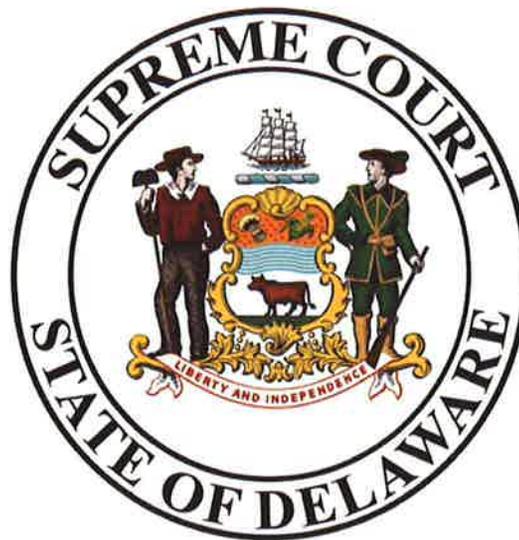
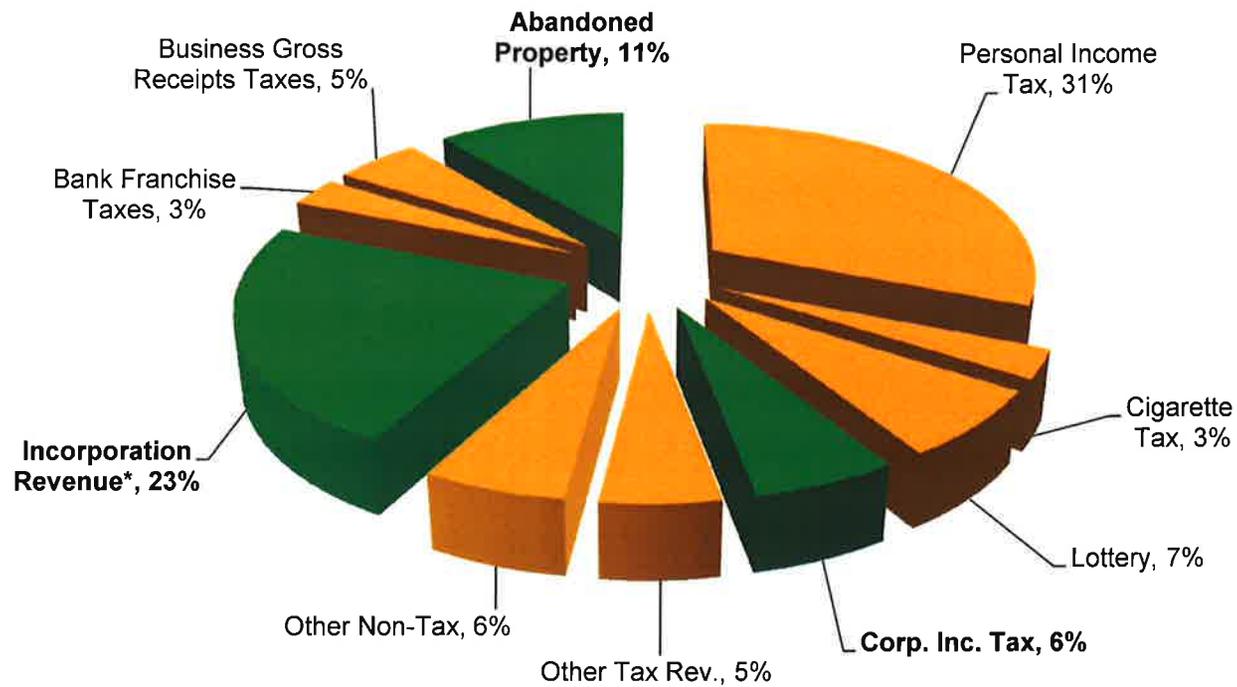


