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Joint Committee on Finance

Paper #261

Pay Progression (District Attorneys and Public Defender)

[LFB 2017-19 Budget Summary: Page 151, #2, and Page 341, #5]

CURRENT LAW

Under 2011 Act 238 and 2013 Act 20, assistant district attorneys (ADAs) and deputy district attorneys (DDAs) are compensated pursuant to a merit-based pay progression plan under which prosecutors may receive annual salary adjustments. Act 20 also established a pay progression plan for assistant state public defenders (ASPDs) and assistant attorneys general (AAGs) that mirrors the pay progression plan provided to assistant and deputy district attorneys. The merit-based pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between an attorney's lowest hourly salary and the attorney's highest possible annual salary. Notwithstanding the creation of a 17 hourly salary step pay progression plan, District Attorneys, the State Public Defender, and the Attorney General may: (a) deny annual salary increases to individual ADAs, DDAs, ASPDs, and AAGs; or (b) increase the salary of individual ADAs, DDAs, ASPDs, and AAGs by up to 10% per year. In order to be eligible for pay progression, individuals generally must have served the state as an ADA, DDA, ASPD, or AAG for a continuous period of 12 months or more.

Both the District Attorney (DA) function and the Office of the State Public Defender (SPD) have an annual GPR appropriation utilized to supplement salary and fringe benefit funding in order to support salary adjustments under the pay progression plan. Base funding for salary adjustments for ADAs and DDAs totals \$556,900. Base funding for salary adjustments for ASPDs totals \$481,300.

The Department of Justice (DOJ) currently utilizes existing resources, including discretionary settlement funds, to support salary adjustments for AAGs.

As of April, 2017, the District Attorneys were authorized 363.45 ADA and DDA positions, including 314.15 GPR attorneys and 49.3 PR attorneys. The SPD is currently

authorized 374.2 ASPDs, all of which are GPR-funded. The Department of Justice is currently authorized 101.40 AAG and AAG supervisor positions, including 78.25 GPR attorneys, 18.9 PR attorneys, and 4.25 FED attorneys.

GOVERNOR

Provide the District Attorneys \$1,066,100 GPR in 2017-18 and \$2,645,300 GPR in 2018-19 to support salary increases for ADAs and DDAs under the pay progression plan. In addition, transfer \$556,900 annually in base funding for the District Attorneys for pay progression from salaries and fringe benefits to one-time financing. Funding under the bill is provided on a non-continuing basis, and would, therefore, not carry forward into the 2019-21 biennium. The amounts provided under the bill are intended to support a \$1.97 per hour salary increase (\$4,098 annually) for eligible ADAs and DDAs. A \$1.97 per hour salary increase represents one full step under the pay progression plan.

Provide the State Public Defender \$66,400 GPR in 2018-19 to support salary increases for ASPDs under the pay progression plan. The amounts provided under the bill are intended to equal the cost of a 2% salary increase for ASPDs on October 1, 2018, as well as another 2% salary increase for ASPDs on May 1, 2019. [The timing and level of these salary increases for ASPDs would be similar to the timing and level of general wage adjustments budgeted for general state employees under compensation reserves.] Notwithstanding the fact that funding provided under the bill is intended to equal the cost of 2% salary increases for ASPDs on October 1, 2018, and May 1, 2018, the SPD would be authorized to utilize pay progression funding to award salary increases for eligible ASPDs at the start of the 2017-19 biennium.

Table 1 identifies the amount of funding that would be available under the budget bill for pay progression for both the District Attorneys and the State Public Defender.

TABLE 1

**Funding under the Budget Bill for District Attorney
and State Public Defender Pay Progression**

	<u>2017-18</u>	<u>2018-19</u>	<u>Total</u>
District Attorneys			
Base funding	\$556,900	\$556,900	\$1,113,800
Budget bill	<u>1,066,100</u>	<u>2,645,300</u>	<u>3,711,400</u>
Total	\$1,623,000	\$3,202,200	\$4,825,200
State Public Defender			
Base funding	\$481,300	\$481,300	\$962,600
Budget bill	<u>0</u>	<u>66,400</u>	<u>66,400</u>
Total	\$481,300	\$547,700	\$1,029,000

The above amounts are for pay progression in the 2017-19 biennium. No amounts are provided in compensation reserves for either agency for a general wage adjustment (2%/2% for

other state employees in 2018-19).

DISCUSSION POINTS

1. Under the 2015-17 state employee compensation plan established by the Division of Personnel Management in the Department of Administration (DOA), the minimum hourly salary for ADAs, DDAs, and ASPDs is \$23.68 per hour (\$49,254 annually), while the maximum salary for these employees is \$57.22 per hour (\$119,018 annually). [Due to supervisory responsibilities, deputy district attorneys and ASPD supervisors may earn up to an additional \$2.75 per hour (\$5,720 annually).] Generally, the compensation plan requires that assistant district attorneys be hired at the minimum salary level, while the SPD is authorized to hire ASPDs at a rate up to \$40.45 per hour (\$84,136 annually).

2. The pay progression plan for these individuals exists to increase employee retention by creating a path for experienced attorneys to move from the minimum salary level to the maximum salary level. The pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the minimum salary level and the maximum salary level. One full salary step totals \$1.97 per hour, or \$4,098 annually. Notwithstanding the creation these 17 steps, ADAs, DDAs, and ASPDs may, at the discretion of their supervisor, receive up to a 10% increase in their salary on an annual basis until the attorney reaches the maximum allowable salary under the compensation plan. Once an attorney reaches the maximum salary level, the attorney may no longer receive salary adjustments under the pay progression plan. Under the pay progression plan, ADAs, DDAs, and ASPDs are eligible to receive a salary adjustment after having been employed in such a position for 12 continuous months.

3. In establishing the pay progression plan for the District Attorneys and the SPD, the Legislature created a separate GPR annual appropriation for both DAs and the SPD to support salary increases under the plan. During the 2015-17 biennium, the District Attorneys were provided \$556,900 GPR in 2016-17 to support salary increases for ADAs and DDAs, while the SPD was provided \$481,300 GPR in 2016-17 to support salary increases for ASPDs. Funding provided to both the District Attorneys and the SPD in 2016-17 was intended to support, on average, a 2% salary increase for ADAs, DDAs, and ASPDs eligible to receive a salary adjustment under the pay progression plan. Funding provided in 2016-17 for pay progression exists as base funding in the District Attorney function and the SPD for the 2017-19 biennial budget.

