

## **Pay Parity Comparison:**

- 1. Among Ventura County Attorneys**
- 2. Among Ventura County Attorneys and Attorneys Working for Six Other Counties**

### **Background**

During visits to the District Attorney's Office, Public Defender's Office and County Counsel's Office, the 1998-1999 Ventura County Grand Jury found a lack of pay parity among county attorneys. The attorneys in the County Counsel's Office may be paid considerably more than their counterparts in the Public Defender's Office and the District Attorney's Office especially at the senior level. This inequity appeared substantial and without any outstanding reason. An investigation was begun at this time.

### **Findings**

The Ventura County Human Resources Office has, as a matter of public record, the classification specifications and salary listings. These include Civil Attorney I, II, III and Senior (Exhibit 1) for the County Counsel's Office and Attorney Entry Level through 88 Month (Exhibit 2) and Senior Attorney (Exhibit 3) for the Public Defender's and District Attorney's Offices. Organizational charts for Ventura County (Exhibit 4), County Counsel's Office (Exhibit 5), Public Defender's Office (Exhibit 6), and the District Attorney's Office (Exhibit 7) are included in this report. These show the chain of command and relative size of each office.

The Classification Specifications would be expected to support higher pay for attorneys working in the County Counsel's Office; however, this was not the case. The educational requirements and time of professional legal experience qualifications are the same for all agencies except for the Senior Level, where the County Counsel's Office time of professional legal experience requirement is less. Theoretically,

cally, less experience can result in pay which was higher than Senior Attorneys working in the Public Defender's Office and the District Attorney's Office. In reality, attorneys can be hired at steps below their actual time of professional legal experience. This report is not meant to criticize any office manager, only to highlight the potential inequities inherent in the system.

### **A Comparison Among Ventura County Attorneys:**

#### **A. Civil Attorney I, II, III and Senior Attorney: County Counsel's Office**

#### **B. Attorney Entry Level to 84 month, and Senior Attorney: District Attorney's Office and Public Defender's Office**

The following is a listing of salary steps and ranges for the County Counsel's Office, Public Defender's Office, and District Attorney's Office. Time of professional legal experience requirements for Civil Attorney positions are also included. All of these figures in this report are rounded to the nearest dollar for ease of comprehension. The following are bi-weekly salaries. (To calculate monthly salary, multiply by 26.07 and divide by 12. To calculate annual salary, multiply by 26.07.)

#### **County Counsel's Office:**

Civil Attorney I (no experience required)	\$1,415-2,016
Civil Attorney II (a minimum of one year of professional legal experience)	\$1,877-2,682
Civil Attorney III (a minimum of two years of professional legal experience)	\$2,114-3,023
Civil Attorney Senior (a minimum of five years of professional legal experience)	\$2,622-3,754

#### **District Attorney's Office and Public Defender's Office:**

Attorney Entry (00 months)	\$1,337
Attorney 06 months	\$1,501
Attorney 12 months	\$1,596
Attorney 18 months	\$1,725
Attorney 24 months	\$1,957
Attorney 30 months	\$2,022
Attorney 36 months	\$2,104
Attorney 42 months	\$2,206
Attorney 48 months	\$2,299
Attorney 54 months	\$2,409
Attorney 60 months	\$2,624
Attorney 72 months	\$2,752
Attorney 84 months	\$2,889-3,106
Senior Attorney	\$2,475-3,542

The time required of professional legal experience for Civil Attorney I and Attorney Entry Level are the same; however, a Civil Attorney I can be paid \$78-\$679 more every two weeks.

The time required of professional legal experience for Civil Attorney II and Attorney 12 Month are the same; however, a Civil Attorney II can be paid \$281-\$1,066 more every two weeks.

The time required of professional legal experience for Civil Attorney III and Attorney 24 Month are the same; however, a Civil Attorney III can be paid \$157-\$1,066 more every two weeks. The County Counsel's Office can hire a two year attorney in at the mid-range salary of \$2544. This salary is 30 percent higher than the \$1957 Attorney 24 month salary in the other two legal offices. This two year county counsel salary is only 3 percent lower than the salary paid an Attorney 60 month.

The time of professional legal experience requirements for Civil Attorney Senior and Senior Attorney are not the same. A Civil Attorney Senior working in the County Counsel's Office needs only 60 months professional legal experience; whereas, a Senior Attorney working in the District Attorney's Office or Public Defender's Office must have 66 months of professional legal experience. Theoretically, less professional legal experience can result in greater pay. A Civil Attorney Senior working in the County Counsel's Office can be paid \$147-\$212 more every two weeks.

Interestingly, the Senior Civil Attorney's salary is identical to the salary range of the five Chief Deputy District Attorneys who are unclassified (at will) employees with significant managerial responsibilities. For example, one Chief Deputy supervises in excess of 300 staff members.

### **20% Cap on Senior Attorney Positions for DA and PD not CC**

In addition to pay being inequitable among the County's legal offices, there is inequity among percentages of people who can become Senior Attorneys. Being a Senior Attorney allows a person to be in the highest pay range. These positions are awarded to people for professional excellence and time of professional legal experience. These are coveted positions and are important in maintaining quality staff.

In both the District Attorney's Office and Public Defender's Office there is a 20% cap on the number of Senior positions. These positions are filled through attrition or are created if the staff expands. Currently the Public Defender's Office has 10 Senior Positions of 48 Attorney positions and the District Attorney's Office has 23 Senior Positions of 114 Attorney positions.

Both the Public Defender and District Attorney spoke to the Grand Jury and, upon questioning, made their positions on the 20% cap known. The Public Defender felt it would be best if this cap was

eliminated. The District Attorney wanted parity with County Counsel on the percentage of Senior positions available to him.

County Counsel's Office does not have a cap placed on the amount of Senior Attorney positions available to be awarded. In the County Counsel's Office 14 of 17, attorneys (82%) are Senior Civil Attorneys. The County Counsel expressed in an interview that being able to award Senior Attorney positions was an important management tool in building an office of career attorneys.

