



Retention Request

An increase in pay that is awarded to an employee as an incentive to retain them in their current position when the employee has received a bona-fide job offer from another department or employer or there is a high risk that the employee will be recruited or seek employment for a similar position with another employer/department with a higher salary.

Position Number	0041	Commissioners Court Date	4/19/2022
Position Title	Juvenile Prosecutor		
Department Head/Elected Official	Dee Hobbs	Department/Office	County Attorney
Budgeted Salary	\$95,368.52		
Requested Salary	\$104,905.37		
Total Increase	\$9,536.85		
Total Percent Increase	10%		
Source of Payment	General Fund		
Terms of Distribution	Salary Increase		

REASON THE PAYMENT IN EXCESS OF THE BUDGETED AMOUNT IS BEING OFFERED TO THE EMPLOYEE, INCLUDING THE PUBLIC PURPOSE THAT WILL BE SERVED BY MAKING THE EXCESS PAYMENT

The reason for the requested increase is to retain this employee for the County Attorney's Office. This employee has been with the County Attorney's office over 16 years and has advanced knowledge of many areas of the office. This employee has filled gaps when the office has been short staff and having this person available to cover in many areas will allow the office to begin cross training between the different divisions of the County Attorney's office. The County Attorney's office will be well served to retain this employee.