

## Iowa County Attorneys Association 2009-2010 Salary Survey

3-Sep-09

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## Iowa County Attorneys Salary Data

To TOC

County	Population	Years as a Lawyer	Status	Office Location	FY08-09 Salary	FY09-10 Salary
Adair	8,243	9	D	D	49,896	51,492
Adams	4,482	38	D	C	37,879	39,379
Allamakee	14,675	30	A	A	45,786	66,000
Appanoose	13,721	8	A	A	65,723	70,508
Audubon	6,830	30	C	D	42,017	43,068
Benton	25,308	18	A	A	83,500	85,587
Black Hawk	128,012	29	A	A	99,074	101,489
Boone	26,224	35	D	A	67,223	68,567
Bremer	23,325	18	A	A	82,300	86,216
Buchanan	21,093	35	A	A	75,002	77,002
Buena Vista	20,411	30	C	D	55,014	57,215
Butler	15,305	28	D	C	50,388	52,313
Calhoun	11,115	23	B	D	70,544	72,308
Carroll	21,421	25	D	D	56,115	58,219
Cass	14,684	9	C	A	78,945	83,662
Cedar	18,187	34	A	A	68,136	70,082
Cerro Gordo	46,447	31	A	A	96,562	98,976
Cherokee	13,035	15	A	A	80,000	81,840
Chickasaw	13,095	14	C	D	54,400	56,177
Clarke	9,133	39	A	A	87,253	87,253
Clay	17,372	22	D	D	50,000	50,000
Clayton	18,678	35	D	D	50,375	51,383
Clinton	50,149	20	A	A	88,756	93,638
Crawford	16,942	8	C	A	50,000	61,193
Dallas	40,750	19	A	B	94,404	97,236
Davis	8,541	17	D	D	45,863	45,863
Decatur	8,689	6	A	A	79,987	79,985
Delaware	18,404	18	A	A	69,194	73,000
Des Moines	42,351	27	A	B	90,558	91,710
Dickinson	16,424	23	A	A	61,868	64,343
Dubuque	89,143	31	A	A	102,000	105,302
Emmet	11,027	21	A	A	62,658	65,290
Fayette	22,008	31	D	D	59,418	60,616
Floyd	16,900	4	A	A	78,809	80,819
Franklin	10,704	35	D	D	52,784	55,400
Fremont	8,010	32	B	A	53,244	54,841
Greene	10,366	34	A	A	71,342	73,482
Grundy	12,369	36	D	D	47,853	49,289
Guthrie	11,353	20	A	A	67,893	69,251
Hamilton	16,438	38	C	B	58,046	60,124
Hancock	12,100	11	A	A	75,000	75,000

Iowa County Attorneys Salary Data						To TOC	
County	Population	Years as a Lawyer	Status	Office Location	FY08-09 Salary	FY09-10 Salary	
Hardin	18,812	17	D	C	51,555	51,555	
Harrison	15,666	6	D	D	51,484	55,149	
Henry	20,336	12	A	A	77,029	78,570	
Howard	9,932	24	B	A	41,400	42,400	
Humboldt	10,381	4	A	A	68,339	70,389	
Ida	7,837	10	D	A	37,563	37,939	
Iowa	15,671	13	C	D	58,276	59,442	
Jackson	20,296	4	A	A	72,971	74,796	
Jasper	37,213	16	A	A	92,700	91,722	
Jefferson	16,181	17	A	B	70,977	72,751	
Johnson	111,006	20	A	A	117,714	121,246	
Jones	20,221	4	A	A	66,364	67,682	
Keokuk	11,400	33	A	A	61,621	63,162	
Kossuth	17,163	12	A	A	84,937	86,974	
Lee	38,052	33	A	A	87,332	89,172	
Linn	191,701	36	A	A	132,850	132,834	
Louisa	12,183	24	D	D	46,350	47,740	
Lucas	9,422	30	D	D	41,845	41,845	
Lyon	11,763	16	A	A	80,800	82,350	
Madison	14,019	9	A	A	70,980	72,045	
Mahaska	22,335	15	A	A	77,720	80,440	
Marion	32,052	20	A	A	82,141	85,130	
Marshall	39,311	13	A	A	79,607	79,607	
Mills	14,547	11	A	A	72,633	74,086	
Mitchell	10,874	19	D	D	50,000	51,750	
Monona	10,020	32	D	A	50,506	52,021	
Monroe	8,016	17	C	D	56,008	56,009	
Montgomery	11,771	26	D	D	46,030	43,060	
Muscatine	41,722	38	C	B	70,216	71,971	
O'Brien	15,102	34	D	D	56,700	56,700	
Osceola	7,003	24	A	A	66,533	68,190	
Page	16,976	25	D	D	54,766	54,766	
Palo Alto	10,147	30	A	B	67,391	67,391	
Plymouth	24,849	17	A	A	86,541	86,790	
Pocahontas	8,662	31	C	D	51,875	54,209	
Polk	374,601	34	A	B	160,459	165,273	
Pottawattamie	87,704	14	C	A	102,150	105,497	
Poweshiek	18,815	34	D	C	47,945	49,198	
Ringgold	5,469	21	E	A	35,580	36,291	
Sac	11,529	16	A	A	69,095	71,020	
Scott	158,668	21	A	A	128,544	128,500	

Iowa County Attorneys Salary Data						To TOC	
County	Population	Years as a Lawyer	Status	Office Location	FY08-09 Salary	FY09-10 Salary	
Shelby	13,173	19	C	B	46,198	48,044	
Sioux	31,589	16	A	A	96,018	99,378	
Story	79,981	21	A	C	109,615	109,195	
Tama	18,103	27	A	A	69,015	70,395	
Taylor	6,958	21	E	A	47,151	47,975	
Union	12,309	26	A	A	70,426	72,538	
Van Buren	7,809	21	D	B	35,000	39,145	
Wapello	36,051	5	A	B	67,376	68,723	
Warren	40,671	10	A	C	95,554	95,554	
Washington	20,670	25	A	A	88,222	91,309	
Wayne	6,730	26	D	D	34,904	36,126	
Webster	40,235	11	A	A	83,549	85,638	
Winnebago	11,723	35	D	D	45,082	45,984	
Winneshiek	21,310	24	D	D	53,728	53,728	
Woodbury	103,877	9	A	A	106,032	109,424	
Worth	7,909	18	D	D	46,294	47,452	
Wright	14,334	11	C	D	59,705	60,899	
<b>Totals</b>	<b>2,926,324</b>	<b>2143</b>			<b>6,835,205</b>	<b>7,024,287</b>	

A=Full-time by resolution of the supervisors; private law practice prohibited.  
 B=Full-time by own choice; rarely or never handle private law practice matters.  
 C=Devote 40 hours or more per week to official duties, but also engage in private practice.  
 D=Devote less than 40 hours per week to official duties; have private law practice.  
 E=Serve two counties part-time. No private practice.

