

# LEGAL COMPENSATION

A decorative graphic featuring a blue line graph with several data points, some of which are highlighted with circles. The graph is set against a background of green and purple areas that resemble a stylized landscape or terrain. The overall design is modern and professional.

2016 PRESENTATION FOR FY 2017 BUDGET

# GENERAL INFORMATION

- This presentation will focus on reviewing the salary ranges for attorney positions in the District Attorney's office.
- Organizations used for comparison:
  - Denton County
  - Fort Bend County
  - Montgomery County
  - Tarrant County
  - Williamson County
  - State of Texas

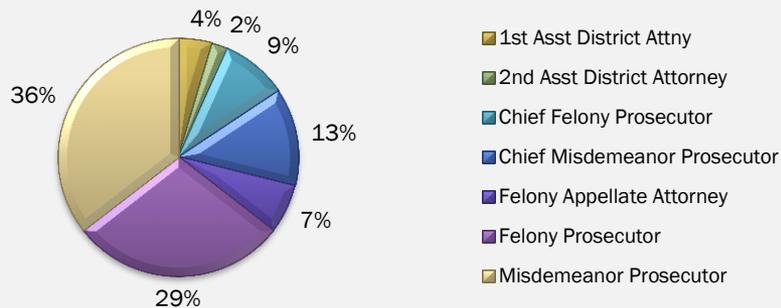


# TURNOVER

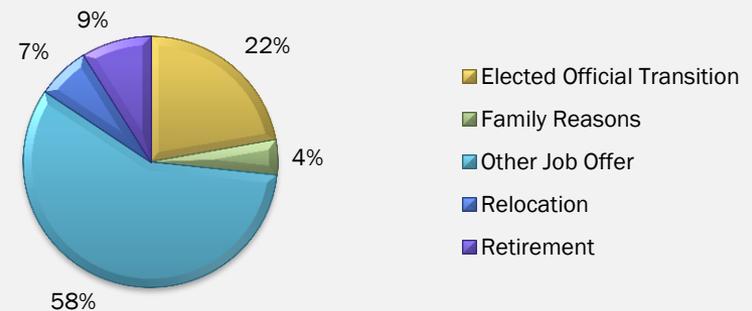
- Average continuous service for prosecutors is just over six (6) years.
- Turnover annualized for 2016 is currently projected at:
  - 18% overall for the DA's office
  - 26% for the prosecutors only

- Five year turnover history for prosecutors:
  - 2015 - 14.1%
  - 2014 - 16.3%
  - 2013 - 12.8%
  - 2012 - 14.7%
  - 2011 - 31.5%

Turnover by Position  
2011 - 2015



Turnover by Reason for Leaving  
2011 - 2015



# PAY RANGE QUARTILE RANKINGS FOR LEGAL POSITIONS

Job Title	Pay Grade	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	Number of Employees at Max of Pay Grade*
Misdemeanor Prosecutor	581	100%	-	-	-	0 of 10 (0%)
Chief Misdemeanor Prosecutor	583	86%	-	14%	-	0 of 7 (0%)
Felony Prosecutor	584	75%	14%	4%	7%	0 of 28 (0%)
Felony Appellate Attorney	584	-	-	100%	-	0 of 3 (0%)
Chief Felony Prosecutor	587	14%	58%	14%	14%	0 of 7 (0%)
Chief Appellate Attorney	588	-	-	-	100%	0 of 1 (0%)
2 <sup>nd</sup> Assistant District Attorney	588	-	-	-	100%	0 of 1 (0%)
1 <sup>st</sup> Assistant District Attorney	591	100%	-	-	-	0 of 1 (0%)

\*Data as of June 2016



# LEGAL SALARY RANKING

Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid. Comparison entities: Denton County, Fort Bend County, Montgomery County, Tarrant County, Williamson County, State of Texas

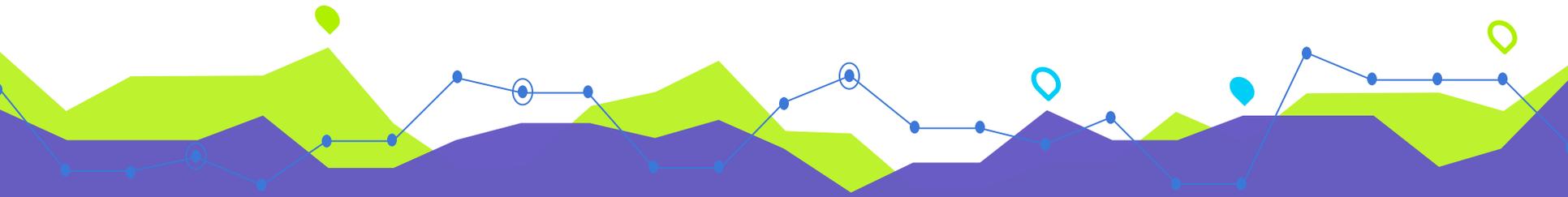
Job Title	Pay Grade Minimum Ranking	Pay Grade Maximum Ranking
Misdemeanor Prosecutor <sup>(1)</sup>	3 of 7	4 of 7
Chief Misdemeanor Prosecutor <sup>(4)</sup>	1 of 2	1 of 2
Felony Prosecutor	4 of 7	6 of 7
Felony Appellate Attorney <sup>(4)</sup>	5 of 5	5 of 5
Chief Felony Prosecutor <sup>(2) (4)</sup>	1 of 5	4 of 5
Chief Appellate Attorney <sup>(3) (4)</sup>	2 of 5	3 of 5
1 <sup>st</sup> Assistant District Attorney <sup>(2) (4)</sup>	3 of 6	3 of 6

- (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.
- (4) One or more organizations did not have an equivalent position.

