



# Budget Office

CITY OF PHILADELPHIA

May 25, 2022

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 by Councilmembers during the FY23 Council Budget Hearings scheduled for the Office of Homeless Services. At the hearing, the following questions were asked:

- **Councilmember Quiñones Sánchez: Report how many people have transitioned from Beacon House.**

Prevention Point or Beacon House shelter has served 137 people this year. Of the 137, 80 previously exited the shelter. However, three returned to the shelter (one after incarceration and two after hospitalization). Given these circumstances, 77 have exited the shelter, while 60 are currently there.

Please contact my office for further information.

Thank you,

Liz Hersh  
Director  
Office of Homeless Services



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May 26, 2022

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 by Councilmembers during the FY23 Council Budget Hearings scheduled for the Office of Human Resources. At the hearing, the following questions were asked:

- **Councilmember Gilmore-Richardson: Can you please detail every preference available to a qualified applicant for a city job?**
  - a. **How often do qualified applicants use preferences?**
  - b. **What is the average number of additional points a qualified applicant receives when using a preference?**
  - c. **Which preference is used most often?**
  - d. **Can you provide a breakdown of how often all the preferences are used for which positions?"**

OHR will require additional time to compile the data that is specifically requested in the above question for items a through d from our applicant tracking system and will have the information as soon as it is available.

Listed below are current preferences and experience for which additional points are assigned:

- Veterans' Preference (10 pts and preference in hiring) – State law
- HRC Article VII, Chapter 4 7-401, Subsection (d) and (h). State law grants preferences to veterans and ordinances may grant such preferences also.
- Legacy Preference (10 pts)
- National Volunteer Service Preference (1 to 5 pts for PeaceCorps and AmeriCorps)
- Residency Preference (used for tie breaker for scores)
- Bilingual Fluency (3 pts)
- Degrees per FOP and IAFF interest arbitration awards (.5 to 1.5 depending on degree)
- EMS or Paramedic service with PFD (10 pts for 5 years)
- Police & Fire Explorers (3 pts)
- Completion of Philadelphia School District EMS program for Firefighter exam (3pts)



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- **Councilmember Gilmore-Richardson: What is the underlying strategy to better promote city employment opportunities to Philadelphians? What metrics will you be using to determine the success of this expanded marketing campaign?**

In the FY23 budget, the Office of Human Resources received funding to hire several new staff specifically for the purpose of expanding recruitment efforts. This will allow the department to expand engagement efforts with external stakeholders including community organizations, educational institutions, and workforce development agencies. In addition, we have met with the Commerce Department to develop strategies to leverage agencies included in their Workforce Professional Alliance. We will also continue to review job classification to access education and certification requirements to remove unnecessary barriers and build alternative pathways to employment.

A key stakeholder is, and will continue to be, the School District of Philadelphia. We will continue to build stronger alliances with specific connections to those who offer CTE programs. Our intention is to engage students virtually and in person earlier and more often, not only providing feedback on opportunities with the City but guidance on navigating the city recruitment and application process.

We are also excited about the funding we received to stand up a mobile lab that will be used for both recruiting and testing. Our goals are to use the lab to reach applicants in their communities and neighborhoods, providing greater opportunity to engage in our recruitment and selection processes.

We will be examining data as candidates pass through the recruitment funnel to assess where applicants may be falling out of the process. This will help us in determining the number of qualified candidates we receive for each job posting. We will also:

- Evaluate the number of candidates received from various sourcing agencies and areas of the city,
- Work with departments to better assess quality of candidate,
- Develop better exit interviews to determine why employees chose to leave city employment, especially within the first year of employment,
- Assess new hires satisfaction on both employment and the recruitment process.

Sincerely,

Michael A. Zaccagni  
Director  
Office of Human Resources  
City of Philadelphia