



State of Kansas

Office of Judicial Administration

Kansas Judicial Center
301 SW 10th
Topeka, Kansas 66612-1507

(785) 296-2256

January 11, 2018

Senate Judiciary Committee
Overview of Judicial Branch Operations

Jeffrey Peter
Assistant Financial Officer

Chairman Wilborn and members of the committee, thank you for the opportunity to appear before you today to discuss the Judicial Branch's budget request. I am Jeff Peter, the Assistant Financial Officer.

Judicial Branch Budgeting

Every day, approximately 1,600 employees and more than 250 judges across the state of Kansas perform duties that are critical to public safety, and they make a difference in the lives of their neighbors and fellow Kansans. Courts, judges, and court employees are necessary components of our safe and secure communities.

The great majority (94%) of the Judicial Branch budget is used to fund salaries for these court employees and judges. Counties fund the operating costs of district courts, including things like rent, utilities, office equipment, and supplies.

The Judicial Branch budget is funded by 18 different funds, which include state general fund, fee funds, and grant and pass-through funds. These funds pay primarily for Judicial Branch employees and judges in the courts that are in each of the 105 counties across Kansas. But these funds also help to fund Citizen Review Boards, Court Appointed Special Advocate programs, education and training for Judicial Branch employees and judges, municipal court training and municipal judge certification, administrative hearing officers used for child support enforcement, and technology improvements such as electronic filing and development of a statewide centralized case management system, and other Judicial Branch programs.

Salary Initiative for Employees

In 2016, the Judicial Branch, with a State Justice Institute grant, contracted with the National Center for State Courts for an employee classification and compensation study. The study showed that all job classification pay rates were 4.6% to 22.2% below the market.

In 2017, the salary study data was updated. Even with a 2.5% pay increase in FY 2018, the updated data shows that depending on job classifications, Judicial Branch employees need anywhere from a 3.4% to a 21% increase to bring their salaries to market level, which would allow the Judicial Branch to compete with other public and private sector employers. Nearly one-third of our employees work more than one job to make ends meet and many more are looking for additional work outside the Judicial Branch for the same reason. In Kansas state courts, 32% of all employee positions have a starting salary below the 2017 federal poverty level for a family of four (\$24,600).

Based on the results of the updated salary study, the Judicial Branch has requested an additional \$10.3 million in FY 2019 to increase employee salaries to market level

Salary Increases for Judges

Like our employees' salaries, Kansas judge salaries are not competitive in the market. In fact, according to a January 1, 2017, judicial salary survey performed by the National Center for State Courts, Kansas district judge pay ranks a dismal 50th in the nation before adjusting for cost of living. Adequate salaries are necessary to attract and retain the quality of judges Kansans expect and deserve.

Kansas judges received a much needed 2.5% pay increase from the 2017 Legislature. Even with this pay increase, Kansas district judge pay is still ranked 50th in the nation because salaries also increased in other states after the January 1, 2017, judicial salary survey was issued. Kansas judges have left the bench for jobs in the private sector and in other government entities.

The Judicial Branch budget request includes \$7.4 million in FY 2019 to bring district judge pay equal to an average adjusted salary for judges in Colorado, Iowa, Missouri, Nebraska, and Oklahoma. The request would increase salaries of appellate court judges and justices and district magistrate judges by the same percentage as the increase for district judges.

New Judge Position Requests

Current statutes prevent the Judicial Branch from moving judges to locations where the need is greatest, so the budget request for FY 2019 includes about \$800,000 for creating seven judgeships and staff for those areas with excessive caseloads.

Vacancy Funding

Our request also includes filling 20 employee vacancies, about \$900,000 for filling 10 district court clerk vacancies and 10 court services officer vacancies.



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Overview of Judicial Branch Operations

Amy Raymond
Director of Trial Court Programs

Chairman Wilborn and members of the committee, thank you for the opportunity to appear before you today to discuss the Office of Judicial Administration's (OJA) Trial Court Programs Department. I am Amy Raymond, the director of Trial Court Programs.

The Trial Court Programs Department of OJA provides support to all judicial districts in Kansas in a variety of areas: the court improvement program, Court-Appointed Special Advocates (CASA), Citizen Review Board (CRB), alternative dispute resolution, child support guidelines, and court services (probation) officers. I will provide you with a brief overview of a few of the programs.

