



Agenda Report

2725 Judge Fran Jamieson
Way
Viera, FL 32940

Unfinished Business

I.3.

8/4/2020

Subject:

County Attorney Recruitment

Fiscal Impact:

n/a

Dept/Office:

Human Resources

Requested Action:

It is requested the Board of County Commissioners provide direction with regard to County Attorney recruiting plan.

Summary Explanation and Background:

See attached memo

Clerk to the Board Instructions:



Kimberly Powell, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001

Fax: (321) 264-6972

Kimberly.Powell@brevardclerk.us

August 5, 2020

M E M O R A N D U M

TO: Jerry Visco, Human Resources Director

RE: Item I.3., County Attorney Recruitment

The Board of County Commissioners, in regular session on August 4, 2020, reached consensus to advertise in March 2021 for the County Attorney Recruitment having five years of experience, a good standing with The Florida Bar, and having equivalent government experience; agreed to advertise the position with salary commensurate with experience and applicant to provide minimally acceptable salary demand; reached consensus for the Selection Committee to consist of the County Manager, the County Attorney, and the Human Resources Director; reached consensus to rank the top 5 candidates out of a list of 10 candidates that will come back to the Board, with a hiring matrix provided for the scoring; reached consensus for the candidate to begin interviewing individually with each Commissioner before participating in public interviews with the entire Board; reached consensus for the final candidate to spend up to two months with the successor; and reached consensus that the selection process may be discussed after the interviews to begin the negotiations for the candidate the Board comes to terms with.

Sincerely yours,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Kimberly Powell
Kimberly Powell, Clerk to the Board

/ds

cc: Each Commissioner
County Manager
County Attorney

Donna Scott

From: Visco, Gerard <Gerard.Visco@brevardfl.gov>
Sent: Tuesday, August 11, 2020 9:44 AM
To: Donna Scott
Subject: RE: Item I.3., County Attorney Recruitment

Donna – I made a couple of changes (highlighted below) based on the notes I took at the meeting:

The Board of County Commissioners, in regular session on August 4, 2020, reached consensus to advertise in March 2021 for the County Attorney Recruitment having five years of experience, a good standing with The Florida Bar, and having equivalent government experience; Agreed to advertise the position with salary commensurate with experience/ applicant to provide minimally acceptable salary demand; reached consensus for the Selection Committee to consist of the County Manager, the County Attorney, and the Human Resources Director; reached consensus to rank the top 5 candidates out of a list of 10 ~~to 15~~ candidates that will come back to the Board, with a hiring matrix provided for the scoring; reached consensus for the candidate to begin interviewing individually with each Commissioner before participating in public interviews with the entire Board; reached consensus for the final candidate to spend up to two months with the successor; and reached consensus that the selection process may be discussed after the interviews to begin the negotiations for the candidate the Board comes to terms with.

Hope this helps.

Jerry Visco

Director of Human Resources

321-637-5446

321-637-5364 (Fax)

gerard.visco@brevardfl.gov



Please note: Florida has a very broad public records law. Most written communications to or from county employees regarding county business are public records available to the public and media upon request. Your e-mail communications may therefore be subject to public disclosure.

Please take a moment and let me know how I am doing, by taking our survey.

<http://web.brevardcounty.us/CustomerService/Feedback.aspx>

I.3., County Attorney Recruitment

10 to 15 applicants

RP – see the top 15 and Jerry recommend to Board from those

JV – he can give the Board a broad list and selection committee ranks that list and then the Board can decide if it wants to work off the ranked list or the Board can throw someone else in who was not ranked. He is talking about who is on the selection committee that he will recommend being the County Manager and the County Attorney and the Human Resources Director, and the question is whether or not the Board wants a Board member on the Selection Committee

Lober – No, I can tell with one aspect to that the Board has put Commissioner Pritchett on because she is a certified CPA. If someone wants him to do it he would be happy to do it. His ability to evaluate an attorney is probably superior to someone else's ability who is not an attorney

JV - have the selection committee bring to the Board a list of 10 to 15 with a ranking of the top candidates

KI – rank 5 or 6, but she wants to still see what is close

BL – 5 or 6, but let the Commissioners individually know who the next 5 or 6 would be

FA - suggested to give staff flexibility to look and the goal should be 3 to 5 names that the selection committee thinks are the top names and the selection committee will give each Commissioner between 10 and 15, depending on what the pool is of how close they are, but a minimum of 10 **to get the top 3 and the top 10; and 5 or six may be given if it is thought that the top 5 or 6 are close, or 15 may be given because they may all be pretty close.**

KI – I think top 3 is a little tight for me, I would like to see a minimum of 4 to 5, and then that list.

FA – The reason I am saying that is because when you get that list of the top 10 – 15, you are going to be able to add the next couple that you want if you want to interview that much, but we can give you the top 5 if that is what you want

RP – can you rank them 1, 2, 3, 4, 5 for us and then we will have the whole 10

FA – We will give you the top 5, we will rank them, and then we will give you the least minimum of 10

JT – Are you going to set up a rubric for this

JV – Yes, we will go through the process that we go through with all of our hires, and a hiring matrix will be created for the scoring, and to show you the selection committee evaluation

BL – Its not on your list but maybe to get a better feel for what it is that the Commission is looking for which is what he had hoped to accomplish being on the evaluation committee. What he stated eluding to for government attorneys or that work for the government

JV – All considerations will be flushed out in the interview process, which led to the next decision point of the type of interview the Board would like to conduct with the candidates. Would you want to do it in a forum such as this, we present the candidates to you here and you all have a crack at them

JT – due to Sunshine they would need to be willing to meet on an individual basis. Finalists' selection process may be talked about after the interviews and then begin the negotiations for the candidates to see who we can come to terms with the negotiation team, and how much time for the candidate to spend with the successor dictates to him when to start this process.

BL – It would scare the hell out of me to not have at least half of one year given everything that has gone on; he does not know if he is getting threatening emails but he has people emailing and threatening to sue him all the time. He would feel better having one year to work on it, but he feels that is excessive; and he thinks less than six months

KI – 2 months is not long enough and 1 year is too long

EB – 2 months overlap would be a good luxury, she hopes to have the existing staff fully able to support, help, and guide any new person coming in. She wants to be able to make the Board feel comfortable in the transition. She will stay until the end of DROP and she will work with the Board to help with the transition. 6 months is a long time, 2 months somebody could come in, the first month they could watch, and the second month they could do and she will be there as a safety

JV – 60-day or 2-month transition period and when would the Board like for him to begin advertising, he estimates it taking three to four months if getting through the process the first time

FA – Start early in 2021 for extra time in case the pool of applicants are not there and if looking at 10 or 12 applicants for the Board to look at, there is going to be extra time needed, and he ventures to say early in the spring of March or April of 2021 to ensure the advertisement is going out already

KI – that is fine

BL – sounds like a plan

JV – ok recap of liking to see five years of experience with equivalent government experience and will let the selection committee evaluate that level of experience as it makes recommendations to the Board

FA – five-year minimum

JT – five years of good standing with the Florida Bar



BOARD OF COUNTY COMMISSIONERS

Office of Human Resources

2725 Judge Fran Jamieson Way
Building B, Room 209
Viera, Florida 32940

Inter-Office Memo

TO: Board of County Commissioners

FROM: Jerry Visco, Human Resources Director

SUBJ: Board Report - County Attorney Recruitment

DATE: July 30, 2020

Earlier this year Human Resources was asked to prepare proposals for the eventual recruitment of the next County Attorney and options for County Attorney transition plans. Human Resources was asked to conduct this recruitment effort directly, without the services of outside vendors or search firms.

