

**Judicial Council of Georgia
Ad Hoc Committee on Judicial Salaries and Supplements**

Initial Report

December 9, 2022



Committee Mission

The Judicial Council of Georgia Ad Hoc Committee on Judicial Salaries and Supplements was created by Supreme Court Order on May 26, 2022, for the following purposes:

1. To update and expand upon the December 16, 2016 report of the General Assembly’s Judicial, District Attorney, and Circuit Public Defender Compensation Committee to reflect current amounts of state-paid salaries, state-paid salary supplements (e.g., for accountability courts), and county-paid salary supplements, as well as any state-paid or county-paid retirement benefits or other significant monetary benefits related to supplements, for Justices of the Supreme Court, Judges of the Court of Appeals, the Judge of the State-wide Business Court, superior court judges, district attorneys, and circuit public defenders, and to update comparisons to salaries for similar positions in other states;
2. To identify which county-paid officials’ salaries or salary or retirement supplements are determined by reference to the salaries or supplements of superior court judges, district attorneys, or circuit public defenders, so as to better understand the consequences of changes to the compensation of state-paid officials;
3. To develop, evaluate, and recommend options for revising or eliminating the system of county-paid supplements, including the costs to the State and the counties of any options that are deemed practically and politically feasible, including by garnering supermajority support from the superior court judges.

The Committee’s term is set June 1, 2022, through May 31, 2023, unless extended by further order, and an initial report on these matters shall be provided to the Judicial Council by December 15, 2022. Led by Co-Chairs Justice Charles J. Bethel and Chief Judge Russell Smith, the Committee includes representatives from every class of court, district attorneys, public defenders, local government, constitutional officers, court administrators, and the State Bar of Georgia, as voting members, and advisory members¹.

The Committee has held three meetings to date – July 12, September 22, and November 17, 2022. Following discussion at the July 12 meeting, the Co-Chairs created three subcommittees to organize the Committee’s work: Outreach and Feedback; Metrics and Measures; and, Trial Courts of Limited Jurisdiction². The Trial Courts of Limited Jurisdiction Subcommittee met on October 12, 2022³, and the Outreach and Feedback Subcommittee met on November 2, 2022.

The Committee presents the following initial report to the Judicial Council of Georgia. While this report endeavors to provide an update on the current state of affairs regarding judicial compensation in Georgia, much work remains to be done due to the absence of a uniform compensation structure, as well as the lack of any uniform requirement that compensation be regularly reported or published. The collection of data has proven to be more complex and complicated than expected; the Committee acknowledges there is still much that is unknown, and will continue to identify, refine, and analyze as much data as possible to provide a comprehensive picture of

¹ See Committee Orders and Committee Roster in Appendix A.

² See Subcommittee Charges and Rosters in Appendix B.

³ See Initial Report of the Trial Courts of Limited Jurisdiction Subcommittee in Appendix C.

judicial compensation in Georgia, and recommended options for this system moving forward. We seek, and appreciate, the assistance of all classes of court, stakeholders, and partners, as we continue work on our mission.

Data Collection Process and Methods

Throughout this process the Committee has sought data from many different sources and with the assistance of many different groups. The Association County Commissioners of Georgia (ACCG) initiated a survey that was sent out to all 159 counties on July 22, 2022. The ACCG survey has served as the backbone of the data collection efforts to the Committee and will be referenced many times throughout the Report.

Through the survey process it became clear that the Committee also needed to reach out directly to judicial branch partners to both ensure the accuracy of the survey information as well as filling in gaps for counties/circuits that didn't respond to the survey. To that end the Committee sent out surveys tailored to each superior court judicial circuit in the State through the ten District Court Administrators.

To assist the Committee in its work the Georgia Public Defender Council (GPDC) surveyed Circuit Public Defenders for information on their county supplements, whether Assistant Public Defenders received local supplements, and whether additional attorneys are employed above the State's allocation.

The Committee worked with the Prosecuting Attorneys' Council (PAC) to send out surveys to all 50 District Attorneys to collect information on supplements, retirement benefits, as well as personnel provided above the State's allocation.

The data used to compile this report leans on all these sources. It should be noted that due to the structure of the State's judiciary that all county level data was self-reported either by county personnel, a District Court Administrator, a Chief Superior Court Judge, a District Attorney, or a Circuit Public Defender.

In addition to data collected within the State this Report will make use of the National Center for State Courts' (NCSC) Judicial Salary Tracker project. NCSC conducts surveys twice a year to compile judicial salary information from across the country. ⁴ This data was used to compare Georgia salaries to judges from across the country. Unless otherwise noted, data is from the July 2022 version of the Report.

Section 1: Updating the 2016 Report

2016 Report Overview

The first task of this Committee is to expand upon the December 16, 2016, report of the General Assembly's Judicial, District Attorney, and Circuit Public Defender Compensation Commission. The 2016 Commission was created by HB 279 (2015 Session) and was tasked with reviewing the conditions related to the efficient use of resources and caseload balance as well as the compensation paid to justices, judges, district attorneys, and circuit public defenders. The 2016 Report, which this Committee is focused on updating, focused solely on the compensation piece of that mission.

As stated by the Commission, the Report had one overarching mission in mind: "that the compensation of judges, district attorneys, and public defenders should advance the public interest." What the Commission found was that

⁴ <https://www.ncsc.org/salarytracker>

compensation in the justice system “is riddled with anomalies and inconsistencies.” The Commission’s Report examined not only the current salaries of the time, but also provided research into the history of the supplement system dating back to its origins in 1904.

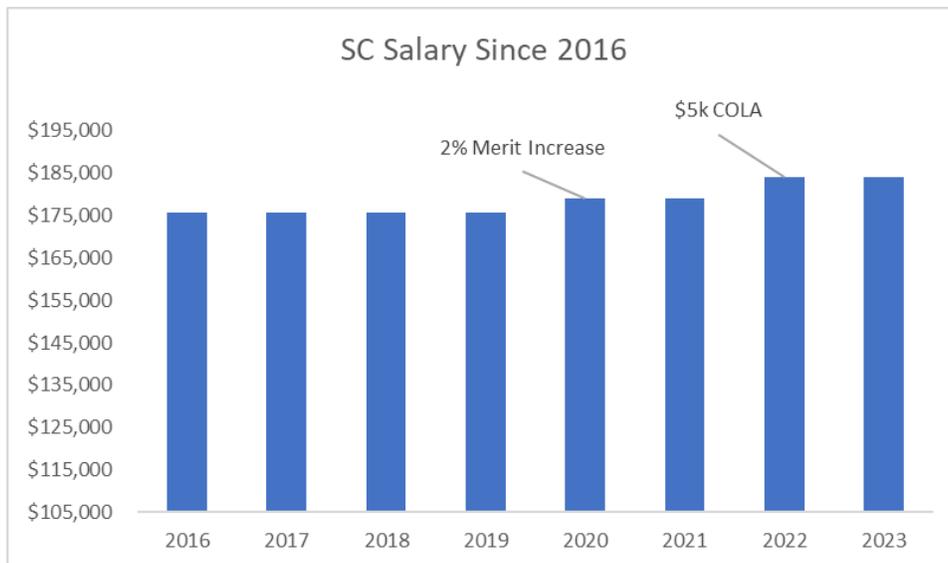
This report will not try to re-create the narrative and historical aspects of the 2016 Report, but rather provide an update on what changes (if any) have been made to the compensation structure that the Commission described in 2016. The goal of this initial Report of the Committee is to simply provide an update on the salary and supplement landscape from the 2016 Report so that the Committee will have the information needed to develop, evaluate, and recommend options for revising or eliminating the system of county-paid supplements.

The recommendations of the 2016 Report can be found in Appendix D.

Supreme Court of Georgia

At the time of the Commission’s Report in December of 2016 the salary of a Justice of the Supreme Court was \$175,600. This was based on a recent 5% increase provided as a part of HB 279 (2015 Session). The bill provided 5% increases for not only Supreme Court justices but also to judges of the Court of Appeals, Superior Court Judges, District Attorneys, and Circuit Public Defenders. None of the statutory judicial salaries have been updated since the bill passed during the 2015 Session of the Georgia General Assembly. The first NCSC Salary Survey to rank the new salary (in January 2017) placed the \$175,600 salary as the 17th highest salary among Courts of Last Resort.

Chart 1: Supreme Court Salaries since FY2016



While the statutory salary has not changed since FY2016, there have been two instances in which the State pay has increased. A 2% merit-based pay increase was approved in the FY2020 General Budget, and then a \$5,000 cost-of-living-adjustment (COLA) was provided for all State employees in the FY2022 Amended and FY2023 General Budgets. These two increases have brought the current salary for Supreme Court justices to \$184,112. In

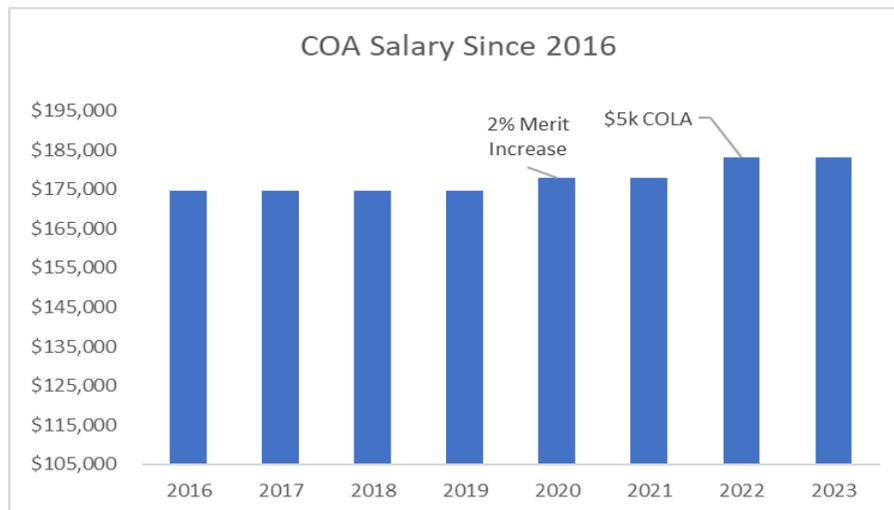
the latest NCSC data, compiled in July 2022, Georgia’s Supreme Court ranked 31st in salary nationwide. The average salary for Courts of Last Resort in the July 2022 Survey was \$191,806, which would represent a more than 4% increase from the Court’s current salary. The data from the July 2022 Survey can be found in Appendix E.

In addition to their salary, Justices of the Supreme Court are reimbursed for actual travel costs and the actual cost of lodging and meals while away from office on state business per OCGA § 45-7-20. Justices who reside 50 miles or more from the Judicial Building in Atlanta also receive a mileage allowance for the use of a personal motor vehicle when devoted to official business for not more than one round trip per calendar week to and from their residence to the Judicial Building during each regular and extraordinary session of court per OCGA § 15-2-3. In addition to travel expenses, Justices living 50 miles or further also receive the same daily expense allowance as members of the General Assembly receive for not more than 35 days during each term of court. According to a 2022 Survey by the National Conference of State Legislatures, the 2022 per diem for members of the General Assembly was \$247⁵.