Supreme Court Task Force on Permanency Planning

The federal Administration for Children and Families provides court improvement grant funding to each state through the state's highest court. Kansas Supreme Court Rule 1601 established the Supreme Court Task Force on Permanency Planning which serves as the advisory body for the grant. The task force is responsible for developing and implementing the strategic plans designed to meet the requirements of grant program instructions; fostering collaboration between the courts, the Kansas Department for Children and Families, and established tribes in Kansas; providing oversight for the grants; and advising OJA on the purpose and function of the grants. Part of grant funding is used to train judges, attorneys, social workers, and other child welfare stakeholders across the state. In 2016, the court improvement grant provided funding to train over 750 child welfare stakeholders. Grant funding was also used for numerous projects such as the child in need of care judicial bench cards and the child in need of care and juvenile offender code books, both of which are provided to judges and child welfare stakeholders across the state. The trial court programs department is currently working with Wichita State University to develop web-based training for guardians *ad litem* across the state.

Court Appointed Special Advocate

The department oversees certification and technical support for 24 CASA programs in Kansas. The primary goal of CASA programs is to assist in securing permanency for children who are in the child welfare system. The presiding judge in such a case may appoint a volunteer CASA who is responsible for advocating for the best interests of the child and assisting the child in obtaining a safe and permanent home. Also, in exceptional cases, CASA volunteers can be appointed to work with children in the juvenile justice system and children involved in domestic relations cases. CASA programs are not-for-profit 501(c)(3) organizations governed by local boards of directors. Local programs must meet standards established by the Kansas Supreme Court as well as standards established by the National CASA organization. Programs are reviewed annually to ensure compliance with the Kansas Supreme Court standards. Only programs meeting these standards are eligible to assign CASA volunteers to cases. In 2016, there were a total of 892 CASA volunteers across the state serving more than 2,000 children.

Citizen Review Boards

The department also oversees certification and technical support of the 8 CRBs in Kansas. A CRB is comprised of 3-7 community volunteers who are appointed by the chief judge of a judicial district to review the status of cases involving children in the child welfare or juvenile justice system. The Kansas Supreme Court has established standards for CRB program operations and the programs are administered locally either through the district court or by a not-for-profit agency. Programs are reviewed annually for certification and to ensure standards are met. A CRB volunteer reviews cases, determines the progress made to achieve permanency for a child, suggests alternative goals for a case if progress is not sufficient, and makes a recommendation to the presiding judge. In 2016, there were a total of 112 CRB volunteers across the state serving more than 450 children.

Advisory Council on Dispute Resolution

The Director of Dispute Resolution is also part of the trial court programs department. Enacted in 1994, the Dispute Resolution Act established the duties and responsibilities of the Advisory Council on Dispute Resolution and its director. The act applies to all approved mediation programs and individuals involved in disputes referred by a court, state government, or specific statute. The director, who is responsible for the administration of the Dispute Resolution Act, completes the duties outlined by the act, and provides support to the council. In 2016, the director approved 300 mediators who conducted almost 5,000 mediations and provided over 1,700 additional dispute resolution processes across the state.

