RESOLUTION OREGON

Small Claims Mediation in Oregon:

Impacts on Court Capacity and Litigant Outcomes

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Executive Summary

Small claims courts play an important role in resolving debt collection disputes while affecting both judicial capacity and litigant outcomes, including the risk of wage garnishment. Building on findings from *Oregon Debt Collection Lawsuits: Data Analysis Chartbook* by January Advisors, and Oregon Judicial Department trial data, this report examines mediation's impact on court capacity and litigant outcomes. Unless otherwise noted, interpretations and conclusions presented in this report are those of the author.

Key Findings

Court Capacity

For every 100 cases entering a mediation-first process:

- 52 trial hours are preserved
- 72% of trial-related resource demands preserved
- At least $19,646 in judicial branch resources preserved
- About 30 fewer wage garnishments than without a mediation-first system

Litigant Garnishment Rate

- 16% for mediated cases
- 48% for all small claims cases
- 57% for non-mediated cases (estimated)

2023-25 Community Resolution Center Small Claims Estimated Impact in Circuit and Justice Courts

- 883 trial hours preserved
- At least $336,534 judicial branch resources preserved
- $1.78 preserved for every $1 invested
- 72% of Trial Costs Preserved

These preserved resources represent increased judicial capacity rather than direct budget savings.

Strategic Takeaway

While the estimates are illustrative and subject to stated assumptions, they suggest that mediation, particularly through Community Resolution Centers, may offer a cost-effective approach to expand court capacity while supporting more durable resolutions and fewer wage garnishment than non-mediated outcomes.

72%
Mediation Agreement Rate

3.6 Times
Fewer Garnishments with Mediation

883
Trial Hours Preserved by CDRCs in 2023-25

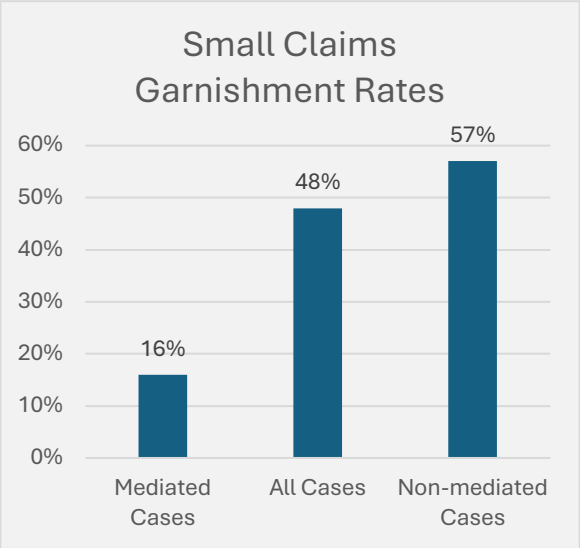
"Mediation promoted a thoughtful, low-stress process that led to an amicable resolution. I'm grateful."

-Small Claims Party with CDRC Program

Introduction

The Challenge

Oregon courts must balance growing demands for judicial time against finite resources. Small claims cases are designed to provide an accessible forum for dispute resolution, but contested cases still require judge, clerk, and administrative resources that could otherwise be devoted to criminal, family, probate and other court matters.



For litigants, debt collection judgments can carry significant consequences. Once a judgment is entered, creditors may pursue collection remedies, including wage garnishment. According to the *Oregon Debt Collection Lawsuits: Data Analysis Chartbook*, nearly half of small claims judgments had a record of garnishment activity. Wage garnishment can create financial strain and make it more difficult for families to meet basic needs.

The Opportunity

Courts have increasingly incorporated mediation into small claims processes to provide parties with an opportunity to resolve disputes before trial. In some Oregon counties, mediation is offered voluntarily, while others require attending a mediation session before a hearing is held.

Mediation offers a different approach than adjudication. Rather than imposing a decision, mediation allows parties to develop mutually acceptable resolutions with the assistance of a neutral third party. Research has consistently found that mediation participants report high levels of procedural fairness and satisfaction, even when no agreement is reached.

> *"Mediation was quick and easy. I was able to express my concerns, and we were able to come to an agreement."*
>
> *- Small Claims Party with CDRC program*

In Oregon debt collection cases, mediation appears particularly effective. The January Advisors study found that 72% of mediated cases reached agreement and that relatively few mediated agreements later resulted in garnishment.

