



Legal Compensation

2019 Presentation for FY 2020 Budget

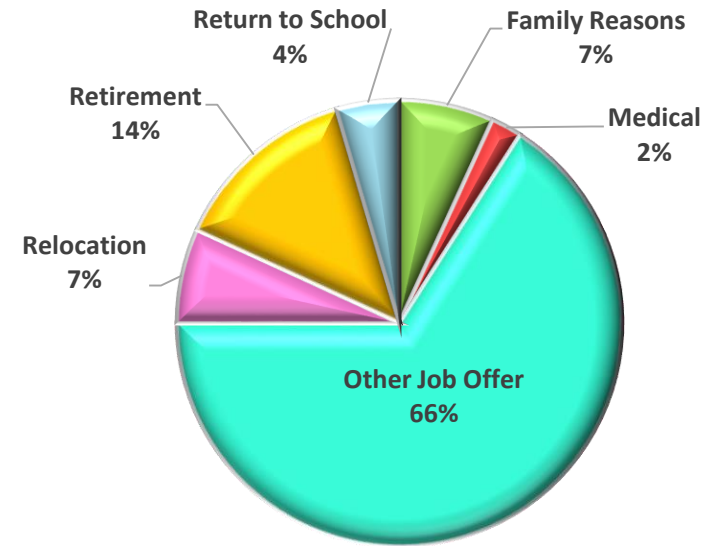
General Information

- This presentation will focus on reviewing the salary ranges for attorney positions.
- Organizations used for comparison:
 - Bexar County
 - Dallas County
 - Denton County
 - El Paso County
 - Fort Bend County
 - Montgomery County
 - Tarrant County
 - Travis County
 - Williamson County
 - State of Texas

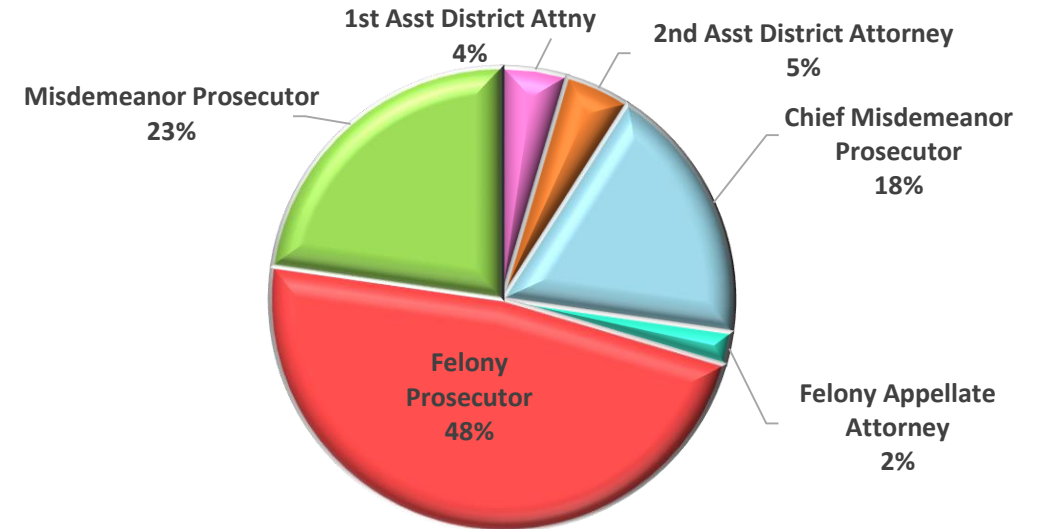
Turnover

- Average continuous service for attorney staff is just over five (5) years.
- Annualized DA attorney turnover for 2019 is projected at*:
 - 15.6% overall for the DA’s office
 - 18.1% for DA attorney positions only
- Five year turnover history for DA attorneys:
 - 2018 – 10.7%
 - 2017 - 10.9%
 - 2016 – 21.7%
 - 2015 – 14.1%
 - 2014 – 16.3%

Reason for Leaving Distribution – 5 year history



Turnover Distribution – 5 year history



*Turnover projection data as of May 2019. Service data from July 2019.

Pay Range Quartile Distribution for Legal Positions

Job Title	Pay Grade	Number of Incumbents	1 st Quarter of Pay Range	2 nd Quarter of Pay Range	3 rd Quarter of Pay Range	4 th Quarter of Pay Range	Incumbents at Pay Grade Maximum*
Misdemeanor Prosecutor	580	12	100%	0%	0%	0%	0
Chief Misdemeanor Prosecutor	583	8	100%	0%	0%	0%	0
Felony Prosecutor	584	33	24%	55%	6%	15%	0
Felony Appellate Attorney	584	3	0%	0%	0%	100%	1
Legal Advisor	587	1	0%	0%	100%	0%	0
Chief Felony Prosecutor	587	11	27%	36%	27%	9%	0
Chief Appellate Attorney	588	1	0%	0%	0%	100%	0
Chief MHMC Attorney	588	1	100%	0%	0%	0%	0
2 nd Assistant District Attorney	588	1	0%	0%	100%	0%	0
1 st Assistant District Attorney	591	1	0%	0%	0%	100%	0

*Data as of July 2019

Legal Salary Ranking

Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

Comparison entities: Bexar County, Dallas County, Denton County, El Paso County, Fort Bend County, Montgomery County, Tarrant County, Travis County, Williamson County, State of Texas

Job Title	Pay Grade Minimum Ranking	Pay Grade Maximum Ranking
Misdemeanor Prosecutor ⁽¹⁾	7 of 11	9 of 11
Chief Misdemeanor Prosecutor	2 of 6	3 of 6
Felony Prosecutor	3 of 10	6 of 10
Felony Appellate Attorney	5 of 8	6 of 8
Legal Advisor	2 of 4	3 of 4
Chief Felony Prosecutor ⁽²⁾	1 of 8	7 of 8
Chief Appellate Attorney ⁽³⁾	2 of 8	5 of 8
2nd Assistant District Attorney ^(2/3)	5 of 6	5 of 6
1 st Assistant District Attorney ^(2/3)	2 of 9	5 of 9

- (1) Maximum does not generally apply due to incumbents moving into other positions relatively quickly.
- (2) Minimum does not generally apply because these positions typically promote from within.
- (3) Minimum does not generally apply because this position is typically hired at a salary greater than the minimum due to the experience required for this position.

Tarrant County has the ability to hire in at 10% greater than the minimum starting salary. Minimum salary was used for this comparison.

Chief MHMC Attorney had insufficient matches against which to benchmark.

Summary

- Analysis of position classification
 - Identified positions with a minimum and maximum variance of +/- 10% of the comparison averages.
 - None of the positions reviewed exceeded the 10% variance from the average.



Details by Position



District Attorney Legal Positions

Misdemeanor Prosecutor

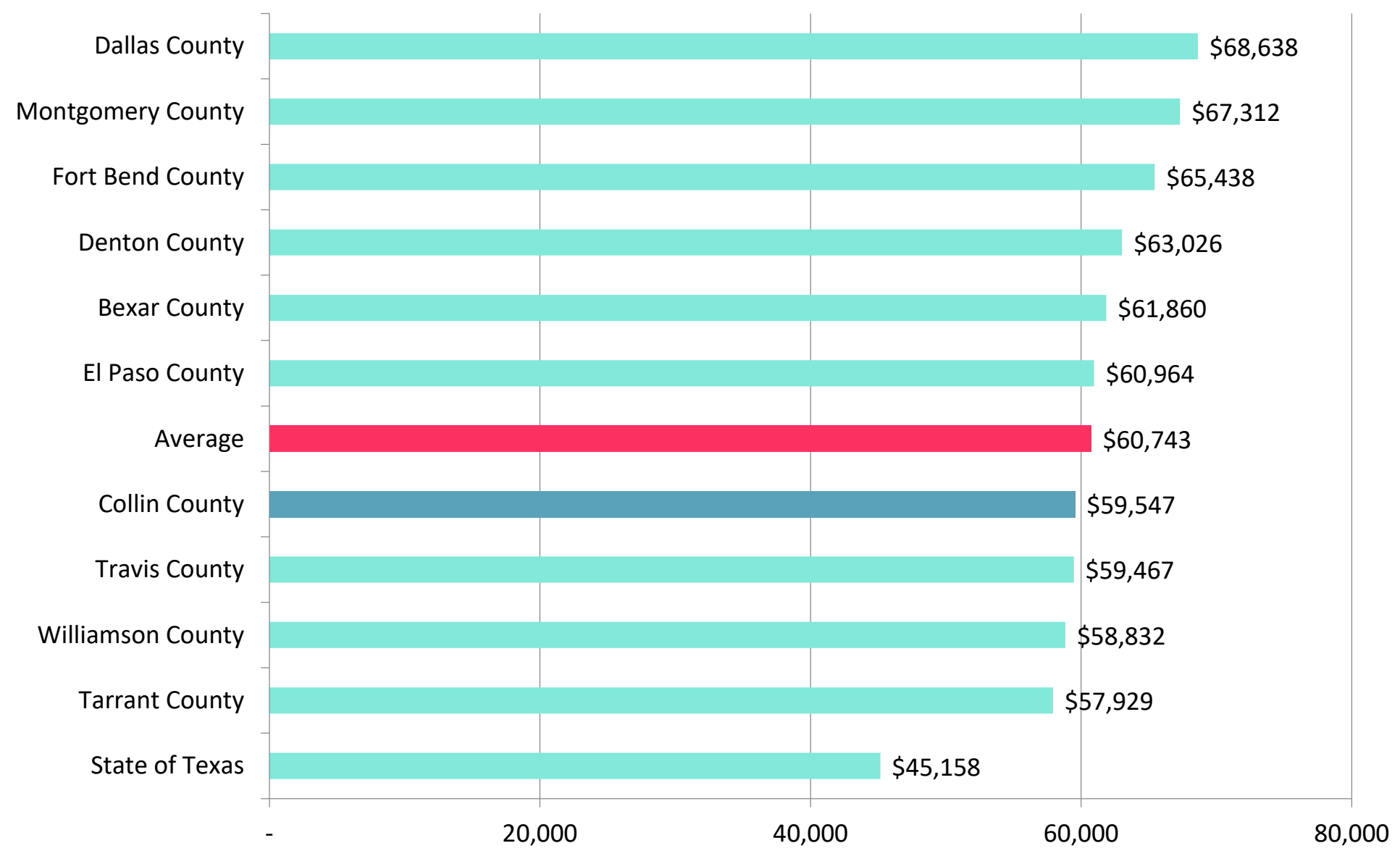
- There are 12 budgeted Misdemeanor Prosecutor positions.
- The pay range for this position is \$59,547 to \$82,494.
- Average years of service for position incumbents is less than one (1) year.
 - All current Chief Misdemeanor Prosecutors were promoted internally from the Misdemeanor Prosecutor role.
- Collin County ranks 7th out of 11 for minimum salary.
 - Our minimum is 2% below comparison county average.
- Pay range maximum is generally not applicable due to incumbents moving out of the position relatively quickly.

