



Office of the County Attorney

FY 2021-22 Performance

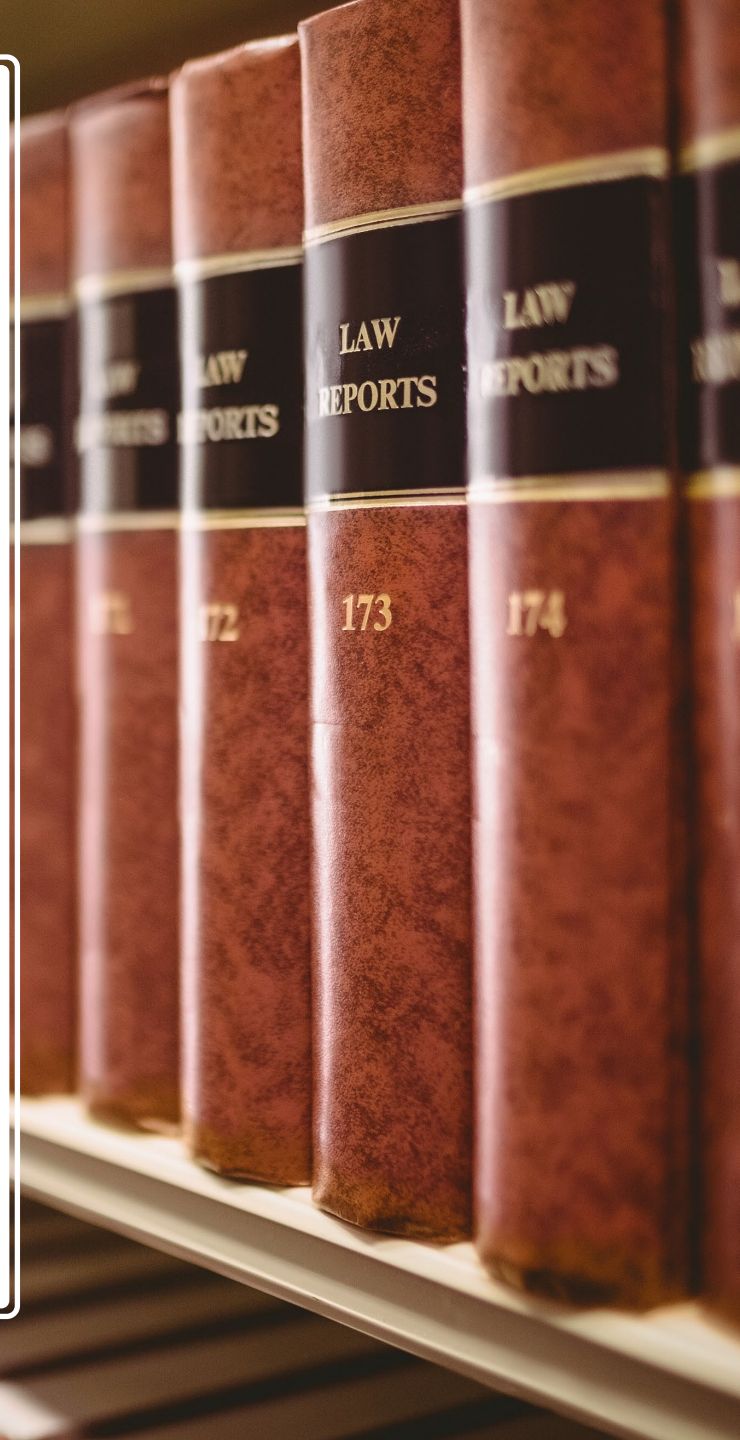
John D. Nibbelin
December 6, 2022

COUNTY OF SAN MATEO



Mission

The Office of the County Attorney provides quality and timely legal services to the Board of Supervisors, the County Executive's Office, elected County officials, all County departments, and boards and commissions. We also provide services to school districts, special districts, and other public agencies operating within the county, allowing them to carry out their responsibilities in a manner fully consistent with the law.



Equity



PARTNER WITH CEO,
CHIEF EQUITY
OFFICER AND
COUNTY
DEPARTMENTS IN
DEVELOPING AND
IMPLEMENTING
EQUITY EFFORTS



ASSESS LEGAL
APPROPRIATENESS
OF EQUITY EFFORTS



LEGAL SUPPORT OF
ANCHOR INSTITUTION
EFFORTS



PROP 209 TRAINING
AND ANALYSIS



CONTRIBUTED TO
DESIGN OF
COUNTYWIDE EQUITY
SURVEY

Highlights of these efforts include:

Advising procurement on best practices to increase and encourage diversity in contracting

Advising on employee dispute resolution/HR matters

Collaborating on all aspects of the anchor institution framework with the Chief Equity Officer

