

# Report to the Maryland Judicial Compensation Commission

September 16, 2021

*Revised 11-24-2021*

## Maryland Judiciary Special Committee on Judicial Compensation

The Honorable Jonathan Biran, Court of Appeals, Chair

The Honorable Mary Ellen Barbera, Chief Judge Court of Appeals (retired)

The Honorable Matthew J. Fader, Chief Judge Court of Special Appeals

The Honorable Keith A. Baynes, Chair, Conference of Circuit Court Judges

The Honorable John P. Morrissey, Chief Judge, District Court

The Honorable Angela M. Eaves

The Honorable Stacy A. Mayer

The Honorable Scott M. Carrington

Pamela Harris, State Court Administrator

Kelley O'Connor, Government Relations, Administrative Office of the Courts

Jennifer Boswell, Human Resources, Administrative Office of the Courts

Lee Robinson, Human Resources, Administrative Office of the Courts (retired)



September 16, 2021

This report was prepared by the Maryland Judiciary as part of the briefing for the statutory Judicial Compensation Commission at their organizational meeting prior to the 2022 legislative session of the Maryland General Assembly.

### **Statutory Provisions for the Judicial Compensation Process in Maryland**

The Judicial Compensation Commission was created by statute in 1980 with the legislative purpose to ensure that the Maryland Judiciary attracts highly qualified applicants to the bench in Maryland without economic hardship to the judicial nominees (Chapter 717, Acts of 1980). The statutory provisions are codified at Maryland Code, Courts & Judicial Proceedings Article, § 1-708 (see Tab 1).

The statute was amended in 2009 to provide for quadrennial review of judicial salaries by the Commission. Under the statute, the Commission prepares a report that is submitted to the Governor and the Maryland General Assembly prior to the start of the next regular session (Courts & Judicial Proceedings Article, § 1-708). A Joint Resolution, which encompasses the Commission's proposals, is then introduced in each house of the General Assembly by the 15th day of the session.

The General Assembly may amend the Joint Resolution to decrease, but not increase, any of the Commission's salary recommendations. Failure to amend or reject the Joint Resolution within 50 calendar days after its introduction results in the adoption of the salaries recommended by the Commission.

If the General Assembly rejects any of the Commission's recommendations, the salaries of the judges remain unchanged, unless modified under other state personnel provisions of the law.

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## Structure of the Maryland Judiciary

### The District Court of Maryland

Most Maryland residents who come into contact with the legal system do so through the District Court. The District Court is a statewide court headquartered in Annapolis, with 33 locations in 12 districts throughout the state. It has a staff of over 1,700 individuals, including 124 judges. As one of the two trial courts in Maryland, more than 1.7 million cases are filed in the District Court each year. These cases include domestic violence and peace orders; landlord-tenant disputes; motor vehicle violations ranging from parking tickets to driving under the influence; civil lawsuits for up to \$30,000; criminal misdemeanors and certain felonies; and pretrial release and preliminary hearings for all defendants charged in Maryland. The mission of the District Court is “to provide equal and exact justice for all who are involved in litigation before the Court.” As most individuals appearing before the District Court represent themselves, the District Court judges are presented with a unique challenge in an adversarial system.

### The Circuit Courts

The Circuit Courts are the trial courts of general jurisdiction in Maryland. They have exclusive jurisdiction over most matters of equity, civil cases exceeding \$30,000, and most felony criminal cases. The Circuit Courts also preside over divorce and other family law matters. They are the only state courts in Maryland empowered to conduct jury trials (in both civil and criminal cases). In addition to their role as trial courts, the Circuit Courts also hear appeals from the District Court and administrative agencies. There are 24 Circuit Courts in Maryland: one in each of the 23 counties plus Baltimore City. The number of judges on each Circuit Court is set by statute and varies by county: Baltimore City has the most Circuit Court judges with 35, while Caroline, Dorchester, Garrett, Kent, Queen Anne’s, Somerset, and Talbot Counties have only one Circuit Court judge each. These judges are tasked with resolving the more serious and more complicated criminal and civil cases in the Maryland trial courts.

### The Court of Special Appeals

The Court of Special Appeals is the intermediate appellate court in Maryland, located in Annapolis. The Court was created in 1966 in response to the rapidly growing caseload in the Court of Appeals. Originally, the Court of Special Appeals could hear appeals only in criminal cases. In 1974, its jurisdiction was expanded to include any reviewable judgment in the Circuit Courts. Today, the Court of Special Appeals resolves over 2,100 appeals per year. The Court consists of 15 judges—one from each of the seven geographically determined appellate judicial circuits and eight “at large” judges who can reside anywhere in the state. In most cases, the Court hears and decides cases in panels of three.

### The Court of Appeals

The Court of Appeals is the highest court in Maryland (what most states would call their “Supreme Court”), also located in Annapolis. Since the expansion of the Court of Special Appeals’ jurisdiction in 1974, the Court of Appeals has heard cases on an almost exclusively discretionary basis. Parties can file a “petition for writ of certiorari” in any case pending in or decided by the Court of Special Appeals. The Court of Appeals then reviews the petition and determines whether further review of the case is desirable or in the public interest. This includes cases that raise constitutional issues, unsettled questions of law, and issues related to emerging technologies. If the case meets this standard for further review, the Court grants the petition and allows the parties to argue their case. With few exceptions, decisions of the Court of Appeals are final and cannot be appealed to another court. The Court of Appeals is composed of seven judges—one from each of the seven appellate judicial circuits—all of whom sit on each case. Currently, the Court’s seven members include three female judges and two African-American judges, making it one of the most diverse panels on a state supreme court in the country. This year marks the eighth consecutive term in which all of the Court’s opinions were released in the same term (year) in which they were heard.

## Report of the Special Committee

### Introduction

This report has been prepared by the Maryland Judiciary in advance of the statutory Judicial Compensation Commission (Commission) review of judicial salaries prior to the 2022 legislative session of the Maryland General Assembly. As has been past practice, the Chief Judge of the Court of Appeals appointed a Special Committee on Judicial Compensation (Committee) consisting of incumbent judges and support staff from the Judiciary. This Committee has met several times over the last six months to consider the issues associated with judicial compensation in order to prepare this report, which consists of comparative data and an analysis of judicial salaries in states similar to Maryland in their geography, economy and judicial structure for presentation to the Commission.

### Findings

As a result of this study, the Committee noted several areas of concern:

- **Judicial Salaries Versus Inflation:** Over the past 20 years (2001 – 2021) Maryland judicial salaries have not kept pace with inflation. According to the Bureau of Labor Statistics Consumer Price Index (CPI-U), the cost of living for all urban consumers in the Northeast United States increased by 72.52% over the most recent 20 years. Judicial salaries increased by 45% to 48% during that same time. The Bureau of Labor Statistics reports that the cost-of-living for all urban consumers in the Baltimore/Washington Region also increased by 68.78% over the most recent 20 years.
- **Regional Ranking:** Of the nine regional states with which Maryland is most comparable geographically and economically, the salaries of Maryland judges currently rank in the bottom third: Circuit Court – ninth (last); Court of Special Appeals – sixth; Court of Appeals – eighth; Chief Judge, Court of Appeals – seventh. Moreover, Maryland’s judicial salaries have remained stagnant in the rankings over the past four years: Circuit Court – remained at ninth; Court of Special Appeals – remained at sixth; Court of Appeals – remained at eighth; Chief Judge, Court of Appeals – remained at seventh. Of the seven states (including Maryland) having limited jurisdiction courts comparable to the District Court, Rhode Island is the only state in our region. Maryland ranks behind Rhode Island.
- **National Ranking:** Of the fifty states and the District of Columbia <sup>1</sup> in a national ranking, the salaries of Maryland judges also generally dropped in their competitive positions especially when a cost of living factor is applied. Without the cost of living factor, the ranking is: Circuit Court – 21st; Court of Special Appeals – 18th; Court of Appeals – 17th; Chief Judge, Court of Appeals – 13th. With the cost of living factor, the ranking is: Circuit Court – 43rd; Court of Special Appeals – 37th; Court of Appeals – 37th; Chief Judge, Court of Appeals – 29th.

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<sup>1</sup> The National Center for State Courts (NCSC) Survey of Judicial Salaries includes U.S. Territories that are not included in this summary.

- **Federal Judicial Salaries:** A prior Committee recommended keeping pace with federal judicial salaries to maintain Maryland's competitive standing, which it believed was critical, given Maryland's proximity to the District of Columbia. However, it appears the gap between Maryland judicial salaries and federal judicial salaries continues to widen, for example, a judge on the federal intermediate appellate court earns a salary of \$231,800 while a judge on the Court of Special Appeals – Maryland's intermediate court – earns a salary of \$183,633, a difference of \$48,167.
  - **Legal Associate Salaries:** According to Law Crossing (2018), a Baltimore Law Firm 1st year Associate makes \$179,678, which is \$18,345 more than our Judge, District Court and \$5,245 more than our Judge, Circuit Court. A Baltimore Law Firm 2nd year Associate makes \$193,045, which is \$9,412 more than our Chief Judge, District Court and Judge, Court of Special Appeals and \$6,412 more than our Chief Judge, Court of Special Appeals. A Baltimore Law Firm 3rd year Associate makes \$212,110, which is \$15,677 more than our Judge, Court of Appeals and only \$3,323 less than our Chief Judge, Court of Appeals. A Baltimore Law Firm 4<sup>th</sup> year Associate makes \$245,089, which is \$29,656 more than our Chief Judge, Court of Appeals.
- According to Law Crossing (2018), a District of Columbia Law Firm 1st year Associate makes \$181,570, which is \$20,237 more than our Judge, District Court and \$7,137 more than our Judge, Circuit Court. A District of Columbia Law Firm 2nd year Associate makes \$195,077, which is \$11,444 more than our Chief Judge, District Court and Judge, Court of Special Appeals and \$8,444 more than our Chief Judge, Court of Special Appeals. A District of Columbia Law Firm 3rd year Associate makes \$214,343, which is \$17,910 more than our Judge, Court of Appeals and only \$1,090 less than our Chief Judge, Court of Appeals. A District of Columbia Law Firm 4<sup>th</sup> year Associate makes \$247,669, which is \$32,236 more than our Chief Judge, Court of Appeals.
- **Law Professor Salaries:** According to University of Baltimore Compensation Analyst, a University of Baltimore Law School Professor salary average is \$177,371, which is \$16,038 more than our Judge, District Court and \$2,938 more than our Judge, Circuit Court. According to University of Maryland Compensation Manager, a University of Maryland Law School Professor salary average is \$177,371, which is \$16,038 more than our Judge, District Court and \$2,938 more than our Judge, Circuit Court.

### Current Maryland Judicial Salaries

In January 2018, the Judicial Compensation Commission submitted to the Maryland Legislature a recommendation to increase the salaries of all Maryland judges by \$35,000 over four years (\$10,000 each in years 1 and 2; \$7,500 each in years 3 and 4). The legislature reduced the Commission's recommendation to \$5,000 each year and it was awarded in phases in fiscal years 2019 to 2022. The increases were as follows for each level of judgeship: \$5,000 (FY19); \$5,000 (FY20), \$5,000 (FY21); and \$5,000 (FY22). The total cumulative, average increase amount was an approximate 12.16% increase in salary.

Title	Salary Prior to Increases	07/01/2018 Salary	07/01/2019 Salary	07/01/2020 Salary	07/01/2021 Salary
Judge, District Court	\$141,333	\$146,333	\$151,333	\$156,333	\$161,333
Chief Judge, District Court	\$163,633	\$168,633	\$173,633	\$178,633	\$183,633
Judge, Circuit Court	\$154,433	\$159,433	\$164,433	\$169,433	\$174,433
Judge, Court of Special Appeals	\$163,633	\$168,633	\$173,633	\$178,633	\$183,633
Chief Judge, Court of Special Appeals	\$166,633	\$171,633	\$176,633	\$181,633	\$186,633
Judge, Court of Appeals	\$176,433	\$181,433	\$186,433	\$191,433	\$196,433
Chief Judge, Court of Appeals	\$195,433	\$200,433	\$205,433	\$210,433	\$215,433

### Judicial Salary Survey as of July 2021

In July 2021, the Judiciary Human Resources Department obtained current judicial salary data from the National Center for State Courts (NCSC) to compare Maryland judicial salaries with judicial salaries in states within the region and nationally. The Committee compiled the judicial salary data and presents its findings here for the consideration of the Commission. Tab 2 provides the most recent judicial salary data report by each state for each judicial classification. It should be noted the NCSC no longer tracks salary data for the Intermediate Appellate Court Chief Judge and Courts of Limited Jurisdiction due to jurisdictional differences from state to state. The data is listed in order of national rank (highest to lowest). Regional rankings are also provided as are salaries adjusted for cost of living. What follows is a synopsis of the reported data for state courts.

### Regional Comparison:

Although the Committee believes it is important to examine the salaries of Maryland judges compared to the nation as a whole, it considers it particularly important to examine how Maryland judges stand when compared to other states in the Mid-Atlantic geographical area. The states that traditionally have been included in this regional comparison with Maryland are:

Connecticut	New York
Delaware	Pennsylvania
District of Columbia	Rhode Island
New Jersey	Virginia

The chart below shows the current regional rankings vs. those reported in our last survey, with 1 being highest and 9, lowest.

Regional, No Cost-of-Living Factor				
Date	Chief Judge, Highest Appellate	Judge, Highest Appellate	Judge, Intermediate Appellate	General Jurisdiction Judge
01/01/2017	7	8	6	9
07/01/2021	7	8	6	9
Variance	0	0	0	0

As indicated above, Maryland remained stagnant in all four (4) judicial classifications. At each level, Maryland judicial salaries are near or at the bottom of the regional rankings.

The chart below shows the cost-of-living factor being applied to the regional rankings vs. those reported in our last survey, with 1 being highest and 9, lowest.

Regional, Cost-of-Living Factor				
Date	Chief Judge, Highest Appellate	Judge, Highest Appellate	Judge, Intermediate Appellate	General Jurisdiction Judge
01/01/2017	4	6	5	7
07/01/2021	7	7	6	8
Variance	-3	-1	-1	-1

As indicated above, when the cost-of-living factor is applied, Maryland lost ground in all judicial classifications. At each level, Maryland judicial salaries are now near the bottom of the regional rankings.

As noted previously, the NCSC no longer tracks salary data for courts of limited jurisdiction, *e.g.* the District Court of Maryland. Within the region, Rhode Island is the only state that has a court of limited jurisdiction comparable to Maryland's District Court. Therefore, the Committee had to research other states to find comparable courts. As a result of the research and utilizing the NCSC list serve, the Committee obtained salary data for six (6) states that have a court of limited jurisdiction that is comparable to Maryland: Alaska, Colorado, Kentucky, Nebraska, Rhode Island, and Washington. The average of judicial salaries for courts of limited jurisdiction in those states is \$164,643. This is a difference of \$3,310 when compared to current judicial salaries in the District Court, as of 07/01/2021. A comparison of the average cost of living in these jurisdictions indicates Maryland has a cost of living adjustment index of 126.8 while the other states average 113.27, a difference of 13.53. Maryland District Court judges make less than the average salary of their counterparts in the above states, yet also have a higher cost of living.



**National Comparison:**

The chart below highlights how Maryland's current national rankings have changed vs. those that were reported in the 2017 survey with 1 being highest and 51 lowest.

<b>National, No Cost-of-Living Factor</b>				
<b>Date</b>	<b>Chief Judge, Highest Appellate</b>	<b>Judge, Highest Appellate</b>	<b>Judge, Intermediate Appellate</b>	<b>General Jurisdiction Judge</b>
01/01/2017	11	14	19	22
07/01/2021	13	17	18	21
Variance	-2	-3	+1	+1

As indicated above, Maryland lost ground in two (2) of the four (4) judicial classifications and gained ground in two (2) of the four (4) judicial classifications.

<b>National, Cost-of-Living Factor</b>				
<b>Date</b>	<b>Chief Judge, Highest Appellate</b>	<b>Judge, Highest Appellate</b>	<b>Judge, Intermediate Appellate</b>	<b>General Jurisdiction Judge</b>
01/01/2017	21	32	32	37
07/01/2021	29	37	37	43
Variance	-8	-5	-5	-6

As indicated above, when the cost-of-living factor is applied, Maryland lost ground in all four (4) of the judicial classifications. The Chief Judge of the Court of Appeals is paid in the bottom half of highest appellate court chief judges nationally. The other national classifications for Maryland judges range from the bottom twenty-eight percent to the bottom eight percent.

A Maryland General Jurisdiction Judge, the lowest nationally ranked judge classification in Maryland, when adjusted for cost-of-living, dropped six (6) rankings and now ranks 43rd when compared to other states and the District of Columbia:

<b>State</b>	<b>National Rank</b>	<b>COLF</b>	<b>Salary w/ COLF</b>
Illinois	1	100	\$216,297
Tennessee	2	92.2	\$201,759
South Carolina	3	98.6	\$199,554
Arkansas	4	90.4	\$193,387
New York	5	112.4	\$187,674
Georgia	6	93.4	\$186,047
Pennsylvania	7	102.2	\$182,669

Virginia	8	102.4	\$180,353
Missouri	9	90.3	\$176,695
Nebraska	10	101.1	\$176,232
Delaware	11	109.9	\$175,463
Washington	12	115	\$173,117
Michigan	13	91.6	\$169,849
Utah	14	103.5	\$169,687
Louisiana	15	97.1	\$168,486
Indiana	16	95.2	\$168,083
Ohio	17	92.4	\$165,451
Minnesota	18	102.9	\$164,538
Florida	19	101.1	\$163,672
Colorado	20	111.1	\$160,615
Texas	21	96.6	\$159,487
California	22	135.2	\$158,717
Iowa	23	97.8	\$158,384
New Jersey	24	121.9	\$157,764
Oklahoma	25	93.2	\$156,195
Mississippi	26	88.6	\$153,520
Wyoming	27	104.9	\$152,511
North Carolina	28	95.6	\$148,698
Wisconsin	29	100.3	\$147,151
Arizona	30	101.8	\$146,712
Idaho	31	99.1	\$145,755
South Dakota	32	99.7	\$145,588
Alaska	33	131.3	\$144,502
Connecticut	34	126.7	\$142,483
Nevada	35	112.6	\$142,101
Kentucky	36	92.4	\$141,733
Rhode Island	37	128.7	\$141,670
North Dakota	38	108	\$140,871
Massachusetts	39	132.3	\$139,621
Vermont	40	121.2	\$138,162
New Mexico	41	100.3	\$138,011
Hawaii	42	150.4	\$137,691
<b>Maryland</b>	<b>43</b>	<b>126.8</b>	<b>\$137,608</b>
Kansas	44	98.2	\$137,546
Montana	45	104.1	\$137,065
District of Columbia	46	159.5	\$137,016
New Hampshire	47	120.5	\$136,853
Alabama	48	93.1	\$135,313
West Virginia	49	95	\$132,596
Oregon	50	119.2	\$129,772
Maine	51	116.7	\$121,125

A Maryland Intermediate Appellate Court Judge, when adjusted for cost-of-living, dropped five (5) rankings and now ranks 37th when compared to 39 other states:

State	National Rank	COLF	Salary w/ COLF
Illinois	1	100	\$235,713
Tennessee	2	92.2	\$209,011
South Carolina	3	98.6	\$204,797
Pennsylvania	4	102.2	\$198,530
Arkansas	5	90.4	\$198,145
New York	6	112.4	\$197,687
Indiana	7	95.2	\$196,707
Virginia	8	102.4	\$190,842
Georgia	9	93.4	\$190,567
Florida	10	101.1	\$190,015
Missouri	11	90.3	\$187,391
Texas	12	96.6	\$184,679
Michigan	13	91.6	\$183,882
Washington	14	115	\$182,374
California	15	135.2	\$181,641
Nebraska	16	101.1	\$181,024
Ohio	17	92.4	\$179,834
Utah	18	103.5	\$178,068
Alabama	19	93.1	\$177,306
Louisiana	20	97.1	\$175,426
Minnesota	21	102.9	\$175,231
Iowa	22	97.8	\$170,180
Colorado	23	111.1	\$167,536
New Jersey	24	121.9	\$166,623
Oklahoma	25	93.2	\$163,768
Mississippi	26	88.6	\$163,462
North Carolina	27	95.6	\$157,096
Wisconsin	28	100.3	\$155,920
Arizona	29	101.8	\$151,802
Idaho	30	99.1	\$151,766
Kansas	31	98.2	\$150,700
Connecticut	32	126.7	\$148,116
Kentucky	33	92.4	\$147,870
Alaska	34	131.3	\$147,628
Nevada	35	112.6	\$146,536
New Mexico	36	100.3	\$145,289
<b>Maryland</b>	<b>37</b>	<b>126.8</b>	<b>\$144,821</b>
Massachusetts	38	132.3	\$143,679
Hawaii	39	150.4	\$141,479
Oregon	40	119.2	\$137,587