Misdemeanor Prosecutor Turnover

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019*
Turnover Rate	34%	29%	0%	18%	14%
Reasons for Leaving	2 - Other Job Offer 1 - Relocation	2 - Return to School 1 - Medical	None	2 - Other Job Offer	1 - Other Job Offer

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

Misdemeanor Prosecutor Minimums FY 2019



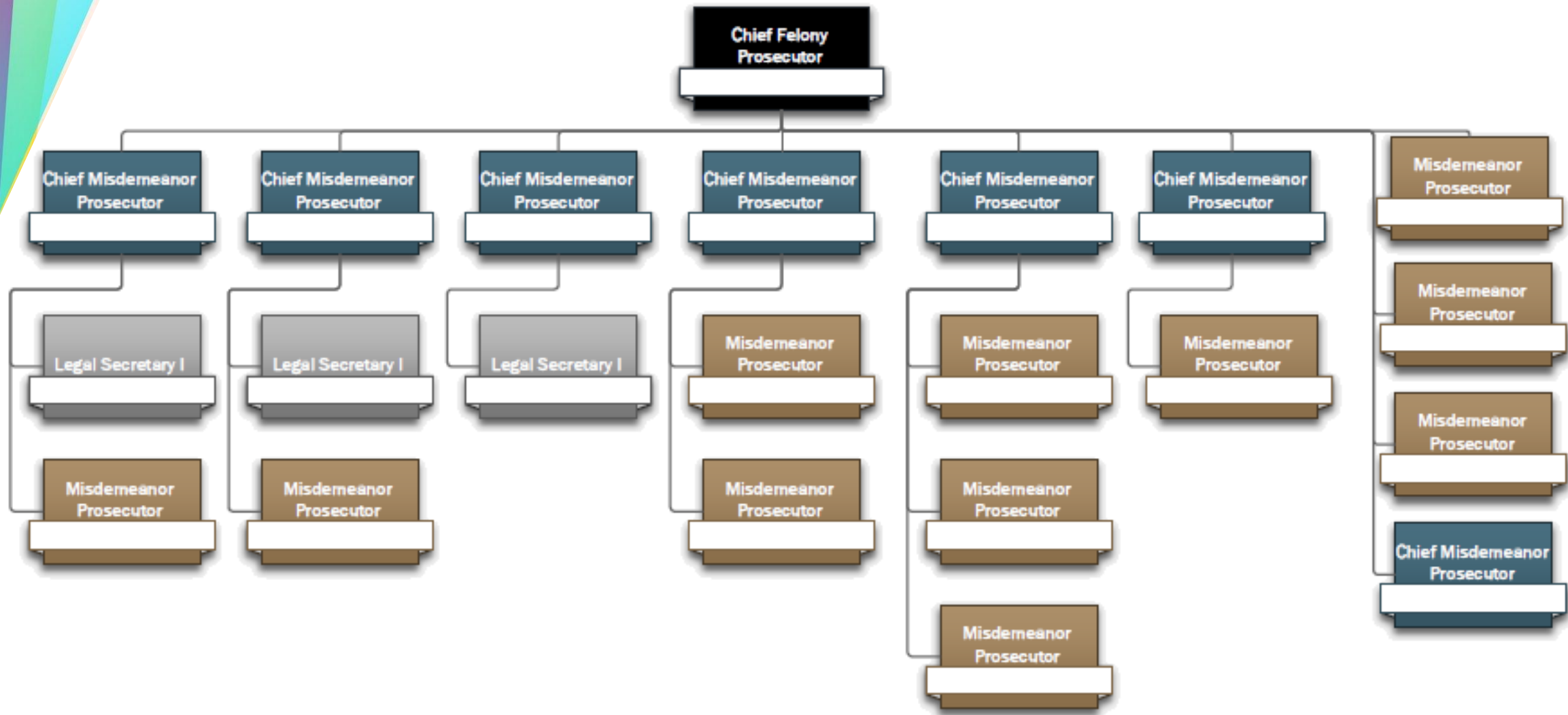
Chief Misdemeanor Prosecutor

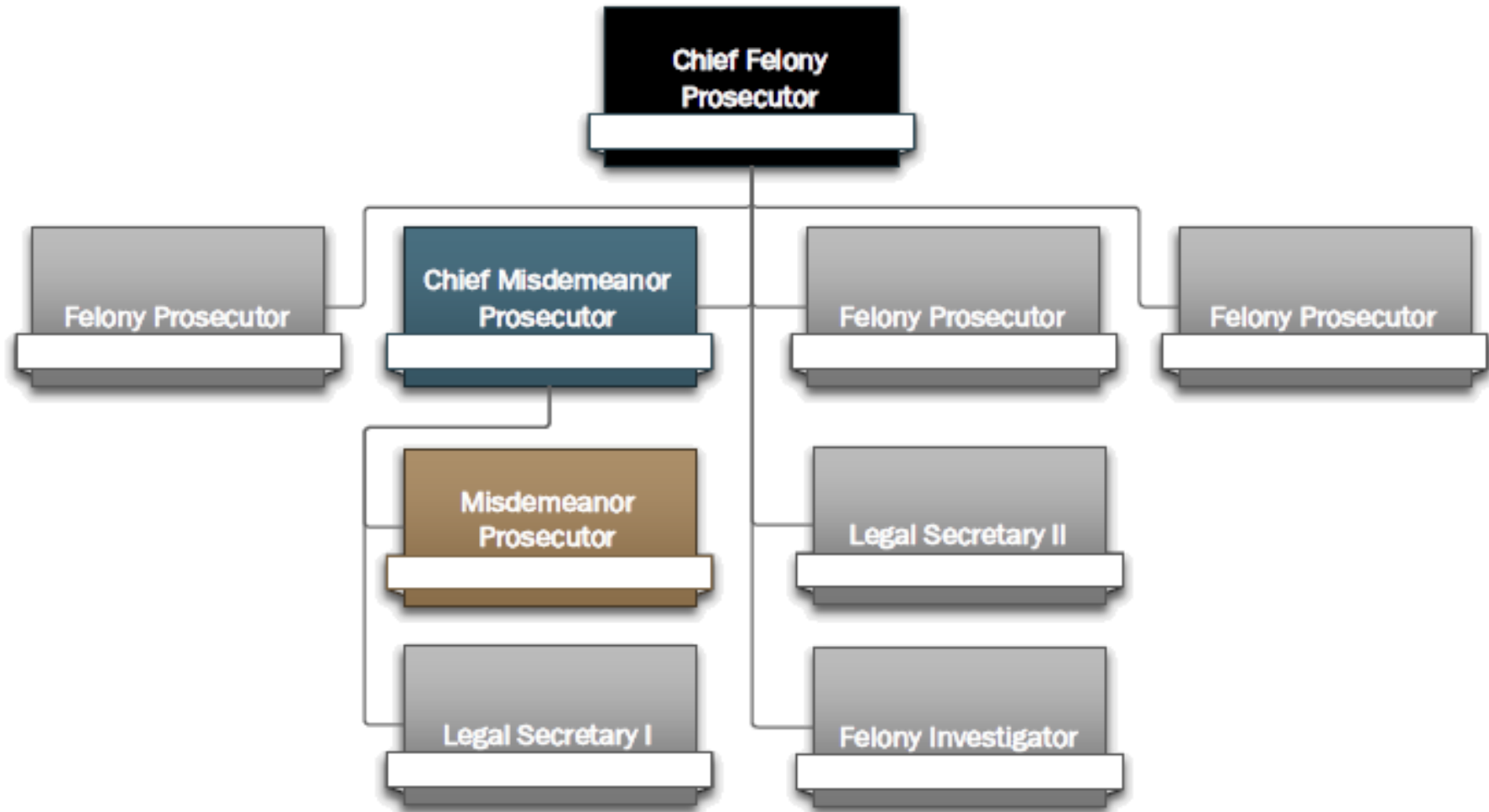
- There are eight (8) budgeted Chief Misdemeanor Prosecutor positions.
- The pay range for this position is \$75,268 to \$104,163.
- Average years of service for position incumbents is just under two (2) years.
- Collin County ranks 2nd out of six (6) for minimum salary and 3rd out of six (6) for maximum salary.
 - Our minimum is 2% above comparison county average.
 - Our maximum is 1% below comparison county average.

