



# Legal Compensation

**2018 Presentation for FY 2019 Budget**

# General Information

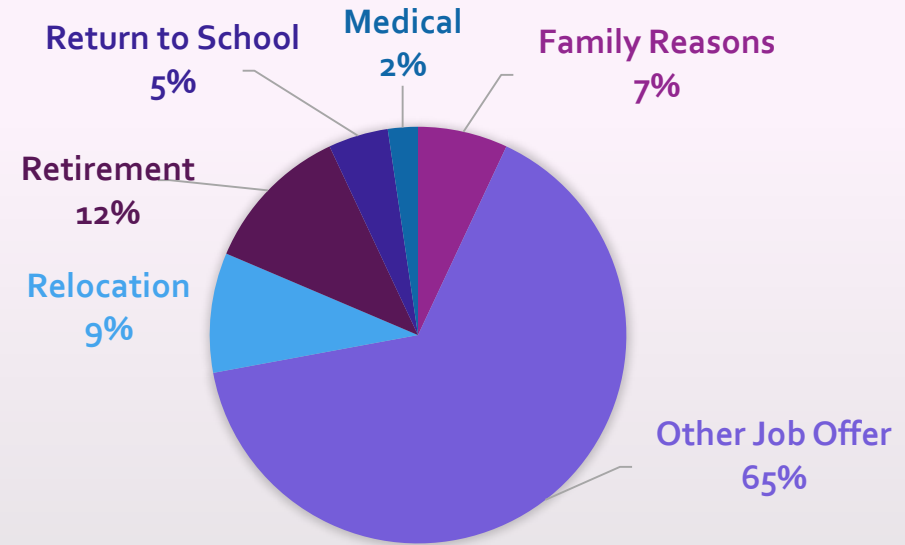
- This presentation will focus on reviewing the salary ranges for attorney positions.
- Organizations used for comparison:
  - Bexar County
  - Dallas County
  - Denton County
  - El Paso County
  - Fort Bend County
  - Montgomery County
  - Tarrant County
  - Travis County
  - Williamson County
  -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

# Turnover

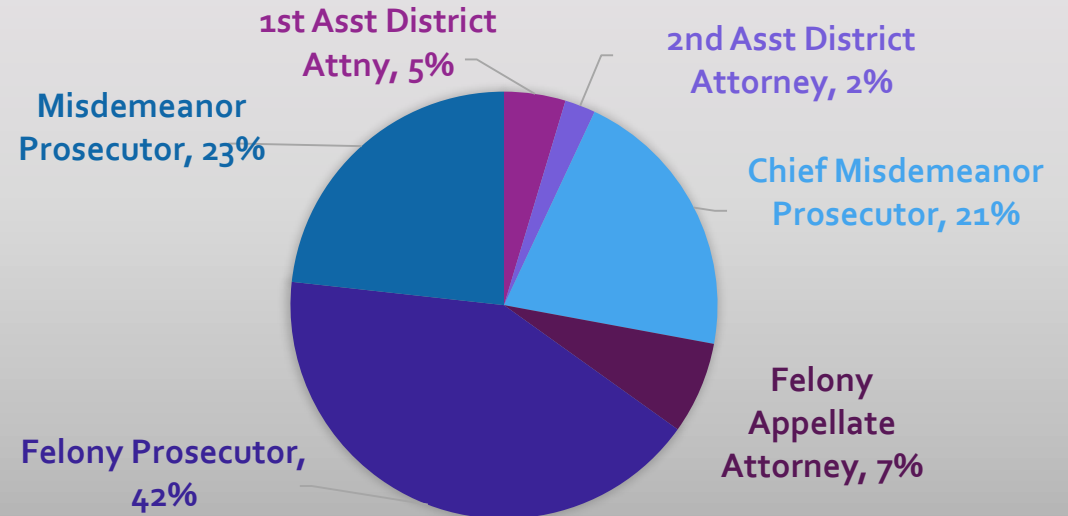
- Average continuous service for attorney staff is just over five (5) years.
- Annualized DA attorney turnover for 2018 is projected at\*:
  - 6% overall for the DA's office
  - 11% for DA attorney positions only
- Five year turnover history for DA attorneys:
  - 2017 - 10.9%
  - 2016 - 21.7%
  - 2015 - 14.1%
  - 2014 - 16.3%
  - 2013 - 12.8%

\*As of February 2018

**REASON FOR LEAVING DISTRIBUTION**  
5 YEAR HISTORY



**TURNOVER DISTRIBUTION**  
5 YEAR HISTORY



# Pay Range Quartile Distribution for Legal Positions

| Job Title                                   | Pay Grade | Number of Incumbents | 1 <sup>st</sup> Quarter of Pay Range | 2 <sup>nd</sup> Quarter of Pay Range | 3 <sup>rd</sup> Quarter of Pay Range | 4 <sup>th</sup> Quarter of Pay Range | Incumbents at Pay Grade Maximum* |
|---|-----------|----------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|----------------------------------|
| Misdemeanor Prosecutor                      | 580       | 11                   | 100%                                 | 0%                                   | 0%                                   | 0%                                   | 0                                |
| Chief Misdemeanor Prosecutor                | 583       | 8                    | 63%                                  | 38%                                  | 0%                                   | 0%                                   | 0                                |
| Felony Prosecutor                           | 584       | 31                   | 16%                                  | 65%                                  | 10%                                  | 10%                                  | 2 (6%)                           |
| Felony Appellate Attorney                   | 584       | 3                    | 0%                                   | 0%                                   | 0%                                   | 100%                                 | 1 (33%)                          |
| Legal Advisor                               | 587       | 1                    | 0%                                   | 0%                                   | 100%                                 | 0%                                   | 0                                |
| Chief Felony Prosecutor                     | 587       | 10                   | 20%                                  | 30%                                  | 30%                                  | 20%                                  | 2 (20%)                          |
| Chief Appellate Attorney                    | 588       | 1                    | 0%                                   | 0%                                   | 0%                                   | 100%                                 | 1 (100%)                         |
| Chief MHMC Attorney                         | 588       | 1                    | 100%                                 | 0%                                   | 0%                                   | 0%                                   | 0                                |
| 2 <sup>nd</sup> Assistant District Attorney | 588       | 1                    | 0%                                   | 100%                                 | 0%                                   | 0%                                   | 0                                |
| 1 <sup>st</sup> Assistant District Attorney | 591       | 1                    | 0%                                   | 0%                                   | 100%                                 | 0%                                   | 0                                |