Court of Appeals of Georgia

The FY2016 salary for a judge of the Court of Appeals was \$174,500. In the January 2016 NCSC Salary Tracker data, this ranked Georgia’s Court of Appeals 11th among all Intermediate Appellate Courts.

Chart 2: Court of Appeals Salaries since FY2016



With the merit increase and the recent COLA, Court of Appeals salaries now stand at \$182,990. Georgia’s Intermediate Appellate Court salary now ranks 21st across the Country. The average salary nationwide was \$183,010. The salaries for Georgia’ Appellate Courts have slipped by 14 and 10 spots respectively in the NCSC Salary Tracker rankings since the 2016 Report.

⁵ <https://www.ncsl.org/research/about-state-legislatures/2022-legislator-compensation.aspx>

In addition to their salary, Judges of the Court of Appeals are eligible for the same travel, meal, and lodging reimbursements as Justices of the Supreme Court. Judges of the Court of Appeals who live 50 or more miles away from the Judicial Building are eligible for the same per diems and travel expenses as Justices of the Supreme Court per OCGA § 15-3-5.

State-wide Business Court

Since the Commission's Report in 2016, Georgia has created a new Court with state-wide Jurisdiction, the Georgia State-wide Business Court. The genesis of the State-wide Business Court began with Governor Nathan Deal's Court Reform Council in 2017. A Constitutional Amendment creating the Court was approved by voters in 2018, with authorizing legislation (HB 239) following in the 2019 Legislative Session.

Per OCGA § 15-5A-7 the Judge of the State-wide Business Court is appointed by the Governor subject to approval by a majority vote of the Senate Judiciary Committee and a majority vote of the House Committee on Judiciary. HB 239 (2019 Session) set the salary for the Judge of the State-wide Business Court at \$174,500, the same as a judge of the Court of Appeals. The salary remains at \$174,500 in statute, but as with the other classes of Court mentioned in this report, the Judge's salary has been increased by the merit-based pay raise and the \$5,000 COLA. The salary is now \$182,990. The NCSC salary tracker rankings do not have national salary rankings for Business Court Judges.

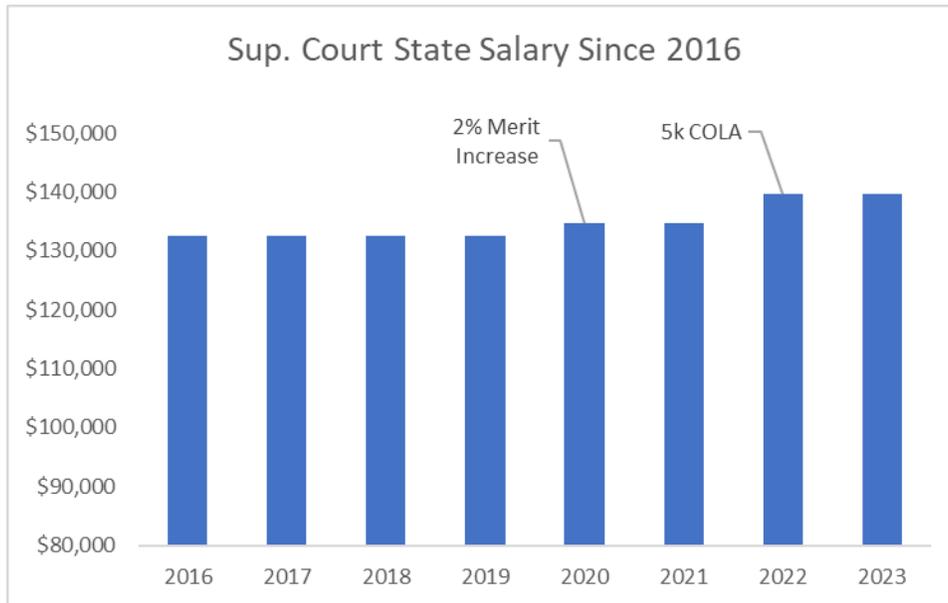
The Judge of the State-wide Business Court is eligible for the same travel and expense reimbursements as the Supreme Court and the Court of Appeals, including the 50-mile provisions, per OCGA § 15-5A-9.

Superior Courts

State-Paid Salaries

HB 279 not only increased the state-paid salaries for Superior Court Judges, but it also created an additional \$6,000 supplement to be paid to all Superior Court Judges in circuits which operated Accountability Courts. The supplement is also paid to both District Attorneys and Circuit Public Defenders. HB 279 increased the salary for Superior Court Judges to \$126,265, plus the \$6,000 supplement. At the time of the report there were three circuits which did not yet operate Accountability Courts. At the current date, all circuits operate at least one Accountability Court, and thus all receive the \$6,000 supplement. For salary calculation purposes, the supplement is considered separate to the statutory state-paid salary.

Chart 3: Superior Court State Salaries since FY2016



*Includes \$6k Acc Court Supplement

The current total state compensation for Superior Court Judges is \$139,970. As will be discussed in the next section, there are now no Superior Court Judges in the State which receive *only* the state compensation. If the county supplement system did not exist Georgia’s current state compensation would fall between 52nd ranked Kentucky and 53rd ranked West Virginia in Courts of General Jurisdiction salary. Only West Virginia and Puerto Rico would rank ahead of Georgia’s Superior Court Judge pay based on its State contribution.

In addition to their salary, Superior Court Judges are reimbursed for their travel expenses incurred when sitting in a county in their circuit other than the county of their residence, when attending certain State functions, as well as if a Judge must sit in a county other than their residence outside of their circuit. Reimbursements include actual travel costs as well as meals and lodging. OCGA § 15-6-30 governs travel expenses for Superior Court Judges.

Supplements

The 2016 Report’s description of a compensation structure “riddled with anomalies and inconsistencies” is due to the county supplements paid to not only Superior Court Judges, but also District Attorneys, Assistant District Attorneys, Circuit Public Defenders, and Assistant Public Defenders. The supplement system also impacts county officials and Senior Judges who in some instances have their salaries tied to the full compensation of a Superior Court Judge including their state pay and county supplement (see Section 2).

HB 279 placed a cap of sorts on local supplements by enshrining in statute that a county or counties comprising a judicial circuit could not increase the aggregate local supplement paid to a superior court judge if the supplement was at least \$50,000 as of January 1, 2016. At the time, this meant that seven of the 49 judicial circuits had their local supplement capped. The cap has not limited circuits who fell under the \$50,000 amount from increasing their local supplements. The number of circuits at the \$50,000 cap has more than doubled since the 2016 Report, from seven to 15. 67 percent of circuits (not including Columbia, which was established effective 7/1/2021) increased their county supplement since 2016, with an average increase of 23.2 percent. That increase compares to a 5.5 percent growth in the state-paid salary over the same period. See Appendix F for the current total

compensation for Superior Court Judges and Appendix G for a comparison of local supplements from 2016 to 2022.

Table 1: Supplement Statistics from 2016 to 2022

Circuits with Supplement Increases since 2016	33
Number of Circuits at or above cap in 2016	7
Number of Circuits at or above cap in 2022	15
Average Rate of Supplement Increase per Circuit	23.2%
Range of Superior Court Judge Salary 2016	\$132,265 - \$207,465*
Range of Superior Court Judge Salary 2022	\$151,790 - \$219,990*

* Includes State-pay and local supplement pay

The data collected by this Committee also reveals that increases to supplements have been widespread since 2021. Twenty of the 50 Circuits have increased their supplements (including Alapaha, the last circuit to pay a supplement) since July 2021.⁶ Of the eight circuits to meet or exceed the cap since 2016, five reached that level between 2021 and the time of this Report. See Appendix H for a full comparison of supplement data from July 2021 to October 2022.

Despite the cap on local supplements and the continued growth of supplements under that cap, the range of total compensation to Superior Court Judges is still vast. At the time of the 2016 Report the range of total compensation for Superior Court Judges was \$132,265 - \$207,465; today the range is \$151,790 - \$219,990. Georgia’s highest paid Superior Court Judges would rank fourth in salary, while its lowest paid Judges would rank 43rd in the country.

Another factor created by the supplements that was highlighted in the 2016 Report was that 88 superior court judges had salaries greater than that of justices of the Supreme Court. Based on data gathered by the Committee that number is now 130 Judges, or 59 percent of all Superior Court Judges. This fact was highlighted in the 2016 Report as an example of the inconsistencies that exist in the compensation systems, and those conditions have not changed since 2016. It should also be noted that Superior Court Judges are not the only positions in the system that currently make more than Justices of the Supreme Court, just the most prevalent example. In the Appendices of this report there are examples of District Attorneys and Circuit Public Defenders whose compensation is more than that of Appellate Court Judges. At the time of this report there are also an undetermined number of Judges in Courts of Limited Jurisdiction who may also meet this criteria.

While beyond the scope of this Report, it is worth mentioning that many circuits or counties also pay supplements to state-paid law clerks or secretaries in addition to Judges.

Comparison to Other States

Throughout this Report comparisons of Georgia salaries to other States are noted in their individual Sections. The 2016 Report relied upon NCSC data in its recommendations and noted limited research on other States which

⁶ 2021 Supplement information comes from data gathered by AOC, the Council of Superior Court Judges, and the District Court Administrators to report to NCSC.

provide county supplements to Judges. The Committee Order includes updating comparisons to other States and this Section will briefly elaborate on that charge.

The 2016 Report mentions that Texas is the only other State that continues to have county supplements to state-paid judges. Texas continues to allow county supplements to this day, although they are still capped to ensure that the level of supplement does not exceed the salary of the next level of Court in the state’s Judicial Branch structure. It should also be noted that Alabama has been working to end the use of county supplements since 2000, but legislation and appropriations in the 2021 Session appear to have finally moved the State away from the practice for good. Just as in 2016, Georgia is largely alone in its reliance on local supplements.

As the Committee’s focus moves from collecting data on the landscape of judicial compensation in Georgia to a recommendation phase, research into not only salaries but how states set those salaries will be of use to the Committee. This Section represents an initial foray into that research, which the Committee hopes to build on over time. To this point the research has largely been focused on judge compensation, mostly due to time constraints, and is open to further exploring comparisons to other States for the additional positions included under the Committee’s scope moving forward.

Research into other states sought to compare Georgia in salaries and how compensation is set, as well as to explore mechanisms for the escalation of judicial salaries. The two initial comparison groups were contiguous states and states with similar populations.