Chief Misdemeanor Prosecutor Turnover

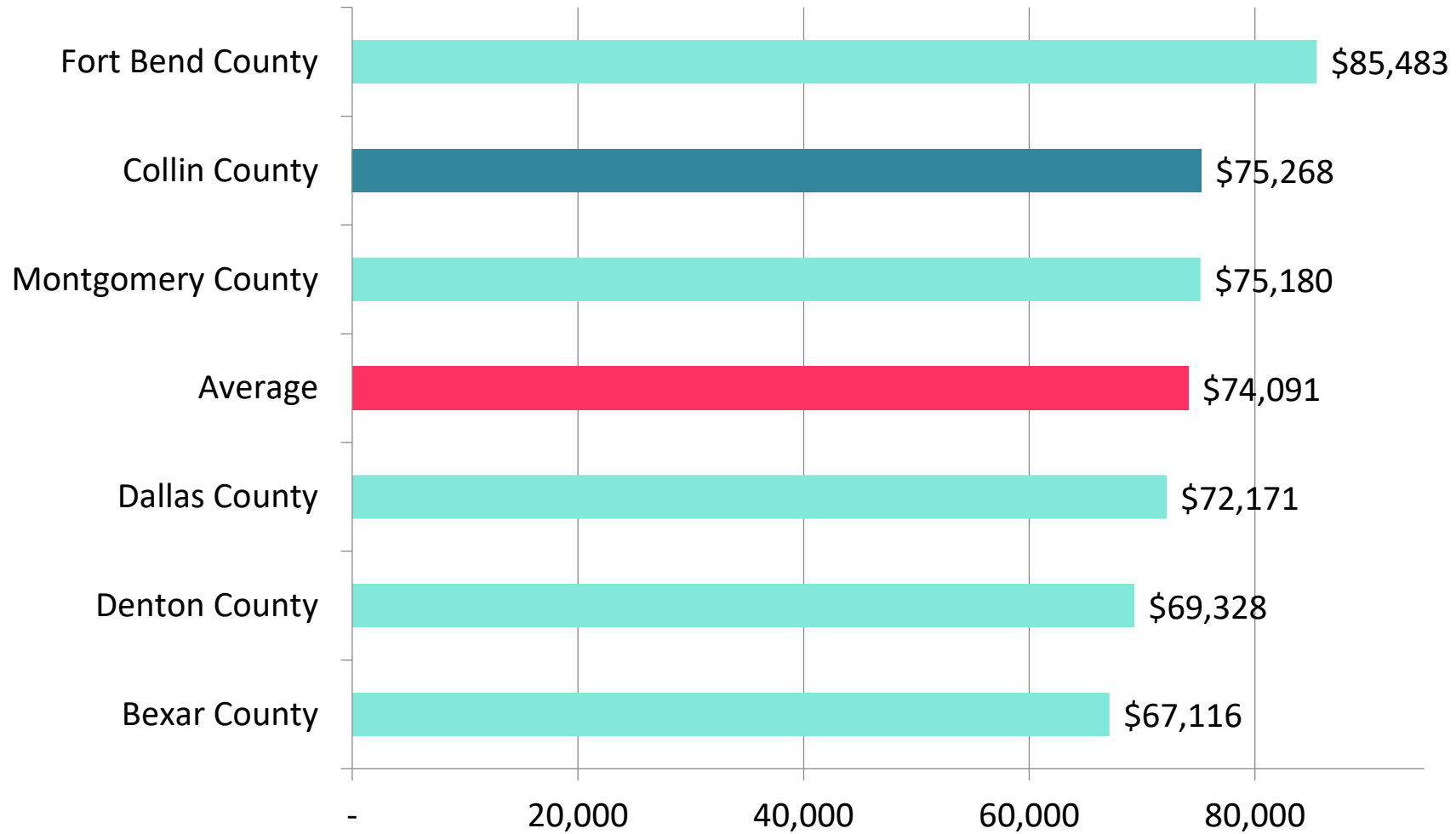
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019*
Turnover Rate	30%	56%	0%	0%	20%
Reasons for Leaving	2 – Other Job Offer	2 – Family Reasons 2 – Other Job Offer	None	None	1 - Dissatisfaction

