



Report of the Judicial Compensation Commission

Annapolis, Maryland
August 2026

Judicial Compensation Commission

**Department of Legislative Services
Office of Policy Analysis
Annapolis, Maryland**

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THE MARYLAND GENERAL ASSEMBLY
ANNAPOLIS, MARYLAND 21401-1991

JUDICIAL COMPENSATION COMMISSION

August 11, 2026

The Honorable Wes Moore
Governor of Maryland

The Honorable Bill Ferguson
President of the Senate

The Honorable Joseline A. Peña-Melnyk
Speaker of the House of Delegates

Dear Governor Moore, President Ferguson, and Speaker Peña-Melnyk:

Herewith, the Judicial Compensation Commission transmits to you a summary of the commission's 2025 and 2026 activities and subsequent action by the General Assembly regarding judicial compensation in Maryland.

The commission commenced its work for this meeting cycle by examining the judicial salaries that were implemented following the resolution enacted during the 2022 legislative session. The 2022 resolution established a phased-in increase of \$40,000 per judge from fiscal 2023 through 2026. The commission learned that even with those increases, judicial salaries have failed to keep pace with inflation and the high cost of living in the State.

The commission has long recognized that individuals may pursue judgeships for a variety of reasons; however, it also maintains that salary continues to be an important element of attracting and retaining highly qualified applicants. Accordingly, the commission concluded that there remains a compelling need to further increase judicial salaries in order to ensure that highly qualified individuals will continue to be attracted to serve as judges on our State courts. The commission considered this need in light of the State's current fiscal challenges and recommended a phased-in increase of \$23,600 per judge for all courts from fiscal 2027 through 2030, as shown in the following table. Pursuant to statute, judges will not receive any general salary increases proposed by the Governor for State employees in any year in which a judge's salary is increased in accordance with a resolution. Resolutions to implement the recommendations were introduced

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during the 2026 session as Senate Joint Resolution 2 and House Joint Resolution 6. Because the General Assembly did not adopt or amend either resolution, the resolutions were enacted 50 days after introduction as Joint Resolution 2 and Joint Resolution 4, respectively, establishing the salaries shown below for fiscal 2027 through 2030.

	<u>Current Salary</u>	<u>Effective 7/1/2026</u>	<u>Effective 7/1/2027</u>	<u>Effective 7/1/2028</u>	<u>Effective 7/1/2029</u>	<u>Phase-in</u>
Supreme Court						
Chief Justice	\$255,433	\$261,333	\$267,233	\$273,133	\$279,033	\$23,600
Associate Justice	236,433	242,333	248,233	254,133	260,033	23,600
Appellate Court						
Chief Judge	226,633	232,533	238,433	244,333	250,233	
Associate Judge	223,633	229,533	235,433	241,333	247,233	23,600
Circuit Courts						23,600
Judge	214,433	220,333	226,233	232,133	238,033	
District Court						23,600
Chief Judge	223,633	229,533	235,433	241,333	247,233	23,600
Associate Judge	201,333	207,233	213,133	219,033	224,933	23,600

During its presentation to the commission, the Judiciary emphasized the additional work required by individuals who serve as administrative judges for county circuit courts or the District Court and asked the commission to consider recommending supplemental compensation for those judges as well as the Chief Judge of the Appellate Court, who performs administrative functions for that court. The commission voted unanimously to recommend a \$7,500 annual stipend for these judges. Separate legislation to authorize these stipends beginning in fiscal 2027 was introduced as Senate Bill 313 and House Bill 608; the General Assembly passed both bills with amendments that also alter the salary of the Chairman of the Workers' Compensation Commission.

On behalf of each commission member, I thank you for the privilege of serving you and the State of Maryland.

Sincerely,



Meghan K. Casey, Esq.
Chair

MKC/JBE/SEB/jag

cc: Chief Justice Matthew J. Fader
Secretary Jake Weissmann
Victoria L. Gruber
Ryan Bishop

Judicial Compensation Commission 2025 Membership Roster

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Victoria K. Fretwell
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Executive Summary

The Judicial Compensation Commission examined salaries paid to State and local officials, federal judges, judges in all other states, and numerous other members of the legal profession, such as attorneys in private practice, and received presentations from the Department of Legislative Services and the Judiciary. Based on a review of this information, the commission continues to believe that further salary increases are

merited and necessary in order to ensure that qualified individuals from diverse backgrounds will be attracted to serve as judges without unreasonable economic hardship. The commission voted to recommend the salaries listed below for the next four fiscal years. The recommendations reflect a total salary increase per judge of \$23,600, to be implemented as follows over the next four fiscal years:

Fiscal 2027 Salary Effective July 1, 2026

Supreme Court of Maryland	
Chief Justice	\$261,333
Justice	242,333
Appellate Court of Maryland	
Chief Judge	232,533
Associate Judge	229,533
Circuit Court Judge	220,333
District Court	
Chief Judge	229,533
Associate Judge	207,233

Fiscal 2028 Salary Effective July 1, 2027

Supreme Court of Maryland	
Chief Justice	\$267,233
Justice	248,233
Appellate Court of Maryland	
Chief Judge	238,433
Associate Judge	235,433
Circuit Court Judge	226,233
District Court	
Chief Judge	235,433

Fiscal 2029 Salary Effective July 1, 2028

Supreme Court of Maryland	
Chief Justice	\$273,133
Justice	254,133
Appellate Court of Maryland	
Chief Judge	244,333
Associate Judge	241,333
Circuit Court Judge	232,133
District Court	
Chief Judge	241,333
Associate Judge	219,033

Fiscal 2030 Salary Effective July 1, 2029

Supreme Court of Maryland	
Chief Justice	\$279,033
Justice	260,033
Appellate Court of Maryland	
Chief Judge	250,233
Associate Judge	247,233
Circuit Court Judge	238,033
District Court	
Chief Judge	247,233
Associate Judge	224,933

Consistent with statutory requirements, the commission's salary recommendations to the General Assembly for the 2026 session were introduced as a joint resolution in each house of the General Assembly by the fifteenth day of the session.

Because the General Assembly neither adopted nor amended the joint resolution to reduce the proposal within 50 days after its introduction, the salaries recommended by the commission have been enacted and will be implemented for fiscal 2027 on July 1, 2026, and on July 1 each subsequent year through July 1, 2030. Had the General Assembly rejected any or all of the commission's salary recommendations, the salaries of the judges would have remained unchanged, unless, pursuant to § 1-703(b) of the Courts and Judicial Proceedings Article, the judges' salaries were increased by the same percentage awarded to State employees.

During its 2021 meetings, the Judiciary requested additional compensation for individuals who serve as administrative judges in the circuit courts and the District Court. The commission did not have adequate time to sufficiently contemplate and make a related recommendation for the 2022 legislative session. The Judiciary made a similar request during the commission's meetings in 2025, and consistent with that request, the commission voted to recommend an annual stipend of \$7,500, beginning in fiscal 2027, for the Chief Judge of the Appellate Court of Maryland and individuals serving as administrative judges in the circuit courts and the District Court. Separate legislation to authorize these stipends was introduced as Senate Bill 313 and House Bill 608. The General Assembly passed both bills with amendments that also alter the

salary of the Chairman of the Workers' Compensation Commission.

Finally, the commission did not have any recommendations regarding judicial pensions.

Chapter 1. Introduction

In 1980, the General Assembly created the Judicial Compensation Commission by adding § 1-708 to the Courts and Judicial Proceedings Article of the Annotated Code of Maryland.

Statutory Provisions and Reporting Requirements

The commission includes seven members, all appointed to six-year terms by the Governor and nominated as follows: two by the President of the Senate; two by the Speaker of the House of Delegates; one by the Maryland State Bar Association; and two at large. The commission elects a chairman from among its membership. Appointees are eligible for reappointment. Members of the General Assembly, State and local employees or officers, and justices and judges, or former justices and judges are not eligible for appointment to the commission.

When established, the commission was required to review judicial salaries and pensions every two years and make recommendations every four years; however, the commission could review and make recommendations more often. In recent years, the meeting schedule and reporting requirements have changed numerous times, as discussed in further detail later in this chapter. Current statutory provisions require that on or after September 1, 2011; September 1, 2013; and every four years thereafter, the commission must review salaries and pensions and make recommendations to the Governor and General Assembly.

Section 1-708, which appears in **Appendix 1**, establishes the following:

- A joint resolution incorporating the commission’s salary recommendations must be introduced in each house of the General Assembly by the fifteenth day of the session following the commission’s proposals.
- The General Assembly may amend the joint resolution to decrease, but not increase, any of the commission salary recommendations. The General Assembly may not reduce the salary of a justice or judge below current levels.¹ Failure to adopt or amend the joint resolution within 50 calendar days after its introduction results in adoption of the salaries recommended by the commission. If the General Assembly rejects any of the commission’s recommendations, the salaries of the justices and judges remain unchanged, unless modified under other provisions of law.

¹ In December 2022, the Court of Appeals of Maryland and the Court of Special Appeals of Maryland were renamed the Supreme Court of Maryland and the Appellate Court of Maryland, respectively. Pursuant to the constitutional amendment renaming the courts, the sitting members of the Supreme Court of Maryland became “justices.” This report refers to “justices” in specified instances. However, unless otherwise noted, the term “judges” includes justices of the Supreme Court of Maryland.

- Commission pension recommendations must be introduced as legislation by the Presiding Officers of the Senate and the House of Delegates. These recommendations shall become effective only if passed by both houses.

Judicial salaries are also adjusted in accordance with §§ 1-702 and 1-703 of the Courts and Judicial Proceedings Article. Pursuant to § 1-703, general State employee salary increases apply to judges only in years in which judges' salaries are not increased in accordance with a resolution from the commission's recommendations. Section 1-702 specifies that the Chief Judge of the District Court must receive a salary equivalent to the salary paid to an Associate Judge of the Appellate Court of Maryland.

Activities to Date

Activities Prior to 2005

Since it began its deliberations in late 1980, the commission has made numerous salary proposals, the first of which applied to fiscal 1983. **Exhibit 1.1** summarizes the commission's previous salary proposals and subsequent General Assembly action from fiscal 1983 through 2026. Exhibit 1.1 also shows general employee salary increases, as prior to the 2005 legislative session, judges typically received the benefit of salary increases both from any joint resolutions that were adopted as well as any general employee salary increase.

Exhibit 1.1 Salary Proposals

<u>Fiscal Year</u>	<u>Judicial Compensation Commission Proposal</u>	<u>Assembly Action</u>	<u>General Salary Increase</u>
2023	Phase-in of \$40,000 over fiscal 2023-2026	Phase-in of \$40,000 over fiscal 2023-2026	3%; 4.5% ⁽¹⁾
2019	Phase-in of \$35,000 over fiscal 2019-2022	Phase-in of \$20,000 over fiscal 2019-2022	2%; 0.5% ⁽²⁾
2017	None for fiscal 2017-2018	None	None
2013	None for fiscal 2013; phase-in of \$29,006, over fiscal 2014-2016	Phase-in of \$14,081 over fiscal 2014-2016	2% ⁽³⁾
2011	Phase-in of \$39,858 over fiscal 2011-2014	Reject	None ⁽⁴⁾
2010	Phase-in of \$39,858 over fiscal 2010-2013	None ⁽⁵⁾	None ⁽⁴⁾

<u>Fiscal Year</u>	<u>Judicial Compensation Commission Proposal</u>	<u>Assembly Action</u>	<u>General Salary Increase</u>
2006	Phase-in of \$15,000-\$30,000 over 2006-2009	None ⁽⁶⁾	2% ⁽⁷⁾
2005	Phase-in of \$15,000-\$30,000 over fiscal 2005-2008	Reject	\$752
2004	None	None	None
2003	5% increase	Reject	None
2002	None	None	4% ⁽⁸⁾
2001	\$10,000	Reject	4% ⁽⁹⁾
2000	None	None	\$1,275 ⁽¹⁰⁾
1999	\$11,275	None ⁽¹¹⁾	\$1,275 ⁽¹⁰⁾
1998	\$9,000	Reject	None
1997	2.9%, 9.5%-10%	2.9%-3.0% ⁽¹²⁾	None
1996	None	None	2%
1995	3%-8.1%	Reject	3%
1994	None	None	None ⁽¹³⁾
1993	None	None	None ⁽¹⁴⁾
1992	None	None	None ⁽¹⁴⁾⁽¹⁵⁾
1991	4%	4-25% ⁽¹⁶⁾	4%
1990	None	None	4%
1989	10.5%-14.3%	10.5%-14.3%	4%
1988	13.0%-22.7%	6.4%-11.8%	2.5%
1987	None	None	3.5%
1986	6.3%-8.9%	Reject	4%
1985	11.2%-13.9%	9%	6%
1984	None	None	None
1983	10.5%-12.1%	10.5%-12.1%	9%

⁽¹⁾ In fiscal 2023, a 3% cost-of-living (COLA) increase took effect July 1, 2022, and members of the State Law Enforcement Officers Labor Alliance received a 4.5% salary increase beginning on November 1, 2022. In fiscal 2024, a 2% COLA took effect on July 1, 2023. In fiscal 2025, a 3% COLA took effect on July 1, 2024. In fiscal 2026, a 1% COLA took effect on July 1, 2025.

⁽²⁾ In fiscal 2019, a 2% COLA increase took effect January 1, 2019, and a 0.5% COLA took effect April 1, 2019. The April salary increase, as well as a \$500 bonus effective at the same time, were contingent on fiscal 2018 general fund revenues exceeding the December 2017 estimate by at least \$75 million, which they did. In fiscal 2020, a 3% COLA took effect July 1, 2019, and most employees received a 1% increase on January 1, 2020. In fiscal 2021, a 2% COLA took effect January 1, 2021, and all State employees received a \$1,000 one-time bonus in April 2021. In fiscal 2022, most employees received a 1% COLA and a \$1,500 bonus on January 1, 2022. In fiscal 2023, most employees received a 3% COLA on July 1, 2022.

⁽³⁾ The General Assembly also approved the following COLA increases: (1) 3% in fiscal 2014; (2) 2% in fiscal 2015; and (3) 2% in fiscal 2016. Because judges did not have a scheduled salary increase in fiscal 2013, they were eligible for the 2.0% COLA.

⁽⁴⁾ There were no COLAs for State employees in fiscal 2010 or 2011. Instead, State employees were subject to furloughs in both years, resulting in an average salary reduction of 2.6% in each fiscal year.

⁽⁵⁾ Chapter 2 of 2009, an emergency measure, established, for the 2009 session only, that the failure of the General Assembly to act on a joint resolution by the fiftieth day of session would not allow the recommended salary increases to become effective.

⁽⁶⁾ The Judicial Compensation Commission's recommended increases took effect because the General Assembly failed to act on the resolution within the required 50-day timeframe.

⁽⁷⁾ In addition, fiscal 2007 increases were \$900 for employees making less than \$45,000 at the end of fiscal 2006, \$1,400 for employees making \$70,000 or more, and 2% for those remaining. The General Assembly approved a 2% COLA for fiscal 2008. Although a 2% COLA was included in the fiscal 2009 budget, a furlough for State employees effective December 16, 2008, reduced employee salaries by an average of approximately 1.5%.

⁽⁸⁾ For fiscal 2002, the General Assembly approved a 4% COLA effective January 1, 2002. By statute, members of the Judiciary received the same percentage COLA.

⁽⁹⁾ The General Assembly approved a 4% COLA effective November 15, 2000.

⁽¹⁰⁾ For fiscal 1999 and 2000, the General Assembly approved a COLA in the dollar amount of \$1,275 for all State employees. By statute, members of the Judiciary received the same percentage COLA.

⁽¹¹⁾ The Judicial Compensation Commission's recommended increase took effect because the General Assembly failed to act on the resolution within the required 50-day timeframe.

⁽¹²⁾ For fiscal 1997, the General Assembly approved the 2.9% increase recommended for the Chief Judge of the Court of Appeals. All others were amended to a 3.0% increase. All salary adjustments were delayed until October 1, 1996.

⁽¹³⁾ In fiscal 1994, Executive and Judicial branch employees (except judges) received in-grade increments, but no general salary increase. Legislative Branch employees received a uniform 3% increase but no increments.

⁽¹⁴⁾ Employees in all three branches of government did not receive in-grade increments in fiscal 1992 and 1993.

⁽¹⁵⁾ All employees of the Executive, Legislative, and Judicial branches, except judges and elected officials, were required to take one to five days leave without pay in fiscal 1992.

⁽¹⁶⁾ In fiscal 1991, the Chief Judge of the Court of Appeals received a 25% salary increase.

Source: Department of Legislative Services

The commission made no formal recommendations other than to endorse the general salary increase for fiscal 1984, 1987, 1990, 1992, 1993, 1994, 1996, 2000, 2002, and 2004. The commission made formal recommendations in 1983 and 1989, which were adopted by the General Assembly; the commission's proposal in fiscal 1999 was also adopted when the General Assembly failed to act on the resolution within the required 50 days. The commission made formal recommendations in 1986, 1995, 1998, 2001, 2003, and 2005 that were rejected. Finally, in 1985, 1988, 1991, and 1997, the commission's recommendations were adopted with modifications by the General Assembly.

Activities Since 2005

During the 2005 legislative session, the commission resubmitted the salary recommendations that were not adopted during the 2004 session. The *Supplement to the 2004 Report of the Judicial Compensation Commission* advised that, if the salaries were increased as proposed, the commission did not intend to make another salary recommendation until fiscal 2010. When the General Assembly failed to act on the legislation within the required time period, the proposal was implemented by operation of law, rendering the salary structure effective.

The 2005 session also marked the beginning of two significant changes regarding the work of the commission. First, Chapter 444 of 2005 limited the frequency of review of judicial compensation and recommendations by the commission by establishing a schedule of once every four years, instead of the prior requirements that the commission review judicial compensation every two years and make recommendations at least every four years. In addition, Chapter 444 provided that general employee salary increases do not apply to judges in years in which salaries are increased in accordance with a resolution from the commission's recommendations.

The commission met in 2008 and made recommendations for a four-year phased-in salary plan for fiscal 2010 through 2013 that was introduced by Senate Joint Resolution 4/House Joint Resolution 2 of the 2009 session; however, no further action was taken on the joint resolutions. Instead, Chapter 2 of 2009, an emergency measure, established, for the 2009 session only, that the failure of the General Assembly to act on a joint resolution by the fiftieth day of session would not allow the recommended salary increases to become effective.

In recognition of the failure to take salary action for the Judiciary, the time period for the commission's meeting schedule was statutorily altered to allow another meeting in fall 2009. This action aligned the schedule of the commission with the meeting schedules of the Governor's and General Assembly's compensation commissions. Although the commission did not hold a formal meeting in 2009, the members participated in a telephone poll and voted to resubmit the same salary recommendations that were submitted in the prior session. The recommendations would have increased judicial salaries by approximately \$40,000 over a four-year period.

The recommendations were again rejected by the General Assembly during the 2010 session. However, Chapter 484 of 2010 (the Budget Reconciliation and Financing Act) altered the meeting schedule of the commission again to allow for a review of salaries in 2011 and 2013, then every four years thereafter.

In 2011, the commission met twice and voted to submit recommendations increasing judicial salaries through fiscal 2016. However, the commission did not recommend a salary increase in the first year (fiscal 2013). Instead, the commission recommended a salary increase of \$29,006 over a three-year period.

The General Assembly amended the resolution submitted by the commission so that the annual salaries for all judges increased by \$14,081 over the three years as follows:

(1) \$4,556 beginning July 1, 2013 (fiscal 2014); (2) \$4,692 beginning July 1, 2014 (fiscal 2015); and (3) \$4,833 beginning July 1, 2015 (fiscal 2016).

The commission also made recommendations in its 2011 report on appropriate retirement benefits and member contribution levels, which took into account the sustainability of pension systems, based on instructions included in Chapter 397 of 2011. The commission voted to include in its report a recommendation that the contribution rate for judges appointed after July 1, 2012, increase from 6% to 8%. Chapter 485 of 2012 increased the member contribution rate from 6% to 8% of earnable compensation for *all* members of the Judges' Retirement System and further added a five-year vesting requirement for individuals who become members of the Judges' Retirement System on or after July 1, 2012.

Although the commission also met in fall 2013, it did not propose additional salary increases at that time. Because salaries were not increased in accordance with any resolution, judges would have been eligible for any general salary increases awarded to State employees in fiscal 2017 and 2018. However, State employees were not provided a salary increase in either of those fiscal years.

In 2017, the commission met twice to discuss salary recommendations for fiscal 2019 through 2022. Recognizing that judicial salaries had been stagnant since fiscal 2016, the commission recommended a \$35,000 increase in judicial salaries over a four-year period. The General Assembly amended the resolution to instead increase salaries for all judges by \$5,000 per year from fiscal 2019 through 2022.

In December 2021, the commission finalized its recommendation to increase the salaries of all Maryland justices and judges by \$40,000 from fiscal 2023 through 2026. Joint resolutions introduced during the 2022 session enacted the commission's recommendations, as shown in Exhibit 1.2.

Exhibit 1.2
Judicial Salaries (Implemented) – Joint Resolutions 2 and 3 of 2022
Fiscal 2023-2026

	<u>Prior Salary</u>	<u>Implemented 2023</u>	<u>Implemented 2024</u>	<u>Implemented 2025</u>	<u>Implemented 2026</u>	<u>Phase-in</u>	<u>Percent Change</u>
Supreme Court of Maryland							
Chief Justice	\$215,433	\$225,433	\$235,433	\$245,433	\$255,433	\$40,000	18.57%
Justice	196,433	206,433	216,433	226,433	236,433	40,000	20.36%
Appellate Court of Maryland							
Chief Judge	186,633	196,633	206,633	216,633	226,633	40,000	21.43%
Judge	183,633	193,633	203,633	213,633	223,633	40,000	21.78%

	<u>Prior Salary</u>	<u>Implemented 2023</u>	<u>Implemented 2024</u>	<u>Implemented 2025</u>	<u>Implemented 2026</u>	<u>Phase-in</u>	<u>Percent Change</u>
Circuit Court	174,433	184,433	194,433	204,433	214,433	40,000	22.93%
District Court							
Chief Judge	183,633	193,633	203,633	213,633	223,633	40,000	21.78%
Judge	161,333	171,333	181,333	191,333	201,333	40,000	24.79%

Source: Department of Legislative Services

Chapter 2. Compensation Principles and Data

Since its inception, certain compensation principles have guided the commission's judicial salary recommendations. This chapter discusses the compensation principles and summarizes salary data reviewed by the commission.

Compensation Principles

The commission has traditionally considered many compensation principles and variables when developing its recommendations. The commission members have identified these themes through independent research and from the testimony of jurists who have appeared before the commission throughout the years. Among the topics that have been discussed in the commission's meetings are:

- salary levels compared to other states' judges, federal judges, and other State and local officials;
- economic and fiscal conditions;
- the ability to attract and retain qualified individuals from diverse backgrounds; and
- workplace conditions and accomplishments of the Judiciary.

The commission continues to regard these factors as applicable and relevant in formulating its recommendations concerning judicial salaries. It also recognizes that all of the issues need to be collectively considered. For example, achieving parity with the private sector would very likely attract more individuals with diverse legal experiences, yet it would also place Maryland's judicial salaries significantly higher than cabinet secretaries, other states' judges, and federal judges, as well as necessitate a substantial expenditure increase. Conversely, relying only on salary levels in other states could result in a recommendation too low to attract qualified individuals, particularly when considering the higher cost of living in the State. Additional details about these factors are provided in the following pages and in the appendices.

Comparability

The commission studies how salaries paid to Maryland judges compare to salaries for judges in other states and the federal judiciary as well as other important elected and appointed officials in Maryland State and local government. Some of the categories that the commission considers worthy of comparison when considering the salaries of Maryland judges are discussed below.

Judges in Other States

The National Center for State Courts (NCSC) routinely surveys all states to compare salaries at each judicial level. The commission uses this data to study the salary rankings of Maryland judges compared to judges at similar levels in other states. These national and regional rankings are shown in **Appendix 2** of this report. However, in some cases, direct comparisons could not be made from state to state. NCSC does not track the salary data for the Chief Judge of the Intermediate Appellate Court (the equivalent of the Appellate Court of Maryland), so no comparison is made under this category. Likewise, because not all states have comparable courts of limited jurisdiction (the equivalent of the District Court in Maryland), NCSC does not track this salary data.

The available data indicates that almost all states have provided salary increases since the commission met in 2021. Average national salaries increased by between 15.07% to 15.87%, while Maryland judicial salaries increased by between 18.57% to 22.93%, as shown in **Exhibit 2.1**. While recognizing that the State's salaries are still above the national average, the commission has routinely accounted for the high cost of living in the State when considering recommendations. NCSC also provides rankings for general jurisdiction court compensation (circuit courts) that is adjusted for a cost-of-living index. When factoring in this index, Maryland ranks thirty-eighth among the states. When the commission met in 2021, Maryland was ranked forty-third. Even with the salary gains made as a result of the implemented resolution applicable for fiscal 2023 through 2026, the high cost of living in the State continues to diminish the impact of the salary increases.

Exhibit 2.1 Maryland's Comparison with Average National Salaries July 1, 2021 and July 1, 2025

<u>Position</u>	<u>Average Salaries as of July 1, 2021</u>	<u>Average Salaries as of July 1, 2025</u>	<u>Percent Increase</u>	<u>Maryland Salaries as of July 1, 2021</u>	<u>Maryland Salaries as of July 1, 2025</u>	<u>Percent Increase</u>
Highest Court – Chief Judge	\$192,277	\$222,494	15.72%	\$215,433	\$255,433	18.57%
Highest Court – Associate Judge	185,435	214,863	15.87%	196,433	236,433	20.36%
Intermediate Appellate Court Judge	179,998	207,126	15.07%	183,633	223,633	21.78%
General Jurisdiction Court Judge	166,501	192,238	15.46%	174,433	214,433	22.93%

Source: National Center for State Courts; Department of Legislative Services

Federal Judges

Comparisons between the salaries of Maryland judges and federal judges have routinely been considered, particularly due to the State's proximity to Washington, DC. Though the two jobs differ, the high compensation, regular salary increases, and lifetime tenure make a federal judicial appointment very attractive. A listing of federal judges' salaries reviewed by the commission appears in **Appendix 3**.

