



FY 2027

**Legal Compensation
Presentation**

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 six (6) years.

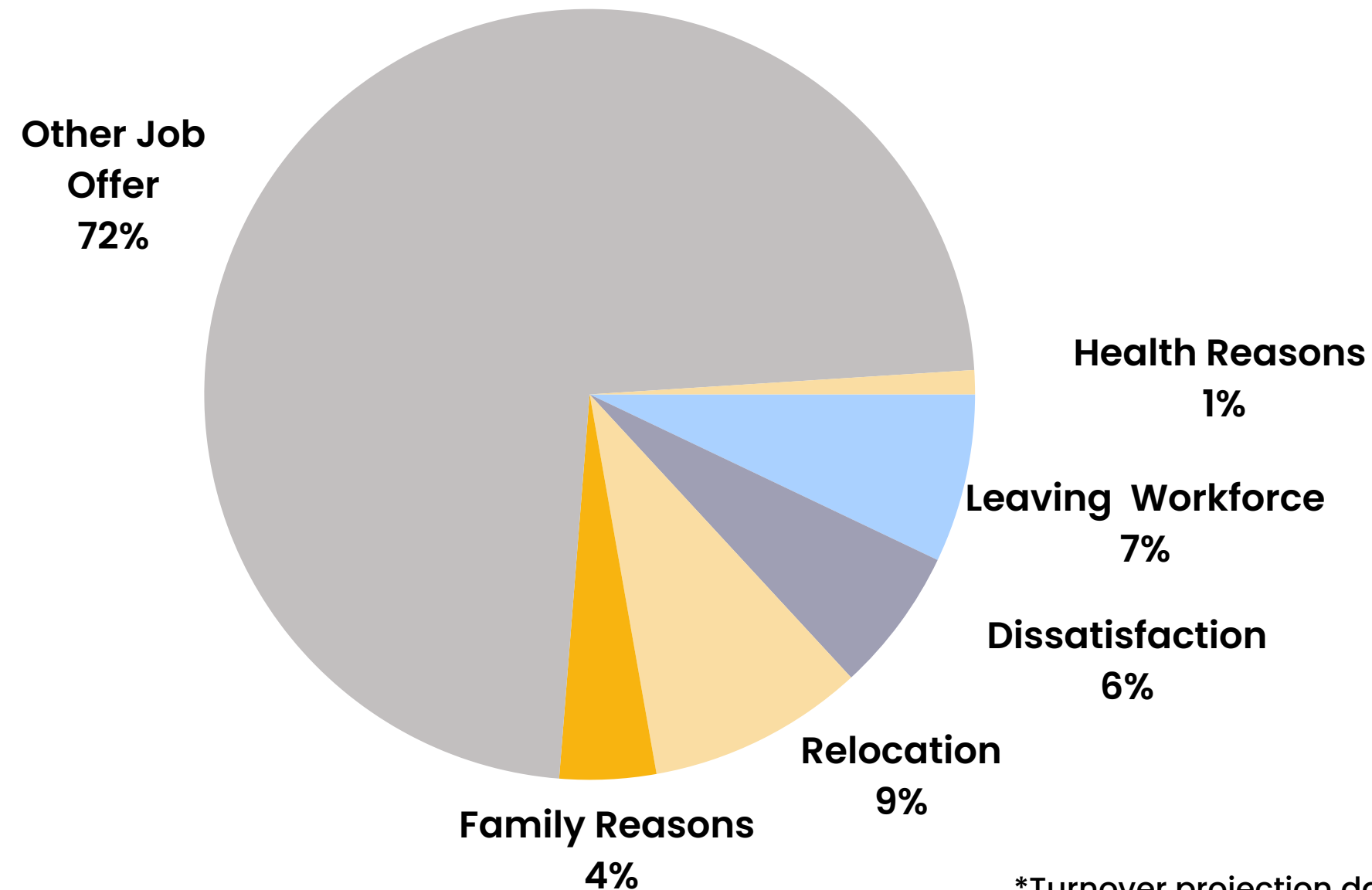
Annualized DA attorney turnover for 2026 is projected at*:

18% overall for the DA's office
8% for DA attorney positions only

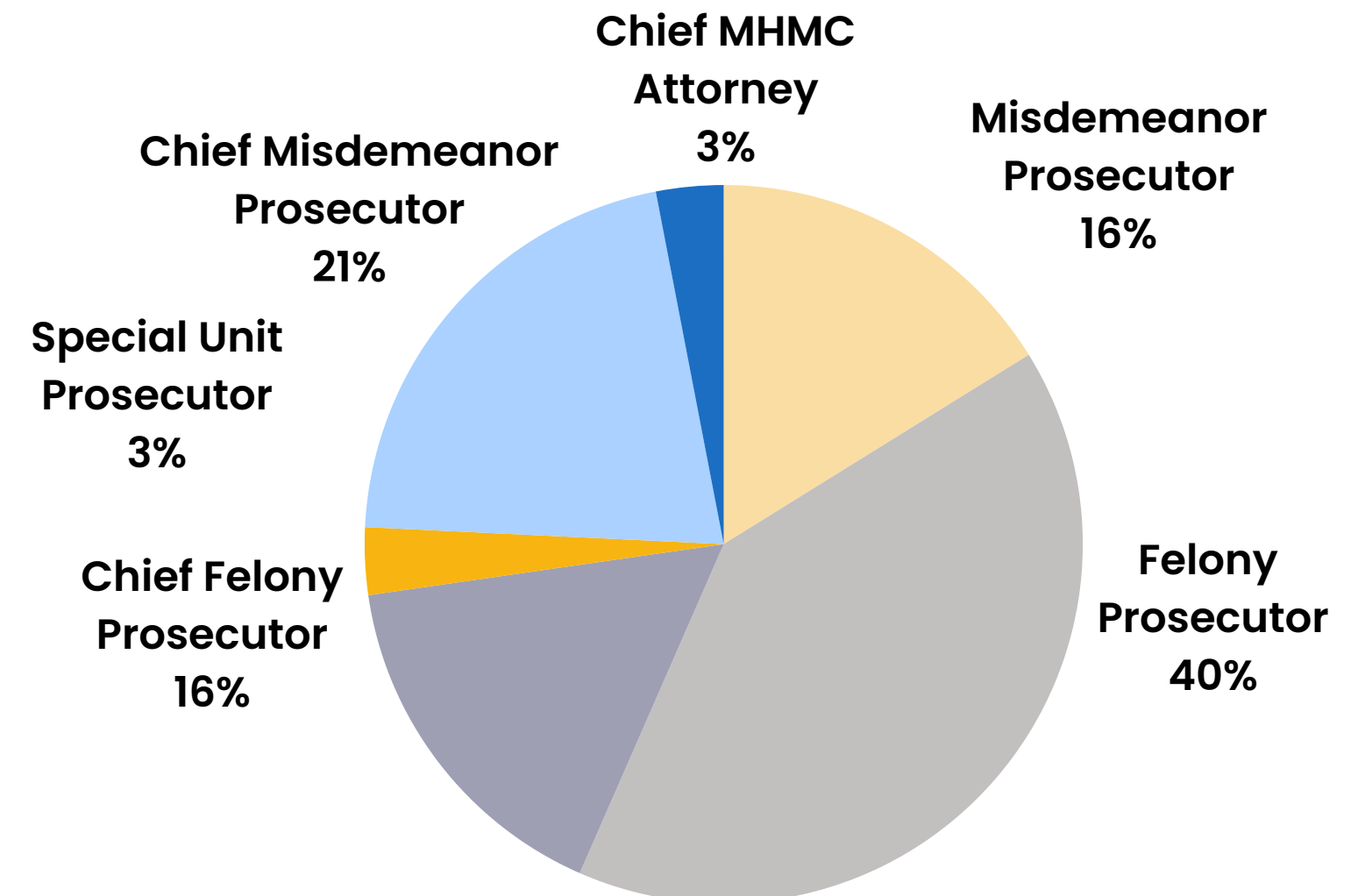
Five year turnover history for DA attorneys:

2025 - 15.7%	2022 - 11.0%
2024 - 20.9%	2021 - 12.5%
2023 - 12.8%	

Reason for Leaving Distribution - 5 year history



Turnover Distribution - 5 year history



*Turnover projection data is October 2025- April 2026.

