



Finance & Economic Development Committee Budget Hearings
Law Department
April 27, 2026

1. Please share if this budget provides the necessary funding and dedicated resources for reviewing or defending any of the city's policies/laws to ensure they comply with any anticipated federal executive orders especially as it relates to DEI, energy, housing, etc.
 - a. Specify any mechanisms or protocols in place for the city to protect the personal data for constituents and employees such as wage records, names, addresses, citizenship status, and social security numbers, regarding ICE (Immigration and Customs Enforcement's) requests.
2. Now that the Delaware Law school is relocating to the City of Wilmington, please share any plans for possible collaborations such as Interns, Fellows, etc.
3. While understanding the high demand for attorneys, please share if this budget addresses pay equality to ensure that salaries are comparable with other governmental industries.
 - a. Share the number of attorneys in your department.
 - b. Share the average turnover rate for Attorneys in your department.
 - c. Share the number of vacancies (specify the duration), specify if the city residency requirement impact filling vacant positions, and specify if any impact with Legal Fees for Outside Attorneys as a result of vacancies.
 - d. With the last compensation study done several years back, share if any further changes have been implemented in this budget to bring attorney's salaries more within range of government industry standards.
 - e. Share any plans to address diversity within your department, while realizing the challenges with compensation.
 - f. Share plans for recruitment and retention strategies for attorneys.
 - g. With pending SB# 237, please share impact for 3-year tenure for city attorneys.
 - h. Share if any continued collaborations with WPD and AG's Office, regarding "Operation Heat" formerly known as "Fed-Up".

4. Discuss the planned use for **\$270K** budgeted in Legal Fees.
 - a. Specify if this budget provides the adequate resources, considering the number of vacancies, and high turnover.
 - b. Specify funding set aside for Ethics Commission representation.
 - c. Specify if any funding is set aside pertaining to potential conflicts that may arise pertaining to legal matters that are of a difference of legal opinion between the Legislative and Executive branches that will necessitate outside legal expertise, etc.
 - d. Specify law firms that the city has engaged within the last 2 fiscal years to date: list vendor name, amount, specify if DBE, and specify firms that are inclusive of minorities for diversity, # of years for engagement agreement(s).

5. Realizing there are a myriad of legal matters that impact the city such as risk management, workers compensation, legal collections, to name a few, which require legal engagement agreements, please share if this budget provides the necessary funding and resources that best represent and protect the City from litany of claims, lawsuits, etc.(**\$1.1M** General Fund, **\$523K** Water Sewer Fund, **\$850K** Risk Management Fund, and **\$816K** Workers Compensation Fund).
 - a. Share ROI for using outside expertise as to the correlation if any with reducing the city's exposure, claims, etc.

6. Discuss the planned use of **\$91M** budgeted between Court & Notary Fees and Electronic Legal Research account lines.

7. Share if this budget provides the necessary funding for professional development and training for all staff.

All Departments

8. Provide FY2027 proposed organizational chart with the total number of employees (i.e. permanent, temporary, contract, vacancies).
 - a. If there are multiple divisions, please ensure there are sub-org charts that enumerate all the above.
 - b. Please include in the Org chart a photo of all Directors, Managers, Divisions Heads, and Supervisors.