

FY2026 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.

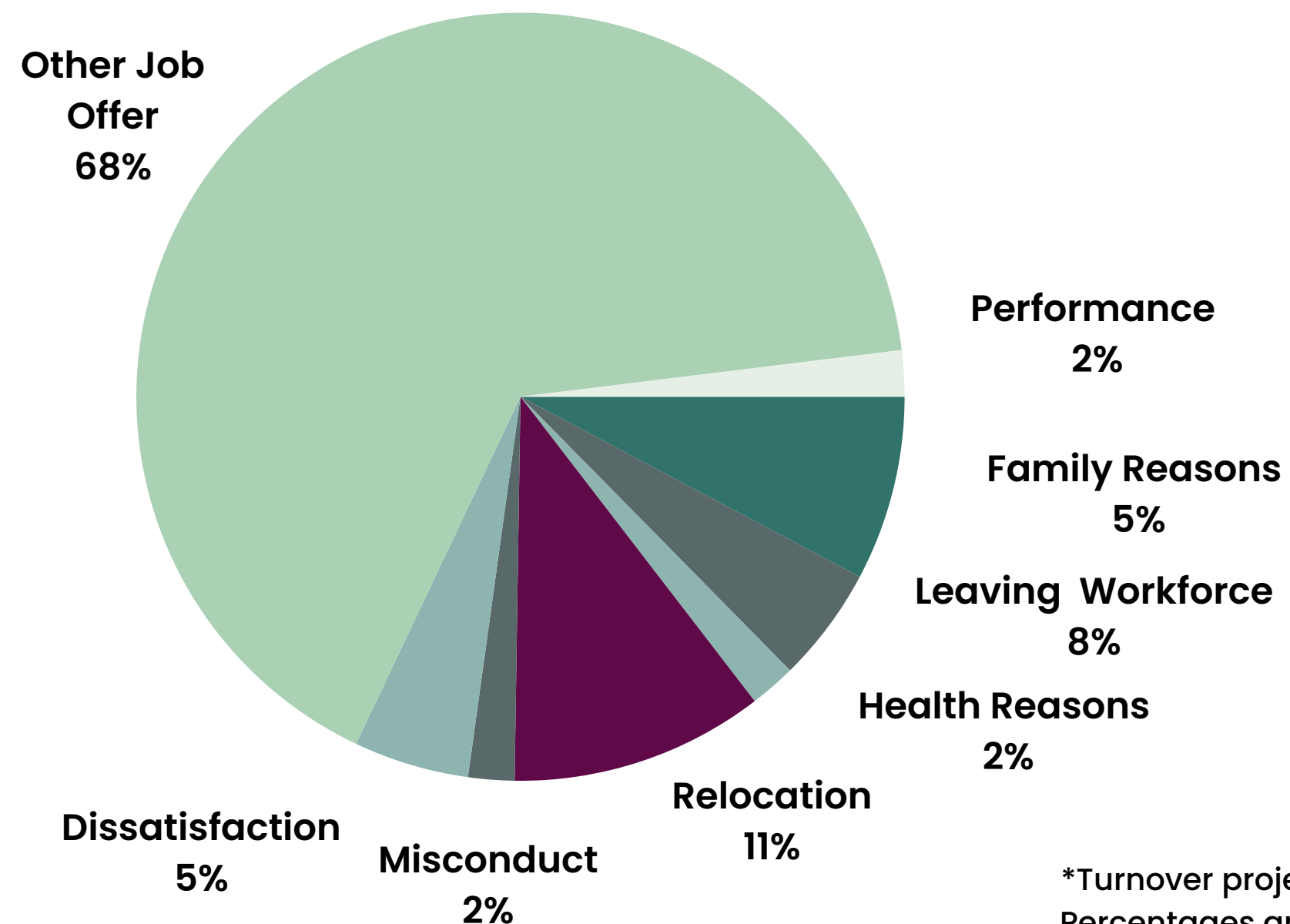
Annualized DA attorney turnover for 2025 is projected at*:

11% overall for the DA's office
12% for DA attorney positions only

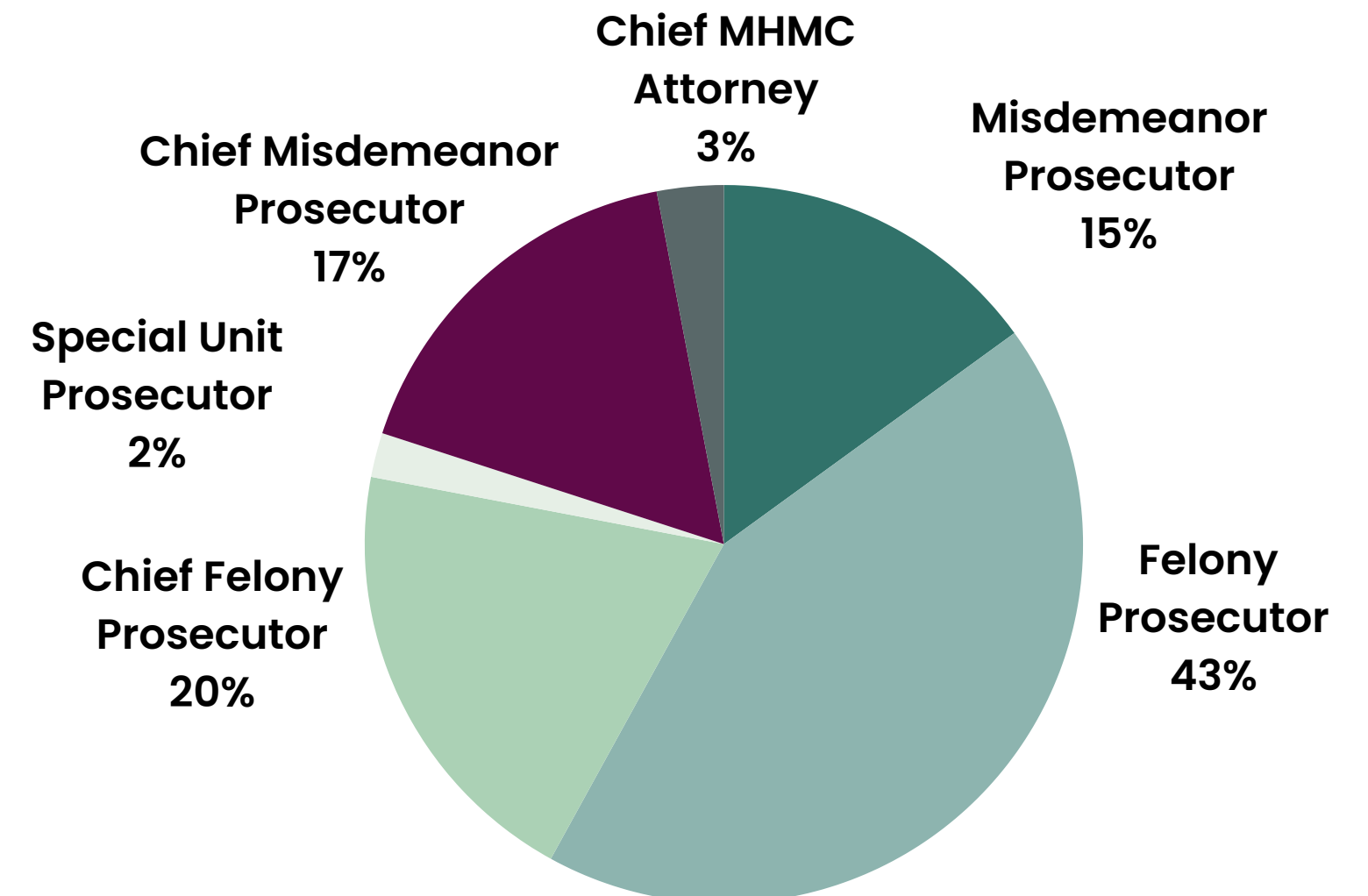
Five year turnover history for DA attorneys:

2024 – 20.9%	2021 – 12.5%
2023 – 12.8%	2020 – 13.0%
2022 – 11.0%	

Reason for Leaving Distribution – 5 year history



Turnover Distribution – 5 year history



*Turnover projection data is October 2024– March 2025
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	5	100%	0%	0%	0%	0
Chief Misdemeanor Prosecutor	584	8	100%	0%	0%	0%	0
Probate Guardianship Attorney	584	1	100%	0%	0%	0%	0
Felony Appellate Attorney	585	4	25%	0%	0%	75%	0
Felony Prosecutor	585	30	47%	23%	3%	27%	0
Chief Felony Prosecutor	587	15	27%	27%	27%	20%	2
Legal Advisor	587	1	0%	0%	0%	100%	0
Special Unit Prosecutor	587	2	0%	0%	50%	50%	0
Chief Appellate Attorney	588	1	0%	0%	0%	100%	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%	1
1st Assistant District Attorney	591	1	0%	0%	0%	100%	1

*Data as of March 2025

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 10	4 of 10
Chief Misdemeanor Prosecutor	3 of 10	3 of 10
Felony Prosecutor	2 of 9	1 of 9
Felony Appellate Attorney	2 of 9	2 of 9
Chief Felony Prosecutor ⁽²⁾	2 of 10	4 of 10
Chief Appellate Attorney ⁽³⁾	3 of 9	4 of 9
Chief MHMC Attorney	1 of 5	2 of 5
Trial Bureau Chief ^(2/3)	3 of 7	5 of 7
2nd Assistant District Attorney ^(2/3)	2 of 6	2 of 6
1st Assistant District Attorney ^(2/3)	2 of 9	4 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 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.
- Magistrate Judge, Legal Advisor, Special Unit Prosecutor and Probate Guardianship Attorney 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:

\$79,970
to
\$115,956

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 ten (10)
- 1% below 75th Percentile
- Maximum salary is generally not applicable due to incumbents moving out of the position quickly

Misdemeanor Prosecutor Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	19%	30%	16%	58%	28%
Reason for Leaving	1 – Leaving Workforce 1- Other Job Offer	2 – Other Job Offer	1 – Relocation	1 – Family Reasons 3 – Other Job Offer	1 – Other Job Offer

*FY 2025 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 2025



*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:

\$100,739
to
\$146,071

Average Length of Service:

Less than
one (1)
year

Minimum Salary

- 3rd out of ten (10)
- 6% above 75th Percentile

Maximum Salary

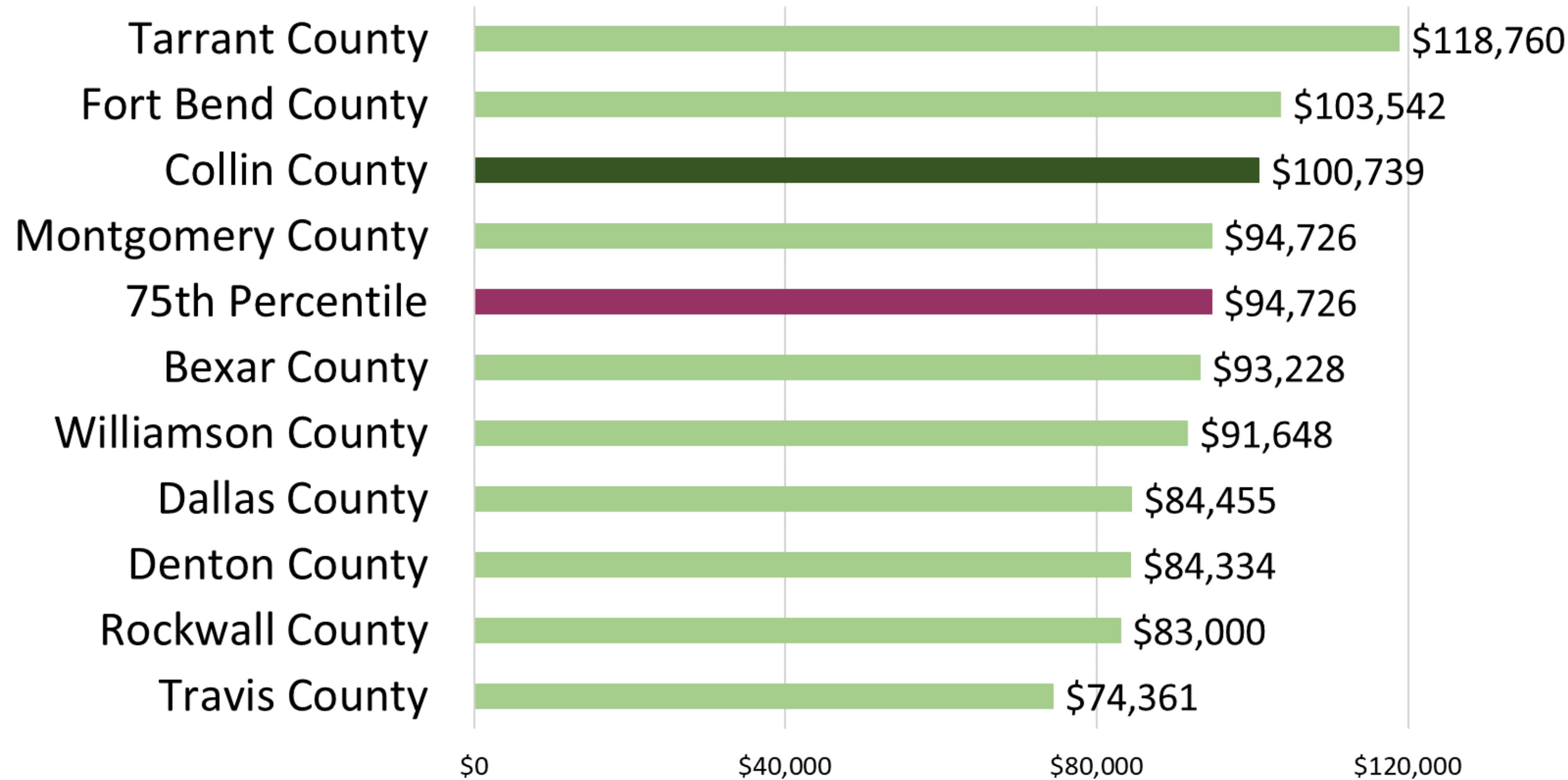
- 3rd out of ten (10)
- 4% above 75th Percentile

