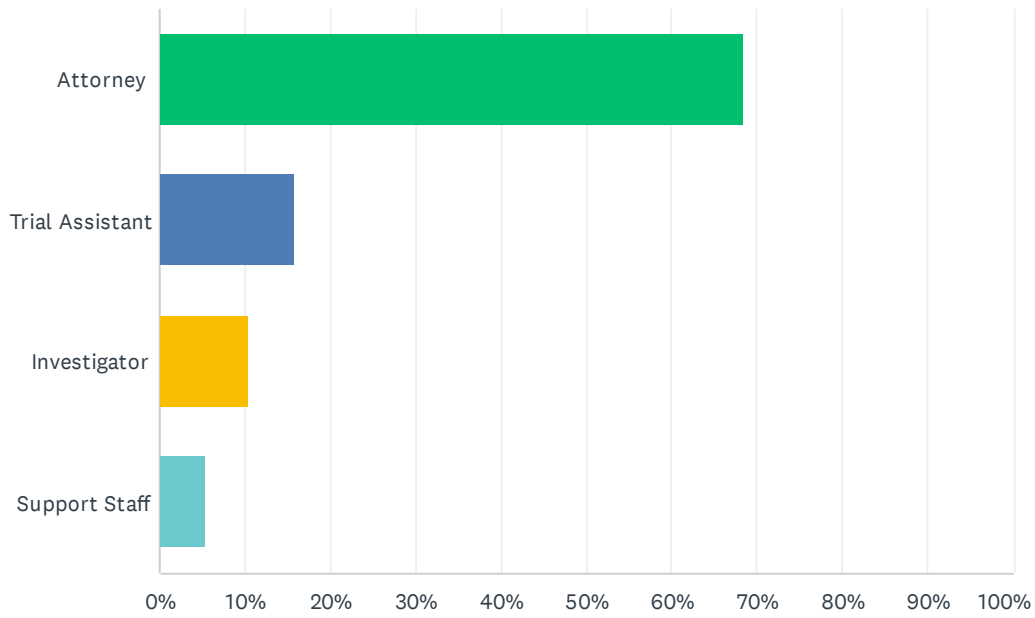


Q1 I work in public defense as an:

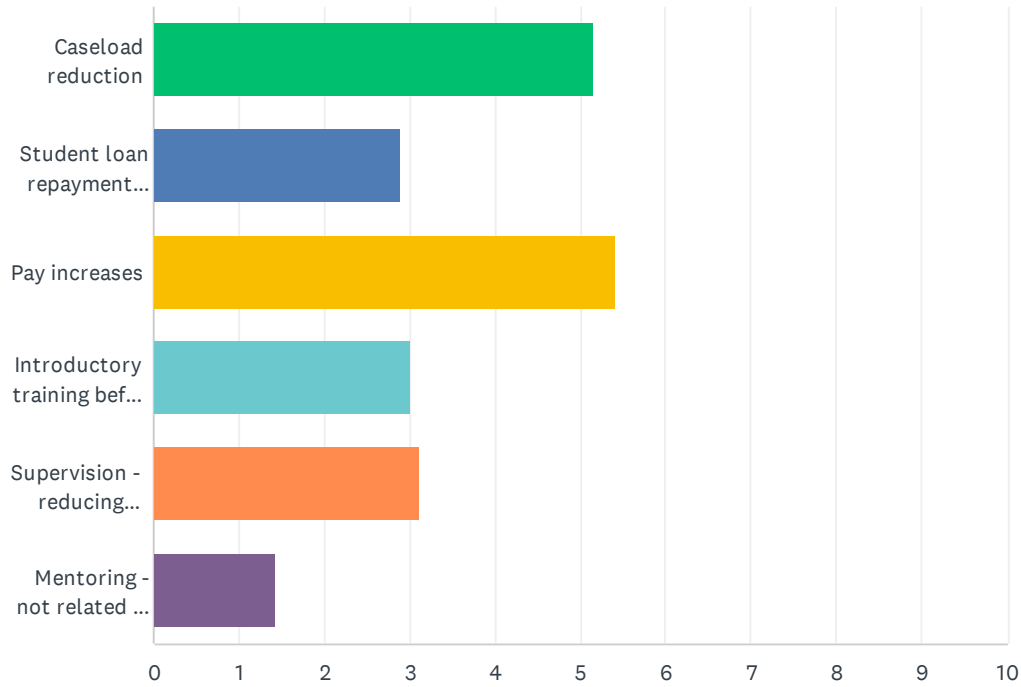
Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES
Attorney	68.42% 13
Trial Assistant	15.79% 3
Investigator	10.53% 2
Support Staff	5.26% 1
Total Respondents: 19	

Q2 How would you prioritize investments in public defense recruitment and retention?

