

COUNCIL OF THE CITY OF PHILADELPHIA
COMMITTEE OF THE WHOLE

Room 400, City Hall
Philadelphia, Pennsylvania
Monday, April 7, 2014
10:22 a.m.

PRESENT:

COUNCIL PRESIDENT DARRELL L. CLARKE
COUNCILWOMAN JANNIE L. BLACKWELL
COUNCILMAN BLONDELL REYNOLDS BROWN
COUNCILMAN W. WILSON GOODE, JR.
COUNCILMAN WILLIAM K. GREENLEE
COUNCILMAN KENYATTA JOHNSON
COUNCILMAN CURTIS JONES, JR.
COUNCILMAN DAVID OH
COUNCILMAN MARK SQUILLA

BILLS: 140144, 140145, 140146
RESOLUTIONS: 140159

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COUNCIL PRESIDENT CLARKE: Good morning.

We are going to start now.

This is the Public Hearing of the Committee of the Whole regarding Bills No. 140144, 140145, 140146 and Resolution No. 140159. I will ask Ms. Lewis to please read the titles of the Bills and Resolutions.

MS. LEWIS: Bill No. 140144, an Ordinance to adopt a Capital Program for the six Fiscal Years 2015-2020 inclusive.

Bill No. 140145, an Ordinance to adopt a Fiscal 2015 Capital Budget.

Bill No. 140146, an Ordinance adopting the Operating Budget for Fiscal Year 2015.

And Resolution No. 140159, providing for the approval by the Council of the City of Philadelphia of a Revised Five Year Financial Plan for the City of Philadelphia covering Fiscal Years 2015 through 2019, and incorporating proposed changes with respect to Fiscal Year 2014, which is to be submitted by the Mayor to the Pennsylvania Intergovernmental Cooperation Authority (the "Authority") pursuant to the Intergovernmental

1 Cooperation Agreement, authorized by an Ordinance
2 of this Council approved by the Mayor on January
3 3, 1992 (Bill No. 1563-A), by and between the City
4 and the Authority.

5 COUNCIL PRESIDENT CLARKE: Thank you.

6 Today we continue the Public Hearing of the
7 Committee of the Whole to consider various Bills
8 read by Ms. Lewis that constitute proposed
9 operating and capital spending measures for
10 FY2015, a capital program and for looking capital
11 plan for Fiscal Year 2015 through Fiscal 2020.

12 At this time, we would ask that the
13 representatives from Community College please come
14 forward.

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16 (Panel approaches the table.)

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18 COUNCIL PRESIDENT CLARKE: Good morning.

19 (Panel: "Good morning.")

20 COUNCIL PRESIDENT CLARKE: Please state
21 your name for the record and proceed with your
22 testimony.

23 MR. BERGHEISER: Good morning. I'm Matt
24 Bergheiser.

1 DR. GAY: I'm Judith Gay.

2 COUNCIL PRESIDENT CLARKE: Please proceed.

3 MR. BERGHEISER: Thank you.

4 Good morning Council President Clarke
5 and -- and good morning Members of Council. My
6 name is Matt Bergheiser. I'm Chairman of the
7 Board of Community College of Philadelphia. I'm
8 also Executive Director of University City
9 District, which is a non-profit economic
10 development organization in West Philadelphia.

11 Joining me here today are the leadership
12 team of Community College of Philadelphia in
13 addition to my fellow Members of the Board of
14 Trustees Jeremiah White and Judith Renyi. Thank
15 you most of all for the opportunity to speak
16 today.

17 I volunteer my time at community colleges,
18 to my fellow board members, because it's one of
19 the most critical institutions in the City. As
20 you know, Philadelphia's a place of great
21 opportunities, also a place of great challenges
22 particularly when it comes to educational
23 attainment and job skills. At the intersection of
24 opportunity and challenge sits Community College

1 of Philadelphia. It is, simply put, a place where
2 tens of thousands of Philadelphians can begin
3 their climb toward the American dream.

4 This has been a remarkable year for
5 Community College of Philadelphia. It's been a
6 year of comprehensive self study and self
7 reflexion as we've completed our reaccreditation
8 process with the Middle States Commission on
9 Higher Education. The most important part of this
10 process is that the college family has come
11 together over the past year to discuss how we can
12 better serve students and our community.

13 Also last week, the Board of Trustees
14 appointed Dr. Donald Generals Jr. as the sixth
15 President of Community College of Philadelphia.
16 Dr. Generals who joins us on July 1 currently
17 serves as Vice President for Academic Affairs at
18 Mercer County Community College in New Jersey. In
19 Dr. Generals we have a dynamic thinker who is
20 prepared to reach out to the community, to
21 businesses and to leaders across the City. The
22 themes of his career: Access, opportunity and
23 innovation. And we are impressed by his passion
24 for the Community College Mission and by his

1 willingness to listen and understand different
2 points of view.

3 As we welcome Dr. Generals to Community
4 College, we are very grateful to welcome Dr. Judy
5 Gay back to her role as Vice President for
6 Academic Affairs. Judy's passion for students'
7 success, her love of Philadelphia, her intellect
8 and her integrity have shaped exemplary academic
9 programs and community partnerships at Community
10 College of Philadelphia for more than a decade.

11 We believe that Dr. Generals and Dr. Gay
12 can build upon the solid foundation in place at
13 the college. New student centered learning
14 environments offer support services to increase
15 persistence and credential completion. These
16 programs are among the best investments the public
17 sector can make.

18 In 2013, 1,725 students graduated from the
19 college. In 2000, excuse me, 39 degrees and
20 certificates were awarded. Transfer preparation
21 continues to be an institutional strength both in
22 terms of transfer rates and academic performance
23 at the most likely higher education destination of
24 our students, Temple University. My colleagues on

1 the Board of Trustees and I are government, civic
2 and business leaders who represent a cross section
3 of Philadelphia. While Greater Philadelphia is
4 home to more than 100 colleges and universities,
5 Community College of Philadelphia holds a unique
6 place that's a public institution that blends
7 academic and job credentials to truly change the
8 careers of our students.

9 The Board of Trustees thanks Mayor Nutter
10 and City Council for their continued support of
11 the college. And on behalf of our students, I
12 want to thank you for providing them the
13 opportunities to improve their quality of life,
14 qualify for jobs that pay family sustaining
15 salaries and transfer to universities to obtain a
16 baccalaureate or advanced degree.

17 Thank you.

18 COUNCIL PRESIDENT CLARKE: Thank you very
19 much for your summarized testimony.

20 Couple quick questions. The proposed
21 request increase of 500,000 assuming will not
22 offset the amount of funds needed to keep student
23 costs at the level of '14 and '15 Fiscal Year.

24 Is it right to assume that there will be an

1 increase in tuition?

2 DR. GAY: Yes.

3 MR. BERGHEISER: Going to turn to Dr. Gay.
4 She's got some more detailed remarks, as well.

5 COUNCIL PRESIDENT CLARKE: Both of you are
6 going to testify?

7 DR. GAY: Yes. So, shall I read my
8 testimony, Council President?

9 COUNCIL PRESIDENT CLARKE: If you can
10 summarize it.

11 DR. GAY: Okay. So, Council President
12 Clarke and Members of City Council, thank you for
13 giving me the opportunity to present my testimony
14 regarding the 2014/2015 Budget for Community
15 College of Philadelphia. And I believe I will
16 answer your question --

17 COUNCIL PRESIDENT CLARKE: Okay. Thank
18 you.

19 DR. GAY: -- in the text.

20 When leaders think of a college, a lot of
21 times they think about the campuses, the library,
22 the gym, the laboratories, and in March in
23 particular, the basketball team. But at Community
24 College of Philadelphia we think differently. We

1 think about the amazing students that we have at
2 our institution.

3 Our mission at Philadelphia's public
4 institution of higher education is to help
5 residents find their path to possibilities.
6 Sometimes that path leads to a dream job. Other
7 times it's a path that leads them away from a
8 vicious cycle of poverty and unemployment. On
9 occasion, that paths leads to major universities
10 such as Temple, Drexel, University of
11 Pennsylvania, Harvard, Bryn Mawr, those are some
12 of the institutions that our recent graduates are
13 now attending.

14 Since we began operations, the college has
15 served more than 685,000 individuals in
16 neighborhoods across the City. No -- our students
17 are your constituents. No City Council district
18 has fewer than 2,600 students in his or her
19 district. Allow me to share the story of one such
20 student, Debra Fine, who happens to live in
21 Councilman Kenyatta Johnson's district.

22 Ms. Fine enrolled in the college after
23 getting laid off from a hospital where she had
24 worked for 30 years as a diagnostic technician.

1 She saw her job loss as an opportunity to turn her
2 passion into a career. With the help of a
3 government grant, she began taking classes in
4 behavioral health and human services so she can
5 work with the mentally disabled. While taking
6 college classes, she works a full-time job and a
7 part-time job and cares for her elderly father.

8 Despite this hectic schedule, Fine somehow
9 has found the time to volunteer at a homeless
10 shelter once a month, and she also has managed to
11 maintain a perfect 4.0 grade point average. Just
12 last week she was honored in one of two
13 Philadelphians named to this year's all
14 Pennsylvania Academic Team. We take great pride
15 in her and all of our students who are carrying
16 heavy responsibilities as they strive to complete
17 their degrees. Ms. Fine is scheduled to graduate
18 on May 3. And I invite all of you to join us at
19 our graduation to celebrate her achievement and
20 the achievement of our other students.

21 Members of our college family are here
22 today to ask for your help in protecting access to
23 higher education, a ladder of opportunity that
24 enables our workforce to remain competitive and

1 our neighborhoods to remain viable.

2 Tuition and fee increases at our college
3 have increased an average 6.4 percent per year
4 over the past decade. During the same period, our
5 percentage increase in tuition has exceeded
6 average increases in Pennsylvania for both the
7 public and private sectors. In recent years, our
8 financially struggling students have been asked to
9 take on a greater share of the cost of their
10 education.

11 In Fiscal Year 2002 -- 2002 students
12 provided 40.1 percent of the college's operating
13 revenues. By 2013, that figure has grown to
14 60.5 percent. More students today are taking out
15 loans to pay for their college education. Between
16 Fiscal Year '10 and Fiscal Year '13, the number of
17 students with loans increased to more than 10,000,
18 up 28 percent. During that same period, the
19 average amount of money borrowed by students
20 increased to \$4,000 with a total borrowing by
21 students of \$42 million.

22 Of course, we are grateful that Mayor
23 Nutter proposed the \$500,000 increase in our
24 Fiscal Year '15 Budget to help reimburse students

1 for tuition hikes. But those new funds will not
2 offset the amount we need to help keep student
3 costs level.

