



City Attorney's Office

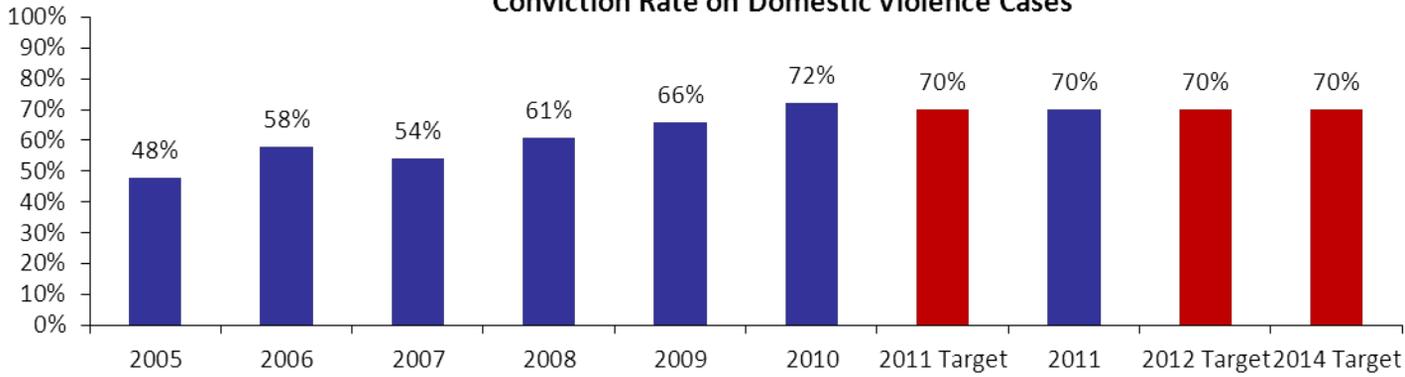
February 14, 2012

Table of Contents

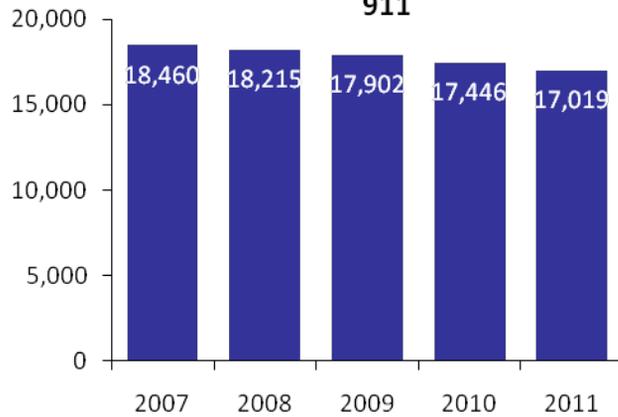
City Attorney

Performance Measures	Page
1. Domestic Violence Conviction Rate	3
2. Top 200 Chronic Offenders Convicted	5
3. Recidivism for 200 Chronic Offenders	6
4. Reasons for Recidivism Reduction of Chronic Offenders	7
5. Downtown 100 Chronic Offenders Convicted	8
6. Percent Gross Misdemeanor Weapons Cases that Result in Conviction	9
7. Drug and Alcohol-related Driving Offenses	10
8. Gross Misdemeanor Trespass Cases Charged	11
9. CAO Participation in Problem Solving Courts	12
10. Criminal Division - Trials to Verdict and Caseload	13
11. Civil Court Cases Resolved in Court vs. Settled	14
12. Liability Payouts Resulting from City's Risk Generating Activities	15
13. New Adverse Lawsuits Filed	18
14. Civil Division Survey 	19

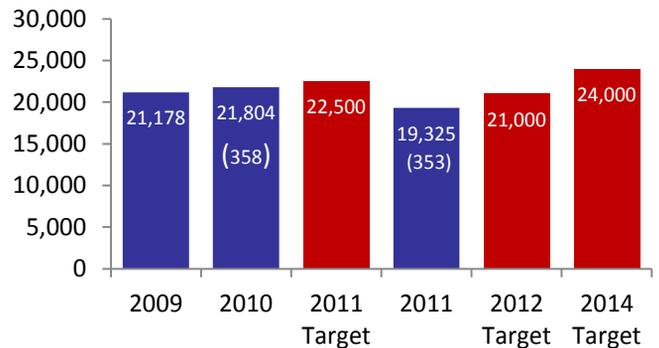
Conviction Rate on Domestic Violence Cases



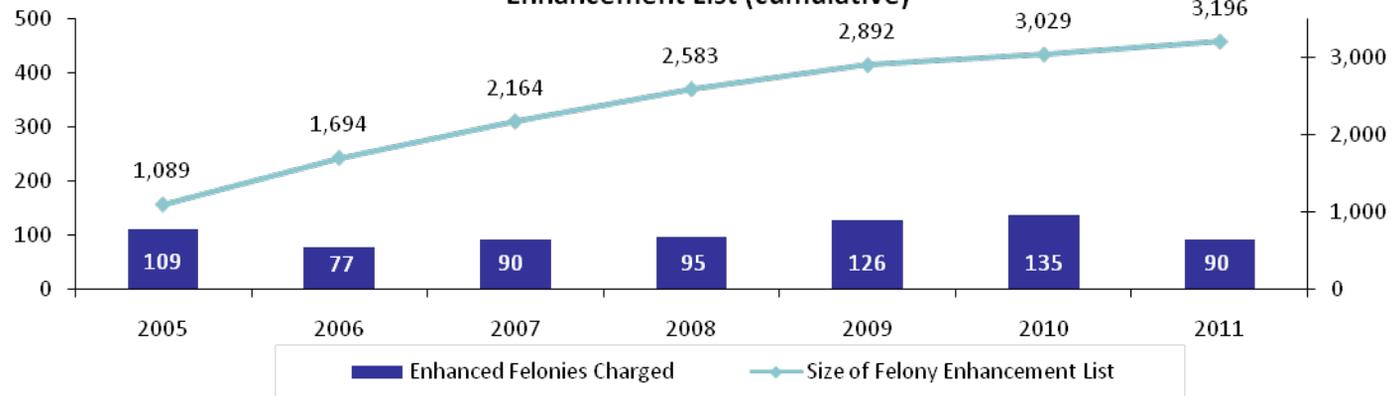
Domestic Violence Related Calls to 911



Days Revoked for Probation Violations Following a Domestic Violence Incident (number of cases)



Enhanced Domestic Violence Felonies Charged by Hennepin County after Minneapolis City Attorney's Office Referral and Number of Individuals on Felony Enhancement List (cumulative)



Narrative on next page...

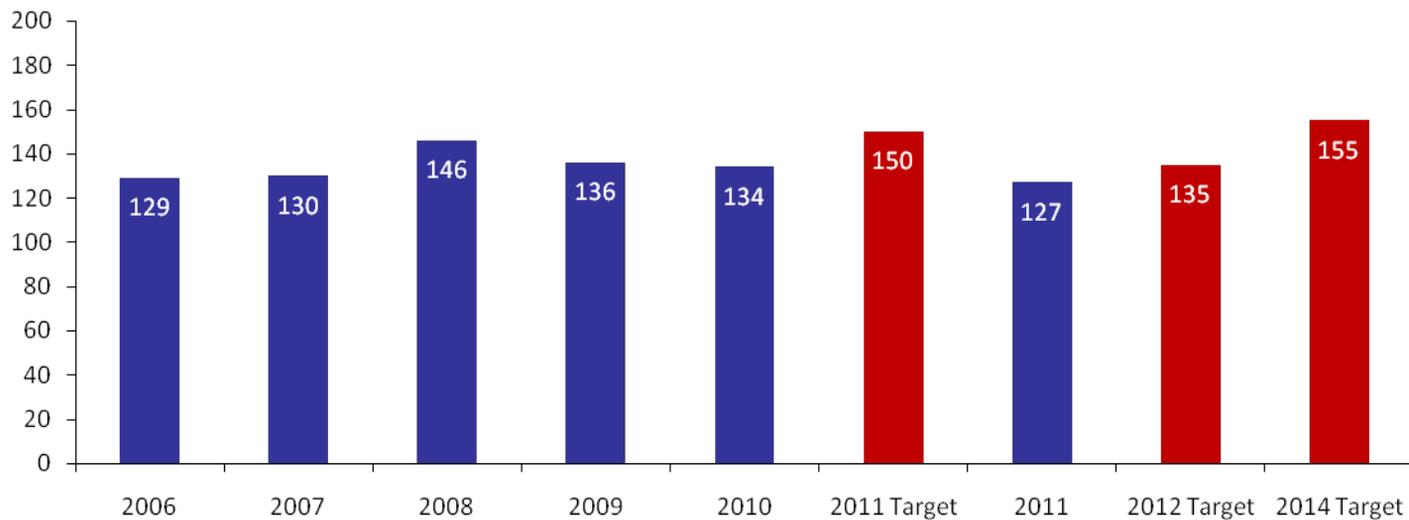
Why are these measures important?

Effective intervention at the earlier stages of the cycle of domestic violence prevents more serious crimes and saves lives.

What strategy (or strategies) will you use to achieve this goal?

Maintain a specialized domestic violence team, continue focus on improved evidence gathering and compliance with the MPD evidence gathering protocol; maintain and seek to expand domestic advocate and victim witness resources; train criminal justice staff and the community on domestic violence issues and related matters; maintain the probable cause felony enhancement list; and continue to seek appropriate sanctions for offenders and jail time for defendants who violate the conditions of their probation.

Number of Top 200 Chronic Offenders Convicted



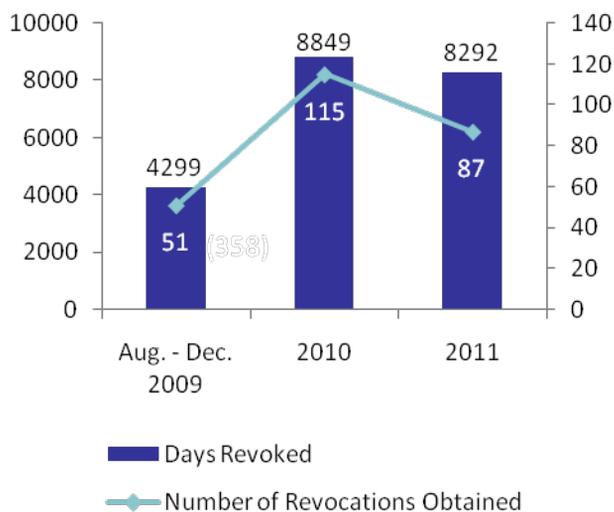
Why is this measure important?

The "Top 200" chronic offenders commit a disproportionately high number of livability crimes in the City of Minneapolis.

