

**LAW DEPARTMENT  
FISCAL YEAR 2020 BUDGET TESTIMONY  
APRIL 24, 2019**

**INTRODUCTION**

Good Afternoon, President Clarke and Members of City Council. I am Marcel Pratt, City Solicitor. Joining me today are Craig Straw, First Deputy City Solicitor, Valerie Robinson, Chair of Corporate and Tax Group, Clay Cauley, Chair of Social Services Group, Diana Cortes, Chair of the Litigation Group, Steve Ludovico, Director of Administrative Services, Frances Beckley, Chief Counsel to the Department of Revenue, and Iveliz Crespo, Director of Professional Development/Diversity & Inclusion, in addition to other members of my staff. I am pleased to provide testimony on the Law Department's Fiscal Year 2020 Operating Budget.

**DEPARTMENT MISSION & PLANS**

**Mission:** The City of Philadelphia Law Department acts as general counsel for the entire City government structure. We provide legal advice to all City officials, employees, departments, agencies, boards, and commissions concerning any matter related to the exercise of their official powers. Our responsibilities include:

- Representing the City and its officials and employees in all litigation, including tort, commercial, employment, civil rights, and code enforcement matters;
- Negotiating, drafting, and approving City contracts for commercial, real estate, and finance transactions;
- Collecting unpaid taxes, fines, and other debts owed to the City;
- Advising the City on compliance with regulatory law, including environmental, transportation, and public utility matters;
- Representing the City in social services matters, including child welfare and health matters; and
- Analyzing and drafting legislation for introduction in City Council.

Our mission is to serve the residents of Philadelphia by providing legal counsel of the highest quality to all City of Philadelphia officials, employees, departments, agencies, boards, and commissions. Our office proudly celebrates the rich diversity of our staff, the City's workforce, and the residents whom we serve.

**Plans for Fiscal Year 2020:**

**Public Policy Litigation:** The Law Department continues to emphasize the use of litigation to combat unlawful conduct that significantly threatens the City's legal and financial interests and public health and safety. During the upcoming year, we will work on the following litigation:

*VRDO Lawsuit:* In February 2019, the City filed a putative antitrust class action in New York City federal court against several financial institutions for colluding to set the rates for variable rate demand obligations (VRDOs) bonds. VRDOs are tax-exempt bonds that are used as a source of public financing, and help pay for infrastructure and public services, such as neighborhood schools, water and wastewater systems, public power utilities, and transportation services. The complaint alleges that rather than compete with each other to obtain the lowest rates for issuers, the seven bank defendants conspired instead to keep VRDO rates artificially high. The alleged misconduct potentially resulted in Philadelphia, and entities across this

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country, paying above-market interest rates for years, which resulted in decreased amounts of funding being available for critical public projects and services.

*Discrimination in Home Lending:* In May 2017, the City filed its lawsuit against Wells Fargo for violating the Fair Housing Act by engaging in discriminatory mortgage lending-practices against African-American and Latino residents of Philadelphia. Wells Fargo's alleged practices constitute "reverse redlining," which involves targeting minorities and minority communities with exploitative loan products that have higher costs and worse terms than those offered to similarly situated white borrowers. On January 16, 2018, the Court denied Wells Fargo's motion to dismiss. The case is moving forward. In an attempt to resolve the matter, the City and Wells Fargo have agreed to mediation in early 2019.

*Opioid Litigation:* In January 2018, the City of Philadelphia filed a lawsuit against several manufacturers of prescription opioids for causing and fueling the opioid epidemic through decades of deceptive marketing that convinced doctors and medical professionals that opioids were safe and effective for long-term daily treatment of chronic pain and that risks for addiction after long-term use were minimal. The lawsuits seek to, among other things, end the ongoing deceptive marketing practices and recover money from the manufacturers to pay for the treatment of City residents suffering from opioid addiction, injuries to the City, and other consequences of the defendants' unlawful conduct.

*Census Litigation:* In April 2018, the City, via the Law Department, joined a coalition of eighteen states (including Pennsylvania) and five other cities in filing a lawsuit in the US District Court for the Southern District of New York seeking to block the proposed addition of a citizenship question to the 2020 census. The suit alleges that the addition of a citizenship question will substantially depress participation in the census due to fears of possible deportation, resulting in severe underfunding of government services and resources for any area, such as the City, in which undocumented immigrants may reside, including funds allocated for infrastructure, Medicaid, and other services, as well as undercounting for redistricting for Congressional and state legislative districts.

