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November 20, 2017

The Honorable Levar M. Stoney
Mayor of the City of Richmond

The Honorable Chris A. Hilbert
President of Richmond City Council

The Honorable Cynthia I. Newbille
Vice President of Richmond City Council

The Honorable Andreas D. Addison
The Honorable Kimberly B. Gray
The Honorable Kristen N. Larson
The Honorable Parker C. Agelasto
The Honorable Ellen F. Robertson
The Honorable Reva M. Trammell
The Honorable Michael J. Jones
Members of Richmond City Council

RE: Annual Report of the Office of the City Attorney

Mr. Mayor and Members of Council:

In accordance with past practice, I submit this report as an annual review of the activities of our Office during the twelve-month period ending September 30, 2017 (hereafter simply "2017"), so that it can be available as the process of preparing the City's FY2018-2019 budget gets under way.

Overview of the Office

Section 4.17 of the City Charter sets out the fundamental mission of the City Attorney's Office to provide legal services to the City Council, the Mayor, the Chief Administrative Officer and all departments, boards, commissions and agencies of the City in all matters affecting the legal interests of the City. In conjunction with this mission, the Office provides advice in connection with day-to-day operational matters, renders formal legal opinions, and prepares ordinances and resolutions on behalf of members of the Council and the Mayor for introduction and consideration

by the Council, including rendering legal opinions as to their form and legality. The Office also defends the City, the City Council and its members, officers and employees of the City and certain other persons in legal proceedings in which they are named as defendants and in certain cases engages in affirmative litigation.

Unlike 2016, the Office experienced considerable change in 2017, replacing two lawyers and two members of our support staff, transitioning two lawyers and a paralegal to fill positions of departing personnel, and filling the newly authorized positions of two lawyers and two support staff. The Office continues to be organized across five divisions. I have attached the current organizational chart and describe the functions of each division below.

The Civil Litigation Division provides legal representation to the City or its employees in the defense of claims, i.e. general civil litigation, and represents the City in workers' compensation claims and disciplinary proceedings. It also provides general counsel services to the Department of Human Resources and the Fire Department, plus the Retirement Board and the Library Board.

The Governance and Finance Division prepares Council legislation whether its patron is a member of the Council or the Mayor, and monitors actions of the General Assembly that may require or permit changes to the City Code. It provides direct representation to legislative branch agencies (City Assessor, City Clerk and Council Chief of Staff), to most of the City's internal services departments (Budget and Strategic Planning, Finance, Information Technology and Procurement Services), and to the Department of Emergency Communications, the Office of Community Wealth Building and the Registrar. It is also assigned primary responsibility for Conflict of Interests Act issues.

The Human Services Division provides legal representation to the Department of Social Services, primarily in the litigation of cases involving child abuse and neglect and adult protective services but also by acting as the Department's general counsel. The group also acts as general counsel to the Department of Parks, Recreation and Community Facilities and the Department of Justice Services.

The Operations and Development Division provides direct representation to several executive branch, "line" agencies (Economic & Community Development, Planning & Development Review, Public Utilities and Public Works) plus, pursuant to Council's authorization in section 2-112 of the City Code (2015), the Economic Development Authority and Greater Richmond Transit Company. Substantively, this division has responsibility in such diverse subject matter areas as real estate transactions and the preparation and review of the various types of grant agreements (e.g., agreements governing non-departmental appropriations pursuant to section 12-13 of the City Code (2015); Affordable Housing Trust Fund, CDBG, and HOME loans and grants; and still others administered by the Office of the DCAO for Human Services). It also has primary responsibility for assisting with public records requests under the Freedom of Information Act and for environmental law issues.

The Special Litigation and Public Safety Division handles unusual or complex litigation on a case by case basis and oversees the Office's practice in appellate courts. It provides direct

representation to the City Auditor, and is also responsible for the legal services demanded by the City’s focus on tax sales, code enforcement and other tasks related to blight abatement.

The Office designates a specific attorney as the primary contact for every department and agency it represents and for certain specialized subject matter areas. I have attached the current primary contact charts.