Meetings were held with Commissioners to obtain their input with regard to the qualifications, training and experience they would like to see in the next candidate for County Attorney. In addition, input on the make up of a Selection Committee, the time frame for recruiting, the salary range to be considered and the elements of a transition plan were also discussed with Commissioners. The following is a compilation of the feedback received from Commissioners:

County Attorney Minimum Qualifications, Training & Experience

The following list of qualifications and experience were developed for the next County Attorney Candidate based on feedback provided to Human Resources by Board Members. This list combines the input received with items already included on the current list of existing requirements found under the Knowledge, Skills and Abilities section of the current County Attorney CD:

- Member in good standing with the Florida Bar.
- Significant experience as lead counsel in all phases of litigation including discovery, dispute resolution, trials and appeals.
- Ten to fifteen years of experience in the practice of local government law or equivalent government experience. There was consensus that private sector experience was not a critical factor for consideration.
- Strong critical thinking and strategic skills.
- Aptitude for public-speaking.
- Negotiation skills.
- An ability to identify and resolve complex and sensitive problems innovatively and with professional discretion.

- Record of continuously updated legal expertise.
- Exemplary personal and professional integrity and the highest ethical standards.
- Ability to develop a clear vision and strategy consistent with the County's mission and best practices.
- Demonstrated leadership skills that result in the production of high-quality services and exceptional standards.
- Strategic thinking with the capability of being a leader at the County administrative level.

Selection Committee

It is recommended that the Selection Committee for the recruitment of the next County Attorney should consist of the Director of Human Resources, the County Manager and the County Attorney. Staff is requesting direction from the Board regarding the participation of a Board Member as part of this Committee. Staff recommends that the Selection Committee should conduct initial interviews and forward 2-3 (but no more than 6) candidates to the Board for a second round of interviews.

Salary range

Salary recommendations covered a wide range from \$150,000 to \$225,000 annual salary. Current CAO Salary is \$180,952. Reported salaries for CAO's in surrounding Counties (data provided from FAC):

Lake - \$175,000

Osceola - \$165,000

Orange - \$243,297

Polk - \$181,200

Local City Attorney salaries:

Melbourne - \$174,804

Palm Bay \$174, 070

W.Melbourne - \$136,136

Elements of a transition plan

There were a range of options discussed regarding transition planning for this position. Suggested transition plans included:

- Provide a 6-month period for the new hire to overlap with the Incumbent CAO.
- The New Hire would run the office with the Incumbent available for assistance during a 6 month overlap period.
- 3 to 6-month transition with the Incumbent CAO to remain in the position and retaining full authority until her retirement in November 2021.
- Transition period of just 1 to 2-months with the New Hire assuming control of the office halfway through the transition.
- Recruit today for replacement, prefer a short transition period.

Time frame for recruiting

Assuming a 4 to 6-week period to advertise the position produces acceptable candidates for consideration and the schedule outlined below is maintained, the entire recruitment process should take between 3 to 4 months. If the Board would rather direct a longer transition period (for example 6 months), advertising for this position could begin in January 2021. This would provide sufficient time for recruiting and transition while allowing for some flexibility if the recruitment phase needed to run longer and the transition period was shortened.

Proposed County Attorney Recruitment Process

There are several additional decision points to be addressed in order for the CAO recruitment process to move forward. Those points are highlighted below in the various stages of the Proposed County Attorney Recruitment Process:

Advertisement/Pre-Review Period (4-6weeks)

- Attached is a draft Job Description from Human Resources for the Board's consideration as well as an Advertisement and Recruitment Brochure for review and approval.
- **DECISION POINT #1 - Salary Considerations:** The Board can decide to advertise this position with a specified salary, a salary range, or simply state that salary is negotiable commensurate with experience.
- Human Resources posts County Attorney position announcement in SAP Success Factors, the County's on-line recruiting and advertising system which feeds that information to multiple job sites and career centers throughout the region. Targeted advertising in appropriate legal venues to include the FL Bar / FI Association of County Attorneys / FL Association of Counties / FI League of Cities as well as Commercial recruiting sites (ex/ InDeed; Monster; Linked-In) may also be utilized.
- Application window for County Attorney position closes after 4-6 weeks of advertising.

Recruitment Week 1-2

- **DECISION POINT #2 – Applicant Screening:** **A)** County's Human Resources staff screens applications, compiles a list of candidates meeting the minimum qualifications, and sends applications to the Selection Committee or; **B)** Alternatively, all applications may be sent to the Selection Committee without pre-screening by Human Resources.
- **DECISION POINT #3 – Participation on the Selection Committee:** Staff recommends that the Selection Committee should include the Director of Human Resources, the County Manager and the County Attorney. As a decision point, The Board may want to consider appointing a Board Member to the Selection Committee as well. Once in place, the Selection Committee will evaluate the candidate pool to determine whether to move forward with the initial applicants or recommend that County Human Resources re-advertise the position. If the committee

determines that the applicant pool is insufficient to yield a strong short list, the committee could recommend the County extend its application window an additional 30 days.

Recruitment Weeks 3-6

- **DECISION POINT #4 - # Of Applicants to be short listed 2-3 (no more than 6?)**: Selection Committee reviews applications to develop a tentative short list of candidates.
- County staff conducts background checks and reference checks on tentative short list
- Selection Committee delivers final report to BOCC including a short list of recommended candidates to interview.

Interview/Selection Period Recruitment Weeks 7-10

- BOCC selects finalists to be interviewed; County's Human Resources department notifies finalists that they have been selected for an interview.
- County's Human Resources staff confirms travel arrangements for finalist candidates and arranges for tours of the County with candidates.
- **DECISION POINT #5 - Candidate Interviews**: BOCC conducts candidate interviews (Individual interviews with Commissioners and/or Public interviews with the entire Board).
- **DECISION POINT #6 - Finalist Selection Process**: BOCC selects its preferred candidate (All finalists ranked or only top finalists ranked?).
- Human Resources confirms preferred candidate's willingness to accept the position.
- **DECISION POINT #7 – Contract Negotiations**: BOCC selects a Board Member to negotiate County Attorney employment contract along with the Human Resources Director and County Manager.
- Human Resources sends employment contract to the preferred candidate.
- **DECISION POINT #8 - Transition Plan**: Depending in part on how long the selection process has taken to this point, the availability of the selected candidate to start and/or relocate to Brevard and the pending retirement of the Incumbent CAO, the BOCC must decide on the length of any transition period and the timing for the transfer of authority between the Incumbent CAO and the New Hire.

Based on the Board's decisions with regard to key points in the recruitment process as outlined above, Human Resources will move forward with the recruitment of the next County Attorney as directed.

Attachments:

CD #100 – County Attorney Job Description

Draft CAO Recruitment Brochure

FAC County Attorney Salary Survey

BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

COUNTY ATTORNEY

CHARACTERISTICS OF THE CLASS: Under the administrative direction of the Board of County Commissioners, performs skilled administrative work serving as the chief legal officer for the County Commissioners, County Management and County departments. The County Attorney supervises the staff of the Legal Department.

EXAMPLES OF DUTIES: (Note: The listed duties are illustrative only and are not intended to describe each and every function which may be performed in the job class. The omission of specific statements does not preclude management from assigning specific duties not listed herein if such duties are a logical assignment to the position.)

Plans, directs and supervises the activities of the professional and clerical support staff of the Legal Department.

Represents the County Commission in legal matters including the bringing and defending of lawsuits and zoning matters.

Attends Board of County Commissioners' meetings and renders legal assistance, opinions and advice as requested.

Supervises and participates in the conducting of legal affairs of the Board of County Commissioners, including contract negotiations and administrative review.

Prepares proposed legislation, contracts and resolutions and makes recommendations with regard to amendment, revision and repeal of existing laws.

Prepares or reviews documents of legal significance before submission to the Board of County Commissioners for Board action, including each agreement, contract, lease, deed, bond, ordinance, resolution, regulation, rule or policy.

Provides written and oral legal opinions, interpretations and advice to the Commissioners, administration, boards and departments.

Drafts and presents legislative bills to delegations for consideration.

Performs related work as required.

