

PUBLIC DEFENDER STAFFING REPORT

A REPORT ON THE IMPACTS OF RECENT INVESTMENTS IN
PUBLIC DEFENSE SALARY ADJUSTMENTS



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INTRODUCTION: A LEGISLATIVE REQUEST

This report is in response to the request by the 2023 Legislature in HB 2184 asking for a report to Senate Ways and Means and House Appropriations by January 1, 2024, on the staffing issues faced by the Board of Indigents' Defense Services (BIDS) over the last several years and the impacts of salary adjustments implemented over the last two fiscal cycles. These issues are vitally important to Kansas' ongoing struggle to provide effective counsel to indigent individuals charged with felony crimes in compliance with the Sixth Amendment.

Current BIDS Full-Time Employees

Currently, BIDS has 289.23 Full-Time Employees (FTEs). That includes:

Administration	30.63 FTEs ¹
Trial Level Public Defender Offices	195.6 FTEs
Appellate Defender Office	27 FTEs
Capital Units	36 FTEs

BIDS also provides services through its assigned counsel program. Under this program, indigent defense services are provided by private attorneys who serve on appointment panels throughout the state or accept cases under contract. None of the assigned counsel attorneys are state-employed BIDS attorneys.

Historic Salary Adjustments

The 2023 Legislature included BIDS in the 5% pay adjustment across the board for all state employees. As part of that all-state employee pay adjustment, a specific market adjustment was also included for all of the State's accountants, including the accountants at BIDS, on top of that 5% adjustment.²

During the 2022 Legislative session, BIDS received 3.984 million dollars in additional funding to implement a large-scale all-employee pay scale adjustment aimed at achieving greater pay parity with prosecutors and other comparable government salaries. That same year, BIDS was also included in the 5% state employee pay scale adjustment, both of which allowed our agency to significantly boost salaries for all our employees.

¹ The FTE count for the Administrative Department includes 19.63 full-time employees handling the administration duties of both the public defender program and the assigned counsel program, plus 11 temporary full-time paid internship positions that are administered out of the BIDS Administration office but are housed and supervised throughout the year in various public defender offices throughout the state.

² At the start of the FY 2024 fiscal year, as a result of that 2023 Legislative market adjustment, BIDS accountants received a 5% raise along with all other state employees, plus an additional 10% market adjustment. BIDS had requested an agency-specific budget adjustment that same year to allow us to provide our employees with salary adjustments to reflect their additional year of service since the salary bump, we received in FY 2022, but that was not granted as part of the overall pay request.

Funded Salary Adjustments Over the Past Five Fiscal Cycles

FY 2020 (Implemented July 2019)	FY 2021 (Implemented July 2020)	FY 2022 (Implemented July 2021)	FY 2023 (Implemented July 2022)	FY 2024 (Implemented July 2023)
2.5% Pay Adjustment (State Employee Pay Plan)	No Pay Adjustment	No Pay Adjustment	5% State Employees (State Employee Pay Plan) + 3.984 M BIDS Specific Pay Plan for Attorney & Non-Attorney Adjustment (BIDS Specific Pay Plan)	5% State Employees +10% for BIDS Accountants due to market adjustment (State Employee Pay Plan)

Salary Adjustment Impacts

After two years of stagnant wages and no cost-of-living increases, in FY 2022, BIDS suffered an agency turnover rate of 17.94% for all employees, and a turnover rate of 20% for attorneys, specifically. That means that in FY 2022, BIDS lost 1 out of every 5 public defenders. This was after BIDS had already lost 1 out of every 4 public defenders just two years before in FY 2019 when the agency’s public defender turnover rate was 25%.

