



2021 Budget Presentation

Office of Corporation Counsel

Agency Overview

Introduction

The Office of Corporation Counsel (OCC) provides professional legal services to help its clients make decisions in the best interests of the residents and taxpayers of the Consolidated City of Indianapolis and Marion County.

Counseling: The Counseling Section supports City and County officials, agencies, appointees, and employees when acting in their official capacities. The Counseling Section's responsibilities include serving as counsel at public meetings, providing legal advice on a wide variety of legal issues, preparing and negotiating contracts, and preparing proposed ordinances.

In addition, the counseling team represents the City and County regarding unemployment-insurance claims, assists the Auditor and Treasurer with the tax sale, and employs a compliance officer to investigate contract and wage compliance.

City Prosecutor: The City Prosecutor section prosecutes violations of the Revised Code of Indianapolis, including those concerning animal care, licensing, building code, zoning, and a variety of other ordinance-enforcement issues.

Litigation: The Litigation Section represents the City and County and their agencies, departments, officials, appointees, and employees in state and federal courts at both the trial and appellate levels. It also represents City and County interests before administrative agencies.

Office of Equal Opportunity: OEO receives and investigates complaints of discrimination under state statutes (civil rights and housing) and the local Human Relations ordinance (Revised Code Chapter 581). If appropriate, those complaints are also adjudicated before the Equal Opportunity Advisory Board.

Budget Breakdown - Total

Character 1 -	\$3,594,059
Character 2 -	\$ 6,900
Character 3 -	\$1,886,013
Character 4 -	\$ 500
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Gross Expenses	\$5,487,472
<u>“Chargebacks”</u>	<u>\$3,892,177</u>
Net Expenses	\$1,595,295

Budget Breakdown – Character 1

- \$3,594,059 (Total Character 1)
 - Flat for third consecutive year
 - Continues to fund career-progression model

Race / Ethnicity Statistics

June 30, 2020

Office of Corporation Counsel

Employees

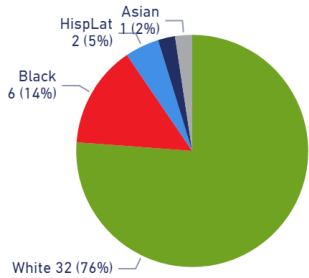
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Managers

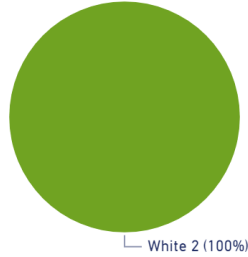
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City of Indianapolis Demographics (U.S. Census Bureau Estimate 7/1/19) - White 61.4%; Black 28.3%; Asian 3.2%; American Indian 0.3%; Native Hawaiian/Other 0.1%; Hispanic/Latino 10.2%

