

**LAW DEPARTMENT
FISCAL YEAR 2024 BUDGET TESTIMONY
APRIL 4, 2023**

INTRODUCTION

Good afternoon, Council President Clarke and Members of City Council. I am Diana Cortes, City Solicitor. Joining me today are Kristin Bray, First Deputy City Solicitor, David Torres, Director of Administration, Renee Garcia, Chair of Litigation, Valerie Robinson, Corporate Chair, Nicolette Burgess- Bolden, Chair, Social Services and Andrew Richman, Chair, Investigations, Compliance, and Privacy Law, and Tianna Kalogerakis, Director of Diversity, Equity, and Inclusion and Professional Development. I am pleased to provide testimony on Law Department's Fiscal Year 2024 Operating Budget.

Continued investment in the current and future legal and DEI development of the Law Department will cause the City to reap great rewards. As this City Council knows, the Law Department's work touches every part of the lives of this City's residents: from our supporting contracts and real estate transactions that allow public parks and playgrounds to be built, to initiating litigation to improve quality of life and reduce gun violence, to protecting our most vulnerable children and ensuring they have room to grow, thrive, and be the future of Philadelphia. Law's work is integral to ensuring the future of our City.

As City Solicitor, I am requesting the following as the FY24 Budget as a necessary investment in our Law Department: 330+ attorneys and professional staff who have dedicated their professional careers to public service and particularly serving the City in which they reside and love. As you will hear below, Law continues to invest in DEI (e.g., Mansfield certification plus, incorporating DEI questions in all interviews, and incorporating DEI assessments in performance evaluations as a key competency area of our practice).

I, along with the Law Department, have the esteemed honor and pleasure of serving all of you and our city stakeholders in equitably and creatively resolving and addressing the City's legal issues. This commitment to investing in Law's staff is crucial to our retention along with our ability to hire the best and brightest legal minds – which we need as we work together to solve some of the City's most complicated and compelling issues.

Our proposed General Fund Budget totals \$28,294,870. This budget submission includes an increase of \$473,015 to class 100, which provides for partial merit, equity, and parity increases, and additional funding for staff within the Commercial Law Unit to support contractual and legal work specific to the Infrastructure Investment and Jobs Act. Also included is an increase in class 200 in the amount of \$3,077,230, which provides for the implementation of a new case/matter/management system, and additional funding for third party appraisers and expert witnesses to support the defense of Real Estate Tax assessments.

DEPARTMENT MISSION & PLANS

Mission: The City of Philadelphia Law Department acts as general counsel for the entire City government. The Law Department provides legal advice to all City officials, employees, departments, agencies, boards, and commissions concerning any matter related to the exercise of their official powers within the scope of their employment. Among other responsibilities, the Law Department: represents the City and its employees in all litigation matters; negotiates, drafts, and approves City contracts and real estate leases; civilly

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prosecutes individuals for code, health, and tax violations and collects unpaid taxes, fines, and other debts; provides counsel to the City on a wide range of regulatory law, privacy law, and compliance matters; represents the City in social services matters, including child welfare and health matters; and prepares and advises on legislation for introduction by City Council.

Plans for Fiscal Year 2024:

Diversity, Equity & Inclusion (“DEI”): From launching, implementing, and attaining the Mansfield Rule Legal Department Edition 2.0 “Plus” Certification (a rigorous process where legal departments are recognized for taking intentional actions to boost and sustain the diversity of legal department leadership, legal department staff, and outside counsel), implementing training on DEI, and incorporating a DEI component in all of Law’s performance evaluations, and matching or exceeding the legal industry’s national averages of diverse attorneys, Law is leading the way toward incorporating DEI in 1) hiring, recruitment, training, and retention practices; 2) client counseling and advice; and 3) bringing lawsuits to change public policy.

Law 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.

