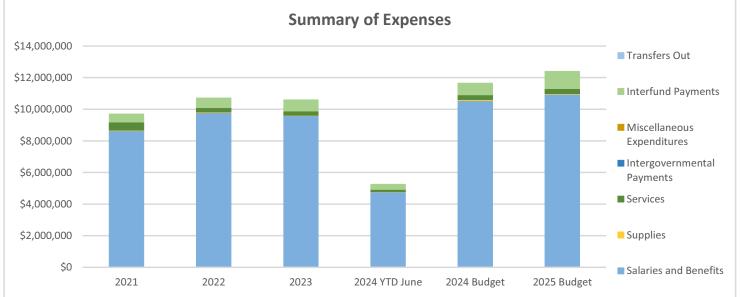
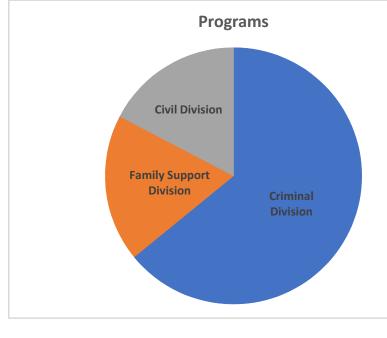
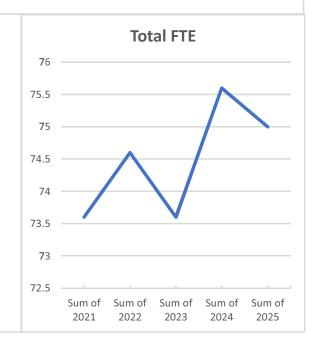
# **Prosecutor**







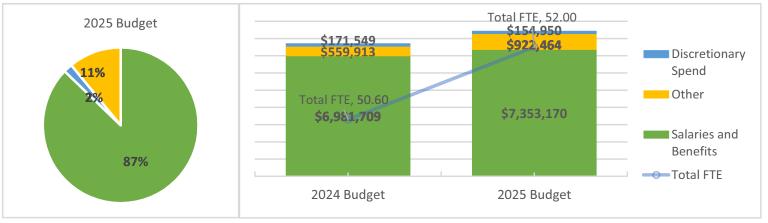


	2021	2022	2023	2024 YTD June	2024 Budget	2025 Budget	Change
Salaries and Benefits	\$8,637,327	\$9,785,139	\$9,583,480	\$4,766,959	\$10,543,788	\$10,944,860	\$401,072
Discretionary Spend	\$541,002	\$304,959	\$302,903	\$151,022	\$365,139	\$343,750	-\$21,389
Other	\$532,929	\$632,851	\$728,810	\$348,527	\$758,975	\$1,129,268	\$370,293

		Pros	ecutor - l	Budget Re	quest
		2024			
Summary	Туре	Budget	Change	2025 Budget	Description
Salaries and Benefits	Salaries and Benefits	\$10,543,788			
Dellellt3		[	\$553,472		Status Quo Salaries & Benefits
			-\$147,400		Delete Grant Funded Position - Family Support
		Ì	-\$5,000		Reorganization - Admin Staff - Net FTE Change +0.40
					- 2 Legal Assistants to Legal Secretary
					- 2 Leads to Office Support Supervisors
					- 1 Legal Assistant to Fiscal Tech
					- 1 Technology Tech (0.60) to Legal Assistant (1.0)
					- 1 Admin Manager to Sr. Program Manager
		•		\$10,944,860	
Discretionary	Supplies	\$52,850			
Spend		Ş32,030 •			
			-\$10,000		Reduction in Office Supplies
		l			
				\$42,850	
Discretionary	Services	\$312,289			
Spend			¢11 200	1	December 6 Changes College in the Tarining
			-\$11,389		Document Storage, Subscriptions, Training
		l		\$300,900 \$300,900	
Discretionary	Intergovernmental			\$300,900	
Spend	Payments	\$0			
эрспи	1 dyllicits	î			
		ı		\$0	
Discretionary	Miscellaneous				
Spend	Expenditures	\$0			
·	·				
		•		\$0	
Other	Interfund Payments	\$758,975			
			\$45,028		IS Rates
			\$20,905		Insurance
			\$304,360		Facilities Maintenance
				\$1,129,268	
Other	Transfers Out	\$0			
				\$0	
Grand Total		\$11,667,902	\$749,976	\$12,417,878	
Granu rotal		\$11,007,902	\$/4 <del>5</del> ,5/6	312,417,078	

