



City of Cincinnati

801 Plum Street
Cincinnati, OH 45202

Agenda

Budget and Finance Committee

*Chairperson Jeff Cramerding
Vice Chair Scotty Johnson
Vice Mayor Jan-Michele Kearney
Councilmember Anna Albi
Councilmember Mark Jeffreys
Councilmember Evan Nolan
Councilmember Meeka Owens
President Pro Tem Victoria Parks
Councilmember Seth Walsh*

Wednesday, March 26, 2025

10:00 AM

Council Chambers, Room 300

SPECIAL MEETING

PRESENTATIONS

GREATER CINCINNATI WATER WORKS / STORMWATER MANAGEMENT UTILITY

Andrea Yang, GCWW Interim Executive Director and Arun Hindupur, SMU Deputy Director

METROPOLITAN SEWER DISTRICT

Diana Christy, Director

LAW DEPARTMENT

Emily Smart Woerner, City Solicitor

FINANCE DEPARTMENT

Karen Alder, Finance Director and Steve Webb, Finance Director

AGENDA

1. [202500553](#) **PRESENTATION** submitted by Sheryl M. M. Long, City Manager, dated 3/26/2025, regarding the Greater Cincinnati Water Works (GCWW) / Stormwater Management Utility (SMU) Budget Presentation.
Sponsors: City Manager
Attachments: [Transmittal Presentation](#)
2. [202500554](#) **PRESENTATION** submitted by Sheryl M. M. Long, City Manager, dated 3/26/2025, regarding the Metropolitan Sewer District (MSD) Budget Presentation.

Sponsors: City Manager

Attachments: [Transmittal](#)
[Presentation](#)

3. [202500556](#) **PRESENTATION** submitted by Sheryl M. M. Long, City Manager, dated 4/2/2025, regarding the Department of Finance Budget Presentation.

Sponsors: City Manager

Attachments: [Transmittal](#)
[Presentation](#)

4. [202500558](#) **PRESENTATION** submitted by Sheryl M. M. Long, City Manager, dated 3/26/2025, regarding the Law Department's Budget Presentation.

Sponsors: City Manager

Attachments: [Transmittal](#)
[Presentation](#)

ADJOURNMENT

March 26, 2025

To: Members of the Budget and Finance Committee
202500553

From: Sheryl M. M. Long, City Manager

Subject: **Presentation – Greater Cincinnati Water Works (GCWW) / Stormwater Management Utility (SMU) Budget Presentation**

Attached is the Greater Cincinnati Water Works (GCWW) / Stormwater Management Utility (SMU) Budget Presentation for the Budget and Finance Committee Special Meeting on Wednesday, March 26, 2025 at 10:00 AM.

cc: William “Billy” Weber, Assistant City Manager
Cathy B. Bailey, Interim Assistant City Manager
John Brazina, Interim Assistant City Manager

Greater Cincinnati Water Works

Budget & Finance Committee

March 26, 2025

Agenda

- Mission Statement and Services
- Budget and FTE History
- FY25 Performance Agreement
- FY25 Performance Measures
- Other Service Delivery Challenges
- Accomplishments

Mission Statement and Services

GCWW employees provide customers with a plentiful supply of high-quality water, support environmental sustainability, and deliver excellent services in a financially responsible manner.

- **Water Quality/ Treatment**
- **Water Supply**
- **Distribution System – City**
- **Fire Hydrant Maintenance and Support**
- **Development Review**
- **Billing and Collections**
- **Services to Neighboring Communities**

Budget and FTE History

Greater Cincinnati Water Works - Water Works Fund 101*	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Personnel Compensation	40,405,469	41,340,370	43,725,650	42,962,550	50,123,330
Fringe Benefits	16,045,610	16,374,850	16,334,590	16,555,830	19,150,860
Non-Personnel Expenses	40,187,460	40,769,090	50,791,810	60,247,830	52,034,150
Total Water Works Fund	96,638,539	98,484,310	110,852,050	119,766,210	121,308,340

*Total does not include debt service.

