



15. What was the last position you held before becoming an AUSA  
xxxxxxx and what was  
your salary? \_\_\_\_\_

16. Attorney General Thornberg has requested the Committee to  
ask the following question:

What were the circumstances that caused you  
to be hired as an AUSA, i.e., prior experience as  
a state prosecutor, prior experience as a private  
attorney, prior experience at DOJ, a political  
contact, etc. See Attachment A  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

17. Under the present salary and benefits programs, do you intend  
on being an AUSA for the rest of your professional career:

- A. 28.7% Yes  
B. 55.9% No  
15.4 No Response/Other

Comments: \_\_\_\_\_

SEE ATTACHMENT FOR ADDITIONAL DATA  
\_\_\_\_\_  
\_\_\_\_\_

18. If your answer to question No. 17 is no, after how many more  
years of service as an AUSA do you anticipate leaving?

- A. 37.6% 1 to 2  
B. 43.9% 3 to 5  
C. 9.5% 6 to 9  
D. 3.4% 10 to 12  
E. 1.3% 13 and above  
4.3% No Response/Other

Comments: \_\_\_\_\_

19. In a 40 hour work week, on the average, how many additional  
hours do you work?

- A. 5.8% 0 to 5  
B. 30.9% 6 to 10  
C. 30.9% 11 to 15  
D. 18.7% 16 to 20  
E. 11.0% 21 and over  
2.6%

Comments: \_\_\_\_\_

20. When compared to other federal employees that you interact with, i.e., Judges, law enforcement agents, probation officers, agency personnel, do you consider your job:

- A. 34.6% Much more stressful
- B. 46.2% More stressful
- C. 15.6% As stressful
- D. .9% Less stressful
- E. .1% Much less stressful
- 2.6% No Response/Other

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

21. Have you ever been threatened or had any member of your family member threatened as a result of your job?

- A. 39.7% Yes
- B. 59.3% No
- .9% No Response/Other

Comments: See Attachment for Additional Data  
\_\_\_\_\_  
\_\_\_\_\_

22. Because of your job as an AUSA, do you feel that your safety or the safety of your family is at a greater risk than a private practitioner or other government attorneys.

- A. 26.9% Much greater risk
- B. 54.9% More risk
- C. 16.4% Similar risk
- D. 1.1% Less risk
- E. 0 Much less risk
- .5% No Response/Other

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

23. Have you ever been professionally threatened, i.e., a private attorney promising to seek revenge for your decisions as an AUSA by blackballing you if and when you enter private practice or threatening your removal if he is ever in a position to do so.

- A. 16.0% Yes
- B. 82.9% No
- 1.1% No Response/Other

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

24. Would a retirement package similar to 1811 retirement status make a career as an AUSA more attractive to you?

- A. 87.3% Yes
- B. 9.3% No
- 3.4% No Response/Other

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

25. What aspect of the 1811 retirement program is attractive to you?

- A. 4.1% Retirement at age 50
- B. 5.4% Retirement with 20 years of service at age 50
- C. 18.2% Increased Annuity
- D. 63% All of the above
- 9.2%

26. Should credit for retirement purposes be given for similar service as a state or local government attorney, i.e., prosecutor, civil state deputy attorney General, etc., up to a maximum of five years?

- A. 61.8% Yes
- B. 29.8% No
- 8.4% No Response/Other

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

27. Should credit for retirement purposes be given for similar service as a department of Justice attorney, i.e., criminal division, civil division trial attorneys, up to a maximum of ten years?

- A. 89.8% Yes
- B. 4.0% No
- 6.2% No Response/Other

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

28. Present 1811 participants pay 7.5% of their base salary. You presently pay 7%. Would you be willing to pay a .5% increase to receive 1811 benefits?

- A. 88.7% Yes
- B. 6.5% No
- 4.8% No Response/Other

SABBATICALS, FLEXIBLE WORK SCHEDULES, AUSA  
ROTATIONS TO DOJ AND US ATTORNEY'S OFFICES  
AND GRADUATE EDUCATION PROGRAMS

A sabbatical program allowing an AUSA with at least five years' experience and the intent to remain in their office at least two years after completion of the program currently exists allowing an AUSA to teach at a law school and a professor from that school to work in the U.S. Attorney's office.