4 This is your question, Council President.

5 COUNCIL PRESIDENT CLARKE: Thank you.

6 DR. GAY: Every \$500,000 in revenue the
7 City provides for the upcoming year roughly
8 translates into a \$1.50 per credit hour or
9 approximately \$5 per course. Over the last
10 decade, the college has tightened controls on
11 staff and expenditure levels and we will continue
12 to do so. Each year is a delicate balancing act
13 as we attempt to meet the increased need for
14 higher education programs and services without
15 adding to the pressure on our students. So our
16 students definitely would have a -- a tuition and
17 fee increase for next year based on just the
18 \$500,000 increase.

19 We've had a 29 percent increase in
20 graduates in the last ten years. However, the
21 student supports and initiatives that help to
22 accelerate student progress all require funding.
23 And we are moving toward a tipping point where
24 further increases in tuition and fees could

1 discourage students from continuing their
2 education. And these are the students who are
3 struggling hardest to be in college.

4 Recent changes to federal financial aid
5 eligibility rules have eliminated some students
6 from the Pell Grant rules at a time when students
7 are relying heavily on grants and scholarships.
8 If displaced workers like Fine no longer see
9 viable ways to juggle multiple jobs, family
10 responsibilities and rising tuition and fees, they
11 will be less willing to carry their heavy loads
12 year after year. Local companies will be forced
13 to import talent which increases their cost of
14 doing business.

15 By the way, a recent survey of the
16 college's 2012 graduates found that 67 percent had
17 secured employment within nine months of
18 commencement. Moreover, the salary of a
19 career-program graduate was more than \$40,000,
20 which was more than \$4,000 higher than the
21 previous year's average. You will find additional
22 details regarding our recent achievements and new
23 initiatives in the testimony we submitted to you.
24 So, I thank you for giving us an opportunity to

1 come today to discuss how the recent decline and
2 the portion of budget funded by City and State
3 dollars has led to growing reliance on student
4 tuition and fees.

5 Unfortunately, this year we see no relief
6 in sight from the Commonwealth. State operating
7 funds for the college have been at a flat level
8 since 2012. Governor Corbett proposed flat
9 funding for the 2014/2015 Fiscal Year for the
10 states 14 community colleges. And he has proposed
11 a \$1 million reduction in capital funding.

12 As you allocate resources this year, we ask
13 that you make a decision that ensures the
14 college's only public institution of higher
15 education remains accessible, affordable and
16 capable of responding to the long term needs of
17 residents and businesses.

18 Thank you.

19 COUNCIL PRESIDENT CLARKE: Thank you so
20 much for your testimony. You've answered one
21 question. Let me move onto the second.

22 DR. GAY: Okay.

23 COUNCIL PRESIDENT CLARKE: I had a meeting
24 two months back about Marcellus Shale and the

1 potential opportunities whose programs that were
2 teaching people and getting people engaged in the
3 possibility of getting job opportunities or career
4 opportunities in this growing field. And it was
5 my understanding that at some point over the last
6 year or two, that the Community College was
7 approached to particularly have a curriculum in
8 the college to provide training for such
9 opportunities. And for whatever reason, the Board
10 or whomever, decided not to go that direction.

11 Are you familiar with that?

12 DR. GAY: I'm not familiar with that. We
13 were approached and asked if we would participate
14 as part of broader coalition of institutions that
15 were supporting efforts of Marcellus Shale. And
16 we were asked to provide information about what
17 career opportunities there might be in
18 Philadelphia related to the Marcellus Shale.

19 As you know, the distribution -- energy
20 distribution is not the focus of the eastern part
21 of the state. And most of our students --

22 COUNCIL PRESIDENT CLARKE: Not -- not yet.

23 DR. GAY: Not yet, right. And most of our
24 students do not travel beyond the metropolitan

1 region. More than 90,000 of our students -- more
2 than 90 percent of our students actually stay in
3 the metropolitan region. So, the kinds of
4 activities that we've been involved in, in terms
5 of the Shale really have to do with the kinds of
6 support, careers and opportunities whether it's
7 accounting technician, hospitality services,
8 things that support companies as --

9 COUNCIL PRESIDENT CLARKE: So --

10 DR. GAY: -- opposed to direct work.

11 COUNCIL PRESIDENT CLARKE: So your response
12 that there was not such a conversation?

13 DR. GAY: I do not believe --

14 COUNCIL PRESIDENT CLARKE: My
15 understanding, there was actually a meeting with
16 some people from the Governor's office and a
17 person from the industry. And because there was
18 no response, positive response from Community
19 College, they opted to look at Cheyney University.

20 DR. GAY: I do -- I do not believe we
21 were --

22 COUNCIL PRESIDENT CLARKE: You don't --

23 DR. GAY: -- directly approached to create
24 a curriculum specifically related to Marcellus

1 Shale.

2 COUNCIL PRESIDENT CLARKE: Okay. All
3 right. Well, I will try to get a little more
4 detail on my end.

5 DR. GAY: Okay, yes. I would appreciate
6 that. And I'd be happy to follow up on that.

7 COUNCIL PRESIDENT CLARKE: I was a little
8 surprised we didn't take advantage of that
9 opportunity.

10 DR. GAY: I'd be surprised, too.

11 COUNCIL PRESIDENT CLARKE: Second thing.

12 During the course of Dr. Hite's initial
13 year when we have this conversation about school
14 closings -- and I want to commend Dr. Hite for
15 being very creative. Throughout that process he
16 had indicated that there was, in prior years and
17 hopefully in an expanded level, that the
18 participation of public schools, the Philadelphia
19 public schools and Community College, was such
20 that there were concurrent credits given for upper
21 classmen in the Philadelphia School District.

22 DR. GAY: Yes.

23 COUNCIL PRESIDENT CLARKE: And the reason I
24 remember it is because he -- when we were talking

1 about Strawberry Mansion, and there was an attempt
2 to close Strawberry Mansion. And one of the
3 strategies that he had was to have dual courses
4 credits in Strawberry Mansion concurrent that
5 would allow them to get a heads up on their stay
6 at Community College.

7 Are you familiar with that at all? Or can
8 you just kind of talk me through the possibilities
9 in that relationship.

10 DR. GAY: Yes. We have a number of
11 opportunities, what used to be called dual
12 enrollment in the past when there was state
13 funding for that type of an initiative. And the
14 College has worked very hard to make sure that it
15 was still a great possibility for students to be
16 able to take courses during high school at the
17 college level if they were prepared to -- to
18 manage that -- that type of course load. So we
19 have worked with both charter schools, the public
20 schools, occasionally a private school, also
21 archdiocese school to provide that opportunity for
22 students. And I will just give you a couple of
23 examples.

24 We have during the summer a program called

1 ACE. And that -- the wonderful thing about that
2 program is it allows students to take a -- a
3 college level course and start out in the course
4 counting it as non-credit. So, they get to get
5 their feet wet in an actual college level course.
6 At the end of the course, if in fact they have a C
7 or better grade, then it's converted into a credit
8 bearing course and it's transcribed for the
9 student. And last summer, more than 200 students
10 took advantage of this opportunity in the summer,
11 some in as low as tenth grade taking that first
12 college level course. We know that students once
13 they know that they can be successful in college,
14 are more likely to continue in college. So, the
15 summer ACE Program has definitely been a great
16 success for the college.

17 During the academic year, we also have
18 students taking college level courses. Last year
19 over 500 students -- we discount the tuition for
20 students that are taking -- high school students
21 taking college level courses. So, it's slightly
22 less than \$100 a credit versus \$1 -- more than
23 \$153 a credit.

24 COUNCIL PRESIDENT CLARKE: Excuse me --

1 'scuse me. I am trying to make --

2 DR. GAY: Sorry.

3 COUNCIL PRESIDENT CLARKE: I am going to
4 ask you a specific question.

5 DR. GAY: Okay.

6 COUNCIL PRESIDENT CLARKE: Do you, in upper
7 class in public schools or charter schools, have a
8 dual credit or dual enrollment, as you called it,
9 focus?

10 DR. GAY: Yes.

11 COUNCIL PRESIDENT CLARKE: In Bartram as an
12 example, since it's been in the news recently, can
13 a child go to that school and take a credit, take
14 a course in that school that will allow them to
15 have a credit towards the Community College
16 education at the same time that they are taking
17 that same course in the public school?

18 DR. GAY: They cannot take the course in
19 that school. They can take the course at the
20 College.

21 COUNCIL PRESIDENT CLARKE: But at the same
22 time that they are enrolled in high school?

23 DR. GAY: At the same time they are
24 enrolled in high school they can be taking college

1 level courses. And we have many students that do.

2 COUNCIL PRESIDENT CLARKE: Okay. See
3 that's, all I am trying to get. And I appreciate
4 all the other information, but -- all right.

5 One last question. The changes in the
6 Federal Eligibility Rules have eliminated
7 thousands of students from the Pell Grant Rules
8 and put others at risk of losing.

9 DR. GAY: Yes.

10 COUNCIL PRESIDENT CLARKE: Can you talk to
11 us a little bit about that, how that's impacted
12 your school.

13 DR. GAY: Well, one of -- it's had a huge
14 impact as we've had to remove students from Pell.
15 I will just give you one example of a change.

16 It used to be that the Federal Government
17 allowed you to have 18 full-time equivalent
18 semesters of Pell funding. Few years ago, they
19 cut it back to 12. So even if you were in your
20 13th semester and you were expecting to be able to
21 have funding for 18 semesters, you were
22 immediately eliminated from the -- the rules. It
23 was retroactive. It wasn't even as though it was
24 going to move forward.

1 So, a number of students lost their
2 eligibility based on that. Other students lose
3 their eligibility based on the required grade
4 point average. There are a number of rules that
5 were implemented that worked as a disadvantage for
6 the most disadvantaged students.

7 COUNCIL PRESIDENT CLARKE: Okay. All
8 right. Thank you.

9 Chair recognizes Councilman Jones.

10 COUNCILMAN JONES: Thank you,
11 Mr. President. And I understand that you are
12 emphasizing abbreviated testimony and also
13 question in the day, so I will get right to it,
14 sir.

15 We should not just settle for a half
16 million dollars to Community College. We should
17 get them a million dollars, and I will make my
18 case as to why.

19 There is not a better -- they gave the
20 example of the young person in Kenyatta Johnson's
21 District. I can replicate that tenfold in my
22 district --

23 COUNCILMAN JOHNSON: Here, here.

24 COUNCILMAN JONES: -- where people who were

1 in between decisions as to where they would go
2 decided to try out Community and wind up either
3 graduating from Community or matriculating into
4 Temple, St. Joe's University, a number of other
5 universities where they would otherwise have
6 floundered, not been given the proper supports.
7 There is not a one case but several dozens at
8 least in my district that I know about. So, I
9 guess what I want to say to them is thank you.
10 And I want to say for the team, and I do mean
11 "team" because people have submerged their
12 individual egos to do what is best for the
13 Institution and our City.