REQUIREMENTS:

EDUCATION AND EXPERIENCE: Graduation from an accredited law school with a law degree PLUS five (5) years of experience as a practicing attorney in legal research and trial work.

Experience in a governmental agency is preferred.

SPECIAL REQUIREMENTS: Must be licensed by the State of Florida and a member of the Florida Bar. Must obtain a valid Florida operator's license prior to employment.

In the event of a hurricane, major storm, natural or man made disaster that may threaten the area, the employee will be required to perform emergency duties as directed.

BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

COUNTY ATTORNEY

KNOWLEDGE, SKILL, AND ABILITIES: (Note: The knowledge, skills and abilities identified in this class specification represent those needed to perform the duties of this class. Additional knowledge, skills and abilities may be applicable for individual positions.)

Thorough knowledge of the statutory and constitutional laws of Florida affecting County government.

Thorough knowledge of judicial procedure and the method and practice of pleading and of effective techniques in presentation of cases.

Thorough knowledge of modern principles of organization and management.

Thorough knowledge of principles, methods and materials of legal research.

Ability to draft legal instruments, propose legislation and related ordinances, resolutions and policies.

Ability to analyze, appraise and organize facts, evidence and precedents.

Ability to communicate effectively, both orally and in writing.

Ability to establish and maintain effective working relationships with County and Court officials, other employees and the public.

Ability to conduct research on legal problems and prepare sound legal opinions. Ability to prepare and try complex law suits before Federal, State and County Courts.

Supervisory ability.

PHYSICAL REQUIREMENTS: This is mainly sedentary work.

Revised 10/08/2009; supersedes CD# 0100, titled County Attorney, dated 03/24/04.

DRAFT



**BREVARD COUNTY, FLORIDA IS SEEKING A
HIGHLY EXPERIENCED, INNOVATIVE AND
ENERGETIC LEADER TO SERVE AS ITS...**

THE COMMUNITY

Brevard County is located halfway between Jacksonville and Miami. The County extends 72 miles from north to south and averages 26.5 miles wide on the Florida east coast along the Atlantic Ocean. Brevard County is home to approximately 600,000 residents, making it the ninth (9th) largest county in Florida. The County has a total area of 1,557 square miles, of which 1,016 square miles is land and 541 square miles is water.

The official county seat has been located in Titusville since 1894. A centrally located County Government Center in Viera houses the various county government branches, including Juvenile Justice, Housing and Human Services, Solid Waste Management, Public Safety and Public Works.

Brevard County Attorney

POSITION OVERVIEW

Brevard County operates under a Home Rule Charter form of Government. The Board of County Commissioners, the Legislative Branch of the County Government, is composed of five (5) members, each elected from one of the five (5) electoral districts.

By a majority vote, the Board appoints the County Attorney. The County Attorney is responsible for overseeing the County Legal Staff and reports directly to the Board of County Commissioners.

ABOUT THE CANDIDATE

The Board of County Commissioners is looking for a strong, experienced legal professional who is comfortable working with people. The successful candidate will have outstanding communication skills, be a leader who is inspirational and understand the need to keep the Board Members well informed with unfiltered information, readily sharing information and promoting transparency. The new County Attorney will be comfortable telling the Board Members what they need to hear and not just what they want to hear. The Board Members are looking for someone who will represent the County, enjoy community involvement and become well known in the community.



THE COMMUNITY (Continued)

Brevard County comprises the Palm Bay–Melbourne–Titusville, Florida Metropolitan Statistical Area. Influenced by the presence of the John F. Kennedy Space Center, Brevard County is also known as the Space Coast. The county is named after Theodore Washington Brevard, an early settler, and state comptroller.

Brevard County works together with the federal and state government to control pollution and preserve wetlands and coastal areas through lands dedicated to conservation and wildlife protection. There are 250 square miles of federally protected wildlife refuges. These lands include Merritt Island National Wildlife Refuge, the Canaveral National Seashore, the St. Johns National Wildlife Refuge, the Archie Carr National Wildlife Refuge, several conservation areas managed by the St. Johns River Water Management District, Brevard County's

EDUCATION AND EXPERIENCE

The new County Attorney for Brevard County will have a Juris Doctorate degree from an accredited law school PLUS five (5) years of experience as a practicing attorney with experience in a governmental agency preferred. The County Attorney will be a member in good standing of the Florida bar Association.

The new County Attorney will have the following Knowledge, Skills, and Abilities:

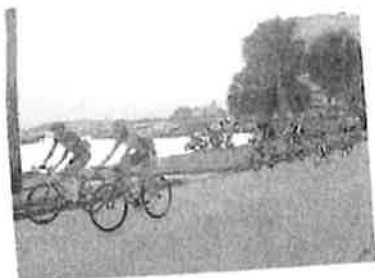
- Thorough knowledge of the statutory and constitutional laws of Florida affecting County government.
- Thorough knowledge of judicial procedure and the method and practice of pleading and of effective techniques in presentation of cases.
- Thorough knowledge of modern principles of organization and management.
- Thorough knowledge of principles, methods and materials of legal research.
- Ability to draft legal instruments, propose legislation and related ordinances, resolutions and policies.
- Ability to analyze, appraise and organize facts, evidence and precedents.
- Ability to communicate effectively, both orally and in writing.
- Ability to establish and maintain effective working relationships with County and Court officials, other employees and the public.
- Ability to conduct research on legal problems and prepare sound legal opinions. Ability to prepare and try complex law suits before Federal, State and County Courts.
- Supervisory ability.

THE COMMUNITY (Continued)
Environmentally
Endangered Lands Program
Sanctuaries, and lands
dedicated by the State as
conservation areas.

Higher education is
provided by Eastern Florida
State College (EFSC)
and Florida Institute of
Technology. There are
satellite campuses for
the University of Central
Florida, Barry University,
Embry–Riddle Aeronautical
University, Keiser University,
and Webster University.
Elementary and secondary
education is provided by the
Brevard Public Schools and
private schools. In 2011, six
public schools were ranked
by the state in the top ten
schools in the state, out
of 2,800. There was one
list each for primary and
secondary schools.

Learn more about Brevard
County by visiting:

www.brevardfl.gov



EXAMPLES OF DUTIES

In accordance with Brevard County Ordinances, the County Attorney shall:

- Plans, directs and supervises the activities of the professional and clerical support staff of the Legal Department.
- Represents the County Commission in legal matters including the bringing and defending of lawsuits and zoning matters.
- Attends Board of County Commissioners' meetings and renders legal assistance, opinions and advice as requested.
- Supervises and participates in the conducting of legal affairs of the Board of County Commissioners, including contract negotiations and administrative review.
- Prepares proposed legislation, contracts and resolutions and makes recommendations with regard to amendment, revision and repeal of existing laws.
- Prepares or reviews documents of legal significance before submission to the Board of County Commissioners for Board action, including each agreement, contract, lease, deed, bond, ordinance, resolution, regulation, rule or policy.
- Provides written and oral legal opinions, interpretations and advice to the Commissioners, administration, boards and departments.
- Drafts and presents legislative bills to delegations for consideration.
- Performs related work as required.

DRAFT

COUNTY ORGANIZATION

Brevard County, the 10th-largest county in Florida, operates under a Commission-County Manager form of government. It is supported by a \$1 billion-plus budget and 2,300 full-time employees. The County has a five-member Board of County Commissioners elected from separate geographic districts that appoint a County Manager and County Attorney. The County Manager is responsible for overseeing all County Government employees. The County Attorney is responsible for overseeing the County Legal Staff and reports directly to the Board of County Commissioners.

Brevard County provides a full array of services, including street maintenance and construction, storm drainage, planning and development, solid waste, water and sanitary sewer, fire rescue, emergency management, housing and human services, parks and recreation, natural resources, transit, tourism, economic development, along with an airport and a 17-campus library system. In addition, internal support services include human resources, information systems, and central service (facilities, purchasing, central fleet.)

