



# Elected Official Compensation

FY 2019 Presentation for FY 2020 Budget

# Elected Official Salary History

## Collin County by Percentage

Position	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	Total 5 Years	Avg/Year 5 Years
County Judge	3%	1%	3%	3%	3%	13%	3%
Commissioner, Pct. 1	10% <sup>(1)</sup>	1%	3%	3%	3%	20%	4%
Commissioners, Pct. 2-4	3%	1%	3%	3%	3%	13%	3%
Constable	3%	1%	3%	3%	3%	13%	3%
County Clerk	3%	1%	3%	3%	3%	13%	3%
County Court at Law Judge	3%	1%	3%	3%	3%	13%	3%
District Attorney <sup>(2)</sup>	113% <sup>(3)</sup>	1%	3%	3%	3%	123%	25%
District Clerk	3%	1%	3%	3%	3%	13%	3%
District Judge <sup>(2)</sup>	23%	0%	0%	0%	0%	23%	5%
Justice of the Peace	3%	9% <sup>(4)</sup>	3%	3%	3%	21%	4%
Probate Judge	3%	1%	3%	3%	3%	13%	3%
Sheriff	10% <sup>(5)</sup>	1%	3%	3%	3%	20%	4%
Tax Assessor	3%	1%	3%	3%	3%	13%	3%

(1) Increased by 9.8% on 10/1/2014 to match other Commissioners' rates. Had been voluntarily reduced by previous incumbent.

(2) Base county supplement only – does not include state salary or additional mandated or voluntary supplements.

(3) Increase approved upon consideration of market comparisons.

(4) Increase from salary grievance committee.

(5) Sheriff base salary increase was 3%. The remainder is due to Sheriff auto allowance being added to base salary.

**Table values rounded to nearest whole number.**

# Elected Official Salary History

## Collin County Base Salary and Supplements

Position	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
County Judge	\$140,029	\$141,429	\$145,672	\$150,042	\$154,544
Commissioners	\$114,377	\$115,521	\$118,897	\$122,556	\$126,233
Constable	\$95,229	\$96,181	\$99,066	\$102,038	\$105,099
County Clerk	\$117,747	\$118,925	\$122,492	\$126,167	\$129,952
County Court at Law Judges	\$158,304	\$159,887	\$164,683	\$169,624	\$174,713
District Attorney <sup>(1)</sup>	\$47,212	\$47,684	\$49,115	\$50,588	\$52,106
Salary Supplement <sup>(2)</sup>	-	\$3,640	\$3,640	\$3,640	\$3,640
District Clerk	\$117,747	\$118,925	\$122,492	\$126,167	\$129,952
District Judge <sup>(1)</sup>	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000
Justice of the Peace Pct. 1, Pct. 3-2	\$95,218	\$104,264	\$107,392	\$110,613	\$113,932
Arraignment Pay	\$10,000	\$10,000	\$10,000	\$10,000	\$30,000
Justice of the Peace Pct. 2, 3-1, 4	\$95,218	\$104,264	\$107,392	\$110,613	\$113,932
Probate Judge	\$159,334	\$160,927	\$165,755	\$170,728	\$175,849
Salary Supplement <sup>(2)</sup>	\$5,373	\$5,373	\$5,373	\$5,373	\$5,373
Sheriff	\$156,617	\$158,184	\$162,929	\$167,817	\$172,851
Tax Assessor	\$116,428	\$117,593	\$121,121	\$124,754	\$128,497

(1) Base county supplement only – does not include state salary.

(2) Required by statute.

**Table values rounded to nearest whole number.**

# Elected Official Base Salary Ranking – Surrounding Counties

## Comparison Counties: Dallas, Denton, Tarrant

Position	Base Pay Ranking FY 2018	Base Pay Ranking FY 2019
County Judge	3 of 4	3 of 4
Commissioners	3 of 4	3 of 4
Constable	3 of 4	3 of 4
County Clerk	3 of 4	3 of 4
County Court at Law Judge	2 of 4	2 of 4
District Attorney <sup>(1)</sup>	4 of 4	4 of 4
District Clerk	3 of 4	3 of 4
District Judge	Tied w/ 2 others for 1 of 4	Tied w/ 2 others for 1 of 4
Justice of the Peace	3 of 4	3 of 4
Probate Judge	2 of 4	2 of 4
Sheriff	3 of 4	3 of 4
Tax Assessor	3 of 4	3 of 4

(1) Ranking on base supplement provided by the county (State base salary and other mandated or voluntary supplements not included).