Prosecutor Fund Type: General Fund \$8.43 M

## Criminal Division Budget Change: \$717,413



### **Purpose**

It is difficult to imagine another program in Kitsap County government that is more vital in meeting the goals of Kitsap County's mission statement: Kitsap County government exists to protect and promote the safety, health, and welfare of our citizens in an efficient, accessible, and effective manner.

The Criminal Program of the Prosecutor's Office is comprised of several sub-programs that prosecute crime in Kitsap County and perform a wide array of legal duties: the Juvenile Unit, Therapeutic Court Unit, General Trial Unit, Appellate Unit, District and Municipal Unit, Special Assault Unit and Technology Unit.

### **Strategy**

Review all general adult criminal referrals made by law enforcement within the county based on established and consistent standards and procedures to ensure consistent prosecution of crime. Handle pre-charging work, charging through disposition, and appeals for all misdemeanor and gross misdemeanor criminal referrals, as well as contested traffic infractions. Review law enforcement referrals for charging and aggressively prosecutes crimes of domestic violence, sexual assault, human trafficking, crimes against children, and abuse of vulnerable adults. Responsible for review, screening, diversion, charging, processing, prosecution, and disposition of all referrals related to criminal conduct committed in Kitsap County by anyone under the age of eighteen. Provide an essential and necessary part of the prosecution of criminal cases to ensure that criminal convictions are not needlessly overturned on appeal. Work to find the unique balance between protecting public safety and building consistent eligibility criteria that can assist in diverting appropriate participants from the traditional criminal-justice paradigm focused on punishment to the therapeutic-court paradigm focused on identification and treatment of behavioral health conditions that, left untreated, doom the person to "recycle" through the criminal justice system over and over. Support the use of technology in full case tracking, document and evidence management and data analytics for the Prosecutor's Office.

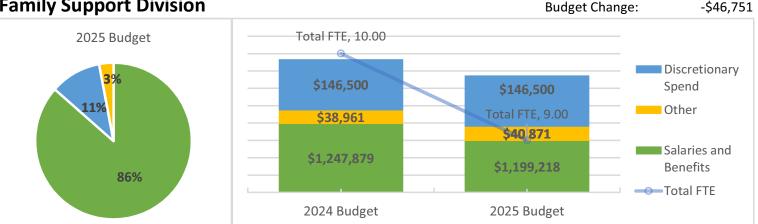
### Results

Prosecute cases in a manner that holds offenders accountable and seeks resolutions that account for the suffering of crime victims. Increase efficiencies to enhance the paperless trend of the District Court, electronic discovery and court forms, streamlining processes for all involved agencies. Provide prosecutorial services to all of Kitsap County's therapeutic programs and offers alternatives to prosecution for individuals suffering from mental health or chemical dependency issues who face criminal charges as a result of untreated behavioral health conditions. Identifying and treating the core issues that bring these individuals into the criminal justice system has proven more efficient in addressing recidivism and protecting the community. Maintains all of its records and documents electronically, allowing quick and efficient access to all necessary records and documents. Provide professional and technical expertise and leadership to staff and outside agencies in the areas of legal programming, configuration, upgrades, program/system testing, implementation and maintenance, business analysis, data and database administration, training, application and system documentation, and systems integration.

	2021	2022	2023	2	024 YTD June	2024 Budget	2025 Budget
Revenue	\$ 914,281	\$ 854,984	\$ 1,081,818	\$	394,605	\$ 1,027,917	\$ 1,188,047
Expense	\$ 6,155,079	\$ 7,129,902	\$ 6,973,855	\$	3,391,451	\$ 7,713,171	\$ 8,430,584
Total FTE	50.35	50.85	48.35			50.60	52.00

**Prosecutor** \$1.39 M Fund Type: General Fund

## **Family Support Division**



### **Purpose**

The Family Support Division of the Prosecutor's Office litigates child support issues in cases referred by the State Department of Social and Health Services, Division of Child Support.

