



# LEGAL

# COMPENSATION

2022 Presentation for FY2023 Budget



# GENERAL INFORMATION

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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

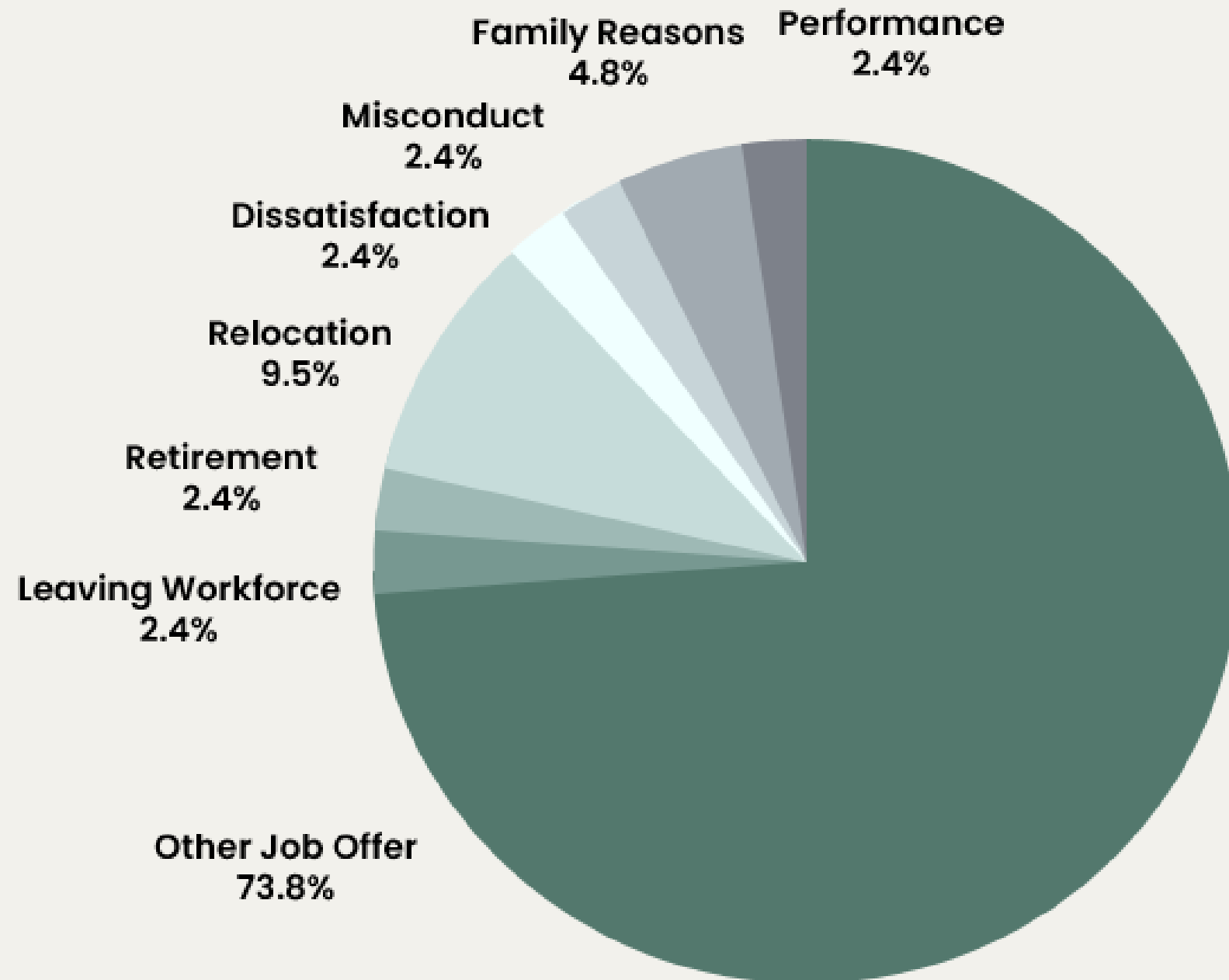
Average continuous service for attorney staff is six (6) years.

Annualized DA attorney turnover for 2022 is projected at\*:  
 25% overall for the DA's office  
 22% for DA attorney positions only

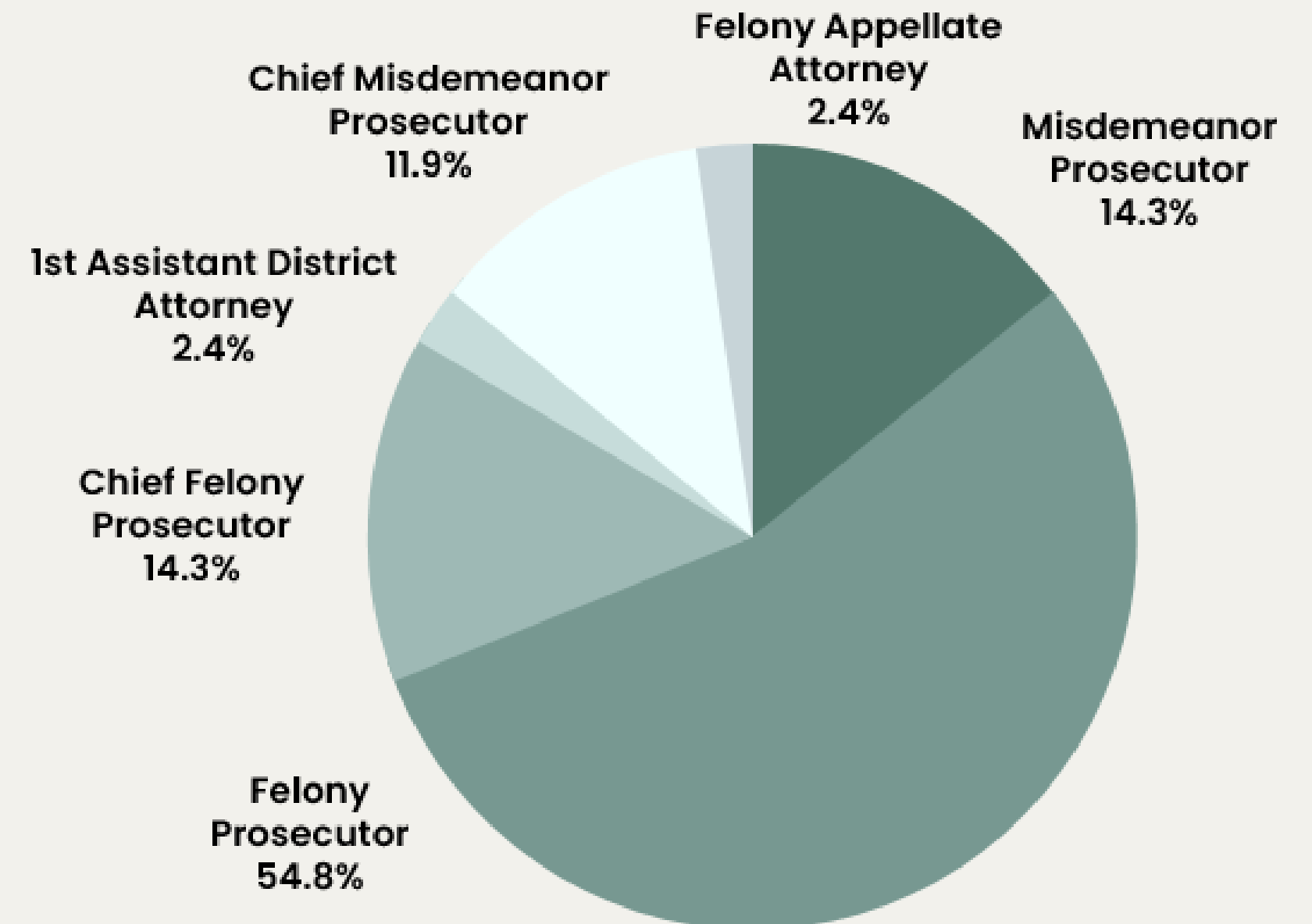
Five year turnover history for DA attorneys:

2021 - 12.5%	2018 - 10.7%
2020 - 13.0%	2017 - 10.9%
2019 - 13.3%	

Reason for Leaving Distribution - 5 year history



Turnover Distribution - 5 year history



\*Turnover projection data is October - May 2022

# PAY RANGE QUARTILE DISTRIBUTION FOR LEGAL POSITIONS

Job Title	Pay Grade	Number of Incumbents	1st Quartile of Pay Range	2nd Quartile of Pay Range	3rd Quartile of Pay Range	4th Quartile of Pay Range	Incumbents at Pay Grade Maximum*
Misdemeanor Prosecutor	580	5	100%	0%	0%	0%	0
Chief Misdemeanor Prosecutor	583	8	100%	0%	0%	0%	0
Felony Prosecutor	584	32	38%	16%	31%	16%	0
Felony Appellate Attorney	584	3	0%	33%	0%	67%	1
Legal Advisor	587	1	0%	0%	0%	100%	0
Chief Felony Prosecutor	587	15	13%	40%	20%	27%	0
Chief Appellate Attorney	588	1	0%	100%	0%	0%	0
Chief MHMC Attorney	588	1	0%	100%	0%	0%	0
Magistrate Judge	588	1	0%	0%	0%	100%	0
2nd Assistant District Attorney	588	1	0%	0%	0%	100%	0
1st Assistant District Attorney	591	1	0%	0%	0%	100%	0

\*Data as of May 2022

Percentages above are rounded for the nearest whole number

# LEGAL SALARY RANKING

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

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

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

(3) Minimum does not generally apply because these positions are typically hired at a salary greater than the minimum due to the experience required for these positions.

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

# SUMMARY

## Analysis of position classification

- Identified positions with a minimum and maximum variance of  $\pm 10\%$  of the comparison averages.
  - None of the positions reviewed exceeded the 10% variance from the average.

# **DISTRICT ATTORNEY LEGAL POSITIONS**

# MISDEMEANOR PROSECUTOR

Budgeted Positions:

12

Pay Range:

\$65,025  
to  
\$90,084

Average Length of Service:

Less than  
one (1)  
year

All current Chief Misdemeanor Prosecutors were promoted internally from the Misdemeanor Prosecutor role.

## Minimum Salary

- 6th out of 11
- Approximately 1% above the comparison county average
- Maximum salary is generally not applicable due to incumbents moving out of the position quickly

## Misdemeanor Prosecutor Turnover

	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	18%	9%	9%	19%	21%
<b>Reason for Leaving</b>	2 - Other Job Offer	1 - Other Job Offer	1 - Other Job Offer	2 - Leaving Workforce and Other Job Offer	1 - Other Job Offer

\*FY 2022 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 2022



# CHIEF MISDEMEANOR PROSECUTOR

Budgeted Positions:

8

Pay Range:

\$82,192  
to  
\$113,746

Average Length of Service:

Less than  
two (2)  
years

## Minimum Salary

- 2nd out of seven (7)
- 4% above comparison county average

## Maximum Salary

- 4th out of seven (7)
- Approximately the same as the comparison county average

## Chief Misdemeanor Prosecutor Turnover

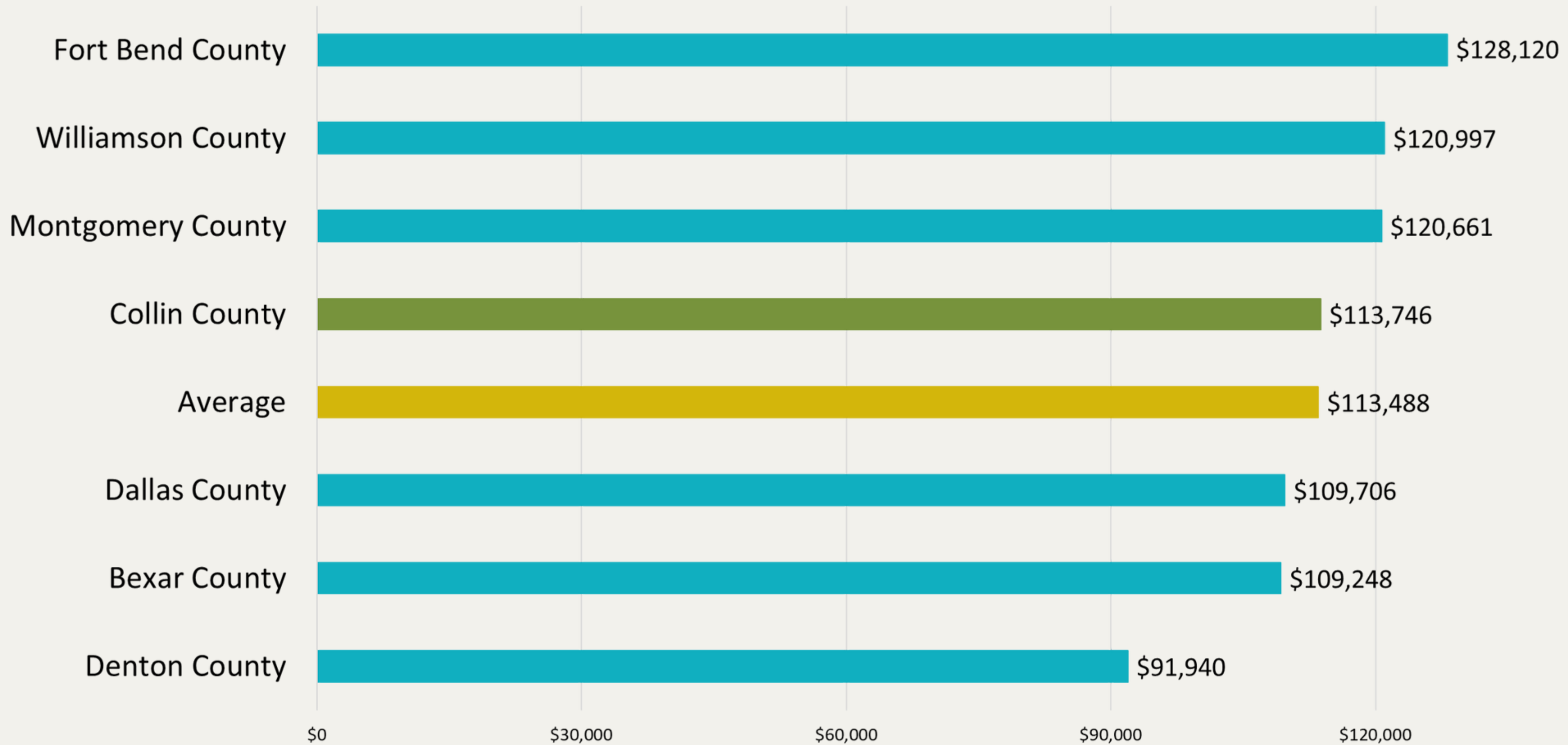
	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	0%	26%	27%	14%	20%
<b>Reason for Leaving</b>	None	1 - Dissatisfaction 1 - Other Job Offer	2 - Other Job Offer	1 - Other Job Offer	1 - Other Job Offer

\*FY 2022 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 2022



# CHIEF MISDEMEANOR PROSECUTOR MAXIMUMS FY 2022



# FELONY PROSECUTOR

Budgeted Positions:

36

Pay Range:

\$89,023  
to  
\$123,216

Average Length of Service:

Seven  
(7)  
years

Nearly half of Collin County's budgeted attorney positions are Felony Prosecutors.

## Minimum Salary

- 3rd out of 10
- 8% above comparison county average

## Maximum Salary

- 6th out of 10
- 1% below comparison county average

## Felony Prosecutor Turnover

	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	16%	12%	12%	15%	32%
<b>Reason for Leaving</b>	5 - Other Job Offer	2 - Other Job Offer 2 - Relocation	1 - Relocation 1 - Other Job Offer 1- Performance 1 - Misconduct	5- Other Job Offer	6 - Other Job Offer 1 - Leaving Workforce

\*FY 2022 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 2022



# FELONY PROSECUTOR MAXIMUMS FY 2022



# FELONY APPELLATE ATTORNEY

Budgeted Positions:

3

Pay Range:

\$89,023  
to  
\$123,216<sup>†</sup>

Average Length of Service:

Eight  
(8)  
years

## Minimum Salary

- 4th out of eight (8)
- 3% above comparison county average

## Maximum Salary

- 7th out of eight (8)
- 4% below comparison county average

## Felony Appellate Attorney Turnover

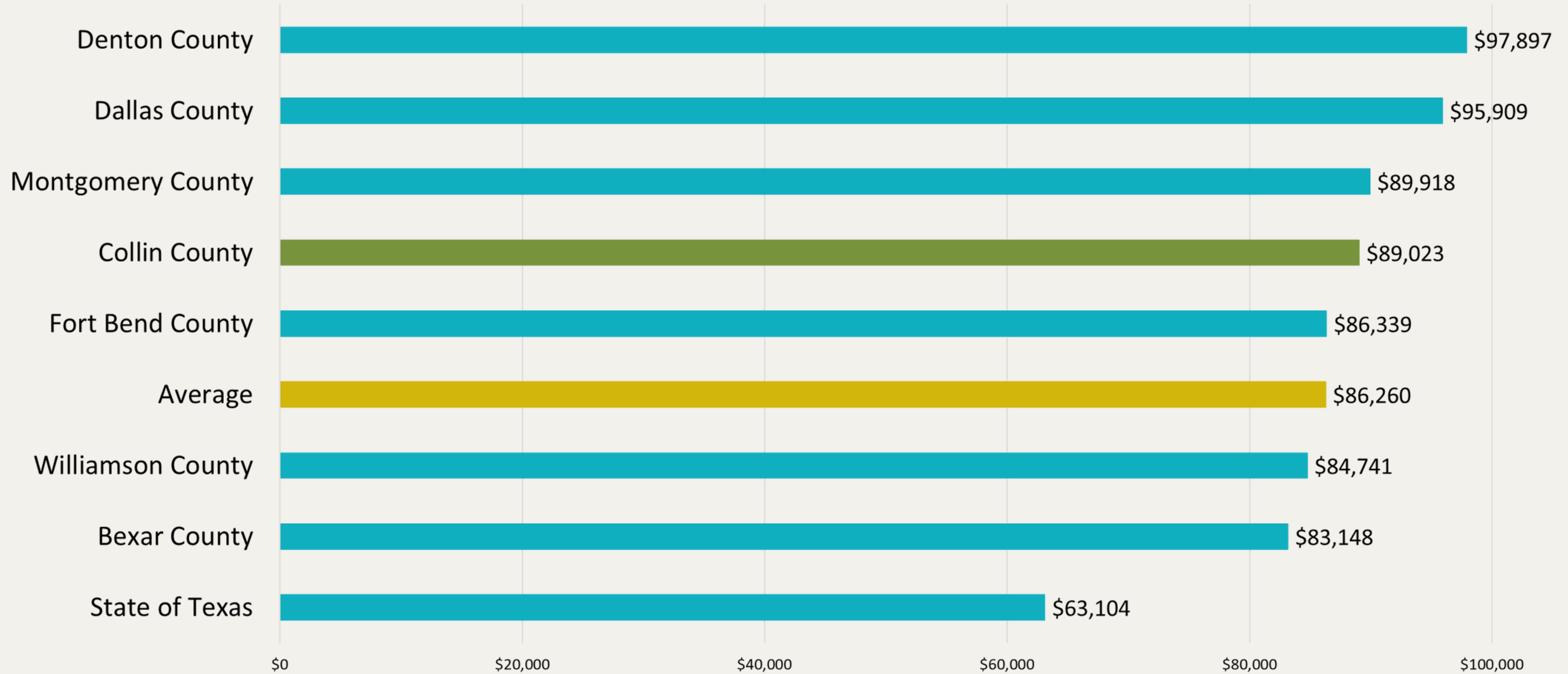
	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2022 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.

