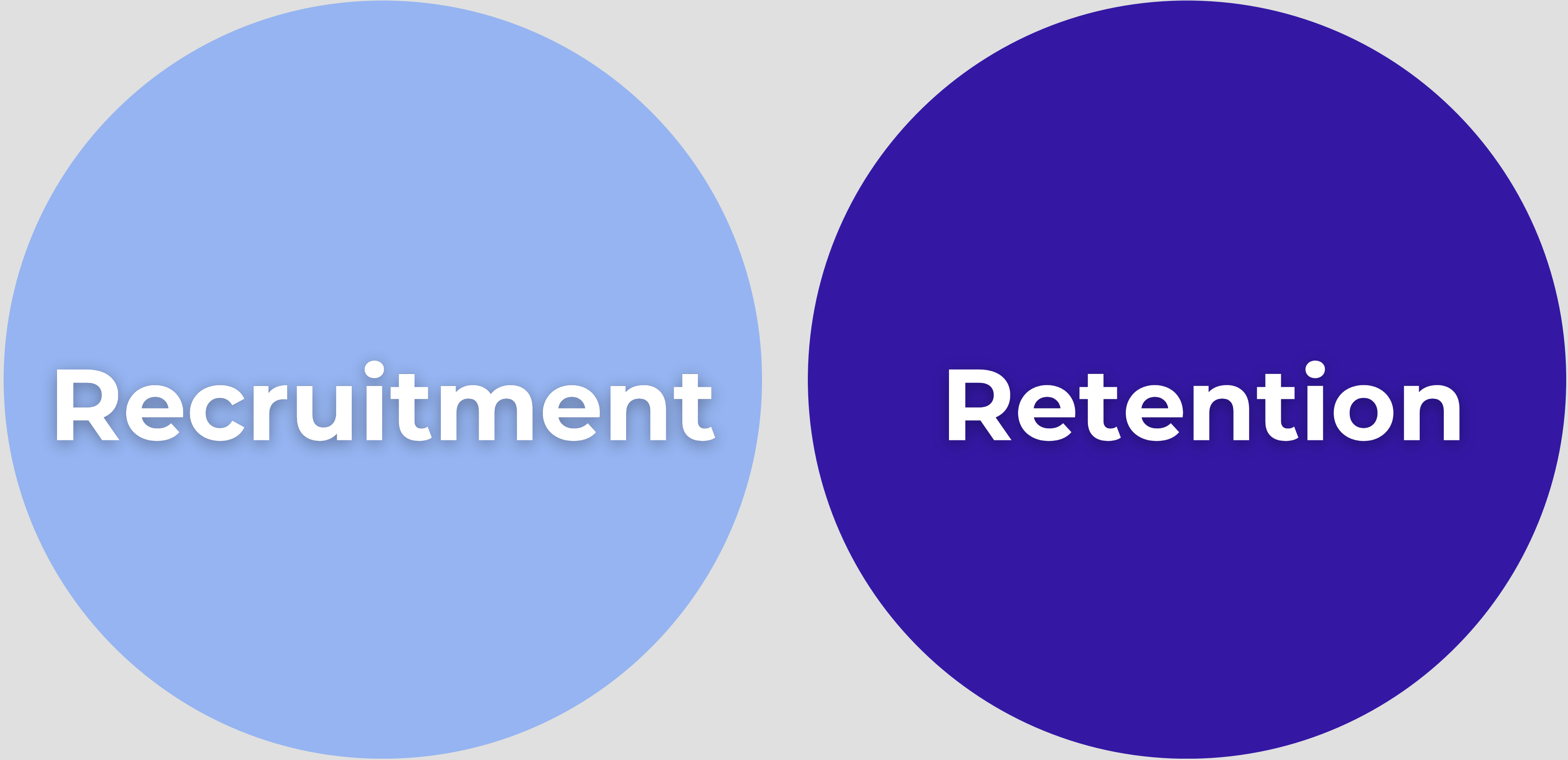




Building Bridges to Success: Strengthening Prosecutor Recruitment and Retention

sponsored by

vidanyx



Recruitment

Retention