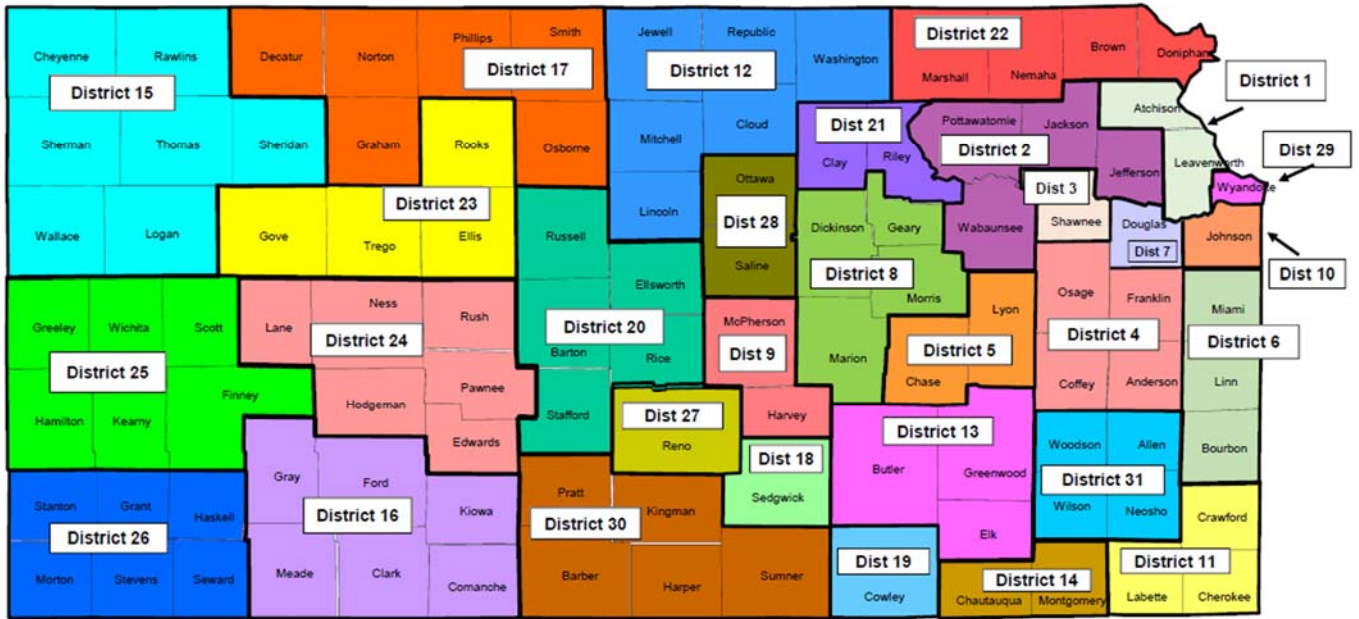
Child Support Guidelines

The department administers the review and implementation of the Kansas Child Support Guidelines: the rules judges and hearing officers follow to establish the amount of child support each parent provides toward raising their children. At the most basic level, child support guidelines are rules to guide parents to create a fair and balanced distribution of resources essential to raising children: time and money. The Kansas Supreme Court is required pursuant to K.S.A. 20-165 to establish and review the guidelines. The Kansas Supreme Court appointed an advisory committee consisting of individuals with considerable experience in child support. Committee members include judges, attorneys, a law professor, an accountant, legislators, and parents. Federal law requires that every state's child support guidelines be reviewed every four years, and it takes about two years to conduct the review.

Court Services Officers

The department is responsible for implementing any statutory mandates that relate to court services officers (CSOs), in addition to training and supporting the more than 350 CSOs across the state. Between July 2016 and June 2017, CSOs supervised almost 15,000 adult and juvenile offenders, were instrumental in seeking payment of close to \$3.2 million in restitution, conducted over 34,000 reports and investigations, and monitored over 38,000 hours of community service. CSOs work exceptionally hard to keep up on the latest evidence-based practices in supervision, case law, and legislation in addition to managing everyday tasks. I have provided a brief snapshot of the department for you today. If you would like further information as it relates to your specific district, I can provide that for you. I am happy to stand for any questions you may have at this time.

Kansas Judicial Districts



District 1	District 2	District 3	District 4	District 5	District 6	District 7
Atchison Leavenworth	Jackson Jefferson Pottawatomie Wabaunsee	Shawnee	Anderson Coffey Franklin Osage	Chase Lyon	Bourbon Linn Miami	Douglas
District 8	District 9	District 10	District 11	District 12	District 13	District 14
Dickinson Geary Marion Morris	Harvey McPherson	Johnson	Cherokee Crawford Labette	Cloud Jewell Lincoln Mitchell Republic Washington	Butler Elk Greenwood	Chautauqua Montgomery
District 15	District 16	District 17	District 18	District 19	District 20	District 21
Cheyenne Logan Rawlins Sheridan Sherman Thomas Wallace	Clark Comanche Ford Gray Kiowa Meade	Decatur Graham Norton Osborne Phillips Smith	Sedgwick	Cowley	Barton Ellsworth Rice Russell Stafford	Clay Riley
District 22	District 23	District 24	District 25	District 26	District 27	District 28
Brown Doniphan Marshall Nemaha	Ellis Gove Rooks Trego	Edwards Hodgeman Lane Ness Pawnee Rush	Finney Greeley Hamilton Kearny Scott Wichita	Grant Haskell Morton Seward Stanton Stevens	Reno	Ottawa Saline
District 29	District 30	District 31				
Wyandotte	Barber Harper Kingman Pratt Sumner	Allen Neosho Wilson Woodson				