Public Policy Litigation: Law continues to lead on bringing litigation to change systemic issues affecting our City. Examples of that litigation include:

Opioid Epidemic: The City sued manufacturers, distributors, and pharmacy dispensaries of prescription opioids for causing and fueling the opioid epidemic, and while other suits remain ongoing, obtained settlement monies from four opioid companies (AmerisourceBergen, Cardinal Health, McKesson, and Johnson & Johnson). The settlement resulted in the City receiving compensation of more than \$200 million, which will be paid over approximately fifteen years and will be used to fund substance use education, treatment, harm reduction, prevention, and targeted engagement for communities affected by the overdose crisis. Law continues to be active in ensuring that the City’s voices are heard through litigation and in settlement discussions, as well as in discussions relating to the liability of Purdue Pharmaceuticals and the Sackler family.

Short Dumping: Law has been integral in providing advice and counsel to operational departments on how to start a civil prosecution program against short dumpers, a problem that disproportionately impacts historically underserved neighborhoods. In addition to drafting appropriate notices for the operational departments to use, Law: 1) provided extensive training on how to document evidence, write effective notices, and what to expect in court; 2) provided advice and counsel on how to strengthen existing legislation to ensure short dumpers experienced consequences as a result of their behavior; and 3) successfully brought strong prosecutions against short dumpers who are negatively impacting the quality of life in the city’s neighborhoods, collecting fines and clean-up costs on behalf of the City.

Environmental PFAS Litigation: In November, the City filed a lawsuit on five counts against the chemical companies responsible for the presence of PFAS (toxic per- and poly-fluoroalkyl substance, a class of synthetic chemicals that do not occur naturally in the environment) on City property and natural resources, including its drinking water supplies. Law will continue to aggressively prosecute the City’s extensive claims for relief, including compensatory and punitive damages, loss-of-use and natural resource damages, and funding of an abatement fund, which will help reimburse the City for its costs.

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Increased Enforcement of Quality of Life and Reduction of Gun Violence: Law continues to examine the possibility of pursuing cases against individuals and companies that contribute to gun violence and reduce the quality of life for City residents. For example, the Code and Public Nuisance attorneys will: 1) continue to build out a short dumping enforcement program; 2) move forward with enforcement of the “Vacant Property Windows and Doors” program, which a study by the University of Pennsylvania found reduces gun violence and related crimes; and 3) bring affirmative litigation against nuisance businesses, which is demonstrated to reduce crime, drug sales, and gun violence in communities. In addition, the Litigation team will explore affirmative litigation strategies that change public policy for the better including developing litigation to combat climate change, combat systemic public nuisances, and seek to overturn legally suspect policies of the state or federal government which threaten public welfare, health, or safety.

Protecting Children: Sued the Commonwealth to end overcrowding at the Philadelphia Juvenile Justice Services Center (“PJJSC”) caused by the failure of the Commonwealth to assume physical custody of youth Court ordered into its care. While this case is ongoing, Law will continue to advocate on behalf of the City’s interest in ensuring the Commonwealth fulfills its legal obligation so that the health, safety, and welfare of the youth in juvenile custody are protected.

Risk Mitigation: Law will continue exploring the use of risk-reduction strategies through increased counseling of clients, analysis of data, and employing after-action reviews of high-exposure matters in our Civil Rights, Labor and Employment, Affirmative and Special Litigation and Tort Litigation Units. In addition, Law seeks to determine methods by which wrongful conviction claims could be resolved more expeditiously, which should reduce payment of attorney's fees.

Due to increasing litigation regarding releasing of records and privacy implications contained in those records, Law is building capacity to ensure that records are released timely while ensuring private information is appropriately protected even as legislative initiatives are timely met. This program is envisioned to ensure the City does not face significant liability and imposition of monetary sanctions. This program will be built under our newest Chair of Investigations, Compliance, and Privacy Law.