COMPENSATION

The salary for the most recent County Attorney was \$180,952 annually. The Board of County Commissioners is committed to a starting salary that will be market competitive, depending on the experience and qualifications of the selected individual.

In addition, the Board expects to provide an excellent fringe benefit package to the successful candidate. Reasonable relocation expenses will also be negotiable with the successful candidate.

Brevard County also offers an attractive array of additional benefits for its employees, including:

Insurance -

- Employee Health and Dependent Health Insurance available at group rates
- Dental & Vision insurance
- Medical & Dependent Care Flex Spending Accounts
- Short / Long Term disability & Life Insurance
- Employee Wellness Programs

Retirement -

- Participation in the Florida Retirement System
- Deferred Compensation Program

Holidays / Sick Leave -

- 12 Vacation Days per Year
- 11 Paid Holidays per Year
- 12 Sick Days per Year
- Relocation assistance is negotiable for the successful out-of-area candidate



APPLICATION & SELECTION PROCESS

Qualified candidates please submit your resume online by visiting our website at <http://www.brevardcounty.us/HumanResources>

Resumes are subject to the provisions of Florida Public Records Statutes

Brevard County, Florida, is an Equal Opportunity Employer. Brevard County does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, political ideas, or disability in employment or in the provision of services.



2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - General Questions

County	Name	Position	Formal Contract	Term of Contract	Unique Contract Terms	Charter Provision that Governs Hiring/Term of County Attorney	Date Hired	Current Salary
Alachua	Michele Lieberman	In-House Counsel	Yes	Residence in County by date of employment; severance 20 weeks base; 5 managerial holidays per year; annual leave accrued at rate of 10 year service; FRS senior management class; vehicle allowance ; 5% deferred comp ; moving and relocation expenses \$1200/month temp housing for up to 3 mos; meal and lodging expenses prior to relocation; continuing education and memberships; At will		Yes	2/1/14 (overlapping with retiring County Attorney); 3/1/14 as County Attorney	\$162,222/year
Bay	Don Banks	In-House Counsel	Yes	4 year term basic contract	None	No	04/01/2007	\$142,000.00
Bradford	William E. Sexton	In-House Counsel	Yes			No	06/01/2013	\$75,000.00
Charlotte	Janette Knowlton	In-House Counsel	Yes	At the pleasure of the BCC	Severance-lump sum cash=to 25% base salary; if resign-lump sum 50% base salary; removal- by supermajority vote or vote of 3 at 2 different meetings; life insurance - 2x annual salary; disability insurance	Yes. Serve at the pleasure of the BCC and under their direction, not the County Administrator.	2004	\$171,000.00
Clay	Courtney Grimm	In-House Counsel	Yes			Yes. Appointed by majority of BoCC and may be terminated with or without cause by a majority of BoCC	08/00/2016	\$186,000.00

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - General Questions

County	Name	Position	Formal Contract	Term of Contract	Unique Contract Terms	Charter Provision that Governs Hiring/Term of County Attorney	Date Hired	Current Salary
Citrus	Denise A. Dymond Lyn	In-House Counsel	Yes	We can provide a copy.	None	No	05/01/2015	\$147,258.00
Duval	Jason Gabriel	General Counsel	No			Yes	03/00/2010	\$200,000.00
Escambia	Alison P. Rogers	In-House Counsel	Yes	automatic annual renewal	\$500 per month car allowance; 100% of all accumulated leave can be cashed out at separation; one civic club dues paid by County.	No	County Attorney since 2/2008; office since 3/1999	\$175,053.00
Flagler	Al Hadeed	In-House Counsel	Yes	2007 contract as amended: \$135K base salary per year; BCC can increase by 3% per year for merit; COLAs per those granted to employees	Severance per state law limit except can be terminated w/o severance for misconduct or illegal act. No other benefits except dues to Florida Bar and meet CLE requirements; other assoc membership as approved by BCC in annual budget; severance limited to 20 weeks provided termination not for misconduct or illegal act; job position is FRS Sr Management Service.	No	02/23/2007	With all merit and COLAs since initial employment, \$201K

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - General Questions

County	Name	Position	Formal Contract	Terms of Contract	Unique Contract Terms	Charter Provision that Governs Hiring/Termination of County Attorney	Date Hired	Current Salary
Hendry	Mark Lapp	In-House Counsel	Yes	Perpetual until either party terminates	If terminated for any reason other than misconduct by the attorney, County must pay 3 months' salary as severance	No	10/25/2006	\$125,303.00
Highlands	Ross Macbeth	In-House Counsel	Yes		12 weeks severance pay if terminated "without cause"	No	10/1/2015	\$170,000.00
Hillsborough	Chip Fletcher	In-House Counsel	Yes	3 Years, Full-time	Severance; 5 votes to hire or fire or 2 majority votes at 2 meetings within certain time periods	Yes: 5 votes to hire or fire or 2 majority votes at 2 meetings within certain time periods	11/12/2012	\$227,947.00
Lake	Melanie Marsh	In-House Counsel	Yes	Continuing contract	20 annual leave days per year; 5 administrative days off per year	No	November 1, 2015 as County Attorney (but have been with the County since May 1998)	\$175,000.00
Lee	Richard Wm. Wesch	In-House Counsel	Yes	Initial Term - 3 years Automatically renews for successive 3 year periods	Performance annual adjustments no less than 4% and up to 6%.	Yes: Affirmative vote of a simple majority of the membership of the BOCC for purposes of appointment. Member in good standing. May be terminated with or without cause.	10/31/2013	\$216,240.18 plus \$2,080.00 Supplement Allowance

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - General Questions

County	Name	Position	Formal Contract	Term of Contract	Unique Contract Terms	Charter Provision that Governs Hiring/Termination of County Attorney	Date Hired	Current Salary
Leon	Herbert W.A. Thiele	In-House Counsel	Yes	Receives an annual salary; also eligible to receive cost of living increases and/or lump sum bonuses at the discretion of the Commission; entitled to all other benefits provided to other County employees in the Executive Service class; receives cell phone allowance; car allowance; deferred comp = to 7% percent of salary; County provides E&O coverage policy; county provides long term disability insurance; county provides term life insurance; serves at the pleasure of a majority of the BoCC.	For two (2) years following termination or resignation, the County Attorney shall not represent parties in any adversarial proceedings against Leon County.	Yes. Section 2.4 of the Leon County Charter; there shall be a county attorney who is selected by the County Commission, serves at its pleasure, reports directly to the County Commission.	04/30/1990	\$286,885.00
Levy	Anne Bast Brown	In-House Counsel	Yes	Automatic renewal unless terminated or three months' notice provided before renewal date.	Three months' severance if terminated; super-majority to terminate or two majority votes over two meetings; annual reviews; three weeks' vacation per year; payout of up to three weeks' vacation per year if requested; any benefits that are given to other county employees	No	03/31/2004	\$122,000.00

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - General Questions

County	Name	Position	Formal Contract	Terms of Contract	Unique Contract Terms	Charter Provision that Governs Hiring/Termination of County Attorney	Date Hired	Current Salary
Manatee	Mitchell O. Palmer	In-House Counsel	Yes	There is no term of years. I serve at the pleasure of the Board of County Commissioners.	Termination is by simple majority vote, but with 4 weeks written advance notice. Severance is 20 weeks of pay, one fourth of accumulated sick leave (not to exceed 240 hours), and unused vacation time (up to 475 hours).	No	04/18/2012	\$188,510.00
Marion	Matthew "Guy" Minter	In-House Counsel	Yes	Term until 8/1/2023	County Attorney participates in COLA and other compensation allowances for all County employees; County Attorney is provided a mobile phone at no cost.	No	07/20/2010	\$190,964.00
Martin	Sarah Woods	In-House Counsel	Yes	severance per fla. law	I am in DROP, contract coincides with provisions of DROP	No	02/21/2018	\$155,000.00
Monroe	Bob Shillinger	In-House Counsel	Yes	last extension was for 50 months (to take it 2 months beyond next election day when majority of Board is up for election).	\$250 per month additional stipend for maintaining Board Certification in City, County, & Local Government.	No	11/1/2012 as County Attorney, assistant prior to that.	\$203,345.00

