



REPORT

LEGISLATIVE REFERENCE BUREAU

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6. City Attorney's Office, 2015

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5. City Attorney's Office

\$7,545,443

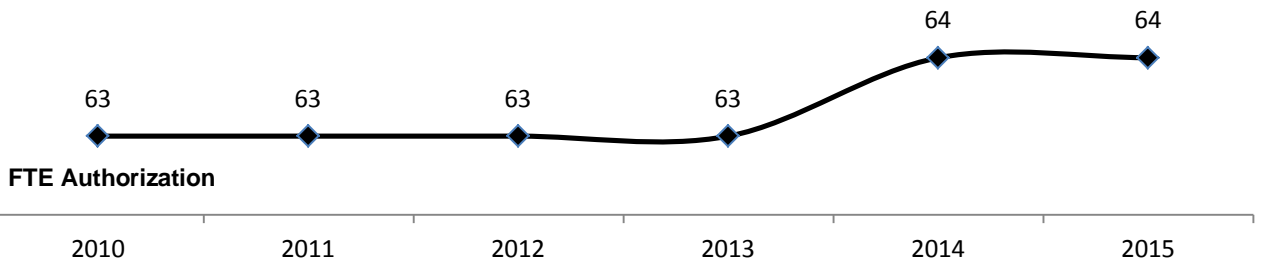
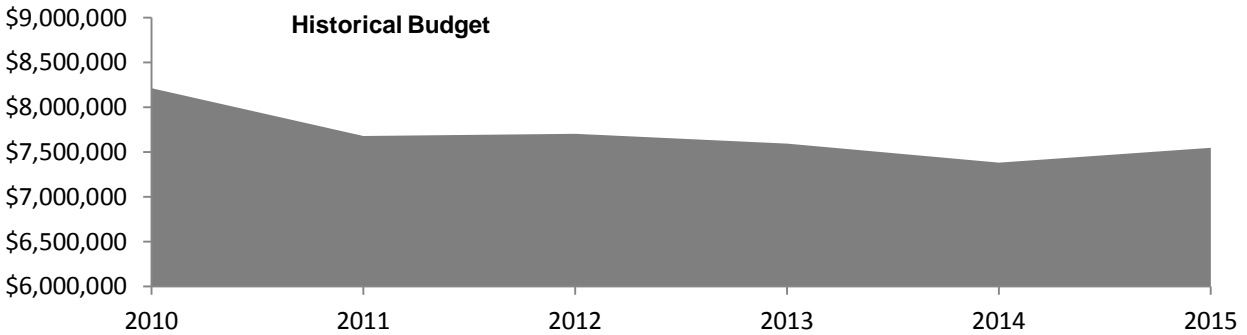
Proposed Department Budget

\$165,617

Nominal Change in Proposed Department Budget

2.24%

Percent Change in Proposed Department Budget



0.0%

Percent Change in FTE 2014 to 2015 Proposed

0

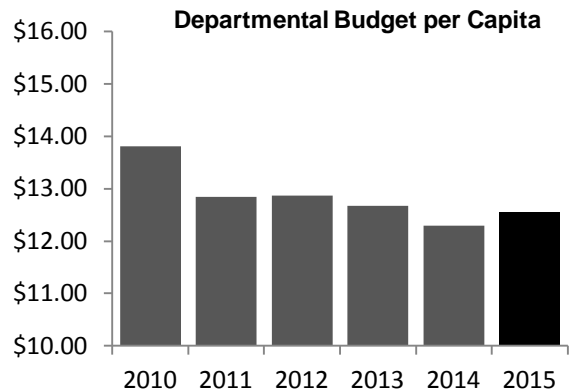
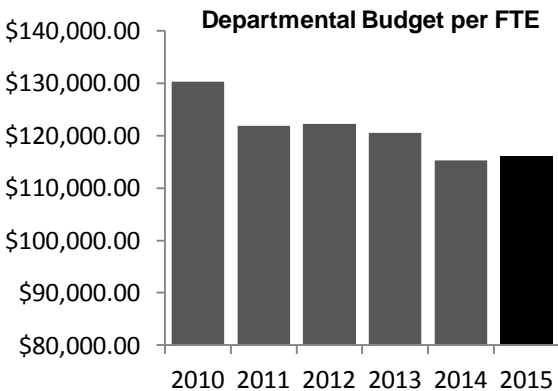
Nominal Change in FTE 2014 to 2015 Proposed

1

Vacant Positions

61%

% Eligible for Retirement within 10 years



4.5%

Decrease in departmental revenues, which reflects a reduction in Reimbursable Services due to budgetary constraints in other represented agencies.

