

**PHILADELPHIA DEPARTMENT OF PARKS AND RECREATION  
FISCAL YEAR 2017 BUDGET TESTIMONY  
MAY 2, 2016**

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INTRODUCTION

Good morning, President Clarke and Members of City Council. I am Commissioner Kathryn Ott Lovell. Joining me today are Susan Slawson, First Deputy Commissioner, Marissa Washington, Deputy Commissioner, Susan Buck, Deputy Commissioner, and Aparna Palantino, Deputy Commissioner. I am pleased to provide testimony on Department of Parks and Recreation's Fiscal Year 2017 operating budget.

DEPARTMENT MISSION/PLANS

**Mission:** The mission of the Philadelphia Department of Parks and Recreation (PPR) is to advance the prosperity of our city and the progress of her people through intentional and sustained stewardship of public land and waterways as well as through safe, stimulating recreation, environmental and cultural centers. We help Philadelphia's children and other residents grow by connecting them to the natural world, to each other, and to fun, physical and social opportunities.

**Plans for Fiscal Year 2017:** Plans for FY17 include building a new leadership team; and enhancing departmental functions such as training and workforce development, recreational programming, greening, maintenance and operations. PPR also recognizes the critical capital needs of our civic infrastructure.

Parts of our infrastructure are aging or no longer adequately serve the public's needs. In FY17, we plan to launch the Rebuilding Community Infrastructure Initiative (a/k/a Rebuild). This initiative will make Philadelphia a national leader in civic reinvestment, bringing more people and jobs to the city and attracting additional outside investors. Rebuild will also benefit our residents by creating workforce development and employment opportunities as well as contracting opportunities for Minority/Women/Disabled-owned business enterprises.

The Department's new leadership team includes: Kathryn Ott Lovell, Commissioner, Marissa Washington, Deputy Commissioner of Administration, Aparna Palantino, Deputy Commissioner of Capital Infrastructure and Natural Lands, Susan Buck, Deputy Commissioner of Operations, and Tiffany Thurman, Chief of Staff. We are looking to hire a Deputy Commissioner of Programs by the summer of 2016. The new leadership structure will work to continue the Department's merger both culturally and functionally.

We plan to support our staff through a new training and professional development program. Through workforce and professional development opportunities, we will ensure all PPR employees understand the many pathways for career advancement within our Department.

We plan to continue providing programming that serves upwards of 10,000 youth annually in after-school and summer camp programs. We also plan to offer high-quality experiences to all residents through our Park Stewardship program, environmental education and outdoor recreation, PPR's Food Program, Swimming Pools, KEYSPTS computer centers and other special programs. Through our Ecosystem Management program, we will restore 30 acres of land, and through our Urban Forestry Plan we will plant and maintain more than 9,000 trees. Performo, our new work order and asset management system, will enable the Department to accurately track maintenance requests and better manage our labor, supplies and equipment.

Lastly, we are committed to continuing to provide great public spaces including neighborhood parks and signature projects.

**PHILADELPHIA DEPARTMENT OF PARKS AND RECREATION  
BUDGET SUMMARY AND OTHER BUDGET DRIVERS**

**Staff Demographics Summary (as of January 2016)**

	Total	Minority	White	Female
Full-Time Staff	623	295	328	161
Executive Staff	9	5	4	7
Average Salary - Full-Time Staff	\$46,253	\$44,205	\$52,109	\$51,756
Average Salary - Executive Staff	\$107,534	\$102,960	\$113,251	\$110,686
Median Salary - Full-Time Staff	\$41,640	\$42,937	\$50,270	\$48,932
Median Salary - Executive Staff	\$104,200	\$100,602	\$106,000	\$108,534

**Employment Levels (as of January 2016)**

	Budgeted	Approved	Filled*
Full-Time Positions	724	724	641
Part-Time Positions	115	115	97
Executive Positions	9	9	9
Overall Average Salary	\$42,272	\$42,272	\$43,805
Overall Median Salary	\$41,499	\$41,499	\$40,953