In cooperation with the State Division of Child Support (DCS), the Family Support Division provides services including but not limited to:

Accepting referrals involving the establishment of paternity and reviewing and modifying support orders.

Enforces support obligations through civil contempt actions and in privately filed domestic relations cases to protect the State's Strategy

The general goals of the Family Support division are:

to establish paternity on behalf of minor children;

to obtain required support orders; and

to ensure support, both current and arrears, is being collected.

These items must be accomplished in a cost-effective manner, meeting federal timelines and performance indicators that are tied to federal funding incentives.

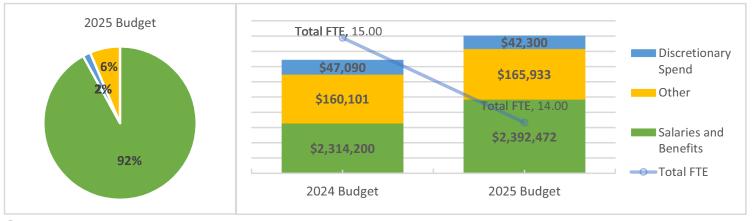
### Results

The Department of Social and Health Services - Division of Child Support's Support Enforcement Management System (SEMS) and the Washington Association of Prosecuting Attorneys' Support Enforcement Project (WAPA-SEP) partner with the Kitsap County Prosecuting Attorney to implement Title IV-D policy in counties and promote uniform practice in the judicial adjudication of child support cases. They do so by giving legal and technical training, and support and tracking performance. The entities noted above, in addition to the County, are also reimbursed by the IV-D program.

	2021	2022	2023	2	024 YTD June	:	2024 Budget	2	2025 Budget
Revenue	\$ 1,344,274	\$ 1,333,945	\$ 1,334,548	\$	446,689	\$	1,575,000	\$	1,400,000
Expense	\$ 1,288,920	\$ 1,264,249	\$ 1,261,426	\$	647,124	\$	1,433,340	\$	1,386,589
<b>Total FTE</b>	10.00	10.00	10.00				10.00		9.00

Prosecutor Fund Type: General Fund \$2.60 M

**Civil Division** Budget Change: \$79,314



### **Purpose**

The Civil Division of the Prosecutor's Office serves as the legal advisor to all County officials and their departments on legal matters and defends and prosecutes civil cases on behalf of county government.

The Civil Division provides a wide array of legal services including but not limited to:

Provides legal services to more than 50 departments, divisions, and affiliated agencies - assisting them in making decisions in the best legal interests of the community.

Specialized advice in the areas of Land Use, Labor and Employment, Law Enforcement Law, Public Records and Genera Municipal matters.

Provides tort defense by evaluating and defending claims of personal injury, property damage, trespass, and nuisance; claims of violations of Constitutional Law; and employment law claims.

Prosecutes mental health commitment petitions.

Reviews and prosecutes animal, drug, and other criminal forfeitures.

### Strategy

With nearly every County action of any consequence being subject to review for conformity with state and federal laws, the Prosecuting Attorney has an important function to play in advising county decision makers on the many aspects of an action that might be challenged. When a county officer or the officer's department exercises power, a wide range of legal issues can arise. The Civil division acts as the legal advisor and assists in making decisions in the best legal interests of the community. By providing advice on the existence, interpretation, and application of federal and state laws and regulations, the Civil division protects the County from adopting and entering into illegal or unenforceable instruments and inadvertently violating the law. In addition, handling the County's litigation, whether as a plaintiff or defendant, is a major part of the Civil division's work.