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

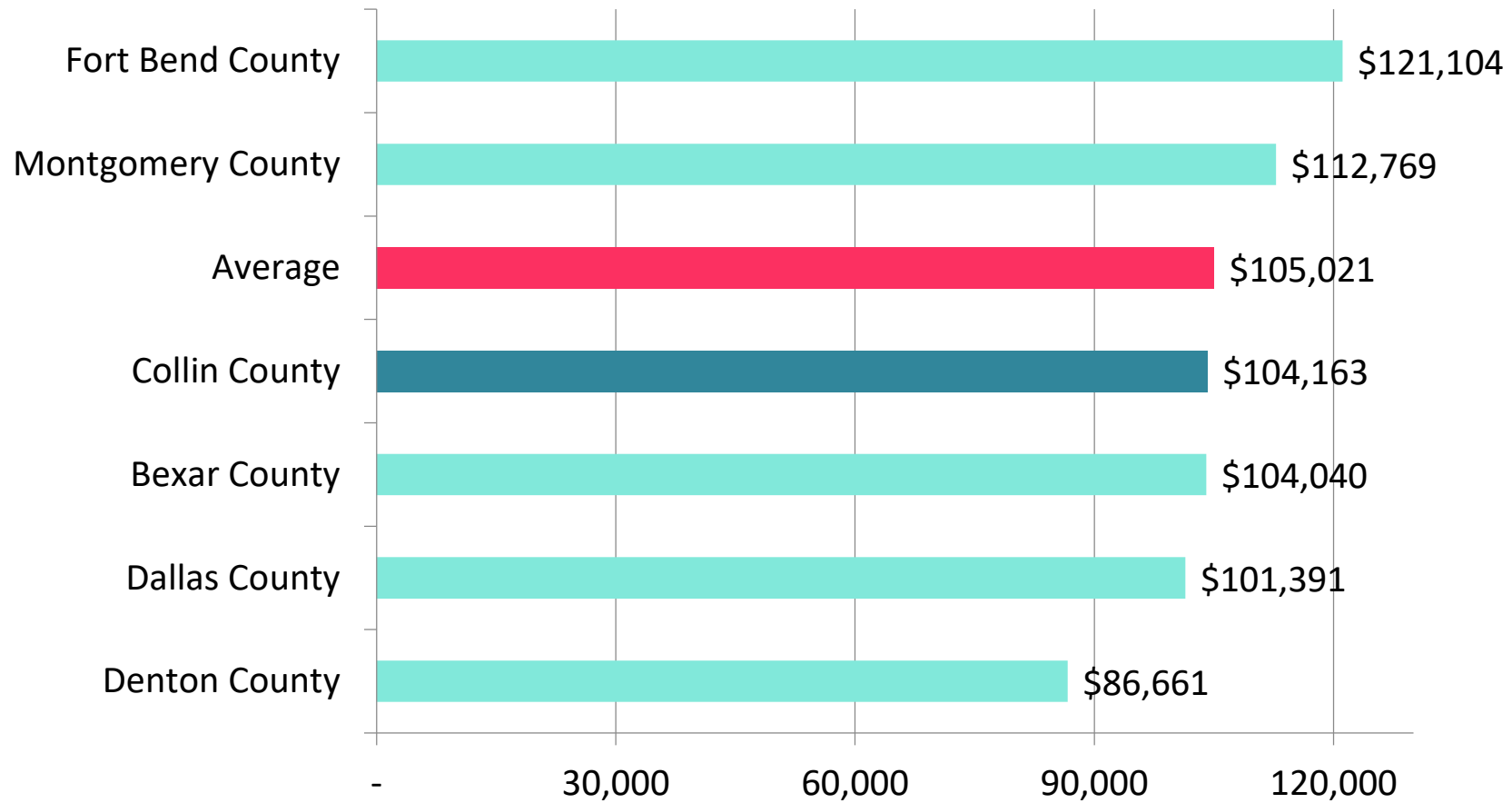




Chief Misdemeanor Prosecutor Minimums FY 2019



Chief Misdemeanor Prosecutor Maximums FY 2019



Felony Prosecutor

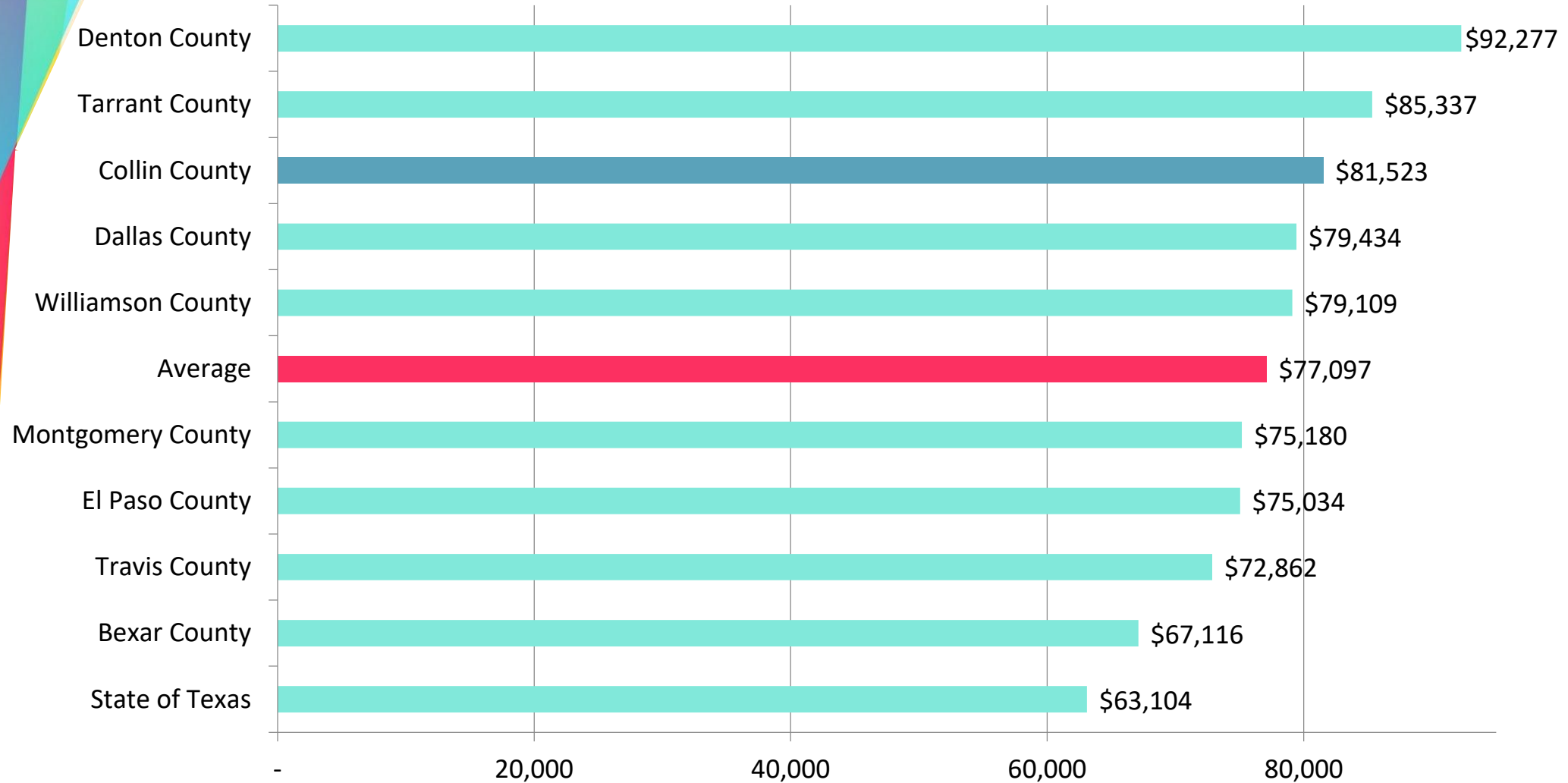
- Nearly half of Collin County’s budgeted attorney positions are Felony Prosecutors (33 budgeted positions).
- The pay range for this position is \$81,523 to \$112,835.
- Average years of service for position incumbents is almost seven (7) years.
- Collin County ranks 3rd out of 10 for minimum salary and 6th of 10 for maximum salary.
 - Our minimum is 6% above comparison county average.
 - Our maximum is 3% below comparison county average.

Felony Prosecutor Turnover

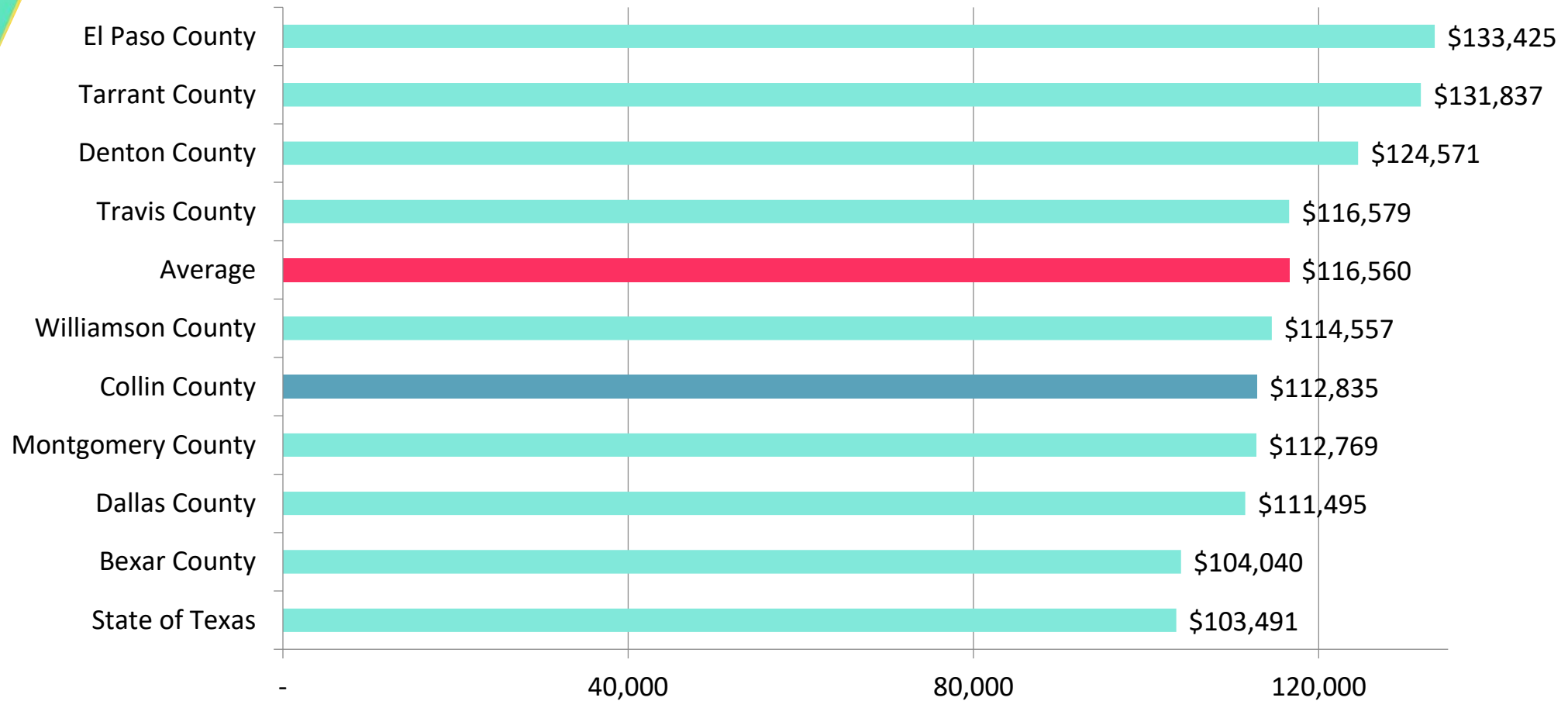
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019*
Turnover Rate	11%	17%	13%	16%	18%
Reasons for Leaving	3 – Other Job Offer	4 – Other Job Offer 1 - Retirement	3 – Other Job Offer 1 – Relocation 1 – Family Reason	5 – Other Job Offer	2 – Other Job Offer 2 – Relocation