A Maryland Highest Appellate Court Judge, when adjusted for cost-of-living, dropped five (5) rankings and now ranks 37th when compared to other states and the District of Columbia:

State	National Rank	COLF	Salary w/ COLF
Illinois	1	100	\$250,442
Florida	2	101.1	\$224,746
Tennessee	3	92.2	\$216,195

Pennsylvania	4	102.2	\$210,408
South Carolina	5	98.6	\$210,049
New York	6	112.4	\$207,651
Virginia	7	102.4	\$207,388
Missouri	8	90.3	\$205,013
Arkansas	9	90.4	\$204,190
Indiana	10	95.2	\$202,357
California	11	135.2	\$193,749
Ohio	12	92.4	\$192,944
Georgia	13	93.4	\$191,769
Washington	14	115	\$191,583
Texas	15	96.6	\$191,304
Nebraska	16	101.1	\$190,551
Iowa	17	97.8	\$187,784
Louisiana	18	97.1	\$187,600
Delaware	19	109.9	\$186,656
Utah	20	103.5	\$186,570
Minnesota	21	102.9	\$185,966
Michigan	22	91.6	\$179,705
Alabama	23	93.1	\$178,380
New Jersey	24	121.9	\$174,930
Colorado	25	111.1	\$174,448
Oklahoma	26	93.2	\$172,867
Mississippi	27	88.6	\$171,840
Wyoming	28	104.9	\$166,826
Wisconsin	29	100.3	\$165,276
North Carolina	30	95.6	\$163,874
Idaho	31	99.1	\$161,857
Connecticut	32	126.7	\$157,680
Arizona	33	101.8	\$156,861
Alaska	34	131.3	\$156,265
South Dakota	35	99.7	\$155,817
Kansas	36	98.2	\$155,726
<b>Maryland</b>	<b>37</b>	<b>126.8</b>	<b>\$154,916</b>
Kentucky	38	92.4	\$154,071
North Dakota	39	108	\$153,560
New Mexico	40	100.3	\$152,935
Hawaii	41	150.4	\$152,705
Massachusetts	42	132.3	\$151,915
Nevada	43	112.6	\$150,977
Montana	44	104.1	\$149,779
Rhode Island	45	128.7	\$147,183
New Hampshire	46	120.5	\$145,923
Vermont	47	121.2	\$145,330
District of Columbia	48	159.5	\$145,329
West Virginia	49	95	\$143,158
Oregon	50	119.2	\$140,295
Maine	51	116.7	\$129,280

A Maryland Highest Appellate Court Chief Judge, when adjusted for cost-of-living, dropped eight (8) rankings and now ranks 29th when compared to other states and the District of Columbia:

State	National Rank	COLF	Salary w/ COLF
Illinois	1	100	\$250,442
Florida	2	101.1	\$224,746
Texas	3	96.6	\$ 222,391
Tennessee	4	92.2	\$221,623
South Carolina	5	98.6	\$220,552
Arkansas	6	90.4	\$220,513
Virginia	7	102.4	\$220,231
Pennsylvania	8	102.2	\$216,531
Missouri	9	90.3	\$214,336
New York	10	112.4	\$214,235
Ohio	11	92.4	\$205,549
Minnesota	12	102.9	\$204,564
California	13	135.2	\$203,177
Indiana	14	95.2	\$202,357
Louisiana	15	97.1	\$196,981
Iowa	16	97.8	\$196,586
Delaware	17	109.9	\$195,081
Washington	18	115	\$194,347
Georgia	19	93.4	\$191,769
Nebraska	20	101.1	\$190,551
Utah	21	103.5	\$188,502
Oklahoma	22	93.2	\$184,602
New Jersey	23	121.9	\$181,037
Michigan	24	91.6	\$179,705
Mississippi	25	88.6	\$179,458
Alabama	26	93.1	\$179,454
Colorado	27	111.1	\$178,250
Connecticut	28	126.7	\$170,414
<b>Maryland</b>	<b>29</b>	<b>126.8</b>	<b>\$169,900</b>
North Carolina	30	95.6	\$168,241
Wyoming	31	104.9	\$166,826
Wisconsin	32	100.3	\$165,276
Idaho	33	99.1	\$164,884
Arizona	34	101.8	\$161,921
Rhode Island	35	128.7	\$161,902
Kansas	36	98.2	\$159,628
Kentucky	37	92.4	\$159,483
Hawaii	38	150.4	\$158,314
North Dakota	39	108	\$157,903
South Dakota	40	99.7	\$157,823
Alaska	41	131.3	\$156,722
Massachusetts	42	132.3	\$155,887
New Mexico	43	100.3	\$154,930
Vermont	44	121.2	\$152,275
Montana	45	104.1	\$151,570

Nevada	46	112.6	\$150,977
New Hampshire	47	120.5	\$150,448
Maine	48	116.7	\$149,475
District of Columbia	49	159.5	\$145,643
West Virginia	50	95	\$143,158
Oregon	51	119.2	\$142,963

### Federal Judicial Salaries:

Due to Maryland's proximity to the nation's capital, it is important to be mindful of the variance between Maryland judicial salaries and those of the federal court system. To maintain a competitive standing in the region, the prior Committee's goal was to achieve full parity with federal judicial compensation. Tab 3 shows the current federal judicial salary structure. Below is a comparison of the federal and Maryland judicial salaries and increases.

<b>Federal Court Salaries</b>	<b>2017</b>	<b>2021</b>
Chief Justice, Supreme Court	\$263,300	\$280,500
Associate Justice, Supreme Court	\$251,800	\$268,300
Judge, Court of Appeals	\$217,600	\$231,800
Trial Courts - District Court Judges	\$205,100	\$218,600
Bankruptcy & Magistrate Judges	\$189,000	\$202,000

<b>Maryland State Court Salaries</b>	<b>07/01/2017</b>	<b>07/01/2021</b>
Chief Judge, Court of Appeals	\$195,433	\$215,433
Judge, Court of Appeals	\$176,433	\$196,433
Chief Judge, Court of Special Appeals	\$166,633	\$186,633
Judge, Court of Special Appeals	\$163,633	\$183,633
Judge, Circuit Court	\$154,433	\$174,433
Chief Judge, District Court	\$163,633	\$183,633
Judge, District Court	\$141,333	\$161,333

**Recommendations**

In view of the above findings, the Committee respectfully urges the Judicial Compensation Commission to consider the recommendation of a significant salary increase for each classification of judge to be effective July 1, 2022.

In order to maintain the current gaps in salaries between classifications, the Committee recommends that any salary increase be the same dollar amount for each judicial classification. An across-the-board percentage increase would serve only to widen the gap between each classification, which the Committee does not recommend.

The Committee also asks that any proposed salary increase be implemented in total on July 1, 2022, rather than incrementally over several years. Incremental increases would further delay the necessary immediate correction to judicial salaries, causing salaries to continue to lag behind the market. It also would diminish the positive effects of the total increase because a likely rise in the cost-of-living or employee-paid benefits each year would noticeably reduce the value of smaller yearly increases.

## **Accomplishments of the Maryland Judiciary Since the Judicial Compensation Report of 2017**

The Maryland Judiciary's mission is to provide fair, efficient, and effective justice for all. As such, the Maryland Judiciary advances justice for all who come to Maryland's courts. All judges serve to support the Judiciary's vision of an efficient, innovative, and accessible court system that works collaboratively with justice partners to serve the people with integrity and transparency.

Our judges collectively handle more than 2 million cases per year; every case represents a crucial juncture in peoples' lives. These include approximately 3,000 cases per year at the appellate level, close to 300,000 cases annually at the circuit court level, and the remaining 1.7 million cases per year are handled by the District Court.

Every day, Maryland judges are called upon to make decisions that have a profound impact on people's lives. Our judges hear cases that run the gamut from traffic violations to first degree murder, from landlord-tenant disputes to civil cases involving medical malpractice and complex commercial and technology matters. They hear difficult cases involving divorce, child custody, domestic violence, and human trafficking. They decide juvenile matters and are given the authority to terminate parental rights and remove children from their homes to protect them from imminent harm. And, they have the authority to sentence a criminal defendant in the appropriate case to spend the rest of his or her life in prison.

In recent years, the Maryland Judiciary has expanded the role of its trial court judges, increasing their interactions with litigants through innovative programs such as drug courts, veterans' courts, and mental health courts. Our judges are also supporting expanded services for children and families, juveniles, human trafficking victims, the elderly, the unrepresented, and the limited English-speaking population. At the same time, judges are adapting to significant changes as the Judiciary phases in the Maryland Electronic Courts (MDEC) initiative, works to modernize its overall operations, and strives for increased transparency by making more information publicly accessible.

Some of the recent accomplishments by the Maryland Judiciary and its judges include:

### **Modernization and System Improvements**

- MDEC is fully operational in 21 of 24 jurisdictions in the state representing 87.5 percent of courts. Montgomery county will "go live" with the MDEC system in October 2021. The remaining two jurisdictions, Prince George's County and Baltimore City, are on pace for full statewide implementation by 2023.
- Trial courts are developing and implementing new case management plans statewide to improve overall efficiency, enhance service delivery, and make case management information more accessible.
- Courts throughout the state are held accountable with established case-time standards. For example, the Court of Appeals has met its standard of issuing rulings on all cases during



the same term in which the cases were heard for the past eight consecutive terms since it established the standard.

### **Responding to Needs in the Community**

- The Judiciary operates 60 active problem-solving courts statewide, including some exclusively designed to meet the needs of our veteran population, families in recovery, drug addiction, juveniles, and those with acute mental health needs. A first of its kind Re-Entry Program has been launched in Baltimore City. Judges spend many hours in the community and with participants engaged with these problem-solving initiatives. These courts often convene during evening hours following a full day of dockets.
- The Maryland Judiciary has been acknowledged by the Justice Index as a national leader in access to justice, ranking fourth, nationally, for overall performance. The Maryland Judiciary Help Centers have walk-in centers and statewide call-in locations that are staffed by trained attorneys and have helped over 100,000 people over the past year seeking assistance in civil legal matters, particularly those related to the COVID-19 pandemic. Full-time walk-in centers are available in courthouse locations in Baltimore, Rockville, Catonsville, Upper Marlboro, Glen Burnie, Salisbury, and Frederick. Part-time walk-in services are available in Cambridge and Hagerstown. Individuals can also receive help from 8:30 am to 8:00 pm Monday through Friday by calling 410-260-1392 to talk with an attorney for free.
- Judges are collaborating actively with Executive Branch departments to implement the Maryland Justice Reinvestment Act and to deal with pandemic-related issues.
- Judges increasingly are using e-warrants to support law enforcement more efficiently when emergency search warrants are needed after hours, on weekends, and on holidays. This requires judges, as scheduled, to be on-call 24 hours a day, 7 days a week, 365 days a year in every county and in Baltimore City.
- Judges are implementing a Judiciary resolution against the presumptive shackling of juveniles in the courtroom. Research indicates that children are hindered in their access to justice when restraints cause emotional restrictions, preventing communication with counsel, or when shackling results in an undue perception of guilt.
- The Judiciary has expanded access to court resources for people with limited English proficiency through new website portals that offer the most requested resources in Spanish, French, Russian, Chinese, and Korean, including court forms and requests for interpreter services. Remote virtual language assistance is being piloted throughout the state in the upcoming months.

### **Judicial Achievements During the Pandemic Emergency**

- On March 13, 2020, Chief Judge Mary Ellen Barbera issued a set of Administrative Orders to adjust Judiciary operations in light of the COVID-19 pandemic. The orders clearly delineated that, regardless of conditions, the Judiciary needed to maintain operations to provide service to the most vulnerable populations that it serves. Those

services included bail reviews, protective orders, peace orders, extreme risk protective orders, juvenile detention hearings, family law emergencies, and quarantine and isolation cases.

- Throughout these challenging times, Maryland state courts have remained open to address matters to the extent allowed by the pandemic, providing due process and protecting constitutional rights. Chief Judge Barbera issued the first two administrative orders responding to changing conditions and capacities, authorizing Administrative Judges in trial courts to take appropriate measures to protect the safety of the public, justice partners, and court personnel. For Administrative Judges, these responsibilities were in addition to hearing cases, managing trial calendars and overseeing the administration of the court.
- In addition, since the onset of the pandemic, Administrative Judges have been responsible for enacting and adapting to over 80 Administrative Orders to ensure that the courts remained operational during this unprecedented pandemic. Collectively, they managed their courts through the pivot to remote proceedings, retrofitted their courtrooms with Plexiglas shields, distributed PPE and adjusted to each and every phase of the phased reopening thereby maintaining public safety while still remaining operational. No additional compensation is provided for these pandemic-related duties.
- During this initial period, the Judiciary procured truckloads of plexiglass, sanitizers, contactless thermometers, decals for social distancing, masks and other PPE. The first courthouse screening protocols were developed, the judiciary started to pivot to Skype video dockets and administrative procedures were developed to deal with the positive test results in courthouses.
- In the initial response to the pandemic, the Judiciary faced issues ranging from ensuring continuity of the drug and mental health courts to pausing electronic feeds to the MVA and CCU. By June 2020, the Judiciary fully embraced remote proceedings moving from Skype to Teams and Zoom for Government. In managing this remarkable pivot from all in-person proceedings to remote hearings, the Judiciary resolved security issues inherent in remote proceedings, effectively incorporated interpreters into these remote proceedings, and developed integrations with our recording systems. During the same time, the Administrative Office of the Courts and District Court Headquarters provisioned hundreds of laptops, webcams and microphones, and resolved issues with noticing of hearings and the text messaging notice of trial date program.
- Since June of 2020 through July of 2021, the Judiciary conducted more than 147,145 Zoom sessions, that involved 1,079,741 participants, and used over 49,001,723 Zoom minutes. In addition, the Judiciary's Help Centers remained operational remotely throughout the pandemic, developing a knowledge base of resources, which include local rental assistance programs. Maryland Court Help Centers provided more than 150,000 instances of service to individuals without counsel between March of 2020 and August of 2021. More than 32,000 instances of service were for landlord-tenant matters. Town Hall meetings with the local bar associations were initiated to update changes to operations.

The Judiciary hosted regular meetings with the Department of Public Safety, the Department of Health, and the Department of Housing at the state level, and with all of the justice partners at the local level, to ensure that operations continued collaboratively as safely as possible.

- Notwithstanding what appeared to be never-ending obstacles and challenges, the courts continued to function effectively and efficiently due to the diligence and initiative of Maryland judges. If not for these judges, with the assistance of equally diligent and motivated Judiciary staff, the courts would have ceased to function during a time when, perhaps, their presence was of the greatest importance to our society.

### **Education and Professional Development**

- Judges regularly volunteer their subject matter expertise to educate their colleagues and to plan important future educational initiatives.
- Judges are engaged in a newly created New Trial Judges Mentor Program, a year-long formal, structured, and guided process that supports the preparation and ongoing education of new trial judges. Experienced judges who have exhibited the highest ethical standards and have demonstrated a commitment to judicial education serve as mentors for new trial judges during their first year.
- Judges routinely work, on many occasions after hours, in concert with local bar associations, schools, and community-based organizations to lead civics education events, make presentations, preside over mock trials, and host court visits, all to help educate the public, including our next generation of leaders, about the legal system, how government works, and the roles that individuals play in a civil society.

### **Policy and Governance**

- Judges are involved in judicial governance through participation on the Maryland Judicial Council and its eleven working committees, devoting significant “after hours” time and expertise developing policy recommendations with regard to (1) Alternative Dispute Resolution, (2) Court Access and Community Relations, (3) Court Operations, (4) Court Technology, (5) District Court, (6) Domestic Law, (7) Education, (8) Juvenile Law, (9) Legislation, (10) Senior Judges, (11) Specialty Courts and Dockets and (12) Equal Justice.

*Appendix 1***The Judicial Compensation Commission**

The Judicial Compensation Commission was created by statute in 1980 with the legislative purpose to ensure that the Maryland Judiciary attracts highly qualified applicants to the bench in Maryland without economic hardship to the judicial nominees (Chapter 717, Acts of 1980). The statutory provisions are codified at Maryland Code, Courts & Judicial Proceedings Article, sec 1-708.

The statute was amended in 2009 to provide for quadrennial review of judicial salaries by the Commission. Under the statute, the Commission prepares a report that is submitted to the Governor and the Maryland General Assembly prior to the start of the next regular session (Courts & Judicial Proceedings Article, sec 1-708). A Joint Resolution, which encompasses the Commission's proposals, is then introduced in each house of the General Assembly by the 15th day of the session.

The General Assembly may amend the Joint Resolution to decrease, but not increase, any of the Commission's salary recommendations. Failure to amend or reject the Joint Resolution within 50 calendar days after its introduction results in the adoption of the salaries recommended by the Commission.

If the General Assembly rejects any of the Commission's recommendations, the salaries of the judges remain unchanged, unless modified under other state personnel provisions of the law.

*Appendix 2***Structure of the Maryland Judiciary****The District Court of Maryland**

Most Maryland residents who come into contact with the legal system do so through the District Court. The District Court is a statewide court headquartered in Annapolis, with 33 locations in 12 districts throughout the state. It has a staff of over 1,700 individuals, including 124 judges. As one of the two trial courts in Maryland, more than 1.7 million cases are filed in the District Court each year. These cases include domestic violence and peace orders; landlord-tenant disputes; motor vehicle violations ranging from parking tickets to driving under the influence; civil lawsuits for up to \$30,000; criminal misdemeanors and certain felonies; and pretrial release and preliminary hearings for all defendants charged in Maryland. The mission of the District Court is “to provide equal and exact justice for all who are involved in litigation before the Court.” As most individuals appearing before the District Court represent themselves, the District Court judges are presented with a unique challenge in an adversarial system.

Administrative Judges of the District Court have significant responsibilities for which they are not compensated. These duties include providing supervision over the associate judges on their courts, management of the bailiffs and other courthouse safety concerns, docket management, and facilities oversight. They regularly meet with justice partners on issues and programs vital to court operations and case adjudication. Some Administrative Judges supervise multiple courthouse locations and multiple counties. Essentially, the Administrative Judges are on-call 24/7.

**The Circuit Courts**

The Circuit Courts are the trial courts of general jurisdiction in Maryland. They have exclusive jurisdiction over most matters of equity, civil cases exceeding \$30,000, and most felony criminal cases. The Circuit Courts also preside over divorce and other family law matters. They are the only state courts in Maryland empowered to conduct jury trials (in both civil and criminal cases). In addition to their role as trial courts, the Circuit Courts also hear appeals from the District Court and administrative agencies. There are 24 Circuit Courts in Maryland: one in each of the 23 counties plus Baltimore City. The number of judges on each Circuit Court is set by statute and varies by county: Baltimore City has the most Circuit Court judges with 35, while Caroline, Dorchester, Garrett, Kent, Queen Anne’s, Somerset, and Talbot Counties have only one Circuit Court judge each. These judges are tasked with resolving the more serious and more complicated criminal and civil cases in the Maryland trial courts.

Like the District Court Administrative Judges, the Administrative Judges of the circuit courts not only hear cases, but they also have significant responsibilities for which they are not compensated. Although not exhaustive, these duties include providing supervision over the associate judges on their courts, management of sheriff and bailiff concerns, human resources issue resolution, docket management, facilities oversight and security issues, and working with local executive and legislative officials on budgets for maintaining and improving the physical structure of the local courthouses, and regularly meeting with many justice partners on issues and programs vital to court operations and case adjudication. Some Administrative Judges are not only charged with the day to day operations of their respective courts, but also have limited

oversight of other court locations within their judicial geographical circuits to coordinate inter-court transfer of matters. Essentially, the Administrative Judges are on-call 24/7.

### **The Court of Special Appeals**

The Court of Special Appeals is the intermediate appellate court in Maryland, located in Annapolis. The Court was created in 1966 in response to the rapidly growing caseload in the Court of Appeals. Originally, the Court of Special Appeals could hear appeals only in criminal cases. In 1974, its jurisdiction was expanded to include any reviewable judgment in the Circuit Courts. Today, the Court of Special Appeals resolves over 2,100 appeals per year. The Court consists of 15 judges—one from each of the seven geographically determined appellate judicial circuits and eight “at large” judges who can reside anywhere in the state. In most cases, the Court hears and decides cases in panels of three.