Percentages are rounded to the nearest whole number.

Unless otherwise noted, percentages adding up to < > 100% is due to rounding.

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	38	66%	16%	0%	18%	0
Chief Felony Prosecutor	587	15	20%	27%	27%	27%	1
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%	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

LEGAL SALARY RANKING

Job Title	Pay Grade Minimum Ranking	Pay Grade Maximum Ranking
Misdemeanor Prosecutor ⁽¹⁾	5 of 10	5 of 10
Chief Misdemeanor Prosecutor	3 of 9	3 of 9
Felony Prosecutor	2 of 10	2 of 10
Felony Appellate Attorney	2 of 9	4 of 9
Chief Felony Prosecutor ⁽²⁾	3 of 10	3 of 10
Chief Appellate Attorney ⁽³⁾	4 of 8	3 of 8
Chief MHMC Attorney	1 of 5	2 of 5
Trial Bureau Chief ^(2/3)	4 of 7	4 of 7
2nd Assistant District Attorney ^(2/3)	2 of 6	3 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:

\$81,569
to
\$118,275

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)
- 3% below 75th Percentile
- Maximum salary is generally not applicable due to incumbents moving out of the position quickly

Misdemeanor Prosecutor Turnover

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	30%	16%	58%	30%	0%
Reason for Leaving	2 - Other Job Offer	1 - Relocation	1 - Family Reasons 3 - Other Job Offer	2 - Other Job Offer	None

*FY 2026 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 2026



*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:

\$102,754
to
\$148,992

Average Length of Service:

Less than
one (1)
year

Minimum Salary

- 3rd out of nine (9)
- 6% above 75th Percentile

Maximum Salary

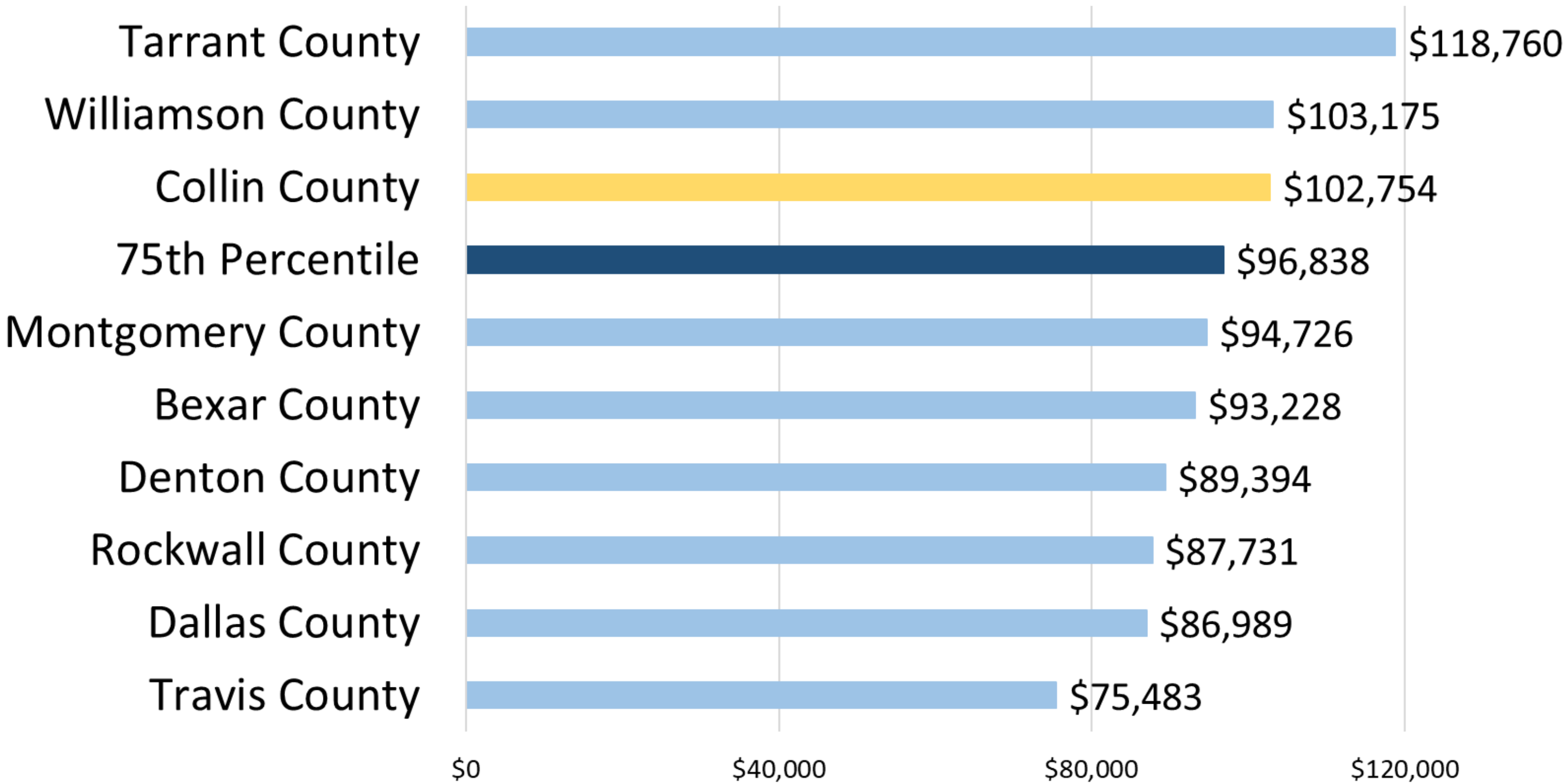
- 3rd out of nine (9)
- 4% above 75th Percentile

