

LEGAL COMPENSATION

2017 PRESENTATION FOR FY 2018 BUDGET

GENERAL INFORMATION

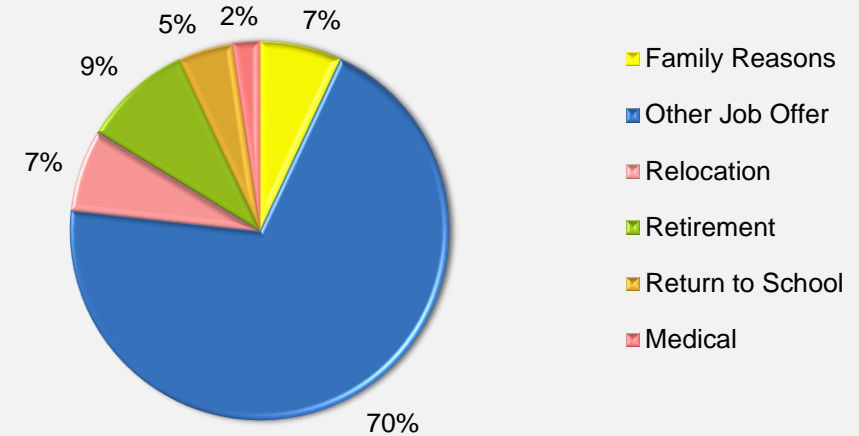
- This presentation will focus on reviewing the salary ranges for attorney positions in the District Attorney's office.
- Organizations used for comparison:
 - Bexar County*
 - Dallas County*
 - Denton County
 - El Paso County*
 - Fort Bend County
 - Montgomery County
 - Tarrant County
 - Travis County*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

* Added to comparison set this year per consultant recommendation.

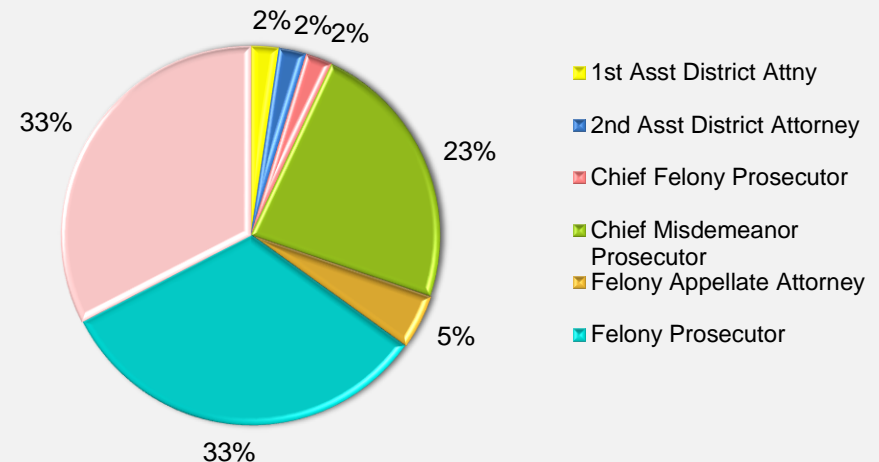
TURNOVER

- Average continuous service for prosecutors is just over five (5) years.
- Turnover annualized for 2017 is currently projected at:
 - 13% overall for the DA's office
 - 16% for attorney positions only
- Five year turnover history for attorneys:
 - 2016 - 21.7%
 - 2015 - 14.1%
 - 2014 - 16.3%
 - 2013 - 12.8%
 - 2012 - 14.7%

Reason for Leaving Distribution



Turnover Distribution



PAY RANGE QUARTILE RANKINGS 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	31	81%	10%	3%	6%	0
Felony Appellate Attorney	584	3	0%	0%	67%	33%	1 (33%)
Chief Felony Prosecutor	587	9	33%	44%	11%	11%	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	100%	0%	0%	0%	0
1 st Assistant District Attorney	591	1	0%	100%	0%	0%	0

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	7 of 11
Chief Misdemeanor Prosecutor	3 of 5	3 of 5
Felony Prosecutor	3 of 10	8 of 10
Felony Appellate Attorney	5 of 6	5 of 6
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)	3 of 6	5 of 6
1 st Assistant District Attorney ^(2/3)	4 of 9	7 of 9

(1) Maximum does not generally apply due to incumbents moving into other positions relatively quickly.