In addition to this litigation, the Law Department expects to utilize the False Claims Ordinance, § 19-3600, to recover damages and penalties from persons who violate the ordinance and cause the City financial harm.

**Risk Mitigation:** The Law Department will continue exploring the use of risk-reduction strategies through increased counseling of clients and employing after-action reviews of high-exposure matters.

**Diversity & Inclusion:** The Law Department remains committed to diversity through our hiring process by both ensuring that diverse candidates are part of the pool of potential candidates and ensuring that hiring panels are diverse. Law's increased diversity reflects our efforts to recruit diverse attorneys from law schools, law firms, and other areas.

After hiring its first-ever Director of Professional Development/Diversity& Inclusion, Law will expand outreach efforts with law schools and minority-based affinity groups to fill vacant positions and continue to provide managerial and developmental training opportunities to existing staff. We will implement coordinated training programs for each of the Law Department's Practice Groups and department-wide training on diversity and inclusion topics.

The Law Department will also continue to work to increase contracting with M/W/DSBE firms and will continue its practice of encouraging firms who do not qualify as M/W/DSBE to assign minority partners and associates to City contracts through its outside counsel policy.

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**BUDGET SUMMARY & OTHER BUDGET DRIVERS**

<b>Staff Demographics Summary (as of November 2018): All Law Staff</b>				
	Total	Minority	White	Female
Number of Full-Time Staff	337	147	190	207
Number of Exempt Staff	302	125	177	179
Number of Executive Staff (deputy level and above)	7	4	3	2
Average Salary, Full-Time Staff	\$71,425	\$62,738	\$78,146	\$67,264
Average Salary, Exempt Staff	\$75,031	\$66,531	\$81,034	\$71,340
Average Salary, Executive Staff	\$135,243	\$153,117	\$111,412	\$144,200
Median Salary, Full-Time Staff	\$65,920	\$63,860	\$73,550	\$65,920
Median Salary, Exempt Staff	\$67,980	\$65,920	\$75,190	\$65,920
Median Salary, Executive Staff	\$144,200	\$144,200	\$90,125	\$144,200

<b>Staff Demographics Summary (as of November 2018): All Funds, Law Department</b>				
	Total	Minority	White	Female
Number of Full-Time Staff	172	77	95	101
Number of Exempt Staff	144	58	86	77
Number of Executive Staff (deputy level and above)	6	3	3	2
Average Salary, Full-Time Staff	\$74,203	\$61,222	\$84,726	\$67,373
Average Salary, Exempt Staff	\$80,552	\$67,503	\$89,352	\$75,240
Average Salary, Executive Staff	\$133,750	\$156,089	\$111,412	\$144,200
Median Salary, Full-Time Staff	\$67,980	\$53,942	\$78,280	\$63,860
Median Salary, Exempt Staff	\$73,550	\$64,890	\$86,005	\$67,980
Median Salary, Executive Staff	\$144,200	\$144,200	\$90,125	\$144,200

<b>Employment Levels (as of November 2018): All Law Staff</b>		
	Budgeted in FY19	Filled as of the Increment Run (11/18)
Number of Full-Time Positions	183	337
Number of Exempt Positions	140	302
Number of Executive Positions (deputy level and above)	7	7
Average Salary of All Full-Time Positions	\$68,543	\$71,425
Median Salary of All Full-Time Positions	\$60,197	\$65,920

<b>Employment Levels (as of November 2018): All Funds, Law Department</b>		
	Budgeted in FY19	Filled as of the Increment Run (11/18)
Number of Full-Time Positions	183	172
Number of Exempt Positions	140	144
Number of Executive Positions (deputy level and above)	7	6
Average Salary of All Full-Time Positions	\$68,543	\$74,203
Median Salary of All Full-Time Positions	\$60,197	\$67,980

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<b>Staff Demographics Summary (as of November 2018): General Fund, Law Department</b>				
	Total	Minority	White	Female
Number of Full-Time Staff	118	56	62	66
Number of Exempt Staff	96	40	56	47
Number of Executive Staff (deputy level and above)	4	1	3	0
Average Salary, Full-Time Staff	\$78,002	\$62,931	\$88,768	63449
Average Salary, Exempt Staff	\$71,289	\$57,080	\$84,122	\$63,449
Average Salary, Executive Staff	\$128,526	\$179,867	\$111,412	\$0
Median Salary, Full-Time Staff	\$65,920	\$49,243	\$78,280	\$61,800
Median Salary, Exempt Staff	\$72,100	\$63,860	\$81,370	\$65,920
Median Salary, Executive Staff	\$122,313	\$179,867	\$90,125	\$0

