



# Salt Lake County District Attorney

Compensation Presentation  
September 28, 2021

# Effect of Mid-Year Salary Adjustments – By the Numbers

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**ONE** – Of the 10 attorneys who departed prior to the salary adjustment, only one returned after learning of the salary adjustment.

**NINE** – Number of attorneys who have departed since the adjustment was implemented. Two went to the private sector, four to another government agency and three due to retirement.

**ONE** – Number of new hires after implementation of salary adjustments.

**TWENTY-SIX (26)** – Number of attorney vacancies currently in our office.

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# Salary Adjustment Domino Effect – Senior Attorneys

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Senior Attorney classification now out of alignment

This senior talent is actively being targeted by other government agencies who are more nimble at responding to market fluctuations

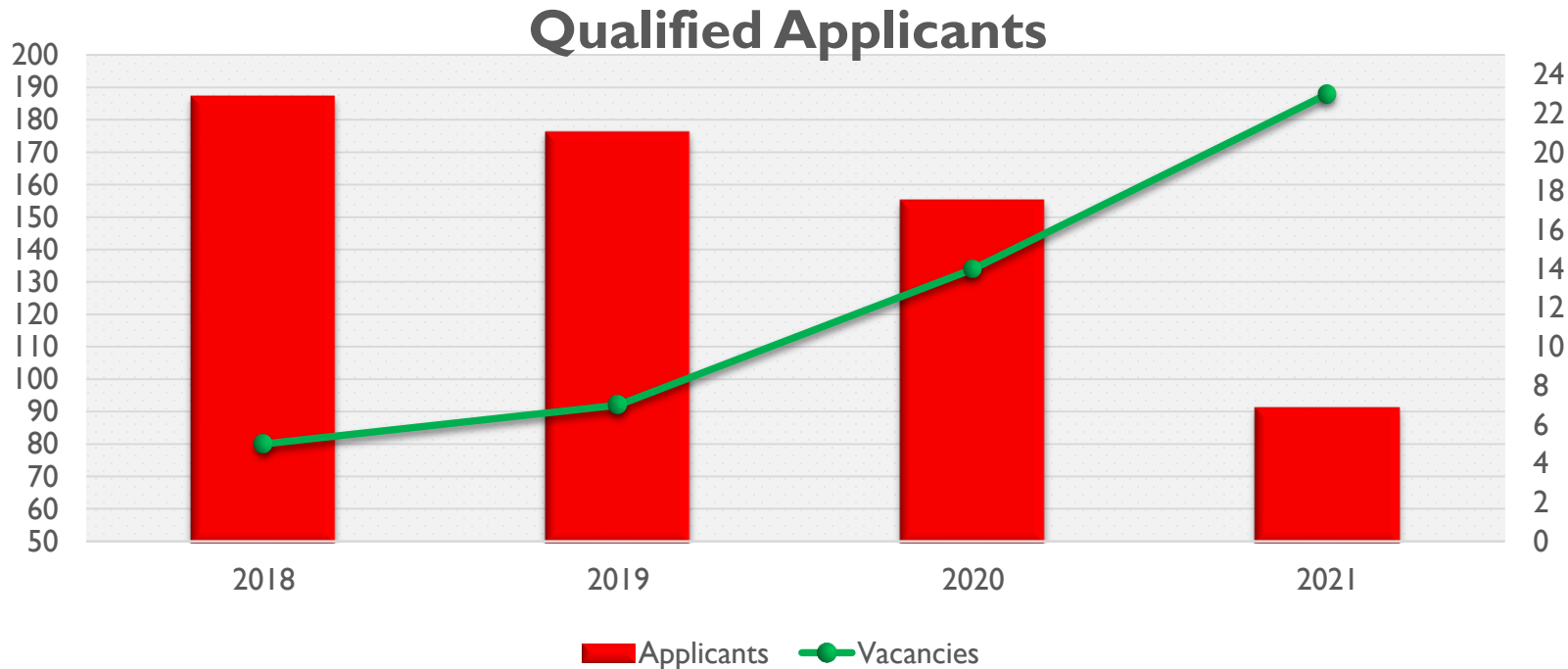
Attorneys with experience in excess of 13 years are receiving higher salary offers, more robust benefit packages and decreased workloads.

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# Hiring Hurdles – Shrinking Pool of Qualified Candidates

- ▶ In 2018, the District Attorney's Office had 187 qualified candidates apply.
- ▶ In 2021, we have had only 91 qualified candidates apply, a 51% decrease from our baseline.



# Hiring Hurdles – Greater Demand & Fewer Candidates

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Fewer students are choosing law school than a decade ago, according to American Bar Association data.

Salaries are not keeping up with rising cost of living and student loan debt.



Legal

New law firm data shows 'skyrocketing' demand for U.S. lawyers

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# Hiring Hurdles – The COVID Effect

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COVID has caused the market to shift – competition from government sector has increased dramatically instead of primarily private sector.

Some government sector agencies have recognized the benefit of making salary adjustments QUICKLY in order to attract candidates

Private sector continues to offer higher salaries that we cannot match

Reevaluating professional life – some choosing to retire or change professions altogether rather than sustain an overwhelming workload

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# Addressing the Problem – Senior Attorneys Human Resources Proposal

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Adjust Senior Attorney grade upward  
to reflect new reality of hiring market.

Reposition Senior Attorneys in range  
of new grade

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# Budget Request – Senior Attorney Market Adjustments

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Senior Atty Adjustments–2021 Cost*	*78,492
Senior Atty Adjustments–2022 Cost	313,968
Mid-Year Salary Corrections–2021 Cost*	*8,402
Mid-Year Salary Corrections–2022 Cost	<u>18,332</u>
<b>TOTAL REQUEST</b>	<b><u>\$332,300</u></b>

*\*2021 expense to be covered by projected budget underexpend.*

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