

2020





DEPARTMENT











results
minneapolis

City Attorney

Performance Summary

Enterprise Priorities (page 3): Workforce Diversity, Spending with Diverse Suppliers
Department Priorities (page 4): Aggressive Prosecution and Continued 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	2019 Budget	Performance Measure	2019 Performance	Trend from Prior Year	Trend: Red/Yellow/Green
Criminal Division – Prosecution & Community Attorney	\$11M	<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 Downtown Strategic Justice Partnership recidivism (number of offenses per year) Downtown Strategic Justice Partnership referrals to social services 	<ol style="list-style-type: none"> 485 31 66% 32.3 days 97% 212 63 	<ol style="list-style-type: none"> Increase Increase Increase Increase Stable Increase Decline 	<ol style="list-style-type: none">       
Civil Division - Client Services & Litigation	\$8M	<ol style="list-style-type: none"> Client Services Survey: Percent favorable responses Rates of wins vs. losses in cases resolved – Court Resolved in court vs. settled 	<ol style="list-style-type: none"> N/A 94% 72% 	<ol style="list-style-type: none"> N/A Decrease Decrease 	<ol style="list-style-type: none">   

Enterprise Priorities

Workforce Diversity

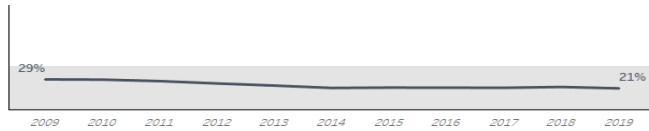
- **Does not meet** enterprise goal of 41% people of color
- **Exceeds** enterprise goal of 45% women

In 2019, the CAO had the management team work with Common Sense Consulting to train around Cultural Agility and take the IDI. The department also attended either the Nimble Leader or the Nimble Team Member. Additionally, in 2019 we created the CAO Equity and Inclusion Team, made up of a diverse group of eleven staff members, and had our first kick-off event in February, with planned trainings throughout the year. Through this team, we have increased participation in city-wide race and equity events exponentially. We hope to see the fruits of these efforts and change in office culture in racially diverse hiring and tenure. While the numbers don't show this, we had three racially diverse staff leave in the last year, one due to a grant ending, the others for retirement. We were able to hire three racially diverse staff in 2019, and promoted one in 2020.

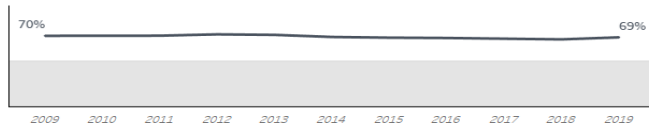
Workforce diversity (2009-2019)

City Attorney

People of color



Women



Notes:

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

Definition for Regular City Workforce:

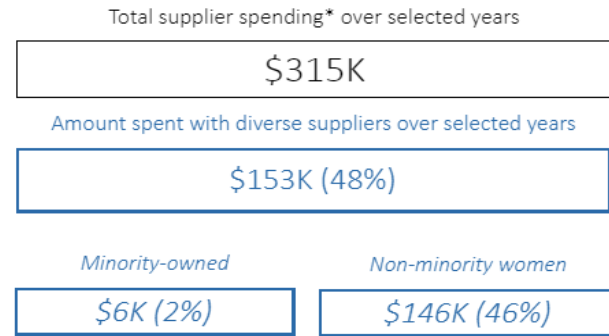
- (a) Includes: all regular full-time, regular part-time, regular intermittent, and seasonal full-time City employees.
- (b) Excludes: ACA seasonal and all temporary City employees including individuals on permit, outside trades, Election Judges, METP Summer Youth, and contractors.