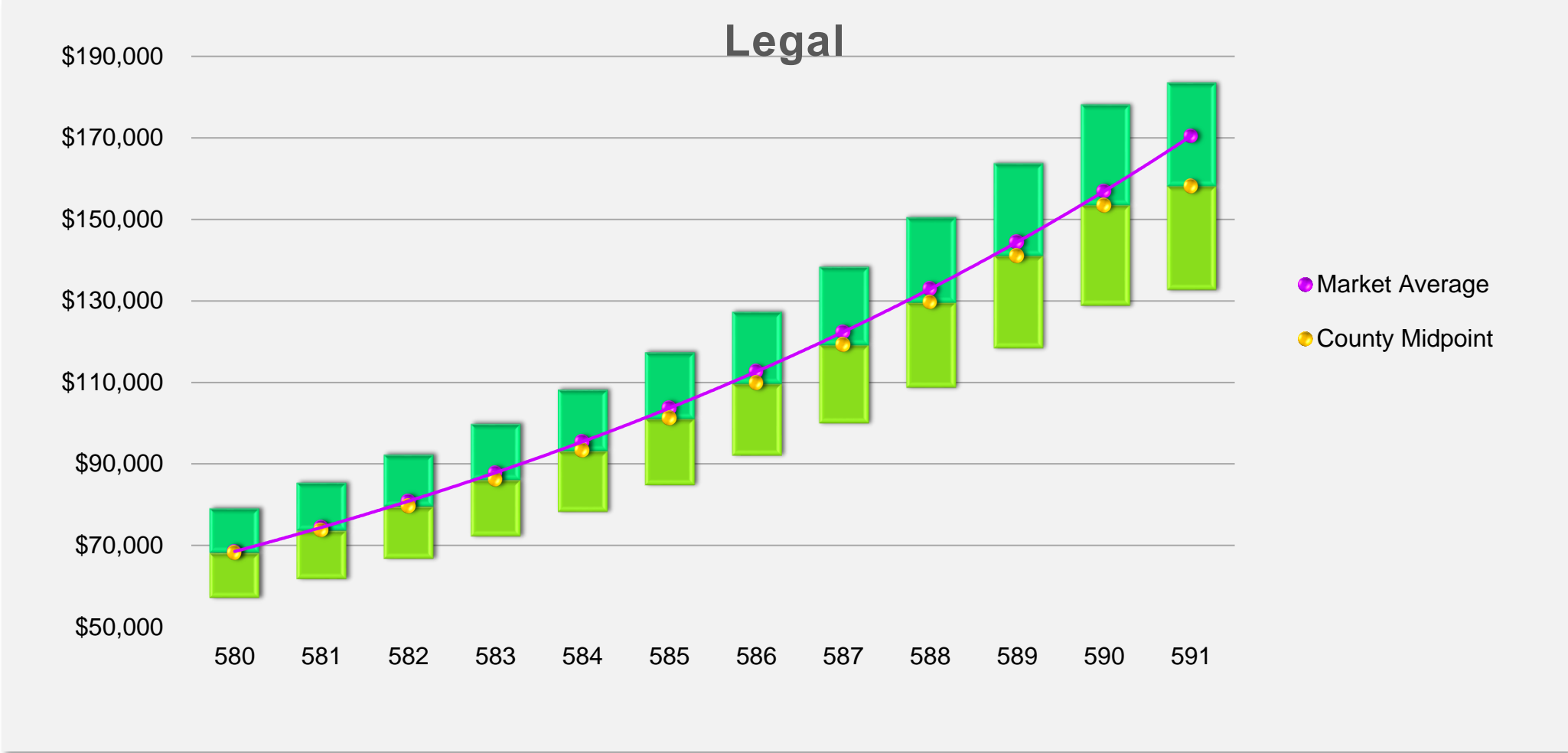
(2) Minimum does not generally apply because these positions typically promote from within.

(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.