Greater Cincinnati Water Works - FTEs by Agency	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
301 - Business Services	83.00	75.00	75.00	69.00	73.00
302 - Commercial Services	124.14	107.95	109.52	110.29	111.83
303 - Water Supply	138.46	134.73	133.19	134.00	133.00
304 - Water Distribution	145.46	141.65	140.46	136.00	139.46
305 - Water Quality and Treatment	43.92	41.00	41.00	41.00	45.00
306 - Engineering	98.46	94.73	92.00	91.00	95.00
307 - Information Technology	34.00	40.00	39.00	38.00	39.50
FTE Total	667.44	635.06	630.17	619.29	636.79

FY25 Performance Agreement

City Goal	Objective	Service Group	Service	Performance Goal
Fiscal Sustainability	Financial Resilience	Departmental Support Services	Accounting Finance	450 days worth of cash on hand
	Asset Management		Asset Management	1% of system water mains replaced annually
Public Safety & Health	Health-Protective		Lead Education, Testing and Removal	Replace 1200 lead service lines per USEPA regulatory standards
Excellent & Equitable Service Delivery	Customer Experience		Meter to Cash	>90% customer communication responsiveness

FY25 Performance Measures

Accounting Finance

Q1: July-September

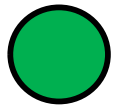
Q2: October-December

894

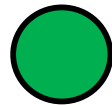
Days Cash on Hand

858

Days Cash on Hand



100%



100%

450 days worth of cash on hand

GCWW continues to earn high marks for fiscal responsibility.

Asset Management

Q1: July-September

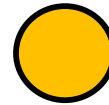
Q2: October-December

6

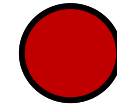
Miles of Water Mains Replaced

2

Miles of Water Mains Replaced



0.19%



0.06%

1% (31 miles) of system water mains replaced annually

Replacements are underway to meet the goal, but data for the fiscal year lags up to 6 months behind.

FY25 Performance Measures

Lead Education, Testing, and Removal

Q1: July-September

Q2: October-December

462

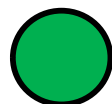
Lead Lines Replaced

364

Lead Lines Replaced



38%



30%

Replace 1,200 lead service lines per USEPA regulatory standards

GCWW is on track to remove approximately 1,600 lead service lines this year.

Meter to Cash

Q1: July-September

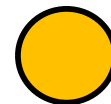
Q2: October-December

49,957

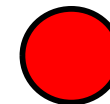
Communications Received

46,998

Communications Received



80%



78%

>90% customer communication responsiveness

Very few customers (<0.5 %) completed the satisfaction survey, making it difficult to draw conclusions from this metric.

Other Service Delivery Challenges

- **Substantial Regulatory Compliance for Lead and PFAS**
- **Attracting and Retaining Employees/Vacant Positions**
- **Inflation and Water Rates**

Accomplishments

- **GCWW achieved full compliance with USEPA and Ohio EPA regulations to ensure water quality, public health, and effective water system management and planning.**
- **GCWW continued as a national and statewide leader in the water industry, source water protection, and emergency response.**
- **GCWW strengthened its award-winning community engagement efforts.**

Questions?

Stormwater Management Utility

Budget & Finance Committee

March 26, 2025

Agenda

- Mission Statement and Services
- Budget and FTE History
- FY25 Performance Agreement
- FY25 Performance Measures
- Other Service Delivery Challenges
- Accomplishments

Mission Statement and Services

The mission of the Stormwater Management Utility (SMU) is to protect the lives and property of the citizens of Cincinnati by capturing, controlling, and conveying stormwater runoff efficiently and providing flood protection.

- Stormwater Management
- Flood Protection

Budget and FTE History

SMU - Stormwater Management Fund 107*	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Personnel Compensation	2,842,610	2,997,080	3,011,520	3,242,270	3,482,000
Fringe Benefits	1,052,550	1,157,830	1,201,890	1,254,810	1,317,840
Non-Personnel Expenses	5,773,370	6,301,660	6,584,890	7,630,540	7,609,740
Stormwater Management Fund Total	9,668,530	10,456,570	10,798,300	12,127,620	12,409,580

*Does not include properties or debt service.

