

APPENDIX A: Salary and Benefits Worksheet Data for Seven-State Comparisons

Table A1: BENEFITS Comparisons Among Selected States
Employer-Paid Salary and Benefits for Entry-Level Public Defender at Lowest and Highest Salary

| ITEM | MONTANA ¹ | | NEW MEXICO ² | | IDAHO ³ | | NORTH DAKOTA ⁴ | | SOUTH DAKOTA ⁵ | | WYOMING ⁶ | | UTAH ⁷ | | MISSISSIPPI ⁸ | | MEAN-AVERAGE 7-STATE | | MEDIAN 7-STATE | |
|--|----------------------|-----------------|-------------------------|-----------------|--------------------|-----------------|---------------------------|-----------------|---------------------------|-----------------|----------------------|-----------------|-------------------|-----------------|--------------------------|-----------------|----------------------|-----------------|-----------------|-----------------|
| | Salary Range | | Salary Range | | Salary Range | | Salary Range | | Salary Range | | Salary Range | | Salary Range | | Salary Range | | Salary Range | | Salary Range | |
| | Low | High | Low | High | Low | High | Low | High | Low | High | Low | High | Low | High | Low | High | Low | High | Low | High |
| Hourly Base | \$ 26.27 | \$ 41.87 | \$ 20.64 | \$ 37.68 | \$ 24.04 | \$ 65.51 | \$ 31.86 | \$ 45.29 | \$ 29.32 | \$ 63.05 | \$ 26.44 | \$ 39.39 | \$ 24.67 | \$ 37.06 | \$ 24.01 | \$ 49.82 | \$ 25.85 | \$ 48.26 | \$ 24.67 | \$ 45.29 |
| Annual Base | \$ 54,642 | \$ 87,090 | \$ 42,931 | \$ 78,374 | \$ 50,003 | \$ 136,261 | \$ 66,269 | \$ 94,203 | \$ 60,986 | \$ 131,144 | \$ 54,995 | \$ 81,931 | \$ 51,314 | \$ 77,085 | \$ 49,946 | \$ 103,622 | \$ 53,778 | \$ 100,374 | \$ 51,314 | \$ 94,203 |
| Health Ins. | \$ 11,712 | \$ 11,712 | \$ 11,674 | \$ 11,674 | \$ 11,200 | \$ 11,200 | \$ 10,639 | \$ 10,639 | \$ 8,387 | \$ 8,387 | \$ 9,041 | \$ 9,041 | \$ 4,296 | \$ 14,021 | \$ 4,272 | \$ 4,272 | \$ 8,501 | \$ 9,891 | \$ 9,041 | \$ 10,639 |
| FICA/Medicare % | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% |
| FICA/Medicare \$ | \$ 4,180 | \$ 6,662 | \$ 3,284 | \$ 5,996 | \$ 3,825 | \$ 10,424 | \$ 5,070 | \$ 7,207 | \$ 4,665 | \$ 10,033 | \$ 4,207 | \$ 6,268 | \$ 3,925 | \$ 5,897 | \$ 3,821 | \$ 7,927 | \$ 4,114 | \$ 7,679 | \$ 3,925 | \$ 7,207 |
| PERS % | 8.37% | 8.37% | 16.99% | 16.99% | 11.32% | 11.32% | 14.12% | 14.12% | 6.24% | 6.24% | 14.57% | 14.57% | 11.32% | 11.32% | 15.75% | 15.75% | 12.90% | 12.90% | 14.12% | 14.12% |
| PERS \$ | \$ 4,574 | \$ 7,289 | \$ 7,294 | \$ 13,316 | \$ 5,660 | \$ 15,425 | \$ 9,357 | \$ 13,301 | \$ 3,806 | \$ 8,183 | \$ 8,010 | \$ 11,933 | \$ 5,809 | \$ 8,726 | \$ 7,866 | \$ 16,320 | \$ 6,829 | \$ 12,458 | \$ 7,294 | \$ 13,301 |
| Retiree Health Care | NA | NA | \$ 859 | \$ 1,567 | NA | NA | \$ 755 | \$ 1,074 | NA | NA | NA | NA | NA | NA | NA | NA | \$ 807 | \$ 1,321 | \$ 807 | \$ 1,321 |
