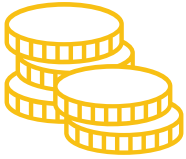




JUROR COMPENSATION STUDY

Administrative Office of the Courts

JUROR COMPENSATION: OVERARCHING THEMES ACROSS THE NATION



Financial Hardship

- Inadequate juror compensation fails to offset lost wages and expenses such as childcare, mileage and parking*.
- Financial hardships are a significant factor contributing to increased nonresponses and failure-to-appear occurrences for potential jurors.

Note: Some Kentucky counties currently offer free or discounted parking.



Impact on Diversity and Fairness

- Inadequate juror compensation reduces jury pool diversity.
- Financial and logistical barriers disproportionately impact marginalized communities.



Legislative and Policy Changes

- Legislative and policy reforms to increase juror compensation by indexing it to the prevailing minimum wage, actual wages or inflation.
- Creation of lengthy trial funds to replace lost wages during extended jury service and pay it forward funds to assist jurors facing financial hardship.
- Evaluating juror compensation options, including graduated versus fixed rates, as well as mileage, childcare and parking reimbursements.



Inconvenience, Uncertainty and Administrative Challenges

- Jurors frequently encounter obstacles such as long courthouse wait times and unclear communication regarding juror instructions and qualifications. These issues contribute to high nonresponse and failure-to-appear occurrences.

Source: *Citizens on Call: Responding to the Needs of 21st Century Jurors*, Conference of State Court Administrators, December 2023.

TRENDS IN JURY COMPENSATION



Daily Compensation Rates

- Base daily rates for jury service ranges from \$10 to \$50 per day.
- Higher daily rates are available in Alaska, Colorado and Nevada.
- Idaho and Texas offer variable rates depending on length of juror service or type of case.



Graduated Compensation

- Graduated compensation increases pay after a set number of days of service.



Mileage Reimbursement

- Mileage is reimbursed at the state employee rate, a fixed per-mile rate or additional travel allowances such as parking and tolls.



Other Compensation

- Mississippi and Oklahoma designate funds to assist with wage replacement for lengthy trials or when employers do not fully compensate employees serving as jurors.