<b>Employment Levels (as of November 2018): General Fund, Law Department</b>		
	Budgeted in FY19	Filled as of the Increment Run (11/18)
Number of Full-Time Positions	129	118
Number of Exempt Positions	104	96
Number of Executive Positions (deputy level and above)	5	4
Average Salary of All Full-Time Positions	\$73,010	\$78,002
Median Salary of All Full-Time Positions	\$64,495	\$65,920

<b>General Fund Financial Summary by Class</b>						
	FY18 Original Appropriations	FY18 Actual Obligations	FY19 Original Appropriations	FY19 Estimated Obligations	FY20 Proposed Appropriations	Difference: FY20-FY19
Class 100 - Employee Compensation	\$8,484,481	\$7,978,353	\$9,163,318	\$9,394,250	\$9,427,335	\$33,085
Class 200 - Purchase of Services	\$7,010,034	\$6,598,386	\$6,423,170	\$6,423,170	\$6,409,034	(\$14,136)
Class 300/400 - Materials, Supplies & Equipment	\$248,676	\$223,773	\$248,676	\$248,676	\$248,676	\$0
	<b>\$15,743,191</b>	<b>\$14,800,512</b>	<b>\$15,835,164</b>	<b>\$16,066,096</b>	<b>\$16,085,045</b>	<b>\$18,949</b>

<b>All Law Fund Financial Summary by Class</b>						
	FY18 Original Appropriations	FY18 Actual Obligations	FY19 Original Appropriations	FY19 Estimated Obligations	FY20 Proposed Appropriations	Difference: FY20-FY19
Class 100 - Employee Compensation	\$12,750,063	\$12,029,676	\$13,428,900	\$13,766,503	\$13,799,588	\$33,085
Class 200 - Purchase of Services	\$7,701,648	\$7,069,548	\$7,314,784	\$7,114,784	\$7,100,648	-\$14,136
Class 300/400 - Materials, Supplies & Equipment	\$291,686	\$249,526	\$291,686	\$291,686	\$291,686	\$0
	<b>\$20,743,397</b>	<b>\$19,348,750</b>	<b>\$21,035,370</b>	<b>\$21,172,973</b>	<b>\$21,191,922</b>	<b>\$18,949</b>

<b>Contracts Summary (Professional Services only)</b>						
	FY14	FY15	FY16	FY17	FY18	FY19 YTD (Q1 & Q2)
Total amount of contracts	\$4,829,328	\$4,089,567	\$4,932,700	\$14,284,161	\$7,054,643	\$3,443,178
Total amount to M/W/DSBE	\$1,970,130	\$2,014,838	\$1,498,029	\$4,606,295	\$2,981,357	\$1,549,864
Participation Rate	41%	49%	30%	32%	42%	45%

<b>Total M/W/DSBE Contract Participation Goal (Public Works; Services, Supplies &amp; Equipment; and Professional Services combined)</b>			
	FY18	FY19	FY20
M/W/DSBE Contract Participation Goal	35%	37%	37%

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### **PROPOSED BUDGET OVERVIEW**

#### **Proposed Funding Request:**

The proposed Fiscal Year 2020 General Fund budget totals \$16,085,045, an increase of \$18,949 over Fiscal Year 2019 estimated obligation levels. This increase is primarily due to union pay increases.

The proposed budget includes:

- \$9,427,335 in Class 100, a \$33,085 increase over FY19. This funding will be used for salaries and will cover union pay increases.
- \$6,409,034 in Class 200, a \$14,136 decrease from FY19. This funding will be used predominately for professional services and legal services and will include a slight decrease in legal services contracts compared to previous budgets.
- \$248,676 in Class 300/400, level with FY19.

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### STAFFING LEVELS

The department is requesting 133 General Fund budgeted positions for FY20, an increase of 4 positions over FY19.

### NEW HIRES

New Hires (from 7/1/2018 to 11/25/18)						
	Total Number of New Hires	Spanish	Hindi	Bengali	Arabic	Korean
Black or African American	12	1				
Asian	3	3	1	1		1
Hispanic or Latino	5					
White	14					
Other	4	1			1	
Total	38	5	1	1	1	1

Since the increment run, the Law Department has hired 18 new employees. Of these 18 employees, 6 are Black or African American (1 of which speaks French), 1 is Asian (who speaks Mandarin), 1 is Hispanic or Latino, and 10 are White (3 of which speak Spanish and 1 of which speaks German).