Senate Judiciary

Committee Member	Judicial District(s)	Chief Judge	Court Administrator or Chief Clerk	Chief Court Services Officer
Rick Wilborn	05	Hon. Merlin Wheeler d3@5thjd.org	Ruth Wheeler, Ct. Admin. ctadmin@5thjd.org	Julie Whitney csowhitney@5thjd.org
	08	Hon. Michael Powers mpowers@8thjd.com	Nicki Davenport, Ct. Admin. ndavenport@8thjd.com	Loyce Smith lsmith@8thjd.com
	09	Hon. Joe Dickinson judget@9thdistct.net	Jennifer Foster, Ct. Admin. jenniferf@9thdistct.net	Micah Larson micahl@9thdistct.net
	20	Hon. Mike Keeley mkbtdistcrt@cpcis.net	John Isern, Ct. Admin. jibtdistcrt@cpcis.net	Sabrina Chism ctservechism@cpcis.net
Julia Lynn	10	Hon. Kelly Ryan kelly.ryan@jocogov.org	Katherine Stocks, Ct. Admin. katherine.stocks@jocogov.org	Laura Brewer laura.brewer@jocogov.org
David Haley	29	Hon. R. Wayne Lampson wlampson@wycokck.org	William J. Burns, Jr., Ct. Admin. bburns@wycokck.org	Anita Cash acash@wycokck.org
Molly Baumgardner	06	Hon. Amy Harth aharth@sixthdistrictks.org	Stephanie Gerken, Chief Clerk sgerken@sixthdistrictks.org	Christie N. Koehn ckoehn@sixthdistrictks.org
	10	Hon. Kelly Ryan kelly.ryan@jocogov.org	Katherine Stocks, Ct. Admin. katherine.stocks@jocogov.org	Laura Brewer laura.brewer@jocogov.org
Elaine Bowers	12	Hon. Kim Cudney judgecudney@12jd.org	Lea Throckmorton, Chief Clerk leaw@12jd.org	Wanda Backstrom ccsobackstrom@12jd.org
	17	Hon. Preston Pratt judge17@ruraltel.net	Janelle Morel, Chief Clerk ntdc@ruraltel.net	Lisa Dusin lisag@ruraltel.net
	20	Hon. Mike Keeley mkbtdistcrt@cpcis.net	John Isern, Ct. Admin. jibtdistcrt@cpcis.net	Sabrina Chism ctservechism@cpcis.net
	22	Hon. James Patton jpatton@brdistcrt.org	Michelle Smith, Chief Clerk dpdc@carsoncomm.com	Vernie Coy vcoy@brdistcrt.org
	23	Hon. Glenn Braun gbraun@23rdjudicial.org	Amanda Truan, Ct. Admin. agates@23rdjudicial.org	Michael Smith msmith@23rdjudicial.org
	28	Hon. Rene Young rene.young@saline.org	Todd Heitschmidt, Ct. Admin. todd.heitschmidt@saline.org	Kevin Emerson kevin.emerson@saline.org

Senate Judiciary

Committee Member	Judicial District(s)	Chief Judge	Court Administrator or Chief Clerk	Chief Court Services Officer
Steve Fitzgerald	01	Hon. David King dking@leavenworthcounty.org	Steven Crossland, Ct. Admin. scrossland@leavenworthcounty.org	Tom Weishaar tweishaar@leavenworthcounty.org
	29	Hon. R. Wayne Lampson wlampson@wycokck.org	William J. Burns, Jr., Ct. Admin. bburns@wycokck.org	Anita Cash acash@wycokck.org
Randall Hardy	08	Hon. Michael Powers mpowers@8thjd.com	Nicki Davenport, Ct. Admin. ndavenport@8thjd.com	Loyce Smith lsmith@8thjd.com
	28	Hon. Rene Young rene.young@saline.org	Todd Heitschmidt, Ct. Admin. todd.heitschmidt@saline.org	Kevin Emerson kevin.emerson@saline.org
Mike Petersen	18	Hon. James Fleetwood jfleetwo@dc18.org	Ellen House, Ct. Admin. ehouse@dc18.org	Melinda Wilson mwilson@dc18.org
Pat Pettey	10	Hon. Kelly Ryan kelly.ryan@jocogov.org	Katherine Stocks, Ct. Admin. katherine.stocks@jocogov.org	Laura Brewer laura.brewer@jocogov.org
	29	Hon. R. Wayne Lampson wlampson@wycokck.org	William J. Burns, Jr., Ct. Admin. bburns@wycokck.org	Anita Cash acash@wycokck.org
Mary Pilcher-Cook	10	Hon. Kelly Ryan kelly.ryan@jocogov.org	Katherine Stocks, Ct. Admin. katherine.stocks@jocogov.org	Laura Brewer laura.brewer@jocogov.org
	29	Hon. R. Wayne Lampson wlampson@wycokck.org	William J. Burns, Jr., Ct. Admin. bburns@wycokck.org	Anita Cash acash@wycokck.org
Gene Suellentrop	18	Hon. James Fleetwood jfleetwo@dc18.org	Ellen House, Ct. Admin. ehouse@dc18.org	Melinda Wilson mwilson@dc18.org

KANSAS JUDICIAL BRANCH BUDGET

December 2017



The core function of the Kansas Judicial Branch is the timely delivery of justice to Kansas residents and businesses. Adequate funding is necessary to perform that core function.

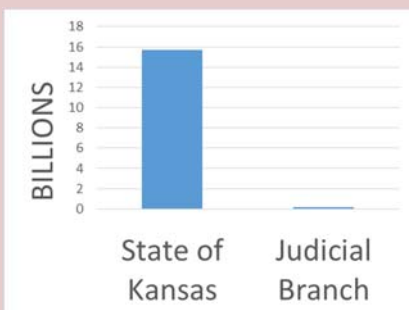
The judiciary receives less than 1% of the state budget. And the judiciary takes seriously its responsibility to be accountable and efficient in its funds management.



Most of our activities are mandated by state or federal law leaving few options available for reducing budgeted costs.

Total State of Kansas Budget

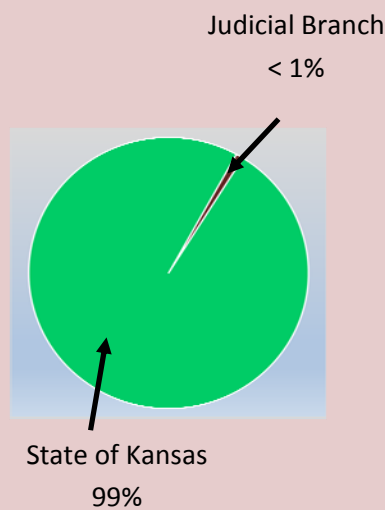
For FY 2017, the “All Funds” budget for the State of Kansas is \$15.96 billion—the judiciary’s portion was \$136 million.*



*FY 2017 approved budget as reported in the State of Kansas Comparison Report-FY 2018

Judicial Portion of State Budget

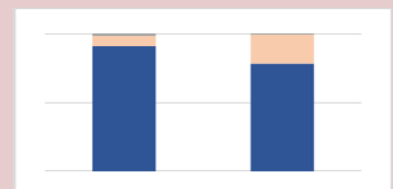
In FY 2017, the judiciary’s portion (\$136 million) is less than 1% (.85) of the total state budget.



Judicial Branch Funding Sources

Funding for the Judicial Branch comes from the state general fund, fees, and grants/pass-through funds. Fees are the most unpredictable of these funding sources, and their share of the appropriated Judicial Branch budget has increased by 13 percentage points since 2008.

FY 08	FY 17
SGF	SGF
92%	78%



	FY 2008	FY 2017
SGF	92%	78%
Fees	7%	21%
Grants/Pass-Through	1%	1%



FY 2019 Supplemental Funding Request

Goals: Raise Kansas judicial branch compensation to a competitive level and adequately staff the workload of the courts.

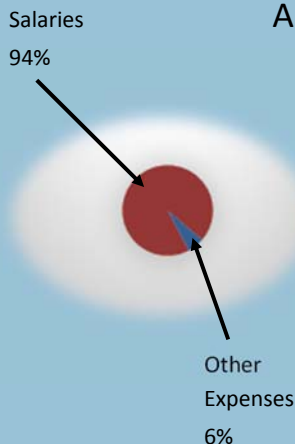
The supplemental budget request asks for funding to:



- 1) increase employee salaries to market levels identified in a recently updated salary study;
- 2) raise salaries for judges, including salaries for district judges which are currently ranked 50th in the nation;
- 3) fill 20 district court employee vacancies; and
- 4) create positions for seven judges and accompanying staff in currently underserved locations.

Insufficient Funding

About 94% of the Judicial Branch budget is used to pay salaries.



Below market pay accelerates loss of experienced personnel which:

- ◆ compromises public safety and access to justice;
- ◆ leads to lower productivity, creating added burden for remaining employees;
- ◆ results in loss of institutional knowledge; and
- ◆ delays development and implementation of technology projects.



Monies We Collect Exceed Our Budget Request

Increasing collection rates of fines, fees, and restitution is a priority. Each day, courts collect more than \$600,000. **In FY 2017, courts collected more than \$156 million in fines, fees, costs, private judgments, bonds, and restitution.** These dollars are distributed to state and local governments, victims, litigants, and programs, such as the Law Enforcement Training Center Fund, the KBI-DNA Database Fee Fund, and the Prosecuting Attorneys' Training Fund.




KANSAS JUDICIAL BRANCH SALARIES

December 2017

In 2016, the Judicial Branch, with a State Justice Institute grant, contracted with the National Center for State Courts for an employee classification and compensation study. In 2017, the salary study data was updated. Even with a 2.5% pay increase for FY 2018, employee salaries are still clearly below market and the alarming results caused by such pay still exist.