**THE DELAWARE JUDICIARY'S  
PRESENTATION TO THE  
DELAWARE COMPENSATION  
COMMISSION**

**DECEMBER 13, 2012**

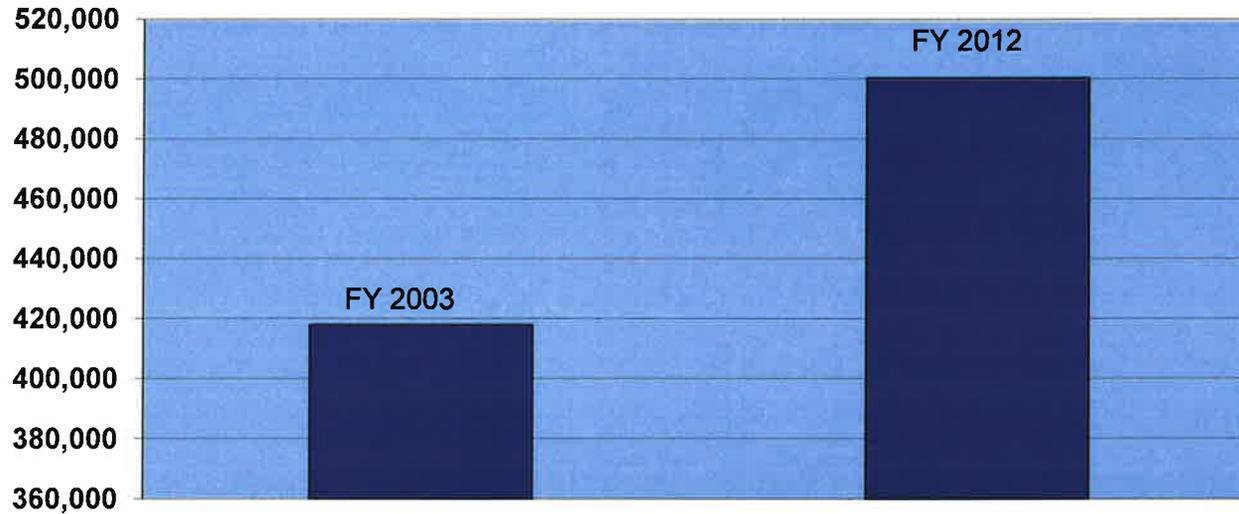


# FY 2011 STATE OF DELAWARE REVENUE SOURCES (JUDICIARY-RELATED IN GREEN)



\*Includes Corporate Franchise Taxes, Business Entity Fees, Limited Partnerships and Limited Liability Corporations, and UCC filings.

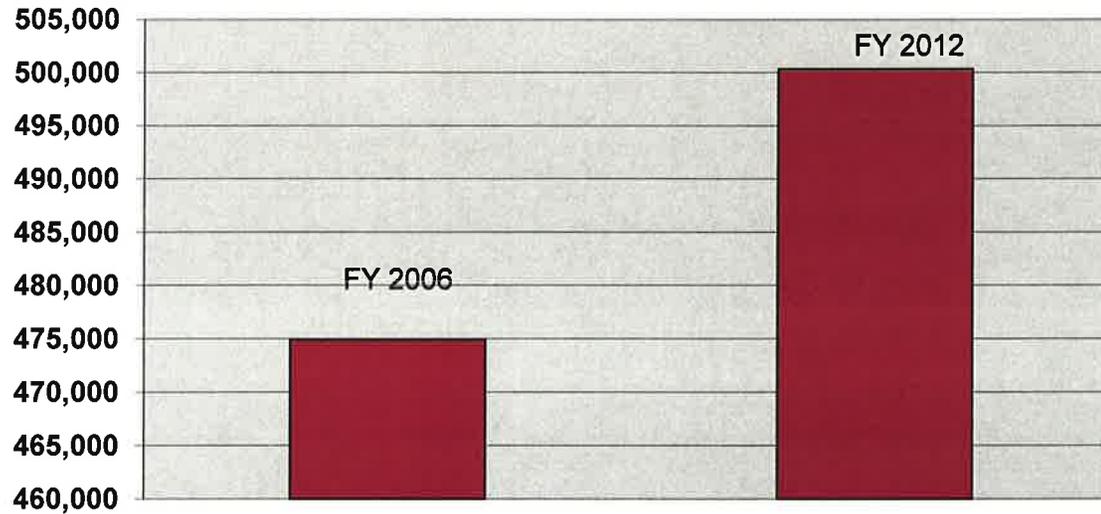
## CHANGE IN TOTAL COURT FILINGS\* FY 2003 - FY 2012