Tarrant County has the ability to hire in at 10% greater than the minimum starting salary. Minimum salary was used for this comparison.

2<sup>nd</sup> Assistant District Attorney had insufficient matches against which to benchmark.





# ADDITIONAL INFORMATION

# MISDEMEANOR PROSECUTOR

- 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 Misdemeanor Prosecutor starting salaries are almost 7% above the market average for comparable positions.
- Pay range maximum is generally not applicable due to incumbents moving out of the position relatively quickly.

## Misdemeanor Prosecutor Turnover

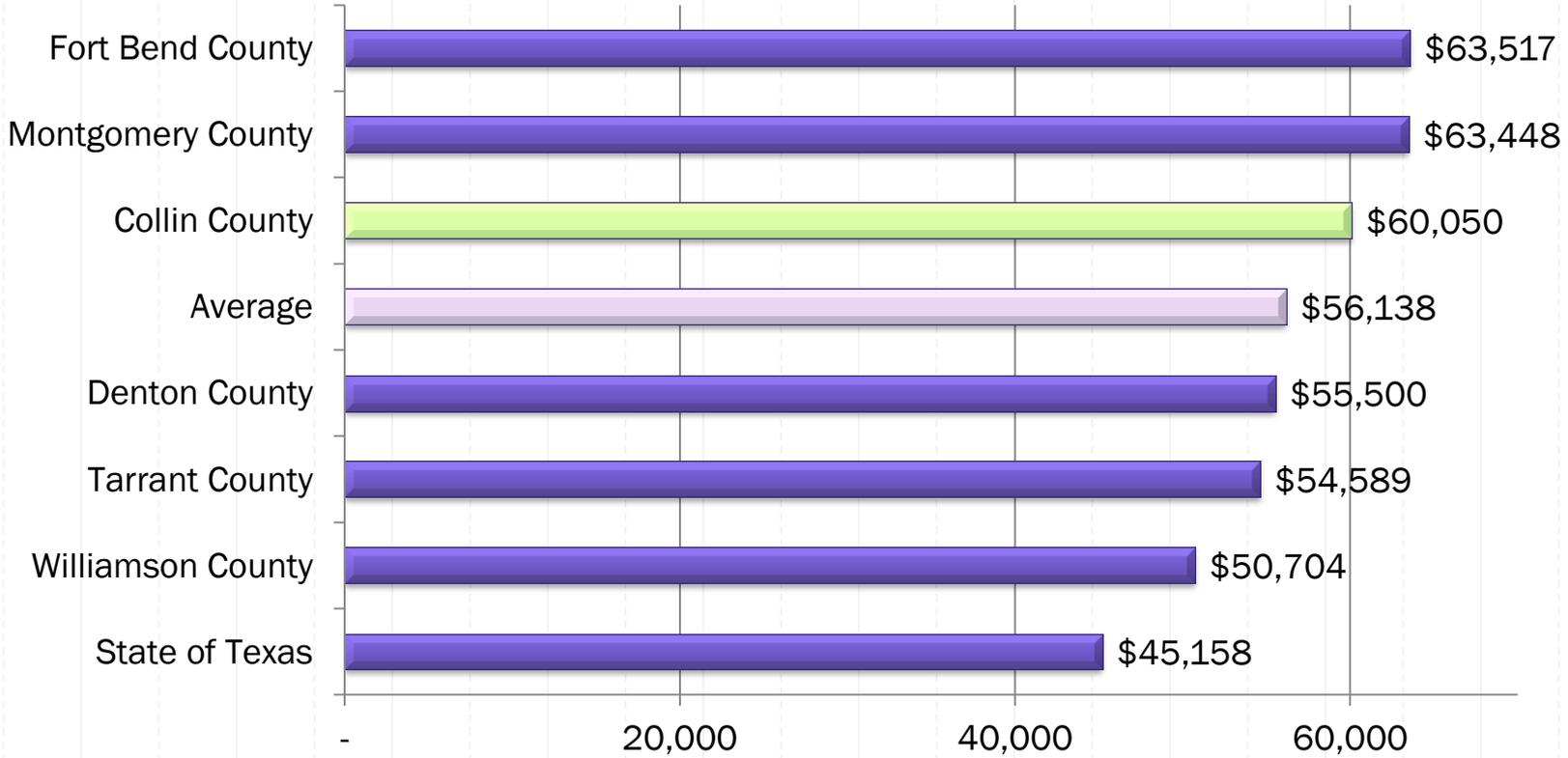
	FY 2013	FY 2014	FY 2015	FY 2016*
Turnover Rate	17%	21%	34%	48%
Reasons for Leaving	2 - Other Job Offer	2 - Other Job Offer	2 - Other Job Offer 1 - Relocation	2 - Return to School 1 - Medical

\*FY 2016 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.