Chief Misdemeanor Prosecutor Turnover

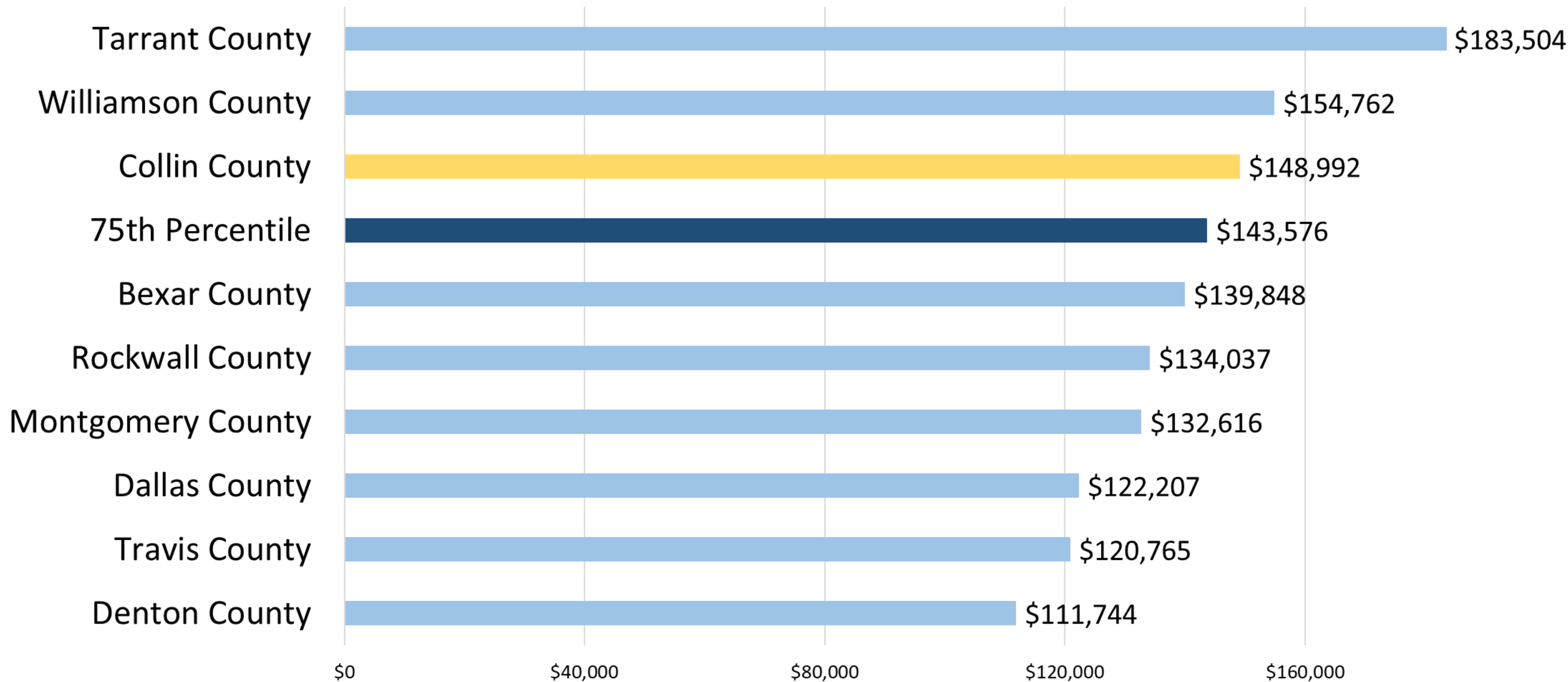
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	13%	71%	27%	65%	25%
Reason for Leaving	1 – Other Job Offer	4 – Other Job Offer 1 – Relocation	1 – Other Job Offer 1 – Relocation	5 – Other Job Offer	1 – Other Job Offer

*FY 2026 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 2026



CHIEF MISDEMEANOR PROSECUTOR MAXIMUMS FY 2026



FELONY PROSECUTOR

Budgeted Positions:

39

Pay Range:

\$110,974
to
\$160,912

Average Length of Service:

Five
(5)
years

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

Minimum Salary

- 2nd out of ten (10)
- 5% above 75th Percentile

Maximum Salary

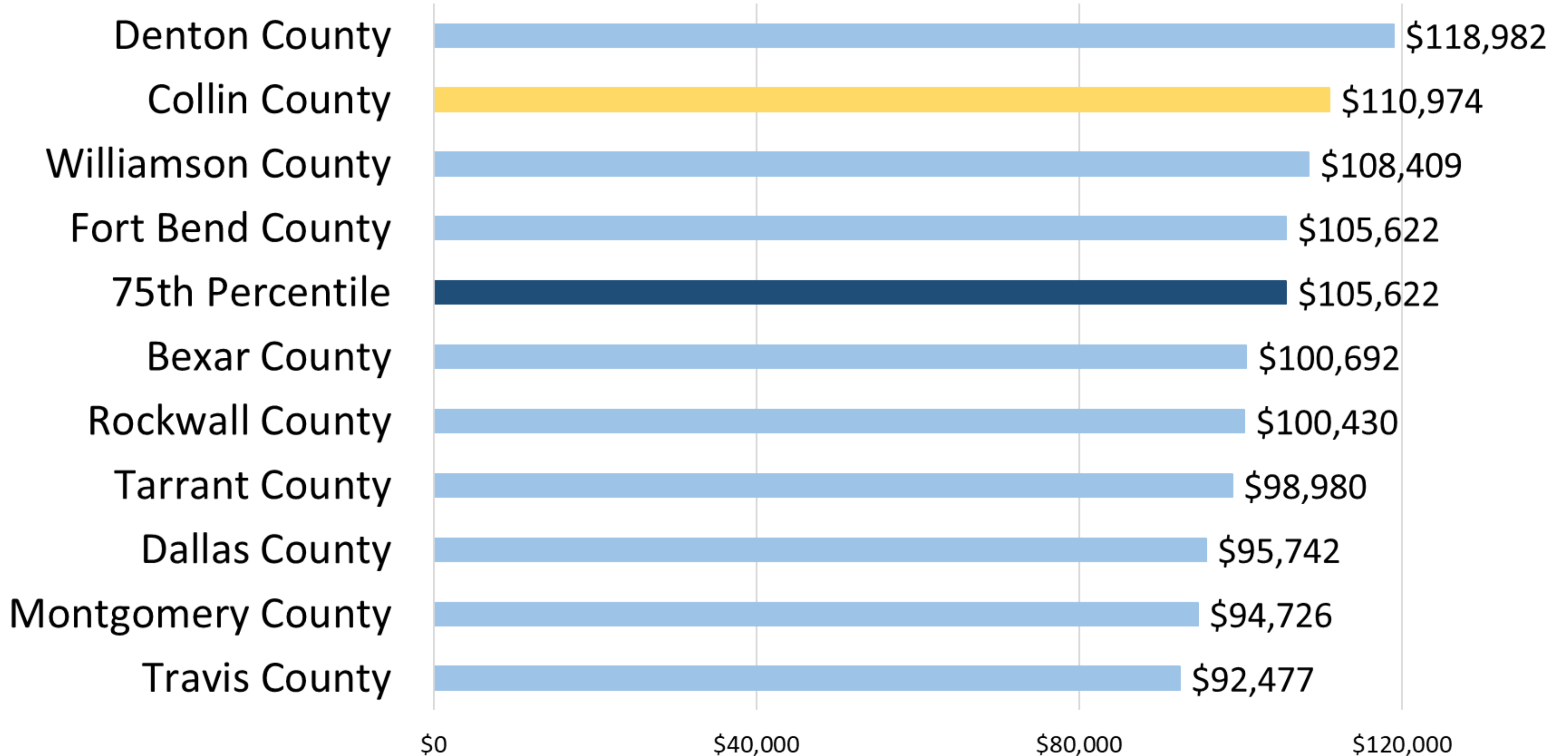
- 2nd out of ten (10)
- 2% above 75th Percentile

