



OFFICE OF THE CITY ATTORNEY

Annual Report Presentation

July 22, 2025
P&PE Committee

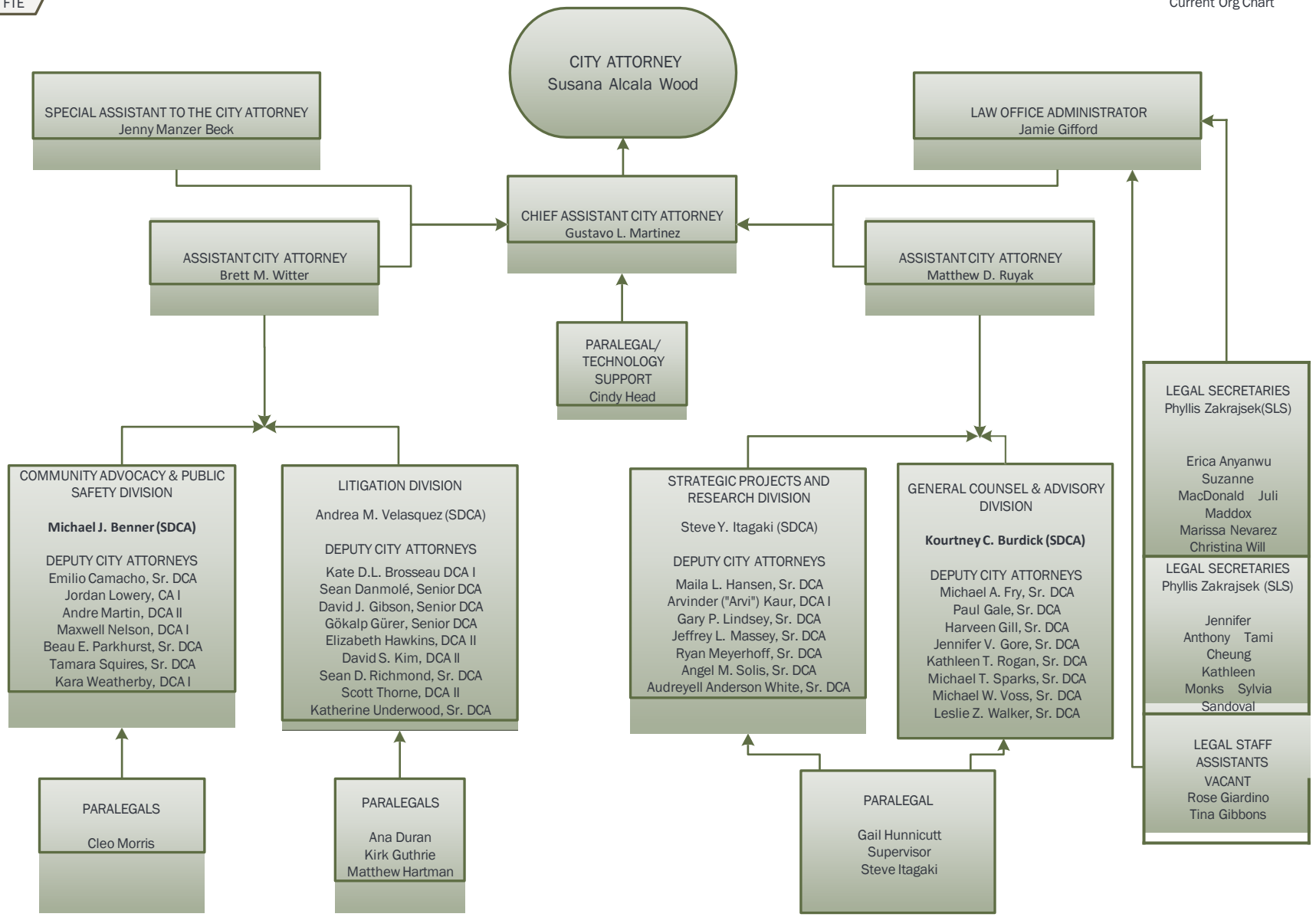


City of Sacramento Charter Section 72

- *The city council shall appoint a city attorney and shall prescribe the qualifications, duties and compensation of such officer. The city attorney shall serve as legal counsel to the city government and all officers, departments, boards, commissions and agencies thereof and shall have such other powers and duties as may be prescribed by state law and by ordinance or resolution of the city council.*