Demand for Services Provided by the Office

In the ordinary course of business, the use of legal services by different parts of City government varies over time. Especially over brief periods, these variations can be substantial. However, based on time records for 2017 compared to earlier years, the Office’s top consumers of services appear to be reasonably consistent consumers from year to year.¹ For 2015, 2016 and 2017 they consist of the following:

	<u>2017</u>	<u>2016</u>	<u>2015</u>
Social Services	16%	19%	17%
Public Utilities	16%	15%	16%
Finance	8%	8%	6%
Legislation & City Council Meetings	7%	6%	7%
Public Works	5%	4%	6%
Police	5%	2%	3%
Economic & Community Development	5%	10%	8%
Procurement Services	4%	5%	4%
Planning & Development Review	4%	5%	6%
GRTC	3%	1%	3%
Council Offices	3%	2%	2%
Human Services	2%	1%	1%
Human Resources	2%	2%	1%
Assessor	1%	1%	2%
All Others	19%	18%	17%

City Council and Council agencies accounted for approximately 12% of the Office’s resources. “Administration” agencies accounted for approximately 77%. The remainder includes time spent

¹ Note that all of the calculations used in this report rely on unaudited, un-normed time records. In other words, because some lawyers are more diligent timekeepers than others, the relative contribution of lawyers engaged in certain areas can become skewed. We have chosen not to try to “fix” these records. Instead, we have focused on encouraging continued improvement in accounting for time so that, over time, these calculations will most accurately reflect the Office’s workload. This year, the Office recorded approximately 3% fewer hours than the twelve months ending September 30, 2016, after an 8% increase 2016 over 2015 and a 5% increase 2015 over 2014. Notwithstanding these reservations, the figures presented here do in fact provide a basic sense of how the Office spends its time.

on internal management of the Office, on administrative functions such as training and recruiting and on matters not easily allocated to a particular department.

The preparation of legislation also provides a discrete measure of which parts of City government make use of the Office's resources. For 2017, with comparison shown to 2015 and 2016, the major sources of requests for legislation were:

	<u>2017</u>	<u>2016</u>	<u>2015</u>
City Council	34%	31%	42%
Planning & Development Review	18%	14%	13%
Public Works	12%	13%	8%
Economic & Community Development	8%	11%	11%
Budget & Strategic Planning	6%	7%	10%
Public Utilities	5%	5%	<1%
Parks, Recreation & Community Fac.	2%	3%	3%
Finance	2%	3%	2%
Fire	<1%	<1%	2%
Social Services	<1%	3%	<1%
Chief Administrative Officer	<1%	1%	2%
All others	10%	8%	7%

Value of Services Provided by the Office

One basic measure of performance often considered by government law offices is the value of having legal services performed "in-house." Such a value can be calculated by projecting a hypothetical cost as though the services had been procured from a private law firm. A statewide legal publication reported in December, 2013, that average hourly rates in the private sector in Richmond for lawyers performing work comparable to the work performed by this Office range from \$200 to \$400 per hour, with a median of \$543 per hour for lawyers with 21 years or more experience. Richmond area rates increased between 2010 and 2012 by 8% to 11% overall, with senior lawyers seeing an average increase of almost 19%.

For comparison purposes, the City's annual budget for this Office in 2017, allocated across our 17 full-time lawyers and assuming the minimum 40-hour workweek, equates to approximately \$118.00 per hour.

Much of the work performed by the Office consists of repetitively handling "routine" matters whose burden becomes apparent only when considered in the aggregate. Using a hypothetical, bottom end rate of \$200.00 per hour, the following practice areas each, in ascending order, would have cost in excess of the indicated amounts if they had been handled by outside counsel instead of our own attorneys:

\$50,000.00 to \$100,000.00 (250 to 500 hours)

Land use regulation
Freedom of Information Act

\$100,000.00 to \$250,000.00 (500 to 1,250 hours)

Employment litigation & workers' compensation claims
Real estate transactions

\$250,000.00 to \$500,000.00 (1,250 to 2,500 hours)

Procurement and contracts
Council legislation and meetings
Tax sales & code enforcement

\$500,000.00 to \$750,000.00 (2,500 to 3,750 hours)

Liability litigation
Public utilities
Social services litigation

More than \$750,000.00 (more than 3,750 hours)

General counsel to City departments and officials

Still using the hypothetical \$200.00 per hour rate, the following list (much of which overlaps the practice areas listed above) reports single purpose files that would have cost in excess of the indicated amounts if placed in the hands of outside counsel, again in ascending order.