Average Days to Trial

In 2025, the average time to a small claims trial was 189 days statewide. Average wait times reached 404 days in Columbia County, 367 days in Clackamas County, 364 days in Multnomah County, and 174 days in Yamhill County. Expanding pre-trial mediation provides a cost-effective opportunity to significantly reduce wait times for litigants to resolve disputes.

189 Days
Average Wait for A Small Claims Trial

404 days in Columbia

367 days in Clackamas

364 days in Multnomah

Mediation could resolve disputes without requiring parties to wait for trial

Why this Matters?

Small claims mediation sits at the intersection of three important public policy goals:

- Reducing court delays by resolving disputes before trial.
- Preserving judicial capacity so limited court resources can be focused on criminal, family law, probate, and other matters.
- Reducing wage garnishments that can create financial hardship for Oregon households.

The findings in this report suggest that mediation may advance all three goals simultaneously. By helping parties reach voluntary agreements, mediation has the potential to reduce trial demand, preserve judicial resources, and produce outcomes that are less likely to require post-judgment collection activity.

Illustrative Case Example
A Resolution a Judgement Could Not Order

A homebuilder brought a $9,700 claim against an architect-builder, who filed an $1,800 counterclaim. Frustration over a home design had damaged the parties' working relationship. Through mediation, they discussed the project and clarified misunderstandings. As the conversation shifted from blame to understanding and remorse, the parties reached an agreement involving a modest payment and the removal of a negative online review.

What began with accusations ended with handshakes, tears, and a repaired relationship, illustrating how mediation can address both the legal dispute and the underlying conflict that fuels them.

Existing Small Claims Mediation Infrastructure

Community Resolution Centers in Oregon

Initiated following the 1964 Civil Rights Act, Community Resolution Centers ("Centers" or "CDRCs") evolved from a system of neighbors helping neighbors to robust organizations that offer comprehensive services and expert training to address the growing challenges facing communities. Codified by the Oregon Legislature in 1989, Oregon's Centers help people resolve disputes and build conflict resolution skills as alternatives to litigation or unresolved conflict (ORS 36.105). Today, Community Resolution Centers support neighbor disputes; youth and family conflicts; school-based issues; youth and adult criminal processes; housing matters such as foreclosure avoidance, marina & manufactured housing community conflicts; landlord-tenant disputes; and small claims processes.

Current Programs Availability

Small claims mediation is offered in circuit courts as well as justice courts, however, more comprehensive outcome data are available for circuit court small claims cases. The January Advisors report focused primarily on circuit court data and forms the basis of the analysis in this report.

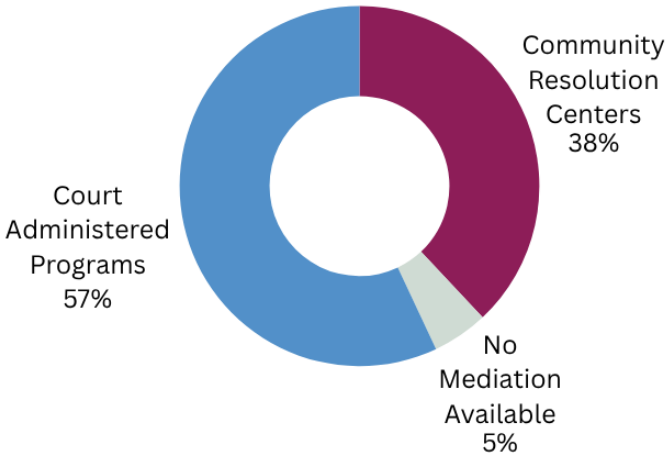
Circuit Court Small Claims Mediation Program Administration



In circuit courts, small claims mediation is available in counties accounting for 95% of small claims filings. Mediation services are provided by both Community Resolution Centers and court-administered programs. Available information from circuit courts suggests that 12 counties have court-administered small claims mediation programs, Community Resolution Centers are contracted to provide mediation services in 10 countyies, and 14 counties do not offer small claims mediation.

According to Oregon Judicial Department's database on cases filed in circuit courts, the court-administered mediation programs are in counties where about 57% of all circuit court small claims cases are filed; Community Resolution Centers are contracted in counties where about 38% of all circuit court small claims cases filed; and 5% of circuit court small claims cases are filed in counties that do not offer mediation.