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PERFORMANCE, CHALLENGES, AND INITIATIVES

**EXECUTIVE AND ADMINISTRATIVE RESOURCES PROGRAM**

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Continue hiring practices to achieve a diverse, qualified workforce.</li> <li>Continue management training programming.</li> <li>Maintain minority participation on Law contracts at 37%.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
M/W/DSBE participation in law contracts <sup>1</sup>	42%	N/A	37%	37%

<sup>1</sup> This is an annual measure, and FY19 data will be available at year-end. Contracts are conformed throughout the year, and the rate may vary across quarters, depending on the value of contracts conformed to date.

**CORPORATE AND TAX PROGRAM**

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Decrease median time for contracts (Law Draft) approve as to form by one day.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Median time for contracts (Law Draft) approve as to form <sup>1</sup>	7	N/A	7	6

<sup>1</sup> This is an annual measure, so FY19 data will be available at year-end. "Law draft" contracts are professional services contracts drafted by Law Department staff, as opposed to legal staff within other City departments. "Approval as to Form" is the step in the conformance process where a Law Department attorney, pursuant to Section 8-200(2)(d) of the Home Rule Charter, signs off on the contract as meeting all City requirements.

**LEGISLATION PROGRAM**

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Provide an initial response to 95% of requests that require processing under the Pennsylvania Right-to-Know (RTK) Law within five business days of receipt of the request.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Percent of PA Right-to-Know (RTK) Requests requiring processing for which initial response is provided within 5 business days of receipt of request	99%	99%	95%	95%

### LITIGATION PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>• Increase the Tort Litigation Unit's percent cost to Risk Assessment ratio.</li> <li>• Increase the number of Civil Rights Motion to Dismiss wins by 2%.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Claims Percent Cost to Risk Assessment <sup>1</sup>	80.70%	N/A	70%	72%
Civil Rights Motion to Dismiss Wins	57	48	82	84
Labor and Employment Motion to Dismiss Wins	21	2	10	10

<sup>1</sup> This is an annual measure, so FY19 data will be available at year-end. Risk assessment is the estimate of costs based on legal liability, available defenses and the claimed damages.

### SOCIAL SERVICES PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>• Increase the number of finalizations of adoptions.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Average caseload per lawyer <sup>1</sup>	170	158	N/A	
Child welfare: number of adoptions <sup>2</sup>	803	N/A	805	810

<sup>1</sup> Long-term goal is to get below 100. Law does not project targets for this measure.

<sup>2</sup> This is an annual measure, and FY19 data will be available at year-end.



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### **OTHER BUDGETARY IMPACTS**

#### **Federal and State (Where Applicable)**

*Welcoming Cities Litigation:* In 2017, the City filed suit to prohibit the Attorney General of the United States from imposing new and unprecedented immigration-related conditions on the federal Edward Byrne Memorial Justice Assistance Grant (“Byrne JAG”), which the City relies on to fund critical criminal justice programming and initiatives. After extensive litigation, the Courts found in favor of the City and prohibited DOJ from withholding the City’s Byrne JAG 2017 award. Although this litigation is still ongoing, Law remains confident in our legal position.

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**CONTRACTING EXPERIENCE**

M/W/DSBE Participation on Large Professional Services Contracts with For-Profit Vendors											
Top Five Largest Contracts over \$34,000 for FY19											
Vendor Name	Brief Description of Service Provided	Dollar Amount of Contract	RFP Issue Date	Contract Start Date	Ranges in RFP	% of M/W/DSBE Participation Achieved	\$ Value of M/W/DSBE Participation	Total % Participation - All DSBEs	Total \$ Value Participation - All DSBEs	Is This a Local Business? (principal place of business located within City limits) [yes / no]	Does the Vendor Have a Waiver for Living Wage Compliance? [yes / no]
Archer & Greiner	Legal Services	\$360,000	7/27/2018	1/12/2019	MBE: 15-20	90%	\$324,000	90%	\$324,000	yes	no
					WBE: 10-15%	10%	\$36,000				
					DSBE: 0%	0%	\$0				
Marshall Dennehey Warner Coleman & Goggin	Legal Services	\$400,000	7/27/2018	12/5/2018	MBE: 15-20	90%	\$360,000	100%	\$400,000	yes	no
					WBE: 10-15	10%	\$40,000				
					DSBE: 0%	0%	\$0				
RCDH of Pennsylvania Inc.	General Consultant Services	\$375,000	8/19/2016	11/1/2016	MBE: 20-25%	0%	\$0	5%	\$18,750	no	no
					WBE: 20-25%	5%	\$18,750				
					DSBE: 0%	0%	\$0				
Sharon Suleta, Esquire	Legal Services	\$350,000	10/4/2016	12/12/2016	MBE: 10-15%	0%	\$0	100%	\$350,000	no	no
					WBE: 10-10%	100%	\$350,000				
					DSBE: 0%	0%	\$0				
High Swartz, LLP <sup>1</sup>	Legal Services	\$300,000	5/16/2018	8/1/2018	MBE: 10-15%	10%	\$30,000	20%	\$60,000	no	no
					WBE: 5-10%	10%	\$30,000				
					DSBE: 0%	0%	\$0				