Table 2: Comparison of July 2022 NCSC Salary Data for Contiguous States

State	Court of Last Resort	Rank	Int. Appellate Court	Rank	General Jurisdiction Court	Rank
Alabama	\$ 178,500	35	\$177,990	24	\$142,800	50
Florida	\$239,442	3	\$202,440	9	\$182,060	22
Georgia	\$184,112	31	\$182,990	21	\$181,239*	23*
North Carolina	\$167,807	43	\$160,866	35	\$152,188	42
South Carolina	\$213,321	12	\$207,987	7	\$202,654	8
Tennessee	\$208,704	15	\$201,768	10	\$194,808	11
Average	\$198,648	23	\$189,007	18	\$174,902	27

*** Due to Georgia’s unique compensation the NCSC rankings are based on a median salary including local supplements. Georgia’s Judges will range from the lowest-paid to the highest paid in this comparison group**

Table 3: Comparison of July 2022 NCSC Salary Data for Contiguous States w/ Salary Range

State	Court of Last Resort	Rank	Int. Appellate Court	Rank	General Jurisdiction Court	Rank
Alabama	\$178,500	35	\$177,990	24	\$142,800	50
Florida	\$239,442	3	\$202,440	9	\$182,060	22
Georgia	\$184,112	31	\$182,990	21	\$151,790 - \$219,990*	4 - 43*
North Carolina	\$167,807	43	\$160,866	35	\$152,188	42
South Carolina	\$213,321	12	\$207,987	7	\$202,654	8
Tennessee	\$208,704	15	\$201,768	10	\$194,808	11
Average	\$198,648	23	\$189,007	18		

***Table 3 shows the current salary range for Georgia General Jurisdiction Courts, and how those salaries would rank in the NCSC rankings for General Jurisdiction Courts**

Of the two comparison groups, Georgia’s Appellate Court pay falls below average. Georgia fares slightly better in General Jurisdiction Courts. In order to account for Georgia’s unique compensation system Georgia’s General Jurisdiction rankings are based on a median salary that includes local supplements. The rankings as they are compiled by the NCSC can be seen in Tables 2 and 4. However, the median salary does not tell the full story for Georgia due to the large salary discrepancies across the State. Tables 3 and 5 compare the salary ranges for Georgia’s Superior Court Judges to their respective comparison groups to show the impact the full range has on these rankings. It should also be noted that the NCSC compiles rankings for General Jurisdiction Courts adjusted for cost of living. Georgia ranks fifth in these rankings, which are again based on a median salary due. The Committee feels that applying a state-wide cost-of-living to a median salary, which is based off the salary of four Judges, isn’t necessarily an accurate depiction due to the hyper local salary structure as it exists today. As Tables 3 and 5 depict, Georgia would likely have Judges ranging from near the top of the scale to near the bottom of the scale.

Of the five contiguous states Georgia is one of only two that set their salaries by statute. Two states set their salaries by annual appropriations, with an additional State setting salaries yearly by appropriation as a percentage of the Supreme Court Salary. Three of the five contiguous states had a method to automatically increase Judge salaries. These varied from longevity raises to adjustments based on the Consumer Price Index.

Table 4: Comparison of July 2022 NCSC Salary Data for States with Similar Populations

State	Court of Last Resort	Rank	Int. Appellate Court	Rank	General Jurisdiction Court	Rank
Illinois	\$258,456	2	\$243,256	2	\$223,219	3
Ohio	\$181,400	32	\$169,075	29	\$155,485	39
Georgia	\$184,112	31	\$182,990	21	\$181,239*	23*
North Carolina	\$167,807	43	\$160,866	35	\$152,188	42
New Jersey	\$217,505	11	\$207,176	8	\$196,238	10
Virginia	\$212,365	13	\$195,422	12	\$184,617	18
Average	\$203,608	22	\$193,131	18	\$182,349	22

*** Due to Georgia’s unique compensation the NCSC rankings are based on a median salary including local supplements. Georgia’s Judges will range from the lowest-paid to the second highest paid in this comparison group**

Table 5: Comparison of July 2022 NCSC Salary Data for States with Similar Populations w/ Salary Range

State	Court of Last Resort	Rank	Int. Appellate Court	Rank	General Jurisdiction Court	Rank
Illinois	\$258,456	2	\$243,256	2	\$223,219	3
Ohio	\$181,400	32	\$169,075	29	\$155,485	39
Georgia	\$184,112	31	\$182,990	21	\$151,790 - \$219,990*	4 - 43*
North Carolina	\$167,807	43	\$160,866	35	\$152,188	42
New Jersey	\$217,505	11	\$207,176	8	\$196,238	10
Virginia	\$212,365	13	\$195,422	12	\$184,617	18
Average	\$203,608	22	\$193,131	18		

***Table 5 shows the current salary range for Georgia General Jurisdiction Courts, and how those salaries would rank in the NCSC rankings for General Jurisdiction Courts**

Of the states with similar populations (which includes one repeat: North Carolina) Georgia is one of the three states that set their salaries by statute, but the only one who doesn’t then include an automatic means of escalation. Georgia and Virginia are the only states in the population comparison that don’t have an automatic means of salary escalation. The methods for escalation vary from language in an Appropriations Act to annual adjustments based on the Consumer Price Index. For the full comparisons of how salaries are set, please see Appendix I.

District Attorneys and Assistant District Attorneys

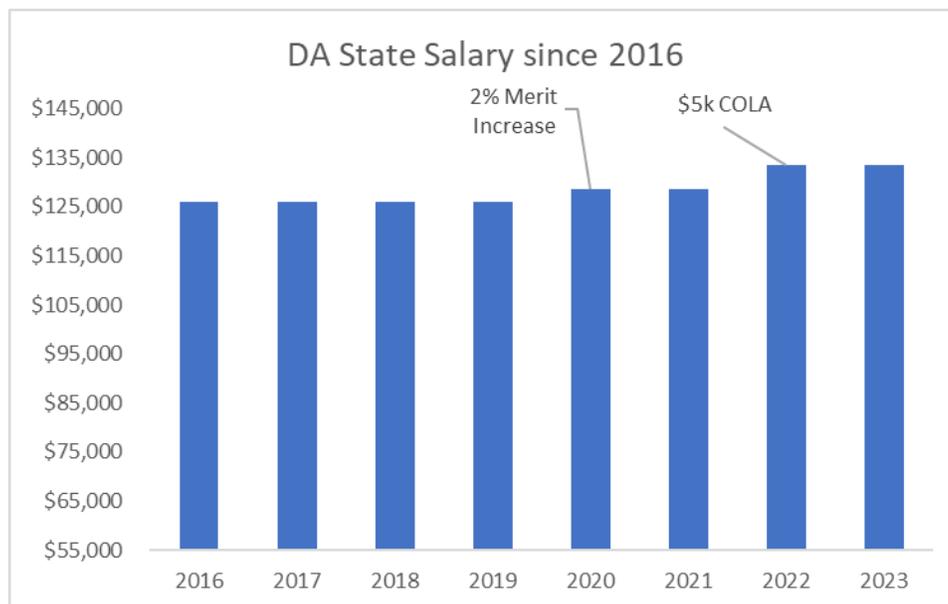
State-Paid Salaries

District Attorney salaries have increased from \$126,072 to \$133,473 (including the Accountability Court Supplement) since the Commission’s Report, by the same means as the aforementioned groups.

In addition to the State’s 50 District Attorneys, the State also pays for a set amount of state-paid Assistant District Attorneys per Circuit. At the time of the 2016 Report there were approximately 385 state-paid ADAs. According to PAC that figure is now 426. In the years since the Report, PAC requested and the Legislature has funded additional ADAs to assist with the increased duties related to juvenile court caseloads in the wake of Juvenile Justice Reform.

Improvements have been made to the pay scale for ADAs since the time of the 2016 Report. At that time the first step on PAC’s pay scale for ADAs was at \$44,828 with the pay scale maxing out at \$106,361. The most recent pay scale adopted for FY2023 starts at \$56,250 and tops out at \$117,786. However, many of the challenges reported with maintaining attorneys on the state pay scale remain and the use of supplements, County-Paid ADAs, and State-Paid County Reimbursed (SPCR) ADAs remains widespread throughout the state to both bolster salaries and the number of Attorneys. See the current ADA pay scale in Appendix J.

Chart 4: District Attorney State-paid Salary since FY2016



*Includes \$6k Acc Court Supplement

District Attorneys and ADAs are also entitled to receive reimbursement for actual expenses incurred in the performance of their official duties from the Prosecuting Attorneys’ Council in accordance with the rules adopted by the Council. The full statute outlining travel expenses for Prosecuting Attorneys is OCGA § 15-18-12.

Supplements

Much like with Superior Court Judges the range of supplements paid to District Attorneys remains substantial in the wake of the 2016 Report. Forty six of the 50 District Attorneys responded to either the direct survey via PAC

or the initial ACCG Survey. Of those that did respond, 41 reported receiving a supplement, while four of those that didn't respond had paid supplements in the 2016 survey. At the time of the 2016 survey, eight circuits reported not having a supplement. Three of the circuits that did not previously pay supplements to District Attorneys reported that they now provide supplements. Of the 46 responses, 24 circuits reported an increase in their supplement amount. The current range in District Attorney compensation is \$133,473 to \$214,385. See the full breakout of District Attorney compensation in Appendix K.

Forty-four circuits responded directly to the PAC Survey, while five of the six that did not respond, responded to the ACCG Survey at least in part. Forty-one circuits reported paying supplements to state-paid Assistant District Attorneys. The range of how these supplements are paid varies greatly across the State. Of the respondents who provided the range, supplements varied from \$500 to over \$50,000. The way these supplements are paid also differs from circuit to circuit. In some instances, all counties within a circuit pay supplements, in others only one county within a circuit may pay an additional supplement to state-paid ADAs.

Thirty-seven of the responding circuits also responded that they pay for additional Assistant District Attorneys above the State's allocation. As with the supplements, these amounts varied significantly with many more rural circuits reporting having one additional ADA to 43 additional ADAs in Gwinnett and over 100 in Atlanta. It should also be noted that while many circuits noted ARPA-funded positions, it is possible that others didn't make this distinction when responding to the survey. The primary funding mechanism for these additional attorneys is directly through the county, and 12 circuits reported funding additional attorneys through the State Paid County Reimbursed model.