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - General Questions

County	Name	Position	Formal Contract	Terms of Contract	Unique Contract Terms	Charter Provision that Governs Hiring/Termination of County Attorney	Date Hired	Current Salary
Nassau	Michael S. Mullin	In-House Counsel	Yes		Super-majority to terminate without cause. Severance pay of 20 weeks of base weekly compensation.	No	03/02/2015	\$180,130.00
Osceola	Andrew Mai	In-House Counsel	Yes		Reside in the County	Yes. At the Board's discretion.	07/19/2011	\$165,000.00
Orange	Jeff Newton	In-House Counsel	Yes	4 Years		No	02/07/2011	\$243,297.00
Palm Beach	Denise Marie Nieman	In-House Counsel	Yes	Amendment extends term to October 31, 2021	Severance - an amount equal to but not exceeding 20 weeks of all salary and benefits.	No	06/04/1996	\$224,558.00
Pasco	Jeff Steinsnyder	In-House Counsel	Yes	2 Years; automatically renews for 2 years terms if 120 day notice not received if termination is for other reason than cause		No	01/22/2008	\$191,152.90
Pinellas	James L. Bennett	In-House Counsel	Yes	At Will - governed by Charter - no terms of years	Severance - 6 months salary and benefits, car allowance, deferred compensation	Yes	09/01/2007	\$217,000.00
Polk	Michael Craig	In-House Counsel	Yes			No	01/01/2008	\$181,200.00
Putnam	Stacey J. Manning	In-House Counsel	No			No	09/21/2015	\$127,500.00
Santa Rosa	Roy V Andrews	In-House Counsel	Yes	At will of Board	20 weeks	No	08/01/2014	\$159,863.00
Seminole	A. Bryant Applegate	In-House Counsel	Yes	At-will	Four months severance if terminated without cause	Yes. Majority vote to hire and terminate; Section 2.4 of the Charter.	05/31/2011	\$178,206.00

2017 COUNTY ATTORNEY SALARY SURVEY
In-House Counsel - General Questions

County	Name	Position	Formal Contract	Term of Contract	Unique Contract Terms	Charter Provision that Governs Hiring/Termination of County Attorney	Date Hired	Current Salary
St. Johns	Patrick F. McCormack	In-House Counsel	Yes	Four year contract w/addl. term of two years upon consent;	20 weeks severance; base salary w/annual increase same as all county employees; sr. mgmt. retirement benefits; 100% group health insurance for county attorney and immediate family; life insurance; deferred compensation; transportation allowance	No	11/15/2004	\$173,571.85
St. Lucie	Daniel S. McIntyre	In-House Counsel	No			No	05/01/1985	\$205,431.78

2017 COUNTY ATTORNEY SALARY SURVEY
In-House Counsel - Benefits

County	Annual Budget	Number of Attorneys in Your Office	Number of Employees Supervised	Number of County Employees	Car Allowance/ Amount	Deferred Comp/ Amount	FRS	FRS - Senior Management	Health Insurance	Percentage funded by County	Dental Insurance	Percentage Funded by County
Alachua	\$1,036,830.00	6	9	823	Yes	Yes. 5% of salary.	Yes	Yes	Yes	85%	Yes	80%
Bay	\$620,935.00	3	5	650	Yes. \$500	No	Yes	Yes	Yes	90%		0
Bradford	\$111,000.00	1	0	~ 100	No	No	Yes	No	Yes	100%	No	
Charlotte	\$1,779,200.00	8	14	1132	Yes. \$600/month w/ annual CPI adjust OR use of a leased vehicle (NTE \$7,000 annually)	Yes. Maximum allowable; paid in month of January	Yes	Yes	Yes		Yes	
Clay	\$704,000.00	2	2	540	No	Yes. 1/2 of the applicable annual max set forth in statute		Yes	Yes	80%	Yes	30%
Citrus	\$466,060.00	2	2	500	Yes. \$6,000	Yes. 5% of salary.	Yes		Yes	100%	Yes	
Duval	\$5,000,000.00	39	60	60		No			Yes	95%	Yes	0%
Escambia	\$1.3 million	6	12	1675	Yes. \$500	No	Yes	Yes	Yes	80.6%	Yes	45%
Flagler	\$719K	2	3	370	No	No		Yes	No		No	

2017 COUNTY ATTORNEY SALARY SURVEY
In-House Counsel - Benefits

County	Annual Budget	Number of Attorneys in Your Office	Number of Employees Supervised	Number of County Employees	Car Allowance/Amount	Deferred Comp/Amount	FRS	FRS - Senior Management	Health Insurance	Percentage funded by County	Dental Insurance	Percentage Funded by County
Hendry	\$275,405.00	1	1	174	No	No	Yes	Yes	Yes	100%	Yes	100%
Highlands	\$363,534.00	1	1	332	No	No	No	Yes	No		No	
Hillsborough	\$8,458,711.00	32	57	6,276	No	Yes. 5.4% of salary	Yes	Yes	Yes	100%	Yes	100%
Lake	\$698,323.00	3	6	720	Yes. \$450 monthly	Yes. 7% of annual salary.	Yes	Yes	Yes		Yes	
Lee	\$3,116,906.00	11	19	2370	No	Yes. \$14,999.66	Yes	Yes	Yes	90%	Yes	90%
Leon	\$2 Million	5	11	773	Yes	Yes	Yes	Yes	Yes	80%	Yes	0%
Levy	\$330,000.00	1	1	200	No	No		Yes	Yes	75%		

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - Benefits

County	Annual Budget	Number of Attorneys in Your Office	Number of Employees Supervised	Number of County Employees	Car Allowance/Amount	Deferred Comp/Amount	FRS	FRS - Senior Management	Health Insurance	Percentage funded by County	Dental Insurance	Percentage Funded by County
Manatee	\$2,420,418.00	9	24	1,700	Yes. \$450 monthly	Yes. Seven and one-half percent of base salary.	Yes	Yes	Yes	Unknown	Yes	Unknown
Marion	\$908,071.00	4	7	1,500	Yes. \$200 monthly	No	Yes	Yes	Yes	100%	Yes	100%
Martin	1.5 million	4	9	909	Yes. \$500 monthly	Yes. Maximum allowed by law; currently \$24,000	Yes	No	Yes		Yes	
Monroe		9	15	530	No	Yes. Eligible to participate in employee deferred comp program.	Yes	Yes	Yes	100% for me	No	
Nassau		1	3			Yes	Yes	Yes	Yes	100%	Yes	
Osceola	\$1,200,000.00	4	6	1500	Yes. \$450	No		Yes	Yes	100%	Yes	100%
Orange	\$4,905,274.00	16	28	7,965	No	Yes. \$15,500		Yes	Yes	85%	No	
Palm Beach	\$5,963,300.00	21	5	6000	Yes. \$500 monthly	Yes. Maximum allowed by law.		Yes	Yes	88.5%	Yes	0%

2017 COUNTY ATTORNEY SALARY SURVEY
In-House Counsel - Benefits

County	Annual Budget	Number of Attorneys in Your Office	Number of Employees Supervised	Number of County Employees	Car Allowance/Amount	Deferred Comp/Amount	FRS	FRS - Senior Management	Health Insurance	Percentage funded by County	Dental Insurance	Percentage Funded by County
Pasco	\$1,569,620.00	12	21	2,300	Yes. \$450	Yes. 50% of max cont allowed	Yes	Yes	Yes	100%	Yes	0
Pinellas	\$4,648,720.00	20	6	2033		Yes. \$9,000/year	Yes	Yes	Yes	75%	Yes	72%
Polk	\$1,200,000.00	6	9	1900	No	No		Yes	Yes			
Putnam	\$231,937.00	1	1	275		No	Yes	Yes	Yes	100%	Yes	100%
Santa Rosa	\$270,000.00	1	3	400	Yes. \$400			Yes	Yes	100%	Yes	
Seminole	operating budget \$122,000	6	10	1200	Yes	No		Yes	Yes		Yes	
St. Johns	\$1,265,368.00	8	8	1100	Yes. \$300	Yes. \$7,500/year	Yes	Yes	Yes	100%	Yes	100%
St. Lucie		3	28		Yes. \$300 monthly	No	Yes	Yes	Yes		Yes	

