

OPTIONAL REQUESTS

2(a). Attorney Equity

Thank you for appropriating the first step in our equity pay initiative in 2023.

- Our merit-based pay system was initiated successfully.
- Salaries, especially for newer attorneys, were increased but remain below many other public entities.
- For example:
 - Assistant States Attorneys:
 - Can earn \$155,000.
 - With 2 years' legal experience can earn \$110,000 or more.
 - With 0 legal experience can earn \$100,000 or more.
 - State court staff attorneys can earn \$109,000 or more with 2 years' experience and up to \$150,000.
 - DOCR, DOT, and other state agency attorneys earn more than several of our Division Directors.
- Recruitment, especially for our Criminal Law and Solicitor General Divisions, is difficult in this competitive market.

Our proposed package would:

- Let us continue progress on our merit-based pay system;
- Improve recruitment and retention; and
- Reduce turnover costs and loss of legal expertise for the state.