



# Oregon Judicial Branch

## Policy Option Package 102

### Judicial Compensation

*Competitive salaries attract experienced and knowledgeable litigation attorneys to the bench. Oregon's judicial salaries, while some increases have taken place, continue to lag behind other public-sector attorney salaries.*

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**Oregonians need skilled judges** to preside over complex civil cases, handle challenging criminal and family law cases, and provide trauma-informed approaches in all case types.

#### *Did you know?*

- **40%** of the judicial bench have **less than 5 years of experience** as a judge
- **33** judicial officers **retired in 2017-18**
- **Oregon circuit judges are 46<sup>th</sup> in the country** for cost-adjusted salary

#### *What will help?*

- **Ensure future income equity by linking Oregon judge compensation** to a percentage of the salary received by U.S. District Court judges
  - **Make judicial salaries competitive** with other public sector attorneys in Oregon
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### Support recruitment and retention of experienced attorneys to the bench

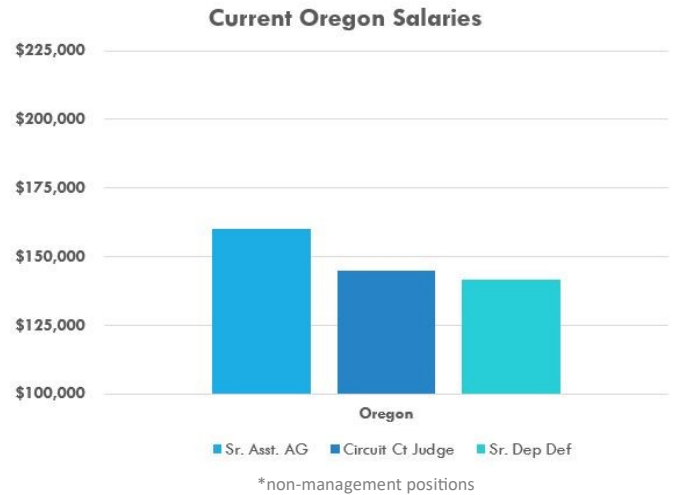
*To attract high quality judicial candidates to the bench, and to retain these individuals, establishing and maintaining an adequate salary is essential.\**

\*Excerpt from State of Washington 2016 Salary Commission Report

# A Balanced Justice System Requires Structural Integrity

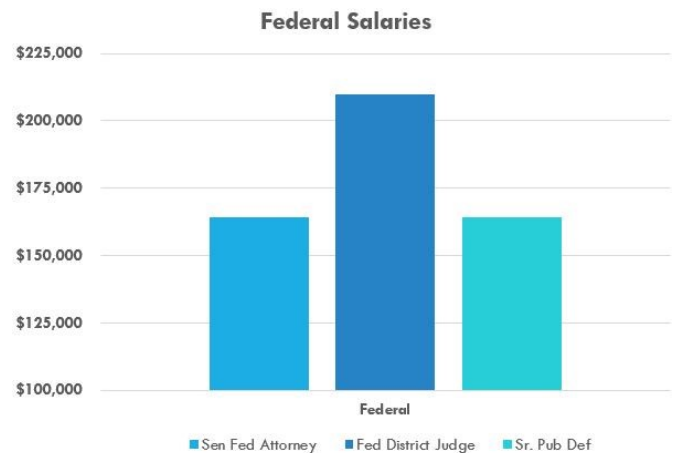
- Oregon circuit court judge salaries ranked 46th\* in the nation; adjusted for cost of living

\*(NCSC Judicial Salaries as of July 1, 2018)



## Federal Court Structure

- Link Oregon judge compensation to a percentage of the salary received by U.S. District Court judges
- Retain the judicial structure standards set by 1981 legislature



## Structural Integrity for Oregon: A Phased Approach

- **2019:** Increase Oregon judicial salaries to match **75%** of current federal district court judge salary
- **2021:** Increase Oregon Judicial salaries to **80%** of current federal district court judge salary