### **The Court of Appeals**

The Court of Appeals is the highest court in Maryland (what most states would call their “Supreme Court”), also located in Annapolis. Since the expansion of the Court of Special Appeals’ jurisdiction in 1974, the Court of Appeals has heard cases on an almost exclusively discretionary basis. Parties can file a “petition for writ of certiorari” in any case pending in or decided by the Court of Special Appeals. The Court of Appeals then reviews the petition and determines whether further review of the case is desirable or in the public interest. This includes cases that raise constitutional issues, unsettled questions of law, and issues related to emerging technologies. If the case meets this standard for further review, the Court grants the petition and allows the parties to argue their case. With few exceptions, decisions of the Court of Appeals are final and cannot be appealed to another court. The Court of Appeals is composed of seven judges—one from each of the seven appellate judicial circuits—all of whom sit on each case. Currently, the Court’s seven members include three female judges and two African-American judges, making it one of the most diverse panels on a state supreme court in the country. This year marks the eighth consecutive term in which all of the Court’s opinions were released in the same term (year) in which they were heard.

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*Tab 1*

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**STATUTORY AUTHORITY – MD COURTS & JUDICIAL  
PROCEEDINGS ARTICLE § 1-708**

This section is the Md. COURTS & JUDICIAL PROCEEDINGS Code Ann. § 1-708  
COURTS & JUDICIAL PROCEEDINGS  
TITLE 1. COURT STRUCTURE AND ORGANIZATION  
SUBTITLE 7. JUDICIAL SALARIES AND ALLOWANCES

Md. COURTS AND JUDICIAL PROCEEDINGS Code Ann. § 1-708  
 COURTS AND JUDICIAL PROCEEDINGS  
 TITLE 1. COURT STRUCTURE AND ORGANIZATION SUBTITLE  
 7. JUDICIAL SALARIES AND ALLOWANCES  
 Md. COURTS AND JUDICIAL PROCEEDINGS Code Ann. § 1-708 (2016)

§ 1-708. Judicial Compensation Commission

(a) Salaries and pensions of judges. — The salaries and pensions of the judges of the Court of Appeals, the Court of Special Appeals, the circuit courts of the counties, and the District Court shall be established as provided by this section, §§ 1-701 through 1-707 of this subtitle, and Title 27 of the State Personnel and Pensions Article.

(b) Established. —

(1) There is a Judicial Compensation Commission. The Commission shall study and make recommendations with respect to all aspects of judicial compensation, to the end that the judicial compensation structure shall be adequate to assure that highly qualified persons will be attracted to the bench and will continue to serve there without unreasonable economic hardship.

(2) The Commission consists of seven members appointed by the Governor. No more than three members of the Commission may be individuals admitted to practice law in this State. In nominating and appointing members, special consideration shall be given to individuals who have knowledge of compensation practices and financial matters. The Governor shall appoint:

(i) Two members from a list of the names of at least five nominees submitted by the President of the Senate;

(ii) Two from a list of the names of at least five nominees submitted by the Speaker of the House of Delegates;

(iii) One from a list of the names of at least three nominees submitted by the Maryland State Bar Association, Inc.; and

(iv) Two at large.

(3) A member of the General Assembly, officer or employee of the State or a political subdivision of the State, or judge or former judge is not eligible for appointment to the Commission.

(4) The term of a member is 6 years, commencing July 1, 1980, and until the member's successor is appointed. However, of the members first appointed to the Commission, the Governor shall designate one of the members nominated by the President of the Senate to serve for 3 years and one for 6 years; one of the members nominated by the Speaker to serve for 4 years and one for 5 years; the member nominated by the Maryland State Bar

Association, Inc., to serve for 3 years; and one of the members at large to serve for 2 years, and one for 6 years. A member is eligible for reappointment.

(5) Members of the Commission serve without compensation, but shall be reimbursed for reasonable expenses incurred in carrying out their responsibilities under this section.

(6) The members of the Commission shall elect a member as chairman of the Commission.



(7) The concurrence of at least five members is required for any formal Commission action.

(8) The Commission may request and receive assistance and information from any unit of State government.

(c) Written recommendations and funding. — On or after September 1, 2011, September 1, 2013, and every 4 years thereafter, the Commission shall review the salaries and pensions of the judges of the courts listed in subsection (a) of this section and make written recommendations to the Governor and General Assembly on or before the next ensuing

regular session of the General Assembly. The Governor shall include in the budget for the next ensuing fiscal year the funding necessary to implement those recommendations, contingent on action by the General Assembly under subsections (d) and (e) of this section.

(d) Recommendation as house joint resolution. —

(1) The salary recommendations made by the Commission shall be introduced as a joint resolution in each House of the General Assembly not later than the fifteenth day of the session. The General Assembly may amend the joint resolution to decrease any of the Commission salary recommendations, but no reduction may diminish the salary of a judge during his continuance in office. The General Assembly may not amend the joint resolution to increase the recommended salaries. If the General Assembly fails to adopt or amend the joint resolution within 50 days after its introduction, the salaries recommended by the

Commission shall apply. If the joint resolution is adopted or amended in accordance with this section within 50 days after its introduction, the salaries so provided shall apply. If the General Assembly rejects any or all of the Commission's salary recommendations, the salaries of the judges affected remain unchanged, unless modified under other provisions of law.

(2) The Governor or the General Assembly may not increase the recommended salaries, except as provided under § 1-703(b) of this subtitle.

(e) Legislation. — The recommendation of the Commission as to pensions shall be introduced by the presiding officers of the Senate and the House of Delegates in the form of legislation, and shall become effective only if passed by both Houses.

(f) Changes in salaries and pensions. — Any change in salaries or pensions adopted by the General Assembly under this section takes effect as of the July 1 of the year next following the year in which the Commission makes its recommendations.

(g) Sections unaffected. — This section does not affect § 1-702(b), § 1-703(b), or §§ 1-705 through 1-707 of this subtitle, or Title 27 of the State Personnel and Pensions Article.

HISTORY: 1980, ch. 717; 1982, ch. 820, § 3; 1992, ch. 131, § 12; 1994, ch. 468; 1997, ch. 14, § 1; 1998, ch. 21, § 2; 2005, ch. 25, § 13; ch. 444, § 1; 2006, ch. 44, § 6; 2009, ch. 2; 2010, ch. 72; ch. 484, § 2.

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*Tab 2*

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**STATE COURTS JUDICIAL SALARY SURVEY**

This section includes the salary and ranking data for:

Limited Jurisdiction, Judge  
General Jurisdiction, Judge  
Intermediate Appellate, Court Judge  
Intermediate Appellate Court, Chief Judge  
Highest Appellate Court, Judge  
Highest Appellate Court, Chief Judge

# MARYLAND JUDICIARY | SPECIAL COMMITTEE ON JUDICIAL COMPENSATION

Limited Jurisdiction Judge										
	No Cost of Living Factor			Includes Cost of Living Factor						
State	National Rank 7/1/2021	Regional Rank 7/1/2021	7/1/2021 Salary*	National Rank 7/1/2021	COLF 7/1/2021	Regional Rank 7/1/2021	Salary 7/1/2021	1/1/2017 Salary	% Chng from 1/1/2017 to 7/1/2021	Date of Last Salary Change
Alaska	6		\$160,856	7	131.3		\$122,510	\$160,848	0.00%	07/01/2020
Colorado	2		\$178,462	3	111.1		\$160,632	\$145,631	22.54%	07/01/2021
Kentucky	7		\$118,372	5	92.4		\$128,108	\$112,668	5.06%	07/01/2019
Maryland	5	2	\$161,333	6	126.8	2	\$127,234	\$141,333	14.15%	07/01/2021
Nebraska	3		\$178,199	1	101.1		\$176,260	\$160,677	10.91%	07/01/2021
Rhode Island	4	1	\$165,158	4	128.7	1	\$128,328	\$165,733	-0.35%	12/29/2019
Washington	1		\$190,120	2	115		\$165,322	\$137,536	38.23%	07/01/2020

Source: Independent outreach to individual courts.

Regional states

General Jurisdiction Judge										
	No Cost of Living Factor			Includes Cost of Living Factor						
State	National Rank 7/1/2021	Regional Rank 7/1/2021	7/1/2021 Salary*	National Rank 7/1/2021	COLF 7/1/2021	Regional Rank 7/1/2021	Salary 7/1/2021	1/1/2017 Salary	% Chng from 1/1/2017 to 7/1/2021	Date of Last Salary Change
Alabama	50		\$126,018	48	93.1		\$135,313	\$134,943	-6.61%	10/01/2019
Alaska	10		\$189,720	33	131.3		\$144,502	\$189,720	0.00%	07/01/2020
Arizona	38		\$149,383	30	101.8		\$146,712	\$147,175	1.50%	01/01/2018
Arkansas	20		\$174,883	4	90.4		\$193,387	\$160,000	9.30%	11/29/2020
California	3		\$214,601	22	135.2		\$158,717	\$191,612	12.00%	07/01/2019
Colorado	17		\$178,452	20	111.1		\$160,615	\$159,320	12.01%	07/01/2021
Connecticut	16	8	\$180,460	34	126.7	6	\$142,483	\$167,634	7.65%	07/01/2021
Delaware	8	3	\$192,862	11	109.9	4	\$175,463	\$183,444	5.13%	07/04/2021
District of Columbia	1	1	\$218,600	46	159.5	9	\$137,016	\$205,100	6.58%	01/03/2021
Florida	25		\$165,509	19	101.1		\$163,672	\$146,080	13.30%	10/01/2020
Georgia	22		\$173,714	6	93.4		\$186,047	\$162,442	6.94%	07/19/2021
Hawaii	5		\$207,084	42	150.4		\$137,691	\$197,112	5.06%	07/01/2019
Idaho	42		\$144,400	31	99.1		\$145,755	\$128,500	12.37%	07/01/2021
Illinois	2		\$216,297	1	100		\$216,297	\$194,001	11.49%	07/01/2021
Indiana	30		\$159,950	16	95.2		\$168,083	\$141,311	13.19%	07/01/2021
Iowa	33		\$154,957	23	97.8		\$158,384	\$143,897	7.69%	07/01/2021
Kansas	48		\$135,068	44	98.2		\$137,546	\$120,037	12.52%	06/13/2021
Kentucky	49		\$130,926	36	92.4		\$141,733	\$124,620	5.06%	07/01/2019
Louisiana	27		\$163,658	15	97.1		\$168,486	\$151,218	8.23%	07/01/2021
Maine	45		\$141,404	51	116.7		\$121,125	\$121,968	15.94%	07/01/2021
Maryland	21	9	\$174,433	43	126.8	8	\$137,608	\$154,433	12.95%	07/01/2021
Massachusetts	13		\$184,694	39	132.3		\$139,621	\$159,694	15.65%	07/01/2018
Michigan	32		\$155,621	13	91.6		\$169,849	\$141,318	10.12%	01/01/2002
Minnesota	23		\$169,264	18	102.9		\$164,538	\$149,605	13.14%	07/01/2021
Mississippi	47		\$136,000	26	88.6		\$153,520	\$136,000	0.00%	01/01/2021
Missouri	31		\$159,578	9	90.3		\$176,695	\$148,263	7.63%	07/01/2021
Montana	43		\$142,683	45	104.1		\$137,065	\$126,131	13.12%	07/01/2021
Nebraska	18		\$178,199	10	101.1		\$176,232	\$159,077	12.02%	07/01/2021
Nevada	28		\$160,000	35	112.6		\$142,101	\$160,000	0.00%	01/01/2009
New Hampshire	26		\$164,911	47	120.5		\$136,853	\$152,159	8.38%	01/04/2019
New Jersey	9	4	\$192,391	24	121.9	5	\$157,764	\$165,000	16.60%	01/01/2021
New Mexico	46		\$138,438	41	100.3		\$138,011	\$118,384	16.94%	07/01/2021
New York	4	2	\$210,900	5	112.4	1	\$187,674	\$193,000	9.27%	04/01/2019
North Carolina	44		\$142,082	28	95.6		\$148,698	\$132,584	7.16%	07/01/2021
North Dakota	37		\$152,175	38	108		\$140,871	\$143,869	5.77%	07/01/2021
Ohio	36		\$152,811	17	92.4		\$165,451	\$133,850	14.17%	01/01/2021
Oklahoma	40		\$145,567	25	93.2		\$156,195	\$131,835	10.42%	07/01/2020
Oregon	34		\$154,692	50	119.2		\$129,772	\$135,775	13.93%	10/01/2020
Pennsylvania	11	5	\$186,665	7	102.2	2	\$182,669	\$178,868	4.36%	01/01/2020
Rhode Island	15	7	\$182,367	37	128.7	7	\$141,670	\$158,340	15.17%	12/22/2019
South Carolina	7		\$196,753	3	98.6		\$199,554	\$141,354	39.19%	06/02/2021
South Dakota	41		\$145,101	32	99.7		\$145,588	\$126,346	14.84%	07/01/2021
Tennessee	12		\$186,060	2	92.2		\$201,759	\$170,520	9.11%	07/01/2021
Texas	35		\$154,000	21	96.6		\$159,487	\$149,000	3.36%	09/01/2019
Utah	19		\$175,550	14	103.5		\$169,687	\$159,050	10.37%	07/01/2021
Vermont	24		\$167,449	40	121.2		\$138,162	\$145,011	15.47%	07/05/2021
Virginia	14	6	\$184,617	8	102.4	3	\$180,353	\$166,136	11.12%	06/10/2021
Washington	6		\$199,165	12	115		\$173,117	\$165,870	20.07%	07/01/2020
West Virginia	51		\$126,000	49	95		\$132,596	\$126,000	0.00%	N/A
Wisconsin	39		\$147,535	29	100.3		\$147,151	\$131,187	12.46%	01/03/2021
Wyoming	29		\$160,000	27	104.9		\$152,511	\$150,000	6.67%	07/08/2019

Source: National Center for State Courts (ncsc.org)

Regional states

# MARYLAND JUDICIARY | SPECIAL COMMITTEE ON JUDICIAL COMPENSATION

Judge, Intermediate Appellate Court										
State	No Cost of Living Factor			Includes Cost of Living Factor				1/1/2017 Salary	% Chng from 1/1/2017 to 7/1/2021	Date of Last Salary Change
	National Rank 7/1/2021	Regional Rank 7/1/2021	7/1/2021 Salary*	National Rank 7/1/2021	COLF 7/1/2021	Regional Rank 7/1/2021	Salary 7/1/2021			
Alabama	29		\$165,072	19	93.1		\$177,306	\$178,878	-7.72%	10/01/2019
Alaska	10		\$193,836	34	131.3		\$147,628	\$193,836	0.00%	07/01/2020
Arizona	33		\$154,534	29	101.8		\$151,802	\$152,250	1.50%	01/01/2018
Arkansas	21		\$179,123	5	90.4		\$198,145	\$161,500	10.91%	11/29/2020
California	1		\$245,578	15	135.2		\$181,641	\$219,272	12.00%	07/01/2019
Colorado	16		\$186,132	23	111.1		\$167,536	\$166,170	12.01%	07/01/2021
Connecticut	14	5	\$187,663	32	126.7	5	\$148,116	\$174,323	7.65%	07/01/2021
Florida	12		\$192,105	10	101.1		\$190,015	\$154,140	24.63%	10/01/2020
Georgia	23		\$177,990	9	93.4		\$190,567	\$174,500	2.00%	07/19/2021
Hawaii	4		\$212,784	39	150.4		\$141,479	\$202,596	5.03%	07/01/2019
Idaho	35		\$150,400	30	99.1		\$151,766	\$130,000	15.69%	07/01/2021
Illinois	2		\$235,713	1	100		\$235,713	\$211,416	11.49%	07/01/2021
Indiana	15		\$187,265	7	95.2		\$196,707	\$165,443	13.19%	07/01/2021
Iowa	27		\$166,436	22	97.8		\$170,180	\$154,556	7.69%	07/01/2021
Kansas	37		\$147,987	31	98.2		\$150,700	\$131,518	12.52%	06/13/2021
Kentucky	40		\$136,632	33	92.4		\$147,870	\$130,044	5.07%	07/01/2019
Louisiana	24		\$170,339	20	97.1		\$175,426	\$157,294	8.29%	07/01/2021
Maryland	18	6	\$183,633	37	126.8	6	\$144,821	\$163,633	12.22%	07/01/2021
Massachusetts	13		\$190,087	38	132.3		\$143,679	\$165,087	15.14%	07/01/2018
Michigan	26		\$168,436	13	91.6		\$183,882	\$152,955	10.12%	01/01/2002
Minnesota	20		\$180,313	21	102.9		\$175,231	\$159,370	13.14%	07/01/2021
Mississippi	39		\$144,827	26	88.6		\$163,462	\$144,827	0.00%	01/01/2021
Missouri	25		\$169,214	11	90.3		\$187,391	\$157,242	7.61%	07/01/2021
Nebraska	19		\$183,015	16	101.1		\$181,024	\$163,476	11.95%	07/01/2021
Nevada	30		\$165,000	35	112.6		\$146,536	\$165,000	0.00%	01/01/2009
New Jersey	6	2	\$203,114	24	121.9	4	\$166,623	\$175,534	15.71%	01/01/2021
New Mexico	38		\$145,725	36	100.3		\$145,289	\$124,616	16.94%	07/01/2021
New York	3	1	\$222,200	6	112.4	2	\$197,687	\$203,400	9.24%	04/01/2019
North Carolina	36		\$150,184	27	95.6		\$157,096	\$140,144	7.16%	07/01/2021
Ohio	28		\$166,167	17	92.4		\$179,834	\$145,550	14.16%	01/01/2021
Oklahoma	34		\$152,632	25	93.2		\$163,768	\$138,235	10.41%	07/01/2020
Oregon	31		\$164,004	40	119.2		\$137,587	\$144,535	13.47%	10/01/2020
Pennsylvania	7	3	\$202,898	4	102.2	1	\$198,530	\$194,442	4.35%	01/01/2020
South Carolina	8		\$201,930	3	98.6		\$204,797	\$145,074	39.19%	06/02/2021
Tennessee	11		\$192,708	2	92.2		\$209,011	\$176,616	9.11%	07/01/2021
Texas	22		\$178,400	12	96.6		\$184,679	\$158,500	12.56%	09/01/2019
Utah	17		\$184,300	18	103.5		\$178,068	\$167,000	10.36%	07/01/2021
Virginia	9	4	\$195,422	8	102.4	3	\$190,842	\$176,510	10.71%	06/10/2021
Washington	5		\$209,730	14	115		\$182,374	\$174,224	20.38%	07/01/2020
Wisconsin	32		\$156,388	28	100.3		\$155,920	\$139,059	12.46%	01/03/2021

Source: National Center for State Courts (ncsc.org)

Regional states

The following states do not have comparable Intermediate Appellate Courts:

1. Delaware (regional state)
2. District of Columbia (regional state)
3. Maine
4. Montana
5. New Hampshire
6. North Dakota
7. Rhode Island (regional state)
8. South Dakota
9. Vermont
10. West Virginia
11. Wyoming

Chief Judge, Intermediate Appellate Court										
State	No Cost of Living Factor			Includes Cost of Living Factor				1/1/2017 Salary	% Chng from 1/1/2017 to 7/1/2021	Date of Last Salary Change
	National Rank 7/1/2021	Regional Rank 7/1/2021	7/1/2021 Salary*	National Rank 7/1/2021	COLF 7/1/2021	Regional Rank 7/1/2021	Salary 7/1/2021			
Maryland	5	5	\$186,633	5	126.8	5	\$147,187	\$166,633	12.00%	07/01/2021
New Jersey	3	3	\$203,114	4	121.9	4	\$166,623	\$175,534	15.71%	01/01/2021
New York	1	1	\$227,800	2	112.4	2	\$202,669	\$208,500	9.26%	04/01/2019
Pennsylvania	2	2	\$209,153	1	102.2	1	\$204,651	\$200,416	4.36%	01/01/2020
Virginia	4	4	\$198,422	3	102.4	3	\$193,771	\$176,510	12.41%	06/10/2021

Source: Independent outreach to individual courts.