(\* as of April 29th)

**Financial Summary by Class - General Fund**

	Fiscal 2015 Actual Obligations	Fiscal 2016 Original Appropriations	Fiscal 2016 Estimated Obligations	Fiscal 2017 Proposed Appropriations	Difference FY17-FY16
Class 100 - Employee Compensation	\$42,597,873	\$43,429,053	\$43,590,872	\$43,386,251	(\$204,621)
Class 200 - Purchase of Services	\$6,477,846	\$9,344,525	\$9,471,553	\$9,294,525	(\$177,028)
Class 300 - Materials and Supplies	\$2,264,250	\$2,303,622	\$2,345,860	\$2,303,622	(\$42,238)
Class 400 - Equipment	\$463,709	\$370,183	\$370,183	\$370,183	\$0
Class 500 - Contributions	\$4,915,396	\$2,427,500	\$2,427,500	\$2,314,500	(\$113,000)
Class 700 - Debt Service	\$0	\$0	\$0	\$0	\$0
Class 800 - Payment to Other Funds	\$0	\$0	\$0	\$0	\$0
Class 900 - Advances/Misc. Payments	\$0	\$0	\$0	\$0	\$0
<b>TOTAL</b>	<b>\$56,719,074</b>	<b>\$57,874,883</b>	<b>\$58,205,968</b>	<b>\$57,669,081</b>	<b>(\$536,887)</b>

**Contracts Summary (as of December 2015)**

	<b>FY11</b>	<b>FY12</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16*</b>
Total amount of contracts	\$2,805,048	\$2,981,885	\$2,602,639	\$2,098,752	\$2,394,649	\$483,349
Total amount to M/W/DBE	\$689,741	\$637,098	\$557,833	\$727,776	\$501,986	\$110,672
Participation Rate	25%	21%	21%	35%	21%	23%

\* as of December 2015

**Year to date participation through 3rd quarter is estimated at 40%. This is due primarily to Dell Music Center Contracts; see large contracts below.**

**PHILADELPHIA DEPARTMENT OF PARKS AND RECREATION**  
**PROPOSED BUDGET OVERVIEW**

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The proposed Fiscal Year 2017 general fund budget totals \$57,669,081, a decrease of \$536,887 over Fiscal Year 2016 estimated obligation levels. This decrease is primarily due to a reduction in one-time costs for the Papal visit and a reduction in overtime.

The proposed budget includes:

- \$43,386,251 in Class 100, a \$204,621 decrease over FY16. This funding will sustain the Department's 724 full-time positions; 1400 seasonal positions that support After School, Aquatics and various other programming; manpower for a host of city sponsored and permitted events and special City Council projects.
- \$9,294,525 in Class 200, a \$177,028 decrease over FY16. This funding will support contracts for professional services, consultants and youth workforce development during FY17. These contracts provide the necessary resources for special facility projects, citywide grass cutting, landscaping/tree pruning and workforce training. These funds also support our collaborative efforts to expand both the quality and quantity of youth workforce development opportunities for young people between the ages of 14-24.
- \$2,303,622 in Class 300, a \$42,238 decrease over FY16. Parks and Recreation is improving the care of public lands and facilities to better connect people to new pathways. This funding will provide the necessary materials and supplies to support that effort, in programming and maintenance.

General expenditures include paint, chlorine for pools, janitorial supplies, educational materials; office supplies; lumber and other materials and supplies.

- \$370,183 in Class 400, no change in Class 400 over FY16. This funding will be used to purchase small hand tools, playground equipment, replacement computers, and other necessary equipment for the Operations Division.
- \$2,314,500 in Class 500, a \$113,000 decrease over FY16. This funding supports local community groups with grants awarded through the Philadelphia Activity Fund and KEYSPTS Computer labs. These resources help local communities provide activities and programming for youth, seniors and special populations.