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BUDGET SUMMARY & OTHER BUDGET DRIVERS

Staff Demographics Summary (as of December 2022) - ALL STAFF				
	Total	Minority	White	Female
Number of Full-Time Staff	333	130	203	224
Number of Exempt Staff	306	114	192	202
Number of Executive Staff (deputy level and above)	8	6	2	6
Average Salary, Full-Time Staff	\$82,414	\$73,878	\$87,880	\$79,735
Average Salary, Exempt Staff	\$85,792	\$78,143	\$90,333	\$83,551
Average Salary, Executive Staff	\$146,361	\$147,373	\$143,325	\$158,332
Median Salary, Full-Time Staff	\$73,500	\$69,065	\$83,276	\$71,295
Median Salary, Exempt Staff	\$80,031	\$71,295	\$83,276	\$73,500
Median Salary, Executive Staff	\$161,700	\$161,700	\$143,325	\$161,700

**The information above is pulled from an all staff extract from OnePhilly-Oracle as of 12/31/22; not the 11/27/22 increment run.

**The information above is inclusive of all Law staff, including those funded by other City agencies.

Staff Demographics Summary (as of December 2022) - LAW FUNDED STAFF				
	Total	Minority	White	Female
Number of Full-Time Staff	246	94	152	158
Number of Exempt Staff	223	81	142	138
Number of Executive Staff (deputy level and above)	7	5	2	5
Average Salary, Full-Time Staff	\$83,351	\$73,319	\$89,555	\$79,227
Average Salary, Exempt Staff	\$87,295	\$77,869	\$92,671	\$84,148
Average Salary, Executive Staff	\$144,170	\$144,508	\$143,325	\$157,658
Median Salary, Full-Time Staff	\$77,895	\$67,404	\$83,276	\$71,295
Median Salary, Exempt Staff	\$80,031	\$71,295	\$83,276	\$74,629
Median Salary, Executive Staff	\$161,700	\$161,700	\$143,325	\$161,700

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Employment Levels (as of December 2022) - ALL STAFF		
	Budgeted	Filled
Number of Full-Time Positions	338	333
Number of Part-Time Positions	0	0
Number of Exempt Positions	310	306
Number of Executive Positions (deputy level and above)	8	8
Average Salary of All Full-Time Positions	\$82,414	\$82,414
Median Salary of All Full-Time Positions	\$73,500	\$73,500

Employment Levels (as of December 2022) - LAW FUNDED STAFF		
	Budgeted	Filled
Number of Full-Time Positions	248	246
Number of Part-Time Positions	0	0
Number of Exempt Positions	220	223
Number of Executive Positions (deputy level and above)	7	7
Average Salary of All Full-Time Positions	\$83,351	\$83,351
Median Salary of All Full-Time Positions	\$77,895	\$77,895

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Financial Summary by Class - GENERAL FUND						
	FY22 Original Appropriations	FY22 Actual Obligations	FY23 Original Appropriations	FY23 Estimated Obligations	FY24 Proposed Appropriations	Difference: FY24-FY23
Class 100 - Employee Compensation	\$13,329,167	\$13,550,079	\$15,705,718	\$15,824,034	\$16,297,049	\$473,015
Class 200 - Purchase of Services	\$5,433,427	\$7,791,806	\$5,979,915	\$8,729,915	\$11,813,145	\$3,083,230
Class 300/400 - Materials, Supplies & Equipment	\$184,676	\$82,115	\$190,676	\$190,676	\$184,676	(\$6,000)
	\$18,947,270	\$21,424,000	\$21,876,309	\$24,744,625	\$28,294,870	\$3,550,245

Financial Summary by Class - ALL FUNDS						
	FY22 Original Appropriations	FY22 Actual Obligations	FY23 Original Appropriations	FY23 Estimated Obligations	FY24 Proposed Appropriations	Difference: FY24-FY23
Class 100 - Employee Compensation	\$18,307,952	\$18,474,809	\$20,928,257	\$21,046,573	\$21,541,466	\$494,893
Class 200 - Purchase of Services	\$6,125,041	\$8,619,045	\$6,671,529	\$9,421,529	\$12,504,759	\$3,083,230
Class 300/400 - Materials, Supplies & Equipment	\$227,686	\$125,065	\$233,686	\$233,686	\$227,686	(\$6,000)
	\$24,660,679	\$27,218,919	\$27,833,472	\$30,701,788	\$34,273,911	\$3,572,123

Contracts Summary (Professional Services only)						
	FY20	FY21	FY22	FY23 ¹	FY23 YTD (Q1 & Q2) ²	FY24 Projected ³
Total amount of contracts	\$7,303,026	\$4,725,278	\$8,955,013	TBD	\$3,825,749	TBD
Total amount to M/W/DSBE	\$3,461,106	\$2,977,825	\$6,124,442	TBD	\$1,202,249	TBD
Participation Rate	47%	63%	68%	50%	31%	55%

¹ Law projects that the participation rate will reach or surpass the FY23 goal of 50%.