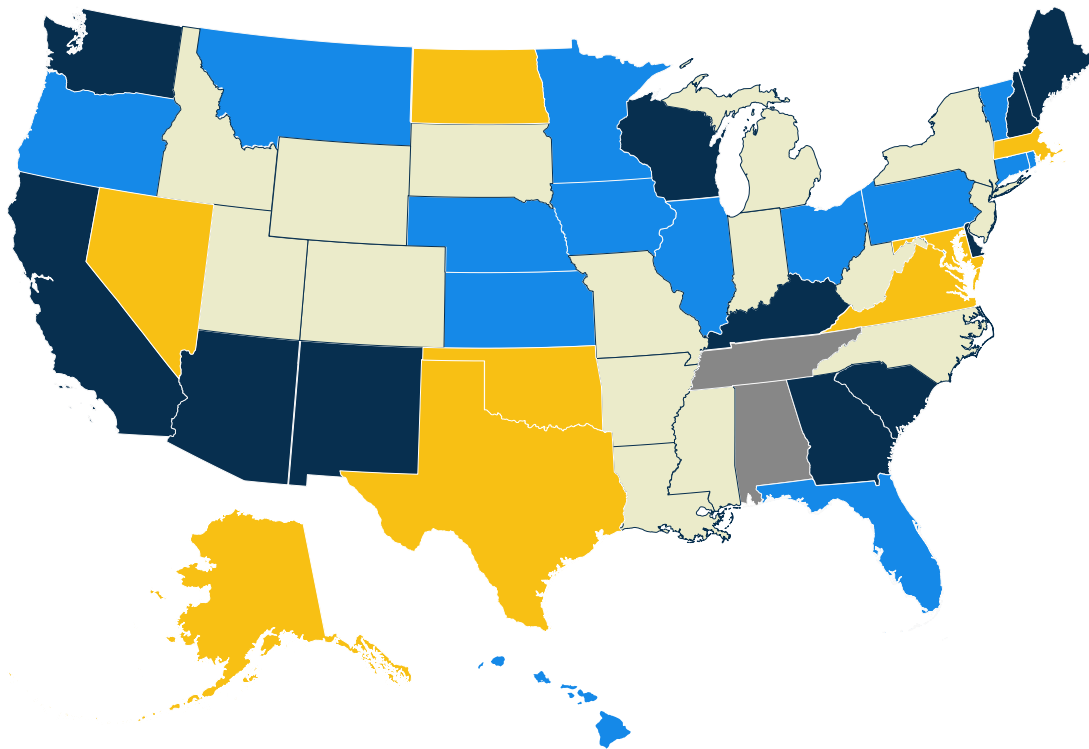


Employer Compensation Requirements

- Colorado, Florida and Massachusetts require employers to pay employees for the first few days of jury service.

UNITED STATES JUROR COMPENSATION

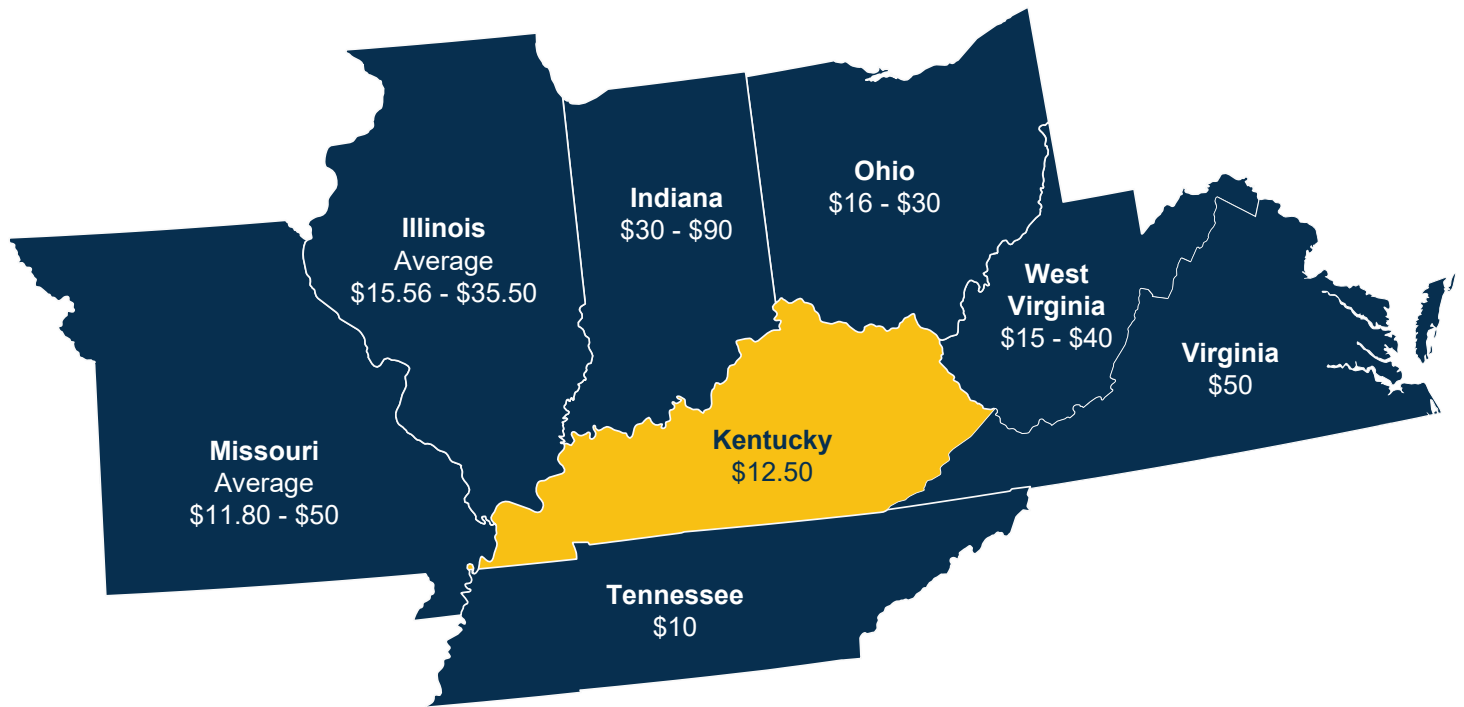
This map highlights juror compensation across the United States. Tier 1 represents states with the lowest compensation and Tier 4 represents states with the highest compensation.



