

Legal Presentation Compensation

June 27, 2011

2011 Legal Pay Scale

Job Title	Grade	Minimum	Midpoint	Maximum
Misdemeanor Prosecutor	581	54,959	64,412	73,865
Chief Misdemeanor Prosecutor	583	64,290	75,335	86,380
Felony Prosecutor	584	69,634	81,603	93,572
Felony Appellate Attorney	584	69,634	81,603	93,572
Chief Felony Prosecutor	587	88,896	104,195	119,493
Chief Appellate Attorney	588	96,668	113,280	129,892
2 nd Assistant District Attorney	588	96,668	113,280	129,892
1 st Assistant District Attorney	591	117,846	138,088	158,330

General Information

- The average service tenure for employees on the legal pay scale is 5 and a half years.
- Turnover annualized for 2011 is currently calculated at:
 - 29% overall for the DA's office
 - 33.3% for the Prosecutors
 - Increase in turnover primarily due to elected official transition
- Prior year turnover for Prosecutors:
 - 2010 was 7.1%
 - 2009 was 5.3%

County Population Information*

- a) Tarrant County – 1,809,034
- b) Collin County – 782,341**
- c) Denton County – 662,614
- d) Fort Bend County – 585,375
- e) Montgomery County – 455,746
- f) Williamson County – 422,679

*Data taken from 2010 Census

Quartile Rankings (Pay-in-Grade)

Job Title	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Number of Employees at Max of Pay Grade*
Misdemeanor Prosecutor	83.3%	8.3%	8.3%		0 of 12 (0%)
Chief Misdemeanor Prosecutor	100%				0 of 7 (0%)
Felony Prosecutor	54.2%	12.5%	16.7%	16.7%	0 of 24 (0%)
Felony Appellate Attorney			100%		0 of 2 (0%)
Chief Felony Prosecutor	25%	25%		50%	3 of 8 (37.5%)
Chief Appellate Attorney				100%	0 of 1 (0%)
2 nd Assistant District Attorney			100%		0 of 1 (0%)
1 st Assistant District Attorney			100%		0 of 1 (0%)

*3 of 56 or 5% of total incumbents are at the maximum of the position

Previous Pay v. Collin County Hire Pay

Job Title	Number Hired Into Position	Greater Than 10% Decrease in Pay	0% to 10% Decrease in Pay	0% to 10% Increase in Pay	Greater Than 10% Increase in Pay	Previously Unemployed
Misdemeanor Prosecutor*	14	4		3	3	4
Felony Prosecutor	5	1	1	1	1	1
Felony Appellate Attorney	1	1				
Chief Felony Prosecutor	1	1				
2 nd Asst District Attorney	1	1				
1 st Asst District Attorney	1	1				
Total	23	9	1	4	4	5

*3 of the Misdemeanor Prosecutors hired were previously working as law clerks.

Data collected for external hires from FY2009 through May 2011.

Promotions

Job Title	Promoted in FY2009	Promoted in FY2010	Total Promoted 2009-2010	Avg Number of Employees	% Promoted over 2 Years
Misdemeanor Prosecutor	2	4	6	12	50%
Chief Misdemeanor Prosecutor	2	3	5	7	71%
Felony Prosecutor	1	0	1	24	4%
Chief Felony Prosecutor	0	1	0	8	12%

Percent Budgeted for Employee Pay Increases

County	FY 2009	FY 2010	FY 2011	Total 3 Years	Average of 3 Years
Collin County	7%	2%	2%	11%	3.7%
Denton County	4%	0%	0%	4%	1.3%
Fort Bend County	2.35%	2.35%	0%	4.7%	1.6%
Montgomery County	6%	0%	4%	10%	3.3%
Tarrant County	3%	3%	0%	6%	2%
Williamson County	5.5%	0%	1% Lump Sum	6.5%	2.2%
<i>Consumer Price Index*</i>	4.1%	.1%	2.7%	6.9%	2.3%
<i>Salary Survey</i>	3.9	2.8	2.9	9.6	3.2%

*Data as of December of each calendar year. For example, FY 2010 CPI was as of December 2008
CPI for FY 2012 is 1.5%

Pay For Performance Lump Sum Checks

	Fiscal Year 2009			Fiscal Year 2010			Fiscal Year 2011		
Job Title	Total Max Check Amount	# of EE's	Avg Max Check	Total Max Check Amount	# of EE's	Avg Max Check	Total Max Check Amount	# of EE's	Avg Max Check
Felony Prosecutor/ Felony Appellate Atty	\$1,914	2	\$957	\$2,103	2	\$1,051	\$4,005	2	\$2,003
Chief Felony Prosecutor	\$1,330	1	\$1,330	\$1,135	1	\$1,135	\$5,602	4	\$1,401

DA Longevity Pay

Prosecutors with more than four years of experience as a county prosecutor in Texas receive longevity pay, compensated by the State of Texas. There is no cost to Collin County for this additional compensation.

	Fiscal Year 2009			Fiscal Year 2010			Fiscal Year 2011*		
Job Title	Total DA Longevity Amount	# of EE's	Avg Check	Total DA Longevity Amount	# of EE's	Avg Check	Total DA Longevity Amount	# of EE's	Avg Check
Felony Prosecutor/ Felony Appellate Atty	\$28,860	17	\$1,698	\$33,900	19	\$1,784	\$25,740	23	\$1,119
Chief Felony Prosecutor	\$26,280	7	\$3,754	\$29,040	8	\$3,630	\$22,560	10	\$2,256
Chief Appellate Attorney	\$2,940	1	\$2,940	\$3,180	1	\$3,180	\$2,520	1	\$2,520
2 nd Assistant District Attorney	\$2,520	1	\$2,520	\$1,680	1	\$1,680	\$360	1	\$360
1 st Assistant District	\$4,320	1	\$4,320	\$4,860	1	\$4,860	\$3,720	1	\$3,720

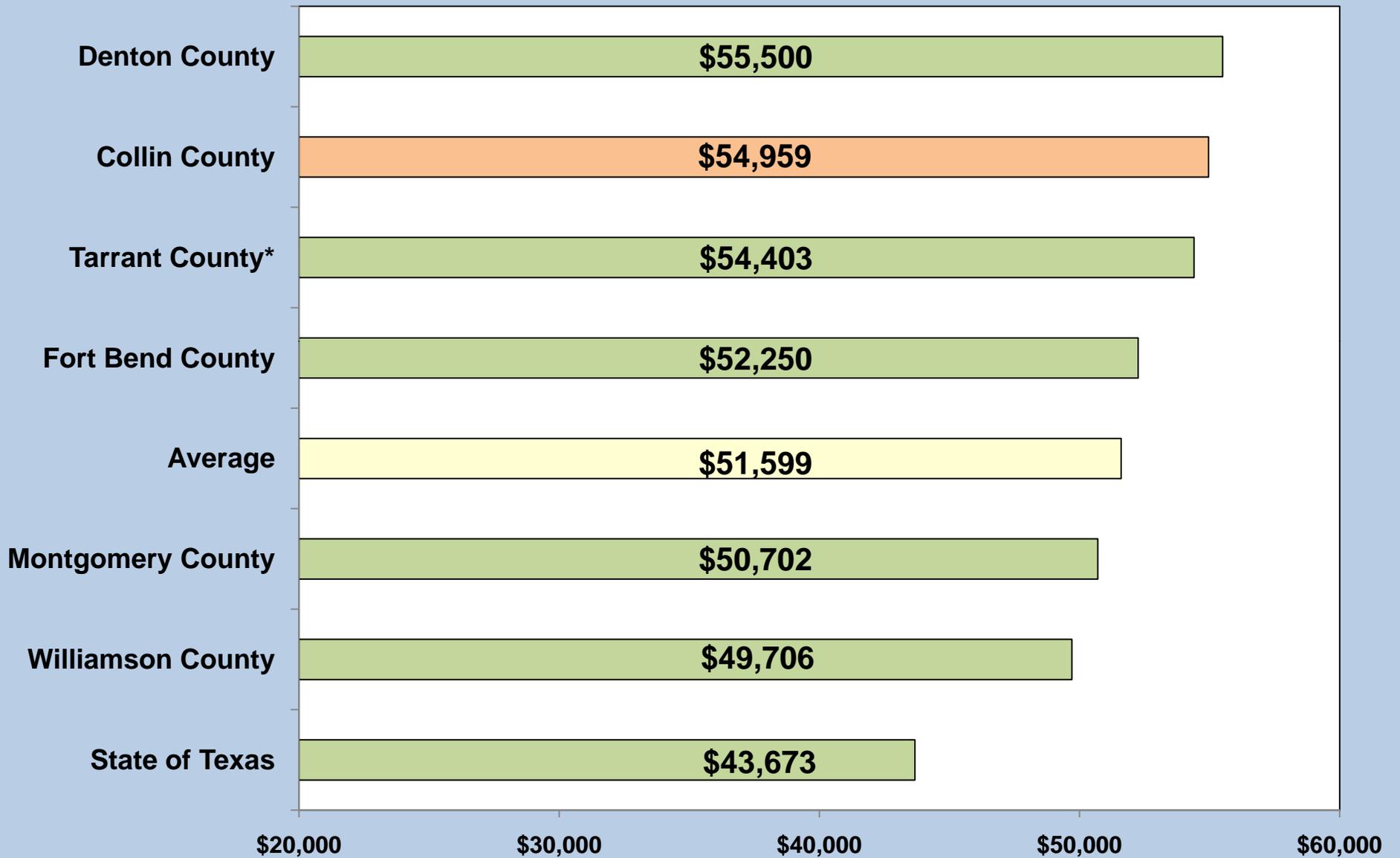
*DA Longevity paid through May 2011.