Total
63
FTE

Current Org Chart



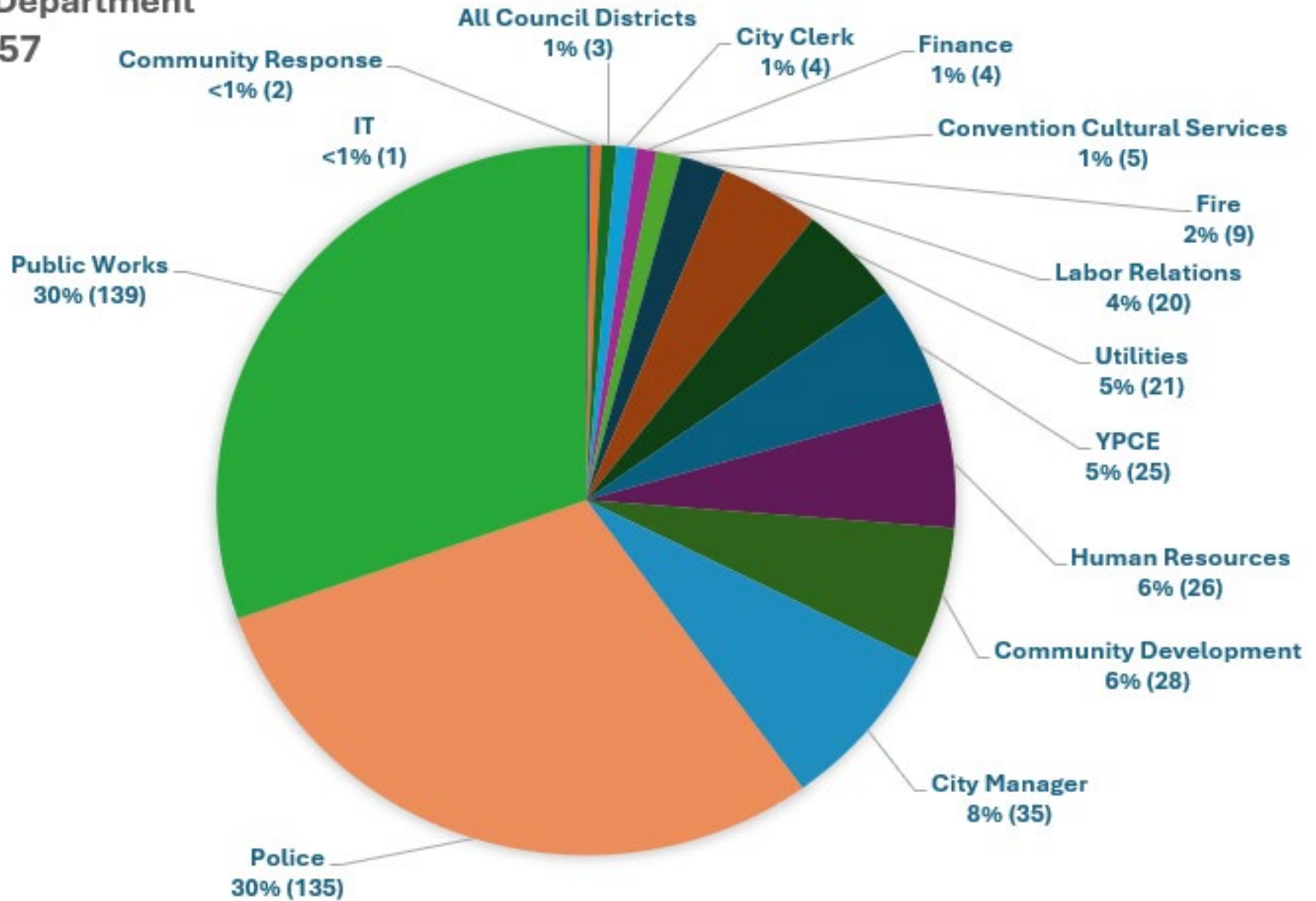
The work of City Attorneys

(Municipal Law Video)