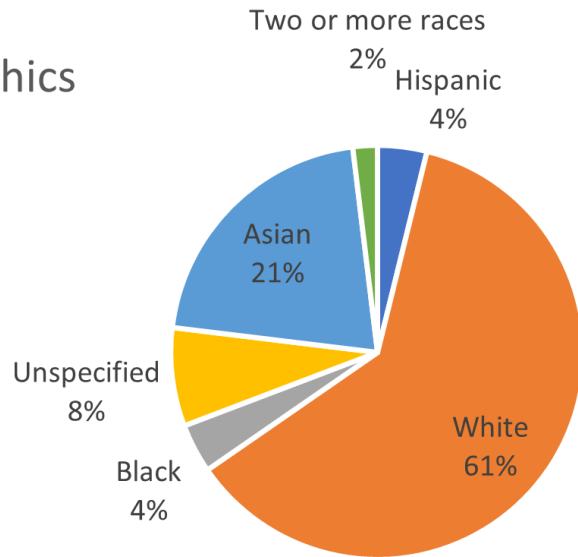
Collaborating on trainings with departments on Proposition 209, Title VI, VII of the Civil Rights Act, ADA, FEHA, and other anti-discrimination laws

Advising on the formation of affinity groups and any ongoing issues that may arise

Advising on equitable investment policies

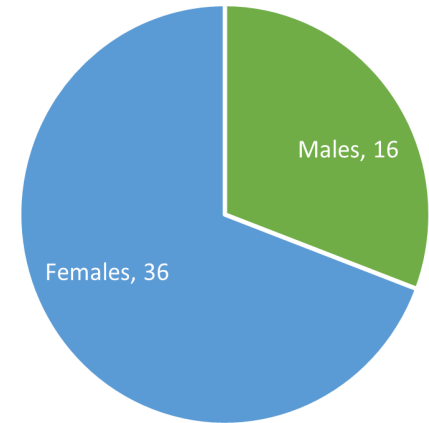
CAO Demographics

CAO Demographics



■ Hispanic ■ White ■ Black ■ Unspecified ■ Asian ■ Two or more races

Gender split





Equity

- Expanded Departmental Equity Team
- Equity-Focused Trainings
- Equity-Informed Recruitment and Outreach

Highlights of these efforts include:

- Creation of departmental quarterly newsletter highlighting diversity of office, information and DEI resources
- Creation of an internal website, DEI Corner with articles, podcasts and other resources for DEI learning
- First annual cultural potluck
- Plans to partner with a local high school for an office sponsored Mock Trial Team
- Plans to restructure internship program to ensure equitable access to opportunity
- Informal book club where many DEI issues are raised and discussed
- Internal Continuing Legal Education highlighting topics related to equity important for our clients



Performance Measure Spotlight: 2021 Biennial Client Survey Results

96% of Clients responded that the legal services provided by our office meet or exceed expectations.

93% of Clients responded that their attorneys were easy to contact while we sheltered in place.

Client Feedback

There is tremendous respect to the function and role of the County Counsel's office. They get the job done with professionalism, knowledge, and expertise. – Sepi Wood, Member, Civil Service Commission

Our representative is thoughtful, creative, incredibly knowledgeable, courteous, and fun to work with. I'm constantly impressed by the bench of equally impressive attorneys on the County Counsel team who join for some of the more far reaching interdepartmental projects we participate in. – Raymond Hodges, Director, San Mateo County Department of Housing

Client Feedback cont.

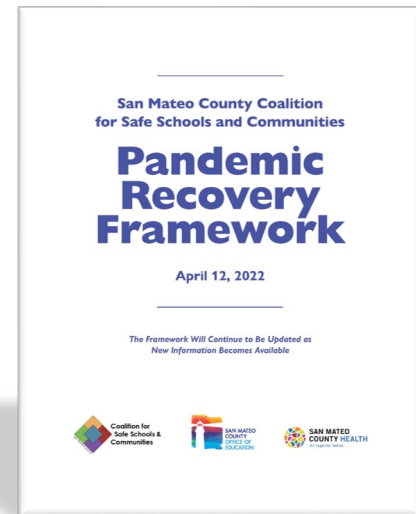
I continue to be impressed by the impeccable integrity and transparency of our County Counsel. Our district has had multiple challenges this year and I am immensely grateful for the partnership with County Counsel. – Debra French, Superintendent, Millbrae Elementary School District

Always a positive interaction, even with difficult situations. – Lynda Moretti, Workers Compensation Manager

Best law firm in the State! – Mike Callagy, County Executive

Legal Innovations

- Impact Litigation
- Support for COVID-19 recovery efforts
- Legal support for Functional Zero Homeless Initiatives
- Development of School District Pandemic Recovery Framework
- School Safety Initiatives



Office Innovations

- Replaced traditional paper-based Fax technology with eFax
- Increased use of DocuSign for agreements and other legal documents
- Implemented telework for attorneys and staff, and integrated technology to ensure seamless client service



QUESTIONS?