### **A Comparison Among Ventura County's Attorneys and Six Other Counties' Attorneys**

Pay parity among the County Counsel's Office, the District Attorney's Office and the Public Defender's Office is common practice among other counties. In a 1997 Los Angeles Public Defenders Salary Survey of 11 other counties 8 of the 11 other counties surveyed (Ventura included) the top non-supervising attorney step had pay parity with county counsel and 9 of the 11 these counties surveyed had parity at entry level. The Los Angeles Board of Supervisors voted in January 1998 to grant pay parity among the legal offices of Los Angeles County (Exhibit 8). (At the time of this report the pay anomaly at Entry Level, Los Angeles County Counsel could not be reconciled.)

There are many nuances, besides base salary, that need to be addressed in comparing Ventura County to other counties. These include benefits such as paid leave, retirement contributions, FICA contributions, deferred compensation, educational incentives, vacation leave, sick leave and cost of living issues such as parking and real estate prices among others. All of these comparisons are not addressed in this study except real estate prices. According to "California Cities, Towns, and Counties, Basic Data Profiles for all Municipalities and Counties" by Edith R. Hornor (1998), Ventura County's median value of a single family home is greater than each of the six counties compared except for Orange and Santa Clara. The inference made is that Ventura's salaries are expected to be near the highest of the counties compared. This was not the case. Ventura's salaries were the lowest.

Other counties may have different names than Ventura County for basically equivalent positions. Within Ventura County the Civil Attorney Senior and Senior Attorney positions are equivalent except for the fact that Civil Attorney Seniors are paid more and the required time of professional legal experience is less. Outside Ventura County an Attorney IV position may be equivalent. The position criterion for comparison is: Senior Trial Attorneys without supervisory responsibility.

In an effort to minimize these subtitles, only the Entry Level Minimums and Senior Level (or Equivalent) Maximums will be looked at. No time of professional legal experience is required at Entry Level by

any county . Senior Level (or Equivalent) positions are Top Non-Supervising positions. The following six tables show the Entry Level Minimums of Ventura County and Six Other Counties and the Senior Level (or Equivalent) Maximums for the same six counties for each of the District Attorney’s Offices, Public Defender’s Offices, and County Counsel’s Offices.

**Table 1. District Attorney’s Office  
Entry Level Minimums of Ventura County and Six Other Counties**

COUNTY	ENTRY LEVEL ATTORNEY ANNUAL SALARY
Alameda	\$50,262
Los Angeles	\$42,144
Orange	\$53,496
Riverside	\$43,140
San Diego	\$42,120
Santa Clara	\$54,120
Ventura	\$34,855

*(Data provided by Dept. of Human Resources of each county)*

**Table 2. Public Defender’s Office  
Entry Level Minimums of Ventura County and Six Other Counties**

COUNTY	ENTRY LEVEL ATTORNEY ANNUAL SALARY
Alameda	\$50,262
Los Angeles	\$42,144
Orange	\$53,496
Riverside	\$44,868
San Diego	\$42,120
Santa Clara	\$54,120
Ventura	\$34,855

*(Data provided by Dept. of Human Resources of each county)*

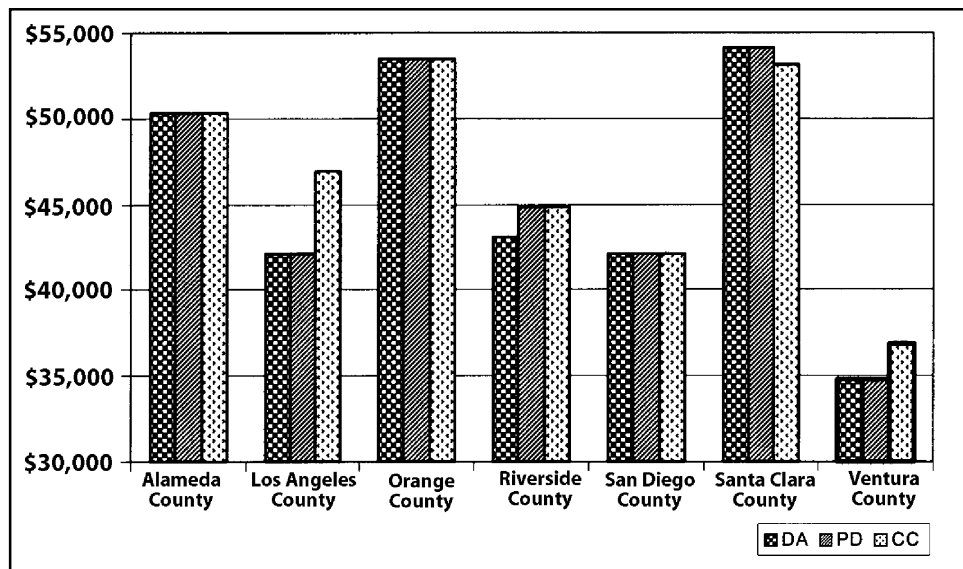
**Table 3. County Counsel's Office  
Entry Level Minimums of Ventura County and Six Other Counties**

COUNTY	ENTRY LEVEL ATTORNEY ANNUAL SALARY
Alameda	\$50,262
Los Angeles	\$46,920*
Orange	\$53,496
Riverside	\$44,868
San Diego	\$42,120
Santa Clara	\$53,136
Ventura	\$36,889

*\*Los Angeles Board of Supervisors voted in January 1998 to grant pay parity among the legal offices of Los Angeles County (Exhibit 8). (At the time of this report this pay anomaly could not be reconciled.)*

*(Data provided by Dept. of Human Resources of each county)*

Figure 1 shows graphically Entry Level Minimums of Ventura and six Other Counties as compared in tables 1,2, and 3.



