

UNITED STATES COURT INTERPRETER  
COMPENSATION DATABASE:

Chapter 5,  
County Courts

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Errata Corrected; Updated December 3, 2015

ARIZONA, COCHISE COUNTY  
(Bisbee)<sup>1</sup>

Staff Interpreters  
(County Employees)

Titles	Minimum	Maximum
Interpreter	\$36,014	\$66,208
Chief Interpreter	\$41,134	\$75,621

Fringe: 32.13%

Work week: 40 hours for full-time staff; 20 for part-time staff

Independent Contractor Court Interpreters  
(Set by the county)

Not provided.

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<sup>1</sup> Questionnaire completed by Tracey Romero, Judicial HR Director (January 7, 2014).

ARIZONA, MARICOPA COUNTY<sup>2</sup>  
(Phoenix)

Staff Interpreters<sup>3</sup>  
(County Employees)

Titles <sup>4</sup>	Minimum	Maximum
Court Interpreter [entry level]	\$41,029	\$70, 637
Court Interpreter Supervisor [supervisor of interpreters]	\$45,143	\$77,694
Court Interpreter Manager [manager of the program]	\$64,791	\$89,638

Fringe: 19.26% + \$890 for medical/dental

Work week: 40 hours

Contract Interpreters  
(Set by the county court management)

- \$110 for 0-2 hours
- \$150 for up to 3 hours
- \$175 for up to 4 hours
- \$200 for up to 5 hours
- \$225 for up to 6 hours
- \$250 for up to 7 hours
- \$275 for up to 8 hours

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<sup>2</sup> E-mails from Scott Robert Loos, Supervisory Interpreter and Staff Developer, Interpreter Services, Arizona Superior Court in Maricopa County (August 22 and 23; September 4, 2013).

<sup>3</sup> Salary ranges obtained from <http://www.maricopa.gov/Budget/EmployeeCompensation.aspx> and, per Mr. Loos's 8-22-13 e-mail, based on 2,088 hours worked in a budget year.

<sup>4</sup> Job descriptions are available from the same URL.

**ARIZONA, PIMA COUNTY<sup>5</sup>**  
(Tucson)

**Staff Interpreters**  
(County Employees)

Superior Court Positions <sup>6</sup>	Minimum	Maximum
Court Interpreter Trainee [probationary position intended for twelve months]	\$33,690	\$50,533
Court Interpreter [national or local qualifying exam required]	\$34,531	\$51,797
Director, Interpreter Services [manager of program]	\$67,260	\$100,890
Juvenile Court Positions <sup>7</sup>		
Court Interpreter	\$34,531	\$51,797
Supervisor, Court Interpreting [manager of program]	\$43,125	\$64,687

Fringe: Varies from 19% to 28% depending on insurance and other choices made by individual employees, but the average is 26%.

Work week: 40 hours

**Contract Interpreters**  
(Set by the county)

\$100/2 hour minimum flat rate

\$25/hour after the first two hours for any portion of an hour

Maximum of \$250/day

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<sup>5</sup> E-mails from Victoria F. Vásquez, Director, Interpreter Services, Arizona Superior Court in Pima County (August 22, 23 and 26, 2013).

<sup>6</sup> [http://www.sc.pima.gov/SC\\_Web/Portals/0/Library/HR/SC\\_by\\_title.pdf](http://www.sc.pima.gov/SC_Web/Portals/0/Library/HR/SC_by_title.pdf); position descriptions are posted at <http://www.sc.pima.gov/?tabid=300>.

<sup>7</sup> Position descriptions are posted at <http://www.pcjcc.pima.gov/HTML%20files/Employment/JobDescriptions.html>.

ARIZONA, PINAL COUNTY<sup>8</sup>  
(Florence)

Staff Interpreters<sup>9</sup>  
(County Employees)

Titles	Minimum	Maximum
Court Interpreter I [trainee position]	\$34,819.20	\$48,152.00
Court Interpreter II	\$40,476.80	\$55,931.20
Senior Court Interpreter/Law Librarian [interpreter and supervisor of interpreters as well as the Law Library; the salary range is under "Law Librarian" [Dual title]]	\$46,945.60	\$64,875.20

Fringe: Not provided  
Work week: 40 hours

Contract Interpreters  
(Set by the county)

Category of Interpreter	Rates Paid	
Spanish	Full Day	Half Day
Certified by the AOUSC or state using Consortium exam	\$388	\$210
Non-certified	\$187	\$103
Other Spoken Languages	Ranges from \$40/hour with a 2-hour minimum to \$388/day, depending on qualifications and/or the scarcity of the language	

Mileage is reimbursed at whatever the current Federal rate is, which in 2013 is \$0.565/mile.

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<sup>8</sup> E-mails from Sabine Michael, Senior Court Interpreter/Law Librarian, Superior Court in Pinal County (September 19 and 25, 2013).

<sup>9</sup> Salary Plan, <http://www.pinalcountyz.gov/Departments/HumanResources/Documents/Downloads/salaries.pdf>. To find the Job descriptions, click on category "1100 - Courts", posted at <http://www.pinalcountyz.gov/Departments/HumanResources/Job%20Descriptions/Forms/Public%20View.aspx>.

