



EL PASO COUNTY DEPARTMENT OF HUMAN RESOURCES

Judicial Compensation (County Court at Law Judges)

Adopted Date: September 19, 2019

In accordance with HB2384, under the 86th Texas Legislature, legislative changes were made to judicial compensation at various levels. Subject to any salary requirements imposed under state law, the Commissioners Court sets the salary of each statutory Probate Court Judge, Statutory County Court at Law Judge and Associate Judges. (TGC 25.0005 and TGC 54A.004)

This policy outlines judicial compensation as it relates to County Court at Law Judges.

I. County Court at Law Judges

Consistent with current law, a County Court at Law Judge's minimum salary is \$1,000 less than the sum of the annual salary for a District Court Judge with comparable years of service (inclusive of any state and county contributions and supplements paid to that District Court Judge). Furthermore, Commissioners Court took action during budget hearings for FY20 and approved a Judicial Pay Scale based on these four (4) tiered levels.

Based on their years of service, and in accordance with the County's Judicial Pay Scale, County Court at Law judges shall be placed at the appropriate salary tier level: 0-4 years, 4-8 years, 8-12 years or 12+ years.

A. Prior Service Credit

1. In accordance with state law, years of service for purposes of determining the appropriate salary tier include any years of judicial service in the following courts:
 - a. Appellate Court;
 - b. District Court;
 - c. Statutory County Court;
 - d. Multicounty Statutory County Court; or
 - e. Statutory Probate Court
2. In accordance with this policy, years of service for purposes of determining the appropriate salary tier do not include service as a municipal judge, justice of the peace, constitutional county court judge, associate judge, referee, master, or magistrate.