LEGAL REGRESSION



ADDITIONAL INFORMATION

MISDEMEANOR PROSECUTOR

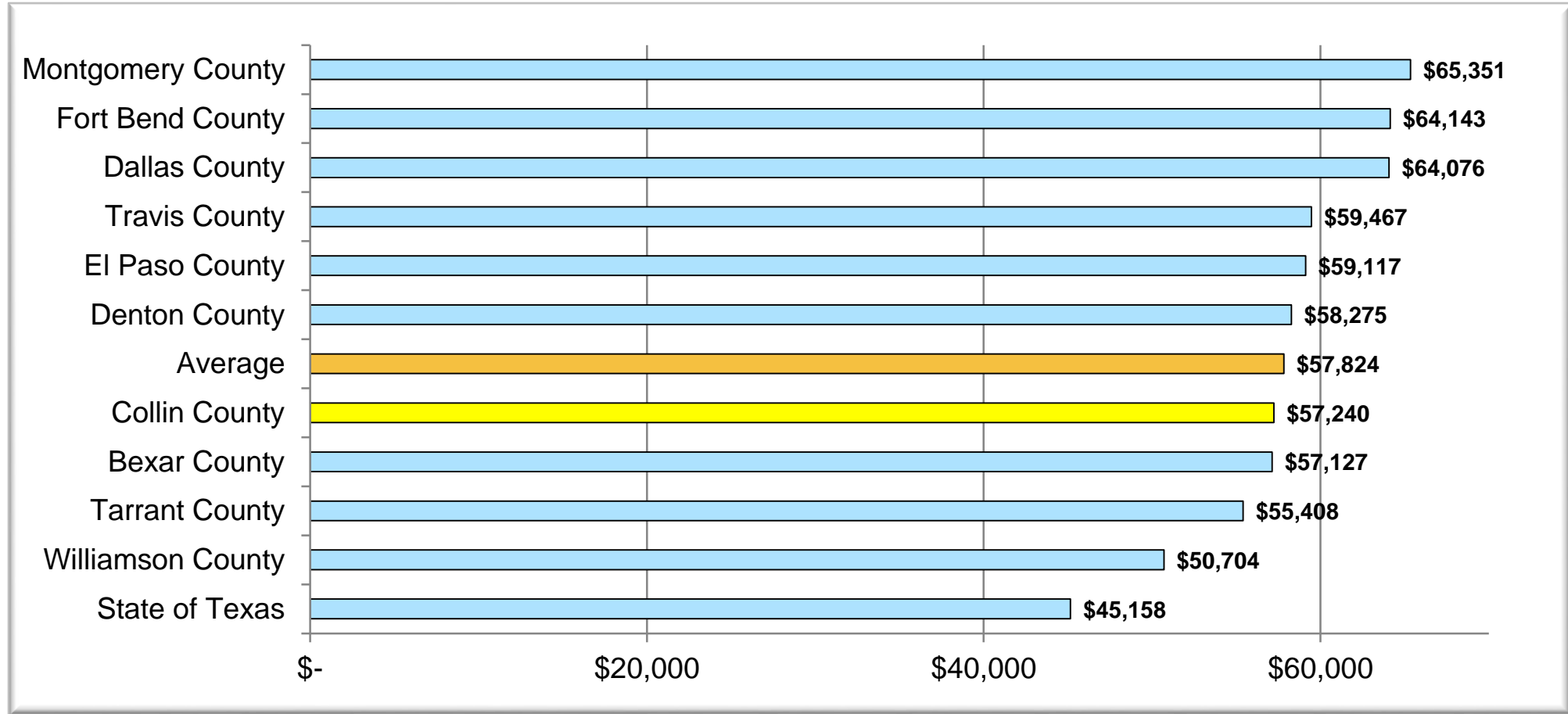
- Average years of service for position incumbents is less than one (1) year.
 - All current Chief Misdemeanor Prosecutors were promoted internally from the Misdemeanor Prosecutor role.
- Collin County ranks seven (7) out of 11 for minimum salary.
 - We are 1% under market average minimum.
- Pay range maximum is generally not applicable due to incumbents moving out of the position relatively quickly.
- This was reclassified from grade 581 to grade 580 at the beginning of this fiscal year.

Misdemeanor Prosecutor Turnover

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017*
Turnover Rate	17%	21%	34%	29%	*