Misdemeanor Prosecutor

Misdemeanor Prosecutors

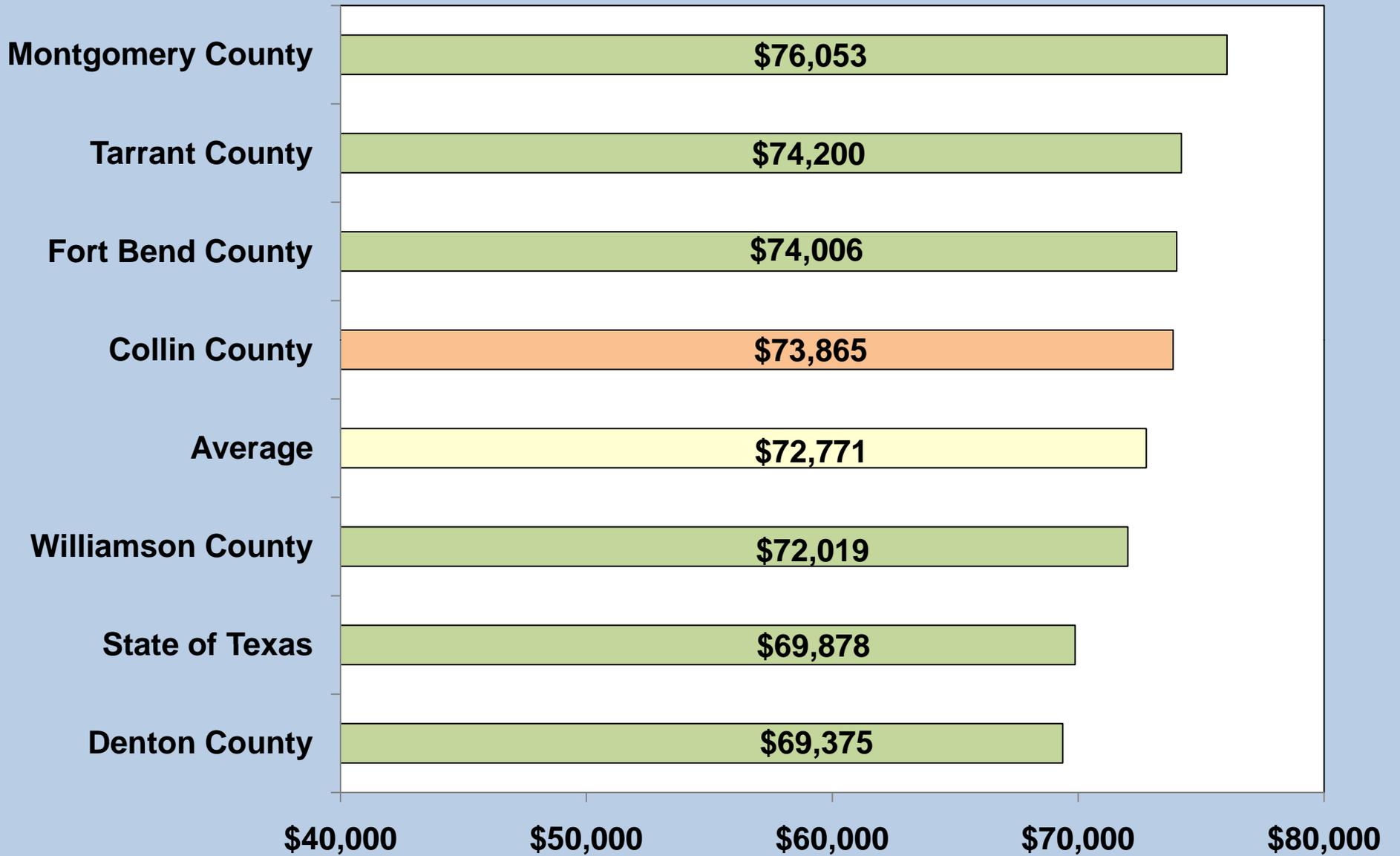
- Average length of time in position is approximately 1.5 years.
 - The Misdemeanor Prosecutor position is the entry-level attorney position in the DA's Office
 - The next rung on the attorney career ladder for the DA's Office is the Chief Misdemeanor Prosecutor position
 - All current Collin County Chief Misdemeanor Prosecutors were promoted internally from the Misdemeanor Prosecutor role
 - Incumbents spent an average of 1.25 years in the misdemeanor prosecutor position before being promoted
- Turnover for FY 2009 was 16.9% and for FY 2010 was 8.4%.
 - 2 Misdemeanor Prosecutors left the County in FY 2009, one of whom relocated
- Turnover for FY 2011 is projected at 53.9% .
 - 3 Misdemeanor Prosecutors terminated employment this year due to elected official transition and 1 terminated due to another job offer
- Collin County legal starting salaries are:
 - In the top quartile of the surveyed group
- Maximum pay in Collin County is
 - Slightly above average for the surveyed group
- There are no misdemeanor prosecutors in the 4th quartile of the pay range.