Results of Compensation Study Update

- ❖ **Compensation Below Market:** Every single job classification is still below market by at least 3.4% and as much as 21%.
- ❖ **Working Outside Employment:** Nearly one-third of our employees work more than one job to make ends meet and many more are looking for additional work outside the Judicial Branch for the same reason. Based on data from the USA Today article, [States Where the Most People Work Two Jobs](#), Jan. 21, 2014, the Judicial Branch's number exceeds Kansas' 2015 average by a stunning 25.8 percentage points.



	2013 Data	2015 Data
American workers with multiple jobs	5.0%*	4.9%**
Kansas workers with multiple jobs	8.2%*	6.2%**

*Data from USA Today article, [States Where the Most People Work Two Jobs](#), Jan. 21, 2014

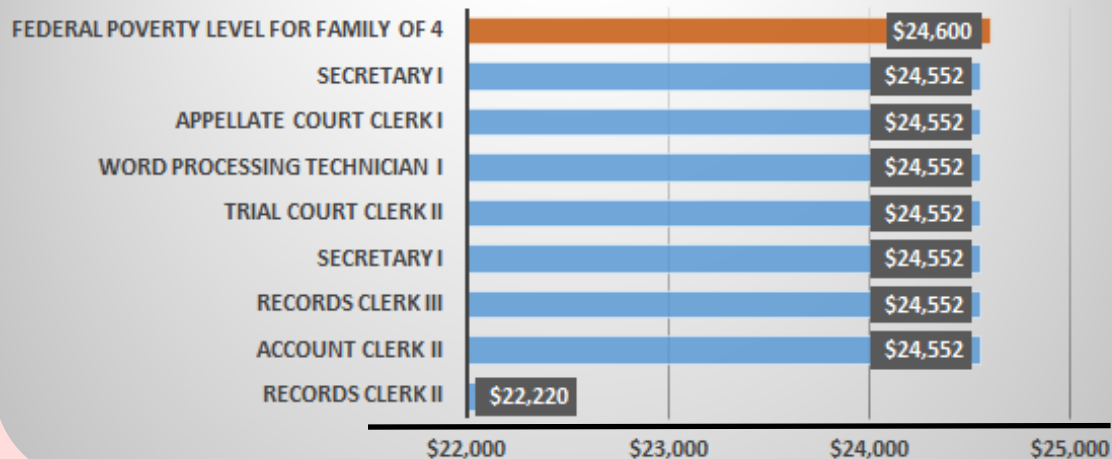
**Data from Bureau of Labor Statistics www.bls.gov

By comparison, according to the 2016 salary study, **the percentage of Judicial Branch workers with multiple jobs is 32%.**

Pay Rates Under Federal Poverty Level

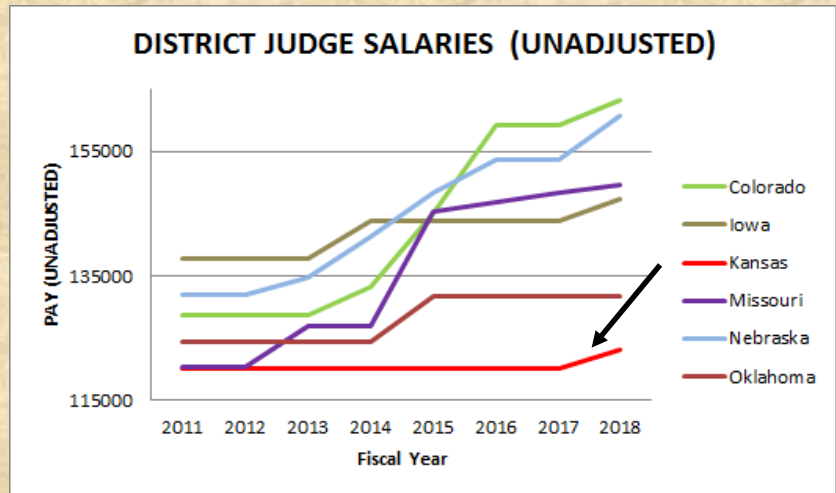
In Kansas state courts, **32% of all employee positions** have a starting salary below the 2017 federal poverty level for a family of four (\$24,600). This is true even after the 2.5% pay increase.

