

**LAW DEPARTMENT
FISCAL YEAR 2022 BUDGET TESTIMONY
MAY 10, 2021**

INTRODUCTION

Good Morning, President Clarke and Members of City Council. I am Diana P. Cortes, City Solicitor. Joining me today are Craig Straw, First Deputy City Solicitor, Valerie Robinson, Chair of Corporate and Tax Group, Renee Garcia, Chair of Litigation Group, Nicolette Burgess-Bolden, Chair of Social Services Group, Andrew Richman, Chief of Staff, Nicole Seawright, Director of Professional Development/Diversity, Equity and Inclusion, David Torres, Director of Administrative Services, Frances Beckley, Chief Counsel to the Department of Revenue, Lewis Rosman, Chief Deputy City Solicitor of Legislation and Legal Counsel Unit, in addition to other members of my staff.

I am pleased to be here today to provide testimony on the Law Department's FY22 budget submission. The current submission for your review includes a proposed General Fund Budget of \$19,304,973. This budget submission includes an increase of \$4.7 million to class 100, which represents a cost neutral, and partial consolidation of the salaries of Law Department attorneys currently funded by other City agencies. Also included is a cut from class 200 in the amount of \$765,167. At this time, Law would propose for your review during caucus changes a revised General Fund Budget of \$20,070,140, which would reinstate the class 200 cut. The Budget Office supports the proposed adjustments.

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 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 2022:

LAW DEPARTMENT PLANS FOR FISCAL YEAR 2022:

COVID-19 Response: The Law Department ("Law") will continue to provide legal advice, guidance, assistance and leadership in matters related to the COVID-19 pandemic, including current vaccination efforts. Law will continue to work with City departments and officials to draft and comment on regulations, guidance documents and employment-related protocols. In

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addition, Law will continue to work with City departments and officials to draft, negotiate and implement necessary contracts to ensure the appropriate levels of response to this pandemic and vaccination efforts. Further, Law will provide advice and counsel to City departments and officials as the City continues to navigate recovery-related activities. With the increase in remote work and virtual meetings and hearings, Law also will continue providing advice and guidance to OIT and other HIPAA covered departments on data and security related issues, breaches and/or exposure of data for non-HIPAA departments. Lastly, Law, while mainly working remotely, has been extremely effective and successful at meeting the demands of clients and courts and we are exploring additional ways to continue to provide the same high-quality services via technology upgrades.

Diversity, Equity & Inclusion (“DEI”): Law remains committed to DEI through our hiring, development and retention processes. Law begins by ensuring that every job description reflect our commitment to DEI. Next, Law ensures that diverse candidates are part of the applicant pool and having diverse resume review, interview and hiring panels. In addition, Law requires each interview panel to ask a set of DEI questions of all candidates. For FY22, Law will be implementing a DEI assessment section in our annual performance evaluations. Law’s increased diversity reflects our efforts to recruit, retain and advance diverse talent.

Law’s Director of Professional Development/Diversity, Equity & Inclusion will continue to expand outreach efforts with law schools, minority-based affinity groups, and national diversity pipeline programs to fill vacant positions. These community partnerships will also provide managerial and developmental training opportunities for existing staff. In addition, Law will continue to coordinate training programs for each of the Law Department’s Practice Groups and department-wide training on DEI topics.

In June of 2020, Law began participating in the Diversity Lab’s Mansfield Rule Legal Department Edition 2.0, a national two-year certification process recognizing Law’s commitment to DEI efforts. As a result, Law considers at least 50% historically underrepresented lawyers for at least 70% of all of our vacant positions.

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 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 and public health and safety. During the upcoming year, we will continue work on the following litigation, which are only meant to be examples reflective of our efforts:

Firearms Preemption Litigation: The City, along with the Ceasefire Pennsylvania Education Fund, and residents who have lost family members to gun violence filed a lawsuit in

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Commonwealth Court that takes aim at the Firearm Preemption Laws in Pennsylvania which block cities from enacting their own common-sense guns laws.