Misdemeanor Prosecutor Minimums FY 2011 Comparison Counties



*Tarrant County data is the minimum "hire in" rate

Misdemeanor Prosecutor Maximums FY 2011 Comparison Counties

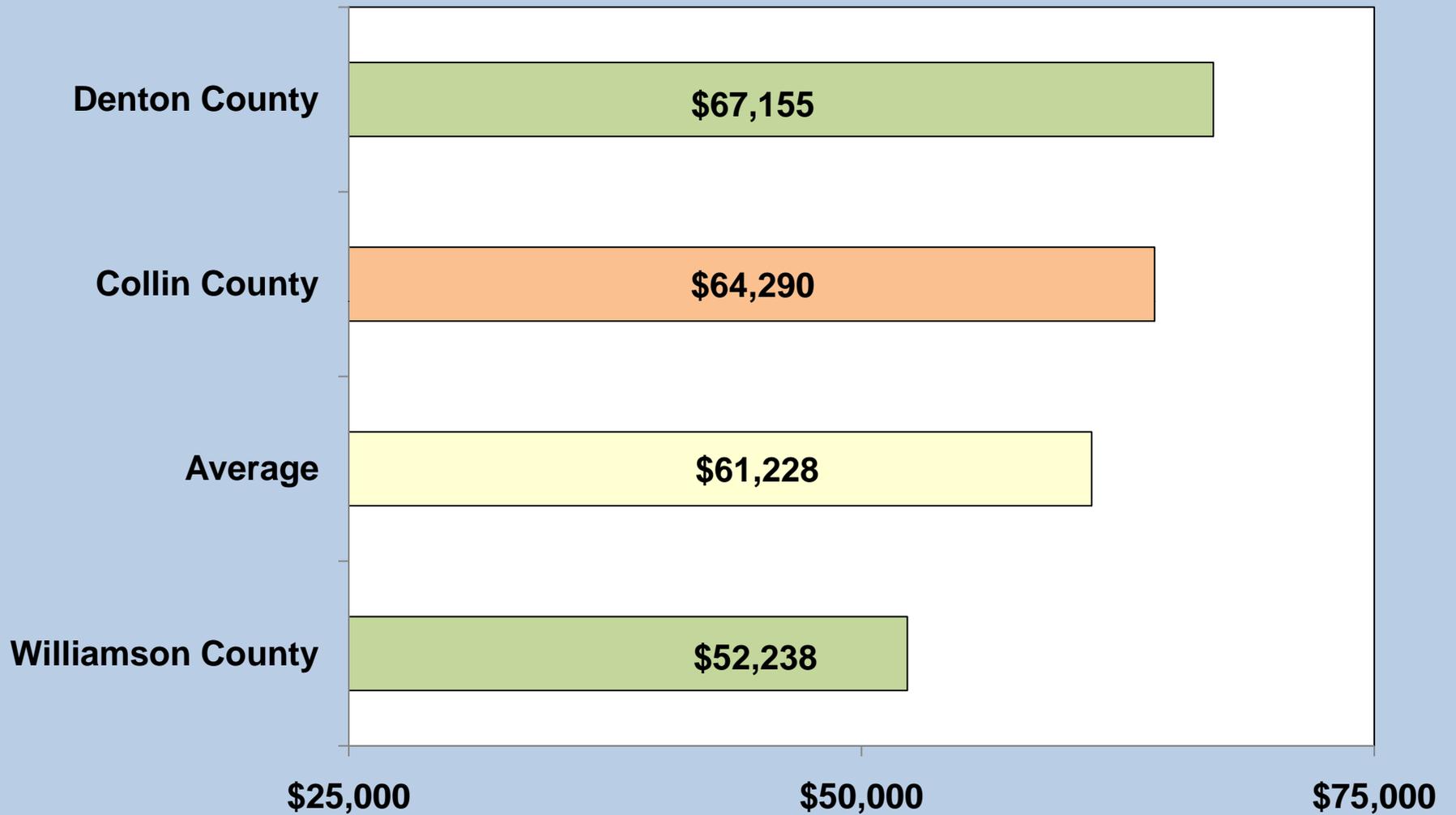


Chief Misdemeanor Prosecutor

Chief Misdemeanor Prosecutors

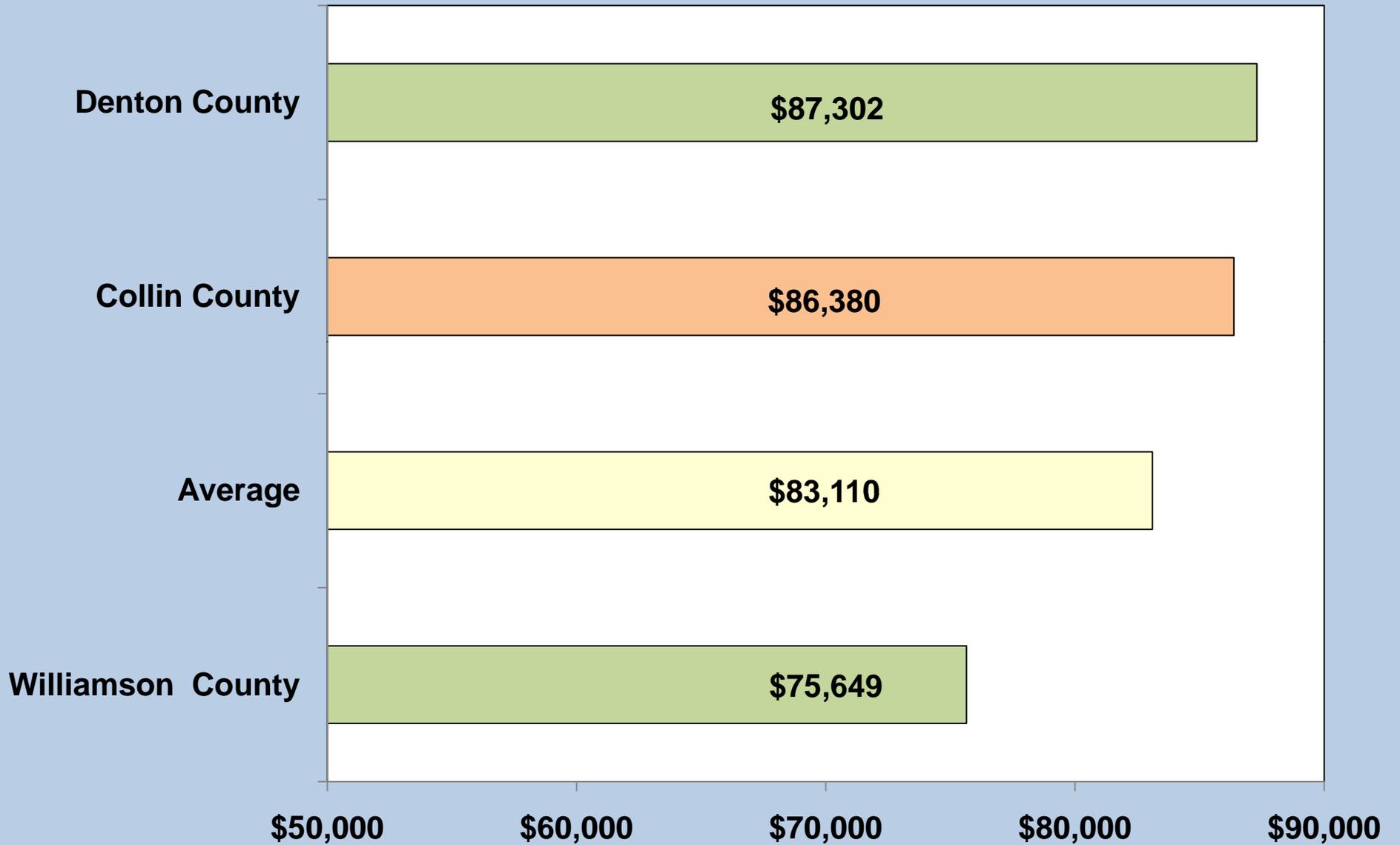
- Average length of employment is just over 3 years.
 - Chief Misdemeanor Prosecutors are typically promoted to the Felony Prosecutor position
 - 20 of 24 current Felony Prosecutors were in the Chief Misdemeanor role for an average of 1.04 years before being promoted
- Turnover for both FY 2009 and FY 2010 was 0%.
- Turnover is calculated to be 0% for FY 2011.
 - No Chief Misdemeanor Prosecutors have left so far this year
- Fort Bend, Montgomery, and Tarrant Counties and the State of Texas do not have a Chief Misdemeanor Prosecutor position.
- The comparison group is smaller for this position, however the salary is above the average for counties with equivalent positions.
- All Chief Misdemeanor Prosecutors are in the 1st quartile of the pay range.

Chief Misdemeanor Prosecutor Minimums FY 2011 Comparison Counties



Fort Bend, Montgomery and Tarrant Counties and the State of Texas do not have a match

Chief Misdemeanor Prosecutor Maximums FY 2011 Comparison Counties



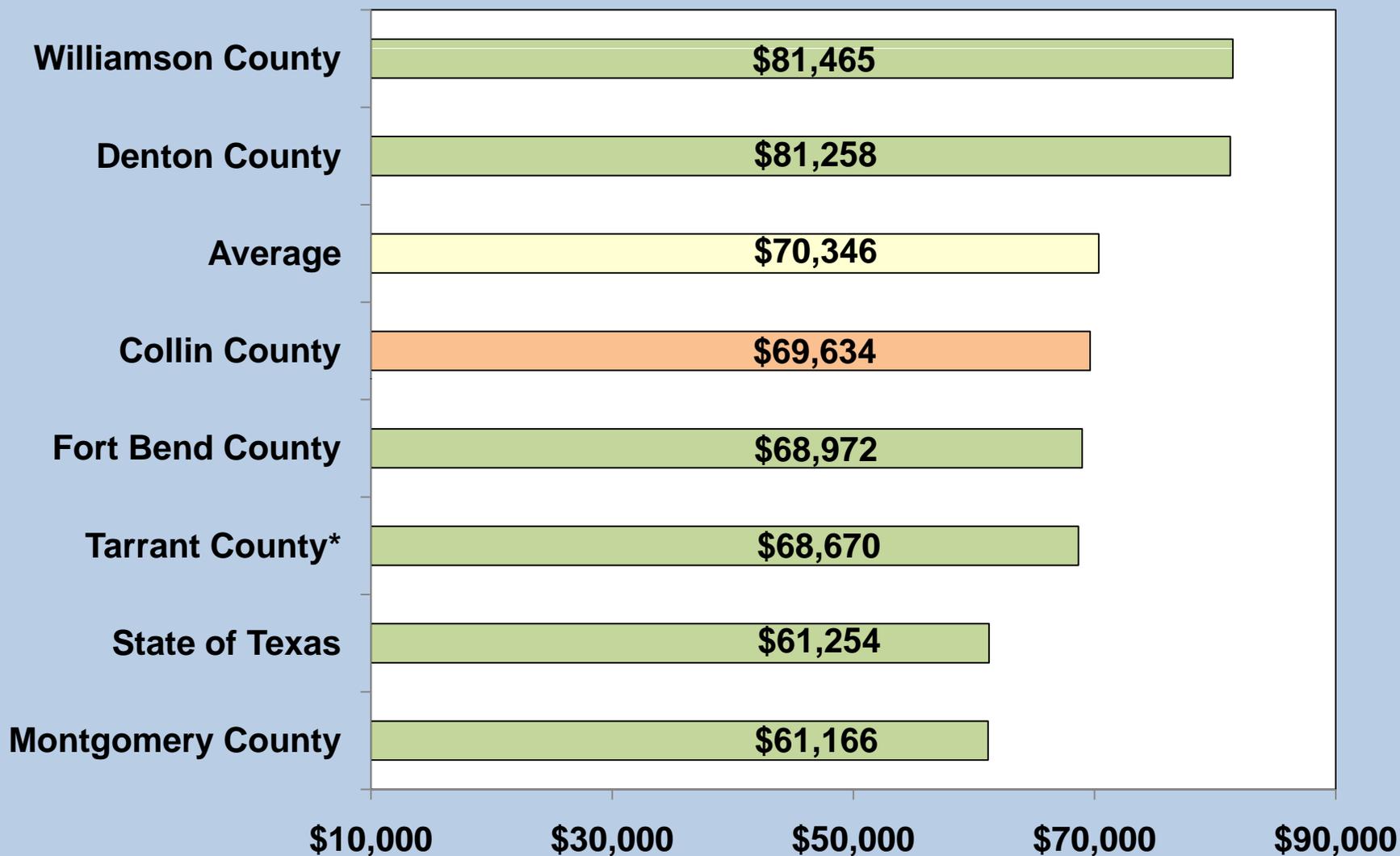
Fort Bend, Montgomery and Tarrant Counties and the State of Texas do not have a match

