11-25-00
Washington	131,558	**(12)**	125,236	**(11)**	119,230	**(11)**	9-1-01
West Virginia	95,000	**(47)**			90,000	**(45)****	7-1-99
Wisconsin	120,017	**(23)**	113,222	**(20)**	106,812	**(25)**	7-23-01
Wyoming	93,000	**(48)**			83,700	**(49)**	1-1-99
Mean (Average)	120,789		118,461		107,969		
Median	118,321		113,222		106,711		
Range	89,381 to 162,409		91,469 to 152,260		82,600 to 137,400		
Dist. of Columbia	153,900				145,100		1-1-01
Federal System	178,300		153,900		145,100		1-1-01
American Samoa	74,303						No Data
Guam	126,000				100,000		7-1-01
Northern Mariana Islands	126,000				120,000		2-26-93
Puerto Rico	100,000		90,000		80,000		7-1-98
Virgin Islands					125,000		10-1-01

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January 2002

Salary Rankings

The table below lists salaries paid to associate judges of the courts of last resort, associate judges of intermediate appellate courts and judges of general jurisdiction trial courts, as of October 1, 2002. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median and salary range for each of the positions are also shown. Salary data for the federal government and several U.S. territories are also included in the table.

Salary data for judges of limited jurisdiction courts are not ranked because the large number and diverse nature of this set of courts make duties less comparable. Furthermore, many of these salaries vary considerably within given states because they are set locally.

Non-Salary Judicial Compensation

There are other non-salary forms of judicial compensation that can be a significant part of a judge's compensation "package." It should be noted that many of these can be important to judges and to attorneys who might be interested in becoming judges or justices. These include retirement, disability, and death benefits; expense accounts; vacation, holiday, and sick leave; and various forms of insurance coverage. The NCSC and the American Bar Association (ABA) published the second edition of *A Survey of State Judicial Fringe Benefits* (1996), which contains information on evaluating and comparing fringe benefits across the states.

Salaries for Appellate and General Jurisdiction Judges

	Highest Court	Rank	Intermediate Appellate Court	Rank	General Trial Court	Rank
Alabama	$ 152,027	8	$ 151,027	4	$ 111,973	21
Alaska	117,900	29	111,384	26	109,032	28
Arizona	126,525	18	123,900	13	120,750	12
Arkansas	123,475	21	119,569	15	115,659	17
California	170,319	1	159,657	1	139,476	5
Colorado	113,637	34	109,137	32	104,637	33
Connecticut	138,404	11	129,988	10	125,000	9
Delaware	147,000	10			140,200	3
District of Columbia	159,100	3			150,000	1
Florida	153,750	6	141,963	8	133,250	8
Georgia	153,086	7	152,139	2	121,938	11
Hawaii	115,547	30	110,618	28	106,922	31
Idaho	102,125	45	101,125	37	95,718	43
Illinois	158,103	5	148,803	6	136,546	7
Indiana	115,000	32	110,000	30	90,000	47
Iowa	120,100	26	115,540	21	109,810	26
Kansas	113,073	35	109,157	31	98,744	39
Kentucky	123,335	22	118,300	17	113,266	19
Louisiana	112,668	37	106,706	34	100,743	38
Maine	104,929	43			98,377	40
Maryland	131,600	15	123,800	14	119,600	13
Massachusetts	126,943	17	117,467	18	112,777	20
Michigan	164,610	2	151,441	3	139,919	4
Minnesota	125,897	19	118,627	16	111,359	22
Mississippi	102,300	44	95,500	38	94,700	44
Missouri	123,000	23	115,000	24	108,000	30
Montana	89,381	51			82,600	51
Nebraska	119,276	28	113,312	25	110,330	25
Nevada	107,600	40			111,000	24
New Hampshire	111,045	38			104,105	35
New Jersey	158,500	4	150,000	5	141,000	2
New Mexico	96,283	48	91,469	39	86,896	49
New York	151,200	9	144,000	7	136,700	6
North Carolina	115,336	31	110,530	29	104,523	34
North Dakota	99,122	47			90,671	46
Ohio	123,900	20	115,500	22	106,200	32
Oklahoma	106,706	41	101,714	36	95,898	41
Oregon	105,200	42	102,800	35	95,800	42
Pennsylvania	137,386	12	133,083	9	119,315	15
Rhode Island	132,817	13			119,579	14
South Carolina	119,510	27	116,521	19	113,535	18
South Dakota	100,671	46			94,029	45
Tennessee	121,740	25	116,064	20	111,060	23
Texas	113,000	36	111,000	27	109,158	27
Utah	114,050	33	108,900	33	103,700	36
Vermont	108,149	39			102,813	37
Virginia	132,523	14	125,899	11	123,027	10
Washington	131,558	16	125,236	12	119,230	16
West Virginia	95,000	49			90,000	47
Wisconsin	122,418	24	115,490	23	108,950	29
Wyoming	93,000	50			83,700	50
Mean	123,525		121,086		111,222	
Median	120,100		116,064		109,811	
Range	89,381 to 170,319		91,469 to 159,657		82,600 to 150,000	
Federal System	184,400		159,100		150,000	
Guam	128,000				100,000	
Northern Mariana Is.	130,000				120,000	
Puerto Rico	100,000		90,000		80,000	
Virgin Islands					135,000	

October 2002

Salary Rankings

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of April 1, 2003. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown. Salary data for the federal government and several U.S. territories are also included.

Salary data for judges of limited jurisdiction courts are not ranked because the large number and diverse nature of this set of courts make duties less comparable. Furthermore, many of these salaries vary considerably within given states because they are set locally.

Non-Salary Judicial Compensation

There are other non-salary forms of judicial compensation that can be a significant part of a judge's compensation "package." It should be noted that many of these can be important to judges or attorneys who might be interested in becoming judges or justices. These include retirement, disability, and death benefits; expense accounts; vacation, holiday, and sick leave; and various forms of insurance coverage. The NCSC plans to release new information about selected judicial fringe benefits in upcoming issues of the *Survey of Judicial Salaries*.

Salaries for Appellate and General Jurisdiction Judges

	Highest Court	Rank	Intermediate Appellate Court	Rank	General Trial Court	Rank
Alabama	$152,027	8	$151,027	4	$111,973	23
Alaska	117,900	30	111,384	26	109,032	28
Arizona	126,525	20	123,900	13	120,750	15
Arkansas	123,475	22	119,569	16	115,659	18
California	170,319	1	159,657	1	139,476	5
Colorado	113,637	35	109,137	31	104,637	34
Connecticut	138,404	13	129,988	10	125,000	10
Delaware	147,000	10			140,200	3
District of Columbia	164,100	3			154,700	1
Florida	153,750	6	141,963	8	133,250	8
Georgia	153,086	7	152,139	2	121,938	13
Hawaii	115,547	31	110,618	27	106,922	32
Idaho	102,125	45	101,125	37	95,718	44
Illinois	158,103	5	148,803	6	136,546	7
Indiana	115,000	33	110,000	29	90,000	48
Iowa	120,100	27	115,540	22	109,810	26
Kansas	113,073	37	109,157	30	98,744	40
Kentucky	123,335	23	118,300	17	113,266	21
Louisiana	112,668	39	106,706	34	100,743	38
Maine	104,929	44			98,377	41
Maryland	131,600	17	123,800	14	119,600	16
Massachusetts	126,943	19	117,467	18	112,777	22
Michigan	164,610	2	151,441	3	139,919	4
Minnesota	129,674	18	122,186	15	114,700	19
Mississippi	102,000	46	95,500	38	94,700	45
Missouri	123,000	24	115,000	24	108,000	30
Montana	89,381	51			82,600	51
Nebraska	119,276	29	113,312	25	110,330	25
Nevada	140,000	11			130,000	9
New Hampshire	113,266	36			106,187	33
New Jersey	158,500	4	150,000	5	141,000	2
New Mexico	96,283	49	91,469	39	86,896	50
New York	151,200	9	144,000	7	136,700	6
North Carolina	115,336	32	110,530	28	104,523	35
North Dakota	99,122	48			90,671	47
Ohio	125,500	21	117,000	19	107,600	31
Oklahoma	106,706	41	101,714	36	95,898	42
Oregon	105,200	42	102,800	35	95,800	43
Pennsylvania	139,585	12	135,213	9	121,225	14
Rhode Island	132,817	15			119,579	17
South Carolina	119,510	28	116,521	20	113,535	20
South Dakota	100,671	47			94,029	46
Tennessee	121,740	26	116,064	21	111,060	24
Texas	113,000	38	107,350	33	109,158	27
Utah	114,050	34	108,900	32	103,700	36
Vermont	108,149	40			102,813	37
Virginia	132,523	16	125,899	12	123,027	11
Washington	134,584	14	128,116	11	121,972	12
West Virginia	95,000	50			90,000	49
Wisconsin	122,418	25	115,490	23	108,950	29
Wyoming	105,000	43			100,000	39
Mean	124,738		121,251		112,229	
Median	121,740		116,521		109,810	
Range	89,381 to 170,319		91,469 to 159,657		82,600 to 154,700	
Federal System	190,100		164,000		154,700	
Guam	128,000				100,000	
Northern Mariana Is.	126,000				120,000	
Puerto Rico	120,000		90,000		80,000	
Virgin Islands	135,000				135,000	

April 2003

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of October 1, 2003. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available — either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown. Salary data for the federal government and several U.S. territories are also included.

Salary data for judges of limited jurisdiction courts are not ranked because the large number and diverse nature of this set of courts make duties less comparable. Furthermore, many of these salaries vary considerably within given states because they are set locally.

Salaries for Appellate and General Jurisdiction Judges

	Highest Court	Rank	Intermediate Appellate Court	Rank	General Trial Court	Rank
Alabama	$152,027	8	$151,027	4	$111,973	24
Alaska	117,900	31	111,384	27	109,032	28
Arizona	126,525	20	123,900	13	120,750	15
Arkansas	126,054	21	122,093	16	118,128	18
California	175,575	1	164,604	1	143,838	2
Colorado	113,637	37	109,137	32	104,637	35
Connecticut	138,404	13	129,988	10	125,000	10
Delaware	147,000	10			140,200	4
District of Columbia	164,000	3			154,700	1
Florida	153,750	6	141,963	8	133,250	8
Georgia	153,086	7	152,139	2	121,938	13
Hawaii	115,547	32	110,618	29	106,922	32
Idaho	102,125	47	101,125	37	95,718	45
Illinois	158,103	5	148,803	6	136,546	7
Indiana	115,000	34	110,000	31	90,000	48
Iowa	120,100	27	115,540	22	109,810	26
Kansas	114,769	35	110,794	28	100,255	39
Kentucky	124,415	23	119,380	17	114,348	20
Louisiana	118,301	30	112,041	26	105,780	34
Maine	104,929	44			98,377	41
Maryland	131,600	17	123,800	14	119,600	16
Massachusetts	126,943	19	117,467	19	112,777	23
Michigan	164,610	2	151,441	3	139,919	5
Minnesota	129,674	18	122,186	15	114,700	19
Mississippi	102,300	46	95,500	38	94,700	46
Missouri	123,000	25	115,000	24	108,000	30
Montana	95,493	50			88,164	50
Nebraska	119,276	29	113,312	25	110,330	25
Nevada	140,000	11			130,000	9
New Hampshire	113,266	38			106,187	33
New Jersey	158,500	4	150,000	5	141,000	3
New Mexico	96,283	49	91,469	39	86,896	51
New York	151,200	9	144,000	7	136,700	6
North Carolina	115,336	33	110,530	30	104,523	36
North Dakota	99,122	48			90,671	47
Ohio	125,500	22	117,000	20	107,600	31
Oklahoma	106,716	41	101,714	36	95,898	43
Oregon	105,200	42	102,800	35	95,800	44
Pennsylvania	139,585	12	135,213	9	121,225	14
Rhode Island	132,816	15			119,579	17
South Carolina	119,510	28	116,521	21	113,535	21
South Dakota	102,684	45			95,910	42
Tennessee	123,684	24	117,924	18	112,836	22
Texas	113,000	39	107,350	34	109,158	27
Utah	114,050	36	108,900	33	103,700	38
Vermont	109,771	40			104,355	37
Virginia	132,523	16	125,899	12	123,027	11
Washington	134,584	14	128,116	11	121,972	12
West Virginia	95,000	51			90,000	49
Wisconsin	122,418	26	115,490	23	108,950	29
Wyoming	105,000	43			100,000	40
Mean	122,418		117,000		109,810	
Median	125,292		121,697		112,724	
Range	95,000 to 175,575		91,469 to 164,604		86,896 to 154,700	
Federal System	193,000		165,500		157,000	
Guam	128,000				100,000	
Northern Mariana Is.	126,000				120,000	
Puerto Rico	120,000		90,000		80,000	
Virgin Islands					135,000	

October 2003

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of April 1, 2004. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available -- either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

Salary data for the federal government and several U.S. territories are also included. Salaries at the limited jurisdiction level are not ranked because the large number and diverse workload of these courts makes them less comparable. Furthermore, many of these salaries vary considerably within given states because they are set locally.

Salaries for Appellate and General Jurisdiction Judges

	Highest Court	Rank	Intermediate Appellate Court	Rank	General Trial Court	Rank
Alabama	$152,027	8	$151,027	5	$111,973	25
Alaska	117,900	31	111,384	27	109,032	29
Arizona	126,525	21	123,900	14	120,750	15
Arkansas	126,054	22	122,093	16	118,128	19
California	175,575	1	164,604	1	143,838	3
Colorado	113,637	37	109,137	32	104,637	35
Connecticut	138,404	13	129,988	10	125,000	11
Delaware	147,000	10			140,200	5
District of Columbia	167,600	3			158,100	1
Florida	155,150	6	143,363	8	134,650	8
Georgia	153,086	7	152,139	3	121,938	14
Hawaii	115,547	32	110,618	29	106,922	32
Idaho	102,125	47	101,125	38	95,718	46
Illinois	168,706	2	158,783	2	145,704	2
Indiana	115,000	34	110,000	31	90,000	48
Iowa	122,500	26	117,850	20	112,010	24
Kansas	114,769	35	110,794	28	100,255	40
Kentucky	124,415	23	119,380	18	114,348	20
Louisiana	118,301	30	112,041	26	105,780	34
Maine	104,929	45			98,377	42
Maryland	131,600	18	123,800	15	119,600	16
Massachusetts	126,943	20	117,467	21	112,777	23
Michigan	164,610	4	151,441	4	139,919	6
Minnesota	133,564	16	125,852	13	118,141	18
Mississippi	112,530	40	105,050	35	104,170	38
Missouri	123,000	25	115,000	24	108,000	31
Montana	95,493	50			88,164	51
Nebraska	119,276	29	113,312	25	110,330	26
Nevada	140,000	12			130,000	9
New Hampshire	113,266	38			106,187	33
New Jersey	158,500	5	150,000	6	141,000	4
New Mexico	99,170	48	94,212	39	89,501	50
New York	151,200	9	144,000	7	136,700	7
North Carolina	115,336	33	110,530	30	104,523	36
North Dakota	99,122	49			90,671	47
Ohio	128,400	19	119,700	17	110,050	27
Oklahoma	106,716	42	101,714	37	95,898	44
Oregon	105,200	43	102,800	36	95,800	45
Pennsylvania	142,936	11	138,459	9	124,135	12
Rhode Island	132,816	17			119,579	17
South Carolina	119,510	28	116,521	22	113,535	21
South Dakota	102,684	46			95,910	43
Tennessee	123,684	24	117,924	19	112,836	22
Texas	113,000	39	107,350	34	109,158	28
Utah	114,050	36	108,900	33	103,700	39
Vermont	109,771	41			104,355	37
Virginia	135,505	14	128,730	11	125,795	10
Washington	134,584	15	128,116	12	121,972	13
West Virginia	95,000	51			90,000	48
Wisconsin	122,418	27	115,490	23	108,950	30
Wyoming	105,000	44			100,000	41
Mean	126,159		122,682		113,504	
Median	122,500		117,850		110,330	
Range	95,000 to 175,575		94,212 to 164,604		88,164 to 158,100	
Federal System	193,000		165,500		157,000	
Guam	128,000				100,000	
Northern Mariana Is.	126,000				120,000	
Puerto Rico	120,000		90,000		80,000	
Virgin Islands					135,000	

April 2004

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of October 1, 2004. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only thirty-nine states. The mean, median, and salary range for each of the positions are also shown.

Salary data for the federal government and several U.S. territories are also included. Salaries at the limited jurisdiction level are not ranked because the large number and diverse workload of these courts makes them less comparable. Furthermore, many of these salaries vary considerably within given states because they are set locally.

Salaries for Appellate and General Jurisdiction Judges

	Highest Court	Rank	Intermediate Appellate Court	Rank	General Trial Court	Rank
Alabama	$152,027	8	$151,027	5	$111,973	25
Alaska	117,900	33	111,384	30	109,032	30
Arizona	126,525	23	123,900	16	120,750	15
Arkansas	128,669	19	124,652	14	120,632	16
California	175,575	1	164,604	1	143,838	4
Colorado	116,251	34	111,647	29	107,044	34
Connecticut	138,404	13	129,988	11	125,000	11
Delaware	152,000	9			145,000	3
District of Columbia	167,600	3			158,100	1
Florida	155,150	6	143,363	8	134,650	8
Georgia	153,086	7	152,139	3	121,938	14
Hawaii	115,547	35	110,618	31	106,922	35
Idaho	104,168	48	103,168	36	97,632	44
Illinois	173,261	2	163,070	2	149,636	2
Indiana	115,000	37	110,000	32	90,000	49
Iowa	122,500	28	117,850	21	112,010	24
Kansas	118,212	32	114,118	25	103,232	40
Kentucky	126,276	24	121,176	17	116,064	21
Louisiana	118,301	30	112,041	28	105,780	37
Maine	104,929	47			98,377	43
Maryland	132,352	18	124,552	15	120,352	17
Massachusetts	126,943	21	117,467	22	112,777	23
Michigan	164,610	4	151,441	4	139,919	6
Minnesota	133,564	16	125,852	13	118,141	19
Mississippi	112,530	41	105,050	35	104,170	39
Missouri	123,000	27	115,000	24	108,000	32
Montana	95,493	50			88,164	51
Nebraska	119,276	29	113,312	26	110,330	26
Nevada	140,000	12			130,000	9
New Hampshire	113,266	39			106,187	36
New Jersey	158,500	5	150,000	6	141,000	5
New Mexico	105,120	45	99,864	39	94,870	47
New York	151,200	10	144,000	7	136,700	7
North Carolina	118,219	31	113,293	27	107,136	33
North Dakota	99,122	49			90,671	48
Ohio	128,400	20	119,700	20	110,050	28
Oklahoma	106,716	42	101,714	38	95,898	45
Oregon	105,200	44	102,800	37	95,800	46
Pennsylvania	142,936	11	138,459	9	124,135	13
Rhode Island	132,816	17			119,579	18
South Carolina	123,095	26	120,017	19	116,940	20
South Dakota	105,765	43			98,787	42
Tennessee	126,528	22	120,636	18	115,428	22
Texas	113,000	40	107,350	34	109,158	29
Utah	115,250	36	110,000	33	104,700	38
Vermont	114,689	38			109,030	31
Virginia	135,505	15	128,730	12	125,795	10
Washington	137,276	14	130,678	10	124,411	12
West Virginia	95,000	51			90,000	50
Wisconsin	123,876	25	116,865	23	110,250	27
Wyoming	105,000	46			100,000	41
Mean	127,169		123,629		114,431	
Median	123,095		119,700		110,330	
Range	95,000 to 175,575		99,864 to 164,604		88,164 to 158,100	
Federal System	193,000		165,500		157,000	
Guam	128,000				100,000	
Northern Mariana Is.	126,000				120,000	
Puerto Rico	120,000		90,000		80,000	
Virgin Islands					135,000	

October 2004

Salary Rankings

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of April 1, 2005. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

Salaries for Appellate and General Jurisdiction Judges

							Cost-of-Living Adjusted Salary		
	Highest Court	Rank	Intermediate Appellate Court	Rank	General Trial Court	Rank	Adjustment Factor	Adjusted Salary	Adjusted Rank
Alabama	$ 152,027	10	$ 151,027	6	$ 111,973	28	0.93	$120,150	17
Alaska	117,900	36	111,384	31	109,032	33	1.28	85,401	48
Arizona	126,525	26	123,900	17	120,750	15	1.02	118,405	19
Arkansas	128,669	21	124,652	15	120,632	16	0.89	135,856	5
California	182,071	1	170,694	1	149,160	4	1.40	106,508	33
Colorado	116,251	37	111,647	30	107,044	37	1.02	105,379	35
Connecticut	146,016	12	137,137	10	131,875	11	1.28	103,079	38
Delaware	179,670	2			163,850	1	1.03	158,326	1
District of Columbia	171,800	5			162,100	2	1.38	117,622	20
Florida	155,150	8	143,363	9	134,650	9	1.00	134,582	6
Georgia	153,086	9	152,139	4	121,938	14	0.93	130,769	7
Hawaii	115,547	38	110,618	32	106,922	38	1.62	65,848	49
Idaho	104,168	49	103,168	37	97,632	47	0.94	103,969	36
Illinois	173,261	3	163,070	2	149,638	3	1.00	149,559	2
Indiana	133,600	17	129,800	13	110,500	30	0.95	116,551	23
Iowa	128,000	22	123,120	18	117,040	20	0.95	123,690	13
Kansas	118,212	35	114,118	26	103,232	42	0.93	111,361	30
Kentucky	127,224	23	122,085	20	116,934	22	0.93	126,070	10
Louisiana	118,301	33	112,041	29	105,780	39	0.97	108,984	32
Maine	104,929	48			98,377	46	n/a		
Maryland	132,352	19	124,552	16	120,352	17	1.21	99,866	40
Massachusetts	126,943	24	117,467	23	112,777	26	1.25	89,997	45
Michigan	164,610	6	151,441	5	139,919	7	1.01	138,980	4
Minnesota	135,567	16	127,740	14	119,913	18	1.00	119,460	18
Mississippi	112,530	43	105,050	36	104,170	41	0.93	111,885	29
Missouri	123,000	30	115,000	25	108,000	35	0.92	117,058	21
Montana	95,493	51			88,164	51	0.99	89,074	47
Nebraska	119,276	32	113,312	27	110,330	31	0.94	116,993	22
Nevada	140,000	14			130,000	12	1.07	121,580	14
New Hampshire	124,593	27			116,806	23	n/a		
New Jersey	158,500	7	150,000	7	141,000	6	1.33	106,103	34
New Mexico	106,960	45	101,612	39	96,531	48	1.02	94,587	42
New York	151,200	11	144,000	8	136,700	8	1.22	112,026	28
North Carolina	118,219	34	113,293	28	107,136	36	0.97	110,074	31
North Dakota	99,122	50			90,671	50	0.93	97,981	41
Ohio	131,500	20	122,550	19	112,700	27	0.97	115,992	24
Oklahoma	113,531	41	108,336	34	102,529	44	0.90	113,500	25
Oregon	105,200	47	102,800	38	95,800	49	1.07	89,695	46
Pennsylvania	171,800	4	162,100	3	149,132	5	1.01	147,712	3
Rhode Island	132,816	18			119,579	19	1.28	93,151	44
South Carolina	123,095	29	120,017	22	116,940	21	0.96	121,497	15
South Dakota	105,765	46			98,787	45	0.95	103,477	37
Tennessee	126,528	25	120,636	21	115,428	25	0.90	128,465	9
Texas	113,000	42	107,350	35	111,700	29	0.90	123,699	12
Utah	115,250	39	110,000	33	104,700	40	0.93	112,827	27
Vermont	114,689	40			109,030	34	1.16	93,705	43
Virginia	142,416	13	135,295	11	132,211	10	1.03	128,576	8
Washington	137,276	15	130,678	12	124,411	13	1.03	120,428	16
West Virginia	121,000	31			116,000	24	0.93	125,365	11
Wisconsin	123,876	28	116,865	24	110,250	32	0.97	113,409	26
Wyoming	108,200	44			103,000	43	1.01	101,745	39
Mean	$130,328		$125,745		$117,328				
Median	126,525		122,085		112,777				
Range	95,493 to 182,071		101,612 to 170,694		88,164 to 163,850				

Cost-of-Living Adjustment Using ACCRA

The ACCRA organization is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. The ACCRA cost-of-living factors used in this report were developed by examining average costs of goods and services by a mid-management professional. The factors reflect an average of the reporting jurisdictions in a particular state (i.e., the ACCRA factor for Virginia is the average of the ACCRA factors for each of the eight reporting jurisdictions in Virginia). More detailed information can be found at www.accra.org.

April 2005

Salary Rankings

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of January 1, 2006. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

Salaries for Appellate and General Jurisdiction Judges

							Cost-of-Living Adjusted Salary		
	Highest Court	Rank	Intermediate Appellate Court	Rank	General Trial Court	Rank	Adjustment Factor	Adjusted Salary	Adjusted Rank
Alabama	$ 152,027	11	$ 151,027	5	$ 111,973	34	.92	$ 120,679	17
Alaska	125,520	32	118,584	26	116,076	27	1.28	90,584	46
Arizona	126,525	30	123,900	22	120,750	21	1.02	117,766	22
Arkansas	131,509	24	127,431	17	123,351	17	.88	139,958	3
California	182,071	1	170,694	1	149,160	4	1.38	107,566	35
Colorado	119,739	39	114,996	33	110,255	37	1.01	108,698	33
Connecticut	154,047	10	144,680	9	139,128	8	1.27	108,906	32
Delaware	179,670	2			163,850	2	1.03	158,517	1
District of Columbia	175,100	4			165,200	1	1.40	117,443	23
Florida	160,375	6	148,524	8	139,497	7	1.00	138,209	6
Georgia	157,779	8	156,814	3	113,470	30	.92	122,689	15
Hawaii	135,000	21	125,000	20	121,600	19	1.61	75,480	49
Idaho	104,168	49	103,168	37	97,632	47	.93	104,695	38
Illinois	177,073	3	166,658	2	152,930	3	.99	154,200	2
Indiana	133,600	22	129,800	14	110,500	36	.95	116,252	26
Iowa	128,000	27	123,120	24	117,040	25	.94	123,404	14
Kansas	121,167	36	116,971	28	105,813	41	.92	114,893	27
Kentucky	132,012	23	126,672	18	121,344	20	.92	131,154	10
Louisiana	118,301	41	112,041	34	105,780	42	.97	108,497	34
Maine	108,498	45			101,732	45	N/A		
Maryland	136,852	18	128,302	15	123,352	16	1.24	98,910	42
Massachusetts	126,943	29	117,467	27	112,777	32	1.25	89,843	47
Michigan	164,610	5	151,441	4	139,919	6	1.01	138,356	5
Minnesota	135,567	19	127,740	16	119,913	23	.99	120,109	19
Mississippi	112,530	43	105,050	36	104,170	43	.91	113,389	30
Missouri	123,000	33	115,000	32	108,000	39	.91	118,157	21
Montana	100,884	51			94,093	51	.98	95,237	45
Nebraska	122,854	34	116,711	29	113,640	29	.93	122,154	16
Nevada	140,000	17			130,000	12	1.11	116,770	24
New Hampshire	128,000	27			120,000	22	N/A		
New Jersey	158,500	7	150,000	7	141,000	5	1.33	105,602	37
New Mexico	106,960	47	101,612	39	96,531	48	1.00	96,173	44
New York	151,200	12	144,000	10	136,700	10	1.24	109,609	31
North Carolina	120,583	38	115,559	31	109,279	38	.96	113,624	29
North Dakota	103,087	50			94,298	50	.91	102,516	40
Ohio	135,450	20	126,250	19	116,100	26	.96	120,326	18
Oklahoma	113,531	42	108,336	35	102,529	44	.89	114,129	28
Oregon	105,199	48	102,800	38	95,800	49	1.06	89,674	48
Pennsylvania	155,783	9	150,903	6	135,293	11	1.01	132,955	8
Rhode Island	143,654	15			129,336	13	1.26	101,975	41
South Carolina	128,018	26	124,817	21	121,617	18	.94	128,316	11
South Dakota	108,145	46			101,010	46	.94	106,747	36
Tennessee	129,948	25	123,888	23	118,548	24	.89	132,286	9
Texas	150,000	13	137,500	12	125,000	15	.89	139,331	4
Utah	122,150	35	116,600	30	111,050	35	.93	119,193	20
Vermont	119,254	40			113,369	31	1.16	97,619	43
Virginia	148,682	14	141,248	11	138,028	9	1.01	135,340	7
Washington	141,394	16	134,598	13	128,143	14	1.03	124,340	13
West Virginia	121,000	37			116,000	28	.91	126,185	12
Wisconsin	126,358	31	119,205	25	112,457	33	.96	116,626	25
Wyoming	111,400	44			106,100	40	1.01	104,102	39
Mean	$ 133,602		$ 128,695		$ 119,630				
Median	128,018		125,000		116,100				
Range	100,884 to 182,071		101,612 to 170,694		94,093 to 165,200				

Cost-of-Living Adjustment Using ACCRA

The ACCRA organization is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. The ACCRA cost-of-living factors used in this report were developed by examining the average costs of goods and services (for the latest four running quarters). The factors reflect an average of the reporting jurisdictions in a particular state (i.e., the ACCRA factor for Virginia is the average of the ACCRA factors for each of the nine reporting jurisdictions in Virginia). An ACCRA factor of "1.00" would indicate that a state had a cost-of-living equal to the national average. States with factors above "1.00" have a higher than average cost-of-living, while those with a factor less than "1.00" have a lower than average cost-of-living. More detailed information can be found at www.accra.org.

January 2006

Salary Rankings

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of July 1, 2006. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

Salaries for Appellate and General Jurisdiction Judges

	Highest Court		Intermediate Appellate Court		General Jurisdiction Court				
							Cost-of-Living Adjusted Salary		
	Salary	Rank	Salary	Rank	Salary	Rank	Adjustment Factor	Adjusted Salary	Adjusted Rank
Alabama	$ 152,027	12	$ 151,027	6	$ 111,973	40	92.1	$ 121,533	18
Alaska	165,204	5	156,084	4	152,760	4	126.6	120,656	22
Arizona	126,525	34	123,900	26	120,750	25	104.5	115,592	30
Arkansas	134,392	25	130,253	18	126,111	17	88.0	143,359	3
California	183,946	2	172,452	1	150,696	5	137.1	109,945	38
Colorado	122,972	40	118,101	32	113,232	37	101.1	112,016	35
Connecticut	154,047	11	144,680	10	139,128	9	127.1	109,486	39
Delaware	184,300	1			168,100	1	101.4	165,827	1
District of Columbia	175,100	4			165,200	2	142.1	116,263	28
Florida	160,375	7	148,524	9	139,497	8	102.6	136,010	6
Georgia	157,779	9	156,814	3	113,470	35	93.6	121,231	20
Hawaii	139,725	21	129,375	20	125,856	19	160.6	78,375	49
Idaho	110,500	47	109,500	36	103,600	47	93.2	111,135	36
Illinois	182,739	3	171,991	2	157,824	3	97.1	162,577	2
Indiana	138,844	22	134,968	14	115,282	32	95.4	120,791	21
Iowa	144,000	18	134,060	17	126,020	18	94.5	133,335	10
Kansas	123,590	38	121,310	28	114,813	33	91.3	125,817	15
Kentucky	132,412	27	127,072	23	121,744	23	92.3	131,888	13
Louisiana	123,625	37	117,195	34	110,964	41	95.6	116,081	29
Maine	112,300	44			105,300	44			
Maryland	144,352	17	134,552	16	128,352	15	112.3	114,344	33
Massachusetts	126,943	32	117,467	33	112,777	38	124.0	90,964	47
Michigan	164,610	6	151,441	5	139,919	7	99.8	140,266	4
Minnesota	137,601	23	129,656	19	121,712	24	99.8	122,014	17
Mississippi	112,530	43	105,050	37	104,170	45	90.8	114,729	32
Missouri	123,000	39	115,000	35	108,000	42	90.6	119,180	26
Montana	100,884	51			94,093	51	101.1	93,025	46
Nebraska	126,847	33	120,504	29	117,333	28	90.1	130,204	14
Nevada	140,000	20			130,000	14	113.1	114,936	31
New Hampshire	128,000	30			120,000	26			
New Jersey	158,500	8	150,000	8	141,000	6	132.9	106,112	41
New Mexico	106,960	49	101,612	39	96,531	49	100.9	95,660	45
New York	151,200	13	144,000	11	136,700	11	124.2	110,048	37
North Carolina	127,215	31	121,915	27	115,289	31	96.2	119,842	25
North Dakota	107,210	48		na	98,070	48	92.8	105,677	42
Ohio	135,450	24	126,250	24	116,100	29	96.2	120,634	23
Oklahoma	131,100	29	124,200	25	118,450	27	89.3	132,620	12
Oregon	105,199	50	102,800	38	95,800	50	106.9	89,658	48
Pennsylvania	155,783	10	150,903	7	135,293	12	101.2	133,694	8
Rhode Island	147,964	16			133,216	13	124.8	106,762	40
South Carolina	131,858	28	128,561	21	125,265	20	94.3	132,866	11
South Dakota	111,389	46			104,041	46	92.8	112,133	34
Tennessee	134,364	26	128,100	22	122,580	22	90.8	134,926	7
Texas	150,000	14	137,500	13	125,000	21	89.5	139,669	5
Utah	125,850	36	120,100	30	114,400	34	95.4	119,902	24
Vermont	119,254	42			113,369	36	118.2	95,879	44
Virginia	148,682	15	141,248	12	138,028	10	103.4	133,506	9
Washington	141,394	19	134,598	15	128,143	16	103.7	123,516	16
West Virginia	121,000	41			116,000	30	95.6	121,398	19
Wisconsin	126,358	35	119,205	31	112,457	39	95.9	117,247	27
Wyoming	111,400	45			106,100	43	102.5	103,494	43
Mean	$ 136,810		$ 132,102		$ 122,559				
Median	134,364		129,375		120,000				
Range	100,884 to 184,300		101,612 to 172,452		94,093 to 168,100				

Cost-of-Living Adjustment Using ACCRA

The ACCRA organization is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. The ACCRA cost-of-living factors used in this report were developed by examining the average costs of goods and services (for the latest four running quarters). The factors reflect an average of the reporting jurisdictions in a particular state (i.e., the ACCRA factor for Virginia is the average of the ACCRA factors for each of the nine reporting jurisdictions in Virginia). ACCRA factors are not available for Maine and New Hampshire. More detailed information can be found at www.accra.org.

July 2006

Salary Rankings

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of January 1, 2007. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

Salaries for Appellate and General Jurisdiction Judges

	Highest Court		Intermediate Appellate Court		General Jurisdiction Trial Court				
							Cost-of-Living Index Adjusted Salary		
	Salary	Rank	Salary	Rank	Salary	Rank	Adjustment Factor	Adjusted Salary	Adjusted Rank
Alabama	$ 171,031	6	$ 169,906	3	$ 111,973	40	91.88	$121,863	24
Alaska	165,204	7	156,084	6	152,760	5	125.87	121,363	26
Arizona	142,300	22	139,400	14	135,800	15	105.29	128,974	16
Arkansas	134,392	28	130,253	21	126,111	21	88.61	142,329	6
California	209,521	1	196,428	1	171,648	1	136.12	126,099	18
Colorado	122,972	41	118,101	33	113,232	39	101.86	111,165	36
Connecticut	162,520	9	152,637	8	146,780	7	127.17	115,416	33
Delaware	184,300	2			168,100	2	101.77	165,184	1
District of Columbia	175,100	5			165,200	3	141.30	116,911	31
Florida	161,200	11	153,140	7	145,080	8	103.39	140,328	7
Georgia	162,340	10	161,348	5	116,749	33	93.16	125,327	20
Hawaii	139,725	23	129,375	23	125,856	23	162.62	77,393	50
Idaho	110,500	48	109,500	36	103,600	48	94.98	109,073	37
Illinois	182,739	3	171,991	2	157,824	4	96.68	163,239	2
Indiana	138,844	25	134,968	18	115,282	36	94.73	121,689	25
Iowa	144,000	21	134,060	20	126,020	22	94.36	133,557	10
Kansas	123,590	39	121,310	30	114,813	37	91.33	125,713	19
Kentucky	132,412	31	127,072	26	121,744	26	93.40	130,346	14
Louisiana	123,625	38	117,195	34	110,964	41	95.37	116,351	32
Maine	112,300	46			105,300	44	109.95	95,768	47
Maryland	144,352	20	134,552	19	128,352	20	126.87	101,167	44
Massachusetts	145,984	18	135,087	17	129,694	19	122.40	105,959	42
Michigan	164,610	8	151,441	9	139,919	13	101.21	138,248	9
Minnesota	137,601	27	129,656	22	121,712	27	99.06	122,867	23
Mississippi	112,530	45	105,050	38	104,170	45	91.64	113,668	34
Missouri	123,000	40	115,000	35	108,000	43	90.95	118,751	29
Montana	100,884	51			94,093	51	101.23	92,953	48
Nebraska	126,847	35	120,504	31	117,333	32	90.82	129,194	15
Nevada	139,200	24			144,300	9	108.66	132,805	12
New Hampshire	133,554	30			125,208	25			
New Jersey	158,500	12	150,000	10	141,000	11	131.81	106,968	40
New Mexico	115,040	44	109,288	37	103,824	47	102.66	101,132	45
New York	151,200	14	144,000	13	136,700	14	125.44	108,976	38
North Carolina	127,215	34	121,915	29	115,289	35	95.31	120,959	28
North Dakota	107,210	49			98,070	49	93.37	105,033	43
Ohio	137,750	26	128,400	25	118,050	30	95.58	123,508	22
Oklahoma	131,100	33	124,200	28	118,450	29	89.40	132,489	13
Oregon	105,200	50	102,800	39	95,800	50	107.51	89,109	49
Pennsylvania	175,236	4	165,342	4	152,115	6	101.32	150,139	4
Rhode Island	147,964	17			133,216	16	124.89	106,663	41
South Carolina	131,858	32	128,561	24	125,265	24	94.13	133,075	11
South Dakota	111,389	47			104,041	46	91.64	113,528	35
Tennessee	150,000	15	145,000	12	140,000	12	90.65	154,436	3
Texas	150,000	16	137,500	16	132,500	17	89.41	148,189	5
Utah	125,850	36	120,100	32	114,400	38	96.89	118,075	30
Vermont	124,000	37			117,881	31	119.63	98,541	46
Virginia	154,629	13	146,898	11	143,549	10	103.81	138,283	8
Washington	145,636	19	138,636	15	131,988	18	104.14	126,744	17
West Virginia	121,000	42			116,000	34	95.86	121,016	27
Wisconsin	134,389	29	126,782	27	119,605	28	95.94	124,672	21
Wyoming	115,300	43			109,800	42	102.30	107,333	39
Mean	$140,150		$ 135,987		$ 125,787				
Median	137,750		134,060		121,744				
Range	100,884 to 209,521		102,800 to 196,428		94,093 to 171,648				

Cost-of-Living Adjustment Using ACCRA

The Council for Community and Economic Research—C2ER (formerly the ACCRA organization)—is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. The cost-of-living indices used in this report were developed by examining the average costs of goods and services for the latest four running fiscal quarters. The factors reflect an average of the reporting jurisdictions in a particular state (i.e., the cost-of-living-index for Virginia is the average of the cost-of-living indices for each of the nine reporting jurisdictions in Virginia). More detailed information can be found at www.accra.org or www.c2er.org.

January 2007

Salary Rankings

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of July 1, 2007. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

Salaries for Appellate and General Jurisdiction Judges

	Highest Court		Intermediate Appellate Court		General Jurisdiction Trial Court				
							Cost-of-Living Index Adjusted Salary		
	Salary	Rank	Salary	Rank	Salary	Rank	Adjustment Factor	Adjusted Salary	Adjusted Rank
Alabama	$ 171,031	6	$ 169,906	3	$ 111,973	43	91.85	$121,909	30
Alaska	165,204	8	156,084	7	156,258	5	125.88	124,129	28
Arizona	142,300	24	139,400	18	135,824	17	105.17	129,151	17
Arkansas	137,080	30	132,858	23	128,633	23	88.80	144,850	6
California	209,521	1	196,428	1	171,648	1	136.57	125,689	25
Colorado	129,207	41	124,089	35	118,973	34	101.93	116,721	34
Connecticut	162,520	10	152,637	9	146,780	8	126.85	115,711	35
Delaware	185,050	3			168,850	2	102.42	164,863	2
District of Columbia	175,100	5			165,200	3	140.16	117,864	32
Florida	161,200	12	153,140	8	145,080	9	102.43	141,644	7
Georgia	162,340	11	161,348	5	116,749	40	93.15	125,330	26
Hawaii	153,696	15	142,308	14	138,444	14	163.13	84,866	51
Idaho	116,025	46	115,025	37	108,780	46	94.99	114,521	36
Illinois	189,135	2	178,011	2	163,348	4	96.51	169,255	1
Indiana	144,398	23	140,367	17	119,894	33	94.33	127,097	21
Iowa	146,890	20	136,739	20	128,544	24	93.83	136,994	11
Kansas	132,590	36	128,310	28	117,109	38	91.49	127,997	19
Kentucky	132,812	35	127,472	30	122,144	30	93.83	130,171	16
Louisiana	131,069	39	124,469	33	118,289	36	95.16	124,305	27
Maine	112,300	50			105,300	48	109.10	96,520	50
Maryland	153,352	16	142,052	15	134,352	18	126.83	105,932	46
Massachusetts	145,984	21	135,087	21	129,694	21	121.45	106,788	45
Michigan	164,610	9	151,441	10	139,919	13	101.19	138,280	9
Minnesota	141,729	25	133,546	22	125,363	26	98.83	126,843	22
Mississippi	112,530	49	105,050	39	104,170	49	91.95	113,293	38
Missouri	133,043	34	124,473	32	116,975	39	91.08	128,438	18
Montana	106,185	51			99,234	51	101.34	97,923	49
Nebraska	131,285	37	124,721	31	121,439	31	90.94	133,542	13
Nevada	139,200	26			144,300	11	108.04	133,562	12
New Hampshire	133,554	33			125,208	27	116.49	107,486	43
New Jersey	167,493	7	158,511	6	149,000	7	130.77	113,942	37
New Mexico	120,792	44	114,752	38	109,015	45	101.90	106,981	44
New York	151,200	18	144,000	13	136,700	16	125.63	108,815	42
North Carolina	133,576	32	128,011	29	121,053	32	95.50	126,756	23
North Dakota	113,578	48			104,073	50	94.03	110,677	40
Ohio	137,750	28	128,400	27	118,050	37	95.18	124,034	29
Oklahoma	131,100	38	124,200	34	118,450	35	89.35	132,572	14
Oregon	122,028	42	119,244	36	111,132	44	109.21	101,760	48
Pennsylvania	175,236	4	165,342	4	152,115	6	101.39	150,032	4
Rhode Island	152,403	17			137,212	15	124.59	110,127	41
South Carolina	135,813	31	132,417	24	129,022	22	93.67	137,747	10
South Dakota	114,731	47			107,162	47	91.64	116,944	33
Tennessee	154,800	13	149,640	11	144,480	10	90.44	159,753	3
Texas	150,000	19	141,250	16	132,500	19	89.44	148,137	5
Utah	138,450	27	132,150	25	127,850	25	97.34	131,342	15
Vermont	129,245	40			122,867	28	119.12	103,150	47
Virginia	154,629	14	146,898	12	143,549	12	103.75	138,362	8
Washington	145,636	22	138,636	19	131,988	20	104.53	126,268	24
West Virginia	121,000	43			116,000	41	96.27	120,490	31
Wisconsin	137,415	29	129,636	26	122,298	29	95.85	127,591	20
Wyoming	119,300	45			113,600	42	102.13	111,227	39
Mean	$143,669		$139,694		$ 128,953				
Median	139,200		136,739		125,363				
Range	106,185 to 209,521		105,050 to 196,428		99,234 to 171,648				

Using the ACCRA Cost-of-Living Index

The Council for Community and Economic Research—C2ER (formerly the ACCRA organization)—is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. The cost-of-living indices used in this report were developed by examining the average costs of goods and services for the latest four running fiscal quarters. The factors reflect an average of the reporting jurisdictions in a particular state (i.e., the cost-of-living index for Virginia is the average of the cost-of-living indices for each of the nine reporting jurisdictions in Virginia). More detailed information can be found at **www.accra.org** or **www.c2er.org**.

July 2007

Salary Rankings

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of December 31, 2007. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

Salaries for Appellate and General Jurisdiction Judges

	Highest Court		Intermediate Appellate Court		General Jurisdiction Trial Court				
							Cost-of-Living Index Adjusted Salary		
	Salary	Rank	Salary	Rank	Salary	Rank	Adjustment Factor	Adjusted Salary	Adjusted Rank
Alabama	$ 175,440	7	$ 174,315	3	$ 130,379	22	91.97	$ 141,758	8
Alaska	165,204	10	156,084	8	156,258	7	129.36	120,796	32
Arizona	142,300	24	139,400	19	135,824	18	105.89	128,264	26
Arkansas	137,080	31	132,858	23	128,633	25	90.76	141,736	9
California	218,237	1	204,599	1	178,789	1	139.10	128,537	25
Colorado	129,207	41	124,089	35	118,973	37	102.77	115,766	36
Connecticut	162,520	12	152,637	10	146,780	9	127.55	115,076	37
Delaware	185,050	3			168,850	3	103.22	163,575	2
District of Columbia	179,500	5			169,300	2	138.76	122,007	30
Florida	161,200	13	153,140	9	145,080	10	105.39	137,659	12
Georgia	167,210	8	166,186	6	120,252	36	91.98	130,737	20
Hawaii	153,696	16	142,308	16	138,444	15	165.79	83,504	51
Idaho	116,025	46	115,025	37	108,780	46	92.88	117,119	34
Illinois	189,135	2	178,011	2	163,348	4	96.67	168,970	1
Indiana	146,562	22	142,467	15	121,680	32	92.93	130,944	19
Iowa	146,890	21	136,739	20	128,544	26	93.25	137,849	11
Kansas	132,590	36	128,310	28	117,109	40	91.05	128,617	24
Kentucky	132,812	35	127,472	30	122,144	31	93.19	131,066	18
Louisiana	131,069	39	124,469	33	118,289	39	94.52	125,142	28
Maine	114,992	47			107,816	47	106.37	101,357	48
Maryland	153,352	17	142,052	17	134,352	19	127.11	105,696	46
Massachusetts	145,984	23	135,087	21	129,694	23	120.64	107,505	45
Michigan	164,610	11	151,441	11	139,919	14	98.54	141,985	7
Minnesota	141,729	25	133,546	22	125,363	28	104.54	119,921	33
Mississippi	112,530	50	105,050	39	104,170	49	91.79	113,488	39
Missouri	133,043	34	124,473	32	116,975	41	90.33	129,496	23
Montana	106,185	51			99,234	51	103.20	96,160	50
Nebraska	131,285	37	124,721	31	121,439	33	90.53	134,139	14
Nevada	140,000	28			144,500	11	110.00	131,367	17
New Hampshire	139,258	29			130,620	21	115.00	113,587	38
New Jersey	176,488	6	167,023	5	157,000	6	128.74	121,947	31
New Mexico	120,792	44	114,752	38	109,015	45	101.20	107,719	43
New York	151,200	19	144,000	14	136,700	17	126.93	107,699	44
North Carolina	133,576	33	128,011	29	121,053	35	95.89	126,246	27
North Dakota	113,578	49			104,073	50	94.31	110,356	42
Ohio	141,600	26	132,000	27	121,350	34	93.38	129,949	21
Oklahoma	131,100	38	124,200	34	118,450	38	89.32	132,613	15
Oregon	122,028	42	119,244	36	111,132	44	111.17	99,966	49
Pennsylvania	181,371	4	171,131	4	157,441	5	101.01	155,871	4
Rhode Island	152,403	18			137,212	16	121.41	113,014	40
South Carolina	135,813	32	132,417	24	129,022	24	93.05	138,952	10
South Dakota	114,731	48			107,162	48	92.28	116,127	35
Tennessee	154,800	15	149,640	12	144,480	12	88.50	163,256	3
Texas	150,000	20	141,250	18	132,500	20	89.50	148,040	6
Utah	138,450	30	132,150	26	125,850	27	95.42	131,888	16
Vermont	129,245	40			122,867	30	117.87	104,235	47
Virginia	166,999	9	158,650	7	155,033	8	103.72	149,475	5
Washington	155,557	14	148,080	13	140,979	13	104.41	135,024	13
West Virginia	121,000	43			116,000	42	94.21	123,128	29
Wisconsin	140,163	27	132,229	25	124,744	29	96.23	129,628	22
Wyoming	119,300	45			113,600	43	101.85	111,538	41
Mean	$ 145,194		$ 141,263		$ 130,533				
Median	141,600		136,739		128,544				
Range	106,185 to 218,237		105,050 to 204,599		99,234 to 178,789				

Using the ACCRA Cost-of-Living Index

The Council for Community and Economic Research—C2ER (formerly the ACCRA organization)—is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. The cost-of-living indices used in this report were developed by examining the average costs of goods and services for the latest four running fiscal quarters. The factors reflect an average of the reporting jurisdictions in a particular state (i.e., the cost-of-living-index for Virginia is the average of the cost-of-living indices for each of the nine reporting jurisdictions in Virginia). More detailed information can be found at **www.accra.org** or **www.c2er.org**.