ARIZONA, YUMA COUNTY<sup>10</sup>  
(Yuma)

Staff Interpreters  
(County Employees)<sup>11</sup>

Titles	Minimum	Maximum
Court Interpreter	\$38,784	\$62,576
Court Interpreter Supervisor	\$49,264	\$79,485

Fringe: Approximately 37.00% (the percentage can vary depending on whether the employee elects family health insurance)

Work week: 40 hours

Contract Interpreters

There is no set rate paid to contract court interpreters.

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<sup>10</sup> E-mails from Kathleen M. Schaben, Trial Court Administrator (November 5 and 6, 2013).

<sup>11</sup> "Yuma County is the fiscal administrator and pays the employees, administers benefits and the like. However, the courts are under a separate Judicial Merit System...and we receive computer, database, training and other support under the Arizona Administrative office of the Courts. Retirement is through the Arizona State Retirement System."

COLORADO, DENVER COUNTY COURT<sup>12</sup>  
(Denver)

Staff Interpreters  
(County Employees)

Title <sup>13</sup>	Minimum	Maximum
Court Interpreter <sup>14</sup>	\$47,686	\$69,622

Fringe: 28.00%  
Work week: 40 hours

Contract Interpreters

Category of Interpreter	Hourly Rates
Certified Spanish Interpreter	\$35

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<sup>12</sup> E-mail from Emy López, Language Access Administrator, Office of Language Access, Colorado Judicial Department (November 22, 2013).

<sup>13</sup> The job description is posted at [http://www.denvergov.org/Portals/671/documents/Job\\_Descriptions/CourtInterpreter.pdf](http://www.denvergov.org/Portals/671/documents/Job_Descriptions/CourtInterpreter.pdf).

<sup>14</sup> <http://www.denvergov.org/Portals/671/documents/Pay/PayRanges&JobTitles.pdf>.

FLORIDA, 11<sup>th</sup> Judicial Circuit<sup>15</sup>  
(Dade County [Miami])

Staff Interpreters  
(County Employees)<sup>16</sup>

Title	Minimum	Maximum
Duly Qualified/County Funded	\$38,076.48	None set
Certified State/County Funded	\$41,267.76	\$78,408.72

Fringe: Approximately 27.00%

Work week: 40 hours

Contract Interpreters

Category of Interpreter	Hourly Rate
Spanish	\$30 (no 2-hr. minimum)
Creole	\$35 (no 2-hr. minimum)
All other languages	\$50-115 with a 2-hr. minimum

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<sup>15</sup> E-mails from Ana M. Cabezón, Supervisor, Department of Translation and Interpretation, Criminal Division (September 27 and 30, October 1, 2013).

<sup>16</sup> While the vast majority of staff court interpreters in this jurisdiction are state employees, there are 9 county-funded positions.



GEORGIA, SUPERIOR COURT  
STONE MOUNTAIN JUDICIAL CIRCUIT  
(DeKalb County [Decatur])<sup>17</sup>

Staff Interpreters  
(County Employees)

Title	Minimum	Maximum
Interpreter <sup>18</sup>	\$34,428	\$55,944

Fringe: \$15,000-24,000 depending on how many family members are getting health insurance.  
Work week: 40 hours

Contract Interpreters

Not provided.

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<sup>17</sup> E-mails from Shinji Morokuma, Program Director, Certification and Licensing, Administrative Office of the Courts (January 8, 2014).

<sup>18</sup> Position description is available at <http://agency.governmentjobs.com/dekalbga/default.cfm?action=viewclassspec&classSpecID=824559&agency=2188&viewOnly=yes>.

**IDAHO, 3<sup>rd</sup> JUDICIAL DISTRICT<sup>19</sup>**  
(Adams, Canyon, Gem, Owyhee, Payette and Washington Counties;  
Canyon County [Caldwell])

Staff Interpreters  
(County Employees)

Title	Minimum	Maximum
County Interpreter Coordinator <sup>20</sup>	\$37,025	\$49,000

Fringe: Not available  
Work week: 40 hours

Contract Interpreters

Not available

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<sup>20</sup> Vacancy announcement with position description is posted at <http://www.canyoncounty.org/jobs>; hours worked confirmed with unidentified staff of the Human Resources Office via telephone interview (January 16, 2014).

IDAHO, 4<sup>TH</sup> JUDICIAL DISTRICT<sup>21</sup>  
 (Ada, Boise, Elmore and Valley Counties;  
 Ada County [Boise])

Staff Interpreters  
 (County Employees)

Title	Minimum	Maximum
Interpreter Coordinator	\$43,937	None set
Staff Interpreter (part-time)	\$20,150	\$34,476

Fringe: minimum of 26.26% (depending on what an employee chooses, the actual percentage will be higher)

Work week:

- Interpreter coordinator: 40 hours
- Staff Interpreter: 25 hours

Contract Interpreters

Category of Interpreter	Hourly Rate with 1-hr. min.
AOUSC-certified and Master level	\$40
Certified	\$30
Conditionally Approved	\$25

Mileage is paid at \$0.50/mile

With respect to Conditionally Approved interpreters, the minimum amount of time varies depending on language and/or availability.