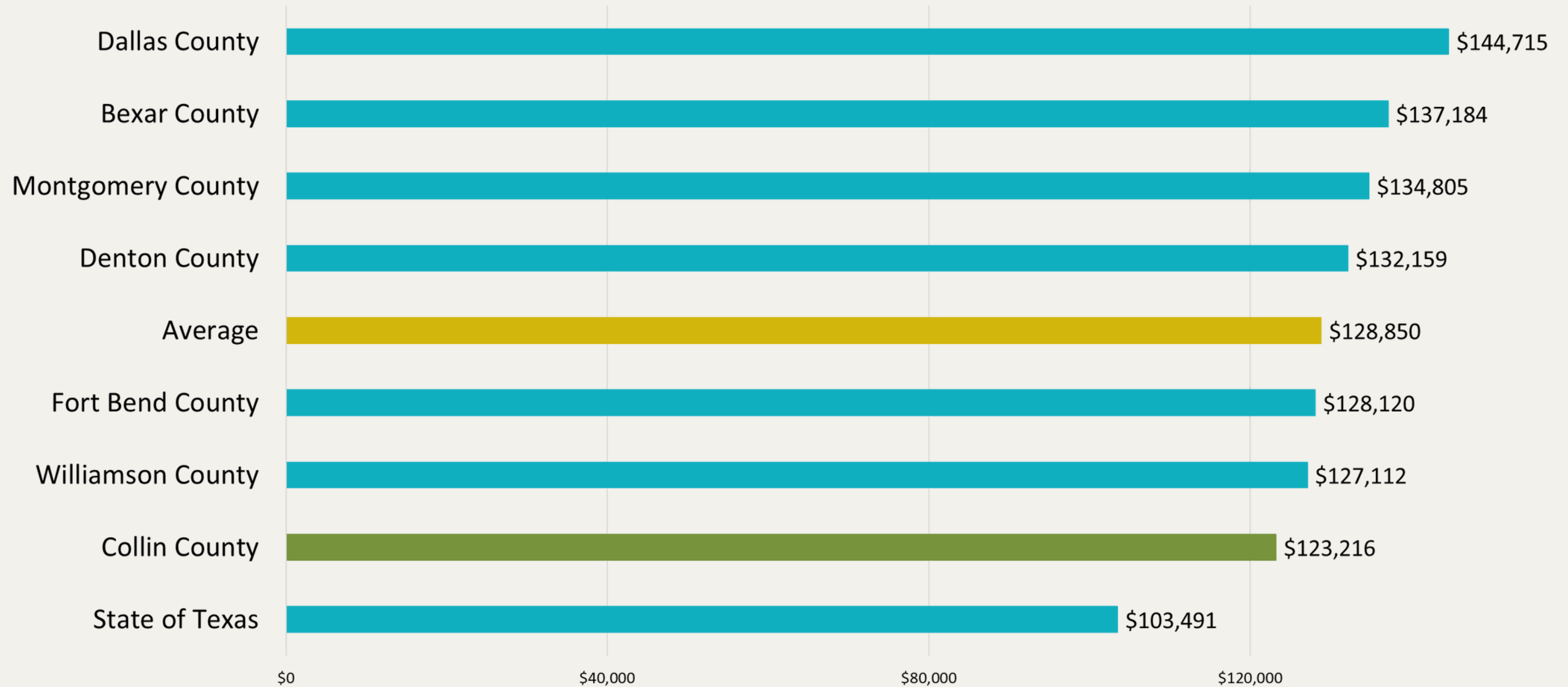
<sup>†</sup> Same range as Felony Prosecutors.



# FELONY APPELLATE ATTORNEY MINIMUMS FY 2022



# FELONY APPELLATE ATTORNEY MAXIMUMS FY 2022



# CHIEF FELONY PROSECUTOR

Budgeted Positions:

15

Pay Range:

\$113,650  
to  
\$157,350

Average Length of Service:

Eight  
(8)  
years

Hiring for this position is generally internal candidates who are already above the range minimum.