Regional states

# MARYLAND JUDICIARY | SPECIAL COMMITTEE ON JUDICIAL COMPENSATION

Judge, Highest Appellate Court										
State	No Cost of Living Factor			Includes Cost of Living Factor			Salary 7/1/2021	1/1/2017 Salary	% Chng from 1/1/2017 to 7/1/2021	Date of Last Salary Change
	National Rank 7/1/2021	Regional Rank 7/1/2021	7/1/2021 Salary*	National Rank 7/1/2021	COLF 7/1/2021	Regional Rank 7/1/2021				
Alabama	36		\$166,072	23	93.1		\$178,380	\$167,685	-0.96%	10/01/2019
Alaska	12		\$205,176	34	131.3		\$156,265	\$205,176	0.00%	07/01/2020
Arizona	42		\$159,685	33	101.8		\$156,861	\$157,325	1.50%	01/01/2018
Arkansas	26		\$184,588	9	90.4		\$204,190	\$166,500	10.86%	11/29/2020
California	1		\$261,949	11	135.2		\$193,749	\$233,888	12.00%	07/01/2019
Colorado	18		\$193,812	25	111.1		\$174,448	\$173,024	12.01%	07/01/2021
Connecticut	15	7	\$199,781	32	126.7	6	\$157,680	\$185,610	7.63%	07/01/2021
Delaware	13	6	\$205,135	19	109.9	4	\$186,656	\$195,245	5.07%	07/04/2021
District of Columbia	4	2	\$231,800	48	159.5	9	\$145,329	\$217,600	6.53%	01/03/2021
Florida	6		\$227,218	2	101.1		\$224,746	\$162,200	40.09%	10/01/2020
Georgia	29		\$179,112	13	93.4		\$191,769	\$175,600	2.00%	07/19/2021
Hawaii	5		\$229,668	41	150.4		\$152,705	\$218,820	4.96%	07/01/2019
Idaho	41		\$160,400	31	99.1		\$161,857	\$140,000	14.57%	07/01/2021
Illinois	2		\$250,442	1	100		\$250,442	\$224,628	11.49%	07/01/2021
Indiana	21		\$192,644	10	95.2		\$202,357	\$170,195	13.19%	07/01/2021
Iowa	27		\$183,653	17	97.8		\$187,784	\$170,544	7.69%	07/01/2021
Kansas	47		\$152,923	36	98.2		\$155,726	\$135,905	12.52%	06/13/2021
Kentucky	50		\$142,362	38	92.4		\$154,071	\$135,504	5.06%	07/01/2019
Louisiana	28		\$182,160	18	97.1		\$187,600	\$168,045	8.40%	07/01/2021
Maine	49		\$150,870	51	116.7		\$129,280	\$130,136	15.93%	07/01/2021
Maryland	17	8	\$196,433	37	126.8	7	\$154,916	\$176,433	11.34%	07/01/2021
Massachusetts	14		\$200,984	42	132.3		\$151,915	\$175,984	14.21%	07/01/2018
Michigan	39		\$164,610	22	91.6		\$179,705	\$164,610	0.00%	01/01/2002
Minnesota	22		\$191,359	21	102.9		\$185,966	\$169,135	13.14%	07/01/2021
Mississippi	48		\$152,250	27	88.6		\$171,840	\$152,250	0.00%	01/01/2021
Missouri	24		\$185,127	8	90.3		\$205,013	\$172,017	7.62%	07/01/2021
Montana	44		\$155,920	44	104.1		\$149,779	\$136,177	14.50%	07/01/2021
Nebraska	20		\$192,647	16	101.1		\$190,551	\$171,975	12.02%	07/01/2021
Nevada	34		\$170,000	43	112.6		\$150,977	\$170,000	0.00%	01/01/2009
New Hampshire	32		\$175,837	46	120.5		\$145,923	\$162,240	8.38%	01/04/2019
New Jersey	9	4	\$213,240	24	121.9	5	\$174,930	\$185,482	14.97%	01/01/2021
New Mexico	46		\$153,394	40	100.3		\$152,935	\$131,174	16.94%	07/01/2021
New York	3	1	\$233,400	6	112.4	2	\$207,651	\$213,600	9.27%	04/01/2019
North Carolina	43		\$156,664	30	95.6		\$163,874	\$146,191	7.16%	07/01/2021
North Dakota	37		\$165,845	39	108		\$153,560	\$157,009	5.63%	07/01/2021
Ohio	30		\$178,280	12	92.4		\$192,944	\$156,150	14.17%	01/01/2021
Oklahoma	40		\$161,112	26	93.2		\$172,867	\$145,914	10.42%	07/01/2020
Oregon	35		\$167,232	50	119.2		\$140,295	\$147,559	13.33%	10/01/2020
Pennsylvania	8	3	\$215,037	4	102.2	1	\$210,408	\$206,054	4.36%	01/01/2020
Rhode Island	23	9	\$189,424	45	128.7	8	\$147,183	\$175,870	7.71%	12/22/2019
South Carolina	11		\$207,108	5	98.6		\$210,049	\$148,794	39.19%	06/02/2021
South Dakota	45		\$155,350	35	99.7		\$155,817	\$135,270	14.84%	07/01/2021
Tennessee	16		\$199,332	3	92.2		\$216,195	\$182,688	9.11%	07/01/2021
Texas	25		\$184,800	15	96.6		\$191,304	\$168,000	10.00%	09/01/2019
Utah	19		\$193,100	20	103.5		\$186,570	\$174,950	10.37%	07/01/2021
Vermont	31		\$176,140	47	121.2		\$145,330	\$152,538	15.47%	07/05/2021
Virginia	10	5	\$212,365	7	102.4	3	\$207,388	\$192,458	10.34%	06/10/2021
Washington	7		\$220,320	14	115		\$191,583	\$183,021	20.38%	07/01/2020
West Virginia	51		\$136,000	49	95		\$143,158	\$136,000	0.00%	N/A
Wisconsin	38		\$165,772	29	100.3		\$165,276	\$147,403	12.46%	01/03/2021
Wyoming	33		\$175,000	28	104.9		\$166,826	\$165,000	6.06%	07/08/2019

Source: National Center for State Courts (ncsc.org)

Regional states



# MARYLAND JUDICIARY | SPECIAL COMMITTEE ON JUDICIAL COMPENSATION

Chief Judge, Highest Appellate Court										
	No Cost of Living Factor			Includes Cost of Living Factor						
	National Rank 7/1/2021	Regional Rank 7/1/2021	7/1/2021 Salary*	National Rank 7/1/2021	COLF 7/1/2021	Regional Rank 7/1/2021	Salary 7/1/2021	1/1/2017 Salary	% Chng from 1/1/2017 to 7/1/2021	Date of Last Salary Change
State	7/1/2021	7/1/2021	Salary*	7/1/2021	7/1/2021	7/1/2021	7/1/2021			
Alabama	39		\$167,072	26	93.1		\$179,454	\$181,127	-7.76%	10/01/2019
Alaska	19		\$205,776	41	131.3		\$156,722	\$205,776	0.00%	07/01/2020
Arizona	41		\$164,836	34	101.8		\$161,921	\$162,400	1.50%	01/01/2018
Arkansas	21		\$199,344	6	90.4		\$220,513	\$180,000	10.75%	11/29/2020
California	1		\$274,695	13	135.2		\$203,177	\$245,269	12.00%	07/01/2019
Colorado	22		\$198,036	27	111.1		\$178,250	\$176,799	12.01%	07/01/2021
Connecticut	12	6	\$215,915	28	126.7	6	\$170,414	\$200,599	7.64%	07/01/2021
Delaware	15	8	\$214,394	17	109.9	4	\$195,081	\$204,148	5.02%	07/04/2021
District of Columbia	5	2	\$232,300	49	159.5	9	\$145,643	\$218,100	6.51%	01/03/2021
Florida	6		\$227,218	2	101.1		\$224,746	\$162,200	40.09%	10/01/2020
Georgia	32		\$179,112	19	93.4		\$191,769	\$175,600	2.00%	07/19/2021
Hawaii	4		\$238,104	38	150.4		\$158,314	\$226,962	4.91%	07/01/2019
Idaho	43		\$163,400	33	99.1		\$164,884	\$142,000	15.07%	07/01/2021
Illinois	2		\$250,442	1	100		\$250,442	\$224,628	11.49%	07/01/2021
Indiana	26		\$192,644	14	95.2		\$202,357	\$170,195	13.19%	07/01/2021
Iowa	27		\$192,261	16	97.8		\$196,586	\$178,538	7.69%	07/01/2021
Kansas	48		\$156,755	36	98.2		\$159,628	\$139,310	12.52%	06/13/2021
Kentucky	50		\$147,362	37	92.4		\$159,483	\$140,504	4.88%	07/01/2019
Louisiana	28		\$191,268	15	97.1		\$196,981	\$176,448	8.40%	07/01/2021
Maine	34		\$174,437	48	116.7		\$149,475	\$150,454	15.94%	07/01/2021
Maryland	13	7	\$215,433	29	126.8	7	\$169,900	\$195,433	10.23%	07/01/2021
Massachusetts	18		\$206,239	42	132.3		\$155,887	\$181,239	13.79%	07/01/2018
Michigan	42		\$164,610	24	91.6		\$179,705	\$164,610	0.00%	01/01/2002
Minnesota	16		\$210,496	12	102.9		\$204,564	\$186,048	13.14%	07/01/2021
Mississippi	45		\$159,000	25	88.6		\$179,458	\$159,000	0.00%	01/01/2021
Missouri	24		\$193,545	9	90.3		\$214,336	\$179,883	7.59%	07/01/2021
Montana	46		\$157,784	45	104.1		\$151,570	\$137,571	14.69%	07/01/2021
Nebraska	25		\$192,647	20	101.1		\$190,551	\$171,975	12.02%	07/01/2021
Nevada	38		\$170,000	46	112.6		\$150,977	\$170,000	0.00%	01/01/2009
New Hampshire	31		\$181,290	47	120.5		\$150,448	\$167,271	8.38%	01/04/2019
New Jersey	10	5	\$220,684	23	121.9	5	\$181,037	\$192,795	14.47%	01/01/2021
New Mexico	49		\$155,394	43	100.3		\$154,930	\$133,174	16.68%	07/01/2021
New York	3	1	\$240,800	10	112.4	3	\$214,235	\$220,300	9.31%	04/01/2019
North Carolina	44		\$160,838	30	95.6		\$168,241	\$150,086	7.16%	07/01/2021
North Dakota	36		\$170,535	39	108		\$157,903	\$161,517	5.58%	07/01/2021
Ohio	29		\$189,927	11	92.4		\$205,549	\$166,350	14.17%	01/01/2021
Oklahoma	35		\$172,049	22	93.2		\$184,602	\$155,820	10.42%	07/01/2020
Oregon	37		\$170,412	51	119.2		\$142,963	\$150,572	13.18%	10/01/2020
Pennsylvania	9	4	\$221,295	8	102.2	2	\$216,531	\$212,051	4.36%	01/01/2020
Rhode Island	17	9	\$208,368	35	128.7	8	\$161,902	\$193,458	7.71%	12/22/2019
South Carolina	11		\$217,464	5	98.6		\$220,552	\$156,234	39.19%	06/02/2021
South Dakota	47		\$157,350	40	99.7		\$157,823	\$137,270	14.63%	07/01/2021
Tennessee	20		\$204,336	4	92.2		\$221,623	\$187,692	8.87%	07/01/2021
Texas	14		\$214,830	3	96.6		\$222,391	\$170,500	26.00%	09/01/2019
Utah	23		\$195,100	21	103.5		\$188,502	\$176,950	10.26%	07/01/2021
Vermont	30		\$184,557	44	121.2		\$152,275	\$159,827	15.47%	07/05/2021
Virginia	7	3	\$225,517	7	102.4	1	\$220,231	\$204,293	10.39%	06/10/2021
Washington	8		\$223,499	18	115		\$194,347	\$185,661	20.38%	07/01/2020
West Virginia	51		\$136,000	50	95		\$143,158	\$136,000	0.00%	N/A
Wisconsin	40		\$165,772	32	100.3		\$165,276	\$147,403	12.46%	01/03/2021
Wyoming	33		\$175,000	31	104.9		\$166,826	\$165,000	6.06%	07/08/2019

Source: National Center for State Courts (ncsc.org)

Regional states

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*Tab 3*

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**FEDERAL COURT SALARIES**

Salary data from 2016-2021 for:

Supreme Court, Court of Appeals, Trial Courts, and Federal Court Judges

Federal Court Salaries				
	2016	2017	2020	2021
<b>Supreme Court</b>				
Chief Justice	\$260,700	\$263,300	\$277,700	\$280,500
Associate Justice	\$249,300	\$251,800	\$265,600	\$268,300
<b>Court of Appeals</b>				
Judges	\$215,400	\$217,600	\$229,500	\$231,800
<b>Trial Courts</b>				
District Court, International Trade, and Claims Judges	\$203,100	\$205,100	\$216,400	\$218,600
Bankruptcy & Magistrate Judges*	\$187,000	\$189,000	\$200,000	\$202,000

\*Salaries for bankruptcy judges and Magistrate judges who are judicial officers of the U.S. District courts are set at 92% of a district judge's pay.

Federal Court Salaries	2017	2021
Chief Justice, Supreme Court	\$263,300	\$280,500
Associate Justice Supreme Court	\$251,800	\$268,300
Judge, Court of Appeals	\$217,600	\$231,800
Trial Courts - District Court Judges	\$205,100	\$218,600
Bankruptcy & Magistrate Judges*	\$189,000	\$202,000

Source: United States Courts; Administrative Office of the Courts

\*\*Effective January 1, 2014, federal judicial salaries were adjusted as a result of two court decisions (*Beer v United States* and *Barker v United States*) as well as a one percent cost of living adjustment.



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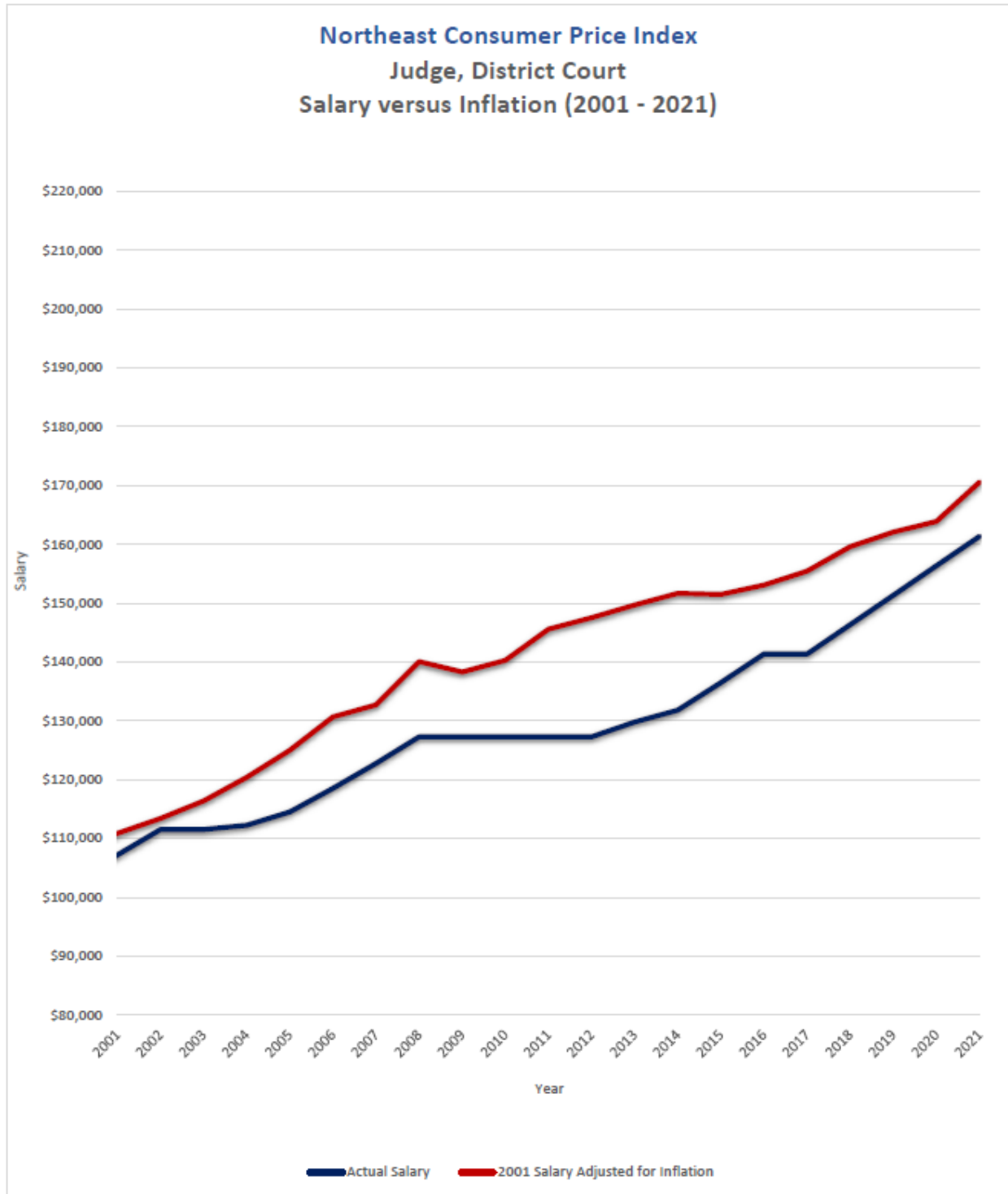
*Tab 4*