Reasons for Leaving	2 - Other Job Offer	2 - Other Job Offer	2 - Other Job Offer 1 – Relocation	2 – Return to School 1 - Medical	None YTD

*Typically, projections are based on total terminations YTD – however, no Misdemeanor Prosecutors have left County employment this fiscal year.

MISDEMEANOR PROSECUTOR MINIMUMS FY 2017



CHIEF MISDEMEANOR PROSECUTOR

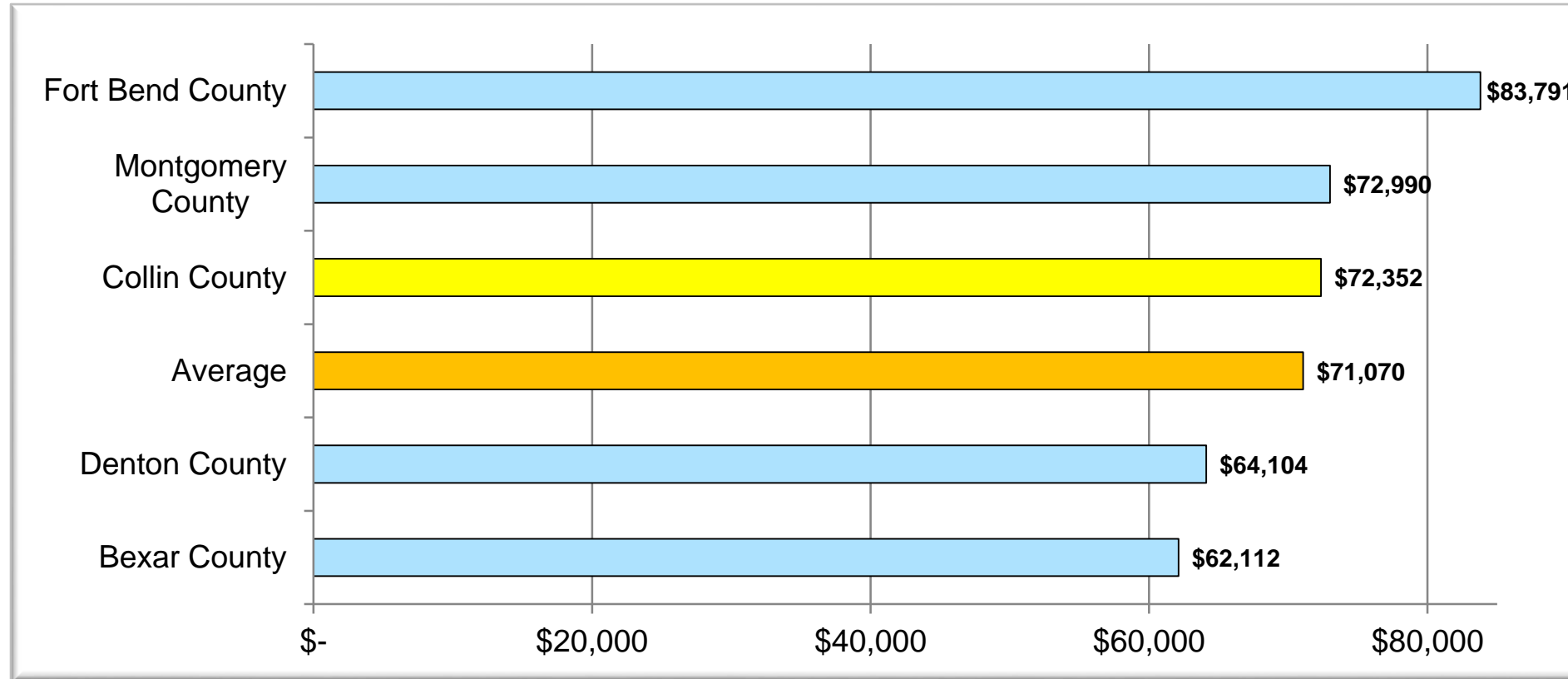
- Average years of service for position incumbents is just over one (1) year.
- Collin County ranks three (3) of five (5) for both minimum and maximum salary.
 - Our minimum is 2% above comparison county average.
 - Our maximum is less than 1% below comparison county average.
- All Chief Misdemeanor Prosecutors are currently in the 1st quartile of the pay range.

