

ARTICLE 22 - WAGES AND OTHER COMPENSATION

A. Wages

The following base pay rates shall apply upon ratification based on a 3-year contract.

Step 1	Step 2	Step 3	Step 4	Step 5
\$44.08	\$46.30	\$48.61	\$51.03	\$53.59

Effective one year from ratification, a cost-of-living adjustments (COLA) determined by the Bay Area Consumer Price Index (CPI) will apply yearly.

Employees hired in the Region with 6 years or more of contractor experience in the California Superior Courts shall be placed at Step 5.

Employees hired in the Region with 4-6 years or more of contractor experience in the California Superior Courts shall be placed at Step 4.

Employees hired in the Region with 2-4 years or more of contractor experience in the California Superior Courts shall be placed at Step 3

Employees hired in the Region with 1-2 years or more of contractor experience in the California Superior Courts shall be placed at Step 2

Employees newly hired in the Region without previous contractor experience in California Superior Courts shall be placed at Step 1.

To move to the next step in the range, employees must have completed 12 months of continuous employment with the court since their last placement/movement in the step range.

Each court shall follow its local practice for employees in the court’s largest non-managerial bargaining unit with respect to whether a satisfactory rating is required on the most recent formal performance evaluation to advance to the next step in the salary range. In courts that require a satisfactory rating, if no performance evaluation was performed during the most recent requisite timeframe, the employee will not be prevented from advancing to the next step.

An employee transferring employment from one Region 2 court to another will maintain the same salary step.

B. Half-day assignments and half-day rate: (base hourly wage times 1.11)

Regular part time and intermittent part time employees with an a.m. only or p.m. only assignment or a night court only assignment shall be paid at the half-day hourly rate and shall be guaranteed not less than four hours per assignment.

C. An employee who has worked any half-day or a full day assignment on the same day that the employee works a night court assignment shall be paid for the actual hours worked for the night court assignment.

D. Interpreters sent from their original report facility to any other facility or facilities will be paid mileage between the original report location and any other locations to which they are assigned within the home court, pursuant to Judicial Council guidelines.

E. Additional Certifications/Registrations Differential

Interpreter employees who are certified or registered to interpret in two or more language pairs will receive a 3% salary enhancement per additional language. To qualify for an enhancement, the qualifying certification or registration must be from the Judicial Council of California and must be current and the employee is committing to be assigned to case types of those languages.

Longevity Incentive

In recognition of the value of long-term public service in the courts, as well as the interpreter unit's unique characteristic of being a scarce and highly trained workforce, the following longevity incentives will apply immediately.

Interpreters with 10 years of continuous service – 2% additional to the base wage

Interpreters with 15 years of continuous service – 2% additional to the base wage

Interpreters with 20 years of continuous service – 2% additional to the base wage

G. Night Court Differential

All interpreters working a night court session will be paid 4% additional to the base wage for the total hours worked on the night court assignment date.