Ranking is from highest to lowest base salary. A ranking of 1 denotes highest compensation paid.

Comparisons are to base compensation only and do not account for any supplemental pay (such as arraignment pay).

# Elected Official Base Salary Ranking - Like Counties

## Comparison Counties: Denton, Fort Bend, Montgomery, Tarrant, Williamson

Position	Base Pay Ranking FY 2018	Base Pay Ranking FY 2019
County Judge	3 of 6	3 of 6
Commissioner	4 of 6	4 of 6
Constable	4 of 6	4 of 6
County Clerk	4 of 6	4 of 6
County Court at Law Judge	3 of 6	3 of 6
District Attorney <sup>(1)</sup>	3 of 6	3 of 6
District Clerk	4 of 6	4 of 6
District Judge	Tied w/ 4 others for 1 of 6 <sup>(3)</sup>	Tied w/ 4 others for 1 of 6
Justice of the Peace	4 of 6	4 of 6
Probate Judge <sup>(2)</sup>	2 of 3	2 of 3
Sheriff	2 of 6	2 of 6
Tax Assessor	4 of 6	4 of 6

(1) Ranking on base supplement provided by the county (State base salary and other mandated or voluntary supplements not included).

(2) Fort Bend, Montgomery, and Williamson do not have Probate Courts.

(3) 2018 presentation listed this rank as "Tied with 2 others for 1 of 6." Juvenile supplement was previously omitted from comparable entities District Judge Pay. After adding this in, ranking is updated as above.

Ranking is from highest to lowest base salary. A ranking of 1 denotes highest compensation paid.

Comparisons are to base compensation only and do not account for any supplemental pay (such as arraignment pay).

# Base Salary Ranking-Top Ten Counties by Population

Comparison Counties: Bexar, Dallas, Denton, Fort Bend, El Paso, Harris, Hidalgo, Tarrant, Travis

Position	Base Pay Ranking FY 2018	Base Pay Ranking FY 2019
County Judge	5 of 10	5 of 10
Commissioner	6 of 10	6 of 10
Constable	5 of 10	6 of 10
County Clerk	6 of 10	7 of 10
County Court at Law Judge	2 of 10	2 of 10
District Attorney <sup>(1) (2)</sup>	6 of 10	6 of 10
District Clerk	6 of 10	7 of 10
District Judge	Tied w/ 8 others for 1 of 10 <sup>(3)</sup>	Tied w/ 8 others for 1 of 10
Justice of the Peace	7 of 10	7 of 10
Probate Judge <sup>(4)</sup>	2 of 9	2 of 9
Sheriff	4 of 10	4 of 10
Tax Assessor	6 of 10	7 of 10

(1) Ranking on base supplement provided by the county (State base salary and other mandated or voluntary supplements not included).

(2) Harris County pays the full portion of their DA's salary – to normalize the amount for comparison, the \$140,000 paid to other DA positions has been subtracted from the Harris County DA's annual salary and the remainder used for ranking comparison.

(3) 2018 presentation listed this rank as "Tied with 2 others for 1 of 6." Juvenile supplement was previously omitted from comparable entities District Judge Pay. After adding this in, ranking is updated as above

(4) Fort Bend County does not have a Probate Court.

Ranking is from highest to lowest base salary. A ranking of 1 denotes highest compensation paid.

Comparisons are to base compensation only and do not account for any supplemental pay (such as arraignment pay).

# Elected Official Salary History – Other Counties

## 5 Year Average – FY 2015 to FY 2019

	Collin	Bexar	Dallas	Denton	El Paso	Fort Bend	Harris	Hidalgo	Montgomery	Tarrant	Travis	Williamson
County Judge	3%	7%	6%	5%	5%	3%	2%	1%	2%	4%	4%	1%
Commissioner	3% <sup>(1)</sup>	4%	4%	5%	10%	3%	2%	1%	2%	4%	4%	2%
Constable	3%	5%	4%	5%	6%	5%	1%	1%	2%	3%	4%	2%
County Clerk	3%	4%	4%	5%	1%	3%	2%	1%	2%	4%	2%	2%
County Court at Law Judge	3%	0%	0%	0%	1%	0%	1%	1%	2%	2%	0%	0%
District Attorney	25%	27%	8%	5%	0%	0%	2%	1%	5%	3%	2%	0%
District Clerk	3%	4%	4%	5%	1%	3%	2%	1%	2%	4%	2%	2%
District Judge	5%	0%	0%	5%	4%	0%	0%	0%	0%	0%	0%	0%
Justice of the Peace	4%	6%	4%	5%	1%	3%	1%	1%	2%	4%	2%	2%
Probate Judge <sup>(2)</sup>	3%	1%	0%	0%	1%	n/a	1%	1%	n/a	2%	2%	n/a
Sheriff	4%	4%	4%	5%	1%	3%	2%	1%	2%	4%	3%	2%
Tax Assessor	3%	4%	4%	5%	1%	3%	2%	1%	0%	4%	2%	2%

(1) Commissioner average based on Precincts 2 – 4. Precinct 1 Commissioner salary increased by 10% in 2015 to match Pcts. 2 – 4.

