

UNITED STATES COURT INTERPRETER  
COMPENSATION DATABASE:

Chapter 3:  
State Administrative Offices of the Courts

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# ALABAMA<sup>1</sup>

## Staff Interpreters

There are no full- or part-time staff interpreters who are employees of any court. Each court is free to contract with a specific interpreter on a regular basis, but none are employees.

## Independent Contractor Court Interpreters

Category of Interpreter	Hourly Rate
Registered Interpreter	\$25
Conditionally Approved Interpreter	\$30
Journeyman Interpreter	\$35
Certified Interpreter	\$40
Certified--Master Level Interpreter	\$45

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<sup>1</sup> E-mails from Winthrop E. Johnson, Director, Legal Division, Administrative Office of Courts (September 26 and 27, 2013).

# ALASKA<sup>2</sup>

## Staff Interpreters

None anywhere in the state.

## Independent Contractor Court Interpreters

There are no official rates. The policy for compensating court interpreting services for "oral language interpreters"<sup>3</sup> is cited below<sup>4</sup>:

- a. For a language interpreter provided by the Language Interpreter Center (LIC), the court system will pay the fee charged to the court system by the LIC.
- b. For use of the language line, the court system will pay the fee charged by Language Line Services (LLS).
- c. For a court-certified or trained interpreter obtained through the federal courts, another state court, or a government agency, the court system will pay the same fee that the other court or government agency would have paid.
- d. For a freelance interpreter, the court system will pay the fee charged by the interpreter, but no more than 125 percent of the fee charged by the LIC for an interpreter with similar credentials.
- e. For a bilingual person with no formal interpreter training, the court system will pay half the fee charged by the LIC for a trained interpreter.
- f. For standby time during which the interpreter is required by the court to be in attendance at the court facility, the court system will pay the fee charged by the interpreter, but no more than \$25.00 per hour.
- g. For travel time between the interpreter's regular place of business and an out-of-town court, the court system will pay the fee charged by the interpreter, but no more than \$25.00 per hour. The court system will calculate travel time and pay travel expenses (air fare, ground transportation, lodging, and per diem) according to the rules that apply to court employees.
- h. For emergency services requested and performed outside regular business hours, the court system will pay the fee charged by the interpreter, but no more than an additional \$15.00 per hour. Regular business hours are 8:00 a.m. to 4:30 p.m., Monday through Friday, except judicial holidays."

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<sup>2</sup> Telephone interview with Brenda Aiken, Resource Development Officer, Administrative Office of the Court (November 1, 2013).

<sup>3</sup> Office of the Administrative Director, Administrative Bulletin No. 82, re Interpreter Fees (effective July 1, 2013), <http://courts.alaska.gov/adbulls/ab82.pdf>.

<sup>4</sup> The Language Interpreter Center cited in the policy is "a collaborative, public-private organization dedicated to creating a pool of qualified interpreters for entities statewide." <http://www.akijp.org/interpreter.html>.

## ARIZONA<sup>5</sup>

### Staff Interpreters

As the Arizona Judiciary is not a unified court system, there are no state employees in court interpreter titles. However, state funds are made available through grants to individual county and municipal courts primarily but one court is also reimbursed for contract interpreting services.<sup>6</sup>

### Independent Contractor Court Interpreters

No uniform rates for contract interpreters have been established.

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<sup>5</sup> E-mail from Carol Mitchell, Court Access Specialist, Administrative Office of the Courts (November 4, 2013).

<sup>6</sup> E-mail from Ms. Mitchell (March 16, 2015).

# ARKANSAS

## Staff Interpreters<sup>7</sup> (State Employees)

Title	Minimum	Maximum
Spanish Staff Interpreter	\$45,000	\$65,000

Fringe: Not available

Work week: 40 hours

Note: Each staff court interpreter is provided a State car since so much traveling is involved. Anyone who prefers to use his or her own car would be compensated per miles driven.

## Contract Interpreters<sup>8</sup>

Category of Interpreter	Rate for the first hour (guaranteed)	Rate for each additional 15 minutes
Certified foreign language interpreter	\$50	\$10
Non-certified foreign language interpreter	\$20	\$5

Certified foreign language interpreters are reimbursed for travel time at the rate of \$20/hour and mileage at \$0.42/mile only when the distance from the contractor's residence to the location of the assignment exceeds 40 miles round trip. Travel time is paid for actual time of travel, not in 15-minute increments.

Non-certified foreign language interpreters are reimbursed for mileage at the same rate, but are not ordinarily eligible for travel time; however, on a case-by-case basis, travel time at \$10/hour may be offered.

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<sup>7</sup> E-mail from Mara Simmons, Court Interpreter Services Director (September 16, 2013).

<sup>8</sup> [https://courts.arkansas.gov/sites/default/files/tree/Compensation%20Policy%20Feb%202013\\_0.pdf](https://courts.arkansas.gov/sites/default/files/tree/Compensation%20Policy%20Feb%202013_0.pdf), pp. 6-7.

# CALIFORNIA<sup>9</sup>

## Staff Interpreters

The Superior Court of California employs three types of staff interpreters, but employees of the Superior Court are not state employees (see Chapter 4 for details). The Judicial Council of California reimburses most of the costs of both staff and contract interpreters incurred by the Superior Court of California from funds appropriated annually by the Legislature.

### Contract Interpreters<sup>10</sup>

Category of Interpreter	Full Day	Half Day
Certified and registered interpreters	\$282.23	\$156.56
Noncertified and nonregistered interpreters	Not more than \$175	Not more than \$92

- a. "A half-day session is defined as an portion of a consecutive four-hour period either:
  1. A morning session, beginning no earlier than 8:00 a.m. and ending by 2:15 p.m.;
  2. An afternoon session, beginning no earlier than 1:00 p.m. and ending by 5:15 p.m.; or
  3. A night session, which is a separate session, as determined by the court, beginning no earlier than 5:15 p.m. and ending by 10:00 p.m.
- b. A full-day session is defined as a morning session and an afternoon session." (at p. 1)

#### Multilingual interpreters

An amount above the daily rate may be provided for interpreters who render services in more than one language on the same day.

#### Mileage reimbursement

Actual mileage is reimbursed when the interpreter travels 60 miles or more roundtrip from his or her place of business (address used for tax purposes). The rate of reimbursement is the rate as authorized by the state (\$0.51/mile in 2011 and \$0.565/mile in 2013<sup>11</sup>).

Extraordinary travel costs such as airfare may be reimbursed only with advanced approval of the court executive officer, or his or her designee.

#### Unusual circumstances

An amount above the daily rate, and/or a cancellation fee may be provided under unusual circumstances. Unusual circumstances are defined as follows:

- There are limited or no available interpreters in the needed language; and
- The alternative is to continue the proceeding.

A trial court and the interpreter may negotiate an amount for travel time in unusual circumstances." (at p. 3)

The policy also provides a framework for cancellation fees.

<sup>9</sup> "Trial Court Interpreters Program Expenditure Report for Fiscal Year 2012-2013: Report to the Legislature" (January 17, 2014); <http://www.courts.ca.gov/documents/jc-20140220-itemG.pdf>.

<sup>10</sup> "Actual rates paid to contract interpreters...often exceed these standards because each assignment must be negotiated by the trial court, subject to the realities of current market rates, as well as supply and demand. This is particularly the case for contractors who interpret less commonly spoken languages and who may reside outside the state." *Ibid.* at p. 5. The standard rates cited are from Judicial Council of California, "Payment Policies for Contract Court Interpreters," <http://www.courts.ca.gov/documents/paypolicies.pdf>.

<sup>11</sup> Memorandum from Stephen H. Nash, Director, Finance Division, Judicial Council of California/Administrative Office of the Courts, to Presiding Judges of the Superior Courts et al., re Finance Memo TC 2010-001, Personal Vehicle Mileage Reimbursement Rate Change (January 21, 2011); [http://riverside.courts.ca.gov/interpreter/memo\\_mileagereimbursment.pdf](http://riverside.courts.ca.gov/interpreter/memo_mileagereimbursment.pdf).

## COLORADO<sup>12</sup>

### Staff Interpreters<sup>13</sup>

Title	Minimum	Maximum
Court Interpreter II	\$50,400	\$67,548
Managing Court Interpreter [supervises local office]	\$52,956	\$70,968
Managing Court Interpreter II [supervises local office and has responsibility for some program with statewide impact]	\$55,596	\$74,520

Fringe: 24.00% on average

Work week: 40 hours

### Contract Interpreters<sup>14</sup>

Category of Interpreters	Compensation Rates
<i>Spanish Language Interpreters</i>	
Certified	\$35.00/hour
Non-certified	\$25.00/hour
<i>Interpreters Working in Languages Other than Spanish</i>	
Certified interpreters	\$45.00/hour
Registered non-certified interpreters who have at a minimum, attended the Colorado Court Interpreter Orientation, and who have passed the Court Interpreter Written Examination and/or have demonstrated sufficient legal interpreting experience as verified by the Court Interpreter Program	\$40.00/hour
Registered non-certified interpreters who have limited legal experience, limited interpreter and/or language training and testing experience	\$35.00/hour

- Standardized rates are also provided for travel time and mileage (\$0.51/mile in 2013). Meal reimbursement is paid to interpreters who are authorized for overnight stays according to the Meal Reimbursement Policy set forth by the Judicial Department at the time. *Lodging* arrangements are made “by the district or by the Court Interpreter Program Administrator when applicable”. (§IV)
- All contract interpreters work under a two-hour minimum (§V).
- There is a cancellation policy (see §VII).