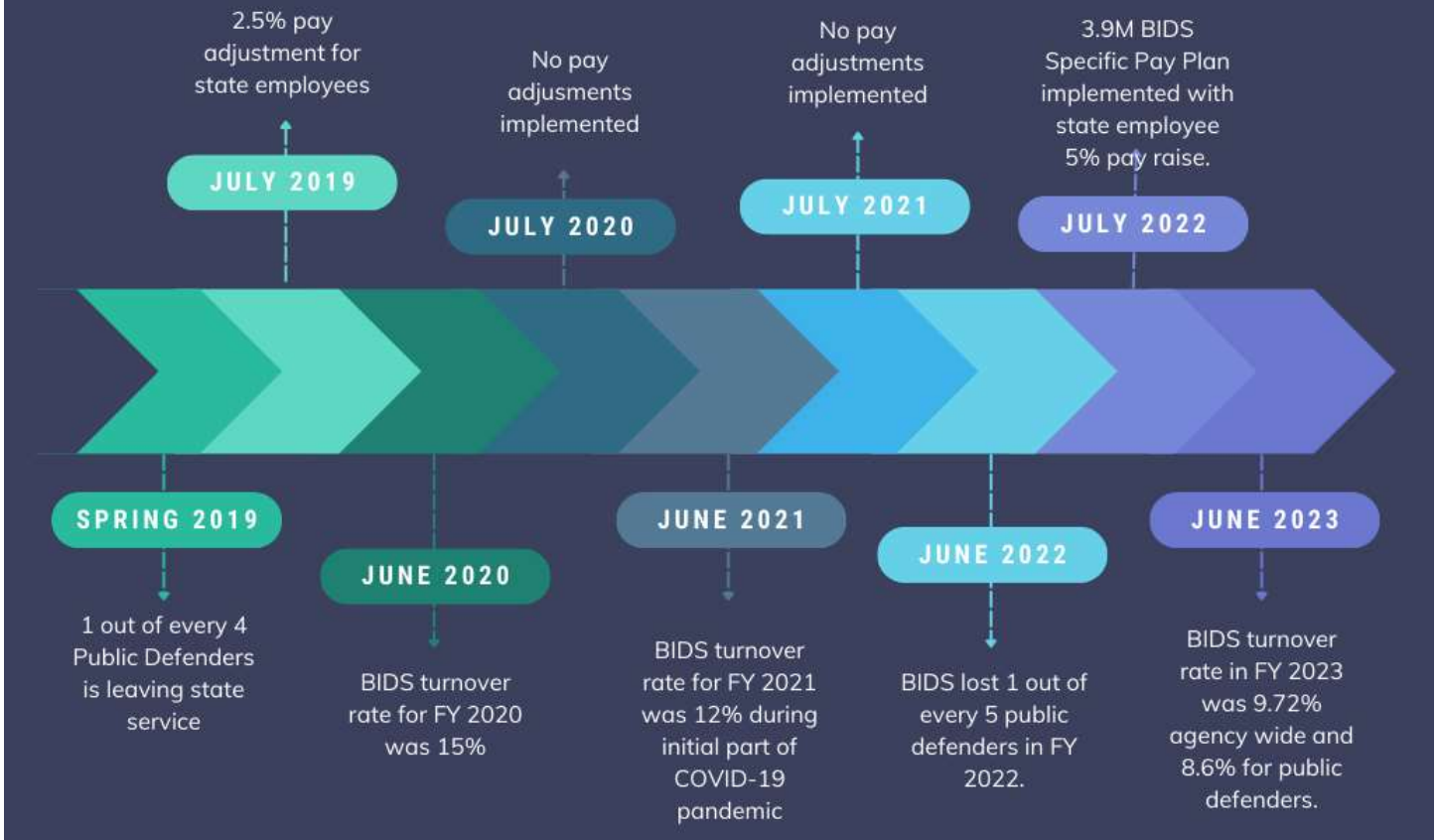
After the implementation in July 2022 of the all-state employee 5% adjustment on top of the BIDS-specific 3.98M dollar pay scale adjustment, BIDS’ total agency turnover rate dropped from 17.94% in FY 2022 to 9.72% in FY 2023, with the turnover rate for public defenders dropping from 20% to a rate of 8.6%.

BIDS Agency Turnover Rates by Fiscal Year

	FY 2019 (Reported Sept. 2019)	FY 2020 (Reported Sept. 2020)	FY 2021 (Reported Sept. 2021)	FY 2022 (Reported Sept. 2022)	FY 2023 (Reported Sept. 2023)
Total agency turnover rate	20-22%	15%	12%	17.94%	9.72%
Public Defender (attorney) turnover rate	25%			20 %	8.6 %

There is a clear impact between the implementation of pay adjustments and our agency turnover rates, as illustrated by the following graphic:

TIMELINE OF PAY ADJUSTMENT AND IMPACT ON TURNOVER



There's Still Work Left to Do

However, despite those significant gains and notable improvements, BIDS still has a lot of work to do.

BIDS continues to lose good quality public defender candidates because public defender salaries continue to be significantly outpaced by prosecutor salaries. Furthermore, our employees repeatedly cite salary concerns and dissatisfaction with low wages as problems in our agency on our yearly employee surveys.

This report will answer the specific questions put forth by the legislature in its request for this report in HB 2184 and will also attempt to provide as much valuable information to the legislature as possible in preparation for the Legislature's review of BIDS' upcoming budget and salary requests related to staffing issues in the 2024 Legislative session ahead of BIDS' FY 2025 budget.