<https://youtu.be/jzphetTc-vc>

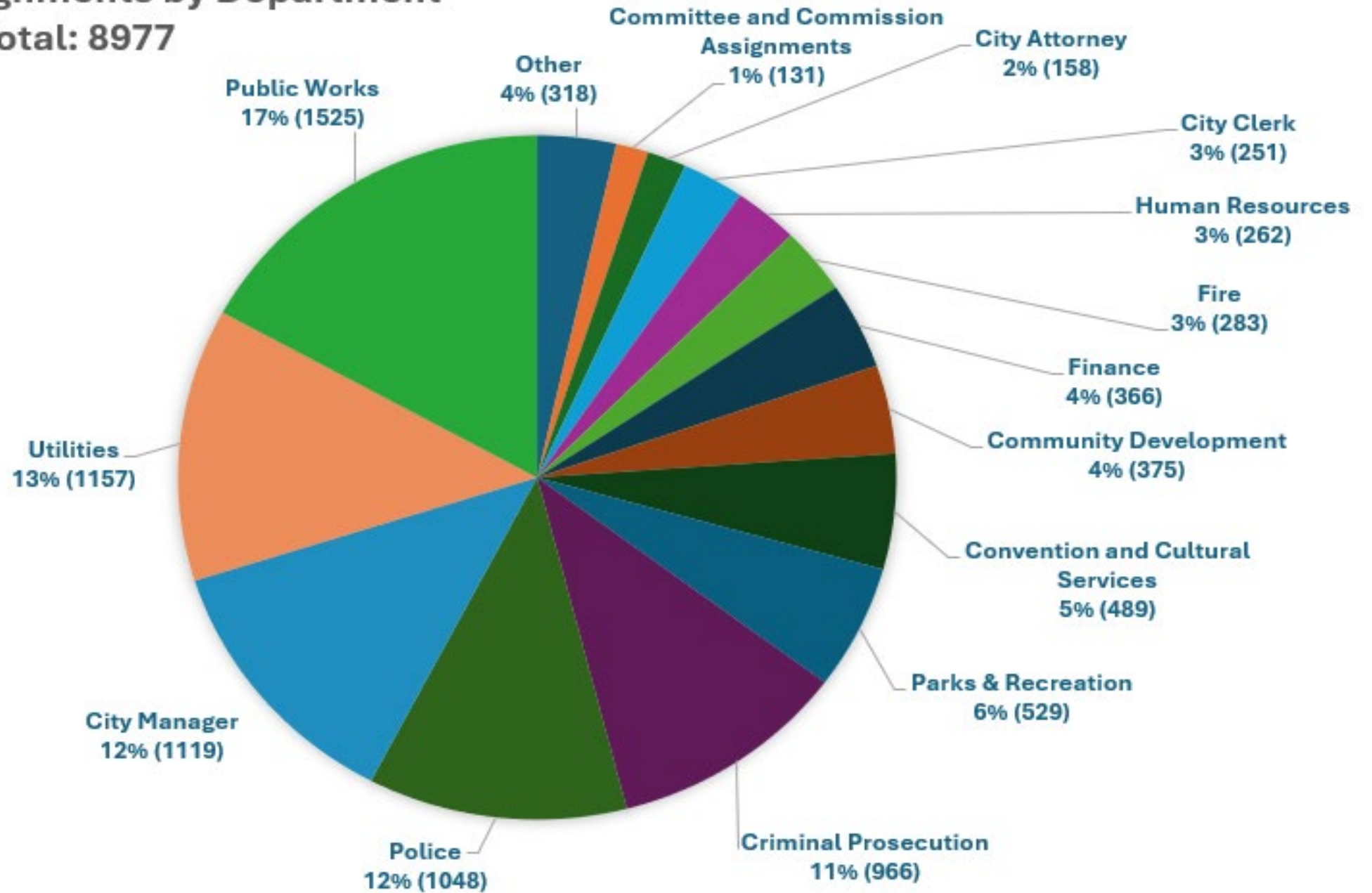
Total Cases by Department

Total: 457



CAO Legal Assignments by Department

Total: 8977



DIVISION HIGHLIGHTS

STRATEGIC PROJECTS AND RESEARCH DIVISION (SPR)



- *Reparations Engagement Plan for Action, Investment, and Redress (REPAIR) Initiative.* Assisted in execution of a \$119,999 agreement with the Greater Sacramento Urban League
- *Delta Shores Community Facilities District Special Tax Bonds.* Advised and worked with the City Treasurer on the \$14 million bond issuance to finance the costs of acquisition and construction of public facilities in Council District 8
- *Transportation Safety.* Advised and worked with the Department of Public Works on the creation of a new Transportation Safety Team that increases the City's ability to install improvements to the transportation network more rapidly.

DIVISION HIGHLIGHTS

GENERAL COUNSEL AND ADVISORY



- Advised and Worked with staff to update and consolidate the City's contracting rules to ease implementation while also maintaining transparency and fairness in the City's contracting process.
- Advised and worked with staff and the Sacramento Children's Fund Planning and Oversight Commission with the development and approval of the City's first Strategic Investment Plan, consistent with Measure L.
- Advised and worked with DOU staff on updated development fees for water, separated sewer, combined sewer, and a new storm drainage fee. Drafted an authorizing ordinance for the storm drainage fee.

DIVISION HIGHLIGHTS

LITIGATION



- The City initiated litigation against A. Teichert and Sons, Inc. for non-compliant and deficient work on the Accelerated Water Meter Program re the water meter retrofit work and water main installations. Resulted in a \$13.4 million settlement paid to DOU.
- Defended the City in an inverse condemnation matter involving a property owner who sued the City claiming that the West Broadway Specific Plan adopted by the City in 2020 resulted in damages in the form of loss of value to his property. CAO filed a vigorous defense by filing a motion to dismiss for lack of subject matter jurisdiction. The Court granted the motion to dismiss, and plaintiff dismissed the lawsuit.
- Defended the City in a matter involving a commercial cannabis business alleging the City was improperly denying their building permits. The City negotiated a dismissal of the case by coordinating with staff to facilitate resolution of the outstanding building permit disputes.

DIVISION HIGHLIGHTS

COMMUNITY ADVOCACY AND PUBLIC SAFETY (CAPS)



- Advised the City's public safety department regarding CARE Court and SB 43 to expand access to mental health court, including submitting petitions to the Sacramento Superior Court for individuals in our community suffering from severe and untreated mental illness and other co-occurring disorders.
- Led the JFN team to abate social and physical nuisance properties throughout the City, collecting administrative and civil penalties to support the JFN Fund, which in turn, provides support to abatement efforts through staff training, equipment and assistance with home repairs through the EHRP.
- Prosecuted Gun Violence Restraining Orders, taking weapons off the street and from individuals who propose a threat to either themselves or the public at large.

