

May 18, 2016

ROCHELLE L. CAMERON, CPA
CHIEF EXECUTIVE OFFICER

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19110

Dear Council President Clarke:

This letter is in response to questions raised at the May 2, 2016 hearings before the Committee of the Whole on Mayor Kenney's proposed FY17 operating budget. At this hearing, the following questions were asked:

COUNCIL PRESIDENT DARRELL CLARKE

What is the minority count among your exempt employees?

The Division of Aviation currently has 3 minority exempt employees. In total, the Division has 6 female exempt employees and 6 male employees for a total of 12 exempts.

Please provide the requirements for the positions that the Airport has been unable to fill.

In addition to the job-specific requirements outlined below, in accordance with Federal Transportation Security Regulations, the City of Philadelphia requires that job applicants submit to an FBI Criminal Background check. Any offer of employment with the Division of Aviation would also be contingent upon a candidate successfully passing the necessary Civil Service clearances which include: Job Related Medical Evaluation, including a physical and urinalysis; Tax Compliance and City Indebtedness; and an Employment Background Check. Examples & additional job specific requirements include:

**HVAC Mechanic 2
Specific Requirements**

- Completion of the 12th grade of high school **OR** HVAC trades program
- Four years of HVAC Service /Installation experience in a commercial and industrial HVAC systems
- HVAC certified
- Valid Driver's License

**Stationary Engineer
Specific Requirements**

- Education equivalent to completion of the 12th grade of high school
- Three years' experience maintaining high-tonnage pressure boilers and chiller systems in a large physical plant facility
- Valid Driver's License and Stationary Engineer Licenses/certification

Industrial Electrician Specific Requirements

- Education equivalent to completion of the 12th grade of high school
- Two years of experience installation and repair of electrical systems. One year of experience performing electrical work on high voltage equipment in a large industrial or city facility
- Valid Driver's License

Electronic Technician Specific Requirements

- Completion of the 12th grade of high school **OR** completion of a trades program
- 2 years of work experience maintaining and repairing electronic equipment.
- Possession of a valid general radio telephone operator's license and Driver's License.

Window Washer Specific Requirements

- One year of Custodial work experience which includes six months of washing windows at a considerable height above the ground level.
- Valid Driver's License.

COUNCILMAN ALLAN DOMB

From FY15 to FY16, there was a significant increase in Purchase of Services. Why did this increase occur?

The substantial increase in FY16 appropriations for the class 200 category was needed to provide sufficient resources to operate and maintain the 3.1-million square foot terminal complex and 2,370-acre Philadelphia International Airport site, as well as Northeast Philadelphia Airport. The increase was primarily due to an escalation of services as a result of the growth in the complex through new and expanded facilities. Additional funding was need to:

- 1) Continue the Terminal F Expansion and Renovation Project. The new baggage claim and security checkpoint is expected to be finished in the summer of 2016.
- 2) Make progress on all approved Capacity Enhancement Program projects, such as the Stage One Airfield Project, Terminal Modernization Program, and Consolidated Rental Car Facility.
- 3) Implement additional improvements to improve the passenger experience through expanded amenities such as the Arts & Exhibition program, comfort areas, new way-finding signage, digital media, and new and innovative concessions.
- 4) Utilize existing capital funding to rehabilitate aging portions of the terminal facilities. The focus is on bathrooms, roofs, glass replacement, mechanical rooms and other infrastructure needs

In addition, the Division of Aviation was in preparations for the Papal Visit that took place in September 2015 and the Democratic National Convention, which will be held in July 2016. The Airport's preparations for such visits include security areas and aesthetic enhancements. Both



events bring increased domestic and international travel activity, which should also bolster revenue.

COUNCILMAN CURTIS JONES

What, specifically, is being done to ensure that subcontractors are complying with living wage requirements?

In addition to its direct review of contracts and subcontracts, PHL has engaged with the Mayor's Office of Labor to ensure that subcontractors are complying with the City's living wage requirements. The Office of Labor Standards, a division of MOL, conducted an audit of airport subcontractors in early 2016 focusing on certified payrolls and on private interviews with front-line staff such as baggage handlers and wheelchair attendants. In the course of conducting this audit, OLS did not find any evidence of non-compliance with the City's Living Wage Ordinance among subcontractors at PHL.

The Mayor's Office of Labor has also been present to observe employee walk-backs and ensure that employees of subcontractors were not retaliated against for exercising their right to freedom of speech.

Sincerely,

A handwritten signature in blue ink that reads "Rochelle L. Cameron".

Rochelle L. Cameron, CPA
Chief Executive Officer
Philadelphia International Airport