

2013 Legal Compensation Presentation

August 5, 2013

Commissioners' Court

General Information

- ❖ This presentation will focus on reviewing the salary ranges for attorney positions in the District Attorney's office.
- ❖ Positions were compared to Denton, Fort Bend, Montgomery, Tarrant and Williamson counties and the State of Texas.
- ❖ There will be a separate presentation on annual increases on an upcoming court.

General Information

- ❖ The average service tenure for employees on the legal pay scale is just over 6 years.

- ❖ Turnover annualized for 2013 is currently calculated at:
 - 11% overall for the DA's office
 - 11% for the Prosecutors

- ❖ Prior year turnover for Prosecutors:
 - 2012 was 14.7%
 - 2011 was 31.5%
 - 2010 was 7.1%

Pay Range Quartile Rankings for Legal Positions

Job Title	Pay Grade	1 st Quarter of Pay Range	2 nd Quarter of Pay Range	3 rd Quarter of Pay Range	4 th Quarter of Pay Range	Number of Employees at Max of Pay Grade*
Misdemeanor Prosecutor	581	83%		8%	8%	1 of 12 (8%)
Chief Misdemeanor Prosecutor	583	100%				0 of 7 (0%)
Felony Prosecutor	584	54%	17%	12%	17%	1 of 24 (4%)
Felony Appellate Prosecutor	584			100%		0 of 1 (0%)
Chief Felony Prosecutor	587	29%	42%		29%	1 of 7 (14%)
Chief Appellate Attorney	588				100%	0 of 1 (0%)
2 nd Assistant District Attorney	588				100%	0 of 1 (0%)
1 st Assistant District Attorney	591		100%			0 of 1 (0%)

*Data as of June 2013

Legal Salary Ranking

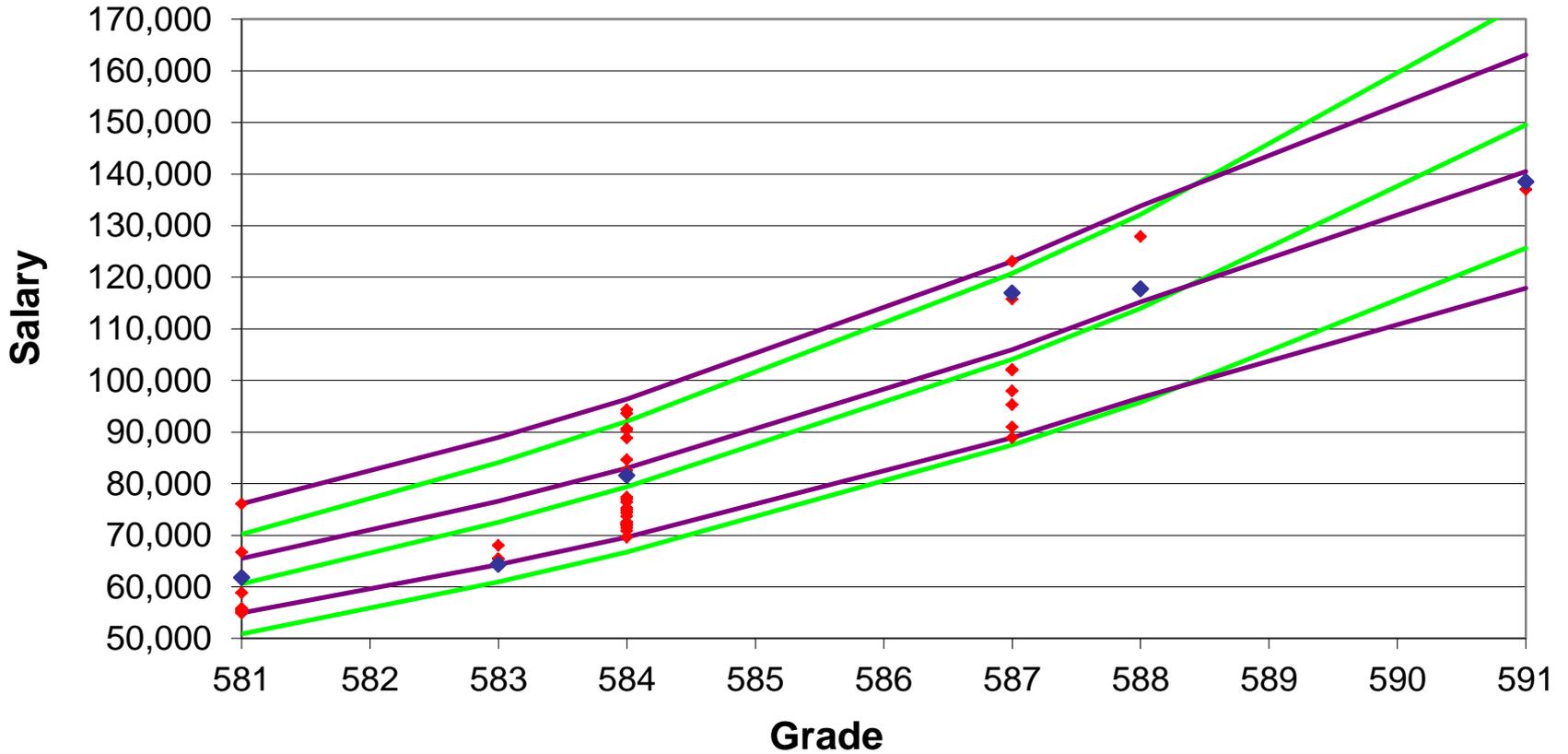
- ❖ Positions were ranked against Denton, Fort Bend, Montgomery, Tarrant*, and Williamson Counties, and the State of Texas.
- ❖ Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