\$6,455

The amount of decrease in Reimbursable Services in 2015 from the 2014 budget.

5

The number of in rem foreclosure files initiated in 2014 to date.

\$51,500

The amount of funds increased for purchase of equipment for 2015 Budget. The increase includes replacement computer costs.

16

Number of City Attorney staff that may be eligible for retirement in 2015.

\$250,000

The amount of increase proposed in 2015 for Outside Counsel/Expert Witness Fund for anticipated “stop and search” costs.

39

The number of employees eligible to retire from the City Attorney’s Office over the next 10 years.

\$3,120,000

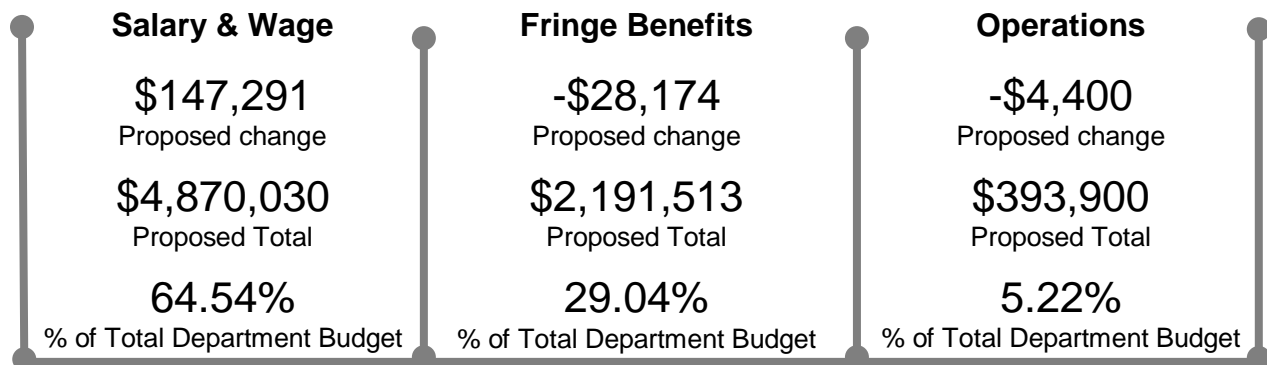
Proposed funding for the 8th Floor to accommodate the City Attorney staff.

1,096

Total number properties placed to date in 2014 in rem foreclosure filings.

\$4 million

6-year estimated cost for the 8th Floor project.



II. INITIATIVES AND PROGRAMS.

1. Community Prosecution/Nuisance Abatement Program.

Since 2005, the Community Prosecution/Nuisance Abatement Unit has collaborated with community agencies and other City departments to abate nuisance properties, eliminate known drug and gang houses, investigate and prosecute problem licensed premises, address boarded-up and vacant properties, and prosecute prostitution and other ordinance violations. The 2005 Budget provided initial funding to hire 2 additional Assistant City Attorneys, and 3 attorneys are currently assigned to community prosecution/nuisance abatement efforts.

The program continues activities that were originally begun with several city-wide initiatives; however, the focus and functions have changed over the years as needs change. Some of the program's current activities include:

- **Licensed Premises Investigation and Prosecution.** The program has increasingly assisted the Police Department in efforts to bring license non-renewals and revocations to the Licenses Committee, and to successfully prosecute non-compliant licensees in Municipal Court. These efforts include taverns, "cash for gold" establishments, corner stores, and salvage yards.
- **Community Prosecution/Nuisance Abatement, Foreclosure Issues, and Neighborhood Legal Services.** The program, now managed in the Neighborhood Revitalization section, continues to partner closely with the Department of Neighborhood Services and the Police Department to address nuisance properties, foreclosed properties, occupancy permit issues, building code violations, demolition and training.

