

Wage Comparison – Legal and Law Enforcement Pay Scales

General Information

- Compensation study is extremely complex
- Most effective method of presentation is to break down information into parts beginning with who are our comparable entities
- Request Commissioners' Court decision on determining which entities will be used to compare our compensation for the legal and law enforcement pay groups.

Legal Pay Scale Comparison Options

- Local large counties – Dallas, Denton and Tarrant
- Surrounding counties – Denton, Hunt, Cooke, Grayson, Fannin and Rockwall
- Large counties including Dallas, Denton and Tarrant plus El Paso, Ft. Bend, Travis, Bexar.
- Similar counties - Montgomery, Ft. Bend, Williamson
- Private - National Association for Legal Career Professionals (NALP) for private sector data can be added to any public sector data
 - NALP data has two options:
 - (1) Fewer than 50 attorneys or
 - (2) 51-100 attorneys
- The DA's office has suggested the use of the Department of Justice salaries for comparison of Felony Prosecutor positions

Law Enforcement Pay Scale Comparison Options

- Local large counties
- Surrounding counties – Denton, Hunt, Cooke, Grayson, Fannin and Rockwall
- Large counties including Dallas, Denton and Tarrant plus El Paso, Ft. Bend, Travis, Bexar.
- Similar counties - Montgomery, Ft. Bend, Williamson
- Add cities to any grouping of counties (no private sector data comparable). City options include Plano, Frisco, McKinney, Richardson, Allen, Dallas
- Sheriff has suggested adding the City of Wylie to the comparison. Wylie's population is 41,427 which is half the size of the next smallest city sometimes used for survey data (Allen at 84,246)
- TDCJ – Fannin County has two TDCJ units. The Cole unit is located 3 miles west of Bonham, has 234 employees and houses up to 900 male inmates. The C. Moore unit is co-located with Cole and is a transfer facility with 250 employees and a jail capacity of up to 1224 male inmates.

Compensation Study General Timeline

- Determine comparable entities for legal and law enforcement pay scales
- Court presentations to provide salary comparison information for all pay scales
- Court presentations on benefit comparisons
- Calculation of regression information and overall comparison tying together all compensation and benefits calculations.