



District Attorney Salary Presentation

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District Attorney

Role of the District Attorney

- I am the chief law enforcement officer for the 17th Judicial District and oversee 30,000 criminal cases at any given time
- I supervise a staff of 238 employees, including 92 attorneys
- I oversee a budget of \$28 million
- I am on call 24 hours a day, seven days a week, 365 days a year
- I am called on every single homicide and every officer-involved shooting and go out on scene for most of them, the vast majority of which occur after 10:00pm
- I personally file all homicide cases in this jurisdiction and oversee each of their prosecutions
- I personally make the legal determination whether an officer-involved shooting is justified or whether criminal charges should be filed
- I handle all significant personnel issues

Accomplishments from the Last Four Years

We have revitalized the role of the DA's Office in our community, and we've become not just a leader in the community and the state, but nationally as well.

- Managed the DA's office through COVID and the unprecedented challenges faced by the criminal justice system during the pandemic
- **Fentanyl**
 - Created a drug trafficking unit and have taken down major drug trafficking rings
 - Co-wrote the legislation that strengthened our laws regarding fentanyl and fentanyl prosecution
 - Established the DA's Office as a national leader on fentanyl
- **Domestic violence**
 - Dramatically changed and improved how we serve victims of domestic violence in this community
 - Created the DVHRT, which is saving DV victim lives
 - Leading the collaboration to create a Family Justice Center
- **Violent crime and gun crime**
 - Prosecuted countless homicides, gun-related cases and other violent crime cases
 - Helped write the bill that banned ghost guns in Colorado
- **Motor vehicle theft**
 - Helped write the bill that dramatically changed motor vehicle laws in this State
 - Took down a major Motor Vehicle Theft ring at DIA and dramatically reduced the number of motor vehicle thefts in our community

Accomplishments continued & Challenges ahead

- **Increased Transparency**
 - Prioritized transparency at the DA's Office and with the community we serve
- **Expanded Diversion**
 - Dramatically expanded our Diversion program so that we can keep people out of the criminal justice system who don't need to be in it.
 - We've increased our referrals to Diversion by a whopping 60%
 - 95 percent success rate for those who complete the program never return to the criminal justice system
- **Mental health**
 - Prioritized leading on mental health, both at the State Capitol, at the DA's Office, and for the criminal justice system
- **Major Challenges for the next term:**
 - Juvenile Violent crime
 - Bringing the Family Justice Center project to fruition

The Market for District Attorney Salaries Chief Deputy DAs, Assistant DAs and the DA

- **Within my office, due to aggressive market adjustments to be competitive as well as the generous annual raises given by the BOCC to all County employees the last four years, our Chief Deputy DA salaries have gone up \$52K in four years, while my salary has remained the same.**
- **This has allowed us to recruit and retain the best, most capable, and even visionary attorneys and has led to the most stable, consistent leadership team in the DA's Office history. It has also led to the unexpected issue of compression, an HR term I have learned only since taking on this role, where our highest paid attorneys are now approaching the salary of the DA and the two Assistant DAs.**
- **We will need to keep growing salaries to be competitive – so it's important to raise the DA salary sufficiently enough to make that possible in the next four years.**
- **My current salary (\$235,000) has fallen behind my peers during this time period. BOCCs across the state are doing exactly what this Board is doing today – hearing from their elected DAs and raising their salaries. Some have already done so while others will do so in the days and weeks ahead.**

State of Colorado pays significant % of DA salaries

- The State of Colorado pays a significant portion of my salary and that of all elected District Attorneys.
- The State of Colorado sets a minimum salary for all District Attorneys and Assistant District Attorneys across the state and pays 80% of that salary. (Minimum DA salary will be \$190,000.)
- The State of Colorado raised the minimum salary for DAs and ADAs last year and increased the State's contribution for covering DA salaries by \$63,000.
- The State of Colorado's increased contribution to DA's salaries of \$63,000 should cover the full amount of the increase I am requesting.

Comparables

- Jeffco DA is requesting an overall raise of \$63,000 – which would bring her salary to \$298,000 (similar office in size & budget to 17th)
- Weld County DA is requesting \$76,000 raise – which would bring his salary to \$293,000 (Much smaller office than mine)
- **I am requesting a \$60,000 raise – with a salary of \$295,000**

----- Further Comparisons -----

- Adams County Attorney: Salary: \$279,000 – supervises total staff of 43, including 21 attorneys
- Broomfield City Attorney: Salary: \$282,880 – supervises total staff of 12, including 8 attorneys
- District Attorney: *requesting salary* of \$295,000 – supervises total staff of 238, including 92 attorneys.

Personal Note

- I've served the County and the 17th Judicial District for 18 years as an employee at the DA's Office, the last four as the elected DA.
- Unless things change, this may be my last term and will conclude my service to this community that I love, at least in this role. It is emotional for me to think about that.
- I've raised my family here, my kids are growing up here, my wife and I are part of this community. I am also the main breadwinner for my family and hope to send all three kids to college some day.
- It's an honor to serve.



Thank You