Remote interpreting is compensated at the same rate as in-person interpreting.

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<sup>21</sup> E-mails from Sandra Barrios, Interpreter Coordinator (December 3 and 4, 2013).

IDAHO, 5<sup>TH</sup> JUDICIAL DISTRICT<sup>22</sup>  
 (Blaine, Cama, Cassia, Gooding, Jerome,  
 Lincoln, Minidoka, and Twin Falls Counties;  
 Twin Falls [Twin Falls])

Staff Interpreters  
 (County Employees)

Title	Current Salary	Maximum
Interpreter Coordinator/Certified Spanish Court Interpreter [half-time position]	\$23,660	None set
Interpreter/Jury Clerk [dual title]	\$31,720	None set

Fringe:

- Interpreter Coordinator/Certified Spanish Court Interpreter: \$2,060.06
- Interpreter/Jury Clerk: \$10,741.64

Work week:

- Interpreter Coordinator/Certified Spanish Court Interpreter: 20 hours
- Interpreter/Jury Clerk: 40 hours (includes 20 hours interpreting)

Contract Interpreters

Category of Interpreter	Hourly Rate with 1-hr. min.
Master certified interpreters	\$40
Certified interpreters	\$35
Non-certified interpreters	\$25

Those rates are followed when possible, but sometimes the court pays rates negotiated on a case-by-case basis.

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<sup>22</sup> E-mail from Mary Jo Palma, Certified Spanish Interpreter/Interpreter Coordinator (December 3, 2013).

ILLINOIS, CIRCUIT COURT OF COOK COUNTY  
(Chicago)

Staff Interpreters  
(County Employees)

Title <sup>23</sup>	Minimum	Maximum
Court Interpreter <sup>24</sup>	\$42,031	\$55,301
Court Coordinator I [some persons in this title are interpreters, others are not] <sup>25</sup>	\$38,205	\$59,099

Fringe: Not provided  
Work week: 35 hours<sup>26</sup>

Contract Interpreters

Not provided.

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<sup>23</sup> Telephone interview with Elena Caloca-Norman, Director, Office of Interpreting Services (March 14, 2014).

<sup>24</sup> Data in this table represent the lowest and highest actual salaries being paid. It could not be determined whether a range in the traditional sense exists. [http://www.chicagocurrent.com/databases/government-employee-salaries/agencies/COOK-COUNTY/job\\_titles/Court-Interpreter?page=1](http://www.chicagocurrent.com/databases/government-employee-salaries/agencies/COOK-COUNTY/job_titles/Court-Interpreter?page=1).

<sup>25</sup> Ditto for this title. [http://www.chicagocurrent.com/databases/government-employee-salaries/agencies/COOK-COUNTY/job\\_titles/Court-Coordinator-I?page=2](http://www.chicagocurrent.com/databases/government-employee-salaries/agencies/COOK-COUNTY/job_titles/Court-Coordinator-I?page=2).

<sup>26</sup> Telephone interview with Ms. Caloca-Norman (December 10, 2013).

ILLINOIS, 7<sup>th</sup> JUDICIAL CIRCUIT COURT<sup>27</sup>  
(Morgan County [Jacksonville])

Staff Interpreters  
(County Employee)

Titles	Minimum	Maximum
Deputy Clerk	\$29,233.62 <sup>28</sup>	None set

Fringe: Approximately 49%  
Work week: 35 hours

Contract Interpreters

The court does not have standard rates. Freelance court interpreters are paid on the basis of the bills they submit.

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<sup>27</sup> E-mails from Theresa Lonergan, Circuit Clerk (November 27, 2013 and January 2, 2014).

<sup>28</sup> The portion of the annual salary that's attributed to interpreting duties is \$1,270.

ILLINOIS, 12<sup>th</sup> JUDICIAL CIRCUIT COURT<sup>29</sup>  
(Will County [Joliet])

Staff Interpreters  
(County Employees)

Titles	Minimum	Maximum
Interpreter/Social Worker [dual title]	\$25,000	None set

Fringe: Approximately \$19,000/year  
Work week: 40 hours

Contract Interpreters

No standard rates have been set.

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<sup>29</sup> E-mails from Kurt Sangmeister, Court Administrator (December 9 and 10, 2013).

ILLINOIS, 19<sup>th</sup> JUDICIAL CIRCUIT COURT<sup>30</sup>  
(Lake County [Waukegan])

Staff Interpreters  
(County Employees)

Titles	Minimum	Maximum
Spanish Interpreter Coordinator; Spanish Interpreter [2 different titles]	\$41,841	\$50,764
Spanish Interpreter [part-time]	\$20,920	\$25,382

Fringe:

- Full-time: 37.90%
- Part-time: 19.22% (FICA and IMRF)

Work week: 40 hours for full-time staff, 20 hours for part-time staff

Contract Interpreters

The hourly fee for Spanish court interpreters varies according to length of service, with new Spanish contract court interpreters starting at \$16/hour.

Rates for other languages vary depending on the particular language.

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<sup>30</sup> E-mails from Diane Flory, Assistant Director, Judicial Operations (November 5 and 6, 2013).