The Office has established and strengthened relationships with community-based organizations to better identify and more efficiently address nuisance and vacant properties. The Office is filing affirmative lawsuits to assist DNS in enforcing its orders, including several Circuit Court cases targeting particularly problematic properties and their owners. The Office is taking affirmative legal action in court to require foreclosing mortgagees to complete foreclosure sales in a timely manner and to call to the Circuit Court's attention to the issue of "zombie" foreclosures. On that topic, the Office filed an Amicus Curiae brief in a Wisconsin Supreme Court case that will soon decide a significant issue relating to the City's ability to request, and the court's authority to require, the completion of mortgage foreclosure proceedings.

The Office's bankruptcy and foreclosure attorneys have also been involved in addressing nuisance and blighting properties through in rem and bankruptcy legal proceedings. The attorneys handle all court challenges to raze orders and obtain special inspection warrants when required. The Office prosecutes all building and zoning code violations. The Office litigated and obtained a Court order requiring the property owner to undertake a \$1 million raze of the dilapidated downtown Firestone parcel (including parking structure and retail).

- **Police Department Training and Assistance.** The program continues to work closely with the Police Department community liaisons, aldermanic aides, Neighborhood Services inspectors, assistant district attorneys, and community

representatives to improve the s. 80-10 process for addressing 2 chronic nuisance properties. The attorneys appear at the Administrative Review Appeals Board in support of the Police Department's s. 80-10 determinations.

The attorneys have also provided support for many police initiatives, such as party houses, prostitution, drug paraphernalia, salvage investigations and cash-for-gold establishments. The attorneys participate in regularly-scheduled meetings in the district stations.

- **Drug and Gang House Abatement.** The Office receives all charging documents relating to the sale of drugs at properties in the city of Milwaukee. Files are opened to track the addresses and property owners, to identify repeat offenders. The attorneys meet with the Police Department and the landlords of the worst violators, and ensure that every landlord receives a notice from the Police Department so that drug dealers can appropriately be evicted.

2. Collection of City Receivables.

The Office maintains 2 contracts with outside firms for the regular collection of City receivables and Municipal Court judgments. Expenditures in 2011 and 2012 for these contracts were \$860,495 and \$867,572, respectively. These amounts are fixed under contract, representing total cost and fee amounts.

- **City Receivables:** The Kohn Law Firm collected nearly \$15.4 million on behalf of the City in 2011 resulting in net receipts of nearly \$13.5 million. Under a new 5-year contract dated December 20, 2011, the Kohn Law Firm collected nearly \$16.5 million in 2012, resulting in net receipts to the City of nearly \$14.4 million, an increase of 6.8% from 2011. This represents a continuing significant increase from 2009 collections of approximately \$12.5 million with net receipts of approximately \$10.9 million. Figures are based upon independent annual audit reports.

A 5-year contract with the Kohn Law Firm expired in 2011. Following a competitive RFP process, a new 5-year contract with Kohn, commencing January 1, 2012, was authorized by Common Council File Number 110929, adopted November 30, 2011. The Kohn Law Firm reports that 5,726 claims were placed with the firm for *In Personam* delinquent tax collection in 2012 and 5,990 in 2013.

Note: claims are identified by parcel, but a parcel may be referred in multiple years. In addition, more than 150 delinquent real estate tax claims are placed for collection annually on parcels that the City has designated as "do-not-acquire" properties; these claims may be pursued as a simple debt outside of the foreclosure process on a more expedited timeframe.

An amendment to the Kohn contract was authorized by Common Council File Number 130538, adopted September 24, 2013, which reduces the fees charged by Kohn for collection of delinquent real and personal property taxes due to the decision to refer cases from the Treasurer's Office on a more expedited timeframe. Increased collections are anticipated in 2015.

