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AGENDA COVER MEMO

Memorandum Date: August 5, 2009
Order Date: August 19, 2009

TO: Board of County Commissioners

DEPARTMENT: Human Resources

PRESENTED BY: Greta Utecht, Human Resources

AGENDA ITEM TITLE: IN THE MATTER OF ADOPTING A NEW CLASSIFICATION AND COMPENSATION PLAN FOR THE POSITIONS REPRESENTED BY THE PROSECUTING ATTORNEYS ASSOCIATION OF LANE COUNTY

I. MOTION

MOVE APPROVAL OF ORDER 09 -- _____ IN THE MATTER OF ADOPTING A NEW CLASSIFICATION AND COMPENSATION PLAN FOR THE POSITIONS REPRESENTED BY THE PROSECUTING ATTORNEYS ASSOCIATION OF LANE COUNTY

II. AGENDA ITEM SUMMARY

III. The current Agreement between Lane County and the Prosecuting Attorneys Association (PAA) was ratified by the Board of Commissioners on June 17, 2009 and is a two-year contract, ending in June of 2011.

A major component of Article II (WAGES) of the contract called for the County to perform a classification and compensation study for the seven (7) classifications represented by PAA at the time of the contract ratification. The result of that study is presented in this agenda item.

IV. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

In December 2006 the Board approved a classification and compensation plan for the County's non-represented positions that allows us to reduce the number of classifications into broader definitions by utilizing a methodology referred to as *broad-banding*. Human Resources has now had more than two years experience in administering this type of plan and believes it is a far more flexible and easier (and therefore less costly) plan to work with than the other type of plan (Point Factor) still in place for the majority of our employees. During contract negotiations, the PAA representatives indicated an interest and willingness to move to the broadband type of plan.

B. Policy Issues

Like other recent labor negotiations, these emphasized maintaining a competitive position in the market place for positions in the unit while protecting the County's ability to manage the County's cost increases in the face of very uncertain financial forecasts. Currently, almost all of the wages for the job classification covered by this bargaining unit are approximately 5% behind market, even after the implementation of a market adjustment in July, 2009. The County and Union worked together on the new plans to address this concern with the goal of limiting the impact to the department's budget.

C. Board Goals

This proposed contract is aligned with the strategies in the County's Strategic Plan. Section A of the strategic plan addresses strategies associated with Service Improvement and A-2 provides direction for County managers and collective bargaining units to work together to develop solutions that promote flexible classification and compensation systems that do not inhibit excellent service delivery.

D. Financial and/or Resource Considerations

The proposed classification and compensation plan changes will be implemented with very little cost to the County since employees' salaries will not be adjusted until their annual merit evaluation date. At that point, they will be placed on the closest step to their current salary that does not result in a decrease on the new plan. The FY09-10 implementation costs (i.e., the additional amount in salary and statutory benefits that the new plans will cost the County above what was included in the adopted budget) total approximately \$15,100, with the increase for all employees in the Association averaging 1.39%. The implementation costs were

calculated by determining each PAA member's merit increase date and then adding the additional salary and benefits they will receive at their new step from that date until June 30, 2010.

E. Analysis

1. Classification Plan: Moving to a broadband structure for our PAA employee group will bring Lane County into better alignment with other counties, therefore making it much easier to compare our positions with those in other agencies of similar size and complexity. For example, Lane County is the only county having seven different classifications for deputy district attorney positions, and trying to match like position with like position in comparison with Marion, Clackamas, Multnomah and Washington (all having three or four classifications only) is difficult.

The reduction in the number of classifications from seven to four will result in a change of classification for the majority of the 27 employees impacted by the project. The following table shows the allocation of PAA members from their current classification to their proposed classification.