Chief Misdemeanor Prosecutor Turnover

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017*
Turnover Rate	14%	30%	30%	56%	*
Reasons for Leaving	1 - Other Job Offer	1 – Relocation 1 – Other Job Offer	2 – Other Job Offer	2 – Family Reasons 2 – Other Job Offer	None YTD

*Typically, projections are based on total terminations YTD – however, no Misdemeanor Prosecutors have left County employment this fiscal year.

CHIEF MISDEMEANOR PROSECUTOR MINIMUMS FY 2017



CHIEF MISDEMEANOR PROSECUTOR MAXIMUMS FY 2017



FELONY PROSECUTOR

- Half of Collin County’s budgeted attorney positions are Felony Prosecutors.
- Average years of service for position incumbents is just over six (6) years.
- Collin County ranks three (3) of 10 for minimum salary and eight (8) of 10 for maximum salary.
 - Our minimum is 5% above comparison county average.
 - Our maximum is 6% below comparison county average.

None of the current incumbents are at pay grade maximum.

Felony Prosecutor Turnover Rates

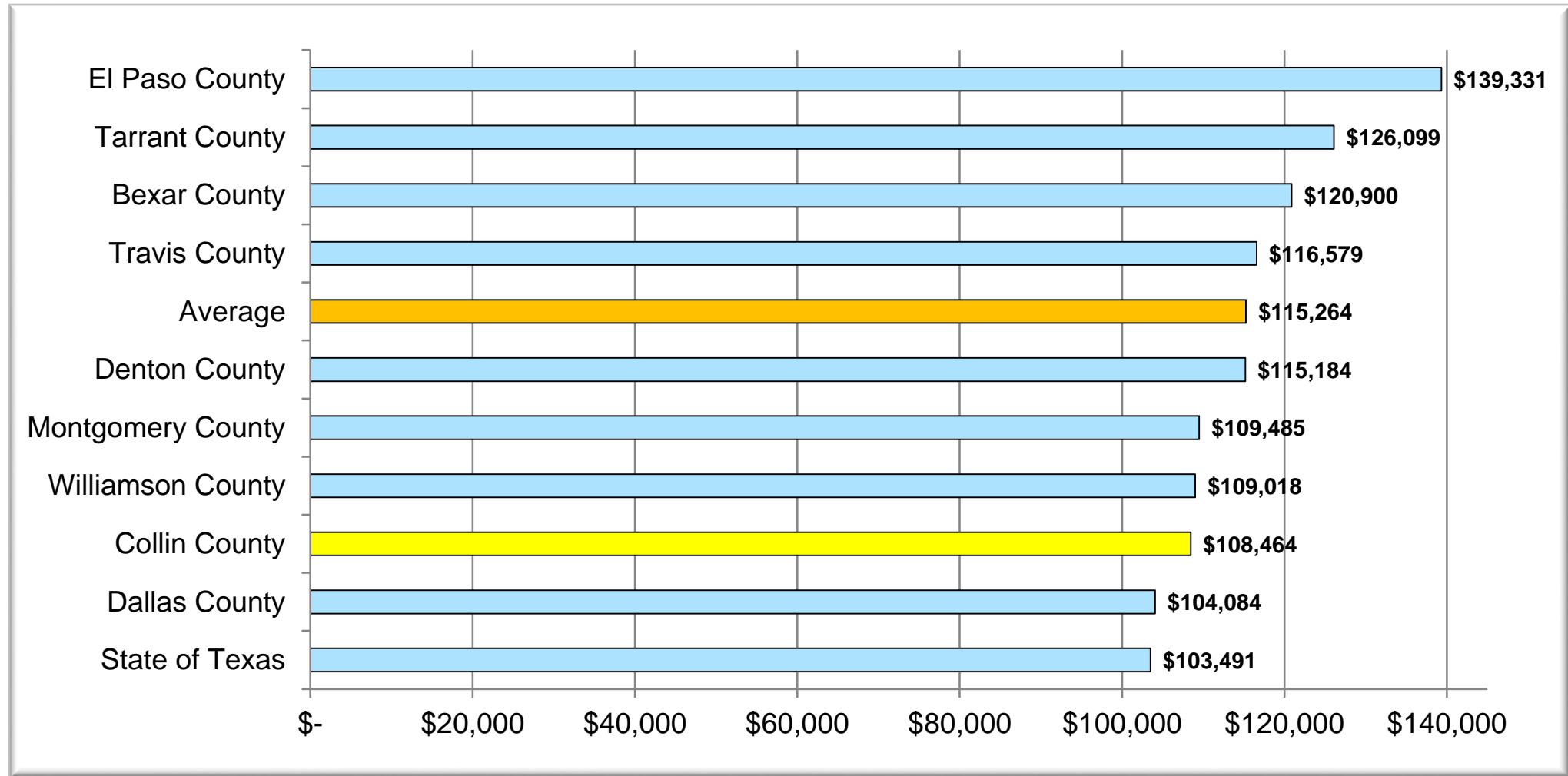
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017*
Turnover Rate	8%	12%	11%	17%	13%
Reasons for Leaving	3 – Other Job Offer 1 – Relocation	2 – Retirement 1- Other Job Offer	3 – Other Job Offer	4 – Other Job Offer 1 - Retirement	3 – Other Job Offer 1 - Relocation

