



January 15, 2026

To: Patrice Sutton, County Administrator
From: Darcy Adcock, HR Director

Re: Public Defender- (2) New positions

Department Request [Public Defender]

Attached.

Human Resources Analysis [Darcy Adcock]

Addition of positions: Two Additional Principal Public Defenders to Staff Consolidated Domestic Violence Courtroom T511

Due to a requested change from the Courts, regarding the upcoming consolidation of Domestic Violence cases, the Public Defender's office will face significant staffing challenges. The change in re-assignment of the courtroom is scheduled to occur in May 2026, and will impact approximately 130 cases (as of today). Domestic Violence cases represent a large portion of attorney caseload. The current attorney caseload is already high, and this change would make the caseload unmanageable. Without designated support for these cases, in this consolidated courtroom, it could result in a delay of case resolution, as well as attorney overload. To prepare for this change, the Public Defenders' office is requesting 2 additional Principal Public Defenders, Grade Salary 16, to focus their efforts on the cases within Courtroom T511.

Human Resources has reviewed the supporting documents provided by the Public Defender, as well as gained significant background knowledge about the impacts of this change in relation to attorney caseload while meeting with Public Defender Ticsay. As a result, Human Resources supports the addition of the two Principal Public Defenders for the Public Defender's office, in an effort to support the consolidation, as well as the attorneys representing the cases.

Budget Analysis

The two Principal Public Defender positions will have an estimated annual cost of \$269,672 in future years, assuming the positions are staffed at the entry level for grade 16. However, the estimated expense in FY26 is approximately \$135,000 due to Public Defender Ticsay's willingness to stagger the two positions to match how the cases will be assigned.

The detail is in the following table.

Annual Salary	FICA	IMRF	HLD	Total
101,495	7,764	6,110	19,467	134,836
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Total				269,672

This courtroom restructure was not put into place until after the FY2026 budget was passed and therefore, the positions are not budgeted. At this time, no additional funding is necessary because the Public Defender has agreed to stagger the two positions according to caseload capacity. However, depending on the other vacancies in the department, it may be necessary to augment the Public Defender budget with the budgeted salary contingency closer to the end of the fiscal year.

Request follows Policy 5.11 Compensation Program Procedures: Section 1-Classification of Newly Created Positions.