JUUL Litigation: The City filed a lawsuit against JUUL Labs, Inc. for the company's role in cultivating and fostering an e-cigarette epidemic among youth in Philadelphia. The lawsuit alleges causes of action of public nuisance, negligence, and products liability, and seeks injunctive relief and abatement remedies to combat the e-cigarette epidemic, which has severely impacted the City and its youth. The City is also seeking compensatory damages to provide relief from financial losses as a result of the epidemic.

Plastic Bag Litigation: The City, together with the Boroughs of West Chester and Narberth and Lower Merion Township, brought suit in Pennsylvania Commonwealth Court against the Pennsylvania General Assembly and the Commonwealth seeking to declare unconstitutional part of the state budget implementation law which purports to preempt municipalities from enacting or enforcing ordinances prohibiting or restricting single-use plastic bags. The City enacted such an ordinance prior to the preemption, but has been unable to commence its enforcement. The other municipalities either have passed such legislation or would if not preempted. Two environmental organizations, the Clean Air Council and PennEnvironment, recently petitioned the Commonwealth Court to intervene on the side of the City and the other plaintiffs.

VRDO Lawsuit: 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. The case remains pending and has entered the discovery phase. 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 country, paying above-market interest rates for years, which resulted in decreased amounts of funding being available for critical public projects and services.

Opioid Epidemic: The City's lawsuit against manufacturers and of prescription opioids for causing and fueling the opioid epidemic remains pending. Law, both through the Affirmative & Special Litigation Unit and internal bankruptcy attorneys, has been active in ensuring that the City's voices are adequately represented and heard in settlement discussions with opioid manufacturers and distributors, and discussions relating to the liability of Purdue and the Sackler family.

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, and Tort Litigation Units.

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BUDGET SUMMARY & OTHER BUDGET DRIVERS

Please refer to attached FY22 Budget Hearing Summary Charts in section 1: Staff Demographics Summary, section 2: Employment Levels, section 3: Financial Summary by Class, section 6: Participation Rate and Goal.

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PROPOSED BUDGET OVERVIEW

Proposed Funding Request:

The proposed Fiscal Year 2022 General Fund budget totals \$19,304,973, an increase of \$2,890,867 over Fiscal Year 2021 estimated obligation levels. This increase is primarily due to a cost neutral, and partial consolidation of the salaries of Law Department attorneys currently funded by other City agencies.

The proposed budget includes:

- \$14,452,037 in Class 100, a \$4,932,034 increase from FY21. This funding, as stated above, partially consolidates the salaries of Law Department attorneys funded by other City agencies. This funding also restores the Citywide salary decreases implemented at the start of FY21.
- \$4,668,260 in Class 200, a \$2,041,167 decrease from FY21. This funding reduction includes the cut taken in FY21, less a temporary increase of \$1.4 million added via mid-year during FY21, as well as an additional cut of \$765,167, which represents an imposed 5% reduction.
- \$184,676 in Class 300/400, which is level with FY21 funding.

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STAFFING LEVELS

The department is requesting 229 budgeted positions for FY22, an increase of 44 positions over FY21. Please note that this number may increase post testimony and via caucus changes.

The increase is attributed to the consolidation of the salaries of Law Department attorneys currently funded by other City agencies.




NEW HIRES

Please refer to attached FY22 Budget Hearing Summary Charts in section 8: New Hires Information.