Recruitment

Retention

Roadmap



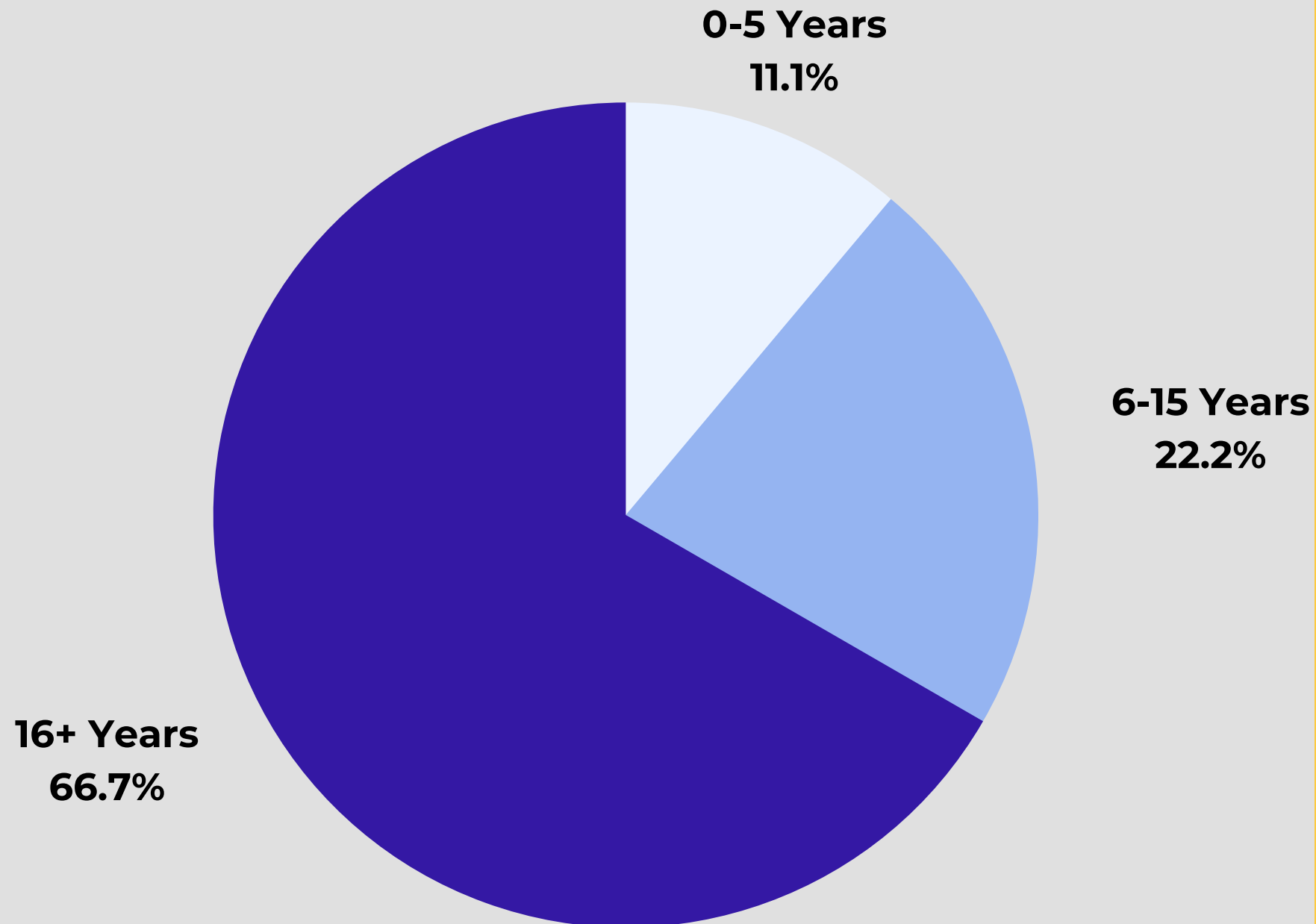
Housekeeping



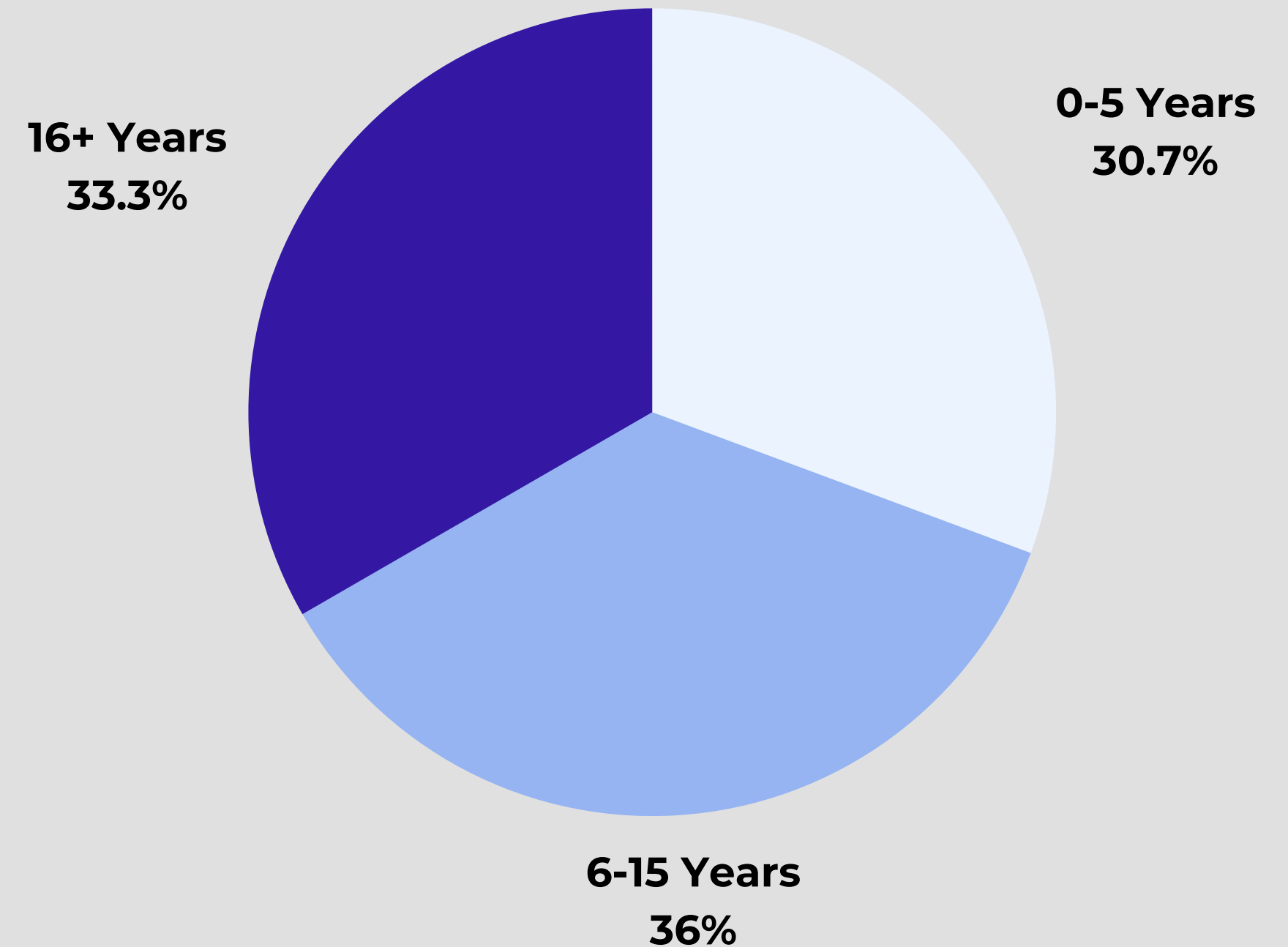
- **Attendance**
- **Evaluation Forms**

