



OFFICE OF THE PUBLIC DEFENDER

ANNUAL REPORT

2023

INTRODUCTION

This report serves as an overview of the work done by the Monroe County Public Defender's Office ("the Office") office during 2023. The report is divided into five sections:

1. Recruitment, retention, and diversification of staff.
2. Continued improvement of the quality of the legal representation provided to our clients.
3. Staff training and continuing legal education.
4. Staffing and caseloads.
5. Plans for the future.

Creation of Office and its Jurisdiction

As described in the 2020 Annual Report authored by former Public Defender Timothy Donaher, the following is a brief history of the history and structure of the Office of the Monroe County Public Defender:

"In a 1963 landmark decision, the Supreme Court of the United States ruled that all indigent defendants had the right to be represented by counsel in criminal proceedings. In order to comply with the Supreme Court ruling, Article 18-B of the County Law of the State of New York was adopted by the State Legislature in 1965. This law required the various counties throughout the State to adopt a plan for the representation of indigent defendants. In compliance with the state mandate, on May 23, 1968, by virtue of Resolution No. 250 of 1968, the Monroe County Legislature adopted Local Law No. 5 of 1968, thus creating the Office of the Monroe County Public Defender.

By law, the Public Defender is required to 'represent, without charge, at the request of the defendant, or by order of the court with the consent of the defendant, each indigent defendant who is charged with a crime...in the county...in which such public defender serves.'

The Monroe County Public Defender's Office represents individuals in the courts within Monroe County, including the City of Rochester and the towns and villages within the geographical boundaries of the County. This area has a population of approximately 760,000 people.

The Office handles cases in:

- A. Town and Village Justice Courts
- B. Rochester City Court (including Rochester Drug Treatment Court)
- C. County Court (including Mental Health Court, Veterans Court, and Judicial Diversion Program Court)
- D. Supreme Court
- E. Family Court
- F. Appellate Division, Fourth Department
- G. Court of Appeals
- H. United States Supreme Court (when required)
- I. Parole matters
- J. Post-Conviction matters

The Public Defender represents the indigent accused at every stage of the criminal proceeding from the arraignment through final disposition, including, when appropriate, appeals from adverse judgments and decisions as well as sentencing.

Our goal is to provide to the indigent who are accused of a crime, or who are entitled to

representation in family court, an exceptional level of legal representation which exceeds that which they would expect to obtain from privately retained counsel. An individual's constitutional rights must be protected regardless of his or her financial circumstances. Assistant public defenders are assigned to work in the Local Court, Superior Court, Family Court, or the Appeals Sections and each takes great pride in the quality of the work they provide to our clients. Their dedication and talent ensures that the rights of our clients are protected, and their dignity respected, in a way that promotes true justice in our community.

PART 1: DIVERSIFICATION, RECRUITMENT, AND RETENTION OF STAFF

The Office continues to value a diverse, equitable, and inclusive work environment. We believe that diversity of all varieties: racial, gender, ability, sexual orientation, age, etc. improves staff experiences and that a staff that feels comfortable and valued is more likely to contribute to positive case outcomes for our clients. We therefore strive to maintain an engaged and dedicated staff by continuing to develop an office culture that is ever mindful of the challenges presented by our work, and seeks to provide deliberate, thoughtful and intentional support to all who serve our common cause.

The Monroe County Public Defender's Office (MCPDO), under the Diversity Coordinator, has made significant strides in the area of Diversity, Equity, and Inclusion (DEI) over the past year. Efforts began with a comprehensive assessment of the current DEI state in the office, including a review of existing policies and procedures and stakeholder meetings. This was followed by collaborative efforts across various departments to enhance diversity in recruitment, including introducing a new hiring rubric and culturally competent training for interview committee

members.

Further, the office focused on developing training opportunities in areas like anti-racist lawyering and microaggressions and enriching community engagement through various initiatives. Significant progress was also made in updating the MCPDO website to reflect DEI goals better, ensuring content is inclusive, accessible, and up-to-date, and promoting community engagement through social media and other platforms.

Additionally, the office fostered connections with local schools to promote legal education diversity and inclusion. Looking ahead, there are goals for 2024 focusing on increasing office diversity, creating an inclusive working environment, and enhancing leadership opportunities for women and staff of color. This includes standardizing the hiring process, forming an Inclusion committee, providing leadership training, and identifying staff of color for leadership opportunities.

DIVERSIFICATION

Diversification continues to be challenging, particularly racial diversity in the attorney staff. Although we continue to exceed national averages of Black attorneys, we can and are committed to doing better. As we serve Monroe County, which is 15 percent Black or African American, reflecting our community would be the ideal. Competition for qualified Black attorneys is formidable, and public defense work is not necessarily seen as financially rewarding or desirable. Despite these challenges, the Office does benefit from the talents of many diverse colleagues.

Management DEI training

In addition, the Office in 2022 offered management staff the opportunity to earn a

certification in Diversity, Equity, and Inclusion through a program offered by Cornell University. As a result of this initiative, 25% of the management staff has now earned this valuable DEI credential. Involvement in educational opportunities is one way management shows a commitment to a culture of sensitivity to the experiences of all members of the staff and is dedicated to the pursuit and enhancement of diversity, equity and inclusiveness of our work environment. It is the hope that the management interest in personal growth will encourage and inspire all staff and consequently, create a more attractive and welcoming office for all our prospective and current colleagues.

RECRUITMENT

We recognize the value of recruiting and retaining staff, especially staff that increase the diversity of the office. To these ends, we have more aggressively and proactively pursued candidates for staff positions than in prior years.

Hiring committee

Our hiring committee continues to do outstanding work that has yielded remarkable results. In a difficult hiring environment, our hiring committee has continued to employ creativity, enthusiasm and a commitment to creating the best Public Defenders office. A gold standard reputation will attract attorneys from across the United States to consider lending their talents to our pursuit of excellence. These efforts have been aided in no small part by the addition of Vincent French, who, as our DEI coordinator, ensures that we are not only reaching out to the widest field available of potential colleagues, but also as a member of the Committee, interviews applicants and vets them appropriately on the many complex issues the representation of various marginalized communities may present.

The Hiring Committee consists of Acting Second Assistant Public Defender Joshua Stubbe and Assistant Public Defenders Victoria Bahl, Krystian Opalinski, Jane Yoon, and Tracy Sullivan, as well as Chief Investigator Latanya Morse and Diversity Coordinator Vincent French. The following are some of the efforts we have undertaken by our hiring committee in pursuit of staff, especially staff that offer diversity.