- **Municipal Court Judgments:** Over the 3-year period from 2010 to 2012, Municipal Court judgments (including forfeitures, costs, fees and other assessments) totaled nearly \$55 million, of which more than \$25 million remains unpaid. The Harris & Harris collection agency provides collection services for the Municipal Court under a 5-year contract which was renewed following a brief extension in the contract in 2012. The Harris & Harris agency, following a competitive process, was awarded a new 5-year contract and has now opened offices in Downtown Milwaukee.

An amount of approximately \$4.76 million was collected by Harris & Harris in 2012, an increase of 5.6% over the approximately \$4.51 million collected in 2011. Additionally, in the first 7 months of 2013, approximately \$3.42 million has been collected. Total collections in 2013 are currently behind those of 2012, but month-to-month fluctuations make accurate predictions difficult. Larger monthly totals are generally received early in the year due to the tax intercept program. More than \$2.6 million was collected in the first 3 months of 2012 and less than \$2.2 million was collected in the first 3 months of 2013. There is no updated information provided for the 2014 year.

3. *In Rem* Foreclosure.

The City Attorney represents the City Treasurer whose duties under s. 75.521, Wis. Stats., and ch.19 of the Milwaukee Charter include bringing *in rem* actions to foreclose on certain tax-delinquent properties. All *in rem* foreclosure proceedings must be conducted in strict compliance with state uniformity and due process requirements. The City Attorney has prepared an Internal Protocol that identifies certain properties for “Community-Improvement-In-Rem Foreclosure-Actions” authorized by Resolution File Numbers 100862, 091517 and 030680.

- The protocol was initiated following the filing experience of 2001 and 2002 when foreclosure filings were against 2,775 and 1,577 delinquent tax parcels, respectively, resulted in acquiring 1,096 parcels, including more than 100 vacant lots. The lower numbers of parcels filed against an acquired are reflected in Table 5.3 for the years 2005 through 2008.
- Beginning in 2009, the average number of parcels acquired in foreclosure has been more than 500, and has grown to 744 in 2012 (74 vacant lots and 670 “improved” parcels).
- Three foreclosure files were initiated by the City Treasurer in 2010 involving 979, 71 and 39 delinquent tax parcels, respectively.
- Equalizing the number of parcels in each filing has resulted in a more even workload through the year. Four foreclosure files were initiated in 2011 involving 221, 242, 272 and 256 delinquent tax parcels, respectively. Three foreclosure files were initiated in 2012 involving 401, 394 and 357 delinquent tax parcels, respectively.
- In 2013, there were 3 filings against a total of 1,101 parcels; 66 vacant lots and 682 “improved” parcels.
- In 2014, (to date), there have been 5 filings against a total of 1,096 parcels; 49 vacant lots and 417 improved parcels acquired.

Table 5.3. In Rem Tax Foreclosure Redemption and Acquisitions Rates, 2005-2014.

Year	Filed Against	Parcels Acquired	Redemption Rate	Acquisition Rate
2005	598	263	56%	44%
2006	417	160	61.6%	38.4%
2007	385	155	59.7%	40.3%
2008	508	184	63.8%	36.2%
2009	892	461	48.3%	51.7%
2010	1,089	532	51.2%	48.9%
2011	991	597	39.8%	60.2%
2012	1,152	744	35.4%	64.6%
2013	1,101	748	32.1%	67.9%
2014*	495	344	30.5%	69.5%
Total	6,613	3,765	43.1%	56.9%

*YTD.

III. EXPENDITURES.**Table 5.4. Changes in Expenditure Amounts by Account.**

Expenditure Account	2013 Actual	2014 Adopted Budget	% Change	2015 Proposed Budget	% Change
Salaries and Wages	\$4,847,236	\$4,722,739	-2.57%	\$4,870,030	3.12%
Fringe Benefits	\$2,278,200	\$2,219,687	-2.57%	\$2,191,513	-1.27%
Operating Expenditures	\$413,446	\$398,900	-3.52%	\$393,900	-1.25%
Equipment Purchases	\$53,253	\$38,500	-27.7%	\$90,000	13.37%
Total Operating Budget	\$7,592,135	\$7,379,826	-2.8%	\$7,545,443	2.24%

1. Budget Summary.

The total 2015 Proposed Budget is \$7,545,443, an increase of \$165,617 (2.2%) from the 2014 Adopted Budget amount of \$7,379,826.

