



KANSAS BAR
ASSOCIATION

TO: **The Honorable Jeff Longbine, Chair**
 And Members of the Senate Financial Institutions and Insurance
 Committee

FROM: **Joseph N. Molina**
 On behalf of the Kansas Bar Association

RE: **SB 395 – concerning retirement and pensions and the maximum final
 average salary for computing KPERS benefits**

DATE: **February 15, 2018**

Chairman Longbine and Members of the Senate Financial Institutions and Insurance Committee, I am Joseph Molina. appearing on behalf of the Kansas Bar Association, I provide this written testimony in **OPPOSITION** to SB 395, setting a maximum final average salary amount for purposes of computing retirement benefits for certain members of KPERS, KP&F and the retirement system for judges.

The KBA has a long-standing policy of supporting proposals that strengthen the judicial branch and maintain the highest level of service to Kansas citizens, businesses and communities. SB 395 is not one of those bills because it will negatively impact nearly 150 Kansas District Court Judges by capping their KPERS benefits by over \$20,000.00.

The KBA has serious concerns that SB 395 will damage recruitment of qualified judges to the Kansas bench. At present Kansas District Court Judges earn \$123,038.00 per year. According to the National Center for State Courts this amount ranks them 50th in the United States. Should SB 395 become law, Kansas judges, who are at the bottom of the pay scale nationally, would have their retirement capped at an even lower rate. SB 395 would thereby exasperate this wage gap by devaluing retirement benefits for Kansas judges.

Kansans deserve a highly efficient, capable and qualified Judicial Branch. To attract the highest qualified individuals, we need to prioritize these positions by investing in them. SB 395 does the opposite. As such the Kansas Bar Association **OPPOSES** SB 395.

On behalf of the Kansas Bar Association, thank you for your time

About the Kansas Bar Association:

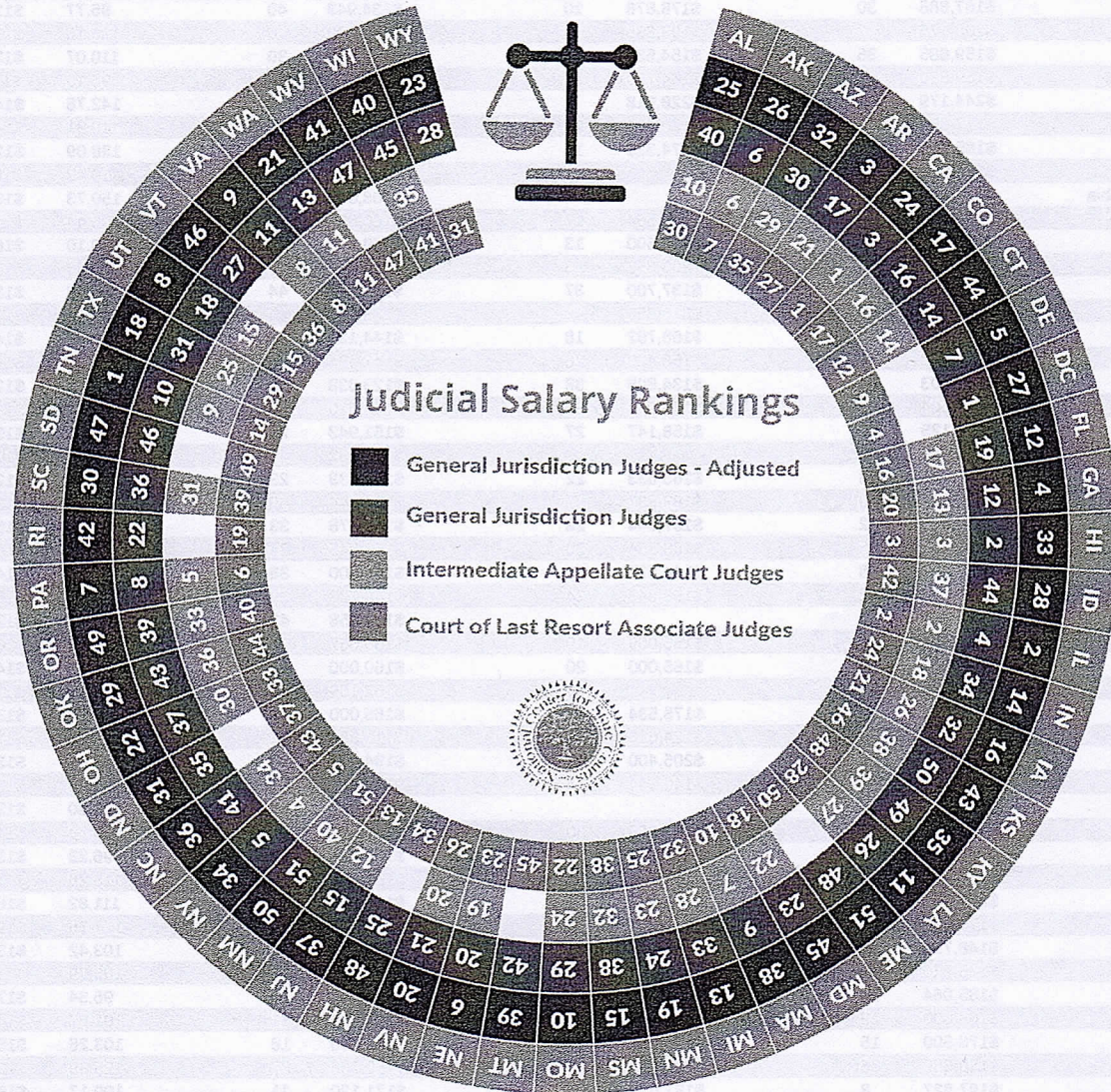
The Kansas Bar Association (KBA) was founded in 1882 as a voluntary association for dedicated legal professionals. Its more than 7,200 members include lawyers, judges, law students, and paralegals. www.ksbar.org