• DEI STRATEGIES AND GOALS: CAO MISSION STATEMENT

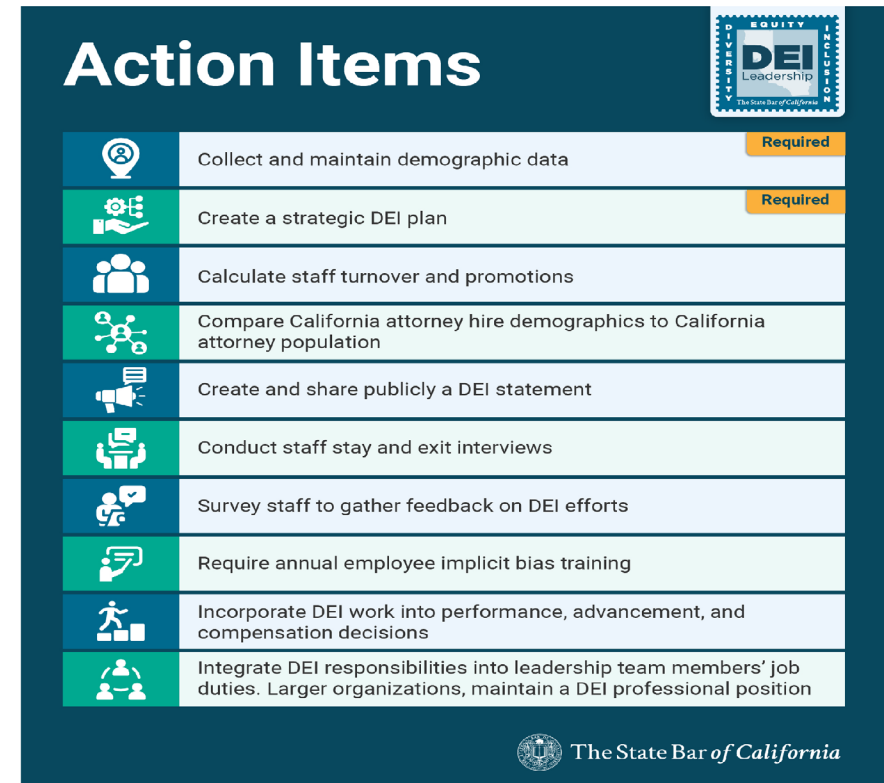
- The Sacramento City Attorney's Office is fully committed to diversity, equity, and inclusion by employing a workforce that is as diverse as the people of the City of Sacramento. We foster this mission by treating each other with respect, eliminating barriers so that everyone can reach their full potential, and creating a safe space for dialogue related to current and pressing challenges faced in our communities such as: economic, gender, sexual orientation, racial, and religious disparities. Diversity - in people and perspective is essential to the extraordinary legal services that we provide to the City of Sacramento. We are committed to recruiting, developing, retaining, and promoting exceptionally talented lawyers and staff with diverse backgrounds and experiences to continue to provide the City with the outstanding leadership, integrity, and counsel it deserves.

Notable CAO Achievement











CALIFORNIA STATE BAR AWARD- DEI LEADERSHIP



GOLD SEAL RECIPIENT

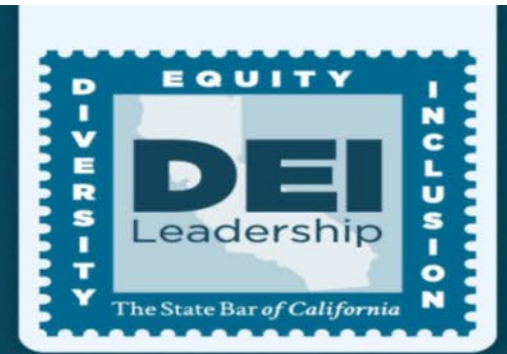


Action Items

	Collect and maintain demographic data	Required
	Create a strategic DEI plan	Required
	Calculate staff turnover and promotions	
	Compare California attorney hire demographics to California attorney population	
	Create and share publicly a DEI statement	
	Conduct staff stay and exit interviews	
	Survey staff to gather feedback on DEI efforts	
	Require annual employee implicit bias training	
	Incorporate DEI work into performance, advancement, and compensation decisions	
	Integrate DEI responsibilities into leadership team members' job duties. Larger organizations, maintain a DEI professional position	

The State Bar of California

DEI Leadership Seal Program



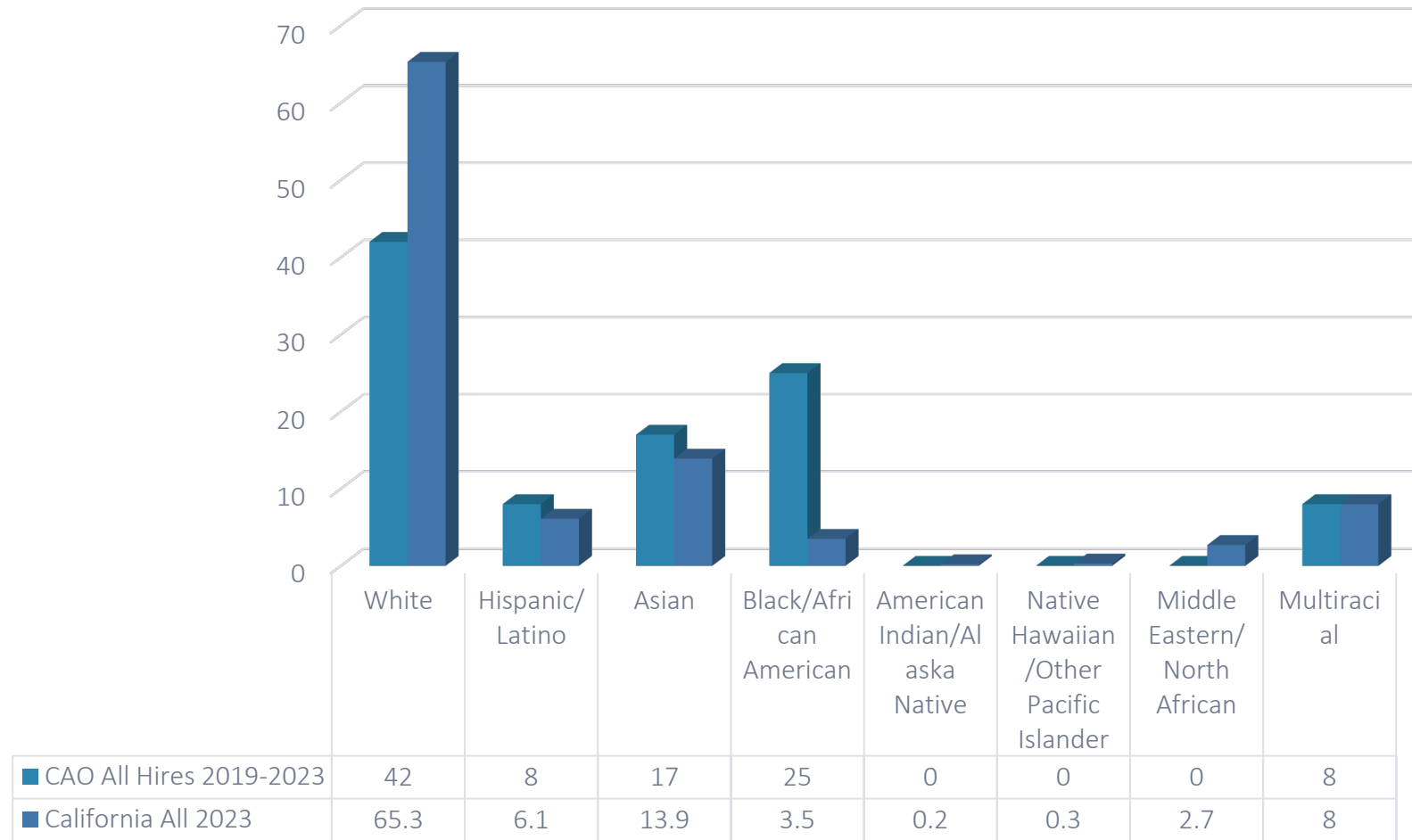
Required reporting: Sacramento City Attorney's Office