	Total Filings		% Change
	2003	2012	
SUPREME COURT	681	757	+11%
COURT OF CHANCERY	3,935	4,249	+8%
SUPERIOR COURT	219,393	20,676	+7%
FAMILY COURT	53,490	51,568	-4%
COURT OF COMMON PLEAS	94,983	119,753	+26%
JUSTICE OF THE PEACE COURT	<u>245,444</u>	<u>303,310</u>	<u>+24%</u>
<b>TOTAL</b>	<b>417,926</b>	<b>500,313</b>	<b>19.7%</b>

\*Criminal filings are included by defendant.

## CHANGE IN TOTAL FILINGS\* FY 2006 - FY 2012



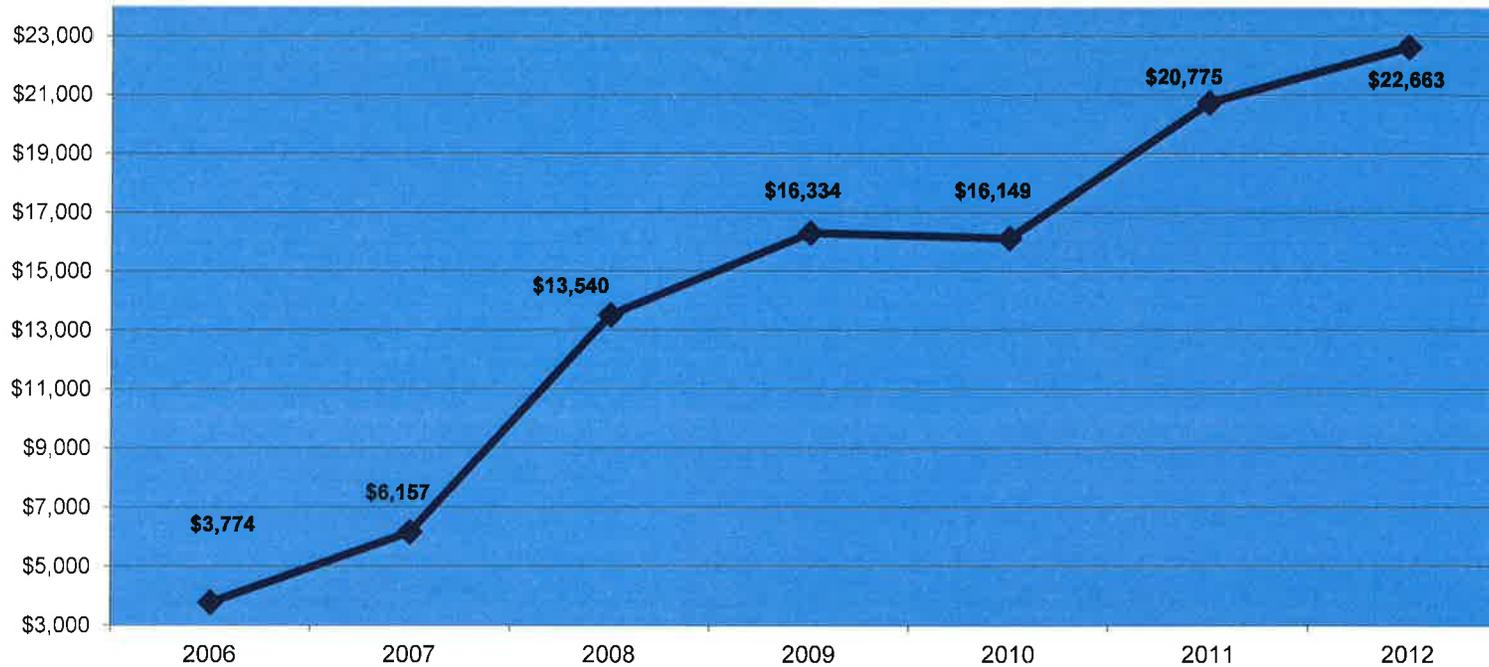
	Total Filings		% Change
	2006	2012	
SUPREME COURT	688	757	+10%
COURT OF CHANCERY	4,057	4,249	+5%
SUPERIOR COURT	20,977	20,676	+0%
FAMILY COURT	56,062	51,568	-8%
COURT OF COMMON PLEAS	100,814	119,753	+19%
JUSTICE OF THE PEACE COURT	<u>292,015</u>	<u>303,310</u>	<u>+4%</u>
<b>TOTAL</b>	<b>474,613</b>	<b>500,313</b>	<b>+5%</b>

