
MINNESOTA JUDICIAL BRANCH FY23 Supplemental Budget Request

House Judiciary Finance and Civil Law Committee

April 5, 2022

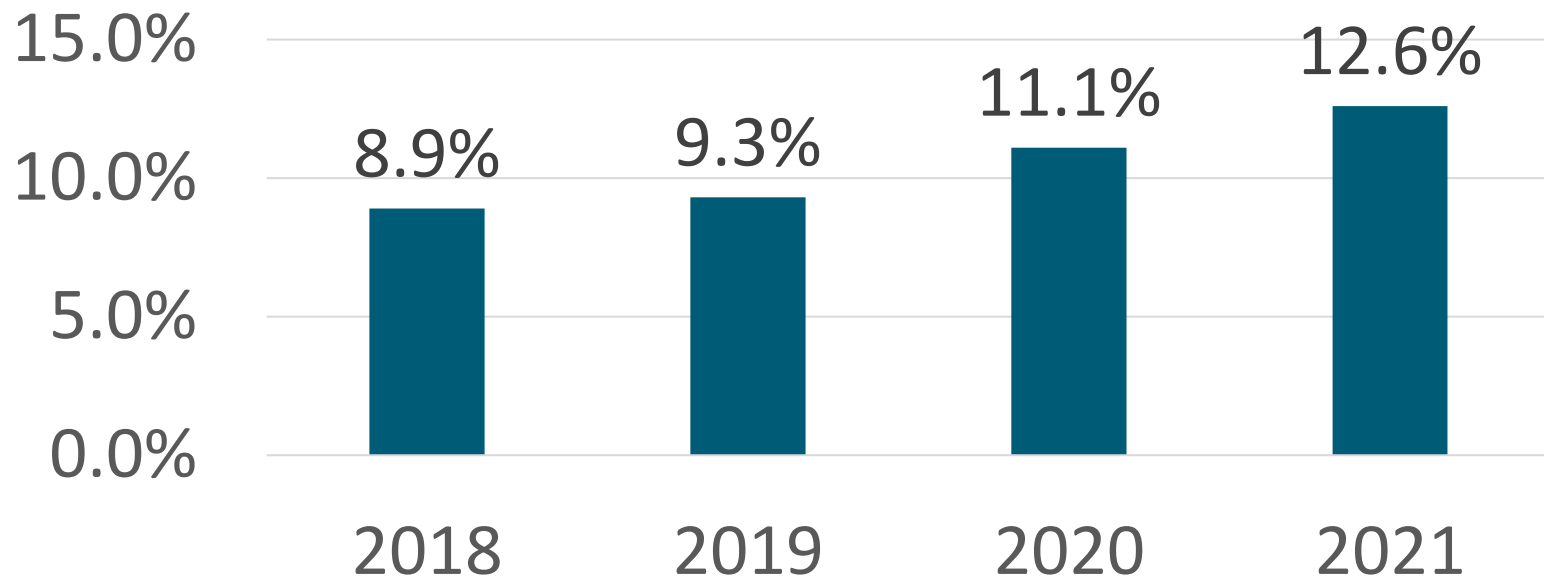
FY23 Supplemental Budget Request

Four Priorities:

- Addressing the Judicial Branch workforce challenges
- Addressing the increasing cost of providing mandated services
- Protecting the courts and the private data we maintain from cyber attacks
- Making permanent recent legislative changes to contract interpreter payment rates

