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Ms. Eleanore Cronk
Commissioner, Judicial Compensation and Benefits Commission
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Ottawa, Ontario K1A 1E3
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Dear Ms. Cronk:

I write to you about proposals for judicial compensation and benefits. This is not a complete or exhaustive analysis. Neither time nor space allows me to complete all the ideas.

In deciding what level and benefits to compensate judges, there are many factors to consider. Some of these factors include: comparable pay and benefits in the private sector, duties and responsibilities, and the level of stress. I support higher pay and benefits for judges, in order to attract the highest quality of talent to the bench. Given the level of duty and responsibility judges are expected to accept, it is not unreasonable to compensate these people with a high salary. As far as specifics go, I would suggest the chief justice of the Supreme Court receive the same salary as his/her U.S. counterpart. Currently, chief justice of the United States earns \$189,000 U.S. or \$274,000C. All other justices would receive a corresponding increase in his/her salary. Similarly, the provincial chief justices would receive an increase to keep them in line with the Supreme Court. This increase could be phased in over a period of five years. As well, judges would receive an increase in his /her allowance to carry out his/her duties. The amount could be set at 15,000/yr. Another idea is an increase in per diems, while hearing a case. The amount could be set at \$500/day. Due to the workload and stress, judges could retire on full pension after 15 years of service. A sunset provision should be introduced so that judicial compensation and benefits would be reviewed every five years.

Yours truly,

Ian Bailey

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