Felony Prosecutor Turnover

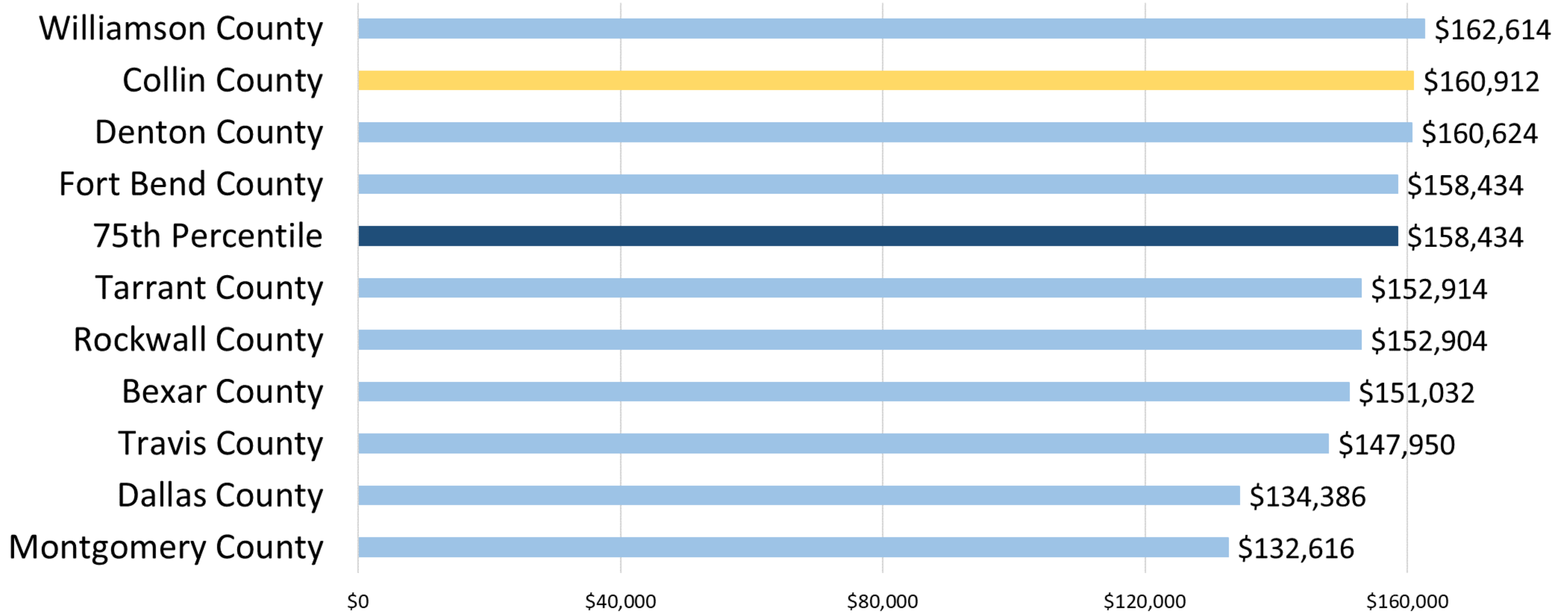
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	31%	14%	17%	10%	29%
Reason for Leaving	8 - Other Job Offer 1 - Leaving Workforce 1 - Relocation	2 - Other Job Offer 1 - Health Reasons 1 - Dissatisfaction	2 - Relocation 1 - Dissatisfaction 2 - Other Job Offer	1 - Dissatisfaction 2 - Other Job Offer	5 - Other Job Offer 2 - Relocation

*FY 2026 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 2026



FELONY PROSECUTOR MAXIMUMS FY 2026



FELONY APPELLATE ATTORNEY

Budgeted Positions:

4

Pay Range:

\$110,974
to
\$160,912[†]

Average Length of Service:

Nine
(9)
years

Minimum Salary

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

Maximum Salary

- 4th out of nine (9)
- 0% from 75th Percentile

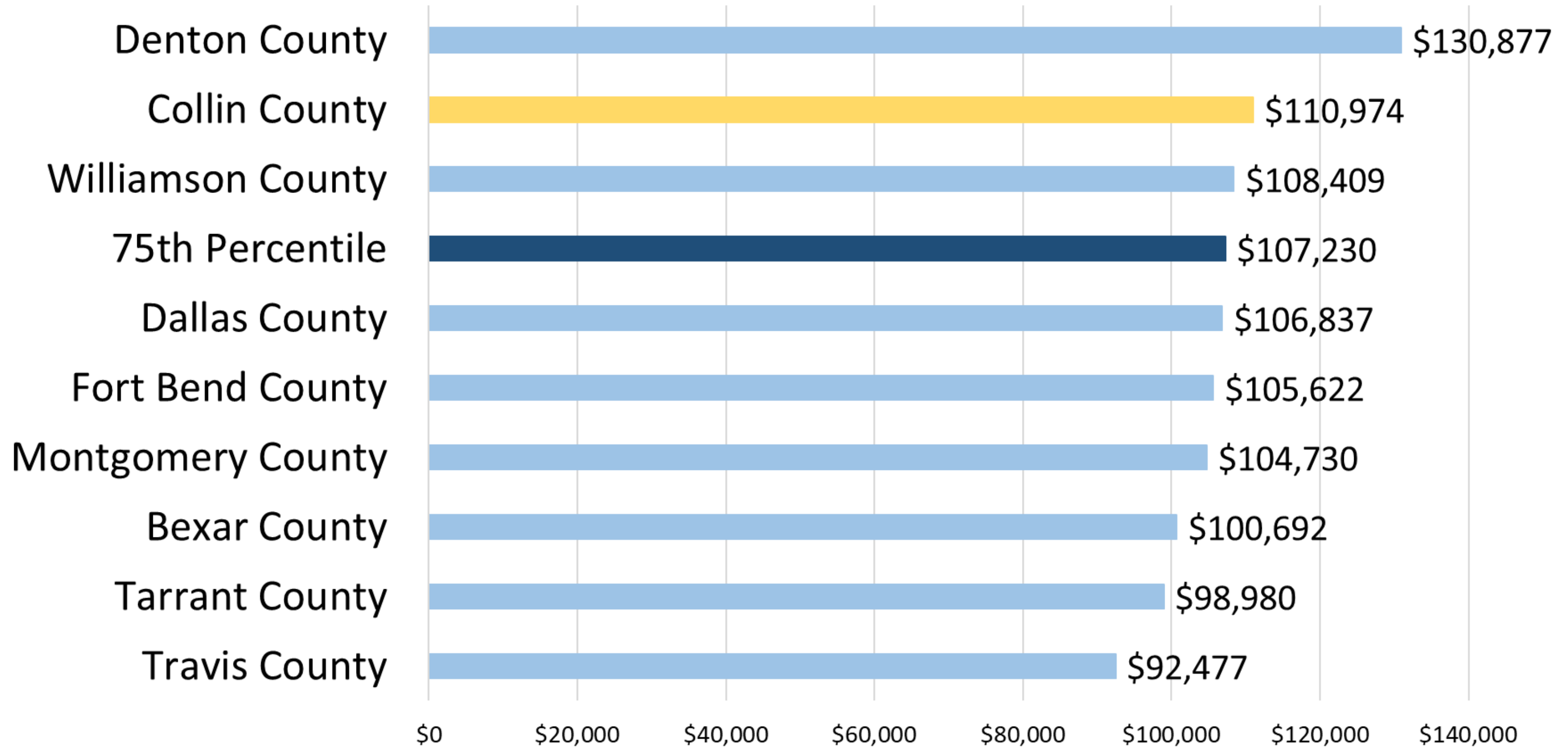
Felony Appellate Attorney Turnover

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

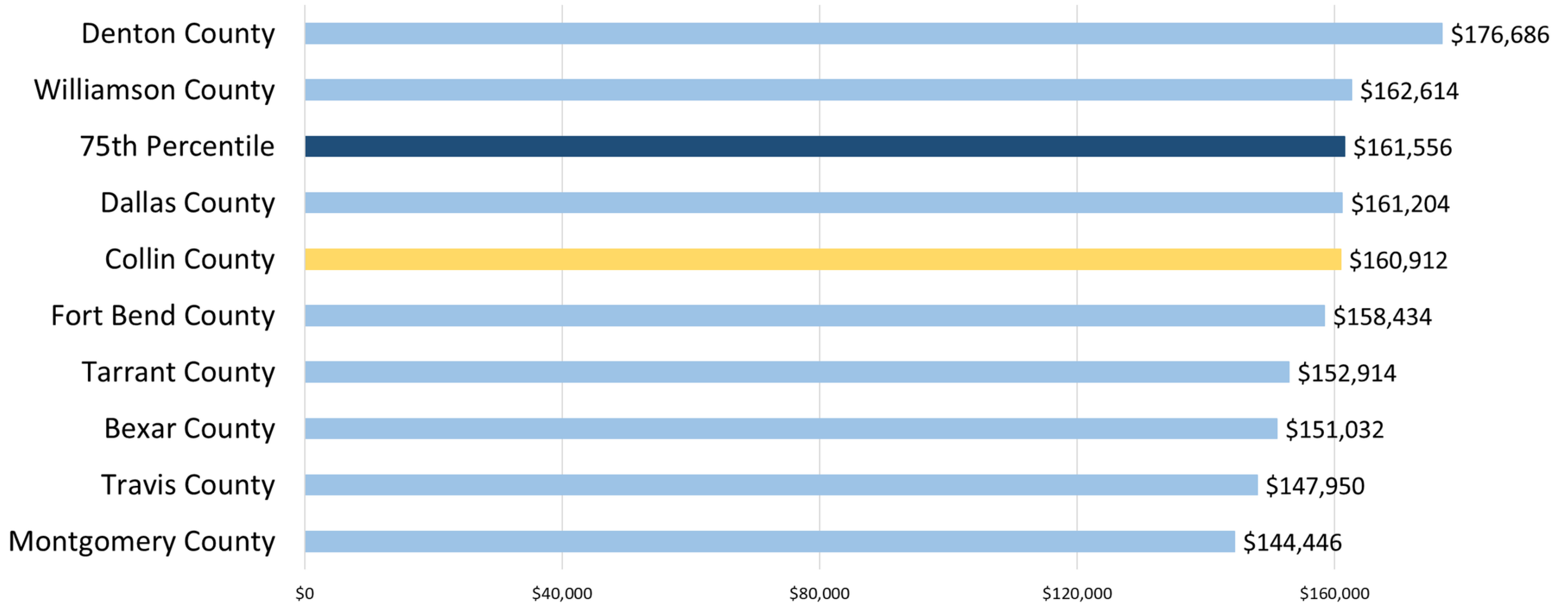
*FY 2026 turnover rate % is a projection of the full year based on total terminations YTD. Reasons for leaving are for actual terminations only, and do not take into account projected future reasons for leaving.

[†] Same range as Felony Prosecutors.

FELONY APPELLATE ATTORNEY MINIMUMS FY 2026



FELONY APPELLATE ATTORNEY MAXIMUMS FY 2026



CHIEF FELONY PROSECUTOR

Budgeted Positions:

16

Pay Range:

\$129,440
to
\$187,687

Average Length of Service:

Nine
(9)
years

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

Maximum Salary

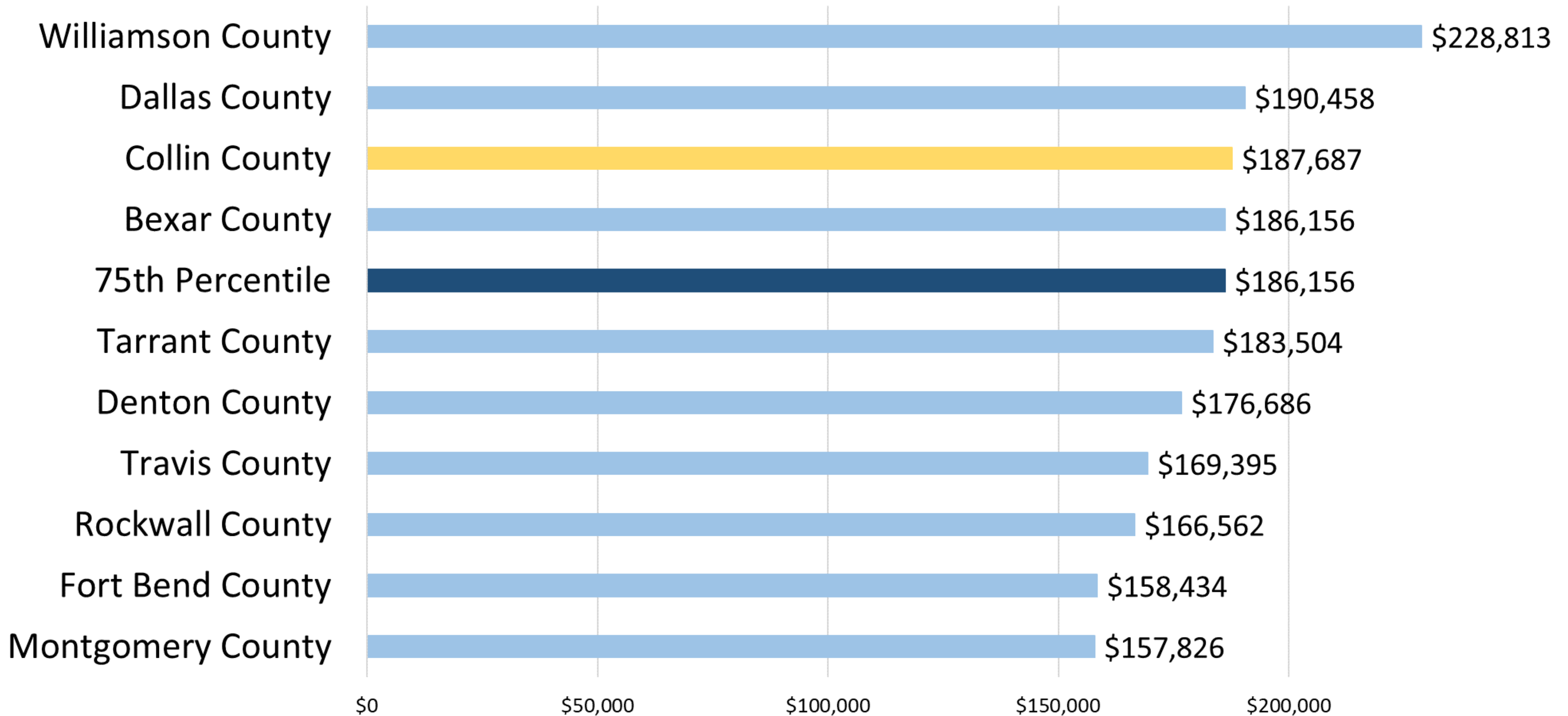
- 3rd out of ten (10)
- <1% above 75th Percentile

Chief Felony Prosecutor Turnover

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	14%	14%	34%	0%	21%
Reason for Leaving	1 - Other Job Offer 1 - Leaving Workforce	1 - Other Job Offer 1 - Dissatisfaction	3 - Other Job Offer 1 - Leaving Workforce 1 - Family Reasons	None	2 - Other Job Offer

*FY 2026 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 2026



SPECIAL UNIT PROSECUTOR

Budgeted Positions:

2

- Currently in the fourth highest pay grade
- One position is vacant. The other incumbent is in the 2nd Quartile of the pay range

Pay Range:

\$129,440
to
\$187,687

Special Unit Prosecutor Turnover

Average Length of Service:

Ten
(10)
years

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	N/A	0%	73%	52%	0%
Reason for Leaving	None	None	1 – Family Reasons	1 – Other Job Offer	None

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.