January 2008

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

The table below lists the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts as of July 1, 2008. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

Salaries for Appellate and General-Jurisdiction Judges

	Highest Court		*Intermediate Appellate Court*		*General Jurisdiction Trial Court*				
							Cost-of-Living Index Adjusted Salary		
	Salary	*Rank*	*Salary*	*Rank*	*Salary*	*Rank*	*Adjustment Factor*	*Adjusted Salary*	*Adjusted Rank*
Alabama	$ 175,440	8	$ 170,468	4	$ 130,379	25	92.13	$ 141,511	10
Alaska	179,520	5	169,608	5	169,494	3	128.89	131,500	23
Arizona	142,341	26	139,388	20	135,824	20	106.36	127,699	29
Arkansas	139,821	30	135,515	23	131,206	23	90.76	144,558	8
California	218,237	1	204,599	1	178,789	1	134.83	132,301	20
Colorado	139,660	31	134,128	25	128,598	29	105.54	121,844	33
Connecticut	162,520	13	152,637	11	146,780	10	127.96	114,708	38
Delaware	185,050	3			168,850	5	101.65	166,116	3
District of Columbia	179,500	6			169,300	4	138.48	122,259	32
Florida	161,200	15	153,140	10	145,080	11	104.17	139,277	13
Georgia	167,210	9	166,186	7	120,252	41	91.66	131,191	25
Hawaii	159,072	17	147,288	16	143,292	13	164.55	87,081	51
Idaho	119,506	47	118,506	37	112,043	46	93.16	120,269	35
Illinois	196,322	2	184,775	2	169,555	2	96.68	175,386	1
Indiana	151,328	20	147,103	17	125,647	31	93.11	134,944	17
Iowa	163,200	12	147,900	15	137,700	17	93.57	147,159	6
Kansas	135,905	38	131,518	30	120,037	42	91.38	131,358	24
Kentucky	134,160	40	128,760	34	123,384	36	92.14	133,911	18
Louisiana	136,967	37	130,194	32	124,085	35	93.88	132,177	21
Maine	119,594	46			112,145	45	105.74	106,054	47
Maryland	162,352	14	149,552	13	140,352	15	127.74	109,871	44
Massachusetts	145,984	23	135,087	24	129,694	27	119.53	108,505	46
Michigan	164,610	11	151,441	12	139,919	16	97.51	143,487	9
Minnesota	145,981	24	137,552	22	129,124	28	104.46	123,606	30
Mississippi	112,530	50	105,050	39	104,170	50	92.18	113,008	41
Missouri	137,034	36	128,207	35	120,484	39	90.45	133,201	19
Montana	106,185	51			99,234	51	104.98	94,524	50
Nebraska	135,881	39	129,087	33	125,690	30	90.19	139,356	12
Nevada	140,000	29			144,500	12	109.67	131,761	22
New Hampshire	139,258	32			130,620	24	117.05	111,597	42
New Jersey	176,488	7	167,023	6	157,000	7	129.00	121,703	34
New Mexico	123,691	44	117,506	38	111,631	47	101.52	109,961	43
New York	151,200	21	144,000	18	136,700	19	124.59	109,720	45
North Carolina	137,249	34	131,531	29	124,382	33	96.30	129,157	28
North Dakota	118,121	49			108,236	49	95.16	113,736	39
Ohio	141,600	27	132,000	28	121,350	38	93.45	129,861	26
Oklahoma	137,655	33	130,410	31	124,373	34	88.77	140,107	11
Oregon	125,688	43	122,820	36	114,468	44	114.37	100,082	49
Pennsylvania	181,371	4	171,131	3	157,441	6	101.55	155,045	4
Rhode Island	152,403	19			137,212	18	121.28	113,138	40
South Carolina	137,171	35	133,741	26	130,312	26	96.23	135,424	16
South Dakota	118,173	48			110,377	48	92.15	119,786	36
Tennessee	159,288	16	153,984	9	148,668	9	88.22	168,512	2
Texas	150,000	22	141,250	19	132,500	21	90.05	147,137	7
Utah	145,350	25	138,750	21	132,150	22	95.11	138,950	14
Vermont	129,245	41			122,867	37	117.72	104,370	48
Virginia	166,999	10	158,650	8	155,033	8	100.98	153,524	5
Washington	155,557	18	148,080	14	140,979	14	103.86	135,734	15
West Virginia	121,000	45			116,000	43	94.41	122,867	31
Wisconsin	140,165	28	132,230	27	124,746	32	96.20	129,677	27
Wyoming	126,500	42			120,400	40	102.24	117,767	37
Mean	$ 148,064		$ 144,123		$ 133,001				
Median	142,341		139,388		130,312				
Range	106,185 to 218,237		105,050 to 204,599		99,234 to 178,789				

Using the ACCRA Cost-of-Living Index

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July 2008

Salaries and Rankings for Appellate and General-Jurisdiction Judges Listed in Order of State Rank

The tables below list the salaries for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general-jurisdiction trial courts (actual salaries and cost-of-living-adjusted salaries) as of January 1, 2009. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. The listings are in rank order from highest to lowest salary. The mean, median, and salary range for each of the positions are also shown.

State Rankings by Court Level

Highest Court	
California	$ 218,237
Illinois	196,322
Pennsylvania	186,450
New Jersey	185,482
Delaware	185,050
District of Columbia	184,500
Virginia	183,839
Alabama	180,005
Alaska	179,520
Nevada	170,000
Georgia	167,210
Michigan	164,610
Washington	164,221
Iowa	163,200
Connecticut	162,520
Maryland	162,352
Florida	161,200
Tennessee	159,288
Hawaii	159,072
Arizona	155,000
Rhode Island	152,403
Indiana	151,328
New York	151,200
Texas	150,000
New Hampshire	146,917
Massachusetts	145,984
Minnesota	145,981
Utah	145,350
Ohio	141,600
Wisconsin	141,566
Arkansas	139,821
Colorado	139,660
Oklahoma	137,655
North Carolina	137,249
South Carolina	137,171
Missouri	137,034
Louisiana	136,967
Kansas	135,905
Nebraska	135,881
Kentucky	134,160
Vermont	129,245
Wyoming	126,500
Oregon	125,688
New Mexico	123,691
West Virginia	121,000
Maine	119,594
Idaho	119,506
South Dakota	118,173
Mississippi	112,530
North Dakota	108,236
Montana	106,185
Mean	$ 150,642
Median	145,984
Range	106,185 to 218,237

Intermediate Appellate Court	
California	$ 204,599
Illinois	184,775
Alabama	178,878
Pennsylvania	175,923
New Jersey	175,534
Alaska	169,608
Virginia	168,322
Georgia	166,186
Washington	156,328
Tennessee	153,984
Florida	153,140
Connecticut	152,637
Michigan	151,441
Arizona	150,000
Maryland	149,552
Iowa	147,900
Hawaii	147,288
Indiana	147,103
New York	144,000
Texas	141,250
Utah	138,750
Minnesota	137,552
Arkansas	135,515
Massachusetts	135,087
Colorado	134,128
South Carolina	133,741
Wisconsin	133,552
Ohio	132,000
North Carolina	131,531
Kansas	131,518
Oklahoma	130,410
Louisiana	130,194
Nebraska	129,087
Kentucky	128,760
Missouri	128,207
Oregon	122,820
Idaho	118,506
New Mexico	117,506
Mississippi	105,050
Delaware	na
District of Columbia	na
Maine	na
Montana	na
Nevada	na
New Hampshire	na
North Dakota	na
Rhode Island	na
South Dakota	na
Vermont	na
West Virginia	na
Wyoming	na
Mean	$ 145,445
Median	141,250
Range	105,050 to 204,599

General-Jurisdiction Trial Court	
California	$ 178,789
District of Columbia	174,000
Illinois	169,555
Delaware	168,850
Alaska	165,996
New Jersey	165,000
Pennsylvania	161,850
Nevada	160,000
Virginia	158,134
Washington	148,832
Tennessee	148,668
Connecticut	146,780
Florida	145,080
Arizona	145,000
Hawaii	143,292
Maryland	140,352
Michigan	139,919
Iowa	137,700
Rhode Island	137,212
New Hampshire	137,084
New York	136,700
Alabama	134,943
Texas	132,500
Utah	132,150
Arkansas	131,206
South Carolina	130,312
Massachusetts	129,694
Minnesota	129,124
Colorado	128,598
Wisconsin	125,992
Nebraska	125,690
Indiana	125,647
North Carolina	124,382
Oklahoma	124,373
Louisiana	124,085
Kentucky	123,384
Vermont	122,867
Ohio	121,350
Missouri	120,484
Wyoming	120,400
Georgia	120,252
Kansas	120,037
West Virginia	116,000
Oregon	114,468
Maine	112,145
Idaho	112,043
New Mexico	111,631
South Dakota	110,377
North Dakota	108,236
Mississippi	104,170
Montana	99,234
Mean	$ 134,207
Median	130,312
Range	99,234 to 178,798

General-Jurisdiction Trial Court Cost-of-Living Index Adjusted Salary	
Illinois	$ 175,220
Tennessee	167,628
Delaware	165,966
Pennsylvania	159,602
Virginia	156,985
Iowa	147,312
Texas	146,676
Alabama	146,367
Nevada	146,335
Arkansas	144,995
Michigan	144,149
Washington	143,817
Oklahoma	140,581
Florida	139,935
Nebraska	139,924
Utah	138,932
Arizona	136,267
South Carolina	135,113
Indiana	134,287
Kentucky	134,237
Missouri	133,329
California	133,265
Louisiana	132,644
Georgia	131,507
Kansas	131,247
Wisconsin	131,152
Ohio	129,862
North Carolina	128,849
Alaska	128,676
New Jersey	127,373
District of Columbia	126,336
Minnesota	123,728
West Virginia	122,573
Colorado	121,572
Idaho	120,212
South Dakota	119,426
Wyoming	117,469
New Hampshire	115,878
Connecticut	114,745
North Dakota	113,706
Mississippi	112,692
Rhode Island	112,349
New Mexico	110,037
New York	109,880
Maryland	109,775
Massachusetts	109,137
Vermont	104,128
Maine	103,770
Oregon	100,496
Montana	94,434
Hawaii	87,874
Mean	$ 129,460
Median	131,152
Range	87,874 to 175,220

January 2009

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

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general-jurisdiction trial courts (actual salaries and cost-of-living-adjusted salaries) as of June 30, 2009. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

Salaries for Appellate and General-Jurisdiction Judges

	Highest Court		Intermediate Appellate Court		General-Jurisdiction Trial Court				
							Cost-of-Living Index Adjusted Salary		
	Salary	Rank	Salary	Rank	Salary	Rank	Adjustment Factor	Adjusted Salary	Adjusted Rank
Alabama	$ 180,005	9	$ 178,878	3	$ 134,943	23	91.86	$ 146,906	9
Alaska	184,908	6	174,696	6	170,976	4	128.34	133,218	23
Arizona	155,000	20	150,000	14	145,000	13	105.55	137,381	16
Arkansas	145,204	29	140,732	19	136,257	21	89.79	151,749	6
California	218,237	1	204,599	1	178,789	1	133.38	134,049	21
Colorado	139,660	32	134,128	26	128,598	31	105.03	122,445	34
Connecticut	162,520	15	152,637	11	146,780	12	125.75	116,723	40
Delaware	185,050	5			168,850	5	101.70	166,025	3
District of Columbia	184,500	7			174,000	3	138.42	125,707	32
Florida	157,976	18	150,077	13	142,178	14	102.21	139,099	15
Georgia	167,210	11	166,186	8	120,252	41	90.73	132,544	26
Hawaii	131,118	23	139,924	20	136,127	22	163.49	83,262	51
Idaho	119,506	47	118,506	37	112,043	46	92.56	121,055	35
Illinois	201,819	2	189,949	2	174,303	2	96.52	180,593	1
Indiana	151,328	21	147,103	17	125,647	33	92.46	135,899	19
Iowa	163,200	14	147,900	16	137,700	18	93.39	147,449	8
Kansas	135,905	39	131,518	31	120,037	42	91.30	131,477	27
Kentucky	135,504	40	130,044	34	124,620	34	91.34	136,436	18
Louisiana	136,967	38	130,194	33	124,085	36	96.39	128,734	29
Maine	119,476	48			111,969	47	108.39	103,306	48
Maryland	162,352	16	149,552	15	140,352	16	126.91	110,594	44
Massachusetts	145,984	26	135,087	25	129,694	27	118.28	109,648	45
Michigan	164,610	12	151,441	12	139,919	17	96.87	144,439	11
Minnesota	145,981	27	137,552	22	129,124	28	102.70	125,734	31
Mississippi	112,530	51	105,050	39	104,170	51	92.53	112,574	42
Missouri	137,034	37	128,207	35	120,484	39	90.79	132,707	25
Montana	113,964	50			106,870	50	104.15	102,612	49
Nebraska	139,278	33	132,314	28	128,832	29	90.38	142,548	12
Nevada	170,000	10			160,000	8	107.63	148,659	7
New Hampshire	146,917	25			137,084	19	118.21	115,964	41
New Jersey	185,482	4	175,534	5	165,000	6	128.28	128,625	30
New Mexico	123,691	45	117,506	38	111,631	48	99.94	111,703	43
New York	151,200	22	144,000	18	136,700	20	125.83	108,640	46
North Carolina	137,249	35	131,531	30	127,957	32	96.37	132,776	24
North Dakota	124,027	44			113,648	45	94.93	119,721	37
Ohio	141,600	31	132,000	29	121,350	38	93.21	130,188	28
Oklahoma	137,655	34	130,410	32	124,373	35	88.22	140,985	14
Oregon	125,688	43	122,820	36	114,468	44	114.48	99,990	50
Pennsylvania	186,450	3	175,923	4	161,850	7	100.84	160,500	4
Rhode Island	156,213	19			140,642	15	119.90	117,298	39
South Carolina	137,171	36	133,741	27	130,312	26	96.70	134,760	20
South Dakota	118,173	49			110,377	49	91.18	121,048	36
Tennessee	159,288	17	153,984	10	148,668	11	88.61	167,785	2
Texas	150,000	24	137,500	23	132,500	24	90.63	146,193	10
Utah	145,350	28	138,750	21	132,150	25	96.32	137,203	17
Vermont	129,245	41			122,867	37	118.40	103,771	47
Virginia	183,839	8	168,322	7	158,134	9	99.72	158,571	5
Washington	164,221	13	156,328	9	148,832	10	104.63	142,247	13
West Virginia	121,000	46			116,000	43	94.63	122,586	33
Wisconsin	144,495	30	136,316	24	128,600	30	96.06	133,879	22
Wyoming	126,500	42			120,400	40	101.76	118,321	38
Mean	$ 150,633		$ 145,665		$ 134,826				
Median	145,984		139,924		130,312				
Range	112,530 to 218,237		105,050 to 204,599		104,170 to 178,789				

Using the ACCRA Cost-of-Living Index

The Council for Community and Economic Research—C2ER (formerly the ACCRA organization)—is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. The cost-of-living indices used in this report were developed by examining the average costs of goods and services for the latest four running fiscal quarters. The factors reflect an average of the reporting jurisdictions in a particular state (i.e., the cost-of-living-index for Virginia is the average of the cost-of-living indices for each of the nine reporting jurisdictions in Virginia). More detailed information can be found at www.accra.org or www.c2er.org.

June 2009

Salaries and Rankings for Appellate and General-Jurisdiction Judges - *Listed Alphabetically by State Name*

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general-jurisdiction trial courts (actual salaries and cost-of-living-adjusted salaries) as of January 1, 2010. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

	Highest Court		Intermediate Appellate Court		General-Jurisdiction Trial Court				
							Adjusted for Cost of Living		
	Salary	Rank	Salary	Rank	Salary	Rank	Adjustment Factor	Adjusted Salary	Adjusted Rank
Alabama	$180,005	9	$178,878	3	$134,943	24	91.86	$146,906	10
Alaska	$184,908	6	$174,696	6	$170,976	4	128.34	$133,218	25
Arizona	$155,000	20	$150,000	15	$145,000	14	105.55	$137,381	17
Arkansas	$139,821	32	$135,515	25	$136,257	23	89.79	$151,749	7
California	$218,237	1	$204,599	1	$178,789	1	133.38	$134,049	23
Colorado	$139,660	33	$134,128	27	$128,598	33	105.03	$122,445	35
Connecticut	$162,520	17	$152,637	12	$146,780	13	125.75	$116,723	40
Delaware	$185,050	5			$168,850	5	101.70	$166,025	3
District of Columbia	$184,500	7			$174,000	3	138.42	$125,707	32
Florida	$157,976	19	$150,077	14	$142,178	16	102.21	$139,099	16
Georgia	$167,210	12	$166,186	8	$144,752	15	90.73	$159,548	5
Hawaii	$174,984	10	$162,012	9	$157,620	10	163.49	$96,409	51
Idaho	$119,506	46	$118,506	37	$112,043	46	92.56	$121,055	36
Illinois	$201,819	2	$189,949	2	$174,303	2	96.52	$180,593	1
Indiana	$151,328	22	$147,103	18	$125,647	35	92.46	$135,899	20
Iowa	$163,200	16	$147,900	17	$137,700	20	93.39	$147,449	9
Kansas	$135,905	39	$131,518	32	$120,037	42	91.30	$131,477	28
Kentucky	$135,504	40	$130,044	34	$124,620	37	91.34	$136,436	19
Louisiana	$143,131	30	$136,183	24	$130,165	28	96.39	$135,042	21
Maine	$119,476	47			$111,969	47	108.39	$103,306	48
Maryland	$162,352	18	$149,552	16	$140,352	18	126.91	$110,594	44
Massachusetts	$145,984	26	$135,087	26	$129,694	29	118.28	$109,648	45
Michigan	$164,610	14	$151,441	13	$139,919	19	96.87	$144,439	12
Minnesota	$145,981	27	$137,552	21	$129,124	30	102.70	$125,734	31
Mississippi	$112,530	51	$105,050	39	$104,170	51	92.53	$112,574	42
Missouri	$137,034	38	$128,207	35	$120,484	41	90.79	$132,707	27
Montana	$113,964	50			$106,870	50	104.15	$102,612	49
Nebraska	$139,278	34	$132,314	29	$128,832	31	90.38	$142,548	13
Nevada	$170,000	11			$160,000	8	107.63	$148,659	8
New Hampshire	$146,917	25			$137,084	21	118.21	$115,964	41
New Jersey	$185,482	4	$175,534	5	$165,000	6	128.28	$128,625	30
New Mexico	$123,691	44	$117,506	38	$111,631	48	99.94	$111,703	43
New York	$151,200	23	$144,000	19	$136,700	22	125.83	$108,640	46
North Carolina	$137,249	36	$131,531	31	$127,957	34	96.37	$132,776	26
North Dakota	$118,121	49			$113,648	45	94.93	$119,721	38
Ohio	$141,600	31	$132,000	30	$121,350	40	93.21	$130,188	29
Oklahoma	$137,655	35	$130,410	33	$124,373	38	88.22	$140,985	15
Oregon	$125,688	43	$122,820	36	$114,468	44	114.48	$99,990	50
Pennsylvania	$186,450	3	$175,923	4	$161,850	7	100.84	$160,500	4
Rhode Island	$152,403	21			$140,642	17	119.90	$117,298	39
South Carolina	$137,171	37	$133,741	28	$130,312	27	96.70	$134,760	22
South Dakota	$118,173	48			$110,377	49	91.18	$121,048	37
Tennessee	$165,336	13	$159,840	10	$154,320	11	88.61	$174,163	2
Texas	$150,000	24	$137,500	22	$132,500	25	90.63	$146,193	11
Utah	$145,350	28	$138,750	20	$132,150	26	96.32	$137,203	18
Vermont	$129,245	42			$122,867	39	118.40	$103,771	47
Virginia	$183,839	8	$168,322	7	$158,134	9	99.72	$158,571	6
Washington	$164,221	15	$156,328	11	$148,832	12	104.63	$142,247	14
West Virginia	$121,000	45			$116,000	43	94.63	$122,586	34
Wisconsin	$144,495	29	$136,316	23	$128,600	32	96.06	$133,879	24
Wyoming	$131,500	41			$125,200	36	101.76	$123,038	33
Mean	*$151,142*		*$146,401*		*$136,052*				
Median	*$145,984*		*$138,750*		*$132,150*				
Range	*$112,530 to $218,237*		*$105,050 to $204,599*		*$104,170 to $178,789*				

Using the ACCRA Cost-of-Living Index

The Council for Community and Economic Research—C2ER (formerly the ACCRA organization)—is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. The cost-of-living indices used in this report were developed by examining the average costs of goods and services for the latest four running fiscal quarters. The factors reflect an average of the reporting jurisdictions in a particular state (i.e., the cost-of-living index for Virginia is the average of the cost-of-living indices for each of the nine reporting jurisdictions in Virginia). More detailed information can be found at **www.accra.org** or **www.c2er.org**.

JULY 2010

Salaries and Rankings for Appellate and General-Jurisdiction Judges - *Listed Alphabetically by State Name*

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general-jurisdiction trial courts (actual salaries and cost-of-living adjusted salaries) as of July 1, 2010. Where possible, the salary figures are actual salaries. In jurisdictions where some judges receive supplements, the figures are the most representative available—either the base salary, the midpoint of a range between the lowest and highest supplemented salaries, or the median. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exist in only 39 states. The mean, median, and salary range for each of the positions are also shown.

	Highest Court		Intermediate Appellate Court		General-Jurisdiction Trial Court				
							Adjusted for Cost of Living		
	Salary	Rank	Salary	Rank	Salary	Rank	Adjustment Factor	Adjusted Salary	Adjusted Rank
Alabama	$180,005	9	$178,878	3	$134,943	25	93.25	$144,712	13
Alaska	$188,604	3	$178,188	4	$174,396	3	133.17	$130,956	25
Arizona	$155,000	20	$150,000	14	$145,000	13	104.20	$139,158	18
Arkansas	$145,204	30	$140,732	20	$136,257	23	90.39	$150,752	8
California	$218,237	1	$204,599	1	$178,789	2	132.72	$134,707	21
Colorado	$139,660	34	$134,128	28	$128,598	33	102.50	$125,462	32
Connecticut	$162,520	16	$152,637	11	$146,780	12	125.50	$116,956	38
Delaware	$185,050	6			$168,850	5	104.16	$162,110	3
District of Columbia	$184,500	7			$174,000	4	141.27	$123,171	34
Florida	$157,976	18	$150,077	13	$142,178	15	98.66	$144,114	14
Georgia	$167,210	11	$166,186	8	$144,752	14	92.99	$155,668	7
Hawaii	$151,118	23	$139,924	21	$136,127	24	167.82	$81,116	51
Idaho	$119,506	47	$118,506	37	$112,043	46	94.39	$118,698	37
Illinois	$207,066	2	$194,888	2	$178,835	1	95.04	$188,168	1
Indiana	$151,328	21	$147,103	17	$125,647	34	93.46	$134,446	22
Iowa	$163,200	15	$147,900	16	$137,700	20	94.51	$145,702	11
Kansas	$135,905	39	$131,518	32	$120,037	42	92.15	$130,269	27
Kentucky	$135,504	40	$130,044	34	$124,620	36	89.95	$138,536	19
Louisiana	$149,572	25	$142,477	19	$136,544	22	96.17	$141,980	15
Maine	$119,476	48			$111,969	47	114.59	$97,710	50
Maryland	$162,352	17	$149,552	15	$140,352	17	123.56	$113,591	40
Massachusetts	$145,984	27	$135,087	27	$129,694	30	117.70	$110,190	44
Michigan	$164,610	13	$151,441	12	$139,919	18	93.01	$150,437	9
Minnesota	$145,981	28	$137,552	23	$129,124	31	103.40	$124,877	33
Mississippi	$112,530	51	$105,050	39	$104,170	51	91.75	$113,540	41
Missouri	$137,034	38	$128,207	35	$120,484	41	91.97	$131,010	24
Montana	$113,964	50			$106,870	50	99.43	$107,484	46
Nebraska	$142,760	32	$135,622	26	$132,053	28	90.78	$145,459	12
Nevada	$170,000	10			$160,000	8	101.14	$158,200	6
New Hampshire	$146,917	26			$137,804	19	118.31	$116,479	39
New Jersey	$185,482	5	$175,534	6	$165,000	6	129.77	$127,146	30
New Mexico	$123,691	45	$117,506	38	$111,631	48	98.90	$112,867	43
New York	$151,200	22	$144,000	18	$136,700	21	127.34	$107,349	47
North Carolina	$137,249	36	$131,531	31	$124,382	37	96.92	$128,341	29
North Dakota	$130,228	42			$119,330	43	98.59	$121,043	36
Ohio	$141,600	33	$132,000	30	$121,350	40	94.29	$128,701	28
Oklahoma	$137,655	35	$130,410	33	$124,373	38	90.31	$137,720	20
Oregon	$125,688	44	$122,820	36	$114,468	45	111.49	$102,667	48
Pennsylvania	$186,450	4	$175,923	5	$161,850	7	100.39	$161,224	5
Rhode Island	$156,213	19			$140,642	16	123.90	$113,514	42
South Carolina	$137,171	37	$133,741	29	$130,312	29	98.88	$131,791	23
South Dakota	$118,173	49			$110,377	49	101.25	$109,017	45
Tennessee	$165,336	12	$159,840	9	$154,320	10	89.93	$171,603	2
Texas	$150,000	24	$137,500	24	$132,500	26	90.71	$146,067	10
Utah	$145,350	29	$138,750	22	$132,150	27	94.71	$139,530	17
Vermont	$129,245	43			$122,867	39	121.73	$100,930	49
Virginia	$183,839	8	$168,322	7	$158,134	9	97.74	$161,790	4
Washington	$164,221	14	$156,328	10	$148,832	11	105.08	$141,643	16
West Virginia	$121,000	46			$116,000	44	94.97	$122,142	35
Wisconsin	$144,495	31	$136,316	25	$128,600	32	98.41	$130,680	26
Wyoming	$131,500	41			$125,200	35	99.61	$125,694	31
Mean	*$151,462*		*$146,431*		*$136,030*				
Median	*$146,917*		*$140,732*		*$132,500*				
Range	*$112,530 to $218,237*		*$105,050 to $204,599*		*$104,170 to $178,835*				

Using the ACCRA Cost-of-Living Index

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ATTACHMENT 34

Top 500 ranked universities for highest full time faculty salaries

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College Rankings

Top 500 Ranked Universities for
Highest FT Faculty Salaries

Top 500 Ranked Universities for Highest FT Faculty Salaries

Search: (begin typing a school name to find it in the list)

How do we rank these schools? Learn more about our college ranking system. Note that some schools do not have enough data to be ranked, and these schools will not appear in our lists. To find information about a school not listed below, try our site search at the bottom of this page.

Related School Rankings

- Top-Ranked Schools Overall
- Top-Ranked Schools by State
- Most Popular Schools by Program
- Highest Safety Rating
- Highest Safety Rating by State
- Top ACT Scores
- Top SAT Scores
- Highest Salary for Full-Time Faculty
- Highest Average Student Loan
- Highest Average Student Loan by State
- Highest Total Cost of Attendance
- Highest Total Enrollment

Rank			FT Faculty Salaries	
2010	2009	School Name	2010	2009
1		The University of Texas M.D. Anderson Cancer Center	$207,917	$191,733 (↑8.4%)
2		New York Law School	$180,095	$154,476 (↑16.6%)
3		Wolford College	$151,397	
4		Brooklyn Law School	$146,446	$134,061 (↑9.2%)
5 ↑	9	Rockefeller University	$144,623	$125,953 (↑14.8%)
6 ↓	5	California Institute of Technology	$143,609	$132,203 (↑8.6%)
7		University of California Hastings College of Law	$140,215	$129,238 (↑8.5%)
8 ↑	13	South Texas College of Law	$140,037	$117,332 (↑19.4%)
9 ↓	8	Princeton University	$137,358	$127,018 (↑8.1%)
10 ↓	3	Harvard University	$135,564	N/C
11		Southwestern Law School	$132,431	$123,889 (↑6.9%)
12 ↑	14	Yale University	$130,537	$116,817 (↑11.7%)
13 ↓	10	The John Marshall Law School	$127,827	$125,878 (↑1.5%)
14 ↑	15	University of Chicago	$127,627	$115,963 (↑10.1%)
15 ↑	18	Massachusetts Institute of Technology	$124,258	$111,151 (↑11.8%)
16 ↓	6	University of Pennsylvania	$124,240	$129,633 (↓4.2%)
17 ↓	16	Naval Postgraduate School	$121,179	$115,393 (↑5.0%)
18 ↑	25	Stanford University	$120,962	$107,976 (↑12.0%)
19		Charleston School of Law	$120,627	
20 ↑	26	California Western School of Law	$120,124	$107,311 (↑11.9%)
21 ↓	17	Columbia University in the City of New York	$119,953	$112,879 (↑6.3%)
22 ↓	12	Albany Law School	$119,772	$120,953 (↓1.0%)
23 ↑	30	Northwestern University	$116,047	$106,217 (↑9.3%)
24 ↑	31	University of California-Berkeley	$116,003	$106,216 (↑9.2%)
25 ↑	37	Keck Graduate Institute	$115,351	$104,281 (↑10.6%)
26 ↓	21	United States Naval Academy	$115,261	$108,940 (↑5.8%)
27 ↑	29	University of California-Los Angeles	$115,069	$106,239 (↑8.3%)
28 ↓	20	Babson College	$114,629	$109,180 (↑5.0%)
29 ↑	58	Roger Williams University School of Law	$114,596	$98,876 (↑15.9%)
30 ↓	27	CUNY Graduate School and University Center	$113,425	$107,152 (↑5.9%)
31 ↑	43	Washington University in St Louis	$112,767	$101,014 (↑11.6%)
32 ↑	40	Duke University	$112,135	$103,733 (↑8.1%)
33 ↑	36	Widener University-Delaware Campus	$111,908	$104,299 (↑7.3%)
34 ↑	39	MiraCosta College	$111,662	$104,030 (↑7.3%)
35 ↑	56	Rice University	$111,068	$99,033 (↑12.2%)
36 ↑	59	Carnegie Mellon University	$109,687	$98,742 (↑11.1%)
37 ↓	23	Michigan State University College of Law	$109,492	$108,031 (↑1.4%)
38 ↑	49	New York University	$109,022	$100,528 (↑8.4%)
39 ↓	22	United States Military Academy	$108,794	N/C
40 ↓	28	The Dickinson School of Law of the Pennsylvania State University	$108,141	$106,777 (↑1.3%)
41 ↑	55	New England Law-Boston	$107,722	$99,147 (↑8.6%)
42 ↑	50	Boston College	$107,558	$100,515 (↑7.0%)
43 ↑	44	Air Force Institute of Technology-Graduate School of Engineering & Management	$107,532	$101,821 (↑5.6%)
44 ↓	34	William Mitchell College of Law	$106,883	$104,832 (↑2.0%)
45 ↓	42	Brown University	$106,126	$102,530 (↑3.5%)
46 ↑	85	University of North Carolina at Chapel Hill	$106,047	$94,078 (↑12.7%)
47 ↑	52	University of Southern California	$106,007	$99,593 (↑6.4%)
48 ↓	32	Claremont Graduate University	$105,822	N/C

49 ↑	72	Georgetown University	$105,298	$96,142 (↓ 9.5%)
50 ↑	69	University of California-San Diego	$105,043	$96,918 (↑ 8.4%)
51 ↑	105	Dartmouth College	$105,023	$91,216 (↑ 15.1%)
52 ↑	68	Harvey Mudd College	$104,415	$96,951 (↑ 7.7%)
53 ↑	79	Rutgers University-New Brunswick	$104,415	$94,478 (↑ 10.5%)
54 ↑	66	George Washington University	$104,281	$97,095 (↑ 7.4%)
55 ↓	38	Cornell University	$104,113	N/C
56 ↓	45	Thomas M. Cooley Law School	$104,059	$101,791 (↑ 2.2%)
57 ↑	62	Massachusetts School of Law	$103,998	$98,440 (↑ 5.6%)
58 ↑	94	Williams College	$103,826	$92,589 (↑ 12.1%)
59 ↑	71	NorthShore University HealthSystems School of Nurse Anesthesia	$103,611	$96,548 (↑ 7.3%)
60 ↓	54	Amherst College	$103,271	$99,224 (↑ 4.1%)
61 ↓	57	University of Virginia-Main Campus	$103,265	$98,964 (↑ 4.3%)
62 ↑	67	University of Notre Dame	$103,105	$97,084 (↑ 6.2%)
63 ↑	93	Rutgers University-Newark	$103,080	$92,734 (↑ 11.2%)
64 ↓	41	City of Hope Graduate School of Biological Sciences	$103,037	N/C
65 ↓	19	Emory University	$102,984	$109,401 (↓ 5.9%)
66 ↓	61	Vanderbilt University	$102,912	$98,519 (↑ 4.5%)
67 ↓	24	Baylor College of Medicine	$102,656	$108,031 (↓ 5.0%)
68 ↑	70	Wellesley College	$102,583	$96,876 (↑ 5.9%)
69 ↑	82	Georgia Institute of Technology-Main Campus	$102,452	$94,432 (↑ 8.5%)
70 ↑	175	Fullerton College	$102,448	$84,464 (↑ 21.3%)
71 ↓	35	CUNY School of Law at Queens College	$102,308	$104,407 (↓ 2.0%)
72 ↑	78	University of California-Santa Barbara	$102,060	$94,786 (↑ 7.7%)
73 ↑	77	Swarthmore College	$101,821	$94,867 (↑ 7.3%)
74 ↓	46	New York Institute of Technology-Central Islip	$101,775	N/C
75 ↑	165	Cypress College	$101,028	$85,333 (↑ 18.4%)
76 ↑	91	Pomona College	$100,680	$92,844 (↑ 8.4%)
77 ↑	122	Smith College	$100,598	$89,358 (↑ 12.6%)
78 ↓	65	New Jersey Institute of Technology	$100,493	$97,229 (↑ 3.4%)
79 ↑	102	Mills College	$100,478	$91,746 (↑ 9.5%)
80 ↑	96	Lehigh University	$100,255	$92,430 (↑ 8.5%)
81 ↑	97	University of California-Irvine	$99,938	$92,316 (↑ 8.3%)
82 ↑	101	Teachers College at Columbia University	$99,895	$91,819 (↑ 8.8%)
83 ↑	90	University of Connecticut	$99,894	$93,230 (↑ 7.1%)
84 ↑	127	Rutgers University-Camden	$98,795	$88,989 (↑ 11.0%)
85 ↓	83	University of San Francisco	$98,759	$94,291 (↑ 4.7%)
86 ↑	104	St. John's University-New York	$98,696	$91,519 (↑ 7.8%)
87 ↓	74	Pace University-New York	$98,513	$95,326 (↑ 3.3%)
88 ↑	133	Golden Gate University-San Francisco	$98,466	$88,477 (↑ 11.3%)
89 ↑	141	University of Baltimore	$98,349	$87,520 (↑ 12.4%)
90 ↓	63	National Graduate School of Quality Management	$98,184	N/C
91 ↑	135	Claremont McKenna College	$98,119	$88,372 (↑ 11.0%)
92 ↑	108	Thomas Jefferson School of Law	$97,800	$90,885 (↑ 7.6%)
93 ↓	73	Widener University-Harrisburg Campus	$97,605	$95,363 (↑ 2.4%)
94 ↑	95	Rensselaer Polytechnic Institute	$97,456	$92,469 (↑ 5.4%)
95 ↓	92	University of Rochester	$97,395	$92,833 (↑ 4.9%)
96 ↑	129	Tufts University	$97,328	$88,928 (↑ 9.4%)
97 ↑	154	Scripps College	$97,105	$86,357 (↑ 12.4%)
98 ↑	140	Bryant University	$97,034	$87,734 (↑ 10.6%)
99 ↓	88	The University of Connecticut School of Medicine and Dentistry	$97,018	$93,604 (↑ 3.6%)
100 ↓	59	Princeton Theological Seminary	$96,987	$92,076 (↑ 5.3%)

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College Rankings

Top 500 Ranked Universities for
Highest FT Faculty Salaries

Top 500 Ranked Universities for Highest FT Faculty Salaries

Search: (begin typing a school name to find it in the list)

How do we rank these schools? Learn more about our college ranking system. Note that some schools do not have enough data to be ranked, and these schools will not appear in our lists. To find information about a school not listed below, try our site search at the bottom of this page.

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- Highest Average Student Loan by State
- Highest Total Cost of Attendance
- Highest Total Enrollment

Rank			FT Faculty Salaries	
2010	2009	School Name	2010	2009
101 ↑	137	Ohlone College	$96,950	$88,005 (↑ 10.2%)
102 ↑	126	Fordham University	$96,940	$89,144 (↑ 8.7%)
103		Phoenix School of Law	$96,884	
104 ↓	100	Stevens Institute of Technology	$96,461	$92,067 (↑ 4.8%)
105 ↑	131	Brandeis University	$96,374	$88,622 (↑ 8.7%)
106 ↑	117	Hofstra University	$96,163	$89,556 (↑ 7.4%)
107 ↑	138	The University of Texas at Austin	$96,057	$87,822 (↑ 9.4%)
108 ↓	80	Rensselaer Hartford Graduate Center Inc	$96,023	$94,455 (↑ 1.7%)
109 ↑	143	Wesleyan University	$96,020	$87,222 (↑ 10.1%)
110 ↓	51	Thunderbird School of Global Management	$95,988	$99,851 (↓ 3.9%)
111 ↑	124	Franklin W. Olin College of Engineering	$95,967	$89,218 (↑ 7.6%)
112 ↑	152	Davidson College	$95,920	$86,508 (↑ 10.9%)
113 ↑	114	CUNY Bernard M Baruch College	$95,901	$89,691 (↑ 6.9%)
114 ↓	109	University of San Diego	$95,751	$90,647 (↑ 5.6%)
115 ↓	98	University of Massachusetts-Lowell	$95,152	$92,217 (↑ 3.2%)
116 ↓	75	University of Minnesota-Twin Cities	$95,046	N/C
117 ↓	112	SUNY Health Science Center at Brooklyn	$94,869	$89,826 (↑ 5.6%)
118 ↑	146	University at Buffalo	$94,720	$87,068 (↑ 8.8%)
119 ↑	158	University of Delaware	$94,493	$86,060 (↑ 9.8%)
120 ↑	147	The University of Texas at Dallas	$94,434	$86,889 (↑ 8.7%)
121 ↑	213	Chapman University	$94,341	$82,617 (↑ 14.2%)
122 ↑	190	Barnard College	$94,338	$83,830 (↑ 12.5%)
123 ↓	84	University of Maryland-College Park	$94,181	N/C
124 ↑	166	University of Iowa	$94,136	$85,300 (↑ 10.4%)
125 ↑	156	Colgate University	$94,079	$86,218 (↑ 9.1%)
126 ↓	116	Texas A&M Health Science Center	$94,073	$89,598 (↑ 5.0%)
127 ↑	224	Wake Forest University	$93,998	$81,371 (↑ 15.5%)
128 ↓	33	University of Washington-Seattle Campus	$93,951	$105,126 (↓ 10.6%)
129 ↓	115	Santa Clara University	$93,844	$89,672 (↑ 4.7%)
130 ↑	278	Walsh College of Accountancy and Business Administration	$93,721	$78,910 (↑ 18.8%)
131 ↓	86	University of Maryland-Baltimore	$93,671	N/C
132		University of Illinois at Urbana-Champaign	$93,656	$88,551 (↑ 5.8%)
133 ↓	89	Bentley University	$93,596	N/C
134 ↓	106	Johns Hopkins University	$93,587	$91,142 (↑ 2.7%)
135 ↓	76	Pepperdine University	$93,351	$95,012 (↓ 1.7%)
136		Gallaudet University	$93,339	$88,218 (↑ 5.8%)
137 ↑	161	Suffolk University	$93,077	$85,560 (↑ 8.8%)
138 ↑	204	Bard College	$93,053	$82,997 (↑ 12.1%)
139 ↑	226	Carleton College	$92,886	$81,213 (↑ 14.4%)
140 ↑	153	Pennsylvania State University-Penn State Great Valley	$92,781	$86,385 (↑ 7.4%)
141 ↓	53	United States Merchant Marine Academy	$92,680	$99,397 (↓ 6.8%)
142 ↑	322	University of Hawaii at Manoa	$92,638	$76,555 (↑ 21.0%)
143 ↑	268	University of New Hampshire-Main Campus	$92,629	$79,233 (↑ 16.9%)
144 ↑	621	University of California-San Francisco	$92,603	$67,834 (↑ 36.5%)
145 ↑	163	College of DuPage	$92,598	$85,501 (↑ 8.3%)
146 ↓	123	SUNY Westchester Community College	$92,581	$89,352 (↑ 3.6%)
147 ↑	328	Washington and Lee University	$92,543	$76,357 (↑ 21.2%)
148 ↓	110	Santa Monica College	$92,461	$90,604 (↑ 2.0%)
149 ↓	145	Quinnipiac University	$92,393	$87,144 (↓ 6.0%)
150 ↑	162	CUNY City College	$92,352	$85,556 (↑ 7.9%)

151 ↑	164	Hebrew Union College-Jewish Institute of Religion	$92,301	$85,426 (↑8.0%)
152 ↓	103	Cooper Union for the Advancement of Science and Art	$92,227	$91,660 (↑0.6%)
153 ↓	149	Bowdoin College	$92,193	$86,825 (↑6.2%)
154 ↑	1619	University of Phoenix-Online Campus	$92,183	$53,234 (↑73.2%)
155 ↑	192	William Paterson University of New Jersey	$92,175	$83,593 (↑10.3%)
156 ↑	169	Colby College	$91,852	$85,023 (↑8.0%)
157 ↓	87	University of Michigan-Ann Arbor	$91,680	$93,667 (↓2.1%)
158 ↓	120	Vermont Law School	$91,677	$89,402 (↑2.5%)
159 ↓	121	Franklin Pierce Law Center	$91,661	$89,367 (↑2.6%)
160 ↑	191	Golden West College	$91,553	$83,762 (↑9.3%)
161 ↑	202	University of California-Riverside	$91,470	$83,264 (↑9.9%)
162 ↓	113	Western State University-College of Law-Argosy	$91,464	$89,815 (↑1.8%)
163 ↓	119	Illinois Institute of Technology	$91,356	$89,515 (↑2.1%)
164 ↓	150	Florida Coastal School of Law	$91,297	$86,738 (↑5.3%)
165 ↑	208	Brigham Young University	$91,296	$82,793 (↑10.3%)
166 ↓	47	United States Coast Guard Academy	$91,288	$101,058 (↓9.7%)
167 ↑	186	Vassar College	$91,285	$84,062 (↑8.6%)
168 ↓	144	Case Western Reserve University	$91,111	$87,144 (↑4.6%)
169 ↓	107	University of California-Davis	$91,003	N/C
170 ↑	187	Michigan State University	$90,955	$83,941 (↑8.4%)
171 ↓	159	University of California-Santa Cruz	$90,856	$86,039 (↑5.6%)
172 ↑	195	Adelphi University	$90,746	$83,520 (↑8.7%)
173 ↑	230	New Jersey City University	$90,615	$80,898 (↑12.0%)
174 ↓	167	American University	$90,519	$85,298 (↑6.1%)
175 ↑	241	Palomar College	$90,216	$80,134 (↑12.6%)
176 ↑	249	University of Nevada-Las Vegas	$90,165	$79,972 (↑12.7%)
177 ↑	178	University of Wisconsin-Madison	$90,149	$84,316 (↑6.9%)
178 ↓	151	University of Massachusetts Amherst	$90,126	$86,555 (↑4.1%)
179 ↑	194	Orange Coast College	$90,102	$83,523 (↑7.9%)
180 ↑	196	Rider University	$90,101	$83,447 (↑8.0%)
181 ↑	189	Coastline Community College	$90,056	$83,889 (↑7.4%)
182 ↓	43	Gooding Institute of Nurse Anesthesia	$90,002	$102,275 (↓12.0%)
183 ↑	185	Southern Methodist University	$89,951	$84,102 (↑7.0%)
184 ↓	181	New York Institute of Technology-Old Westbury	$89,726	$84,193 (↑6.6%)
185 ↓	171	Worcester Polytechnic Institute	$89,689	$84,897 (↑5.6%)
186 ↓	111	Southern University Law Center	$89,670	$89,874 (↓0.2%)
187 ↓	148	College of Marin	$89,590	$86,858 (↑5.1%)
188 ↓	182	Mt San Antonio College	$89,588	$84,137 (↑6.5%)
189 ↑	216	Lafayette College	$89,567	$82,541 (↑8.5%)
190 ↑	199	Indiana University-Bloomington	$89,437	$83,356 (↑7.3%)
191 ↓	125	Stony Brook University	$89,170	N/C
192 ↑	217	SUNY at Albany	$89,135	$82,151 (↑8.5%)
193 ↓	179	New York Institute of Technology-Manhattan Campus	$89,134	$84,241 (↑5.8%)
194 ↑	250	Colorado College	$89,130	$79,926 (↑11.5%)
195 ↓	128	Ohio State University-Main Campus	$88,974	N/C
196 ↓	188	College of William and Mary	$88,800	$83,932 (↑5.8%)
197 ↑	198	Riverside Community College	$88,727	$83,362 (↑6.4%)
198 ↑	222	Kean University	$88,687	$81,873 (↑8.3%)
199 ↓	130	Boston University	$88,682	N/C
200 ↑	212	Fresno City College	$88,593	$82,666 (↑7.2%)

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College Rankings

Top 500 Ranked Universities for
Highest FT Faculty Salaries

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Rank			FT Faculty Salaries	
2010	2009	School Name	2010	2009
201 ↑	300	Yeshiva University	$88,516	$77,867 (↑13.7%)
202 ↓	170	George Mason University	$88,430	$84,942 (↑4.1%)
203 ↑	4153	University of Phoenix-Kansas City Campus	$88,402	$20,001 (↑342.0%)
204 ↓	229	University of Nevada-Reno	$88,342	$80,977 (↑9.1%)
205 ↑	234	CUNY Hunter College	$88,250	$80,652 (↑9.4%)
206 ↑	277	Drexel University	$88,078	$78,918 (↑11.6%)
207 ↑	311	Bates College	$87,981	$77,266 (↑13.9%)
208 ↓	184	Virginia Polytechnic Institute and State University	$87,971	$84,111 (↑4.6%)
209 ↑	215	De Anza College	$87,963	$82,547 (↑6.6%)
210 ↑	264	University of Richmond	$87,956	$79,392 (↑10.8%)
211 ↓	176	Chabot College	$87,675	$84,464 (↑3.8%)
212 ↓	200	University of Medicine and Dentistry of New Jersey	$87,654	$83,318 (↑5.2%)
213 ↑	534	Santa Ana College	$87,581	$69,997 (↑25.1%)
214 ↑	225	Syracuse University	$87,538	$81,277 (↑7.7%)
215 ↑	235	North Carolina State University at Raleigh	$87,474	$80,649 (↑8.5%)
216 ↓	203	Oberlin College	$87,473	$83,109 (↑5.3%)
217 ↓	142	Middlebury College	$87,370	N/C
218 ↑	231	Foothill College	$87,370	$80,852 (↑8.1%)
219 ↑	254	Henry Ford Community College	$87,314	$79,863 (↑9.3%)
220 ↑	255	Mount Holyoke College	$87,281	$79,848 (↑9.3%)
221 ↓	205	University of Arizona	$87,187	$82,950 (↑5.1%)
222 ↓	118	Saddleback College	$87,185	$89,554 (↓2.6%)
223 ↑	400	Thomas Aquinas College	$87,000	$73,766 (↑17.9%)
224 ↑	323	Haverford College	$86,940	$76,531 (↑13.6%)
225 ↓	160	San Francisco Conservatory of Music	$86,900	$85,560 (↑1.6%)
226 ↑	233	Las Positas College	$86,898	$80,768 (↑7.6%)
227 ↓	172	Temple University	$86,839	$84,783 (↑2.4%)
228 ↓	211	Reedley College	$86,750	$82,702 (↑4.9%)
229 ↑	287	Santa Rosa Junior College	$86,744	$78,432 (↑10.6%)
230 ↓	81	Ave Maria School of Law	$86,681	$94,455 (↓8.2%)
231		University of Phoenix-Fairfield County Campus	$86,671	
232 ↑	458	Madison Area Technical College	$86,476	$72,250 (↑19.7%)
233 ↓	201	College of the Canyons	$86,461	$83,271 (↑3.8%)
234 ↑	245	University of Georgia	$86,408	$80,088 (↑7.9%)
235 ↓	155	San Joaquin Delta College	$86,329	N/C
236 ↓	223	University of Colorado at Boulder	$86,107	$81,614 (↑5.5%)
237 ↑	294	Rowan University	$85,991	$78,120 (↑10.1%)
238		Appalachian College of Pharmacy	$85,866	
239 ↑	299	Long Beach City College	$85,859	$77,934 (↑10.2%)
240 ↑	292	Fairfield University	$85,858	$78,154 (↑9.9%)
241 ↑	271	El Camino Community College District	$85,840	$79,073 (↑8.6%)
242 ↓	207	Rhode Island School of Design	$85,823	$82,796 (↑3.7%)
243 ↑	260	Loyola University Chicago	$85,762	$79,696 (↑7.6%)
244 ↑	261	CUNY Brooklyn College	$85,721	$79,627 (↑7.7%)
245 ↑	282	Hebrew Union College-Jewish Institute of Religion	$85,715	$78,608 (↑9.0%)
246 ↓	173	Colorado School of Mines	$85,692	$84,649 (↑1.2%)
247 ↑	297	University of Houston	$85,690	$78,092 (↑9.7%)
248 ↑	326	Porterville College	$85,690	$76,425 (↑12.1%)
249 ↑	251	University of Kansas	$85,672	$79,912 (↑7.2%)
250 ↓	232	Pitzer College	$85,532	$80,841 (↑5.8%)

251	↓	218	Rio Hondo College	$85,522	$82,136 (↑4.1%)
252	↓	238	Roger Williams University	$85,519	$80,226 (↑6.6%)
253	↓	252	SUNY at Binghamton	$85,464	$79,899 (↑7.0%)
254	↓	253	University of the District of Columbia David A Clarke School of Law	$85,278	$79,879 (↑6.8%)
255	↑	257	The College of New Jersey	$85,204	$79,779 (↑6.8%)
256	↑	1469	Southwestern College	$85,179	$54,843 (↑55.3%)
257	↓	168	West Virginia School of Osteopathic Medicine	$85,178	N/C
258	↑	269	Saint Marys College of California	$85,165	$79,221 (↑7.5%)
259	↓	240	Occidental College	$85,133	$80,157 (↑6.2%)
260	↑	332	Brigham Young University-Hawaii	$85,033	$76,163 (↑11.6%)
261	↓	60	University of Washington-Bothell Campus	$85,033	$98,540 (↓13.7%)
262	↑	386	Bryn Mawr College	$84,814	$74,057 (↑14.5%)
263	↑	4146	Middle Tennessee School of Anesthesia Inc	$84,662	$20,455 (↑313.9%)
264	↓	214	Appalachian School of Law	$84,643	$82,553 (↑2.5%)
265	↓	174	Northeastern University	$84,621	N/C
266	↑	314	Reed College	$84,518	$77,004 (↓9.8%)
267	↑	521	Tulane University of Louisiana	$84,500	$70,452 (↑19.9%)
268	↓	210	University of Massachusetts Medical School Worcester	$84,444	$82,751 (↑2.0%)
269	↓	177	Irvine Valley College	$84,381	N/C
270	↑	291	Bakersfield College	$84,346	$78,196 (↑7.9%)
271	↑	334	Missouri University of Science and Technology	$84,345	$76,016 (↑11.0%)
272	↑	274	Cerritos College	$84,295	$78,978 (↑6.7%)
273	↓	228	Texas A & M University	$84,272	$81,177 (↑3.8%)
274	↑	285	American College	$84,248	$78,506 (↑7.3%)
275	↓	180	Arizona State University at the Tempe Campus	$84,198	N/C
276	↓	258	Sarah Lawrence College	$84,160	$79,753 (↑5.5%)
277	↓	243	The New School	$84,111	$80,126 (↑5.0%)
278	↑	330	Seton Hall University	$84,004	$76,212 (↑10.2%)
279	↑	437	San Jose City College	$83,968	$72,705 (↑15.5%)
280	↑	509	Gavilan College	$83,844	$70,688 (↑18.6%)
281	↑	398	Evergreen Valley College	$83,749	$73,813 (↑13.5%)
282	↑	347	California State Polytechnic University-Pomona	$83,720	$75,454 (↑11.0%)
283	↑	295	CUNY Queens College	$83,583	$78,094 (↑7.0%)
284	↑	408	Diablo Valley College	$83,576	$73,572 (↑13.6%)
285	↑	385	St John's College	$83,456	$74,059 (↑12.7%)
286	↑	426	Pittsburgh Theological Seminary	$83,413	$72,988 (↑14.3%)
287	↑	357	Chaffey College	$83,331	$74,943 (↑11.2%)
288	↓	263	Rose-Hulman Institute of Technology	$83,262	$79,398 (↑4.9%)
289	↓	244	Polytechnic Institute of New York University	$83,237	$80,107 (↑3.9%)
290	↑	318	University of Nebraska-Lincoln	$83,151	$76,792 (↑8.3%)
291	↑	309	Clarkson University	$83,081	$77,295 (↑7.5%)
292	↓	248	Medical University of South Carolina	$83,073	$79,989 (↑3.9%)
293	↓	221	University of Florida	$82,998	$81,911 (↑1.3%)
294	↑	390	Iowa State University	$82,992	$73,977 (↑12.2%)
295	↓	284	Webb Institute	$82,957	$78,583 (↑5.6%)
296	↓	273	College of the Sequoias	$82,925	$78,992 (↑5.0%)
297	↓	288	Western New England College	$82,923	$78,344 (↑5.8%)
298	↓	206	Montclair State University	$82,895	N/C
299	↓	270	Bucknell University	$82,871	$79,196 (↑4.6%)
300	↑	351	San Jose State University	$82,760	$75,092 (↑10.2%)

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Top 500 Ranked Universities for Highest FT Faculty Salaries

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How do we rank these schools? Learn more about our college ranking system. Note that some schools do not have enough data to be ranked, and these schools will not appear in our lists. To find information about a school not listed below, try our site search at the bottom of this page.