14 So let me make my case, Mr. President.
15 They -- and you can comment on some of these. The
16 high school students that go to the "conveyer
17 belt" college-readiness program which provides
18 financing and enables students in alternative
19 schools to get their GEDs and move into education;
20 the Middle College Partnership Program which they
21 have that they can get 24 credits during their
22 senior year, that is currently at Mastery schools;
23 the advanced college dual enrollment program which
24 you spoke about that provides prep -- Charter with

1 assistance and gets young people ready for
2 wherever they want to go; the Advanced College
3 Experience called ACE that you talked about in
4 your testimony, that a C or higher can receive
5 credits for the course. Some of the courses that
6 they offer you don't have to pay for. You can try
7 it out. If you don't like it, it's free. I don't
8 know of another institution that goes that far out
9 for our young people when we talk about getting
10 them ready for a worldwide -- worldwide
11 competitiveness.

12 The Gateway College Program, the connection
13 to science and engineering and technology, less
14 than -- in a particular -- in urban areas in our
15 graduating class we produce less than 5 percent
16 sciences currently. This is a program that gets
17 them ready for that. The Gear Up Program, which
18 is at my alma mater Overbrook High School as well
19 as Fels, Furness High Schools. And that creates
20 an achievement in academic outcomes. And I could
21 go on and on.

22 Homeless Student Initiative. Homeless
23 Student Initiative, that they provide stipends and
24 food and other supports for students facing

1 housing issues. Job Track PA; My Degree Now
2 Program; Opportunity Now Program which provides
3 tuition free for students who have been laid off
4 from full or part time jobs.

5 Mr. President, this Institution
6 singlehandedly, I would -- I would dare another
7 college within our borders to come back and tell
8 us how they go pound for pound with this
9 institution on getting the hardest, most
10 challenged population of our citizens.

11 So, I won't go through all of the questions
12 I had. And, sir, this is for you. I have plenty
13 of them. But I would just go right to the point
14 of why they should not be -- and they're modest.
15 They're here asking and going along with the half
16 million dollar allocation. They deserve double
17 that. And I think if there is a true interest in
18 the City of Philadelphia providing for that groups
19 that we just spoke about, it is through this
20 institution.

21 Thank you, Mr. President.

22 COUNCIL PRESIDENT CLARKE: Thank you.

23 DR. GAY: Thank you, Councilman.

24 COUNCIL PRESIDENT CLARKE: Your point has

1 clearly been made. And seems like based on
2 Councilman Johnson's response in the earlier part
3 of your conversation, that you are two votes in on
4 a -- an increase in request for funding.

5 COUNCILMAN JOHNSON: I second that.

6 COUNCIL PRESIDENT CLARKE: I am sure that
7 will grow as we move on.

8 Chair recognizes Councilman Greenlee.

9 COUNCILMAN GREENLEE: Thank you,
10 Mr. President.

11 Good morning.

12 (Panel: "Good morning.")

13 COUNCILMAN GREENLEE: I certainly want to
14 also say congratulate you on the great things you
15 do for people who would not be able to get that
16 education if it wasn't for Community College. Let
17 me just ask some really basic questions, part of a
18 combination of the President's first question and
19 Councilman Jones' statement.

20 You -- you say that the new funds would not
21 offset the amount you need to -- to not have a
22 tuition increase.

23 DR. GAY: Yes.

24 COUNCILMAN GREENLEE: Let me preface this

1 by saying I don't know if all that money would be
2 available. But what would you need?

3 What would you need to not off -- to not
4 have a tuition increase?

5 DR. GAY: We had asked for a \$2 million
6 increase with a promise that we would not increase
7 tuition or fees if we received \$2 million.

8 COUNCILMAN GREENLEE: \$2 million. Okay.
9 As I said, I'm not sure that would be available,
10 but at least it gets a -- it gets the answer to
11 the basic question. Okay. Thank you.

12 Thank you, Mr. President.

13 COUNCIL PRESIDENT CLARKE: Thank you,
14 Councilman.

15 I call Councilwoman Blackwell first and
16 then I have a follow-up question.

17 Councilwoman Blackwell.

18 COUNCILWOMAN BLACKWELL: Thank you,
19 Mr. President.

20 I would like to reiterate my thanks to the
21 President, certainly to Matt Bergheiser and
22 certainly to Lynette Brown-Sow who all due a
23 wonderful job. And certainly, I commend them on
24 their Veteran's Program, the Homeless Students

1 Program. I try to go to a lot of events. In
2 fact, just recently I went to the Woman's Month
3 Program that they had. And -- and I have even a
4 family member, one of my nieces who did the two
5 years there and on Dean's List as a Junior at
6 Temple and on Dean's List Program now. So, we
7 know that Community works. And -- and certainly
8 as is everyone else, we are committed to doing
9 what we can to give you those things and -- that
10 you need.

11 Thank you very much.

12 DR. GAY: Thank you, Councilwoman.

13 MR. BERGHEISER: Thank you, Councilwoman.

14 COUNCILWOMAN BLACKWELL: Thank you,
15 Mr. President.

16 COUNCIL PRESIDENT CLARKE: Thank you,
17 Councilwoman.

18 Chair recognizes Councilman Johnson.

19 COUNCILMAN JOHNSON: Thank you, Council
20 President.

21 I just wanted to also just reiterate some
22 of the sentiments mentioned by my colleague
23 Councilman Curtis Jones on the work that Community
24 College does for the young people here in the City

1 of Philadelphia. And I think it's equally
2 important that we continue to advocate to make
3 sure that they have all the opportunities possible
4 to follow their dreams and, more importantly, go
5 on to do positive things.

6 So I just want to, one, continue -- one, I
7 want to follow up on what Councilman Jones
8 specifically focused on in terms of advocacy for
9 additional funding. But more importantly, for the
10 variety of programs that you offer our young
11 people and making sure that your program serves as
12 a hub for them. We continue to make sure that
13 that moves forward and those opportunities are
14 available for all of our young people.

15 So, keep up the good work. And I commend
16 you, all the Members of the Board including my big
17 sister Lynette Brown-Sow and my good colleague
18 Mr. Jeremiah White and others.

19 And so, thank you very much.

20 DR. GAY: Thank you, Councilman.

21 MR. BERGHEISER: Thank you, Councilman.

22 COUNCIL PRESIDENT CLARKE: Thank you,
23 Councilman.

24 COUNCILMAN JOHNSON: You're welcome.

1 COUNCIL PRESIDENT CLARKE: Chair recognizes
2 Councilman Jones.

3 COUNCILMAN JONES: I just had a real
4 quick -- real quick follow up.

5 One of the issues, what percentage of your
6 students actually require childcare? Is there a
7 big population of returning-to-work parents, male
8 or female? Is that a --

9 DR. GAY: We do -- we do have population.
10 I can't give you the exact number, and I certainly
11 can get that number for you. But we provide
12 childcare. We have a childcare facility that's
13 accredited and that is taken advantage of by our
14 students. In fact, some of our faculty also use
15 it for -- for their children. So, we do have a
16 facility.

17 I can get that number for you certainly.

18 COUNCILMAN JONES: Thank you,
19 Mr. President.

20 COUNCIL PRESIDENT CLARKE: Thank you.
21 Councilman, I know where you're going. Probably
22 need to do that in the City of Philadelphia.

23 COUNCILMAN JONES: Yeah.

24 COUNCIL PRESIDENT CLARKE: Real quick. I

1 want to ask you this question, and it actually
2 relates to the next department.

3 In your curriculum, do you have any -- any
4 courses that deal with assessments in your Real
5 Estate School?

6 DR. GAY: We have, I believe, four real
7 estate courses --

8 COUNCIL PRESIDENT CLARKE: Okay.

9 DR. GAY: -- that people can take and that
10 allow them to sit for certification.

11 COUNCIL PRESIDENT CLARKE: Okay. And you
12 may not ans -- be able to answer the specifics of
13 this question. And the reason I am asking this,
14 in our next department will be the Department of
15 Human Services. And we're going to be asking
16 about this ten-year waiver that was just granted
17 to individuals who will take jobs at the Office
18 of -- Office of Property Assessments, which was
19 kind of perplexing to us with a city of 1.5
20 million. And you can't find people in the City of
21 Philadelphia to take those job and we have to give
22 people ten-year waivers.

23 And I was wondering if the curriculum
24 that's in -- currently in CCP would qualify people

1 for this particular position?

2 DR. GAY: I believe it does, but I
3 certainly can check on that. We do have some
4 courses. We do not have a specific degree in real
5 estate.

6 COUNCIL PRESIDENT CLARKE: All right.

7 DR. GAY: Or a certificate at this point.

8 COUNCIL PRESIDENT CLARKE: Okay. Because
9 it's a --

10 DR. GAY: But we do have courses.

11 COUNCIL PRESIDENT CLARKE: -- quite a
12 number of job opportunities. And I would just
13 think that, you know -- I am all for people moving
14 into the City. But if we have people here -- and
15 ten-year waiver is pretty significant that a
16 person doesn't have to move into the City.

17 Okay. Thank you. Oh, one last question.
18 And this deals more with your physical plan.

19 Are there any plans to expand or add
20 additional buildings or additional space
21 requirements with the College?

22 DR. GAY: We don't have plans, specific
23 plans. Obviously, we are always talking about are
24 we serving the needs of the entire City? Are

1 there other locations that would provide greater
2 opportunities?

3 COUNCIL PRESIDENT CLARKE: I am actually
4 talking about in your main campus.

5 DR. GAY: Oh, not -- we -- not at the
6 moment. We are not planning on any expansion at
7 the moment.

8 COUNCIL PRESIDENT CLARKE: All right.
9 Okay. Reason I'm asking that because there --
10 there is some potential need or possible
11 opportunity to do consolidation of some of the
12 educational facilities in close proximity to the
13 University. And basically, we are looking to
14 consolidate some office space. And in the event
15 the community was possibly looking for additional
16 space, there may be an opportunity and a
17 possibility that would solve two needs; one,
18 accommodate the need for the University for
19 additional space; but two, to deal with 440 North
20 Broad Street that has about 30 percent occupied.

21 DR. GAY: I think, you know, when I say we
22 don't need more space, we're not talking about
23 it -- we do lease facilities at this moment that
24 we don't own, so we definitely have space needs.

1 But we -- we're meeting them currently through
2 leases.

3 COUNCIL PRESIDENT CLARKE: All right.
4 Because we'd like to have that conversation.

5 We've been working on how to figure out the
6 440 North Broad Street headquarters challenge both
7 in terms of it's up, down -- upside down deficit
8 and also with respects to the space needs. So
9 there is an opportunity to put some additional
10 educational or other institutional classrooms, any
11 other type of operations, it would solve the
12 problem of dealing with the fiscal challenge that
13 the School District continues to have. And we can
14 guarantee you much better rental rates than any
15 other location in the City of Philadelphia.

16 DR. GAY: Thank you.

17 COUNCIL PRESIDENT CLARKE: All right.
18 Thank you. We probably will have a follow up on
19 that.

20 DR. GAY: Okay.

21 COUNCIL PRESIDENT CLARKE: Chair recognizes
22 Councilman Jones.

23 COUNCILMAN JONES: Yes. Mr. President,
24 real quick on your line of questioning.

1 It is -- it is impressive that you're
2 working with, and we've talked about it in this
3 chambers a lot, how we create jobs of not just
4 today but the future.