Chief Misdemeanor Prosecutor Turnover

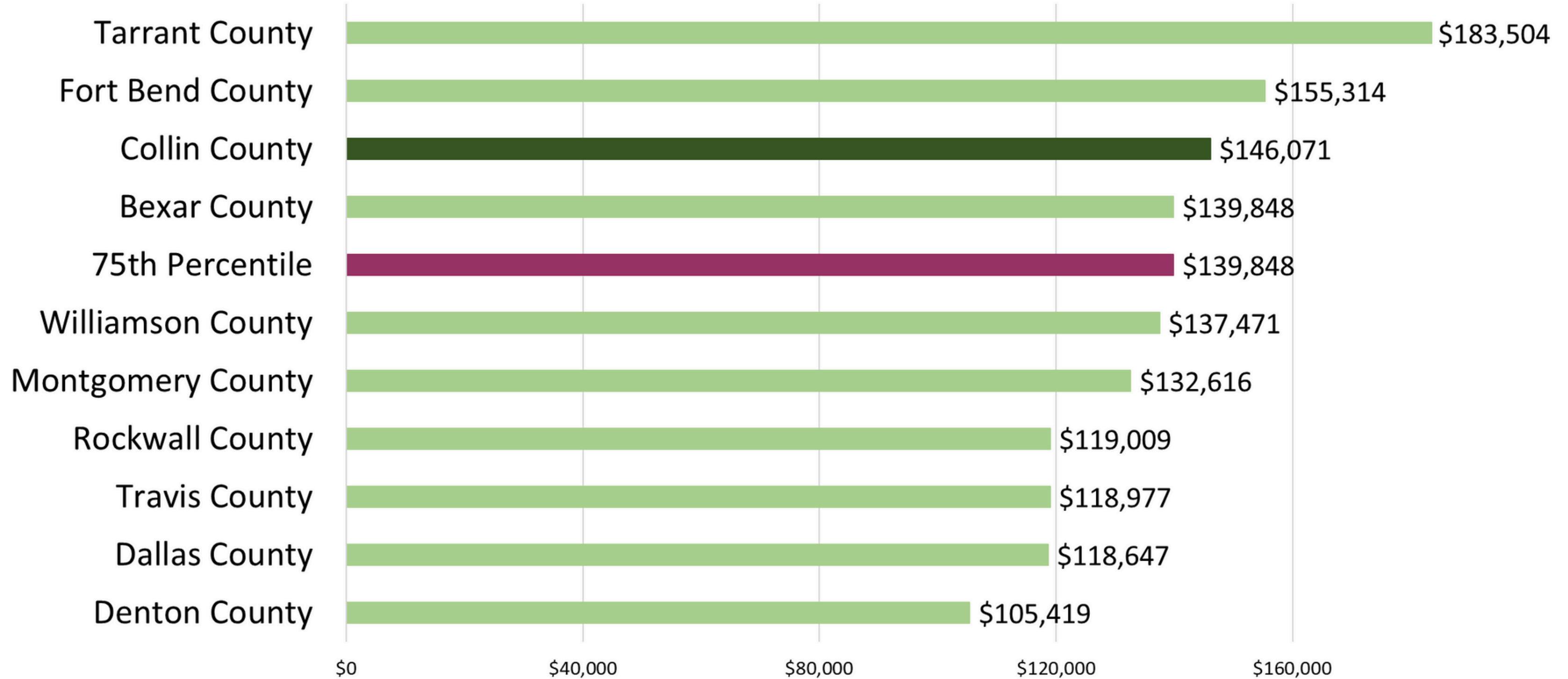
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	14%	13%	71%	27%	89%
Reason for Leaving	1 – Other Job Offer	1 – Other Job Offer	4 – Other Job Offer 1 – Relocation	1 – Other Job Offer 1 – Relocation	4 – Other Job Offer

*FY 2025 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 2025



CHIEF MISDEMEANOR PROSECUTOR MAXIMUMS FY 2025



FELONY PROSECUTOR

Budgeted Positions:

39

Pay Range:

\$108,798
to
\$157,757

Average Length of Service:

Seven
(7)
years

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

Minimum Salary

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

Maximum Salary

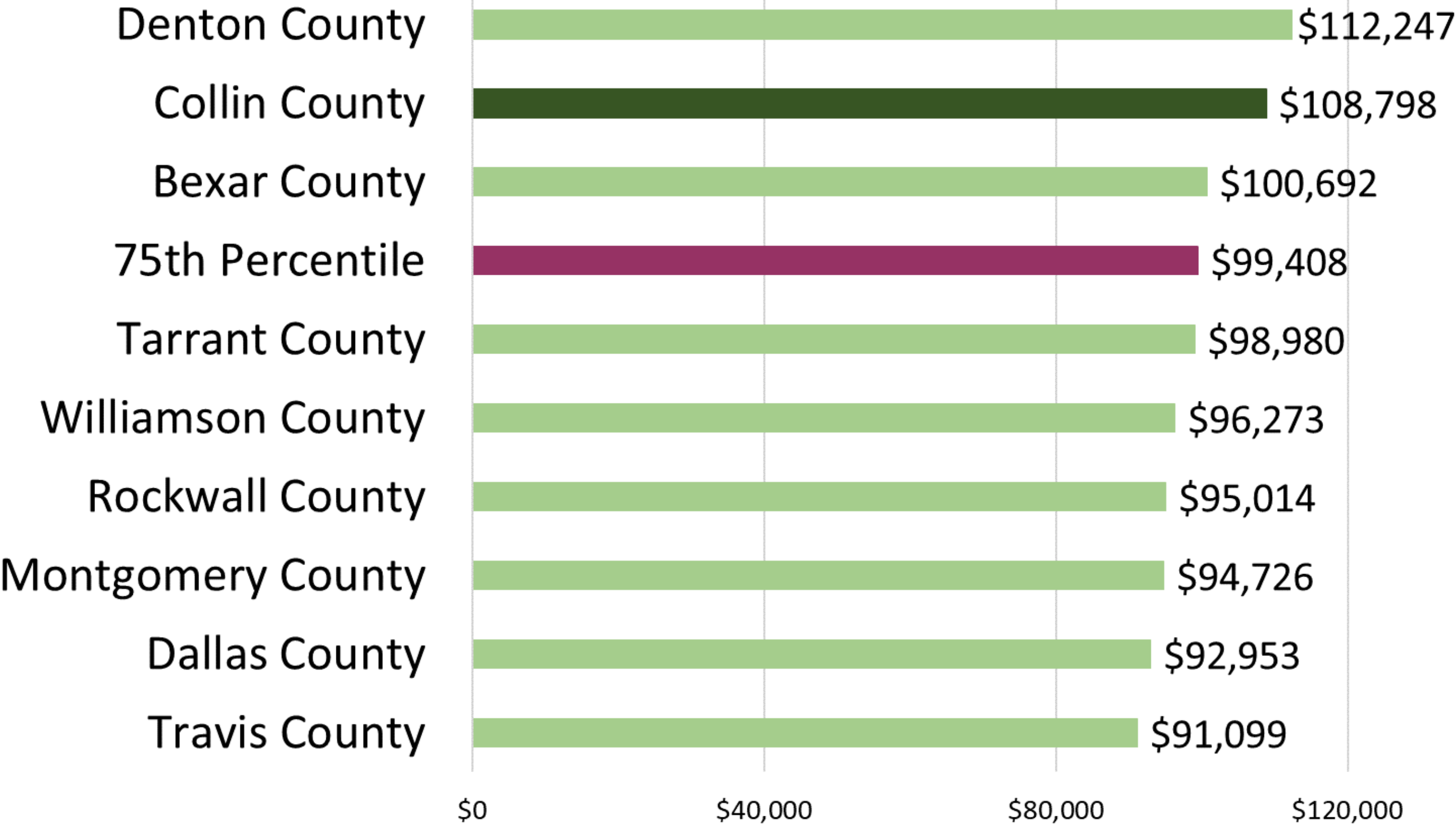
- 1st out of nine (9)
- 4% above 75th Percentile