\$25,000.00 to \$50,000.00 (125 to 250 hours)

Westwood Tract litigation (BZA and Circuit Court)
Malone vs. City of Richmond (ADA claim by DSS employee, settled for \$5,000)
2017 General Assembly
HUD Fair Housing Act investigation
FY2017-2018 City Budget
East End Transformation / Armstrong High Redevelopment
12th Street water main break claims (damage to VCU's Sanger Hall)
Jones vs. GRTC (claim alleging negligent location of bus stop in Henrico County)

\$50,000.00 and more (more than 250 hours)

Fulton Hill Studios development project
Lockgreen Court dispute
Natural gas supply and asset management procurements
Ensley et al. vs. Norton (former police office allegedly submitted falsified affidavits)

Note that many of these matters are ongoing as this report is written and several already have extended over multiple years. I have set out below some of the larger multi-year projects from the list and the total time invested by this Office in all years for your information.

\$50,000.00 to \$100,000.00 (250 to 500 hours)
East End Transformation / Armstrong High Redevelopment

\$100,000.00 to \$250,000.00 (500 to 1,250 hours)
12th Street water main break claims
Fulton Hill Studios development project
Natural gas supply and asset management procurements

Litigation Services Provided by the Office

Performance measures in government law offices often focus on metrics that may do little to inform about the actual quality of legal services. For example, a lawyer handling two cases of substantial complexity could be working harder and doing better work than a lawyer handling two hundred cases of minimal complexity, or vice versa. Nevertheless, certain traditional statistical reports can provide some insight into the legal services provided by a government law office. Consider the following:

- After a downward trend over the last few years, a total of 58 new liability defense files were opened in 2017, as compared to 46 new files in 2016, 52 new files in 2015, 60 new files in 2014 and 80 new files in 2013. Currently pending lawsuits demand approximately \$164.4 million, although our opinion is that the City's actual exposure to liability is far, far less. In my experience, the number of filings tends over longer periods of time to fluctuate wildly and without apparent explanation. It remains to be seen over the coming years whether the upward spike we experienced this year represents the beginning of a trend.
- In 2017, the Office defended six "new major cases" (usually, cases where the amount sued for is \$1 million or more), as opposed to six in 2016, eight in 2015 and six in 2014. These cases collectively seek damages of just over \$124 million; all were previously reported to you except for Brown vs. Cobb, a shooting claim against an off-duty RPD officer filed and served in mid-September. Of the six new cases seeking such substantial damages, four involve one or more RPD officers and one involves a fall on a City sidewalk; the sixth involves the Jones vs. GRTC matter previously mentioned as a single purpose file demanding substantial resources.
- In 2017, the City closed a total of 46 liability defense files. One case, Cephas vs. City, the unpaid overtime case brought by current and former employees of the Department of Social Services, did not seek a specific amount of damages but was settled for \$2.75 million. The other 45 closed cases sought damages of approximately \$52.3 million, with payments by way of judgment or settlement totaling approximately \$920,000.00, or less than 2% of the amounts sued for.

- Defined in terms either of the amount sued for (\$1 million or more) or of the amount paid (\$100,000.00 or more), the Office closed six “major cases” in 2017, including the Cephas case noted above, as contrasted with three in 2016, nine in 2015 and eleven in 2014. In Hammond vs. Richmond Police Department, a pro se litigant demanded \$25 million claiming that RPD had falsified certain medical records; the court dismissed the case. In Taylor vs. City of Richmond, the plaintiff sought \$5 million arising out of an employment dispute; the court also dismissed this case. Dewitt vs. Pullen involved a police shooting claim for damages in the amount of \$4 million; the case settled for \$240,000.00. Tidwell vs. City of Richmond alleged injuries from a fall caused by an unrepaired hole next to a sidewalk; the complaint sought \$3.5 million in damages but the plaintiff accepted \$450,000.00 in settlement. Finally, Trimiew vs. Bangura involved the death of a high school student in a motor vehicle accident with a third party. The plaintiff claimed that a stop sign at the intersection was obscured by trees and shrubs that the City had failed to maintain. The suit sought \$10 million with the City being dismissed by reason of a settlement of \$25,000.00.
- We opened just 365 files for the Department of Social Services in 2017 as compared to 487 in 2016, 474 in 2015, 446 in 2014 and 329 in 2013. Our lawyers appeared for 1,786 hearings, as compared to 2,078 in 2016, 1,506 in 2015, 1,663 in 2014 and 1,008 in 2013, or on average seven hearings per day every work day of the year.
- Thirteen new charges were brought by current or former employees to the Equal Employment Opportunity Commission, versus 19 in 2016 and 2015, 14 in 2014 and 18 in 2013. Three matters were dismissed in 2017 with 27 cases still pending.
- Twenty-one new workers compensation cases were filed (versus 33 in 2016, 38 in 2015, 40 in 2014 and 41 in 2013) with 10 being closed, leaving 21 open cases.
- Ten hearings were held before the Personnel Board to review disciplinary actions against employees, versus six in 2015, three in 2014 and seven in 2013.
- Finally, the use of Office resources by departments defending litigation over the last three years provides insight into how dramatically the demand for this type of legal services fluctuates from year to year.

