

**DEPARTMENT OF PUBLIC HEALTH  
FISCAL YEAR 2020 BUDGET TESTIMONY  
APRIL 23, 2019**

**INTRODUCTION**

Good Morning, President Clarke and Members of City Council. I am Dr. Thomas Farley, Health Commissioner. Joining me today are Jane Baker, Chief of Staff, and Sami Jarrah, Chief Operating Officer. I am pleased to provide testimony on the Department of Public Health's Fiscal Year 2020 Operating Budget.

**DEPARTMENT MISSION & PLANS**

**Mission:** The Department of Public Health (DPH) promotes and protects the health of every Philadelphian and provides a safety net for the most vulnerable.

**Plans for Fiscal Year 2020:** In Fiscal Year 2020, the department plans to undertake the following work to improve the health of all Philadelphians:

- **Administration and Support** will strengthen and better coordinate internship programs to identify and recruit highly qualified future employees and to increase the diversity of the department.
- **AIDS Activities Coordinating Office** will work toward its goal of decreasing the number of new HIV diagnoses from 540 in 2015 to 500 in FY20 by increasing viral suppression among people living with HIV and increasing access to HIV pre-exposure prophylaxis for those at risk of exposure to HIV.
- **Air Management Services** will strengthen local air pollution monitoring efforts by measuring pollutant levels in 50+ sites across the city and will aim to publish its first report on these data in FY20. The program will inspect and enforce new dust monitoring regulations to improve air quality.
- **Ambulatory Health Services** will use a quality improvement approach to increase the percent of patients seen in City health centers with hypertension whose blood pressure is controlled (less than 140/90) from 60-65% to 70%. In addition, the program will also focus on increasing services for patients who lack primary care access by opening a new City health center in the next few years.
- **Chronic Disease and Injury Prevention** will continue its implementation of tobacco regulations in order to reduce smoking prevalence from 22% to 18% among adults (age 18 and older) by 2021. It will also focus on halting the increase in adult obesity and decreasing obesity among public school children ages 5 to 18 years through policies and programs. Lastly, the program will strengthen its programming related to injury prevention with a focus on preventing gun violence and injuries from car crashes.
- **Disease Control** will improve emergency preparedness by increasing Department-wide participation in emergency response drills, and will increase influenza immunization rates for children. The program will also work with the Philadelphia Resilience Project to increase the proportion of individuals with chronic hepatitis C virus infection who complete treatment.
- **Environmental Health Services** will continue to conduct inspections of, and enforce regulations for, food service establishments, swimming pools, tattoo parlors, and other facilities, while meeting the increased demand for public event inspections.

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- **Health Analysis, Information and Strategy** will work to achieve re-accreditation by the national Public Health Accreditation Board. This program will continue to reduce opioid prescribing, expand Medication-Assisted Therapy, and promote the use of naloxone to reduce the number of people who are addicted to opioids and the number who die of drug overdose. The program will issue reports on several topics, including the annual Health of the City Report.
- **Health Systems** operates the Philadelphia Nursing Home and Riverview, both of which provide services for vulnerable Philadelphians. This program will implement facility improvements to improve resident experiences.
- **Lead and Healthy Homes** will expand efforts to prevent childhood lead poisoning through improved enforcement, education, and outreach, along with remediation of properties that have lead contamination. By 2021, this program will reduce the number of childhood asthma hospital emergency department visits per year from 6,000 to 4,000 through expanded home-based interventions to reduce asthma triggers.
- **Maternal, Child and Family Health** will continue to provide important services to support women, children and families in Philadelphia. By the end of FY21, this program will establish a centralized intake system for infant and toddler home-visiting programs.
- **Medical Examiner's Office** will continue to provide death investigation services and will provide actionable data on the impact of the opioid epidemic on Philadelphians. The program will expand its toxicology capacity by onboarding an expert toxicologist as part of the Philadelphia Resilience Project, the citywide emergency response focused on Kensington and surrounding neighborhoods at the epicenter of the opioid epidemic.
- **Public Health Laboratory** will continue to provide core, state-of-the-art laboratory functions to test for disease outbreaks, illnesses, and other threats to public health. The program will complete its move to a new site from its current location at 500 South Broad Street.

