



Office of the County Attorney

FY 2023-25 Recommended Budget

John D. Nibbelin
June 28, 2023

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 legal 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.

FY 2023-25 Budget Overview

	FY 2022-23 Revised	FY 2023-24 Recommended	Percent Change	FY 2024-25 Preliminary Recommended
Total Sources	12,623,816	12,717,858	0.7%	12,533,131
Total Requirements	21,133,565	21,056,743	(0.4%)	21,078,160
Net County Cost	8,509,749	8,338,885	(2.0%)	8,545,029
Total Positions	49	50	2.0%	50

Priorities

Supporting the
priorities of the
Board of Supervisors
and other clients

Functional Zero
Homelessness
initiatives

Housing

Sea Level Rise

Emergency
Preparedness

Mental health and
CARE Court

Health and Wellness

Responding to
changes in state and
federal policy

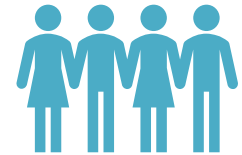
Challenges



Upcoming move to COB3



Competition for attorney and
paraprofessional legal talent



Continuing Staff Development
Efforts

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

CAO EQUITY PARTNERSHIPS

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



Highlights of these efforts include:

- Lunch and Learn Series in conjunction with County Health to ensure managers have access to latest legal strategy and authority affecting DEI efforts
- Assist in Equity Office's RFP for County Supplier Diversity Study Contract and sit on Internal Advisory Committee for same.
- Successful launch of Affinity Group pilot program.
- Internal restructuring of college/high school internship program to promote equitable access to internship opportunities.

Efficiencies



DECREASED RELIANCE ON
PAPER FILES



IMPLEMENTATION OF
ENERGY EFFICIENT
COMPUTER EQUIPMENT



EMBEDDING ATTORNEYS AT
CLIENT SITES

C.A.R.E. for Employees & Clients



CONDUCT QUARTERLY ALL-STAFF IN-PERSON GATHERINGS TO SPOTLIGHT COUNTY ATTORNEY WORK, HIGHLIGHT CLIENTS AND VARIOUS COUNTY PROJECTS, AND PROVIDE SPACE FOR COLLEAGUES TO CONNECT.



PROVIDE CLIENTS WITH RELEVANT LEGAL UPDATES AND BIENNIAL CLIENT SURVEYS.

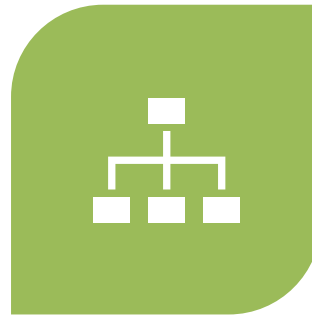


Wellness Walk, Office Gatherings
and DEI Potlucks

C.A.R.E. for Employees & Clients



ADDED ONE SUPPORT
STAFF POSITION TO
SUPPORT THE OFFICE AND
INCREASE COUNTY
ATTORNEYS' BANDWIDTH.



INSTITUTED TWO DAY A
WEEK TELEWORK SCHEDULE
FOR ALL EMPLOYEES TO
SUPPORT WORK-LIFE
BALANCE AND
PRODUCTIVITY.



PURCHASED "SOFT PHONE"
SYSTEM TO MAKE
ATTORNEYS EASIER TO
REACH AT ANY LOCATION.

Questions?