# of EE's	Current Classification	New Classification	New Pay Grade
3	Deputy District Attorney 1	Deputy District Attorney 1	C42
1	Deputy District Attorney 2	Deputy District Attorney 1	C42
2	Deputy District Attorney 2	Deputy District Attorney 2	C43
4	Deputy District Attorney 3	Deputy District Attorney 2	C43
1	Deputy District Attorney 3	Deputy District Attorney 3	C44
5	Deputy District Attorney 4	Deputy District Attorney 3	C44
2	Senior Prosecutor 1	Deputy District Attorney 3	C44
1	Senior Prosecutor 2	Senior Prosecutor	C45
2	Senior Prosecutor 3	Senior Prosecutor	C45
2	Senior Prosecutor 1	Senior Prosecutor	C52
4	Senior Prosecutor 3	Senior Prosecutor	C52

The "C" designation of the pay grade for all of the classifications identify them as being responsible for determining the means or process of achieving the objectives, standards, or guidelines established by policy makers, department directors and senior management staff. Selecting the process is a decision that must precede carrying out the operations that make up the process. These are typically decisions made by managers, supervisors, professionals and/or senior technical specialist positions.

Classification specifications for the proposed classifications are provided in Attachments A-1 through A-4.

2. Compensation Plan: Currently the members of the PAA are on a seven (7) step compensation plan, with five percent (5%) between each step. The total spread between the minimum and maximum step of each pay grade is approximately 35%, and with seven classifications, there is considerable compaction between the pay grades themselves for each classification. For example, the greatest differential is between the current Deputy District Attorney 3 and Deputy District Attorney 4 at 15%. And, the differences between the DDA 4, the Senior Prosecutor 1, 2 and 3 respectively is only five percent (5%), making it hard to reflect the differences in the classifications through the pay plan.

The proposed plan (Attachment B) allows for approximately 20% between the DDA 1 and 2 and the DDA 2 and 3, and then 11% between the DDA 3 and the Senior Prosecutor. Two different pay grade designations are proposed for the Senior Prosecutor (C45 and C52), but the actual compensation is the same for both. Use of C52 indicates that the position has supervisory authority for two or more other attorneys.

Use of the nine-step pay plan structure currently in place for all non-represented employees allows for a relatively easy conversion. In addition, because the differential between the minimum and maximum is 50%, employees can remain on the same grade longer without topping out in their classification and then seeking other options that either place pressure on the system (reclassifications) or cause our attorneys to look for external opportunities.

The current compensation plan for the PAA members has a total of 35 steps with a total differential of 124% between step 1 of the DDA1 (\$51,397) and Step 7 of the Sr. Prosecutor 3 classifications (\$115,606). The *proposed* compensation plan has 36 steps, with a total differential of 137% between step 1 of the DDA1 (\$51,136) and Step 9 of the Senior Prosecutor (\$121,181). The beginning step has been reduced, and the top step has been increased, which reflects the overall larger spread between minimum and maximum steps throughout the plan's grades.

Attachment C shows how both the current compensation plan and the proposed plan compare to the four counties in Oregon most similar to Lane County. We've used the entry level classification (DDA 1) and the most senior level classification because those are the most dependable matches in our comparable jurisdictions. Even

with the proposed plan changes, Lane County remains just at average (top step of proposed Senior Prosecutor) or below.

F. Alternatives/Options

1. Approve the proposed classification and compensation plans.
2. Reject the proposed classification and compensation plans and direct staff to re-open negotiations with PAA.

V. TIMING/IMPLEMENTATION

Following Board action, County staff is prepared to implement the approved plan changes to be effective the date of Board action, with the process outlined above.

VI. FOLLOW-UP

When the Board approved the contract for the PAA they also requested that staff review and analyze the salaries of our Assistant County Counsel positions. That work has begun and we anticipate bringing the results back to the Board early this autumn.

VII. RECOMMENDATION

The County bargaining team and the Prosecuting Attorneys Association recommend approval of the Board Order to approve the proposed plans.

VIII. ATTACHMENTS

1. Board Order
2. Proposed classification specifications for Deputy District Attorney 1, 2, & 3 and Senior Prosecutor (A-1 through A-4).
3. Proposed compensation plan (Attachment B).
4. Market comparisons with current and proposed plans (Attachment C).