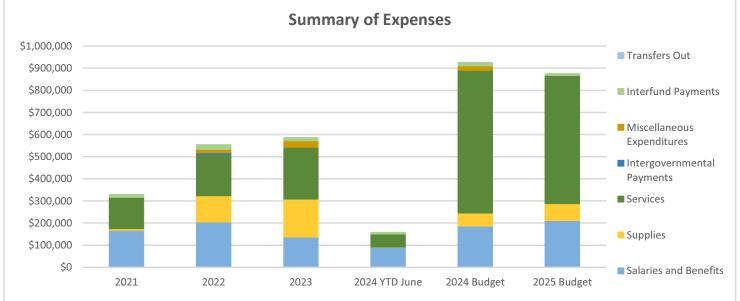
### Results

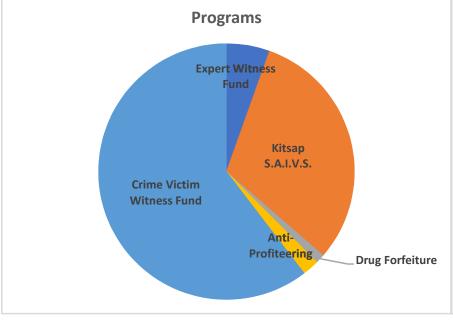
The new case management system (PbK) which was implemented in July of 2023, has allowed the Civil division to begin in a paperless direction, with automated functionality and workflows while maintaining the tracking and reporting capabilities. This information is valuable for budgeting, auditing, and billing.

	2021	2022	2023	2	024 YTD June	2024 Budget	2025 Budget
Revenue	\$ 30,382	\$ 84,525	\$ 73,835	\$	71,857	\$ 65,000	\$ =
Expense	\$ 2,267,259	\$ 2,328,798	\$ 2,379,912	\$	1,227,933	\$ 2,521,391	\$ 2,600,705
Total FTE	13.25	13.75	15.25			15.00	14.00

### Elected Official: Chad Enright

Mission: Pursuing justice with integrity and respect	Total Revenue	\$0.42 M
	Total Expense	\$0.88 M
	Total Budget Change	-\$0.05 M
	Total FTE	2.00





		To	tal FTE		
2.5					
2	2.00	2.00			2.00
1.5					
1					
0.5					
0		Sum of 2022	Sum of	Sum of	Sum of

	2021	2022	2023	2024 YTD June	2024 Budget	2025 Budget	Change
Salaries and Benefits	\$166,338	\$203,655	\$135,484	\$89,742	\$184,795	\$210,073	\$25,278
Discretionary Spend	\$149,174	\$328,239	\$436,038	\$60,037	\$724,150	\$656,150	-\$68,000
Other	\$14,312	\$23,206	\$15,685	\$8,961	\$17,442	\$10,018	-\$7,424

Prosecutor Fund Type: Special Revenue Fund \$0.07 M

## **Expert Witness Fund**

Budget Change: -\$11,000



### **Purpose**

The Expert Witness fund was established by ordinance and can be found in the Kitsap County Code at sections 4.84.010 – 4.84.120. The purpose of the fund is explained in section 4.84.040, which states, "The money in the fund shall be used exclusively by the Prosecuting Attorney to provide reasonable compensation to any expert witness who has provided or who will provide services to the Prosecuting Attorney." Section 4.84.030 states, "Subsequent to the initial funding, the fund shall be maintained with monies recovered for the County by the Prosecuting Attorney pursuant to court orders requiring defendants to reimburse the State for costs of expert witnesses."

### Strategy

This fund shall be maintained with monies recovered for the County by the Prosecuting Attorney pursuant to court orders (judgments and sentences) requiring defendants to reimburse the State for costs of expert witnesses.

### **Results**

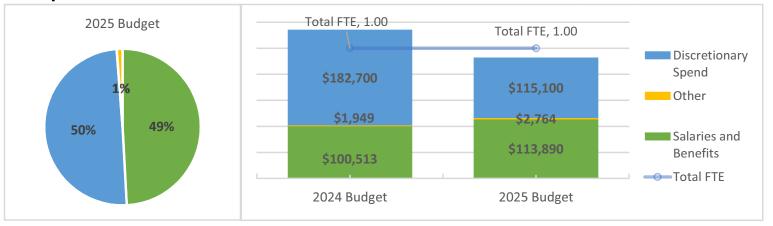
The fund was established to offset the cost to the General Fund to secure the necessary experts associated with criminal prosecution. This fund has been used primarily to assist in the preparation, investigation, and prosecution of homicide cases and sexual and physical assault cases against women and children