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PERFORMANCE, CHALLENGES, AND INITIATIVES




Executive and Administrative Resources

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
M/W/DSBE participation in Law department contracts	47%	37%	39%

Program FY22 Strategic Goals

- Recommend and assist in implementing coordinated training programs for each of Law’s Programs and department-wide training on DEI topics.
- Participate in the Mansfield Rule Legal Department Edition 2.0, a national certification process recognizing Law’s commitment to DEI efforts. Law will continue to consider at least 50% historically underrepresented lawyers for all of its positions, external hiring, internal transitions, promotions, and engaging outside counsel.
- Work to increase contracting with Minority, Women, Disabled Owned Business Support (M/W/DSBE) firms and continue encouraging firms who do not qualify as M/W/DSBE 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.
- In order to measure the effectiveness of our cultural competency work, Law will be incorporating DEI assessments on its staff performance evaluations.
- Strengthen national legal diversity pipelines by partnering with programs that promote and sustain diverse law students.

Corporate and Tax

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Median time for contracts law drafts approved as to form (in days)	11	6	6

Program FY22 Strategic Goals




- The Tax Unit will expand consolidated assumption actions, in which a single lawsuit is filed for Real Estate Tax, Water Debt, and Nuisance liens on all of a landlord’s properties to combine and collect on all liabilities in a single judgment.
- The Commercial Law Unit will continue to work with the Office of the Chief Administrative Officer (CAO) on efficiency improvements to the City’s contracting process. This includes

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updating the City's standardized contract templates and working with the CAO on the creation of new procedures to implement changes to the Home Rule Charter and Philadelphia Code, such as the revisions to 8-200 of the Charter designed to increase M/W/DSBE and local business participation in City contracts.

- The Real Estate & Development Unit, along with outside counsel, will also continue to advise clients through the closeout of the redevelopment of the Gallery Mall (now the Fashion District of Philadelphia).




Legislation and Legal Counsel Unit

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
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 FY22 Strategic Goals

- Continue training attorneys new to legislative work and integrating them into the legislation part of the Unit. Provide internal training in the Law Department on issues such as “The Legislative Process,” (i.e., reading bills, the hearings process, bill amendments and the Solicitor’s role in signing Council bills).
- Resume efforts to bring publication of prior Solicitor’s Opinions more up to date.
- Continue to build and maintain the digital resource library for RTK work, which houses training materials, templates, and policies used regularly by the team.
- Further develop existing processes for responding to Informal RTK Requests (inquiries that do not have the same deadline as Formal Requests).
- Continue to optimize the RTK case management system, including calendaring/monitoring deadlines and trends. This includes performing regular reporting and data auditing to identify trends, spot process issues, and to capture accurate and measurable analytics. Continue to build and maintain standard response template system created in our case management system in FY21. Offer case management access and training to additional Departments who may want to monitor cases and utilize template responses.




Litigation

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Claims Percent Cost to Risk Assessment	77.3%	77.3%	77.3%
Civil Rights Motion to Dismiss Wins	36	42	42
Labor and Employment Motions to Dismiss Wins	5	5	5

Program FY22 Strategic Goals

- Continue to identify affirmative litigation opportunities to combat systemic public nuisances or harmful, legally-suspect policies of the federal government which threaten public welfare, health, or safety.
- Continue to minimize outside counsel fees by limiting their contracting to conflicts and specialized expertise.
- Continue to defend against any, and all, filed lawsuits, and begin to anticipate and prepare for the resumption of jury trials in state and federal court.
- Continue to prepare and support the Mayor’s Office of Labor Relations and the Police Department for the interest arbitration of the FOP Lodge 5 Contract where the City will pursue several essential police reform initiatives.

Social Services

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Average caseload per lawyer	141	NA	N/A
Child welfare: permanency rate	20.9%	28.0%	25.0%

Program FY22 Strategic Goals

- 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.
- Continue to provide effective legal representation for DBHIDS in mental health proceedings and on behalf of DPH in lead court proceedings.
- Assist the First Judicial District in its initiative to select additional mental health court sites to better serve the individuals in need of involuntary mental health treatment.

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- The HPU will continue to provide privacy advice and counsel to support City initiatives focusing on public health responses to COVID-19, the opioid epidemic, criminal justice reform, and gun violence reduction.
- The HPU will continue to support the Office of Innovation and Technology in its ongoing efforts to assess security needs and implement safeguards that ensure the City is appropriately protecting confidential information.