*FY 2017 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 2017



FELONY PROSECUTOR MAXIMUMS FY 2017



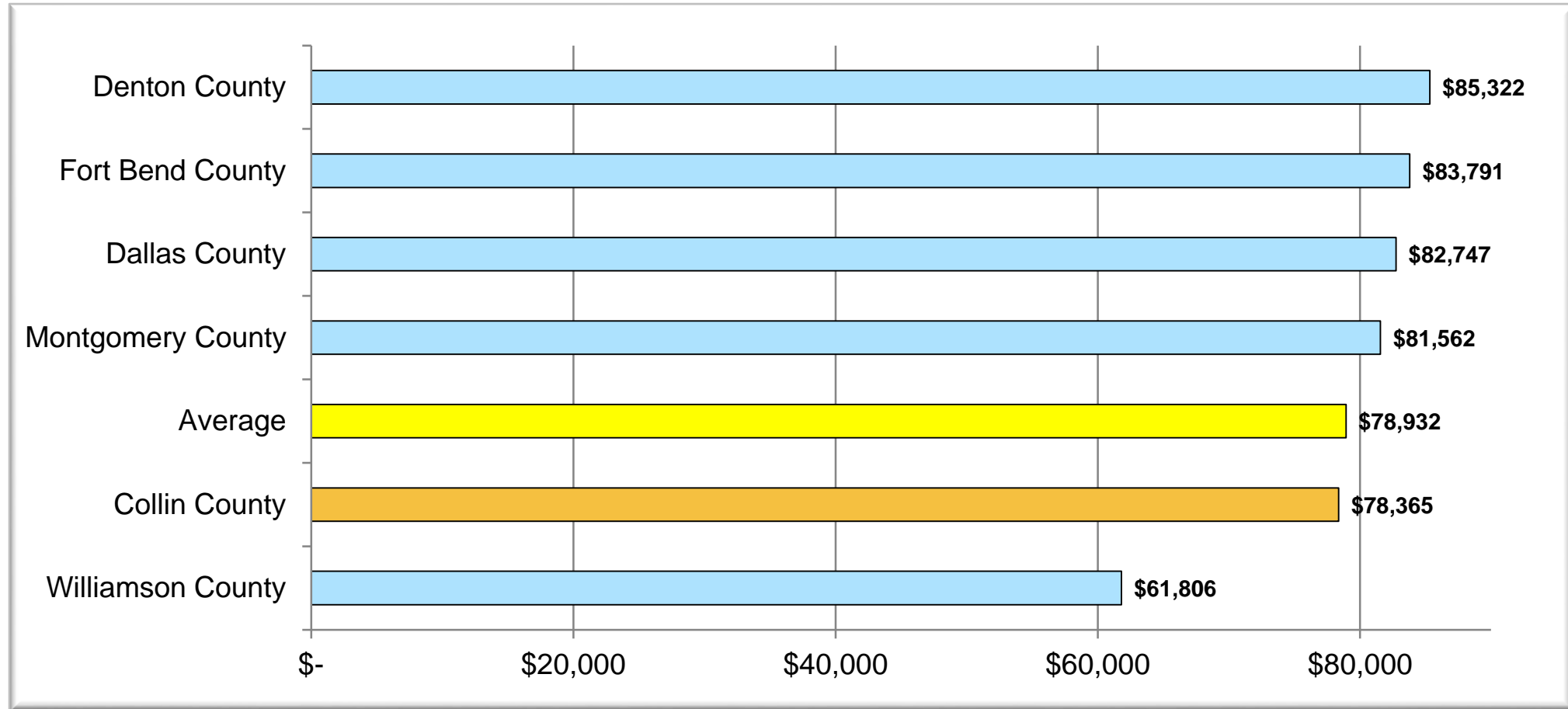
FELONY APPELLATE ATTORNEY

- Average years of service for position incumbents is three (3) years.
- Collin County ranks five (5) of six (6) for both minimum and maximum salary.
 - Our minimum is 1% below comparison county average.
 - Our maximum is 4% below comparison county average.
- One incumbent is in the 4th quartile of the pay range, at pay range maximum.
 - The remaining incumbents are in the 3rd quartile.

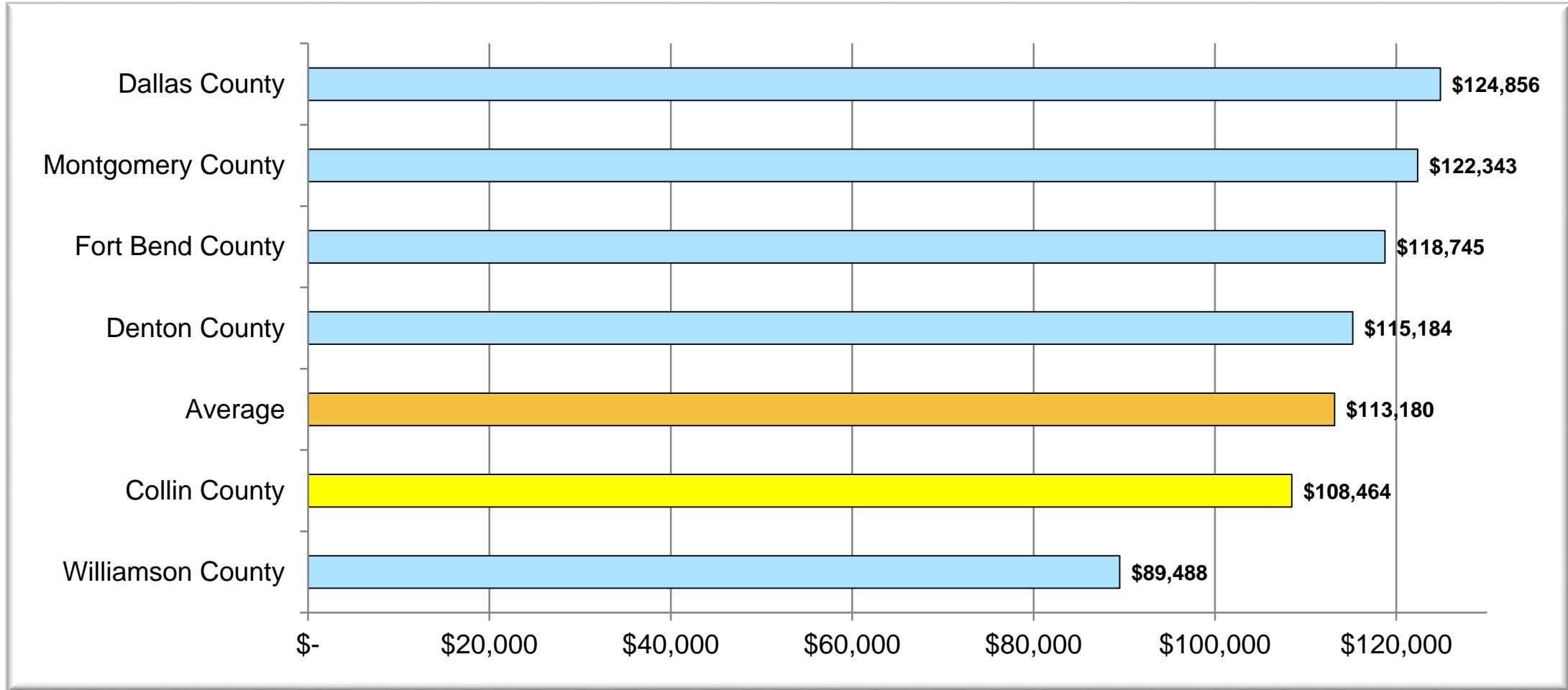
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017*
Turnover Rate	104%	0.0%	0.0%	0.0%	35%
Reasons for Leaving	2 – Other Job Offer	n/a	n/a	n/a	1 – Other Job Offer

*FY 2017 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 2017



FELONY APPELLATE ATTORNEY MAXIMUMS FY 2017



CHIEF FELONY PROSECUTOR

- Average years of service for position incumbents is 12 years.
- Minimum salary range chart not included - hiring for this position is generally internal candidates who are already above the range minimum.
- Collin County ranks seven (7) of eight (8) for maximum salary.
 - Our pay range maximum is 5% below market average.

