



2024 PRESENTATION FOR FY2025 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
Rockwall County
Tarrant County
Travis County
Williamson County

TURNOVER

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

Annualized DA attorney turnover for 2024 is projected at*:

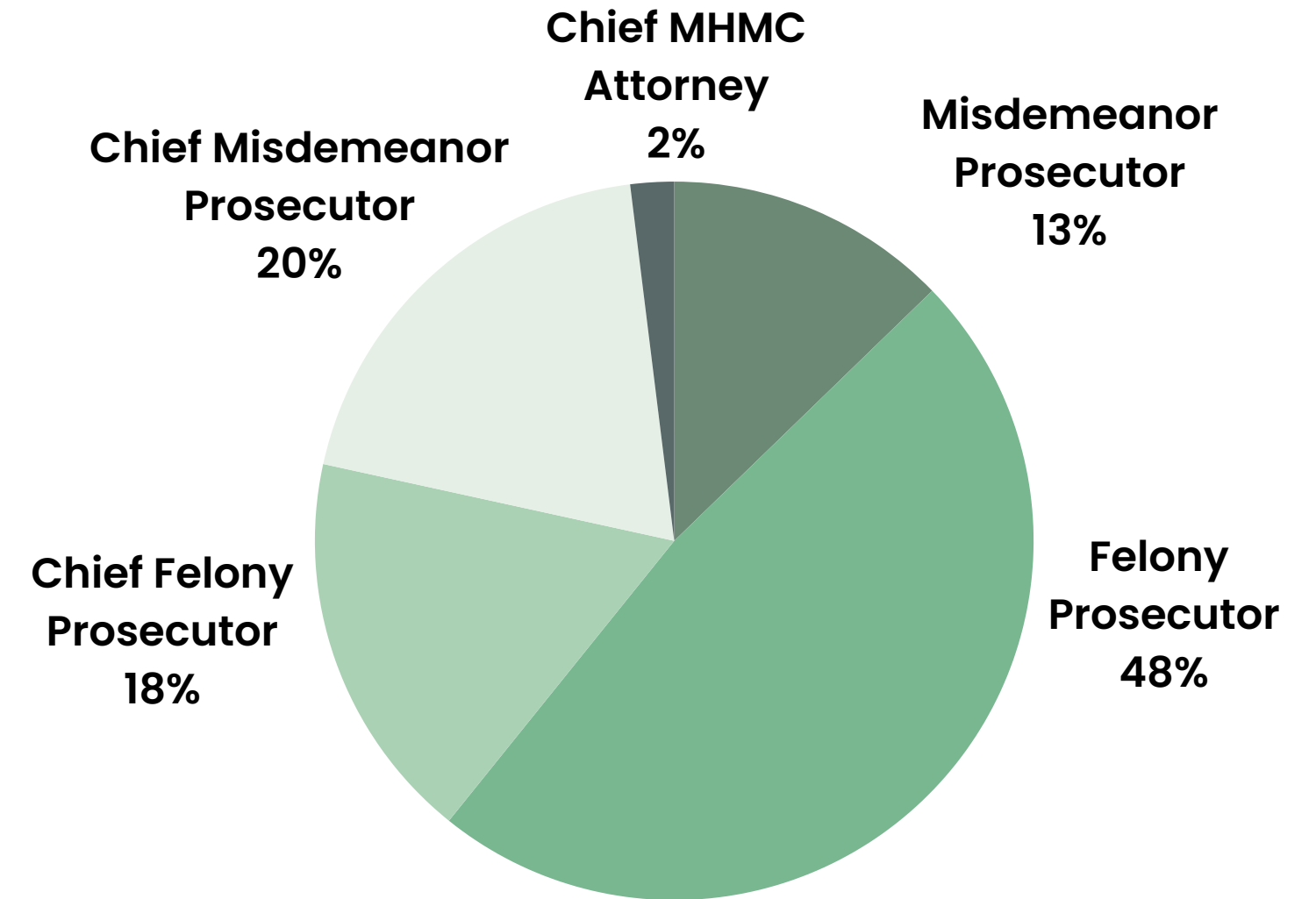
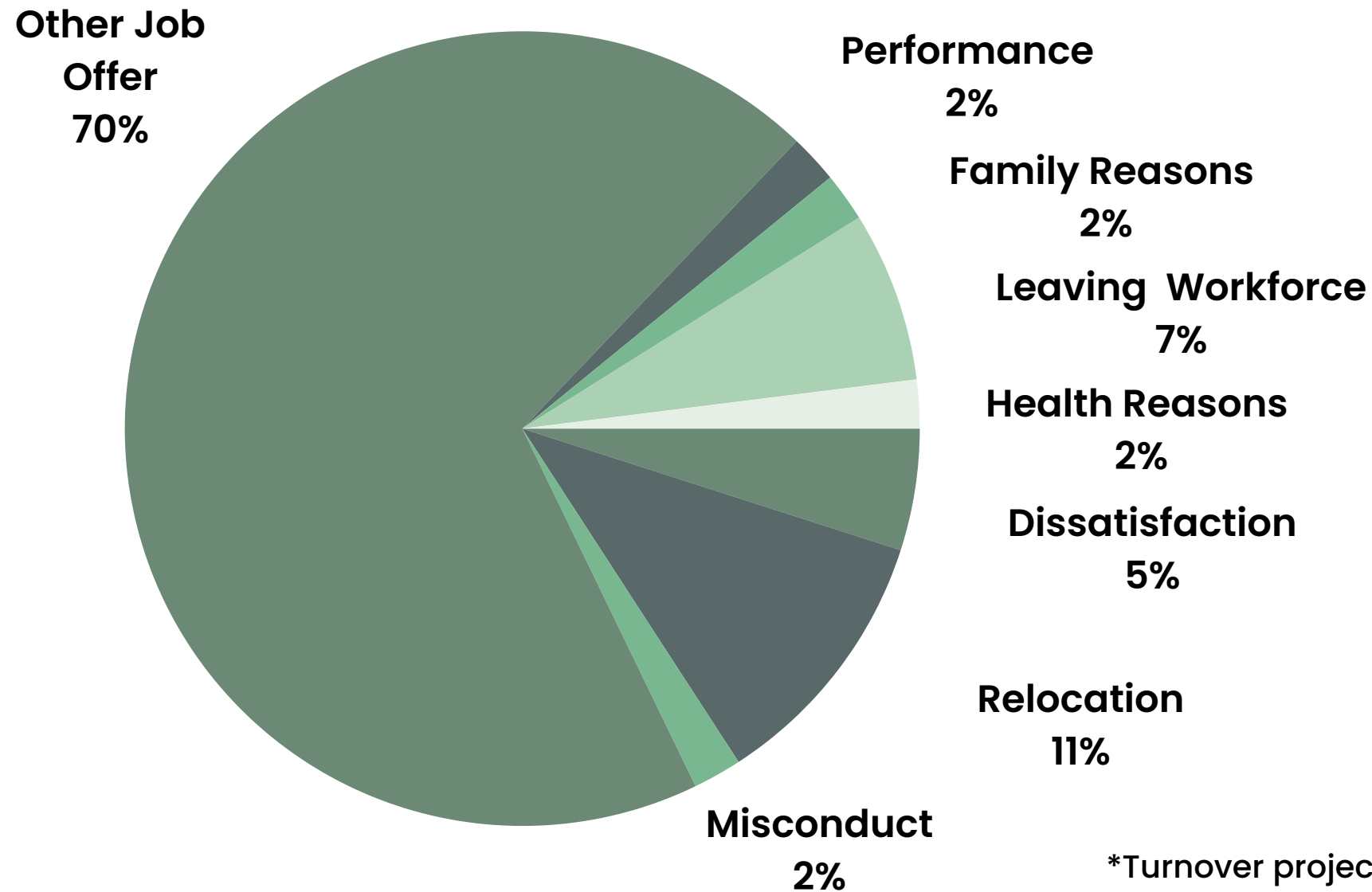
16% overall for the DA's office
23% for DA attorney positions only

