

# Canceled: Child Fatality Review meeting

Thursday, January 12, 2023 18:20 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 57 more...](#)















Your invitation or the whole event was canceled.

Time

Friday, January 13, 2023 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher

-  Tanya Wingfield-Willis 
-  Tochuku Ikedionwu 
-  Victoria Glover 
-  Will Horton 
-  William T. Parker 
-  Harrison Daniel 
-  Samuel Smith 

Description

Happy new year. We do not have new information to review.

# Child Fatality Review meeting

Friday, April 01, 2022 16:20 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[/o=Athens/ou=Exchange, Annelise, J. Dudley, Robert, Sam, and 2 more...](#)

ACCEPT

DECLINE

TENTATIVE

DELEGATE ...

ADD TO CALENDAR



Organizer [Deborah Gonzalez <Deborah.Gonzalez@accgov.com>](mailto:Deborah.Gonzalez@accgov.com) invites you to participate in a meeting.


Time

Friday, April 08, 2022 10:00 to 11:00



Attendees

- Amanda Trimble
- Amber Robinson
- Amy Medina
- Angela Gay
- Bryce Boggs
- Carol Hodges
- Christina Pettit
- Christopher Nichols
- Chrystal Gillis
- David Earnest
- David Norris
- Dawn Meyers
- Deborah Gonzalez
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Harrison Daniel
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Samuel Smith
- Shannon Brock
- Shannon Parker
- Sheriff James Hale



 Sonny Wilson 



 Stan Swisher 

 Tanya Wingfield 

 Tochuku Ikedionwu 

 Vic Green 

 Victoria Glover 

 Will Horton 

#### Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: [https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd](https://us02web.zoom.us/join/https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd)  
<[https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd](https://us02web.zoom.us/join/https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd)>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>  
<<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>>

# Canceled: Child Fatality Review meeting

Friday, May 13, 2022 09:48 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Gale, Amanda, Amy, Angela, Ashley, and 56 more...](#)

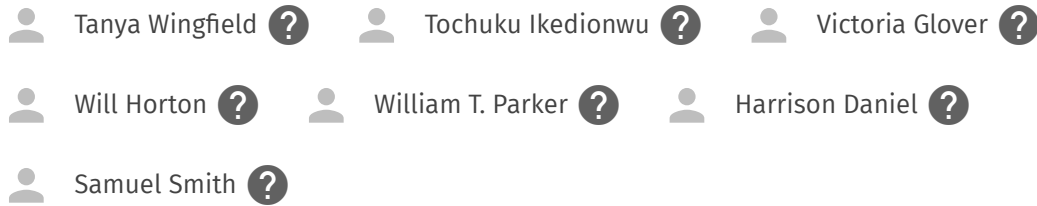
Your invitation or the whole event was canceled.

Time

Friday, May 13, 2022 10:00 to 11:00

Attendees

- Gale Kinder
- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher



Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

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Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

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+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/u/kdcQsq0RET>

# Canceled: Child Fatality Review meeting

Thursday, June 02, 2022 17:39 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 56 more...](#)

Your invitation or the whole event was canceled.

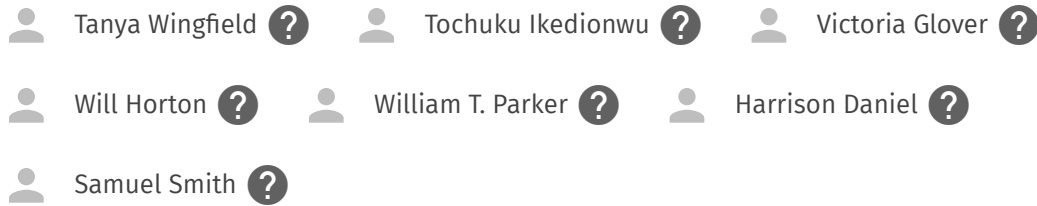
Time

Friday, June 10, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher





Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

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Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

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Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,\*573340# US (Washington DC)

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Dial by your location

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+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/u/kdcQsq0RET>

# Canceled: Child Fatality Review meeting

Friday, April 01, 2022 17:03 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[/o=Athens/ou=Exchange, Annelise, J. Dudley, Robert, Sam, and 2 more...](#)

Your invitation or the whole event was canceled.

Time

Friday, April 08, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amber Robinson
- Amy Medina
- Angela Gay
- Bryce Boggs
- Carol Hodges
- Christina Pettit
- Christopher Nichols
- Chrystal Gillis
- David Earnest
- David Norris
- Dawn Meyers
- Deborah Gonzalez
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Harrison Daniel
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Samuel Smith
- Shannon Brock
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher
- Tanya Wingfield

Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

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Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>  
<<https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

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+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/j/kdcQsq0RET>  
<<https://us02web.zoom.us/j/kdcQsq0RET>>

# Canceled: Child Fatality Review meeting

Wednesday, July 06, 2022 15:20 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 57 more...](#)

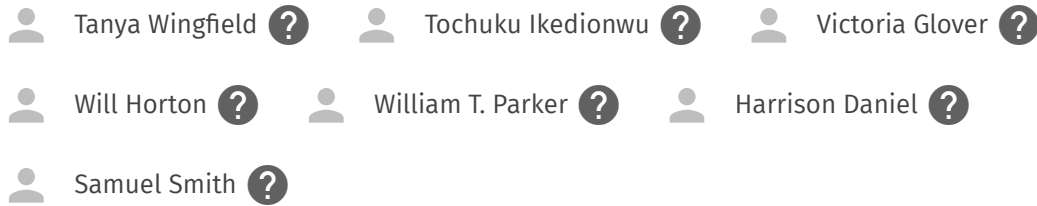
Your invitation or the whole event was canceled.

Time

Friday, July 08, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
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- Gale Kinder
- Gregory P. Dickson
- Heather Moore
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- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher



Description

This is a Reminder to please confirm your attendance.

Agenda: Attached

Teen Suicide Video: - <https://www.youtube.com/watch?v=uclbuCsw-7k>

Juvenile Gun Violence Video: <https://www.youtube.com/watch?v=JzqiKegBYEI>

Zoom info below:

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

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Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

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+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/j/kdcQsq0RET>

CFR AGENDA July, 2022.docx

32.4 KiB



# Child Fatality Review Committee Meeting

Friday, February 03, 2023 15:17 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Alice, Amanda, Amanda, Amber, Amy, and 56 more...](#)

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DA Deborah Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review Committee Meeting

Time: Feb 10, 2023 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 10, 2023 10:00 AM

Mar 10, 2023 10:00 AM

Apr 14, 2023 10:00 AM

May 12, 2023 10:00 AM

Jun 9, 2023 10:00 AM

Jul 14, 2023 10:00 AM

Aug 11, 2023 10:00 AM

Sep 8, 2023 10:00 AM

Oct 13, 2023 10:00 AM

Nov 10, 2023 10:00 AM

Dec 8, 2023 10:00 AM

Jan 12, 2024 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly:

<[https://us02web.zoom.us/meeting/tZYvf-6tqjktE9Rh8GmQWnNHlySJKjw2pYs3/ics?icsToken=98tyKuGqrDMtH9CXtxCHRpwQAIqgKO\\_wiHpaj\\_pvlEfCDhFkbC3eOvtxGJl1B4rA](https://us02web.zoom.us/meeting/tZYvf-6tqjktE9Rh8GmQWnNHlySJKjw2pYs3/ics?icsToken=98tyKuGqrDMtH9CXtxCHRpwQAIqgKO_wiHpaj_pvlEfCDhFkbC3eOvtxGJl1B4rA)>



<https://us02web.zoom.us/join/82287542790?pwd=YzlhczBzR1B3V0o1ZHFxZGpPblRlUT09>

Join Zoom Meeting

<https://us02web.zoom.us/j/82287542790?pwd=YzlhczBzR1B3V0o1ZHFxZGpPblRlUT09>

Meeting ID: 822 8754 2790

Passcode: 391491

One tap mobile

+13017158592,,82287542790#,,,,\*391491# US (Washington DC)

+13052241968,,82287542790#,,,,\*391491# US

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 305 224 1968 US

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 931 3860 US

+1 929 205 6099 US (New York)

+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 360 209 5623 US

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 6833 US (San Jose)

Meeting ID: 822 8754 2790

Passcode: 391491

Find your local number: <<https://us02web.zoom.us/j/82287542790>>  
<https://us02web.zoom.us/j/82287542790>

Organizer is proposing a meeting to the attendees. You receive this mail as a notification, you are not scheduled as a participant.

ADD TO CALENDAR

Time

Friday, February 10, 2023 10:00 to 11:00

# Canceled: Child Fatality Review meeting

Thursday, January 12, 2023 18:20 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 57 more...](#)

---















Your invitation or the whole event was canceled.

Time

Friday, January 13, 2023 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher

-  Tanya Wingfield-Willis 
-  Tochuku Ikedionwu 
-  Victoria Glover 
-  Will Horton 
-  William T. Parker 
-  Harrison Daniel 
-  Samuel Smith 

Description

Happy new year. We do not have new information to review.

# Child Fatality Review meeting

Thursday, January 13, 2022 09:46 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 54 more...](#)

ACCEPT

DECLINE

TENTATIVE

DELEGATE ...

ADD TO CALENDAR

Organizer [Deborah Gonzalez <Deborah.Gonzalez@accgov.com>](mailto:Deborah.Gonzalez@accgov.com) invites you to participate in a meeting.

Time

Friday, February 11, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Captain Vic Green
- Carol Hodges
- Chief Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens (mdickens@accsane.org)
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell



Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/j/kdcQsq0RET>

# Canceled: Child Fatality Review meeting

Monday, February 07, 2022 09:46 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Cleveland, Amanda, Amy, Angela, Ashley, and 55 more...](#)

---

Your invitation or the whole event was canceled.













Time

Friday, February 11, 2022 10:00 to 11:00

Attendees

- Cleveland Spruill
- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Captain Vic Green
- Carol Hodges
- Chief Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens (mdickens@accsane.org)
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher, OCSO



 Tanya Wingfield   Tochuku Ikedionwu   Victoria Glover   
 Will Horton   William T. Parker   Harrison Daniel 

Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

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Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/u/kdcQsq0RET>

# Child Fatality Review

Thursday, February 18, 2021 11:48 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Andrea, Ashley, Ashley, and 49 more...](#)

---

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review

Time: Mar 12, 2021 10:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/85334653784?pwd=RlpLK1ZGek1JWk1nTlMyZXJReVplZz09>

Meeting ID: 853 3465 3784

Passcode: 193457

One tap mobile

+13126266799,,85334653784#,,,,\*193457# US (Chicago)

+19292056099,,85334653784#,,,,\*193457# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 853 3465 3784

Passcode: 193457

Find your local number: <<https://us02web.zoom.us/j/85334653784>>  
<https://us02web.zoom.us/j/85334653784>

Organizer is proposing a meeting to the attendees. You receive this mail as a notification, you are not scheduled as a participant.

ADD TO CALENDAR

Time

Friday, March 12, 2021 10:00 to 10:45

CFR AGENDA 2021-03-12.docx

19.6 KiB



# Canceled: Child Fatality Review meeting

Friday, March 04, 2022 10:47 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 55 more...](#)













Your invitation or the whole event was canceled.

Time

Friday, March 11, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Captain Vic Green
- Carol Hodges
- Chief Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens (mdickens@accsane.org)
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher, OCSO

 Tanya Wingfield   Tochuku Ikedionwu   Victoria Glover   
 Will Horton   William T. Parker   Harrison Daniel 

Description

We are cancelling this month's meeting – still waiting on some reports.

Thank you,

Deborah

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

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Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

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+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

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+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/j/kdcQsq0RET>

# Canceled: Child Fatality Review meeting

Friday, April 01, 2022 16:20 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 55 more...](#)

---

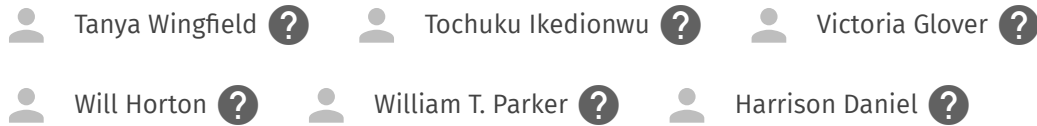
Your invitation or the whole event was canceled.

Time

Friday, April 08, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher



Description

DA Deborah Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Apr 8, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 10 occurrence(s)

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNYUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

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Dial by your location

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+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/u/kdcQsq0RET>



# Canceled: Child Fatality Review meeting

Friday, May 13, 2022 09:48 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Gale, Amanda, Amy, Angela, Ashley, and 56 more...](#)

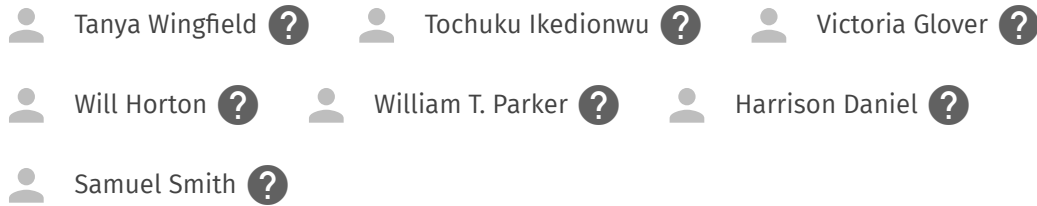
Your invitation or the whole event was canceled.

Time

Friday, May 13, 2022 10:00 to 11:00

Attendees

- Gale Kinder
- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher



Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

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+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

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+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/u/kdcQsq0RET>

# Canceled: Child Fatality Review meeting

Thursday, June 02, 2022 17:39 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 56 more...](#)

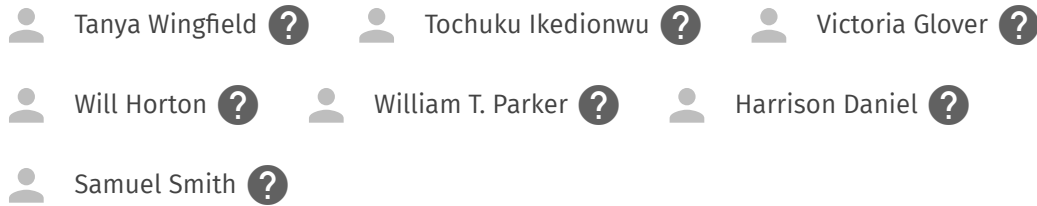
Your invitation or the whole event was canceled.

Time

Friday, June 10, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher



Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

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Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

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+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/u/kdcQsq0RET>

# Canceled: Child Fatality Review meeting

Wednesday, July 06, 2022 15:20 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 57 more...](#)

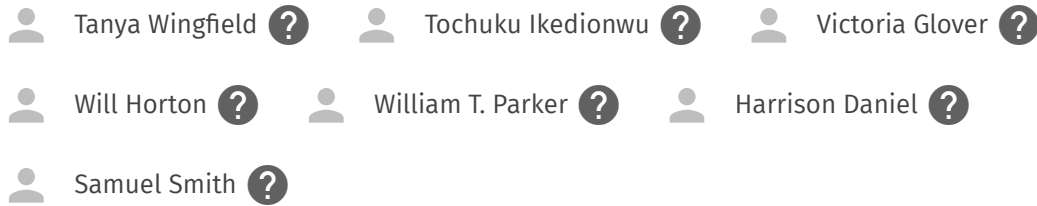
Your invitation or the whole event was canceled.

Time

Friday, July 08, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher



Description

This is a Reminder to please confirm your attendance.

Agenda: Attached

Teen Suicide Video: - <https://www.youtube.com/watch?v=uclbuCsw-7k>

Juvenile Gun Violence Video: <https://www.youtube.com/watch?v=JzqiKegBYEI>

Zoom info below:

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

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Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

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Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/j/kdcQsq0RET>

CFR AGENDA July, 2022.docx

32.4 KiB



# Child Fatality Review Committee Meeting

Wednesday, July 07, 2021 15:07 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 47 more...](#)

---

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review Committee Meeting

Time: Jul 9, 2021 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/82120096337?pwd=bEV5Qnpybko4Tkt6RHJ3WHdNRkNmQT09>

Meeting ID: 821 2009 6337

Passcode: 955908

One tap mobile

+13126266799,,82120096337#,,,,\*955908# US (Chicago)

+19292056099,,82120096337#,,,,\*955908# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)



+1 253 215 8782 US (Tacoma)

Meeting ID: 821 2009 6337

Passcode: 955908

Find your local number: <<https://us02web.zoom.us/j/82120096337>>  
<https://us02web.zoom.us/j/82120096337>

Organizer is proposing a meeting to the attendees. You receive this mail as a notification, you are not scheduled as a participant.

ADD TO CALENDAR

Time

Friday, July 09, 2021 10:00 to 11:00

# Canceled: Child Fatality Review meeting

Tuesday, August 09, 2022 15:25 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 57 more...](#)















Your invitation or the whole event was canceled.

Time

Friday, August 12, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher

-  Tanya Wingfield 
-  Tochuku Ikedionwu 
-  Victoria Glover 
-  Will Horton 
-  William T. Parker 
-  Harrison Daniel 
-  Samuel Smith 

# Canceled: Child Fatality Review meeting

Friday, September 02, 2022 13:01 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 57 more...](#)

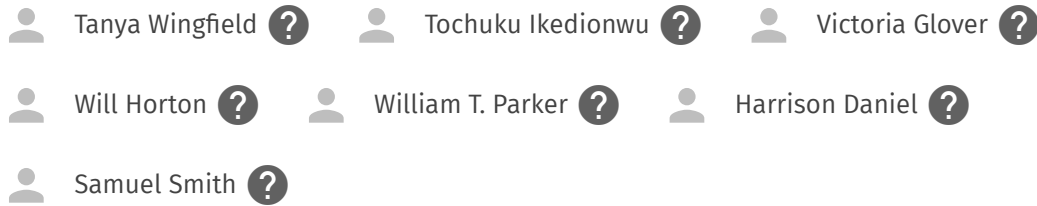
Your invitation or the whole event was canceled.

Time

Friday, September 09, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher



Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

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+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/u/kdcQsq0RET>

# Child Fatality Review meeting

Thursday, October 13, 2022 16:53 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 57 more...](#)

ACCEPT

DECLINE

TENTATIVE

DELEGATE ...

ADD TO CALENDAR

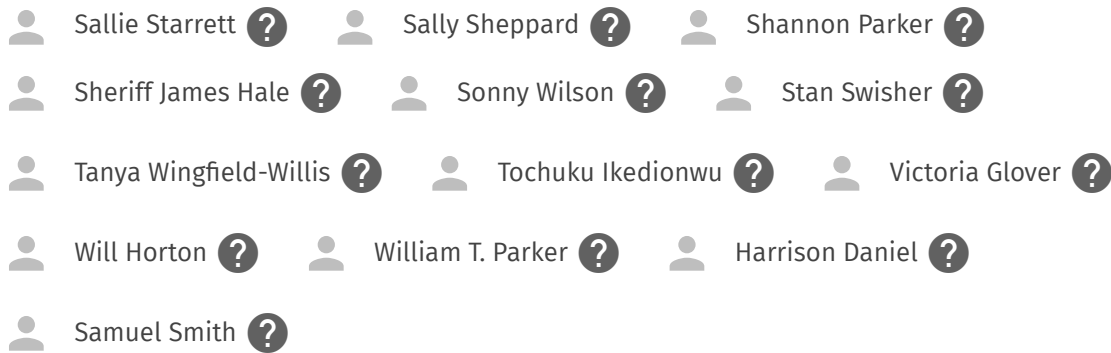
Organizer [Deborah Gonzalez <Deborah.Gonzalez@accgov.com>](mailto:Deborah.Gonzalez@accgov.com) invites you to participate in a meeting.

Time

Friday, October 14, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell



Description

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

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+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

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+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/j/kdcQsq0RET>



# Canceled: Child Fatality Review meeting

Wednesday, November 09, 2022 07:10 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 58 more...](#)

















Your invitation or the whole event was canceled.

Time

Friday, November 11, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher

-  Tanya Wingfield-Willis   Tochuku Ikedionwu   Victoria Glover 
-  Will Horton   William T. Parker   Nifong, Reese   Harrison Daniel 
-  Samuel Smith 

Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

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+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/u/kdcQsq0RET>

# Child Fatality Review Mtg.

Monday, November 29, 2021 16:17 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 53 more...](#)

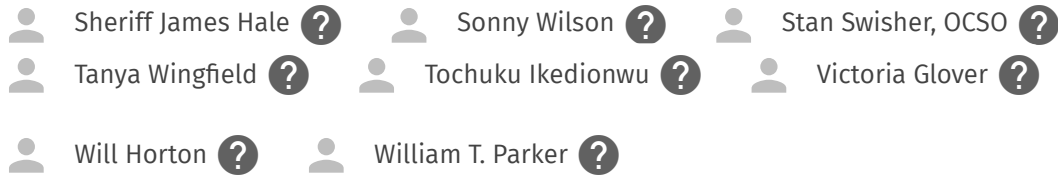
Organizer [Deborah Gonzalez <Deborah.Gonzalez@accgov.com>](mailto:Deborah.Gonzalez@accgov.com) invites you to participate in a meeting.

Time

Wednesday, December 01, 2021 08:30 to 09:30

## Attendees

- Deborah Gonzalez
- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Captain Vic Green
- Chief Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker



Description

Lynn Bradberry will be sending documentation and the agenda within a separate email.