Job Classes Starting Below \$24,600 Per Year



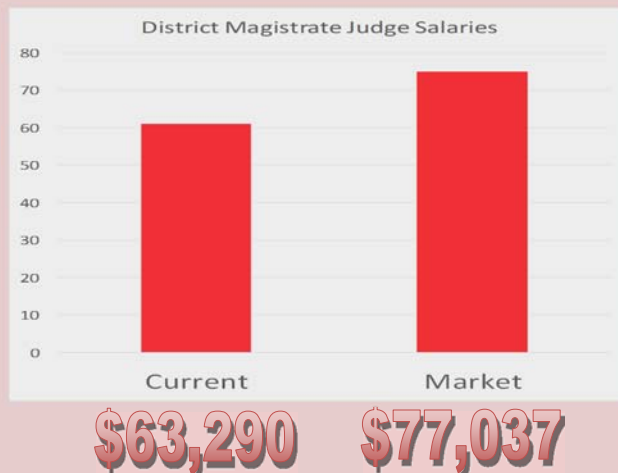
Kansas District Judge Salaries Near The Bottom Nationally

- Based on a January 2017 [National Center for State Courts \(NCSC\) survey](#), Kansas district judge pay ranked a dismal 50th in the nation before adjusting for cost of living. Even after a 2.5% increase in FY 2018, Kansas district judge pay still ranks 50th in the nation because salaries also increased in other states.
- The FY 2019 Supplemental Judicial Branch budget request would make district judge pay equal to an average adjusted trial judge salary for neighboring states (Colorado, Iowa, Missouri, Nebraska, and Oklahoma).
- Kansas judges have left the Judicial Branch for jobs in the private sector and in other government offices with pay being cited as the primary reason.
- The budget request would increase salaries of district magistrate judges and appellate court judges and justices by the same percentage as that of district judges.



District Magistrate Judge Salaries

- Even after a 2.5% increase in FY 2018, over 21% is still needed to raise district magistrate judge salaries to market.
- In a 2016 salary study for district magistrate judges, approximately 26% of magistrates who responded to a survey indicated they are seeking employment outside the Judicial Branch and they gave compensation as the number one reason.



KANSAS JUDICIAL BRANCH FAST FACTS

December 2017

Public Safety

Courts are responsible for more than the occasional high-profile case that attracts public attention. Most of the 384,840 cases processed in Kansas district courts in FY 2017 involved everyday issues and problems that impact the lives and communities of ordinary Kansans.

The most vulnerable in our communities—abused and neglected children, battered women, and victims of vandalism and theft—seek protection from Kansas courts.



On average, every year Kansas district courts:

- * protect **6,900 children** who are in need of care by ruling on requests related to their safety and well-being;
- * protect **13,667 people** by issuing restraining orders;
- * dispose of **20,419 felony** cases and **14,351 misdemeanor** cases; and
- * supervise more than **18,000 convicted criminals** on probation including sex offenders.

Every day Kansas courts:

- * issue emergency orders in child in need of care cases;
- * hold emergency hearings in domestic matters;
- * issue search and arrest warrants to law enforcement agencies; and
- * convene first appearances and arraignments of those charged with crimes.

Judicial Branch Facts

- ❖ The Kansas Judicial Branch consists of more than 250 judges and justices and approximately 1,600 employees who pay mortgages and taxes and who purchase goods and services in Kansas communities.
- ❖ The Kansas Judicial Branch was recently ranked as the 18th most business friendly court system in the nation by the U.S. Chamber (of Commerce) Institute for Legal Reform. This is a drop from 5th in 2012. This drop may be connected to judge and staff turnover caused by salaries that are below market.



- ❖ The 2015 Legislature transferred oversight of the contracts for collecting restitution and debts owed to courts from the attorney general's office to the Judicial Administrator. The Judicial Administrator now manages debt collection standards and benchmarks for effective oversight of debt collection contracts.

Efficiencies Implemented by the Judicial Branch

In recent years the Judicial Branch has implemented several processes that make more efficient use of our resources and continues to strive for even greater efficiencies through several ongoing projects.

- ❖ **Electronic Filing**—Electronic filing (efiling) implementation statewide has resulted in streamlined procedures and more efficient operations. All courts have efiling capabilities; the appellate courts and approximately 80% of district courts have mandatory efiling. All district courts will move to mandatory efiling before the end of FY 2018.
- ❖ **Electronic Courts**—We also continue to develop and implement a statewide electronic court environment (eCourt) of which efiling is just one component. It includes a new centralized case management system. Work to standardize processes to allow for work sharing between judicial districts has begun. Use of eCourt technology will make access to courts easier and improve court efficiency.
- ❖ **Website Redesign**—In conjunction with eCourt, a new website is being developed for the Judicial Branch to allow Kansans to more easily access the many services we provide.
- ❖ **Videoconferencing**—Increased use of videoconferencing by both district and appellate courts has reduced costs associated with travel and has protected the public in some cases, as inmates remain in a secure environment while exercising their right to a hearing.
- ❖ **Personnel Studies**—Personnel savings have been achieved through the use of our caseload and position inventory analyses to make more efficient use of our personnel. Also, the Judicial Branch is currently conducting a workload study for court services officers (probation officers).