A=The only office is located in the courthouse  
 B=The only office is located in nearby county office space  
 C=An office is maintained in the courthouse or county office building, but some official duties are performed in private offices  
 D=There is no office maintained for the county attorney in the courthouse or other county office building; duties performed in private offices

Profile of Full -Time Iowa County Attorneys				To TOC
County	Population	Years as a Lawyer	Years as Co Atty	FY09-10 Salary
Allamakee	14,675	30	1	66,000
Appanoose	13,721	8	2	70,508
Benton	25,308	18	11	85,587
Black Hawk	128,012	29	19	101,489
Bremer	23,325	18	10	86,216
Buchanan	21,093	35	25	77,002
Calhoun	11,115	23	14	72,308
Cedar	18,187	34	2	70,082
Cerro Gordo	46,447	31	23	98,976
Cherokee	13,035	15	2	81,840
Clarke	9,133	39	3	87,253
Clinton	50,149	20	10	93,638
Dallas	40,750	19	11	97,236
Decatur	8,689	6	2	79,985
Delaware	18,404	18	14	73,000
Des Moines	42,351	27	19	91,710
Dickinson	16,424	23	6	64,343
Dubuque	89,143	31	3	105,302
Emmet	11,027	21	7	65,290
Floyd	16,900	4	3	80,819
Fremont	8,010	32	2	54,841
Greene	10,366	34	34	73,482
Guthrie	11,353	20	14	69,251
Hancock	12,100	11	8	75,000
Henry	20,336	12	2	78,570
Howard	9,932	24	23	42,400
Humboldt	10,381	4	3	70,389
Jackson	20,296	4	1	74,796
Jasper	37,213	16	1	91,722
Jefferson	16,181	17	10	72,751
Johnson	111,006	20	2	121,246
Jones	20,221	4	1	67,682
Keokuk	11,400	33	27	63,162
Kossuth	17,163	12	11	86,974
Lee	38,052	33	30	89,172
Linn	191,701	36	7	132,834

Profile of Full -Time Iowa County Attorneys				To TOC
County	Population	Years as a Lawyer	Years as Co Atty	FY09-10 Salary
Lyon	11,763	16	10	82,350
Madison	14,019	9	2	72,045
Mahaska	22,335	15	3	80,440
Marion	32,052	20	17	85,130
Marshall	39,311	13	7	79,607
Mills	14,547	11	7	74,086
Osceola	7,003	24	13	68,190
Palo Alto	10,147	30	25	67,391
Plymouth	24,849	17	15	86,790
Polk	374,601	34	18	165,273
Sac	11,529	16	14	71,020
Scott	158,668	21	3	128,500
Sioux	31,589	16	3	99,378
Story	79,981	21	10	109,195
Tama	18,103	27	26	70,395
Union	12,309	26	23	72,538
Wapello	36,051	5	1	68,723
Warren	40,671	10	2	95,554
Washington	20,670	25	12	91,309
Webster	40,235	11	1	85,638
Woodbury	103,877	9	3	109,424
Total	2,267,909	1137	578	4,775,832
Average	39,788	19.94736842	10.14035088	83,787

Number Full-Time: 57

By Resolution: 53

By Choice: 4

Profile of Part -Time Iowa County Attorneys				To TOC
County	Population	Years as a Lawyer	Years as Co. Atty.	FY09-10 Salary
Adair	8,243	9	2	51,492
Adams	4,482	38	25	39,379
Audubon	6,830	30	22	43,068
Boone	26,224	35	19	68,567
Buena Vista	20,411	30	2	57,215
Butler	15,305	28	21	52,313
Carroll	21,421	25	11	58,219
Cass	14,684	9	5	83,662
Chickasaw	13,095	14	7	56,177
Clay	17,372	22	4	50,000
Clayton	18,678	35	31	51,383
Crawford	16,942	8	1	61,193
Davis	8,541	17	15	45,863
Fayette	22,008	31	30	60,616
Franklin	10,704	35	1	55,400
Grundy	12,369	36	3	49,289
Hamilton	16,438	38	20	60,124
Hardin	18,812	17	3	51,555
Harrison	15,666	6	3	55,149
Ida	7,837	10	8	37,939
Iowa	15,671	13	2	59,442
Louisa	12,183	24	11	47,740
Lucas	9,422	30	27	41,845
Mitchell	10,874	19	13	51,750
Monona	10,020	32	30	52,021
Monroe	8,016	17	11	56,009
Montgomery	11,771	26	18	43,060
Muscatine	41,722	38	7	71,971
O'Brien	15,102	34	30	56,700
Page	16,976	25	9	54,766
Pocahontas	8,662	31	20	54,209
Pottawattamie	87,704	14	8	105,497
Poweshiek	18,815	34	31	49,198
Ringgold *	5,469	21	13	36,291

Profile of Part -Time Iowa County Attorneys				To TOC
County	Population	Years as a Lawyer	Years as Co. Atty.	FY09-10 Salary
Shelby	13,173	19	6	48,044
Taylor *	6,958	21	13	47,975
Van Buren	7,809	21	3	39,145
Wayne	6,730	26	22	36,126
Winnebago	11,723	35	11	45,984
Winneshiek	21,310	24	14	53,728
Worth	7,909	18	7	47,452
Wright	14,334	11	6	60,899
<b>Totals</b>	<b>658,415</b>	<b>1006</b>	<b>545</b>	<b>2,248,455</b>
Average	15,677	23.95238095	12.97619048	53,535

Number Part-Time: 42

\* Serves two counties part-time. No private practice.