Years of Experience

Washington State

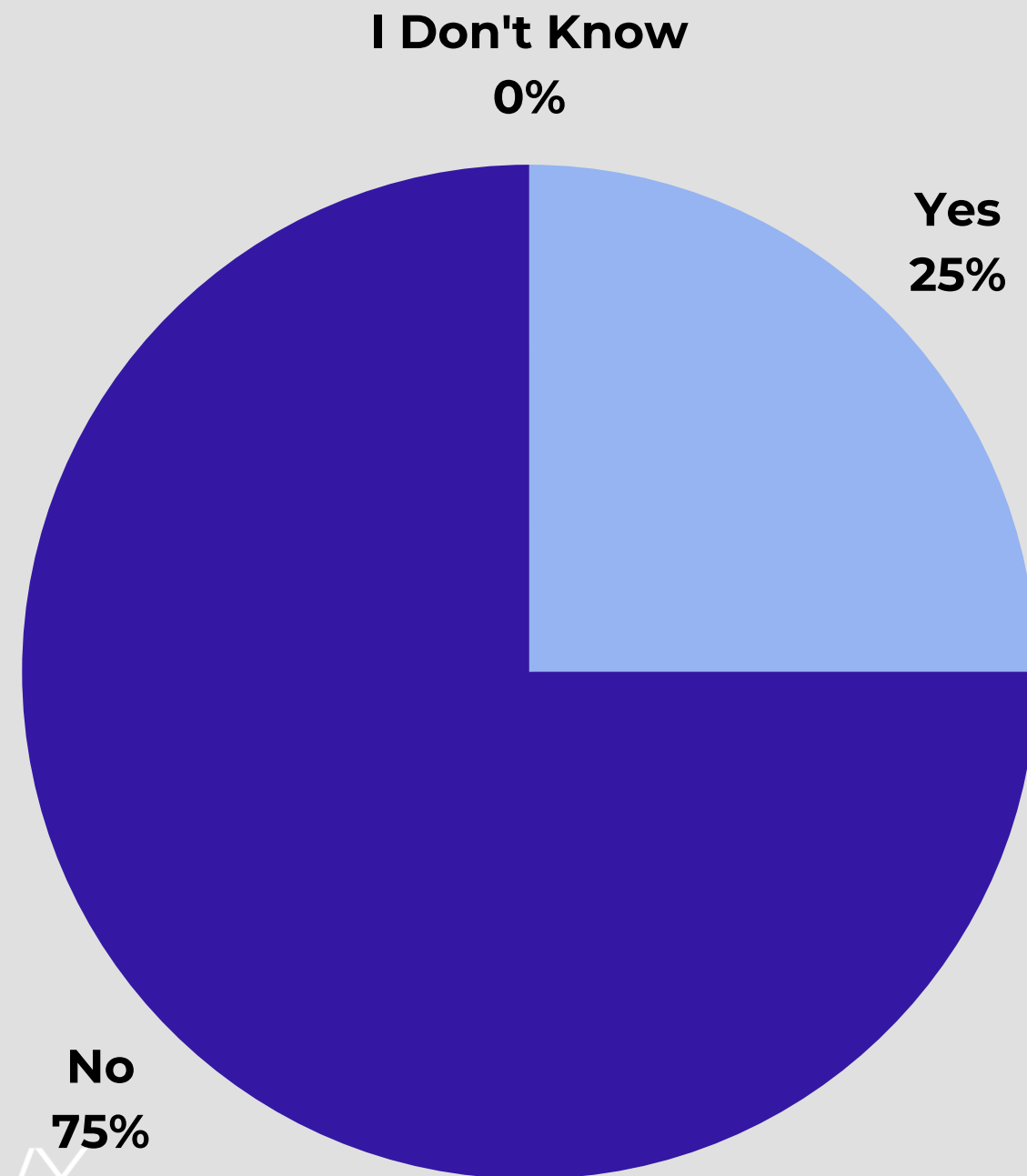


Nationwide

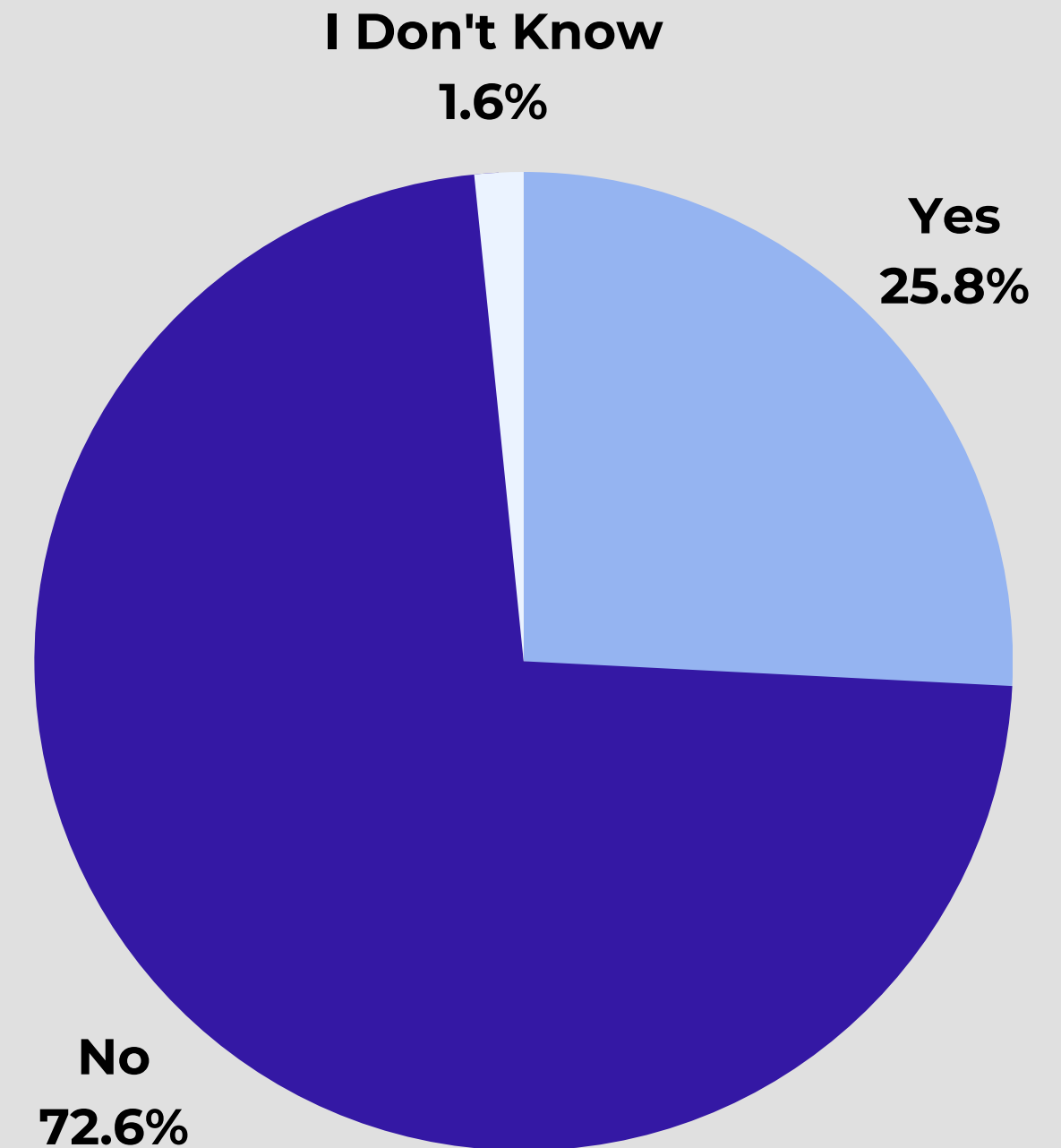


Is your office fully staffed?

