

2019





DEPARTMENT











results
minneapolis

City Attorney

Performance summary

Enterprise priorities (page 3): Workforce diversity, Spending with diverse suppliers
Department priorities (page 4): Criminal Justice Reform, Proactive Support of City Initiatives

Trend Key			
	Year-over-year (YoY) increase by more than 5%		Less than 5% YoY change
	YoY decrease by more than 5%		No trend

Budget program	2018 Budget	Performance measure	Performance	Trend from prior year	Trend: Red/yellow/green
Criminal Division – Prosecution	\$9.1M	<ol style="list-style-type: none"> Number of defendants enrolled in diversion programs Pathways Program – Gross Misdemeanor Weapons Programs Conviction rate: Domestic violence cases Amount of time between review and charging for Gone on Arrival (GOA) cases DWI Cases Charged & Conviction Rate 	<ol style="list-style-type: none"> 851 15 (successfully completed) 62% 28.5 Days 1263; 99% 	<ol style="list-style-type: none"> Decrease No trend Decrease No trend Increase 	<ol style="list-style-type: none">     
Civil Division - Client Services	\$3.8M	<ol style="list-style-type: none"> Client Services Survey: Percent favorable responses 	<ol style="list-style-type: none"> N/A 	<ol style="list-style-type: none"> No Trend 	<ol style="list-style-type: none"> 
Civil Division - Litigation	\$3.8M	<ol style="list-style-type: none"> Rates of wins vs. losses in cases resolved – Court Resolved in court vs. settled 	<ol style="list-style-type: none"> 100% 77%; 23% 	<ol style="list-style-type: none"> Increase Increase 	<ol style="list-style-type: none">  
Criminal Division - Community Attorney	\$1.5M	<ol style="list-style-type: none"> Downtown 100 recidivism (number of offenses per year) Downtown 100 referrals to social services 	<ol style="list-style-type: none"> 50% Decrease 85 Social Service Referrals 	<ol style="list-style-type: none"> Decrease Increase 	<ol style="list-style-type: none">  

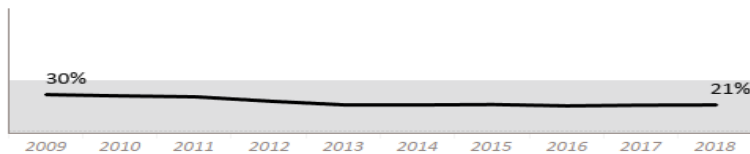
Enterprise Priorities

Workforce diversity

- **Does not meet** enterprise goal of 41% people of color
- **Meets** enterprise goal of 45% women
- The City Attorney’s Office management team all attended the Nimble Leader Training. Additionally we hired a consultant to assist the office with Cultural Agility goals and creating an Equity and Inclusion team. Managers will take the Individual Diversity Inventory and have individual coaching sessions. In 2020 we will expand this to the rest of the office.
- We continue to do the following:
 - Join and participate in affinity bar associations to assist in recruiting diverse attorney candidates,
 - Attend minority recruiting/networking events,
 - Participate in 2 year fellowship for 3rd year law students,
 - Have year round paid law clerks, and
 - Participate in the Urban Scholar program and Step-Up programs
 - Increase diversity on hiring panels
 - Assist the Urban Scholars program with their interviews to gain further understanding.

Workforce diversity (2009-2018)

People of color



Women

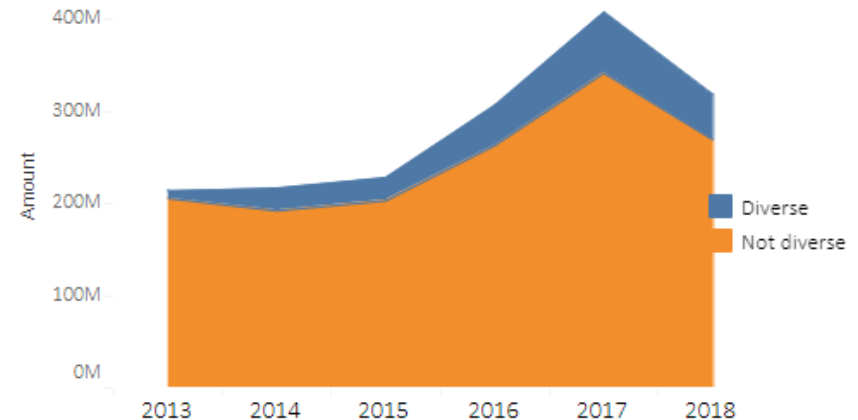


Notes:
(1) Grey shading indicates enterprise goals (41% people of color and 45% women).