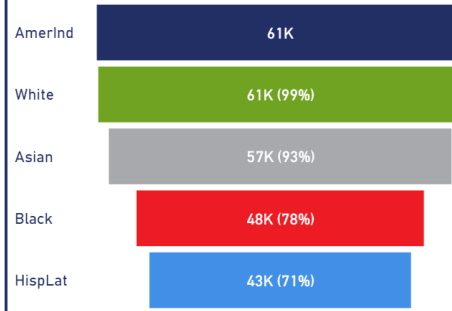
All Employees by Ethnic Group



Managers by Ethnic Group



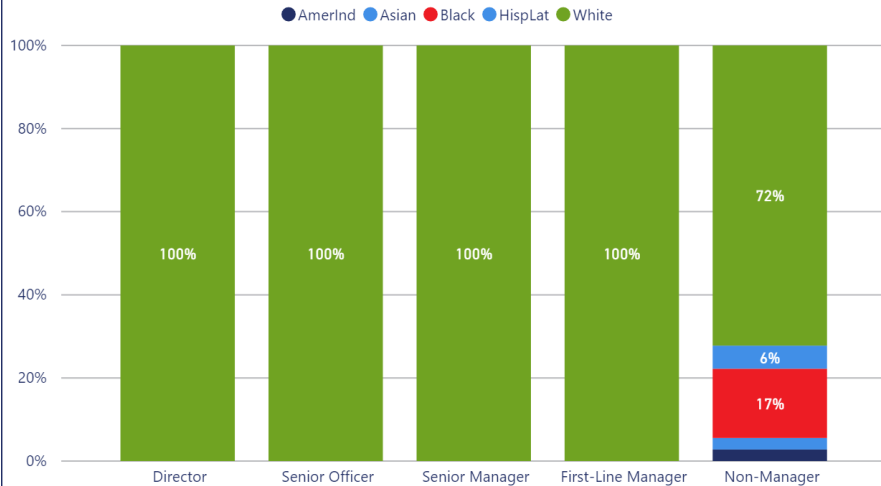
All Employee Avg. Annual Salary by Ethnic Group



Management Avg. Annual Salary by Ethnic Group



All Employees by Position and Ethnic Group



Avg. Annual Salary by Position, Ethnic Group, and Size of Ethnic Group



Gender Statistics

June 30, 2020

Office of Corporation Counsel

Employees

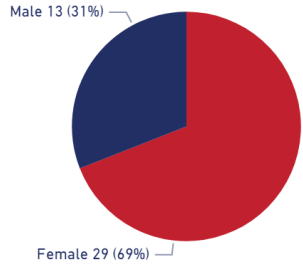
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Managers

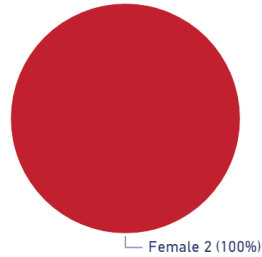
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City of Indianapolis Demographics (U.S. Census Bureau Estimate 7/1/19) - Women 51.8%

All Employees by Gender



Managers by Gender



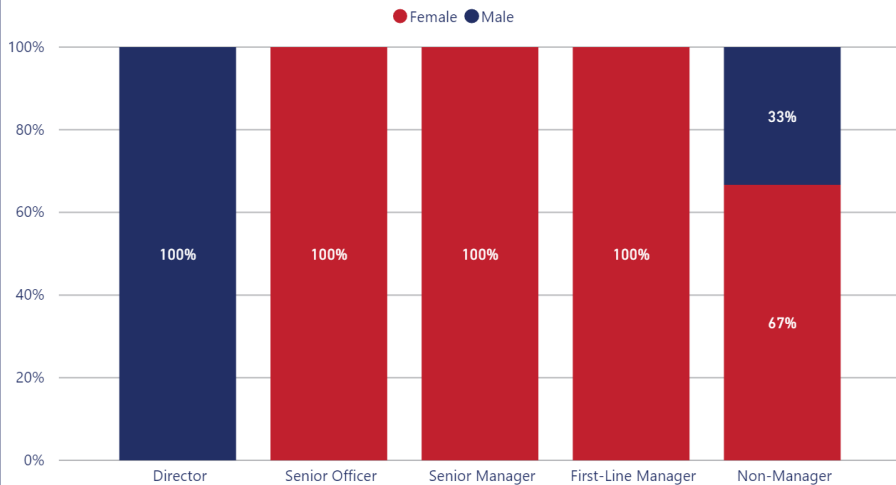
All Employee Avg. Annual Salary by Gender



