From: John Hummel
To: District Attorney
Subject: Big news
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Hello Team,

I'm sending this note for the benefit of those of you who were unable to attend the all-staff meeting that just ended. I have made the difficult decision not to run for re-election, and I wanted you to hear this from me before I inform the public.

Working with all of you for the past seven years has been an honor. On a daily basis, you show up for work with the goal of delivering excellent service to the people of Deschutes County. You are underpaid, overworked, and under-appreciated (though not by me). Despite all this, you produce top-notch work. Your dedication to justice impresses me daily. Your compassion for victims of crime is moving. What you do every day has positively impacted the lives of tens of thousands of people.

Some might say you are merely doing your job, but I know better. There are plenty of people working in district attorney offices throughout this county just doing their jobs; you are different. The team we have in our office is the best there is.

I'm proud of what we've achieved during my two terms in office. Looking back, we did great things!

- Developed the Emerging Adult Program that provides targeted services to people ages 18-24 in the criminal justice system.
- Developed the Clean Slate program that provides people suspected of drug possession crimes with primary care doctors instead of prosecution.
- Developed the Veterans' Intervention Strategy that provides targeted services for veterans in the criminal justice system.
- Expanded our Early Disposition Program that allows first time offenders who commit relatively minor crimes to quickly acknowledge their guilt, make their victim whole, pay back our community through community service, and avoid a conviction.
- Achieved long prison sentences for the few people for whom prison is the only option to keep our community safe.
- Transitioned to paperless files.
- Achieved a significant reduction in our crime rate, working with our law enforcement and community partners.
- Changed HR practices so that we interview every veteran who applies for a job with us.
- Ended previous office policy of automatically denying public records requests in pending criminal cases.
- Our Victims' Assistance Program began assisting victims of abuse to complete petitions for restraining orders.
- Addressed a staffing shortage by commissioning an operations and staffing assessment, and implementing its recommendations.
- Implemented a justice reinvestment grant program that focuses on reducing pretrial incarceration while maintaining community safety.
- Established Team Leads
- Led in our community with our quick and nimble response to COVID-19.

Improved our commitment to being a welcoming place for all to work by leaning into diversity, equity, and inclusion practices; creating a DEI internal group; and by our frequent work with Allyship in Action.

- Transitioned the Deschutes County Medical Examiner to her own budget which provides the independence appropriate for this position.
- Worked with court and partners to establish an Aid and Assist court docket.
- Supported the establishment of the Deschutes County Stabilization Center
- Provided training on prosecuting strangulation cases via the domestic violence grant.
- Added an investigator focused on crimes of domestic violence
- Developed faster, more-efficient crime victim notification
- Created policy and procedure manuals for trial assistants and deputy district attorneys.
- Established an employee wellness committee and program
- Provided excellent legal services in the approximately 50,000 cases we handled during this time.

Together, we've made great strides, and I know that you are ready to continue moving forward. So, why end my time in office now? Why am I not seeking re-election?

I'm a firm believer in the value of fresh ideas in government. I think that my ideas and leadership have helped improve the performance of our office (you and the public will be the ultimate judge of this), and at the same time I know that my way is not necessarily the only way. There is value in considering new ideas, philosophies, and leadership styles.

Leadership changes are always stressful on organizations, and these changes are most successful when made during a period of organizational success. Our office is firing on all cylinders now, which to me is the best time to step down.

I intend to complete my term, and this will include training and mentoring whoever wins election in May of 2022 in preparation for taking office in January of 2023.

I am not sure what comes next for my own career. It's too soon for me to lock down on 2023 career options. I remain interested in the U.S. Attorney position, but my decision to forgo re-election has nothing to do with that potential nomination. For now, I'll continue to put all of my efforts into being the best Deschutes County District Attorney possible.

I know when I walk out of our office for the final time that I'll probably have tears in my eyes, but today is not that day. You have me for 16 more months, so let's get back to work!

Thank you for all that you do for our community.

John

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