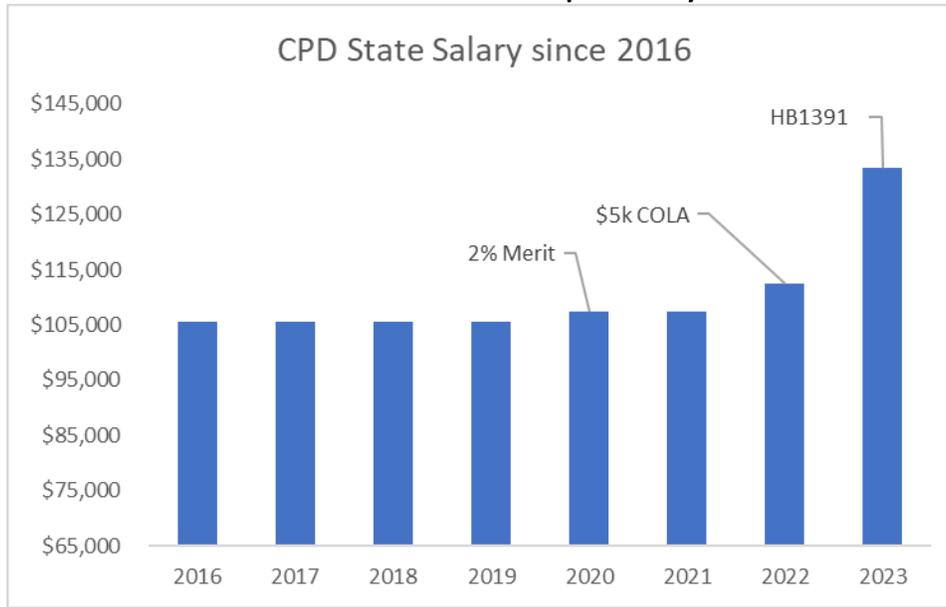
The salary ranges for these additional attorneys includes counties who tie their county pay scale to the State pay scale, to metro counties which pay well in excess of the State pay scale. Many of the circuits with lower numbers of additional attorneys have pay scales that exist within the State scale while the metro circuits with larger amounts of additional attorneys are more likely to have scales that exceed and sometimes greatly exceed the State scale.

It should also be noted that, while beyond the scope of this Report, some circuits reported paying supplements to positions such as state-paid Investigators in addition to District Attorneys and Assistant District Attorneys.

Circuit Public Defenders and Assistant Public Defenders

The salaries for both Circuit Public Defenders and Assistant Public Defenders are the areas where we see the most change since the 2016 Report. At the time of the Report, the statutory salary for Circuit Public Defenders was \$99,256 plus the \$6,000 Accountability Court Supplement, as compared to the District Attorney's salary of \$120,072 plus the supplement. HB 1391 (2022) tied the Circuit Public Defender salary to that of the District Attorney, creating parity in the State pay for the two positions.

Chart 5: Circuit Public Defender State-paid Salary since FY2016



*Includes \$6k Acc Court Supplement

Assistant Public Defenders (APDs) have also seen improvements in their state-paid compensation. In the 2016 Report, APDs were on their own pay scale which was below that of Assistant District Attorneys. Over the years efforts have been made to create parity between the two pay scales and currently Assistant Public Defenders are on the same pay scale as ADAs. GPDC reports there are currently 194 State positions and 154 positions funded through county contracts. The 2016 Report cited a figure of “approximately 160 state-paid positions” and an unknown number of county-funded attorneys. Additional APDs have been funded to assist with juvenile court caseloads, as was reported for ADAs. Like ADAs, despite these improvements to the pay scale there still exists a structure of county-paid APDs and county-reimbursed APDs, as well as supplements to state-paid positions, to try to improve both the number of attorneys and the compensation of attorneys.

Supplements

Survey information provided by the GPDC indicates that 29 Circuit Public Defenders currently receive county supplements. The South Georgia Circuit which has not yet responded to the Survey did provide a Supplement in 2016. Twenty circuits reported paying supplements in the 2016 Report. For the full list of Circuit Public Defender Compensation with county supplements see Appendix L.

Survey data indicates that 15 of the responding circuits paid supplements to Assistant Public Defenders. These supplements ranged from \$1,000 - \$16,740. The 2016 Report noted that “a handful of state-paid assistant public defenders receive small local supplements” This data would indicate that the practice has become slightly more common although still lags well behind local supplements paid to ADAs in both frequency and amount.

As with ADAs there exists a large population of positions funded outside of the state-paid pay scale. There are currently 156 additional APDs which are funded through contract agreements between the Public Defender Council and the individual circuits. In addition, GPDC surveyed circuits for information on attorneys funded solely by the counties, outside of the contract structure. Survey responses indicated circuits with their own county paid attorneys ranged in size from one county attorney to 63 attorneys with salary ranges in larger counties that exceeded the state scale.

Section 2: County Paid Officials Linked to State-Paid Officials

An aspect of the judicial compensation structure that was largely neglected by the 2016 Report is the fact that in many counties across the State, local officials’ salaries are often tied to Superior Court Judge compensation by either local act or local legislation. This Committee has been tasked with examining the prevalence of this salary hooking or tying at the county and local level. While this work is not yet complete, the work of the Trial Courts of Limited Jurisdiction Subcommittee will continue to shine a light on this practice so that the ripple effect of any changes to the supplement system can be better understood.

While the Committee continues to collect data to this effect, the ACCG Survey, as well as data provided by the Council of State Court Judges provides a snapshot of how this practice can differ across the counties. Of the 114 plus counties who responded to the ACCG Survey, 23 reported positions whose salary was set by reference to the Superior Court Judge’s salary. The most common positions tied to the Superior Court Judges were State Court Judges, with 20 counties. The second most common were Solicitors General with seven counties.

The number of positions that the responding counties reported as linked to Superior Court Judges ranged from one to nine. In Gwinnett County, the Tax Commissioner, Sheriff, Probate Court Judge, Magistrate Court Judge, State Court Judge, Juvenile Court Judges, Recorder's Court Judges, and Clerk of Court all have salaries linked to the Superior Court Judge. Other counties link County Commissioner salaries to Superior Court Judge salaries. These salaries are in most cases linked to the judge’s salary plus local supplement.

Table 6: Select Examples of Counties with Positions Tied to Superior Court Judges

County	Positions Tied to Superior Court Judge	How are these positions tied to the Superior Court Judge?	How is the salary used to calculate others?
Forsyth	Solicitor General, State Court Judge	Local Act	State Court Judge - Salary is 95% of Superior Court Judge salary (State Salary plus County Supplement); Solicitor General - Salary is 75% of Superior Court Judge salary (State Salary plus County Supplement)
Haralson	Juvenile Court Judge	County supplement tied to Superior Court Judge Supplement	Juvenile Court Judge salary supplement is 90% of Superior Court Judge supplement
Fayette	County commission chair, county commissioners, Solicitor General, State Court Judge	Local Act	State Court Judge- 90% of base pay and local supplement; Solicitor- 75% of base pay and local supplement; Commission Chairman- 21% of base pay Commissioner- 16.5% of base pay
Clayton	Probate Judge, State Court Judge, Juvenile Court Judge	Probate and State Court Judge: Local Act; Juvenile Court Judge: Local Policy Position	State Court Judges: 89% to 95% of salary and supplement. They start off at 89% and increase the next July 1 by 1% until they reach the maximum or 95%. Juvenile Court Judges: Same as State Court Judges. Probate Court Judge: Receives 90% of salary and supplement of Superior Court Judge.
Effingham	Solicitor General, State Court Judge	Local Act	85% of State Court Judge's Base salary plus 5% of State Court Judge's Base salary for Board of Commissioners authorized supplement

A Survey performed by the Council of State Court Judges provides further insight into the practice of linking State Court Judge salaries to Superior Court Judge salaries. The survey covers 78 State Court Judges across 34 counties whose salaries were linked. Of those, only eight of the full-time Judges had their salaries tied to the State salary amount. The remaining judges’ salaries were all tied to the State salary plus local supplement (whether they include the \$6,000 accountability court supplement varies). The reported percentages of judges

tied to the salary and local supplement ranged from 85-100%, with the average percentage being 91%. Of the eight full-time judges tied to the State salary the percentages ranged from 60%-100%, with the average percentage being 87%.

As with much of the pay structure which has been described to this point, there seems to be little pattern or overarching explanation to offer on the reason behind why some counties have tied many local official salaries to Judges while others have no links at all. What is clear is that any changes to the supplement system will more disparately impact some counties than others across the State.

Section 3: County Retirement and Senior Judges

One final aspect of the local supplement system that needs to be considered when developing recommendations is the fact that along with salary supplements some counties also provide additional retirement benefits above what the State offers. In addition to retirement benefits many circuits then pay an increased rate for Senior Judges above the pro-rated State amount. The 2016 Report neglected to mention these downstream effects of the current supplement system that will impact both current and former Judges if changes are made to the current system.

Respondents in 22 counties across 12 judicial circuits reported paying additional retirement benefits above the membership in the State's Judicial Retirement System (JRS). These plans varied in their coverages, but the most common type of plan was a Defined Benefit Plan or Pension Plan. Some counties offered additional benefits including Life Insurance and additional Health Insurance coverage. It is likely that these responses underrepresent the prevalence of additional benefits throughout the State but provide a useful snapshot. A consequence of the patchwork of retirement benefits is that many Judges will receive benefits based solely on their state-paid salary, while some of their peers will receive benefits more in line with their actual salary at the time they leave the bench. Based on the data collected it does seem fair to say that many Judges across the State receive retirement benefits that are based on less than their actual total compensation. NCSC now collects information on judicial retirement plans and this Committee will look to provide further information moving forward comparing JRS to plans across the Country.

District Attorneys are also eligible for JRS membership based on their State paid salaries, but there are also examples of counties or circuits providing additional retirement benefits based on their county supplements. A total of eight circuits reported paying county retirement benefits for District Attorneys. Plans included Defined Benefit Plans and 401(a) plans, and how those plans were calculated varied by the county or circuit offering the plan.

The local supplement system also has a significant impact in how Senior Judges are compensated across the State. Senior Judges are paid for each day of service from State funds a daily pro-rated amount of the annual state salary of a Superior Court Judge divided by 235 (OCGA § 15-1-9.2), in addition to a per diem or expense reimbursement. Additionally, some Senior Judges also receive a benefit from the applicable county(s) in the form of an annual amount equal to 2/3rd of the supplement they received from the counties as a sitting Judge. The different forms of compensation again lead to a situation of the same position being compensated differently across the State.

Both the original survey sent to counties and follow-up surveys sent to the 50 judicial circuits asked whether supplements were paid to Senior Judges, as well as if the 2/3 pre-retirement benefits were paid to Senior Judges. Forty-nine counties reported paying an additional supplement amount to Senior Judges above the State amount.

The ranges of this additional compensation varied widely from additional county paid per diems from \$100 to \$700+, to large annual amounts up to almost \$50,000. Thirty-five counties reported paying the 2/3rd pre-retirement benefit amount to Senior Judges. As with the retirement benefit piece, these responses likely do not present an exhaustive list of Senior Judge compensation but indicates the wide range of circumstances that currently exist throughout the State.

Next Steps

This initial Report is aimed at completing the Committee's first task of updating the 2016 report of the Judicial, District Attorney, and Circuit Public Defender Compensation Commission. This Report does not conclude the Committee's efforts at continuing to collect all data relevant to Judicial compensation throughout the State of Georgia. The goal of this first phase of the Committee's work is to lay the foundation to be able to begin to develop possible policy recommendations related to salaries and supplements, with a full understanding of the structure, or lack thereof, as it exists today.