Spending with diverse suppliers

- **Meets** Citywide percent diverse spending (15%)
- **Meets** Citywide percent spending with minority-owned suppliers (6%)
- **Meets** Citywide percent spending with non-minority women-owned suppliers (9%)
- Our largest supplier is West Publishing (WestLaw) used for online legal research (\$84K). WestLaw and LexisNexis are essentially the only online legal research companies with the capabilities required for a law office. Neither is a WMBE. Without this large expenditure, we would exceed the 50% diverse spending benchmark.
- Diverse spending decreased from 2017 – 2018 due to a decrease in spending in general office supplies and paper.
- In 2019 we are working with an African American Woman Owned consultant to provide ongoing Cultural Agility Training and consulting for our leadership team and then staff in 2020.

Share of diverse spending* (all years)



Department Priorities

Criminal Justice Reform

- **Bail Reform/ Reduce use of Jail and Bench Warrants**
 - Release with No Bail/ Conditions w/ risk assessment tool
 - Sign/Book & Release Warrants
 - 5,000 arrests avoided
- **Increase diversion opportunities and offer at the earliest stage**
 - Expand eligibility criteria and eligible offenses
 - Implement and seek to increase use of pre-charge diversion
- **Address underlying needs in lieu of traditional prosecution**
 - 1800 Chicago Behavioral Health Center - CAO has agreed it will not file criminal charges against individuals who voluntarily agree to seek services at the Center
 - Restorative Court – staffed by social workers

Proactive Support of City Initiatives

- **Workers Rights**
 - Minimum Wage and Sick and Safe Time - Lawsuit legal defense
 - Successful application for grant to fund Human Trafficking Fellow
- **Affordable Housing and Tenant Rights**
 - Section 8 ordinance: Lawsuit legal defense
 - Increased use of Tenant Remedies Act (TRA) and emergency TRA lawsuits in appropriate cases, affecting over 30 rental properties
- **Inclusionary Zoning**
 - Minneapolis 2040: Lawsuit legal defense and support of implementation
- **Immigrant Rights**
 - Municipal ID
 - Led U/T Visa Ordinance implementation

Criminal Prosecution

Program description: The Criminal Division of the City Attorney’s Office prosecutes all adult gross misdemeanor, misdemeanor and petty misdemeanor offenses in the City of Minneapolis. Prosecution is a mandated function. The criminal prosecution function is divided into teams, including a domestic violence team and general prosecution teams.

Performance measures

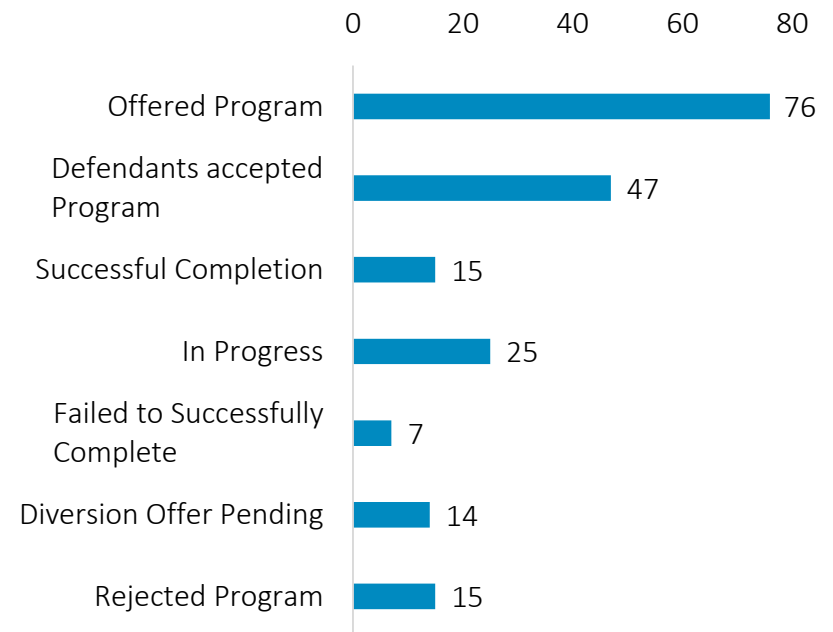
Defendants enrolled in Diversion Programs