## Maximum Salary

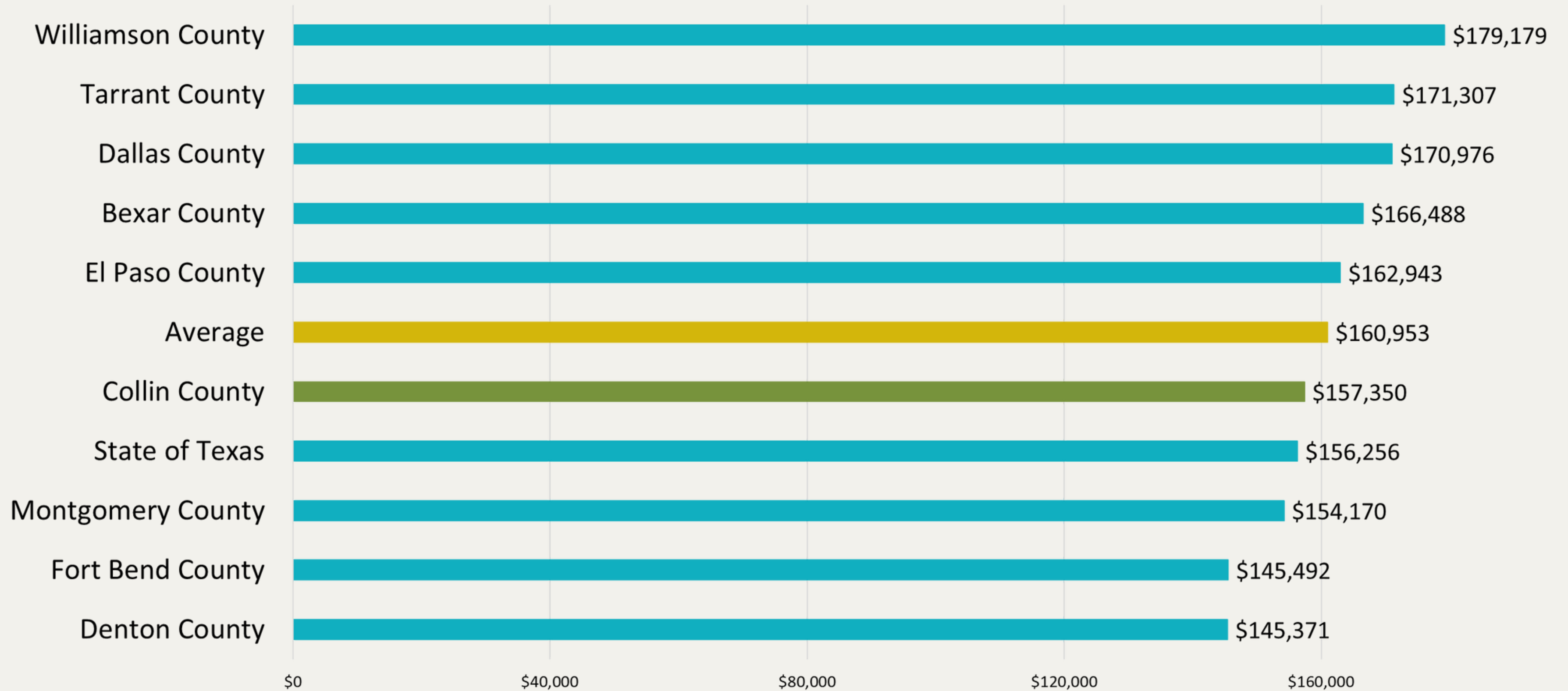
- 6th out of 10
- 2% below the comparison county average

## Chief Felony Prosecutor Turnover

	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	0%	19%	17%	14%	0%
<b>Reason for Leaving</b>	None	1 - Other Job Offer 1 - Family Reasons	2 - Other Job Offer	2 - Other Job Offer	None

\*FY 2022 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 2022



# CHIEF APPELLATE ATTORNEY

Budgeted Positions:

1

Pay Range:

\$123,587  
to  
\$171,045

Average Length of Service:

Five  
(5)  
years

- Incumbent has 22 years of other county service.
- Incumbent is in the 2nd quartile of the pay range.
- Hiring for this position is generally internal candidates who are already above the range minimum.

## Maximum Salary

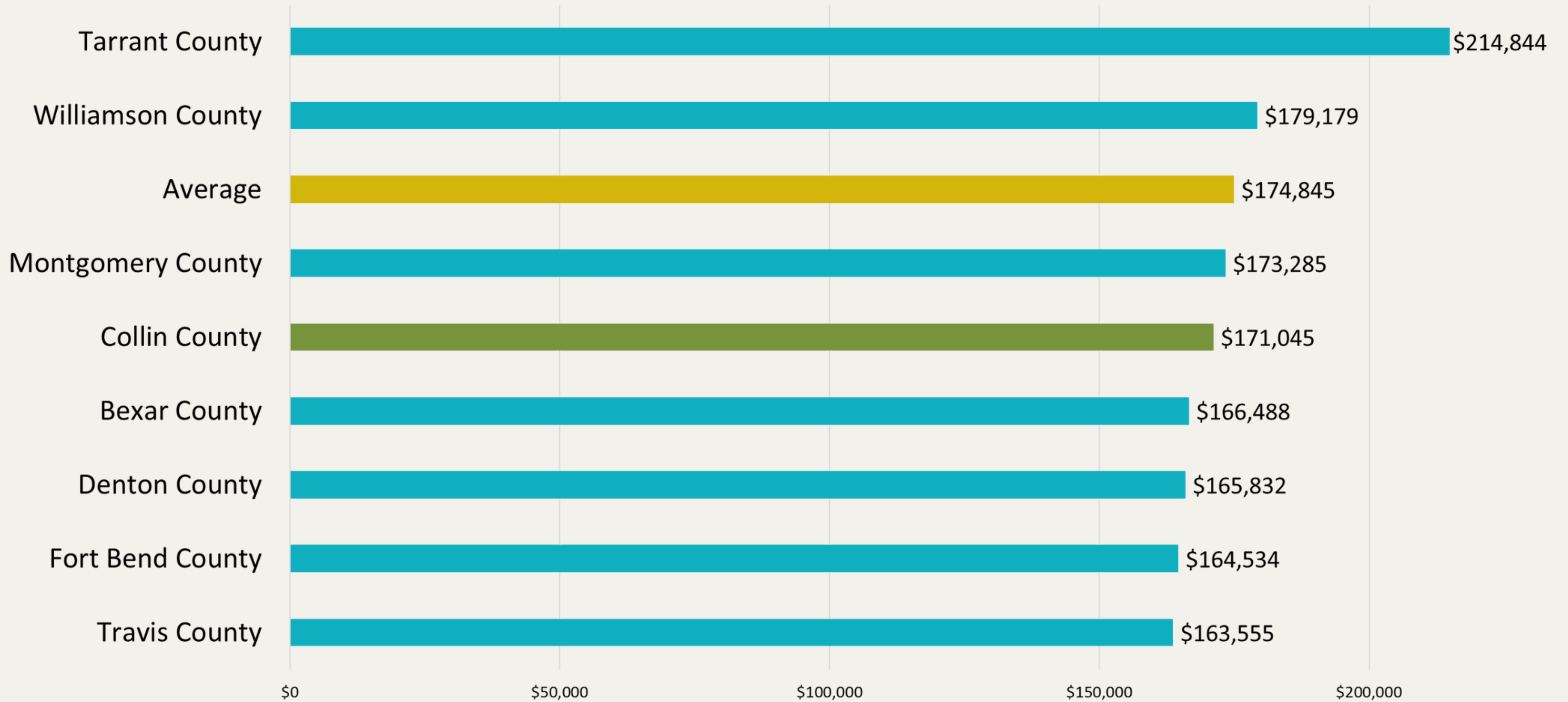
- 4th out of eight (8)
- 2% below the comparison county average