Many of the conditions that were reported on in the 2016 Report continue unabated in 2022. In fact, supplements have continued to increase across the State in the years since. In addition, two factors that were either not considered or outside of the scope of the 2016 Report are initially addressed in this Report. Supplements paid to Superior Court Judges impact the compensation of many County Officials both within and outside of the Judicial Branch. The Supplements also impact the retirement benefits of many Judges throughout the State, as well as the compensation of Senior Judges throughout the State. The goal of this report is not to comment on the merits of this decentralized system, but to try to compile a comprehensive statewide update on compensation as it stands in 2022. The Committee will then take this information and begin working towards developing, evaluating, and recommending options for revising or eliminating the system of county-paid supplements.

The Committee is still working on gathering all available information related to judicial compensation in Georgia. All subsequent data gathering and analysis will be included in the Committee's final Report. The Committee is still looking to gather the following:

- Further information detailing the prevalence of county positions whose salary is linked to Superior Court Judges
- More detailed information on the compensation of Judges of Courts of Limited Jurisdiction. The goal is to provide information on the links to Superior Courts as well as a salary range for each Class of Court. These efforts are underway, but not complete at the time of this Report
- Continuing to refine and collect any information regarding retirement and other benefit factors tied to local supplements and the state-paid salary that were not covered in the 2016 Report.

Appendix A: Committee Roster & Committee Orders

Judicial Council of Georgia Ad Hoc Committee on Judicial Salaries and Supplements

Members

Justice Charles J. Bethel
Co-Chair
Supreme Court of Georgia

Chief Judge Russell Smith
Co-Chair
Superior Court, Mountain Judicial Circuit

Judge Trenton Brown
Court of Appeals of Georgia

Judge William G. Hamrick
Judge Walter W. Davis (*until 9/30/22*)
Georgia State-wide Business Court

Judge Jeffrey H. Kight
Superior Court, Waycross Judicial Circuit

Judge A. Gregory Poole
Superior Court, Cobb Judicial Circuit

Mr. Darius Pattillo
District Attorneys' Association of Georgia

Ms. Omotayo Alli
Georgia Public Defender Council

Mr. Michael O'Quinn
Association County Commissioners of Georgia

Advisory Members

Judge Alvin T. Wong
Council of State Court Judges

Judge Vincent Crawford
Council of Juvenile Court Judges

Judge Daisy Weeks-Marisko
Council of Probate Court Judges

Mr. DeMetris Causer
Georgia Municipal Association

Mr. J. Antonio DelCampo
State Bar of Georgia

Mr. Peter J. Skandalakis
Prosecuting Attorneys' Council of Georgia

Ms. Stacy Haralson
Constitutional Officers Association of Georgia

Judge Connie Holt
Council of Magistrate Court Judges

Judge Ryan Hope
Council of Municipal Court Judges

Mr. Joshua Weeks
Georgia Council of Court Administrators



Judicial Council of Georgia

Administrative Office of the Courts

Chief Justice David E. Nahmias
Chair

Cynthia H. Clanton
Director

Judicial Council of Georgia Ad Hoc Committee on Judicial Salaries and Supplements

In accordance with the Bylaws of the Judicial Council, ad hoc committees exist to address issues of limited scope and duration, and the Judicial Council Chair shall create and charge ad hoc committees as are necessary to conduct the business of the Judicial Council.

Under that authority, I hereby establish the Ad Hoc Committee on Judicial Salaries and Supplements. The charge of the committee shall be as follows:

1. To update and expand upon the December 16, 2016 report of the General Assembly's Judicial, District Attorney, and Circuit Public Defender Compensation Committee to reflect current amounts of state-paid salaries, state-paid salary supplements (e.g., for accountability courts), and county-paid salary supplements, as well as any state-paid or county-paid retirement benefits or other significant monetary benefits related to supplements, for Justices of the Supreme Court, Judges of the Court of Appeals, the Judge of the State-wide Business Court, superior court judges, district attorneys, and circuit public defenders, and to update comparisons to salaries for similar positions in other states;
2. To identify which county-paid officials' salaries or salary or retirement supplements are determined by reference to the salaries or supplements of superior court judges, district attorneys, or circuit public defenders, so as to better understand the consequences of changes to the compensation of state-paid officials;
3. To develop, evaluate, and recommend options for revising or eliminating the system of county-paid supplements, including the costs to the State and the counties of any options that are deemed practically and politically feasible, including by garnering supermajority support from the superior court judges.

The Ad Hoc Committee shall provide an initial report to the Judicial Council on these matters no later than December 15, 2022, unless the Committee determines that information on the matters related to charges 1 and 2 above that is needed to address charge 3 above is not reasonably available, in which case the Committee shall instead report on what Judicial Council, executive, and/or legislative action would be required to obtain such information.

Any and all proposals for legislation affecting the salary or supplements of a class of court that would affect the salaries or supplements of another class of court shall be first provided to the Ad Hoc Committee on Judicial Salaries and Supplements for consideration. Any recommendations

for legislation from the Ad Hoc Committee shall be presented to the Standing Committee on Legislation, which may then make recommendations to the full Judicial Council.

The following members are hereby appointed to the Ad Hoc Committee on Judicial Salaries and Supplements:

- Justice Charles J. Bethel, Supreme Court of Georgia, Co-Chair.
- Judge Russell (Rusty) Smith, Superior Court, Mountain Judicial Circuit, Co-Chair.
- One Judge of the Georgia Court of Appeals, chosen by the Chief Judge of the Court of Appeals.
- Georgia State-wide Business Court Judge, or a designee.
- Two Superior Court Judges -- one from a circuit with a salary supplement of more than \$50,000 and one from a circuit with a salary supplement below \$50,000 -- chosen by the President of the Council of Superior Court Judges.
- President of the District Attorneys' Association of Georgia, or a designee.
- Executive Director of the Georgia Public Defender Council, or a designee.
- Executive Director of the Association County Commissioners of Georgia (ACCG), or a designee.

In addition, designees from the following organizations are invited to participate as advisory members to the Committee:

- Council of State Court Judges.
- Council of Juvenile Court Judges.
- Council of Probate Court Judges.
- Council of Magistrate Court Judges.
- Council of Municipal Court Judges.
- Georgia Council of Court Administrators.
- Georgia Municipal Association.
- State Bar of Georgia.

Ad Hoc Committee membership may include additional advisory members appointed, as needed, by the Committee Co-Chairs. Advisory members may be heard but shall not be entitled to vote. The Administrative Office of the Courts shall provide staff support to the Committee.

The Ad Hoc Committee shall exist from June 1, 2022, until May 30, 2023, unless extended by further order.

So decided this 26th day of May, 2022.



Chief Justice David E. Nahmias
Chair, Judicial Council of Georgia

Michael P. Boggs
Presiding Justice Michael P. Boggs
Vice-Chair, Judicial Council of Georgia



Judicial Council of Georgia Administrative Office of the Courts

Chief Justice David E. Nahmias
Chair

Cynthia H. Clanton
Director

Judicial Council Ad Hoc Committee on Judicial Salaries and Supplements Advisory Member Appointment

In accordance with the bylaws of the Judicial Council, ad hoc committee membership may include advisory members appointed, as needed, by each ad hoc committee Chair. Advisory members may be heard but shall not be entitled to vote.

Therefore, a designee from the following organization is invited to participate as an advisory member to the Committee:

- Prosecuting Attorneys' Council of Georgia

So decided this 6 day of JUNE, 2022.



Justice Charles J. Bethel
Co-Chair, Ad Hoc Committee on Judicial Salaries and Supplements

Chief Judge Russell (Rusty) Smith
Co-Chair, Ad Hoc Committee on Judicial Salaries and Supplements



Judicial Council of Georgia Administrative Office of the Courts

Chief Justice David E. Nahmias
Chair

Cynthia H. Clanton
Director

Judicial Council Ad Hoc Committee on Judicial Salaries and Supplements Advisory Member Appointment

In accordance with the bylaws of the Judicial Council, ad hoc committee membership may include advisory members appointed, as needed, by each ad hoc committee Chair. Advisory members may be heard but shall not be entitled to vote.

Therefore, a designee from the following organization is invited to participate as an advisory member to the Committee:

- Prosecuting Attorneys' Council of Georgia

So decided this 10th day of June, 2022.

Justice Charles J. Bethel
Co-Chair, Ad Hoc Committee on Judicial Salaries and Supplements

A handwritten signature in black ink, appearing to be "R. Smith", written over a horizontal line.

Chief Judge Russell (Rusty) Smith
Co-Chair, Ad Hoc Committee on Judicial Salaries and Supplements



Judicial Council of Georgia Administrative Office of the Courts

Chief Justice David E. Nahmias
Chair

Cynthia H. Clanton
Director

Judicial Council Ad Hoc Committee on Judicial Salaries and Supplements Advisory Member Appointment

In accordance with the bylaws of the Judicial Council, ad hoc committee membership may include advisory members appointed, as needed, by each ad hoc committee Chair. Advisory members may be heard but shall not be entitled to vote.

Therefore, a designee from the following organization is invited to participate as an advisory member to the Committee:

- Constitutional Officers Association of Georgia

So decided this 13th day of July, 2022.

Justice Charles J. Bethel
Co-Chair, Ad Hoc Committee on Judicial Salaries and Supplements

A handwritten signature in black ink, appearing to be "R. Smith", written over a horizontal line.

Chief Judge Russell (Rusty) Smith
Co-Chair, Ad Hoc Committee on Judicial Salaries and Supplements



Judicial Council of Georgia Administrative Office of the Courts

Chief Justice David E. Nahmias
Chair

Cynthia H. Clanton
Director

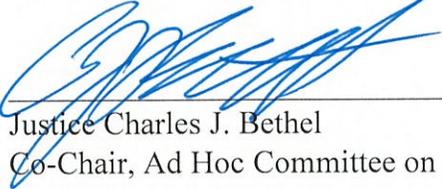
Judicial Council Ad Hoc Committee on Judicial Salaries and Supplements Advisory Member Appointment

In accordance with the bylaws of the Judicial Council, ad hoc committee membership may include advisory members appointed, as needed, by each ad hoc committee Chair. Advisory members may be heard but shall not be entitled to vote.

Therefore, a designee from the following organization is invited to participate as an advisory member to the Committee:

- Constitutional Officers Association of Georgia

So decided this 21st day of July, 2022.


Justice Charles J. Bethel
Co-Chair, Ad Hoc Committee on Judicial Salaries and Supplements

Chief Judge Russell (Rusty) Smith
Co-Chair, Ad Hoc Committee on Judicial Salaries and Supplements

Appendix B: Subcommittee Charges & Rosters

Outreach and Feedback

This subcommittee is charged with coordinating efforts to acquire needed data and information, reviewing information received, and serving as the liaison for ideas and feedback from stakeholders.

Members:

- Judge Jeffrey Kight (Co-Chair)
- Judge A. Gregory Poole (Co-Chair)
- Judge Trenton Brown
- J. Antonio DelCampo
- Peter J. Skandalakis
- Joshua Weeks

Metrics and Measures

This subcommittee is charged with synthesizing all data and information received and presenting a report/recommendation to the Committee.

