



2023 Presentation  
for FY2024 Budget

# LEGAL COMPENSATION





# GENERAL INFORMATION

---

This presentation will focus on reviewing the salary ranges for attorney positions.

Organizations used for comparison:

Bexar County  
Dallas County  
Denton County  
Fort Bend County  
Montgomery County  
Rockwall County  
Tarrant County  
Travis County  
Williamson County

# TURNOVER

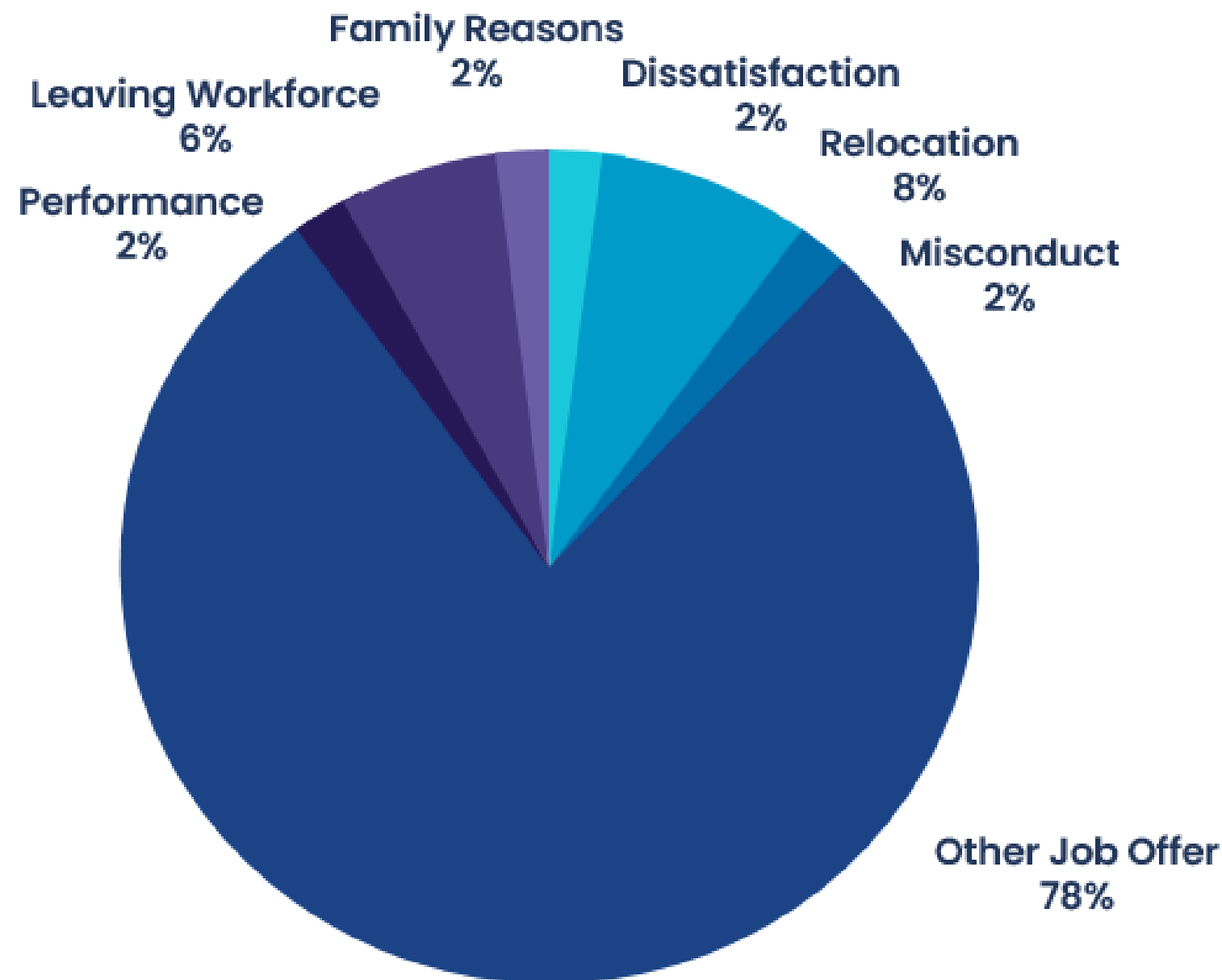
Average continuous service for attorney staff is seven (7) years.

Annualized DA attorney turnover for 2023 is projected at\*:  
 16% overall for the DA's office  
 14% for DA attorney positions only

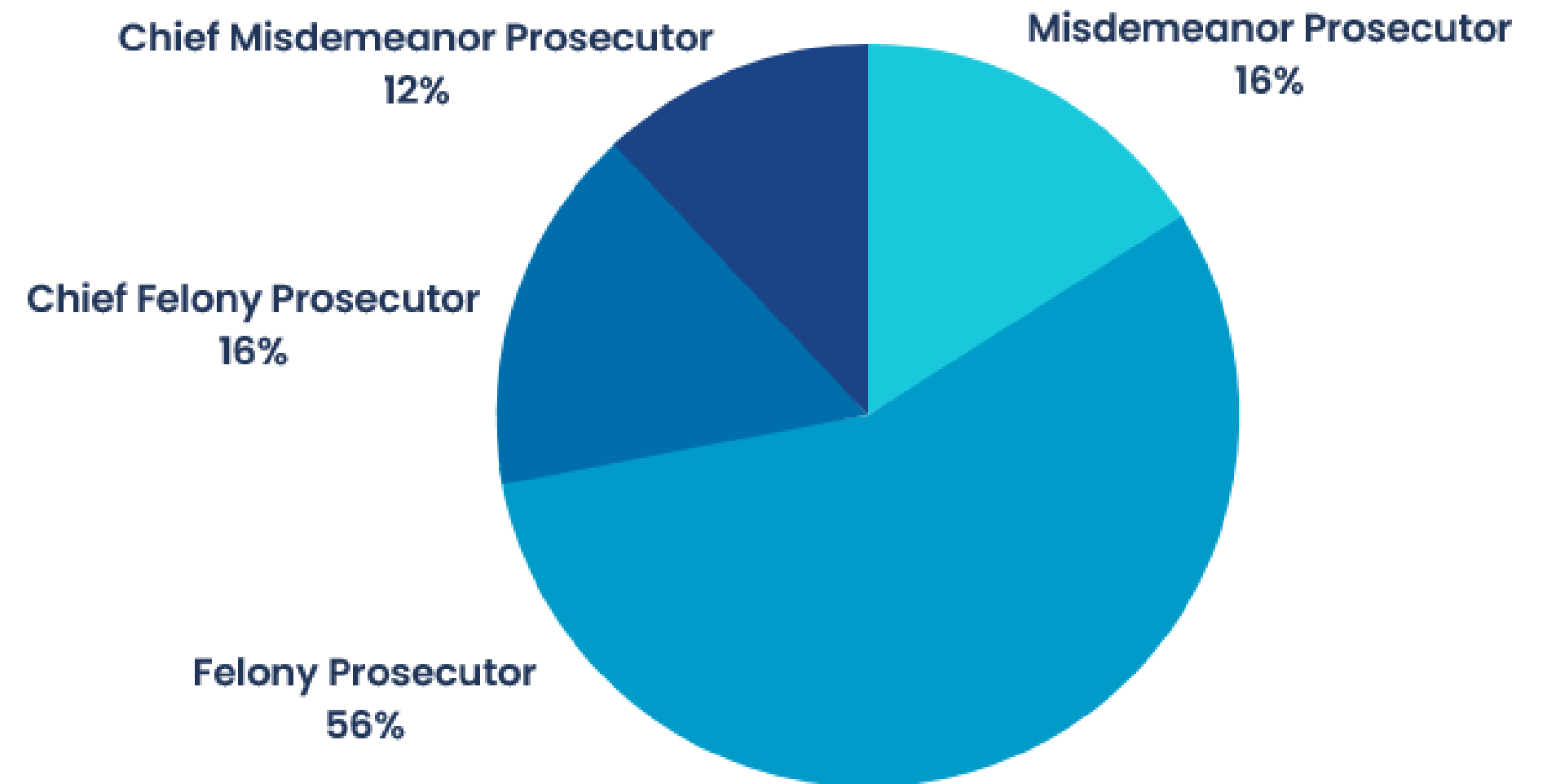
Five year turnover history for DA attorneys:

2022 - 11%	2019 - 13.3%
2021 - 12.5%	2018 - 10.7%
2020 - 13.0%	

Reason for Leaving Distribution - 5 year history



Turnover Distribution - 5 year history



\*Turnover projection data is October 2022- April 2023

# 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	7	100%	0%	0%	0%	0
Felony Prosecutor	584	29	45%	14%	24%	17%	1
Felony Appellate Attorney	584	3	0%	0%	33%	67%	0
Legal Advisor	587	1	0%	0%	0%	100%	0
Special Unit Prosecutor	587	1	0%	100%	0%	0%	0
Chief Felony Prosecutor	587	15	0%	53%	13%	33%	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%	1
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 2023

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>	8 of 10	9 of 10
Chief Misdemeanor Prosecutor	4 of 9	5 of 9
Felony Prosecutor	4 of 9	6 of 9
Felony Appellate Attorney	7 of 8	8 of 8
Legal Advisor	2 of 5	3 of 5
Chief Felony Prosecutor <sup>(2)</sup>	2 of 9	6 of 9
Chief Appellate Attorney <sup>(3)</sup>	3 of 9	5 of 9
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) 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 allows misdemeanor prosecutors to start at 20% over min.
- Chief MHMC Attorney, Magistrate Judge, and Special Unit Prosecutor have insufficient matches against which to benchmark.
- Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

# **DISTRICT ATTORNEY LEGAL POSITIONS**



# MISDEMEANOR PROSECUTOR

Budgeted Positions:

10

Pay Range:

\$66,976  
to  
\$92,787

Average Length of Service:

Less than  
one (1)  
year

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

## Minimum Salary

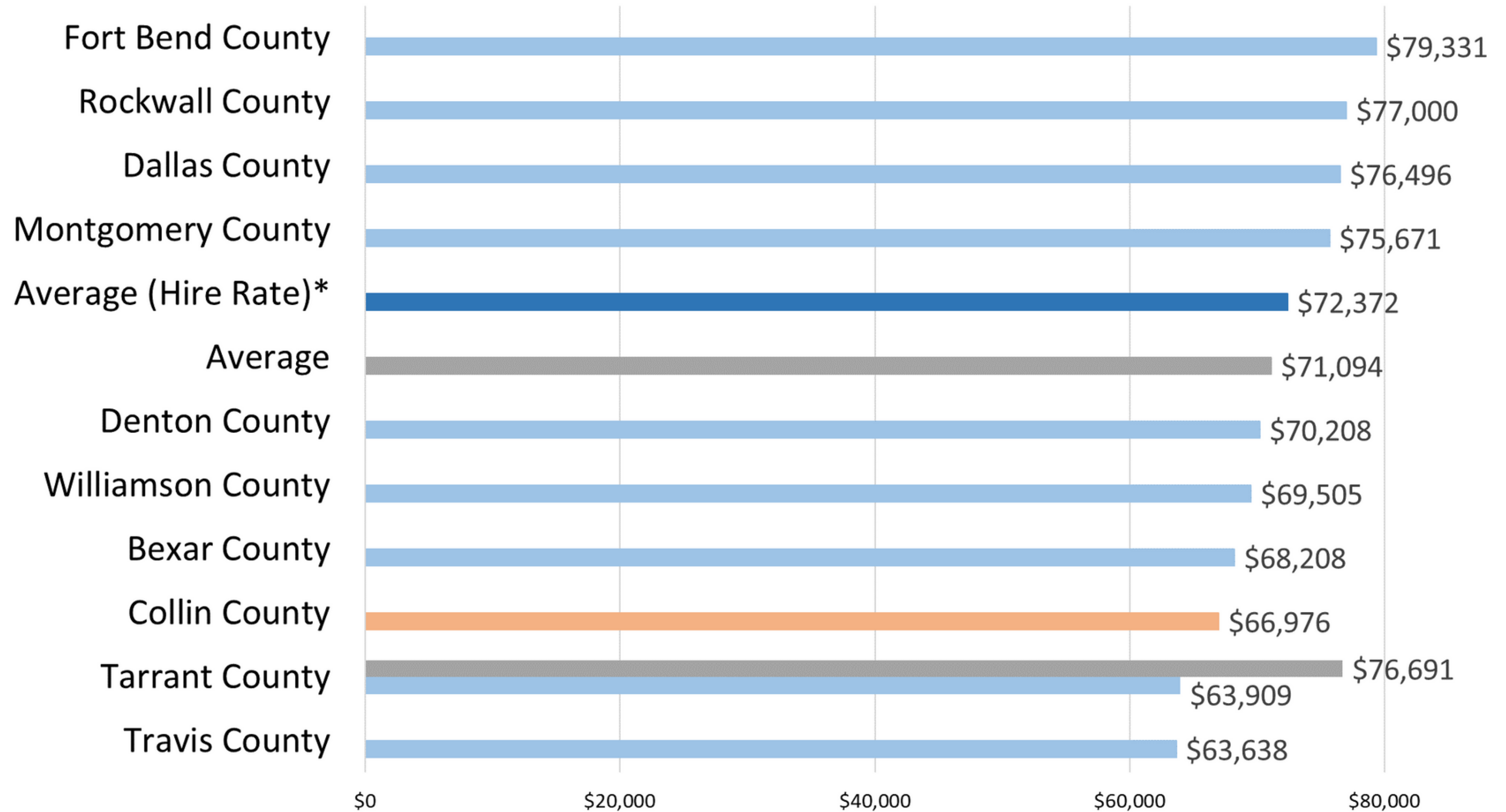
- 8th out of 10
- Approximately 6% below the comparison county average
- Approximately 7% below the comparison county average when incorporating the hired rate for Tarrant County.
- Maximum salary is generally not applicable due to incumbents moving out of the position quickly

## Misdemeanor Prosecutor Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	9%	9%	19%	30%	27%
<b>Reason for Leaving</b>	1 - Other Job Offer	1 - Other Job Offer	1 - Leaving Workforce 1- Other Job Offer	2 - Other Job Offer	1 - Relocation

\*FY 2023 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 2023



\*Tarrant County allows misdemeanor prosecutors to start at 20% over min. This average uses the higher allowed rate for Tarrant.



# CHIEF MISDEMEANOR PROSECUTOR

Budgeted Positions:

8

Pay Range:

\$84,543  
to  
\$116,999

Average Length of Service:

Less than  
two (2)  
years

## Minimum Salary

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

## Maximum Salary

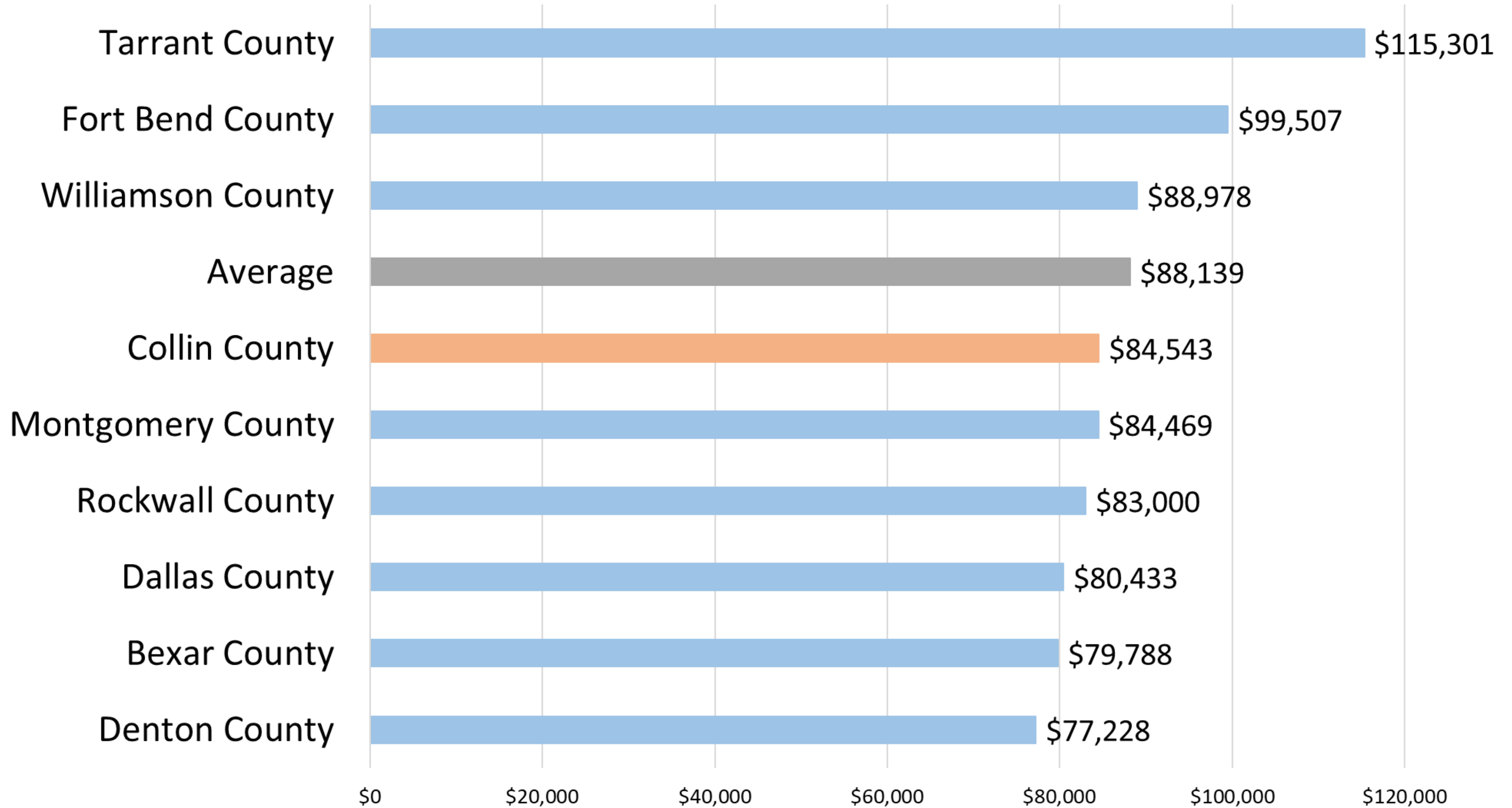
- 5th out of nine (9)
- 8% below comparison county average

## Chief Misdemeanor Prosecutor Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	26%	27%	14%	13%	58%
<b>Reason for Leaving</b>	1 - Dissatisfaction 1 - Other Job Offer	2 - Other Job Offer	1 - Other Job Offer	1 - Other Job Offer	2 - Other Job Offer 1 - Relocation

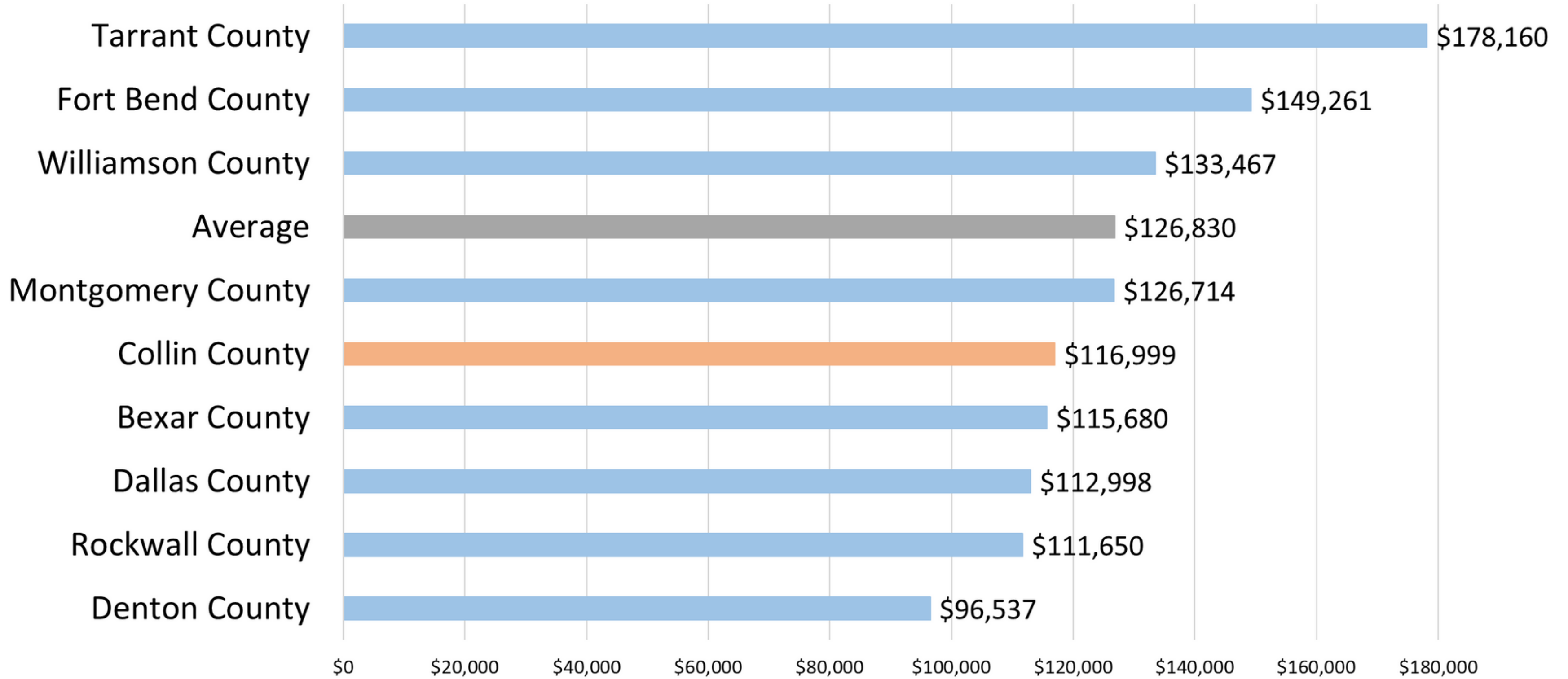
\*FY 2023 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

# CHIEF MISDEMEANOR PROSECUTOR MINIMUMS FY 2023





# CHIEF MISDEMEANOR PROSECUTOR MAXIMUMS FY 2023



# FELONY PROSECUTOR

Budgeted Positions:

36

Pay Range:

\$91,525  
to  
\$126,678

Average Length of Service:

Eight  
(8)  
years

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

## Minimum Salary

- 4th out of nine (9)
- 3% above comparison county average

## Maximum Salary

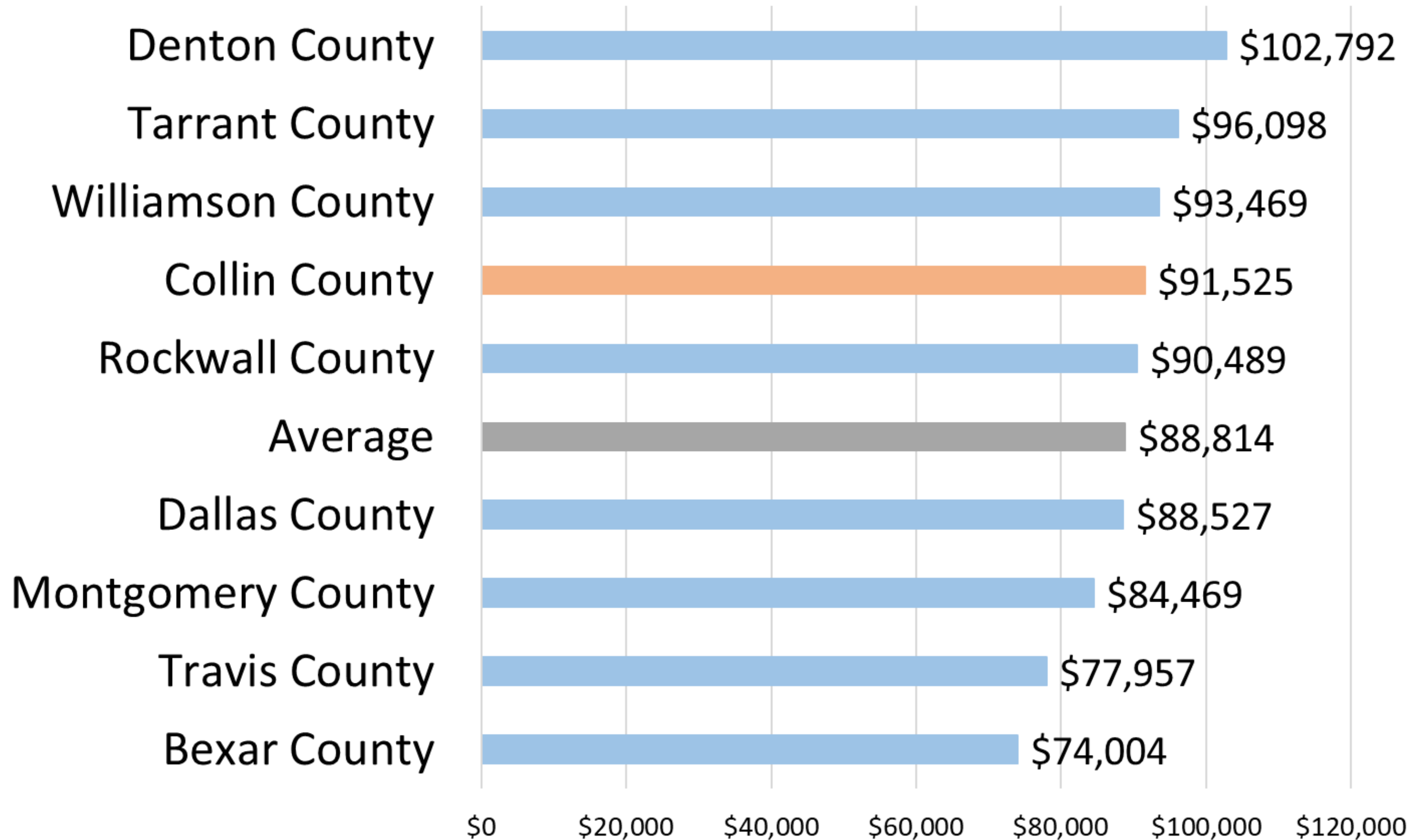
- 6th out of nine (9)
- 3% below comparison county average

## Felony Prosecutor Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	12%	12%	15%	31%	16%
<b>Reason for Leaving</b>	2 - Other Job Offer 2 - Relocation	1 - Relocation 1 - Other Job Offer 1 - Performance 1 - Misconduct	5 - Other Job Offer	8 - Other Job Offer 1 - Leaving Workforce 1 - Relocation	1 - Other job Offer 1 - Health Reasons 1 - Dissatisfaction

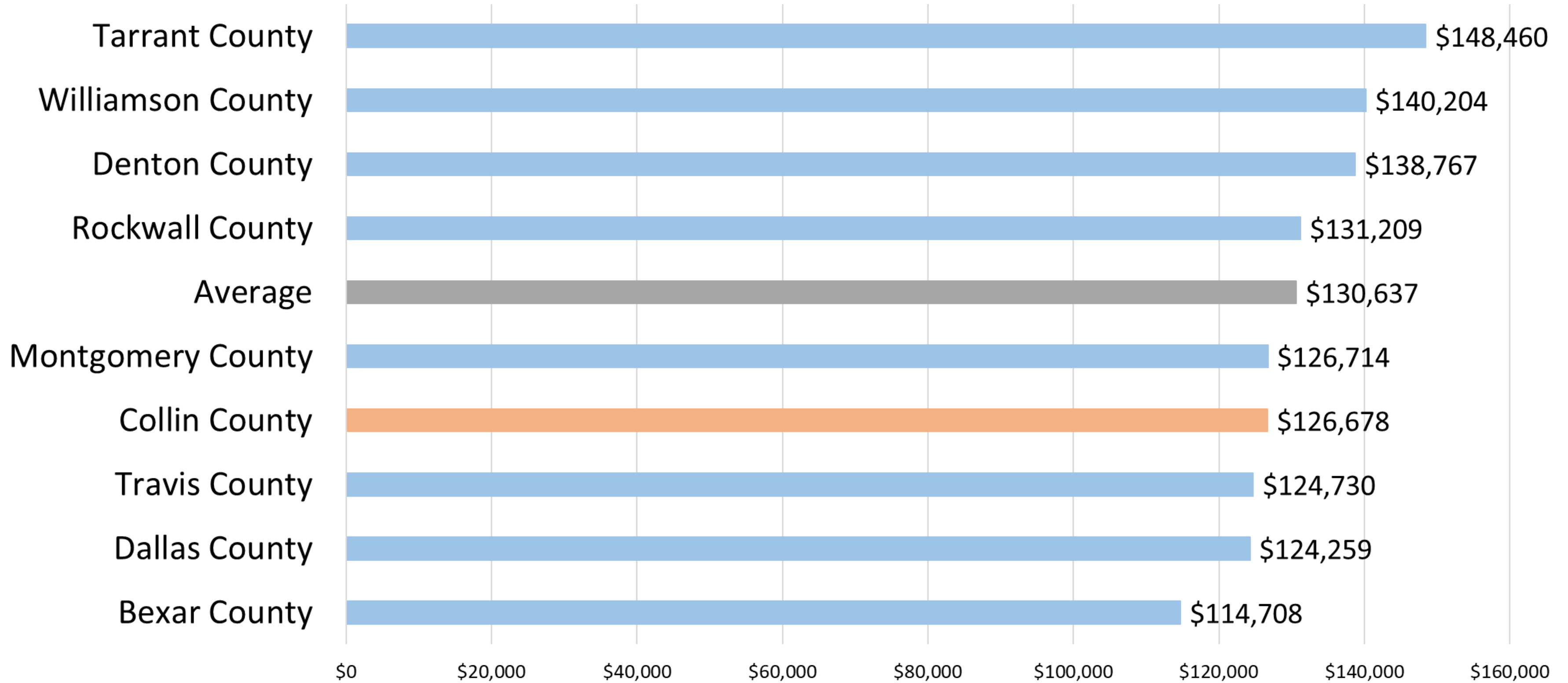
\*FY 2023 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

# FELONY PROSECUTOR MINIMUMS FY 2023





# FELONY PROSECUTOR MAXIMUMS FY 2023



# FELONY APPELLATE ATTORNEY

Budgeted Positions:

3

Pay Range:

\$91,525  
to  
\$126,678<sup>†</sup>

Average Length of Service:

Nine  
(9)  
years

## Minimum Salary

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

## Maximum Salary

- 8th out of eight (8)
- 11% below comparison county average

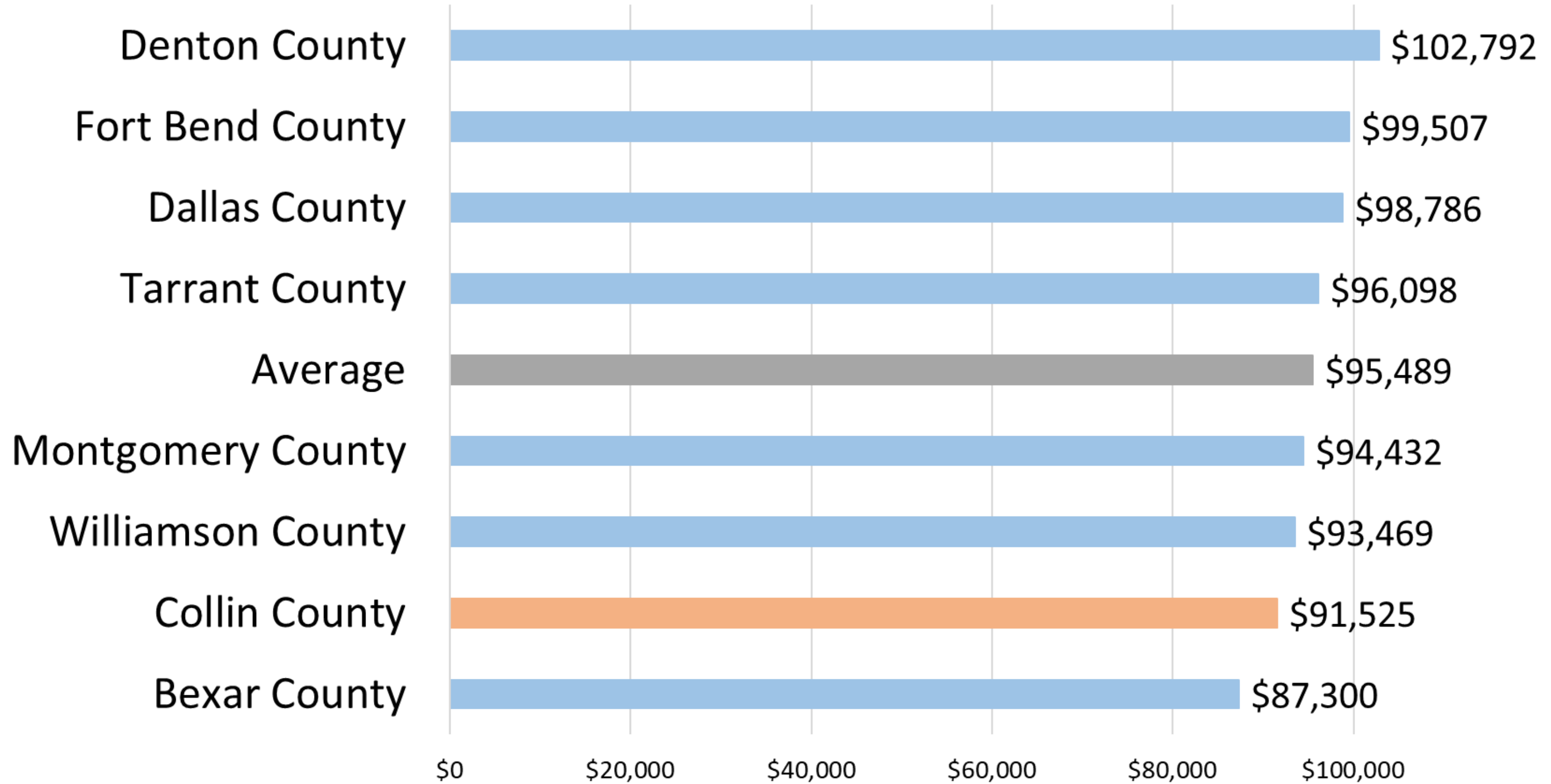
## Felony Appellate Attorney Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

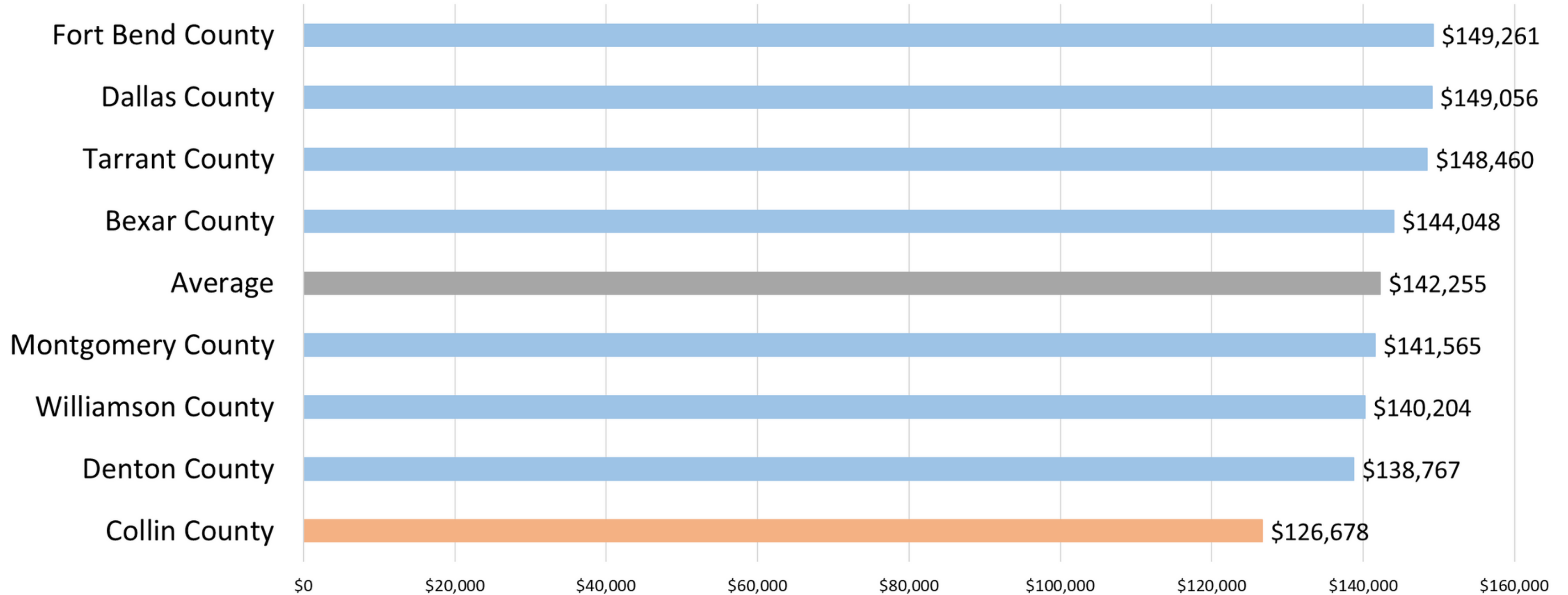
\*FY 2023 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

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

# FELONY APPELLATE ATTORNEY MINIMUMS FY 2023



# FELONY APPELLATE ATTORNEY MAXIMUMS FY 2023





# CHIEF FELONY PROSECUTOR

Budgeted Positions:

15

Pay Range:

\$116,684  
to  
\$161,551

Average Length of Service:

Eight  
(8)  
years

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

## Maximum Salary

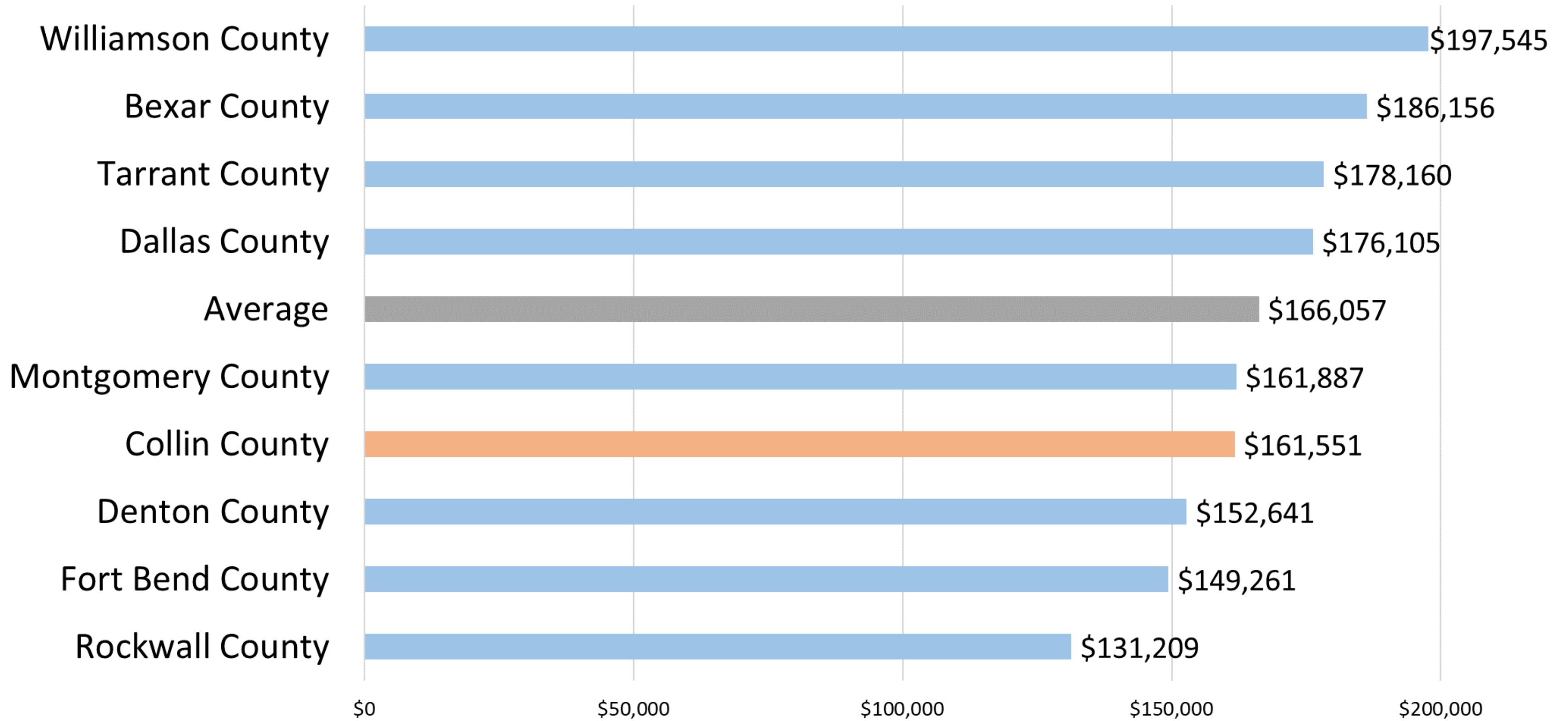
- 6th out of nine (9)
- 3% below the comparison county average

## Chief Felony Prosecutor Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	19%	17%	14%	14%	10%
<b>Reason for Leaving</b>	1 - Other Job Offer 1 - Family Reasons	2 - Other Job Offer	2 - Other Job Offer	1 - Other Job Offer 1 - Leaving Workforce	1 - Other Job Offer

\*FY 2023 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 2023



# SPECIAL UNIT PROSECUTOR

Budgeted Positions:

2

Pay Range:

\$116,684  
to  
\$161,551

Average Length of Service:

Seven  
(7)  
years

Two (2) Special Unit Prosecutor positions were created in FY2023. One (1) position is assigned to Child Exploitation. The other position is assigned to Financial Crimes.

- Currently in third highest legal pay grade
- Currently, the position assigned to Child Exploitation is filled. The incumbent has worked in this position for less than one (1) year.

## Special Unit Prosecutor Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	N/A	N/A	N/A	N/A	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2023 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.

# CHIEF APPELLATE ATTORNEY

Budgeted Positions:

1

Pay Range:

\$126,998  
to  
\$175,766

Average Length of Service:

Six  
(6)  
years

- Incumbent has over 22 years of service with Dallas County.
- 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

- 5th out of nine (9)
- 1% below the comparison county average

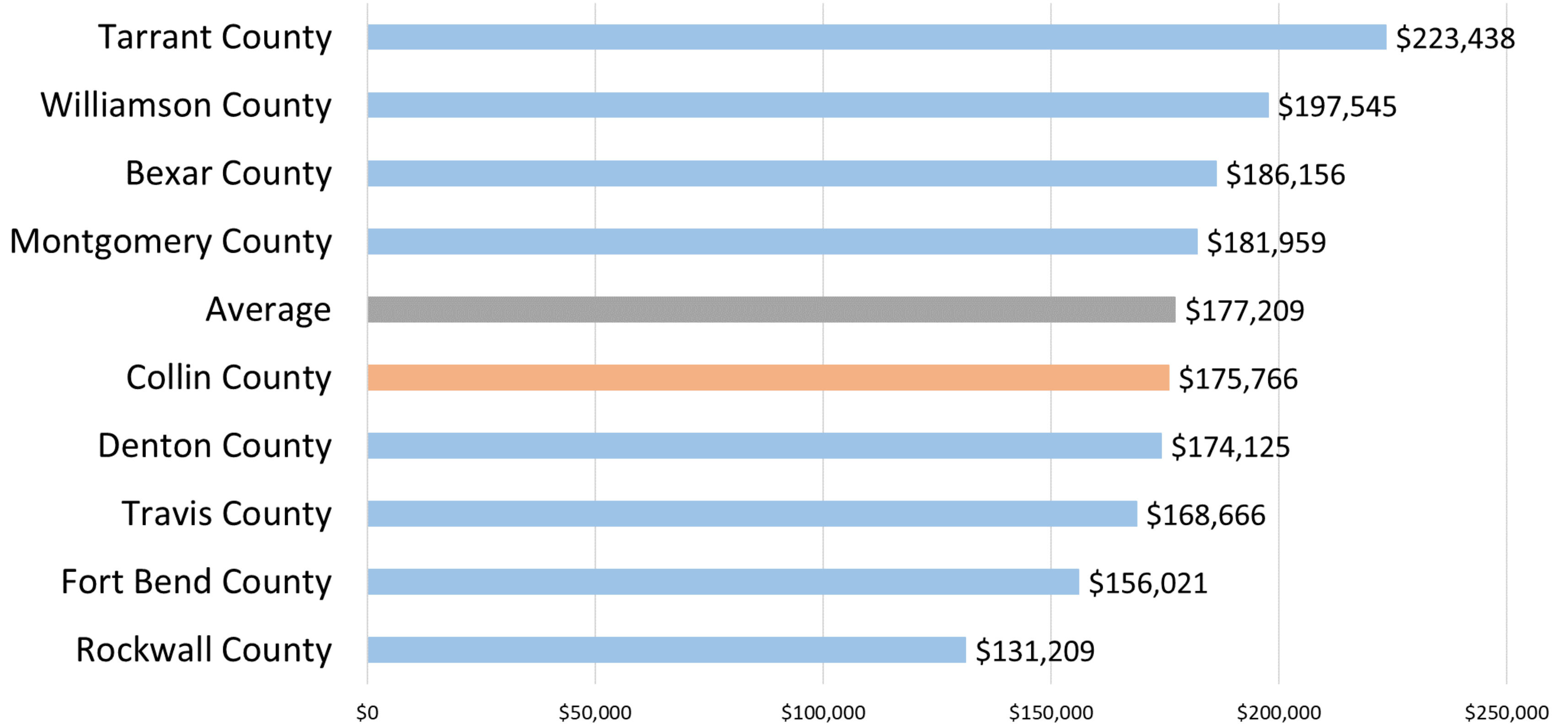
## Chief Appellate Attorney Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2023 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 2023



# 2ND ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$126,998  
to  
\$175,766

Average Length of Service:

Sixteen  
(16)  
years

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

## Maximum Salary

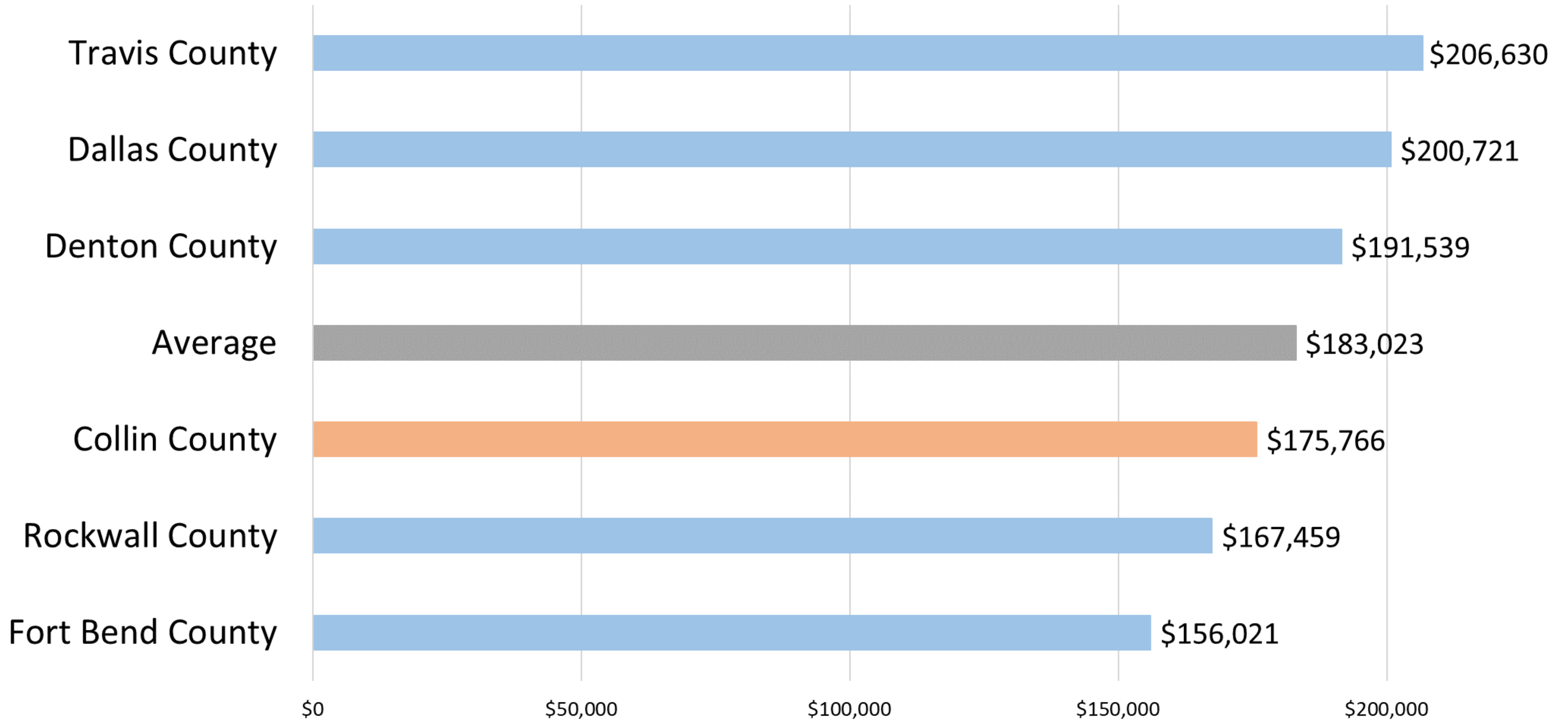
- 4th out of six (6)
- 4% below the comparison county average
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

## 2nd Assistant District Attorney

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2023 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 2023



# 1ST ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$155,046  
to  
\$214,558

Average Length of Service:

Eight  
(8)  
years

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

## Maximum Salary

- 5th out of nine (9)
- 4% 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

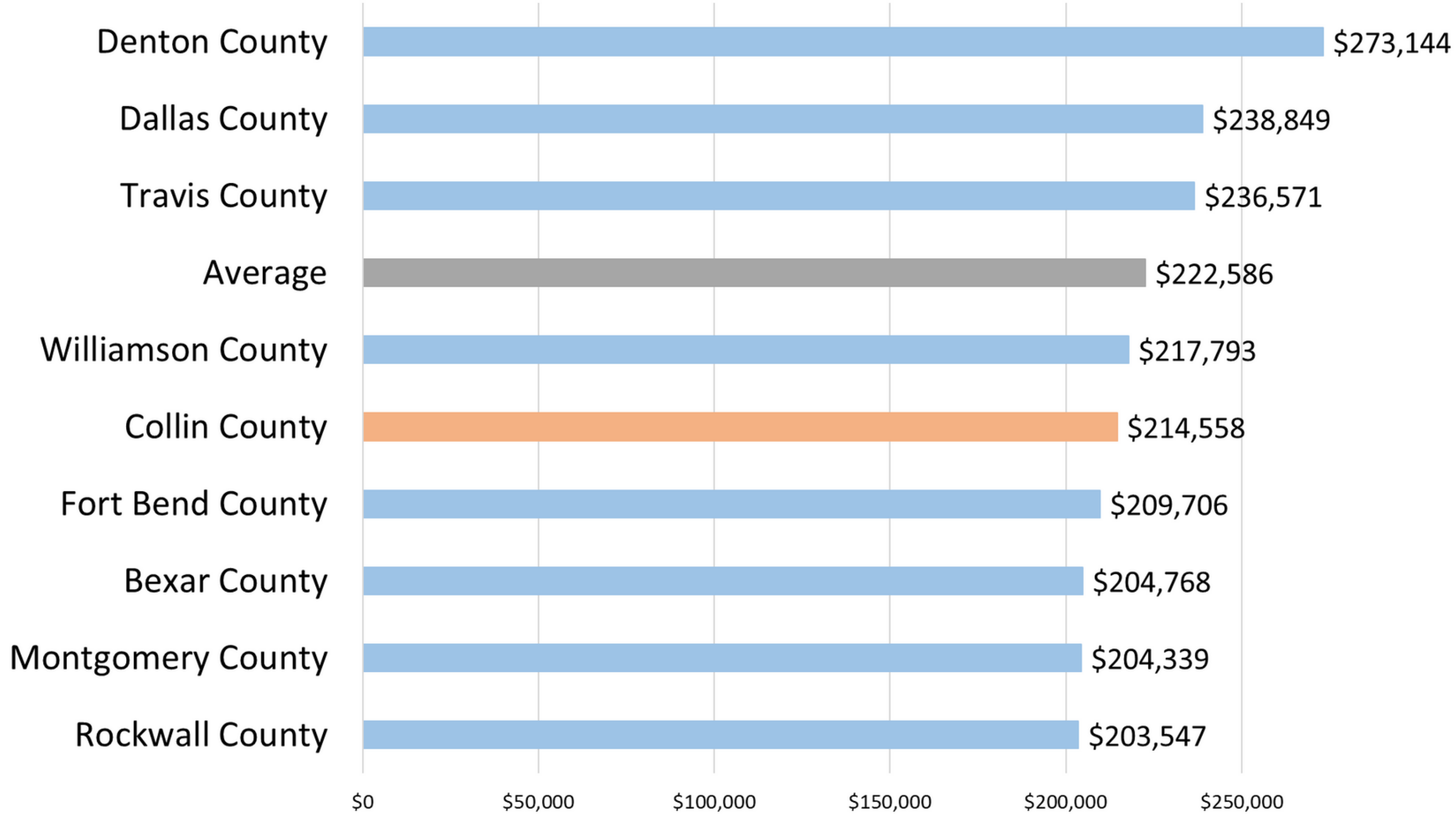
## 1st Assistant District Attorney Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2023 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 2023



# **NON-DISTRICT ATTORNEY LEGAL POSITIONS**

# LEGAL ADVISOR

Budgeted Positions:

1

Pay Range:

\$116,684  
to  
\$161,551

Average Length of Service:

More than  
five (5)  
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 five (5)
- 5% above comparison county average