**Figure 1 - Entry Level Minimums of Ventura County and Six Other Counties**

**Table 4. District Attorney's Office  
Senior Level Maximums of Ventura County and Six Other Counties**

COUNTY	TOP NON-SUPERVISING	ANNUAL SALARY
Alameda	Senior Deputy DA* I	\$111,514
Los Angeles	Deputy DA IV	\$113,376
Orange	Senior Deputy DA	\$99,948
Riverside <sup>1</sup>	Deputy DA IV	\$98,966
San Diego <sup>1</sup>	Deputy DA V	**\$111,714
Santa Clara	Deputy DA IV	\$114,744
Ventura	Senior Deputy DA	\$92,104

*\*District Attorney (DA)*

*\*\* This number includes "Bonus Pay" For Attending Mandatory Continuing Legal Education (MCLE) classes. The number of classes that need to be attended is equal to or less than the number required under the MCLE State Bar Requirements.*

*<sup>1</sup> Data provided by the District Attorney's Office*

**Table 5. Public Defender's Office  
Senior Level Maximums of Ventura County and Six Other Counties**

COUNTY	TOP NON-SUPERVISING	ANNUAL SALARY
Alameda	Assistant PD*	\$111,514
Los Angeles	Deputy PD IV	\$113,376
Orange	Senior Attorney	\$99,948
Riverside <sup>1</sup>	Deputy PD IV	\$93,932
San Diego <sup>1</sup>	Deputy PD V	\$110,653
Santa Clara	Deputy PD IV	\$114,744
Ventura	Senior Attorney	\$92,104

*\*Public Defender (PD)*

*<sup>1</sup> Data provided by the Ventura County Public Defender's Office*

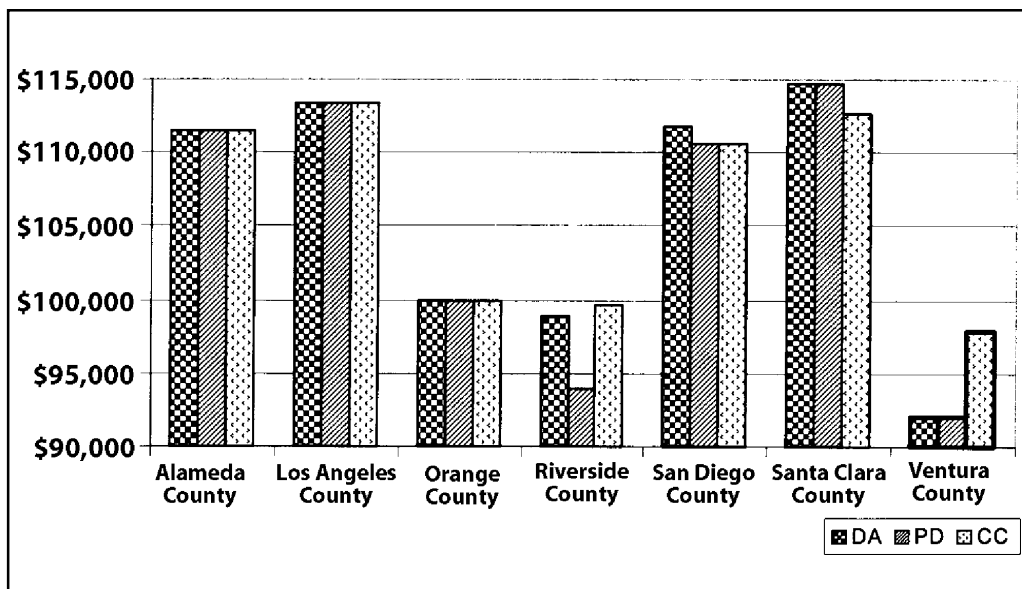
*(Data provided by Dept. of Human Resources of each county)*

**Table 6. County Counsel's Office  
Senior Level Maximums of Ventura County and Six Other Counties**

COUNTY	TOP NON-SUPERVISING	ANNUAL SALARY
Alameda	Senior Deputy CC	\$111,514
Los Angeles	Senior Deputy CC*	\$113,376
Orange	Deputy County Counsel	\$99,948
Riverside	Deputy County Counsel	\$99,632
San Diego	Deputy CC IV	\$110,635
Santa Clara	Attorney-IV CC	\$112,644
Ventura	Senior Civil Attorney	\$97,866

\*County Counsel (CC)

Figure 2. provides a graphic illustration of the Senior Level Maximums of Ventura County and Six other Counties compared in tables 4,5, and 6.



**Figure 2 - Senior Level Maximum Pay of Ventura County and Six Other Counties**



Pay parity between the legal branches occurs in the other six counties surveyed except for Santa Clara where the County Counsel's Office is paid less and Riverside where there is disparity and the Public Defender's Office is paid the least. This Riverside County pay disparity has prompted a lawsuit seeking pay parity (SEIU/PERC Local 1997 vs. County of Riverside). The plaintiff contends that a long-standing parity agreement has been violated. Disparity in the County of Ventura has been so long standing a lawsuit does not appear to be a viable option here.

All attorneys working for Ventura County are paid substantially less than attorneys working for these six other counties; this is shown by the data in tables 1-6.

The Ventura County District Attorney's Office and the Ventura County Public Defender's Office reported to the Grand Jury that none of these other six counties have a 20% cap on the amount of Senior Attorney positions which can be awarded. According to their research, none of these other counties have a contractually defined limit on the number of Senior level (or equivalent) positions which can be awarded.

With the opportunity for better pay and greater career advancement elsewhere many attorneys are not becoming part of, or are leaving Ventura County's legal offices. The District Attorney reported to the Grand Jury that an Entry Level Attorney had been offered a job with Ventura County. Crying and distraught, the prospective employee explained this job could not be taken because of the low pay. A Deputy District Attorney reported that in the past decade, more than 56 attorneys have resigned to take higher-paying jobs in other counties.

## Conclusions

Pay parity is a common practice among the other six counties studied. Pay parity does not exist among Ventura County Attorneys. This is an injustice, which fosters friction among attorneys employed by Ventura County. Adding insult to injury; all Ventura County Attorneys are underpaid. All the counties studied pay their attorneys higher salaries.

Of these six other counties studied, none had a 20% cap on the amount of Senior Attorney positions, which could be awarded. The 20% cap on the amount of Senior Attorney positions, which can be awarded by the Public Defender and the District Attorney, hinders their ability to promote and keep career attorneys. Equal opportunity for all managers to run their offices appropriately is needed.

Due to greater employment opportunities, Ventura County is experiencing a drain of experienced attorneys. These attorneys are needed to try complex legal cases in order to serve the citizens of Ventura County.