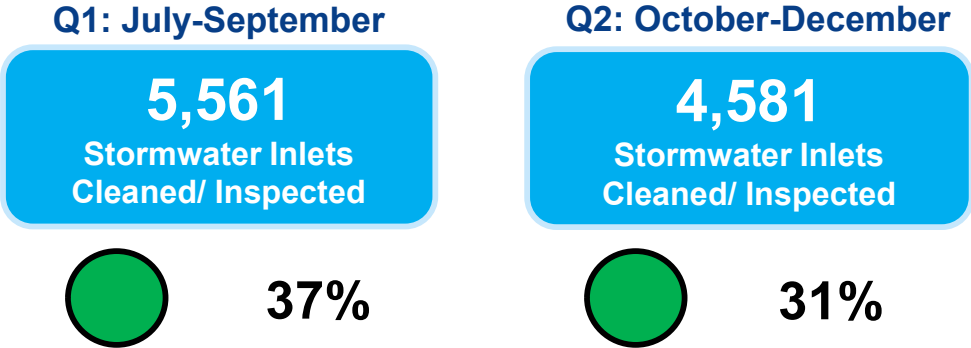
Stormwater Management Utility - FTEs by Agency	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
	34.00	34.00	34.00	34.00	35.00

FY25 Performance Agreement

City Goal	Objective	Service Group	Service	Performance Goal
Growing Economic Opportunities	Conducive Infrastructure	Stormwater Management Utility	Stormwater Management	100% of 15,000 inlets are inspected and cleaned annually

FY25 Performance Measures

Stormwater Management



100% of 15,000 inlets are inspected and cleaned annually

SMU exceeded the goal of cleaning and inspecting more than 3,750 stormwater inlets each quarter.

Other Service Delivery Challenges

- **Challenge 1: Aging Infrastructure and Asset Management Backlog**
- **Challenge 2: Increasing Flood Risks and Climate Impacts**
- **Challenge 3: Financial Constraints and Rising Costs**

Accomplishments

- **SMU enhanced its flood protection and infrastructure resilience efforts.**
- **SMU advanced its stormwater system inspection and rehabilitation efforts.**

Questions?

March 26, 2025

To: Members of the Budget and Finance Committee 202500554
From: Sheryl M. M. Long, City Manager
Subject: Presentation – Metropolitan Sewer District (MSD) Budget Presentation

Attached is the Metropolitan Sewer District (MSD) Budget Presentation for the Budget and Finance Committee Special Meeting on Wednesday, March 26, 2025 at 10:00 AM.

cc: William “Billy” Weber, Assistant City Manager
Cathy B. Bailey, Interim Assistant City Manager
John Brazina, Interim Assistant City Manager

Metropolitan Sewer District

Budget & Finance Committee

March 26, 2025

Agenda

- Mission Statement and Services
- Budget and FTE History
- FY25 Performance Agreement
- FY25 Performance Measures
- Other Service Delivery Challenges
- Accomplishments

Mission Statement and Services

MSD collects and treats wastewater from Greater Cincinnati communities, protecting the environment and public health by returning clean water to local rivers and streams.

- **Wastewater Collection and Conveyance**
- **Wastewater Treatment**
- **Sewer Backup Program**
- **Property Development Support**
- **Permitting Commercial and Industrial Waste Discharge**
- **Customer Assistance Program**
- **Clean Water Act (Consent Decree) Compliance Wet Weather Improvement Plan**
- **Asset Management**

Budget and FTE History

- MSD's CY 2025 Operating Budget of \$240.9 million was approved on December 12, 2024, by the Hamilton County Board of County Commissioners. This was a \$3.0 million, or 1.3%, increase over the approved CY 2024 Operating Budget of \$237.9 million.
- This increase was due to elevated personnel costs from union negotiated wage increases, and the increased non-personnel costs for facility security and disposal contracts. These increases were partially offset with personnel savings resulting from changes to how labor is reimbursed to capital projects and a reduction to the appropriation for Sewer Backup (SBU) Program non-personnel expenses to match historic usage levels.
- MSD maintains 677.0 FTE. For CY 2025, MSD's budget assumes 62.0 FTE of those positions will be vacant for the entire year. This is an increase from an assumption of 60.0 FTE in vacancies in CY 2024.