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - Benefits

County	Vision Ins	Percentage Funded by County	Additional Benefits	Is Health Ins Funded by County for Spouse/Dependents	Percentage Funded by County	Is Dental Ins Funded by County for Spouse/Dependents	Percentage Funded by County	Is Vision Ins Funded by County for Spouse/Dependents	Percentage Funded by County	Florida Bar Dues Paid by County	CLE Costs Paid by County/How
Alachua	Yes	0%	\$250,000 life insurance	Yes	70%	Yes	80%	Yes	0%	Yes	Yes. Directly.
Bay		0		No		No		No		Yes	Yes. Directly
Bradford	No			No		No		No		Yes	Yes
Charlotte	Yes		cell phone \$40/month	Yes		Yes		Yes		Yes	Yes
Clay	No	0%		Yes	80%	Yes	30%	No		Yes	Yes. Reimbursed.
Citrus	No			No		No		No		Yes	Yes
Duval		0%		No		No		No		Yes	Yes
Escambia	No	0%	\$40,000 - life insurance \$40,000 - AD&D	Yes	80.6%	Yes	45%	No	0%	Yes	Yes. Directly.
Flagler	No		Can participate in group plans at own cost	No		No		No		Yes	Yes. Directly.

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - Benefits

County	Vision Ins	Percentage Funded by County	Additional Benefits	Is Health Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Is Dental Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Is Vision Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Florida Bar Dues Paid by County	CLE Costs Paid by County/How
Hendry	Yes	100%	Provided with \$1,000 per year to be applied to cafeteria plan selections	Yes	45%	No		No		Yes	Yes. Directly.
Highlands	No			No		No		No		No	Yes. Reimbursed
Hillsborough	Yes	100%		Yes	100%	Yes	100%	Yes	100%	Yes	Yes. Reimbursed and directly
Lake	No		Health, Dental are benefits all Lake County employees receive	No		No				Yes	Yes
Lee		0%	2X Salary Life Insurance up to \$350,000 - 100% funded by County	Yes	90%	Yes	90%	No		Yes	Yes. Directly.
Leon	Yes	0%	Cell phone allowance; \$1,200 per year.	Yes	80%	No	0%	No	0%	Yes	Yes
Levy			Option of taking pay for up to three weeks' vacation per year; severance	Yes	75%					No	Yes Directly.

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - Benefits

County	Vision Ins	Percentage Funded by County	Additional Benefits	Is Health Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Is Dental Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Is Vision Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Florida Bar Dues Paid by County	CLE Costs Paid by County/How
Manatee		Not applicable	Life insurance, long term disability insurance	Yes	Unknown					Yes	Yes. Directly.
Marion	Yes	100%		Yes	100%	Yes	100%	Yes	100%	Yes	Yes. Directly.
Martin	Yes		100,000 life insurance policy at no charge	Yes		Yes		Yes		Yes	Yes. Directly.
Monroe	No			No		No		No		No	Yes. Directly.
Nassau	Yes			Yes	100%	No		No		Yes	Yes
Osceola	Yes	100%		No		No		No		Yes	Yes
Orange	No	0%		Yes	85%	No		No		Yes	Yes. Reimbursed and directly.
Palm Beach			County does not offer vision but if employee has medical or dental coverage, then both come w/vision discount rider	No		No	N/A		N/A	Yes	Yes. Directly.

2017 COUNTY ATTORNEY SALARY SURVEY

In-House Counsel - Benefits

County	Vision Ins	Percentage Funded by County	Additional Benefits	Is Health Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Is Dental Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Is Vision Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Florida Bar Dues Paid by County	CLE Costs Paid by County/How
Pasco	Yes	0	\$100,000 life ins	Yes	0	Yes	0	Yes	0	Yes	Yes, Directly
Pinellas	Yes	Included in health insurance		Yes	61%	Yes	55%	Yes	Included in health insurance	Yes	Yes, Directly.
Polk				Yes						Yes	Yes
Putnam	Yes	100%		Yes	Varies	No		No		Yes	Yes, Directly.
Santa Rosa	Yes			No		No		No		Yes	Yes, Directly.
Seminole			Long and short term disability and life insurance	Yes		Yes		No		Yes	Yes
St. Johns	Yes	100%	Life Insurance Policy - \$500,000	Yes	100%	Yes	100%	Yes	100%	Yes	Yes
St. Lucie	Yes			No		No		No		Yes	Yes

2017 COUNTY ATTORNEY SALARY SURVEY
Chief Assistant/Deputy County Attorney

County	Date Hired	Salary Range	Current Salary	Additional Benefits
Alachua	Not applicable			
Bay	04/00/2012	\$68,366 - \$112,804	\$110,540	Regular employee benefits
Bradford	Not applicable			
Charlotte	2016		\$106,000	Senior Management FRS classification
Citrus	10/00/2015		\$67,338.00	FRS/Health/Dental
Clay	Not applicable			
DeSoto	Not applicable			
Dixie	Not applicable			
Duval				
Escambia	1/22/2002	\$41.26 - \$68.06 hourly	\$149,261	
Flagler	Not applicable	Up to \$125,000		Senior Management FRS classification
Franklin	Not applicable			
Hendry	Not applicable			
Highlands	Not applicable			
Hillsborough	Multiple	\$100,000 - \$210,000	\$160,642 - \$204,968	Senior Management FRS classification; all benefits afforded to unclassified full-time employment
Lake				
Lee	9/18/1997; 12/7/2006	\$95,306.38 - \$173,297.43	\$168,088.18; \$152,000.16	FRS Senior Management Classification
Leon	6/17/1996	\$100,732 - \$183,624	\$169,909	Annual Cell Phone Allowance \$1200; Annual Car Allowance \$2925
Levy	Not applicable			
Liberty	Not applicable			
Manatee	Position vacant			
Manon	2010		\$114,000	
Martin	Not applicable			
Monroe	Not applicable			
Nassau	Not applicable			
Dkaloosa	Not applicable			
Okeechobee	Not applicable			
Osceola	12/00/2010	\$125,000 - \$140,000	\$125,000	
Orange	5/2/2005	\$129,805 - \$215,613	\$208,042	FRS Senior Management Classification
Palm Beach	3/21/1993; 9/9/1996; 8/15/2005	\$159,000 - \$193,000	\$181,193; \$164,396; \$159,307	
Pasco	4/30/2001		\$151,329	FRS Senior Management Classification
Pinellas	2/16/2014	\$145,974 - \$221,163	\$190,000.00	Same as county attorney without car allowance or deferred compensation.
Polk	Not applicable			
Putnam	Not applicable			
Santa Rosa	Not applicable			
Seminole	1/1/2011			
St. Johns	2016	\$97,681.37 - \$148,633.74	\$115,000	
St. Lucie	Skipped question			
Suwannee	Not applicable			