Related School Rankings

- Top-Ranked Schools Overall
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- Highest Salary for Full-Time Faculty
- Highest Average Student Loan
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- Highest Total Cost of Attendance
- Highest Total Enrollment

Rank			FT Faculty Salaries	
2010	2009	School Name	2010	2009
301 ↑	397	Cerro Coso Community College	$82,706	$73,819 (↑12.0%)
302 ↓	256	Trinity College	$82,663	$79,796 (↑3.6%)
303 ↑	319	Catholic University of America	$82,617	$76,700 (↑7.7%)
304 ↑	306	Wayne State University	$82,592	$77,591 (↑6.4%)
305 ↓	304	Elgin Community College	$82,563	$77,702 (↑6.3%)
306		Brite Divinity School	$82,480	
307 ↓	280	Skyline College	$82,442	$78,789 (↑4.6%)
308 ↓	183	Southern New England School of Law	$82,402	$84,135 (↓2.1%)
309 ↑	340	Ventura College	$82,360	$75,844 (↑8.6%)
310 ↑	373	San Francisco State University	$82,329	$74,358 (↑10.7%)
311 ↓	268	Toyota Technological Institute at Chicago	$82,309	$79,254 (↑3.9%)
312 ↑	404	Monterey Peninsula College	$82,257	$73,702 (↑11.6%)
313 ↓	209	Hebrew Union College-Jewish Institute of Religion	$82,215	$82,771 (↓0.7%)
314 ↑	531	University of Southern Nevada	$82,177	$70,089 (↑17.2%)
315 ↓	267	Western University of Health Sciences	$82,173	$79,234 (↑3.7%)
316 ↓	219	University of Miami	$82,126	N/C
317 ↑	420	San Diego State University	$82,092	$73,099 (↑12.3%)
318 ↑	356	SUNY College of Optometry	$82,017	$74,945 (↑9.4%)
319 ↓	305	Wesley Theological Seminary	$81,979	$77,659 (↑5.6%)
320 ↓	220	Hamilton College	$81,966	N/C
321 ↓	315	Marquette University	$81,924	$76,982 (↑6.4%)
322 ↑	589	Santiago Canyon College	$81,888	$68,449 (↑19.6%)
323 ↓	281	Macalester College	$81,888	$78,782 (↑3.8%)
324 ↓	298	University of Rhode Island	$81,873	$78,047 (↑4.9%)
325 ↓	320	The University of Texas Health Science Center at Houston	$81,845	$76,600 (↑6.8%)
326 ↑	455	College of the Desert	$81,759	$72,299 (↑13.1%)
327 ↑	430	El Camino College-Compton Center	$81,703	$72,840 (↑12.2%)
328 ↑	337	University of Pittsburgh-Pittsburgh Campus	$81,674	$75,890 (↑7.6%)
329 ↑	1687	Episcopal Divinity School	$81,534	$52,567 (↑55.1%)
330 ↑	424	Rochester Institute of Technology	$81,462	$73,012 (↑11.6%)
331 ↑	477	Mt. San Jacinto Community College District	$81,445	$71,632 (↑13.7%)
332		Calvin Theological Seminary	$81,443	
333 ↓	301	New York Medical College	$81,381	$77,867 (↑4.5%)
334 ↑	496	Connecticut College	$81,250	$71,093 (↑14.3%)
335 ↑	395	The University of Texas at San Antonio	$81,245	$73,855 (↑10.0%)
336 ↓	325	Saint Thomas University	$81,241	$76,461 (↑6.3%)
337 ↓	227	City College of San Francisco	$81,212	N/C
338 ↑	399	Contra Costa College	$81,175	$73,780 (↑10.0%)
339 ↑	719	Erikson Institute	$81,172	$65,674 (↑23.6%)
340 ↓	316	University of Alabama at Birmingham	$81,024	$76,847 (↑5.4%)
341 ↓	327	University of Texas Southwestern Medical Center at Dallas	$80,994	$76,408 (↑6.0%)
342 ↑	471	California State University-Channel Islands	$80,905	$71,761 (↑12.7%)
343 ↓	290	Midwestern University	$80,827	$78,207 (↑3.4%)
344 ↑	348	University of Kentucky	$80,813	$75,413 (↑7.2%)
345 ↑	380	Monroe County Community College	$80,800	$74,274 (↑8.8%)
346		College of San Mateo	$80,797	$75,530 (↑7.0%)
347 ↑	415	University of Denver	$80,751	$73,395 (↑10.0%)
348 ↓	331	Drew University	$80,727	$76,202 (↑5.9%)
349 ↑	432	California State University-Los Angeles	$80,710	$72,800 (↑10.9%)
350 ↑	575	College of Alameda	$80,586	$68,813 (↑17.1%)

351	↑	537	Willamette University	$80,568	$69,796 (↑15.4%)
352	↑	546	Gateway Technical College	$80,532	$69,557 (↑15.8%)
353	↓	259	Auburn University Main Campus	$80,454	$79,696 (↑1.0%)
354	↑	451	Saint Joseph's University	$80,425	$72,425 (↑11.0%)
355	↑	573	Citrus College	$80,423	$68,825 (↑16.9%)
356	↓	236	Oakland Community College	$80,396	N/C
357	↓	237	University of Massachusetts-Dartmouth	$80,361	N/C
358	↑	489	Soka University of America	$80,260	$71,182 (↑12.8%)
359	↓	289	Whittier College	$80,243	$78,248 (↑2.5%)
360	↓	338	Suffolk County Community College	$80,228	$75,879 (↑5.7%)
361	↑	422	Middlesex County College	$80,135	$73,077 (↑9.7%)
362	↓	242	Ramapo College of New Jersey	$80,126	N/C
363	↑	372	Purdue University-Main Campus	$80,085	$74,373 (↑7.7%)
364	↑	378	CUNY College of Staten Island	$80,079	$74,282 (↑7.8%)
365	↑	435	Louisiana State University and Agricultural & Mechanical College	$80,060	$72,740 (↑10.1%)
366			West Hills College-Lemoore	$80,056	$74,606 (↑7.3%)
367	↓	247	University of Illinois at Chicago	$80,050	N/C
368	↓	307	Franklin and Marshall College	$80,023	$77,532 (↑3.2%)
369	↑	448	California Polytechnic State University-San Luis Obispo	$80,018	$72,526 (↑10.3%)
370	↑	375	Moorpark College	$80,003	$74,325 (↑7.6%)
371	↓	239	Rockland Community College	$79,996	$80,189 (↓0.2%)
372	↑	396	Texas Christian University	$79,906	$73,843 (↑8.2%)
373	↑	423	Nova Southeastern University	$79,884	$73,022 (↑9.4%)
374	↑	462	Merced College	$79,866	$72,095 (↑10.8%)
375	↑	443	California State University-East Bay	$79,839	$72,609 (↑10.0%)
376	↓	64	University of Washington-Tacoma Campus	$79,730	$97,602 (↓18.3%)
377	↓	355	Santa Barbara City College	$79,667	$74,956 (↑6.3%)
378			Grinnell College	$79,632	$74,294 (↑7.2%)
379	↑	1645	Columbia Theological Seminary	$79,622	$52,917 (↑50.5%)
380	↓	341	Florida International University	$79,610	$75,824 (↑5.0%)
381	↓	364	Lakeland Community College	$79,595	$74,616 (↑6.7%)
382	↓	134	Rosalind Franklin University of Medicine and Science	$79,556	$88,438 (↓10.0%)
383	↓	262	Pasadena City College	$79,521	N/C
384	↓	246	Oakton Community College	$79,516	$80,072 (↓0.7%)
385	↑	754	John Marshall Law School-Atlanta	$79,501	$65,009 (↑22.3%)
386	↓	333	Western Connecticut State University	$79,378	$76,107 (↑4.3%)
387	↓	265	University of Massachusetts-Boston	$79,317	N/C
388	↑	450	University of New Mexico-Main Campus	$79,134	$72,429 (↑9.3%)
389	↓	272	Pennsylvania State University-Main Campus	$79,064	N/C
390	↑	464	Asnuntuck Community College	$79,020	$72,011 (↑9.7%)
391	↓	371	Manhattan College	$79,014	$74,377 (↑6.2%)
392	↓	369	Schoolcraft College	$79,012	$74,469 (↑6.1%)
393	↑	476	Iona College	$79,007	$71,647 (↑10.3%)
394	↓	312	Trinity University	$78,955	$77,122 (↑2.4%)
395	↓	361	University of New Haven	$78,955	$74,797 (↑5.6%)
396	↓	308	Taft College	$78,925	$77,391 (↑2.0%)
397	↓	279	Villanova University	$78,868	N/C
398	↑	514	California State University-Long Beach	$78,828	$70,586 (↑11.7%)
399	↑	515	California State University Long Beach	$78,828	$70,586 (↑11.7%)
400	↑	413	Oxnard College	$78,783	$73,509 (↑7.2%)

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College Rankings

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Rank			FT Faculty Salaries	
2010	2009	School Name	2010	2009
401 ↓	353	University of Oklahoma Norman Campus	$78,689	$74,985 (↑4.9%)
402 ↓	349	University of Tulsa	$78,683	$75,372 (↑4.4%)
403 ↑	465	Hobart William Smith Colleges	$78,674	$72,003 (↑9.3%)
404 ↑	405	Providence College	$78,657	$73,618 (↑6.8%)
405 ↑	441	College of the Holy Cross	$78,573	$72,649 (↑8.2%)
406 ↓	336	Clark University	$78,558	$75,911 (↑3.5%)
407		Stanbridge College	$78,547	
408 ↓	286	Milwaukee Area Technical College	$78,496	N/C
409 ↓	407	Lewis & Clark College	$78,477	$73,581 (↑6.7%)
410 ↓	352	University of South Carolina-Columbia	$78,474	$75,029 (↑4.6%)
411 ↓	302	The University of Alabama	$78,405	$77,861 (↑0.7%)
412 ↑	626	University of St Thomas	$78,368	$67,739 (↑15.7%)
413 ↓	384	San Bernardino Valley College	$78,363	$74,059 (↑5.8%)
414 ↑	494	Shasta College	$78,285	$71,107 (↑10.1%)
415 ↑	739	University of New Hampshire at Manchester	$78,212	$65,318 (↑19.7%)
416 ↑	1035	Mission College	$78,208	$60,460 (↑29.4%)
417 ↑	487	Mendocino College	$78,144	$71,246 (↑9.7%)
418 ↓	335	University of the Pacific	$78,057	$75,956 (↑2.8%)
419 ↑	544	California State University-San Marcos	$78,032	$69,586 (↑12.1%)
420 ↓	275	College of Lake County	$77,992	$78,970 (↓1.2%)
421 ↓	368	Florida State University	$77,843	$74,475 (↑4.5%)
422 ↑	536	Barstow Community College	$77,742	$69,901 (↑11.2%)
423 ↓	283	Hartnell College	$77,720	$78,596 (↓1.1%)
424 ↓	303	Victor Valley College	$77,706	N/C
425 ↑	427	Stetson University	$77,676	$72,966 (↑6.5%)
426 ↑	484	Waukesha County Technical College	$77,586	$71,476 (↑8.5%)
427 ↑	503	Louisville Presbyterian Theological Seminary	$77,576	$70,796 (↑9.6%)
428 ↑	511	Point Loma Nazarene University	$77,559	$70,654 (↑9.8%)
429 ↑	583	Merritt College	$77,558	$68,663 (↑13.0%)
430 ↑	570	Kalamazoo Valley Community College	$77,523	$68,954 (↑12.4%)
431 ↓	365	University of Louisville	$77,505	$74,614 (↑3.9%)
432 ↑	681	A T Still University of Health Sciences	$77,502	$66,295 (↑16.9%)
433 ↓	293	Nassau Community College	$77,498	$78,130 (↓0.8%)
434 ↓	433	University of La Verne	$77,483	$72,791 (↑6.4%)
435 ↑	497	Bank Street College of Education	$77,479	$70,991 (↑9.1%)
436 ↑	564	Sewanee: The University of the South	$77,474	$69,123 (↑12.1%)
437 ↑	530	California State University-Fullerton	$77,462	$70,112 (↑10.5%)
438 ↑	483	SUNY College of Environmental Science and Forestry	$77,457	$71,482 (↑8.4%)
439 ↓	370	CUNY York College	$77,450	$74,422 (↑4.1%)
440 ↓	412	Dowling College	$77,445	$73,515 (↑5.3%)
441 ↓	436	Millersville University of Pennsylvania	$77,407	$72,735 (↑6.4%)
442 ↑	1411	University of North Texas	$77,380	$55,571 (↑39.2%)
443 ↓	406	Clarion University of Pennsylvania	$77,346	$73,591 (↑5.1%)
444 ↓	387	Clemson University	$77,330	$74,045 (↑4.4%)
445 ↑	737	University of the District of Columbia	$77,310	$65,370 (↑18.3%)
446 ↑	579	Saint Thomas Aquinas College	$77,292	$68,752 (↑12.4%)
447 ↓	446	University of Arkansas Main Campus	$77,277	$72,550 (↑6.5%)
448 ↓	428	Antelope Valley College	$77,275	$72,930 (↑6.0%)
449 ↑	569	St John's College	$77,244	$68,956 (↑12.0%)
450 ↑	470	CUNY LaGuardia Community College	$77,234	$71,829 (↑7.5%)

451 ↓	383	South Mountain Community College	$77,211	$74,087 (↑ 4.2%)
452 ↓	444	Phoenix College	$77,167	$72,605 (↑ 6.3%)
453 ↑	490	University of Michigan-Dearborn	$77,142	$71,164 (↑ 8.4%)
454 ↑	456	Central Connecticut State University	$77,132	$72,286 (↑ 6.7%)
455 ↓	310	College of the Redwoods	$77,073	$77,284 (↓ 0.3%)
456 ↑	728	Andover Newton Theological School	$77,028	$65,568 (↑ 17.5%)
457 ↓	313	National Labor College	$77,020	N/C
458 ↑	469	Siena College	$76,978	$71,911 (↑ 7.0%)
459 ↑	473	Farmingdale State College	$76,970	$71,685 (↑ 7.4%)
460 ↓	452	Chandler/Gilbert Community College	$76,918	$72,384 (↑ 6.3%)
461 ↑	482	SUNY Institute of Technology at Utica-Rome	$76,916	$71,487 (↑ 7.6%)
462 ↑	597	Montgomery College	$76,900	$68,281 (↑ 12.6%)
463 ↑	571	University of North Carolina at Charlotte	$76,891	$68,939 (↑ 11.5%)
464 ↑	624	Woodbury University	$76,837	$67,777 (↑ 13.4%)
465 ↓	317	CUNY Lehman College	$76,835	N/C
466 ↓	463	Furman University	$76,804	$72,060 (↑ 6.6%)
467 ↓	377	University of Cincinnati-Main Campus	$76,794	$74,319 (↑ 3.3%)
468 ↑	498	Westmont College	$76,761	$70,953 (↑ 8.2%)
469 ↑	578	California State University-San Bernardino	$76,752	$68,776 (↑ 11.6%)
470 ↑	582	Robert Morris University	$76,747	$68,665 (↑ 11.8%)
471 ↓	391	Rio Salado College	$76,683	$73,977 (↑ 3.7%)
472 ↑	593	Sonoma State University	$76,654	$68,423 (↑ 12.0%)
473 ↓	466	SUNY Health Science Center at Syracuse	$76,651	$71,979 (↑ 6.5%)
474 ↓	421	Pennsylvania State University-Penn State Harrisburg	$76,642	$73,080 (↑ 4.9%)
475		Northeastern Ohio Universities Colleges of Medicine and Pharmacy	$76,634	
476 ↓	360	Union County College	$76,632	$74,828 (↑ 2.4%)
477 ↓	382	Illinois College of Optometry	$76,546	$74,141 (↑ 3.2%)
478 ↑	822	Los Angeles County College of Nursing and Allied Health	$76,451	$63,448 (↑ 20.5%)
479 ↑	565	Fairleigh Dickinson University-Metropolitan Campus	$76,446	$69,122 (↑ 10.6%)
480 ↑	550	Sierra College	$76,379	$69,479 (↑ 9.9%)
481 ↑	615	California State University-Sacramento	$76,342	$67,909 (↑ 12.4%)
482 ↓	460	Scottsdale Community College	$76,309	$72,199 (↑ 5.7%)
483 ↓	454	Simmons College	$76,306	$72,303 (↑ 5.5%)
484 ↓	425	Mesa Community College	$76,301	$72,992 (↑ 4.5%)
485 ↓	363	McHenry County College	$76,291	$74,717 (↑ 2.1%)
486 ↓	438	Slippery Rock University of Pennsylvania	$76,284	$72,672 (↑ 5.0%)
487 ↑	512	Austin Presbyterian Theological Seminary	$76,280	$70,654 (↑ 8.0%)
488 ↓	329	Union College	$76,264	N/C
489 ↑	614	Yeshiva of the Telshe Alumni	$76,250	$67,925 (↑ 12.3%)
490 ↓	480	Rollins College	$76,204	$71,526 (↑ 6.5%)
491 ↑	596	University of Wyoming	$76,173	$68,321 (↑ 11.5%)
492 ↓	453	Seattle University	$76,140	$72,304 (↑ 5.3%)
493 ↓	474	Paradise Valley Community College	$76,111	$71,664 (↑ 6.2%)
494 ↓	389	Union Graduate College	$76,094	$74,000 (↑ 2.8%)
495 ↑	525	Shippensburg University of Pennsylvania	$76,091	$70,341 (↑ 8.2%)
496 ↑	499	University of Puget Sound	$76,052	$70,905 (↑ 7.3%)
497 ↑	555	Crafton Hills College	$75,977	$69,352 (↑ 9.6%)
498 ↑	594	Allan Hancock College	$75,973	$68,346 (↑ 11.2%)
499 ↓	296	Los Angeles Trade Technical College	$75,973	$78,093 (↓ 2.7%)
500 ↓	419	Southern Connecticut State University	$75,961	$73,232 (↑ 3.7%)

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ATTACHMENT 35

2010-2011 Administrative Salary Report for school districts in New York State

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2010-11 Administrative Salary Report

CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
010100	ALBANY CITY SD	1	Superintendent of Schools	170,000	23,741	0
		2	Asst Supt For Elem Educ	136,103	35,455	0
		2	Asst Supt For Second Educ	137,655	36,878	0
		2	Asst Supt For Business	139,725	35,820	0
		3	Chief Information Officer	135,750	0	0
		3	Principal Albany High School	129,320	0	0
		3	Principal Myers Middle School	126,542	0	0
		3	Principal Alc Alternative School	131,986	0	0
		3	Principal H Gibbons High School	126,542	0	0
		3	House Principal Albany High School	122,462	0	0
		3	Asst Principal Safe Schools	118,378	0	0
		3	Principal Giffen Memorial School	131,986	0	0
		3	Principal Schuyler Elem School	122,460	0	0
		3	Principal Ash	122,460	0	0
		3	Director Of Special Educ	127,907	0	0
		3	Director Of Pupil Personnel Serv	127,907	0	0
		3	Director Of Health And Phys Ed	122,681	0	0
010201	BERNE-KNOX-WESTERLO CSD	1	Superintendent of Schools	140,000	39,499	0
010306	BETHLEHEM CSD	1	Superintendent of Schools	170,000	31,909	0
		2	Assistant Superintendent For Education	133,623	26,910	0
		3	Director Of Pps	139,019	0	0
		3	High School Principal	135,070	0	0
		3	Middle School Principal	127,510	0	0
		3	Elementary School Principal	124,583	0	0
		3	Elementary School Principal	127,594	0	0
		3	Elementary School Principal	119,417	0	0
		3	Elementary School Principal	121,359	0	0
010402	RAVENA-COEYMANS-SELKIRK CSD	1	Superintendent of Schools	163,800	45,965	3,263
		2	Assistant Superintendent	118,610	32,965	89
010500	COHOES CITY SD	1	Superintendent of Schools	151,424	40,064	1,085
		2	Asst. Superintendent For Education Services	118,704	32,016	1,450
010601	SOUTH COLONIE CSD	1	Superintendent of Schools	179,185	39,913	0
		2	Asst Supt For Management Services	149,408	33,585	11,000
		2	Asst Supt For Instruction	138,551	31,253	0
		3	Director Of Information Technology	146,140	0	0
		3	Instructional Supv. Of Pe & Athletic Director	146,434	0	0
		3	Instructional Supv. Of Ela & Social Studies	128,829	0	0
		3	Instructional Supv. For Pupil Services	118,059	0	0
		3	Principal	127,476	0	0
010615	MENANDS UFSD	1	Superintendent of Schools	124,682	28,898	0
010623	NORTH COLONIE CSD	1	Superintendent of Schools	212,227	37,602	0
		2	Asst Superintendent For Curriculum And Instruction	146,174	39,518	0
		2	Asst Superintendent For Business	154,515	40,384	0
		3	Junior High Principal	138,366	0	0
		3	Elementary Principal	136,290	0	0
		3	Director Of Library & Media Services	134,630	0	0
		3	High School Hall Principal	134,295	0	0
		3	High School Principal	129,200	0	0
		3	Elementary Principal	128,770	0	0
		3	Junior High Hall Principal	126,409	0	0
		3	Elementary Principal	125,034	0	0
		3	Director Of Information Technology	124,786	0	0
		3	Athletic Director	123,235	0	0
		3	Elementary Principal	123,235	0	0
		3	Director Of Pupil Services	123,026	0	0
		3	High School Hall Principal	122,610	0	0
		3	Elementary Principal	121,622	0	0
		3	Supervisor Of Foreign Languages	118,216	0	0
		3	Elementary Principal	118,172	0	0
010701	GREEN ISLAND UFSD	1	Superintendent of Schools	115,000	20,700	840
010802	GUILDERLAND CSD	1	Superintendent of Schools	180,000	43,858	1,730
		2	Assistant Superintendent For Instruction	121,085	32,337	0
		2	Assistant Superintendent For Business	136,612	33,900	0
		2	Assistant Superintendent For Human Resources	124,202	32,650	0
		3	High School Principal	127,710	0	0
		3	Middle School Principal	123,787	0	0
		3	Administrator For Special Programs	121,136	0	0
		3	Instructional Supervisor	118,695	0	0
011003	VOORHEESVILLE CSD	1	Superintendent of Schools	150,000	37,525	0
		2	Assistant Superintendent For Business	112,500	24,845	0
		3	Director Of Technology	119,132	0	0
011200	WATERVLIET CITY SD	1	Superintendent of Schools	152,000	39,921	0
020101	ALFRED-ALMOND CSD	1	Superintendent of Schools	120,000	42,039	0
020601	ANDOVER CSD	1	Superintendent of Schools	144,930	23,337	0
020702	GENESEE VALLEY CSD	1	Superintendent of Schools	133,500	42,244	0
020801	BELFAST CSD	1	Superintendent of Schools	100,798	34,626	0
021102	CANASERAGA CSD	1	Superintendent of Schools	119,340	23,837	0
021601	FRIENDSHIP CSD	1	Superintendent of Schools	109,569	34,885	0
022001	FILLMORE CSD	1	Superintendent of Schools	0	0	0
1	WHITESVILLE CSD	1	Superintendent of Schools	110,810	28,279	0
2	CUBA-RUSHFORD CSD	1	Superintendent of Schools	118,450	33,499	0
022401	SCIO CSD	1	Superintendent of Schools	120,000	47,300	0
022601	WELLSVILLE CSD	1	Superintendent of Schools	144,104	29,141	5,000
022902	BOLIVAR-RICHBURG CSD	1	Superintendent of Schools	115,000	32,448	4,900
030101	CHENANGO FORKS CSD	1	Superintendent of Schools	154,555	24,577	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Assistant Superintendent	106,500	33,740	0
030200	BINGHAMTON CITY SD	1	Superintendent of Schools	166,360	41,457	0
		2	Assistant Superintendent	131,580	37,955	0
		2	Assistant Superintendent	123,946	37,186	0
030501	HARPURSVILLE CSD	1	Superintendent of Schools	124,384	34,645	995
01	SUSQUEHANNA VALLEY CSD	1	Superintendent of Schools	146,501	54,136	0
		2	Assistant Superintendent	110,688	24,530	0
030701	CHENANGO VALLEY CSD	1	Superintendent of Schools	140,296	40,104	0
		2	Assistant Superintendent	114,575	33,746	0
031101	MAINE-ENDWELL CSD	1	Superintendent of Schools	164,378	26,665	0
		2	Assistant Superintendent For Business	127,995	30,127	0
031301	DEPOSIT CSD	1	Superintendent of Schools	122,825	25,809	0
031401	WHITNEY POINT CSD	1	Superintendent of Schools	131,191	34,368	0
031501	UNION-ENDICOTT CSD	1	Superintendent of Schools	146,886	36,790	400
		2	Assistant Superintendent	116,160	33,057	0
		2	Assistant Superintendent	126,167	34,165	0
031502	JOHNSON CITY CSD	1	Superintendent of Schools	0	0	0
		2	Assistant Superintendent	114,457	35,767	0
031601	VESTAL CSD	1	Superintendent of Schools	157,500	38,025	6,975
		2	Assistant Superintendent/Instruction	133,278	35,346	1,038
		2	Asst. Supt./Finance, Operations & Personnel	120,000	34,224	689
		3	Senior High School Principal	129,007	0	0
031701	WINDSOR CSD	1	Superintendent of Schools	149,607	31,241	0
		2	Assistant Superintendent	136,124	27,744	0
		2	Assistant Superintendent	103,395	31,785	0
040204	WEST VALLEY CSD	1	Superintendent of Schools	99,268	29,883	480
040302	ALLEGANY-LIMESTONE CSD	1	Superintendent of Schools	125,023	27,646	0
040901	ELLICOTTVILLE CSD	1	Superintendent of Schools	144,200	23,231	0
041101	FRANKLINVILLE CSD	1	Superintendent of Schools	115,819	24,000	0
041401	HINSDALE CSD	1	Superintendent of Schools	109,917	35,957	0
042302	CATTARAUGUS-LITTLE VALLEY CSD	1	Superintendent of Schools	132,300	33,747	0
042400	OLEAN CITY SD	1	Superintendent of Schools	139,430	36,040	1,084
042801	GOWANDA CSD	1	Superintendent of Schools	130,688	38,612	1,621
042901	PORTVILLE CSD	1	Superintendent of Schools	117,041	35,271	1,500
043001	RANDOLPH CSD	1	Superintendent of Schools	128,000	35,793	0
043200	SALAMANCA CITY SD	1	Superintendent of Schools	130,000	22,111	8,883
043501	YORKSHIRE-PIONEER CSD	1	Superintendent of Schools	160,000	32,977	350
		2	Business Administrator	119,324	31,942	0
		2	Elementary Principal	118,258	23,668	0
050100	AUBURN CITY SD	1	Superintendent of Schools	174,354	49,894	0
		2	Asst. Superintendent For Personnel	103,500	31,278	0
		2	Asst. Superintendent For Instruction	122,130	26,711	0
		2	Asst. Superintendent For Student Services	116,955	32,801	0
01	WEEDSPORT CSD	1	Superintendent of Schools	128,685	34,440	16,479
050401	CATO-MERIDIAN CSD	1	Superintendent of Schools	112,000	32,556	0
		2	Assistant Superintendent For Business	92,740	27,025	0
050701	SOUTHERN CAYUGA CSD	1	Superintendent of Schools	108,968	23,066	0
051101	PORT BYRON CSD	1	Superintendent of Schools	142,350	46,965	6,300
051301	MORAVIA CSD	1	Superintendent of Schools	114,000	23,983	4,500
051901	UNION SPRINGS CSD	1	Superintendent of Schools	140,400	34,325	4,200
060201	SOUTHWESTERN CSD AT JAMESTOWN	1	Superintendent of Schools	140,000	40,894	0
060301	FREWSBURG CSD	1	Superintendent of Schools	130,000	38,218	0
060401	CASSADAGA VALLEY CSD	1	Superintendent of Schools	136,286	29,765	0
060503	CHAUTAUQUA LAKE CSD	1	Superintendent of Schools	119,573	31,941	0
060601	PINE VALLEY CSD (SOUTH DAYTON)	1	Superintendent of Schools	122,500	30,650	0
060701	CLYMER CSD	1	Superintendent of Schools	121,139	41,719	0
		2	Superintendent Of Buildings And Grounds	39,312	23,031	0
060800	DUNKIRK CITY SD	1	Superintendent of Schools	138,012	37,370	1,778
061001	BEMUS POINT CSD	1	Superintendent of Schools	169,827	47,312	0
		3	Secondary Principal	119,791	0	0
		3	Elementary Principal	118,239	0	0
061101	FALCONER CSD	1	Superintendent of Schools	127,200	28,360	2,000
061501	SILVER CREEK CSD	1	Superintendent of Schools	127,720	37,998	6,000
061503	FORESTVILLE CSD	1	Superintendent of Schools	121,004	13,854	2,285
061601	PANAMA CSD	1	Superintendent of Schools	127,141	30,050	200
061700	JAMESTOWN CITY SD	1	Superintendent of Schools	168,505	49,064	0
		2	Assistant Superintendent For Administration	131,933	41,582	0
		3	High School Principal	123,649	0	0
		3	Director Of Information Services	121,655	0	0
062201	FREDONIA CSD	1	Superintendent of Schools	144,091	43,845	0
062301	BROCTON CSD	1	Superintendent of Schools	0	0	0
062401	RIPLEY CSD	1	Superintendent of Schools	120,000	34,103	0
062601	SHERMAN CSD	1	Superintendent of Schools	120,000	31,309	0
		2	Superintendent Of Buildings And Grounds	51,630	23,760	0
062901	WESTFIELD CSD	1	Superintendent of Schools	126,234	25,247	0
070600	ELMIRA CITY SD	1	Superintendent of Schools	145,000	25,745	5,000
		2	Assistant Superintendant Of Admin	86,100	14,009	0
		3	High School Principal	128,830	0	0
		3	High School Principal	118,287	0	0
1	HORSEHEADS CSD	1	Superintendent of Schools	175,600	38,802	37,505
		2	Assistant Superintendent	115,585	32,370	9,320
070902	ELMIRA HEIGHTS CSD	1	Superintendent of Schools	141,710	33,107	0
080101	AFTON CSD	1	Superintendent of Schools	118,233	16,872	0
080201	BAINBRIDGE-GUILFORD CSD	1	Superintendent of Schools	121,419	38,674	5,600
		2	Asst Supt For Business	106,218	35,642	6,000