Members:

- Omotayo Alli
- Judge William Hamrick
- Darius Pattillo

Trial Courts of Limited Jurisdiction

This subcommittee is charged with exploring, summarizing, and reporting on judicial branch compensation outside the scope of the Committee's charge and making recommendations as to the need for further study. This may include surveys and outreach to individual classes of court.

Members:

- Judge Alvin T. Wong (Co-Chair)
- Michael O'Quinn (Co-Chair)
- DeMetris Causer
- Judge Vincent Crawford
- Judge Connie Holt
- Judge Ryan Hope
- Judge Daisy Weeks-Marisko
- Stacy Haralson

Appendix C: Compensation Structure – Courts of Limited Jurisdiction

The Trial Courts of Limited Jurisdiction Subcommittee is charged with exploring, summarizing, and reporting on judicial branch compensation outside the scope of the Committee’s charge and making recommendations as to the need for further study. This may include surveys and outreach to individual classes of court. The subcommittee met by Zoom on October 12; a summary of the information provided at that meeting, supplemented by some additional research, is provided below. The subcommittee will continue its work to refine this information, research statutory requirements, and identify compensation data for each class of court.

State Court

State Court judges are paid by their respective counties (OCGA § 15-7-22). There are generally two categories by which state court judges’ salary is structured: some judges salaries are tied to the superior court judges’ salary (whether to the state base salary or the state base salary plus state/county supplements), while others’ salaries are independent of the superior court. There are counties where the Chief Judge gets a local supplement, and some counties where the judges receive some, or a percentage, of the superior court judges’ state accountability court supplement. Some judges who run State Court accountability courts have received additional compensation from their county through local legislation. Overall, the compensation for state court judges is unique to each county. There are 133 state court judges across 73 counties; 94 of those judges are full-time. According to 2021 data collected by the Council of State Court Judges (39 responses), 28 full-time and six part-time state courts were tied to superior court salaries.

Juvenile Court

Juvenile court judges may be paid by a combination of state and county funds. State statute (OCGA § 15-11-52) provides for \$100,000 in state grants to circuits toward the salaries of full and part-time juvenile court judges. Each circuit with more than four superior court judges is eligible for an additional state grant of \$25,000, per superior court judgeship exceeding four in the circuit, for juvenile court judges’ salaries. These funds are applied to the juvenile court judges’ salaries as determined by the superior court, with the approval of the governing authority. In some counties, the juvenile court judge salary is tied to the superior court judge, and some may receive a salary plus local supplements. Full- and part-time associate juvenile court judges are compensated solely with county funds (OCGA § 15-11-60). There are currently 120 juvenile court judges (73 full-time, 26 part-time, 11 full-time Associate, 10 part-time Associate).

Probate Court

Probate Court judges are county-paid and may serve as full-time or part-time. There are 159 elected probate court judges, and [insert number] associate judges. Unless otherwise provided by local legislation, the base pay for probate court judges is set in statute (OCGA § 15-9-63), based on population. Probate Judges serving as Chief Magistrate, Magistrate, and/or Clerk to Magistrate Court, and performing vital records or passport duties, receive add-on supplements or compensation for these duties. Counties can add on a local supplement to the base salary. Probate court judges also receive a five percent longevity increase upon completion of every term served. The compensation for associate probate court judges is determined by the elected probate court judge and may be a percentage of the elected judge’s salary. Overall, the compensation for probate court judges is unique to each county. According to 2022 survey data collected by ACCG, the average median salary for a Probate Court Judge without magistrate duties

(97 responses) is \$84,478, and the average median salary for a Probate Court Judge with magistrate duties (24 responses) is \$81,760.

Magistrate Court

Magistrate Court judges are county-paid. There are approximately 525 magistrate court judges (including 159 Chief Magistrates), who serve as both full-time and part-time. Unless otherwise provided by local legislation, the base pay for Chief Magistrates is set in statute (OCGA § 15-10-23), based on population. The pay for some full-time magistrate judges is linked to the salary of the Chief Magistrate and some may be paid by the hour. Some Part-time Chief Magistrates are paid a salary, and some part-time magistrates are paid by the hour or by the lowest amount set in statute. Some Chief Magistrates (for example, in the larger counties) have their salary linked to that of the superior court judge, and some do receive local supplements. Magistrates also receive a five percent longevity increase upon completion of every term served. Magistrates are required to work 40 hours per week. Overall, the compensation for magistrate court judges is unique to each county. According to 2022 survey data collected by ACCG, the average median salary for full-time Chief Magistrates (who do not also serve as the Probate Court Judge; [85 responses⁷]) is \$77,798.

Municipal Court

There are more than 380 municipal court judges, the vast majority of which are practicing attorneys serving as part-time judges. There are full-time municipal courts, namely in the larger jurisdictions and consolidated governments, which are unique compared to the rest of the municipal courts and likely tied to the superior court judges' salaries. Overall, the compensation for municipal court judges is unique to each municipality, based on negotiations between the judge and the governing authority (OCGA § 36-32-2). Statute provides for a one-year minimum term/contract for municipal court judges but no salary guidelines.

Additional Considerations

A small number of unique local jurisdiction specialty courts also exist (e.g., recorders courts and civil courts). These courts may identify as municipal courts, and additional research will be conducted to ascertain jurisdiction and compensation information.

At the time of this report, limited data for each class of court is available. To the extent a complete data set is collected, the Committee's final report will include this information.

Next Steps

The Subcommittee defined the following three data points for each class of court to gather moving forward:

1. How many/which courts have salaries tied to superior court; what is the tie – percentage, salary only, or does it include supplements?
2. What is the specific amount of compensation for each individual court; at a minimum, what is the range of compensation within each class of court?
3. Should there be further study/reform for each class of court in the future?

⁷ 41 of the 85 respondents were from counties with a population of less than 28,999, so in addition to the incomplete survey responses, this set of responses may skew the findings for average median salary for Chief Magistrates.; 96 of Georgia's 159 counties (or 60%) have a population of less than 28,999 (U.S. Census 2020 - https://www.legis.ga.gov/api/document/docs/default-source/reapportionment-document-library/2020-count-by-county-population--with-2010.pdf?sfvrsn=cbc99191_2).

Appendix D: Summary of Recommendations from the 2016 Report

Supreme Court

- **2016 Recommendation:** For the Supreme Court, the Commission recommended increasing the salary for the Chief Justice to \$205,000, and the salary for the remaining Justices to \$200,000. This would have made GA's Supreme Court Justices the eighth highest paid in the Country, comparable to Georgia's population rank, and to the salaries of Federal District Judges.
- As of January 2022, the NCSC Salary tracker ranked Georgia's Court of Last Resort 31st. For context the eighth highest salary in January 2022 was the Virgin Islands at \$226,564.

Court of Appeals

- **2016 Recommendation:** For the Court of Appeals the Commission recommended paying the Chief Judge of the Court of Appeals \$195,000, and the other Judges of the Court of Appeals \$190,000. This would have made the Court of Appeals the seventh highest paid Intermediate Appellate Court in the Country.
- As of January 2022, Georgia's Court of Appeals ranked 23rd in compensation. The seventh highest salary was New Jersey at \$207,176.

Superior Court Judges

- **2016 Recommendation:** For Superior Court Judges, the Report recommended a two-part compensation system aimed at phasing out local supplements. Judges would have had the choice between receiving their current state salary, accountability court supplement, and capped local supplement amount, or receiving a new state salary of \$175,000 in circuits with accountability courts, or \$165,000 in circuits without accountability courts and giving up their local supplements. All new Judges would immediately be compensated under the second option, thus phasing out option 1 over time.

The \$175,000 salary approximated an average salary including supplements and would have made Georgia the eighth highest paid General Jurisdiction Court.

District Attorneys and Public Defenders

- For District Attorneys and Circuit Public Defenders the Commission made similar recommendations to those for Superior Court Judges. A two-part compensation scale with the choice to continue to receive their current compensation or to choose a new state salary of \$160,000 for those in circuits with an accountability court and \$150,000 for those in circuits without an accountability court. All new DAs and CPDs would automatically be placed under option 2. The recommended \$160,000 salary was based on being comparable to the starting base salary for first year associates at large Atlanta law firms, and the maximum salary paid to assistant U.S. attorneys.

Assistant District Attorneys and Assistant Public Defenders

- The Commission recommended that the State fully fund the pay scale for Assistant District Attorneys and that there should be parity between the pay scale for ADAs and APDs. It recommended that this be done by statute, not just appropriation. The Commission recommended that counties continue to be able to pay supplements to ADAs and APDs, as well as hire additional attorneys due to the cost of the State taking on all of the county paid positions.