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER 09) IN THE MATTER OF ADOPTING A
) NEW CLASSIFICATION AND
) COMPENSATION PLAN FOR THE
) POSITIONS REPRESENTED BY THE
) PROSECUTING ATTORNEYS
) ASSOCIATION OF LANE COUNTY

WHEREAS, the classification and compensation plans for the positions represented by the Prosecuting Attorneys Association have become outdated and inflexible, and no longer able to meet objectives set forth in the County's Strategic Plan; and

WHEREAS, as a result of bargaining the 2009-2011 collective bargaining agreement for the Prosecuting Attorneys Association, the County agreed to design a new classification and compensation structure designed to meet the County's goals of attracting and retaining excellent employees; and

WHEREAS, Human Resources has met the terms of the labor agreement, and both the County bargaining team and the Prosecuting Attorneys Association recommend approval of the proposed plans; now, therefore,

IT IS HEREBY ORDERED, that, the Classification Plan for the Prosecuting Attorneys Association positions shall be the classification specifications attached as Attachments A-1 through A-4 and incorporated by this reference, and it is further

ORDERED that those employees in current classifications represented by the Prosecuting Attorneys Association shall be reclassified to their new classifications as referenced in the agenda cover memorandum to this order, as of the effective date described below, and assigned to the appropriate band, grade and subgrade, and it is further

ORDERED that affected employees shall be placed on the new Compensation plan at their current salary, but shall move to the next step after the effective date of this order when their merit review justifies it, and it is further

ORDERED that the Compensation Plan for these classifications is set as described in Attachment B incorporated by this reference, and it is further

ORDERED that Attachment C, while not adopted as part of these Plans, is illustrative of the concepts and reasoning which justify and explain the actions taken today, and it is further

ORDERED that these Classification and Compensation Plans shall take effect on the date of this order.

Dated this _____ day of _____, 2009.

Pete Sorenson, Chair
Board of County Commissioners

DRAFT

DEPUTY DISTRICT ATTORNEY 1

DEFINITION

To perform professional legal work and support services in the Office of the District Attorney. Deputy District Attorney 1 serves at the will of the District Attorney. Incumbents of the position are responsible for performing a full range of duties.

CLASS CHARACTERISTICS

This is the entry/developmental level class in the Deputy District Attorney series. The Deputy District Attorney is a career series. Positions at this level are distinguished from other classes within the series by the level of responsibility assumed and the complexity of duties assigned. Employees at this level evaluate cases and determine what actions to pursue, including negotiating pleas, trying misdemeanor cases and presenting sentencing recommendations. Employees at this level receive supervision and instruction while learning job tasks, but as experience is gained the degree of supervision lessens. Employees at this level are not expected to perform with the same independence of direction and judgment as those positions allocated to the 2 level.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the District Attorney, Chief Deputy District Attorney, or lead attorney.

Directs support staff in work processes.

EXAMPLES OF DUTIES - Duties may include, but are not limited to the following:

Determines if criminal charges should be filed; examines and analyzes police reports and evidence; reviews legal issues and parameters' requests further investigation when necessary.

Prepares formal charges; conducts preliminary court appearances for arraignments, bail setting and bargained pleas; negotiates resolution of cases with defense attorneys.

Prepares trial strategy to prosecute criminal cases; reviews evidence for completeness and accuracy; analyzes admissibility and determines presentation of witnesses and evidence; litigates pre-trial motions; interviews and prepares witnesses for testifying; prepares legal briefs and oral arguments.

Litigates criminal cases; contacts, subpoenas and schedules witnesses for court appearances; examines prospective trial jurors to select an impartial jury; examines and cross-examines witnesses; presents

LANE COUNTY
Deputy District Attorney 1 (continued)

opening statements and closing arguments.

EXAMPLES OF DUTIES (cont.)

Formulates and recommends appropriate sentences based on criminal conviction; evaluates pre-sentence investigation reports; discusses sentencing possibilities with victims and law enforcement personnel; presents evidence and witnesses to support sentencing recommendations.

Researches and drafts legal opinions and memoranda.

Performs other duties as assigned.

MINIMUM QUALIFICATIONS

Knowledge of:

Principles and practices of criminal law and procedure.

Applicable laws, ordinances, and departmental policies and procedures.

Principles and practice of investigation.

Principles and practices of negotiation and conflict resolution.