5 DR. GAY: Yes.

6 COUNCILMAN JONES: And you working with
7 high schools to do that and kind of reverse
8 engineer curriculums and dual enrollment. So
9 we -- we're happy about that and hope that any
10 money we give you can also go towards that. But
11 another shoe to fall is the City itself, its
12 departments.

13 We are going through attrition. We are
14 going through the DROP Program in some of our
15 skilled departments whether it's Water, whether
16 it's Streets or whether it's PGW. They keep
17 telling me that we're having a lot of difficulty
18 filling a lot of positions in key departments. To
19 what degree -- because Human Services is coming up
20 next.

21 To what degree do you work with our City
22 departments to look at opportunities to train a
23 workforce ready specifically on skills that we --
24 we might find difficult in filling?

1 DR. GAY: We do work with City departments,
2 particularly the Water Department is one that
3 comes to mind most immediately. But also, we've
4 articulated our programs with the high schools for
5 career and technical training. We are also doing
6 advanced manufacturing training currently through
7 that \$20 million grant that the colleges, the
8 fiscal agent for the 14 community colleges. So,
9 we do have career programs and we are in constant
10 contact with City offices asking how can we be
11 helpful, what are your needs? Do we have the
12 curricula, the preparation that you need for City
13 workers?

14 COUNCILMAN JONES: So specifically, you are
15 working with the Water Department to do what kinds
16 of training?

17 DR. GAY: We do -- I am trying to think of
18 which curricula they're in. And in fact, we have
19 some of the supervisors from the Water Department
20 who work -- who teach some of the classes that we
21 offer at the college to prepare people to work in
22 the Water Department.

23 COUNCILMAN JONES: If you can provide to
24 the President a list, a comprehensive list --

1 DR. GAY: Sure.

2 COUNCILMAN JONES: -- of which departments,
3 that will be helpful with us as we develop our
4 budget to know that their succession planning
5 includes education and proper training.
6 Specifically with the Water Department, there is a
7 plan that deal with bioretention basins and rain
8 gardens. These rain gardens they are looking at
9 somewhere upwards of a thousand rain gardens to be
10 built within the City of Philadelphia within the
11 next ten years.

12 To do a bioretention basin you have to be
13 part brick mason. You have to be part botanist.
14 You have to know about insecticides and pest
15 controls. You have to know about plumbing. And
16 so, all of these skills go in to create one
17 bioretention basin. Topography is probably
18 another aspect of it.

19 But if a young person coming out of
20 Overbrook or Randolph Skill Center gets trained in
21 this, they can be working on bioretention basins
22 until they retire.

23 DR. GAY: Right.

24 COUNCILMAN JONES: So if we capture just

1 what is within the skill sets within the City
2 departments' needs, we create a career track as
3 opposed to a pipeline from school to prison.

4 DR. GAY: Right.

5 COUNCILMAN JONES: So specifically, we'd
6 like -- I'd like you to give us a list of where
7 you -- where those programs connectivity exists.
8 But also, Mr. President, where we can kind of
9 encourage those kinds of relationships going
10 forward.

11 DR. GAY: Absolutely.

12 COUNCILMAN JONES: Thank you,
13 Mr. President.

14 DR. GAY: Thank you, Councilman.

15 COUNCIL PRESIDENT CLARKE: Thank you
16 Councilman.

17 Chair recognizes Councilman Goode.

18 COUNCILMAN GOODE: Thank you,
19 Mr. President.

20 Good morning. Your written testimony
21 states that tuition and fees for Philadelphia
22 residents currently are approximately \$5,000 a
23 year. What does that pay for?

24 DR. GAY: It pays for the inst -- well, you

1 know, obviously all of the operating expenses of
2 the college. It doesn't quite cover, you know,
3 all the expenses. It's about 60 percent of our
4 operating budget. But it pays for everything
5 except for books. It doesn't pay for, you know,
6 extra essentials that students may need to have.

7 COUNCILMAN GOODE: I guess what I am trying
8 to figure out is what is the costs, average cost,
9 per course?

10 DR. GAY: The average cost per course \$540.

11 COUNCILMAN GOODE: Thank you.

12 Thank you, Mr. President.

13 COUNCIL PRESIDENT CLARKE: Thank you,
14 Councilman.

15 Chair recognizes Councilwoman Blackwell.

16 COUNCILWOMAN BLACKWELL: Thank you. All
17 right. Thank you, Mr. President.

18 I only wanted to ask about our
19 possibilities to expand the West Philadelphia
20 campus. Every time there is -- every time there
21 is a building next door, it's a bad time for
22 Community, and then somebody else gets in and we
23 lose out. And now there, you know -- you only get
24 them every now and then. Since the area is

1 changing, we do have as Mr. Bergheiser knows,
2 we've had opportunities to expand. I am only
3 asking that you consider that there -- every
4 time -- every time somebody wants to use the
5 college and Millie Smith is the best person there
6 can be.

7 But people always talk about expanding,
8 talk about campuses other place and that West
9 Philadelphia doesn't have it and why can't we have
10 it given -- especially now we have so much else
11 going on in West Philadelphia right near with the
12 new police station and many other things, new
13 CHOP -- Children's Hospital. The Juvenile Justice
14 Center, we have a lot in that area. And there is
15 a lot of training that could take place with
16 Community if Community would certainly consider at
17 some point that the investment would be worth it
18 because of so much else going on in the area.

19 So, we wondered if you all would consider
20 that or are considering that?

21 DR. GAY: We definitely have a great
22 interest in our West Philadelphia Regional Center
23 and the community there. I think you know that
24 West Philadelphia is where I grew up, so just

1 blocks actually from our West Regional Center.

2 So, it's definitely a big interest of ours.

3 We did do some expansion of the building, I
4 am sure you know, and created a learning commons
5 for students. But also, we have the first right
6 of refusal on that space we are leasing now from
7 Strouses. So, it's definitely an interest of
8 ours. We definitely want to meet the needs of
9 the -- the citizens in that of the City. And have
10 been trying to, as we grow, make sure that we're
11 growing in West Philadelphia, as well.

12 COUNCILWOMAN BLACKWELL: Thank you.

13 Thank you, Mr. President.

14 COUNCIL PRESIDENT CLARKE: Thank you,
15 Councilwoman.

16 Appears that's it. Thank you very much for
17 your testimony.

18 DR. GAY: Thank you very much.

19 COUNCIL PRESIDENT CLARKE: And I would like
20 to follow up on the space needs issue.

21 DR. GAY: Yes.

22 COUNCIL PRESIDENT CLARKE: So, if you can
23 have someone contact me.

24 DR. GAY: Absolutely, thank you.

1 COUNCIL PRESIDENT CLARKE: Guess my good
2 friend Lynette. All right. Thank you.

3 And next up we will have Human Resources.

4 - - -

5 (Panel approaches the table.)

6 - - -

7 COUNCIL PRESIDENT CLARKE: Good morning.

8 MR. D'ATILLIO: Good morning.

9 Good morning, President Clarke and Members
10 of City Council. My name is Albert D'Atillio.
11 And I am the City's Director of Human Resources.
12 I am here to present testimony in support of the
13 Department's Fiscal 2015 Operating Budget request.

14 With me today are Deputy Director Celia
15 O'Leary, Michael McAnally, Sheila Pate, James
16 Startare and Brian Albert. Also with me is
17 Dr. George Hayes who is our Director of Medical
18 Services and other members of my senior team. You
19 have my written testimony, so I will limit my
20 remarks and be able to answer any questions you
21 may have.

22 The mission of the Office of Human
23 Resources, we are also known as OHR, is to
24 attract, select and retain a qualified diverse and

1 effective workforce that supports the goals of the
2 City. We accomplish our core mission by
3 administering the Civil Service System. We
4 classify and determine the compensation rates for
5 all Civil Service positions. We develop and
6 administer examinations. We establish eligible
7 lists that are use for both hire and promotion.
8 We ensure compliance with the Home Rule Charter
9 and the Civil Service Regulations. And we
10 manage -- manage and administer a competitive yet
11 cost effective benefit program for non-represented
12 City employees.

13 Our FY15 Proposed General Fund Budget of
14 \$5,724,218 represents a decrease of \$162,000 from
15 our FY14 estimated obligations. And this is due
16 mainly to promotional testing for the Police
17 Department being off cycle. And by that, I mean,
18 the promotional exams are typically administered
19 every other year. And the cost of the oral exam
20 administration therefore fluctuates with that.

21 You've expressed an interest in the
22 demographic makeup and language skills of OHR's
23 workforce. Approximately, 60 percent of our
24 employees are women, 72 percent are non-white. My

1 senior team is composed of 54 percent women and
2 46 percent non-white. The Office of Human
3 Resources currently has six employees who are
4 fluent in a total of 15 different languages other
5 than English.

6 That concludes my prepared testimony. And
7 I am happy to answer any questions you may have.

8 COUNCIL PRESIDENT CLARKE: Thank you very
9 much. Couple quick questions.

10 The Section 11, page 65 -- page 67.

11 Anyway, it projects that the health and medical
12 costs will decrease by approximately 33 million in
13 FY15. Can you tell me what the factors are
14 contributing in these decreases?

15 MR. D'ATILLIO: I believe that the Finance
16 Department -- I'm going to ask the Budget Director
17 if she can assist with this question. I believe
18 that number is actually the entire City spend on
19 benefits not only the City administered plan.

20 MS. RHYNHART: Hi. Rebecca Rhynhart,
21 Budget Director. Good morning.

22 The decrease in Fiscal '15 -- I just want
23 to make sure I understand the question. The
24 decrease in Fiscal '15 for health/medical is due

1 to the significant retro payment made in Fiscal
2 '14 for the Fire Award for when we withdraw the
3 2009 appeal. We paid over \$35 million in that --
4 for healthcare in the retro portion of that award.

5 COUNCIL PRESIDENT CLARKE: Let me make sure
6 I understand that. So the decrease is what? I'm
7 not sure I understand that response.

8 MS. RHYNHART: The decrease in -- the
9 question -- the question was what caused the
10 decrease in the health/medical costs in Fiscal
11 '15?

12 COUNCIL PRESIDENT CLARKE: Right.

13 MS. RHYNHART: The decrease is in Fiscal
14 '14 we had a one time expense for the retro
15 payment related to health costs --

16 COUNCIL PRESIDENT CLARKE: Right.

17 MS. RHYNHART: -- for the firefighters.

18 COUNCIL PRESIDENT CLARKE: Okay.

19 MS. RHYNHART: So that goes away. It was a
20 big retro payment that was due. And that is
21 not --

22 COUNCIL PRESIDENT CLARKE: So, that was a
23 carryover.

24 MS. RHYNHART: Right. That was just a one

1 time thing.

