



## Prosecutor Recruitment & Retention Program

Frederick County State's Attorney's Office (Maryland)

J. Charles Smith III, State's Attorney

### About the Program

The Frederick County State's Attorney's Office is committed to professional development and providing young prosecutors with the opportunities to grow within our Office. As part of that effort toward long-term retention, we offer Assistant State's Attorneys an incentive position upgrade. If an employee meets the requirements of service time, education/training, and satisfactory performance, they may be eligible for a 7% pay increase within their current pay grade or increased to the entrance rate of the next grade, whichever is higher.

For example, an Assistant State's Attorney II is required to be a member of the Maryland bar, have experience in case analysis and 2+ years of trial experience.

An Assistant State's Attorney can be promoted to Grade III by completing 3 years at the Grade II level with satisfactory performance, prosecuting 10 felony cases, and receiving a recommendation from the State's Attorney.

**Assistant State's Attorney Brett Engler** is an example of how this promotion process has been highly successful. Ms. Engler started with the Frederick SAO as a District Court prosecutor in 2012 and has moved up to a felony domestic violence prosecutor role as an Assistant State's Attorney III. Engler says, **"The mentor program was an essential part of training a new prosecutor. I always felt comfortable prepping dockets with my mentor and asking her for guidance on how to evaluate and try cases. A very difficult thing to understand when you first start is how to negotiate plea agreements, and the various considerations that go into a plea offer, particularly in victim crimes such as domestic violence.**

**Being able to second chair major felonies with more experienced prosecutors helps to bring perspective to the job, enhance trial skills, and provide insight as to whether to become a career prosecutor."**



***Brett Engler**, Assistant State's Attorney  
Frederick County (MD)*

### CONTACT THE OFFICE: