

**PHILADELPHIA POLICE DEPARTMENT  
FISCAL YEAR 2024 BUDGET TESTIMONY  
TUESDAY, APRIL 11, 2023**

**INTRODUCTION**

Good Morning, Council President Clarke and Members of City Council. I am Danielle Outlaw, Police Commissioner. Joining me today are John Stanford, Deputy Commissioner – Field Operations, Krista Dahl-Campbell, Deputy Commissioner – Organizational Services, James F. Kelly III, Deputy Commissioner – Patrol Operations, Frank Vanore, Deputy Commissioner – Investigations, Robin Wimberly, Deputy Commissioner – Office of Professional Responsibility, Joel Dales, Deputy Commissioner – Special Operations, and Blake Norton, Chief Strategy Officer. I am pleased to provide testimony on the Police Department’s Fiscal Year 2024 Operating Budget.

**DEPARTMENT MISSION & PLANS**

**Mission:** The mission of the Philadelphia Police Department (PPD) is to make Philadelphia one of the safest cities in the country. PPD partners with communities across the city to fight crime, the fear of crime, and terrorism; enforce laws while safeguarding people’s constitutional rights; provide quality service to all Philadelphia residents and visitors; and recruit, train, and develop an exceptional team of employees.

**Plans for Fiscal Year 2024:** The FY24 Proposed General Fund allocation funds the Police Department at 6,380 uniform officers. The total FY24 Operating Budget is estimated to increase over the FY23 current projection by approximately \$55.7 million.

The FY24 Proposed General Fund allocation in Class 100 is increased to account for contractually obligated pay raises as well as approved raises for exempt positions, and the transfer of seventy-five Police Communication Dispatcher positions from the MDO along with the addition of forty-nine civilian positions at the Office of Forensic Science. Class 200 is increasing to cover the costs of PPD Recruitment with a Diversity, Equity and Inclusion focus, the transfer of training from the Managing Director’s Office and inflation increases for existing services and purchases. The PPD body worn camera program continues. The PPD has deployed 3,671 cameras to date into Patrol Districts throughout the City as well as Civil Affairs and units assigned to the Philadelphia Public Services Building. Currently the 15<sup>th</sup> District is in the infrastructure installation phase. Once the 15<sup>th</sup> District is trained, all 21 patrol districts will be equipped with BWCs. The remaining special units to be equipped and trained are Highway Patrol, SWAT, NSF, Traffic and Airport. The range and academy staff will be last. However, even with the unwavering support of OIT and DPP, infrastructure issues continue at times, to slow the progress.

The Police Department will continue to provide training to employees in FY24. This includes Procedural Justice Training, Active Bystandership for Law Enforcement (ABLE) training and training on the new Early Intervention System the Police Department will be utilizing. All of these trainings will help to develop our work force to better interact with members of the more underserved communities within the city.

In support of the Mayor’s Philadelphia Roadmap to Safer Communities, the Department continues to employ a comprehensive strategic plan to combat gun violence and improve the quality of life for Philadelphia’s residents and visitors. The over-arching strategic plan is known as the “Violent Crime

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Response Strategy” (#PPDVCR). Included within the framework of #PPDVCR is “Operation Pinpoint,” which combines the most effective elements of the Community-Oriented and Intelligence-Led policing models.

Operation Pinpoint is a multifaceted crime fighting and information sharing strategy designed to identify, collect, analyze, and disseminate information that officers and commanders need to target the worst violent offenders and areas. It integrates all we know about policing our neighborhoods in a planned, targeted, and measurable way. Combining “hot-spot” policing, offender focus, problem-solving, and community policing, along with using data, technology, and on-the-ground experience, this strategy “pinpoints” our worst offenders and neighborhood attractors for crime; and operates in conjunction with the community, within our most volatile targeted areas. Through focusing our efforts, we can ensure that we employ our resources in the most effective way possible to keep our neighborhoods safe from violence.

The information that drives Operation Pinpoint is data-driven and evidence-based, but also includes crucial input from the experience of officers and investigators on the street. The information is evaluated in real time, and actionable intelligence is provided to officers and commanders daily. Officers will use this information to guide them in focusing on the worst offenders and crime problems and gives them the ability to provide additional information back to their command for identifying new objectives and planning future operations. Officers will receive Pinpoint intelligence from crime analysts before and during their tours. They will patrol in these targeted areas, and collect information from observation, witnesses, community members, and offenders in these areas. After being relayed through the chain-of-command, the information can then be analyzed and utilized to provide direction for field operations, on a near real-time basis. Additionally, the information can be employed to develop day-to-day and long-term deployment.

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**BUDGET SUMMARY & OTHER BUDGET DRIVERS**

<b>Staff Demographics Summary (as of December 2022)</b>				
	Total	Minority	White	Female
Number of Full-Time Staff	6,606	2,973	3,633	1,801
Number of Exempt Staff	19	7	12	11
Number of Executive Staff (deputy level and above)	11	6	5	7
Average Salary, Full-Time Staff	\$83,823	\$79,628	\$78,404	\$81,733
Average Salary, Exempt Staff	\$167,399	\$193,465	\$152,194	\$173,924
Average Salary, Executive Staff	\$216,914	\$213,209	\$221,359	\$215,457
Median Salary, Full-Time Staff	\$84,663	\$83,048	\$83,048	\$83,048
Median Salary, Exempt Staff	\$165,200	\$227,285	\$130,008	\$165,200
Median Salary, Executive Staff	\$227,285	\$227,285	\$227,285	\$227,285

<b>Employment Levels (as of December 2022)</b>		
	Budgeted	Filled
Number of Full-Time Positions	7,480	6,606
Number of Part-Time Positions	0	0

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Number of Exempt Positions	16	19
Number of Executive Positions (deputy level and above)	9	11
Average Salary of All Full-Time Positions	\$81,310	\$83,823
Median Salary of All Full-Time Positions	\$82,397	\$84,663

General Fund Financial Summary by Class						
	FY22 Original Appropriations	FY22 Actual Obligations	FY23 Original Appropriations	FY23 Estimated Obligations	FY24 Proposed Appropriations	Difference: FY24-FY23
Class 100 - Employee Compensation	\$704,349,409	\$727,678,591	\$753,577,996	\$764,495,947	\$799,831,615	\$35,335,668
Class 200 - Purchase of Services	\$10,418,373	\$9,597,029	\$12,917,116	\$12,917,116	\$16,224,164	\$3,307,048
Class 300/400 - Materials, Supplies & Equipment	\$14,579,952	\$15,008,542	\$16,549,152	\$17,345,952	\$16,875,982	(\$469,970)
Class 500 - Contributions	\$0	\$22,663,828	\$0	\$0	\$0	\$0
Class 800 - Payment to Other Funds	\$0	\$0	\$5,000,000	\$5,000,000	\$22,500,000	\$17,500,000
	<b>\$729,347,734</b>	<b>\$774,947,990</b>	<b>\$788,044,264</b>	<b>\$799,759,015</b>	<b>\$855,431,761</b>	<b>\$55,672,746</b>

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<b>Contracts Summary (Professional Services only)</b>						
	FY20	FY21	FY22	FY23 Projected	FY23 YTD (Q1 & Q2)	FY24 Projected <sup>1</sup>
Total amount of contracts	\$1,984,127	\$1,887,404	\$1,248,074	\$2,927,086	\$1,131,719	\$3,349,276
Total amount to M/W/DSBE	\$390,901	\$224,671	\$302,463	\$362,686	\$204,061	\$359,696
Participation Rate	20%	12%	24%	12%	18%	11%

<sup>1</sup>A large number of PPD’s professional service and departmental requirement contracts are “Sole Source” and “Few or No” participation contracts. They are highly technical and or specialized opportunities that let out every four years historically set to “Best and/or Good Faith Efforts” for M/W/DSBE participation.

<b>Total M/W/DSBE Contract Participation Goal (Public Works; Services, Supplies &amp; Equipment; and Professional Services combined)</b>			
	FY22	FY23	FY24 Projected
M/W/DSBE Contract Participation Goal	10%	12%	11%

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**PROPOSED BUDGET OVERVIEW**

**Proposed Funding Request:**

The proposed Fiscal Year 2024 General Fund budget totals \$855,431,761, an increase of \$55,672,746 over Fiscal Year 2023 estimated obligation levels. This increase is due to the implementation of new labor agreements between the City and the respective unions representing Police Department employees, funding to continue the Police Mobility Project, upgrades in the Office of Forensic Science and an increase in staffing of eight positions (The positions are funded through the Mobility Project).

The proposed budget includes:

- \$799,831,615 in Class 100, a \$35,335,668 increase over FY23. This funding will fund costs associated with the implementation of new labor agreements between the City and the respective unions representing Police Department employees and transfer of seventy-five positions from the Managing Director's Office.
- \$16,224,164 in Class 200, a \$3,307,048 increase over FY23. This funding will fund PPD Recruitment with a Diversity, Equity and Inclusion focus, the transfer of training from the Managing Director's Office, Uniform Clothing Maintenance and the purchase of professional services, training, repairs and maintenance, the body worn camera program and tuition reimbursement required to maintain the services provided by the Philadelphia Police Department. The increase will cover increased costs associated with any existing services and purchases.
- \$16,875,982 in Class 300/400, a \$469,970 decrease from FY23. This funding will fund the Uniform Clothing Allowance and the purchase of all the materials and supplies required to maintain the services provided by the Philadelphia Police Department. The decrease reflects FY23 one-time funding associated with the Police Mobility Project and upgrades in the Office of Forensic Science.

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### STAFFING LEVELS

The department is requesting 7,754 budgeted positions (all funds) for FY24, which is an increase of two hundred seventy-four positions. This increase is due to the transfer of Police Communication Dispatchers from the Managing Director's Office, thirty additional civilian positions for Operation Pinpoint, forty-nine additional civilian positions at the Office of Forensic Science and one hundred and twenty grant funded civilian positions.





### NEW HIRES

New Hires (from 7/1/2022 to December 2022)	
	Total Number of New Hires
Black or African American	123
Asian	5
Hispanic or Latino	14
White	65
Other	15
Total	222

Detail for new hires since December 2022, if applicable:	
Black or African American	46
Asian	0
Hispanic or Latino	3
White	20
Other	2
Total	71

**PERFORMANCE, CHALLENGES, AND INITIATIVES**

AVIATION




Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	MAYORAL PRIORITY
Number of stolen rental vehicles <sup>1</sup>	87	Reduction from FY22 Actual	Reduction from FY23 Actual	

<sup>1</sup> This includes both vehicles that are rented and never returned and vehicles that are stolen off the rental companies' lots. The Airport District has seen an increase in these incidents. Airport Police continue to aggressively work with internal and external partners to address the issue.

**FY24 Strategic Goals**

- Continue to engage in additional real-time training exercises which will allow personnel to become more effective and better prepared in the event of a real incident.

CRIMINAL INVESTIGATIONS

Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	MAYORAL PRIORITY
Homicide clearance rate <sup>1</sup>	43.9%	65.0%	65.0%	
Sexual Assault clearance rate <sup>2</sup>	44.6%	Increase from prior year	Increase from prior year	
Average number of days to process a gun permit <sup>3</sup>	21	≤ 45	≤ 45	

<sup>1</sup>There are a variety of factors that have an impact of clearance rate; witness cooperation, nature of the incidents, number of incidents, and availability of evidence. However, the department has implemented several new initiatives, including enhanced DNA evidence collection from



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shell casings and the centralized non-fatal investigation team that will work closely with the homicide unit, which are expected to improve the overall clearance rate.










<sup>2</sup>A multitude of factors affect clearance rates: changing crime patterns, cooperation from witnesses, the incorporation of innovative investigative techniques, and better coordination with our Law Enforcement partners.

<sup>3</sup>This is set by state law at 45 days. PPD is working to comply with a court mandate to process gun permits in accordance with this requirement.

### FY24 Strategic Goals

- Increase the clearance rates for homicide and non-fatal shooting investigations while continuing the ongoing collaboration between police and prosecutors, and work with prosecutors assigned solely to fatal and non-fatal shootings cases.
- Continue to work with and support federal and state partners as well as make quality arrests with the goal of getting more cases federally adopted.
- Increase the amount of impactful investigations. Seizing more crime guns and narcotics will have an impact on reducing the violence surrounding the narcotics trade, while also reducing overdose deaths, which have reached epidemic numbers.

### FIELD OPERATIONS

Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	MAYORAL PRIORITY
Number of shooting victims <sup>1</sup>	2,226	Reduction from FY22	Reduction from FY23	
Number of homicides <sup>2</sup>	547	Reduction from FY22	Reduction from FY23	
Number of part 1 violent crimes <sup>2</sup>	15,326	Reduction from FY22	Reduction from FY23	
Number of burglaries	5,536	Reduction from FY22	Reduction from FY23	
Cumulative number of bike patrol officers <sup>3</sup>	819	10% increase over FY22	Increase from prior year	
Number of children enrolled in Police Athletic League (PAL) centers <sup>4</sup>	3,224	10% increase over FY22	10% increase over FY22	

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<sup>1</sup>The PPD continues to implement the tenets of the Police Commissioner's Crime Prevention & Violence Reduction Action Plan which is interwoven with the Roadmap to Safer Communities and includes:

- Re-affirming Pinpoint Areas - Through careful planning and data-driven feedback mechanisms, Operation Pinpoint allows us to collaborate with our community and criminal justice partners. By using data, intelligence, and problem solving, as well as frameworks of accountability, we surgically focus on addressing the underlying problems that drive community safety issues and gun violence. The PPD exceeded the goal of increasing the number of Pinpoint Areas to over 45 locations.

