

Matas, Michael

From: Nielsen, Laura J.
Sent: Thursday, May 17, 2018 12:32 PM
To: Matas, Michael
Subject: 2019 Budget Requests
Attachments: Copy of 124 Prosecutor 2019.xls; Copy of 204 Prosecutor IV-D 2019.xls; Copy of 207 Victim Witness 2019.xls; Copy of 239 Forsensic Crime Lab 2019.xls; Copy of 290 Delinquent Tax 2019.xls; 2019 Budget Request - Equipment.pdf

Good Afternoon Mr. Matas:

Attached please find our 2019 Budget Requests for General Fund, IV-D, Victim Assistance, Crime Lab and DTAC. Also attached is our Equipment Request. Mr. Coulson is writing to the Commissioner regarding the large amount in the equipment request line. He is also writing regarding an additional legal secretary for 2019.

As always, the budget requests for outside the general fund are subject to grants, IV-D contract, etc.

Please call me with any questions.

Laura

Laura J. Nielsen
Office Administrator
Lake County Prosecuting Attorney's Office
440-350-2683 (Main)
440-350-2585 (fax)

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This transmission is intended only for the intended recipient(s). If you have received this e-mail in error, please notify the sender by e-mail at the address above. Thank you.



Charles E. Coulson Lake County Prosecuting Attorney

Assistant Prosecutors

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Chief Assistant
Civil Division

Karen L. Kowal
Chief Assistant
Criminal Division

Crystal K. Welsh
Juvenile Division Supervisor

Benjamin J. Neylon
Support Enforcement Division
Supervisor

Karen A. Sheppert
Appellate Division Supervisor

Amy Alesci
Jenny B. Azouri
Eric A. Condon
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Teri R. Daniel
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Paul E. Kaplan
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Alexandra E. Kutz
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Lisa A. Neroda
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Jean L. Rago
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Jamie Covell
Administrative Assistant
Support Enforcement Division

Sheri A. Sweeney, C.A., J.D.
Victim Assistance
Program Director

Joseph M. Matteo
Chief Investigator

Lindsay T. Evans
IT Director

January 8, 2019

Commissioner Jerry L. Cirino, President
Commissioner John R. Hamercheck
Commissioner Ron Young
105 Main Street
Painesville, OH 44077

RE: Requested Salary Increase for certain Assistant
Prosecuting Attorneys in the General Fund

Dear Commissioners:

On September 5, 2018, I learned of a significant inequity in the salaries paid to our assistant prosecutors as compared to those salaries paid to the Assistant Lake County Public Defenders. When I heard this news after a commissioners' meeting with then Public Defender, Chuck Grieshammer, I was surprised and literally shaken. So much so that I did not sleep that night. Since then, I have been anxiously awaiting our upcoming budget hearing.

A new assistant public defender hire, right out of law school, is paid a starting salary of \$60,000.00 annually. Comparatively, an assistant prosecuting attorney, right out of law school, is paid \$47,600.00 annually. And, it will take over a decade of service with the County before an assistant prosecutor will earn as much as \$60,000.00 a year. This is inequitable. This is more than a morale issue. We are losing experienced talent.

In the last two years, this salary discrepancy has caused the loss of five experienced assistant prosecutors (Michael Barth, Jackie O'Donnell, Chris Radak, Seanna Conway and Anna Kelley) - all of whom left for significantly higher paying positions. Michael Barth, who left for Cuyahoga County, received approximately a \$6,000.00 annual raise; Jackie O'Donnell, who went to Geauga County, received approximately a \$5,000.00 annual raise. Two others left for positions with starting salaries of over \$70,000.00 annually. Each of these experienced lawyers, some who had been working in the prosecutor's office for upwards of seven years, was being paid quite a bit less than the starting salary of a new public defender.