Iowa Assistant County Attorneys Salary Data					To TOC			
County	Population	FT Ass't	FT Salary	Benefits	PT Ass't	PT Salary	Benefits	Comments
Adair	8,243							
Adams	4,482							
Allamakee	14,675				1	37,492	Yes	
Appanoose	13,721							
Audubon	6,830				1	29,304	No	
Benton	25,308	1	71,437	Yes	1	59,225	Yes	
Black Hawk	128,012	14	51,095-86,265	Yes	2	2 59,903-64,006	Yes	
Boone	26,224	1	45,000-63,000	Yes	1	93,210	Yes	PT Ass't shared w/Hamilton 60/40 split
Bremer	23,325	1	66,404	Yes				
Buchanan	21,093	1	65,452	Yes				
Buena Vista	20,411				2	43,680-45,897	Yes	Co. pays 1/2 single premium
Butler	15,305				1	44,466	No	
Calhoun	11,115	1	56,674	Yes				Shared w/Calhoun/Sac/Carroll
Carroll	21,421	1	49,486	Yes				Shared w/Calhoun/Sac/Carroll
Cass	14,684							
Cedar	18,187	1	59,569	Yes				
Cerro Gordo	46,447	5	43,000-79,180	Yes				
Cherokee	13,035				1	43,580	No	
Chickasaw	13,095				1	47750	Yes	
Clarke	9,133							
Clay	17,372				1	42000	Yes	
Clayton	18,678				1	41,106	Yes	
Clinton	50,149	4	66,178-79,594	Yes				
Crawford	16,942				2	52014	Yes	
Dallas	40,750	5	49,598-82,651	Yes				
Davis	8,541							
Decatur	8,689							
Delaware	18,404				1	32,063	No	
Des Moines	42,351	6	47,202-77,954	Yes				
Dickinson	16,424	1	49,405	Yes	3	44,528	Yes	
Dubuque	89,143	9	76,000-90,000	Yes				
Emmet	11,027	1	55,497	Yes				
Fayette	22,008	1	64,434	Yes	1	57,577	Yes	
Floyd	16,900	1	67,161	Yes				
Franklin	10,704				1	25,700	Yes	
Fremont	8,010							
Greene	10,366							

Iowa Assistant County Attorneys Salary Data					To TOC			
County	Population	FT Ass't	FT Salary	Benefits	PT Ass't	PT Salary	Benefits	Comments
Grundy	12,369				1	45,578	Yes	
Guthrie	11,353				1	24,000	No	
Hamilton	16,438				1	39,019	Yes	Ass't shared w/Boone. Hamilton pays 40%. 39,019 represents the 40%
Hancock	12,100							
Hardin	18,812				1	42,821	No	
Harrison	15,666				1	30,000	Yes	
Henry	20,336	1	66,785	Yes				
Howard	9,932							
Humboldt	10,381							
Ida	7,837				1	31,472	No	
Iowa	15,671				2	31,800-50,526	Yes	Health Benefits for 1st Ass't only
Jackson	20,296	1	44,588	Yes				
Jasper	37,213	3	71,000-80,000	Yes	1	78,000	Yes	
Jefferson	16,181	1	61,838	Yes				
Johnson	111,006	13	52,311-92,369	Yes				
Jones	20,221				1	30,000	No	
Keokuk	11,400							
Kossuth	17,163	1	55,250	Yes				
Lee	38,052	1	76,088	Yes	2	63,000	Yes	
Linn	191,701	19	51,365-103,179	Yes				
Louisa	12,183				1	40,580	Yes	
Lucas	9,422							
Lyon	11,763							
Madison	14,019				1	30,900	No	
Mahaska	22,335	1	52,144	Yes				
Marion	32,052	1	54,621	Yes	1	43,697	No	
Marshall	39,311	7	50,000-67,665	Yes				
Mills	14,547	1	62,474	Yes				
Mitchell	10,874				2	43,988	No	
Monona	10,020	1	68,000	Yes				
Monroe	8,016							
Montgomery	11,771	1	38,920	Yes				
Muscatine	41,722	4	81,363-89,964	Yes				
O'Brien	15,102				1	37,467	No	
Osceola	7,003							
Page	16,976	1	43,821	Yes	1	46,560	Yes	

Iowa Assistant County Attorneys Salary Data					To TOC			
County	Population	FT Ass't	FT Salary	Benefits	PT Ass't	PT Salary	Benefits	Comments
Palo Alto	10,147	1	50,000	Yes				
Plymouth	24,849	1	73775	Yes				
Pocahontas	8,662				1	37,947	No	
Polk	374,601	45	59,319	Yes	2	116,337	Yes	
Pottawattamie	87,704	14	92,939	Yes				
Poweshiek	18,815	1	55,000-60,000	Yes				
Ringgold	5,469							
Sac	11,529				1	shared	Yes	
Scott	158,668	14	51,000-104,000	Yes				
Shelby	13,173				1	32,592	No	
Sioux	31,589	1	55,000	Yes				
Story	79,981	9	56,000-93,171	Yes				
Tama	18,103	2	50,000-69,000	Yes				
Taylor	6,958	1	19,097	Yes				
Union	12,309							
Van Buren	7,809				1	33,272	No	
Wapello	36,051	4	40,929-64,996	Yes				
Warren	40,671	4	67,678-88,452	Yes	1	33,000	Yes	
Washington	20,670	1	65,000	Yes				
Wayne	6,730							
Webster	40,235	4	50,000-73,148	Yes				
Winnebago	11,723				1	58,000	No	
Winneshiek	21,310				1	45,669	No	
Woodbury	103,877	15	47,931-78,048	Yes				
Worth	7,909							
Wright	14,334	1	39,560	Yes				

County Attorney / Engineer / Sheriff / Salary Comparison					To TOC	
County	Population	County Attorney	Engineer	FT / PT	Sheriff	Comments
Adair	8,243	51,492	54,881	FT	54,881	Engineer shared w/Cass
Adams	4,482	39,379	60,105	FT	48,662	Engineer shared w/Taylor
Allamakee	14,675	66,000	90,041	FT	55,102	
Appanoose	13,721	70,508	93,690	FT	58,897	
Audubon	6,830	43,068	66,000	FT	51,364	
Benton	25,308	85,587	85,850	FT	71,750	
Black Hawk	128,012	101,489	91,800	FT	86,412	
Boone	26,224	68,567	78,597	FT	68,408	
Bremer	23,325	86,216	88,160	FT	71,620	
Buchanan	21,093	77,002	92,176	FT	66,456	
Buena Vista	20,411	57,215	91,406	FT	64,122	
Butler	15,305	52,313	90,000	FT	59,484	
Calhoun	11,115	72,308	54,105	FT	57,790	Engineer shared w/Sac
Carroll	21,421	58,219	91,155	FT	66,461	
Cass	14,684	83,662	9,371.29 mo.	FT	59,955	Engineer shared w/Adair
Cedar	18,187	70,082	85,490	FT	57,496	
Cerro Gordo	46,447	98,976	83,148	FT	82,850	
Cherokee	13,035	81,840	79,500	FT	55,340	
Chickasaw	13,095	56,177	102,170	FT	57,124	Engineer shared w/Floyd
Clarke	9,133	87,253	64,163	FT	55,755	
Clay	17,372	50,000	87,225	FT	63,000	
Clayton	18,678	51,383	81,686	FT	57,086	
Clinton	50,149	93,638	92,128	FT	76,673	
Crawford	16,942	61,193	97,925	FT	55,588	
Dallas	40,750	97,236	91,360	FT	80,426	
Davis	8,541	45,863	69,144	FT	50,750	
Decatur	8,689	79,985	68,540	FT	46,421	
Delaware	18,404	73,000	82,400	FT	59,978	
Des Moines	42,351	91,710	86,600	FT	74,857	
Dickinson	16,424	64,343	88,094	FT	66,603	
Dubuque	89,143	105,302	94,836	FT	88,482	
Emmet	11,027	65,290	80,286	FT	60,023	
Fayette	22,008	60,616	86,353	FT	59,074	
Floyd	16,900	80,819	102,170	FT	71,042	Engineer shared w/Chickasaw
Franklin	10,704	55,400	85,286	FT	62,500	
Fremont	8,010	54,841	35.23 hr.	FT	51,890	
Greene	10,366	73,482	91,353	FT	59,408	
Grundy	12,369	49,289	55,241	FT	64,568	Engineer shared w/Hardin

