



## **SPREAD THE WORD! NEW HIRE INCENTIVES ARE OUT FOR THE LOS ANGELES SUPERIOR COURT!!**

**Start your Engines! Spread the word! Refer your friends! Post and repost away!**

**The Los Angeles County Court Reporters Association along with SEIU have  
negotiated New Hire Incentives for Fiscal Year 23/24 using Los Angeles Superior  
Court's portion of the SB 154 monies to Recruit and Retain Official Court  
Reporters at Los Angeles Superior Court!**

**SALARY RANGE \$120,888 – 124,214.16**

**Additional 5.5% with Realtime Certification**

### **1. Finder's Fee**

- a. \$25,000 total paid at the following specified increments:
  - i. \$10,000 after orientation
  - ii. \$7,500 at six-month anniversary
  - iii. \$7,500 at one-year anniversary

### **2. Signing Bonus**

- a. Up to \$50,000 total for a new full-time (A-status) Court Reporter that remains employed full-time by The Court for at least two years (24 months) paid at the following increments:
  - i. \$15,000 after the first pay period (PP) after six months of employment
  - ii. \$10,000 first PP after 12-month anniversary
  - iii. \$10,000 first PP after 18-month anniversary
  - iv. \$15,000 first PP after 24-month anniversary

### **3. Retention Bonus**

a. Full-time Court Reporters employed at the time the January 31, 2023 letter of understanding was implemented and remain employed as of May 1, 2024, will receive a \$5,000 retention bonus in the last full pay period of FY 23/24.

b. Full-time Court Reporters employed as of June 30, 2023 and remain employed as of May 1, 2024 will receive a \$5,000 retention bonus in the last full pay period of FY 23/24.

i. If you meet the above criteria of the Retention Bonus a. and b., you will receive both bonuses.

c. Full-time Court Reporters employed at the time the January 31, 2023 Letter of Understanding was implemented and remain employed as of May 1, 2025, will receive a \$10,000 retention bonus in the last full pay period of FY 24/25.

i. Full-time court reporters hired between February 1, 2023 and June 30, 2023 and who remain employed as of May 1, 2025, will receive a \$10,000 retention bonus in the last full pay period of FY 24/25.

### **4. Retention Bonus (Employees with 25+ years)**

a. Court Reporters with 25 or more years of full-time Court service, and who submitted the required agreement during the 2022-2023 fiscal year, will receive a payment of \$2,500 at the end of each quarter (defined as three full calendar months) the Court Reporter remains employed and actively working at The Court.

b. Beginning July 1, 2023, full-time Court Reporters with 25 or more years of full-time Court service, based on the Court Service Date (CSD), who submit the required Agreement Form within 45-days of being eligible will receive up to \$10,000 as a retention bonus in two increments.

c. The Court Reporter must agree to remain working at The Court for at least 12 months.

### **5. Student Loan and Equipment Allowance**

a. Up to \$15,000 total

i. \$5,000 initial payment which may be used for equipment (after first pay period)

ii. \$5,000 after one-year anniversary (PP after)

iii. \$5,000 after two-year anniversary (PP after)

### **6. Floater Bonus**

a. Court Reporters designated as a Regional Assigned Floater will receive a 5% per pay period bonus.

### **Miscellaneous**

a. The agreement shall be retroactive to July 1, 2023.

b. Reimbursement for YesLaw annual subscription with proof of payment.

c. Allocated funds for advertising and marketing efforts.

d. Newly hired full-time Court Reporters will begin at Step 7 unless otherwise approved to start at Step 8.