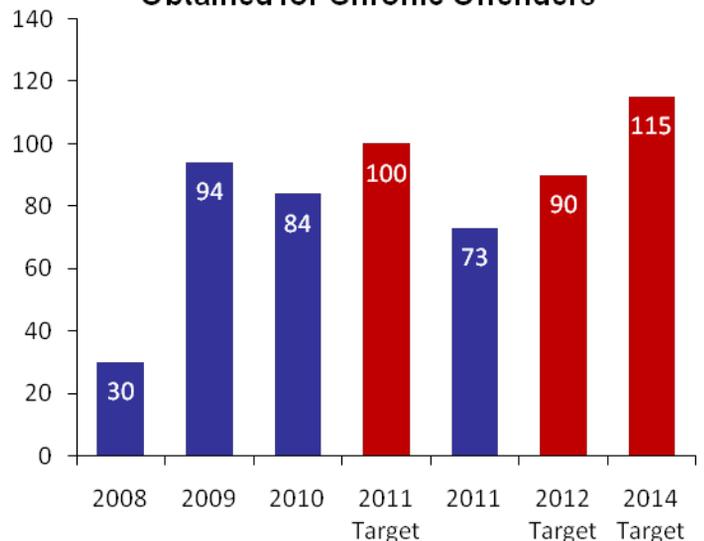
What will it take to achieve the targets?

Continued coordination with the MPD and the community to identify chronic offenders; continuation of intensive CAO prosecution model to aggressively prosecute chronic offenders; continued engagement with our court watch and neighborhood groups to help achieve greater offender accountability and more active probation supervision for chronic offenders; continued engagement by the CAO's community attorneys with neighborhood residents, business, service providers and community organizations and with MPD; continued expansion of prosecution tools, such as the trespass enhancements list, geographic restrictions and community impact statements.

Days Revoked for Probation Violations for CAO Top 200 Offenders

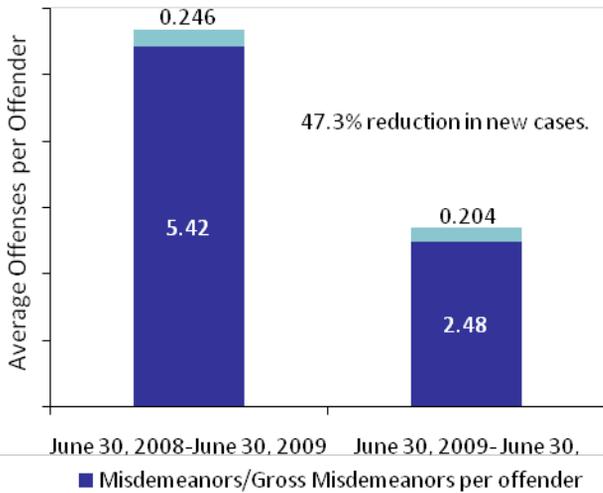


Number of Geographic Restrictions Obtained for Chronic Offenders

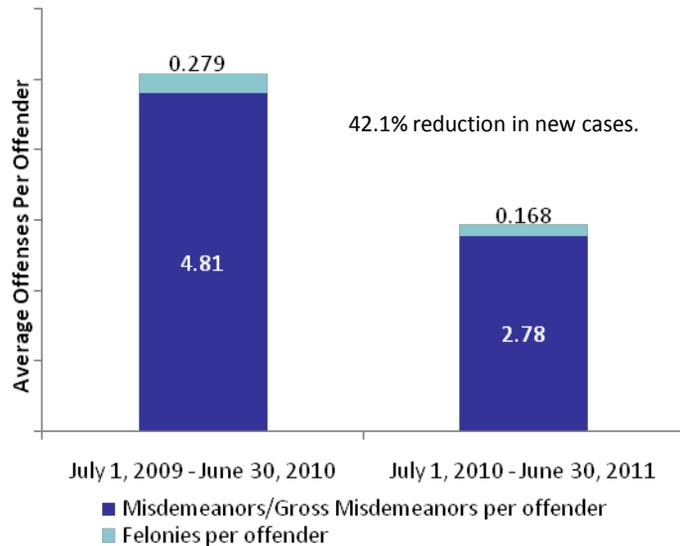


Note: Chronic offenders include both "Top 200"

**Top Offenders – Recidivism "Top 200" List as of 6/30/09
Felonies and Misdemeanors**



**Top Offenders - Recidivism "Top 200" List as of
6/30/10 Felonies and Misdemeanors**



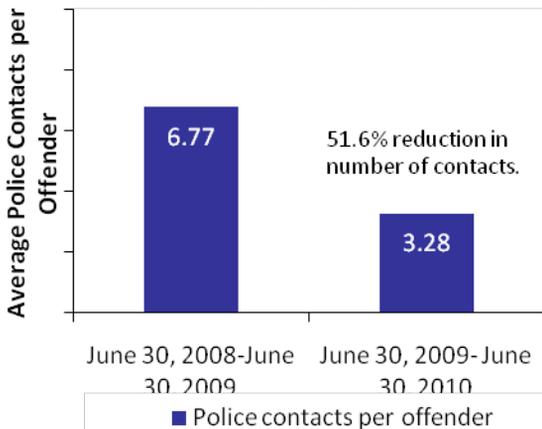
Why is this measure important?

This measure takes a snapshot of the offenders on the CAO "Top 200" Chronic Offender list and tracks the number of criminal charges and arrests in the twelve months before and the twelve months after. A reduction in the rate of new charges and arrests in the twelve months after offers a measure of the effectiveness of the top offender program. The "Top 200" are included on the list because of their repeat livability crime offenses. A significant reduction in numbers of new charges and arrests reduces the negative impact of these offenders on communities and saves law enforcement resources. Maintaining the current rate of reduction for new cases would seem to be a reasonable target for the near term.

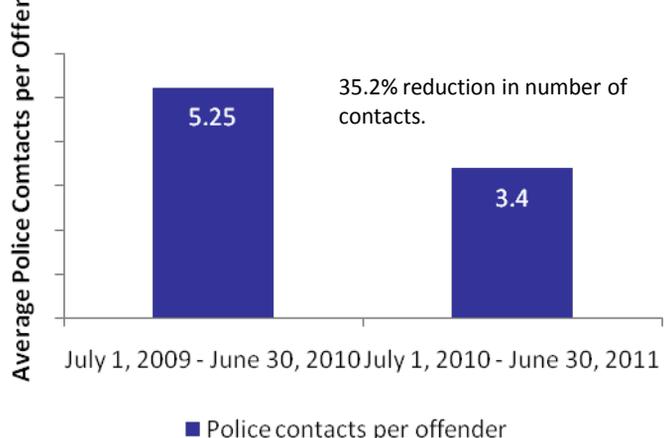
What will it take to achieve the targets?

Continuation of the Special Prosecution Team to focus on chronic offenders – to both aggressively prosecute new offenses as well as seek appropriate sanctions when offenders violate their probation; commitment from Hennepin County District Court to continue the community court calendar and the problem solving courts that aid our chronic offenders; continued partnership with other community resources such as St. Stephen’s and other chemical dependency and mental health treatment providers; obtaining probation resources to provide active supervision of chronic offenders while they are on probation.

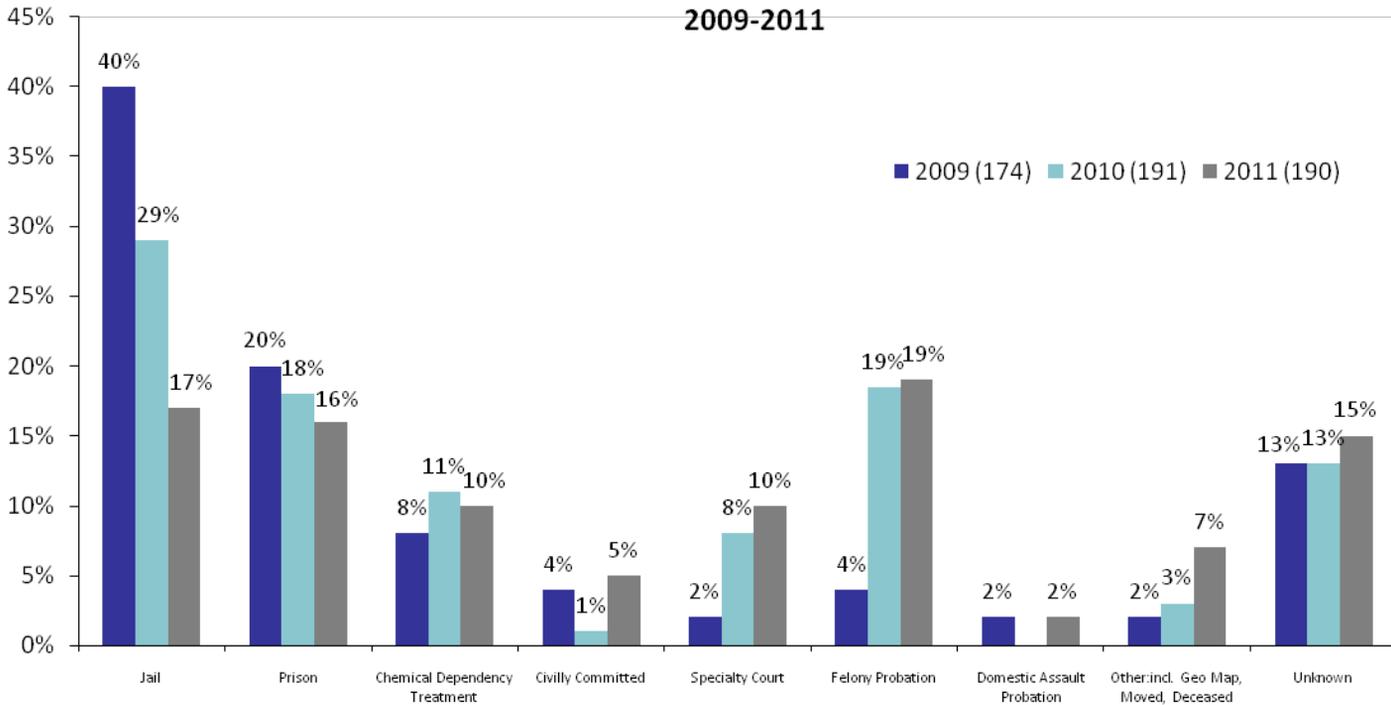
**Top Offenders –Recidivism "Top 200" List as of 6/30/09
Number of Police Contacts**



**Top Offenders - Recidivism "Top 200" list as of
6/30/10
Number of Police Contacts**



Reasons for Recidivism Reduction 2009-2011



Why is this measure important?

The CAO started tracking the reasons for the reduction in recidivism among our chronic offenders in 2009. In 2009, the CAO reported that 119 of the 191 offenders measured reduced their recidivism (63%); in 2010 the 99 of the 174 offenders measured reduced their recidivism (57%); in 2011, 96 of the 190 offenders measured reduced their recidivism (51%).

