

KANSAS JUDICIAL BRANCH SALARIES

November 2016

In 2016, the Judicial Branch, with a State Justice Institute grant, contracted with the National Center for State Courts for an employee classification and compensation study. Employee salaries clearly are below market; however, prior to the study, no data existed to establish how much. The results of the study are alarming.

Results of Compensation Study

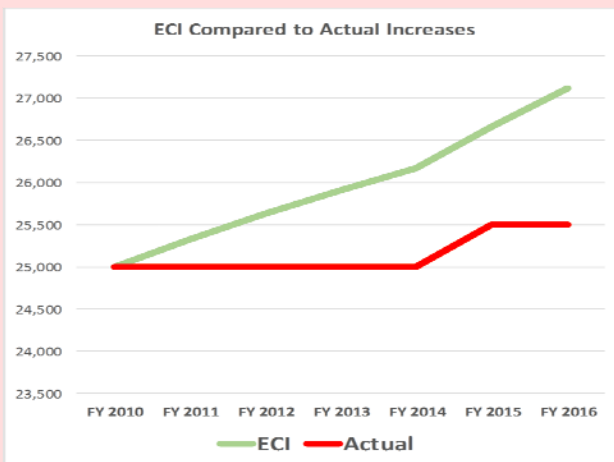


- ❖ **Federal Poverty Level:** The study found that more than one-quarter of our positions have starting salaries below the federal poverty level for a family of four.
- ❖ **Compensation Below Market:** Every single job classification is below market by at least 4.6% and as much as 22.2%.
- ❖ **Working Outside Employment:** Nearly one-third of our employees are working more than one job to make ends meet and many more are looking for additional work outside the Judicial Branch for the same reason. Based on data from the USA Today article, [States Where the Most People Work Two Jobs](#), Jan. 21, 2014, this exceeds Kansas' average by a stunning 24%.

American Workers with Multiple Jobs*	5.0%
Kansas Workers with Multiple Jobs*	8.2%
Kansas Judicial Branch Workers with Multiple Jobs	32.0%

*Data from USA Today article, [States Where the Most People Work Two Jobs](#), Jan. 21, 2014

Judicial Branch Pay Plan



This graph illustrates that legislative increases to Judicial Branch pay have fallen repeatedly below the Employer Cost Index (ECI) since FY 2010. The only pay increase authorized, 2% in FY 2015, was eroded by increases to employees' share of pension and other benefit costs.

Inadequate pay increases for more than a decade, along with rising benefit and health insurance costs, have damaged our ability to recruit and retain employees.

These problems have continued to erode employees' purchasing power.

Kansas District Judge Salaries Near The Bottom Nationally

- Based on a [National Center for State Courts \(NCSC\) study](#), Kansas district judge pay ranks a dismal 50th in the nation before adjusting for cost of living and 45th in the nation after adjusting for cost of living.

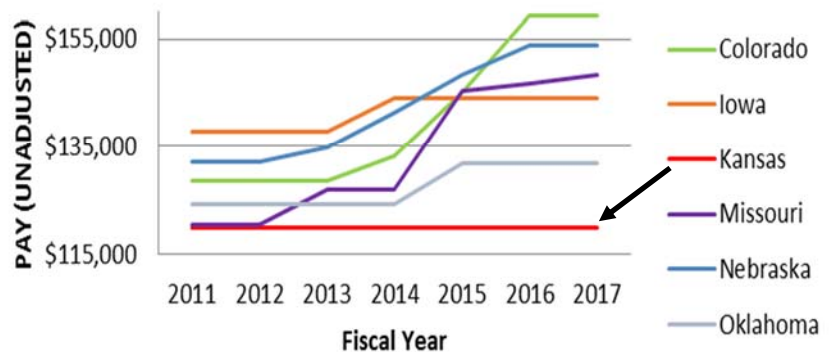
- The FY 2018-2019 Judicial Branch budget request would make district judge pay equal to an average adjusted trial judge salary for surrounding states (Colorado, Iowa, Missouri, Nebraska, and Oklahoma) and would improve district judge salary rank to 27th in the nation.

- Kansas judges have left the bench for jobs in the private sector and in other government entities with pay being cited as the primary reason.

- Kansas judge salaries have been stagnant since FY 2009—unlike judges in our neighboring states.

- The budget request would increase salaries of district magistrate judges and appellate court judges and justices by the same percentage as that of district judges.

DISTRICT JUDGE SALARIES (UNADJUSTED)



District Magistrate Judge Salaries



- The NCSC performed a salary study for Kansas district magistrate judges. As with the employee salary study, the results are disturbing.
- The study showed that a little over 22% is needed to raise district magistrate judge salaries to market when taking into consideration variables like docket type, education and experience, and election and retention status.

- Approximately 26% of magistrates who responded to the compensation study survey indicated they are seeking employment outside the Judicial Branch and gave compensation as the number one reason.



\$61,746

\$75,417