Judicial procedure and rules of evidence.

Legal research procedures and methods.

Modern office procedures, methods and computer equipment.

Demonstrated Skill in:

Organizing, interpreting and applying complex legal principles.

Analyzing and understanding applicable factual matters.

Properly interpreting, evaluating and making decisions in accordance with the law.

Conducting research on complex legal problems.

Analyzing facts, evidence and precedents.

Demonstrated Skill In: (con't)

Writing complex legal papers and reports, set forth findings of facts and decisions in concise written form.

Presenting cases in the courtroom skillfully. Withstand intense pressures of a trial practice.

Establishing and maintain effective working relationships with those contacted in the course of work.

Working effectively with co-workers, and others from diverse backgrounds.

Communicating clearly and concisely, both orally and in writing.

Using computers and applicable computer application software.

Experience and Training

Training:

A Juris Doctorate from an accredited law school.

Experience:

One year of legal experience as a prosecuting attorney working in a court of general jurisdiction preferred. Must possess good scholastic record.

An equivalent combination of experience and training that will demonstrate the required knowledge and abilities is qualifying.

Special Requirements:

Member of the Oregon State Bar at time of appointment.

(Previous Job Code:)

DRAFT

DEPUTY DISTRICT ATTORNEY 2

DEFINITION

To perform professional legal work and has responsibility for intermediate administrative duties. Deputy District Attorney 2 serves at the will of the District Attorney. Incumbents of the position are responsible for performing a full range of duties.

CLASS CHARACTERISTICS

This is the journey level class in the Deputy District Attorney series. The Deputy District Attorney is a career series. Positions at this level are distinguished from other classes within the series by the level of responsibility assumed and the complexity of duties assigned. Employees at this level typically prosecute more difficult criminal and felony cases such as property crimes, and receive less supervision and exercise more discretion and independent judgment than the Deputy District Attorney 1.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the District Attorney, Chief Deputy District Attorney, or lead attorney.

Directs support staff in work processes.

Assists in training all Deputy District Attorney 1 incumbents in current criminal law and office policies.

EXAMPLES OF DUTIES - Duties may include, but are not limited to the following:

Determines if sufficient evidence exists to approve cases for presentation to the Grand Jury; examines and analyzes police reports and evidence; reviews legal issues; participates and requests further investigation when necessary.

Investigates non-payment of child support; initiates court actions to establish judgments; negotiates settlements and payment arrangements; enforces child support orders through persuasion, forced collections and contempt and criminal actions.

Pursues formal indictment process; presents evidence and examines witnesses before Grand Jury for a charging decision; interviews; prepares and subpoenas witnesses to testify; provides legal instruction to jury members.

LANE COUNTY

Deputy District Attorney 2 (continued)

Processes return indictments and conducts court arraignment appearances; presents indictments to judge and recommends bail amounts; makes pre-trial recommendations; negotiates case resolution with defense counsel; conducts plea appearances.

Litigates pre-trial notions and prepares trial strategy to prosecute criminal cases; analyzes admissibility and determines presentation of witnesses and evidence; subpoenas and prepares witnesses for testifying; prepares legal briefs and oral arguments.

Litigates criminal cases; contacts, subpoenas and schedules trial witnesses; examines prospective trial jurors to select an impartial jury; examines and cross-examines witnesses; argues objections and mind-trial motions; presents closing arguments.

Formulates and recommends appropriate sentences based on criminal conviction; evaluates pre-sentence investigation reports; presents evidence and witnesses to support sentencing recommendations.

Communicates with the defense bard regarding District Attorney/Police matters.

Assists in formulating prosecution policies and/or guidelines.

Performs other duties as assigned.

MINIMUM QUALIFICATIONS

Knowledge of:

Principles and practices of criminal law and procedure.

Applicable laws, ordinances, and departmental policies and procedures.

Principles and practice of investigation.

Principles and practices of negotiation and conflict resolution.

Judicial procedure and administrative proceedings.

Rules of evidence; statutes, rules and case law relating to grand jury proceedings.

Criminal procedures and prosecutorial immunity and liability.

Legal research procedures and methods.