## **Recommendations**

1. Pay parity be immediately granted for all attorneys working for the County Counsel's Office, the Public Defender's Office and the District Attorney's Office; thus the pay scales, ranges, and classifications need to be the same.
2. Equality regarding the ability to grant Senior Attorney positions be the same for the Public Defender's Office, District Attorney's Office, and County Counsel's Office. In other words: No cap be placed on Senior Attorney positions in the Public Defender's Office and the District Attorney's Office. This should be done immediately.
3. A comprehensive pay parity study be done, within the next year, among Ventura County and other Southern California counties with the intent of bringing Ventura County up to pay parity with other counties.
4. Immediately make the minimum time of professional legal requirements for Senior Civil Attorney and Senior Attorney the same.

## **Responses Required**

1. District Attorney
2. Public Defender
3. County Counsel
4. Board of Supervisors

County of Ventura  
Classification Specification

Revised: 03/93  
Previous Revision\* 07/90

## CIVIL ATTORNEY 1, 11, 111 & SENIOR

Agency: County Counsel

### Definition

Under general direction to the County Counsel, performs the professional legal services provided by the Office of the County Counsel.

### Distinguishing Characteristics:

Civil Attorney 1, 11, and III are distinguished by the experience and professional competence of the attorney.

Senior Civil Attorneys are designated at the discretion of the County Counsel. Such designations are based primarily upon the excellence of professional performance and in accordance with the applicable Resolution of the Board of Supervisors.

### Examples of Duties:

Depending on the classification level, the depth and breadth of assignments may increase at each successive level:

1. Acts as legal advisor to County officers, departments, boards, commissions and districts.
2. Confers with, advises, and renders legal opinions to County and district officers, employees and representatives including Judges, District Attorney, and Public Defender on legal questions pertaining to their respective powers, duties and responsibilities.
3. Reviews and prepares agreements and contracts, represents the County in negotiations with private individuals and attorneys
4. Drafts ordinances, resolutions, contracts and other legal documents, instruments and legislative measures.
5. Counsels, conducts and supervises Grand Jury reviews and investigations of non-criminal matters.
6. Represents the County and districts in Civil Service hearings, and before municipal, superior, appellate, or federal courts.
7. Attends, advises and represents County rights at meetings of Board of Supervisors, Planning Commission, Grand Jury, Civil Service Commission, and other boards and commissions as needed.

## QUALIFICATION GUIDELINES

### Knowledge, Skills, and Abilities:

Working to comprehensive knowledge (depending on level in the series) of: the canons of professional ethics of the American Bar Association and related provisions of the California State Bar-, legal principles and their application; rules of evidence and the conduct of court proceedings; and legal research methods.

Working to comprehensive ability (depending on level in the series) to: analyze difficult and complex legal problems; perform exhaustive legal research for principles of law, applicable statutes, and cases in point; apply legal rules and principles; present statements of fact and argue logically and clearly both orally and in writing; view legal problems in the perspective of

## ***Exhibit 1 - The classification specifications and salary listings Civil Attorney I, II, III and Senior***

Civil Attorney I/II/III/Senior- Page 2

the many interrelated factors rather than as a single case; draft legal instruments and opinions, and win the confidence and respect of members of the legal profession, public officials and other persons contacted in the work.

Supplemental Information:

Responsible for an ongoing caseload and other assignments which require constant interaction with clients, the public, other agencies, and members of the legal profession.

**RECRUITING STANDARDS**

Education/Experience

Graduation from an accredited law school and active membership in the California State Bar Association.

Civil Attorney I - no experience required

Civil Attorney 1/11/111/Senior

Civil Attorney 11 - a minimum of one year of professional legal experience

Civil Attorney III - a minimum of two years of professional legal experience

Senior Civil Attorney - a minimum of five years of professional legal experience

Other Requirements:

Must possess a valid California driver license.

County Ordinance provides that County Attorneys may not engage in the private practice of law.

Previous revision date: 02/76

Analyst: RLJ

Reviewed: KID

***Exhibit 1 - The classification specifications and salary listings Civil Attorney I, II, III and Senior (cont.)***

County of Ventura  
Classification Specification

Revised: 03/97  
Previous Revision 02/93

## ATTORNEY

Agency: District Attorney  
Public Defender

Definition:

Under administrative direction, performs professional legal services as assigned by the District Attorney (D.A.) or the Public Defender (P.D.).

Distinguishing Characteristics:

Work is assigned based upon the experience and professional competence of the attorney. The Attorney classification series has twelve (12) levels. Incumbents may be promoted to the higher class levels upon -assuming progressively responsible job assignments, satisfactory performance of assignments, and having the corresponding amount of professional experience.

Examples of Duties: Duties may include, but are not limited to the following:

1. Interviews clients and witnesses and evaluates evidence while preparing cases for trial under criminal law.
2. Appears with clients or on behalf of the People of the State of California at court hearings, makes appropriate motions and pleas, and takes other legal action on behalf of clients.
3. Conducts trial prosecution (D.A.) or defense (P.D.), prepares strategies, orders investigations and subpoenas, resolves legal issues through research, participates in jury selection, the presentation of evidence and argument.
4. Per office policy, negotiates on dispositions and modifications of cases.
5. Prepares reports, appeals, writs, and other legal documents.
6. May be responsible for trials involving misdemeanors, felonies, environmental or consumer fraud, special investigations and/or child support, and juvenile court hearings depending on the incumbent's level of experience.
7. May be assigned various supervisory and/or training responsibilities.
8. May make presentations to the public and community organizations.

### QUALIFICATION GUIDELINES

Knowledge, Skills, and Abilities:

Working to comprehensive knowledge (depending on level in series) of: rules of evidence, legal principles, criminal law and trial procedures; State and Federal law pertaining to specific trial assignments; legal research methods; and, ethical responsibilities enunciated by the American Bar Association and California Bar Association.

Working to comprehensive ability (depending on level in series) to: perform legal research, investigate and analyze evidence and complex legal problems; communicate effectively orally and in writing; prepare cases and provide legal counsel; prepare reports and legal documents; supervise and train staff as required; and, deal effectively with clients, members of the legal profession, public officials, and the general public.

### ***Exhibit 2 - The classification specifications and salary listings for the County Counsel's Office and Attorney Entry Level through 88 Month***

Attorney - Page 2

Supplemental Information:

Responsible for an ongoing caseload and other assignments which require constant interaction with clients, the public, other agencies and members of the legal profession.