4. Under a separate provision of the bill, the SPD's annual GPR appropriation for salary adjustments for ASPDs is deleted. Instead, under the bill, funding for salary adjustments would be included in a new biennial GPR appropriation utilized to support all operations of the SPD. A separate paper will be prepared on this issue.

5. Table 2 identifies funding provided to the District Attorneys and the SPD for pay progression during the 2013-15 biennium and the 2015-17 biennium, as well as a brief description of how the funding was utilized. Table 2 also identifies amounts recommended by the Governor in the bill for pay progression during the 2017-19 biennium.

TABLE 2

**Funding Appropriated for Pay Progression for the District Attorneys
and the State Public Defender, 2013-14 through 2018-19**

<u>Fiscal Year</u>	<u>District Attorneys</u>		<u>State Public Defender</u>	
	<u>Appropriated Amount</u>	<u>Utilization of Funding</u>	<u>Appropriated Amount</u>	<u>Utilization of Funding</u>
2013-14	\$1,018,400	Increase salaries of eligible attorneys to the next hourly salary step.	\$997,000	Increase salaries of eligible attorneys to the next hourly salary step.
2014-15	3,625,500	Increase salaries of certain attorneys by, on average, 6.6%, and provide other attorneys a one-time lump sum of \$2,000.	1,978,600	Increase salaries of eligible attorneys by, on average, 4.4%.
2015-16	0		0	
2016-17	556,900	Increase salaries for eligible attorneys by, on average, 2%.	481,300	Increase salaries for eligible attorneys attorneys by, on average, 2%
2017-18*	1,623,000	Amounts may be utilized at the discretion of the District Attorneys. However, funding is intended to increase salaries of eligible attorneys by \$1.97 per hour.	481,300	Amounts may be utilized at the discretion of the State Public Defender. No intended use is specified.
2018-19*	3,202,200	Amounts may be utilized at the discretion of the District Attorneys. However, funding is intended to increase salaries of eligible attorneys by \$1.97 per hour.	547,700	Amounts may be utilized at the discretion of the State Public Defender. However, funding is intended to equal the cost of a 2% salary increase on October 1, 2018, and by another 2% increase on May 1, 2019.

*Information related to 2017-18 and 2018-19 are based on amounts included in the Governor's recommended budget. Note that amounts for the 2017-19 biennium include base funding of \$556,900 GPR annually for the District Attorneys and \$481,300 GPR annually for the State Public Defender.

6. For the District Attorneys, the bill appropriates more funding in 2018-19 as compared to 2017-18 to support similar salary increases in both years of the 2017-19 biennium. When budgeting for salary adjustments under the pay progression plan, greater amounts are typically appropriated in the second year of the biennium when compared to the first year of the biennium to support both: (a) any salary increases awarded in the first year of the biennium; and (b) any additional salary increases provided in the second year of the biennium.

7. Ongoing support for any salary increases provided to ADAs, DDAs, or ASPDs during the 2017-19 biennium will likely be included in the DA's and SPD's full funding of continuing position salaries and fringe benefits standard budget adjustment included in the 2019-21 biennial budget bill.

8. Unlike the District Attorneys and the SPD, the Department of Justice does not have a separate GPR appropriation to support salary adjustments for assistant attorneys general under the pay progression plan. In recent years, DOJ has supported any such salary adjustments through the utilization of existing resources, including discretionary settlement funds. Discretionary settlement

funds are amounts received by DOJ as a result of certain litigation that may be expended by DOJ for any purpose permitted by state law, at the discretion of the Attorney General. It is anticipated that DOJ will continue to support pay progression awards to AAGs during the 2017-19 biennium in a similar manner.

Attorney Retention

9. Table 3 provides information from the DOA's Division of Personnel Management (DPM) on the separation rates (rates of departure) from 2006-07 through 2015-16 for ADAs, ASPDs, and other nonsupervisory state attorneys.

TABLE 3

Rates of Separation by Non-Supervisory Attorneys

	<u>FY07</u>	<u>FY08</u>	<u>FY09</u>	<u>FY10</u>	<u>FY11</u>	<u>FY12</u>	<u>FY13</u>	<u>FY14</u> ¹	<u>FY15</u>	<u>FY16</u>
Retirement										
ADA	2.5%	1.1%	2.2%	3.1%	3.0%	1.1%	1.7%	1.7%	3.1%	2.9%
ASPD	1.6	2.8	1.9	1.2	5.5	2.3	0.7	1.8	5.7	5.2
Other Nonsupervisory State Attorneys	1.4	4.6	4.7	4.5	8.2	5.0	4.6	2.2	5.5	6.8
Non-Retirement Separations										
ADA ²	3.9%	7.1%	5.2%	3.9%	5.5%	8.0%	7.1%	7.4%	6.3%	6.3%
ADA Alternate ³	6.3	8.2	7.4	5.0	6.1	10.2	9.0	9.6	10.3	9.8
ASPD ²	5.7	4.7	5.4	3.1	2.4	4.5	4.6	3.9	5.0	9.6
Other Nonsupervisory State Attorneys ²	1.0	1.4	2.2	0.4	2.2	5.4	4.2	2.2	3.7	6.1
Total Retirement and Non-Retirement Separations										
ADA	6.4%	8.2%	7.4%	7.0%	8.5%	9.1%	8.8%	9.1%	9.4%	9.2%
ADA Alternate	8.8	9.3	9.6	8.1	9.1	11.3	10.7	11.3	13.4	12.7
ASPD	7.3	7.5	7.3	4.3	7.9	6.8	5.3	5.7	10.7	14.8
Other Nonsupervisory State Attorneys	2.4	6.0	6.9	4.9	10.4	10.4	8.8	4.4	9.2	12.9

¹ 2013-14 was the first fiscal year in which funding for pay progression was provided.

² These separations only include separations from state service. These separations do not include appointments to other positions in Wisconsin state service, such as appointment to a District Attorney position or state circuit court judgeship.

³ Alternate separation data for ADAs includes transfers to non-ADA positions in Wisconsin state service (excluding a promotion to a DDA position), which would include appointment to a District Attorney position and appointment to a judgeship.