- Collaborated with MCPDO Appellate, Criminal, Family, and Investigation divisions to recruit new diverse talent to the departments.
- Reviewed any existing policies, procedures, and documents related to DEI and hiring.
- Introduced a new hiring rubric to ensure a fair equitable selection of candidates
- Introduced Culturally Competent Interview Committee trainer for all hiring committee members to ensure that all members have an understanding of implicit bias, Eurocentric norming, and unconscious bias.

Internship program

The Internship program, led by Assistant Public Defenders Victoria Bahl and William Weir, continues to be a success. The proactive outreach results in an eclectic blend of high school, college and law school students who are given the opportunity to contribute first hand to the representation of a client. Given their background and experience, an intern can expect to be involved in meetings with consenting clients both incarcerated and out of custody, legal research training and projects, issue spotting exercises, investigations and review of discovery, jury selection decisions and assistance during trial. In this way, we expose students to the practice of criminal defense, and help familiarize them with the criminal justice system and an understanding and appreciation of the important roles played by all participants.

The Internship program is intended to give students not only a glimpse into what it means to be a Public Defender, but also to instill in them a respect and desire to do this work. In that regard,

we continue to see the fruits of the program in that 5 of our interns resulted in full time hires and 5 others returned for a second internship.

Our internship program statistics for 2023 are as follows:

Spring 2023:

- 10 Interns
 - 4 Undergrads, 1 High school, and 5 Law Students
 - 2 law students on internship placements
 - 3 pro bono scholar placements
 - 1 Black/African American, 1 other, 8 White
 - Other diversity includes 2 students identifying as LGBTQIA

Summer 2023:

- 15 Interns
 - 10 Undergrads, 4 Law students
 - 3 Black/African American, 11 white
 - Other diversities include 1 student identifying as LGBTQIA
 - 10 women, 5 men
 - MCPDO Diversity Clerkship position was awarded to Eliana Durham from Syracuse Law School

Fall 2023:

- 10 Interns
 - 9 Undergrads, 0 Law students, 1 person post-law school in a different career
 - 2 Black/African American, 1 Black/Hispanic, 7 White
 - 8 Women, 2 Men

Other Notables:

- In 2023, 3 prior interns were hired into the September 2023 class of unadmitted law students
- In 2023, 5 interns returned from a previous year for a second internship
- In 2023, MCPDO hired 1 post-law-school intern to begin in January 2024
- In 2023, MCPDO hired 1 law student intern to begin in June 2024

The intern experiences the Office now offers have prompted the following testimonials from participants:

- “Thank you so much for organizing this internship program and for all the work you have done to give us an engaged, comprehensive, professional, and truly incredible experience. I so appreciate how organized this summer has been, and also how you encouraged us to explore all aspects of the work and take advantage of observation, the ridiculous amount of expertise inside this building, and to pursue projects and questions we were passionate about and interested in. ... I have learned so much not only about criminal law and procedure, but also what it means to do this work with compassion, conviction, with pride, and with a strong sense of justice!”
- “I have learned a lot about what I want for my future and the endeavors I wish to taken on thanks to you and the rest of MCPD. I appreciate and look up to you and the work that you do for this office, your clients, and the community, and hope I can do the same one day!”
- “Thank you for an incredible summer at the MCPD Office! I learned so much about public defense, the court system, and criminal law in a supportive and exciting environment. I leave my time truly inspired by you and your colleagues’ commitment to your work, to one another, and to your clients.”
- “Thank you. These experiences I have gained are invaluable and outweigh what any textbook can offer.”

The expectation is that this program and the investment we make in our student-interns will serve as a pipeline for staff recruitment going forward and serve as a vital supplement to our other recruitment efforts.

Unadmitted attorney positions

Starting in 2022, the Office began hiring law school graduates who had taken the bar examination, but not received results or been admitted. In September 2023, we hired recent graduates and placed them into a training program spanning over three months. This program is described in detail elsewhere in this report. This is a marked improvement to the old way of learning which required attorneys to take an immediate, and often extremely heavy, caseload,

and learn on the job. The ability to intensively train new attorneys before they are given their own caseloads has profound benefits not only to the client, who will work with a well-trained attorney, but also to the attorneys, as the training program allows them to gain skills, confidence and trust in themselves, in their colleagues and in the support the Office provides.

It is anticipated that we will continue to offer this program to incoming September classes as numbers merit, in addition to providing a slightly more streamlined training program to those who join us in the spring, with an emphasis on representation from initial interview through motion practice and picking up trial practice along with the September class.

Early hiring gives us a competitive advantage over employers that will not hire until bar admission, as well as giving lead time to provide end to end training to attorneys before they are ever asked to represent a client.

RETENTION

As times change and understanding evolves, the Office does as well. Because we have enjoyed significant success attracting high quality staff, we place a great deal of thought and effort into how we can retain our staff so our initial investment is not wasted. Society as a whole, perhaps recovering from the nearly existential challenges of 2020 and the Covid crisis, has recognized the need for a work life balance, for mental health support, and for sensitivity to the needs of each unique individual as they make their place in the office. In brief, office morale is of great concern not only because each individual who works here deserves to be seen and treated as an individual, but also because we recognize that morale is critical to retention.

Among the measures undertaken in 2023 to address retention are the following:

- **A supervisory restructure of Practice Groups.** In 2022, the Office engaged in a supervisory

restructure of the Criminal Trial Courts section. The vision for this restructure included the opportunity for attorneys with different levels of experience to interact and learn from one another, provide attorneys with exposure to more complex cases sooner in their career as they partnered with other more experienced attorneys in their Practice Group, and handle felony cases sooner which would decrease the possibility of stagnation. Practice Groups also provide more face time with supervisors as well as organized meetings to review cases as a group as well as individually. These relationships are critical to growth and morale.

- **Hybrid caseloads.** To keep attorneys engaged, accelerate their development, and keep them from becoming overwhelmed, we now offer caseloads with a mix of different level offenses. These “Hybrid” positions not only offer Superior Court attorneys a more gradual transition from NVFO to VFO cases but also allow them to handle VFO cases earlier in their careers. Likewise, our Local Court attorneys are offered the opportunity to handle felony cases earlier in their careers than in the past. These attorneys are provided with significant oversight of their supervisors on their felony cases. This potential for early exposure to felony cases has been an asset to the both our recruitment and retention efforts.
- **Career start in Rochester City Court.** Attorneys new to the office now begin their careers representing clients in Rochester City Court [RCC] instead of the town courts. This shift offers several advantages: early exposure to a more diverse client population, earlier familiarity with a wider range of offenses, increased opportunities to litigate search and seizure issues, exposure to more experienced prosecutors and judges that are all attorneys, etc. Another advantage to this arrangement is the proximity of the office to

Rochester City Court in that the supervisor of our RCC attorneys is a mere block away and can far more easily observe, supervise, and respond to any urgent matters.