\*Data as of February 2018

# 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 <sup>(1)</sup>            | 9 of 11                   | 8 of 11                   |
| Chief Misdemeanor Prosecutor                     | 2 of 5                    | 4 of 5                    |
| Felony Prosecutor                                | 3 of 10                   | 5 of 10                   |
| Felony Appellate Attorney                        | 5 of 8                    | 7 of 8                    |
| Legal Advisor                                    | 1 of 5                    | 3 of 5                    |
| Chief Felony Prosecutor <sup>(2)</sup>           | 1 of 8                    | 6 of 8                    |
| Chief Appellate Attorney <sup>(3)</sup>          | 2 of 8                    | 4 of 8                    |
| 2nd Assistant District Attorney <sup>(2/3)</sup> | 3 of 6                    | 4 of 6                    |
| 1st Assistant District Attorney <sup>(2/3)</sup> | 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



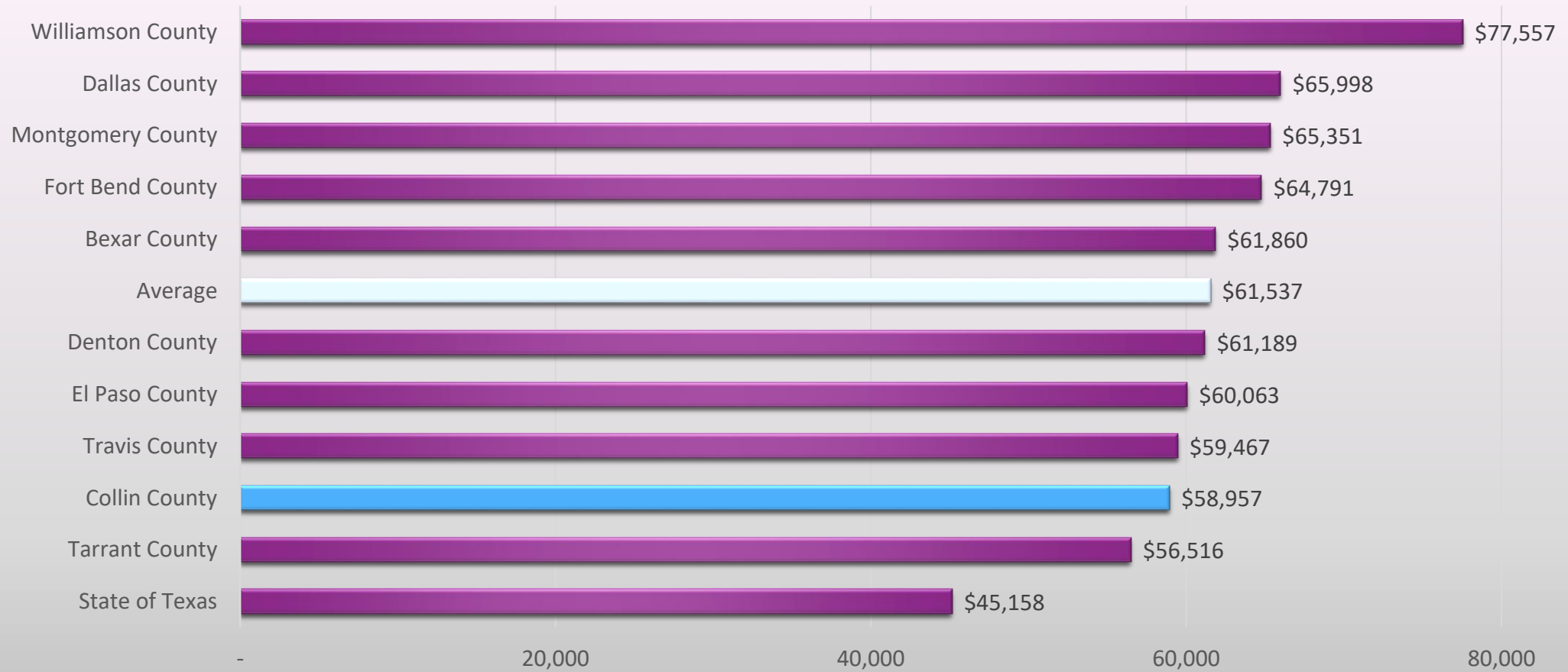
# Misdemeanor Prosecutor

- 12 authorized Misdemeanor Prosecutor positions.
- The pay range for this position is \$58,957 to \$81,677.
- 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 9<sup>th</sup> out of 11 for minimum salary.
  - We are 4% under market average minimum.
- Pay range maximum is generally not applicable due to incumbents moving out of the position relatively quickly.

## Misdemeanor Prosecutor Turnover

|                     | FY 2014             | FY 2015                               | FY 2016                             | FY 2017 | FY 2018 |
|---------------------|---------------------|---------------------------------------|-------------------------------------|---------|---------|
| Turnover Rate       | 21%                 | 34%                                   | 29%                                 | 0%      | 0%      |
| Reasons for Leaving | 2 - Other Job Offer | 2 - Other Job Offer<br>1 - Relocation | 2 - Return to School<br>1 - Medical | None    | None    |

