



MINUTES

JUNE 6, 2025

PUBLIC DEFENDER'S OVERSIGHT BOARD MEETING

1. Call to Order

A meeting of the Brazos County Public Defender's Office Oversight Board was held on Friday, June 6, 2025 at 2:00 p.m. in suite 332 of the Brazos County Administration Building, 200 South Texas Avenue, Bryan, Texas. The following members of the Board were present:

Judge Duane Peters, Absent;
Judge Travis Bryan, III (retired), Absent,
Judge Willie Blackmon (retired);
Commissioner Wanda J. Watson;
Michele Esparza, Presiding.

The attached sheet contains the names of officials and citizens that were in attendance.

2. Approval of Minutes from the March 7, 2025 Public Defender's Oversight Board Meeting.

The Board voted unanimously to approve the minutes for the meeting held on March 7, 2025.

Motion: , Moved by Commissioner Wanda J. Watson, Seconded by Judge Willie Blackmon. . 3-0. Ayes: Blackmon, Esparaza, Watson. Absent: Bryan, III, Peters.

3. Review and discuss the 2025 First Quarter Progress Report.

Chief Public Defender Nathan Wood provided the First Quarter Progress Report for 2025. He stated that the numbers are looking good. The average number of business days between appointment and the initial interview with clients was five days in March and for Misdemeanors, clients spent an average of four days in Jail prior to the resolution of the case. Mr. Wood shared that his goal is to dispose cases as quickly as possible and ultimately, they will save the County money by decreasing the time that people are spending in the Jail. The Public Defender's Office is working toward fully

staffing the office to help with the caseload. Mr. Wood went on to report that they are currently clearing cases faster than they are receiving them. Judge Dana Zachary confirmed that the Public Defender's Office is moving cases quickly. Further discussion ensued regarding the length of time that people are remaining in Jail.

Ms. Esparza asked how the PDO handles myPadilla consultations. Mr. Wood explained that those consultations are handled through a web-based solution. He then shared how that process works.

A copy of the report is attached.

4. Update on the 2026 Grant submission.

Mr. Wood shared that they submitted three separate grant applications for Fiscal Year 2026 funding. The first is to continue existing programs. The second is for grant funding to create a Juvenile and Appellate division. The third is for a Mental Health Public Defender and case worker. Mr. Wood went on to discuss a need for pay parity with local prosecutors, noting that as part of the grant request, they are asking to increase salaries within the Public Defender's Office to achieve this goal. The grant requests were submitted in time to receive priority consideration and Mr. Wood believes they will have an idea of the decision surrounding the requests in late June.

5. Consider and possible action on nominations for appointments or reappointments to the Public Defender's Office Oversight Board, including the determination of their terms of office.

Melissa Bouis explained that the Board needs to consider staggering terms. Michele Esparza suggested adding another defense attorney to the Board. Ms. Esparza also stated that she would be willing to serve one more year and have her term overlap with a new defense attorney board member.

The Board voted unanimously to extend Michele Esparza's term for one year.

Motion: Approve, Moved by Commissioner Wanda J. Watson, Seconded by Judge Willie Blackmon. Passed. 3-0. Ayes: Blackmon, Esparaza, Watson. Absent: Bryan, III, Peters.

The Board then discussed the term of appointment for two new board members. Fran Duane recommended one year terms for the mental health representative and community board members. On motion by Commissioner Watson and second by Ms. Esparza, the Board voted unanimously to approve one year terms for the two appointed members of the Board.

Motion: Approve, Moved by Commissioner Wanda J. Watson, Seconded by Michele Esparaza. Passed. 3-0. Ayes: Blackmon, Esparaza, Watson. Absent: Bryan, III, Peters.

6. Discussion to amend office policy to not accept death penalty cases.

Mr. Wood stated that his office received an appointment to a capital murder case earlier in the year. He explained that the Public Defender's Office does not have the resources, nor are they qualified to receive Death Penalty Cases.

Ms. Esparza stated that she does not believe the Public Defender's Office should accept appointments on Capital Murder Cases as first or second chair. The Board agreed that the policy needs to be amended to reflect that the Public Defender's Office

will not accept appointments on Capital Murder Cases for first or second chair. The Board voted unanimously to table the item until changes are made to the policy.

Motion: Table, Moved by Michele Esparaza, Seconded by Judge Willie Blackmon. Passed. 3-0. Ayes: Blackmon, Esparaza, Watson. Absent: Bryan, III, Peters.