Judicial Branch Programs

- ♦ **Child Welfare Permanency Planning:** Citizen Review Boards (CRBs) and Court Appointed Special Advocate (CASA) programs throughout Kansas are developed and monitored by the Office of Judicial Administration (OJA). Their purpose is to promote a permanent and safe home for each child.
- ♦ **Specialty Courts:** Specialty courts, such as veterans courts, drug courts, and truancy courts, exist throughout the state. The Supreme Court has adopted statewide operating standards through Supreme Court Rule.
- ♦ **Electronic Transmission of DUI and Criminal Dispositions:** The Judicial Branch electronically transmits DUI and other criminal dispositions to the KBI. This has improved the timeliness and accuracy of reporting criminal histories.
- ♦ **Self-Represented Litigants:** The Kansas Supreme Court's Access to Justice Committee is developing resources to help self-represented litigants navigate the court system and connect them with free or low-cost legal services when available.
- ♦ **Electronic Traffic Citation System:** The Judicial Branch partnered with the Kansas Highway Patrol to develop an electronic traffic citation system. District courts now retrieve Notices to Appear via a secure web portal.
- ♦ **Electronic Search Warrants:** Kansas courts work with law enforcement agencies to facilitate the use of electronic search warrants throughout Kansas, which increases efficiency by reducing fuel costs, wear and tear on law enforcement vehicles, and overall officer time involved in requesting and securing a warrant.
- ♦ **Municipal Court Support:** A special committee, appointed by the Supreme Court, is studying fines, fees, and bonding practices in all municipal courts. Also, annual training programs are provided to all municipal judges, impacting approximately 390 municipalities.



When Judicial Branch Employee Pay Stagnates

Tina is a persona that illustrates the impact stagnating pay has had on Judicial Branch employees.
She is not an actual employee.



This is Tina. She's a Trial Court Clerk II (TCCII). She's married and has two children (four tax exemptions).

Tina has worked for the courts long enough that she has reached the highest step in her pay grade (grade 13, step E). It typically takes a Judicial Branch employee eight years to complete all the steps in a grade.

Tina purchases health insurance for her entire family through her employer (State of Kansas). The family has plan A through Blue Cross and Blue Shield. They also have dental insurance.

Tina's membership in KPERS is at tier 1.

All these characteristics were the same in 2010 as they are in 2018.

Using these characteristics, we determined Tina's gross pay, as well as insurance costs, KPERS contributions, and taxes, all of which were deducted from her gross pay to arrive at a biweekly net pay and an annual net pay. These figures are shown in the table below:

Calendar Year 2010		Calendar Year 2018	
TCCII at grade 13, step E earning \$14.389 per hour		TCCII at grade 13, step E earning \$15.044 per hour	
\$ 1,151.12	gross pay for 80 hours	\$ 1,203.52	gross pay for 80 hours
179.73	family health* (plan A) and dental insurance *rate reflects nontobacco user earning between \$28,000 and \$48,000	395.93	family health* (plan A) and dental insurance *rate reflects HealthQuest rewards certificate discount of \$20 per pay period
46.04	KPERS	72.21	KPERS
88.32	taxes (federal, state, OASDI, Medicare)	67.78	taxes (federal, state, OASDI, Medicare)
837.03	take home pay every two weeks	667.60	take home pay every two weeks
\$ 22,079.82	take home pay for the year	\$ 18,031.78	take home pay for the year

(The total take home pay for both 2010 and 2018 includes two pay periods where health insurance premiums are not deducted and taxes are calculated on that additional money.)

\$4,048.04 Reduction in Take Home Pay

The calculations in the table above show that Tina's take home pay for calendar year 2018 is \$4,048.04 less than it was in calendar year 2010, even considering the 2.5% pay increase she received in July 2017.

Other Out-of-Pocket Health Care Expenses

What the table does not show are the out-of-pocket expenses Tina has had to pay. The copay for a visit with the primary care doctor in 2010 was \$20. In 2018, the copay is \$40. The health insurance family deductible for network providers was \$300 in 2010 and for 2018, is \$3,000 (employee and 2+).

Diminished Purchasing Power

As Tina's take home pay has decreased, so has the purchasing power of the dollars she receives. According to the Bureau of Labor Statistics, prices in 2017 are, on average, 12% higher than prices in 2010.** What Tina could buy for \$1.00 in 2010 she must spend \$1.12 for in 2017.

(**Bureau of Labor Statistics Consumer Price Index Inflation Calculator, July 2010 to July 2017)