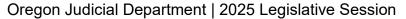


HB 2712-2 / POP 102

Judicial Compensation





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.







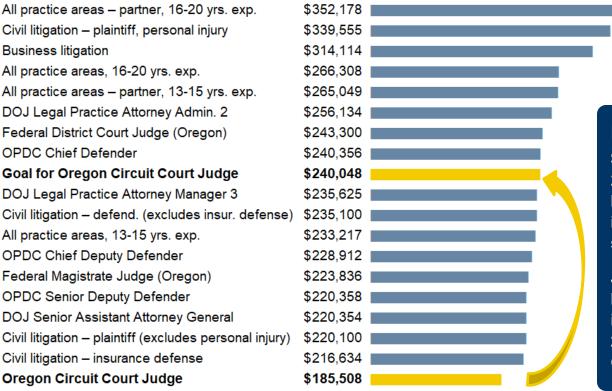




Who this impacts: Everyone

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.



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?