<sup>1</sup>This contract is funded by the Airport.

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EMPLOYEE DATA

Staff Demographics (as of November 2018): All Law Staff					
Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	12	82	<i>Total</i>	3	1
<i>% of Total</i>	4%	24%	<i>% of Total</i>	43%	14%
<i>Average Salary</i>	\$84,216	\$58,487	<i>Average Salary</i>	\$162,034	\$144,200
<i>Median Salary</i>	\$73,130	\$51,326	<i>Median Salary</i>	\$162,034	\$144,200
	White	White		White	White
<i>Total</i>	94	95	<i>Total</i>	3	0
<i>% of Total</i>	28%	28%	<i>% of Total</i>	43%	0%
<i>Average Salary</i>	\$80,501	\$75,923	<i>Average Salary</i>	\$111,412	N/A
<i>Median Salary</i>	\$73,645	\$75,000	<i>Median Salary</i>	\$90,125	N/A
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	5	14	<i>Total</i>	0	1
<i>% of Total</i>	1%	4%	<i>% of Total</i>	0%	14%
<i>Average Salary</i>	\$64,016	\$63,772	<i>Average Salary</i>	N/A	\$144,200
<i>Median Salary</i>	\$67,980	\$64,890	<i>Median Salary</i>	N/A	\$144,200
	Asian	Asian		Asian	Asian
<i>Total</i>	11	12	<i>Total</i>	0	0
<i>% of Total</i>	3%	4%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$67,473	\$62,932	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$65,920	\$64,890	<i>Median Salary</i>	N/A	N/A
	Other	Other		Other	Other
<i>Total</i>	7	4	<i>Total</i>	0	0
<i>% of Total</i>	2%	1%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$62,686	\$66,735	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$63,860	\$73,645	<i>Median Salary</i>	N/A	N/A
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	15	12	<i>Total</i>	0	1
<i>% of Total</i>	4%	4%	<i>% of Total</i>	0%	14%
<i>Average Salary</i>	\$87,350	\$73,931	<i>Average Salary</i>	N/A	\$144,200
<i>Median Salary</i>	\$67,980	\$66,950	<i>Median Salary</i>	N/A	\$144,200
	Male	Female		Male	Female
<i>Total</i>	129	207	<i>Total</i>	5	2
<i>% of Total</i>	38%	62%	<i>% of Total</i>	71%	29%
<i>Average Salary</i>	\$78,130	\$67,264	<i>Average Salary</i>	\$131,660	\$144,200
<i>Median Salary</i>	\$72,100	\$65,920	<i>Median Salary</i>	\$144,200	\$144,200

Law has one non-binary White exempt employee.

