



2022 Attorney Pay Proposal

May 3, 2022

Recruitment and Retention Environment

- Supply and Demand
 - Currently experiencing an attorney shortage due to lower enrollment 10+ years ago
 - 16.5% decrease in Utah law school enrollment 2010-2019
- Turnover data supports that it is not the environment in the DA Office
 - Voluntary turnover rates are double for attorneys than for other positions in the DA Office
- Salt Lake County is the only First Class County in Utah
 - Wages should be matching or exceeding other counties
 - Currently, SLCO has max pay rate lower than three surrounding counties and only slightly higher than the fourth
- SLCO currently lags the external market
- Salt Lake City feeder system
 - Pay increase after 1 year for SLC attorneys hinders SLCO ability to attract attorneys for grade 17

Addressing Primary Challenges

Hiring Minimally Qualified Attorneys

- Historically, attorneys were hired with more than 3 years of experience
- Local market wages increased, no longer able to compete for key applicants with 3 years of experience
- Job description for Attorney I modified to allow for hiring with less than 3 years of experience
- Pay scale skewed due to changing experience requirement
- Need to be able to hire applicants with less than 3 years experience without consequences to other ranges

Hiring and Retaining Experienced Attorneys

- Difficulty hiring Prosecutors at current grade levels
- Attorneys further in careers see a low cap on future earning potential
- Easier decision to move to perceived “greener pastures”
- Need to compete with the external market as well as surrounding government entities

Proposed actions will address both challenges

Proposed Actions

- Create Attorney I (entry level) for attorneys with less than 3 years of experience, grade 17
 - Allow for a starting pay rate above the grade minimum
- Modify current Attorney I to Attorney II, 3-8 years of experience, increase to grade 18
- Modify current Attorney II to Attorney III, 8-13 years of experience, increase to grade 19
- Maintain Senior Attorney job with experience level of 13+ years, increase to grade 20

Establish expectations for progression through Attorneys I to III
Having well defined career expectations encourages longevity

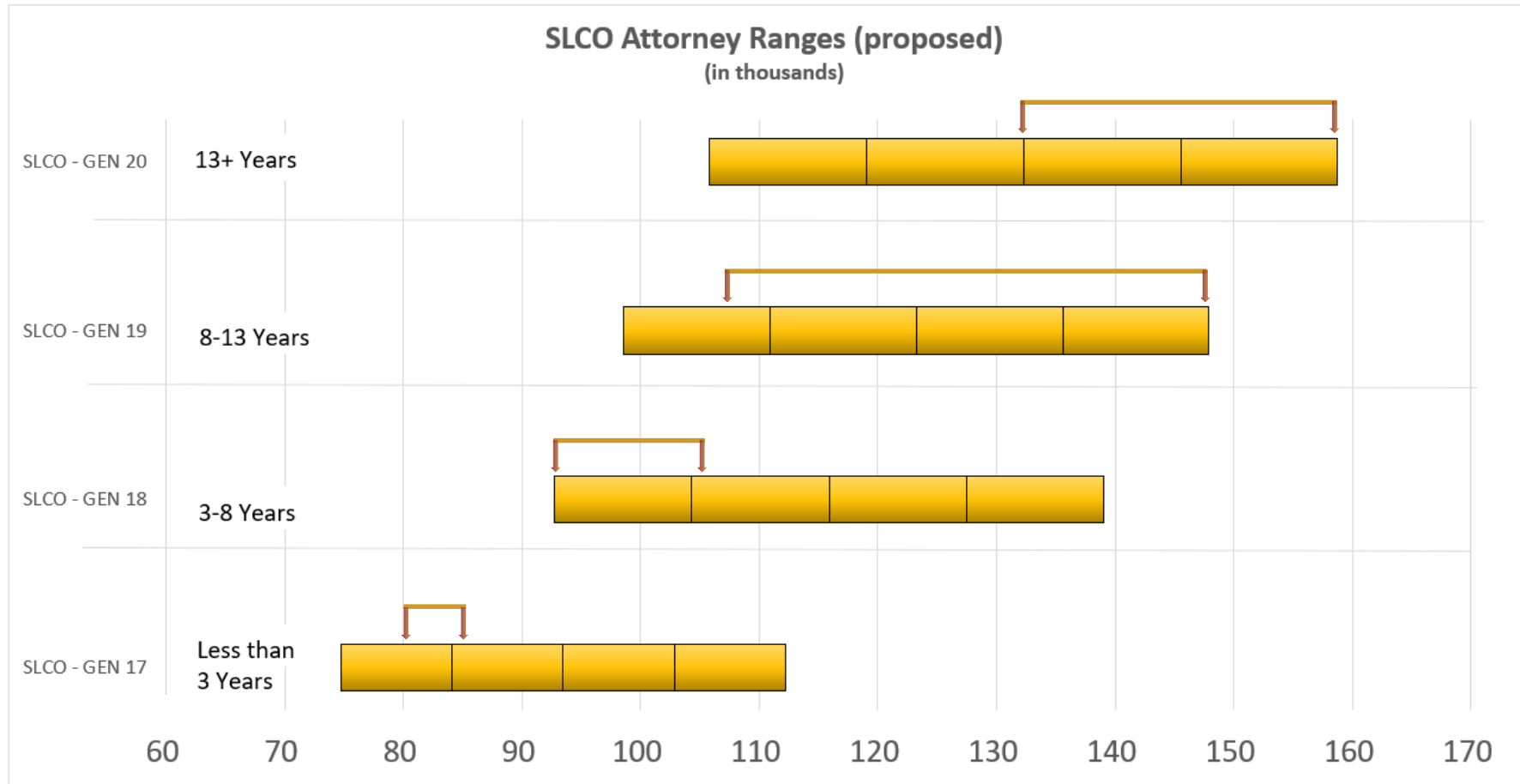
Moving through grades – Career at SLCO

Senior Attorney

Attorney III

Attorney II

Attorney I



Anticipated Budgetary Requirement

- Framework set for incumbent placement
 - *91 attorneys will change grades*
 - *85 attorneys will receive an increase*
 - *4.85% overall increase in wages*
- Requesting funding for 2022 to be from Stat and General Fund set aside
- Ongoing funds will be requested as part of the 2023 budget

\$455,813

(Includes percentage-based benefit costs)

Note: Estimate for remainder of 2022, with an anticipated effective date of 5/1/2022

Questions?