Washington State

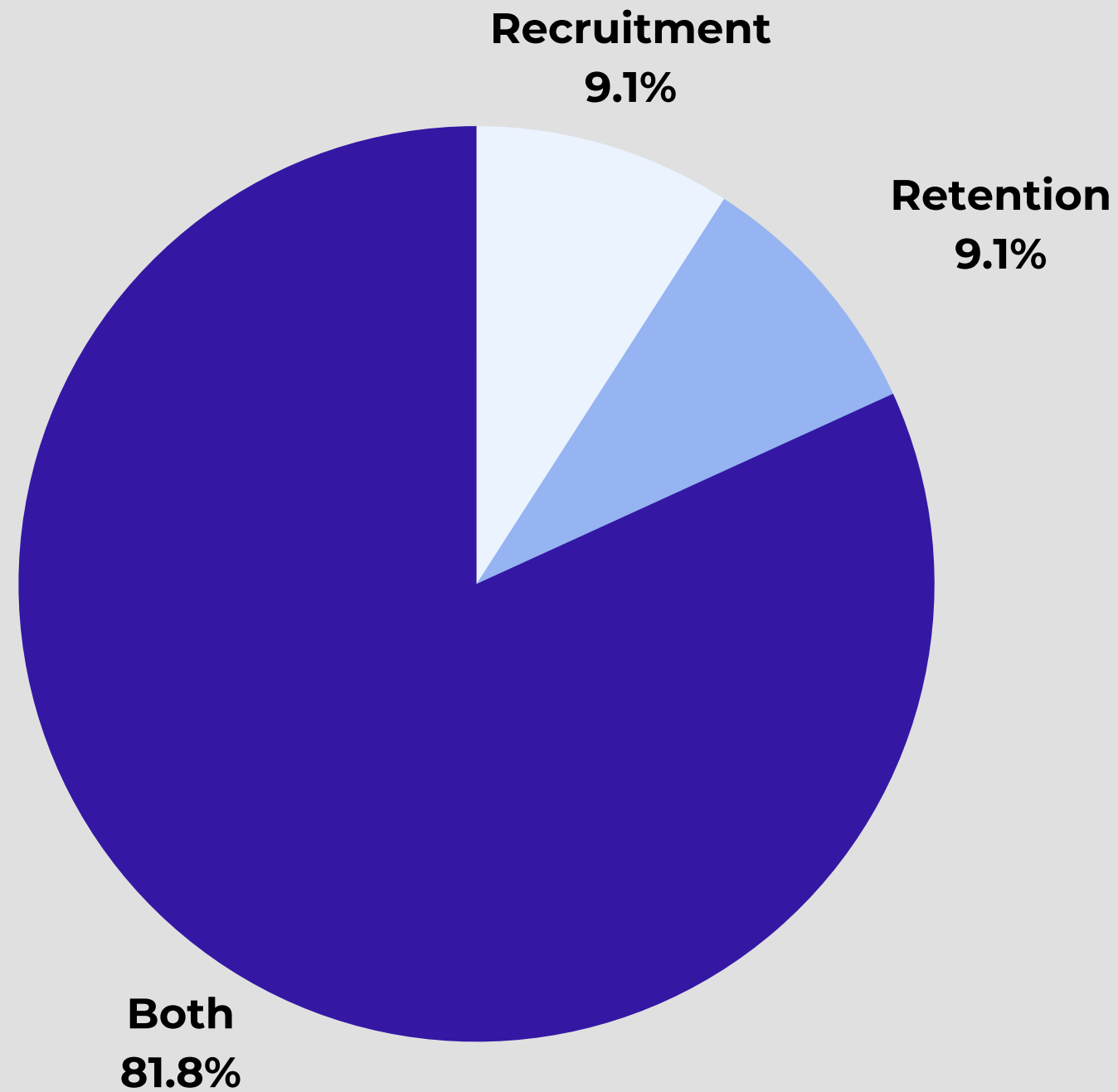


Nationwide

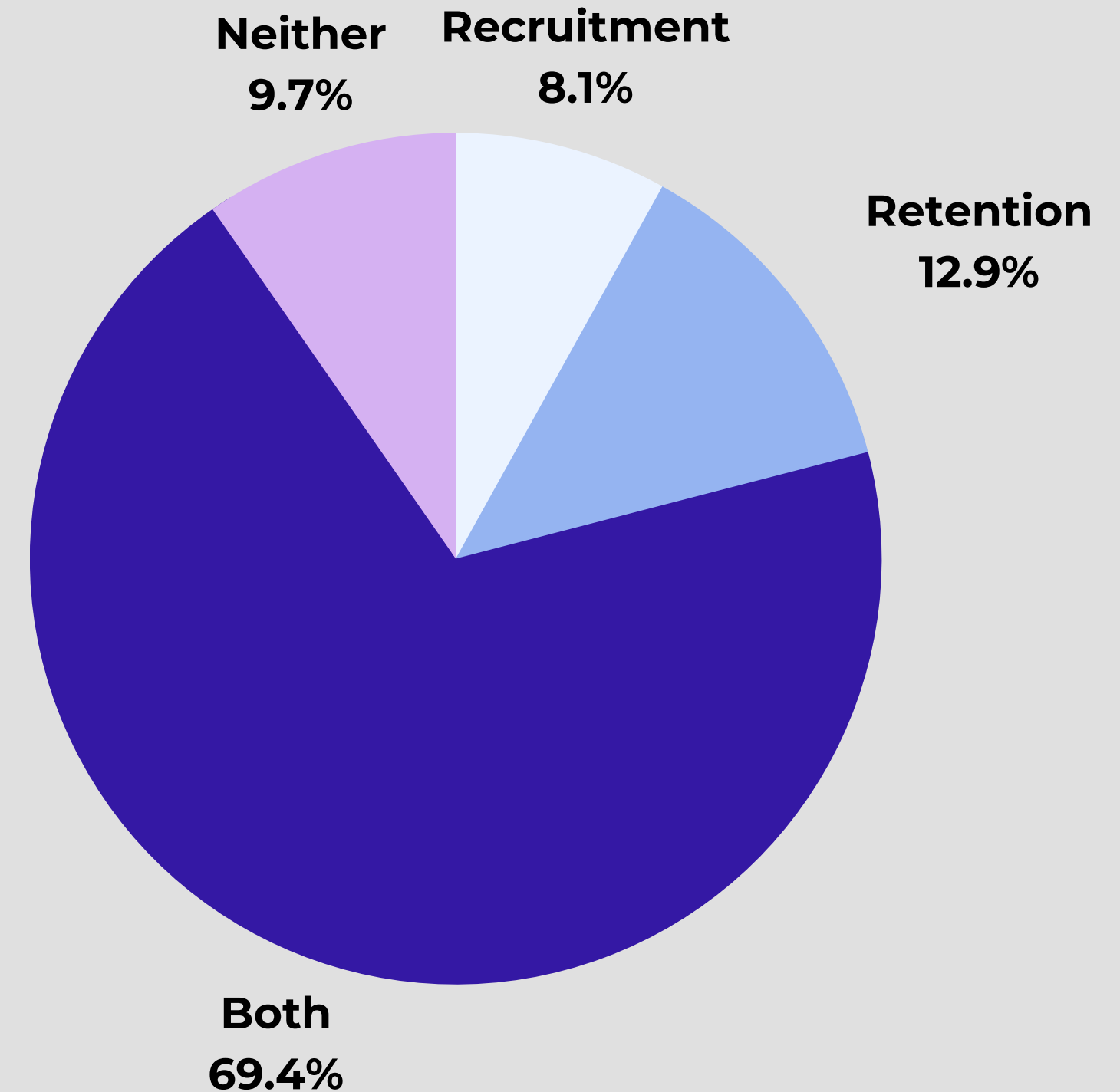


Recruitment, Retention, Both?