- **Enhanced supervision and support.** The supervisor to supervisee ratio has been increased, providing attorneys with more support and oversight. The Groups meet regularly and discuss cases, legal issues, and other developments. Supervisors are expected to review attorney written work product and observe them in court. Supervisors are evaluated on how well they supervise their Groups.
- **Work From Home [WFH] policy.** The policy allows for each employee, attorney and support staff, to work from home for 16 hours per pay period. This policy has ameliorated the stress of staff with various conflicting responsibilities including child care and has noticeably enhanced morale.
- **Second Chair program.** Attorneys who work in criminal defense often do so because they enjoy trial practice, but it is never the attorney's decision whether to proceed to a trial or not. The decision to proceed to trial is entirely vested in our clients, so depending on many factors including whether the case is even strong enough to proceed to trial and isn't subject to dismissal on other grounds, the evidence, the offer, the Judge, the risk of trial, the benefits of accepting an offer, a client may not wind up electing to assert their right to a trial. In order to ensure that attorneys are able to participate in trial work as often as possible, the Office implemented a Second Chair program, whereby most if not all trials are conducted by one senior attorney accompanied by one with less experience. This gets our newer attorneys the courtroom experience they crave, which increases their job satisfaction and retention, and also creates more experienced trial attorneys. The more

seasoned attorney is able to pass on their knowledge and also learn from the newer attorney who often brings a fresh perspective to a case. The clients ultimately benefit from this team approach, which includes support staff as well. Courts can be assured that cases will run smoothly under the attention of not one but two attorney's attendant on the arduous demands of a jury trial.

- **Continuing Legal Education.** No-cost CLE opportunities are provided by the Office to our staff regularly. We not only create and deliver these programs but we also generate the certificates of completion for those that attend. This makes our office more attractive to both prospective and current staff and contributes to our retention efforts. Office training and CLE efforts will be discussed more fully below.
- **Office Committees.** As the Office continues to grow, opportunities to gather various staff together along lines of their interests, rather than their roles, become more important to increase camaraderie, understanding and morale.

PART 2: CONTINUED IMPROVEMENT OF CLIENT SERVICES

HOLISTIC REPRESENTATION

With gratitude we recognize the additional resources and support from New York State through the office of Indigent Legal Services that allow us to provide meaningful services and assistance to our clients outside the realm of defense. Recognizing that our representation in a courtroom only goes so far to remedy the experiences that may have affected our clients, access to in house services gives our clients additional tools to help them succeed and remain arrest free.

This newly formed Bureau – only the second of its kind outside of New York City – has enabled the Office to provide meaningful assistance to parents and providers when faced with a CPS investigation. In the past, a parent may suffer the removal of a child without ever knowing that they had the right to the advice and intervention of an attorney. With this program, a member of the Bureau will be able to intervene early and assess the needs of the client and their family members, and work with CPS when possible to form solutions to the problem at hand. The objective is to keep families together and reducing the stress and trauma of removal. When removal cannot be avoided, resources are still brought to bear that will reunify the family as soon as possible. Each client avails themselves of the services of a staff attorney, a social worker and a parent advocate who work together with the client to assess their needs and achieve their goal of a healthy, safe and stable family environment for their child. In 2023, the Family Defense unit team had 181 cases, 41 of which were pre-petition investigation cases.

As the grant notes, “Using a holistic approach, Bureau staff (four attorneys, four social workers, one parent advocate, and one paralegal) will assess the legal, financial, and social determinants of health needs of each client and their family members, including the needs of the subject children, to develop a strategy that will maximize the likelihood that the client’s children are not removed, or if removal cannot be avoided, that the children are reunified with the parent at the earliest possible time. Following the Cornerstone Advocacy model of the Center for Family Representation (CFR), each client will be assisted by a staff attorney, social worker and as needed, a parent advocate who will work together to assess the client's needs and develop a plan to achieve the client’s goal to maintain the integrity of his or her family, and to ensure safety and stability for the children for the long term. The attorneys, social workers, and parent advocate

will be part of a collaborative team representing each client.”

The supervising attorney in charge of the unit is Special Assistant Public Defender Robert Turner.

Social Work Bureau

Supervised by Christina Sciortino and Kayla McCrickard, and comprised of Case Managers [Social Workers] and Sentencing Advocates [Mitigation Specialists], this bureau allows the Office to offer more comprehensive support both during and occasionally after the conclusion of their cases.

Case Managers

On select cases, an attorney can now initiate a referral for the assistance of a social worker resulting in a partnership designed to reduce the problems and obstacles faced by clients, both to attain better results and to improve the likelihood of success during and after the resolution of cases. The case management arm of the Social Work Bureau provides a myriad of services to clients and their families to assist with needs to promote positive resolutions in cases, and also to support healthy living and life management services to prevent recidivism and lift current and former clients out of unfortunate circumstances in any way possible.

The Model Parental Representation Bureau grant also provides for caseworkers as well as a parent advocate, an individual who has experienced the Family Court system as a party within the system, who can understand, empathize, and guide clients through the system.

This bureau provides services including but not limited to: providing resources and referrals (housing, food, clothing, community care management, bus passes, cell phone applications, government benefit application help), linking clients to services (mental

health/Substance abuse evaluations, community service resources, medical services, animal welfare services), offering supportive services (accompaniment to court/appointments, reminder calls, obtain treatment updates to provide to court), record collection/gathering letters of support, etc.

In 2023, staff made 441 casework referrals on behalf of clients.

Sentencing Advocates

The Mitigation and Sentencing Advocacy Bureau at the Monroe County Public Defender's Office is dedicated to improving outcomes for indigent individuals in criminal court proceedings. The staff of this bureau collaborates with attorneys, court involved teens and adults, their families, and various treatment and community providers, to develop holistic and humanizing narratives in hopes of improving long-term outcomes for our clients.