² Law projects that the participation rate will increase in the third and fourth quarter of the fiscal year to reach FY23’s goal of 50%.

³ Law projects that the participation rate will reach or surpass the FY23 goal of 55%.

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Total M/W/DSBE Contract Participation Goal (Public Works; Services, Supplies & Equipment; and Professional Services combined)			
	FY22	FY23	FY24 Projected
M/W/DSBE Contract Participation Goal	37%	50%	55%

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PROPOSED BUDGET OVERVIEW

Proposed Funding Request:

The proposed Fiscal Year 2024 General Fund budget totals \$28,294,870, an increase of \$3,550,245 over Fiscal Year 2023 estimated obligation levels. This increase is primarily due to partial merit, equity, and parity increases, additional funding for staff supporting contractual and legal work specific to the Bipartisan Infrastructure Law the implementation of a new case/matter/management system, and additional funding for third party appraisers and expert witnesses to support the defense of Real Estate Tax assessments.

The proposed budget includes:

- \$16,297,049 in Class 100, a \$473,015 increase over FY23. This funding will provide for partial merit, equity, and parity increases, and additional funding for staff within the Commercial Law Unit to support contractual and legal work specific to the Bipartisan Infrastructure Law.
- \$11,813,145 in Class 200, a \$3,083,230 increase over FY23. This funding supports the implementation of a new case/matter/management system, as well as funds third party appraisers and expert witnesses.
- \$184,676 in Class 300/400, a \$6,000 decrease from FY23. This speaks to a general reduction in the departmental materials and supplies budget.

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STAFFING LEVELS

The department is requesting 252 budgeted positions for FY24, an increase of (4) positions over FY23. The increase is attributed to general staff realignment.






NEW HIRES

New Hires (from 7/1/2021 to December 2022)				
	Total Number of New Hires	Spanish	Mandarin	Russian
Asian	3		3	
Hispanic or Latino	1	1		
White	2	1		1
Total	6	2	3	1

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PERFORMANCE, CHALLENGES, AND INITIATIVES

EXECUTIVE AND ADMINISTRATIVE RESOURCES

Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	 MAYORAL PRIORITY
M/W/DSBE participation in Law department contracts¹	68%	50%	55%	

¹This is an annual measure, and it is tabulated 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. Targets are determined in coordination with the Office of Economic Opportunity (OEO) for this measure.

Program FY24 Strategic Goals

- Participate in the Mansfield Rule Legal Department Edition 2.0. Law will continue to consider at least 50% historically underrepresented lawyers for external hiring, internal transitions, promotions, and engaging outside counsel. As part of the hiring process, Law assigns a diverse panel of staff to review resumes, conduct interviews with a set of DEI questions, and make hiring recommendations.
- Work to increase contracting with Minority, Women, Disabled Owned Business Support (MWDSBE) firms and continue encouraging firms who do not qualify as MWDSBE to assign minority/women/disabled partners and associates to City contracts through its outside counsel policy, which counts the work of these minority partners and associates similarly to an M/DSBE firm as long as the attorneys are an origination partner, billing partner, lead counsel, managing partner, or relationship partner.
- Procure a modern case/matters/document system to: (1) reduce the risk of data security breaches; 2) provide for a more efficient and effective response to the ever-increasing number of requests and comply with evolving reporting requirements for data, including recently enacted Bill No. 190608A, related to City transactions, contracts, and lawsuits; and 3) maintain the ability of staff to work in a hybrid environment, which is important for morale, retention, and continuity of operations.
- Strengthen national legal diversity pipelines by partnering with programs that promote and sustain diverse law students.