Felony Prosecutor

Felony/Appellate Prosecutors

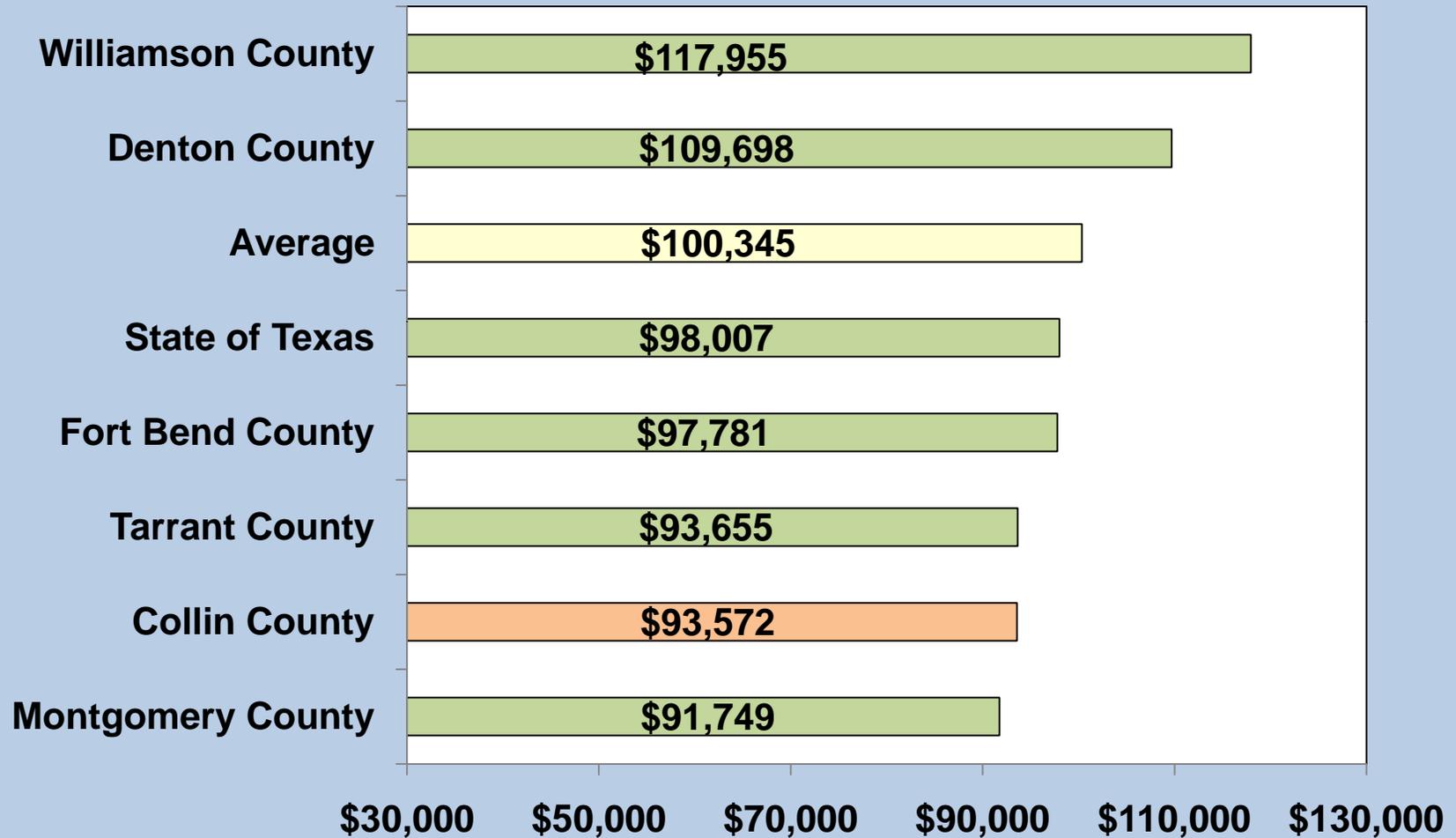
- Average length of employment is almost 6 years.
 - 6 of 26 (23%) Felony/Appellate Prosecutors have fewer than 3 years with Collin County
 - 8 of 26 (31%) Felony/Appellate Prosecutors either at or within 10% of the maximum of the pay range
- Turnover for FY 2009 was 0% and for FY 2010 was 11.4%.
 - 3 Felony Prosecutors left during FY 2010
 - 2 were terminated due to misconduct and the other accepted another job offer
- Turnover is estimated to be 23.5 % for FY 2011.
 - 3 Felony Prosecutors have left during FY 2011
 - Were terminated due to elected official transition
 - 1 Felony Appellate Attorney has left during FY 2011
 - Was terminated due to elected official transition
- Our minimum salary falls close but slightly lower than average.
- Our maximum salary is in the lowest quartile.
- Prosecutors with more than four years of experience as a county prosecutor in Texas receive longevity pay, compensated by the State of Texas.
 - In FY 2010 , sixteen Felony Prosecutors and two Felony Appellate Prosecutors received a total of \$30,120 in DA Longevity payments, for an average of \$1,673 per eligible employee