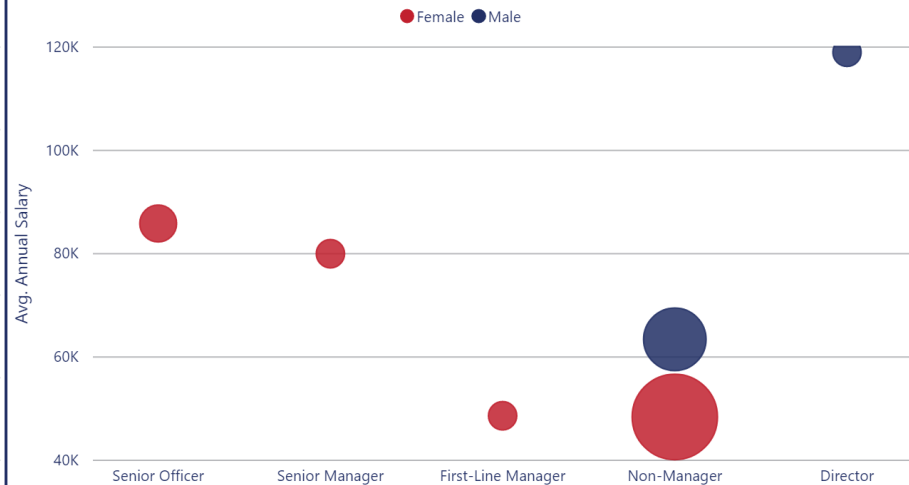
Management Avg. Annual Salary by Gender



All Employees by Position and Gender



Avg. Annual Salary by Position, Gender, and Size of Gender Group



Contextualizing Data

- **Limitations of current data**
 - Manager count excludes chiefs, deputy chiefs
 - Lawyer vs. non-lawyer skews salary data
 - Both particularly acute re: gender data
 - Section chiefs
 - Paralegal challenge
- **But none of that context suggests we don't have a lot of work to do**

Budgeting for Equity

- **Where/how will OCC recruit diverse candidates for future vacancies?**
 - Past practice
 - City postings
 - Own networks (LinkedIn, Bar Ass'n sections, etc.)
 - IndyBar Diversity Job Fair
 - Our challenges
 - Do not hire straight out of law school
 - Limits of own networks
 - Demographics in legal field ≠ representative (5/5)

Budgeting for Equity

- **Where/how will OCC recruit diverse candidates for future vacancies?**
 - Our opportunities
 - Working with HR re: Urban League's job board
 - MCBA outreach
 - Work with HR & GARE resources re: implicit bias and cultural competency workshops
 - Longer term solution worth exploring
 - City participation in diversity pipeline programs

Budget Breakdown – Character 2

- \$6,900 (Total Character 2 budget)
 - Flat since at least 2015
 - Office supplies (copy paper, envelopes, pens, etc.)

Budget Breakdown – Character 3

- \$1,886,013 (Total Character 3 budget)
 - Flat from 2020
 - Generally funds large existing outside counsel engagements and recurring expenses like court reporters, expert witnesses, ISA charges, copying fees, IMLA dues

Office of Corporation Counsel

2019 - June 2020

XBE Defintions - MBE: Minority-Owned Business; WBE: Women-Owned Business; VBE: Veteran-Owned Business; DOBE: Disability-Owned Business

City of Indianapolis Demographics (U.S. Census Bureau Estimate 7/1/19) - Minority 31.9%; Women 51.8%; Veteran 0.05%; Disability 10.3%

2019 Average XBE Spend % vs KPI Target

13%!

Goal: 27 % (-51.42%)

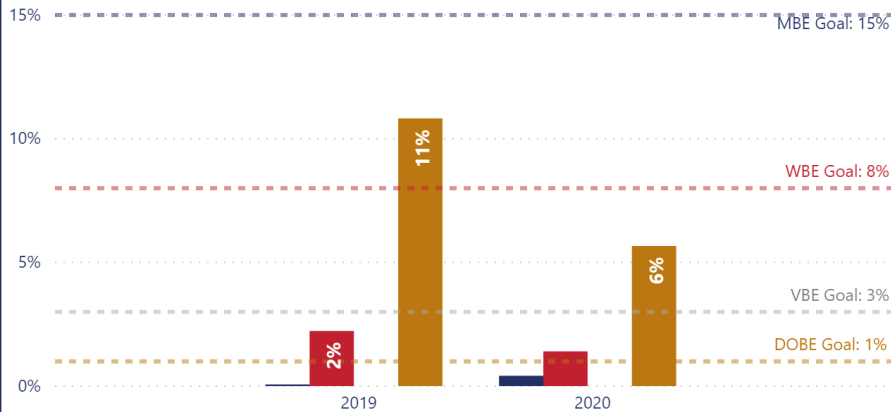
2020 Average XBE Spend % vs KPI Target

7%!