## Chief Appellate Attorney Turnover

	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2022 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 2022



# 2ND ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$123,587  
to  
\$171,045

Average Length of Service:

Fifteen  
(15)  
years

- 11 years of other county experience.
- Incumbent is in the 4th quartile of the pay range.

## Maximum Salary

- 5th out of six (6)
- 8% below the comparison county average
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

## 2nd Assistant District Attorney

	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2022 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 2022





# 1ST ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$150,662  
to  
\$208,491

Average Length of Service:

Seven  
(7)  
years

- Incumbent is in the 4th quartile of the pay range.

## Maximum Salary

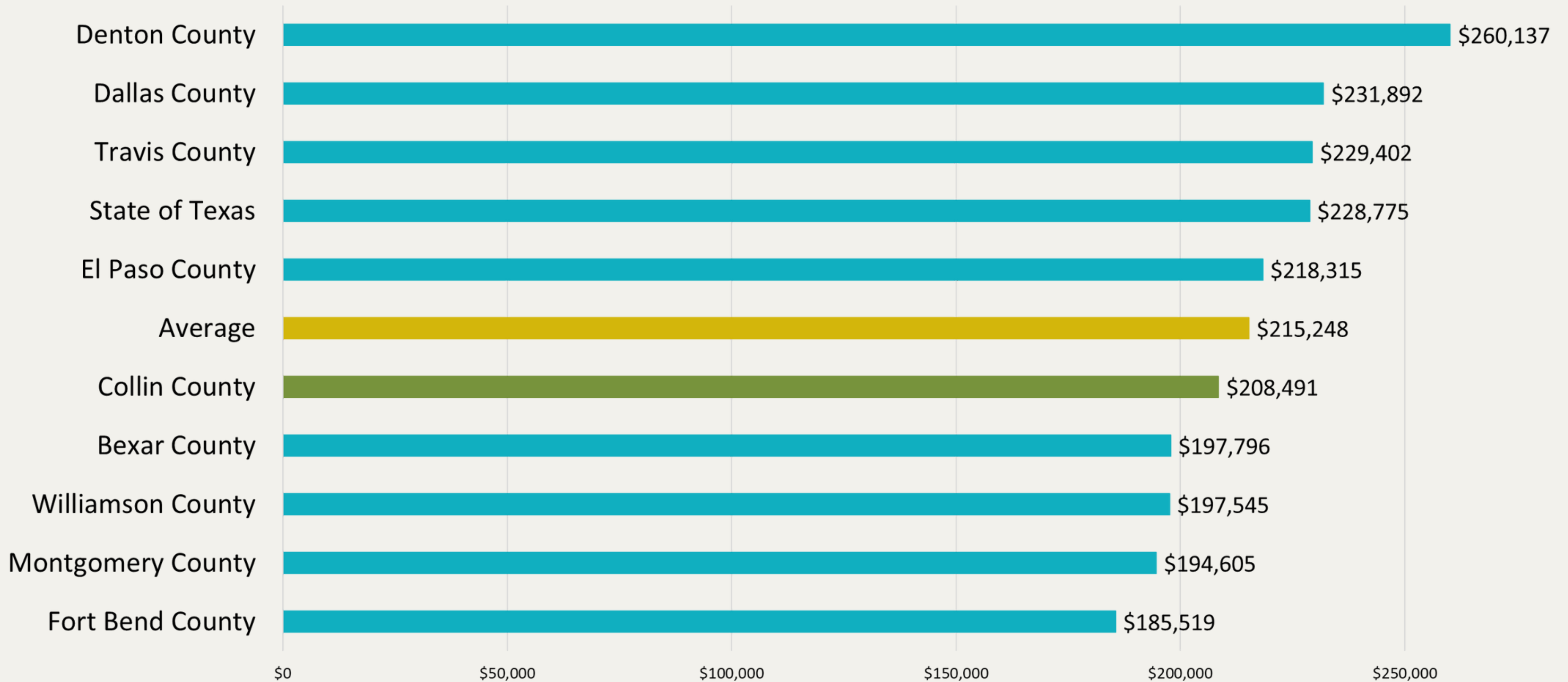
- 6th out of 10
- 3% below the comparison county average
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

## 1st Assistant District Attorney Turnover

	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2022 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 2022



# **NON-DISTRICT ATTORNEY LEGAL POSITIONS**

# LEGAL ADVISOR

Budgeted Positions:

1

Pay Range:

\$113,650  
to  
\$157,350

Average Length of Service:

More than  
four (4)  
years

- This position provides the Sheriff's Office with legal advice.
- Does not Supervise any Staff.
- Reports Directly to the Sheriff.