## Maximum Salary

- 3rd out of five (5)
- 1% above comparison county average

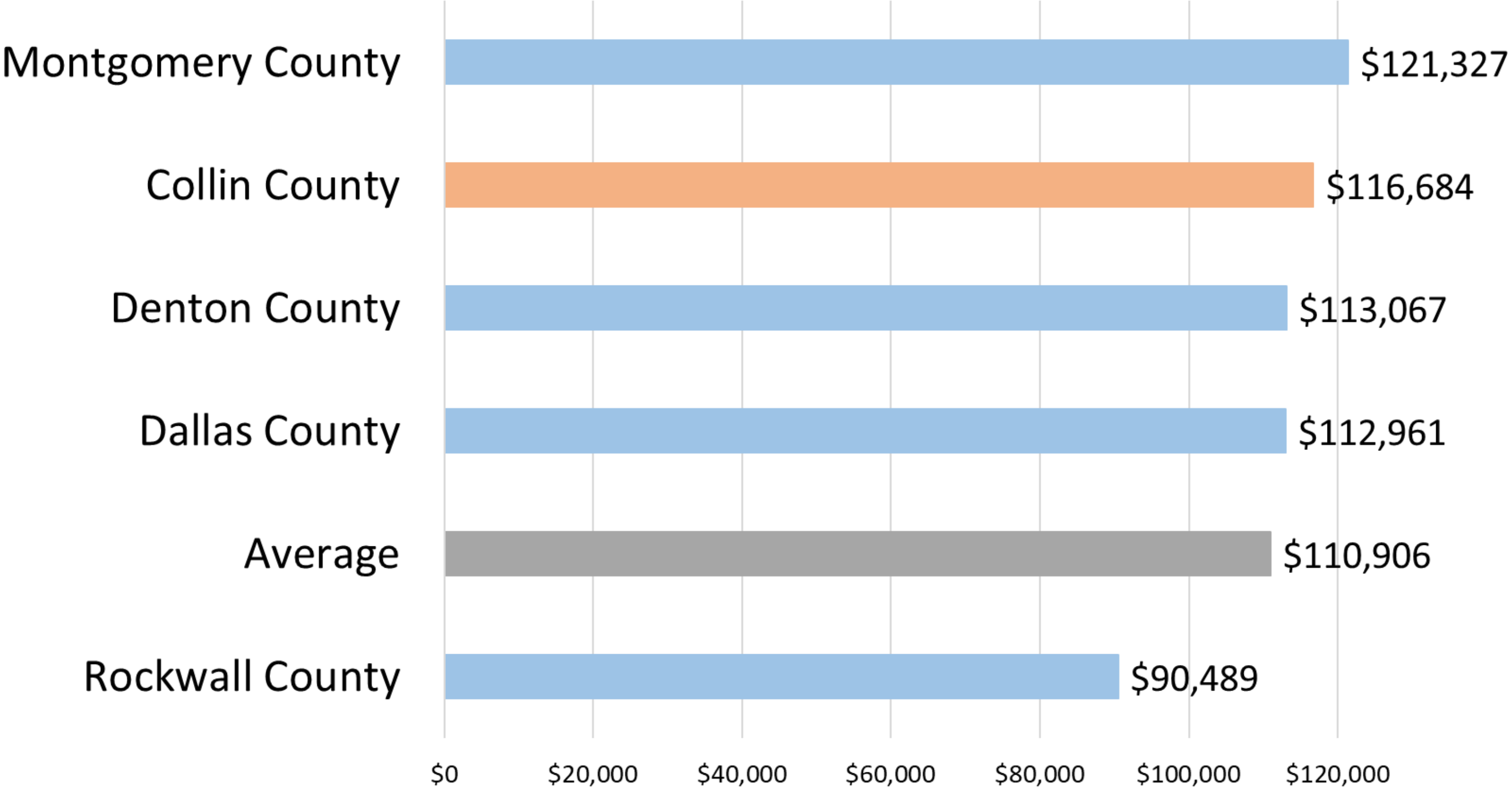
## Legal Advisor Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	0%	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	None	None

\*FY 2023 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.

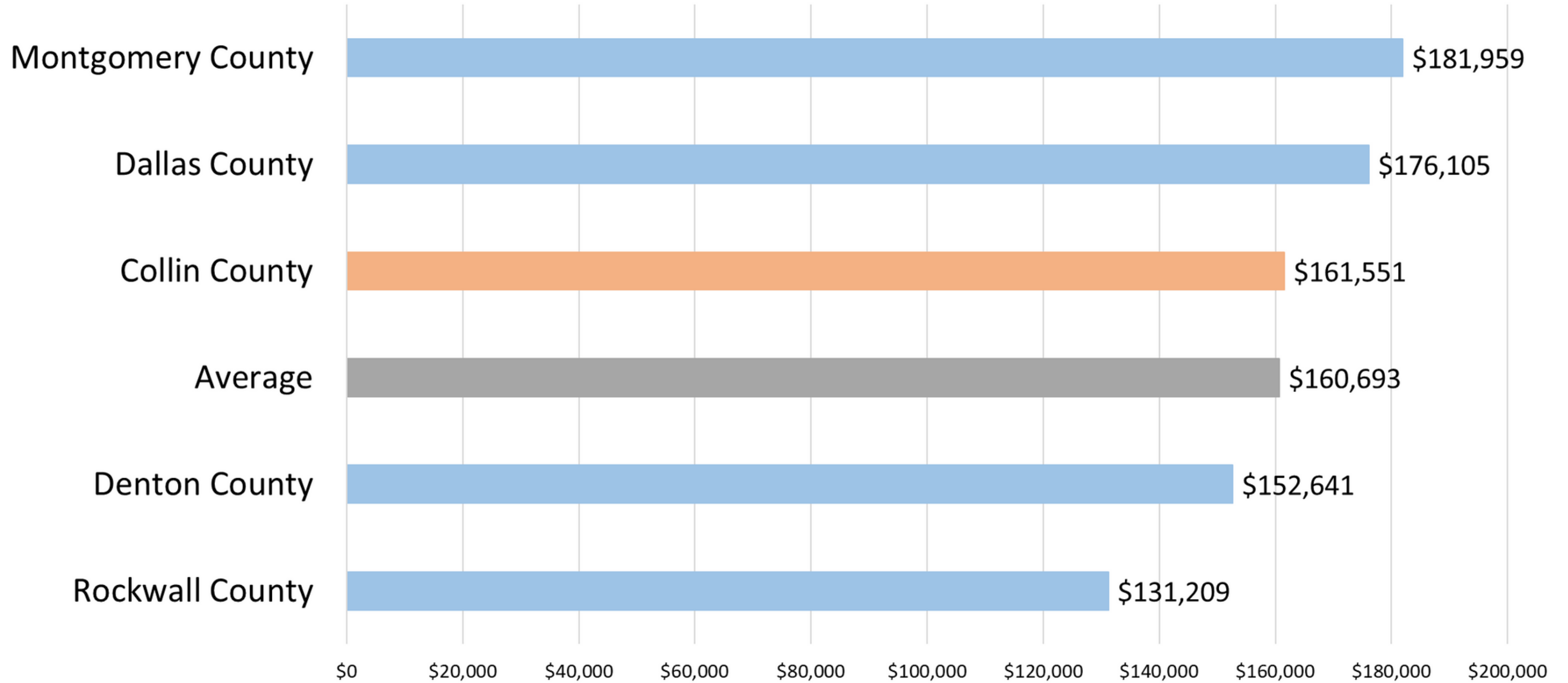
Incumbent performed in the same capacity for almost one (1) year prior to filling the budgeted position in FY 2018.

# LEGAL ADVISOR MINIMUMS FY 2023





# LEGAL ADVISOR MAXIMUMS FY 2023



# CHIEF MHMC ATTORNEY

Budgeted Positions:

1

Pay Range:

\$126,998  
to  
\$175,766

Average Length of Service:

Less than  
One (1) year

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.

- Currently in second highest legal pay grade
- Current incumbent has worked in this position for less than one (1) year.

## Chief MHMC Attorney Turnover

	FY 2019	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	0%	0%	0%	0%	100%
<b>Reason for Leaving</b>	None	None	None	None	1 - Leaving Workforce

\*FY 2023 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.

# MAGISTRATE JUDGE

Budgeted Positions:

1

Pay Range:

\$126,998  
to  
\$175,766

Average Length of Service:

Over Three  
(3)  
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.

- Currently in second highest legal pay grade
- Current incumbent has worked in this position for less than four (4) years.

## Magistrate Judge Turnover

	FY 2020	FY 2021	FY2022	FY2023*
<b>Turnover Rate</b>	0%	0%	0%	0%
<b>Reason for Leaving</b>	None	None	None	0%

\*FY 2023 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.