**STAFFING LEVELS**

- The dedicated men and woman serving in the Parks and Recreation Department represent various backgrounds and diversities. We will strive to foster opportunities for full-time, part-time and seasonal staff throughout the department through recruiting, training and career development. The current staff breakdown is 53.22% Caucasian, 46.78% minority, 74.25% male and 25.75% female. As of April 2016, we have 641 full-time positions and 97 permanent part-time positions filled. Personnel Transactions from July 2015-April 2016:
  - 29 Promotions, 41 Separations
  - 33 New Hires
    - 13 African American
    - 18 Caucasian; 2 Spanish Speaking
    - 1 Hispanic; Spanish Speaking
    - 1 Asian; Hindi and Gujarati Speaking
- See appendix for Bilingual Employees Chart.

**PHILADELPHIA DEPARTMENT OF PARKS AND RECREATION  
PERFORMANCE, CHALLENGES AND INITIATIVES**

**DEPARTMENT PERFORMANCE**

**RECREATIONAL PROGRAMS**

**Facility Use**

Program performance measures were created for the FY17-FY21 Five Year plan. We anticipate continued growth in community-led recurring programs citywide.

Performance Measure	FY15 Actual	FY16 YTD	FY16 Goal	FY17 Target
% programs meeting Attendance Standard	89%	90%	90%	91%
% of weekly recreation facility time scheduled (avg): Playgrounds	55%	48%	58%	65%
% of weekly recreation facility time scheduled (avg): Recreation Centers	64%	60%	68%	75%
# staff-led recurring programs (recurs more than once)	2,071	1,817	2,085	2,100
# of community-led recurring programs (recurs more than once)	2,230	1,498	2,241	2,252
# of community-led special events (recurs once or 0 times)	883	625	887	892

**Pools**

PPR opened all 70 operational outdoor pools and four indoor pools for the summer season in FY16. In addition to providing outdoor recreation for children, youth, teens, and families, we also employed approximately 800 seasonal staff to work at our swimming pools. In FY16, PPR managed swimming pools for ten weeks and had more than 825,000 visits made to the pools along with more than 2,500 people participating in swimming lessons and other aquatic programming.

Additionally, in FY16 the Pop-Up Pool project began as a grant-funded project with low-cost, high impact design interventions such as custom built-in seating and planter components, moveable furniture, shade umbrellas, planters and passive and active programming as a model for transforming existing yet underutilized public pool spaces into catalytic, multi-purpose civic open spaces at a fraction of the cost of traditional capital improvement projects. Hugely successful, the project will be expanded in FY17 with four additional sites funded through a combination of grant and departmental funds.

**Out-of-School Time**

PPR is improving the quality and quantity of out of school time programming to support positive youth development. With support from the Wallace Foundation, in coordination with the City’s PhillyBOOST Initiative and support from the Department of Human Services (DHS), we built an Out-of-School Time (OST) information system to unite existing systems, measure shared outcomes, and provide high quality and up-to-date information to families, providers, and other stakeholders about the system as a whole. Beginning FY14, PPR launched the REACH afterschool pilot at 21 recreation centers, expanding system-wide to all 84 after school programs. PPR is the largest service provider of OST programming for youth in

Philadelphia, serving upwards of 10,000 annually in REACH after school and summer camp programs that currently measure youth outcomes. Programming focuses on five wellness areas (fitness and healthy habits, environmental awareness, outdoor activities, sports and athletics, and the arts), with success measured by participant connectedness to peers and staff/volunteers.

Performance Measure	FY15 Actual	FY16 YTD	FY16 Goal	FY17 Goal
Total registered for after-school programs & Neighborhood Summer Day Camps	9,599	9,588	9,650	9,700
Average attendance rate (as program quality measure)	82%	90%	85%	88%
Averages camp ratings (Summer Camp Only)	87%	88%	88%	90%
Instructor professional development hours	1,246	556	1,248	1,250

**Youth Workforce Development**

Each year, the Department provides thousands of youth seasonal positions that offer exposure to the parks and recreation industry. In 2015, over 1,500 youth ages 14-18 received jobs supporting summer day camps and 727 young adults ages 18-24 were employed as seasonal employees throughout the Department. These opportunities for youth workers provide additional support for the Department and offer the next generation of city employees career exposure and development.