CORPORATE AND TAX

Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	 MAYORAL PRIORITY
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Median time for contracts Law drafts approved as to form (in days) ¹	6	6	6	
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¹“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.

Program FY24 Strategic Goals

- Assuming representation of additional Boards and Commissions so that the Law Department benefits from the significant cost savings of having to rely on outside counsel.
- Using Revenue’s PRISM system to make better case selections for all programs but particularly to strengthen the Sequestration and Consolidated Action programs which have resulted in significant cost recovery of outstanding real estate, water, L&I and other City debt. Simultaneously, effectively litigating over 13,000 tax assessment appeals filed with the Board of Revision of Taxes, thereby preserving revenues of the City and School District. Law estimates these programs will recoup \$6 million annually.
- Supporting the Administration’s and Council’s efforts to use City property to address issues of diversity, equity and inclusion. Recent examples include continuing to advise the Rebuild office on various matters, and working with City and City-related agencies to identify City properties which could be used to increase the affordable housing inventory.

LEGISLATION & LEGAL COUNSEL

Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	 MAYORAL PRIORITY
Percent of Pennsylvania Right-to-Know (RTK) requests requiring processing for which initial response is provided within 5 business days of receipt of request	99%	99%	99%	








Program FY24 Strategic Goals

- Due to increasing litigation regarding releasing of records and privacy implications contained in those records, build capacity within the program to ensure that records are released timely while ensuring private information is appropriately protected even as legislative initiatives are timely met. If the program’s capacity is not built out, the City could face significant liability and imposition of monetary sanctions.

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- Continue cross-training of legislative attorneys in additional subject matter areas; provide internal training in the Law Department on Charter issues and the legislative process; and work with new Council offices and staff to ensure that staff know about the services Law provides and its availability to help develop and improve upon the legislative work of the City.
- Prepare Requests for Proposals (RFPs) and issue new contracts for ongoing publication of the City’s Home Rule Charter and The Philadelphia Code to ensure current versions are maintained online so that the public has full, free access to both documents. Organize and seek authorization to publish the main Solicitor’s Opinions prepared during the past seven years of the Kenney Administration.

LITIGATION

Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	 MAYORAL PRIORITY
Claims Percent Cost to Risk Assessment ¹	81.1%	77.0%	77.0%	
Civil Rights Motion to Dismiss Wins	15	42	40	
Labor and Employment Motions to Dismiss Wins	1	5	5	

¹This is an annual measure, meaning that data will be available at year-end. “Percent Cost to Risk Assessment” reflects the percentage of cases that resolved for less than the amount of reserve that was placed on the files. Risk assessment is the estimate of costs based on legal liability, available defenses and the claimed damages.

²This is an annual measure, meaning that data will be available at year-end. The number only captures fully-dispositive motions, and excludes the number of motions that are granted in part and that, as a result of that outcome, substantially lessen the litigation exposure of the City.

Program FY24 Strategic Goals







- Increased Enforcement of Quality of Life and Reduction of Gun Violence: The Litigation team is currently examining the possibility of pursuing cases against firearms manufacturers and dealers, as well as tobacco distributors. Meanwhile, Code and Public Nuisance attorneys will continue to: 1) build out a short dumping enforcement program; 2) move forward with enforcement of the “Vacant Property Windows and Doors” program, which a study by the University of Pennsylvania found reduces gun violence and related crimes; and 3) bring affirmative litigation against nuisance businesses, which is demonstrated to reduce crime, drug sales, and gun violence in communities.
- Public Policy Litigation: Law will continue to emphasize the use of litigation to support initiatives of City officials, departments, and agencies, while combatting unlawful conduct that significantly threatens the City’s legal and financial interests, public health and safety, and

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election integrity. During the upcoming year, the Team will continue work related to firearms, tobacco, and PFAS, as well as additional projects that will result in beneficial changes to the law and significant financial recovery for City expenses; continue to protect the integrity of elections; and reform police disciplinary practices so that discipline against problematic officers is upheld.

