



## Fiscal Year 2020 Budget Request Summary

The Defender Association represents nearly 70% of the city's criminal cases and applies the unique perspective we gain from our practice to identify and address drivers of mass incarceration, engage community, and address the social issues that keep people entangled in the criminal justice system. We thank City Council for the ongoing recognition of these efforts and for the financial support you have provided to achieve attorney salary parity with the District Attorney's Office and Law Department. This has allowed the Defender to reduce its attrition rate by 50% and have directly contributed to our ability to deliver the highest quality legal services to the city residents we represent.

Our work to advance meaningful reforms have resulted in significant benefit to our city:

- **The Defender's model to reimagine our pretrial system** is based on promising results from other states, where the national movement to end cash bail or virtually eliminate its use has already generated millions in savings [pages 4-7]
- **The Defender's work to advance probation and parole reform** resulted in \$8 million in savings to the city through detainer reform and early parole petitions [pages 7-9]
- **The Defender's work to reduce racial disparities in "vehicle stop-and-frisk"** by analyzing data on police practices [pages 10-11]
- **The Defender's vigilance and action** to protect kids entangled in the justice system is addressing the **school-to-prison pipeline** helped to bring **40 kids from Glen Mills back home, saving \$670,000** [pages 12-13]
- **The Defender's community engagement efforts** have resulted in better justice outcomes and **brought \$195,000 in grant funds to pre-entry partners** by engaging the Players Coalition and our Philadelphia Eagles [pages 15-16]
- **The Defender's 9-person social service team** referred more than 1,800 people to community-based treatment. The Defender Social Service Hub provided **442 same-day referrals, resulting in \$2.2 million in savings** [pages 16-17]

Our attorneys could not provide this excellent representation without the support of our non-lawyer staff. Our social workers, investigators, paralegals and administrative staff are the backbone of our office. It is the tireless work of these individuals that allows us to provide the client centered representation that is the hallmark of our organization. Unfortunately, these dedicated employees have not received a pay increase in years. **Specifically, our non-legal staff have not received the 8.5% cost of living increases that the City's unionized staff (DC 47) received over the last 4 years.**

It is our hope to address the salaries of these dedicated employees during the 2020 fiscal year. We propose to increase the starting salaries for our social workers, investigators, paralegals and administrative personnel and to provide an **8.5% cost of living increase** for our existing staff members.

To provide for these salary increases the Defender has requested **\$1,188,000** for FY 2020. The Mayor's proposed budget includes an increase of **\$650,000** for staff salaries. The Defender is respectfully requesting that City Council provide an additional **\$538,000** to allow us to provide all of the much needed and deserved pay increases.

A summary of the specific funding allocation is as follows:

- Increase all employees to a minimum of \$15.00 per hour (32 employees)
- Increase all administrative employees to a floor of \$29,000 (38 employees)
- 8.5% increase to all non-lawyer staff with over 4 years of service
- 4% increase to non-lawyer staff with less than 4 years of service
- 4% increase for non-lawyer unit supervisors and IT staff
- Increase Social Worker starting salary from \$36,000 to \$42,000
- Increase Investigator starting salary from \$33,000 to \$40,000
- Increase Paralegal starting salary from \$31,000 to \$40,000

Thank you for your commitment to the Defender Association. We remain committed to the residents of Philadelphia and to help our city continue on the path to meaningful criminal justice reform.

Sincerely,

A handwritten signature in cursive script that reads "Keir Bradford-Grey".

Keir Bradford-Grey  
Chief Defender