

## R2 Wages

### Current wage scale:

Step 1	Step 2	Step 3	Step 4	Step 5
\$36.74	\$38.58	\$40.51	\$42.53	\$44.66

- **Step 1 entry-level pay rate has gone up only 4% over 12 years, since 2007.**
- **Entry-level pay has not been increased since 2015 (last raise was 2%).**

**R2 Wage history:**

Oct. 2003:	\$33.12
Oct. 2007:	\$35.31
Oct. 2014:	\$36.01
Oct. 2015:	\$36.74
Oct. 2017-2019:	\$36.74 - \$44.66 (steps implemented)

### Pay Comparison with Federal Courts

#### Staff Court Interpreter Salaries:

Federal Courts	Grade 1				Grade 10
JSP 14 (table 00) base pay rates	\$90,621				\$117,810
JSP 14 (table SF) <sup>1</sup> (40.3% locality payment)	<b>\$127,187</b>				<b>\$165,346</b>
Region 2 Courts	Step 1	Step 2	Step 3	Step 4	Step 5
	\$76,419	\$80,246	\$84,260	\$88,462	\$92,892
State Court pay gap (with fed locality pay)	- 66%				- 78%

**A federal staff interpreter** in San Francisco with 20 years experience made \$87,000 in 2003. Federal staff interpreter in San Francisco with this experience in 2019 makes \$165,346.  
**90% increase over past 16 years**

**State interpreter** in R2 made \$68,889 in 2003 and makes \$76,419 - \$92,892 in 2019.  
**11% - 34% increase over past 16 years**

#### Federal Contractor per diem currently paid by most R2 courts to contractors

Full day per diem: \$418 (\$52.25 per hour)

Using federal **contractor per diem** (hourly rate X 2080 hours) = \$108,680 full time salary

- 42% more than our entry level and 17% more than our step 5

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<sup>1</sup> Locality pay differential applies to San Jose, Oakland and San Francisco federal courts. This Bay Area 40.35% locality pay differential is the highest in the nation. New York (33.06%); Los Angeles (31.47%); San Diego (28.8%); Chicago (28.5%)