29. Does the existence of such a program make it more likely that you will remain an AUSA or have no impact on that decision?
- A.  $\frac{40.8\%}{54.0\%}$  Yes  
B.  $\frac{54.0\%}{5.2\%}$  No  
5.2% No Response/Other
30. If a program existed that allowed AUSA's a three month unstructured sabbatical after seven years, three months after fifteen years, and three months after twenty years, would you be more likely to become a career AUSA?
- A.  $\frac{66.4\%}{31.5\%}$  Yes  
B.  $\frac{31.5\%}{2.1\%}$  No  
2.1% No Response/Other
31. Are you interested in pursuing a graduate program in law? A.
- A.  $\frac{39.1\%}{58.4\%}$  Yes  
B.  $\frac{58.4\%}{2.4\%}$  No  
2.4% No Response/Other
32. If you do criminal work, would you be interested in a program specifically designed to give you a graduate degree in criminal law.
- A.  $\frac{39.9\%}{40.2\%}$  Yes  
B.  $\frac{40.2\%}{19.9\%}$  No  
19.9% No Response/Other
33. If you are interested in a graduate program, would you be interested in pursuing it as part of a one-year sabbatical or on a part-time basis.
- A.  $\frac{40.2\%}{16.7\%}$  One Year  
B.  $\frac{16.7\%}{43.1\%}$  Part Time  
43.1% No Response/Other
34. If the tuition for a one-year graduate legal program were paid by the Department, would that factor increase the likelihood that you would extend your service as an AUSA to at least twenty years of service?
- A.  $\frac{50.3\%}{37.2\%}$  Yes  
B.  $\frac{37.2\%}{12.5\%}$  No  
12.5% No Response/Other
35. Would the ability to individualize your work schedule, for instance, court appearances permitting, a 4-day work week (10 hour day minimum), a 5-day work week from 7:30 a.m. to 4:00 p.m., etc. make a career as an AUSA more attractive?
- A.  $\frac{70.4\%}{27.5\%}$  Yes  
B.  $\frac{27.5\%}{2.1\%}$  No  
2.1%

36. Would the opportunity for periodic 1 to 2 year exchanges with other AUSA's or rotations to other USAO's, Main Justice, or other department/agencies of the government, increase the likelihood that you would want to make a career as an AUSA

- A. 57.5% Yes  
 B. 40.2% No  
 2.3% No Response/Other

SALARY RELATED ISSUES

As you know the present cap for Assistant United States Attorneys is \$75,500. Each AUSA is entitled to an Annual Pay Increase (API). The amount of which is determined by your performance evaluation (unsatisfactory or minimally satisfactory, fully satisfactory, excellent or outstanding). The ranges depending on performance rating are as follows:

Up to \$33,000	0%	to	21%
33,100 to 39,300	0%	to	14%
39,400 to 46,500	0%	to	11%
46,600 to 54,800	0%	to	10%
54,900 to 60,100	0%	to	5%
60,200 to 65,700	0%	to	4%
65,800 and above	0%	to	3%

37. Would a substantial increase in the salary cap for AUSA's (currently and annual cap is \$75,500) cause you to want to make a career as an AUSA?

- A. 94.7% Yes  
 B. 3.9% No  
 1.3% No Response/Other

Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

38. Would a longevity bonus, i.e., a lump sum periodic payment, for AUSA's have an impact on your desire to make a career as an AUSA?

- A. 88.0% Yes  
 B. 10.2% No  
 1.8% No Response/Other

39. If you checked A or B above, what is the lowest longevity bonus which would effect your decision to make a career as an AUSA?

- A. 8.7% \$5,000 for 10 years of service as an AUSA, with a commitment to remain another 3 years
- B. 23.2% \$10,000 for 10 years of service as an AUSA, with a commitment to remain another 3 years,
- C. 18.3% \$15,000 for 10 years of service as an AUSA, with a commitment to remain another 3 years,
- D. 20.9% \$20,000 for 10 years of service as an AUSA, with a commitment to remain another 3 years,
- E. 16.3% more than \$20,000 for 10 years of servie as an AUSA, with a commitment to remain another 3 years.

12.5% No Response/Other

40. Which of the following best describes your salary when compared to members of the private bar in your geographic area with similar experience, longevity and responsibility?

- A. 59.1% Substantially less than private bar
- B. 31.4% Less than private bar
- C. 6.1% Equal to private bar
- D. 1.0% More than private bar
- E. .2% Substantially more than private bar

2.3% No Response/Other

If less than private bar, approximately how much less? \$42,000.00

41. Would a cost of living adjustment, i.e., at 25% tax free adjustment, in pay for AUSA's living in high cost areas cause you to want to make a career as an AUSA?

- A. 62.9% Yes
- B. 30.2% No

6.8% No Response/Other

42. Would the ability to accumulate compensatory leave for overtime with a realistic cap influence your decision to make a career as an AUSA?

- A. 67.4% Yes
- B. 31.0% No

1.6% No Response/Other

43. Would compensation for authorized unscheduled overtime, i.e., a maximum of 25% of an AUSA's entry level salary (similar to the FBI, DEA and other federal law enforcement officials) be a significant factor in remaining as an AUSA?