10. Appendix I and Appendix II provide additional information compiled by DPM on separations from state service by permanent classified employees, by job group, (excluding the University of Wisconsin System) for 2014-15 and 2015-16, respectively. Note that the legal professionals and paralegals job group does not include ADAs and ASPDs, since ADAs and ASPDs are unclassified employees. As Appendix I indicates, the separation rate from state service by job group in 2014-15 ranged from 3.4% to 33.0%, while the average separation rate across all job

groups was 11.9%. Appendix II indicates that the separation rate from state service by job group ranged from 3.3% to 37.6% in 2015-16, while the average separation rate across all job groups was 13.4%. In comparing the separation data for the ADAs and ASPDs (provided in Table 3) with other job groups in state service, it would appear as though the ADA and ASPD separation rate has been similar to that of other job groups within state service. When comparing the data in Table 3 and Appendices I and II, however, it should be noted that the job groups listed in Appendices I and II vary in the level of professional training and education required to adequately perform the job.

11. While the salary provided to ADAs and ASPDs has been identified as a key concern in the retention of these employees, there are many factors that may contribute to an employee's decision to remain employed with his or her current employer or seek opportunities elsewhere. The extent to which attorneys may leave state service as ADAs due to dissatisfaction with salary levels cannot be answered based on the available data. It is likely that some resignations are related to salary issues, in whole or in part, while other resignations are unrelated to salary concerns. The State Prosecutors Office (SPO) has provided data on employees vacating ADA positions from 2001 through June, 2016. This information provides some perspective on retention issues.

12. From January, 2001, through June, 2016, the SPO identified 709 ADA departures. Of these 709 departures, 110 (15.5%) were transfers to ADA positions in a different county and 60 (8.5%) were appointments to a deputy DA position or elections or appointments to a DA position. Further, 97 departures (13.7%) were due to retirement. In addition, 39 departures (5.5%) were due to discharge, layoff, position termination, health, disability, and death. In total, 306 (43.2%) of 709 departures over a 15 and a half-year period were not for reasons that would not clearly be associated with salary dissatisfaction.

13. During the 15 and a half-year period, 112 departures (15.8%) were due to ADAs taking government positions with local units of government, the state, and the federal government, including 21 who became judges or elected representatives, 38 who took other state legal positions, and eight who became court commissioners. While these departures may have been motivated, in part, by salary dissatisfaction, they may also have been motivated by a desire for career advancement while still working in government, or for other reasons.

14. The remaining cases, which represent resignations from ADA positions for other reasons, total 291, or 41.0% of departures. For 214 of these 291 resignations, no reason for recorded for the resignation. Table 4 summarizes the variety of reasons provided for the remaining 77 resignations.

TABLE 4

Reasons for Certain ADA Resignations, 2011 Through June, 2016

<u>Reason for Resignation</u>	<u>Number</u>
Private sector (leaving state service)	40
Did not return from leave of absence	12
Moved out of state	12
Personal reasons	2
Family care	2
Military service	2
Resigned -- stay at home	2
Going back to school	1
Practice in a religious community	1
Self-employed writer	1
Teaching and family reasons	1
Other work	<u>1</u>
Total	77

15. Over the 15 and a half-year period, it appears that many motivational factors may contribute to resignation decisions for assistant district attorneys, as is the case for other occupational groups.

16. As with the ADAs, it would appear as though attorney departures from the SPD likely occurred for a variety of reasons. The SPD identified 126 assistant state public defender departures from 2012-13 through 2015-16. Of these 126 ASPD departures, 42 were the result of retirements, six were the result of the attorney moving out of state or away from his or her home, two were the result of an attorney's family issue or a desire to stay at home, one was the result of a death, and one was the result of an attorney's desire to attend medical school.

17. Further, 33 attorneys separated from the SPD for a new job with another state agency, a District Attorney's office, a local corporation counsel or city attorney, the courts, a federal agency, or the Legislature. In addition, 24 attorneys separated from the SPD to accept either an unspecified position or a position in the private sector. While it is likely that salary dissatisfaction was a contributing factor in several of these attorneys' resignation, it is also likely that career advancement or other personal decisions were a contributing factor. [Note that for the remaining 17 attorney separations from 2012-13 through 2015-16, information does not exist regarding the reason for resignation.] In total, during exit surveys conducted by the SPD, 69 attorneys separating from the SPD identified salary as a contributing factor for the reason for separation (although it should be noted that, according to the SPD, complete data from exit surveys does not exist).

18. From 2011 through 2015, 45 assistant attorneys general departed from the Department of Justice. Of these 45 departures, 17 were the result of retirement, 21 were the result of the attorneys transferring to another state agency or other local or federal public sector entities, one was the result of the attorney accepting a job in the private sector, one departure was the result of the

attorney failing to return from a leave of absence, one departure was the result of the attorney moving away from his or her home, and four departures were for unspecified reasons.

Pay Progression Provisions Under the Bills

19. Both the District Attorneys and the State Public Defender have identified the recruitment and retention of attorneys as an issue, and have identified compensation levels as a significant cause of the issue. Pay progression exists to move eligible attorneys from the minimum annual salary provided at time of hire to the maximum salary in order to increase the recruitment and retention of these employees.

20. The value of individual attorneys to DA offices and the SPD increases with time of service. With experience, the ability of these attorneys to address an increased caseload improves, and the quality of service that these attorneys can provide to the state and affected individuals also improves. In addition, when attorney turnover is reduced, DA offices and the SPD can minimize the resources that must be applied to the recruitment and training of new attorneys. Finally, in retaining quality staff, increased compensation can be a tangible way for the DAs and the SPD to indicate to the staff that the staff, and the work the staff performs, is valued.

21. The bill provides the District Attorneys with \$1,066,100 GPR in 2017-18 and \$2,645,300 GPR in 2018-19 (in addition to \$556,900 GPR annually of base funding) in order to support salary increases for assistant and deputy DAs under the pay progression plan. While the District Attorneys would have discretion in administering pay progression amounts, the appropriated amounts under the bill are intended to support a \$1.97 per hour pay increase to ADAs and DDAs eligible under the pay progression plan. Total funding for pay progression for the DAs is provided on a one-time basis, and would, therefore, not be included in the DA's base budget for the 2019-21 biennium.

