FILED
Superior Court of California
County of Los Angeles
NOVEMBER 3, 2026
David W. Slayton, Executive Officer/Clerk of Court
By: R. Mina, Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF LOS ANGELES

GENERAL ORDER RE OPERATION OF ELECTRONIC RECORDING EQUIPMENT FOR ALL CIVIL, FAMILY, AND PROBATE TRIAL COURT PROCEEDINGS	**GENERAL ORDER**

Pursuant to the California Code of Civil Procedure, the California Rules of Court, and the Superior Court of Los Angeles County ("SCLAC") Local Rules, the Court HEREBY ORDERS AS FOLLOWS:

Introduction

Eight years ago, our Supreme Court warned that "the absence of a court reporter at trial court proceedings and the resulting lack of a verbatim record of such proceedings will frequently be fatal to a litigant's ability to [appeal]." (*Jameson v. Desta* (2018) 5 Cal.5th 594, 608.) The Supreme Court concluded: "when a superior court adopts a general policy under which official court reporters are not made available in civil cases but parties who can afford to pay for a private court reporter are permitted to do so, the superior court must include in its policy an exception for fee waiver recipients that assures such litigants the availability of a verbatim record of the trial court proceedings, which under current statutes would require the presence of an official court reporter." (*Id.* at 623.)

Two years ago, this Court recognized that it could no longer reliably staff its courtrooms with court-employed certified shorthand reporters (CSRs) due to a chronic shortage of CSRs available to be hired. Notwithstanding the prohibition of using electronic recording technology

or equipment by Government Code section 69957(a),[1] this Court issued General Order 2024-GEN-011-00 [General Order re Operation of Electronic Recording Equipment for Specified Proceedings Involving Fundamental Liberty Interests in the Absence of an Available Court Reporter] to authorize the operation of electronic recording equipment based on an individual judicial officer's determination on a proceeding-by-proceeding basis of a findings-based framework concerning fundamental rights or liberty interests when a CSR was unavailable.

Three months ago, as a result of a challenge to General Order 2024-GEN-011-00 as being too limited in scope, our Supreme Court held that "[superior] courts have a ministerial duty[2] under *Jameson* and the in forma pauperis doctrine to provide indigent litigants,[3] upon request, with meaningful access in all cases[4] to an official verbatim record of proceedings, including by means of electronic recording if an official reporter or official reporter pro tempore is unavailable.[5]" (*Family Violence Appellate Project v. Superior Court of Contra Costa County, et al.* (2026) 20 Cal.5th 564, 596 ["*FVAP*"].)

Today, this Court recognizes that meaningful access to justice must be equally provided to all litigants, regardless of their financial circumstances, when a CSR is unavailable.

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[1] Authorizing electronic recording only in a limited civil, misdemeanor, or infraction case if a CSR is unavailable, and prohibiting the use of electronic recording technology or equipment "to make an unofficial record of an action or proceeding, including for purposes of judicial notetaking, or to make the official record of an action or proceeding in circumstances not authorized by this section."

[2] "A ministerial duty is an obligation to perform a specific act in a manner prescribed by law whenever a given state of facts exists, without regard to any personal judgment as to the propriety of the act." (*FVAP*, 20 Cal.5th at 586 [citations omitted].)

[3] This includes "all litigants who cannot afford to hire a private court reporter to provide an official verbatim record of their proceeding. Because the costs involved in hiring a private court reporter can be significant, the population of litigants who cannot afford to hire a private court reporter, but who can afford to pay routine court fees and costs, may be large. Courts should be flexible in assessing a litigant's ability to pay." (*FVAP*, 20 Cal.5th at 593 fn. 3.)

[4] Civil, family, and probate proceedings "as relevant here." (*FVAP*, 20 Cal.5th at 577.)

[5] Unavailability need not be exhaustively defined: if any court is unable to use a court reporter to report the given proceeding, the court has a duty "to provide indigent litigants with some way of obtaining an official verbatim record of proceedings." (*FVAP*, 20 Cal.5th at 595.)

Consequently, to fulfill the Court's ministerial duty set forth in *FVAP*, the Court issues this General Order.

Electronic Recording Equipment and Technology

The Court currently contracts with a service provider to provide the equipment and technology necessary to electronically record trial court proceedings as authorized by Government Code section 69957(a) and (b) and under 2024-GEN-011-00. The service provider stores electronic recordings captured pursuant to Government Code section 69957(a) and makes them available to the public for purchase. Any electronic recordings obtained through the Court's service provider may be "locked" so that they are not available to the public. Proceedings electronically recorded under Government Code section 69957(b) are "locked." All courtrooms in this Court are equipped to enable their proceedings to be electronically recorded. At present, there are no operational or financial concerns regarding the scope of electronically recording all trial court proceedings.

Recruitment, Retention, and Assignment Protocols for Court-Employed CSRs

The Court reiterates its firm belief and policy to make every effort to hire any qualified and available CSR as a court employee to fill existing vacancies and capture verbatim records. The Court has not and does not intend to use electronic recording as a substitute for hiring CSRs, and the Court will not reduce CSR positions because of this general order. Indeed, since General Order 2024-GEN-011-00 was issued, the Court continued and expanded its recruitment and retention efforts of CSRs. The Court assigns all court-employed CSRs to felony criminal and juvenile proceedings as required by law, and then to family law and probate courtrooms as they are available with priority for proceedings with *Jameson* requests. However, since General Order 2024-GEN-011-00 was issued, over 830,000 unlimited civil, family, and probate hearings have been held without a verbatim record of the proceedings. Despite ongoing recruitment and retention efforts, a statewide shortage of certified shorthand reporters means the Court will be

unable, for the foreseeable future, to assign a court-employed CSR to every unlimited civil, family, and probate courtroom.

Meaningful Access to Justice Must be Equally Provided to All Litigants

"'Access to courts is a fundamental and essential right in a democratic society. It is the responsibility of government to ensure that all people enjoy this right.'" (*Nuno v. California State University, Bakersfield* (2020) 47 Cal.App.5th 799, 810–811 [citation omitted].) Irrespective of the constitutional ground from which it arises, "access to courts 'is a right guaranteed to all persons by the federal and state Constitutions.'" (*Id.* at 811 [citations omitted].)

"Although [our Supreme Court] has never held that a civil litigant has a right to an official verbatim record of trial court proceedings, the general availability of such a record is presupposed under California law." (*FVAP*, 20 Cal.5th at 590; see also Cal. Const., art. I, § 7 [guaranteeing to all persons due process of law and equal protection of the laws]; Cal. Const., art. VI, § 1 [vesting the judicial power of the State in the courts, "all of which are courts of record."].) *Jameson* and the in forma pauperis doctrine "reflect the broader policy of ensuring meaningful access to the judicial system as a whole." (*FVAP*, 20 Cal.5th at 596.)

While our Supreme Court has acknowledged that "[a] litigant with ample financial resources may be able to hire a private court reporter, who will create an official verbatim record of the proceedings" (*FVAP*, 20 Cal.5th at 576), we must recognize that a CSR may be unavailable, whether court-employed or privately retained, even to these litigants. This Court's ministerial duty to provide meaningful access to justice must not be limited to only those litigants considered under *FVAP*, and instead, our ministerial duty must extend to treat all litigants on an equal basis, including those litigants with ample financial resources, when a CSR is unavailable. (See *In re Armstrong* (1981) 126 Cal.App.3d 565, 573–574.)

To do otherwise would subject a class of litigants to the "unpalatable" results of justice delayed or uncorrectable decisions when a CSR is unavailable (see *FVAP*, 20 Cal.5th at 576), and ignoring such class of litigants in this general order would raise foreseeable constitutional

claims (*FVAP*, 20 Cal.5th at 595 fn. 4), for which this Court cannot identify any legitimate—let alone compelling—reason.

General Order

To fulfill its ministerial duty under *FVAP*, and to provide meaningful access to justice equally to all litigants, the Presiding Judge hereby ORDERS the following:

1. General Order 2024-GEN-011-00 is vacated and superseded by this general order.
2. The Clerk of Court shall direct the operation of the electronic recording equipment and technology to electronically record all trial court proceedings in all civil, family, and probate courtrooms.[6]
    a. All electronic recordings made pursuant to this general order must be "locked" by default.
    b. If a CSR is present to report a session, or for any proceeding in which a CSR is present to report that proceeding, the electronic recording will remain "locked" and will not be "unlocked" pursuant to this general order.
    c. Any electronic recordings made pursuant to this general order are not the unofficial or official record of the proceeding, unless ordered by the Court upon the request of a party pursuant to this general order or as otherwise authorized by court order.
    d. No person may access any electronic recording made pursuant to this general order unless the electronic recording is "unlocked" pursuant to this general order or as otherwise authorized by court order.
3. A party must use SCLAC Form #039 to request that the electronic recording of any given proceeding be the official record of the proceeding.