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OTHER BUDGETARY IMPACTS

Federal and State (Where Applicable)

NA

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CONTRACTING EXPERIENCE

Please refer to attached FY22 Budget Hearing Summary Charts in section 4: Contracts Summary.

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EMPLOYEE DATA

Please refer to attached FY22 Budget Hearing Summary Charts in section 7: Staff Demographics.

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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.**

Nicole F. Seawright, Director of Professional Development, Diversity, and Inclusion.

Executive Team received training FY19.

<https://www.phila.gov/media/20161223115811/Scanned-and-Redacted-Law-Department-LA-Plan.pdf> (Sept 2016)

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

During FY21, through December 2020, the Law Department hired four new staff. One identifies as Caucasian, one identifies as African American, one identifies as Hispanic, and one identifying as other. Please reference the budget testimony charts for staff-wide statistics. The Law Department engages with the City's Language Access Coordinator to coordinate trainings on as needed.

- 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.**

During FY21, the Law Department used in-person interpretation services five times for various trials/hearings/meetings. One video was transcribed from Indonesian to English, and document translation services were used once.

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

Law has disseminated information through emails, postings, and other forms of communication to entire department on a regular basis.

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

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CLIMATE CHANGE

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

No

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 departments 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.

1. Staff Demographics Summary

Staff Demographics Summary (as of December 2020) - All Staff				
	Total	Minority	White	Female
Number of Full-Time Staff	325	133	192	204
Number of Exempt Staff	292	114	178	184
Number of Executive Staff (deputy level and above)	8	6	2	3
Average Salary, Full-Time Staff	\$75,325	\$68,391	\$80,129	\$72,395
Average Salary, Exempt Staff	\$79,176	\$72,872	\$83,213	\$76,133
Average Salary, Executive Staff	\$129,008	\$129,420	\$127,772	\$122,922
Median Salary, Full-Time Staff	\$69,300	\$65,118	\$78,517	\$67,221
Median Salary, Exempt Staff	\$75,458	\$67,221	\$78,517	\$69,300
Median Salary, Executive Staff	\$141,883	\$141,883	\$127,772	\$141,883

Staff Demographics Summary (as of December 2020) - Law Department Funded Staff				
	Total	Minority	White	Female
Number of Full-Time Staff	179	71	107	102
Number of Exempt Staff	150	55	95	81
Number of Executive Staff (deputy level and above)	7	5	2	3
Average Salary, Full-Time Staff	\$77,756	\$68,548	\$83,866	\$73,411
Average Salary, Exempt Staff	\$84,307	\$75,951	\$89,144	\$81,545
Average Salary, Executive Staff	\$127,169	\$126,928	\$127,772	\$122,922
Median Salary, Full-Time Staff	\$74,250	\$63,017	\$80,752	\$68,261
Median Salary, Exempt Staff	\$78,517	\$69,300	\$83,780	\$75,458
Median Salary, Executive Staff	\$141,883	\$141,883	\$127,772	\$141,883

2. Employment Levels

Employment Levels (as of December 2020) - All Staff		
	Budgeted	Filled
Number of Full-Time Positions	326	325
Number of Part-Time Positions	0	0
Number of Exempt Positions	290	292
Number of Executive Positions (deputy level and above)	8	8
Average Salary of All Full-Time Positions	\$70,806	\$75,325
Median Salary of All Full-Time Positions	\$73,458	\$69,300

FY22 Budget Hearing Summary Charts - Law

Employment Levels (as of December 2020) - Law Department Funded Staff		
	Budgeted	Filled
Number of Full-Time Positions	185	179
Number of Part-Time Positions	0	0
Number of Exempt Positions	159	150
Number of Executive Positions (deputy level and above)	7	7
Average Salary of All Full-Time Positions	\$73,091	\$77,756
Median Salary of All Full-Time Positions	\$76,478	\$74,250

3. Financial Summary by Class

Some departments may also want to provide financial summary tables for other funds, such as the Grants Fund. Departments should delete any budget lines that have \$0 in every year (i.e. if a department has no Class 500 appropriations, actuals, or proposed appropriations, the Class 500 row should be deleted).