Felony Prosecutor Minimums FY 2011 Comparison Counties



*Tarrant County data is the minimum "hire in" rate

Felony Prosecutor Maximums FY 2011 Comparison Counties

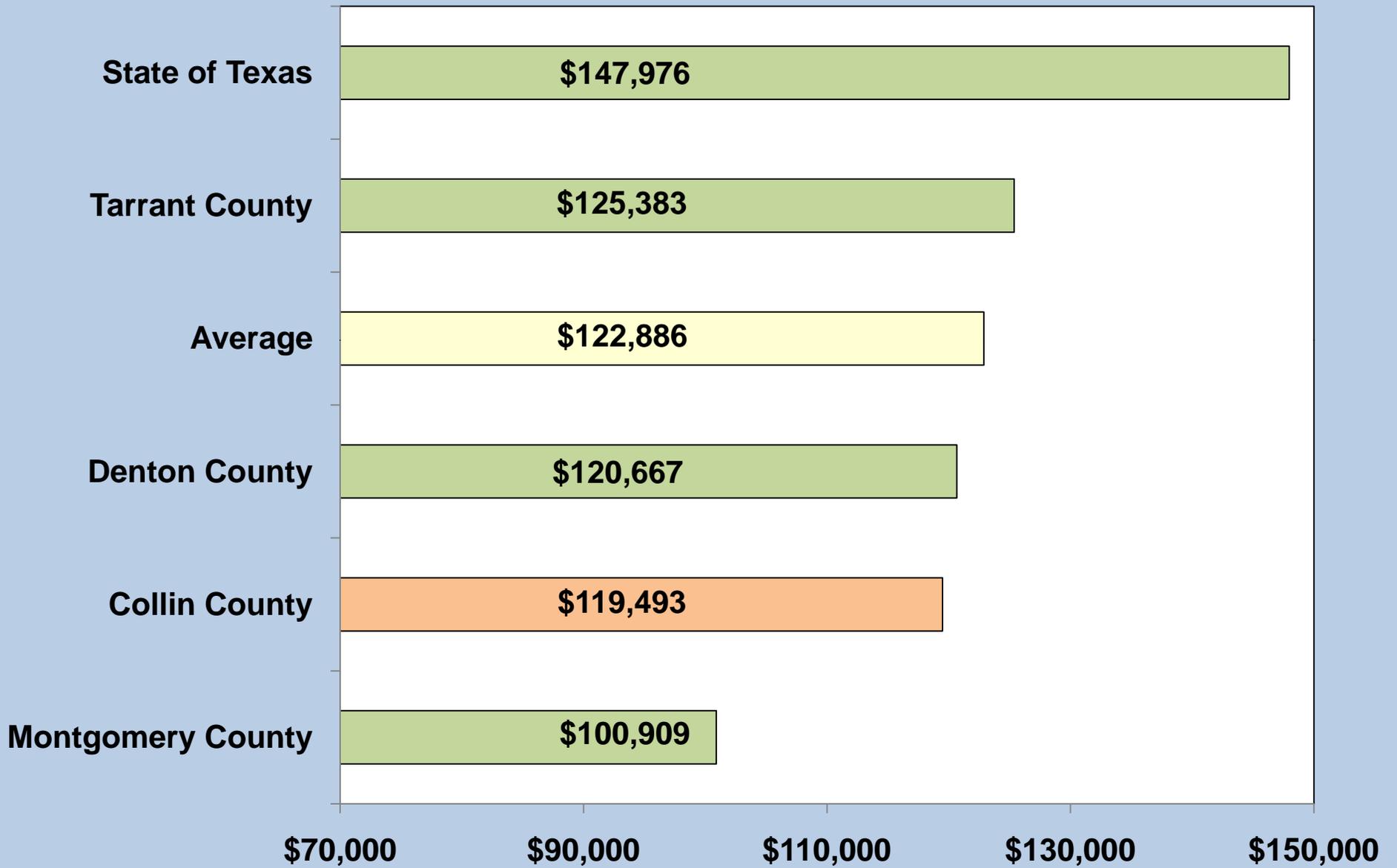


Chief Felony Prosecutor

Chief Felony Prosecutors

- Average length of employment is 14 and a half years.
 - 4 of the 8 (50%) Chief Felony Prosecutors are at the maximum of the pay range
- Turnover for FY 2009 was 12.6% and for FY 2010 was 0%.
 - 1 Chief Felony Prosecutor left in FY 2009 to relocate
- Turnover is estimated to be 59.0% for FY 2011.
 - 3 Chief Felony Prosecutors have left this year
 - 2 were terminated due to elected official transition
 - 1 left due to family reasons
- Prosecutors with more than 4 years of experience as a Prosecutor in Texas receive longevity pay, compensated by the State of Texas.
 - In FY 2010 , 7 Chief Felony Prosecutors received a total of \$29,400 in DA longevity payments, for an average of \$4,200 per eligible employee
- Minimum salary ranges are not included because hiring for this position is generally internal and minimums are not applicable.

Chief Felony Prosecutor Maximums FY 2011 Comparison Counties



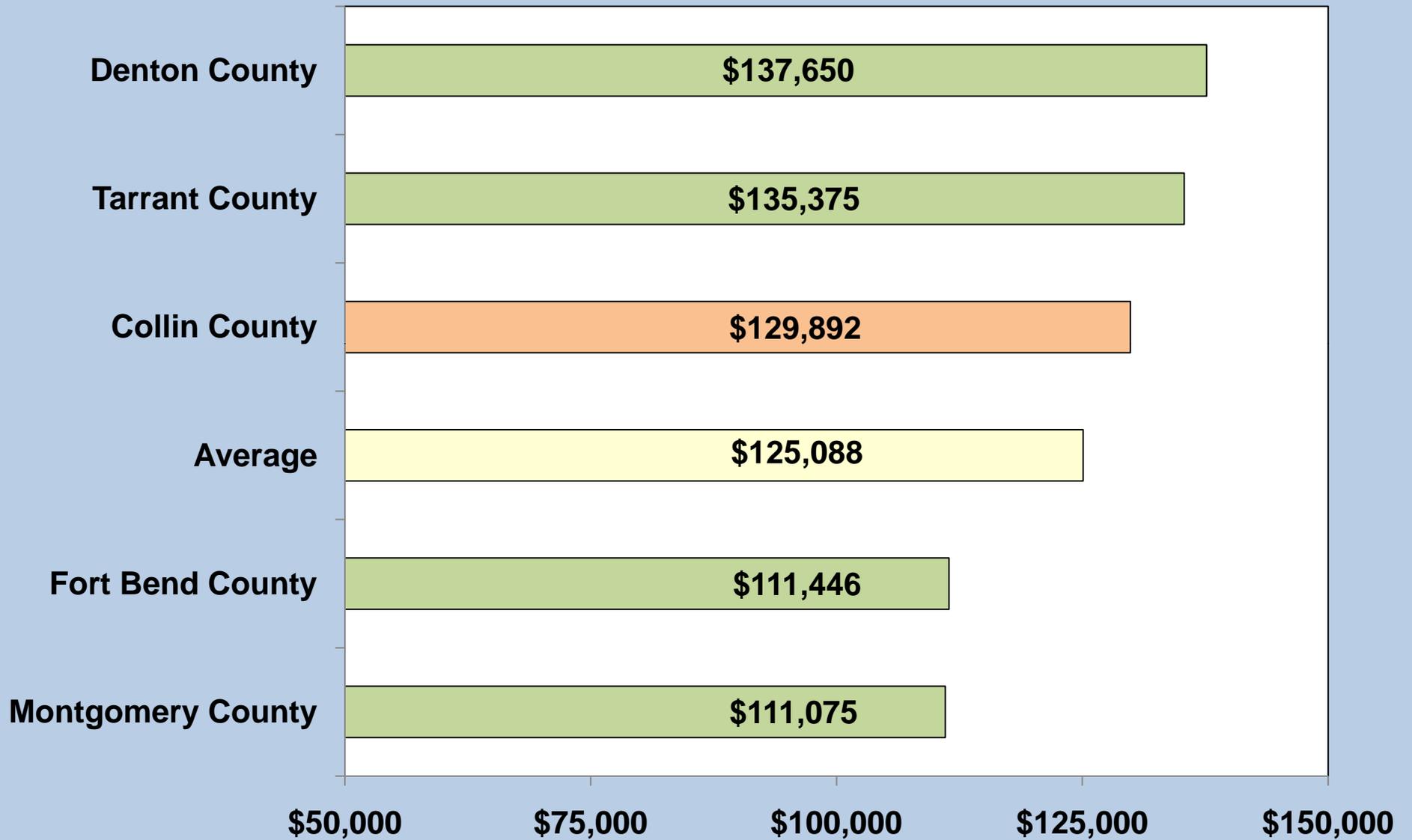
Fort Bend and Williamson Counties do not have a match

Chief Appellate Attorney

Chief Appellate Attorney

- One person in this position with four years of Collin County service and 12 years prior experience. Hired in at near the top of the pay range due to prior experience.
- Is within 6% of the maximum of the pay range.
- The State of Texas does not have a designed appellate position.
- Williamson County does not have a Chief Appellate Attorney position. They have one Appellate Prosecutor position.

Chief Appellate Attorney Maximums FY 2011 Comparison Counties



The State of Texas and Williamson County do not have a match

2nd Assistant District Attorney

2nd Assistant District Attorney

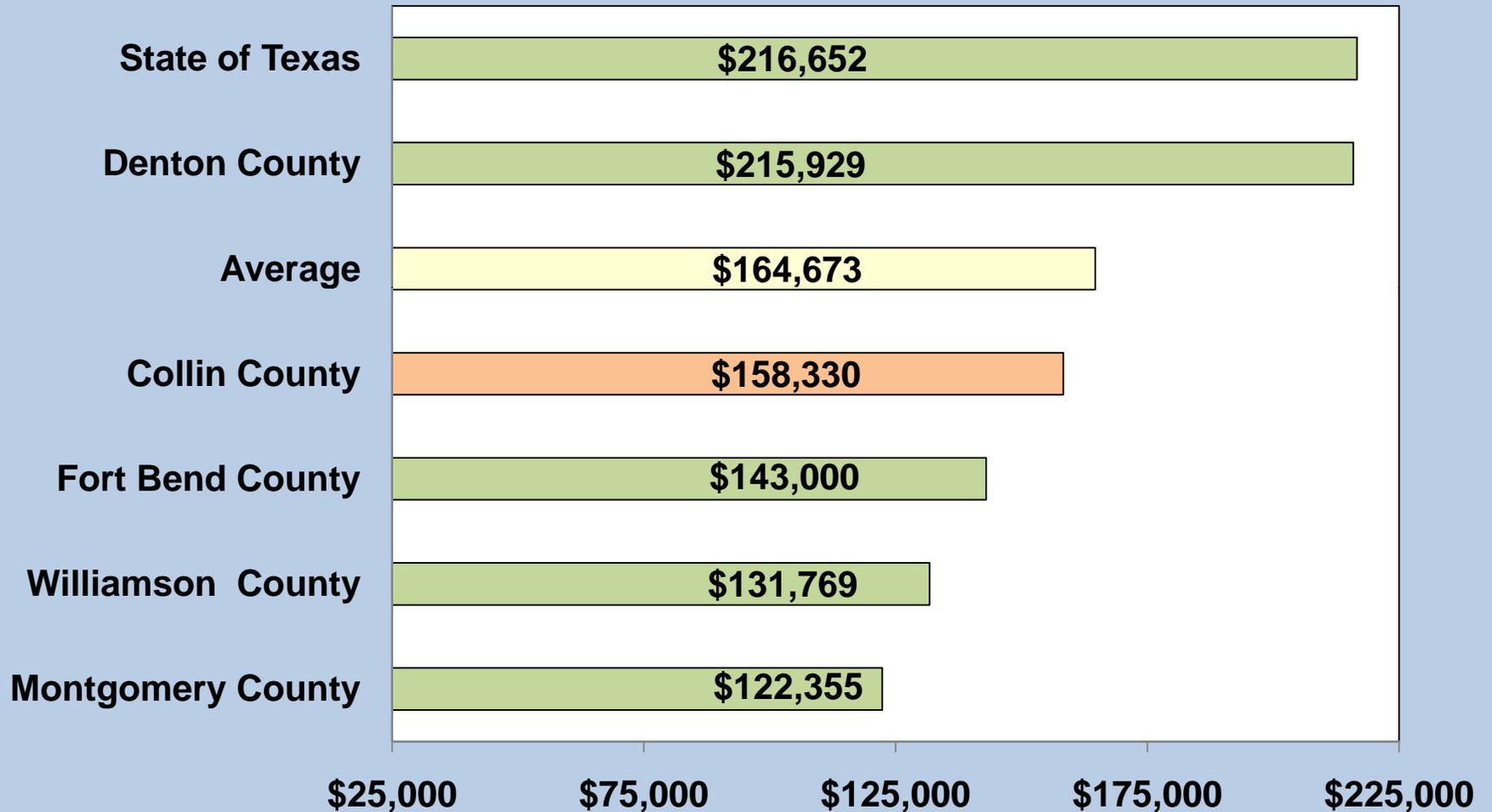
- One person in this position with two years of Collin County Service (rehired in January 2011).
- Current incumbent is within 10% of the maximum of the pay range.
- No job matches found for this position.