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**BUDGET SUMMARY & OTHER BUDGET DRIVERS**

<b>Staff Demographics Summary (as of November 2018): All Funds</b>				
	Total <sup>1</sup>	Minority	White	Female
Number of Full-Time Staff	901	695	206	640
Number of Exempt Staff	20	13	7	14
Number of Executive Staff (deputy level and above)	5	2	3	2
Average Salary, Full-Time Staff	\$60,888	\$57,976	\$70,711	\$60,396
Average Salary, Exempt Staff	\$67,705	\$63,158	\$76,149	\$62,602
Average Salary, Executive Staff	\$155,244	\$137,625	\$166,899	\$170,524
Median Salary, Full-Time Staff	\$47,783	\$46,004	\$57,962	\$46,504
Median Salary, Exempt Staff	\$48,980	\$40,000	\$57,960	\$48,980
Median Salary, Executive Staff	\$141,625	\$137,625	\$169,950	\$170,524

<b>Employment Levels (as of November 2018): All Funds</b>		
	Budgeted in FY19	Filled as of the Increment Run (11/18) <sup>1</sup>
Number of Full-Time Positions	1,050	901
Number of Part-Time Positions	N/A <sup>2</sup>	64
Number of Exempt Positions	20	20
Number of Executive Positions (deputy level and above)	5	5
Average Salary of All Full-Time Positions	\$62,526	\$60,888
Median Salary of All Full-Time Positions	\$55,336	\$47,783

<sup>1</sup> The Department employs a small number of employees who are paid fully or partially by the Department of Public Health but use position titles in other City departments. As such, the total number of positions differs slightly from the budgeted numbers in the full budget.

<sup>2</sup> For the annual budget, part-time positions are budgeted for funding amount but not number of positions.

<b>General Fund Financial Summary by Class</b>						
	FY18 Original Appropriations	FY18 Actual Obligations	FY19 Original Appropriations	FY19 Estimated Obligations	FY20 Proposed Appropriations	Difference: FY20-FY19
Class 100 - Employee Compensation	\$54,454,436	\$54,999,157	\$54,853,461	\$56,262,472	\$58,328,165	\$2,065,693
Class 200 - Purchase of Services	\$73,897,713	\$72,749,714	\$92,882,896	\$74,882,896	\$89,824,827	\$14,941,931
Class 300/400 - Materials, Supplies & Equipment	\$7,509,918	\$6,951,555	\$8,397,518	\$8,397,518	\$6,769,148	(\$1,628,370)
Class 500 - Contributions	\$0	\$37,422	\$0	\$0	\$0	\$0
Class 800 - Payment to Other Funds	\$500,000	\$500,000	\$500,000	\$500,000	\$4,500,000	\$4,000,000
	<b>\$136,362,067</b>	<b>\$135,237,848</b>	<b>\$156,633,875</b>	<b>\$140,042,886</b>	<b>\$159,422,140</b>	<b>\$19,379,254</b>

<b>Contracts Summary (Professional Services only)</b>						
	FY14	FY15	FY16	FY17	FY18	FY19 YTD (Q1 & Q2)
Total amount of contracts	\$6,098,748	\$7,009,296	\$5,452,741	\$5,460,537	\$5,759,002	\$2,394,627
Total amount to M/W/DSBE	\$2,392,181	\$2,259,576	\$2,405,001	\$3,948,193	\$1,389,266	\$860,464
Participation Rate	39%	32%	44%	72%	24%	36%

<b>Total M/W/DSBE Contract Participation Goal (Public Works; Services, Supplies &amp; Equipment; and Professional Services combined)</b>			
	FY18	FY19	FY20
M/W/DSBE Contract Participation Goal	30%	40%	32%

## **PROPOSED BUDGET OVERVIEW**

### **Proposed Funding Request:**

The proposed Fiscal Year 2020 General Fund budget totals \$159,422,140, an increase of \$19,379,254 over Fiscal Year 2019 estimated obligation levels. This increase is primarily due to increased expenditures associated with corresponding Medicaid revenue.

The proposed budget includes:

- \$58,328,165 in Class 100, a \$2,065,693 increase over FY19. This funding will enable the Department to maintain its existing staff, fund union negotiated salary increases, and hire additional air pollution and asbestos inspectors and a new toxicologist in the Medical Examiner's Office to respond to Philadelphia's opioid overdose epidemic. Almost all new positions are offset through new revenue.
- \$89,824,827 in Class 200, a \$14,941,931 increase over FY19. This funding will enable the Department to participate in a Medicaid intergovernmental transfer program with the Commonwealth of Pennsylvania that will generate corresponding revenue that offsets increased expenditures.
- \$6,769,148 in Class 300/400, a \$1,628,370 decrease from FY19. This funding will enable purchasing of naloxone, the opioid overdose reversal drug.
- \$4,500,000 in Class 800, a \$4,000,000 increase over FY19. This funding will support capital expenditures at the Philadelphia Nursing Home and a new City health center to meet primary care needs in underserved areas of Philadelphia.

