

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

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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 intial employment, \$201K

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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

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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

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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; assisant prior to that.	\$203,345.00

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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 teminate; Section 2.4 of te Charter.	05/31/2011	\$178,206.00

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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/A mount	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%		

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In-House Counsel - Benefits

County	Annual Budget	Number of Attorneys in Your Office	Number of Employees Supervised	Number of County Employees	Car Allowance/A mount	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%

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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			
Marion	2010		\$114,000	
Martin	Not applicable			
Monroe	Not applicable			
Nassau	Not applicable			
Okaloosa	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?

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