1st Assistant District Attorney

1st Assistant District Attorney

- One person in this position with twenty years of Collin County Service (rehired in January 2011).
- Current incumbent is within 10% of the maximum of the pay range.

1st Assistant District Attorney Maximums FY 2011 Comparison Counties



Tarrant County did not have a match

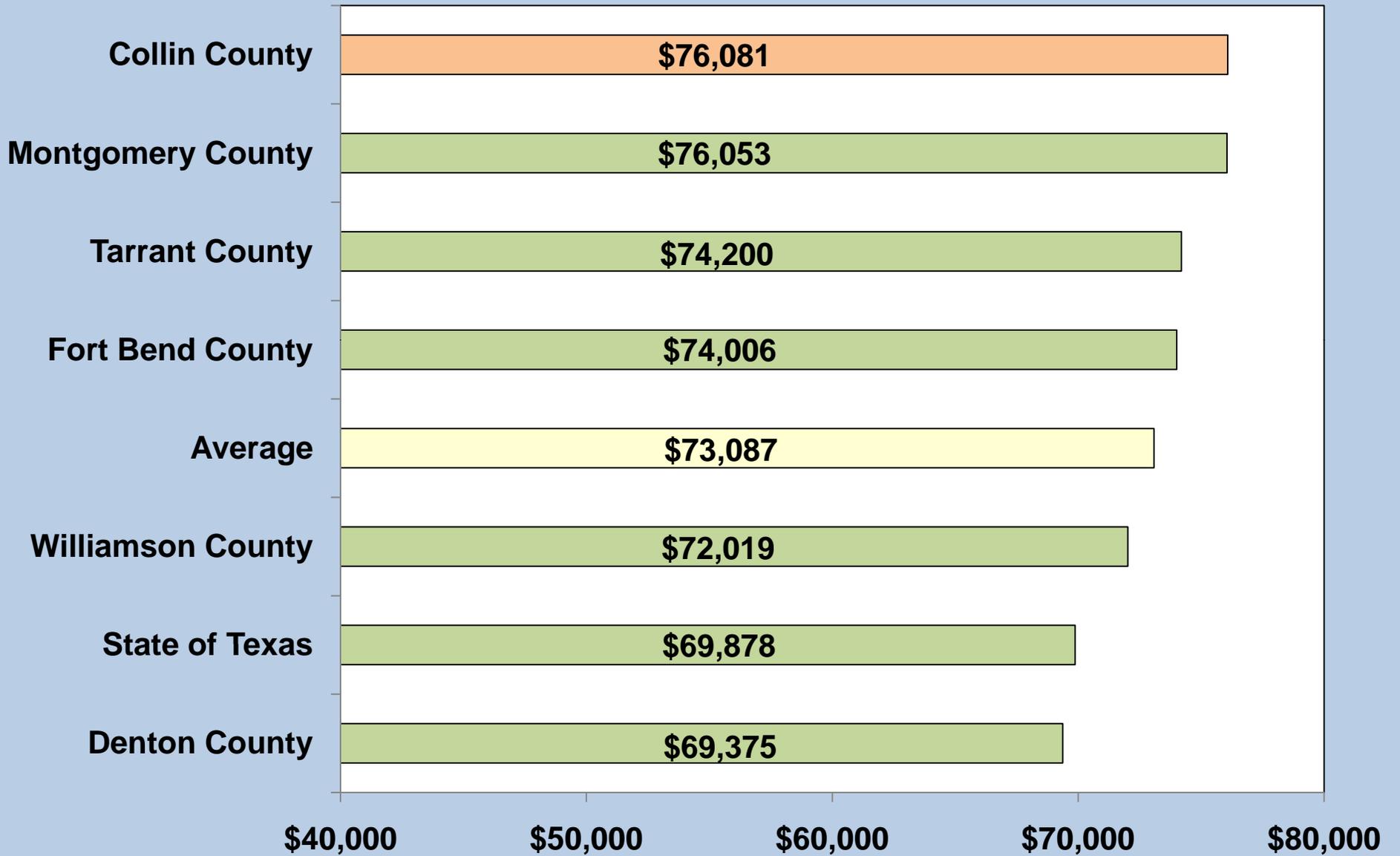
Recommendations

Recommend expanding salary range for all positions in the legal pay scale by 3%

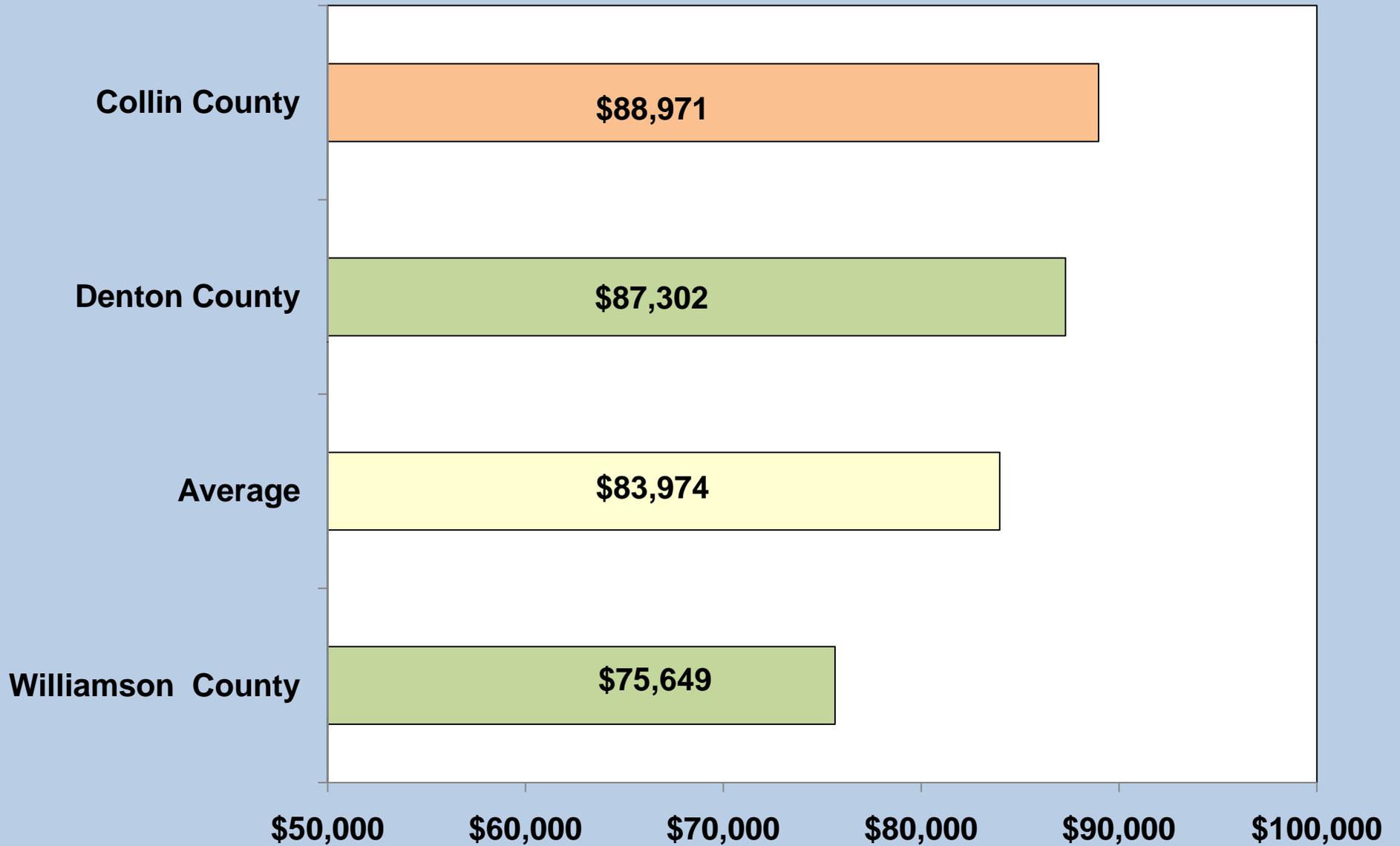
2012 Legal Pay Scale with 3% Maximum Increase