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**STAFFING LEVELS**

The department is requesting 1,025 budgeted positions (All Funds) for FY20, a decrease of 25 positions from FY19 budgeted levels.

The decrease is attributed to reductions in grant and outside funding (30 fewer positions) and offset by an additional 5 positions for 25 fewer positions overall. This position level more closely aligns budgeted positions with filled positions.

**NEW HIRES**

New Hires (from 7/1/2018 to 11/25/18)											
	Total Number of New Hires	French	Cantonese	Spanish	Hindi	Malayalam	Mandarin	Vietnamese	Arabic	Albanian	Tagalog
Black or African American	22	1							1		
Asian	14	2	4		2	2	2	1			1
Hispanic or Latino	2			2							
White	10	1								1	
Other	1										
Total	49	4	4	2	2	2	2	1	1	1	1

From December 1, 2018 through April 15, 2019, the Department has filled 8 additional vacant positions.

**PERFORMANCE, CHALLENGES, AND INITIATIVES**

**ADMINISTRATION AND SUPPORT PROGRAM**

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Implement internship program tracking system for the department.</li> <li>Successfully implement the OnePhilly program (the City’s new integrated human resources, payroll, time and attendance, benefits, and pensions system) in the department.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Percent of fleet vehicles compliant with preventive maintenance schedule	97.8%	98.0%	≥ 90.0%	≥ 90.0%
Median number of days to conform department draft contract	43	51	50	50

<sup>1</sup> FY18 was the first full fiscal year that DPH used DocuSign. The median number of days has increased while the department implements training widely and integrates new processes.

**AIDS ACTIVITIES COORDINATING OFFICE (AACO) PROGRAM**

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Continue HIV testing and screening, increasing the rate of HIV testing among people who inject drugs by 3%, with a focus on the Kensington neighborhood, in support of the Philadelphia Resilience Project.</li> <li>Initiate an evidence-based education campaign focused on pre-exposure prophylaxis with anti-viral drugs.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Number of new HIV diagnoses <sup>1</sup>	495	214	550	500
Number of clients served by department-funded Ryan White outpatient ambulatory health system in Philadelphia <sup>2</sup>	11,870	11,824	11,850	12,000

<sup>1</sup> Being below the target is the Department’s goal. Lower numbers mean less HIV in Philadelphia communities. The Department analyzes HIV diagnoses monthly by demographic and geospatial characteristics, and using best practice measurements did not identify a statistically significant increase. The Department continues to monitor HIV diagnoses closely.

<sup>2</sup> This is a cumulative measure.

**AIR MANAGEMENT SERVICES (AMS) PROGRAM**

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Work in partnership with Sustainability, the Office of Fleet Management, and other City agencies to advocate for grant investments from the Commonwealth of Pennsylvania’s Volkswagen settlement funds to replace polluting vehicles and equipment.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Number of calendar days with air quality index rating of 100 or below <sup>1</sup>	356	178	350	353

<sup>1</sup> AQI is influenced negatively by high temperatures, and the Department is not able to predict with certainty if higher temperatures will be sustained. An AQI of 100 or below constitutes “good” or “moderate” air quality conditions. Estimates are based on air quality engineers’ approximations.

## AMBULATORY HEALTH SERVICES (AHS) PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Plan for new health center site in northeast Philadelphia, in order to address primary care shortage in that part of the City.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Percentage of visits uninsured <sup>1</sup>	40.4%	41.2%	41.0%	40.0%
Number of patient visits at department-run ambulatory health centers <sup>2</sup>	335,937	176,544	320,000	322,000
Percent of patients ages 18-84 with a diagnosis of hypertension who have controlled blood pressure	66.6%	68.2%	70.0%	70.0%

<sup>1</sup> Philadelphia's rate of uninsured visits remained stable from FY19 Q1 to FY19 Q2 as the Affordable Care Act (ACA) continues to support Medicaid.

<sup>2</sup> FY19 Q2 is up slightly from FY19 Q1 and up significantly from FY18 Q2, a clear indicator of increased services.