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
080601	GREENE CSD	1	Superintendent of Schools	123,000	31,839	1,491
081003	UNADILLA VALLEY CSD	1	Superintendent of Schools	135,100	49,087	2,165
081200	NORWICH CITY SD	1	Superintendent of Schools	152,743	42,786	0
		2	Deputy Superintendent	115,000	37,674	0
081401	GEORGETOWN-SOUTH OTSELIC CSD	1	Superintendent of Schools	108,747	31,884	0
01	OXFORD ACADEMY & CSD	1	Superintendent of Schools	123,400	36,818	0
01	SHERBURNE-EARLVILLE CSD	1	Superintendent of Schools	0	0	0
		2	Assistant Superintendent, Business	110,000	12,000	0
090201	AUSABLE VALLEY CSD	1	Superintendent of Schools	142,369	40,704	0
090301	BEEKMANTOWN CSD	1	Superintendent of Schools	165,407	43,548	8,600
090501	NORTHEASTERN CLINTON CSD	1	Superintendent of Schools	136,000	38,704	0
090601	CHAZY UFSD	1	Superintendent of Schools	115,000	34,856	0
090901	NORTHERN ADIRONDACK CSD	1	Superintendent of Schools	110,610	34,557	0
091101	PERU CSD	1	Superintendent of Schools	150,460	44,330	0
091200	PLATTSBURGH CITY SD	1	Superintendent of Schools	169,933	31,229	1,762
		2	Asst Superintendent For Business Affairs	106,137	24,311	910
		2	Asst Superintendent For Instruction	138,587	37,565	500
091402	SARANAC CSD	1	Superintendent of Schools	139,795	37,420	1,300
100501	TACONIC HILLS CSD	1	Superintendent of Schools	181,701	47,996	0
100902	GERMANTOWN CSD	1	Superintendent of Schools	146,440	48,711	0
101001	CHATHAM CSD	1	Superintendent of Schools	153,400	33,026	0
		2	Middle School Principal	129,861	35,870	0
101300	HUDSON CITY SD	1	Superintendent of Schools	135,000	24,002	0
		2	Assistant Superintendent	105,000	37,518	0
		3	Elementary Principal	128,680	0	0
		3	Secondary Principal	123,194	0	0
101401	KINDERHOOK CSD	1	Superintendent of Schools	158,328	8,200	0
101601	NEW LEBANON CSD	1	Superintendent of Schools	134,260	40,607	0
110101	CINCINNATUS CSD	1	Superintendent of Schools	125,603	38,806	967
110200	CORTLAND CITY SD	1	Superintendent of Schools	152,036	54,247	3,800
		2	Assistant Superintendent For Pupil & Personnnel	119,221	46,369	0
110304	MCGRAW CSD	1	Superintendent of Schools	120,000	34,224	500
110701	HOMER CSD	1	Superintendent of Schools	156,428	38,851	0
		3	High School Principal	120,700	0	0
110901	MARATHON CSD	1	Superintendent of Schools	118,368	31,183	2,000
120102	ANDES CSD	1	Superintendent of Schools	108,150	27,302	0
120301	DOWNSVILLE CSD	1	Superintendent of Schools	123,485	35,832	0
120401	CHARLOTTE VALLEY CSD	1	Superintendent of Schools	129,922	38,430	1,500
120501	DELHI CSD	1	Superintendent of Schools	130,000	8,507	0
120701	FRANKLIN CSD	1	Superintendent of Schools	121,647	38,527	0
120906	HANCOCK CSD	1	Superintendent of Schools	101,000	33,122	0
121401	MARGARETVILLE CSD	1	Superintendent of Schools	122,892	38,964	0
2	ROXBURY CSD	1	Superintendent of Schools	109,232	33,385	3,834
1	SIDNEY CSD	1	Superintendent of Schools	143,420	48,794	9,000
121701	STAMFORD CSD	1	Superintendent of Schools	112,000	34,111	0
121702	SOUTH KORTRIGHT CSD	1	Superintendent of Schools	110,000	32,873	0
121901	WALTON CSD	1	Superintendent of Schools	132,500	26,562	0
130200	BEACON CITY SD	1	Superintendent of Schools	187,425	15,971	11,500
		2	Assistant Super Media & Operations	140,000	15,971	10,000
		2	Assistant Super Instruct. & Personnel	140,000	15,971	10,000
		2	Assistant Super For Business	136,500	15,971	10,000
		2	Elementary Principal	129,675	14,374	0
		2	Elementary Principal	118,965	14,374	0
		2	Director Of Health Services & Athletics	130,620	14,374	0
		2	Middle School Principal	126,945	14,374	0
		2	Director Of Pps	126,420	14,374	0
130502	DOVER UFSD	1	Superintendent of Schools	145,000	45,207	6,000
		2	Assistant Superintendent For Business Affairs	125,319	41,886	3,551
		3	Ms/Hs Principal	122,048	0	0
130801	HYDE PARK CSD	1	Superintendent of Schools	170,000	37,847	0
		2	Assistant Superintendent For Business	123,022	34,234	0
		2	Assistant Superintendent For Insruction And Pers.	131,261	34,913	0
		2	Assistant Superintendent For Pupil Personnel Svc.	121,000	34,068	0
		2	Middle School Principal	120,563	32,736	3,000
131101	NORTHEAST CSD	1	Superintendent of Schools	159,000	25,000	0
131201	PAWLING CSD	1	Superintendent of Schools	0	0	0
131301	PINE PLAINS CSD	1	Superintendent of Schools	190,000	43,016	0
		2	Assistant Superintendent For Business And Finance	110,000	38,976	0
		2	Assistant Superintendent For Curr., Instruc. & Pps	113,450	39,571	0
		3	Middle School Principal	120,291	0	0
131500	POUGHKEEPSIE CITY SD	1	Superintendent of Schools	225,958	48,482	0
		2	Assistant Superintendent For Instruction	155,457	30,203	0
		2	Assistant Superintendent For Human Resources	153,106	39,277	0
		2	Assistant Superintendent For Pupil Personnel	143,900	21,273	0
		2	Assistant Superintendent For Business	145,489	38,711	0
		3	Principal	130,222	0	0
		3	Principal	130,000	0	0
		3	Principal	128,875	0	0
		3	Principal	125,251	0	0
		3	Principal	125,097	0	0
		3	Principal	123,528	0	0
		3	Principal	122,000	0	0
131601	ARLINGTON CSD	1	Superintendent of Schools	210,000	62,561	0
		2	Associate Superintendent--Human Resources	171,753	41,034	0
		2	Assistant Superintendent--Business	145,180	38,488	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Assistant Superintendent--Pupil Personnel Services	158,475	39,762	0
		2	Assistant Superintendent--Curric & Instruction	142,061	38,189	0
		3	Principal, Arlington High School	151,396	0	0
		3	Principal, Union Vale Middle School	146,941	0	0
		3	Principal, Noxon Elementary School	146,418	0	0
		3	Principal, Lagrange Elementary School	144,285	0	0
		3	Principal, Vail Farm Elementary School	143,058	0	0
		3	Principal, Lagrange Middle School	140,584	0	0
		3	House Principal, Arlington High School	137,071	0	0
		3	Principal, Joseph D'Aquanni-West Road Intermediate	136,839	0	0
		3	Associate Principal, Arlington Middle School	123,551	0	0
		3	House Principal, Arlington High School	133,927	0	0
		3	Principal, Traver Road Primary School	132,853	0	0
		3	Principal, Titusville Intermediate School	132,853	0	0
		3	House Principal, Arlington High School	130,026	0	0
		3	Principal, Beekman Elementary School	128,983	0	0
		3	Principal, Overlook Primary School	127,105	0	0
		3	Associate Principal, Union Vale Middle School	125,404	0	0
		3	House Principal, Arlington High School	124,373	0	0
		3	K-8 English Language Arts Supervisor	121,719	0	0
		3	Principal, Arthur S. May Elementary School	121,579	0	0
		3	Athletic Director	118,255	0	0
		3	Assistant Principal, Lagrange Middle School	118,205	0	0
131602	SPACKENKILL UFSD	1	Superintendent of Schools	184,750	48,053	7,957
		2	Assistant Superintendent For Business	137,500	25,371	4,182
		3	Director Of Curriculum & Instruction	136,025	0	0
		3	Principal, Hagan Elementary School	140,285	0	0
		3	Principal, Nassau Elementary School	126,918	0	0
		3	Principal, Spackenkill High School	134,817	0	0
131701	RED HOOK CSD	1	Superintendent of Schools	161,252	38,332	0
		3	Business Administrator	144,684	0	0
		3	Curriculum And Instruction	151,015	0	0
		3	High School Principal	143,104	0	0
		3	Middle School Principal	144,814	0	0
		3	Dir. Of Pupil Personnel Services	125,087	0	0
		3	Primary School Principal	118,026	0	0
131801	RHINEBECK CSD	1	Superintendent of Schools	178,207	44,136	5,379
		2	Assistant Superintendent For Support Services	127,195	37,624	0
		3	Director Of Special Education	148,111	0	0
		3	Director Of Curriculum & Instruction	134,233	0	0
		3	Hs Principal	139,376	0	0
		3	Ms Principal	126,244	0	0
1	WAPPINGERS CSD	1	Superintendent of Schools	214,200	53,720	0
		2	Deputy Superintendent	153,767	43,551	0
		2	Asst Supt For Instruction	131,500	39,928	0
		3	Principal	137,250	0	0
		3	Principal	133,158	0	0
		3	Principal	124,208	0	0
		3	Principal	122,027	0	0
		3	Principal	120,981	0	0
		3	Principal	119,538	0	0
		3	Principal	120,844	0	0
		3	Coordinator	119,720	0	0
		3	Coordinator	119,547	0	0
		3	Coordinator	119,204	0	0
132201	MILLBROOK CSD	1	Superintendent of Schools	175,467	54,276	0
		3	Business Administrator	120,250	0	0
		3	High School Principal	119,335	0	0
140101	ALDEN CSD	1	Superintendent of Schools	144,238	42,285	4,800
		3	Principal	119,520	0	0
140201	AMHERST CSD	1	Superintendent of Schools	168,568	19,974	6,483
		2	Assistant Superintendent	137,147	23,149	5,274
140203	WILLIAMSVILLE CSD	1	Superintendent of Schools	227,000	70,236	1,500
		2	Asst Superintendent For Instruction	153,724	46,022	500
		2	Asst. Superintendent For Finance	153,724	46,022	500
		2	Asst Superintendent For Exception Ed	153,724	46,022	500
		2	Asst Superintendent For Technology	153,724	46,022	500
		2	Asst Superintendent For Hr	145,112	46,022	500
		3	Elementary School Principal	129,069	0	0
		3	Elementary School Principal	120,416	0	0
		3	Elementary School Principal	136,024	0	0
		3	Middle School Principal	136,103	0	0
		3	Middle School Principal	121,285	0	0
		3	Middle School Principal	118,740	0	0
		3	High School Principal	123,500	0	0
		3	Instructional Specialist	119,486	0	0
		3	Instructional Specialist	127,083	0	0
140207	SWEET HOME CSD	1	Superintendent of Schools	168,000	42,000	5,400
		2	Asst Supt For Hr & Planning	122,000	30,500	0
		2	Asst Supt For Instruction	129,000	32,250	0
1	EAST AURORA UFSD	1	Superintendent of Schools	147,000	35,502	5,200
		2	High School Principal	132,439	34,247	2,250
140701	CHEEKTOWAGA CSD	1	Superintendent of Schools	146,000	29,980	0
		2	Assistant Superintendent	124,464	27,294	0
140702	CHEEKTOWAGA-MARYVALE UFSD	1	Superintendent of Schools	141,000	35,782	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Ass'T Superintendent For Curriculum & Instruction	140,462	24,867	0
		2	Ass'T Superintendent For Administrative Services	124,384	33,963	0
		3	Director Of Sepcial Programs	123,296	0	0
140703	CLEVELAND HILL UFSD	1	Superintendent of Schools	135,200	36,990	0
		2	Assistant Superintendent	119,600	35,057	0
[illegible]7	DEPEW UFSD	1	Superintendent of Schools	160,000	39,573	0
		2	Assistant Supt Of Curriculum, Instruct, & Personl	117,894	35,084	0
		3	Director Of Athletics & Pe	126,222	0	0
		3	Director Of Pupil Personnel	125,914	0	0
140709	CHEEKTOWAGA-SLOAN UFSD	1	Superintendent of Schools	176,519	40,315	0
		3	Director F&A Services	124,925	0	0
140801	CLARENCE CSD	1	Superintendent of Schools	213,200	68,400	0
		3	Director Of Technology	130,020	0	0
		3	Elementary Principal	126,220	0	0
		3	Director Of Personnel	122,435	0	0
		3	Director Of Health, P.E., And Athletics	118,595	0	0
141101	SPRINGVILLE-GRIFFITH INST CSD	1	Superintendent of Schools	154,733	37,120	0
141201	EDEN CSD	1	Superintendent of Schools	135,306	36,169	0
		3	Principal	130,244	0	0
141301	IROQUOIS CSD	1	Superintendent of Schools	166,006	26,736	0
		2	Assistant Superintendent	124,732	22,525	0
		2	Assistant Superintendent For Finance & Personnel	111,938	21,563	0
141401	EVANS-BRANT CSD (LAKE SHORE)	1	Superintendent of Schools	144,615	21,346	16,055
		2	Associate Superintendent	180,897	49,030	11,307
		2	Asst. Superintendent For Instruction	131,295	19,302	8,566
		3	Business Administrator	122,527	0	0
141501	GRAND ISLAND CSD	1	Superintendent of Schools	159,150	49,795	2,957
		2	Asst. Supt. For Curriculum & Instruction	132,460	28,086	572
		2	Asst. Supt. For Finance & Support Services	128,153	38,833	977
141601	HAMBURG CSD	1	Superintendent of Schools	161,397	36,186	0
		2	Assistant Superintendent Of Instruction	133,165	33,100	0
		2	Assistant Superinrendent Of Information Services	66,000	17,269	0
		3	High School Principal	126,288	0	0
		3	Elementary Principal	122,523	0	0
141604	FRONTIER CSD	1	Superintendent of Schools	186,010	56,801	7,375
		2	Asst Superintendent For Business	137,780	37,359	5,684
		2	Asst Superintendent For Curriculum & Instruction	133,841	28,647	7,660
		2	Asst Superintendent For Personnel	98,309	24,310	2,048
		3	Elementary Principal	125,384	0	0
141701	HOLLAND CSD	1	Superintendent of Schools	140,000	42,049	2,500
141800	LACKAWANNA CITY SD	1	Superintendent of Schools	150,000	52,274	0
		3	Principal, Purchasing & Transportation	122,274	0	0
		3	Principal, Special Education	121,274	0	0
		3	Principal, Middle School	119,375	0	0
[illegible]01	LANCASTER CSD	1	Superintendent of Schools	162,000	45,427	0
		2	Assistant Superintentent For Instruction And Curr	128,796	36,393	0
		2	Assistant Superintendent For Business	117,000	35,269	0
		3	High School Principal	134,755	0	0
		3	Middle School Prinicipal	119,921	0	0
142101	AKRON CSD	1	Superintendent of Schools	152,402	45,769	0
		3	School Business Administrator	127,027	0	0
		3	High School Principal	124,109	0	0
142201	NORTH COLLINS CSD	1	Superintendent of Schools	129,792	36,053	0
142301	ORCHARD PARK CSD	1	Superintendent of Schools	167,000	40,921	11,000
		2	Assistant Superintendent For Business	126,731	34,369	9,440
		2	Assistant Superintendent For Curriculum	132,695	35,339	9,564
		2	Assistant Superintendent For Human Resources	143,379	37,077	9,787
142500	TONAWANDA CITY SD	1	Superintendent of Schools	156,000	31,200	0
		2	Assistant Supt For Instruction	109,620	27,405	2,000
		2	Assistant Supt For Pps	105,040	26,260	2,000
		2	Principal	122,208	28,108	0
		2	Principal	119,917	27,581	0
142601	KENMORE-TONAWANDA UFSD	1	Superintendent of Schools	185,602	34,891	5,000
		2	Asst. Superintendent For Curriculum	135,200	31,014	1,200
		2	Asst. Superintendent For Human Resources	131,458	30,728	1,200
		2	Asst. Superintendent For Finance	140,067	31,386	1,200
		3	Director Of Student Services	126,006	0	0
		3	Director Of Special Education	126,000	0	0
		3	Director Of Special Education	126,000	0	0
		3	Director Of Data & Research	120,931	0	0
		3	Principal-Secondary	130,507	0	0
		3	Principal-Elementary	128,493	0	0
		3	Principal-Elementary	133,751	0	0
142801	WEST SENECA CSD	1	Superintendent of Schools	162,225	23,064	26,936
		2	Asst Supt For Curriculum	117,000	18,510	12,330
		2	Asst Supt For Pupil Services	139,208	20,747	14,329
		2	Asst Supt Of Human Resources	128,858	19,704	13,397
		3	District Treasurer	133,515	0	0
		3	Elementary Principal	125,878	0	0
		3	High School Principal	120,901	0	0
		3	High School Principal	120,869	0	0
150203	CROWN POINT CSD	1	Superintendent of Schools	104,050	35,490	0
150301	ELIZABETHTOWN-LEWIS CSD	1	Superintendent of Schools	126,100	36,698	2,364
150601	KEENE CSD	1	Superintendent of Schools	116,427	34,554	21,900
150801	MINERVA CSD	1	Superintendent of Schools	105,264	38,600	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
150901	MORIAH CSD	1	Superintendent of Schools	104,617	18,021	0
151001	NEWCOMB CSD	1	Superintendent of Schools	117,825	46,012	0
151102	LAKE PLACID CSD	1	Superintendent of Schools	125,000	37,414	5,000
151401	SCHROON LAKE CSD	1	Superintendent of Schools	125,032	27,970	0
151501	TICONDEROGA CSD	1	Superintendent of Schools	0	0	0
[illegible]01	WESTPORT CSD	1	Superintendent of Schools	56,000	4,371	400
[illegible]1	WILLSBORO CSD	1	Superintendent of Schools	121,544	37,601	0
[illegible]01	TUPPER LAKE CSD	1	Superintendent of Schools	109,200	27,418	0
160801	CHATEAUGAY CSD	1	Superintendent of Schools	109,215	27,758	200
161201	SALMON RIVER CSD	1	Superintendent of Schools	132,612	25,108	0
161401	SARANAC LAKE CSD	1	Superintendent of Schools	127,500	27,054	0
		2	Assistant Superintendent For Business	76,400	28,196	0
161501	MALONE CSD	1	Superintendent of Schools	150,000	41,864	0
		2	Assistant Superintendent	106,891	35,293	0
161601	BRUSHTON-MOIRA CSD	1	Superintendent of Schools	112,250	24,649	0
161801	ST REGIS FALLS CSD	1	Superintendent of Schools	124,928	28,582	0
170301	WHEELERVILLE UFSD	1	Superintendent of Schools	95,977	24,548	0
170500	GLOVERSVILLE CITY SD	1	Superintendent of Schools	120,000	39,280	2,400
		2	Asst Superintendent For Instruction	90,366	34,163	0
		3	Elementary Principal	124,593	0	0
170600	JOHNSTOWN CITY SD	1	Superintendent of Schools	130,000	34,626	0
170801	MAYFIELD CSD	1	Superintendent of Schools	139,933	22,405	0
170901	NORTHVILLE CSD	1	Superintendent of Schools	113,022	26,470	3,180
171001	OPPENHEIM-EPHRATAH CSD	1	Superintendent of Schools	124,800	20,956	0
171102	BROADALBIN-PERTH CSD	1	Superintendent of Schools	115,360	31,362	5,000
180202	ALEXANDER CSD	1	Superintendent of Schools	119,875	31,774	1,346
180300	BATAVIA CITY SD	1	Superintendent of Schools	139,360	35,836	5,700
		2	Director Of Student Assessment And Data	129,229	26,206	2,250
180701	BYRON-BERGEN CSD	1	Superintendent of Schools	140,000	23,252	9,900
180901	ELBA CSD	1	Superintendent of Schools	109,958	30,106	0
181001	LE ROY CSD	1	Superintendent of Schools	135,200	32,861	0
181101	OAKFIELD-ALABAMA CSD	1	Superintendent of Schools	125,000	2,708	0
181201	PAVILION CSD	1	Superintendent of Schools	125,000	33,976	0
181302	PEMBROKE CSD	1	Superintendent of Schools	160,363	42,090	20,000
		2	Assistant Superintendent For Business	110,000	29,105	5,000
190301	CAIRO-DURHAM CSD	1	Superintendent of Schools	123,094	30,923	0
190401	CATSKILL CSD	1	Superintendent of Schools	151,938	37,422	0
190501	COXSACKIE-ATHENS CSD	1	Superintendent of Schools	155,952	43,147	1,000
		2	Principal	126,435	28,535	1,400
190701	GREENVILLE CSD	1	Superintendent of Schools	140,057	30,385	0
		2	Assistant Superintendent For Business	104,856	24,536	0
190901	HUNTER-TANNERSVILLE CSD	1	Superintendent of Schools	122,548	37,995	20,175
[illegible]01	WINDHAM-ASHLAND-JEWETT CSD	1	Superintendent of Schools	131,457	52,468	3,600
		2	Assistant Superintendent For Curriculum And Instru	101,920	35,602	2,400
[illegible]01	INDIAN LAKE CSD	1	Superintendent of Schools	121,000	29,202	0
200601	LAKE PLEASANT CSD	1	Superintendent of Schools	106,348	31,207	0
200701	LONG LAKE CSD	1	Superintendent of Schools	95,128	33,184	0
200901	WELLS CSD	1	Superintendent of Schools	105,000	21,432	0
210302	WEST CANADA VALLEY CSD	1	Superintendent of Schools	105,000	18,000	0
210402	FRANKFORT-SCHUYLER CSD	1	Superintendent of Schools	114,684	35,163	846
210501	ILION CSD	1	Superintendent of Schools	146,432	8,745	22,941
		2	Asst Supt. For Planning, Curriculum & Technology	105,437	8,150	24,301
210502	MOHAWK CSD	1	Superintendent of Schools	142,773	37,461	0
210601	HERKIMER CSD	1	Superintendent of Schools	135,295	28,626	0
		2	Assistant Superintendent	101,488	30,986	0
210800	LITTLE FALLS CITY SD	1	Superintendent of Schools	130,000	33,980	0
211003	DOLGEVILLE CSD	1	Superintendent of Schools	0	0	0
211103	POLAND CSD	1	Superintendent of Schools	124,800	26,119	0
211701	VAN HORNESVILLE-OWEN D YOUNG CSD	1	Superintendent of Schools	124,384	30,279	0
211901	TOWN OF WEBB UFSD	1	Superintendent of Schools	131,321	34,870	0
212001	MOUNT MARKHAM CSD	1	Superintendent of Schools	119,950	21,150	0
220101	SOUTH JEFFERSON CSD	1	Superintendent of Schools	128,991	30,072	0
220202	ALEXANDRIA CSD	1	Superintendent of Schools	132,534	27,812	0
220301	INDIAN RIVER CSD	1	Superintendent of Schools	153,544	33,022	2,036
		2	Assistant Superintendent For Instruction	128,684	29,763	0
220401	GENERAL BROWN CSD	1	Superintendent of Schools	150,587	29,560	0
220701	THOUSAND ISLANDS CSD	1	Superintendent of Schools	127,500	39,782	0
220909	BELLEVILLE HENDERSON CSD	1	Superintendent of Schools	110,000	30,147	0
221001	SACKETS HARBOR CSD	1	Superintendent of Schools	108,514	18,225	3,860
221301	LYME CSD	1	Superintendent of Schools	119,543	31,210	0
221401	LA FARGEVILLE CSD	1	Superintendent of Schools	133,196	27,337	0
222000	WATERTOWN CITY SD	1	Superintendent of Schools	161,101	39,673	0
		2	Assistant Superintendent For Instruction	117,458	27,999	0
222201	CARTHAGE CSD	1	Superintendent of Schools	0	0	0
		2	Assistant Superintendent For Curriculum	127,366	31,842	0
230201	COPENHAGEN CSD	1	Superintendent of Schools	107,077	30,221	0
230301	HARRISVILLE CSD	1	Superintendent of Schools	109,908	34,092	0
230901	LOWVILLE ACADEMY & CSD	1	Superintendent of Schools	137,728	34,424	0
231101	SOUTH LEWIS CSD	1	Superintendent of Schools	127,500	39,279	0
[illegible]1	BEAVER RIVER CSD	1	Superintendent of Schools	118,450	46,776	0
[illegible]1	AVON CSD	1	Superintendent of Schools	138,000	38,786	7,970
240201	CALEDONIA-MUMFORD CSD	1	Superintendent of Schools	156,662	36,971	10,500
240401	GENESEO CSD	1	Superintendent of Schools	135,984	37,825	0
240801	LIVONIA CSD	1	Superintendent of Schools	134,000	33,806	14,364
240901	MT MORRIS CSD	1	Superintendent of Schools	0	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
241001	DANSVILLE CSD	1	Superintendent of Schools	143,520	35,232	0
241101	DALTON-NUNDA CSD (KESHEQUA)	1	Superintendent of Schools	120,000	32,500	0
241701	YORK CSD	1	Superintendent of Schools	126,500	35,363	0
250109	BROOKFIELD CSD	1	Superintendent of Schools	45,000	3,443	0
250201	CAZENOVIA CSD	1	Superintendent of Schools	148,503	26,856	3,600
		2	Assistant Superintendent For Business	126,425	22,292	4,800
		2	Assist Superintendent Curriculum, Instruction	110,000	20,459	0
250301	DERUYTER CSD	1	Superintendent of Schools	121,431	33,747	0
		2	Assistant Superintendent For Management Services	93,708	29,246	0
250401	MORRISVILLE-EATON CSD	1	Superintendent of Schools	128,410	32,892	0
250701	HAMILTON CSD	1	Superintendent of Schools	150,548	37,830	0
250901	CANASTOTA CSD	1	Superintendent of Schools	147,482	41,783	0
		2	Assistant Superintendent	93,957	23,600	0
251101	MADISON CSD	1	Superintendent of Schools	132,597	36,499	0
251400	ONEIDA CITY SD	1	Superintendent of Schools	154,413	40,272	5,600
		2	Assistant Superintendent For Instruction	118,170	34,435	0
		2	Assistant Superintendent For Finance	123,992	35,412	0
251501	STOCKBRIDGE VALLEY CSD	1	Superintendent of Schools	116,978	23,625	0
251601	CHITTENANGO CSD	1	Superintendent of Schools	165,053	35,118	11,253
		2	Assistant Supt For Instruction	116,717	30,316	0
		2	Assistant Supt For Business	103,858	29,038	4,154
260101	BRIGHTON CSD	1	Superintendent of Schools	180,000	38,892	0
		2	Assist Supt For Admin	195,413	45,978	0
		2	Assist Supt For Curr	130,042	35,841	0
		3	Director Pupil Services	138,401	0	0
		3	Principal High School	131,651	0	0
		3	Principal Council Rock School	124,313	0	0
260401	GATES-CHILI CSD	1	Superintendent of Schools	166,000	40,061	14,300
		2	Assistant Superintendent For Instruction	150,088	33,010	7,504
		2	Assistant Superintendent For Personnel	144,411	41,018	7,220
		2	Assistant Superintendent For Business	126,680	38,795	18,334
		3	Director Of Special Education	131,719	0	0
		3	High School Principal	129,983	0	0
		3	Middle School Principal	126,411	0	0
260501	GREECE CSD	1	Superintendent of Schools	209,399	37,063	0
		2	Deputy Superintendent	147,189	31,783	0
		2	Assistant Superintendent For Elementary Schools	147,189	26,540	0
		2	Assistant Superintendent For Secondary Schools	147,189	33,591	0
		2	Assistant Superintendent For Student Services	135,960	31,005	0
		2	Assistant Superintendent For Finance And Support	135,960	32,413	0
		3	High School Principal	139,570	0	0
		3	High School Principal	134,625	0	0
		3	High School Principal	129,492	0	0
		3	Executive Director Of Student Information Services	128,750	0	0
		3	High School Principal	126,912	0	0
		3	Director Of Physical Education, Health & Wellness	124,297	0	0
		3	Elementary School Principal	123,463	0	0
260801	EAST IRONDEQUOIT CSD	1	Superintendent of Schools	203,334	57,444	0
		2	Deputy Superintendent	178,486	53,283	0
		2	Asst. Superintendent For Human Resources	145,452	48,917	0
		2	Asst. Superintendent For Instruction	157,010	50,349	0
		3	Executive Director Of Student Services	133,952	0	0
		3	Director Of Pupil Personnel Services	128,056	0	0
		3	Building Principal	127,717	0	0
		3	Director Of Language Arts	126,865	0	0
		3	Building Principal	118,383	0	0
260803	WEST IRONDEQUOIT CSD	1	Superintendent of Schools	168,000	36,473	20,500
		2	Asst Supt For Instruction	163,443	27,213	5,000
		2	Asst Supt For Business/Personnel	162,547	33,465	5,000
		3	Exec Director Of Personnel	120,204	0	0
		3	High School Principal	140,159	0	0
		3	Jr High School Principal	126,246	0	0
260901	HONEOYE FALLS-LIMA CSD	1	Superintendent of Schools	188,700	45,453	0
		2	Deputy Superintendent	131,195	25,856	0
		2	Asst Superintendent For Curriculum	129,008	34,497	0
		2	Manor School Principal	140,005	30,535	0
		2	High School Principal	122,110	34,371	0
261001	SPENCERPORT CSD	1	Superintendent of Schools	173,023	40,119	0
		2	Deputy Supintendent	165,672	34,585	6,000
		2	Assistant Superintendent For Instruction	129,242	33,071	6,000
		2	Principal - High School	122,040	20,304	0
		2	Principal - Elemenary School	115,940	30,828	0
		2	Director Of Pe, Athletics & Health	123,315	20,452	0
		2	Principal - Elementary School	115,105	30,644	0
		2	Assistant Principal - High School	115,472	23,390	0
261101	HILTON CSD	1	Superintendent of Schools	189,766	37,648	0
		2	Assistant Superintendent For Business	171,407	36,414	0
		2	Assistant Superintendent For Human Resources	148,120	30,763	0
		3	Director Of Elementary Education And Staff Develop	134,758	0	0
		3	High School Principal	118,350	0	0
		3	Middle School Principal	118,118	0	0
261201	PENFIELD CSD	1	Superintendent of Schools	179,375	48,697	0
		2	Assistant Superintendent For Business	152,469	41,444	0
		2	Assistant Superintendent For Sec & Elem Inst	148,250	40,957	0
		2	Assistant Superintendent For Personnel	144,446	32,175	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal	130,236	0	0
		3	Principal	119,490	0	0
		3	Principal	150,583	0	0
		3	Director Of Special Education K-12	121,308	0	0
261301	FAIRPORT CSD	1	Superintendent of Schools	206,549	58,372	0
		2	Assistant Superintendent For Human Resources	139,488	44,669	0
		2	Assistant Superintendent For Curriculum And Instru	148,675	34,113	0
		2	Assistant Superintendent For Business	138,679	44,218	0
		3	Director	140,390	0	0
		3	Principal	129,851	0	0
		3	Director	125,686	0	0
		3	Principal	125,395	0	0
		3	Principal	123,501	0	0
		3	Principal	119,926	0	0
261313	EAST ROCHESTER UFSD	1	Superintendent of Schools	155,000	42,674	0
261401	PITTSFORD CSD	1	Superintendent of Schools	218,098	82,036	0
		2	Principal	133,274	40,991	0
		2	Principal	131,845	40,845	0
		2	Assistant Superintendent For Instruction	140,938	42,935	0
		2	Assistant Superintendent For Business	135,447	40,761	0
		2	Assistant Superintendent Human Resource	140,847	47,709	0
		2	Director Of Pupil Services	120,000	38,739	0
		2	Director Of Special Education	127,168	40,326	0
		2	Principal	144,204	39,562	0
		2	Principal	137,222	41,429	0
		2	Principal	137,015	38,773	0
261501	CHURCHVILLE-CHILI CSD	1	Superintendent of Schools	177,840	53,525	0
		2	Assistant Superintendent For Business	143,118	42,394	0
		2	Assistant Superintendent For Instruction	132,387	39,598	0
		2	Assistant Superintendent For Human Resources	116,946	37,988	0
		3	Director Of Athletics, Health/Pe	133,781	0	0
		3	Principal	131,565	0	0
		3	Principal	122,503	0	0
		3	Principal	120,868	0	0
261701	RUSH-HENRIETTA CSD	1	Superintendent of Schools	208,767	41,723	0
		2	Asst. Super. For H.R. & School Operations	140,078	39,518	0
		2	Asst. Super. For Quality Assurance & Comm. Relat.	137,531	39,150	0
		2	Asst. Super. For Curriculum & Instruction	124,288	28,150	0
		3	Secondary Principal	124,792	0	0
261801	BROCKPORT CSD	1	Superintendent of Schools	178,200	40,420	0
		2	Assistant Superintendent For Instruction	115,731	38,638	0
		2	Assistant Superintendent For Human Resources	116,424	31,711	0
		2	Assistant Superintendent For Business	98,988	30,882	0
		3	Athletic Director	121,008	0	0
		3	Principal	119,371	0	0
		3	Director Of Pupil Personnel Services	128,460	0	0
		3	Assistant Principal	122,460	0	0
261901	WEBSTER CSD	1	Superintendent of Schools	209,828	40,835	9,314
		3	Chief Human Resource Officer	140,068	0	0
		3	Director Of Administrative Operations	136,418	0	0
		3	Director Of Elementary Education	121,521	0	0
		3	Director Of Secondary Education	122,011	0	0
		3	Director Of Pupil Services	122,011	0	0
		3	Secondary Principal	130,765	0	0
		3	Elementary Principal	130,096	0	0
		3	Supervisor Of Special Education	118,472	0	0
		3	Director Of Instructional Technology	121,144	0	0
262001	WHEATLAND-CHILI CSD	1	Superintendent of Schools	146,282	43,179	0
270100	AMSTERDAM CITY SD	1	Superintendent of Schools	128,360	36,092	0
270301	CANAJOHARIE CSD	1	Superintendent of Schools	0	0	0
270601	FONDA-FULTONVILLE CSD	1	Superintendent of Schools	138,502	36,977	0
270701	FORT PLAIN CSD	1	Superintendent of Schools	131,840	40,030	0
271102	ST JOHNSVILLE CSD	1	Superintendent of Schools	120,000	400	0
280100	GLEN COVE CITY SD	1	Superintendent of Schools	200,000	15,300	0
		2	Assistant Superintendent For Curriculum	188,505	31,642	0
		2	Assistant To The Superintendent For Business	173,040	37,481	0
		2	Assistant To The Superintendent For Personnel	153,303	34,754	0
		3	Coordinator	151,229	0	0
		3	Coordinator	164,556	0	0
		3	Supervisor	133,268	0	0
		3	Coordinator	128,422	0	0
		3	Coordinator	133,268	0	0
		3	Assistant Principal	158,498	0	0
		3	Principal	181,306	0	0
		3	Assistant Principal	130,845	0	0
		3	Principal	168,191	0	0
		3	Principal	167,191	0	0
		3	Assitant Principal	147,806	0	0
		3	Principal	169,191	0	0
		3	Principal	167,191	0	0
		3	Principal	155,075	0	0
280201	HEMPSTEAD UFSD	1	Superintendent of Schools	225,000	52,913	6,000
		2	Assistant Superintendent	187,000	46,302	0
		2	Assistant Superintendent	165,000	35,311	0
		2	Assistant Superintendent	165,000	42,009	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Assistant Superintendent	175,000	35,914	0
		2	Assistant Superintendent	159,071	34,834	0
		3	Principal	186,607	0	0
		3	Principal	180,462	0	0
		3	Principal	153,023	0	0
		3	Principal	147,688	0	0
		3	Principal	131,970	0	0
		3	Principal	147,688	0	0
		3	Principal	142,670	0	0
		3	Principal	147,688	0	0
		3	Principal	131,970	0	0
		3	Principal	131,970	0	0
		3	Principal	128,675	0	0
		3	Assistant Principal	135,531	0	0
		3	Assistant Principal	135,531	0	0
		3	Assistant Principal	135,531	0	0
		3	Assistant Principal	135,531	0	0
		3	Assistant Principal	135,531	0	0
		3	Assistant Principal	135,531	0	0
		3	Assistant Principal	127,297	0	0
		3	Assistant Principal	121,845	0	0
		3	Assistant Principal	131,168	0	0
		3	Assistant Principal	119,994	0	0
		3	Director	133,243	0	0
		3	Director	138,268	0	0
		3	Director	133,243	0	0
		3	Director	138,268	0	0
		3	Director	133,243	0	0
		3	Director	128,140	0	0
		3	Director	128,140	0	0
		3	Director	138,268	0	0
280202	UNIONDALE UFSD	1	Superintendent of Schools	219,007	54,752	2,000
		2	Director Of Athletics	124,940	31,235	2,000
		2	Director Of Music & Art	119,229	29,807	0
		2	Director Of Ela	119,229	29,807	0
		2	Director Of Math	136,365	34,091	0
		2	Director Of Business & Occ Ed	126,490	31,623	0
		2	Director Of Testing & Assessments	133,508	33,377	0
		2	Director Of Special Services	133,508	33,377	0
		2	Elementary Principal	160,055	40,014	0
		2	Elementary Principal	122,881	30,720	2,000
		2	Elementary Principal	147,036	36,759	2,000
		2	Asst. Supt. For Curriculum	173,000	43,250	2,000
		2	Middle School Principal	130,746	32,687	2,000
		2	Elementary Principal	140,018	35,005	0
		2	Elementary Principal	160,055	40,014	0
		2	High School Principal	175,868	43,967	0
		2	Assistant Principal Elementary	142,164	35,541	0
		2	Assistant Principal Elementary	128,592	32,148	2,000
		2	Assistant Principal Elementary	124,187	31,047	0
		2	Dean Of Middle School	121,094	30,274	0
		2	Assistant Principal Middle School	136,458	34,115	0
		2	Assistant Principal High School	139,404	34,851	0
		2	Asst. Supt. For Business	142,882	35,721	2,000
		2	Assistant Principal High School	133,692	33,423	2,000
		2	Assistant Principal High School	117,862	29,466	2,000
		2	Assistant Principal Middle School	129,309	32,327	2,000
		2	Administrative Asst. Central Registration	121,904	30,476	0
		2	Asst. Supt. For Human Resources	135,000	33,750	0
		2	Director Of Technology	143,627	35,907	2,000
		2	Director Of Second Languages	146,527	36,632	0
		2	Director Of Media Services	143,627	35,907	0
		2	Director Of Guidance	124,940	31,235	0
		2	Director Of Social Studies	143,627	35,907	2,000
280203	EAST MEADOW UFSD	1	Superintendent of Schools	205,000	34,517	0
		2	Asst. Supt. For Curriculum And Instruction	166,479	37,055	0
		2	Asst. Supt. For Business And Finance	166,558	29,303	0
		3	Principal	152,806	0	0
		3	Principal	151,334	0	0
		3	Principal	151,044	0	0
		3	Principal	150,263	0	0
		3	Principal	148,991	0	0
		3	Principal	146,814	0	0
		3	Principal	146,814	0	0
		3	Administrative Assistant	145,000	0	0
		3	Principal	141,596	0	0
		3	Director	136,357	0	0
		3	Director	136,337	0	0
		3	Director	136,337	0	0
		3	Director	136,337	0	0
		3	Director	136,337	0	0
		3	Principal	135,766	0	0
		3	Director	131,064	0	0
		3	Assistant Principal	129,478	0	0
		3	Assistant Principal	128,407	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Assistant Principal	128,407	0	0
		3	Assistant Principal	128,407	0	0
		3	Assistant Principal	127,301	0	0
		3	Assistant Principal	127,301	0	0
		3	Assistant Director	124,209	0	0
		3	Assistant Principal	122,449	0	0
		3	Assistant Principal	118,924	0	0
		3	Assistant Principal	118,924	0	0
280204	NORTH BELLMORE UFSD	1	Superintendent of Schools	205,000	8,159	0
		2	Deputy Superintendent	167,000	14,695	0
		2	Assistnat Superintendent	162,309	7,365	0
		2	Assistnat Superintendent For Business	147,800	7,365	0
		3	Principal	148,070	0	0
		3	Principal	148,070	0	0
		3	Principal	148,070	0	0
		3	Principal	148,070	0	0
		3	Principal	134,814	0	0
		3	Principal	128,406	0	0
		3	Director Of Technology	130,406	0	0
280205	LEVITTOWN UFSD	1	Superintendent of Schools	383,594	60,326	0
		3	Chairperson	137,794	0	0
		3	Chairperson	137,351	0	0
		3	Chairperson	135,851	0	0
		3	Chairperson	135,851	0	0
		3	Coordinator	134,475	0	0
		3	Chairperson	132,760	0	0
		3	Chairperson	132,447	0	0
		3	Chairperson	131,928	0	0
		3	Chairperson	131,354	0	0
		3	Chairperson	130,556	0	0
		3	Chairperson	130,556	0	0
		3	Chairperson	129,617	0	0
		3	Chairperson	129,617	0	0
		3	Chairperson	129,268	0	0
		3	Assistant Director	128,552	0	0
		3	Chairperson	127,666	0	0
		3	Chairperson	124,476	0	0
		3	Chairperson	124,476	0	0
		3	Chairperson	120,674	0	0
		3	Chairperson	120,664	0	0
		3	Chairperson	118,972	0	0
		2	Assistant Superintendent For Administration	197,156	41,515	0
		2	Assistant Superintendent For Instruction	193,572	41,153	0
		2	Assistant Superintendent For Business	182,818	40,068	0
		3	Principal	180,733	0	0
		3	Principal	179,233	0	0
		3	Principal	179,233	0	0
		3	Principal	167,014	0	0
		3	Principal	165,829	0	0
		3	Director	164,139	0	0
		3	Director	164,139	0	0
		3	Principal	161,329	0	0
		3	Principal	161,329	0	0
		3	Principal	161,329	0	0
		3	Principal	161,329	0	0
		3	Director	157,576	0	0
		3	Principal	154,965	0	0
		3	Principal	153,880	0	0
		3	Director	151,009	0	0
		3	Assistant Principal	150,748	0	0
		3	Chairperson	149,315	0	0
		3	Assistant Principal	149,248	0	0
		3	Assistant Principal	149,248	0	0
		3	Chairperson	148,416	0	0
		3	Director	147,724	0	0
		3	Assistant Principal	144,606	0	0
		3	Chairperson	144,007	0	0
		3	Chairperson	138,635	0	0
		3	Chairperson	138,635	0	0
		3	Chairperson	138,635	0	0
		3	Chairperson	138,256	0	0
		3	Assistant Principal	137,822	0	0
		3	Assistant Principal	137,822	0	0
280206	SEAFORD UFSD	1	Superintendent of Schools	200,000	40,022	5,600
		2	Assitant Superintendent For Business	166,345	37,922	2,500
		2	Assistant Superintendent For Curriculum	160,000	39,291	2,500
		3	High School Principal	161,099	0	0
		3	Middle School Principal	136,000	0	0
		3	Elementary Principal	148,650	0	0
		3	Elementary Principal	138,459	0	0
		3	High School Asst Principal	121,025	0	0
		3	Director Of Facilities	134,972	0	0
		3	Director Of Technology	126,073	0	0
		3	Director For Special Education	139,737	0	0
280207	BELLMORE UFSD	1	Superintendent of Schools	204,549	29,639	12,614

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Assistant Superintendent	152,991	22,965	7,573
		2	Assistant Superintendent	143,370	22,370	7,097
		3	Principal	163,484	0	0
		3	Principal	161,837	0	0
		3	Principal	128,747	0	0
08	ROOSEVELT UFSD	1	Superintendent of Schools	218,400	38,090	5,000
		2	Assistant Supt For Human Resources	147,680	35,599	0
		2	Assistant Supt For Business & Operations	150,000	35,116	0
		2	Assistant Supt For Educational Svcs	147,680	35,140	0
		2	Interim Asst Supt Ed Curriculm/Instruction	147,680	37,595	0
		3	Principal Elementary	151,496	0	0
		3	Principal Elementary	152,061	0	0
		3	Principal Middle School	179,657	0	0
		3	Princiipal Health/Pe	143,689	0	0
		3	Interim Principal High School	155,000	0	0
		3	Assit Principal Ms	122,758	0	0
		3	Director P.P.S.	133,506	0	0
		3	Director Guidance	123,974	0	0
280209	FREEPORT UFSD	1	Superintendent of Schools	0	0	0
		2	Assistant Superintendent For Personnel	191,460	63,579	0
		2	Assistant Superintendent For Business	175,000	50,833	0
		2	Assistant Superintendent For Curriculum	165,000	48,881	0
		3	Executive Director For Operations	149,978	0	0
		3	Principal	159,194	0	0
		3	Principal	161,986	0	0
		3	Asst Principal	129,830	0	0
		3	Asst Principal	118,968	0	0
		3	Principal	156,694	0	0
		3	Principal	161,194	0	0
		3	Asst Principal	131,878	0	0
		3	Principal	149,630	0	0
		3	Asst Principal	145,232	0	0
		3	Principal	158,694	0	0
		3	Asst Principal	145,232	0	0
		3	Principal	167,728	0	0
		3	Asst Principal	152,260	0	0
		3	Asst Principal	118,836	0	0
		3	Principal	169,728	0	0
		3	Asst Principal	154,130	0	0
		3	Asst Principal	152,130	0	0
		3	Asst Principal	128,444	0	0
		3	Asst Principal	128,444	0	0
		3	Director-Magnet Schools	146,164	0	0
		3	Director-Esl	148,162	0	0
		3	Director-Special Education	146,162	0	0
		3	Director-Athletics	133,306	0	0
		3	Coordinator-Technology/Math	120,260	0	0
		3	Coordinator-Arts	120,260	0	0
		3	Coordinator-Ela	120,260	0	0
		3	Director-Adult Ed	136,756	0	0
280210	BALDWIN UFSD	1	Superintendent of Schools	245,020	28,765	0
		2	Assistant Superintendent	183,975	27,762	0
		2	Assistant Superintendent	183,975	27,762	0
		2	Assistant Superintendent	183,975	27,762	0
		3	Principal	158,649	0	0
		3	Principal	166,973	0	0
		3	Principal	159,649	0	0
		3	Principal	158,649	0	0
		3	Principal	148,771	0	0
		3	Principal	174,673	0	0
		3	Principal	152,803	0	0
		3	Principal	157,078	0	0
		3	Principal	158,649	0	0
		3	Assistant Principal	141,673	0	0
		3	Assistant Principal	137,403	0	0
		3	Assistant Principal	148,771	0	0
		3	Assistant Principal	148,771	0	0
		3	Assistant Principal	149,771	0	0
		3	Assistant Principal	136,042	0	0
		3	Assistant Principal	150,771	0	0
		3	Director	152,460	0	0
		3	Director	152,460	0	0
		3	Director	150,951	0	0
		3	Director	148,923	0	0
		3	Assistant Director	139,639	0	0
		3	Coordinator	129,162	0	0
		3	Dean	136,042	0	0
		3	Dean	130,460	0	0
		3	Dean	132,096	0	0
		3	Dean	137,403	0	0
		3	Dean	138,403	0	0
280211	OCEANSIDE UFSD	1	Superintendent of Schools	275,992	45,327	68,500
		2	Assistant Superintendent For Business	221,589	48,750	6,370
		2	Assistant Superintendent For Cuuriculum And Instru	192,780	42,411	6,000
		2	Assistant Superinendent For Special Education	189,000	40,446	6,000

CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal High School	180,078	0	0
		3	Principal Alternative High School	184,016	0	0
		3	Principal Middle School	161,080	0	0
		3	Principal Elem	164,618	0	0
		3	Principal Elem	166,430	0	0
		3	Principal Elem	151,963	0	0
		3	Principal Elem	138,724	0	0
		3	Principal Elem	129,500	0	0
		3	Principal Elem	168,447	0	0
		3	Principal Elem	168,301	0	0
		3	Associate Principal Hs	170,052	0	0
		3	Associate Principal Hs	169,210	0	0
		3	Assistant Principal Middle School	131,395	0	0
		3	Director Fine/Performing Arts	162,563	0	0
		3	Director Guidance/Pps/Bus	162,563	0	0
		3	Director Social Studies K-12	141,616	0	0
		3	Director Phs Ed Health Athl	144,399	0	0
		3	Director Eng Lang Arts K-12	138,837	0	0
		3	Director Science K-12	158,435	0	0
		3	Director World Languages	161,245	0	0
		3	Supervisor Mathmatics 9-12	146,545	0	0
		3	Supervisor Special Ed	144,746	0	0
		3	Supervisor Math K-8	134,695	0	0
		3	Supervisor Ms Tech	136,983	0	0
		3	Director Technology K-12	163,563	0	0
		3	Cse Chairperson	155,729	0	0
280212	MALVERNE UFSD	1	Superintendent of Schools	234,090	0	0
		2	Middle School Assistant Principal	133,706	33,427	0
		2	Director Of Pupil Services	133,706	33,427	0
		2	Director Of Special Education	125,977	31,494	0
		2	Director Of Reading	114,841	28,710	0
		2	Director Of English	116,942	29,236	0
		2	Director Of Foreign Languages	114,841	28,710	0
		2	Director Of Mathematics	120,673	30,168	0
		2	Director Of Science	117,441	29,360	0
		2	Director Of Social Studies	119,943	29,985	0
		2	Director Of Physical Education	122,314	30,579	0
		2	Assistant Superintendent For Instruction	189,352	560	0
		2	Director Of Music	115,902	28,976	0
		2	Director Of Technology	118,271	29,567	0
		2	Supervisor Of Facilities	148,954	37,238	0
		2	High School Principal	173,171	43,293	0
		2	Middle School Principal	147,345	36,836	0
		2	Elementary School Proncipal	129,896	32,474	0
		2	Elementary School Principal	137,866	34,466	0
		2	High School Assistant Principal	141,911	35,478	0
		2	High School Assistant Principal	127,866	31,967	0
280213	VALLEY STREAM 13 UFSD	1	Superintendent of Schools	0	0	0
280214	HEWLETT-WOODMERE UFSD	1	Superintendent of Schools	265,000	76,467	22,000
		2	Assistant Superintendent For Business	249,991	51,925	34,300
		2	Assistant Superintendent For Hr/Student Services	212,183	48,845	34,300
		2	Assistant Superintendent For Curriculum/Instructio	196,000	47,195	28,800
		3	Principal, High School	189,243	0	0
		3	Principal, Middle School	173,092	0	0
		3	Principal, Elementary	168,931	0	0
		3	Principal, Elementary	169,316	0	0
		3	Principal, Elementary	169,063	0	0
		3	Executive Director, Special Education	160,000	0	0
		3	Assistant Principal	152,344	0	0
		3	Assistant Principal	141,059	0	0
		3	Assistant Principal	138,156	0	0
		3	Assistant Principal	138,156	0	0
		3	Assistant Principal	133,504	0	0
		3	Assistant Principal	136,279	0	0
		3	Assistant Principal	133,504	0	0
		3	District Director Of Music	153,321	0	0
		3	Director Health.Phys. Ed. & Athletics	153,574	0	0
		3	District Chair Of Special Education	145,192	0	0
		3	Business Administrator	135,252	0	0
		3	Director Of Curriculum And Assessment	129,842	0	0
280215	LAWRENCE UFSD	1	Superintendent of Schools	255,000	71,111	10,000
		2	Assistant Superintendent - Curriculum	166,464	26,726	0
		2	Assistant Superintendent - Business	135,187	32,069	0
		3	Curriculum Director Foreign Language	126,710	0	0
		3	Curriculum Director Math & Science	153,256	0	0
		3	Director Of Music	141,366	0	0
		3	Elementary Principal	120,560	0	0
		3	Elementary Principal	131,859	0	0
		3	Elementary Principal	144,208	0	0
		3	Director Of Physical Education And Health	166,064	0	0
		3	Director Of Pupil Personnel Services	156,440	0	0
		3	Supervisor Pupil Personnel Services	126,710	0	0
		3	Supervisor Pupil Persomnnel Services	120,560	0	0
		3	Principal - High School	181,228	0	0
		3	Assistant Principal - High School	135,286	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal - Middle School	166,064	0	0
		3	Assistant Principal - Middle School	135,679	0	0
		3	Assistant Principal - Middle School	130,383	0	0
280216	ELMONT UFSD	1	Superintendent of Schools	208,395	44,992	5,000
		3	Director	154,992	0	0
		3	Principal	145,996	0	0
		3	Principal	145,996	0	0
		3	Principal	132,723	0	0
		3	Director	132,500	0	0
		3	Principal	127,193	0	0
		3	Principal	127,193	0	0
		3	Assistant Principal	121,664	0	0
		3	Principal	118,119	0	0
280217	FRANKLIN SQUARE UFSD	1	Superintendent of Schools	190,000	52,313	7,400
		2	Assistant Superintendent	190,400	50,349	5,450
		2	Assistant Superintendent	140,000	44,213	4,950
		3	Principal	152,050	0	0
		3	Principal	144,448	0	0
		3	Principal	144,448	0	0
		3	Director	146,016	0	0
		3	Assistant Prinicpal	123,500	0	0
280218	GARDEN CITY UFSD	1	Superintendent of Schools	255,000	70,480	0
		2	Asst. Superintendent - Curriculum	191,935	40,945	0
		2	Asst. Superintendent - Business	200,800	41,837	0
		2	Asst. Superintendent - Personnel	201,153	41,873	0
		3	Director - Pupil Personnel Services	152,611	0	0
		3	Assistant Director - Pupil Personnel Services	128,000	0	0
		3	Director - Technology	160,226	0	0
		3	Director - Guidance	141,406	0	0
		3	Director - Athletics	151,170	0	0
		3	Principal - Secondary	170,363	0	0
		3	Principal - Secondary	177,831	0	0
		3	Principal - Elementary	141,323	0	0
		3	Principal - Elementary	152,389	0	0
		3	Principal - Primary	133,424	0	0
		3	Principal - Primary	128,229	0	0
		3	Principal - Primary	126,096	0	0
		3	Assistant Principal - Elementary	124,367	0	0
		3	Assistant Principal - Secondary	143,344	0	0
		3	Assistant Principal - Secondary	125,000	0	0
		3	Assistant Principal - Secondary	138,772	0	0
		3	Assistant Principal - Secondary	120,766	0	0
		3	Curriculum Coordinator	126,998	0	0
		3	Curriculum Coordinator	136,651	0	0
		3	Curriculum Coordinator	126,630	0	0
		3	Curriculum Coordinator	121,835	0	0
		3	Curriculum Coordinator	135,000	0	0
		3	Curriculum Coordinator	126,000	0	0
280219	EAST ROCKAWAY UFSD	1	Superintendent of Schools	220,300	10,619	7,000
		3	Director Of Finance And Operations	135,000	0	0
		3	Director Of Curriculum & Technology	151,464	0	0
		3	Director Of Pupil Personnel Services	148,135	0	0
		3	High School Principal	173,615	0	0
		3	High School Assistant Principal	145,653	0	0
		3	High School Assistant Principal	145,653	0	0
		3	Elementary Principal	156,662	0	0
		3	Elementary Principal	154,180	0	0
		3	Athletic Director	140,047	0	0
280220	LYNBROOK UFSD	1	Superintendent of Schools	259,088	54,352	0
		2	Assistant Superintendent For Business	194,318	41,165	0
		2	Assistant Superintendent For Curr/Instruct/Assess	166,558	39,350	0
		2	Administrator For Personnel & Student Support Serv	136,285	39,400	0
		3	High School Principal	171,758	0	0
		3	North Middle Principal	125,347	0	0
		3	South Middle Principal	154,129	0	0
		3	Waverly Park Principal	154,404	0	0
		3	West End Principal	136,504	0	0
		3	Marion Street Principal	136,504	0	0
		3	Kindergarten Principal	126,116	0	0
		3	Hs Assistant Principal	162,600	0	0
		3	Hs Assistant Principal	123,947	0	0
		3	Director Of Technology	125,347	0	0
		3	Director Of Fine And Performing Arts	136,504	0	0
		3	Director Of Special Services	166,942	0	0
		3	Director Of Athletics/Health/Physical Ed	134,156	0	0
		3	Coordinator Of Science/Math	133,590	0	0
		3	Coordinator Of English/Social Studies	124,634	0	0
280221	ROCKVILLE CENTRE UFSD	1	Superintendent of Schools	309,338	64,658	20,666
		2	Assistant Superintendent B&P	192,524	47,128	0
		2	Assistant Superintendent C&I	187,451	46,571	0
		3	Administrator For Sp Ed And Pps	160,000	0	0
		3	Principal Hs	192,675	0	0
		3	Principal Ms	170,811	0	0
		3	Principal Elementary	179,126	0	0
		3	Principal Elementary	175,478	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal Elementary	164,541	0	0
		3	Principal Elementary	164,541	0	0
		3	Principal Elementary	154,439	0	0
		3	Director Music & Arts	158,956	0	0
		3	Director Phys Ed, Ath & Health	136,578	0	0
		3	Asst Principal Hs	152,753	0	0
		3	Asst Principal Ms	146,279	0	0
		3	Asst Principal Hs	133,737	0	0
		3	Asst Principal Ms	131,652	0	0
		3	Asst Principal Hs	125,000	0	0
		3	Coordinator Curriculum	143,674	0	0
		3	Supervisor Guidance	139,531	0	0
		3	Cse Chairperson	135,537	0	0
280222	FLORAL PARK-BELLEROSE UFSD	1	Superintendent of Schools	201,350	33,557	0
		3	Assistant To The Supt For Instruction	130,625	0	0
		3	Assistant To The Supt For Special Educ.	139,825	0	0
		3	Building Principal, Elementary	136,004	0	0
		3	Building Principal, Elementary	133,000	0	0
280223	WANTAGH UFSD	1	Superintendent of Schools	218,360	45,876	4,000
		2	Asst To The Superintendent For Curriculum	133,000	28,738	0
		2	Asst Superintendent For Business	154,000	38,592	0
		3	Principal	152,114	0	0
		3	Principal	163,761	0	0
		3	Principal	156,132	0	0
		3	Principal	145,000	0	0
		3	Principal	163,830	0	0
		3	Assistant Principal	134,804	0	0
		3	Assistant Principal	120,923	0	0
		3	Director	130,457	0	0
		3	Director	125,567	0	0
		3	Director	124,633	0	0
		3	Director	129,648	0	0
		3	Director	128,565	0	0
		3	Supervisor	131,957	0	0
		3	Supervisor	127,648	0	0
280224	VALLEY STREAM 24 UFSD	1	Superintendent of Schools	225,000	46,299	0
		2	Assistant Superintendent	166,000	39,312	0
		2	Principal	145,451	35,200	0
		2	Principal	141,045	27,305	0
		2	Principal	115,745	24,294	0
		2	Cse Chairperson	121,405	33,586	0
280225	MERRICK UFSD	1	Superintendent of Schools	285,044	25,120	3,000
		2	Asst Supt For Business & Technology	192,833	16,850	0
		2	Asst Supt For Curriculuim, Instsruction & Pupil Se	192,833	24,650	0
		3	Principal - Chatterton School	154,967	0	0
		3	Principal - Lakeside School	153,562	0	0
		3	Principal - Birch	125,000	0	0
		3	Director Of Pupil Services	140,000	0	0
280226	ISLAND TREES UFSD	1	Superintendent of Schools	225,000	48,051	0
		2	Assistant Superintendent For Special Ed.	161,700	38,916	0
		2	Assistant Superintendent For Business	125,000	35,187	0
		3	Principal	140,000	0	0
		3	Principal	144,615	0	0
		3	Principal	146,204	0	0
		3	Principal	138,188	0	0
		3	Assistant Principal	125,000	0	0
		3	Director Of Curriculum	152,075	0	0
		3	Director Of Music & Fine Arts	149,844	0	0
		3	Director Of Athletics	139,725	0	0
		3	Director Of Reading	130,199	0	0
280227	WEST HEMPSTEAD UFSD	1	Superintendent of Schools	218,400	28,334	3,000
		2	Assistant Superintendent	160,000	25,931	0
		2	Deputy Superintendent	151,000	25,737	0
		3	High School Principal	160,000	0	0
		3	Cornwell Avenue Principal	143,188	0	0
		3	Middle School Principal	140,000	0	0
		3	George Washington Principal	139,360	0	0
		3	Assistant Principal	133,162	0	0
		3	Director Of Special Education	130,429	0	0
		3	Director Of Music	121,369	0	0
		3	Director Of Science	121,369	0	0
		3	Director Of English	119,369	0	0
		3	High School Assistant Principal	119,369	0	0
		3	Kindergarten Center Principal	118,000	0	0
280229	NORTH MERRICK UFSD	1	Superintendent of Schools	244,100	50,402	5,000
		2	Deputy Superintendent	162,058	27,275	0
		2	Assistant Superintendent	140,625	28,967	0
		2	Assistant To The Superintendent	135,417	36,987	0
		3	Principal	136,162	0	0
		3	Principal	133,466	0	0
		3	Principal	131,420	0	0
280230	VALLEY STREAM 30 UFSD	1	Superintendent of Schools	198,000	42,591	2,400
		2	Assistant Superintendent For Business	165,000	38,768	1,800
		3	Director Of Curriculum & Instruction	118,000	0	0
		3	Principal	129,500	0	0

CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal	127,500	0	0
		3	Principal	129,500	0	0
		3	Director Of Special Education	142,887	0	0
		3	Director Of Technology	129,025	0	0
280231	ISLAND PARK UFSD	1	Superintendent of Schools	217,350	51,753	0
		3	Principal	149,578	0	0
		3	Principal	125,000	0	0
		3	Director Of Pupil Services	132,771	0	0
		3	Director Of Curriculum	130,000	0	0
		3	Director Of Business	120,000	0	0
280251	VALLEY STREAM CENTRAL HS DISTRICT	1	Superintendent of Schools	298,000	46,052	0
		2	Principal	157,677	35,604	0
		2	Principal	153,236	34,989	0
		2	Principal	149,547	33,479	0
		2	Assistant Principal	154,997	35,233	0
		2	Assistant Principal	145,062	33,858	0
		2	Assistant Principal	127,562	31,435	0
		2	Assistant Principal	127,562	31,435	0
		2	Assistant Principal	127,562	31,435	0
		2	Assistant Principal	146,121	34,005	0
		2	Assistant Principal	121,112	22,644	0
		2	Asst Superintendent - Business	157,750	35,614	0
		2	Asst Superintendent - Curriculum	167,750	36,999	0
		2	Asst- Superintendent - Personnel	157,750	35,614	0
		2	Director - Special Education	137,157	32,764	0
		2	Director - Technology	142,079	25,546	0
		2	Director - Guidance	146,443	34,049	0
		2	Director - Instruction	132,934	24,280	0
		2	Principal	165,955	28,851	0
280252	SEWANHAKA CENTRAL HS DISTRICT	1	Superintendent of Schools	281,190	61,311	6,000
		3	Chairperson	130,126	0	0
		3	Chairperson	129,796	0	0
		3	Chairperson	129,576	0	0
		3	Chairperson	129,576	0	0
		3	Chairperson	129,576	0	0
		3	Chairperson	129,576	0	0
		3	Chairperson	129,576	0	0
		3	Chairperson	129,576	0	0
		3	Chairperson	127,890	0	0
		3	Chairperson	127,707	0	0
		3	Chairperson	126,571	0	0
		3	Chairperson	124,595	0	0
		3	Chairperson	124,045	0	0
		3	Chairperson	124,045	0	0
		3	Chairperson	124,045	0	0
		3	Chairperson	124,045	0	0
		3	Chairperson	122,940	0	0
		3	Chairperson	121,793	0	0
		3	Chairperson	120,481	0	0
		3	Chairperson	119,293	0	0
		3	Chairperson	118,038	0	0
		2	Assistant Superintendent For Business	191,800	33,441	0
		2	Assistant Superintendent For Curriculum	175,100	31,727	0
		2	Assistant Superintendent For Personnel	175,100	39,838	0
		3	Director	151,200	0	0
		3	Director	144,800	0	0
		3	Director	138,800	0	0
		3	Chief Information Officer	141,500	0	0
		3	Building Principal	169,647	0	0
		3	Building Principal	168,647	0	0
		3	Building Principal	168,647	0	0
		3	Building Principal	159,143	0	0
		3	Building Principal	159,143	0	0
		3	Assistant Principal	150,738	0	0
		3	Assistant Principal	150,738	0	0
		3	Assistant Principal	150,738	0	0
		3	Assistant Principal	150,738	0	0
		3	Assistant Principal	149,738	0	0
		3	Assistant Principal	149,738	0	0
		3	Assistant Principal	149,738	0	0
		3	Assistant Principal	149,738	0	0
		3	Assistant Principal	149,738	0	0
		3	Assistant Principal	149,738	0	0
		3	Assistant Principal	141,744	0	0
		3	Assistant Principal	141,744	0	0
		3	Chairperson	136,976	0	0
		3	Chairperson	136,976	0	0
		3	Chairperson	136,579	0	0
		3	Chairperson	135,976	0	0
		3	Chairperson	130,796	0	0
		3	Chairperson	130,576	0	0
		3	Chairperson	130,445	0	0
280253	BELLMORE-MERRICK CENTRAL HS DISTRICT	1	Superintendent of Schools	246,275	48,469	8,500
		2	Deputy Superintendent	185,500	41,047	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Asst Supt Personnel	177,000	40,191	0
		2	Asst Supt Curriculum	177,000	40,191	0
		3	High School Principal	176,539	0	0
		3	High School Principal	178,510	0	0
		3	High School Principal	168,410	0	0
		3	Middle School Principal	151,100	0	0
		3	Middle School Principal	168,815	0	0
		3	High School Asst Principal	130,281	0	0
		3	High School Asst Principal	140,963	0	0
		3	High School Asst Principal	158,990	0	0
		3	High School Asst Principal	132,500	0	0
		3	High School Asst Principal	129,298	0	0
		3	High School Asst Principal	120,805	0	0
		3	High School Asst Principal	128,024	0	0
		3	High School Asst Principal	132,500	0	0
		3	High School Asst Principal	140,545	0	0
		3	Middle School Asst Principal	123,751	0	0
		3	Middle School Asst Principal	136,466	0	0
		3	Middle School Asst Principal	118,224	0	0
		3	Middle School Asst Principal	131,320	0	0
		3	Middle School Asst Principal	136,466	0	0
		3	Director Of Technology	133,946	0	0
		3	Director Of Athletics & Pe	152,502	0	0
		3	Director Of Spec Ed & Pps	147,290	0	0
280300	LONG BEACH CITY SD	1	Superintendent of Schools	232,315	13,708	28,257
		2	Deputy Superintendent	176,036	13,770	7,670
		2	Chief Operating Officer	161,195	6,393	8,340
		2	Assistant Superintendent For Curriculum	158,500	13,770	8,499
		3	Director	173,407	0	0
		3	Coordinator	169,430	0	0
		3	Principal	167,902	0	0
		3	Principal	166,169	0	0
		3	Principal	164,757	0	0
		3	Director	162,520	0	0
		3	Director	160,250	0	0
		3	Principal	154,674	0	0
		3	Coordinator	153,470	0	0
		3	Principal	152,940	0	0
		3	Director	150,236	0	0
		3	Director	148,353	0	0
		3	Principal	143,222	0	0
		3	Director	141,100	0	0
		3	Vice Principal	137,518	0	0
		3	Coordinator	137,267	0	0
		3	Coordinator	134,385	0	0
		3	Director	132,201	0	0
		3	Supervisor	128,935	0	0
		3	Vice Principal	128,878	0	0
		3	Director	127,308	0	0
		3	Director	125,000	0	0
		3	Vice Principal	121,540	0	0
		3	Vice Principal	120,316	0	0
280401	WESTBURY UFSD	1	Superintendent of Schools	284,474	49,458	24,032
		2	Assistant Superintendent For Business	202,225	43,203	2,500
		2	Assistant Superintendent For Curriculum	179,350	40,601	2,500
		2	Assistant Superintendent For Special Education	193,348	42,193	2,500
		3	Elementary Principal	131,927	0	0
		3	Elementary Principal	166,225	0	0
		3	Elementary Principal	176,529	0	0
		3	Middle School Principal	176,529	0	0
		3	Elementary Principal	178,116	0	0
		3	Middle School Principal	181,679	0	0
		3	High School Principal	187,200	0	0
		3	Middle School Assistant Principal	147,075	0	0
		3	High School Assistant Principal	148,567	0	0
		3	High School Assistant Principal	166,238	0	0
		3	Elementary Assistant Principal	166,238	0	0
		3	Director Of Reading & English Language	127,740	0	0
		3	Director Of Math	137,554	0	0
		3	Director Of Pre K	141,131	0	0
		3	Director Of Special Education	143,345	0	0
		3	Director Of Guidance	147,075	0	0
		3	Director Of Technology	156,389	0	0
		3	Director Of Esl	163,665	0	0
		3	Director Of Athletics	166,238	0	0
		3	Director Of Facilities	141,816	0	0
280402	EAST WILLISTON UFSD	1	Superintendent of Schools	223,510	50,114	10,000
		2	Assistant Superintendent For Business	160,000	31,718	0
		3	High School Principal	180,353	0	0
		3	High School Assistant Principal	133,668	0	0
		3	Middle School Principal	161,523	0	0
		3	Elementary School Principal	149,383	0	0
		3	Elementary School Assistant Principal	152,546	0	0
		3	Director Of Special Education & Related Services	165,541	0	0
		3	Director Of Physical Education & Health	126,777	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
280403	ROSLYN UFSD	1	Superintendent of Schools	266,590	50,623	20,000
		2	Assistant Superintendent Instruction	177,500	41,571	5,000
		2	Assistant Superintendent Administration	196,500	43,502	10,000
		2	Assistant Superintendent Business	230,000	30,064	0
		2	Assistant To The Superintendent Operations	180,000	24,984	5,400
		3	Assistant Director	137,612	0	0
		3	Assistant Principal	149,938	0	0
		3	Assistant Principal	149,938	0	0
		3	Assistant Principal	150,097	0	0
		3	Assistant Principal	156,327	0	0
		3	Assistant Principal	167,752	0	0
		3	Assistant Principal	156,308	0	0
		3	Assistant Principal	161,398	0	0
		3	Dean Of Students	125,011	0	0
		3	Department Chairperson	134,806	0	0
		3	Department Chairperson	158,423	0	0
		3	Department Chairperson	134,806	0	0
		3	Department Chairperson	137,534	0	0
		3	Department Chairperson	134,806	0	0
		3	Director	165,236	0	0
		3	Director	166,236	0	0
		3	Director	168,044	0	0
		3	Principal	172,470	0	0
		3	Principal	173,470	0	0
		3	Principal	180,292	0	0
		3	Principal	195,480	0	0
		3	Principal	185,479	0	0
280404	PORT WASHINGTON UFSD	1	Superintendent of Schools	253,386	39,197	44,258
		2	Elementary School Principal	156,637	33,151	0
		2	Elementary School Principal	152,965	32,871	0
		2	Ass'T Principal - Middle School	146,508	31,776	0
		2	Ass'T Principal - High School	128,655	24,369	0
		2	Ass'T Principal - Middle School	139,813	31,866	0
		2	Ass'T Principal - High School	136,670	31,626	0
		2	Ass'T Principal - Middle School	142,239	32,051	0
		2	Ass'T Principal - High School	127,064	17,358	0
		2	Ass'T Principal - Middle School	133,390	24,731	0
		2	Director - Pps	164,756	26,392	0
		2	Ass'T Sup'T For Instruction	173,563	28,211	1,500
		2	Ass'T Director - Pps	127,700	30,904	0
		2	Ass'T Director - Pps	137,354	31,678	0
		2	Director - Guidance	145,644	19,023	0
		2	Director - Phys Ed	142,346	24,679	0
		2	Director - Creative Arts	132,341	31,288	0
		2	Directro - Esl	138,930	24,419	0
		2	Director - Technology	153,107	25,502	0
		2	Director - Maint & Operations	127,933	38,547	0
		2	Ass'T Sup'T For Human Res	170,363	27,966	1,500
		2	Ass'T Sup'T For Business	187,477	29,274	3,000
		2	High School Principal	177,988	34,783	0
		2	Middle School Principal	164,934	33,785	0
		2	Elementary School Principal	156,637	25,471	0
		2	Elementary School Principal	138,801	31,788	0
		2	Elementary School Principal	149,294	32,590	0
280405	NEW HYDE PARK-GARDEN CITY PARK UFSD	1	Superintendent of Schools	192,600	44,953	9,200
		2	Assistant Superintndent For Business	157,767	35,455	0
		3	Director Of Curriculum	148,330	0	0
		3	Director Of Pupil Services	145,330	0	0
		3	Director Of Technology	145,330	0	0
		3	Principal	141,191	0	0
		3	Principal	141,191	0	0
		3	Principal	139,191	0	0
		3	Principal	136,191	0	0
280406	MANHASSET UFSD	1	Superintendent of Schools	260,000	49,375	6,000
		2	Assistant Superintendent Business	179,273	39,773	0
		2	Assistant To The Superintendent	130,000	8,672	0
		3	Middle/High School Principal	198,136	0	0
		3	Elementary School Principal	186,978	0	0
		3	Administrator Arts And Human Resources	190,029	0	0
		3	Elementary School Principal	172,514	0	0
		3	Secondary School Assistant Principal	158,149	0	0
		3	District Coordinator Math	156,020	0	0
		3	Exec. Dir. Of Special Education & Pupil Services	158,890	0	0
		3	Director Of Buildings And Facilities	150,977	0	0
		3	Director Of Guidance And Counseling Services	152,848	0	0
		3	Director Of Health, P.E., And Athletics	151,219	0	0
		3	Secondary School Assistant Principal	144,917	0	0
		3	District Coordinator Science	139,520	0	0
		3	District Coordinator Lote	129,190	0	0
		3	Director Of Technology	145,865	0	0
		3	Elementary School Assistant Principal	135,894	0	0
		3	District Coordinator English Language Arts	141,527	0	0
		3	Elementary School Assistant Principal	133,573	0	0
		3	District Coordinator Social Studies	130,200	0	0
		3	District Coordinator Special Education - Ss	124,020	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
280407	GREAT NECK UFSD	1	Superintendent of Schools	237,500	50,553	20,000
		3	Assistant Principal, Elementary	152,836	0	0
		3	Asst. To The Director Of Adult Basic Education	139,715	0	0
		3	Dir. Of Village School/Alternative Hs Principal	139,550	0	0
		3	Coordinator Info Systems Educational	135,705	0	0
		3	Coordinator Info Systems Business	135,705	0	0
		3	Director Of School Facilities & Operations	135,688	0	0
		3	Supervisor, Special Education	123,642	0	0
		2	Asst. Supt. For Business	220,691	44,309	0
		2	Asst. Supt. For Curriculum And Instruction	215,340	51,079	0
		2	Asst. Supt. For Special Education And Pps	215,340	43,750	0
		3	Principal, High School	199,608	0	0
		3	Executive Director, Elementary	197,827	0	0
		3	Principal, High School	194,868	0	0
		3	Executive Director, Secondary	190,327	0	0
		3	Principal, Elementary	186,702	0	0
		3	Principal, Elementary	186,702	0	0
		3	Director Of Public Information And Adult Ed.	185,406	0	0
		3	Principal, Elementary	183,202	0	0
		3	Director Of Technology	183,137	0	0
		3	Principal, Middle School	182,539	0	0
		3	Principal, Middle School	180,589	0	0
		3	Principal, Elementary	179,782	0	0
		3	Director Of Athletics	179,137	0	0
		3	Principal, Elementary	176,362	0	0
		3	Assistant Principal, High School	172,153	0	0
		3	Assistant Principal, High School	168,853	0	0
		3	Assistant Principal, High School	167,667	0	0
		3	Director, Special Ed & Pps	165,957	0	0
		3	Assistant Director, Adult Education	165,957	0	0
		3	Assistant Principal, Elementary	165,636	0	0
		3	Assistant Principal, Elementary	163,636	0	0
		3	Assistant Principal, High School	162,053	0	0
		3	Assistant Principal, Middle School	161,903	0	0
		3	Assistant Principal, High School	158,953	0	0
		3	Assistant Principal, Middle School	158,753	0	0
		3	Business Administrator	157,575	0	0
		3	Assistant Principal, Middle School	157,103	0	0
		3	Human Resources Administrator	157,103	0	0
		3	Assistant Principal, Elementary	154,386	0	0
280409	HERRICKS UFSD	1	Superintendent of Schools	265,254	47,089	0
		2	Assistant Superintendent For Instruction	182,105	38,449	0
		2	Assistant Superintendent For Business	187,522	26,426	0
		3	Principal	182,062	0	0
		3	Principal	177,936	0	0
		3	Principal	144,825	0	0
		3	Principal	146,590	0	0
		3	Principal	162,894	0	0
		3	Assistant Principal	151,224	0	0
		3	Assistant Principal	152,224	0	0
		3	Assistant Principal	155,955	0	0
		3	Director Pupil Services	144,825	0	0
		3	Director Of Athletics	139,593	0	0
		3	Director	164,957	0	0
		3	Director Of Music	150,216	0	0
		3	Chairperson	131,420	0	0
		3	Chairperson	140,578	0	0
		3	Chairperson	129,680	0	0
		3	Chairperson	138,073	0	0
		3	Chairperson	132,094	0	0
		3	Chairperson	135,953	0	0
		3	Chairperson	132,474	0	0
		3	Chairperson	129,721	0	0
		3	Chairperson	129,230	0	0
		3	Chairperson	128,269	0	0
		3	Asst Director Pupil Services	127,190	0	0
		3	Chairperson	118,835	0	0
		3	Director	118,137	0	0
280410	MINEOLA UFSD	1	Superintendent of Schools	202,800	42,789	7,098
		2	Assistant Superintendent C & I	185,000	32,778	6,475
		2	Assistant Superintendent Pupil Personnel	174,720	39,967	6,115
		2	Assistant Superintendent Finance	176,470	31,924	6,176
		3	Hs Principal	177,712	0	0
		3	Ms Principal	190,328	0	0
		3	Elem Principal	167,383	0	0
		3	Elem Principal	165,760	0	0
		3	Supervisor- Music	160,275	0	0
		3	Hs Assistant Principal	166,866	0	0
		3	Hs Assistant Principal	156,534	0	0
		3	Elem Principal	175,271	0	0
		3	Supervisor- Guidance	165,861	0	0
		3	Elem Principal	163,639	0	0
		3	Elem Principal	162,102	0	0
		3	Middle School Ap	158,018	0	0
		3	Supervisor Athletics	160,275	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Instructional Leader	139,371	0	0
		3	Instructional Leader	138,126	0	0
		3	Instructional Leader	136,739	0	0
		3	Instructional Leader	145,925	0	0
		3	Instructional Leader	138,126	0	0
		3	Instructional Leader	142,870	0	0
1	CARLE PLACE UFSD	1	Superintendent of Schools	227,474	42,562	17,200
		2	Asst Supt For Instruction/Personnel	184,872	38,381	1,269
		2	Asst Supt For Business	165,110	36,140	2,000
		3	Exec Asst For Special Ed/Pps	149,000	0	0
		3	Exec Director For Technology	149,994	0	0
		3	Principal	190,494	0	0
		3	Principal	168,970	0	0
		3	Principal	167,870	0	0
		3	Asst Principal	141,921	0	0
		3	Asst Principal	145,599	0	0
280501	NORTH SHORE CSD	1	Superintendent of Schools	268,555	40,207	10,080
		2	Director Of Athletics	145,690	34,416	0
		2	Director Of Performing Arts	161,025	36,306	0
		2	Director Of Science	153,930	28,331	0
		2	Director Of Math	153,930	28,478	0
		2	Director Of English	145,690	34,416	0
		2	Director Of Social Studies	147,074	34,558	0
		2	Director Of Foreign Language	167,381	36,956	0
		2	Elementary School Assistant Principal-Gwl	135,645	33,388	0
		2	Director Of Physical Education	170,122	30,136	0
		2	Director Of Special Education	158,610	36,058	0
		2	Ass'T Supt For Curriculum	195,407	32,943	0
		2	Assistant Director Of Special Education-Ele	141,821	34,020	0
		2	Assistant Director Of Special Education-Hs	133,942	33,213	0
		2	Director Of Technology	142,871	27,200	0
		2	Director Of Guidance	170,122	37,237	0
		2	High School Assistant Principal	147,074	34,558	0
		2	High School Assistant Principal	157,191	28,813	0
		2	Asst Supt For Business	195,407	40,304	0
		2	Elementary School Principal-Gh	167,591	29,877	0
		2	Elementary School Principa-Gwl	153,035	35,168	0
		2	Elementary School Principal - Sc	158,610	22,932	0
		2	Middle School Principal	171,889	37,416	0
		2	Middle School Assistant Principal	164,309	23,516	0
		2	High School Principal	168,084	29,781	0
280502	SYOSSET CSD	1	Superintendent of Schools	386,868	67,454	52,000
		2	Coordinator	140,000	37,397	2,500
		2	Asst. Principal	166,912	37,441	4,159
		2	Asst. Principal	165,335	37,292	4,206
		2	Administrative Asst	137,320	34,644	2,167
		2	Coordinator	135,358	27,130	0
		2	Asst. Principal	163,724	37,140	4,206
		2	Asst. Superintendent	206,927	31,294	0
		2	Administrative Asst	145,305	35,399	2,239
		2	Coordinator	138,614	34,766	0
		2	Principal	170,893	37,817	3,914
		2	Director	161,932	36,970	0
		2	Coordinator	173,298	40,544	2,500
		2	Principal	152,359	35,513	4,028
		2	Principal	183,379	38,997	4,711
		2	Coordinator	174,842	30,309	0
		2	Director	170,000	43,023	0
		2	Coordinator	146,236	28,158	0
		2	Principal	160,020	36,237	4,224
		2	Asst. Principal	119,150	25,046	3,211
		2	Coordinator	164,543	30,429	0
		2	Coordinator	154,493	35,313	0
		2	Administrative Asst	145,305	28,069	2,239
		2	Coordinator	127,090	33,677	0
		2	Coordinator	148,976	35,745	0
		2	Director	153,014	36,127	3,914
		2	Principal	201,030	40,665	4,000
		2	Principal	153,168	36,142	4,048
		2	Principal	153,168	28,813	3,914
		2	Deputy Superintendent	286,457	55,925	40,000
		2	Principal	169,082	30,316	4,297
		2	Administrative Asst	135,068	34,432	2,082
		2	Principal	169,082	29,764	4,343
		2	Administrative Asst	137,320	34,092	2,116
		2	Coordinator	164,543	37,217	0
		2	Coordinator	133,026	33,686	0
		2	Asst. Principal	146,742	35,535	3,894
		2	Coordinator	154,184	28,357	0
		2	Principal	172,100	37,931	4,421
		2	Asst. Principal	154,603	36,278	4,044
280503	LOCUST VALLEY CSD	1	Superintendent of Schools	250,000	51,410	15,800
		2	Asst Superintendent For Educational Operations	177,891	33,884	1,600
		2	Asst Superintendent For Business	167,427	40,197	600
		2	Asst Superintendent For Human Resources	162,860	39,706	1,600

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Exec Director - Special Education	160,000	0	0
		3	Director - Facilities	135,940	0	0
		3	Director - Phys Ed / Health / Athletics	143,548	0	0
		3	Director - Guidance Services	148,215	0	0
		3	Principal - High School	182,358	0	0
		3	Asst Principal	161,153	0	0
		3	Asst Principal	137,470	0	0
		3	Principal - Middle School	143,548	0	0
		3	Principal - Locust Valley Elem	166,642	0	0
		3	Asst Principal - Locust Valley Elem	141,522	0	0
		3	Principal - Bayville Elem	146,682	0	0
		3	Asst Principal - Bayville Elem	133,419	0	0
		3	Dept Leader - Social Studies	143,269	0	0
		3	K-12 Coordinator - English	140,167	0	0
		3	K-12 Coordinator - Math	150,227	0	0
		3	K-12 Coordinator - Music	121,145	0	0
		3	K-12 Coordinator - Science	128,095	0	0
280504	PLAINVIEW-OLD BETHPAGE CSD	1	Superintendent of Schools	235,950	15,458	6,000
		3	Director Of School Facilities	126,000	0	0
		3	Assistant Principal Elementary	118,779	0	0
		2	Assistant Superintendent For Personnel	195,321	27,339	0
		2	Assistant Superintendent For Business	174,615	32,462	0
		2	Assistant Superintendent For Instruction	172,521	25,108	0
		3	High School Principal	161,125	0	0
		3	Middle School Principal	156,770	0	0
		3	Middle School Principal	152,000	0	0
		3	Director Of Pupil Personnel Services	157,051	0	0
		3	Principal, Elementary School	140,000	0	0
		3	Principal, Elementary School	151,164	0	0
		3	Principal, Elementary School	149,554	0	0
		3	Principal, Elementary School	144,048	0	0
		3	Principal, Elementary School	142,953	0	0
		3	Assistant Principal, High School	146,989	0	0
		3	Diretor Of Pe, Athletics	143,828	0	0
		3	Director Of Technology	140,889	0	0
		3	Director Of Guidance	138,000	0	0
		3	Assistant Principal, High School	134,356	0	0
		3	Assistant Director, Pupil Personnel Services	133,292	0	0
		3	Director, Art	132,608	0	0
		3	Assistant Principal, High School	132,273	0	0
		3	Assistant Principal, Middle School	132,091	0	0
		3	Chairperson - Math	131,518	0	0
		3	Assistant Director, Pupil Personnel Services	131,502	0	0
		3	Assistant Director, Pupil Personnel Services	131,502	0	0
		3	Director, Music	131,218	0	0
		3	Assistant Principal, Middle School	130,081	0	0
		3	Chairperson, Science	130,081	0	0
		3	Assistant Principal, Middle School	129,091	0	0
		3	Assistant Principal, Middle School	129,091	0	0
		3	Chairperson, English	128,928	0	0
		3	Chairperson, Social Studies	128,928	0	0
		3	Assistant Principal, Elementary	120,569	0	0
280506	OYSTER BAY-EAST NORWICH CSD	1	Superintendent of Schools	230,317	39,440	10,700
		2	Asst Supt For Instruction	165,268	30,954	0
		2	Asst Supt For Business	160,000	37,079	0
		3	Vernon Principal	134,550	0	0
		3	Roosevelt Principal	135,550	0	0
		3	Hs Principal	189,639	0	0
		3	Hs Asst Principal	169,540	0	0
		3	Hs Asst Principal	134,327	0	0
		3	Director Of Special Services	158,523	0	0
		3	Director Of Athletics	134,237	0	0
		3	Director Of Art, Music & Perfr Arts	130,459	0	0
		3	Director Of Guidance	132,103	0	0
		3	Science Supervisor	124,118	0	0
		3	Foreign Language Supervisor	124,389	0	0
		3	Math Supervisor	123,634	0	0
		3	Social Studies Supervisor	120,459	0	0
		3	Asst Dir Of Special Services	123,113	0	0
280515	JERICHO UFSD	1	Superintendent of Schools	281,750	60,447	60,765
		2	Curriculum Associate Math	158,270	31,266	0
		2	Curriculum Associate Soc Studies	157,794	39,613	0
		2	Curriculum Associate World Lang	165,635	40,335	0
		2	Curriculum Associate Music	163,621	40,154	0
		2	Curriculum Associate Lang Arts	150,224	38,951	0
		2	Curriculum Associate Arts	159,610	39,794	0
		2	Curriculum Associate Guidance	163,621	31,747	0
		2	Principal--Hs	188,182	42,760	0
		2	Principal--Hs Ap	170,020	32,505	0
		2	Principal--Hs Ap	168,670	41,007	0
		2	Assistant Superintendent Curriculum	215,000	45,445	3,600
		2	Principal--Ms	182,582	42,257	0
		2	Principal--Ms Ap	151,297	39,446	0
		2	Principal--Ms Ap	170,020	41,129	0
		2	Principal--Elementary	186,344	42,595	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Principal--Elementary	156,448	39,909	0
		2	Principal--Elementary	152,243	39,531	0
		2	Curriculum Associate Special Ed	157,594	39,613	0
		2	Assistant Superintendent Operations	229,157	48,905	32,245
		2	Assistant Superintendent Business	200,000	31,442	0
		2	Director Of Pupil Personnel	196,633	43,519	0
		2	Director Of Technology	189,070	42,840	0
		2	Director Of Buildings And Grounds	149,843	42,836	0
		2	Curriculum Associate Science	159,610	39,794	0
		2	Curriculum Associate Pe	156,930	39,553	0
280517	HICKSVILLE UFSD	1	Superintendent of Schools	266,230	53,872	53,246
		2	Assistant Superintendent	181,423	39,538	33,261
		2	Assistant Superintendent	181,423	31,781	33,261
		2	Assistant Superintendent	171,558	38,543	31,452
		3	Principal	176,422	0	0
		3	Principal	174,422	0	0
		3	Principal	165,992	0	0
		3	Principal	158,372	0	0
		3	Principal	152,755	0	0
		3	Principal	152,755	0	0
		3	Principal	152,755	0	0
		3	Principal	144,328	0	0
		3	Principal	138,709	0	0
		3	Assistant Principal	157,130	0	0
		3	Assistant Principal	148,705	0	0
		3	Assistant Principal	140,276	0	0
		3	Assistant Principal	129,041	0	0
		3	Supervisor	151,513	0	0
		3	Supervisor	151,513	0	0
		3	Supervisor	148,705	0	0
		3	Supervisor	143,086	0	0
		3	Supervisor	134,659	0	0
		3	Supervisor	126,231	0	0
		3	Director	157,815	0	0
		3	Director	152,250	0	0
		3	Director	145,000	0	0
		3	Director	145,000	0	0
		3	Director	142,763	0	0
		3	Administrative Assistant	140,868	0	0
		3	Chairperson	120,045	0	0
280518	PLAINEDGE UFSD	1	Superintendent of Schools	248,204	47,765	28,126
		2	Assistant Principal	146,234	36,604	0
		2	Assistant Principal	146,234	36,604	0
		2	Assistant Principal	146,234	29,705	0
		2	Director	147,989	36,889	0
		2	Director	147,989	36,889	0
		2	Director	147,989	36,889	0
		2	Director	147,989	24,112	0
		2	Administrator For Personnel And Operations	143,420	36,146	0
		2	Assistant Director	138,184	35,294	0
		2	Chief Information Officer	146,285	29,714	0
		2	Assistant Superintendent	176,427	44,710	0
		2	Assistant Superintendent	167,200	43,209	0
		2	Principal	172,910	34,556	0
		2	Principal	167,067	39,993	0
		2	Principal	154,138	37,890	0
		2	Principal	154,138	37,890	0
		2	Principal	154,138	37,890	0
		2	Assistant Principal	146,234	36,604	0
280521	BETHPAGE UFSD	1	Superintendent of Schools	225,000	41,164	5,200
		2	Assistant Superintendent For Business & Ops	202,860	47,525	3,900
		2	Assistant Superintendent For Human Resources	187,425	36,259	3,186
		2	Assistant Superintendent For Curriculum & Tech	178,500	44,779	2,950
		3	Principal, High School	173,272	0	0
		3	Principal, Middle School	166,864	0	0
		3	Principal, Elementary School	157,144	0	0
		3	Principal, Elementary School	146,050	0	0
		3	Principal, Elementary School	157,144	0	0
		3	Assistant Principal, High School	138,017	0	0
		3	Assistant Principal, High School	151,712	0	0
		3	Assistant Principal, Middle School	138,630	0	0
		3	Executive Director, Pupil Personnel & Svces	160,000	0	0
		3	Director, Special Education & Cse	132,998	0	0
		3	Director, Physical Education & Health	159,227	0	0
		3	Director, English & Ela	132,962	0	0
		3	Director, Mathematics	146,380	0	0
		3	Director, Science	146,380	0	0
		3	Director, Guidance	146,380	0	0
280522	FARMINGDALE UFSD	1	Superintendent of Schools	240,880	45,899	21,100
		3	Admin Psychologist	141,757	0	0
		2	Assistant Superintendent - Business	168,581	39,875	8,150
		2	Assistant Superintendent - Administration	174,394	33,725	14,150
		2	Assistant Superintendent - Curriculum	165,675	26,282	8,150
		3	Principal - Secondary	158,909	0	0
		3	Assistant Principal - Secondary	148,145	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Assistant Principal - Secondary	145,374	0	0
		3	Principal - Secondary	157,090	0	0
		3	Assistant Principal - Secondary	148,145	0	0
		3	Assistant Principal - Secondary	148,145	0	0
		3	Principal - Elementary	154,534	0	0
		3	Assistant Principal - Elementary	145,588	0	0
		3	Principal - Elementary	154,534	0	0
		3	Assistant Principal - Elementary	143,255	0	0
		3	Principal - Elementary	154,534	0	0
		3	Assistant Principal - Elementary	143,255	0	0
		3	Principal - Elementary	154,534	0	0
		3	Assistant Principal - Elementary	145,588	0	0
		3	Administrative Director	155,340	0	0
		3	Administrative Director	155,203	0	0
		3	Director - Operations	124,200	0	0
		3	Director - Guidance	133,590	0	0
		3	Director - Physical Education	143,034	0	0
		3	Director - Special Education	143,034	0	0
		3	Director - Library/Av	143,034	0	0
		3	Director - Art, Music & Lote	143,034	0	0
		3	Director - Language Arts	143,034	0	0
		3	Director - Math	143,034	0	0
		3	Director - Science	143,034	0	0
		3	Director - Social Studies	143,034	0	0
		3	Chairperson - Special Education	141,757	0	0
		3	Chairperson - Ela	138,447	0	0
		3	Manager - Information Services	127,196	0	0
280523	MASSAPEQUA UFSD	1	Superintendent of Schools	247,200	58,719	20,500
		3	Dean	139,847	0	0
		3	Curriculum Associate	155,618	0	0
		3	Curriculum Associate	153,618	0	0
		3	Curriculum Associate	151,618	0	0
		3	Curriculum Assiciate	151,618	0	0
		3	Curriculum Associate	150,618	0	0
		3	Curriculum Associate	150,618	0	0
		3	Coordinating Chairperson	143,597	0	0
		3	Coordinating Chairperson	140,597	0	0
		3	Coordinating Chairperson	140,597	0	0
		3	Coordinating Chairperson	139,847	0	0
		3	Coordinating Chairperson	133,531	0	0
		3	Coordinating Chairperson	123,282	0	0
		3	Chairperson	140,421	0	0
		3	Chairperson	140,421	0	0
		3	Chairperson	139,921	0	0
		3	Chairperson	139,171	0	0
		3	Chairperson	137,921	0	0
		3	Cse Chairperson	133,531	0	0
		3	Supervisor	139,847	0	0
		3	Supervisor	138,597	0	0
		2	Assistant Superintendent	209,150	42,496	6,600
		2	Assistant Superintendent	176,123	39,115	6,600
		2	Assistant Superintendent	174,623	38,961	6,600
		3	Assistant To The Superintendent	168,860	0	0
		3	Executive Director	141,394	0	0
		3	Director	160,782	0	0
		3	Director	157,782	0	0
		3	Director	157,782	0	0
		3	Director	157,782	0	0
		3	Principal	176,075	0	0
		3	Principal	167,629	0	0
		3	Principal	165,629	0	0
		3	Principal	164,926	0	0
		3	Principal	162,926	0	0
		3	Principal	162,926	0	0
		3	Principal	162,926	0	0
		3	Principal	162,926	0	0
		3	Principal	162,926	0	0
		3	Vice Principal	160,940	0	0
		3	Vice Principal	158,940	0	0
		3	Executive Assistant	156,279	0	0
		3	Executive Assistant	156,279	0	0
		3	Executive Assistant	140,935	0	0
		3	Executive Assistant	134,591	0	0
		3	Assistant Principal	141,097	0	0
		3	Assistant Principal	141,097	0	0
		3	Assistant Principal	140,597	0	0
		3	Assistant Principal	140,597	0	0
		3	Assistant Principal	138,597	0	0
		3	Assistant Principal	133,531	0	0
		3	Dean	141,097	0	0
		3	Dean	140,597	0	0
400301	LEWISTON-PORTER CSD	1	Superintendent of Schools	176,875	25,378	0
		2	Assistant Superintendent	122,889	36,962	0
		2	Elementary Principal	124,198	36,435	0
400400	LOCKPORT CITY SD	1	Superintendent of Schools	154,916	42,421	11,000

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Asst. Supt. For Finance & Mgmt Svc	120,200	24,642	0
		2	Asst. Supt. For Personnel	130,097	27,735	0
		2	Asst. Supt. For Learning & Assessment	124,685	35,925	0
400601	NEWFANE CSD	1	Superintendent of Schools	144,989	26,974	0
400701	NIAGARA-WHEATFIELD CSD	1	Superintendent of Schools	160,425	29,003	7,021
		2	Ms Principal	120,000	24,773	312
00	NIAGARA FALLS CITY SD	1	Superintendent of Schools	155,000	43,671	6,119
		2	Deputy Superintendent	120,343	41,536	3,845
		2	Administrator For School Business Services	120,343	45,707	0
		2	Administrator For Human Resources	120,343	41,536	0
		2	Administrator For Curriculum & Instruction	118,748	25,702	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Principal	118,784	0	0
		3	Director Of Information Systems	118,599	0	0
400900	NORTH TONAWANDA CITY SD	1	Superintendent of Schools	140,000	30,000	0
		2	Assistant Superintendent	115,000	24,750	0
401001	STARPOINT CSD	1	Superintendent of Schools	183,343	59,540	0
		3	High School Principal	127,194	0	0
		3	Intermediate School Principal	125,343	0	0
401201	ROYALTON-HARTLAND CSD	1	Superintendent of Schools	146,575	38,401	6,108
401301	BARKER CSD	1	Superintendent of Schools	145,396	35,915	2,500
401501	WILSON CSD	1	Superintendent of Schools	146,763	38,882	0
410401	ADIRONDACK CSD	1	Superintendent of Schools	123,000	35,846	0
410601	CAMDEN CSD	1	Superintendent of Schools	140,000	29,077	0
		2	Assistant Superintendent For Curriculum	116,183	13,403	0
		2	Assistant Superintendent For Business	108,297	28,566	0
411101	CLINTON CSD	1	Superintendent of Schools	143,000	40,732	0
		2	High School Principal	125,046	37,591	0
411501	NEW HARTFORD CSD	1	Superintendent of Schools	157,350	42,810	3,934
		2	Assistant Superintendent	130,625	35,294	2,721
		2	Assistant Superintendent	130,625	35,294	3,266
411504	NY MILLS UFSD	1	Superintendent of Schools	131,148	35,726	2,000
03	SAUQUOIT VALLEY CSD	1	Superintendent of Schools	117,000	19,517	0
01	REMSEN CSD	1	Superintendent of Schools	105,000	30,185	0
600	ROME CITY SD	1	Superintendent of Schools	146,300	36,613	0
		2	Assistant Superintendent Of Curriculum	115,000	24,830	0
411902	WATERVILLE CSD	1	Superintendent of Schools	146,237	27,535	0
412000	SHERRILL CITY SD	1	Superintendent of Schools	184,570	58,828	880
		2	Assistant Superintendent For Instruction	130,163	36,403	1,084
		2	Assistant Superintendent For Finance	112,306	34,889	210
412201	HOLLAND PATENT CSD	1	Superintendent of Schools	151,938	45,431	0
		2	Assistant Superintendent	104,738	31,214	0
		2	Assistant Superintendent	99,750	32,923	0
412300	UTICA CITY SD	1	Superintendent of Schools	156,818	40,338	3,000
		3	Director Of Instructiional Media Services	120,928	0	0
		3	Director Of Elementary Education	119,428	0	0
		3	Director Of Special Programs	119,428	0	0
412801	WESTMORELAND CSD	1	Superintendent of Schools	130,000	33,878	0
412901	ORISKANY CSD	1	Superintendent of Schools	110,240	35,284	0
412902	WHITESBORO CSD	1	Superintendent of Schools	156,000	46,573	7,070
		2	Assistant Superintendent For Curriculum	122,720	39,806	100
		2	Assistant Superintendent For Business	98,695	36,572	548
420101	WEST GENESEE CSD	1	Superintendent of Schools	171,930	55,813	0
		2	Assistant Superintendent	128,156	40,451	10,000
		2	Assistant Superintendent	109,683	38,521	0
		2	Assistant Superintendent	114,071	38,980	0
420303	NORTH SYRACUSE CSD	1	Superintendent of Schools	179,475	18,269	0
		2	Assistant Superintendent For Management	143,072	30,309	1,314
		2	Assistant Superintendent For Instruction	134,016	37,850	1,314
		2	Director Of Human Resources	127,552	34,658	1,314
		2	Director Of Athletics	137,604	38,396	0
		2	Director Of Fine Arts, Social Studies	131,671	37,716	0
		2	Nsjh Principal	130,250	28,468	0
		2	High School Principal	124,480	34,599	0
		2	High School Assistant Principal	122,753	27,609	0
420401	EAST SYRACUSE-MINOA CSD	1	Superintendent of Schools	185,704	37,158	19,000
		2	Deputy Superintendent	148,432	39,945	1,700
		3	High School Principal	131,028	0	0
		3	Executive Director Of Human Resources	121,903	0	0
		3	Executive Director Of Curriculum, Instruction & Ac	122,471	0	0
		3	Executive Director Of School Business Administrati	123,320	0	0
11	JAMESVILLE-DEWITT CSD	1	Superintendent of Schools	175,000	24,153	0
		2	Assistant Superintendent For Education Services	114,647	23,223	0
		2	High School Principal	123,513	22,522	0
420501	JORDAN-ELBRIDGE CSD	1	Superintendent of Schools	164,887	20,835	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Assistant Superintendent Instruction	114,039	22,400	0
		2	Assistant Superintendent Business & Fianance	108,721	16,194	0
420601	FABIUS-POMPEY CSD	1	Superintendent of Schools	132,090	32,513	0
420701	WESTHILL CSD	1	Superintendent of Schools	176,162	29,979	12,800
		2	Assistant Superintendent For Instructional Support	127,811	33,156	7,450
		2	Assistant Superintendent For Instructional Support	115,560	31,922	7,750
)2	SOLVAY UFSD	1	Superintendent of Schools	151,700	33,123	3,300
		2	Assistant Superintendent For Instruction	111,780	34,781	0
		3	Business Manager	119,350	0	0
420807	LAFAYETTE CSD	1	Superintendent of Schools	146,058	14,444	9,420
420901	BALDWINSVILLE CSD	1	Superintendent of Schools	176,620	36,614	5,400
		2	Asst Supt For Instruction	124,308	41,072	0
		2	Asst Supt For Management Services	119,600	37,934	0
		2	Elementary School Principal	136,584	45,328	0
		2	Director Of Health, Pe And Athletics	124,201	39,549	0
421001	FAYETTEVILLE-MANLIUS CSD	1	Superintendent of Schools	188,190	44,622	370
		2	Assistant Superintendent	151,328	36,697	0
		2	Assistant Superintendent	130,477	34,451	0
		2	Assistant Superintendent	120,115	33,216	0
		2	Assistant Superintendent	119,065	33,222	0
		2	Principal	127,116	26,529	0
		2	Director	122,297	26,681	0
421101	MARCELLUS CSD	1	Superintendent of Schools	0	0	0
421201	ONONDAGA CSD	1	Superintendent of Schools	147,728	48,753	0
421501	LIVERPOOL CSD	1	Superintendent of Schools	0	0	0
		2	Assistant Superintendent For Human Resources	132,810	29,999	0
		2	Assistant Superintendent For School Improvement	121,817	37,064	0
		2	Assistant Superintendent For Support Services	118,053	36,665	0
		3	Athletic Director	135,595	0	0
		3	Executive Director For Elementary Education	132,138	0	0
		3	Principal Srm	125,968	0	0
		3	Executive Director For Instructional Support	125,434	0	0
		3	Director Of Mst	123,203	0	0
		3	Principal On Special Assignment	118,107	0	0
421504	LYNCOURT UFSD	1	Superintendent of Schools	114,114	33,418	0
421601	SKANEATELES CSD	1	Superintendent of Schools	175,899	48,108	8,100
		2	Asst Supt For Business	149,195	48,533	15,450
		3	High School Principal	129,119	0	0
421902	TULLY CSD	1	Superintendent of Schools	130,599	38,714	0
430300	CANANDAIGUA CITY SD	1	Superintendent of Schools	190,000	13,000	7,800
		2	Assistant Superintendent For Instruction	152,426	5,335	0
		3	Executive Principal	127,548	0	0
		3	Elementary Principal	121,669	0	0
		3	Director Of Technology	123,453	0	0
430501	EAST BLOOMFIELD CSD	1	Superintendent of Schools	135,000	18,749	0
430700	GENEVA CITY SD	1	Superintendent of Schools	155,406	43,050	3,780
		2	Assistant Superintendent For Curriculum	123,022	33,928	1,000
		2	Assistant Superintendent For Business	110,225	32,983	500
430901	GORHAM-MIDDLESEX CSD (MARCUS WHITMAN	1	Superintendent of Schools	145,000	40,000	0
431101	MANCHESTER-SHORTSVILLE CSD (RED JACK	1	Superintendent of Schools	147,250	37,952	2,500
		2	Assistant Superintendent	106,665	30,588	0
431201	NAPLES CSD	1	Superintendent of Schools	125,000	21,694	0
431301	PHELPS-CLIFTON SPRINGS CSD	1	Superintendent of Schools	191,944	38,783	0
		2	Business Manager	130,938	33,280	0
		2	High School Principal	118,358	27,391	0
431401	HONEOYE CSD	1	Superintendent of Schools	129,100	29,738	600
431701	VICTOR CSD	1	Superintendent of Schools	144,200	34,479	0
		2	Assistant Superintendent For Instruction	121,913	33,522	0
440102	WASHINGTONVILLE CSD	1	Superintendent of Schools	200,340	33,112	700
		2	Asst.Superintendent For Instruction	171,341	30,897	700
		2	Asst.Superintendent For Personnel	161,567	30,150	700
		2	Asst.Superintendent For Business	160,453	38,057	700
		2	Asst.Superintendent For Pupil Personnel	158,633	37,918	700
		3	Principal - High School	148,384	0	0
		3	Assistant Principal - High School	118,877	0	0
		3	Principal - Middle School	153,080	0	0
		3	Assistant Principal - Middle School	131,647	0	0
		3	Assistant Principal - Middle School	120,429	0	0
		3	Principal - Elementary School	150,168	0	0
		3	Principal - Elementary School	142,068	0	0
		3	Principal - Elementary School	129,931	0	0
		3	Assistant Principal - Elementary School	131,968	0	0
		3	Athletic Director	143,367	0	0
		3	Supervisor Of English & Social Studies	133,471	0	0
		3	Supervisor Of Math & Science	129,598	0	0
		3	Director Of Data Management	149,148	0	0
		3	Executive Director Of Operations	144,228	0	0
440201	CHESTER UFSD	1	Superintendent of Schools	140,000	10,710	0
440301	CORNWALL CSD	1	Superintendent of Schools	167,075	44,782	7,200
		2	Assistant Superintendent For Business	140,887	40,396	0
		2	Assistant Superintendent For Instruction	140,225	40,323	0
		3	Principal - High School	139,037	0	0
		3	Principal - Middle School	133,749	0	0
		3	Principal - Elementary School	129,880	0	0
		3	Principal - Elementary School	127,255	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal - Elementary School	125,000	0	0
		3	Assistant Principal - High School	121,906	0	0
		3	Director - Pupil Personnel Services	123,764	0	0
		3	Director Of Physical Education / Athletic Director	124,361	0	0
440401	PINE BUSH CSD	1	Superintendent of Schools	199,555	39,501	6,000
		2	Assistant Superintendent For Business	162,623	36,310	5,227
		2	Assistant Superintendent For Instruction	162,623	36,310	8,227
		3	Hs Principal	149,869	0	0
		3	Cvms Principal	144,657	0	0
		3	Crsp Principal	141,229	0	0
		3	Pbe Principal	138,178	0	0
		3	Dir Of Special Programs Elementary	135,682	0	0
		3	Dir Of Special Programs Secondary	135,682	0	0
		3	Ces Principal	134,903	0	0
		3	Ejr Principal	134,903	0	0
		3	Pak Principal	134,903	0	0
		3	Coord Secondary Programs	131,051	0	0
		3	Asst Dir Of Special Programs	118,947	0	0
440601	GOSHEN CSD	1	Superintendent of Schools	169,950	45,887	2,833
		2	Asst. Superintendent For Instruction	140,315	40,184	2,923
		2	Asst. Superintendent For Business	136,591	40,039	2,846
		3	High School Principal	145,567	0	0
		3	Elementary School Principal	131,657	0	0
		3	Athletic Director	122,360	0	0
440901	HIGHLAND FALLS CSD	1	Superintendent of Schools	167,000	23,439	18,052
		2	Business Official	120,000	25,922	0
		2	Principal	158,427	38,732	0
		2	Principal	139,943	36,421	0
441000	MIDDLETOWN CITY SD	1	Superintendent of Schools	209,177	48,120	7,200
		3	Director Fo Secondary Education	165,579	0	0
		3	School Business Administrator	156,513	0	0
		3	Director Of Personnel	125,935	0	0
		3	Principal High School	153,830	0	0
		3	Principal Middle School	144,653	0	0
		3	Principal Middle School	134,196	0	0
		3	Principal Elementary	131,024	0	0
		3	Principal Elementary	129,524	0	0
		3	Principal Elementary	135,031	0	0
		3	Principal Elementary	131,024	0	0
		3	Director Of Pupil Personnel	154,042	0	0
		3	Supt Buildings And Grounds	121,333	0	0
		3	Director Of Pe, Health & Athletics	134,945	0	0
		3	Chief Technology Officer	145,980	0	0
		3	House Principal	129,881	0	0
		3	House Principal	129,881	0	0
		3	House Principal	129,881	0	0
		3	Asst. Principal Middle School	123,509	0	0
		3	Asst. Principal Shared Elementary	123,509	0	0
441101	MINISINK VALLEY CSD	1	Superintendent of Schools	175,000	45,560	0
		2	Asst. Supt. For Curriculum/Instruction	145,063	40,407	0
		2	Asst. Supt. For Business	153,750	34,087	0
		3	Director, Pps	130,752	0	0
		3	Director, Pr And Athletics	123,499	0	0
		3	Principal	152,291	0	0
		3	Principal	142,416	0	0
		3	Principal	132,317	0	0
		3	Principal	133,227	0	0
441201	MONROE-WOODBURY CSD	1	Superintendent of Schools	192,000	45,501	3,000
		2	Asst Superintendent For Business	174,724	43,629	2,800
		2	Asst Superintendent For Curriculum	169,293	43,047	2,800
		2	Asst Supt For Human Resourses	155,027	41,518	2,800
		3	Assistant Principal	131,826	0	0
		3	Assistant Principal	122,293	0	0
		3	Assistant Principal	128,511	0	0
		3	Assistant Principal	134,550	0	0
		3	Assistant Principal	128,511	0	0
		3	Assistant Principal	131,003	0	0
		3	Assistant Principal	134,003	0	0
		3	Assistant Principal	127,623	0	0
		3	Assistant Principal	127,149	0	0
		3	Assistant Principal	131,903	0	0
		3	Director	122,298	0	0
		3	Director	154,638	0	0
		3	Director	153,372	0	0
		3	Director	137,770	0	0
		3	Director	147,410	0	0
		3	Director	145,240	0	0
		3	Director	136,013	0	0
		3	Director	128,791	0	0
		3	Principal	162,919	0	0
		3	Principal	136,413	0	0
		3	Principal	136,168	0	0
		3	Principal	155,338	0	0
		3	Princapal	139,044	0	0
		3	Principal	148,681	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal	137,068	0	0
441202	KIRYAS JOEL VILLAGE UFSD	1	Superintendent of Schools	189,901	45,366	0
		2	Deputy Superintendent	141,410	35,502	0
		3	Principal/ Preschool Director	143,052	0	0
		3	Associate Principal	118,886	0	0
1	VALLEY CSD (MONTGOMERY)	1	Superintendent of Schools	199,100	33,581	4,700
		2	Principal	138,516	28,444	1,200
		2	Director Athletics	124,269	28,794	1,200
		2	Director Data & Federal Programs	129,917	22,018	1,200
		2	Director Special Education	120,716	35,118	1,200
		2	Asst Director Special Education	118,887	34,955	1,200
		2	Deputy Superintendent	164,211	40,537	2,400
		2	Assistant Superintendent	137,620	35,657	2,400
		2	Assistant Superintendent	133,620	22,687	2,400
		2	Principal	130,716	36,008	1,200
		2	Principal	144,963	37,276	1,200
		2	Principal	129,917	35,940	1,200
		2	Principal	131,066	36,039	1,200
		2	Principal	120,716	35,118	1,200
441600	NEWBURGH CITY SD	1	Superintendent of Schools	206,955	50,894	0
		3	Assistant Principal	125,895	0	0
		3	Assistant Principal	119,153	0	0
		3	Assistant Principal	125,895	0	0
		3	Director Of Athletics	137,051	0	0
		3	Director Of Bi-Lingual Education	137,051	0	0
		3	Director Of Special Education	137,051	0	0
		3	Director Of Careers & Technical Education	125,895	0	0
		3	Director Of Mathematics	133,870	0	0
		3	Director Of Social Studies	130,999	0	0
		3	Director Of Guidance	137,051	0	0
		3	Director Of Reading & English Language Arts	130,999	0	0
		3	Director Of Fine, Performing & Visual Arts	130,999	0	0
		3	Director Of Special Education	132,268	0	0
		3	Director Of Science	129,318	0	0
		2	Deputy Superintendent	156,099	41,018	0
		2	Asst Superintendent For Curriculum & Instruction	143,000	30,945	0
		2	Asst Superintendent For Curriculum & Instruction	135,000	38,682	0
		2	Asst Superintendent For Human Resources	147,795	31,296	0
		2	Asst Superintendent For Finance	156,905	40,099	0
		2	Asst Superintendent For Stud Intervtn & Supp Svc	146,269	39,930	0
		3	Executive Director - Human Resources	138,378	0	0
		3	Executive Director - Instructional Technology	133,000	0	0
		3	Executive Director - Facilities & Operations	136,343	0	0
		3	High School Principal	167,887	0	0
		3	Jr High School Principal	151,050	0	0
		3	Jr High School Principal	151,050	0	0
		3	Elementary Principal	151,050	0	0
		3	Elementary Principal	130,999	0	0
		3	Elementary Principal	140,883	0	0
		3	Elementary Principal	135,714	0	0
		3	Elementary Principal	120,766	0	0
		3	Elementary Principal	131,329	0	0
		3	Elementary Principal	131,303	0	0
		3	Elementary Principal	131,329	0	0
		3	Assistant Principal	137,051	0	0
		3	Assistant Principal	127,395	0	0
		3	Assistant Principal	130,999	0	0
		3	Assistant Principal	132,499	0	0
		3	Assistant Principal	136,433	0	0
		3	Assistant Principal	127,395	0	0
		3	Assistant Principal	133,870	0	0
		3	Assistant Principal	137,051	0	0
		3	Assistant Principal	119,153	0	0
		3	Assistant Principal	119,153	0	0
		3	Assistant Principal	120,436	0	0
		3	Assistant Principal	122,714	0	0
		3	Assistant Principal	128,707	0	0
		3	Assistant Principal	128,707	0	0
		3	Assistant Principal	132,268	0	0
441800	PORT JERVIS CITY SD	1	Superintendent of Schools	187,810	56,052	0
		2	Assistant Super For Instruction	153,207	44,283	0
		2	Assistant Super For Business	153,207	44,283	0
		3	Director Of Attendance	143,960	0	0
		3	Principal H.S	141,562	0	0
		3	Principal M.S.	132,937	0	0
		3	Principal Elem	129,700	0	0
		3	Principal Elem	129,210	0	0
		3	Asst Principal Hs	119,260	0	0
441903	TUXEDO UFSD	1	Superintendent of Schools	213,610	53,552	12,000
		3	Denis Petrilak	140,960	0	0
		3	Barbara Geoghan	125,252	0	0
		3	Dawn Cupano	143,856	0	0
		3	Carol Lomascolo	119,127	0	0
442101	WARWICK VALLEY CSD	1	Superintendent of Schools	197,125	46,833	2,822
		2	Principal	123,662	23,731	1,184

CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Director Safety & Pe	134,375	38,176	1,293
		2	Director Math & Science	123,894	36,582	1,178
		2	Asst Supt For Instruction	178,324	35,981	1,135
		2	Principal	124,500	36,673	1,100
		2	Director Of Business	140,841	26,344	2,218
		2	Principal	125,944	36,893	1,206
		2	Principal	140,685	39,135	322
		2	Principal	131,283	37,705	1,072
		2	Principal	136,493	38,498	1,617
		2	Asst Supt For Personnel	141,819	26,492	322
442111	GREENWOOD LAKE UFSD	1	Superintendent of Schools	171,000	41,537	2,000
		3	Business Administrator	127,168	0	0
		3	Director Of Curriculum & Instruction	118,550	0	0
442115	FLORIDA UFSD	1	Superintendent of Schools	170,036	11,195	0
		3	Junior-Senior High School Principal	129,016	0	0
		3	Special Education Director	125,519	0	0
		3	Pupil Personnel Director	122,534	0	0
		3	Elementary School Principal	121,994	0	0
450101	ALBION CSD	1	Superintendent of Schools	153,568	24,480	19,195
		2	Assistant Superintendent For Business	106,828	29,400	2,602
		2	Assistant Superintendent For Instruction	106,828	22,314	2,602
		3	Elementary School Principal	119,257	0	0
		3	Coordinator Of Pupil Personnel	120,000	0	0
450607	KENDALL CSD	1	Superintendent of Schools	143,434	35,859	0
450704	HOLLEY CSD	1	Superintendent of Schools	150,949	23,672	0
450801	MEDINA CSD	1	Superintendent of Schools	147,900	36,468	0
		2	Assistant Superintendent	103,997	27,847	0
451001	LYNDONVILLE CSD	1	Superintendent of Schools	148,500	42,655	0
460102	ALTMAR-PARISH-WILLIAMSTOWN CSD	1	Superintendent of Schools	133,900	16,927	0
460500	FULTON CITY SD	1	Superintendent of Schools	153,000	23,133	7,960
460701	HANNIBAL CSD	1	Superintendent of Schools	138,000	40,226	0
460801	CENTRAL SQUARE CSD	1	Superintendent of Schools	158,486	27,789	0
		2	Assistant Superintendent For Student & Community S	98,931	31,602	0
460901	MEXICO CSD	1	Superintendent of Schools	140,000	35,610	0
461300	OSWEGO CITY SD	1	Superintendent of Schools	142,000	38,859	4,000
461801	PULASKI CSD	1	Superintendent of Schools	135,200	46,968	0
461901	SANDY CREEK CSD	1	Superintendent of Schools	150,396	46,339	0
462001	PHOENIX CSD	1	Superintendent of Schools	150,000	32,194	0
470202	GILBERTSVILLE-MOUNT UPTON CSD	1	Superintendent of Schools	121,680	22,271	0
470501	EDMESTON CSD	1	Superintendent of Schools	129,000	34,080	0
470801	LAURENS CSD	1	Superintendent of Schools	119,213	32,817	0
470901	SCHENEVUS CSD	1	Superintendent of Schools	117,312	26,935	902
1	MILFORD CSD	1	Superintendent of Schools	127,544	27,971	5,482
		2	Principal	96,494	34,641	2,000
471201	MORRIS CSD	1	Superintendent of Schools	108,500	29,020	2,750
471400	ONEONTA CITY SD	1	Superintendent of Schools	155,147	30,796	4,206
		3	Building Administrator (Elementary Principal)	120,829	0	0
471601	OTEGO-UNADILLA CSD	1	Superintendent of Schools	130,000	7,280	10,000
471701	COOPERSTOWN CSD	1	Superintendent of Schools	133,000	36,210	0
472001	RICHFIELD SPRINGS CSD	1	Superintendent of Schools	144,612	50,367	0
472202	CHERRY VALLEY-SPRINGFIELD CSD	1	Superintendent of Schools	108,000	26,093	0
472506	WORCESTER CSD	1	Superintendent of Schools	114,400	33,903	915
480101	MAHOPAC CSD	1	Superintendent of Schools	208,075	49,604	8,000
		2	Assist Supt Bus	180,801	43,739	0
		2	Assist Supt Hr	180,801	43,739	0
		2	Assist Supt Curric	164,747	42,500	0
		3	Dir Of Sped	141,000	0	0
		3	Principal Hs	156,662	0	0
		3	Principal Ms	161,799	0	0
		3	Principal Elem	152,511	0	0
		3	Principal Elem	152,511	0	0
		3	Principal Elem	137,956	0	0
		3	Assist Prin Hs	136,480	0	0
		3	Assist Prin Hs	123,149	0	0
		3	Assist Prin Hs	135,448	0	0
		3	Assist Prin Ms	138,114	0	0
		3	Assist Prin Ms	121,681	0	0
		3	Assist Prin Elem	134,805	0	0
		3	Prin Kdgn	168,507	0	0
		3	Dir Sped Second	121,229	0	0
		3	Dir Sped Elem	119,761	0	0
		3	Dir Ath	141,199	0	0
		3	Dir Sped Elem	121,229	0	0
480102	CARMEL CSD	1	Superintendent of Schools	215,250	33,669	14,000
		2	Asst. Supt. For Business	166,400	33,952	0
		2	Asst. Supt. For Instruction And Personnel	170,560	19,722	0
		3	High School Principal	169,773	0	0
		3	Middle School Principal	160,273	0	0
		3	Elementary School Principal	141,587	0	0
		3	Elementary School Principal	147,587	0	0
		3	Elementary School Principal	156,873	0	0
		3	Director Of Pupil Services	143,000	0	0
		3	Director Of Physical Education	147,336	0	0
		3	Middle School Assistant Principal	128,076	0	0
		3	Rti Director	128,076	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	High School Assistant Principal	132,455	0	0
		3	High School Assistant Principal	136,455	0	0
480401	HALDANE CSD	1	Superintendent of Schools	197,210	39,221	0
		2	Building Principal	152,646	40,996	0
		2	Building Principal	134,985	29,452	0
		2	Director Of Special, Remedial, Assessment Services	124,384	38,043	0
		2	Business Manager	122,950	35,976	0
480404	GARRISON UFSD	1	Superintendent of Schools	164,000	60,180	2,500
		2	Principal	123,670	39,373	0
480503	PUTNAM VALLEY CSD	1	Superintendent of Schools	190,000	47,953	0
		2	Asst Supt For Curriculum, Instruction & Personnel	177,590	32,512	0
		2	Asst Supt For Business & Technology	193,594	42,633	0
		3	High School Principal	167,727	0	0
		3	Asst Hs Principal	149,995	0	0
		3	Middle School Principal	169,699	0	0
		3	Asst Ms Principal	133,703	0	0
		3	Elementary School Principal	161,131	0	0
		3	Director Of Special Education	136,806	0	0
480601	BREWSTER CSD	1	Superintendent of Schools	226,964	52,857	3,500
		2	Asst. Director Special Education	130,625	39,482	0
		2	Cse Chair Peson	128,129	39,181	0
		2	Asst. Principal -Bhs	168,414	43,651	0
		2	Asst. Principal -Bhs	136,107	40,094	0
		2	Asst. Principal - Wms	136,386	40,103	0
		2	Asst. Principal	145,937	41,170	0
		2	Asst. Principal	118,371	38,091	0
		2	Director Of Tchnology	176,296	35,407	5,400
		2	Dir. Of Curriculum Instruction & Prof. Personnel	155,000	47,205	3,500
		2	Asst. Superintendent	210,472	56,278	5,400
		2	High School Principal	196,475	46,815	0
		2	Middle School Principal	191,552	46,235	0
		2	Intermediate School Principal	146,970	41,308	0
		2	Elementary	180,292	44,977	0
		2	Elementary	146,970	41,308	0
		2	Dir. Of Athletics,Health, Pe	136,107	40,094	0
		2	Dir. Of Special Educaion	170,440	43,929	0
490101	BERLIN CSD	1	Superintendent of Schools	143,000	8,119	0
490202	BRUNSWICK CSD (BRITTONKILL)	1	Superintendent of Schools	159,135	42,491	0
		3	Director Of Business Operations	129,974	0	0
490301	EAST GREENBUSH CSD	1	Superintendent of Schools	181,865	35,329	5,250
		2	Ast Supt For Curriculum/Instruction	131,323	41,057	0
		2	Ast Supt For Personnel/Prof Developmt	130,823	41,057	0
		2	Ast Supt For Business/Finance	151,527	31,012	0
		3	Elementary Principal	131,922	0	0
		3	Elementary Principal	118,864	0	0
		3	Elementary Principal	133,822	0	0
		3	Elementary Principal	124,222	0	0
		3	High School Principal	129,110	0	0
490501	HOOSICK FALLS CSD	1	Superintendent of Schools	141,260	37,789	0
		3	School Business Administrator	118,152	0	0
490601	LANSINGBURGH CSD	1	Superintendent of Schools	145,250	35,137	408
		2	Assistant Superintendent	103,750	32,624	0
490801	NORTH GREENBUSH COMN SD (WILLIAMS)	1	Superintendent of Schools	30,000	2,295	0
490804	WYNANTSKILL UFSD	1	Superintendent of Schools	134,984	39,253	0
491200	RENSSELAER CITY SD	1	Superintendent of Schools	150,000	43,053	0
		3	Business Official	131,090	0	0
491302	AVERILL PARK CSD	1	Superintendent of Schools	145,600	32,235	10,000
		2	Assistant Superintendent Of Schools	125,320	28,889	5,000
		2	Assistant Superintendent For Business	117,700	35,587	5,000
		3	Principal - High School	131,700	0	0
		3	Chairperson - K-5 Cse And Cpse	118,831	0	0
491401	HOOSIC VALLEY CSD	1	Superintendent of Schools	141,960	14,013	2,500
		2	High School Principal	126,014	4,376	0
491501	SCHODACK CSD	1	Superintendent of Schools	132,500	38,334	7,310
		2	Director Of Business And Support Services	118,565	26,276	1,974
491700	TROY CITY SD	1	Superintendent of Schools	199,569	47,560	3,600
		2	Assistant Superintendent	129,960	37,618	0
		3	Alc Principal	124,085	0	0
		3	Hs Principal	123,006	0	0
		3	Assistant Principal	119,769	0	0
		3	Elementary Principal	123,006	0	0
		3	Elementary Principal	123,006	0	0
		3	Elementary Principal	119,769	0	0
		3	Elementary Principal	119,769	0	0
		3	Assistant Principal	119,769	0	0
		3	Assistant Principal	119,769	0	0
500101	CLARKSTOWN CSD	1	Superintendent of Schools	225,000	35,461	37,600
		2	Deputy Superintendent	186,272	33,072	24,000
		2	Assistant Superintendent Of Student Learning	179,757	32,526	9,000
		2	Assistant Superintendent Of Instruction & Prof. Dv	160,000	30,528	7,500
		2	Assistant Superintendent Of Personnel	160,000	30,717	7,500
		3	Director Of School Facilities	150,403	0	0
		3	Director Of Business Services	132,993	0	0
		3	Director Of Instrct. Tech. & Info. Svcs.	142,376	0	0
		3	Director Of Special Education	144,753	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Director Of Fiscal Management	138,000	0	0
		3	Elementary Principal	175,849	0	0
		3	Elementary Principal	163,374	0	0
		3	Elementary Principal	166,180	0	0
		3	Elementary Principal	167,723	0	0
		3	Elementary Principal	152,770	0	0
		3	Elementary Principal	144,615	0	0
		3	Elementary Principal	129,300	0	0
		3	Elementary Principal	142,862	0	0
		3	Elementary Principal	132,250	0	0
		3	Elementary Principal	142,400	0	0
		3	Elementary Principal	135,000	0	0
		3	Secondary Principal	167,776	0	0
		3	Secondary Principal	136,700	0	0
		3	Secondary Principal	137,915	0	0
		3	Secondary Principal	173,037	0	0
		3	Secondary Principal	175,400	0	0
		3	Secondary Principal	135,660	0	0
		3	Assistant Principal	129,309	0	0
		3	Assistant Principal	131,641	0	0
		3	Coordinator K-12 English Language Arts	125,670	0	0
500108	NANUET UFSD	1	Superintendent of Schools	237,317	56,568	5,000
		2	Middle School Assistant Principal	141,418	21,407	0
		2	Elementary School Principal	158,073	24,902	0
		2	Elementary School Principal	141,048	34,356	0
		2	Elementary School Assistant Principal	120,506	32,061	0
		2	Assistant Superintendent	173,000	39,987	2,000
		2	Assistant Superintendent For Business	175,510	28,983	5,000
		2	Director Of Student Support Services	162,514	38,024	0
		2	Director Of Athletics	147,669	26,807	0
		2	Director Of Technology	142,668	32,539	0
		2	High School Principal	170,248	37,221	0
		2	High School Assistant Principal	147,026	38,057	0
		2	Middle School Principal	158,465	35,262	0
500201	HAVERSTRAW-STONY POINT CSD (NORTH RO	1	Superintendent of Schools	200,000	14,800	47,221
		2	Asst. Superintendent For Business	176,309	7,000	38,186
		2	Asst. Superintendent For Human Resources	164,969	7,000	37,044
		2	Asst. Superintendent For Educational Services	160,425	7,000	34,953
		3	H.S. Principal	158,948	0	0
		3	E.S. Principal	154,687	0	0
		3	E.S. Principal	154,687	0	0
		3	M.S. Principal	154,467	0	0
		3	M.S. Principal	150,487	0	0
		3	M.S. Principal	150,487	0	0
		3	M.S. Principal	146,816	0	0
		3	H.S Asst. Principal	146,775	0	0
		3	E.S. Principal	146,517	0	0
		3	H.S. Asst. Principal	146,275	0	0
		3	Director For Special Education	143,921	0	0
		3	M.S. Asst. Principal	143,921	0	0
		3	Director Of Curriculum	141,099	0	0
		3	H.S. Principal	141,099	0	0
		3	E.S. Principal	140,885	0	0
		3	E.S. Principal	140,885	0	0
		3	H.S. Asst. Principal	135,173	0	0
		3	H.S. Asst. Principal	134,016	0	0
		3	Director Of I.S.	133,648	0	0
		3	M.S. Asst. Principal	129,753	0	0
		3	E.S. Asst. Principal	129,752	0	0
		3	Asst. Director For Special Education	129,252	0	0
		3	E.S. Asst. Principal	118,421	0	0
500301	SOUTH ORANGETOWN CSD	1	Superintendent of Schools	221,289	30,364	6,000
		2	Deputy Superintendent	193,071	36,027	9,087
		2	Assistant Superintendent For Instruction	174,835	26,868	0
		3	Principal High School	135,199	0	0
		3	Assistant Principal High School	160,813	0	0
		3	Principal Middle School	134,000	0	0
		3	Assistant Principal Middle School	121,620	0	0
		3	Principal Elementary School	135,000	0	0
		3	Principal Elementary School	143,012	0	0
		3	Principal Elementary School	134,851	0	0
		3	Director Of Special Education	150,394	0	0
		3	Director Of Technology	143,150	0	0
		3	Director Of Athletics	123,968	0	0
		3	Assistant Director Of Special Education	118,500	0	0
		3	Director Of Human Resources	156,150	0	0
		3	Director Of Facilities	118,650	0	0
500304	NYACK UFSD	1	Superintendent of Schools	237,038	39,485	0
		2	Assistant Superintendent For Business	187,387	34,611	0
		2	Assistant Superintendent For Instruction	187,387	44,193	0
		2	Asst Supt For Pupil Personnel & Human Resources	187,387	44,193	0
		3	Director Of Special Education	125,912	0	0
		3	Director Of Curriculum & Staff Development	156,412	0	0
		3	Assistant Principal-Hs	163,167	0	0
		3	Assistant Principal-Hs	119,743	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Assistant Principal-Hs	123,521	0	0
		3	Assistant Principal-Ms	138,856	0	0
		3	Elementary Principal	136,046	0	0
		3	Elementary Principal	171,987	0	0
		3	Elementary Principal	151,636	0	0
		3	Middle School Principal	164,142	0	0
		3	High School Principal	166,268	0	0
		3	Director Of Athletics,Pe,Health & Wellness	136,523	0	0
500308	PEARL RIVER UFSD	1	Superintendent of Schools	289,228	13,040	0
		2	Assisstant Superintendent	223,001	2,500	0
		3	Director Of Curriculum	144,539	0	0
		3	Director Of Athletics	168,024	0	0
		3	Director Of Special Education	156,755	0	0
		3	Principal	167,232	0	0
		3	Prncipal	164,346	0	0
		3	Principal	153,327	0	0
		3	Principal	133,325	0	0
		3	Principal	129,746	0	0
500401	RAMAPO CSD (SUFFERN)	1	Superintendent of Schools	255,226	35,173	45,495
		2	Assistant Superintendent Of Instruction	191,374	17,105	0
		2	Assistant Superintendent Of Human Resources	191,374	17,105	0
		3	School Business Executive Ii	191,374	0	0
		3	Director Of Special Education	159,010	0	0
		3	Director Of Pupil Personnel	160,000	0	0
		3	Director Of Instruction Technology	141,358	0	0
		3	Principal Elementary	165,729	0	0
		3	Principal Elementary	152,155	0	0
		3	Principal Elementary	148,444	0	0
		3	Principal Elementary	163,854	0	0
		3	Principal Elementary	137,845	0	0
		3	Principal High School	161,207	0	0
		3	Principal Middle School	165,331	0	0
		3	Assistant Principal Middle School	144,200	0	0
		3	Assistant Principal Middle School	138,581	0	0
		3	Assistant Principal High School	138,581	0	0
		3	Assistant Principal High School	161,716	0	0
		3	Assistant Principal High School	130,000	0	0
500402	EAST RAMAPO CSD (SPRING VALLEY)	1	Superintendent of Schools	272,311	51,893	4,600
		3	K-12 Instructional Supervisor	123,371	0	0
		3	K-12 Instructional Supervisor	123,371	0	0
		3	K-12 Instructional Supervisor	123,089	0	0
		3	K-12 Instructional Supervisor	123,371	0	0
		3	Director School Facilities Ii	130,337	0	0
		3	Director Of Secondary Instruction	131,325	0	0
		3	Director Of Business Operations	132,613	0	0
		3	Director Of Funded Programs	147,519	0	0
		3	Director Of School Transportation Ii	130,337	0	0
		3	Director Of Secondary Instruction	135,265	0	0
		3	Administrator For Special Projects & Grants	118,642	0	0
		2	Assistant Superintendent For Instruction	160,660	13,909	7,230
		2	Assistant Superintendent For Personnel	149,157	13,909	0
		3	Principal	146,806	0	0
		3	Principal	151,791	0	0
		3	Principal	145,439	0	0
		3	Principal	149,465	0	0
		3	Principal	146,806	0	0
		3	Principal	147,026	0	0
		3	Principal	149,465	0	0
		3	Principal	149,465	0	0
		3	Principal	124,734	0	0
		3	Principal	143,304	0	0
		3	Principal	149,465	0	0
		3	Principal	149,465	0	0
		3	Assistant Principal	133,218	0	0
		3	Assistant Principal	130,122	0	0
		3	Assistant Principal	133,218	0	0
		3	Assistant Principal	133,218	0	0
		3	Assistant Principal	133,218	0	0
		3	Assistant Principal	133,218	0	0
		3	Assistant Principal	133,218	0	0
		3	Assistant Principal	133,218	0	0
		3	Assistant Principal	130,111	0	0
		3	Assistant Principal	120,314	0	0
		3	Assistant Principal	132,953	0	0
		3	Assistant Principal	135,539	0	0
		3	Assistant Principal	118,284	0	0
		3	Assistant Principal	124,036	0	0
		3	Assistant Principal	133,218	0	0
		3	K-12 Instructional Supervisor	122,067	0	0
		3	K-12 Instructional Supervisor	123,371	0	0
J1	BRASHER FALLS CSD	1	Superintendent of Schools	118,543	25,505	0
510201	CANTON CSD	1	Superintendent of Schools	124,300	27,350	0
510401	CLIFTON-FINE CSD	1	Superintendent of Schools	111,762	30,517	6,000
510501	COLTON-PIERREPONT CSD	1	Superintendent of Schools	115,575	26,600	0
511101	GOUVERNEUR CSD	1	Superintendent of Schools	140,275	30,619	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Asst. Superintendent For Instruction	98,800	35,135	0
511201	HAMMOND CSD	1	Superintendent of Schools	101,778	22,961	0
511301	HERMON-DEKALB CSD	1	Superintendent of Schools	120,805	28,766	2,089
511602	LISBON CSD	1	Superintendent of Schools	110,141	36,393	0
511901	MADRID-WADDINGTON CSD	1	Superintendent of Schools	109,620	25,973	0
1	MASSENA CSD	1	Superintendent of Schools	115,000	35,314	0
		2	Assistant Superintendent	117,442	25,839	2,400
512101	MORRISTOWN CSD	1	Superintendent of Schools	116,155	35,865	0
512201	NORWOOD-NORFOLK CSD	1	Superintendent of Schools	113,500	28,724	0
512300	OGDENSBURG CITY SD	1	Superintendent of Schools	120,060	33,713	5,457
		2	Assistant Superintendent Of Schools	107,789	24,852	4,900
512404	HEUVELTON CSD	1	Superintendent of Schools	104,764	33,322	4,762
512501	PARISHVILLE-HOPKINTON CSD	1	Superintendent of Schools	107,640	30,174	0
512902	POTSDAM CSD	1	Superintendent of Schools	127,527	36,932	0
513102	EDWARDS-KNOX CSD	1	Superintendent of Schools	0	0	0
520101	BURNT HILLS-BALLSTON LAKE CSD	1	Superintendent of Schools	175,429	40,020	0
		2	Assistant Superintendent For Instruction	131,592	34,673	0
		2	Assistant Superintendent For Support Services	123,604	24,778	0
		3	High School Principal	126,084	0	0
		3	Middle School Principal	124,856	0	0
		3	Elementary Principal	122,460	0	0
		3	Elementary Principal	119,260	0	0
		3	Elementary Principal	119,260	0	0
520302	SHENENDEHOWA CSD	1	Superintendent of Schools	187,500	54,969	0
		2	Asst Super For Mgmt Svcs & Quality Contr	138,417	42,597	0
		2	Asst Super For Finance & Operations	127,190	27,393	0
		2	Asst Super For Curriculum, Instr & Assess	127,000	32,892	0
		2	Asst Super For Human Resources	120,585	26,666	0
		3	High School Principal	136,924	0	0
		3	Middle School Principal	132,579	0	0
		3	Middle School Principal	131,857	0	0
		3	Elementary School Principal	129,622	0	0
		3	Elementary School Principal	125,839	0	0
		3	Elementary School Principal	125,809	0	0
		3	Elementary School Principal	119,703	0	0
520401	CORINTH CSD	1	Superintendent of Schools	140,933	35,029	3,017
520601	EDINBURG COMMON SD	1	Superintendent of Schools	107,100	25,931	1,350
520701	GALWAY CSD	1	Superintendent of Schools	140,000	39,728	0
521200	MECHANICVILLE CITY SD	1	Superintendent of Schools	154,640	47,189	3,038
521301	BALLSTON SPA CSD	1	Superintendent of Schools	175,000	34,455	0
		2	Assistant Supertintendent For Business	140,338	35,139	0
		3	Building Administrator	123,966	0	0
		3	Pupil Personnel Services Director	121,847	0	0
1	SOUTH GLENS FALLS CSD	1	Superintendent of Schools	160,000	29,952	0
		2	Assistant Superintendent	112,955	24,857	0
521701	SCHUYLERVILLE CSD	1	Superintendent of Schools	145,000	49,048	0
		3	Elementary Principal	122,381	0	0
521800	SARATOGA SPRINGS CITY SD	1	Superintendent of Schools	167,000	43,594	6,050
		2	Assistant Superintendent- Elementary Ed	137,915	37,039	7,050
		2	Assistant Superintendent- Secondary Ed	130,380	47,678	4,800
		2	Assistant Superintendent For Business	150,455	44,315	6,050
		3	Building Principal	127,031	0	0
		3	Building Principal	118,982	0	0
		3	Building Principal	120,006	0	0
		3	Building Principal	123,622	0	0
		3	Building Principal	122,064	0	0
		3	Building Principal	132,538	0	0
522001	STILLWATER CSD	1	Superintendent of Schools	144,560	43,656	0
522101	WATERFORD-HALFMOON UFSD	1	Superintendent of Schools	139,725	38,899	0
530101	DUANESBURG CSD	1	Superintendent of Schools	127,805	28,450	0
530202	SCOTIA-GLENVILLE CSD	1	Superintendent of Schools	154,128	40,360	0
		3	Hs Principal	121,646	0	0
530301	NISKAYUNA CSD	1	Superintendent of Schools	230,249	42,933	0
		2	Asst Supt For Instruction	132,364	32,013	0
		2	Asst Supt For Business	120,792	36,433	0
		2	Supt Of Bldgs And Grounds	93,927	30,881	0
		2	Administrator For Technology & Information	134,793	36,258	0
		2	Elementary Principal	131,258	31,413	0
		2	Administrator For Human Resources	129,039	37,264	0
		2	High School Principal	125,973	37,705	0
530501	SCHALMONT CSD	1	Superintendent of Schools	158,016	39,590	0
530515	ROTTERDAM-MOHONASEN CSD	1	Superintendent of Schools	158,593	38,437	15,540
		2	Assist. Superintendent For Business	118,367	29,678	6,050
		2	Assist. Superintendent For Curriculum & Instructio	125,009	34,411	7,895
		2	Elementary Principal	119,365	33,411	500
530600	SCHENECTADY CITY SD	1	Superintendent of Schools	189,899	49,666	4,000
		2	Asst Superintendent For Instruction	139,563	41,984	2,500
		2	Asst Superintendent For Operations	149,016	43,385	2,500
		2	Asst Superintendent For Business	152,667	43,926	2,500
		2	Associate Superintendent	135,450	41,375	2,500
		3	High School Principal	120,376	0	0
		3	High School Principal	119,877	0	0
		3	Elementary Principal	122,269	0	0
		3	Elementary Principal	120,277	0	0
		3	Elementary Principal	118,707	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Elementary Principal	118,259	0	0
540801	GILBOA-CONESVILLE CSD	1	Superintendent of Schools	122,200	35,526	1,600
540901	JEFFERSON CSD	1	Superintendent of Schools	111,950	29,770	0
541001	MIDDLEBURGH CSD	1	Superintendent of Schools	122,500	38,652	7,300
541102	COBLESKILL-RICHMONDVILLE CSD	1	Superintendent of Schools	134,550	26,066	5,000
01	SCHOHARIE CSD	1	Superintendent of Schools	120,540	40,514	0
01	SHARON SPRINGS CSD	1	Superintendent of Schools	110,677	22,082	0
550101	ODESSA-MONTOUR CSD	1	Superintendent of Schools	131,449	34,911	6,500
550301	WATKINS GLEN CSD	1	Superintendent of Schools	129,792	25,039	0
560501	SOUTH SENECA CSD	1	Superintendent of Schools	146,232	31,425	7,100
560603	ROMULUS CSD	1	Superintendent of Schools	110,240	31,875	0
560701	SENECA FALLS CSD	1	Superintendent of Schools	126,852	34,247	0
561006	WATERLOO CSD	1	Superintendent of Schools	192,666	43,303	0
		2	Asst. Supt. Of Curr. And Instruction	120,814	31,005	0
		2	Asst. Supt. For Business	129,114	35,078	0
570101	ADDISON CSD	1	Superintendent of Schools	132,616	24,433	0
570201	AVOCA CSD	1	Superintendent of Schools	117,835	13,246	0
570302	BATH CSD	1	Superintendent of Schools	169,195	66,612	0
570401	BRADFORD CSD	1	Superintendent of Schools	114,400	19,643	0
570603	CAMPBELL-SAVONA CSD	1	Superintendent of Schools	113,000	28,976	1,396
571000	CORNING CITY SD	1	Superintendent of Schools	167,500	34,947	0
		2	Assistant Superintendent For Instruction	130,000	34,920	0
		2	Assistant Superintendent For Adm Services	125,825	36,006	0
		3	Director Of Technology	120,269	0	0
571502	CANISTEO-GREENWOOD CSD	1	Superintendent of Schools	127,500	29,704	0
571800	HORNELL CITY SD	1	Superintendent of Schools	177,736	63,110	5,000
571901	ARKPORT CSD	1	Superintendent of Schools	129,800	32,683	0
572301	PRATTSBURGH CSD	1	Superintendent of Schools	0	0	0
572702	JASPER-TROUPSBURG CSD	1	Superintendent of Schools	111,650	25,638	6,000
		2	Elementary Principal	124,720	33,500	0
572901	HAMMONDSPORT CSD	1	Superintendent of Schools	113,300	13,288	0
573002	WAYLAND-COHOCTON CSD	1	Superintendent of Schools	143,325	32,403	0
580101	BABYLON UFSD	1	Superintendent of Schools	191,000	35,598	9,550
		2	Deputy Superintendent	153,785	38,478	7,525
		2	Asst Superintendent For Curr & Instruction	144,620	37,666	6,756
		3	Administrator For Special Education	130,492	0	0
		3	Principal/Hs	158,963	0	0
		3	Principal/Jr Hs	138,212	0	0
		3	Principal/Gs	150,270	0	0
		3	Principal/Es	127,350	0	0
		3	Coordinator Of Technology	125,692	0	0
102	WEST BABYLON UFSD	1	Superintendent of Schools	210,000	35,422	0
		2	Assistant Superintendent For Curriculum & Instruct	172,010	40,640	5,954
		2	Assistant Superintendent For Finance & Operations	145,000	37,235	3,904
		3	Executive Director Of Human Resources	140,595	0	0
		3	Director Of Student Services	128,000	0	0
		3	Director Of Language Arts & Testing	129,780	0	0
		3	Secondary Principal	158,657	0	0
		3	Secondary Principal	144,523	0	0
		3	Elementary Principal	149,670	0	0
		3	Elementary Principal	149,670	0	0
		3	Elementary Principal	149,670	0	0
		3	Elementary Principal	143,623	0	0
		3	Elementary Principal	143,623	0	0
		3	Assistant Principal	121,121	0	0
		3	Assistant Principal	145,177	0	0
		3	Assistant Principal	128,348	0	0
580103	NORTH BABYLON UFSD	1	Superintendent of Schools	216,300	31,813	4,800
		2	Assistant Supt. For Business	175,950	37,514	0
		2	Assistant Supt. For Curriculum	155,250	35,770	0
		3	Middle School Principal	145,187	0	0
		3	Elementary Principal	137,229	0	0
		3	High School Principal	131,213	0	0
		3	Elementary Principal	127,808	0	0
		3	Elementary Principal	127,808	0	0
		3	Elementary Principal	125,611	0	0
		3	Elementary Principal	125,611	0	0
		3	High School Assistant Principal	142,805	0	0
		3	Middle School Assistant Principal	132,082	0	0
		3	Director Of Social Studies & Language Arts	132,045	0	0
		3	Director Of Music	130,045	0	0
		3	Director Of Science	119,240	0	0
		3	Director Of Athletics	119,240	0	0
		3	Director Of Pupil Personnel	119,240	0	0
580104	LINDENHURST UFSD	1	Superintendent of Schools	200,000	36,013	5,000
		2	Assistant Superintendent For Instruction	175,000	33,938	0
		2	Assistant Superintendent For Business	150,000	31,824	0
		3	Coordinator	121,153	0	0
		3	Coordinator	121,270	0	0
		3	Elementary Principal	139,598	0	0
		3	Elementary Principal	139,598	0	0
		3	Elementary Principal	124,058	0	0
		3	Elementary Principal	118,146	0	0
		3	High School Principal	159,503	0	0
		3	Middle School Principal	140,728	0	0

2010-11 Administrative Salary Report

CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
580105	COPIAGUE UFSD	1	Superintendent of Schools	232,832	48,228	9,695
		2	Assistant Supt - Curriculum & Instruction	175,032	40,095	7,500
		2	Assistant Supt - Finance & Operations	178,500	41,256	6,500
		3	Asst Principal - High School	120,295	0	0
		3	Director Of Data & Assessments	120,738	0	0
		3	Coordinator - Grant Writer	124,500	0	0
		3	Principal - Elementary	127,258	0	0
		3	Coordinator - Fine Arts	131,101	0	0
		3	Principal - Elementary	132,510	0	0
		3	Asst Principal - High School	135,516	0	0
		3	Principal - High School	136,864	0	0
		3	Asst Principal - Middle School	139,016	0	0
		3	Director Of Instructional Support	140,687	0	0
		3	Asst Principal - High School	143,575	0	0
		3	Director Of Athletics & Phys Education	144,737	0	0
		3	Principal - Elementary	146,372	0	0
		3	Principal - Middle School	153,430	0	0
		3	Executive Director Of Human Resources	154,570	0	0
		3	Director Of Guidance	155,684	0	0
		3	Director Of Technology	157,768	0	0
		3	Executive Director Of Student Services	158,301	0	0
580106	AMITYVILLE UFSD	1	Superintendent of Schools	215,000	29,186	0
		2	Interim Asst Supt Finance & Operations	150,000	8,797	0
		2	Assst Supt For Curriculum & Instruction	168,912	33,121	0
		2	Asst Supt For Technology	124,352	29,611	0
		2	Interim Asst Supt Human Resources	150,000	8,797	0
		3	Principal	163,958	0	0
		3	Principal	122,000	0	0
		3	Principal	119,517	0	0
		3	Assistant Principal	123,566	0	0
		3	Admin Pupil Personnel & Special Ed	137,652	0	0
		3	Director Of Guidance	124,392	0	0
		3	Assistant Principal	144,340	0	0
		3	Admin Pupil Personnel & Special Ed	132,000	0	0
		3	Assistant Principal	121,584	0	0
		3	Principal	143,000	0	0
		3	Admin Asst Pupil Personnel & Special Ed	130,000	0	0
		3	Principal	144,900	0	0
580107	DEER PARK UFSD	1	Superintendent of Schools	192,610	34,064	0
		2	Assistant Superintendent - Pps	165,340	33,138	0
		2	Assistant Superintendent - Business/Operations	144,200	22,568	0
		3	District Administrator - Hr	128,750	0	0
		3	District Administrator - Secondary Education	128,750	0	0
		3	District Administrator - Elementary Education	125,156	0	0
		3	Athletic Director	134,322	0	0
		3	District Administrator - Technology/Ela	124,600	0	0
		3	Principal - Intermediate School	137,212	0	0
		3	Principal - Pre K	124,600	0	0
		3	Principal - High School	160,908	0	0
		3	District Administrator - Music/Fine Arts	133,587	0	0
		3	Principal - Elementary	123,600	0	0
		3	Principal - Elementary	134,211	0	0
		3	Principal - Middle School	138,587	0	0
		3	District Administrator - Special Education	135,801	0	0
		3	District Administrator - World Languages	129,429	0	0
580109	WYANDANCH UFSD	1	Superintendent of Schools	0	0	0
580201	THREE VILLAGE CSD	1	Superintendent of Schools	230,000	46,520	5,500
		3	Supervisor	130,486	0	0
		2	Asst Superintendent	189,560	42,119	4,500
		2	Asst Superintendent	172,775	40,757	4,500
		2	Asst Superintendent	159,320	39,402	4,500
		3	Asst Principal	127,533	0	0
		3	Asst Principal	129,011	0	0
		3	Asst Principal	154,648	0	0
		3	Chairperson	118,308	0	0
		3	Chairperson	127,312	0	0
		3	Chairperson	128,099	0	0
		3	Chairperson	128,489	0	0
		3	Chairperson	129,382	0	0
		3	Chairperson	130,559	0	0
		3	Chairperson	134,561	0	0
		3	Chairperson	135,015	0	0
		3	Chairperson	141,582	0	0
		3	Director	119,925	0	0
		3	Director	135,767	0	0
		3	Director	140,529	0	0
		3	Director	146,961	0	0
		3	Executive Director	124,976	0	0
		3	Executive Director	147,829	0	0
		3	Executive Director	149,899	0	0
		3	Executive Director	150,120	0	0
		3	Executive Director	154,780	0	0
		3	Principal	135,735	0	0
		3	Principal	138,388	0	0
		3	Principal	140,392	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal	146,044	0	0
		3	Principal	147,566	0	0
		3	Principal	147,732	0	0
		3	Principal	157,005	0	0
		3	Principal	157,398	0	0
3	BROOKHAVEN-COMSEWOGUE UFSD	1	Superintendent of Schools	205,705	44,864	0
		2	Asst Superintendent	175,000	44,864	0
		2	Asst Superintendent	150,934	33,415	0
		2	Asst To The Superintendent	126,072	27,943	0
		3	Principal	142,331	0	0
		3	Principal	139,540	0	0
		3	Principal	129,780	0	0
		3	Principal	138,005	0	0
		3	Principal	134,821	0	0
		3	Principal	152,120	0	0
		3	Dist Administrator	135,461	0	0
		3	Director	145,742	0	0
		3	Director	139,540	0	0
		3	Asst Director	119,585	0	0
580205	SACHEM CSD	1	Superintendent of Schools	220,000	44,574	8,600
		3	Elementary Principal	145,075	0	0
		3	Elementary Principal	145,075	0	0
		3	School Business Administrator	126,436	0	0
		3	Administrative Ass'T. For Inst. Support	128,530	0	0
		3	Director Of Information Systems	147,291	0	0
		3	Coordinator For Student Services	151,539	0	0
		3	Ass'T. Coord. For Student Services	127,851	0	0
		3	Ass'T. Coord. For Student Services	137,084	0	0
		3	Admin. For P.E Health And Athletics	144,775	0	0
		3	Admin. For P.E Health And Athletics	140,487	0	0
		3	Administrative Ass'T Federal Programs	133,339	0	0
		3	Administrative Ass'T For Music & Arts	137,499	0	0
		3	Administrative Ass'T For Technology	143,475	0	0
		3	Administrative Ass'T For Guidance	143,475	0	0
		2	Associate Superintendent	211,150	38,157	0
		2	Assistant Superintendent For Instr. Sec.	164,200	37,609	0
		2	Assistant Superintendent For Instr. Elem.	155,400	36,787	0
		2	Assistant Superintendent For Admin.	143,025	30,445	0
		2	Assistant Superintendent For Personnel	146,479	37,609	0
		3	Secondary Principal	159,257	0	0
		3	Secondary Principal	162,574	0	0
		3	Secondary Principal	143,475	0	0
		3	Secondary Principal	143,475	0	0
		3	Secondary Principal	144,775	0	0
		3	Secondary Principal	134,510	0	0
		3	Secondary Assistant Principal	137,084	0	0
		3	Secondary Assistant Principal	129,596	0	0
		3	Secondary Assistant Principal	133,339	0	0
		3	Secondary Assistant Principal	137,084	0	0
		3	Secondary Assistant Principal	118,363	0	0
		3	Secondary Assistant Principal	138,684	0	0
		3	Secondary Assistant Principal	138,384	0	0
		3	Secondary Assistant Principal	137,084	0	0
		3	Secondary Assistant Principal	137,084	0	0
		3	Secondary Assistant Principal	122,109	0	0
		3	Secondary Assistant Principal	139,084	0	0
		3	Secondary Assistant Principal	118,363	0	0
		3	Plant Facilities Administrator	130,346	0	0
		3	Elementary Principal	134,510	0	0
		3	Elementary Principal	151,539	0	0
		3	Elementary Principal	140,487	0	0
		3	Elementary Principal	134,510	0	0
		3	Elementary Principal	142,487	0	0
		3	Elementary Principal	128,530	0	0
		3	Elementary Principal	134,510	0	0
		3	Elementary Principal	151,539	0	0
		3	Elementary Principal	136,510	0	0
		3	Elementary Principal	128,530	0	0
580206	PORT JEFFERSON UFSD	1	Superintendent of Schools	200,000	66,236	5,577
		2	Deputy Superintendent	183,283	35,298	3,908
		2	Asst. Supt. For Business	180,000	46,134	4,050
		2	Asst. Supt For Pps	165,000	44,587	3,738
		3	Principal Hs/Ms	183,863	0	0
		3	Asst. Principal Hs/Ms	120,000	0	0
		3	Principal Elementary	137,280	0	0
		3	Curriculum Coordinator	133,328	0	0
		3	Director Of Health /Pe/Athletics	119,694	0	0
		3	Director Of Plant Facilities	122,720	0	0
580207	MT SINAI UFSD	1	Superintendent of Schools	289,025	44,814	3,600
		2	Assistant Superintendent	188,715	37,331	600
		3	Principal	164,038	0	0
		3	Principal	147,862	0	0
		3	Principal	169,086	0	0
		3	Assistant Principal	150,098	0	0
		3	Assistant Principal	154,471	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Assistant Principal	120,537	0	0
		3	Director Of Math Science And Technology	139,381	0	0
		3	Director Of Pupil Personnel Services	165,388	0	0
		3	Director Of Athletics	163,658	0	0
		3	Director Of Music Art And Business	165,722	0	0
		3	Management Information Specialist	131,197	0	0
)8	MILLER PLACE UFSD	1	Superintendent of Schools	200,000	44,684	3,600
		2	Deputy Superintendent	202,007	42,886	13,000
		2	Assistant Superintendent	166,447	39,641	2,400
		3	Principal - Hs	157,069	0	0
		3	Principal - Ms	145,620	0	0
		3	Principal - Elementary	138,064	0	0
		3	Principal - Primary	128,216	0	0
		3	Admin Instruction & Data Reporting	127,000	0	0
		3	Admin For Health Pe & Athletics	148,757	0	0
		3	Admin For Pps	140,700	0	0
		3	Ap- Ms	120,777	0	0
		3	Ap - Elementary	132,568	0	0
		3	Dean - Ms	118,883	0	0
		3	Director Of Technology	122,850	0	0
580209	ROCKY POINT UFSD	1	Superintendent of Schools	210,000	38,570	30,740
		2	Assistant Superintendent	152,663	39,936	1,500
		3	Director Of Special Ed And Pps	143,961	0	0
		3	Director Of Health Pe & Athletics	136,641	0	0
		3	Principal	150,219	0	0
		3	Principal	137,702	0	0
		3	Principal	141,521	0	0
		3	Principal	123,698	0	0
		3	Assistant Principal	131,444	0	0
		3	Assistant Principal	129,216	0	0
		3	Assistant Principal	120,942	0	0
580211	MIDDLE COUNTRY CSD	1	Superintendent of Schools	215,067	57,430	4,500
		2	Deputy Superintendent	193,468	17,685	4,500
		2	Assistant Superintendent For Business	181,184	25,463	4,500
		2	Assistant Superintendent For Human Resources	160,327	14,848	4,500
		3	Director Of Pupil Personnel Services	145,795	0	0
		3	Director Of Guidance & Career Education	134,034	0	0
		3	Director Of Math, Science & Research	138,188	0	0
		3	Director Of World Studies	130,689	0	0
		3	Director Of Physical Education, Health And Ath	138,188	0	0
		3	Coordinator Of Pupil Personnel Services	135,931	0	0
		3	Coordinator Of Pupil Personnel Services	129,132	0	0
		3	Principal	144,402	0	0
		3	Principal	136,620	0	0
		3	Principal	145,159	0	0
		3	Principal	146,157	0	0
		3	Principal	132,564	0	0
		3	Principal	127,932	0	0
		3	Principal	132,938	0	0
		3	Principal	131,761	0	0
		3	Principal	119,025	0	0
		3	Principal	127,285	0	0
		3	Principal	126,285	0	0
		3	Principal	126,285	0	0
		3	Principal	119,025	0	0
		3	Prinicpal	126,285	0	0
		3	Assistant Principal	138,518	0	0
		3	Assistant Principal	130,671	0	0
580212	LONGWOOD CSD	1	Superintendent of Schools	227,138	38,773	13,300
		2	Deputy Superintendent	189,800	41,949	7,700
		2	Asst Superintendent For District Operations	178,500	30,679	4,400
		2	Asst Superintendent For Instruction & Learning	167,700	39,520	2,400
		2	Asst Superintendent For School & Community Svce	176,800	40,640	5,900
		3	Director Of Special Education	134,992	0	0
		3	Director Of Elementary Education	133,242	0	0
		3	Director Of Secondary Education	134,992	0	0
		3	Director Of Fine Arts	133,242	0	0
		3	Director Of Technology	159,741	0	0
		3	Director Of Compensatory Education	133,242	0	0
		3	Director Of Physical Education & Health	142,063	0	0
		3	Director Of Athletics & Pupil Services	152,920	0	0
		3	Coordinator Of Secondary Special Education	122,636	0	0
		3	Coordinator Of Pre-School/Elem Special Education	122,636	0	0
		3	Director Of Plant Facilities	128,910	0	0
		3	Business Manager	127,850	0	0
		3	Principal - High School	179,882	0	0
		3	Principal - Junior High School	170,484	0	0
		3	Principal - Middle School	141,563	0	0
		3	Principal - Elementary School	152,670	0	0
		3	Principal - Elementary School	152,420	0	0
		3	Principal - Elementary School	134,492	0	0
		3	Principal - Elementary School	152,420	0	0
		3	Assistant Principal - High School	127,171	0	0
		3	Assistant Principal - High School	127,171	0	0
		3	Assistant Principal - High School	123,636	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Assistant Principal - High School	127,171	0	0
		3	Assistant Principal - High School	118,350	0	0
		3	Assistant Principal - Junior High School	121,886	0	0
		3	Assistant Principal - Junior High School	134,242	0	0
		3	Assistant Principal - Middle School	121,279	0	0
		3	Assistant Principal - Elementary School	128,600	0	0
:4	PATCHOGUE-MEDFORD UFSD	1	Superintendent of Schools	240,991	47,715	0
		2	Assistant Superintendent For Business	221,000	45,991	0
		2	Assistant Supierintendent For Human Resources	160,661	40,790	0
		2	Assistant Superintendent For Pupil Personnel	160,312	40,760	0
		2	Assistant Superintendent For Instruction	147,365	39,644	0
		3	Elementary Principal	137,716	0	0
		3	Elementary Principal	138,220	0	0
		3	Elementary Principal	130,250	0	0
		3	Elementary Principal	133,325	0	0
		3	Elementary Principal	149,474	0	0
		3	Elementary Principal	132,892	0	0
		3	Elementary Principal	137,780	0	0
		3	Secondary Principal	139,837	0	0
		3	Secondary Principal	165,413	0	0
		3	Secondary Principal	140,949	0	0
		3	Secondary Principal	165,925	0	0
		3	Facilities Administrator	127,260	0	0
		3	Director	153,220	0	0
		3	Director	127,815	0	0
		3	Director	133,334	0	0
		3	Director	118,155	0	0
580232	WILLIAM FLOYD UFSD	1	Superintendent of Schools	201,669	49,334	9,677
		2	Ass'T Supt Second Instr Admin	164,578	45,599	4,200
		2	Ass'T Supt For Business	178,376	46,988	5,282
		2	Ass'T Supt Elem Instr Admin	164,578	45,599	4,200
		2	Ass'T Supt Human Resources	178,376	46,988	4,505
		2	Ass'T To Supt Second Instr	168,994	32,027	1,800
		3	Director Special Education	139,050	0	0
		3	Ass'T Director Special Education	129,311	0	0
		3	High School Principal	188,743	0	0
		3	Middle School Principal	161,198	0	0
		3	Middle School Principal	158,272	0	0
		3	Middle School Assistant Principal	122,924	0	0
		3	Middle School Assistant Principal	118,409	0	0
		3	Middle School Assistant Principal	122,924	0	0
		3	Elementary School Principal	150,145	0	0
		3	Elementary School Principal	127,184	0	0
		3	Elementary School Principal	127,184	0	0
		3	Elementary School Principal	144,456	0	0
		3	Elementary School Principal	127,184	0	0
		3	Director Athletics Phys Ed Health	149,686	0	0
		3	Coordinator Of Technology	121,654	0	0
580233	CENTER MORICHES UFSD	1	Superintendent of Schools	256,938	63,512	0
		3	Business Official	145,000	0	0
		3	Principal, High School	157,495	0	0
		3	Principal, Middle School	152,334	0	0
		3	Prinicpal, Elementary School	138,889	0	0
		3	Director Of Special Education	148,310	0	0
		3	Director Of Athletics	157,700	0	0
		3	Director Of Pre-K-8 Curriculum	132,000	0	0
		3	Director Of 6-12 Curriculum	132,000	0	0
580234	EAST MORICHES UFSD	1	Superintendent of Schools	190,550	41,386	0
		3	Principal	122,055	0	0
580235	SOUTH COUNTRY CSD	1	Superintendent of Schools	200,000	8,170	0
		2	Assistant Superintendent For Business	120,000	8,170	0
		2	Assistant Superintendent For Hr	139,000	8,170	0
		2	Assistant Superintendent For Curriculum	169,920	8,170	0
		3	Director Of Special Ed	169,950	0	0
		3	Principal	159,650	0	0
		3	Principal	128,750	0	0
		3	Principal	149,350	0	0
		3	Principal	128,750	0	0
		3	Principal	158,847	0	0
		3	Principal	133,900	0	0
		3	Assist Principal	146,009	0	0
		3	Assist Principal	118,598	0	0
		3	Assist Principal	134,435	0	0
		3	Assist Principal	136,522	0	0
580301	EAST HAMPTON UFSD	1	Superintendent of Schools	256,976	14,605	15,256
		2	Middle School Principal	166,985	14,605	1,500
		2	Director Of Unified Arts	145,032	14,605	1,006
		2	Director Of Athletics	152,194	14,605	1,009
		2	Director Of Pupil And Personnel	152,130	14,605	802
		2	Directos Of Guidance & Assessment	145,032	14,605	516
		2	Director Of Esl	141,494	6,506	1,017
		2	Assistant Superintendent	197,470	6,716	19,080
		2	Assistant Superintendent Fo Business	180,662	14,605	2,281
		2	Elementary Principal	158,854	14,605	724
		2	Elementary Assistant Principal	125,000	14,605	516

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	High School Principal	183,300	14,605	800
		2	Associate Principal	156,100	6,716	750
		2	High School Assistant Principal	155,351	14,605	1,500
		2	High School Assistant Principal	155,351	14,605	1,500
580302	WAINSCOTT COMN SD	1	Superintendent of Schools	41,715	3,191	0
03	AMAGANSETT UFSD	1	Superintendent of Schools	180,000	20,572	0
04	SPRINGS UFSD	1	Superintendent of Schools	175,100	25,160	0
580305	SAG HARBOR UFSD	1	Superintendent of Schools	217,350	44,995	0
		2	Principal Middle/High School	179,802	41,037	0
		2	Principal Elementary School	147,098	37,590	0
		2	Pupil Personnel Services Director	142,182	37,072	0
		2	Athletics/Facilities Director	129,375	39,021	0
		2	Director Of Business Operations	120,000	37,794	0
		2	Assistant Principal Elementary School	119,780	34,711	0
		2	Assistant Principal High School	116,138	34,327	0
		2	Assistant Principal Middle School	123,637	26,596	0
580306	MONTAUK UFSD	1	Superintendent of Schools	159,338	8,202	0
		3	Assistant Principal	128,023	0	0
580401	ELWOOD UFSD	1	Superintendent of Schools	0	0	0
		2	Assistant Superintendent / Business	145,390	36,647	0
		2	Assistant Superintendent / Human Resources	171,148	39,990	0
		2	Assistant Superintendent / Curriculum	100,000	7,650	0
		2	Executive Director For Technology	139,050	25,557	0
		3	Principal	162,614	0	0
		3	Principal	138,833	0	0
		3	Principal	131,893	0	0
		3	Principal	147,796	0	0
		3	Assistant Principal	121,676	0	0
		3	Assistant Principal	135,909	0	0
		3	Director	138,085	0	0
		3	Director	144,952	0	0
580402	COLD SPRING HARBOR CSD	1	Superintendent of Schools	0	0	0
580403	HUNTINGTON UFSD	1	Superintendent of Schools	266,629	51,928	0
		2	Assistant Superintendent Fo Finance	177,256	39,936	0
		2	Assistant Superintendent For Gen. Admin	170,222	39,721	0
		2	Assistant Superintendent For Curriculum	160,000	37,851	0
		3	Assistant Principal	152,897	0	0
		3	Assistant Principal	135,721	0	0
		3	Principal	138,437	0	0
		3	Principal	133,349	0	0
		3	Principal	176,664	0	0
		3	Principal	138,437	0	0
		3	Principal	133,349	0	0
		3	Principal	133,349	0	0
		3	Principal	144,115	0	0
		3	Principal	138,437	0	0
		3	Director	140,809	0	0
		3	Director	164,091	0	0
		3	Director	145,006	0	0
		3	Director	129,349	0	0
		3	Director	129,349	0	0
		3	Director	138,437	0	0
		3	Executive Director	167,877	0	0
		3	Assistant Director	147,181	0	0
580404	NORTHPORT-EAST NORTHPORT UFSD	1	Superintendent of Schools	233,000	37,104	18,400
		2	Asst Supt For Inst & Administration	152,699	37,456	0
		2	Asst Supt For Human Resources	192,809	33,522	0
		2	Asst Supt For Business	139,365	27,937	0
		3	Executive Director Special Education	150,000	0	0
		3	High School Principal	182,215	0	0
		3	High School Asst Principal	122,131	0	0
		3	High School Asst Principal	138,956	0	0
		3	High School Asst Principal	129,801	0	0
		3	High School Asst Principal	122,131	0	0
		3	Middle School Principal	165,281	0	0
		3	Middle School Principal	135,598	0	0
		3	Middle School Asst Principal	125,907	0	0
		3	Middle School Asst Principal	134,816	0	0
		3	Elementary Principal	161,328	0	0
		3	Elementary Principal	128,336	0	0
		3	Elementary Principal	144,966	0	0
		3	Elementary Principal	161,328	0	0
		3	Elementary Principal	136,398	0	0
		3	Elementary Principal	161,328	0	0
		3	Chairperson Of Science	149,898	0	0
		3	Chairperson Of English	149,898	0	0
		3	Chairperson Of Mathematics	147,398	0	0
		3	Chairperson Of Social Studies	138,694	0	0
		3	Chairperson Of Lote	134,535	0	0
		3	Chairperson Of Special Education	144,071	0	0
		3	Administrator Of Special Education	122,786	0	0
		3	Director Of Physical Ed & Athletics	162,782	0	0
		3	Director Of Music	161,901	0	0
		3	Administrator Of Technology	118,467	0	0
		3	Administrator Of Community Services	133,816	0	0

