

Hidden Cost of Under Market Pay

When experienced judicial branch personnel leave to take better paying jobs, there are costs associated with finding, hiring and training their replacements. Less obvious are costs related to managing the departing person's workload until the vacancy is filled and the new hire fully trained.

Lowered Productivity

The person's work must be done by others. It's likely only the most important work will be done, and overall productivity of that work unit is diminished.

Lost Knowledge

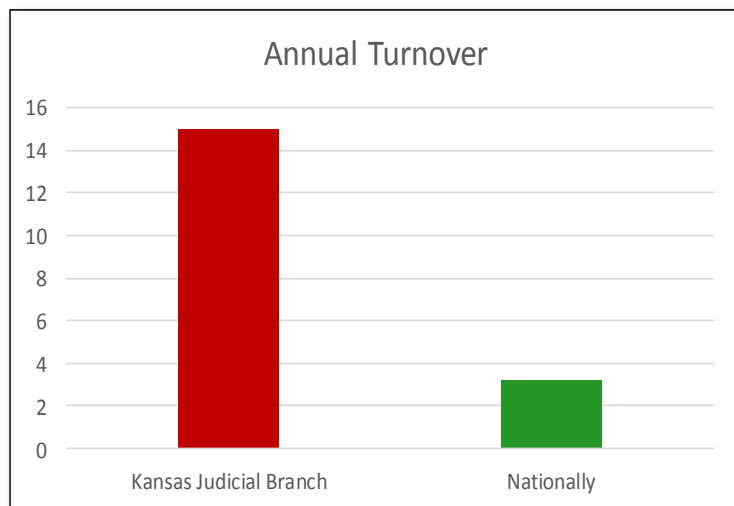
Court work is not easy. It requires in-depth knowledge across many subject areas, it is specialized, and it requires a lot of training. Training takes productive time from the trainer and the trainee.

Strain on Others

When others are expected to repeatedly pick up extra work, they may become frustrated and also look for work elsewhere, exacerbating the problem.

In its 2016 study, *Appellate and District Court Classification and Compensation*, the National Center for State Courts reported that **turnover costs** are estimated at **30 percent** of a departing person's **annual salary**. That is only for recruiting, hiring and training the new person.

According to the Bureau of Labor Statistics, the current **average** turnover rate **nationally** is **3.2 percent**, which includes quits, layoffs, separations and discharges (www.bls.gov/news.release/pdf/jolts.pdf). The **Kansas judicial branch** experiences a **higher** annual **average** turnover of about **15 percent**.



The average salary of judicial branch positions that experienced turnover in the last year is \$36,251. Multiplying the average salary times 30 percent (the cost of turnover) times the number of vacated positions yields the **hidden cost** of underpaying employees at **\$2,566,500** in the last year alone.