(2) Fort Bend, Montgomery, and Williamson do not have Probate Courts.

Table values rounded to nearest whole number.



# Elected Official Salary History – Other Counties

## 5 Year Total – FY 2015 to FY 2019

	Collin	Bexar	Dallas	Denton	El Paso	Fort Bend	Harris	Hidalgo	Montgomery	Tarrant	Travis	Williamson
County Judge	13%	33%	28%	24%	23%	17%	10%	3%	12%	21%	19%	7%
Commissioner	13% <sup>(1)</sup>	20%	20%	24%	51%	17%	11%	3%	12%	21%	20%	11%
Constable	13%	26%	20%	24%	31%	25%	5%	6%	12%	17%	22%	11%
County Clerk	13%	18%	20%	24%	3%	17%	10%	6%	12%	21%	12%	12%
County Court at Law Judge	13%	0%	0%	1%	3%	0%	5%	6%	12%	12%	0%	0%
District Attorney	123%	134%	40%	24%	2%	0%	10%	3%	23%	15%	10%	0%
District Clerk	13%	18%	20%	24%	3%	17%	10%	6%	12%	21%	12%	12%
District Judge	23%	0%	0%	24%	20%	0%	0%	0%	0%	0%	0%	0%
Justice of the Peace	21%	32%	20%	24%	3%	17%	5%	6%	12%	18%	10%	12%
Probate Judge <sup>(2)</sup>	13%	6%	0%	1%	3%	n/a	5%	6%	n/a	12%	10%	n/a
Sheriff	20%	20%	20%	24%	3%	17%	10%	3%	12%	21%	14%	11%
Tax Assessor	13%	18%	20%	24%	3%	17%	10%	6%	-1%	21%	12%	12%

(1) Commissioner average based on Precincts 2 – 4. Precinct 1 Commissioner salary increased by 10% in 2015 to match Pcts. 2 – 4.

(2) Fort Bend, Montgomery, and Williamson do not have Probate Courts.

Table values rounded to nearest whole number.



# Elected Official Salary History – Other Counties

## by Percent Change

	Bexar					Dallas					Denton					El Paso				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
County Judge	0%	2%	21%	7%	3%	0%	12%	0%	0%	16%	4%	5%	5%	5%	5%	0%	3%	0%	18%	2%
Commissioner	0%	4%	2%	7%	7%	5%	3%	6%	3%	3%	4%	5%	5%	5%	5%	0%	3%	0%	44%	4%
Constable	10%	4%	4%	3%	5%	5%	3%	6%	3%	3%	4%	5%	5%	5%	5%	0%	3%	0%	27%	1%
County Clerk	0%	4%	2%	6%	6%	5%	3%	6%	3%	3%	4%	5%	5%	5%	5%	0%	3%	0%	0%	0%
County Court at Law Judge	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	3%	0%	0%	0%	0%
District Attorney	0%	0%	128%	3%	3%	0%	0%	25%	3%	12%	4%	5%	5%	5%	5%	2%	0%	0%	0%	0%
District Clerk	0%	4%	2%	6%	6%	5%	3%	6%	3%	3%	4%	5%	5%	5%	5%	0%	3%	0%	0%	0%
District Judge	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%	5%	5%	5%	5%	3%	0%	17%	0%	0%
Justice of the Peace	0%	8%	16%	3%	5%	4%	4%	6%	3%	3%	4%	5%	5%	5%	5%	0%	3%	0%	0%	0%
Probate Judge	0%	0%	0%	3%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	3%	0%	0%	0%	0%
Sheriff	0%	4%	2%	7%	7%	5%	3%	6%	3%	3%	4%	5%	5%	5%	5%	0%	3%	0%	0%	0%
Tax Assessor	0%	3%	3%	6%	6%	5%	3%	6%	3%	3%	4%	5%	5%	5%	5%	0%	3%	0%	0%	0%

Table values rounded to nearest whole number.

