HOW TO WORK WITH YOUR OFFICERS

2009 PAC Drug Prosecutors Course

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- Understand your role as an ADA, a drug prosecutor

- Rule No. 1: First and foremost =
  Integrity of you and your officers =
  - without fail
  - without question
  - Perception is reality
  - Zero tolerance

- Rule No. 2: No amount of dope is worth the life of an officer

- Be a team

- Make it so the officers want to work with you:
  - Competence
  - Motivation
  - Availability
  - Respect
  - Deference
  - Support
  - Rapport
  - Trust

- Get to know your officers
  - and let them get to know you

- Go to them = Get out of your office and go to theirs

- Go out with them = See what they do,
  - know what they do,
  - but stay out of their way

- Actively assist in working operations, cases, CI's,
  - key word = "assist"

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How to Work With Your Officers cont'd

- Learn the mindset of dopers,
  dealers and users

- Don't play narc = Do not ever forget that you are the attorney,
  not a law enforcement officer

- Commendations
  Reward stellar performance and accomplishments

- Training
  - Making the case and following through
  - Be professionals, not cowboys
  - Case files
    - Explain to them what you need & why
    - Correct deficiencies
    - Applaud good products
  - Search & seizure law updates
  - Evidentiary considerations
    - Handling of evidence
    - Video & audio
    - Fingerprints
  - Testifying in court
    - Integrity, credibility, overcoming negative public perceptions
    - Trial, direct and cross
    - Prelims, revocations, Grand Jury
  - Interviews
    - Do them
    - Do them smart
  - Q & A sessions,
    - formal and/or informal