Job Title	Ranking
Misdemeanor Prosecutor (Min and Max)	2 of 7
Chief Misdemeanor Prosecutor (Minimum)	2 of 3 ⁽³⁾
Chief Misdemeanor Prosecutor (Maximum)	1 of 3 ⁽³⁾
Felony Prosecutor (Minimum)	3 of 7
Felony Prosecutor (Maximum)	6 of 7
Chief Felony Prosecutor (Maximum) ⁽¹⁾	3 of 5 ⁽⁴⁾
Chief Appellate Attorney (Maximum) ⁽²⁾	3 of 5 ⁽⁵⁾
1st Assistant District Attorney (Maximum) ⁽¹⁾	3 of 6 ⁽⁶⁾

- (1) Minimums do not apply because these positions typically promote from within.
- (2) Minimums do not apply because this position is typically hired at a salary greater than the minimum due to the experience required for this position.
- (3) Fort Bend, Montgomery, and Tarrant Counties and the State of Texas do not have equivalent positions.
- (4) Fort Bend and Williamson Counties do not have equivalent positions.
- (5) Williamson County and the State of Texas do not have equivalent positions.
- (6) Tarrant County does not have an equivalent position.

*Tarrant County has the ability to hire in at 10% greater than the minimum starting salary. Minimum salary was used for this comparison. The Felony Prosecutor position is compared to Tarrant County's Attorney II position however, Tarrant does have additional level of prosecutors.

Comparison of County Pay to Market Structure Legal Employees



Summary

Summary Information

- ❖ As part of this analysis we reviewed the pay ranges of the positions and identified any positions whose minimum and maximum were 10% higher or lower than the average minimum and maximum.
 - None of the positions reviewed exceeded the 10% variance from the average.
- ❖ Based upon regression analysis, it is recommended that the legal pay ranges are increased by 3% for FY 2014. This change is reflective of the market value of the pay ranges and is not a salary increase recommendation.
- ❖ Individuals at the beginning of the pay range would be moved to the new minimum starting salary on October 1, 2013 if their compensation is below the new minimum.

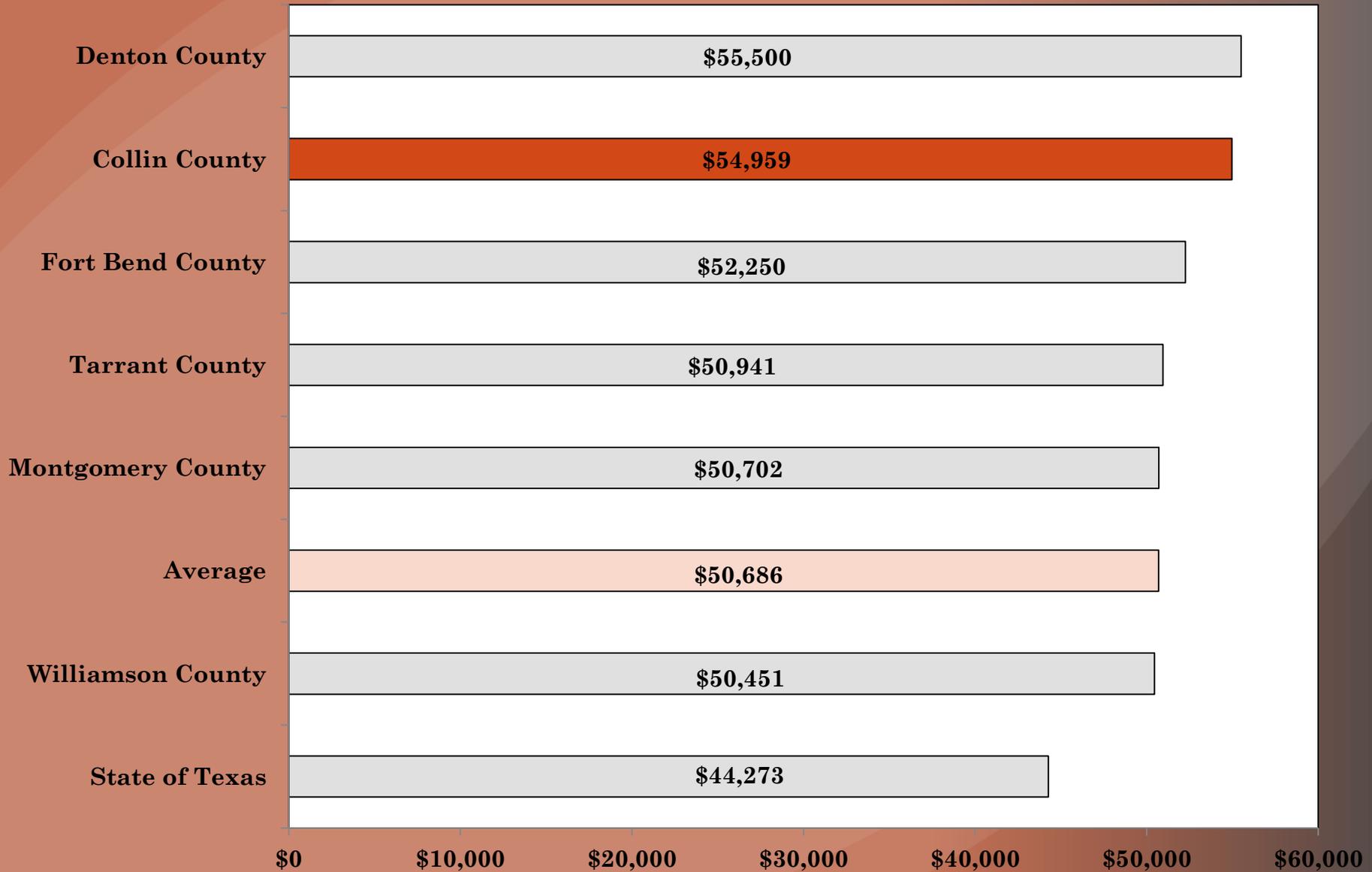
Additional Information

Misdemeanor Prosecutor

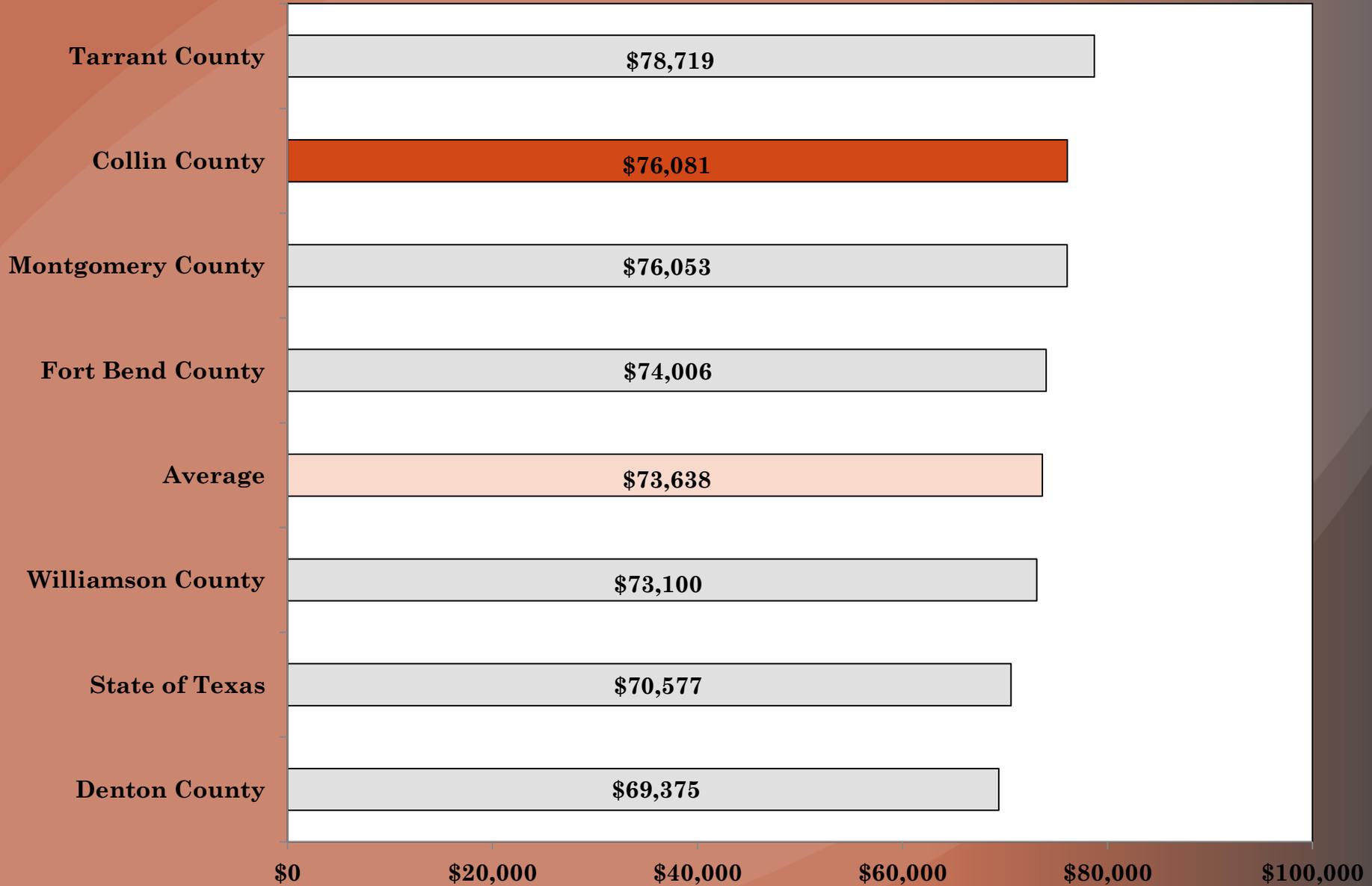
Misdemeanor Prosecutors

- ❖ Average length of time in position is just over 1 year.
 - All current Chief Misdemeanor Prosecutors were promoted internally from the Misdemeanor Prosecutor role
- ❖ Turnover for FY 2011 was 44.4% and for FY 2012 was 36.1%.
 - 5 Misdemeanor Prosecutors left the County in FY 2011. 3 were terminated due to elected official transition and 2 left for other job offers.
 - 4 Misdemeanor Prosecutors left the County in FY 2012. 3 left for other job offers and 1 left for family reasons.
- ❖ Prosecutor turnover for FY 2013 is projected at 14.7%.
- ❖ Collin County legal starting salaries are in the top quartile of the surveyed group.
- ❖ Maximum pay is higher than all comparisons except Tarrant County.

Misdemeanor Prosecutor Minimums FY 2013



Misdemeanor Prosecutor Maximums FY 20123

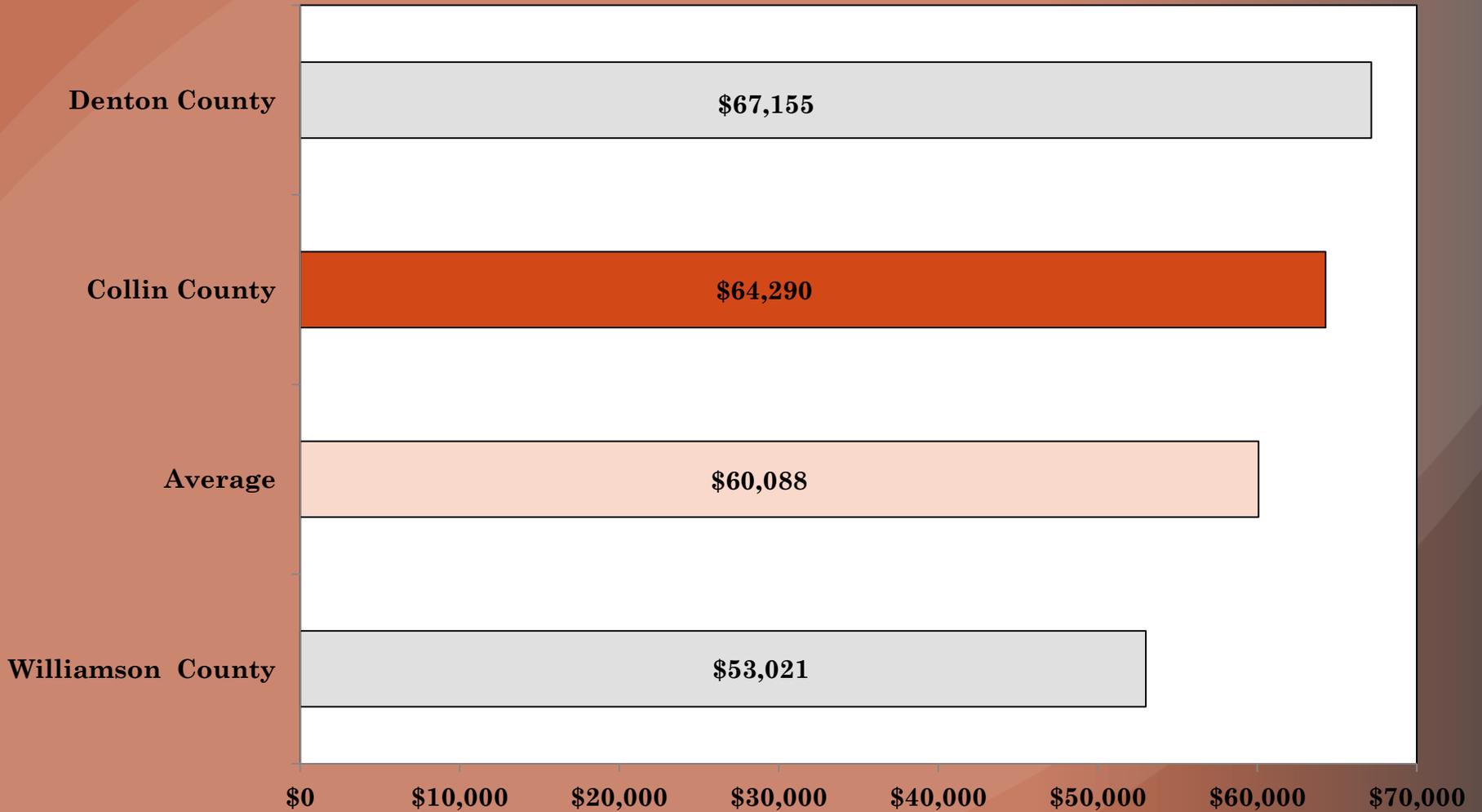


Chief Misdemeanor Prosecutor

Chief Misdemeanor Prosecutors

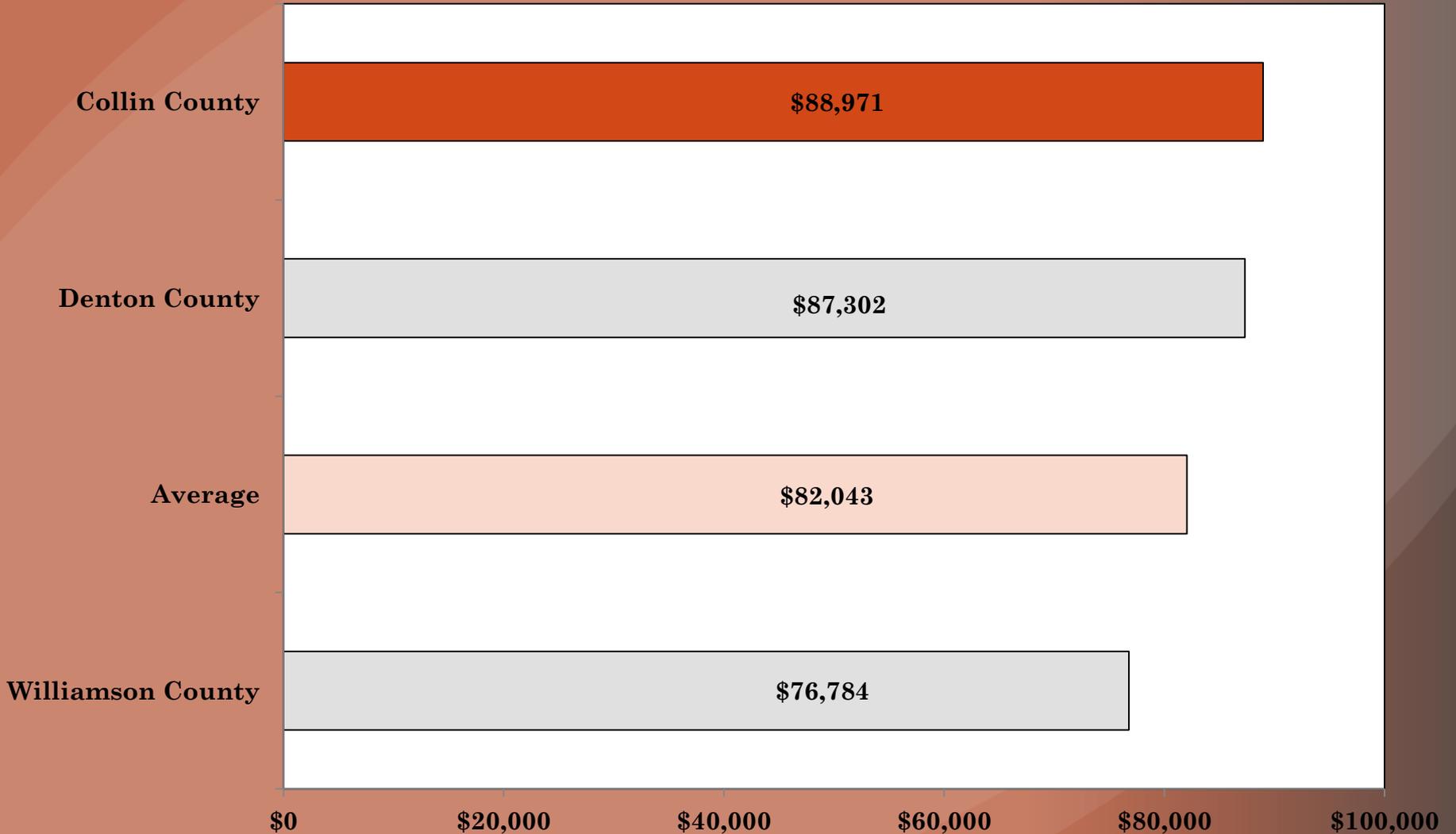
- ❖ Average length of employment is over 3 years.
- ❖ Turnover for FY 2011 and FY 2012 was 15.4%.
 - In FY 2012 1 Chief Misdemeanor Prosecutor left for another job offer.
- ❖ Prosecutor turnover for FY 2013 is projected at 14.7%.
- ❖ Fort Bend, Montgomery, and Tarrant Counties and the State of Texas do not have a Chief Misdemeanor Prosecutor position.
- ❖ The comparison group is smaller for this position, however the minimum and maximum salaries are above the average when compared to the counties with equivalent positions.
- ❖ All Chief Misdemeanor Prosecutors are in the 1st quartile of the pay range.

Chief Misdemeanor Prosecutor Minimums FY 2013



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

Chief Misdemeanor Prosecutor Maximums FY 2013



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

Felony/Appellate Prosecutor

Felony/Appellate Prosecutors

- ❖ Average tenure in this position is over 6 years.
 - 5 of 25 (20%) Felony/Appellate Prosecutors have fewer than 3 years with Collin County
 - 1 Felony/Appellate Prosecutors is at or within 10% of the maximum of the pay range

- ❖ Turnover for FY 2011 was 19.4% and for FY 2012 was 3.7%.
 - 5 Felony/Appellate Prosecutors left during FY 2011
 - 4 were terminated due to elected official transition and 1 left for family reasons
 - 1 Felony Prosecutor left during FY 2012
 - Accepted another job offer

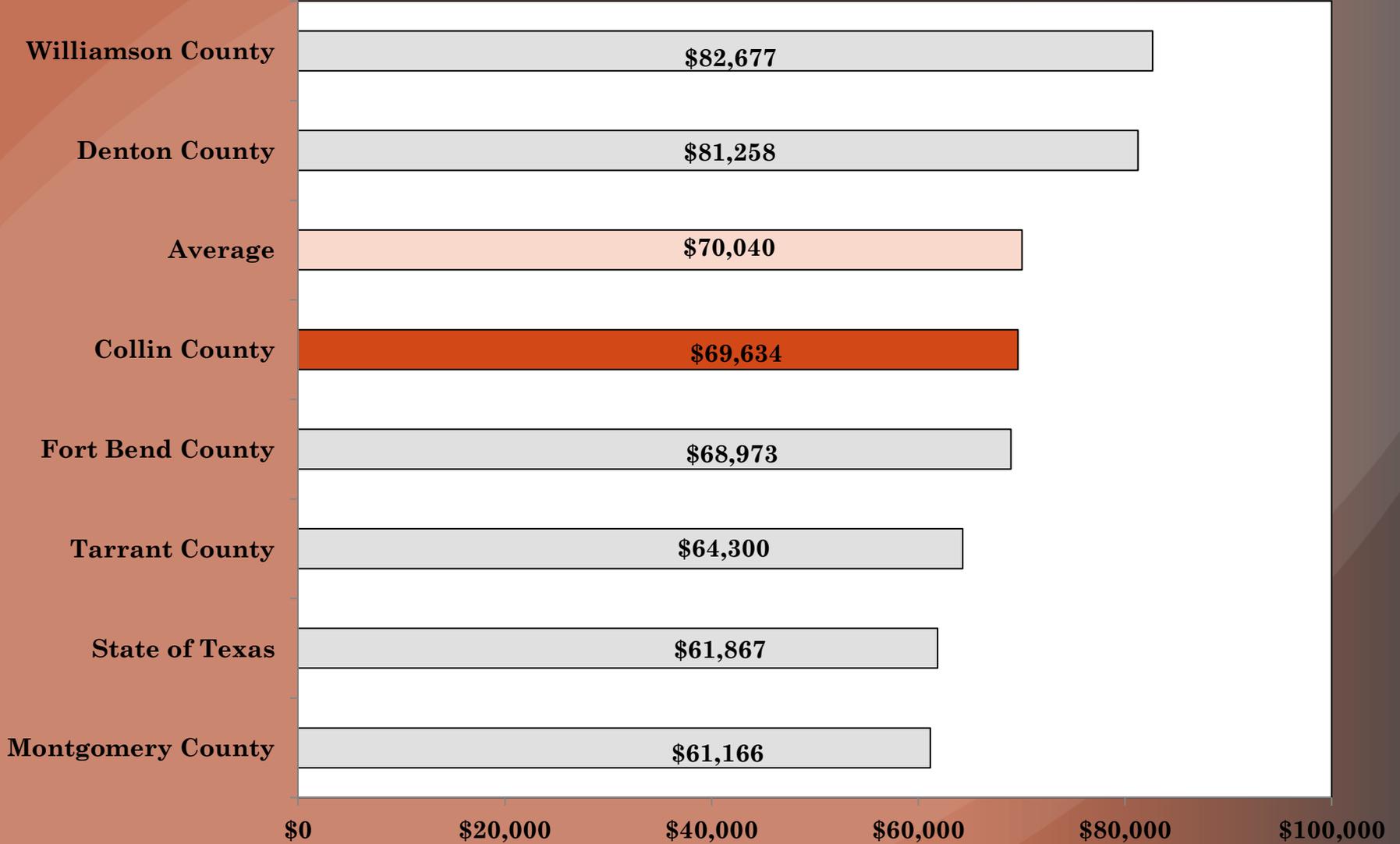
- ❖ Prosecutor turnover for FY 2013 is projected at 14.7%.

- ❖ Our minimum salary is less than 1% below the average.

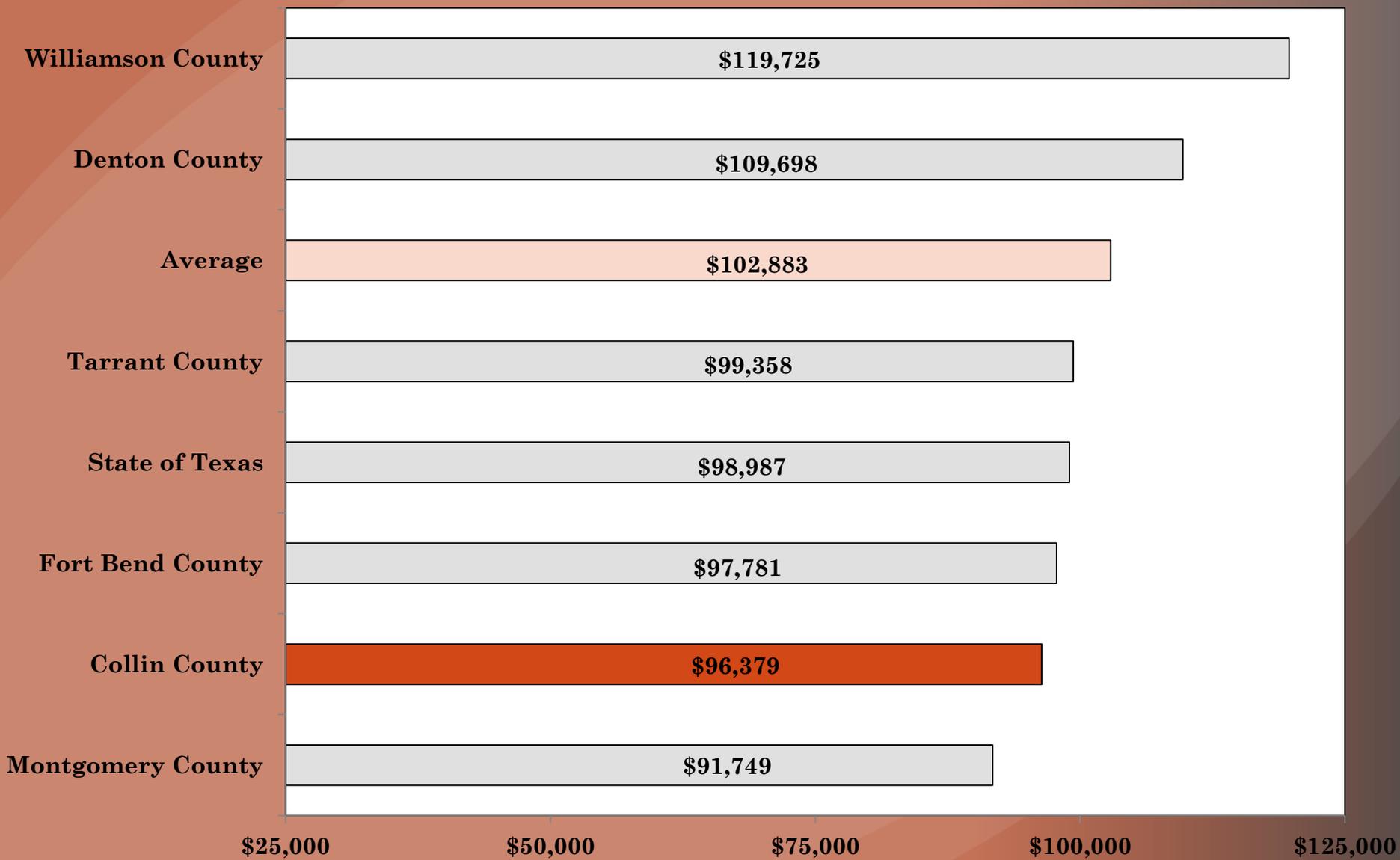
- ❖ Our maximum salary is 6% below the average.