# Elected Official Salary History – Other Counties

## by Percent Change

	Fort Bend					Harris					Hidalgo					Montgomery				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
County Judge	4%	4%	3%	3%	3%	0%	1%	9%	0%	0%	0%	0%	0%	0%	3%	3%	3%	3%	0%	3%
Commissioner	4%	4%	3%	3%	3%	1%	1%	9%	0%	0%	0%	0%	0%	0%	3%	3%	3%	3%	0%	3%
Constable	4%	4%	3%	11%	3%	0%	1%	4%	0%	0%	0%	3%	0%	0%	3%	3%	6%	3%	0%	0%
County Clerk	4%	4%	3%	3%	3%	0%	1%	9%	0%	0%	0%	3%	0%	0%	3%	3%	3%	3%	0%	3%
County Court at Law Judge	0%	0%	0%	0%	0%	0%	1%	4%	0%	0%	0%	3%	0%	0%	3%	3%	3%	3%	0%	3%
District Attorney	0%	0%	0%	0%	0%	0%	1%	9%	0%	0%	0%	0%	0%	0%	3%	3%	3%	3%	0%	14%
District Clerk	4%	4%	3%	3%	3%	0%	1%	9%	0%	0%	0%	0%	0%	0%	6%	3%	3%	3%	0%	3%
District Judge	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Justice of the Peace	4%	4%	3%	3%	3%	0%	1%	4%	0%	0%	0%	3%	0%	0%	3%	3%	3%	3%	0%	3%
Probate Judge	-	-	-	-	-	0%	1%	4%	0%	0%	0%	3%	0%	0%	3%	-	-	-	-	-
Sheriff	4%	4%	3%	3%	3%	0%	1%	9%	0%	0%	0%	0%	0%	0%	3%	3%	5%	3%	0%	1%
Tax Assessor	4%	4%	3%	3%	3%	0%	1%	9%	0%	0%	0%	0%	0%	0%	6%	-10%	3%	3%	0%	3%

Table values rounded to nearest whole number.

# Elected Official Salary History – Other Counties by Percent Change

	Tarrant					Travis					Williamson				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
County Judge	6%	6%	3%	3%	3%	0%	0%	6%	2%	11%	3%	2%	2%	0%	0%
Commissioner	6%	6%	3%	3%	3%	0%	3%	2%	2%	13%	3%	2%	2%	0%	4%
Constable	3%	5%	3%	3%	3%	0%	3%	3%	2%	14%	3%	2%	2%	0%	4%
County Clerk	6%	6%	3%	3%	3%	0%	3%	2%	2%	5%	4%	2%	2%	0%	4%
County Court at Law Judge	0%	3%	3%	3%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
District Attorney	3%	3%	3%	3%	3%	0%	3%	3%	2%	2%	0%	0%	0%	0%	0%
District Clerk	6%	6%	3%	3%	3%	0%	3%	2%	2%	5%	4%	2%	2%	0%	4%
District Judge	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Justice of the Peace	3%	6%	3%	3%	3%	0%	3%	2%	2%	3%	4%	2%	2%	0%	4%
Probate Judge	0%	3%	3%	3%	3%	0%	3%	3%	2%	2%	-	-	-	-	-
Sheriff	6%	6%	3%	3%	3%	0%	3%	3%	2%	6%	3%	2%	2%	0%	4%
Tax Assessor	6%	6%	3%	3%	3%	0%	3%	2%	2%	5%	4%	2%	2%	0%	4%

Table values rounded to nearest whole number.

# Surrounding Counties – Ranking Actuals

## Comparison Counties: Dallas, Denton, Tarrant

### Surrounding Counties Rankings - 2019 Base Compensation

County Judge		
Rank	County	Salary
1	Dallas	\$198,493
2	Tarrant	\$187,656
3	Collin	\$154,544
4	Denton	\$142,326

Commissioners		
Rank	County	Salary
1	Tarrant	\$177,656
2	Dallas	\$163,594
3	Collin	\$126,233
4	Denton	\$118,789

Constable		
Rank	County	Salary
1	Dallas	\$127,958
2	Tarrant	\$115,477
3	Collin	\$105,099
4	Denton	\$98,634

County Clerk		
Rank	County	Salary
1	Tarrant	\$177,656
2	Dallas	\$158,316
3	Collin	\$129,952
4	Denton	\$117,327