Spending with Diverse Suppliers

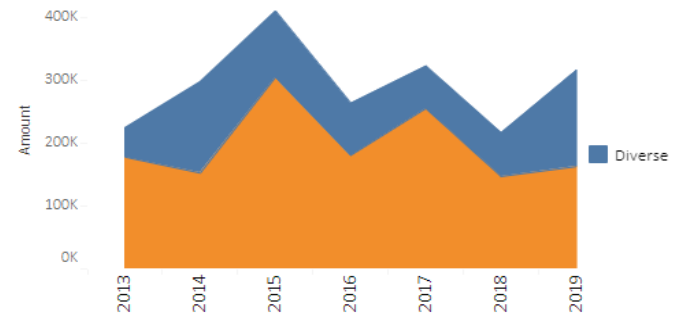
- **Exceeds** Citywide percent diverse spending of 16%
- **Does not meet** Citywide percent spending with minority-owned suppliers of 7%
- **Exceeds** Citywide percent spending with non-minority women-owned suppliers of 9%

This was a significant increase from last year with a 16% increase year-over-year. While we were very intentional about spending with diverse suppliers, the results show we need to increase that level of intentionality to include not just diverse suppliers but businesses specifically owned by people of color. That will be a continued focus for the office in 2020. Our two largest suppliers in 2019 (making up 64% of the total diverse spending) were the City's office supply vendor and a vendor from the City's Master Agreement for temporary employment services.

Summary



Share of diverse spending* (all years)



Department Priorities

Priority 1: Aggressive Prosecution and Continued Justice Reform

- **Bail Reform**
 - Continue sign and release and book and release
 - Expand to early release of individuals in custody on low-level offense who cannot post bail
 - Continue the use of social workers in our Restorative Court
- **Increase community engagement around diversion programs**
 - Work with the neighborhood and community relations department to increase awareness of our programs and increase the pre-charge acceptance rate
- **Aggressive prosecution of traffic cases creating a public safety**
 - Dedicated Impaired Driving team for controlled substance cases
 - Aggressively review and charge cases involving a vehicle and pedestrian or bicyclist resulting in serious injury or fatality

Priority 2: Proactive Support of City Initiatives

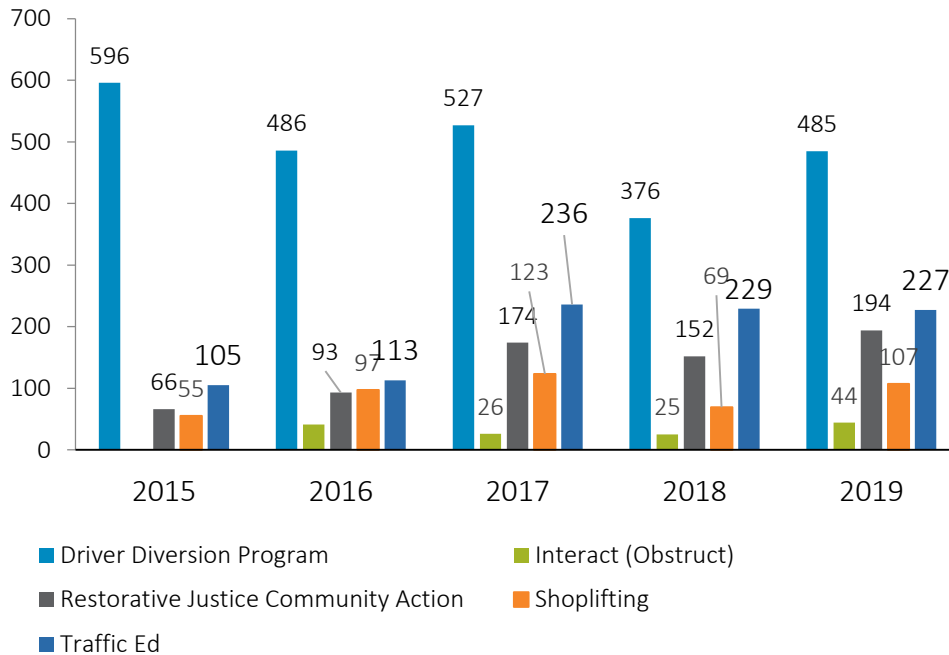
- **Workers' Rights**
 - Minimum Wage and Sick and Safe Time - Lawsuit legal defense
 - Wage Theft ordinance development and implementation assistance
 - Freelance Worker Protection ordinance development
- **Affordable Housing and Tenant Rights**
 - Section 8 ordinance: Lawsuit legal defense
 - Tenant Opportunity to Purchase ordinance development
 - Increased use of Tenant Remedies Act (TRA) and emergency TRA lawsuits in appropriate cases
- **Minneapolis 2040**
 - Lawsuit legal defense and support of implementation
 - Inclusionary Zoning ordinance development and implementation assistance
 - Unified Housing Policy update