# Misdemeanor Prosecutor Minimums FY 2018



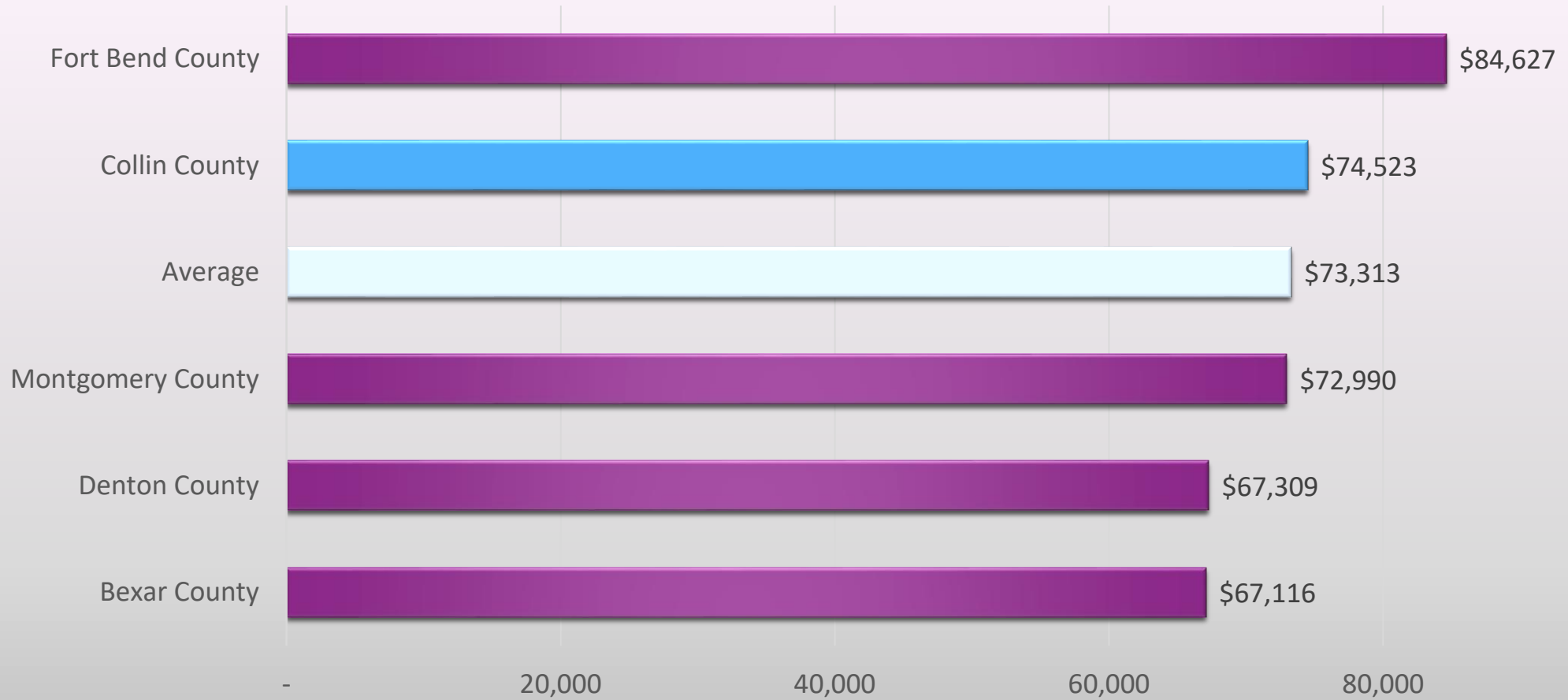
# Chief Misdemeanor Prosecutor

- Eight (8) authorized Chief Misdemeanor Prosecutor positions.
- The pay range for this position is \$74,523 to \$103,132.
- Average years of service for position incumbents is almost two (2) years.
- Collin County ranks 2<sup>nd</sup> out of five (5) for minimum salary and 4<sup>th</sup> out of five (5) for maximum salary.
  - Our minimum is approximately 2% above comparison county average.
  - Our maximum is less than 1% below comparison county average.

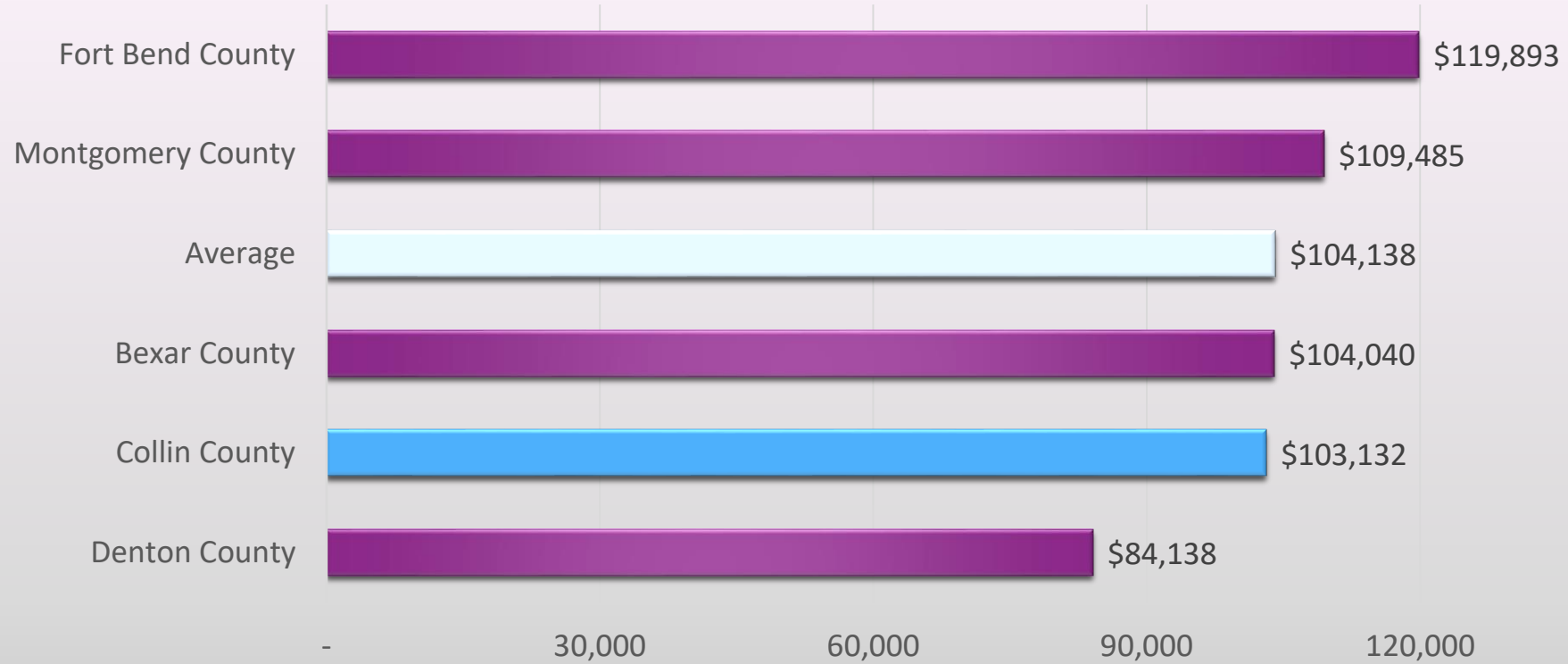
## Chief Misdemeanor Prosecutor Turnover