HISTORY OF PUBLIC DEFENDER TURNOVER RATES AND IMPACT ON ASSIGNED COUNSEL CASELOADS

Currently, BIDS has 175 total attorney FTEs (see table on pg. 1 for total agency FTEs, including non-attorney staff). Those attorney FTEs break down as follows:

Administration	7
Trial Level Public Defender Offices	123
Appellate Defender Office	21
Capital Public Defender Offices	24

Over the last five fiscal cycles, BIDS has lost experienced personnel, particularly attorneys.

Average Experience Level and Average Number of Attorneys Who Have Left BIDS By Fiscal Year

Fiscal Year	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
# of Attorneys Who Left BIDS	21	11	16	24	13
Avg. Experience Level of Attorneys Leaving	5.76 Years as Public Defender	6.22 Years as Public Defender	4.76 Years as Public Defender	7.97 Years as Public Defender	4.7 Years as Public Defender

Of the attorneys that BIDS has hired since the beginning of FY 2019 (July 1, 2018), the average number of years of experience with BIDS of those new attorneys as public defenders is currently 2.63 years.

In short, when BIDS loses experienced public defenders, we are unable to replace those experienced defenders lost with comparably experienced new attorney employees.

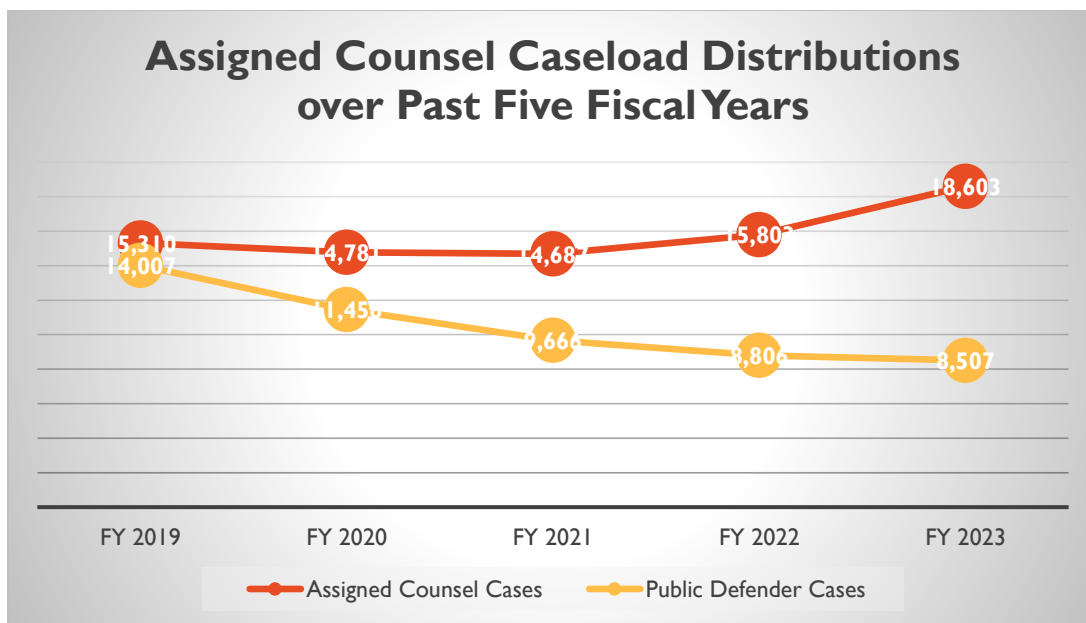
This is one of many reasons why repeated turnover rates such as 20-25% among our public defenders are so devastating to our long-term ability to constitutionally staff our caseloads. Even when our turnover rates improve between years of substantial losses, the long-lasting effects of those staffing losses impact our agency for years to come as it takes years to sufficiently train and mentor less experienced attorneys to get to a level where they can handle the types of caseloads that were previously being carried by more experienced attorneys who have left the agency. Those losses of staff then negatively fiscally impact our Assigned Counsel program.

When our public defender offices are understaffed, it is often for one or more common reasons. An office may be understaffed because the legislature has not funded sufficient FTEs to cover their caseloads

under the National Public Defender Workload Study Standards³. An office may be understaffed because they are unable to fill vacant FTEs due to low salaries compared to their prosecutor counterparts in the same jurisdiction. Or, they may be understaffed because they have recently suffered a turnover of experienced public defender employees and now have to modify their workloads as they invest the time to train less experienced attorneys up to a comparable experience level to the attorney that left the office. Whatever the specific reason or combination of reasons in a particular office, the result is the same: the need to temporarily refuse the appointments of new cases due to the lessened capacity to handle caseloads.