Position count for Misdemeanor Prosecutor changed from 12 FTE in FY 2013 to 10 FTE in FY 2014 due to reclassifying two positions to Felony Prosecutor. This caused an increase in turnover percent for the same number of separations.

# MISDEMEANOR PROSECUTOR MINIMUMS FY 2016



# CHIEF MISDEMEANOR PROSECUTOR

- Average years of service for position incumbents is just over one(1) year of service.
- Only Denton has a matching Chief Misdemeanor Prosecutor position.
- Collin County's minimum and maximum salaries are above the comparable position at Denton County.
- All Chief Misdemeanor Prosecutors are currently in the 1st quartile of the pay range.

## Chief Misdemeanor Prosecutor Turnover

	FY 2013	FY 2014	FY 2015	FY 2016*
Turnover Rate	14%	30%	30%	71%
Reasons for Leaving	1 - Other Job Offer	1 - Relocation 1 - Other Job Offer	2 - Other Job Offer	1 - Other Job Offer 2 - Family Reasons

**\*FY 2016 turnover rate % is a projection of the full year based on total terminations YTD. Actual turnover is generally less than projections. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.**

# FELONY PROSECUTOR

- Half of Collin County’s budgeted attorney positions are Felony Prosecutors.
- Average years of service for position incumbents is just over six (6) years.
- Collin County’s minimum salary is within 1% of the county average minimum.
- Collin County’s maximum salary is 5% below the market average maximum.
  - None of the current incumbents are at pay grade maximum.