2. Personnel Costs.

Personnel costs in the 2015 Proposed Budget are \$7,061,513, an increase of \$119,087 (1.7%). Salaries and wages increase \$147,297 (3.1%). The increase is due to 2 factors: the elimination of furlough days and the reduction of Personnel Cost Adjustment from 4% to 2%. The lower cost reduction more accurately reflects vacancy experience in the office. Fringe benefits decrease \$28,174 (-1.3%). The reduction in fringe benefits reflects both a reduction in City-wide benefit costs and also reflects the reduction in net salaries.

3. Operating Expenditures.

Operating Expenditures in the 2015 Proposed Budget are \$393,900, which reflects decrease of \$5,000 (-1.3%), from the 2014 Adopted Budget amount of \$398,900. The decrease in operating expenditures represents a decrease in Information Technology services from \$95,000 to \$90,000. This decrease reflects a reduction in costs for IT consulting as the Office transitions to greater reliance on ITMD and as staff (including the reclassified IT Support Specialist-Senior) assumes greater IT responsibilities.

The Proposed Budget does not reflect the dramatically increased costs of pre-trial discovery, including court reporting, transcription, videography and related costs incurred as a result of the large number of claims brought against the City related to police stops and searches. The total costs related to court-reporting and transcriptions alone have risen from approximately \$35,000 in 2013 to more than \$91,000 in 2014 as of September 30. The Office is currently requesting a transfer of \$65,000 to cover the additional Professional Services cost anticipated to be incurred above budgeted amounts in 2015.

4. Equipment Purchases.

Equipment purchases in the 2015 Proposed Budget are \$90,000, an increase of \$51,500 (134%) from the 2014 Adopted Budget amount of \$38,500.

The Proposed Budget for equipment includes \$39,500 for anticipated replacement of half of computers in 2015 and the remainder in 2016 Budget. Additionally, \$27,500 is for books and legal subscriptions.

IV. PERSONNEL.**Table 5.5. Changes in Full-Time Equivalent (FTE) and Authorized Positions.**

Position Category	2013 Actual	2014 Adopted Budget	Change	2015 Proposed Budget	Change
O&M FTEs	57	58.60	1.60	58.60	0
Non-O&M FTEs	2.00	2.00	0	2.00	0
Total Authorized Positions	63	64	1	64	0

1. Personnel Changes.

The total number of authorized positions in the department under the 2015 Proposed Budget is 64, the same number of positions as authorized in the 2014 Adopted Budget. Changes in Full Time Equivalent are summarized in Table 5.5.

2. Vacancies.

There is currently one vacant Paralegal position that will be filled in 2015. Due to the anticipated retirement of Assistant City Attorneys and one or more administrative staff, the Office is planning to request auxiliary positions to provide for transition and to allow for timely recruitment.

3. Retirements.

The Employees' Retirement System has identified the City Attorney's Office as one of the 6 City agencies with the highest proportions of retirement-eligible employees over the next 10 years (39 City employees). There are also 16 current employees who are eligible for retirement in 2015. There will likely be 3 or more senior attorneys retiring prior to the end of 2015.

V. INFORMATION TECHNOLOGY.

The Office has contracted for IT services with the firm Information Technology Services for Lawyers (ITS Law) for several years. Annual expenditures under this sole-source contract are expected to be reduced from levels of approximately \$70,000 per year over the course of the next year as upgrades are completed and additional support is obtained from ITMD. The services provided by ITS Law involve at least one day of consultant support per week to assist in upgrading and integrating a variety of software systems, troubleshooting problems, and training staff on newer systems.

The Office's efforts to upgrade the current software platforms and programs for case document have encountered significant obstacles. The Office is working in collaboration with ITMD to prepare an RFP and plan for 2016 budgeting.

VI. SPECIAL PURPOSE ACCOUNTS (SPA).

SPAs are budgeted outside of departmental operating accounts, and control over SPAs is provided to departments by resolution. No carryover funds were authorized for SPAs under the control of the City Attorney's Office from 2013 budgeted amounts, unlike the practice in previous years (File Number 131484). The 2015 Proposed Budget includes funding for the SPAs identified in Table 5.6.