- Establishing Weekly Shooting Review Meetings - This includes PPD internal stakeholders joined by our local, state and federal partners reviewing each shooting in a granular way to identify patterns or those individuals who are most likely to be at risk of becoming a victim or perpetrator of crime.

- District Quarterly Crime Plans - Each District Commander is tasked to develop and implement quarterly crime plans that are data and intelligence-driven, focused on hot spots where crime and violence are most prevalent. Commanders will have the flexibility to adjust and tailor crime plans as trends and patterns emerge within their districts, but each commander will be accountable internally through the PPD CompStat process. Furthermore, the entire country is grappling with the increase in gun violence. Most experts offer a cadre of reasons behind the spike. The strategy of the PPD continues to adapt to crime patterns.

- PPD has created the Non-Fatal Shooting Investigations Group to centralize investigations of all non-fatal shootings within the city.

<sup>2</sup>In an effort to reduce violent gun crimes the PPD Crime Prevention & Violence Reduction Action Plan continues to implement:

- An increase in the number of Pinpoint locations throughout the city

- Weekly Shooting Reviews with all stake holders and Federal, State and Local Law Enforcement partners

- Bi-Monthly CompStat process which holds each district commander accountable to the Action Plan

- District Quarterly crime plans which are specifically tailored to district's communities and crimes experienced

- Group Violence Intervention: Call-Ins and Custom Notifications: the PPD identifies individuals for the quarterly 'Call-In' sessions or custom notifications.

These sessions with law enforcement representatives, community leaders, social service providers, and gang- or group-involved individuals (often on probation or parole) will send a fair and balanced message to those violent groups. The message communicates that the violence in the community will not be tolerated; the consequences of continued violence; and offer help from the community and social service providers for those who accept it.

<sup>3</sup>This is the total number of personnel certified to work in a Bike Patrol capacity. This number will fluctuate as recertification classes occur and as new personnel are trained. While recertification classes have been held, no new training has occurred due to COVID-19. This is a voluntary training and assignment, which is physically demanding. It should also be noted, that over time, bike trained personnel "age-out" of the demanding physical requirements of the training. Additionally, personnel are required to be recertified each year in order to continue riding. Failing to recertify will remove personnel from availability. This number has been fluid because of the physically demanding nature of bike patrol, phasing out of older bike officers, and the decreased number of officers overall throughout the department.

<sup>4</sup>This is the total number of children enrolled in Centers. "Enrolled" refers to children who sign up to attend one or more events.







## FY24 Strategic Goals

Increase community safety, reduce violent crime and disorder, and build relationships within the Kensington and Allegheny area by focusing on the following:

- Community engagement and inclusion.
- Problematic drug corners and streets that are identified by East Division commanders, Narcotics Bureau, and the community. PPD will focus on narcotics enforcement in the problematic areas. After each narcotics operation, the beat officers will focus on protecting the problematic area by enforcing all applicable laws and assist in connecting City services in the cleared areas (L&I, CLIP, Streets, and community services).
- Improving the quality of life within the K&A area.
- Provide an additional mental health/crisis related resource into the field, by deploying teams of CIT Officers and Mental Health Clinicians to serve as first responders to certain crisis calls as identified by Police Radio and the Department of Behavioral Health and Intellectual Disability Services (DBHIDS).
- Enhance positive police interaction with youth by maintaining a program for youth to participate in the PPD decision making process and ensure their voices are being heard in the community.

## FORENSICS

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Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	MAYORAL PRIORITY
Number of cases (submissions) received	39,122	37,000	37,000	
Number of investigative leads provided to investigators through forensic databases (ballistic, DNA, and prints)	4,502	Increase over FY22 actuals	Increase over FY23 actuals	
Percentage of new sexual assault kit (SAK) cases completed within the recommended 180 days, as stated in Act 27	100%	100%	100%	

**FY24 Strategic Goals**

- Implement new technologies to improve operational capacity and the PPD’s ability to use forensic data to produce investigative leads.
  - Expand the Philly Fast Brass program, which screens ballistic evidence for actionable leads to aid investigations through the validation and implementation of 3D microscopic technology and a BulletTrax system for the examination of projectiles.
  - Implement robotic systems for DNA analyses to increase the ability of forensic DNA examiners to process more evidence to address gun violence and other criminal activity.
- Deploy the newly updated Laboratory Information Management System (LIMS) and Evidence Management System (EMS) to all units within the PPD to increase the Department’s ability to maintain, track, analyze, and produce leads from forensic evidence.
- Improve staffing levels and recruitment by developing more efficient training programs for new hires, developing and continuing education and wellness opportunities for current staff, and mentoring local STEM students.