As with the previous two years, the top reason for the reduction in recidivism by a chronic offender was that he or she was incarcerated in prison or local jail/workhouse. This year, the second leading reason was that the chronic offender was on active supervised felony probation. We also saw that continued participation in programming, treatment or specialty courts helps to reduce recidivism among chronic offenders. While incarceration is an effective tool, it is also quite costly. The CAO will continue to work with the Hennepin County District Court to create an active supervision program for our chronic offenders and will continue to utilize community programming and specialty courts.

Number of "Downtown 100" Chronic Offenders Convicted



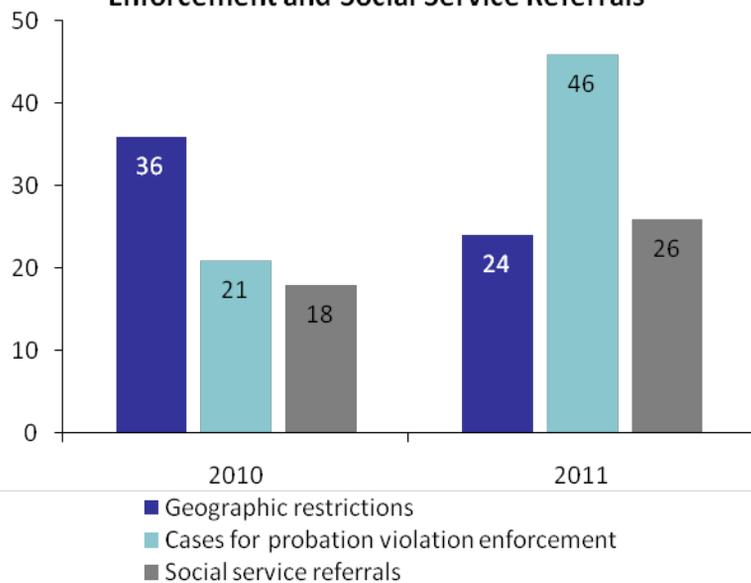
Why is this measure important?

The "Downtown 100" is a new initiative. It is an innovative program with a focus on the 50 most chronic drug, property and livability crime offenders in downtown Minneapolis. It involves a collaborative approach working with the DID, Downtown SafeZone, neighborhood representatives, social service providers, the MPD, the County Attorney's Office, Community Probation and our office.

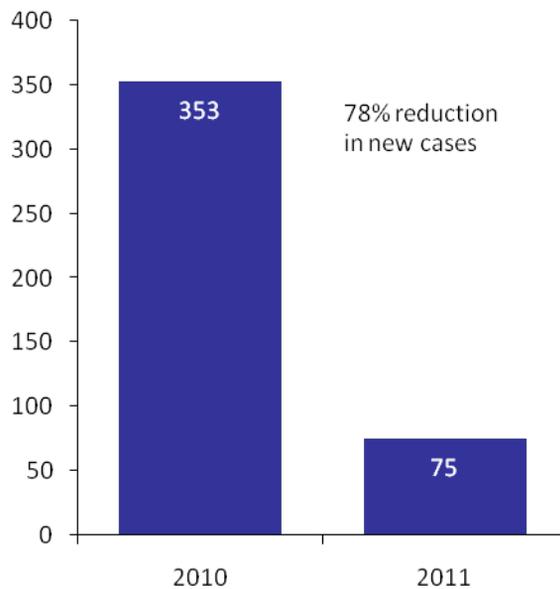
The goals of the initiative are to increase public safety in the downtown area and to promote long-term solutions for chronic offenders through effective sanctions and social service referrals as appropriate.

The 2010 data shows not only a significant reduction in number of crimes committed by the offenders in the core downtown area, but that there has not been displacement to surrounding neighborhoods.

Downtown 100: Geo Restrictions, Probation Enforcement and Social Service Referrals



Downtown 100: Recidivism



Gross Misdemeanor Weapons Cases Charged by the City Attorney's Office that Result in Conviction



Notes:

In April 2009, the U.S. Supreme Court issued a decision that limited the ability of the police to search for weapons in vehicles incident to an arrest; this decision has resulted in lower numbers of cases referred for prosecution.
 Data for 2008-2010 updated February 2012

Why is this measure important?

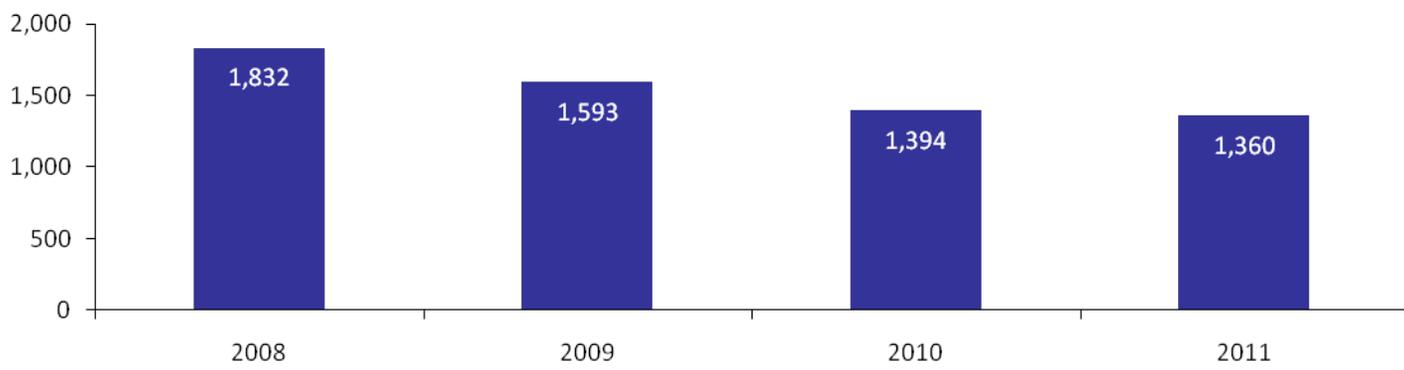
Conviction of persons possessing guns reduces the number of weapons on the street, thereby increasing public safety.

What will it take to achieve the targets?

Success in prosecuting offenders charged with a gross misdemeanor weapons offense is dependent on a continued partnership with MPD to insure strong report writing and evidence gathering. The Special Prosecutions Team continues to prosecute all weapons cases handled by the CAO. This allows the CAO to continue to develop expertise on these issues and aggressively prosecute these offenders.

In 2011, the Hennepin County Attorney's Office prosecuted five offenders for a felony weapon offense, where the basis for the felony was a prior conviction for a gross misdemeanor weapons offense prosecuted by the CAO. The United States Attorney's Office continued to collaborate with the Hennepin County Attorney's Office on Project Exile. In 2011, the U.S. Attorney's Office proceeded on 14 cases with 11 convictions and 3 cases still pending. Of the 8 defendants sentenced to date, five received a sentence of 180 months or more in jail, with the longest sentence being 235 months.

Alcohol and Drug Related Driving Offenses



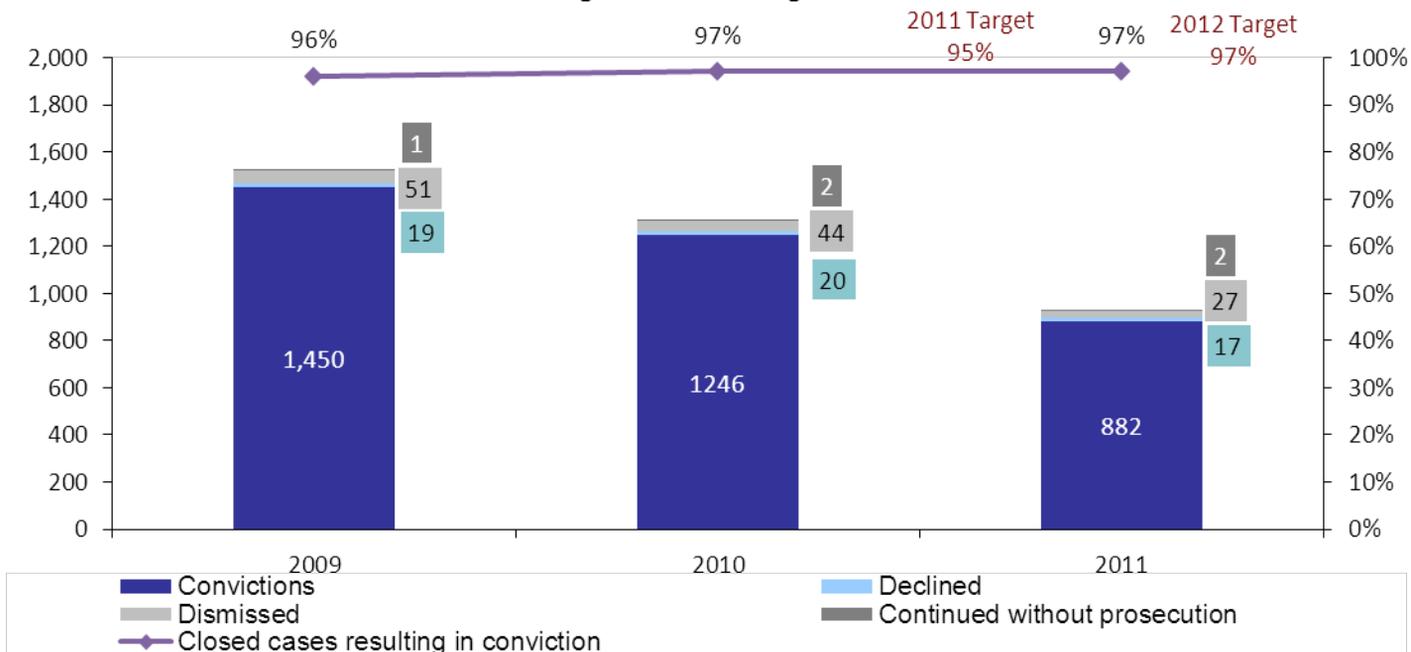
Why is this measure important?

Driving under the influence of drugs or alcohol continues to create a major risk to public safety. In 2010, 411 people died in a traffic crashes and 131 (32%) were alcohol related. Another 2,485 people suffered injuries as a result of an accident with an impaired driver. In 2011, 349 people died in traffic crashes and the Office of Traffic Safety is still compiling what percentage of those crashes was alcohol related. Prosecuting drivers who are under the influence of drugs or alcohol continues to be one of the most important public safety functions of the CAO's criminal division.