• ADMINISTRATION BUILDING • 105 MAIN STREET • P.O. BOX 490 • PAINESVILLE, OHIO 44077 •

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Commissioner Jerry L. Cirino, President
Commissioner John R. Hamercheck
Commissioner Ron Young
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Another complication arising from low starting salaries is the difficulty in trying to replace those assistant prosecutors who leave. We are in competition with Cuyahoga County and to my surprise, Geauga County, not to mention our own Public Defenders' Office. I do not feel that I am exaggerating when I say that the retention of experienced, competent assistant prosecutors is a vital component to keeping Lake County a place where people want to live and work.

To start rectifying the inequity of the prosecutors' salaries and to help with the retention and hiring problems discussed, I am requesting an additional \$96,000.00 in our 2019 Budget.

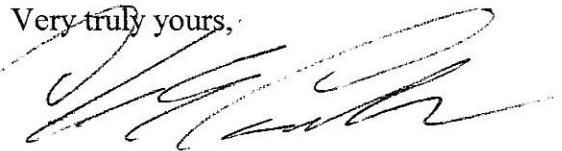
At this time, I do not propose to start assistant prosecuting attorneys at \$60,000.00 a year. Initially, we do need to bring the assistant prosecutors' starting salaries to at least \$55,000.00 a year. This is \$5,000.00 a year less than a new public defender receives. Hopefully, next year we can achieve parity.

Raising the starting salary requires an adjustment in certain assistant prosecutors who have been penalized by prior historically low starting salaries. Attached is a chart showing the affected general fund assistant prosecuting attorneys with their current salaries and the proposed new salaries to help correct this inequity. Also enclosed is a chart of the public defenders' salaries.

I have requested a budget hearing, but I wanted to give advance notice of this proposal. Lake County needs and deserves a strong, stable Prosecutor's Office.

Your consideration is greatly appreciated.

Very truly yours,



Charles E. Coulson

CEC/ljn
enclosures

cc: Michael Matas, Budget Director
enclosures



Charles E. Coulson
Lake County Prosecuting Attorney

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2018 MAY 18 AM 10:17

**FINANCE DEPT.
 OF CO. COMM.
 LAKE CO., OHIO**

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 Prosecutors**

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May 17, 2018

Mr. Jerry C. Cirino
Mr. John R. Hamercheck
Mr. Daniel P. Troy
Lake County Board of Commissioners
105 Main Street
Painesville, OH 44077

RE: Additional requests for 2019 Budget

Dear Commissioners:

I am requesting additional funds for 2019 Budget as follows:

1. Additional Secretary: As discussed at last year's budget hearing I recommended holding off on hiring an additional secretary to see if our current staff could handle both the increased workload and the additional attorneys. I have come to the realization that the current secretaries cannot handle the additional load placed upon them. I am now asking that I be allowed to hire an additional Legal Secretary for the felony division. The cost of hiring a Legal Secretary I is approximately \$62,600.00 (salary of \$36,252.40 and benefits package of \$26,345.54).

2. Replace Aging Computers: The computers used by the attorneys are now either eight or nine year old laptops. They are coming to the end of their useful life and my IT Director states that they need to be replaced. The cost of replacing these computers is approximately \$36,000.00. I would like to start a two year program replacing half of the computers in 2019 and the remaining computers in 2020. Therefore, I am requesting \$18,000.00 be placed in our equipment line account to start replacing these computers.

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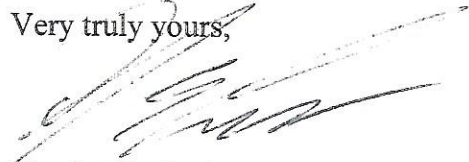
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Mr. Jerry C. Cirino
Mr. John R. Hamercheck
Mr. Daniel P. Troy
Page 2.
May 17, 2018

Thank you for your consideration of our requests. If you have any questions, please do not hesitate to call me.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Charles E. Coulson', written over a light blue horizontal line.

Charles E. Coulson

CEC/ljn

cc: Michael Matas, Budget Director