SURVEY OF Judicial Salaries

Published January 2018, Vol. 43 No. 1
Data and Rankings as of January 1, 2018

Rankings as of January 1, 2018

This graphic depicts the rankings of judicial salaries, with the highest salary for each of the three positions having a rank of "1." General jurisdiction judge salaries, adjusted for cost of living, are also included in this graphic. Empty squares represent states without intermediate appellate courts.



Judicial Salaries at a Glance

	Mean	Median	Range
Chief, Highest Court	\$178,049	\$175,600	\$133,174 to \$256,059
Associate Justice, COLR	\$172,026	\$170,000	\$131,174 to \$244,179
Judge, Intermediate Appellate Court	\$166,263	\$164,865	\$124,616 to \$228,918
Judge, General Jurisdiction Trial Courts	\$155,113	\$151,943	\$118,384 to \$208,000
State Court Administrators	\$155,163	\$146,494	\$107,000 to \$288,888



www.ncsc.org/salarytracker

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Salaries and Rankings for Appellate and General-Jurisdiction Judges - Listed Alphabetically by State Name

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts (actual salaries and cost-of-living-adjusted salaries as of January 1, 2018). Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "51" except for intermediate appellate courts, which exists in only 40 states.

	Highest Court		Intermediate Appellate Court		General-Jurisdiction Court		General-Jurisdiction Court Adjusted for Cost-of-Living Index		
	Salary	Rank	Salary	Rank	Salary	Rank	Factor	Salary	Rank
Alabama	\$167,685	30	\$178,878	10	\$134,943	40	96.77	\$139,454	25
Alaska	\$205,176	7	\$193,836	6	\$189,720	5	136.16	\$139,334	26
Arizona	\$159,685	35	\$154,534	29	\$149,383	30	110.07	\$135,721	32
Arkansas	\$169,830	27	\$164,730	21	\$163,200	17	95.10	\$171,611	3
California	\$244,179	1	\$228,918	1	\$200,042	3	142.78	\$140,108	24
Colorado	\$177,350	17	\$170,324	16	\$163,303	16	110.31	\$148,037	17
Connecticut	\$185,610	12	\$174,323	14	\$167,634	14	138.09	\$121,397	44
Delaware	\$195,245	9			\$183,444	7	110.43	\$166,119	5
District of Columbia	\$220,600	4			\$208,000	1	150.73	\$137,991	27
Florida	\$178,420	16	\$169,554	17	\$160,688	19	106.44	\$150,964	12
Georgia	\$175,600	20	\$174,500	13	\$169,265	12	100.10	\$169,091	4
Hawaii	\$223,200	3	\$206,652	3	\$201,060	2	149.08	\$134,863	33
Idaho	\$146,700	42	\$137,700	37	\$131,700	44	96.08	\$137,069	28
Illinois	\$229,345	2	\$215,856	2	\$198,075	4	101.77	\$177,217	2
Indiana	\$173,599	24	\$168,752	18	\$144,137	34	96.39	\$149,534	14
Iowa	\$174,808	21	\$158,420	26	\$147,494	32	99.00	\$148,984	16
Kansas	\$139,303	46	\$134,806	38	\$123,038	50	100.47	\$122,460	43
Kentucky	\$135,504	48	\$130,044	39	\$124,620	49	93.92	\$132,689	35