> 95% of Circuit Court Small Claims Filings Have Access to Mediation



Community Resolution Centers also provide mediation in several Justice Courts, although those outcomes were not included in the January Advisors report. In addition to conducting a substantial share of Oregon's small claims mediations, Community Resolution Centers train many volunteer mediators serving in both court-administered and Center-run programs.

Background Research and Data Sources

Key Findings from Existing Research

This report builds upon findings presented in *Oregon Debt Collection Lawsuits: Data Analysis Chartbook* by January Advisors, which examined outcomes in Oregon debt collection litigation, including small claims mediation. All mediation outcome statistics reported in this report are drawn from that study. The hearing-capacity estimates, garnishment modeling, judicial-resource calculations, and public-investment analyses were independently developed by the author using those published findings together with publicly available Oregon Judicial Department data. These analyses are intended to illustrate potential implications of mediation outcomes for judicial capacity, court resources, and litigant outcomes and should not be attributed to January Advisors.

> *"Mediation eased my stress level and has made my life easier. Thank you for making it so easy to communicate with the other party."*
>
> *-Small Claims Party with CDRC Program*

The mediation outcome data reported in *Oregon Debt Collection Lawsuits: Data Analysis Chartbook* include all mediated cases identified in the study and are not limited to cases handled by Community Resolution Centers.

Key Findings from Oregon Debt Collection Lawsuits: Data Analysis Chartbook

- 72% of mediated small claims cases reached agreement.
- 35% of mediated small claims cases agreements later resulted in a judgment.
- 16% of mediated small claims case agreements later had a recorded garnishment.
- 48% of all small claims case judgments later had a recorded garnishment.

Key Data from Oregon Judicial Department

- The average small claims trial requires 42.97 minutes or 0.716 hours.

What Prior Small Claims Mediation Research Suggests

Compared to adjudication alone, small claims mediation has been associated with:

- Durable resolutions
- Higher compliance with settlement agreements
- Greater participant empowerment
- Reduced post-judgment enforcement activity
- Improved participant relationships
- Higher participant satisfaction
- Increased perceptions of procedural fairness
- Greater confidence in the judiciary

> *"Thankful this resource was available. The thought of going to court is scary and would rather avoid it."*
>
> *- Small Claims Party with CDRC program*

See Research and Literature Reviewed list at end of report.

Impact on Litigants: Durable Outcomes and Garnishments

Estimating Non-Mediated Wage Garnishments

The *Oregon Debt Collection Lawsuits: Data Analysis Chartbook* found that 48% of all cases resulted in wage garnishment, and 16% of mediation cases resulted in wage garnishment. Because mediation is available only after an answer is filed, mediation outcomes were analyzed as a subset of answer-filed cases. The estimated non-mediated garnishment rate was derived from the overall garnishment rate reported in the study and the reported share

of answer-filed cases entering mediation and assumed that all answer-filed cases received a disposition.

3.6 Times
Fewer Garnishments with Mediation

Based on the estimated share of answer-filed cases that use mediation (22.7%) and the overall wage garnishment rate of 48%, the implied estimated wage garnishment rate among non-mediated answer-filed cases is approximately 57%, assuming that all answer-filed cases received a disposition. This suggests wage garnishment occurs substantially less frequently in mediated than non-mediated cases.

Because the underlying dataset does not directly report garnishment outcomes separately for mediated and non-mediated answer-filed cases, this estimate should be viewed as an approximation rather than a directly observed outcome.

Although the non-mediated rate is an estimate, the observed results are notable. Garnishment occurred in 48% of all small claims cases, compared with only 16% of mediated cases. This suggests that mediation may significantly improve compliance with agreements while reducing the need for wage garnishment.

	% of cases	Rate of Wage Garnishment
All Small Claims Cases	100%	48%
Mediation	22.7%	16%
Trial	77.3%	57% (estimated)

Estimated Wage Garnishment Effect

Illustrative scenario: Cases Resolved Through Trial Rather Than Mediation

For every 100 cases

- 57 cases result in wage garnishment

Cases	Wage Garnishment Rate	Estimated cases resulting in wage Garnishment
100	57% (estimated)	57

Illustrative Scenario: Mediation Offered Before Trial

For every 100 cases

- 27 mediated cases result in wage garnishment

	Cases	Settlement Rate	Garnishment Rate	Estimated cases resulting in wage garnishment
Mediation	100	72%	16%	12
Hearing (mediation: no agreement)	28		57% (estimated)	16
			Total	27

Comparison of Systems with and without Mediation

For every 100 cases

- Approximately 30 fewer cases experience wage garnishment

30
Fewer wage Garnishments than without Mediation

Estimating Court Resource Impacts

While the *Oregon Debt Collection Lawsuits: Data Analysis Chartbook* focused on case outcomes, the reported agreements and compliance rates can be used to estimate effects on court resources.