| Total \$ Value of Leave (minimum) | \$ 7,881 | \$ 12,561 | \$ 6,275 | \$ 11,455 | \$ 8,847 | \$ 24,108 | \$ 8,793 | \$ 13,587 | \$ 9,148 | \$ 19,672 | \$ 7,403 | \$ 11,029 | \$ 7,302 | \$ 10,970 | \$ 7,684 | \$ 15,942 | \$ 7,922 | \$ 15,252 | \$ 7,684 | \$ 13,587 |
| Vacation | \$ 3,152 | \$ 5,024 | \$ 2,477 | \$ 4,522 | \$ 4,616 | \$ 12,578 | \$ 3,059 | \$ 5,435 | \$ 3,518 | \$ 7,566 | \$ 2,538 | \$ 3,781 | \$ 2,566 | \$ 3,854 | \$ 3,458 | \$ 7,174 | \$ 3,176 | \$ 6,416 | \$ 3,059 | \$ 5,435 |
| Sick | \$ 2,522 | \$ 4,020 | \$ 1,981 | \$ 3,617 | \$ 2,308 | \$ 6,289 | \$ 3,059 | \$ 4,348 | \$ 3,284 | \$ 7,062 | \$ 2,538 | \$ 3,781 | \$ 2,566 | \$ 3,854 | \$ 2,305 | \$ 4,783 | \$ 2,577 | \$ 4,819 | \$ 2,538 | \$ 4,348 |
| Holiday | \$ 2,207 | \$ 3,517 | \$ 1,651 | \$ 3,014 | \$ 1,923 | \$ 5,241 | \$ 2,676 | \$ 3,804 | \$ 2,346 | \$ 5,044 | \$ 1,904 | \$ 2,836 | \$ 2,171 | \$ 3,261 | \$ 1,921 | \$ 3,985 | \$ 2,085 | \$ 3,884 | \$ 1,923 | \$ 3,804 |
| Personal | NA | NA | \$ 165 | \$ 301 | NA | NA | NA | NA | NA | NA | \$ 423 | \$ 630 | NA | NA | NA | NA | NA | NA | NA | NA |
| Total Annual \$ Value of Benefits | \$ 28,347 | \$ 38,225 | \$ 29,385 | \$ 44,008 | \$ 29,532 | \$ 61,156 | \$ 34,615 | \$ 45,808 | \$ 26,006 | \$ 46,275 | \$ 28,662 | \$ 38,271 | \$ 21,332 | \$ 39,614 | \$ 23,643 | \$ 44,461 | \$ 27,596 | \$ 45,656 | \$ 28,662 | \$ 44,461 |
| Total Hourly \$ Value of Benefits | \$ 13.63 | \$ 18.38 | \$ 14.13 | \$ 21.16 | \$ 14.20 | \$ 29.40 | \$ 16.64 | \$ 22.02 | \$ 12.50 | \$ 22.25 | \$ 13.78 | \$ 18.40 | \$ 10.26 | \$ 19.04 | \$ 11.37 | \$ 21.38 | \$ 13.27 | \$ 21.95 | \$ 13.78 | \$ 21.38 |
| Total Annual \$ S&B Cost to Employer | \$ 28,347 | \$ 38,225 | \$ 29,385 | \$ 44,008 | \$ 29,532 | \$ 61,156 | \$ 34,615 | \$ 45,808 | \$ 26,006 | \$ 46,275 | \$ 28,662 | \$ 38,271 | \$ 21,332 | \$ 39,614 | \$ 23,643 | \$ 44,461 | \$ 27,596 | \$ 45,656 | \$ 28,662 | \$ 44,461 |
| Total Hourly \$S&B Cost to Employer | \$ 39.90 | \$ 60.25 | \$ 34.77 | \$ 58.84 | \$ 38.24 | \$ 94.91 | \$ 48.50 | \$ 67.31 | \$ 41.82 | \$ 85.30 | \$ 40.22 | \$ 57.79 | \$ 34.93 | \$ 56.10 | \$ 35.38 | \$ 71.19 | \$ 39.12 | \$ 70.21 | \$ 38.24 | \$ 67.31 |
| Total Annual \$ S&B Cost to Employer | \$ 82,988 | \$ 125,314 | \$ 72,317 | \$ 122,382 | \$ 79,535 | \$ 197,417 | \$ 100,884 | \$ 140,012 | \$ 86,991 | \$ 177,419 | \$ 83,657 | \$ 120,203 | \$ 72,646 | \$ 116,698 | \$ 73,589 | \$ 148,083 | \$ 81,374 | \$ 146,030 | \$ 79,535 | \$ 140,012 |
| Benefits as % of Base Salary | 51.9% | 43.9% | 68.4% | 56.2% | 59.1% | 44.9% | 52.2% | 48.6% | 42.6% | 35.3% | 52.1% | 46.7% | 41.6% | 51.4% | 47.3% | 42.9% | 51.92% | 46.56% | 52.12% | 46.71% |
| Benefits as % of Total S&B | 34.2% | 30.5% | 40.6% | 36.0% | 37.1% | 31.0% | 34.3% | 32.7% | 29.9% | 26.1% | 34.3% | 31.8% | 29.4% | 33.9% | 32.1% | 30.0% | 33.96% | 31.65% | 34.26% | 31.84% |
| Base Salary as % of Total S&B | 65.8% | 69.5% | 59.4% | 64.0% | 62.9% | 69.0% | 65.7% | 67.3% | 70.1% | 73.9% | 65.7% | 68.2% | 70.6% | 66.1% | 67.9% | 70.0% | 66.04% | 68.35% | 65.74% | 68.16% |

