

**OFFICE OF INNOVATION AND TECHNOLOGY
FISCAL YEAR 2023 BUDGET TESTIMONY
APRIL 20, 2022**

INTRODUCTION

Good Afternoon, President Clarke and Members of City Council. I am Mark Wheeler, Chief Information Officer. Joining me today are Sandra Carter, Chief Operating Officer and Chris Donato, Chief Financial Officer. I am pleased to provide testimony on the Office of Innovation and Technology's Fiscal Year 2023 Operating Budget.

DEPARTMENT MISSION & PLANS

Mission: The Office of Innovation and Technology (OIT) provides technology that allows City of Philadelphia employees do their work more efficiently and deliver effective, and easy to use digital services to the public. OIT delivers services to automate and simplify business processes, provides governance on information technology (IT) architecture and offers multi-media, user experience, content design, location-based (GIS), data/analytics, innovation consulting, and software development services. OIT is responsible for the citywide information and cyber security and leads Philadelphia's smart city and digital equity efforts. Finally, the office oversees major technology project implementations and supports the bulk of the City's technology assets.

Plans for Fiscal Year 2023:

Fire Department IT Modernization: OIT, in collaboration with the Fire Department, will implement the next generation of Mobile Data Computers for use by staff in all Fire vehicles. This is part of a larger multi-year effort to modernize all IT solutions supporting the Fire department.

Establish a Digital Forms Program to Improve Means of Data Collection and Resident's Digital Experience: OIT will develop a Digital Forms Program and pilot with 8-10 departments to ensure the City's capacity for building and providing digital forms as a service is well constructed. The program aims to meet a range of functional needs for the variety of information to be collected in the forms and for use by a diverse audience of Philadelphians. OIT plans to train up to 75 percent of pilot departments on new form standards, templates, and protocol to be developed in FY23.

Standup Joint E-911 Call Center Operations at Philadelphia Public Safety Building: OIT will finalize relocation of Police and Fire departments E-911 call center operations to the new, state of the art information technology-equipped, facilities at 400 N. Broad Street while continuously maintaining E-911 services across the city. This relocation includes all of communications center personnel, mission critical information and telecommunications equipment, and 911 emergency services.

Standup an IT Command Center (ITCC) for Improved Incident Response and Coordination: OIT will fully centralize alert monitoring across IT systems and establish a new unit dedicated to 24 x 7 incident management, analysis, and response coordination. The streamlining advisory and communications activities are intended to reduce friction and delays in the response and coordination of IT teams across various incident types.

BUDGET SUMMARY & OTHER BUDGET DRIVERS

Please refer to attached FY23 Budget Hearing Summary Charts in section 1: Staff Demographics Summary, section 2: Employment Levels, section 3: Financial Summary by Class, section 6: Participation Rate and Goal.

PROPOSED BUDGET OVERVIEW

Proposed Funding Request:

The proposed Fiscal Year 2023 General Fund budget totals \$116,730,793, a decrease of \$4,732,835 over Fiscal Year 2022 estimated obligation levels. This net decrease is primarily due to cost of radio replacement for Public Safety entities (Police, Fire, Prisons) that was initiated in FY22, combined with a smaller increase related to additional Class 100 positions.

The proposed budget includes:

- \$32,160,598 in Class 100, a \$5,449,784 increase over FY22. This funding will provide various wage increases, and staff that will develop and support the OPAL Project (FAMIS/ADPICS/ACIS replacement), and additional security related and technical positions. It also includes an additional position to manage SmartCity projects expected to be funded by IJJA grant funding.
- \$73,519,186 in Class 200, a \$60,066 increase over FY22. This funding will support ongoing enterprise-wide IT operations: infrastructure, network, security, digital productivity platforms, mobile devices and telecommunications including EVDO services required for Police and Fire MDC data transmission, software engineering, software licensing, databases and geodata platforms, Channel 64/GovTVPHL, and compliance and auditing of IT controls. This funding will also maintain the City's Emergency 911 System.
- \$11,051,009 in Class 300/400, a \$10,242,685 decrease from FY22. This funding will provide various telecommunications equipment and networking fiber, PC/Laptop refresh, MDC's, along with CAD and other E-911 related hardware for the Philadelphia Public Services Building.

STAFFING LEVELS

The department is requesting 397 budgeted positions for FY23, an increase of 29 positions over FY22.

The increase is primarily attributed to the implementation of project OPAL, the City’s major initiative to redesign the financial, grants, procurement, and supply chain business processes through the replacement of FAMIS, ADPICS, and ACIS. It will also provide funding for Security related and Support Center functions, along with Digital Equity initiatives.