\*Criminal filings are included by defendant.

## RECENT JUDICIARY HIGHLIGHTS

- **Racial Justice Improvement Project**
- **Supreme Court's Task Force on Criminal Justice and Mental Health**
- **Problem-solving courts focus on reducing recidivism and ensuring defendants' access to services:**
  - *Drug Courts*
  - *Mental Health Courts*
  - *Reentry Courts*
  - *Veteran's Treatment Court*
  - *Gun Court*
  - *Trauma-informed Probation Court*
  - *Truancy Courts*
- **Supreme Court and Court of Chancery: *Directorship's* top 100 influential in corporate governance for 6 years in a row**
- **Delaware Courts, with the focus on Superior Court proceedings, named #1 in the country for 9<sup>th</sup> consecutive time (U.S. Chamber Institute for Legal Reform)**

## CUMULATIVE JUDICIAL COMPENSATION LOSS DUE TO INFLATION\*



\*Based upon Supreme Court Justice's compensation with salary increases factored in, since the 2005 Compensation Commission Report.

	2006	2007	2008	2009	2010	2011	2012	2013
<i>Inflation Rate</i>	4.10%	1.70%	3.99%	-.99%	2.60%	2.50%	2.0%	NA
<i>Salary Increases (fiscal year)</i>	2%	\$750	-	-2.50%**	Salary restoration	-	2%***	1%