General Fund Financial Summary by Class						
	FY20 Original Appropriations	FY20 Actual Obligations	FY21 Original Appropriations	FY21 Estimated Obligations	FY22 Proposed Appropriations	Difference: FY22-FY21
Class 100 - Employee Compensation	\$9,427,335	\$9,733,493	\$9,520,003	\$9,520,003	\$14,452,037	\$4,932,034
Class 200 - Purchase of Services	\$6,409,034	\$6,559,552	\$5,309,427	\$6,709,427	\$4,668,260	(\$2,041,167)
Class 300/400 - Materials, Supplies & Equipment	\$248,676	\$234,599	\$184,676	\$184,676	\$184,676	\$0
Class 500 - Contributions		\$45,000				\$0
	\$16,085,045	\$16,572,644	\$15,014,106	\$16,414,106	\$19,304,973	\$2,890,867

All Funds Financial Summary by Class						
	FY20 Original Appropriations	FY20 Actual Obligations	FY21 Original Appropriations	FY21 Estimated Obligations	FY22 Proposed Appropriations	Difference: FY22-FY21
Class 100 - Employee Compensation	\$13,799,588	\$14,104,771	\$13,572,441	\$13,765,979	\$18,467,944	\$4,701,965
Class 200 - Purchase of Services	\$7,100,648	\$7,251,140	\$6,001,041	\$7,401,041	\$5,359,874	(\$2,041,167)
Class 300/400 - Materials, Supplies & Equipment	\$291,686	\$275,894	\$227,686	\$227,686	\$227,686	\$0
Class 500 - Contributions		\$45,000				\$0
	\$21,191,922	\$21,676,805	\$19,801,168	\$21,394,706	\$24,055,504	\$2,660,798

FY22 Budget Hearing Summary Charts - Law

4. Contracts Summary

This table focuses on large professional services contracts with for-profit vendors.

"Large" is defined as meaning that an RFP was required.

Departments should focus on contracts that have been conformed to date.

Any departments that have large contracts with non-profit providers are encouraged to provide board makeup information in the optional "Non-Profit Vendor Demographics" table below.

M/W/DSBE Participation on Large Professional Services Contracts

Top Five Largest Contracts, FY21

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	\$1,000,000	2/3/2017	3/10/2020	MBE: 10-15%	0%	\$0	5%	\$53,300	Yes	No
					WBE: 5-10%	5%	\$53,300				
					DSBE: Nil	0%	\$0				
Marshall Dennehey Warner Coleman & Goggin	Legal Services	\$400,000	7/27/2018	12/5/2020	MBE: 15-20%	90%	\$360,000	100%	\$400,000	Yes	No
					WBE: 10-15%	10%	\$40,000				
					DSBE: Nil	0%	\$0				
RCDH of Pennsylvania Inc.	Licensed Property Appraisal	\$375,000	8/9/2016	11/1/2019	MBE: 5-10%	0%	\$0	5%	\$18,750	No	No
					WBE: 5-10%	5%	\$18,750				
					DSBE: Nil	0%	\$0				
Archer & Greiner	Legal Services	\$360,000	7/27/2018	1/12/2020	MBE: 15-20%	90%	\$324,000	100%	\$360,000	Yes	No
					WBE: 10-15%	10%	\$36,000				
					DSBE: Nil	0%	\$0				
Sharon Suleta	Legal Services	\$350,000	10/4/2016	12/12/2019	MBE: 10-15%	0%	\$0	100%	\$350,000	No	No
					WBE: 10-15%	100%	\$350,000				
					DSBE: Nil	0%	\$0				

Non-Profit Vendor Demographics		
CNA Corporation	Minority %	Female %
Workforce	27.00%	44.00%
Executive	5.00%	21.50%
Board	30.00%	30.00%

5. Performance Measures Table

The Budget Office will copy this table in from the Five Year Plan.