- Risk Mitigation: Law will continue exploring the use of risk-reduction strategies through increased counseling of clients, analysis of data, and employing after-action reviews of high-exposure matters in the Department’s Civil Rights, Labor and Employment, Affirmative and Special Litigation, and Tort Litigation Units. This goal will be greatly assisted by the introduction of a new case management system as well as improvements in the handling of e-discovery and internal information described in other sections of this narrative. In addition, the funding of an election law attorney and attorneys defending police disciplinary proceedings (all being funded by client department requests) are of critical importance to ensuring risk mitigation and important policy goals.
- Continue to defend against any, and all, filed lawsuits, while working with clients to reduce systemic risk.

SOCIAL SERVICES

Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	 MAYORAL PRIORITY
Average caseload per lawyer ¹	112	N/A	N/A	
Child welfare: permanency rate ²	21.4%	≥ 22%	≥ 25%	

¹The long-term goal is to get below 100.

²This measure is calculated by DHS. This outcome is cumulative, meaning that the first quarter percentage appears lower than the ensuing quarters' percentages. It takes into account all activity for the entire fiscal year up to the last day of the reported quarter. DHS calculates the rate by dividing the number of children in placement during the year to date who achieved permanency by the total number of children in dependent placement during the year. In the calculation, DHS excludes children in care for fewer than eight days.

Program FY24 Strategic Goals

- Provide privacy guidance to support City initiatives focusing on gun violence reduction, the opioid epidemic, data/information safeguards, and criminal justice reform.
- Given the overwhelming volume of extremely time-sensitive requests with quick turnarounds, ensure that sensitive and confidential information is adequately protected from disclosure through employment of dedicated team members.

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- The CWU will work to reduce the number of children in DHS custody by continuing to increase the number of permanencies through reunification of children with their parents, adoption, or other forms of custodianship.

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OTHER BUDGETARY IMPACTS

Federal and State (Where Applicable)

N/A

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CONTRACTING EXPERIENCE

M/W/DSBE Participation on Large Professional Services Contracts											
Top Five Largest Contracts, FY23											
Vendor Name	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	Local Business (principal place of business located within City limits) [yes / no]	Waiver for Living Wage Compliance? [yes / no]
Schnader, Harrison, Segal, Lewis, LLP	Legal Services	\$450,000	1/29/2021	3/10/2023	MBE: 15-20%	50%	\$225,000	100%	\$450,000	Yes	Yes
					WBE: 10-15%	50%	\$225,000				
					DSBE: nil	0%	\$0				
Ballard Spahr LLP	Legal Services	\$450,000	1/28/2022	4/1/2023	MBE: 15-17%	0%	\$0	100%	\$450,000	Yes	Yes
					WBE: 15-17%	100%	\$450,000				
					DSBE: nil	0%	\$0				
Marshall Dennehey Warner Coleman & Goggin	Legal Services	\$430,000	7/27/2018	12/4/2022	MBE: 15-20%	90%	\$387,000	100%	\$430,000	Yes	Yes
					WBE: 10-15%	10%	\$43,000				
					DSBE: nil	0%	\$0				
Archer & Greiner, P.C.	Legal Services	\$360,000	7/27/2018	1/12/2022	MBE: 15-20%	90%	\$324,000	90%	\$324,000	No	Yes
					WBE: 10-15%	0%	\$0				
					DSBE: nil	0%	\$0				
Pacifica Law Group, LLP	Legal Services	\$350,000	N/A	4/7/2022	MBE: N/A	0%	\$0	100%	\$350,000	No	Yes
					WBE: N/A	100%	\$350,000				
					DSBE: N/A	0%	\$0				

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Non-Profit Vendor Demographics: N/A