Salaries of Maryland and Local Officials

Salaries for the Governor, Lieutenant Governor, Attorney General, Comptroller, Treasurer, and Secretary of State are generally established every four years by the Governor's Salary Commission. As required by the Maryland Constitution, the commission develops salary recommendations and submits them to the General Assembly for approval. Salaries for these constitutional officers were increased over the 2023 through 2026 term. The current salaries of constitutional officers are shown in **Appendix 4**. However, the Governor's Salary Commission also met in 2025 and 2026 to develop a recommendation for the 2027 through 2030 term.

The General Assembly Compensation Commission similarly submits salary recommendations for the members of the General Assembly. The commission's last implemented recommendations to increase salaries, which phased in a 4% increase in calendar 2023 and 2024 and 2% in calendar 2025 and 2026 for members and Presiding Officers, were submitted in the 2022 session and implemented over the 2023 through 2026 term; current salaries for General Assembly members and officers are shown in **Appendix 4**. The General Assembly Compensation Commission met in 2025 to develop a recommendation for the 2027 through 2030 term.

The commission also reviewed the salaries of cabinet secretaries. In fiscal 2026, the salaries for incumbent cabinet secretaries range from \$149,106 to \$343,747. This represents an increase from a range of \$122,165 to \$275,000 in fiscal 2022, the applicable fiscal year when this commission met in 2021. More information regarding salaries for these individuals can be found in **Appendix 5**.

Judicial Pensions

Comparisons between the pension systems for Maryland judges and those for judges in other states and federal judges were thoroughly reviewed and considered by the Judicial Compensation Commission in 2011. Maryland's State Employee Pension Systems underwent significant changes during the 2011 legislative session, and the commission was charged by the General Assembly with making specific recommendations concerning appropriate benefit and member contribution levels for the Maryland Judges' Retirement System. The number of members of the Maryland Judges' Retirement System is only a fraction of the membership of the various State Employee Pension Systems; however, the members of the Maryland Judges'

Retirement System receive a considerable retirement salary benefit. Prior to fiscal 2013, Maryland judges contributed 6% of their annual salary for the first 16 years of service toward a full retirement benefit of two-thirds of the salary of an active judge in a comparable position to the retired member. The benefit accrues at a fraction of this rate for each year of service prior to 16 years. No contribution is required after 16 years of service. Maryland judges may retire at the age of 60 and are required to retire at the age of 70. In addition to the annual retirement salary benefit, Maryland judges are also entitled to survivor benefits, disability benefits, and retiree health benefits. As previously noted, pursuant to Chapter 485 of 2012, all judges now contribute 8% of their annual salary for the first 16 years of service toward their pension plan. Further, judges appointed after July 1, 2012, must remain a judge for five years before they become vested in the pension system.

While acknowledging the substantial retirement benefit afforded to judges, the commission has previously discussed how increased contributions such as the ones enacted in 2012 have the practical effect of negatively impacting judicial salaries by offsetting any salary increases. The commission did not propose any changes to judicial benefits in its recommendations.

The Economy

The recommendations of the commission were considered during a time in which the State budget is experiencing a structural deficit of \$1.2 billion in fiscal 2027 that is projected to increase to \$3.8 billion by fiscal 2030. The Department of Legislative Services briefed the commission on recent developments in the economic and financial climate that have impacted the general fund balance. The State's budget is in much worse condition than when the commission met in 2021, and these conditions are expected to continue for the next few fiscal years. The commission's charge of recommending appropriate salaries was particularly challenging given the current fiscal climate.

Recruitment of Qualified Candidates

As required by its statutory mandate, the commission considers the judicial salary structure's ability to attract highly qualified attorneys to the bench. In its presentation to the commission, the Judiciary highlighted the high cost of living within Maryland along with competition from other legal professions as reasons for a limited field of qualified candidates. The Judiciary focused on inflation as a key issue, noting that judicial salaries have failed to keep pace with inflation. Citing the Bureau of Labor Statistics, the Judiciary advised the commission that the cost of living for consumers in the Northeast United States has increased by 92.4% since calendar 2005 while judicial salaries have increased between 56% to 75% during the same period. Judicial salaries failing to keep up with the rate of inflation is coupled with the State having a high cost of living, which, when factored in, leaves judicial salaries ranging between the twenty-ninth and thirty-eighth highest within the United States. The Judiciary stressed that it is constantly competing with higher paying legal professions to find qualified candidates. The reality of low judicial salaries is that many qualified attorneys are not applying for judgeships. The Judiciary is

essentially competing with law firms and other entities for the best legal talent. While acknowledging that salary is only one of many factors potential applicants consider, the commission has continuously asserted that a more competitive salary will help ensure that qualified individuals are interested in judgeships.

Workplace Conditions

Similar to its request in 2021, the Judiciary asked the commission to consider a recommendation to provide a modest stipend for individuals who serve as administrative judges in either the circuit courts or the District Court and the Chief Judge of the Appellate Court. As the commission learned, additional duties assigned to administrative judges include (1) overseeing personnel and human resources issues; (2) managing courthouse security; (3) facilitating case flow through the court system; (4) orientation for new staff; (5) for circuit court judges, coordinating with the local jurisdiction on budgetary issues and ensuring that the resources for the physical courthouse facility are adequate; and (6) monitoring motions filed through the Maryland Electronic Court system to ensure that matters are handled expeditiously when a judge who would typically respond to such motions is on leave.

The Future

The commission believes that the salaries of Maryland's judges should increase to keep pace with the cost of living. However, the commission also recognizes the State's current fiscal challenges. The commission is acutely aware that the quality of the State's Judiciary depends on its ability to attract competent and diverse individuals with a range of experience and believes that the implemented recommendations will ensure the Judiciary's continuing ability to serve the citizens of the State.

Chapter 3. Fiscal 2027-2030 Salaries

The commission met two times in 2025 and once in 2026 to consider salary recommendations. The Department of Legislative Services (DLS) provided information on the State's economic condition, available national and regional salary rankings for different levels of courts, and salary information for various Executive and Legislative branch officials. The commission also heard presentations and received information from the Maryland Judiciary on its concerns regarding judicial salaries. In its presentation, the Maryland Judiciary's Special Committee on Judicial Compensation expressed a preference for any recommendations to include a dollar, rather than percentage, increase that was the same for all levels of judges. This ensures that trial court judges (*i.e.*, circuit court and District Court judges) receive a higher percentage increase than higher paid appellate court judges. The Judiciary notes that trial court judges are the ones who most interact with the public on a daily basis. The commission considered this position and believed it to be a reasonable strategy to ensure that salary increases do not increase the compensation gap between judges at different levels.

In January 2026, the commission, by a vote of six of its members, finalized its recommendation to increase the salaries of all Maryland judges by \$23,600 over the next four fiscal years, to be distributed in \$5,900 annual increments. The commission also approved a recommendation for a \$7,500 annual stipend for the Chief Judge of the Appellate Court of Maryland, circuit court administrative judges, and District Court administrative judges. These changes, as well as current salary levels, are presented in **Exhibit 3.1**.

Exhibit 3.1
Judicial Compensation Commission Salary Recommendations
Fiscal 2027-2030

	<u>Total Judgeships</u>	<u>Current Salary</u>	<u>FY 2027</u>	<u>FY 2028</u>	<u>FY 2029</u>	<u>FY 2030</u>
Supreme Court						
Chief Justice	1	\$255,433	\$261,333	\$267,233	\$273,133	\$279,033
Associate Justice	6	236,433	242,333	248,233	254,133	260,033
Appellate Court						
Chief Judge	1	226,633	232,533	238,433	244,333	250,233
Associate Judge	14	223,633	229,533	235,433	241,333	247,233
Circuit Court	176	214,433	220,333	226,233	232,133	238,033
District Court						
Chief Judge	1	223,633	229,533	235,433	241,333	247,233
Associate Judge	123	201,333	207,233	213,133	219,033	224,933
Magistrate	70	181,200	186,510	191,820	197,130	202,440
Incremental Salaries ⁽¹⁾ and Annual Stipend			2,619,800	2,619,800	2,619,800	2,619,800
Incremental Fringe Benefits/Pensions for Non-Judge Employees			29,090	28,824	28,559	31,683
Incremental Fringe Benefits/Pensions – Judges ⁽²⁾			(19,842)	(889,842)	30,158	20,158
Incremental Compensation for Senior/Recalled Judges ⁽⁴⁾			774,963	774,963	774,963	774,963
Incremental Fiscal Impact			\$3,404,011	\$2,533,745	\$3,453,480	\$3,446,604
Total Annual Fiscal Impact			\$3,404,011	\$5,654,743	\$8,825,210	\$11,988,801

⁽¹⁾ Includes salary increases for the Public Defender, State Prosecutor, and members of the Workers' Compensation Commission, whose salaries are tied by statute to judicial salaries. Does not include costs for any local officials whose salaries are tied to judicial salaries but are funded locally. Also includes salary increases for magistrates who have salaries tied to the salary of a District Court judge based on Judiciary policy.

⁽²⁾ Impact on judicial pensions is based on an actuarial estimate prepared based on the recommended salary increases.

⁽³⁾ Based on Judiciary estimate – compensation for senior/recalled judges is tied to judicial salaries by statute.

Source: Bolton Partners, Inc.; Maryland Judiciary; Department of Legislative Services

As shown in the exhibit, overall expenditures associated with the implemented plan are approximately \$3.4 million in fiscal 2027; in the final year of the plan, the cost to the State will be approximately \$12.0 million. While the exhibit presents a comprehensive overview, select details regarding some of the fiscal impacts are discussed below.

Although the commission is only specifically charged with making recommendations for judicial salaries, its recommendations also impact other State employees whose salaries are tied to judicial salaries by statute or internal judicial policy. For example, the Judiciary compensates magistrates at a salary equal to 90% of that of a District Court judge. The Public Defender and State Prosecutor have salaries that correspond to circuit court judges; members of the Workers' Compensation Commission have salaries that correspond to that of a District Court judge.

The commission's proposal affects the retirement benefit paid to retired judges. As previously mentioned, after 16 years of service, a member of the Judges' Retirement System becomes eligible for the maximum retirement allowance of two-thirds of the annual salary of an active judge in a similar position. Although the approximate decrease in pension costs as a result of the recommendations is only \$70,000 in fiscal 2027, the meaningful impact of this effect (-\$1.0 million) first occurs in fiscal 2028, the first year in which contribution rates for the judicial retirement system will be recalibrated to reflect the new compensation plan. This estimate is based on the contribution rates determined by the DLS actuary under the recommended salary scale.

The Judiciary consistently relies on using senior judges (judges who have retired) to supplement current resources. The commission's proposal also impacts the cost of using these senior judges, whose compensation is based on current judicial salaries under Courts and Judicial Proceedings Article, § 1-302. Based on the Judiciary's current and projected utilization of such judges, the proposal is expected to incrementally increase costs for senior judge compensation by approximately \$775,000 annually.

The recommended flat dollar increase impacts each judge differently, depending on which level of court they serve. As **Exhibit 3.2** outlines, the percent salary growth at each level of court increases as salary decreases. This is because a flat dollar hike in pay is of greater benefit to those at lower salaries. By fiscal 2030, the highest paid judge will have received a 9.24% increase, while the lowest paid judges will have received 11.72%. Over the four-year period, however, the actual salary gap between the highest and lowest paid judges is maintained at \$54,100.

Exhibit 3.2
Judicial Compensation Commission Salary Recommendations
Fiscal 2027-2030

	<u>Current Salary</u>	<u>% Increase</u>
Supreme Court of Maryland		
Chief Justice	\$255,433	9.24%
Justice	236,433	9.98%
Appellate Court of Maryland		
Chief Judge	226,633	10.41%
Associate Judge	223,633	10.55%
Circuit Court	214,433	11.01%
District Court		
Chief Judge	223,633	10.55%
Associate Judge	201,333	11.72%

Source: Department of Legislative Services

Appendix 1

Annotated Code of Maryland

Article – Courts and Judicial Proceedings

Title 1. Court Structure and Organization

Subtitle 7. Judicial Salaries and Allowances

§ 1-708. Judicial Compensation Commission

(a) Salaries and pensions of justices and judges - The salaries and pensions of the justices of the Supreme Court of Maryland and the judges of the Appellate Court of Maryland, 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 justice or judge or former justice or 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 justices and 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 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 justice or 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 justices and 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.

Appendix 2

National and Regional Judicial Salary Rankings

Appendix 2.1A

National Judicial Salary Rankings

Highest Appellate Court – Chief Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	California	\$313,257
2	Rhode Island	301,393
3	Illinois	289,910
4	Hawaii	272,940
5	Pennsylvania	269,599
6	Virginia	266,444
7	Washington	265,792
8	New York	265,600
9	Florida	264,136
10	Maryland	255,433
11	Connecticut	248,936
12	South Carolina	245,286
13	Utah	243,200
14	Alaska	241,586
15	New Mexico	241,578
16	Tennessee	239,760
17	New Jersey	238,876
18	Minnesota	236,429
19	Delaware	236,327
20	Arkansas	233,097
21	Massachusetts	232,101
22	Kansas	231,938
23	Nebraska	228,431
24	Colorado	226,129
25	Oregon	224,784
26	Arizona	222,000
27	Indiana	221,024
28	Missouri	219,075
29	Alabama	215,671
30	North Dakota	214,896
31	Vermont	214,001

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
32	Iowa	211,059
33	New Hampshire	208,163
34	Maine	205,150
35	Louisiana	204,088
36	Ohio	203,575
37	North Carolina	203,073
38	South Dakota	198,669
39	Oklahoma	198,212
40	Wisconsin	196,102
41	Idaho	189,508
42	Georgia	189,112
43	Texas	187,550
44	Wyoming	187,250
45	Mississippi	181,491
46	Michigan	181,483
47	Kentucky	180,151
48	Montana	175,236
49	Nevada	170,000
50	West Virginia	149,600
	Average	\$224,782
	District of Columbia	\$262,800

Source: National Center for State Courts

Appendix 2.1B
Regional Judicial Salary Rankings
Highest Appellate Court – Chief Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	Rhode Island	\$301,393
2	Pennsylvania	269,599
3	Virginia	266,444
4	New York	265,600
5	District of Columbia	262,800
6	Maryland	255,433
7	Connecticut	248,936
8	New Jersey	238,876
9	Delaware	236,327
10	North Carolina	203,073
11	West Virginia	149,600

Source: National Center for State Courts

Appendix 2.2A
National Judicial Salary Rankings
Highest Appellate Court – Associate Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	Illinois	\$298,910
2	California	298,721
3	Florida	264,136
4	Hawaii	263,652
5	Washington	262,011
6	Pennsylvania	261,976
7	New York	257,500
8	Virginia	250,752
9	Rhode Island	249,661
10	Utah	241,200
11	Alaska	240,864
12	New Mexico	239,578
13	Maryland	236,433
14	Tennessee	234,756
15	South Carolina	233,606
16	New Jersey	230,818
17	Connecticut	230,334
18	Nebraska	228,431
19	Kansas	226,600
20	Massachusetts	226,187
21	Delaware	223,064
22	Colorado	221,302
23	Indiana	221,024
24	Oregon	220,596
25	Arkansas	215,843
26	Arizona	215,000
27	Minnesota	214,935
28	Missouri	209,484
29	Alabama	207,625
30	North Dakota	207,249
31	Vermont	204,256
32	New Hampshire	201,903
33	Iowa	201,609
34	North Carolina	197,802

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
35	South Dakota	196,669
36	Wisconsin	196,102
37	Louisiana	194,427
38	Ohio	191,092
39	Georgia	189,112
40	Wyoming	187,250
41	Idaho	186,508
42	Oklahoma	185,612
43	Texas	184,800
44	Michigan	181,483
45	Maine	177,424
46	Kentucky	175,151
47	Mississippi	173,800
48	Montana	173,759
49	Nevada	170,000
50	West Virginia	149,600
	Average	\$217,012
	District of Columbia	\$262,300

Source: National Center for State Courts

Appendix 2.2B
Regional Judicial Salary Rankings
Highest Appellate Court – Associate Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	District of Columbia	\$262,300
2	Pennsylvania	261,976
3	New York	257,500
4	Virginia	250,752
5	Rhode Island	249,661
6	Maryland	236,433
7	New Jersey	230,818
8	Connecticut	230,334
9	Delaware	223,064
10	North Carolina	197,802
11	West Virginia	149,600

Source: National Center for State Courts

Appendix 2.3A
National Judicial Salary Rankings
Intermediate Appellate Court – Associate Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	Illinois	\$281,331
2	California	280,052
3	Washington	249,417
4	Pennsylvania	247,188
5	New York	245,100
6	Hawaii	245,088
7	Virginia	231,889
8	Utah	230,200
9	South Carolina	227,765
10	New Mexico	227,599
11	Alaska	227,546
12	Tennessee	226,944
13	Maryland	223,633
14	Florida	223,318
15	Oregon	220,596
16	New Jersey	219,857
17	Nebraska	217,010
18	Connecticut	216,336
19	Indiana	214,852
20	Massachusetts	213,924
21	Colorado	212,535
22	Arkansas	209,452
23	Kansas	204,105
24	Minnesota	202,528
25	Arizona	200,000
26	Michigan	195,625
27	Alabama	192,036
28	Missouri	191,479
29	North Carolina	189,621
30	Georgia	187,990
31	Wisconsin	184,995
32	Iowa	182,709
33	Louisiana	182,007
34	Idaho	178,508

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
35	Texas	178,400
36	Ohio	178,108
37	Oklahoma	175,844
38	Mississippi	168,467
39	Kentucky	168,191
40	Nevada	165,000
41	West Virginia	142,500
	Average	\$208,774

Source: National Center for State Courts

Appendix 2.3B
Regional Judicial Salary Rankings
Intermediate Appellate Court – Associate Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	Pennsylvania	\$247,188
2	New York	245,100
3	Virginia	231,889
4	Maryland	223,633
5	New Jersey	219,857
6	Connecticut	216,336
7	Massachusetts	213,924
8	North Carolina	189,621
9	West Virginia	142,500

Source: National Center for State Courts

Appendix 2.4A
National Judicial Salary Rankings
General Jurisdiction Court – Associate Judges

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	Illinois	\$258,158
2	California	244,727
3	Hawaii	243,156
4	Washington	237,460
5	New York	232,600
6	Pennsylvania	227,411
7	Rhode Island	224,776
8	Alaska	222,729
9	South Carolina	221,925
10	Virginia	220,254
11	Utah	219,250
12	Tennessee	219,120
13	New Mexico	216,219
14	Maryland	214,433
15	Delaware	211,358
16	Nebraska	211,299
17	New Jersey	208,250
18	Connecticut	208,059
19	Massachusetts	207,855
20	Arkansas	204,494
21	Oregon	204,060
22	Colorado	203,768
23	Florida	200,836
24	Vermont	194,168
25	Minnesota	190,117
26	Arizona	190,000
27	Georgia	189,390
28	New Hampshire	189,365
29	Kansas	185,550
30	North Dakota	184,366
31	South Dakota	183,694
32	Indiana	183,513
33	Michigan	180,741
34	Missouri	180,602

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
35	Louisiana	174,988
36	Wisconsin	174,512
37	Idaho	172,508
38	Wyoming	171,200
39	Iowa	170,108
40	North Carolina	169,125
41	Oklahoma	167,703
42	Maine	166,317
43	Alabama	166,100
44	Ohio	163,792
45	Kentucky	161,262
46	Nevada	160,000
47	Montana	159,813
48	Mississippi	158,000
49	Texas	154,000
50	West Virginia	141,000
	Average	\$194,883
	District of Columbia	\$247,400

Source: National Center for State Courts

Appendix 2.4B
Regional Judicial Salary Rankings
General Jurisdiction Court – Associate Judges

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	District of Columbia	\$247,400
2	New York	232,600
3	Pennsylvania	227,411
4	Rhode Island	224,776
5	Virginia	220,254
6	Maryland	214,433
7	Delaware	211,358
8	New Jersey	208,250
9	Connecticut	208,059
10	North Carolina	169,125
11	West Virginia	141,000

Source: National Center for State Courts

Appendix 3

Federal Court Judicial Salaries

	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
<u>Supreme Court</u>					
Chief Justice	\$280,500	\$286,700	\$298,500	\$312,200	\$317,500
Associate Justice	268,300	274,200	285,400	298,500	303,600
<u>Court of Appeals</u>					
Judges	231,800	236,900	246,600	257,900	262,300
<u>Trial Courts</u>					
District Court Judges, International Trade Court Judges, and Claims Court Judges	\$218,600	\$223,400	\$232,600	\$243,300	\$247,400

Source: United States Courts

Appendix 4

Salaries of Selected Maryland Officials

Salaries of Selected Maryland Officials Calendar 2022 and 2026

<u>Constitutional Officers</u>	<u>Annual Salary 2022</u>	<u>Annual Salary 2026</u>
Governor	\$180,000	\$195,000
Lieutenant Governor	149,500	175,000
Attorney General	149,500	175,000
Comptroller	149,500	175,000
Treasurer	149,500	175,000
Secretary of State	105,500	120,000
<u>General Assembly</u>		
Members	50,330	56,636
President of the Senate	65,371	73,562
Speaker of the House	65,371	73,562

Source: Maryland budget bills; Department of Legislative Services

Appendix 5

Salaries of Maryland Cabinet Secretaries

Salaries of Maryland Cabinet Secretaries Fiscal 2022 and 2026

<u>Cabinet Secretaries</u>	<u>2022</u>	<u>2026</u>	<u>Increase</u>
Superintendent of Schools	\$275,000	\$343,747	25.00%
State Police	220,601	249,435	13.07%
Health	189,798	273,262	43.98%
Budget and Management	189,731	273,262	44.03%
Transportation	189,726	267,903	41.21%
Commerce	187,124	215,813	15.33%
Information Technology	182,571	210,627	15.37%
Human Services	182,171	210,101	15.33%
Juvenile Services	180,295	235,005	30.34%
Environment	176,606	235,005	33.07%
Labor	176,196	235,005	33.38%
Natural Resources	173,299	246,807	42.42%
Public Safety and Correction Services	173,038	199,569	15.33%
Higher Education	171,391	181,335	5.80%
Housing and Community Development	166,630	192,179	15.33%
General Services	156,496	228,160	45.79%
Agriculture	153,019	207,680	35.72%
Disabilities	149,866	195,110	30.19%
Aging	146,904	191,284	30.21%
Planning	139,753	191,284	36.87%
Veterans Affairs	122,165	149,106	22.05%

Source: Maryland Budget Books

Appendix 6

Senate Joint Resolution 2 (Joint Resolution 2)

SENATE JOINT RESOLUTION 2

D1

6lr2392
CF 6lr2393

By: **The President (By Request – Judicial Compensation Commission)**

Introduced and read first time: January 21, 2026

Assigned to: Budget and Taxation

SENATE JOINT RESOLUTION

A Senate Joint Resolution concerning

Judicial Compensation Commission – Recommendations

FOR the purpose of establishing the compensation of the members of the Judiciary in this State in accordance with Section 1–708 of the Courts and Judicial Proceedings Article of the Annotated Code of Maryland.

WHEREAS, Section 1–708(b)(2) of the Courts and Judicial Proceedings Article of the Annotated Code of Maryland establishes a seven–member Judicial Compensation Commission appointed by the Governor with two members appointed on nomination of the President of the Senate, two members appointed on nomination of the Speaker of the House of Delegates, one member appointed on nomination of the Maryland State Bar Association, and two members appointed at large. The Judicial Compensation Commission is constituted as follows: appointments made on the nomination of the President of the Senate: Meghan Casey and Carlos Williams; appointments made on the nomination of the Speaker of the House of Delegates: Victoria Fretwell and John Wasilisin; appointment made on the nomination of the Maryland State Bar Association: Raphael Santini; and appointments at large: Monica Mitchell and Chanel Mason. The Commission members elected Meghan Casey to serve as the chair of the Commission. The Commission is charged with reviewing the salaries and pensions of the judges of the Judiciary of Maryland and making written recommendations to the Governor and the General Assembly on or after September 1, 2011, September 1, 2013, and every 4 years thereafter; and

WHEREAS, Section 1–708(d) of the Courts and Judicial Proceedings Article of the Annotated Code of Maryland provides as follows: the General Assembly may amend this Joint Resolution to decrease any of the Commission’s salary recommendations, but no reduction may diminish the salary of a judge during the judge’s continuance in office. The General Assembly may not amend this Joint Resolution to increase these recommended salaries. Should the General Assembly not adopt or amend this Joint Resolution within 50 days after its introduction, the salaries recommended herein shall apply during fiscal years 2027 through 2030. Should the General Assembly reject any or all of the salaries herein recommended, the salaries of the judges so affected shall remain unchanged during fiscal years 2027 through 2030 unless modified under other provisions of the law; and

WHEREAS, The Judicial Compensation Commission met twice in December 2025 and once in January 2026 and considered many aspects and facets of judicial compensation. The Commission, by a vote of five or more of its members as required by § 1–708(b)(7) of the Courts and Judicial Proceedings Article of the Annotated Code of Maryland, has recommended an increase in judicial salaries for fiscal years 2027 through 2030; now, therefore, be it

RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That after considering the recommendations of the Judicial Compensation Commission, beginning July 1, 2026, judicial salaries shall be as follows:

Position	Current Salary	Proposed Salary
Supreme Court of Maryland		
Chief Justice	255,433	261,333
Justice	236,433	242,333
Appellate Court of Maryland		
Chief Judge	226,633	232,533
Judge	223,633	229,533
Circuit Courts		
Judge	214,433	220,333
District Court		
Chief Judge	223,633	229,533
Associate Judge	201,333	207,233;

and be it further

RESOLVED, That beginning July 1, 2027, judicial salaries shall be as follows:

Position	Proposed Salary
----------	-----------------

Supreme Court of Maryland	
Chief Justice	267,233
Justice	248,233
Appellate Court of Maryland	
Chief Judge	238,433
Judge	235,433
Circuit Courts	
Judge	226,233
District Court	
Chief Judge	235,433
Associate Judge	213,133;

and be it further

RESOLVED, That beginning July 1, 2028, judicial salaries shall be as follows:

Position	Proposed Salary
Supreme Court of Maryland	
Chief Justice	273,133
Justice	254,133
Appellate Court of Maryland	
Chief Judge	244,333
Judge	241,333
Circuit Courts	
Judge	232,133
District Court	
Chief Judge	241,333
Associate Judge	219,033;

and be it further

RESOLVED, That beginning July 1, 2029, judicial salaries shall be as follows:

Position	Proposed Salary
Supreme Court of Maryland	
Chief Justice	279,033
Justice	260,033
Appellate Court of Maryland	
Chief Judge	250,233
Judge	247,233

Circuit Courts	
Judge	238,033
District Court	
Chief Judge	247,233
Associate Judge	224,933;

and be it further

RESOLVED, That for fiscal years 2027 through 2030, the Chief Judge of the Appellate Court of Maryland and a judge who serves as an administrative judge for a circuit court or District Court shall receive, in addition to the judge's annual salary, an annual stipend of \$7,500; and be it further

RESOLVED, That a copy of this Resolution be forwarded by the Department of Legislative Services to the Governor of Maryland; the President of the Senate of Maryland; and the Speaker of the House of Delegates.