<sup>12</sup> E-mail from Emy López, Language Access Administrator, Office of Language Access, Colorado Judicial Department (October 3, 2013); telephone interview Ms. López (January 24, 2014).

<sup>13</sup> Job descriptions are posted at <https://www.jbits.courts.state.co.us/mosaicweb/careersJobDesc.htm>.

<sup>14</sup> "Court Interpreter Program Fiscal Policy: Payment of Language Interpreters: Policies and Rates of Payment for Interpreting and Travel for Independent Contract Language Interpreters," [http://www.courts.state.co.us/userfiles/file/Interpreters/Program Information/Language%20Interpreter%20Payment%20Policies%20FY12%20rev%206-11.pdf](http://www.courts.state.co.us/userfiles/file/Interpreters/Program%20Information/Language%20Interpreter%20Payment%20Policies%20FY12%20rev%206-11.pdf).

# CONNECTICUT<sup>15</sup>

## Staff Interpreters (Permanent State Employees)

Title	Minimum	Maximum
Court Interpreter I [non certified]	\$47,953	\$62,520
Court Interpreter II [certified]	\$52,860	\$68,374
Lead Court Interpreter [includes some supervisory responsibilities]	\$58,293	\$74,837
Temporary Interpreters <sup>16</sup>	Hourly Rate	
	\$15.93/hour with a four-hour minimum	

### Fringe:

- 73.57% for Court Interpreter I, Court Interpreter II, and Lead Court Interpreter
- 27.31% for Temporary Interpreters

### Work week:

- 40 hours for Court Interpreter I, Court Interpreter II, and Lead Court Interpreter
- Maximum of 35 hours/week for Temporary Interpreters

## Contract Interpreters

Interpreting services needed in languages for which staff court interpreters cannot meet the demand are obtained from agencies.

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<sup>15</sup> E-mails from Alejandra M. Donath, Program Manager, Interpreter and Translator Services, July 8 and 30 and October 30, 2013; telephone interview with Ms. Donath (October 29, 2013).

<sup>16</sup> When individual interpreters are needed in certain languages and they have passed the pertinent tests, they become employees and work when needed.



# DELAWARE<sup>17</sup>

## Staff Interpreters

None anywhere in the state.

## Contract Interpreters<sup>18</sup>

Category of Interpreter	Rate Categories					
	On-site Interpreting			Telephonic		Preparation Time (Hourly)
	Hourly	Half-Day	Full-Day	First 30 minutes	Each add'l. 15 minutes	
Certified	\$40	\$140	\$280	\$17.50	\$8.75	\$25
Conditionally Approved	\$30	\$105	\$210	\$12.50	\$6.25	\$16
Registered Candidate	\$24	\$84	\$168	\$10	\$5	N/A

**"Two-hour minimum.** Interpreting services for assignments other than [sic] those remunerated at a half-day/full-day rate will be compensated at a two-hour minimum. Any additional time beyond the two-hour minimum will be invoiced **in fifteen-minute increments.**" [emphasis in original]

**"Evening work.** Work performed for calendars scheduled **after 5:00 p.m.** will be invoiced at a two-hour minimum and at a rate increase of \$5.00 over the established hourly fee."

**"Mileage reimbursement.** There will not be mileage reimbursement for assignments involving a round trip of **twenty-five miles** or less (round trip is defined as travel from the place of residence to the courthouse and back to the place of residence)." When mileage is paid, the rate is \$0.40/mile.

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<sup>17</sup> E-mails from María Pérez-Chambers, Coordinator, Court Interpreter Program, Administrative Office of the Courts (October 3, 2013 and January 3, 2014).

<sup>18</sup> "Excerpt, Attachment B - Court Interpreter Service Agreement, amended; effective date: 10.01.2011".

# DISTRICT OF COLUMBIA SUPERIOR COURT<sup>19</sup>

## Staff Interpreters (Employees of the District of Columbia Courts)

Title	Minimum	Maximum
Foreign Language Interpreter (Spanish)	\$74,872	\$97,333
Coordinator, Court Interpreting Services and Language Access Program	\$105,211	\$136,771

Fringe: 24.00%  
Work week: 40 hours

## Contract Interpreters (Set by the District of Columbia Superior Court)

Qualification	Full Day	Half Day	Overtime (hourly)
Spanish--AOUSC certified	\$376	\$204	\$53
Spanish--Certified per CLAC/LASS standard	\$329	\$178	\$47
Non-Spanish languages certified per CLAC/LASS standard	\$376	\$204	\$53
U.S. Dept. of State: Conference or highest level available (languages with no CLAC/LASS test above)	\$376	\$204	\$53
U.S. Dept. of State: Conference (languages with a CLAC/LASS test above)	\$329	\$178	\$47
U.S. Dept. of State: Seminar (languages with no CLAC/LASS test above)	\$329	\$178	\$47
U.S. Dept. of State: Seminar (languages with a CLAC/LASS test above)	\$329	\$178	\$47
DC Courts (OCIS): Foreign languages (Spanish not tested)	\$329	\$178	\$47
Untested	\$300	\$163	42.85

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<sup>19</sup> E-mails from James W. Plunkett, III, Coordinator, Office of Court Interpreting Services & Language Access Program, District of Columbia Courts (September 6 and 9, 2013).

## FLORIDA<sup>20</sup>

### Staff Interpreters<sup>21</sup> (State Employees)

Title	Minimum	Maximum
Court Interpreter [not certified]	\$37,756.20	\$76,041.05
Court Interpreter – Certified	\$41,267.76	\$83,113.24
Assistant Supervising Court Interpreter	\$45,303.72	\$86,077.08
Supervising Court Interpreter	\$52,444.80	\$99,645.12

Fringe: 22.00%<sup>22</sup>

Work week: 40 hours

### Contract Interpreters<sup>23</sup>

The Florida Supreme Court has adopted *maximum* compensation rates that may not be exceeded, except "... in extenuating circumstances as approved by the Chief Judge of the circuit."

Accordingly, there are no specific rates issued by the Court or by the Office of the State Courts Administrator that the Circuit Courts must pay.

Category of Interpreter	Hourly Rate with 2-hour minimum and 1/4 hour increments thereafter
<b>Spanish</b>	
Certified	\$60
Non-certified	\$45
<b>Haitian Creole</b>	
Certified	\$90
Non-certified	\$75
<b>Other Spoken Languages</b>	
Certified	\$120
Non-certified	\$90

<sup>20</sup> E-mails from Lisa Bell, Senior Court Operations Consultant, Office of the State Courts Administrator (July 9 and October 7, 2013; March 11, 2014). Telephone interview with Ms. Bell (March 11, 2014).

<sup>21</sup> The salary ranges were obtained from <http://www.flcourts.org/administration-funding/employment/salary-schedule.stml>. Job descriptions for all four titles are also available at this URL.

<sup>22</sup> E-mail from Ms. Bell (April 4, 2014).

<sup>23</sup> "In re: Court Interpreting Services in Florida's Trial Courts" (January 30, 2012), p. 8; <http://www.floridasupremecourt.org/clerk/adminorders/2011/aosc11-45.pdf>.

# GEORGIA<sup>24</sup>

## Staff Interpreters

There are no staff interpreters who are state employees.

## Contract Interpreters

The Georgia Administrative Office of the Courts has not established uniform rates to be followed in the trial courts. The Supreme Court has issued a rule, "Use of Interpreters for Non-English Speaking Persons,"<sup>25</sup> the pertinent parts of which follow:

### V. COMPENSATION OF INTERPRETERS

There shall be no uniform, state-wide compensation system at this time. Local courts will have the responsibility for developing and testing a variety of approaches to compensation consistent with guidelines that may be established by the Commission [Georgia Commission on Interpreters created in §II of the rule] and by statute. The Commission shall evaluate the approaches to compensation developed by the local courts and determine the need for a statewide flexible compensation system. Subject to Supreme Court approval, the Commission shall implement such a system.

*Commentary: Although the contribution of volunteers to interpreter programs throughout the country is inestimable, the Georgia Supreme Court believes that the comprehensive system of statewide interpreter services envisioned by these rules cannot be handled entirely by unpaid volunteers. This court is convinced that in order to build and maintain a statewide system of interpreter services of the extent and quality desired, there must be mechanisms for compensating interpreters at appropriate levels. This court also believes that the Georgia interpreter program will require a combination of volunteers, salaried in-house interpreters, and free market interpreters in order to meet the highly varied demands and circumstances of courts in urban, rural, and suburban areas.*

Appendix A, "Uniform Rule for Interpreter Programs," provides the following:

### **VI. Interpreter's Fees and Expenses.**

- (A) Any interpreter providing service under this rule shall be compensated as directed by the local court or appropriate governing body.
- (B) The expenses of providing an interpreter in any legal proceeding will be borne by the local court or appropriate governing body.

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<sup>24</sup> E-mail from Shinji Morokuma, Program Director, Certification and Licensing, Georgia Commission on Interpreters, Administrative Office of the Courts (January 8, 2014).

<sup>25</sup> Effective January 23, 2003; including amendments received through May 13, 2011;  
[http://www.georgiacourts.org/files/INTERPRETERS%20RULES\\_FINAL\\_07\\_03\\_12.pdf](http://www.georgiacourts.org/files/INTERPRETERS%20RULES_FINAL_07_03_12.pdf).