NEW HIRES

Please refer to attached FY23 Budget Hearing Summary Charts in section 8: New Hires Information.

PERFORMANCE, CHALLENGES, AND INITIATIVES

Departmental Services and Solutions

Performance Measure	FY21 Year-End	FY22 Target	FY23 Target
Percentage of all application-related tickets/issues resolved within service level agreement (SLA)	87.7%	85%	85%

FY23 Program Strategic Goals

- OIT will launch a unitary contract for implementation services. Unitary contracts are single contracts awarded to a pool of vendors who are deemed qualified to perform a variety of services as defined by the underlying contract. OIT currently has a unitary contract for IT staff augmentation and another for IT planning and architecture professional services. Launch of a third unitary contract for IT implementation services will allow OIT to more efficiently onboard vendors for smaller implementation projects. It will also create new opportunities for small, local, and MWDBE businesses to work on multiple IT projects under a single contract.
- OIT in collaboration with the Fire Department will implement the next generation of Mobile Data Computers for use by staff in all Fire vehicles. This is part of a larger multi-year effort to modernize all IT solutions supporting the Fire department.
- OIT will establish a monthly internal communication, in the Employee Newsletter email, linking to the relevant resources and reminding employees about emerging technology risks and emphasize cybersecurity best practices in plain language.

Enterprise Services and Digital Solutions

Performance Measure	FY21 Year-End	FY22 Target	FY23 Target
Network availability percentage	99.39%	99.99%	99.99%
Percent of tickets resolved within service level agreement (SLA) terms	81.76%	85.00%	85.00%

FY23 Program Strategic Goals

- OIT will create an enterprise wide, secure single sign-on (SSO) platform for City business applications serving the public. In FY23, OIT will put two additional applications under the SSO platform and improve the user experience and ease of access with a single log-on and authentication process. SSO reduces security vulnerabilities inherent in the standard practice of requiring individual username and passwords for multiple applications, all of which tend to get reused.
- OIT will develop and pilot a Digital Forms Program to ensure the City’s capacity for building and providing digital forms as a service is well constructed. The program aims to meet a range of functional needs for the variety of information to be collected in the forms and for use by a diverse audience of Philadelphians. OIT plans to train up to 75 percent of the pilot departments on new form standards, templates, and protocol to be developed in FY23.
- OIT will centralize alert monitoring across IT systems and establish a new unit dedicated to 24 x 7 incident management, analysis, and response coordination. Streamlining advisory and communications activities is intended to reduce friction and delays in the response and coordination of IT teams across various incident types.

E-911 Administration

Performance Measure	FY21 Year-End	FY22 Target	FY23 Target
Computer-Aided Dispatch (CAD) uptime availability	100.00%	99.99%	99.99%
Percentage of time radio system is not busy. System busies prevent calls from going through to the dispatch center.	100.00%	99.99%	99.99%

FY23 Program Strategic Goals

- Relocation of Police and Fire E-911 call center operations to the new facilities 400 N. Broad Street. This relocation includes all of communications center personnel, mission critical equipment, and 911 emergency services.
- OIT will partner with Pennsylvania State and the southeast regional county government partners to implement the statewide E-911 call delivery solution to Philadelphia and the region.

Unified Communications (UC)

Performance Measure	FY21 Year-End	FY22 Target	FY23 Target
Uptime for video camera (VSS) coverage/network	97.00%	95.00%	95.00%
VoIP-enabled uptime -- initially focus on the five (5) major Center City buildings	98.00%	99.99%	99.99%
Time to resolve telecom incident tickets/issues within service level agreement (SLA)	86.30%	93.00%	93.00%

FY23 Program Strategic Goals

- OIT will finalize migration of departments to the voice over internet protocols (VoIP) platform and SIP environments from old desk phones and work to realize the value of the platform for better management of use, billing, and inventory. SIP is technology to enable caller ID and ensures compliance to E-911 calling standards on VoIP telephone devices and reliability of telecom functionality.
- OIT currently has a two-person team to review, audit and pay an extensive and growing set of telecommunication bills for the City. OIT will pilot the use of A/I to assist the team in identifying and resolving billing errors and to use billing data to optimize contract performance.