Felony Prosecutor Turnover

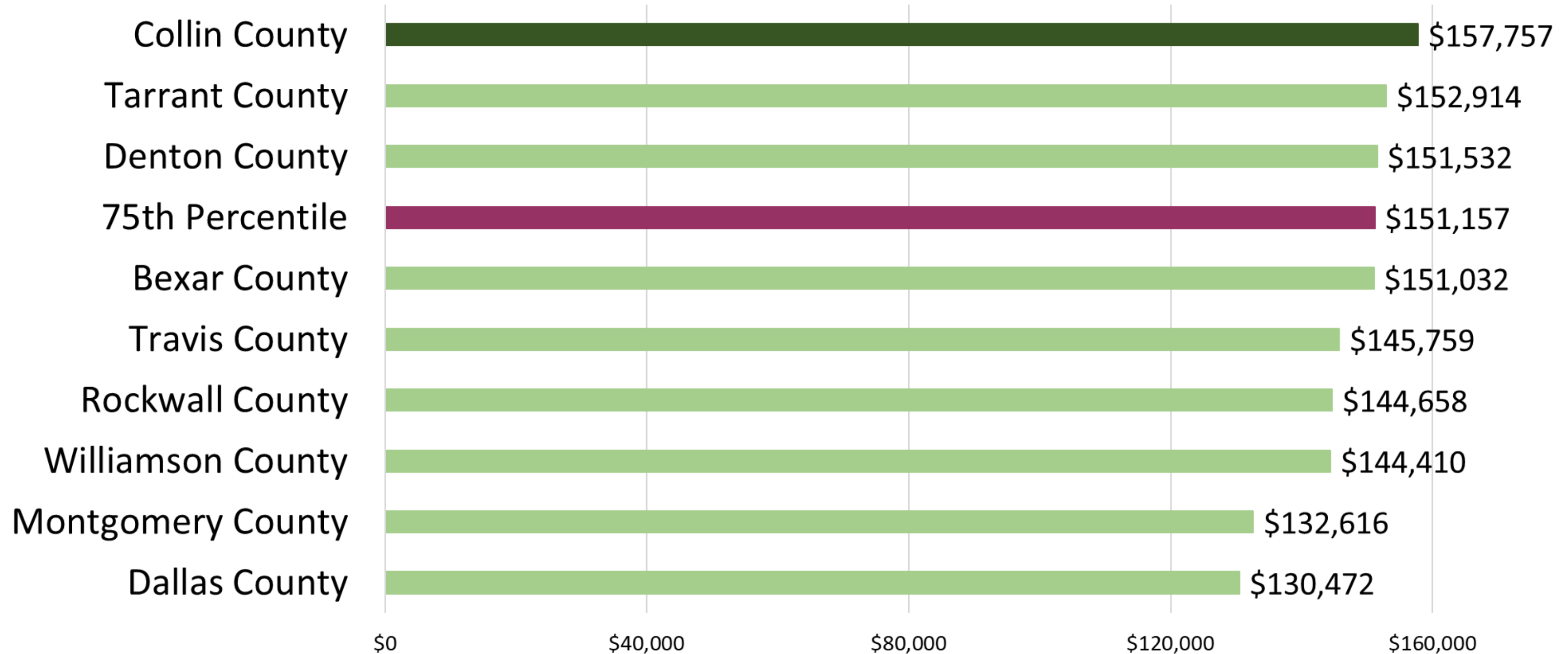
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	15%	31%	14%	17%	6%
Reason for Leaving	5 – Other Job Offer	8 – Other Job Offer 1 – Leaving Workforce 1 – Relocation	2 – Other Job Offer 1 – Health Reasons 1 – Dissatisfaction	2 – Relocation 1 – Dissatisfaction 2 – Other Job Offer	1 – Dissatisfaction

*FY 2025 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 2025



FELONY PROSECUTOR MAXIMUMS FY 2025



FELONY APPELLATE ATTORNEY

Budgeted Positions:

4

Pay Range:

\$108,798
to
\$157,757[†]

Average Length of Service:

Eight
(8)
years

Minimum Salary

- 2nd out of nine (9)
- 5% above 75th Percentile

Maximum Salary

- 2nd out of nine (9)
- 1% above 75th Percentile

Felony Appellate Attorney Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

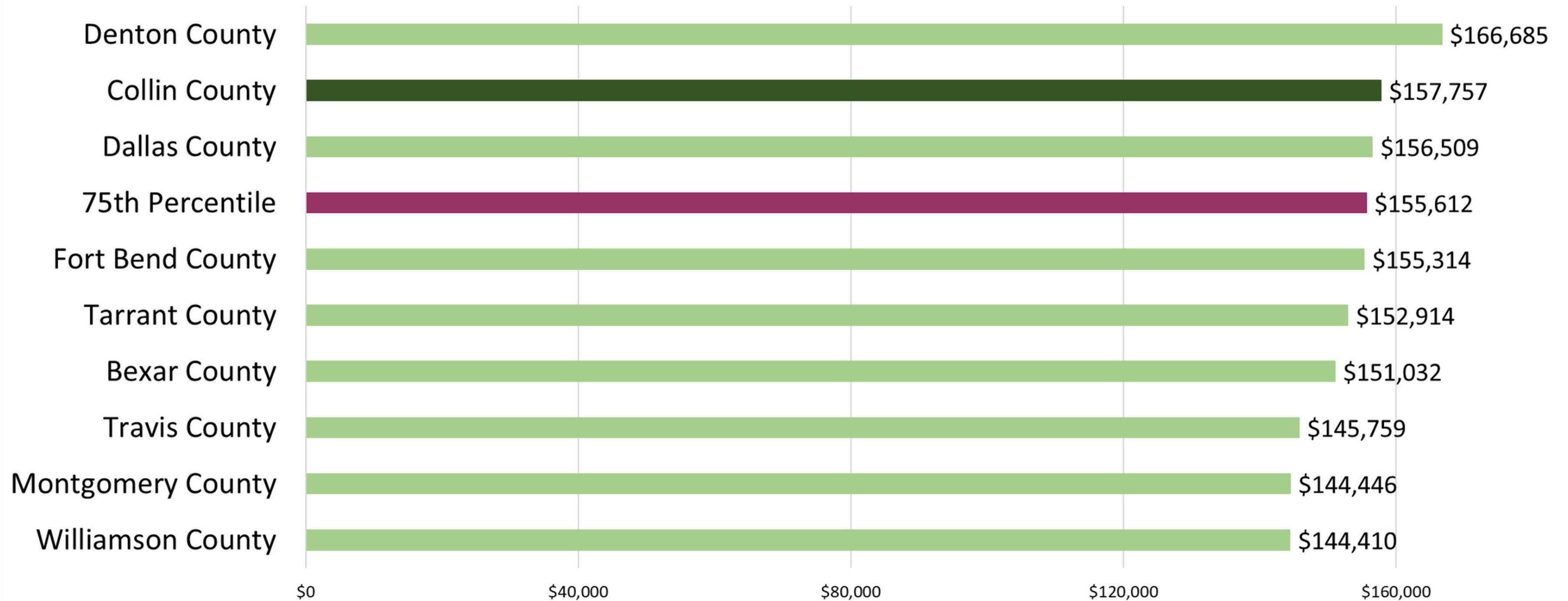
*FY 2025 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

[†] Same range as Felony Prosecutors.

FELONY APPELLATE ATTORNEY MINIMUMS FY 2025



FELONY APPELLATE ATTORNEY MAXIMUMS FY 2025



CHIEF FELONY PROSECUTOR

Budgeted Positions:

15

Pay Range:

\$126,902
to
\$184,007

Average Length of Service:

Nine
(9)
years

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

Maximum Salary

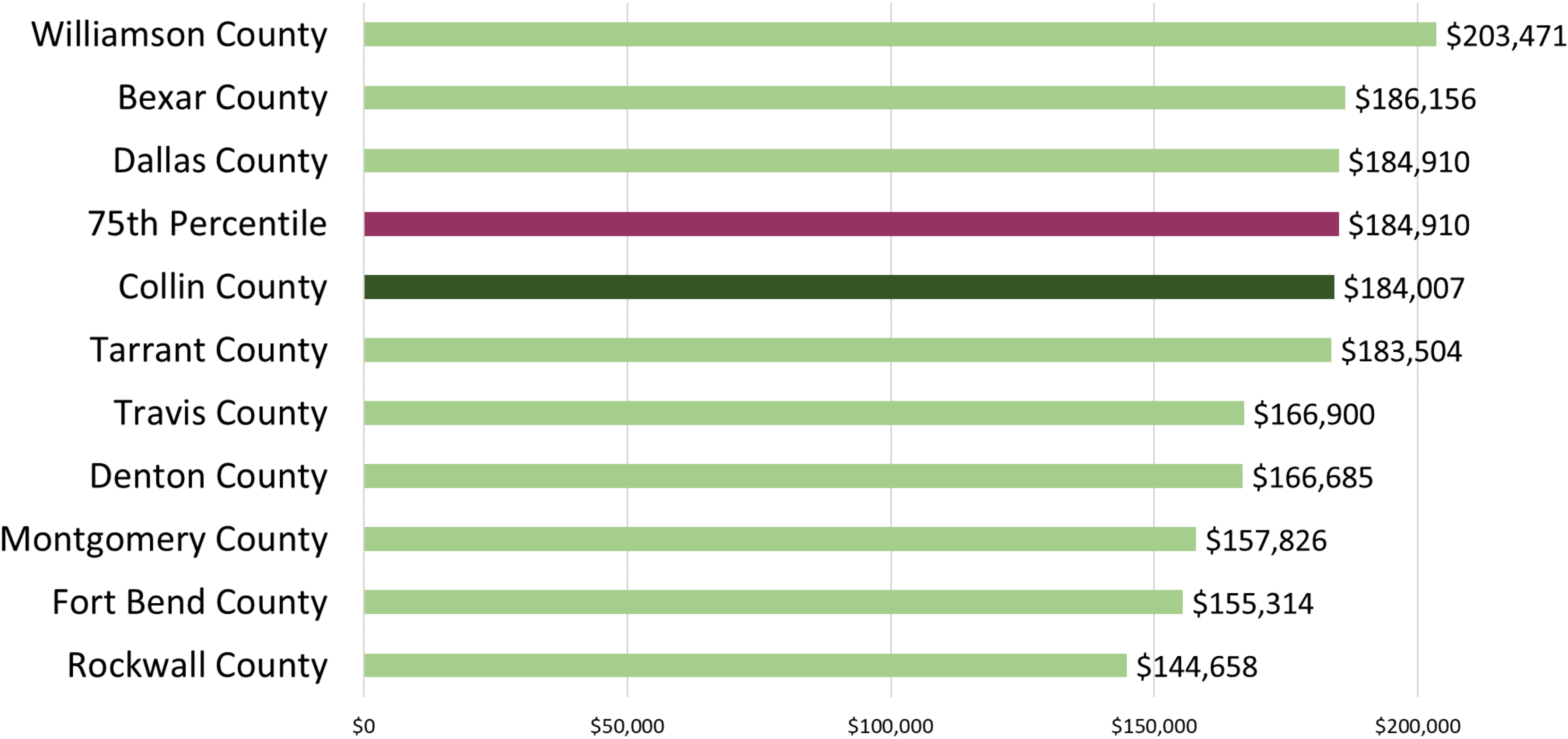
- 4th out of ten (10)
- <1% below 75th Percentile

Chief Felony Prosecutor Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	14%	14%	14%	34%	0%
Reason for Leaving	2 – Other Job Offer	1 – Other Job Offer 1 – Leaving Workforce	1 – Other Job Offer 1 – Dissatisfaction	3 – Other Job Offer 1 – Leaving Workforce 1 – Family Reasons	None

*FY 2025 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 2025



SPECIAL UNIT PROSECUTOR

Budgeted Positions:

2

- Currently in the fourth highest pay grade
- One incumbent is in the 3rd Quartile and the other is in the 4th Quartile of the pay range

Pay Range:

\$126,902
to
\$184,007

Average Length of Service:

Eleven
(11)
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.

Special Unit Prosecutor Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	N/A	N/A	0%	73%	0%
Reason for Leaving	None	None	None	1 – Family Reasons	None

*FY 2025 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:

\$137,054
to
\$198,728

Average Length of Service:

Eleven
(11)
years

- Incumbent has almost 10 years of service with Dallas County.
- Incumbent is in the 4th Quartile of the pay range.
- Hiring for this position is generally internal candidates who are already above the range minimum.