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review Meeting

Time: Dec 1, 2021 08:30 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83322678169?pwd=VDQvVG96cW5vYjcw0hpS05zdkZYZz09>

Meeting ID: 833 2267 8169

Passcode: 838741

One tap mobile

+19292056099,,83322678169#,,,,\*838741# US (New York)

+13017158592,,83322678169#,,,,\*838741# US (Washington DC)

Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 833 2267 8169

Passcode: 838741

Find your local number: <https://us02web.zoom.us/j/kj5KyMOK1>  
<<https://us02web.zoom.us/j/kj5KyMOK1>>

# Re: Child Fatality Review Committee Meeting

Monday, November 29, 2021 18:11 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Lynn, Victoria, Mikki, Ashley, Amanda, and 49 more...](#)

Good evening to all:

Some reports were sent as attachments by mistake. Please destroy those files. You should have received what you receive each time and that is the Agenda only.

Thank you for your attention to this matter and see everyone Wed morning at 8:39 via Zoom.

Deborah Gonzalez  
District Attorney

Get [Outlook for iOS](#)

---

**From:** Lynn Bradberry <[Lynn.Bradberry@accgov.com](mailto:Lynn.Bradberry@accgov.com)>

**Sent:** Monday, November 29, 2021 4:58:34 PM

**To:** Victoria Glover <[Victoria.Glover@accgov.com](mailto:Victoria.Glover@accgov.com)>; Mikki Burnett <[Mikki.Burnett@accgov.com](mailto:Mikki.Burnett@accgov.com)>; Ashley Duvall <[Ashley.Duvall@accgov.com](mailto:Ashley.Duvall@accgov.com)>; Amanda Trimble <[Amanda.Trimble@accgov.com](mailto:Amanda.Trimble@accgov.com)>; Deborah Gonzalez <[Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)>; Ben Griggs <[Ben.Griggs@accgov.com](mailto:Ben.Griggs@accgov.com)>; Christina Pettit <[Christina.Pettit@accgov.com](mailto:Christina.Pettit@accgov.com)>; Cleveland Spruill <[Cleveland.Spruill@accgov.com](mailto:Cleveland.Spruill@accgov.com)>; Harrison Daniel <[Stephen.Daniel@accgov.com](mailto:Stephen.Daniel@accgov.com)>; David Norris <[David.Norris@accgov.com](mailto:David.Norris@accgov.com)>; dearnest@pcaathens.org <[dearnest@pcaathens.org](mailto:dearnest@pcaathens.org)>; ecarson@oconee.ga.us <[ecarson@oconee.ga.us](mailto:ecarson@oconee.ga.us)>; carsoned5@gmail.com <[carsoned5@gmail.com](mailto:carsoned5@gmail.com)>; Felicia Fortson <[Felicia.Fortson@accgov.com](mailto:Felicia.Fortson@accgov.com)>; gale.kinder@piedmont.org <[gale.kinder@piedmont.org](mailto:gale.kinder@piedmont.org)>; Heather Moore <[Heather.Moore@accgov.com](mailto:Heather.Moore@accgov.com)>; jlockman@stmarysathens.org <[jlockman@stmarysathens.org](mailto:jlockman@stmarysathens.org)>; Jerry Saulters <[Jerry.Saulters@accgov.com](mailto:Jerry.Saulters@accgov.com)>; jonathanmcmichael@djj.state.ga.us <[jonathanmcmichael@djj.state.ga.us](mailto:jonathanmcmichael@djj.state.ga.us)>; Katherine.may@dhs.ga.gov <[Katherine.may@dhs.ga.gov](mailto:Katherine.may@dhs.ga.gov)>; Kelly.inch@dhs.ga.gov <[Kelly.inch@dhs.ga.gov](mailto:Kelly.inch@dhs.ga.gov)>; krisrapp@stmarysathens.org <[krisrapp@stmarysathens.org](mailto:krisrapp@stmarysathens.org)>; mariahtaxtonPA@gmail.com <[mariahtaxtonPA@gmail.com](mailto:mariahtaxtonPA@gmail.com)>; marybarrett.Yancey@dhs.ga.gov <[marybarrett.Yancey@dhs.ga.gov](mailto:marybarrett.Yancey@dhs.ga.gov)>; Melindy White <[Melindy.White@accgov.com](mailto:Melindy.White@accgov.com)>; mdickens@accsane.org <[mdickens@accsane.org](mailto:mdickens@accsane.org)>; Nicole.mcdougald@dhs.ga.gov <[Nicole.mcdougald@dhs.ga.gov](mailto:Nicole.mcdougald@dhs.ga.gov)>; Regina Thomas <[Regina.Thomas@accgov.com](mailto:Regina.Thomas@accgov.com)>; robin.odonnell@dph.ga.gov <[robin.odonnell@dph.ga.gov](mailto:robin.odonnell@dph.ga.gov)>; sstarrett@pcaathens.org <[sstarrett@pcaathens.org](mailto:sstarrett@pcaathens.org)>; sally@northgeorgiacottage.org <[sally@northgeorgiacottage.org](mailto:sally@northgeorgiacottage.org)>; jhale@oconeesherriff.org <[jhale@oconeesherriff.org](mailto:jhale@oconeesherriff.org)>; vgreen@oconeesherriff.org <[vgreen@oconeesherriff.org](mailto:vgreen@oconeesherriff.org)>; pholl@oconeesherriff.org <[pholl@oconeesherriff.org](mailto:pholl@oconeesherriff.org)>; sswisher@oconeesherriff.org <[sswisher@oconeesherriff.org](mailto:sswisher@oconeesherriff.org)>; mpilcher@oconeesherriff.org <[mpilcher@oconeesherriff.org](mailto:mpilcher@oconeesherriff.org)>; Sonny Wilson <[Sonny.Wilson@accgov.com](mailto:Sonny.Wilson@accgov.com)>; tikendionwu@advantagebhs.org <[tikendionwu@advantagebhs.org](mailto:tikendionwu@advantagebhs.org)>; dawn.meyers@foothillscharter.org <[dawn.meyers@foothillscharter.org](mailto:dawn.meyers@foothillscharter.org)>; elliottgowerm@clarke.k12.ga.us <[elliottgowerm@clarke.k12.ga.us](mailto:elliottgowerm@clarke.k12.ga.us)>; gaya@clarke.k12.ga.us <[gaya@clarke.k12.ga.us](mailto:gaya@clarke.k12.ga.us)>; dleduff@oconeeschools.org <[dleduff@oconeeschools.org](mailto:dleduff@oconeeschools.org)>; lthale@oconeeschools.org <[lthale@oconeeschools.org](mailto:lthale@oconeeschools.org)>; gillisc@clarke.k12.ga.us <[gillisc@clarke.k12.ga.us](mailto:gillisc@clarke.k12.ga.us)>; Mikaela Silkey Henderson <[Mikaela.Silkey.Henderson@accgov.com](mailto:Mikaela.Silkey.Henderson@accgov.com)>; Tanya Wingfield <[tanya.wingfield@accgov.com](mailto:tanya.wingfield@accgov.com)>; Osmayra Chipana <[Osmayra.Chipana@accgov.com](mailto:Osmayra.Chipana@accgov.com)>; Kyle Bowland <[Kyle.Bowland@accgov.com](mailto:Kyle.Bowland@accgov.com)>; John Batchelor <[John.Batchelor@accgov.com](mailto:John.Batchelor@accgov.com)>; Kyle Thompson <[Kyle.Thompson@accgov.com](mailto:Kyle.Thompson@accgov.com)>; June Teasley

<June.Teasley@accgov.com>; William T. Parker <William.Parker@accgov.com>; Will Horton <Will.Horton@accgov.com>

**Subject:** Child Fatality Review Committee Meeting

Good Afternoon All:

You should have received an emailed invitation with a Zoom link to the Child Fatality Review Meeting scheduled for Wednesday, December 1, 2021 at 8:30 am.

Attached is the agenda and other supporting documentation on the cases that will be reviewed. Please let me know if you have any questions.

I hope you all marked your calendars to notate the change in date and time for this meeting. We look forward to seeing you Wednesday.

I will forward the crime lab reports and documentation on the McConnell case in a separate email as they are too large to send all together. Thank you for all that you do.

Best,

***Lynn Bradberry***

*Victim Advocate, VWAP*

*Office of the District Attorney*

*Western Judicial Circuit*

*325 E. Washington Street Room 370*

*Athens, GA 30601*

*Office: 706-613-3240*

*Fax: 706-613-3247*

*Email: lynn.bradberry@accgov.com*

 image001.gif

1.5 KiB



 image001.gif

1.5 KiB



12/9/2022

Tuesday, December 06, 2022 08:41 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Alice, Amanda, Amanda, Amber, Amy, and 57 more...](#)

---



Good morning everyone We are cancelling this month's Child Fatality Review Meeting for we are awaiting the autopsy report on the only child fatality we have to report.

**Deborah Gonzalez**

*District Attorney*

Western Judicial Circuit

Athens-Clarke & Oconee Counties

[www.westerncircuitda.com](http://www.westerncircuitda.com)

[Deborah.gonzalez@accgov.com](mailto:Deborah.gonzalez@accgov.com)

706-613-3240

*NOTE: Email is provided to employees for the administrative needs of the Western Judicial Circuit of Georgia District Attorney's Office and Athens-Clarke County Government. Email correspondence to/from an Athens-Clarke County email account is considered public information and subject to release under Georgia laws or pursuant to subpoena.*

# Canceled: Child Fatality Review meeting

Tuesday, December 06, 2022 08:42 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Alice, Amanda, Amanda, Amber, Amy, and 57 more...](#)





Your invitation or the whole event was canceled.







Time

Friday, December 09, 2022 10:00 to 11:00

Attendees

- Alice Hayes
- Amanda Evans
- Amanda Trimble
- Amber Robinson
- Amy Medina
- Angela Gay
- Annelise Allgood
- Carol Hodges
- Christopher Nichols
- Chrystal Gillis
- Harrison Daniel
- David Norris
- Dawn Meyers
- Deborah Gonzalez
- E Carson
- Ed Carson
- Emily Eisenman
- Fatma Gurel
- Felicia Fortson
- Gale Kinder
- Heather Moore
- J Lockman
- Jason Lee Cook
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Justin Cash
- Katherine May
- Katy Minchew
- Kelly Inch
- Kim McAfee
- Kristy Stanley
- Kyle Thompson
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Matthew Wainwright
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Robert Young
- Robin O'Donnell
- Sallie Starrett
- Sam d'Entremont
- Samuel Smith
- Sarah Groves
- Shannon Brock
- Shannon Parker

 Sheriff James Hale   Sonny Wilson   Stan Swisher 

 Tanya Wingfield-Willis   Tochuku Ikedionwu   Tyler Normandia 

 Vic Green   Will Horton 

#### Description

Good morning everyone We are cancelling this month's Child Fatality Review Meeting for we are awaiting the autopsy report on the only child fatality to report.

# Canceled: Child Fatality Review meeting

Thursday, January 12, 2023 18:20 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 57 more...](#)

Your invitation or the whole event was canceled.





















DELETE FROM CALENDAR

Time

Friday, January 13, 2023 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell

-  Sheriff James Hale 
-  Sonny Wilson 
-  Stan Swisher 
-  Tanya Wingfield-Willis 
-  Tochuku Ikedionwu 
-  Victoria Glover 
-  Will Horton 
-  William T. Parker 
-  Harrison Daniel 
-  Samuel Smith 

Description

Happy new year. We do not have new information to review.

# Child Fatality Review meeting

Thursday, January 13, 2022 09:46 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 54 more...](#)

---

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly:

<<https://us02web.zoom.us/join/98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>>

[https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd](https://us02web.zoom.us/join/https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd)

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <<https://us02web.zoom.us/u/kdcQsq0RET>>  
<https://us02web.zoom.us/u/kdcQsq0RET>

ACCEPT

TENTATIVE

DELEGATE ...

Organizer [Deborah Gonzalez <Deborah.Gonzalez@accgov.com>](mailto:Deborah.Gonzalez@accgov.com) invites you to participate in a meeting.

Time

Friday, February 11, 2022 10:00 to 11:00

Attendees

-  Amanda Trimble 
-  Amy Medina 
-  Angela Gay 
-  Ashley Duvall 
-  Ben Griggs 
-  Bryce Boggs 
-  Captain Vic Green 
-  Carol Hodges 
-  Chief Shannon Brock 
-  Christina Pettit 
-  Christopher Nichols 
-  Chrystal Gillis 
-  Cleveland Spruill 
-  David Earnest 
-  David Norris 
-  Dawn Meyers 
-  Deborah Gonzalez 
-  E Carson 
-  Ed Carson 
-  Emily Eisenman 
-  Felicia Fortson 
-  Gale Kinder 
-  Gregory P. Dickson 
-  Harrison Daniel 
-  Heather Moore 
-  J Lockman 
-  Jerry Saulters 
-  Jesse Maddox 
-  Jonathan McMichael 
-  Katherine May 
-  Katy Minchew 
-  Kelly Inch 
-  Kris Rapp 
-  Kristy Stanley 
-  LeAnne Hale 
-  Lynn Bradberry 
-  Mariah Thaxton 
-  Mary Barrett Yancey 
-  Matthew Pilcher 
-  Melindy White 
-  Michele Elliott-Gower 
-  Michelle Dickens 
-  Mikki Burnett 
-  Nicole McDougald 
-  Osmayra Chipana 
-  Pat Holl 
-  Rachel Abruzzi 
-  Regina Thomas 
-  Robin O'Donnell 
-  Sallie Starrett 
-  Sally Sheppard 
-  Shannon Parker 
-  Sheriff James Hale 
-  Sonny Wilson 
-  Stan Swisher, OCSO 
-  Tanya Wingfield 
-  Tochuku Ikedionwu 
-  Victoria Glover 
-  Will Horton 
-  William T. Parker 

Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting



Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>  
<<https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

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Dial by your location

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+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/j/kdcQsq0RET>  
<<https://us02web.zoom.us/j/kdcQsq0RET>>

# Canceled: Child Fatality Review meeting

Monday, February 07, 2022 09:46 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Cleveland, Amanda, Amy, Angela, Ashley, and 56 more...](#)

---

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly:

<<https://us02web.zoom.us/join/ztUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>>

[https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAkvMLtaJ58tA4vd](https://us02web.zoom.us/join/https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAkvMLtaJ58tA4vd)

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

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+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <<https://us02web.zoom.us/u/kdcQsq0RET>>  
<https://us02web.zoom.us/u/kdcQsq0RET>

# Canceled: Child Fatality Review meeting

Friday, April 01, 2022 16:20 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 56 more...](#)

---

DA Deborah Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Apr 8, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 10 occurrence(s)

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly:

<<https://us02web.zoom.us/join/98tyKuGpqTgqHNYUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>>  
<https://us02web.zoom.us/join/98tyKuGpqTgqHNYUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

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Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>>  
<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

# Child Fatality Review meeting

Tuesday, July 05, 2022 17:06 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Bryce, Vic Green, and 50 more...](#)

---

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly:

<<https://us02web.zoom.us/join/98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDIcNAKvMLtaJ58tA4vd>>

<https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDlCNAkvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

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Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <<https://us02web.zoom.us/u/kdcQsq0RET>>  
<https://us02web.zoom.us/u/kdcQsq0RET>

Organizer is proposing a meeting to the attendees. You receive this mail as a notification, you are not scheduled as a participant.

Time



Friday, February 11, 2022 10:00 to 11:00

# Child Fatality Review Mtg.

Monday, November 29, 2021 16:17 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 53 more...](#)

---

Lynn Bradberry will be sending documentation and the agenda within a separate email.

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review Meeting

Time: Dec 1, 2021 08:30 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83322678169?pwd=VDQvVG96cW5vYjcw0hpS05zdkZYZz09>

Meeting ID: 833 2267 8169

Passcode: 838741

One tap mobile

+19292056099,,83322678169#,,,,\*838741# US (New York)

+13017158592,,83322678169#,,,,\*838741# US (Washington DC)

Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 833 2267 8169

Passcode: 838741

Find your local number: <<https://us02web.zoom.us/j/kj5KyMOK1>>  
<https://us02web.zoom.us/j/kj5KyMOK1>



























Organizer [Deborah Gonzalez <Deborah.Gonzalez@accgov.com>](mailto:Deborah.Gonzalez@accgov.com) invites you to participate in a meeting.

Time

Wednesday, December 01, 2021 08:30 to 09:30

Attendees

-  Deborah Gonzalez 
-  Amanda Trimble 
-  Amy Medina 
-  Angela Gay 
-  Ashley Duvall 
-  Ben Griggs 
-  Bryce Boggs 
-  Captain Vic Green 
-  Chief Shannon Brock 
-  Christopher Nichols 
-  Christina Pettit 
-  Chrystal Gillis 
-  Cleveland Spruill 
-  Harrison Daniel 
-  David Earnest 
-  David Norris 
-  Dawn Meyers 
-  E Carson 
-  Ed Carson 
-  Emily Eisenman 
-  Felicia Fortson 
-  Gale Kinder 
-  Gregory P. Dickson 
-  Heather Moore 
-  J Lockman 
-  Jerry Saulters 
-  Jesse Maddox 
-  Jonathan McMichael 
-  Katherine May 
-  Katy Minchew 
-  Kelly Inch 
-  Kris Rapp 
-  Kristy Stanley 
-  LeAnne Hale 
-  Lynn Bradberry 
-  Mariah Thaxton 
-  Mary Barrett Yancey 
-  Melindy White 
-  Michele Elliott-Gower 
-  Michelle Dickens 
-  Mikki Burnett 
-  Nicole McDougald 
-  Osmayra Chipana 
-  Pat Holl 
-  Rachel Abruzzi 
-  Regina Thomas 

-  Robin O'Donnell   Sallie Starrett   Sally Sheppard 
-  Shannon Parker   Sheriff James Hale   Sonny Wilson 
-  Stan Swisher, OCSO   Tanya Wingfield   Tochuku Ikedionwu 
-  Victoria Glover   Will Horton   William T. Parker 
-  Matthew Pilcher 

Description

Lynn Bradberry will be sending documentation and the agenda within a separate email.

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review Meeting

Time: Dec 1, 2021 08:30 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83322678169?pwd=VDQvVG96cW5vYjcwc0hpS05zdkZYZz09>

Meeting ID: 833 2267 8169

Passcode: 838741

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+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 833 2267 8169

Passcode: 838741

Find your local number: <https://us02web.zoom.us/j/kj5KyMOK1>  
<<https://us02web.zoom.us/j/kj5KyMOK1>>

# Re: Child Fatality Review Committee Meeting

Monday, November 29, 2021 18:11 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Lynn, Victoria, Mikki, Ashley, Amanda, and 49 more...](#)

Good evening to all:

Some reports were sent as attachments by mistake. Please destroy those files. You should have received what you receive each time and that is the Agenda only.

Thank you for your attention to this matter and see everyone Wed morning at 8:39 via Zoom.

