

### Basic Information

100 Church Street  
New York, NY 10007  
Organization Size: 795  
Office Size: 962  
**Hiring Attorney:**  
Ms. Lillian Evans  
**Hiring Attorney #2:**  
Ms. Laurae Caruth

**Recruiting Contact:**  
Ms. Lillian Evans  
Director of Legal Recruitment  
100 Church Street  
New York, New York (NY) 10007  
United States  
**Phone:** 212-356-4075  
recruitment@law.nyc.gov

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year)	82,500
<b>Summer Compensation</b>	
2024 compensation for Post-3Ls (\$/week)	0
2024 compensation for 2Ls (\$/week)	750
2024 compensation for 1Ls(\$/week)	750

### Lawyer Demographics

		Supervising Attorneys	Staff Attorneys	Summer Interns
	Men	223	102	21
	Women	331	130	32
	Non-binary	0	1	1
	<b>Total</b>	<b>554</b>	<b>233</b>	<b>54</b>
<b>Latinx</b>	Men	5	12	0
	Women	16	11	3
	Non-binary	0	0	0
<b>White</b>	Men	181	68	7
	Women	231	71	18
	Non-binary	0	1	0
<b>Black or African American</b>	Men	16	12	7
	Women	56	25	4
	Non-binary	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	NC	NC	NC
	Women	NC	NC	NC
	Non-binary	NC	NC	NC
<b>Asian</b>	Men	18	8	5
	Women	25	24	6
	Non-binary	0	0	0
<b>Native American or Alaska Native</b>	Men	NC	NC	NC
	Women	NC	NC	NC
	Non-binary	NC	NC	NC
<b>2 or more races</b>	Men	3	2	2
	Women	3	1	1
	Non-binary	0	0	1
<b>Persons with Disabilities</b>	Men	1	1	NC
	Women	6	1	NC
	Non-binary	0	0	NC
<b>LGBTQ</b>	Men	22	5	NC
	Women	11	5	NC
	Non-binary	0	1	NC
<b>Veteran</b>	Men	NC	NC	NC
	Women	NC	NC	NC
	Non-binary	NC	NC	NC

## Professional Development

Does your organization have a coaching/mentoring program Evaluations	Yes Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Does your organization have a dedicated professional development staff?	Yes
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No

## HIRING & RECRUITMENT

	Began Work In		Expected
	2022	2023	2024
<b>LAWYERS</b>			
Experienced	73	90	
Entry-level	75	74	
<b>SUMMER</b>			
Post-3Ls			
2Ls	26	28	
1Ls	18	26	
Semester Interns	55	38	

Number of 2023 2Ls considered for attorney offers

Number of offers made

Hiring Criteria      The Law Department looks for candidates who are committed to public service, pursuing justice and serving the common good. To best serve the City we represent, the Law Department seeks individuals from a variety of backgrounds who can bring different perspectives to contribute to the work of the office. The Law Department also seeks candidates who want to contribute to a work environment that values teamwork, inclusion and respect. Finally, as many of our attorneys and interns work in litigating divisions, the Law Department seeks candidates who have experience in moot court, trial advocacy, debate, public speaking, or litigation/mediation clinics or internships.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	% OF PRACTICE
Litigation	Tort	30.00
Litigation	Family Court (Juvenile Prosecution)	15.00
Litigation	Special Federal Litigation	7.00
Labor and Employment	Labor and Employment Litigation	7.00
Litigation	Administrative Law	5.00
Appellate	Appeals	5.00
Litigation	Commercial and Real Estate Litigation	5.00
Litigation	Tax & Bankruptcy	4.00
Tax Bankruptcy		
Government, Regulatory, Administrative	Legal Counsel	4.00
Litigation	Affirmative Litigation	3.00
Litigation	General Litigation	4.00
Business, Corporate	Contracts and Real Estate, Municipal Finance	3.00
Environmental	Environmental Law	2.00
Real Estate, Land Use	Economic Development	1.00
E-discovery	E-Discovery	1.00
Litigation	Litigation Support	1.00
Litigation	Workers' Compensation	1.00
Public, Municipal	Risk Management	1.00
Public, Municipal	Ethics and Compliance	1.00

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## Diversity & Inclusion

### RECRUITMENT METHODS

Minority job fairs, Outreach to law student groups, Recruit at schools with large minority population, Bar-sponsored programs, Firm diversity committee

The Law Department is committed to maintaining a diverse and inclusive workplace. The Law Department has an active diversity committee that hosts numerous events throughout the year, including welcoming receptions for the summer and entry classes. The Law Department has a mentoring program for new attorneys and regularly attends minority job fairs.

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## Organization Narrative

The NYC Law Department represents the City, the Mayor, other elected officials, and the City's many agencies in all affirmative and defensive civil litigation as well as juvenile delinquency proceedings brought in Family Court and Administrative Code enforcement proceedings brought in Criminal Court. Law Department attorneys draft and review local and State legislation, real estate leases, procurement contracts, and financial instruments for the sale of municipal bonds. The Department also provides legal counsel to City officials on a wide range of issues such as immigration, education, and environmental policy.

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NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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