



**SUPERIOR COURT OF CALIFORNIA
COUNTY OF MERCED**

www.merced.courts.ca.gov

AMANDA TOSTE
COURT EXECUTIVE OFFICER
(209) 725-4101

**Court Reporter Shortage Crisis – Merced Superior Court
August 29, 2024**

There is a well known court reporter shortage crisis in California most recently documented in the California Legislative Analyst's report requested by Senator Umberg [Letter-Umberg-Court-Reporters-030524.pdf \(ca.gov\)](#) and detailed in a Fact Sheet issued by the Judicial Council of California [Fact-Sheet-Shortage-of-Certified-Shorthand-Reporters-June2024.pdf \(ca.gov\)](#)

Legislative Action

The Legislature provides \$30 million annually to the California courts to hire additional court reporters, with a focus on family law and civil courtrooms.

Statewide Shortage Tracking

Each quarter, courts submit court reporter recruitment and retention information to the Judicial Council. According to the first quarter survey in 2024, of the 95% of courts that responded, 76.3% are actively recruiting for court reporters. Several are offering incentives including salary increases, finder's fees, retention bonuses and signing bonuses. Details can be found at [Court Reporter Recruitment, Retention, and Attrition - news_and_reference \(ca.gov\)](#)

Merced Superior Court Crisis

As of August 2024, the vacancy rate for Merced court reporters is 50% with five of the 10 positions filled.

Recruitment and Incentive Programs

Recruitment program

The court participates in career fairs and educational sessions at local high schools. The Court utilizes online job posting boards, advertising statewide, court reporter school alumni and school board postings and internal staff presentations.

Incentive Programs

Hiring Incentive

Up to \$20,000 hiring incentive for each new full time court reporter, paid in the following increments hired on or after July 1, 2024

Student Loan Forgiveness

Up to \$20,000 student loan forgiveness for each new full time court reporter paid in the following increments hired on or after July 1, 2024

August 29, 2024

Recruitment Incentive

Up to \$10,000 referral incentive for court employees per full-time court reporter referred and hired on or after July 1, 2024, paid in the following increments

Retention Incentive

Up to \$12,000 retention incentives for full time court reporters employed by the Court between July 1, 2024 and June 15, 2025.

Technology Stipend

One-time lump sum of \$3,000 to each full-time court reporter employed by the Court during pay period 2, to provide for ongoing costs of software upgrades and equipment maintenance.

Additional Benefits and Compensation

Annual CA CSR License Fee Reimbursement:

- Up to \$225 per year

Realtime Certification Differential:

- 10% for certified
- 7% for non-certified (provisional court-certified)