ILLINOIS, 21<sup>st</sup> JUDICIAL CIRCUIT COURT<sup>31</sup>  
 (Kankakee County [Kankakee])

Staff Interpreters  
 (County Employees)

Titles	Minimum	Maximum
Court Interpreter [full-time position]	\$26,480.22	None set
Court Interpreter [part-time positions]	Hourly Rate	
	1 @ \$20/hour and 1 @ \$21/hour	

Fringe: 58.00% (applies only to the full-time position; none for the part-time positions)

Work week:

- Full-time position: 35 hours
- First part-time position: 12 hours
- Second part-time position: 3 hours

Contract Interpreters

No uniform rates for contract interpreters have been established. They are paid an hourly rate for each hour worked, or percentage thereof.

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<sup>31</sup> E-mail from Adrienne Haley, Administrative Assistant to the Chief Judge (November 18, 2013).

ILLINOIS, 22<sup>nd</sup> JUDICIAL CIRCUIT COURT<sup>32</sup>  
(McHenry County [Woodstock])

Staff Interpreters  
(County Employees)

Titles	Minimum	Maximum
Court Interpreter	\$32,643.00	\$46,956.00

Fringe: \$15,000

Work week: 37.5 hours

Contract Interpreters

Enter into contracts with individual free-lance interpreters.

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<sup>32</sup> E-mails from Marisela Foley, Deputy Court Administrator (January 10 and 13, 2014).

ILLINOIS, 23<sup>rd</sup> JUDICIAL CIRCUIT COURT  
(DeKalb County [Sycamore])<sup>33</sup>

Staff Interpreters  
(County Employees)

Titles	Minimum	Maximum
Spanish Interpreter <sup>34</sup>	\$52,700	None set

Fringe: \$1,424.64 + 19.40%

Work week: 40 hours

Contract Interpreters

No uniform rates have been established. Rather an agency is used and the rates vary according to language.

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<sup>33</sup> E-mails from Leanne Vesta, DeKalb County Judicial Office (January 7, 8 and 13, 2014).

<sup>34</sup> Job description is posted at [http://www.dekalbcounty.org/Ords\\_Policies/Studies/Misc/SIJS.pdf](http://www.dekalbcounty.org/Ords_Policies/Studies/Misc/SIJS.pdf).

NEVADA, 2<sup>nd</sup> JUDICIAL DISTRICT COURT<sup>35</sup>  
(Washoe County [Reno])

Staff Interpreters  
(County Employees)

This court has at least one staff court interpreter but no response was received.

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<sup>35</sup> E-mails from Andrea Krlickova, Court Services Analyst, Certified Court Interpreter Program, Administrative Office of the Courts (September 16, 2013 and October 14, 2014).

NEVADA, 8<sup>th</sup> JUDICIAL DISTRICT COURT<sup>36</sup>  
(Clark County [Las Vegas])

Staff Interpreters  
(County Employees)<sup>37</sup>

Title	Minimum	Maximum
Court Interpreter Services Specialist	\$44,262.40	\$68,598.40

Fringe: 40.00%

Work week: 40 hours

Contract Interpreters

Category of Interpreter	Rate
Spanish	\$36/hour
Languages other than Spanish	\$50/hour with a 2-hour minimum

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<sup>36</sup> E-mails from Timothy Andrews, Assistant Court Administrator (September 30 and October 7, 2013).

<sup>37</sup> [http://www.clarkcountynv.gov/Depts/human\\_resources/Pages/JobDescriptions.aspx](http://www.clarkcountynv.gov/Depts/human_resources/Pages/JobDescriptions.aspx).

OHIO, LORAIN COUNTY COURT OF COMMON PLEAS—  
JUVENILE COURT<sup>38</sup>  
(Elyria)

Staff Interpreters

This court has a staff interpreter that also has other duties and is shared with other courts in the Court of Common Pleas, but no response was received.

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<sup>38</sup> Telephone interview with Catherine Piña-Arrieta, Interpreter Coordinator, Cleveland Municipal Court (February 9, 2015); telephone interview with Adriana Fonseca, Lead Interpreter Franklin County Municipal Court (May 14, 2015); e-mail from Deb Tansey, Deputy Court Administrator, General Division, Loraine County Court of Common Pleas (November 30, 2015).

PENNSYLVANIA, 1<sup>st</sup> JUDICIAL DISTRICT<sup>39</sup>  
(Philadelphia County [Philadelphia])

Staff Interpreters  
(City Employees)<sup>40</sup>

Title <sup>41</sup>	Minimum	Maximum
Interpreter Trainee [not yet certified]	\$37,916	\$41,609
Interpreter I [not yet certified]	\$39,886	\$43,880
Interpreter II [certified]	\$44,755	\$49,393
Interpreter Supervisor	\$52,150	\$57,803

Fringe: Averages 36.00% (the amount varies by individual preferences of coverage, years of service and pension plan)

Work week: 40 hours

Contract Interpreters

This court relies primarily on agencies to provide non-staff court interpreting services. An RFP is published annually. Last year the result was a contract with three agencies. The current contract provides for paying \$65-70/hour with a two-hour minimum. Parking, tolls, travel time, and/or mileage may be paid "only to those Interpreters who are registered/certified, or as noted in the contract."