- ❖ 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 2012, eighteen Felony/Appellate Prosecutors received a total of \$28,920 in DA Longevity payments, for an average of \$1,606 per eligible employee

Felony Prosecutor Minimums FY 2013



Felony Prosecutor Maximums FY 2013

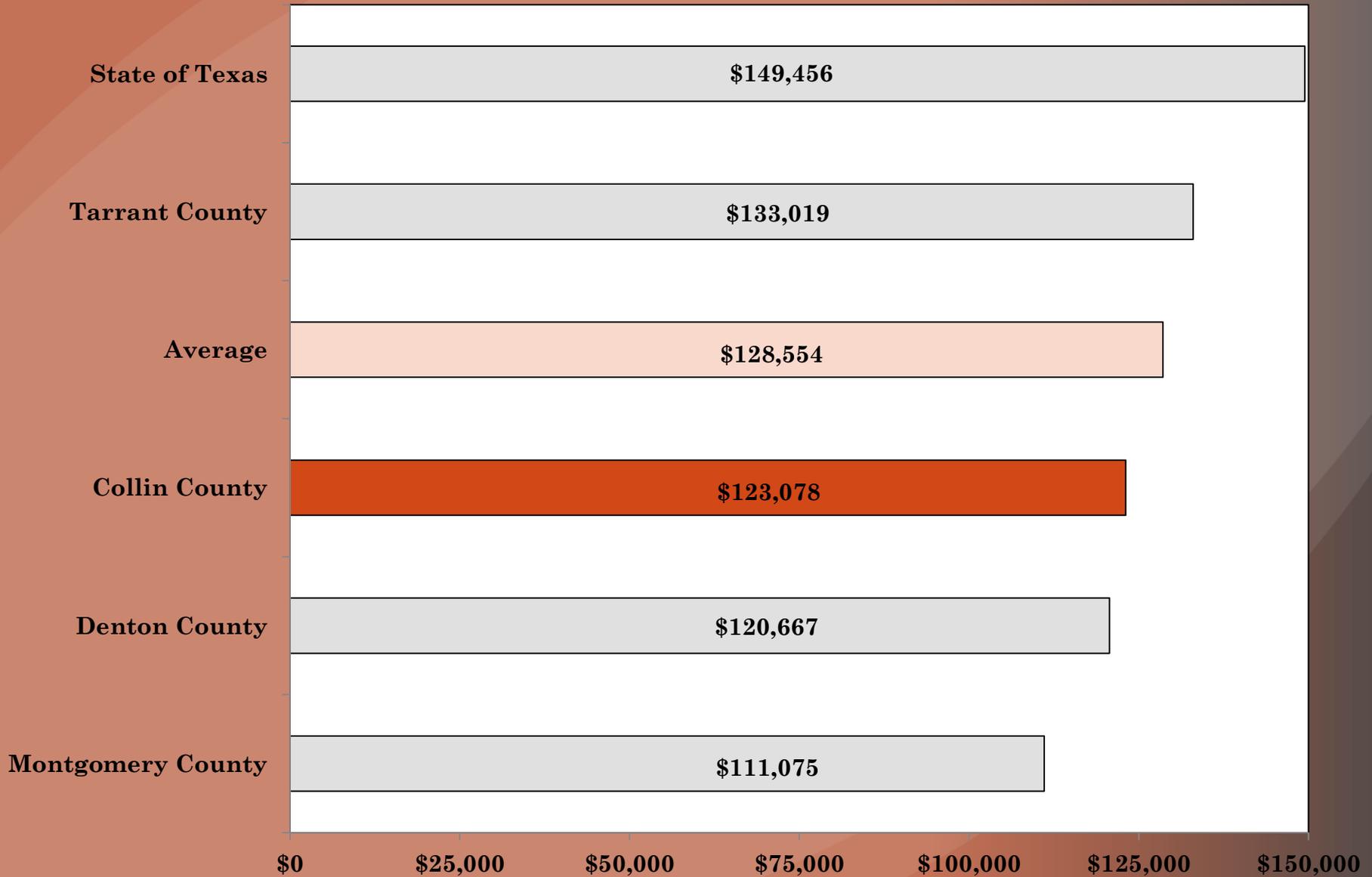


Chief Felony Prosecutor

Chief Felony Prosecutors

- ❖ Average length of employment is 13 and a half years.
 - 1 Chief Felony Prosecutors is at the maximum of the pay range
- ❖ Turnover for FY 2011 was 47.1% and for FY 2012 was 24.7%.
 - 4 Chief Felony Prosecutors left in FY 2011
 - 2 were terminated due to elected official transition
 - 1 left due to family reasons
 - 1 retired
 - 2 Chief Felony Prosecutors left in FY 2012
 - Both left due to other job offers
- ❖ Prosecutors with more than 4 years of experience as a Prosecutor in Texas receive longevity pay, compensated by the State of Texas.
 - In FY 2012, 7 Chief Felony Prosecutors received a total of \$20,220 in DA longevity payments, for an average of \$2,889 per eligible employee