Appendix 7

House Joint Resolution 6 (Joint Resolution 4)

HOUSE JOINT RESOLUTION 6

D1

6lr2393

CF SJ 2

By: The Speaker (By Request – Judicial Compensation Commission)

Introduced and read first time: January 28, 2026

Assigned to: Appropriations

HOUSE JOINT RESOLUTION

A House Joint Resolution concerning

Judicial Compensation Commission – Recommendations

FOR the purpose of establishing the compensation of the members of the Judiciary in this State in accordance with Section 1–708 of the Courts and Judicial Proceedings Article of the Annotated Code of Maryland.

WHEREAS, Section 1–708(b)(2) of the Courts and Judicial Proceedings Article of the Annotated Code of Maryland establishes a seven–member Judicial Compensation Commission appointed by the Governor with two members appointed on nomination of the President of the Senate, two members appointed on nomination of the Speaker of the House of Delegates, one member appointed on nomination of the Maryland State Bar Association, and two members appointed at large. The Judicial Compensation Commission is constituted as follows: appointments made on the nomination of the President of the Senate: Meghan Casey and Carlos Williams; appointments made on the nomination of the Speaker of the House of Delegates: Victoria Fretwell and John Wasilisin; appointment made on the nomination of the Maryland State Bar Association: Raphael Santini; and appointments at large: Monica Mitchell and Chanel Mason. The Commission members elected Meghan Casey to serve as the chair of the Commission. The Commission is charged with reviewing the salaries and pensions of the judges of the Judiciary of Maryland and making written recommendations to the Governor and the General Assembly on or after September 1, 2011, September 1, 2013, and every 4 years thereafter; and

WHEREAS, Section 1–708(d) of the Courts and Judicial Proceedings Article of the Annotated Code of Maryland provides as follows: the General Assembly may amend this Joint Resolution to decrease any of the Commission’s salary recommendations, but no reduction may diminish the salary of a judge during the judge’s continuance in office. The General Assembly may not amend this Joint Resolution to increase these recommended salaries. Should the General Assembly not adopt or amend this Joint Resolution within 50 days after its introduction, the salaries recommended herein shall apply during fiscal years 2027 through 2030. Should the General Assembly reject any or all of the salaries herein recommended, the salaries of the judges so affected shall remain unchanged during fiscal years 2027 through 2030 unless modified under other provisions of the law; and

WHEREAS, The Judicial Compensation Commission met twice in December 2025 and once in January 2026 and considered many aspects and facets of judicial compensation. The Commission, by a vote of five or more of its members as required by § 1–708(b)(7) of the Courts and Judicial Proceedings Article of the Annotated Code of Maryland, has recommended an increase in judicial salaries for fiscal years 2027 through 2030; now, therefore, be it

RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That after considering the recommendations of the Judicial Compensation Commission, beginning July 1, 2026, judicial salaries shall be as follows:

Position	Current Salary	Proposed Salary
Supreme Court of Maryland		
Chief Justice	255,433	261,333
Justice	236,433	242,333
Appellate Court of Maryland		
Chief Judge	226,633	232,533
Judge	223,633	229,533
Circuit Courts		
Judge	214,433	220,333
District Court		
Chief Judge	223,633	229,533
Associate Judge	201,333	207,233;

and be it further

RESOLVED, That beginning July 1, 2027, judicial salaries shall be as follows:

Position	Proposed Salary
----------	-----------------

Supreme Court of Maryland	
Chief Justice	267,233
Justice	248,233
Appellate Court of Maryland	
Chief Judge	238,433
Judge	235,433
Circuit Courts	
Judge	226,233
District Court	
Chief Judge	235,433
Associate Judge	213,133;

and be it further

RESOLVED, That beginning July 1, 2028, judicial salaries shall be as follows:

Position	Proposed Salary
Supreme Court of Maryland	
Chief Justice	273,133
Justice	254,133
Appellate Court of Maryland	
Chief Judge	244,333
Judge	241,333
Circuit Courts	
Judge	232,133
District Court	
Chief Judge	241,333
Associate Judge	219,033;

and be it further

RESOLVED, That beginning July 1, 2029, judicial salaries shall be as follows:

Position	Proposed Salary
Supreme Court of Maryland	
Chief Justice	279,033
Justice	260,033
Appellate Court of Maryland	
Chief Judge	250,233
Judge	247,233
Circuit Courts	

Judge	238,033
District Court	
Chief Judge	247,233
Associate Judge	224,933;

and be it further

RESOLVED, That for fiscal years 2027 through 2030, the Chief Judge of the Appellate Court of Maryland and a judge who serves as an administrative judge for a circuit court or District Court shall receive, in addition to the judge's annual salary, an annual stipend of \$7,500; and be it further

RESOLVED, That a copy of this Resolution be forwarded by the Department of Legislative Services to the Governor of Maryland; the President of the Senate of Maryland; and the Speaker of the House of Delegates.

Appendix 8

Senate Bill 313

SENATE BILL 313

D1

(6lr2394)

ENROLLED BILL

— *Budget and Taxation/Appropriations* —

Introduced by **The President (By Request – Judicial Compensation Commission)**

Read and Examined by Proofreaders:

Proofreader.

Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this
_____ day of _____ at _____ o'clock, _____ M.

President.

CHAPTER _____

AN ACT concerning

~~Courts – Administrative Judges – Annual Stipend~~ ***Judicial and Quasi-Judicial Employees – Compensation***

FOR the purpose of authorizing the Chief Judge of the Appellate Court of Maryland and a judge who serves as an administrative judge for a circuit court or the District Court to receive an annual stipend in addition to the judge's annual salary; altering the compensation of the Chairman of the Workers' Compensation Commission to be at least equal to the salary of the Chief Judge of the District Court; and generally relating to the compensation of

~~administrative judges~~ certain judicial and quasi-judicial employees.

BY repealing and reenacting, with amendments,
Article – Courts and Judicial Proceedings
Section 1–702
Annotated Code of Maryland
(2020 Replacement Volume and 2025 Supplement)

BY repealing and reenacting, without amendments,
Article – Labor and Employment
Section 9–101(a) and (d)
Annotated Code of Maryland
(2025 Replacement Volume)

BY repealing and reenacting, with amendments,
Article – Labor and Employment
Section 9–304(b)
Annotated Code of Maryland
(2025 Replacement Volume)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article – Courts and Judicial Proceedings

1–702.

(a) **(1)** Subject to the provisions of § 1–701 of this subtitle, a justice or judge shall have the salary provided in the State budget.

(2) THE CHIEF JUDGE OF THE APPELLATE COURT OF MARYLAND AND A JUDGE WHO SERVES AS AN ADMINISTRATIVE JUDGE FOR A CIRCUIT COURT OR THE DISTRICT COURT MAY RECEIVE AN ANNUAL STIPEND IN ADDITION TO THE JUDGE’S ANNUAL SALARY.

(b) The Chief Judge of the District Court, during the period ~~he~~ **THE INDIVIDUAL** serves as Chief Judge, shall have a salary equivalent to the annual salary then payable to an associate judge of the Appellate Court of Maryland.

Article – Labor and Employment

9-101.

- (a) In this title the following words have the meanings indicated.
- (d) “Commission” means the State Workers’ Compensation Commission.

9-304.

- (b) (1) Each member of the Commission is entitled to:
 - (i) the salary provided in the State budget; and
 - (ii) reimbursement for expenses under the Standard State Travel Regulations, as provided in the State budget.
- (2) The annual salary of a member of the Commission:
 - (i) shall at least equal the salary provided in the State budget for a judge of the district court; and
 - (ii) for the Chairman, shall [be at least \$1,500 more than the salary of the other members] **AT LEAST EQUAL THE SALARY OF THE CHIEF JUDGE OF THE DISTRICT COURT.**
- (3) Except as provided in paragraphs (1) and (2) of this subsection, a member of the Commission may not receive a fee or perquisite for the discharge of any duty of office.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2026.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.

Appendix 9 House Bill 608

HOUSE BILL 608

D1

6lr2396
CF SB 313

By: **The Speaker (By Request – Judicial Compensation Commission)**

Introduced and read first time: January 28, 2026

Assigned to: Appropriations

Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 8, 2026

CHAPTER _____

AN ACT concerning

~~Courts – Administrative Judges – Annual Stipend~~ Judicial and Quasi-Judicial Employees – Compensation

FOR the purpose of authorizing the Chief Judge of the Appellate Court of Maryland and a judge who serves as an administrative judge for a circuit court or the District Court to receive an annual stipend in addition to the judge's annual salary; altering the compensation of the Chairman of the Workers' Compensation Commission to be at least equal to the salary of the Chief Judge of the District Court; and generally relating to the compensation of ~~administrative judges~~ certain judicial and quasi-judicial employees.

BY repealing and reenacting, with amendments,
Article – Courts and Judicial Proceedings
Section 1–702
Annotated Code of Maryland
(2020 Replacement Volume and 2025 Supplement)

BY repealing and reenacting, without amendments,
Article – Labor and Employment
Section 9–101(a) and (d)

Annotated Code of Maryland
(2025 Replacement Volume)

BY repealing and reenacting, with amendments,

Article – Labor and Employment

Section 9–304(b)

Annotated Code of Maryland
(2025 Replacement Volume)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article – Courts and Judicial Proceedings

1–702.

(a) **(1)** Subject to the provisions of § 1–701 of this subtitle, a justice or judge shall have the salary provided in the State budget.

(2) THE CHIEF JUDGE OF THE APPELLATE COURT OF MARYLAND AND A JUDGE WHO SERVES AS AN ADMINISTRATIVE JUDGE FOR A CIRCUIT COURT OR THE DISTRICT COURT MAY RECEIVE AN ANNUAL STIPEND IN ADDITION TO THE JUDGE’S ANNUAL SALARY.

(b) The Chief Judge of the District Court, during the period ~~he~~ **THE INDIVIDUAL** serves as Chief Judge, shall have a salary equivalent to the annual salary then payable to an associate judge of the Appellate Court of Maryland.

Article – Labor and Employment

9–101.

(a) In this title the following words have the meanings indicated.

(d) “Commission” means the State Workers’ Compensation Commission.

9–304.

(b) **(1)** Each member of the Commission is entitled to:

(i) the salary provided in the State budget; and

(ii) reimbursement for expenses under the Standard State Travel Regulations, as provided in the State budget.

(2) The annual salary of a member of the Commission:

(i) shall at least equal the salary provided in the State budget for a judge of the district court; and

(ii) for the Chairman, shall [be at least \$1,500 more than the salary of the other members] **AT LEAST EQUAL THE SALARY OF THE CHIEF JUDGE OF THE DISTRICT COURT.**

(3) Except as provided in paragraphs (1) and (2) of this subsection, a member of the Commission may not receive a fee or perquisite for the discharge of any duty of office.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2026.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.

Appendix 10
Maryland Judiciary
Special Committee on Judicial Compensation Report

Report to the Maryland Judicial Compensation Commission

December 9, 2025

Maryland Judiciary Special Committee on Judicial Compensation

The Honorable Jonathan Biran, Supreme Court of Maryland, Chair

The Honorable Joseph M. Getty, Chief Judge Court of Appeals (retired)

The Honorable E. Greg Wells, Chief Judge, Appellate Court of Maryland

The Honorable Fred S. Hecker, Chair, Conference of Circuit Judges

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

The Honorable Scott M. Carrington, Circuit Court for Prince George's County

The Honorable Stacy A. Mayer, Circuit Court for Baltimore County

The Honorable Cara Y. Lewis, District Court for Carroll County

Judy K. Rupp, State Court Administrator

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

Ebonye L. Caldwell, Human Resources, Administrative Office of the Courts



December 9, 2025

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 2026 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 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

The Appellate Court of Maryland¹

The Appellate Court of Maryland (Appellate Court) is the intermediate appellate court in Maryland, located in Annapolis, MD. The Appellate Court – formerly known as the Court of Special Appeals – was created in 1966 in response to the rapidly growing caseload in the State’s high Court, then known as Court of Appeals (now the Supreme Court of Maryland). Originally, the Appellate Court could hear appeals only in criminal cases. In 1974, its jurisdiction was expanded to include any reviewable judgment in the Circuit Courts. 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 instances, the Court hears and decides cases in panels of three. Sometimes, all 15 judges sit together, *en banc*, to hear the case. In fiscal year 2024, the Appellate Court of Maryland had 1,687 appeals disposed and 980 opinions filed.

The Supreme Court of Maryland

The Supreme Court of Maryland (Supreme Court) is the highest court in Maryland, and also is located in Annapolis, MD. Since the expansion of the Appellate Court of Maryland’s jurisdiction in 1974, the Supreme Court of Maryland 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 Appellate Court. The Supreme Court then reviews the petition and determines whether further review of the case is desirable and in the public interest. This includes

¹Pursuant to Constitutional Amendment; Chapter 82 of the 2021 Legislative Session, the Court of Appeals was renamed as the Supreme Court of Maryland and the Court of Special Appeals was renamed as the Appellate Court of Maryland. In addition, the Constitutional Amendment changed the position of “Judge” of the Court of Appeals to “Justice” of the Supreme Court of Maryland and changed the position of “Chief Judge” of the Court of Appeals to “Chief Justice” of the Supreme Court of Maryland.

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. Circuit Court judges are tasked with resolving the more serious and complicated criminal and civil cases in the Maryland trial courts.

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 Supreme Court grants the petition and allows the parties to argue their case. With few exceptions, decisions of the Supreme Court are final and cannot be appealed to another court. The Supreme Court is composed of the Chief Justice of the Supreme Court and six other Justices — each representing one of the seven appellate judicial circuits — all of whom sit on each case.

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 2026 legislative session of the Maryland General Assembly. As has been past practice, the Chief Justice of the Supreme Court 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 (2005 – 2025) Maryland judicial salaries have historically not kept pace with inflation. However, the Commission has taken this into consideration in recent years. Currently, 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 92.40% over the most recent 20 years. Judicial salaries increased by 56% to 75% 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 84.87% 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 half: Circuit Court – sixth; Appellate Court– fourth; Supreme Court– sixth; Chief Justice, Supreme Court – sixth. Of the seven states (including Maryland) having limited jurisdiction courts comparable to the District Court, Maryland ranked third out of seven without the cost-

of-living factor being applied and ranked fourth out of seven with the cost-of-living factor being applied.

- **National Ranking:** Of the fifty states and the District of Columbia² in a national ranking, the salaries of Maryland judges have gained in their competitive positions in terms of absolute dollars, but when a cost-of-living factor is applied, the salaries fall short. Without the cost-of-living factor, the ranking is: Circuit Court – 15th, Appellate Court – 13th, Supreme Court – 14th; Chief Justice, Supreme Court – 11th. With the cost-of-living factor, the ranking is: Circuit Court – 38th, Appellate Court – 35th, Supreme Court of Maryland – 37th, Chief Justice, Supreme Court – 29th.
- **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 \$262,300 while a judge on the Appellate Court – Maryland’s intermediate court – earns a salary of \$223,633, a difference of \$38,667.

Legal Associate Salaries: According to Chambers Associate and Vault (2025), a District of Columbia Law Firm 1st year Associate makes \$223,909, which is \$22,576 more than an associate judge of the District Court and \$9,476 more than an associate judge of the Circuit Court. A District of Columbia Law Firm 2nd year Associate makes \$234,333, which is \$10,700 more than the Chief Judge of the District Court and associate judges of the Appellate Court and \$7,700 more than the Chief Judge of the Appellate Court. A District of Columbia Law Firm 3rd year Associate makes \$259,333, which is \$22,900 more than associate justices of the Supreme Court and \$3,900 more than the Chief Justice of the Supreme Court. A District of Columbia Law Firm 4th year Associate makes \$308,556, which is \$53,123 more than our Chief Justice of the Supreme Court.

- **Law Professor Salaries:** According to University of Baltimore Compensation Analyst, a University of Baltimore Law School Professor salary average is \$207,635, which is \$6,302 more than an associate judge of the District Court. According to University of Maryland Compensation Manager, a University of Maryland Law School Professor salary average is \$254,573, which is \$53,240 more than an associate Judge of the District Court and \$40,140 more than an associate judge of the Circuit Court.

Current Maryland Judicial Salaries

In January 2021, the Commission submitted to the Maryland Legislature a recommendation to increase the salaries of all Maryland judges by \$40,000 over four years. The legislature adopted the Commission’s recommendation for a salary increase and it was awarded in phases in fiscal years 2023 to 2026. The increases were as follows for each level of judgeship: \$10,000 (FY23);

² The National Center for State Courts (NCSC) Survey of Judicial Salaries includes U.S. Territories that are not included in this summary.

\$10,000 (FY24), \$10,000 (FY25); and \$10,000 (FY26). The total cumulative, average increase amount was an approximate 18% increase in salary.

Title	Salary Prior to Increases	July 1, 2022	July 1, 2023	July 1, 2024	July 1, 2025
Judge, District Court	161,333	171,333	181,333	191,333	201,333
Chief Judge, District Court	183,633	193,633	203,633	213,633	223,633
Judge, Circuit Court	174,433	184,433	194,433	204,433	214,433
Judge, Appellate Court of Maryland	183,633	193,633	203,633	213,633	223,633
Chief Judge, Appellate Court of Maryland	186,633	196,633	206,633	216,633	226,633
Justice, Supreme Court of Maryland	196,433	206,433	216,433	226,433	236,433
Chief Justice, Supreme Court of Maryland	215,433	225,433	235,433	245,433	255,433

Judicial Salary Survey as of July 2025

In July 2025, the Judiciary Human Resources Division 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 jurisdictions in the Mid-Atlantic geographical area. The jurisdictions 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, and with no cost-of-living factor being applied.

Regional, No Cost-of-Living Factor				
Date	Chief Justice, Highest Appellate	Justice, Highest Appellate	Judge, Intermediate Appellate	General Jurisdiction Judge
07/01/2021	7	8	6	9
07/01/2025	6	6	4	6
Variance	+1	+2	+2	+3

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 Justice, Highest Appellate	Justice, Highest Appellate	Judge, Intermediate Appellate	General Jurisdiction Judge
07/01/2021	7	7	6	8
07/01/2025	6	7	5	7
Variance	+1	0	+1	+1

As previously noted, 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. Through its research and by leveraging the NCSC national network of state courts, the Committee secured 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 \$190,945. A comparison of the average cost of living in these jurisdictions indicates Maryland has a cost-of-living adjustment index of 126.4 while the other states average 113.2, a difference of 13.2. When a review of the salary is conducted using the cost of living, Maryland District Court judges' salary equates to \$159,282, which is \$9,397 less than the average salary of \$168,679. Maryland District Court judges may make more than the average salary of their counterparts in the above states, but the higher cost of living equates to a lower positional ranking.

National Comparison:

The charts below highlight how Maryland's current national rankings have changed vs. those that were reported in the 2021 survey with 1 being highest and 51 lowest.

Maryland's National, No Cost-of-Living Factor				
Date	Chief Justice, Highest Appellate	Justice, Highest Appellate	Judge, Intermediate Appellate	General Jurisdiction Judge
07/01/2021	13	17	18	21
07/01/2025	11	14	13	15
Variance	+2	+3	+5	+6

As indicated above, Maryland is slowly gaining ground when judicial salaries are considered in terms of absolute dollars.

Maryland's National, Cost-of-Living Factor				
Date	Chief Justice, Highest Appellate	Justice, Highest Appellate	Judge, Intermediate Appellate	General Jurisdiction Judge
07/01/2021	29	37	37	43
07/01/2025	29	37	35	38
Variance	0	0	+2	+5

Yet when the cost-of-living factor is applied, Maryland judicial salaries are in the bottom half to bottom tenth the national rankings.

A Maryland General Jurisdiction Judge, the lowest nationally ranked judge classification in Maryland, when adjusted for cost-of-living, ranks 38th when compared to other states and the District of Columbia:

State	National Rank	COLF	Salary w/ COLF
Illinois	1	99.9	\$258,416
Tennessee	2	92.3	\$237,400
Arkansas	3	90.1	\$226,963
South Carolina	4	98.9	\$224,393
Pennsylvania	5	101.8	\$223,390
Virginia	6	102.3	\$215,302
New Mexico	7	100.6	\$214,929
Utah	8	103.9	\$211,020
Nebraska	9	100.9	\$209,414
New York	10	112.5	\$206,756
Washington	11	115.1	\$206,308

Georgia	12	93.6	\$202,340
Missouri	13	90.5	\$199,560
Michigan	14	91.3	\$197,964
Florida	15	101.6	\$197,673
Delaware	16	109.6	\$192,845
Indiana	17	95.7	\$191,759
Kansas	18	98.3	\$188,759
Minnesota	19	101.8	\$186,755
Arizona	20	102.8	\$184,825
South Dakota	21	99.4	\$184,803
Colorado	22	111.2	\$183,245
California	23	135.2	\$181,011
Louisiana	24	97.2	\$180,029
Oklahoma	25	93.3	\$179,746
Alabama	26	93.2	\$178,219
Mississippi	27	88.7	\$178,129
North Carolina	28	95.5	\$177,094
Ohio	29	92.8	\$176,500
Rhode Island	30	127.9	\$175,744
Kentucky	31	92.4	\$174,526
Iowa	32	97.5	\$174,470
Wisconsin	33	100.3	\$173,990
Idaho	34	99.8	\$172,854
Oregon	35	118.1	\$172,786
North Dakota	36	106.9	\$172,466
New Jersey	37	121.4	\$171,540
Maryland	38	126.1	\$170,050
Alaska	39	131.9	\$168,862
Connecticut	40	127.4	\$163,312
Hawaii	41	149.3	\$162,864
Wyoming	42	105.2	\$162,738
Vermont	43	121.2	\$160,205
Texas	44	96.7	\$159,255
Massachusetts	45	132.3	\$157,109
District of Columbia	46	158.6	\$155,990
New Hampshire	47	121.9	\$155,345
Montana	48	103.5	\$154,409
West Virginia	49	95	\$148,421
Nevada	50	111.5	\$143,498
Maine	51	116.8	\$142,395

A Maryland Intermediate Appellate Court Judge, when adjusting for cost-of-living, ranks 35th when compared to 40 other states:

State	National Rank	COLF	Salary with COLF 7/1/2025
Illinois	1	99.9	\$281,613
Tennessee	2	92.3	\$245,876

Pennsylvania	3	101.8	\$242,817
Arkansas	4	90.1	\$232,466
South Carolina	5	98.9	\$230,298
Virginia	6	102.3	\$226,675
New Mexico	7	100.6	\$226,242
Indiana	8	95.7	\$224,506
Utah	9	103.9	\$221,559
Florida	10	101.6	\$219,801
New York	11	112.5	\$217,867
Washington	12	115.1	\$216,696
Nebraska	13	100.9	\$215,074
Michigan	14	91.3	\$214,266
Missouri	15	90.5	\$211,579
Kansas	16	98.3	\$207,635
California	17	135.2	\$207,139
Alabama	18	93.2	\$206,047
Georgia	19	93.6	\$200,844
Minnesota	20	101.8	\$198,947
North Carolina	21	95.5	\$198,556
Arizona	22	102.8	\$194,553
Ohio	23	92.8	\$191,927
Colorado	24	111.2	\$191,129
Mississippi	25	88.7	\$189,929
Oklahoma	26	93.3	\$188,472
Iowa	27	97.5	\$187,394
Louisiana	28	97.2	\$187,250
Oregon	29	118.1	\$186,787
Texas	30	96.7	\$184,488
Wisconsin	31	100.3	\$184,442
Kentucky	32	92.4	\$182,025
New Jersey	33	121.4	\$181,101
Idaho	34	99.8	\$178,866
Maryland	35	126.1	\$177,346
Alaska	36	131.9	\$172,514
Connecticut	37	127.4	\$169,808
Hawaii	38	149.3	\$164,158
Massachusetts	39	132.3	\$161,696
Nevada	40	111.5	\$147,982

A Maryland Highest Appellate Court Justice, compared to other States and the District of Columbia when adjusting for cost-of-living, ranks at 37th, which is consistent with the rankings in 2021.