INTELLIGENCE AND HOMELAND SECURITY

*This program does not report out on performance measures.*

**FY24 Strategic Goals**








- **Operation Pinpoint Policing:** This strategy supports better understanding of crime trends and patterns as well as identifying people and locations that contribute to criminal violence in

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the city. It is anticipated that this intelligence policing model will enable PPD to move from a reactive investigative method of operations to a proactive preventive strategy by expanding the current civilian analyst program with 30 additional civilian analysts. Not only will PPD be adding this analytical capability to non-fatal shooting investigations, it also will include analysts at Major Crimes and other investigative units. Finally, additional analysts will be added to the Real-Time Crime Center to perform proactive surveillance camera monitoring to react to criminal activity on a real-time basis.

- **Philadelphia Police Mobility Program:** The Philadelphia Police Mobility program, through the deployment of secure smartphones and Crime Information Centers staffed by officers and analysts, will directly enhance communications with officers and supervisors in the field. Accurate and timely information is critical and allows officers to make better decisions. Mobility will provide officers with crime data, information about quality of life issues, direct contacts with community leaders, and full contact with the Intelligence Bureau. This program already has shown positive results in the Kensington District, providing officers with enhanced situational awareness, and will expand in 2023.
- **Intelligence Bureau Cyber Security Program:** Cyber threats are steadily increasing across the country. These threats can consist of criminal activity, terrorism, threats on life, and increased criminal encrypted communications that negatively impact critical infrastructure and communications. The Intelligence Bureau has developed a cyber-security team within the Delaware Valley Intelligence Center, one of 79 fusion centers across the country.

ORGANIZATIONAL SUPPORT SERVICES

Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	MAYORAL PRIORITY
Percent of officers who are female <sup>1</sup>	21.5%	2% increase	2% increase	
Percent of officers who are minority <sup>2</sup>	43.9%	2% increase	2% increase	
Percentage of authorized sworn positions filled <sup>3</sup>	92.4%	100%	100%	
Percentage of in-service police officers that have received	100%	100%	100%	

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reality-based training (RBT)				
Percent of officers trained in the administration of Naloxone in high-need areas of the city <sup>4</sup>	52.1%	65.0%	65.0%	
Number of body worn cameras deployed during the reporting period <sup>5</sup>	1,284	800	800	
Percentage of 911 calls answered within 10 seconds	68.8%	≥ 90.0%	≥ 90.0%	

<sup>1</sup>The PPD is focused on recruitment efforts with the goal of having the police force reflect the demographics of the city. PPD's current staffing shortage is directly impacting our ability to move toward meeting this goal. The PPD signed and is committed to the 30 by 30 pledge to hire at least 30 percent female recruits by the year 2030. The recruitment efforts include the Police Commissioner and her executive team hosting chat and chews in the community as well as extensive outreach through our faith-based communities and higher education partners. Additionally, the Police Department has onboarded a Chief Diversity, Equity and Inclusion Officer.

<sup>2</sup>The PPD is focused on recruitment efforts with the goal of having the police force reflect the demographics of the city. PPD's current staffing shortage is directly impacting our ability to move towards meeting this goal. The recruitment efforts include the Police Commissioner and her executive team hosting chat and chews in the community as well as extensive outreach through our faith-based communities and higher education partners. In addition, efforts are underway to provide tutoring and extra PT help to increase the number of candidates who successfully qualify for appointment to the police academy. Additionally, the Police Department has on boarded a Chief Diversity, Equity and Inclusion Officer.

<sup>3</sup>“Authorized” refers to the number of budgeted positions. PPD currently has two Recruit classes in the Police Academy, the most recent of which started on 12/12/2022. PPD anticipates additional Recruit classes in FY23. PPD continues recruitment efforts to onboard additional recruits. Additional marketing efforts for recruitment are currently being developed.