LANE COUNTY
Deputy District Attorney 2 (continued)

Basic principles of forensics.

Modern office procedures, methods and computer equipment.

Demonstrated Skill In:

Organizing, interpreting and applying complex legal principles.

Analyzing and understanding applicable factual matters.

Properly interpreting, evaluating and making decisions in accordance with the law.

Analyzing facts, evidence and precedents.

Researching and writing complex legal papers and reports, setting forth findings of facts and decisions in concise written form.

Developing effective strategies and legal pleadings.

Effectively and persuasively presenting facts, evidence, precedents and recommendations to judges and juries.

Establishing and maintaining effective working relationships with those contacted in the course of work.

Working effectively with co-workers, and others from diverse backgrounds.

Communicating clearly and concisely, both orally and in writing.

Using computers and applicable computer application software.

Experience and Training

Training:

A Juris Doctorate from an accredited law school.

Experience:

Two to three years of legal experience as a prosecuting attorney working in a court of general jurisdiction.

LANE COUNTY
Deputy District Attorney 2 (continued)

An equivalent combination of experience and training that will demonstrate the required knowledge and abilities is qualifying.

Special Requirements:

Member of the Oregon State Bar at time of appointment.

LANE COUNTY
Job Code: *Nxxx

(Previous Job Code:)

DRAFT

DEPUTY DISTRICT ATTORNEY 3

DEFINITION

To perform professional legal work of considerable difficulty. Employees assigned to this classification perform a full range of trial duties including violent crimes against persons, and perform other specialized duties as assigned. Deputy District Attorney 3 serves at the will of the District Attorney.

CLASS CHARACTERISTICS

This is the advanced- journey level class in the Deputy District Attorney series. The Deputy District Attorney is a career series. Positions at this level are distinguished from other classes within the series by the level of responsibility assumed and the complexity of duties assigned. Felony prosecutions assigned to employees in this classification typically focus on violent crimes against person. Employees at this level prosecute higher level and more complex felony cases than the Deputy District Attorney 2.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the District Attorney, Chief Deputy District Attorney, or lead attorney.

Directs support staff in work processes. Exercises technical and functional supervision over technical and support staff.

Trains Deputy District Attorneys in lower classifications in current criminal law and office policies.

EXAMPLES OF DUTIES - Duties may include, but are not limited to the following:

May supervise a small work unit or project team. Provides input into hiring, disciplinary and performance issues.

May conduct victim advocate training, or other law enforcement related classes.

Participates in homicide scene investigation; reviews crime site and advises on seizure of evidence; assists investigators with search warrant affidavits.

Litigates criminal cases, particularly those involving complex property and fraud crimes, multiple criminal episode cases, and violent crimes against persons.

LANE COUNTY
Deputy District Attorney 3 (continued)

Examines and cross-examines witnesses; interviews, prepares and subpoenas witnesses to testify. Provides legal instruction to jury members.

Argues objections and mid-trial motions; presents closing arguments.

Litigates pre-trial motions and prepares trial strategy to prosecute criminal cases.

Analyzes admissibility and determines presentation of witnesses and evidence; subpoenas and prepares witnesses for testifying.

Coordinates prosecution of multijurisdictional felonies and felons.

Consults with and advises police agencies in the course of investigations. Reviews police reports and makes charging decisions.

Processes return indictments and conducts court arraignment appearances; recommends bail amounts.

Formulates and recommends appropriate sentences based on criminal conviction.

Analyzes police reports, evidence and search warrant affidavits.

Performs other duties as assigned.

MINIMUM QUALIFICATIONS

Knowledge of:

Principles and practices of criminal law and procedure.

Principles of psychology and psychiatry related to criminal behavior.

Professional responsibility and ethics.

Applicable laws, ordinances, and departmental policies and procedures.

Principles and practice of investigation.

Principles and practices of negotiation and conflict resolution.

Judicial procedure and administrative proceedings.

Rules of evidence; statutes, rules and case law relating to grand jury proceedings.

Criminal procedures and prosecutorial immunity and liability.

Legal research procedures and methods.

Basic principles of forensics.

Modern office procedures, methods and computer equipment.

