



If You're an
Assistant State Attorney,
**YOU CANNOT SURVIVE IN
MIAMI**

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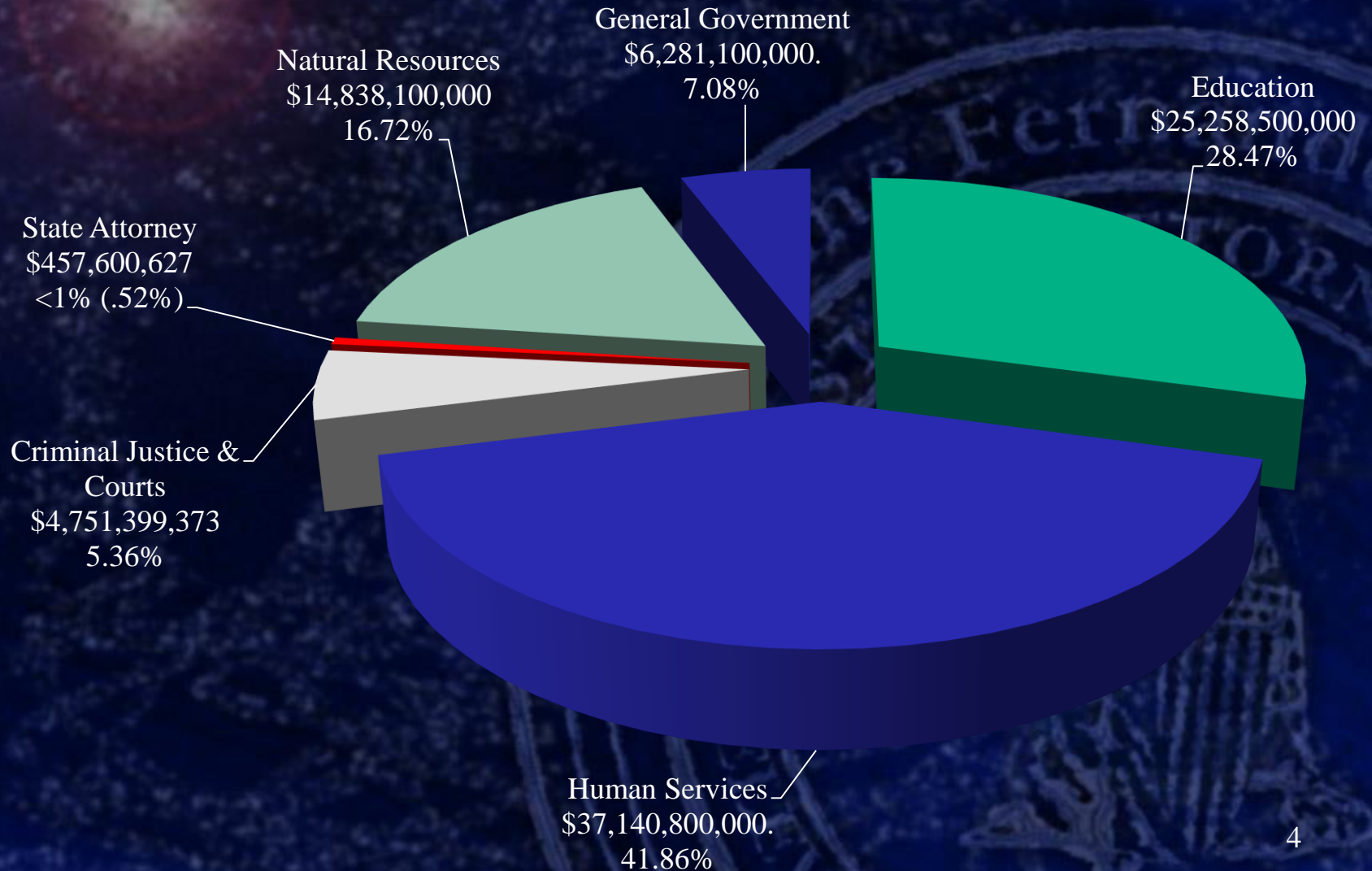
Being an ASA in Miami

- **According to a Miami Herald Report, Miami is one of the least affordable housing markets for recent grads.**
- **A study released in 2016 by Investopedia found that Miami is one of the top 10 most expensive cities to live in the United States and the only southern US City on the list.**
- **A law school graduate from Florida State University can expect debt of over \$67k and a University of Miami School of Law graduate can expect debt exceeding \$154k. This is for in-state schools and does not include housing.**

Being an ASA in Miami

- A starting ASA in Miami earns \$40k per year.
- With the high cost of housing and the extraordinary debt just out of law school, it is no wonder we cannot retain our prosecutors.
- Those who do join us right out of law school are likely to leave, especially when they start families, despite loving what they do and wanting to be career prosecutors.
- Attrition for ASAs is running at approximately 21% or 62 lawyers a year, the size of a medium to large law firm.