[6] This general order does not foreclose the possibility of electronically recording juvenile and felony proceedings as appropriate, by either a subsequent general order or upon order of a judicial officer, when a CSR is unavailable.

a. Pursuant to the in forma pauperis doctrine: The requesting party must declare under penalty of perjury that the requested proceeding was not reported by a CSR and the requesting party could not reasonably afford to hire a private CSR.

b. Pursuant to the Equal Protection Clauses of the California and United States constitutions: The requesting party must declare under penalty of perjury that the requested proceeding was not reported by a CSR and the requesting party, despite reasonably diligent efforts, has been unable to secure the presence of a private CSR because such private CSR was not reasonably available.

c. Only those parties who appeared or were entitled to enter an appearance at the proceeding for which an electronic recording is requested may make a request on SCLAC Form #039. All other requests to access the electronic recording of a proceeding made pursuant to this general order must be presented by a written request to the judicial officer presiding over the proceeding or the Presiding Judge or their designee, as appropriate.

4. The Presiding Judge delegates to the Clerk of the Court, or their designee, the authority to grant SCLAC Form #039 requests for access to the electronic recording as the verbatim record of the proceeding, after confirming that the requested proceeding was not reported by a CSR.

5. If a SCLAC Form #039 request is granted as to any proceeding or part thereof, the corresponding electronic recording shall be "unlocked" and thereafter be the official verbatim record of that proceeding.[7]

[7] An electronic recording made pursuant to this general order is "locked" and is not an unofficial or official record of an action or proceeding consistent with Government Code section 69957(a). If and when the electronic recording is "unlocked" pursuant to procedures set forth in this order and the California Supreme Court's decision in *FVAP*, it becomes the official verbatim record of an action or proceeding.

6. Notwithstanding Government Code section 68152(g)(6) and notwithstanding any determination on a SCLAC Form #039 request, any electronic recording made pursuant to this general order will be retained according to the periods set forth in Government Code section 68152(g)(4) and (5).
7. This general order:
    a. Does not apply to those trial court proceedings that are electronically recorded as authorized by Government Code section 69957(a) and (b);
    b. Does not provide requestors with free access to any electronic recording that is ordered to be the official record of the proceedings or any certified transcripts thereof; and
    c. Does not modify, expand, or restrict the confidentiality of or public access rights to any proceedings or records, or the authority of a judicial officer to seal any proceedings or records, pursuant to law.
8. This general order shall take effect on November 5, 2026, and will remain in effect until otherwise ordered by the Presiding Judge.

IT IS SO ORDERED.

Dated: November 3, 2026

SERGIO C. TAPIA II
Presiding Judge

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NOVEMBER 3, 2026
David W. Slayton, Executive Officer/Clerk of Court
By: R. Mina, Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF LOS ANGELES

GENERAL ORDER RE OPERATION OF ELECTRONIC RECORDING EQUIPMENT FOR ALL CIVIL, FAMILY, AND PROBATE TRIAL COURT PROCEEDINGS	**DECLARATION OF DAVID W. SLAYTON IN SUPPORT OF GENERAL ORDER**

I, David W. Slayton, declare:

1. I am the Executive Officer/Clerk of Court and Jury Commissioner for the Superior Court of California, County of Los Angeles (the "Court" or "SCLAC"), offices I have held since December 31, 2022. I have personal knowledge of the facts contained in this declaration and would testify to them if called upon to do so.

2. On September 5, 2024, I executed a declaration in support of the Court's September 2024 General Order authorizing the use of electronic recording ("ER") in certain family law, probate, and civil proceedings (the "2024 General Order"). A true and correct copy of that declaration (the "2024 Declaration") is attached as Exhibit A and incorporated by reference.[1] The facts and opinions stated in the 2024 Declaration — including my professional background, the Court's structure and caseload, the long-term statewide decline in certified shorthand reporters ("CSRs"), the Court's recruitment and retention incentives, and the Legislature's decision not to amend Government Code section 69957 — remain true and correct except as updated below.

[1] The exhibits attached to the 2024 Declaration are also incorporated by reference but excluded from the attachment due to their voluminous length.

3. I submit this declaration in support of the Court's General Order implementing the California Supreme Court's decision in *Family Violence Appellate Project v. Superior Court*,[2] in which this Court was a respondent. I understand that the Supreme Court directed the respondent courts to provide indigent litigants, upon request, with meaningful access in all cases to an official verbatim record of proceedings, including by means of ER, if an official reporter or official reporter pro tempore is unavailable. This declaration updates the Court's CSR workforce data, describes the Court's voice writer training program, and describes the Court's capacity to comply with that directive.

CSR HIRING AND SEPARATIONS SINCE THE 2024 GENERAL ORDER

4. Each quarter, the Court reports to the Judicial Council of California the number of court-employed CSRs who started and who left employment with the Court. Those reports show the following for the eight quarters following the 2024 General Order:[3]

Quarter	CSRs Hired	Of Whom New Licensees	Of Whom Voice Writers	CSRs Who Left	Net Change
Q4 2024 (Oct–Dec)	6	4	4	7	−1
Q1 2025 (Jan–Mar)	21	17	15	9	+12
Q2 2025 (Apr–Jun)	22	17	22	4	+18
Q3 2025 (Jul–Sep)	4	2	1	21	−17
Q4 2025 (Oct–Dec)	21	20	17	8	+13
Q1 2026 (Jan–Mar)	1	1	1	7	−6
Q2 2026 (Apr–Jun)	7	6	7	1	+6
Q3 2026 (Jul-Sep)	5	5	5	17	−12
Total	**87**	**72**	**66**	**74**	**+13**

[2] *Family Violence Appellate Project v. Superior Court* (Aug. 10, 2026, S288176) 20 Cal.5th 564.

[3] See Exhibit B, the Court's responses to the Judicial Council's Court Reporter Recruitment, Retention, and Attrition Survey for each quarter from October 1, 2024, through June 30, 2026. The survey responses were prepared by Court staff under my direction and supervision and are maintained by the Judicial Council in the ordinary course of business. The figures are reported on a full-time-equivalent (FTE) basis, exclude pro tempore reporters, and capture data beginning October 1, 2024. Q3 2026 figures have been or will be submitted to the Judicial Council, which has not yet collected that data

5. In total, from October 1, 2024, through September 30, 2026, the Court hired 87 CSRs and 74 CSRs left Court employment, a net increase of 13 CSRs over 24 months. This is the first sustained net gain in the Court's CSR workforce since 2012 and is the direct result of the investments described in the 2024 Declaration and below.

6. The composition of those hires is significant. Of the 87 CSRs hired, 72 were newly licensed reporters coming directly from court reporting school, and 66 were voice writers. Only 15 were experienced reporters recruited from another trial court, another public employer, or the private sector — just over one-fifth of the 74 CSRs who left the Court in the same period. In other words, the Court's conventional recruitment of experienced reporters, even with the signing bonuses, retention payments, and other incentives described in the 2024 Declaration, has not come close to replacing the reporters the Court loses to retirement and other separations. The net gain is attributable almost entirely to newly licensed reporters, most of them voice writers and many of them graduates of the Court's own training program.

7. Hiring has also been uneven. In the three quarters in which large groups of new licensees joined the Court (the first and second quarters of 2025 and the fourth quarter of 2025), the Court hired 64 CSRs and lost 21. In the remaining five quarters, the Court hired 23 CSRs and lost 53. In the third quarter of 2025 alone, 21 CSRs left the Court while four were hired. The Court's CSR workforce therefore remains highly vulnerable to retirements. As stated in the 2024 Declaration, 72% of the Court's CSRs met the minimum age and service eligibility requirements for their respective retirement plans as of January 2024.

8. As of November 2, 2026, the Court employs 332 CSRs (including part-time CSRs) and has 21 budgeted CSR vacancies. The Court currently funds all 21 remaining vacancies and would hire every qualified and willing applicant to fill them.