Louisiana	\$169,125	28	\$158,147	27	\$151,943	26	100.24	\$151,579	11
Maine	\$134,056	50			\$125,632	48	123.04	\$102,106	51
Maryland	\$176,433	18	\$163,633	22	\$154,433	23	127.83	\$120,810	45
Massachusetts	\$194,734	10	\$183,837	7	\$178,444	9	137.11	\$130,146	38
Michigan	\$164,610	32	\$157,544	28	\$145,578	33	96.54	\$150,790	13
Minnesota	\$173,363	25	\$163,354	23	\$153,345	24	106.03	\$144,620	19
Mississippi	\$152,250	38	\$144,827	32	\$136,000	38	91.14	\$149,214	15
Missouri	\$173,742	22	\$158,848	24	\$149,723	29	97.98	\$152,809	10
Montana	\$144,061	45			\$132,558	42	103.40	\$128,195	39
Nebraska	\$173,694	23	\$165,009	19	\$160,667	20	99.47	\$161,527	6
Nevada	\$170,000	26	\$165,000	20	\$160,000	21	111.18	\$143,909	20
New Hampshire	\$162,240	34			\$152,159	25	128.20	\$118,687	48
New Jersey	\$185,482	13	\$175,534	12	\$165,000	15	126.67	\$130,264	37
New Mexico	\$131,174	51	\$124,616	40	\$118,384	51	105.57	\$112,135	50
New York	\$215,700	5	\$205,400	4	\$194,000	5	145.65	\$133,200	34
North Carolina	\$146,191	43	\$140,144	34	\$132,584	41	100.35	\$132,122	36
North Dakota	\$157,009	37			\$143,869	35	105.90	\$135,853	31
Ohio	\$164,000	33	\$152,850	30	\$140,550	37	98.74	\$142,340	22
Oklahoma	\$145,914	44	\$138,235	36	\$131,835	43	96.23	\$136,998	29
Oregon	\$147,560	40	\$144,536	33	\$135,776	39	116.26	\$116,787	49
Pennsylvania	\$207,203	6	\$195,978	5	\$180,299	8	111.82	\$161,236	7
Rhode Island	\$175,870	19			\$158,340	22	127.75	\$123,943	42
South Carolina	\$148,794	39	\$145,074	31	\$141,354	36	103.42	\$136,686	30
South Dakota	\$135,270	49			\$126,346	46	105.99	\$119,208	47
Tennessee	\$185,064	14	\$178,908	9	\$172,740	10	96.34	\$179,298	1
Texas	\$168,000	29	\$158,500	25	\$149,000	31	101.67	\$146,556	18
Utah	\$178,500	15	\$170,350	15	\$162,250	18	103.26	\$157,121	8
Vermont	\$158,558	36			\$150,738	27	125.39	\$120,215	46
Virginia	\$197,827	8	\$181,610	8	\$171,120	11	109.17	\$156,748	9
Washington	\$186,681	11	\$177,708	11	\$169,187	13	117.95	\$143,437	21
West Virginia	\$136,000	47			\$126,000	47	99.85	\$126,184	41
Wisconsin	\$147,403	41	\$139,059	35	\$131,187	45	103.94	\$126,219	40
Wyoming	\$165,000	31			\$150,000	28	106.79	\$140,464	23
Mean	\$ 172,026		\$ 166,263		\$ 155,113				
Median	\$ 170,000		\$ 164,865		\$ 151,943				
Range	\$ 131,174 to \$ 244,179		\$ 124,616 to \$ 228,918		\$ 118,384 to \$ 208,000				

The figures presented use the C2ER Cost-of-Living Index. The Council for Community and Economic Research-C2ER is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. Due to the rounding of C2ER factors to the nearest hundredth for publication purposes, user calculations of our adjusted salary figures may not equate to the published totals. More detailed information can be found at www.c2er.org.