The resulting estimate should not be interpreted as budget savings that would be immediately realized by reducing trials. Rather, it serves as a measure of judicial branch resources devoted to hearing activity and the judicial capacity that may be redirected to other court functions.

Hearing Hour Assumptions

Compensation for court employees was drawn from multiple sources. The full chart and citations are attached in Appendix A. Oregon circuit court judges receive legislatively approved salaries, and the annual salary for a circuit court judge was updated during the 2025 Legislative session.

Court Clerk and Case Management salaries are not publicly posted. Salary estimates for clerk/administrative support and case management staff are intended to represent typical

Oregon Judicial Department personnel supporting circuit court operations. These figures should be viewed as illustrative rather than actual compensation for any specific position.

Benefits and payroll costs are estimated to be 40% of salary to reflect the full cost of employment, including retirement, health insurance, payroll taxes, leave, and other employer-paid benefits.

Facility and administrative overhead include building operations, technology systems, security, records management, and administrative support. Indirect costs are estimated at 50% to 75% of direct labor costs, with the midpoint used for the final estimate.

Cost-per-hour Methodology

This estimate uses a cost-per-hour methodology to approximate Oregon Judicial Department resources associated with one hour of circuit court trial time. The calculation includes: (1) judicial compensation, (2) clerk and administrative support, (3) case management and docketing support, and (4) facility and administrative overhead.

Annual salaries are converted to hourly costs by adding estimated employer-paid benefits and payroll costs and dividing total compensation by annual productive work hours. Direct labor costs are then combined with an allocation for indirect costs, including facilities, technology, security, records management, and administrative support.

The resulting figure represents the judicial branch resources required to support one hour of small claims trial activity. It is intended as an illustrative measure of resource costs rather than an accounting of actual expenditures for any case or court.

Judicial Capacity Calculations

Trial hours are calculated by multiplying the average trial time per case by the total number of cases.

Estimated Judicial Branch Resources Preserved are calculated as:

- Total Cases;
- Multiplied by the mediation agreement rate;
- Multiplied by the average trial duration;
- Multiplied by the estimated judicial cost per trial hour.

This estimate assumes that cases reaching agreement through mediation avoid a trial.

Estimated Court Resource Effects

Applying the findings reported in *Oregon Debt Collection Lawsuits: Data Analysis Chartbook* with the findings from the Oregon Judicial Department and the estimated cost analysis, the following calculations compare a system without mediation to one that offers mediation before a trial.

Illustrative Scenario: Cases Resolved Through Trial

For every 100 cases

- 72 trial hours are utilized
- $27,286 are applied to trial costs (estimated)

Illustrative Scenario: Mediation Offered First Before Trial

For every 100 cases

- 72 cases are diverted out and do not require trial hours
- 28 cases proceed to trial
- 20 trial hours are utilized
- $7,640 are applied to trial costs (estimated)

Comparison of systems with and without mediation

For every 100 cases

- 52 trial hours are preserved
- 72% of trial costs are preserved
- $19,646 in trial costs preserved (estimated)

For Every 100 Cases in a Mediation First System

52
Trial Hours Preserved

72%
Of Trial Cost Preserved

Public Investment and Return

Community Resolution Centers receive funding through court contracts to provide mediation services. Using the trial-capacity methodology described above, estimated judicial branch resources preserved through mediation can be compared to the public investment required to provide those services.

Unlike the mediation outcome data presented elsewhere in this report, which reflect all mediated cases included in *Oregon Debt Collection Lawsuits: Data Analysis Chartbook*, the analysis in this section is limited to cases conducted by Community Resolution Centers and reported to Resolution Oregon during the 2023-25 biennium. These cases include matters filed in both circuit courts and justice courts.