# HAWAI'I<sup>26</sup>

## Staff Interpreters

None anywhere in the state.

## Contract Interpreters<sup>27</sup>

Category of Interpreter	Hourly Rate with a 2-Hour Minimum <sup>28</sup>
Certified Master	\$55
Certified	\$45
Conditionally Approved	\$35
Registered	\$25

The Judiciary, State of Hawai'i, adopted an internal document, "Revised Court Interpreter Fee Schedule with Payment Guidelines" effective January 1, 2004.<sup>29</sup> The major features of the policy include the following:

- A cancellation policy describing when payment may and may not be made, §4;
- Definitions of when payment periods begin and end and what is included (e.g., waiting time and traveling between proceedings), §§5-8;
- Mileage reimbursement @ \$0.35/mile, increased effective July 1, 2013 to \$0.55/mile, §9;
- A lump sum of four hours' pay for travel time when traveling between islands (but not within an island), §10; and
- Travel expenses when traveling from another island or an overnight stay is required, including air and ground transportation, lodging, and meals, §11.

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<sup>26</sup> E-mail from Debi S. Tulang-DeSilva, Program Director, Office on Equality and Access to the Courts, Judiciary, State of Hawai'i (December 4, 2013).

<sup>27</sup> [http://www.courts.state.hi.us/docs/services/tiers\\_of\\_designation.pdf](http://www.courts.state.hi.us/docs/services/tiers_of_designation.pdf), [http://www.state.hi.us/jud/pdf/interpret\\_AppendixA.pdf](http://www.state.hi.us/jud/pdf/interpret_AppendixA.pdf), and [http://www.courts.state.hi.us/services/court\\_interpreting/payment\\_rates.html](http://www.courts.state.hi.us/services/court_interpreting/payment_rates.html).

<sup>28</sup> The two-hour minimum applies only for the first court assignment or scheduled period per day.

<sup>29</sup> E-mail from Melody M. Kubo, Court Interpreting Services Coordinator (October 13, 2016).

# IDAHO<sup>30</sup>

## Staff Interpreters

There are no staff interpreters who are state employees, but the state does offset some of the salary costs for some county staff interpreters.

## Contract Interpreters: Suggested Rates<sup>31</sup>

Category of Interpreter	Suggested Hourly Rates
Certified at the Master level	\$40
Certified	\$35
Conditionally Approved	\$25
Registered	Negotiated as appropriate

The suggested guidelines for compensation for the country district courts include the following recommendations:

- A two-hour minimum (§6.1 in the *General Guidelines for Compensation [GGC]*)
- Payment of any services provided beyond two hours in 15-minute increments (sample contract, §3 in the *GGC*)
- Mileage reimbursement at the current state rate, which is currently \$0.555/mile, "for each mile necessarily traveled in excess of 30 miles one-way" (§6.3 in the *GGC*)
- "Airfare, hotel accommodations, and per diem for meals for out-of-town interpreters should also be paid by the county." (§6.3 in the *GGC*)
- "After 40 miles of travel one-way, court interpreters should receive compensation for travel time at half the hourly rate." (§6.4 in the *GGC*)
- For telephonic interpreting, payment at the same hourly rate listed above with a one-hour minimum (§6.2 in the *GGC*)
- Payment for assignments canceled with less than 48 hours notice for the time reserved at the corresponding hourly rate (§4 of the sample contract and §6.6 in the *GGC*)

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<sup>30</sup> E-mails from Janica Bisharat, Director, Court Management Division, Administrative Office of the Courts (October 14 and November 14, 2013).

<sup>31</sup> §6.0, "General Guidelines for Compensation," in the "Idaho Court Interpreter Program Policy Manual" available at <http://www.isc.idaho.gov/interpreters/CI-ProgramPolicyManual.pdf>. According to Ms. Bisharat, the sample contract and the rates are guidance, "a starting point," for the county district courts; accordingly, they are not mandatory. The sample contract itself contains the following statement: "This contract is a sample only and should be tailored to the needs of the county and reviewed closely by legal counsel prior to use." The sample contract is available at [http://www.isc.idaho.gov/interpreters/CI-Sample\\_Contract.pdf](http://www.isc.idaho.gov/interpreters/CI-Sample_Contract.pdf).

## ILLINOIS<sup>32</sup>

### Staff Interpreters

There are no staff court interpreter positions at the state level. The counties hire full-time staff interpreters.

### Contract Interpreters

"The AOIC has not issued any policies or guidelines with regards to freelance interpreters or contract interpreters, but we are in the process of developing them."

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<sup>32</sup> E-mail from Sophia N. Akbar, J.D., Language Access Program Coordinator, Administrative Office of the Illinois Courts (September 30, 2013).

## INDIANA<sup>33</sup>

### Staff Interpreters

There are no staff interpreters who are state employees. The Division of State Court Administration has a program that provides grants to offset the costs of interpreting services in the trial courts provided certain eligibility requirements are met.

### Contract Interpreters

No uniform rates for contract interpreters have been established. Interpreter compensation is determined by each trial court.

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<sup>33</sup> Telephone interview with Krystal Grimes, Program Assistant, Division of State Court Administration (January 17, 2014).



# IOWA

## Staff Interpreters<sup>34</sup>

None anywhere in the state.

## Contract Interpreters<sup>35</sup>

Category of Interpreter	Hourly Fee
Class A (certified)	\$55
Class B (noncertified)	\$45
Class C (noncertified/on the statewide roster of court interpreters) <sup>36</sup>	\$40
Class C (noncertified/not on the statewide roster of court interpreters) <sup>37</sup>	\$25

Additional provisions:

- "When the court needs a qualified interpreter for a language other than Spanish and there is no qualified interpreter of that language reasonably available, the court may authorize an hourly fee that exceeds the standard hourly fees for court interpreters, but the fee may not exceed \$75 per hour unless approved in advance by the chief judge of the judicial district." §2
- "When a court interpreter has been appointed and scheduled to provide services, the interpreter shall be paid a minimum of one hour for each morning court session and one hour for each afternoon court session. If an interpreter provides services for more than one litigant or defendant during a morning or afternoon session and the total actual work time is less than one hour, the interpreter shall divide the one hour minimum time between the litigants or defendants when submitting claims for compensation." §3
- Waiting time: "If a court interpreter has been scheduled to provide services at a court proceeding and appears at the court facility at the scheduled time, the waiting time between the scheduled and the actual starting times is reimbursable." §4
- Travel time: "When a court interpreter is scheduled to provide services at a court proceeding, travel time from a court interpreter's official domicile to the court facility, and from the court facility to the court interpreter's official domicile after providing services, will be paid at the same hourly rate as for interpreting services under the standard statewide hourly fee schedule, but only when a court interpreter must travel outside her or his county of official domicile to provide services." §5
- Mileage: "Travel mileage costs are not reimbursable, except in exceptional circumstances and with prior approval by the presiding judge, if the court pays the interpreter, or by the State Public Defender, when the State Public Defender pays the interpreter." §6 In the rare event when mileage is authorized, the rate is \$0.45/mile.<sup>38</sup>
- Parking: "Actual parking costs are reimbursable up to \$15 per day, regardless whether the services are provided within or outside the interpreter's county of residence." §8
- There is also a cancellation policy (see §§9-10).

<sup>34</sup> "We are a unified trial court system. All trial courts are part of our state's district court system. There are no county or municipal courts." E-mail from John Goerd, Deputy State Court Administrator (September 11, 2013)

<sup>35</sup> "Administrative Directive of the State Court Administrator In the matter of Court Interpreter Compensation," July 27, 2007. <http://www.iowacourts.gov/wfdata/files/CourtInterpreters/AdminDirective-InterpPay-7-27-07.pdf>.

<sup>36</sup> This language is expected to be revised by the end of 2013 pursuant to pending changes in Chapter 47 of the Iowa Court Rules and changed to the following: "Class C (noncertified/on the statewide roster of court interpreters or on an approved list of qualified noncertified interpreters in another state)". E-mail from John Goerd (September 13, 2013).

<sup>37</sup> This language is also expected to be changed and the new language would be as follows: "Unclassified (noncertified/not on an approved list of qualified interpreters in any state)".

<sup>38</sup> E-mail from Mr. Goerd (January 3, 2014).

## KANSAS<sup>39</sup>

Because Kansas "...is in the process of gathering data regarding language access, court interpreters, and court interpretation in Kansas Courts...", the request to provide information was declined.

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<sup>39</sup> E-mail from Elizabeth Reimer, Staff Attorney, Office of Judicial Administration (September 26, 2013).

## KENTUCKY<sup>40</sup>

### Staff Interpreters<sup>41</sup> (State Employees)

Title <sup>42</sup>	Minimum	Maximum
Staff Interpreter [a trainee position; must obtain certification within 1 year from hire date]	\$28,392	None set
Certified Staff Interpreter I	\$28,392	None set
Certified Staff Interpreter II [involves more experience and credentials such as graduate degree and/or Federal certification]	\$31,236	None set

Fringe: Not available

Work week: 37.5 hours

### Contract Interpreters<sup>43</sup>

Category of Interpreter	Hourly Rate per Interpreting Hour
Certified Interpreters	\$40
Registered Interpreters	\$25

- There is a two-hour minimum for both levels of interpreters.
- Travel time is paid portal to portal for assignments outside the interpreter's county of residence or business at \$25/hour for Certified Interpreters and \$12.50/hour for Registered Interpreters.
- Mileage in the same instances is paid at the AOC mileage reimbursement rate in force at the time (\$0.46/mile in 2013).
- "AOC shall have the discretion to adjust the hourly rate as needed for interpreters who provide services in more than one language on the same day."
- "Compensation shall not be made to a Freelance Interpreter for time spent in preparation for scheduled interpretive services for the Court of Justice, except under extraordinary circumstances as determined and approved by the AOC Director or designee."