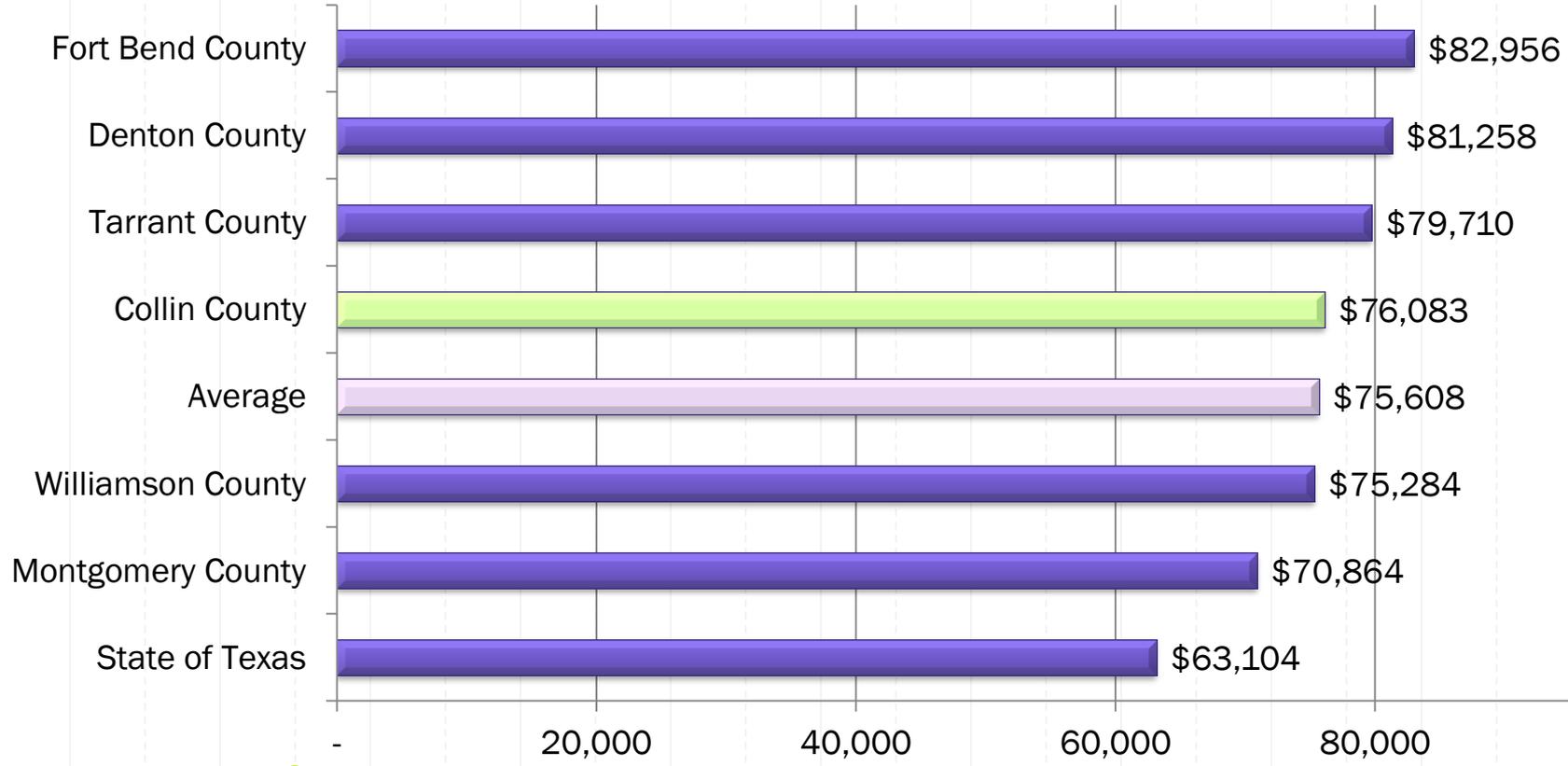
## Felony Prosecutor Turnover Rates

	FY 2013	FY 2014	FY 2015	FY 2016*
Turnover Rate	8%	11.6%	10.5%	17.5%
Reasons for Leaving	3 – Other Job Offer 1 – Relocation	2 – Retirement 1- Other Job Offer	3 – Other Job Offer	2 – Other Job Offer 1 - Retirement

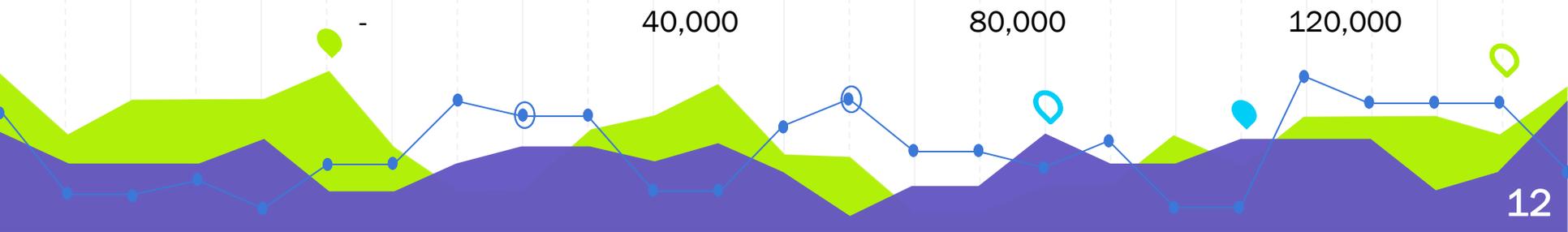
**\*FY 2016 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.**



# FELONY PROSECUTOR MINIMUMS FY 2016



# FELONY PROSECUTOR MAXIMUMS FY 2016



# FELONY APPELLATE ATTORNEY

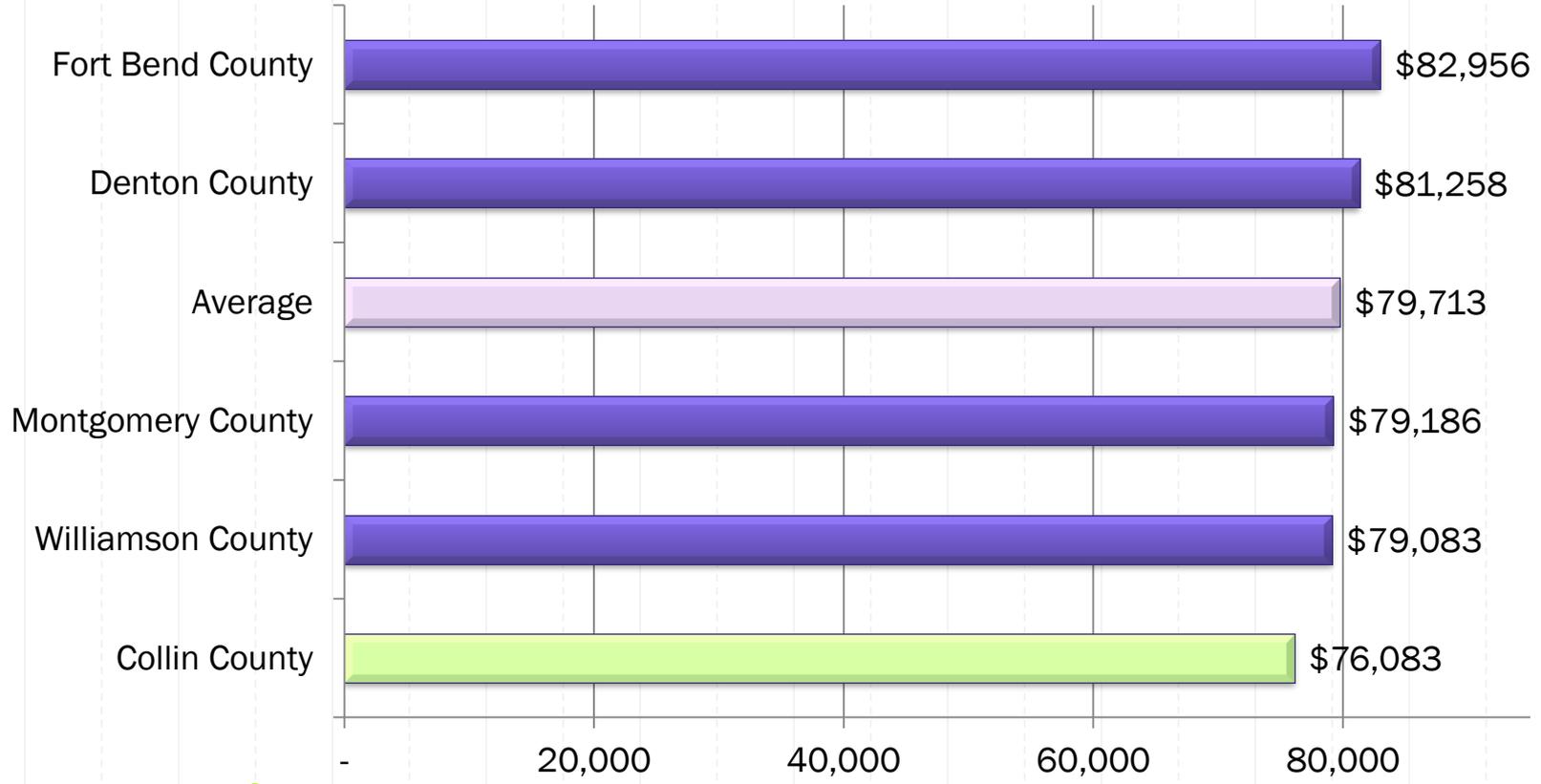
- Average years of service for position incumbents is over six (6) years.
- Minimum salary is 5% below the county average.
- Maximum salary is 7% below the county average.
- Collin County ranks 5 out of 5 for both minimum and maximum pay.
  - Incumbents are all in 3<sup>rd</sup> quartile of pay range.
  - Does not meet 10% variance criteria for reclassification, but will be monitored.