Deborah Gonzalez  
District Attorney

Get [Outlook for iOS](#)

---

**From:** Lynn Bradberry <[Lynn.Bradberry@accgov.com](mailto:Lynn.Bradberry@accgov.com)>

**Sent:** Monday, November 29, 2021 4:58:34 PM

**To:** Victoria Glover <[Victoria.Glover@accgov.com](mailto:Victoria.Glover@accgov.com)>; Mikki Burnett <[Mikki.Burnett@accgov.com](mailto:Mikki.Burnett@accgov.com)>; Ashley Duvall <[Ashley.Duvall@accgov.com](mailto:Ashley.Duvall@accgov.com)>; Amanda Trimble <[Amanda.Trimble@accgov.com](mailto:Amanda.Trimble@accgov.com)>; Deborah Gonzalez <[Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)>; Ben Griggs <[Ben.Griggs@accgov.com](mailto:Ben.Griggs@accgov.com)>; Christina Pettit <[Christina.Pettit@accgov.com](mailto:Christina.Pettit@accgov.com)>; Cleveland Spruill <[Cleveland.Spruill@accgov.com](mailto:Cleveland.Spruill@accgov.com)>; Harrison Daniel <[Stephen.Daniel@accgov.com](mailto:Stephen.Daniel@accgov.com)>; David Norris <[David.Norris@accgov.com](mailto:David.Norris@accgov.com)>; dearnest@pcaathens.org <[dearnest@pcaathens.org](mailto:dearnest@pcaathens.org)>; ecarson@oconee.ga.us <[ecarson@oconee.ga.us](mailto:ecarson@oconee.ga.us)>; carsoned5@gmail.com <[carsoned5@gmail.com](mailto:carsoned5@gmail.com)>; Felicia Fortson <[Felicia.Fortson@accgov.com](mailto:Felicia.Fortson@accgov.com)>; gale.kinder@piedmont.org <[gale.kinder@piedmont.org](mailto:gale.kinder@piedmont.org)>; Heather Moore <[Heather.Moore@accgov.com](mailto:Heather.Moore@accgov.com)>; jlockman@stmarysathens.org <[jlockman@stmarysathens.org](mailto:jlockman@stmarysathens.org)>; Jerry Saulters <[Jerry.Saulters@accgov.com](mailto:Jerry.Saulters@accgov.com)>; jonathanmcmichael@djj.state.ga.us <[jonathanmcmichael@djj.state.ga.us](mailto:jonathanmcmichael@djj.state.ga.us)>; Katherine.may@dhs.ga.gov <[Katherine.may@dhs.ga.gov](mailto:Katherine.may@dhs.ga.gov)>; Kelly.inch@dhs.ga.gov <[Kelly.inch@dhs.ga.gov](mailto:Kelly.inch@dhs.ga.gov)>; krisrapp@stmarysathens.org <[krisrapp@stmarysathens.org](mailto:krisrapp@stmarysathens.org)>; mariahtaxtonPA@gmail.com <[mariahtaxtonPA@gmail.com](mailto:mariahtaxtonPA@gmail.com)>; marybarrett.Yancey@dhs.ga.gov <[marybarrett.Yancey@dhs.ga.gov](mailto:marybarrett.Yancey@dhs.ga.gov)>; Melindy White <[Melindy.White@accgov.com](mailto:Melindy.White@accgov.com)>; mdickens@accsane.org <[mdickens@accsane.org](mailto:mdickens@accsane.org)>; Nicole.mcdougald@dhs.ga.gov <[Nicole.mcdougald@dhs.ga.gov](mailto:Nicole.mcdougald@dhs.ga.gov)>; Regina Thomas <[Regina.Thomas@accgov.com](mailto:Regina.Thomas@accgov.com)>; robin.odonnell@dph.ga.gov <[robin.odonnell@dph.ga.gov](mailto:robin.odonnell@dph.ga.gov)>; sstarrett@pcaathens.org <[sstarrett@pcaathens.org](mailto:sstarrett@pcaathens.org)>; sally@northgeorgiacottage.org <[sally@northgeorgiacottage.org](mailto:sally@northgeorgiacottage.org)>; jhale@oconeesherriff.org <[jhale@oconeesherriff.org](mailto:jhale@oconeesherriff.org)>; vgreen@oconeesherriff.org <[vgreen@oconeesherriff.org](mailto:vgreen@oconeesherriff.org)>; pholl@oconeesherriff.org <[pholl@oconeesherriff.org](mailto:pholl@oconeesherriff.org)>; sswisher@oconeesherriff.org <[sswisher@oconeesherriff.org](mailto:sswisher@oconeesherriff.org)>; mpilcher@oconeesherriff.org <[mpilcher@oconeesherriff.org](mailto:mpilcher@oconeesherriff.org)>; Sonny Wilson <[Sonny.Wilson@accgov.com](mailto:Sonny.Wilson@accgov.com)>; tikendionwu@advantagebhs.org <[tikendionwu@advantagebhs.org](mailto:tikendionwu@advantagebhs.org)>; dawn.meyers@foothillscharter.org <[dawn.meyers@foothillscharter.org](mailto:dawn.meyers@foothillscharter.org)>; elliottgowerm@clarke.k12.ga.us <[elliottgowerm@clarke.k12.ga.us](mailto:elliottgowerm@clarke.k12.ga.us)>; gaya@clarke.k12.ga.us <[gaya@clarke.k12.ga.us](mailto:gaya@clarke.k12.ga.us)>; dleduff@oconeeschools.org <[dleduff@oconeeschools.org](mailto:dleduff@oconeeschools.org)>; lthale@oconeeschools.org <[lthale@oconeeschools.org](mailto:lthale@oconeeschools.org)>; gillisc@clarke.k12.ga.us <[gillisc@clarke.k12.ga.us](mailto:gillisc@clarke.k12.ga.us)>; Mikaela Silkey Henderson <[Mikaela.Silkey.Henderson@accgov.com](mailto:Mikaela.Silkey.Henderson@accgov.com)>; Tanya Wingfield <[tanya.wingfield@accgov.com](mailto:tanya.wingfield@accgov.com)>; Osmayra Chipana <[Osmayra.Chipana@accgov.com](mailto:Osmayra.Chipana@accgov.com)>; Kyle Bowland <[Kyle.Bowland@accgov.com](mailto:Kyle.Bowland@accgov.com)>; John Batchelor <[John.Batchelor@accgov.com](mailto:John.Batchelor@accgov.com)>; Kyle Thompson <[Kyle.Thompson@accgov.com](mailto:Kyle.Thompson@accgov.com)>; June Teasley

<June.Teasley@accgov.com>; William T. Parker <William.Parker@accgov.com>; Will Horton <Will.Horton@accgov.com>

**Subject:** Child Fatality Review Committee Meeting

Good Afternoon All:

You should have received an emailed invitation with a Zoom link to the Child Fatality Review Meeting scheduled for Wednesday, December 1, 2021 at 8:30 am.

Attached is the agenda and other supporting documentation on the cases that will be reviewed. Please let me know if you have any questions.

I hope you all marked your calendars to notate the change in date and time for this meeting. We look forward to seeing you Wednesday.

I will forward the crime lab reports and documentation on the McConnell case in a separate email as they are too large to send all together. Thank you for all that you do.

Best,

***Lynn Bradberry***

*Victim Advocate, VWAP*

*Office of the District Attorney*

*Western Judicial Circuit*

*325 E. Washington Street Room 370*

*Athens, GA 30601*

*Office: 706-613-3240*

*Fax: 706-613-3247*

*Email: lynn.bradberry@accgov.com*

 image001.gif

1.5 KiB



 image001.gif

1.5 KiB



12/9/2022

Tuesday, December 06, 2022 08:41 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Alice, Amanda, Amanda, Amber, Amy, and 57 more...](#)

---



Good morning everyone We are cancelling this month's Child Fatality Review Meeting for we are awaiting the autopsy report on the only child fatality we have to report.

**Deborah Gonzalez**

*District Attorney*

Western Judicial Circuit

Athens-Clarke & Oconee Counties

[www.westerncircuitda.com](http://www.westerncircuitda.com)

[Deborah.gonzalez@accgov.com](mailto:Deborah.gonzalez@accgov.com)

706-613-3240

*NOTE: Email is provided to employees for the administrative needs of the Western Judicial Circuit of Georgia District Attorney's Office and Athens-Clarke County Government. Email correspondence to/from an Athens-Clarke County email account is considered public information and subject to release under Georgia laws or pursuant to subpoena.*

# Canceled: Child Fatality Review meeting

Tuesday, December 06, 2022 08:42 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Alice, Amanda, Amanda, Amber, Amy, and 57 more...](#)

Your invitation or the whole event was canceled.






















DELETE FROM CALENDAR

Time

Friday, December 09, 2022 10:00 to 11:00

Attendees

- Alice Hayes
- Amanda Evans
- Amanda Trimble
- Amber Robinson
- Amy Medina
- Angela Gay
- Annelise Allgood
- Carol Hodges
- Christopher Nichols
- Chrystal Gillis
- Harrison Daniel
- David Norris
- Dawn Meyers
- Deborah Gonzalez
- E Carson
- Ed Carson
- Emily Eisenman
- Fatma Gurel
- Felicia Fortson
- Gale Kinder
- Heather Moore
- J Lockman
- Jason Lee Cook
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Justin Cash
- Katherine May
- Katy Minchew
- Kelly Inch
- Kim McAfee
- Kristy Stanley
- Kyle Thompson
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Matthew Wainwright
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Robert Young
- Robin O'Donnell

-  Sarah Groves 
-  Shannon Brock 
-  Shannon Parker 
-  Sheriff James Hale 
-  Sonny Wilson 
-  Stan Swisher 
-  Tanya Wingfield-Willis 
-  Tochuku Ikedionwu 
-  Tyler Normandia 
-  Vic Green 
-  Will Horton 

Description

Good morning everyone We are cancelling this month's Child Fatality Review Meeting for we are awaiting the autopsy report on the only child fatality to report.

# Canceled: Child Fatality Review meeting

Thursday, January 12, 2023 18:20 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 57 more...](#)















Your invitation or the whole event was canceled.

Time

Friday, January 13, 2023 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Amber Robinson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher

-  Tanya Wingfield-Willis 
-  Tochuku Ikedionwu 
-  Victoria Glover 
-  Will Horton 
-  William T. Parker 
-  Harrison Daniel 
-  Samuel Smith 

Description

Happy new year. We do not have new information to review.

# Child Fatality Review meeting

Thursday, January 13, 2022 09:46 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 54 more...](#)

ACCEPT

DECLINE

TENTATIVE

DELEGATE ...

ADD TO CALENDAR

Organizer [Deborah Gonzalez <Deborah.Gonzalez@accgov.com>](mailto:Deborah.Gonzalez@accgov.com) invites you to participate in a meeting.

Time

Friday, February 11, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Captain Vic Green
- Carol Hodges
- Chief Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens (mdickens@accsane.org)
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell



#### Description

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Feb 11, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 12 occurrence(s)

Feb 11, 2022 10:00 AM

Mar 11, 2022 10:00 AM

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNyUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/j/kdcQsq0RET>



# Canceled: Child Fatality Review meeting

Friday, April 01, 2022 16:20 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Amanda, Amy, Angela, Ashley, Ben, and 55 more...](#)

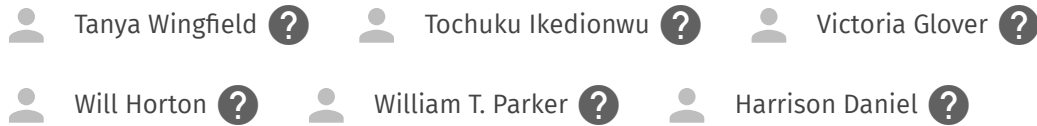
Your invitation or the whole event was canceled.

Time

Friday, April 08, 2022 10:00 to 11:00

Attendees

- Amanda Trimble
- Amy Medina
- Angela Gay
- Ashley Duvall
- Ben Griggs
- Bryce Boggs
- Vic Green
- Carol Hodges
- Shannon Brock
- Christopher Nichols
- Christina Pettit
- Chrystal Gillis
- Cleveland Spruill
- Harrison Daniel
- David Earnest
- David Norris
- Dawn Meyers
- E Carson
- Ed Carson
- Emily Eisenman
- Felicia Fortson
- Gale Kinder
- Gregory P. Dickson
- Heather Moore
- J Lockman
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Katherine May
- Katy Minchew
- Kelly Inch
- Kris Rapp
- Kristy Stanley
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Melindy White
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Regina Thomas
- Robin O'Donnell
- Sallie Starrett
- Sally Sheppard
- Shannon Parker
- Sheriff James Hale
- Sonny Wilson
- Stan Swisher



Description

DA Deborah Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review meeting

Time: Apr 8, 2022 10:00 AM Eastern Time (US and Canada)

Every month on the Second Fri, 10 occurrence(s)

Apr 8, 2022 10:00 AM

May 13, 2022 10:00 AM

Jun 10, 2022 10:00 AM

Jul 8, 2022 10:00 AM

Aug 12, 2022 10:00 AM

Sep 9, 2022 10:00 AM

Oct 14, 2022 10:00 AM

Nov 11, 2022 10:00 AM

Dec 9, 2022 10:00 AM

Jan 13, 2023 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: <https://us02web.zoom.us/meeting/tZUqdOmupjorGNy0sh7yq6a9f9xuM2s3mKlj/ics?icsToken=98tyKuGpqTgqHNYUsRuPRpwcB4jCc-7xiH5cjY1EzAztVDICNAKvMLtaJ58tA4vd>

Join Zoom Meeting

<https://us02web.zoom.us/j/81730681128?pwd=dWlhWklNU1hDV1EvbG56dWNNWlFnUT09>

Meeting ID: 817 3068 1128

Passcode: 573340

One tap mobile

+13017158592,,81730681128#,,,,\*573340# US (Washington DC)

+13126266799,,81730681128#,,,,\*573340# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 817 3068 1128

Passcode: 573340

Find your local number: <https://us02web.zoom.us/u/kdcQsq0RET>

# FW: Child Fatality Review Committee Meeting

Wednesday, July 07, 2021 18:20 EDT



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[shouse@oconeesherriff.org](mailto:shouse@oconeesherriff.org)

---

-----Original Appointment-----

From: Jennie De La Vega <[Jennie.DeLaVega@accgov.com](mailto:Jennie.DeLaVega@accgov.com)

<<mailto:Jennie.DeLaVega@accgov.com>> > On Behalf Of Deborah Gonzalez

Sent: Wednesday, July 7, 2021 3:07 PM

To: Deborah Gonzalez; Amanda Trimble; Amy Medina; Angela Gay; Ashley Duvall; Ben Griggs; Brianna Sanchez; Captain Vic Green; Chief Shannon Brock; Christopher Nichols; Christina Pettit; Chrystal Gillis ; Cleveland Spruill; Dallas LeDuff; Harrison Daniel; David Earnest; David Norris; Dawn Meyers; E Carson; Ed Carson; Emily Eisenman; Felicia Fortson; Gale Kinder ; Gregory P. Dickson; Heather Moore; J Lockman; Jerry Saulters; Jesse Maddox; Jonathan McMichael; Katherine May; Katy Minchew; Kelly Inch; Kris Rapp; Kristy Stanley; LeAnne Hale; Lynn Bradberry; Mariah Thaxton; Mary Barrett Yancey; Melindy White; Michele Elliott-Gower; Michelle Dickens ([mdickens@accsane.org](mailto:mdickens@accsane.org) <<mailto:mdickens@accsane.org>> ); Nicole McDougald; Regina Thomas; Robin O'Donnell; Sallie Starrett; Sally Sheppard; Shannon Parker; Sheriff James Hale; John Q. Williams; Sonny Wilson; Stan Swisher, OCSO; Takitta Lumpkin-Laughlin; Tochuku Ikedionwu

Subject: Child Fatality Review Committee Meeting

When: Friday, July 9, 2021 10:00 AM-11:00 AM (UTC-05:00) Eastern Time (US & Canada).

Where: Zoom

DA Gonzalez is inviting you to a scheduled Zoom meeting.

Topic: Child Fatality Review Committee Meeting

Time: Jul 9, 2021 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/82120096337?pwd=bEV5Qnpybko4Tkt6RHJ3WHdNRkNmQT09>

Meeting ID: 821 2009 6337

Passcode: 955908

One tap mobile

+13126266799,,82120096337#,,,,\*955908# US (Chicago)

+19292056099,,82120096337#,,,,\*955908# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 821 2009 6337

Passcode: 955908

Find your local number: <https://us02web.zoom.us/j/82120096337?pwd=bEV5Qnpybko4Tkt6RHJ3WHdNRkNmQT09>

Organizer is proposing a meeting to the attendees. You receive this mail as a notification, you are not scheduled as a participant.

ADD TO CALENDAR

Time

Friday, July 09, 2021 10:00 to 11:00

12/9/2022

Tuesday, December 06, 2022 08:41 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Alice, Amanda, Amanda, Amber, Amy, and 57 more...](#)

---

Good morning everyone We are cancelling this month's Child Fatality Review Meeting for we are awaiting the autopsy report on the only child fatality we have to report.

**Deborah Gonzalez**

*District Attorney*

Western Judicial Circuit

Athens-Clarke & Oconee Counties

[www.westerncircuitda.com](http://www.westerncircuitda.com)

[Deborah.gonzalez@accgov.com](mailto:Deborah.gonzalez@accgov.com)

706-613-3240

*NOTE: Email is provided to employees for the administrative needs of the Western Judicial Circuit of Georgia District Attorney's Office and Athens-Clarke County Government. Email correspondence to/from an Athens-Clarke County email account is considered public information and subject to release under Georgia laws or pursuant to subpoena.*

# Canceled: Child Fatality Review meeting

Tuesday, December 06, 2022 08:42 EST



Deborah Gonzalez [Deborah.Gonzalez@accgov.com](mailto:Deborah.Gonzalez@accgov.com)

To

[Alice, Amanda, Amanda, Amber, Amy, and 57 more...](#)

















Your invitation or the whole event was canceled.

Time

Friday, December 09, 2022 10:00 to 11:00

Attendees

- Alice Hayes
- Amanda Evans
- Amanda Trimble
- Amber Robinson
- Amy Medina
- Angela Gay
- Annelise Allgood
- Carol Hodges
- Christopher Nichols
- Chrystal Gillis
- Harrison Daniel
- David Norris
- Dawn Meyers
- Deborah Gonzalez
- E Carson
- Ed Carson
- Emily Eisenman
- Fatma Gurel
- Felicia Fortson
- Gale Kinder
- Heather Moore
- J Lockman
- Jason Lee Cook
- Jerry Saulters
- Jesse Maddox
- Jonathan McMichael
- Justin Cash
- Katherine May
- Katy Minchew
- Kelly Inch
- Kim McAfee
- Kristy Stanley
- Kyle Thompson
- LeAnne Hale
- Lynn Bradberry
- Mariah Thaxton
- Mary Barrett Yancey
- Matthew Pilcher
- Matthew Wainwright
- Michele Elliott-Gower
- Michelle Dickens
- Mikki Burnett
- Nicole McDougald
- Osmayra Chipana
- Pat Holl
- Rachel Abruzzi
- Robert Young
- Robin O'Donnell
- Sallie Starrett
- Sam d'Entremont
- Samuel Smith
- Sarah Groves
- Shannon Brock
- Shannon Parker

-  Sheriff James Hale 
-  Sonny Wilson 
-  Stan Swisher 
-  Tanya Wingfield-Willis 
-  Tochuku Ikedionwu 
-  Tyler Normandia 
-  Vic Green 
-  Will Horton 

Description

Good morning everyone We are cancelling this month's Child Fatality Review Meeting for we are awaiting the autopsy report on the only child fatality to report.



jcash@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2022-12-06 08:41:53 (+0000)

jcash@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2022-12-06 08:42:06 (+0000)

jhale@oconeesherriff.org  
mailbox: Follow Up  
date.sent: 2022-01-13 09:46:57 (+0000)

jhale@oconeesherriff.org  
mailbox: Follow Up  
date.sent: 2022-01-18 11:32:44 (+0000)

jhale@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2021-05-27 13:31:55 (-0400)

jhale@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2021-03-06 16:15:44 (-0400)

jhale@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2021-03-06 15:43:11 (-0400)

jhale@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2021-01-10 16:52:31 (-0400)

jhale@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2021-01-01 12:58:28 (-0400)

jhale@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2021-10-27 13:52:41 (+0000)

jhale@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2021-11-29 16:17:10 (+0000)

jhale@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2021-11-29 18:11:55 (+0000)

jhale@oconeesherriff.org  
mailbox: INBOX  
date.sent: 2022-01-07 14:25:31 (+0000)

jhale@oconeesherriff.org

mailbox: INBOX  
date.sent: 2022-01-21 14:49:03 (+0000)

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**WESTERN JUDICIAL CIRCUIT**  
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MEMORANDUM

To: Assistant District Attorneys and Staff, Western Judicial Circuit  
From: District Attorney Deborah Gonzalez  
Re: Fairness and Equity in the Western Judicial Circuit District Attorney Office  
Date: January 1, 2021

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The goal of the Office of the District Attorney for the Western Judicial Circuit is to make the people of Clarke and Oconee counties safe. We will do so by seeking justice, bringing balance, fairness and equality to criminal prosecution, and ending this Circuit's participation in mass incarceration and the school to prison pipeline.

It is not our job to judge character. It is instead our job to assess conduct and where the evidence shows that conduct violates the law, to use the power and resources of the Office of the District Attorney to address that conduct. We will strive to make victims whole, defendants law abiding, and the community thrive.

Our approach will be inclusive and will be attentive to the voices across the community. We will hear individual voices as well as the voices of those who speak for their communities, and we will listen, mindful of difference and the need for inclusion, and mindful of the mandate of equality and fairness to all regardless of race, income or ZIP code.

We will continue to develop alternatives to incarceration, alternatives to probation, alternatives to sentencing, and alternatives to conviction. We will decline to prosecute where we find it is not in the interest of justice to do so, and we will seek non-incarceration sentences before we determine that, in a given case, incarceration is the only appropriate sentence, always aware that incarceration is, by definition, destructive of personal integrity and human potential, destructive of families and communities, inefficient and vastly more expensive than other paths.

We will always remember that probation and other actions we take that do not involve incarceration are not privileges that must be earned by the accused. These are instead actions that we take in order to do justice, hold individuals accountable for their conduct, and make our community stronger and safer.

This will be a cooperative and inclusive effort within the Office and without, and will take work, training, communication, creativity, and acceptance of our own responsibility and the impact the Office of the District Attorney can have on the individuals, families and communities.

Last, these changes in direction and focus are designed to call more attention and resources to be devoted to the offenders who are driving a significant proportion of serious and violent crime, while reducing the impact on low-level, non-violent or first-time offenders, for whom rehabilitation and second chances will be the goal.

## 1. Charging

Prosecutors have the power to charge or not to charge; to choose which charges to bring; to offer a plea or not, and to recommend a sentence based on those charges. These decisions substantially impact people's lives, their sense of justice, their liberty, their livelihood, and their families, in addition to the community's fundamental faith in the system. We make these decisions every day. With that in mind this Office:

- a. Will adopt an office-wide presumption not to charge multiple minimum mandatory crimes if and when one crime accounts for all the facts and circumstances of an event;
- b. Will not charge simple possession of marijuana offenses, regardless of amount and we will encourage police agencies to expand the use of civil citations of marijuana possession in lieu of criminal arrest;
- c. Will not charge simple possession of user-quantities of drugs other than marijuana or will refer to pre-trial diversion on a case-by-case basis;
- d. Will not charge possession of "drug-related object" offenses;
- e. Will consider the impact of mandatory minimum sentencing and require supervisor approval prior to pursuing charges that carry mandatory minimum sentences;
- f. Will shift resources to the front end of the prosecution process so as to thoroughly screen and review all cases before accepting them for prosecution;
- g. Will charge only offenses that we intend to be prosecuted (i.e., will not overcharge for the purpose of leveraging a guilty plea);
- h. Will hold committal hearings for all persons who remain in custody prior to trial; and
- i. Will take into account collateral consequences to undocumented defendants.

## 2. Diversion

The existing pre-trial diversion program will be expanded and made available to persons regardless of their income. All cases will be approached with the possibility of diversion as an alternative to conviction while still achieving accountability and justice. Policies will be established for diversion based on both the offense and the offender so as to ensure that discretionary decisions are based on uniform criteria and not determined by implicit or explicit bias.

## 3. Bail

The current money bail system (the requirement that money or property be posted for pre-trial release) raises issues of fundamental justice in the criminal legal system because it creates separate and unequal systems for the rich and the poor and allows punishment without conviction. In addition, money bail does not accurately support the essential function of bail, which is making sure defendants return to court.