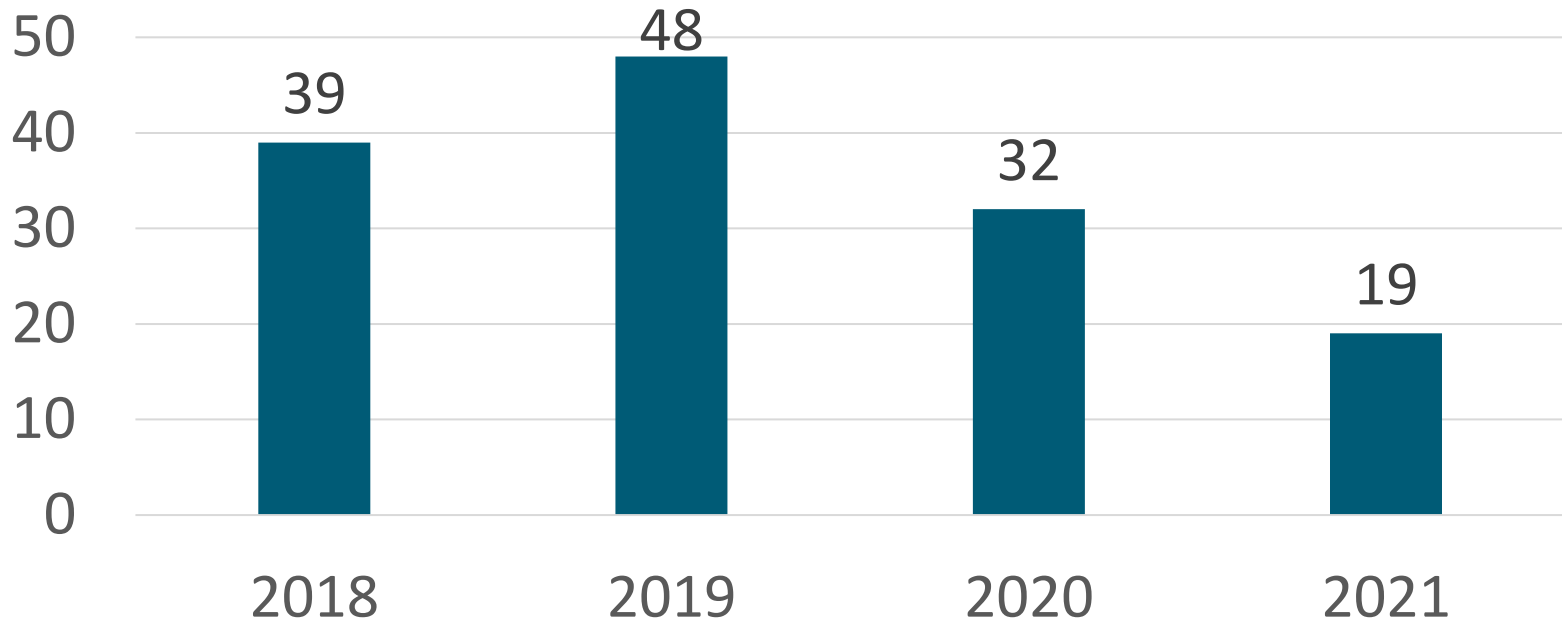
Workforce Challenges: Retention

Annual MJB Staff Turnover
2018-2021



Workforce Challenges: Recruitment

Average Number of Applicants Per Job Posting
2018-2021



Workforce Challenges: Compensation

Judicial Branch salaries falling behind public sector

Salary progression example: Executive Branch vs. Judicial Branch

	Year 1 - FY19		Year 2 - FY20		Year 3 - FY21	
Executive	Merit	ATB	Merit	ATB	Merit	ATB
\$20.00	2.50%	2.00%	2.50%	2.25%	2.50%	2.50%
	\$20.50	\$20.91	\$21.43	\$21.91	\$22.46	\$23.02
Judicial						
\$20.00	2.50%	--	2.50%	--	2.50%	
	\$20.50		\$21.01		\$21.54	

Court employee earns 6.4% less after just three years

Supplemental Budget Request Employee & Judge Compensation

- In 2021, Legislature provided funding to increase judge salaries by 2.5% and provide a 2.5% employee compensation increase pool in FY22. No funding was provided for FY23 compensation increases.
- **The Judicial Branch is seeking funding to increase judge salaries by 6.0% in FY23 and create an employee compensation increase pool of 6.0% in FY23.**
- Funding will help the Judicial Branch stay competitive with other public sector employers, support employee recruitment and retention, and recognize important contributions of judges and staff.

Rising Cost of Mandated Services

- Per state statute and Court Rule, the Judicial Branch is responsible for the cost of providing psychological examinations in criminal and civil commitment cases.
- The court-related cost of providing psychological examinations grew by 32% from FY2019 to FY2021.
- The increase is due primarily to the increase in civil commitment examinations.
 - From FY2019 to FY2021, civil commitment examinations increased by 51%.

Supplemental Budget Request

Mandated Services

- **The Judicial Branch is seeking \$1.966 million per year, beginning in FY23, to cover the increased cost of providing psychological examinations in criminal and civil commitment cases.**
- Funding will ensure the Judicial Branch can continue to meet its statutory and Constitutional obligations without having the rising cost of these services impact broader court operations.

Supplemental Budget Request Cyber Security

- **The Judicial Branch is seeking \$1.75 million per year, beginning in FY23, to enhance its statewide cyber security program.**
- The request addresses necessary training, hardware, and software needs to strengthen the Judicial Branch's cyber security and protect the private data held by our courts.
- Judicial Branch made the same request in 2021, but the Legislature did not fund the request.

Supplemental Budget Request

Contract Interpreter Payment Rates

- In 2021, the Legislature provided funding to increase the payment rates for contract court interpreters. The Legislative appropriation was only for FY22-23.
- The Judicial Branch has increased payment rates commensurate with the funding provided by the Legislature. Those payment rate increases will expire at the end of FY23.
- **Judicial Branch is seeking \$200,000 per year, beginning in FY24, to make these temporary payment rate increases permanent.**

FY23 Supplemental Budget Request

	FY23	FY24	FY25
Employee/Judge Compensation Increases	\$17,728,000	\$17,728,000	\$17,728,000
Mandated Psych Services	\$1,996,000	\$1,996,000	\$1,996,000
Cyber Security	\$1,750,000	\$1,750,000	\$1,750,000
Contract Interpreter Pay Increases	--	\$200,000	\$200,000
Total	\$21,474,000	\$21,674,000	\$21,674,000

MN District Judges Association President, Judge Lois Conroy

- **Priorities**
 - Staff and Judge Compensation
 - Attract and Retain Diversity of Experience
 - Remain Courts of the Highest Quality

MJB Workforce Challenges

Judicial Branch salaries falling behind public sector

Example: District Court Judges

- District court judges frequently earn less than the county prosecutors appearing before them
- Report in 2020 found:
 - Metropolitan area county attorneys earning 8-23% more than district court judges
 - In some counties, district court judges are earning less than Assistant County Attorneys

Judicial Officer Turnover

- Judge Departures from MN Judicial Branch
 - In 2021, 16 judges left the Judicial Branch
 - In 2022, 16 judges have already announced their departure from the Judicial Branch