Action Item 4: Compare the demographics of CAO attorneys to the demographics of all California attorneys
2022 & 2023

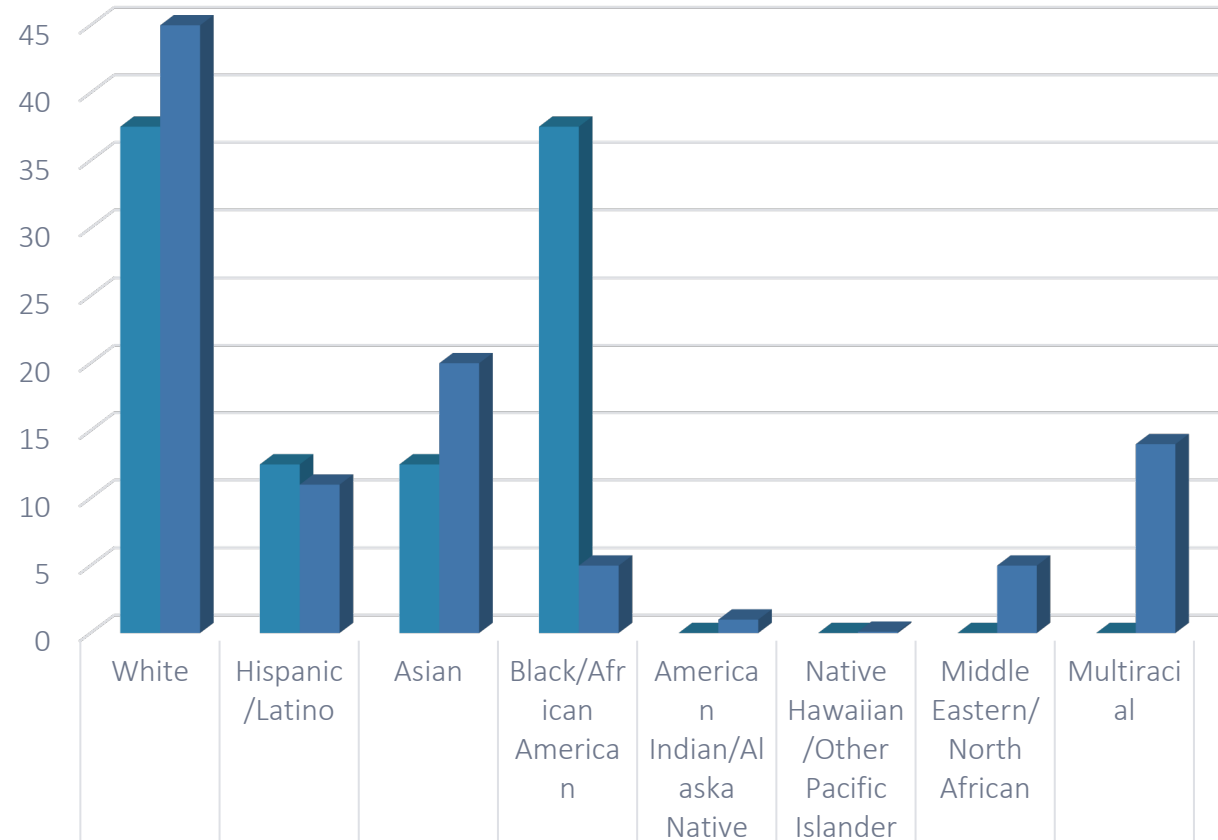
State Bar's Report Card on the Diversity of California's Legal Profession (2023)

City of Sacramento Auditor's City Employee Gender & Ethnic Diversity Dashboard (2023)

Race/Ethnicity of All CAO Attorney Hires 2019-2023 (Percentage, 12 employees)