Five year turnover history for DA attorneys:

2023 - 12.8%	2020 - 13.0%
2022 - 11.0%	2019 - 13.3%
2021 - 12.5%	

Reason for Leaving Distribution - 5 year history

Turnover Distribution - 5 year history



*Turnover projection data is October 2023- April 2024
Percentages are rounded to the nearest whole number.

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	581	7	100%	0%	0%	0%	0
Chief Misdemeanor Prosecutor	584	7	100%	0%	0%	0%	0
Felony Appellate Attorney	585	4	25%	0%	25%	50%	0
Felony Prosecutor	585	32	56%	16%	0%	28%	0
Chief Felony Prosecutor	587	14	7%	57%	14%	22%	0
Legal Advisor	587	1	0%	0%	0%	100%	0
Special Unit Prosecutor	587	1	0%	100%	0%	0%	0
Chief Appellate Attorney	588	1	0%	0%	100%	0%	0
Chief MHMC Attorney	588	1	0%	100%	0%	0%	0
Magistrate Judge	588	1	0%	0%	0%	100%	0
Trial Bureau Chief	588	1	0%	0%	0%	100%	0
2nd Assistant District Attorney	589	1	0%	0%	0%	100%	0
1st Assistant District Attorney	591	1	0%	0%	0%	100%	0

*Data as of March 2024

Percentages above are rounded to the nearest whole number.

LEGAL SALARY RANKING

Job Title	Pay Grade Minimum Ranking	Pay Grade Maximum Ranking
Misdemeanor Prosecutor ⁽¹⁾	5 of 9	4 of 9
Chief Misdemeanor Prosecutor	3 of 9	3 of 9
Felony Prosecutor	2 of 8	2 of 8
Felony Appellate Attorney	2 of 8	4 of 8
Chief Felony Prosecutor ⁽²⁾	2 of 9	6 of 9
Chief Appellate Attorney ⁽³⁾	2 of 8	4 of 8
Trial Bureau Chief ^(2/3)	2 of 6	4 of 6
2nd Assistant District Attorney ^(2/3)	2 of 6	4 of 6
1st Assistant District Attorney ^(2/3)	2 of 8	4 of 8

(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 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, Legal Advisor 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:

\$76,894
to
\$111,496

Average Length of Service:

Less than
one (1)
year

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

Minimum Salary

- 5th out of nine (9)
- 4% below 75th Percentile
- Maximum salary is generally not applicable due to incumbents moving out of the position quickly

Misdemeanor Prosecutor Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	9%	19%	30%	16%	40%
Reason for Leaving	1 - Other Job Offer	1 - Leaving Workforce 1- Other Job Offer	2 - Other Job Offer	1 - Relocation	1 - Family Reasons 1 - Other Job Offer

*FY 2024 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 2024



*Tarrant County allows misdemeanor prosecutors to start at 20% over minimum.
75th percentile includes higher allowed rate for Tarrant County.

CHIEF MISDEMEANOR PROSECUTOR

Budgeted Positions:

8

Pay Range:

\$96,864
to
\$140,453

Average Length of Service:

Less than
one (1)
year

Minimum Salary

- 3rd out of nine (9)
- 2% above 75th Percentile

Maximum Salary

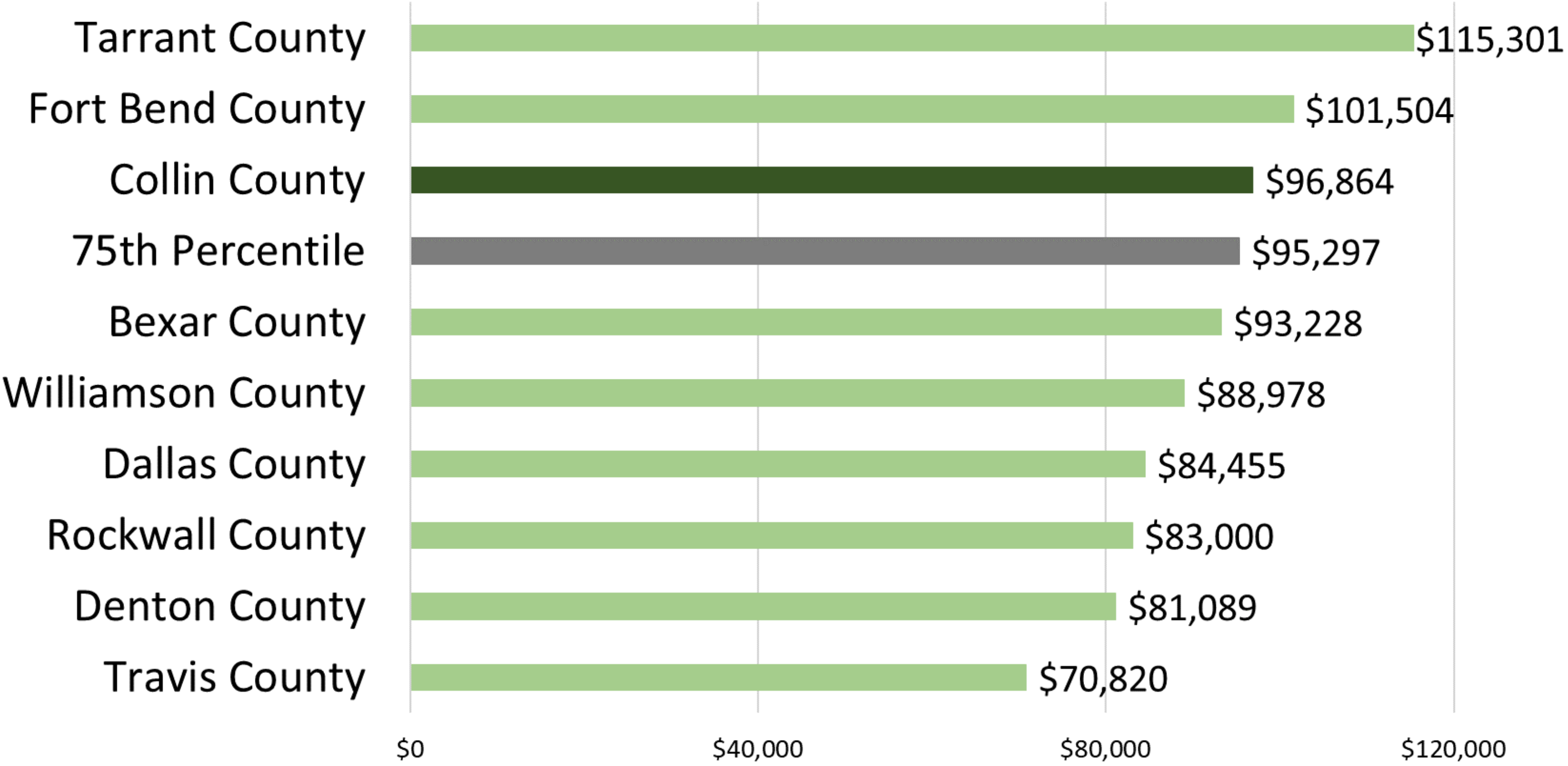
- 3rd out of nine (9)
- 2% below 75th Percentile

Chief Misdemeanor Prosecutor Turnover

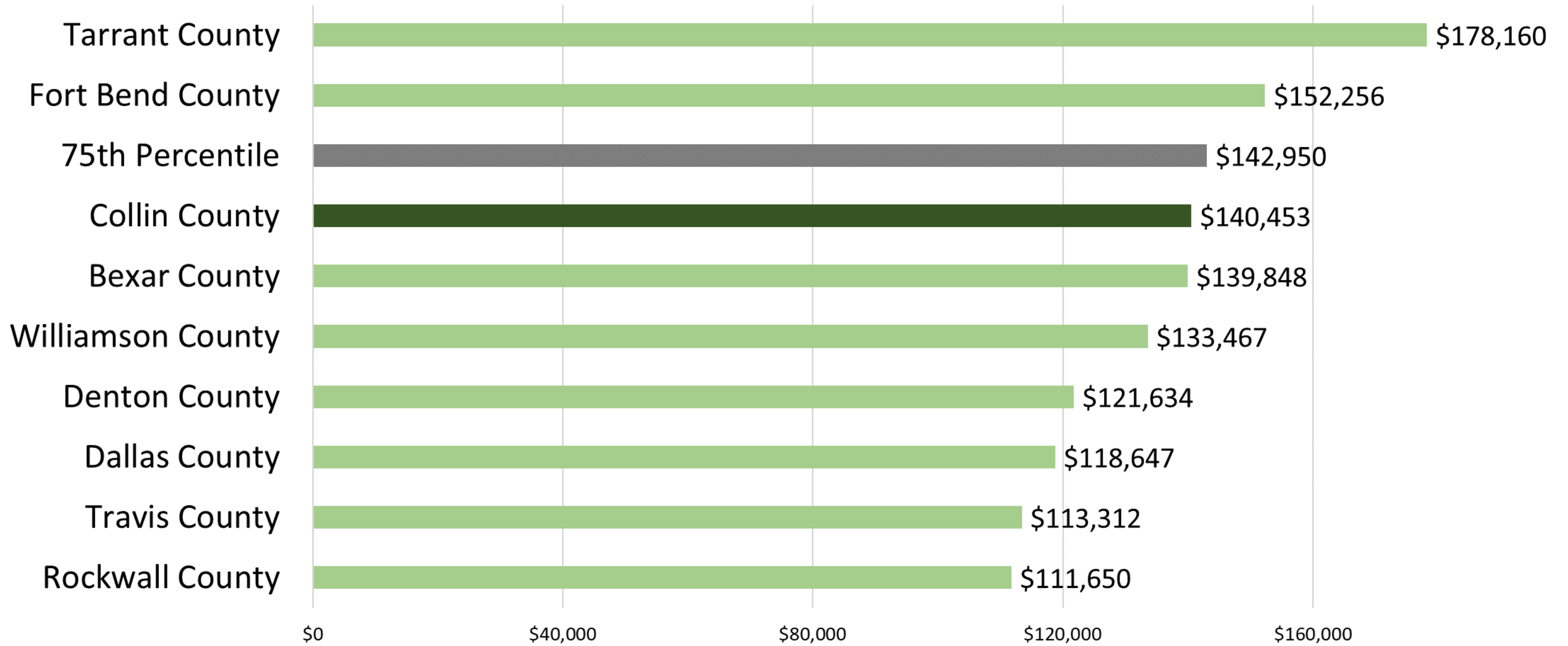
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	27%	14%	13%	71%	21%
Reason for Leaving	2 - Other Job Offer	1 - Other Job Offer	1 - Other Job Offer	4 - Other Job Offer 1 - Relocation	1 - Other Job Offer