- Tier 1: Low Compensation**
Daily rates range from \$2-\$20 including mileage and parking reimbursement.
- Tier 2: Moderate Compensation**
Daily rates range from \$20-\$40 including graduated rates, mileage, parking reimbursement and support for unemployed jurors.
- Tier 3: Higher Compensation**
Daily rates range from \$30-\$50 including higher graduated rates, mileage reimbursement and additional compensation for extended juror service.
- Tier 4: Comprehensive Compensation**
Daily rates exceed \$50 including mileage, parking and childcare reimbursements.
- Other:**
Unique compensation structures including employer compensation.

JUROR COMPENSATION IN KENTUCKY AND SURROUNDING STATES

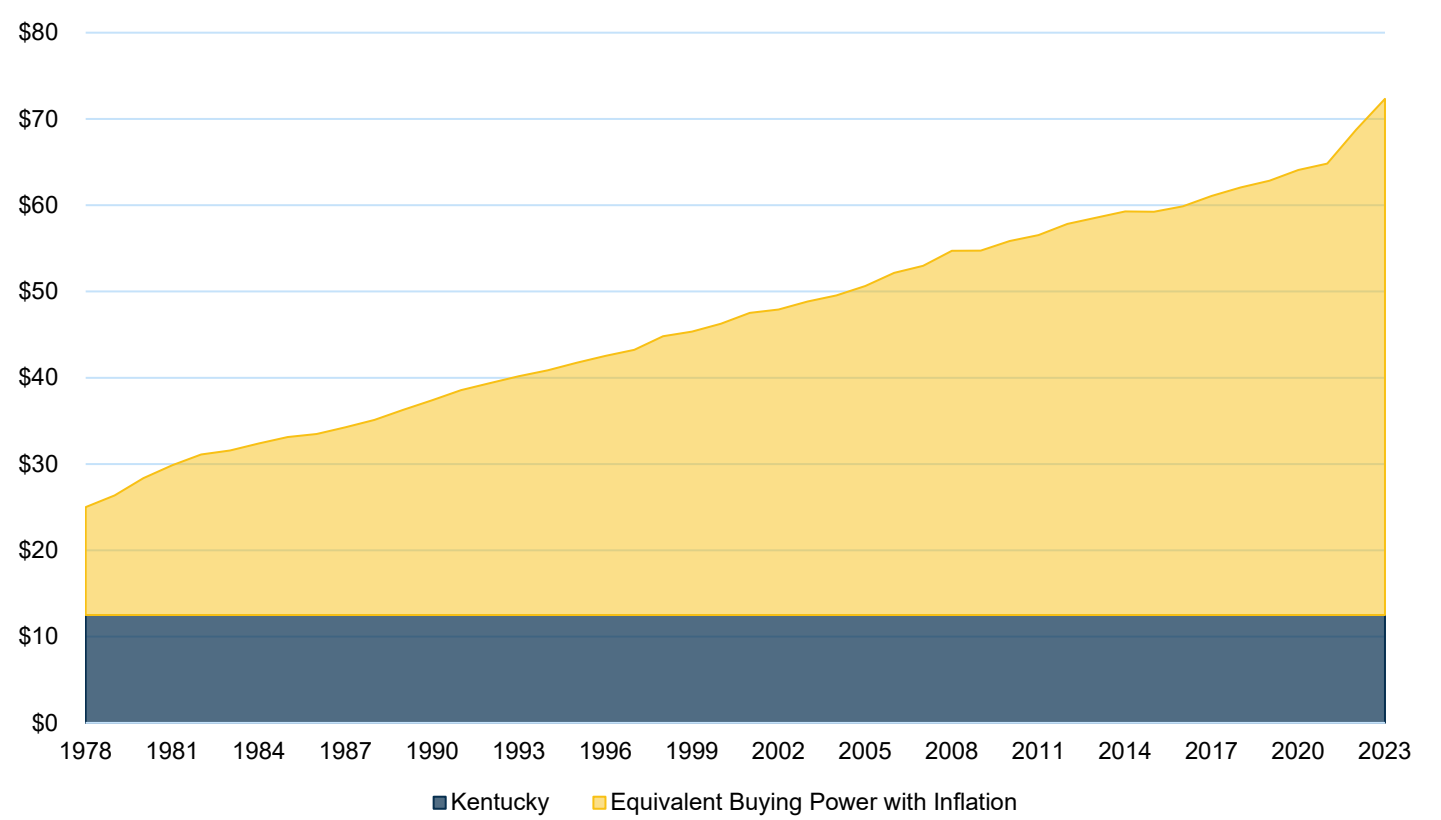
This map highlights daily juror compensation in Kentucky and neighboring states.