When our public defender offices have to occasionally temporarily refuse new cases to ethically control their caseloads, they do so under K.A.R. 105-21-3(b).⁴ But when the public defender's office can no longer accept cases for some time, those clients still require defense counsel to defend their cases.⁵ As a result, the overflow of cases ends up being shifted to the Assigned Counsel Program, and local judges begin appointing local private defense attorneys who are either under contract with BIDS to provide counsel as a backup to the public defender offices or local attorneys who have signed up to participate on the felony appointment panels in that jurisdiction.

Over the last five years as BIDS has suffered periodically high turnover rates and has had to control caseloads to meet ethical and reasonable caseload standards due to chronic understaffing, our assigned counsel program has had to shoulder higher percentages of our overall caseloads.



At the current rate of cases going to our assigned counsel program and at the current assigned counsel rate of \$120 per hour⁶, BIDS has projected assigned counsel caseload costs of approximately \$27.6M for FY 2024.

³ The Full National Public Defender Workload Study and new Workload Standards released in September 2023 by the Rand Corporation, ABA SCLCID, The National Center For State Courts, and The Law Offices of Steve Hanlon, can be found here: https://www.rand.org/pubs/research_reports/RRA2559-1.html

⁴ K.A.R. 105-21-3(b) allows a public defender to refuse to accept court-appointed cases when it is determined jointly by the public defender and the director that the current active caseloads would preclude the public defender from providing adequate representation to new clients.

⁵ See the Sixth Amendment, United States Constitution; *Gideon v. Wainwright*, 372 U.S. 335 (1963).

⁶ BIDS is currently paying an assigned counsel rate of \$120 per hour based on a special budget proviso. The statutory assigned counsel rate is still currently set at \$80/hr.

In FY 2023, the cost per case comparison overall between assigned counsel statewide and public defenders statewide was fairly comparable with Assigned Counsel costing an average of \$1,328.16 per case while public defenders averaged a cost of \$1,440 per case. However, in many jurisdictions, the average public defender cost per case was more affordable or close to the same as the local assigned counsel costs. For example:

A Sampling of Cost Per Case Comparisons FY 2023

Entity	Number of Cases	Avg. Cost Per Case
Average Public Defender	8,507 cases	\$1,440
Sedgwick County Assigned Counsel	1,885 cases	\$1,538
Douglas County Assigned Counsel	718 cases	\$1,499
Cherokee County Assigned Counsel	289 cases	\$1,496
Labette County Assigned Counsel	278 cases	\$1,727
Finney County Assigned Counsel	259 cases	\$1,424
Ellis County Assigned Counsel	268 cases	\$1,507
Shawnee County Assigned Counsel	1,153 cases	\$1,517
Riley County Assigned Counsel	151 cases	\$2,030
Harvey County Assigned Counsel	466 cases	\$1,377

While our assigned panel attorneys will always have an important place in our indigent defense delivery system structure in Kansas, there are significant advantages to maintaining public defender offices in jurisdictions across the state beyond the specific cost-per-case comparisons.

The statutory and administrative structure of our assigned counsel program offers little or no case-specific supervision because the participants in that system are all privately operating attorneys who are not directly supervised by BIDS. Defender offices, on the other hand, are structures that inherently aid our agency in being able to ensure that our direct employee attorneys are meeting ethical requirements and following widely accepted best practices.⁷ National research has repeatedly shown that public defenders get better outcomes for clients and can reduce potential prison costs.⁸ This is generally because public defender offices offer the following advantages⁹:

- They ensure that defenders can make decisions about their representation of specific clients independent from inappropriate pressure from the courts.
- Attorneys and staff are supervised to ensure quality representation.
- Workloads are carefully monitored and actively controlled as required under professional ethical rules. Because attorneys are not paid by the case, they cannot be incentivized to accept more cases than they can reasonably ethically handle.
- Because offices are intentionally being staffed with non-attorney support such as in-house investigators, legal assistants, and in some cases mitigation specialists, attorneys and staff can work together as a team to effectively defend and provide support for clients.
- Training is provided and is, in many cases, made a mandatory part of employment for all employees.

⁷ See <https://www.tidc.texas.gov/media/8d87ba4dc5f2348/public-defender-primer.pdf>

⁸ Pg. 8, <https://www.tidc.texas.gov/media/8d87ba4dc5f2348/public-defender-primer.pdf>

⁹ Pg.7, <https://www.tidc.texas.gov/media/8d87ba4dc5f2348/public-defender-primer.pdf>

- An established defender office acts as a single hub for defense-related issues in any given jurisdiction much like a prosecutor’s office does on the other side of the case.
- Well-staffed public defender offices manage their own case assignments and therefore can be fairly consistently available to the courts, alleviating many administrative issues for the judges’ assigning cases.

