

KANSAS JUDICIAL BRANCH SALARIES

December 2017

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. In 2017, the salary study data was updated. Even with a 2.5% pay increase for FY 2018, employee salaries are still clearly below market and the alarming results caused by such pay still exist.

Results of Compensation Study Update



- ❖ **Compensation Below Market:** Every single job classification is still below market by at least 3.4% and as much as 21%.
- ❖ **Working Outside Employment:** Nearly one-third of our employees work 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, the Judicial Branch's number exceeds Kansas' 2015 average by a stunning 25.8 percentage points.

	2013 Data	2015 Data
American workers with multiple jobs	5.0%*	4.9%**
Kansas workers with multiple jobs	8.2%*	6.2%**

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

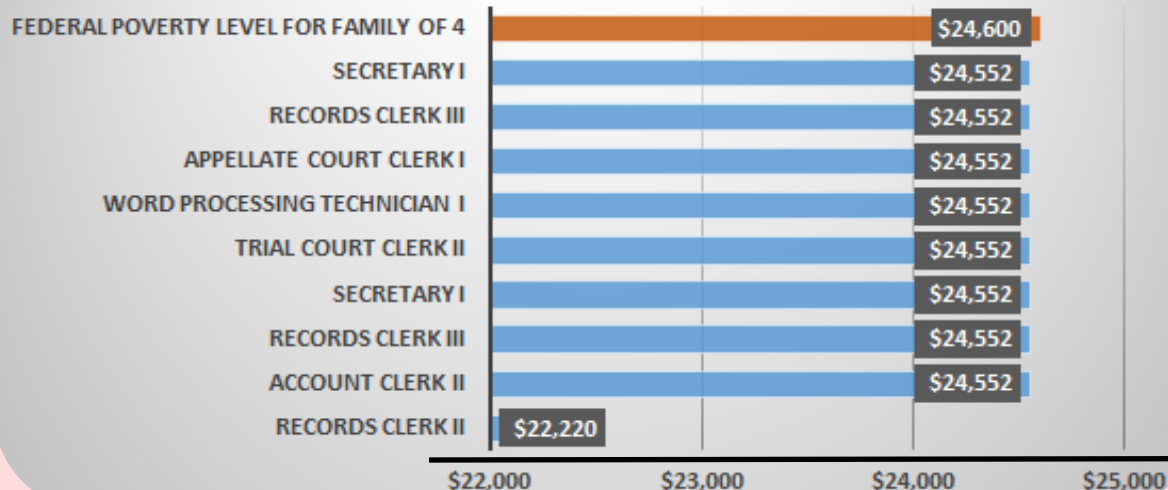
**Data from Bureau of Labor Statistics www.bls.gov

By comparison, according to the 2016 salary study, **the percentage of Judicial Branch workers with multiple jobs is 32%.**

Pay Rates Under Federal Poverty Level

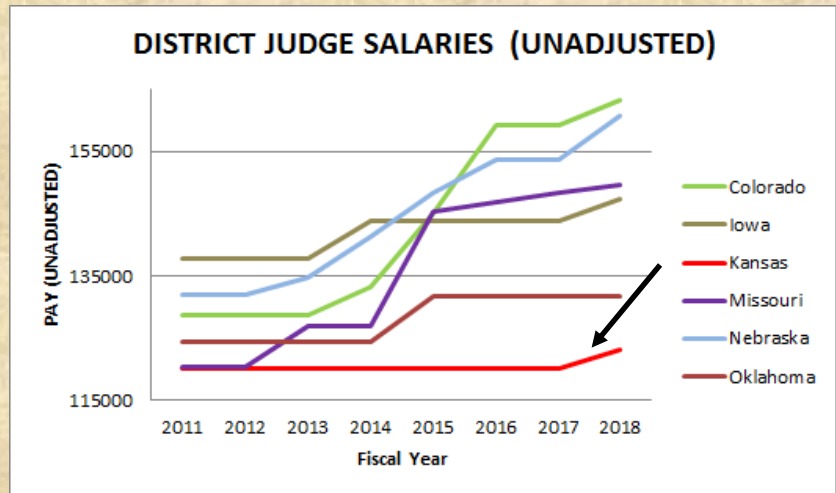
In Kansas state courts, **32% of all employee positions** have a starting salary below the 2017 federal poverty level for a family of four (\$24,600). This is true even after the 2.5% pay increase.

Job Classes Starting Below \$24,600 Per Year



Kansas District Judge Salaries Near The Bottom Nationally

- ◆ Based on a January 2017 [National Center for State Courts \(NCSC\) survey](#), Kansas district judge pay ranked a dismal 50th in the nation before adjusting for cost of living. Even after a 2.5% increase in FY 2018, Kansas district judge pay still ranks 50th in the nation because salaries also increased in other states.
- ◆ The FY 2019 Supplemental Judicial Branch budget request would make district judge pay equal to an average adjusted trial judge salary for neighboring states (Colorado, Iowa, Missouri, Nebraska, and Oklahoma).
- ◆ Kansas judges have left the Judicial Branch for jobs in the private sector and in other government offices with pay being cited as the primary reason.
- ◆ 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 Magistrate Judge Salaries

- ◆ Even after a 2.5% increase in FY 2018, over 21% is still needed to raise district magistrate judge salaries to market.
- ◆ In a 2016 salary study for district magistrate judges, approximately 26% of magistrates who responded to a survey indicated they are seeking employment outside the Judicial Branch and they gave compensation as the number one reason.