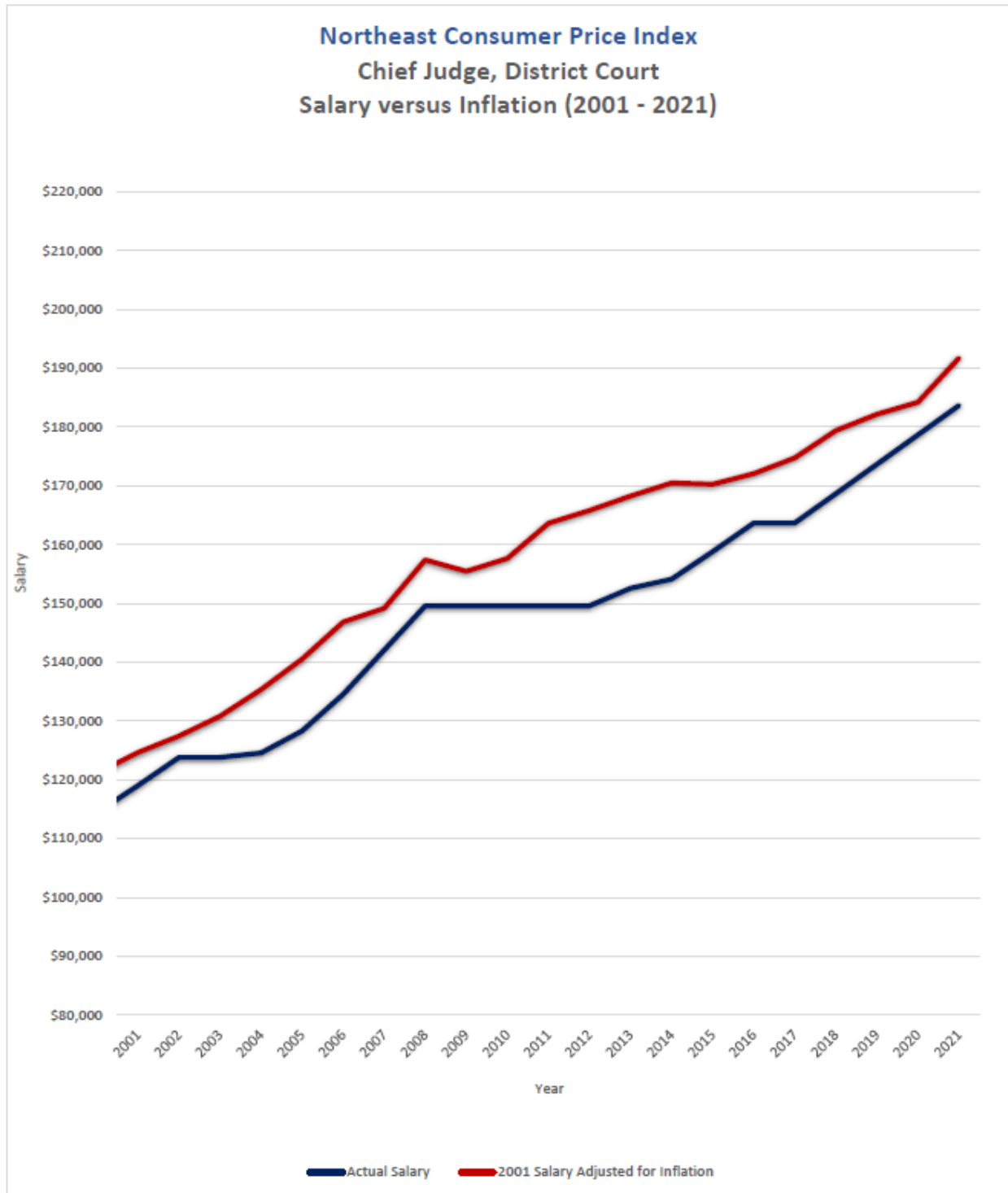
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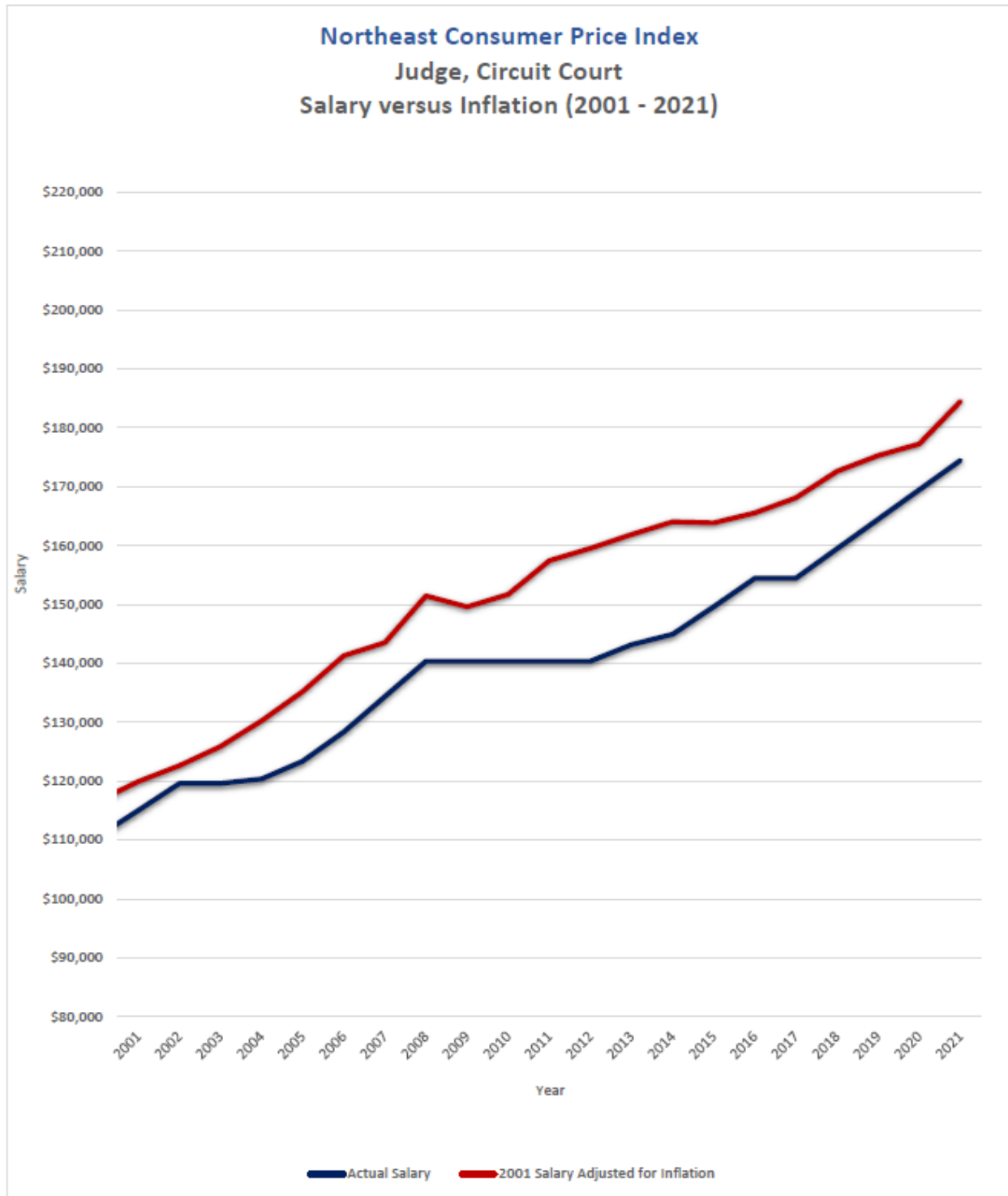
**JUDICIAL SALARIES versus INFLATION**

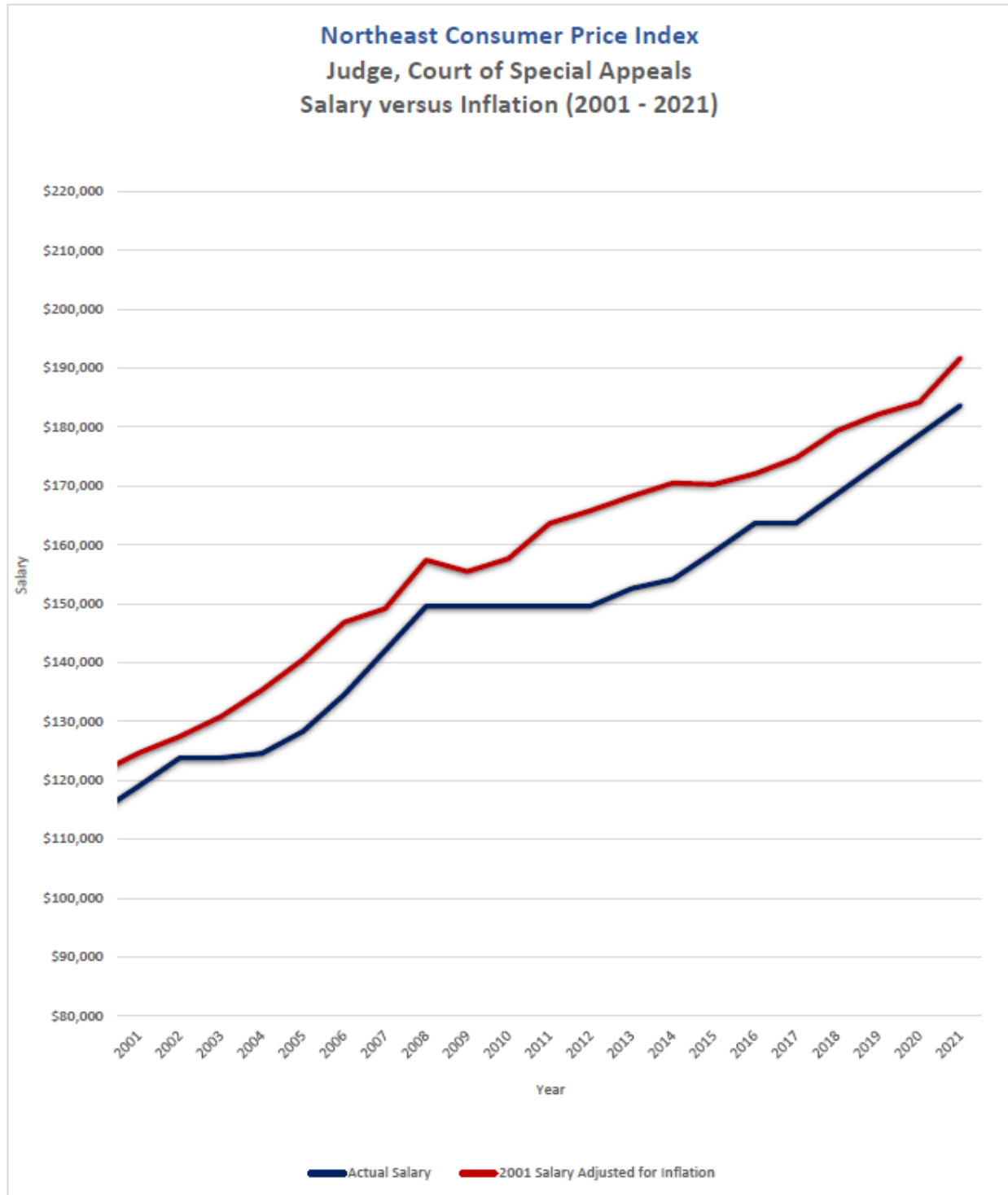
This section tracks how Maryland's judicial salaries have grown versus inflation and includes charts comparing the Maryland to the Northeast Consumer Price Index and the Baltimore/Washington Region Consumer Price Index from 2001-2021 for:

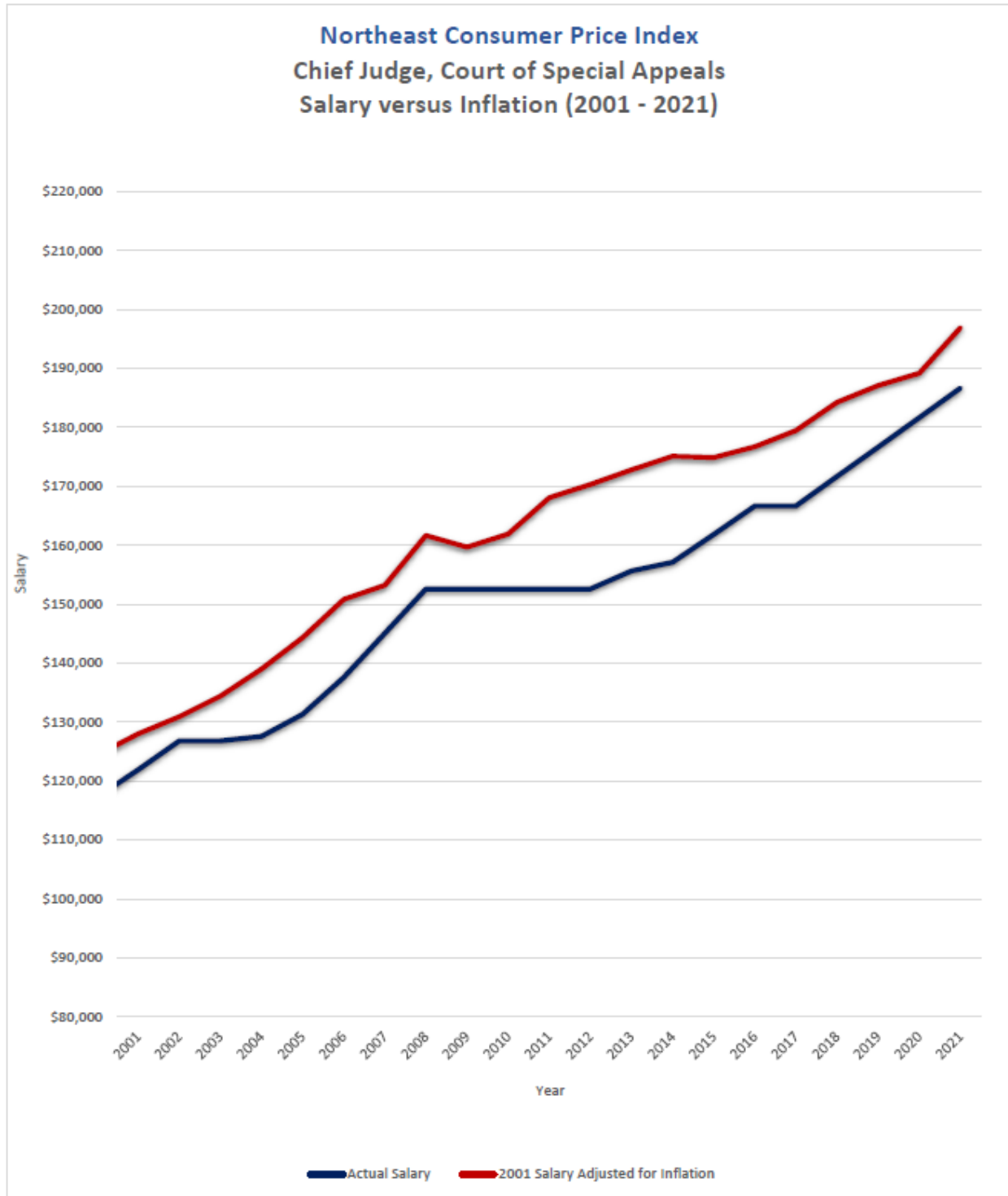
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Circuit Court Judge  
Court of Special Appeals Judge  
Court of Special Appeals Chief Judge  
Court of Appeals Judge  
Court of Appeals Chief Judge