	2021	2022	2023	2	024 YTD June	2024 Budget	2025 Budget
Revenue	\$ 8,305	\$ 5,362	\$ 2,057	\$	413	\$ 2,000	\$ 800
Expense	\$ 4,325	\$ 17,494	\$ -	\$	10,342	\$ 81,000	\$ 70,000
Total FTE	0.00	0.00	0.00			0.00	0.00

Prosecutor Fund Type: Special Revenue Fund \$0.23 M

-\$53,408

# Kitsap S.A.I.V.S. Budget Change:



### **Purpose**

The mission of the Special Assault Investigation and Victim's Services (S.A.I.V.S.) division is: Ensure the safety of all victims and the public at large; Minimize the secondary trauma of all victims and witnesses who are interviewed during the course of an investigation; Consistently follow a framework for coordination and communication among all participants and avoid conflicts among participants that may hinder the effectiveness of an investigation; Constantly strive for improvement through training, communication, and critical review of current investigative practices; Increase the overall reliability of the investigation; and Protect the rights and interests of victims, witnesses, and suspects.

### Strategy

Revenue to support S.A.I.V.S. is provided by RCW 36.18.016. Six dollars of a \$54 filing fee (petition for modification of a decree of dissolution or paternity) shall be retained by the County for the purpose of supporting community-based services within the county for victims of domestic violence. The funds are deposited into this special revenue fund whose expenditures are overseen by the board that governs the S.A.I.V.S. program.

### **Results**

It is the mission of Kitsap S.A.I.V.S. to coordinate services between community and criminal justice services to protect and serve victims of child abuse, domestic violence, and sexual assault. Kitsap S.A.I.V.S.' goal is to establish and maintain a facility that will house a team of professionals who investigate and respond to criminal allegations of sexual abuse and domestic violence, and who provide immediate intervention and advocacy to victims of these crimes.

	2021	2022	2023	20	024 YTD June	:	2024 Budget	2025 Budget
Revenue	\$ 135,098	\$ 222,091	\$ 315,144	\$	25,538	\$	164,659	\$ 169,000
Expense	\$ 140,370	\$ 178,778	\$ 110,840	\$	89,181	\$	285,162	\$ 231,754
Total FTE	0.00	0.00	1.00				1.00	1.00

Prosecutor Fund Type: Special Revenue Fund \$0.02 M

# **Drug Forfeiture**Budget Change: -\$2,895



### **Purpose**

The Office of the Kitsap County Prosecutor shall, in addition to its normal duties in the prosecution of Kitsap County felony drug violations, remain open and available to contract and represent, as needed, the Office of the Kitsap County Sheriff in real and personal property forfeitures and drug nuisance abatement proceedings initiated by the Kitsap County Sheriff's Office. The Prosecutor's Office shall have discretion in determining those real property forfeiture actions that will be brought, and shall make such determinations on a case-by-base basis. The Office of the Kitsap County Prosecutor shall receive reimbursement for its agreement to provide any such representation

### **Strategy**

This program reduces the impact to the General Fund, provides for training in the area of drug forfeitures and drug prosecutions to prosecutors and law enforcement, and provides for technological enhancements in this area of prosecution.

### **Results**

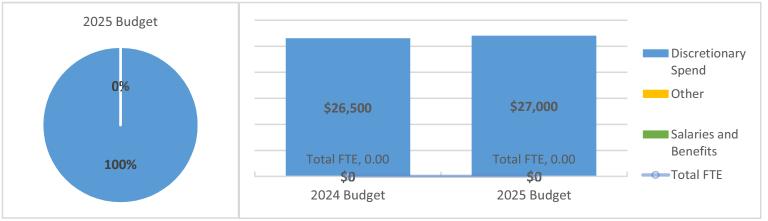
This fund was established to offset General Fund costs in the area of drug prosecutions and training associated with drug prosecutions.

	2021	2022	2023	20	024 YTD June	2024 Budget	2025 Budget
Revenue	\$ -	\$ -	\$ -	\$	-	\$ =	\$ -
Expense	\$ 3,790	\$ 35	\$ 2,064	\$	10	\$ 17,919	\$ 15,024
Total FTE	0.00	0.00	0.00			0.00	0.00

\$0.03 M **Prosecutor** Fund Type: Special Revenue Fund

# **Anti-Profiteering**





### **Purpose**

The Anti-Profiteering Revolving Fund was established by ordinance and can be found in the Kitsap County Code sections 4.76.010 – 4.76.120. The moneys in the fund shall be used by the Prosecuting Attorney for the investigation and prosecution of any offense included in the statutory definition of criminal profiteering, including civil remedies pursuant to Chapter 9A.82 RCW as now existing or hereafter amended.