To reverse these assigned counsel caseload trend lines for cases that could otherwise be handled by our regional public defender offices were it not for chronic staffing issues¹⁰, several problems must be addressed simultaneously. BIDS must have the resources to:

- Pay competitive salaries, such as providing pay parity with prosecutors, and continue to support yearly employee progression along our pay scales to continue to recruit quality employees and retain current employees,
- Implement constitutionally adequate caseload staffing following professional ethical rules and the national public defender workload standards,
- Continue to appropriately resource our BIDS Training Division to provide updated training and career support for all of our public defense employees and assigned counsel program participants,
- Better support and resource our recruitment, onboarding, human resources, procurements, and internship programs to aid in our ongoing recruitment and retention efforts.

There are also a few issues that BIDS will need to work on with other criminal legal system stakeholders to help address our staffing issues. Most notably, that includes working on solutions to decrease the overall need for criminal defense services in Kansas through criminal legal system reforms, working on State level, public defender-specific incentives programs or law school debt payment programs, addressing the unique recruitment challenges to our rural areas, helping to improve law school tracks dedicated to public service, increasing bar passage rates, and working through systemic delays in the bar admissions process.

FACTORS AFFECTING STAFFING ISSUES

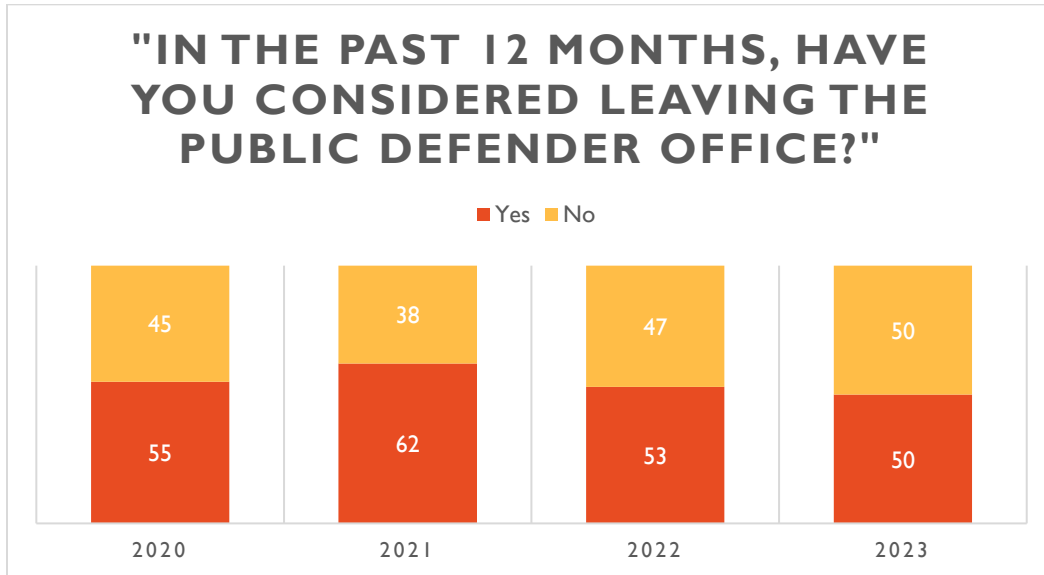
While several factors have a significant impact on our staffing issues, there are two that consistently stand above all the rest: caseloads and pay.

Every summer since 2020, our BIDS Well-Being Committee has conducted a wide-ranging employee Well-Being Survey.¹¹ Several questions have been consistently asked over those years, one of the most important being “In the past 12 months, have you considered leaving the public defender office?”

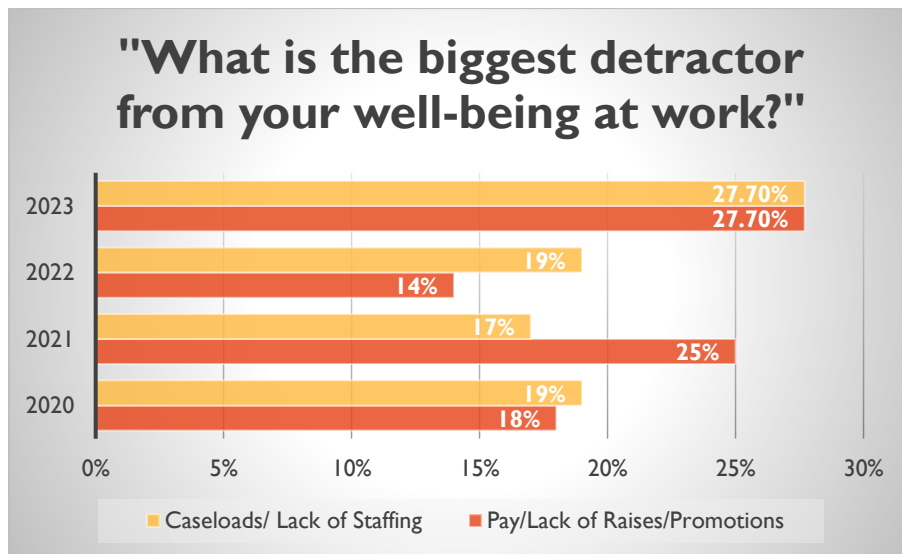
¹⁰ BIDS only has trial-level defenders in certain jurisdictions. Many counties and judicial districts do not have a regional public defender and cases from those areas are handled entirely by appointed assigned counsel. A list of current BIDS public defender offices and their coverage areas is included as an appendix to this report.