**RECRUITING STANDARDS**

Education/Experience:

Applicants must be law school graduates who have been licensed by the California Bar Association. No experience is required at the entry level. At higher levels, initial placement is based upon professional law related experience. That experience may include related Law Clerk experience. Advancement within the series is dependent upon both seniority and satisfactory performance.

Attorney-Classification Series

Attorney - entry

Attorney - 6 months

Attorney - 12 months

Attorney - 18 months

Attorney - 24 months

Attorney - 30 months

Attorney - 36 months

Attorney - 42 months

Attorney - 48 months

Attorney - 54 months

Attorney - 60 months

Attorney - 72 months

Attorney - 84 months

Other Requirements:

Must be an active member of the California State Bar Association and possess a valid California driver license.

County Ordinance provides that County Attorneys may not engage in the private practice of law.

Previous revision date: 2/93

Analyst: HU

Reviewed: BAJ

***Exhibit 2 - The classification specifications and salary listings for the County Counsel's Office and Attorney Entry Level through 88 Month (cont.)***

County of Ventura  
Classification Specification

Revised: 2/93  
Previous Revision 5/87

## SENIOR ATTORNEY

Agency: District Attorney  
Public Defender

### Definition:

Under administrative direction, performs professional legal services as assigned by the District Attorney or the Public Defender.

### Distinguishing Characteristics:

The class of Senior Attorney is distinguished from subordinate classes by: (1) difficulty of work assignments; (2) incumbents' demonstrated excellence of professional performance; and (3) appointment to, and removal from the classification designation at the discretion of the department head.

Examples of Duties: Duties may include, but are not limited to the following:

1. Interviews clients and witnesses and evaluates evidence while preparing cases for trial under criminal law.
2. Appears with clients or on the behalf of the People of the State of California at court hearings, makes appropriate motions and pleas, and takes other legal action on behalf of clients.
3. Conducts trial prosecution (D.A.) or defense (P.D.), prepares strategies, orders investigations and subpoenas, resolves legal issues through research, participates in jury selection, the presentation of evidence and argument.
4. Negotiates disposition and modification of cases according to office policy.
5. Prepares reports, appeals, writs, and other legal documents.
6. Assigned complex cases which may include misdemeanors, felonies, environmental or consumer fraud, special investigations and/or child support.
7. May also be assigned other tasks that require superior knowledge and skills at the department heads discretion.
8. May be assigned various supervisory and/or training responsibilities.
9. May make presentations to the public and community organizations.

## QUALIFICATION GUIDELINES

### Knowledge, Skills, and Abilities:

Comprehensive knowledge of: rules of evidence, legal principles, criminal law and trial procedures; State and Federal law pertaining to specific trial assignments; legal research methods; ethical responsibilities enunciated by the American Bar Association and California Bar Association.

Comprehensive ability to: perform legal research, investigate and analyze evidence and complex legal problems; communicate effectively orally and in writing; prepare cases and provide legal counsel; prepare reports and legal documents; supervise and train staff as required; and deal effectively with clients, members of the legal profession, public officials, and the general public.

### ***Exhibit 3 - The classification specifications and salary listings for the Senior Attorney***

Senior Attorney - Page 2

Supplemental Information:

Responsible for an ongoing caseload and other assignments which require constant interaction with clients, the public, other agencies and members of the legal professions.

RECRUITING STANDARDS

Education/Experience :

Applicants must be law school graduates who have been licensed by the California Bar Association and have a minimum of 66 months experience as a prosecution or defense attorney (Public Defender) OR 84 months. experience (District Attorney).

Special Requirements:

Must be an active member of the California State Bar Association and possess a valid California driver license. County Ordinance provides that County Attorneys may not engage in the private practice of law.

NOTE: Pursuant to a staffing agreement between the Chief Administrative Office and the affected departments, the ratio of Senior Attorney to Attorney allocations (including management positions) shall not exceed 1 to 5 (20% with no upward rounding) within the applicable budget unit.