This comparison examines the relationship between public investment in mediation services and the judicial resources preserved through successful mediation. In the cases analyzed, the estimated value of trial-related resources preserved exceeded the amount paid for mediation services, suggesting that mediation may generate substantial public value and expand judicial capacity.

Benefit-Cost Comparison

Community Resolution Center mediation funding was estimated using FY 2026 contract amounts. Annual contract values were doubled to approximate funding for the 2023-25 biennium and then adjusted to July 2024 dollars using the Consumer Price Index Calculator. July 2024 was selected because it represents the midpoint of the biennium reflected in the case data.

$1.78

Judicial Resources Preserved for Every $1 Invested

Estimated judicial branch resources preserved were calculated using the trial capacity methodology described above.

Measure	Amount
Community Resolution Center compensation	$189,226
Estimated judicial resources preserved	$336,534
Ratio	$1.78

The estimated judicial resources preserved through mediation substantially exceeded the public investment made in mediation services. For every dollar invested in Community Resolution Center small claims mediation services, an estimated $1.78 in judicial branch resources were preserved.

Court Capacity Preserved

The preserved resources do not necessarily result in immediate budget reductions. Instead, they represent judicial capacity that can be reallocated to other court priorities.

Estimated preserved hours were calculated using the methodology described above.

"Mediation m*ade the situation less stressful."*

-Small Claims Party with CDRC program

Measure	Amount
Community Resolution Center compensation	$189,226
Estimated trial hours preserved	883
Trial hours preserved per $1,000 investment	4.7

Community Resolution Centers received an estimated $189,226 to provide mediation services in the 2023-25 biennium. Based on the estimated agreement rate and average trial times, those services preserved approximately 883 trial hours, or 4.7 hours per $1,000 invested, that could be devoted to criminal, family law, probate, and other court matters.

> 883
> Estimated Trial Hours Preserved
>
> Equivalent to more than 1,233 average small claims trials

Implications for Courts and Litigants using Mediation

The findings from *Oregon Debt Collection Lawsuits: Data Analysis Chartbook* suggest that mediation cases are associated with durable resolutions and lower rates of post-judgment collection activity.

> *"Both of the mediators were incredibly professional, fair, and kind."*
>
> -Small Claims Party with CDRC program

Applying those findings to Oregon Judicial Department trial data suggests additional system-level implications. Because most mediated cases reach agreement, mediation may reduce demand for contested hearings and free judicial capacity for other matters. Although these estimates are illustrative, they indicate
that mediation has the potential to reduce trial hours, lower court operating demands, and help courts manage growing caseloads.

For litigants, the data suggest that mediation may reduce the likelihood of wage garnishment compared with traditional adjudication. Because garnishment can create significant financial hardship, reducing reliance on post-judgment enforcement may benefit both parties by increasing voluntary compliance with negotiated agreements.

Limitations

This analysis focuses primarily on contested hearing time and does not capture all costs associated with debt collection litigation.

The analysis does not estimate:

- Compliance hearings, or other post-judgment proceedings;
- Court staff time devoted to collections and enforcement processes;
- Costs incurred by litigants;
- Long-term benefits associated with increased voluntary compliance; or
- Broader social and economic effects associated with avoided garnishments.

Research has consistently found that voluntary settlements reached through mediation are more likely to be honored than court-imposed judgments. In a landmark study of Maine small claims courts, 70.6% of mediated agreements were fully complied with, compared with 33.8% of adjudicated judgments (McEwen & Maiman). Subsequent research has similarly found that cases resolved through mediation are less likely to require post-judgment enforcement and are less likely to return to court for future enforcement actions (Charkoudian, Eisenberg, & Walter).

As a result, the estimates presented here likely understate the full impact of mediation on court operations and litigant outcomes.

Policy Opportunities

Through modest administrative changes, mediation could reduce losses for businesses, shorten time to resolution, decrease the number of Oregonians subject to wage garnishments, reduce trial wait times, and expand court capacity for other case types.

Expand Mediation Access for Disputes Between $750 and $10,000

Currently, parties with disputes between $750 and $10,000 may file in either small claims or civil court. While many civil cases proceed through arbitration or litigation, access to mediation often requires additional action by both parties. As a result, disputes that may be well suited for mediated resolution frequently follow the default litigation path.