County Attorney / Engineer / Sheriff / Salary Comparison					To TOC	
County	Population	County Attorney	Engineer	FT / PT	Sheriff	Comments
Guthrie	11,353	69,251	83,000	FT	57,898	
Hamilton	16,438	60,124	113,850	FT	62,357	Engineer shared w/Wright
Hancock	12,100	75,000	83,340	FT	62,930	
Hardin	18,812	51,555	55,242	FT	60,295	Engineer shared w/Grundy
Harrison	15,666	55,149	98,528	FT	61,525	
Henry	20,336	78,570	87,555	FT	63,906	
Howard	9,932	42,400	74,000	FT	55,981	
Humboldt	10,381	70,389	84,000	FT	57,252	
Ida	7,837	37,939	95,500	FT	48,430	
Iowa	15,671	59,442	84,864	FT	59,442	
Jackson	20,296	74,796	68,786	FT	62,488	
Jasper	37,213	91,722	97,107	FT	82,962	
Jefferson	16,181	72,751	76,000	FT	60,460	
Johnson	111,006	121,246	109,643	FT	94,393	
Jones	20,221	67,682	82,754	FT	60,436	
Keokuk	11,400	63,162	75,753	FT	51,341	
Kossuth	17,163	86,974	99,500	FT	58,374	
Lee	38,052	89,172	89,916	FT	67,471	
Linn	191,701	132,834	107,123	FT	109,054	
Louisa	12,183	47,740	81,140	FT	58,160	
Lucas	9,422	41,845	82,914	FT	50,766	
Lyon	11,763	82,350	87,320	FT	70,075	
Madison	14,019	72,045	39.83 hr.	FT	56,930	
Mahaska	22,335	80,440	94,632	FT	62,890	
Marion	32,052	85,130	93,651	FT	71,120	
Marshall	39,311	79,607	96,920	FT	69,896	
Mills	14,547	74,086	86,361	FT	60,578	
Mitchell	10,874	51,750	40,167	FT	62,100	Engineer shared w/Worth
Monona	10,020	52,021	96,000	FT	54,458	
Monroe	8,016	56,009	70,400	FT	53,474	
Montgomery	11,771	43,060	108,000	FT	55,527	Engineer shared w/Page
Muscatine	41,722	71,971	101,000	FT	77,542	
O'Brien	15,102	56,700	88,005	FT	66,800	
Osceola	7,003	68,190	73,014	FT	55,075	
Page	16,976	54,766	108,000	FT	56,771	Engineer shared w/Montgomery
Palo Alto	10,147	67,391	88,408	FT	58,544	
Plymouth	24,849	86,790	94,923	FT	72,814	
Pocahontas	8,662	54,209	80,596	FT	62,873	

County Attorney / Engineer / Sheriff / Salary Comparison					To TOC	
County	Population	County Attorney	Engineer	FT / PT	Sheriff	Comments
Polk	374,601	165,273	131,458	FT	136,774	
Pottawattamie	87,704	105,497	95,940	FT	97,237	
Poweshiek	18,815	49,198	74,000	FT	60,656	Engineer shared w/Tama.
Ringgold	5,469	36,291	76,804	FT	49,330	
Sac	11,529	71,020	54,105	FT	55,214	Engineer shared w/Calhoun
Scott	158,668	128,500	102,883	FT	95,900	
Shelby	13,173	48,044	90,000	FT	55,764	
Sioux	31,589	99,378	97,247	FT	72,668	
Story	79,981	109,195	88,022	FT	99,895	
Tama	18,103	70,395	113,910	FT	58,889	Engineer shared w/Poweshiek
Taylor	6,958	47,975	42,279	FT	45,279	Engineer shared w/Adams
Union	12,309	72,538	88,500	FT	54,741	
Van Buren	7,809	39,145	65,000	FT	52,795	
Wapello	36,051	68,723	102,490	FT	59,776	
Warren	40,671	95,554	90,000	FT	75,620	
Washington	20,670	91,309	3,950 biweekly	FT	75,586	
Wayne	6,730	36,126	82,750	FT	45,717	
Webster	40,235	85,638	96,400	FT	72,753	
Winnebago	11,723	45,984	30,000	PT	56,279	
Winneshiek	21,310	53,728	79,608	FT	60,341	
Woodbury	103,877	109,424	111,611	FT	90,610	
Worth	7,909	47,452	40,167	FT	55,081	Engineer shared w/Mitchell
Wright	14,334	60,899	60,124	FT	60,899	Engineer shared w/Hamilton
Totals	2,926,324					

Other Attorneys in Iowa State Government	To TOC	
<b>LEGISLATIVE SERVICES AGENCY</b>		
Legal Services Division Director	89,731	121,867
Senior Legal Counsel	70,949	96,470
Legal Counsel 2	61,651	83,782
Legal Counsel 1	53,581	72,758
Legal Counsel	48,797	66,227

Source: Legislative Services Agency 7/2009

<b>DEPARTMENT OF COMMERCE</b>		
Utility Attorney 1	61,214	93,829
Utility Attorney 2	86,736	123,406
Utilities Board General Counsel	95,306	135,408
<b>DEPARTMENT OF WORK FORCE DEVELOPMENT</b>		
Attorney 2	52,915	81,557
Attorney 3	71,864	102,294
Administrative Law Judge 2	71,864	102,294
Administrative Law Judge 3	75,358	107,266
<b>DEPARTMENT OF INSPECTION AND APPEALS</b>		
Attorney 2	52,915	81,557
Attorney 3	71,864	102,294
Administrative Law Judge 2	71,864	102,294
<b>PUBLIC DEFENDER</b>		
Public Defender 1	44,366	67,517
Public Defender 2	55,578	85,530
Public Defender 3	71,864	102,294
Public Defender Supv 1	75,358	107,266
Public Defender Supv 2	86,736	123,406