Demonstrated Skill In:

Organizing, interpreting and applying complex legal principles.

Analyzing and understanding applicable factual matters.

Properly interpreting, evaluating and making decisions in accordance with the law.

Analyzing facts, evidence and precedents.

Researching and writing complex legal papers and reports, set forth findings of facts and decisions in concise written form.

Developing effective strategies and legal pleadings.

Effectively and persuasively presenting facts, evidence, precedents and recommendations to judges and juries.

Establishing and maintaining effective working relationships with those contacted in the course of work.

Working effectively with co-workers, and others from diverse backgrounds.

Communicating clearly and concisely, both orally and in writing.

Using computers and applicable computer applications.

Experience and Training

Training:

A Juris Doctorate from an accredited law school.

LANE COUNTY
Deputy District Attorney 3 (continued)

Experience:

Four to five years of responsible legal experience as a prosecuting attorney working in a court of general jurisdiction, including at least one year of experience prosecuting complex criminal cases.

An equivalent combination of experience and training that will demonstrate the required knowledge and abilities is qualifying.

Special Requirements:

Member of the Oregon State Bar at time of appointment.

(Previous Job Code:)

DRAFT

SENIOR PROSECUTOR

DEFINITION

To perform the most difficult and responsible types of trial duties, and providing counsel to the District Attorney on the most complex and sensitive cases and projects. The Senior Prosecutor serves at the will of the District Attorney.

CLASS CHARACTERISTICS

This is the master level class in the Deputy District Attorney series. The Deputy District Attorney is a career series. Positions at this level are distinguished from other classes within the series by the level of responsibility assumed and the complexity of duties assigned. Felony prosecutions assigned to employees in this classification include preparing and trying death penalty cases. Employees at this level are expected to competently handle more difficult cases, perform a greater variety of administrative duties and provide response to more complex questions than the Deputy District Attorney 3.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the District Attorney or the Chief Deputy District Attorney.

Exercises technical and functional supervision over technical and support staff.

EXAMPLES OF DUTIES - Duties may include, but are not limited to the following:

Assists District Attorney or Chief Deputy District Attorney in supervision of Deputy District Attorneys, as assigned. Exercises technical and functional supervision and provides direction on difficult case matter. Directs plans and oversees prosecution and administrative functions in a major work unit.

Coordinates and schedules training and education programs with outside agencies and personnel.

Serve as chair or coordinator of committees and teams.

Assists in establishing and maintaining department policies and procedures and setting up new programs.

Prepares and tries aggravated murder and death penalty cases on behalf of the state.

LANE COUNTY
Deputy District Attorney 4 (continued)

Prepare and try complex and major crimes , including murder and sex crimes, particularly child sexual abuse and exploitation cases

Participates in determination of final plea negotiations in mandatory sentencing cases, murder cases, and aggravated murder cases, including decision to seek death penalty; recommends granting immunity, reduced charges or sentencing concessions.

Evaluates and prosecutes complex, highly publicized and sensitive cases.

Coordinate trial teams.

Provides guidance to Deputy District Attorneys regarding department policies, procedures and legal strategy.

Answer inquiries from the public, news media, courts, law enforcement officials, attorneys.

Advise and consult with law enforcement officers, outside agencies, medical staff and others on matters of law, court policy and procedure.

Performs other duties as assigned.

MINIMUM QUALIFICATIONS

Knowledge of:

Principles and practices of criminal law and procedure.

Principles of psychology and psychiatry related to criminal behavior.

Professional responsibility and ethics.

Applicable laws, ordinances, basic supervisory practices, and departmental policies and procedures.

Principles and practices of supervision, training and personnel management and performance evaluation.

Principles and practice of investigation and investigative techniques.

Principles and practices of negotiation and conflict resolution.

LANE COUNTY
Deputy District Attorney 4 (continued)

Judicial procedure and administrative proceedings.

Rules of evidence; statutes, rules and case law relating to grand jury proceedings.

Criminal procedures and prosecutorial immunity and liability.

Legal research procedures and methods.

Basic principles of forensics.

Media relations.

Modern office procedures, methods and computer equipment.

