

**2023 Side Letter Agreement
by and between
Superior Court of California, County of San Luis Obispo
and
Service Employees' International Union, Local 620**

Court Reporter Hiring and Retention Incentive – FY 2023-24

This Agreement is a Side Letter to the current Memorandum of Understanding, October 1, 2023, to September 30, 2024 (MOU) between the Superior Court of California, County of San Luis Obispo (Court) and Service Employees International Union, Local 620, Technical Unit (Union).

Whereas, the provisions of SB 170/SB 154 have been extended to FY 23-24, and if such provisions specify that funding is available and permitted to be used for such recruitment efforts, and sufficient funding is received accordingly by San Luis Obispo County Superior Court, the Parties agree to the following:

Finder's Fee

1. \$10,000 total paid at the following specified increments:
 - \$5,000 after orientation
 - \$5,000 at one-year anniversary
2. Payments will be issued in the next regular pay period following the designated increment.
3. Only one finder per applicant/new hire will be eligible for the Finder's Fee. Applicants must provide the name of the finding employee at the time of initial application submission within the required supplemental question(s).
4. All Court employees are eligible to receive the Finder's Fee unless they are a member of the Court's Executive Team or Human Resources Department.
5. The finding employee must be on the Court's payroll at each designated increment to receive the Finder's Fee payment.
6. The applicant must not have been a San Luis Obispo Superior Court employee in the previous 24 months prior to the application submission date.
7. The applicant's hire date must occur before June 30, 2024.

Signing Payment

1. \$25,000 total for a full-time Court Reporter:
 - \$15,000 the second pay period in paid status
 - \$10,000 the first pay period after one-year anniversary
2. The newly hired full-time Court Reporter must not have been a full-time Court Reporter at the San Luis Obispo Superior Court in the previous 24 months prior to the application submission date and their hire date must occur before June 30, 2024.
3. If a temporary Court Reporter converts to full-time, they will be eligible for the signing payment.

Retention Payment

1. Full-time Court Reporters employed at the time this program is implemented and still

employed as of June 7, 2024, will receive a one-time \$10,000 retention payment in the last full pay period of Fiscal Year 2023-24.

Student Loan and Equipment Allowance for Newly Certified and Hired Court Reporters

1. Up to \$27,500 total for Court Reporters certified on or after July 1, 2023, and hired before June 30, 2024:
 - \$7,500 initial payment may be used for equipment (received the second pay period in paid status)
 - \$5,000 the first pay period following the employee’s one-year anniversary
 - \$5,000 the first pay period following the employee’s two-year anniversary
 - \$5,000 the first pay period following the employee’s three-year anniversary
 - \$5,000 the first pay period following the employee’s four-year anniversary

Tuition Reimbursement for Full-Time Court Reporters

1. Full-time Court Reporters employed at the time this program is implemented are eligible for reimbursement of tuition, fees, books, or other required course materials for stenographer retraining programs (voice writing programs) up to \$10,000.

Relocation Stipend for Newly Hired Court Reporters

1. Eligible if moving from outside of San Luis Obispo County upon hire:
 - \$10,000 the first pay period in paid status
 - The applicant’s hire date must occur before June 30, 2024

These payments are taxable and will be subject to applicable payroll withholdings.

All other terms of the October 1, 2023, through September 30, 2024, MOU will remain in full force and effect, except as modified herein.

The parties may execute this Side Letter Agreement in separate counterparts and will deem a facsimile or scanned copy of the signatures of the parties’ authorized representatives as an original.

FOR THE UNION

FOR THE COURT



Susan Thomas
Field Support Staff

Michael Powell
Court Executive Officer

12/7/2023 | 10:15 AM PST

12/6/2023 | 4:52 PM PST

Date

Date