<sup>4</sup>“High-need areas” are defined using data from the Fire Department regarding prevalence of overdoses by zip code. This denominator can change over time, and high overdose rates do not necessarily correlate with high crime rates. Training has resumed with the hope of running larger classes now that a procurement issue with the software used to track training and distribution of Naloxone has been resolved.







<sup>5</sup>This is the number of personnel trained and equipped with a Body Worn Camera. Goal is to have 800 cameras per year deployed.

**FY24 Strategic Goals**

- Continue to deploy body worn cameras with the annual goal of 800 cameras to be deployed, and to have all Patrol Districts completed by the middle of 2023.
- Increase staffing levels within the sworn and non-sworn ranks; specifically, for Police Officer and Police Communications Dispatchers. Proper staffing is vital to the Department’s efforts to reduce crime and ensure public safety.
- Improve diversity hiring in the Department, working with the newly hired Chief Diversity and Inclusion Officer.
- Continue to enhance the Employee Assistance Program (EAP). In 2022, the PPD was able to add four additional sworn staff to EAP. In 2023, the PPD will create a peer support program as well as implement an Early Intervention System (EIS). These programs will enhance the Department’s ability to monitor and support the health and wellness of Department employees.

PROFESSIONAL STANDARDS

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Measure	 FY22 ACTUAL	 FY23 TARGET	 FY24 TARGET	MAYORAL PRIORITY
Number of civilian complaints against police officers	589	Reduction from FY22	Reduction from FY23 by 5%	
Percent of investigations of civilian complaints against officers completed within 90 days	56.9%	60.0%	Reduction from FY23 by 15%	
Number of Police-Involved Shootings	25	Reduction from FY22	Reduction from FY23	

**FY24 Strategic Goals**

- Reduce complaints against Police by five percent.
- Increase the number of minorities hired within the PPD to be reflective of the demographics of the population the PPD serves.
- Increase the percentage of Complaints Against Police investigations completed within 90 days by 15 percent.
- Reduce the percentage of unconstitutional pedestrian stops by 10 percent. Provide training to PPD personnel regarding Fourth Amendment concerns, or rather the legality of stop and frisk, which requires better documentation, review, and scrutiny of pedestrian and vehicle investigations being conducted by the PPD. Manage and track a progressive disciplinary process as mandated by the federal agreement.

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**OTHER BUDGETARY IMPACTS**

**Federal and State (Where Applicable)**

In FY24, the Police Department estimates to receive \$40,130,820 in Federal and State grants. These funds are for combating auto theft, supporting the Department's Sexual Assault Kit Initiative, addressing the Forensic Science DNA Backlog, and ensuring Port Security, to name just a few.

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**CONTRACTING EXPERIENCE**

M/W/DSBE Participation on Large Professional Services Contracts											
Top Five Largest Contracts, FY23											
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]
Drugscan, Inc.	Drug & Alcohol Testing (AID)	\$625,000	6/9/2022	7/7/2022	MBE: BGFE	0%	\$0	0%	\$0		
					<b>WBE: BGFE</b>	0%	\$0				
					DSBE: BGFE	0%	\$0				
Bode Cellmark Forensics, Inc.	Biological Screening and DNA Analysis of Forensic Evidence	\$600,000	12/1/2021	2/1/2022	MBE: BGFE	0%	\$0	0%	\$0		
					<b>WBE: BGFE</b>	0%	\$0				
					DSBE: BGFE	0%	\$0				



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Motorola Solutions, Inc.	PremierOne Records Migration	\$245,043	Negotiated Contract	7/1/2018	MBE: BGFE	0%	\$0	0%	\$0		
					<b>WBE:</b> <b>BGFE</b>	0%	\$0				
					DSBE: BGFE	0%	\$0				
					<b>WBE:</b>	0%	\$0				
					DSBE:	0%	\$0				
									no	no	

Non-Profit Vendor Demographics <sup>1</sup>		
Police Foundation - Peer Support Program	Minority %	Female %
Workforce(37 employees)	59%	68%
Executive		
Board (16 directors or trustees)	25%	37%
Northwestern University - Police Management Training	Minority %	Female %
Workforce (11,743)	40%	55%
Executive		

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Board (72)	40%	40%
Trustees of the University of Pennsylvania - EAP & Dog Vet	Minority %	Female %
Workforce(33,463)	44%	55%
Executive		
Board(54 Trustees)	26%	28%

<sup>1</sup>The Diversity Report of Nonprofit Organizations form attached with all Request for Purchase (RFPs) only requires vendor demographic breakdowns for: Board Composition, the Workforce and Supplier Diversity at the time of submission.