|                     | FY 2014                               | FY 2015             | FY 2016                                   | FY 2017 | FY 2018 |
|---------------------|---------------------------------------|---------------------|---|---------|---------|
| Turnover Rate       | 30%                                   | 30%                 | 56%                                       | 0%      | 0%      |
| Reasons for Leaving | 1 – Relocation<br>1 – Other Job Offer | 2 – Other Job Offer | 2 – Family Reasons<br>2 – Other Job Offer | None    | None    |

# Chief Misdemeanor Prosecutor Minimums FY 2018



# Chief Misdemeanor Prosecutor Maximums FY 2018



# Felony Prosecutor

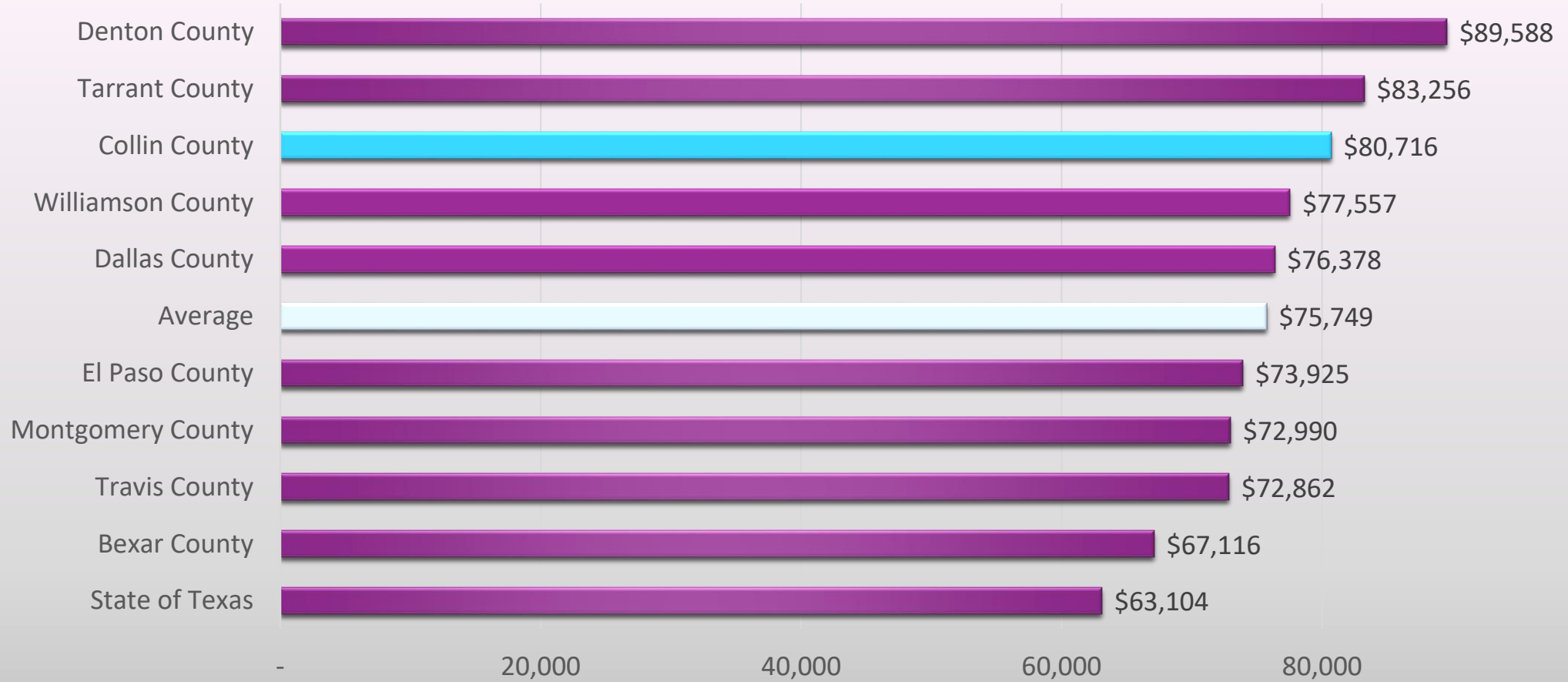
- Nearly half of Collin County’s budgeted attorney positions are Felony Prosecutors (31 budgeted positions).
- The pay range for this position is \$80,716 to \$111,718.
- Average years of service for position incumbents is just over six (6) years.
- Collin County ranks 3<sup>rd</sup> out of 10 for minimum salary and 5<sup>th</sup> of 10 for maximum salary.
  - Our minimum is over 6% above comparison county average.
  - Our maximum is less than 1% below comparison county average.
- Two (2) of the current incumbents are at pay grade maximum.