The \$3.9 million investment in FY16 for the Department positioned the City as the primary employer for youth and young adults ages 14-24 in Philadelphia. This investment provided support for three youth workforce objectives. The first objective was \$2.5 million contracted to Philadelphia Youth Network to support In School Youth ages 14-18 through WorkReady Philadelphia summer jobs. PPR negotiated and managed the contract determining key deliverables, priorities and invoicing on behalf of the City. The second objective was \$330,000 contracted to Philadelphia’s Center for Employment Opportunities, a transitional work program for returning citizens (18-24). PPR worked with park and operational staff to ensure crew and field projects. The third objective was to utilize \$1.2 million to expand youth workforce efforts for the Department.

With this support, PPR developed the division of Youth Workforce and Development (YWD) designed to prepare disconnected youth and young adults for public sector careers. YWD supports public workforce policies, stakeholders, contracts and services in conjunction and on behalf of the Managing Directors Office.

In addition to supporting public workforce contracts and a designated division for this effort, PPR is extending its leadership role in the youth workforce world by providing pipeline opportunities for entry level permanent employment through our Career Advancement Project. The Career Advancement Project (CAP) is a three-step industry pipeline model designed to connect youth and young adults (14-24) to permanent careers. CAP aims to prepare youth for public sector employment within the Department, the City of Philadelphia or a related industry. The nine-month work experience will provide career exposure programming through customized career pathways designed to build skills and support project based learning. Youth and young adults will receive a six to nine month seasonal position within the Department and transition through a pathway that provides: access to information related to the parks and recreation industry, exposure to career pathways within the Department and a structured experience that promotes servant leadership. Overall, FY16 funding supported 75 additional six to nine month seasonal positions.

## **GREENING**

In FY16, 2,000 new street trees were planted. In addition, 7,400 trees and shrubs were planted in the park natural areas, 30% of which were supplied by the park's own native plant nursery. Volunteers planted 300 trees at our park and recreation sites. PPR removed 650 trees and 4,300 trees were pruned throughout the City. Due to the approaching threat of Emerald Ash Borer, the Department has developed an EAB management plan and has begun implementation by removing 263 ash and other hazardous trees, and treating 1200 ash trees to preserve them for the future.

PPR is working to improve the City's resilience to climate change by increasing tree canopy and maintaining our forestlands. The Department's neighborhood-based campaign, TreePhilly, engages citizens, businesses, and communities in tree plantings around the city. A yard tree giveaway, funded by a 3-year commitment from TD Bank, provides free yard trees in the spring and fall to Philadelphia property owners. Working in neighborhoods throughout the City since 2012, TreePhilly has given away over 16,000 free yard trees at almost 100 giveaway events, engaging over 200 community partners, 400 volunteers and over 8,000 individual Philadelphia residents.

The Park Forest Management Framework is another greening initiative. The first phase of implementation is complete. The plan scope includes the entire Philadelphia Park system, and focuses on natural land restoration opportunities, staff training, and engaging new and existing users around our forests, riparian buffers, trail network, meadows and wetlands. Three large-scale projects, totaling over 100 acres, which will test approaches and methods of sustainable restoration have been completed. As we collaborate on the long term monitoring and maintenance of the restoration sites, we will continue citizen engagement through in-depth training.

PPR is utilizing high-resolution "street view style" imagery to inventory all street trees in the City with an initial emphasis on hazardous trees. The inventory is a multi - phased project, which primarily uses seasonal interns to capture the location of street trees using the desktop imagery. Subsequently, interns using mobile field technology collect additional data on the trees such as condition and tree diameter. This will, for the first time, allow us to have a comprehensive inventory of dead and hazardous trees city-wide.