The work of sentencing advocates is described on the website of the National Alliance of Sentencing Advocates and Mitigation Specialists as follows:

Sentencing advocates explore the histories of criminal defendants to create individualized sentencing plans. Their proposals often focus on substance abuse and mental health treatment, victim restitution, community supervision, avoidance of future misconduct, and appropriate and constructive consequences. This approach allows courts to sentence people to community-based programs that address their needs, while reserving expensive prison and jail space only for those who threaten the safety of the community. <https://www.nlada.org/NASAMS>

This bureau provides services for homicide cases; VFO gun cases; VFO cases to include clients facing mandatory persistent sentencing; Felony cases after trial where sentencing is up to the court; Parole and felony probation violation cases; Misdemeanor cases with compelling circumstances. These services include: Record collection and discovery review, comprehensive psychosocial history collection completed via 1:1 interview(s), completion of either

comprehensive or abridged mitigation reports, support during litigation, and the referral to the case management program if client is in need of identified services.

In 2023, staff made 144 referrals to the Sentencing Advocacy unit.

Trial Assistants

While sentencing advocates focus on the result of a plea or trial, trial assistants help in the preparation of a case for hearings and trials. In 2023, as one of our trial assistants left to attend law school, we functioned for half the year with the capable assistance of one trial assistant. Trial assistants work with attorneys in gathering information to assist in plea negotiations, hearings, and trials. They assist with FOIL requests, subpoena preparation, and document review. They transcribe communication obtained on body-worn camera and interrogation videos. Their work freed up attorney time that had previously been spent on these tasks, so that attorneys could spend more time on attorney/client communications, negotiations, research, writing and hearing and trial preparation.

Next Court Date Reminder Program

In order to assist clients in their obligation to attend court proceedings, the Public Defender's Office implemented a "Next Court Date Reminder Program" in late 2019. Clients are typically issued reminders 7 days, 3 days, and 1 day prior to court appearances and also upon attorney request. In 2023, as a result of this program, a total of 23,208 court date reminders were sent to our 6,275 Rochester City Court and 12,153 Town and Village Court clients.

Failure to Appear Program

Unfortunately, clients do not always make their court appearances. Despite a common belief that this occurs intentionally as the result of a desire to avoid prosecution, the reality is

that clients miss court for a variety of reasons unrelated to an intent to avoid prosecution including: lack of transportation (there are courts in Monroe County that are not on a bus line), conflicting work, school, and child care obligations.

Recognizing the reality that people do, at times, struggle to get to court, and miss court for reasons other than intentional disregard for courts' schedules, the New York State Legislature passed legislation (effective January 1, 2020) that required courts to wait 48 hours before issuing a "bench warrant" to allow the defendant time to appear. In 2023, for the fourth year, the Office issued text notices and letters to clients who failed to appear for court in an effort to have them added back onto the dockets, reduce incarceration on bench warrants, and their lives were not disrupted with warrants.

Counsel at First Appearance [CAFA] program

The arraignment is the first court appearance in a criminal case and one where impactful decisions are made including the custody status of the accused. In 2023, the Office continued to provide 24/7 representation at arraignment in all courts in Monroe County appearing at the arraignments of 4,827 clients. Regardless of the charge, the court, or time of day or night, a Monroe County Public Defender will be present to represent the accused. The involvement of our attorneys at arraignment often results in the dismissal of charges and the release of our clients.

Domestic Violence Survivors Justice Act [DVSJA]

Enacted in 2019, the Domestic Violence Survivors Justice Act [DVSJA] empowers sentencing courts to resentence domestic violence survivors who suffered sexual, psychological or physical abuse that contributed to their conviction if certain specific criteria are met. In 2022,

the Office created a unit to enable us to provide excellent representation on these cases.

In 2023, the DVSJA unit represented 25 clients on DVSJA applications.

Public Education

The Office recognizes the relationship between a well-informed community and the fate of those ensnared in the criminal justice system. We as well as anyone understand the critical importance of the recent and long overdue improvements to the bail, discovery, parole, marijuana, and driver's license suspension laws. We see the day to day positive impact that these reforms have had on the lives of countless clients and their families, many of whom are indigent persons of color.

Change brings conversation, and conversation may become dissent, and dissent may result in confusion or disinformation. Our response has been several-fold. We have spent tremendous time and effort educating and training attorneys in our office, our community, and around the state about the changes in these laws to ensure that their clients receive the intended protections offered by these reforms. We dispatch staff to community events, frequently at the invitation of a legislator, community member, or pastor to offer support for these reforms and to counter misinformation designed to shake public support for them. Our evidence based presentations regularly win converts and also buttress the efforts of those fighting to maintain the progress that has been achieved.

PART 3 TRAINING AND CONTINUING LEGAL EDUCATION

In order to effectively represent our clients, our attorneys must be provided frequent and regular trainings on changes in the law and how to improve their legal skills. To accomplish the

necessary training for staff, the Office creates and delivers both training and CLE programs. Concerned not merely with the quality of work done by our staff, the Office regularly opens no-cost training and CLE programs to the staff of the Conflict Defender and the Assigned Counsel Program. In 2023 alone, as detailed below, the Office provided 49 Continuing Legal Education programs for staff attorneys and attorneys in the legal community.

Overseeing the creation and presentation of the Office's training and CLE efforts is First Assistant Public Defender Erik Teifke. Invaluable support for training and CLE programs is provided by Executive Secretary Kennedy Flanagan with contributions from other support and attorney staff.

The Initial Attorney Training Program [IATP]

The Initial Attorney Training Program [IATP] is the core training program that criminal trial attorneys complete early in their tenure at the office.

The ITAP is offered from August through December and spans 17 modules. More than merely a trial skills program, the IATP serves to not only educate and train but to enlighten and inspire. The IATP features an effective combination of lectures, modeling, demonstrations, and simulations designed to instill participants with the passion, knowledge and skills necessary to for the work ahead. Participants are introduced to and trained on subjects and skills including: the importance of our client-centered philosophy, client interviewing and relationship building, case investigation, negotiation, motion practice, and trial skills.

This program is designed to serve as an introduction to many of the core skills our attorneys will use in service of their clients and provides the foundation for subsequent training and education.

In 2023, 14 attorneys participated in and graduated from this program.

Introduction to Felony Practice

The Introduction to Felony Practice program [IFP] is designed for attorneys being introduced to felony cases and is intended to make sure they enter felony case practice with the foundation skills necessary to offer quality representation on these more serious cases.

During this 17-hour program given across 3 weeks, participants are trained on subject including: felony preliminary hearings, grand jury practice, felony sentencing, the use of expert witnesses, superior court accusatory instruments, and more.