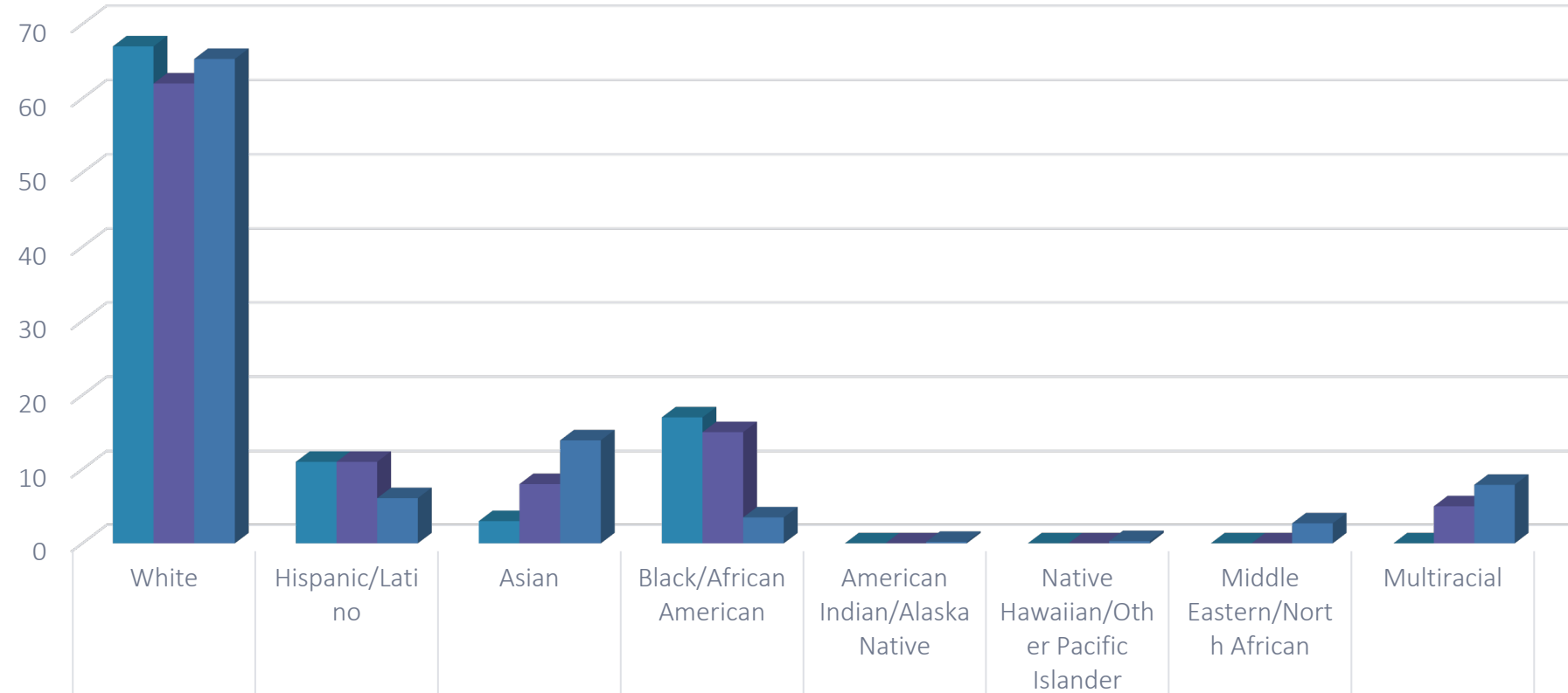


Race/Ethnicity of CAO DCA I & II Hires in 2019-2023 (Percentage, 8 employees)



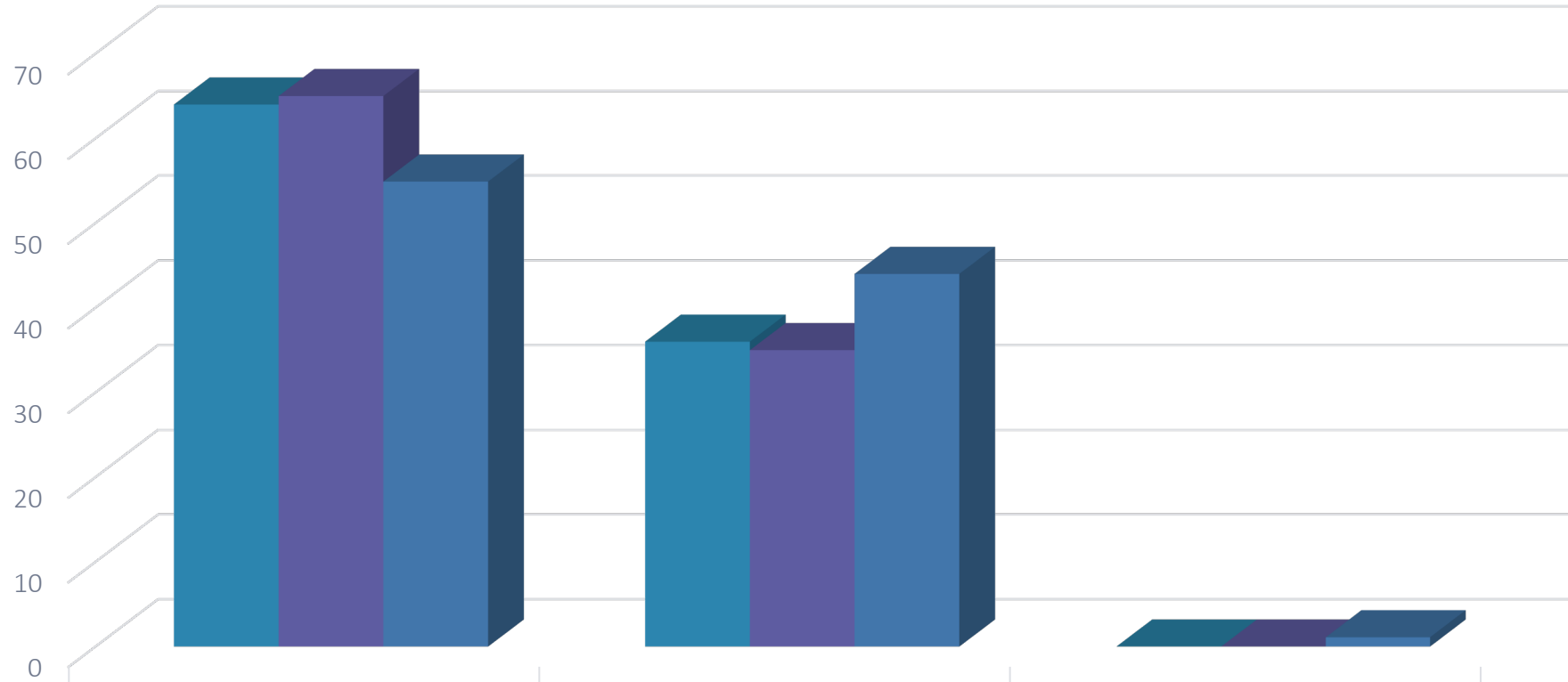
■ CAO DCA I & II Hires 2019-2023	37.5	12.5	12.5	37.5	0	0	0	0
■ California Admittees 2023	45	11	20	5	1	0.1	5	14