<sup>40</sup> Telephone interview with Ervin Dimeny, Manager, Court Interpreting Services, Administrative Office of the Courts (November 14, 2013); e-mails from Mr. Dimeny (September 16 and November 25, 2013).

<sup>41</sup> Job descriptions, including salary, are provided in the "Court Services - Court Interpreting" section of <http://kcoj.kycourts.net/Employment/Jobs.aspx>. These positions and salaries are under review and may change in late 2013 or early 2014.

<sup>42</sup> Kentucky also has the title, "Court Interpreting Manager," which starts at \$50,000, but this position is all management and does not involve any interpreting duties.

<sup>43</sup> "Uniform Payment Rate for Freelance Interpreters," <http://courts.ky.gov/courtprograms/CIS/Documents/UniformPaymentRate.pdf>.

## LOUISIANA<sup>44</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters

No uniform rates for contract interpreters have been established. Interpreter compensation is determined by each trial court.

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<sup>44</sup> Telephone interview and follow-up e-mails with J. Richard Williams, Deputy Judicial Administrator (September 17, 2013).

# MAINE

## Staff Interpreters<sup>45</sup>

None anywhere in the state.

## Contract Interpreters<sup>46</sup>

Tier	Qualifications	Compensation Rate
I	Score 70 or higher on written test, pass oral proficiency interview in second language, and complete 2-day orientation program	\$35/hour
II	Score 80 or higher on written test, complete 4-day Advanced Legal Training Program, have 50 hours of legal interpreting experience, and two years of post-secondary education	\$45/hour
III	Certification by the AOUSC or through an exam of the NCSC's Language Access Services Section (formerly Consortium for Language Access in the Courts)	\$50/hour

Mileage is reimbursed at \$0.44/mile for miles exceeding twenty miles round trip for miles driven from home to a court assignment location.

When preapproved by the AOC, travel time is paid at one-half the hourly rate of the tier in which the contract interpreter is assigned for time exceeding the initial two hours of travel roundtrip.<sup>47</sup>

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<sup>45</sup> E-mail from Hannah Sanders, Esq., Access to Justice Coordinator (August 28, 2013).

<sup>46</sup> [http://www.courts.state.me.us/maine\\_courts/admin/interpreters/requirements.html](http://www.courts.state.me.us/maine_courts/admin/interpreters/requirements.html).

<sup>47</sup> E-mail from Ms. Sanders (November 8, 2013).

## MARYLAND<sup>48</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters

\$31.88/hour

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<sup>48</sup> E-mails from Ksenia A. Boitsova, Court Interpreter Program Manager, Administrative Office of the Courts (October 28, 2013); telephone interview with Ms. Boitsova (November 7, 2013).

# MASSACHUSETTS<sup>49</sup>

## Staff Interpreters (State Employees)

Title <sup>50</sup>	Minimum	Maximum
Court Interpreter I	\$59,596	\$78,558
Court Interpreter II [more experience + some supervisory responsibilities]	\$64,701	\$85,288

Fringe: There is no official rate as the value of the benefits package differs depending on what individual employees sign up for; anecdotally, the value of benefits is estimated to be around \$15,000.

Work week: 37.5 hours

## Contract Interpreters

Category	Full Day (AM + PM Sessions)	Half Day (anything up to 4 hours)
Certified/Qualified	\$300	\$200
Screened	\$200	\$125

Mileage is paid at \$0.45/mile and travel time is calculated by any miles over 50 divided by 25 and then multiplied by \$10.00.

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<sup>49</sup> E-mails from Gaye Gentes, Manager of Court Interpreting Services, Administrative Office of the Trial Court (July 8 and 9, and October 30, 2013); telephone interview with Ms. Gentes (October 29, 2013).

<sup>50</sup> Persons in the Court Interpreter I position may apply for the Court Interpreter II position when there are vacancies after serving a minimum of four years in the I position. The II position includes additional duties such as overseeing work of per diem interpreters, mentoring new interpreters, and producing draft translations. The II position is not a supervisory title.

## MICHIGAN<sup>51</sup>

### Staff Interpreters

There are no staff court interpreter positions at the state level. Trial courts have not formally notified the State Court Administrative Office of any staff interpreters at the trial court level.

### Contract Interpreters

No uniform rates for contract interpreters have been established. Interpreter compensation is determined at the trial court level as Michigan is a decentralized court system.

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<sup>51</sup> E-mail from Daniel J. Bauer, Michigan State Court Administrative Office (September 17, 2013).



## MINNESOTA

### Staff Interpreters<sup>52</sup> (State Employees)

Title	Minimum	Maximum
Interpreter I - Foreign Language [entry level position; certification within twelve months of being hired is preferred]	\$36,649.60	\$54,995.20
Interpreter II [coordinator/supervisory position for a judicial district; must become certified within twelve months of being hired if not already certified]	\$42,785.60	\$66,268.80

Fringe: Approximately 24%  
Work week: 40 hours

### Contract Interpreters<sup>53</sup>

Category of Interpreter	Maximum Hourly Rate
Certified	\$50
Non-certified on the Statewide Roster of Court Interpreters	\$30-40 as determined on placement
Others	\$25

A minimum of two hours is paid for all categories. "Time exceeding the two-hour minimum is paid in 15-minute increments rounded up to the next quarter hour." (§5) Travel time is authorized in courts outside Hennepin and Ramsey counties if the distance from the interpreter's residence to the assignment exceeds 35 miles one way (§7). When an assignment involves overnight stays or special circumstances, the court may authorize reimbursement of reasonable expenses with prior approval, but expenses such as mileage, parking, and meals are not reimbursed for daily assignments (§8).

<sup>52</sup> E-mails from Polly Ryan, Court Operations Analyst (September 14 and 16, 2013). In addition to its full-time positions, Minnesota also has two part-time (approximately half-time) positions. Job descriptions are posted internally only and are available to the public upon request.

<sup>53</sup> "Interpreter Payment Policy" at <http://www.mncourts.gov/?page=450>.

## MISSISSIPPI<sup>54</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters

No uniform rates for contract interpreters have been established. Interpreter compensation is determined at the trial court level.

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<sup>54</sup> E-mail from Lisa Counts, Executive Director of Mississippi Electronic Courts (November 8, 2013).

# MISSOURI<sup>55</sup>

## Staff Interpreters

None anywhere in the state.

## Contract Interpreters<sup>56</sup>

No uniform rates of payment for professional services have been established, but the payment policy does provide for the following:

- Interpreters are to be paid on an hourly basis. "The hourly price begins at the scheduled time of the interpreting assignment as requested...and shall be prorated to the quarter hour to correspond to the actual time of delivered service."
- In addition, the following are allowable:
  - Two-hour minimum
  - "Mileage at the state rate at the time of the assignment" [which is \$0.37/mile]
  - "Meals up to the maximums allowed by OSCA for county of assignment if in travel status 12 hours or more and with receipts."
- If the court provides less than 24 hours notice of a cancellation or rescheduling to the interpreter, the interpreter may bill for two hours of service
- If an interpreter works fewer hours than originally requested, the interpreter may bill as follows:
  - "If eight hours or less service were requested, the interpreter shall be paid for the amount of service requested."
  - "If more than eight hours of service are requested but eight hours or less are provided, the interpreter shall be paid for eight hours."

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<sup>55</sup> E-mails from Lynette Ricks, Access to Justice Specialist, Administrative Services, Office of State Courts Administrator (September 20, 2013 and January 2, 2014).

<sup>56</sup> "Missouri Foreign Language Court Interpreter Handbook," §6 (pp. 25-26); <http://www.courts.mo.gov/file.jsp?id=10400>.

## MONTANA<sup>57</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters<sup>58</sup>

"Compensation for an appointed interpreter should not exceed \$40 per hour unless extenuating circumstances warrant a higher hourly rate. The interpreter also is entitled to reimbursement for travel, lodging, and meals in accordance with the Judicial Branch's travel policy (Policy No. 770)." Mileage is reimbursed at \$0.565/mile.

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<sup>57</sup> E-mails from Becky Buska, Finance Director, Office of Court Administrator (September 18, 2013 and January 3, 2014).

<sup>58</sup> Montana Judicial Branch, Administrative Policies, "Court Interpretation," Policy No. 890 (July 1, 2010), §9.1; [http://courts.mt.gov/content/hr/policies/administrative/court/890court\\_interpretation.doc](http://courts.mt.gov/content/hr/policies/administrative/court/890court_interpretation.doc).