22. In addition, the bill provides the SPD with \$66,400 GPR in 2018-19 (in addition to \$481,300 GPR annually of base funding) in order to support salary increases for assistant state public defenders under the pay progression plan. While the SPD would have discretion in administering these pay progression amounts, the appropriated amounts are intended to equal the cost of a 2% salary increase for ASPDs on October 1, 2018, as well as another 2% salary increase for ASPDs on May 1, 2019 (similar to the general wage adjustments provided to other state employees).

23. Funding for pay progression for the SPD is included in a new biennial GPR appropriation created to support the operations of the SPD (the creation of this new appropriation is addressed in a separate paper). While pay progression funding for the SPD is technically not provided on a one-time basis, pay progression funding would be combined with other salary and fringe benefit funding provided under the new biennial GPR appropriation. As a result, during deliberations of the 2019-21 biennial budget, the SPD's full funding of salaries and fringe benefits standard budget adjustment included in the 2019-21 biennial budget will delete any excess salary and fringe benefit funding that could be utilized for pay progression awards during the 2019-21 biennial budget. If, while deliberating the creation of a new biennial GPR appropriation in the SPD to support the operations of the SPD, the Committee chooses to maintain the SPD's current

appropriation structure (thus eliminating the new biennial appropriation and retaining the current law salary adjustment appropriation), funding for pay progression for the SPD will be moved to the one-time financing budget line.

24. The pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the minimum salary level (\$23.68 per hour, or \$49,254 annually) and the maximum salary level (\$57.22 per hour, or \$119,018 annually). One full salary step totals \$1.97 per hour, or \$4,098 annually. Notwithstanding the creation of the 17 hourly salary steps, under the pay progression plan, supervising District Attorneys or the State Public Defender may award individual ADAs, DDAs, and ASPDs up to a 10% increase in their salary on an annual basis until the attorney reaches the maximum allowable salary under the compensation plan. Given the structure of the pay progression plan, funding for pay progression is typically provided to support either: (a) a full hourly salary step under the pay progression plan (\$1.97 per hour); or (b) a specific percent increase in the attorney's salary.

25. Funding is provided to the SPD to support an amount equal to the cost of a 2% salary increase for ASPDs on October 1, 2018, as well as another 2% salary increase for ASPDs on May 1, 2019 (similar to the general wage adjustments provided to other state employees). However, under the pay progression plan, pay increases are typically awarded on the first pay period that occurs on or after the beginning of a fiscal year. Total funding under the bill for SPD pay progression during the 2017-19 biennium, including base funding, (\$481,300 GPR in 2017-18 and \$547,700 GPR in 2018-19) would support a 1.3% average salary increase for ASPDs in both 2017-18 and 2018-19. By comparison, funding provided under the bill for DA pay progression during the 2017-19 biennium, including base funding (\$1,623,000 GPR in 2017-18 and \$3,202,200 GPR in 2018-19) could support a 6.2% average annual salary increase for ADAs and DDAs in 2017-18 and 2018-19.

26. *Governor.* Given the benefits of reducing attorney turnover, the Committee could provide funding to both the DAs and the SPD to support salary adjustments under the pay progression plan. Funding could be provided in the manner recommended by the Governor [Alternative 1]. This alternative would not affect the bill, and would result in DA pay progression funding totaling \$1,623,000 GPR in 2017-18 and \$3,202,200 GPR in 2018-19, and SPD pay progression funding totaling \$481,300 GPR in 2017-18 and \$547,700 GPR in 2018-19. Further, under this alternative, funding for pay progression would be provided on a one-time basis.

27. *Governor and Technical Modifications.* Amounts calculated for pay progression under the bill are based on payroll data from August, 2016. In addition, the amounts included in the bill do not account for the fact that pay progression funding provided to the DAs and the SPD is typically reduced in order to account for vacant positions. Finally, while funding for the SPD is intended to support pay progression awards in 2018-19 only, the bill does not eliminate the SPD's base funding for pay progression in 2017-18. If the Committee wishes to provide the pay progression levels recommended by the Governor for both the DAs and the SPD, but also wishes to account for these issues, the Committee could do the following: (a) reduce DA funding for pay progression salary increases under the bill by \$60,400 GPR in 2017-18 and \$39,300 GPR in 2018-19 to support a \$1.97 per hour salary increase for ADAs and DDAs in 2017-18 and 2018-19; and (b) reduce the SPD's funding for pay progression under the bill by \$481,300 GPR in 2017-18 and \$67,000 GPR in

2018-19 in order to provide funding equal to the cost of a 2% pay increase for ASPDs in October, 2018, as well as another 2% pay increase for ASPDs in May, 2019 [Alternative 2]. However, as noted above, pay progression awards are typically awarded on the first pay period that occurs on or after the beginning of a fiscal year. Funding provided under Alternative 2 for pay progression for the SPD (\$480,700 GPR in 2018-19) could support an approximate 1.83% salary increase for eligible ASPDs at the beginning of 2018-19. Alternative 2 would result in DA pay progression funding totaling \$1,562,600 GPR in 2017-18 and \$3,162,900 GPR in 2018-19, and SPD pay progression funding totaling \$480,700 GPR in 2018-19.

28. The bill provides funding to support disparate levels of pay progression awards for the District Attorney function and the SPD. In budgeting for compensation for state employees, similar classes of employees are typically budgeted for in similar manners. To this point, the current state employee compensation plan provides the same minimum and maximum hourly salary level for assistant DAs and assistant state public defenders. Further, in recognizing the vital role that ADAs and ASPDs both play in the criminal justice system, the state has provided a similar pay progression plan for ADAs, DDAs, and ASPDs. Finally, "[The] SPD is concerned that the disparate amounts provided to ADAs and ASPDs for pay progression will hurt efforts to retain SPD attorneys." Therefore, if the Committee decides to provide funding for pay progression, the Committee may wish to provide funding to the District Attorneys and the State Public Defender to support similar salary increases.