*FY 2026 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:

\$139,795
to
\$202,703

Average Length of Service:

Thirteen
(13)
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

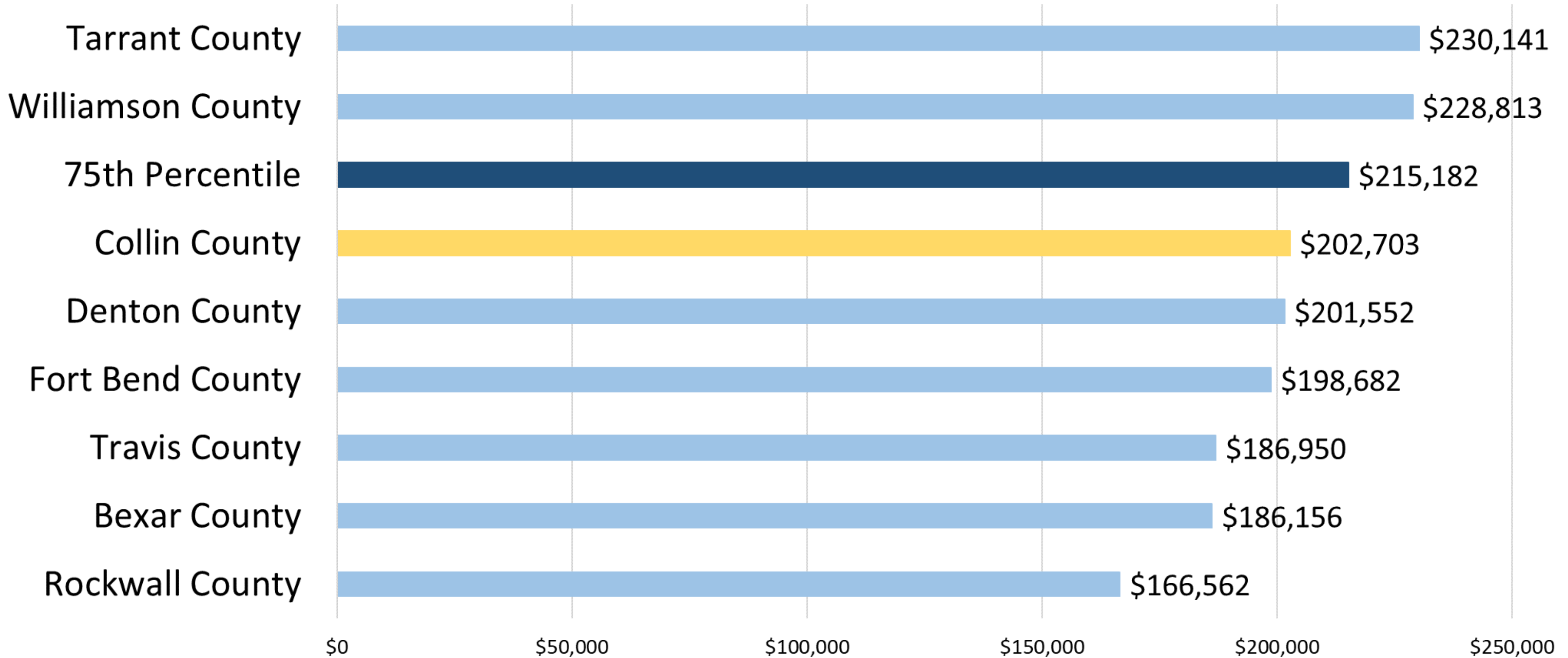
- 3rd out of eight (8)
- 6% below 75th Percentile

Chief Appellate Attorney Turnover

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2026 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 2026



TRIAL BUREAU CHIEF

Budgeted Positions:

1

Pay Range:

\$139,795
to
\$202,703

Average Length of Service:

Eight
(8)
years

- Added position in FY2024.
- Incumbent is in the 4th Quartile of the pay range.
- Incumbent has been in the position over two years.

Maximum Salary

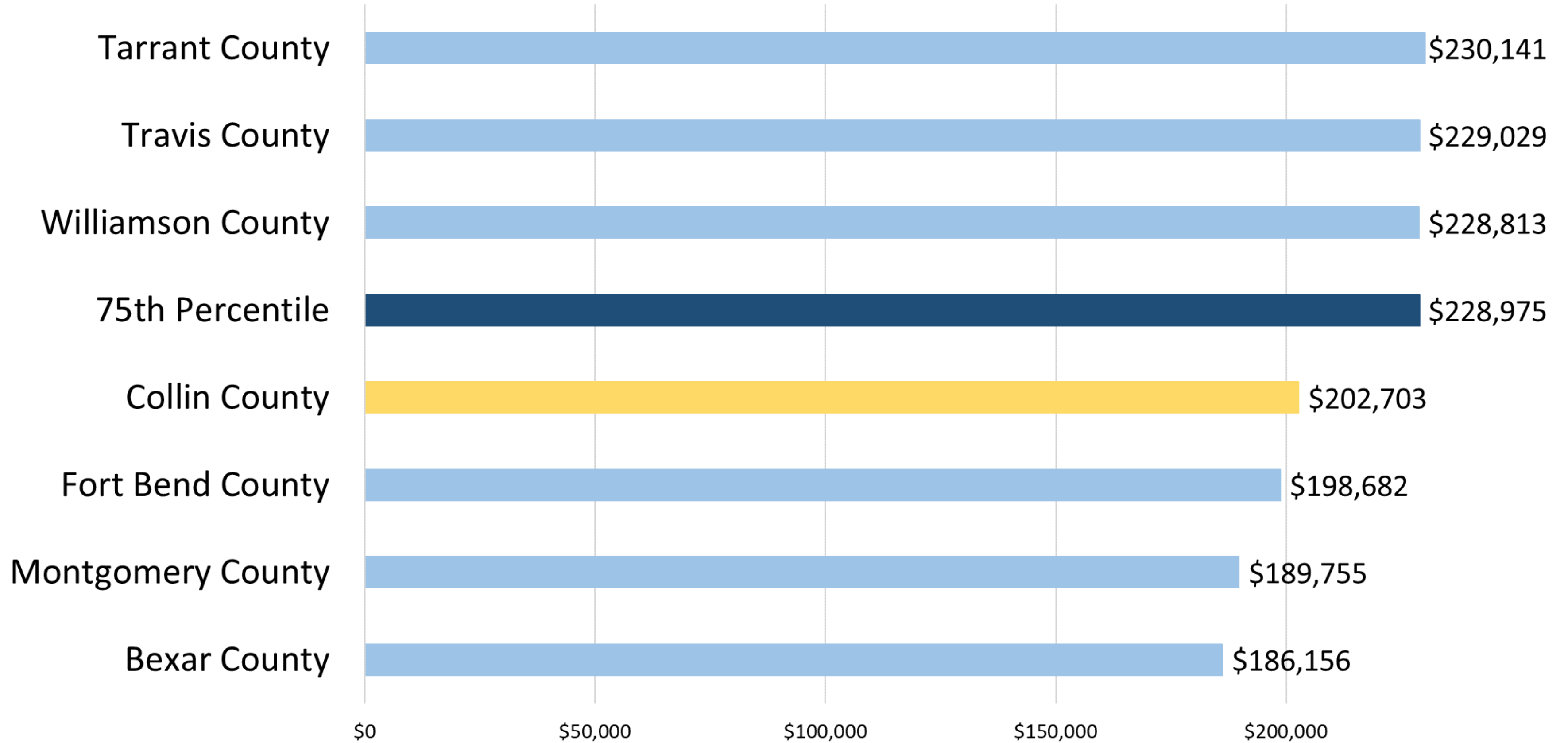
- 4th out of seven (7)
- 11% below the 75th Percentile
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

Trial Bureau Chief Turnover

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	N/A	N/A	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2026 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 2026



2ND ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$150,978
to
\$218,920

Average Length of Service:

Nineteen
(19)
years

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

Maximum Salary

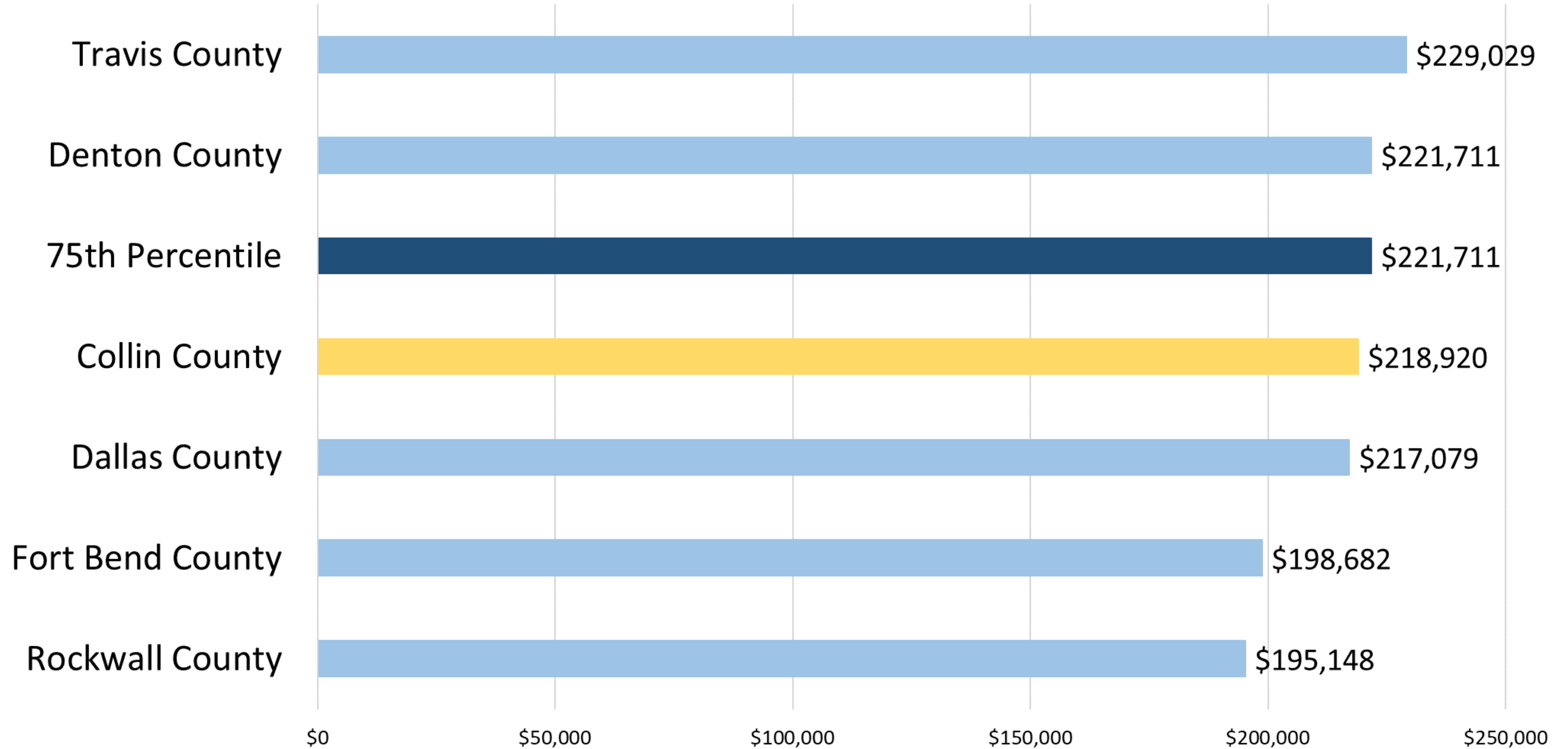
- 3rd out of six (6)
- 1% below the 75th Percentile
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

2nd Assistant District Attorney

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2026 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 2026



1ST ASSISTANT DISTRICT ATTORNEY

Budgeted Positions:

1

Pay Range:

\$176,101
to
\$255,347

Average Length of Service:

Eleven
(11)
years

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

Maximum Salary

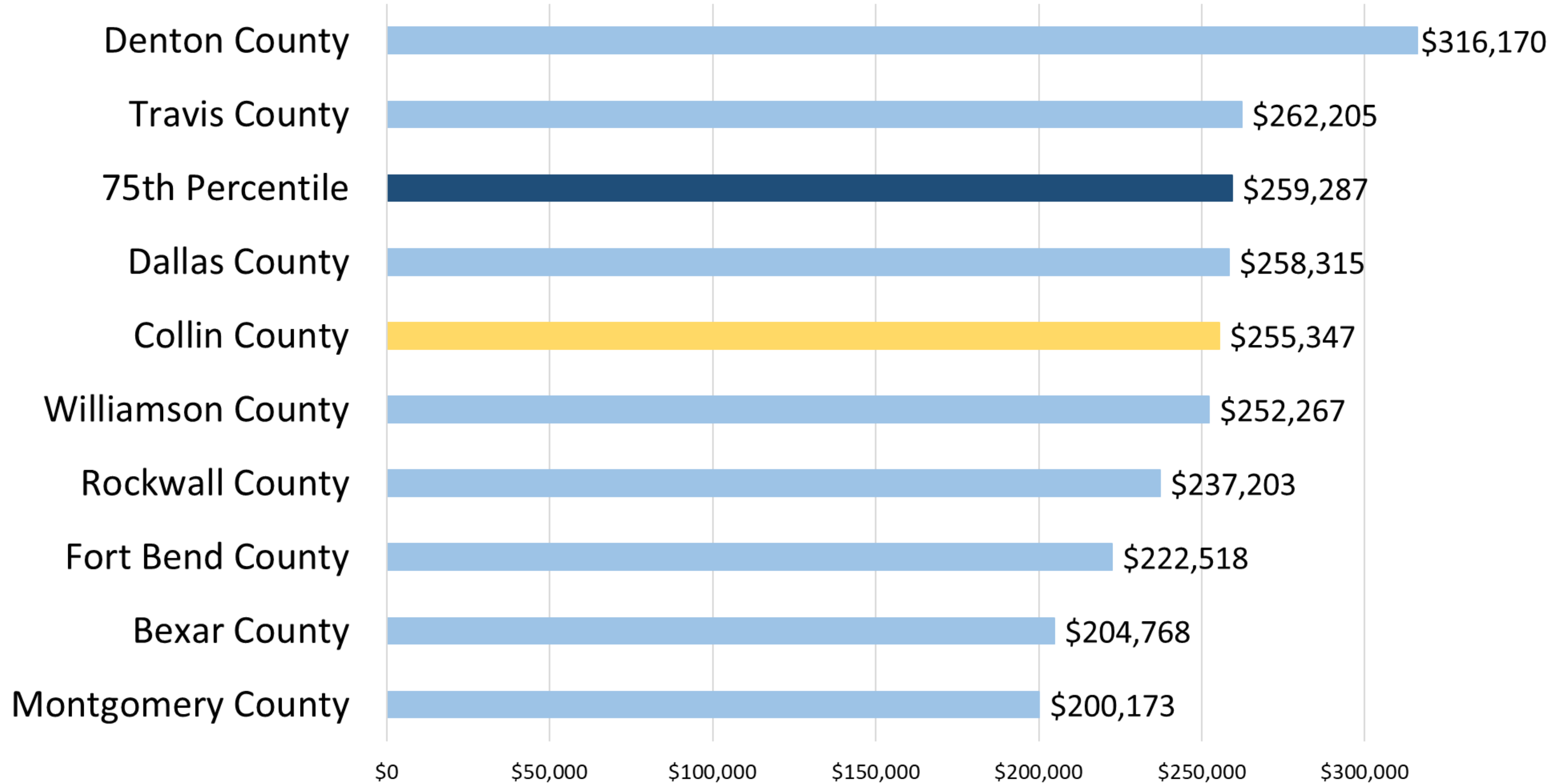
- 4th out of nine (9)
- 2% below 75th Percentile
- Minimum salary is generally not applicable due to the experience level of those who are selected to perform the job

1st Assistant District Attorney Turnover

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2026 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 2026



NON-DISTRICT ATTORNEY LEGAL POSITIONS

LEGAL ADVISOR

Budgeted Positions:

1

Pay Range:

\$129,440
to
\$187,687

Average Length of Service:

Nine
(9)
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 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2026 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:

\$139,795
to
\$202,703

Average Length of Service:

Two
(2)
Years

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

- Created in the FY 2017 budget.
- Supervises eight (8) clerical staff.
- Reports to the Administrative District Court Judge.