2017 COUNTY ATTORNEY SALARY SURVEY
Assistant County Attorney

County	0-3 Years	4-6 Years	7+ Years
Alachua	\$61,493 - \$98,508	\$61,493 - \$98,508	\$88,273 - \$149,977
Bay	\$60,845 - \$100,395		
Bradford	Skipped question		
Charlotte	Skipped question		\$106,000
Citrus	10/00/2015		\$84,925.00
Clay	Not applicable		
DeSoto	Not applicable		
Dixie	Not applicable		
Duval	Skipped question		
Escambia	Skipped question		
Flagler	\$62,000		
Franklin	Not applicable		
Hendry	Skipped question		
Highlands	Skipped question		
Hillsborough		\$56,000 - \$110,000	\$87,635 - \$175,000
Lake	\$56,908 - \$93,766	\$61,900 - \$102,300	\$67,267 - \$110,884
Lee	\$58,175.26 - \$152,165.32	\$58,175.26 - \$152,165.32	\$58,175.26 - \$152,165.32
Leon	\$66,372 - \$120,949	\$66,372 - \$120,949	\$66,372 - \$120,949
Levy	Skipped question		
Liberty	Not applicable		
Manatee	Skipped question		
Marion	Skipped question		
Martin	\$70,000		\$112,000
Monroe	Skipped question		
Nassau	Skipped question		
Okaloosa	Not applicable		
Okeechobee	Not applicable		
Orange	Skipped question		
Osceola	\$50,000 - \$70,000	\$70,000 - \$100,000	\$85,000 - \$125,000
Palm Beach	\$72,000 - \$173,000		
Pasco	\$65,000 - \$70,055	\$97,721 - \$124,308	
Pinellas	\$58,885 - \$89,197	\$89,378 - \$135,423	\$97,302 - \$147,341
Polk	Skipped question		
Putnam	Skipped question		
Santa Rosa	Skipped question		
Seminole	Skipped question		
St. Johns	\$80,171		\$121,990
St. Lucie	Skipped question		
Suwannee	Not applicable		

2017 COUNTY ATTORNEY SALARY SURVEY
Paralegal

County	0-3 Years	4-6 Years	7+ Years
Alachua	\$36,690 - \$55,213	\$36,690 - \$55,213	\$36,690 - \$55,213
Bay	Not applicable		
Bradford	Not applicable		
Charlotte	Skipped question		
Citrus	Skipped question		
Clay	Skipped question		
DeSoto	Not applicable		
Dixie	Not applicable		
Duval/City of JAX	Skipped question		
Escambia	Skipped question		
Flagler	\$40,000 - \$62,000		
Franklin	Not applicable		
Hendry			\$49,000
Highlands	\$47,285		
Hillsborough	\$38,168 - \$60,590		\$40,768 - \$64,708
Holmes	Not applicable		
Lake	\$40,684.80 - \$67,038.40	\$40,684.80 - \$67,038.40	\$40,684.80 - \$67,038.40
Lee	\$43,322.93 - \$76,042.98	\$43,322.93 - \$76,042.98	\$43,322.93 - \$76,042.98
Leon	\$36,246 - \$65,096	\$36,246 - \$65,096	\$39,385 - \$71,136
Levy	Not applicable		
Liberty	Not applicable		
Manatee	Skipped question		
Marion			\$38,085
Martin	\$30,000		\$60,000
Monroe	\$44,000		\$62,000
Nassau	Skipped question		
Okaloosa	Not applicable		
Okeechobee	Not applicable		
Orange	Skipped question		
Osceola	\$30,000 - \$55,000	\$30,000 - \$55,000	\$30,000 - \$55,000
Palm Beach	\$53,500 - \$76,200		
Pasco	\$41,182 - \$65,891		
Pinellas	\$40,539 - \$64,314		
Polk	Skipped question		
Putnam	Skipped question		
Santa Rosa	Skipped question		
Seminole	Skipped question		
St. Johns	\$46,568.88 - \$70,860.05	\$46,568.88 - \$70,860.05	\$46,568.88 - \$70,860.05
St. Lucie	Skipped question		
Suwannee	Not applicable		

**2017 COUNTY ATTORNEY SALARY SURVEY
Support Staff**

County	Entry Level	Senior Staff
Alachua	\$34,843 - \$52,434	\$34,843 - \$52,434
Bay	\$25,388	\$40,941
Bradford	Not applicable	
Charlotte	Skipped question	
Citrus	Skipped question	
Clay	Skipped question	
DeSoto	Not applicable	
Dixie	Not applicable	
Duval	Skipped question	
Escambia	Skipped question	
Flagler	\$36,000 - \$56,000	
Franklin	Not applicable	
Hendry	Skipped question	
Highlands	\$47,285	
Hillsborough	\$27,830 - \$53,497	\$40,768 - \$100,000
Holmes	Not applicable	
Lake	\$37,419 - \$61,672	\$37,419 - \$61,672
Lee	\$33,670.15 - \$58,120.14	\$37,382.53 - \$65,801.84
Leon	\$30,641 - \$54,088	\$30,641 - \$54,088
Levy		\$36,000.00
Liberty	Not applicable	
Manatee	Skipped question	
Martin	\$30,000	\$40,000
Marion		\$51,459
Monroe	\$35,000	\$60,000
Nassau	\$39,378	\$61,139
Okaloosa	Not applicable	
Okeechobee	Not applicable	
Orange	Skipped question	
Osceola	\$30,000 - \$50,000	\$30,000 - \$50,000
Palm Beach	\$40,535	\$78,715
Pasco	\$30,731 - \$49,170	\$33,881 - \$59,765
Pinellas	\$34,528	\$82,410.00
Polk	Skipped question	
Putnam	Skipped question	
Santa Rosa	Skipped question	
Seminole	Skipped question	
St. Johns	\$32,958	\$50,149
St. Lucie	Skipped question	
Suwannee	Not applicable	

2017 COUNTY ATTORNEY SALARY SURVEY

Do You Use Outside Counsel for Any Portion of the Following Issue Areas on a Routine Basis?

County	Eminent Domain	% Used	Workers Comp	% Used	Tort	% Used	Labor/Employment	% Used	Land Use/Growth Management	% Used	General Litigation	% Used	Other
Alachua							Yes	2%					
Baker													
Bay			Yes	90%			Yes	90%					
Bay							Yes				Yes		
Bradford			Yes	95%	Yes	95%	Yes	50%					
Charlotte	Yes	100%	Yes	100%									bond counsel
Citrus	Yes	95%	Yes	100%	Yes	95%							
Clay							Yes	50%					
DeSoto													No
Dixie			Yes	100%	Yes	varies	Yes	varies					
Duval	Yes	20%	Yes	90%			Yes	20%			Yes	10%	
Escambia			Yes	100%									
Flagler			Yes	Covered by insurer	Yes	Covered by insurer	Yes	Covered by insurer					
Franklin		n/a		n/a		n/a	Yes	100%		n/a		n/a	
Hendry			Yes	100	Yes	90%	Yes	30					
Highlands					Yes	100%	Yes	100%					
Hillsborough	Yes	75% after order of taking									Yes	Less than 10% of caseload	Benefits; P3's; Tax and Finance; complex real estate
Holmes													
Lake			Yes	100%	Yes	100%	Yes	25%					
Lee							Yes	50%	Yes	50%	Yes	20%	In-house conflict - 10%
Leon			Yes	100% of Workers Compensation matters are handled by outside	Yes	100% of Tort matters are handled by outside counsel.					Yes	10% of general litigation matters are handled by outside counsel.	

2017 COUNTY ATTORNEY SALARY SURVEY

Do You Use Outside Counsel for Any Portion of the Following Issue Areas on a Routine Basis?