29. *One-Step Increase for DAs and SPD.* In order to equalize pay progression levels for the DAs and the SPD, the Committee could increase the amounts provided to the SPD, or it could decrease the amounts provided to the DAs. As noted above, the bill provides funding to support a \$1.97 per hour salary increase for ADAs and DDAs in both 2017-18 and 2018-19. In order to provide a similar per hour salary increase for ASPDs (and account for the issues identified under discussion point #27), the Committee could do the following: (a) reduce DA funding under the bill for pay progression by \$60,400 GPR in 2017-18 and \$39,300 GPR in 2018-19; and (b) increase SPD funding for pay progression under the bill by \$1,092,300 GPR in 2017-18 and \$2,621,500 GPR in 2018-19 [Alternative 3]. This alternative would result in DA pay progression funding totaling \$1,562,600 GPR in 2017-18 and \$3,162,900 GPR in 2018-19, and SPD pay progression funding totaling \$1,573,600 GPR in 2017-18 and \$3,169,200 GPR in 2018-19.

30. *1.83% Salary Increase for DAs and SPD in 2018-19.* The Committee could also reduce the pay progression level provided to the DAs to match the SPD. As noted above, after accounting for the issues identified under discussion point #27, funding provided to the SPD could support an approximate 1.83% salary increase for eligible ASPDs at the beginning of 2018-19. In order to provide a similar pay increase for ADAs and DDAs, the Committee could do the following: (a) reduce DA funding under the bill by \$1,623,100 GPR in 2017-18 and \$2,719,800 GPR in 2018-19; and (b) reduce SPD funding under the bill by \$481,300 GPR in 2017-18 and \$67,000 GPR in 2018-19 [Alternative 4]. This alternative would result in DA pay progression funding totaling \$482,400 GPR in 2018-19 and SPD pay progression funding totaling \$480,700 GPR in 2018-19.

31. *Various Percentage Increase.* Alternatively, the Committee may wish to provide the DAs and SPD with funding to support a different level of pay increase, as compared to what is

provided under the bill. Under the pay progression plan, the maximum annual salary increase that may be provided to an ADA, DDA, or ASPD is 10%. Appendix III identifies the cost of providing the DAs and the SPD funding to support pay increases between 1% and 10% for ADAs, DDAs, and ASPDs, as a reflection of a change to the bill. Appendix III also identifies the cost of providing one-full step under the pay progression plan (\$1.97 per hour). Appendix III identifies these costs if: (a) pay increases are provided in both years of the biennium; (b) pay increases are only provided in 2017-18; and (c) pay increases are only provided in 2018-19.

32. For example, the Committee may wish to provide the DAs and the SPD funding to support a 5% salary increase for ADAs, DDAs, and ASPDs in 2017-18 and 2018-19. In order to do so, as identified in Appendix III, the Committee could: (a) reduce DA funding under the bill by \$335,800 GPR in 2017-18 and \$569,100 GPR in 2018-19; and (b) increase SPD funding under the bill by \$799,000 GPR in 2017-18 and \$2,126,000 GPR in 2018-19 [Alternative 5]. This alternative would result in DA pay progression funding totaling \$1,287,200 GPR in 2017-18 and \$2,633,100 GPR in 2018-19, and SPD pay progression funding totaling \$1,280,300 GPR in 2017-18 and \$2,607,300 GPR in 2018-19.

33. *Use of Base Resources.* The Committee may also wish to only utilize existing base funding for pay progression to support pay increases. As noted above, the DAs have base funding totaling \$556,900 GPR annually for pay progression, and the SPD has base funding totaling \$481,300 GPR annually for pay progression. If this is the case, the Committee could reallocate base funding between fiscal years for both the DAs and the SPD in order to support an annual salary increase in both years of the biennium.. Specifically, the Committee could reduce DA funding under the bill by \$1,254,900 GPR in 2017-18 and \$2,456,500 GPR in 2018-19. This would result in DA pay progression funding totaling \$368,100 GPR in 2017-18 and \$745,700 GPR in 2018-19, which could support an approximate 1.41% average salary increase in both 2017-18 and 2018-19. In addition, the Committee could modify SPD funding under the bill by -\$163,600 GPR in 2017-18 and \$97,200 GPR in 2018-19. This would result in SPD pay progression funding totaling \$317,700 GPR in 2017-18 and \$644,900 GPR in 2018-19, which could support an approximate 1.22% average salary increase in both 2017-18 and 2018-19 [Alternative 6]. This alternative would not increase the DA's or the SPD's base funding over the biennium.

34. *Delete Funding.* On the other hand, the Committee could decide to eliminate all funding for pay progression for ADAs, DDAs, and ASPDs [Alternative 7]. This alternative would reduce DA funding under the bill by \$1,623,000 GPR in 2017-18 and \$3,202,200 GPR in 2018-19, and reduce SPD funding under the bill by \$481,300 GPR in 2017-18 and \$547,700 GPR in 2018-19.

35. As pay progression is a commitment to move ADAs, DDAs, and ASPDs from the minimum hourly salary available to these employees (currently \$23.68 per hour) to the maximum available hourly salary available to these employees (currently \$57.22 per hour), pay progression is a substantial ongoing financial commitment for the state. Further, since the state must continue to support the cost of past salary increases, the annual cost of supporting the pay progression plan builds on itself. For example, the cost of supporting a 5% annual salary increase for ADAs, DDAs, and ASPDs under the pay progression plan would be \$2,567,500 GPR in 2017-18 and \$5,240,400

GPR in 2018-19. It is estimated that providing a similar 5% annual salary increase during the 2019-21 biennium would cost \$7,856,000 GPR in 2019-20 and \$10,412,700 GPR in 2020-21. The cost of pay progression for ADAs, DDAs, and ASPDs would still be higher than these estimates if funding is provided for 10% annual pay progression increases, as is allowable under current law.

36. The ultimate annual cost of pay progression, however, depends on turnover rates. A higher turnover rate reduces the annual cost of pay progression as more highly compensated attorneys would be replaced by lower compensated attorneys. It should be noted, however, that one of the goals of the pay progression plan is to reduce attorney turnover.

ALTERNATIVES

1. *Governor's Recommendation.* Include the Governor's recommendation to provide the District Attorneys with \$1,066,100 GPR in 2017-18 and \$2,645,300 GPR in 2018-19 to support salary increases for ADAs and DDAs under the pay progression plan. Funding is intended to support a \$1.97 per hour increase for ADAs and DDAs in 2017-18 and 2018-19. Including base funding, this would result in DA pay progression funding totaling \$1,623,000 GPR in 2017-18 and \$3,202,200 GPR in 2018-19. Provide all funding for pay progression (including base funding) as one-time financing.

