

Recruitment and Retention

- 37% of attorney staff resigned between 2019-2022
- 2022 14% resignation rate
- Applications down 50%-75% over 2018-2022.
- 2022 50% of openings get 3 or fewer applications.



**2022 Min./Max. Salary Select County Attorney Offices
& Assistant Public Defenders**

<u>Salary</u>	<u>Entry</u>	<u>Top</u>
2022 Entry Level, & Top (14 County Attorney Offices)	\$82,908	\$158,000
2021 Assistant Public Defenders	\$70,146	\$123,903



Assistant Public Defender Salary Scales FY 2023 and 2024

**Previous/Current
Salary Scale**

Entry

Top

**FY 2023
17 Steps**

\$70,146

\$123,093

**FY 2024
10 Steps
(Effective 8/30/2024-
6/30/2025)**

\$88,300

\$158,500



Assistant Public Defender Salary Range Previous and Current

	Previous	Current
1	\$70,146	\$88,380
2	\$71,802	\$94,213
3	\$74,603	\$100,431
4	\$77,404	\$107,060
5	\$80,714	\$114,125
6	\$83,513	\$121,658
7	\$86,316	\$129,687
8	\$89,116	\$138,246
9	\$91,917	\$147,371
10	\$94,717	\$158,500
11	\$97,519	
12	\$100,319	
13	\$103,121	
14	\$105,921	
15	\$108,721	
16	\$111,524	
17	\$123,093	

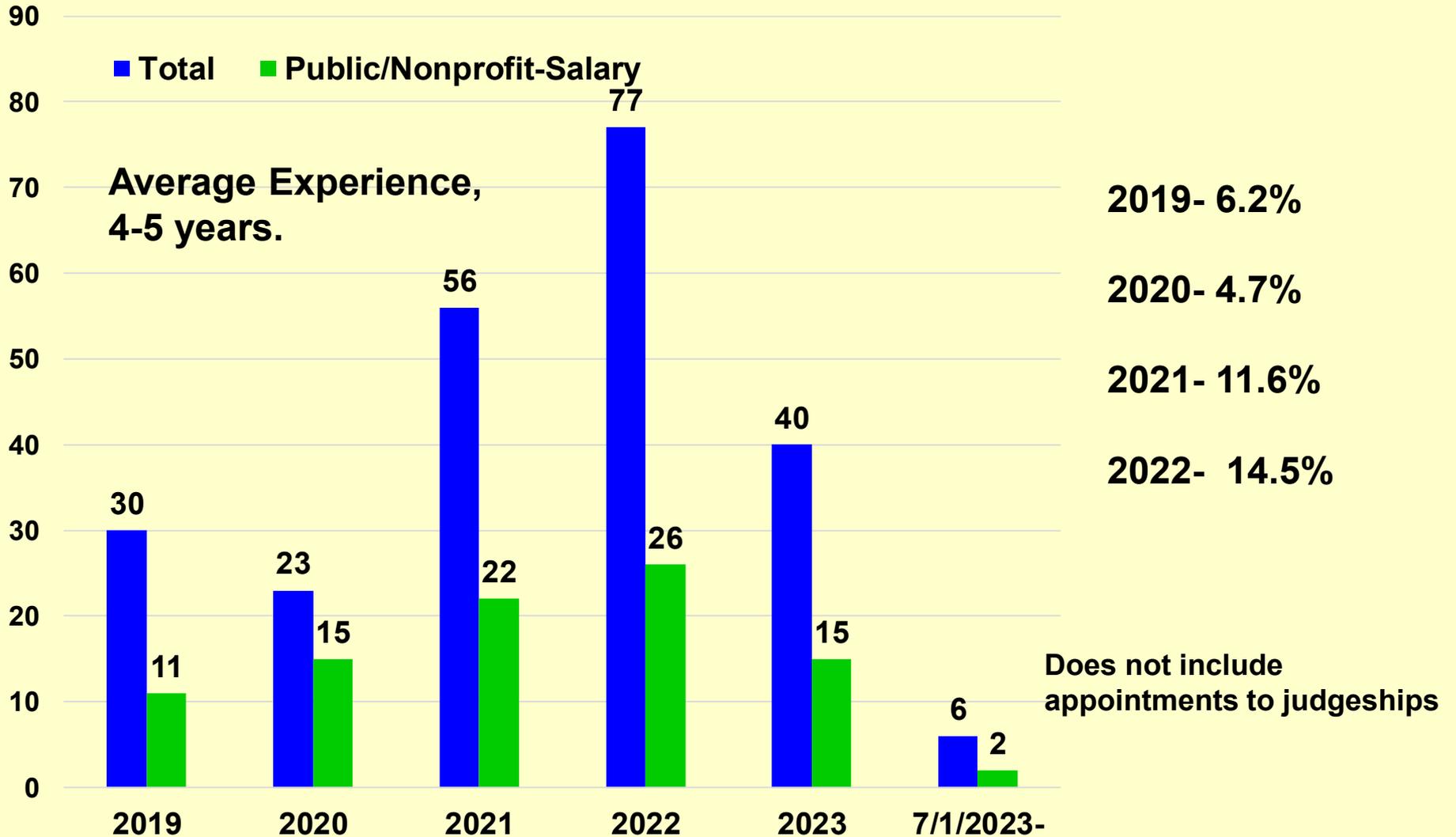


Support Staff Salary Ranges FY 2023 and 2024

	Investigator		Paralegal		Dispositional Advisor		Legal Sec./Asst.	
	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024
Minium	\$51,901	\$68,821	\$51,901	\$68,821	\$53,004	\$70,283	\$42,968	\$56,976
Maximum	\$86,211	\$112,053	\$86,211	\$112,053	\$86,211	\$114,435	\$61,840	\$82,125
# Steps	16	9	16	9	16	9	10	7



Public Defender Resignations





Staffing (8/30/23-1/31/2024)

- 70.5 Total FTE
- 29 Part Time Defenders Converted to Full Time
- 43 Assistant Public Defenders
- 16 Managing Attorneys
- 6 Support Staff



Workload

- To compare workloads across case types a “case unit” measure was developed. A case unit is approximately equal to a misdemeanor. Case standard is 400 units.

Developed before-

- Audio/Video,
- Remote Hearings,
- Scientific and Electronic Evidence,
- Prevalence of mental health chemical dependency issues
- Collateral sanctions

Case Type	<u>1991</u> Weighted Case Standard Cases Opened per Year
Felony	150
Gross Mis, Probation, Other	275
Misdemeanor	400
Juvenile	175
Child Protection	80

2023 National Public Defense Caseload Study

- Rand Corporation
- National Center for State Courts
- American Bar Association- Standing Committee on Legal Aid and Indigent Defense

➤ **Method**

- Review of 17 state level public defense caseload studies 2005-2022
- Delphi Method- panel of experts arriving at consensus on number of hours needed per case type.



2023 National Public Defense Caseload Study and 1991 Weighted Caseload Standard

WCL- Felony	150
NPDWS- Felony High LWOP	7
NPDWS- Felony High Murder	8
NPDWS- Felony High Sex	12
NPDWS- Felony High Other	21
NPDWS- Felony Mid	36
NPDWS- Felony Low	59
WCL- Misdemeanor	400
NPDWS- Misdemeanor High	93
NPDWS- Misdemeanor Low	150
NPDWS- Probation Violation	154