Maximum Salary

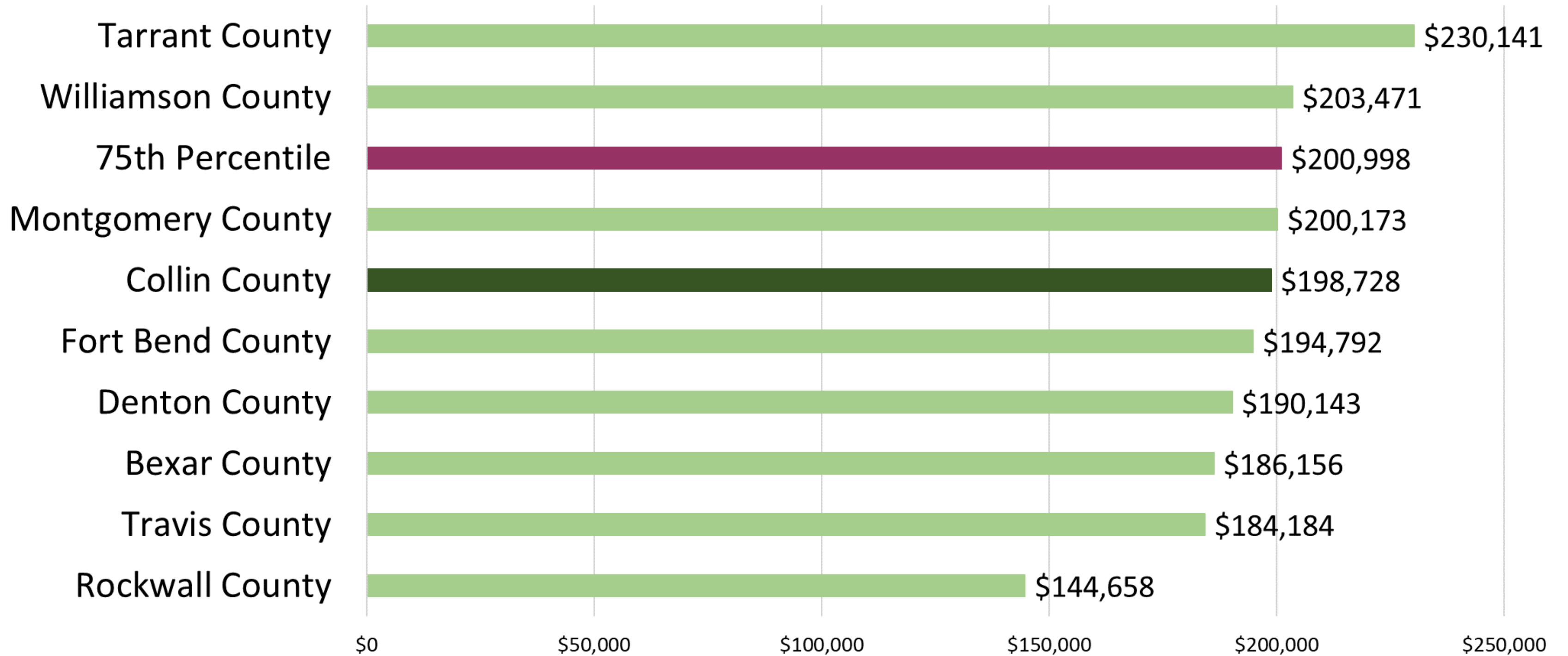
- 4th out of nine (9)
- 1% below 75th Percentile

Chief Appellate Attorney Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2025 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 2025



TRIAL BUREAU CHIEF

Budgeted Positions:

1

Pay Range:

\$137,054
to
\$198,728

Average Length of Service:

Seven
(7)
years

- Recently added position in FY2024.
- Incumbent is in the 4th Quartile of the pay range.
- Incumbent has been in the position a little over a year.

Maximum Salary

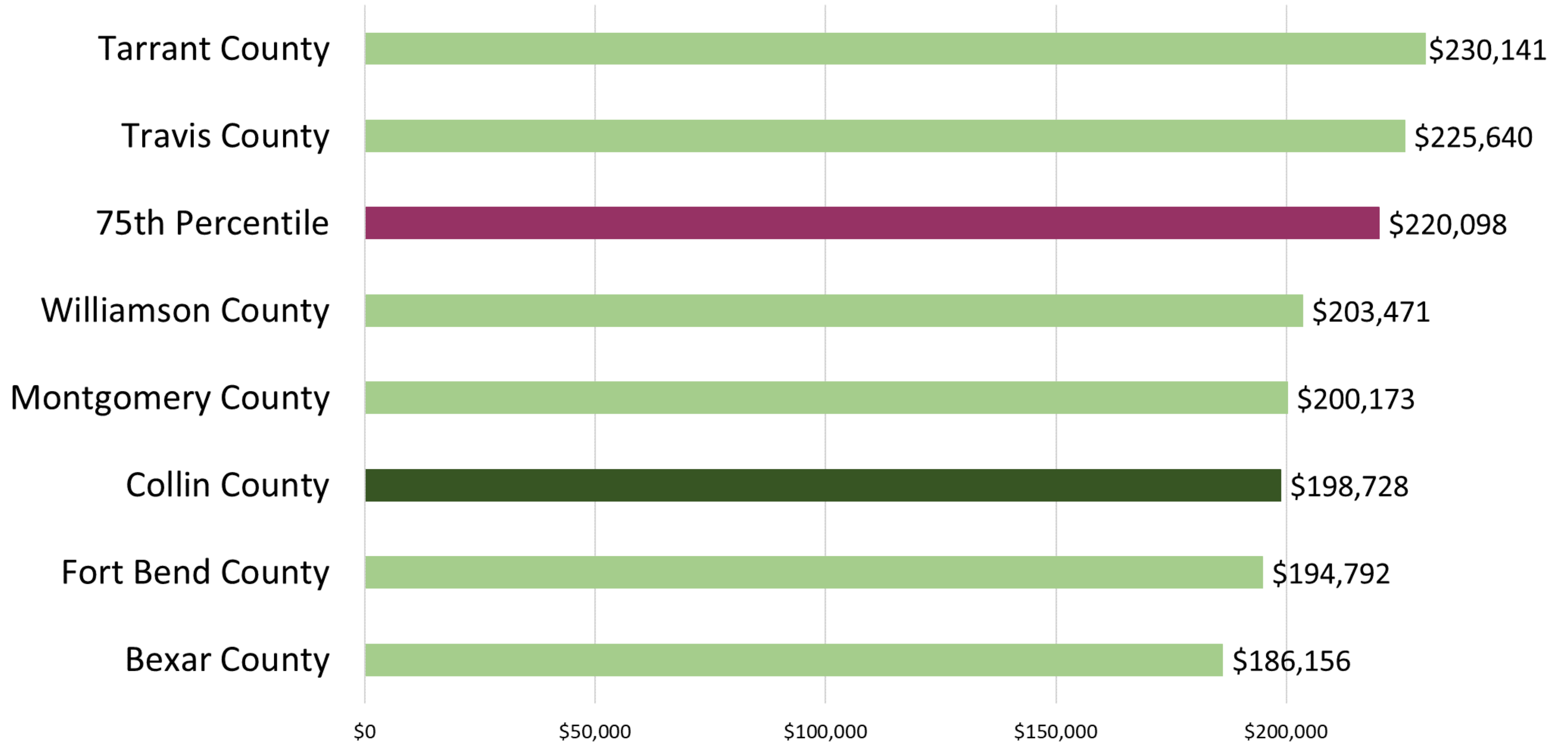
- 5th out of seven (7)
- 10% below the 75th Percentile
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