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**EMPLOYEE DATA**

Staff Demographics (as of December 2022)				
Full-Time Staff			Executive Staff	
	Male	Female	Male	Female
	African-American	African-American	African-American	African-American
<i>Total</i>	1,297	909	<i>Total</i>	2
<i>% of Total</i>	20%	14%	<i>% of Total</i>	4
<i>Average Salary</i>	\$76,892	\$79,388	<i>Average Salary</i>	18%
<i>Median Salary</i>	\$83,048	\$83,048	<i>Median Salary</i>	36%
	White	White	White	White
<i>Total</i>	2,900	645	<i>Total</i>	2
<i>% of Total</i>	44%	10%	<i>% of Total</i>	3
<i>Average Salary</i>	\$76,646	\$78,501	<i>Average Salary</i>	18%
<i>Median Salary</i>	\$83,048	\$83,048	<i>Median Salary</i>	27%
	Hispanic	Hispanic	Hispanic	Hispanic
<i>Total</i>	455	204	<i>Total</i>	0
<i>% of Total</i>	7%	3%	<i>% of Total</i>	0
<i>Average Salary</i>	\$76,445	\$77,072	<i>Average Salary</i>	0%
<i>Median Salary</i>	\$83,048	\$83,048	<i>Median Salary</i>	0%
	Asian	Asian	Asian	Asian
<i>Total</i>	127	25	<i>Total</i>	0
<i>% of Total</i>	2%	0%	<i>% of Total</i>	0
<i>Average Salary</i>	\$76,470	\$76,959	<i>Average Salary</i>	0%
<i>Median Salary</i>	\$83,048	\$83,048	<i>Median Salary</i>	0%

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	Other		Other			Other		Other	
<i>Total</i>	26		18		<i>Total</i>	0		0	
<i>% of Total</i>	0%		0%		<i>% of Total</i>	0%		0%	
<i>Average Salary</i>	\$76,537		\$76,582		<i>Average Salary</i>	\$0		\$0	
<i>Median Salary</i>	\$83,048		\$83,048		<i>Median Salary</i>	\$0		\$0	
	Bilingual		Bilingual			Bilingual		Bilingual	
<i>Total</i>	0		0		<i>Total</i>	0		0	
<i>% of Total</i>	0%		0%		<i>% of Total</i>	0%		0%	
<i>Average Salary</i>	\$0		\$0		<i>Average Salary</i>	\$0		\$0	
<i>Median Salary</i>	\$0		\$0		<i>Median Salary</i>	\$0		\$0	
	Male		Female			Male		Female	
<i>Total</i>	4,805		1,801		<i>Total</i>	4		7	
<i>% of Total</i>	73%		27%		<i>% of Total</i>	36%		64%	
<i>Average Salary</i>	\$76,919		\$81,733		<i>Average Salary</i>	\$219,464		\$215,457	
<i>Median Salary</i>	\$83,048		\$83,048		<i>Median Salary</i>	\$227,285		\$227,285	

POLICE DEPARTMENT  
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.

The Police Department’s Language Coordinator is Chief Inspector Dennis Wilson, Commanding Officer of the Communications Bureau. Training is continual through roll call training and the Police Department Directive (Directive 7.07, “Limited English Language Proficiency (LEP)” can be found on our website under the Directives section of the accountability page. Link to the page is:

[https://www.phillypolice.com/accountability/index.html?\\_ID=110&\\_ClassName=CapPage - directives](https://www.phillypolice.com/accountability/index.html?_ID=110&_ClassName=CapPage - directives)

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

Based on data pulled from the City’s HR system, none of the new hires are being captured as bi-lingual. PPD believes this to be a deficiency in capturing the information. PPD is working internally to ensure the information is correctly captured and updated accordingly.

Existing Staff							
	Black or African American	Asian	American Indian or Alaska Native (Not Hispanic or Latino)	Hispanic or Latino	White	Two or More Races (Not Hispanic or Latino)	Total
Cambodian	1	6					7
Cantonese		6					6
Chinese	1	5		1	1		8
Cree	1						1
Creole	5			0			5
French	2	1			4		7
German				3	3	0	6
Hebrew					3		3
Italian					1	1	2
Korean	1	2					3
Malayalam		2					2

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Polish		0			2		2
Portugese		2			1		3
Russian					4		4
Spanish	12	1	1	71	2	1	88
Tagalog		1			1		2
Vietnamese		8					8
Yoruba	1						1
<b>Total Number</b>	<b>24</b>	<b>34</b>	<b>1</b>	<b>75</b>	<b>22</b>	<b>2</b>	<b>158</b>

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.