Washington State

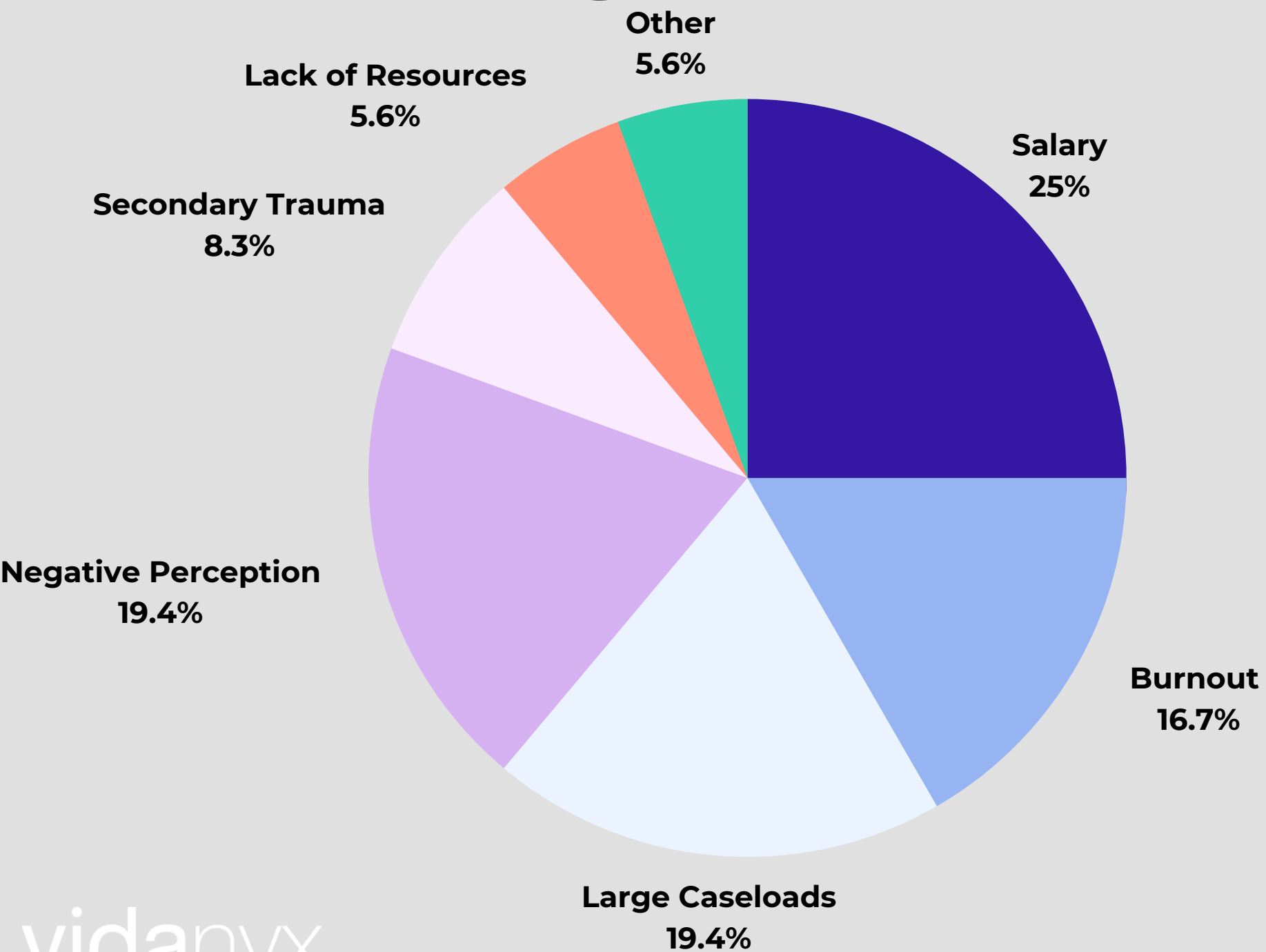


Nationwide

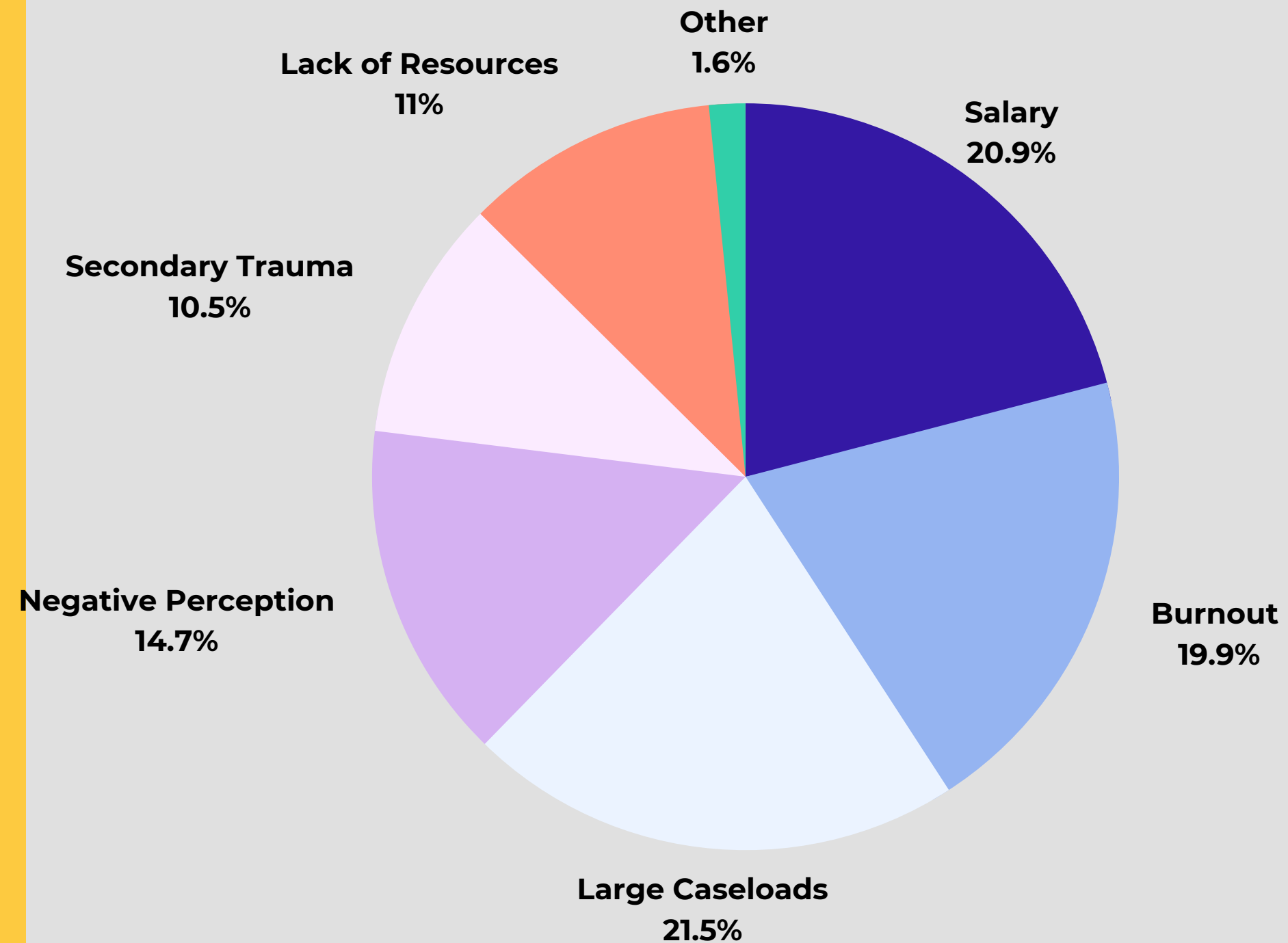


Reasons Why

Washington State

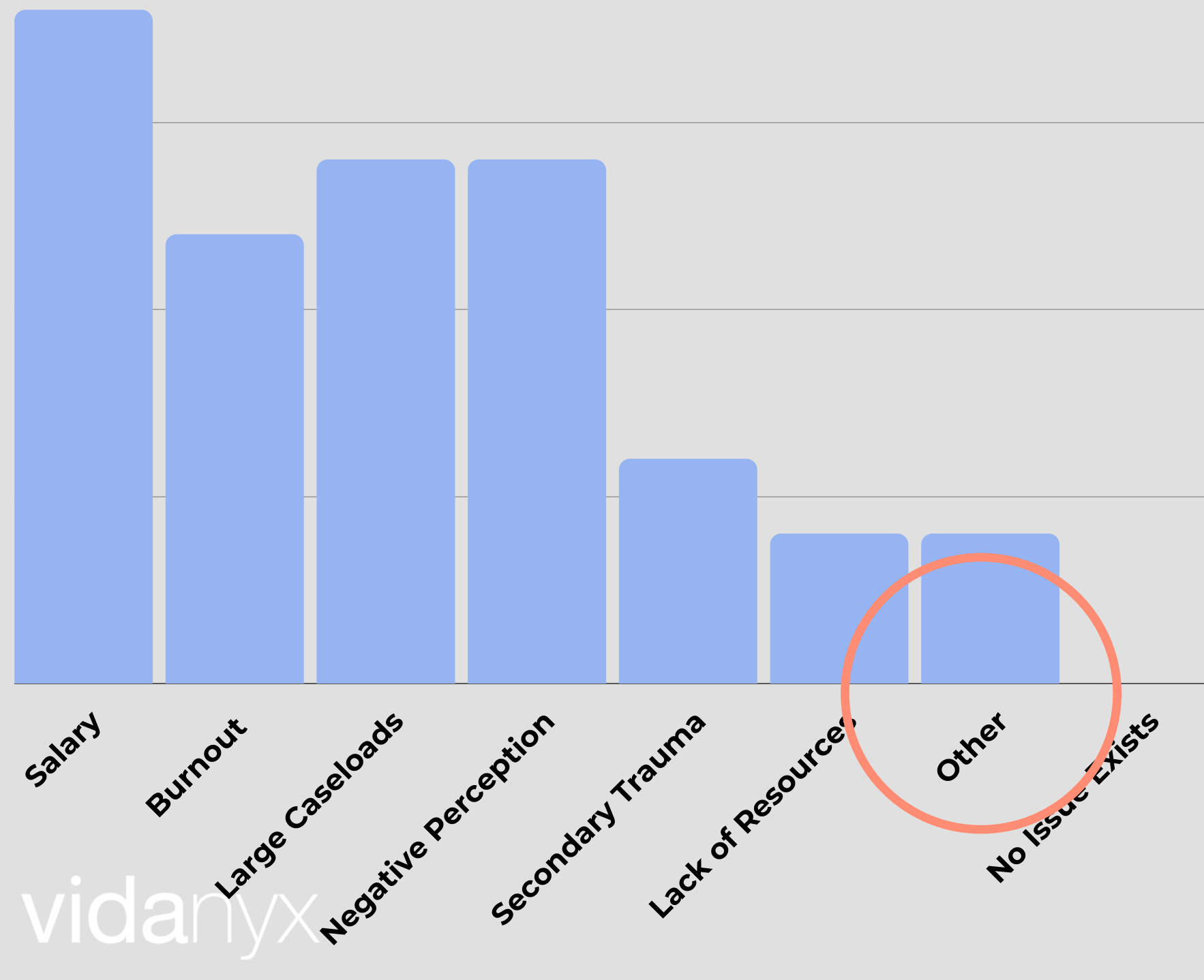


Nationwide

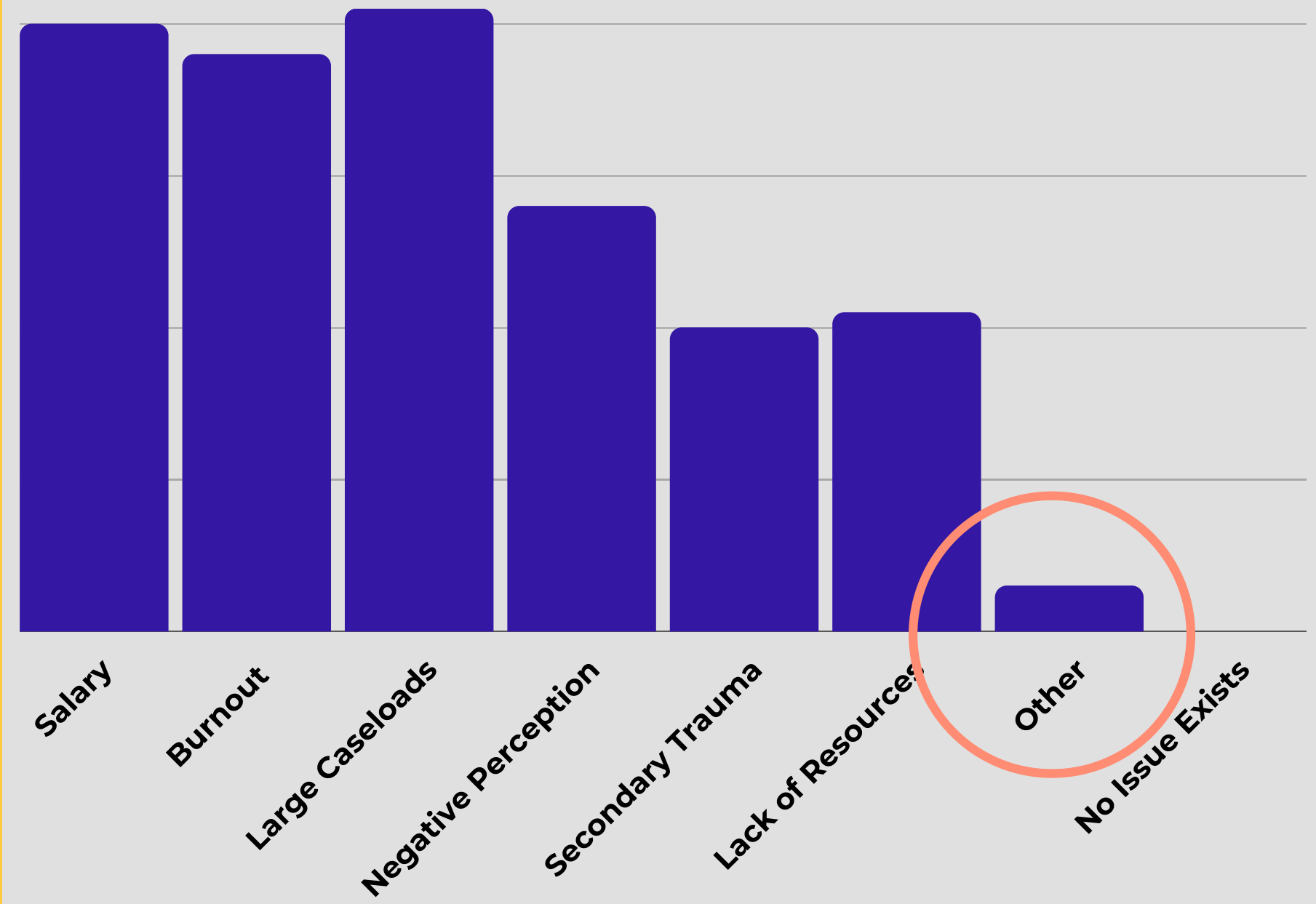


“Other” Reasons Why

Washington State



Nationwide



“Other” Reasons Why

“Lack of attorneys willing to practice in the field.”