Include the Governor's Recommendation to provide the SPD with \$66,400 GPR in 2018-19 to support salary increases for ASPDs under the pay progression plan. Funding is intended to equal the cost of a 2% salary increase on October 1, 2018, as well as another 2% salary increase for ASPDs on May 1, 2019. Including base funding, this would result in SPD pay progression funding totaling \$481,300 GPR in 2017-18 and \$547,700 GPR in 2018-19.

ALT 1	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$3,711,400	\$0
<u>For SPD</u>		
GPR	\$66,400	\$0

2. *Governor's Recommendation with Technical Modification.* Provide the DAs with \$1,005,700 GPR in 2017-18 and \$2,606,000 GPR in 2018-19 to support salary increases for ADAs and DDAs under the pay progression plan. Funding is intended to support a \$1.97 per hour increase for ADAs and DDAs in 2017-18 and 2018-19. Including base funding, this would result in DA pay progression funding totaling \$1,562,600 GPR in 2017-18 and \$3,162,900 GPR in 2018-19. Provide all funding for pay progression (including base funding) as one-time financing.

Reduce the SPD's base funding for pay progression (which totals \$481,300 GPR annually) by \$481,300 GPR in 2017-18 and \$600 GPR in 2018-19. As a result, the SPD would have \$480,700 GPR in 2018-19 to support pay increases under the pay progression plan. Funding provided under this alternative is equal to the cost of a 2% pay increase for ASPDs in October, 2018, as well as another 2% pay increase for ASPDs in May, 2019. However, pay progression awards are typically

awarded on the first pay period that occurs on or after the beginning of a fiscal year. Funding provided under Alternative 2 for SPD pay progression could support an approximate 1.83% salary increase for eligible ASPDs at the beginning of 2018-19.

ALT 2	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$3,611,700	- \$99,700
<u>For SPD</u>		
GPR	- \$481,900	- \$548,300

3. *One-step Increase for DA's and SPD.* Provide the DAs with \$1,005,700 GPR in 2017-18 and \$2,606,000 GPR in 2018-19 to support salary increases for ADAs and DDAs under the pay progression plan. Funding is intended to support a \$1.97 per hour average increase for ADAs and DDAs in 2017-18 and 2018-19. Including base funding, this would result in DA pay progression funding totaling \$1,562,600 GPR in 2017-18 and \$3,162,900 GPR in 2018-19. Provide all funding for pay progression (including base funding) as one-time financing.

Provide the SPD with \$1,092,300 GPR in 2017-18 and \$2,687,900 GPR in 2018-19 to support salary increases for ASPDs under the pay progression plan. Funding is intended to support a \$1.97 per hour average increase for ASPDs in 2017-18 and 2018-19. Including base funding, this would result in SPD pay progression funding totaling \$1,573,600 GPR in 2017-18 and \$3,169,200 GPR in 2018-19.

ALT 3	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$3,611,700	- \$99,700
<u>For SPD</u>		
GPR	\$3,780,200	\$3,713,800

4. *1.83% Salary Increase in 2018-19 for DAs and SPD.* Reduce the DA's base funding for pay progression (which totals \$556,900 GPR annually) by \$556,900 GPR in 2017-18 and \$74,500 GPR in 2018-19. As a result, the DA function would have \$482,400 GPR in 2018-19 to support pay increases under the pay progression plan. This funding is intended to support an approximate 1.83% average salary increase for ADAs and DDAs in 2018-19. Provide all funding for pay progression (including base funding) as one-time financing.

Reduce the SPD's base funding for pay progression (which totals \$481,300 GPR annually) by \$481,300 GPR in 2017-18 and \$600 GPR in 2018-19. As a result, the SPD would have \$480,700 GPR in 2018-19 to support pay increases under the pay progression plan. This alternative would support an approximate 1.83% average salary increase for ASPDs in 2018-19.

ALT 4	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	- \$631,400	- \$4,342,800
<u>For SPD</u>		
GPR	- \$481,900	- \$548,300

5. *5% Annual Salary Increase for DAs and SPD.* Provide the DAs with \$730,300 GPR in 2017-18 and \$2,076,200 GPR in 2018-19 to support a 5% average salary increase for ADAs and DDAs in 2017-18 and 2018-19. Including base funding, this would result in DA pay progression funding totaling \$1,287,200 GPR in 2017-18 and \$2,633,100 GPR in 2018-19. Provide all funding for pay progression (including base funding) as one-time financing.

Provide the SPD with \$799,000 GPR in 2017-18 and \$2,126,000 GPR in 2018-19 to support a 5% average salary increase for ASPDs in 2017-18 and 2018-19. Including base funding, this would result in SPD pay progression funding totaling \$1,280,300 GPR in 2017-18 and \$2,607,300 GPR in 2018-19.

ALT 5	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$2,806,500	- \$904,900
<u>For SPD</u>		
GPR	\$2,925,000	\$2,858,600

6. *Reallocation of Base Resources.* Reduce funding for pay progression for the DA function by \$188,800 GPR in 2017-18, and increase funding for pay progression for the DA function by a corresponding \$188,800 GPR in 2018-19. As a result, the DAs would have \$368,100 GPR in 2017-18 and \$745,700 GPR in 2018-19 for pay progression. This alternative would support an approximate 1.41% average salary increase for ADAs and DDAs in 2017-18 and 2018-19. Provide all funding for pay progression (including base funding) as one-time financing.

Reduce funding for pay progression for the SPD by \$163,600 GPR in 2017-18, and increase funding for pay progression for the SPD by a corresponding \$163,600 GPR in 2018-19. As a result, the SPD would have \$317,700 GPR in 2017-18 and \$644,900 GPR in 2018-19 for pay progression. This alternative would support an approximate 1.22% average salary increase for ASPDs in 2017-18 and 2018-19.