Comparison - Race/Ethnicity of CAO Attorneys in 2022 & 2023
 (Percentage, 37 employees)



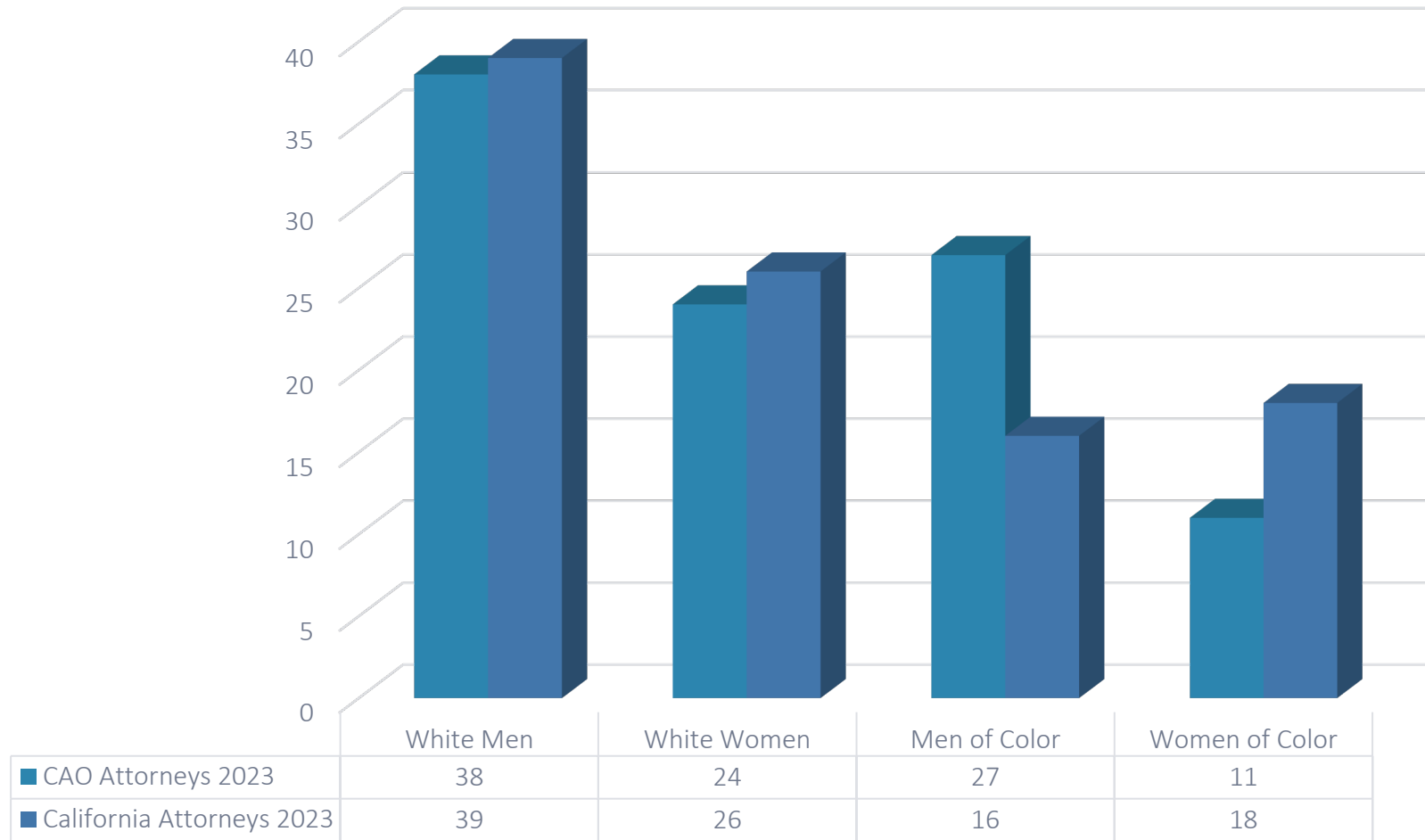
■ CAO Attorneys 2022	67	11	3	17	0	0	0	0
■ CAO Attorneys 2023	62	11	8	15	0	0	0	5
■ California Attorneys 2023	65.3	6.1	13.9	3.5	0.2	0.3	2.7	7.9