Client	2017			2016			2015		
	Total Matters	Total Hours	% of Total Hours	Total Matters	Total Hours	% of Total Hours	Total Matters	Total Hours	% of Total Hours
Police	35	966	37%	24	374	12%	24	510	17%
GRTC	23	467	18%	19	211	7%	16	593	20%
Public Works	21	409	16%	23	424	14%	21	672	23%
Pub. Utilities	11	205	8%	15	236	8%	10	301	10%
Soc. Services	2	138	5%	2	274	9%	1	145	5%
Planning & Dev. Review	3	115	4%	6	1052	35%	4	46	2%
Economic & Comm. Dev.	3	1	<1%	2	33	<1%	3	191	6%
All Others			13%			14%			17%

Blight Abatement and Tax Sale

Since last year's annual report, we have added two legal secretaries to the staff of our tax sale group, which relieved our paralegals from having to perform repetitive clerical functions. As we anticipated, this straightforward division of labor boosted our production of cases by a significant and, as the staff gains experience, still growing amount. For example, we filed 40 new cases in October, which projects to an annual production of between 400 and 500 new cases.

In addition, we are in the process of working through the engagement of outside counsel in an effort to address the accumulation over several years of a large number of delinquent properties and to restore them to the tax rolls. Conceivably, after only two or three years, we may be able to address all tax sale eligible properties internally.

Cases pursued in 2017 caused delinquent taxes to be recovered on 118 parcels, either through auction sale or through owner action, as opposed to 65 in 2016, 46 parcels in 2015 and 61 in 2014. Delinquent taxes paid on tax sale parcels in 2017 amounted to approximately \$1,427,785.00, versus approximately \$607,000.00 in 2016, \$194,000.00 in 2015 and just under \$992,000.00 in 2014. The assessed value of properties returned to the tax rolls in 2017 was \$3.6 million, versus \$2.96 million in 2016 and \$2.1 million each in 2015 and 2014.

In the area of building and zoning code enforcement, our work varies directly with the vigor with which code enforcement officials take action. Our days in court for 2017 decreased again, to 100 versus 115 in 2016 and 128 in 2015. The number of separate properties involved also decreased, to 150 in 2017 versus 267 in 2016 and 274 in 2015. The number of charges and

motions prosecuted ranged from 524 in 2015, 587 in 2016 and 379 in 2017, distributed among the major categories of offenses as follows:

	<u>2017</u>	<u>2016</u>	<u>2015</u>
▪ Building Code:	328	453	382
▪ Environmental:	10	47	36
▪ Finance (tax & BPOL):	31	57	30
▪ Fire:	5	4	2
▪ Zoning:	5	9	9

I have indicated in prior reports, and it remains the case, that we have the capacity to handle additional code enforcement matters.

Representation of “Outside Agencies”

Greater Richmond Transit Company. GRTC is a public service corporation whose Board consists of an equal number of members selected by the City and by Chesterfield County. In accordance with section 2-112 of the City Code, this Office provides representation to GRTC, primarily acting as general counsel to its Board and in defending claims against the company and its employees. The company’s overall consumption of legal services is relatively small, in 2017 only about 3% of our time.

Economic Development Authority. The EDA is an independent political subdivision created in accordance with the state law governing industrial development authorities. The Office serves as general counsel to the EDA Board, again pursuant to section 2-112 of the City Code. Although direct services to the EDA are minor, less than 1% of our time, the role played by the EDA in City economic development projects, and our participation in those activities, has been substantial and is captured in connection with the projects themselves.

Use of Outside Counsel

As a general rule, this Office employs outside counsel in only three circumstances: because a matter requires significant expertise that is too rarely needed to maintain in-house, because a matter requires resources greater than can be handled by a staff the size of this Office, or because of a conflict of interests, usually between the City and an employee who is also named as a defendant in litigation.