Minimum Salary

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

Maximum Salary

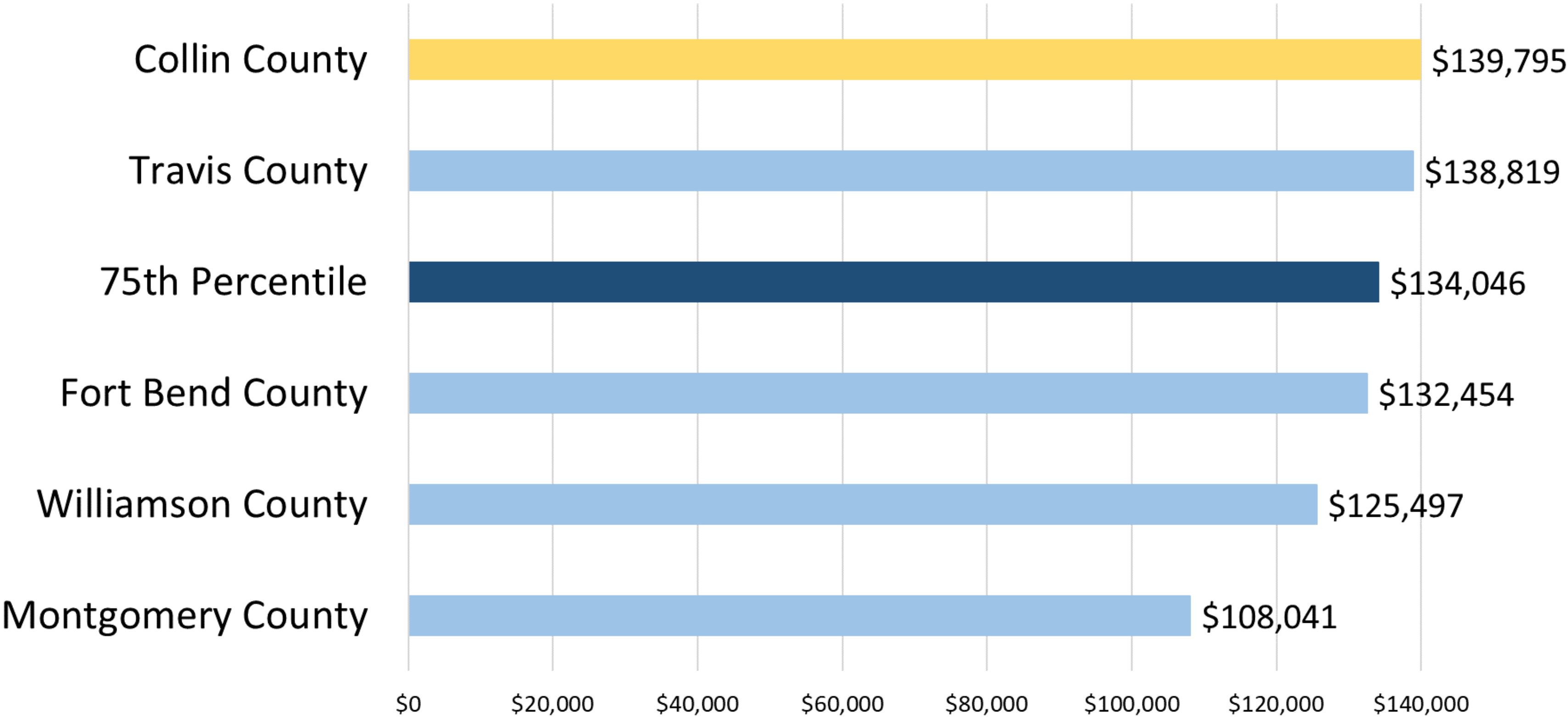
- 2nd out of five (5)
- 2% below 75th Percentile

Chief MHMC Attorney Turnover

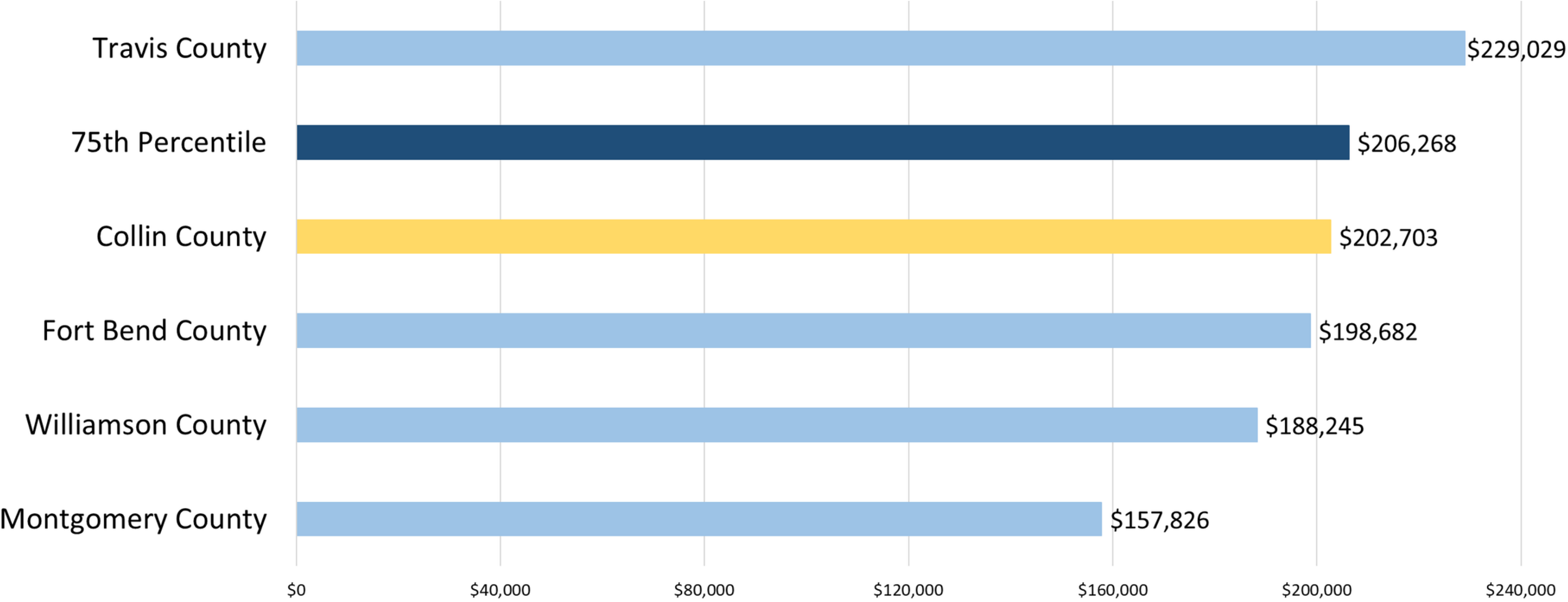
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	0%	100%	100%	0%	0%
Reason for Leaving	None	1 – Leaving Workforce	1 – Other Job Offer	None	None

*FY 2026 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 2026



CHIEF MHMC ATTORNEY MAXIMUMS FY 2026



MAGISTRATE JUDGE

Budgeted Positions:

1

Pay Range:

\$139,795
to
\$202,703

Average Length of Service:

Seven
(7)
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 seven (7) years.

Magistrate Judge Turnover

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	0%	0%	0%	0%	0%
Reason for Leaving	None	None	None	None	None

*FY 2026 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:

\$102,754
to
\$148,992

Average Length of Service:

Three
(3)
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 2022	FY 2023	FY 2024	FY 2025	FY 2026*
Turnover Rate	N/A	N/A	N/A	0%	0%
Reason for Leaving	N/A	N/A	N/A	None	None

*FY 2026 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.