State	National	COLF	Salary with COLF
	Rank		
Illinois	1	99.9	\$299,209
Florida	2	101.6	\$259,976

Pennsylvania	3	101.8	\$257,344
Tennessee	4	92.3	\$254,340
Virginia	5	102.3	\$245,114
Arkansas	6	90.1	\$239,559
New Mexico	7	100.6	\$238,149
South Carolina	8	98.9	\$236,204
Utah	9	103.9	\$232,146
Missouri	10	90.5	\$231,474
Indiana	11	95.7	\$230,955
Kansas	12	98.3	\$230,519
New York	13	112.5	\$228,889
Washington	14	115.1	\$227,638
Nebraska	15	100.9	\$226,393
Alabama	16	93.2	\$222,774
California	17	135.2	\$220,947
Minnesota	18	101.8	\$211,135
Arizona	19	102.8	\$209,144
North Carolina	20	95.5	\$207,123
Iowa	21	97.5	\$206,778
Ohio	22	92.8	\$205,918
Delaware	23	109.6	\$203,526
Georgia	24	93.6	\$202,043
Louisiana	25	97.2	\$200,028
Colorado	26	111.2	\$199,013
Oklahoma	27	93.3	\$198,941
Michigan	28	91.3	\$198,777
South Dakota	29	99.4	\$197,856
Mississippi	30	88.7	\$195,941
Wisconsin	31	100.3	\$195,515
Rhode Island	32	127.9	\$195,200
North Dakota	33	106.9	\$193,872
Texas	34	96.7	\$191,107
New Jersey	35	121.4	\$190,130
Kentucky	36	92.4	\$189,557
Maryland	37	126.1	\$187,496
Idaho	38	99.8	\$186,882
Oregon	39	118.1	\$186,787
Alaska	40	131.9	\$182,611
Connecticut	41	127.4	\$180,796
Wyoming	42	105.2	\$177,994
Hawaii	43	149.3	\$176,592
Massachusetts	44	132.3	\$170,965
Vermont	45	121.2	\$168,528

Montana	46	103.5	\$167,883
New Hampshire	47	121.9	\$165,630
District of Columbia	48	158.6	\$165,385
West Virginia	49	95	\$157,474
Nevada	50	111.5	\$152,466
Maine	51	116.8	\$151,904

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 with COLF
Illinois	1	99.9	\$299,209
Pennsylvania	2	101.8	\$264,832
Virginia	3	102.3	\$260,454
Florida	4	101.6	\$259,976
Tennessee	5	92.3	\$259,762
Arkansas	6	90.1	\$258,709
South Carolina	7	98.9	\$248,014
Missouri	8	90.5	\$242,072
New Mexico	9	100.6	\$240,137
New York	10	112.5	\$236,089
Kansas	11	98.3	\$235,949
Rhode Island	12	127.9	\$235,647
Utah	13	103.9	\$234,071
Minnesota	14	101.8	\$232,249
California	15	135.2	\$231,699
Alabama	16	93.2	\$231,407
Indiana	17	95.7	\$230,955
Washington	18	115.1	\$230,923
Nebraska	19	100.9	\$226,394
Ohio	20	92.8	\$219,370
Iowa	21	97.5	\$216,471
Arizona	22	102.8	\$215,953
Delaware	23	109.6	\$215,627

North Carolina	24	95.5	\$212,642
Oklahoma	25	93.3	\$212,446
Louisiana	26	97.2	\$209,967
Mississippi	27	88.7	\$204,612
Colorado	28	111.2	\$203,353
Maryland	29	126.1	\$202,564
Georgia	30	93.6	\$202,043
North Dakota	31	106.9	\$201,025
South Dakota	32	99.4	\$199,868
Michigan	33	91.3	\$198,777
New Jersey	34	121.4	\$196,768
Wisconsin	35	100.3	\$195,515
Connecticut	36	127.4	\$195,397
Kentucky	37	92.4	\$194,969
Texas	38	96.7	\$193,950
Oregon	39	118.1	\$190,334
Idaho	40	99.8	\$189,888
Alaska	41	131.9	\$183,158
Hawaii	42	149.3	\$182,813
Wyoming	43	105.2	\$177,994
Vermont	44	121.2	\$176,568
Maine	45	116.8	\$175,642
Massachusetts	46	132.3	\$175,435
New Hampshire	47	121.9	\$170,765
Montana	48	103.5	\$169,310
District of Columbia	49	158.6	\$165,700
West Virginia	50	95	\$157,474
Nevada	51	111.5	\$152,466

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, a prior Committee's goal was to achieve full parity with federal judicial compensation. Section 3 shows the current federal judicial salary structure. Below is a comparison of the federal and Maryland judicial salaries and increases.

Federal Court Salaries	2021	2025
Chief Justice, Supreme Court	\$280,500	\$317,500
Associate Justice, Supreme Court	\$268,300	\$303,600
Judge, Court of Appeals	\$231,800	\$262,300
Trial Courts - District Court Judges	\$218,600	\$247,400
Bankruptcy & Magistrate Judges	\$202,000	\$227,608

Maryland State Court Salaries	07/01/2021 Salary	07/01/2025 Salary
Chief Justice, Supreme Court of Maryland	\$215,433	\$255,433
Justice, Supreme Court of Maryland	\$196,433	\$236,433
Chief Judge, Appellate Court of Maryland	\$186,633	\$226,633
Judge, Appellate Court of Maryland	\$183,633	\$223,633
Judge, Circuit Court	\$174,433	\$214,433
Chief Judge, District Court	\$183,633	\$223,633
Judge, District Court	\$161,333	\$201,333

Administrative Judges Compensation

In 2022, the Commission reported that its members voted unanimously to recommend authorizing the Commission to reconvene before 2025 to further evaluate potential additional compensation for judges who, in addition to their regular duties, serve as administrative judges for the county circuit courts or the District Court. After evaluation, the Committee determined that the Chief Judge of the Appellate Court, and circuit and District Court Administrative Judges are responsible for and execute considerable administrative duties in addition to their full-time adjudicative duties as judges of their respective courts. These duties, which are prescribed by Rule,³ include budget

³ See Rules 16-103, 16-105 and 16-107.

oversight, case management and scheduling, coordination with county officials, emergency management, policy implementation, procurement oversight, and supervision of judges and court officials, while representing the respective court publicly.

Despite these additional and significant administrative responsibilities, county circuit courts and the District Court administrative judges' salaries are equivalent to those of the judges on their respective courts. Although the salary of Chief Judge of the Appellate Court is \$3,000 higher than

Rule 16-103, governing the Chief Judge of the Appellate Court, provides, "the Chief Judge of the Appellate Court is responsible for the administration of the Appellate Court and, with respect to that court and to the extent applicable, has the authority of a County Administrative Judge."

Rule 16-105, applicable to Circuit Court County Administrative Judges, contains a more detailed list of duties:

(b) Duties. Subject to the provisions of this Chapter, other applicable law, the general supervision of the Chief Justice of the Supreme Court, and the general supervision of the Circuit Administrative Judge, the County Administrative Judge is responsible for the administration of the circuit court, including:

- (1) supervision of the judges, officials, and employees of the court;
- (2) assignment of judges within the court pursuant to Rule 16-302 (Assignment of Actions for Trial; Case Management Plan);
- (3) supervision and expeditious disposition of cases filed in the court, control over the trial and other calendars of the court, assignment of cases for trial and hearing pursuant to Rule 16-302 (Assignment of Actions for Trial; Case Management Plan) and Rule 16-304 (Chambers Judge), and scheduling of court sessions;
- (4) preparation of the court's budget;
- (5) preparation of a case management plan for the court pursuant to Rule 16-302;
- (6) preparation of a continuity of operations plan for the court pursuant to Rule 16-803;
- (7) preparation of a jury plan for the court pursuant to Code, Courts Article, Title 8, Subtitle 2 and implementation of that plan;

Cross reference: See Rule 16-402 (e).

- (8) preparation of any plan to create a problem-solving court program for the court pursuant to Rule 16-207;
- (9) ordering the purchase of all equipment and supplies for (A) the court, and (B) the ancillary services and officials of the court, including magistrates, auditors, examiners, court administrators, court reporters, jury commissioner, staff of the medical offices, and all other court personnel except personnel comprising the Clerk of Court's office;
- (10) except as otherwise provided in section (c) of this Rule, supervision of and responsibility for the employment, discharge, and classification of court personnel and personnel of its ancillary services and the maintenance of personnel files, unless a majority of the judges of the court disapproves of a specific action;
- (11) implementation and enforcement of all administrative policies, rules, orders, and directives of the Supreme Court, the Chief Justice of the Supreme Court, the State Court Administrator, and the Circuit Administrative Judge of the judicial circuit; and
- (12) performance of any other administrative duties necessary to the effective administration of the internal management of the court and the prompt disposition of litigation in it.

Rule 16-107, applicable to Administrative Judges of the District Court, provides:

"Duties. Subject to the direction of the Chief Judge of the District Court, the administrative judges, in their respective districts, are responsible for (1) the administration, operation, and maintenance of the court; (2) the conduct and scheduling of the court's business; and (3) subject to the approval of the Chief Judge of the District Court, the appointment and discharge of commissioners of the District Court within their respective administrative districts pursuant to Article IV, § 41G of the Maryland Constitution."

the judges of the Appellate Court, the differential does not adequately reflect the administrative workload of the Chief Judge.

Based on a study completed by NCSC in 2024, a number of other states already recognize these extra administrative responsibilities at the general and intermediate appellate courts and have authorized salary supplements for administrative judges. At the intermediate appellate court level, 18 states provide for an additional salary supplement. At the general jurisdiction court level, 15 states plus the District of Columbia, Guam, the Northern Mariana Islands, and the U.S. Virgin Islands have salary supplements. Below is a list of the states that recognize the additional responsibilities at the general jurisdiction level.

	NCSC Survey of General Jurisdiction Courts (as of July 2024) ⁴
California	2% for Presiding Judges with 2-14 judges in the court; 4% for Presiding Judges with 15 or more judges in the court
Connecticut	\$11,038
District of Columbia	\$500
Georgia	Chief Judges in some circuits do receive additional supplements, the amount varies by circuit
Guam	\$10,000
Idaho	\$3,000
Indiana	Some counties elect to pay a county supplement to their trial court judges while other counties elect not to pay the county supplement. The maximum amount is \$5,000 and amounts paid varies by county.
Kansas	\$1,510
Kentucky	\$1,000
Maine	\$7,218
New Jersey	\$3,000

⁴ The National Center for State Courts' (NCSC) Survey of Judicial Salaries, "Supplemental Salaries Chief/Presiding Judges," as of July, 2024 <https://perma.cc/A9UW-GK4N>.

New Mexico	\$1,805
North Dakota	\$4,862
Northern Mariana Islands	\$3,000
Rhode Island	Median for the range is \$228,120
South Dakota	\$2,000
Texas	In a county with more than five district courts, a district judge who serves as a local administrative district judge under [Texas Government Code] Section 74.091 is entitled to an annual base salary from the state in the amount equal to \$5,000 more than the maximum salary from the state to which the judge is otherwise entitled
Utah	\$2,000
U.S. Virgin Islands	\$10,000

Maryland State Justices and Judges, Vested Employee Pension System Accounts

Many active judges in Maryland have longstanding service with the State of Maryland, previously serving as attorneys within government agencies such as the Office of the Public Defender, Office of the State’s Attorney, Office of the Attorney General, or County Attorney Offices, and during that time, they became vested in the Maryland Employees’ Retirement or Pension System. Ordinarily, upon reaching age 62 or 65, with vesting of 5 or 10 years, depending on the retirement system, those individuals would be entitled to receive their vested retirement allowance. However, current Maryland law which governs the Maryland State Retirement and Pension System (MSRPS), to include the Employees’ Pension System (EPS) and Judges’ Retirement System (JRS), prohibits active members of the JRS from receiving their vested allowances while serving on the bench. Under Maryland law, specifically State Personnel and Pensions § 20-101(tt), a “vested allowance” is defined as “an allowance that is not payable at the time of separation from employment with a participating employer but is deferred until the former member becomes eligible for immediate payment.”

After reviewing the relevant provisions, the Committee recommends several statutory changes to permit an individual to receive a vested allowance from the EPS, as an active member of the JRS, after reaching the normal age of retirement. The statutory change will align with other exceptions under MSRPS, and such amendments would further attract skilled and experienced candidates and ensure equitable recognition of years of public service.

As of March 2025, the number of members of the JRS affected by the current statute was 91. This number has decreased with six retirements and one resignation.

The Committee has been actively engaged with MSRPS to propose specific language to recommend changes to the law.

Recommendations

The Committee recognizes that the State's current budgetary outlook is challenging. In light of the above findings and present budgetary challenges, the Committee respectfully urges the Commission to consider the recommendation of a total salary increase for each judicial classification of \$27,500 over the next four fiscal years, broken out in the following amounts, effective the following dates:

July 1, 2026: \$0

July 1, 2027: \$0

July 1, 2028: \$12,500

July 1, 2029: \$15,000

In order to maintain the current gaps in salaries between classifications, the Committee further 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.

In addition, the Committee recommends a taxable stipend for the Chief Judge of the Appellate Court, and circuit and District Court Administrative Judges in Maryland effective July 1, 2026, to ensure (1) compensatory fairness for administrative duties, (2) improved ability to attract and retain experienced judges for these administrative positions, and (3) alignment with cross-state practice. National research and state statutes show several workable models and a range of amounts that can be adapted to Maryland. The Committee respectfully requests that the Commission recommend the adoption of a \$7,500 annual stipend for each County Administrative Judge serving on a Circuit Court as well as for each District Court Administrative Judge. In addition, the Committee recommends that the Chief Judge of the Appellate Court receive an additional \$7,500 annual stipend to reflect that position's additional administrative duties.

Finally, the Committee recommends that the Commission propose the statutory amendments necessary, effective July 1, 2026, to allow qualifying judges to receive their vested EPS allowances during their active judicial service. We will provide proposed language to effect these changes after we receive MSRPS' approval of such language.

The implementation of these recommendations will assist the Judiciary in continuing to attract experienced and qualified candidates for judgeships who represent the communities in which they serve; recognize the increased responsibilities with added systems, such as Maryland Electronic Court (MDEC), and will support equity and fairness, while maintaining market competitiveness.

Accomplishments of the Maryland Judiciary Since the Judicial Compensation Report of 2021

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 justices and 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 justices and judges collectively handle close to 1.2 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 200,000 cases annually at the circuit court level, and the remaining 1 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 their life in prison.

The Maryland Judiciary continues to expand 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 have adapted to MDEC, which has modernized its overall operations, and increases transparency by making more information publicly accessible.

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

Treatment Courts: 30 Years of Progress

- In 2024, the Maryland Judiciary marked 30 years of Problem-Solving Courts (PSC). There is a network of 73 PSCs across the state. By the end of 2024, more than 2,500 individuals participated in 38 drug courts, seven truancy reduction courts, thirteen veterans’ courts, twelve mental health courts, two re-entry courts, and one back-on-track program.
- Judges spend many hours in the community and with participants engaged with PSC initiatives. The Judiciary ensures best practices by specialty courts and specialty dockets in areas such as substance use disorders and mental illness. These courts often convene during evening hours following a full day of dockets.
- There are now three multi-county veterans’ treatment courts that provide a court-supervised, comprehensive, and voluntary treatment-based program for justice-involved

veterans charged with misdemeanors in the District Court of Maryland, including the Dorchester Regional Veterans Treatment Court, which serves Dorchester, Somerset, Wicomico, and Worcester counties; the District 11 Regional Veterans Treatment Court, which serves Frederick and Washington counties; and the newly added Central Maryland Regional Veterans Treatment Court, which extends services to Baltimore City, Baltimore, Carroll, Harford, and Howard counties.

- Additionally, there is the multi-county First Circuit Regional Truancy Reduction Courts operating in Dorchester, Somerset, Wicomico, and Worcester counties, which continues to demonstrate the importance of regional models to address various justice-involved populations.

Expansion of Services with the Use of Technology

- The Maryland Judiciary is continuing to review and establish processes to leverage artificial intelligence (AI) to enhance efficiency and improve operations safely and in service of the mission. In 2023, the Judiciary established an AI Work Group to make recommendations to the Chief Justice and the Judicial Council concerning AI-related matters. The Maryland Judiciary was among the first state judiciaries to implement guidelines for the responsible use of generative AI by Judiciary employees.
- The Judiciary has begun a comprehensive review of practices to determine how AI and redaction technologies could best support Criminal Procedure §§10-105 and 10-107, expungement statutes. These laws affect the offenses under Criminal Law §5-601, effective January 1, 2023.
- The Court Help Video Library has become another vital component of the Judiciary's toolkit. With over 170 videos and 318,000 views in 2024 alone, it's clear that people are turning to this resource in record number.

Advancing Civics Education and Community Outreach

- The Maryland Judiciary has been acknowledged by the Justice Index as a national leader in access to justice, ranking second in 2024, nationally, for overall performance. The Maryland Judiciary continues to ensure access to justice by the Help Centers which are statewide walk-in centers and statewide call-in locations that are staffed by trained attorneys providing assistance in civil legal matters.
- The Judiciary has expanded its efforts to educate students of all ages on the judicial process across the state of Maryland. Programs include the speaker's bureau program Maryland Gavel Will Travel, Schools in the Court, Reading and Robes, and various community

outreach activities, including courthouse visits and mock trial competitions. Justices and judges participate in these various educational and community outreach programs.

- 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 Council- Governance

- Justices and judges are involved in Judicial governance through participation on the Maryland Judicial Council and its fourteen working committees, devoting significant “after hours” time and expertise developing policy recommendations with regard to (1) Alternative Dispute Resolution, (2) Court Access, (3) Court Operations, (4) Court Technology, (5) District Court, (6) Domestic Law, (7) Education, (8) Equal Justice, (9) Juvenile Law, (10) Legislative, (11) Major Projects Committee, (12) Senior Judges, (13) Special Projects, and (14) Specialty Courts and Dockets.

Tab 1

**Statutory Authority – Md. Courts & Judicial Proceedings Article
§ 1-703 & § 1-708**

This section is the Md. COURTS & JUDICIAL PROCEEDINGS Code Ann. § 1-703(b) and § 1-708
COURTS & JUDICIAL PROCEEDINGS
TITLE 1. COURT STRUCTURE AND ORGANIZATION
SUBTITLE 7. JUDICIAL SALARIES AND ALLOWANCES

Md. COURTS AND JUDICIAL PROCEEDINGS Code Ann. § 1-703(b)
COURTS AND JUDICIAL PROCEEDINGS
TITLE 1. COURT STRUCTURE AND ORGANIZATION SUBTITLE
7. JUDICIAL SALARIES AND ALLOWANCES
Md. COURTS AND JUDICIAL PROCEEDINGS Code Ann. § 1-703(b) (Currentness)

(b)(1) Except as provided in paragraph (2) of this subsection, whenever a general salary increase is awarded to State employees, each judge shall receive the same percentage increase in salary as awarded to the lowest step of the highest salary grade for employees in the Standard Pay Plan.

(2) In any year that a judge's salary is increased in accordance with a resolution under § 1-708 of this subtitle, the judge may not receive a salary increase under paragraph (1) of this subsection.

West's Annotated Code of Maryland

Credits

Added by Acts 1973, 1st Sp. Sess., c. 2, § 1, eff. Jan. 1, 1974. Amended by Acts 1993, c. 22, § 1; Acts 1995, c. 3, § 1, eff. March 7, 1995; Acts 1996, c. 347, § 15, eff. Oct. 1, 1996; Acts 1997, c. 743, § 1, eff. Oct. 1, 1997; Acts 2002, c. 19, § 1, eff. April 9, 2002; Acts 2003, c. 21, § 1, eff. April 8, 2003; Acts 2005, c. 444, § 1, eff. July 1, 2005.

Formerly Art. 26, § 47.

MD Code, Courts and Judicial Proceedings, § 1-703, MD CTS & JUD PRO § 1-703

Current through all legislation from the 2025 Regular Session of the General Assembly. Some statute sections may be more current, see credits for details.

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 (Currentness)

§ 1-708. Judicial Compensation Commission

(a) The salaries and pensions of the justices of the Supreme Court of Maryland and the judges of the Appellate Court of Maryland, 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)(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) On or after September 1, 2011, September 1, 2013, and every 4 years thereafter, the Commission shall review the salaries and pensions of the justices and 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)(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 justice or 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 justices and 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) 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) 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) 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.

West's Annotated Code of Maryland

Credits

Added by Acts 1980, c. 717. Amended by Acts 1982, c. 820, § 3; Acts 1992, c. 131, § 12; Acts 1994, c. 468, § 1, eff. Oct. 1, 1994; Acts 1997, c. 14, § 1, eff. April 8, 1997; Acts 1998, c. 21, § 2, eff. April 14, 1998; Acts 2005, c. 444, § 1, eff. July 1, 2005; Acts 2006, c. 44, § 6, eff. April 8, 2006; Acts 2009, c. 2, § 1, eff. Feb. 26, 2009; Acts 2010, c. 72, § 1, eff. April 13, 2010; Acts 2010, c. 484, § 2, eff. June 1, 2010; Acts 2023, c. 49, § 6; Acts 2024, c. 382, § 1, eff. April 25, 2024.

MD Code, Courts and Judicial Proceedings, § 1-708, MD CTS & JUD PRO § 1-708

Current through all legislation from the 2025 Regular Session of the General Assembly. Some statute sections may be more current, see credits for details.

Tab 2

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

Limited Jurisdiction Judge								
	No Cost-of-Living Factor		Includes Cost of Living Factor					
State	Rank 7/1/2025	Salary: 0701/2025	Rank: 0701/2025	COLF 07/01/2025	Salary w/ COLF	07/01/2021 Salary	% Change from 07/01/2021 to 07/01/2025	Date of Last Salary Change
Alaska	5	\$188,819	6	131.8	\$143,262	\$160,856	17.38%	07/01/2025
Colorado	4	\$198,799	3	111.2	\$178,776	\$178,462	11.40%	07/01/2024
Kentucky	7	\$146,014	5	92.5	\$157,853	\$118,372	23.35%	07/01/2024
Maryland	3	\$201,333	4	126.4	\$159,282	\$161,333	24.79%	07/01/2025
Nebraska	2	\$208,176	1	100.8	\$206,524	\$178,199	16.82%	07/01/2024
Rhode Island	6	\$179,222	7	127.9	\$140,127	\$165,158	8.52%	06/16/2024
Washington	1	\$224,642	2	115	\$195,341	\$190,120	18.16%	07/01/2025

States with a court of limited jurisdiction that is comparable to Maryland

Source: Independent outreach respective courts

MARYLAND JUDICIARY | SPECIAL COMMITTEE ON JUDICIAL COMPENSATION

General Jurisdiction Judge										
	No Cost-of-Living Factor			Includes Cost of Living Factor						
State	National Rank 7/1/2025	Regional Rank 7/1/2025	07/01/2025 Salary	National Rank 7/1/2025	COLF 07/01/2025	Regional Rank 7/1/2025	Salary 7/1/2025	07/01/2021 Salary	% Chng from 7/1/2021 to 7/1/2025	Date of Last Salary
Alabama	44		\$166,100	26	93.2		\$178,219	\$126,018	31.81%	10/01/2024
Alaska	9		\$222,729	39	131.9		\$168,862	\$189,720	17.40%	07/01/2025
Arizona	27		\$190,000	20	102.8		\$184,825	\$149,383	27.19%	01/01/2025
Arkansas	21		\$204,494	3	90.1		\$226,963	\$174,883	16.93%	11/25/2024
California	3		\$244,727	23	135.2		\$181,011	\$214,601	14.04%	07/01/2024
Colorado	23		\$203,768	22	111.2		\$183,245	\$178,452	14.19%	07/01/2025
Connecticut	19	9	\$208,059	40	127.4	8	\$163,312	\$180,460	15.29%	07/01/2025
Delaware	16	7	\$211,358	16	109.6	4	\$192,845	\$192,862	9.59%	07/14/2024
District of Columbia	2	1	\$247,400	46	158.6	9	\$155,990	\$218,600	13.17%	01/12/2025
Florida	24		\$200,836	15	101.6		\$197,673	\$165,509	21.34%	07/01/2025
Georgia	28		\$189,390	12	93.6		\$202,340	\$173,714	9.02%	07/01/2024
Hawaii	4		\$243,156	41	149.3		\$162,864	\$207,084	17.42%	07/01/2025
Idaho	38		\$172,508	34	99.8		\$172,854	\$144,400	19.47%	07/01/2025
Illinois	1		\$258,158	1	99.9		\$258,416	\$216,297	19.35%	07/01/2025
Indiana	33		\$183,513	17	95.7		\$191,759	\$159,950	14.73%	07/01/2024
Iowa	40		\$170,108	32	97.5		\$174,470	\$154,957	9.78%	06/20/2025
Kansas	30		\$185,550	18	98.3		\$188,759	\$135,068	37.38%	01/01/2025
Kentucky	46		\$161,262	31	92.4		\$174,526	\$130,926	23.17%	07/01/2025
Louisiana	36		\$174,988	24	97.2		\$180,029	\$163,658	6.92%	11/01/2023
Maine	43		\$166,317	51	116.8		\$142,395	\$141,404	17.62%	07/01/2025
Maryland	15	6	\$214,433	38	126.1	7	\$170,050	\$174,433	22.93%	07/01/2025
Massachusetts	20		\$207,855	45	132.3		\$157,109	\$184,694	12.54%	07/01/2022
Michigan	34		\$180,741	14	91.3		\$197,964	\$155,621	16.14%	10/01/2024
Minnesota	26		\$190,117	19	101.8		\$186,755	\$169,264	12.32%	07/01/2024
Mississippi	49		\$158,000	27	88.7		\$178,129	\$136,000	16.18%	01/01/2023
Missouri	35		\$180,602	13	90.5		\$199,560	\$159,578	13.17%	07/01/2025
Montana	48		\$159,813	48	103.5		\$154,409	\$142,683	12.01%	07/01/2025
Nebraska	17		\$211,299	9	100.9		\$209,414	\$178,199	18.57%	07/01/2025
Nevada	47		\$160,000	50	111.5		\$143,498	\$160,000	0.00%	01/05/2015
New Hampshire	29		\$189,365	47	121.9		\$155,345	\$164,911	14.83%	07/12/2024
New Jersey	18	8	\$208,250	37	121.4	6	\$171,540	\$192,391	8.24%	01/01/2025
New Mexico	14		\$216,219	7	100.6		\$214,929	\$138,438	56.18%	07/06/2024
New York	6	2	\$232,600	10	112.5	3	\$206,756	\$210,900	10.29%	04/01/2024
North Carolina	41		\$169,125	28	95.5		\$177,094	\$142,082	19.03%	07/01/2024
North Dakota	31		\$184,366	36	106.9		\$172,466	\$152,175	21.15%	07/01/2025
Ohio	45		\$163,792	29	92.8		\$176,500	\$152,811	7.19%	01/01/2025
Oklahoma	42		\$167,703	25	93.3		\$179,746	\$145,567	15.21%	07/01/2024
Oregon	22		\$204,060	35	118.1		\$172,786	\$154,692	31.91%	07/01/2025
Pennsylvania	7	3	\$227,411	5	101.8	1	\$223,390	\$186,665	21.83%	01/01/2025
Rhode Island	8	4	\$224,776	30	127.9	5	\$175,744	\$182,367	23.25%	06/29/2025
South Carolina	10		\$221,925	4	98.9		\$224,393	\$196,753	12.79%	06/02/2025
South Dakota	32		\$183,694	21	99.4		\$184,803	\$145,101	26.60%	07/01/2025
Tennessee	13		\$219,120	2	92.3		\$237,400	\$186,060	17.77%	07/01/2025
Texas	50		\$154,000	44	96.7		\$159,255	\$154,000	0.00%	09/01/2019
Utah	12		\$219,250	8	103.9		\$211,020	\$175,550	24.89%	07/01/2025
Vermont	25		\$194,168	43	121.2		\$160,205	\$167,449	15.96%	07/13/2024
Virginia	11	5	\$220,254	6	102.3	2	\$215,302	\$184,617	19.30%	06/10/2025
Washington	5		\$237,460	11	115.1		\$206,308	\$199,165	19.23%	07/01/2025
West Virginia	51		\$141,000	49	95		\$148,421	\$126,000	11.90%	01/01/2025
Wisconsin	37		\$174,512	33	100.3		\$173,990	\$147,535	18.29%	06/30/2024
Wyoming	39		\$171,200	42	105.2		\$162,738	\$160,000	7.00%	03/01/2024