*FY 2024 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 2024



CHIEF MISDEMEANOR PROSECUTOR MAXIMUMS FY 2024



FELONY PROSECUTOR

Budgeted Positions:

37

Pay Range:

\$104,613
to
\$151,689

Average Length of Service:

Seven
(7)
years

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

Minimum Salary

- 2nd out of eight (8)
- 6% above 75th Percentile

Maximum Salary

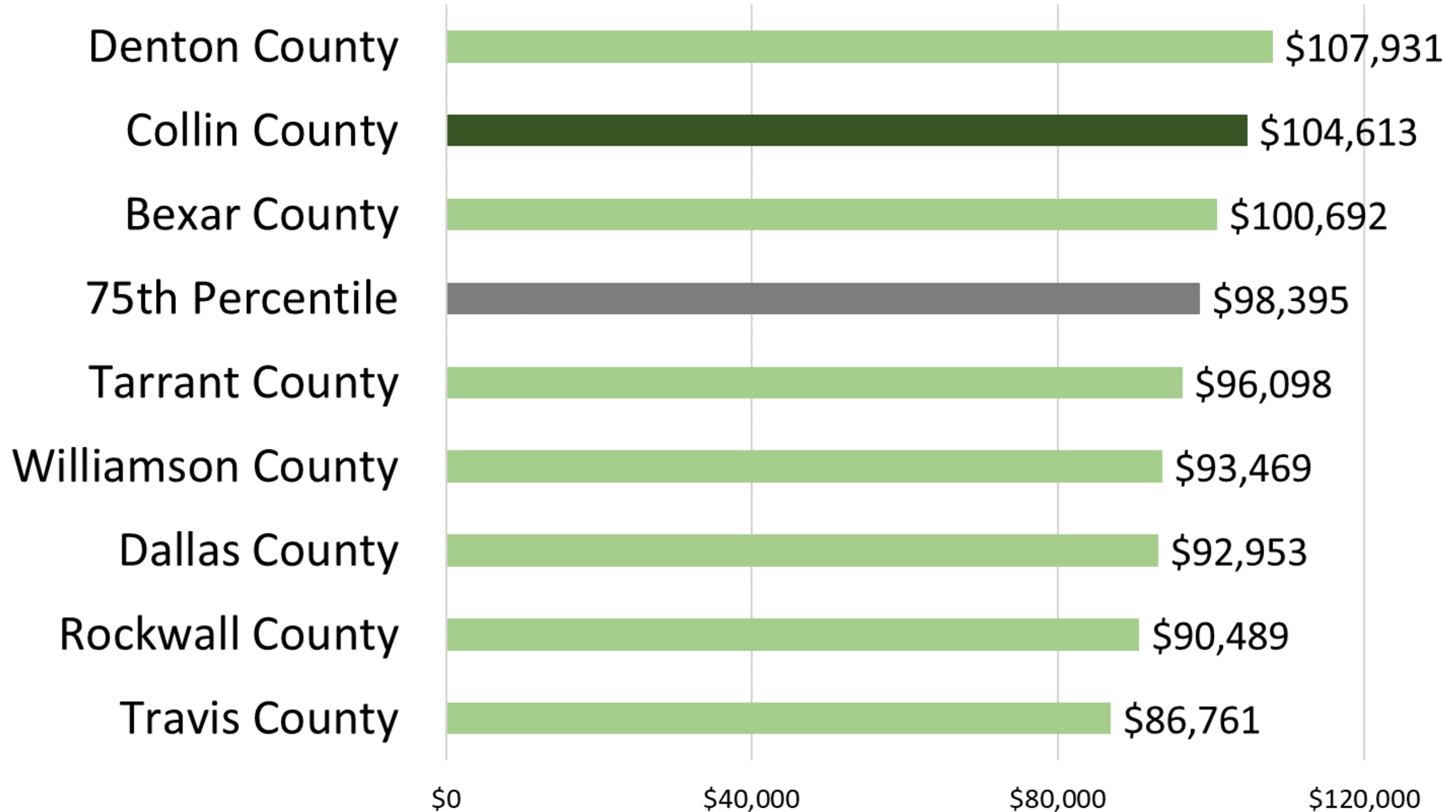
- 2nd out of eight (8)
- 1% above 75th Percentile

Felony Prosecutor Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	12%	15%	31%	14%	10%
Reason for Leaving	1 - Relocation 1 - Other Job Offer 1 - Performance 1 - Misconduct	5 - Other Job Offer	8 - Other Job Offer 1 - Leaving Workforce 1 - Relocation	2 - Other Job Offer 1 - Health Reasons 1 - Dissatisfaction	2 - Relocation

*FY 2024 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 2024



FELONY PROSECUTOR MAXIMUMS FY 2024



FELONY APPELLATE ATTORNEY

Budgeted Positions:

4

Pay Range:

\$104,613
to
\$151,689[†]

Average Length of Service:

Seven
(7)
years

Minimum Salary

- 2nd out of eight (8)
- 2% above 75th Percentile

Maximum Salary

- 4th out of eight (8)
- 2% below 75th Percentile

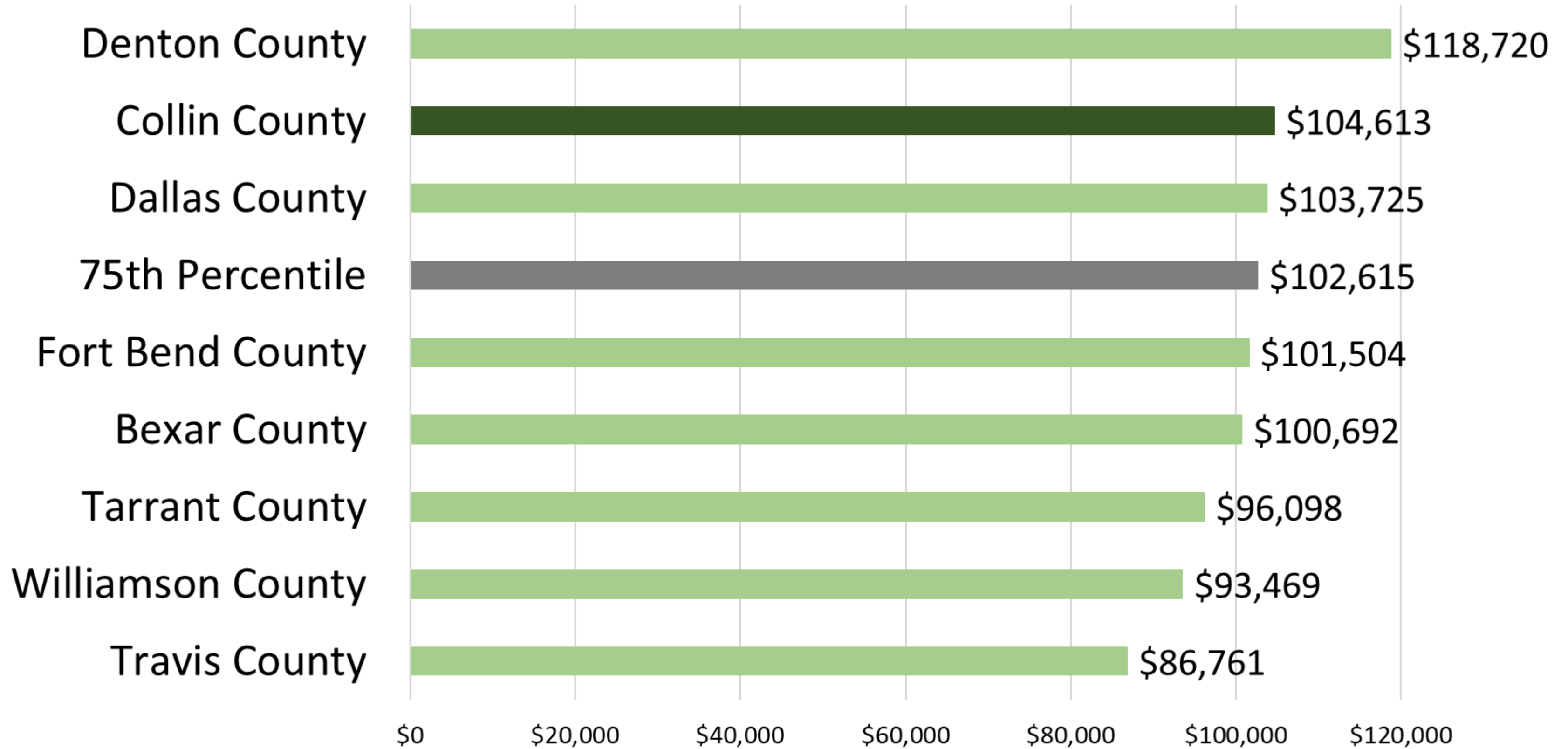
Felony Appellate Attorney Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2024 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.

[†] Same range as Felony Prosecutors.

FELONY APPELLATE ATTORNEY MINIMUMS FY 2024



FELONY APPELLATE ATTORNEY MAXIMUMS FY 2024



CHIEF FELONY PROSECUTOR

Budgeted Positions:

15

Pay Range:

\$122,021
to
\$176,930

Average Length of Service:

Ten
(10)
years

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

Maximum Salary

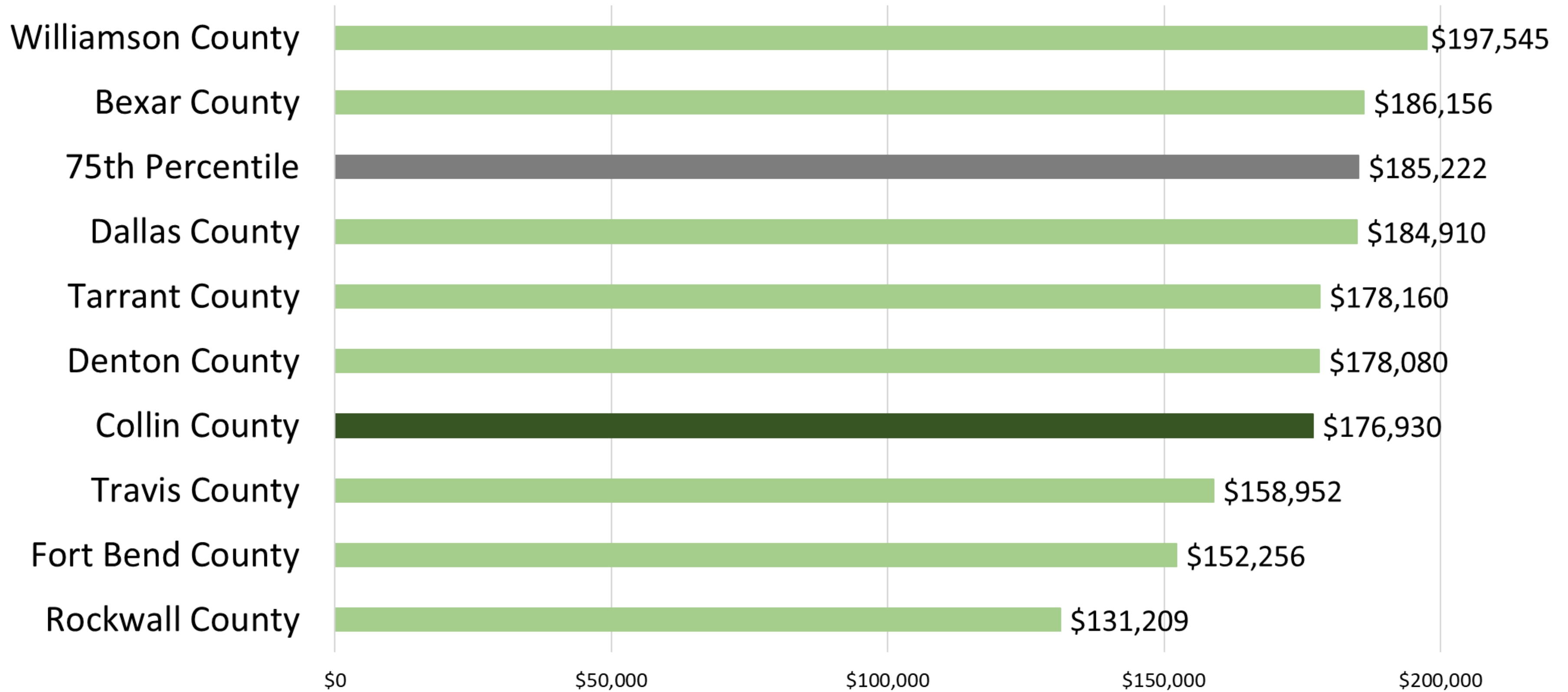
- 6th out of nine (9)
- 4% below 75th Percentile

