



# CITY OF PHILADELPHIA

OFFICE OF HUMAN RESOURCES  
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April 28, 2014

The Honorable Darrell Clarke  
City Council President  
City Hall, Room 490  
Philadelphia, PA 19107

Dear Council President Clarke:

This letter is in response to questions raised at the April 7<sup>th</sup>, 2014 hearing before the Committee of the Whole on the Fiscal Year 2015 budget for the Office of Human Resources. The questions were recorded as follows:

From Councilman Jones:

1. What has been the impact of changing the residency requirement from 6 months to 1 year? Can you specifically discuss the impact on the Police, Fire and Prisons departments?
  - a. In 2008, the Philadelphia Home Rule Charter was changed to allow new employees six months, after hire, to establish a bona fide residence in Philadelphia. Prior to that change, new employees had to live in the city a year prior to appointment. Therefore, prior to 2008, virtually all newly appointed Police Office Recruits<sup>1</sup>, and all Firefighters and Correctional Officers were Philadelphia residents at the time of their initial appointment.

In developing the table on the next page, we focused on entry-level, uniform hires in the Police Department, Fire Department, Prisons and Sheriff Office. The residency status (Philadelphia or non-Philadelphia) was determined by examining the applicant's status at the time of application.

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<sup>1</sup> In February 2008, the Civil Service Commission granted a limited term residence waiver to allow the Police Department to recruit and hire non-resident applicants.

Job Class Code	Job Class Title	Date Applied	Applicant Resides	% of Total	Total # Hired
5H03	Correctional Officer Trainee	Pre 2008	in Phila	100.00%	481
5H04	Correctional Officer	Pre 2008	in Phila	99.76%	2505
			outside Phila	0.24%	6
		Post 2008	in Phila	94.99%	644
			outside Phila	5.01%	34
5H41	Deputy Sheriff Officer	Post 2008	in Phila	50.00%	4
			outside Phila	50.00%	4
6A01	Police Officer Recruit	Pre 2008	in Phila	97.35%	5295
			outside Phila	2.65%	144
		Post 2008	in Phila	62.41%	274
			outside Phila	37.59%	165
6A02	Police Officer 1	Pre 2008	in Phila	97.32%	4542
			outside Phila	2.68%	125
		Post 2008	in Phila	59.68%	151
			outside Phila	40.32%	102
6B01	Firefighter	Pre 2008	in Phila	99.26%	935
			outside Phila	0.74%	7
		Post 2008	in Phila	76.75%	274
			outside Phila	23.25%	83
6B22	Fire Service Paramedic	Pre 2008	in Phila	98.41%	310
			outside Phila	1.59%	5
		Post 2008	in Phila	72.97%	54
			outside Phila	27.03%	20

2. What are we specifically doing to meet the diversity goal of the Police department? Can you also provide geographical information on where you are recruiting from?
- The Police Department manages their recruitment and has provided the following response.

The Police Department Recruitment Unit, specifically devised a recruiting strategy designed to recruit minorities that include the following;

- Table Set-ups and Flyers and Brochures distribution in areas that are most frequent by minorities.
  - Philadelphia Police District
  - Philadelphia Area Gyms
  - Major Subway, El and Bus Terminals
  - 30<sup>th</sup> Street Train Station
  - Business owned by Minorities including but not limited to, hair salons, barber shops, daycare centers, retail stores, etc.
- Advertisement
  - South Philly Review
  - Scoop USA America
  - Metro Chinese Weekly

- The Philadelphia Inquirer/Daily News
  - Billboards throughout the City of Philadelphia
  - PECO Crown Lights
  - Good Morning America
  - Social Media
    - Twitter
    - Facebook .com
  - Internet
    - Philadelphia Police Web Page
    - Military Times
    - EmploymentGuide.Com (Transitioning Troops)
  - Radio
    - Jerry Mondesire and Harold James morning show
- Career Fair/Job Fairs/Military
    - Various Colleges and Universities including area Historical Black Colleges (HCB)
    - Philadelphia High Schools and Middle Schools (Explorer Program)
    - Military Job Fairs throughout the Tri-State Area
  - Organizations
    - Guardian Civic League
    - NOBLE (Nat'I Organization of Black Law Enforcement Executives)
    - Kappa Alpha Si Fraternity
    - Alpha Kappa Alpha Sorority
    - Prince Hall Mason, Lodge 151
  - Special Events/Festivals
    - Bible Way Church Career Fair
  - Geographical Areas
    - Philadelphia
    - Baltimore
    - Delaware
    - Maryland
    - New Jersey
    - New York
    - Virginia
    - Washington D.C

3. Can you provide an analysis of where specifically are Police recruits failing out of the exams?
  - a. According to the Police Department, of the 4,277 candidates on the Police Office Recruit eligible lists established in fiscal year 2013, 40% failed to report to orientation, 43.3% were rejected for background, 7.2% failed the agility test, 3.5% failed the reading comprehension test, 2.7% were rejected based on their PDQ interview, 2.3% failed the psychological and less than 1% failed the medical.

Please feel free to contact me with any questions you may have about the information provided in this response.

Sincerely,



Albert L. D'Attilio, Esq.  
Director of Human Resources

cc: Everett Gillison, Chief of Staff  
Rob Dubow, Director of Finance  
✓ Rebecca Rhynhart, Budget Director  
Fiona Greig, Deputy Budget Director  
Charles Ramsey, Police Commissioner  
Nola Joyce, Deputy Police Commissioner