



JUDICIAL COUNCIL OF CALIFORNIA

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MEMORANDUM

Date
August 28, 2018

Action Requested
For Your Information

To
Associate Justices of the Supreme Court
Associate Justices of the Courts of Appeal
Judges of the Superior Courts of California

Deadline
N/A

From
Martin Hoshino
Administrative Director, Judicial Council

Contact
Evelyn Ramos, Human Resources Supervisor
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Subject
Fiscal Year 2018–19 Judicial Salary Increase

I am forwarding the attached Exempt Pay Letter received today from the California Department of Human Resources (CalHR) regarding fiscal year 2018–19 judicial salary increases.

The pay letter addresses a 2.89% increase to judicial salaries effective July 1, 2018, pursuant to provisions of Government Code section 68203, subdivision (a).

Annual increases in judicial salaries are linked to those received by executive branch employees as negotiated through statewide collective bargaining agreements. After bargaining agreements are reached, CalHR calculates the proposed increase amount and submits a formal Exempt Pay Letter to the State Controller.

The methodology CalHR uses to calculate judicial salary increases pursuant to § 68203 is based on salary costs related to *all* state employees within the executive branch. This methodology calculates an average general salary increase relative to the state's entire executive branch workforce, which includes 21 bargaining units as well as the remaining excluded employees. The methodology takes into account the size of the bargaining unit and the total costs of general salary increases across the entire executive branch.

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The attached draft Exempt Pay Letter from CalHR does not include a general salary increase for Bargaining Units 5 or 9, both of which have open contracts. (Bargaining Unit 9 has reached an agreement, however, the agreement has still to be ratified.) In the event that agreements are reached and ratified with both units and a general salary increase provided to those state employees changes the judicial increase percentage, a second adjustment will be made and CalHR will process additional Exempt Pay Letters, retroactive to July 1, 2018.

As a reminder, as a result of the efforts of the Chief Justice and the California Judges Association, an adjustment and retroactive provision was added into Government Code section 68203, as subdivision (c), effective July 1, 2016, such that: "...a salary increase occurring on or after July 1 of any fiscal year for California state employees that is made effective on July 1 of that fiscal year shall be included in the calculation of the average percentage salary increase for that fiscal year, retroactive to July 1 of that fiscal year. The Department of Human Resources shall report any retroactive average percentage salary increase to the State Controller in a pay letter."

The new salary rates will be reflected in the September 2018 payroll checks issued on October 1, 2018. The State Controller's Office has informed us that they will issue a separate retroactive payment for the months of July and August by September 30, 2018.

Please note that administrative presiding justices and presiding judges will continue to receive additional pay differentials to their compensation.

MH/fnk

Attachment

cc: Hon. Tani G. Cantil-Sakauye, Chief Justice of California
Mr. Jorge Navarrete, Clerk/Executive Officer of the Supreme Court
Clerk/Executive Officers of the Courts of Appeal
Court Executive Officers of the Superior Courts
Human Resources Liaisons of the Courts of Appeal and Superior Courts
Ms. Millicent Tidwell, Chief Deputy Director, Judicial Council
Mr. John Wordlaw, Chief Administrative Officer, Judicial Council
Mr. Robert Oyung, Chief Operating Officer, Judicial Council
Ms. Aurora Rezapour, Human Resources Director, Judicial Council