

# When Judicial Branch Employee Pay Stagnates

Tina is a persona that illustrates the impact stagnating pay has had on Judicial Branch employees. She is not an actual employee.



This is Tina. She's a Trial Court Clerk II (TCCII). She's married and has two children (four tax exemptions).

Tina has worked for the courts long enough that she has reached the highest step in her pay grade (grade 13, step E). It typically takes a Judicial Branch employee eight years to complete all the steps in a grade.

Tina purchases health insurance for her entire family through her employer (State of Kansas). The family has plan A through Blue Cross and Blue Shield. They also have dental insurance.

Tina's membership in KPERs is at tier 1.

All these characteristics were the same in 2010 as they are in 2018.

Using these characteristics, we determined Tina's gross pay, as well as insurance costs, KPERs contributions, and taxes, all of which were deducted from her gross pay to arrive at a biweekly net pay and an annual net pay. These figures are shown in the table below:

Calendar Year 2010		Calendar Year 2018	
TCCII at grade 13, step E earning \$14.389 per hour		TCCII at grade 13, step E earning \$15.044 per hour	
\$ 1,151.12	gross pay for 80 hours	\$ 1,203.52	gross pay for 80 hours
179.73	family health* (plan A) and dental insurance *rate reflects nontobacco user earning between \$28,000 and \$48,000	395.93	family health* (plan A) and dental insurance *rate reflects HealthQuest rewards certificate discount of \$20 per pay period
46.04	KPERs	72.21	KPERs
88.32	taxes (federal, state, OASDI, Medicare)	67.78	taxes (federal, state, OASDI, Medicare)
837.03	take home pay every two weeks	667.60	take home pay every two weeks
<b>\$ 22,079.82</b>	<b>take home pay for the year</b>	<b>\$ 18,031.78</b>	<b>take home pay for the year</b>

(The total take home pay for both 2010 and 2018 includes two pay periods where health insurance premiums are not deducted and taxes are calculated on that additional money.)

## \$4,048.04 Reduction in Take Home Pay

The calculations in the table above show that Tina's take home pay for calendar year 2018 is \$4,048.04 less than it was in calendar year 2010, even considering the 2.5% pay increase she received in July 2017.

## Other Out-of-Pocket Health Care Expenses

What the table does not show are the out-of-pocket expenses Tina has had to pay. The copay for a visit with the primary care doctor in 2010 was \$20. In 2018, the copay is \$40. The health insurance family deductible for network providers was \$300 in 2010 and for 2018, is \$3,000 (employee and 2+).

## Diminished Purchasing Power

As Tina's take home pay has decreased, so has the purchasing power of the dollars she receives. According to the Bureau of Labor Statistics, prices in 2017 are, on average, 12% higher than prices in 2010.\*\* What Tina could buy for \$1.00 in 2010 she must spend \$1.12 for in 2017.

(\*\*Bureau of Labor Statistics Consumer Price Index Inflation Calculator, July 2010 to July 2017)