¹¹ Copies of each BIDS Well-Being Survey can be reviewed here: <https://www.sbids.org/initiatives>

This is the breakdown of responses to that question, by percentage of responses, over the last four years of Well-Being Surveys:



Of course, the next question has to be why are so many people continuing to consider leaving their public defender office each year. Since 2020, we've continued to ask our employees what their biggest detractors are from their well-being at work. Each year, the two biggest negative issues affecting their well-being at work are pay issues and caseloads.



Not only are caseloads and pay the biggest issues for our current employees, but our agency recruiter has reported that common questions she receives during recruitment events and conversations with prospective public defenders include:

- Questions about pay.

- Questions about the structure to get raises and move up in their career.
- Questions about caseloads.
- Questions about how we deal with work/life balance and supporting our attorneys' mental health.
- Questions about whether we have investigators and support staff in our offices.
- Questions about what training they will get if they join the agency.

Our agency recruiter reports that when applicants decline our offered positions, pay is often a deciding factor.

Caseloads

Caseloads are largely affected by staffing. Our agency simply does not have enough attorney FTEs to meet the demands of the Kansas felony criminal justice system. Even when BIDS fills every single currently vacant attorney position within the agency, BIDS will still only have approximately one-third of the attorneys needed to ethically staff felony filing caseloads at the minimal constitutional standard of reasonably effective assistance of counsel.¹²

BIDS is publishing an entirely separate report on the workload staffing issue, applying the National Public Defender Workload Survey Standards to Kansas. Please see that report for a far more nuanced discussion of BIDS' FTE staffing shortages as determined by case type and case activity required under our professional ethical practice standards.

Public Defender Pay

Besides caseloads, the other issue identified by our employees—pay—is fairly straightforward. Public defenders are currently paid approximately 28% less than their Kansas prosecutor counterparts in the same jurisdictions in the same courtrooms, just on the opposite side of the aisle.

In the summer of 2023, BIDS conducted a spot check of local comparable prosecutor pay scales by filing a series of Kansas Open Records Act requests with the Douglas County, Wyandotte County, Shawnee County, Johnson County, and Sedgwick County District Attorneys Offices.

In **Douglas County**, the current pay scale in 2023 was:

Title	Range
Assistant Attorney	\$65,104 - \$96,075
Senior Assistant Attorney	\$77,438 - \$114,150
Deputy District Attorney	\$100,256 - \$147,867
District Attorney	\$164,923 - \$230,859

¹² See the Kansas Public Defense Workloads Report, published by the Board of Indigents' Defense Services in December 2023.

While the Douglas County ranges start at \$65,104, the lowest paid Assistant Attorney in Douglas County with less than a year of experience was making \$70,616. The highest-paid attorney, the District Attorney, was reported to make \$189,716.80

That can be compared to our starting salary at BIDS for our public defenders which is \$62,500 compared to our highest-paid public defender in the state, who makes \$136,500.00. This attorney has 25-30 years of experience and is the Chief of one of our capital offices, yet makes more than 50,000 less than the highest-paid prosecutor in Douglas County.

That means that our starting salaries are approximately 13% lower than a typical starting salary in Douglas County and our top salary in the state is approximately 39% below the top-earning District Attorney in Douglas County.

In **Sedgwick County**, their District Attorney pay scales in 2023 were:

Title	Range
Staff Attorney I	\$75,000 - \$79,500
Staff Attorney II	\$82,000 – \$91,000
Staff Attorney III	\$85,000 – \$104,700
Senior Attorney	\$94,500 - \$121,000
Chief Attorney	\$115,000 - \$142,660
Deputy District Attorney	\$150,000 - \$160,000
District Attorney	\$182,009

Again, comparing BIDS’ starting salary for new public defenders of \$62,500 and our top-end Capital Chief Public Defender salary of \$136,500, this means that public defenders in Sedgwick County start at 20% below the starting salary at the District Attorney’s Office across the street. And our highest-paid Chief Capital Public Defender makes 33% below the Sedgwick County District Attorney.