“Lack of active recruitment at a level that competes with other practice areas.”

“Law schools are not providing ample prosecution opportunity/discussion.”

Top Reasons

Washington State

- 1 Salary**
- 2 Large Caseloads**
- 3 Negative Perception**
- 4 Burn Out**

Nationwide

- 1 Large Caseloads**
- 2 Salary**
- 3 Burn Out**
- 4 Negative Perception**

Interview with Tom Green County Attorney Chris Taylor

Takeaways



- **Culture of Respect**
- **Autonomy**
- **Manage Caseload Volume & Burnout by Making Good Charging Decisions**
- **Feedback, Yearly Reviews, Professional Development**
- **Recruitment through Relationship Building**

Takeaways



- **Culture of Respect**
- **Autonomy**
- **Manage Caseload Volume & Burnout by Making Good Charging Decisions**
- **Feedback, Yearly Reviews, Professional Development**
- **Recruitment through Relationship Building**

Performance Reviews

From Forbes Human Resources Council*



- **Be clear on what the purpose of the reviews are, and let employees know when they will take place.**
- **Focus on genuine relationship building and employee development throughout the year by scheduling regular check ins.**
- **Have an open door policy. Employees crave feedback in the moment.**

*Forbes Human Resources Council, *Here's How Managers Are Making Performance Reviews Simple, Painless And Effective* (2021)

Performance Reviews

From Forbes Human Resources Council*



- **Be consistent and fair.**
- **Articulate what expected competencies for the position are and give specific examples of how they were and were not met.**
- **Offer a positive piece of feedback first and offer advice from the place of wanting employees to succeed.**
- **Avoid discussing compensation during reviews.**

*Forbes Human Resources Council, *Here's How Managers Are Making Performance Reviews Simple, Painless And Effective* (2021)

Attendance Code

Virtual Attendees

7 3 2 1

Tips from Dr. Ben Short

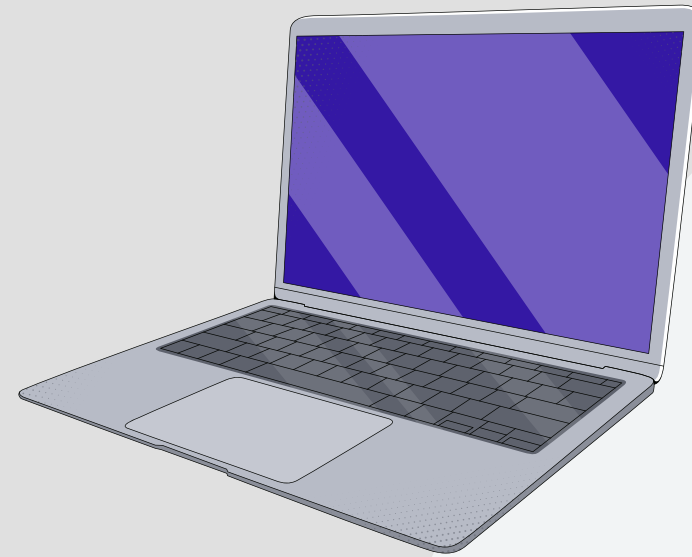
Trussville City Council, Planning & Zoning, Design Review, Finance Committee



Budgets



**Salaries
Benefits**



**Equipment
Technology**



**Presenting
Requests**

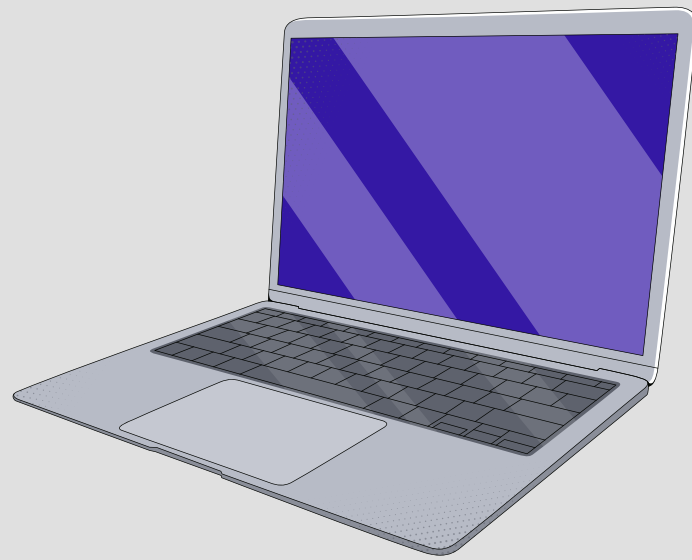
Budgets



Salaries Benefits

- **Ask for a study to be conducted into positions and compensation compared to other offices nationwide, usually done by a third party who can then make a recommendation to whoever sets salaries & benefits in your jurisdiction.**

Budgets



Equipment Technology

- **When asking for funding for new equipment, software, or technology, consider how the purchase would save your office time and money.**
- **Could staff workloads become more manageable, reducing burnout?**
- **How would the purchase help you save on other expenses & personnel costs?**

Budgets



Presenting Requests

- **Highlight How Purchase Helps Employees with Job Difficulties**
- **Demonstrate Savings and Past Fiscal Responsibility**
- **Provide Information in a Simple, Straightforward Format (One Pager)**

Budgets

Other Sessions at WACO 2023 Annual Conference



- **Funding for Staff**
- **Working with Commissioners**

Interview with Jessica Herzer
Gonzaga School of Law, Class of 2024

Takeaways



- **Get Involved with Law Schools/Student Organizations & Participate in Local Public Service Job Fairs**
- **Communicate Office's Mission**
- **Be Mindful of Application Timelines**
- **Interns, Clerks, & Employees Want to Grow & Develop**

Graduates Staying in WA State

American Bar Association, 2022 Employment Statistics

Gonzaga*

Largest Employment
State

WA

(67 of 130 Students)

Seattle*

Largest Employment
State

WA

(157 of 211 Students)

Washington*

Largest Employment
State

WA

(116 of 153 Students)

*American Bar Association, Gonzaga University School of Law Employment Summary for 2022 Graduates

*American Bar Association, Seattle University School of Law Employment Summary for 2022 Graduates

*American Bar Association, University of Washington School of Law Employment Summary for 2022 Graduates

WA Graduates Employment Track

American Bar Association, 2022 Employment Statistics

Gonzaga*

Public Interest
or
Government

(24 of 130 Students)