Independent contractors who are listed on the registries maintained by the New Jersey and Pennsylvania AOCs are also used. They are "contacted directly and billed on an individual basis" following the guidelines set by the Administrative Office of the Pennsylvania Courts, averaging \$50-65/hour, except for some who charge a lesser hourly rate. Parking, tolls, travel time, and/or mileage may be paid per the state guidelines.

When mileage is paid, it is paid at the Federal guideline for mileage (\$0.565/mile in 2013).

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<sup>39</sup> E-mails from Janet C. Fasy, Deputy Court Administrator, Court Reporters, Digital Recording and Interpreters (November 20 and 21, 2013).

<sup>40</sup> The City of Philadelphia is coterminous with the County of Philadelphia, having been consolidated in 1951. While paychecks the staff court interpreters receive are issued by the City of Philadelphia, that's the same as saying the paychecks come from the County of Philadelphia. Besides, the court itself is more akin to the county courts elsewhere in the state, except that there is also a Municipal Court component as well in Philadelphia. This court is treated as a "county" court in the statistical analysis since it is more akin to the other courts in Pennsylvania instead of a municipal or city court.

<sup>41</sup> The classification structure will be changed in 2014 so that all staff court interpreter titles require certification. The trainee title will probably be discontinued at that time and the other titles revised.

PENNSYLVANIA, 3<sup>rd</sup> JUDICIAL DISTRICT<sup>42</sup>  
(Northampton County [Easton])

Staff Interpreters  
(County Employees)

Title	Minimum	Maximum
Court Officer/Interpreter [Dual title]	\$49,175	\$73,149

Fringe: \$25,426  
Work week: 37.5 hours

Contract Interpreters

This district follows the rates established by the Administrative Office of the Pennsylvania Courts.

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<sup>42</sup> E-mails from Jill M. Cicero, Acting Court Administrator (September 25 and 27, 2013).



PENNSYLVANIA, 6<sup>th</sup> JUDICIAL DISTRICT<sup>43</sup>  
(Bucks County [Doylestown])

Staff Interpreters  
(County Employee)

Title	Minimum	Maximum
Spanish Interpreter	\$52,020	None set <sup>44</sup>

Fringe: \$28,200  
Work week: 40 hours

Contract Interpreters

This district follows the rates established by the Administrative Office of the Pennsylvania Courts as much as possible.

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<sup>43</sup> E-mail from Thomas R. Stoehr, Deputy Court Administrator/Fiscal (October 9, 2013).

<sup>44</sup> "[W]hen a new non-union position is created, a maximum salary is determined. Normally, the new hire receives something less. After a satisfactory probation period (usually between 6 to 12 months), the individual's compensation is increased. It may or may not be to the maximum." Hence the salary reported as the minimum "is also the maximum currently assigned to that position." Email from Mr. Stoehr (October 10, 2013).

PENNSYLVANIA, 11<sup>th</sup> JUDICIAL DISTRICT  
(Luzerne County [Wilkes-Barre])<sup>45</sup>

Staff Interpreters  
(County Employees)

Title	Minimum	Maximum
Interpreter	\$42,500	None set

Fringe: Not available  
Work week: 35 hours

Contract Interpreters

This district follows the rates established by the Administrative Office of the Pennsylvania Courts as much as possible.

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<sup>45</sup> Telephone interview of Paul Hindmarsh, Deputy Court Administrator (January 24, 2014); e-mail from Mr. Hindmarsh (February 11, 2014).

PENNSYLVANIA, 19<sup>th</sup> JUDICIAL DISTRICT<sup>46</sup>  
(York County [York])

Staff Interpreters  
(County Employees)

Title	Minimum	Maximum
Court Interpreter Supervisor	\$50,000	\$60,000

Fringe: 34.00%  
Work week: 40 hours

Contract Interpreters

This district follows the rates established by the Administrative Office of the Pennsylvania Courts.

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<sup>46</sup> E-mail from Paul O. Crouse, Court Administrator (November 5, 2013).

PENNSYLVANIA, 23<sup>rd</sup> JUDICIAL DISTRICT<sup>47</sup>  
(Berks County [Reading])

Staff Interpreters  
(County Employees)

Title	Minimum	Maximum
Interpreter	\$37,746	None set
Chief Court Interpreter [management level and requires supervisory experience]	\$36,087	\$60,145

Fringe: 43.45%

Work week: Interpreter, 35; Chief Court Interpreter, 40

Contract Interpreters

This district follows the rates established by the Administrative Office of the Pennsylvania Courts.

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<sup>47</sup> E-mails from Tracy Barlet, Deputy Court Administrator (September 27 and 30, 2013).

PENNSYLVANIA, 31<sup>st</sup> JUDICIAL DISTRICT<sup>48</sup>  
(Lehigh County [Allentown])

Staff Interpreters  
(County Employees)

Title	Minimum	Maximum
Lead Interpreter	\$46,374	\$67,868

Fringe: 40.00%  
Work week: 35 hours

Contract Interpreters

"Our county requires written formal contracts with all professional service providers. Our providers give us their rates, which are incorporated into the contracts. We choose the providers based on their qualifications and their rates, i.e., best qualified at least cost to court. That cost may actually be the APOC rate, but many solo interpreters and interpreting agencies will charge lower rates."