CLE Programming

In addition to the staff training programs described above, the Office continued its development and presentation of CLE programs to attorneys in the Office, the community, and across the state. In 2023, the Office sponsored 49 programs for the attorneys in the Office, and the private defense bar. Hundreds of attorneys from upstate New York attended the Office's CLE programs. All of the programs were **provided at no cost to the attendees.**

The programs offered in 2023 were:

1. Discovery Booster Shot- January 13, 2023
2. Ethics, Confidentiality, and Social Media- January 20, 2023
3. How to Reduce the Harm from Recorded Interrogations with Police Lies and Statements of Opinions that the Defendant is Guilty- January 26, 2023
4. Impeachment from Prior Inconsistent Statements- February 17, 2023
5. New Developments in Challenging Police Pretext Stops- May 19, 2023
6. Basic Training Program Lecture 1- Life of a Case & Arraignment- June 13, 2023
7. Basic Training Program Lecture 2- Initial Client Interview- June 15, 2023
8. Basic Training Program Lecture 3- Accusatory Instruments- June 20, 2023
9. Basic Training Program Lecture 4- Discovery in New York State in 2023: Where Do We Stand Right Now?- June 21, 2023
10. Basic Training Program Lecture 5- Defense Investigation- June 22, 2023
11. Motion Practice in the Age of Discovery- June 29, 2023
12. Basic Training Program Lecture 6- Effective and Ethical Negotiation- July 5, 2023
13. Basic Training Program Lecture 7- Motion Practice in a Non-Felony Case in New York State- July

- 6, 2023
14. Basic Training Program Lecture 8- Sentencing in Non-Felony Cases in New York State- July 7, 2023
 15. Basic Training Program Lecture 9- Introduction to Statement Evidence Litigation- July 10, 2023
 16. Basic Training Program Lecture 10- Speedy Trial- July 11, 2023
 17. Basic Training Program Lecture 11- Introduction to Identification Evidence Litigation- July 13, 2023
 18. Basic Training Program Lecture 12- Search and Seizure/MAPP Hearing- July 14, 2023
 19. Basic Training Program Lecture 13- An Introduction to the Defense Theory of the Case & Jury Selection- July 17, 2023
 20. Basic Training Program Lecture 14- An Introduction to Opening Statements- July 18, 2023
 21. Basic Training Program Lecture 15- An Introduction to Direct Examination- July 19, 2023
 22. Basic Training Program Lecture 16- Introduction to cross-Examination, Impeachment, and Molineux and Sandoval- July 20, 2023
 23. Basic Training Program Lecture 17- An Introduction to Closing Arguments, Prosecutorial Misconduct & Jury Instructions- July 21, 2023
 24. Defending Clients at Sex Offender Registration Act (SORA) Proceedings- July 27, 2023
 25. Immigration Issues in Criminal and Family Court Proceedings- August 4, 2023
 26. Intro to Felony Practice Day 1- August 15, 2023
 27. Intro to Felony Practice Day 2- August 16, 2023
 28. Intro to Felony Practice Day 3- August 17, 2023
 29. Initial Attorney Training Program FALL 2023 Lecture 1.1- Arraignment + The Life of a Criminal Case- September 12, 2023
 30. Initial Attorney Training Program Fall 2023 Lecture 1.2- An Introduction to Bail- September 13, 2023
 31. Initial Attorney Training Program Fall 2023 Lecture 2- The Initial Client Interview- September 18, 2023
 32. Initial Attorney Training Program Lecture 3- An Introduction to Accusatory Instruments- September 25, 2023
 33. Initial Attorney Training Program Lecture 4- An Introduction to Discovery- September 27, 2023
 34. Initial Attorney Training Program Lecture 5- An Introduction to the Defense Investigation- September 29, 2023
 35. Initial Attorney Training Program Lecture 6- An Introduction to Misdemeanor Sentencing- October 2, 2023
 36. Initial Attorney Training Program Lecture 7- Negotiation in a Criminal Case- October 3, 2023
 37. Initial Attorney Training Program Lecture 8- An Introduction to Motion Practice- October 12, 2023
 38. Initial Attorney Training Program Lecture 9- An Introduction to Statement Evidence Litigation- October 16, 2023
 39. Initial Attorney Training Program Lecture 10- An Introduction to Identification Evidence Litigation- October 19, 2023
 40. Initial Attorney Training Program Lecture 11 (AM)- An Introduction to Stop, Search, + Seizure Litigation- Street Encounters- October 23, 2023
 41. Initial Attorney Training Program Lecture 11 (PM)- An Introduction to Stop, Search, + Seizure Litigation- Automobile Encounters- October 23, 2023
 42. Initial Attorney Training Program Lecture 12- An Introduction to Speedy Trial- October 26, 2023
 43. Initial Attorney Training Program Lecture 13- An Introduction to Case Theory + Jury Selection- October 30, 2023

44. Initial Attorney Training Program Lecture 14- An Introduction to opening Statements- November 1, 2023
45. Initial Attorney Training Program Lecture 15- An Introduction to Direct Examination- November 8, 2023
46. Initial Attorney Training Program Lecture 16.1- An Introduction to Cross Examination- November 13, 2023
47. Initial Attorney Training Program Lecture 16.2 (AM)- Impeachment with Prior Inconsistent Statements - November 16, 2023
48. Initial Attorney Training Program Lecture 16.3 (PM)- Impeachment with Prior Convictions + Bad Acts- November 16, 2023
49. Defense Use of Body-Worn Camera Evidence- November 22, 2023
50. Initial Attorney Training Program Lecture 17- An Introduction to Closing Arguments, Jury Instructions, + Prosecutorial Misconduct- November 28, 2023

Attorneys in the Office are often asked to present at various CLE programs throughout New York State. In 2023, Office attorneys presented at CLEs sponsored by the New York State Defenders Association, the Monroe County Bar Association, Syracuse University College of Law, and the New York State Association of Criminal Defense Lawyers. It is a tribute to the knowledge and skills of staff that they are so highly sought after as speakers.

Because of the work of the attorneys in this Office who donated their time and effort speaking at CLEs, the legal community received valuable instruction in criminal and family law.

PART 4: OFFICE STAFFING AND CASELOADS

Criminal Trial Courts

The criminal trial courts consist of local courts [town courts and Rochester City Court] and Superior Courts [County or Supreme Court]. The office represents clients in all of these courts.

Local Court Section

In 2022, the supervisory distinction between town and city courts was eliminated and the two groups of courts are now considered the responsibility of our Local Courts Section. This

change was made for several reasons including the need to reduce staff stratification and improve supervisor to supervisee ratios.