- ❖ Minimum salary ranges are not included because hiring for this position is generally internal and minimums are not applicable.
- ❖ The maximum of the pay range is 4% below the average.

Chief Felony Prosecutor Maximums FY 2013

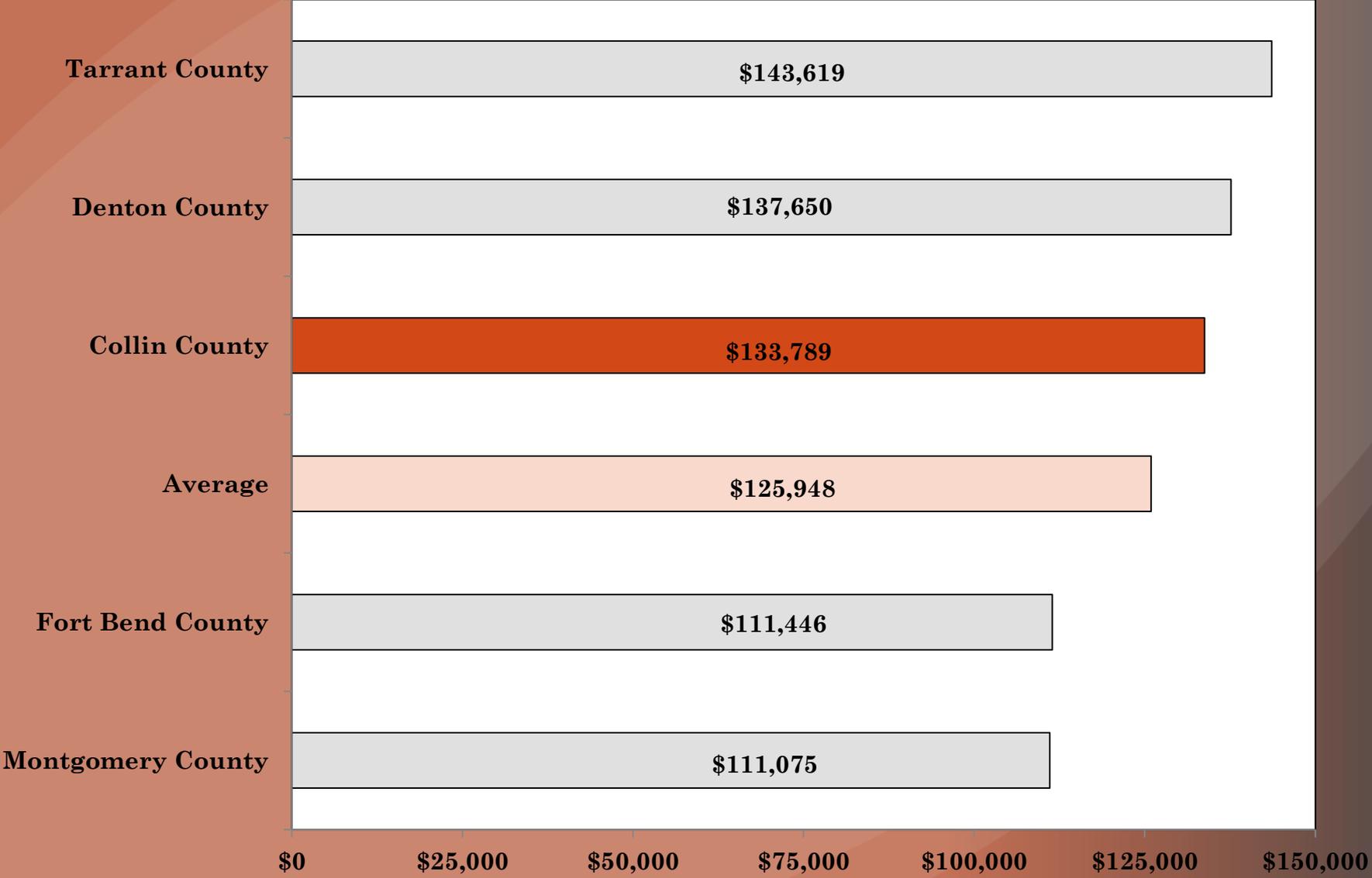


Chief Appellate Attorney

Chief Appellate Attorney

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

Chief Appellate Attorney Maximums FY 2013



2nd Assistant District Attorney

2nd Assistant District Attorney

- ❖ One person in this position with just over 1 year of Collin County Service (has extensive experience at another county).
- ❖ Current incumbent is in the top quartile 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 over 26 years of Collin County Service.
- ❖ The maximum pay for this position is 2.2% below the average.
- ❖ This position has a wide wage variance among all entities surveyed. The percentage difference between the highest paid and lowest paid entity is 56.5%.

1st Assistant District Attorney Maximums FY 2013