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<sup>48</sup> E-mail from Bill Berndt, District Court Administrator (October 2, 2013).

TENNESSEE, DAVIDSON COUNTY<sup>49</sup>  
(Nashville)

Staff Interpreters  
(County Employee)

Titles	Minimum	Maximum
Judicial Assistant [this title includes coordinating interpreters as well as providing interpreting services in the Circuit and Criminal Courts] <sup>50</sup>	\$56,000	None set

Fringe: 45.00%

Work week: 37.5 hours

Contract Interpreters

These courts follow the rates established by the Tennessee AOC.

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<sup>49</sup> E-mails from Mary Rose Zingale, Court Services Director, Administrative Office of the Courts (September 25, 2013) and Tim Townsend, Trial Court Administrator (October 1 and November 7, 2013).

<sup>50</sup> This is a county position, but the state reimburses most of the costs of the position.

TEXAS, BEXAR COUNTY<sup>51</sup>  
(San Antonio)

Staff Interpreters  
(County Employees)

Titles	Minimum	Maximum
Interpreter	\$42,048	\$63,072

Fringe: 32.92%  
Work week: 40 hours

Contract Interpreters

\$250/day  
\$125/half-day  
Sometimes interpreters for languages of limited diffusion are paid more.

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<sup>51</sup> E-mail from Melissa Barlow Fischer, General Administrative Counsel for the Criminal District Courts (November 18, 2013).

TEXAS, CAMERON COUNTY DISTRICT COURTS  
(Brownsville)<sup>52</sup>

Staff Interpreters  
(County Employees)

Titles	Minimum	Maximum
Certified Court Interpreter	\$51,091	None set

Fringe: Not requested  
Work week: 40 hours

Contract Interpreters

Not requested.

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<sup>52</sup> Dalila S. Esquivel, Court Administrator, 107<sup>th</sup> District Court (February 13, 2014).



**TEXAS, EL PASO COUNTY<sup>53</sup>**  
**(El Paso)**

**Staff Interpreters**  
**(County Employees)<sup>54</sup>**

Titles	Minimum	Maximum
Interpreter [requires court interpreting license by the state] <sup>55</sup>	\$48,427.40	\$70,137.31
Senior Interpreter [must be certified by the AOUSC and licensure by the state] <sup>56</sup>	\$58,302.00	\$84,439.00

Fringe: 23.49% (Social Security, retirement, workers compensation, and unemployment) plus average of \$4,625 (health and life insurance)

Work week: 40 hours

**Contract Interpreters**

\$24.46/hour

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<sup>53</sup> E-mails from Martha A. Banales, Office Manager, Council of Judges Administration (December 3 and 4, 2013).

<sup>54</sup> There is also a staff interpreter in the juvenile court/juvenile probation department, but not information could be obtained about the position.

<sup>55</sup> The position description is posted at <http://agency.governmentjobs.com/elpasocounty/default.cfm?action=viewclassspec&classSpecID=824385&agency=2264&viewOnly=yes>.

<sup>56</sup> This title, including a position description, has been developed and is available, but has not been funded and is therefore not in use at the present time. Accordingly, it does not appear on the county's website.

TEXAS, TRAVIS COUNTY, JUVENILE COURT  
(Austin)<sup>57</sup>

Staff Interpreters  
(County Employee)

Title	Minimum	Maximum
Interpreter Language/Court Sr	\$51,934.48	\$77,901.82

Fringe: Not requested  
Work week: 40 hours

Contract Interpreters

Not requested.

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<sup>57</sup> Telephone interview with Cristina Sánchez, Senior Court Interpreter (February 14, 2014); e-mail from Ms. Sánchez (February 18, 2014).

TEXAS, VAL VERDE COUNTY  
(Del Rio)<sup>58</sup>

Staff Interpreters  
(County Employee)

Title	Minimum	Maximum
Official Court Interpreter	\$35,000	None set

Fringe: Not provided  
Work week: 40 hours

Contract Interpreters

Not provided.

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<sup>58</sup> Telephone interview with Lucy Santos (January 22, 2013); salary information obtained via telephone interview with Jaime Chapa at the county's Human Resources office (February 11, 2014).

**TEXAS, WEBB COUNTY**  
(Laredo)

**Staff Interpreters<sup>59</sup>**  
(County Employees)

Title	Minimum <sup>60</sup>	Maximum
Interpreter/Court Administrative Assistant [Dual title; 49 <sup>th</sup> District Court]	\$39,619	None set
Assistant Court Clerk/Interpreter [Dual title; 111 <sup>th</sup> District Court]	\$50,743	None set
Assistant Court Clerk/Court Interpreter [Dual title; 341 <sup>st</sup> District Court]	\$50,743	None set
Court Interpreter/Grand Jury Bailiff [Dual title; 406 <sup>th</sup> District Court]	\$52,010	None set

Fringe: Not requested  
Work week: 40 hours

**Contract Interpreters**

Not requested.