Definition:

- The CAO conducts both pre-charge and pre-court review of all court required citations to determine if the defendant is eligible to participate in one of our diversion programs. Pre-charge diversion reduces the collateral consequences of having a public criminal record for defendants who successfully complete the program

Pathways Program – Gross Misdemeanor Weapons Cases



Definition:

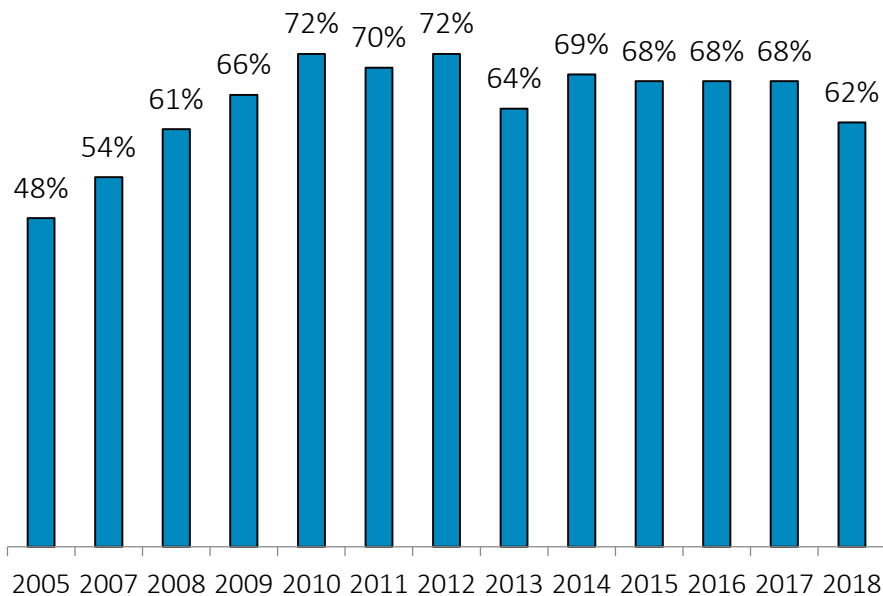
- Pathways is a community-based trauma-informed alternative to jail for Gross Misdemeanor weapons offenses. Graduates of the program will have their charges dismissed, with no conviction on their record. This shows statistics on number of offers, acceptance and completion rates for Pathways program since inception of the program in May 2017.

Criminal Prosecution (*continued*)

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Performance measures

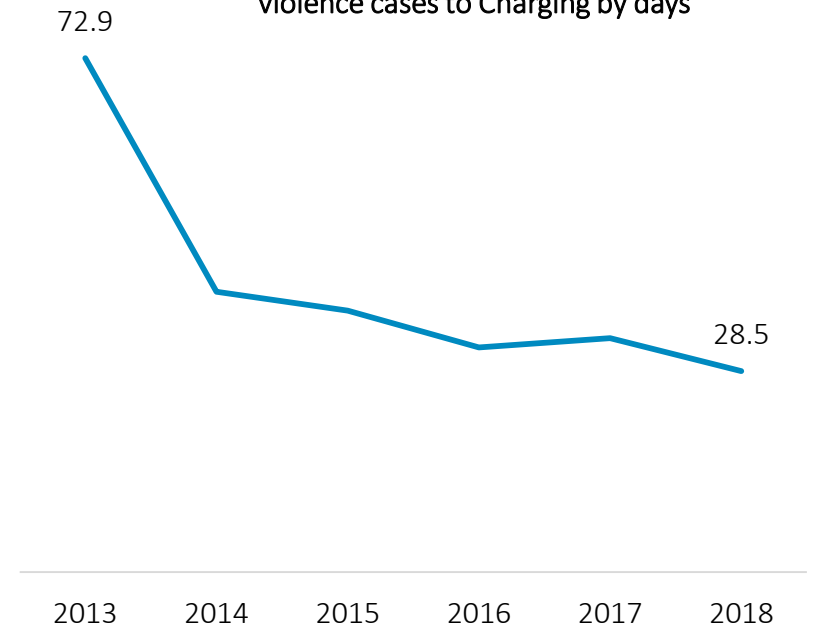
Conviction rate on domestic violence cases



Definition:

- Conviction rate in intimate partner domestic violence cases by year.