Chief Felony Prosecutor Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	17%	14%	14%	14%	10%
Reason for Leaving	2 - Other Job Offer	2 - Other Job Offer	1 - Other Job Offer 1 - Leaving Workforce	1 - Other Job Offer 1 - Dissatisfaction	1 - Family Reasons

*FY 2024 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 2024



SPECIAL UNIT PROSECUTOR

Budgeted Positions:

2

Pay Range:

\$122,021
to
\$176,930

Average Length of Service:

Eight
(8)
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 fourth 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 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	N/A	N/A	N/A	0%	150%
Reason for Leaving	None	None	None	None	1 - Family Reasons

*FY 2024 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:

\$131,783
to
\$191,085

Average Length of Service:

Seven
(7)
years

- Incumbent has over 22 years of service with Dallas County.
- Incumbent is in the 3rd Quartile of the pay range.
- Hiring for this position is generally internal candidates who are already above the range minimum.

Maximum Salary

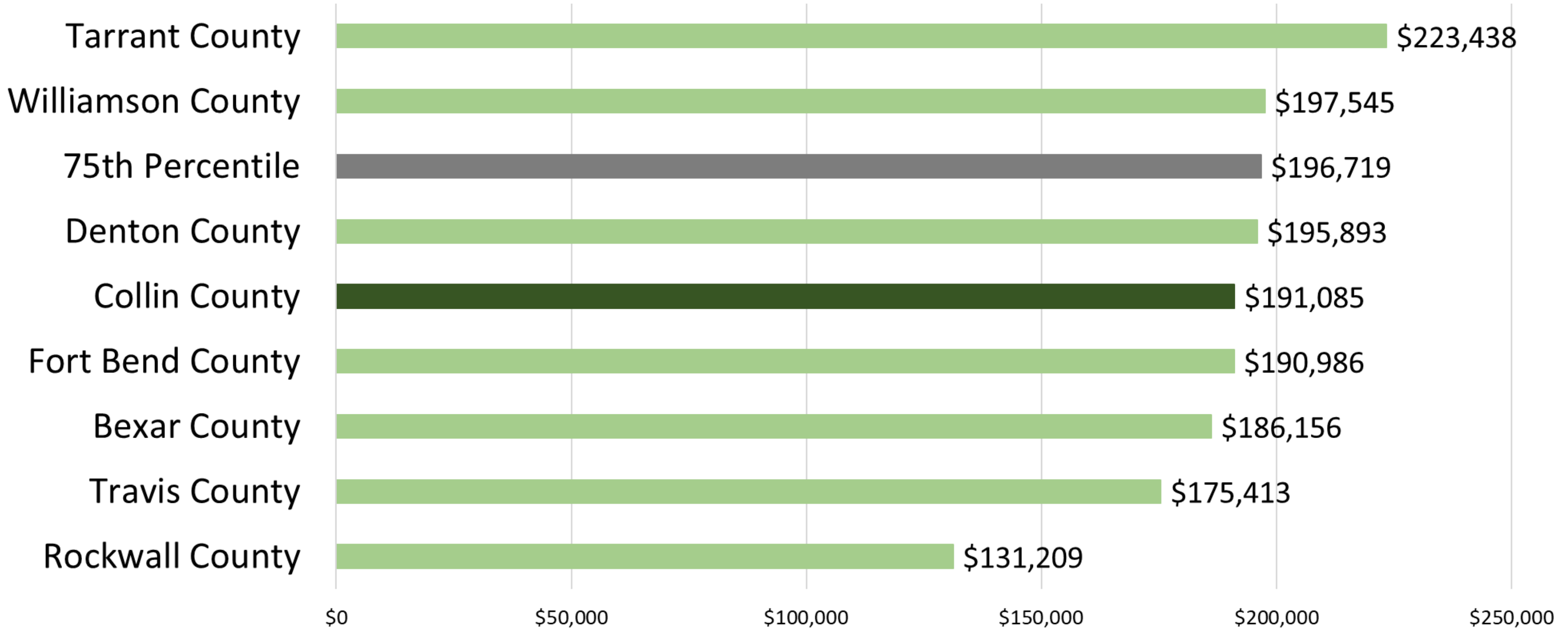
- 4th out of eight (8)
- 3% below 75th Percentile

Chief Appellate Attorney Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2024 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 2024



TRIAL BUREAU CHIEF

Budgeted Positions:

1

Pay Range:

\$131,783
to
\$191,085

Average Length of Service:

Six
(6)
years

- Recently added position in FY2024.
- Incumbent is in the 4th Quartile of the pay range.
- Incumbent has been in the position less than 1 year.