2 COUNCIL PRESIDENT CLARKE: Okay.

3 MS. RHYNHART: And then in Fiscal '15 it
4 goes away.

5 COUNCIL PRESIDENT CLARKE: Okay. No need
6 in asking the second part of that question.

7 MS. RHYNHART: Okay.

8 COUNCIL PRESIDENT CLARKE: Would that
9 projected decrease in cost, is it shared with the
10 City employees? And if that's not a real
11 decrease, then -- all right.

12 MS. RHYNHART: Well, the increase was the
13 back payments that were due so it's not a real
14 decrease.

15 COUNCIL PRESIDENT CLARKE: I understand.

16 MS. RHYNHART: Cost savings.

17 COUNCIL PRESIDENT CLARKE: Okay. You
18 actually may want to -- you know what, let me ask
19 this question. The -- I asked earlier with
20 respect -- you may -- Ms. Rynhart, you may
21 want -- this OPA question, I raised it earlier
22 trying to give you guys a heads up. That there's
23 been a challenge of getting employees and
24 assessors to work in the Office of Property

1 Assessment. And recently, I understand, that
2 there is a proposal or may have already been
3 authorized to grant people ten-year waivers,
4 basically don't have to move into the City
5 officially. And that's why I asked the question
6 of Community College about the possibility of
7 providing that workforce here locally.

8 Can you tell me what role you had in that?
9 And can you determine -- tell me what your efforts
10 were involved in this particular case in terms of
11 marketing or soliciting individuals for those jobs
12 in the City of Philadelphia? It just seems like
13 an extremely long waiver.

14 MR. D'ATILLIO: I will be happy to address
15 it as best I can. And Michael McAnally, Deputy
16 Director of Human Resources is also here to
17 provide more specific detail.

18 So, we have been working with the Office of
19 Property Assessment probably since 2009 to fully
20 staff up. As a result of the -- the AVI
21 Initiative, the Department needed to hire in
22 excess of 100 experienced evaluators in a short
23 period of time. We have made repeated changes to
24 the training and experience requirement.

1 Interestingly enough, the Civil Service Commission
2 and I and the Office of Property Assessment met
3 with Community College several years ago to see
4 how their program might help us attract -- attract
5 future employees into the Office of Property
6 Assessment. I believe that Mr. McKeithen said at
7 the time that because of AVI, what he really
8 needed was experienced evaluators.

9 So in the past since 2011, we have hired 73
10 experienced evaluators. We have produced
11 eligible-ness with over 116 eligible candidates.
12 We currently have a list of about 18 eligible
13 candidates remaining on the list. Mr. McKeithen
14 came to us, this was back in December, and said
15 we've -- we've made attempts to -- to tinker with
16 the experience and education requirement. We --
17 we've looked at the salaries. And at that point,
18 they thought the salaries were -- were competitive
19 with -- with what was -- what assessors were
20 making in the counties. But it was a concern that
21 a number of people who had turned down the
22 position indicated that they were turning down the
23 position because of the residency requirement.

24 So, the initial request to our office and

1 to the Civil Service Commission was for an
2 indefinite residency waiver. We do have a few
3 indefinite residency waivers in the City. They
4 mainly exist in the medical profession. The Civil
5 Service Commission came back and instead granted a
6 limited ten-year waiver that would only be
7 applicable to 20 individuals. And you've heard
8 Mr. McKeithen testify that he has approximately 37
9 vacancies out there. And those residency waivers
10 expire once the candidate or once the employee
11 seeks a higher level position than the full
12 performance level position. And as I mentioned,
13 they are only good for ten years.

14 So what we thought was -- that this -- this
15 was a reasonable attempt to deal with our need to
16 find fully experienced assessors who may be
17 reluctant to come to the City because they're
18 established where they are and they don't want to
19 move into the City. And of course, we hope that
20 once they actually become part of the City, they
21 learn the -- the benefits of -- of -- of the City
22 of Philadelphia and reconsider that.

23 Right now there is only one individual who
24 has the ten-year waiver. So, we're working on

1 this.

2 COUNCIL PRESIDENT CLARKE: Is there a
3 threshold on how many waivers the Department can
4 grant along with Civil Service?

5 MR. D'ATILLIO: Well, the Depart -- the
6 Department cannot grant any waivers unless
7 authorized by the Civil Service Commission. The
8 Civil Service Commission limited the number of
9 waivers that can exist in the Office of Property
10 Assessment to 20.

11 COUNCIL PRESIDENT CLARKE: Just generally.
12 I know you are not the Civil Service Commission,
13 but do you know -- are you familiar -- I am just
14 saying, there has been a strong residency rule --

15 MR. D'ATILLIO: The Commission --

16 COUNCIL PRESIDENT CLARKE: -- in the City
17 for some time. So if you can just say, well you
18 know what, we are just going to grant 300 waivers
19 on people across the board.

20 MR. D'ATILLIO: The Commission has granted
21 very few waivers. And they really struggled
22 with -- with this waiver request. Currently,
23 there are -- currently there are 108 class waivers
24 out of over a thousand positions in City

1 Government.

2 COUNCIL PRESIDENT CLARKE: Okay.

3 MR. D'ATILLIO: And as I said, a majority
4 of those waivers exist -- exist in -- a majority
5 of the -- I'm sorry, of the indefinite waivers
6 exist in -- in the medical professions. They've
7 issued 88 waivers. As you know, the Home Rule
8 Charter imposes a six-month residency waiver.

9 THE WITNESS: Right.

10 MR. D'ATILLIO: In 88 cases, the Civil
11 Service Commission has extended that for up to a
12 year.

13 COUNCIL PRESIDENT CLARKE: All right. But
14 there is no set number in terms of maximum amount
15 of waivers that can be granted by Civil Service
16 Commission?

17 MR. D'ATILLIO: No. The Charter does not
18 limit the number of waivers that the Commission
19 can be granted. As I said, the Commission has
20 been very prudent, in my view, in granting or not
21 granting those waivers. There is not that many
22 people who have a residency waiver.

23 COUNCIL PRESIDENT CLARKE: Yeah. Okay.

24 Yeah. I mean, this probably wouldn't be a

1 question if it wasn't the Office of Property
2 Assessment that were requesting these waivers
3 given the controversy surrounding AVI right now.
4 But --

5 MR. D'ATILLIO: And I think, President
6 Clarke, that the difficulty that we had with AVI
7 was that in order to ramp up for a full
8 assessment --

9 THE WITNESS: Right.

10 MR. D'ATILLIO: -- across the City, OPA
11 needed experienced assessors. They did not have
12 the luxury of bringing in a trainee and having
13 that trainee develop over a four to ten-year
14 period. I think eventually when things stabilize
15 we can go back to that -- that staffing strategy
16 that we had used in the past.

17 COUNCIL PRESIDENT CLARKE: Right. Okay.
18 All right. Thank you.

19 Chair recognizes Councilman Jones.

20 COUNCILMAN JONES: Thank you,
21 Mr. President. And still morning, good morning.

22 A couple of quick clarification questions.
23 You deal with nine departments: Civil Service
24 Commission, Fleet Management, Human Resources,

1 Office of Managing Director, Office of Mural Arts,
2 Procurement Department, Public Property, Records
3 and OIT effective July 12. But you also through
4 the Civil Service Commission deal with the Police,
5 Fire, Prisons, Water, Streets, DHS, Behavioral
6 Health; is that correct?

7 MR. D'ATILLIO: That's correct. We have
8 two functions. Our -- our core function is
9 central agency function. And as I mentioned in my
10 testimony, we administer the Civil Service --

11 COUNCILMAN JONES: For the rest?

12 MR. D'ATILLIO: -- for all -- for 25,000
13 Civil Service employees.

14 COUNCILMAN JONES: I just -- I just wanted
15 to put that on the record and be clear.

16 MR. D'ATILLIO: In 2010, Councilman, we
17 took on the shared services for those eight and a
18 half departments. So now we not only function as
19 a central agency. But for those eight-plus
20 departments, about 1,300 employees, we are
21 actually their Hr office, as well.

22 COUNCILMAN JONES: Is that a cost savings
23 component?

24 MR. D'ATILLIO: There was a savings of, I

1 guess, two and a half to three FTEs at about
2 \$120,000. I think more importantly we found that
3 there is -- there is efficiencies to be gained
4 with this model. I mean, with all due modesty, I
5 think we do it better than the operating
6 departments.

7 COUNCILMAN JONES: I just wanted to make
8 clear that there was a delineation between the
9 two.

10 MR. D'ATILLIO: There is.

11 COUNCILMAN JONES: So, all right. Since
12 the changing of the residency requirement to give
13 a year to perspective employees to move in the
14 City, has -- what has changed by way of who we're
15 getting as civil servants now?

16 Has -- what has been the impact?

17 MR. D'ATILLIO: Are you referring to the
18 Charter change in 2008?

19 COUNCILMAN JONES: Correct.

20 MR. D'ATILLIO: So the big -- the big
21 change with that -- that Charter change was that
22 prior to 2008 you had to live in the City a year
23 before you could be hired. As a result of the
24 Charter change in 2008, you can apply from

1 anywhere, live anywhere. The only requirement is
2 that you have to move into the City within six
3 months of hire. So that opens up our recruitment
4 pool.

5 COUNCILMAN JONES: I got that part. What
6 are the impacts by way of who -- are we -- are
7 we -- what is the demographic?

8 Where did the -- since that ruling, where
9 have recruits -- recruited individuals and then
10 subsequently hired individuals come from? Has
11 there been a great influx of people who lived
12 outside of the City and have now taken on City
13 jobs?

14 Question, what has been the analysis since
15 that ruling as to where we get our employees from?

16 MR. D'ATILLIO: Mike, do you have a sense
17 on that.

18 MR. MCANALLY: I don't, Councilman.

19 COUNCILMAN JONES: You don't know?

20 MR. D'ATILLIO: I would indicate that -- I
21 suspect that most of our applicants -- we have
22 currently 28,000 applicants on Civil Service
23 lists. And we can take a look at where they
24 reside. I suspect that most of those individuals

1 still reside in Philadelphia or in surrounding
2 counties. But I can -- we can do an analysis of
3 it -- analysis of that.

4 COUNCILMAN JONES: From a overused phrase I
5 use from being ebonically challenged, "If it ain't
6 measured, it ain't managed."

7 I want to know specifically what the impact
8 has been since we changed that ruling to who we
9 are winding up hiring as City servants. And I
10 want to know that because it has intended and
11 unintended consequences. Specifically drilling it
12 down, to departments like our Fire Department and
13 seeing where our recruits are coming from now as
14 opposed to before that ruling of having to live in
15 the City a year prior.

16 So if there is a volunteer firefighter from
17 Spokane, Illinois that sees the opportunity now to
18 come to Philadelphia and take advantage of a
19 job -- and I'm not saying his skill sets are not
20 welcome. But I do want to know that there is a
21 kid that goes to one of our trade schools that
22 took a Fire Academy course that may not now have
23 that opportunity. So, I want to know what the
24 quantitative impacts of that decision are on the

1 Fire Department and I also would imagine the
2 Police Department by way of what has been the net
3 impact of that decision.