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EMPLOYEE DATA

Staff Demographics (as of December 2022) - ALL STAFF					
Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	5	77	<i>Total</i>	0	2
<i>% of Total</i>	2%	23%	<i>% of Total</i>	0%	25%
<i>Average Salary</i>	\$74,101	\$70,245	<i>Average Salary</i>	0	\$161,700
<i>Median Salary</i>	\$52,323	\$63,809	<i>Median Salary</i>	0	\$161,700
	White	White		White	White
<i>Total</i>	86	117	<i>Total</i>	1	1
<i>% of Total</i>	26%	35%	<i>% of Total</i>	13%	13%
<i>Average Salary</i>	\$91,162	\$85,467	<i>Average Salary</i>	\$113,400	\$173,250
<i>Median Salary</i>	\$84,898	\$80,031	<i>Median Salary</i>	\$113,400	\$173,250
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	8	12	<i>Total</i>	1	2
<i>% of Total</i>	2%	4%	<i>% of Total</i>	13%	25%
<i>Average Salary</i>	\$74,316	\$86,604	<i>Average Salary</i>	\$107,500	\$172,920
<i>Median Salary</i>	\$71,295	\$71,295	<i>Median Salary</i>	\$107,500	\$172,920
	Asian	Asian		Asian	Asian
<i>Total</i>	5	12	<i>Total</i>	0	0
<i>% of Total</i>	2%	4%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$75,556	\$80,339	<i>Average Salary</i>	0	0
<i>Median Salary</i>	\$83,276	\$76,766	<i>Median Salary</i>	0	0
	Other	Other		Other	Other
<i>Total</i>	5	6	<i>Total</i>	0	1
<i>% of Total</i>	2%	2%	<i>% of Total</i>	0%	13%
<i>Average Salary</i>	\$80,095	\$80,152	<i>Average Salary</i>	0	\$107,500
<i>Median Salary</i>	\$83,276	\$71,295	<i>Median Salary</i>	0	\$107,500
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	12	21	<i>Total</i>	1	1
<i>% of Total</i>	4%	6%	<i>% of Total</i>	13%	13%
<i>Average Salary</i>	\$103,060	\$82,430	<i>Average Salary</i>	\$107,500	\$184,139
<i>Median Salary</i>	\$94,632	\$73,500	<i>Median Salary</i>	\$107,500	\$184,139
	Male	Female		Male	Female
<i>Total</i>	109	224	<i>Total</i>	2	6
<i>% of Total</i>	33%	67%	<i>% of Total</i>	25%	75%
<i>Average Salary</i>	\$87,920	\$79,735	<i>Average Salary</i>	\$110,450	\$158,332
<i>Median Salary</i>	\$83,276	\$71,295	<i>Median Salary</i>	\$110,450	\$161,700

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Staff Demographics (as of December 2022) - LAW FUNDED STAFF					
Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	4	56	<i>Total</i>	0	1
<i>% of Total</i>	2%	23%	<i>% of Total</i>	0%	13%
<i>Average Salary</i>	\$84,275	\$67,256	<i>Average Salary</i>	0	\$161,700
<i>Median Salary</i>	\$77,533	\$62,728	<i>Median Salary</i>	0	\$161,700
	White	White		White	White
<i>Total</i>	68	84	<i>Total</i>	1	1
<i>% of Total</i>	20%	25%	<i>% of Total</i>	13%	13%
<i>Average Salary</i>	\$94,279	\$85,730	<i>Average Salary</i>	\$113,400	\$173,250
<i>Median Salary</i>	\$88,143	\$80,031	<i>Median Salary</i>	\$113,400	\$173,250
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	8	6	<i>Total</i>	1	2
<i>% of Total</i>	2%	2%	<i>% of Total</i>	13%	25%
<i>Average Salary</i>	\$74,316	\$97,912	<i>Average Salary</i>	\$107,500	\$172,920
<i>Median Salary</i>	\$71,295	\$71,920	<i>Median Salary</i>	\$107,500	\$172,920
	Asian	Asian		Asian	Asian
<i>Total</i>	3	9	<i>Total</i>	0	0
<i>% of Total</i>	1%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$81,099	\$78,283	<i>Average Salary</i>	0	0
<i>Median Salary</i>	\$83,276	\$73,500	<i>Median Salary</i>	0	0
	Other	Other		Other	Other
<i>Total</i>	5	3	<i>Total</i>	0	1
<i>% of Total</i>	2%	1%	<i>% of Total</i>	0%	13%
<i>Average Salary</i>	\$80,095	\$86,057	<i>Average Salary</i>	0	\$107,500
<i>Median Salary</i>	\$83,276	\$107,069	<i>Median Salary</i>	0	\$107,500
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	12	18	<i>Total</i>	1	1
<i>% of Total</i>	4%	5%	<i>% of Total</i>	13%	13%
<i>Average Salary</i>	\$103,060	\$83,497	<i>Average Salary</i>	\$107,500	\$184,139
<i>Median Salary</i>	\$94,632	\$72,398	<i>Median Salary</i>	\$107,500	\$184,139
	Male	Female		Male	Female
<i>Total</i>	88	158	<i>Total</i>	2	5
<i>% of Total</i>	36%	64%	<i>% of Total</i>	29%	71%
<i>Average Salary</i>	\$90,754	\$79,227	<i>Average Salary</i>	\$110,450	\$157,658
<i>Median Salary</i>	\$83,276	\$71,295	<i>Median Salary</i>	\$110,450	\$161,700