OTHER BUDGETARY IMPACTS

Federal and State (Where Applicable)

The City receives funds annually from the Pennsylvania Emergency Management Agency (PEMA). PEMA funds are apportioned to all counties based on a set funding formula that includes a population basis and an average of the last five years of a Public Safety Answering Point's 911 expenses (PSAP, Philadelphia is a single PSAP). The City receives over \$30 million per year and these funds are used solely to support E-911 technology and telecommunication operations for Fire and Police, as required by PEMA. PA Act 12 requires that the PEMA funding formula be reviewed every two years. Should the funding formula change, and potentially reduce the annual funding to Philadelphia, operations and planned expenditures to support E-911 operations for both Police and Fire departments would be negatively impacted, including maintenance and planned upgrades of and enhancements to supportive systems and digital solutions.

CONTRACTING EXPERIENCE

Please refer to attached FY23 Budget Hearing Summary Charts in section 4: Contracts Summary.

EMPLOYEE DATA

Please refer to attached FY23 Budget Hearing Summary Charts in section 7: Staff Demographics.

LANGUAGE ACCESS

- 1. Provide the name of your language access coordinator, the date of your last department training, and a link to the posting of your language access plan.**

OIT's designated language access coordinator is Human Resources Director, Connie Lilly-Pearson. OIT has adopted and follows the overarching Chief Administrative Office's (CAO) Language Access Plan for language services. Date of last training for staff was 2018.

<https://www.phila.gov/documents/language-access-plans/>

- 2. Breakdown new hires and existing staff by race and language. Breakdown how many front-line personnel are trained to provide language access services.**

OIT, as a supporting department, does not have front line staff dedicated to public interactions. Please see table below for new hires and existing staff by race and language.

Please refer to FY23 Budget Hearing Summary Charts section 8: New Hire Information/Language Access.

- 3. How many requests for language access services did your department receive in the past year? How many language access services were delivered by staff? Breakdown language access services provided, by language, including but not limited to the language line, translation of public notices and documents, website language services, and advertisement/publication services.**

Two PHLConnectED press releases were translated into Spanish by the Mayor's Communication Office and the team ran a three-month media campaign that featured radio and social media ads in Spanish.

For Phila.gov, OIT tracks the number and languages of blog posts translated. In 2021, there were a total of 1,129 translation of blog posts into a dozen different languages including Spanish, Mandarin, French, Indonesian, Khmer, and Swahili.

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

In 2021, the PHLConnectED program received requests to translate program materials into four additional languages: Haitian Creole, Urdu, Dari and Somali. OIT worked with the City's contracted translation services to produce these updates. As of today, PHLConnectED program materials are translated into at least 16, and up to 20, different languages.

CLIMATE CHANGE

1. How has climate change affected your department's provision of services?

It has not impacted the services of OIT.

2. How might worsening climate change increase costs and demands for your department?

Increasing temperatures and duration of extreme heating days is estimated to apply more pressure on dedicated cooling systems to properly maintain operable temperatures of the computer data centers and the telecommunications and computer switching equipment in select city buildings. Increased demand on the equipment will likely increase the cost of maintenance and the frequency at which equipment must be replaced. These are not systems that can be reduced during high heating days, but rather require more attention.

3. How does your department intend to mitigate and adapt to climate change?

OIT will continue to dedicate resources to infrastructure management staff who monitor all environmental controls for data center operations and implement routines for maintenance and testing and rely on data from these operations to determine what level of increased maintenance or replacement cycles and budgeting will be needed. Additionally, OIT houses the SmartCityPHL program that is managing four pilot projects in 2022 that support sustainability goals (SmartBlockPHL, Smart Curbside Zones, CircularEconomyPHL, and Smart Trash Collection), and has a collaboration with Office of Sustainability on evaluating electric vehicle charging infrastructure.

1. Staff Demographics Summary

OIT Funded Only

Staff Demographics Summary (as of December 2021)

	Total	Minority	White	Female
Number of Full-Time Staff	405	250	155	154
Number of Exempt Staff	301	173	128	124
Number of Executive Staff (deputy level and above)	7	2	5	2
Average Salary, Full-Time Staff	\$81,058	\$77,442	\$86,891	\$80,108
Average Salary, Exempt Staff	\$84,010	\$80,639	\$88,566	\$82,010
Average Salary, Executive Staff	\$166,214	\$181,500	\$160,100	\$161,250
Median Salary, Full-Time Staff	\$77,446	\$72,546	\$83,355	\$75,000
Median Salary, Exempt Staff	\$78,000	\$75,000	\$83,700	\$75,095
Median Salary, Executive Staff	\$168,000	\$181,500	\$154,500	\$161,250