Regional
States

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

Judge, Intermediate Appellate Court

State	No Cost-of-Living Factor			Includes Cost of Living Factor				7/1/2021 Salary	% Chng from 7/1/2021 to 7/1/2025	Date of Last Salary Change
	National Rank 7/1/2025	Regional Rank 7/1/2025	7/1/2025 Salary*	National Rank 7/1/2025	COLF 7/1/2025	Regional Rank 7/1/2025	Salary 7/1/2025			
Alabama	27		\$192,036	18	93.2		\$206,047	\$165,072	16.33%	10/01/2024
Alaska	11		\$227,546	36	131.9		\$172,514	\$193,836	17.39%	07/01/2025
Arizona	25		\$200,000	22	102.8		\$194,553	\$154,534	29.42%	01/01/2025
Arkansas	22		\$209,452	4	90.1		\$232,466	\$179,123	16.93%	11/25/2024
California	2		\$280,052	17	135.2		\$207,139	\$245,578	14.04%	07/01/2024
Colorado	21		\$212,535	24	111.2		\$191,129	\$186,132	14.19%	07/01/2025
Connecticut	18	6	\$216,336	37	127.4	6	\$169,808	\$187,663	15.28%	07/01/2025
Florida	14		\$223,318	10	101.6		\$219,801	\$192,105	16.25%	07/01/2025
Georgia	30		\$187,990	19	93.6		\$200,844	\$177,990	5.62%	07/01/2024
Hawaii	6		\$245,088	38	149.3		\$164,158	\$212,784	15.18%	07/01/2025
Idaho	34		\$178,508	34	99.8		\$178,866	\$150,400	18.69%	07/01/2025
Illinois	1		\$281,331	1	99.9		\$281,613	\$235,713	19.35%	07/01/2025
Indiana	19		\$214,852	8	95.7		\$224,506	\$187,265	14.73%	07/01/2024
Iowa	32		\$182,709	27	97.5		\$187,394	\$166,436	9.78%	06/20/2025
Kansas	23		\$204,105	16	98.3		\$207,635	\$147,987	37.92%	01/01/2025
Kentucky	39		\$168,191	32	92.4		\$182,025	\$136,632	23.10%	07/01/2025
Louisiana	33		\$182,007	28	97.2		\$187,250	\$170,339	6.85%	11/01/2023
Maryland	13	4	\$223,633	35	126.1	5	\$177,346	\$183,633	21.78%	07/01/2025
Massachusetts	20		\$213,924	39	132.3		\$161,696	\$190,087	12.54%	07/01/2022
Michigan	26		\$195,625	14	91.3		\$214,266	\$168,436	16.14%	10/01/2024
Minnesota	24		\$202,528	20	101.8		\$198,947	\$180,313	12.32%	07/01/2024
Mississippi	38		\$168,467	25	88.7		\$189,929	\$144,827	16.32%	01/01/2023
Missouri	28		\$191,479	15	90.5		\$211,579	\$169,214	13.16%	07/01/2025
Nebraska	17		\$217,010	13	100.9		\$215,074	\$183,015	18.57%	07/01/2025
Nevada	40		\$165,000	40	111.5		\$147,982	\$165,000	0.00%	01/05/2015
New Jersey	16	5	\$219,857	33	121.4	4	\$181,101	\$203,114	8.24%	01/01/2025
New Mexico	10		\$227,599	7	100.6		\$226,242	\$145,725	56.18%	07/06/2024
New York	5	2	\$245,100	11	112.5	3	\$217,867	\$222,200	10.31%	04/01/2024
North Carolina	29		\$189,621	21	95.5		\$198,556	\$150,184	26.26%	07/01/2024
Ohio	36		\$178,108	23	92.8		\$191,927	\$166,167	7.19%	01/01/2025
Oklahoma	37		\$175,844	26	93.3		\$188,472	\$152,632	15.21%	07/01/2025
Oregon	15		\$220,596	29	118.1		\$186,787	\$164,004	34.51%	07/01/2025
Pennsylvania	4	1	\$247,188	3	101.8	1	\$242,817	\$202,898	21.83%	01/01/2025
South Carolina	9		\$227,765	5	98.9		\$230,298	\$201,930	12.79%	06/02/2025
Tennessee	12		\$226,944	2	92.3		\$245,876	\$192,708	17.77%	07/01/2025
Texas	35		\$178,400	30	96.7		\$184,488	\$178,400	0.00%	09/01/2019
Utah	8		\$230,200	9	103.9		\$221,559	\$184,300	24.91%	07/01/2025
Virginia	7	3	\$231,889	6	102.3	2	\$226,675	\$195,422	18.66%	06/10/2025
Washington	3		\$249,417	12	115.1		\$216,696	\$209,730	18.92%	07/01/2025
Wisconsin	31		\$184,995	31	100.3		\$184,442	\$156,388	18.29%	06/30/2024

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

The following states do not have comparable Intermediate

Appellate Courts:

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

Chief Judge, Intermediate Appellate Court

	No Cost- of-Living Factor			Includes Cost of Living Factor						
State	National Rank 7/1/2025	Regional Rank 7/1/2025	7/1/2025 Salary*	National Rank 7/1/2025	COLF 7/1/2025	Regional Rank 7/1/2025	Salary 7/1/2025	7/1/2021 Salary	% Chng from 7/1/2021 to 7/1/2025	Date of Last Salary Change
Maryland		4	\$226,633		126.1	5	\$179,696	\$186,633	21.43%	07/01/2025
New Jersey		5	\$222,917		121.4	4	\$183,576	\$203,114	9.75%	01/01/2025
New York		2	\$265,600		112.5	3	\$236,028	\$227,800	16.59%	04/01/2024
Pennsylvania		3	\$254,807		101.8	2	\$250,235	\$209,153	21.83%	01/01/2025
Virginia		1	\$266,444		102.3	1	\$260,377	\$198,422	34.28%	06/10/2025

Source: Independent outreach to individual courts

MARYLAND JUDICIARY | SPECIAL COMMITTEE ON JUDICIAL COMPENSATION

Justice, Highest Appellate Court

State	No Cost-of-Living Factor			Includes Cost of Living Factor				07/01/2021 Salary	% Chng from 7/1/2021 to 7/1/2025	Date of Last Salary
	National Rank 7/1/2025	Regional Rank 7/1/2025	07/01/2025 Salary*	National Rank 7/1/2025	COLF 07/01/2025	Regional Rank 7/1/2025	Salary 7/1/2025			
Alabama	30		\$207,625	16	93.2		\$222,774	\$166,072	25.02%	10/01/2024
Alaska	12		\$240,864	40	131.9		\$182,611	\$205,176	17.39%	07/01/2025
Arizona	27		\$215,000	19	102.8		\$209,144	\$159,685	34.64%	01/01/2025
Arkansas	26		\$215,843	6	90.1		\$239,559	\$184,588	16.93%	11/25/2024
California	2		\$298,721	17	135.2		\$220,947	\$261,949	14.04%	07/01/2024
Colorado	23		\$221,302	26	111.2		\$199,013	\$193,812	14.18%	07/01/2025
Connecticut	18	8	\$230,334	41	127.4	8	\$180,796	\$199,781	15.29%	07/01/2025
Delaware	22	9	\$223,064	23	109.6	4	\$203,526	\$205,135	8.74%	07/14/2024
District of Columbia	5	1	262300	48	158.6	9	\$165,385	\$231,800	13.16%	01/12/2025
Florida	3		\$264,136	2	101.6		\$259,976	\$227,218	16.25%	07/01/2025
Georgia	40		\$189,112	24	93.6		\$202,043	\$179,112	5.58%	07/01/2024
Hawaii	4		\$263,652	43	149.3		\$176,592	\$229,668	14.80%	07/01/2025
Idaho	42		\$186,508	38	99.8		\$186,882	\$160,400	16.28%	07/01/2025
Illinois	1		\$298,910	1	99.9		\$299,209	\$250,442	19.35%	07/01/2025
Indiana	24		\$221,024	11	95.7		\$230,955	\$192,644	14.73%	07/01/2024
Iowa	34		\$201,609	21	97.5		\$206,778	\$183,653	9.78%	06/20/2025
Kansas	20		\$226,600	12	98.3		\$230,519	\$152,923	48.18%	01/01/2025
Kentucky	47		\$175,151	36	92.4		\$189,557	\$142,362	23.03%	07/01/2025
Louisiana	38		\$194,427	25	97.2		\$200,028	\$182,160	6.73%	11/01/2023
Maine	46		\$177,424	51	116.8		\$151,904	\$150,870	17.60%	07/01/2025
Maryland	14	6	\$236,433	37	126.1	7	\$187,496	\$196,433	20.36%	07/01/2025
Massachusetts	21		\$226,187	44	132.3		\$170,965	\$200,984	12.54%	07/01/2022
Michigan	45		\$181,483	28	91.3		\$198,777	\$164,610	10.25%	01/01/2023
Minnesota	28		\$214,935	18	101.8		\$211,135	\$191,359	12.32%	07/01/2024
Mississippi	48		\$173,800	30	88.7		\$195,941	\$152,250	14.15%	01/01/2023
Missouri	29		\$209,484	10	90.5		\$231,474	\$185,127	13.16%	07/01/2025
Montana	49		\$173,759	46	103.5		\$167,883	\$155,920	11.44%	07/01/2025
Nebraska	19		\$228,431	15	100.9		\$226,393	\$192,647	18.57%	07/01/2025
Nevada	50		\$170,000	50	111.5		\$152,466	\$170,000	0.00%	01/06/2025
New Hampshire	33		\$201,903	47	121.9		\$165,630	\$175,837	14.82%	07/12/2024
New Jersey	17	7	\$230,818	35	121.4	6	\$190,130	\$213,240	8.24%	01/01/2025
New Mexico	13		\$239,578	7	100.6		\$238,149	\$153,394	56.18%	07/06/2024
New York	8	3	\$257,500	13	112.5	3	\$228,889	\$233,400	10.33%	04/01/2024
North Carolina	35		\$197,802	20	95.5		\$207,123	\$156,664	26.26%	07/01/2024
North Dakota	31		\$207,249	33	106.9		\$193,872	\$165,845	24.97%	07/01/2025
Ohio	39		\$191,092	22	92.8		\$205,918	\$178,280	7.19%	01/01/2025
Oklahoma	43		\$185,612	27	93.3		\$198,941	\$161,112	15.21%	07/01/2025
Oregon	25		\$220,596	39	118.1		\$186,787	\$167,232	31.91%	07/01/2025
Pennsylvania	7	2	\$261,976	3	101.8	1	\$257,344	\$215,037	21.83%	01/01/2025
Rhode Island	10	5	\$249,661	32	127.9	5	\$195,200	\$189,424	31.80%	06/29/2025
South Carolina	16		\$233,606	8	98.9		\$236,204	\$207,108	12.79%	06/02/2025
South Dakota	36		\$196,669	29	99.4		\$197,856	\$155,350	26.60%	07/01/2025
Tennessee	15		\$234,756	4	92.3		\$254,340	\$199,332	17.77%	07/01/2025
Texas	44		\$184,800	34	96.7		\$191,107	\$184,800	0.00%	09/01/2019
Utah	11		\$241,200	9	103.9		\$232,146	\$193,100	24.91%	07/01/2025
Vermont	32		\$204,256	45	121.2		\$168,528	\$176,140	15.96%	07/13/2024
Virginia	9	4	\$250,752	5	102.3	2	\$245,114	\$212,365	18.08%	06/10/2025
Washington	6		\$262,011	14	115.1		\$227,638	\$220,320	18.92%	07/01/2025
West Virginia	51		\$149,600	49	95		\$157,474	\$136,000	10.00%	07/01/2022
Wisconsin	37		\$196,102	31	100.3		\$195,515	\$165,772	18.30%	06/30/2024
Wyoming	41		\$187,250	42	105.2		\$177,994	\$175,000	7.00%	03/01/2024

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

Chief Justice, Highest Appellate Court

	No Cost-of-Living Factor			Includes Cost of Living Factor						
State	National Rank 7/1/2025	Regional Rank 7/1/2025	7/1/2025 Salary*	National Rank 7/1/2025	COLF 7/1/2025	Regional Rank 7/1/2025	Salary 7/1/2025	7/1/2021 Salary	% Chng from 7/1/2021 to 7/1/2025	Date of Last Salary Change
Alabama	30		\$215,671	16	93.2		\$231,407	\$167,072	29.09%	10/01/2024
Alaska	15		\$241,586	41	131.9		\$183,158	\$205,776	17.40%	07/01/2025
Arizona	27		\$222,000	22	102.8		\$215,953	\$164,836	34.68%	01/01/2025
Arkansas	21		\$233,097	6	90.1		\$258,709	\$199,344	16.93%	11/25/2024
California	1		\$313,257	15	135.2		\$231,699	\$274,695	14.04%	07/01/2024
Colorado	25		\$226,129	28	111.2		\$203,353	\$198,036	14.19%	07/01/2025
Connecticut	12	7	\$248,936	36	127.4	8	\$195,397	\$215,915	15.29%	07/01/2025
Delaware	20	9	\$236,327	23	109.6	5	\$215,627	\$214,394	10.23%	07/14/2024
District of Columbia	10	5	\$262,800	49	158.6	9	\$165,700	\$232,300	13.13%	01/12/2025
Florida	9		\$264,136	4	101.6		\$259,976	\$227,218	16.25%	07/01/2025
Georgia	43		\$189,112	30	93.6		\$202,043	\$179,112	5.58%	07/01/2024
Hawaii	4		\$272,940	42	149.3		\$182,813	\$238,104	14.63%	07/01/2025
Idaho	42		\$189,508	40	99.8		\$189,888	\$163,400	15.98%	07/01/2025
Illinois	3		\$298,910	1	99.9		\$299,209	\$250,442	19.35%	07/01/2025
Indiana	28		\$221,024	17	95.7		\$230,955	\$192,644	14.73%	07/01/2024
Iowa	33		\$211,059	21	97.5		\$216,471	\$192,261	9.78%	06/20/2025
Kansas	23		\$231,938	11	98.3		\$235,949	\$156,755	47.96%	01/01/2025
Kentucky	48		\$180,151	37	92.4		\$194,969	\$147,362	22.25%	07/01/2025
Louisiana	36		\$204,088	26	97.2		\$209,967	\$191,268	6.70%	11/01/2023
Maine	35		\$205,150	45	116.8		\$175,642	\$174,437	17.61%	07/01/2025
Maryland	11	6	\$255,433	29	126.1	6	\$202,564	\$215,433	18.57%	07/01/2025
Massachusetts	22		\$232,101	46	132.3		\$175,435	\$206,239	12.54%	07/01/2022
Michigan	47		\$181,483	33	91.3		\$198,777	\$164,610	10.25%	01/01/2023
Minnesota	19		\$236,429	14	101.8		\$232,249	\$210,496	12.32%	07/01/2024
Mississippi	46		\$181,491	27	88.7		\$204,612	\$159,000	14.15%	01/01/2023
Missouri	29		\$219,075	8	90.5		\$242,072	\$193,545	13.19%	07/01/2025
Montana	49		\$175,236	48	103.5		\$169,310	\$157,784	11.06%	07/01/2025
Nebraska	24		\$228,431	19	100.9		\$226,394	\$192,647	18.57%	07/01/2025
Nevada	50		\$170,000	51	111.5		\$152,466	\$170,000	0.00%	01/06/2025
New Hampshire	34		\$208,163	47	121.9		\$170,765	\$181,290	14.82%	07/12/2024
New Jersey	18	8	\$238,876	34	121.4	7	\$196,768	\$220,684	8.24%	01/01/2025
New Mexico	16		\$241,578	9	100.6		\$240,137	\$155,394	55.46%	07/06/2024
New York	8	4	\$265,600	10	112.5	3	\$236,089	\$240,800	10.30%	04/01/2024
North Carolina	38		\$203,073	24	95.5		\$212,642	\$160,838	26.26%	07/01/2024
North Dakota	31		\$214,896	31	106.9		\$201,025	\$170,535	26.01%	07/01/2025
Ohio	37		\$203,575	20	92.8		\$219,370	\$189,927	7.19%	01/01/2025
Oklahoma	40		\$198,212	25	93.3		\$212,446	\$172,049	15.21%	07/01/2025
Oregon	26		\$224,784	39	118.1		\$190,334	\$170,412	31.91%	07/01/2025
Pennsylvania	5	2	\$269,599	2	101.8	1	\$264,832	\$221,295	21.83%	01/01/2025
Rhode Island	2	1	\$301,393	12	127.9	4	\$235,647	\$208,368	44.64%	06/29/2025
South Carolina	13		\$245,286	7	98.9		\$248,014	\$217,464	12.79%	06/02/2025
South Dakota	39		\$198,669	32	99.4		\$199,868	\$157,350	26.26%	07/01/2025
Tennessee	17		\$239,760	5	92.3		\$259,762	\$204,336	17.34%	07/01/2025
Texas	44		\$187,550	38	96.7		\$193,950	\$214,830	-12.70%	09/01/2019
Utah	14		\$243,200	13	103.9		\$234,071	\$195,100	24.65%	07/01/2025
Vermont	32		\$214,001	44	121.2		\$176,568	\$184,557	15.95%	07/13/2024
Virginia	6	3	\$266,444	3	102.3	2	\$260,454	\$225,517	18.15%	06/10/2025
Washington	7		\$265,792	18	115.1		\$230,923	\$223,499	18.92%	07/01/2025
West Virginia	51		\$149,600	50	95		\$157,474	\$136,000	10.00%	07/01/2022
Wisconsin	41		\$196,102	35	100.3		\$195,515	\$165,772	18.30%	06/30/2024
Wyoming	45		\$187,250	43	105.2		\$177,994	\$175,000	7.00%	03/01/2024

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

Tab 3

FEDERAL COURT SALARIES

FEDERAL COURT SALARIES

Salary data from 2022-2025 for
Supreme Court of the United States, United States Court of Appeals,
Trial Courts, and Federal Court Judges

Federal Court Salaries				
	2022	2023	2024	2025
Supreme Court				
Chief Justice	\$286,700	\$298,500	\$312,200	\$317,500
Associate Justice	\$274,200	\$285,400	\$298,500	\$303,600
Court of Appeals				
Judges	\$236,900	\$246,600	\$257,900	\$262,300
Trial Courts				
District Court, International Trade, and Claims Judges	\$223,400	\$232,600	\$243,300	\$247,400
Bankruptcy & Magistrate Judges*	\$205,528	\$213,992	\$223,836	\$227,608

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

Federal Court Salaries	2022	2024	2025
Chief Justice, Supreme Court	\$280,700	\$312,200	\$317,500
Associate Justice Supreme Court	\$274,200	\$298,500	\$303,600
Judge, Court of Appeals	\$236,900	\$257,900	\$262,300
Trial Courts - District Court Judges	\$223,400	\$243,300	\$247,400
Bankruptcy & Magistrate Judges*	\$205,528	\$223,836	\$227,608

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.*

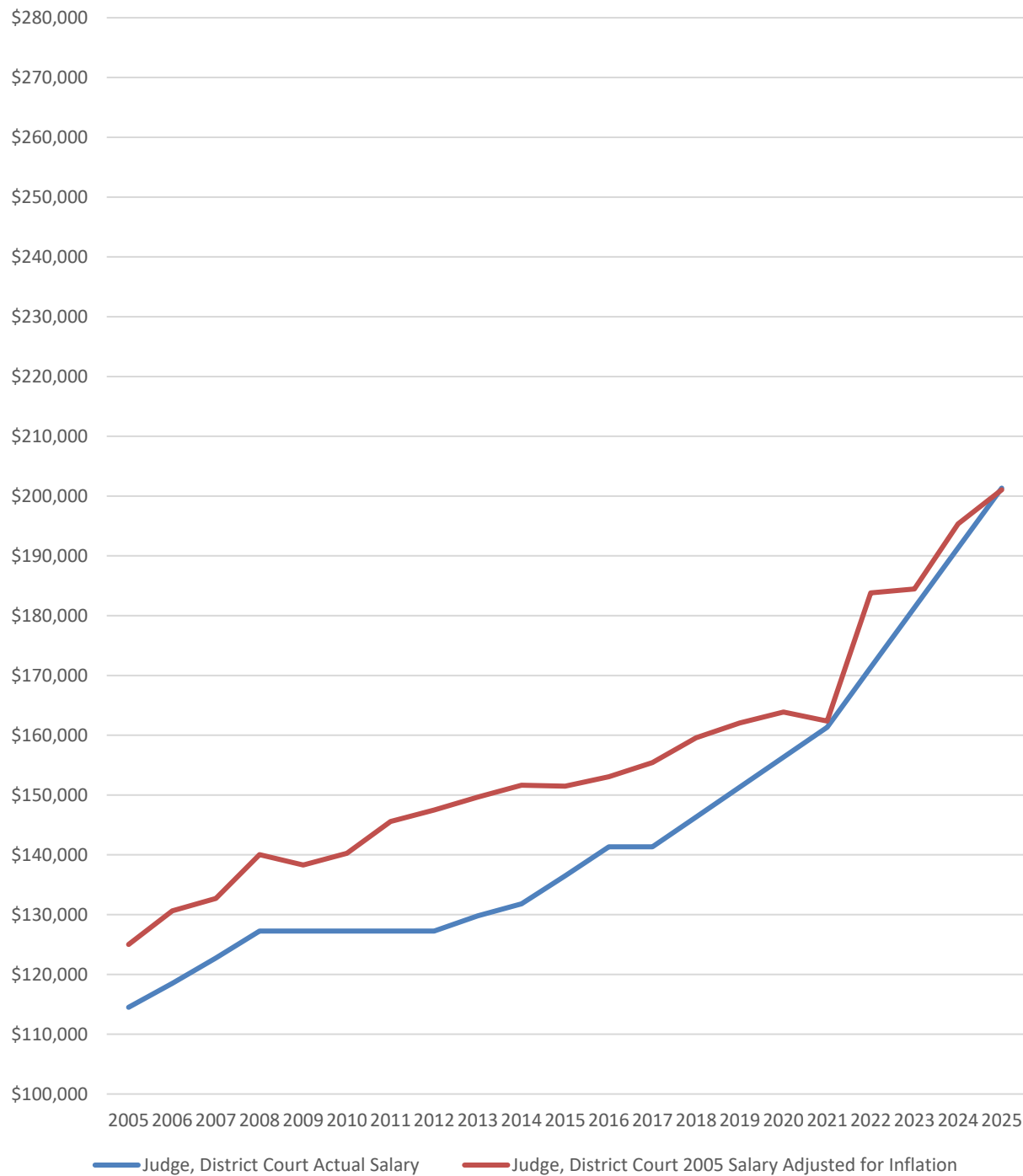
Tab 4

JUDICIAL SALARIES versus INFLATION

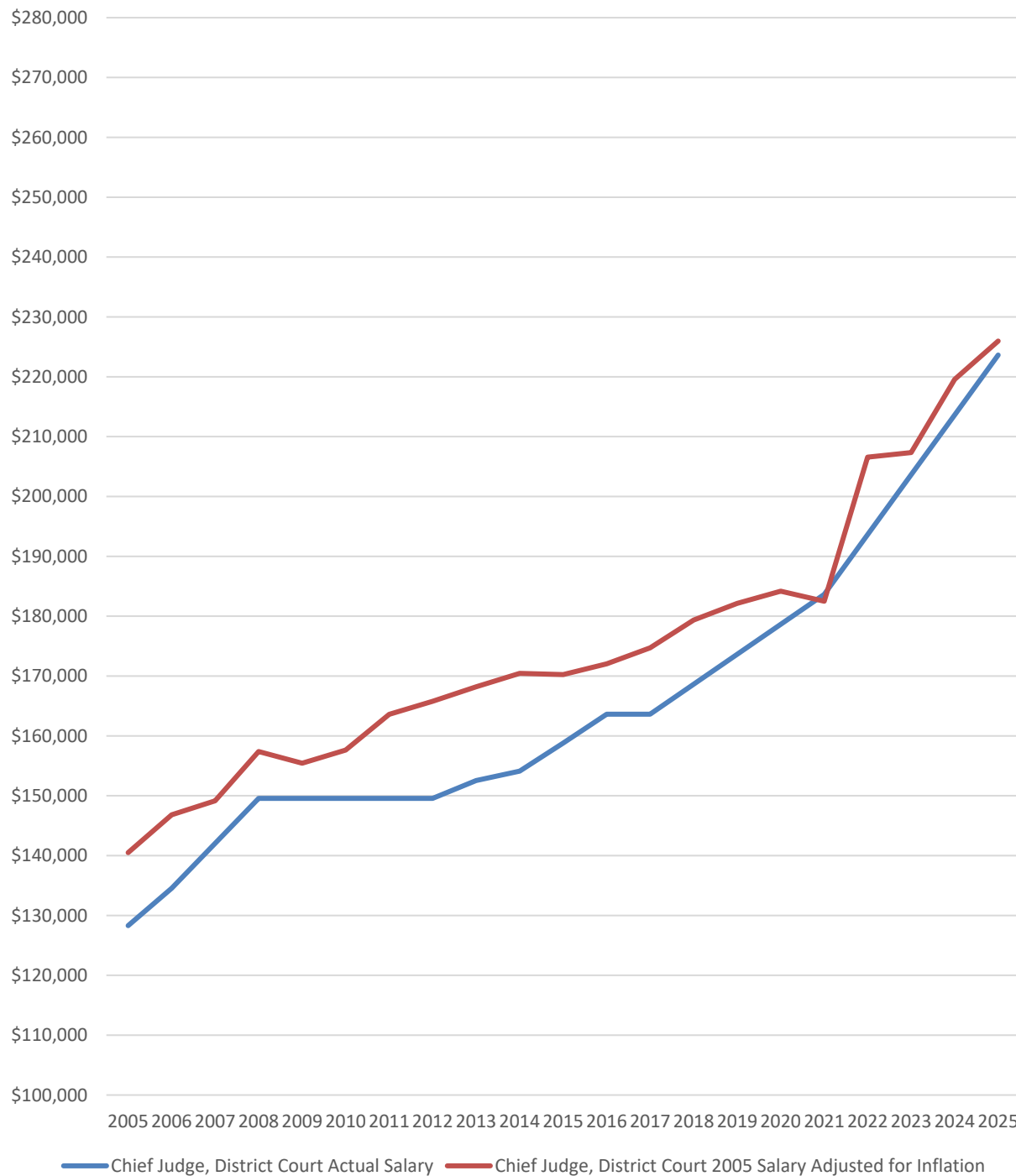
This section tracks how Maryland’s judicial salaries have grown versus inflation and includes charts comparing the Maryland to the Northeast Consumer Price Index and the Baltimore/Washington Region Consumer Price Index from 2022-2025 for:

District Court, Judge
District Court, Chief Judge
Circuit Court Judge
Appellate Court of Maryland, Judge
Appellate Court of Maryland, Chief Judge
Supreme Court of Maryland, Justice
Supreme Court of Maryland, Chief Justice

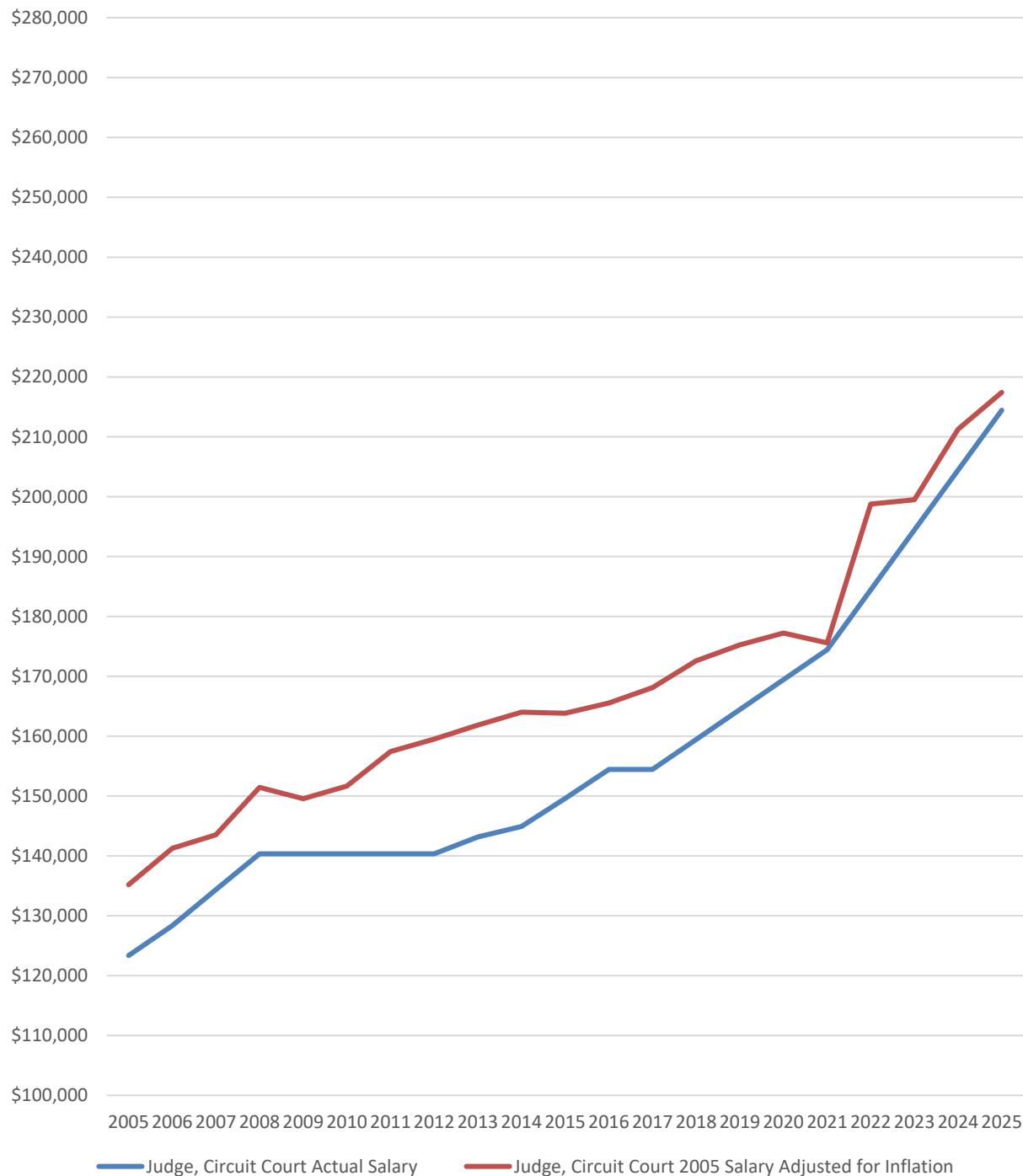
Northeast Consumer Price Index
Judge, District Court
Salary versus Inflation (2005-2025)



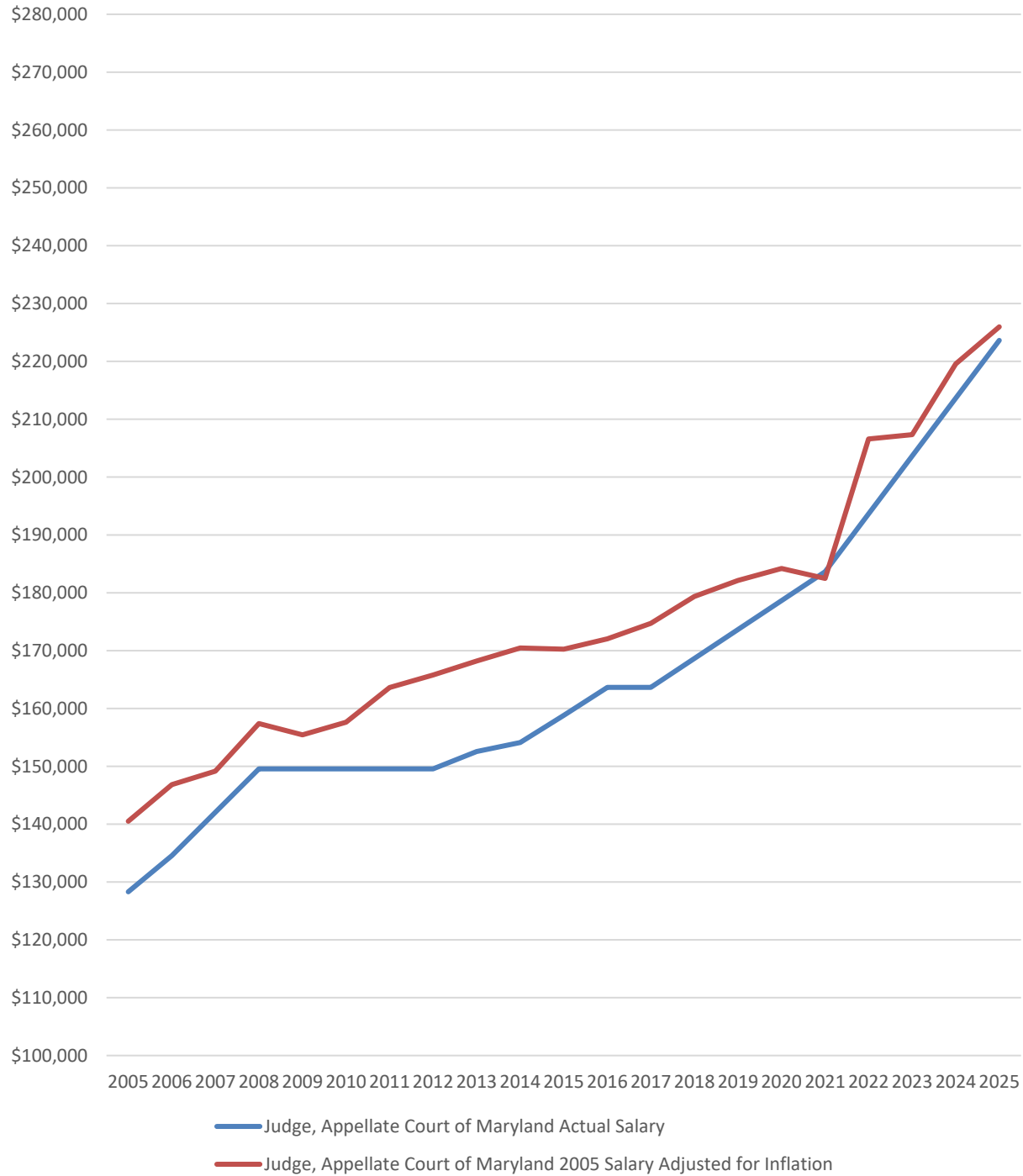
Northeast Consumer Price Index Chief Judge, District Court Salary versus Inflation (2005-2025)



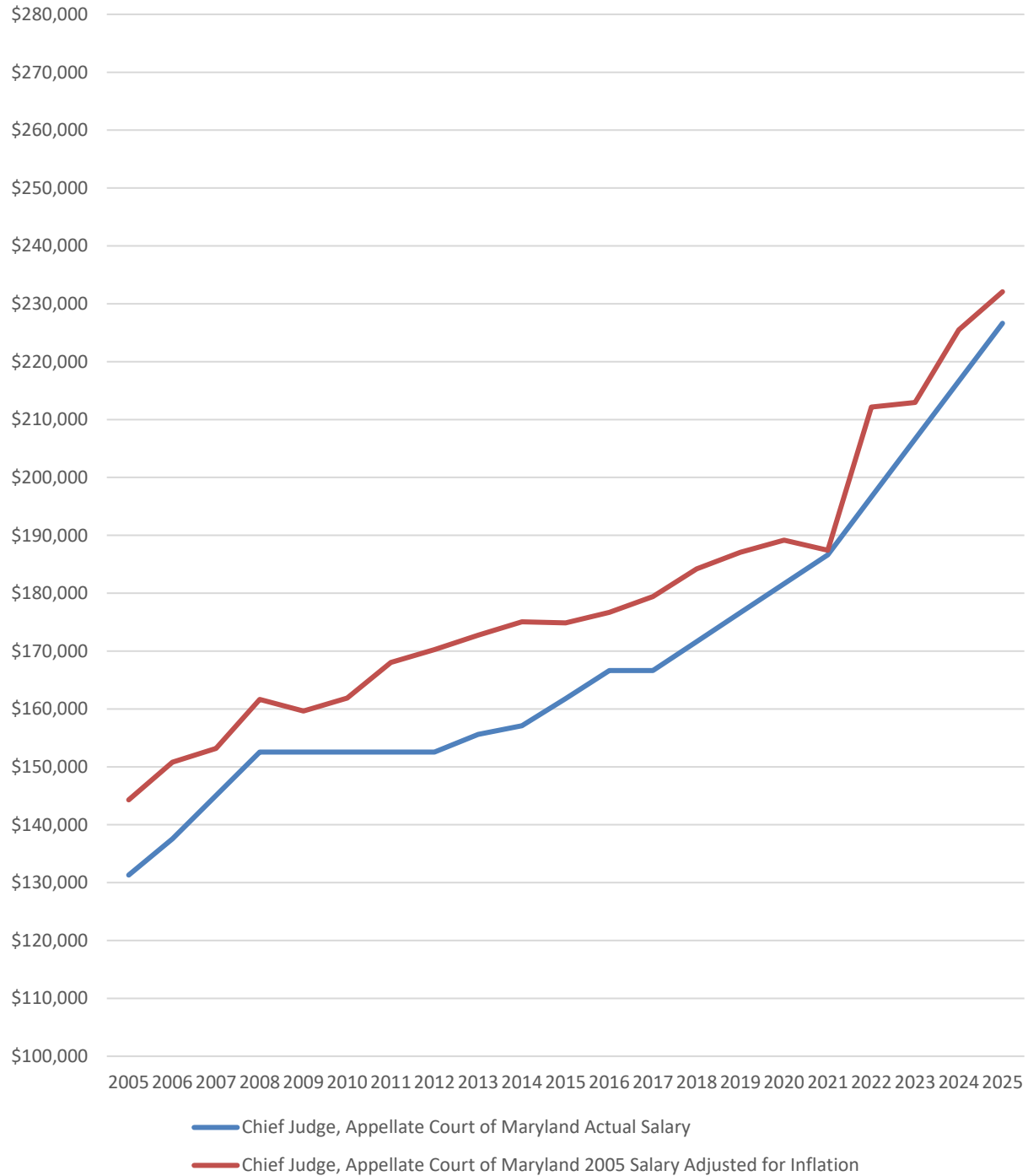
Northeast Consumer Price Index
 Judge, Circuit Court
 Salary versus Inflation (2005-2025)



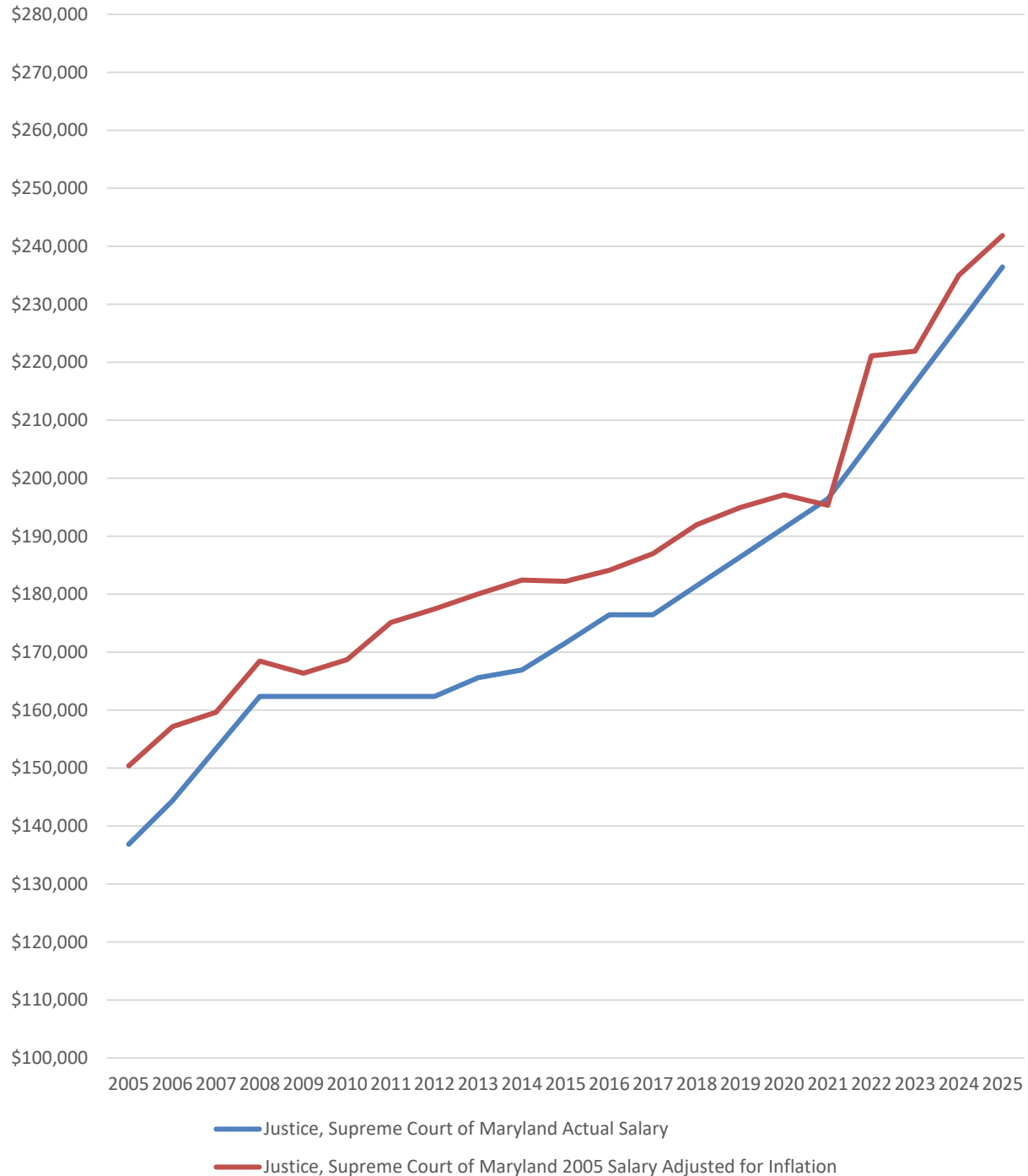
Northeast Consumer Price Index
 Judge, Appellate Court of Maryland
 Salary versus Inflation (2005-2025)

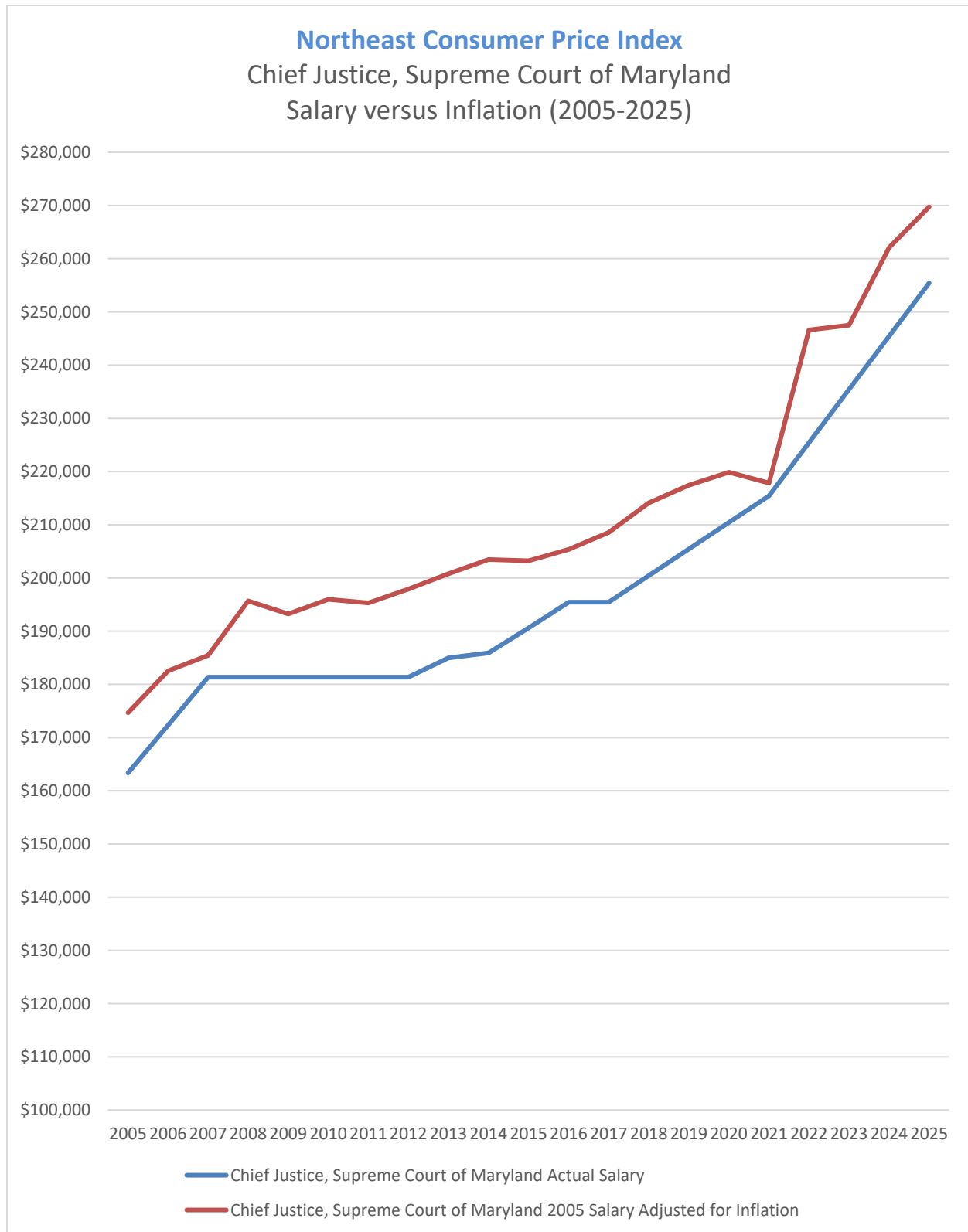


Northeast Consumer Price Index
 Chief Judge, Appellate Court of Maryland
 Salary versus Inflation (2005-2025)



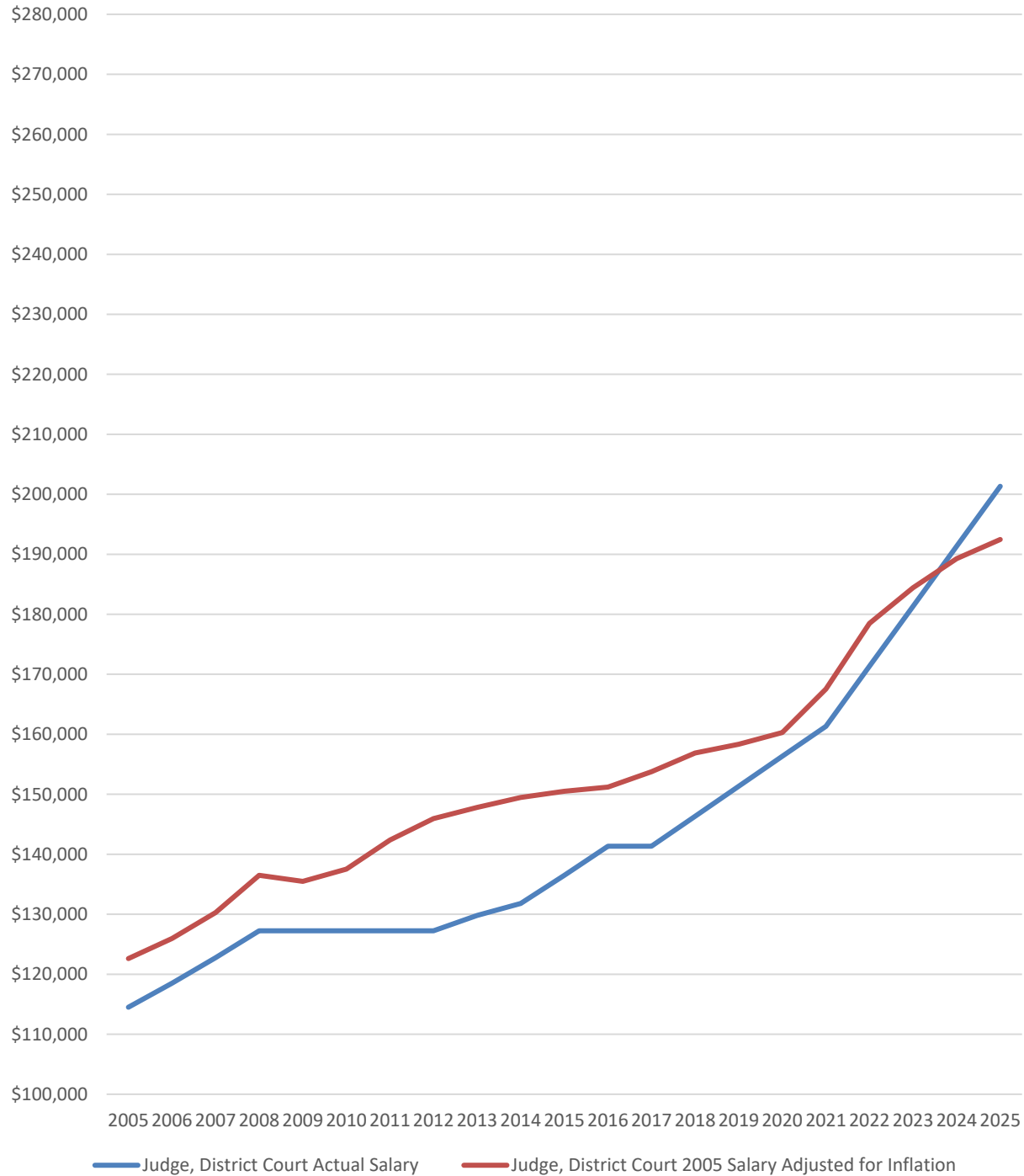
Northeast Consumer Price Index
Justice, Supreme Court of Maryland
Salary versus Inflation (2005-2025)





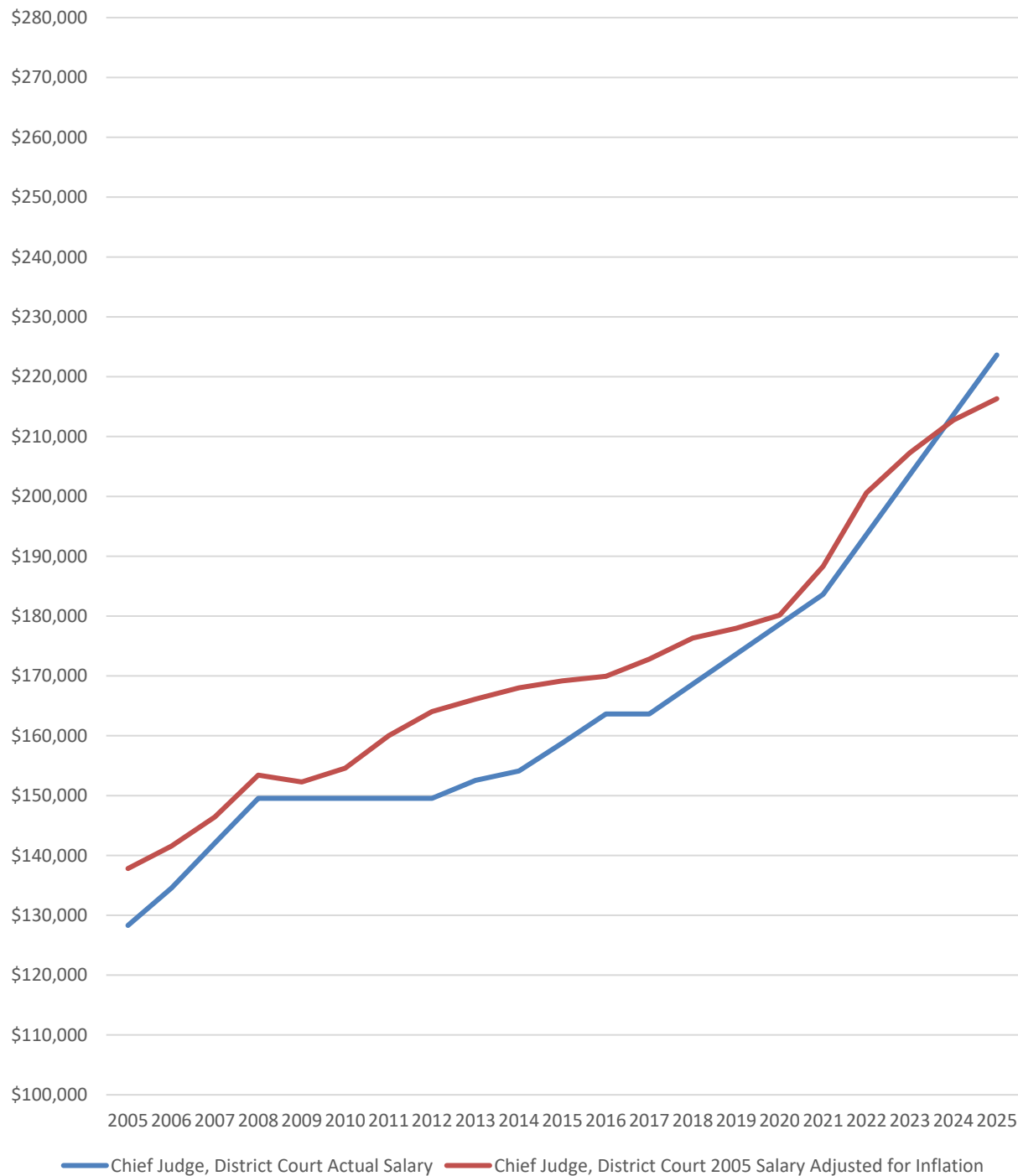
Baltimore/Washington Regional Consumer Price Index