Trial Bureau Chief Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	N/A	N/A	N/A	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2025 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 2025



2ND ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$148,018
to
\$214,627

Average Length of Service:

Eighteen
(18)
years

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

Maximum Salary

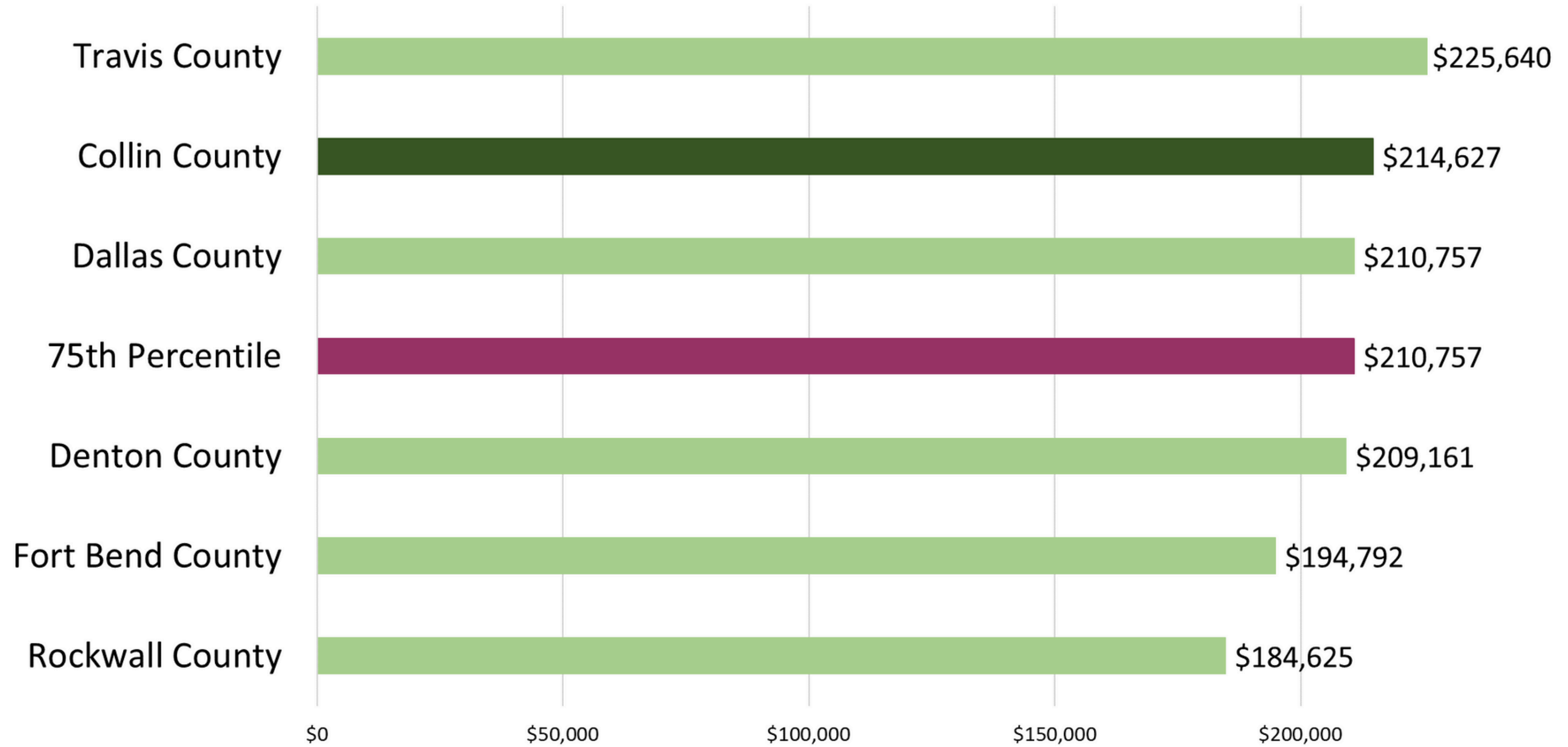
- 2nd out of six (6)
- 2% above the 75th Percentile
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

2nd Assistant District Attorney

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2025 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 2025



1ST ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$172,648
to
\$250,340

Average Length of Service:

Ten
(10)
years

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

Maximum Salary

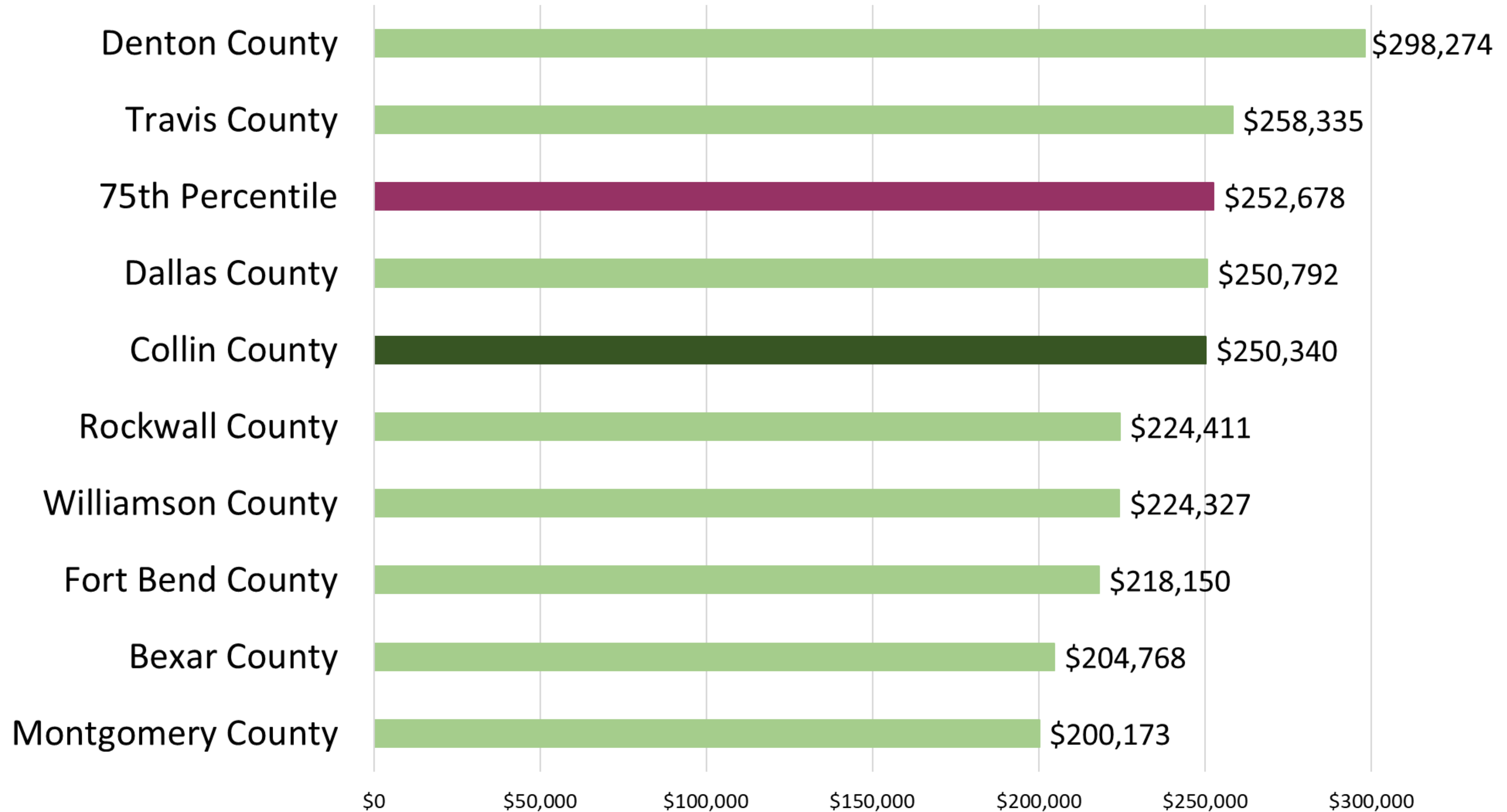
- 4th out of nine (9)
- 1% below 75th Percentile
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