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

Felony Prosecutor Minimums FY 2019



Felony Prosecutor Maximums FY 2019



Felony Appellate Attorney

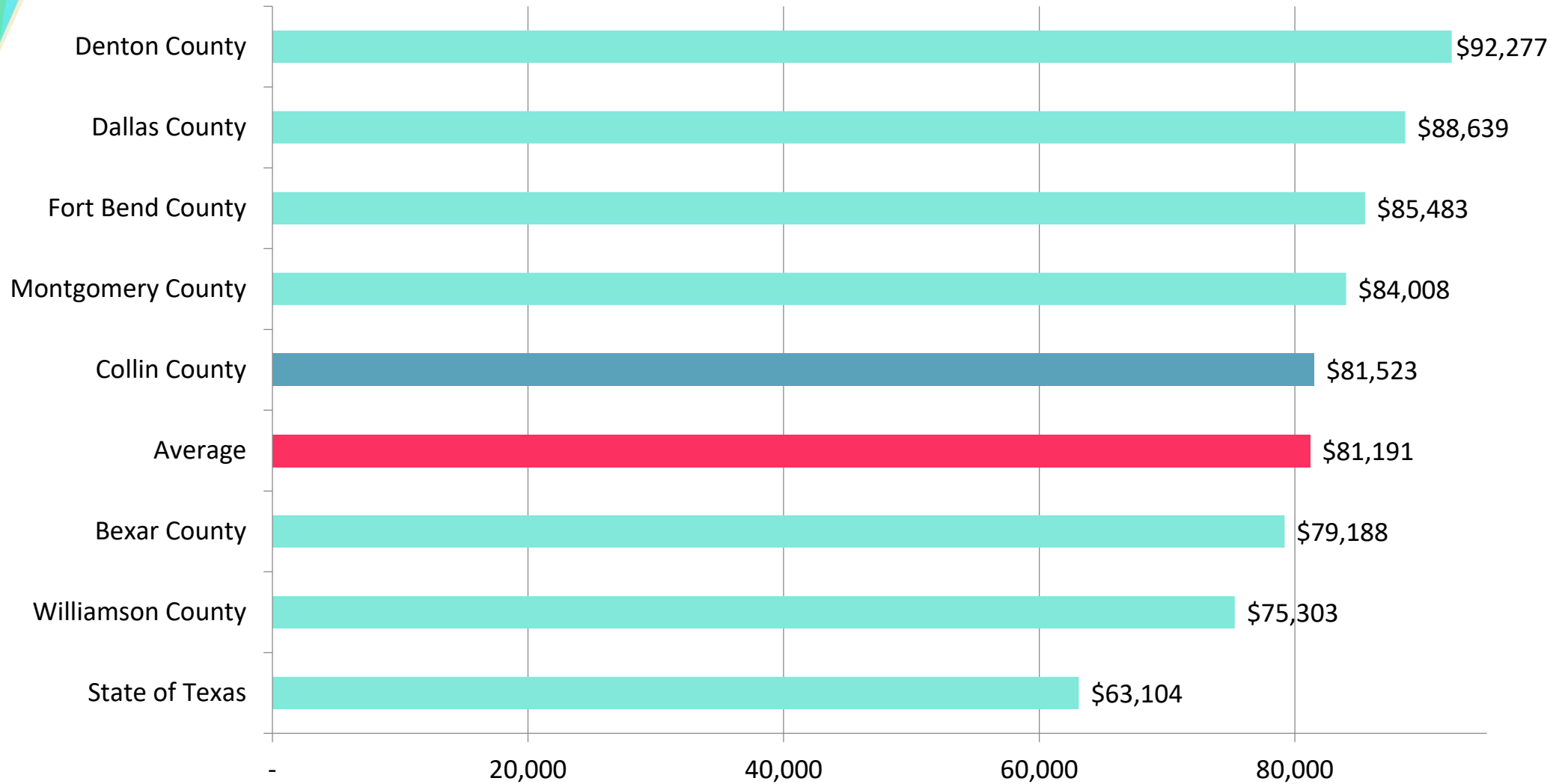
- There are three (3) budgeted Felony Appellate Attorney positions.
- The pay range for this position is \$81,523 to \$112,835 (same range as Felony Prosecutor).
- Average years of service for position incumbents is nearly five (5) years.
- Collin County ranks 5th out of eight (8) for minimum salary and 6th out of eight (8) for maximum salary.
 - Our minimum is nearly equal to the comparison county average.
 - Our maximum is 6% below comparison county average.

Felony Appellate Attorney Turnover

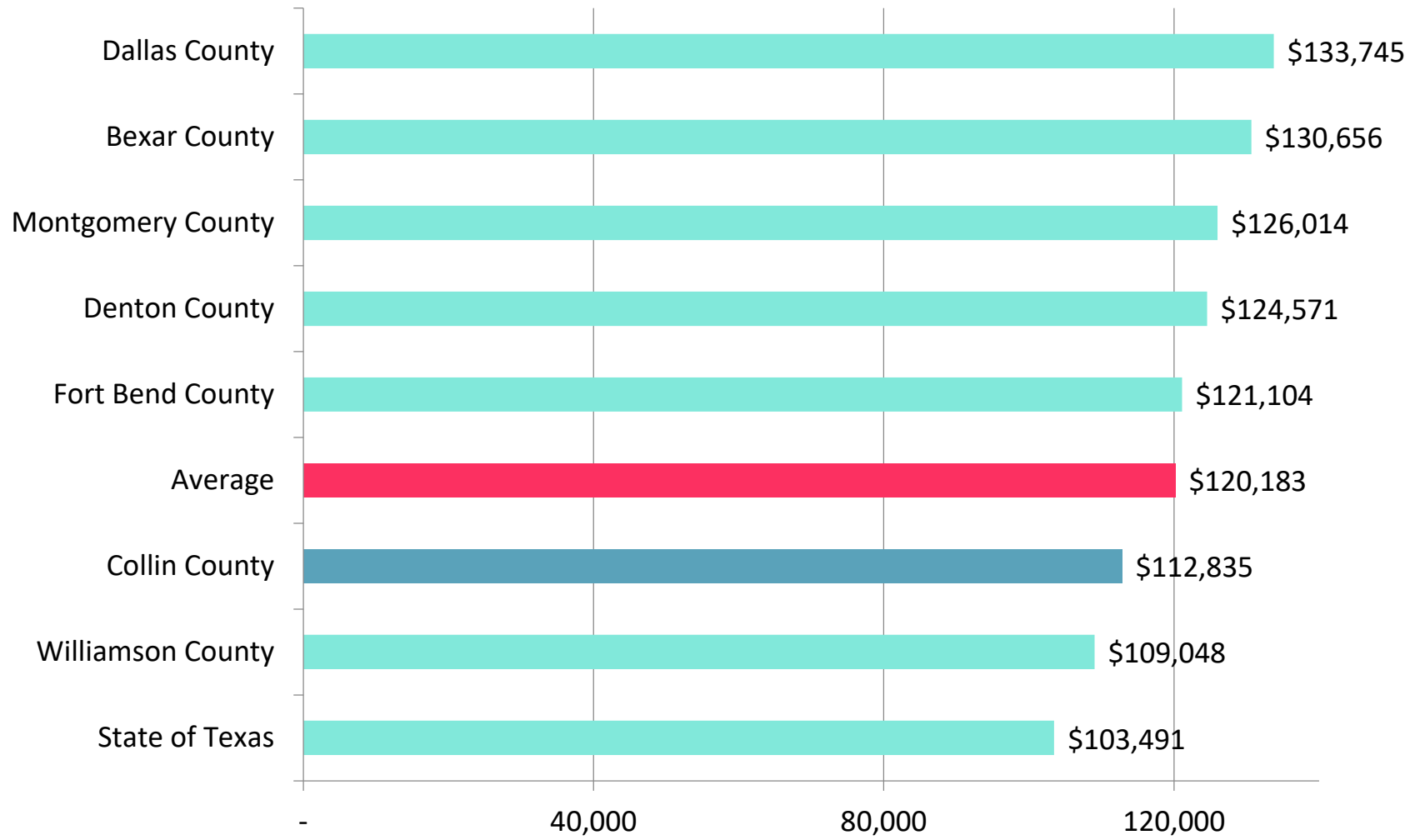
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019*
Turnover Rate	0%	0%	34%	0%	0%
Reasons for Leaving	None	None	1 – Other Job Offer	None	None