Source: Department of Administrative Services 7/2009

Iowa State Judicial Branch	To TOC
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Chief Justice Iowa Supreme Court	170,850
Supreme Court Justice	163,200
Chief Judge, Court of Appeals	153,000
Associate Judge, Court of Appeals	147,900
Chief Judge, District Court	142,800
District Court Judge	137,700
District Associate Judge	122,400
Judicial Magistrate	37,740

State Court Administrator	97,906-149,802
District Court Administrators	78,998-112,444

Chief Juvenile Court Officers	55,577-85,529
Juvenile Court Officer IV	53,955-83,033
Juvenile Court Officer III	50,377-77,896
Juvenile Court Officer II	44,366-67,516
Juvenile Court Officer I	38,688-58,760

Court Reporters	45,676-70,844
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Source: Iowa Judicial Branch-State Court Administration 7/2009

Attorney General's Office		To TOC
Department	Title	Annual
<b>Administrative Services</b>	<b>Attorney General</b>	<b>\$123,669.00</b>
	Deputy Atty. General	\$129,292.80
	Deputy Atty. General	\$129,292.80
	Chief of Staff	\$129,292.80
	Deputy Atty. General	\$129,292.80
	Deputy Atty. General	\$129,292.80
	Deputy Atty. General	\$129,292.80
	AAG III	\$95,804.80
<b>Juvenile</b>	AAG III	
<b>Environmental</b>	<b>Division Head</b>	<b>\$123,406.40</b>
	AAG I	\$46,363.20
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
<b>Farm</b>	AAG III	\$107,265.60
	AAG III	\$107,265.60
<b>Consumer Protection</b>	<b>Division Head</b>	<b>\$123,406.40</b>
	AAG I	\$48,235.20
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$81,910.40
	AAG III	\$95,784.00
	AAG III	\$78,748.80
<b>Licensing &amp; Ad Law</b>	<b>Division Head</b>	<b>\$123,406.40</b>
	AAG I	\$46,363.20
	AAG I	\$48,235.20
	AAG II	\$60,403.20
	AAG II	\$55,577.60
	AAG III	\$92,102.40
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$104,312.00
	AAG III	\$99,673.60



Attorney General's Office		To TOC
Department	Title	Annual
	AAG III	\$107,265.60
	AAG III	\$97,864.00
	AAG III	\$99,673.60
<b>Violence Against Women Grant</b>	AAG III	\$107,265.60
<b>Civil Rights</b>	AAG III	
	AAG III	\$107,265.60
<b>Corrections</b>	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
<b>Torts</b>	<b>Division Head</b>	<b>\$123,406.40</b>
	AAG II	\$60,403.20
	AAG II	\$63,128.00
	AAG III	\$107,265.60
	AAG III	\$104,000.00
	AAG III	\$104,000.00
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
<b>Human Services</b>	<b>Division Head</b>	<b>\$123,406.40</b>
	AAG III	\$75,358.40
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$92,102.40
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$95,804.80
	AAG III	\$92,102.40
	AAG III	\$107,265.60
<b>Regents</b>	AAG III	\$107,265.60

Attorney General's Office		To TOC
Department	Title	Annual
Child Support Recovery Unit	AAG I	\$58,406.40
	AAG I	\$59,779.20
	AAG I	\$44,366.40
	AAG I	\$67,516.80
	AAG I	\$67,516.80
	AAG I	\$56,243.20
	AAG I	\$67,516.80
	AAG I	\$67,516.80
	AAG I	\$67,516.80
	AAG I	\$67,516.80
	AAG I	\$62,587.20
	AAG I	\$62,587.20
	AAG I	\$59,779.20
	AAG I	\$58,406.40
	AAG I	\$62,212.80
	AAG I	\$67,516.80
	AAG I	\$50,148.80
	AAG I	\$50,148.80
	AAG I	\$58,406.40
	AAG I	\$67,516.80
	AAG I	\$52,166.40
	AAG I	\$67,516.80
	AAG I	\$67,516.80
	AAG I	\$67,516.80
	AAG I	\$67,516.80
	AAG I	\$67,516.80
	AAG I	\$67,516.80
	AAG II	\$85,529.60
	AAG II	\$85,529.60
	AAG II	\$63,065.60
	AAG II	\$75,337.60
	AAG II	\$76,398.40
	AAG II	\$83,740.80
	AAG III	\$107,265.60
AAG III	\$86,715.20	
AAG III	\$95,118.40	
AAG III	\$95,118.40	
AAG III	\$95,118.40	
AAG III	\$95,118.40	
<b>Revenue</b>	<b>Division Head</b>	<b>\$118,352.00</b>
	AAG I	\$46,363.20

Attorney General's Office		To TOC
Department	Title	Annual
	AAG III	
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
<b>Transportation</b>	<b>Division Head</b>	<b>\$113,796.80</b>
	AAG III	\$85,176.00
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60
<b>Pros. Attys. Tng. Coord.</b>	<b>Division Head</b>	<b>\$123,406.40</b>
	AAG III	\$101,441.60
	AAG III	\$107,265.60
	AAG III	\$107,265.60

Department of Public Safety	To TOC	
Commissioner	\$84,240	\$128,890
Director (Chief)	\$86,736	\$123,406
PS Assistant Director/Chief	\$71,864	\$102,294
Special Agent In Charge	\$58,323	\$89,710
Special Agent	\$47,299	\$71,115
Colonel (Chief)	\$86,736	\$123,406
Major	\$71,864	\$102,294
Captain	\$58,323	\$89,710
Lieutenant	\$52,915	\$81,556
Sergeant	\$48,006	\$74,339
Trooper Pilot, Senior	\$43,118	\$64,792
Trooper Pilot	\$42,265	\$63,523
Trooper 3	\$41,288	\$61,984
Trooper 2	\$40,476	\$60,777
Gaming Enforcement Officer	\$40,476	\$60,777
Trooper 1	\$35,984	\$53,996
Fire Marshal	\$86,736	\$123,406
Assistant Fire Marshal	\$71,864	\$102,294
Fire Prevention Supv	\$58,323	\$89,710
Fire Inspector 2	\$42,265	\$63,523
Fire Inspector 1	38,937	\$58,406

