

GENERAL OFFICE MEMORANDUM 19-007

TO: ALL DISTRICT ATTORNEY PERSONNEL

FROM: JACKIE LACEY 
District Attorney

SUBJECT: CREATION OF RECRUITMENT UNIT

DATE: JANUARY 14, 2019

The Los Angeles County District Attorney's Office is the largest prosecutorial agency in the nation. We are also committed to being the best. We are facing tremendous changes in the criminal justice system in California. Criminal justice reform now places an emphasis on rehabilitation and reintegration of the incarcerated into the community. Supervision of this population is no longer the responsibility of the State, it has shifted to the local level. We have a choice as to how we will respond to these changes. We will address these changes in a way that is consistent with our mission. We will do so with integrity. We will fight to overcome injustice and continue our long-standing tradition of excellent service to the community. To do so, we must recruit the best and the brightest to join our ranks.

For many years we have had a Recruitment Section, which has actively selected, trained and mentored volunteers to assist in achieving our mission goals. This has included a law clerk program. Over the past several years, we have sought to enhance this program. This has required a review of our policies and procedures to elevate the learning experience for these volunteers. As part of this process, we have also taken note that some law students with an interest in prosecution are not able to volunteer their time. Instead, they must seek positions that provide compensation. We are addressing this issue by once again offering employment opportunities for law students to work as Summer and Post-Bar Law Clerks. Providing opportunities for students with an interest in public service as prosecutors who would not have been able to volunteer expands the pool of candidates who will later seek a career as a deputy district attorney. It increases the likelihood that those who represent the People of the State of California will better reflect the diversity of the community we serve. I have decided that this Office can better achieve our mission of the fair and ethical pursuit of justice and the safeguarding of crime victims' rights by increasing our focus and commitment to recruiting the best and the brightest candidates to join us.

I am announcing the creation of the Recruitment Unit. The Unit will be led by a Deputy-in-Charge (DIC). We will have a presence on campuses across the nation. This will clearly demonstrate to students considering a career as a prosecutor that we will be actively seeking candidates to join us in our work who are team players. The DIC will also take an active role in the exam process for Deputy District Attorney I. This Unit will operate under the Training

Division. The Recruitment Manager and Volunteer Recruitment Coordinator will report to the DIC.

I have selected Tina Hooks to assume the duties of DIC of the Recruitment Unit. She will do so on February 1, 2019. Ms. Hooks is a Southwestern graduate who joined our Office in 1999. She has excelled as a trial deputy in a variety of assignments, including Elder Abuse.

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