Answered: 19 Skipped: 1



	1	2	3	4	5	6	TOTAL	SCORE
Caseload reduction	36.84% 7	42.11% 8	21.05% 4	0.00% 0	0.00% 0	0.00% 0	19	5.16
Student loan repayment grants (to buy down before loan forgiveness)	0.00% 0	21.05% 4	21.05% 4	5.26% 1	31.58% 6	21.05% 4	19	2.89
Pay increases	52.63% 10	36.84% 7	10.53% 2	0.00% 0	0.00% 0	0.00% 0	19	5.42
Introductory training before starting	5.26% 1	0.00% 0	21.05% 4	42.11% 8	26.32% 5	5.26% 1	19	3.00
Supervision - reducing caseloads of experienced attorneys so they can support others	5.26% 1	0.00% 0	26.32% 5	42.11% 8	21.05% 4	5.26% 1	19	3.11
Mentoring - not related to caseloads	0.00% 0	0.00% 0	0.00% 0	10.53% 2	21.05% 4	68.42% 13	19	1.42

Q3 What do you think would be the most impactful investment for recruitment of attorneys and staff?

Answered: 16 Skipped: 4

#	RESPONSES	DATE
1	Pay increases	3/24/2023 8:55 AM
2	Pay raises, lower caseloads, and sabbaticals. This is emotionally taxing work. People need to be able to support their families financially, have a caseload low enough to maintain personal and family time in the evenings and on weekends, and take a sabbatical every 3-4 years to protect against burnout.	3/22/2023 2:28 PM
3	Permanent pay increases, in addition to bonuses. Pay everyone what they're worth to keep them. Hiring a new person at a lower wage costs more in the end, not only monetarily but mentally, emotionally and psychologically.	3/22/2023 10:06 AM
4	Caseload reduction will allow attorney's to fully invest the time and effort that a criminal case demands, resulting in a full return of the rewarding experience that is practicing criminal law in defense of highly vulnerable populations.	3/22/2023 9:57 AM
5	Pay parity with DDAs and sufficient onboarding training/ongoing supervision and support.	3/22/2023 8:23 AM
6	Pay people more. Attorneys, investigators, assistants, and support staff. All are needed to do the work of public defense and talented, skilled people in all of those roles leave this work because they can't pay their bills.	3/22/2023 8:20 AM
7	Pay increases.	3/22/2023 8:13 AM
8	Our office has lost a lot of great public defenders. The primary reasons they have left have been unsustainable workloads and insufficient pay. Defenders should receive equal pay to that of their prosecutor counterparts.	3/22/2023 6:14 AM
9	Caseload reduction and loan repayment services-- listed in that order. We cannot adequately, ethically represent this many folks and we can barely make ends meet while we do it. Caseload reduction will be accomplished with more public defenders and support staff.	3/21/2023 8:52 PM
10	Court/prosecutors/media treating public defenders with more respect, and money indicates respect. Eliminating mandatory minimum prison sentences because that is what is also such a time suck & destroys morale, creates moral injury to folks leaving the profession. Also - investing in holistic defense including social workers in PD offices, and investing in community resources so public defenders can problem solve rather than spinning wheels endlessly.	3/21/2023 6:59 PM
11	Pay parity with the state.	3/21/2023 6:18 PM
12	Reducing caseloads for misdemeanor and minor felony attorneys is priority 1A. I think that loan repayment assistance gets the attorneys and staff that need it the most a significant (tax-free!) income bump (for me it would be almost \$800/mo), and I'd call it 1B.	3/21/2023 6:05 PM
13	Constitutional caseloads and equity pay with DA's.	3/21/2023 5:42 PM
14	Based on the amount of staff turnover and the comparable pay of DA staff, increasing base pay for ALL staff will have the most significant impact on recruitment and retention. While loan forgiveness is great, the ability to even pay reduced student loans depends on paying people what they are worth, AND there are mechanisms in place (and in the courts currently) that deal with that issue. We need a long-term solution, and increased funding for pay is the number one way to address it NOW.	3/21/2023 5:34 PM
15	Salary the equivalent of DOJ.	3/21/2023 5:24 PM
16	Pay increases for attorneys and support staff.	3/21/2023 5:11 PM