Source: Iowa Department of Public Safety 7/2009

Wisconsin District Attorneys	To TOC
Full Time District Attorney	
Prosecutorial Unit Population Size	Salary 2009- 2012
More than 500,000	\$129,010
More than 250,000 to 500,000	\$116,465
More than 100,000 to 250,000	\$110,474
More than 75,000 to 100,000	\$110,474
More than 50,000 to 75,000	\$105,069
More than 35,000 to 50,000	\$105,069
More than 20,000 to 35,000	\$93,662
Not more than 20,000	\$93,662

DA Office	1/1/08 Pop Estimate
ADAMS	21,836
ASHLAND	16,929
BARRON	47,727
BAYFIELD	16,160
BROWN	245,168
BUFFALO	14,200
BURNETT	16,791
CALUMET	46,292
CHIPPEWA	61,872
CLARK	34,589
COLUMBIA	56,130
CRAWFORD	17,629
DANE	471,559
DODGE	89,810
DOOR	30,303
DOUGLAS	44,326
DUNN	43,292
EAU CLAIRE	98,302
FLORENCE	5,317
FOND DU LAC	101,740
FOREST	10,393
GRANT	51,290
GREEN	36,493
GREEN LAKE	19,416
IOWA	24,196

Wisconsin District Attorneys	To TOC
Full Time District Attorney	
Prosecutorial Unit Population Size	Salary 2009- 2012
More than 500,000	\$129,010
More than 250,000 to 500,000	\$116,465
More than 100,000 to 250,000	\$110,474
More than 75,000 to 100,000	\$110,474
More than 50,000 to 75,000	\$105,069
More than 35,000 to 50,000	\$105,069
More than 20,000 to 35,000	\$93,662
Not more than 20,000	\$93,662

DA Office	1/1/08 Pop Estimate
IRON	7,048
JACKSON	20,140
JEFFERSON	81,022
JUNEAU	27,359
KENOSHA	162,094
KEWAUNEE	21,358
LA CROSSE	112,758
LAFAYETTE	16,468
LANGLADE	21,680
LINCOLN	30,681
MANITOWOC	84,830
MARATHON	135,190
MARINETTE	44,823
MARQUETTE	15,423
MILWAUKEE	938,490
MONROE	44,170
OCONTO	39,261
ONEIDA	38,903
OUTAGAMIE	174,778
OZAUKEE	87,008
PEPIN	7,743
PIERCE	40,523
POLK	45,892
PORTAGE	70,506
PRICE	16,088

Wisconsin District Attorneys	To TOC
Full Time District Attorney	
Prosecutorial Unit Population Size	Salary 2009- 2012
More than 500,000	\$129,010
More than 250,000 to 500,000	\$116,465
More than 100,000 to 250,000	\$110,474
More than 75,000 to 100,000	\$110,474
More than 50,000 to 75,000	\$105,069
More than 35,000 to 50,000	\$105,069
More than 20,000 to 35,000	\$93,662
Not more than 20,000	\$93,662

DA Office	1/1/08 Pop Estimate
RACINE	196,321
RICHLAND	18,317
ROCK	160,477
RUSK	15,657
ST. CROIX	79,702
SAUK	61,086
SAWYER	17,753
SHAWANO/MENOM	47,232
SHEBOYGAN	117,472
TAYLOR	20,065
TREMPEALEAU	28,278
VERNON	29,719
VILAS	23,044
WALWORTH	101,315
WASHBURN	17,646
WASHINGTON	130,493
WAUKESHA	382,697
WAUPACA	54,157
WAUSHARA	25,322
WINNEBAGO	165,358
WOOD	77,049
<b>STATE TOTAL</b>	<b>5,675,156</b>

Source: Wisconsin State Prosecutors Office July 2009

**Minnesota District Attorneys**

**Minnesota District Attorneys**

**To TOC**

County	Population (Census 2005 Estimates)	FT or PT	If PT, % of time spent on county work	Years as Atty	Years in any CA Office	2009 Salary	Benefits such as health - dental, etc. Please list	Number of ACA's	Are your ACA's part of a collective bargaining unit?	Are your ACA's contracted to do city work? If so, what % of time?	Total Number of FTE Non-Attorney & Support Staff i.e. office management, investigators, victim services, paralegals, administrative ass'ts, etc.
Aitkin	16,174	FT		15	13	99,200.00	Health, LTD	4	No	No	6
Anoka	323,996	FT		41	38	154,825.00	health, dental, life, PERA, optional STD, LTD, FTO, EMB	39	No	No	56.5
Becker	31,868	FT		15	15	103,000.00	health, dental, life ins., disability	4	No	No	4
Beltrami	42,871	FT		29	29	98,488.00	health/life	6	Yes, with exception of Chief Ass't	****	5 support staff, 1 victim services
Benton	38,505	FT				101,820.00	Health, preventative dental	6	No	See ACA page	3
Big Stone	5,481	PT	85%	30+	30+	76,900.00		0			0.8
Blue Earth	58,030	FT		28	28	121,700.00	health ins. For indiv., pay extra for family coverage and dental	7.5	No		6 legal assistants
Brown	26,534	PT	95%	40	36	87,972.00	Medical and life ins.	4	No	No	
Carlton	34,026	FT		19	14	99,900.00	Full	5	Yes	10%	4
Carver	84,864	FT		23	20	123,282.00	Health & Dental	15	Some are, some are not	no	14
Cass	28,910	FT		11	9	93,660.00	Health & Dental	4	Most are, one is not	No	5.3
Chippewa	12,802	PT	On monthly retainer with county								
Chisago	49,400	FT		14	10	92,500.00	Medical, dental, Life Ins, STD, LTD, Retirement	7	No	Required by statute; approx. 50%	8
Clay	53,838	FT		11	10	105,898.00	Full	9	Some are, some are not	See ACA page	10
Clearwater	8,476	FT		19	14	74,089.00	Health, dental, VEBA, Life	1	No	15%	1
Cook	5,367	FT		12	4	84,000.00	Health, dental, life, def. comp	1	No	No	1
Cottonwood 11,834		PT	80%	38	25	74,500.00	Health	1	No	No	2
Crow Wing	59,917	FT		21	15	110,074.00	health, dental	7	yes	no	9
Dakota	383,592	FT		31	31	154,868.00	health, dental, life-partial employee expense, STD & LTD & LTC all at employee expense	39	Yes	No	
Dodge	19,595	PT									
Douglas	35,138	FT		16	16	106,304.00	Health	4	No	No	6
Faribault	15,506	FT		25	10	89,000.00	Full benefits	0	N/A	N/A	1
Fillmore	21,368	FT		19	15	83,000.00		1.4	no	no	1 paralegal, .5 secretary
Freeborn	31,946	FT		32+	22+	92,500.00	Dental, Health, Life, Disability	3	No	Yes, except city of Albert Lea	3
Goodhue	45,585	FT		26	25	114,213.00	Health & Life	8	No	See ACA page	6 FT & 1 PT