Table 5.6. Changes in Special Purpose Accounts by Account.

Account	2014 Adopted Budget	Expended as of 2014	2015 Proposed Budget
Collection Contract Fund	\$1,124,789	\$489,628	\$1,125,000
Damages and Claims Fund	\$1,225,000	\$768,368	\$1,225,000
Insurance Fund	\$429,689	\$429,677	\$429,689
Nuisance Abatement Fund	\$0	\$0	\$0
Outside Counsel-Expert Witness Fund*	\$430,000	\$201,603	\$850,000
Total	\$3,209,478	\$1,159,599	\$3,629,689

1. Collection Contract Fund, \$1,125,000

The Collection Contract Fund covers the costs to the City of placing delinquent taxes, Municipal Court judgments and other collectibles with the Kohn Law Firm and Harris & Harris, LTD, under the collections contracts described in Part II, Section 3. The proceeds to the City from these collection activities are returned to the General Fund. In 2012, these proceeds totaled more than \$19.1 million.

2. Damages and Claims Fund, \$1,225,000.

The Damages and Claims Fund is used to pay damages and claims against the City that have been settled or resolved or that are the result of a judgment or order from a court or other tribunal. Since the beginning of 2012, nearly 20 resolutions settling claims and authorizing a expenditures from the Damages and Claims Fund have been adopted in amounts ranging from \$500 to nearly \$120,000. Settlement of claims in the *Frank Jude* litigation for higher amounts was paid from contingent borrowing. Other cases combined expenditures from the Damages and Claims Fund with other fund sources.

The figure budgeted for Damages and Claims has often been a “place-holder” because of difficulties in forecasting whether and when large liabilities may come due. For example, total expenditures in 2007 from the Damages and Claims fund approached \$14 million due largely to the *Alexander* litigation (MPD discrimination case). In anticipation of this demand on the Fund, the budget for 2007 was more than doubled; nevertheless, nearly \$10 million additional appropriations became necessary.

Table 5.7 Expenditures from the Damages and Claims Fund, 2006-2013.

Year	Budgeted	Expenditure	Difference From Budget
2006	\$1,875,000	\$1,213,158	\$661,842
2007	\$3,875,000	\$13,723,873	(\$9,848,873)
2008	\$1,375,000	\$3,471,137	(\$2,096,137)
2009	\$1,375,000	\$4,399,201	(\$3,024,201)
2010	\$1,375,000	\$1,136,690	\$238,310
2011	\$1,375,000	\$1,102,886	\$272,114
2012	\$1,275,000	\$3,574,428	(\$2,299,428)
2013	\$1,225,000	\$1,340,810	(\$115,810)
Total	\$13,750,000	\$29,962,183	(\$16,212,183)
Average	\$1,718,750	\$3,745,273	(\$2,026,523)

3. Insurance Fund, \$429,689.

The appropriation proposed for the Insurance Fund is the same amount as provided in the 2014 Budget. The premiums charged by the Local Government Property Insurance Fund (LGPIF) represents the single largest cost to the Insurance Fund. An unanticipated increase in the LGPIF charges from approximately \$230,000 to approximately \$280,000, has been partially absorbed by transferring costs of insurance consulting to operations costs.

4. Nuisance Abatement Fund, \$0.

The "Nuisance Abatement Fund," was established in 2008 to replace the Receivership Fund, reflecting the end of servicing the Woodlands receivership project and the actual use of these funds for other nuisance abatement efforts. The amount budgeted for this fund in 2012 was \$25,000. No amount was budgeted for this SPA in 2013, 2014, and none is proposed for 2015. Expenditures totaling \$3,059 were made in 2012, but no amount has been carried over. The Nuisance and Abatement Fund remains unfunded, and there are no further appropriations or expenditures anticipated for this account.