County Court at Law Judge		
Rank	County	Salary
1	Tarrant	\$177,656
2	Collin	\$174,713
3	Dallas	\$156,996
4	Denton	\$156,363

District Attorney		
Rank	County	Salary
1	Dallas	\$102,117
2	Denton	\$64,305
3	Tarrant	\$61,908
4	Collin	\$52,106

District Clerk		
Rank	County	Salary
1	Tarrant	\$177,656
2	Dallas	\$158,316
3	Collin	\$129,952
4	Denton	\$117,327

District Judge		
Rank	County	Salary
1	Collin	\$18,000
2	Dallas	\$18,000
3	Tarrant	\$18,000
4	Denton	\$17,863

Justice of the Peace		
Rank	County	Salary
1	Dallas	\$136,644
2	Tarrant	\$129,689
3	Collin	\$113,932
4	Denton	\$98,471

Probate Judge		
Rank	County	Salary
1	Tarrant	\$177,656
2	Collin	\$175,849
3	Dallas	\$158,004
4	Denton	\$156,363

Sheriff		
Rank	County	Salary
1	Tarrant	\$187,656
2	Dallas	\$180,768
3	Collin	\$172,851
4	Denton	\$147,753

Tax Assessor		
Rank	County	Salary
1	Tarrant	\$177,656
2	Dallas	\$158,316
3	Collin	\$128,497
4	Denton	\$118,789

# Like Counties – Ranking Actuals

Comparison Counties: Denton, Fort Bend, Montgomery, Tarrant, Williamson

## Similar Counties Base Compensation - 2019

County Judge		
Rank	County	Salary
1	Tarrant	\$187,656
2	Montgomery	\$174,779
3	Collin	\$154,544
4	Denton	\$142,326
5	Fort Bend	\$140,543
6	Williamson	\$117,707

Commissioners		
Rank	County	Salary
1	Tarrant	\$177,656
2	Montgomery	\$173,871
3	Fort Bend	\$133,841
4	Collin	\$126,233
5	Denton	\$118,789
6	Williamson	\$99,755

Constable		
Rank	County	Salary
1	Montgomery	\$130,798
2	Fort Bend	\$117,116
3	Tarrant	\$115,477
4	Collin	\$105,099
5	Denton	\$98,634
6	Williamson	\$84,002

County Clerk		
Rank	County	Salary
1	Tarrant	\$177,656
2	Fort Bend	\$130,500
3	Montgomery	\$129,975
4	Collin	\$129,952
5	Denton	\$117,327
6	Williamson	\$101,477

County Court at Law Judge		
Rank	County	Salary
1	Montgomery	\$179,631
2	Tarrant	\$177,656
3	Collin	\$174,713
4	Williamson	\$157,000
5	Denton	\$156,363
6	Fort Bend	\$149,793

District Attorney		
Rank	County	Salary
1	Denton	\$64,305
2	Tarrant	\$61,908
3	Collin	\$52,106
4	Montgomery	\$38,402
5	Williamson	\$18,000
6	Fort Bend	\$18,000

District Clerk		
Rank	County	Salary
1	Tarrant	\$177,656
2	Fort Bend	\$130,500
3	Montgomery	\$129,975
4	Collin	\$129,952
5	Denton	\$117,327
6	Williamson	\$101,477

District Judge		
Rank	County	Salary
1	Williamson	\$18,000
2	Collin	\$18,000
3	Montgomery	\$18,000
4	Tarrant	\$18,000
5	Fort Bend	\$18,000
6	Denton	\$17,863

Justice of the Peace		
Rank	County	Salary
1	Montgomery	\$130,798
2	Tarrant	\$129,689
3	Fort Bend	\$117,116
4	Collin	\$113,932
5	Denton	\$98,471
6	Williamson	\$88,804

Probate Judge		
Rank	County	Salary
1	Tarrant	\$177,656
2	Collin	\$175,849
3	Denton	\$156,363
4	Williamson	n/a
5	Montgomery	n/a
6	Fort Bend	n/a

Sheriff		
Rank	County	Salary
1	Tarrant	\$187,656
2	Collin	\$172,851
3	Montgomery	\$167,558
4	Denton	\$147,753
5	Fort Bend	\$140,543
6	Williamson	\$123,763

Tax Assessor		
Rank	County	Salary
1	Tarrant	\$177,656
2	Montgomery	\$151,362
3	Fort Bend	\$130,500
4	Collin	\$128,497
5	Denton	\$118,789
6	Williamson	\$105,525