- a. The DA Office will recommend that defendants charged with non-violent offenses should be released on "own recognizance" bonds (own recognizance is the terminology in this jurisdiction

for bond that does not require the posting of money or other security);

- b. The DA Office will recommend that defendants charged with violent offenses involving actual injury to others will be considered for own recognizance bonds on a case-by-case basis; and
- c. The DA Office will recommend that defendants charged with violent offenses in the nature of threats but whose actual conduct caused no physical injury will be presumed eligible for own recognizance bond.

#### **4. Discovery**

The office will take care to comply with all discovery rules. The main vehicle for compliance is the continuation of the existing open file policy. In addition, we will provide exculpatory evidence to the defense at the earliest possible time in the process and will make discovery available prior to arraignment or as soon as possible thereafter. We will not obstruct defense interviews of witnesses or law enforcement officers, including GBI crime lab employees and field agents.

#### **5. Pleas**

When fashioning pleas and resolutions this Office:

- a. Will continue to take into account harm to the victim and the victim's need for justice;
- b. Will continue to take defendant's rehabilitative needs and background into account and encourage defense counsel and others to provide information on those needs, including mental health or drug treatment needs;
- c. Will consider alternatives to incarceration that limit collateral consequences while accounting for public safety (i.e., house arrest), and ensure that alternatives are available to indigent defendants as readily as to defendants with significant income or assets;
- d. Will consider whether a person can safely reside in a community-based residential program, rather than in prison; and
- e. Will not impose a "trial tax" to encourage the defendant to accept a plea.

#### **6. Sentencing**

The State of Georgia has the highest per capita probation rate of any state in the United States and it has one of the highest rates of incarceration. There is no evidence that these high probation and incarceration rates make the people of our state safer or more secure. Rather, the expense of this approach to crime control has limited the resources available for rehabilitation, for substance abuse treatment, for counseling, for job training and economic development, and for policing, all of which are a better investment in the future than is money invested in punishment. Money invested in renewal is money invested in the future. Money invested in punishment is money invested in the past. Over-incarceration destabilizes families and diminishes opportunities for healthy family and work relationships, among many other benefits. Supporting these family and community connections helps prevent crime, promotes individual well-being and permits people to make a positive contribution to the community and



to the economy. This office will take a number of steps to reduce incarceration and shift resources to more effective crime prevention, restoration of community and rehabilitation of individuals.

This Office will:

- a. No longer seek the death penalty. Cases which are legally eligible for the death penalty are eligible for sentences of life without parole and life with parole eligibility after serving thirty years. Both of these sentences constitute very substantial punishment. Decisions to seek the sentence of life without parole are a sentence of death in prison. Decisions to seek sentences of life without parole must be made by the District Attorney;
- b. Recommend sentences that will increase the likelihood of successful reentry and reduce recidivism because over 95 percent of defendants who are sentenced to incarceration are released and will reenter their communities. Prosecutors will fashion sentencing recommendations that account for the individual circumstances of the case, including the victims' need for justice and recompense, as well as the defendants' needs for rehabilitation and reintegration back to society;
- c. Develop policies to reduce incarceration levels including the development of restorative justice practices that will help victims heal while also impressing upon the defendant the negative impact of his or her actions on the victim and society.
- d. Establish a sentencing review project, whereby the Office will review sentences imposed in the Western Circuit and that are currently being served. This project will include the development of guidelines regarding offense of conviction, length of sentence, characteristics of the person serving the sentence, the interest of the community and the interest of the victim so as to insure fairness and even-handedness in the review process; and
- e. Maintain and make available data via an online portal, including charge and sentencing data by race, gender, ethnicity, disposition, and other variables.

## **7. Reduced Use of Probation**

- a. As noted above, the State of Georgia has the highest per capita probation rate of any state in the United States. There is no evidence that this higher probation rate makes the people of our state safer or more secure. Keeping in mind that the majority of probation violations occur in the first twelve months of probation, this Office will carefully consider what, if any, period of probation is appropriate to recommend in a given case; and
- b. Support the termination of probation after three years following review of probation compliance where a probation sentence is three years or longer; and
- c. Support limiting the length of probation to two years, when statutorily permissible, following a period of incarceration where sentencing is split between a period of incarceration followed by a period of probation;
- d. Support conversion to unsupervised probation after the service of two years probation, absent extenuating circumstances.

## **8. Probation Violations**

This Office will:

- a. Work with the Georgia Department of Probation, the judiciary and defense counsel to avoid revocation for technical probation violations, such as missed curfews, failure to pay fees and fines, dirty drug screens, etc.;
- b. Oppose the issuance of probation revocation warrants in all cases where a summons is likely to be sufficient to assure the presence of the probationer in court and support the setting of own recognizance bonds in probation revocation cases where a probation warrant has been issued.
- c. Support the termination of probation after three years following the mandated statutory review for probationers sentenced to probation for three years or longer.

## **9. Costs and Benefits of Sentencing**

- a. At sentencing, the Assistant District Attorney, will submit to the court an economic impact statement with respect to the sentence the District Attorney's Office is recommending. This statement will include the cost to the taxpayer of incarceration and/or probation supervision. It will also include a statement of reasons why the District Attorney's Office believes those costs are appropriate when balanced against the benefits, economic and otherwise, of imposing the sentence.

For instance, if the cost of incarceration for one inmate for one year in the Department of Corrections is \$25,000, and the ADA is seeking a sentence of 5 years in prison, then the ADA will put on the record, through the economic impact statement, the fact that the sentence will cost the state \$125,000 and the rationale for that expenditure of taxpayer money in the particular case. Costs will be based on Georgia Department of Corrections stated average costs for the type and length of sentence, or the Clarke or Oconee County Sheriff's Office's estimate of average costs, unless more specific information is available in a particular case or due to special circumstances.

## **10. Juvenile**

The Georgia juvenile code sets forth that the "paramount child welfare policy of this state is to determine and ensure the best interests of its children." This Office will do its utmost to approach the potential prosecution of a juvenile with that purpose in mind. The goal is to secure for each child who comes within the jurisdiction of the juvenile court such care and guidance, preferably in the child's own home, as will secure the child's moral, emotional, mental, and physical welfare as well as the safety of both the child and community. To that end, this Office will:

- a. Operate on a presumption that children should not be prosecuted for conduct that occurred while at school other than the commission of violent assault with a deadly weapon or felony sexual assault;
- b. Immediately oppose the handcuffing and shackling of juveniles, which is currently the norm in this jurisdiction, absent exceptional circumstances;

- c. Promote alternative decision-making processes such as teen accountability courts, restorative justice practices and holistic family counseling;
- d. Be guided in all aspects of our work by the fundamental principle that kids in the juvenile system are minors who are still cognitively developing;
- e. Establish a presumption against recommending the transfer of juveniles to adult court, unless required by law. Even when required by law, the District Attorney will require review of the specifics of the case to see if an extra measure should be taken to remand the case back to the juvenile justice courts through a special filing; and
- f. Ensure that juvenile prosecutions are carried out by ADAs with appropriate experience and training in best practices for juvenile justice.

#### **11. Record Restrictions (Expungements), Pardons and Commutations**

This Office will:

- a. Support record restrictions in all cases where applicable by law;
- b. Support record restrictions for arrests for crimes that are now considered legal, as well as prior arrests for possession of marijuana and paraphernalia crimes related to marijuana possession;
- c. Support pardon applications when a person applies in connection with a crime for which there is no violence and the crime is isolated in nature, when the applicant has demonstrated sufficient rehabilitation;
- d. Support clemency applications when the crime for which the applicant is seeking relief is nonviolent in nature; and
- e. Otherwise support pardon and clemency applications as justice and fairness may require based on the circumstances. ADAs will consult with the District Attorney in these instances.

#### **12. Other Considerations in Charging and Prosecution**

This Office will:

- a. Take into account collateral consequences to undocumented victims or witnesses when deciding how to present a case; and
- b. Support eyewitness identification procedures consistent with best practices in eyewitness identification policy.

#### **13. Transparency**

Any public agency that is serious about accomplishing its stated goals will emphasize monitoring its progress and being transparent about the degree of its success. It is currently very difficult to collect,

analyze and make available to the public information regarding the Office's activities. Going forward it will be the policy of this office that transparency and the accountability to which it gives rise will be a priority.

We will do the best we can in this regard under current institutional arrangements and resource constraints and will take steps to secure additional resources to make this work possible.

This office will:

- a. Establish data collection, analysis and reporting systems that will allow our office to maintain and publish regular statistics about prosecutions and, to the extent possible, related criminal justice processes. The data will include at minimum the number of felony arrests made by the police each month, cases filed by the prosecution each month, disposition statistics, pretrial incarceration rates and length of stay by offense category, average bond for each class of offense, and race, gender, age and other demographic data, with the purpose of allowing us to assess our work and for the public to hold the District Attorney's office accountable;
- b. Coordinate with other relevant agencies so that information collected by each office can be brought together and presented to the public in a way that promotes transparency and accountability across the criminal justice system; and
- c. Release to the public dash-camera, body-camera, or other audio or video footage related to police-involved conduct as permitted by law.

*Due to the important nature of the direction and guidance outlined in this document this Office is making this memo public. Nothing in this document shall create an enforceable right, entitlement, or privilege to a specific outcome in any criminal or civil matter, nor shall it constitute a waiver of the immunities available to the State or State employees.*

People who have left the DA's office Since Jan 2021

1. Nelly Ndounteng – ADA
2. Victoria Hughes – VA
3. Brooke Jackson – ADA
4. Brianna Sanchez – VA
5. Jeff Kwiatkowski - ADA
6. Austin Jackson - ADA
7. Victoria Glover - VA
8. Tom Csider - ADA
9. Melissa Himes - ADA
10. Christina Pettitt - VA
11. Rachel Abruzzi - VA
12. Landon Fogal - ADA
13. Reid Peacock - ADA
14. Robert Schollmeyer - ADA
15. Kyle Bowland - ADA
16. Kris Sikes - ADA
17. Patrick Najjar - ADA
18. Tori Goff - ADA
19. Lindsey Fields - ADA
20. Thassanee Gutter-Parker - ADA
21. Takitta Lumpkin - VA
22. Melindy White - VA
23. Ashley Ivey - VA
24. Ashley Duvall - VA
25. Shannon Saulters - OFFICE
26. Ben Griggs - INV
27. John Johnson - INV
28. Erika Murphy - INV
29. Rebecca Fogal - ADA
30. Alex Cidado - ADA
31. Stephanie Beall - VA
32. Sam d'Entremont - ADA

33. Alex McQueen - ADA
34. Bryce Boggs – ADA
35. David Lyle – External Relations Director
36. John Batchelor – ADA
37. Tyler Normandia – ADA
38. Gerald Henderson – ADA
39. Mikayla Henderson – Chief ADA
40. Jefferson Adams - ADA
41. Zaine Thistle – ADA
42. Diane Lambeth – Front Office

43. Kyle Thompson

44. Eric W - to Solicitor Gen. Feb 28

45. Cathy Li

46. Eric Li - Emmett

47. Paige - Feb 28 - Fulton Co



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# REVAMPING RECRUITMENT AND RETENTION

A Personnel Playbook for Prosecutors in Small Jurisdictions

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HARRY BREault, DEBORAH GONZALEZ & WILLIAM RING



A Paper Series of the Institute for Innovation in Prosecution's  
Beyond Big Cities Initiative

### **About the Institute for Innovation in Prosecution**

The Institute for Innovation in Prosecution at John Jay College of Criminal Justice (IIP) provides a collaborative national platform that brings together prosecutors, policy experts, and the communities they serve to promote data-driven strategies, cutting-edge scholarship, and innovative thinking. The IIP is dedicated to criminal justice that promotes community-centered standards of safety, fairness, and dignity.

Learn more at [prosecution.org](https://prosecution.org)

### **About the Beyond Big Cities Initiative**

The Beyond Big Cities Initiative, with support from the Microsoft Justice Reform Initiative, seeks to engage jurisdictions with medium and small-sized offices, particularly in rural areas. The Initiative aims to include and uplift prosecutors in smaller jurisdictions who may lack the resources of big city offices but are not lacking in their commitment to justice and equity.

Learn more at [prosecution.org/beyond-big-cities](https://prosecution.org/beyond-big-cities)

### **About the Microsoft Justice Reform Initiative**

The [Microsoft Justice Reform Initiative](#) is proud to support the Beyond Big Cities Initiative. The Microsoft Justice Reform Initiative works alongside organizations to advance a more equitable justice system, so communities can thrive. We apply our technology and partner with nonprofits, local and state governments, communities, and research organizations focused on limiting unnecessary justice system involvement and eliminating racial disparities in policing and prosecution practice.



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# AUTHORS



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Harry Breault is a Policy Associate with the Institute for Innovation in Prosecution. Prior to joining the IIP, Harry served in a number of roles at the Suffolk County District Attorney's Office in Boston, Mass., including as Acting Director of Scheduling for then-District Attorney Rachael Rollins. He has a background in progressive organizing and has been involved in criminal justice reform efforts for nearly a decade. Harry graduated with honors from Haverford College, where he studied history and worked with incarcerated students as a Petey Greene Program tutor.



## **DEBORAH GONZALEZ**

### **District Attorney, Western Judicial Circuit, GA**

District Attorney Deborah Gonzalez is an attorney, mother, and advocate for social justice. She is a published author, most recently of "Managing Online Risks: Apps, Mobile, and Social Media Security." Gonzalez is a former GA State Representative for HD117 (Athens, GA). Her election proved historic as it made her the first female DA in her circuit, the first minority DA in her circuit, the first Latina DA in the history of GA, and the first female Puerto Rican DA in the country. She knows representation makes a difference when it comes to the way black, brown and the poor are treated by the criminal legal system - whether they are victims or defendants. She was given the nickname of "cross-examiner" during her tenure at the Capitol and continues to get into good trouble - the latest: suing and winning against her state's Governor.



## **WILLIAM RING**

### **County Attorney, Coconino County, AZ**

Bill Ring was first elected as Coconino County Attorney in November, 2016. Mr. Ring leads an Office of 47 attorneys and administrative professionals. Previously, Mr. Ring served for 15 years in the County Attorney's Office in every position common to deputy county attorneys including juvenile, misdemeanor and felony prosecution and, most often, as a civil deputy and Senior Civil Attorney. Mr. Ring also owned and managed a private legal practice for 12 years in Flagstaff performing community development law, land use, real estate and zoning. Mr. Ring annually teaches ethics and effective public service at continuing education seminars throughout the Southwest. Mr. Ring is a Board Member of the National District Attorneys Association, Vice-Chair of the Arizona Prosecuting Attorneys Advisory Council (APAAC) a Board Member of the Arizona Association of Counties (AACo). He is President of the Arizona County Attorneys Association (AC2A).

Mr. Ring is a graduate of the University of Rochester with degrees in Religious Studies (B.A., 1983) and a Master's Degree in Education (M.S. Ed., 1985). He is a graduate of the University of Arizona's Rogers College of Law (J.D., 1989).

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# TABLE OF CONTENTS

Top Ten Recommendations	<b>1</b>
Personnel is Policy – For Prosecutors, Too	<b>2</b>
Assessing the Scale of the Problem	<b>3</b>
Bringing Solutions to Scale	<b>4</b>
Vision, Mission, Process: Back to Basics on Hiring and Recruitment	<b>4</b>
Recruit and Retain Staff by Enhancing Work-Life Balance	<b>11</b>
Secure More Funding (Yes, It's Possible!)	<b>16</b>
A Note on Support Staff	<b>22</b>
Conclusion: Salvation by Combination	<b>23</b>
Personnel Playbook for Prosecutors	<b>24</b>
Acknowledgments	<b>25</b>

# TOP TEN RECOMMENDATIONS FOR PROSECUTORS: RECRUITMENT AND RETENTION

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- 1. Reaffirm a forward-thinking mission and share it widely.**  
To lead a team built around your vision, you first need to define it clearly—and then communicate it through as many mediums and outlets as possible.
- 2. Be a fixture at your local law schools(s) and engage the next generation directly.**  
To cut through skepticism, make your case directly. Be present wherever criminal law is up for discussion and vigorously share your office’s vision for ethical, nuanced prosecution.
- 3. Revamp and enrich your internship program with new initiatives.**  
Your internship program is an invaluable asset. Keep working to perfect it, including by adding new opportunities for training and enrichment that align with your office’s values.
- 4. Make diversity a top priority.**  
To achieve community representation and bring diverse perspectives to your office’s work, review your recruitment strategy with diversity in mind. Start with how your office presents itself, and take active steps from there to build a truly welcoming office.
- 5. Culture is a selling point. Build yours with that in mind.**  
As you work to build a thriving office culture, don’t do so for its own sake. Culture is a critical selling point—for funding authorities and future hires alike. It is a priority of the highest order.
- 6. Break the budget deadlock: spearhead local measures for increased funding.**  
When budget processes stall, lead the charge yourself and rally support for new local funding measures. The results can be transformative. (For one county, it meant: 2 new prosecutor positions, 6 new hires with 3 decades’ total experience, and a \$12K avg. raise).
- 7. Upgrade your advocacy: push for specialized funding and rural justice programs.**  
Bring your needs to statewide funders who can drive investment in specialized kinds of prosecutions. Encourage these same leaders to expand programs that support rural lawyers, broadening the meaning of “Access to Justice” to incorporate the pivotal role of prosecutors.
- 8. Expand remote work to boost retention and broaden your recruiting horizons.**  
Remote work can be a critical retention tool. With advance planning and accountability, it can improve your team’s work-life balance without compromising their mission. It can even enable you to recruit attorneys outside your immediate region and even beyond.
- 9. If raises aren’t an option, compensate with time off.**  
If efforts to raise salaries come up short, compensate your team with increased time off. Consider creative innovations like providing time off to your entire office every week for volunteering in the community.
- 10. There’s no single solution. To break the cycle, try as many as you can.**  
In the absence of a silver-bullet solution, the best guarantee of quality is quantity. Tackle the problem from every angle, using every option available. A multifaceted challenge requires a multifaceted solution.

*On page 24, we include a complete Personnel Playbook breaking down all the solutions presented in this paper and scoring them on cost, implementation time, and complexity.*

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# Personnel is Policy – For Prosecutors, Too

From bail to diversion, public interest in prosecutorial policy has never been higher. Despite this, less attention has been paid to the line prosecutors who must carry out these policies on the ground. The old adage—*personnel is policy*—is never more true than in prosecution, because individual decision-making and discretion are central to the prosecutor’s role.<sup>1</sup> In the hands of the right prosecutor, discretion can be a force for justice, and the qualities that make that possible—fairness, compassion, poise—define the very best members of the profession. The individual prosecutor’s role is magnified by the overloaded state of our criminal justice system. Prosecutors’ caseloads are so overwhelming that, without effective data analysis tools, it can be nearly impossible for chief prosecutors<sup>2</sup> to fully supervise many aspects of their team members’ work, putting a necessary premium on trust.<sup>3</sup> Without the right people in place, written prosecution policies—whatever their goals—will nearly always fail.

Hiring thoughtful and committed prosecutors to do the work of keeping communities safe—and retaining them as they grow and gain experience—is an indispensable priority for chief prosecutors, no matter their ideological stripes. Yet these leaders face severe challenges in finding the prosecutors they need and keeping them on board. Many offices are both understaffed and under-experienced, a combination with stark implications for the quality of justice. The end result is nothing less than “a prosecutor shortage throughout the country.”<sup>4</sup> This should concern us all—from chief prosecutors, to policymakers, to the general public.

Smaller offices face unique challenges in this space, including difficulty in attracting candidates to rural areas and the double burden of not only competing with private law firms, but also with larger and better-resourced urban prosecutors’ offices. Most scholarship and reporting similarly neglects the struggles and experiences of prosecutors in small jurisdictions.<sup>5</sup> As staffing challenges intensify for prosecutors across the country, smaller jurisdictions find few resources designed to address their specific needs.

There is an urgent need for cost-effective, scalable strategies that prosecutors can deploy to improve their staffing outcomes and reverse these concerning trends. This paper draws on voices from the IIP’s Beyond Big Cities Initiative<sup>6</sup>—a group of prosecutors and other stakeholders from small and often rural jurisdictions across the country—to highlight and uplift innovations that have found success in their communities.

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1 Ronald F. Wright & Kay L. Levine, [The Cure for Young Prosecutors’ Syndrome](#), 56 ARIZ. L. REV. 1065, 1123 (2014) (“Prosecution, however, is a profession that is defined by its discretion, which makes it unsuitable for highly constrained decision-making.” (citation omitted)).

2 In the United States, local prosecutors are both elected and appointed, and hold a variety of titles, including district attorney, county attorney, state’s attorney, and more. We use the term “chief prosecutor,” following, e.g., Ronald Wright and Kay Levine and the Bureau of Justice Statistics.

3 For a discussion of caseloads, see Peter A. Joy & Kevin C. McMunigal, [Overloaded Prosecutors](#), 33 CRIM. JUST. 31, 32 (2018) (summarizing research and reporting reflecting high prosecutorial caseloads); see also Adam M. Gershowitz & Laura R. Killinger, [The State \(Never\) Rests: How Excessive Prosecutorial Caseloads Harm Criminal Defendants](#), 105 NW. U. L. REV. 262, 267-74 (2011) (summarizing extensive research, limited to large jurisdictions, on the size of prosecutor caseloads). For a discussion of data, see [Prosecutor Data: Where Is It Now and Where Is It Going?](#), PROSECUTORS’ CTR. FOR EXCELLENCE & KARPEL FOUND., Feb. 2022 (suggesting the generalized absence of highly sophisticated data analysis tools in prosecutors’ offices).

4 Disha Raychaudhuri & Karen Sloan, [Prosecutors Wanted: District Attorneys Struggle To Recruit and Retain Lawyers](#), REUTERS, Apr. 13, 2022.