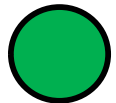
FY25 Performance Agreement

City Goal	Objective	Service Group	Service	Performance Goal
Public Safety & Health	Health-Protective	Wastewater Collection	Wastewater Collection and Conveyance	Fewer than 10% of all reportable overflows of the main public sewer are preventable overflows
	Emergency Readiness	Sewer Backup Response Program	Sewer Backup Program	90% of calls are responded to within 4 hours
Thriving Neighborhoods	Desirable Destination	Wastewater Treatment	Wastewater Treatment	100% of the NPDES permit-related items are met
Growing Economic Opportunities	Business Expansion	Industrial Waste	Permitting Commercial and Industrial Waste Discharge	90% of sewer use customer applications resolved within 30 calendar days
Thriving Neighborhoods	Affordable Housing	Office of the Director/Administration	Customer Assistance Program	Reach 25% participation of eligible customers

FY25 Performance Measures

Wastewater Collection and Conveyance

Q1: July-September

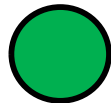
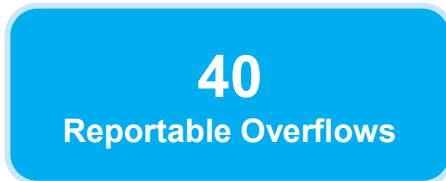


10%

Fewer than 10% of all reportable overflows of the main public sewer are preventable overflows

Achieved less than 10% by moving from reactive to proactive repairs/rehab.

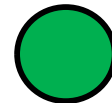
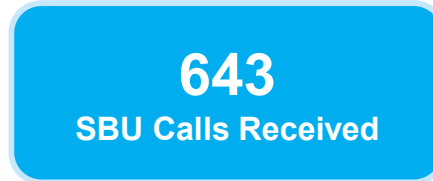
Q2: October-December



0%

Sewer Backup Program

Q1: July-September

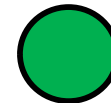


100%

90% of calls are responded to within 4 hours

This measure was achievable and required as part of the Consent Decree.

Q2: October-December



100%

FY25 Performance Measures

Wastewater Treatment

Q1: July-September

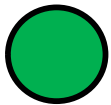
Q2: October-December

24

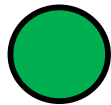
Pump Station Wet Weather Overflows

12

Pump Station Wet Weather Overflows



100%



100%

100% of the NPDES permit-related items are met

Achieving NPDES compliance is the goal of Treatment and the requirement of the OEPA. There may be a day with issues, but OEPA calculates an overall average of compliance.

Permitting Commercial and Industrial Waste Discharge

Q1: July-September

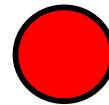
Q2: October-December

49

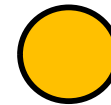
Sewer Use Customer Applications

54

Sewer Use Customer Applications



41%



82%

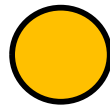
90% of sewer use customer applications resolved within 30 calendar days

Q1 identified a gap in tracking but shows significant improvement in Q2 with hopes to achieve in Q3.

FY25 Performance Measures

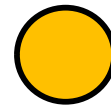
Customer Assistance Program

Q1: July-September



18.6%

Q2: October-December



18.9%

Reach 25% participation of eligible customers

MSD continues to reach out to all eligible customers to promote the Customer Assistance Program. MSD includes flyers and attends Community meetings to promote.