7. Announcement of interest items and possible future agenda topics.

Ms. Esparza requested several items be added to a future agenda. First, amending the bylaws to six permanent members to allow for overlapping terms. Second, adding another criminal defense attorney to the Board and third, finalizing the Death Penalty Policy.

Natalie Daniel announced that the Board needs to appoint a new Chairperson at the next meeting because Judge Bryan's term is expiring.

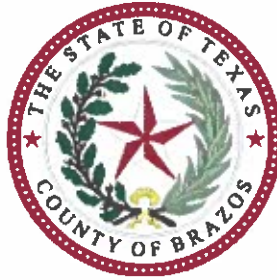
First Assistant Auditor Marci Turner questioned having six Board members. She suggested that instead of adding a Board member, they could bring someone in as an observer and then they could step into Ms. Esparza's place after her term expires.

Mr. Wood asked that the amending of the bylaws be added to the next agenda.

Judge Blackmon requested that our veterans be honored and thanked them for their service.

Announcements

8. Third Quarterly Meeting for the Public Defender's Office Oversight Board will be on September 5, 2025 at 2:00 PM.
9. Adjourn



**BRAZOS COUNTY
BRYAN, TEXAS**

FILED FOR RECORD

6-3-2025

10:14 O'CLOCK

A

M

KAREN MCQUEEN

BRAZOS COUNTY CLERK

[Signature]

NOTICE OF MEETING AND AGENDA

PUBLIC DEFENDER'S OVERSIGHT BOARD MEETING

THIS NOTICE IS POSTED PURSUANT TO THE TEXAS OPEN MEETINGS
ACT (TEXAS GOVERNMENT CODE SECTION 551)

MEETING DATE: June 6, 2025
MEETING TIME: 2:00 PM
MEETING PLACE: Brazos County Administration Building, 200 S. Texas
Avenue, Suite 332, Bryan, TX 77803

-
1. Call to Order
 2. Approval of Minutes from the March 7, 2025 Public Defender's Oversight Board Meeting.
 3. Review and discuss the 2025 First Quarter Progress Report.
 4. Update on the 2026 Grant submission.
 5. Consider and possible action on nominations for appointments or reappointments to the Public Defender's Office Oversight Board, including the determination of their terms of office.
 6. Discussion to amend office policy to not accept death penalty cases.
 7. Announcement of interest items and possible future agenda topics.

Announcements

8. Third Quarterly Meeting for the Public Defender's Office Oversight Board will be on September 5, 2025 at 2:00 PM.
9. Adjourn

The Brazos County Administration Building, 200 S. Texas Avenue, Suite 332, Bryan, TX 77803 is wheelchair accessible. Handicap parking spaces are available. Any request for sign interpretive services must be made two working days before the meeting. To make arrangements, please call (979) 361-4102.



PUBLIC DEFENDER'S OFFICE OVERSIGHT BOARD MEETING

June 6, 2025

Name

Organization

Sharyl Lowe

Comm Court

Fran Duane

Mental Health Provider

Natalie Daniel

PDO

Kevin Stuart

BCSO

Justin Marinari

BCSO

Nina Payne

Budget

marci turner

auditor

Willie Thompson

BCSO

Patrick Gendron

citizen

Wanda Nelson

Comm Court

Muhle Espinoza

Board

MELISSA BOWEN

Co. Judge

Dana Zachary

Indigent Defense

NATHAN WOOD

PDO



**BRAZOS COUNTY
BRYAN, TEXAS**

DEPARTMENT: NUMBER:

DATE OF COURT MEETING: 6/6/2025

ITEM: Approval of Minutes from the March 7, 2025 Public Defender's Oversight Board Meeting.

TO: Commissioners Court

DATE: 05/30/2025

FISCAL IMPACT: False

BUDGETED: False

DOLLAR AMOUNT: \$0.00

<u>ATTACHMENTS:</u>		
<u>File Name</u>	<u>Description</u>	<u>Type</u>
March 7 2025 PDO Oversight Board Meeting Minutes.pdf	March 7, 2025 PDO Oversight Board Meeting Minutes	Backup Material



MINUTES

MARCH 7, 2025

PUBLIC DEFENDER'S OVERSIGHT BOARD MEETING

1. Call to Order

A meeting of the Brazos County Public Defender's Office Oversight Board was held on Friday, March 7, 2025 at 2:00 p.m. in suite 332 of the Brazos County Administration Building, 200 South Texas Avenue, Bryan, Texas. The following members of the Board were present:

Judge Duane Peters, Presiding;
Judge Travis Bryan, III (retired), Absent,
Judge Willie Blackmon (retired), Present at 2:34 p.m.;
Commissioner Wanda J. Watson;
Michele Esparza.

