

Minnesota Judicial Branch FY24-25 Budget Request: Compensation

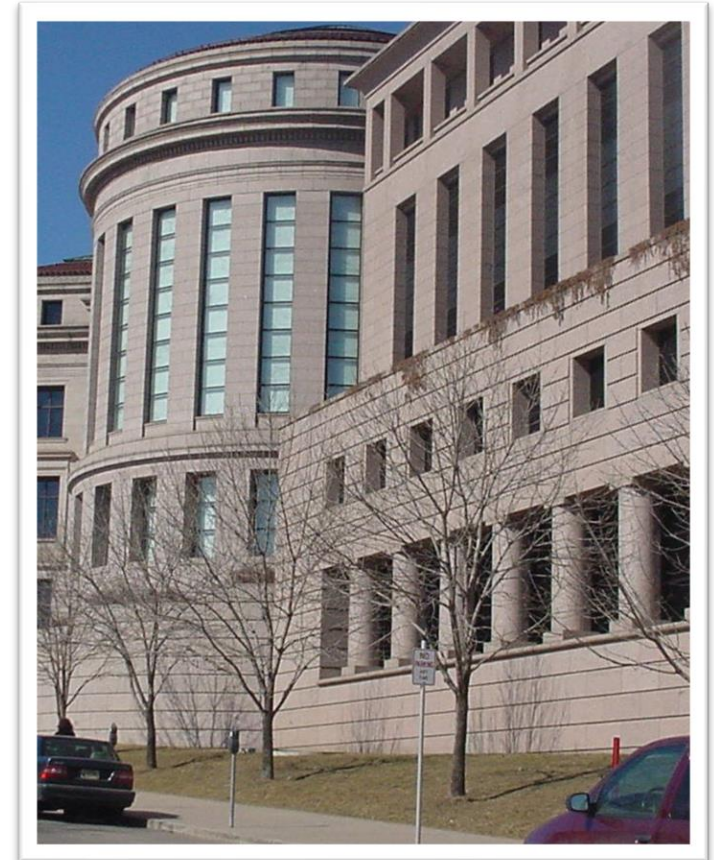
Compensation Council
March 9, 2023



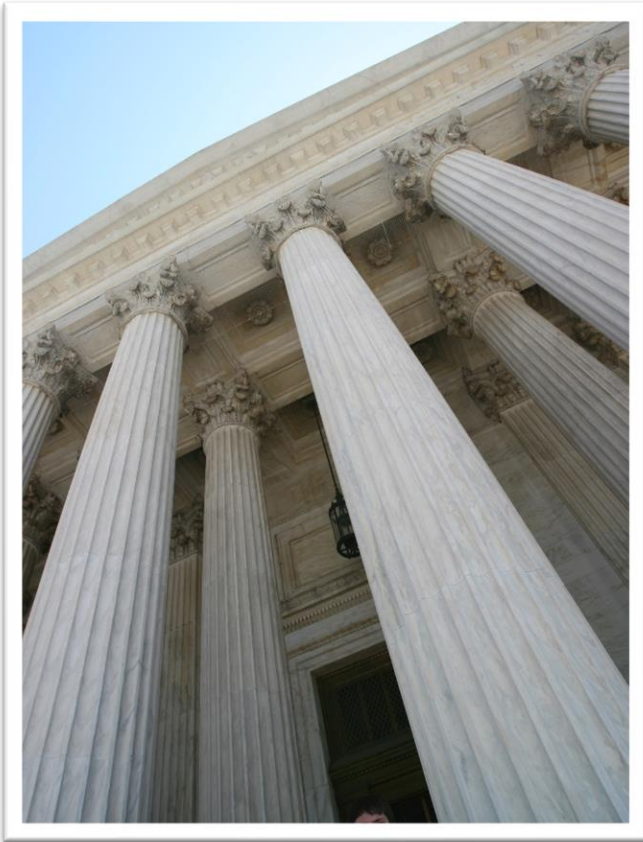
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Minnesota Judicial Council

- Administrative policy-making authority for the Minnesota Judicial Branch
- Responsible for developing the Judicial Branch biennial budget request
- 25 members
 - 19 judges (voting members)
 - 6 administrators (non-voting members)
- Chaired by the Chief Justice