2010-11 Administrative Salary Report

CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
580405	HALF HOLLOW HILLS CSD	1	Superintendent of Schools	305,325	61,760	12,600
		3	Science Director	121,197	0	0
		3	Language Arts Director	146,104	0	0
		3	Music/Art Director	172,256	0	0
		3	Lote Director	133,731	0	0
		3	Phys. Educ/Health Director	169,512	0	0
		3	Computer Assisted Instruction Director	172,256	0	0
		3	Social Studies Director	130,980	0	0
		3	Elementary Reading Coordinator	163,551	0	0
		3	Athletics Director	172,256	0	0
		3	Math Director	130,980	0	0
		3	Facilities & Operations Director	124,200	0	0
		3	Network Administrator	125,169	0	0
		2	Asst. Supt. For Districtwide Administration	207,609	28,508	8,200
		2	Asst. Supt. For Secondary Instruction	190,000	39,926	4,200
		2	Asst. Supt. For Elementary Instruction	182,160	39,163	4,200
		2	Asst. Supt. For Finance & Facilities	191,786	38,755	4,200
		2	Asst. Supt. For Special Services	186,611	38,188	7,200
		3	Elementary Principal	153,895	0	0
		3	Elementary Principal	153,895	0	0
		3	Elementary Principal	172,256	0	0
		3	Elementary Principal	163,061	0	0
		3	Elementary Principal	126,396	0	0
		3	Elementary Principal	169,512	0	0
		3	Elementary Principal	130,820	0	0
		3	Elementary Assistant Principal	118,650	0	0
		3	Elementary Assistant Principal	118,650	0	0
		3	Elementary Assistant Principal	133,317	0	0
		3	Middle School Principal	176,682	0	0
		3	Middle School Principal	182,342	0	0
		3	Middle School Assistant Principal	155,758	0	0
		3	Middle School Assistant Principal	148,844	0	0
		3	Middle School Assistant Principal	118,650	0	0
		3	Middle School Assistant Principal	139,229	0	0
		3	High School Principal	194,262	0	0
		3	High School Principal	187,810	0	0
		3	High School Assistant Principal	137,855	0	0
		3	High School Assistant Principal	141,978	0	0
		3	High School Assistant Principal	129,651	0	0
		3	High School Assistant Principal	163,551	0	0
		3	High School Assistant Principal	154,355	0	0
		3	High School Assistant Principal	133,317	0	0
		3	High School Assistant Principal	140,520	0	0
		3	Special Ed Coordinator - Middle School	150,229	0	0
		3	Special Ed Coordinator - Elementary	160,807	0	0
		3	Special Ed Coordinator - High School	154,355	0	0
		3	Special Ed Coordinator - Related Svc/Prek	154,355	0	0
580406	HARBORFIELDS CSD	1	Superintendent of Schools	220,000	9,812	0
		2	Deputy Superintendent	184,731	34,999	5,000
		2	Assistant Superintendent	162,998	31,488	3,000
		2	Assistant Superintendent	103,000	8,115	0
		3	Principal	180,193	0	0
		3	Principal	175,184	0	0
		3	Principal	154,895	0	0
		3	Principal	145,076	0	0
		3	Assistant Principal	144,350	0	0
		3	Assistant Principal	130,690	0	0
		3	Assistant Principal	126,942	0	0
		3	Assistant Principal	119,280	0	0
		3	Director	156,428	0	0
		3	Director	155,733	0	0
		3	Director	146,300	0	0
		3	Director	138,513	0	0
580410	COMMACK UFSD	1	Superintendent of Schools	256,900	63,775	26,453
		3	Director	169,867	0	0
		2	Assistant Superintendent	189,102	41,410	0
		2	Assistant Superintendent	178,398	40,314	0
		2	Assistant Superintendent	189,102	41,415	0
		2	Assistant Superintendent	195,405	42,080	0
		2	Assistant Superintendent	178,398	40,289	0
		3	Principal	146,278	0	0
		3	Principal	172,667	0	0
		3	Principal	152,218	0	0
		3	Principal	194,031	0	0
		3	Principal	178,267	0	0
		3	Principal	163,927	0	0
		3	Principal	189,404	0	0
		3	Principal	140,338	0	0
		3	Assistant Principal	140,338	0	0
		3	Assistant Principal	154,630	0	0
		3	Assistant Principal	163,184	0	0
		3	Assistant Principal	165,984	0	0
		3	Assistant Principal	152,218	0	0
		3	Assistant Principal	152,218	0	0
		3	Assistant Principal	149,814	0	0

CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Assistant Principal	136,996	0	0
		3	Assistant Director	145,014	0	0
		3	Chairperson	118,321	0	0
		3	Chairperson	126,548	0	0
		3	Chairperson	155,334	0	0
		3	Chairperson	136,980	0	0
		3	Chairperson	123,101	0	0
		3	Coordinator	126,304	0	0
		3	Coordinator	131,650	0	0
		3	Coordinator	136,996	0	0
		3	Coordinator	134,324	0	0
		3	Director	146,278	0	0
		3	Director	160,958	0	0
		3	Director	166,898	0	0
580413	SOUTH HUNTINGTON UFSD	1	Superintendent of Schools	299,880	18,095	0
		3	Dept Chair Of Guidance	129,957	0	0
		2	Asst Superintendent For Personnel	195,216	11,779	0
		2	Asst Superintendent For Instruction & Curriculum	187,688	11,325	0
		2	Asst Superintendent For Business	176,138	10,628	0
		2	Asst Superintendent For Student Services	176,138	10,628	0
		3	Principal	159,577	0	0
		3	Principal	141,994	0	0
		3	Principal	153,382	0	0
		3	Principal	156,297	0	0
		3	Principal	170,499	0	0
		3	Principal	161,051	0	0
		3	Principal	156,297	0	0
		3	Asst Principal	142,391	0	0
		3	Asst Principal	136,570	0	0
		3	Asst Principal	136,739	0	0
		3	Asst Principal	129,084	0	0
		3	Asst Principal	127,795	0	0
		3	Asst Principal	136,423	0	0
		3	Asst Principal	161,980	0	0
		3	Supervisor Of Assessment, Math & Science	160,030	0	0
		3	Supervisor Of Music & Arts	146,817	0	0
		3	Supervisor Of Phys Ed, Athletics, & Recreation	153,382	0	0
		3	Director Of Technology	159,560	0	0
		3	Director Of Special Education	150,752	0	0
		3	Director Of Esl And Dual Language	159,560	0	0
		3	Supervisor Of Facilities	132,590	0	0
		3	Dept Chair Of English & Reading	122,749	0	0
		3	Dept Chair Of Science & Health	122,749	0	0
		3	Dept Chair Of Social Studies	129,957	0	0
		3	Dept Chair Of Math	124,885	0	0
		3	Dept Chair Of English, Reading & Social Studies	129,522	0	0
		3	Dept Chair Of Foreign Language	122,749	0	0
		3	Dept Chair Of Special Education	132,893	0	0
		3	Dept Chair Of Guidance	124,450	0	0
580501	BAY SHORE UFSD	1	Superintendent of Schools	333,273	51,408	42,100
		2	Asst Supt For Business	192,161	43,188	0
		2	Asst Supt For Curriculum And Instruction	212,364	45,418	0
		2	Asst Supt For Administration	206,846	44,657	0
		3	Exec Director Of Human Resources	185,301	0	0
		3	Director Of Technology	167,830	0	0
		3	Director Of Guidance	158,399	0	0
		3	Director Of Science	158,399	0	0
		3	Director Of Mathmatics	158,399	0	0
		3	Principal - Elementary	169,942	0	0
		3	Asst Director Of H/Pe/A	147,098	0	0
		3	Asst Principal - Elementary	147,098	0	0
		3	Exec Director Of Pupil Personnel Services	175,089	0	0
		3	Principal - Elementary	169,942	0	0
		3	Asst Principal - Secondary	125,866	0	0
		3	Principal - Elementary	169,942	0	0
		3	Asst Principal - Secondary	138,858	0	0
		3	Director Of Health/Phys Ed/Athletics	158,399	0	0
		3	Asst Principal - Elementary	133,982	0	0
		3	Instructional Supervisor - Pps	142,583	0	0
		3	Asst Director - Pupil Personnel Services	149,476	0	0
		3	Asst Principal - Secondary	141,607	0	0
		3	Director Of Cultural Arts	158,399	0	0
		3	Principal - Middle School	170,867	0	0
		3	Principal - High School	163,642	0	0
		3	Director Of World Languages	155,776	0	0
		3	Director Of English Language Arts	158,399	0	0
		3	Director Of Student Services	141,607	0	0
		3	Principal - Elementary	169,942	0	0
		3	Asst Principal - Secondary	147,907	0	0
		3	Principal - Elementary	148,953	0	0
2	ISLIP UFSD	1	Superintendent of Schools	200,583	51,537	0
		2	Assistant Superintendent	177,896	35,271	0
		2	Assistant Superintendent	147,841	39,403	0
		3	Principal, Elementary	169,362	0	0
		3	Principal, Elementary	171,225	0	0

CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal, Elementary	125,548	0	0
		3	Principal, Secondary	146,909	0	0
		3	Principal, Secondary	177,230	0	0
		3	Assistant Principal, Secondary	119,628	0	0
		3	Director	145,651	0	0
		3	Director	140,175	0	0
		3	Director	141,169	0	0
		3	Director	138,908	0	0
580503	EAST ISLIP UFSD	1	Superintendent of Schools	225,000	42,255	0
		2	Assistant Superintendent For Business	168,500	46,061	0
		2	Assistant Superintendent For Instruction	168,500	46,823	0
		3	High School Principal	145,908	0	0
		3	Middle School Principal	141,933	0	0
		3	Elementary Principal	140,535	0	0
		3	Elementary Principal	137,539	0	0
		3	Elementary Principal	131,496	0	0
		3	Elementary Principal	137,539	0	0
		3	Elementary Principal	132,802	0	0
		3	Assistant Principal	125,372	0	0
		3	Assistant Principal	125,372	0	0
		3	Assistant Principal	125,372	0	0
		3	Director Of Guidance	134,354	0	0
		3	Director Of Athletics	130,776	0	0
		3	Director Of Science & Math	118,481	0	0
		3	Director Of Music & Art	119,408	0	0
		3	Director Of English & Social Studies	129,216	0	0
580504	SAYVILLE UFSD	1	Superintendent of Schools	0	0	0
		2	Assistant Superintendent For Business	209,316	66,359	15,347
		2	Assistant Superintendent For Instruction	176,835	47,926	3,830
580505	BAYPORT-BLUE POINT UFSD	1	Superintendent of Schools	242,550	45,898	13,160
		2	Assistant Superintendent	168,000	34,762	2,580
		2	Assistant Superintendent	168,000	34,762	2,580
		2	Assistant Superintendent	160,000	33,956	1,680
		3	Principal	145,500	0	0
		3	Principal	135,500	0	0
		3	Principal	152,120	0	0
		3	Principal	162,200	0	0
		3	Principal	166,500	0	0
		3	Assistant Principal	118,284	0	0
		3	Director	122,000	0	0
580506	HAUPPAUGE UFSD	1	Superintendent of Schools	248,077	49,006	8,000
		2	Assistant Superintendent	144,900	36,992	0
		2	Assistant Superintendent	165,743	31,043	0
		2	Assistant To The Superintendent	158,000	38,301	0
		3	Principal	158,643	0	0
		3	Assistant Principal	142,343	0	0
		3	Assistant Principal	137,353	0	0
		3	Assistant Principal	134,915	0	0
		3	Principal	168,194	0	0
		3	Assistant Principal	144,905	0	0
		3	Assistant Principal	137,353	0	0
		3	Principal	163,399	0	0
		3	Principal	163,399	0	0
		3	Principal	146,813	0	0
		3	Director	142,754	0	0
		3	Director	147,939	0	0
		3	Director	153,312	0	0
		3	Director	156,073	0	0
		3	Director	150,601	0	0
		3	Director	156,073	0	0
		3	Director	161,743	0	0
		3	Director	147,939	0	0
		3	Director	137,726	0	0
		3	Assistant Director	136,076	0	0
		3	Assistant Director	124,531	0	0
		3	Project Administrator	140,000	0	0
580507	CONNETQUOT CSD	1	Superintendent of Schools	229,500	44,117	7,848
		2	Assistant Superintendent For Curriculum	169,174	38,043	0
		2	Assistant Superintendent For Human Resources	162,000	37,320	0
		2	Assistant Superintendent For Business	159,214	29,710	0
		3	Principal-High School	159,455	0	0
		3	Asst. To Superintendent-Special Services	147,900	0	0
		3	Principal-Middle School	147,044	0	0
		3	Principal-Elementary School	144,631	0	0
		3	Assistant Principal-High School	141,984	0	0
		3	Principal-Middle School	137,367	0	0
		3	Director Of Pupil Personnel Services	137,953	0	0
		3	Principal-Elementary School	133,770	0	0
		3	Principal-Elementaryschool	132,625	0	0
		3	Principal-Elementary School	132,261	0	0
		3	Principal-Elementary School	130,516	0	0
		3	Director Of Health Phys Ed And Athletics	128,322	0	0
		3	Principal-Elementary School	124,910	0	0
		3	Principal-Elementary School	124,000	0	0
		3	Principal-Elementary School	124,000	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Chairperson-English	123,367	0	0
		3	Chairperson-Cse	122,617	0	0
		3	Chairperson-Cpse	118,998	0	0
580509	WEST ISLIP UFSD	1	Superintendent of Schools	260,150	52,723	4,800
		2	Asst Supt For Business	152,000	32,018	1,200
		2	Asst Supt For Human Resources	152,000	39,525	1,200
		2	Asst Supt For Secondary Curriculum	150,000	39,304	1,200
		2	Asst Supt For Elementary Curriculum	150,000	39,126	1,200
		3	Principal - Elementary	157,710	0	0
		3	Principal - High School	147,706	0	0
		3	Principal - Elementary	146,333	0	0
		3	Principal - Elementary	135,524	0	0
		3	Principal - Middle School	130,664	0	0
		3	Principal - Elementary	127,523	0	0
		3	Principal - Elementary	134,096	0	0
		3	Principal - Middle School	130,664	0	0
		3	Principal - Elementary	127,523	0	0
		3	Assoc Principal - High School	137,199	0	0
		3	Director - English Language Arts	136,977	0	0
		3	Director - Science	140,460	0	0
		3	Administrative Dean	122,970	0	0
		3	Director - Physical Ed, Athletics, Health	124,800	0	0
		3	Director - Music, Art And Dance	153,010	0	0
		3	Director - Special Ed, Pupil Personnel	162,549	0	0
		3	Director Of Buildings And Grounds	128,000	0	0
580512	BRENTWOOD UFSD	1	Superintendent of Schools	200,000	69,520	0
		3	Coordinator	170,297	0	0
		3	Coordinator	167,107	0	0
		3	Coordinator	165,656	0	0
		3	Coordinator	163,843	0	0
		3	Coordinator	160,216	0	0
		3	Coordinator	155,443	0	0
		3	Coordinator	153,992	0	0
		3	Coordinator	147,945	0	0
		3	Coordinator	138,892	0	0
		3	Coordinator	129,524	0	0
		3	Coordinator	124,809	0	0
		3	Custodial Supervisor	130,975	0	0
		3	Department Head	174,361	0	0
		3	Department Head	145,698	0	0
		3	Department Head	142,796	0	0
		3	Department Head	140,983	0	0
		3	Department Head	137,356	0	0
		3	Department Head	137,356	0	0
		3	Department Head	132,095	0	0
		3	Department Head	126,834	0	0
		3	Director	178,296	0	0
		3	Director	161,751	0	0
		3	Director	159,859	0	0
		3	Director Spec Ed	160,680	0	0
		3	Eve Hs Principal	174,968	0	0
		3	Facilities Administrator	167,907	0	0
		3	Principal	193,586	0	0
		3	Principal	180,771	0	0
		3	Principal	179,321	0	0
		3	Principal	176,419	0	0
		3	Principal	173,198	0	0
		3	Principal	173,198	0	0
		3	Principal	172,066	0	0
		3	Principal	168,846	0	0
		3	Principal	167,395	0	0
		3	Principal	165,994	0	0
		3	Principal	165,994	0	0
		3	Principal	164,493	0	0
		3	Principal	164,493	0	0
		3	Principal	162,680	0	0
		3	Principal	162,680	0	0
		3	Principal	162,680	0	0
		3	Principal	147,481	0	0
		3	Purchasing Agent	130,975	0	0
		2	Asst. Superintendent For Elementary Education	164,800	41,704	0
		2	Asst. Superintendent For Secondary Education	180,250	10,939	0
		3	Asst. Principal	161,039	0	0
		3	Asst. Principal	159,588	0	0
		3	Asst. Principal	152,711	0	0
		3	Asst. Principal	151,246	0	0
		3	Asst. Principal	151,246	0	0
		3	Asst. Principal	150,724	0	0
		3	Asst. Principal	147,996	0	0
		3	Asst. Principal	147,996	0	0
		3	Asst. Principal	144,558	0	0
		3	Asst. Principal	144,558	0	0
		3	Asst. Principal	144,369	0	0
		3	Asst. Principal	138,842	0	0
		3	Asst. Principal	138,842	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Asst. Principal	133,312	0	0
		3	Asst. Principal	133,312	0	0
		3	Asst. Principal	130,139	0	0
		3	Asst. Principal	127,783	0	0
		3	Asst. Principal	127,783	0	0
		3	Asst. Principal	122,255	0	0
		3	Asst. Coordinator	137,627	0	0
		3	Asst. Coordinator	137,627	0	0
		3	Asst. Coordinator	134,000	0	0
		3	Asst. Coordinator	123,735	0	0
		3	Asst. Director	163,941	0	0
		3	Asst. Director	154,873	0	0
		3	Asst. Director	128,917	0	0
		3	Asst. Director	128,075	0	0
		3	Athletic Director	168,558	0	0
		3	Coordinator	171,460	0	0
580513	CENTRAL ISLIP UFSD	1	Superintendent of Schools	208,000	45,632	4,800
		2	Assistant Superintendent	194,897	42,449	0
		2	Assistant Superintendent	162,400	37,039	0
		2	Assistant Superintendent	135,200	34,264	0
		3	Principal	174,401	0	0
		3	Principal	161,645	0	0
		3	Principal	138,895	0	0
		3	Principal	132,895	0	0
		3	Principal	193,241	0	0
		3	Principal	146,895	0	0
		3	Principal	130,895	0	0
		3	Principal	149,385	0	0
		3	Assistant Principal	146,637	0	0
		3	Assistant Principal	158,014	0	0
		3	Assistant Principal	148,014	0	0
		3	Assistant Principal	140,014	0	0
		3	Assistant Principal	186,014	0	0
		3	Assistant Principal	131,887	0	0
		3	Admin Testing & Assessment	194,124	0	0
		3	Admin For - Secondary	136,014	0	0
		3	Director Of Athletics	152,014	0	0
		3	Admin For Funded Programs	135,200	0	0
		3	Director Special Education	148,800	0	0
		3	Admin For Music & I.T.	132,014	0	0
		3	Bilugual Curr. Specialist	134,014	0	0
		3	Asst. Director Special Education	122,014	0	0
		3	Asst. Director Special Education	132,014	0	0
		3	Asst. Director Special Education	132,014	0	0
		3	Asst. Bilingual Curr. Specialist	121,887	0	0
580514	FIRE ISLAND UFSD	1	Superintendent of Schools	170,000	26,477	0
		2	School Business Official	131,445	24,389	0
580601	SHOREHAM-WADING RIVER CSD	1	Superintendent of Schools	231,744	57,785	10,000
		2	Deputy Superintendent	176,130	35,379	0
		2	Assistant Superintendent	165,100	44,013	0
		3	Principal	154,650	0	0
		3	Principal	150,564	0	0
		3	Principal	141,483	0	0
		3	Principal	141,398	0	0
		3	Principal	133,900	0	0
		3	Asst Principal	119,611	0	0
		3	Director	139,256	0	0
		3	Director	133,364	0	0
		3	Director	123,600	0	0
580602	RIVERHEAD CSD	1	Superintendent of Schools	212,500	42,652	20,000
		2	Asst. Supt. For Finance & Operations	175,000	39,073	5,000
		2	Asst. Supt. For Curriculum & Development	171,923	38,753	5,000
		2	Asst. Supt. For Personnel & Community Relations	169,648	38,534	2,733
		3	Principal - High School	174,598	0	0
		3	Asst Principal - High School	123,318	0	0
		3	Asst Principal - High School	123,318	0	0
		3	Assoc Principal - High School	145,246	0	0
		3	Principal - Middle School	164,053	0	0
		3	Asst Principal - Middle School	127,133	0	0
		3	Principal - Elementary School	147,099	0	0
		3	Principal - Elementary School	142,568	0	0
		3	Principal - Elementary School	158,874	0	0
		3	Principal - Elementary School	128,282	0	0
		3	Principal - Elementary School	158,874	0	0
		3	Asst Principal - Elementary School	127,133	0	0
		3	Principal - Elementary School	158,874	0	0
		3	Asst Principal - Elementary School	137,969	0	0
		3	Director Of English	133,838	0	0
		3	Director Of Math	123,417	0	0
		3	Director Of Science	133,838	0	0
		3	Director Of Fine Arts	123,417	0	0
		3	Director Of Esl	129,688	0	0
		3	Director Of Guidance	133,838	0	0
		3	Director Of Athletics	158,874	0	0
		3	Director Of Special Education & Pps	158,874	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Asst Director Of Special Education & Pps	141,557	0	0
		3	Plant Facilties Administrator	123,594	0	0
580701	SHELTER ISLAND UFSD	1	Superintendent of Schools	190,381	17,492	0
580801	SMITHTOWN CSD	1	Superintendent of Schools	214,200	42,771	550
		3	Assistant Principal	131,363	0	0
		3	Assistant Principal	135,698	0	0
		3	Assistant Principal	137,082	0	0
		2	Assistant Superintendent	170,298	37,096	200
		2	Assistant Superintendent	176,599	37,669	825
		2	Assistant Superintendent	176,599	37,669	89
		3	Administrator	125,000	0	0
		3	Administrator	169,254	0	0
		3	Assistant Administrator	123,347	0	0
		3	Assistant Administrator	140,451	0	0
		3	Director	132,983	0	0
		3	Director	144,297	0	0
		3	Director	144,297	0	0
		3	Director	149,058	0	0
		3	Director	168,566	0	0
		3	Chairperson	138,441	0	0
		3	Chairperson	152,603	0	0
		3	Coordinator	161,748	0	0
		3	Principal	122,334	0	0
		3	Principal	143,895	0	0
		3	Principal	153,550	0	0
		3	Principal	163,848	0	0
		3	Principal	163,848	0	0
		3	Principal	169,254	0	0
		3	Principal	169,254	0	0
		3	Principal	169,254	0	0
		3	Principal	173,504	0	0
		3	Principal	152,908	0	0
		3	Principal	168,656	0	0
		3	Principal	174,110	0	0
		3	Principal	174,110	0	0
		3	Principal	174,221	0	0
		3	Assistant Principal	120,385	0	0
		3	Assistant Principal	120,385	0	0
		3	Assistant Principal	124,358	0	0
580805	KINGS PARK CSD	1	Superintendent of Schools	209,100	13,803	0
		2	Assistant Superintendent Curriculum	166,770	15,081	0
		2	Assistant Superintendent Finance	135,000	7,095	0
		3	Elementary Principal	182,148	0	0
		3	Elementary Principal	157,294	0	0
		3	Elementary Principal	137,520	0	0
		3	Middle School Principal	144,245	0	0
		3	High School Principal	166,347	0	0
		3	Administrator For Pupil Personnel	137,290	0	0
		3	Ass'T Administrator For Pupil Personnel	123,070	0	0
		3	Assistant Principal	148,641	0	0
580901	REMSENBURG-SPEONK UFSD	1	Superintendent of Schools	169,432	49,278	0
		2	Director Of Special Education	135,206	41,596	0
580902	WESTHAMPTON BEACH UFSD	1	Superintendent of Schools	230,215	44,863	3,814
		2	Asst Superintendent Personnel & Instruction	168,521	31,748	0
		2	Asst Superintendent Business	141,176	28,468	0
		3	Principal - High School	139,508	0	0
		3	Principal - Middle School	139,540	0	0
		3	Principal - Elementary School	134,744	0	0
		3	Director - Pupil Personnel	128,750	0	0
		3	Director - Technology	126,690	0	0
		3	Director - Athletics	124,412	0	0
		3	Director - Math, Science, Technology	136,185	0	0
		3	Director - Guidance	131,266	0	0
580903	QUOGUE UFSD	1	Superintendent of Schools	201,901	15,750	5,000
580905	HAMPTON BAYS UFSD	1	Superintendent of Schools	170,000	36,835	6,000
		2	Director Of Curriculum	119,900	35,658	0
		2	School Business Administrator	139,050	25,623	0
		2	High School Principal	158,705	41,971	0
		2	Middle School Principal	136,500	38,359	0
		2	Elementary School Principal	158,416	41,924	0
		2	High School Assistant Principal	118,746	26,996	0
		2	Middle School Assistant Principal	111,132	34,231	0
		2	Director Of Pupil Personell Services	143,031	39,421	0
		2	Director Of Athletics	129,978	37,297	0
580906	SOUTHAMPTON UFSD	1	Superintendent of Schools	223,000	36,193	9,708
		2	Assistant Superintendent For Business	155,000	34,233	8,500
		2	Assistant Superintendent For Instruction	192,820	25,254	9,210
		3	Director Of Facilities	165,474	0	0
		3	Principal - High School	168,461	0	0
		3	Asst Principal - High School	150,335	0	0
		3	Principal - Intermediate School	152,225	0	0
		3	Asst Principal - Intermediate School	125,957	0	0
		3	Principal - Elementary School	142,078	0	0
		3	Director Of Athletics, Physical Education&Wellness	134,670	0	0
		3	Director Of Pupil Personnel Services	141,298	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Director Of Instructional Technology	132,245	0	0
580909	BRIDGEHAMPTON UFSD	1	Superintendent of Schools	185,000	40,865	0
		3	Principal	146,000	0	0
580912	EASTPORT-SOUTH MANOR CSD	1	Superintendent of Schools	215,000	38,459	10,000
		2	Assistant Superintendent	173,048	42,139	4,000
		2	Assistant Superintendent	154,581	32,382	4,000
		2	Assistant Superintendent	147,088	37,868	4,000
		3	Principal	135,403	0	0
		3	Principal	127,121	0	0
		3	Principal	127,165	0	0
		3	Principal	154,153	0	0
		3	Assistant Principal	124,765	0	0
		3	Assistant Principal	119,590	0	0
		3	Director	123,000	0	0
		3	Director	123,000	0	0
		3	Director	123,000	0	0
		3	Department Chairperson	122,899	0	0
580913	TUCKAHOE COMN SD	1	Superintendent of Schools	160,000	36,540	0
		2	School Business Official	130,000	33,203	0
		3	Principal	125,000	0	0
580917	EAST QUOGUE UFSD	1	Superintendent of Schools	55,000	4,207	0
		2	Deputy Superintendent	8,655	1,408	0
		3	Principal	126,213	0	0
581002	OYSTERPONDS UFSD	1	Superintendent of Schools	184,372	11,962	3,841
581004	FISHERS ISLAND UFSD	1	Superintendent of Schools	164,800	9,367	0
581005	SOUTHOLD UFSD	1	Superintendent of Schools	175,000	44,710	2,522
		2	Assistant Superintendent For Business	126,000	24,899	880
		3	Principal	138,500	0	0
		3	Principal	130,000	0	0
581010	GREENPORT UFSD	1	Superintendent of Schools	175,000	51,075	0
		3	Director Of Guidance/Special Education	142,000	0	0
		3	Secondary Principal	139,000	0	0
		3	Elementary Principal	125,000	0	0
581012	MATTITUCK-CUTCHOGUE UFSD	1	Superintendent of Schools	170,780	37,125	0
		2	Assistant Superintendent	146,594	24,864	0
		3	High School Principal	142,481	0	0
		3	Business Official	134,136	0	0
		3	Director Of Special Education	134,016	0	0
		3	Director Of Technology	125,000	0	0
590501	FALLSBURG CSD	1	Superintendent of Schools	172,200	41,203	6,000
		2	Assistant Superintendent	117,000	35,435	0
		2	Director	127,500	28,239	0
1	ELDRED CSD	1	Superintendent of Schools	137,904	23,444	6,000
J1	LIBERTY CSD	1	Superintendent of Schools	162,500	24,751	7,200
		2	Assistant Superintendent	125,000	19,200	0
591201	TRI-VALLEY CSD	1	Superintendent of Schools	140,000	15,895	0
		2	Assistant Supeintendent For Business	119,295	3,464	0
591301	ROSCOE CSD	1	Superintendent of Schools	124,000	36,654	0
591302	LIVINGSTON MANOR CSD	1	Superintendent of Schools	125,000	34,899	0
591401	MONTICELLO CSD	1	Superintendent of Schools	0	0	0
591502	SULLIVAN WEST CSD	1	Superintendent of Schools	160,376	27,382	0
		2	Assistant Superintendent For Administrative Servic	131,463	21,672	0
600101	WAVERLY CSD	1	Superintendent of Schools	125,000	34,453	0
		2	Assistant Superintendent/High School Principal	95,387	32,378	0
600301	CANDOR CSD	1	Superintendent of Schools	120,363	31,587	0
600402	NEWARK VALLEY CSD	1	Superintendent of Schools	135,774	35,462	0
		2	Assistant To The Superintendent	100,825	31,067	0
600601	OWEGO-APALACHIN CSD	1	Superintendent of Schools	150,362	36,099	3,000
		2	Associate Superintendent Of Schools	132,992	34,161	0
600801	SPENCER-VAN ETTEN CSD	1	Superintendent of Schools	125,000	35,802	1,000
600903	TIOGA CSD	1	Superintendent of Schools	114,400	34,376	0
610301	DRYDEN CSD	1	Superintendent of Schools	125,000	26,484	4,500
		2	Asst Supt - Curr, Instruction, Assess	17,767	4,969	0
610501	GROTON CSD	1	Superintendent of Schools	144,982	36,902	6,333
610600	ITHACA CITY SD	1	Superintendent of Schools	174,449	51,157	0
		2	Assistant Superintendent For Business Services	145,000	35,352	0
		2	Assistant Superintendent For Curr & Instruction	116,000	31,828	0
		2	Assistant Superintendent For Student Services	116,592	25,768	0
		2	Director Of Human Resources	125,000	32,922	0
610801	LANSING CSD	1	Superintendent of Schools	149,917	38,648	3,200
610901	NEWFIELD CSD	1	Superintendent of Schools	125,000	23,957	0
611001	TRUMANSBURG CSD	1	Superintendent of Schools	142,627	41,362	0
620600	KINGSTON CITY SD	1	Superintendent of Schools	187,480	50,780	9,762
		2	Asst. Superintendent For Personnel & Administratio	136,247	29,837	0
		2	Asst. Superintendent For Pupil Personnel Svcs.	126,754	40,765	0
		2	Asst. To The Supt. For Science, Math & Technology	131,779	41,152	0
		2	Asst Superintendent For Curriculum &Dev	114,158	38,667	0
		3	Director Of Athletics	118,132	0	0
		3	Building Principal	131,307	0	0
		3	Building Principal	129,805	0	0
		3	Building Principal	130,449	0	0
		3	Building Principal	123,999	0	0
		3	Building Principal	123,250	0	0
		3	Building Principal	118,513	0	0
		3	Building Principal	118,867	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
620803	HIGHLAND CSD	1	Superintendent of Schools	0	0	0
		2	Assistant Superintendent Of Administration	116,000	25,000	0
620901	RONDOUT VALLEY CSD	1	Superintendent of Schools	175,000	38,981	0
		2	Asst Superintendent Of Curr/Inst	122,961	36,993	0
		2	Deputy Superintendent Of Schools	138,166	29,318	0
		3	School Business Administrator	121,090	0	0
		3	Elementary Principal	118,755	0	0
		3	Elementary Principal	136,454	0	0
		3	Elementary Principal	129,755	0	0
621001	MARLBORO CSD	1	Superintendent of Schools	160,995	44,856	6,000
		2	Assistant Superintendent For Business	151,837	37,476	0
		2	Assistant Superintendent For Curriculum & Instruct	142,716	36,557	0
		2	Assistant Superintendent For Technology & Person	145,926	36,659	0
		3	Principal	125,780	0	0
		3	Principal	132,369	0	0
		3	Principal	144,244	0	0
		3	Pps Director	123,622	0	0
621101	NEW PALTZ CSD	1	Superintendent of Schools	192,890	45,234	0
		2	Assistant Superintendent For Business	170,700	35,384	0
		2	Assistant Superintendent For Instruction	150,420	33,139	0
		2	Assistant Superintendent For Pps	120,280	37,196	0
		3	High School Principal	167,200	0	0
		3	Middle School Principal	141,900	0	0
		3	Elementary Principal	134,000	0	0
		3	Hs Assistant Principal	123,800	0	0
621201	ONTEORA CSD	1	Superintendent of Schools	160,040	40,023	0
		2	Assistant Supt. For Curriculum And Instruction	124,200	19,803	0
		2	Assistant Supt For Business	115,206	36,459	0
		3	High School Principal	125,500	0	0
621601	SAUGERTIES CSD	1	Superintendent of Schools	155,000	35,114	3,000
		2	Assistant Superintendent For Curriculum	113,500	20,988	0
		3	Elementary Principal	125,847	0	0
		3	Hs Principal	121,822	0	0
621801	WALLKILL CSD	1	Superintendent of Schools	148,500	37,926	15,000
		2	Asst. Supt. For Support Services	133,500	36,416	11,750
		2	Asst. Supt. For Educational Services	122,235	31,282	4,687
		3	Elementary Principal	123,511	0	0
		3	Elementary Principal	131,510	0	0
622002	ELLENVILLE CSD	1	Superintendent of Schools	164,840	43,911	0
		2	Assistant To The Superintendent	145,938	41,669	0
		2	Assistant Superintendent For Curriculum	145,938	39,425	0
		3	School Business Administrator	119,600	0	0
		3	High School Principal	124,925	0	0
		3	Elementary Principal	129,793	0	0
630101	BOLTON CSD	1	Superintendent of Schools	0	0	0
630202	NORTH WARREN CSD	1	Superintendent of Schools	120,175	20,944	0
630300	GLENS FALLS CITY SD	1	Superintendent of Schools	177,825	34,400	0
		2	Assistant Superintendent	113,200	16,325	0
		2	Elementary Principal	127,926	40,460	0
630601	JOHNSBURG CSD	1	Superintendent of Schools	104,880	35,177	0
630701	LAKE GEORGE CSD	1	Superintendent of Schools	153,608	32,062	1,176
630801	HADLEY-LUZERNE CSD	1	Superintendent of Schools	118,555	46,717	0
630902	QUEENSBURY UFSD	1	Superintendent of Schools	170,000	38,225	0
		2	Assistant Superintendent For Curriculum	113,479	35,971	0
		2	Assistant Superintendent For Business	113,300	24,791	0
630918	GLENS FALLS COMN SD	1	Superintendent of Schools	106,702	20,279	0
631201	WARRENSBURG CSD	1	Superintendent of Schools	122,929	19,105	3,000
640101	ARGYLE CSD	1	Superintendent of Schools	129,000	20,538	5,900
640502	FORT ANN CSD	1	Superintendent of Schools	117,000	24,074	5,948
640601	FORT EDWARD UFSD	1	Superintendent of Schools	132,600	42,988	0
640701	GRANVILLE CSD	1	Superintendent of Schools	134,000	35,679	3,146
640801	GREENWICH CSD	1	Superintendent of Schools	135,200	22,511	0
641001	HARTFORD CSD	1	Superintendent of Schools	0	0	0
641301	HUDSON FALLS CSD	1	Superintendent of Schools	0	0	0
641401	PUTNAM CSD	1	Superintendent of Schools	119,780	22,348	959
641501	SALEM CSD	1	Superintendent of Schools	0	0	0
641610	CAMBRIDGE CSD	1	Superintendent of Schools	136,000	45,044	0
641701	WHITEHALL CSD	1	Superintendent of Schools	135,000	37,092	0
650101	NEWARK CSD	1	Superintendent of Schools	149,185	26,028	0
		2	Assistant Superintendent For Business	142,800	29,092	0
		2	Assistant Superintendent For Curriculum & Instruct	123,420	23,298	0
		3	Elementary Principal	128,763	0	0
650301	CLYDE-SAVANNAH CSD	1	Superintendent of Schools	125,000	20,980	2,200
		2	Assistant Superintendent For Instruction	94,000	17,064	0
		2	Asssitant Superintendent For Business	97,500	20,562	0
650501	LYONS CSD	1	Superintendent of Schools	165,336	39,119	0
		2	Assistant Superintendent For Business	98,800	27,877	0
650701	MARION CSD	1	Superintendent of Schools	154,749	29,214	3,000
650801	WAYNE CSD	1	Superintendent of Schools	180,000	31,233	0
		2	Assistant Superintendent For Business	128,445	35,479	0
		2	Assistant Superintendent For Instruction	127,162	34,880	0
650901	PALMYRA-MACEDON CSD	1	Superintendent of Schools	152,374	40,189	0
		2	Assistant Superintendent For Instruction	130,380	8,579	0
		2	Assistant Superintendent For Business	104,358	25,918	0
		3	High School Principal	130,341	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
650902	GANANDA CSD	1	Superintendent of Schools	138,683	33,657	0
651201	SODUS CSD	1	Superintendent of Schools	144,000	31,822	0
		2	Assistant Superintendent For Curriculum & Instruct	114,099	25,171	0
651402	WILLIAMSON CSD	1	Superintendent of Schools	156,000	27,021	0
		2	Assistant Superintendent For Instruction	117,000	26,377	0
1	NORTH ROSE-WOLCOTT CSD	1	Superintendent of Schools	147,000	13,505	0
3	RED CREEK CSD	1	Superintendent of Schools	147,227	41,137	205
		2	Assistant Superintendent For Business Admin.	97,577	31,439	205
660101	KATONAH-LEWISBORO UFSD	1	Superintendent of Schools	274,275	49,044	0
		2	Assistant Superintendent For Business	233,962	61,673	0
		2	Assistant Superintendent For Instruction	200,238	47,331	0
		2	Assistant Superintendent For Human Resources	178,365	34,946	0
		3	Hs Principal	182,312	0	0
		3	Ms Principal	188,415	0	0
		3	Elementary School Principal	171,230	0	0
		3	Elementary School Principal	171,230	0	0
		3	Elementary School Principal	171,230	0	0
		3	Elementary School Principal	159,897	0	0
		3	Assistant Principal Hs	165,548	0	0
		3	Assistant Principal Hs	165,548	0	0
		3	Assistant Principal Hs	165,548	0	0
		3	Assistant Principal Ms	165,548	0	0
		3	Assistant Principal Ms	171,177	0	0
		3	Assistant Principal Ms	141,511	0	0
		3	Assistant Principal Es	154,594	0	0
		3	Director Of Special Services	170,645	0	0
		3	Supervisor Of Special Services	120,228	0	0
		3	Supervisor Of Special Services	126,814	0	0
		3	Director Of Guidance	155,100	0	0
		3	Director Of Athletics, Pe, Health, Wellness	165,270	0	0
		3	Director Of Transportation	123,558	0	0
		3	Director Of Operations And Maintenance	121,430	0	0
660102	BEDFORD CSD	1	Superintendent of Schools	251,000	69,324	0
		2	Assistant Superintendent For Business	217,405	48,170	0
		2	Asst. Supt. For Special Ed & Student Services	182,209	43,526	0
		2	Asst. Supt. For Curriculum & Instruction	160,000	45,735	0
		2	Director Of Human Resources	154,000	40,072	0
		3	Director Of Cse	151,900	0	0
		3	Director Of Visual & Performing Arts	155,221	0	0
		3	Director Of Health, P.E. & Athletics	161,998	0	0
		3	Elementary Principal	147,597	0	0
		3	Elementary Principal	151,778	0	0
		3	Elementary Principal	153,976	0	0
		3	Elementary Principal	160,907	0	0
		3	Elementary Principal	165,525	0	0
		3	Elementary Assistant Principal	128,459	0	0
		3	Middle School Principal	167,765	0	0
		3	Middle School House Director	137,980	0	0
		3	Middle School House Director	137,980	0	0
		3	Middle School House Director	154,459	0	0
		3	High School Principal	171,175	0	0
		3	High School Assistant Principal	149,866	0	0
		3	High School Assistant Principal	149,866	0	0
		3	Supervisor Of Secondary Special Ed.	123,388	0	0
660202	CROTON-HARMON UFSD	1	Superintendent of Schools	220,000	42,279	0
		2	Assistant Superintendent	165,000	50,432	0
		3	Director Of Finance And Administration	150,000	0	0
		3	High School Principal	157,568	0	0
		3	Middle School Principal	164,870	0	0
		3	Elementary School Principal	141,189	0	0
660203	HENDRICK HUDSON CSD	1	Superintendent of Schools	261,105	30,380	19,344
		2	Principal - Middle School	153,234	32,863	0
		2	Assistant Principal - Middle School	119,288	29,937	0
		2	Principal - Elementary School	160,492	33,488	0
		2	Principal - Elementary School	138,923	31,629	0
		2	Principal - Elementary School	181,471	35,297	0
		2	Director Of Technology	151,521	21,885	0
		2	Athletic Director	152,968	32,840	0
		2	Assistant Superintendent For Curriculum	192,912	22,613	0
		2	Assistant Superintendent For Business	185,640	21,821	0
		2	Director Of School Facilities	118,634	36,081	0
		2	Director Of Special Education	171,358	23,901	0
		2	Assistant Director Of Special Education	126,531	13,017	0
		2	Principal - High School	166,694	34,023	0
		2	Assistant Principal - High School	126,353	30,545	0
		2	Assistant Principal - High School	140,625	31,776	0
660301	EASTCHESTER UFSD	1	Superintendent of Schools	238,855	47,421	6,500
		2	Deputy Superintendent	215,520	45,226	0
		2	Assistant Superintendent For Business	209,090	44,586	0
		3	High School Principal	183,667	0	0
		3	High School Assistant Principal	153,062	0	0
		3	High School Assistant Principal	135,699	0	0
		3	Middle School Principal	179,615	0	0
		3	Elementary Principal	181,965	0	0
		3	Elementary Principal	168,620	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Elementary Principal	156,617	0	0
		3	Director Of Pupil Personnel Services	155,577	0	0
660302	TUCKAHOE UFSD	1	Superintendent of Schools	217,206	45,918	18,216
		2	Director Of Pupil Personnel	167,984	43,680	1,502
		2	Director Of Finance	153,110	46,212	1,502
		2	High School Principal	174,027	49,874	1,502
		2	Middle School Principal	168,002	39,546	1,502
		2	Elementary School Principal	167,369	48,741	1,502
660303	BRONXVILLE UFSD	1	Superintendent of Schools	279,212	81,585	0
		2	Assistant Superintendent For Administration	223,301	49,957	0
		2	Assistant Superintendent For Business	197,104	47,038	0
		3	High School Principal	199,973	0	0
		3	Middle School Principal	189,345	0	0
		3	Elementary Principal	176,553	0	0
		3	Director Of Athletics, Health, Pe	156,328	0	0
		3	Director Of Pupil Personnel	196,148	0	0
		3	Assistant Principal 6-12	147,127	0	0
		3	Assistant Principal - Elementary	159,647	0	0
		3	Director Of Guidance	165,462	0	0
660401	UFSD-TARRYTOWNS	1	Superintendent of Schools	274,120	50,990	13,706
		2	Assistant Superintendent	217,125	36,578	5,428
		2	Assistant Superintendent For Business	196,300	33,668	4,908
		3	High School Principal	189,992	0	0
		3	Middle School Principal	172,531	0	0
		3	Elementary Principal	169,088	0	0
		3	Elementary Principal	160,281	0	0
		3	Elementary Principal	150,000	0	0
		3	High School Assistant Principal	157,633	0	0
		3	Middle School Assistant Principal	124,000	0	0
		3	Elementary Assistant Principal	120,000	0	0
		3	Director Of Pupil Personnel	165,143	0	0
660402	IRVINGTON UFSD	1	Superintendent of Schools	256,965	35,200	0
		2	Assistant Superintendent For Business	231,922	49,523	0
		2	Interim Director Of Curriculum And Instruction	84,000	6,426	0
		3	Elementary Principal	171,067	0	0
		3	Elementary Principal	155,034	0	0
		3	Middle School Principal	141,400	0	0
		3	High School Principal	189,611	0	0
		3	Director Of Pupil Personnel Services	155,940	0	0
		3	Director Of Athletics	144,925	0	0
660403	DOBBS FERRY UFSD	1	Superintendent of Schools	232,532	53,216	0
		3	Director Of Curriculum And Instruction	177,697	0	0
		3	Director Of Finance And Facilities	164,560	0	0
		3	Director Of Pupil Personnel Services	162,850	0	0
		3	High School Principal	167,407	0	0
		3	Middle School Principal	148,923	0	0
		3	Elementary School Prinicipal	159,501	0	0
		3	Hs Assistant Principal	126,860	0	0
		3	Elementary School Principal	124,997	0	0
660404	HASTINGS-ON-HUDSON UFSD	1	Superintendent of Schools	228,000	42,641	0
		2	Assistant Superintendent Of Curriculum Instruction	146,178	27,121	0
		3	High School Principal	150,316	0	0
		3	Middle School Principal	164,802	0	0
		3	Elementary School Principal	137,060	0	0
		3	Director Of Special Education Services	146,178	0	0
		3	High School Assistant Principal	131,122	0	0
		3	Middle School Assistant Principal	136,030	0	0
		3	District Treasurer	124,000	0	0
660405	ARDSLEY UFSD	1	Superintendent of Schools	244,000	11,000	0
		2	Assistant Superintendent Of Curriculum	196,625	21,259	0
		3	Director Of Facilities & Transportation	183,407	0	0
		3	Business Administrator	149,600	0	0
		3	High School Principal	189,900	0	0
		3	High School Assistant Principal	128,779	0	0
		3	Middle School Principal	141,079	0	0
		3	Elementary Principal	129,688	0	0
		3	Director Of Pupil Personnel Services	153,384	0	0
660406	EDGEMONT UFSD	1	Superintendent of Schools	299,963	47,261	0
		2	Assistant Superintendent Of Schools	194,502	39,204	0
		3	Junior/Senior High School Principal	217,973	0	0
		3	Junior/Senior High School Assistant Principal	132,750	0	0
		3	Junior/Senior High School Assistant Principal	131,300	0	0
		3	Elementary Principal	142,588	0	0
		3	Elementary Principal	169,535	0	0
		3	Director Of Facilities	143,403	0	0
		3	Director Of Special Education	144,884	0	0
660407	GREENBURGH CSD	1	Superintendent of Schools	0	0	0
660409	ELMSFORD UFSD	1	Superintendent of Schools	215,250	42,254	4,800
		2	Deputy Superintendent	170,993	37,250	0
		3	High School Principal	143,500	0	0
		3	Elementary School Principal	152,938	0	0
660501	HARRISON CSD	1	Superintendent of Schools	287,074	66,780	5,500
		2	Asst.Superintendent For Business	204,373	50,211	0
		2	Asst.Superintendent For Curriculum & Instruction	197,298	39,115	0
		2	Asst.Superintendent For Human Resources	193,106	37,702	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	High School Principal	241,502	0	0
		3	High School Assistant Principal	139,997	0	0
		3	High School Supervisor Of Guidance	140,968	0	0
		3	High School Assistant Principal	134,954	0	0
		3	Middle School Principal	178,331	0	0
		3	Middle School Asst. Principal	139,634	0	0
		3	Middle School Asst. Principal	136,156	0	0
		3	Elementary Principal	153,599	0	0
		3	Elementary Principal	169,290	0	0
		3	Elementary Principal	176,100	0	0
		3	Elementary Principal	156,023	0	0
		3	Dist.Wide Supervisor-Elem.Ela/Ss	134,872	0	0
		3	Dist.Wide Supervisor-Math/Science	133,778	0	0
		3	Dist.Wide Supervisor-Sec.Math	144,125	0	0
		3	Dist.Wide Supervisor-Sec.Soc.Studies	136,178	0	0
		3	Dist.Wide Supervisor Sec. Science	134,774	0	0
		3	Dist.Wide Supervisor-English	136,179	0	0
		3	Dist.Wide Supervisor-Foreign Language	145,220	0	0
		3	Dist.Wide Supervisor-Music/Fine Arts	155,140	0	0
		3	Supervisor Elementary Special Ed	137,679	0	0
		3	Supervisor Sec.Special Ed	135,000	0	0
		3	Athletic Director	143,359	0	0
		3	Special Education Director	165,000	0	0
660701	MAMARONECK UFSD	1	Superintendent of Schools	255,000	59,684	5,795
		2	Assistant Superientendent For Business Ops	187,320	40,492	4,257
		2	Assistant Superintendent For Curr & Instruct	200,729	58,159	0
		2	Ass'T Sup'T For Student Supprt & Personnel	189,210	54,296	4,300
		3	Principal - Elementary	174,342	0	0
		3	Principal - Elementary	194,460	0	0
		3	Principal - Elementary	184,283	0	0
		3	Principal - Elementary	177,155	0	0
		3	Principal - Ms	185,877	0	0
		3	Ass'T Principal - Elem	132,771	0	0
		3	Ass'T Principal - Elem	139,139	0	0
		3	Ass'T Principal - Elem	139,139	0	0
		3	Ass'T Principal - Ms	175,002	0	0
		3	Ass'T Principal - Ms	144,638	0	0
		3	Ass'T Principal - Hs	164,716	0	0
		3	Ass'T Principal - Hs	154,884	0	0
		3	Ass'T Principal - Hs	144,638	0	0
		3	Director Of Sp Education	168,123	0	0
		3	Director Of Sp Education	160,798	0	0
		3	Dir. Of Helath, P/E And Athletics	154,935	0	0
		3	Director Of Admin Technology	177,776	0	0
660801	MT PLEASANT CSD	1	Superintendent of Schools	200,000	49,140	0
		3	Building Principal	165,000	0	0
		3	Building Principal	161,194	0	0
		3	Director Of Curriculum And Instruction	150,364	0	0
		3	Building Principal	148,311	0	0
		3	Director Of Special Education	142,851	0	0
		3	Building Principal	136,243	0	0
		3	Assistant Principal	130,136	0	0
		3	Business Manager	130,000	0	0
		3	Assistant Principal	129,451	0	0
		3	Director Of Athletics, Health And Pe	128,479	0	0
660802	POCANTICO HILLS CSD	1	Superintendent of Schools	204,000	42,047	0
		2	Assistant Superintendent	172,100	40,205	0
		3	Principal	146,100	0	0
660805	VALHALLA UFSD	1	Superintendent of Schools	232,249	62,312	0
		3	Business Administrator	199,557	0	0
		3	Principal	162,003	0	0
		3	Principal	169,648	0	0
		3	Principal	139,000	0	0
		3	Athletic Director	134,333	0	0
		3	Special Ed. Director	164,250	0	0
		3	Principal	153,133	0	0
		3	Ass'T Principal	122,000	0	0
660809	PLEASANTVILLE UFSD	1	Superintendent of Schools	0	0	0
		2	Assistant Superintendent For Business	179,924	41,585	820
		3	High School Principal	176,799	0	0
		3	Middle School Principal	164,487	0	0
		3	Elementary Principal	144,900	0	0
		3	Director Of Instructional Services & Technology	160,115	0	0
		3	Director Of Educational Services	157,640	0	0
		3	Director Of Buildings And Grounds	121,500	0	0
		3	Director Of Athletics	120,000	0	0
660900	MT VERNON SCHOOL DISTRICT	1	Superintendent of Schools	236,900	41,895	10,000
		3	Assistant Principal Secondary School	126,494	0	0
		3	Assistant Principal Secondary School	123,631	0	0
		3	Assistant Principal Secondary School	123,494	0	0
		3	Assistant Principal Secondary School	122,894	0	0
		3	Assistant Principal Secondary School	121,976	0	0
		3	Assistant Principal Secondary School	121,976	0	0
		3	Learning Standards Administrator	123,467	0	0
		3	Learning Standards Administrator	123,002	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Learning Standards Administrator	133,002	0	0
		3	Learning Standards Administrator	128,234	0	0
		3	Assistant Principal Elementary School	118,014	0	0
		3	Assistant Principal Elementary School	122,904	0	0
		3	Assistant Principal Elementary School	127,850	0	0
		3	Assistant Principal Elementary School	118,349	0	0
		3	Assistant Principal Elementary School	127,079	0	0
		3	Assistant Principal Elementary School	127,850	0	0
		3	Assistant Principal Elementary School	131,079	0	0
		3	Assistant Principal Secondary School (Assignment)	133,358	0	0
		2	Assistant Superintendent For Business	172,000	40,891	0
		2	Assistant Superintendent For Curriculum	164,328	40,041	0
		3	Director Of Safety	124,380	0	0
		3	Administrator For Human Resources	140,000	0	0
		3	Director Of Special Education	139,842	0	0
		3	Principal High School	158,653	0	0
		3	Principal High School	151,262	0	0
		3	Principal High School	151,216	0	0
		3	Principal Middle School	153,626	0	0
		3	Principal Middle School	147,008	0	0
		3	Principal Middle School	133,566	0	0
		3	Principal Elementary School	153,431	0	0
		3	Principal Elementary School	188,012	0	0
		3	Principal Elementary School	153,431	0	0
		3	Principal Elementary School	153,431	0	0
		3	Principal Elementary School	153,431	0	0
		3	Principal Elementary School	145,096	0	0
		3	Principal Elementary School	142,716	0	0
		3	Principal Elementary School	141,143	0	0
		3	Principal Elementary School	141,143	0	0
		3	Principal Elementary School	139,833	0	0
		3	Principal Elementary School	136,423	0	0
		3	Supervisor Special Education	132,737	0	0
		3	Supervisor Special Education	128,232	0	0
		3	Supervisor Special Education	123,467	0	0
		3	Supervisor Special Education	138,099	0	0
		3	Supervisor Special Education	123,467	0	0
		3	Director Of Operations	150,000	0	0
		3	Assistant Principal Secondary School	131,833	0	0
		3	Assistant Principal Secondary School	131,833	0	0
		3	Assistant Principal Secondary School	131,565	0	0
[illegible]004	CHAPPAQUA CSD	1	Superintendent of Schools	265,081	53,688	21,000
		2	Deputy Superintendent For Curriculum And Instructi	207,596	36,723	2,400
		2	Assistant Superintendent For Human Resources	208,733	46,338	0
		2	Assistant Superintendent For Business	202,501	36,333	2,400
		3	High School Principal	188,213	0	0
		3	High School Assistant Principal	151,038	0	0
		3	High School Assistant Principal	150,944	0	0
		3	High School Assistant Principal	150,321	0	0
		3	Middle School Principal	182,812	0	0
		3	Middle School Principal	170,693	0	0
		3	Middle School Assistant Principal	147,384	0	0
		3	Middle School Assistant Principal	131,088	0	0
		3	Elementary School Principal	181,338	0	0
		3	Elementary School Principal	170,185	0	0
		3	Elementary School Principal	164,565	0	0
		3	Elementary School Assistant Principal	144,050	0	0
		3	Elementary School Assistant Principal	144,297	0	0
		3	Elementary School Assistant Principal	136,568	0	0
		3	Director Of Special Education And Related Services	176,829	0	0
		3	Director Of Interscholastics	159,872	0	0
		3	Director Of Technology	158,112	0	0
		3	Director Of School Facilities	135,506	0	0
		3	Cse/Cpse Chairperson	148,006	0	0
		3	Cse/Cpse Chairperson	143,973	0	0
661100	NEW ROCHELLE CITY SD	1	Superintendent of Schools	263,250	33,401	6,095
		3	Coordinator Of Funded Programs	120,226	0	0
		3	Supervisor Of Music & Arts Education	129,555	0	0
		3	Supervisor-Alternative High School Program	136,947	0	0
		3	Supervisor Of World Languages K-12 District Wide	140,579	0	0
		3	Administrative Dean- Middle School	139,020	0	0
		3	Asst Director Of Special Education	127,815	0	0
		3	Asst Director Of Special Education	135,404	0	0
		3	Assistant Director Of Special Education	138,647	0	0
		3	Chairperson - High School- English	133,164	0	0
		3	Chairperson - High School - Science	133,164	0	0
		3	Chairperson - High School - Social Studies	145,040	0	0
		3	Chairperson - High School - Mathematics	133,164	0	0
		3	Chairperson-Middle School-Mathematics/Technology	125,469	0	0
		3	Chairperson-Middle School-Mathematics/Technology	120,587	0	0
		3	Chairperson-Middle School-Humanities	120,587	0	0
		3	Chairperson-Health/Physical Education	160,150	0	0
		3	Deputy Business Manager	125,137	0	0
		3	District Treasurer	119,675	0	0
		3	Clerk & Secretary To The Board Of Education	119,675	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		2	Asst Supt - Business & Administration	202,370	29,635	0
		2	Asst Supt - Elementary & Secondary Edu	202,370	31,044	0
		2	Asst Supt - Pupil Personnel Svcs	202,370	31,044	0
		2	Asst Supt - Human Resources	202,370	31,044	0
		3	Principal - High School	194,126	0	0
		3	Principal - Middle School	171,108	0	0
		3	Principal - Middle School	182,819	0	0
		3	Principal - Elementary School	168,668	0	0
		3	Principal - Elementary School	168,668	0	0
		3	Principal - Elementary School	172,993	0	0
		3	Principal - Elementary School	137,290	0	0
		3	Principal - Elementary School	168,668	0	0
		3	Principal - Elementary School	172,993	0	0
		3	Principal - Elementary School	168,668	0	0
		3	House Principal - High School	134,164	0	0
		3	House Principal - High School	126,489	0	0
		3	House Principal - High School	121,587	0	0
		3	Asst Principal - High School	153,042	0	0
		3	Asst Principal - Middle School	149,040	0	0
		3	Asst Principal - Middle School	134,936	0	0
		3	Asst Principal -Elementary School	131,573	0	0
		3	Asst Principal - Elementary School	124,978	0	0
		3	Asst Principal - Elementary School	131,572	0	0
		3	Asst Principal - Elementary School	119,663	0	0
		3	Asst Principal - Elementary School	119,663	0	0
		3	Director Of Technology	152,951	0	0
		3	Director Of Pupil Personnel Services	147,275	0	0
		3	Director Of Special & Alternative Education	173,375	0	0
		3	Director Of Medical Services/School Physician	161,069	0	0
		3	Director Of E.L.L. Instructional Services	126,055	0	0
		3	Director Of Continuing Educ/Summer School	138,843	0	0
		3	Director Of Student Assessment/Data Analysis	156,194	0	0
		3	Coordinator Of Guidance	149,039	0	0
661201	BYRAM HILLS CSD	1	Superintendent of Schools	245,000	49,925	3,600
		2	Ass'T Sup"T, Human Resources & Leadership Dvlpmt	213,000	39,104	1,500
		2	Ass'T Sup'T, Business & Management Services	164,280	41,103	900
		3	Assistant To The Superintendent	200,000	0	0
		3	Principal, H.C. Crittenden Middle School	186,741	0	0
		3	Director Of Physical Education & Athletics	176,175	0	0
		3	Director Of Technology	173,864	0	0
		3	Principal, Wampus School	171,000	0	0
		3	Principal, Byram Hills High School	168,042	0	0
		3	Principal, Coman Hill School	168,042	0	0
		3	Director Of Special Services & Health Services	165,000	0	0
		3	Director Of Fine Arts	164,010	0	0
		3	District Director Of Curriculum	160,000	0	0
		3	Assistant Principal, Byram Hills High School	148,102	0	0
		3	Assistant Director Of Special Services	138,998	0	0
		3	Assistant Principal, Byram Hills High School	134,901	0	0
		3	Chairperson, Social Studies	133,249	0	0
		3	Assistant Principal, H.C. Crittenden Middle School	127,525	0	0
		3	Chairperson, Guidance	126,550	0	0
		3	Chairperson, Science	125,513	0	0
		3	Assistant Principal, Wampus School	122,951	0	0
		3	Assistant Principal, Coman Hill School	122,951	0	0
661301	NORTH SALEM CSD	1	Superintendent of Schools	224,957	33,275	12,600
		2	Assistant Superintendent For Curriculum & Hr	179,469	32,009	0
		2	Assistant Superintendent For Pps	171,666	40,195	0
		3	Director Of Business Administration	178,500	0	0
		3	Principal Of The Hs	170,136	0	0
		3	Principal Of The Elementary School	162,775	0	0
		3	Assistant Principal	145,207	0	0
661401	OSSINING UFSD	1	Superintendent of Schools	264,593	44,330	16,537
		2	Deputy Superintendent	186,508	35,586	4,000
		2	Asst. Superintendent For Elem Educ And Administrat	173,545	46,045	3,600
		2	Exec. Director Of Finance And Operations	183,959	52,321	7,600
		3	Principal	187,587	0	0
		3	Principal	176,183	0	0
		3	Principal	164,832	0	0
		3	Principal	161,595	0	0
		3	Principal	155,631	0	0
		3	Principal	154,259	0	0
		3	Assistant Principal	151,335	0	0
		3	Assistant Principal	149,156	0	0
		3	Assistant Principal	148,423	0	0
		3	Assistant Principal	148,113	0	0
		3	Assistant Principal	140,802	0	0
		3	Assistant Principal	133,415	0	0
		3	Assistant Principal	131,631	0	0
		3	Assistant Principal	129,398	0	0
		3	Assistant Principal	128,970	0	0
		3	Director Of Pupil Personnel Services	163,940	0	0
		3	Director Of Health, Physical Education & Athletics	163,854	0	0
		3	Director Of Social Studies	159,186	0	0
		3	Director Of Mathematics And Science	159,186	0	0

CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Director Elementery Literacy And Esl	159,831	0	0
		3	Assistant Director Pupil Personnel Services	134,927	0	0
		3	Director Of Technology	133,723	0	0
		3	Director Of School Facilities	128,778	0	0
		3	Assistant Director Of Technology	119,231	0	0
12	BRIARCLIFF MANOR UFSD	1	Superintendent of Schools	276,204	53,893	10,000
		3	High School Principal	208,476	0	0
		3	Assistant Hs Principal	165,317	0	0
		3	Middle School Principal	183,648	0	0
		3	Elementary Principal	193,800	0	0
		3	Assistant Elementary Principal	157,701	0	0
		3	Director Of Pupil Personnel Services	165,208	0	0
		3	Data Base Manager	118,000	0	0
661500	PEEKSKILL CITY SD	1	Superintendent of Schools	212,226	49,437	9,267
		2	Assistant Superintendent For Business And Administ	176,516	32,747	0
		2	Assistant Superintendent For Instruction	162,427	41,094	0
		3	Director Of Pupil Personnel Services	141,705	0	0
		3	Manager Of Of Special Education	135,880	0	0
		3	High School Principal	168,040	0	0
		3	Middle School Principal	158,788	0	0
		3	Elementary Principal	145,494	0	0
		3	Elementary Principal	140,975	0	0
		3	Elementary Principal	145,213	0	0
		3	Assistant Principal	120,375	0	0
		3	Assistant Principal	118,277	0	0
		3	Assistant Principal	123,710	0	0
		3	Assistant Principal	120,375	0	0
		3	Coordinator	121,558	0	0
		3	Assistant Principal	121,579	0	0
661601	PELHAM UFSD	1	Superintendent of Schools	240,000	37,289	0
		2	Asst. Supt. For Business	190,279	42,720	0
		2	Asst. Supt. Curr, Inst, & Personnel	176,000	31,598	0
		2	Asst. Supt. For Pupil Personell Services	165,000	32,970	0
		3	Hs Principal	168,509	0	0
		3	Ms Principal	195,488	0	0
		3	Elem Principal	141,551	0	0
		3	Elem Principal	138,320	0	0
		3	Elem Principal	151,296	0	0
		3	Elem Principal	152,958	0	0
		3	Hs Asst. Principal	139,837	0	0
		3	Ms Asst. Principal	141,768	0	0
		3	Director Of Guidance	130,109	0	0
		3	Dir Of Secondary Edu & Technology	170,667	0	0
		3	Dir Elem Education & Tech	164,622	0	0
		3	English Lang Arts Supervisor	126,880	0	0
		3	Science Curr Suppervisor	130,000	0	0
		3	Social Studies Supervisor	130,000	0	0
		3	Director Of Facilities	121,801	0	0
661800	RYE CITY SD	1	Superintendent of Schools	253,623	57,805	23,777
		2	Assistant Superintendent	184,511	46,086	0
		3	Business Manager	190,026	0	0
		3	Assist. Principal	156,839	0	0
		3	Assist. Principal	142,987	0	0
		3	Assist. Principal	156,225	0	0
		3	Director Of Athletics	152,913	0	0
		3	Director Of Special Education	174,687	0	0
		3	Principal	178,702	0	0
		3	Principal	171,268	0	0
		3	Principal	171,268	0	0
		3	Principal	185,792	0	0
		3	Principal	170,162	0	0
661901	RYE NECK UFSD	1	Superintendent of Schools	286,575	52,226	516
		2	Assistant Superintendent For Instruction	203,470	43,857	1,292
		2	Assistant Superintendent For Business	205,000	35,807	620
		3	Middle School Principal	151,045	0	0
		3	Administrator For Special Services	167,093	0	0
		3	Athletic Director	123,000	0	0
		3	Elementary Principal	165,966	0	0
		3	Elementary Principal	155,687	0	0
		3	Director Of Guidance	151,790	0	0
661904	PORT CHESTER-RYE UFSD	1	Superintendent of Schools	245,670	58,456	500
		2	Assistant Superintendent	197,872	36,508	0
		2	Assistant Superintendent	197,872	59,618	0
		3	Director	144,666	0	0
		3	Director	149,005	0	0
		3	Director	167,707	0	0
		3	Principal (High School)	182,810	0	0
		3	Assistant Principal (High School)	155,009	0	0
		3	Assistant Principal (High School)	132,298	0	0
		3	Principal On Special Assignment (High School)	170,605	0	0
		3	Principal (Middle School)	156,908	0	0
		3	Assistant Principal (Middle School)	132,298	0	0
		3	Principal (Elementary)	180,995	0	0
		3	Principal (Elementary)	180,995	0	0
		3	Principal (Elementary)	180,995	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Principal (Elementary)	156,128	0	0
		3	Assistant Principal (Elementary)	148,991	0	0
661905	BLIND BROOK-RYE UFSD	1	Superintendent of Schools	245,920	48,130	2,400
		2	Assistant Superintendent Finance & Facilities	205,000	46,010	5,000
		3	Director Of Pps	182,753	0	0
		3	Principal, High School	170,000	0	0
		3	Principal, Middle School	160,601	0	0
		3	Director Of Physical & Health Education/Ad	155,626	0	0
		3	Director Of Guidance	154,336	0	0
		3	Assistant Director Of Pps	139,493	0	0
		3	Principal, Elementary School	137,800	0	0
		3	Assistant Principal Middle/High School	124,538	0	0
		3	Director Of Technology	118,976	0	0
662001	SCARSDALE UFSD	1	Superintendent of Schools	288,561	57,475	25,970
		2	Assistant Superintendent	201,900	47,447	4,538
		2	Assistant Superintendent	202,500	47,511	0
		2	Assistant Superintendent	217,900	49,294	0
		2	Director Of Special Education	176,550	43,104	0
		2	Treasurer/Business Mgr./Risk Mgr.	146,088	43,349	0
		2	Director Of Facilities	141,248	42,574	0
		3	Elementary Principal	190,619	0	0
		3	Elementary Principal	177,301	0	0
		3	Elementary Principal	186,179	0	0
		3	Elementary Principal	181,923	0	0
		3	Elementary Principal	183,901	0	0
		3	Middle School Principal	189,491	0	0
		3	Middle School Assistant Principal	159,474	0	0
		3	Middle School Assistant Principal	166,617	0	0
		3	High School Principal	214,918	0	0
		3	High School Assistant Principal	197,879	0	0
		3	High School Assistant Principal	190,019	0	0
		3	High School Assistant Principal	169,702	0	0
662101	SOMERS CSD	1	Superintendent of Schools	255,399	46,483	13,500
		2	Asst. Supt For Business	191,002	38,058	1,200
		3	Director Of Instructional Services / Personnel	147,286	0	0
		3	Director Of Elementary Education	147,286	0	0
		3	Director Of Secondary Education	143,336	0	0
		3	Director Of Guidance	138,370	0	0
		3	Director Of Athletics	156,461	0	0
		3	Director Of Special Services	153,448	0	0
		3	Director Of Technology	121,186	0	0
		3	Elementary School Principal	171,310	0	0
		3	Elementary School Principal	150,278	0	0
		3	Middle School Principal	180,533	0	0
		3	Middle School Asst Principal	133,043	0	0
		3	Middle School Asst Principal	121,670	0	0
		3	High School Principal	181,784	0	0
		3	High School Asst Principal	141,493	0	0
		3	High School Asst Principal	127,391	0	0
662200	WHITE PLAINS CITY SD	1	Superintendent of Schools	214,200	62,903	6,000
		3	Coordinator, Guidance	150,516	0	0
		3	Coordinator, Mathematics	123,806	0	0
		3	Coordinator, Science	123,806	0	0
		3	Coordinator, Social Studies	123,806	0	0
		2	Asst Superintendent Of Business	183,784	41,617	0
		2	Asst Superintendent For Curr & Instruct	173,139	40,489	0
		2	Asst Superintendent For Human Resources	183,153	34,002	0
		2	Asst Superintendent For Pupil Services	173,879	40,568	0
		3	Elementary School Principal	173,296	0	0
		3	Elementary School Principal	173,296	0	0
		3	Elementary School Principal	173,296	0	0
		3	Elementary School Principal	173,296	0	0
		3	Elementary School Principal	173,296	0	0
		3	Elementary School Asst Principal	133,991	0	0
		3	Elementary School Asst Principal	133,991	0	0
		3	Elementary School Asst Principal	148,742	0	0
		3	Elementary School Asst Principal	154,757	0	0
		3	Elementary School Asst Principal	149,380	0	0
		3	Middle School Principal	183,127	0	0
		3	Middle School Principal	173,296	0	0
		3	Middle School Asst Principal	154,757	0	0
		3	Middle School Asst Principal	149,380	0	0
		3	Middle School Asst Principal	173,296	0	0
		3	Middle School Asst Principal	154,757	0	0
		3	High School Principal	195,828	0	0
		3	High School House Administrator	151,410	0	0
		3	High School House Administrator	154,757	0	0
		3	High School Assistant Principal	170,548	0	0
		3	High School Assistant Principal	156,609	0	0
		3	Director, Adult Education	160,935	0	0
		3	Director, Special Education	172,433	0	0
		3	Director, Support Programs	160,935	0	0
		3	Director, Management Information Sys	158,318	0	0
		3	Coordinator, Interscholastic/Phys Educ	154,757	0	0
		3	Coordinator, Business Educ & Technology	154,757	0	0

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CODE	DISTRICT NAME	TYPE	TITLE	SALARY	BENEFITS	OTHER
		3	Coordinator, Esol & Dir. Newcomer Center	144,328	0	0
		3	Coordinator, Fine & Performing Arts	120,190	0	0
662401	LAKELAND CSD	1	Superintendent of Schools	250,000	50,249	5,000
		3	Supervisor-Special Ed	129,878	0	0
		3	Supervisor-Special Ed	133,378	0	0
		2	Asst Superintendent For Business	208,100	37,488	2,500
		2	Asst Superintendent For Instruction	191,880	36,160	1,000
		3	Principal	149,419	0	0
		3	Principal	152,346	0	0
		3	Principal	156,120	0	0
		3	Principal	157,424	0	0
		3	Principal	158,609	0	0
		3	Principal	159,105	0	0
		3	Principal	163,924	0	0
		3	Principal	173,760	0	0
		3	Assistant Principal	127,284	0	0
		3	Assistant Principal	127,284	0	0
		3	Assistant Principal	127,284	0	0
		3	Assistant Principal	127,284	0	0
		3	Assistant Principal	131,807	0	0
		3	Department Chair-Humanities	132,477	0	0
		3	Assistant Principal	133,641	0	0
		3	Assistant Principal	136,787	0	0
		3	Assistant Principal	146,062	0	0
		3	Assistant Principal & Athletic Director	168,715	0	0
		3	Department Chair-Math	132,816	0	0
		3	Department Chair-Humanities	134,996	0	0
		3	Department Chair-Science & Health	145,860	0	0
		3	Director Of Facilities	122,180	0	0
		3	Asst Business Manager	120,798	0	0
		3	Director Of Guidance	141,332	0	0
		3	Director Of Transportation	141,602	0	0
		3	Director Of Technology	150,551	0	0
		3	Director Of Human Resources	161,200	0	0
		3	Director Of Pupil Personnel	169,520	0	0
		3	Supervisor-Ahs	142,502	0	0
662402	YORKTOWN CSD	1	Superintendent of Schools	240,240	59,311	0
		2	Elementary School Principal	151,808	29,475	0
		2	Elementary School Principal	149,308	39,662	0
		2	Director Alternative High School	132,367	28,643	0
		2	Assistant Principal	129,788	37,506	0
		2	Assistant Principal	126,288	26,850	0
		2	Assistant Principal	129,617	37,410	0
		2	Assistant Principal	135,867	38,212	0
		2	Director Of Athletics	129,617	27,356	0
		2	Supervisor Of Special Education	126,288	37,074	0
		2	Supervisor Of Special Education	128,788	37,460	0
		2	Assistant Superintendent For Curriculum	192,030	44,702	0
		2	Director Of Guidance	126,288	37,132	0
		2	Assistant Superintendent For Business	192,575	44,267	0
		2	Director Of Human Resources	124,500	37,525	0
		2	Director Of Facilities	120,939	37,149	0
		2	High School Principal	162,599	41,045	0
		2	Middle School Principal	160,127	40,801	0
		2	Elementary School Principal	149,308	39,662	0
		2	Elementary School Principal	152,808	40,015	0
670201	ATTICA CSD	1	Superintendent of Schools	134,800	36,987	0
		2	Superintendent Of Bldgs & Grounds	78,422	27,877	0
670401	LETCHWORTH CSD	1	Superintendent of Schools	163,364	36,408	0
671002	WYOMING CSD	1	Superintendent of Schools	100,720	27,675	0
671201	PERRY CSD	1	Superintendent of Schools	139,050	39,978	0
671501	WARSAW CSD	1	Superintendent of Schools	135,000	40,440	6,136
680601	PENN YAN CSD	1	Superintendent of Schools	139,441	27,687	0
		2	Associate Superintendent For Instruction	104,525	28,960	0
		2	Assistant Superintendent For Business	90,000	26,534	0
680801	DUNDEE CSD	1	Superintendent of Schools	125,000	29,795	0

ATTACHMENT 36

Curriculum vitae (abridged) of Peter S. Bearman, Jonathan Cole Professor of the Social Sciences, Columbia University, New York, New York

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Curriculum Vitae (Abridged)

Peter Shawn Bearman

Address

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ISERP/PFL Center for the Social Sciences
803/814 IAB 420 W 118th Street
Columbia University
New York, New York 10027
v:(212) 854-3094; f: (212) 854-8925

Current Positions

2011 -- Director, Institute for Social and Economic Research and Policy, Columbia University
2006 - Jonathan Cole Professor of the Social Sciences, Columbia University
2006 - Director: Mellon Training Program in the Humanities and Social Sciences
2005 - External Faculty, Nuffield College, Oxford UK.
2001 - Co-Director, Robert Wood Johnson Health and Society Scholars Program
1999 - Director: Paul F. Lazarsfeld Center for the Social Sciences, Columbia University

Previous Positions

2000-08 Founding Director: Institute for Social and Economic Research and Policy, Columbia University
2007-08 Chair, Department of Statistics. Columbia University
2006 -09 Founding Co-Director, Global Health Research Center in Central Asia
2001-05 Chair, Department of Sociology. Columbia University
2002-03 Visiting Professor of Sociology, DISPOS. University of Genova, Genova Italy.
1998-01 Adjunct Professor of Sociology. University of North Carolina, Chapel Hill.
1998-06 Professor of Sociology. Columbia University.
1997 Eric Voegelin Guest Professor. University of Munich (LMU). Munich, Germany.
1996-97 Professor of Sociology. University of North Carolina, Chapel Hill
1991-96 Associate Professor of Sociology. University of North Carolina, Chapel Hill
1986-91 Assistant Professor of Sociology. University of North Carolina, Chapel Hill
1985-86 Lecturer, Committee on Degrees in Social Studies. Harvard University

Education

1982 -- 1985 Ph.D. in Sociology, Harvard University
1980 – 1982 MA in Sociology, Harvard University
1974 -- 1978 BA in Sociology, Magna Cum Laude, Brown University

Honors

2011 Friedson Award for best paper in Medical Sociology, 2010-2011
2009 Top 10 Autism Discoveries, Autism Speaks
2007 Award for best paper in Mathematical Sociology, 2006-2007
2007 NIH Pioneer Award

PSB, June, 2011

2007 Elected, Fellow of the American Association of Arts and Sciences
2004 Roger Gould Prize for the best article in the American Journal of Sociology, 2003-2004
1997 Elected, Sociological Research Association

Publications

Books

2011 Clark, Mary Marshall, Peter Bearman, Kate Ellis, and Stephen Smith (eds). After the Fall: New Yorkers Remember September, 2001. New Press. (Forthcoming)

2011 Neckerman, Kathryn, Peter Bearman, and Lesley Wright (eds). After Tobacco: Assessing the Impact of Tobacco Control Policy. Columbia University Press. New York. (Forthcoming)

2009 Hedstrom, Peter and Peter Bearman (eds). Handbook of Analytical Sociology. Oxford University Press. Oxford and New York.

Reviewed in: *European Sociological Review* (Symposium), JASS, *Philosophy of the Social Sciences*.

2005 Bearman, Peter. Doormen. University of Chicago Press. Chicago, Ill.

Reviewed in: *New York Times, New Yorker, Philadelphia Inquirer, American Journal of Sociology, Contemporary Sociology, British Journal of Sociology, Administrative Science Quarterly, American Ethnologist, Canadian Journal of Sociology, Work and Occupations*, and elsewhere.

Chapter 5, "The Bonus" reprinted in Ethnography in Context. Richard Hobbs (ed). Sage Press, 2011.

1993 Bearman, Peter. Relations into Rhetorics: Local Elite Social Structure in Norfolk, England: 1540-1640. Rutgers University Press. American Sociological Association, Rose Monograph Series. New Brunswick NJ.

Reviewed in*: American Journal of Sociology, Contemporary Sociology, Social Forces, English Historical Review, American Historical Review, Albion.*

Journals (special issues)

2008 Bearman, Peter (ed). Exploring Genetics and Social Structure. *American Journal of Sociology. V0l.114S.*

Reviewed in*: The Chronicle of Higher Education, The Wilson Quarterly.*

Articles (peer reviewed):

2011 Cheslack-Postava, Keely; Ka-Yuet Liu, and Peter S. Bearman. "Closely Spaced Pregnancies are Associated with Increased Odds of Autism in Sibling Births". *Pediatrics*. Vol 127. No2.

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2010 Fountain, Christine, Marissa King, and Peter S. Bearman. "Age of Diagnosis for Autism: Individual and Community Factors Across Ten Birth Cohorts". *International Journal of Community Epidemiology and Health.*

2010 Bearman, Peter S. "Just So Stories: Vaccines, Autism, and the Single-Bullet Disorder". *Social Psychological Quarterly*. 73: 112-115.

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2010 Liu, Ka-Yuet, Marissa King and Peter S. Bearman. "Social Influence and the Autism Epidemic". *American Journal of Sociology*. 115.5.1387-1434
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2009 King, Marissa, Diana Dakhallalah, Christine Fountain, and Peter Bearman. 'Parental Age and the Increased Prevalence of Autism". *American Journal of Public Health*. Vol 99, No. 9. 1673-1679

Bearman, Peter S. and Marissa King. (2009) "Reply: Estimating Risk is a Risky Business". *American Journal of Public Health.* Vol 100, No. 3 390

2009 King, Marissa and Peter Bearman. "Diagnostic Change and Increased Prevalence of Autism". *International Journal of Epidemiology*. 38(5):1224-1234.
(Top Ten Autism Discoveries, 2009 – Autism Speaks)

Bearman, Peter S. and Marissa King. 2009. "Diagnostic Accretion: Response to Commentary. *International Journal of Epidemiology*. 38(5):1243-1244.

2008 Parigi, Paolo and Peter S. Bearman. "Spaghetti Politics: The Structure of the Italian Political System, 1986-2002". *Social Forces*. Volume 87, Number 2, December 2008, pp. 623-64.

2008 Bearman, Peter S. "The Long Twentieth Century in American Sociology or Back to The Future". *Sociological Forum*. (July). Vol 23:2: 390-396.

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2007 Baldassarri, Delia and Peter S. Bearman. 'Dynamics of Political Polarization'. *American Sociological Review*. October. 72: 784-811.
(Awarded "Best Paper in Mathematical Sociology" Prize, ASA, 2007-08)

2007 Weiss, Christopher and Peter S. Bearman. "Fresh Starts: School Form and Student Outcomes". *American Journal of Education*. 113:395-421.

2006 Erickson, Emily and Peter S. Bearman. Emily Erickson and Peter Bearman. "Malfeasance and the Foundations for Global Trade: The Structure of English Trade in the East Indies, 1601-1833." *American Journal of Sociology* 112:195-230.

2005 Brückner, Hannah and Peter S. Bearman. "After the Promise: The STD Consequences of Adolescent Virginity Pledges". *Journal of Adolescent Health.36:271-278*

2004 Bearman, Peter S. and Paolo Parigi. "Cloning Headless Frogs and Other Important Matters: Conversation Topics and Network Structure". Social Forces. 83 (2): 535-557

2004 Brückner, Hannah, Anne Martin and Peter S. Bearman. "Ambivalence and Pregnancy: Adolescent Attitudes, Contraception, and Pregnancy". *Perspectives on Sexual and Reproductive Health*. 36 (6): 248-257

2004 Bearman, Peter S, James Moody and Katherine Stovel. "Chains of Affection: The Structure of Adolescent Romantic and Sexual Networks". *American Journal of Sociology*. Vol. 110.44-91
(Awarded Roger V. Gould Prize; AJS 2004-05)

2004 Bearman, Peter S, and James Moody. "Suicide and Friendships among American Adolescents". *American Journal of Public Health*. Vol 94, N1: 89-96.

2002 Bearman, Peter S, James Moody and Robert Faris. "Networks and History". *Complexity.* Vol.7, No.6. 59-74.

2002 Bearman, Peter S, and Hannah Brückner. "Opposite-Sex Twins and Same-Sex Attraction". *American Journal of Sociology*. Vol 107: No 5: 1179-1205.

2001 Savage, Michael, Katherine Stovel, and Peter Bearman. "Class Formation and Localism in an Emerging Bureaucracy: British Bank Workers, 1880-1960." *International Journal of Urban and Regional Research.* 25 (2): 284-306.

2001 Bearman, Peter S. and Hannah Brückner. "Promising the Future: Virginity Pledges and the Transition to First Intercourse." *American Journal of Sociology*. Vol. 106, N4 859-912.

2000 Bearman, Peter S and Katherine Stovel. "Becoming a Nazi: Models for Narrative Networks." *Poetics* 27:69-90

1999 Bearman, Peter, Robert Faris and James Moody. "Blocking the Future: New Solutions for Old Problems in Historical Social Science." *Social Science History*. 23:4:501-533

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1999 Ford, Carol, Peter S. Bearman and James Moody. "Health Care Utilization and Foregone Care Among Adolescents." *Journal of the American Medical Association*. 282:2227-2236.

Ford CA, Peter S. Bearman, and James Moody. Access to Health Care for Adolescents. Reply. *Journal of the American Medical Association*. 283: (16) 2101-2102

1997 Resnick, Michael D, Peter S. Bearman, and Robert Wm. Blum et al. "Protecting Adolescents from Harm: Findings from the National Longitudinal Study on Adolescent Health." *Journal of the American Medical Association*. 9.10:832-843

1997 Bearman, Peter. "Generalized Exchange." *American Journal of Sociology*. 102.5:1383-1415.

1997 Kim, Hyojoung and Peter S. Bearman. "Who Counts in Collective Action? The Structure and Dynamics of Movement Participation." *American Sociological Review*. 62:70-93.

1996 Stovel, Katherine W, Michael Savage and Peter S. Bearman. "Ascription into Achievement: Models of Career Systems at Lloyds Bank, 1890-1970." *American Journal of Sociology*. 102:358-399.

1993 Bearman, Peter S. and Kevin D. Everett. "The Structure of Social Protest: 1961-1983." *Social Networks*. 15:171-200.

1992 Bearman, Peter S. and Glenn Deane. "The Structure of Opportunity: Middle Class Mobility in England 1548-1689." *American Journal of Sociology*. 98:30-66.

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2004 Bearman, Peter S, Katherine Stovel, James Moody, and Lisa Thalji. The Structure of Sexual Networks and the National Longitudinal Study of Adolescent Health, in Network Epidemiology: A Handbook For Survey Design and Data Collection. Martina Morris (ed.). Oxford University Press.

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1999 Bearman, Peter S. and Hannah Brückner. Power in Numbers: Peer Effects on Adolescent Girls' Sexual Debut and Pregnancy. National Campaign to Prevent Teen Pregnancy: Research Monographs. Washington, D.C.

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1998 Bearman, Peter S and Laura Burns. "Adolescents, Health and School: Early Findings From the National Longitudinal Study of Adolescent Health." NASSP Bulletin. Vol. 82:601-23.

1997 Udry, J. Richard and Peter S. Bearman. "New Methods for New Perspectives on Adolescent Sexual Behavior". In Richard Jessor (ed). New Perspectives on Adolescent Sexual Behavior. Cambridge University Press.

1997 Bearman, PS., J. Jones, and J. R. Udry. "Connections Count: Adolescent Health and the Design of the National Longitudinal Study of Adolescent Health." www.cpc.unc.edu/addhealth

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1996 Bearman, Peter S. "Freak Show." By Joseph Bogdan. American Journal of Sociology.

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1992 Bearman, Peter S. "Aids and Sociology". Primis. McGraw Hill.

1992 Bearman, Peter. S. "Issues and Alternatives in Comparative Social Research". by Charles Ragin. Contemporary Sociology.

1992 Bearman, Peter S. "The AIDS Disaster: The Failure of Organizations in New York and the Nation." by Charles Perrow and Mauro F. Guillen. American Journal of Sociology.

1991 Bearman, Peter S. "A Matter of Record: Documentary Sources in Social Research." by John Scott. Contemporary Sociology.

1989 Bearman, Peter S. "From Manor to Market: Structural Change in England, 1526-1640." By Richard Lachmann. Contemporary Sociology.

1989 Bearman, Peter. S. "Social Structures: A Network Approach." By Wellman, B. and S. Berkowitz, ed. American Journal of Sociology.

1988 Bearman, Peter S. "Social Organization of an Urban Grants Economy". By J. Galaskiewicz. Social Forces.

1988. Bearman, Peter S. "Emile Durkheim", in the New Palgrave Encyclopedia of Economics. M. Milgate, ed. Oxford University Press.

Papers Under Review and Working Papers*:*

Balian, Hrag and Peter S. Bearman. "Pathways to Violence: Dynamics for the Continuation of Large Scale Civil Violence". *American Journal of Sociology*

Fountain, Christine and Peter S. Bearman. "Dynamic Trajectories of Children with Autism". *Pediatrics*

Mazumdar, Soumya, Ka-Yuet Liu, Ezra Susser and Peter S. Bearman. "The Disappearing Seasonality of Autism Conceptions in California". *Environmental Perspectives*

Keyes, Kerry, Ezra Susser, Keely Cheslak-Postava, Christine Fountain, Ka-Yuet Liu, Soumya Mazumdar, and Peter Bearman. "Age, period, and cohort effects in autism incidence in California from 1994 to 2005". *International Journal of Epidemiology*.

Peter Bearman and Ryan Hagen. "Large scale civil conflict". *Annual Review of Sociology*.

Makovi, Kinga, Christine Fountain, and Peter Bearman. "Stoppage effects on autism prevalence".

Grants and Contracts:

2010-12 *The Dynamics of Psychotropic Prescription Patterns in the United States*. NIH. Principal Investigator.

2007-12 *The Social Determinants of the Autism Epidemic.* NIH PIONEER AWARD. Principal Investigator.

PSB, June, 2011

2007-13 *Interdisciplinary Graduate Training in the Social Sciences*. Mellon Foundation. Principal Investigator

2006-08 *Healthy Adolescent Relationships: Temporal Dynamics, Normative Scripts and the Transition to Sex*. Robert Wood Johnson Foundation Research Grant. Principal Investigator.

2003-05 *Transformations in Elite Recruitment Structures of the American Administrative State*. National Science Foundation. Co-Principal Investigator. SES 03-21561.

2001-11 Health and Society Scholars Program. Robert Woods Johnson Foundation. Co-Principal Investigator.

2001-03 *Narrative Networks: Oral Histories of the WTC Disaster*. National Science Foundation. Co-Principal Investigator.

2001-03 *Narrative Networks: Oral Histories of the WTC Disaster*. Rockefeller Foundation. Co-Principal Investigator.

1998 *Peer Influence and Adolescent Pregnancy*. National Campaign for the Prevention of Teen Pregnancy. Principal Investigator.

1997 *The Transition to First Intercourse*. Office of Population Affairs. National Institutes of Health. Co-Principal Investigator.

1993-97 *The National Longitudinal Study of Adolescent Health*. Co-Investigator. National Institute for Child Health and Development. Co-Investigator.

1993-97 *Adolescent Social Networks and HIV Transmission*. National Institute of Child Health and Development. Principal Investigator.

1993 *Demographic Response to a Changing Environment*. National Institute of Child Health and Development. Co-Investigator.

1993 *Modeling Life Histories*. University Research Council. University of North Carolina at Chapel Hill. Principal Investigator.

1991 *Risk Behaviors for AIDS and Pregnancy in Adolescence*. National Institute of Child Health Development. Co-Investigator.

1991 *The Sociology of AIDS*. Lupton Opportunity Fund. Institute of Research for Social Science, University of North Carolina at Chapel Hill.

Graduate Teaching Awards

2004 Sociology Graduate Student Association Teaching Award. Columbia
1992 Sociology Graduate Student Association Teaching Award. UNC – Chapel Hill.
1990 Sociology Graduate Student Association Teaching Award. UNC – Chapel Hill

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Undergraduate Teaching Awards

1995 Finalist, Students' Undergraduate Teaching Award. UNC – Chapel Hill.
1988 Tanner Award for Excellence in Undergraduate Teaching, UNC – Chapel Hill
1985 Hoopes Prize for Senior Advising, Harvard University
1984 Hoopes Prize for Senior Advising, Harvard University
1982 Excellence in Teaching Citation, Harvard University
1981 Excellence in Teaching Citation, Harvard University
1980 Excellence in Teaching Citation, Harvard University

Manuscript Reviewer (selected)

American Journal of Sociology
American Sociological Review
Journal of Marriage and the Family
Rose Monograph Series
Family Planning Perspectives
Sociological Theory
Journal of the American Medical Association
Sociological Methodology
American Journal of Public Health
Journal of Theoretical Biology
Proc.Nat.Acad.Science
Social Forces
Sociological Forum
Social Networks
Social Science History
Sociology of Education
Political Science Review
Polity
Journal of Adolescent Health
New England Journal of Medicine
British Journal of Medicine

Courses Taught

Course Title	Undergraduate	Graduate
Social Networks		UNC, Columbia
Sociological Theory	Harvard, Columbia	UNC, Columbia
Social Structure and Personality		UNC
Social Movements	UNC	UNC
Historical Sociology		UNC, Columbia
Economy and Society	UNC	
Structure and Action	Harvard	UNC, Columbia
Designs of Social Research		Columbia
Graduate Research Practicum		Columbia
Senior Thesis Seminar	Columbia	
Introduction to Sociology	UNC, Columbia	
Urban Sociology	Harvard	
The Social World	Columbia	
Qualitative Research Design		Columbia

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Editorial Boards

2010 --	Sociologica (International Editor)
2009 --	Annual Review of Sociology
2008 --	Pathways (Stanford Center for the Study of Inequality and Poverty)
1993-95; 2002 --	American Journal of Sociology
1996-02	General Editor, Kinship, Networks, and History
1994-99	Sociological Theory
1986-98	Social Forces (Book Review Editor, 1996-1998)

University Service

2011 --	Executive Steering Committee, Columbia University Population Center
2011 --	Chair, Policy and Planning Committee, Arts and Sciences
2011 --	Executive Committee, Department of Epidemiology
2011-	Search Committee, SMS Chair, School of Public Health
2011 --	Search Committee, Director, Longevity Center, Columbia University
2010	Policy and Planning Committee, Arts and Sciences
2009-10	History Department Review (ARC)
2008 --10	Executive Committees: ISERP, European Institute, SIG.
2007 --	Co-Director, Global Health Research Center
2007-08	Chair, Department of Statistics
2006-07	Chair, Academic Review Committee
2005-06	Chair, Economic and Political Development, Senior Search Committee, SIPA
2004-05	Chair, Science and Technology Senior Search Committee, SIPA
2004-06	Acting Director, Center for Historical Social Science
2003-06	Academic Review Committee
2003–06	Office for Responsible Conduct of Research, Advisory Committee
2003-05	Columbia Travel Fellowship Committee
2001-	Executive Committees: Center for Social Intervention; Institute of Child Family Policy.
2001	School of Arts Tenure Review Committee
2000-	Executive Committee; School of International Affairs and Public Policy, Columbia
2000-	Multiple Search and Evaluation Committees, SIPA
2000-02	C-STATT; Science and Technology
2000-01	Committee on Faculty Size
2000	University Search Committee – EVP for Libraries and Information Technology
1998--	Multiple AD Hoc Tenure Committees
1996	Dean's Committee to Review External Review Process.
1989-90	Chancellor's Teaching Award Committee

Department Service

2010-11	Chair, Junior Faculty Recruitment Committee
2009-10	Chair, Recruitment Committee, Admissions Committee
2008-09	Chair, Graduate Admissions Committee
2008-09	Chair, Senior Recruitment Committee
2007-08	Advisory Committee

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2006-07	Space Committee
2006	Chair, Junior Faculty Recruitment Committee
2005-06, 08	Senior Recruitment Committee
2001-05	Chair
2000-01, 03	Chair, Junior Faculty Search Committee
2000	Chair, Admissions Committee; Undergraduate Program Design
2000-01, 03	Comprehensive Examination Committee (chair off and on)
1999-00	Chair, Graduate Program Design
1999-05	Director: Pro-Seminar in Sociology
1998-99, 03	Chair, Senior Recruitment Committee
1996-97	Director, Honors Program
1995-97	Chair, Graduate Instructor Teaching Award Committee
1996-97	Strategic Planning Committee
1994-97	Faculty Advisory Committee: General College
1992-97	Director, Sociology Department Summer School
1992-95, 97	Associate Chair, Department of Sociology
1989-95	Executive Committee
1989-95	Graduate Admissions Committee (Chair 1989, 1990)

(very) Selected Professional Service (2000--)

2011	Oxford University, Elector, Nuffield College and Sociology Chair Search
2010	Oxford University, Sociology Department External Review
2009 --	ARRA Reviewer, NIH Reviewer, NSF Reviewer
2008 --	NIH Young Investigator Review Panel, NSF Reviewer
2007	External Review: Department of Development Sociology, Cornell University
2006	External Review: Social Science Research Center, University of Minnesota
2006--2008	NSF Sociology Panels.
2004	NSF Human Dynamics Panel: Social Networks
2003--2006	National Advisory Panel, USS Constitution Museum
2002--	SSRC: External Advisory Network, Population Health; CASA
2000-	Miscellaneous Advisory Boards, Consultations, Assessments
2000-	Grant reviewer for W.T. Grant Foundation, NSF; RWJ, NIH etc.

1995-- *Tenure and Promotion Reviews* for: NYU, UC-San Diego, Yale, Carnegie-Mellon, Northwestern, University of Chicago, American Bar Foundation, UC-Irvine, Cornell, UC-Berkeley, Harvard, University of Arizona, Stanford, University of Michigan; Stanford Business School; Chicago Business School; Harvard Business School, University of Minnesota, Sloan School of Business, Notre Dame, University of Wisconsin, UCLA, Baruch College, Ohio State University, Kellogg School of Business, and many others.

Selected Consulting Activities:

2010 -- Culture and Community Initiative, Harvard Business School

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Doctoral Dissertations (Chaired)

Name	General Dissertation Topic	Year	Current Position
29. Uri Shwed	The Structure of Scientific Consensus	2010!	Ben Gurion
28. Hrag Balian	Dynamics of Large-Scale Violence	2010^	Yale, SOM
27. Mattias Smangs	Symbolic Violence	2010!	Fordham
26. Frederic Godart	The Fashion System	2009!	INSEAD
25. Marissa King	Social Determinants of Autism	2008!	Yale, SOM
24. Paolo Parigi	Manufacturing Saints	2008!	Stanford
23. Eric Johnson	Moving Pastors	2008^	Princeton
22. Denise Milstein	Art worlds and State Repression	2007!	Columbia
21. Delia Baldassarri	Political Polarization	2007!	Princeton
20. Emily Erickson	The Structure of the East India Trade	2006!	Yale
19. Q. Van Doosselaere	Emergence of Markets	2006	BRegal
18. Vincent Lepinay	Financial Organization	2007!	MIT
17. Tammy Smith	Narrative/Identity in Ethnic Conflict	2006	United Nations
16. Henning Hillmann	Models for Historical Change	2004*	Mannheim
15. Jennifer Lena	The Social organization of Rap Music	2003!	Barnard
14. Jorge Fontedevila	Rationalities of Risk and HIV	2002!	UCSF
13. Jo Kim	Co-ethnicity and Globalization	2001^	Wellesley University
12. Hannah Brückner	Social Change and Gender Inequality	2000*	Yale University
11. Matt Bothner	Market Structure and Product Price	2000+*	ESMT
10. David Gibson	The Dynamics of Conversation	1999!	Univ. Pennsylvania
9. Joseph Gerteis	The Knights of Labor in the US South	1999*	Univ. Minnesota
8. James Moody	Adolescent Social Structure	1999+*	Duke University
7. David Cunningham	The Structure of Repression	1999#	Brandeis University
6. HyoJoung Kim	Dynamic Social Networks	1998#	UC-Long Beach
5. Katherine Stovel	Discretionary Judgment	1998#	Univ. Washington
4. Rory McVeigh	The KKK and the American Left	1997*	Notre Dame
3. Kent Redding	Southern Farmers' Alliance	1995*	Wisconsin Milwaukee
2. Glenn Deane	The Demography of Inequality	1994*	SUNY—Albany
1. Janet Hope	Adolescent Social Networks	1991*	Trinity

+= named chair, *=full professor, #=Associate Professor, !=Assistant Professor, ^=Post-Doctoral/Lecturer

Current Ph.D. Students: (Chair)	General Topic	Completion Expected
Rozz Redd	Academic Careers	2011
Fabian Accommoneti	Art Worlds	2011
Anna Mischele	Witch Trials	2012
Alix Rule	Identifying skill	2013

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Current and Past Collaborating Post-Doctoral Fellows

Name	Project	Years	Current Position
Jason Fletcher	RWJ/HSS	2010-2012	Yale
Keely Cheslak-Postava	NIH Pioneer Award – Autism	2009 --2011	Columbia
Kerry Keyes	NIH Pioneer Award – Autism	2009 --2012	Columbia
Kate Strully	NIH K-Award Mentee	2009 --	Albany
Christine Fountain	NIH Pioneer Award – Autism	2008 --2012	Columbia
Marissa King	NIH Pioneer Award – Autism	2008 --2010	Yale SOM!
Ka-Yuet Liu	NIH Pioneer Award – Autism	2008 -- 2012	Columbia
Soumya Mazumdar	NIH Pioneer Award – Autism	2008 --2011	Columbia
Gina Lovasi	RWJ HSS	2007 – 2009	Columbia!
Jimi Adams	RWJ HSS	2008 – 2009	Arizona State!
Patrick Sharkey	RWJ HSS/ WT Grant Mentee	2008 – 2011	NYU!
Mike Emch	RWJ HSS	2005 -- 2007	Chapel Hill *
Sara Shostak	RWJ HSS	2005 -- 2007	Brandeis !
Molly Martin	RWJ HSS	2004 -- 2006	Penn State!

! = Assistant Professor; * = Tenured

(very) Selected Papers Presented at Professional Meetings and Invited Sessions: Past Decade

2011 Keynote Address. Analytical Sociology Conference, Sorbonne, Paris.
2011 The Science of Autism Epidemiology. Indiana University, Boston University, Brandeis University, Bennington College, Centers for Disease Control, Milan, Michigan
2010 Understanding the Autism Epidemic. American Philosophical Society, NYUAD
2010 Social Networks and Health. Keynote Address, OBSSR CDC
2010 Lectures on networks and design for social research: Tokyo University, Aoyama Business School, Tokyo.
2010 Social Influence and the Autism Epidemic. Kennedy School, Columbia Grand Rounds, Harvard Sociology, PAA, University of Minnesota Population Center
2009 Understanding the Increased Prevalence of Autism. Vancouver, Rutgers, Harvard, Mt Sinai Hospital, Office of Behavioral and Social Science NIH, Stanford.
2008 The Dynamics of Violence, Bologna, Oxford, Stanford, Yale, UCLA, Harvard (MERISH)
2008 Understanding the Increased Prevalence of Autism, Columbia, Michigan, Harvard, NIH
2007 Doormen (author meets critic, ASA); Brooklyn College, CUNY, Columbia, etc
2007 The Social Determinants of the Autism Epidemic Princeton
2006 Spaghetti Politics. Chicago Business School, NYU-Sociology, Juan March Institute, Spain
2006 Malfeasance and Markets: Stanford Business School, Juan March Institute, Spain
2006 Adolescent Sexual Behavior: Population Council, University of Connecticut
2006 Author Meets Critic: Status Signals. Eastern Sociological Association, Boston MA
2005 Routes into Networks: Department Colloquium Series, Harvard, Yale, Princeton, ASA-Philadelphia
2004 Identity and Action: Narrative and Networks: Department Colloquium. Brandeis University
2004 Rules, Roles, and Behaviors: Adolescent Sexual Behavior and STD Risk. Plenary Address. Centers for Disease Control National STD Conference, Philadelphia PA, March.
2004 Sexual Networks and STD Diffusion Dynamics. Nuffield College. Oxford University.

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2003 Seminars in "The New Historical Sociology" and "Social Network Analysis". Department of Sociology. University of Stockholm. Stockholm, Sweden. May 1-8, 2003.

2002 Approaches to History and Movements. Department of Sociology, University of Trento, Trento, Italy; New Paradigms for Sociology and Political Science, University of Genova, Genova, Italy.
2002 Social Networks and Political Activism. University of Manchester, England.
2002 Social Structure of Sexual Behavior. University of Reading.
2001 Keynote Address: ACAPP, Phoenix, Arizona
1999 PAIRS: Department of Sociology, SUNY-Albany, Yale University
2000 Three Studies on Sexual Behavior CASA, NY; Center for HIV Research, Northwestern University
2000 Promising the Future. Chicago Business School, Princeton University
2000 New Methods for Old Problems. Social Science Historical Association.
1999 Blocking the Future. Distinguished Lecture, CCACC, Rutgers University; Yale University,
1999 Promising the Future: Virginity Pledges and the Transition to first intercourse. American Sociological Association, Chicago, Ill.
1999 Blocking the Future: Analytic Models for Casing Events and Sequences of Events in Historical Contexts. Chicago Business School, Stanford Business School, Princeton University, Cornell, University of Washington, and ASA Methodology Conference, Durham NC.

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