HEARINGS WITHOUT A VERBATIM RECORD

9. The net increase in CSRs has not materially reduced the number of hearings conducted without a verbatim record. Under current law, the Court must first assign its CSRs to proceedings in which a reporter is mandated, including felony criminal and juvenile proceedings.

Newly hired CSRs have therefore been deployed first to those assignments, and to matters in family law and probate courtrooms as they are available with priority for proceedings with *Jameson* requests.

10. Out of 548 operating courtrooms, 214 courtrooms require a CSR to be assigned; 114 courtrooms are limited, misdemeanor, and traffic courtrooms where electronic recording is authorized by Government Code section 69957(a); and 220 courtrooms are unlimited civil, family, and probate courtrooms. Assuming all 332 court employed CSRs are available and assigned (which is not the case due to illness or leave), a minimum of 106 unlimited civil, family, and probate courtrooms would not be covered.

11. The Court's quarterly reports to the Judicial Council (see Exhibit B) show the following for unlimited civil, family, and probate hearings:

Quarter	Hearings With No Verbatim Record[4]	Total Hearings	Percent Without Record
Q4 2024	91,303	120,001	76.1%
Q1 2025	97,616	125,368	77.9%
Q2 2025	97,526	128,873	75.7%
Q3 2025	111,396	142,979	77.9%
Q4 2025	109,092	142,695	76.5%
Q1 2026	110,814	146,344	75.7%
Q2 2026	105,407	142,892	73.8%
Q3 2026[5]	109,437	147,774	74.1%
Total	**832,591**	**1,096,926**	**75.9%**

12. Over those eight quarters, 832,591 of 1,096,926 unlimited civil, family, and probate hearings — nearly 76% — took place with no verbatim record. In the most recent quarter for which data has been or will be reported (July 1 through September 30, 2026), 109,437 of

[4] "Hearings with no verbatim record" are hearings that actually took place in unlimited civil, family, and probate matters in which no verbatim record was made for the parties, as reported to the Judicial Council (see Exhibit B, survey questions on hearings without verbatim records).

[5] Q3 2026 figures have been or will be submitted to the Judicial Council, which has not yet collected that data.

147,774 such hearings (74%) took place with no verbatim record. The quarterly number of such hearings has not materially declined since the 2024 General Order; it has ranged between approximately 105,000 and 111,000 in each quarter since July 2025.

THE COURT'S VOICE WRITER TRAINING PROGRAM

13. As described in paragraph 14 of the 2024 Declaration, the Court created and funded an internal training program to build its own pipeline of CSRs from among existing Court employees. Through this program, the Court enrolled 23 Court employees in voice writer school. The Court paid tuition, equipment, and certification exam costs and provided training during the workday at the Court's expense, and it guaranteed each participant a CSR position with the Court upon licensure.[6]

14. Training began in July 2024, and participants sat for the CSR examination beginning in late 2025. As of November 2, 2026, 14 participants have passed the CSR examination and been hired by the Court as CSRs, 7 remain in training, and 2 have withdrawn from the program.

15. The program has been the Court's most productive source of new CSRs, and the Court intends to continue it with an additional cohort beginning in the first quarter of 2027. But the program has inherent limits. Each cohort takes approximately 12 months to complete training and licensure, cohort size is limited due to the Court's chronic underfunding, and not every participant completes the program or passes the examination. Even at its current scale, the program cannot produce enough reporters to staff every unlimited civil, family, and probate courtroom while also replacing the Court's ongoing retirements.

OTHER CONTINUING RECRUITMENT AND RETENTION EFFORTS

16. Since the 2024 Declaration, the Court has continued and expanded the recruitment and retention measures described there. In each quarter, the Court has offered signing bonuses for new reporters; retention and longevity bonuses for existing reporters; student loan forgiveness and tuition reimbursement; finder's fees for referrals; equipment allowances;

[6] See Exhibit C, Voice Writer Training Program announcements. As the Court's Executive Officer and Clerk of Court, I authorized the creation and funding of this program.

relocation assistance; and floater bonuses. In 2025, the Court added an option for CSRs to work remotely, and in 2026, the Court added an internship program for court reporting students. The Court has recruited through job postings, social media, job fairs, referral incentives, and sponsorship of professional conferences. The Court implemented the 3% base salary increases effective January 1, 2025, and January 1, 2026, under its memorandum of understanding with the CSR bargaining unit, and it has not eliminated any funded CSR positions. Since July 1, 2024, the Court has spent approximately $14.1 million (approximately 74% of its allocated funds excluding approximately 17% expended on funding new hires) on CSR recruitment, retention, and training.

17. Based on the data above and my experience administering these programs, it is my opinion that, despite the Court's sustained efforts and the modest net gain those efforts have produced, the Court will not in the foreseeable future be able to provide an official CSR for every unlimited civil, family, and probate proceeding in which a litigant who cannot afford a private reporter requests a verbatim record.

THE COURT'S CAPACITY TO PROVIDE
AN ELECTRONIC VERBATIM RECORD

18. The Court will continue to provide a CSR whenever one is reasonably available. Court-employed CSRs are assigned first to proceedings in which a reporter is required by law and then to proceedings in family law and probate courtrooms until all available court-employed CSRs are assigned to a courtroom. ER will be used to create the official verbatim record only where a CSR is not available. The Court does not intend to use ER as a substitute for hiring CSRs, and the Court will not reduce CSR positions as a result of the General Order.

19. ER equipment is installed in every courtroom of the Court, including every family law, probate, and unlimited civil courtroom. The Court therefore already has the equipment necessary to create an official verbatim record by ER in any proceeding in which a CSR is unavailable. At present, there are no operational or financial concerns for the Court to electronically record all trial court proceedings.

20. To implement the General Order, the Court has developed a verbatim record request procedure and form, will train courtroom staff, will inform judicial officers of the new procedure, and will update its public notices and website. The Court expects to be able to provide an ER-based official verbatim record upon request in any proceeding in which a CSR is unavailable beginning November 5, 2026.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that this declaration is executed this 3rd day of November 2026, at Los Angeles, California.

DAVID W. SLAYTON
Executive Officer/Clerk of Court

EXHIBIT LIST

Exhibit A — Declaration of David W. Slayton, executed September 5, 2024

Exhibit B — SCLAC responses to the Judicial Council Court Reporter Recruitment, Retention, and Attrition Survey, Q4 2024 through Q2 2026

Exhibit C — Voice Writer Training Program announcements

EXHIBIT A

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

GENERAL ORDER RE OPERATION OF ELECTRONIC RECORDING EQUIPMENT FOR SPECIFIED PROCEEDINGS INVOLVING FUNDAMENTAL LIBERTY INTERESTS IN THE ABSENCE OF AN AVAILABLE COURT REPORTER	**DECLARATION OF COURT EXECUTIVE OFFICER AND CLERK OF COURT DAVID W. SLAYTON**

I, David W. Slayton, declare:

1. I am the Executive Officer/Clerk of Court and Jury Commissioner for the Superior Court for the County of Los Angeles ("LASC"), offices I have held since December 31, 2022. I served in the role of Advisor for the LASC from December 1 to December 30, 2022. I have personal knowledge of the facts contained in this declaration and would testify to them if called upon to do so.

2. Before joining the LASC, I was the Vice President for Court Consulting Services for the National Center for State Courts. Earlier still, I served as the Administrative Director of the Texas Office of Court Administration and Executive Director of the Texas Judicial Council from 2012 to 2021. The Administrative Director is appointed by the Texas Supreme Court and serves under the direction and supervision of the Chief Justice and the Supreme Court. The Texas Judicial Council is the policy-making body for the Texas Judicial Branch. I am a Past President of the National Association for Court Management. I am a Fellow of the Institute for Court Management. I received the 2008 Distinguished Service Award from the National Center for State Courts, the 2010 Robert O. Dawson Indigent Defense Distinguished Service Award from the Texas Indigent Defense Commission, and the 2020 Mary McQueen Leadership Award from the Conference of Chief Justices, Conference of State Court Administrators, National Association for Presiding Judges and Court

Executive Officers, and the National Association for Court Management. I have served on the Board of Directors of the Conference of State Court Administrators. I am a graduate of Texas Tech University, where I received my baccalaureate degree, and Troy University, where I received my Master of Public Administration degree. I have worked in court administration and court operations in the state and federal courts for more than 25 years.

