



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.

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 46th 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

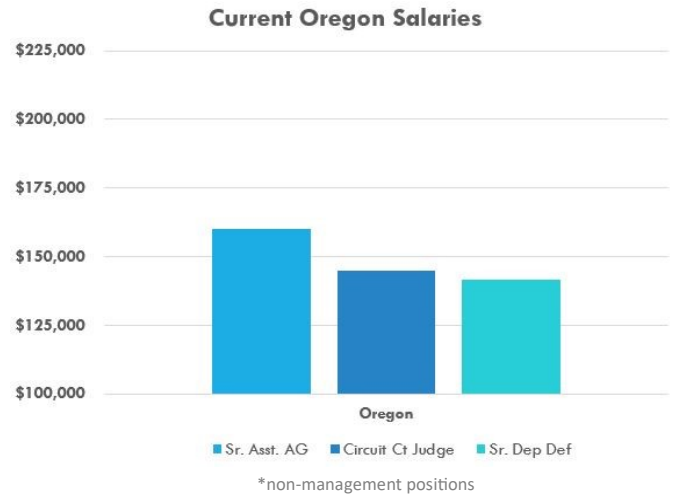
*To attract high quality judicial candidates to the bench, and to retain these individuals, establishing and maintaining an adequate salary is essential.**

*Excerpt from State of Washington 2016 Salary Commission Report

A Balanced Justice System Requires Structural Integrity

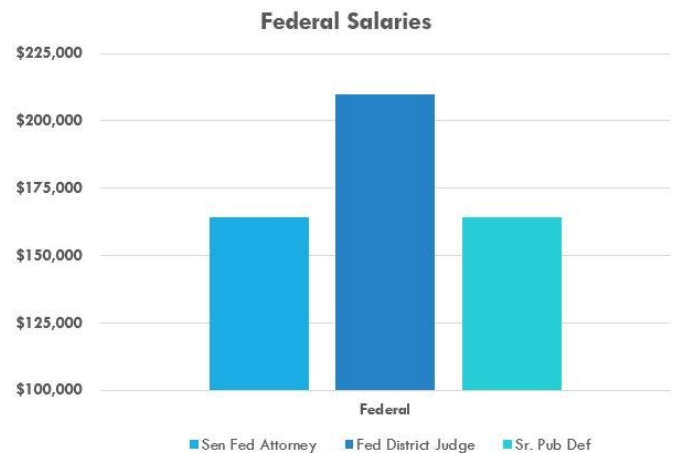
- Oregon circuit court judge salaries ranked 46th* in the nation; adjusted for cost of living

*(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