# Top Ten Counties by Population – Ranking Actuals

Comparison Counties: Bexar, Dallas, Denton, Fort Bend, El Paso, Harris, Hidalgo, Tarrant, Travis

## Top Ten Counties Base Compensation - 2019

County Judge			Commissioners			Constable			County Clerk		
Rank	County	Salary	Rank	County	Salary	Rank	County	Salary	Rank	County	Salary
1	Dallas	\$198,493	1	Harris	\$182,562	1	Harris	\$133,598	1	Tarrant	\$177,656
2	Harris	\$190,861	2	Tarrant	\$177,656	2	Dallas	\$127,958	2	Harris	\$164,299
3	Tarrant	\$187,656	3	Dallas	\$163,594	3	Fort Bend	\$117,116	3	Dallas	\$158,316
4	Bexar	\$171,835	4	Fort Bend	\$133,841	4	Tarrant	\$115,477	4	Travis	\$135,083
5	Collin	\$154,544	5	Bexar	\$131,294	5	Travis	\$113,149	5	Bexar	\$132,200
6	Denton	\$142,326	6	Collin	\$126,233	6	Collin	\$105,099	6	Fort Bend	\$130,500
7	Fort Bend	\$140,543	7	Travis	\$119,508	7	Denton	\$98,634	7	Collin	\$129,952
8	Travis	\$136,145	8	Denton	\$118,789	8	Bexar	\$98,270	8	Denton	\$117,327
9	Hidalgo	\$118,100	9	Hidalgo	\$101,228	9	Hidalgo	\$84,872	9	Hidalgo	\$103,438
10	El Paso	\$105,080	10	El Paso	\$93,748	10	El Paso	\$74,432	10	El Paso	\$93,222

  

County Court at Law Judge			District Attorney*			District Clerk			District Judge		
Rank	County	Salary	Rank	County	Salary	Rank	County	Salary	Rank	County	Salary
1	Tarrant	\$177,656	1	Bexar	\$108,212	1	Tarrant	\$177,656	1	Bexar	\$18,000
2	Collin	\$174,713	2	Dallas	\$102,117	2	Harris	\$164,299	2	Collin	\$18,000
3	El Paso	\$169,022	3	Denton	\$64,305	3	Dallas	\$158,316	3	Dallas	\$18,000
4	Hidalgo	\$166,561	4	Tarrant	\$61,908	4	Travis	\$135,083	4	Harris	\$18,000
5	Harris	\$165,963	5	Harris*	\$59,160	5	Bexar	\$132,200	5	Hidalgo	\$18,000
6	Travis	\$157,000	6	Collin	\$52,106	6	Fort Bend	\$130,500	6	Travis	\$18,000
7	Bexar	\$157,000	7	Hidalgo	\$51,617	7	Collin	\$129,952	7	El Paso	\$18,000
8	Dallas	\$156,996	8	El Paso	\$48,191	8	Denton	\$117,327	8	Tarrant	\$18,000
9	Denton	\$156,363	9	Travis	\$38,771	9	Hidalgo	\$103,438	9	Fort Bend	\$18,000
10	Fort Bend	\$149,793	10	Fort Bend	\$18,000	10	El Paso	\$93,222	10	Denton	\$17,863

  

Justice of the Peace			Probate Judge			Sheriff			Tax Assessor		
Rank	County	Salary	Rank	County	Salary	Rank	County	Salary	Rank	County	Salary
1	Dallas	\$136,644	1	Tarrant	\$177,656	1	Harris	\$199,160	1	Tarrant	\$177,656
2	Harris	\$132,766	2	Collin	\$175,849	2	Tarrant	\$187,656	2	Harris	\$164,299
3	Tarrant	\$129,689	3	Travis	\$173,548	3	Dallas	\$180,768	3	Dallas	\$158,316
4	Travis	\$123,809	4	Bexar	\$171,327	4	Collin	\$172,851	4	Travis	\$134,997
5	Bexar	\$123,326	5	El Paso	\$170,189	5	El Paso	\$161,607	5	Bexar	\$132,200
6	Fort Bend	\$117,116	6	Hidalgo	\$166,561	6	Bexar	\$158,933	6	Fort Bend	\$130,500
7	Collin	\$113,932	7	Harris	\$165,963	7	Travis	\$155,238	7	Collin	\$128,497
8	Denton	\$98,471	8	Dallas	\$158,004	8	Denton	\$147,753	8	Denton	\$118,789
9	Hidalgo	\$84,872	9	Denton	\$156,363	9	Hidalgo	\$144,813	9	Hidalgo	\$103,438
10	El Paso	\$80,292	10	Fort Bend	n/a	10	Fort Bend	\$140,543	10	El Paso	\$93,222

Fort Bend County does not have a probate court.

