



2024 to 2027 Business Plan

Service: Legal Services

\$16.45	0.42%
Annual cost for the average rate payer (2024 to 2027)	Of the 2024 to 2027 City of London Net Property Tax Supported Budget

Who we are:

- Legal Services consists of a full service in-house legal counsel that advises the City on matters of law, acts as a solicitor for the City in matters of law and acts as counsel for the City in a wide variety of administrative, civil and criminal proceedings.

What we do:

- Premium quality, responsive and cost effective legal services ensure that the interests of the City are protected.
- Legal Services supports the City's core values and supports Civic Administration so they can continue to provide valuable public services.

Why we do it:

- **Essential** - Effective legal representation and counsel is essential to the City's ability to deliver services.

The following table provides an overview of the budget for this service:

Budget Summary (\$000's)	2024	2025	2026	2027	2024 to 2027 TOTAL
Gross Operating Expenditures	\$3,838	\$3,932	\$3,945	\$3,959	\$15,674
Other Revenues	-\$123	-\$125	-\$127	-\$129	-\$504
Net Tax Levy Supported Operating Budget	\$3,715	\$3,807	\$3,818	\$3,830	\$15,170
Total Capital Expenditures	\$0	\$0	\$0	\$0	\$0
Full-Time Equivalents (FTE's)	22.0	22.0	23.0	23.0	N/A

Reflects 2024 to 2027 adopted City budget as of December 1, 2025.

Linkage to the 2023 to 2027 Strategic Plan

This service supports the following Strategic Areas of Focus in the 2023 to 2027 Strategic Plan:



**Reconciliation, Equity,
Accessibility, and
Inclusion**



**Economic Growth, Culture,
and Prosperity**



**Housing and
Homelessness**



**Mobility and
Transportation**



Wellbeing and Safety



**Climate Action and
Sustainable Growth**



**Safe London for Women,
Girls, and Gender-Diverse
and Trans People**



Well-Run City

Environmental, Socio-economic Equity and Governance (ESG) Considerations

Environmental, Socio-economic Equity and Governance Profile for this service:

Environmental:

- This service will support other services in their decarbonization journeys by ensuring that they are compliant with, or have considered the implications of, environmental regulations and are taking advantage of government grants that are available.

Socio-economic Equity:

- Legal Services will continue to work closely with Human Resources in developing and maintaining pay equity which align with strategic diversity, equity and inclusion goals and achieve legal compliance. Occupational Health and Safety (OHS) assist in addressing legal risks and due diligence requirements relating to Canadian OHS laws and represent the Municipality in regulatory proceedings. This service will also assist in reviewing various corporate policies such as remote working to foster equal opportunities, inclusiveness and diversity that benefit the organization and its workers.

Governance:

- Municipalities have become exposed to significant ESG legal risks due to global urgency to change corporate behaviour, which requires a deep understanding of rules and regulations across jurisdictions and an appreciation that commitments to outcomes must be accompanied by actions. Legal Service will be required to review evolving local and global regulations to ensure compliance and avoid potential legal liabilities.

The following section provides an overview of the key activities the service plans to undertake from 2024 to 2027 to implement the Corporation's 2023 to 2027 Strategic Plan, as well as an overview of the risks and challenges the service is anticipated to experience during this period:

Service Highlights 2024 to 2027

- Our focus is on delivering high quality and timely advice to the Council and Service Areas and capably representing the Corporation in Court and Tribunal Proceedings.

Risks and Challenges Anticipated in 2024 to 2027

- Download of Part 3 Provincial Offence prosecutions; succession planning; volume of real estate activity related to Rapid Transit; Construction Act arbitration and prompt payment requirements; French Language Services.

Other reference information and links:

- Continued emphasis on reduction of costs pertaining to use of outside counsel.

Contact:

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