Including Non-OIT Funded Staff

Staff Demographics Summary (as of December 2021)

	Total	Minority	White	Female
Number of Full-Time Staff	469	284	185	180
Number of Exempt Staff	361	207	154	150
Number of Executive Staff (deputy level and above)	7	2	5	2
Average Salary, Full-Time Staff	\$80,818	\$77,618	\$85,729	\$80,861
Average Salary, Exempt Staff	\$83,210	\$80,355	\$87,048	\$82,585
Average Salary, Executive Staff	\$166,214	\$181,500	\$160,100	\$161,250
Median Salary, Full-Time Staff	\$77,250	\$72,096	\$80,000	\$75,095
Median Salary, Exempt Staff	\$77,500	\$75,000	\$80,000	\$77,125
Median Salary, Executive Staff	\$168,000	\$181,500	\$154,500	\$161,250

2. Employment Levels

OIT Funded Only

Employment Levels (as of December 2021)		
	Budgeted	Filled
Number of Full-Time Positions	495	405
Number of Part-Time Positions	1	1
Number of Exempt Positions	391	301
Number of Executive Positions (deputy level and above)	8	7
Average Salary of All Full-Time Positions	\$81,085	\$81,058
Median Salary of All Full-Time Positions	\$78,829	\$77,446

Including Non-OIT Funded Staff¹

Employment Levels (as of December 2021)		
	Budgeted	Filled
Number of Full-Time Positions	560	469
Number of Part-Time Positions	1	1
Number of Exempt Positions	451	361
Number of Executive Positions (deputy level and above)	8	7
Average Salary of All Full-Time Positions	\$80,879	\$80,818
Median Salary of All Full-Time Positions	\$78,333	\$77,250

¹ Non-OIT funded positions are those positions funded by other City departments to support those departments' IT personnel needs.

3. Financial Summary by Class

Some departments may also want to provide financial summary tables for other funds, such as the Grants Fund. Departments should delete any budget lines that have \$0 in every year (i.e. if a department has no Class 500 appropriations, actuals, or proposed appropriations, the Class 500 row should be deleted).

General Fund Financial Summary by Class						
	FY21 Original Appropriations	FY21 Actual Obligations	FY22 Original Appropriations	FY22 Estimated Obligations	FY23 Proposed Appropriations	Difference: FY23-FY22
Class 100 - Employee Compensation	\$24,163,694	\$24,142,550	\$28,131,196	\$26,710,814	\$32,160,598	\$5,449,784
Class 200 - Purchase of Services	\$75,735,607	\$59,454,030	\$70,697,270	\$73,459,120	\$73,519,186	\$60,066
Class 300/400 - Materials, Supplies & Equipment	\$29,460,827	\$7,091,305	\$11,293,694	\$21,293,694	\$11,051,009	(\$10,242,685)
Class 500 - Contributions		\$70,130				\$0
	\$129,360,128	\$90,758,015	\$110,122,160	\$121,463,628	\$116,730,793	(\$4,732,835)

4. Contracts Summary

This table focuses on large professional services contracts with for-profit vendors.

"Large" is defined as meaning that an RFP was required.

Departments should focus on contracts that have been conformed to date.

Any departments that have large contracts with non-profit providers are encouraged to provide board makeup information in the optional "Non-Profit Vendor Demographics" table below.

M/W/DSBE Participation on Large Professional Services Contracts

Top Five Largest Contracts, FY22

Vendor Name	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	Local Business (principal place of business located within City limits) [yes / no]	Waiver for Living Wage Compliance ? [yes / no]
Fast Enterprises, LLC	Tax System Modernization	\$28,600,021	12/19/2018	8/1/2020	MBE: 6% - 9%	6%	\$1,716,001	10%	\$2,860,002	No	No
					WBE: 4% - 7%	4%	\$1,144,001				
					DSBE: 0%	0%	\$0				
Unitary	IT Staff Augmentation	\$15,000,000	4/9/2019	6/1/2020	MBE: 20% - 25%	34%	\$2,551,249	65%	\$4,918,430.00	Yes - 7/43	No
					WBE: 20% - 25%	31%	\$2,367,181				
					DSBE: 0%	0%	\$0				
The Act-1 Group dba ATIMS	Jail Management System	\$5,080,881	11/18/2019	1/24/2022	MBE: 15% - 20%	100%	\$5,080,881	100%	\$5,080,881	No	No
					WBE: 15% - 20%	0%	\$0				
					DSBE: 0%	0%	\$0				
Cellco Partnership dba Verizon Wireless	Public Safety MDS Svcs	\$3,250,000	2/15/2018	1/1/2019	MBE: 12% - 16%	14%	\$2,782,220	14%	\$2,782,220	No	No
					WBE: 8% - 12%	0%	\$0				
					DSBE: 0%	0%	\$0				
Ciber	Workforce Management System	\$5,137,335	7/29/2013	6/6/2014	MBE: 10% -15%	100%	\$2,574,600	100%	\$2,574,600	No	No
					WBE: 10% - 15%	0%	\$0				
					DSBE: 0%	0%	\$0				