ALT 6	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$0	- \$3,711,400
<u>For SPD</u>		
GPR	\$0	- \$66,400

7. Eliminate all funding for pay progression within the DA function and the SPD.

ALT 7	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	- \$1,113,800	- \$4,825,200
<u>For SPD</u>		
GPR	- \$962,600	- \$1,029,000

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Attachments

APPENDIX I

Separations from State Service by Job Group 2014-15 Permanent Classified Employees Excluding UW System

<u>Job Group</u>	Average Count in Job Group*	Non-Retirement <u>Separation</u>		<u>Retirements</u>		Total <u>All Separations</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Personal Care Aides	667	199	29.9%	21	3.2%	220	33.0%
Health Care Technicians	1,956	322	16.5	64	3.3	386	19.7
Inspectors, Inspectors and Compliance	335	39	11.6	18	5.4	57	17.0
Physicians and Health Care Practitioners	107	7	6.5	10	9.3	17	15.9
Food Production	407	45	11.1	18	4.4	63	15.5
Health Care Professionals	1,248	149	11.9	43	3.4	192	15.4
Program Specialist	277	16	5.8	24	8.7	40	14.5
Production Laborers	269	20	7.4	18	6.7	38	14.2
Claims Determination	460	50	10.9	13	2.8	63	13.7
Property Management	116	9	7.8	6	5.2	15	12.9
Mechanical and Maintenance Supervisors	135	4	3.0	13	9.6	17	12.6
Mechanical Equipment, Maintenance Repair	406	28	6.9	23	5.7	51	12.6
Administrative Support	3,172	231	7.3	167	5.3	398	12.5
Administrators-Senior Executives	529	19	3.6	46	8.7	65	12.3
Public Safety	5,553	450	8.1	226	4.1	676	12.2
Education and Training	708	46	6.5	39	5.5	85	12.0
Social Services Professionals	2,940	253	8.6	81	2.8	334	11.4
Legal Professionals and Paralegal	355	17	4.8	20	5.6	37	10.4
Health and Social Services Supervisors	510	24	4.7	29	5.7	53	10.4
Power Plant	100	3	3.0	7	7.0	10	10.0
Natural Science and Laboratory Technicians	275	10	3.6	17	6.2	27	9.8
Fiscal	1,544	88	5.7	62	4.0	150	9.7
Business & Program Area Supervisors	339	12	3.5	20	5.9	32	9.4
Mid-Level Supervisors	915	30	3.3	55	6.0	85	9.3
Policy, Planning and Research	649	38	5.9	22	3.4	60	9.2
Administrative Support-Fiscal	460	19	4.1	19	4.1	38	8.3
Physical, Natural and Social Science Supvs	177	0	0.0	14	7.9	14	7.9
Public Relations and Media Technicians	127	9	7.1	1	0.8	10	7.9
Environmental Specialists	843	25	3.0	41	4.9	66	7.8
Craft and Trade	129	2	1.6	8	6.2	10	7.8
Science Professionals	236	14	5.9	4	1.7	18	7.6
IS Professionals	1,253	53	4.2	42	3.4	95	7.6
Business Professionals	338	14	4.1	10	3.0	24	7.1
Service, Quality, Control & Compliance Supvs	185	5	2.7	8	4.3	13	7.0
Architect/Engineer Supervisors	120	4	3.3	4	3.3	8	6.7
IS Support, Program & Service Technicians	132	4	3.0	4	3.0	8	6.1
Financial Supervisors	167	2	1.2	8	4.8	10	6.0
Protective Services Supervisors	601	7	1.2	28	4.7	35	5.8
Architect & Engineers	1,364	33	2.4	46	3.4	79	5.8
Education Supervisors	30	0	0.0	1	3.4	1	3.4
Total	30,127	2,300	7.6%	1,300	4.3%	3,600	11.9%

*Average counts for each job group are based on the average number of positions in each job group in September and June of the fiscal year.

APPENDIX II

Separations from State Service by Job Group 2015-16 Permanent Classified Employees Excluding UW System

<u>Job Group</u>	Average Count in Job Group*	<u>Non-Retirement Separation</u>		<u>Retirements</u>		<u>Total All Separations</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Personal Care Aides	596	204	34.3%	20	3.4%	224	37.6%
Health Care Technicians	1,920	383	20.0	59	3.1	442	23.0
Production Laborers	260	35	13.5	15	5.8	50	19.3
Food Production	401	57	14.2	20	5.0	77	19.2
Health Care Professionals	1,230	153	12.4	41	3.3	194	15.8
Public Relations and Media Technicians	121	13	10.8	6	5.0	19	15.8
Public Safety	5,401	610	11.3	208	3.9	818	15.1
Mechanical Equipment, Maintenance, Repair	405	34	8.4	27	6.7	61	15.1
Administrative Support	3,052	265	8.7	186	6.1	451	14.8
Mechanical and Maintenance Supervisors	133	9	6.8	10	7.5	19	14.3
Administrative Support-Fiscal	442	28	6.3	34	7.7	62	14.0
Power Plant	94	8	8.6	5	5.3	13	13.9
IS Support, Program and Service Technicians	128	11	8.6	6	4.7	17	13.3
Education/Training	701	49	7.0	44	6.3	93	13.3
Legal Professionals and Paralegals	375	25	6.7	24	6.4	49	13.1
Service, Quality Control & Compliance							
Supervisors	192	8	4.2	17	8.9	25	13.1
Program Specialists	277	24	8.7	10	3.6	34	12.3
Social Services Professionals	2,947	283	9.6	72	2.4	355	12.0
Policy, Planning and Research	663	52	7.8	22	3.3	74	11.2
Business Professionals	324	23	7.1	13	4.0	36	11.1
Claims Determination	451	38	8.4	12	2.7	50	11.1
Inspectors, Investigators, and Compliance	347	16	4.6	22	6.3	38	11.0
Natural Science and Laboratory Technicians	268	17	6.4	12	4.5	29	10.8
Fiscal	1,599	99	6.2	74	4.6	173	10.8
Property Management	114	9	7.9	3	2.6	12	10.6
Administrators-Senior Executives	533	22	4.1	32	6.0	54	10.1
IS Professionals	1,251	65	5.2	61	4.9	126	10.1
Health and Social Services Supervisors	509	30	5.9	16	3.1	46	9.0
Mid-Level Supervisors	929	25	2.7	52	5.6	77	8.3
Environmental Professionals	825	32	3.9	33	4.0	65	7.9
Physical, Natural and Social Science Supervisors	173	3	1.7	10	5.8	13	7.5
Physicians and Health Care Practitioners	107	3	2.8	5	4.7	8	7.5
Financial Supervisors	164	6	3.7	6	3.7	12	7.3
Protective Services Supervisors	589	13	2.2	26	4.4	39	6.6
Architects and Engineers	1,329	44	3.3	39	2.9	83	6.2
Science Professionals	241	10	4.2	5	2.1	15	6.2
Craft and Trade	131	4	3.1	4	3.1	8	6.1
Architect/Engineer Supervisors	122	3	2.5	2	1.6	5	4.1
Business and Program Area Supervisors	347	8	2.3	6	1.7	14	4.0
Education Supv.	31	0	0.0	1	3.3	1	3.3
Total	29,710	2,721	9.2%	1,260	4.2%	3,981	13.4%

*Average counts for each job group are based on the average number of positions in each job group at the beginning and end of the fiscal year.

