



# Judicial Compensation

Oregon Judicial Department | 2025 Legislative Session



## Judicial salaries are 30% below competitive rates for Oregon

### Experienced judges are incentivized to leave the bench.

Increasingly complex needs in our state require skilled judges. But recruiting and retaining is difficult due to salaries set well below other public sector legal work.

- Judges are **leaving the bench early**.
- More than half of Oregon judges are **within 10 years of retirement age**.
- Almost two-thirds have **less than 10 years of experience** on the bench.
- **Judges are paid less** than senior lawyers at OPDC and DOJ.
- Oregon ranks **43rd in the country** for cost-adjusted judicial salaries.



### Who this impacts: Everyone

Experienced judges have the **skills and training to stabilize Oregon's system of justice** by:

- Connecting landlords and tenants with resources to avoid evictions.
- Helping people navigate out of addiction.
- Preserving families and keeping kids safe.
- Ensuring that people's rights are protected.
- Keeping businesses functioning.
- Giving victims a voice in legal proceedings.
- Issuing protective orders for vulnerable people.
- Holding people accountable to the law.
- Providing Oregonians with access to justice.

All practice areas – partner, 16-20 yrs. exp.	\$352,178	
Civil litigation – plaintiff, personal injury	\$339,555	
Business litigation	\$314,114	
All practice areas, 16-20 yrs. exp.	\$266,308	
All practice areas – partner, 13-15 yrs. exp.	\$265,049	
DOJ Legal Practice Attorney Admin. 2	\$256,134	
Federal District Court Judge (Oregon)	\$243,300	
OPDC Chief Defender	\$240,356	
<b>Goal for Oregon Circuit Court Judge</b>	<b>\$240,048</b>	
DOJ Legal Practice Attorney Manager 3	\$235,625	
Civil litigation – defend. (excludes insur. defense)	\$235,100	
All practice areas, 13-15 yrs. exp.	\$233,217	
OPDC Chief Deputy Defender	\$228,912	
Federal Magistrate Judge (Oregon)	\$223,836	
OPDC Senior Deputy Defender	\$220,358	
DOJ Senior Assistant Attorney General	\$220,354	
Civil litigation – plaintiff (excludes personal injury)	\$220,100	
Civil litigation – insurance defense	\$216,634	
<b>Oregon Circuit Court Judge</b>	<b>\$185,508</b>	

### Request:

\$33.3M GF for 2025-27 biennium to increase judge salaries.

Judges have not had a salary increase **since 2019** (other than COLAs).

### Questions?

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