The Local Court Section is comprised of four Groups [A - D], each supervised by a Special Assistant Public Defender. Groups A, B, and D are comprised of attorney's handling cases in the town courts while Group C is comprised of our attorneys handling cases in Rochester City Court. Currently these three supervisors are: Special Assistants Mike Doran [A], Jean Caputo [B], Karine Haselbauer [C], and Acting Special Assistant Robert Bahr [D].

In 2023, the shift of some cases in Rochester City Court from this office to the Office of the Conflict Defender continued. As the Office of the Conflict Defender is also a longstanding county legal services department comprised of experienced criminal defense practitioners, there has predictably been no decrease in the quality of services on these cases. This shift was prudent for many reasons, not the least of which was the need to meet maximum caseload requirements mandated by the *Hurrell-Harring* lawsuit settlement. The alternative to this shift would have been the creation of an additional twenty attorney positions within the office, abruptly swelling the staff well beyond historical levels. One way or another, to maintain our grant funding and therefore not require substantial additional financial contributions from the County, the office had to reduce the number of cases per attorney by reducing the number of incoming cases as a whole.

The reduction in caseloads has benefitted staff and by extension our clients. Attorneys with fewer clients can devote more time and effort to each case. It appears thus far that these changes have facilitated retention of attorneys who have historically been frustrated by the inability to spend more time on each case.

This shift of some Rochester City Court cases to the Conflict Defender's Office will ultimately result in the Monroe County Public Defender's Office assuming representation for defendants facing charges in City Court who have a conflict in representation with attorneys from the Conflict Defender's Office. For example, if two people charged with the same offense are arraigned, one will be assigned to the Conflict Defender's Office and one will be assigned to the Office.

To ensure that all indigent defendants in Rochester City Court receive excellent services, the Office of the Public Defender continues to offer regular, no-cost trainings to the staff of the Conflict Defender's Office as well as members of the Assigned Counsel Panel.

As of January 2023, the Office has 20 attorneys regularly representing clients in local courts. Additionally, each staff attorney in the Town Court Bureau is required to staff one 12 hour arraignment shift (8:00 a.m. to 8:00 p.m.) each week under the Counsel at First Appearance (CAFA) Program.

Superior Court Section

In 2022, the supervisory distinction between Non Violent and Violent felony attorneys was eliminated and the two groups of courts are now considered the responsibility of our Superior Court Section. The Superior Court section consists of four Superior Court Groups [A – D] comprised of attorneys handling either NVFOs, a mix of NVFOs and VFO [Hybrid], or VFOs. Each group is supervised by a Special Assistant Public Defender: Joshua Stubbe [A], John Bradley [B], Emily Rosmus [C], Elizabeth Riley [D].

In 2023, the Superior Court Section was staffed with the full time equivalent of 30 attorneys, including the 1st Assistant Public Defender, the 2nd Assistant Public Defender, and

three Special Assistant Public Defenders. Supervising Special Assistant Public Defender have reduced caseloads due to supervisory responsibilities.

The attorneys in the Section handled felony cases, the most serious charges against the indigent accused. The attorneys appeared in all criminal courts, including: Supreme Court, County Court, City Court and Town/Village Courts.

The attorneys in this Section handled all aspects of the criminal process, including local court preliminary hearings, local court pleas and sentencing; superior court pleas and sentencing, hearings, motions, and trials. In addition, these attorneys handle probation violation proceedings, parole cases (preliminary hearings, final hearings, and administrative appeals), habeas corpus proceedings, and mental health proceedings under the Criminal Procedure Law.

The Office provides vertical representation in nearly all felony cases with rare exceptions where a determination is made that a client in an increasingly perilous legal situation would be better served with a more experienced attorney. The best interests of the client will always guide decision making. This Office remains committed to providing vertical representation because it provides the indigent accused the most effective representation possible.

In 2023, the Office was assigned to approximately 3,285 felony cases. Due to the increase in felony staffing accomplished as the Office restructured its City Court staffing in recent years, case assignment frequency for attorneys in the Public Defender's Office is expected to be below ILS standards in 2024.

Post-Conviction Unit

Due to the large volume of cases handled by the Office, we are frequently contacted by

former clients with questions about their cases after they are closed. Requests for assistance may for matters related to re-sentencing under Clean Slate legislation, marihuana reforms, or general questions regarding their sentencing, time served, jail or prison conditions, re-entry services or SORA registration or re-registration. In order to streamline responses to these requests, we will create a dedicated unit of two to three attorneys to provide answers to these questions. This unit will provide legal assistance when appropriate and refer individuals to the proper agencies when necessary.

Family Court Section

The Family Court bureau of the Public Defender's Office represents litigants-mostly adults but some teens as well-who have cases pending in Monroe County Family Court. The attorneys handle every type of family law case in which indigent litigants are statutorily entitled to assigned counsel, including custody/visitation cases, family offense cases (both petitioners and respondents), child abuse and neglect cases, termination of parental rights cases, paternity and child support willful violation cases, and other miscellaneous cases. Outside of New York City, the Family Court bureau of the Monroe County Public Defender's office has the busiest family law practice of any upstate institutional provider.

In 2023, the Office's Family Court attorneys represented approximately 2,000 individual clients and handled approximately 3,500 court cases. (Many clients have multiple cases pending in various parts of the Family Court). The number of clients is expected to rise in 2024 as the New York State Office of Court Administration has directed the Family Court judiciary by court rule to assign counsel for individuals with household incomes up to 250% of the federal poverty guidelines, an increase from the 125% guideline level that had been followed. The Public

Defender's Office is working with others across the state to explain the need for state funding to support quality legal representation in Family Court.

A notable success of the Family Court bureau in 2023 was the implementation of the Family Defense unit, the model parental representation unit focused on holistic legal representation of parents accused of neglecting or abusing their children. The interdisciplinary model is funded through a state grant, and envisions attorneys, social workers and a parent advocate providing legal and social work services to parents, both during CPS investigations and when cases are filed against parents in Court. The attorneys in the Family Defense Unit opened approximately 180 new cases in 2023 (in addition to cases carried over from 2022). Approximately 140 of those cases involved representation of parents in court proceedings, and another 40 cases were CPS investigation cases that did not involve court proceedings. Most of the referrals for the CPS investigation cases were received through a cooperative agreement between the Public Defender's Office and Monroe County Child Protective Services. The Family Defense unit also engaged in broader community outreach in 2023 to increase referrals from other local community organizations.