LAW DEPARTMENT

LANGUAGE ACCESS

- 1. Provide the name of your language access coordinator, the date of your last department training, and a link to the posting of your language access plan.**

Tianna Kalogerakis; Spring 2020; <https://www.phila.gov/media/20161223115811/Scanned-and-Redacted-Law-Department-LA-Plan.pdf>

Note that the updated plan for 2023 is anticipated to be posted in April 2023.

- 2. Breakdown new hires and existing staff by race and language. Breakdown how many front-line personnel are trained to provide language access services.**

Employees' races as recorded are based on the categories provided by the City during the hiring process, and may not fully reflect all of an employee's racial identities.

Asian: 16; eight of these individuals speak either Korean, Vietnamese, Mandarin Chinese, or French and Punjabi.

Black: 81; three of these individuals speak either French, Spanish, or Bambara.

Hispanic: 20; ten of these individuals speak Spanish or Spanish and Portuguese

Two or more races: 10; one of these individuals speak Egyptian Arabic and Modern Arabix

Unassigned: 1

White: 202; thirteen of these individuals speak either Spanish, Italian, Farsi, Spanish and German, Spanish and Greek, Spanish and Armenian, Spanish and Portuguese, Portuguese, or Polish, German and French

At least fifteen frontline staff are trained to provide language access services.

- 3. How many requests for language access services did your department receive in the past year? How many language access services were delivered by staff? Breakdown language access services provided, by language, including but not limited to the language line, translation of public notices and documents, website language services, and advertisement/publication services.**

The Law Department received eight (8) requests for language access in the last year. As a non-public facing department, language access services delivered by staff are typically captured by client departments even though some of the providers may be employees of the Law Department. For instance, information from the Tax & Revenue Unit are excluded from Law's reporting, as much of the language access data is covered by Revenue as Law's client. Six instances of interpretation services were provided via GLOBO, five (5) Spanish interpretations and one (1) Korean interpretation. Two sets of public notices were translated to Spanish, as provided by vendor Powerling. Law's website, along with the City's are eligible to be translated to over 30 languages immediately by the push of a button, and is thus, not recorded.

LAW DEPARTMENT

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

Our Code and Public Nuisance, Tax & Revenue, and Child Welfare Units have more public interaction than most other Units within the Law Department. Each of the aforementioned have engaged in conversations with their respective clients to determine how to better provide language access services to the public, and in some instances, refined their processes. In addition, we have updated all of the language access posters in our lobby/public areas. Also, revised our Language Access Plan to update the process for 2023, and this will enhance Law's ability to offer Language Access services. Department-wide language access trainings should be completed by June of 2023.

LAW DEPARTMENT

CLIMATE CHANGE

1. How has climate change affected your department's provision of services?

Climate change has not affected the Law Department's provision of services.

2. How might worsening climate change increase costs and demands for your department?

The Regulatory Law Unit has several clients for whom the reduction of greenhouse gases and response to climate change are very important initiatives. A general impact has been and may continue to be increased work on RFPs and agreements for climate change-related consulting work by department and offices.

3. How does your department intend to mitigate and adapt to climate change?

Law will continue to allocate appropriate resources to provide advice and counsel to many departments and agencies directly confronting climate change issues and its impact on the City.