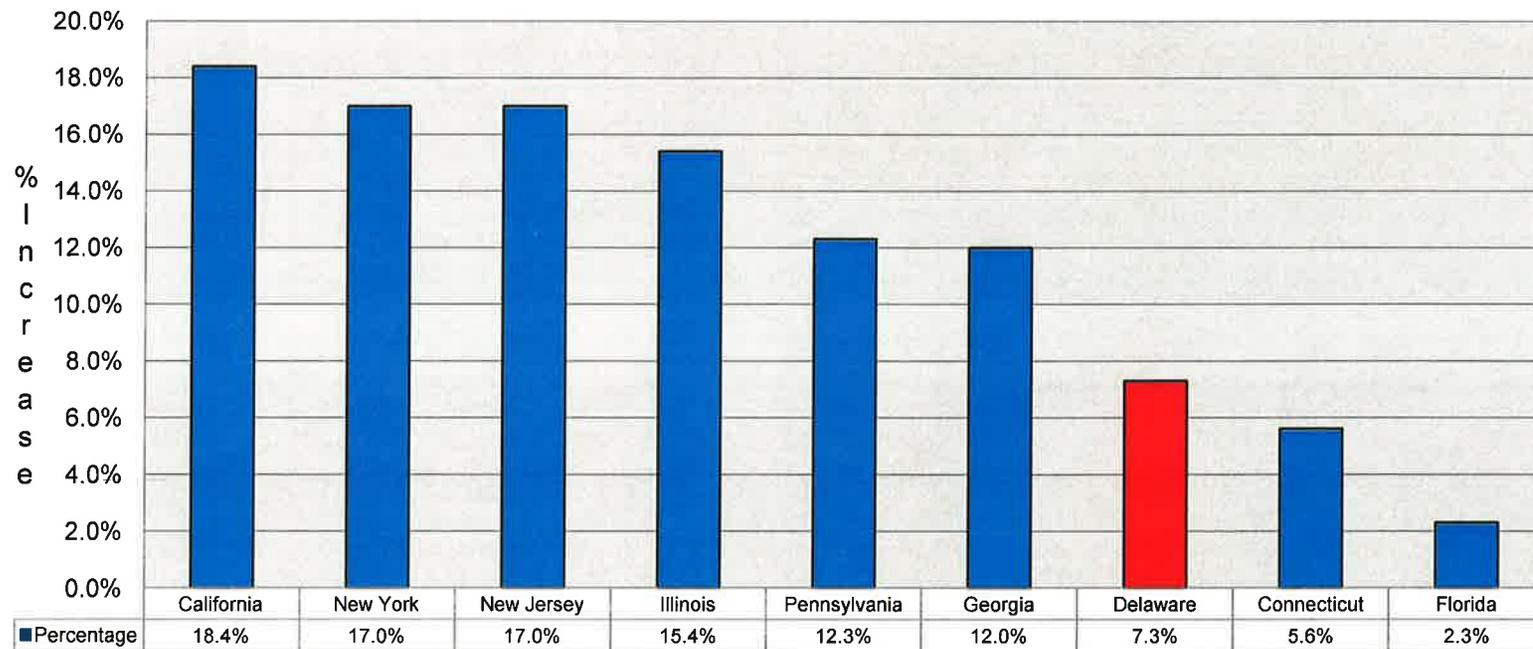
\*\* Voluntary reduction consistent with state employee salary reduction.

\*\*\* Implemented 1/1/12

# Recent Increases to State Employee Annual Health Insurance Costs

Insurance Type		FY 2007	FY 2013	Annual Cost Difference	% Difference
Aetna HMO	Family	\$ 660	\$1,102	\$ 442	+ 67%
	Employee & Spouse	\$ 544	\$ 883	\$ 339	+ 62%
	Employee	\$ 181	\$ 419	\$ 238	+131%
Comprehensive PPO Plan	Family	\$1,545	\$2,423	\$ 878	+ 57%
	Employee & Spouse	\$1,235	\$1,938	\$ 703	+ 57%
	Employee	\$ 583	\$ 934	\$351	+ 60%

## COMPARISON OF JUDICIAL SALARY INCREASES\* FOR COMMERCIAL LITIGATION JURISDICTIONS



\*Compensation comparisons are for general jurisdiction court judges reflecting salary changes between July 1, 2006 and July 1, 2012.

## COMPARATIVE SALARIES OF DELAWARE STATE GOVERNMENT PROFESSIONAL POSITIONS

Chief Psychiatrist	\$229,671
Medical Director	\$229,671
Asst. Med. Examiner	\$220,579
Psychiatrist III	\$210,697
Psychiatrist II	\$204,466
Chief Justice	\$200,631
Chief Physician	\$198,240
Dental Director	\$198,240
Medical Admin Research & Training	\$198,240
Chancellor	\$191,360
Justice - Supreme Court	\$190,639
President Judge - Superior Court	\$191,360
Chief Judge - Family Court	\$189,196
Chief Judge - Court of Common Pleas	\$189,196
Psychiatrist I	\$188,022
Vice Chancellor	\$180,233
Judge - Superior Court	\$180,233
Judge - Family Court	\$173,949
Judge - Court of Common Pleas	\$173,949
Dental Administrator	\$169,500
Physician	\$169,500
Dentist	\$152,664
Chief Magistrate	\$125,427