Time from Review of Gone on Arrival (GOA) domestic violence cases to Charging by days



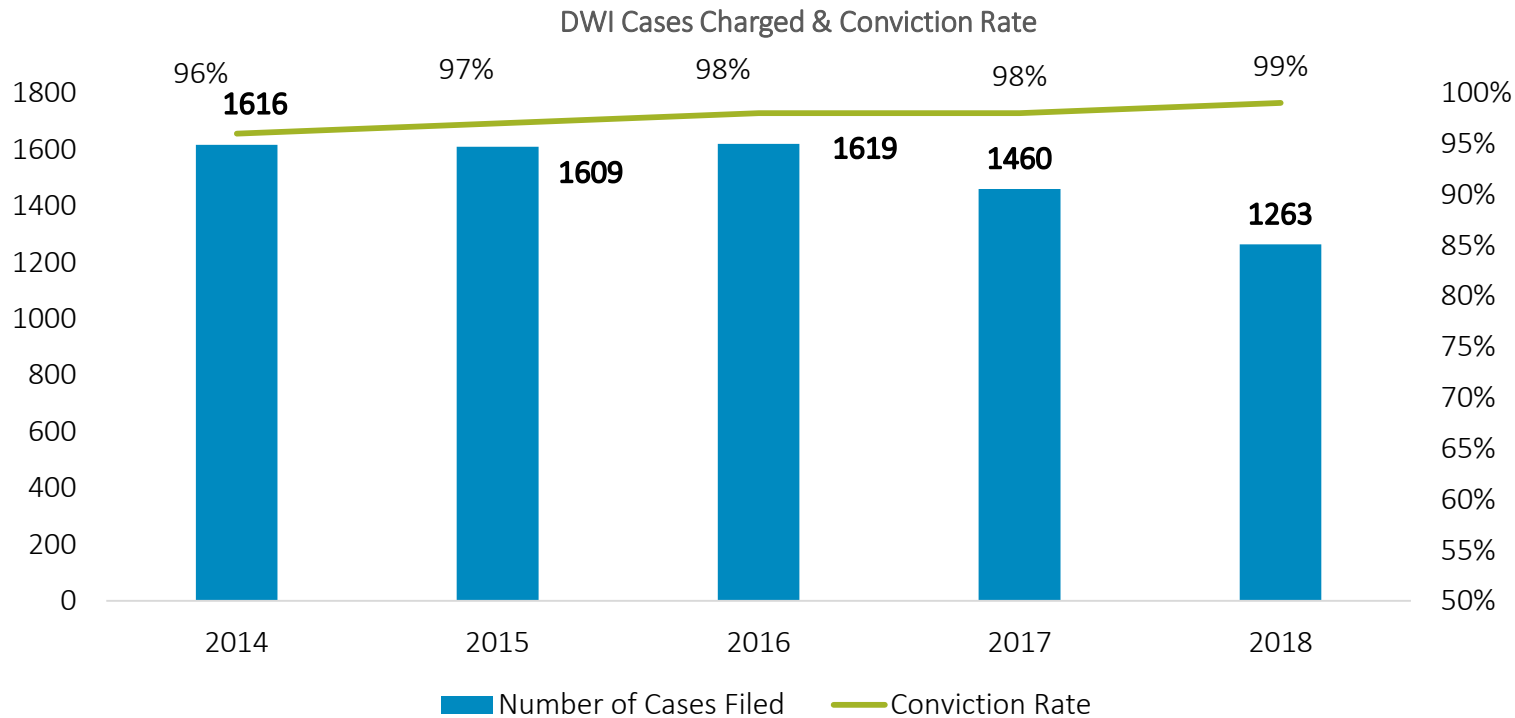
Definition:

- The CAO has reduced the amount of time from when a GOA case is referred to the date of charging. These cases have typically taken longer to charge because of the need for added investigation. Reductions in time to charging improve victim safety trust and case outcomes.