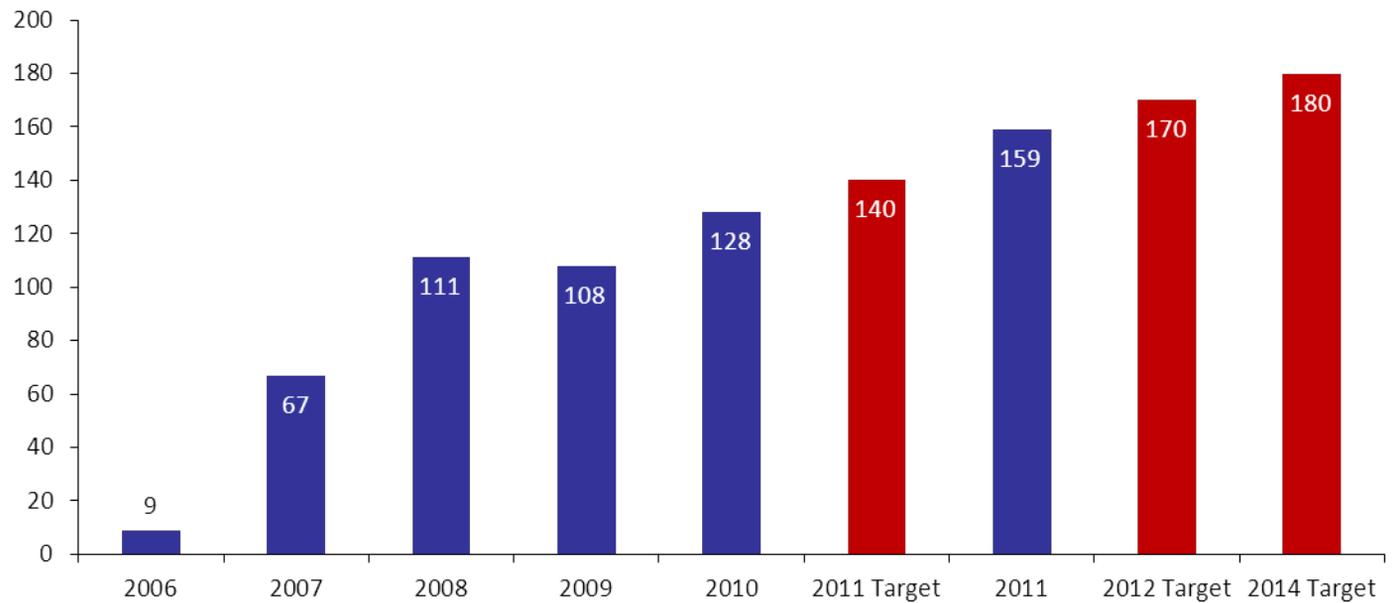
What will it take to achieve the targets?

Maintaining a high conviction rate is important to the integrity of the deterrence scheme of our impaired driving laws. It is important to continue to monitor our case outcomes as well as tracking the number of cases presented by law enforcement and, of those cases, the number we have charged or declined. It is also important that our office continues to be aggressive in opposing new legal challenges brought by the defense bar, particularly recent challenges to the testing methods. Our office just received a favorable Minnesota Supreme Court ruling in a case challenging the methodology for urine testing of alcohol levels.

Alcohol and Drug Related Driving Offense Prosecution



Gross Misdemeanor Trespass Cases Charged



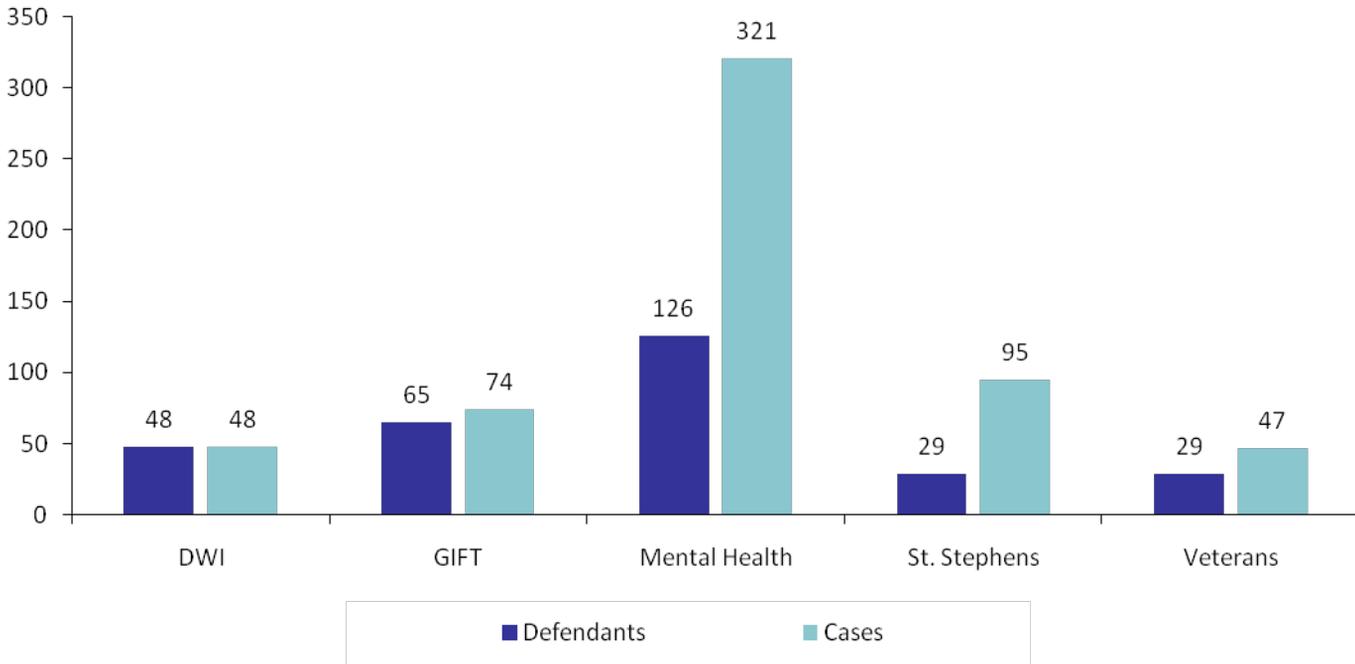
Why is this measure important?

In August 2006, the trespass law was amended to allow prosecutors to enhance a misdemeanor trespass to a gross misdemeanor charge for repeat offenders. The CAO has made effective use of this statute, making sure that enhanced charges are brought for eligible offenses. The CAO maintains and provides to police a list of the repeat offenders who qualify for gross misdemeanor trespass enhancement.

What will it take to achieve the targets?

The CAO was able to enhance 159 trespass charges to gross misdemeanors, resulting in a 24% increase over 2010. To achieve our goals, the CAO continues to emphasize to prosecutors the importance of reviewing trespass cases prior to all proceedings for the possibility of enhancement. The CAO has also trained prosecutors to charge trespass offenses under the state statute instead of the Minneapolis ordinance when possible, as convictions under the ordinance may not be enhanced. Finally, our community attorneys continue to work with law enforcement agencies to remind officers to review the trespass enhancement list at the jail and place gross misdemeanor probable cause holds on those defendants whose trespass offenses are eligible for enhancement. All of these measures represent important steps towards achieving our goals in this area.

Minneapolis City Attorney's Office Participation in Problem Solving Courts (2011)



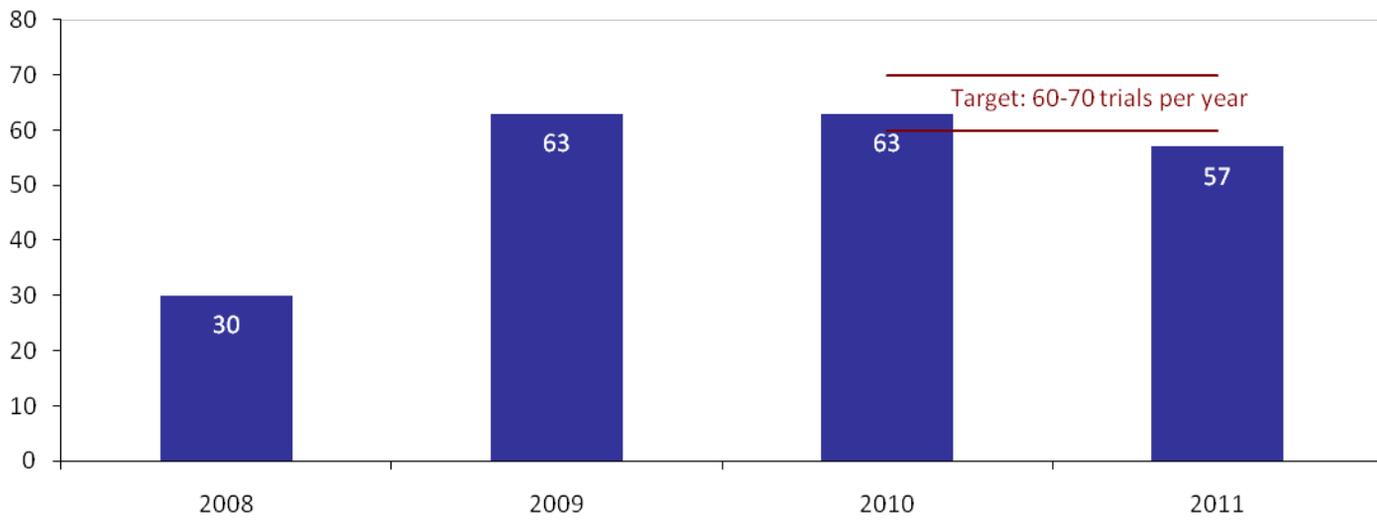
Why is this measure important?

The MCAO is an active participant in Hennepin County's problem solving courts including, DWI, GIFT (prostitution), Mental Health, St. Stephens (homelessness) and Veterans Courts. Problem solving courts offer increased resources and services to the defendants to better address the underlying behavior behind the criminal conduct and achieve longer term law abiding behavior.

What will it take to make progress in this area?

The CAO will need to proactively seek referral of all appropriate cases to the problem solving courts and continue to staff the problem solving court calendars. Adequate funding and staffing of the courts must be maintained and increased when needed to insure court capacity.

