

## BOARD OF JUDICIAL POLICY AND ADMINISTRATION

### TEAMS Meeting

July 7, 2022

12:00 P.M. – 12:43 P.M.

### MINUTES

**BJPA Members:** Chief Justice Kate Fox (Chair), Justice Lynne Boomgaarden, Justice Kari Gray, Judge Catherine Wilking, Judge Catherine Rogers, Judge Joseph Bluemel, Judge John Prokos, Judge Susan Stipe, Judge Nate Hibben

**Others Present:** Judge Richard Lavery, Judge Wendy Bartlett, Elisa Butler

#### Welcome

Chief Justice Fox opened the meeting at 12:00 p.m.

#### Employee Compensation

Chief Justice Fox

Elisa Butler

The Board voted unanimously to provide a 5% across-the-board raise for all employees with the rest of the funding going to equalize employee pay and bring employees farthest behind market closer to the market range.

Chief Justice Fox explained the purpose of the meeting is to determine how the funding received from the Legislature during the 2022 session for employee compensation should be allocated. Originally, the plan was to provide Judicial Branch pay tables that the BJPA could rely upon to make a decision about employee compensation. Unfortunately, the pay tables received from the vendor are not yet ready for use by the Branch. As a result, Court Administration has provided different options for allocation based on the Executive Branch pay tables. There are two extremes – one option is to use the pay tables entirely in the allocation to attempt to equalize the pay of all employees. This would mean that some employees will get a substantial raise, while others will receive no raise at all. The other extreme is to provide an across-the-board percentage increase for all employees. This option is not in line with what the Executive Branch is doing. The other options are in between the two extremes. They would give all employees a raise of some sort, and then the rest of the funding would go to bring those farthest behind market closer to the market range. Today, the BJPA needs to determine how the employee compensation funds should be allocated.

Judge Prokos moved for a hybrid approach of a 5% across-the-board pay raise for all employees, with the rest going toward equalization. Judge Bluemel seconded the motion. All voted in favor, with none opposing. The motion passed unanimously.

There was a discussion on whether the raise amount could be put into the budgets of the courts and then each Judge could determine whether to give the raise to individual employees. Many were opposed due to the idea of the raises not being merit-based, and the concern that an approach of that nature would not be in line with the Branch making decisions as a whole. Ultimately, the Board decided not to take any formal action on this discussion.

Chief Justice Fox indicated that the next step will be finalizing the

	<p>numbers and providing those to the Judges. The Judges will be provided with a letter to provide to employees.</p> <p>Judge Rogers expressed gratitude to the administrative staff for all of the work that went into helping the Board make its decision. Judge Wilking indicated that the employee retention incentives at the end of June also had an incredible impact on employee morale.</p>
<b>Adjourn</b>	Chief Justice Fox adjourned the meeting at 12:43 p.m.

**Decisions are designated in green text.**