Other Service Delivery Challenges

- **Challenge 1:** Changes to the regulatory environment that require the use of more expensive processes, such as the implementation of paracetic acid (PAA) based treatment solutions.
- **Challenge 2:** The construction of new major infrastructure projects that will require the expansion of Wastewater Treatment staff to properly operate (Little Miami Wastewater Treatment Facility Solids Disposal, new High-Rate Treatment facilities).
- **Challenge 3:** Continued inflationary and tariff pressure on prices for treatment chemicals, parts, equipment, and other industrial level non-personnel needs.

Accomplishments

- MSD's Indian Creek Wastewater Treatment Plant in North Bend earned a Platinum5 Peak Performance Award from the National Association of Clean Water Agencies (NACWA). This prestigious award is for five years of 100% compliance (no permit violations) for discharges of treated effluent.
- MSD's Sewer Backup (SBU) Program offers a Prevention Program for customers with recurring backups caused by inadequate capacity in the MSD public sewer. At the end of December 2024 (CY24) MSD had installed 35 prevention devices preventing sewer backups in eligible properties. MSD works with each property owner to develop a solution specifically tailored to their unique needs to prevent future backups. The total number of properties protected through the SBU Prevention Program, from January 1, 2004, to December 31, 2024, is 1,455.
- MSD's Adopt-A-Class program was selected as the 2024 Best New Team out of nearly 140 new teams in 43 schools across the Greater Cincinnati and Northern Kentucky area. MSD mentored a 7-8th grade math class at Oyler School for the 23-24 school year.

Questions?

March 26, 2025

To: Members of the Budget and Finance Committee 202500556
From: Sheryl M. M. Long, City Manager
Subject: Presentation – Department of Finance Budget Presentation

Attached is the Department of Finance Budget Presentation for the Budget and Finance Committee Special Meeting on Wednesday, March 26, 2025 at 10:00 AM.

cc: William “Billy” Weber, Assistant City Manager
Cathy B. Bailey, Interim Assistant City Manager
John Brazina, Interim Assistant City Manager

Finance

Budget & Finance Committee

March 26, 2025

Agenda

- Mission Statement and Services
- Budget and FTE History
- FY25 Performance Agreement
- FY25 Performance Measures
- Other Service Delivery Challenges
- Accomplishments

Mission Statement and Services

Our core mission is to protect the fiscal integrity of the City through the financial management of taxpayer resources, collection of revenue, disbursements, administration of payroll, debt management, prudent investments and the preparation of financial statements, among other duties. In addition, the Department focuses on the wellbeing of employees through employee safety programs, an employee wellness program and employee benefit programs.

- Audits
- Collections
- Income Tax Administration
- Safety & Workers Compensation
- PEAP
- Health & Wellness Benefits
- EHS
- Insurance
- Financial Reporting
- Payroll
- Financial Operations
- Bond Retirement
- Tax Collection
- Licenses
- Cash Management
- Investments (Treasury)
- Benefits (Retirement)
- Investments (Retirement)
- Retirement Administration

Budget and FTE History

Finance General Fund	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Personnel Compensation	4,546,490	4,335,700	4,543,680	4,879,770	5,065,130
Fringe Benefits	1,428,700	1,500,300	1,528,860	1,596,710	1,679,020
Non-Personnel Expenses	1,002,275	1,367,800	1,278,310	1,436,880	1,564,280
General Fund Total	6,977,465	7,203,800	7,350,850	7,913,360	8,308,430

Finance Principal Restricted Funds	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Parking System Facilities Fund 102	54,550	55,040	55,040	55,320	55,600
Bond Retirement Fund 151	147,505,719	184,199,480	129,455,840	149,756,080	139,150,100
Income Tax-Infrastructure Fund 302	396,440	231,370	146,800	145,210	240,960
Parking Meter Fund 303	46,330	44,320	26,320	26,320	26,320
Retirement System Fund* 749	-	-	-	3,984,610	3,949,317
Principal Restricted Funds Total	148,003,039	184,530,210	129,684,000	153,967,540	143,422,297

*The Retirement System Fund is governed by a Board of Trustees. Management of the agency was transferred to the Department of Finance in FY 2024. The budget is developed on a calendar year basis.