## Minimum Salary

- 2nd out of four (4)
- 2% above comparison county average

## Maximum Salary

- 3rd out of four (4)
- 3% below comparison county average

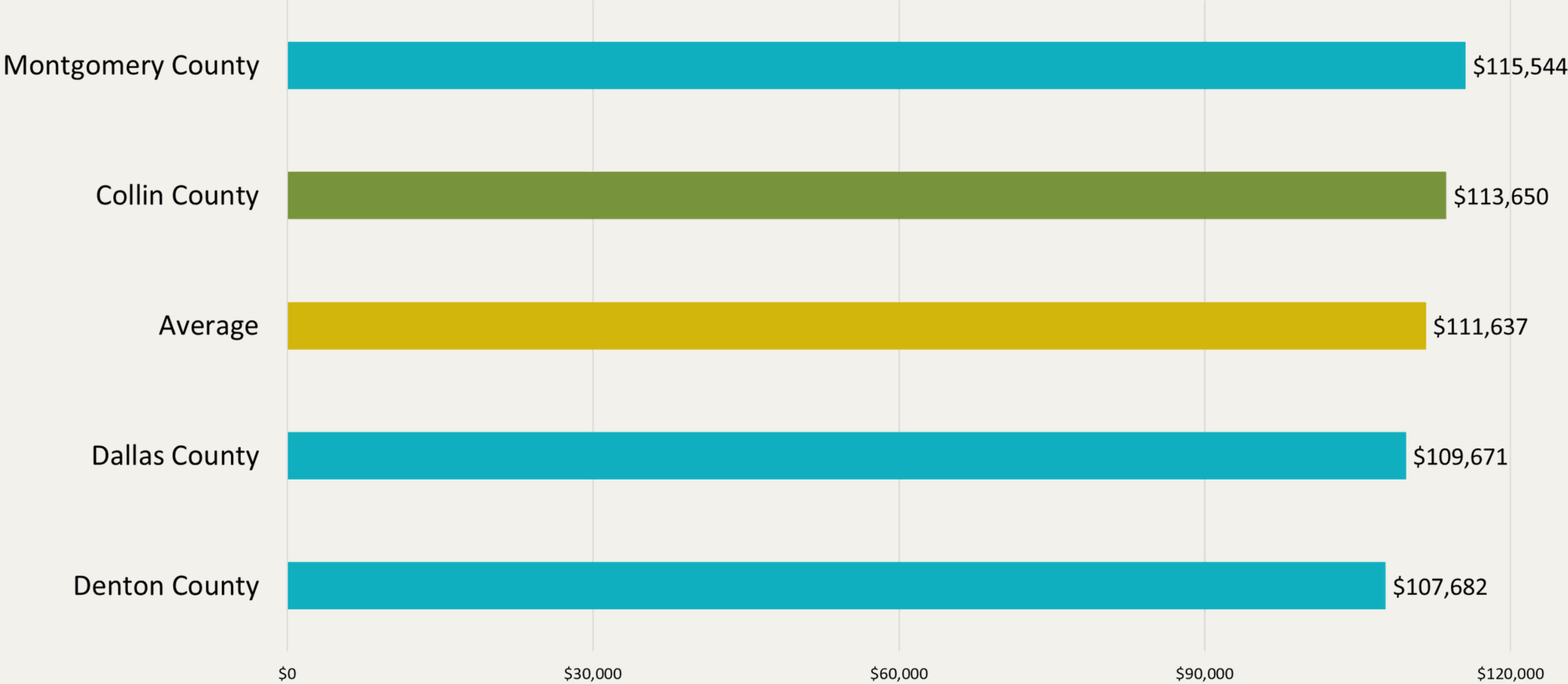
## Legal Advisor Turnover

	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

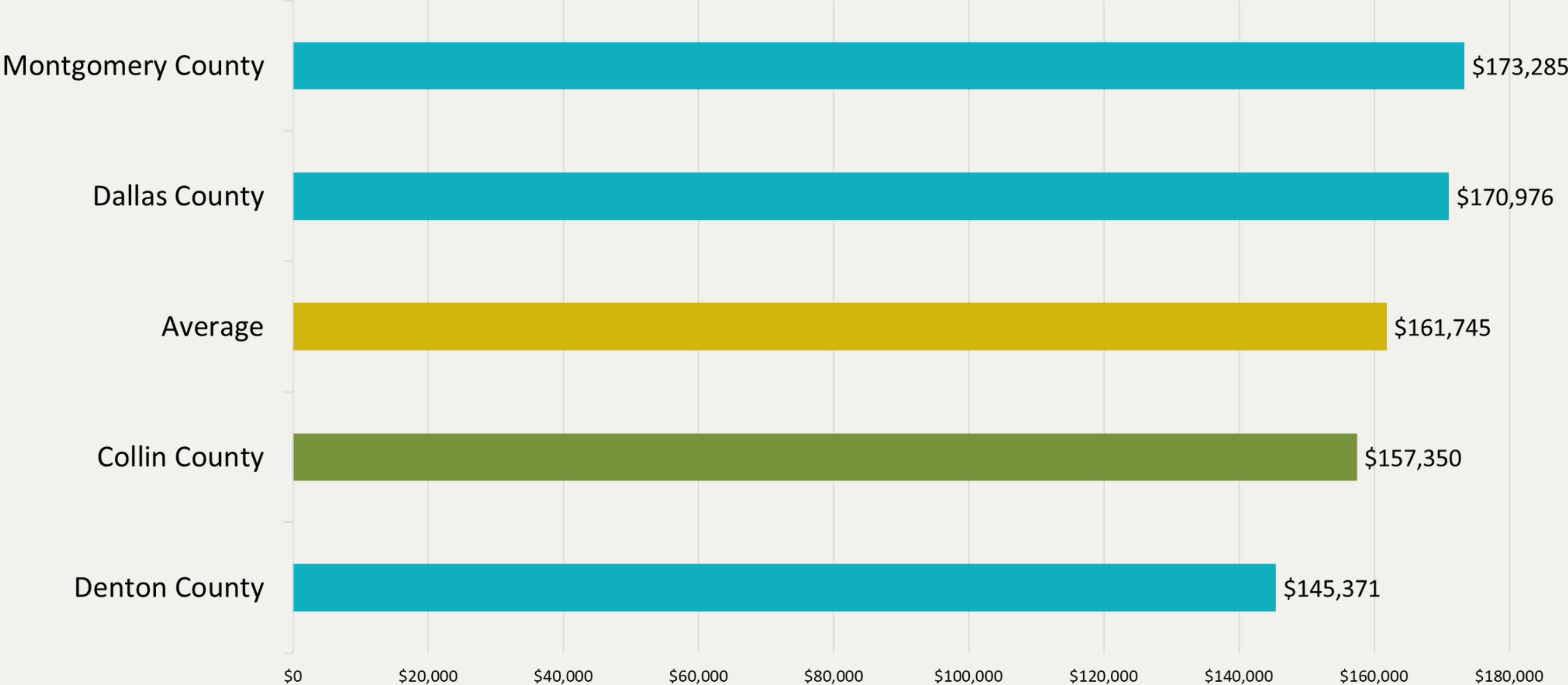
\*FY 2022 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

