



# Oregon Judicial Department

## SB 233 / POP 111

### Appropriate Pay for Judges: Improve Judicial Compensation

#### Key Points

- ✓ Oregon circuit judges continue to have among the lowest cost-adjusted salary of any state's trial judges.
- ✓ Compensation should reflect judges' experience, role, and responsibilities.
- ✓ Recruitment and retention are a challenge when judges are paid substantially less than similarly experienced State attorneys.
- ✓ The need is urgent – the proportion of OJD's most experienced judges has declined by 2/3 since 2016.
- ✓ SB 233 requests two 10% salary increases, to move Oregon from the bottom nationally and be similar to senior DOJ and OPDS attorneys.

#### Questions?

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### Equitable Judicial Compensation

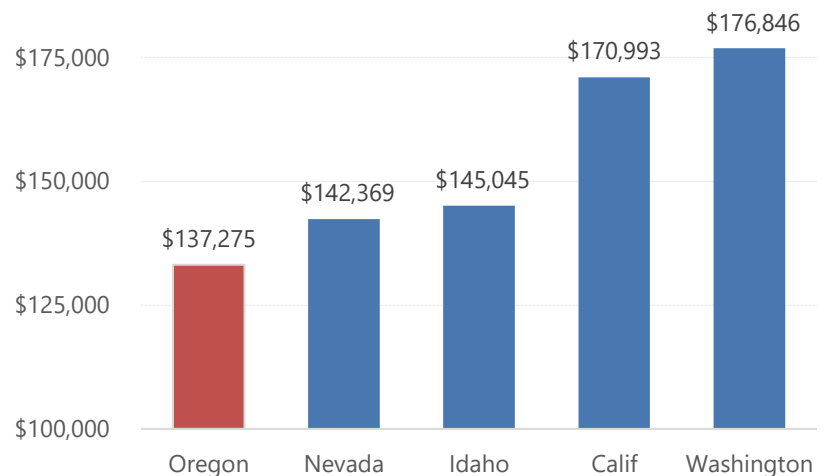
While Oregon's salary for circuit court judges now ranks 35th nationally in absolute dollars, Oregon's comparatively high cost of living means Oregon's cost-adjusted salary for circuit court judges is 50th in the country.

Oregon judicial salaries do not match the responsibilities of the position and are not competitive with other publicly paid legal professionals. Despite much-appreciated increases in recent years, judicial salaries in Oregon, set in statute, continue to lag well behind salaries in other states, as noted in the latest survey conducted by the National Center for State Courts (NCSC).



The darker shades of blue represent higher salaries and the light shades represent lower salaries.