Budget and FTE History

Finance - FTEs by Agency	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
106 - Retirement*	0.00	0.00	0.00	15.00	15.00
131 - Office of the Director	3.00	3.00	3.00	3.00	3.00
133 - Accounts and Audits	19.00	19.00	19.00	18.81	19.00
134 - Treasury**	12.00	13.00	13.00	14.00	13.00
135 - Risk Management	27.70	25.70	25.96	30.63	28.66
136 - Income Tax	31.00	31.00	31.00	31.00	31.00
137 - Procurement***	24.00	0.00	0.00	0.00	0.00
FTE Total	116.70	91.70	91.96	112.44	109.66

*Retirement was moved to Finance in FY 2024.

**FTEs in Treasury included an additional position for FY 2024 due to a temporary overfill; FTEs have since been reduced to 13.00 in Treasury.

***Procurement was moved to the City Manager's Office for FY 2022.

FY25 Performance Agreement

City Goal	Objective	Service Group	Service	Performance Goal
Excellent & Equitable Service Delivery	Customer Experience	Accounts & Audits	Financial Operations	75% of all General Fund revenue line-item projects are within 5% of actuals or \$250,000 for those line items, whichever is greater
				90% of vendors paid within 30 days
	People-Centered Leadership	Risk Management	Safety & Workers' Compensation	Conduct at least 10 facility/job site safety Audits per quarter
	Asset Management	Treasury	Treasury Investments	80% of the portfolio equaling or exceeding the benchmark as defined in the investment policy
Financial Sustainability	Financial Resilience	Income Tax	Income Tax Administration	90% of refunds issued within 90 days

FY25 Performance Measures

Financial Operations

Q1: July-September

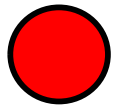
Q2: October-December

13

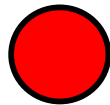
GF revenue line item projections

13

GF revenue line item projections



38%



38%

75% of all General Fund revenue line item projections are within 5% of actuals or \$250,000 for those line items, whichever is greater.

It is difficult to predict changes in the economy that affect revenue performance. Program changes can also increase or decrease revenue, which can be hard to estimate. Revenue projections are measured monthly based on prior years; however, the timing of revenue can shift from year to year. Most of the revenue categories should meet the performance measure by year end.

Q1: July-September

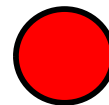
Q2: October-December

11,424

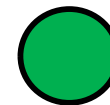
Payments processed

11,011

Payments processed



85%



93%

90% of vendors paid within 30 days

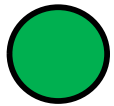
The City's financial system (CFS) shuts down in July to allow for the rollover from the prior fiscal year. Payments are slightly delayed during this period. We expect to meet this target for the remainder of year. Departments are encouraged to process payments before the shutdown to avoid late payments.

FY25 Performance Measures

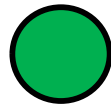
Safety & Workers' Compensation

Q1: July-September

Q2: October-December



43



36

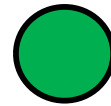
Conduct at least 10 facility/job site safety audits per quarter

Risk Management has been working diligently in their efforts to perform more facility/job site audits to ensure the safety of city workers, and that the City complies with state and federal regulations related to workplace safety.

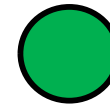
Treasury Investments

Q1: July-September

Q2: October-December



90%



100%

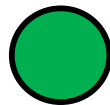
80% of the portfolio equaling or exceeding the benchmark as defined in the investment policy

The City Treasurer has been actively managing more cash to take advantage of the current market conditions. Strategic reinvestments of cash are yielding better than benchmark returns.

FY25 Performance Measures

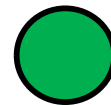
Income Tax Administration

Q1: July-September



95%

Q2: October-December



99.9%

90% of refunds issued within 90 days

The Income Tax Division continues to do an excellent job of processing tax returns and applicable refunds in a timely manner. Failure to process refunds timely results in costs to the City as interest is owed to the taxpayer for a refund paid beyond 90 days.

