



OFFICE OF THE RAMSEY COUNTY ATTORNEY
JOHN J. CHOI, COUNTY ATTORNEY

November 26, 2024

Ramsey County Board of Commissioners
Ramsey County Courthouse, Room 220
15 West Kellogg Blvd.
Saint Paul, MN 55102

Dear Commissioners:

As you know, Minnesota law requires that the Ramsey County Board of Commissioners set the annual salary of the Ramsey County Attorney. Our long standing past practice has been for the County Attorney to make an annual written request to the Board of Commissioners regarding a proposed salary rate each December for the following year.

For 2025, I am requesting a 13.5% increase of my present salary to \$223,929.72, to be effective the first full pay period following January 1, 2025. This increase equates to the same pay equity adjustment of 10.2% received by eight Senior Assistant County Attorneys in 2024, plus the same compounded cost of living adjustment (COLA) that will be received in 2025 by all the represented attorneys in this office, which I understand will be 3.0%.

As I forecasted as a future need a year ago, my salary is in dire need of an equity adjustment when compared to my counterparts across the State of Minnesota. For your reference, I have attached my 2024 salary request letter dated November 27, 2023, for your review. Based upon a Minnesota County Attorneys Association's 2024 Salary Survey, there were nine other county attorneys, many with far less experience on the job, who exceeded my salary this past year. While this salary request will bring my salary more in alignment with many of the salaries paid to other County Attorneys in or near the Twin Cities metropolitan area, my 2025 proposed salary will still lag behind five other County Attorneys, if not more.

I am also requesting the continuation of the contribution to deferred compensation consistent with the Local 8 Assistant County Attorneys agreement, the continuation of the administrative allowance of \$110 per month, continuation of the transportation allowance of \$150 per month, and the continuation of the \$55 per month cell/phone wireless service allowance.

I am also very grateful that the Board, County Manager's Office, and Human Resource staff quickly addressed the salary disparities of the AFSCME Attorney bargaining group for Assistant County Attorneys in mid-year of 2024. I am extremely grateful for this special action taken by the county. We

ADMINISTRATION DIVISION

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 RAMSEY COUNTY

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still need to remain vigilant in reviewing and adjusting the salaries of my management team and remaining staff of this office as I have requested to retain and attract staff and reverse the trend of our public sector employees leaving the RCAO for better paying similar jobs in other public offices. The offering of competitive salaries will be necessary for my office to perform its most basic safety and justice functions, as required by state statute, and provide civil legal services, as prescribed by law.

Thank you for your consideration of my salary request and for your continued strong partnership and support.

Sincerely,



John J. Choi
Ramsey County Attorney

cc: Ling Becker, County Manager