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

Felony Appellate Attorney Minimums FY 2019



Felony Appellate Attorney Maximums FY 2019



Chief Felony Prosecutor

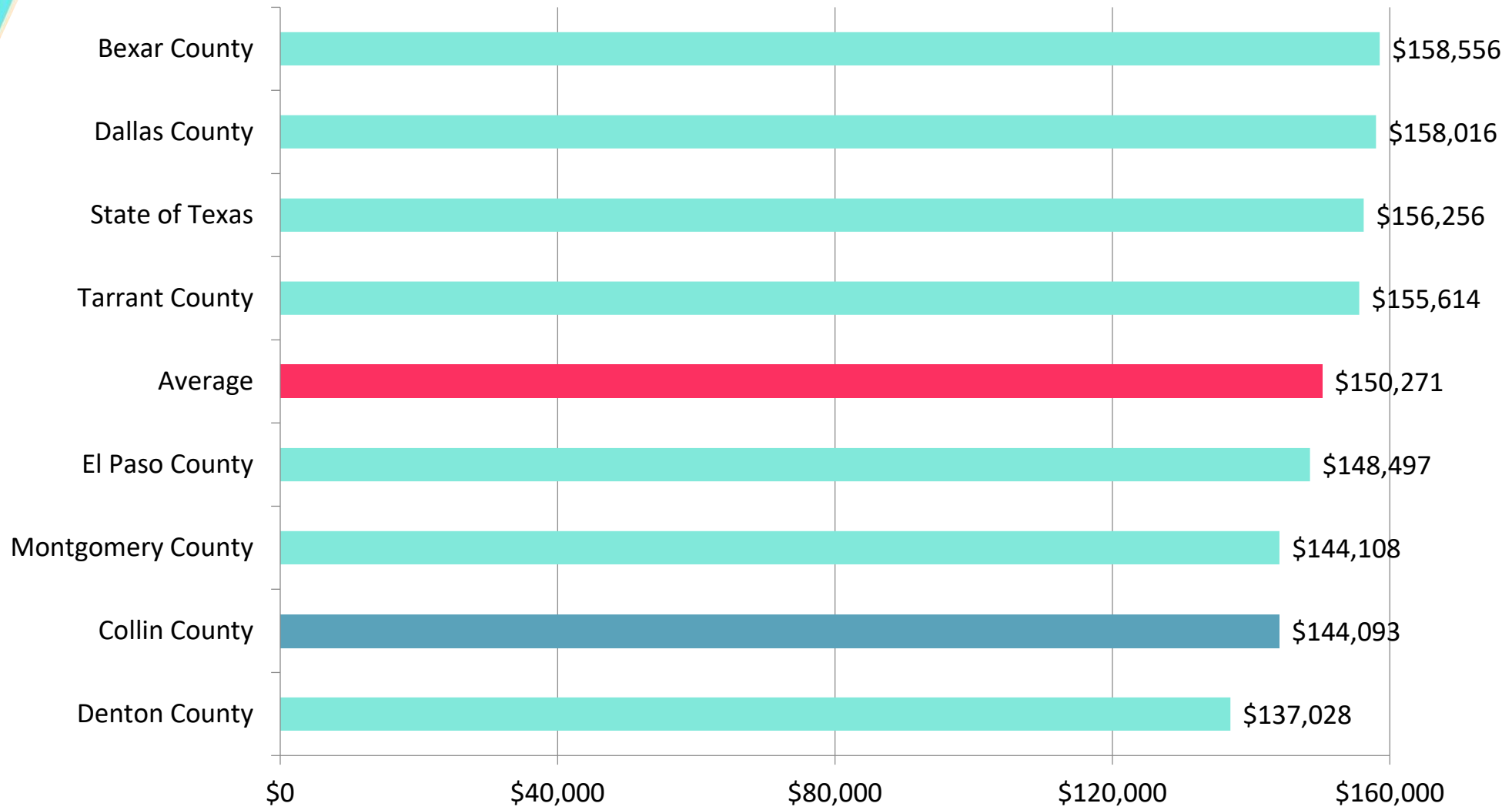
- There are 11 budgeted Chief Felony Prosecutor positions.
- The pay range for this position is \$104,075 to \$144,093.
- Average years of service for position incumbents is six (6) years.
- Hiring for this position is generally internal candidates who are already above the range minimum.
- Collin County ranks 7th out of eight (8) for maximum salary.
 - Our pay range maximum is 4% below market average.

Chief Felony Prosecutor Turnover

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019*
Turnover Rate	0%	0%	0%	0%	28%
Reasons for Leaving	None	None	None	None	1 – Other Job Offer 1 – Family Reasons

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

Chief Felony Prosecutor Maximums FY 2019



Chief Appellate Attorney

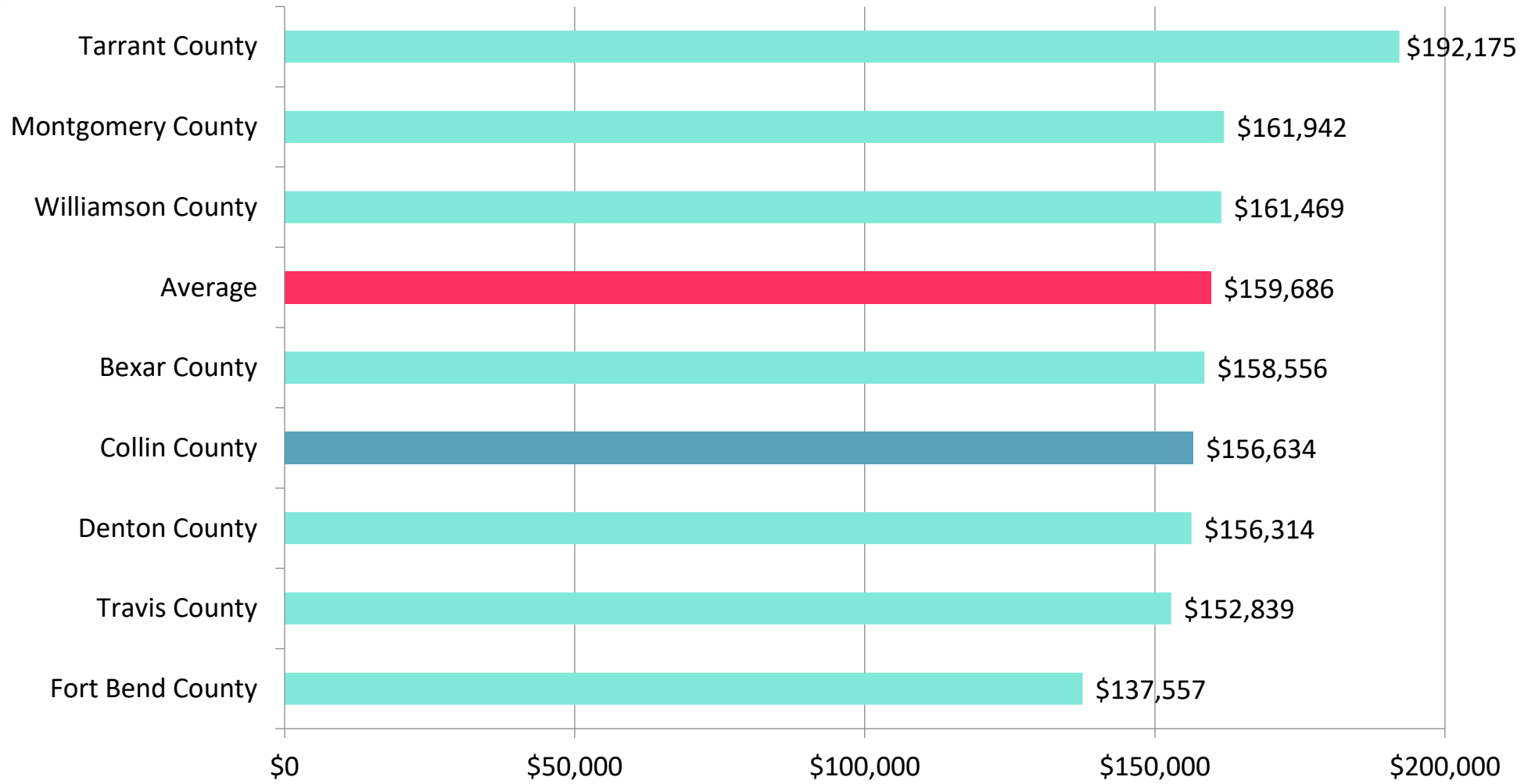
- One (1) incumbent in this position with 12 years of Collin County service and 11 years other county service.
- Incumbent is in the 4th quartile of the pay range.
- Hiring for this position is generally internal candidates who are already above the range minimum.
- Collin County ranks 5th of eight (8) for maximum salary.
 - Our pay grade maximum is 2% below market average.

