



# **Administrative Law Judges**

**2025-2027**

## **Contract Highlights**

- Despite incredibly challenging budget projections, the contract secures general wage increases of 3% in 2025 and 2% in 2026 (See Article 23).
- A new salary schedule for Administrative Law Judges!
- The new salary schedule provides an additional 2.5% increase for all Line and Pro Tem ALJs on July 1, 2025
- ALJs placed on the new salary schedule will receive credit for time spent at Step L, with ALJs moving up an additional 1-4 steps based on time spent at Step L. This will result in additional wage increases of 2.5% to 10% depending on time spent at Step L!
- Pro Tem ALJs will be placed on the salary schedule according to their OAH Hire Date or July 1, 2021 – whichever date is later and Pro Tems will now be able to progress through the salary schedule.
- Temporary ALJs will now have their bar dues paid for by OAH.
- Pro Tem ALJs can now have judicial status bar dues paid for by OAH.
- A new professional development fund will provide up to \$500 per biennium for ALJs for professional development opportunities.
- ALJs assigned to a position with dual language duties will receive 5% assignment pay.

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