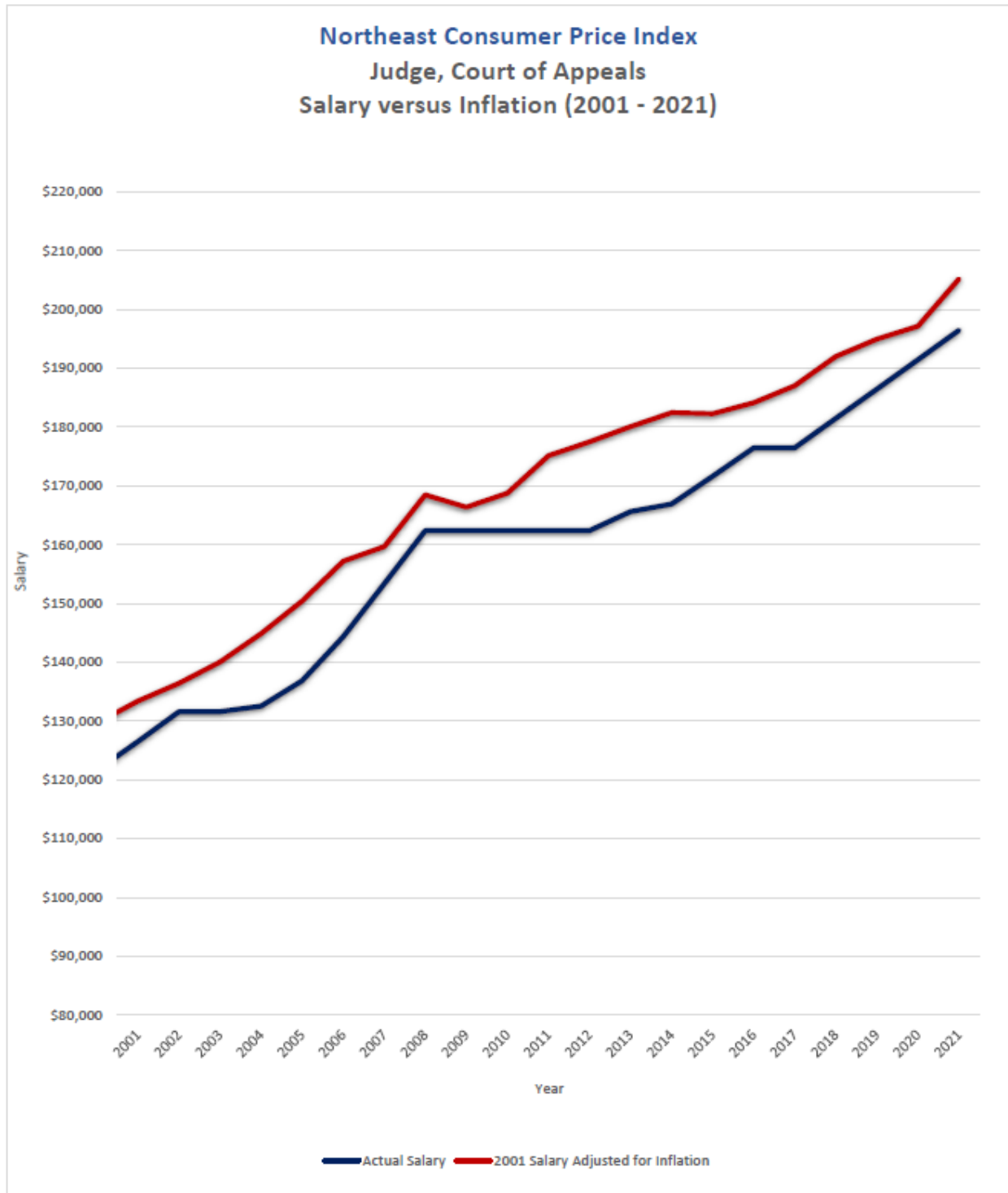


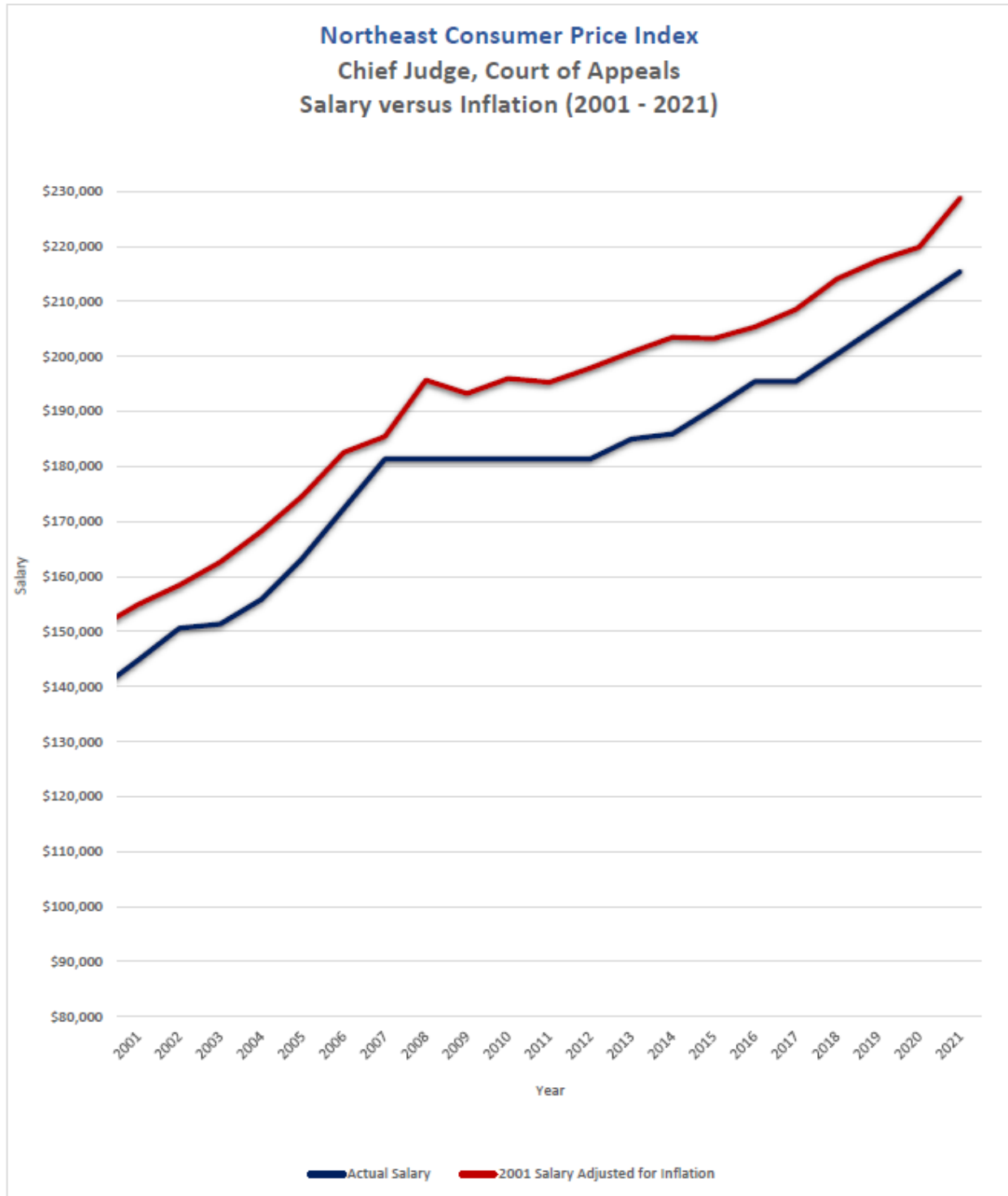




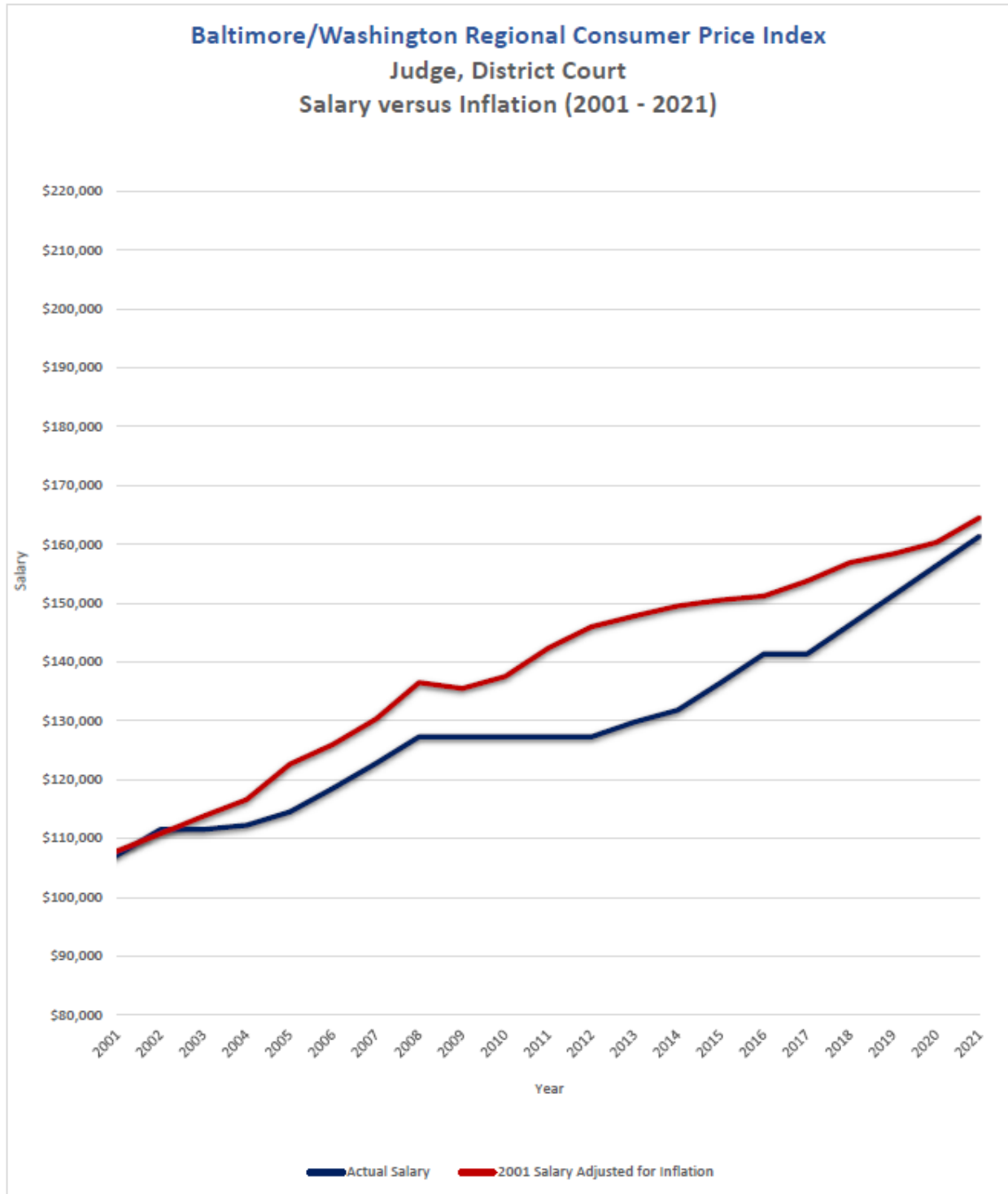


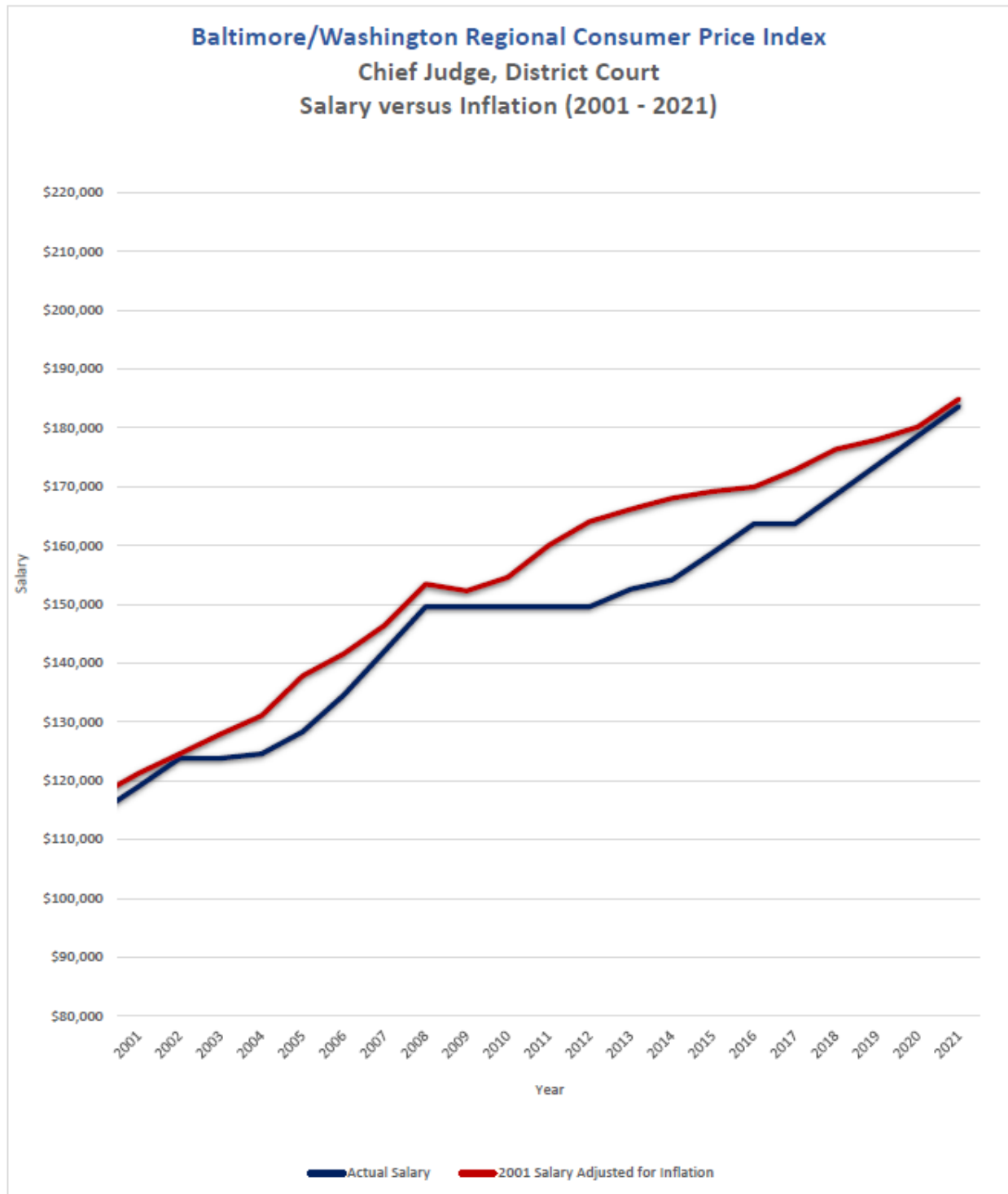


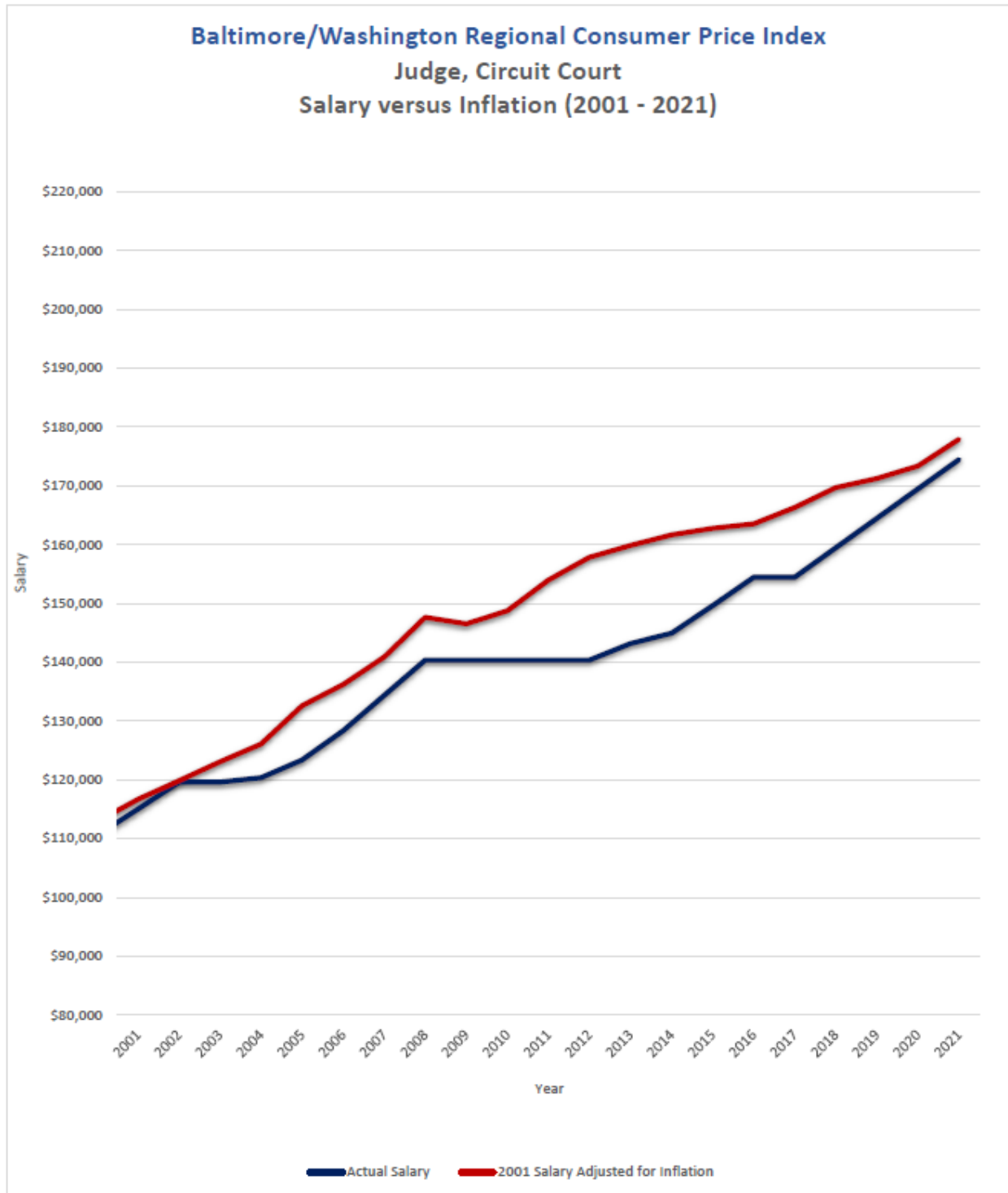


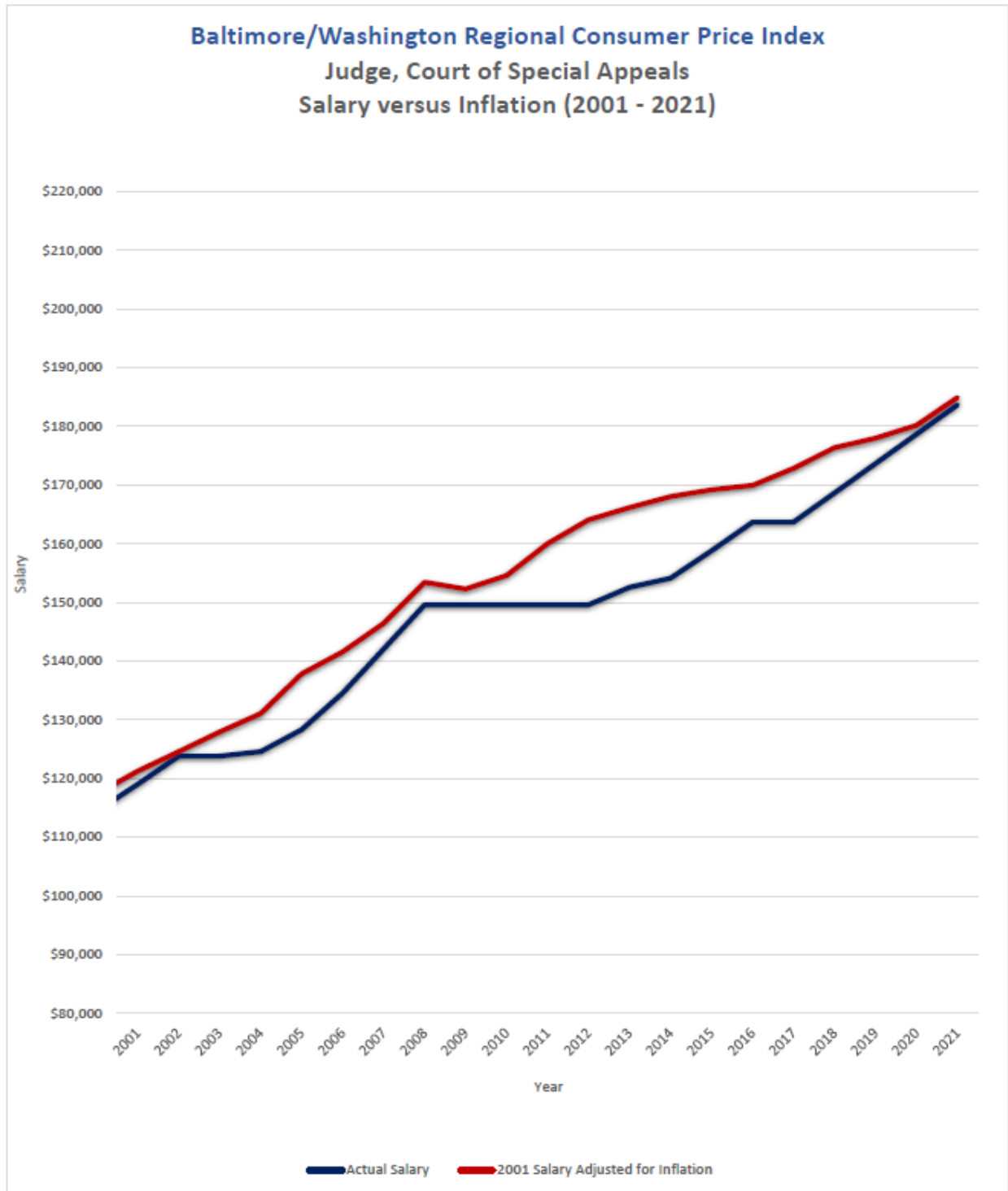


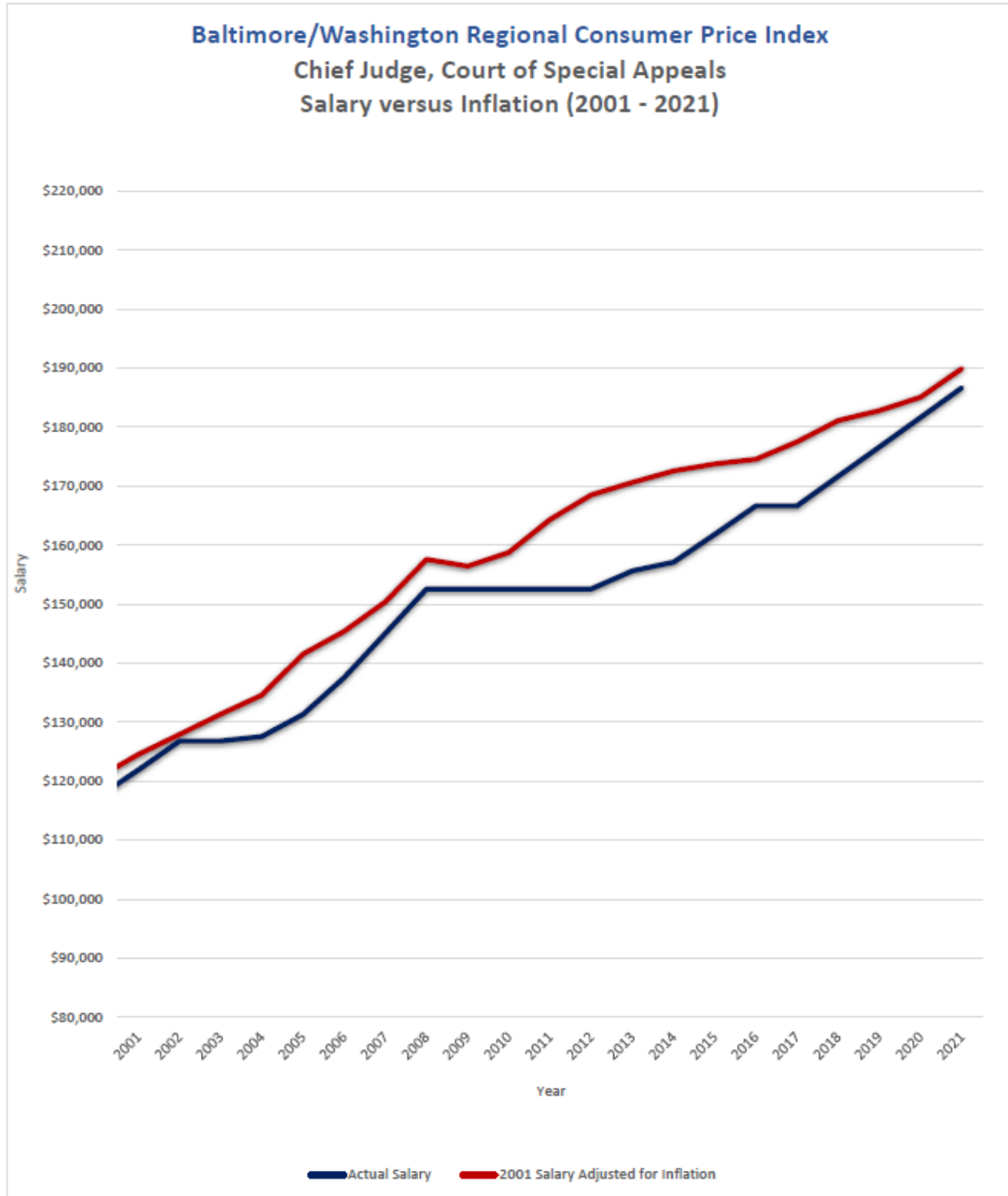


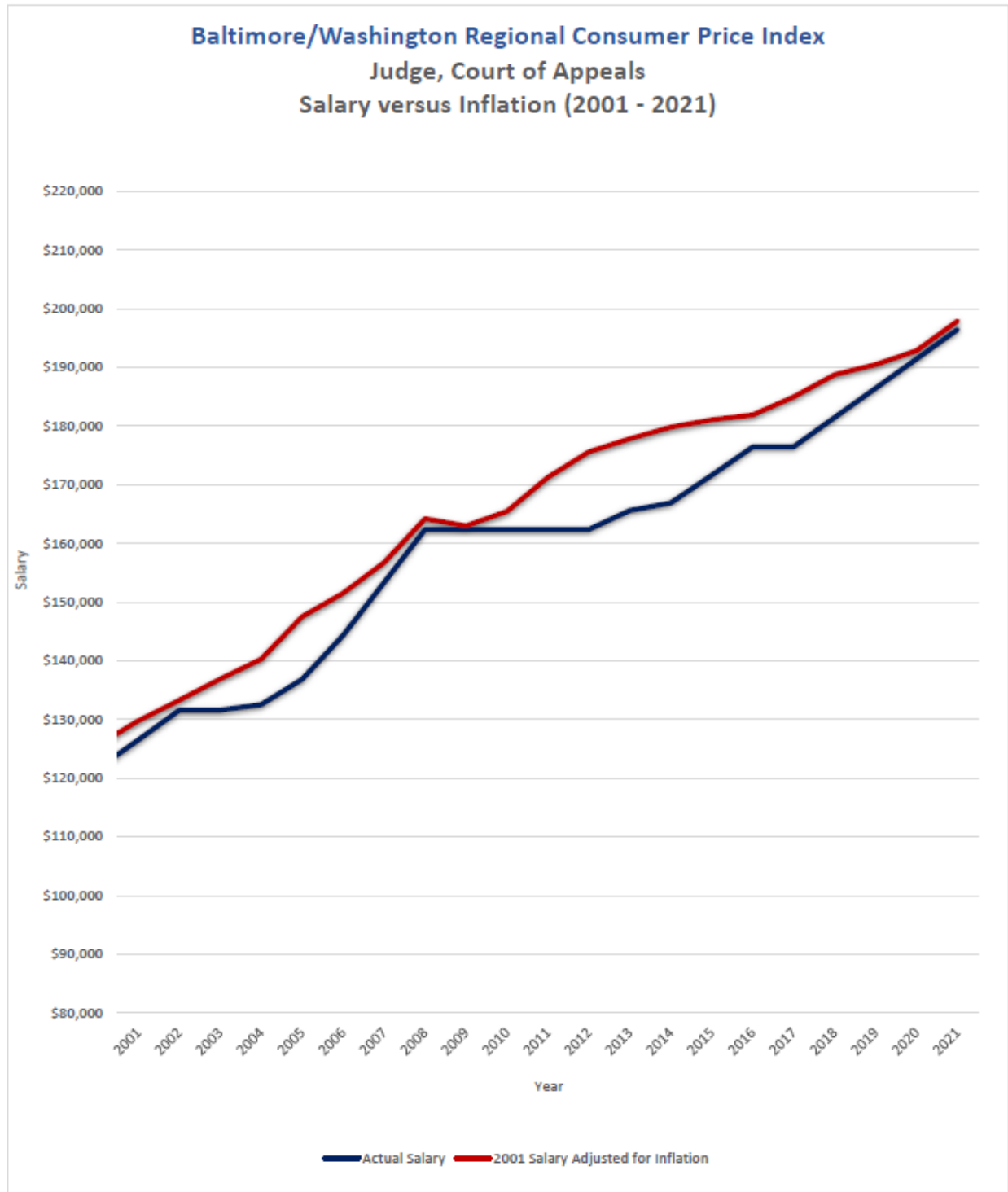


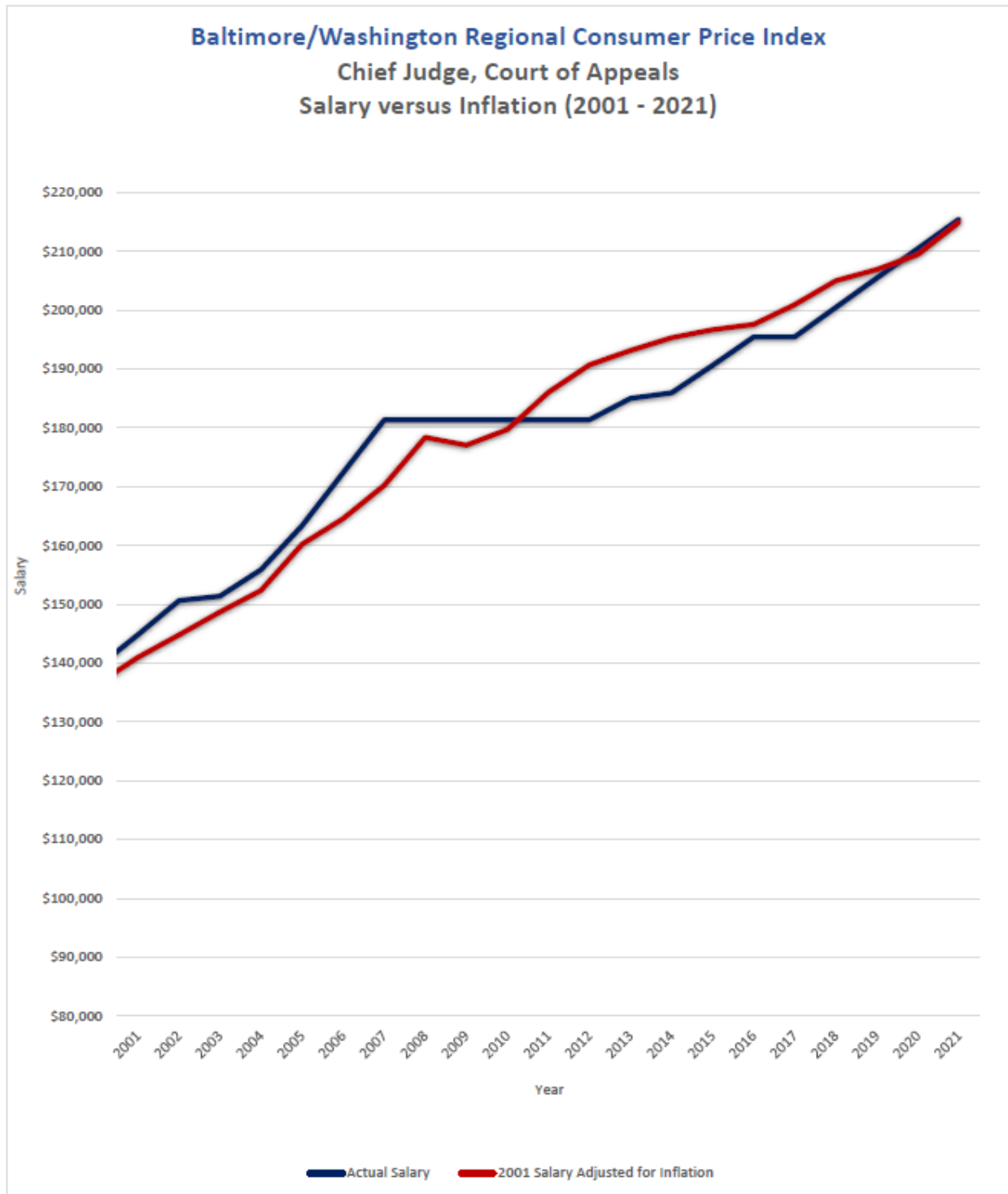












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*Tab 5*

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**NATIONAL CENTER FOR STATE COURTS (NCSC)  
SURVEY OF JUDICIAL SALARIES**

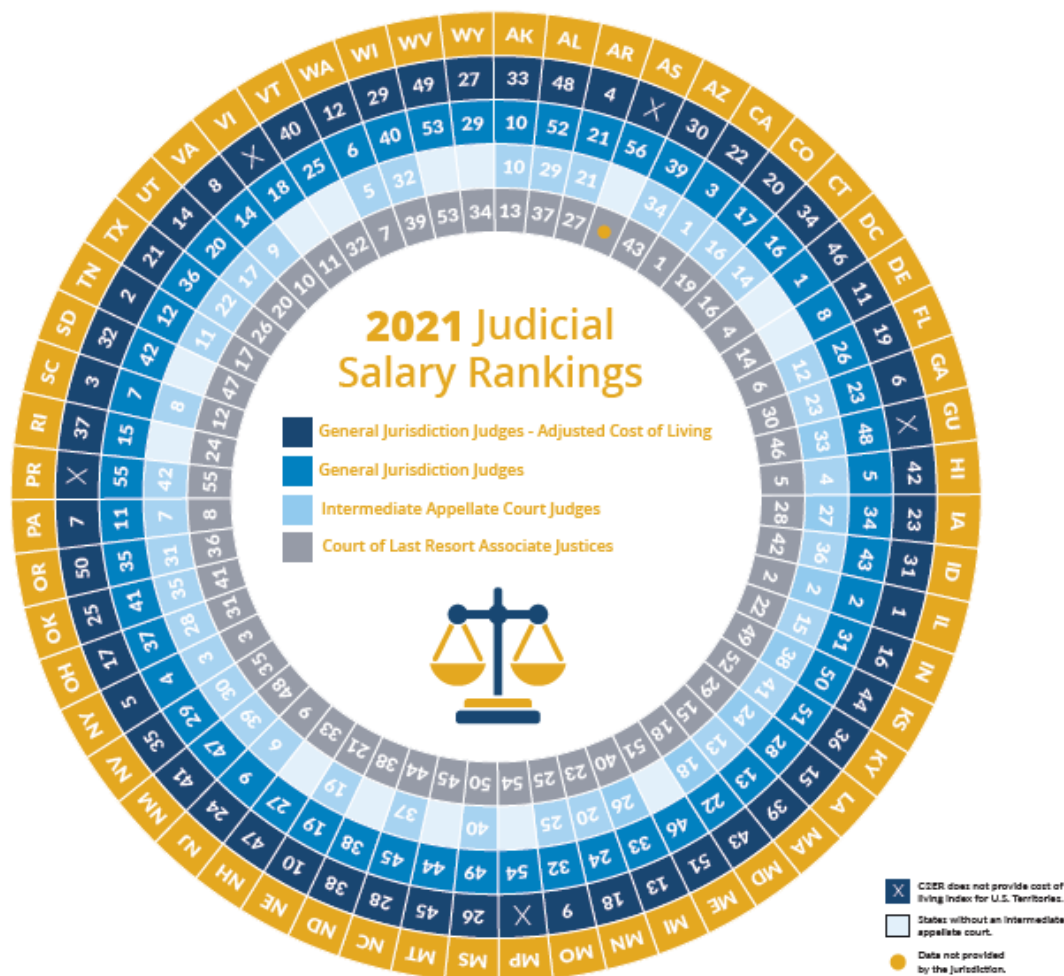
Survey of Judicial Salaries from the National Center for State Courts



# SURVEY OF Judicial Salaries

Published July 2021, Vol. 46 No. 2  
Data and Rankings as of July 1, 2021

This graphic depicts the rankings of judicial salaries, with the highest salary for each position having a rank of "1." Data is reported by each jurisdiction to NCSC.



## Judicial Salaries at a Glance

	Mean	Median	Range
Chief, Highest Court	\$190,460	\$192,261	\$125,000 to \$274,695
Associate Justice, COLR	\$183,939	\$183,653	\$120,000 to \$261,949
Judge, Intermediate Appellate Court	\$177,633	\$178,762	\$105,000 to \$245,578
Judge, General Jurisdiction Trial Courts	\$163,110	\$161,829	\$64,365 to \$218,600
State Court Administrators	\$167,195	\$160,341	\$77,000 to \$299,004

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[www.ncsc.org/salarytracker](http://www.ncsc.org/salarytracker)

**Headquarters**  
300 Newport Avenue, Williamsburg, VA 23185

**Denver Office**  
707 Seventeenth Street, Suite 2900, Denver, CO 80202

**Arlington Office**  
2425 Wilson Boulevard, Suite 350, Arlington, VA 22201

**Washington, D.C. Office**  
111 Second Street NE, Washington, D.C. 20002

### Salaries and Rankings - Listed Alphabetically by Jurisdiction 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 July 1, 2021). 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 56, except for the intermediate appellate courts, which exist in only 42 jurisdictions, and adjusted general jurisdiction, for which the adjustment factor is only available for 51 of the jurisdictions.

	Court of Last Resort		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	\$166,072	37	\$165,072	29	\$126,018	52	93.1	\$135,313	48
Alaska	\$205,176	13	\$193,836	10	\$189,720	10	131.3	\$144,502	33
American Samoa	Not Applicable		Not Applicable		\$ 64,365	56	Not Applicable		
Arizona	\$159,685	43	\$154,534	34	\$149,383	39	101.8	\$146,712	30
Arkansas	\$184,588	27	\$179,123	21	\$174,883	21	90.4	\$193,387	4
California	\$261,949	1	\$245,578	1	\$214,601	3	135.2	\$158,717	22
Colorado	\$193,812	19	\$186,132	16	\$178,452	17	111.1	\$160,615	20
Connecticut	\$199,781	16	\$187,662	14	\$180,460	16	126.7	\$142,483	34
Delaware	\$205,135	14	Not Applicable		\$192,862	8	109.9	\$175,463	11
District of Columbia	\$231,800	4	Not Applicable		\$218,600	1	159.5	\$137,016	46
Florida	\$227,218	6	\$192,105	12	\$165,509	26	101.1	\$163,672	19
Georgia	\$179,112	30	\$177,990	23	\$173,714	23	93.4	\$186,047	6
Guam	\$155,660	46	\$155,660	33	\$138,324	48	Not Applicable		
Hawaii	\$229,668	5	\$212,784	4	\$207,084	5	150.4	\$137,691	42
Idaho	\$160,400	42	\$150,400	36	\$144,400	43	99.1	\$145,755	31
Illinois	\$250,442	2	\$235,713	2	\$216,297	2	100.0	\$216,297	1
Indiana	\$192,644	22	\$187,265	15	\$159,950	31	95.2	\$168,083	16
Iowa	\$183,653	28	\$166,436	27	\$154,957	34	97.8	\$158,384	23
Kansas	\$152,923	49	\$147,987	38	\$135,068	50	98.2	\$137,546	44
Kentucky	\$142,362	52	\$136,632	41	\$130,926	51	92.4	\$141,733	36
Louisiana	\$182,160	29	\$170,339	24	\$163,658	28	97.1	\$168,486	15
Maine	\$150,870	51	Not Applicable		\$141,404	46	116.7	\$121,125	51
Maryland	\$196,433	18	\$183,633	18	\$174,433	22	126.8	\$137,608	43
Massachusetts	\$200,984	15	\$190,087	13	\$184,694	13	132.3	\$139,621	39
Michigan	\$164,610	40	\$168,436	26	\$155,621	33	91.6	\$169,849	13
Minnesota	\$191,359	23	\$180,313	20	\$169,264	24	102.9	\$164,538	18
Mississippi	\$152,250	50	\$144,827	40	\$136,000	49	88.6	\$153,520	26
Missouri	\$185,127	25	\$169,214	25	\$159,578	32	90.3	\$176,695	9
Montana	\$155,920	45	Not Applicable		\$142,683	44	104.1	\$137,065	45
Nebraska	\$192,647	21	\$189,015	19	\$178,199	19	101.1	\$176,232	10
Nevada	\$170,000	35	\$165,000	30	\$160,000	29	112.6	\$142,101	35
New Hampshire	\$175,837	33	Not Applicable		\$164,911	27	120.5	\$136,853	47
New Jersey	\$213,240	9	\$209,114	6	\$192,391	9	121.9	\$157,764	24
New Mexico	\$153,394	48	\$145,725	39	\$138,438	47	100.3	\$138,011	41
New York	\$233,400	3	\$222,200	3	\$210,900	4	112.4	\$187,674	6
North Carolina	\$156,664	44	\$150,184	37	\$142,082	45	95.6	\$148,698	28
North Dakota	\$165,845	38	Not Applicable		\$152,175	38	108.0	\$140,871	38
Northern Mariana Islands	\$126,000	54	Not Applicable		\$120,000	54	Not Applicable		
Ohio	\$178,280	31	\$166,167	28	\$152,811	37	92.4	\$165,451	17
Oklahoma	\$161,112	41	\$152,632	35	\$145,567	41	93.2	\$156,195	25
Oregon	\$167,232	36	\$164,004	31	\$154,692	35	119.2	\$129,772	50
Pennsylvania	\$215,037	8	\$202,898	7	\$186,665	11	102.2	\$182,669	7
Puerto Rico	\$120,000	55	\$105,000	42	\$89,600	55	Not Applicable		
Rhode Island	\$189,424	24	Not Applicable		\$182,367	15	128.7	\$141,670	37
South Carolina	\$207,108	12	\$201,930	8	\$196,753	7	98.6	\$199,554	3
South Dakota	\$155,350	47	Not Applicable		\$145,101	42	99.7	\$145,588	32