\*Harris County pays full portion of DA Salary; however for the purpose of comparison, the state provided portion of \$140,000 available to other DA's has been subtracted from the Harris County DA total base salary.

# Legislated Salary Requirement Changes

- HB2384 made significant changes to the calculation basis of minimum and maximum rates of pay for certain judicial/justice positions.
- Judicial longevity pay also changed.
- Within Collin County, the following positions will be impacted:
  - District Judge
  - County Court at Law Judge
  - District Attorney
  - Probate Judge
- Next year's presentation is likely to have some very different comparison rankings and salary change information.
- Changes to the salary provided to County Court at Law Judges and Probate Judge that are mandatory as a result of the legislation will be effective September 1, 2019.



# Judicial Longevity Pay

- Longevity pay for District and Probate Judge is required.
- Currently, only our Probate Judge receives longevity.
- Beginning in FY 2020, we will pay longevity to five (5) judges.

## **Current legislation:**

- Eligible for longevity pay after 16 years<sup>(1)</sup>.
- Paid at 3.1% of District Judge base salary; \$4,340 annually.

## **New legislation:**

- Eligible for longevity pay after 12 years<sup>(1)</sup>.
- Paid at 5% of District Judge base salary; \$8,400 annually.

1. District Judge longevity based on years of service contributing to the Judicial Retirement System of Texas Plan One or the Judicial Retirement System of Texas Plan Two.

2. Probate Judge is eligible for longevity at an amount equal to the amount a District Judge is entitled.

# District Judge

- In both the old and new legislation:
  - District Judges receive a state salary; they may also receive a limited county supplement (as approved by Commissioners Court).
  - The county supplement limit is \$18,000.
- The primary legislation change to District Judge pay is a graduated state base salary by years of service credit.
- Total District Judge pay (state pay + county supplement) is the basis of salary calculations for the other affected positions.

DISTRICT JUDGE PAY	Minimum <sup>(1)</sup>		Maximum	
CURRENT LEGISLATION	Calculation	Actual	Calculation	Actual
Same rate of pay for all years of service	State pay set in General Appropriations Act	\$140,000	State pay + County supplement up to \$18,000	\$158,000
NEW LEGISLATION	Calculation	Actual	Calculation	Actual
0 - 4 years service credit	Set in General Appropriations Act	\$140,000	State pay + county supplement up to \$18,000	\$158,000
4 – 8 years	110% of GAA salary	\$154,000	State pay + county supplement up to \$18,000	\$172,000
8 – 12 years	120% of GAA salary	\$168,000	State pay + county supplement up to \$18,000	\$186,000
12+ years	120% of GAA salary	\$168,000	State pay + county supplement up to \$18,000 + longevity <sup>(2)</sup>	\$194,400

1. Minimum based on no county supplement being provided.

2. Longevity amount = \$8,400 (5% of state base salary is in addition to above base salary where applicable).

# District Attorney

- In both the old and new legislation:
  - District Attorneys receive a state salary; they may also receive a county supplement (as approved by Commissioners Court).
  - There is no limit to the amount of county supplement.
  - State pay based on District Judge state base salary.
- The primary legislated change to District Attorney salary; change in state portion due to graduated state salary pay by years of service credit for District Judges AND calculating on 80% of District Judge pay.
  - If we leave the DA's county supplement at the current rate, an overall decrease in pay (state + county) will result.

DISTRICT ATTORNEY PAY		Minimum <sup>(1)</sup>			Maximum	
CURRENT LEGISLATION		Calculation	Actual		Calculation	Actual
	Same rate of pay for all years of service	Equal to District Judge state base salary	\$140,000		Equal to District Judge state salary + county supplement (no limit)	No max
NEW LEGISLATION		Calculation	Actual		Calculation	Actual
	0 - 4 years service credit	80% of District Judge <sup>(2)</sup> state base salary \$140,000 * 0.80	\$112,000		80% of District Judge <sup>(2)</sup> state base salary + county supplement (no limit)	No max
	4 – 8 years	80% of District Judge <sup>(2)</sup> state base salary \$154,000 * 0.80	\$123,200		80% of District Judge <sup>(2)</sup> state base salary + county supplement (no limit)	No max
	8 – 12 years	80% of District Judge <sup>(2)</sup> state base salary \$168,000 * 0.80	\$134,400		80% of District Judge <sup>(2)</sup> state base salary + county supplement (no limit)	No max
	12+ years	80% of District Judge <sup>(2)</sup> state base salary \$168,000 * 0.80	\$134,400		80% of District Judge <sup>(2)</sup> state base salary + county supplement (no limit)	No max