Appendix E: NCSC Salary Tracker Rankings, July 2022

	Court of Last Resort		Int. Appellate		Gen. Jurisdiction		Gen. Jurisdiction adj. for Cost-of-Living		
State/Territory	Court of Last Resort	Ranking	Int. Appellate Court	Ranking	Gen. Jurisdiction	Ranking	Factor*	Adj. Salary	Ranking
Alabama	\$178,500	35	\$177,990	24	\$142,800	50	93.0	\$153,506	31
Alaska	\$205,176	17	\$193,836	14	\$189,720	14	131.9	\$143,876	42
American Samoa	No Response		No Response		No Response		Not Available		
Arizona	\$159,685	49	\$154,534	38	\$149,383	43	102.3	\$145,958	37
Arkansas	\$190,126	25	\$184,497	20	\$180,129	24	90.6	\$198,794	4
California	\$274,732	1	\$257,562	1	\$225,074	1	135.2	\$166,481	21
Colorado	\$199,632	21	\$191,724	17	\$183,816	20	111.1	\$165,481	22
Connecticut	\$209,770	14	\$197,046	11	\$189,483	15	127.0	\$149,216	35
Delaware	\$205,135	18	Not Applicable		\$192,862	12	110.1	\$175,215	15
District of Columbia	\$236,900	4	Not Applicable		\$223,400	2	160.0	\$139,602	44
Florida	\$239,442	3	\$202,440	9	\$182,060	22	101.3	\$179,771	11
Georgia	\$184,112	31	\$182,990	21	\$181,239	23	93.4	\$194,120	5
Guam	\$160,454	47	Not Applicable		\$144,110	49	Not Available		
Hawaii	\$229,668	6	\$212,784	6	\$207,084	6	150.2	\$137,838	48
Idaho	\$160,400	48	\$150,400	39	\$144,400	48	99.6	\$145,045	39
Illinois	\$258,456	2	\$243,256	2	\$223,219	3	100.0	\$223,212	1
Indiana	\$199,059	22	\$193,501	16	\$165,276	29	95.6	\$172,922	16
Iowa	\$187,326	27	\$169,765	28	\$158,056	36	97.7	\$161,711	26
Kansas	\$168,598	42	\$163,156	34	\$148,912	45	98.1	\$151,799	34
Kentucky	\$153,751	52	\$147,562	40	\$141,401	52	92.2	\$153,322	32
Louisiana	\$186,714	28	\$174,597	25	\$167,749	28	97.2	\$172,561	17
Maine	\$155,397	51	Not Applicable		\$145,642	47	116.9	\$124,554	51
Maryland	\$206,433	16	\$193,633	15	\$184,433	19	126.7	\$145,563	38
Massachusetts	\$200,984	20	\$190,087	18	\$184,694	17	133.0	\$138,890	46
Michigan	\$164,610	46	\$173,528	26	\$160,325	32	91.4	\$175,472	14
Minnesota	\$191,359	24	\$180,313	22	\$169,264	26	102.6	\$164,957	23
Mississippi	\$166,500	44	\$158,500	36	\$149,000	44	88.4	\$168,542	18
Missouri	\$189,198	26	\$172,937	27	\$163,082	30	90.5	\$180,285	10
Montana	\$155,920	50	Not Applicable		\$142,683	51	103.9	\$137,376	49
Nebraska	\$198,427	23	\$188,505	19	\$183,545	21	100.8	\$182,128	8
Nevada	\$170,000	40	\$165,000	31	\$160,000	33	112.4	\$142,369	43
New Hampshire	\$179,942	34	Not Applicable		\$168,761	27	120.9	\$139,576	45
New Jersey	\$217,505	11	\$207,176	8	\$196,238	10	121.7	\$161,227	27
New Mexico	\$180,748	33	\$164,930	32	\$156,683	38	100.1	\$156,509	30
New York	\$233,400	5	\$222,200	3	\$210,900	4	112.4	\$187,708	7
North Carolina	\$167,807	43	\$160,866	35	\$152,188	42	95.2	\$159,788	28
North Dakota	\$169,162	41	Not Applicable		\$155,219	40	107.8	\$143,958	41
Northern Mariana Islands	No Response		No Response		No Response		Not Available		
Ohio	\$181,400	32	\$169,075	29	\$155,485	39	92.6	\$167,932	20
Oklahoma	\$173,469	38	\$164,339	33	\$156,732	37	93.3	\$168,026	19
Oregon	\$171,408	39	\$168,108	30	\$158,556	35	119.1	\$133,143	50
Pennsylvania	\$227,080	7	\$214,261	4	\$197,119	9	102.3	\$192,661	6
Puerto Rico	\$120,000	54	\$105,000	42	\$89,600	54	Not Available		
Rhode Island	\$225,804	9	Not Applicable		\$210,860	5	128.6	\$164,024	24
South Carolina	\$213,321	12	\$207,987	7	\$202,654	8	98.8	\$205,125	3
South Dakota	\$174,551	37	Not Applicable		\$163,036	31	99.5	\$163,865	25
Tennessee	\$208,704	15	\$201,768	10	\$194,808	11	92.3	\$211,019	2
Texas	\$184,800	29	\$178,400	23	\$154,000	41	96.4	\$159,670	29
Utah	\$203,700	19	\$194,450	13	\$185,200	16	103.2	\$179,471	12
Vermont	\$184,771	30	Not Applicable		\$175,654	25	121.2	\$144,939	40
Virgin Islands	\$226,564	8	Not Applicable		\$191,360	13	Not Available		
Virginia	\$212,365	13	\$195,422	12	\$184,617	18	102.4	\$180,290	9
Washington	\$224,176	10	\$213,400	5	\$203,169	7	114.9	\$176,846	13
West Virginia	\$149,600	53	\$142,500	41	\$132,300	53	95.5	\$138,489	47
Wisconsin	\$165,772	45	\$156,388	37	\$147,535	46	100.4	\$147,016	36
Wyoming	\$175,000	36	Not Applicable		\$160,000	33	105.3	\$151,876	33
Mean	\$191,806		\$183,010		\$171,954				
Median	\$187,020		\$181,652		\$168,255				
Range	\$274,732		\$257,562		\$225,074				

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

Appendix F: Total Superior Court Judge Compensation

Circuit	Judges	Statutory Base (OCGA 45-7-4(20))	Merit Increase	FY22/23 COLA	State Accountability Court Supplement (OCGA 15-6-	Circuit Supplement (OCGA 15-6-29.1(c))	Total Compensation
Augusta	5	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 80,200	\$ 219,990
Columbia	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 80,200	\$ 219,990
Cobb	11	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 73,614	\$ 213,404
Atlanta	20	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 72,112	\$ 211,902
Eastern	6	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 66,084	\$ 205,874
Northeastern	5	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 65,790	\$ 205,580
Brunswick	5	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 64,624	\$ 204,414
Stone Mountain	10	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 58,711	\$ 198,501
Gwinnett	11	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 52,670	\$ 192,460
Macon	5	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 50,012	\$ 189,802
Clayton	5	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 50,000	\$ 189,790
Blue Ridge	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 50,000	\$ 189,790
Griffin	5	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 50,000	\$ 189,790
Coweta	7	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 50,000	\$ 189,790
Waycross	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 49,920	\$ 189,710
Chattahoochee	7	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 49,535	\$ 189,325
Bell-Forsyth	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 49,500	\$ 189,290
Flint	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 49,500	\$ 189,290
Atlantic	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 48,600	\$ 188,390
Douglas	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 47,784	\$ 187,574
Cherokee	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 45,000	\$ 184,790
Alcovy	5	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 43,808	\$ 183,598
Houston	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 43,369	\$ 183,159
Ogeechee	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 55,000	\$ 194,790
Western	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 41,449	\$ 181,239
Appalachian	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 40,800	\$ 180,590
Southern	5	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 40,000	\$ 179,790
South Georgia	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 40,000	\$ 179,790
Rome	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 37,051	\$ 176,841
Alapaha	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 36,000	\$ 175,790
Piedmont	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 34,064	\$ 173,854
Tifton	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 32,800	\$ 172,590
Paulding	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 30,500	\$ 170,290
Dougherty	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 30,500	\$ 170,290
Mountain	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 28,947	\$ 168,737
Rockdale	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 25,253	\$ 165,043
Conasauga	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 25,000	\$ 164,790
Northern	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 24,600	\$ 164,390
Dublin	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 24,000	\$ 163,790
Middle	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 24,000	\$ 163,790
Ocmulgee	5	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 24,000	\$ 163,790
Oconee	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 24,000	\$ 163,790
Tallapoosa	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 24,000	\$ 163,790
Southwestern	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 23,855	\$ 163,645
Towaliga	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 21,000	\$ 160,790
Cordele	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 20,000	\$ 159,790
Enotah	3	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 20,000	\$ 159,790
Lookout Mountain	4	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 16,000	\$ 155,790
Pataula	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 12,000	\$ 151,790
Toombs	2	\$ 126,265	\$ 2,525.30	\$ 5,000.00	\$ 6,000	\$ 12,000	\$ 151,790

Appendix G: 2016 to 2022 Supplement Comparison (Superior Court)

Circuit	2016 Supplement	2022 Supplement	% Increase	Increase?
Augusta	\$ 75,200	\$ 80,200	6.6%	yes
Columbia		\$ 80,200		
Cobb	\$ 73,614	\$ 73,614	0.0%	no
Eastern	\$ 66,084	\$ 66,084	0.0%	no
Northeastern	\$ 65,790	\$ 65,790	0.0%	no
Brunswick	\$ 64,624	\$ 64,624	0.0%	no
Stone Mountain	\$ 58,711	\$ 58,711	0.0%	no
Gwinnett	\$ 52,670	\$ 52,670	0.0%	no
Macon	\$ 49,996	\$ 50,012	0.0%	yes
Clayton	\$ 37,000	\$ 50,000	35.1%	yes
Atlanta	\$ 49,748	\$ 72,112	45.0%	yes
Bell-Forsyth	\$ 25,000	\$ 49,500	98.0%	yes
Chattahoochee	\$ 45,386	\$ 49,535	9.1%	yes
Douglas	\$ 45,700	\$ 47,784	4.6%	yes
Blue Ridge	\$ 25,750	\$ 50,000	94.2%	yes
Cherokee	\$ 32,300	\$ 45,000	39.3%	yes
Alcovy	\$ 38,992	\$ 43,808	12.4%	yes
Griffin	\$ 36,000	\$ 50,000	38.9%	yes
Ogeechee	\$ 41,490	\$ 55,000	32.6%	yes
Western	\$ 40,840	\$ 41,449	1.5%	yes
Houston	\$ 36,177	\$ 43,369	19.9%	yes
Southern	\$ 25,000	\$ 40,000	60.0%	yes
Appalachian	\$ 30,446	\$ 40,800	34.0%	yes
Flint	\$ 36,130	\$ 49,500	37.0%	yes
Rome	\$ 24,030	\$ 37,051	54.2%	yes
Piedmont	\$ 27,812	\$ 34,064	22.5%	yes
Paulding	\$ 30,500	\$ 30,500	0.0%	no
Atlantic	\$ 25,800	\$ 48,600	88.4%	yes
Coweta	\$ 30,000	\$ 50,000	66.7%	yes
Waycross	\$ 29,255	\$ 49,920	70.6%	yes
South Georgia	\$ 28,020	\$ 40,000	42.8%	yes
Dougherty	\$ 27,861	\$ 30,500	9.5%	yes
Mountain	\$ 25,517	\$ 28,947	13.4%	yes
Rockdale	\$ 23,953	\$ 25,253	5.4%	yes
Northern	\$ 24,600	\$ 24,600	0.0%	no
Dublin	\$ 24,000	\$ 24,000	0.0%	no
Middle	\$ 24,000	\$ 24,000	0.0%	no
Ocmulgee	\$ 18,000	\$ 24,000	33.3%	yes
Oconee	\$ 20,000	\$ 24,000	20.0%	yes
Tallapoosa	\$ 24,000	\$ 24,000	0.0%	no
Conasauga	\$ 23,400	\$ 25,000	6.8%	yes
Southwestern	\$ 20,854	\$ 23,855	14.4%	yes
Towaliga	\$ 21,000	\$ 21,000	0.0%	no
Enotah	\$ 20,000	\$ 20,000	0.0%	no
Cordele	\$ 20,000	\$ 20,000	0.0%	no
Pataula	\$ 12,000	\$ 12,000	0.0%	no
Toombs	\$ 12,000	\$ 12,000	0.0%	no
Tifton	\$ 17,400	\$ 32,800	88.5%	yes
Lookout Mountain	\$ 15,000	\$ 16,000	6.7%	yes
Alapaha	-	\$ 36,000		yes

Appendix H: 2021 to 2022 Supplement Comparison (Superior Court)