Maximum Salary

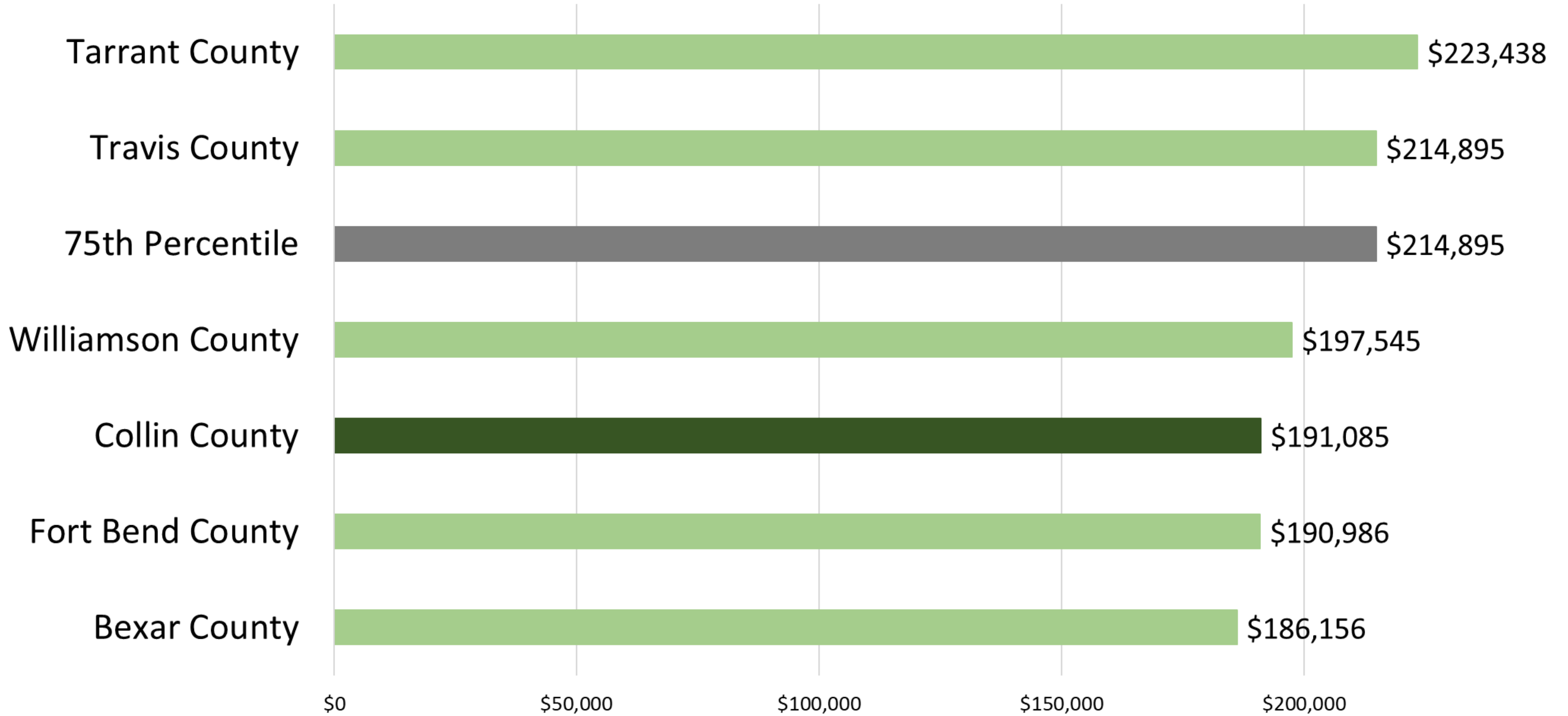
- 4th out of six (6)
- 11% below the 75th Percentile
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

Trial Bureau Chief Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	N/A	N/A	N/A	N/A	0%
Reason for Leaving	None	None	None	None	None

*FY 2024 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.

TRIAL BUREAU CHIEF MAXIMUMS FY 2024



2ND ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$142,325
to
\$206,372

Average Length of Service:

Seventeen
(17)
years

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

Maximum Salary

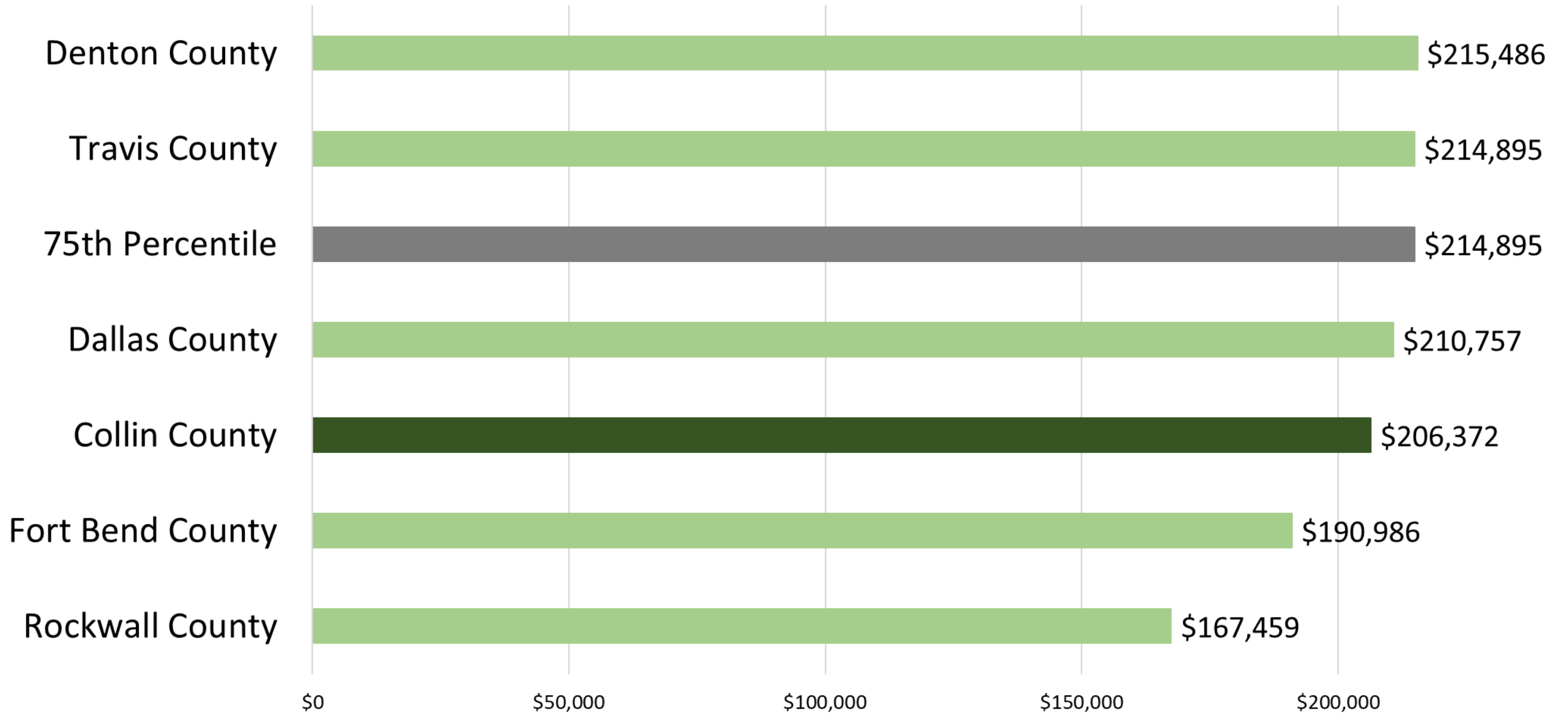
- 4th out of six (6)
- 4% below the 75th Percentile
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