Job Title	Grade	Minimum	Midpoint	Maximum
Misdemeanor Prosecutor	581	54,959	65,520	76,081
Chief Misdemeanor Prosecutor	583	64,290	76,631	88,971
Felony Prosecutor	584	69,634	83,007	96,379
Felony Appellate Attorney	584	69,634	83,007	96,379
Chief Felony Prosecutor	587	88,896	105,987	123,078
Chief Appellate Attorney	588	96,668	115,229	133,789
2 nd Assistant District Attorney	588	96,668	115,229	133,789
1 st Assistant District Attorney	591	117,846	140,463	163,080

**Proposed Misdemeanor Prosecutor Maximums FY 2012
3% Increase to Maximum Pay**

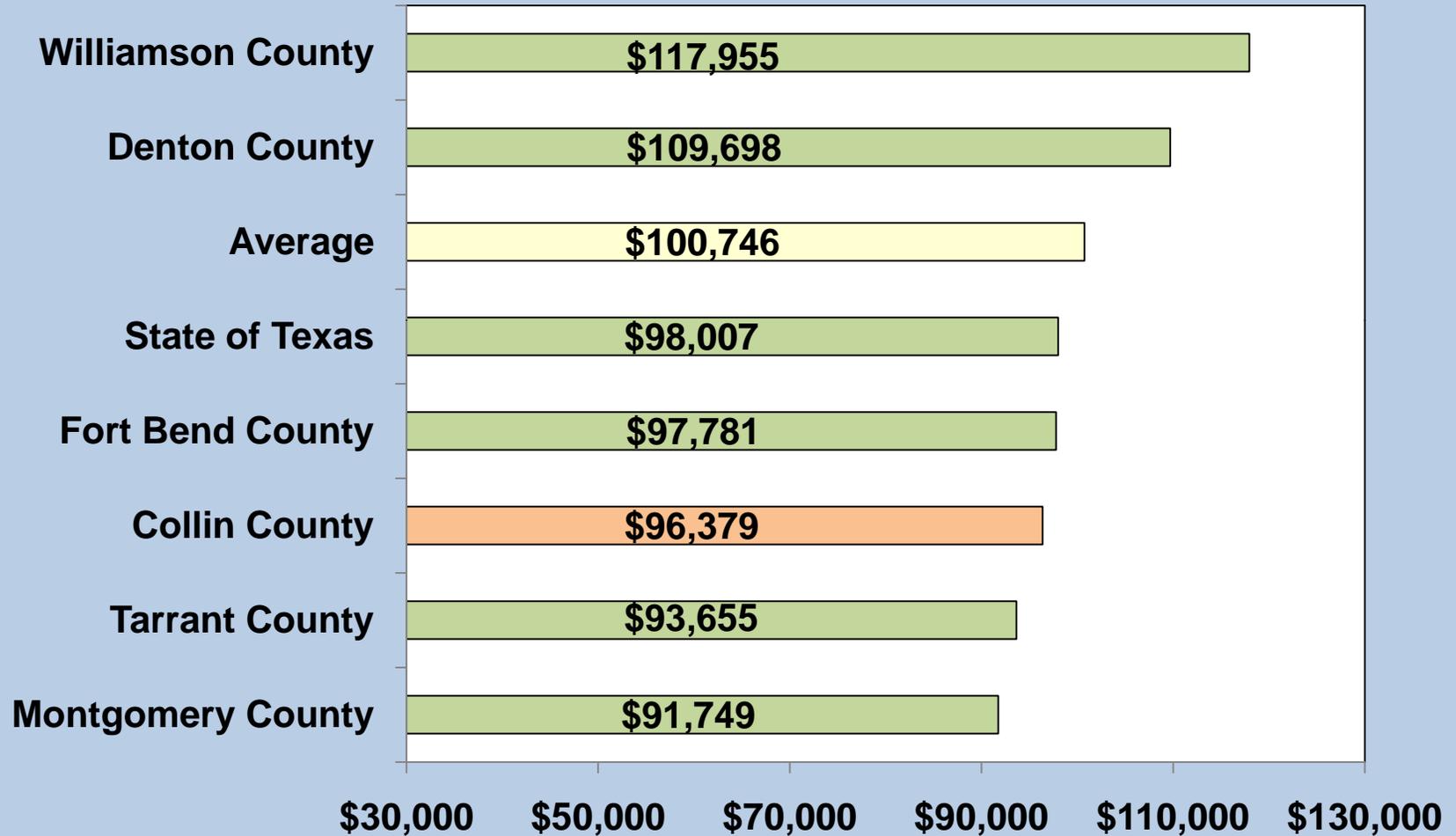


Proposed Chief Misdemeanor Prosecutor Maximums FY 2012 3% Increase to Maximum Pay

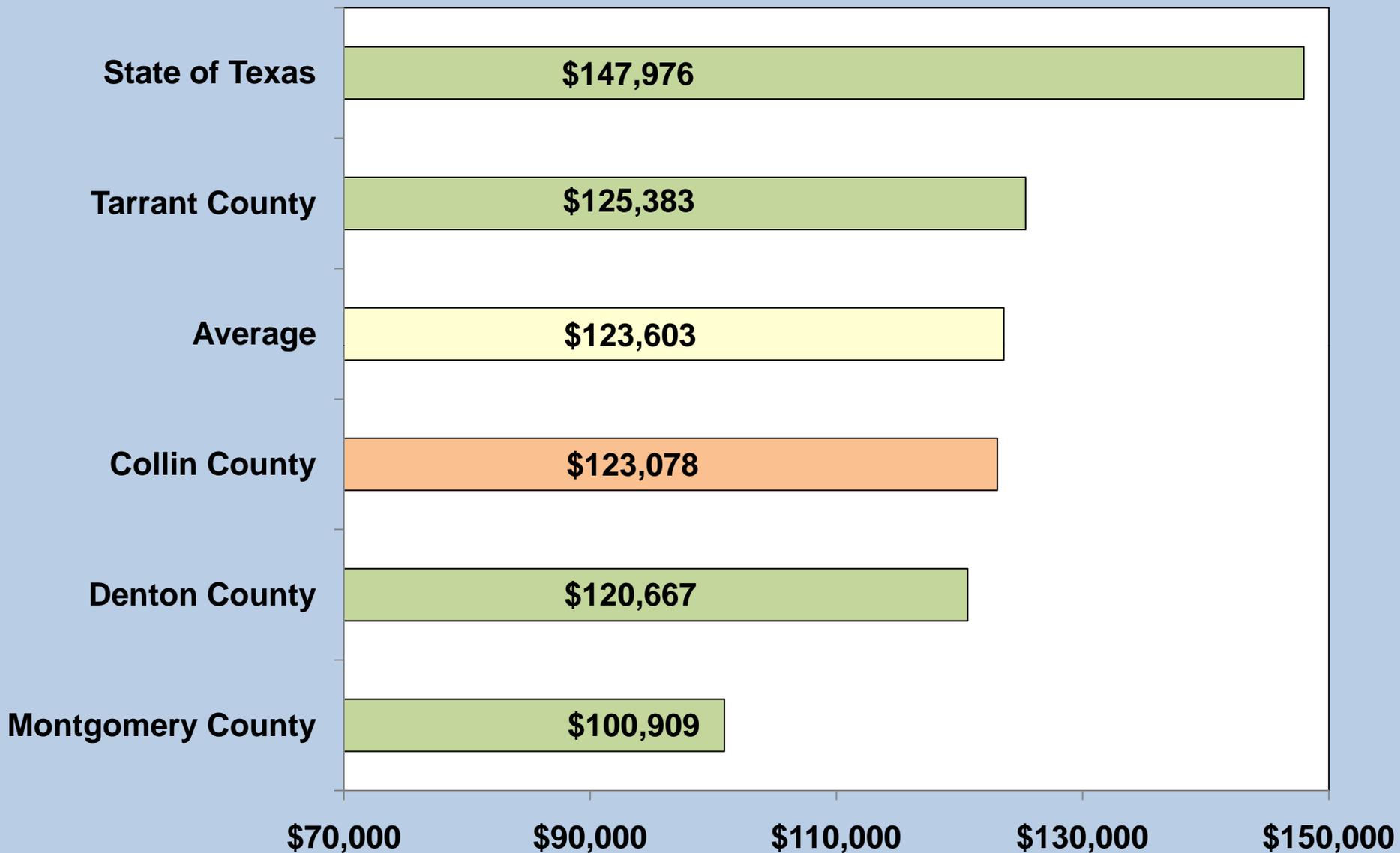


Fort Bend, Montgomery and Tarrant Counties and the State of Texas do not have a match