Criminal Division: Trials to Verdict



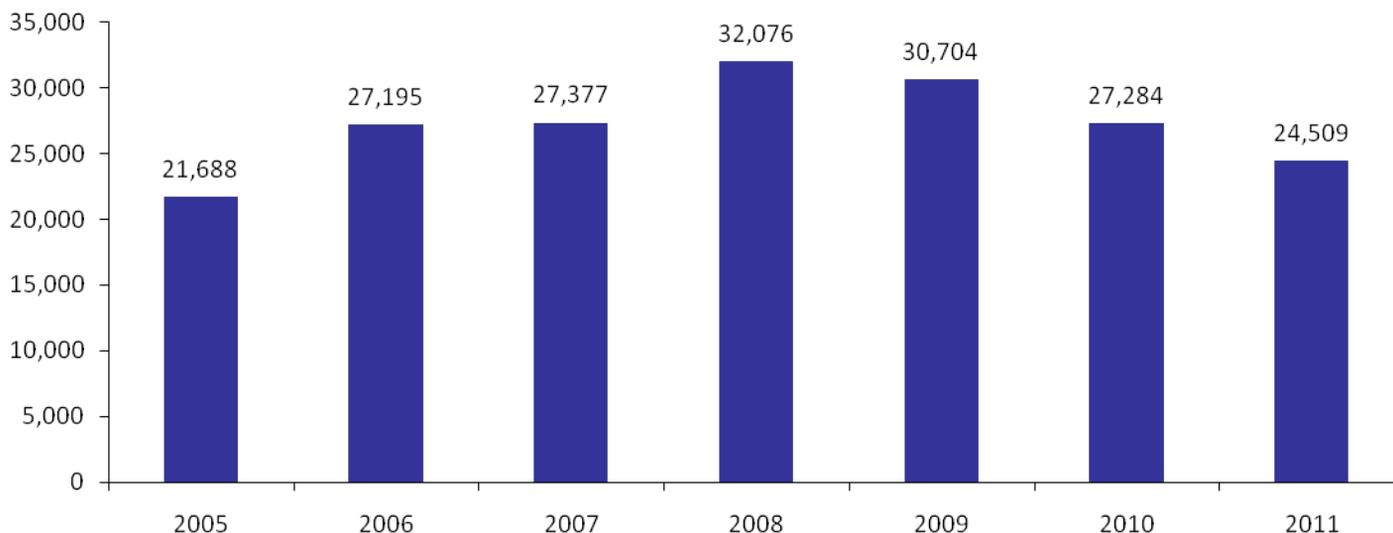
Why is this measure important?

This measure shows the number of cases taken to trial compared to prior years. CAO attorneys on the general trial teams have become more aggressive in prosecuting misdemeanor and gross misdemeanor offenses. This aggressive prosecution sends a message to both the community and offenders that the CAO takes these crimes seriously.

What will it take to achieve the targets?

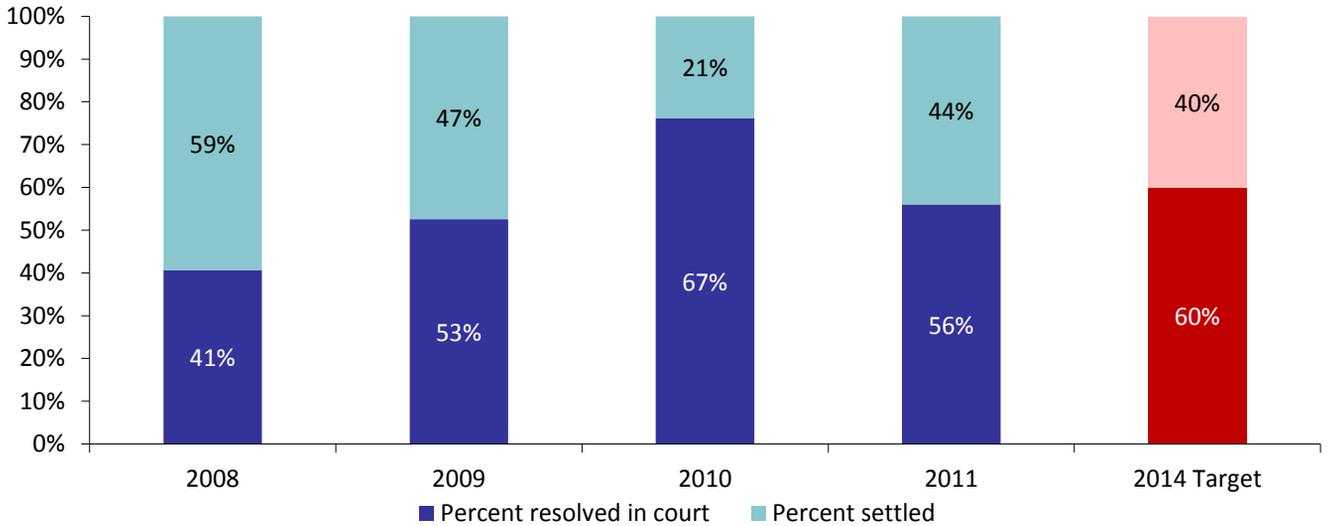
The CAO will continue to aggressively prosecute misdemeanors and gross misdemeanor crimes. The CAO will make sure prosecutors attend trial training seminars and conferences designed to improve their trial skills. The CAO will continue to place emphasis on the importance of trying cases and recognize attorneys who take cases to trial.

Criminal Division Caseload



Note: The ABA recommended caseload for an office of 20 prosecutors is 12,000

Percent of Civil Court Cases Settled



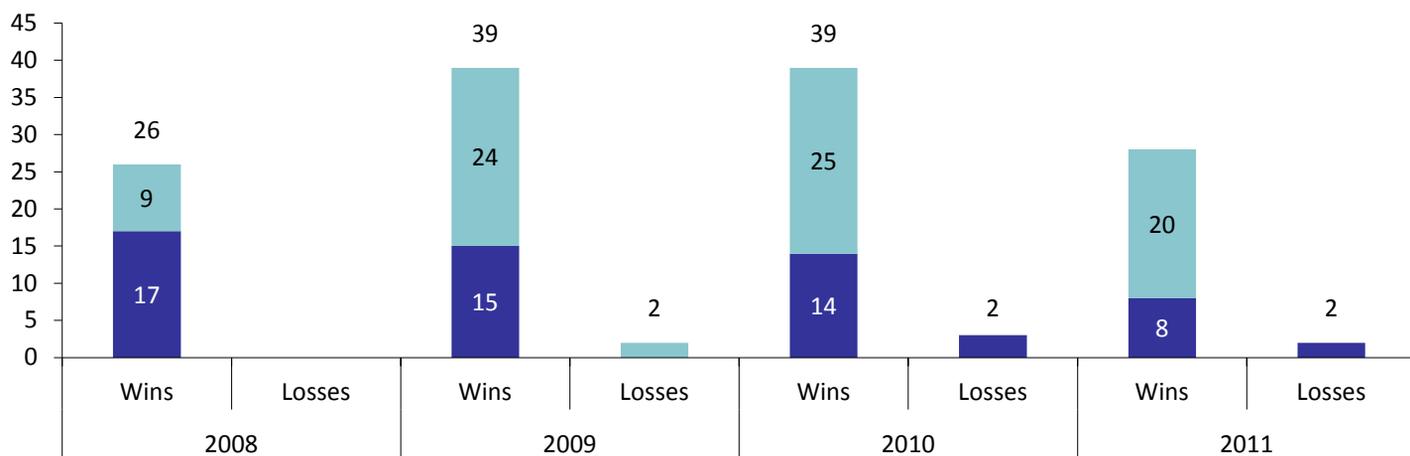
Why is this measure important?

This measure is one metric to measure the performance of the CAO in risk management of litigation matters. Too high a ratio of settlements to cases resolved in court would eventually lead to higher settlement numbers and a perception among the bar that the CAO is not able or willing to take matters through trial. This is an important measure to review periodically to assess performance of our litigation efforts.

What will it take to achieve this target?

Thorough case preparation, skilled litigation attorneys and staff and adequate staffing levels and resources are necessary to be able to seek successful resolutions in court versus settlement. Continued, systemic risk management efforts aimed at liability prevention are also important.

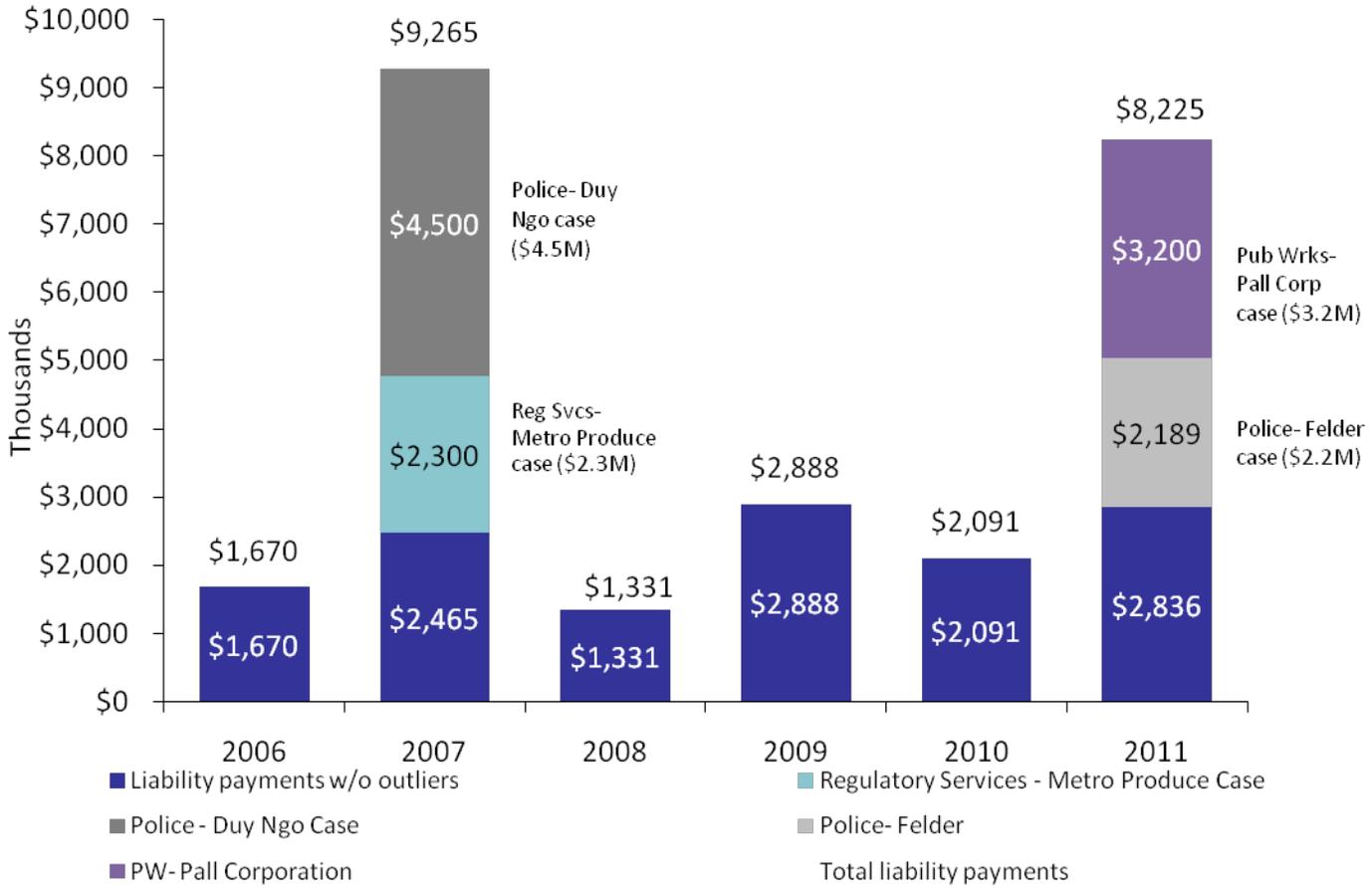
Civil Cases Resolved in Court (Not Settled) Wins and Losses