Table A2: BENEFITS Comparisons Among Selected States
Employer-Paid Salary and Benefits for Entry-Level Public Defender at Midpoint of Salary Range

| ITEM | MT ¹ | NM ² | IDAHO ³ | ND ⁴ | SD ⁵ | WY ⁶ | UTAH ⁷ | MS ⁸ | 7-STATE MEAN AVERAGE | 7-STATE MEDIAN AVERAGE |
|--------------------------------------|-----------------|-----------------|--------------------|-----------------|-----------------|-----------------|-------------------|-----------------|----------------------|------------------------|
| | Midpoint | Midpoint | Midpoint | Midpoint | Midpoint | Midpoint | Midpoint | Midpoint | Midpoint | Midpoint |
| Hourly Base | \$34.07 | \$29.16 | \$44.78 | \$38.58 | \$46.19 | \$32.92 | \$30.87 | \$36.92 | \$37.06 | \$36.92 5 |
| Annual Base | \$ 70,866 | \$ 60,653 | \$ 93,132 | \$ 80,236 | \$ 96,065 | \$ 68,463 | \$ 64,199 | \$ 76,784 | \$ 77,076 | \$ 76,784 |
| Health Ins. | \$ 11,712 | \$ 11,674 | \$ 11,200 | \$ 10,639 | \$ 8,387 | \$ 9,041 | \$ 9,158 | \$ 4,272 | \$ 9,196 | \$ 9,158 |
| FICA/Medicare % | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% |
| FICA/Medicare \$ | \$ 5,421 | \$ 4,640 | \$ 7,125 | \$ 6,138 | \$ 7,349 | \$ 5,237 | \$ 4,911 | \$ 5,874 | \$ 5,896 | \$ 5,874 |
| PERS % | 8.37% | 16.99% | 11.32% | 14.12% | 6.24% | 14.57% | 11.32% | 15.75% | 12.90% | 14.12% |
| PERS \$ | \$ 5,931 | \$ 10,305 | \$ 10,543 | \$ 11,329 | \$ 5,994 | \$ 9,972 | \$ 7,267 | \$ 12,093 | \$ 9,643 | \$ 10,305 |
| Retiree Health Care | NA | \$ 1,213 | NA | \$ 915 | NA | NA | NA | NA | \$ 1,064 | \$ 1,064 |
| Total \$ Value of Leave (minimum) | \$ 10,221 | \$ 8,865 | \$ 16,477 | \$ 10,647 | \$ 14,410 | \$ 9,216 | \$ 9,136 | \$ 11,813 | \$ 11,509 | \$ 10,647 |
| Vacation | \$ 4,088 | \$ 3,499 | \$ 8,597 | \$ 3,703 | \$ 5,542 | \$ 3,160 | \$ 3,210 | \$ 5,316 | \$ 4,718 | \$ 3,703 |
| Sick | \$ 3,271 | \$ 2,799 | \$ 4,298 | \$ 3,703 | \$ 5,173 | \$ 3,160 | \$ 3,210 | \$ 3,544 | \$ 3,698 | \$ 3,544 |
| Holiday | \$ 2,862 | \$ 2,333 | \$ 3,582 | \$ 3,240 | \$ 3,695 | \$ 2,370 | \$ 2,716 | \$ 2,953 | \$ 2,984 | \$ 2,953 |
| Personal | NA | \$ 233 | NA | NA | NA | \$ 527 | NA | NA | NA | NA |
| Total Annual \$ Value of Benefits | \$ 33,286 | \$ 36,697 | \$ 45,344 | \$ 39,668 | \$ 36,140 | \$ 33,466 | \$ 30,473 | \$ 34,052 | \$ 36,549 | \$ 36,140 |
| Total Hourly \$ Value of Benefits | \$ 16 | \$ 18 | \$ 22 | \$ 19 | \$ 17 | \$ 16 | \$ 15 | \$ 16 | \$ 18 | \$ 17 |
| Total Annual \$ S&B Cost to Employer | \$ 104,151 | \$ 97,349 | \$ 138,476 | \$ 119,904 | \$ 132,205 | \$ 101,930 | \$ 94,672 | \$ 110,836 | \$ 113,625 | \$ 110,836 |
| Total Hourly \$S&B Cost to Employer | \$ 50 | \$ 47 | \$ 67 | \$ 58 | \$ 64 | \$ 49 | \$ 46 | \$ 53 | \$ 55 | \$ 53 |
| Benefits as % of Base Salary | 47.0% | 60.5% | 48.7% | 49.4% | 37.6% | 48.9% | 47.5% | 44.3% | 48.1% | 48.7% |
| Benefits as % of Total S&B | 32.0% | 37.7% | 32.7% | 33.1% | 27.3% | 32.8% | 32.2% | 30.7% | 32.4% | 32.7% |
| Base Salary as % of Total S&B | 68.0% | 62.3% | 67.3% | 66.9% | 72.7% | 67.2% | 67.8% | 69.3% | 67.6% | 67.3% |

