



Commission Meeting

Meeting Date: April 15, 2025

AO Public Defender Positions Conversion

Department:	County Administrator's Office
Presenter:	Ms. Tameka Allen, County Administrator
Caption:	Motion to approve converting five (5) vacant Assistant Public Defender positions from State employees to Augusta employees and transfer of the associated funds from the Public Defender's Office operating budget to personnel.
Background:	The Public Defender's Office has faced challenges in recruiting and retaining Assistant Public Defender attorneys. In the FY2025 budget, the Public Defender's Office was allocated \$270,000 in recaptured funding to fund salary increases for their staff. The Administrator's Office has worked closely with the Public Defender to develop a more competitive salary structure.
Analysis:	Within the Public Defender's Office, some positions are Augusta employees, while others are State employees funded by Augusta ("State-Paid, County Reimbursed" or SPCR). State employment benefits are significantly more expensive than comparable benefits offered to Augusta employees. By converting five vacant SPCR positions to Augusta employment, Augusta would realize a cost savings. These funds would be repurposed to increase starting salaries for these positions as well as the other SPCR positions.
Financial Impact:	The proposed conversion will generate a net savings of approximately \$113,080 per year. Savings will be reallocated within the Public Defender's budget to increase starting salaries for these and other SPCR positions.
Alternatives:	Do not convert the positions and implement smaller salary increases.
Recommendation:	Approve converting five (5) vacant Assistant Public Defender positions from State employees to Augusta employees and transfer of the associated funds from the Public Defender's Office operating budget to personnel.
Funds are available in the following accounts:	101022509-5239110, 101022510-5239110, 101022511-5239110
<u>REVIEWED AND APPROVED BY:</u>	N/A