Notes:
 2008: 6 cases taken through trial/20 cases resolved through summary judgments/dismissals
 2009: 7 cases taken through trial/34 cases resolved through summary judgments/dismissals
 2010: 7 cases taken through trial/39 cases resolved through summary judgment/dismissals
 2011: 8 cases taken through trial/22 cases resolved through summary judgment/dismissals

■ US District Court
 ■ Hennepin County District Court

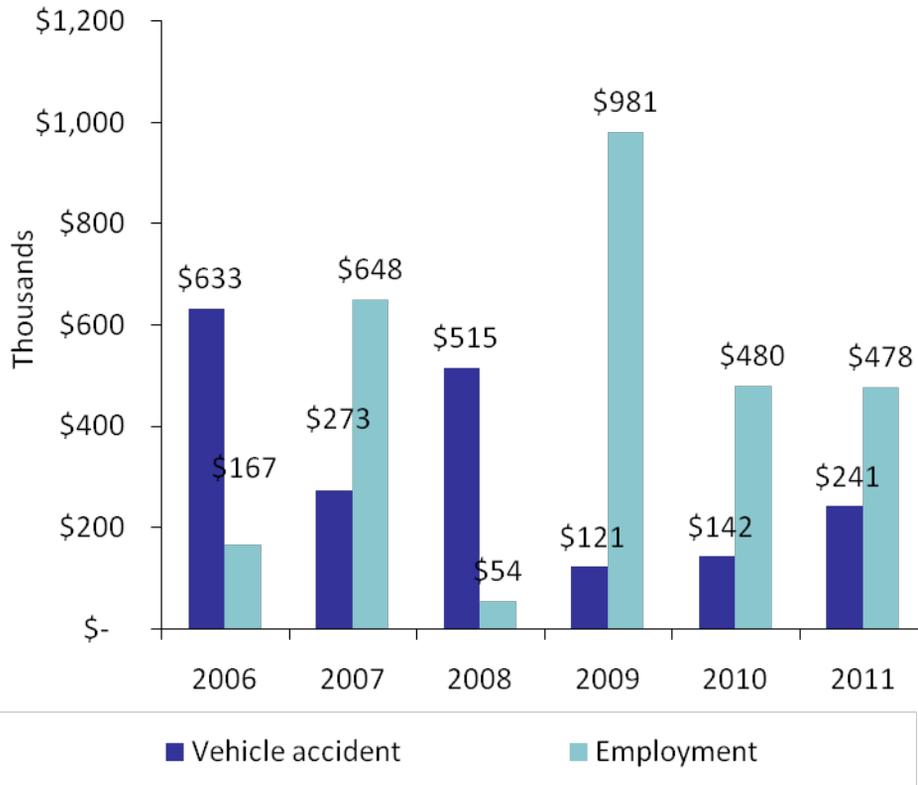
Liability Payouts 2006-2011 (in thousands)



	2006	2007	2008	2009	2010	2011
Lawsuit judgments for plaintiff	\$3,500	\$0	\$22,291	\$3,075	\$700,161	\$2,485,619
Settlements	\$1,666,409	\$9,265,492	\$1,308,647	\$2,885,070	\$1,390,488	\$5,376,000
Total liability payments	\$1,669,909	\$9,265,492	\$1,330,938	\$2,888,145	\$2,090,649	\$8,225,184

Narrative and more data on next pages...

City Vehicle Accident and Employment Liability Payouts



2011 Employment: Brendan Schram (MPD)	\$362,500
2009 Employment: Arrandondo, et al. v. City (MPD) Melissa Chiodi v. City (MPD)	\$740,000 \$118,404
2008 Vehicle Accidents: Judy Mae Rye v. City (Public Works)	\$315,782
2007 Employment: Doddall, et al. v. City (Reg. Services)	\$550,000
Vehicle Accidents: Cataldo, Alfredo v. City (MPD)	\$100,000
2006 Vehicle Accidents: Thompson, Kristin (MPD) Knight, Bruce v. City (MPD) Mason, Adrienne v. City (PW)	\$205,000 \$275,000 \$140,000

Why is this measure important?

This measure reflects the annual financial impact on the City from its risk generating activities performed in a manner that results in liability.

The number of new adverse lawsuits filed is another gauge of the City's success in preventing liability exposure. While a significant majority of suits are resolved in the City's favor with no financial exposure, the number of new adverse suits opened does provide a barometer for evaluating risk management activities.

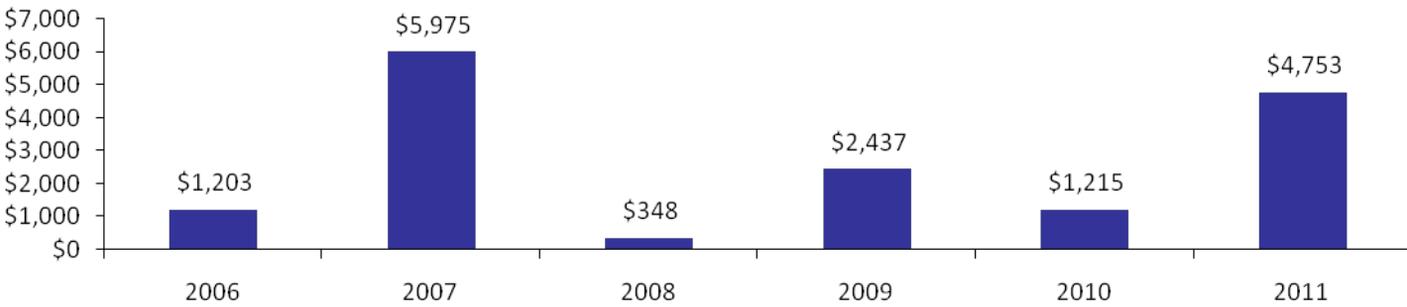
What will it take to achieve the targets?

Commitment from City officials, department heads and staff to identify and correct liability generating behavior by City officials, department heads and staff; proactive involvement by CAO to analyze trends and work with the City's Risk Management Office and departments on solutions.

More data on next pages...

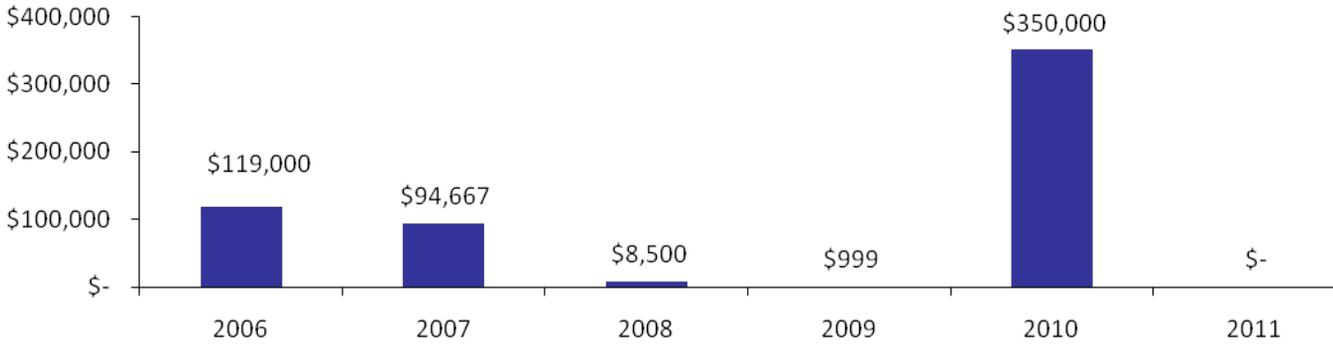
Liability Payouts by Department

Police - Total Liability Payouts (in thousands)



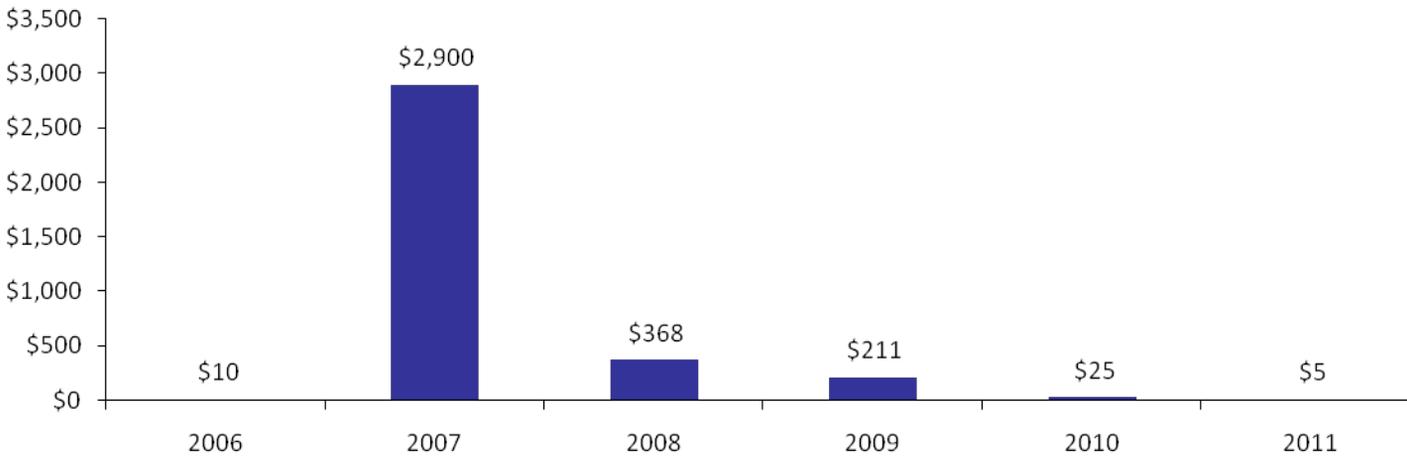
2007 *Duy Ngo Case* (\$4.5M)
2011 *Felder Case* (\$2.2M) and *Russell Case* (\$1M)