# NEBRASKA

## Staff Interpreters<sup>59</sup> (State Employees)

Title	Minimum	Maximum
Interpreter Coordinators [these positions involve both delivering interpreting services and coordinating services they cannot deliver themselves]	\$55,721.16	\$80,700.96

Fringe: Approximately 33.33%  
Work week: 40 hours

## Contract Interpreters<sup>60</sup>

Category of Interpreter	Fee Schedule (Hourly fee)
Certified or Provisionally Certified	\$50
Non-certified	\$35

- There is a 2-hour minimum for all interpreters.
- The 2-hour minimum includes both interpreting services and travel time.
- "Unless otherwise agreed to, interpreters shall be paid by the hour in 15-minute increments. Time shall be determined by using the next highest 15-minute increment (i.e. 2 hours 4 minutes equals 2 hours 15 minutes)."
- "In the event an interpreter has multiple assignments within 2 hours for the same or different offices, only one "2-hour minimum" shall be permitted. only one "2-hour minimum" shall be permitted in the morning and only one "2-hour minimum" shall be permitted in the afternoon. Travel time will be considered in determining minimum hours for payment."
- "Round- trip mileage will be compensated at the rate set forth by the Nebraska Supreme Court [\$0.565/mile in 2013] if the number of miles traveled from the interpreter's starting point to the interpreting site (e.g., courthouse or probation office) is more than 15 miles one way. In addition, interpreters whose assignments require them to travel 50 or more miles in a single day are eligible to receive compensation for time spent traveling to and from those assignments provided that when combined, the time spent traveling and the time spent interpreting exceeds the 2-hour minimum. In such instances, certified, provisionally certified, and non-certified interpreters shall be compensated for driving to and from assignments at the rate of 80 percent of the hourly rate for time in excess of the 2-hour minimum. For purposes of compensation, 50 miles is equal to 1 hour of travel time."
- "If an interpreter has an assignment which is canceled within 2 business days of the time the assignment is due to commence, the court shall, by written authorization, allow the interpreter payment for all the reserved time."

<sup>59</sup> E-mails from Sheryl Connolly, Trial Court Services Director (September 16 and 17; December 2, 2013).

<sup>60</sup> "Court Interpreter Fee Schedule and Payment Policy," <http://www.supremecourt.ne.gov/miscellaneous-rules/4734/nebraska-supreme-court-interpreter-fee-schedule-and-payment-policy>.

# NEVADA

## Staff Interpreters<sup>61</sup>

There are no staff interpreters who are state employees. Nevada is not a unified court system. Interpreter compensation is regulated directly by each Judicial District.

## Contract Interpreters

The State Court Administrator has issued the following guidelines for the trial courts<sup>62</sup>:

### **10.1 *Hourly Rate***

Nevada Certified Court Interpreters shall be paid a minimum of \$25 per hour or the prevailing rate of the local court, whichever is higher.

### **10.2 *Expenses***

Certified interpreters should be reimbursed for out-of-pocket expense as consistent with the Nevada Judicial Branch and travel policy per diem rate, or any local policy governing such reimbursements.

### **10.3 *Source of Compensation***

If certified interpretation are not provided by the local court, the source of compensation for certified interpreter services is at the discretion of the presiding judge.

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<sup>61</sup> E-mail from Andrea Krlickova, Court Services Analyst, Administrative Office of the Court (September 16, 2013).

<sup>62</sup> "State Court Administrator Guidelines for the Nevada Certified Court Interpreter Program, §10, p. 12;  
<http://www.nevadajudiciary.us/index.php/viewdocumentsandforms/func-startdown/9410/>.

# NEW HAMPSHIRE<sup>63</sup>

## Staff Interpreters

None anywhere in the state.

## Contract Interpreters

All court interpreting services statewide are obtained through a vendor with which the Judiciary has a contract pursuant to an RFP.<sup>64</sup> Accordingly, the fees reported here are paid to the contracted agency and not to individual interpreters, so this does not reflect what interpreters themselves are actually paid. The pertinent provisions of the current contract are as follows:

Category of Interpreter Service	Hourly rate with 2-hour minimum
Individually scheduled <sup>65</sup>	\$40
Prearranged block scheduled <sup>66</sup>	\$36
Emergency service <sup>67</sup>	\$60
Travel time if the interpreter travels more than 20 miles	\$28

Additional provisions of the contract:

1. Mileage/tolls: Reimbursement "for tolls and mileage at the rate in effect for employees of the New Hampshire Judicial Branch," which in 2013 is "0.565/mile. §V.B.6.
  2. "*Cancellation Fee*.
    - If the trial court cancels a request for an interpreter with less than a 24-hour notice (one full business day) prior to the scheduled service, the AOC will pay the Agency for the entire block of time that was scheduled.
    - If the trial court cancels a request for an interpreter between 24 and 48 hours prior (two full business days) to the scheduled service, the AOC will pay the Agency for 75% of the block of time that was scheduled.
    - There will be no cancellation fee if the Agency receives the cancellation notification in advance of the 48-hour period immediately preceding the scheduled commencement of the service.
- Inclement Weather*
- If the cancellation is due to inclement weather and the service was a prearranged block scheduled appointment, the AOC will pay for the full block of time.
  - If it is an individually scheduled appointment a 2-hour charge will be assessed even if the scheduled appointment was for a longer period of time." §V.B.7.

<sup>63</sup> Telephone interview with Lisa McManis, Executive Secretary to the Administrative Director (December 17, 2013); e-mails from Ms. McManis (December 17 and 23).

<sup>64</sup> All of the information in this section is taken from the text of the Service Agreement between The Language Bank of Lutheran Community Services of Northern New England and the Administrative Office of the Courts.

<sup>65</sup> "[A]ny service that is requested to take place on a weekday between the hours of 7:00 AM and 5:00 PM and is requested a minimum of 48 hours prior to the scheduled time of the service." §V.B.1, first bullet

<sup>66</sup> "[A] prearranged service to have an interpreter in a specified language available for at least 15 hours at one location for scheduled hours." §V.B.1, second bullet

<sup>67</sup> "[A]ny service that is requested less than 48 hours prior to the scheduled time of the service or is a service that is scheduled to or takes place at time other than regularly scheduled service times as defined above." §V.B.1, third bullet

## NEW JERSEY

### Staff Interpreters (State Employees)<sup>68</sup>

Band/Level/Name	Level Description	Title	Salary Range	
			Minimum	Maximum
5-1, Court Interpreter	Conditionally Approved/Trainee	Court Interpreter 1-Conditionally Approved	\$52,645.03	\$87,854.70
5-2a, Court Interpreter	Journey	Court Interpreter 1 – Journey	\$61,869.52	\$87,854.70
5-2b, Court Interpreter	Journey	Court Interpreter 3	\$53,981.68	\$87,752.35
5-3, Court Interpreter	Mastery	Court Interpreter 2 – Master	\$65,581.68	\$98,991.21
9-2b, Professional Supervisory <sup>69</sup>	Professional Supervisor 2	Court Services Supervisor 2	\$59,854.85	\$103,921.19

Fringe: 50.65%  
Work week: 35 hours

### Contract Interpreters<sup>70</sup>

Interpreter Classification	Preparation Time (Hourly Prorated)	On-Site Interpreting			Telephone Interpreting	
		Half Day (3½ Hours)	Full Day (7 hours)	Premium Time Exceeding 7 hrs. (Hourly Prorated)	First 30 Minutes	Each Add'l. 15 Minutes
Approved: Master	\$34.68	\$199.86	\$343.20	\$57.12	\$46.92	\$23.97
Approved: Journeyman	\$26.52	\$157.11	\$274.03	\$45.90	\$41.31	\$20.91
Conditionally Approved	\$17.34	\$106.11	\$197.80	\$34.68	\$29.58	\$15.30

§5 of the model contract (called a "Professional Service Statement of Work," or PSSW) also provides for reimbursement for *mileage* in excess of 60 miles at the rate set in the Judiciary Travel Regulations in force at the time (which is \$0.31/mile in 2013). Reimbursement for overnight *lodging* and a *per diem* allowance for meals are also available under certain circumstances upon advance approval and under the Judiciary Travel Regulations. There is also a cancellation policy (see §11 of the model contract [called a PSSW]).

<sup>68</sup> E-mails from Brenda Carrasquillo, Manager, Language Services Section, Administrative Office of the Courts, July 2 and 3, 2013. Position descriptions are posted at <http://www.judiciary.state.nj.us/interpreters/jobspecs.pdf>.

<sup>69</sup> Persons who become supervisors of interpreters enter a different band that is a generic band for supervisors, not only interpreters. While most supervisors of interpreting units are themselves interpreters as well, some are not.

<sup>70</sup> "Professional Service Statement of Work for Fiscal Year 2013," p. 12, [http://www.judiciary.state.nj.us/interpreters/11211\\_pssw.pdf](http://www.judiciary.state.nj.us/interpreters/11211_pssw.pdf).



# NEW MEXICO<sup>71</sup>

## Staff Interpreters (State Employees)

Title	Minimum	Maximum
Court Interpreter <sup>72</sup>	\$44,176	\$69,025
Court Interpreter Supervisor <sup>73</sup>	\$49,709	\$77,670

Fringe: 45.00%  
Work week: 40 hours

## Contract Interpreters<sup>74</sup>

Category of Interpreter	Fee per Hour for Interpreting	Fee per Hour for Travel Time
Certified Spoken Languages	\$46	\$30
Justice System Non-Certified Spoken Languages	\$25	15
Other Spoken Languages (must be pre-authorized by AOC)	\$10	\$10

### Additional provisions:

- Two-hour minimum when scheduled for 4 hours or less and a four-hour minimum when the interpreter has been scheduled for a full day
- Mileage compensated at the rate established by the New Mexico Supreme Court when roundtrip mileage exceeds 30 miles (paid at \$0.41/mile)
- Parking expenses reimbursable when court does not provide parking
- Overnight accommodations and per diem for meals paid (\$85/day) allowed for assignments beginning at 8:00 AM or concluding on or after 5:00 PM when one-way travel time exceeds 90 minutes
- Cancellations for which interpreters are notified in less than 24 hours prior to the scheduled assignments are to be paid the guaranteed minimum (i.e., 2 hours for a half-day assignment and 4 hours for a full-day assignment)

<sup>71</sup> E-mails from Pamela Sánchez, Statewide Program Manager, Language Access Services, Administrative Office of the Courts (October 7 and 15, 2013; January 10, 2014).

