

County of Ventura  
Office of the Public Defender  
**MEMORANDUM**

August 30, 1999

TO: M. L. Koester  
FROM: Kenneth I. Clayman *KIC*  
SUBJECT: Response to FY 1998-99 Grand Jury Report  
"Pay Parity Comparison" (pages 188-208)

**RECEIVED**  
OCT 01 1999  
*[Signature]*

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.

Response: I agree with this recommendation and believe it is long overdue. Hopefully, it will be addressed in wage negotiations with CJAAVC, which are currently ongoing. If this is not implemented through negotiations, I would respectfully ask the Board of Supervisors to establish pay parity between the three office.

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.

Response: I agree with this recommendation. I believe removing the senior cap for the Public Defender's and District Attorney's office is also part of negotiations occurring at the time of this response. If those negotiations do not result in a lifting of the cap, I hope the Board will take action to accomplish this task.

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.

Response: I agree with this recommendation. This study has been done, and apparently all sides agree Ventura County attorneys should have pay parity with other counties.

4. Immediately make the minimum time of professional legal requirements for Senior Civil Attorney and Senior Attorney the same.

Response: I agree with this recommendation. I believe it will also be handled during the course of negotiations between CJAAVC and the County.