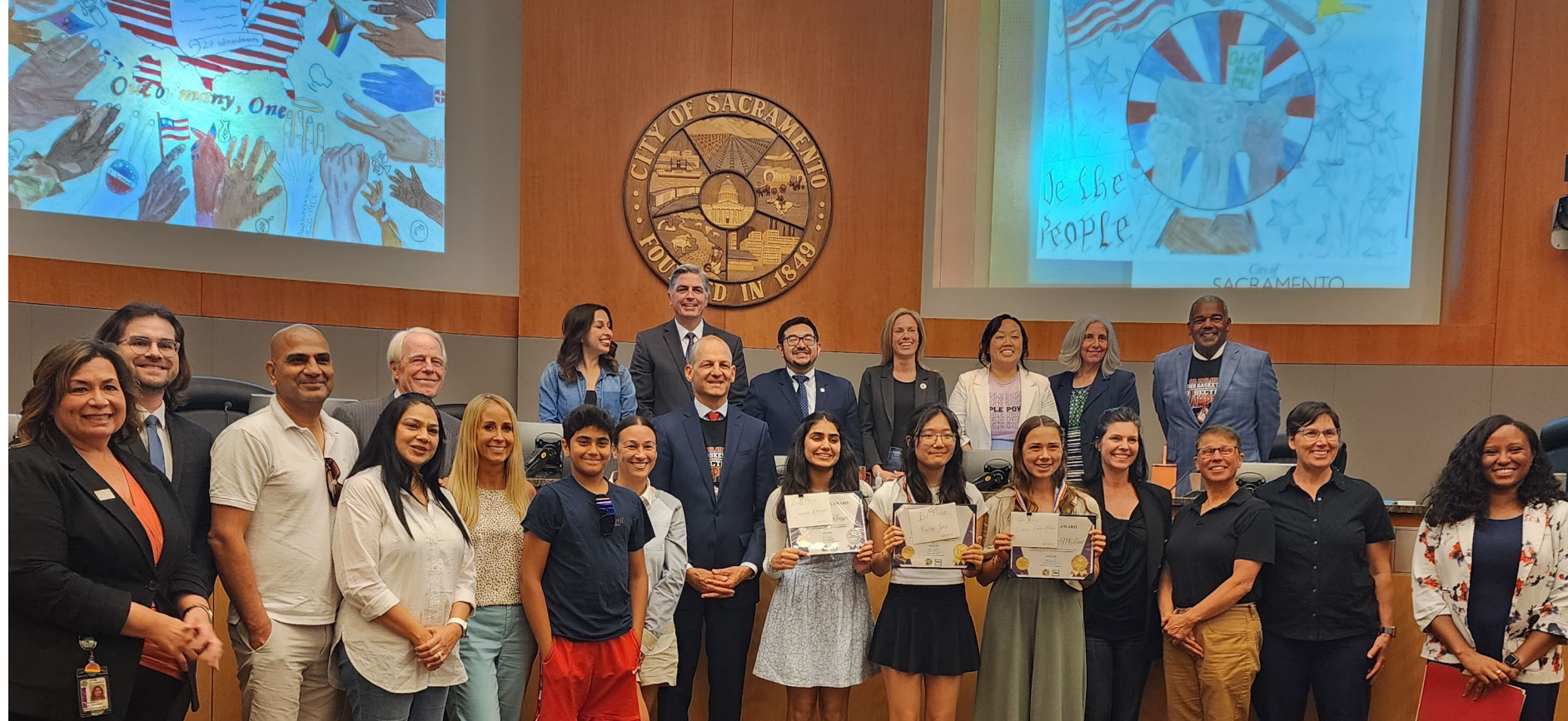
Comparison - Gender Identity of CAO Attorneys in 2022 & 2023 (Percentage, 37 City employees)



■ CAO Attorneys 2022	64	36	0
■ CAO Attorneys 2023	65	35	0
■ California Attorneys 2023	54.9	44	1.1

Intersection of Race/Ethnicity and Gender Identity of CAO Attorneys in 2023 (Percentage, 37 employees)





Law Day 2025

Inaugural Contest for Middle School Students



Distinguished Community Panel

LAW DAY THEME:
OUT OF MANY - ONE






CAO Members as Trainers

City Attorney Law Clerk Program

Summer 2025

Law Clerks

	<p>BORIS ATANASSOV (505) 681-3511 bpatanassov@ucdavis.edu</p> <ul style="list-style-type: none">• Summer 2025:• UC Davis• Projected graduation: May 2027
	<p>MADELYN DYER (443) 771-0253 mdyer@ucdavis.edu</p> <ul style="list-style-type: none">• Summer 2025:• UC Davis• Projected graduation: May 2027
	<p>JOHN "JACK" SANDAGE (415) 845-2703 jacksandage@gmail.com</p> <ul style="list-style-type: none">• Summer 2025:• McGeorge• Projected graduation: May 2026

City Attorney's Office In the Community

- Career Days
- “You Betta’ Work” Sacramento LGBTQ+ Career Fair on September 12, 2024,
- Health Education Council Career Fair on September 13, 2024,
- McGeorge Externship Fair on September 17, 2024,
- 3rd Annual Sacramento Region Diversity Career Fair on September 21, 2024,
- UC Davis School of Law's Virtual Public Interest & Government Career Fair on November 6, 2024.





Thank you!

Questions?