Chief Appellate Attorney Turnover

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019*
Turnover Rate	0%	0%	0%	0%	0%
Reasons for Leaving	None	None	None	None	None

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

Chief Appellate Attorney Maximums FY 2019



2nd Assistant District Attorney

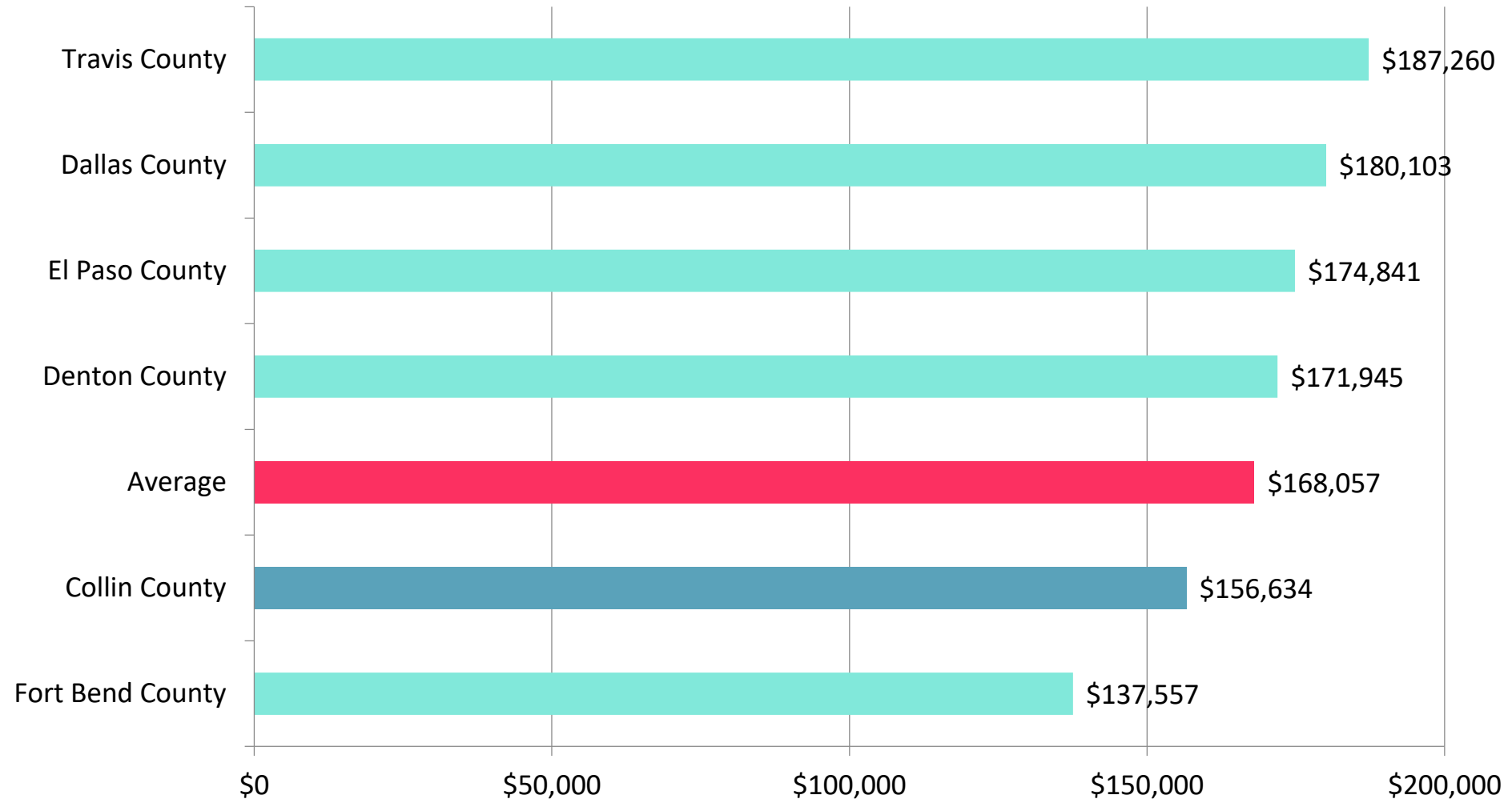
- One (1) incumbent in this position with 19 years of Collin County service.
- Incumbent is in the 3rd quartile of the pay range.
- Minimum salary is not generally applicable to this position due to the experience level of those who are selected to perform the job.
- Collin County ranks 5th out of six (6) for maximum salary.
 - Our maximum is approximately 7% below market average.

2nd Assistant District Attorney Turnover

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019*
Turnover Rate	0%	100%	0%	0%	0%
Reasons for Leaving	None	1 – Other Job Offer	None	None	None

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

2nd Assistant District Attorney Maximums FY 2019



1st Assistant District Attorney

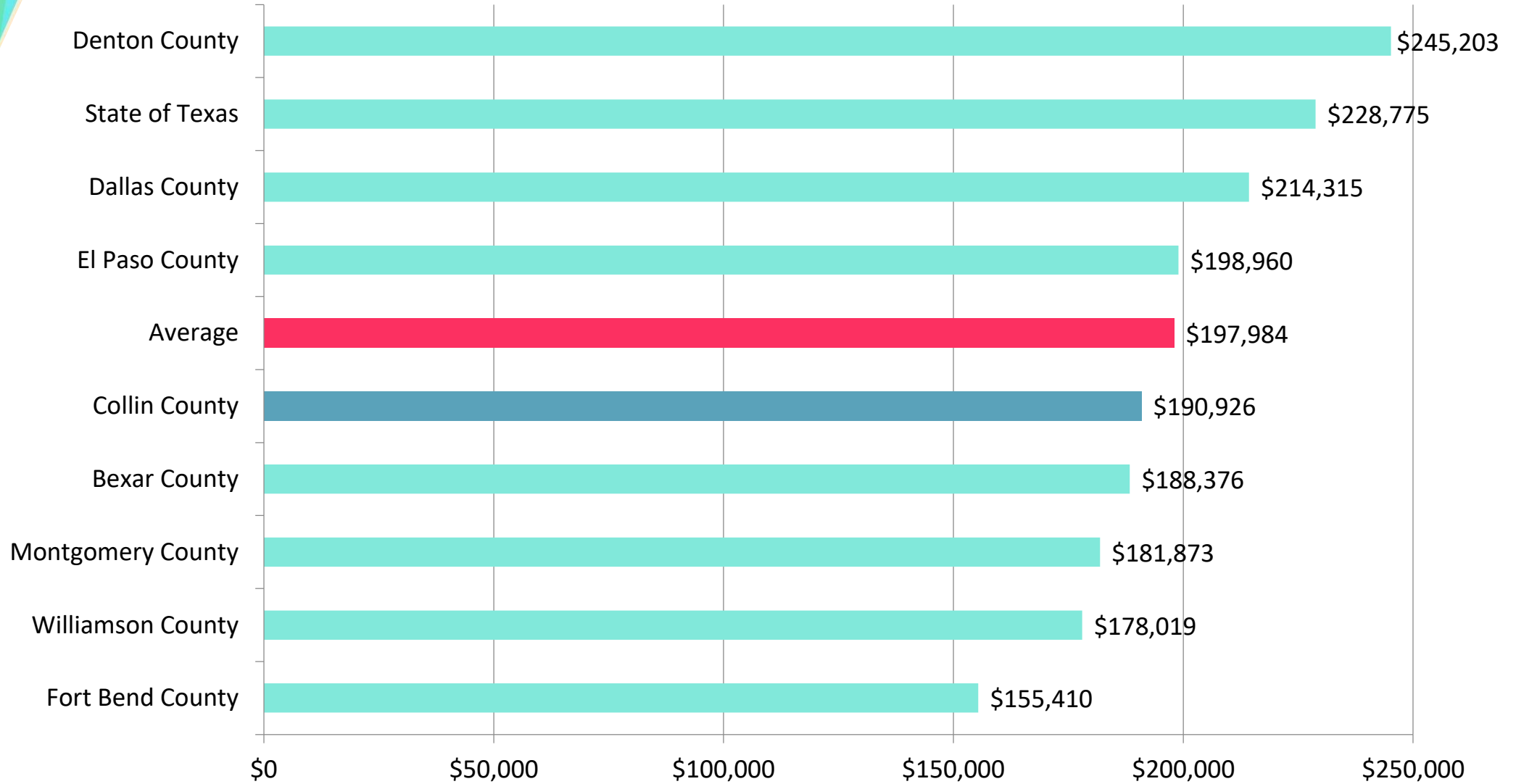
- One (1) incumbent in this position almost four (4) years of Collin County service and extensive experience prior to joining the Collin County District Attorney's Office.
- Incumbent is in the 4th quartile of the pay range.
- Minimum salary is not generally applicable to this position due to the experience level of those who are selected to perform the job.
- Collin County ranks 5th out of nine (9) for maximum salary.
 - Our maximum is 4% below the county average.