## Felony Prosecutor Turnover Rates

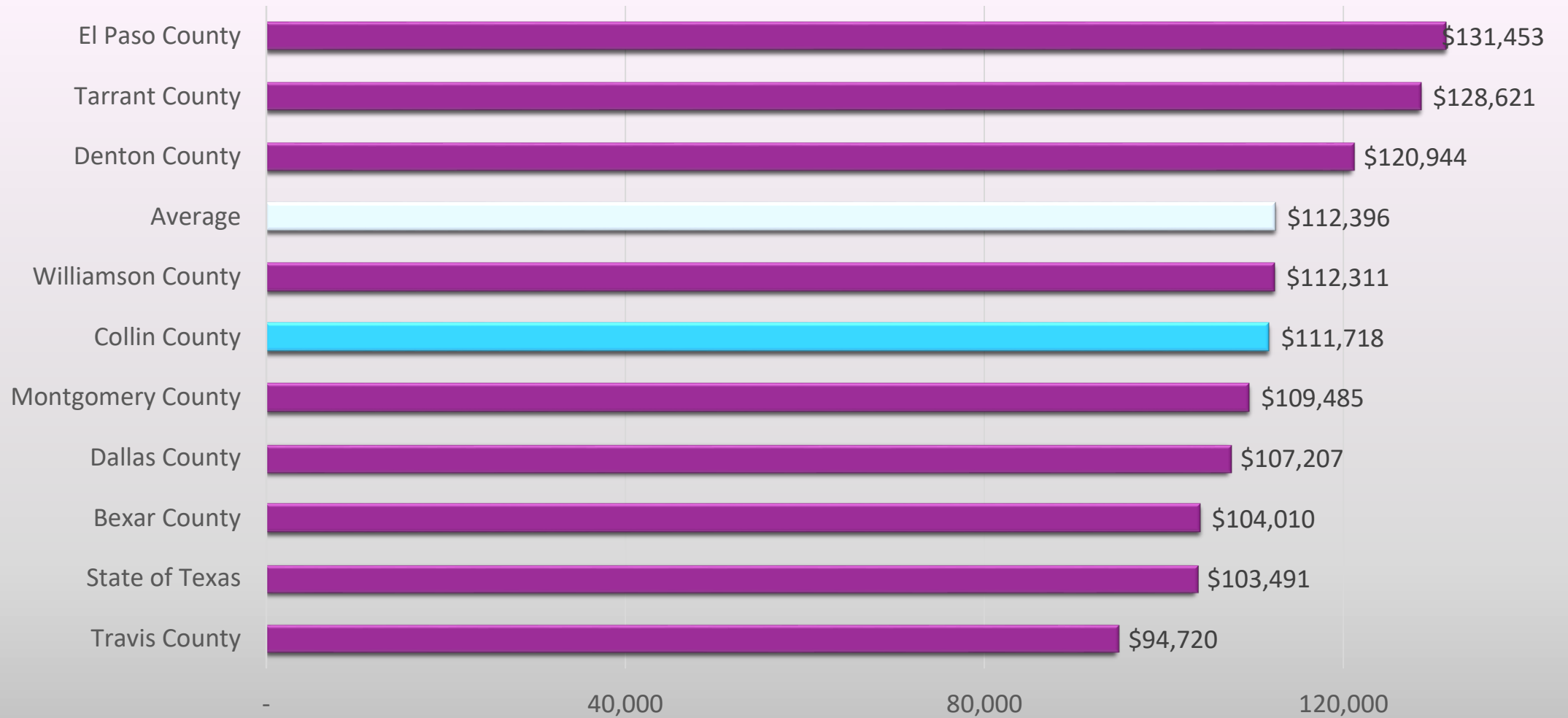
|                            | FY 2014                              | FY 2015             | FY 2016                               | FY 2017                               | FY 2018*  |
|----------------------------|--------------------------------------|---------------------|---------------------------------------|---------------------------------------|---|
| <b>Turnover Rate</b>       | 12%                                  | 11%                 | 17%                                   | 13%                                   | 38%   |
| <b>Reasons for Leaving</b> | 2 – Retirement<br>1- Other Job Offer | 3 – Other Job Offer | 4 – Other Job Offer<br>1 - Retirement | 3 – Other Job Offer<br>1 - Relocation | 3 – Other Job Offer<br>1 – Relocation<br>1 – Family Reasons |