5. Outside Counsel/Expert Witness Fund, \$430,000.

The City Attorney has expenditure authority for the Outside Counsel/Expert Witness Fund Special Purpose Account. Common Council File Number 030083 directs the City Attorney to advise the Judiciary and Legislation Committee in writing within 48 hours of the hiring of any outside counsel whose compensation is anticipated to exceed \$10,000. The City Attorney is also directed to file a written report to the Judiciary and Legislation Committee every other meeting providing expenditure figures for the Outside Counsel/Expert Witness Fund Special Purpose Account.

- Common Council File Number 130211, adopted July 2, 2013, appropriated up to \$460,000 from the 2013 Common Council Contingent Fund for the Outside Counsel/Expert Witness Fund for expenditures related to City Hall restoration litigation. An amount of \$102,261 remained unexpended in September 2013.
- The reports for expenditures in 2012 and 2013 can be accessed as attachments to Council File Numbers 111254, 111390, 120077, 120933, 121286, 121376, 121396 and 130692. Earlier files reflect considerable itemized expenses related to the *Frank Jude* litigation while later files reflect expenditures related to the City Hall restoration litigation. Also figuring prominently in the itemized costs and fees have been expenditures related to tax assessment litigation.
- Carryover of \$156,909 from the 2013 Damages and Claims appropriate was requested by the Office, but was not approved by the Common Council (File Number 131484).
- \$200,000 was transferred from Damages and Claims Fund to the Outside Counsel Expert Witness Fund in September to cover the initial costs for retainer as reflected in Communication Number 140690.
- Additional transfers are being sought as the costs related to defending the police “stop and search” constitutional claims continue. These costs are anticipated to continue through 2015 at approximately \$100,00 monthly. The Proposed Budget includes an increase in the Outside Counsel Expert Witness Fund to \$850,000 from \$600,000 requested and \$430,000 budgeted currently in 2014.

VII. REVENUES.

Table 5.8. Changes in Revenue.

Revenue Account (Charges for Services)	2013 Actual Expenditures	2014 Adopted Budget	% Change	2015 Proposed Budget	% Change
Total	\$1,006,107	\$797,400	(20.7%)	\$761,000	(4.5%)

Revenues for the 2015 Proposed are \$761,000, a decrease of \$36,400 (4.5%).

The Reimbursable Service is reduced from 2014 Budget from \$172,254 to \$165,799 in the Proposed Budget. This estimated reduction is, in part, the result of budgetary constraints in other represented agencies and a reduction in need for services that may include representation and advice in labor-related legal matters.

Table 5.9. 2014 Estimated Revenues By Source.*

Source	2013 Estimated Revenue	2014 Estimated Revenue	2015 Estimated Revenue
Employees' Retirement System	\$190,000	\$185,000	\$159,000
Central Service Costs	\$50,000	\$52,400	\$49,700
Services to RACM*	\$300,000	\$300,000	\$301,200
Services to HACM	\$127,000	\$115,000	\$134,300
Services to Water	\$100,000	\$106,000	\$91,800
Other Charges for Services	\$20,023	\$59,000	\$39,000
Vacation of In Rem Judgments	\$25,000	\$20,000	\$15,000

*Estimates provided by the Comptroller's Office.

VIII. CAPITAL PROJECTS.

The Proposed Budget includes \$3,120,000 in funding for one capital project, an increase of \$1,362,000 (77.5%) from the 2014 Budget. No capital funding was provided in 2012 or 2013.

1. Currently-Funded Projects.

City Hall 8th Floor Remodeling, \$3,120,000.

The Proposed Budgeted includes \$3,120,000 in funding for one capital project in addition to the new borrowing of \$1,362,000 authorized in 2014 Budget. Funding was provided in 2014 to begin the upgrade of the mechanical systems on the 8th floor. The Capital Improvements Committee did not recommend funding for the continuation of this project because of concerns that adequate design consideration had not been given to the creation of a public/private space in the area that formerly housed the City Attorney's law library. The City Attorney asserts that reconfiguring the floor plan to allow for public use of the former law library would reduce the usable space for staff by 25% to 30%. DPW is working with a consultant to develop a demolition plan, to design the mechanical systems and to reconfigure the existing floor plan to reflect the addition of one attorney position that was added after the floor plan was developed. As the legal needs of the City have changed, the number of attorneys has increased. The 1988 Budget included 27 attorneys in the Legal Division. In 2015, the Legal Division has 39 positions, including 3 paralegals. The increase in attorneys has largely been offset by a decrease in support staff.