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<sup>59</sup> Telephone interview with Minnie Villarreal, Court Administrator, 341<sup>st</sup> District Court (March 18, 2014).

<sup>60</sup> <http://www.webbcounty.com/CountyAuditor/FinancialTransparency/ProposedBudget/ProposedBudget2014.pdf>.

WASHINGTON, CHELAN COUNTY SUPERIOR COURT<sup>61</sup>  
(Wenatchee)

Staff Interpreters  
(County Employee)

Title	Minimum	Maximum
Certified Court Interpreter/Court Bailiff <sup>62</sup> [Dual title, but is a part-time position involving only interpreting services with no active bailiff duties attached at the time of the survey] <sup>63</sup>	\$45,466	\$63,369

Fringe: \$20,712-\$25,324  
Work week: 40 hours<sup>64</sup>

Contract Interpreters

Category of Interpreter	Hourly Fee
Certified interpreter	\$50
Qualified interpreter	\$30

Mileage is paid at the current county rate.

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<sup>61</sup> E-mails from Fona Sugg, Judicial Assistant (September 30 and October 2, 2013).

<sup>62</sup> The job description is available at [http://www.co.chelan.wa.us/cm/documents/dc\\_interpreter\\_bailiff.pdf](http://www.co.chelan.wa.us/cm/documents/dc_interpreter_bailiff.pdf).

<sup>63</sup> At the present time this position is filled as a half-time position in which only interpreting services are performed. If the position returns to full-time status, the Bailiff duties would resume.

<sup>64</sup> At the present time this is a half-time position.

WASHINGTON, KING COUNTY DISTRICT COURT  
(Seattle)

Staff Interpreters<sup>65</sup>  
(County Employees)

Title	Minimum	Maximum
Staff Interpreter	\$58,496.88	\$74,409.50

Fringe: 16.86% + \$15,636  
Work week: 40 hours

Contract Interpreters<sup>66</sup>

Category of Interpreter	Hourly Rate
Qualified	\$40
Registered	\$45
Certified	\$45

Additional provisions:

- "Holiday/weekend/City of Duvall Evening Calendar \$10 over and above the rates." §III.d
- "The Court reserves the right to modify its payment and mileage policies. For example, the Court may modify the rate for an interpreter in an uncertified language if the Courts finds it difficult to retain highly qualified interpreters in that language. Any modification must be approved by the Chief Presiding Judge or designee." §III.f
- "Interpreters requested to work at two or more District Court locations on the same day will be paid in the following manner:
  - Interpreters working at multiple sites, more than 15 miles apart, during the morning or multiple sites, more than 15 miles apart, during the afternoon shall be compensated a total of \$35.00 for travel time and mileage.
  - Interpreters working at one location in the morning and a different location in the afternoon will **not** be paid for travel time or mileage between locations." §V
- Cancellation Policy--"In the event of cancellation by the Court, the interpreter will only receive payment for reserved time as follows:
  - a. **No payment shall be made if the interpreter is notified more than 24 hours prior to the start time of the requested service that the interpreter services are no longer needed (excluding weekends and judicial holidays). Example: The interpreter has accepted an assignment for Monday, starting at 9:30 AM. If the Court cancels this assignment at 9:00 AM on Friday, the interpreter may not invoice the Court for that assignment.**
  - b. The interpreter is deemed advised of a cancellation when the Court's designated official delivers notice of a cancellation to the email address provided by the court interpreter, voicemail at the phone number provided by the interpreter, or with a representative of the court interpreter. Notification of cancellation is not based on the time when the court interpreter actually hears or reads the message.
  - c. If insufficient notice of cancellation is given, the Court will pay the interpreter for the minimum of two hours for all jobs other than jury trials. Jury trial jobs will be paid with a four hour minimum." §VIII

<sup>65</sup> E-mail from Tara Cook, Payroll Manager (November 26, 2013).

<sup>66</sup> "Interpreter Payment Procedures," <http://www.kingcounty.gov/courts/DistrictCourt/About/Interpreter.aspx>.

WASHINGTON, KING COUNTY SUPERIOR COURT  
(Seattle)<sup>67</sup>

Staff Interpreters  
(County Employees)

Title	Minimum	Maximum
Staff Interpreter	\$52,743.00	\$67,047.00
Interpreting Services Assistant Manager - KCSC <sup>68</sup>	\$54,430.01	\$69,205.14
Manager, Interpreter Services	\$62,407.00	\$79,402.00

Fringe: <sup>69</sup>

- Manager: \$28,460
- Interpreting Services Assistant Manager: \$27,097
- Staff Interpreter: \$25,392

Work week: 35 hours

Contract Interpreters<sup>70</sup>

Category of Interpreter	Hourly Rate on Site	Telephone Interpreting
Certified or registered	\$45, with 2-hour minimum	1-hour minimum for 1st appointment, and anything beyond an hour paid in 5-minute increments
Non-certified/non-registered	\$40, with 2-hour minimum	

Travel time: "Unless special circumstances have been approved, travel time will only be compensated if an interpreter works within the same AM or PM period in Seattle, Juvenile Court or ITA at Harborview and Kent. Travel time for this circumstance is paid at a flat rate of \$25.00." §(B)(3)

When mileage is paid, it is paid at the GSA rate in effect at the time (\$0.565 in 2013).