<sup>72</sup> The job description is posted at [http://www.nmcourts.gov/newface/hr/job\\_desc/Court%20Interpreter%208%2011%2012.pdf](http://www.nmcourts.gov/newface/hr/job_desc/Court%20Interpreter%208%2011%2012.pdf).

<sup>73</sup> The job description is posted at [http://www.nmcourts.gov/newface/hr/job\\_desc/Court%20Interpreter%20Supervisor%208%2011%2012.pdf](http://www.nmcourts.gov/newface/hr/job_desc/Court%20Interpreter%20Supervisor%208%2011%2012.pdf).

<sup>74</sup> "Court Interpreter Standards of Practice and Payment Policies," October 2012; [http://www.nmcourts.gov/newface/court-interp/guidelinesandpolicies/Practice\\_and\\_Payment\\_Policies\\_2012.pdf?uid=05.17.2013](http://www.nmcourts.gov/newface/court-interp/guidelinesandpolicies/Practice_and_Payment_Policies_2012.pdf?uid=05.17.2013).

## NEW YORK<sup>75</sup>

### Staff Interpreters (State Employees)

Title	Minimum	Maximum
Court Interpreter (Spanish)	\$49,777	\$72,529
Court Interpreter (Non-Spanish)	\$49,777	\$72,529
Senior Court Interpreter [supervisory position for staff interpreters]	\$58,298	\$84,227
Principal Court Interpreter [supervisory position for all interpreters, per diems included]	\$72,285	\$102,540

In addition to the base salaries above, there are two regions that also receive location pay. An additional \$3,696/year is paid to employees in the five boroughs/counties of New York City and \$1,848/year is paid to employees on Long Island (Nassau and Suffolk Counties) or in the 9th Judicial District (Dutchess, Orange, Putnam, Rockland, and Westchester Counties).

There are also longevity bonuses paid (which are not part of one's base pay) as follows: \$1,900 in the 20th year, \$2,000 in the 25th year, and \$2,100 in the 30th year.

Fringe: 51.71%<sup>76</sup>

Work week: 35 hours

### Contract Interpreters

Time of Service	Rate
Up to 4 hours	\$140
More than 4 hours to full business day	\$250
If matter continues beyond 9-5 day	About \$31.50/hour

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<sup>75</sup> E-mails from Sandra Bryan, Coordinator, New York State Court Interpreting Services, Office of Court Administration (July 22, 2013 and February 5, 2014); telephone interview with Ms. Bryan (January 10, 2014); telephone interview with Fausto Sabatino, Vice President, Local 1070, District Council 37 (January 16, 2014).

<sup>76</sup> E-mail from Nancy Mangold, District Executive, 9<sup>th</sup> Judicial District (April 9, 2014).

## NORTH CAROLINA<sup>77</sup>

### Staff Interpreters (State Employees)

Title	Minimum	Maximum
Staff Court Interpreter <sup>78</sup>	\$41,816	\$67,482

Fringe: 48.51%  
Work week: 40 hours

### Contract Interpreters

Category of Interpreter	Hourly Rate
<b>Spanish</b>	
Certified at the Master level	\$50
Certified	\$40
Conditionally Approved	\$35
<b>Languages Other than Spanish</b>	
Certified	\$55
Others	"Based around \$55 and depending on supply and demand"

If a contractor must travel more than 35 miles one way to an assignment or assignments in more than one location, the contractor will be reimbursed mileage (the current rate is \$0.50/mile) for all miles driven and be paid for one-half of the travel time at the hourly rate to which the contractor is entitled.<sup>79</sup>

<sup>77</sup> E-mails from Brooke A. Bogue, Manager, Office of Language Access Services, Administrative Office of the Courts (October 9 and 10, 2013).

<sup>78</sup> Most staff work full-time whereas some work 3/4 time, i.e., 30 hours/week.

<sup>79</sup> E-mails from Brooke A. Bogue (November 8 and 12, 2013).

## NORTH DAKOTA<sup>80</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters

No uniform rates for contract interpreters have been established. Interpreter compensation is determined by each trial court.<sup>81</sup>

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<sup>80</sup> Telephone interview with Merylee Castellanos, Trial Court Administrator, Grand Forks County Court House (December 6, 2013).

<sup>81</sup> N.D.R.Crim.P. 28 (amended effective March 1, 2006) and N.D.C.C. §31-01-11 and 12.

## OHIO<sup>82</sup>

### Staff Interpreters

There are no staff court interpreter positions at the state level.

### Contract Interpreters

No uniform rates for contract interpreters have been established. Interpreter compensation is determined by each trial court.

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<sup>82</sup> E-mail from Bruno G. Romero, Manager, Interpreter Services Program, Office of the Administrative Director (October 3, 2013).

## OKLAHOMA<sup>83</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters

The only provision promulgated by the Supreme Court of Oklahoma or the Administrative Office of the Courts pertaining to interpreter fees is the following:

Interpreters shall be paid not to exceed Sixty Dollars (\$60.00) per hour from the local court fund for actual time worked either in court or out of court. Fees shall not exceed Six Hundred Dollars (\$600.00) per day. Mileage shall be paid pursuant to the State Travel Reimbursement Act<sup>84</sup> (which in 2013 was \$0.565/mile).<sup>85</sup>

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<sup>83</sup> Letter from Debra Charles, General Counsel, The Administrative Office of the Courts (December 17, 2013).

<sup>84</sup> S.C.A.D. No. 2007-32 (April 19, 2007; effective May 1, 2007).

<sup>85</sup> <http://www.owcc.state.ok.us/PDF/Mileage%20Rate%20History%20Chart.pdf>.

## OREGON<sup>86</sup>

### Staff Interpreters (State Employees)

Title	Minimum	Maximum
Interpreter I [certified]	\$43,476	\$70,764
Interpreter II [certified at master level]	\$47,880	\$77,976

Fringe: 15.86%

Work week: 40 hours

### Contract Interpreters<sup>87</sup>

Category of Interpreter	Rate
Registered	\$25/hour with 1-hour minimum
Certified	\$40/hour with 2-hour minimum

- Note: Preference for assignments is given to interpreters certified at the Master level.
- "**Billing increments** are to be rounded up to the nearest 15-minutes (.25 hours) after the block has been met. For example, an interpreter on a two-hour block, who has provided services for 2 hours and 6 minutes, may bill for 2 hours and 15 minutes, or 2.25 hours." §E.1.
- Mileage is reimbursed at \$.565/mile.
- **E.3. Travel Time:**
  - a. Certified interpreters may bill for travel time reimbursement when the interpreter travels over 40 miles one-way in order to interpret for the OJD.
  - b. Certified interpreters may bill for travel time at a rate of 1/2 of the hourly rate, per travel hour. Travel time will be billed at a standard rate of 1.2 minutes per mile, defined as 1 hour for every 50 miles traveled, regardless of the actual time traveled.
  - c. Non-certified interpreters may bill for travel time reimbursement only when pre-authorized and confirmed by an OJD Interpreter Scheduler.
  - d. Mileage used to compute travel time (E.3.b) will be calculated using the Mileage Policy in E.2 above.
  - e. An *officially* released interpreter who begins return travel during the block may not charge return travel time until the block has expired except for Oregon certified interpreters travelling within a 2 hour block.
- **Cancellations:** When confirmed blocks are cancelled..., the interpreter may bill for the block under the following conditions:
  1. If the OJD Interpreter Scheduler cancels or officially releases an interpreter from a block after 12:00 p.m. two judicial days prior to the block, the interpreter may bill for the block.
  2. If the OJD Interpreter Scheduler cancels or officially releases an interpreter from a block before 12:00 p.m. two judicial days prior to the block, the interpreter may not bill for the block.
  3. Each day of multi-day assignment block is considered a separate block for purposes of cancellation or official release and follows the cancellation policy on a day-to-day basis.  
*Example:* A five-day assignment block (i.e. trial) with a 7 hour block per day that pleads the morning of the third day, with an official release from the OJD interpreter scheduler, would pay the interpreter a 7 hour block for that third day. The interpreter would be paid for a 7 hour block for the fourth day. No block would be paid for the fifth day.

<sup>86</sup> E-mails from Kelly Mills, Program Manager, Court Interpreter Services, Oregon Judicial Department (July 15 and September 12, 2013).

<sup>87</sup> <http://courts.oregon.gov/OJD/docs/OSCA/cpsd/InterpreterServices/InterpreterPaymentProtocols.pdf>.

# PENNSYLVANIA<sup>88</sup>

## Staff Interpreters

There are no staff court interpreter positions at the state level.