5 Ronald F. Wright & Kay L. Levine, [Place Matters in Prosecution Research](#), 14 OHIO ST. J. CRIM. L. 675, 678-81 (2017) (reporting results of literature review finding clear overrepresentation of large urban prosecutors’ offices—57% of articles reviewed—as research subjects for “empirical analysis of prosecutor behavior.” *Id.* at 679.).

6 Over the last several years, the conversation surrounding changes in prosecution has focused on a handful of urban, well-

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# Assessing the Scale of the Problem

This is what a prosecutor shortage looks like: turnover at or above 20% from New York to the Dallas suburbs.<sup>7</sup> Applications for line prosecutor positions falling precipitously from Lansing to San Diego.<sup>8</sup> Vacancies spiking from Salt Lake City to Baltimore.<sup>9</sup> A local district attorney, now operating on her own without any attorneys left on staff, requests assistance from the state attorney general<sup>10</sup>; another asks law enforcement to delay arresting people for less serious crimes, seeking to stem the tide of cases with only a “skeleton crew” left to handle them.<sup>11</sup> These scattered reports paint a striking picture of a national problem—but they can do little more than that. No comprehensive national data exists on prosecutor turnover.<sup>12</sup> To assess the scale of the problem, we must turn to qualitative sources: the news coverage cited above, frequently the work of local journalists, and the voices of prosecutors themselves.

When prosecutors have spoken their minds about staffing issues in recent years, they have betrayed significant concern, as was evident from the report of a 2018 workshop sponsored by the National Institute of Justice (NIJ).<sup>13</sup> The group, which included elected prosecutors and line staff from (predominantly large) offices across the country, as well as outside experts, identified recruiting diverse candidates and retaining staff as among their top priorities.<sup>14</sup> And, in our informal 2022 survey of eleven Beyond Big Cities prosecutors, every respondent expressed some level of concern about their ability to recruit and retain staff—sometimes in grave terms. As one prosecutor put it, “My city is very small and there is a small pool of attorneys here. No one wants to move here.” From this vantage point, the problem is a part of a larger population shift away from rural areas<sup>15</sup>—which is outside any prosecutor’s control, and thus appears

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resourced prosecutors’ offices. But with over 2,300 offices across the United States, the IIP identified a need to engage and work with prosecutors in smaller jurisdictions. With the support of Microsoft’s Justice Reform Initiative, the IIP launched the Beyond Big Cities Initiative to engage prosecutors in medium and small-sized jurisdictions, with a particular focus on rural areas. The Beyond Big Cities cohort includes 18 chief prosecutors, one chief public defender, two policy advocates, and one county sheriff.

7 Jonah E. Bromwich, [Why Hundreds of New York City Prosecutors Are Leaving Their Jobs](#), N. Y. Times, Apr. 3, 2022; Caroline Love, [Collin County DA Struggling to Hire Entry-Level Prosecutors](#), KERA, Jul. 12, 2022. Note that experience is a frequent casualty of turnover, as in New York: “The district attorneys are replacing their previous employees when they can, often exchanging experienced prosecutors for untested ones.” Bromwich, [Why Hundreds of New York City Prosecutors Are Leaving Their Jobs](#).

8 Hope O’Dell, [Prosecutor Jobs Open Due to Competition, Burnout](#), LANSING CITY PULSE/CAP. NEWS SERV., Apr. 23, 2022; Raychaudhuri & Sloan, *supra* note 4.

9 Khaleda Rahman, [Baltimore Prosecutor Marilyn Mosby Battles Staffing Crisis Ahead of Vote](#), NEWSWEEK, Jun. 6, 2022; Raychaudhuri & Sloan, *supra* note 4.

10 Crispin Havener, [AG’s Office to Take Over Some Bedford County Cases Due to DA’s Staffing Shortage](#), WJAC, Sept. 6, 2022.

11 Kaitlyn Hart, [Nine Out of 10 Criminal Prosecutors Are Leaving Bonneville County. What’s Next?](#), EAST IDAHO NEWS, Jul. 7, 2022.

12 Wright & Levine, *Why Place Matters*, *supra* note 5, at 687 ns. 43-44. Wright and Levine summarize the available data and note that it either concerns federal prosecutors or focuses on a single state; see also Ronald F. Wright, *Persistent Localism in the Prosecutor Services of North Carolina*, in PROSECUTORS AND POLITICS: A COMPARATIVE PERSPECTIVE 211, 256, 257 tbl. 8 (Michael Tony ed., 2012).

13 Daniel S. Lawrence et al., [Prosecutor Priorities, Challenges, and Solutions](#), RAND CORP. (2019), at 2 (describing workshop structure), 4-5 (reporting workshop participants’ discussion of problems in prosecutorial recruitment and retention).

14 The study did not attempt to rank prosecutors’ “most-pressing challenges” directly—rather, it ranked a series of “needs” derived from those challenges. The needs were then ranked according to their potential impact and “[t]he likelihood of success that [they] would be met.” *Id.* at 10; see also *id.* at 2 (listing workshop participants).

15 See Kenneth M. Johnson & Daniel T. Lichter, [Rural Depopulation in a Rapidly Urbanizing America](#), U.N.H. CARSEY SCH. PUBLIC. POL’Y., Feb. 6, 2019, at 1 (defining depopulation as “when an area experiences substantial population loss over a protracted period, resulting in significant population decline” and noting that, while not all rural counties experience depopulation, depopulation is extremely concentrated in rural areas); *id.* at 2 fig. 2 & Box 1 (approximately 2/3 of rural counties are experiencing population loss of some kind, with approximately 1/3 in active depopulation). *Nota bene* that this source predates publication of 2020 Census data; see also Alexander Marré, [Rural Population Loss and Strategies for Recovery](#), Q1 FED. RES. BANK RICH. DIST. DIG. 27, 28 (2020) (“Between 2010 and 2016, rural areas lost population in absolute terms for the first time. In the past, natural increase more than compensated for the number of people moving from rural areas to urban areas. But declines in the number of births and increases

unsolvable. And there are signs that the applicant pool for prosecutor positions is shrinking—with potentially serious consequences.<sup>16</sup> One Beyond Big Cities member reported receiving two to three applications for his recent job postings—down from 30 in recent times. Three other members also reported declines in their application rates. The stark concerns shared by Beyond Big Cities prosecutors, coupled with media recognition of a potential crisis situation, heighten the urgency of identifying solutions to the prosecutor shortage.

Without comprehensive data to document the scale of the problem, the solutions we present here are necessarily provisional. They grapple with a set of causative factors (including the COVID-19 pandemic<sup>17</sup>) that remain largely speculative or incompletely understood. While future studies may reveal the precise size and shape of staffing challenges in American prosecution, we need not wait for more data to press forward. In the NIJ-sponsored study cited above, prosecutors indicated not only that they felt recruitment and retention issues were important, but that they could be successfully addressed.<sup>18</sup> Prosecutors can do this. The tools below are designed to help them take action.

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## Bringing Solutions to Scale

### Vision, Mission, Process: Back to Basics on Hiring and Recruitment

Every prosecutor’s office holds the building blocks of a successful recruitment and retention strategy. Although proposals to increase funding or build a healthier workplace can be effective (and are discussed in depth below), Beyond Big Cities members emphasized that the core draw of prosecution is its mission. The key is to communicate that mission effectively and recruit and retain prosecutors who believe in it. Beyond Big Cities members shared a variety of strategies to accomplish these goals. We have also drawn on the advice and experience of both Francie Scott, Assistant Dean of the Office of Career & Professional Development at Wake Forest University School of Law, and Professor Ron Wright, also of Wake Forest University School of Law. Dean Scott and Professor Wright gave a joint presentation to a gathering of Beyond Big Cities prosecutors surveying contemporary issues in prosecutor recruitment, with a particular focus on challenges and strategies applicable at the law school level.

#### Reaffirm your mission—and share it.

At the beginning of any major recruitment and retention initiative, prosecutors should make

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in mortality rates for some rural populations have contributed to a bleaker population outlook for rural communities. These trends are likely to continue, meaning that reversing the population decline for rural communities will require working on reducing out-migration and increasing in-migration.”).

16 See, e.g., O’Dell, *supra* note 8; Raychaudhuri & Sloan, *supra* note 4; Rahman, *supra* note 9; Taylor Alanis, [Frustration Continues Over Prosecutor Shortage at Nueces County DA’s Office](#), KRIS 6 NEWS, Jul. 19, 2022. *Contra* Megan Crepeau, [Her Office Hit By the Pandemic and Morale Issues, Cook County State’s Attorney Kim Foxx Struggles To Keep Up With Prosecutor Exits](#), CHI. TRIB., Jul. 25, 2022 (“Applications from people interested in becoming [assistant state’s attorneys] *have not dipped*, even in an extremely competitive legal job market” (emphasis added)).

17 Bromwich, *supra* note 7 (“The trend [of prosecutor staffing challenges] has coincided with the pandemic, which has caused record numbers of voluntary resignations across all industries.”).

18 Lawrence et al., *supra* note 13, at 11-14.

a point of building from the ground up—starting with their office’s mission and vision. Dean Scott described today’s law students and future prosecutors as a social-justice oriented group of people for whom a sense of mission can mean a great deal. This should naturally benefit prosecutors, whose unique charge—to advocate for justice—is, at least in theory, unrivaled in its proximity to both impact and idealism. Yet some Beyond Big Cities members expressed that they frequently find law students to be highly skeptical of the idea that prosecutors promote justice. Dean Scott argued that this makes it all the more important for prosecutors to promote their vision for how their offices fulfill that mission, and to promote it heavily through channels that will reach the next generation. She emphasized that information about an office’s vision should be displayed prominently on its website and disseminated as widely as possible through social media and news outlets. She counseled that the next generation of prosecutors live in the digital world, and that “the first place young people will go is Google.” Prosecutors should shape their digital presence to reflect their office’s values—whether in the form of a mission statement, a letter from the chief prosecutor, or a more interactive media form, such as testimonials from staff and community members. This is especially critical in attracting candidates who may not perceive traditional prosecution as aligning with their ideals and ethical commitments. Prosecutors should solicit input from a wide range of groups—such as community members, office staff, defense colleagues, and other criminal justice system partners—as they consider how to present a refreshed or reformulated vision and mission for their offices.

### **Be a fixture at your local law school(s).**

Numerous Beyond Big Cities members maintain relationships with their local law schools as a key part of their recruitment strategies. According to Dean Francie Scott, prosecutors often find it challenging to compete with other employers in an environment where students are often skeptical of their field and private recruiters are a dominant presence. To overcome this dynamic, prosecutors should pay close attention to the practical advice of those on the ground—such as law school professors. Only by implementing the full range of law school recruiting options available to them can prosecutors get ahead in a fundamentally mismatched market.

Dean Scott argued that prosecutors should, above all, be a ubiquitous presence in their local law schools. An office should be represented whenever and wherever criminal law, public service, or careers are being discussed. Representatives can include the chief prosecutor, members of their leadership team, or line staff, either alone or in combination. Prosecutors should also connect with criminal law professors and offer to visit their classes in a guest speaking role, either in-person or virtually. Prosecutors should also make an effort to build relationships with leaders in law school career offices. Dean Scott emphasized that early engagement is crucial, and that, in her experience, the first year of law school is the crucial window in which to shape law students’ thinking about prosecution and their potential place in it. Prosecutors must prioritize connecting with law students during this critical period.

### **Support and prioritize interns—while monitoring equity impacts.**

Internship programs are the lifeblood of many prosecutors’ offices. They introduce new faces and fresh ideas into office hallways and courtrooms; they bring eagerness and curiosity into the workplace, disrupting routine and energizing their new colleagues. Most importantly, they give law students the chance to taste what it means to be a prosecutor—a potentially life

changing experience. These students *are* the next generation, making internship programming among the most important recruitment tools prosecutors have. It is essential for prosecutors' offices to get these programs right. Yet, precisely because of their importance, they also carry significant downsides. Unpaid internships are only available to those who can afford to take them; moreover, when internships are allowed to drive future employment decisions, bias is the pernicious result. Prosecutors should take care to ensure that their internship programs do not hamstring parallel efforts to promote diversity and improve their hiring processes for full-time positions (each discussed in later sections). Still, this note of caution should not stymie prosecutors in their zeal to build the best internship programs they can. Beyond Big Cities members and advisors shared a range of ideas for innovating in the internship space—while minimizing the downstream impacts of their programs.

### ***Optimizing Your Program***

Several Beyond Big Cities members emphasized the importance of internships to their recruitment strategies. One BBC member explained that his office's proximity to a law school allowed him to expand the range of opportunities offered to his interns. His program extends beyond the summer months and gives law students the option to remain engaged with the office over the course of the academic year. This kind of extended engagement increases the breadth and depth of interns' courtroom experience—and even allowed one student to handle every stage of a case, from arraignment through appeal. Although the BBC member acknowledged the rarity of this outcome, it nonetheless illustrates the benefits of longer-term engagement: not only are students exposed to more facets of prosecution, the depth and intensity of the internship experience can serve as a selling point for future interns. Prosecuting Attorney Jon Tunheim of Thurston County, WA often has interns return for multiple summers, with the first stint focused on appellate practice and legal writing and the second spent in the courtroom. Most interns have tried a case to verdict by the end of their time with the office. PA Tunheim's program also includes "brown bag" lunches designed to expose students to the ideas and experiences of people from across the criminal justice system—including defense attorneys, judges, and experienced prosecutors. Chief prosecutors can also consider inviting survivors of violence and formerly incarcerated people to share their experiences in the criminal justice system. By exposing interns to a wide range of perspectives, prosecutors can paint a living portrait of their office's philosophy—one grounded in respect, fairness, and the pursuit of justice. Prosecutors can also consider adding experiential elements to their internship programs, such as visits to jails or restorative justice circles, which can deepen students' learning.<sup>19</sup>

Dean Francie Scott advised prosecutors to take a methodical approach to designing their internship programs. The typical law student, she notes, wants information and structure—but offices frequently do not provide clear or accessible information about application timelines, processes, or expectations. Dean Scott emphasized that offices must make this information readily available online to compete in the digital age. Chief prosecutors and their leadership teams should also take steps to 'formalize the informal' when mentoring and supporting interns. Whether it's taking interns to coffee, engaging them in conversation about their interests and

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<sup>19</sup> See, e.g., Justin Jouvenal, [They Send People to Prison Every Day. Now, They Are Pledging to Visit](#), WASH. POST, Nov. 25, 2019; [Building Empathy Through Experience: Elected Prosecutors' Pledge to Facilitate Officewide Prison, Jail, and Juvenile Facility Visits](#), FAIR AND JUST PROSECUTION, Jul. 2022.



passions, or providing substantive career advice, chief prosecutors should expect supervisors and line staff members alike to foster this informal element of their programs. Communicating these expectations and evaluating the quality of mentorship are critical to running a successful internship program.

### ***Avoiding Inequities***

Prosecutors should be mindful, however, of how their internship programs feed into their recruitment and hiring processes. It is undeniable that internships are a highly effective and cost-efficient recruitment tool for prosecutors' offices, allowing them to scout talent and advocate for their profession almost for free. However, this dynamic typically favors students who have the financial means to accept and complete an unpaid internship.<sup>20</sup> Only two of the Beyond Big Cities prosecutors we spoke to offered any paid internships, and neither of them paid all of their interns. Although fully funding an internship program, let alone at a living wage, may not be possible, Dean Scott indicated that providing even a small amount of money in the form of a stipend—perhaps from a nonprofit or foundation funder—can make interns feel more valued and more committed to the work of an office.

Moreover, prosecutors should be wary of overemphasizing internship experience in their full-time hiring processes. Requiring new hires to have had practical experience in the courtroom—for example, through a student prosecutor internship under a limited practice rule—will dramatically narrow an office's applicant pool in ways that can reinforce inequity and run counter to a mission of change. To be sure, practical internships offer important benefits, including reducing the need for on-the-job training and testing courtroom aptitude. At a minimum, however, linking a candidate's prospects to their experience (or lack thereof) as an unpaid intern can lock out students from underrepresented and marginalized backgrounds. Placing a premium on unpaid practical experience does more than magnify the role of applicants' financial means: it also introduces significant selection bias into the downstream hiring process, allowing the less rigorous standards of an internship application to influence the evaluation of full-time candidates. By primarily elevating candidates on the basis of this kind of experience, offices will inevitably allow their criteria for selecting unpaid interns—a sometimes less rigorous standard that can hinge on "connections" and professional favors—to warp the process of hiring full-time, fully responsible team members.

The kinds of biases introduced by internship programs are made all the more pernicious by the difficulty of detecting them. Even if internship experience is "merely" an informal requirement for candidates, the unchecked preferences of hiring managers and the expectations of office culture can allow it to function as if it were carved in stone. By creating a structural preference for this single datapoint, offices will almost inevitably elide or deemphasize other skills and experiences that can just as effectively equip new attorneys to serve as ethical and equitable prosecutors. Hiring managers should instead consider a candidate's broader set of experiences—whether in employment, in community, or in life—and make a more holistic assessment of their

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<sup>20</sup> See Naomi Harris & Jocelyn Gecker, [Unpaid Internships Face New Scrutiny As Barriers to Careers](#), Bos. *GLOBE*, Sept. 30, 2022 ("Close to half of all internships are unpaid, putting them out of reach for students who need wages to keep up with their bills, even if the work has nothing to do with their intended careers. Unpaid internships are facing new scrutiny from colleges, state lawmakers – and even the White House, which announced its interns this fall will be paid for the first time to help remove 'barriers to equal opportunity' for low-income students.").

commitment to the office’s vision and their ability to put it into practice. A “holistic” perspective does not entail lowering standards or favoring intangibles over demonstrated skills—far from it. Rather, it replaces a simple filter—does a candidate have prosecution experience or not?—with a more complex lens that sees social service skills, problem-solving ability, and lived experience as equally important metrics of potential effectiveness.

### **Revamp your hiring process with openness and transparency.**

In all but the very smallest offices, chief prosecutors depend on line prosecutors to actuate their visions for justice. Because people are so critical to this work, nothing should be more important to an office’s mission than developing the next generation. It follows, then, that an office’s hiring process should be its administrative pride and joy—a finely-tuned machine regularly calibrated for transforming today’s job applicant into tomorrow’s prosecutor.

Simply put, there is compelling evidence that many prosecutorial hiring processes are not doing this successfully. A key study examining the *reasons* why people become prosecutors found that hiring processes regularly failed to elicit honest answers to that very question—that is, if the reasons stray beyond certain culturally acceptable boundaries.<sup>21</sup> The consequences of this failure are serious and pervasive. “For elected prosecutors and mid-level supervisors,” authors Ron Wright and Kay Levine observe, “the hiring process thus leaves them in the dark about how to identify and use the talents of their incoming attorneys effectively, and how to blend more textured motivations into an effective progressive vision for the office.”<sup>22</sup>

The key to remedying this situation lies in a twinned policy of precise and open-minded thinking. As discussed above, offices must first rigorously and thoughtfully define what they are looking for in their new prosecutors. It is critical that leaders align these qualities, experiences, and traits with the larger strategic and philosophical goals of their offices. Making the turn from precision to openness reveals a greater challenge: creating an environment in which job candidates will answer their questions openly and honestly.

Wright and Levine argue that several factors produce an underbelly of imprecision and dishonesty in prosecutorial hiring processes. They find that hiring managers place too much value on commitment to prosecution, in both the ideological and practical senses: “interviewers look for candidates who express enthusiasm to learn the work in the short run and the steadfastness to remain committed even after a few years pass.”<sup>23</sup> Traits that the authors see as exemplifying a “nuanced” approach to prosecution, such as “[b]eing openly concerned about law enforcement errors or the plight of defendants,” are often seen as smacking of defense work, and can be a strike against a candidate.<sup>24</sup> Either result of this dynamic alienates nuanced potential prosecutors: either the candidate is honest, and is rejected, or they bend the truth, leaving leaders with an inaccurate picture of their own employees.<sup>25</sup> (Of course, mendacity in interviews is not the only problem Wright and Levine diagnose in prosecutorial hiring processes. Many candidates undoubtedly give perfectly honest answers that simply do

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21 Ronald F. Wright & Kay L. Levine, [Career Motivations of State Prosecutors](#), 86 GEO. WASH. L. REV. 1667, 1703-08 (2018).

22 *Id.* at 1703.

23 *Id.* at 1704-06.

24 *Id.* at 1704-07.

25 *Id.* at 1703-05.

not reflect the values of thoughtful and compassionate prosecution. The problem here, such as it is, is that hiring managers—up to and including chief prosecutors—may agree with those answers, and make hiring decisions accordingly.<sup>26</sup>)

As a solution, Wright and Levine offer this: to receive honesty from their interviewees, prosecutors must first be honest themselves. They should begin by setting a clear priority: to “learn...about who the person will be as a decisionmaker.”<sup>27</sup> To achieve this, they propose that “the hiring committee...explore with each candidate the more complex motives and tasks of the modern prosecutor”; as a result, “interviewers would be better positioned to gauge each candidate’s judgment and adaptability for the job...[they are] actually seeking.”<sup>28</sup> In essence, prosecutors should guide their candidates through the job as they will be expected to perform it, ostensibly without telegraphing a particular ideological affiliation. This minimizes the risk that hiring managers will only be told what they want to hear.

As they reshape the candidate-facing aspects of their hiring processes, chief prosecutors should also think carefully about who on their teams is leading or participating in these processes. If those team members do not share the values and goals that leadership is trying to champion, their involvement in the process may do more harm than good. Prosecutor hiring is inevitably subjective; done right, candidates will be evaluated for their ethics, their compassion, and their thoughtfulness, among other mostly intangible qualities. Carefully selecting the people who do the evaluating is an essential component of improving an office’s hiring process and, eventually, its culture and performance.