Proposed Felony Prosecutor Maximums FY 2012 3% Increase to Maximum Pay

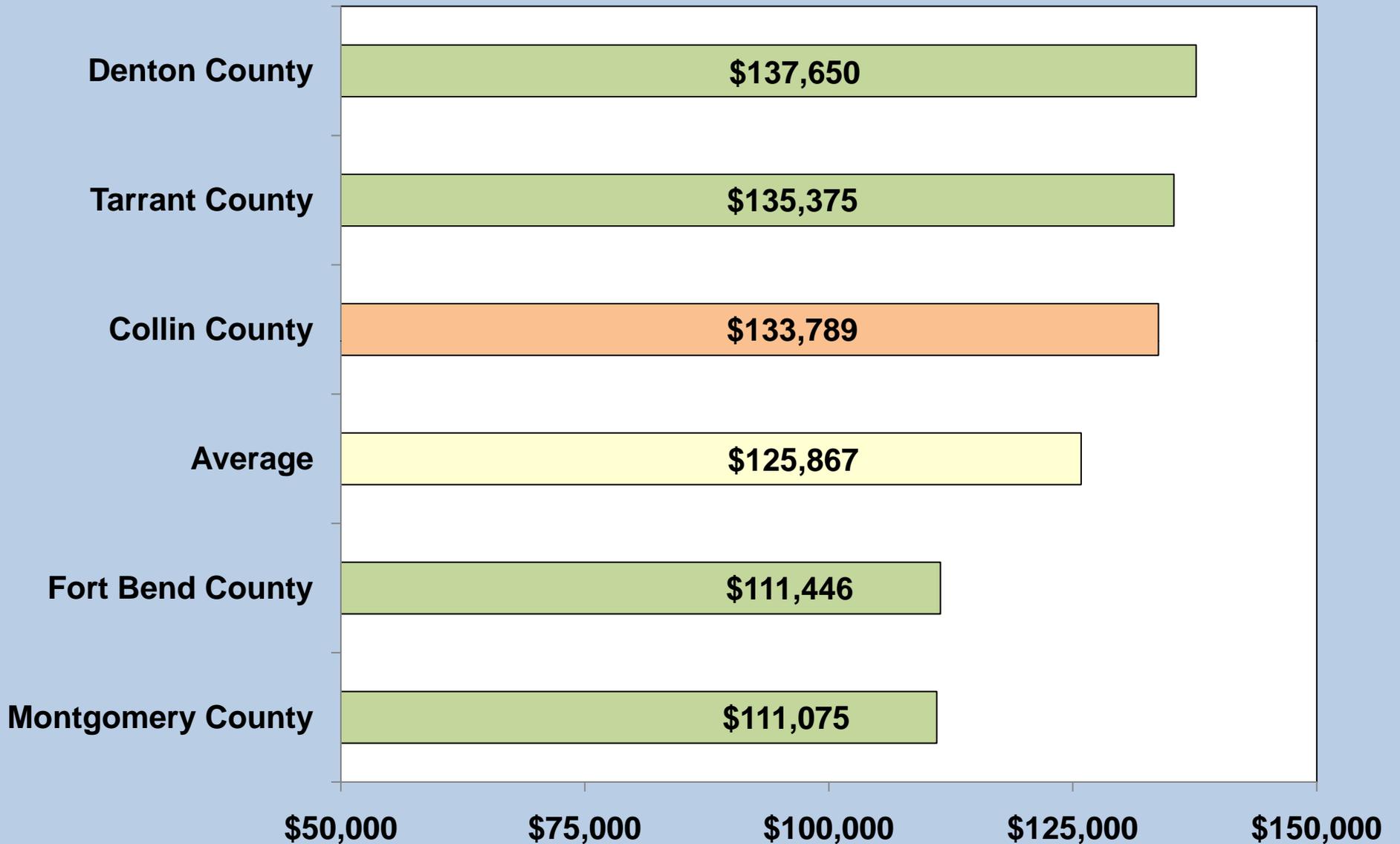


Proposed Chief Felony Prosecutor Maximums FY 2012 3% Increase to Maximum Pay



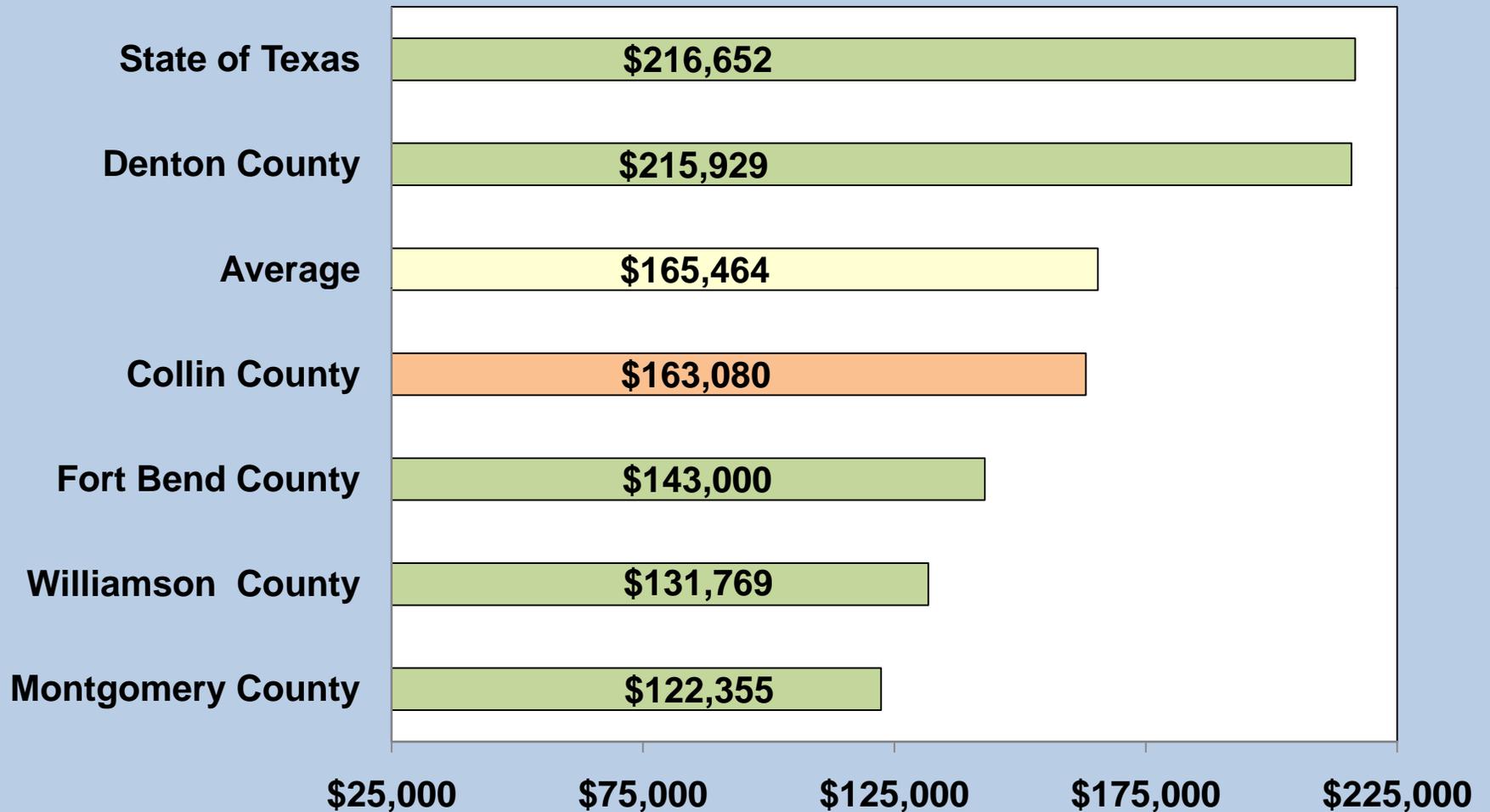
Fort Bend and Williamson Counties do not have a match

Proposed Chief Appellate Attorney Maximums FY 2012 3% Increase to Maximum Pay



The State of Texas and Williamson County do not have a match

Proposed 1st Assistant District Attorney Maximums FY 2012 3% Increase to Maximum Pay



Tarrant County did not have a match