

SUBCOMMITTEE RECOMMENDATION

Item 01: Judicial Department Compensation Plan Changes

To:	Ways and Means Full Committee
From:	General Government Subcommittee
Carrier:	Senator Golden

The General Government Subcommittee recommends that the Joint Interim Committee on Ways and Means acknowledge receipt of the report on Judicial Department compensation plan changes.

By statute, the Chief Justice of the Oregon Supreme Court is to establish and maintain a department-wide personnel plan that is reasonable conformity with the general salary structure of the state.

The Chief Justice has approved two cost-of-living allowance adjustments that are identical to those negotiated in the Executive Branch and which includes a 2.5% COLA effective December 1, 2021 and a 3.1% COLA effective December 1, 2022. The 2021-23 biennial cost for both COLAs is estimated to be \$9 million total funds and \$17.5 million total funds for the 2023-25 biennium.

In addition, the compensation plan provides for a one-time hazard payment for employees for work during the COVID-19 pandemic, which is estimated to cost \$3.9 million total funds. The compensation plan also provides for a new legal state holiday, "Juneteenth," and prospectively up to 80 hours of paid leave for an employee whose residence is impacted by a natural disaster. These also equates to Executive Branch-negotiated benefits.

Statutory judgeship compensation is not subject to the Chief Justice's personnel plan, but directed by statute. Judges receive an increase based upon any COLA adopted for management service employees in the Executive Branch. Executive Branch management service employees were granted two COLAs identical to those negotiated for represented employees. The estimated cost related to statutory judgeships is \$2.5 million General Fund for the 2021-23 biennium and \$4.9 million General Fund for the 2023-25 biennium.

The Subcommittee recommends approval.