## CHRONIC DISEASE AND INJURY PREVENTION PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Implement gun violence prevention programs and policy recommendations in partnership with other City agencies to reduce preventable gun deaths</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Youth tobacco sales compliance <sup>1</sup>	71.6%	64.5%	78.5%	78.5%

<sup>1</sup> The City has seen an increase in sales of tobacco to youth despite an increased number of youth compliance checks and increased enforcement. The Department has identified process improvement opportunities to increase repeat compliance checks within 30-90 days of retailer failure.

## DISEASE CONTROL PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Expand immunization requirements for daycares in the city, improving preventable morbidity among children.</li> <li>Update the City's pandemic influenza preparedness plan in collaboration with partners.</li> <li>Increase the Department of Public Health staff's emergency activation response rate through its emergency notification system.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Children 19-35 months with complete immunizations 4:3:1:3:3:1 <sup>1</sup>	81%	77%	79%	79%
Number of patient visits to department-run STD clinics	21,758	10,366	21,000	21,000
Number of high school students who are tested for a sexually transmitted disease through the school screening program	11,037	4,601	10,000	10,000

<sup>1</sup> This measure comes from a national telephone survey administered annually by the Centers for Disease Control and Prevention (CDC). The department uses Philadelphia respondents' data only. Data is subject to recall bias, and quarterly measures may fluctuate because of the small number of people surveyed.

<sup>2</sup> Health Center 1 relocated in December 2018 and thus had a few days of reduced hours, which resulted in decreased visits. The clinic is now relocated to its new site.

<sup>3</sup> Q1 includes July and August when school is not in session, therefore counts are low during that period.

### ENVIRONMENTAL HEALTH SERVICES (EHS) PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Decrease the time it takes for restaurants and food establishments to open in Philadelphia, while maintaining high rates of satisfaction and assuring strong food safety protocols in collaboration with the Commerce Department, 311, the Department of Licenses + Inspections, and others.</li> <li>Improve management and enforcement of volunteer organizations offering to feed homeless Philadelphians to assure clean and sanitary conditions in the Kensington neighborhood.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Number of months between food establishment inspections	13.9	10.8	12.0	12.0

<sup>1</sup> There has been significant improvement from FY18 Q2 when the program expanded hiring to improve this measure.

### HEALTH ANALYSIS, INFORMATION AND STRATEGY PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Increase distribution of naloxone and monitor its success citywide.</li> <li>Successfully support the Public Health Laboratory in its facility move from 500 South Broad Street.</li> <li>Create and broadly distribute a 2019 Health of the City Report and a report on the health of children in Philadelphia.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Number of department digital media views per month	1,174,911	2,265,325	1,100,000	1,200,000

### HEALTH SYSTEMS PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Conduct two performance audits to identify areas of improvement for Philadelphia Nursing Home residents.</li> <li>Issue report on primary care access.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Philadelphia nursing home average daily census <sup>1</sup>	373	348	380	350

<sup>1</sup> The nursing home's census varies at any given time but has declined due to deaths and a greater state focus on maintaining residency in the community.

### LEAD AND HEALTHY HOMES (LHH) PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Increase lead-safe certificates to assure safe housing is available for low-income families in vulnerable neighborhoods.</li> <li>Increase inspection and outreach efforts for families impacted by lead and in need of property remediation services.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Reported number of children under age 6 years with new lead exposure, defined as elevated blood level of 5 micrograms per deciliter (µg/dL) <sup>1</sup>	1,777	889	2,200	2,000

<sup>1</sup> The goal is for fewer children to be exposed to lead. Increases in testing can increase this number, even if the number of children exposed is declining.



### MATERNAL, CHILD AND FAMILY HEALTH (MCFH) PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Implement <i>A Running Start – Health</i>, a community-based, city-wide plan to improve the health of young children, and assess its success through process and outcome measures.</li> <li>Develop a plan to expand standardized screening for development delays in children under age five.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Percent of women initiating breastfeeding <sup>1</sup>	81.8%	82.1%	81.5%	81.5%

<sup>1</sup> This is a rolling average and tracks the percent of women within the City who indicated their child was ever breastfed or fed breast milk prior to hospital discharge. Unknown and missing values are excluded from calculation.

### MEDICAL EXAMINER’S OFFICE (MEO) PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Convene an Opioid Death Review Team in partnership with the Department’s Opioids unit.</li> <li>Complete a Maternal Mortality Death Report.</li> <li>Participate in the planning of MEO’s facility move to 400 North Broad Street.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Percent of all cases with autopsy reports issued within 90 calendar days <sup>1</sup>	96.5%	92.5%	≥ 90.0%	≥ 90.0%
Number of death cases investigated <sup>2</sup>	3,269	1,745	N/A	

<sup>1</sup> The 90% goal is DPH’s requirement for accreditation. Vacancies and several new staff members not yet at full productivity has reduced the toxicology laboratory’s overall productivity. As staff gain proficiency, productivity will increase over several months. Increased overdose deaths requires more toxicology testing, which is required to be completed before autopsy reports can be finalized.

and an increase in caseload associated with the opioid crisis has resulted in a decrease in FY19 Q2. Increased overdose deaths requires more toxicology testing, which is required to be completed before autopsy reports can be finalized.