In 2017, exclusive of bond counsel and attorneys assisting DPU with gas utility regulation issues, the City employed attorneys from nine law firms. The total expended amounted to just over \$427,000, down from \$850,000 in 2016 and \$1.1 million in 2015, 2014 and 2013. Most of that amount arose in “conflict” cases involving allegations of police misconduct.

Additional Matters Affecting the Office in 2017

Orientation Material for Newly Elected Mayor and Members of City Council. Following the elections of November, 2016, the Office conducted multiple briefing sessions to familiarize both new and returning officials with the basics of City government. We also provided for the first time a series of memoranda addressing various subjects, which we now use internally with only slight modifications as orientation material for our new employees.

Quarterly Primary Contact Meetings. We have for some time assigned a specific attorney as the primary contact for every major official and organizational unit of City government. We now require each of these assigned attorneys to hold meetings on at least a quarterly basis to discuss law-related issues as part of a comprehensive agenda rather than as subjects of what happens to be important as a matter of day-to-day business. Similarly, the senior non-litigation attorneys of our Office now hold monthly meetings with the CAO along with her DCAOs and direct reports to coordinate representations that cross department boundaries.

Confederate Monuments. The controversy surrounding these statues affected our Office at several points. Initially, beginning in June and continuing to early August, we provided counsel in connection with the creation and early operations of the Mayor's Monument Avenue Commission, which had the addition of "context" as its original focus. After the tragic events in Charlottesville, we assisted the Richmond Police Department in its preparations for an unpermitted demonstration of unknown scope at the Lee Monument. Subsequently, we prepared an extensive legal analysis of the question of removal or relocation of the statues, first for City Council and the Mayor and later for the Commission.

FOIA training. For the fifth consecutive year, in early 2017 we presented a series of training sessions for City staff responsible for responding to records requests under the Freedom of Information Act. For the past three years, we added sessions including an instructional component on FOIA's open meetings requirements for interested members of boards and commissions.

General Assembly. Our Office has traditionally monitored the actions of the General Assembly each year for legislation that requires or permits changes to local laws. Since 2016, we have implemented a more rigorous approach in an effort to ensure that all mandatory actions were taken prior to July 1, which is the effective date for most state legislation.

Continuing legal education. The Virginia State Bar mandates that every licensed attorney must obtain twelve hours of continuing education credits each year. Our attorneys' law practices consist of subject matter unique to municipal lawyers and the unique application of generalized subject matter to municipal governments. As a consequence, local government lawyers face limitations on the availability of relevant training, which often requires travel outside the City. In addition to training provided by the Office to City officials, our attorneys are regularly called upon to provide training to attorneys in the public and private sector bars. Fulfilling such requests,

meeting mandatory minimum “CLE” requirements and other training consumed just over 250 hours of attorney time during 2017.

Ethics review. We continue to hold regular all-staff meetings on a quarterly basis. A permanent feature of the agendas of these meetings involves a review of some aspect of the rules of the Virginia Supreme Court governing the professional conduct of attorneys and staff. For obvious reasons, we focus on how these rules apply in the special setting of a local government law office, and on the conditions presented by Richmond’s unique form of government. We regularly discuss the difficult issues presented by the City Charter’s requirement that we represent all constituent parts of City government and our obligation to maintain the confidentiality of communications among those disparate interests.

Issues For 2018

Making the fullest use of additional attorneys. As long ago as 2012, we identified a need for a new position by reason of sustained excess demands for legal services in connection with economic development, real estate and land use matters. Moreover, since FY2016, we had been unable to fill the position of the attorney who previously had had primary responsibility for the Department of Finance. In both of these cases, we were able to provide needed services but only at a cost of delay, either in the provision of the services required in these two areas or in the provision of services in other areas that we were forced to set aside.

In the FY2017-FY2018 budget, the Mayor proposed and the Council approved adding these positions effective July 1, 2017. As the date of this report, the positions have been filled. Over the coming months, in addition to integrating these additional resources to meet ongoing demands, we intend to develop performance standards for certain non-litigation work in an effort to measure improvements or identify deficiencies in our delivery of services and to clarify expectations for those who use these services.

Representation of Richmond Police Department. In the early 1990s, the City authorized RPD to create a position reporting directly to the Chief of Police which is technically called “executive advisor” but which is commonly known as “general counsel.” The position description as last revised in 2008 requires a licensed attorney at law, whose job is to provide advice to the Chief of Police and the Department on “legal, policy, legislative and personnel matters.”