\*FY 2018 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 2018



# Felony Prosecutor Maximums FY 2018





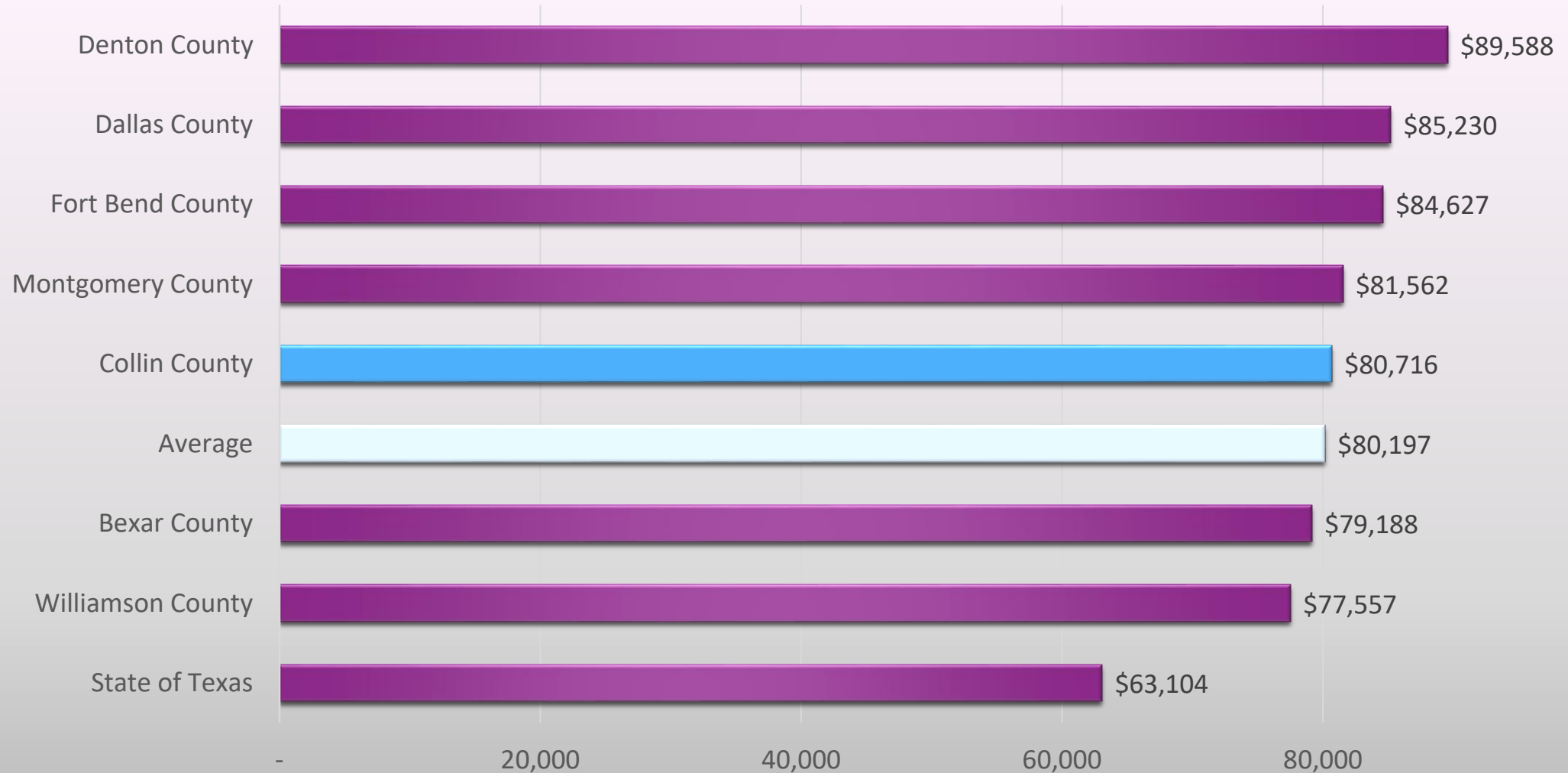
# Felony Appellate Attorney

- There are three (3) budgeted Felony Appellate Attorney positions.
- The pay range for this position is \$80,716 to \$111,718 (same range as Felony Prosecutor).
- Average years of service for position incumbents is three (3) years.
- Collin County ranks 5<sup>th</sup> out of eight (8) for pay range minimum.
  - Our minimum is 1% above comparison county average.
- Collin County ranks 7<sup>th</sup> out of eight (8) for pay range maximum.
  - Our maximum is 6% below comparison county average.
- All three (3) incumbents are in the 4<sup>th</sup> quartile of the pay range.
  - One is at pay range maximum.

## Felony Appellate Attorney Turnover Rates

|                     | FY 2014 | FY 2015 | FY 2016 | FY 2017             | FY 2018 |
|---------------------|---------|---------|---------|---------------------|---------|
| Turnover Rate       | 0.0%    | 0.0%    | 0.0%    | 34%                 | 0%      |
| Reasons for Leaving | n/a     | n/a     | n/a     | 1 – Other Job Offer | None    |

# Felony Appellate Attorney Minimums FY 2018



# Felony Appellate Attorney Maximums FY 2018



# Chief Felony Prosecutor

- There are 10 budgeted Chief Felony Prosecutor positions.
- Average years of service for position incumbents is 11 years.
- Hiring for this position is generally internal candidates who are already above the range minimum.
- Collin County ranks 6<sup>th</sup> out of eight (8) for maximum salary.
  - Our pay range maximum is 3% below market average.
  - Two (2) of the 10 incumbents are at pay range maximum.

## Chief Felony Prosecutor Turnover

|                     | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|---------------------|---------|---------|---------|---------|---------|
| Turnover Rate       | 0.0%    | 0.0%    | 0.0%    | 0%      | 0%      |
| Reasons for Leaving | n/a     | n/a     | n/a     | None    | None    |