In **Wyandotte County**, where BIDS is opening a new Public Defender Office in 2024, the Wyandotte County District Attorney salary scales look like this:

Title	Range
Assistant District Attorney I	\$73,632 - \$79,685
Assistant District Attorney II	\$83,283 - \$88,380
Assistant District Attorney III	\$91,728 - \$95,472
Senior Assistant District Attorney	\$67,454 - \$105,373
ADA Special Assignment	\$64,480 - \$102,710
Deputy ADA	\$70,470 - \$119,142
Chief Deputy ADA	\$151,861
District Attorney	\$165,152

BIDS’ starting public defender salary of \$62,500 is approximately 18% below the starting salary for new Assistant District Attorney I in Wyandotte County. And our highest-paid Capital Chief Public Defender in the state makes 21% less than the Wyandotte District Attorney.

In **Shawnee County**, starting salaries for new Assistant District Attorneys appear to start at around \$81,078.40 based on their responses to our KORA requests. Their ranges go up to \$170,435.20. That means that their starting salary attorneys make approximately 30% more than our starting public defenders. Their top salaried DA makes 25% more than our top-paid Capital Chief Public Defender in Kansas.

Finally, in **Johnson County**, the salary ranges for District Attorneys look like this:

Title	Range
District Attorney I	\$89,752 - \$91,540.80
District Attorney II	\$102,211.20 - \$122,886.40
District Attorney III	\$118,580 - \$148,512
Master District Attorney	\$124,633.60 - \$133,036.80
Section Chief	\$134,409.60 - \$180,211.20
District Attorney	\$201,856.52

Once again, comparing our public defender's starting salary of \$62,500, this means that a brand new Johnson County District Attorney I makes 44% more than a public defender with the same years of experience in the same courtroom. Again, comparing our top-paid Capital Chief Public Defender, the top-paid Johnson County prosecutor makes approximately 48% more.

BIDS did not poll these particular prosecutor offices by happenstance. BIDS polled these offices because we have or will have public defender offices in each of these jurisdictions. When we have public defenders working in each of these courtrooms, day in and day out across from prosecutors paid under these substantially higher salary scales, it is easy to see why the retention of our public defenders is a key issue for our larger staffing problems.

It is no wonder that our employees consistently cite low pay, lack of raises, and lack of promotion structures as one of the key problems with their jobs year after year after year. This is the reason why the BIDS Board members have specifically prioritized pay issues as their top priority in each budget over the last several budget cycles.

According to data from the American Bar Association, in 2023, the average law school student graduates with just over \$111,000 in education debt.¹³ This means that pay issues are particularly important to new graduates taking the bar exam and beginning their careers. When public interest jobs like public defenders are paid considerably lower than other public interest jobs like prosecutors, it makes it very hard for a new graduate looking at beginning their loan repayment process to take a salary that is between 13% to 44% lower than a comparable job working the opposite side of the same case in the same courtroom.

¹³ <https://www.usnews.com/education/best-graduate-schools/top-law-schools/articles/how-to-minimize-law-school-debt>

CONCLUSION

There is good news here.

The first piece of good news is that, as one can see from the immediate impact of the significant pay scale investments from July 2022 on BIDS' FY 2023 turnover rates, investments in salary plans and regular pay increases have an immediate and profound effect on our staffing recruitment and retention efforts.

The second piece of good news is that there is a clear connection between solving public defender staffing issues and reversing the trend towards increased caseloads currently being offloaded to the assigned counsel program. As public defender staffing issues are solved and our public defender offices can work with their caseloads without frequent temporary case refusals, that should positively impact the assigned counsel program caseloads and costs.

This is not rocket science. Paying employees comparable and competitive salaries increases retention and makes recruitment easier. Ensuring that your offices are adequately staffed and that your employees have the time and resources to do their jobs professionally and effectively increases their well-being at work and positively impacts their likelihood of staying at their jobs.

Of course, more experienced public defenders means higher quality representation for the people of Kansas. Most importantly, Kansas has a constitutional obligation under the Sixth Amendment to ensure that it is able to staff each felony case filed with competent criminal defense counsel.

We have the data to show what competitive salaries are in similarly situated public interest criminal law-related positions. We have the data to show the impact of appropriate staffing and periodic salary adjustments on our turnover rates. Now we simply need the support of the necessary stakeholders and decision-makers in the Governor's Office and at the Legislature to give us the tools we need to continue the progress we've collectively made as an agency and as a state over the last several years.