### Cost-Adjusted State Trial Judge Salaries

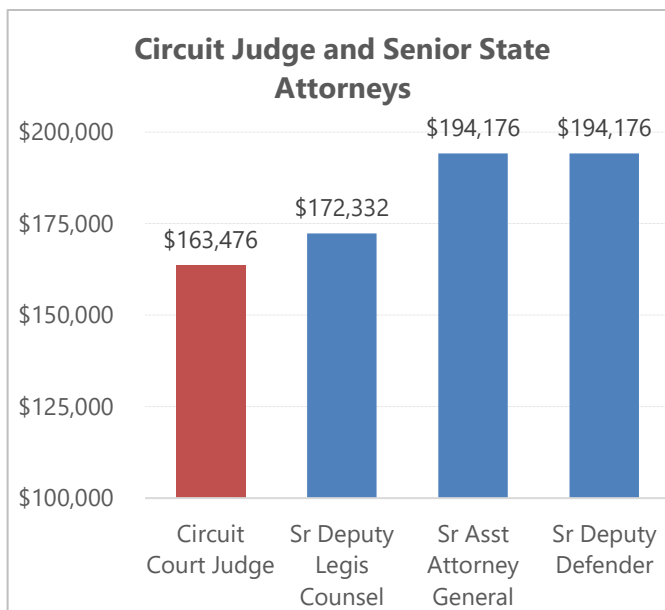
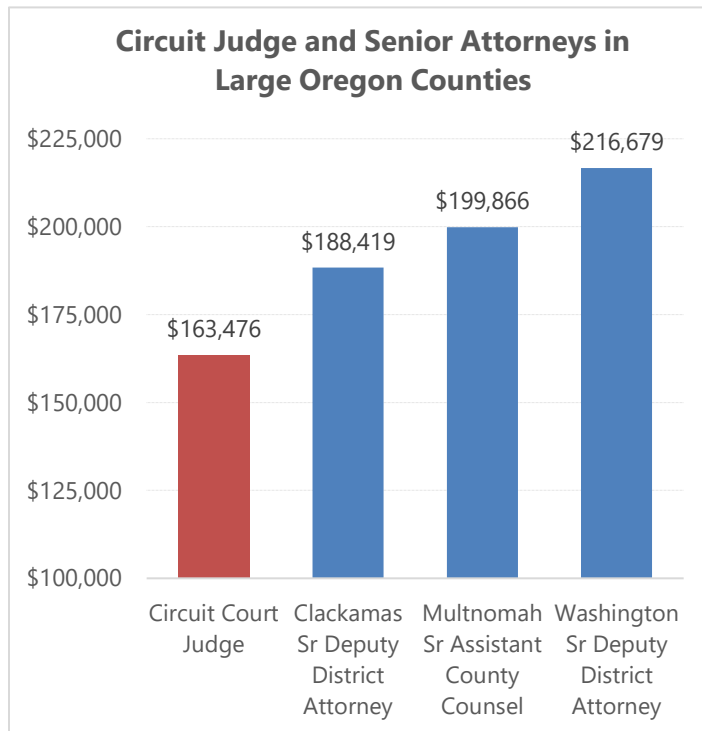
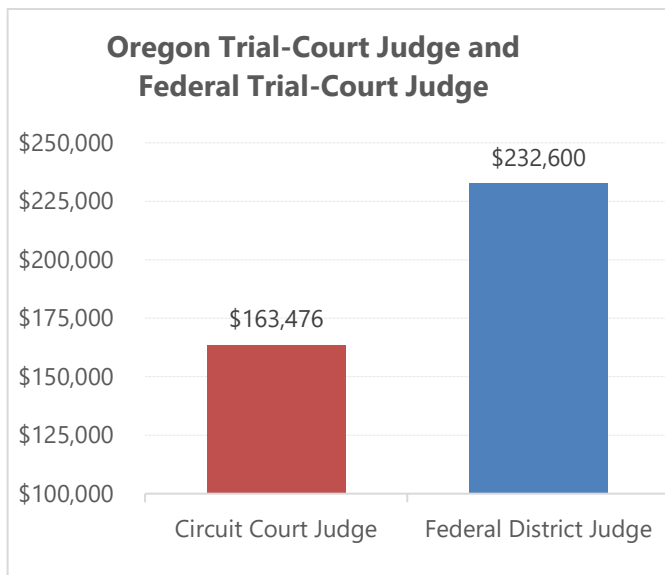




## Diversity, Recruitment, and Retention

The following charts show the difference in salaries in 2023, highlighting differences between circuit court judges and federal judges, as well as senior attorneys at the state and in large counties. It demonstrates the significant and growing gap between Oregon judges and other public sector legal professionals.

To retain our judges and to attract qualified individuals from diverse backgrounds, POP 111 establishes two 10% judicial salary increases: one on July 1, 2023, and another on January 1, 2024. These increases would provide compensation that is similar to the current salaries for other public sector legal professionals.



Approving this package will provide \$17.3 million GF to increase judicial compensation. The Chief Justice has introduced SB 233 to implement these changes.

Under SB 233, circuit judge salaries would increase to \$179,832 on July 1, 2023, and by 10% on January 1, 2024 (to \$197,820).