County	Eminent Domain	% Used	Workers Comp	% Used	Tort	% Used	Labor/Employment	% Used	Land Use/Growth Management	% Used	General Litigation	% Used	Other
Levy	Yes	100%	Yes	100%	Yes	100% (through self-insurance program)	Yes	90%			Yes	50%	Special assessment programs; any extraordinary legislation or funding issues
Liberty													
Manatee			Yes	100%									Legislative lobbying
Marion					Yes	5%	Yes	5%			Yes	8%	
Martin	Yes	100%	Yes	100%	Yes	100%	Yes	60%					
Monroe			Yes	99%	Yes	80%	Yes	20%	Yes	10%			Construction
Nassau													
Okaloosa													Specialized fields, i.e. bankruptcy, environmental permitting etc
Okeechobee													
Orange			Yes	100%									
Osceola	Yes	100%			Yes	100%	Yes	75%	Yes	25%	Yes	50%	
Palm Beach			Yes	100%									
Pasco	No		Yes	100%	No		Yes	100%	No		Yes - construction	100%	
Pinellas							Yes	Less than 5% including benefit issues			Yes		
Polk	Yes	50%	Yes	100%	Yes	100%	Yes	50%	Yes	50%	Yes	50%	
Putnam	Yes	100% after negotiations fail	Yes	100%	Yes	100%	Yes	100%			Yes	80%	
Santa Rosa					Yes	80	Yes	60%					
Seminole			Yes		Yes		Yes						
St. Johns	Yes	70%	Yes	90%	Yes	70%	Yes	50%	Yes	25%	Yes	25%	
St. Lucie													
Suwannee							Yes	100%					

2017 COUNTY ATTORNEY SALARY SURVEY
Outside Counsel (County Attorney)

County	Name	Position	Annual Retainer	Annual Budget	Billing Rate	Litigation Services	Special Counsel Hired	Formal Contract
Baker	Rich Komando	Outside Counsel	\$54,000			Bill separately	Occasionally	Yes
DeSoto	Donald Conn	Outside Counsel		\$280,000	\$175-\$195 per hour depending on subject matter	\$225 per hour	No	Yes
Dixie	Rhett Bullard	Outside Counsel						Yes
Franklin	Thomas M. Shuler	Outside Counsel	\$100,000	\$100,000	\$100 per hour	\$100 per hour	Rarely	No
Holmes	Jeff Goodman	Outside Counsel	\$40,000	\$50,000	\$150 per hour	Per contract terms	Yes. Specialized situation as in bond counsel	Yes
Liberty	Robin Myers	Outside Counsel	\$30,000	\$16,883,833		Separate contract		Yes
Okaloosa	Greg Stewart	Outside Counsel	\$270,000 for all general county attorney services except litigation & extraordinary matters (matters exceeding 10 hours of work)	\$600,000	\$150 per hour for litigation and extraordinary matters		Yes. Specialized issues, i.e. bankruptcy, environmental permitting, etc.	Yes
Okeechobee	Laura McCall (Cassels & McCall)	Outside Counsel	\$121,682	\$157,982	\$250 per hour for John Cassels and \$250 per hour for Laura McCall	Yes on hourly basis. Do not charge for first \$1000	Yes. Bankruptcy, federal litigation and matters which County Attorney has conflict	Yes
Suwannee	James w. Prevatt, Jr.	Outside Counsel	\$17,500	\$100,000	\$125 per hour	Depends on type of action	Yes - depends on issue	Retainer plus hourly rate

2017 COUNTY ATTORNEY SALARY SURVEY
Outside Counsel (County Attorney)

County	Terms of Contract	Unique Contract Terms	Charter Provision that Governs Hiring/Termination of County Attorney	Date Hired	Number of Attorneys in Your Office	Number of Employees Supervised	Number of County Employees
Baker			No	09/01/2013	4		
DeSoto	2 years, billing rates are specified	N/A	No	01/01/2010	2		1
Dixie	Monthly flat rate \$4,000 per month, except billing to occur at regular hourly rate for extraordinary circumstances (i.e., protracted litigation, bond work, etc.).	Either party may terminate contract with 30 days notice.	No	2014	1	2	+/- 75
Franklin	At will	None	No	2001	1	1 full-time; 3 part-time	None
Holmes	Flat monthly retainer up to a certain number of hours per month. Anything over said amount is billed at \$150 per hour		No	11/00/2010	1	1 have 3 employees in my office	100
Liberty	2,500 monthly	None	No	09/01/2015			73 full-time; 16 part-time
Okaloosa	Retainer paid monthly in arrears. Current expiration date September 30, 2019. Firm has an attorney within the county for 3 days each week	None	No	04/01/2014			
Okeechobee	1 year contract; renewal annually		No	10/01/1990	2		
Suwannee	Retainer plus hourly		No	05/01/2013	1	1	

2017 COUNTY ATTORNEY SALARY SURVEY
Outside Counsel (County Attorney) Benefits

County	Car Allowance Amount	Deferred Compensation Amount	FRS	FRS - Senior Management	Health Insurance	Percentage funded by County	Dental Insurance	Percentage Funded by County	Vision Insurance	Percentage Funded by County
Baker	No	No	No	No	No		No		No	
DeSoto	No	No	No	No	No		No		No	
Dixie	No	No	No	No	No		No		No	
Franklin		No	No	No	No		No		No	
Holmes	No	No	No	No	No		No		No	
Liberty		No	No	No	No		No		No	
Okaloosa	No	No	No	No	No		No		No	
Okeechobee	No	No	No	No	No		No		No	
Suwannee	No	No			Yes	100%				

2017 COUNTY ATTORNEY SALARY SURVEY
Outside Counsel (County Attorney) Benefits

County	Additional Benefits	Is Health Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Is Dental Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Is Vision Insurance Funded by County for Spouse/Dependents	Percentage Funded by County	Florida Bar Dues Paid by County	CLE Costs Paid by County/How
Baker		No		No		No		No	No
DeSoto		No		No		No		No	No
Dixie		No		No		No		No	No
Franklin		No		No		No		No	Yes
Holmes		No		No		No		No	Yes. Reimbursed.
Liberty		No		No		No		No	No
Okaloosa		No		No		No		No	No
Okeechobee		No		No		No		No	Yes. County pays for our membership in FACA, which, in turn, provides us with the Annual FACA CLE at no cost. Additionally, if we attend other relevant CLE programs, the County pays the tuition and travel costs.
Suwannee		No		No		No		No	No

2017 COUNTY ATTORNEY SALARY SURVEY
Does Your Office Represent Any of These Constitutional Offices?

County	Clerk of Court	Property Appraiser	Sheriff	Supervisor of Elections	Tax Collector
Alachua	No	No	No	Yes	No
Baker					
Bay	No	No	No	No	Yes
Bay	No	No	No	No	
Bradford	Yes	Yes	Yes	Yes	Yes
Charlotte	No	No	No	No	No
Citrus				Yes	Yes
DeSoto	No	No	No	No	No
Dixie	No	No	No	No	
Duval	Yes	Yes	Yes	Yes	No
Escambia	No	No	No	Yes	No
Flagler	No	No	No	No	No
Franklin	No	No	Yes	Yes	Yes
Hendry	No	No	No	Yes	No
Highlands	No	No	No	Yes	No
Hillsborough	No	Yes	No	Yes	Yes
Holmes	Yes	Yes	Yes	No	No
Lake	Yes	Yes	No	Yes	No
Lee	No	No	No	No	No
Leon	No	No	No	No	No
Levy	No	No	No	No	Yes
Liberty	No	No	No	No	No
Manatee	No	No	No	No	No
Marion	No	No	No	No	No
Martin	Yes	No	No	Yes	No
Monroe	Yes	No	No	Yes	No
Nassau	Yes	No	Yes	Yes	No
Okaloosa	No	No	No	No	No
Okeechobee	Yes	No	No	No	No
Orange					
Osceola	No	No	No	No	No
Palm Beach	Yes	No	No	Yes	No
Pasco	No	No	No	No	No
Pinellas	Yes	Yes	No	Yes	
Polk	No	No	No	No	No
Putnam	No	No	No	No	Yes
Santa Rosa					
Seminole	No	No	No	No	Yes
St. Johns	No	No	No	No	Yes
St. Johns	No	No	No	No	No
St. Lucie					
Suwannee	No	No	No	No	No

2017 COUNTY ATTORNEY SALARY SURVEY
Does Your Office Represent Any of These Constitutional Offices?

1. _____

2017 COUNTY ATTORNEY SALARY SURVEY
Does Your Office Represent Any of These Constitutional Offices?

2017 COUNTY ATTORNEY SALARY SURVEY
Does Your Office Represent Any of These Constitutional Offices?

[REDACTED]