Non-Profit Vendor Demographics		
Community College of Philadelphia	Minority %	Female %
Workforce	47.60%	56.30%
Executive	N/A	N/A
Board	60.00%	46.70%
Temple University	Minority %	Female %
Workforce	42.37%	53.00%
Executive	N/A	N/A
Board	N/A	25.00%
[Non-Profit Vendor's Name]	Minority %	Female %
Workforce		
Executive		
Board		
[Non-Profit Vendor's Name]	Minority %	Female %
Workforce		
Executive		
Board		
[Non-Profit Vendor's Name]	Minority %	Female %
Workforce		
Executive		
Board		

6. Participation Rate and Goal

The Contract Participation Goal table is for **all** contracts (Public Works, SS&E, and Professional Services, combined).

Contracts Summary (Professional Services only)						
	FY19	FY20	FY21	FY22 Year End Estimate	FY23	FY22 YTD (Q1 & Q2)
Total amount of contracts	\$19,880,471	\$30,890,131	\$44,304,952	\$30,642,829	\$44,320,762	\$14,839,924
Total amount to M/W/DSBE	\$5,696,507	\$13,917,788	\$19,571,041	\$14,172,142	\$15,512,267	\$6,860,304
Participation Rate	29%	45%	44%	46%	35%	46%

Total M/W/DSBE Contract Participation Goal (Public Works; Services, Supplies & Equipment; and Professional Services combined)

	FY21	FY22	FY23
M/W/DSBE Contract Participation Goal	30%	30%	35%

7. Staff Demographics

Totals in this table should tie out to numbers in tables 1 and 2 above.

Biracial employees should be included under "Other."

The number of employees who identify as non-binary (i.e. employees who do not identify as either female or male) should be included in the text box below the table, along with salary detail.

OIT Funded Only

Staff Demographics (as of December 2021)

Full-Time Staff		Executive Staff	
Male	Female	Male	Female
African-American		African-American	
<i>Total</i>	77	<i>Total</i>	0
<i>% of Total</i>	19%	<i>% of Total</i>	0%
<i>Average Salary</i>	\$75,741	<i>Average Salary</i>	N/A
<i>Median Salary</i>	\$70,000	<i>Median Salary</i>	N/A
White		White	
<i>Total</i>	99	<i>Total</i>	4
<i>% of Total</i>	24%	<i>% of Total</i>	57%
<i>Average Salary</i>	\$89,064	<i>Average Salary</i>	\$161,500
<i>Median Salary</i>	\$84,278	<i>Median Salary</i>	\$161,250
Hispanic		Hispanic	
<i>Total</i>	20	<i>Total</i>	0
<i>% of Total</i>	5%	<i>% of Total</i>	0%
<i>Average Salary</i>	\$73,611	<i>Average Salary</i>	N/A
<i>Median Salary</i>	\$74,000	<i>Median Salary</i>	N/A
Asian		Asian	
<i>Total</i>	45	<i>Total</i>	0
<i>% of Total</i>	11%	<i>% of Total</i>	0%
<i>Average Salary</i>	\$76,236	<i>Average Salary</i>	N/A
<i>Median Salary</i>	\$74,374	<i>Median Salary</i>	N/A
Other		Other	
<i>Total</i>	10	<i>Total</i>	1
<i>% of Total</i>	2%	<i>% of Total</i>	14%
<i>Average Salary</i>	\$93,976	<i>Average Salary</i>	\$195,000
<i>Median Salary</i>	\$81,678	<i>Median Salary</i>	\$195,000
Bilingual		Bilingual	
<i>Total</i>	40	<i>Total</i>	1
<i>% of Total</i>	10%	<i>% of Total</i>	14%
<i>Average Salary</i>	\$81,110	<i>Average Salary</i>	\$195,000
<i>Median Salary</i>	\$79,167	<i>Median Salary</i>	\$195,000
Male		Male	
<i>Total</i>	251	<i>Total</i>	5
<i>% of Total</i>	62%	<i>% of Total</i>	71%
<i>Average Salary</i>	\$81,642	<i>Average Salary</i>	\$168,200
<i>Median Salary</i>	\$78,333	<i>Median Salary</i>	\$168,000
Female		Female	
<i>Total</i>	67	<i>Total</i>	1
<i>% of Total</i>	17%	<i>% of Total</i>	14%
<i>Average Salary</i>	\$74,377	<i>Average Salary</i>	\$168,000
<i>Median Salary</i>	\$65,000	<i>Median Salary</i>	\$168,000