### **Strategy**

The term "criminal profiteering" is defined by statute, specifically RCW 9A.82.010(4) which states that, "Criminal Profiteering means any act, including an anticipatory or completed offense, committed for financial gain, that is chargeable or indictable under the laws of the state in which it occurred and regardless of whether the act is charged or indicted.

### **Results**

This program reduces the impact to the General Fund and is used primarily in the area of technological advancements to enhance prosecution efforts. These funds were used most recently to promote/facilitate the video arraignment project in District Court.

	2021	2022	2023	20	24 YTD June	2024 Budget	2025 Budget
Revenue	\$ 1,077	\$ 322	\$ 197	\$	50	\$ 150	\$ 100
Expense	\$ -	\$ -	\$ -	\$	-	\$ 26,500	\$ 27,000
Total FTE	0.00	0.00	0.00			0.00	0.00

\$0.53 M **Prosecutor** Fund Type: Special Revenue Fund

### **Crime Victim Witness Fund**



### **Purpose**

Provide comprehensive services to victims and witnesses of all types of crime with particular emphasis on serious crimes against persons and property. Services are not restricted to victims and witnesses of a particular type or types of crime and include assistance in the adjudication process, restitution and crime victim services.

### **Strategy**

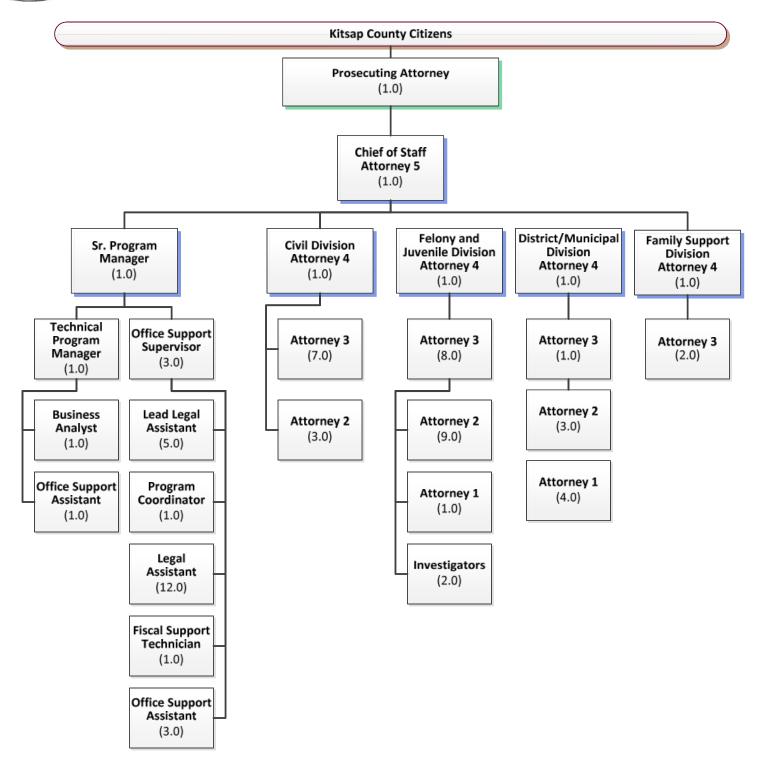
Revenue to support the crime victim and witness program is provided by RCW 7.68.035. As a certified comprehensive program, we are entitled to 100% of the fees collected as ordered under this RCW.

### **Results**

This fund was used most recently to re-organize our specialized victim/witness unit to increase efficiency within in the unit which amplify our victim/witness service capacity. In addition, the funds were used to create a more secure and comfortable waiting room for victims/witnesses involved in the criminal justice process. This fund will also be used to update our aging child victim forensic interview recording and storage system.