THE CRISIS IN OUR COURT

3. The LASC is the largest unified trial court in the United States.[1] Its 582 judges and commissioners work in one of 36 courthouses within the Court's 12 judicial districts and are supported by 5,000 full-time Court employees. The Court's judicial officers hear every case type under California law—criminal, civil, family law, juvenile dependency, juvenile justice, probate, and mental health. Cases range from simple traffic infractions to murders; landlord/tenant disputes to multi-million-dollar lawsuits; child support enforcement to complicated divorce and custody proceedings; and guardianships to involuntary commitments.

4. The LASC can no longer reliably staff its trial departments with court-employed certified shorthand reporters ("CSRs") because of a chronic shortage of CSRs available to be hired. This phenomenon is not new. For many years, court executive officers and judicial branch leaders throughout the state (indeed, the nation) have watched and spoken out about the ever-decreasing number of CSRs available for employment, predicting the day when the situation would reach crisis proportion.

5. That day and that crisis have arrived in Los Angeles County. Under current law, the LASC is mandated to staff courtrooms with CSRs for certain criminal, juvenile justice, juvenile dependency, and other specified proceedings. The LASC is also mandated to provide a CSR, following the California Supreme Court's decision in *Jameson v. Desta* (2018) 5 Cal.5th 594 (*Jameson*), for certain proceedings when requested by indigent litigants with an approved fee waiver. At present, the LASC currently employs 328 CSRs, and it has 125 CSR vacancies despite our herculean efforts to hire and

[1] Los Angeles County is geographically one of the nation's largest counties covering 4,084 square miles and, with over 10,072,629 million residents, also one of its most populous.

retain CSRs. To comply with legal mandates that require CSRs in certain proceedings, the LASC has had to remove CSRs from its family law, probate and unlimited civil departments where CSRs are not legally mandated.

6. Thus, the crisis: in 2023, our Court held more than 332,000 hearings for which there was no verbatim record of proceedings whatsoever. That number has grown by more than 193,000 hearings through June 30, 2024, meaning that there has been a total of more than 525,000 hearings in the past eighteen months for which there is no verbatim record of those proceedings. Assuming the crisis has not worsened since the second quarter of 2024, an average of 1,571 hearings are now held at the Court each day in which litigants have no access to a verbatim record. In those proceedings, no CSR is present and applicable law prohibits electronic recording ("ER") to create a verbatim record. We can expect again, in the remainder of this year, and the years to follow, hundreds of thousands of hearings with no verbatim record. As a public officer dedicated to securing justice and access to justice for the residents of Los Angeles County, in my opinion, this crisis is intolerable.

7. The California Legislature promulgated a statute—Government Code section 69957—that permits courts to use ER to create a verbatim record of proceedings in misdemeanor, infraction, and limited civil cases but prohibits ER in any other case types. The LASC has installed ER equipment in all courtrooms where the verbatim record of proceedings is permitted by statute to be captured by ER.

8. Section 69957 also permits the use of ER for the purpose of monitoring the performance of "subordinate judicial officers"—namely court commissioners and court referees. The LASC has installed ER equipment in all, or substantially all, of its courtrooms for this purpose and is actively using ER to record proceedings for this purpose. Having such equipment enhances the LASC's flexibility in arranging for judicial officer coverage of a given court session. Thus, for example, if a family law judge is absent from the Court on a particular day, a court commissioner may be placed in that department to handle the Court's business that day. Another example occurs when court facilities are unavailable on account of an unexpected emergency, such as the flooding of our Compton Courthouse twice in one month earlier this year requiring that courthouse to be closed and cases and

judicial officers temporarily reassigned to other courthouses. Having ER equipment installed in courtrooms in other courthouses greatly enhanced our ability to continue operations smoothly.

THE LASC'S EFFORTS TO HIRE AND RETAIN CSRs

9. It is the LASC's belief and policy that the Court should make every effort to hire any qualified and available CSR as an employee of the Court to fill existing vacancies. To that end, LASC would like to employ more CSRs, not fewer. The LASC's 125 CSR vacancies exist notwithstanding available funding and the LASC's intentions and desires. The LASC maintains 125 CSR vacancies and would hire every qualified and willing applicant to fill those vacancies. The vacancies continue to exist because there is, and has been for many years, a chronic, growing shortage of CSRs available in the state and the nation. They do not exist to be hired and those currently employed represent a cohort at and approaching retirement. Specifically, as of January 2024, 72% of the LASC's CSRs met the minimum age and service eligibility requirements for their respective retirement plan. This phenomenon has been demonstrated and documented by the Judicial Council of California, the Court Executive Officers of virtually every California county, and many of the Presiding Judges of those counties.[2]

10. Nonetheless, over the last two years, the LASC has undertaken an unprecedented expenditure of effort and money to try to hire and retain CSRs. The LASC negotiated a side letter of understanding with the bargaining unit representing the court-employed CSRs in January 2023 to provide numerous retention and recruitment incentives. The LASC negotiated a more extensive set of retention and recruitment incentives in August 2023. This has included extensive promotion of open positions and very generous financial signing and retention bonuses.[3] For example, the LASC currently offers a CSR signing bonus of $50,000 paid over two years and a court reporter school loan forgiveness

[2] See Exhibit 1, Judicial Council materials, including Press Release dated November 2, 2022, entitled "There is a Court Reporter Shortage Crisis in California," and Judicial Council Fact Sheet: Shortage of Certified Shorthand Reporters in California, dated January 2024. This exhibit, as well as all those attached to and incorporated herein are genuine, true, and correct copies of the original documents maintained by the Court.

[3] See Exhibit 2, LASC's materials regarding court reporter recruitment, including LASC Press Releases dated February 1, 2023, and September 5, 2023, and Various Job Postings. As the LASC's Executive Officer and Clerk of Court, I authorized the creation, publication, and distribution of these materials.

and equipment allowance of up to $15,000 over two years; court employees who refer a CSR to be hired by LASC are offered a $25,000 finder's fee. Existing CSRs receive up to $15,000 in retention bonuses over two years and up to $10,000 per year for CSRs with 25 years or more of service who agree to remain working at the Court for at least 12 months.

11. But the Court's efforts have been unsuccessful. While we were able to hire 19 CSRs between January 2023 and June 2024, our CSR census has not kept up with retirements—30 in total in that same time period. After all our efforts and the expenditure of well over *thirteen million dollars* in Fiscal Years 2022-2023 and 2023-2024 on recruitment and retention of CSRs, the LASC has a net reduction of eleven CSR positions, and *still* has 125 CSR vacancies.

12. Despite a significant budget reduction to the Court for Fiscal Years 2024-2025, the Court did not eliminate any CSR positions to absorb that budget reduction. Instead, the LASC negotiated a three-year memorandum of understanding with the bargaining unit representing the court-employed CSRs in January 2024 that implemented numerous changes, including, but not limited to:

- 4% base salary increase effective January 16, 2024;
- 3% base salary increase effective January 1, 2025;
- 3% base salary increase effective January 1, 2026;
- Placing all CSRs, regardless of their appointment status, at the top step of the pay scale;
- $2,000 one-time payment for all bargaining unit members on the payroll as of April 20, 2024; and
- Base salary parity language should any AFSCME bargaining unit receive a higher total base salary increase for 2025 and 2026.[4]

13. The LASC also entered into a three-year contract with Quick Caption, Inc., in June 2022 for as-needed court reporting services ("pro tem court reporting services") that requires the firm to supply the Court with private-sector CSRs upon request. Even though the contract has been in place for over two years, the contractor has been unable to meet their obligation to supply CSRs to the Court.

[4] See Exhibit 8, Memorandum of Understanding between the Superior Court of California, County of Los Angeles, and the Joint Council of the Los Angeles Court Reporters Association and Service Employees International Union, Local 721, CTW, CLC regarding the Los Angeles Superior Court Reporters Unit, dated January 16, 2024.

14. In addition to trying to recruit CSRs externally, the Court has instituted and funded a CSR training program for existing court staff.[5] This effort to establish our own pipeline of CSRs provides during-the-workday training at the Court's expense. The first cohort of 25 trainees in this program began their training program in July 2024 and are anticipated to sit for the CSR exam in the Fall of 2025.[6] Having studied the reasons for these vacancies and having instituted multiple initiatives to recruit and retain CSRs, it is my opinion that this shortage will not materially lessen, let alone be eliminated.