Judge, District Court Salary versus Inflation (2005-2025)

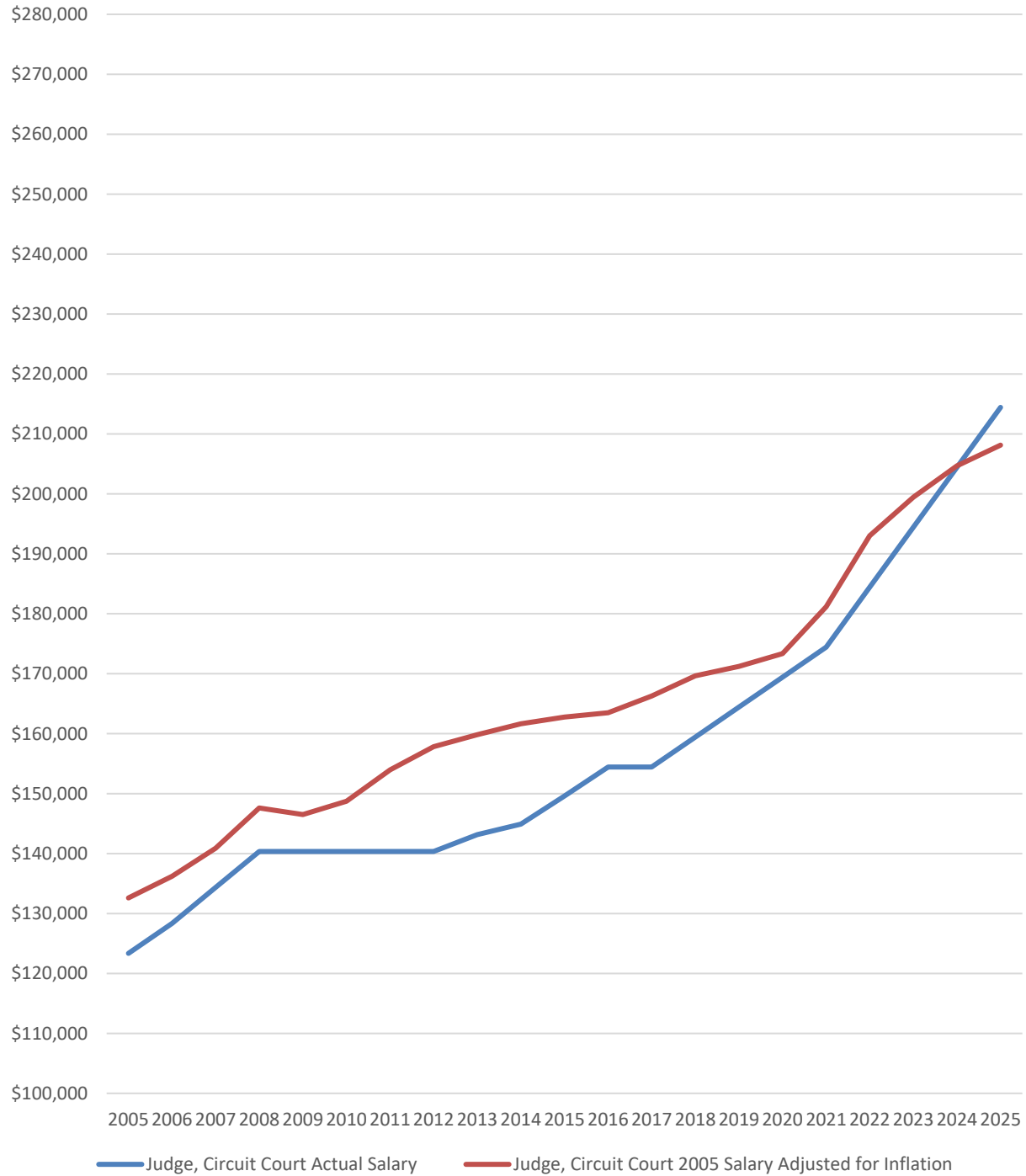


Baltimore/Washington Regional Consumer Price Index

Chief Judge, District Court Salary versus Inflation (2005-2025)



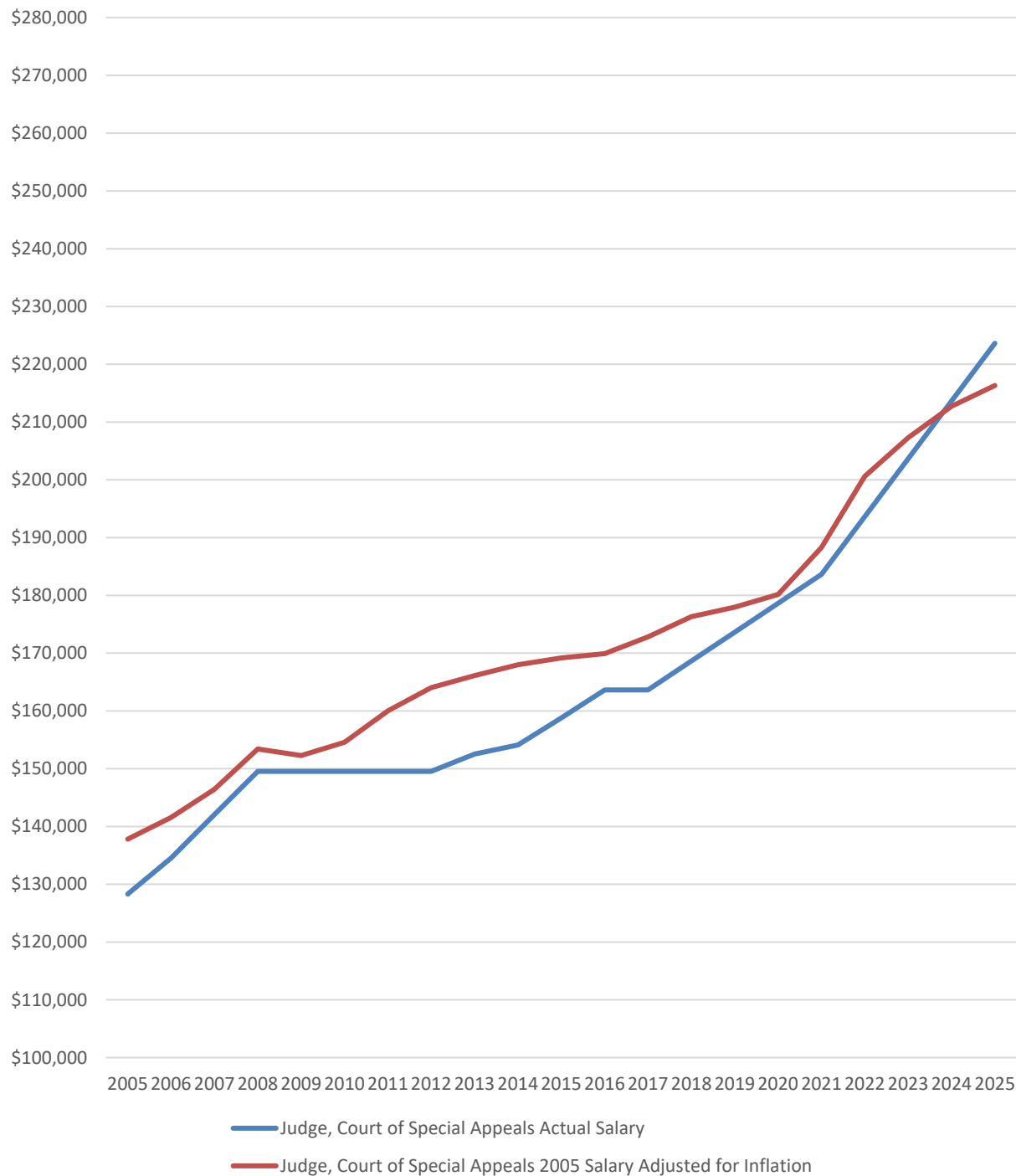
Baltimore/Washington Regional Consumer Price Index
 Judge, Circuit Court
 Salary versus Inflation (2005-2025)



Baltimore/Washington Regional Consumer Price Index

Judge, Appellate Court of Maryland

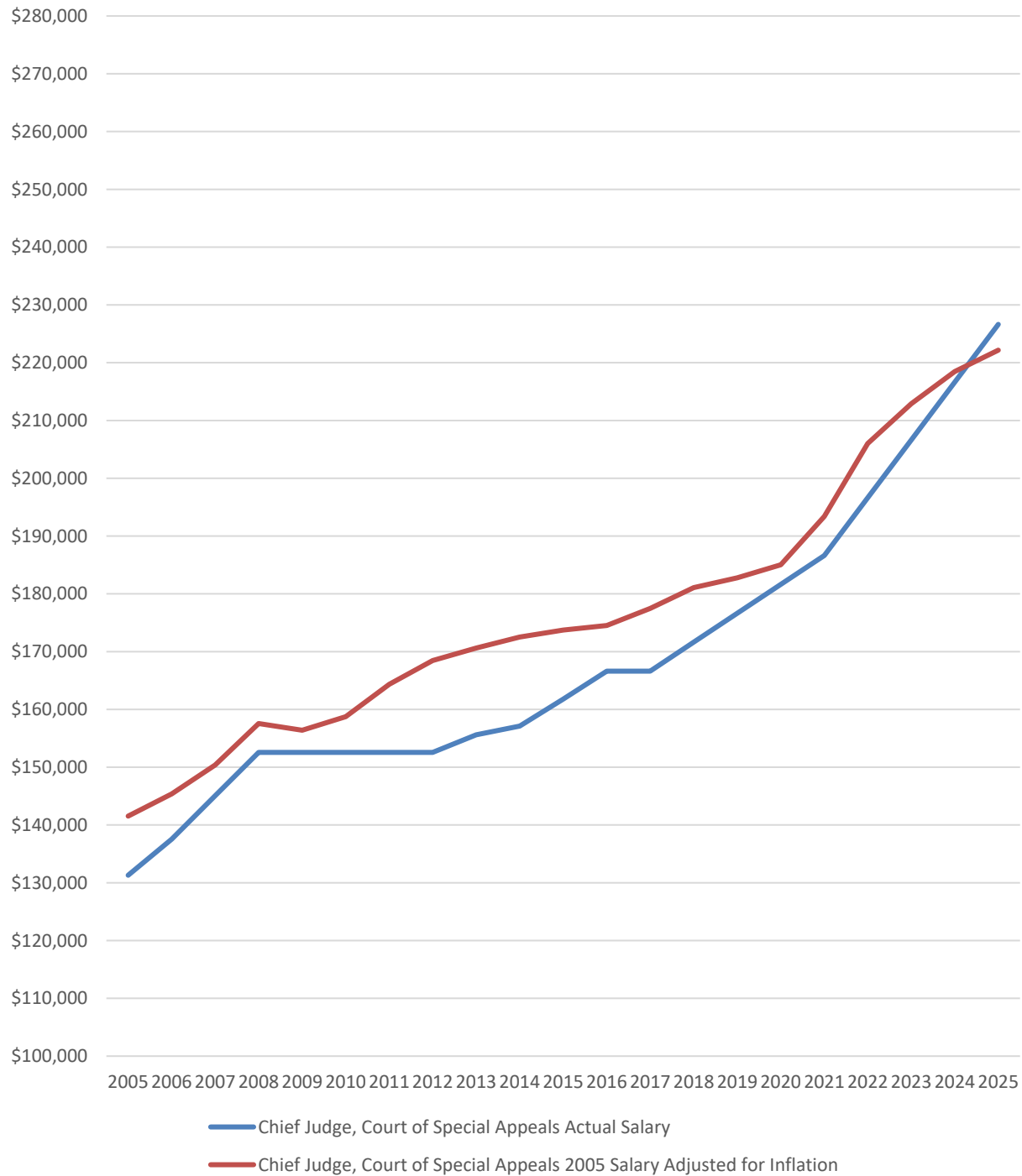
Salary versus Inflation (2005-2025)



Baltimore/Washington Regional Consumer Price Index

Chief Judge, Appellate Court of Maryland

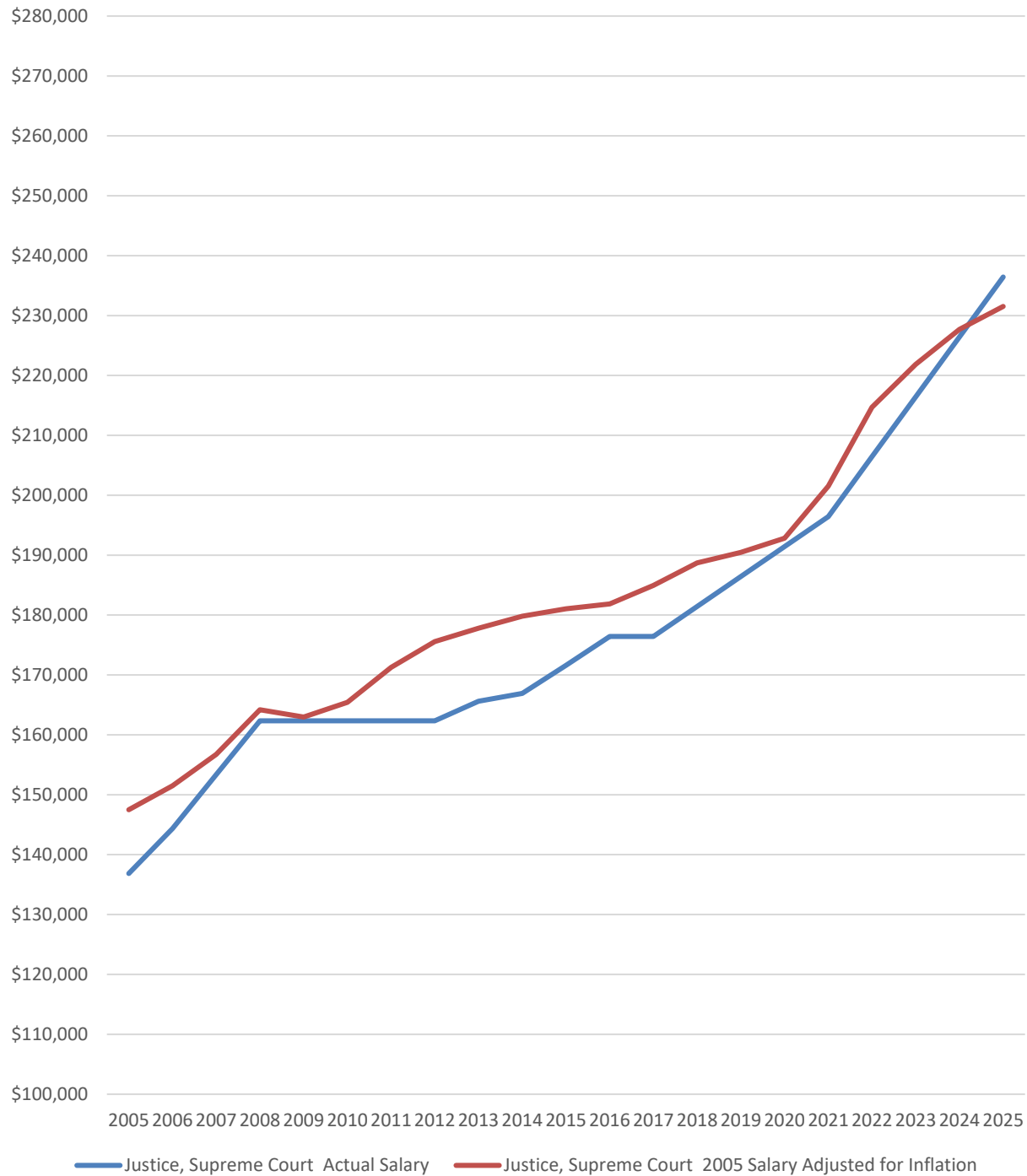
Salary versus Inflation (2005-2025)



Baltimore/Washington Regional Consumer Price Index

Justice, Supreme Court of Maryland

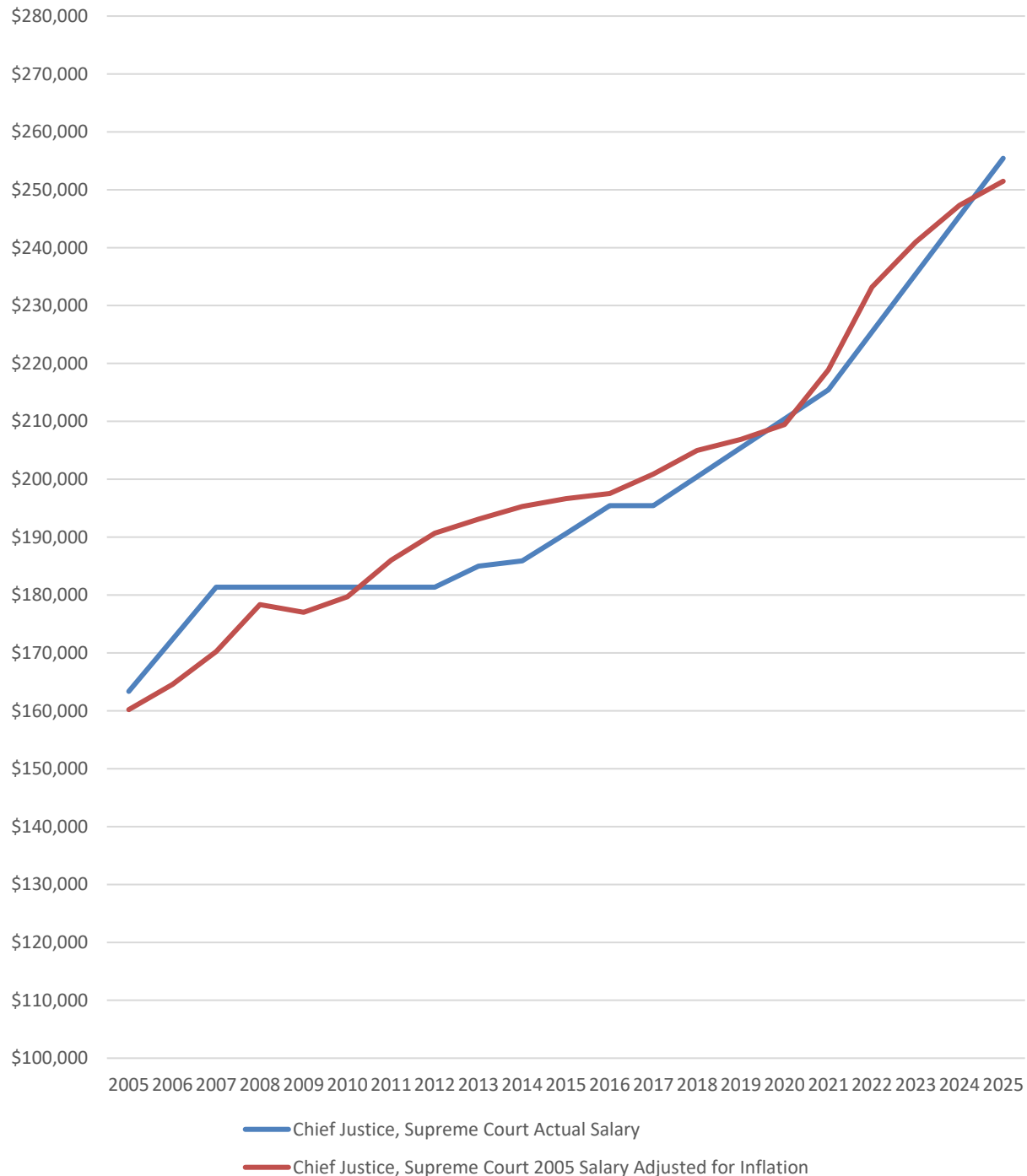
Salary versus Inflation (2005-2025)



Baltimore/Washington Regional Consumer Price Index

Chief Justice, Supreme Court of Maryland

Salary versus Inflation (2005-2025)



Tab 5

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

Survey of Judicial Salaries from the National Center for State Courts
Published July 2025



SURVEY OF Judicial Salaries

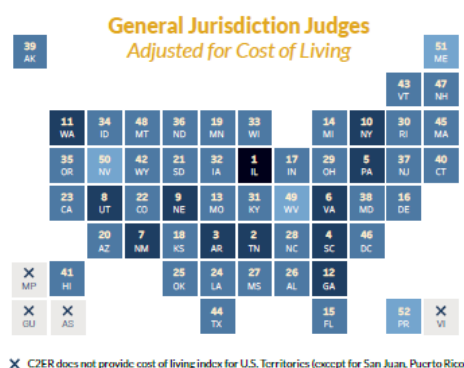
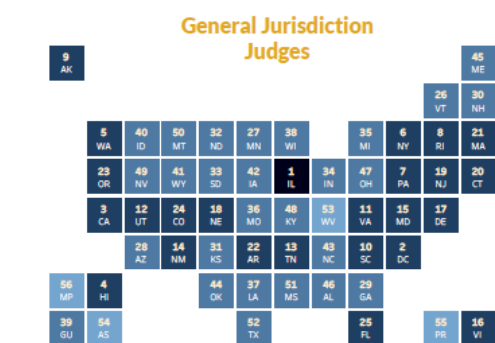
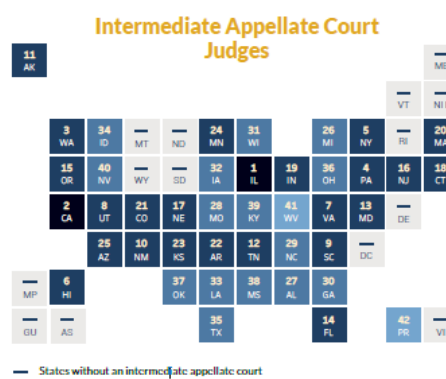
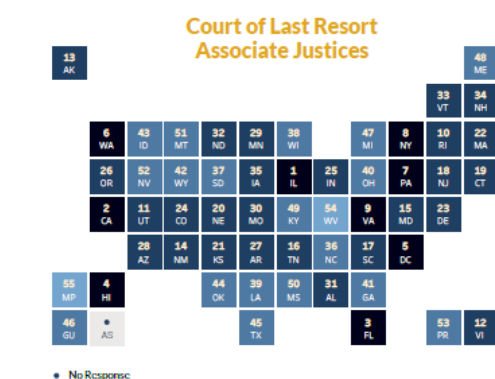
ncsc.org/salarytracker

Published July 2025 — Vol. 50, No. 2
Data and Rankings as of July 1, 2025

These graphics depict the rankings of judicial salaries, with the highest salary for each position having a rank of "1."

Data as reported by each jurisdiction to NCSC.

Less than \$100,000 \$100,000 to \$149,999 \$150,000 to \$199,999 \$200,000 to \$249,999 More than \$250,000



Judicial Salaries at a Glance

	Mean	Median	Range
Chief, Highest Court	\$222,494	\$222,000	\$130,000 to \$313,257
Associate Justice, Court of Last Resort	\$214,863	\$215,000	\$126,000 to \$298,910
Judge, Intermediate Appellate Court	\$207,126	\$210,994	\$139,563 to \$281,331
Judge, General Jurisdiction Trial Court	\$192,238	\$189,695	\$120,000 to \$258,158

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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. Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The adjustment factor for general jurisdiction courts is available for 52 of the jurisdictions. Salaries are as of July 1, 2025.