<i>Language Access Data Report for FY21 (July 1, 2020 - June 30, 2021)</i>					
Language	Type of Services Provided to LEP Customers (# of Interactions)				Total # of LEP Interactions (per language)
	In-Person and/or Remote Interpretation (Non-Staff)	Telephonic Interpretation (OPI)	Bilingual Staff Interactions	Other (please specify):	
Abkhaz (Abkhazia)		1			1
Akan (Twi)		1			1
Albanian		23	2		25
Amharic		34			34
Arabic		160	3		163
Armenian		3			3
ASL (non-English)	1				1
Bengali		27			27
Bulgarian		19			19
Burmese		8			8
Cambodian (including Khmer)	1	29	10		40
Chinese (Cantonese)		121			121
Chinese (Mandarin)		891	8		899

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Chinese-Other (Fukienese, Fujianese, Fuzhou, Fuchou, Hakka, Shanghainese, Toishanese, Wuzhou, Wenzhou)		27			27
Creole English (Liberian Kreyol, Krio, and Nigerian Pidgin)		7			7
Croatian		1			1
Dari		2			2
Ethiopian (Harari, Oromo, Oromifa, Tigrinya, Tigrigna)		12			12
Farsi (Persian)		1			1
Filipino (including Tagalog, and Manobo)		2			2
French	1	130			131
Georgian		17			17
German		2			2
Greek		2			2
Gujarati		3			3
Haitian Creole		89			89
Hebrew		1			1
Hindi		29			29
Hungarian		4			4
Igbo (Ibo)		1			1
Indonesian (Bahasa Indonesia)		14			14
Italian		8			8
Japanese		3			3
Karen		1			1
Kekchi (Quiche, Kiche, Mayan)		1			1
Korean		69			69
Laotian		8			8
Malayalam		7			7
Mandingo (Mandinka)		4			4
Nepali		15			15
Norwegian		1			1
Other		1	16		17
Pashto		4			4

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Patois (Jamaican)		1			1
Polish		35			35
Portuguese	2	436			438
Punjabi		13			13
Rohingya		1			1
Romanian		4			4
Russian		379	11		379
Serbian		2			2
Somali (including Maay)		3			3
Spanish		12,030	23		15,025
Swahili		18			18
Thai		1			1
Turkish		7			7
Ukrainian		12			12
Urdu		15			15
Uzbek		22			22
Vietnamese		445			445
Wolof		1			1
Yoruba		2			2
<b>Total</b>	<b>5</b>	<b>15,209</b>	<b>73</b>	<b>0</b>	<b>15,287</b>

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

The PPD continues to conduct Roll Call Training on Police Directive 7.7 “Limited English Language Proficiency (LEP)” as well as conduct regular reminders from Police Radio of the Interpreter Services available to personnel in the field, ensuring that every person that needs police assistance has the means to communicate effectively. We have begun producing language introduction videos explaining how to use the 911 system and the language lines. We will continue to look to improve in this area.



## POLICE DEPARTMENT

### CLIMATE CHANGE

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

There has long been a correlation between warmer temperatures and increased crime. With significantly milder winters there has been a consistent increase in violence year-round, hence impacting crime rates and unobligated time for service and community activities.

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

Increased costs in maintaining, heating and cooling of facilities would occur with worsening climate change.

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

The Police Department, in coordination with the Department of Public Property, works to ensure that all new facility construction and building renovations meet the Leadership in Energy and Environmental design (LEED) standards. For example, the Public Safety Service Campus will be LEED Silver certified, as well as the Police Training Center being LEED Silver certified when it was completed. The Public Safety Service Campus has also incorporated the 6<sup>th</sup> and 9<sup>th</sup> Police Districts into the building, which resulted in two fewer buildings to maintain, heat and cool. The Department of Public Property is also working to replace all existing lighting in Police facilities with energy efficient lighting alternatives, which will result in additional costs savings.

The PPD and the Office of Fleet Management have begun incorporating fuel efficient and eco-friendly vehicles into the Police vehicle fleet. Electric hybrid Ford Fusions have been added to many patrol districts as community relations vehicles. Additionally, many of the patrol (marked vehicles) and non-patrol (unmarked) vehicles now have "start-stop" technology automatically shuts down and restarts the internal combustion engine to reduce the amount of time the engine spends idling, thereby reducing fuel consumption and emissions.