The goals of the Family Defense unit are intended to benefit Monroe County families, particularly those that are most likely to have contact with the child welfare system, i.e., poor families and families of color. A key feature of the Family Defense unit is its social work program, whereby four highly experienced senior case workers work collaboratively with parents to eliminate the factors that led to CPS involvement, and to help parents realize a better, more stable life for their families going forward. The social workers in the Family Defense unit made approximately 400 community resource referrals in 2023 on behalf of clients. The program's

supervising attorney, Robert Turner, and one of the social workers, Savannah Spencer, were featured in an article in *The Imprint*, a national publication focusing on child welfare issues. See *The Imprint, Youth and Family News, New Legal Advocacy Model Aims to Better Support Rochester-Area Parents in New York Family Court*, by Adilia Watson, November 14, 2023. The article illustrates well the purpose and benefit of the Family Defense unit representation model: quality representation of parents in child neglect and abuse cases, maintaining family integrity for families living in poverty, and reduction of the costs associated with out-of-home placements of children who are the subjects of CPS investigations and court action.

In 2023, the Family Court Section represented 4,495 clients.

Appeals Section

In 2023, the Public Defender's Office continued to contract with a number of highly experienced private appellate attorneys to handle a portion of its appellate caseload. In addition, the appeals bureau works with attorneys from large law, national law firms who handle public defender appeals pro bono under the appeals bureau's supervision. An increase in staffing allowed the appointment of an additional Appeals supervisor which assists the chief supervisor with ensuring the smooth operation of the Appeals bureau. The appointment of a new Chief Justice at the Court of Appeals has already resulted in an uptick in the number of cases being heard by that body, and we anticipate that the Appeals section, already busy, will soon become even more engaged.

In 2023, the appeals bureau opened 153 new cases.

Investigation Section

Supervised by Chief Investigator Latanya Morse, the Monroe County Public Defender's

Office performs case investigations and other associated tasks on behalf of our clients. The Office regularly conducts our own investigations, not relying solely upon the results of the police investigations as revealed during the discovery process. It is not unusual for our investigators to locate evidence and witnesses that the police did not or could not locate. The investigation results are then provided to the attorney who uses them to the fullest advantage of each client.

During 2023, the Monroe County Public Defender's Office employed nine full-time investigators, one of whom is the Chief Investigator in charge of the bureau.

The statistics for 2023 are as follows:

INVESTIGATIVE SECTION STATISTICS 2023	CRIMINAL TRIAL SECTION	FAMILY COURT/APPEALS SECTIONS	TOTAL
INVESTIGATION/INTERVIEWS	2187	269	2456
SUBPOENAS	165	205	370
LOCATE/NOTIFY	67	16	83
MISC (Translations, photos, DMV etc.)	403	45	448

In 2023, approximately 3,357 criminal and family court investigation requests were handled by our investigative staff. Through their work, our investigative staff makes a strong and clear contribution to the Office’s ability to successfully resolve cases for our clients either by disposition or trial.

PART 5: THE FUTURE OF THE OFFICE

The Office continues to build upon its many strengths by investing time, attention and resources into our talented staff. Whether we are encouraging staff members to pursue training in DEI, attorneys to expand and share their legal knowledge in a CLE, or taking the time to talk

over challenges presented by working in Public Defense in supportive groups or one on one engagements, the goal is always to be of service to our staff, so our staff can in turn provide exemplary service to our clients. We welcome any and all opportunities to engage with the community that we serve, answer questions about what we do and how we can serve the community, and encourage and mentor others to consider whether this type of work may be a good fit for them in the future. Our clients will experience increasing levels of trust, satisfaction and confidence in their representation that is the natural consequence of these efforts. The courts themselves will continue to receive quality attorneys into their courtrooms who will uphold the Constitution and the dignity of the system. We fully embrace our responsibility to provide stellar representation and service to all.

We will also continue to work on improving where we can be stronger. With an animated and energetic approach to recruitment, we hope to attract more diverse attorneys so as to reflect the community. We will continue to learn, grow and adapt to both the challenges and benefits of changing technology. We will increase our efforts to interact with the community and maintain transparency in our actions.

CONCLUSION

The Office recognizes that none of the work that we do would be possible without the support of the Monroe County Legislature, the County Executive and County Administration, and the community we serve. It is our privilege to practice law and provide legal services to the underserved, and we are grateful to the all of those who make this work possible. We look forward to continuing these relationships and providing the best legal representation possible in 2024.

Respectfully submitted for
The Public Defender's Office

A handwritten signature in black ink, appearing to read "Julie Gianca". The signature is written in a cursive style with a large initial "J".

Julie Gianca
Monroe County Public Defender

CASE INTAKE SUMMARY - 2023

NEW CLIENTS	13,955
FELONY	1,857
FELONY [DRUG]	202
FELONY [VFO]	1,181
HOMICIDE	45
MISDEMEANOR	3,923
VIOLATION [CITY AND TOWN]	581
PROBATION VIOLATION [SUPERIOR]	208
PROBATION VIOLATION [CITY AND TOWN]	298
APPEALS	153
FAMILY COURT	4,908
PAROLE	324
FUGITIVE	60
SORA	80
ADVICE	34
DVSJA	25
FAMILY APPEALS	15
PAROLE APPEALS	4
VIOLATION OF CONDITIONAL DISCHARGE	61

TRIAL COURT CASE DISPOSITIONS - 2023

TOTAL cases concluded [dismissal, negotiated settlement, + trial] by MCPD in 2023: 5,244

Cases resolved without a trial: 2,940

- ACD 974
- Withdrawn and dismissed 95
- Dismissed on motion 442
- Dismissal other 1,429

Cases where a plea was entered to the highest offense charged: 445

- Violation: 19
- Misdemeanor: 288
- Felony: 138

Cases where a plea was entered to less than the highest offense charged: 1,789

- Pleas on felony cases: 846
 - To lesser felony: 284
 - To misdemeanor: 562
- Pleas on misdemeanor cases: 943
 - To lesser misdemeanor: 82
 - To violation: 861

Cases concluded with a trial: 68

- Felony: 39
- Misdemeanor: 25
- Violation: 4

Trial result:

- Guilty as charged: 11
- Guilty of lesser offense: 17
- Not Guilty: 19
- Trial order of dismissal: 21
- Mistrial: 2

% of cases concluded with a dismissal [ACD, Withdrawn, Dismissed on motion, Dismissal other, TOD, Mistrial]	56.8
% cases with highest charge conviction [Plea to highest charge + GAC after trial]	Less than 1
% cases with conviction for any offense [Plea or trial conviction for any crime]	43.1 (Last years reported number was incorrect)