Criminal Division – Prosecution & Community Attorney

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

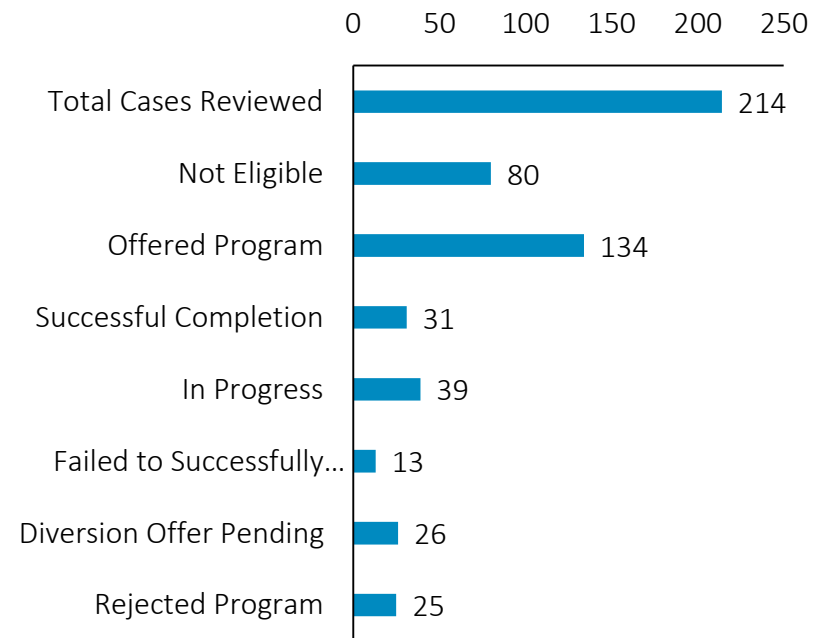
Defendants Enrolled in Diversion Programs



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:

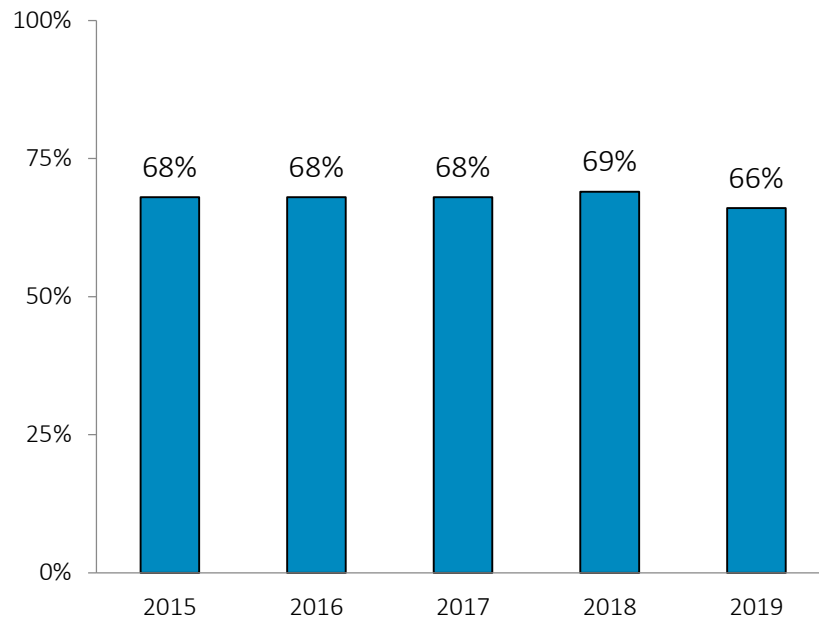
- Pathways is a community-based trauma-informed alternative to jail for Gross Misdemeanor weapons offenses. Graduates of the program will have their charges dismissed, with no conviction on their record. This shows statistics on number of offers, acceptance and completion rates for Pathways program since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

Criminal Division – Prosecution & Community Attorney (continued)