Other Service Delivery Challenges

- **Challenge 1: Technology is the #1 challenge. A major upgrade is being implemented for the CFS System. While this upgrade will provide improvements, there are many other financial systems utilized that still require a lot of manual input and interaction. Electronic workflows should be enhanced to provide more efficiencies and data security.**
- **Challenge 2: Recruiting and retaining qualified staff. It is difficult to hire staff that has governmental accounting experience needed for management level finance jobs. There is a shortage of accountants nationwide, and it is difficult to compete with the private sector for the limited qualified applicants.**
- **Challenge 3: Training opportunities are limited for new staff and newly promoted staff. There is a large gap between very experienced staff and new staff and as the more seasoned staff retire, there is a lack of continuity.**

Accomplishments

- **Accomplishment 1** - The City received a clean audit report from the State Auditor and the City maintained its credit ratings of AA and Aa2 from Moody's and S&P respectively.
- **Accomplishment 2** - Completed a SIET Initiative to do a comprehensive review of fee, license, and fine generating programs. A master list of all General Fund fees, licenses, and fines was created to track the timeline of changes. DOTE, Fire, and Planning have either implemented or are in the progress of updating fees to better align with the cost of providing the services.
- **Accomplishment 3** - The City received two awards for its healthcare programs:



- * The 1st place 2024 Healthiest Employer Award for Ohio employers.
- * The 2024 Healthiest 100 Workplaces in America Award.

Questions?

March 26, 2025

To: Members of the Budget and Finance Committee 202500558
From: Sheryl M. M. Long, City Manager
Subject: Presentation – Law Department Budget Presentation

Attached is the Law Department Budget Presentation for the Budget and Finance Committee Special Meeting on Wednesday, March 26, 2025 at 10:00 AM.

cc: William “Billy” Weber, Assistant City Manager
Cathy B. Bailey, Interim Assistant City Manager
John Brazina, Interim Assistant City Manager

Law Department

Budget & Finance Committee

March 26, 2025

Agenda

- Mission Statement and Services
- Budget and FTE History
- FY25 Performance Agreement
- FY25 Performance Measures
- Other Service Delivery Challenges
- Accomplishments

Mission Statement and Services

To represent, counsel, defend, and advocate on behalf of the City of Cincinnati.

- **Administrative and Zoning Hearings and Parking Violations**
- **Legislation**
- **Council, Council Committee, Board and Commission Staffing**
- **Collections**
- **Contracts where City is receiving goods or services**
- **Agreements where the City is providing funding of incentives to outside entities**
- **Manager's Office Administrative Support**
- **Trainings**
- **Ethics Advice and Support**
- **Public Records**
- **Prosecution**
- **Real Estate and Property Legal Services**
- **Litigation**
- **Collective Bargaining Agreement Negotiations**
- **HR Investigations**
- **Trainings**
- **Opinions and Advice**

Budget and FTE History

Law Department General Fund	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Personnel Compensation	4,870,100	5,922,350	6,332,325	7,401,230	8,705,690
Fringe Benefits	1,662,680	2,162,410	2,273,395	2,481,860	2,865,350
Non-Personnel Expenses	637,510	654,670	789,690	907,130	945,860
General Fund Total	7,170,290	8,739,430	9,395,410	10,790,220	12,516,900

Law Department Principal Restricted Funds	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Income Tax-Infrastructure Fund 302	188,320	112,830	154,180	125,020	106,990
Streetcar Operations Fund 455	120,700	121,000	124,450	135,460	135,380
Principal Restricted Funds Total	309,020	233,830	278,630	260,480	242,370

Law Department - FTEs by Agency	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Civil	44.20	47.70	51.70	52.70	53.70
Administrative Hearings & Prosecution	35.00	37.00	37.00	38.00	39.00
Real Estate	9.00	8.00	8.00	8.00	9.00
FTE Total	88.20	92.70	96.70	98.70	101.70