PUBLIC DEFENDER STAFF

ADMINISTRATION

Public Defender – Julie Cianca
Confidential Assistant to the Public Defender – Tracey Tronolone
Project Manager – Michael Molinari
Executive Secretary – Kennedy Flanagan
Senior Data Officer – Katheryne Cook
Confidential Secretary – Lillian Gucciardo
Secretary to Special Counsel – Jennifer Fish
Receptionist – Maribel Trott

CRIMINAL COURTS

First Assistant – Erik Teifke
Acting Second Assistant – Joshua Stubbe
Special Assistant – John Bradley
Special Assistant – Michael Doran
Special Assistant – Elizabeth Riley
Special Assistant – Jon Griffin
Special Assistant – Karine Haselbauer
Special Assistant – Emily Rosmus
Special Assistant – Jean Caputo
Acting Special Assistant – Robert Bahr

Assistant Public Defender – Katherine Higgins
Assistant Public Defender – Campbell Roth
Assistant Public Defender – Marybeth McCarthy
Assistant Public Defender – Victoria Bahl
Assistant Public Defender – Kevin Brach
Assistant Public Defender – Courtney Ashraf
Assistant Public Defender – Tracy Sullivan
Assistant Public Defender – Krystian Opalinski
Assistant Public Defender – Courtney Baker
Assistant Public Defender – Nicholas Carey
Assistant Public Defender – Nicholas Wawrzaszek
Assistant Public Defender – Adam Zielinski
Assistant Public Defender – William Weir
Assistant Public Defender – Marc Infantino
Assistant Public Defender – Jeremie Mathias
Assistant Public Defender – Brittney Clark
Assistant Public Defender – Megan Gokey
Assistant Public Defender – Michael McNelis
Assistant Public Defender – Alex Phengsiaroun
Assistant Public Defender – Jordan Beal
Assistant Public Defender – Thomas Ambalavanar
Assistant Public Defender – Justin Reichman

Assistant Public Defender – Nicholas Piron
Assistant Public Defender – Latoya Funderburk
Assistant Public Defender – Haley Werner
Assistant Public Defender – Manab Goswami
Assistant Public Defender – Andrew Kij
Assistant Public Defender – Luke Harned
Assistant Public Defender – TJ Marletta
Assistant Public Defender – Rachel Wade
Assistant Public Defender – Connor Wilson
Assistant Public Defender – Lindsay Hartley
Assistant Public Defender – Gabriela Wolfe
Assistant Public Defender – Griffin Dault
Assistant Public Defender – Margaret Vassar
Assistant Public Defender – Griffin DeGaetano
Assistant Public Defender – Aaron Friedman
Assistant Public Defender – Gregory Lebens-Higgins
Assistant Public Defender – Connor Judd
Assistant Public Defender – Stephanie Davis
Assistant Public Defender- Tigan Woolson
Assistant Public Defender- Sara Gaylon
Assistant Public Defender- Hannah Davis
Assistant Public Defender- Micah Coons
Assistant Public Defender- Brandon Boschi
Assistant Public Defender- Joseph Brown
Assistant Public Defender- Errol Stennet
Assistant Public Defender- Sarah Hoffman
Administrative Assistant – Pamela Loughridge
Administrative Assistant – Kayla Atkins
Administrative Assistant- Rhonda Jackson
Administrative Assistant – Lisa Doty

APPEALS

Special Assistant Public Defender – Drew Dubrin
Special Assistant Public Defender – David Juergens

Assistant Public Defender – Jane Yoon
Assistant Public Defender- Alexander Prieto
Assistant Public Defender – Guy Talia
Assistant Public Defender – James Hobbs
Assistant Public Defender – Sabrina Bremer
Assistant Public Defender – Jonathan Garvin
Assistant Public Defender – Tonya Plank
Assistant Public Defender – Clea Weiss
Special Urban Investigative Assistant – Coleen Enright
Administrative Assistant – Shamika McKnight

FAMILY COURT

Special Assistant Public Defender – Seana L. Sartori
Special Assistant Public Defender (Family Defense Unit) – Robert Turner
Asst. Pub. Def. – Brian J. Wirley
Asst. Pub. Def. – Christine F. Redfield
Asst. Pub. Def. – Darcie L. Bahr
Asst. Pub. Def. – Erin K. Barry
Asst. Pub. Def. – Lisa M. Bruce
Asst. Pub. Def. – Erin K. Erturk
Asst. Pub. Def. – Colton J. Kells
Asst. Pub. Def. – Louis E. King, Jr.
Asst. Pub. Def. – William H. King, Jr.
Asst. Pub. Def. – James Hinman
Asst. Pub. Def. - Kerandeep A. Mattu
Spec. Urban Inv. - Samantha Rodriguez
Spec. Urban Inv. - Lan Nguyen
Spec. Urban Inv. – Ariella Hutton
Invest. Asst. – Katie Rimes
Invest. Asst. – Matthew Scrivens
Parent advocate (Family Defense unit) –Sakeenah Muhammad
Senior caseworker – Toneisha Anderson
Senior caseworker – Lisa Freeman
Senior caseworker – Bernadette Piccininni
Senior caseworker – Savannah Spencer

INVESTIGATIONS

Chief Investigator	Latanya Morse
Senior Spec Urban Inv.	Maria Camacho
Spec Urban Inv. Bilingual	Greg Pagan
Spec Urban Inv.	Laurie Zimmer
Spec Urban Inv.	Jalen McGill
Spec Urban Inv.	Jonan Barut
Spec Urban Inv.	Thomas Kosinski
Spec Urban Inv.	Nyasha McKinney

SOCIAL WORK

Chief Mitigation Specialist – Christina Sciortino
Mitigation Specialist – Andre Fontenette
Mitigation Specialist – Laura Lynch
Mitigation Specialist – Shunmia Waters

Senior Caseworker – Kayla McCrickard
Caseworker – Zachary Jenkins
Caseworker – Evan Altieri
Caseworker – Nadia Abdallah

Caseworker - Erin Freeman

DIGITAL MEDIA TECH

Digital Media Tech – Posted

TRIAL ASSISTANTS

Trial Assistant - Pamela Flemming

Trial Assistant - Posted

OFFICE CLERKS

Office Clerk – Zelda Reed

Office Clerk – Eduardo Abud-Sturbaum

Office Clerk – Amy Cason

PARALEGALS

Special Urban Investigator – Dan Behrnt

Investigative Assistant – Jamaris Vargas

Investigative Assistant – Tamra Hagan

Investigative Assistant – Bria Smith

Investigative Assistant – Coren McLaughlin

Investigative Assistant – Natasha Iannitti

Investigative Assistant – Sharon Warner