The attached sheet contains the names of officials and citizens that were in attendance.

The minutes were taken by Aubrey Leggett.

2. Approval of Minutes from the December 6, 2024 Public Defender's Oversight Board Meeting.

The Board voted unanimously to approve the minutes for the meeting held on December 6, 2024.

Motion: Approve, Moved by Michele Esparaza, Seconded by Commissioner Wanda J. Watson. Passed.
3-0. Ayes: Esparaza, Peters, Watson. Absent: Blackmon, Bryan, III.

3. Review and discuss the 2024 Fourth Quarter Progress Report.

Chief Public Defender Nathan Wood presented the Fourth Quarter Report to the Board. Mr. Wood stated the average number of days between appointment and initial attorney interview is 7 business days. He also noted that there have not been any Juvenile case appointments, to date. Mr. Wood then updated the Board on the Public Defender's Office staffing situation, sharing that they currently have one vacant attorney position but they are otherwise, fully staffed. Additionally, he discussed the increased amount of appellate cases they are taking on and the time consuming nature of these cases. Ms. Esparza questioned whether they have adequate support staff to assist Appellate Attorney Lane Thibodeaux with the appellate cases. Mr. Wood responded that they are utilizing one of their support staff members in that role however, he intends to put in a grant request for more support positions. A copy of the report is attached.

4. Review and discuss the 2024 Dispositions.

Mr. Wood gave an overview on the number of active cases assigned to each attorney. He stated that a total of 102 cases were disposed in 2024 and that with an increase in staff members, he anticipates an increase in disposed cases for 2025. Commissioner Watson added that the increased number of cases validates the need for a Public Defender's Office. A copy of the report is attached.

5. Discussion of citizen and mental health representative recommendations and review for new board members.

Mr. Wood announced that Fran Duane was selected at the December 6, 2024 meeting as the mental health representative for the Public Defender's Office Oversight Board. On motion by Ms. Esparza and second by Commissioner Watson, the Board voted unanimously to appoint Fran Duane to the Board. Mr. Wood then informed the Board that he would like to nominate Jamie Martin for the citizen member of the Board. He stated that he believes Ms. Martin would have a unique perspective to offer to the Board given her experience with the Justice System. Commissioner Watson confirmed with Mr. Wood that he highly recommends Ms. Martin to be part of the Board and Ms. Esparza requested that Ms. Martin attend the next meeting to give the Board an opportunity to meet her. Mr. Wood noted that the Board could vote on the appointment of Ms. Martin at the next meeting.

Motion: Approve, Moved by Michele Esparaza, Seconded by Commissioner Wanda J. Watson. Passed. 3-0. Ayes: Esparaza, Peters, Watson. Absent: Blackmon, Bryan, III.

6. Review and discuss the FY 2026 grant proposal and budget.

Mr. Wood discussed the FY2025 Grant request where he reminded the Board that he originally asked for the creation of two additional programs that were denied by TIDC. He stated that for FY2026 the plan is to repeat the same request for the creation of a mental health and Juvenile program. He then noted that another one of his priorities is to continue seeking pay parity with the prosecutors. Budget Officer Nina Payne requested information on the County's contribution percentage in accordance with the grant funds for FY2026. Mr. Wood stated that the County's portion will be 40 percent. Ms. Esparza questioned the number of Juvenile defenders listed in the request. She noted concerns about overusing the already limited resources for Juveniles. Mr. Wood stated that he would meet with the Judges and Juvenile Defender Patrick Gendron to determine how many defenders are needed. Mr. Gendron then offered to assist with the candidate selection process and training for the Juvenile Defenders.

7. Announcement of interest items and possible future agenda topics.

Mr. Wood stated that he has two items that he needs the Board's guidance on. First, he discussed a need to implement policy related to Death Penalty cases. Ms. Esparza shared that her preference is that the Public Defender's Office never accept Death Penalty cases. Associate Misdemeanor Court Judge Dana Zachary stated that she believes it would take coordination between the PDO and the other Judges to determine the best policy moving forward.