Chief Felony Prosecutor Turnover

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017*
Turnover Rate	0.0%	0.0%	0.0%	0.0%	*
Reasons for Leaving	n/a	n/a	n/a	n/a	None YTD

*Typically, projections are based on total terminations YTD – however, no Misdemeanor Prosecutors have left County employment this fiscal year.

CHIEF FELONY PROSECUTOR MAXIMUMS FY 2017



CHIEF APPELLATE ATTORNEY

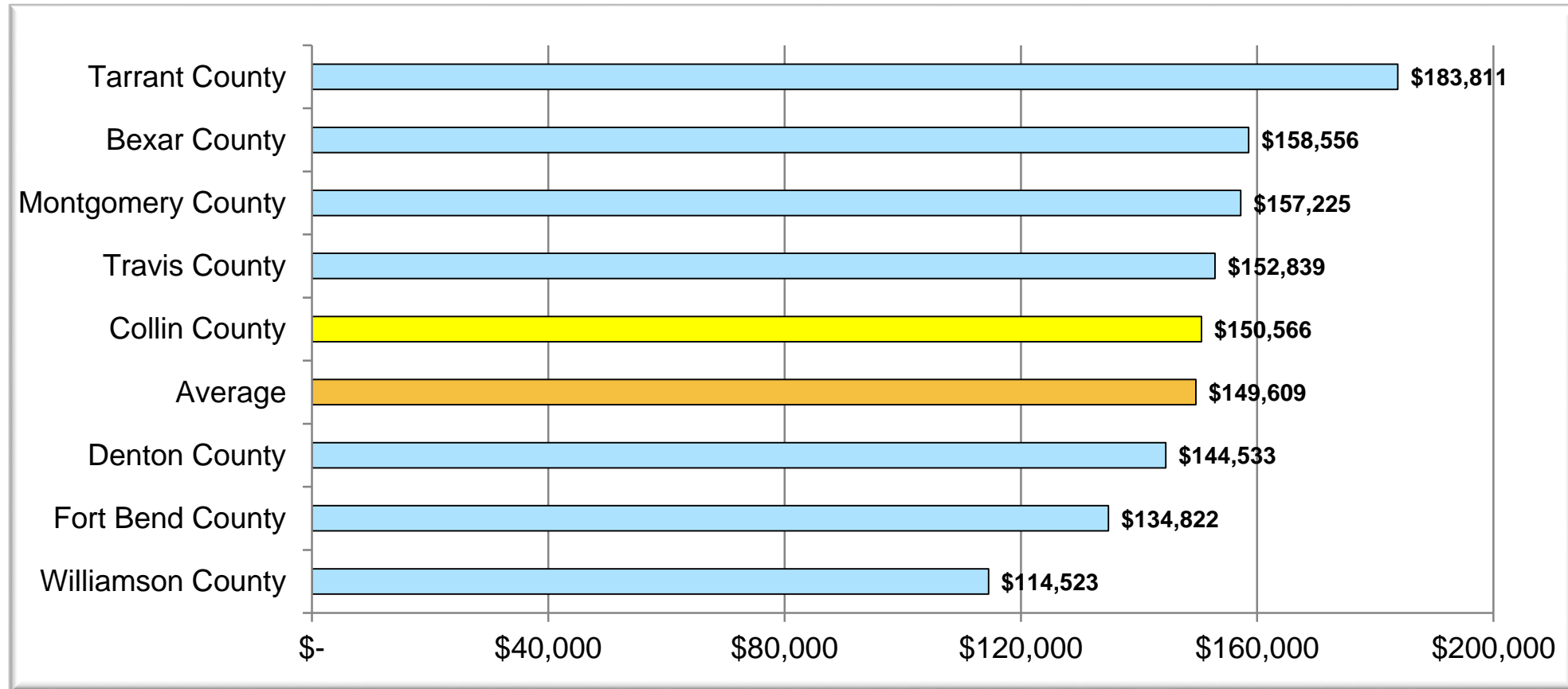
- One (1) incumbent in this position with 10 years of Collin County service and 11 years other county service.
- Current incumbent is within 2% of the pay grade maximum.
- Collin County ranks five (5) of eight (8) for maximum salary.
 - Our pay grade maximum is just above market average.

Chief Appellate Attorney Turnover

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017*
Turnover Rate	0%	0%	0%	0%	*
Reasons for Leaving	n/a	n/a	n/a	n/a	None YTD

*Typically, projections are based on total terminations YTD – however, no Misdemeanor Prosecutors have left County employment this fiscal year.

