



ATTORNEY PAY RECOMMENDATIONS

April 18, 2023

ATTORNEY PAY RECOMMENDATIONS

Market Changes

The Utah Attorney General's office raised attorney pay *significantly* as of April 1st.

- Entry-level attorneys earn 34.8% more at the AG's office than SLCO.
- Mid-level attorneys earn 23% more.
- Senior-level attorneys earn 12.7% more.

Classification	SLCO Starting Pay	AG Starting pay	Difference
Attorney I	83,332	112,320	34.8%
Attorney II	96,394	118,560	23.0%
Attorney III	110,697	124,800	12.7%

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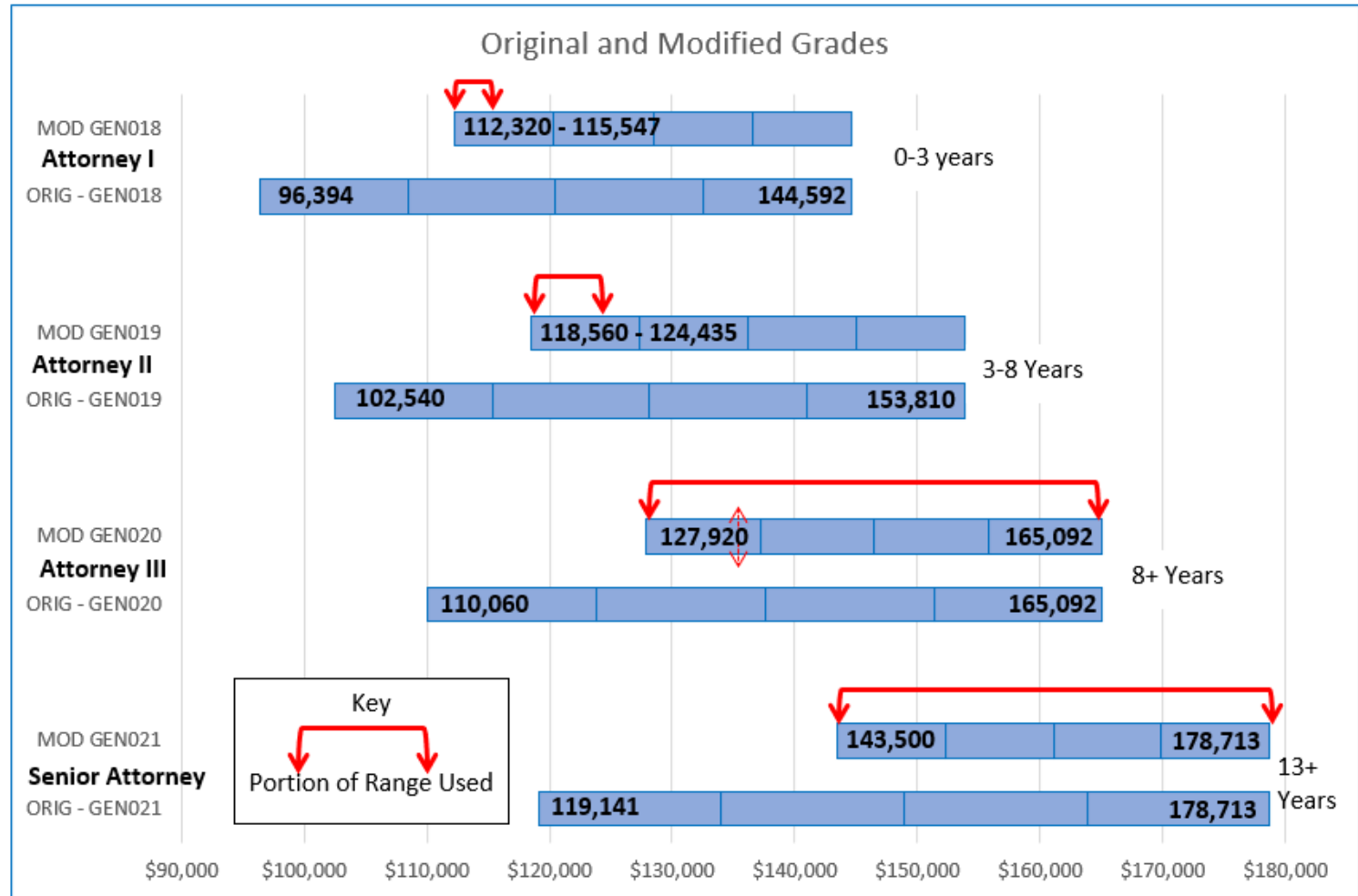
Challenges

- **Turnover** continues to outpace Countywide turnover each year from 2019-current (though has improved). Turnover in 2022 was nearly 19%.
- **Vacancy rate** is 16.5%, and higher for Prosecuting Attorneys at 19%. Both are higher than the Countywide average of 12%.
- **Exit interviews** show the #1 reason employees leave the DA's office is for a better opportunity, and #2 reason is pay. 60% of those interviewed rated pay as Fair or Poor.
- Challenges will be exacerbated by market increases if we do not match the AG rates.

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Recommended Actions

- Adjust all attorney classifications up one grade
- Pay further into the grade



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Additional Considerations - LDA

- Attorney pay at the LDA currently lags the DA's office.
- Salt Lake County attorneys have had several mid-year pay increases while those at the LDA did not.
- Recommended increase for SLCO to match the AG's office would put LDA salaries even further behind.
- Recommend providing budget for indigent defense organizations to pay similarly to SLCO attorneys but implemented according to their pay philosophies and practices.
- HR completed an analysis of LDA incumbents based on the SLCO pay structure to determine budgetary need.

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Budgetary Impact

- Recommend funding outside the \$3M set aside due to exigent nature and size of request.
- Preserves continued funding from \$3M set aside for other important requests County-wide.

Summary of Budget Needed (full year)				
Entity	Number of Positions	Salary	Benefits	Total
SLCO DA	123	1,729,351	432,856	2,162,207
Indigent Defense (LDA & UJDA)	110	3,366,231	605,922	3,972,152
Total	233	5,095,581	1,038,778	6,134,359