## Felony Appellate Attorney Turnover Rates

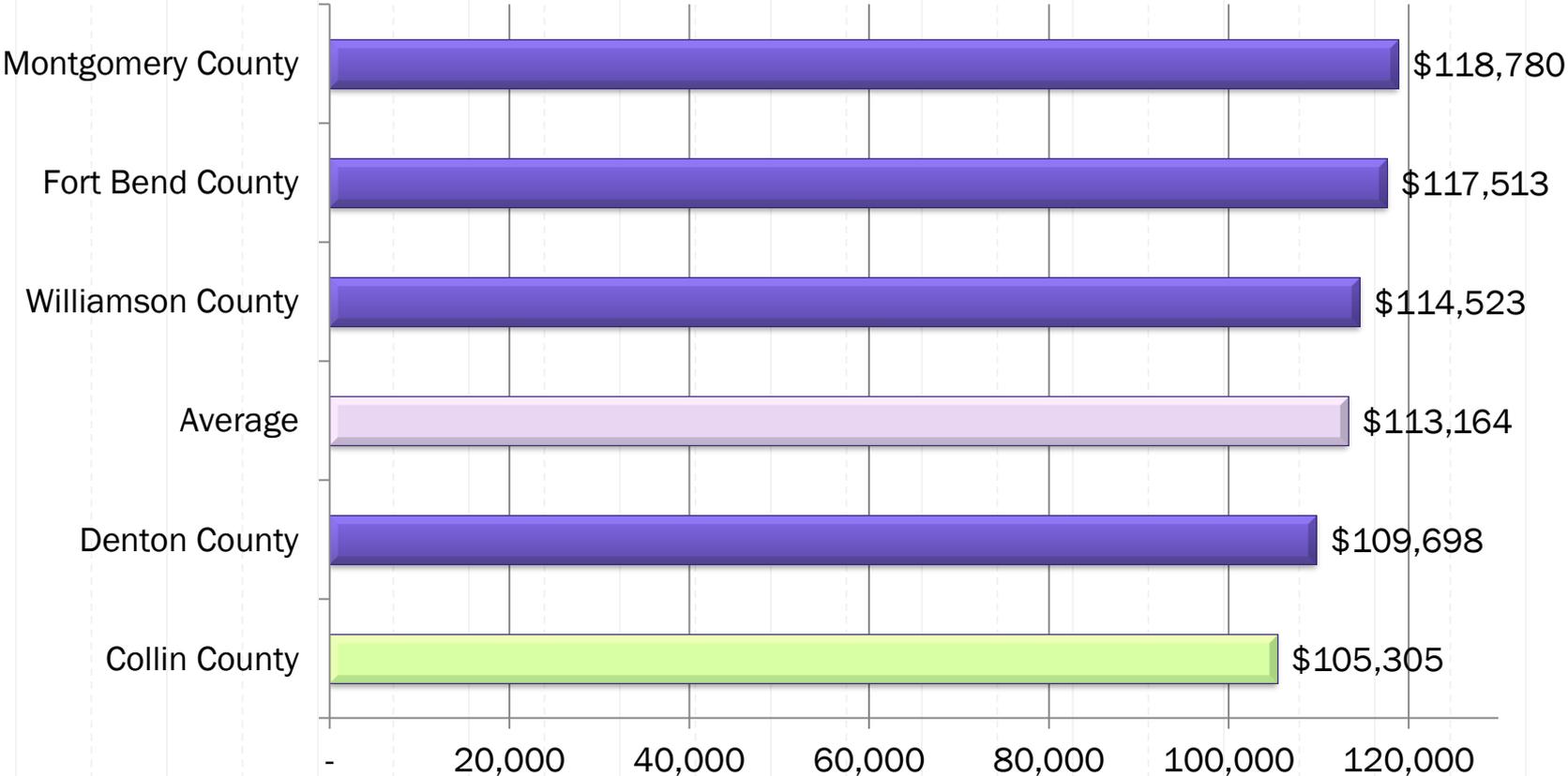
	FY 2013	FY 2014	FY 2015	FY 2016
Turnover Rate	104%	0.0%	0.0%	0.0%
Reasons for Leaving	2 - Other Job Offer	n/a	n/a	n/a