CHIEF APPELLATE ATTORNEY MAXIMUMS FY 2017



2ND ASSISTANT DISTRICT ATTORNEY

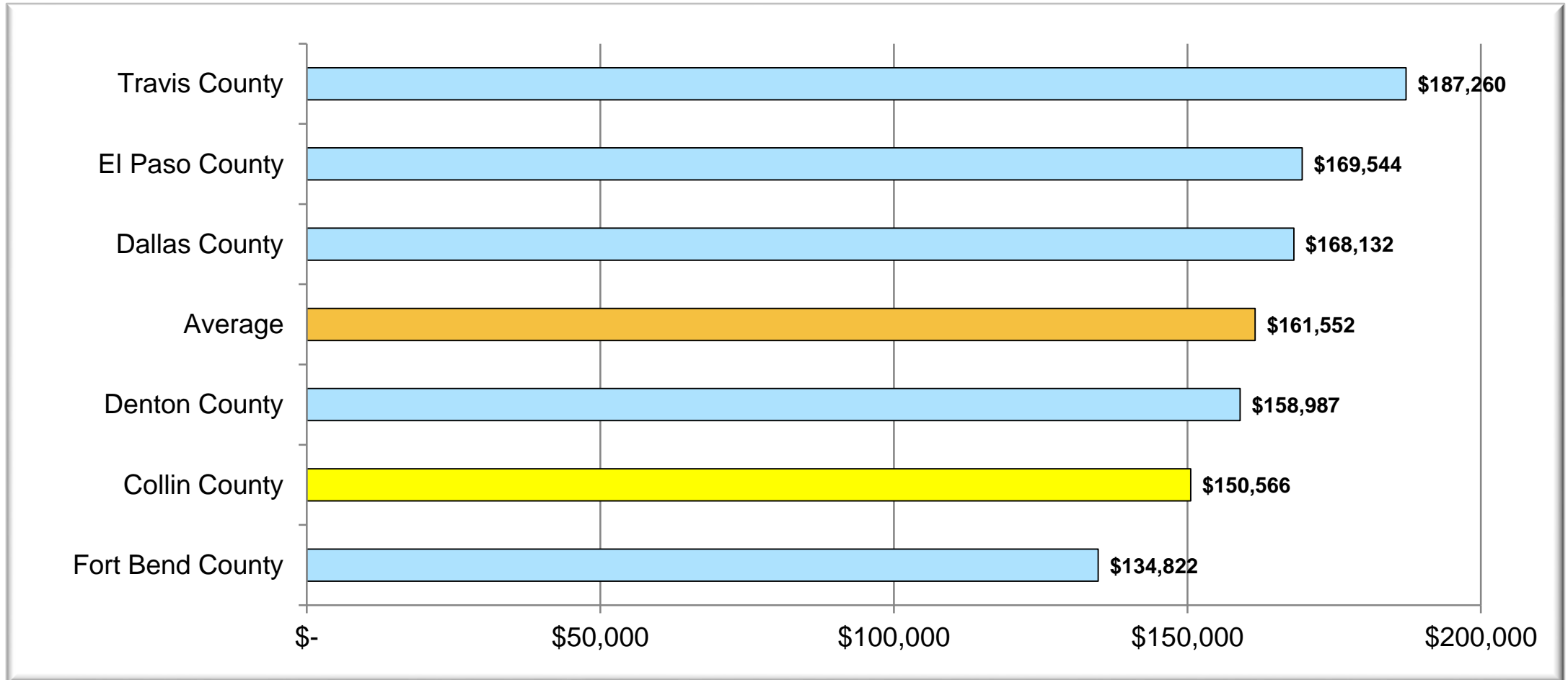
- One (1) incumbent in this position with 18 years of Collin County service.
- Minimum salary is not generally applicable to this position due to the experience level of those who are selected to perform the job.
- Collin County ranks five (5) of six (6) for maximum salary.
 - Our maximum is approximately 7% below market average.

2nd Assistant District Attorney Turnover

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017*
Turnover Rate	0%	100%	0%	100%	*
Reasons for Leaving	n/a	1 - Retirement	n/a	1 – Other Job Offer	None YTD

*FY 2017 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 2017



1ST ASSISTANT DISTRICT ATTORNEY

- One (1) incumbent in this position with 2 years of Collin County service and extensive experience prior to joining the Collin County DA.
- 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 seven (7) of nine (9) for maximum salary.
 - Our maximum is 5% below the county average.

1st Assistant District Attorney Turnover

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017*
Turnover Rate	0.0%	100%	0.0%	0.0%	100%
Reasons for Leaving	n/a	1 - Retirement	n/a	n/a	1 - Retirement

*FY 2017 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 2017



CHIEF MHMC ATTORNEY

- FY 2017 is the first year this position has been included in our compensation presentations.
 - Administers the Mental Health/Managed Counsel and indigent defense programs.
 - Supervises five (5) clerical staff.
 - Reports to District Court Judge.
- One (1) incumbent in this position with less than one year of service as an employee.
 - Previously worked in the same role for five (5) years under a contract.
- Insufficient market matches to include as a benchmark title at this time.
- Turnover data will begin in next year's presentations, after the position has existed for at least one (1) year.

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.