

**Request:** Instruct HR and the Budget office to change the B.grades of all requested positions in the DA's office to conform with the District Attorney's Request. Fund approximately \$94,000 for this purpose.

**Salary Study:** In theory, the one way to provide for the immediate future for our office. A comprehensive data-based metric to help the Commissioners and the District Attorney to adequately provide sufficient personnel and salaries to retain and attract the experienced, professional talent expected by our community. The following appear to be the guiding assumptions that guide Commissioner's Court and HR for the salary study:

1. The Purpose is to attract and retain quality county employees.
2. Set the minimum B grade at the market median of the lowest possible salaries for each position.
3. All **funding policies** are critically **linked to the minimum of the B. Grade** set for each position.
4. Salary Study provides accurate, timely information.

**What has changed:**

1. **Salary study is deficient:**

- a. Over 50% of data for positions is simply missing.
- b. Examples of comparable data are incorrect, i.e. Civil Division Chief, and Travis County Directors.
- c. No comparison or look at actual salaries.
- d. Provides no ability to compare internally to other Williamson County Offices.
- e. No opportunity for the Elected to discuss the study with Commissioner's Court.

2. **Comparable Entities data has changed already:**

- a. Bell County District Attorney's Office is currently involved in a salary study using the Williamson County District Attorney's salary data for their office.
- b. Hays County: In the 1<sup>st</sup> six months have given a 10% across the board raise and have entertained and voted to increase multiple salaries and positions within the District Attorney's office on regular agenda meetings. We lost two potential employees (that we know of) to Hays County.
- c. Texas Attorney General Salaries have increased substantially. See Texas Tribune

3. **Cost of Living-Housing in Williamson County:**

- a. Many applicants for our positions have tried to weigh the salary against the cost of buying a home and living in Williamson County v. the cost of living elsewhere.
- b. Referencing cost of living data in Houston/Dallas market is not sufficient as the Austin area increased cost of living is dramatically higher than Houston.

**Overall Justification for B. Grade increases:** The District Attorney has worked diligently to be a good steward of our taxpayer funded office. We strive to run the office efficiently, lawfully, and skillfully to provide professional, experienced service to individuals affected by criminal justice and our community. Appropriately resourcing our office has been a struggle for the 6 ½ years I have been in office, and our one chance to get this right occurs every 5 years or so during a salary study. In light of the County's tremendous growth and increase in serious criminal activity, we need appropriate salary starting points. Additionally, we need funding rules flexible enough to allow for the continued operation of the District Attorney's office at a high standard to insure a safe community for all County residents.