**Minnesota District Attorneys**

**Minnesota District Attorneys**

**To TOC**

County	Population (Census 2005 Estimates)	FT or PT	If PT, % of time spent on county work	Years as Atty	Years in any CA Office	2009 Salary	Benefits such as health - dental, etc. Please list	Number of ACA's	Are your ACA's part of a collective bargaining unit?	Are your ACA's contracted to do city work? If so, what % of time?	Total Number of FTE Non-Attorney & Support Staff i.e. office management, investigators, victim services, paralegals, administrative ass'ts, etc.
Grant	6,114	PT	35%	35	28	73,981.00	Health allowance of \$850/mo	1	No	Yes - 15%	No FTE
Hennepin	1,119,364	FT				149,484.00		151 FT, 16 PT	Some are, some are not		152 FT, 22 PT
Houston	19,941	FT									
Hubbard	18,861	FT									
Isanti	37,664	FT		20	19	102,024.00	Health, Dental, Life	6	Yes, with the exception of the Chief Deputy	Yes, Cities of Cambridge & Braham is about 20% of misdemeanors prosecutor caseload	7
Itasca	44,384	FT									
Jackson	11,182	FT		18	13	voluntarily waived salary while deployed	health, dental, PERA - life ins, disability, long-term care - all optional except PERA			no	2
Kanabec	16,215	FT			6	80,808.00	Health	3	No	Yes	3 Admin. Assts.
Kandiyohi	41,199	FT		30	18	123,551.00	health, dental, term life ins, PERA - disability, long-term care, deferred comp.	6	No	Yes <5%	8
Kittson	4,792	PT	25%	34	14	28,747.00	No	3	No	n/a	1 PT*
Koochiching	13,907	FT		20	20	85,400***	Full	1	No	No	2
Lac Qui Parle	7,604	PT	60-75%				Full	1	No	Private office represents cities within the county	0
Lake	11,156	FT		20	6	90,700.00	Health, Dental, Life	1	No		5
Lake/Woods	4,421	PT	50%	17	14	5,000/Mo plus mileage		0	n/a	n/a	1
Le Sueur	27,490	PT	70%	13	13	75,770.00	Health, Dental, Life, Deferred Comp	3	No	Yes-20%	6
Lincoln	6,050	PT									
Lyon	24,472	FT		19.5	17	90,300.00		2			2
Mahnomen	5,113	FT		7	6	69,445***	Health, life, retirement	2	No	No	2
Marshall	9,965	PT									
Martin	21,002	PT									
McLeod	36,636	FT		26	26	97,602.00	health, optional dental, PERA	3	No	No	5
Meeker	23,371	FT		6	5		health, life, dental	3	Yes	Yes - 15%	6
Morrison	32,788	FT		11	10	95,118.00	health, dental option, PTO, PERA	4	No	1 ACA at 50%	3
Mower	38,789	FT									
Murray	8,852	PT	35%	35	14	62,868.00	Health	1	No	No	4
Nicollet	30,848	PT		29	29	70,849.00	health, dental	7	No	No	No
Nobles	20,508	FT		21	6	95,243.00	health, pension	3	No	1 ACA at 60%	4
Norman	7,003	PT	50%	34	32	69,500.00	health	1	No	No	1



**Minnesota District Attorneys**

**Minnesota District Attorneys**

**To TOC**

County	Population (Census 2005 Estimates)	FT or PT	If PT, % of time spent on county work	Years as Atty	Years in any CA Office	2009 Salary	Benefits such as health - dental, etc. Please list	Number of ACA's	Are your ACA's part of a collective bargaining unit?	Are your ACA's contracted to do city work? If so, what % of time?	Total Number of FTE Non-Attorney & Support Staff i.e. office management, investigators, victim services, paralegals, administrative ass'ts, etc.
Winona	49,276	FT		20	19	108,150.00	Health, life, PERA	6 - 1 temp	Yes	Yes - 5%	6.8
Wright	110,730	FT				118,495.00	medical, some dental	14	Yes	No	12
Yellow Med	10,449	FT									

Source: Minnesota County Attorneys Association 8/2009

Illinois State's Attorneys					To TOC
County	Population	State Attorney	1st Ass't	2nd Ass't	Pub Def
Champaign	184,905	160,412	89,817	61,482	144,371
Clay	14,560	125,000	30,000		111,814
Effingham	34,264	160,412	73,674	40,000	144,370
Hardin	4,800	123,628			67,766
Henry	51,020	154,987	51,925	41,539	139,488
					Chief PD 46,800 Asst PD 19,640
Jersey	21,668	124,238	56,816		
Johnson	12,878	124,238	124,238	47,700	61,795
Kane	482,113	160,412	107,599		148,526
Kankakee	109,000	160,412	98,410		
Kendall	88,151	160,412	89,500	77,900	144,370
Knox	55,836	154,986	71,160	55,000	144,370
La Salle	111,509	154,987	96,500	44,557-79,000	90,000
Macoupin	49,019	160,411			
Marshall	13,180	124,238			55,006
Mason	17,000	124,238	15,000		61,800
Menard	12,703	126,500			
Montgomery	30,652	154,987	49,163	49,163	130,216
Morgan	36,616	160,412	66,523		91,080
Ogle	51,032	160,412	66,414	44,720-50,000	48,505
Pike	17,384	123,638	42,100		78,900
Putnam	6,086	120,036			30,009
Richland	16,149	120,037	78,000		60,000
Stephenson	48,979	154,987	70,304	42,172	139,448
Wabash	12,937	135,207			50,000
Warren	18,735	124,238	49,471		37,800-60,000
Will	668,217		114,298		144,371

Source: United Counties Council of Illinois 20th Annual Salary & Fringe Benefits Survey 2008

**GUIDELINES - 2009****Minimum / Maximum Salaries**

- The salary of an elected District Attorney in the State of Louisiana should be no lower than \$120,000 per annum. Sheriffs, Assessors, Clerks of Court and District Judges are all paid well in excess of this amount and bear a fraction of the responsibilities of the elected District Attorneys.
- The salary of an elected District Attorney should not exceed \$198,000 per annum. Elected District Attorneys should have career salary incentives but not without limit. Although many public servants in State and local service are paid in excess of \$200,000 per annum, the suggested figure is deemed to be fair for even the most experienced District Attorney with maximum responsibilities.
- Guidelines for Ranges within Term:

Professionals Under Supervision	1st Term		2nd Term		3rd Term		4th Term	
	Min	Max	Min	Max	Min	Max	Min	Max
Tier 1: 1-4	120,000	134,495	134,495	142,046	142,046	154,175	154,175	167,340
Tier 2: 5-13	124,800	139,875	139,875	147,728	147,728	160,342	160,342	174,033
Tier 3: 14-29	129,360	144,985	144,985	153,125	153,125	166,201	166,201	180,392
Tier 4: 30-59	132,600	148,617	148,617	156,961	156,961	170,363	170,363	184,910
Tier 5: 60+	142,092	159,255	159,255	168,197	168,197	182,559	182,559	198,147

Supporting factors for reaching the higher end of the range within a term:

- Professionals Under Supervision - The number of assistant district attorneys and special programs incumbent to larger and more complex offices would justify an increase from the minimum. (See Tiers 1-5 above)
- Responsibility - An extraordinary number of arresting agencies and / or public bodies served by the DA's office would support a higher salary within the range of each tier.
- Experience - This factor recognizes value for the number of years of experience in the criminal justice system (ADA; Judge; Defense Counsel). Years of experience would support a higher salary within the range of each tier.
- Parish level economic factors - This is directly related to the salaries of other public officials serving in the parish represented by the DA. The cost of living and local government revenue streams are varied among districts. DAs must be allowed discretion in accordance with local economic conditions.

After consideration of the enhancing factors, an elected District Attorney should reduce his otherwise reasonable salary if he has significant outside employment obligations that require his time and attention away from the office of District Attorney.

EPA

- A. National Prosecution Standards, Second Edition  
(National District Attorneys Association, 1991)

## **COMPENSATION**

### **5.1 Responsibilities**

The compensation of the prosecutor should be commensurate with the responsibilities of the office.

### **5.2 Factors to Consider**

Factors in determining the compensation of the prosecutor should include, but are not limited to:

- a. The benefits to the jurisdiction of encouraging highly competent persons to seek the position with a career orientation;
- b. The level of compensation of persons with analogous responsibilities in the private practice of law and private industry;
- c. The level of compensation of persons with analogous responsibilities in public service.

### **5.3 Salary Ranges**

The salary of the full-time prosecutor should be at least that of the salary of the chief judge of general trial jurisdiction of the district of the prosecutor. The compensation of the elected prosecutor should not serve as a basis for the highest compensation of assistant prosecutors.

### **5.4 Factors Not Considered**

Factors which should never be considered in determining compensation of the prosecutor include, but are not limited to:

- a. Characteristics of the prosecutor which are legally recognized to be deemed the basis of invidious discrimination, such as race, national origin, religion, age and gender;
- b. Partisan political affiliation;
- c. Revenues generated by the prosecution function.

## 5.5 Benefits

A program of benefits, including health and pension provisions, should be established to complement the salary of the prosecutor and be at least equal to that provided to members of the state judiciary. The prosecutor's benefits should include indemnification or insurance to pay all costs of defense against, and judgments rendered, in civil lawsuits arising from the prosecutor's performance of his official duties.

### COMMENTARY

Provision of an adequate salary is an absolute necessity if the office of the prosecutor is to function at maximum efficiency. An adequate salary is essential for attracting capable candidates to the position of prosecutor. Without such compensation, capable persons who might otherwise be attracted to the prosecutor's office are diverted to private practice of law or other endeavors.

Provision of an adequate salary level is also essential to reduce the rapid turnover of local prosecutors. Turnover in prosecutors' offices across the country has been traditionally high. The primary reason for this high turnover is inadequate financial compensation. In both initial hiring and retention, the prosecutor's office competes for talented, skilled staff with law firms with rapidly-escalating financial opportunities.

Provision of adequate salaries will also act to reduce the likelihood of prosecutorial misconduct, since adequately paid, full-time prosecutors and their staffs will be less susceptible to temptations of offers of money or favors in return for accommodating individuals whose cases come before them.

The salary provided the prosecutor should be at least that of the salary of the judge of general trial jurisdiction in the district of the prosecutor. As noted by the National Advisory Commission on Criminal Justice Standards and Goals, *Courts* 230 (1973):

For purposes of salary, the prosecutor should be considered to be on the same level as the chief judge of the highest trial court of the local criminal justice system. Both positions require the exercise of broad professional discretion in the discharge of duties of the offices. It is therefore reasonable that the compensation for the holders of these offices have the same base.

Those jurisdictions which have part-time prosecutors should have salaries set by a professional compensation board at the state level, in order to assure uniformity within each state.

A review mechanism should be established to periodically examine and evaluate

the salary of the prosecutor in light of the changing economic conditions. Current practice in many jurisdictions is to provide review and alteration of the prosecutor's salary only at the beginning of each term. This frequently results in an erosion of the prosecutor's salary, which is disincentive for qualified seekers of the office. Unless statutory provision is made for periodic in-ter m increases in salary, a board or other mechanism should be established with authority to review and revise prosecutors' salaries in light of changing economic conditions. This periodic review of salaries is very important.

A program of benefits should also be established to complement the salary of the prosecutor and his staff. These benefits should include both health insurance coverage and provisions for accumulation of retirement benefits. A method should be established whereby a prosecutor may be provided vested retirement coverage commensurate with the length of service in office. Indemnification or insurance to pay all costs incurred by the prosecutor in defending against civil lawsuits and in paying judgments should be included in the program of benefits.

- B. Standards for Criminal Justice, Second Edition  
(American Bar Association)

**STANDARD 3-2.3. Assuring high standards of professional skill**

- (a) The function of public prosecution requires highly developed professional skills. This objective can best be achieved by promoting continuity of service and broad experience in all phases of the prosecution function. . .
- (d) In order to achieve the objective of professionalism and to encourage competent lawyers to accept such offices, compensation for prosecutors and their staffs should be commensurate with the high responsibilities of the office and comparable to the compensation of their peers in the private sector. . .

**COMMENTARY**

"The salaries of the chief and assistant prosecutors should befit the dignity, responsibility, and importance of the positions. Salaries should be comparable to those paid for similar services in the private sector of the economy. Both the National Advisory Commission and the National District Attorneys Association recommend that the salary of the chief prosecutor be at least equivalent to that paid to the presiding judge of the court of general trial jurisdiction. . ."