## **MAINTENANCE AND OPERATIONS**

### **Specials**

PPR's Special Project Initiative has been functioning for 30 months. The project team has completed over 102 work orders to date totaling \$2.9 million with a savings of \$3.4 million in Capital funding. In FY17, we plan to continue working on larger projects like park lighting, sewer lines and replacing large HVAC systems.

### **Performo**

Beginning in FY16, PPR implemented Performo, a new work order and asset management system, to facilitate communication between building maintenance and facility supervisors which results in a faster response to work orders. Performo enables Parks and Recreation to better manage its assets and resources by aggregating costs associated with maintenance at multiple levels. PPR began full-scale utilization of Performo in the 3rd Quarter of FY16. Early statistics show a 73.91% completion rate. Over time, this data, along with more complex queries made possible within the system, will be used to better manage our labor, supplies, equipment and other resources thus reducing cost. PPR is on track to have mowed 41,636 acres for FY17.

## **Cameras**

Security Cameras/Sonic devices have currently been installed at 70 sites with a total of 888 cameras installed. With funds already allocated from City Council offices, an additional 13 sites will have 130 cameras and mosquito sonic devices installed. Five projects are in construction and three sites are out to bid, and an additional 17 sites are in design. This initiative has proven successful at reducing loitering at many sites and thereby vandalism and other harmful activities.

## **Green 2015**

As part of the pilot phase, five Parks & Recreation facilities (Hank Gathers, Collazo Park, Conestoga Community Playground, 37<sup>th</sup> & Mount Vernon and Lanier Park) and five schoolyards (William Dick, William Cramp, J H Taggart, J M Patterson, and E M Stanton) are receiving greening and other site improvements in the magnitude of \$3.1 million and \$2.6 million respectively. Future sites include: Fishtown Recreation Center, Alexander Adaire Elementary and George Nebinger Elementary Schools. The Department is interested in continuing this partnership to transform unused and underused spaces into parks and green places to create new opportunities for children to play and communities to gather.

## **Neighborhood Parks**

Neighborhood Parks is a partnership with the Fairmount Park Conservancy, the Philadelphia Water Department, City Council and Pennsylvania Horticultural Society to support the sustainability and renewal of neighborhood parks as versatile, multifunctional vehicles that provide significant social, cultural, and environmental benefits to the city and region. Through this partnership, improvements in the range of \$3.6 million will be completed. To date, PPR has completed two parks: Vernon Park and Stinger Square. Weccacoe Playground is currently under construction, with Wissinoming to follow. The last two parks, Carroll Park and Fotteral Square are in final design with an initial phase of construction in spring 2017.

## **Promote Healthy Eating and Outdoor Connections**

PPR is helping to address some of today's pressing health issues. Getting people of all ages and abilities connected to the outdoors and nature can have a positive effect on the health and wellness of Philadelphia's citizens. Programs and activities offered close to home in green spaces is a priority of the Department.

Outdoor Experiences promotes connections to the outdoors through a host of diverse programs such as skateboard clinics and competitions, adventure camps serving youth and teens, the Philadelphia Games for Adults 50 +, Family Triathlons/Duathlons, Environmental and Nature Inspired public outreach programs, and Farm Festivals. Attendance at the monthly Family Campfire events has engaged new audiences and more than doubled attendance in the past year (80 average to 200 last month). PPR is a leading partner in the Nature RX movement in Philadelphia, which is a partnership with the Schuylkill Environmental Center and Children's Hospital of Philadelphia).

From September 2014 to August 2015, the Department served 3.2 million healthy meals to Philadelphia's children and youth through day camps, playstreets and after school programs.

PPR's FarmPhilly Program supports the creation and maintenance of food producing gardens on parkland and across the City. PPR currently hosts 61 food producing gardens on parkland which includes: urban farms, community, gardens, youth gardens, intergenerational gardens, demonstration gardens, orchards, historic house gardens and food forests. Since 2015, PPR has preserved five historic community gardens by bringing them into PPR's inventory and supporting them through the Community Gardens Network. In spring 2016, PPR created a resource support network to serve the 16 community gardens.

Since 2012, PPR's youth urban agriculture program, Junior Farmers, has spearheaded youth gardening and education. Junior Farmers now serves 35 Recreation Centers, which in 2015 taught over 1000 kids and



those kids grew over 1000lbs of food that was distributed back into their communities. In spring 2016, Junior Farmers launched a new mobile garden education program called the Garden Wagon that will bring the joys of gardening and nutrition education to recreation centers, parks friends groups and the general public at city wide events.

In Spring 2016, PPR launched the new Community Propagation Program (CPP) at the Horticultural Center, which grants greenhouse access for Philadelphia gardeners to grow seedlings to support gardening in their communities. For the 2016 season, CPP anticipates supporting over 50 Philadelphia community gardens and urban farmers and that will grow more than 20,000 seedlings, which will benefit Philadelphia gardens and farms.

In addition to urban agriculture programs on parkland, FarmPhilly has collaborated with multiple City agencies, local non-profits, council offices and growers to dismantle barriers to gardening and farming in Philadelphia and determine innovative solutions for resourcing gardens. For the 2016 growing season, FarmPhilly is teaching workshops citywide on Best Gardening.

### **Staff Development & Leadership Program**

In FY17, we will introduce a new Staff Development and Leadership Program. The goals of the program are to create processes to identify, develop and implement training and development opportunities. Effective training and development opportunities will enable the Department to provide high-quality service to residents and visitors in all neighborhoods. We plan to promote and foster opportunities for the engagement, growth and development of staff; opportunities for innovation and collaborative work projects; and a deeper connection to the neighborhoods we serve. The core functions of the program are to customize training and development programs specific to the needs of individual employees and to the emerging and diverse programmatic needs in the neighborhoods we serve.

**PHILADELPHIA DEPARTMENT OF PARKS AND RECREATION  
OTHER BUDGETARY IMPACTS**

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FEDERAL AND STATE (WHERE APPLICABLE)

- The Commonwealth of Pennsylvania budget impasse of FY16 impacted grant funding for our after school program. If the state budget challenges continue into FY17, it will negatively impact our program budget and cause a possible reduction in after school programming.

**PHILADELPHIA DEPARTMENT OF PARKS AND RECREATION – CONTRACTING EXPERIENCE**

**M/W/DSBE Participation on Large Contracts  
FY16 Contracts**

Vendor	Service Provided	Amount of Contract	RFP Issue Date	Contract Start Date	Ranges in RFP	% of M/W/DSBE Participation Achieved	\$ Value of M/W/DSBE Participation	Total % and \$ Value Participation - All DSBEs	Local Business	Living Wage Compliant?
Double DD, Inc	Entertainment	\$125,000	4/16/15	7/1/15	MBE: Best Effort	50%	\$62,500		Y	Y
					WBE: Best Effort			50%		
					DSBE:			\$62,500		
Gecko Graphics	Interpretative Signage	\$130,000	4/3/12	8/1/15	MBE: 5%-10%				N	Y
					WBE: 5%-10%	69%	\$89,700	69%		
					DSBE:			\$89,700		
B I Consulting, LLC	Marketing Services	\$45,000	2/10/14	4/1/16	MBE: Best Effort	100%	\$45,000		Y	Y
					WBE: Best Effort			100%		
					DSBE:			\$45,000		
Simon PR	Marketing Consultant	\$35,000	2/10/14	4/1/16	MBE: Best Effort				Y	Y
					WBE: Best Effort	100%	\$35,000	100%		
					DSBE:			\$35,000		

