



MEMORANDUM

Date: April 1, 2024

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: Jan Leshner 
County Administrator

Re: Board of Supervisors March 19, 2024 Addendum Agenda Item 2 – Additional Information

At the Board of Supervisors meeting of March 19, 2024, Supervisor Lee asked for information about what factors are used by Maricopa and Pinal Counties to determine the salary of attorneys and how that compared with Pima County.

We asked Maricopa and Pinal County what criteria is used by that county to establish attorney pay. We asked if, when hiring an attorney, is the pay offered based on the number of years of practice as an attorney or are other factors are also reviewed. These factors may include such things as type of experience (civil vs. criminal) bar date, etc.

Pima County's criteria:

Pima County looks at the applicant's bar date and total years of practice as an attorney, as well as internal equity.

Maricopa County's criteria:

Maricopa County looks at their experience practicing as an attorney and what type of practice. For example, they give 50% credit for civil attorney experience when they apply for a prosecutor position and vice versa.

Pinal County's criteria:

For attorney salary placement, years of experience and the type of experience are used. Years of experience in criminal law (public defense, prosecution, contracted) are counted as one full year 1:1 and years practicing non-public are counted as 0.5:1

JKL/anc

c: Carmine DeBonis, Jr., Deputy County Administrator
Francisco García, MD, MPH, Deputy County Administrator and Chief Medical Officer
Steve Holmes, Deputy County Administrator
Cathy Bohland, Director, Human Resources
Dean Brault, Director, Public Defense Services
Ellen Moulton, Director, Finance and Risk Management

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