15. In its research on this issue, the Judicial Council has found that the continuing shortage of CSRs in the community has also resulted in a significant increase in the per diem cost of retaining a private CSR. If one can be found, the cost of hiring a CSR is likely to be prohibitive to all but the wealthiest of litigants.[7]

THE PLEA TO THE LEGISLATURE TO ADDRESS THE CRISIS

16. In years past, and again in 2023 and throughout 2024, multiple presiding judges and court executive officers of the California Superior Court, the Judicial Council of California, bar groups representing lawyers for the particularly vulnerable litigants in family law proceedings, and members of the public implored the Legislature to amend section 69957 to permit ER in additional court departments to address this crisis.[8] Those joining the Superior Court and Judicial Council of California in urging the Legislature to amend the law to permit ER to address the crisis through written or oral testimony included:

/ / /

/ / /

[5] See Exhibit 3, LASC News Release, dated April 2, 2024, entitled "Superior Court of Los Angeles County Launches Internal Training Program to Expand Pipeline of Court Reporters and Court Interpreters." As the LASC's Executive Officer and Clerk of Court, I authorized the creation, publication, and distribution of this release.

[6] An anticipated 500,000 hearings would be conducted without a verbatim record during the training period (assuming similar numbers of hearings without a verbatim record as the last full quarter).

[7] See Exhibit 1, Judicial Council Fact Sheet: Shortage of Certified Shorthand Reporters in California, stating that the cost to hire a private reporter is "$2,580/day for a deposition and $3,300/day for a trial on average."

[8] See Exhibit 4, Letters of Support for SB 662. As the LASC's Executive Officer and Clerk of Court, I co-authored the letters from the LASC and received the other letters from their senders.

- Los Angeles County Bar Association
- California Lawyers Association
- Legal Aid Foundation of Los Angeles
- Public Counsel
- Bet Tzedek Legal Services
- Community Legal Aid SoCal
- Harriett Buhai Center for Family Law
- LevittQuinn Family Law Center
- Los Angeles Center for Law and Justice
- Los Angeles Dependency Lawyers, Inc. and Dependency Legal Services of San Diego
- Asian Americans Advancing Justice Southern California (AJSOCAL)
- Consumer Attorneys Association of Los Angeles
- Association of Southern California Defense Counsel
- Mexican American Bar Association
- Women Lawyers Association of Los Angeles
- Asian Pacific American Bar Association of Los Angeles County
- Beverly Hills Bar Association
- Southern California Chinese Lawyers Association
- Korean American Bar Association of Southern California
- Japanese American Bar Association
- Arab American Lawyers Association of Southern California
- Irish American Bar Association – Los Angeles
- Philippine American Bar Association
- Italian American Bar Association
- Black Women Lawyers Association of Los Angeles
- South Bay Bar Association
- Asian Pacific American Women Lawyers Association
- Latina Lawyers Bar Association
- A Window Between Worlds
- Advocates for Child Empowerment and Safety
- Asian Americans for Community Involvement
- Asian Women's Shelter
- Boucher LLP
- California Advocates for Nursing Home Reform
- California Defense Counsel
- California Judges Association
- California Partnership to End Domestic Violence
- California Protective Parents Association
- California Women's Law Center
- Central California Family Crisis Center, Inc.
- Centro Legal de la Raza
- Disability Rights California
- Disability Rights Education and Defense Fund
- Elder Law and Disability Rights Center
- Empower Yolo
- Family Violence Appellate Project
- Family Violence Law Center
- Healthy Alternatives to Violent Environments
- Impact Fund
- Inner City Law Center
- Legal Aid Association of California
- Legal Aid of Marin
- Legal Aid Society of San Diego
- Legal Assistance to the Elderly
- Legal Services for Prisoners with Children
- Legislative Coalition to Prevent Child Abuse
- Lumina Alliance
- McGeorge School of Law Community Legal Services
- Mothers of Lost Children
- National Health Law Program
- Neighborhood Legal Services of Los Angeles County
- Next Door Solutions to Domestic Violence
- One Justice
- The People Concern
- Western Center of Law & Poverty

17. In 2023, California State Senator Susan Rubio introduced SB 662 which, if enacted, would have expanded the permitted use of ER from limited civil, misdemeanor and infraction matters—again, now permitted by section 69957—to other proceedings if and when a court-employed CSR was unavailable.[9] That bill would have authorized use of extant ER technology—already permitted in some courtrooms to create a verbatim record and already permitted in all courtrooms to monitor the performance of subordinate judicial officers—to create a verbatim record provided that no CSR was available. But on January 18, 2024, the California Legislature failed to advance SB 662.[10]

18. On March 5, 2024, the California Legislative Analyst's Office produced a 23-page report to Senator Thomas Umberg, Chair of the Senate Judiciary Committee, examining "the current and

[9] See Exhibit 5, text of SB 662.

[10] See Exhibit 6, a news article from Law.com dated January 19, 2024, entitled "Bill to Allow Electronic Recording in Civil Cases Dies in California Legislature." I viewed this article online and caused a true and correct copy of it to be created as an exhibit on or around the date of this declaration.

future availability of court reporters in the trial courts." Among the LAO's conclusions are: "records of court proceedings are important for Due Process"; the number of licensed court reporters has steadily declined since at least 2009; "many existing court reporters could be approaching retirement"; the "actual number of court reporters [is] less than [the] need identified by the Judicial Branch"; in a survey of trial courts, "nearly all trial courts . . . reported a marked increase in the number of court reporter FTE vacancies they are experiencing"; "departures [are] not offset despite increased hiring"; court reporter licensees have a "perception of higher compensation in [the] private sector" and a "perception of better working conditions in [the] private sector"; that 37% of the full-time equivalent court reporter positions needed statewide where electronic recording is not authorized, as estimated by the Judicial Branch, is not filled; and that "the Legislature will need to decide what methods of making an official record should be permissible. This includes whether a record can be made by electronic recording. . ."[11]

19. The California Legislature entered its final recess before adjournment on August 31, 2024, without passing a bill that would permit the use of ER to capture the verbatim record when a court reporter is not available.[12] The consequence of this inaction is that there is no legislative solution to address this crisis for the foreseeable future.

CONFRONTING THE CONSTITUTIONAL CRISIS

20. Each day, the judges and court staff of the LASC go to work in furtherance of our Court's mission statement, namely: *The Los Angeles Superior Court is dedicated to serving our community by providing equal access to justice through the fair, timely and efficient resolution of all cases.* Our judges' commitment to equal access to justice is encompassed within the sacred oaths each has taken to support and defend the Constitutions of the United States of America and the State of California. I have an obligation to provide sufficient staffing to permit judges on our Court to carry out their

[11] See Exhibit 7, California Legislative Analyst's Office Report to Senator Thomas J. Umberg regarding the current and future availability of court reporters, dated March 5, 2024.

[12] Pursuant to Rule 51(b)(3) of the Joint Rules of the Senate and Assembly for the 2023-24 Regular Session, "[t]he Legislature shall be in recess on September 1 until adjournment sine die on November 30." (Joint Rules, Rule 51(b)(3), Senate Concurrent Resolution No. 1 (2023-34 Reg. Sess.).)

constitutional obligations, and I am unable to do so with regard to providing CSRs to ensure that a verbatim record is captured in court proceedings. Our judges, and I, as Executive Officer, acknowledge that our Court's inability to provide CSRs and our inability to use ER as widely as necessary, on account of the provisions of section 69957, represent a profound denial of equal access to justice.

21. Yet while hundreds of thousands of hearings per year in our Court are now conducted with no verbatim record of proceedings, section 69957 currently *permits* ER in proceedings to create a verbatim record in infraction, criminal misdemeanors and limited civil proceedings. The LASC successfully uses transcripts derived from ER as the appellate record more than 500 times per year in the LASC's Appellate Division. Based on the number of appeals successfully handled by the Court's Appellate Division and the experience of the LASC in utilizing ER for that purpose, it is my opinion that ER-created transcripts allow for appellate review of a verbatim record.

I declare under penalty of perjury that the foregoing is true and correct, and that this declaration is executed this 5th day of September 2024, at Los Angeles, California.

DAVID W. SLAYTON
Executive Officer/Clerk of Court

EXHIBIT B

#1

COMPLETE

Collector:	Web Link 2 (Web Link)
Started:	Monday, February 03, 2025 12:10:19 PM
Last Modified:	Monday, February 03, 2025 12:26:55 PM
Time Spent:	00:16:35
IP Address:	[redacted]

Page 1

Q1

Please provide the county of your court.