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Performance Measures

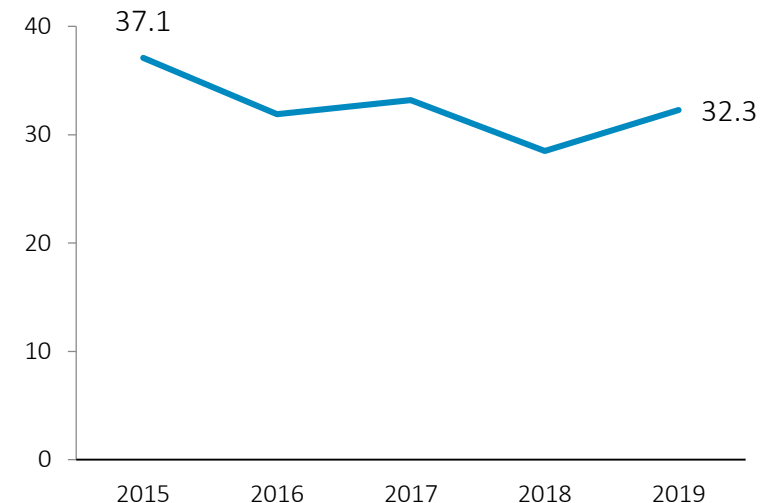
Conviction Rate on Domestic Violence Cases



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



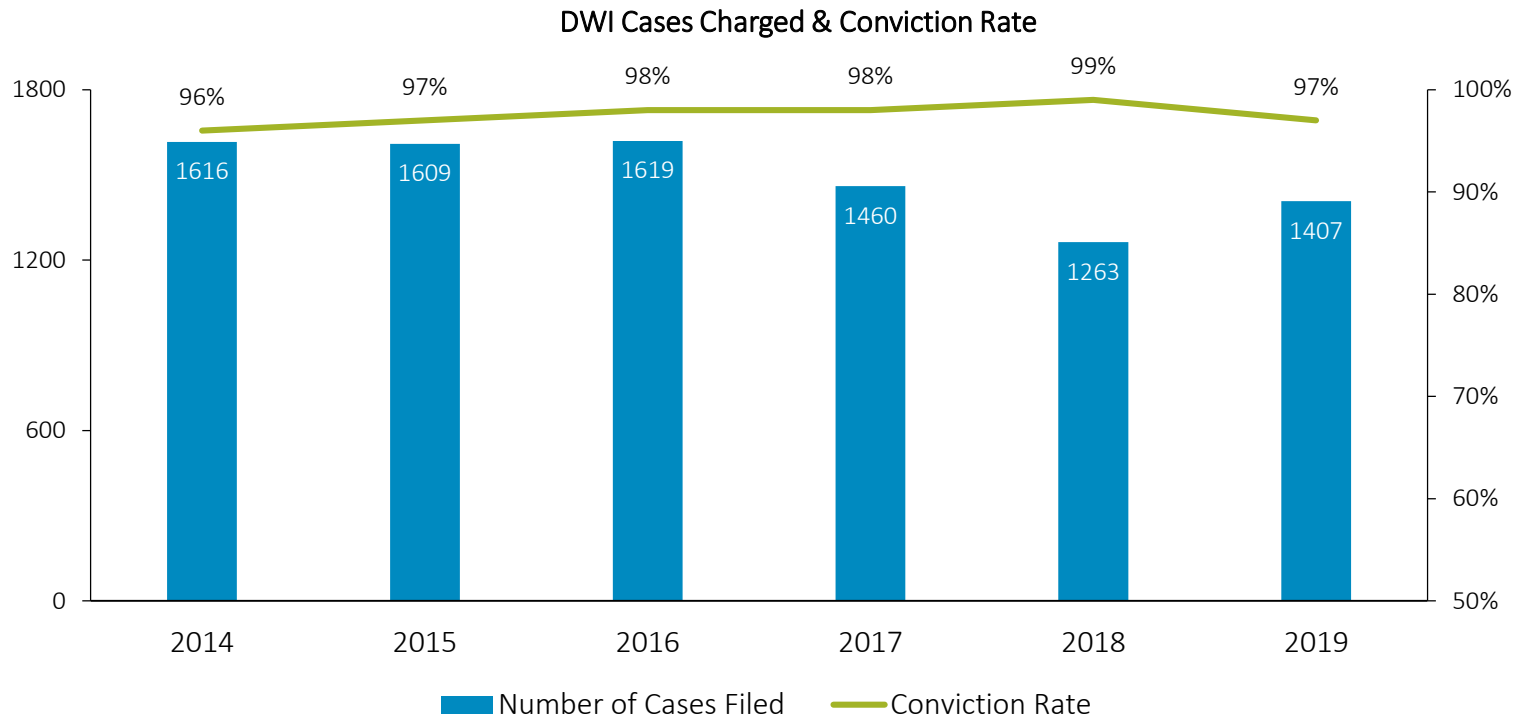
Definition:

- 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 Division – Prosecution & Community Attorney (continued)

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Performance Measures



Definition:

- Number of DWI cases charged and conviction rate for DWI cases by year. Includes drivers impaired by alcohol and controlled substances. 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. The CAO has a highly trained team of prosecutors specifically assigned to prosecute our controlled substance impaired driving cases.

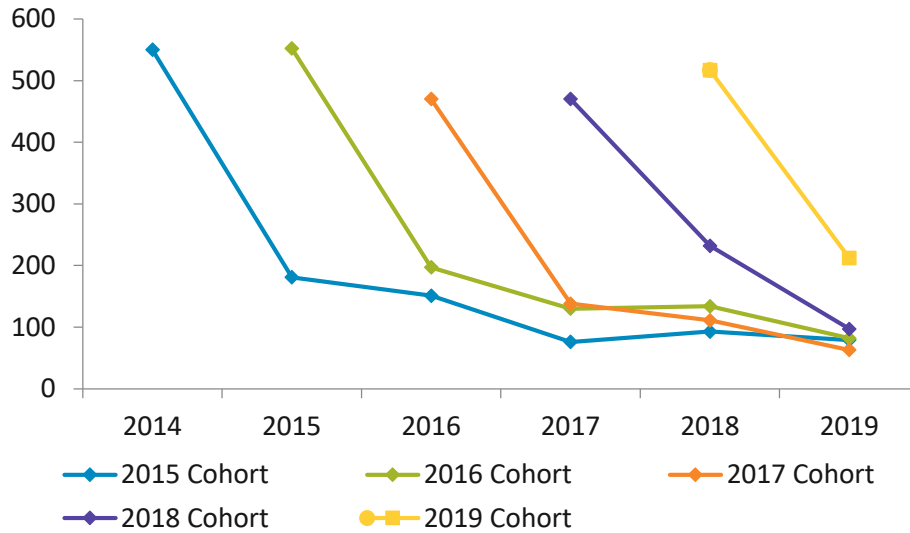
Criminal Division – Prosecution & Community Attorney (continued)

2019 Budget: \$11 million

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

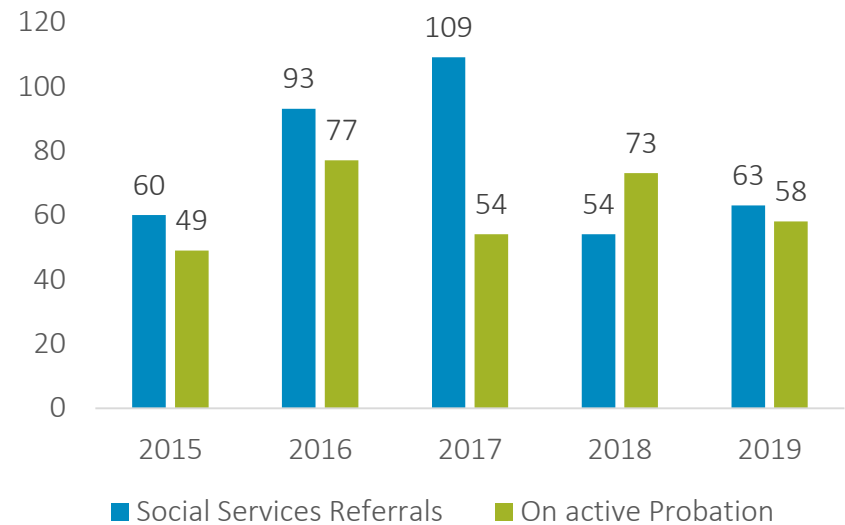
Downtown Strategic Justice Partnership*: Long Term Reductions in Recidivism (Number of Offenses Per Year)



Definition:

- The Downtown Strategic Justice Partnership (DSJP) utilizes an innovative team approach in responding to chronic low-level offenders, including a dedicated prosecutor and a probation officer, 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 DSJP 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 Strategic Justice Partnership* chronic offenders referred to Social Services & on active Probation



Definition:

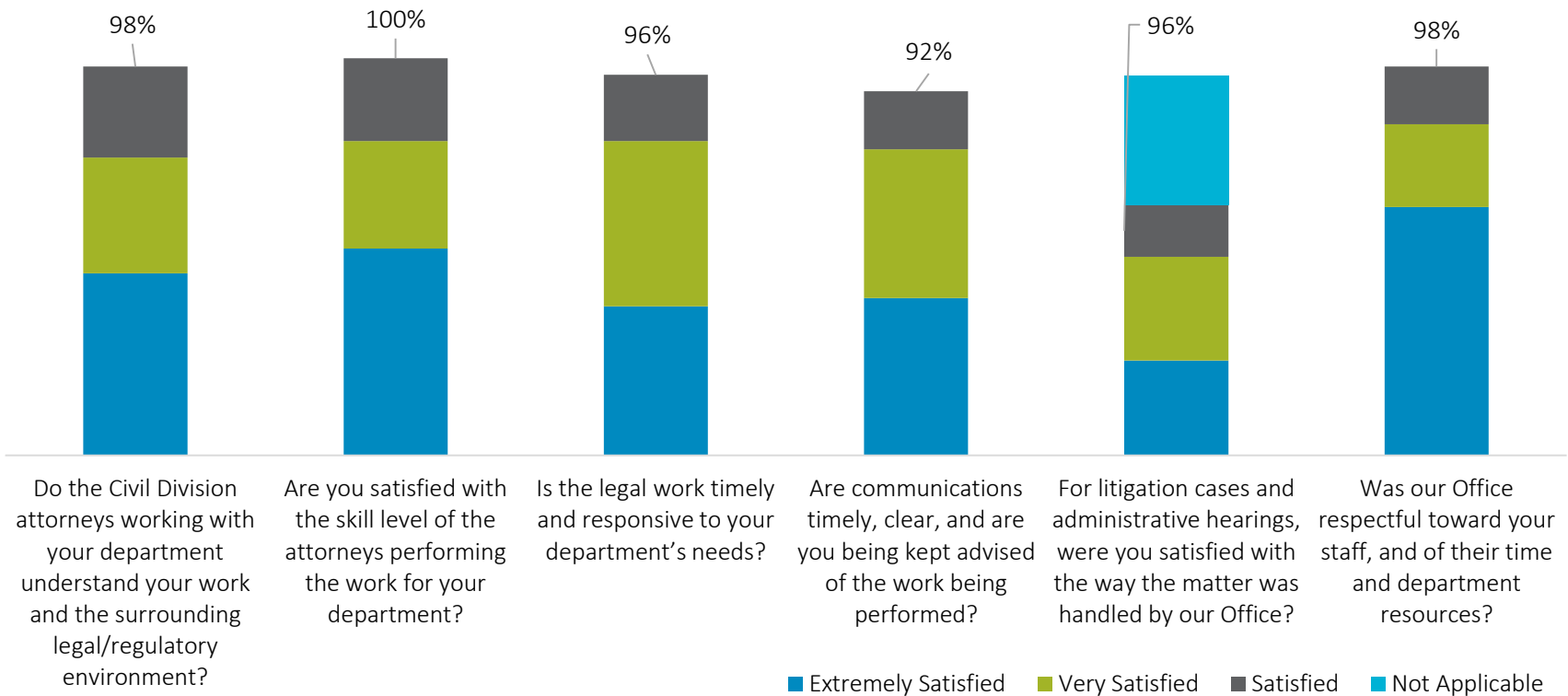
- The Downtown Strategic Justice Partnership (DSJP) utilizes a holistic approach using a combination of active probation supervision, social services referrals and treatment courts as the preferred consequence rather than seeking incarceration. Through this approach the team has achieved dramatic improvements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