Previous revision date: 08/81

Analyst: GT  
Reviewed: KID

***Exhibit 3 - The classification specifications and salary listings for the Senior Attorney (cont.)***



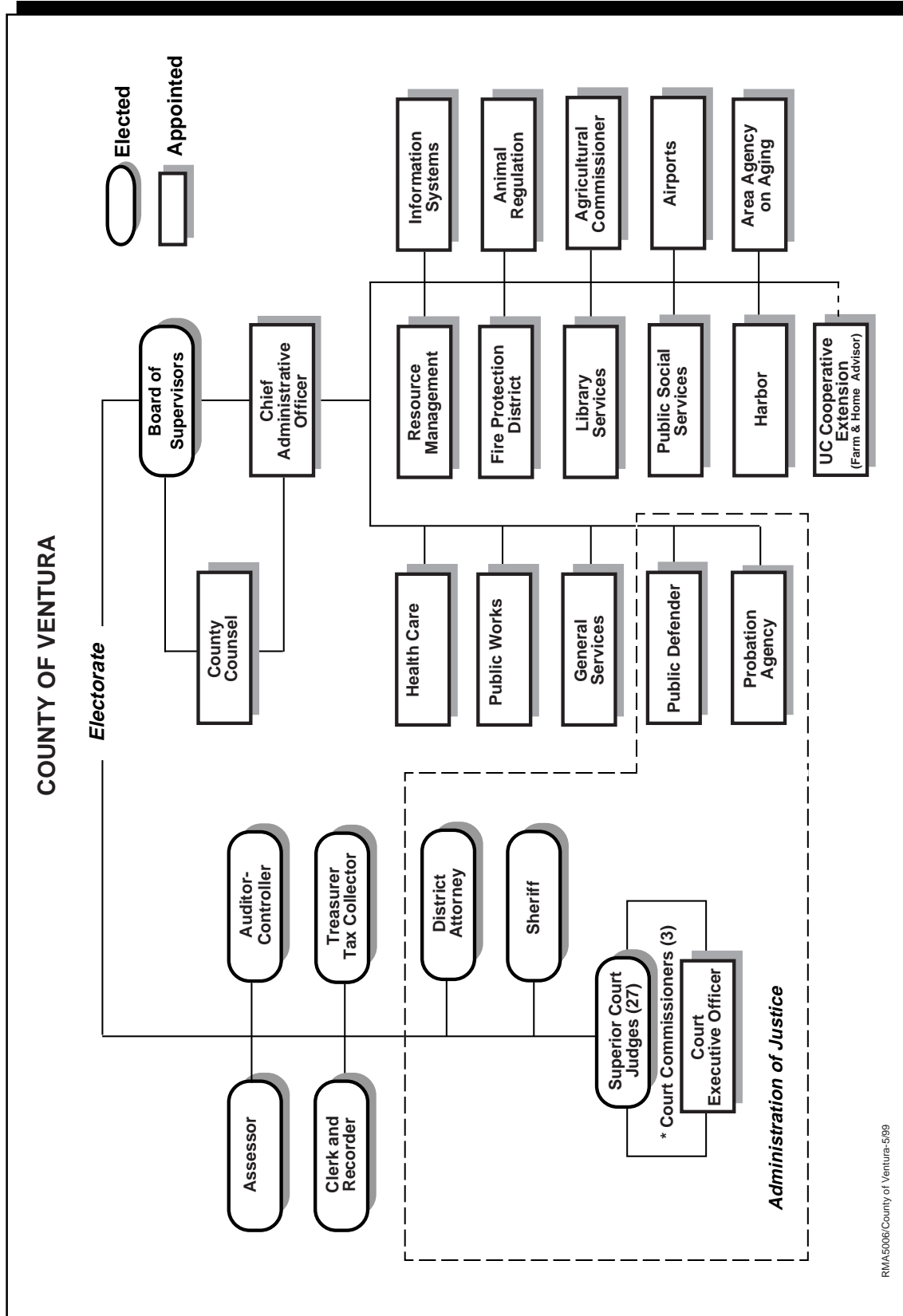


Exhibit 4 - Ventura County Organization Chart

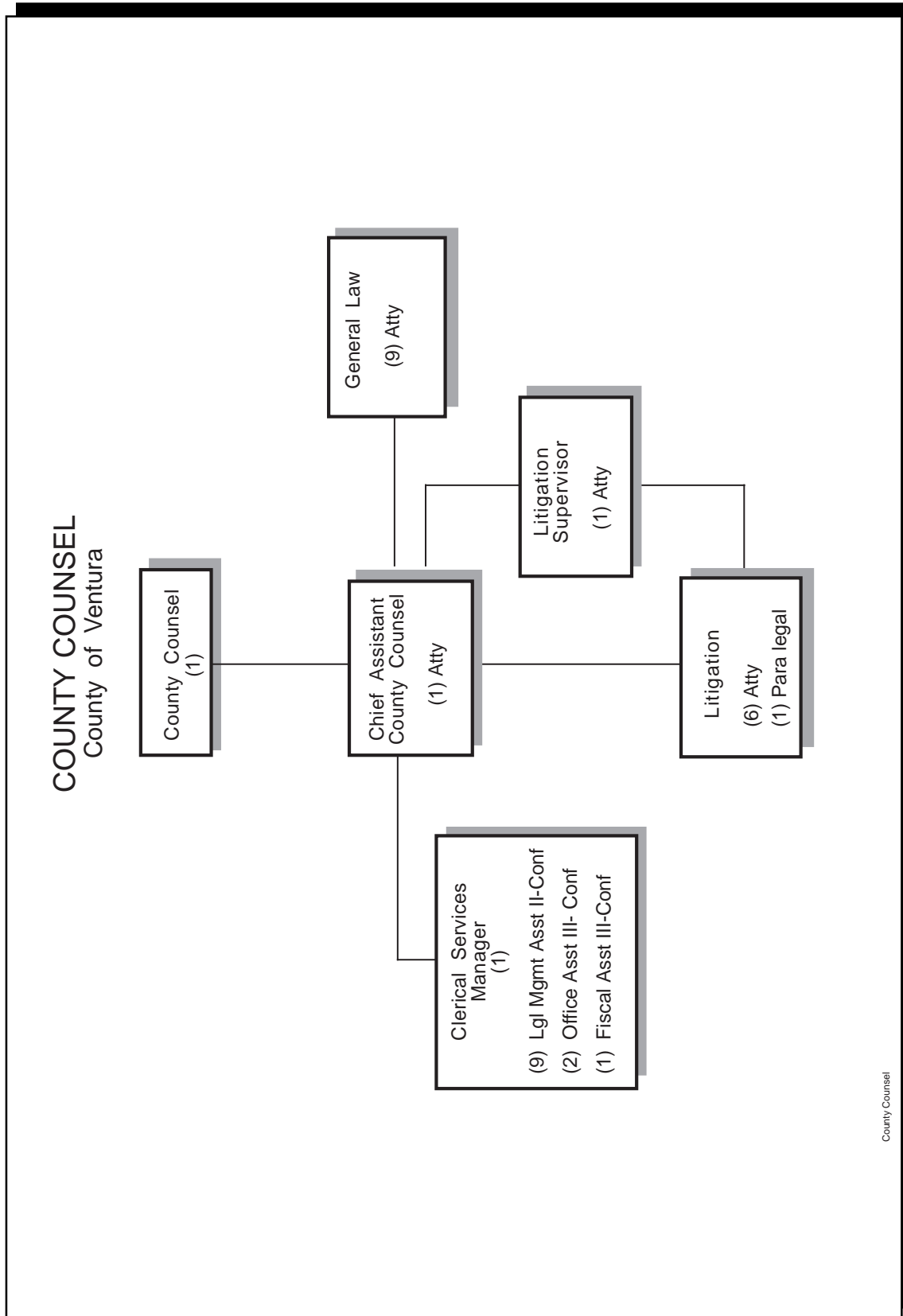
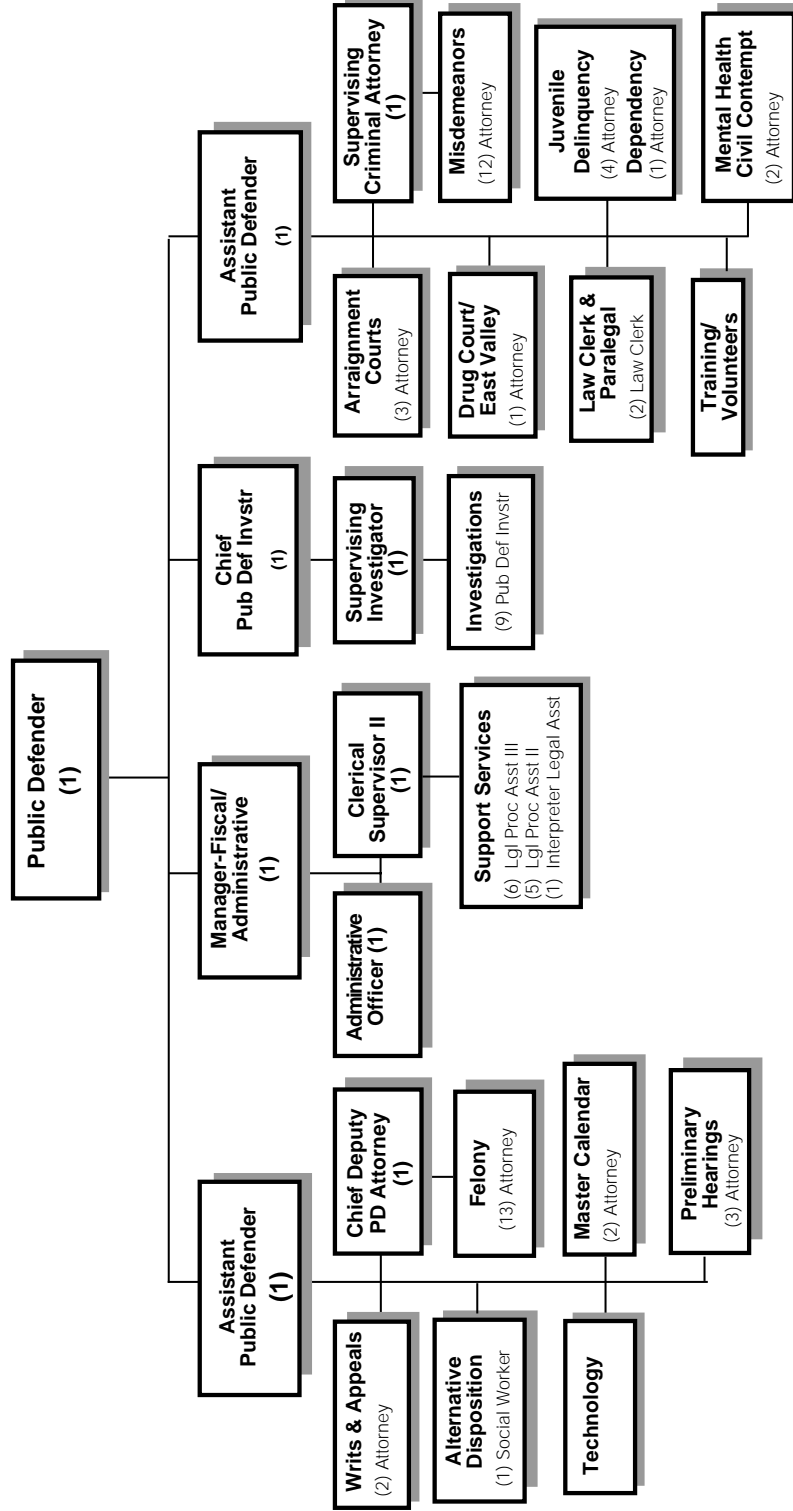