Circuit	2021 County Supplement	2022 County Supplement	% Increase	Increase?
Augusta	\$ 80,200	\$ 80,200	0%	no
Columbia	\$ 80,200	\$ 80,200	0%	no
Cobb	\$ 73,614	\$ 73,614	0%	no
Eastern	\$ 66,084	\$ 66,084	0%	no
Northeastern	\$ 65,790	\$ 65,790	0%	no
Brunswick	\$ 64,623	\$ 64,624	0%	yes
Waycross	\$ 49,920	\$ 49,920	0%	no
Stone Mountain	\$ 58,711	\$ 58,711	0%	no
Gwinnett	\$ 52,670	\$ 52,670	0%	no
Macon	\$ 50,012	\$ 50,012	0%	no
Clayton	\$ 50,000	\$ 50,000	0%	no
Atlanta	\$ 49,748	\$ 72,112	45%	yes
Bell-Forsyth	\$ 49,500	\$ 49,500	0%	no
Chattahoochee	\$ 49,238	\$ 49,535	1%	yes
Douglas	\$ 47,784	\$ 47,784	0%	no
Blue Ridge	\$ 46,525	\$ 50,000	7%	yes
Cherokee	\$ 45,000	\$ 45,000	0%	no
Alcovy	\$ 43,808	\$ 43,808	0%	no
Griffin	\$ 43,000	\$ 50,000	16%	yes
Ogeechee	\$ 41,490	\$ 55,000	33%	yes
Western	\$ 41,449	\$ 41,449	0%	no
Houston	\$ 40,532	\$ 43,369	7%	yes
Southern	\$ 40,000	\$ 40,000	0%	no
Appalachian	\$ 38,858	\$ 40,800	5%	yes
Flint	\$ 36,000	\$ 49,500	38%	yes
Rome	\$ 35,000	\$ 37,051	6%	yes
Piedmont	\$ 33,630	\$ 34,064	1%	yes
Paulding	\$ 30,500	\$ 30,500	0%	no
Atlantic	\$ 30,000	\$ 48,600	62%	yes
Coweta	\$ 30,000	\$ 50,000	67%	yes
South Georgia	\$ 28,000	\$ 40,000	43%	yes
Dougherty	\$ 27,000	\$ 30,500	13%	yes
Mountain	\$ 25,517	\$ 28,947	13%	yes
Rockdale	\$ 25,253	\$ 25,253	0%	no
Northern	\$ 24,600	\$ 24,600	0%	no
Dublin	\$ 24,000	\$ 24,000	0%	no
Middle	\$ 24,000	\$ 24,000	0%	no
Ocmulgee	\$ 24,000	\$ 24,000	0%	no
Oconee	\$ 24,000	\$ 24,000	0%	no
Tallapoosa	\$ 24,000	\$ 24,000	0%	no
Conasauga	\$ 23,400	\$ 25,000	7%	yes
Towaliga	\$ 21,000	\$ 21,000	0%	no
Southwestern	\$ 20,855	\$ 23,855	14%	yes
Cordele	\$ 20,000	\$ 20,000	0%	no
Enotah	\$ 20,000	\$ 20,000	0%	no
Tifton	\$ 17,400	\$ 32,800	89%	yes
Lookout Mountain	\$ 16,000	\$ 16,000	0%	no
Pataula	\$ 12,000	\$ 12,000	0%	no
Toombs	\$ 12,000	\$ 12,000	0%	no
Alapaha	\$ -	\$ 36,000		yes

Appendix I: Legal Basis for Judicial Salaries in Other States

Contiguous States			
State	How Salaries are Set	Salary Escalation?	Means of Escalation
Alabama	Set by statute	Yes	Longevity increases of 7.5% upon each re-election up to 18 years (six-year terms)
Florida	Set annually by appropriations	No	
Georgia	Set by statute	No	Eligible to receive pay raises received by other State employees at the will of the General Assembly
North Carolina	Set by Appropriations Act	Yes	Longevity raises which start at 4.8% after 5 years and max out at 24% after 25 years
South Carolina	Set annually by appropriations (salaries set by % of Justices of the Supreme Court)	No	
Tennessee	Computational, base salary set in statute adjusted annually based on CPI	Yes	Annual adjustment based on CPI, capped at 5% unless CPI increase exceeds 10%

Similar Population States			
State	How Salaries are Set	Salary Escalation?	Means of Escalation
Illinois	Computational, formerly set by Compensation Board	Yes	COLA based on Employment Cost Index, up to 5%
Ohio	Set by statute	Yes	1.75% yearly increase from 2020-2028 set via Appropriations Bill
Georgia	Set by statute	No	Eligible to receive pay raises received by other State employees at the will of the General Assembly
North Carolina	Set by Appropriations Act	Yes	Longevity raises which start at 4.8% after 5 years and max out at 24% after 25 years
New Jersey	Set by statute	Yes	Beginning in 2021 automatic adjustments based on CPI, capped at 2%
Virginia	Set by Appropriations Act	No	

Appendix J: Assistant District Attorney State Pay Scale effective
6/01/2022

Step	Class 1	Class 2	Class 3	Class 4
1	\$ 56,250	\$ 67,233	\$ 81,301	\$ 97,660
2	\$ 57,788	\$ 69,729	\$ 83,592	\$ 100,438
3	\$ 59,889	\$ 72,312	\$ 86,734	\$ 104,256
4	\$ 62,093	\$ 75,008	\$ 90,008	\$ 108,218
5	\$ 63,528	\$ 76,760	\$ 92,135	\$ 112,353
6	\$ 64,983	\$ 78,544	\$ 94,303	\$ 115,572
7	\$ 66,480	\$ 80,379	\$ 96,543	\$ 117,786
8	\$ 68,017	\$ 82,265	\$ 98,370	Locked
9	\$ 69,596	\$ 84,197	\$ 100,248	Locked
10	\$ 71,215	\$ 86,180	\$ 102,144	Locked
11	\$ 72,865	\$ 88,210	\$ 103,400	Locked
Locked Steps are reserved pending future funding availability				

*Information provided by PAC

Appendix K: District Attorney Total Compensation

Circuit	Statutory Base (OCGA 45-7-4(21))	Merit Increase	FY22/23 COLA	State Accountability Court Supplement	Circuit Supplement	Total Compensation
Cobb	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 80,912.00	\$ 214,385
Atlanta	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 72,112.00	\$ 205,585
Macon	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 55,643.00	\$ 189,116
Gwinnett	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 52,670.00	\$ 186,143
Northeastern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 51,139.00	\$ 184,612
Flint	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 49,500.00	\$ 182,973
Stone Mountain	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 49,241.72	\$ 182,715
Blue Ridge	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 46,525.00	\$ 179,998
Douglas	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 46,421.00	\$ 179,894
Clayton	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 45,880.00	\$ 179,353
Brunswick	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 39,224.00	\$ 172,697
Augusta	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 38,000.00	\$ 171,473
Columbia	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 38,000.00	\$ 171,473
Cherokee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 36,000.00	\$ 169,473
Chattahoochee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 31,000.00	\$ 164,473
Paulding	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 30,500.00	\$ 163,973
Appalachian	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 30,000.00	\$ 163,473
Rome	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 26,980.20	\$ 160,454
Western	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 24,000.00	\$ 157,473
Southern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 22,500.00	\$ 155,973
Atlantic	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 21,600.00	\$ 155,073
Towaliga	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 21,000.00	\$ 154,473
Dublin	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 20,000.00	\$ 153,473
Rockdale	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 18,094.00	\$ 151,567
Coweta	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 18,000.00	\$ 151,473
Dougherty	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 18,000.00	\$ 151,473
Oconee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 18,000.00	\$ 151,473
Tallapoosa	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 17,953.00	\$ 151,426
Houston	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 15,585.00	\$ 149,058
Griffin	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 15,000.00	\$ 148,473
Alcovy	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 14,472.00	\$ 147,945
Waycross	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 12,000.00	\$ 145,473
Bell-Forsyth	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 10,041.00	\$ 143,514
Toombs	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 9,600.00	\$ 143,073
Cordele	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 8,004.00	\$ 141,477
South Georgia	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 8,000.00	\$ 141,473
Tifton	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 6,667.00	\$ 140,140
Piedmont	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 6,424.00	\$ 139,897
Lookout Mountain	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 6,000.00	\$ 139,473
Conasauga	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 5,400.00	\$ 138,873
Mountain	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 2,404.00	\$ 135,877
Alapaha	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	-	\$ 133,473
Enotah	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	-	\$ 133,473
Northern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	-	\$ 133,473
Pataula	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	-	\$ 133,473
Southwestern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	-	\$ 133,473
Eastern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	Answered yes on ACCG Survey no figure provided	\$ 133,473
Middle	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	No response, \$26,000 in 2016	\$ 133,473
Ocmulgee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	No response, \$9,050 in 2016	\$ 133,473
Ogeechee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	No Reponse, \$6,000 in 2016	\$ 133,473

Appendix L: Circuit Public Defender Total Compensation

Circuit	Statutory Base (OCGA 17-12-25 (HB1391))	Merit Increase	FY22/23 COLA	State Accountability Court Supplement	Circuit Supplement	Total Compensation
Atlanta	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 72,112	\$ 205,585
Northeastern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 52,139	\$ 185,612
Flint	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 49,500	\$ 182,973
Macon	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 43,000	\$ 176,473
Eastern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 40,000	\$ 173,473
Brunswick	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 36,000	\$ 169,473
Augusta	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 32,900	\$ 166,373
Columbia	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 30,000	\$ 163,473
Cherokee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 26,467	\$ 159,940
Coweta	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 26,000	\$ 159,473
Atlantic	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 25,000	\$ 158,473
Chattahoochee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 22,000	\$ 155,473
Towaliga	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 21,000	\$ 154,473
Rome	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 20,570	\$ 154,043
Paulding	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 18,000	\$ 151,473
Mountain	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 15,000	\$ 148,473
Southern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 14,300	\$ 147,773
Pataula	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 12,000	\$ 145,473
Dougherty	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 10,000	\$ 143,473
Griffin	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 10,000	\$ 143,473
Middle	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 10,000	\$ 143,473
Oconee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 10,000	\$ 143,473
Piedmont	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 9,000	\$ 142,473
Alcovy	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 6,000	\$ 139,473
Northern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 6,000	\$ 139,473
Toombs	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 6,000	\$ 139,473
Rockdale	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 5,000	\$ 138,473
Western	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 5,000	\$ 138,473
Tallapoosa	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ 3,500	\$ 136,973
Alapaha	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Appalachian	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Clayton	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Conasauga	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Cordele	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Dublin	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Enotah	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Lookout Mountain	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Ocmulgee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Ogeechee	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Southwestern	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Stone Mountain	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Tifton	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Waycross	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	\$ -	\$ 133,473
Bell-Forsyth	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	OPT OUT	OPT OUT
Blue Ridge	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	OPT OUT	OPT OUT
Cobb	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	OPT OUT	OPT OUT
Douglas	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	OPT OUT	OPT OUT
Gwinnett	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	OPT OUT	OPT OUT
Houston	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	OPT OUT	OPT OUT
South Georgia	\$ 120,072	\$ 2,401	\$ 5,000	\$ 6,000	no response	no response