Finally, no matter how finely-tuned a hiring process is, an office will not be able to realize its full potential unless potential applicants understand it. Dean Scott emphasized the absolute necessity of providing hiring information—including a timeline, a process description, and a point of contact—on an office’s website. This, at a minimum, can help to close the gap with the superior recruitment resources of private firms, especially for students who would otherwise be interested in public service but find little information about how to approach it.

### **Emphasize diversity.**

Achieving greater diversity in their offices is a critical priority for many chief prosecutors. This can include a focus on achieving greater representation in race, ethnicity, gender identity, sexuality, and other identities. Prosecutors themselves have identified “the importance of diverse perspectives, and having a staff that reflects the community being served,” as key benefits of diversity.<sup>29</sup> Even so, prosecutors should be mindful that improving diversity will not, by itself, create an office that is fully responsive to the concerns and needs of marginalized communities, particularly those of color. Diversity is not a substitute for deeper changes in office culture and prosecutorial policy; likewise, forward-thinking policies cannot fulfill their potential unless they are informed by the perspectives of diverse practitioners. Overemphasizing any one factor in the pursuit of equity will cause offices to fall short of their broader goals for change. Bearing these lessons in mind, prosecutors must continue to forge ahead in opening their offices to

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<sup>26</sup> *Id.* at 1707-08; *see also id.* at 1703-08.

<sup>27</sup> *Id.* at 1705.

<sup>28</sup> *Id.*

<sup>29</sup> Katherine Bies et al., [Diversity in Prosecutors’ Offices: Views from the Front Line](#), STAN. CRIM. JUST. CTR. (2016), at 11.

members of historically marginalized communities—especially those that have been most impacted by the criminal justice system.

While there has been surprisingly little research published on prosecutors and diversity specifically, we encourage readers to consult a duo of pathbreaking reports on the subject from the Stanford Criminal Justice Center at Stanford Law School. These reports—“Stuck in the ‘70s: The Demographics of California Prosecutors” (2015) and “Diversity in Prosecutors’ Offices: Views from the Front Line” (2016)—persuasively demonstrate the importance of racial diversity for prosecution and present first-of-its-kind data documenting the overrepresentation of white Californians in the state’s prosecutors’ offices. The data show that “Whites comprise slightly more than 38 percent of the population of California but nearly 70 percent of California prosecutors.”<sup>30</sup> Correcting extreme imbalances like these is an enormous challenge, but prosecutors are not alone. They can look to colleagues, including BBC members, who have explored strategies for increasing diversity and found success. Organizations like the Sarita and Claire Wright Lucas Foundation, which supports Black women aspiring prosecutors, can also be resources for offices as they explore ways to better engage with diverse candidates.<sup>31</sup>

It would be a mistake, however, for chief prosecutors to limit their engagement to audiences that are avowedly prosecution-oriented. Several Beyond Big Cities members and advisors stressed that, when dealing with law students, the exact opposite approach is required. Some have found that many law students, including members of marginalized populations, do not express interest in prosecution. Moreover, as discussed above, several members have also reported encountering ideological opposition to prosecution among the law students they meet. In this climate, prosecutors should be able and willing to engage with the arguments *against* becoming a prosecutor—particularly when those arguments intersect with race and identity. One such argument, influentially advanced by Paul Butler, holds that progressive students who become prosecutors cannot “make an important difference” in “improv[ing] the criminal justice system.”<sup>32</sup> Prosecutors must not duck this charge, and the key to successfully recruiting new partners in the fight to dismantle systemic racism lies in *how* prosecutors engage with this reasoning. They must not dismiss or ignore this line of argument outright. Rather, as County Attorney Molly Hicken of Cook County, MN argued, prosecutors need to make clear that they stand *in opposition* to systemic racism. She emphasized that prosecutors should be mindful of “the way we communicate about our mission, and [that] the more aligned that mission is with racial and economic equity, the more safe and attractive we make our office[s] for diverse applicants.” By framing their arguments in terms of equity and justice, prosecutors will be able

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30 Katherine Bies et al., [Stuck in the ‘70s: The Demographics of California Prosecutors](#), STAN. CRIM. JUST. CTR. (2015), at 8, 7.

31 [Our Initiatives](#), SARITA AND CLAIRE WRIGHT LUCAS FOUND. (last visited Sept. 2, 2022).

32 Butler, a Black former prosecutor, is an important cartographer of this ethical territory. He has questioned whether Black people, and progressives of other races, should be prosecutors. See [Should African-Americans be Prosecutors? A Conversation with former DC Prosecutor Paul Butler](#), CRIME REP., Jun. 29, 2009; see also Kenneth B. Nunn, [The “Darden Dilemma”: Should African Americans Prosecute Crimes?](#), 68 FORDHAM L. REV. 1473, 1478 (2000) (“I argue that African Americans should not prosecute crimes. I make this argument because I believe that when African Americans prosecute crimes, they do extensive and avoidable harm to the African American community. The contours of my argument are simple: (1) the criminal justice system is racist and oppressive to African American people; (2) prosecutors are a major source of the racism found in the criminal justice system; (3) African American prosecutors cannot eliminate the racism in the criminal justice system by themselves; and (4) African Americans should not contribute to the oppression of other African American people.”); *id.* at 1475. *But see* Roscoe C. Howard, Jr., *Changing the System from Within: An Essay Calling on More African Americans to Consider Being Prosecutors*, 6 WIDENER L. SYMP. J. 139, 142 (2000) (“I propose that African Americans and other ethnic minorities consider becoming prosecutors and diversifying the ranks of those who make the decisions in the system.”).

to demonstrate to their ostensible ideological opponents that they share the same values.

Several Beyond Big Cities members and advisors counseled prosecutors to utilize variations of this direct and emphatic approach—a strategy that may be especially critical when engaging with diverse candidates. While Paul Butler emphasizes that the ethical quandaries of becoming a prosecutor apply to all potential aspirants, concerns about systemic racism in the criminal justice system may be particularly salient for candidates whose communities are most impacted by that system.<sup>33</sup> Accordingly, prosecutors should strive to incorporate a concern for diversity and racial equity into all aspects of their recruitment and retention processes. Prosecuting Attorney Jon Tunheim’s office, for instance, established an internal diversity and equity committee. One of the committee’s conclusions was that the office’s interview panels were not diverse; this was revealed as a blind spot for his organization. Efforts to increase diversity on those panels bore immediate fruit when a “candidate gave...feedback [that] they noticed diversity in the panel and felt that was a demonstration of what they were about and made them want to join the office.” PA Tunheim’s experience demonstrates that, by telegraphing their values, prosecutors’ offices can attract like-minded, equity-oriented team members—including members of marginalized communities. Chief prosecutors should apply this same lesson to shaping their leadership and supervisory teams. They must make it clear that their offices are not merely welcoming of diverse candidates, but also places where those candidates can thrive and advance.

Much more remains to be written about diversity in prosecutors’ offices. It is beyond the scope of this paper to complete that work; nonetheless, we feel prepared to propose directions for further study, some of which we may pursue in future publications. Researchers should empirically investigate the kinds of interventions—outreach strategies, interview techniques, even ways of framing issues—that may appeal to candidates from diverse backgrounds. They should also conduct site studies to examine how the features of specific prosecutors’ offices produce non-diverse staffing outcomes. Many Beyond Big Cities members have struggled to recruit diverse candidates, despite persistent efforts to do so; more research is critically needed, and sincerely desired, to assist them in doing better.

## Recruit and Retain Staff by Enhancing Work-Life Balance

Each criminal jurisdiction has its own rhythms, but the life of a line prosecutor in most communities can be both flexible and exciting. In one recent study, prosecutors frequently cited these features of the role as “motivations for choosing and remaining in prosecution.”<sup>34</sup> Interviewees identified job security, reasonable hours, and an engaging and varied set of tasks as among the factors that set prosecution apart from other legal work.<sup>35</sup> While the most mission-driven of chief prosecutors might see these motives as “pedestrian” or “unidealistic,” they should recognize that, for many of their current and future employees, work-life balance is

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<sup>33</sup> Butler, *Should African-Americans be Prosecutors?*, *supra* note 32.

<sup>34</sup> Wright & Levine (2018), *supra* note 21, at 1672, 1693-98. Forty percent of the study participants expressed some version of this sentiment; notably, a preference for flexibility/unpredictability was more common in junior prosecutors than senior prosecutors, suggesting that emphasizing quality of life might have a greater impact on recruitment than retention. *Id.* at 1699 tbl. 2. Readers should note that prosecutors who were motivated by this set of factors were not necessarily *solely* motivated by them; in fact, just the opposite is likely true, as Wright and Levine find a great deal of layering and complexity in prosecutors’ motivations. *Id.* at 1672, 1701.

<sup>35</sup> *Id.* at 1693-94.

an important and empirically proven motivator.<sup>36</sup> Indeed, several Beyond Big Cities prosecutors have focused their recruitment and retention efforts on policies that expand the meaning of ‘work-life balance’ beyond its traditional boundaries—including expanded remote work and even (in the case of County Attorney Bill Ring in Coconino County, AZ) out-of-state work. An office’s staffing goals need not be in tension with the needs of its workforce: in fact, by embracing their team members’ perspectives, chief prosecutors can create more resilient and impactful offices.

### Compensate creatively.

It is axiomatic that prosecutor pay will never keep pace with private sector legal salaries. Yet pay is not the only form of compensation that chief prosecutors can provide their team members. Several Beyond Big Cities members have found creative ways to move beyond the narrow frame of on-paper salaries to assist their employees and make their workplaces more appealing to newcomers and longtime team members alike. A key proposal is providing team members with more paid time off—a step that may not require any new funding. While team members will indeed “work less” in aggregate terms, giving employees additional time off can lead to a range of better outcomes, as happier and better-rested employees may produce better work, apart from the likely substantial increases in job satisfaction and retention.<sup>37</sup> Generosity with time off, both as a matter of policy and of culture, can provide significant benefits in a prosecutor’s office without requiring new funding.

One Beyond Big Cities member described a prosecutor’s office in his state that took this logic a step further and offered all staff four hours of paid time off per week to be spent volunteering in the community. This office was able to successfully align its personnel priorities with its community engagement strategy, generating a dual policy success through one program. Several Beyond Big Cities members are now actively exploring adopting this program in their home communities.

### Expand remote work.

Prosecutors have increasingly allowed their employees to work from home in response to the COVID-19 pandemic and the use of remote court appearances in some jurisdictions. Beyond Big Cities prosecutors have taken a range of approaches to shaping permanent remote work policies for a post-pandemic world. The merger of prosecution and virtual work has created significant space for innovation, even as it has produced very real challenges.<sup>38</sup>

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<sup>36</sup> *Id.* at 1697.

<sup>37</sup> There is a broad consensus on the association between vacation and a range of positive outcomes for employees. On the benefits of vacation time, see Ashley Hurrell & John Keiser, [An Exploratory Examination of the Impact of Vacation Policy Structure on Satisfaction, Productivity, and Profitability](#), 10 BRC ACAD. J. Bus. 33, 42-45 (2020) (summarizing applicable literature on positive impact of vacation); see also [Vacation Time, Toward a More Respectful Workplace](#), MICH. ST. U. (last visited Oct. 15, 2022) (small-scale literature review citing numerous authorities in favor of vacation); [What Benefits Can Employers Offer to Improve Employee Retention?](#), SHRM (last visited Oct. 15, 2022) (“Paid time off beyond traditional vacation and sick leave can help employees reduce stress and create better work/life integration. Paid family leave has increased significantly since 2019, according to SHRM research, and unlimited or open leave policies that allow employees to take time off as needed with no specific cap on the number of days are gaining in popularity.”).

<sup>38</sup> For another important and thoughtful voice on this subject (especially with regard to management strategy), see [Presentation by Yavapai County Attorney Sheila Polk](#), PROSECUTORS’ CTR. FOR EXCELLENCE, May 12, 2022.

### ***Finding the Right Approach***

Remote work takes many forms in prosecutors' offices. Some Beyond Big Cities members, such as District Attorney Deborah Gonzalez of the Western Judicial Circuit, GA have taken a measured approach. DA Gonzalez crafted a policy that allows her employees to work from home for 16 hours per month. She crafted this policy with the intent of balancing her team's needs with in-person court schedules. Similarly, Prosecuting Attorney Jon Tunheim's "3-2 hybrid" program allows team members to spend up to two days per week at home. Hybrid policies like these can create an immediate retention boost among employees who might otherwise be unwilling or unable to come back to the office full-time.

Other prosecutors have taken further-reaching approaches that expand the paradigm of remote work. In Arizona, County Attorney Bill Ring has decided to operate without a formal policy on where his staff members perform their work. If they are able to fulfill their responsibilities remotely, they are free to do so; supervisors intervene in the event that work is unsatisfactory, rather than dictating work patterns or locations upfront. CA Ring has even hired staff who work out of state. As discussed below, however, he has shifted his approach to remote work for some cases and situations, based on an evolving and iterative conception of what "fulfill[ing] responsibilities" means for his team members. County Attorney Reese Frederickson of Pine County, MN has also taken an 'open' approach to remote work. He has set only two conditions: that team members' work product remain excellent (as measured by an absence of complaints) and that they share the duty (on a rotating basis) of maintaining a daily on-site presence. The program has been a significant success with both staff and partners, none of whom have complained about the quality of the office's work. Team cohesion has benefited, as staff have been empowered to negotiate on-site coverage themselves. CA Frederickson also points to financial savings for staff (on gas) and the ability to turn long commutes (five of his six line prosecutors commute for over two hours a day) into more time for their kids' games and events. He calls remote work "probably...[his] primary retention tool." Although their policies are still somewhat "experimental," CAs Ring and Frederickson have allowed employees to shape their own work lives to an unprecedented degree. Only time will tell if this open, employee-driven strategy will be effective, but the early results are promising.

### ***Facing Challenges, Formulating Solutions***

Several Beyond Big Cities members described the challenges they have encountered in the course of implementing remote work policies. They find that remote work makes mentorship harder, can erode office culture and the sense of "being on a team," and sometimes leads to conflict. Still, none of the prosecutors who offered a remote work option were considering rolling it back entirely; instead, they shared solutions designed to improve their programs on the margins and drive towards more successful outcomes for both their offices and their individual team members.

The specific contours of each remote work policy are critically important. It is crucial to set clear boundaries and expectations for staff who participate in remote work programming. While policies should be simple and compliance measures should be easy, it is critical to set and enforce basic expectations. For example, to cut down on last-minute changes that made staffing unpredictable and harmed morale, DA Gonzalez decided not to allow staff to work remotely unless they submit a "request...48 [hours] in advance." Moreover, any remote

staff “are required to submit a work log by the end of the day,” a simple and non-onerous accountability mechanism that supervisors can readily review. A key goal of such measures is generating a sense of fairness. Several prosecutors noted that, if a remote employee’s absence creates challenges for onsite staff, it can breed resentment. One prosecutor noted that these discontents cut along generational lines between senior prosecutors who value working onsite and newer hires who enjoy virtual work. Prosecutors should take care not to inadvertently sow these kinds of divisions, and fairness-building measures like logs and deadlines are a key prevention tool.

Remote work can also have consequences for office culture. County Attorney Bill Ring posed a critical question for this issue: “how do we sustain an office culture [remotely]?” This perceived balancing act—between building and maintaining office culture and increasing flexibility—will confront many chief prosecutors as they set priorities for their offices. Is building a tight-knit environment more important than offering the flexibility that could lead to more robust staffing and fewer retention problems? Which priority better serves the ends of public safety and justice? As chief prosecutors strive to answer these questions in their own unique contexts, the stories of their Beyond Big Cities colleagues make clear that, above all else, leaders must commit to ongoing learning and be willing to course-correct as they go. What is certain is that reconciling the benefits of remote work with its office-cultural downsides will ultimately require considerable innovation and experimentation.

One Beyond Big Cities member, District Attorney James E. Stewart, Sr. of Caddo Parish, LA has not instituted a permanent work from home option. The courts in his jurisdiction do not hold remote hearings, and most of his team members are not enthusiastic about working from home. Still, DA Stewart’s concerns about remote work may be instructive and thought-provoking for his peers whose offices are largely in favor of embracing it. Crucially, DA Stewart believes that the challenges inherent in prosecution require its practitioners to be present. As he put it, “[w]e have to deal with the lives of broken people”—which is not something that is best done over Zoom. CA Bill Ring, likewise, feels that prosecutors should always talk to victims and survivors of crime in-person. Although his remote work policy is generally very open, the needs of victims have driven a moderate shift in some situations. “We are starting to call people back to the office,” he said, “particularly because of the contact we have on the felony side with victims.” Remote work, he argued, should not be allowed to cut prosecutors off from “the emotive process of their work - the human condition.” Both DA Stewart’s and CA Ring’s perspectives offer measured counsel and food for thought to their colleagues.

When prosecutors expressed concerns about their remote work policies, they did not do so by suggesting they would repeal them and require a full return to the office. They emphasized, however, that one solution to the challenges they have encountered might simply entail being together more. County Attorney Molly Hicken has found that remote work has intangible repercussions, in that “it affects comradery and connection to each other.” “Especially in a small office,” she added, “we need to pull our own weight and see each other working and bounce ideas off of each other.” Her tentative solution is to at least slightly increase the amount of time that her staff spends together as a team.

Finally, prosecutors should be mindful that the success of any policy, however finely crafted,



will mirror an office's existing management cultures. If office leaders are currently equipped to support their team members and ensure that cases are being handled appropriately without in-person interaction, remote work can help an office to grow and thrive. Conversely, a liberal remote work policy can exacerbate existing management challenges if an office isn't ready for it. Prosecutors should trust their teams and their experiences over the course of the early COVID-19 pandemic and formulate a policy that works for them. DA Gonzalez's policy exemplifies this approach: by marrying her staff's needs with her prerogatives as a manager and the realities of her jurisdiction's court schedules, she has created a balanced policy that works for her office and her context.

### Explore childcare options.

Chief prosecutors should take steps to make their workplaces as family-friendly as possible. Program options for childcare tend to be complex and require long-range planning; however, some prosecutors across the country have made this a priority. Providing paid parental leave can attract and retain prosecutors who already are, or are planning to become, parents. Prosecutors should advocate for state and local funding authorities to support this crucial benefit. If they are unable to provide paid leave, prosecutors can also implement voluntary "Infant in the Workplace" programs that help parents transition back into work life while continuing to care for their newborns.<sup>39</sup>

County Attorney Reese Frederickson's Infant-At-Work program has generated a wide range of benefits for both a new parent on his team and for his office at large. The program is intended to enable parents to care for their infants while continuing to serve in their professional roles.<sup>40</sup> The policy emphasizes careful planning, consultation, and boundaries, all of which are intended to maximize a team member's work-life balance while minimizing disruption to the office's rhythms.<sup>41</sup> Still, despite the policy's extensive detail, *flexibility* (rather than structure) is ultimately the key benefit for a new parent. For example, while her daughter was still an infrequent guest at the office, a line prosecutor who participated in the program knew that bringing her child along was an option. Most importantly, she knew that her supervisor and colleagues were ready and willing to support her. The program became a bonding experience for CA Frederickson's team, to the point where "everyone in the office volunteered to be an 'alternate care provider'" in the event that the child's parent was temporarily called away.<sup>42</sup> Moreover, the child's many adorable appearances on Zoom calls were a big hit—so much so, in fact, that the program started to pay recruitment dividends. CA Frederickson explained that he was able to "[recruit] an attorney from the public defender's office with over 20 years' experience because she was drawn by the family friendly image" projected by both the policy and, of course, these Zoom appearances.<sup>43</sup> Although the policy was devised with retention goals in mind, it ultimately became a key recruitment selling point in an otherwise bleak hiring market for prosecutors in the exurban Twin Cities. This policy model is not unique to CA Frederickson; for example, one

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<sup>39</sup> [Pierce County Prosecutor's Office Program Allows Babies at Work](#), KING 5, Feb. 25, 2020.

<sup>40</sup> *Pine County Attorney's Office Infant-At-Work Program Internal Operational Procedures*, PINE CNT. ATT'Y'S OFF., at 1 ("The... Program encourages new mothers or fathers to return to work sooner by allowing the new parents to bring their infant to work with them until the child is 240 days old or begins to crawl, whichever comes first.").

<sup>41</sup> See *id.*

<sup>42</sup> E-mail from Reese Frederickson, Pine Cnty. Att'y, to IIP (Sept. 15, 2022); see also *Pine County Attorney's Office Infant-At-Work*, *supra* note 40, at 3.

<sup>43</sup> See *id.*

prosecutor in Washington State also created a similar program that was covered in the local press.<sup>44</sup> Both programs were accompanied by extensive policy plans and sample application forms, potentially providing models that fellow offices can adopt.<sup>45</sup>

Other prosecutors have taken steps to incorporate childcare options into their newly-constructed office spaces.<sup>46</sup> Smaller offices that do not have large spaces of their own can take inspiration from jurisdictions that have convenient childcare options co-located at the central hub of the local criminal justice system. For example, the aptly-named Justice Juniors Child Care Center is co-located with the Hughes Justice Center in Trenton, NJ; it is focused on state employees and provides a potential model for local or regional criminal justice system leaders as they consider redesigning or reconstituting their physical spaces to better-accommodate parents.<sup>47</sup>

## Secure More Funding (Yes, It's Possible!)

For chief prosecutors who have not yet found success in doing so, the idea of advocating for improved salaries for their line staff may seem naïve on its face. Insufficient salary levels have consistently been recognized as *the* key issue for prosecutors who struggle with both recruitment and retention.<sup>48</sup> Moreover, there is evidence (albeit limited) that prosecutor salaries have decreased relative to inflation in recent years.<sup>49</sup> The issue of prosecutor pay demands attention even as it continually defies resolution. Despite the odds, several Beyond Big Cities members have succeeded in obtaining raises for their team members. Some, like Bill Ring of Arizona, have obtained across-the-board raises for their entire teams; others, like Pennsylvania's Matt Fogal and Minnesota's Reese Frederickson, have increased the earning potential of their teams by advocating for salary "steps" for senior employees. Other chief prosecutors across the country have employed creative approaches to advocate for their team members, and small and rural jurisdictions have often led the way.

