



JUDICIAL COUNCIL OF CALIFORNIA

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MEMORANDUM

Date

October 6, 2020

Action Requested

For Your Information

To

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

Deadline

N/A

From

Martin Hoshino, Administrative Director

Contact

Evelyn Ramos, Human Resources Supervisor
 415-865-4296 phone
evelyn.ramos@jud.ca.gov

Subject

Fiscal Year 2020–21 Judicial Salary

I am forwarding the attached Exempt Pay Letter received from the California Department of Human Resources (CalHR) regarding fiscal year 2020–21 judicial salary calculations under the provisions of Government Code section 68203(a).¹

CalHR informs us that this fiscal year's calculation resulted in an overall average salary decrease for all state employees, some as much as -9.23%. As a result, there will be no increase to judicial salaries for fiscal year 2020–21, and judicial compensation under the code will remain unchanged (Gov. Code, § 68203(b)(3)). Article III, section 4 of the California Constitution prevents any reduction to judicial salaries during the term of office.²

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.

¹ [Gov. Code, § 68203](#)

² [Cal. Const., Art. III, sec.4](#)

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The methodology CalHR uses to calculate judicial salary increases under section 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.

This year's calculations resulted in a negative percentage, therefore, there will be no salary increase and judicial salaries will remain the same.

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, Director, Human Resources, Judicial Council



Exempt Program

1515 S Street, North Building, Suite 500
Sacramento, CA 95811
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Governor Gavin Newsom
Secretary, Government Operations Agency Yolanda Richardson
Director Eraina Ortega

October 2, 2020

Evelyn Ramos
Human Resources Supervisor
Judicial Council of California
455 Golden Gate Avenue
San Francisco, CA 94102-3688

Subject: Statutory Judicial Salaries

The letter is to inform the Judicial Council this year's calculations conducted by the Financial Management Division, CalHR results in a negative percentage. Therefore, pursuant to Government Code section 68203, subsection (b)(3), there will be no increase to statutory judicial salaries.

If you have any questions, please contact me.

Sincerely,

A handwritten signature in dark ink that reads "Mandy Myrdal". The signature is written in a cursive, flowing style.

Mandy Myrdal
Acting Exempt Program Manager
(916) 323-0518

cc: Aurora Rezapour, Director, Human Resources Office
Felizia Nava-Kardon, Deputy Director, Human Resources
Martin Hoshino, Administrative Director
Millicent A. Tidwell, Chief Deputy Director
John Wordlaw, Chief Administrative Officer
State Controller's Office