

The background of the slide is a dense, repeating pattern of US dollar bills, rendered in a dark green color. The bills are slightly tilted and overlap, creating a textured, financial-themed backdrop. The text is centered and white, providing a high-contrast, professional appearance.

# **2012 Legal Presentation**

July 9, 2012  
Commissioners' Court

# General Information

- ❖ This presentation will focus on reviewing the salary ranges for attorney positions in the District Attorney's office.
- ❖ There will be a separate presentation on annual increases on an upcoming court.

# 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
<b>Misdemeanor Prosecutor (Min and Max)</b>	<b>2 of 7</b>
<b>Chief Misdemeanor Prosecutor (Minimum)</b>	<b>2 of 3</b> <sup>(3)</sup>
<b>Chief Misdemeanor Prosecutor (Maximum)</b>	<b>1 of 3</b> <sup>(3)</sup>
<b>Felony Prosecutor (Minimum)</b>	<b>3 of 7</b>
<b>Felony Prosecutor (Maximum)</b>	<b>6 of 7</b>
<b>Chief Felony Prosecutor (Maximum)</b> <sup>(1)</sup>	<b>3 of 5</b> <sup>(4)</sup>
<b>Chief Appellate Attorney (Maximum)</b> <sup>(2)</sup>	<b>3 of 5</b> <sup>(5)</sup>
<b>1<sup>st</sup> Assistant District Attorney (Maximum)</b> <sup>(1)</sup>	<b>3 of 6</b> <sup>(6)</sup>

- (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.

# 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 stay the same for FY 2013.