1st Assistant District Attorney Turnover

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019*
Turnover Rate	0%	0%	100%	0%	0%
Reasons for Leaving	None	None	1 - Retirement	None	None

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

1st Assistant District Attorney Maximums FY 2019





Non-District Attorney Legal Positions

Legal Advisor

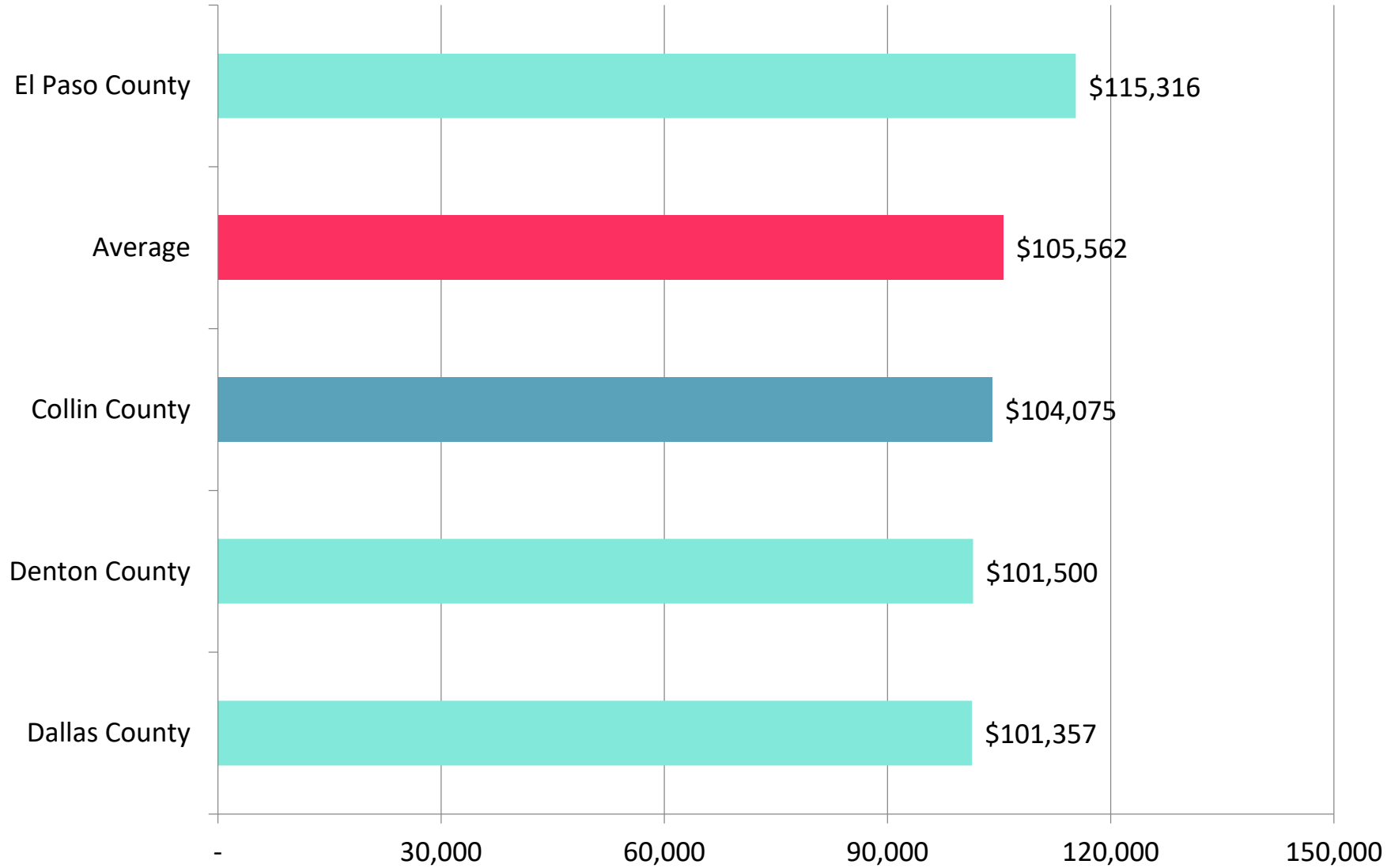
- This position provides the Sheriff's Office with legal advice.
 - Previously utilized as a contract position. Added as a regular position in FY 2018 budget.
 - Does not supervise any staff.
 - Reports directly to the Sheriff.
- One (1) incumbent with one (1) year of service as a Collin County employee.
 - Performed in the same capacity for almost one year prior to filling the budgeted position in FY 2018.
- The pay range for this position is \$104,075 to \$144,093.
- Collin County ranks 2nd out of four (4) for minimum pay and 3rd out of four (4) for maximum pay.
 - Our minimum is slightly more than 1% under county average.
 - Our maximum pay is 6% under county average

Legal Advisor Turnover

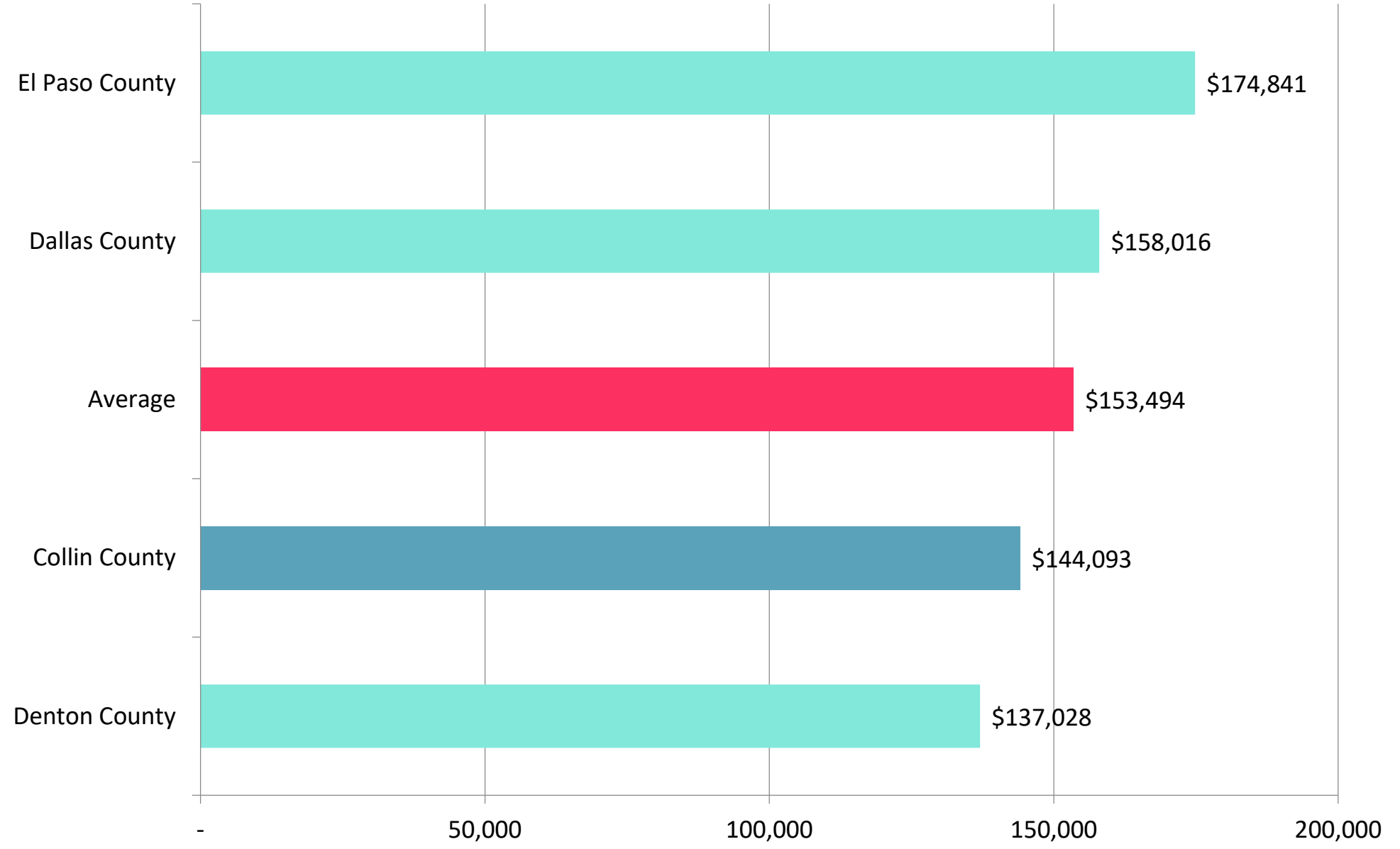
	FY 2018	FY 2019*
Turnover Rate	0%	0%
Reasons for Leaving	None	None

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

Legal Advisor Minimums FY 2019



Legal Advisor Maximums FY 2019



Chief MHMC Attorney

- Administers the Mental Health/Managed Counsel and indigent defense programs.
 - Created in the FY 2017 budget.
 - Supervises seven (7) clerical staff.
 - Reports to District Court Judge.
- One (1) incumbent in this position with two (2) years of service as an employee.
 - Previously worked in the same role for five (5) years under a contract.
- The pay range for this position is \$113,175 to \$156,634.
 - Currently in second highest legal pay grade.
- Insufficient market matches to include as a benchmark title at this time.

Chief MHMC Attorney Turnover

	FY 2018	FY 2019*
Turnover Rate	0%	0%
Reasons for Leaving	None	None

*FY 2019 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.