



Department of Law, Criminal Division, Recruitment and Retention: **Rural Housing for Prosecutors Overview**

Problem: The Criminal Division has struggled to **keep and attract** experienced prosecutors – or even new or inexperienced prosecutors.

- Overall, the Criminal Division has had a **25% - 37%** turnover rate for prosecutors per year between 2018-2020.
- Turnover is **most pronounced** in rural Alaska
 - Bethel has averaged **45% turnover** of prosecutors over last 7 years.

Housing plays a critical role in this problem.

- Availability of units
 - It is often very difficult for prosecutors to find housing. Some have had to sleep on the floor in the office for long periods of time until housing became available.
- Decent quality
 - Units that are available many times lack necessities such as locks on the front door, running water, or working appliances.
- Affordable
 - Many housing options require first and last month's rent as well as a deposit. This can be difficult for a new prosecutor to manage on top of student loan debt and other moving expenses.

\$3.0M for housing - \$300,000 per unit estimate = 10 units

- Greatest need in Bethel, Utqiagvik, Kotzebue, Nome (in that order)
- One time cost to acquire. Rent charged to employees to pay for ongoing maintenance.

- Not sure how long the project will take to complete, but will work to issue an RFP as soon as funding is secured.

\$400K Recruitment and Retention Program

- Develop strategies and professional materials
- Targeted aggressive recruitment of talent in lower 48 right now and in future years as needed

\$300K Training Materials for Sexual Assault and Sexual Abuse of Minor Cases

- Training for prosecutors is another key area for recruitment and retention
- Develop off-the-shelf materials to be used internally for training
 - For example, webinars, practice manuals, etc.
- Partnering with university to create a training facility for ongoing in-state training needs by remodeling a classroom to look like a courtroom for teaching and practicing trial advocacy

\$300K Improved Technology for Efficiency

- Secure WiFi access in courthouses to access case files, e-file complaints and motions and issue discovery while in the courtroom
 - This allows prosecutors to have all of the information they need to respond to issues as they arise in court, creating efficiency in our practice
- Develop interface with Alaska Court System for exchange of case information
 - Next court dates
 - Receive court orders and decisions