RPD’s “general counsel” has no reporting relationship to the City Attorney, but rather is expected to “coordinate” all “non-internal matters” with the City Attorney’s office. Note that this Office’s legal representation of the Police Department as reported above consists almost entirely of litigation services, i.e. defending liability claims against the department or its officers and handling various human resources matters.

In establishing this position, the City created a de facto split in the legal representation of RPD. Unfortunately, because the provision of legal services in a municipal government encompasses such a broad range of activities, a division of responsibility like this one inevitably

creates an environment where the responsibility for providing advice on important legal issues can fall on no specific person.

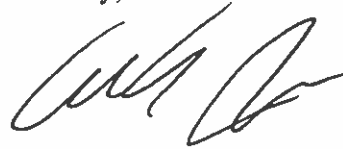
Further, this system poses a fundamental flaw in Richmond's basic government, where one of the largest and most important departments in City government receives the bulk of its legal advice from attorneys charged with professional duties of loyalty and confidentiality to the department rather than to the City as a whole.

Accordingly, based on concerns about ensuring accountability and the desired focus of professional advice, I once again recommend that the City consider whether it is in its best interests to continue with this dual system.

Conclusion

The Office looks forward to the challenges that it will face in 2018, and I hope you have found this report to be useful. If you have ideas for improvement in the report, or if you have questions about any of its contents, please let me know. On behalf of the Office, we look forward to working with you over the coming year.