Goal: 27 % (-72.28%)

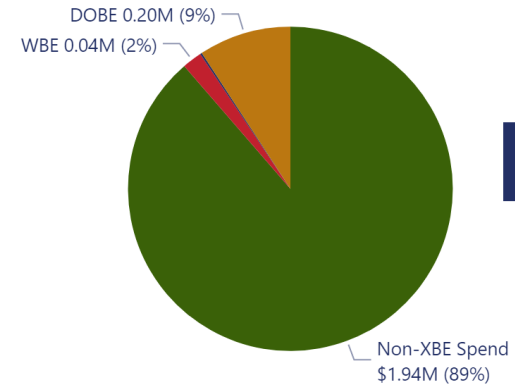
XBE % Spend by XBE Type, Year, and Goals

● MBE ● WBE ● VBE ● DOBE



XBE Spend to Total Spend (2019 - June 2020)

● Non-XBE Spend ● WBE ● MBE ● VBE ● DOBE



**Total XBE Spend
\$247.9K**

Budgeting for Equity

- **How does your current spending reflect efforts to address equity?**
 - Our challenges
 - Utilization goals apply to subs only (GFEs, *Bakke*)
 - Only two law firms certified as MBE
 - Zero court reporting firms certified as MBE
 - Large firm ownership structures

Budgeting for Equity

- **What steps will you take to build capacity of minority-owned firms?**
 - Our opportunities
 - Large-firm engagements—lean on outside firms to staff City matters with teams that reflect our community's diversity
 - Small-firm engagements—continue building capacity of certified MBE firms
 - Work with Purchasing and OMWBD on supply purchases (but only ~\$6,900 per year)

Budget Breakdown – Character 4

- \$500 (Total Character 4 budget)
 - Flat since at least 2015

Budget Breakdown – Character 5 (If applicable)

- \$3,892,177 charged back to other city/county departments and agencies
 - Decrease of \$365,641, mostly attributable to decreases in outside counsel contracts charged back to agencies

Budgeting for Equity

- **How does OCC define “success” in advancing racial equity?**
 - For most part, no public-facing programing
 - But internal and external metrics for success
 - Staffing – create platform for diverse talent to succeed and advance
 - Spending – press firms to staff cases in a way that reflects our City’s diversity and advances careers of diverse talent in those firms we hire

Budgeting for Equity

- **What data will OCC collect, track, and evaluate to assess equity impacts and inform future budgets?**
 - Work with HR and OAP to better drill down on staffing data (manager data in particular)
 - Work with OMWBD to disaggregate spending data (law firm vs. court reporter vs. supply)
 - Work with OAP to analyze OEO claims and assess how we can better inform community of Human Relations Ordinance protections

Budgeting for Equity

- **How will community members, including communities of color and low-income communities, be consulted to identify OCC programming?**
 - As a general matter, we can't discuss clients' legal matters publicly (ethical rules)
 - Exception: OEO has public-facing component
 - Will ask Board to take public input in conjunction with OAP analysis and outreach planning

Budgeting for Equity

- **In what ways does your proposed 2021 budget advance racial equity?**
 - Outside counsel spend gives us opportunity to help advance careers of diverse lawyers
 - Fully funds Office of Equal Opportunity, including compliance position added in recent years, to help investigate alleged violations of Human Relations Ordinance
 - Again funds Diversity Job Fair participation



Questions?