State	Juror Compensation
Illinois	Average \$15.56 per day, with graduated rates averaging \$35.50 per day.
Indiana	\$30 per day, with graduated rates of \$80 for each day the juror is in attendance and \$90 each day starting on the sixth day of trial.
Kentucky	\$12.50 per day, no graduated rates.
Missouri	Average \$11.80 per day, \$17.42 per day if serving, with graduated rates of \$50 per day after three days of serving.
Ohio	Set by county commissioners, with a range of \$16-\$30 per day.
Tennessee	\$10 per day, no graduated rates, requires employer compensation throughout service.
Virginia	\$50 per day, no graduated rates.
West Virginia	\$15-\$40 per day set by circuit court judge, no graduated rates.

KENTUCKY JUROR COMPENSATION COMPARED TO INFLATION 1978 – 2023

This chart illustrates the impact of inflation on juror compensation in Kentucky. Juror compensation remains unchanged at \$12.50 since 1978. The Consumer Price Index (CPI) demonstrates equivalent buying power from 1978 to 2023. The equivalent purchasing power of \$12.50 in 1978 would require juror compensation to increase to \$70.00 in 2023.



UNDERSTANDING FINANCIAL IMPACTS BASED ON JUROR COMPENSATION INCREASES

This table outlines how incremental increases in juror compensation would have affected total juror costs. The calculation is based on the number of jury service days, or "jury days," multiplied by daily juror compensation rates increasing by \$10, \$20, \$30, \$40 and \$50. Year 2021 data has been removed as it falls within the peak of the COVID-19 pandemic and was skewed by its impact. The average number of juror days has remained relatively stable over the past two fiscal years and appears to be trending up toward pre-COVID (FY 2020) numbers.

Impact of Juror Payment Increases on Total Costs

Fiscal Year	Total Jury Days	Increase: \$10 per Day (\$22.50)	Increase: \$20 per Day (\$32.50)	Increase: \$30 per Day (\$42.50)	Increase: \$40 per Day (\$52.50)	Increase: \$50 per Day (\$62.50)
2019	193,318	\$4,349,651.22	\$6,282,829.54	\$8,216,007.86	\$10,149,186.18	\$12,082,364.50
2020	157,347	\$3,540,303.90	\$5,113,772.30	\$6,687,240.70	\$8,260,709.10	\$9,834,177.50
2022	114,393	\$2,573,841.87	\$3,717,771.59	\$4,861,701.31	\$6,005,631.03	\$7,149,560.75
2023	143,821	\$3,235,971.60	\$4,674,181.20	\$6,112,390.80	\$7,550,600.40	\$8,988,810.00
2024	147,659	\$3,322,331.10	\$4,798,922.70	\$6,275,514.30	\$7,752,105.90	\$9,228,697.50
Average	151,308	\$3,404,419.94	\$4,917,495.47	\$6,430,570.99	\$7,943,646.52	\$9,456,722.05

The table provides a comprehensive analysis of jury payment increments, illustrating the financial implications of various payment adjustments. As juror compensation increases from \$10 to \$50 per day, average costs escalate significantly, highlighting the potential impact of these adjustments on overall expenditures.

In this analysis, we utilized the number of jury days identified for each year, demonstrating that higher jury day counts lead to increased total costs across all increment levels. This relationship underscores the importance of considering both payment rates and jury participation.

Source: *The Executive Branch, Finance and Administration Cabinet budgets and juror compensation for Kentucky.*