Tennessee	\$199,332	17	\$192,708	11	\$186,060	12	92.2	\$201,759	2
Texas	\$184,800	26	\$178,400	22	\$154,000	36	96.6	\$159,487	21
Utah	\$193,100	20	\$184,300	17	\$175,550	20	103.5	\$169,687	14
Vermont	\$176,140	32	Not Applicable		\$167,449	25	121.2	\$138,162	40
Virgin Islands	\$211,476	11	Not Applicable		\$178,240	18	Not Applicable		
Virginia	\$212,365	10	\$195,422	9	\$184,617	14	102.4	\$180,353	8
Washington	\$220,320	7	\$209,730	5	\$199,165	6	115.0	\$173,117	12
West Virginia	\$136,000	53	Not Applicable		\$126,000	53	95.0	\$132,596	49
Wisconsin	\$165,772	39	\$156,388	32	\$147,535	40	100.3	\$147,151	29
Wyoming	\$175,000	34	Not Applicable		\$160,000	29	104.9	\$152,511	27
Mean	\$183,939		\$177,633		\$163,110				
Median	\$183,663		\$178,762		\$161,829				
Range	\$120,000 to \$261,949		\$106,000 to \$245,578		\$64,365 to \$218,600				

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. C2ER does not provide cost of living index for U.S. Territories. 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](http://www.c2er.org).

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*Tab 6*

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**COMPARATIVE SALARY DATA**

This section offers comparative executive salary data for:

Legal Salaries- Corporate In-House from 2015 & 2020  
Legal Salaries- Law Firms from 2016 & 2018  
Partner Salaries from 2018 & 2020  
Local Law School Professors from 2016 & 2021  
Salaries of States Attorneys of Large Maryland Counties from 2017 & 2020  
Salaries of State of Maryland Executives from 2014 & 2019  
Salaries of State of Maryland Superintendent of Schools from 2019 & 2021  
Salaries of County Executives of Large Maryland Counties from 2017 & 2020  
Salaries of Maryland Cabinet Secretaries from 2014 & 2018  
Salaries of State of Maryland Police Chiefs from 2017 & 2019  
Salaries of State of Maryland Sheriffs from 2017 & 2020  
State of Maryland 2021 Executive Pay Plan  
State of Maryland 2021 Physician Salary Schedule  
State/Local Government and Legal Salary Ranking

Legal Salaries - Corporate In-House Salary Averages				
Years of Experience	2020	2015	Salary Change	% Change
0-3 Years	\$115,125	\$80,700	\$34,425	29.90%
4-9 Years	\$135,188	\$114,000	\$21,188	15.67%
10+ Years	\$178,813	\$143,375	\$35,438	19.82%

Source: Robert Half Legal 2021 Salary Guide

Legal Salaries - Baltimore/Washington Law Firm Salary Averages				
Baltimore Law Firm	2018*	2016	Salary Change	% Change
1st Year Associate	\$179,678	\$154,961	\$24,717	13.76%
2nd Year Associate	\$193,045	\$166,128	\$26,917	13.94%
3rd Year Associate	\$212,110	\$180,622	\$31,488	14.85%
4th Year Associate	\$245,089	\$204,615	\$40,474	16.51%
5th Year Associate	\$268,590	\$224,103	\$44,487	16.56%
6th Year Associate	\$292,439	\$243,458	\$48,981	16.75%
7th Year Associate	\$311,377	\$258,476	\$52,901	16.99%
8th Year Associate	\$329,542	\$271,359	\$58,183	17.66%
Washington D.C. Law Firm	2018*	2016	Salary Change	% Change
1st Year Associate	\$181,570	\$156,592	\$24,978	13.76%
2nd Year Associate	\$195,077	\$167,877	\$27,200	13.94%
3rd Year Associate	\$214,343	\$182,523	\$31,820	14.85%
4th Year Associate	\$247,669	\$206,769	\$40,900	16.51%
5th Year Associate	\$271,417	\$226,462	\$44,955	16.56%
6th Year Associate	\$295,518	\$246,021	\$49,497	16.75%
7th Year Associate	\$314,655	\$261,197	\$53,458	16.99%
8th Year Associate	\$333,011	\$274,215	\$58,796	17.66%

Source: Law Crossing

Salaries of Law Partners				
Location	Average Total Compensation - 2020*	Average Total Compensation - 2018	Difference	% Change
Nationwide	\$1,054,000	\$885,000	\$169,000	16.03%
Washington, DC/ Northern Virginia	\$1,252,000	\$1,133,000	\$119,000	9.50%
Years As Partner (Nationwide)	Average Total Compensation - 2020*	Average Total Compensation - 2018	Difference	% Change
1-5 Years	\$529,000	\$487,000	\$42,000	7.94%
6-10 Years	\$958,000	\$781,000	\$177,000	18.48%
Size of Firm (Nationwide)	Average Total Compensation - 2020*	Average Total Compensation - 2018	Difference	% Change
51-200	\$738,000	\$510,000	\$228,000	30.89%
201-500	\$840,000	\$634,000	\$206,000	24.52%
501-1000	\$883,000	\$1,065,000	-\$182,000	-20.61%

Source: Major, Lindsey and Africa 2020 Partner Compensation Survey

# MARYLAND JUDICIARY | SPECIAL COMMITTEE ON JUDICIAL COMPENSATION

Local Law School Professor Salaries										
University	2021 High	2021 Median	2021 Low	2021 Average	2016 High	2016 Median	2016 Low	2016 Average	Salary Change (Averages)	% Change (Averages)
University of Baltimore	\$260,419	\$155,323	\$111,100	\$177,371	\$241,781	\$146,926	\$110,000	\$154,945	\$22,426	12.64%
University of Maryland	\$264,535	N/A	\$164,670	\$216,750	\$261,454	N/A	\$152,135	\$198,243	\$18,507	8.54%

Local Law School Deans Salaries				
University	2021 Salary	2016 Salary	Salary Change	% Change
University of Baltimore	\$426,266	\$395,760	\$30,506	7.16%
University of Maryland	\$411,020	\$381,607	\$29,413	7.16%

Sources:

University of Baltimore: Erin Gleeson, Compensation Analyst

University of Maryland: Emily Runser, Compensation Manager

Salaries of State of Maryland States Attorneys (Largest Counties)				
County	2020 Salary*	2017 Salary	Salary Change	% Change
Baltimore City	\$238,772	\$238,772	\$0	0.00%
Baltimore County	\$212,478	\$204,187	\$8,291	3.90%
Montgomery County	\$208,686	\$206,476	\$2,210	1.06%
Prince George's County	\$199,000	\$199,000	\$0	0.00%
Anne Arundel County	\$191,919	\$170,518	\$21,401	11.15%