# Chief Felony Prosecutor Maximums FY 2018



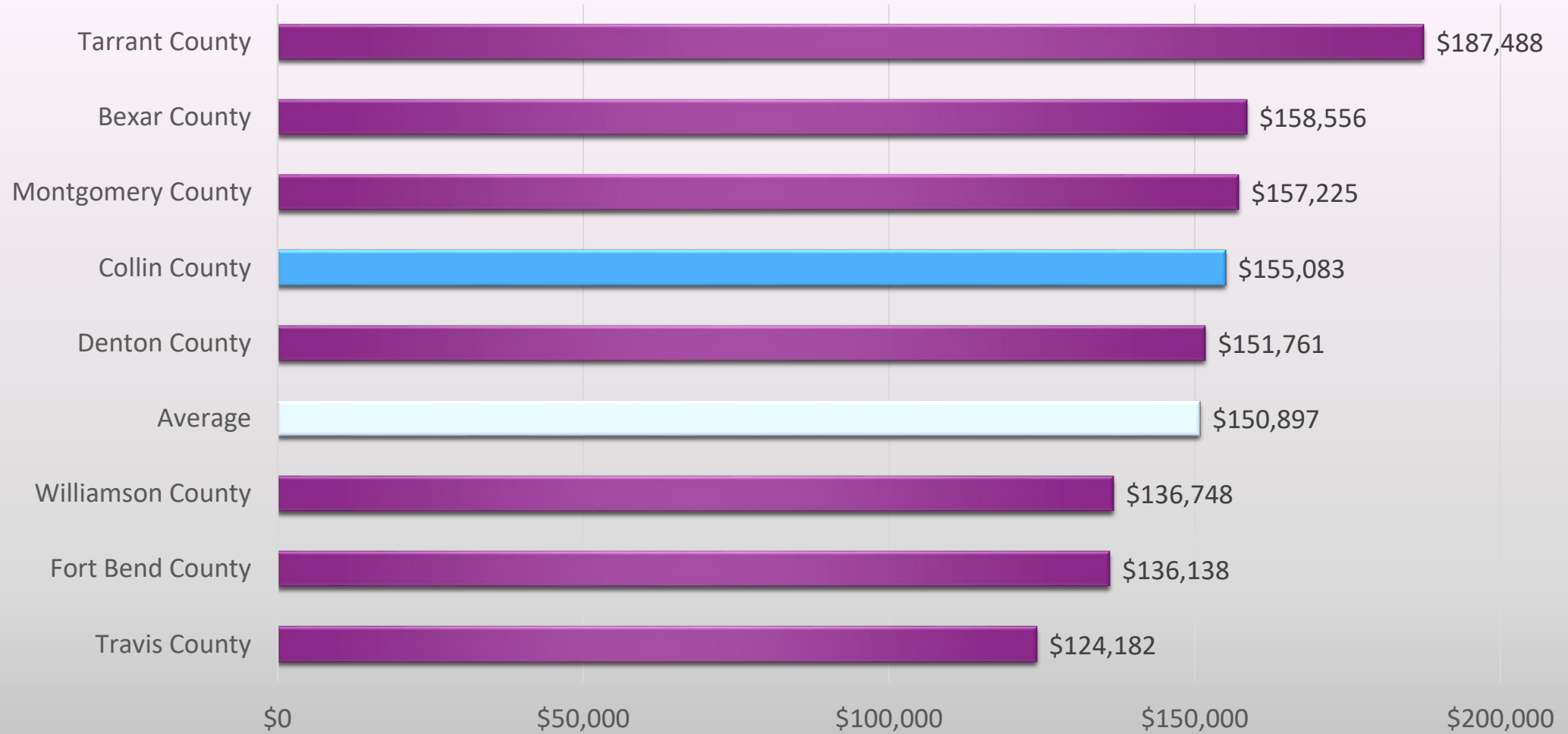
# Chief Appellate Attorney

- One (1) incumbent in this position with 11 years of Collin County service and 11 years other county service.
- Incumbent is in the 4<sup>th</sup> quartile of the pay range.
- Hiring for this position is generally internal candidates who are already above the range minimum.
- Collin County ranks 4<sup>th</sup> of eight (8) for maximum salary.
  - Our pay grade maximum is 3% above market average.

## Chief Appellate Attorney Turnover

|                     | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018* |
|---------------------|---------|---------|---------|---------|----------|
| Turnover Rate       | 0%      | 0%      | 0%      | 0%      | 0%       |
| Reasons for Leaving | n/a     | n/a     | n/a     | n/a     | None YTD |

# Chief Appellate Attorney Maximums FY 2018



# 2nd Assistant District Attorney

- One (1) incumbent in this position with 19 years of Collin County service.
- Incumbent is in the 2<sup>nd</sup> 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 4<sup>th</sup> out of six (6) for maximum salary.
  - Our maximum is approximately 2% below market average.

## 2<sup>nd</sup> Assistant District Attorney Turnover

|                     | FY 2014        | FY 2015 | FY 2016             | FY 2017 | FY 2018  |
|---------------------|----------------|---------|---------------------|---------|----------|
| Turnover Rate       | 100%           | 0%      | 100%                | 0%      | 0%       |
| Reasons for Leaving | 1 - Retirement | n/a     | 1 – Other Job Offer | n/a     | None YTD |



# 2nd Assistant District Attorney Maximums FY 2018



# 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.
- Incumbent is in the 3<sup>rd</sup> 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 5<sup>th</sup> out of nine (9) for maximum salary.
  - Our maximum is less than 2% below the county average.

## 1<sup>st</sup> Assistant District Attorney Turnover

|                     | FY 2014        | FY 2015 | FY 2016 | FY 2017        | FY 2018  |
|---------------------|----------------|---------|---------|----------------|----------|
| Turnover Rate       | 100%           | 0.0%    | 0.0%    | 100%           | 0%       |
| Reasons for Leaving | 1 - Retirement | n/a     | n/a     | 1 - Retirement | None YTD |