# FELONY APPELLATE ATTORNEY MINIMUMS FY 2016



# FELONY APPELLATE ATTORNEY MAXIMUMS FY 2016



# CHIEF FELONY PROSECUTOR

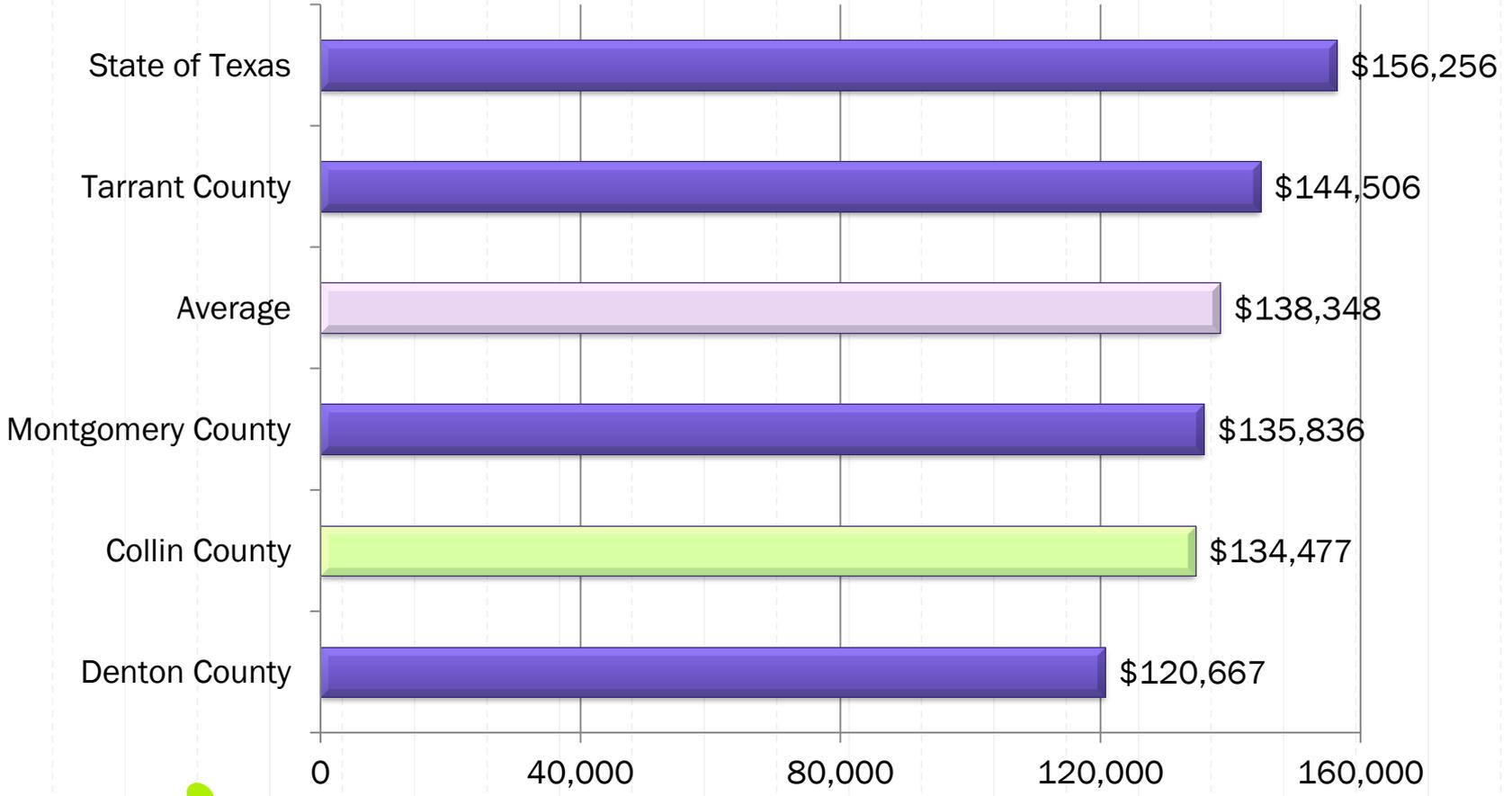
- Average years of service for position incumbents is over 15 years.
- Minimum salary range chart not included - hiring for this position is generally internal candidates who are already above the range minimum.
- The maximum of the pay range is within 3% of market average maximum.
- Low turnover position.