4 MR. D'ATILLIO: So, we will get that
5 information for you. Before I came here today, I
6 took a look at who -- who we currently have on the
7 workforce and what their residency status is. And
8 I can tell you that currently there are 30 -- are
9 these people?

10 MS. O'LEARY: Yeah, they're people.

11 MR. D'ATILLIO: Thirty-four -- 34 employees
12 who are operating under the Charter six-month
13 residency waiver. And there are another 59
14 employees who are operating under a one-year
15 residency waiver. So, the number is very small.
16 And -- and I expect when we do the full analysis,
17 we'll find that the numbers are equally as -- as
18 small.

19 COUNCILMAN JONES: I would like you to
20 drill down particularly paying attention to those
21 two departments.

22 MR. D'ATILLIO: Fire and Police.

23 COUNCILMAN JONES: Yes.

24 MR. D'ATILLIO: Yes, sir.

1 COUNCILMAN JONES: Also, I would throw in a
2 third, Prisons. And both -- all three of those
3 are in Public Safety, which I'm very keenly
4 concerned about.

5 To what degree has the change in the rules,
6 five-year rule of a police officer who has
7 achieved five-year seniority moving outside of the
8 City, what impact has that had on the Police
9 Department? How many have chosen to move outside
10 the City?

11 MR. D'ATILLIO: 474.

12 COUNCILMAN JONES: So -- 400 -- give me
13 that again slow. 474 policemen have left
14 residence in the City of Philadelphia to seek
15 residence elsewhere?

16 MR. D'ATILLIO: As a result of the Act 111
17 Award that -- that allows certain police officers
18 to --

19 COUNCILMAN JONES: Mr. President, that's a
20 huge impact on 500 -- not less than 500 blocks in
21 the City of Philadelphia where the presence of a
22 uniformed officer, even though they cannot serve
23 in their home district. I can tell you I've had a
24 police officer, female police officer, live on my

1 block. And the calming presence of an off-duty
2 officer with their fire arms and uniform coming in
3 the house has a calming effect on a neighborhood.

4 So in that regard, it has had a great
5 impact of the residency requirement; is that true?

6 MR. D'ATILLIO: Well, 474 is a significant
7 number. And as you mentioned before, that's not a
8 result of a Civil Service Commission waiver.
9 That's a result of --

10 COUNCILMAN JONES: I understand where --
11 but it is a residency issue. That if allowed
12 to -- it can have impacts in other departments, is
13 a reason why we chose to make City residency a
14 requirement of jobs in the City of Philadelphia.
15 So, I'm very concerned about that.

16 By way of recruitment, I remember several
17 years ago asking you how you do your outreach and
18 whether you would consider non-traditional ways to
19 seek people, women, people of color to our ranks.
20 And have you taken advantage of that? I mentioned
21 historically black colleges and universities.

22 Have you done any recruitment to any of
23 those institutions?

24 MR. D'ATILLIO: So, Councilman, we don't

1 actually have a recruitment arm in OHR. We re --
2 we rely on the departments to do their -- their
3 own recruitment. The one thing we have done -- so
4 we've gone to an online application system so you
5 can apply from anywhere in the world. We've also
6 in the past year created a social media presence
7 with Twitter and Facebook. So we -- you know, we
8 have done those -- those things, as well.

9 And again, we are constrained by the fact
10 that we don't have any money budgeted for
11 recruitment, so we rely on the departments to do
12 their own.

13 COUNCILMAN JONES: Well, do you monitor the
14 recruitment done by the individual departments to
15 make sure that they are going to the widest range
16 of potential applicants so that we can have the
17 diversity within our workforce and, in particular,
18 the departments?

19 Do you monitor what their outreach is to
20 find the widest -- other than being on the
21 worldwide web?

22 MR. D'ATILLIO: We work with departments
23 where we have hard to fill positions. So, we have
24 worked with the Police Department, for example,

1 and the Sheriffs Department. We have worked with
2 the Health Department and Parks and Rec. But our
3 focus has generally been on those positions that
4 we have difficulty.

5 COUNCILMAN JONES: So, what would -- what
6 are those positions that you have difficulty in
7 filling?

8 MR. D'ATILLIO: Well, police officer
9 recruit is -- is -- is one of our positions that
10 we have difficulty filling. We have thousands of
11 applicants every year for that position. But once
12 you leave OHR, there are a number of
13 pre-employment hurdles that a candidate must pass:
14 An agility test, a medical examination, a
15 psychological examination, a reading
16 comprehension, a background investigation. And
17 many of the candidates wash out in that. So, we
18 work closely with the Police Department in trying
19 to recruit. And I know they recruit from all over
20 the world, so --

21 COUNCILMAN JONES: That's a -- that's --
22 let me stop you. That's a statement which -- when
23 you say "all over the world." So I want to know
24 where in the world specifically because -- I mean,

1 I've -- I take pride on what our professionals do.
2 I go to their graduations. I go talk to them and
3 their academies to the recruitment class.

4 In the last five years, the diversity
5 within some of those classes has shrunk, quite
6 frankly. And I want to know what we are doing
7 specifically, where in the world specifically we
8 are recruiting from in order to meet that
9 diversity goal. And in the particular parts of
10 the application process, I need an analysis of
11 where particular candidates are flunking out.
12 That's important. Whether it's the psychological
13 test and why. Whether it's the physical test.

14 I was told by some folk that there was a
15 rule change in one department, which I won't name,
16 where they now have to pass their PT test up
17 front, not after you go through six or seven weeks
18 of training. But right up front day one you have
19 to be able to be in -- in -- in top shape to pass
20 the -- if you don't know that in advance in your
21 recruitment, you come in and you are apt in shape,
22 Mr. President. But if you didn't know you had to
23 run that five miles that day under a certain
24 time --

1 COUNCIL PRESIDENT CLARKE: All of us would
2 fail, right?

3 COUNCILMAN JONES: We would fail.

4 MR. D'ATILLIO: I would fail.

5 COUNCILMAN JONES: So -- so -- so
6 specifically, I need to look at -- and this is
7 important. Where was the universe that you
8 recruited from, and what was the demographic of
9 that universe versus who flunked out and why?
10 That will give me a better indication of what
11 we're doing and what the impact of what we're
12 doing is.

13 MR. D'ATILLIO: We will get you that
14 information.

15 COUNCILMAN JONES: Thank you,
16 Mr. President.

17 COUNCIL PRESIDENT CLARKE: Thank you,
18 Councilman. Interesting number in terms of the
19 number of officers that have moved out of the
20 City. I remember when that -- that position --
21 that arbitration award was granted. There was
22 significant concerns raised by a number of
23 individuals who clearly had no involvement
24 because, you know, Councilmembers and others are

1 not involved in that. The common wisdom was that
2 it was essentially a trade off for furloughs. The
3 Police Department would accept receiving furloughs
4 in exchange for having this residency requirement
5 waived after five years. And the simple reality
6 is, is that the likelihood that police officers
7 are going to be furloughed is slim and none or
8 maybe none and none. It's a simple reality.

9 And I also understand, not with any formal
10 information, that a significant number of the
11 400-plus now that I'm hearing this number,
12 officers are actually moving from neighborhoods
13 that have challenges in that neighborhood in terms
14 of quality of life. And that to a large degree,
15 as Councilman Jones said, was to some degree the
16 last line of defense for a lot of these
17 neighborhoods. Because if they know the officer
18 lives in the block, you know, it tends to deal
19 with some of their -- minimize some of the quality
20 of life in criminal activity. But now that those
21 officers that are leaving the City are moving out,
22 I think this is going to increase the likelihood
23 that there will be problems in those communities.

24 So, that's really something that, again, I

1 had no ability to have any influence on that. But
2 I never really liked that -- that proposal, but it
3 is what it is. And at the pace that we're
4 hearing, since I believe that award was only a
5 year old, that already 400-plus people have moved
6 out, that's a pretty scary issue.

7 As our police force continues to age, I can
8 see a time when half the police officers won't be
9 living in the City of Philadelphia. But it is
10 what it is. And you -- you nor I had anything to
11 do with that, so I won't belabor my statement.

12 Chair recognizes Councilman Oh.

13 COUNCILMAN OH: Thank you very much,
14 Mr. President.

15 Good morning.

16 MR. D'ATILLIO: Good morning.

17 COUNCILMAN OH: I have a couple sets of
18 questions. And I will start with this one.

19 In your Executive Summary you state, "that
20 beginning this month, the Office of Human
21 Resources Benefit Division will assume
22 responsibility of administering the
23 Post-Retirement Benefits Program formerly
24 administered by the Board of Pensions."

1 What is the Post-Retirement Benefits
2 Program? How is it administered?

3 MR. D'ATILLIO: So, City employees who go
4 immediately from active status to retirement and
5 have ten years of continuous service are entitled
6 to five years of post-retirement benefits. That
7 up until April 1 was administered by the Board of
8 Pensions. We take -- we took over the management
9 of that in -- in April as I mentioned before.

10 COUNCILMAN OH: When you say you take it
11 over, are you administering -- when you administer
12 the benefits, are you selecting vendors? Are you
13 managing funds? Are you distributing checks?

14 What are you exactly doing.

15 MR. STARTARE: Councilman, James Startare.

16 MR. D'ATILLIO: James, come on up.

17 (Mr. Startare approaches witness table.)

18 MR. STARTARE: Good morning. I am James
19 Startare, Deputy HR Director responsible for
20 health benefits.

21 So to answer the question, we're doing
22 essentially what we had been doing. My office
23 which resides in Office of Human Resources has
24 historically overseen the contracting, the

1 negotiation of those contracts. Essentially, was
2 almost bundled with active employees. But the
3 administration of those services was handled
4 through the Pension Board or through the Pension
5 Office. So essentially, it makes economic sense
6 and administrative sense for it to be one unit.
7 So for the past several years, again, we've been
8 manage those benefits, negotiating those
9 contracts, handling strategic oversight.

10 What we are doing now is actually
11 officially formalizing that -- that unity and
12 having it bundle up to the Office of Human
13 Resources.

14 COUNCILMAN OH: Okay. So my question is,
15 when you say for the past several years, how many
16 years are we talking about that that has been the
17 practice?

18 MR. STARTARE: Well, I mean, I can speak
19 for the last five years definitively which is my
20 time with -- with the City. And in the past five
21 years, I have managed an overseen those contracts:
22 The medical, prescription, dental, vision, et
23 cetera. The staff at the Board of Pensions that
24 handles the administration, when I say

1 "administration," essentially what I mean is the
2 day-to-day activity, the enrollments, the
3 eligibility, the handoff from someone leaving
4 active status to retirement status and
5 transitioning that person from active health
6 benefits to retired health benefits has been
7 handled by the Pension staff.