In our FY 2025 BIDS budget request, BIDS is making a series of proposals to achieve closer pay parity with local prosecutor offices, or, in the alternative, at least to continue making progress along our BIDS pay scales for our current employees.

BIDS is also asking for a handful of new FTEs in FY 2025 to aid in building capacity in the administrative office of the agency to prepare for what we anticipate will be the beginning of a long process of additional staffing requests to achieve staffing levels in line with national workload standards.

Both of these requests go to the heart of our ongoing commitment to increase the recruitment of future public defenders, expand retention of current public defenders, and continue to support our employees with the basic resources they need to do their jobs.

The Sixth Amendment provides for one of the most important protections of the public against the mighty power of the state to overreach and oppress its citizens—the right to counsel when charged with a crime. Public defenders are often both the first and last line of defense in a criminal legal system that weighs heavily against the individual charged with a crime but presumed innocent unless proven guilty. There is no Justice in the Kansas criminal legal system without us.

BIDS greatly appreciates the ongoing interest of these committees in our efforts to solve the crisis in public defense in Kansas and we hope to continue working with your committees towards positive solutions that continue to address our staffing shortages.

APPENDICES

Kansas State Level Public Defender Offices 2023¹⁴

Office	Localities Served	Year Established	Current Chief Public Defender	Email Contact
Appellate Defender Office 700 SW Jackson Street Suite 900 Topeka, KS 66603	Statewide	1985	J. Patrick Lawless	plawless@sbids.org
Capital Appellate Defender 300 SW 8 th Street Topeka, KS 66603	Statewide	2002	Clayton Perkins	cperkins@sbid.org
Capital Appeals and Conflicts Defender 1040 New Hampshire Lawrence, KS 66044	Statewide	2002	Reid Nelson	rnelson@sbids.org
Capital Habeas Office 825 S. Kansas Ave Suite 530 Topeka, KS 66603	Statewide	2015	Julia Spainhour	jspainhour@sbids.org
Death Penalty Defense Unit (Main Office) 300 SW 8 th Street Topeka, KS 66603	Statewide	1995	Mark Manna	mmanna@sbids.org
Death Penalty Defense Unit Wichita Satellite Office 604 N. Main Street Wichita, KS 67203	Statewide	1995	Mark Manna	mmanna@sbids.org

¹⁴ Adult Felony only—Juvenile/misdemeanor handled through separate county by county appointment system.

North Central Kansas Public Defender Office 715 N. Washington Street Junction City, KS 66441	Geary County, Riley County, Clay County, Morris County, Dickenson County	1972	Cole Hawver	chawver@sbids.org
Northeast Kansas Conflicts Public Defender Office 700 SW Jackson Street Suite 1001 Topeka, KS 66603	Shawnee County (Conflicts/overflow cases)	1997	Jonathon Noble	jnoble@sbids.org
Reno County Public Defender Office 129 W 2nd Ave, Suite D Hutchinson, KS 67501	Reno County	1996	Sarah Sweet McKinnon	smckinnon@sbids.org
Salina Regional Public Defender Office 119 W. Iron Ave, 6th Floor Salina, KS 67401	Saline County, Ottawa County	1973	Justin Bravi	jbravi@sbids.org
Sedgwick County Public Defender Office 604 N. Main Street Suite D Wichita, KS 67203	Sedgwick County	1985	Sonya Strickland	sstrickland@sbids.org
Sedgwick County Conflicts Public Defender Office 266 N. Main Street Suite 210 Wichita, KS 67202	Sedgwick County (Conflicts/overflow cases)	2009	Bradley Sylvester	bsylvester@sbids.org
Seventh Judicial District Public Defender Office 1040 New Hampshire Street Lawrence, KS 66044	Douglas County	2023	Jessica Glendening	jglendening@sbids.org

Southeast Kansas Public Defender Office 10 S. Highland Ave Chanute, KS 66720	Allen County, Neosho County, Wilson County, Woodson County	1997	Jay Witt	jwitt@sbids.org
Southeast Kansas Public Defender Satellite Office 404 N. 14 th Street Independence, KS 67301	Chautauqua County, Montgomery County	2004	Jay Witt	jwitt@sbids.org
Third Judicial District Public Defender Office 701 SW Jackson Street 3 rd Floor Topeka, KS 66603	Shawnee County	1972	Danielle Hamilton Slate	dslate@sbids.org
Tenth Judicial District Public Defender Office 115 E. Park Street Suite A Olathe, KS 66061	Johnson County	1989	Michael McCulloch	mmcculloch@sbids.org
Western Regional Public Defender Office 113 Grant Ave Garden City, KS 67846	Finney County	1994	Chris Mauldin	cmauldin@sbids.org