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Staff Demographics (as of November 2018): All Funds, Law Department					
Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	6	47	<i>Total</i>	1	1
<i>% of Total</i>	3%	27%	<i>% of Total</i>	17%	17%
<i>Average Salary</i>	\$87,281	\$54,102	<i>Average Salary</i>	\$179,867	\$144,200
<i>Median Salary</i>	\$66,950	\$44,072	<i>Median Salary</i>	\$179,867	\$144,200
	White	White		White	White
<i>Total</i>	52	43	<i>Total</i>	3	0
<i>% of Total</i>	30%	25%	<i>% of Total</i>	50%	0%
<i>Average Salary</i>	\$88,620	\$80,016	<i>Average Salary</i>	\$111,412	N/A
<i>Median Salary</i>	\$84,460	\$78,280	<i>Median Salary</i>	\$90,125	N/A
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	3	4	<i>Total</i>	0	1
<i>% of Total</i>	2%	2%	<i>% of Total</i>	0%	17%
<i>Average Salary</i>	\$69,353	\$85,794	<i>Average Salary</i>	N/A	\$144,200
<i>Median Salary</i>	\$67,980	\$68,589	<i>Median Salary</i>	N/A	\$144,200
	Asian	Asian		Asian	Asian
<i>Total</i>	4	5	<i>Total</i>	0	0
<i>% of Total</i>	2%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$60,851	\$63,949	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$64,890	\$61,800	<i>Median Salary</i>	N/A	N/A
	Other	Other		Other	Other
<i>Total</i>	6	2	<i>Total</i>	0	0
<i>% of Total</i>	3%	1%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$62,491	\$79,134	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$64,890	\$79,134	<i>Median Salary</i>	N/A	N/A
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	8	7	<i>Total</i>	0	1
<i>% of Total</i>	5%	4%	<i>% of Total</i>	0%	17%
<i>Average Salary</i>	\$97,471	\$75,932	<i>Average Salary</i>	N/A	\$144,200
<i>Median Salary</i>	\$98,365	\$67,980	<i>Median Salary</i>	N/A	\$144,200
	Male	Female		Male	Female
<i>Total</i>	71	101	<i>Total</i>	4	2
<i>% of Total</i>	41%	59%	<i>% of Total</i>	67%	33%
<i>Average Salary</i>	\$83,920	\$67,373	<i>Average Salary</i>	\$128,526	\$144,200
<i>Median Salary</i>	\$75,190	\$63,860	<i>Median Salary</i>	\$122,313	\$144,200

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Staff Demographics (as of November 2018): General Fund					
Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	6	30	<i>Total</i>	1	0
<i>% of Total</i>	5%	25%	<i>% of Total</i>	25%	0%
<i>Average Salary</i>	\$87,281	\$47,425	<i>Average Salary</i>	\$179,867	N/A
<i>Median Salary</i>	\$66,950	\$42,668	<i>Median Salary</i>	\$179,867	N/A
	White	White		White	White
<i>Total</i>	34	28	<i>Total</i>	3	0
<i>% of Total</i>	29%	24%	<i>% of Total</i>	75%	0%
<i>Average Salary</i>	\$87,386	\$80,159	<i>Average Salary</i>	\$111,412	N/A
<i>Median Salary</i>	\$78,280	\$78,280	<i>Median Salary</i>	\$90,125	N/A
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	3	3	<i>Total</i>	0	0
<i>% of Total</i>	3%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$69,353	\$66,326	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$67,980	\$67,137	<i>Median Salary</i>	N/A	N/A
	Asian	Asian		Asian	Asian
<i>Total</i>	4	4	<i>Total</i>	0	0
<i>% of Total</i>	3%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$60,851	\$58,822	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$64,890	\$50,632	<i>Median Salary</i>	N/A	N/A
	Other	Other		Other	Other
<i>Total</i>	5	1	<i>Total</i>	0	0
<i>% of Total</i>	4%	1%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$55,629	\$86,168	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$63,860	\$86,168	<i>Median Salary</i>	N/A	N/A
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	7	4	<i>Total</i>	0	0
<i>% of Total</i>	6%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$91,531	\$65,951	<i>Average Salary</i>	\$0	N/A
<i>Median Salary</i>	\$67,980	\$66,950	<i>Median Salary</i>	\$0	N/A
	Male	Female		Male	Female
<i>Total</i>	52	66	<i>Total</i>	4	0
<i>% of Total</i>	44%	56%	<i>% of Total</i>	100%	0%
<i>Average Salary</i>	\$81,239	\$63,449	<i>Average Salary</i>	\$128,526	N/A
<i>Median Salary</i>	\$72,100	\$61,800	<i>Median Salary</i>	\$122,313	N/A

## LAW DEPARTMENT

### LANGUAGE ACCESS

**1. Has your leadership received language access training?**

Yes. Leadership attended as part of language access training in 2016 and 2017. The newly appointed Language Access Coordinator, Iveliz Crespo, received training and is coordinating refresher trainings for members of the executive team for the upcoming quarter of FY19.

**2. Do you currently have a language access coordinator?**

Yes – Iveliz Crespo, Director of Professional Development, Diversity and Inclusion.

**3. Has your department written a language access plan and is it posted online?**

Yes. (<https://beta.phila.gov/media/20161223115811/Scanned-and-Redacted-Law-Department-LA-Plan.pdf>)

**4. Explain what your department has done to improve language access services over the past year.**

Law has hired more bilingual staff to provide in person interpretation services if needed. Law has language identification signs for all reception areas to assist staff in serving members of the public who visit the Law Department and who may need language assistance.