Los Angeles

Q2

In Quarter 4 2024 (October 1 to December 31), were you actively recruiting to hire for court reporter employee positions?

Yes

Page 2

Q3

What recruiting methods did your court utilize (e.g. job postings, job fairs, billboards, social media)?

LinkedIn, social media, job postings, outreach

Q4

In Quarter 4 2024 (October 1 to December 31), did any court reporter employees (not including pro-tems), start employment with your court?

Yes

Page 3

Q5

In Quarter 4 2024 (October 1 to December 31), how many court reporter employees (not including pro-tems), on a full time equivalent (FTE) basis, started employment with your court?

6.0

Q6

Of the court reporter employees that began employment in your court in Quarter 4 2024 (October 1 to December 31), how many, on an FTE basis, came from the following organizations/sectors as their most recent employer?

Private sector	**2.0**
Court reporter school (new licensee)	**4.0**

Q7

Of the court reporter employees that began employment in your court in Quarter 4 2024 (October 1 to December 31), how many, on an FTE basis, are voice writers?

4.0

Page 4

Q8

In Quarter 4 2024 (October 1 to December 31), how many court reporter employees (not including pro-tems), on a FTE basis, have left employment from your court?

7.0

Q9

During Quarter 4 2024 (October 1 to December 31), did your court offer any of the following strategies to recruit and/or retain court reporters (check all that apply)? Only include additional retention/recruitment strategies in the "Other" box. Please save more general comments for the end of the survey.

Signing bonuses for new reporters,

Retention and/or longevity bonuses for existing reporters

,

Student loan forgiveness or tuition reimbursement incentives

,

Finders fees/referrals,

Other (please specify):

Equipment allowance, relocation reimbursement

Q10

Please provide an estimated number of hearings during Quarter 4 2024 (October 1 to December 31) where there were no verbatim records for parties for the following case types.Include all pre and postdisposition hearings that actually took place in your responses to this question. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**72015**
Family	**8256**
Probate	**11032**
Aggregate (Unlimited Civil, Family, and Probate only)	**91303**

Q11

Please provide an estimated total number of hearings during Quarter 4 2024 (October 1 to December 31) for the following case types.Include all pre and postdisposition hearings that actually took place in your responses to this question. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**73485**
Family	**27686**
Probate	**18830**
Aggregate (Unlimited Civil, Family, and Probate only)	**120001**

Q12

Any additional information you'd like to share with us?

NA

Q13

Please provide your email in case we need to contact you regarding your survey response.

Email address	[redacted]**@lacourt.org**

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, April 24, 2025 5:01:25 PM
Last Modified: Thursday, April 24, 2025 5:28:12 PM
Time Spent: 00:26:46
IP Address: [redacted]

Page 1

Q1

Please provide the county of your court.

Los Angeles

Q2

In Quarter 1 2025 (January 1 to March 31), were you actively recruiting to hire for court reporter employee positions?

Yes

Page 2

Q3

What recruiting methods did your court utilize (e.g. job postings, job fairs, billboards, social media)?

Job Postings, Social media

Q4

In Quarter 1 2025 (January 1 to March 31), did any court reporter employees (not including pro-tems), start employment with your court?

Yes

Page 3

Q5

In Quarter 1 2025 (January 1 to March 31), how many court reporter employees (not including pro-tems), on a full time equivalent (FTE) basis, started employment with your court?

21.0

Q6

Of the court reporter employees that began employment in your court in Quarter 1 2025 (January 1 to March 31), how many, on an FTE basis, came from the following organizations/sectors as their most recent employer?

Another California trial court	**1.0**
Other public sector (not a trial court)	**1.0**
Private sector	**2.0**
Court reporter school (new licensee)	**17.0**
Other	**0.0**

Q7

Of the court reporter employees that began employment in your court in Quarter 1 2025 (January 1 to March 31), how many, on an FTE basis, are voice writers?

15.0

Page 4

Q8

In Quarter 1 2025 (January 1 to March 31), how many court reporter employees (not including pro-tems), on a FTE basis, have left employment from your court?

9.0

Q9

During Quarter 1 2025 (January 1 to March 31), did your court offer any of the following strategies to recruit and/or retain court reporters (check all that apply)? Only include additional retention/recruitment strategies in the "Other" box. Please save more general comments for the end of the survey.

Signing bonuses for new reporters,

Retention and/or longevity bonuses for existing reporters

,

Student loan forgiveness or tuition reimbursement incentives

,

Finders fees/referrals,

Other (please specify):

Relocation, Equipment Bonus

Q10

Please provide an estimated number of hearings during Quarter 1 2025 (January 1 to March 31) where there were no verbatim records for parties for the following case types.Include all pre and postdisposition hearings that actually took place in your responses to this question. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**77459**
Family	**9492**
Probate	**10665**
Aggregate (Unlimited Civil, Family, and Probate only)	**97616**

Q11

Please provide an estimated total number of hearings during Quarter 1 2025 (January 1 to March 31) for the following case types.Include all pre and postdisposition hearings that actually took place in your responses to this question. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**79040**
Family	**27762**
Probate	**18566**
Aggregate (Unlimited Civil, Family, and Probate only)	**125368**

Q12

Any additional information you’d like to share with us?

NA

Q13

Please provide your email in case we need to contact you regarding your survey response.

Email address	[redacted]**@lacourt.org**

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, July 22, 2025 8:07:04 AM
Last Modified: Tuesday, July 22, 2025 12:18:54 PM
Time Spent: 04:11:50
IP Address: [redacted]

Page 1

Q1

Please provide the county of your court.

Los Angeles

Q2

In Quarter 2 2025 (April 1 to June 30), were you actively recruiting to hire for court reporter employee positions?

Yes

Page 2

Q3

What recruiting methods did your court utilize (e.g. job postings, job fairs, billboards, social media)?

Job Postings, Social Media, Conference Sponsorship, Job Fair

Q4

In Quarter 2 2025 (April 1 to June 30), did any court reporter employees (not including pro-tems), start employment with your court?

Yes

Page 3

Q5

In Quarter 2 2025 (April 1 to June 30), how many court reporter employees (not including pro-tems), on a full time equivalent (FTE) basis, started employment with your court?

22.0

Q6

Of the court reporter employees that began employment in your court in Quarter 2 2025 (April 1 to June 30), how many, on an FTE basis, came from the following organizations/sectors as their most recent employer?

Another California trial court	**0.0**
Other public sector (not a trial court)	**1.0**
Private sector	**4.0**
Court reporter school (new licensee)	**17.0**
Other	**0.0**

Q7

Of the court reporter employees that began employment in your court in Quarter 2 2025 (April 1 to June 30), how many, on an FTE basis, are voice writers?

22.0

Page 4

Q8

In Quarter 2 2025 (April 1 to June 30), how many court reporter employees (not including pro-tems), on a FTE basis, have left employment from your court?

4.0

Q9

During Quarter 2 2025 (April 1 to June 30), did your court offer any of the following strategies to recruit and/or retain court reporters (check all that apply)? Only include additional retention/recruitment strategies in the "Other" box. Please save more general comments for the end of the survey.

Signing bonuses for new reporters,

Retention and/or longevity bonuses for existing reporters

,

Student loan forgiveness or tuition reimbursement incentives

,

Finders fees/referrals,

Other (please specify):

Equipment Reimbursement, Relocation Incentives, Floater Bonus

Q10

Please provide an estimated number of hearings during Quarter 2 2025 (April 1 to June 30) where there were no verbatim records for parties for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**77208**
Family	**9754**
Probate	**10564**
Aggregate (Unlimited Civil, Family, and Probate only)	**97526**

Q11

Please provide an estimated total number of hearings during Quarter 2 2025 (April 1 to June 30) for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**78784**
Family	**30611**
Probate	**19478**
Aggregate (Unlimited Civil, Family, and Probate only)	**128873**

Q12

Respondent skipped this question

Any additional information you'd like to share with us?

Q13

Please provide your email in case we need to contact you regarding your survey response.

Email address	[redacted]**@lacourt.org**

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, May 08, 2026 4:18:23 PM
Last Modified: Friday, May 08, 2026 4:36:52 PM
Time Spent: 00:18:28
IP Address: [redacted]

Page 1

Q1

Please provide the county of your court.