Demonstrated Skill In:

Identifying and recommending realistic alternative solutions to problems.

Organizing, interpreting and applying complex legal principles.

Making decisions independently in accordance with established policy and procedures.

Working independently, using sound judgment during stressful situations.

Properly interpreting, evaluating and making decisions in accordance with the law.

Conducting research on complex legal problems.

Providing accurate and practical legal advice.

Analyzing facts, evidence and precedents.

Writing complex legal papers and reports, setting forth findings of facts and decisions in concise written form.

Presenting cases in the courtroom skillfully.

Establishing and maintaining effective working relationships with those contacted in the course of work.

Working effectively with co-workers and others from diverse backgrounds.

Communicating clearly and concisely, both orally and in writing.

LANE COUNTY
Deputy District Attorney 4 (continued)

Using computers and applicable computer application software.

Experience and Training

Training:

A Juris Doctorate from an accredited law school.

Experience:

Six or more years of responsible legal experience as a prosecuting attorney working in a court of general jurisdiction including at least two years of experience prosecuting complex criminal cases. Experience must include at least one year of lead experience.

An equivalent combination of experience and training that will demonstrate the required knowledge and abilities is qualifying.

Special Requirements:

Member of the Oregon State Bar at time of appointment.

Proposed Prosecuting Attorneys Association Compensation Plan August 2009

	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Deputy District Attorney 1	C42	Hrly \$24.62	\$26.15	\$27.69	\$29.23	\$30.77	\$32.31	\$33.85	\$35.38	\$36.92
		Yrly \$51,210	\$54,392	\$57,595	\$60,798	\$64,002	\$67,205	\$70,408	\$73,590	\$76,794
Deputy District Attorney 2	C43	Hrly \$29.29	\$31.12	\$32.95	\$34.78	\$36.61	\$38.44	\$40.27	\$42.10	\$43.93
		Yrly \$60,923	\$64,730	\$68,536	\$72,342	\$76,149	\$79,955	\$83,762	\$87,568	\$91,374
Deputy District Attorney 3	C44	Hrly \$35.11	\$37.30	\$39.50	\$41.69	\$43.88	\$46.08	\$48.27	\$50.47	\$52.66
		Yrly \$73,029	\$77,584	\$82,160	\$86,715	\$91,270	\$95,846	\$100,402	\$104,978	\$109,533
Senior Prosecutor	C45, C52	Hrly \$38.84	\$41.27	\$43.70	\$46.12	\$48.55	\$50.98	\$53.41	\$55.83	\$58.26
		Yrly \$80,787	\$85,842	\$90,896	\$95,930	\$100,984	\$106,038	\$111,093	\$116,126	\$121,181

Current & Proposed Salary Plans Compared to Other Counties

Current Deputy District Attorney 1			
	Annual Min	Annual Mid	Annual Max
Clackamas	\$59,678	\$68,204	\$76,730
Marion	\$50,336	\$58,906	\$67,475
Washington	\$62,988	\$69,768	\$76,548
Multnomah	\$59,876	\$64,595	\$69,313
Average Salary	\$58,219	\$65,368	\$72,517
Lane (Current)	\$51,389	\$60,169	\$68,949
<i>Difference from Average</i>	13.3%	8.6%	5.7%
Proposed Deputy District Attorney 1			
Lane (Proposed)	\$51,210	\$60,169	\$68,949
<i>Difference from Average</i>	13.7%	8.6%	5.7%

Sr. Prosecuting Attorney 3			
	Annual Min	Annual Mid	Annual Max
Sr DA	\$97,210	\$114,222	\$131,233
Trial Team Supv	\$78,250	\$91,530	\$104,811
Sr Deputy DA	\$98,232	\$108,810	\$119,388
DDA 4	\$88,478	\$109,796	\$131,114
Average Salary	\$90,542	\$106,090	\$121,637
Lane (Current)	\$86,268	\$100,986	\$115,704
<i>Difference from Average</i>	4%	10%	10%
Proposed Senior Prosecutor			
Lane (Proposed)	\$86,268	\$100,986	\$121,181
<i>Difference from Average</i>	4%	10%	10%