FY25 Performance Agreement

City Goal	Objective	Service Group	Service	Performance Goal
Excellent & Equitable Service Delivery	Customer Experience	Administrative Processes	Administrative and Zoning Hearings and Parking Violations Adjudication	Recoup 50% of eligible parking fines
			OAH PVB Hearing Officer	X% increase in revenue from parking citations
Fiscal Sustainability	Asset Management	Court System	Collections	Recoveries / outstanding receivables
			Law Prosecutor's Salaries	Annual prosecutor turnover does not exceed 2 positions fewer than the previous year
Fiscal Sustainability	Asset Management	Transactional Support	Contracts	80% of contracts completed by agreed upon deadline

FY25 Performance Measures

Administrative and Zoning Hearings and Parking Violations Adjudication

Q1: July-September

Q2: October-December

\$966,530.25
Fees and Fines Collected

\$1,232,779
Fees and Fines Collected



Recoup 50% of eligible parking fines

This is the first year collecting this data, so Law is working to establish a baseline. There have been some service delivery challenges due to turnover and approved leave.

OAH PVB Hearing Officer

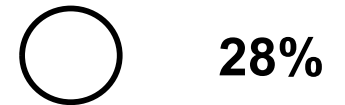
FY25 Budget Priority

Q1: July-September

Q2: October-December

2,507
PVB Hearings

3,353
PVB Hearings



X% increase in revenue from parking citations

This is the first year of tracking this data, so Law is working to establish a baseline for performance goals. Similarly, there were some turnover and approved leave that impacted service delivery.

FY25 Performance Measures

Collections

Q1: July-September

Q2: October-December

\$3,871,356

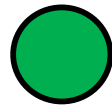
Outstanding
Receivables

\$1,625,778

Outstanding
Receivables



25.5%



28.2%

Recoveries / outstanding receivables exceeds the national recovery rate standard of 18%

Law consistently achieves an effectiveness metric above the national standard of 18% and does that while receiving compliments from the public.

Law Prosecutor's Salaries

Q1: July-September

Q2: October-December

0

Positions Turned Over

1

Positions Turned Over

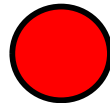
Annual prosecutor turnover does not exceed 2 positions fewer than the previous year

While the additional funds aided staff stability for half of the year, Q3 to date has had significant turnover. Prosecution has lost 8 prosecutors and paralegals, including 4 internal transfers.

FY25 Performance Measures

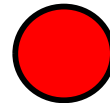
Transactional Support

Q1: July-September



50%

Q2: October-December



40%

80% of contracts completed by agreed upon deadline

It is important to note that the contracts being tracked are a smaller subset of the City's larger transactional legal work. This represents an area of persistent service delivery challenge. The causes of the challenge vary, but include some turnover and onboarding within Law, turnover and project management support needs within departments, the behavior of outside entities, and the nature of the year-end ARPA prioritization at the end of calendar year 2025.

Other Service Delivery Challenges

- **Challenge 1: Turnover.** From December 2024 through March 2025, Law lost 14 employees, which represents about 15% of the workforce. Of the employees who left, 2 retired, 9 left to work at the County Prosecutor's office, one became a judicial magistrate, and one left for specialized private practice with remote work.
- **Challenge 2: Number of prosecutors in the Prosecution Division and attorneys in the Contracts division.**
- **Challenge 3: Physical workspace and technology.**

Accomplishments

- **Continued impactful affirmative litigation from the Quality of Life Division with over 880 housing units impacted by new litigation and over 2,000 housing units impacted by ongoing litigation**
- **Provided thorough and extensive legal support for all aspects of the Convention Center District redevelopment**
- **Continue to foster an environment that seeks and supports career pathways-type initiatives such as DePaul Christo Rey high school interns, SWEL undergraduate interns, paid and unpaid law student interns and externs, the continuation of the legal fellow position and participation in Adopt A Class**

Questions?