Detail for non-binary employees, if applicable:

Including Non-OIT Funded Staff

Staff Demographics (as of December 2021)

Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	84	77	<i>Total</i>	0	1
<i>% of Total</i>	21%	19%	<i>% of Total</i>	0%	14%
<i>Average Salary</i>	\$75,351	\$64,718	<i>Average Salary</i>	N/A	\$168,000
<i>Median Salary</i>	\$70,000	\$68,000	<i>Median Salary</i>	N/A	\$168,000
	White	White		White	White
<i>Total</i>	121	64	<i>Total</i>	4	1
<i>% of Total</i>	30%	16%	<i>% of Total</i>	57%	14%
<i>Average Salary</i>	\$87,351	\$82,663	<i>Average Salary</i>	\$161,500	\$154,500
<i>Median Salary</i>	\$82,400	\$78,750	<i>Median Salary</i>	\$161,250	\$154,500
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	22	4	<i>Total</i>	0	0
<i>% of Total</i>	5%	1%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$72,919	\$105,825	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$72,500	\$101,650	<i>Median Salary</i>	N/A	N/A
	Asian	Asian		Asian	Asian
<i>Total</i>	50	28	<i>Total</i>	0	0
<i>% of Total</i>	12%	7%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$75,690	\$84,088	<i>Average Salary</i>	N/A	N/A
<i>Median Salary</i>	\$72,050	\$79,000	<i>Median Salary</i>	N/A	N/A
	Other	Other		Other	Other
<i>Total</i>	12	7	<i>Total</i>	1	0
<i>% of Total</i>	3%	2%	<i>% of Total</i>	14%	0%
<i>Average Salary</i>	\$88,396	\$79,849	<i>Average Salary</i>	\$195,000	N/A
<i>Median Salary</i>	\$75,000	\$72,000	<i>Median Salary</i>	\$195,000	N/A
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	45	28	<i>Total</i>	1	0
<i>% of Total</i>	11%	7%	<i>% of Total</i>	14%	0%
<i>Average Salary</i>	\$80,249	\$80,375	<i>Average Salary</i>	\$195,000	N/A
<i>Median Salary</i>	\$78,333	\$79,000	<i>Median Salary</i>	\$195,000	N/A
	Male	Female		Male	Female
<i>Total</i>	289	180	<i>Total</i>	5	2
<i>% of Total</i>	71%	44%	<i>% of Total</i>	71%	29%
<i>Average Salary</i>	\$80,790	\$80,861	<i>Average Salary</i>	\$168,200	\$161,250
<i>Median Salary</i>	\$77,770	\$75,095	<i>Median Salary</i>	\$168,000	\$161,250

8. New Hire Information

Date range is 7/1/21 to December 2021 increment run. Detail for any hires since then can be added in the text box below the table.

New Hires (from 7/1/2021 to December 2021)

	Total Number of New Hires	[language 1]	[language 2]	[language 3]	[language 4]	[language 5]
Black or African American	5	Swahili	Yoruba			
Asian	5	Hindi	Marathi	Urdu	Arabic	Bahesa
Hispanic or Latino	1					
White	9	French	German			
Other						
Total	20	0	0	0	0	0

Detail for new hires since December 2021, if applicable:

New Hires (from 1/1/2021 to June 2021)

	Total Number of New Hires	[language 1]	[language 2]	[language 3]	[language 4]	[language 5]
Black or African American	8					
Asian	2	Malayalam	Bengali	Hindi	Urdu	American Sign Language
Hispanic or Latino	0					
White	11	Arabic				
Other						
Total	21	0	0	0	0	0

New Hires (from 1/1/2022 to February 2022)

	Total Number of New Hires	[language 1]	[language 2]	[language 3]	[language 4]	[language 5]
Black or African American	3					
Asian	2	Malayalam	Tamil	Hindi	Telugu	
Hispanic or Latino	1					
White	5					
Other						
Total	11	0	0	0	0	0