# **PROPOSED JUDICIAL SALARY PLAN**

- Increasing the salaries of the Chief Justice and trial court judges in two 4% steps, one 4% increase to take effect on July 1, 2013 and another 4% increase on July 1, 2014, plus any salary increase given generally to State employees.**
- To respect the Supreme Court's role in the judicial system, paying the Supreme Court Justices \$500 more than the Chief Judges of the Chancery, Superior, and Family Courts.**
- In recognition of the Chief Magistrate's substantial responsibilities in the court system, setting as a goal to increase the salary of the Chief Magistrate over time to reach the amount of a Court of Common Pleas judge's salary, by**
  - Increasing the Chief Magistrate's salary in two 6% steps, one 6% increase on July 1, 2013 and one 6% increase on July 1, 2014, plus any salary increase given generally to State employees, and**
  - Encouraging the General Assembly to fund future increases needed to reach the goal.**

# **PROPOSED JUDICIAL SALARY PLAN**

(CONTINUED)

- Setting as a goal increasing the salaries of Masters and Commissioners over time to 75% of their Court's judges' salaries, by

- Leveling up the Family Court Commissioners to the Superior Court Commissioners and Masters in Chancery,

- Increasing the Masters' and Commissioners' salary in two 6% steps, one 6% increase on July 1, 2013 and one 6% increase on July 1, 2014, plus any salary increase given generally to State employees, and

- Encouraging the General Assembly to fund future increases needed to reach the goal.

# PROPOSED JUDICIAL SALARIES

	FY 2013 Salaries	First year Increases	Salary w/ 1st Increase	Second year Increase	Salary w/ 1 <sup>st</sup> & 2 <sup>nd</sup> Increase
Chief Justice	\$200,631	\$8,025	\$208,656	\$8,346	\$217,002
Justices	\$190,639	\$8,875	\$199,514	\$7,981	\$207,494
Chancellor	\$191,360	\$7,654	\$199,014	\$7,961	\$206,975
Vice-Chancellors	\$180,233	\$7,209	\$187,442	\$7,498	\$194,940
President Judge	\$191,360	\$7,654	\$199,014	\$7,961	\$206,975
Superior Court Judges	\$180,233	\$7,209	\$187,442	\$7,498	\$194,940
Superior Court Commissioners	\$111,275	\$6,677	\$117,952	\$7,077	\$125,029
Family Court Chief Judge	<u>\$189,196</u> \$191,360	\$7,654	\$199,014	\$7,961	\$206,975
Family Court Judges	<u>\$173,949</u> \$180,233	\$7,209	\$187,442	\$7,498	\$194,940
Family Court Commissioners	\$107,398	\$10,554	\$117,952	\$7,077	\$125,029

# PROPOSED JUDICIAL SALARIES

	<b>FY 2013 Salaries</b>	<b>First year Increases</b>	<b>Salary w/ 1st Increase</b>	<b>Second year Increase</b>	<b>Salary w/ 1<sup>st</sup> &amp; 2<sup>nd</sup> Increase</b>
CCP Chief Judge	\$189,196	\$7,568	\$196,764	\$7,871	\$204,634
CCP Judges	\$173,949	\$6,958	\$180,907	\$7,236	\$188,143
CCP Commissioners	\$107,398	\$6,444	\$113,842	\$6,831	\$120,673
Chief Magistrate	\$125,427	\$7,526	\$132,953	\$7,977	\$140,930
Magistrates – 3 <sup>rd</sup> term	\$77,832	\$3,113	\$ 80,945	\$3,238	\$84,183
Magistrates – 2nd term	\$75,832	\$3,033	\$ 78,865	\$3,155	\$82,020
Magistrates – 1st term	\$72,887	\$2,915	\$ 75,802	\$3,032	\$78,834

<sup>[1]</sup> Salary increase to level salaries up to Court of Chancery and Superior Court judges' salaries will occur on January 1, 2013

<sup>[1]</sup> Same as above