Secondly, Mr. Wood informed the Board that with the higher level cases that their office is taking, the longer it is taking to dispose of the cases. Ms. Esparza requested that an item be added to the next meeting Agenda to discuss assistance for the PDO with aggravated offenses. Judge Zachary commented that Mr. Wood and his staff do a good job of balancing the case loads. The Board then entered into discussion on recruiting and retaining qualified attorneys.

Announcements

8. Second Quarterly Meeting for the Public Defender's Office Oversight Board will be on June 6, 2025 at 2:00 PM.
9. Adjourn



**BRAZOS COUNTY
BRYAN, TEXAS**

DEPARTMENT:	NUMBER:
DATE OF COURT MEETING:	6/6/2025
ITEM:	Review and discuss the 2025 First Quarter Progress Report.
TO:	Commissioners Court
DATE:	05/30/2025
FISCAL IMPACT:	False
BUDGETED:	False
DOLLAR AMOUNT:	\$0.00

Progress Report for Grant 212-25-C03: Brazos County Public Defender
Brazos County
October 1 - December 31, 2024

Change Reporting Period October 1 - December 31, 2024



Question	October 2024	November 2024	December 2024
Public Defender Office			
Caseflow Measures			
Report the average number of business days between appointment of Public Defender and the initial attorney interview.	7	7	7
Report the average number of days clients are in jail prior to resolution of the case for Felonies for the cases disposed each month. (Exclude any clients with MH competency proceedings initiated.)	179	96	126
Report the average number of days clients are in jail prior to resolution of the case for Misdemeanors for the cases disposed each month. (Exclude any clients with MH competency proceedings initiated.)	12	38	35
Use			
Report the number of new Juvenile appointments.	0	0	0
Workload/Caseload Measures			
Report the number of new Misdemeanor appointments.	43	36	41
Report the number of new Felony appointments.	9	24	20
Report the number of new Appeals filed.	0	1	3
Report the number of Felony cases disposed.	9	9	11
Report the number of Misdemeanor cases disposed.	47	29	42
Report the number of Juvenile cases disposed.	0	0	0
Report the average number of active Felony cases per attorney on the last day of the quarter.		63	
Report the average number of active Misdemeanor cases per attorney on the last day of the quarter.		60	
Report the average number of active Juvenile cases per attorney on the last day of the quarter.		0	
Program Activities			
Report the date the Oversight Board is setup		08/02/2022	
Report the date the Chief Defender is hired.		12/28/2022	

Report the date the office begins accepting appointments.		03/17/2023	
Report the date the case management system goes live.		03/17/2023	
Report the date the County indigent Defense Plans have been updated to reflect the use of the Public Defender		12/02/2022	
Report the number of Felony cases where charges were reduced or dismissed.	0	0	2
Report the number Misdemeanor cases where charges were reduced or dismissed.	3	2	8
Report the number of Juvenile cases where charges were reduced or dismissed.	0	0	0
Report the number of bench or jury trials (jury empaneled) for Felonies .	0	0	1
Report the number of bench or jury trials (jury empaneled) for Misdemeanors .	0	0	0
Report the number of bench or jury trials (jury empaneled) for Juveniles .	0	0	0
Report the number of Misdemeanor trials that resulted in a not guilty verdict	0	0	0
Report the number of Felony trials that resulted in a not guilty verdict.	0	0	0
Report the number of Juvenile trials that resulted in a not guilty verdict.	0	0	0
Report the number of Misdemeanor cases where an investigator assisted the attorney with investigation of the case for the cases disposed each month.	31	22	31
Report the number of Felony cases where an investigator assisted the attorney with investigation of the case for the cases disposed each month.	0	7	6
Report the number of Juvenile cases where an investigator assisted the attorney with investigation of the case for the cases disposed each month.	0	0	0
Report the number of dispositive motions filed for Misdemeanor cases.	0	0	0
Report the number of dispositive motions filed for Felony cases.	0	0	1
Report the number of bond reduction motions/hearings for Misdemeanor defendants.	0	5	1
Report the number of bond reduction motions/hearing for Felony defendants.	1	2	2
Report the number of detention and review hearings.	0	0	0
Report the number of Juveniles released at detention hearings.	0	0	0
Report the number of writs of habeas corpus filed for Misdemeanors .	0	5	1
Report the number of writs of habeas corpus filed for Felonies .	1	2	2

Report the number of post-conviction writs filed.

0

0

0

Describe any additional services provided to defendants (mental health attorneys, immigration consultations, social services, etc.)