6. Participation Rate and Goal

The Contracts Summary table is for **professional services contracts only**.
 The Contract Participation Goal table is for **all contracts (Public Works, SS&E, and Professional Services, combined)**.

Contracts Summary (Professional Services only)					
	FY18	FY19	FY20	FY21	FY21 YTD (Q1 & Q2)
Total amount of contracts	\$7,054,643	\$6,989,547	\$7,303,026	\$2,212,135	\$2,212,135
Total amount to M/W/DSBE	\$2,981,357	\$2,129,974	\$3,461,106	\$999,035	\$999,035
Participation Rate	42%	30%	47%	45%	45%

Total M/W/DSBE Contract Participation Goal (Public Works; Services, Supplies & Equipment; and Professional Services combined)			
	FY20	FY21	FY22
M/W/DSBE Contract Participation Goal	37%	37%	40%

FY22 Budget Hearing Summary Charts - Law

7. Staff Demographics

Totals in this table should tie out to numbers in tables 1 and 2 above.

Biracial employees should be included under "Other."

The number of employees who identify as non-binary (i.e. employees who do not identify as either female or male) should be included in the text box below the table, along with salary detail.

Employment Levels (as of December 2020) - All Staff					
Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	12	78	<i>Total</i>	2	2
<i>% of Total</i>	4%	24%	<i>% of Total</i>	25%	25%
<i>Average Salary</i>	\$85,516	\$64,967	<i>Average Salary</i>	\$156,378	\$113,441
<i>Median Salary</i>	\$75,026	\$59,143	<i>Median Salary</i>	\$156,378	\$113,441
	White	White		White	White
<i>Total</i>	87	105	<i>Total</i>	2	0
<i>% of Total</i>	27%	32%	<i>% of Total</i>	25%	0%
<i>Average Salary</i>	\$82,062	\$78,527	<i>Average Salary</i>	\$127,772	
<i>Median Salary</i>	\$78,517	\$78,517	<i>Median Salary</i>	\$127,772	
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	6	11	<i>Total</i>	1	1
<i>% of Total</i>	2%	3%	<i>% of Total</i>	13%	13%
<i>Average Salary</i>	\$61,497	\$71,461	<i>Average Salary</i>	\$95,000	\$141,883
<i>Median Salary</i>	\$61,621	\$67,221	<i>Median Salary</i>	\$95,000	\$141,883
	Asian	Asian		Asian	Asian
<i>Total</i>	9	12	<i>Total</i>	0	0
<i>% of Total</i>	3%	4%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$78,637	\$68,653	<i>Average Salary</i>		
<i>Median Salary</i>	\$78,517	\$67,221	<i>Median Salary</i>		
	Other	Other		Other	Other
<i>Total</i>	4	1	<i>Total</i>	0	0
<i>% of Total</i>	1%	0%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$63,176	\$63,017	<i>Average Salary</i>		
<i>Median Salary</i>	\$67,209	\$63,017	<i>Median Salary</i>		
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	11	18	<i>Total</i>	1	1
<i>% of Total</i>	3%	6%	<i>% of Total</i>	13%	13%
<i>Average Salary</i>	\$87,755	\$73,716	<i>Average Salary</i>	\$95,000	\$141,883
<i>Median Salary</i>	\$71,429	\$71,429	<i>Median Salary</i>	\$95,000	\$141,883
	Male	Female		Male	Female
<i>Total</i>	118	207	<i>Total</i>	5	3
<i>% of Total</i>	36%	64%	<i>% of Total</i>	63%	38%
<i>Average Salary</i>	\$80,466	\$72,395	<i>Average Salary</i>	\$132,660	\$122,922
<i>Median Salary</i>	\$75,458	\$67,221	<i>Median Salary</i>	\$141,883	\$141,883