Los Angeles

Q2

In Quarter 3 2025 (July 1 - September 30), Quarter 4 2025 (October 1 - December 31), or Quarter 1 2026 (January 1 - March 31), were you actively recruiting to hire for court reporter employee positions?

Yes

Page 2

Q3

During which quarter(s) were your courts actively recruiting court reporters? (Please select all that apply.)

Quarter 3 2025 (July 1 - September 30),

Quarter 4 2025 (October 1 - December 31),

Quarter 1 2026 (January 1 - March 30)

Q4

In Quarter 3 2025 (July 1 - September 30), Quarter 4 2025 (October 1 - December 31), or Quarter 1 2026 (January 1 - March 31), what recruiting methods did your court utilize (e.g. job postings, job fairs, billboards, social media)?

Quarter 3 2025 (July 1 - September 30)	**Job Postings, Social Media, Referral Incentives**
Quarter 4 2025 (October 1 - December 31)	**Job Postings, Social Media, Referral Incentives**
Quarter 1 2026 (January 1 - March 31)	**Job Postings, Social Media, Referral Incentives**

Q5

In Quarter 3 2025 (July 1 - September 30), Quarter 4 2025 (October 1 - December 31), or Quarter 1 2026 (January 1 - March 31), did any court reporter employees (not including pro-tems), start employment with your court?

Yes

Page 3

Q6

In Quarter 3 2025 (July 1 to September 30), Quarter 4 2025 (October 1 - December 31), and Quarter 1 2026 (January 1 - March 31), how many court reporter employees (not including pro-tems), on a full time equivalent (FTE) basis, started employment with your court?

Quarter 3 2025 (July 1 to September 30)	**4.0**
Quarter 4 2025 (October 1 - December 31)	**21.0**
Quarter 1 2026 (January 1 - March 31)	**1.0**

Q7

Of the court reporter employees that began employment in your court in Quarter 3 2025 (July 1 to September 30), how many, on an FTE basis, came from the following organizations/sectors as their most recent employer?

Another California trial court	**1.0**
Other public sector (not a trial court)	**0.0**
Private sector	**1.0**
Court reporter school (new licensee)	**2.0**
Other	**0.0**

Q8

Of the court reporter employees that began employment in your court in Quarter 4 2025 (October 1 - December 31), how many, on an FTE basis, came from the following organizations/sectors as their most recent employer?

Another California trial court	**1.0**
Other public sector (not a trial court)	**0.0**
Private sector	**0.0**
Court reporter school (new licensee)	**20.0**
Other	**0.0**

Q9

Of the court reporter employees that began employment in your court in Quarter 1 2026 (January 1 - March 31), how many, on an FTE basis, came from the following organizations/sectors as their most recent employer?

Another California trial court	**0.0**
Other public sector (not a trial court)	**0.0**
Private sector	**0.0**
Court reporter school (new licensee)	**1.0**
Other	**0.0**

Q10

Of the court reporter employees that began employment in your court in Quarter 3 2025 (July 1 to September 30), Quarter 4 2025 (October 1 - December 31), and Quarter 1 2026 (January 1 - March 31), how many, on an FTE basis, are voice writers?

Quarter 3 2025 (July 1 to September 30)	**1.0**
Quarter 4 2025 (October 1 - December 31)	**17.0**
Quarter 1 2026 (January 1 - March 31)	**1.0**

Page 4

Q11

In Quarter 3 2025 (July 1 to September 30), Quarter 4 2025 (October 1 - December 31), & Quarter 1 2026 (January 1 - March 31), how many court reporter employees (not including pro-tems), on a FTE basis, have left employment from your court?

Quarter 3 2025 (July 1 to September 30)	**21.0**
Quarter 4 2025 (October 1 - December 31)	**8.0**
Quarter 1 2026 (January 1 - March 31)	**7.0**

Q12

During Quarter 3 2025 (July 1 to September 30), did your court offer any of the following strategies to recruit and/or retain court reporters (check all that apply)? Only include additional retention/recruitment strategies in the "Other" box. Please save more general comments for the end of the survey.

Signing bonuses for new reporters,

Retention and/or longevity bonuses for existing reporters

,

Student loan forgiveness or tuition reimbursement incentives

,

Finders fees/referrals,

Other (please specify):

Equipment Bonus, Relocation Assistance, Floater Bonus

Q13

During Quarter 4 2025 (October 1 - December 31), did your court offer any of the following strategies to recruit and/or retain court reporters (check all that apply)? Only include additional retention/recruitment strategies in the "Other" box. Please save more general comments for the end of the survey.

Signing bonuses for new reporters,

Retention and/or longevity bonuses for existing reporters

,

Student loan forgiveness or tuition reimbursement incentives

,

Finders fees/referrals,

Other (please specify):

Equipment Bonus, Relocation Assistance, Floater Bonus

Q14

During Quarter 1 2026 (January 1 - March 31), did your court offer any of the following strategies to recruit and/or retain court reporters (check all that apply)? Only include additional retention/recruitment strategies in the "Other" box. Please save more general comments for the end of the survey.

Signing bonuses for new reporters,

Retention and/or longevity bonuses for existing reporters

,

Student loan forgiveness or tuition reimbursement incentives

,

Finders fees/referrals,

Other (please specify):

Equipment Bonus, Relocation Assistance, Floater Bonus

Page 5

Q15

Please provide an estimated number of hearings during Quarter 3 2025 (July 1 to September 30) where there were no verbatim records for parties for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**93033**
Family	**8849**
Probate	**9514**
Aggregate (Unlimited Civil, Family, and Probate only)	**111396**

Q16

Please provide an estimated total number of hearings during Quarter 3 2025 (July 1 to September 30) for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**94932**
Family	**30156**
Probate	**17891**
Aggregate (Unlimited Civil, Family, and Probate only)	**142979**

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Q17

Please provide an estimated number of hearings during Quarter 4 2025 (October 1 - December 31) where there were no verbatim records for parties for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**95134**
Family	**6977**
Probate	**6981**
Aggregate (Unlimited Civil, Family, and Probate only)	**109092**

Q18

Please provide an estimated total number of hearings during Quarter 4 2025 (October 1 - December 31) for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**97075**
Family	**28932**
Probate	**16688**
Aggregate (Unlimited Civil, Family, and Probate only)	**142695**

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Q19

Please provide an estimated number of hearings during Quarter 1 2026 (January 1 - March 31) where there were no verbatim records for parties for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**97279**
Family	**6787**
Probate	**6748**
Aggregate (Unlimited Civil, Family, and Probate only)	**110814**

Q20

Please provide an estimated total number of hearings during Quarter 1 2026 (January 1 - March 31) for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**99264**
Family	**29581**
Probate	**17499**
Aggregate (Unlimited Civil, Family, and Probate only)	**146344**

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Q21

Any additional information you'd like to share with us?

NA

Q22

Please provide your email in case we need to contact you regarding your survey response.

Email address	[redacted]**@lacourt.ca.gov**

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Sunday, August 09, 2026 8:35:49 AM
Last Modified: Sunday, August 09, 2026 8:38:39 AM
Time Spent: 00:02:49
IP Address: [redacted]

Page 1

Q1

Please provide the county of your court.

Los Angeles

Q2

In Quarter 2 2026 (April 1 to June 30), were you actively recruiting to hire for court reporter employee positions?

Yes

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Q3

What recruiting methods did your court utilize (e.g. job postings, job fairs, billboards, social media)?

Job postings, social media

Q4

In Quarter 2 2026 (April 1 to June 30), did any court reporter employees (not including pro-tems), start employment with your court?

Yes

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Q5

In Quarter 2 2026 (April 1 to June 30), how many court reporter employees (not including pro-tems), on a full time equivalent (FTE) basis, started employment with your court?

7.0

Q6

Of the court reporter employees that began employment in your court in Quarter 2 2026 (April 1 to June 30), how many, on an FTE basis, came from the following organizations/sectors as their most recent employer?

Another California trial court	**0.0**
Other public sector (not a trial court)	**0.0**
Private sector	**1.0**
Court reporter school (new licensee)	**6.0**
Other	**0.0**

Q7

Of the court reporter employees that began employment in your court in Quarter 2 2026 (April 1 to June 30), how many, on an FTE basis, are voice writers?

7.0

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Q8

In Quarter 2 2026 (April 1 to June 30), how many court reporter employees (not including pro-tems), on a FTE basis, have left employment from your court?