	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	\$207,625	31	\$192,036	27	\$166,100	46	93.2	\$178,232	26
Alaska	\$240,864	13	\$227,546	11	\$222,729	9	131.9	\$168,926	39
American Samoa	No Response		Not Applicable		\$140,000	54	Not Available		
Arizona	\$215,000	28	\$200,000	25	\$190,000	28	102.8	\$184,897	20
Arkansas	\$215,843	27	\$209,452	22	\$204,494	22	90.1	\$227,072	3
California	\$298,721	2	\$280,052	2	\$244,727	3	135.2	\$181,063	23
Colorado	\$221,302	24	\$212,535	21	\$203,768	24	111.2	\$183,203	22
Connecticut	\$230,334	19	\$216,336	18	\$208,059	20	127.4	\$163,303	40
Delaware	\$223,064	23	Not Applicable		\$211,358	17	109.6	\$192,885	16
District of Columbia	\$262,300	5	Not Applicable		\$247,400	2	158.6	\$155,960	46
Florida	\$264,136	3	\$223,318	14	\$200,836	25	101.6	\$197,735	15
Georgia	\$189,112	41	\$187,990	30	\$189,390	29	93.6	\$202,244	12
Guam	\$183,927	46	Not Applicable		\$172,927	39	Not Available		
Hawaii	\$263,652	4	\$245,088	6	\$243,156	4	149.3	\$162,832	41
Idaho	\$186,508	43	\$178,508	34	\$172,508	40	99.8	\$172,926	34
Illinois	\$298,910	1	\$281,331	1	\$258,158	1	99.9	\$258,510	1
Indiana	\$221,024	25	\$214,852	19	\$183,513	34	95.7	\$191,847	17
Iowa	\$201,609	35	\$182,709	32	\$170,108	42	97.5	\$174,388	32
Kansas	\$226,600	21	\$204,105	23	\$185,550	31	98.3	\$188,686	18
Kentucky	\$175,151	49	\$168,191	39	\$161,262	48	92.4	\$174,550	31
Louisiana	\$194,427	39	\$182,007	33	\$174,988	37	97.2	\$180,049	24
Maine	\$177,424	48	Not Applicable		\$166,317	45	116.8	\$142,397	51
Maryland	\$236,433	15	\$223,633	13	\$214,433	15	126.1	\$170,021	38
Massachusetts	\$226,187	22	\$213,924	20	\$207,855	21	132.3	\$157,081	45
Michigan	\$181,483	47	\$195,625	26	\$180,741	35	91.3	\$197,867	14
Minnesota	\$214,935	29	\$202,528	24	\$190,117	27	101.8	\$186,824	19
Mississippi	\$173,800	50	\$168,467	38	\$158,000	51	88.7	\$178,050	27
Missouri	\$209,484	30	\$191,479	28	\$180,602	36	90.5	\$199,640	13
Montana	\$173,759	51	Not Applicable		\$159,813	50	103.5	\$154,469	48
Nebraska	\$228,431	20	\$217,010	17	\$211,299	18	100.9	\$209,321	9
Nevada	\$170,000	52	\$165,000	40	\$160,000	49	111.5	\$143,468	50
New Hampshire	\$201,903	34	Not Applicable		\$189,365	30	121.9	\$155,313	47
New Jersey	\$230,818	18	\$219,857	16	\$208,250	19	121.4	\$171,474	37
New Mexico	\$239,578	14	\$227,599	10	\$216,219	14	100.6	\$214,907	7
New York	\$257,500	8	\$245,100	5	\$232,600	6	112.5	\$206,702	10
North Carolina	\$197,802	36	\$189,621	29	\$169,125	43	95.5	\$177,180	28
North Dakota	\$207,249	32	Not Applicable		\$184,366	32	106.9	\$172,472	36
Northern Mariana Islands	\$126,000	55	Not Applicable		\$120,000	56	Not Available		
Ohio	\$191,092	40	\$178,108	36	\$163,792	47	92.8	\$176,407	29
Oklahoma	\$185,612	44	\$175,844	37	\$167,703	44	93.3	\$179,830	25
Oregon	\$220,596	26	\$220,596	15	\$204,060	23	118.1	\$172,780	35
Pennsylvania	\$261,976	7	\$247,188	4	\$227,411	7	101.8	\$223,329	5
Puerto Rico	\$153,519	53	\$139,563	42	\$126,875	55	102	\$124,387	52
Rhode Island	\$249,661	10	Not Applicable		\$224,776	8	127.9	\$175,772	30
South Carolina	\$233,606	17	\$227,765	9	\$221,925	10	98.9	\$224,446	4
South Dakota	\$196,669	37	Not Applicable		\$183,694	33	99.4	\$184,798	21
Tennessee	\$234,756	16	\$226,944	12	\$219,120	13	92.3	\$237,379	2
Texas	\$184,800	45	\$178,400	35	\$154,000	52	96.7	\$159,217	44
Utah	\$241,200	11	\$230,200	8	\$219,250	12	103.9	\$211,062	8
Vermont	\$204,256	33	Not Applicable		\$194,168	26	121.2	\$160,210	43
Virgin Islands	\$241,091	12	Not Applicable		\$213,992	16	Not Available		
Virginia	\$250,752	9	\$231,889	7	\$220,254	11	102.3	\$215,242	6
Washington	\$262,011	6	\$249,417	3	\$237,460	5	115.1	\$206,357	11
West Virginia	\$149,600	54	\$142,500	41	\$141,000	53	95.0	\$148,468	49
Wisconsin	\$196,102	38	\$184,995	31	\$174,512	38	100.3	\$174,016	33
Wyoming	\$187,250	42	Not Applicable		\$171,200	41	105.2	\$162,724	42
Mean	\$214,863		\$207,126		\$192,238				
Median	\$215,000		\$210,994		\$189,695				
Range	\$126,000 to \$298,910		\$139,563 to \$281,331		\$120,000 to \$258,158				

*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. C2ER does not provide cost of living index for U.S. Territories (except for San Juan, Puerto Rico). 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.

Tab 6

COMPARATIVE SALARY DATA

This section offers comparative executive salary data for:

Legal Salaries- Corporate In-House from 2020 & 2025
Legal Salaries- Law Firms from 2020 & 2025
Partner Salaries from 2020 & 2025
Local Law School Professors from 2021&2025
Salaries of States Attorneys of Large Maryland Counties from 2020 & 2025
Salaries of State of Maryland Executives from 2019 & 2025
Salaries of State of Maryland Superintendent of Schools from 2021 & 2025
Salaries of County Executives of Large Maryland Counties from 2020 & 2025
Salaries of Maryland Cabinet Secretaries from 2018 & 2025
Salaries of State of Maryland Police Chiefs from 2019 & 2025
Salaries of State of Maryland Sheriffs from 2020 & 2025
State of Maryland 2025 Executive Pay Plan
State of Maryland 2025 Physician Salary Schedule

Legal Salaries - Corporate In-House Salary Averages				
Years of Experience	2025	2020	Salary Change	% Change
0-3 Years	113,167	\$115,125	(\$1,958)	-1.73%
4-9 Years	143,750	\$135,188	\$8,563	5.96%
10+ Years	185,083	\$178,813	\$6,271	3.39%

Source: 2025 Legal Salaries and Hiring Trends

Note: these salaries are based on the average of their salary per Robert Half

Legal Salaries - Baltimore/Washington Law Firm Salary Averages				
Washington D.C. Law Firm	2025	2018	Salary Change	% Change
1st Year Associate	\$223,909	\$181,570	\$42,339	23.32%
2nd Year Associate	\$234,333	\$195,077	\$39,256	20.12%
3rd Year Associate	\$259,333	\$214,343	\$44,990	20.99%
4th Year Associate	\$308,556	\$247,669	\$60,887	24.58%
5th Year Associate	\$362,444	\$271,417	\$91,027	33.54%
6th Year Associate	\$372,067	\$295,518	\$76,549	25.90%
7th Year Associate	\$416,860	\$314,655	\$102,205	32.48%
8th Year Associate	\$431,216	\$333,011	\$98,205	29.49%

Source: 2025 Legal Salaries and Hiring Tools

Salaries of Law Partners				
Location	Average Total Compensation - 2024*	Average Total Compensation - 2020	Difference	% Change
Nationwide	\$1,410,000	\$1,054,000	\$356,000	25.25%
Washington, DC/ Northern Virginia	\$1,510,000	\$1,252,000	\$258,000	17.09%
Years As Partner (Nationwide)	Average Total Compensation - 2024*	Average Total Compensation - 2020	Difference	% Change
1-5 Years	\$744,000	\$529,000	\$215,000	28.90%
6-10 Years	\$1,350,000	\$958,000	\$392,000	29.04%
Size of Firm (Nationwide)	Average Total Compensation - 2024*	Average Total Compensation - 2020	Difference	% Change
51-200	not available	\$738,000		
201-500	not available	\$840,000		
501-1000	not available	\$883,000		

Source: Major, Lindsey and Africa 2024 Partner Compensation Survey

*Most recent data available as of December 10, 202

Local Law School Professor Salaries										
University	2025 High	2025 Median	2025 Low	2025 Average	2021 High	2021 Median	2021 Low	2021 Average	Salary Change (Averages)	% Change (Averages)
University of Baltimore	\$265,301	N/A	\$125,000	\$207,635	\$260,419	\$155,323	\$111,100	\$175,614	\$32,021	15%
University of Maryland	\$338,672	\$238,307	\$167,976	\$254,573	\$264,535	N/A	\$164,670	\$214,603	\$39,971	16%

Local Law School Deans Salaries				
University	2025	2021 Salary	Salary Change	% Change
University of Baltimore	\$425,000	\$426,266	-\$1,266	-0.30%
University of Maryland	\$518,421	\$411,020	\$107,401	20.72%

Sources:

University of Baltimore: Compensation Analyst

University of Maryland: Acting Compensation Manager

Salaries of State of Maryland States Attorneys (Largest Counties)				
County	2025	2020	Salary Change	% Change
Baltimore City	238,772	238,772	\$0	0.00%
Baltimore County	218,916	204,187	\$14,729	6.73%
Montgomery County	251,064	206,476	\$44,588	17.76%
Prince George's County	205,968	199,000	\$6,968	3.38%
Anne Arundel County	222,487	170,518	\$51,969	23.36%

Source: Salary Survey of MD County Government

Salaries of State of Maryland Executives				
	January 2024*	2019	Salary Change	% Change
Executive Department				
Governor State Of Maryland	\$194,000	\$180,000	\$14,000	7.22%
Lieutenant Governor	\$175,000	\$149,500	\$25,500	14.57%
Chief of Staff	\$280,000	\$205,000	\$75,000	26.79%
Deputy Chief of Staff	\$198,000	\$135,000	\$91,000	40.27%
Chief Legal Counsel	\$226,000	\$165,000	\$83,000	33.47%
Secretary of Appointments	\$248,000	\$159,000	N/A	N/A
Director, External Affairs and Interagency Initiatives	N/A	\$215,000	N/A	N/A
Attorney General's Office				
Attorney General	\$176,000	\$149,500	\$26,500	15.06%
Comptroller of Maryland				
Comptroller	\$175,000	\$149,500	\$25,500	14.57%
Deputy Comptroller	\$246,000	\$181,000	\$65,000	26.42%
Chief of Staff	\$259,000	\$181,000	\$78,000	30.12%
Legal Counsel	\$199,000	\$127,000	\$72,000	36.18%
Maryland State Treasurer's Office				
Treasurer	\$175,000	\$149,500	\$25,500	14.57%
Chief Deputy Treasurer	\$222,000	\$159,000	\$63,000	28.38%
Legal Division Director	\$199,000	\$140,000	\$59,000	29.65%
Office of the Secretary of State				
Secretary of State	\$120,000	\$105,500	\$14,500	12.08%
Deputy Secretary of State	\$135,000	\$101,000	\$34,000	25.19%
Assistant Secretary of State	\$131,000	\$101,000	\$30,000	22.90%

Source: Governor's Salary Commission and Baltimore Sun

*Most recent data available as of December 12, 2024

Salaries of State of Maryland Superintendent* of Schools				
Jurisdiction	2024	2021	Salary Change	% Change
Maryland State	\$367,000	\$309,000	\$58,000	18.77%
Jurisdiction	2024/2025	2023/2024 Salary	Salary Change	% Change
Allegany	\$236,401	\$229,985	\$6,416	2.79%
Anne Arundel	\$346,452	\$329,766	\$16,686	5.06%
Baltimore	\$316,200	\$349,989	\$33,789	-9.65%
Baltimore City	\$349,989	\$316,982	\$33,007	10.41%
Calvert	\$215,000	\$215,000	\$0	0.00%
Caroline	\$187,250	\$187,250	\$0	0.00%
Carroll	\$271,566	\$251,450	\$20,116	8.00%
Cecil	\$266,819	\$252,308	\$14,511	5.75%

Charles	\$228,800	\$220,000	\$8,800	4.00%
Dorchester	\$207,999	\$202,289	\$5,710	2.82%
Frederick	\$292,136	\$280,900	\$11,236	4.00%
Garrett	\$175,000	\$156,000	\$19,000	12.18%
Harford	\$280,960	\$270,336	\$10,624	3.93%
Howard	\$290,000	\$292,197	-\$2,197	-0.75%
Kent	\$198,000	\$172,173	\$25,827	15.00%
Montgomery	\$360,000	\$342,400	\$17,600	5.14%
Prince George's	\$353,625	\$345,000	\$8,625	2.50%
Queen Anne's	\$222,789	\$216,300	\$6,489	3.00%
Somerset	\$205,000	\$185,000	\$20,000	10.81%
St. Mary's	\$299,421	\$285,000	\$14,421	5.06%
Talbot	\$216,749	\$203,520	\$13,229	6.50%
Washington	\$250,000	\$250,000	\$0	0.00%
Wicomico	\$217,484	\$211,150	\$6,334	3.00%
Worcester	\$242,260	\$231,105	\$11,155	4.83%

Source: Maryland State Department of Education and Baltimore Sun

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

Salaries of State of Maryland County Executives (Large Counties)				
County	2025 Salary	2020 Salary	Salary Change	% Change
Prince George's County	236,661	\$215,998	\$20,663	9.57%
Montgomery County	231,915	\$192,769	\$39,146	20.31%
Baltimore City	209,121	\$180,324	\$28,797	15.97%
Baltimore County	192,000	\$175,000	\$17,000	9.71%
Anne Arundel County	142,000	\$142,000	\$0	0.00%

Source: Salary Survey of MD County Government

Salaries of State of Maryland Cabinet Secretaries				
Position	July 2025	January 2018	Salary Change	% Change
State Police	\$275,995	\$171,015	\$104,980	61.39%
Superintendent of Schools	\$367,000	\$236,000	\$128,105	54.28%
Transportation	\$275,995	\$177,908	\$98,087	55.13%
Budget & Management	\$275,995	\$177,906	\$98,089	55.14%
Commerce	\$237,350	\$175,462	\$61,888	35.27%
Health & Mental Hygiene	\$303,000	\$174,417	\$128,583	73.72%

Human Services	\$275,995	\$170,818	\$105,177	61.57%
Juvenile Services	\$237,350	\$169,059	\$68,291	40.39%
Public Safety	\$237,356	\$162,254	\$75,102	46.29%
Environment	\$237,356	\$155,599	\$81,757	52.54%
General Services	\$242,104	\$149,678	\$92,426	61.75%
Labor, Licensing, and Regulation	\$237,356	\$165,215	\$72,141	43.66%
Natural Resources	\$237,356	\$162,499	\$74,857	46.07%
Higher Education Commission	\$220,797	\$160,710	\$60,087	37.39%
Housing	\$242,104	\$156,245	\$85,859	54.95%
Agriculture	\$209,757	\$143,488	\$66,269	46.18%
Aging	\$193,197	\$137,749	\$55,448	40.25%
Planning	\$193,197	\$137,749	\$55,448	40.25%
Veterans	\$193,197	\$114,555	\$78,642	68.65%

Source: Department of Budget & Management (DBM)

Salaries of State of Maryland Police Chiefs				
Jurisdiction	2025	2019 Salary	Salary Change	% Change
Allegany	100,000	\$74,263	\$25,737	34.66%
Anne Arundel	266,016	189,825	\$76,191	40.14%
Baltimore	293,760	270,966	\$22,794	8.41%
Baltimore City	349,065	217,300	\$131,765	60.64%
Calvert	0	90,480	-\$90,480	-100.00%
Caroline	0	N/A		
Carroll	0	90,001	-\$90,001	-100.00%
Cecil	0	N/A		
Charles	0	N/A		
Dorchester	0	N/A		
Frederick	0	125,000	-\$125,000	-100.00%
Garrett	0	unavailable		
Harford	0	122,619	-\$122,619	-100.00%
Howard	293,819	205,010	\$88,809	43.32%
Kent	0	85,000	-\$85,000	-100.00%
Montgomery	194,291	239,566	-\$45,275	-18.90%
Prince George's	190,888	167,656	\$23,232	13.86%
Queen Anne's	0	N/A		
Somerset	0	N/A		
St. Mary's	0	106,120	-\$106,120	-100.00%
Talbot	0	N/A		
Washington	0	100,000	-\$100,000	-100.00%
Wicomico	0	95,000	-\$95,000	-100.00%

Worcester	0	88,888	-\$88,888	-100.00%
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Source: Salary Survey of MD County Government

Salaries of State of Maryland Sheriffs				
Jurisdiction	2025	2020 Salary	Salary Change	% Change
Allegany	100,000	\$90,000	\$10,000	11%
Anne Arundel	132,999	\$132,999	\$0	0%
Baltimore	90,000	\$90,000	\$0	0%
Baltimore City	167,474	\$138,006	\$29,468	21%
Calvert	187,649	\$139,391	\$48,258	35%
Caroline	138,238	\$100,053	\$38,185	38%
Carroll	140,000	\$110,000	\$30,000	27%
Cecil	127,000	\$117,843	\$9,157	8%
Charles	202,199	\$152,324	\$49,875	33%
Dorchester	109,700	\$96,853	\$12,847	13%
Frederick	125,000	\$125,000	\$0	0%
Garrett	85,000	\$85,000	\$0	0%
Harford	202,199	\$122,619	\$79,580	65%
Howard	165,693	\$101,000	\$64,693	64%
Kent	122,453	\$96,853	\$25,600	26%
Montgomery	194,291	\$161,495	\$32,796	20%
Prince George's	190,888	\$169,433	\$21,455	13%
Queen Anne's	191,333	\$151,333	\$40,000	26%
Somerset	85,000	\$75,000	\$10,000	13%
St. Mary's	187,649	\$139,391	\$48,258	35%
Talbot	132,013	\$91,620	\$40,393	44%
Washington	126,630	\$110,011	\$16,619	15%
Wicomico	117,000	\$95,000	\$22,000	23%
Worcester	101,200	\$88,000	\$13,200	15%

Source: Salary Survey of MD County Government

MACO website

STATE OF MARYLAND EXECUTIVE PAY PLAN - SALARY SCHEDULE					
Annual Rates Effective July 1, 2025					
GRADE PROFILE	SCALE		MINIMUM	MIDPOINT	MAXIMUM
EPP 0001	ES4	9904	\$100,328	\$125,488	\$150,647
EPP 0002	ES5	9905	\$107,794	\$134,870	\$161,946
EPP 0003	ES6	9906	\$115,861	\$145,004	\$174,146
EPP 0004	ES7	9907	\$124,573	\$155,955	\$187,337
EPP 0005	ES8	9908	\$133,981	\$167,779	\$201,576
EPP 0006	ES9	9909	\$144,144	\$180,553	\$216,961
EPP 0007	ES10	9910	\$155,116	\$194,339	\$233,561
EPP 0008	ES11	9911	\$166,977	\$209,240	\$251,502
EPP 0009	EX91	9991	\$192,018	\$277,498	\$362,977

MARYLAND JUDICIARY | SPECIAL COMMITTEE ON JUDICIAL COMPENSATION

STATE OF MARYLAND PHYSICIAN SALARY SCHEDULE Annual Rates Effective July 1, 2025																		
GRADE PROFILE	SCALE	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19
PHY 0001	0031	\$118,751	\$123,281	\$128,180	\$133,080	\$138,382	\$143,679	\$149,412	\$155,143	\$161,339	\$167,538	\$173,980	\$180,765	\$187,815	\$195,140	\$202,750	\$210,657	\$218,874
PHY 0002	0032	\$128,007	\$132,900	\$138,192	\$143,483	\$149,210	\$154,931	\$161,121	\$167,308	\$174,005	\$180,700	\$187,657	\$194,976	\$202,581	\$210,482	\$218,692	\$227,221	\$236,084
PHY 0003	0033	\$138,005	\$143,289	\$149,003	\$154,717	\$160,900	\$167,083	\$173,768	\$180,451	\$187,680	\$194,912	\$202,424	\$210,321	\$218,523	\$227,046	\$235,901	\$245,102	\$254,661
PHY 0004	0034	\$148,803	\$154,509	\$160,683	\$166,857	\$173,529	\$180,206	\$187,426	\$194,647	\$202,453	\$210,261	\$218,376	\$226,893	\$235,743	\$244,937	\$254,489	\$264,415	\$274,728
PHY 0005	0035	\$160,463	\$166,628	\$173,294	\$179,960	\$187,169	\$194,379	\$202,177	\$209,975	\$218,406	\$226,836	\$235,600	\$244,787	\$254,335	\$264,254	\$274,560	\$285,268	\$296,394
PHY 0006	0036	\$173,058	\$179,714	\$186,914	\$194,112	\$201,901	\$209,687	\$218,108	\$226,527	\$235,637	\$244,742	\$254,205	\$264,120	\$274,421	\$285,123	\$296,245	\$307,798	\$319,803
PHY 0007	0037	\$186,659	\$193,848	\$201,624	\$209,401	\$217,811	\$226,215	\$235,313	\$244,408	\$254,244	\$264,078	\$274,292	\$284,991	\$296,107	\$307,656	\$319,654	\$332,121	\$345,074
PHY 0008	0038	\$201,351	\$209,115	\$217,511	\$225,906	\$234,992	\$244,071	\$253,892	\$263,719	\$274,340	\$284,960	\$295,999	\$307,543	\$319,538	\$332,002	\$344,950	\$358,403	\$372,381
PHY 0009	0039	\$206,900	\$214,885	\$223,517	\$232,145	\$241,486	\$250,821	\$260,917	\$271,017	\$281,936	\$292,854	\$304,199	\$316,063	\$328,390	\$341,198	\$354,505	\$368,331	\$382,698
PHY 0010	0040	\$217,213	\$225,599	\$234,669	\$243,736	\$253,547	\$263,358	\$273,962	\$284,569	\$296,046	\$307,516	\$319,436	\$331,895	\$344,840	\$358,289	\$372,262	\$386,780	\$401,865

State/Local Government and Legal Salary Ranking

Rank	Title	Salary
1	Partners Washington, DC/ Northern Virginia	\$1,510,000
2	Partner Salaries Nationwide	\$1,410,000
3	Nationwide Partners with 6-10 Years	\$1,350,000
4	Nationwide Partners with 1-5 Years	\$744,000
5	University of Maryland Law School Dean	\$518,421
6	Washington D.C. Law Firm 8th Year Associate	\$431,216
7	University of Baltimore Law School Dean	\$425,000
8	Washington D.C. Law Firm 7th Year Associate	\$416,860
9	Physician Salary 010	\$397,886
10	Physician Salary 009	\$378,908
11	Washington D.C. Law Firm 6th Year Associate	\$372,067
12	Physician Salary 008	\$368,694
13	Washington D.C. Law Firm 5th Year Associate	\$362,444
14	Maryland State Superintendent	\$360,500
15	Baltimore Co Superintendent	\$349,989
16	Prince George's Superintendent	\$345,000

17	Montgomery Superintendent	\$342,400
18	Physician Salary 007	\$341,657
19	Anne Arundel Superintendent	\$329,766
20	Baltimore City Superintendent	\$316,982
21	Physician Salary 006	\$316,636
22	Washington D.C. Law Firm 4th Year Associate	\$308,556
23	Baltimore City Police Chief	\$293,550
24	Physician Salary 005	\$293,459
25	Howard Superintendent	\$292,197
26	St. Mary's Superintendent	\$285,000
27	Frederick Superintendent	\$280,900
28	State Police	\$279,407
29	Superintendent of Schools	\$275,000
30	Physician Salary 004	\$272,007
31	Harford Superintendent	\$270,336
32	University of Maryland Law School Professor (Average)	\$270,291
33	Washington D.C. Law Firm 3rd Year Associate	\$259,333
34	Montgomery Police Chief	\$258,000
35	Chief Justice, SCM	\$255,433
36	Cecil Superintendent	\$252,308
37	Physician Salary 003	\$252,139
38	Carroll Superintendent	\$251,450
39	Washington Superintendent	\$250,000
40	Harford Police Chief	\$247,270
41	Montgomery County States Attorney	\$242,269
42	Baltimore City States Attorney	\$238,772
43	Justice, SCM	\$236,433
44	Washington D.C. Law Firm 2nd Year Associate	\$234,333
45	Physician Salary 002	\$233,746
46	Anne Arundel Police Chief	\$232,673
47	Worcester Superintendent	\$231,105
48	Allegany Superintendent	\$229,985
49	Prince George's Police Chief	\$229,818
50	Prince George's County Executive	\$228,658
51	Chief Judge, ACM	\$226,633
52	Washington D.C. Law Firm 1st Year Associate	\$223,909
53	Montgomery County Executive	\$223,791
54	Chief Judge, District Court	\$223,633
55	Judge, ACM	\$223,633
56	Charles Superintendent	\$220,000

57	Baltimore County States Attorney	\$218,916
58	Physician Salary 001	\$216,706
59	Queen Anne's Superintendent	\$216,300
60	Calvert Superintendent	\$215,000
61	Judge, Circuit Court	\$214,433
62	Wicomico Superintendent	\$211,150
63	Anne Arundel County States Attorney	\$209,716
64	University of Baltimore Law School Professor (Average)	\$207,635
65	Baltimore City Executive	\$204,020
66	Talbot Superintendent	\$203,520
67	Dorchester Superintendent	\$202,289
68	Harford Sheriff	\$202,199
69	Judge, District Court	\$201,333
70	Prince George's County State's Attorney	\$199,003
71	Budget & Management	\$193,595
72	Commerce	\$193,595
73	Environment	\$193,595
74	General Services	\$193,595
75	Health & Mental Hygiene	\$193,595
76	Human Services	\$193,595
77	Juvenile Services	\$193,595
78	Public Safety	\$193,595
79	Transportation	\$193,595
80	Baltimore County Executive	\$192,000
81	Governor State Of Maryland	\$188,000
82	Montgomery Sheriff	\$187,485
83	Caroline Superintendent	\$187,250
84	In-House Counsel (4-9 Years of Experience)	\$185,083
85	Somerset Superintendent	\$185,000
86	Prince George's Sheriff	\$184,433
87	Higher Education Commission	\$179,785
88	Housing	\$179,785
89	Labor, Licensing, & Regulation	\$179,785
90	Natural Resources	\$179,785
91	Baltimore City Sheriff	\$179,435
92	Calvert Sheriff	\$178,713
93	St. Mary's Sheriff	\$178,713
94	Kent Superintendent	\$172,173
95	Queen Anne's Sheriff	\$171,333
96	Attorney General	\$170,000
97	Comptroller State Of MD	\$170,000
98	Lieutenant Governor	\$170,000
99	Treasurer State Of Maryland	\$170,000

100	Aging	\$167,006
101	Agriculture	\$167,006
102	Planning	\$167,006
103	Garrett Superintendent	\$156,000
104	Howard Sheriff	\$152,589
105	Baltimore County Police Chief	\$150,000
106	In-House Counsel (10+ Years of Experience)	\$143,750
107	Anne Arundel County Executive	\$142,000
108	Anne Arundel Sheriff	\$133,000
109	Caroline Sheriff	\$131,013
110	Cecil Sheriff	\$127,000
111	Washington Sheriff	\$126,630
112	Talbot Sheriff	\$126,042
113	Carroll Sheriff	\$125,000
114	Frederick Sheriff	\$125,000
115	Veterans	\$124,658
116	Charles Sheriff	\$117,000
117	Wicomico Sheriff	\$117,000
118	Secretary of State	\$116,000
119	Kent Sheriff	\$115,735
120	In-House Counsel (0-3 Years of Experience)	\$113,167
121	Dorchester Sheriff	\$109,700
122	Worcester Sheriff	\$101,200
123	Allegany Sheriff	\$100,000
124	Baltimore County Sheriff	\$90,000
125	Garrett Sheriff	\$85,000
126	Somerset Sheriff	\$85,000