FY22 Budget Hearing Summary Charts - Law

Detail for non-binary employees, if applicable:

Employment Levels (as of December 2020) - Law Department Funded Staff					
Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	8	46	<i>Total</i>	1	2
<i>% of Total</i>	4%	26%	<i>% of Total</i>	1%	1%
<i>Average Salary</i>	\$88,391	\$62,557	<i>Average Salary</i>	\$170,874	\$113,441
<i>Median Salary</i>	\$76,540	\$58,123	<i>Median Salary</i>	\$170,874	\$113,441
	White	White		White	White
<i>Total</i>	56	51	<i>Total</i>	2	0
<i>% of Total</i>	31%	29%	<i>% of Total</i>	1%	0%
<i>Average Salary</i>	\$85,490	\$82,082	<i>Average Salary</i>	\$127,772	
<i>Median Salary</i>	\$80,752	\$80,752	<i>Median Salary</i>	\$127,772	
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	3	2	<i>Total</i>	1	1
<i>% of Total</i>	2%	1%	<i>% of Total</i>	1%	1%
<i>Average Salary</i>	\$69,537	\$107,141	<i>Average Salary</i>	\$95,000	\$141,883
<i>Median Salary</i>	\$75,458	\$107,141	<i>Median Salary</i>	\$95,000	\$141,883
	Asian	Asian		Asian	Asian
<i>Total</i>	4	4	<i>Total</i>	0	0
<i>% of Total</i>	2%	2%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$78,749	\$73,420	<i>Average Salary</i>		
<i>Median Salary</i>	\$74,973	\$72,423	<i>Median Salary</i>		
	Other	Other		Other	Other
<i>Total</i>	3	0	<i>Total</i>	0	0
<i>% of Total</i>	2%	0%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$62,528		<i>Average Salary</i>		
<i>Median Salary</i>	\$69,300		<i>Median Salary</i>		
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	5	11	<i>Total</i>	1	1
<i>% of Total</i>	3%	6%	<i>% of Total</i>	1%	1%
<i>Average Salary</i>	\$94,332	\$74,894	<i>Average Salary</i>	\$95,000	\$141,883
<i>Median Salary</i>	\$78,517	\$74,250	<i>Median Salary</i>	\$95,000	\$141,883
	Male	Female		Male	Female
<i>Total</i>	74	104	<i>Total</i>	4	3
<i>% of Total</i>	42%	58%	<i>% of Total</i>	2%	2%
<i>Average Salary</i>	\$83,862	\$73,411	<i>Average Salary</i>	\$130,354	\$122,922
<i>Median Salary</i>	\$78,517	\$68,261	<i>Median Salary</i>	\$127,772	\$141,883

Detail for non-binary employees, if applicable:

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8. New Hire Information

Date range is 7/1/20 to December 2020 increment run. Detail for any hires since then can be added in the text box below the table.

New Hires (from 7/1/2020 to December 2020)

	Total Number of New Hires	Spanish	[language 2]	[language 3]	[language 4]	[language 5]
Black or African American	1					
Asian						
Hispanic or Latino	1	1				
White	1					
Other	1					
Total	4	1	0	0	0	0

Detail for new hires since December 2020, if applicable:

All Staff

	[language 1]	[language 2]	[language 3]	[language 4]	[language 5]
Black or African American					
Asian					
Hispanic or Latino					
White					
Other					
Total	0	0	0	0	0

Frontline Staff

	[language 1]	[language 2]	[language 3]	[language 4]	[language 5]
Black or African American					
Asian					
Hispanic or Latino					
White					
Other					
Total	0	0	0	0	0

* Please note that, since January 1, 2021 the Law Department has hired five staff, all of which only speak English.