8 So again, we feel that since we, the Office
9 of Human Resources, has been overseeing the
10 management for at least the past five years
11 definitively and offering indirect managerial
12 oversight to that Pension staff, we thought it was
13 appropriate to formalize it and bring it up to the
14 Office of Human Resources.

15 COUNCILMAN OH: Okay. So, I will have some
16 questions that we can talk further. My concern
17 is, obviously, that there has to be some type of
18 separation between the Administration and the
19 folks who manage the retirement fund of the City
20 employees. And this may make a lot of sense. I
21 just don't really know what is all involved in
22 this process, what used to be done, when this
23 happened. And so, I'll just be curious to follow
24 that up, Mr. President.

1 MR. STARTARE: And I'll be happy to speak
2 with you in greater detail about it.

3 COUNCILMAN OH: Thank you very much. So, I
4 have a second set of questions. Probably doesn't
5 involve you, so you know, you can stick around if
6 you like.

7 The -- the Civil Service System that
8 governs the City employees that are civil service.
9 And my question is relating to the promotion from
10 the -- the list that was court ordered. The court
11 ordered promotion of firefighters that later there
12 was a -- a reversal of that court order. And the
13 firefighters were -- that were promoted were
14 then -- the promotion was taken back.

15 Are you familiar with that situation?

16 MR. D'ATILLIO: Yes, I am, Councilman.

17 COUNCILMAN OH: So, could you explain to me
18 under what regulation or theory or what legality
19 permitted the -- the taking back of the promotion?

20 MR. D'ATILLIO: So as I recall, the
21 Commonwealth Court Order -- and if we can go back
22 to May of 2013, the promotional list for Fire --
23 for Fire Lieutenant and Fire Captain were about to
24 expire. And the Local 22 of IAFF managed to

1 persuade a Common Pleas Judge to order the City to
2 make those promotions rather than have that list
3 expire and promote off a new eligible list. The
4 Court ultimately came back. The Appellate Court
5 ultimately came back and said that the Lower Court
6 was wrong in ordering the City to fill those
7 positions. That that was, essentially, a
8 managerial right, that the Court had interfered
9 with it. So, we undid those promotions.

10 COUNCILMAN OH: So, that is my question. I
11 understand that. My question is, once the
12 promotions were made, albeit by court order, the
13 court -- another court later reverses it. But the
14 promotions have been made.

15 And under Civil Service, how does those
16 promotions get undone?

17 MR. D'ATILLIO: So as -- I ended up
18 testifying on this matter. And if I can remember,
19 there were three -- when we looked at how to undo
20 those promotions, we thought that there were three
21 ways of -- of doing that. And that the -- the
22 method that we chose, if I remember correctly
23 which was to treat those promotions as temporary
24 promotions, was the best for the -- the members

1 who were affected. I believe there were about 17
2 members.

3 So the one option was to do a rejection
4 during probation. And while we all knew that
5 these officers had done nothing wrong, I felt that
6 having a rejection on their record could be looked
7 in a neg -- looked at in a negative context, so
8 that wasn't my first recommendation.

9 The second recommendation we had was to
10 just rescind the promotions. Now if we had
11 rescinded the promotions, then we would have been
12 obligated to go back to those members and say pay
13 us back the money that we paid you. So again,
14 that didn't seem to be the best option for those
15 affected the Fire Lieutenants and Fire Captains.

16 The third option was to just treat those
17 promotions as temporary promotions under the
18 regulation. And essentially, have those temporary
19 promotions rescinded.

20 So it's not -- it doesn't have a negative
21 context to the individual's record. They are not
22 required to pay back any money. And we basically
23 restored the -- the status quo with the exception
24 that they spent about three or four months in a

1 higher level position and got paid for it.

2 COUNCILMAN OH: So my -- my question is,
3 and I really appreciate the background. And it's
4 really for my understanding as a legislator.
5 Is -- is that retroactive?

6 In other words, there's a promotion, then
7 the ruling comes down, and then you are trying to
8 figure out one of -- one of -- which one of three
9 available options you are going to utilize to
10 retroactively place these people into a temporary
11 job that they were up until then not in a
12 temporary job?

13 MR. D'ATILLIO: So, we were facing a unique
14 situation because, you know, we had never been in
15 a situation where a court had first ordered us to
16 make promotions and then a higher level court
17 ordered us to -- or indicated that the lower level
18 court was wrong. So, we were trying to figure out
19 what the best way of doing this was. And they
20 were the three methods that I was able to do
21 identify.

22 We do do retroactive terminations or
23 retroactive transactions, so that was not unusual.
24 The circumstances around it may have been, but we

1 do process retroactive separate transactions all
2 the time. I want to add if you look at their
3 record today, you will see an individual who was
4 promoted on a temporary basis in May of 2013, and
5 that temporary promotion was expired, I believe it
6 was, in September of 2013. That is what the
7 record will show.

8 COUNCILMAN OH: Right. And here is my
9 question, when they were promoted, were they
10 promoted and classified as temporary promotions,
11 and then when the court order came down, they were
12 then, you know -- the promotion was taken away?
13 Or were they promoted, and then at a later point
14 in time their record was documented as being
15 temporarily promoted which was not done at the
16 time they were promoted?

17 Because I'm trying to understand how
18 legally this was done.

19 MR. D'ATILLIO: So the answer to your
20 question, it was the latter.

21 COUNCILMAN OH: Okay.

22 MR. D'ATILLIO: They were originally
23 promoted. And in September or October of 2013, we
24 went back and changed that promotion to a

1 temporary promotion so that it would expire.

2 COUNCILMAN OH: So here is my question.

3 When you say you can do retroactive trans --
4 transitions or transactions, whatever it was, you
5 were saying terminations. And I think most of the
6 time it's a retroactive termination. No? Okay.
7 I'm assuming. I don't want to assume, because I
8 don't know this. This is your area of expertise.

9 My question is, termination for cause.
10 This was not a -- a termination of a promoted
11 position. It was not a demotion based on cause;
12 is that correct?

13 MR. D'ATILLIO: That's correct.

14 COUNCILMAN OH: And so, outside of that,
15 what is the other mechanism for demoting somebody
16 under the Civil Service. I bring it up because
17 it's Civil Service. It's supposed to be something
18 that is not something that, you know,
19 administrators can just kind of fool around with.

20 So I'm trying to see, what is the existing
21 mechanism legally that allowed for this to happen?

22 MR. D'ATILLIO: So, I believe we treated
23 this as a restoration. It could have also been
24 treated as a involuntary demotion or a voluntary

1 demotion. Obviously, it wouldn't have been a
2 voluntary demotion in the case of these
3 individuals. But we treated it as a restoration
4 covered by Regulation XII.

5 COUNCILMAN OH: And Regulation XII, does
6 that apply -- I mean, I will have to read
7 Regulation XII.

8 But as you said, what is odd about this is
9 there was a court order. And up until there is a
10 reversal of that court order, that is the law.
11 And in compliance with the law, the City takes
12 action. And the promotions are made. And then
13 there is no wrong doing on the part of any of the
14 persons promoted. And then there is a retroactive
15 reclassification to temporary. And I do not
16 understand how a Regulation XII allows for --
17 cause you can just do that any time, couldn't you?
18 I mean, not you personally.

19 But couldn't anybody retroactively demote
20 someone under Regulation XII for no wrong doing on
21 their part?

22 MR. D'ATILLIO: No, I don't believe so. I
23 think if it was any situation other than a court
24 order clarifying what was right and what was --

1 was inappropriate, that such an individual through
2 Charter and Civil Service Regulation could appeal
3 to the Civil Service Commission. Or if they were
4 union represented employee, challenge that through
5 the grievance process.

6 COUNCILMAN OH: Okay. So, I will have a --
7 a last comment. I don't want to belabor this too
8 much. And I would welcome your -- your input if
9 you want to or not. We can talk about it later or
10 not.

11 But the -- the -- the process here of --
12 of -- in other words, as an attorney, if I
13 represent a -- a client and the court makes an
14 order for that client to do something, it's done.
15 Let's say the order is under the law, you must
16 rehire that woman that you fired based on gender
17 preferences in your company. And let's say
18 somehow that the law then, the appeal -- there is
19 an appeal of the -- of that case and there's a
20 reversal. Does not mean that I can just say, hey,
21 listen, guess what, there is a reversal. I am
22 going to undo what I was required to do.

23 Even though the -- the -- the law -- the
24 case is appealed successfully, there is a court

1 order and the City complies. And that compliance,
2 seems to me, to have to be permanent. And it may
3 with a reversal change the circumstance from the
4 future thereon, but I don't see how the -- you
5 know, under Regulation XII. And I will read it,
6 and I will discuss it with you.

7 But how does that -- because what I am
8 hearing is this is a unique circumstance because
9 it was a court order. But a court order, is a
10 court order. You have to comply with it. You
11 can't undo it later. You still have to follow the
12 Civil Service Regulations. That's my
13 understanding. I have a limited understanding.

14 You know, I'm getting what you're saying.
15 I don't fully understand the reasoning. So, I
16 would like to explore it further. But, you know,
17 if you would like to give me any parting expertise
18 or wisdom, I am happy to take it. Otherwise, I
19 would like to, you know, kind of better understand
20 this.

21 MR. D'ATILLIO: Well, I would be happy to
22 meet with you and go over this. I mean, there are
23 cases where someone might have won an appeal to be
24 reinstated and the City files -- appeals that

1 decision. And during the pending appellate
2 process, the individual is not reinstated until a
3 higher court determines. We should probably also
4 involve the Law Department in this conversation
5 which means that it might be best to have this --
6 to me with you separately and to go over the legal
7 ramification because I can't speak for the City
8 Solicitor.

9 COUNCILMAN OH: And I appreciate your
10 forthright and, you know, testimony so far. I
11 understand that there's a Law Department. And I
12 appreciate that there is expertise about the law
13 that, frankly, you and I don't have. So, thank
14 you very much for your testimony.

15 Thank you, Mr. President.

16 MR. D'ATILLIO: Thank you, Councilman.

17 COUNCIL PRESIDENT CLARKE: You're welcome,
18 Councilman.

19 Chair recognizes Councilman Squilla.

20 COUNCILMAN SQUILLA: Thank you,
21 Mr. President.

22 Just to add onto Councilman Oh's questions,
23 I know you said you had three options you came up
24 with. Was it ever possible to come up with a

1 fourth option to keep those employees at that
2 level and move forward from that point?

3 MR. D'ATILLIO: That would have been an
4 option that the Fire Commissioner would have had.
5 I mean, remember, what this -- what this
6 litigation ended up doing was taking away from the
7 Fire Commissioner, his right to decide who --
8 whether to make an appointment or not to make an
9 appointment.

10 COUNCILMAN SQUILLA: All right. So you --

11 MR. D'ATILLIO: That would have been an
12 option, but that would have been an option that
13 would have been by the Fire Commissioner.