## Contract Interpreters<sup>89</sup>

Classification	Hourly	Half Day	Full Day
Registered	\$40-55	\$135-175	\$265-325
Conditional	\$25-30	\$80-95	\$160-170
Qualified	\$35-40	\$100-125	\$200-225
Certified	\$45-60	\$150-180	\$300-330
Master	\$65-75	\$200-235	\$350-400
Rare or uncommon language	Dependent on qualifications, experience, type of case and language.		

- When hired at an hourly rate, interpreters are entitled to no more than a two-hour minimum guaranteed compensation per assignment.
- Interpreters are also entitled to reimbursement as follows:
  - Mileage paid at the prevailing rate in the county or court whenever the interpreter has to travel more than 50 miles round trip
  - Parking would be paid when no free parking exists within a five block radius of the assignment location
  - When travel to an assignment is more than two hours one way from the interpreter's normal business address or location, the interpreter can request compensation for travel time at half the minimum hourly compensation rate for his/her classification
  - If travel by train or plane is required, the interpreter should be entitled to full reimbursement of travel costs and a per diem
  - If overnight accommodations are required for the completion of an assignment, these expenses would also be reimbursable to the interpreter
  - All requests for reimbursement must be accompanied by proper receipts

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<sup>88</sup> E-mail from Osvaldo R. Avilés, Pennsylvania Interpreter Program Administrator, Administrative Office of the Pennsylvania Courts (September 20, 2013).

<sup>89</sup> <http://www.pacourts.us/judicial-administration/court-programs/interpreter-program/interpreter-resources/>.



## PUERTO RICO<sup>90</sup>

### Staff Interpreters

There are no staff interpreters in the trial courts of the Commonwealth of Puerto Rico.

### Contract Interpreters

Not provided.

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<sup>90</sup> Telephone interview with Evangelina Valentin (December 6, 2013).

# RHODE ISLAND<sup>91</sup>

## Staff Interpreters (State Employees)

Title	Minimum	Maximum
Coordinator, Office of Court Interpreting	\$53,879	\$60,938
Deputy Clerk/Interpreter [dual title historically, but no longer perform clerk tasks]	\$38,805	\$44,303

Fringe: Not provided  
Work week: 35 hours

## Contract Interpreters

Historically these services are obtained from vendors who have entered into a contract with the Rhode Island Judiciary, are approved by the state per a Master Price Agreement (MPA), and are placed on a list for the trial courts to use. Accordingly, there are no uniform or standardized rates of compensation.

A new comprehensive plan is under development.

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<sup>91</sup> Telephone interviews with Susana E. Torres, Coordinator, Office of Court Interpreters, Rhode Island Judiciary (January 24, 2014 and February 28, 2014).

## SOUTH CAROLINA<sup>92</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters

Category of Interpreter	Hourly Rates
Certified	\$45
Qualified	\$25

Mileage is reimbursed at \$0.565/mile.

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<sup>92</sup> E-mails from Desiree Allen, Manager, Court Reporting and Court Interpreters, South Carolina Judicial Department (November 12, 2013 and January 6, 2014).

## SOUTH DAKOTA<sup>93</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters

No uniform rates for contract interpreters have been established.

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<sup>93</sup> E-mail from Greg Sattizahn, State Court Administrator (September 18, 2013).

# TENNESSEE<sup>94</sup>

## Staff Interpreters

There are no staff interpreters who are state employees. One county has a staff interpreter and pursuant to Rule 42 section 7 (g), the AOC can reimburse counties for the cost of staff interpreters not to exceed the rates provided in this Rule.

## Contract Interpreters<sup>95</sup>

Category of Interpreter	Maximum Rate Allowed <sup>96</sup>
Spanish, Certified Interpreter	\$50/hr; \$500/day
Spanish, Registered Interpreter	\$40/hr; \$400/day
Spanish, Non-Credentialed Interpreter	\$25/hr; \$250/day
Spoken languages other than Spanish	\$75; \$500 per day unless court order specifies more

"Reasonable compensation shall be determined by the court in which services are rendered, subject to the limitations in this rule, which limitations are declared to be reasonable." Introduction to §7

"If the in-court interpretation time and travel time total less than two (2) hours, a minimum of two (2) hours will be compensated for the day." §7(a)

"(d) **Expenses.** The following expenses shall be paid as indicated:

- (1) Mileage for travel within the state in accordance with Judicial Department travel regulations, if supported by a log showing the mileage, the purpose of the travel, and the origination and destination cities; however mileage will not be paid for travel from residence/office to courthouse within the same county. [\$0.47/mile in 2013]
- (2) Lodging where an overnight stay is required, at actual costs, if supported by a receipt, not to exceed the current authorized executive branch rates;
- (3) Meals in accordance with the Judicial Department travel regulations, if supported by a receipt, where an overnight stay is required;
- (4) Parking at actual costs up to ten dollars per day, if supported by a receipt.
- (5) Time spent traveling shall be compensated at the same rates provided for spoken language interpreters in Section 7(a), except that interpreters compensated at a rate of one hundred dollars (\$100) per hour or more shall be compensated for travel time at no greater than fifty percent (50%) of the interpreter's approved hourly rate.
- (6) Other expenses not listed in section (d) above, including travel outside the state, will be reimbursed only if prior authorization is obtained from the court."

<sup>94</sup> E-mails from Mary Rose Zingale, Court Services Director, Administrative Office of the Courts (September 23, 2013 and January 3, 2014).

<sup>95</sup> "Rule 42: Standards for Court Interpreters," [http://tncourts.gov/rules/supreme-court/42; Amendments to Section 7\(f\), http://tncourts.gov/sites/default/files/supreme\\_court\\_order\\_repealing\\_sc\\_rule\\_13a\\_-\\_2-6-2013.pdf](http://tncourts.gov/rules/supreme-court/42; Amendments to Section 7(f), http://tncourts.gov/sites/default/files/supreme_court_order_repealing_sc_rule_13a_-_2-6-2013.pdf).

<sup>96</sup> "If the court finds that these maximum rates are inadequate to secure the services of a qualified interpreter in a language other than Spanish, the court shall make written findings regarding such inadequacy and determine a reasonable maximum rate for a qualified interpreter." §7(a)

# TEXAS<sup>97</sup>

## Staff Interpreters (State Employees)

As the Texas Judiciary is not a unified court system, there are no state employees in court interpreter titles who work in the trial courts on a regular basis. However, there are two court interpreters who work out of the state's Office of Court Administration as telephonic interpreters for certain types of cases statewide.<sup>98</sup>

Titles	Minimum	Maximum
Interpreter I [no one in this title in 2013]	\$34,233.00	\$52,730.00
Interpreter II [both the full- and part-time staff are in this title in 2013]	\$38,746.00	\$61,644.00

Fringe: Approximately 35.30% (This is the average for Texas state employees in FY 2012).

Work week:

Full-time: 40 hours

Part-time: 20 hours

## Contract Interpreters

No uniform rates for contract interpreters have been established. Interpreter compensation is determined by each trial court. Anecdotal information indicates a range of \$50 to \$100 an hour being paid to licensed Spanish interpreters by various counties, with two hours billed as the minimum session. Team interpreting is not common in Texas, so a single interpreter will often work all day on trial.

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<sup>97</sup> E-mails from Marco Hanson, Language Access Coordinator, Office of Court Administration (December 12, 13, and 18, 2013).

<sup>98</sup> Beginning January 2, 2014, there will be a single full-time Spanish interpreter working out of the OCA as a telephonic and videoconference interpreter available to courts statewide. This program is expected to add staff as utilization increases.

# UTAH

## Staff Interpreters<sup>99</sup> (State Employees)

Title	Minimum	Maximum
Staff Interpreter – Spanish	\$45,553	None set

Fringe: \$29,015/year  
Work week: 40 hours

## Contract Interpreters<sup>100</sup>

Category of Interpreter	Hourly Fee
Certified Interpreter	\$39.41
Approved Interpreter	\$33.77
Registered Interpreter I	\$33.77
Registered Interpreter II	\$25.32
Conditionally Approved Interpreter	\$18.39

Interpreters are guaranteed a minimum fee according to the distance they drive as outlined in the following table:

Interpreters who drive at least this far (one way) from their home base or from their previous assignment:	Will be paid at least this much time:
0 miles	1 hour
25 miles	2 hours
50 miles	3 hours
75 miles	4 hours

There is a cancellation policy (see §4.f. on pp. 2-3) as well as a policy for handling delays and waiting time (see §4.g. on pp. 3-4).

Mileage is provided for when driving more than 25 miles and is paid at \$0.555/mile.

Lodging and per diem are paid in instances when overnight lodging is required and approved in advance.

<sup>99</sup> E-mails from Rosa P. Oakes, Court Program Coordinator, Administrative Office of the Court (September 17 and 20, 2013; January 3, 2014).

<sup>100</sup> Court's Accounting Manual, "Court Interpreters," Section 09 (Revised 6/10/2013), [http://www.utcourts.gov/nxt/gateway.dll/New%20Manual/00%20Revision%20Notes/Revision%20Notes.pdf?f=templates&fn=default.htm\\$3.0\\$g=\\$uq=1\\$x=\\$up=1](http://www.utcourts.gov/nxt/gateway.dll/New%20Manual/00%20Revision%20Notes/Revision%20Notes.pdf?f=templates&fn=default.htm$3.0$g=$uq=1$x=$up=1).