Incumbent performed in the same capacity for almost one (1) year prior to filling the budgeted position in FY 2018.

# LEGAL ADVISOR MINIMUMS FY 2022



# LEGAL ADVISOR MAXIMUMS FY 2022



# CHIEF MHMC ATTORNEY

Budgeted Positions:

1

Pay Range:

\$123,587  
to  
\$171,045

Average Length of Service:

Over five (5)  
years as an  
employee

- Currently in second highest legal pay grade
- Incumbent previously worked in the same role for five (5) years under a contract

## Chief MHMC Attorney Turnover

	FY 2018	FY 2019	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2022 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.

Insufficient market data to include as a benchmark title at this time.

Administers the Mental Health/Managed Counsel and Indigent Defense programs.

- Created in the FY 2017 budget.
- Supervises seven (7) clerical staff.
- Reports to the Administrative District Court Judge.

# MAGISTRATE JUDGE

Budgeted Positions:

1

Pay Range:

\$123,587  
to  
\$171,045

Average Length of Service:

Two  
(2)  
years

- Incumbent previously worked as Magistrate Judge with Dallas County for 19 years.
- Manages the operations of the Magistrate Court.
- Created in the FY 2020 budget.
- Supervises one (1) court administrator directly and seven (7) clerical staff indirectly.

## Minimum Salary

- 4th out of four (4)
- 5% below comparison county average

## Maximum Salary

- 4th out of four (4)
- 9% below comparison county average

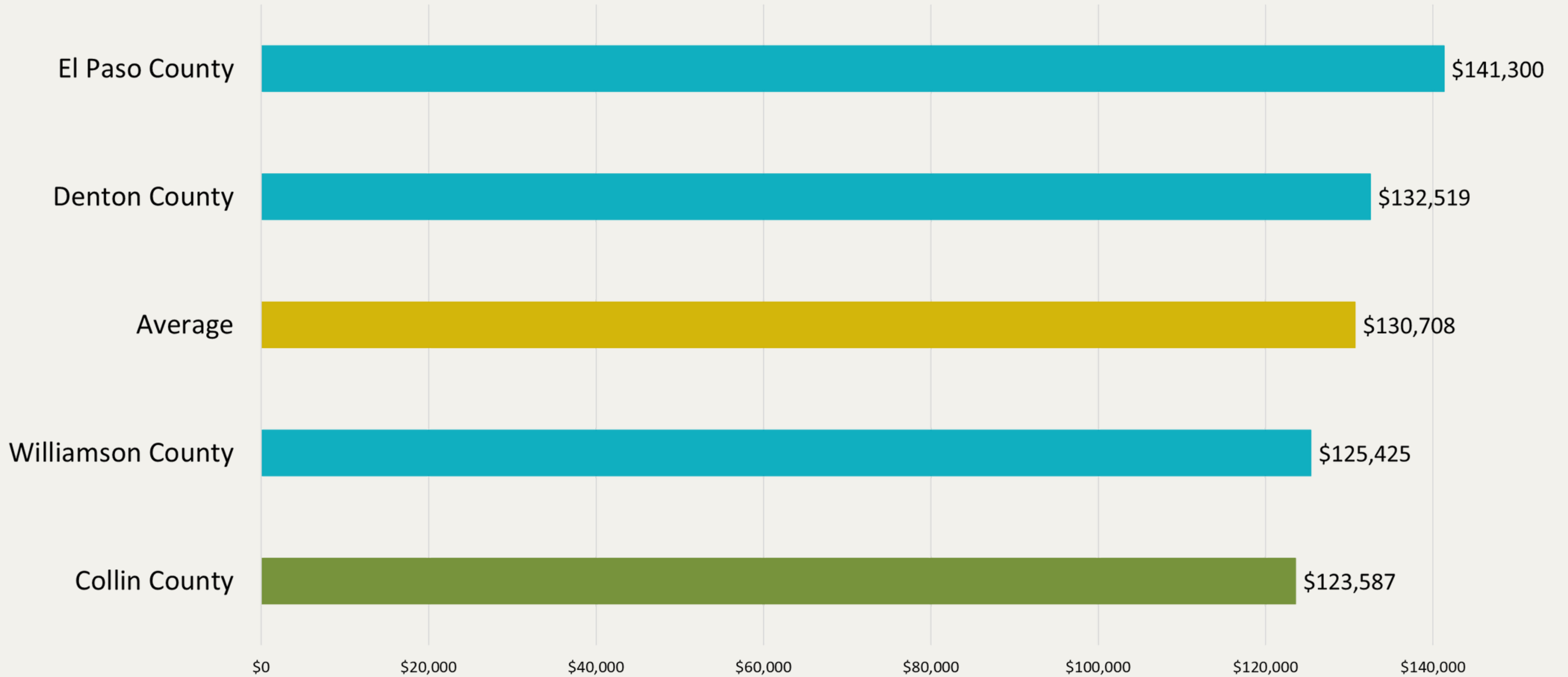
## Magistrate Judge Turnover

	FY 2020	FY 2021	FY2022*
<b>Turnover Rate</b>	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None

\*FY 2022 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.



# MAGISTRATE JUDGE MINIMUMS FY 2022



# MAGISTRATE JUDGE MAXIMUMS FY 2022