Expanding mediation opportunities for cases in this range could help parties resolve disputes earlier, reduce demands on court resources, and extend the benefits identified in this report to a broader group of litigants. Greater access may be particularly valuable in contact and debt-related disputes, where preserving relationships, controlling costs, and reaching timely resolutions are often shared priorities.

Incentivize Mediation Prior to the Hearing Date

Limited judicial resources often result in small claims cases trials being scheduled six to twelve months after the respondent files an answer. During this period, disputes remain unresolved, uncertainty persists for both parties, and unpaid obligations may continue to affect households and businesses.

Expanding mediation access in counties that do not currently offer small claims mediation, and extending mediation opportunities to contract cases under $10,000, could help address disputes much earlier in the process. Earlier intervention may reduce the number of cases proceeding to trial while providing litigants with faster and less adversarial path to resolution.

Earlier mediation could also reduce demands on judicial resources by resolving cases before they reach the trial calendar. Even when a settlement is not reached, mediation can narrow contested issues, improve communication, and increase the likelihood of later resolution. By moving mediation closer to the beginning of the case timeline, courts may be ablet to resolve more disputes sooner, improve litigant outcomes, and reserve limited judicial resources for cases that require adjudication.

Conclusion

This report suggests that small claims mediation may produce meaningful benefits for both courts and litigants. Building on findings from *Oregon Debt Collection Lawsuits: Data Analysis Chartbook*, the analysis indicates that mediation is associated with fewer trials, lower rates of wage garnishment, and greater preservation of judicial capacity.

The findings further suggest that the value of judicial resources preserved through mediation exceeds the public investment into those services. While these estimates are illustrative and subject to stated assumptions, they indicate that mediation can simultaneously support durable resolutions for litigants and help courts manage limited resources.

Importantly, these estimates are conservative. The analysis focuses primarily on trial time and does not capture compliance hearings, enforcement proceedings, litigant costs, or broader social impacts. Taken together, the findings suggest that mediation is more than an alternative dispute resolution process. Mediation functions as a court-capacity strategy, a means of reducing reliance on post-judgment enforcement, and a cost-effective public investment. At a time of growing caseload pressures and constrained resources, Community Resolution Centers provide an established community-based infrastructure for delivering those benefits.

Acknowledgments

This report builds on findings from *Oregon Debt Collection Lawsuits: Data Analysis Chartbook* by January Advisors and publicly available data from the Oregon Judicial Department. I appreciate the researchers and court personnel whose work contributes to a better understanding of dispute resolution in Oregon.

I am deeply grateful to the mediators who dedicate their time and professional skill to supporting community members through challenging disputes. Their dedication and expertise are central to the outcomes described in this report.

All hearing-capacity estimates, cost calculations, garnishment modeling, return-on-investment analyses, interpretations, conclusions, and any errors are solely those of the author and do not necessarily reflect the views of January Advisors, the Oregon Judicial Department, the University of Oregon School of Law, or any Community Resolution Center.

Resolution Oregon

Resolution Oregon, administered by the University of Oregon School of Law, oversees the state's Community Dispute Resolution Program pursuit to ORS 36.100–36.175. The program strengthens Oregon's network of Community Resolution Centers by awarding state-funded grants authorized under ORS 36.155.

Beyond grant administration, Resolution Oregon provides statewide oversight of grantee performance through service metrics, financial reporting, and participant feedback, ensuring transparency, accountability and consistency in service quality. Resolution Oregon also functions as Oregon's central repository for community mediation data, supporting research, program evaluation, and data-informed policy development.

Through this statewide infrastructure, Resolution Oregon advances accessible, community-based approaches to conflict resolution and helps ensure that mediation services, including housing stability mediation, are widely available, high-quality, and responsive to the needs of local communities.

Research and Literature Reviewed

January Advisors. Oregon Debt Collection Lawsuits: Data Analysis Chartbook. Debt Collection Lab, 2024.

Charkoudian, Lorig, Deborah Thompson Eisenberg, and Jamie Walter. What Difference Does ADR Make? Comparison of ADR and Trial Outcomes in Small Claims Court. University of Maryland Francis King Carey School of Law Legal Studies Research Paper No. 2017-17.

Guthrie, Chris, and James Levin. "A 'Party Satisfaction' Perspective on a Comprehensive Mediation Statute." Ohio State Journal on Dispute Resolution, vol. 13, no. 3, 1998, pp. 885–901.