Sincerely,

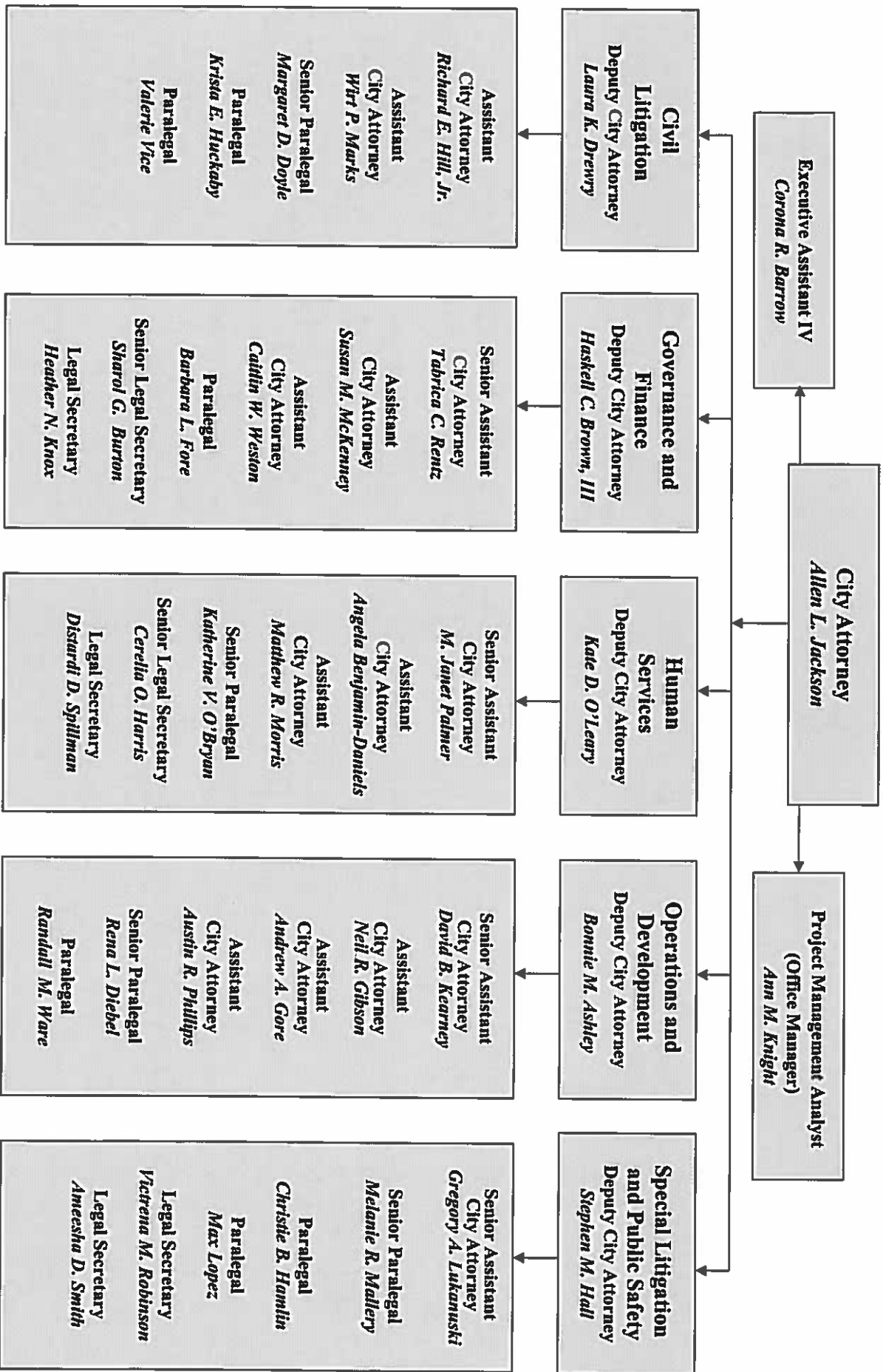


Allen L. Jackson
City Attorney

Attachments – 2

cc: Selena Cuffee-Glenn, Chief Administrative Officer

CITY ATTORNEY'S OFFICE



Office of the Richmond City Attorney
 Departmental Primary Contacts
 October 2, 2017

Primary Contact	Attorney
Affordable Housing Trust Fund Board	Mr. Gore
Animal Control	Mr. Lukanuski
Assessor	Ms. Rentz
Auditor	Mr. Hall
Budget	Mr. Brown
Chief Administrative Officer	Mr. Jackson
City Clerk	Mr. Brown
City Council	Mr. Jackson
Community Wealth-Building	Ms. McKenney
Council Chief of Staff	Mr. Brown
DCAO for Economic Development and Planning	Ms. Ashley
DCAO for Finance and Administration	Mr. Brown
DCAO for Human Services	Ms. Palmer
DCAO for Operations	Ms. Ashley
Economic & Community Development	Ms. Ashley
Economic Development Authority	Ms. Ashley
Emergency Communications	Ms. McKenney
Finance	Ms. Weston
Fire	Ms. Drewry
GRTC (Board & Administration)	Ms. Ashley
Human Resources	Ms. Drewry
Information Technology	Ms. McKenney
Justice Services	Mr. Morris
Library Board	Ms. Drewry
Mayor	Mr. Jackson
OMBD	Ms. Weston
Parks, Recreation and Community Facilities	Ms. Benjamin-Daniels
Personnel Board	Ms. Drewry
Planning & Development Review	Mr. Gibson
Police	Mr. Jackson
Procurement Services	Mr. Brown
Public Utilities (Gas and Electric)	Mr. Kearney
Public Utilities (Water, Stormwater and Wastewater)	Mr. Phillips
Public Works	Mr. Gore
Registrar	Ms. Rentz
Retirement Board	Ms. Drewry
Risk Management	Mr. Marks
Social Services	Ms. O'Leary
Towing Advisory Board	Mr. Lukanuski

Primary Practice Area Responsibilities

Affordable Housing	Mr. Gore
ABC	Mr. Lukanuski
Bankruptcy	Ms. Weston
CAPS	Mr. Lukanuski
CDBG Programs	Mr. Gore
Code Enforcement	Mr. Lukanuski
Conflict of Interests Act	Mr. Brown
Collections	Mr. Lukanuski
Contract Review	Mr. Brown Ms. McKenney
Council Legislation	Mr. Brown Ms. Rentz
DSS Litigation	Ms. O'Leary Ms. Palmer Ms. Benjamin-Daniels Mr. Morris
Employment Litigation (administrative)	Ms. Drewry
Environmental Law Matters	Mr. Kearney
FOIA – Records	Mr. Gibson
FOIA - Meetings	Mr. Brown
General Assembly	Ms. Rentz
Land Use & Planning	Mr. Gibson
Liability Litigation	Mr. Hall Mr. Hill Mr. Marks
Parking & Towing	Mr. Lukanuski
Permits, Property Maintenance & Zoning Enforcement	Mr. Lukanuski
Real Estate Transactions	Ms. Ashley
Tax Delinquent Property Sales & Tax Enforcement	Mr. Lukanuski
Workers Compensation	Ms. Drewry