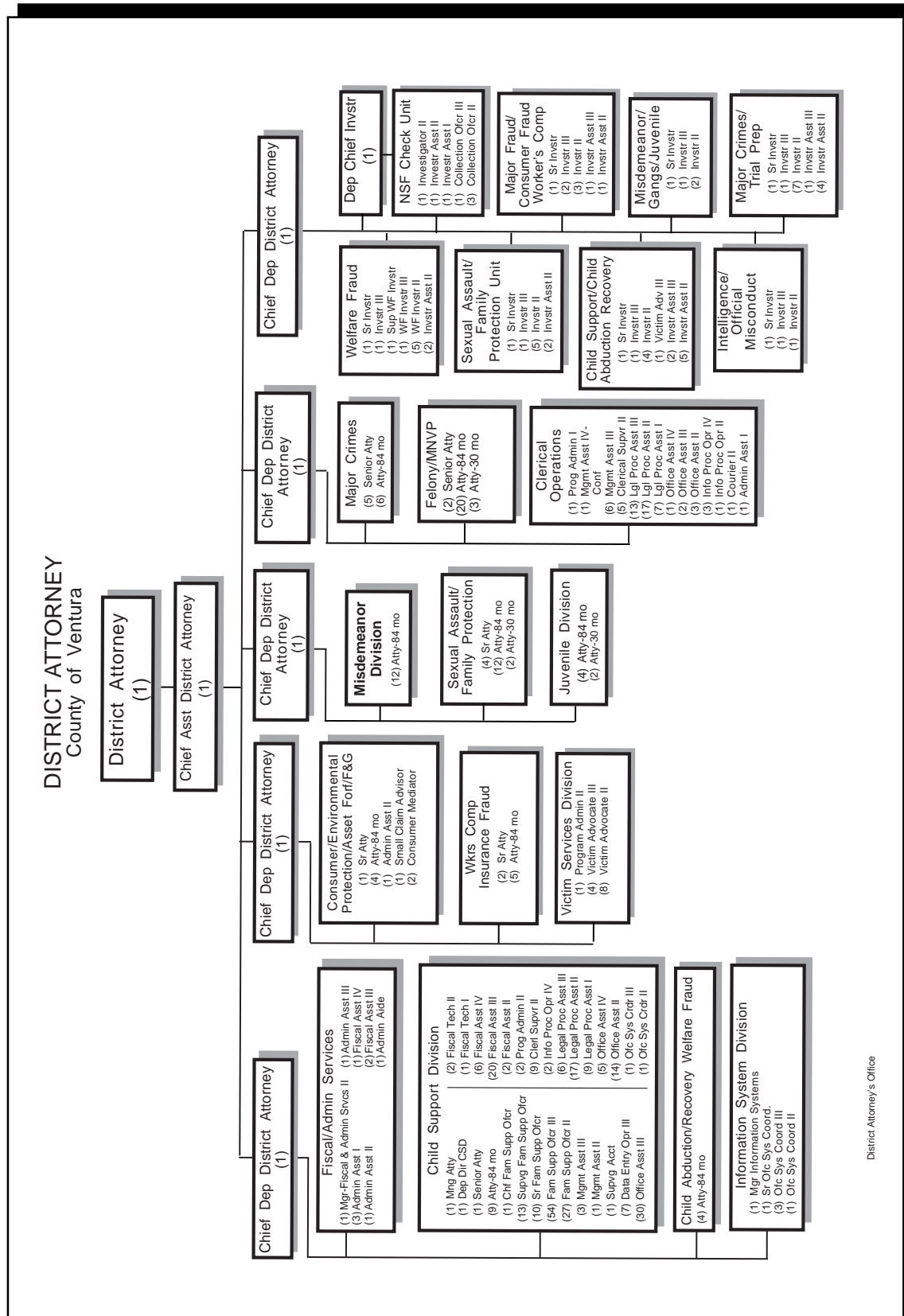
Exhibit 5 - County Counsel's Organization Chart