### Think outside the box with funding authorities.

Budget advocacy is a key part of the chief prosecutor's role. Those in this role are used to working with state and local funding authorities to champion their team members' work and

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44 *Pierce County*, *supra* note 39.

45 See [Infants in the Workplace](#), PIERCE CNTY. PROSECUTING ATTY'S OFF. (last visited Oct. 7, 2022); *Pine Cnty. Att'y's Office Infant-At-Work*, *supra* note 40.

46 Paighen Harkens, [Salt Lake County's New District Attorney's Office Has a Day Care, Gym and Top-Floor Break Room Overlooking the Mountains – And It Should Save Taxpayers Millions](#), SALT LAKE TRIB., Mar. 9, 2018.

47 [Justice Juniors](#), Registration flyer, Justice Juniors Child Care Center (Trenton, NJ) (last visited Oct. 7, 2022) (noting state employee focus); [Justice Juniors Child Care Center - Trenton, NJ Child Care Center](#), CHILDCARECENTER.US (last visited Oct. 20, 2022) (noting co-location with Justice Center).

48 Steven W. Perry, [Prosecutors in State Courts, 2005](#), BUREAU OF JUST. STAT., Jul. 2006, at 3 ("Salary was the primary obstacle cited by prosecutors' offices with recruitment problems (83%) and offices with retention problems (71%)."). On salaries as a critical (although not necessarily paramount) driver of staffing issues for prosecutors, see also Wright & Levine (2018), *supra* note 21, at 1694-96 (presenting empirical evidence that insufficient compensation is an important driver of attrition); Bromwich, *supra* note 7; Love, *supra* note 7; O'Dell, *supra* note 8.

49 Adam Biener, [Prosecutor Workplace and Compensation Study: Report of Findings](#), ASSOC. OF PROSECUTING ATT'YS (2021), at 10 ("The average starting annual salary for a non-supervising attorney [in the present study] was \$68,056. Starting salaries ranged from below \$50,000 to above \$100,000. These distributions of entry-level attorney starting salaries are *only somewhat larger* than those described in the 2007 BJS report, where the average entry level salary for an assistant prosecutor in a jurisdiction of larger than 1 million was between \$51,354 and \$64,517. Adjusting for inflation, 2007 mean entry-level salaries observed in the BJS report were between \$65,404 and \$82,168 in 2020 dollars." (citations omitted) (emphasis added)).

seek greater resources. Nevertheless, achieving even a marginal funding increase (let alone a generous one) can be challenging. The reasons for this include a host of political and economic factors that have one thing in common: they are outside the chief prosecutor’s control. Still, there are ways for leaders to press forward and get ahead of the curve. At a minimum, prosecutors should articulate a clear message for their office as they navigate the political currents of the budgeting process. Nonetheless, a good argument may not be sufficient on its own to move the needle on an office’s personnel challenges. Chief prosecutors can jumpstart the process by stepping outside of traditional budgeting pathways and pursuing new ideas and initiatives.

### ***Taxation for Prosecution***

Drive an hour northeast of Indianapolis, and you’ll find yourself in Madison County, Indiana. Home to about 130,000 people,<sup>50</sup> it is classified as urban, but its economic and social woes have been compared to the struggles of Indiana’s rural counties.<sup>51</sup> Put differently, what works in Madison County may work for prosecutors in more rural areas, too. In the fall and winter of 2021, the county passed an income tax increase designed to augment local criminal justice budgets.<sup>52</sup> Among the principle advocates for the tax was a somewhat unusual player: the chief deputy at the local prosecutor’s office. Facing serious budgetary challenges in his office, the chief deputy took it upon himself to pursue a vigorous campaign in favor of the tax and ultimately testified before local legislators.<sup>53</sup> The passage of the tax ultimately translated into a recruitment and retention boom for the local prosecutor’s office—offering a potential framework for other jurisdictions to adopt.

Equipped with the resources to offer higher salaries, the Madison County Prosecutor’s Office (MCPO) successfully recruited six new deputy prosecutors.<sup>54</sup> The office also added two full-time prosecutor positions (along with an additional part-time prosecutor) and a number of support staff. The tax also allowed the MCPO to raise salaries for its deputy prosecutors, increasing the average prosecutor salary by a remarkable \$12,000.<sup>55</sup> The end result was a strong dual impact on recruitment and retention.

In interviews with a local publication, several of the six new hires made clear that these salary increases were absolutely crucial to their successful recruitment. Although the size of the incoming group is itself evidence of the benefits of the tax, the experience that the new prosecutors brought with them is even more instructive. One new hire was a former public defender; another was a former judge with 15 years of prosecutorial experience. Five out of

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50 [QuickFacts: Madison County](#), Indiana, U.S. CENSUS BUREAU (last visited Jul. 13, 2022).

51 Scott L. Milley, [Report: Madison County ‘Vitality’ Compares to Rural Area](#), HERALD-BULLETIN (Anderson, Ind.), Dec. 6, 2015; [Community Vitality Index](#), IND. UNIV. PUB. POL. INST. (2015), at 3 (“Overwhelmingly, counties in the most challenged tier are rural ... Madison County, the non-rural county that falls into the most challenged tier, struggled in the wake of the global economic restructuring that led to decline in manufacturing, especially American automotive manufacturing.”); see also *id.* at 3 Map 2 (classifying Madison as an urban county).

52 Ken de la Bastide, [Madison County Council Approves \\$293,000 For Public Safety Pay Raises](#), HERALD-BULLETIN (Anderson, Ind.), Feb. 9, 2022; Steve Heath, [Tax Increase to Benefit Public Safety](#), TIMES-POST (Pendleton, Ind.), Nov. 12, 2021; Andrew Hanna, Presentation to Indiana Prosecuting Attorneys’ Council, June 24, 2022, slides 31-32; phone conversation with Andrew Hanna, Chief Deputy Prosecutor, Madison County Prosecutor’s Office (Jul. 22, 2022).

53 Heath, *supra* note 52; phone conversation with Hanna, *supra* note 52.

54 Ken de la Bastide, [Pay Was a Factor in New Deputy Prosecutors Coming to Madison County](#), HERALD-BULLETIN (Anderson, Ind.), Mar. 3, 2022.

55 Hanna presentation, *supra* note 52, at 32.

six new hires had prior experience as prosecutors—with over 30 years of experience between them.<sup>56</sup> Raising salaries can assist chief prosecutors in recruiting candidates with the experience and talent they need in their line staff, and the tax increase in Madison County provides a strong model for how to get there.

The budgetary experience of Madison County is relevant for locally-funded prosecutors' offices of all sizes, but perhaps especially so for those that—like Madison—straddle the space between rural communities and large metropolitan areas. County Attorney Reese Frederickson, whose jurisdiction is sandwiched between the Twin Cities metropolitan area and the smaller city of Duluth, MN described the ways that this particular geography shapes his staff. Although he has access to an urban area's larger pool of potential recruits, his hires face long commutes to his office (over two hours each day for five of his six prosecutors) and he is unable to offer competitive salary raises, leading many to leave for higher-paying jobs in the nearby cities. Increasing salaries from a local revenue source may be an effective and realistic policy intervention for this particularly challenging situation. In a similar vein, County Attorney Bill Ring—whose northern Arizona jurisdiction includes Grand Canyon National Park—speculated that a sales tax surcharge could help his office to deal with the criminal justice challenges posed by tourism. As he put it, “[o]ur local justice system is scaled for 142,000 people. But we experience 20 million visitors. 33% of our victims and 27% of our perpetrators are from somewhere else. So taxing [tourism] in order to pay for [its] impacts has a rationale to it.” Chief prosecutors should consider adapting these concepts and lines of thinking to their own communities, so that they, too, can develop funding proposals that creatively match the strengths of their local economies with their unique needs.

Finally, the work of Madison County's chief deputy prosecutor is proof that prosecutors can channel and shape local political support for the criminal justice system, even as they provide an important mechanism for accountability and proportionality. Lobbying alongside law enforcement counterparts,<sup>57</sup> as the chief deputy did, to achieve greater resources may threaten to strain prosecutors' necessarily independent position, but this does not make collaboration impossible.

### ***Expanding the Concept of “Access to Justice”***

The shortage of attorneys in rural areas across the United States is well-documented.<sup>58</sup> Yet the “access to justice” framework that is often used to conceptualize it generally excludes prosecution as an area of need.<sup>59</sup> By sidelining prosecutors in discussions of rural legal systems, these models miss a chance to emphasize the outsized impact that prosecutors can

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<sup>56</sup> de la Bastide, *supra* note 54.

<sup>57</sup> See Heath, *supra* note 52; see also de la Bastide, *supra* note 52.

<sup>58</sup> [Profile of the Legal Profession](#), AM. BAR. ASSOC. (2020), at 2 (“Nearly 1,300 counties in the U.S. have less than one lawyer per 1,000 residents ... Many states with large, rural expanses have lots of counties with few lawyers ... Overall, 40% of all counties and county-equivalents in the United States – 1,272 of 3,141 – have less than one lawyer per 1,000 residents.”). For further discussion, see *id.* at 3. For state-by-state surveys of the legal desert phenomenon, see *id.* at 4-22; April Simpson, [Wanted: Lawyers for Rural America](#), PEW, Jun. 26, 2019 (“Legal deserts disproportionately affect rural and especially poor people, who may have to travel hundreds of miles, or experience lengthy and expensive delays for routine legal work.”). For a state-specific example, see, e.g., Robbie Feinberg, [In Maine, Hopes Turn to Law Students Amid Dearth of Rural Attorneys](#), MARKETPLACE, Mar. 28, 2022.

<sup>59</sup> See Lisa R. Pruitt & Andrew Davies, [Investigating Access to Justice, the Rural Lawyer Shortage, and Implications for Civil and Criminal Legal Systems](#), at 4-7, SMU DEDMAN SCH. L., working paper, Legal Stud. Research Paper Ser. No. 526 (Apr. 2021) (literature review section entitled “Access to Justice and Criminal Process” that does not mention the role of prosecutors); Lisa R. Pruitt

have on their communities.<sup>60</sup> Putting the right prosecutors in place can revamp how a rural justice system functions by, among other things, emphasizing engagement with communities of color.<sup>61</sup> All of these prosecutorial interventions create downstream impacts favoring just outcomes and lessening the burden on the defense bar.<sup>62</sup> Several states have implemented innovative programs designed to address the rural attorney shortage, including by supporting prosecutors. Prosecutors should advocate for expanding these program models to emphasize prosecution as an area of potential innovation and significant need. They can do so by highlighting the critical role of prosecutors' offices in efforts to make rural criminal justice fairer and more equitable.

States have taken a multitude of approaches to investing in rural attorneys. Since 2015, rural attorneys in Nebraska have been eligible for loan repayment assistance on their law school debt.<sup>63</sup> Assistance is capped at \$6,000 per year, and attorneys must commit to serving in a rural area for a minimum of three years. They may be eligible to receive continued assistance after that point until reaching a lifetime maximum of \$42,000, enough to cover the cost of tuition at Nebraska's public law school.<sup>64</sup> Prosecutors in rural areas are eligible for support under this program and have received assistance in the past.<sup>65</sup> South Dakota has taken this model a step further by providing about \$12,500 per year in direct cash support to a limited number of attorneys who commit to practicing in a rural area for five years.<sup>66</sup> While full-time prosecutors are not eligible, part-time prosecutors have received support.<sup>67</sup> The program could even more effectively assist prosecutors' offices in meeting their staffing goals if eligibility were to be expanded. The merits of the program also include financial sustainability; while the "county and municipality" where an attorney practices must pay for 35% of the total incentive, the remaining 65% is provided by the state, making for a relatively equitable distribution of costs.<sup>68</sup> Moreover,

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& Bradley Showman, [Law Stretched Thin: Access to Justice in Rural America](#), 59 S.D. L. REV. 466 (2014). A notable exception is provided by Beyond Big Cities Advisory Board member Maybell Romero. See Maybell Romero, [Viewing Access to Justice for Rural Mainers of Color Through a Prosecutorial Lens](#), 71 ME. L. REV. 227 (2019).

60 For a lengthy survey article that does not discuss prosecution more than in passing, see Pruitt & Showman, *supra* note 59.

61 Romero, *supra* note 59, at 230-31 ("There has been comparatively little discussion as to what prosecutors themselves can do to foster better relationships with communities of color, particularly in rural areas.").

62 See, e.g., Pruitt & Davies, *supra* note 59, at 5-6 (summarizing literature on challenges of criminal defense in rural areas).

63 Lisa R. Pruitt et al., [Justice in the Hinterlands: Arkansas as a Case Study of the Rural Lawyer Shortage and Evidence-Based Solutions to Alleviate It](#), 37 U. ARK. LITTLE ROCK L. REV. 573, 621-22 (2015); E-mail correspondence between IIP and Kendra Werth, NEB. COMM'N PUB. ADVOC. (Oct. 11, 2022). Program eligibility also extends to "full-time, salaried attorney[s] working for...tax-exempt charitable nonprofit organization[s] in Nebraska whose primary duties are public legal service." [2021 Application Packet](#), NEB. COMM'N PUB. ADVOC., at 3.

64 *Application Packet*, *supra* note 63, at 3-5. For in-state students, the Nebraska College of Law charges \$406/credit hour; for the required credits to graduate, tuition totals just under \$38,000. See [Financial Information](#), U. NEB. LINCOLN (last visited Oct. 4, 2022). Tuition at Creighton University Law School in Omaha is much more expensive at \$1,468/credit hour, highlighting the limits of loan repayment programs with lower lifetime limits. See [Creighton Law Costs](#), CREIGHTON UNIV. SCH. OF LAW (last visited Oct. 4, 2022). For a list of law schools in Nebraska, see [Nebraska Law Schools](#), LAW SCH. NUMBERS (last visited Aug. 29, 2022).

65 Telephone conversation with Kendra Werth, NEB. COMM'N PUB. ADVOC. (Jul. 28, 2022).

66 Pruitt et al. (2015), *supra* note 63, at 620-21; see also [Rural Attorney Recruitment Program Annual Report](#), S.D. UNIFIED JUD. SYST., Mar. 2022, at 1-2.

67 Telephone conversation with Greg Sattizahn, S.D. State Ct. Adm'r's Off. (Oct. 13, 2022); [Rural Attorney Recruitment Program Contract/Letter of Agreement](#), S.D. UNIFIED JUD. SYST. (last visited Oct. 4, 2022), at 2 (contract requiring participant to acknowledge their status as "an independent attorney").

68 *Annual Report*, *supra* note 66, at 1-2. The total funds allocated to the project during its pilot stage totaled almost \$1,000,000, with \$475,000 drawn from general funds and \$500,000 drawn from court-assessed fees. An additional \$150,000 was approved in 2019. Just over \$463,000 had been spent through FY2021. *Id.* at 2 (describing funding breakdown by source and over time); see also S.D. CODIFIED LAWS §§ 16-2-38, 16-2-39, 16-2-39.1, 16-2-41, 16-2-41.1, 16-2-42 (statutes detailing fees that support program funding).

the incentive exceeds the cost of tuition at South Dakota's only law school, providing a net benefit even to full-pay law students.<sup>69</sup> North Dakota has implemented a similar program with a lower maximum benefit (\$45,000) and a similar cost structure (35% borne by a local community, 15% by the North Dakota Bar Association, and 50% by the state Supreme Court).<sup>70</sup> In North Dakota, prosecutors appear to be eligible for the program.<sup>71</sup> Not all programs in this space, however, offer a direct financial benefit to attorneys or students. Colorado boasts an initiative, established by statute, that "match[es] law school graduates for one-year fellowships with rural district attorneys' offices."<sup>72</sup> Rather than directly incentivizing prospective prosecutors to serve in rural areas, the program simply funds their positions (at standard salaries), an approach geared more towards defraying the cost to prosecutors' offices than attracting talent.<sup>73</sup> Other programs seek to make an impact without disbursing any money at all. In Arkansas, the law school-based Rural Practice Incubator Project has helped to attract new attorneys to rural areas through training and professional development.<sup>74</sup> Some of these students have become part-time prosecutors in addition to their private practices. The program, which receives some funding from the state attorney general's office, has generated its impact despite not offering direct financial incentives.<sup>75</sup> Some states have taken an emphasis on engaging with students to a new level, as in Nebraska, which offers early law school acceptance to some *high school* students in hopes that they may one day become rural attorneys.<sup>76</sup>

These program models operate at different scales and costs, ranging from directly funding rural attorneys, to providing loan repayment assistance, to creating educational initiatives. Rural prosecutors can advocate for adopting any combination of these models in their states. If line prosecutors are ineligible for existing programs, chief prosecutors should advocate for expanding the eligibility criteria. Prosecutors can also partner with legislators and bar associations to propose new programs based on these models. By expanding the terms of debate in a policy area usually geared towards other kinds of legal practice, prosecutors can open up new opportunities to build and fortify their teams.

### ***Investment in Specialization***

If funding authorities prove unwilling to increase a prosecutor's budget across the board, they may be willing to invest in specific kinds of prosecutions—and in the prosecutors who handle

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69 The incentive amount and tuition rates were intentionally linked at a ratio of 9:10, but incentives have remained the same even as tuition has increased. See *Annual Report*, *supra* note 66, at 1 ("[The] incentive payment...[is] equal to 90% of one year's resident tuition and fees at the University of South Dakota Knudson School of Law, as determined on July 1, 2013. This amounts to \$12,513.60 per year."); [Tuition and Costs](#), UNIV. OF S.D. (last visited Aug. 29, 2022) (reflecting cost of \$16,793 in tuition and fees, circa 2022). For a list of law schools showing there is only one in South Dakota, see [South Dakota Law Schools](#), LAW SCH. NUMBERS (last visited Oct. 4, 2022).

70 Joel Crane, [How ND Is Combatting an Attorney Shortage in Rural Areas](#), KFVR, Feb. 9, 2022.

71 [Rural Attorney Recruitment Program](#), STATE OF N.D. CTS. (last visited Oct. 11, 2022) ("The program is open to any attorney, regardless of whether they intend to work, or are already working in, the private or public sector.").

72 COLO. REV. STAT. § 23-19.3-102-1(b) (2016); [Greening The Desert: Strategies and Innovations to Recruit, Train, and Retain Criminal Law Practitioners for STAR Communities](#), S.M.U. DEASON C.J. REF. CTR. (2020), at 9.

73 See [Post-Graduate Fellowships and Awards](#), AM. BAR. ASSOC. (listed at "University of Denver: Sturm College of Law"); [Apply Now for Rural DA Fellowship Program!](#), UNIV. OF DENVER STURM COLLEGE OF LAW (2021).

74 [What is the Rural Practice Incubator?](#), WILLIAM H. BOWEN SCH. OF LAW (last visited Oct. 4, 2022); Simpson, *supra* note 58.

75 Simpson, *supra* note 58 (detailing funding sources and programmatic offerings, including by comparison with incentive-based programs such as that in South Dakota).

76 Grant Gerlock, [Lawyer Shortage In Some Rural Areas Reaches Epic Proportions](#), NPR, Dec. 26, 2016; see also [State Bar Board Adopts Plan to Address Rural Lawyer Shortage, Acts on Remote Depositions](#), WISBAR NEWS, Sept. 24, 2021 (describing solutions endorsed by Wisconsin State Bar, including increased engagement with high school students).

them. In 2022, Alaska’s legislature approved a \$4,000,000 project to improve recruitment and retention of sex crimes prosecutors.<sup>77</sup> The state attorney general’s<sup>78</sup> proposal did not target prosecutor salaries; instead, it funded capital investments in training improvements, new recruitment resources, and even prosecutor housing. This last element—employer-provided, state-funded housing specifically for prosecutors—could provide a model for other prosecutors in isolated rural areas.

Prosecutors should proactively identify practice areas around which they can independently build support for enhancing their capabilities. The political success of the Alaska initiative demonstrates that funders may be willing to invest directly in particular areas of prosecution—such as sex crimes or other specialized cases.<sup>79</sup> The benefits of this approach are twofold: even as dedicated funding allows prosecutors to improve their performance on the most critical cases, it may also free up resources that can then be reinvested in other parts of the office. Moreover, pilot-scale programming that provides resources for specific employee benefits, including housing, can develop a proof-of-concept that might later be expanded for an entire office.

### **Office culture can be a selling point for funding authorities. Build with that in mind.**

Beyond Big Cities prosecutors emphasized the importance of clear messaging in negotiations with funding authorities, especially local ones. County Attorney Bill Ring attributed his success in achieving a nearly 20% pay raise for his staff to the reputation that his office had garnered among the county’s board of supervisors. Because these legislators had already heard about the office culture he cultivated and were aware of the office’s successes, the board was receptive to this generous proposal. Culture also pays dividends outside the context of budgetary advocacy. Several Beyond Big Cities members stressed the importance of creating a vibrant office culture, both as a retention strategy and as a recruitment selling point. As chief prosecutors invest in culture—the relationships between colleagues and the dual sense of care and commitment that forges teams—they should know that its effects are far from intangible. Several Beyond Big Cities members saw it as central to their office’s success.