Civil Division - Client Services & Litigation

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

Client Services Survey: Percent Favorable Responses



Definition:

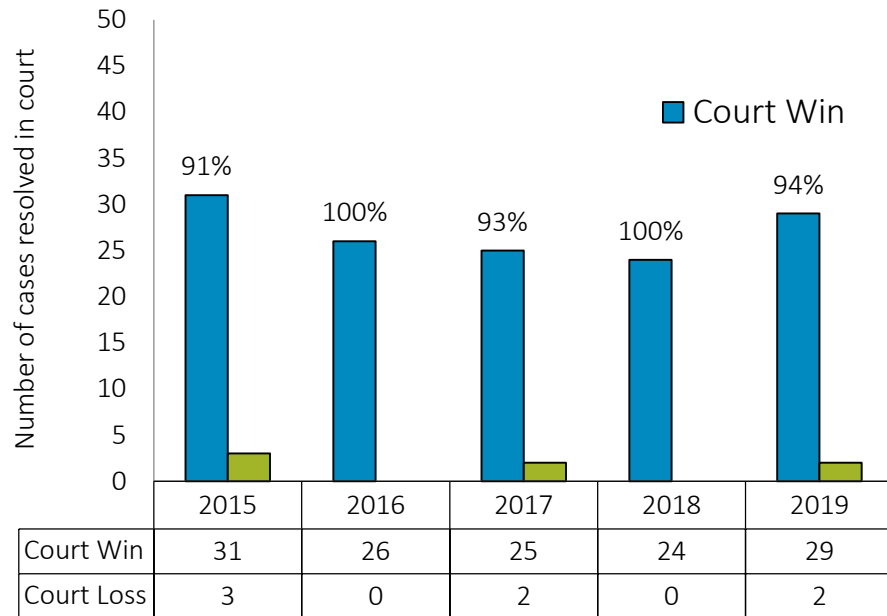
- The Client Services division remains committed to providing high quality pro-active legal advice and counsel to the City’s elected officials, department heads, boards and commissions and staff. This metric represents results of a City-wide survey conducted in 2020.

Civil Division - Client Services & 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

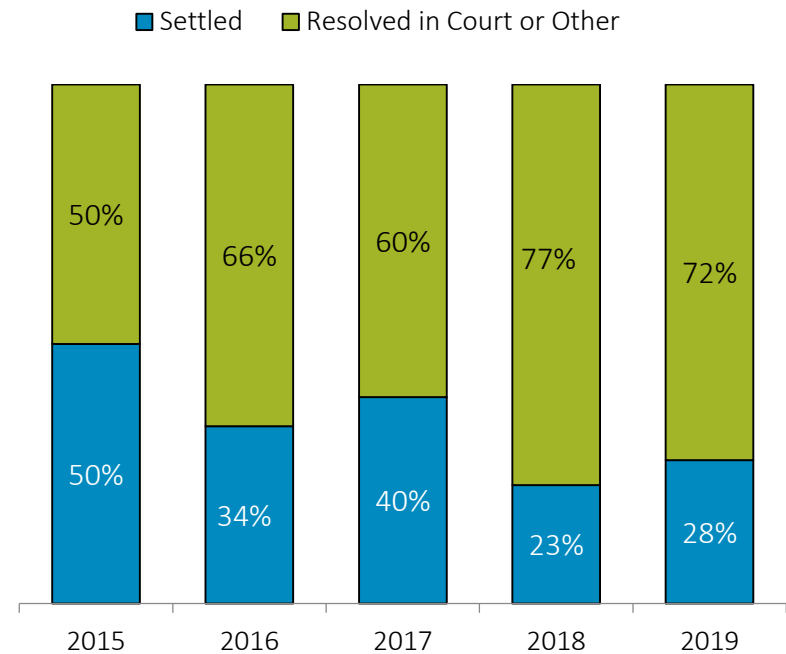
Rate of wins vs. Losses in Cases Resolved - Court



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.