2nd Assistant District Attorney

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2024 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 2024



1ST ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$166,008
to
\$240,712

Average Length of Service:

Nine
(9)
years

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

Maximum Salary

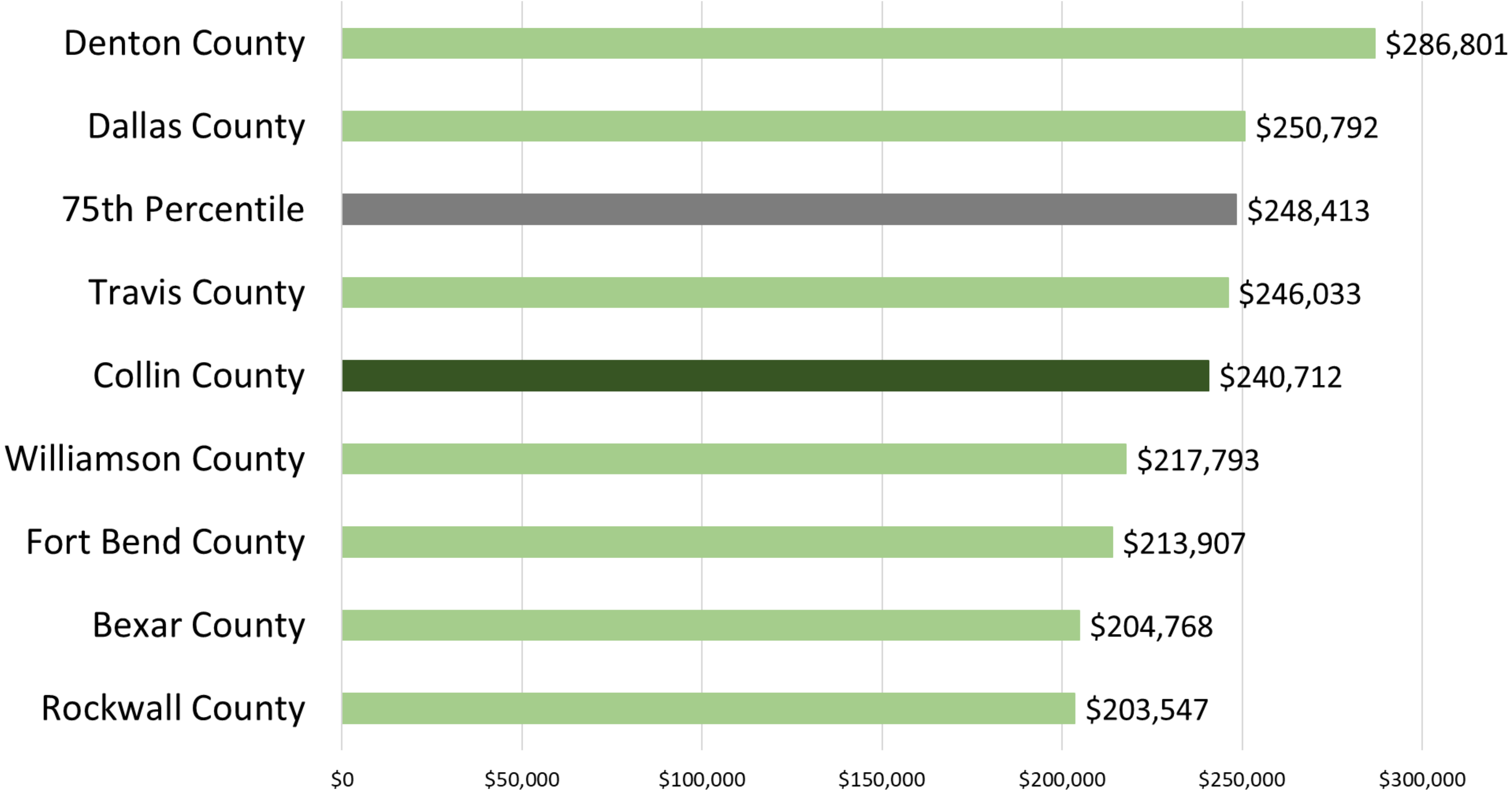
- 4th out of eight (8)
- 3% below 75th Percentile
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

1st Assistant District Attorney Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2024 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 2024



NON-DISTRICT ATTORNEY LEGAL POSITIONS

LEGAL ADVISOR

Budgeted Positions:

1

Pay Range:

\$122,021
to
\$176,930

Average Length of Service:

Six
(6)
years

- This position provides the Sheriff's Office with legal advice.
- Non-supervisory position.
- Reports directly to the Sheriff.
- Incumbent performed in the same capacity for almost one (1) year prior to filling the budgeted position in FY 2018.

- Currently in fourth highest legal pay grade
- Current incumbent is in the 4th Quartile

Legal Advisor Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2024 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 MHMC ATTORNEY

Budgeted Positions:

1

Pay Range:

\$131,783
to
\$191,085

Average Length of Service:

Nine
(9)
Years

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 third highest legal pay grade
- Current incumbent is in the 2nd Quartile

Chief MHMC Attorney Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	0%	0%	0%	100%	0%
Reason for Leaving	None	None	None	1 - Leaving Workforce	None

*FY 2024 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:

\$131,783
to
\$191,085

Average Length of Service:

Four
(4)
years

- Incumbent previously worked as Magistrate Judge with Dallas County for 19 years.
- Created in the FY 2020 budget.

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

Magistrate Judge Turnover

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2024 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.