### **Don’t shy away from hard decisions.**

If efforts to increase pay are ultimately unsuccessful, chief prosecutors can consider changing how they distribute the resources available to them. District Attorney Matthew Fogal of Franklin County, PA found this to be an effective, if bittersweet, solution to his retention challenges. His team had been hit hard by the departures of several senior prosecutors—many of whom, facing financial pressure, left for higher-paying work in the private sector. In response, he made the

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<sup>77</sup> [Prosecutor Recruitment and Housing to Address Sexual Assault and Sexual Abuse of a Minor Case Backlog](#), ALASKA DEP’T OF LAW, Jul. 1, 2021; [Governor’s Capital Budget - Appropriations and Allocations \(by department\)](#), ALASKA OFF. OF MGMT. AND BUDGET, Jul. 1, 2021, at 3.

<sup>78</sup> The structure of the Alaskan criminal justice system is atypical. The attorney general is an appointee of the governor and manages the Department of Law. [See About the Department of Law](#), STATE OF ALASKA (last visited Jul. 19, 2022). Furthermore, “the Department of Law hires and supervises all district attorneys and assistant district attorneys in the state . . . . Some cities and boroughs hire their own attorneys to prosecute local laws.” Marcia Vandercook, [A Guide to Alaska’s Criminal Justice System](#), ALASKA JUD. COUNCIL, May 1998, at 15.

<sup>79</sup> Insurance fraud is another specialized area of prosecution that has attracted discrete funding. The Insurance Fraud Bureau of Massachusetts is a government-chartered but industry-funded agency that disburses funding to prosecutors’ offices across the Commonwealth. See [Welcome to the IFB](#), INSURANCE FRAUD BUREAU OF MASS. (last visited Oct. 4, 2022) (detailing legal status and funding source of Insurance Fraud Bureau); Domenic Poli, [DA’s Office Gets \\$30K from State Insurance Fraud Bureau](#), DAILY HAMPSHIRE GAZETTE, Jan. 25, 2022 (providing example of disbursement of funds directly to a prosecutor’s office).

difficult decision to convert one full-time position in his office into a series of “on-call stipends” for senior prosecutors. This realignment of resources has helped to stanch the bleeding of his most experienced team members. DA Fogal emphasized that the decision required “a lot of contemplation” and was anything but simple to make. Shrinking a team to shore up its ranks may not work for every office, but chief prosecutors should consider it as one of the solutions in their toolbox.

Prosecutors may also face a similar choice in the context of budgetary negotiations, as funding authorities may express willingness to authorize either new positions or increases in pay—but not both. County Attorney Bill Ring faced this situation and chose to increase compensation for his existing team. The increase, he explained, served to boost retention in the short term, even as it augmented future recruitment efforts by ensuring that any subsequent job openings would be compensated at the new, higher level.

### **Keep your staff informed—win or lose.**

Despite their best efforts, chief prosecutors may find that they are unable to secure higher pay for their employees. Whether the news is good or bad, prosecutors should share it with their teams. Knowing that one’s leader advocated vigorously for them builds loyalty and trust, and helps to bind a team closer together. Moreover, even staff members who are relatively satisfied with their compensation will appreciate leadership’s advocacy on their behalf.

## **A Note on Support Staff**

Multiple Beyond Big Cities members emphasized the importance of support staff in the recruitment and retention equation. These non-lawyer staff are critical to the operations of all but the smallest prosecutors’ offices<sup>80</sup>, and thus they must factor into any assessment of how their attorney colleagues are hired and retained. As one Beyond Big Cities prosecutor put it, “attorneys can’t do work without staff.” This is no cliché: low staffing levels among support teams have been recognized as a critical element of the larger problem of insupportable prosecutor caseloads.<sup>81</sup> County Attorney Bill Ring has made a point of supporting his non-attorney staff with just as much vigor as their prosecutor colleagues. He vigorously addressed their compensation in his broader pay raise negotiations with county funders; he also holds an annual celebration of Administrative Professionals’ Day designed to emphasize for his non-attorney staff how critical they are to the work of his office. CA Ring emphasized that maintaining the ranks of support staff has a dual impact: it both draws new attorneys to his team and helps to keep them on board, particularly among his longer-tenured staff. Prosecutors should treat support staff recruitment and retention—a separate but undoubtedly closely related issue from the one discussed in this paper—as a critical dimension of their personnel strategy.

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<sup>80</sup> The data show that prosecutors in small jurisdictions (those with populations under 250,000) and part-time prosecutors’ offices had a median of 4 and 1 “support staff,” respectively (defined as “[i]nclud[ing] secretaries, clerks and computer specialists” and distinct from paralegals). See Perry, *supra* note 48, at 3 tbl. 2. These statistics do not count investigators under the support staff definition, unlike some scholarship. See Gershowitz & Killinger, *supra* note 3, at 275-76.

<sup>81</sup> Gershowitz & Killinger, *supra* note 3, at 275-76 (identifying the tasks of key staff roles and showing their importance for critical prosecution priorities, and providing empirical evidence of how few staff are available to many prosecutors’ offices).



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## Conclusion: Salvation by Combination

Prosecutors' offices face an uncertain future as they strive to recruit new talent and retain their current staff. The shape of the coming prosecutor labor market remains veiled; data on the scale of current staffing challenges remain limited and fragmentary. Unknowns far exceed knowns, and the scale of the staffing problem seems to outstrip the available solutions. Despite this, people are still a chief prosecutor's most important asset. Come what may, that simple reality is not going to change. How, then, should prosecutors set priorities for the work to come?

The answer is simple: in the absence of a panacea, prosecutors must try everything they can. Implementing multiple solutions at the same time, while taking care that they don't contradict one another, is the best way to find out what will work for each office and community. Without a silver bullet solution, quantity is the best guarantor of quality. This begs the question, however: how many policy changes or initiatives can an office undertake without overextending itself?

Below, we have compiled a concise "Playbook" that distills many of the solutions presented in this paper and categorizes them by implementation time, direct cost, and complexity. The results should encourage anyone who doubts the wisdom of our "kitchen sink,"<sup>82</sup> all-of-the-above approach. Of the thirteen solution areas discussed in this paper, we assess that each of them is potentially achievable without requiring significant investments from an office's existing budget. Nearly 70% should not require any investment, under any circumstances, aside from team members' time. While many will require many months or even years of work, at least two can be accomplished almost immediately, and five more are readily achievable within months.

We propose these solutions in full knowledge of the resource limits and time constraints that fundamentally shape the work of a prosecutor's office. Implementing these changes will be challenging. Yet we have assembled this set of solutions precisely because they are achievable, even in the face of bureaucratic barriers and the day-to-day challenges of keeping the public safe.

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<sup>82</sup> Pruitt et al. (2015), *supra* note 63, at 656 (advocating an all-encompassing, try-everything approach to increasing access to attorneys in the rural United States) (capitalization modified from original).

# Personnel Playbook for Prosecutors

## FIRST STEPS

Solution Area	Timeframe	Direct Cost to Office	Complexity
Reaffirm office mission; share with community through multiple mediums and outlets.	Months	Minimal Time Only	Moderate
Engage with local law school(s); begin building relationships with students, professors, and administrators.	Immediate	Minimal Time Only	Low
Reassess and retool hiring process—including goals, interview methods, and personnel involved.	Months	Minimal Time Only	Moderate
Offer creative forms of compensation, e.g. office-wide time off for volunteering.	Months	Minimal to Moderate	Moderate
Commit to transparently sharing results of advocacy (on budget, benefits, etc.) with staff—win or lose.	Immediate	Minimal Time Only	Low

## PROGRAMMATIC CHANGES

Solution Area	Timeframe	Direct Cost to Office	Complexity
Improve and expand internship programming (add new elements, renew attention to mentoring, etc.).	Months	Minimal Time Only	Moderate to High
Provide stipends for interns (office-funded or grant-supported).	Months to Years	Minimal to Moderate	Moderate
Consider lowering staffing levels to elevate salaries and bolster retention of remaining team members.	Months to Years	Minimal Time Only	High

## LONG TERM PROJECTS

Solution Area	Timeframe	Direct Cost to Office	Complexity
Spearhead push for new revenue at local, county, and/or statewide levels.	Months to Years	Minimal Time Only	High
Partner with funding authorities to secure additional support for specialized areas of prosecution.	Months to Years	Minimal Time Only	High
Advocate for creating or expanding “access to justice” programs, potentially on statewide basis.	Months to Years	Minimal Time Only	High
Expand remote work options for staff.	Months to Years	Minimal to Moderate	High
Work to increase childcare options for staff through policy changes and/or physical upgrades.	Months to Years	Minimal to High	High

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**Matthew Fogal**, District Attorney, Franklin County, PA

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**Deborah Gonzalez**, District Attorney, Western Judicial Circuit, GA

**Tim Gruenke**, District Attorney, La Crosse County, WI

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**Molly Hicken**, County Attorney, Cook County, MN

**James Kennedy**, Prosecuting Attorney, Jefferson County, WA

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**James Park Taylor**, Managing Attorney, Tribal Prosecutors Office for the Confederated Salish and Kootenai Tribes, MT

**Eric Richey**, Prosecuting Attorney, Whatcom County, WA

**William Ring**, County Attorney, Coconino County, AZ

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**Jonathan Sahrbeck**, District Attorney, Cumberland County, ME

**William Sansing**, The Bail Project, 16th Judicial District, MS

**Daniella Shorter**, District Attorney, 22nd District, MS

**James Stewart**, District Attorney, Caddo Parrish, LA

**Ronald Simpson-Bey**, Executive Vice President, JustLeadershipUSA

**Beth Stang**, Chief Public Defender, Defender District 29B, Hendersonville, NC

**David Sullivan**, District Attorney, Northwestern District, MA

**Jon Tunheim**, Prosecuting Attorney, Thurston County, WA

**Matthew Van Houten**, District Attorney, Tompkins County, NY

**Todd Williams**, District Attorney, Buncombe County, NC

**Ronald Wright**, Law Professor, Wake Forest University

Click [here](#) to learn more about each working group member.



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# Election Summary Report

General Election

CLARKE

December 01, 2020

Summary for: All Contests, All Districts, All Tabulators, All Counting Groups  
Official and Complete

Precincts Reported: 24 of 24 (100.00%)

Registered Voters: 16,955 of 76,836 (22.07%)

Ballots Cast: 16,955

## District Attorney - Western - Special (Vote for 1) NP

Precincts Reported: 24 of 24 (100.00%)

	Election Day	Advanced Vot	Absentee by	Provisional	Total	
Times Cast	9,473	5,730	1,731	21	16,955 / 76,836	22.07%

Candidate	Party	Election Day	Advanced Voting	Absentee by Mail	Provisional	Total	
James Chafin		3,587	1,668	374	5	5,634	
Deborah Gonzalez (Dem)		5,880	4,056	1,355	16	11,307	
Total Votes		9,467	5,724	1,729	21	16,941	

	Election Day	Advanced Voting	Absentee by Mail	Provisional	Total	
Unresolved Write-In	0	0	0	0	0	

# Election Summary Report

General Election

OCONEE

December 01, 2020

Summary for: All Contests, All Districts, All Tabulators, All Counting Groups  
Official and Complete

Precincts Reported: 12 of 12 (100.00%)

Registered Voters: 9,185 of 30,071 (30.54%)

Ballots Cast: 9,185

## District Attorney - Western - Special (Vote for 1) NP

Precincts Reported: 12 of 12 (100.00%)

	Election Day	Advanced Vot	Absentee by	Provisional	Total	
Times Cast	5,286	3,467	431	1	9,185 / 30,071	30.54%

Candidate	Party	Election Day	Advanced Voting	Absentee by Mail	Provisional	Total	
James Chafin		4,221	2,582	185	0	6,988	
Deborah Gonzalez (Dem)		1,065	882	246	1	2,194	
Total Votes		5,286	3,464	431	1	9,182	

	Election Day	Advanced Voting	Absentee by Mail	Provisional	Total	
Unresolved Write-In	0	0	0	0	0	

AN ORDINANCE TO AMEND THE FY2023 OPERATING AND CAPITAL BUDGET FOR ATHENS-CLARKE COUNTY, GEORGIA SO AS TO PROVIDE ADDITIONAL FUNDING IN THE HUMAN RESOURCES DEPARTMENT TO CONDUCT A THIRD-PARTY, CUSTOM, MARKET SURVEY STUDY OF ACCGOV ATTORNEY POSITIONS IN RESPONSE TO STAFFING CHALLENGES IN THE DISTRICT ATTORNEY'S OFFICE; AND FOR OTHER PURPOSES.

The Commission of Athens-Clarke County, Georgia hereby ordains as follows:

SECTION 1. The Commission of Athens-Clarke County, Georgia desires to amend the General Fund Operating Budget for the Human Resources Department to conduct a third-party, custom, market survey study of ACCGov attorney positions in response to staffing challenges in the District Attorney's Office.

Said Operating & Capital budget is hereby amended as follows:

**General Fund:**

EXPENDITURES

Decrease:

Other General Administration	
Operating Contingency	up to \$50,000

Increase:

Human Resources	
Operating Expenses	
Fees Professional Services	up to \$50,000

SECTION 2. All ordinances or parts of ordinances in conflict herewith are hereby repealed.

**THE UNIFIED GOVERNMENT OF ATHENS-CLARKE COUNTY  
COMMISSION AGENDA ITEM**

**SUBJECT:** Market Survey Study, ACCGov Attorney Positions

**DATE:** January 26, 2023

**BUDGET INFORMATION:**

REVENUES: \$0

EXPENSES:

ANNUAL:

CAPITAL:

OTHER: Up to \$50,000

FUNDING SOURCE: General Fund Operating Contingency

**COMMISSION ACTION REQUESTED ON:** February 7, 2023 Under Suspension of Rules

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**PURPOSE:**

To request that the Mayor and Commission:

- a. Adopt a budget amendment allocating funding of General Fund Contingency up to \$50,000 to conduct a third-party, custom, market survey study of ACCGov attorney positions in response to staffing challenges in the District Attorney's Office; and
- b. Authorize the Mayor and appropriate staff to execute all related documents.

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**HISTORY:**

1. Leading up to 2018, ACCGov experienced an increase in turnover and vacancy rates. This was largely driven by developments in law enforcement, retirements, and lack of investment in employee compensation.
2. Since January 2019, ACCGov has recommitted to updating pay structures, maintaining market competitive pay, keeping pace with inflation, and rewarding performance:
  - a. January FY19 and FY20: Mayor and Commission (M&C) approved a total investment of \$5.2M to implement the first comprehensive classification and compensation study for ACCGov employees in over 20 years
  - b. July FY21: M&C approved \$2.4M to implement a newly created Public Safety Step Pay Plan to better address recruitment and retention issues specific to Public Safety employees
  - c. May FY22: \$193,500 to implement full service crediting for current ACCGov public safety employees (i.e., crediting officer experience gained at other agencies, otherwise know as a "lateral transfer"). This allows ACCGov to recruit and pay experienced



officers appropriately to bolster recruitment efforts without creating inequity with current and experienced public safety employees

- d. In June 2022, the M&C approved the FY23 Operating and Capital Budget which provided all Unified Plan employees (non-public safety) with a 7% increase, and ability to earn a 2% performance pay increase. Public Safety Step Plan employees received a 6% step table increase along with additional funding for step advancement.
3. From 2020 to the present, ACCGov has experienced historic turnover and vacancy rates which remain at 17% with 25% of positions vacant. As widely reported, the pandemic markedly accelerated ongoing labor market shortage trend (e.g., Baby Boomer age cohort retirements along with a lack of new and foreign born workers to replenish). The pandemic also changed how and where employees were able and willing to work. Like most employers, ACCGov continues to adapt to a more sudden and exacerbated labor shortage than could have been predicted. These labor market challenges will likely persist due to demographic trends. The labor shortage, interrupted supply chains, continued demand, and strong job markets have contributed to record high inflation and record low unemployment.
  4. Since 2021, along with investment in employee pay, ACCGov has responded as follows:
    - a. 2021: Established an organizational telework policy and additional work schedule flexibility where feasible.
    - b. 2022:
      - 1) Revision of hiring incentive pay and employee referral bonus program. ACCGov offers as much as \$6,000 in one-time hiring incentive pay for our most difficult to fill positions, and up to \$750 for an employee referral resulting in hire and retention of that candidate over a full year.
      - 2) The addition of Earth Day, Juneteenth, Indigenous Peoples' Day, and Veterans Day as four paid holidays, bringing the total number of paid holidays to 13.
  5. Since the beginning of Fiscal Year 2023: ACCGov continues to build on its strengths of work place culture with employee driven update to ACCGov Core Values, and the following:
    - a. Enhanced professional growth and development via FY23-24 implementation of a new performance management tool;
    - b. Implementation of a new Learning Management System to provide government-wide access to training, skills building, and career development;
    - c. Enhanced Wellness programming and upgrade to Wellness app worthy of the ACCGov Wellness culture and benefits.
    - d. Anticipated delivery of recommendations for sustainable updates to retirement benefits.
  6. In May 2022, the budget process included the Sheriff's petition of the M&C for review of Sheriff's Office entry level pay due to extreme and persistent extreme understaffing. In response, the Mayor and Commission allocated funds for an FY23 customized market pay survey study for the Sheriff's Office deputy positions.

7. During Fall FY23, the District Attorney Gonzalez (DA) began petitioning the Manager's Office and the Mayor and Commission for a custom market survey study of the Assistant District Attorney position due to persistent but escalating extreme understaffing. The DA has consistently cited pay as the driver of attrition where in a two year period, the DA's Office hired 23 attorneys and 24 separated.
8. In January 2023, Assistant District Attorney attrition continued. The DA reports current understaffing to be at crisis level, and unsustainable due to stress and overtime imposed on remaining Assistant District Attorneys and continued risk of their attrition; continued case backlogs; and the risks associated with high caseloads, including the potential inability to prosecute cases in a timely manner.
9. On January 18, 2023, the DA advised of specific case law which provides that "the ultimate responsibility for over-crowded dockets and understaffed prosecutors is on the government." (*Strunk v US, 412 US 434*).

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**FACTS & ISSUES:**

1. ACCGov should maintain pay through the Mayor and Commission's regular budget cycle. While some constitutional officers and independently elected officials were given the opportunity to opt out of the ACCGov personnel system at the time of unification, all positions that are paid by ACCGov are subject to the pay and classification system.
2. The ACCGov pay and classification system is a legally defensible and sound structure to observe and maintain relative internal and external equity amidst the 400+ positions across the government. ACCGov thereby receives regular, coordinated management of pay plans and ensures a balance of sustainable pay, as well as sustainable service level commitments.
3. Concern for understaffing and desire for pay-based solutions is government wide; but also nationwide. To address a specific Department, Charter Office, Constitutional Office, Court or specific position – where even significant investment may not overcome market conditions – requires objective standards and criteria. Without careful decision-making and administration, there are short and long term risks to the integrity, legal defensibility, and fiscal sustainability of ACCGov classification and compensation, not to mention relative fairness and employee morale.
4. In January 2022, Sheriff's Office turnover reached 43%, with some 54 vacancies despite diligent recruitment efforts. This creates an ongoing direct threat to jail resident and employee safety. Such standards and criteria provide an appropriately high bar for examining groups of positions or single positions in the classification system where the value and pay of any single ACCGov job is relative, and tied to that of all other positions in the classification system. Best practices recommend such efforts be confined to comprehensive study of all positions in a pay plan every five to seven years.

5. Where Assistant District Attorney vacancies are at or above 52%, there is potential threat to public safety due to attendant lack of timely prosecution, a custom market study may be recommended with the following general considerations:
  - a. Where feasible, ACCGov should evaluate service levels, management practices, outsourcing alternatives and other solutions – along with pay – to stabilize instances of extreme attrition;
  - b. Selection of independent, qualified third party professional expertise is necessary to ensure sound methodology, and objective, rational, legally defensible basis for any changes in compensation and/or pay structure;
  - c. Resulting increases in pay or pay ranges may not yield sufficient return on investment under current economic and labor market conditions (e.g., lack of qualified applicants).
  
6. In the classification system, Assistant District Attorney’s are classified as Attorney I, II or III depending on qualifications, with associated pay levels as follows:

Title	Attorney I	Attorney II	Attorney III
Grade	121	122	124
Salary Range	\$57,266 - \$88,754	\$60,129 - \$93,191	\$66,292 - \$102,744

Those attorney positions exist across various ACCGov Offices and Courts. If a market survey is approved, it should address all ACCGov attorney positions to maintain consistency, uniformity, and equity in pay and classification.

7. If the budget amendment is approved, staff will undertake the appropriate purchasing process to engage a third party to conduct the work, and the Manager will return to the M&C with the results of the study and a plan for subsequent implementation.
  
8. These recommendations support the following Mayor and Commission Strategic Plan Goal and Strategy:
  - Organizational Improvement Goal, Strategy A: *Develop strategies to recruit, reward, and retain high performing employees, both internally and externally, including individuals coming out of the justice system*

**OPTIONS:**

1. Mayor and Commission:
  - a. Adopt a budget amendment allocating funding of General Fund Contingency up to \$50,000 to conduct a third-party, custom, market survey study of ACCGov attorney positions in response to staffing challenges in the District Attorney’s Office; and
  - b. Authorize the Mayor and appropriate staff to execute all related documents.

2. Mayor and Commission do not authorize a third-party, custom, market survey study of ACCGov attorney positions in response to staffing challenges in the District Attorney's Office.
3. Mayor and Commission Defined Option.

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**DEPARTMENT RECOMMENDED ACTION:** Option #1 a and b.

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**DEPARTMENT:** Human Resources  
Prepared by: Jeff Hale



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Jeff Hale

January 31, 2023

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Date:

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**ADMINISTRATIVE COMMENTS:**

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**ADMINISTRATIVE RECOMMENDATION:** Option #1 a and b



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Manager

February 3, 2023

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Date:

Attachment #1: Budget Amendment