	2021	2022	2023	2	024 YTD June	2024 Budget	:	2025 Budget
Revenue	\$ 401,388	\$ 256,039	\$ 244,713	\$	159,126	\$ 179,942	\$	250,683
Expense	\$ 181,339	\$ 358,793	\$ 474,302	\$	59,207	\$ 515,806	\$	532,463
Total FTE	2.00	2.00	1.00			1.00		1.00

# Prosecutor's Office - 2025



### **Prosecutor's Office**

### **2025 Budget Supplemental Budget Questions**

1. How does your department/office measure its performance toward the County's Mission, Vision and Values?

The Prosecutor's Office is directly in line with Kitsap County's mission, vision, and values. The Criminal Division reviews more than 8100 criminal cases including filing over 500 DUI cases every year, a direct measurement of creating a safe community. This Division includes a General Trial Unit, Special Assault Unit, Juvenile Court Unit, District and Municipal Courts Unit, Appellate Unit, and Therapeutic Courts Unit. The devotion to our citizens as well as our customer focused service and dedication to a healthy and livable community is additionally measured by resources provided to more than 5200 adult victims and nearly 400 child victims each year as well as serving more than 150 participants in the Therapeutic Court program each year.

The Civil Division provides legal advice to County officials and represents the County's interests in Court. This Division handles approximately 350 litigation matters each year (e.g., tort damage claims and court litigation, mental health commitments, bail bond justifications, and animal, drug and other criminal forfeitures), a direct reflection of safety, health, and economic security through defensive and affirmative litigation. Additional measurements include handling over 200 public records requests each year, which demonstrates dedication to inclusive government, transparency and accountability. The burdens of the Public Records Act can never be understated. This county, like all governments, spends an inordinate amount of resources replying to requests and seeking to avoid liability.

The Family Support Division represents the State of Washington, Department of Social and Health Services, in various family law matters. The Division reviews nearly 300 cases each year to establish parentage and child support, and more than 250 cases to modify and enforce existing child support obligations, a direct measurement of commitment to a safe and healthy community and economic development. Children that are supported by both parents have better access to health care and more access to medical treatment. When children are better taken care of, they present less of a health risk to their peers at school and daycare. This program advances economic development in that a custodial parent who receives child support for his/her children will spend money in the community on food, clothing, shelter, etc.

To help the Commissioners plan for out years, what specific services would hypothetically be impacted or eliminated for your office/department in order to meet budget reductions of 6% in 2026, and how would that impact the community? Are there any potential revenue enhancements or process improvements which could make up all or a portion of the 6% target? Please indicate the dollar amount and specific number of FTEs and/or programmatic reductions which would be necessary to meet that 6% goal.

A 6% budget reduction would be accomplished through reduction of staff and attorneys. Reduction of staff and attorneys ultimately results in a reduction of criminal cases prosecuted and civil matters handled.

Criminal – If asked to reduce staffing, we would identify categories of crimes that we could not file due to budgetary constraints. For District Court, we would prioritize DUI and domestic violence cases for continued prosecution. We would likely not file charges for non-violent misdemeanors like trespassing, driving with a suspended license and misdemeanor theft offenses. We would also consider drug possession as a low priority offense and likely decline to file charges in those cases.

In Superior Court, we would also reduce the number of non-violent/property felony offenses. These include felony thefts, possession of stolen property, vehicle thefts, forgery and other crimes that are not legally considered "crimes against persons." Our resources would be dedicated to prosecuting violent crimes, sexual assaults, and crimes against persons. Although the crimes we would not charge are often considered "low priority", they are also crimes that would likely cause noticeable impacts on local businesses and others in the community.

Currently, we contract to provide misdemeanor/gross misdemeanor criminal legal services to the Cities of Poulsbo, Port Orchard, and Bainbridge Island. We would anticipate those cities would continue to provide us resources to fully prosecute misdemeanor/gross misdemeanor crimes in their jurisdiction. Our reduction in services would be limited to misdemeanors/gross misdemeanors in the unincorporated portions of the county. We would be in the awkward position of providing greater services to our contracted cities, than we would to our mandated county jurisdiction. However, a reduction in felony services would impact the entire county.