Seattle*

Public Interest
or
Government

(60 of 211 Students)

Washington*

Public Interest
or
Government

(30 of 153 Students)

*American Bar Association, Gonzaga University School of Law Employment Summary for 2022 Graduates

*American Bar Association, Seattle University School of Law Employment Summary for 2022 Graduates

*American Bar Association, University of Washington School of Law Employment Summary for 2022 Graduates

Gonzaga University School of Law

Center for Professional Development & Externships

Laurie Powers, J.D.
Assistant Dean
powersL2@gonzaga.edu

Abraham Ritter, J.D.
Associate Director
ritter@gonzaga.edu

Nicole Wheir, J.D.
Assistant Director
wheir@gonzaga.edu

On-Campus Interviews
Online Job Board (ZagLAW)
Externships
Networking / Blogspot
Volunteer

25 Student Organizations

Including Moot Court, Criminal Law Society, Public Interest Law Project

Seattle University School of Law

Center for Professional Development

Matt Etter
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etterm@seattleu.edu

Jana E. Matthews
Associate Director
jmatthews1@seattleu.edu

Josie Mitchell
Associate Director
mitchejo@seattleu.edu

On Campus Interviews
Resume Collection Services
Online Job Board (Simplicity)
State Work Study
Networking / Blogspot
Mock Trial Competitions

43 Student Organizations

Including Future Prosecutors for Social Justice, Public Interest Law Foundation

University of Washington School of Law

Center for Career Development

Kerry Godes,
*Assistant Dean for
Advancement*
kgodes@uw.edu

Jerrell Whitehead
*Associate Director,
Advancement*
jerrellw@uw.edu

On Campus Interviews
Resume Collection Services
Online Job Board
Externships

Networking & Alumni Events
Moot Court Competition Judge
Participate in Clinics
Huskies@Work Job Shadowing

37 Student Organizations

Including Public Interest Law Association, Moot Court Honor Court, First Generation

vidanyx

Law Student Association

Northwest Public Service Career Fair

Hosted and Coordinated by

**Lewis & Clark Law School
Seattle University School of Law**

**Jana Matthews (Seattle Fair)
jmatthews1@seattleu.edu**

February 3-4, 2024

Employer registration opens each October.

Student Loans

“95% of students take on loans to attend law school, and the average law student owes about \$165,000 in educational debt upon graduating.” *



- **State Initiatives**
- **Federal Public Service Loan Forgiveness**

Federal Public Service Loan Forgiveness

Eligibility*

Qualifications for PSLF

- be employed by a U.S. federal, state, local, or tribal government or qualifying not-for-profit organization (federal service includes U.S. military service);
- work full-time for that agency or organization;
- have Direct Loans (or consolidate other federal student loans into a Direct Loan);
- repay your loans under an income-driven repayment plan or a 10-year Standard Repayment Plan; and make a total of 120 qualifying monthly payments that need not be consecutive.

How to Apply

- Check to see if your employer is already in our employer database.
- Request that your employer's eligibility be reviewed if it is not already in our database or has not yet had its eligibility determined.
- Prepare and sign your PSLF form, and request certification and signature from your employer—all electronically.
- Generate your PSLF form for manual signature and submission to the PSLF servicer (if electronic submission isn't possible).

Additional Resources

Upcoming Events & On Demand Webinars

- **10/10/23 12:30-2:00P (Zoom) Washington Student Achievement Council Webinar - Public Service Loan Forgiveness (PSLF): New Regulations and Limited-Time Opportunities**
- **On Demand Maintaining Emotional Well-Being Verdict after Verdict: Trauma Resilience for Prosecutors presented by Dr. Elena M. Doskey**

Additional Resources

Prosecutors' Center for Excellence, *Recruiting the Gen Z Prosecutor* (December 2022)*

- Average Salary \$ 57,341 (based on Survey of 530 Offices)
- Other Incentives: Paid Bar Dues, Student Loan Assistance and Forgiveness, First Time Homebuyers, Free CLES, Tuition Reimbursement, Wellness Programs
- Interns = Future Employees
- More Collaborative Rather than Competitive Environments

Additional Resources

Moving Justice Forward: A Blueprint for the Connecticut Division of Criminal Justice*

- **"Higher workloads cause backlogs and decreased efficiency" and "such outcomes can also lead to additional harm for victims and further compound disparate outcomes for people of color."**
- **"The amount of time and energy dedicated to operating out-of-date technology leads to an increased workload and takes prosecutors and staff away from other pertinent tasks such as ensuring sufficient and effective time is spent on each case."**
- **Recommended Actions: evaluate statewide staffing needs, set hiring targets, engage with legislature to increase funding, assess technology gaps, create budget for technology**

Additional Resources

Prosecutor Priorities, Challenges, and Solutions*

- **“Some of the most-pressing challenges that prosecutors face are related to difficulties recruiting, training, managing, and retaining staff.”**
- **High Priority Need: “Research to better understand ways to improve staff recruitment, training, and retention would best support many of the challenges that prosecutors face.”**

To Do List

What can you do today?



- **Draft mission-type statement for your office that gives insight into culture.**
- **Reach out to law school career services and/or directly to student organizations.**
- **Sign up for the Northwest Public Service Job Fair.**
- **Create an open door feedback policy and start calendaring yearly reviews.**

To Do List

What can you do today?



- **Make sure current employees are aware that your office qualifies for federal public service loan forgiveness & start sharing with potential new hires.**
- **Carve out time on your next board meeting agenda to discuss recruitment and retention of prosecutors in WA. Compare notes to determine what is working and not working.**

Contact Information

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manage and protect digital evidence like never before™

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vidanyx.com



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manage and protect digital evidence like never before™

Dave Coburn

Director of Product & Customer Success

dave.c@vidanyx.com

vidanyx.com



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Seattle University School of Law, Center for Professional Development, <https://law.seattleu.edu/careers/our-services/>

Seattle University School of Law, Student Organizations <https://law.seattleu.edu/student-life/community/student-activities/student-organizations/>

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<https://ovc.ojp.gov/program/vtt/introduction>

University of Washington School of Law, Center for Career Development, <https://www.law.uw.edu/careers>

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Building Bridges to Success: Strengthening Prosecutor Recruitment and Retention

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Continuing Legal Education Evaluation Form

Session: Building Bridges to Success: Strengthening Prosecutor Recruitment and Retention

Sponsor: VidaNyx

Date: September 28, 2023

Hours: 1.25

Complete the fields below and return to Brittany Ford at brittany.f@vidanyx.com by October 2, 2023.

First and Last Name: _____

Phone: _____

Email: _____

Address: _____

WA State Bar No.: _____

Hours Attended: _____

**Attendance Code
(Virtual Attendees)**

Circle One: Attended In-Person **OR** Attended Via Webcast

Was the instructor well-prepared and knowledgeable about the topic? _____

After attending, has your knowledge in this topic area increased? _____

Would you recommend this course to others? _____

Would you take another course by this provider in the future? _____

Comments or Suggestions: _____

Attendee Signature: _____ **Date:** _____