2018/2019 Fiscal Year Appropriations



Comparison of Public Salaries in Miami

Position	Starting Salary	Educational Requirements
County Attorney's Office	\$80,000 to >\$200,000	Juris Doctor
Fed. Prosecutor in So. Fl. w/Locality Pay	\$63,909	Juris Doctor
Legal Advisor – Miami-Dade Police	\$57,116	Juris Doctor
Miami Beach Police Officer	\$54,697	HS
Clinical Nurse I	\$51,275	BA & RN
School Teacher	\$47,662	BA
Miami-Dade Police Officer	\$45,929	HS
<i>Assistant State Attorney</i>	<i>\$40,000</i>	<i>Juris Doctor</i>
Highway Patrol Trooper	\$38,976	HS/GED
Correctional Officer	\$35,195	HS/GED

Comparison of Public Service Attorney Salaries in Miami

Position	Starting Salary	Educational Requirements
County Attorney's Office	\$80,000 to >\$200,000	Juris Doctor
MDCPS Attorney's Office	\$65,000	Juris Doctor
Attorney General's Office	\$51,627	Juris Doctor
Legal Services of Greater Miami	\$52,000	Juris Doctor
Assistant Statewide Prosecutor	\$51,355	Juris Doctor
<i>Assistant State Attorney</i>	<i>\$40,000</i>	<i>Juris Doctor</i>



The Loss of Experience is a
Serious Impediment to the
Administration of Justice

Current Seniority in Felony Trial Divisions in Our Office

- There are twenty felony trial courts in our Circuit.
- Because of attrition, currently 13 of the 1st degree and Life Felony prosecutors assigned to these courts, handling attempted murders and violent crimes with firearms, *have been in these positions less than six months.*

DMS 2016/17 Annual Workforce Report Findings

- There were 6,400 less Florida state government employees in 2016 than there were in 2012 so there are far less employees doing much more work
- With a state workforce that is nearly half the national average and an average salary that is 18.7% less than the national average, it is incomprehensible that we cannot do more to properly compensate our employees.

Locality Pay for ASA's in South Florida

- Assistant State Attorneys are not provided a locality pay salary supplement even though the cost of living in our jurisdiction is much higher than other parts of our state and our nation.

Cost of Housing Around Florida



Comparative Area Differential Salary Additives

- The federal government provides their employees a 22.64% locality pay salary additive for the Miami – Ft. Lauderdale area. For a starting federal prosecutor, that is over \$11,000 per year.
- Florida Highway Patrol Officers receive \$5,000. per year more for work in Miami Dade, Broward, Palm Beach, Collier, Lee and Monroe Counties.

The Complexity of Our Practice is Creating Additional Workload

- Because of several appellate court rulings, and federal policy changes, our complex litigation caseload has increased. We are now engaged in sophisticated post conviction litigation as a result of:
 - Resentencing of juveniles sentenced to life without parole (LWOP) in homicide cases;
 - Resentencing of juveniles sentenced to LWOP in non-homicide cases;
 - Resentencing of death penalty sentenced defendants without 12 to 0 jury recommendations;
 - Post-conviction requests to vacate by foreign nationals now concerned of removal as a result of dated convictions.

Where Are Our ASA's Going?

Recently we have lost ASAs to:

<u>Public Agency and Position</u>	<u>Salary Raise Amount</u>
Miami-Dade County Attorney's Office	\$40,000
U.S. Immigration and Customs Enforcement	\$30,000
Broward Asst. County Attorney	\$11,000
Fla. Asst. Statewide Pros. (Start \$55k)	\$6,000
Miami-Dade Inspector Gen.	\$6,000
Counsel for the Florida Bar	\$11,000
Legal Advisor – Broward Sheriff	\$10,000
Legal Advisor – Miami-Dade PD	\$10,000
Florida Department of Law Enforcement	\$26,000
Social Security Administration	\$20,000
Florida Attorney General	\$9,000
US Attorney's Office	\$25,000
Federal Bureau of Investigations	\$13,000

In Conclusion

- The high cost of housing and law school debt for Miami-Dade ASA's makes it difficult to recruit starting attorneys at \$40,000.
- Add to that the lack of locality pay salary additives offered by other agencies with already higher starting salaries
- It's no wonder we lose nearly one-fifth of our ASA's each year to other agencies, the size of a medium to large firm.
- The loss of experience is a serious impediment in the administration of justice in Miami-Dade County.
- Do not Put Citizens at Risk!

What does the loss of a prosecutor mean to a citizen who has been victimized?

- You have had four or five different lawyers handling your case with each lawyer having to learn a new file to prepare for trial.
- Four or five times you have had to relive the murder of your loved one with a new lawyer.
- Four or five times you have had to re-establish a bond of trust with the lawyer who will literally speak for your dead mother, brother, wife, child, father or sister.

Would you want to change your child's pediatrician four times in one year? How about your own doctor? How about your child's teacher? Would you want four teachers in one year?