## Chief Felony Prosecutor Turnover

	FY 2013	FY 2014	FY 2015	FY 2016
Turnover Rate	0.0%	0.0%	0.0%	0.0%
Reasons for Leaving	n/a	n/a	n/a	n/a



# CHIEF FELONY PROSECUTOR MAXIMUMS FY 2016



# CHIEF APPELLATE ATTORNEY

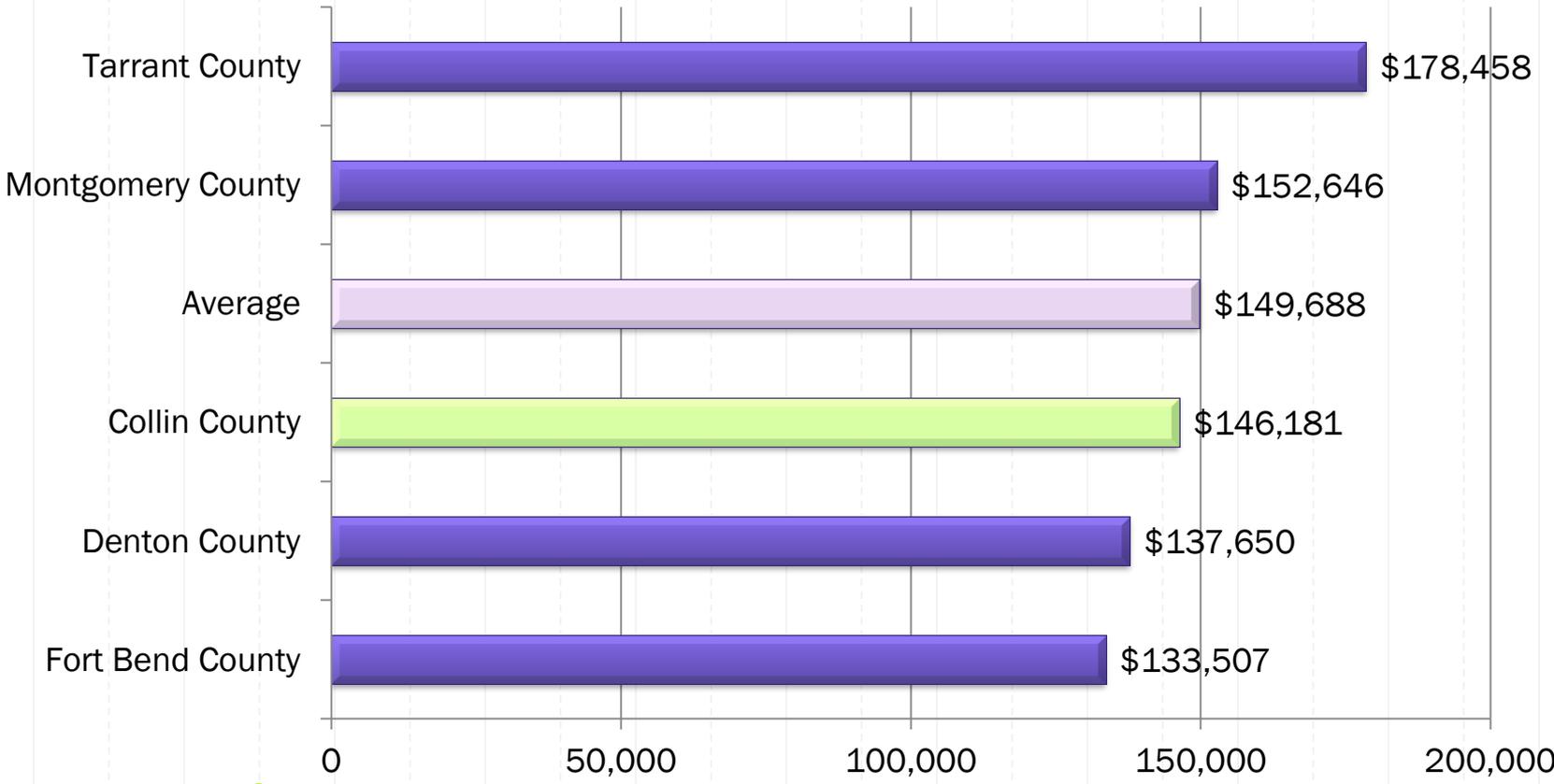
- One (1) incumbent in this position with nine (9) years of Collin County service and 11 years other county service.
- Current incumbent is within 4% of the pay grade maximum.
- Collin County grade maximum is within 3% of market average maximum.

## Chief Appellate Attorney Turnover

	FY 2013	FY 2014	FY 2015	FY 2016
Turnover Rate	0%	0%	0%	0%
Reasons for Leaving	n/a	n/a	n/a	n/a



# CHIEF APPELLATE ATTORNEY MAXIMUMS FY 2016



# 2ND ASSISTANT DISTRICT ATTORNEY

- One (1) incumbent in this position with one (1) year of Collin County service.
  - Incumbent has 12 years as a prosecutor with Dallas County and 22 years total experience as an attorney.
- No comparable positions found in surveyed entities.