**County of Ventura  
PUBLIC DEFENDER  
FY 1998-99 Preliminary Budget Organization Chart**



RMAN082.2 (11) 5/98  
Public Defender's Office

**Exhibit 6 -- Public Defender's Organization Chart**



District Attorney's Office

Exhibit 7 - Disttict Attorney's Organization Chart

WEDNESDAY,  
JANUARY 21, 1998

LOS ANGELES DAILY JOURNAL

\$2

## Prosecutors, Defenders will Get Parity Raise

### L.A. Supervisors Vote To Raise Salaries to County Counsel Level

#### 'The Time Was Right'

By Lauren Blau  
Daily Journal Staff Writer

After years of waiting while Los Angeles County was struggling through tough financial times, the Board of Supervisors voted unanimously Tuesday to raise the salaries of lawyers who work in the offices of the district attorney, public defender and alternate public defender to the same levels as those working in the county counsel's office.

About 1,800 lawyers will receive monthly raises ranging from \$134 to \$370 immediately. They will get additional increases every six months until January 2000.

According to previous projections, it will cost taxpayers about \$4 million a year to achieve parity between the DAs's and county counsel's offices and another \$3 million annually for parity with the PD's and APD's offices.

Over the years, there have been numerous complaints because so many lawyers earned less than their counterparts in the county counsel's office. The Board of Supervisors didn't dispute whether the county attorneys deserved the same wages, but attempts by department heads — particularly District Attorney Gil Garcetti — were rebuffed because of the serious toll the recession took on county finances.

#### Time Finally Right'

"I would have preferred it a couple of years ago, [and] the board has always said it was deserved, [but] the time wasn't right," Garcetti said after the vote. "Well, the time was finally right. We have hundreds of lawyers who will benefit as a result of the board action today."

Without public discussion, the board unanimously approved a motion containing parity and regular raises. Garcetti said he went to the meeting "just to watch and make sure it would go ... If it didn't, I was there to do whatever I had to do."

Public Defender Michael Judge said he was "ecstatic" about the vote.

"This is a splendid result, and our lawyers earned it," Judge said. "They do a terrific job at a modest price."

#### 'Anxiety and Concern'

The public defender said there had been a "great deal of anxiety and concern" over the years, but in recent months, there had been a "degree of optimism and excitement."

"It should be noted that we have the lowest cost per case of any public defender's office in the state," Judge said.

Janice Fukai, chief deputy alternate public defender, said her boss Bruce Hoffman had been pushing for pay equality for years.

"We thank the board for recognizing the defenders who represent the indigent," Fukai said. "I think it shows a sign they view all attorneys on the same level and with the same respect, particularly with the prosecution and defenders."

Al MacKenzie, president of the Association of Deputy District Attorneys, and Verah Bradford, president of the Public Defenders Association, praised the board's action. Bradford said attorneys in her office are pleased that the board "realizes we provide a valuable service to the community."

"I think that it's important that those people who defend cases and people who prosecute them make the same pay," she said.

Supervisor Gloria Molina said she believes there had been "a lot of validity to the claim that they needed to have parity."

Molina said pay increases for sheriff's deputies had created an imbalance for prosecutors that added to the frustration of not being paid as much as their counterparts in the county counsel's office.

"Unfortunately in the past four years that we have been pursuing this issue financially we have been unable to afford it," Molina said. "I'm so glad that we finally are in a position and place not only to give them salary increases ... but more importantly to get them back up to parity ... Hopefully what this does is kind of reinforces to many of those folks that we really care and the work that they do is equally as important."

Don Knabe, vice chairman of the board, said he has been a long-time supporter of parity.

"I think it's a good thing for the DAs to be on parity with county counsel," Knabe said. "... It wasn't a matter of putting it off, but [a question of] could we afford it?"

Aside from parity, the board's action gives raises to county lawyers, along with other nonunion employees. The board approved 2 percent raises effective this month, 3 percent raises effective July 1, 3 percent raises effective Jan. 1, 1999, 2 percent raises effective July 1, 1999, and 2 percent raises Jan. 1, 2000.

Tuesday's action came after the board last summer told Chief Administrative Officer David Janssen to find a way to make the salary levels equal at the same time he figured out raises for county lawyers.

Janssen said Tuesday that all deputy DAs, PDs and APDs will get 2.5 percent parity increases this month. Those in the top class will get another 5.5 percent raise in January 1999, because those in the top salary class in the county counsel's office currently earn 8 percent more than other county lawyers. According to a memo from Janssen and Personnel Director Michael Henry, the raises are timed to coincide with increases negotiated with various unions.

Currently, entry level county lawyers — except in the county counsel's office — are paid \$3,179.09 a month. Starting this month, with parity and raises, that amount increases to \$3,313.36. The top scale nonsupervisory salary was \$8,069.09 a month, which is increasing to \$8,439.09. In January 1999, those salaries will increase to \$9,448 a month.

Until the early 1980s, deputy district attorneys, public defenders and county counsel all were unionized and had the same pay levels. The county counsel's office was the first to agree to a county proposal to decertify, and at that time, staffers got a bonus above what their counterparts in the DAs and PD's offices received.

The DAs and PDs were promised the same bonus when they decertified, but when they did several years later, they didn't get that raise.

### Exhibit 8 - "DAs, PDs Win Pay Parity with Counsel"