Criminal Prosecution (*continued*)

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Performance measures



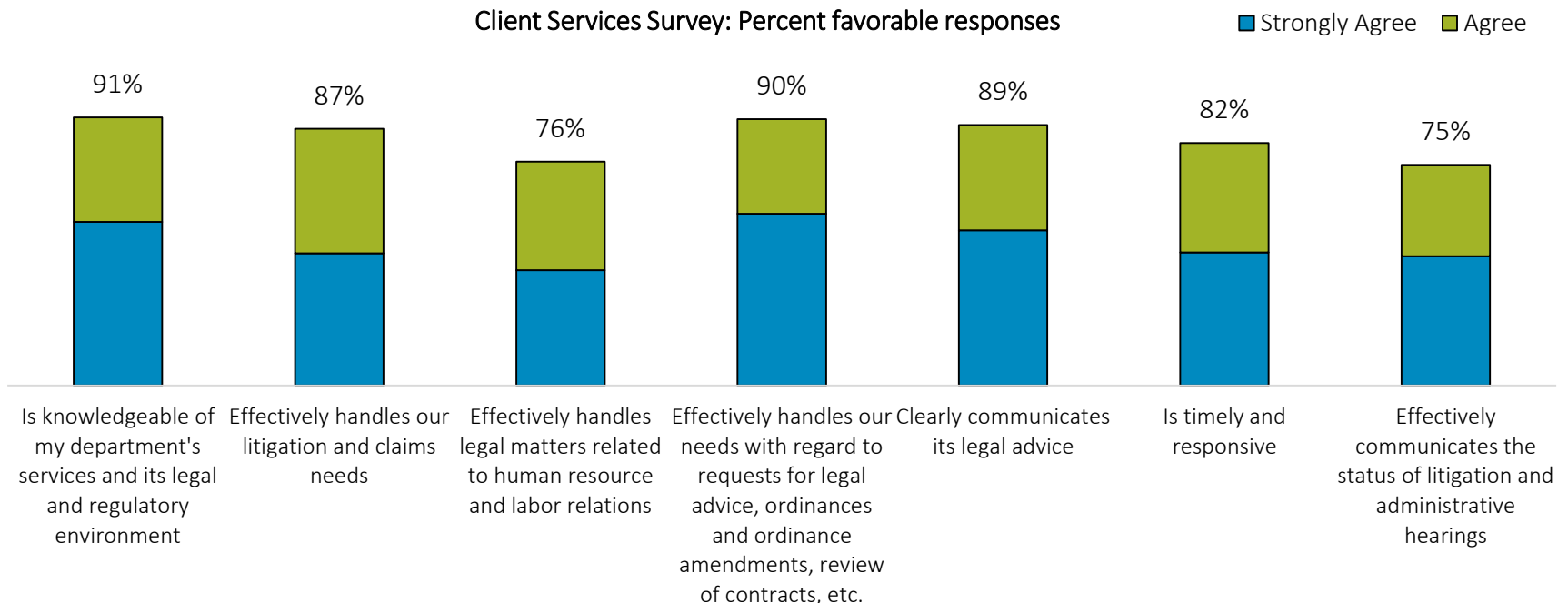
Definition:

- Number of DWI cases charged and conviction rate for DWI cases by year. DWI law continues to evolve at a fast pace with new appellate rulings and changes in the law. The CAO has served in a lead role in seeking appropriate amendments to the law and in arguing significant appellate cases.

Client Services

Program description: The Client Services Group provides all non-litigation legal services for City clients. The Group drafts ordinances and real estate and development agreements, drafts and reviews contracts and advises the City on legal questions. The group also represents the City in labor arbitrations, civil service, and veteran's preference proceedings.

Performance measures



Definition:

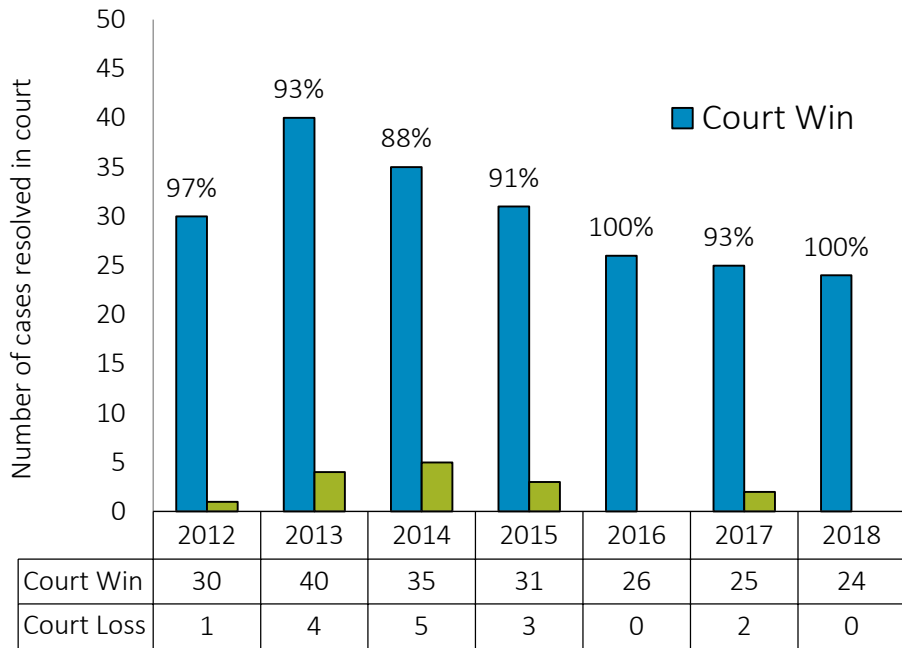
- The Client Services division remains committed to providing high quality pro-active legal advice and counsel to the City's elected officials, department heads, boards and commissions and staff. This metric represents results of a City-wide survey conducted in 2017. We intend to conduct a similar survey soon and continue striving to provide more frequent updates on the status of active litigation and administrative proceedings.

Civil Litigation

Program description: The Civil Division Litigation Group represents the City in civil litigation and administrative claims and hearing matters. The team proactively works with City officials and department staff to identify issues that raise a potential for litigation and provides advice when claims are made against the City. The Group also defends civil rights charges against the City and worker's compensation cases.

Performance measures

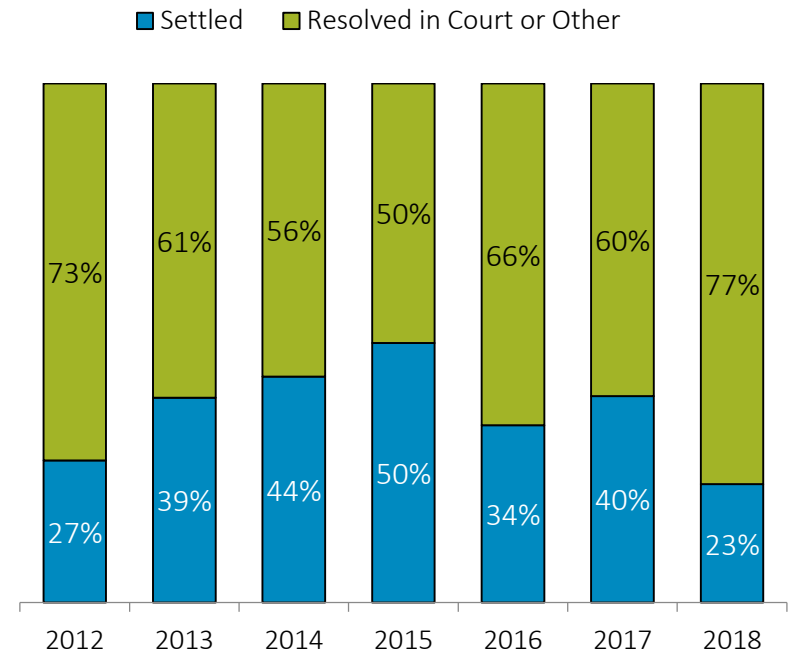
Rate of wins vs. losses in cases resolved - Court



Definition:

- This metric tracks the rates of wins versus losses for all litigation matters resolved in court.