<sup>2</sup> This is a workload measure reflecting statutorily-required death investigations.

### PUBLIC HEALTH LABORATORY PROGRAM

FY20 Strategic Goals				
<ul style="list-style-type: none"> <li>Identify space and timeline for relocation of laboratory services from 500 South Broad Street facility.</li> <li>Offer buprenorphine testing to support the provision of MAT services at the City’s Health Center 6.</li> </ul>				
FY20 Performance Measures				
Measure	FY18 Actual	FY19 YTD (Q1 + Q2)	FY19 Target	FY20 Target
Number of diabetes blood sugar tests performed	14,328	7,769	14,000	14,000

## **OTHER BUDGETARY IMPACTS**

### **Federal and State (Where Applicable)**

The Department of Public Health receives funding from federal and state governments in several ways:

- directly from the federal government, such as grants from the Centers for Disease Control and Prevention (CDC), the Environmental Protection Agency (EPA), the Health Resources and Services Administration (HRSA), and the Department of Housing and Urban Development (HUD);
- indirectly through the state, such as CDC “pass-through” grants;
- direct funding through the Commonwealth’s Department of Health, Department of Environmental Protection, and other agencies;
- fee-for-service payments through state-federal shared programs, such as Medicaid payments; and
- through other city agencies, such as the Mayor’s Office of Community Empowerment and Opportunity’s Community Services Block Grant funding.

The department cannot speculate what will happen with the federal or state budgets, but we work closely with the Mayor’s Office and with relevant public health and health care associations to advocate for continued funding. Further weakening of the Affordable Care Act, as proposed by President Trump’s administration, would impact the department’s revenue projections, specifically for Medicaid services mostly delivered through the City’s eight health centers.

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CONTRACTING EXPERIENCE

M/W/DSBE Participation on Large Professional Services Contracts with For-Profit Vendors											
Top Five Largest Contracts over \$34,000 for FY19											
Vendor Name	Brief Description of Service Provided	Dollar 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 % Participation - All DSBEs	Total \$ Value Participation - All DSBEs	Is This a Local Business? (principal place of business located within City limits) [yes / no]	Does the Vendor Have a Waiver for Living Wage Compliance? [yes / no]
General Healthcare Resources, LLC	Nursing services at Riverview	\$621,000	4/11/2017	7/1/2018	MBE: Best Efforts		\$0	0%	\$0	no	no
					WBE: Best Efforts		\$0				
					DSBE: Best Efforts		\$0				
Bandujo Advertising + Design	Media campaigns	\$385,000	1/5/2018	7/1/2018	MBE: 33-36%	100%	\$385,000	100%	\$385,000	no	no
					WBE: 33-36%		\$0				
					DSBE: N/A		\$0				
AB+C Creative Intelligence	Media campaigns	\$270,000	1/5/2018	7/1/2018	MBE: 33-36%	6%	\$16,875	6%	\$16,875	no	no
					WBE: 33-36%		\$0				
					DSBE: N/A		\$0				
Center City Healthcare, LLC	Hospital Referrals	\$200,000	N/A <sup>1</sup>	7/1/2018	MBE: N/A		\$0	0%	\$0	yes	no
					WBE: N/A		\$0				
					DSBE: N/A		\$0				
Group 6 Healthcare Consulting and Management, LLC	PNH patient care monitoring	\$110,000	5/21/2015	7/1/2018	MBE: 1-3%		\$0	100%	\$110,000	no	no
					WBE: 1-3%	100%	\$110,000				
					DSBE: N/A		\$0				

<sup>1</sup> An RFP is not required because this is the only hospital (Hahnemann, formerly Tenet) in the geographic vicinity required for Health Center 6 and Strawberry Mansion Health Center.