Source: Salary Survey of MD County Government

Salaries of State of Maryland Executives				
	January 2019*	January 2014	Salary Change	% Change
<b>Executive Department</b>				
Governor State Of Maryland	\$180,000	\$175,000	\$5,000	2.78%
Lieutenant Governor	\$149,500	\$145,500	\$4,000	2.68%
Chief of Staff	\$205,000	\$172,000	\$33,000	16.10%
Deputy Chief of Staff	\$135,000	\$161,000	(\$26,000)	-19.26%
Chief Legal Counsel	\$165,000	\$154,000	\$11,000	6.67%
Secretary of Appointments	\$159,000	\$167,000	(\$8,000)	-5.03%
Director, External Affairs and Intragency Initiatives	\$215,000	n/a	n/a	n/a
<b>Attorney General's Office</b>				
Attorney General	\$149,500	\$145,500	\$4,000	2.68%
<b>Comptroller of Maryland</b>				
Comptroller	\$149,500	\$145,500	\$4,000	2.68%
Deputy Comptroller	\$181,000	\$145,000	\$36,000	19.89%
Chief of Staff	\$181,000	\$162,000	\$19,000	10.50%
Legal Counsel	\$127,000	\$108,000	\$19,000	14.96%
<b>Maryland State Treasurer's Office</b>				
Treasurer	\$149,500	\$145,500	\$4,000	2.68%
Chief Deputy Treasurer	\$159,000	\$153,000	\$6,000	3.77%
Legal Division Director	\$140,000	\$127,000	\$13,000	9.29%
<b>Office of the Secretary of State</b>				
Secretary of State	\$105,500	\$102,500	\$3,000	2.84%
Deputy Secretary of State	\$101,000	\$90,000	\$11,000	10.89%
Assistant Secretary of State	\$101,000	\$90,000	\$11,000	10.89%

Source: Governor's Salary Commission and Baltimore Sun



Salaries of State of Maryland Superintendent* of Schools				
Jurisdiction	2021	2019	Salary Change	% Change
Maryland State	\$310,000	\$275,000	\$35,000	12.73%
Jurisdiction	2019/2020 Salary**	2015/2016 Salary	Salary Change	% Change
Prince George's	\$302,000	\$290,000	\$12,000	4.14%
Baltimore	\$298,000	\$275,000	\$23,000	8.36%
Baltimore City	\$290,000	\$290,000	\$0	0.00%
Montgomery	\$290,000	\$240,000	\$50,000	20.83%
Howard	\$286,425	\$267,904	\$18,521	6.91%
Anne Arundel	\$279,868	\$245,000	\$34,868	14.23%
Washington	\$247,500	\$217,041	\$30,459	14.03%
Frederick	\$246,467	\$200,356	\$46,111	23.01%
St. Mary's	\$225,000	\$188,200	\$36,800	19.55%
Carroll	\$219,937	\$189,625	\$30,312	15.99%
Harford	\$217,315	\$210,388	\$6,927	3.29%
Charles	\$217,000	\$200,000	\$17,000	8.50%
Calvert	\$205,000	\$180,000	\$25,000	13.89%
Cecil	\$200,984	\$198,134	\$2,850	1.44%
Wicomico	\$194,013	\$177,004	\$17,009	9.61%
Allegany	\$190,418	\$180,316	\$10,102	5.60%
Talbot	\$189,000	\$160,000	\$29,000	18.13%
Worcester	\$182,085	\$172,500	\$9,585	5.56%
Queen Anne's	\$176,286	\$166,369	\$9,917	5.96%
Caroline	\$172,224	\$150,000	\$22,224	14.82%
Somerset	\$170,000	\$155,000	\$15,000	9.68%
Kent	\$155,488	\$152,400	\$3,088	2.03%
Garrett	\$141,000	\$159,630	-\$18,630	-11.67%
Dorchester	\$137,000	\$142,280	-\$5,280	-3.71%

Source: Maryland State Department of Education

\*Salaries are determined through negotiations with the local boards of education.

Salaries of State of Maryland County Executives (Large Counties)				
County	2020 Salary*	2017 Salary	Salary Change	% Change
Prince George's County	\$215,998	\$206,998	\$9,000	4.17%
Montgomery County	\$192,769	\$190,728	\$2,041	1.06%
Baltimore City	\$180,324	\$171,635	\$8,689	4.82%
Baltimore County	\$175,000	\$175,000	\$0	0.00%
Anne Arundel County	\$142,000	\$136,000	\$6,000	4.23%

Source: Salary Survey of MD County Government

Salaries of State of Maryland Cabinet Secretaries				
Position	January 2018*	January 2014	Salary Change	% Change
Superintendent of Schools	\$236,000	\$210,000	\$26,000	12.38%
Transportation	\$177,908	\$169,404	\$8,504	5.02%
Budget & Management	\$177,906	\$169,404	\$8,502	5.02%
Commerce	\$175,462	\$158,100	\$17,362	10.98%
Health & Mental Hygiene	\$174,417	\$169,404	\$5,013	2.96%
State Police	\$171,015	\$158,100	\$12,915	8.17%
Human Services	\$170,818	\$157,917	\$12,901	8.17%
Juvenile Services	\$169,059	\$153,166	\$15,893	10.38%
Labor, Licensing, and Regulation	\$165,215	\$153,000	\$12,215	7.98%
Natural Resources	\$162,499	\$151,754	\$10,745	7.08%
Public Safety	\$162,254	\$169,404	-\$7,150	-4.22%
Higher Education Commission	\$160,710	\$145,530	\$15,180	10.43%
Housing	\$156,245	\$151,754	\$4,491	2.96%
Environment	\$155,599	\$143,847	\$11,752	8.17%
General Services	\$149,678	\$141,142	\$8,536	6.05%
Agriculture	\$143,488	\$132,651	\$10,837	8.17%
Aging	\$137,749	\$127,345	\$10,404	8.17%
Planning	\$137,749	\$127,345	\$10,404	8.17%
Veterans	\$114,555	\$106,174	\$8,381	7.89%

Source: Governor's Salary Commission

Salaries of State of Maryland Police Chiefs				
Jurisdiction	2019 Salary*	2017 Salary	Salary Change	% Change
Baltimore	\$270,966	\$254,214	\$16,752	6.18%
Montgomery	\$239,566	\$239,566	\$0	0.00%
Baltimore City	\$217,300	\$212,000	\$5,300	2.44%
Howard	\$205,010	\$191,298	\$13,712	6.69%
Anne Arundel	\$189,825	\$170,327	\$19,498	10.27%
Prince George's	\$167,656	\$162,767	\$4,889	2.92%
Frederick	\$125,000	\$125,000	\$0	0.00%
Harford	\$122,619	\$117,645	\$4,974	4.06%
St. Mary's	\$106,120	\$54,704	\$51,416	48.45%
Washington	\$100,000	\$100,000	\$0	0.00%
Wicomico	\$95,000	\$95,000	\$0	0.00%
Calvert	\$90,480	\$90,480	\$0	0.00%
Carroll	\$90,001	\$90,001	\$0	0.00%
Worcester	\$88,888	\$88,888	\$0	0.00%
Kent	\$85,000	\$85,000	\$0	0.00%
Allegany	\$74,263	\$70,000	\$4,263	5.74%
Garrett	unavailable	\$75,486	n/a	n/a
Caroline	N/A	N/A	n/a	n/a
Cecil	N/A	N/A	n/a	n/a
Charles	N/A	N/A	n/a	n/a
Dorchester	N/A	N/A	n/a	n/a
Queen Anne's	N/A	N/A	n/a	n/a
Somerset	N/A	N/A	n/a	n/a
Talbot	N/A	N/A	n/a	n/a

Source: Salary Survey of MD County Government

Salaries of State of Maryland Sheriffs				
Jurisdiction	2020 Salary*	2017 Salary	Salary Change	% Change
Prince George's	\$169,433	\$154,333	\$15,100	8.91%
Montgomery	\$161,495	\$159,786	\$1,709	1.06%
Charles	\$152,324	\$124,387	\$27,937	18.34%
Queen Anne's	\$151,333	\$132,000	\$19,333	12.78%
St. Mary's	\$139,391	\$102,000	\$37,391	26.82%
Calvert	\$139,391	\$90,480	\$48,911	35.09%
Baltimore City	\$138,006	\$132,600	\$5,406	3.92%
Anne Arundel	\$132,999	\$132,999	\$0	0.00%
Frederick	\$125,000	\$125,000	\$0	0.00%
Harford	\$122,619	\$117,645	\$4,974	4.06%
Cecil	\$117,843	\$75,075	\$42,768	36.29%
Washington	\$110,011	\$88,000	\$22,011	20.01%
Carroll	\$110,000	\$90,001	\$19,999	18.18%
Howard	\$101,000	\$91,000	\$10,000	9.90%
Caroline	\$100,053	\$80,000	\$20,053	20.04%
Dorchester	\$96,853	\$89,500	\$7,353	7.59%
Kent	\$96,853	\$85,000	\$11,853	12.24%
Wicomico	\$95,000	\$95,000	\$0	0.00%
Talbot	\$91,620	\$79,567	\$12,053	13.16%
Baltimore	\$90,000	\$90,000	\$0	0.00%
Allegany	\$90,000	\$70,000	\$20,000	22.22%
Worcester	\$88,000	\$88,000	\$0	0.00%
Garrett	\$85,000	\$85,000	\$0	0.00%
Somerset	\$75,000	\$60,000	\$15,000	20.00%

Source: Salary Survey of MD County Government

STATE OF MARYLAND					
Executive Pay Plan - Salary Schedule					
Annual Rates Effective January 1, 2021					
Grade Profile	Scale		Minimum	Midpoint	Maximum
EPP 0001	ES4	9904	\$86,971	\$101,463	\$115,960
EPP 0002	ES5	9905	\$93,443	\$109,052	\$124,658
EPP 0003	ES6	9906	\$100,436	\$117,244	\$134,051
EPP 0004	ES7	9907	\$107,989	\$126,097	\$144,203
EPP 0005	ES8	9908	\$116,144	\$135,656	\$155,164
EPP 0006	ES9	9909	\$124,955	\$145,982	\$167,006
EPP 0007	ES10	9910	\$134,467	\$157,128	\$179,785
EPP 0008	ES11	9911	\$144,748	\$169,171	\$193,595
EPP 0009	EX91	9991	\$166,456	\$222,931	\$279,407



STATE OF MARYLAND PHYSICIAN SALARY SCHEDULE Annual Rates Effective January 1, 2021															
Grade Profile	SCALE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	MID POINT STEP 7	STEP 8	STEP 9	THIRD QUARTILE STEP 10	STEP 11	STEP 12	STEP 13
PHY 0001	0031	\$91,751	\$95,381	\$99,013	\$102,941	\$106,869	\$111,116	\$115,364	\$119,960	\$124,552	\$129,521	\$134,490	\$139,862	\$145,235	\$150,819
PHY 0002	0032	\$98,880	\$102,802	\$106,724	\$110,966	\$115,208	\$119,795	\$124,383	\$129,346	\$134,306	\$139,672	\$145,036	\$150,842	\$156,645	\$162,677
PHY 0003	0033	\$106,580	\$110,817	\$115,051	\$119,633	\$124,214	\$129,168	\$134,121	\$139,481	\$144,840	\$150,635	\$156,429	\$162,696	\$168,967	\$175,478
PHY 0004	0034	\$114,896	\$119,471	\$124,044	\$128,994	\$133,940	\$139,294	\$144,645	\$150,428	\$156,216	\$162,476	\$168,735	\$175,503	\$182,272	\$189,306
PHY 0005	0035	\$123,874	\$128,818	\$133,759	\$139,102	\$144,446	\$150,225	\$156,004	\$162,253	\$168,503	\$175,264	\$182,023	\$189,332	\$196,640	\$204,237
PHY 0006	0036	\$133,576	\$138,914	\$144,250	\$150,020	\$155,790	\$162,032	\$168,273	\$175,023	\$181,774	\$189,075	\$196,373	\$204,269	\$212,163	\$220,366
PHY 0007	0037	\$144,051	\$149,815	\$155,581	\$161,811	\$168,043	\$174,784	\$181,526	\$188,815	\$196,102	\$203,990	\$211,874	\$220,400	\$228,925	\$237,781
PHY 0008	0038	\$155,366	\$161,590	\$167,813	\$174,547	\$181,278	\$188,556	\$195,835	\$203,710	\$211,582	\$220,096	\$228,613	\$237,821	\$247,028	\$256,598
PHY 0009	0039	\$159,642	\$166,040	\$172,439	\$179,358	\$186,280	\$193,763	\$201,243	\$209,340	\$217,432	\$226,185	\$234,940	\$244,406	\$253,871	\$263,705
PHY 0010	0040	\$167,583	\$174,307	\$181,031	\$188,299	\$195,568	\$203,430	\$211,291	\$219,797	\$228,301	\$237,494	\$246,689	\$256,637	\$266,581	\$276,915

"Step increases are not guaranteed and are contingent on funding in the State budget."

**State/Local Government and Legal Salary Ranking**

Rank	Title	Salary
1	Partners Washington, DC/ Northern Virginia	\$1,252,000
2	Partner Salaries Nationwide	\$1,054,000
3	Nationwide Partners with 6-10 Years	\$958,000
4	Nationwide Partners with 501-1000 employees	\$883,000
5	Nationwide Partners with 201-500 employees	\$840,000
6	Nationwide Partners with 51-200 employees	\$738,000
7	Nationwide Partners with 1-5 Years	\$529,000
8	University of Baltimore Law School Dean	\$426,266
9	University of Maryland Law School Dean	\$411,020
10	Washington D.C. Law Firm 8th Year Associate	\$333,011
11	Baltimore Law Firm 8th Year Associate	\$329,542
12	Washington D.C. Law Firm 7th Year Associate	\$314,655
13	Baltimore Law Firm 7th Year Associate	\$311,377
14	Maryland State Superintendent	\$310,000
15	Prince George's Superintendent	\$302,000
16	Baltimore Superintendent	\$298,000
17	Washington D.C. Law Firm 6th Year Associate	\$295,518
18	Baltimore Law Firm 6th Year Associate	\$292,439
19	Baltimore City Superintendent	\$290,000
20	Montgomery Superintendent	\$290,000
21	Howard Superintendent	\$286,425
22	Anne Arundel Superintendent	\$279,868
23	Physician Salary 010	\$276,915
24	Washington D.C. Law Firm 5th Year Associate	\$271,417
25	Baltimore Police Chief	\$270,966
26	Baltimore Law Firm 5th Year Associate	\$268,590
27	Physician Salary 009	\$263,705
28	Physician Salary 008	\$256,598
29	Washington D.C. Law Firm 4th Year Associate	\$247,669
30	Washington Superintendent	\$247,500
31	Frederick Superintendent	\$246,467
32	Baltimore Law Firm 4th Year Associate	\$245,089
33	Montgomery Police Chief	\$239,566
34	Baltimore City States Attorney	\$238,772
35	Physician Salary 007	\$237,781
36	Superintendent of Schools	\$236,000
37	St. Mary's Superintendent	\$225,000
38	Physician Salary 006	\$220,366
39	Carroll Superintendent	\$219,937
40	Harford Superintendent	\$217,315
41	Baltimore City Police Chief	\$217,300
42	Charles Superintendent	\$217,000
43	University of Maryland Law School Professor (Average)	\$216,750
44	Prince George's County Executive	\$215,998
45	Chief Judge, Court of Appeals	\$215,433
46	Washington D.C. Law Firm 3rd Year Associate	\$214,343
47	Baltimore County States Attorney	\$212,478
48	Baltimore Law Firm 3rd Year Associate	\$212,110
49	Montgomery County States Attorney	\$208,686
50	Howard Police Chief	\$205,010
51	Calvert Superintendent	\$205,000

**State/Local Government and Legal Salary Ranking**

Rank	Title	Salary
52	Physician Salary 005	\$204,237
53	Cecil Superintendent	\$200,984
54	Prince George's County State's Attorney	\$199,000
55	Judge, Court of Appeals	\$196,433
56	Washington D.C. Law Firm 2nd Year Associate	\$195,077
57	Wicomico Superintendent	\$194,013
58	Baltimore Law Firm 2nd Year Associate	\$193,045
59	Montgomery County Executive	\$192,769
60	Anne Arundel County States Attorney	\$191,919
61	Prince George's County States Attorney	\$191,919
62	Allegany Superintendent	\$190,418
63	Anne Arundel Police Chief	\$189,825
64	Physician Salary 004	\$189,306
65	Talbot Superintendent	\$189,000
66	Chief Judge, Court of Special Appeals	\$186,633
67	Chief Judge, District Court	\$183,633
68	Judge, Court of Special Appeals	\$183,633
69	Worcester Superintendent	\$182,085
70	Washington D.C. Law Firm 1st Year Associate	\$181,570
71	Baltimore City Executive	\$180,324
72	Governor State Of Maryland	\$180,000
73	Baltimore Law Firm 1st Year Associate	\$179,678
74	In-House Counsel (10+ Years of Experience)	\$178,813
75	Transportation	\$177,908
76	Budget & Management	\$177,906
77	University of Baltimore Law School Professor (Average)	\$177,371
78	Queen Anne's Superintendent	\$176,286
79	Physician Salary 003	\$175,478
80	Commerce	\$175,462
81	Baltimore County Executive	\$175,000
82	Judge, Circuit Court	\$174,433
83	Health & Mental Hygiene	\$174,417
84	Caroline Superintendent	\$172,224
85	State Police	\$171,015
86	Human Services	\$170,818
87	Somerset Superintendent	\$170,000
88	Prince George's Sheriff	\$169,433
89	Juvenile Services	\$169,059
90	Prince George's Police Chief	\$167,656
91	Labor, Licensing, & Regulation	\$165,215
92	Physician Salary 002	\$162,677
93	Natural Resources	\$162,499
94	Public Safety	\$162,254
95	Montgomery Sheriff	\$161,495
96	Judge, District Court	\$161,333
97	Higher Education Commission	\$160,710
98	Housing	\$156,245
99	Environment	\$155,599
100	Kent Superintendent	\$155,488
101	Charles Sheriff	\$152,324
102	Queen Anne's Sheriff	\$151,333

**State/Local Government and Legal Salary Ranking**

<b>Rank</b>	<b>Title</b>	<b>Salary</b>
103	Physician Salary 001	\$150,819
104	General Services	\$149,678
105	Attorney General	\$149,500
106	Comptroller State Of MD	\$149,500
107	Lieutenant Governor	\$149,500
108	Treasurer State Of Maryland	\$149,500
109	Agriculture	\$143,488
110	Anne Arundel County Executive	\$142,000
111	Garrett Superintendent	\$141,000
112	Calvert Sheriff	\$139,391
113	St. Mary's Sheriff	\$139,391
114	Baltimore City Sheriff	\$138,006
115	Aging	\$137,749
116	Planning	\$137,749
117	Dorchester Superintendent	\$137,000
118	In-House Counsel (4-9 Years of Experience)	\$135,188
119	Anne Arundel Sheriff	\$132,999
120	Frederick Police Chief	\$125,000
121	Frederick Sheriff	\$125,000
122	Harford Police Chief	\$122,619
123	Harford Sheriff	\$122,619
124	Cecil Sheriff	\$117,843
125	In-House Counsel (0-3 Years of Experience)	\$115,125
126	Veterans	\$114,555
127	Washington Sheriff	\$110,011
128	Carroll Sheriff	\$110,000
129	St. Mary's Police Chief	\$106,120
130	Secretary of State	\$105,500
131	Howard Sheriff	\$101,000
132	Caroline Sheriff	\$100,053
133	Washington Police Chief	\$100,000
134	Dorchester Sheriff	\$96,853
135	Kent Sheriff	\$96,853
136	Wicomico Police Chief	\$95,000
137	Wicomico Sheriff	\$95,000
138	Talbot Sheriff	\$91,620
139	Calvert Police Chief	\$90,480
140	Carroll Police Chief	\$90,001
141	Allegany Sheriff	\$90,000
142	Baltimore Sheriff	\$90,000
143	Worcester Police Chief	\$88,888
144	Worcester Sheriff	\$88,000
145	Garrett Sheriff	\$85,000
146	Kent Police Chief	\$85,000
147	Somerset Sheriff	\$75,000
148	Allegany Police Chief	\$74,263