Background

In 2006, the City Attorney's Office was moved from the 8th floor of City Hall to accommodate the City Hall Restoration project. It was anticipated that the City Attorney would need to vacate the 8th floor for 2-3 years. The City Attorney currently occupies space on the 7th and 10th floors of the Zeidler Municipal Building (ZMB).

There are not currently a sufficient number of private offices available to house all the attorneys and one attorney will be located in cubicle space when the final ACA vacancy is filled in October 2014. There are no office accommodations for 2 attorneys to perform their functions. The space lacks adequate storage and preparation areas for on-going projects and litigation. As a result, the Office of the City Attorney lacks the space, privacy and security recommended for the sensitive and confidential nature of its work.

The City Attorney submitted a capital request for inclusion in the 2011 Budget to make the improvements necessary to allow the Office to return to the 8th floor of City Hall. The submittal included detailed cost estimates and a proposed floor plan. The total 6-year cost was estimated to be \$4.8 million (\$282.40/SF). The request was not funded.

A revised request was submitted for the 2012 Budget which proposed implementing the project over 3 years with additional funding required in 2013 and 2014. Although the estimated cost of the project remained at \$4.8 million, the Capital Improvements Committee expressed concern that phasing the project over 3 years would cause unnecessary increases in the overall cost. The Committee recommended implementing the project over no more than 2 years. The 2012 Proposed Budget provided authority to borrow \$1.6 million in 2012 to begin the renovation. The funding was removed from the 2012 Budget by amendment. The project was not included in the 2013 Budget but remained in the City's 6-year capital plan.

If the Proposed Budget Plan for completing renovation of the 8th floor in 2015 is adopted, requested amounts of \$1,696,200 for 2016 will not be needed.

The Capital Improvements Committee recognizes that the City Attorney's current location does not adequately meet the needs of the department. In 2013, it recommended that a comprehensive exploration and evaluation of all options be undertaken by an advisory committee to determine the best use of space in the City Hall Complex before funding is provided for this project.

Funding was provided in 2014 (\$1,758,000) to begin the upgrade of the mechanical systems on the 8th floor. The 2014 Budget also provided \$150,000 to move the Fire and Police Commission to the space that is currently occupied by the City Attorney on the 10th Floor of the ZMB. If the City Attorney project does not move forward, an alternate location for the Fire and Police Commission will need to be identified.

2. Unfunded Capital Requests.

There are no unfunded capital requests for 2015.

3. Project Updates.

There are no recent capital projects.

4. Future Capital Requests.

The only out-year request relates to the 8th Floor of City Hall project. The City Attorney has requested \$1,696,200 for 2016 to complete the project. The total cost is estimated to be \$5,391,500.

IX. ISSUES TO CONSIDER.

1. In its review of the 2014 and 2015 capital requests, the Capital Improvements Committee noted a lack of coordination regarding the use of space at City facilities. There are a number of departments, including the City Attorney, that have made requests to have offices remodeled, reconfigured or relocated. Because there is no authoritative body that monitors departmental needs and no comprehensive plan to allocate space in the City's facilities, the Committee suggested that it would be beneficial to develop a framework to evaluate the overall space needs of the City.
2. In addition, as the City Hall Foundation project continues to move forward, the extent and timing of staff relocations remains unclear. Staff from several departments, including the Treasurer, the LRB Library and the Historic Preservation Commission will likely need to be moved from the basement at least temporarily. A study to evaluate staff space needs during and after the foundation project is expected to be completed by year-end.
3. The likely retirement of senior staff attorneys in 2015 and the potential retirement of a large number of attorneys and support staff within the next few years require a concerted effort to recruit and retain qualified personnel. Merit pay and other pay progression plans should be considered - along with other factors that include attention to the physical work - to ensure that talent and expertise are retained and that careers in municipal law are fostered.

Prepared by: La-Wanda G. Fletcher, Legislative Fiscal Analyst—Senior
Contributor: Kathy Brengosz, Fiscal Planning Specialist
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