- A. 77.6% Yes
- B. 20.6% No

~~1.8%~~ No Response/Other

1.8

44. Would the potential for AUSA's to achieve Senior Executive Service status similar to that which is held by some DOJ attorneys

A. 66.9% Yes  
B. 18.7% No  
14.4%

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

45. Would improvement in the Senior Litigation Counsel Program cause you to want to make a career as an AUSA?

A. 47.8% Yes  
B. 32.1% No  
20.1% No Response/Other

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

As you know there are three types of awards for which AUSAs are presently eligible. The Special Achievement Award (each U.S. attorney receives an annual allocation of cash award allowances), As Executive Office of U.S. Attorneys Director's Awards (non-cash, given in Washington for superior and extraordinary service to AUSA and support staff); Attorney General's Awards (cash awards given in Washington).

46. Have you even been a receipt of any of these awards?

A. 37.3% Yes  
B. 61.1% No 1.7% No Response/Other

If yes, how often have you received an award and for what amount? \$1143.00

47. Does the present cash award program have any bearing on your being a career AUSA?

A. 11.6% Yes  
B. 85.8% No  
2.6% No Response/Other

48. Should the cash award program be limited to AUSAs who have served 5 years or more?

A. 15.7% Yes  
B. 79.7% No  
4.6% No Response/Other

49. Do you believe the selection committee for the Attorney General's Awards should have some members who are AUSAs?

A. 83.4% Yes  
B. 7.7% No  
8.9% No Response/Other

PERMANENT ASSISTANT U.S. ATTORNEY LIAISON COMMITTEE

Same federal agencies, i.e., FBI, have permitted the establishment of committees that receive employee suggestions and act as a vehicle to express to management their views and ideas.

50. Do you believe that such a committee of AUSA's should be established?

- A. 84.1% Yes  
B. 11.3% No

If yes, how should the membership be chosen?

- A. 2.5% By the Attorney General  
B. 8.5% By the Executive office for U.S. Attorneys  
C. 8.1% By the Attorney General Advisory Committee  
D. 32.8% By United States Attorneys  
E. 39.1% By Assistant United States Attorneys  
9.0% No Response/Other

51. How many members should the committee have?

- A. 31.3% One from each District  
B. 26.3% Two from each Appellate Circuit  
C. 25.6% A maximum of 10 members from disparate regions of the country  
16.8% No Response/Other

52. Are you active in your state/local bar?

- A. 35.1% Yes  
B. 61.5% No  
3.4% No Response/Other

53. Does your office encourage participation in state/local bar functions?

- A. 42.6% Yes  
B. 49.5% No  
7.9% No Response/Other

54. Do you receive administrative leave for time spent in state/local bar functions?

- A. 33.4% Yes  
B. 49.1% No  
17.5% No Response/Other

55. Do you have malpractice insurance?

- A. 21.3% Yes  
B. 75.1% No  
3.6% No Response/Other

56. If yes, with what company and limits of liability?

70.9% \$1,000,000

22.8% \$500,000

6.2% Other

57. Do you pay for parking privileges at your principal place of work?
- A. 51.0% Yes  
 B. 44.7% No  
     4.3% No Response/Other
58. Does your office provide you with parking privileges?
- A. 33.0% Yes  
 B. 63.0% No  
     4.0% No Response/Other
59. How much does parking cost? \$63.00 per month
60. Do you consider safety to be a factor to justify paid for garage parking?
- A. 68.1% Yes  
 B. 22.9% No  
     9.0% No Response/Other

EDUCATIONAL ASSISTANCE FOR CHILDREN

As you are aware, college education expenses have escalated over the past ten years. AUSA's have expressed concern that as their children approach college age, they may be forced to leave government service and enter private practice so that they are able to pay for their children's college education.

61. Under the present salary and benefits programs, do you anticipate resigning from your position with the U.S. Attorney's office at some point so that you can pay for your children's college education?
- A. 41.8% Yes  
 B. 23.7% No  
 C. 26.3% Not Applicable  
     8.2% No Response/Other
62. If your answer to the above question is yes, when to you anticipate leaving?
- A. 29.2% 1 to 2 years  
 B. 37.0% 3 to 5 years  
 C. 13.7% 6 to 9 years  
 D. 5.9% 10 to 12 years  
 E. 4.4% 13 or more years  
     9.8% No Response/Other
63. Would the opportunity to receive low interest educational loans from the Justice Department enable you to make a career as an AUSA?
- A. 56.9% Yes  
 B. 19.9% No  
     23.2% No Response/Other

64. Which of the following five programs and benefits would offer you the greatest incentive to make a career as an AUSA?  
(Please rate them 1, 2, 3, 4, and 5)