Fire - Total Liability Payouts



2010 *Kristina Lemon* \$350,000

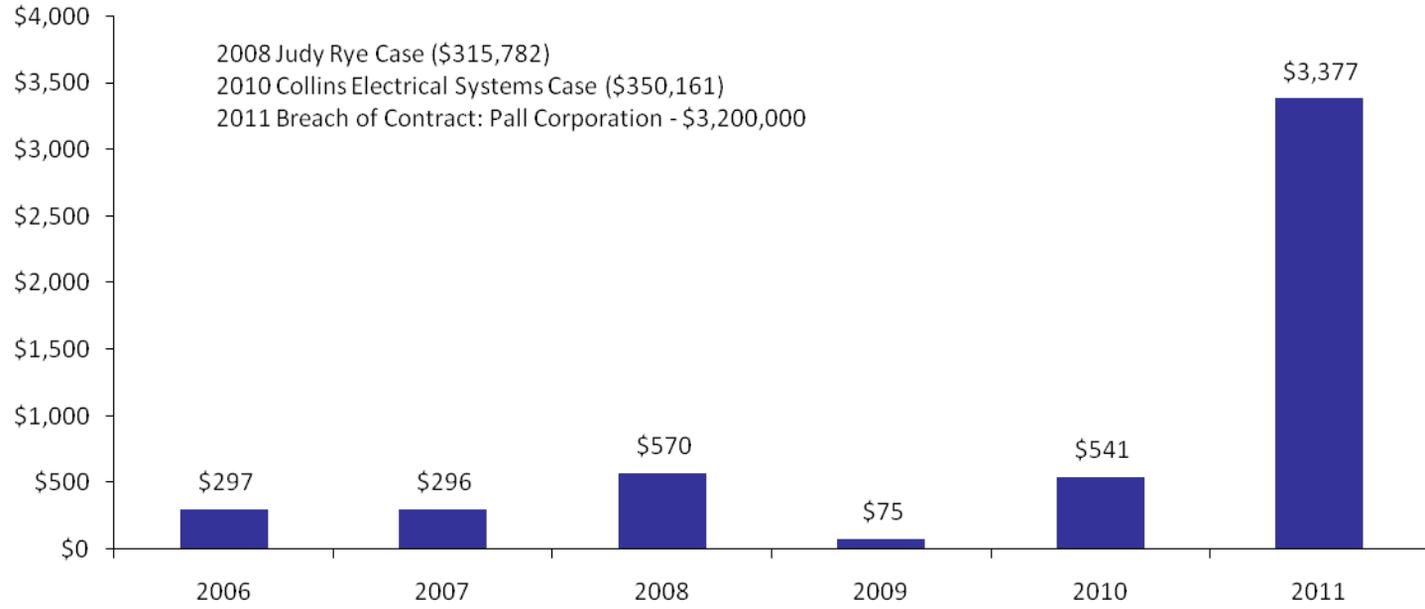
Regulatory Services - Total Liability Payouts (in thousands)



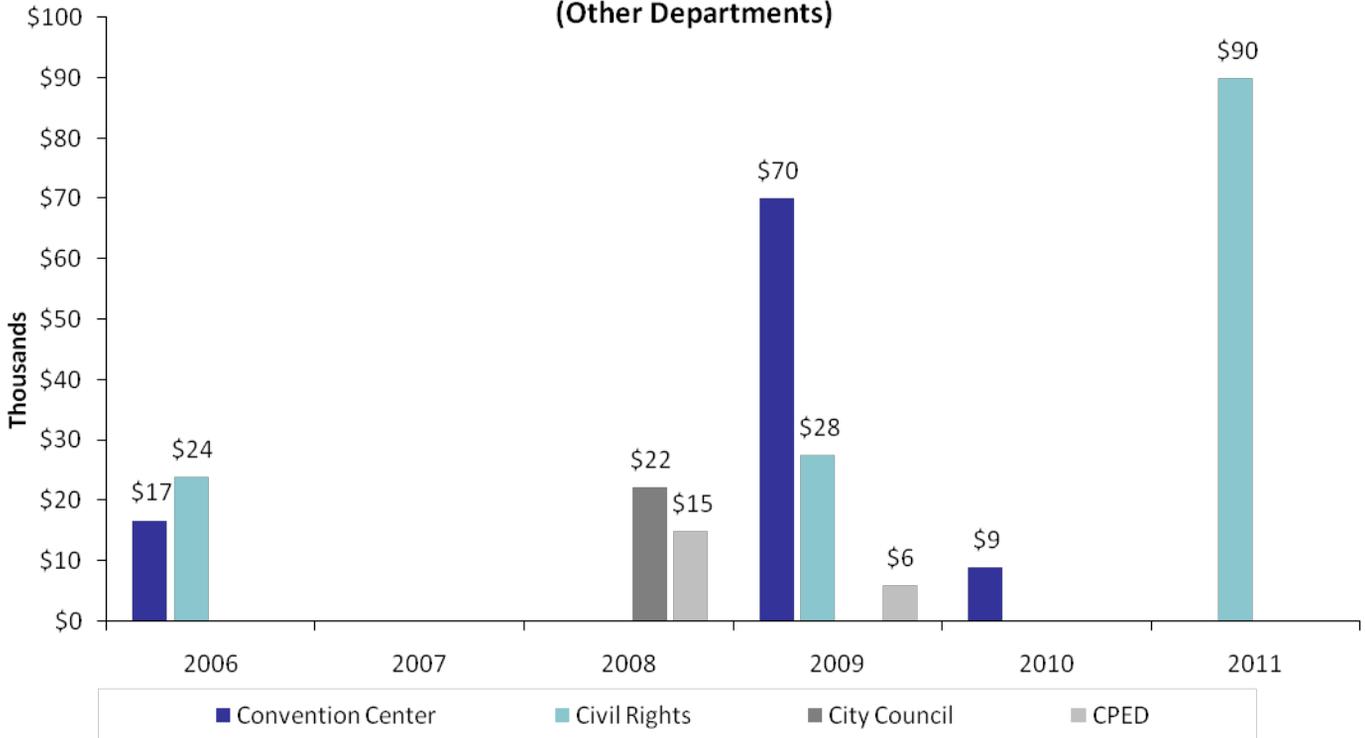
2007 *Metro Produce Case* (\$2.3M)

Public Works - Total Liability Payouts (in thousands)

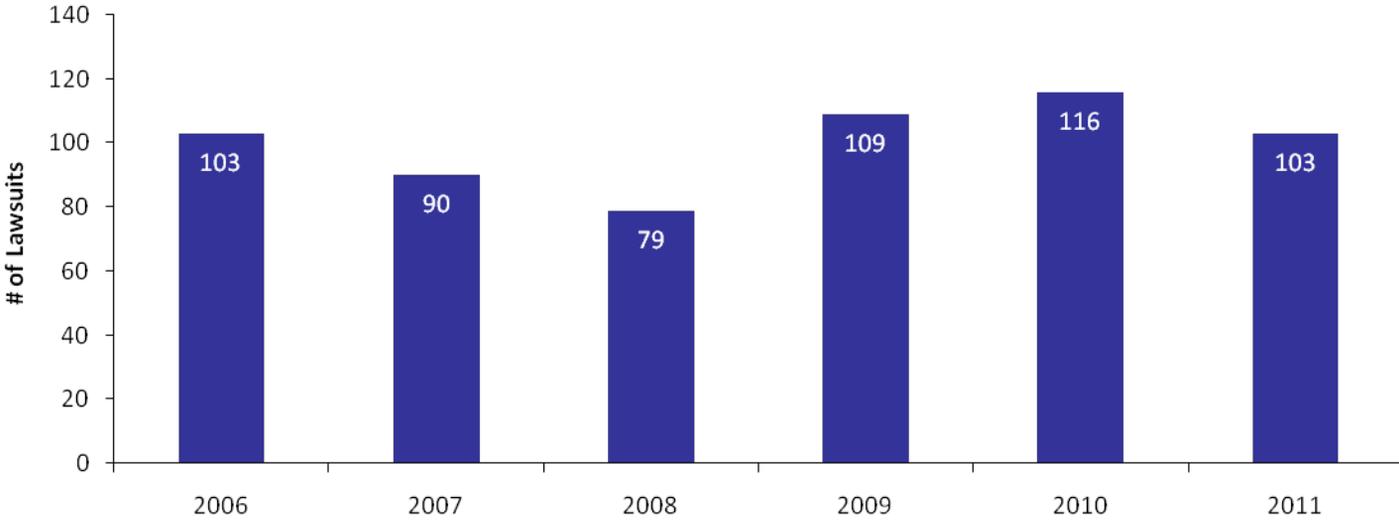
2008 Judy Rye Case (\$315,782)
 2010 Collins Electrical Systems Case (\$350,161)
 2011 Breach of Contract: Pall Corporation - \$3,200,000



Liability Payouts Resulting From Certain of the City's Risk Generating Activities (Other Departments)