Maryland Judiciary. Statewide Research in District Court Finds Alternative Dispute Resolution Beneficial for Litigants and Courts. Maryland Judiciary ADR Research Summary, 2016.

McEwen, Craig A., and Richard J. Maiman. Small Claims Mediation in Maine: An Empirical Assessment. Maine Law Review 33, no. 2 (1981): 237-268.

McEwen, Craig A., and Richard J. Maiman. “Mediation in Small Claims Court: Achieving Compliance Through Consent.” Law & Society Review 18, no. 1 (1984): 11-49. Oregon Judicial Department. (2026). Reports, statistics, & performance measures. State of Oregon. https://www.courts.oregon.gov/about/pages/reports-measures.aspx.

Vidal, Sarah, Suzanne Kaasa, and Michele Harmon. "Process and Outcomes of a Court-Administered Civil Mediation Program." Conflict Resolution Quarterly 36, no. 3 (2019): 279-292. https://doi.org/10.1002/crq.21230. Wissler, Roselle L. "Mediation and Adjudication in the Small Claims Court: The Effects of Process and Case Characteristics." Law & Society Review 29, no. 2 (1995): 323-358.

Appendix A: Hearing Cost Calculations

Estimated Judicial Branch Cost of One Hour of Trial Time in Oregon Circuit Courts

This estimate is intended to illustrate the approximate Oregon Judicial Department resources devoted to one hour of circuit court trial time. Actual costs will vary by case type, hearing length, staffing levels, and local court operations.

Total Estimated Cost per Trial Hour

$381

Judicial Time	$ 159
Clerk and Administrative Support	$ 45
Case Management and Docketing Support	$ 78
Facility and Administrative Overhead	$ 99

CALCULATIONS

	Description	*Value*
	Judicial Time Assumptions	
1	Annual Salary	$ 204,060
2	Benefits & Payroll Costs	40%
3	Total Compensation	$ 285,684
4	Annual Productive Work Hours	1,800
5	**Hourly Cost**	**$ 159**
	Clerk and Administrative Support	
6	Annual Salary	$ 57,500
7	Benefits & Payroll Costs	40%
8	Total Compensation	$ 80,500
9	Annual Productive Work Hours	1,800
10	**Hourly Cost**	**$ 45**

	Case Management and Docketing Support		
11	Annual Salary	$	100,278
12	Benefits & Payroll Costs		40%
13	Total Compensation	$	140,389
14	Annual Productive Work Hours		1,800
15	**Hourly Cost**	**$**	**78**
	Facility, Technology, and Administrative Overhead		
16	Indirect Cost Allocation (50% of Direct Labor Costs)	$	79
17	Indirect Cost Allocation (75% of Direct Labor Costs)	$	119
18	**Average Allocated Facility & Admin Overhead**	**$**	**99**
19	**Estimated Judicial Branch Resource Cost Associated with One Hour of Circuit Court Trial Time**	**$**	**381**

Data Sources

Judicial Salary Data: HB 2712 A Budget Report and Measure Summary
https://apps.oregonlegislature.gov/liz/2025R1/Downloads/CommitteeMeetingDocument/308829

Oregon Judicial Department budget materials
https://www.oregon.gov/das/HR/Pages/cc.aspx

State Compensation Data: Oregon DAS Salary & Benefits Report
https://www.oregon.gov/das/HR/Documents/2024-S%26B-Report.pdf

Assumptions

2, 7, 12	Benefits and payroll costs are estimated at 40% of salary to reflect the full cost of employment, including retirement, health insurance, payroll taxes, leave, and other employer-paid benefits.
6,11	Salary estimates for clerk/administrative support and case management staff are intended to represent typical Oregon Judicial Department personnel supporting circuit court operations. These figures should be viewed as illustrative rather than actual compensation for any specific position.
4, 9, 14	Productive hours are estimated at 1,800 hours annually.
16, 17, 18	Indirect costs include facilities, security, technology, records management, and administrative support. Indirect costs are estimated using an allocation methodology equal to 50% to 75% of direct labor costs. The midpoint estimate of $99 per hour is used in the total cost calculation.
19	This estimate assumes a hearing hour is associated with approximately one hour of judicial, clerk, and case management resources. Actual resource utilization may vary by case type, staffing needs, and local court operations.