We continue to consult with myPadilla for all non-citizen clients. Our caseworker makes frequent referrals to counselors (who see our clients at reduced rates), treatment centers for drugs and/or mental health, as well as shelters and other services to assist clients in meeting their basic needs.

Provide any additional details you feel are important about the trials this quarter.

Report the date of the last Board meeting.

12/06/2024

Report the number of cases disposed each month by the public defender in which program social workers and/or caseworkers consulted with attorneys.

24

20

26

Summary

Explain any official allegations of misconduct. No allegations of misconduct were made.

Provide any program highlights for the quarter.

The office is fully staffed!

Describe any challenges and the corrective actions taken or being taken.

None to report.

Describe the activities planned for next quarter.

We are working toward a migration to Legal Serve for our case management. This should be completed by late 2nd quarter or early third.

Describe any staffing changes which occurred during the quarter or that are anticipated in the next quarter.

Our out of state attorney received her Texas license through reciprocity. The process took about 4 and a half months.

If you wish to submit supporting documentation other than text notes entered above, click [here](#). If you have internet mail configured on your computer, a new message window should open up with the To: field filled in. Attach any desired documents and then send the message.

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**BRAZOS COUNTY
BRYAN, TEXAS**

DEPARTMENT:	NUMBER:
DATE OF COURT MEETING:	6/6/2025
ITEM:	Update on the 2026 Grant submission.
TO:	Commissioners Court
DATE:	05/30/2025
FISCAL IMPACT:	False
BUDGETED:	False
DOLLAR AMOUNT:	\$0.00

DISPOSITIONS 2024																													
		Oct 2023		Nov 2023		Dec 2023		Jan 2024		Feb 2024		Mar 2024		Apr 2024		May 2024		Jun 2024		Jul 2024		Aug 2024		Sep 2024		Total			
NW	Nathan Wood	0	3	1	2	1	1	1	1	5	5	0	4	2	3	5	0	2	1	5	1	4	6	2	2	28	29		
MS	Maritza Sifuentez-Chavarria	1	2	4	6	1	1	0	3	1	13	3	4	2	8	3	4	2	1	5	7	6	7	6	7	34	63		
YA	Yasmeen Aboellhasan	2	4	0	7	1	4	2	5	1	10	1	7	3	8	6	3	1	3	1	2	0	0	--	--	18	53		
SP	Sarah Petrus	0	11	0	9	0	8	0	5	0	6	0	7	0	20	0	16	0	14	0	13	0	18	0	8	0	136		
LT	Lane Thibodeaux	--		--		--		--		--		--		0	0	0	3	0	5	0	3	0	10	0	10	0	31		
RM	Robbie McClung	--		--		--		--		--		--		--		1	0	3	0	6	4	4	3	8	7	22	14		
LD	Lyndsay DeMatteo	--		--		--		--		--		--		--		--		--		--		--		0	0	0	0		
		3	20	5	24	3	14	3	14	7	34	4	22	7	39	15	26	8	24	17	30	14	44	16	34	102	326		

DISPOSITIONS 2025		Oct 2024		Nov 2024		Dec 2024		Jan 2025		Feb 2025	
NW	Nathan Wood	3	1	4	2	2	3	13	3	0	0
SP	Sarah Petrus	0	30	0	17	0	23	0	10	0	12
LT	Lane Thibodeaux	0	16	0	8	0	9	0	6	0	4
RM	Robbie McClung	6	0	5	2	9	7	8	7	3	2
LD	Lyndsay DeMatteo	0	0	0	0	0	0	0	0	2	1
BP	Bryce Pringle	0	0	0	0	0	0	0	1	0	2
		9 47		9 29		11 42		21 26		5 19	



**BRAZOS COUNTY
BRYAN, TEXAS**

DEPARTMENT:

NUMBER:

DATE OF COURT MEETING: 6/6/2025

ITEM: Consider and possible action on nominations for appointments or reappointments to the Public Defender's Office Oversight Board, including the determination of their terms of office.

TO: Commissioners Court

DATE: 05/30/2025

FISCAL IMPACT: False

BUDGETED: False

DOLLAR AMOUNT: \$0.00



BRAZOS PUBLIC DEFENDER

EQUAL JUSTICE FOR ALL

Date: March 7, 2025

Re: Nomination of Board Members for Appointment

Approval Item:

Discussion of citizen and mental health representative recommendations and review for new board members.