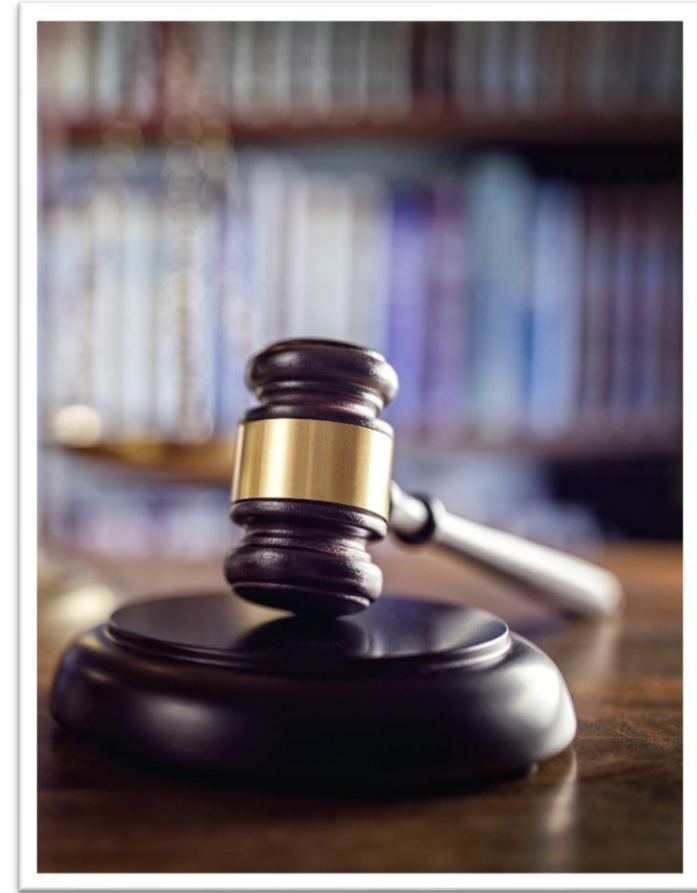
Judicial Branch Workforce Challenges



- Like many employers, the Minnesota Judicial Branch is facing significant issues with employee recruitment/retention.
- **Key Challenge:** Judicial Branch compensation has fallen significantly behind other state and local government employers.
 - An FY22 analysis showed average Judicial Branch wages 5-10% behind similar public sector employers.

Judge Compensation Falling Behind

- District court judges earn less than many county attorneys and, in some counties, less than assistant county attorneys.
 - Creates a financial incentive to pursue a career in a county attorney office, rather than the judiciary.
- According to the National Center for State Courts, Minnesota district court judge pay now ranks in the bottom half of all states.



No Salary Increase in FY23

- Without a legislative appropriation, judicial officers and court staff did not receive a salary increase in FY23.
- Since judicial officers and staff received their last salary increase:
 - Inflation reached a 40-year high
 - Wages across the US job market grew at historically high levels.
 - Minnesota set a record for the lowest unemployment rate of any state since data's been recorded.
 - Other state/local government employees continued to receive salary increases.

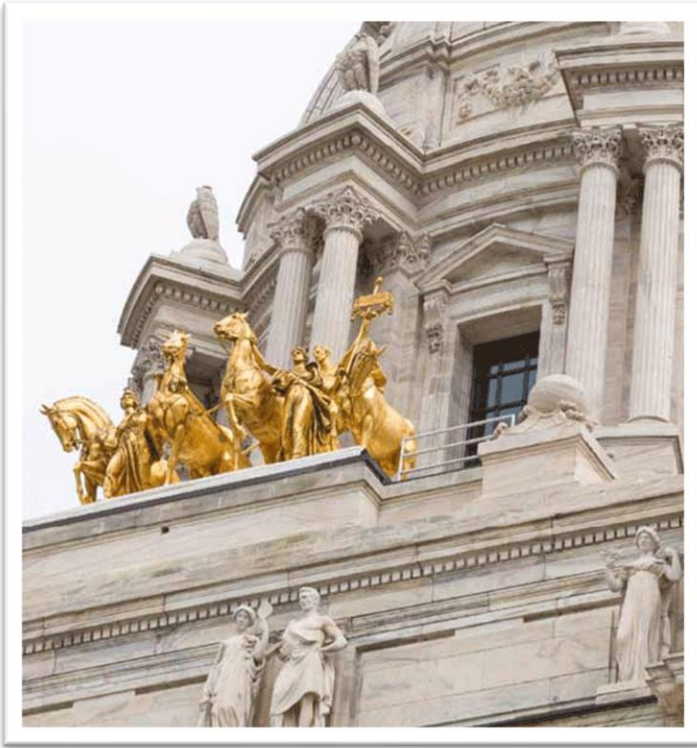
Impact of Workforce Challenges

- Increasing staff departures and fewer applicants for open positions.
- Judges leaving to pursue higher-paying jobs in public service.
- Court hearings are being postponed/delayed due to staffing issues.
 - With the focus on criminal hearings, we're seeing delays in housing court, family law cases, and other important matters.

"We recently had a judge resign to go work for the County Attorney's office. It is usually the other way around, but we are beginning to see judges leaving the Judicial Branch."

-Recent email from court administrator

FY24-25 Biennial Budget Request



As part of the Judicial Branch FY24-25 biennial budget request, we're seeking funding to:

- Increase judge compensation by 9% in FY24, and 6% in FY25.
- Provide a 9% compensation pool for court employees in FY24, and 6% in FY25.

Thank you!



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