Resolved in Court vs. Settled



Definition:

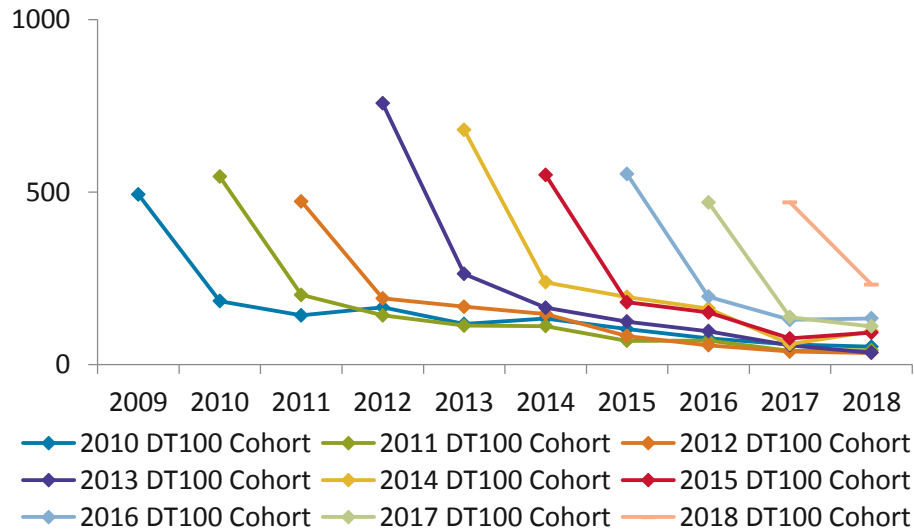
- This is one metric to measure the performance of the CAO in risk management of litigation matters. Too high a ratio of settlements to cases resolved in court would eventually lead to higher settlement numbers and a perception among the bar that the CAO is not able or willing to take matters through trial. Resolving at least a significant majority of law suits in court vs. resolution by settlement is preferred but may fluctuate year to year.

Community Attorney

Program description: The Community Attorney program is engaged in community and neighborhood outreach around public safety. Prosecutors office in the police precinct stations and provide advice to precinct officers as well as working with residents and neighborhood businesses on local public safety concerns.

Performance measures

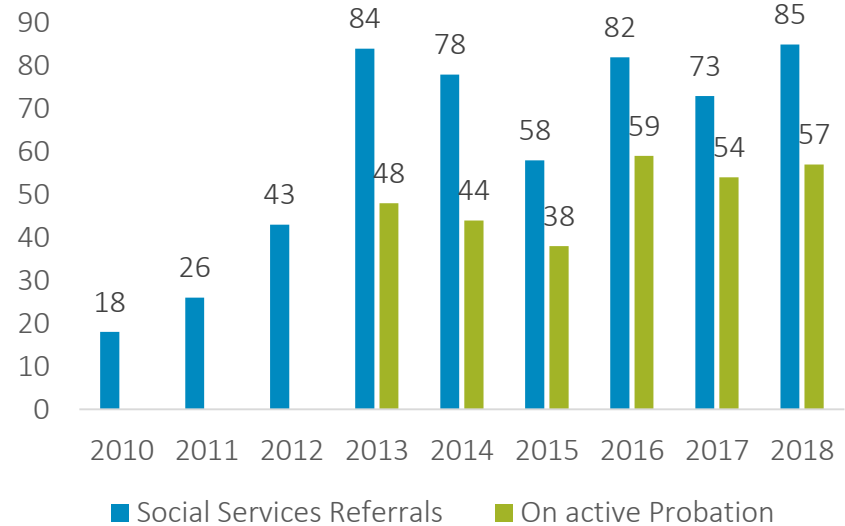
**Downtown 100: Long Term Reductions in Recidivism
(Number of Offenses Per Year)**



Definition:

- The Downtown 100 program utilizes an innovative team approach in responding to chronic low-level offenders, including a dedicated prosecutor and two probation officers, the participation of the Downtown Improvement District, public and non-profit service providers, and law enforcement, along with business and neighborhood representatives. The Chart shows not only the dramatic reductions in recidivism achieved in the year that individuals are on the Downtown 100 list, but the success in achieving long-term impacts with ongoing reductions over time even though the individuals are no longer part of the initiative (the list is renewed annually).

Number of "Downtown 100" & "Focus 18-24" chronic offenders referred to Social Services & on active Probation



Definition:

- The Downtown 100 utilizes a holistic approach using a combination of active probation supervision, social services referrals and problem solving courts as the preferred consequence rather than seeking incarceration. Through this approach the team has achieved dramatic improvements in the recidivism rates of these offenders over the long term, even though the list is changed annually.