1st Assistant District Attorney Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2025 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 2025



NON-DISTRICT ATTORNEY LEGAL POSITIONS

LEGAL ADVISOR

Budgeted Positions:

1

Pay Range:

\$126,902
to
\$184,007

Average Length of Service:

Seven
(7)
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 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2025 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:

\$137,054
to
\$198,728

Average Length of Service:

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.

Minimum Salary

- 1st out of five (5)
- 4% above 75th Percentile

Maximum Salary

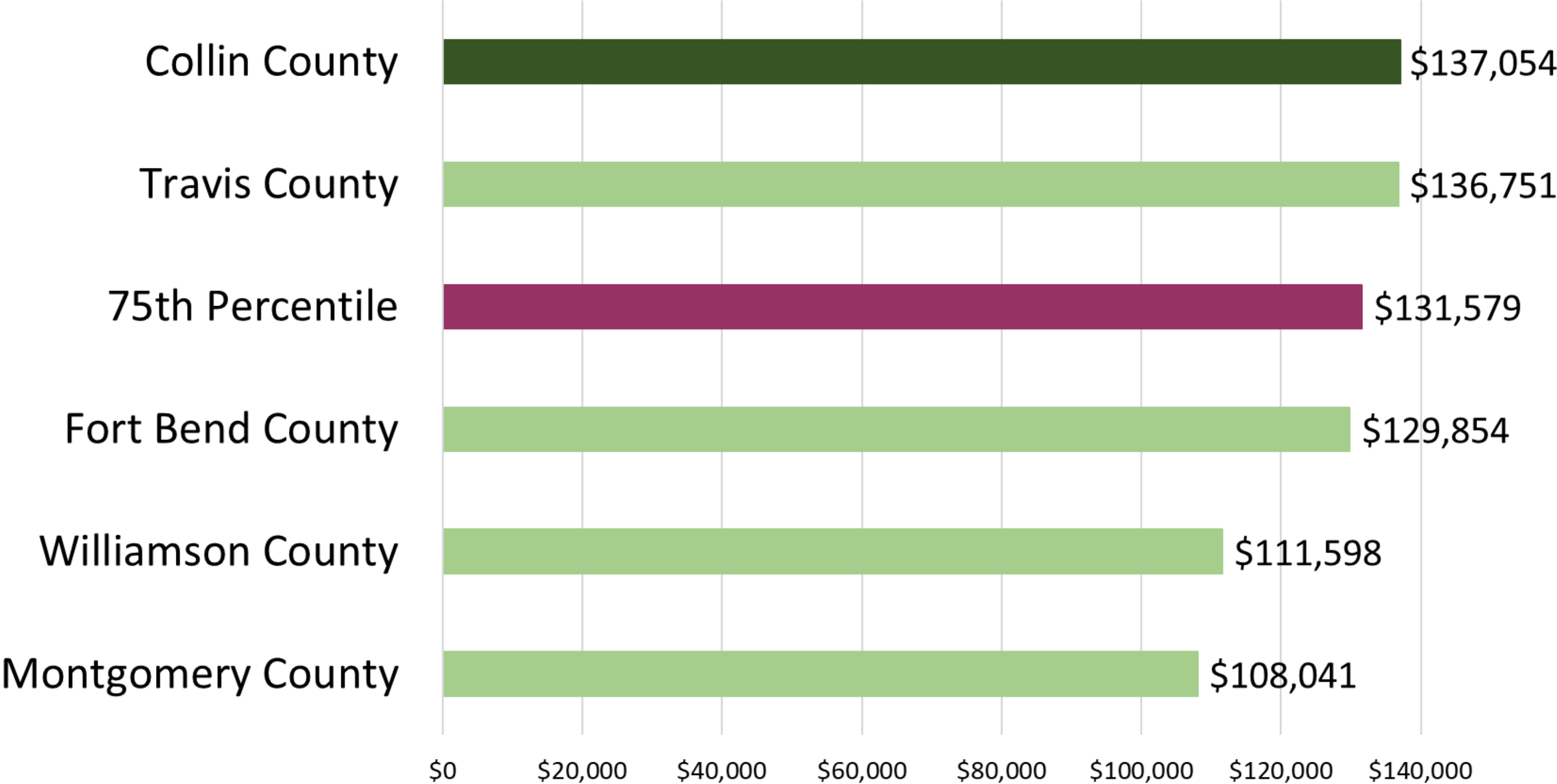
- 2nd out of five (5)
- 2% below 75th Percentile

Chief MHMC Attorney Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	0%	0%	100%	100%	0%
Reason for Leaving	None	None	1 – Leaving Workforce	1 – Other Job Offer	None

*FY 2025 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 MHMC ATTORNEY MINIMUMS FY 2025



CHIEF MHMC ATTORNEY MAXIMUMS FY 2025



MAGISTRATE JUDGE

Budgeted Positions:

1

Pay Range:

\$137,054
to
\$198,728

Average Length of Service:

Six
(6)
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 six (6) years.

Magistrate Judge Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2025 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.

PROBATE GUARDIANSHIP ATTORNEY

Budgeted Positions:

1

Pay Range:

\$100,739
to
\$146,071

Average Length of Service:

Two
(2)
years

- Created in the FY 2025 budget
- Reports to the Probate Judge

- Currently in the same pay grade as a Chief Misdemeanor Prosecutor

Probate Guardianship Attorney Turnover

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025*
Turnover Rate	N/A	N/A	N/A	N/A	0%
Reason for Leaving	N/A	N/A	N/A	N/A	None

*FY 2025 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.