

Department of Law Recruitment and Retention

1/26/2022

Criminal Division Statewide Snapshot

Vacant Positions:

- Attorneys: 21
- Victim/Witness Paralegals: 1
- Other staff: 10

Positions in Active Recruitment:

- Attorneys: 12
- Victim/Witness Paralegals: 1
- Other staff: 8

Civil Division Statewide Snapshot

Vacant Positions:

- Attorneys: 15
- Paralegals: 0
- Other staff: 9

Positions in Active Recruitment:

- Attorneys: 18*
- Paralegals: 1*
- Other staff: 7

* = There are currently more active recruitments for attorneys and paralegals than vacancies due to several incumbents who have given early notice for a future separation from service.

(18)

NDAA Annual Salary Report

2021



National District Attorneys Association

“Founded in 1950, the National District Attorneys Association (NDAA) is a national, non-partisan non-profit membership association that provides training, technical assistance and services to prosecutors around the country in support of the prosecution profession.”

- 15 communities: 5 Large Cities, 5 Mid-Sized Cities, 5 Small Cities
 - Anchorage was one of the five small cities
 - Current supply of talent - “significant shortage”
 - Recommended starting salary of \$87,564
- Recommended recruiting “boomerang” employees and recruiting from other metro areas

Recruitment and Retention

Attrition

- Prosecutors 2018 (new positions not included)
- 36.5% of prosecutor positions turned over (42 of 115)

- Prosecutors 2019 (new positions not included)
- 22.3% of prosecutor positions turned over (27 of 121)

- Prosecutors 2020 (new positions not included)
- 15.8% of prosecutor positions turned over (20 of 126)

- Prosecutors 2021 (new positions not included)
- 20.6% of prosecutor positions turned over (27 of 131)

Survey Of Current Employees

- **149 employees surveyed – 100% response rate**
- **Recommend Law as place to work to friends and family?**
 - 44% not likely
 - 35% passive
 - 21% would recommend
- **Most important for staying in position (top 5 responses)**
 - Pay
 - Work / life balance (workload)
 - Benefits
 - Culture
 - Growth opportunities

Recruitment & Retention

Currently Vacant Positions

Avg. duration of vacancy: 94 days

- Admin/other: 9
- Paralegal: 0
- Attorney: 15

Positions out for active recruitment

- Admin/other: 7
- Paralegal: 1*
- Attorney: 18*

* = There are currently more active recruitments for attorneys and paralegals than vacancies due to several incumbents who have given early notice for a future separation from service.

Two-Year Fellowship Program

Coming September 2022

- Purpose is to recruit outstanding legal talent, maintain the high-quality standard of work Department of Law attorneys provide, and give new attorneys an opportunity to gain experience and insight into public sector work.

CY2021 -- 22 Attorney Hires

(including 5 lateral transfers from other agencies - Criminal, OPA, PD)

- Over 50% with less than 5 years of experience
- Of those, 3 have not sat for a bar exam yet

CY2021 -- 17 Attorney Exits

Higher paying SOA job;
 Moved out of state;
 Personnel related;
 Private practice in AK;
 Became a judge;
 Transfer to Criminal Division;
 Retirement;
 Federal government jobs