**PHILADELPHIA DEPARTMENT OF PARKS AND RECREATION – EMPLOYEE DATA**

<b>Staff Demographics (as of January 2016)</b>					
<b>Full-Time Staff</b>			<b>Executive Staff</b>		
	<b>Male</b>	<b>Female</b>		<b>Male</b>	<b>Female</b>
	<b>African-American</b>	<b>African-American</b>		<b>African-American</b>	<b>African-American</b>
<i>Total</i>	194	73	<i>Total</i>	0	4
<i>% of Total</i>	31.6%	11.9%	<i>% of Total</i>	0.0%	44.4%
<i>Average Salary</i>	\$40,575	\$46,139	<i>Average Salary</i>	N/A	\$99,950
<i>Median Salary</i>	\$36,360	\$41,354	<i>Median Salary</i>	N/A	\$95,300
	<b>White</b>	<b>White</b>		<b>White</b>	<b>White</b>
<i>Total</i>	245	83	<i>Total</i>	2	2
<i>% of Total</i>	40.0%	13.5%	<i>% of Total</i>	22.2%	22.2%
<i>Average Salary</i>	\$47,849	\$56,369	<i>Average Salary</i>	\$96,502	\$130,000
<i>Median Salary</i>	\$44,039	\$56,501	<i>Median Salary</i>	\$96,502	\$130,000
	<b>Hispanic</b>	<b>Hispanic</b>		<b>Hispanic</b>	<b>Hispanic</b>
<i>Total</i>	17	4	<i>Total</i>	0	0
<i>% of Total</i>	2.8%	0.7%	<i>% of Total</i>	0.0%	0.0%
<i>Average Salary</i>	\$40,127	\$54,998	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$40,953	\$54,520	<i>Median Salary</i>	N/A	N/A
	<b>Asian</b>	<b>Asian</b>		<b>Asian</b>	<b>Asian</b>
<i>Total</i>	3	0	<i>Total</i>	0	1
<i>% of Total</i>	0.5%	0.0%	<i>% of Total</i>	0.0%	11.1%
<i>Average Salary</i>	\$39,191	N/A	<i>Average Salary</i>	N/A	\$115,000
<i>Median Salary</i>	\$41,499	N/A	<i>Median Salary</i>	N/A	\$115,000
	<b>Other</b>	<b>Other</b>		<b>Other</b>	<b>Other</b>
<i>Total</i>	3	1	<i>Total</i>	0	0
<i>% of Total</i>	0.5%	0.2%	<i>% of Total</i>	0.0%	0.0%
<i>Average Salary</i>	\$36,482	\$56,501	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$36,482	\$56,501	<i>Median Salary</i>	N/A	N/A
	<b>Bi-lingual</b>	<b>Bi-lingual</b>		<b>Bi-lingual</b>	<b>Bi-lingual</b>
<i>Total</i>	21	6	<i>Total</i>	0	1
<i>% of Total</i>	3.4%	1.0%	<i>% of Total</i>	0.0%	11.1%
<i>Average Salary</i>	\$43,964	\$55,571	<i>Average Salary</i>	N/A	\$115,000
<i>Median Salary</i>	\$40,953	\$53,500	<i>Median Salary</i>	N/A	\$115,000
	<b>Male</b>	<b>Female</b>		<b>Male</b>	<b>Female</b>
<i>Total</i>	462	161	<i>Total</i>	2	7
<i>% of Total</i>	74.2%	25.8%	<i>% of Total</i>	22.2%	77.8%
<i>Average Salary</i>	\$44,375	\$51,756	<i>Average Salary</i>	\$96,502	\$110,686
<i>Median Salary</i>	\$40,953	\$48,932	<i>Median Salary</i>	\$96,502	\$108,534

**PHILADELPHIA DEPARTMENT OF PARKS AND RECREATION  
APPENDIX (Other Relevant Data and Charts)**

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**Number of Bilingual Employees (as of January 2016)**

	Spanish	Greek	Hindi	Gujarati	German	Polish	Hebrew
Programs	4	1			1		1
Administration			3	3			
Operations	17					1	
<b>Total - All Divisions</b>	<b>21</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Total - # of Bilingual Employees</b>	<b>28</b>						
<b>Total - # of Languages Spoken</b>	<b>7</b>						