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Non-Profit Vendor Demographics		
Fairmount Long Term Care	Minority %	Female %
Workforce	88%	78%
Executive	29%	86%
Board	75%	25%
Health Federation of Philadelphia	Minority %	Female %
Workforce	63%	84%
Executive	17%	83%
Board	53%	67%
Public Health Mgmt. Corp.	Minority %	Female %
Workforce	72%	77%
Executive	52%	81%
Board	52%	43%
PMHCC, Inc.	Minority %	Female %
Workforce	100%	70%
Executive	33%	67%
Board	38%	63%
Thomas Jefferson University <sup>1</sup>	Minority %	Female %
Workforce	37%	58%
Executive	22%	56%
Board	5%	18%

<sup>1</sup> Jefferson University Physicians did not submit data. TJU data was used in its place because they are related.

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**EMPLOYEE DATA**

<b>Staff Demographics (as of November 2018)</b>					
<b>Full-Time Staff</b>			<b>Executive Staff</b>		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	123	413	<i>Total</i>	1	1
<i>% of Total</i>	14%	46%	<i>% of Total</i>	20%	20%
<i>Average Salary</i>	\$55,613	\$55,094	<i>Average Salary</i>	\$141,625	\$133,900
<i>Median Salary</i>	\$45,358	\$45,358	<i>Median Salary</i>	\$141,625	\$133,900
	White	White		White	White
<i>Total</i>	82	124	<i>Total</i>	2	1
<i>% of Total</i>	9%	14%	<i>% of Total</i>	40%	20%
<i>Average Salary</i>	\$68,429	\$72,221	<i>Average Salary</i>	\$146,775	\$207,149
<i>Median Salary</i>	\$56,876	\$57,962	<i>Median Salary</i>	\$146,775	\$207,149
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	11	30	<i>Total</i>	0	0
<i>% of Total</i>	1%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$55,229	\$52,748	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$44,533	\$44,533	<i>Median Salary</i>	N/A	N/A
	Asian	Asian		Asian	Asian
<i>Total</i>	40	62	<i>Total</i>	0	0
<i>% of Total</i>	4%	7%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$69,353	\$74,000	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$55,475	\$72,742	<i>Median Salary</i>	N/A	N/A
	Other	Other		Other	Other
<i>Total</i>	5	11	<i>Total</i>	0	0
<i>% of Total</i>	1%	1%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$74,976	\$70,318	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$57,964	\$66,127	<i>Median Salary</i>	N/A	N/A
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	44	90	<i>Total</i>	0	0
<i>% of Total</i>	5%	10%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$73,636	\$75,149	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$64,684	\$72,742	<i>Median Salary</i>	N/A	N/A
	Male	Female		Male	Female
<i>Total</i>	261	640	<i>Total</i>	3	2
<i>% of Total</i>	29%	71%	<i>% of Total</i>	60%	40%
<i>Average Salary</i>	\$62,100	\$60,396	<i>Average Salary</i>	\$145,058	\$170,524
<i>Median Salary</i>	\$50,611	\$46,504	<i>Median Salary</i>	\$141,625	\$170,524

**LANGUAGE ACCESS**

**1. Has your leadership received language access training?**

Yes, the Department’s leadership was trained when the plan was implemented in 2016 and every other year thereafter. New staff members are trained within 10 days of hire. The entire Department provides updates to the language access policy and related protocols to all staff within 10 days of adoption. The Department also provides cultural competency training as well as specialized training regarding the use of interpreters and translators to all staff members with regular interaction with individuals with limited English proficiency.

**2. Do you currently have a language access coordinator?**

The language access coordinator for Ambulatory Health Services is Vanessa Johnson. Ambulatory Health Services is by far the largest user of language access services for the Department of Public Health. All of the other budgetary programs in the Department also have language access liaisons to provide assistance on language access.

**3. Has your department written a language access plan and is it posted online?**

Yes, and it can be found at: <https://beta.phila.gov/documents/language-access-plans/>.

**4. Explain what your department has done to improve language access services over the past year.**

The Department of Public Health has provided training for all direct service divisions in keeping with Mayor Kenney’s executive order for language access services. The department has designated language access liaisons for each program; the liaisons’ responsibility is to ensure that clients’ and patients’ language access service needs are appropriately coordinated to remove barriers in accessing care.

The department provides many direct services including:

- Ambulatory outpatient medical care and dental services;
- Care and prevention services for tuberculosis, sexually transmitted diseases, hepatitis, and HIV/AIDS;
- Care and prevention services focused on maternal, child, and family care;
- Lead home inspections; and
- Restaurant and food establishment inspections.

The department provides in-person and telephonic translation as well as interpretation services for people with LEP (Limited English Proficiency) and ESL (English as Second Language). The department works to assure language access for all patients and clients.