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

	FY 2013	FY 2014	FY 2015	FY 2016*
Turnover Rate	0%	92%	0%	100%
Reasons for Leaving	n/a	1 - Retirement	n/a	1 - Other Job Offer

\*FY 2016 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

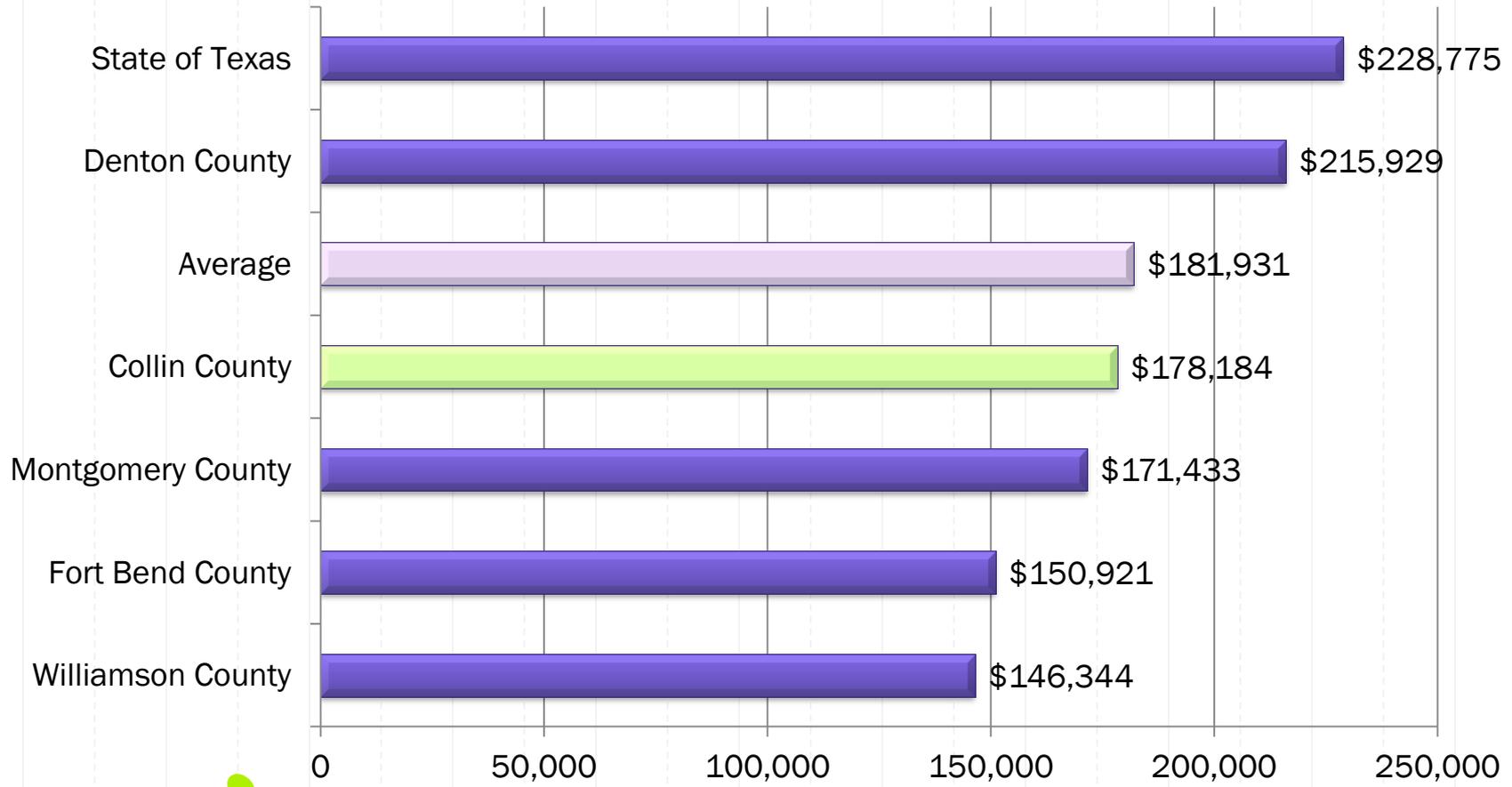
- One (1) incumbent in this position with 25 years of Collin County service.
- This position has one of the widest salary variances among all entities surveyed.
  - 56% spread between the lowest and highest comparable maximums.

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

	FY 2013	FY 2014	FY 2015	FY 2016
Turnover Rate	0.0%	100%	0.0%	0.0%
Reasons for Leaving	n/a	1 - Retirement	n/a	n/a



# 1ST ASSISTANT DISTRICT ATTORNEY MAXIMUM FY 2016



# 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.
    - Felony Appellate Attorney does not meet our variance requirements but ranks 5 out of 5 in both pay range minimum and maximum.
  - Recommend increasing Legal pay ranges by 3%, which is in line with market surveys.
  - Recommend moving Misdemeanor Prosecutor to pay grade 580.