Appendix III

Summary of Pay Progression Costs During the 2017-19 Biennium for the District Attorneys and the Office of the State Public Defender By Percent Increase

Percent Increase	District Attorneys			State Public Defender			District Attorneys and the State Public Defender		
	2017-18	2018-19	2017-19 Biennium	2017-18	2018-19	2017-19 Biennium	2017-18	2018-19	2017-19 Biennium
Pay Increases in 2017-18 and 2018-19, Change to Bill*									
1%	-\$1,362,700	-\$2,674,200	-\$4,036,900	-\$221,900	-\$21,200	-\$243,100	-\$1,584,600	-\$2,695,400	-\$4,280,000
2%	-1,104,400	-2,147,300	-3,251,700	36,600	503,100	539,700	-1,067,800	-1,644,200	-2,712,000
3%	-848,200	-1,618,700	-2,466,900	293,100	1,023,900	1,317,000	-555,100	-594,800	-1,149,900
4%	-592,000	-1,092,200	-1,684,200	547,300	1,543,100	2,090,400	-44,700	450,900	406,200
5%	-335,800	-569,100	-904,900	799,000	2,059,600	2,858,600	463,200	1,490,500	1,953,700
6%	-82,700	-52,800	-135,500	1,049,600	2,569,400	3,619,000	966,900	2,516,600	3,483,500
7%	168,300	457,900	626,200	1,298,300	3,064,400	4,362,700	1,466,600	3,522,300	4,988,900
8%	419,300	952,000	1,371,300	1,545,800	3,552,200	5,098,000	1,965,100	4,504,200	6,469,300
9%	670,200	1,483,700	2,153,900	1,791,500	4,036,900	5,828,400	2,461,700	5,520,600	7,982,300
10%	914,900	1,914,200	2,829,100	2,034,600	4,514,200	6,548,800	2,949,500	6,428,400	9,377,900
One Step Increase**	-\$60,400	-\$39,300	-\$99,700	\$1,092,300	\$2,621,500	\$3,713,800	\$1,031,900	\$2,582,200	\$3,614,100
Pay Increase in 2017-18 Only, Change to Bill*									
1%	-\$1,362,700	-\$2,938,500	-\$4,301,200	-\$221,900	-\$285,300	-\$507,200	-\$1,584,600	-\$3,223,800	-\$4,808,400
2%	-1,104,400	-2,676,800	-3,781,200	36,600	-23,800	12,800	-1,067,800	-2,700,600	-3,768,400
3%	-848,200	-2,417,200	-3,265,400	293,100	235,700	528,800	-555,100	-2,181,500	-2,736,600
4%	-592,000	-2,157,600	-2,749,600	547,300	492,900	1,040,200	-44,700	-1,664,700	-1,709,400
5%	-335,800	-1,898,100	-2,233,900	799,000	747,500	1,546,500	463,200	-1,150,600	-687,400
6%	-82,700	-1,641,600	-1,724,300	1,049,600	1,001,200	2,050,800	966,900	-640,400	326,500
7%	168,300	-1,387,200	-1,218,900	1,298,300	1,252,900	2,551,200	1,466,600	-134,300	1,332,300
8%	419,300	-1,132,900	-713,600	1,545,800	1,503,400	3,049,200	1,965,100	370,500	2,335,600
9%	670,200	-878,600	-208,400	1,791,500	1,752,000	3,543,500	2,461,700	873,400	3,335,100
10%	914,900	-630,500	284,400	2,034,600	1,998,100	4,032,700	2,949,500	1,367,600	4,317,100
One Step Increase**	-\$60,400	-\$1,612,800	-\$1,673,200	\$1,092,300	\$1,049,600	\$2,141,900	\$1,031,900	-\$563,200	\$468,700
Pay Increase in 2018-19 Only, Change to Bill*									
1%	-\$1,623,000	-\$2,938,500	-\$4,561,500	-\$481,300	-\$285,300	-\$766,600	-\$2,104,300	-\$3,223,800	-\$5,328,100
2%	-1,623,000	-2,676,800	-4,299,800	-481,300	-23,800	-505,100	-2,104,300	-2,700,600	-4,804,900
3%	-1,623,000	-2,417,200	-4,040,200	-481,300	235,700	-245,600	-2,104,300	-2,181,500	-4,285,800
4%	-1,623,000	-2,517,600	-4,140,600	-481,300	492,900	11,600	-2,104,300	-2,024,700	-4,129,000
5%	-1,623,000	-1,898,100	-3,521,100	-481,300	747,500	266,200	-2,104,300	-1,150,600	-3,254,900
6%	-1,623,000	-1,641,600	-3,264,600	-481,300	1,011,200	529,900	-2,104,300	-630,400	-2,734,700
7%	-1,623,000	-1,387,200	-3,010,200	-481,300	1,252,900	771,600	-2,104,300	-134,300	-2,238,600
8%	-1,623,000	-1,132,900	-2,755,900	-481,300	1,503,400	1,022,100	-2,104,300	370,500	-1,733,800
9%	-1,623,000	-878,600	-2,501,600	-481,300	1,752,000	1,270,700	-2,104,300	873,400	-1,230,900
10%	-1,623,000	-630,500	-2,253,500	-481,300	1,998,100	1,516,800	-2,104,300	1,367,600	-736,700
One Step Increase**	-\$1,623,000	-\$1,612,800	-\$3,235,800	-\$481,300	\$1,049,600	\$568,300	-\$2,104,300	-\$563,200	-\$2,667,500

*The bill provides the DA's with \$1,066,100 GPR in 2017-18 and \$2,645,300 GPR in 2018-19 for pay progression and \$66,400 GPR in 2018-19 for SPD pay progression.

**One step under the pay progression plan totals \$1.97 per hour, or \$4,098 annually.