Recommendation:

It is my recommendation that Jamie Martin (citizen representative) and Fran Duane (mental health representative) be appointed to the position of Public Defender Oversight Board Member to serve a ____ year(s) term.

Nathan Wood, Chief Public Defender

3/7/25

Date

Board Approval:

Oversight Board Member

03/07-25

Date

Oversight Board Member

03/07/25

Date

Oversight Board Member

3-7-2025

Date



BRAZOS PUBLIC DEFENDER

EQUAL JUSTICE FOR ALL

Date: June 6, 2025

RE: Nomination of Board Member Appointment

Approval Item:

At the First Quarter Oversight Board Meeting, Fran Duane was nominated and approved unanimously to serve on the Oversight Board. The approval form that was signed by the Board Members did not include term limits.

Recommendation:

It is my recommendation that Fran Duane serve a term of 1 years from

8/16/25 - 8/15/26.

Nathan Wood
Nathan Wood, Chief Public Defender

6/6/25
Date

Board Approval:

Wanda Watson
Oversight Board Member

6/6/25
Date

Michele Lopez
Oversight Board Member

6/6/25
Date

Willie Blackman
Oversight Board Member

6/6/25
Date

Oversight Board Member

Date



BRAZOS PUBLIC DEFENDER

EQUAL JUSTICE FOR ALL

Date: June 6, 2025

RE: Nomination of Board Member Appointment

Approval Item:

At the Fourth Quarter Oversight Board Meeting of 2024, two new positions were added to the Oversight Board. This nomination is for one of the two positions.

Recommendation:

It is my recommendation that Jamie Martin be appointed to the position of Public Defender Oversight Board Member to serve a term of 1 years from 8/16/25 - 8/15/26.

Dates of Term


Nathan Wood, Chief Public Defender

6/6/25
Date

Board Approval:


Oversight Board Member

6/6/25
Date


Oversight Board Member

6/6/25
Date


Oversight Board Member

6/6/25
Date

Oversight Board Member

Date



BRAZOS PUBLIC DEFENDER

EQUAL JUSTICE FOR ALL

Date: June 6, 2025

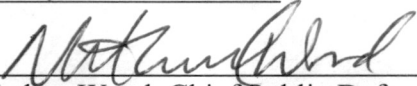
RE: Nomination of Board Member Appointment

Approval Item:

The position for which Michelle Esparza serves as a Member of the Public Defender Oversight Board is scheduled to expire August 1, 2025. This position is currently scheduled for nomination.

Recommendation:

It is my recommendation that Michelle Esparza be (re)appointed to the position of Public Defender Oversight Board Member to serve a term of 1 years, from 8/16/25 - 8/15/26.



Nathan Wood, Chief Public Defender

6/6/25

Date

Board Approval:



Oversight Board Member

6/6/25

Date



Oversight Board Member

6/6/25

Date



Oversight Board Member

6/6/25

Date

Oversight Board Member

Date



**BRAZOS COUNTY
BRYAN, TEXAS**

DEPARTMENT:	NUMBER:
DATE OF COURT MEETING:	6/6/2025
ITEM:	Discussion to amend office policy to not accept death penalty cases.
TO:	Commissioners Court
DATE:	05/30/2025
FISCAL IMPACT:	False
BUDGETED:	False
DOLLAR AMOUNT:	\$0.00