1. Minimum based on no county supplement being provided.
2. District Judge with comparable service credit.

# County Court at Law Judges

- In both the old and new legislation:
  - County Court at Law (CCL) Judges receive a county salary; no state salary.
  - The minimum rate of pay for a CCL Judge in both the old and new legislation is \$1,000 less than the combined state pay and county supplement of a District Judge.
- The primary change to CCL Judge salary under the new legislation is imposing a pay maximum of \$1,000 less than the District Judge maximum.

CCL JUDGE PAY	Minimum <sup>(1)</sup>		Maximum	
CURRENT LEGISLATION	Calculation	Actual	Calculation	Actual
Same rate of pay for all years of service	District Judge state base pay - \$1,000	\$139,000	No maximum	No max
NEW LEGISLATION	Calculation	Actual	Calculation	Actual
0 - 4 years service credit	District Judge <sup>(2)</sup> state base pay - \$1,000 \$140,000 - \$1,000	\$139,000	Max District Judge Pay <sup>(3)</sup> - \$1,000 \$194,400 - \$1,000	\$193,400
4 – 8 years	District Judge <sup>(2)</sup> state base pay - \$1,000 \$154,000 - \$1,000	\$153,000	Max District Judge Pay <sup>(3)</sup> - \$1,000 \$194,400 - \$1,000	\$193,400
8 – 12 years	District Judge <sup>(2)</sup> state base pay - \$1,000 \$168,000 - \$1,000	\$167,000	Max District Judge Pay <sup>(3)</sup> - \$1,000 \$194,400 - \$1,000	\$193,400
12+ years	District Judge <sup>(2)</sup> state base pay - \$1,000 \$168,000 - \$1,000	\$167,000	Max District Judge Pay <sup>(3)</sup> - \$1,000 \$194,400 - \$1,000	\$193,400

1. Minimum based on no county supplement being provided to the District Judges.

2. District Judge with comparable service.

3. Max District Judge pay = \$176,400 state base + \$8,400 longevity = \$194,400

# Probate Judge

- In both the old and new legislation:
  - Probate Judges receive a county salary; no state salary.
  - The minimum rate of pay for a Probate Judge in both the old and new legislation is an amount equal to the combined state and county pay of a District Judge; however allowable amounts differ due to the state salary amounts for District Judges now being based on years of service.
- The primary change to Probate Judge salary under the new legislation is imposing a pay maximum of \$1,000 less than the District Judge maximum.

PROBATE JUDGE PAY	Minimum <sup>(1)</sup>		Maximum	
CURRENT LEGISLATION	Calculation	Actual	Calculation	Actual
Same rate of pay for all years of service	Equal to District Judge state base pay	\$140,000	No maximum	No max
NEW LEGISLATION	Calculation	Actual	Calculation	Actual
0 - 4 years service credit	District Judge <sup>(2)</sup> state base pay	\$140,000	Max District Judge Pay <sup>(3)</sup> - \$1,000 \$194,400f - \$1,000	\$193,400
4 – 8 years	District Judge <sup>(2)</sup> state base pay	\$154,000	Max District Judge Pay <sup>(3)</sup> - \$1,000 \$194,400 - \$1,000	\$193,400
8 – 12 years	District Judge <sup>(2)</sup> state base pay	\$168,000	Max District Judge Pay <sup>(3)</sup> - \$1,000 \$194,400 - \$1,000	\$193,400
12+ years	District Judge <sup>(2)</sup> state base pay	\$168,000	Max District Judge Pay <sup>(3)</sup> - \$1,000 \$194,400 - \$1,000	\$193,400

1. Minimum based on no county supplement being provided to the district judges.

2. District Judge with comparable service.

3. Max District Judge pay = \$176,400 state base + \$8,400 longevity = 194,400.

# Unfunded Mandate

- We are required to provide the minimums outlined by the new statute.
- At a minimum, the result is approximately \$110,000 increase to salary/supplement costs for the affected positions.
- Five (5) County Court at Law Judges would need their salaries increased to \$185,000 (from \$174,712) as of September 1 in order to comply with the required minimums.
  - Changes to their salaries could still be made to be effective October 1, as long as it is greater than \$185,000.