



Human Resources Office

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MEMORANDUM

Date: July 24, 2023
To: Gary Gibson, County Administrator
Via: James Hawkins, Deputy County Administrator *JDH*
Patrice Sutton, Chief Financial Officer *PS*
From: John Light, Director of Human Resources *John Light*
Subject: Request for Off-Cycle Increase to Base Wage: Principal Public Defenders

Action Requested

A one-time increase in pay to current Principal Public Defenders to bring them to the 25th percentile of the salary range for that position.

Analysis

The market for mid-range professional attorneys remains extremely tight and we are advertising a starting pay for vacant Principal Public Defenders at the 25% percentile of the range. In order to prevent lowering morale or worse yet, an outflow of talent, we are proposing a one-time adjustment in pay to bring our currently Principal Public Defenders to the 25th percentile of K10 so they are not making less than people coming in the door.

To bring the current Principal Public Defenders to the 25th percentile, an increase is required employees. Three of the increases exceed 10%, meaning that to move forward, the increases for those three employees need to be approved by the Committee (see below).

Position Title	Grade	Current Salary	25th Percentile	Proposed Salary	Proposed Percent Inc.
35024.Prin Asst Atty	K10.SALARY	\$89,965.20	\$102,658.00	\$102,658.00	14%
35005.Prin Asst Atty	K10.SALARY	\$91,646.62	\$102,658.00	\$102,658.00	12%
35052.Prin Public Def.	K10.SALARY	\$89,965.20	\$102,658.00	\$102,658.00	14%

Recommendation:

Recommend approval of raising the pay to the employees in the Public Defender's Office currently employed in grade K10, Principal Public Def. be moved to the 25th percentile of the pay range as noted in the chart above.

Budget Impact/CFO's Assessment:

- Current FY Budget – Due to vacancies, it appears that the Public Defender's FY23 budget would be able to absorb these increases.
- Long Term Budget – Any increase in salaries has a compounding effect on future benefits because it not only raises the base salary upon which all other increases are applied but also increases the benefits that are driven by salary by the same growth. That being said, future

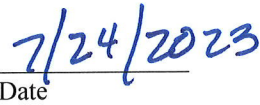
budgets will be adjusted to reflect the higher base and additional revenue will be applied to ensure a balanced budget.

County Administrator Decision:

- ☒ Recommended
☐ Not Recommended

Comments: Public Defender, Human Resources, and Finance must continue a strategic, wholistic review of total compensation and long-term requirements and trends for the Public Defender. Forward to the F&A Committee for consideration and final decision on the three increases over 10%.


County Administrator Signature


Date