2026 Proposed Salary Budget

Position	Current	Proposed (5%+)	FICA	Retirement	Insurance	Workers Comp	Total
Chief Public Defender	\$ 145,649.92	\$ 152,932.42	\$ 11,699.33	\$ 25,998.51	\$ 16,692.00	\$ 175.87	\$ 207,498.13
Public Defender I	\$ 113,024.86	\$ 118,676.10	\$ 9,078.72	\$ 20,174.94	\$ 16,692.00	\$ 136.48	\$ 164,758.24
Public Defender I	\$ 97,999.98	\$ 102,899.98	\$ 7,871.85	\$ 17,493.00	\$ 16,692.00	\$ 118.33	\$ 145,075.16
Public Defender I	\$ 101,000.12	\$ 106,050.13	\$ 8,112.83	\$ 18,028.52	\$ 16,692.00	\$ 121.96	\$ 149,005.44
Public Defender II	\$ 133,099.72	\$ 139,754.71	\$ 10,691.24	\$ 23,758.30	\$ 16,692.00	\$ 160.72	\$ 191,056.96
Public Defender II	\$ 110,251.18	\$ 115,763.74	\$ 8,855.93	\$ 19,679.84	\$ 16,692.00	\$ 133.13	\$ 161,124.63
Investigator	\$ 81,870.10	\$ 85,963.61	\$ 6,576.22	\$ 14,613.81	\$ 16,692.00	\$ 98.86	\$ 123,944.49
Case Worker	\$ 71,950.00	\$ 75,547.50	\$ 5,779.38	\$ 12,843.08	\$ 16,692.00	\$ 86.88	\$ 110,948.84
Administrative Clerk	\$ 62,858.00	\$ 66,000.90	\$ 5,049.07	\$ 11,220.15	\$ 16,692.00	\$ 75.90	\$ 99,038.02
Office Manager	\$ 76,565.00	\$ 80,393.25	\$ 6,150.08	\$ 13,666.85	\$ 16,692.00	\$ 92.45	\$ 116,994.64
Receptionist	\$ 38,356.00	\$ 40,273.80	\$ 3,080.95	\$ 6,846.55	\$ 16,692.00	\$ 46.31	\$ 66,939.61
Total	\$ 1,032,624.88	\$ 1,084,256.12	\$ 82,945.59	\$ 184,323.54	\$ 183,612.00	\$ 1,246.89	\$ 2,569,009.03

2026 Proposed New Positions and Salary Budget

Position	Salary	FICA	Retirement	Insurance	Workers Comp	Total
Chief Juvenile Defender	\$ 140,000.00	\$ 10,710.00	\$ 23,800.00	\$ 16,692.00	\$ 161.00	\$ 191,363.00
Juvenile Public Defender	\$ 105,000.00	\$ 8,032.50	\$ 17,850.00	\$ 16,692.00	\$ 120.75	\$ 147,695.25
Juvenile Public Defender	\$ 105,000.00	\$ 8,032.50	\$ 17,850.00	\$ 16,692.00	\$ 120.75	\$ 147,695.25
Juvenile Public Defender	\$ 105,000.00	\$ 8,032.50	\$ 17,850.00	\$ 16,692.00	\$ 120.75	\$ 147,695.25
Investigator	\$ 75,000.00	\$ 5,737.50	\$ 12,750.00	\$ 16,692.00	\$ 86.25	\$ 110,265.75
Case Worker	\$ 62,000.00	\$ 4,743.00	\$ 10,540.00	\$ 16,692.00	\$ 71.30	\$ 94,046.30
Legal Assistant	\$ 49,500.00	\$ 3,786.75	\$ 8,415.00	\$ 16,692.00	\$ 56.93	\$ 78,450.68
Chief Appellate Public Defender	\$ 140,000.00	\$ 10,710.00	\$ 23,800.00	\$ 16,692.00	\$ 161.00	\$ 191,363.00
Chief Mental Health Public Defender	\$ 140,000.00	\$ 10,710.00	\$ 23,800.00	\$ 16,692.00	\$ 161.00	\$ 191,363.00
Investigator	\$ 75,000.00	\$ 5,737.50	\$ 12,750.00	\$ 16,692.00	\$ 86.25	\$ 110,265.75
Case Worker	\$ 62,000.00	\$ 4,743.00	\$ 10,540.00	\$ 16,692.00	\$ 71.30	\$ 94,046.30
Legal Assistant	\$ 49,500.00	\$ 3,786.75	\$ 8,415.00	\$ 16,692.00	\$ 56.93	\$ 78,450.68
Administrative Specialist	\$ 55,000.00	\$ 4,207.50	\$ 9,350.00	\$ 16,692.00	\$ 63.25	\$ 85,312.75
Total	\$ 1,163,000.00	\$ 88,969.50	\$ 197,710.00	\$ 216,996.00	\$ 1,337.45	\$ 1,668,012.95

Operational Expenses

Supplies	\$ 60,000.00
Equipment	\$ 75,000.00
Contract Services	\$ 45,000.00
Travel	\$ 60,000.00
Total	\$ 240,000.00

Total w/Proposed New Positions

Current Employees	\$ 2,569,009.03
Proposed Employees	\$ 1,668,012.95
Operational Expenses	\$ 240,000.00
Total	\$ 4,477,021.98

Total Current Positions and Operational Expenses

Current Employees	\$ 2,569,009.03
Operational Expenses	\$ 240,000.00
Total	\$ 2,809,009.03