1.0

Q9

During Quarter 2 2026 (April 1 to June 30), did your court offer any of the following strategies to recruit and/or retain court reporters (check all that apply)? Only include additional retention/recruitment strategies in the "Other" box. Please save more general comments for the end of the survey.

Signing bonuses for new reporters,

Retention and/or longevity bonuses for existing reporters

,

Student loan forgiveness or tuition reimbursement incentives

,

Finders fees/referrals,

Other (please specify):

Equipment Bonus, Relocation Incentive, Internship Program, Floater Bonus

Q10

Please provide an estimated number of hearings during Quarter 2 2026 (April 1 to June 30) where there were no verbatim records for parties for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**91601**
Family	**6725**
Probate	**7081**
Aggregate (Unlimited Civil, Family, and Probate only)	**105407**

Q11

Please provide an estimated total number of hearings during Quarter 2 2026 (April 1 to June 30) for the following case types.In your responses to this question, include all pre and postdisposition hearings that actually took place. Hearings that were set but did not take place should not be included. If multiple proceedings are heard at one time, count each proceeding.If your court is unable to disaggregate by these case types but has an aggregate count (unlimited civil, family, and probate only), please use the "Aggregate" box below.If your court cannot provide an estimate for a case type or aggregate count, please leave that response box empty.

Unlimited Civil	**93470**
Family	**31805**
Probate	**17617**
Aggregate (Unlimited Civil, Family, and Probate only)	**142892**

Q12

Respondent skipped this question

Any additional information you'd like to share with us?

Q13

Please provide your email in case we need to contact you regarding your survey response.

Email address	[redacted]**@lacourt.ca.gov**

EXHIBIT C

From:	Human Resources Announcements
To:	Human Resources Announcements
Subject:	INFORMATION | Court Interpreter & Court Reporter Programs
Date:	Monday, March 25, 2024 9:01:19 AM

[This email is being sent to all Supervisors, Managers, Administrators, Senior Administrators and Deputy Directors, Directors, and Senior Executive Team]

Good Morning,

In a few hours, Court leadership will announce the launch of two highly anticipated training programs: the Court Interpreter Training Program and the Court Reporter Training Program. These initiatives are designed to further cultivate a skilled workforce and ensure the continued excellence of our court proceedings.

These programs are available to current court employees with a minimum of one year of Court service. **Applications will be accepted for both programs April 2, 2024 through April 30th, 2024.**

Both programs will offer a full scholarship covering all tuition, fees, and equipment costs associated with the online training programs. Space is limited, so all interested employees are encouraged to attend the information sessions noted below and apply as soon as applications become available on April 2.

All details of the programs will be announced in a forthcoming email from Executive Officer/Clerk of Court David W. Slayton. As the materials will indicate, we will be hosting two information sessions as outlined below:

Information Session Details:

Date: Thursday, March 28th & Wednesday, April 3rd
Time: 12:00 – 1:00pm (Both Sessions)
Location: Virtual via Microsoft Teams

Sincerely,

Human Resources Learning & Development

From:	CEO Announcement
To:	All Staff Users
Subject:	INFORMATION | Court Interpreter and Court Reporter Training Programs Exclusively for Court Employees
Date:	Monday, March 25, 2024 9:10:04 AM
Attachments:	Court Interpreter Court Reporter Training Programs.pdf March 28th Info Session - Court Interpreter Court Reporter Scholarship Program.ics April 3rd Info Session - Court Interpreter Court Reporter Scholarship Program.ics

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Good morning,

As the Court's Executive Officer/Clerk of Court, I am committed to investing in innovative programs and initiatives that provide all of you with career development opportunities to enable you to grow in your court career while simultaneously fortifying a workforce that aids in our mission of delivering timely access to justice for all. This commitment is reinforced each time I visit courthouses throughout our county and witness firsthand the caliber, dedication and ingenuity of court staff.

With this in mind, I am excited to announce today the launch of Court Interpreter (Spanish) and Court Reporter (Voice Writing) Training Programs to proactively build a pipeline of future professionals to fill these critical roles that are essential to providing equal access to justice.

These two distinct employee development initiatives, **open exclusively to current court employees with a minimum of one year of Court service**, will begin accepting applicants on April 2, 2024. Both programs will offer a full scholarship covering all tuition, fees and equipment costs associated with the online training programs. Training will take place a few hours each week during work hours, enabling employees to maintain their current roles while simultaneously training for their next court career to fill these vital positions.

I encourage all interested employees to attend two upcoming virtual informational sessions, one this upcoming Thursday, March 28 from 12 – 1 p.m. and another next Wednesday, April 3 from 12 – 1 p.m.

More information, including a link to join the informational sessions, is included in the attached flyer. A link to the application for both programs will be shared in a separate email early next week.

Thank you all for your ongoing commitment and dedication to providing timely, efficient and equal access to justice for the residents of Los Angeles County.

Sincerely,

David W. Slayton

Executive Officer/Clerk of Court

This message can be found on CourtConnect under Weekly Communications > CEO Announcements.

Court Interpreter & Court Reporter Training Programs

Interested in becoming a Certified Court Interpreter or Certified Court Reporter with the Superior Court of Los Angeles County? Learn more about the new Court Interpreter and Court Reporter Training Programs!

Investing in our Court employees and increasing access to justice are two key goals that guide the work that we do every day. The Court is excited to announce the launch of Court Interpreter (Spanish) and Court Reporter (Voice Writing) Training Programs to proactively build a pipeline of future professionals to fill these critical roles that are essential to providing equal access to justice. The two distinct employee development initiatives, open exclusively to current court employees with a minimum of one year of Court service, **will begin accepting applicants on April 2, 2024.** Both programs will offer a full scholarship covering all tuition, fees, and equipment costs associated with the online training programs. Space is limited, so all interested employees are encouraged to attend the information sessions noted below and apply as soon as applications become available on April 2. See below for more details:

Full Tuition Coverage: The Court will cover all tuition expenses, including all fees and equipment costs associated with each training program. There is no cost to the employee.

1 Year Online Training: Both training programs will be offered 100% online, with a duration of only 1 year. Court Interpretation Training is provided by the Southern California School of Interpretation and Court Reporter Training is provided by Poway Adult School.

Learn During Work: Online classes will be conducted during paid working hours – up to three hours per week for Court Interpreter Training and up to six hours per week for Court Reporter Training. The training programs will provide employees the flexibility to continue working full time while completing the training.

Guaranteed Employment: Employees that successfully complete the training program and obtain their California State Certification will be provided guaranteed transition and employment as either a Court Reporter or Court Interpreter. Employees are expected to commit to three years of employment with the Court in their new role.

Limited Space Available: Both programs have limited space, so all interested employees are encouraged to apply soon!

Application Window: The application window for both programs will open on Tuesday, April 2nd and will close on Tuesday, April 30th, 2024.

If you have any questions, please contact the Human Resources Learning & Development team at **training@lacourt.org.**

To learn more, please attend one of the upcoming virtual information sessions

Thursday, March 28th from 12:00 p.m. – 1:00 p.m.	**JOIN HERE**
Wednesday, April 3rd from 12:00 p.m. – 1:00 p.m.	**JOIN HERE**

Please click the Outlook Calendar attachments to add the Info Session to your calendar

From:	Human Resources Announcements
To:	Human Resources Announcements
Subject:	INFORMATION | Court Interpreter Training Program and Court Reporter Training Program
Date:	Tuesday, April 2, 2024 9:01:27 AM
Attachments:	Court Interpreter Court Reporter Training Programs.pdf

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[This email is being send to All Staff]

(Sent on behalf of Human Resources Administration)

Good morning,

We are excited to open the application period for the Court Interpreter Training Program and the Court Reporter Training Program. Both opportunities were developed exclusively for court employees with the understanding that employees want to gain new skills for career growth and maintain work-life balance. Both programs were designed so that employees are paid to train for a new career while working in their current position.

Human Resources will be accepting applications beginning today, April 2 through April 30, 2024. Interested employees can submit their application via NeoGov using the following links:

- **Link to Apply for Court Reporter Training Program**
- **Link to Apply for Court Interpreter Training Program**

Eligible and interested employees, who wish to explore these unique learn-on-the-job training opportunities, are encouraged to review the attached flyer and attend the upcoming virtual informational session scheduled for Wednesday, April 3 from 12:00 – 1:00 p.m. A link to attend the information session is embedded in the attached flyer.

Thank you,

Human Resources Administration