Compensation for services outside the normal workday: "The regular hourly rate for interpreter services provided on weekends or before 8:00 A.M. or for work commencing after 5:0 P.M. and for weekends and holidays will be increased by \$10.00 per hour." §(B)(4)

An extensive cancellation policy is provided at §(C).

<sup>67</sup> Telephone interview with Martha N. Cohen, Manager, Office of Interpreter Services (January 17, 2014); e-mails from Ms. Cohen (January 22 and 23, 2014).

<sup>68</sup> Job description and salary posted at <http://agency.governmentjobs.com/kingcounty/default.cfm?action=viewclassspec&classSpecID=955929&agency=1255&viewOnly=yes>.

<sup>69</sup> The figures cited are the average dollar value of benefits using the minimum and maximum figures. For example, the benefits at the minimum end are \$27,022 and at the maximum end \$29,898, for an average of \$28,460.

<sup>70</sup> "Interpreter Payment Policies," available at the bottom of the "Forms for Interpreters" section at <http://www.kingcounty.gov/courts/SuperiorCourt/InterpSrv.aspx>.

WASHINGTON, PIERCE COUNTY SUPERIOR COURT<sup>71</sup>  
(Tacoma)

Staff Interpreters<sup>72</sup>  
(County Employees)

Title	Minimum	Maximum
Court Interpreter, Certified	\$57,505	\$73,086
Court Interpreter/Coordinator	\$64,721	\$82,895

Fringe: \$29,736.71

Work week: 37.5 hours

Contract Interpreters

\$50/hour with a minimum of 2 hours

Mileage when the round trip exceeds 30 miles

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<sup>71</sup> E-mail from Dorene Calillier, Budget Manager (October 3, 2013).

<sup>72</sup> Job descriptions are posted at <http://www.co.pierce.wa.us/index.aspx?nid=1224> and pay scales are posted at <http://online.co.pierce.wa.us/cfapps/HRMS/SalClassPlan/view/SalaryClassPlanSearch.cfm?>.



WASHINGTON, YAKIMA COUNTY SUPERIOR COURT<sup>73</sup>  
(Yakima)

Staff Interpreters  
(County Employees)

Title	Minimum	Maximum
Certified Court Interpreter <sup>74</sup>	\$47,445	\$67,330

Fringe: About 33.00% (excluding paid time off)  
Work week: 40 hours

Contract Interpreters

Contract interpreters are paid \$50.00/hour.

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<sup>73</sup> E-mail from Robyn Berndt, Administrator (November 18, 2013).

<sup>74</sup> Position description is available at <http://yakimacounty.us/pers2/classspecs/Interpreter.PDF>.

WISCONSIN, CIRCUIT COURT OF DANE COUNTY<sup>75</sup>  
(Madison)

Staff Interpreters<sup>76</sup>  
(County Employees)

Title	Minimum	Maximum
Court Interpreter Spanish <sup>77</sup>	\$22,432.80	\$24,637.60

Fringe: 35.00%

Work week: 20 hours each for two part-time employees

Contract Interpreters

Category of Interpreter	Hourly Rate
Certified Spanish interpreters	\$40
Non-Spanish interpreters	Whatever they bill, which ranges from \$35-\$65

Mileage is reimbursed at \$0.51/mile.

Out-of-county Spanish interpreters are paid travel time if billed.

Non-Spanish interpreters are paid travel time.

Cancellation policy:

Assignments booked for 4 hours or more

- No compensation for assignments canceled by the court 2 or more business days in advance
- Half of the time booked up to 2 days is compensated if the assignment is canceled by the court less than 2 business days in advance

Assignments booked for less than 4 hours

- No compensation for assignments canceled by the court 1 or more business days in advance
- One hour minimum if the assignment is canceled by the court on the day of the assignment

<sup>75</sup> E-mail from Kerry Widish, Chief Deputy Clerk of Courts (October 1, 2013).

<sup>76</sup> The county has two half-time staff court interpreters who work 20 hours/week. The salary range reported here is for the two half-time positions.

<sup>77</sup> The job description is available on-line at <http://jobs.countyofdane.com/specifications.aspx>.

**WISCONSIN, CIRCUIT COURT OF MILWAUKEE COUNTY<sup>78</sup>**  
(Milwaukee)

**Staff Interpreters**  
(County Employees)

Title	Minimum	Maximum
Certified Interpreter Bilingual Spanish	\$45,318.83	\$52,212.37

Fringe: 52.72%  
Work week: 40 hours

**Contract Interpreters**

Category of Interpreter	Hourly Rate
Certified interpreter	\$40
Certified and non-certified interpreter - languages other than Spanish	Negotiated rate on an ad hoc basis ranging from \$40-\$80 <sup>79</sup>

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<sup>78</sup> E-mail from James J. Smith, Chief Deputy Clerk of Circuit Court (November 5, 2013).

<sup>79</sup> E-mail from Jackie Thachenkary, Interpreter/Intake Coordinator, Court Coordinator's Office (November 6, 2013).