1 Montana: Health insurance contribution for 2016 per 2-18-703(2), MCA; PERA employer contribution per 19-3-316, MCA; Annual leave 2-18-612, MCA; Sick leave 2-18-618, MCA; Holidays 1-1-216, MCA.

2 New Mexico: PERS, Leave, and Insurance from "Total Compensation"; online at <http://www.spo.state.nm.us/total-compensation.aspx>. NOTE: Among the comparison states, NM is the only state reporting CY 2016 salary data.

3 Idaho: PERS and Leave from "FY 2017 Change in Employee Comp and Benefits Report", p. 9; Insurance from (Idaho) "FY2016 MONTHLY MEDICAL AND DENTAL RATES" online.

4 ND: PERS, Leave, and Insurance from "Employee Benefits-Human Resources-North Dakota Dept. of Health" online at <http://www.ndhealth.gov/HumanResources/Benefits.htm>.

5 SD: PERS from Comprehensive Annual Financial Report 2015, p. 53; Insurance from email from Jill Kruger, Assistant Director, Benefits, SD Bureau of Human Resources; Vacation/Sick leave from SD Employee Handbook online; Holidays from SD Dept. of Labor. The employer will also contribute \$300 annually to the HSA for each employee who participates in a high-deductible

6 Wyoming: WY PERS from "Contribution Rate Increases and Adjustments to State Employer Contribution Amounts Through 2017" online; Insurance from Lori Eichheim, WY Human Resources Division; Vacation/Sick leave and Holidays from State of Wyoming Proposed Personnel Rules, Oct. 15, 2012.

7 Utah: Salary is from "Associate General Counsel, Salt Lake City" ad online at <http://agency.governmentjobs.com/utah/>; UT PERS from Utah PERSI "2015 Comp. Annual Fin. Report"; Vacation and Sick leave and holidays from Utah Dept. of HR Mgmt online; Insurance from PEHP State of Utah 2015-16, p. 8. ("Single" coverage for low salary, "Family" for high salary).

8 Mississippi: Low pay is from 2010 Audit Report GR-40-10-006, U.S. DOJ. The Columbus, MS, Dispatch, reported a Lowndes County public defender's salary of \$37,728, for a part-time contract PD defending 80-100 cases per year. High pay from Salary Expert (online) for PD in Biloxi, MS; Retirement contribution from MS PERS 2015 CAFR, p. 63; Insurance from MS "State and School Employees' Health Ins. Plan (2016 Rates) online. Vacation, sick, and holiday leave from MS State Employee Handbook online (2012). Mississippi is in court, Octavious Burks; et al. v. Scott County, Mississippi. C0425 6109bxs.xlsx