Civil Division – A reduction in civil attorneys likely results in higher costs to the general fund as we would need to seek outside, private counsel to complete work currently done by the civil division. Additionally, significant budget cuts to the criminal division could lead to the transfer of civil attorneys to criminal in order to meet our statutory requirement to prosecute crimes. The ultimate result of transferring civil attorneys to the criminal division is that it would require us to seek outside counsel to perform civil work at market prices and result in increased costs.

3. How has the organization's staffing changed in the last five years and why? Please discuss vacancy, turnover and overtime if applicable.

### **Changes:**

In 2020 we added a grant funded position to our Victim/Witness Unit/Special Revenue Fund, however, later In 2020/2021 the we lost/froze 9 positions to the covid budget reduction. (69.6 FTEs)

Later in 2021, were able to unfreeze seven of those. We currently still have two frozen staff positions, one in the Civil Division and one in Family Support. (75.6 FTEs)

In 2022, we added one Attorney to the Civil Division to deal with the backlog left by covid. (76.6 FTEs)

In 2023, we added two term-limited ARPA funded positions both of which end on December 31, 2024 and one term-limited position into or SAIVS/Special Revenue Fund. As part of the 4<sup>th</sup> Quarter budget amendment in November 2023, we lost on Criminal DPA position, it was frozen by the Commissioners in response to a recruitment issue which impacted another department and the 2024 budget. (78.6 FTEs)

On 12/31/2024, we will lose the two ARPA positions. (76.6)

### Vacancy:

We Currently have 12 Vacant positions and one frozen position:

9081: 9 (4 vacant Attorneys, 4 vacant Staff, 1 frozen Attorney)

9082: 2 (1 Attorney and 1 staff)

9086: 1 (1 Attorney)

1221: 1 (1 Staff)

#### **Turnover:**

Turnover is high. As of July 31, 2024, we are on a similar trajectory as 2023. In 2023 we lost 15 employees and as of July 31, 2024, we have lost an additional 11 employees.

4. What emerging challenges do you expect your department/office to face in the next three years? Please highlight current demand for services or gaps, what things are not being done, or legislative changes impacting demand for services.

The job of the prosecutor, always arduous, faces mounting systemic challenges, one of the greatest of which is difficulty in recruiting and retaining attorneys and specialized staff; as well as contemporary issues related to changing technology and case law, such as the need to manage (both logistically and legally) immensely increasing volumes of complex digital evidence.

State and local prosecutors around the country continue to contend with very high caseloads and comparatively lower salaries than practicing attorneys in other settings. These realities can make both the retention and the ongoing professional development of prosecuting attorneys a challenge. The combination of high stress, long hours and better pay elsewhere has brought recruitment of both attorneys and staff to the office to a grinding slowdown, if not halt. Whereas once the prosecuting attorney's office was seen as a great place to start a career: decent pay, good learning experience and a 'great place to be.' That is no longer the tenor of the generation looking for a place to start. Our postings generate little response, what offers we make are frequently declined, and perhaps most regretfully, people working here, who we once might have expected to stay for years, accept positions in neighboring jurisdictions simply because the pay is better.

As we look ahead to the upcoming years, we can only expect these challenges to increase. The Washington State Bar Association (WSBA) has set standards for the defense bar that limit their

caseloads. In response, the Office of Public Defense will be required to increase their number of attorneys and greatly reduce the number of cases each attorney will handle. Consequently, the defense attorneys will have more time to devote to each of their cases, and it is reasonably expected that there will be more contested motions filed and trials demanded. The WSBA case standards do not apply to prosecuting attorneys. So, while OPD's staff is expanded and the defense attorney's caseloads are reduced, the increased motions and trial practice will be expected to be carried by the same number of prosecutors as before. This will not enhance our current recruitment or our retention experience.

Our civil division is experiencing many of the same difficulties. Fewer have been lost to 'greener pastures' (only one in the past year), though we have lost staff to expected retirements. Unfortunately, our civil division, too, is experiencing the same difficulty in recruitment, requiring the current legal team to absorb the work request from our county clients whose attorney has yet to be replaced. The shortage of staffing in civil has required us to discontinue providing civil legal services to outside public agencies at the end of 2024, and it inevitably has caused and will continue to cause a slow-down in our response time to our own county clients.