# 1st Assistant District Attorney Maximums FY 2018





# Non-District Attorney Legal Positions

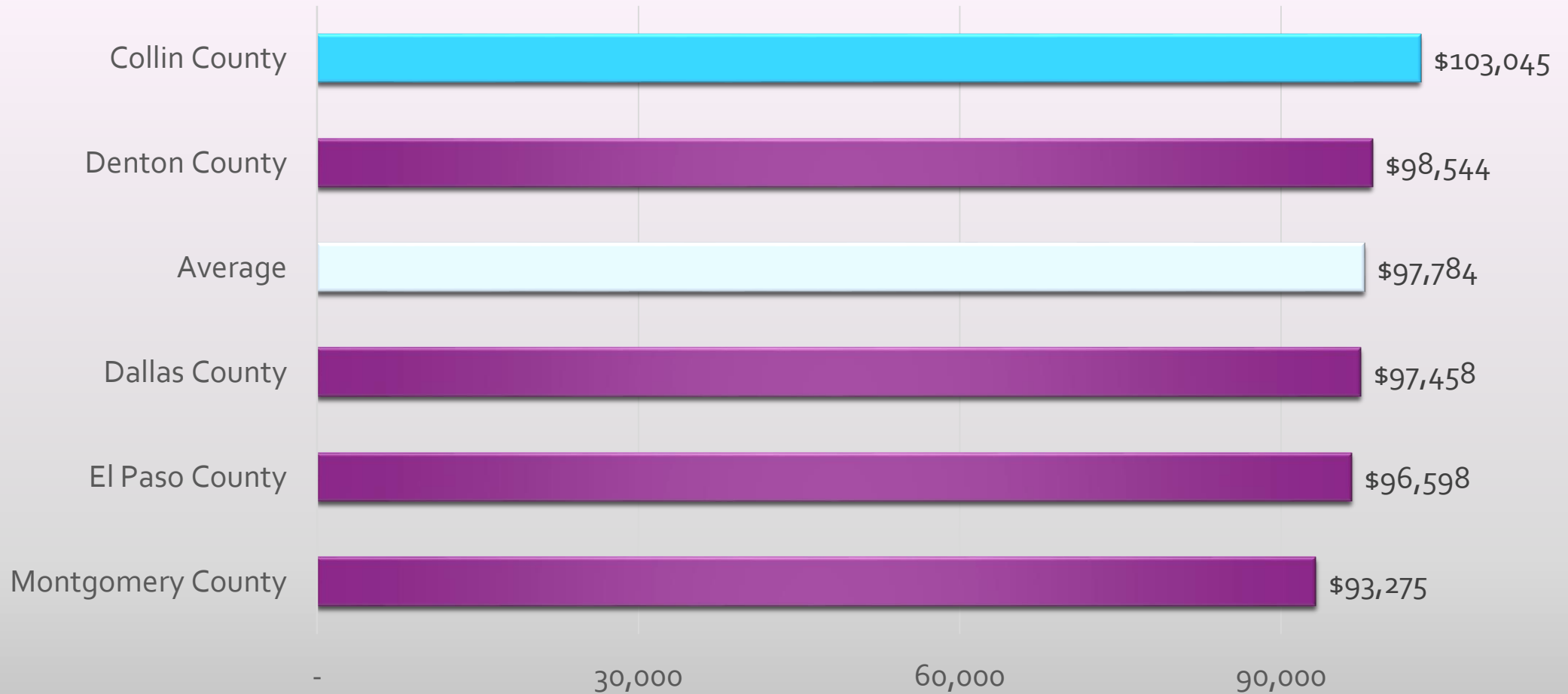
# Legal Advisor

- 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 incumbent with less than one 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 \$103,045 to \$142,666.
- Ranked 1<sup>st</sup> out of five (5) for minimum pay.
  - Our minimum is 5% over county average.
- Ranked 3<sup>rd</sup> out of five (5) for maximum pay.
  - Our maximum pay is 3% under county average

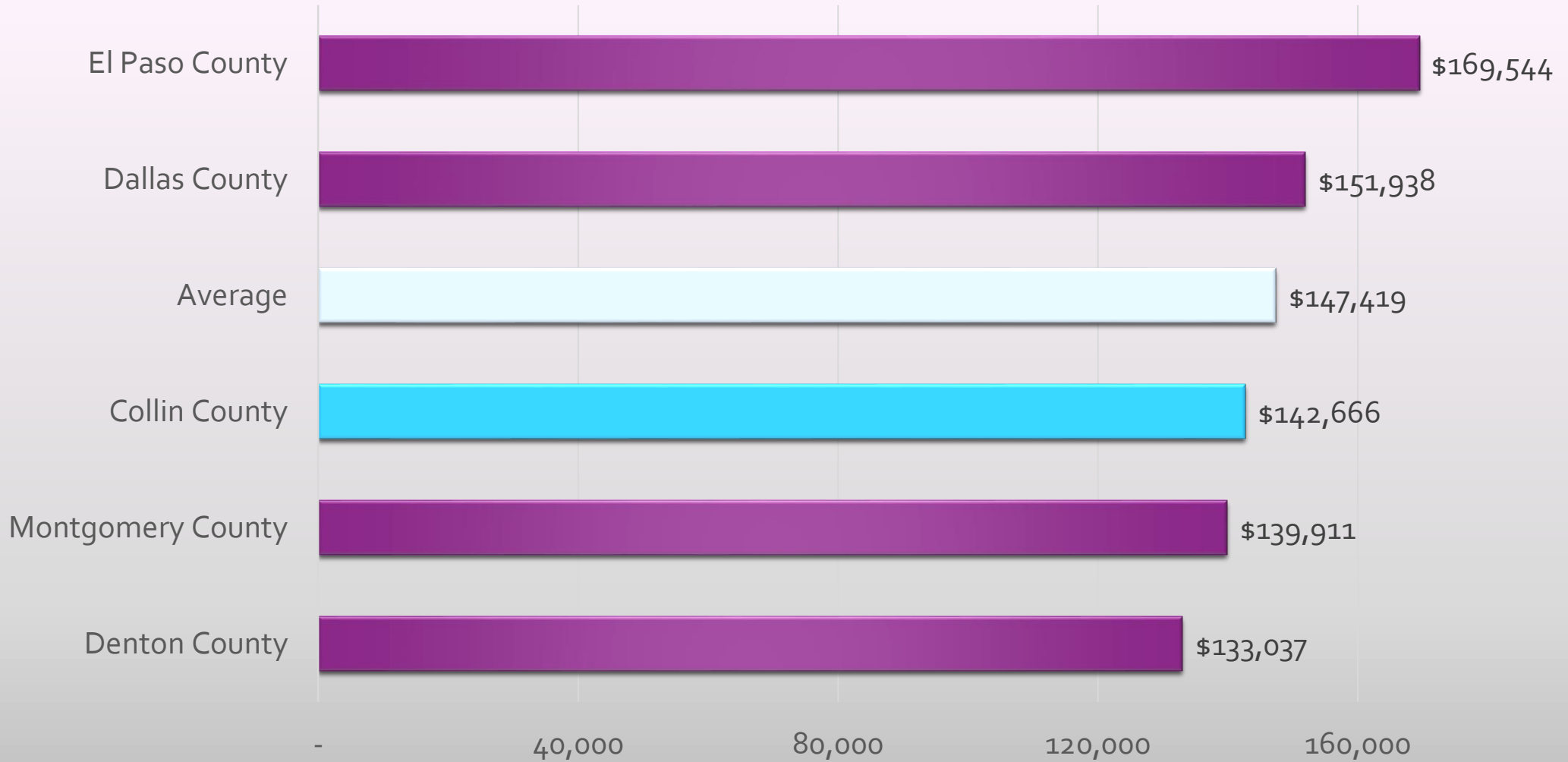
## Legal Advisor Turnover

|                     | FY 2018  |
|---------------------|----------|
| Turnover Rate       | 0%       |
| Reasons for Leaving | None YTD |

# Legal Advisor Minimums FY 2018



# Legal Advisor Maximums FY 2018



# Chief MHMC Attorney

- Administers the Mental Health/Managed Counsel and indigent defense programs.
  - Created in the FY 2017 budget.
  - Supervises five (5) clerical staff.
  - Reports to District Court Judge.
- One (1) incumbent in this position with one year 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 \$112,054 to \$155,083.
- Insufficient market matches to include as a benchmark title at this time.

## Chief MHMC Attorney Turnover

|                     | FY 2017 | FY 2018  |
|---------------------|---------|----------|
| Turnover Rate       | 0%      | 0%       |
| Reasons for Leaving | n/a     | None YTD |