## VERMONT<sup>101</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters

Vermont does not yet have any official rates, but is moving in that direction.

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<sup>101</sup> E-mail from Laura Dolgin, Program Manager, State of Vermont Judiciary (August 23, 2013).



## VIRGINIA<sup>102</sup>

### Staff Interpreters (State Employees)

Title	Minimum <sup>103</sup>	Maximum
Spanish Language Court Interpreter	\$50,000	\$62,370

Fringe: Not provided

Work week: Not provided

### Contract Interpreters<sup>104</sup>

Category of Interpreter	Hourly Rate w/ 2-hour minimum
Certified Interpreters	\$60
Non-certified Interpreters	\$40

"For language interpreters other than Spanish, it is in the court's discretion to pay either the \$60.00/hour or \$40.00/hour rate, depending on the qualifications the interpreter presents to the court. In cases involving rare languages for which interpreters are difficult to locate, the court shall have discretion to pay the higher rate or such rate as the court finds on the record to be necessary to retain a qualified foreign language interpreter." §I.A.

"Mileage can be reimbursed when the interpreter travels 30 miles or more one way from his or her residence or place of business (address used for tax purposes). The rate of reimbursement is linked to the state approved mileage rate, currently at \$.445 per mile. For those interpreters traveling 30 miles or more one way, travel time compensation can be approved at one-half the hourly rate allowed for actual work time." §I.B.

#### **"II. Cancellation Policy Suggestions for Foreign Language Interpreters**

##### **B. Cancellation By the Court Without Payment To The Interpreter**

No reimbursement is recommended for cancelled appearances if the interpreter was notified by telephone (notice by telephone includes answering machine, voice mail, e-mail and beeper message) by the court of the cancellation at least one day (24 hours) or more prior to the start time of the assignment. If the interpreter has traveled some distance to the assignment and did not receive the message regarding cancellation due to the required travel, it is within the court's discretion whether or not to pay the interpreter....

##### **C. Cancellation By The Court With Payment To The Interpreter**

In the event an interpreter accepts an assignment for a full day which is cancelled less than one day (24 hours) before the date of the trial was to begin, it is recommended that the court approve reimbursement of the interpreter for four hours service, provided that the court was unable to secure work for the interpreter in other cases or in other courts for the canceled time period.

In the event that an interpreter accepts an assignment for more than one day which is cancelled less than one day (24 hours) before the trial was to begin, it is recommended that the court approve reimbursement to the interpreter for eight hours of service, provided that the court was unable to secure work for the interpreter in other cases or in other courts for the cancelled time period."

<sup>102</sup> E-mails from Charlene M. Watkins, Foreign Language Services Coordinator, Department of Judicial Services, Office of the Executive Secretary, Supreme Court of Virginia (November 25, 2013); and Katya N. Herndon, Director of Legislative and Public Relations (December 4, 2013).

<sup>103</sup> The minimum and maximum figures may or may not be the actual minimum and maximum set by personnel policy as they were taken from a table of salaries of all Virginia state employees in the July, 2012-June, 2013 fiscal year and list the second lowest and highest actual salaries paid to this position for employees of the Supreme Court of Virginia. The list of salaries included one employee with a total salary of \$27,000, but this is probably an employee who either was a part-time employee or a full-time employee who worked less than a full year. Accordingly, the next highest salary, \$50,000, was taken for the minimum instead of the \$27,000 salary. The salaries are posted at <http://datacenter.timesdispatch.com/databases/salaries-virginia-state-employees-2012/>.

<sup>104</sup> Chapter 8, "Payment of Court Interpreters," in the state's language access plan, "Serving Non-English Speakers in the Virginia Court System," which are guidelines adopted by the Judicial Council of Virginia and are posted at <http://www.courts.state.va.us/courtadmin/aoc/djs/programs/interpreters/manuals/lep/guidelines.pdf>.

## WASHINGTON<sup>105</sup>

### Staff Interpreters

There are no staff court interpreter positions at the state level.

### Contract Interpreters<sup>106</sup>

The Washington Administrative Office of the Courts has not established uniform rates to be followed in the trial courts. However, the Judicial Branch has obtained funding from the Legislature since 2007 to create and maintain a reimbursement program, which provides partial funding for forty Superior, District and Municipal courts, who agreed to serve as demonstration projects, to assist in obtaining data, and developing and implementing innovations and best practices in court interpreting. Participation by the trial courts in this program is voluntary, but those who do participate must use certified and registered interpreters, when they are available, and pay \$50/hour.

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<sup>105</sup> E-mails from Shirley Bondon, Manager, Court Access Programs, Administrative Office of the Courts (September 17 and 18, 2013).

<sup>106</sup> "Court Interpreter Reimbursement Program" (September 2010).

## WEST VIRGINIA<sup>107</sup>

### Staff Interpreters

None anywhere in the state.

### Contract Interpreters

Compensation is set by court rule: "The court may appoint an interpreter of its own selection and may fix the interpreter's reasonable compensation. The compensation shall be paid out of funds provided by law."<sup>108</sup>

"The commonly accepted practice, although not written or required, among judges is to pay on average \$55.00 per hour. We also reimburse for travel expenses at the federal GSA rate"<sup>109</sup> [which was \$0.565 in 2013].

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<sup>107</sup> E-mails from Jennifer Singletary, (September 26 and October 14, 2013).

<sup>108</sup> Rules of Civil Procedure 43(f), Rules of Criminal Procedure 28(b), and Rules of Practice and Procedure for Family Court 56

<sup>109</sup> September 26 e-mail from Ms. Singletary.

# WISCONSIN<sup>110</sup>

## Staff Interpreters

None as state employees. The reimbursement for court interpreting expenses described below under “Contract Interpreters” also applies to county employees who are staff interpreters, so the Director of the State Courts Office provides reimbursement at the same rates for both staff interpreters and contract interpreters at the county level.<sup>111</sup>

## Contract Interpreters

The Circuit Courts, the state's trial courts (county level), set their own pay rates and payment policies. The Director of the State Courts Office provides reimbursement to the counties for the actual expenses paid for contract interpreters required by circuit courts at rates set by statute.

The amount of the maximum hourly reimbursement for court interpreters shall be as follows:

1. Forty dollars for the first hour and \$20 for each additional 0.5 hour for qualified interpreters certified under the requirements and procedures approved by the supreme court.
2. Thirty dollars for the first hour and \$15 for each additional 0.5 hour for qualified interpreters, as defined in s. 885.38(1)(c).<sup>112</sup>

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<sup>110</sup> E-mail from Carmel Capati, Esq., Court Interpreter Program Manager, Office of Court Operations, Director of State Courts Office (September 12, 2013).

<sup>111</sup> E-mail from Ms. Capati (September 29, 2014).

<sup>112</sup> §758.19(8)(a), “Wisconsin Interpreting & Translation Related Statutes, Rules and Case Laws” (10-24-2013), <https://www.wicourts.gov/services/judge/docs/interpreterlaws.pdf>, at 9.

# WYOMING<sup>113</sup>

## Staff Interpreters

None anywhere in the state.

## Contract Interpreters<sup>114</sup>

Category of Spanish Interpreter	Maximum Compensation Rate
Professionally Certified	\$55/hour
Registered	\$40/hour
Qualified	\$25/hour

"In extraordinary circumstances the Court may appoint a professionally certified independent contract Spanish language interpreter at an hourly rate in excess of those established in this policy." §A.III.A.

- A.III.B. Compensation Rate for Interpreters working in languages other than Spanish.** The maximum compensation for an interpreter working as an independent contractor in a language other than Spanish shall depend on the interpreter's certification status and language availability in the judicial district. Every effort shall be made to coordinate the rate of pay for interpreters working in languages other than Spanish in the various judicial districts.
- A.III.C. Payment for Travel Time.** At the discretion of the judge, an interpreter may be paid the State of Wyoming's allowable mileage reimbursement rates [\$0.565/mile in 2013] and/or half the hourly interpreter rate for travel time. In extraordinary circumstances, the interpreter may be paid the full hourly interpreter rate when round trip travel exceeds 150 miles.
- A.III.D. Overnight Travel.** In the case of trials or hearings exceeding one day duration, language interpreters may be compensated for food and lodging at the standard rate established by the Wyoming Supreme Court when round trip travel of 120 miles or greater is required to secure a professionally certified Spanish language interpreter, or the best qualified interpreter in the case of languages other than Spanish. To receive reimbursement for food or lodging expenses, the language interpreter must receive authorization from the court for the expenses in advance of the actual expenditure. Reimbursement of allowed food and lodging expenses through the court will be made only if itemized receipts are provided and expenses are within the allowable ranges as defined by the State of Wyoming fiscal procedures.
- A.III.E. Cancellation Policy.** Contract interpreters whose assignment is cancelled within seventy-two (72) hours of the assignment start time shall be paid for the schedule time up to a maximum of sixteen (16) hours at the discretion of the judge presiding in the cancelled matter. If the assignment is cancelled with more than seventy-two (72) hour notice, the scheduling District is under no obligation to pay the cancellation fee."

<sup>113</sup> Telephone interview with Kristi Racines, Chief Fiscal Officer, Wyoming Supreme Court (November 7, 2013) and E-mail from Ms. Racines (January 3, 2014).

<sup>114</sup> "Language Interpreters Policy," Appendix A, <http://www.courts.state.wy.us/BJPA/PolicyCourtInterpreter.pdf>.