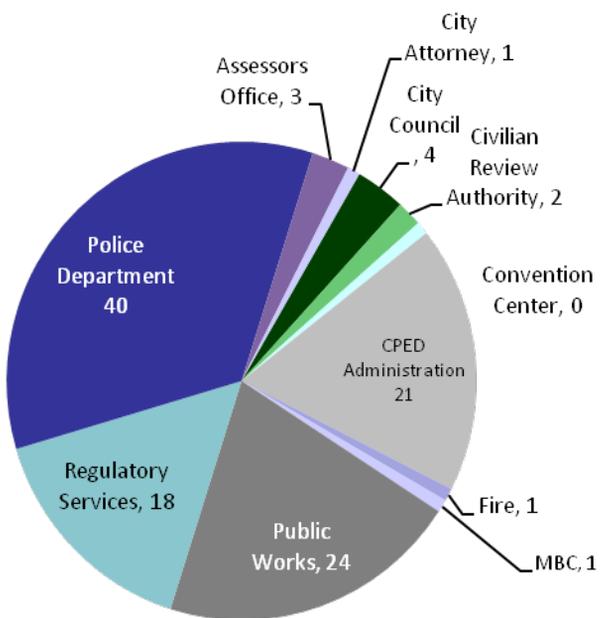


New Adverse Lawsuits Filed

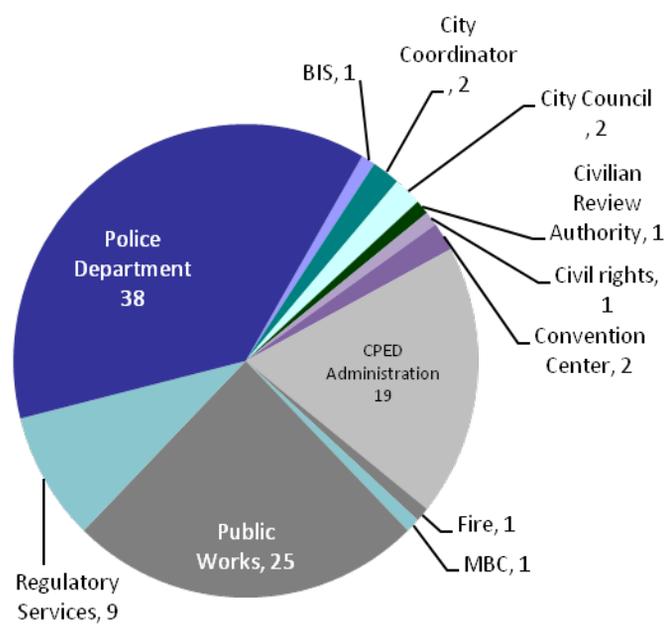


Note: Data revised February 2012

New Lawsuits by Department 2010



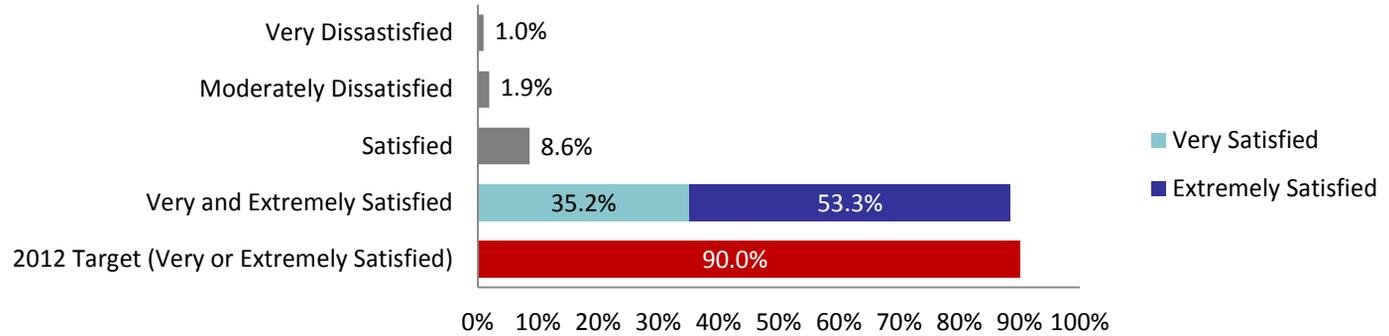
New Lawsuits by Department 2011



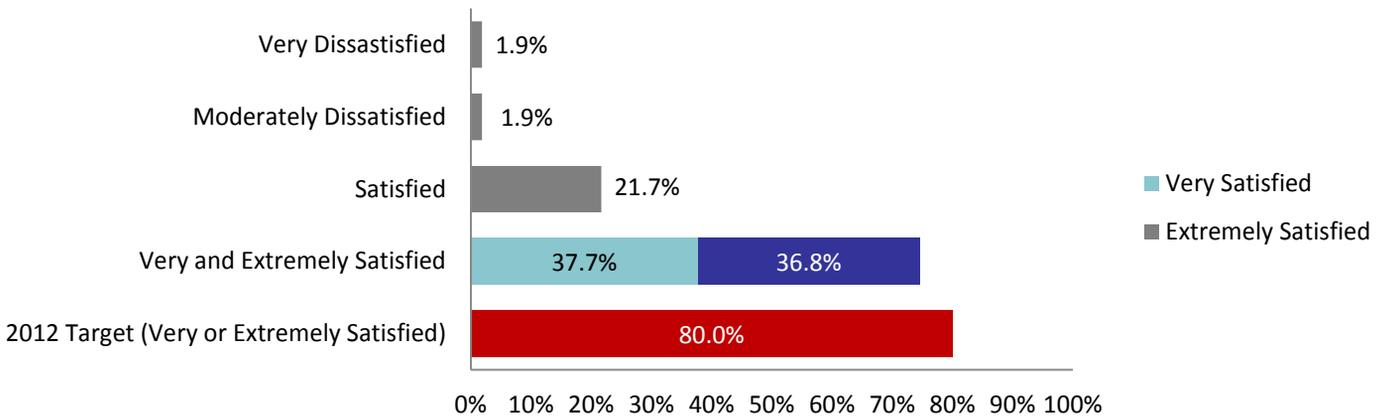
Note: A number of the suits, for example those involving CPED, are related to matters such as condemnation, property title clearance and the like, that are not necessarily reflective of any risk management concerns for the City.

2011 Civil Division Survey Measures (114 Respondents)

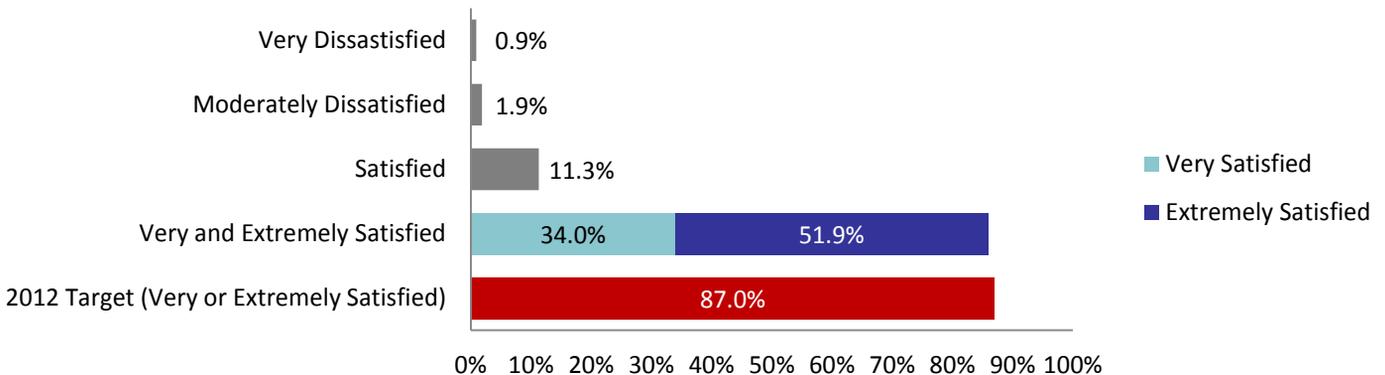
Do the Civil Division attorneys working with your department understand the work performed by your department and the surrounding legal and regulatory environment?



Is the legal work provided in a timely and responsive manner?



Are you satisfied with the skill level of the attorneys performing the work for your department?



Why are these measures important?

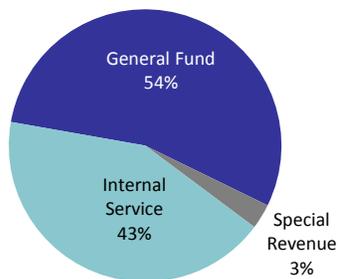
The CAO conducted a survey in December 2011 of eighteen City departments, with 114 responses from city management and director-level personnel. The Civil Division of the CAO is a service department for the City. Client confidence and satisfaction with the knowledge, skill and timeliness of CAO services is critical to our success.

What will it take to achieve the targets?

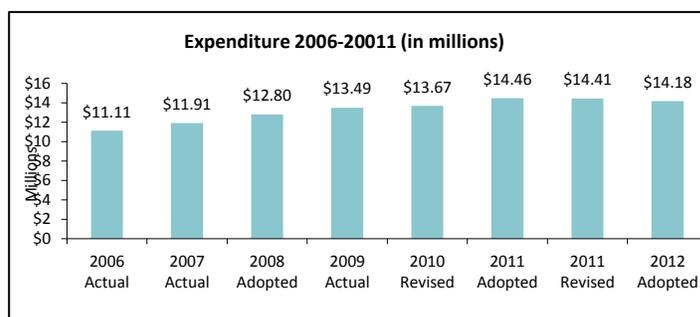
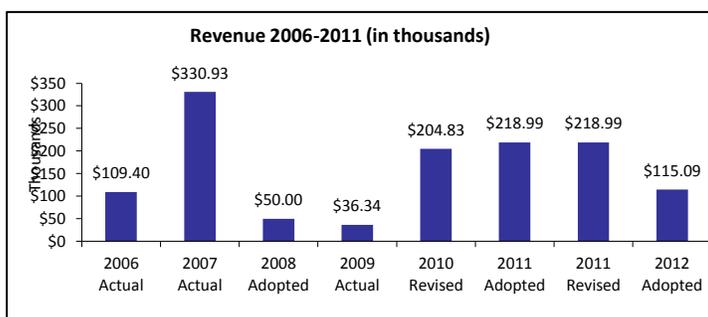
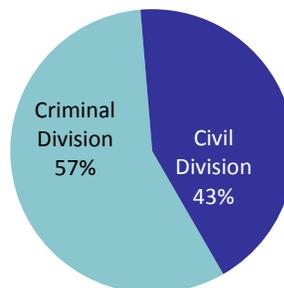
We will conduct the survey on an annual basis with individual department follow-up meetings. Achieving targets will require maintaining engaged, skilled attorneys and staff, adequate staffing levels, continuing skills training and education, regular communication with City clients and responsiveness to client complaints and concerns.

Management Dashboard: City Attorney

Expenditures by Fund: \$14.18 million



Expenditures by Division: \$14.18 million



Loss Prevention Data					
Year	2007	2008	2009	2010	2011
Workers Comp	\$2,427	\$2,394	\$340	\$28,721	\$55,380
Liability Claims	\$0	\$0	\$199	\$0	\$0

Average Sick Days Taken per Employee (*)					
Year	2008	2009	2010	2011	City Avg.
Days	8.3	8.2	9.3	9.1	NA

Workforce Demographics				
Year	12/31/2008	12/31/2011	City Avg.	
% Female	71%	71%	31%	
% Employee of Color	28%	27%	24%	
# of Employees	99	97		

Overtime Costs					
Year	2007	2008	2009	2010	2011
Hours	31.5	73.0	92.5	81.0	387.2
Cost	\$1,096	\$2,808	\$3,492	\$3,164	\$1,656

Employee Turnover and Savings					
Year end	2008	2009	2010	2011	City Avg.
Turnover	8.00%	5.08%	4.06%	6.15%	5.42%

Positions Vacancies					
Year end	2008	2009	2010	2011	City Avg.
Percent of Total	8.30%	8.00%	6.00%	7.00%	7.00%

Performance Reviews Past Due in HRIS	
As of 2/8/12	96%

Retirement Projections												
Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
Number	7	2	3	2	3	3	1	3	4	0	2	
% of employees	7.22%	9.28%	12.37%	14.43%	17.53%	20.62%	21.65%	24.74%	28.87%	28.87%	30.93%	

Data current as of 2/10/12

Notes:

Average Sick Days taken per Employee

- A) Based on the payroll calendar year not the calendar year.
- B) Does not include employees who were in a suspended ("S") Pay Status at the end of a given payroll year.
- C) Includes employees who are in a paid ("P") Leave of Absence status and an unpaid Leave of Absence status ("L").

Overtime Costs

- A) OT amount - Fiscol. Reconciled with CRS and Data ware house queries.
- B) Hours - based on HRIS management reports with payroll data

Workforce Demographics

- A) Includes employee counts at year's end for 2003 and 2007.
- B) Only includes active FT regular employees.

Employee Turnover and Savings

- A) Turnover Savings= \$Budgeted (personnel) - \$Actual (personnel)

Position Vacancies

- A) Includes only budgeted positions.

Retirement Projections

