

Thank you again for the opportunity to appear yesterday to respond to any questions regarding the Pay Act and the Judiciary. Following the testimony, you asked for a written summary of the information we provided.

Below is a Pay Act Summary for FY26 and FY27. The FY26 Summary includes a 2% ABI in July 2026; Steps for 2026; a 2% ABI in January 2027; an adjustment upward to the pay grade for four categories of positions (Judicial Assistants, Court Security Personnel, Probate Registers and Safety and Security Officers); and retro pay for Probate Registers as a result of a VLRB case resolution. The FY26 total is \$4,078,183.07. The FY27 Summary includes a 3% ABI in July 2027 and Steps for 2027. The FY27 total is \$2,646,347.08. The two-year total is \$6,725,530.15.

FY26

July 2026 2.0% ABI	\$	778,515.60
Steps for 2026	\$	857,253.33
January 2027 2.0% ABI	\$	794,085.91
Pay Adjustment –4 JDs	\$	1,550,951.13
Probate Register Retro Pay	\$	97,377.10
FY26 Total	\$	4,078,183.07

FY27

July 2027 3.0% ABI	\$	1,240,669.05
Steps for 2027	\$	1,405,678.03
FY27 Total	\$	2,646,347.08

2 Yr Total \$ 6,724,530.15

Regarding the adjustment upward of pay grade for four categories of positions, the Judiciary negotiated the adjustment in response to a concerning trend where the Judiciary has experienced a doubling of overall turnover among hourly employees, particularly among Judicial Assistants and security personnel. Judicial Assistants are the backbone of on-site court operations and represent two-thirds of hourly employees in the bargaining unit. Security officers are essential to courthouse security, especially in this age of escalated tensions. We reviewed a number of factors to explain the turn-over. The number one reason was pay differential. Many of the departing employees went to other employment in state government, primarily in the Executive Branch. Others went to private employers. Exit interviews indicated that pay was higher in the other branches and in the private sector. Annual survey responses reflected a dissatisfaction with pay levels given the complexity of the work involved as well as the high cost of living. Please let us know if you would like any other details regarding any of the Pay Act figures. Thank you again for reaching out!