1. 1811 Retirement Status	<u>2</u>
2. Increased Salary Cap	<u>1</u>
3. Teaching Sabbaticals	<u>9</u>
4. Overtime	<u>3</u>
5. Compensatory Time	<u>6</u>
6. Senior Litigation Counsel	<u>14</u>
7. Senior Executive Service Program	<u>11</u>
8. Cost of Living Allowance	<u>4</u>
9. Longevity Bonus	<u>5</u>
10. Low Interest loans for Child's Education	<u>7</u>
11. Cash Awards	<u>16</u>
12. Graduate Legal Programs	<u>13</u>
13. Tuition Reimbursement	<u>18</u>
14. Individualized Work Week	<u>8</u>
15. Job rotation with other AUSA's	<u>12</u>
16. Increased support staff	<u>10</u>
17. Parking Reimbursements	<u>17</u>
18. Other (Specify)	<u>15</u>

Comments: Ratings do not include those surveys for which there were

no responses given.

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PROGRAM OR BENEFIT SELECTED AS GREATEST INCENTIVE

64. Which of the following five programs and benefits would offer you the greatest incentive to make a career as an AUSA?  
(Please rate them 1, 2, 3, 4, and 5)

1.	1811 Retirement Status	24.3%
2.	Increased Salary Cap	57.1%
3.	Teaching Sabbaticals	1.6%
4.	Overtime	2.4%
5.	Compensatory Time	1.8%
6.	Senior Litigation Counsel	.2%
7.	Senior Executive Service Program	.1%
8.	Cost of Living Allowance	4.1%
9.	Longevity Bonus	.7%
10.	Low Interest loans for Child's Education	2.1%
11.	Cash Awards	.2%
12.	Graduate Legal Programs	.4%
13.	Tuition Reimbursement	.1%
14.	Individualized Work Week	2.5%
15.	Job rotation with other AUSA's	.4%
16.	Increased support staff	1.0%
17.	Parking Reimbursements	.1%
18.	Other (Specify)	1.1%

Comments: Figures do not include those surveys for which there were  
no response given.

**ATTACHMENT**

**QUESTION 4:**

<u>Age</u>	<u>%</u>
21-34	30.1%
35-40	33.5%
41-45	19.9%
46-50	7.1%
51+	4.1%
No Response/Other	5.1%

**QUESTION 5:**

<u># of Children</u>	<u>%</u>
No Response/None	39.6%
1	17.1%
2	26.4%
3	11.4%
4+	5.5%

**QUESTION 6:**

<u>Age</u>	<u>%</u>
0-10	57.0%
11-18	10.2%
18+	8.0%
Combination	24.8%

**QUESTION 7:**

<u>Year</u>	<u>%</u>
1984-1989	12.2%
1979-1983	31.9%
1974-1978	30.3%
1969-1973	14.8%
Prior to 1969	8.22%
No Response/Other	2.52%

ATTACHMENT

QUESTION 8:	<u>Year</u>	<u>%</u>
	1987-1989	29.9%
	1983-1986	33.7%
	1979-1982	17.8%
	1975-1978	9.4%
	Prior to 1974	8.3%
	No Response/Other	.9%

QUESTION 12:	<u>YEARS</u>	<u>%</u>
	1-5	6.5%
	6-10	37.1%
	11-15	28.7%
	16-20	16.5%
	21+	6.8%
	No Response/None	6.5%

QUESTION 17: Compared to Type of Practice (Question #9)

<u>Type of Practice</u>	<u>Yes</u>	<u>No</u>	<u>No Response/Other</u>
Criminal	25.8%	59.9%	14.3%
Civil	30.9%	52.5%	16.5%
Criminal/Civil	34.0%	51.8%	14.2%
Admin./Supv.	35.4%	45.8%	18.7%
No Response/Other	24.5%	53.1%	22.4%

ATTACHMENT

QUESTION 21: Compared to Type of Practice (Question #9)

<u>Type of Practice</u>	<u>Yes</u>	<u>No</u>	<u>No Response/Other</u>
Criminal	42.3%	56.5%	.7%
Civil	26.5%	72.7%	.7%
Criminal/Civil	40.3%	58.1%	1.6%
Admin./Supv.	52.1%	46.5%	1.4%
No Response/Other	49.0%	49.0%	2.0%

QUESTION 21: Compared to Number of Years as AUSA

<u>Years as AUSA</u>	<u>Yes</u>	<u>No</u>	<u>No Response/Other</u>
All Years	39.7%	59.3%	.9%
More than 3	47.3%	51.6%	1.1%
More than 5	50.6%	48.0%	1.3%
More than 10	55.7%	43.3%	1.0%