14 COUNCILMAN SQUILLA: So -- but you came up
15 with the options, right?

16 MR. D'ATILLIO: When the Fire Commissioner
17 indicated that we wanted to go back to the status
18 quo and he wanted to use the new list that was
19 coming out in the fall to fill those positions,
20 then I had to come up with -- with different
21 scenarios for how to accomplish that within the
22 order of the court. And I identified three
23 possible ways, two of which I thought were -- were
24 less favorable for the individuals involved.

1 COUNCILMAN SQUILLA: And the -- the fourth
2 option would have been option not from you but
3 from the Commissioner if they wanted to just keep
4 the status quo, is that what you're saying?

5 MR. D'ATILLIO: That would have been up to
6 the Commissioner to decide on that.

7 COUNCILMAN SQUILLA: In that case, the
8 people would have stayed in those positions if he
9 would have so chosen. And then this other process
10 would have been null and void, I guess, at that
11 point if he would have chose that option?

12 MR. D'ATILLIO: If he would have chose that
13 option, I -- I imagine we would have -- we would
14 not be having this conversation.

15 COUNCILMAN SQUILLA: Okay. Thank you very
16 much.

17 MR. D'ATILLIO: Thank you.

18 COUNCIL PRESIDENT CLARKE: Thank you,
19 Councilman.

20 Chair recognizes Councilman Jones again.

21 COUNCILMAN JONES: Yes. Just real quick.

22 I believe you are budgeted for 92 full-time
23 employees. And for the last two years, you have
24 only had 82 filled positions.

1 Is there a reason?

2 MR. D'ATILLIO: Well, I believe we've --
3 we've experienced significant turnover. I think
4 25 percent of my existing staff had been hired in
5 the last six years, so we're constantly filling
6 positions. I believe right now if you ask, we're
7 about \$80,000 under funded but we are in the
8 process of hiring a contract specialist and a
9 nurse practitioner and a medical assistant which
10 would cover that \$80,000. So we -- we plan to be
11 fully -- fully up and staffed. We are just in the
12 process of doing so.

13 COUNCILMAN JONES: So, the allocation of
14 the ten positions isn't stagnant. It's you hire,
15 people retire and you have to fill. It's more --

16 MR. D'ATILLIO: I'm sorry, Councilman.

17 COUNCILMAN JONES: Go ahead.

18 MR. D'ATILLIO: One of the challenges that
19 we face, and it's a good challenge and a bad
20 challenge, is that we hire individuals into HR.
21 We hire HR professionals who spend two to four
22 years learning their craft. But they have a lot
23 of interaction with the operating departments.
24 And they are frequently recruited to not leave the

1 City but to go to other departments. So, we've
2 lost two or three of our HR professionals just
3 this past since January.

4 COUNCILMAN JONES: So what -- what can you
5 do to incentivize them staying?

6 MR. D'ATILLIO: (Sighs)

7 COUNCILMAN JONES: You don't have to
8 answer.

9 (Scattered laughter.)

10 COUNCILMAN JONES: You don't have to
11 answer.

12 MR. D'ATILLIO: I -- I think --

13 COUNCILMAN JONES: But you should think
14 about it. If you are training qualified
15 individuals that you can't keep --

16 MR. D'ATILLIO: I -- I think it's the
17 nature of the work. I think we have a good work
18 environment. Our salaries are the same because
19 that's the way they equate out. The work that we
20 do is -- is highly technical. And I believe that
21 the individuals who are choosing to go out to work
22 in an operating department as an HR generals are
23 doing that because it's a more varied -- more
24 varied work.

1 COUNCILMAN JONES: Thank you,
2 Mr. President.

3 COUNCIL PRESIDENT CLARKE: Thank you,
4 Councilman.

5 Chair recognizes Councilman Oh.

6 COUNCILMAN OH: Thank you very much,
7 Council President.

8 I just wanted to fairly state with clarity
9 what my issue is so you will be prepared and
10 whoever is listening will understand it.

11 Had the court reversed the lower court
12 prior to the promotions, we would not have this
13 discussion. There wouldn't have been promotions.
14 But since the lower court ruled first, the
15 promotions were made. And the -- that decision
16 was not reversed until after the promotions were
17 made.

18 My question is that under the Civil Service
19 System, which is a -- a protection specifically
20 for workers who work in a political system like
21 the City in addition to their union contract or
22 contract. There is a Civil Service System to
23 prevent what has been a concern about the
24 interference of -- of -- of the political system.

1 So there is that -- whatever the reason, there is
2 now this added layer. And so, the Civil Service
3 System appears to me to protect the promotions of
4 these individuals by the Fire Commissioner. So --
5 so I understand what -- what the thinking is once
6 it's been reversed and it con -- and it affirms
7 that it's up to the Fire Commissioner. But that
8 happened after he made the promotions. And once
9 the promotions are made, they would appear to me
10 to be protected under the Civil Service System
11 that would not allow for the promotions to be
12 taken back.

13 So, that -- that's really what I am looking
14 for. I know there's been some -- perhaps I was
15 not clear. But that's the -- that's what I am
16 going to look for, the answer and understanding of
17 that.

18 MR. D'ATILLIO: May I respond?

19 COUNCILMAN OH: Yes, please. Thank you.

20 MR. D'ATILLIO: So, I can talk for hours or
21 days about the Civil Service process.

22 COUNCILMAN OH: Yes.

23 MR. D'ATILLIO: And I am a champion of that
24 process. President Clarke is saying, please

1 don't.

2 COUNCILMAN OH: Yeah.

3 MR. D'ATILLIO: But these are the Civil
4 Service Regulations. (Indicating to a Regulation
5 Book) They are quite complex.

6 One of the -- one of the principles in
7 Civil Service is -- is concept that is called
8 permanent status. And you are absolutely correct
9 when you say that when an individual has permanent
10 status, they -- they achieve certain protections.
11 These individuals had Permanent Civil Service
12 Status, but they had not yet achieved permanent
13 status in their ranks. Because you have to -- you
14 have to complete six months in order to complete
15 permanent status. So, that's why the option of a
16 rejection was possible. And as I indicated
17 before, we could have rejected these individuals
18 during probation. And they had no permanent right
19 to those positions at that time.

20 I just felt that a rejection, even though
21 it wouldn't have been for any disciplinary or
22 performance reasons would -- might have a negative
23 impact upon how people perceive them in their
24 careers. And that's why I chose a route different

1 than rejection.

2 COUNCILMAN OH: All right. Thank you very
3 much. I will follow up with you. But that adds a
4 level of clarity I did not have. Thank you.

5 MR. D'ATILLIO: Thank you.

6 COUNCIL PRESIDENT CLARKE: Thank you,
7 Councilman.

8 That appears to be all the questions for
9 you today, sir. Thank -- thank you very much for
10 your testimony.

11 MR. D'ATILLIO: Thank you for the
12 opportunity. Have a good day.

13 THE WITNESS: Next up we will have Fleet.

14 (Panel approaches witness table.)

15 COUNCILMAN JONES: Fleet Management is next
16 up. Thank you.

17 Good afternoon. Is it morning still? I
18 lose track of time.

19 MR. COCCI: It's morning.

20 COUNCILMAN JONES: That's all right. Can
21 you state your name for the record and begin your
22 testimony please.

23 MR. COCCI: My name is Chris Cocci. And
24 I'm the Fleet Manager for the City of

1 Philadelphia.

2 Good morning. Good morning, Council --
3 Councilman Clarke. Excuse me. I'm sorry. Let me
4 re --

5 COUNCILMAN JONES: Take your time. I'm
6 Councilman Jones.

7 MR. COCCI: I'm aware of that now.

8 Good morning, Councilman Jones and Members
9 of Council. I'm Chris Cocci, Fleet Manager for
10 the City of Philadelphia. Sitting on my right is
11 Dr. K. Wilson, Deputy Fleet Manager for
12 Administration.

13 Thank you for the opportunity to present
14 testimony in support of FY14 Operating Budget
15 Request for the Office of Fleet Management. The
16 Office of Fleet Management's FY15 General Fund
17 Budget Request is 59.68 million, which includes
18 7.46 million for the purchase of new vehicles and
19 equipment. FY15 Operating Budget Request include
20 15.65 million in Class 100, 9.6 million in Class
21 200 and 34.42 million in Class 3 and 400.

22 FY15 General Fund Budget Request is 2.66
23 million lower than FY14 estimated obligations.
24 Class 200 funding has increased by 240,000 for

1 fuel site environmental service. Class 300
2 funding has decreased by 2.3 million in fuel costs
3 from FY14 projections due to expected savings from
4 Fuel Hedging Program. Class 400 funding has
5 increased by 3 million to replace aged vehicles
6 and decreased by 3.6 million due to the
7 elimination of a one-time funding for Fire
8 Department Medic Unit purchases.

9 The Office of Fleet Management is committed
10 to supporting the Administration's goal of
11 30 percent minority women and disabled owned
12 business participation in City contracting. Many
13 of our contracts are technical due to our
14 requirements and specifications particularly
15 around the purchase of heavy equipment, vehicles
16 and other related parts, equipment and repairs.
17 There are limited minority women and disabled
18 owned business vendors for such contracts. We do
19 continue to review our contracts and always look
20 for more opportunities as they arise.

21 This concludes my testimony. And I'd be
22 happy to answer any questions.

23 COUNCILMAN JONES: Specifically, the
24 savings on fuel, can you drill down and how we

1 save, I think it's, 2.3 million?

2 MR. COCCI: Yes.

3 COUNCILMAN JONES: Can you explain how that
4 was done?

5 MR. COCCI: That was the hedging program.

6 COUNCILMAN JONES: This is not my first
7 time of you guys saving us money. And I just want
8 to --

9 MR. COCCI: I'd like to have Deputy Wilson
10 answer that question.

11 COUNCILMAN JONES: Please.

12 DR. WILSON: Good afternoon.

13 My name is K. Wilson --

14 COUNCILMAN JONES: Pull that a little
15 closer to you.

16 (Pulls microphone closer.)

17 DR. WILSON: Good afternoon. My name is K.
18 Wilson, Deputy Fleet Manager for Administration.

19 What we are trying to do is in FY15, we
20 want to engage a fuel hedging program. And the
21 lead is taken by City Energy Office and Budget and
22 MDO. And we are expecting to save \$2.3 million in
23 FY15. This program actually started in FY14.
24 Right now we are in the process of developing a

1 strategy in order to achieve that goal.

2 COUNCILMAN JONES: So, this is not the
3 first time you have saved us a considerable amount
4 of money through this Fuel Hedging Program; is
5 that correct?

6 DR. WILSON: Yes.

7 COUNCILMAN JONES: How much over the
8 last --

9 DR. WILSON: Back in 2010/11 we used to
10 save at least \$3 million for the City through fuel
11 hedging.

12 COUNCILMAN JONES: Say that again, say that
13 figure again. Could you repeat the figure?

14 DR. WILSON: Through Hedging Program in the
15 past, we were able to save a substantial amount,
16 at least \$3 million to the City in the past.

17 COUNCILMAN JONES: I mean, that's --
18 that's -- that's a fair share of coin. And you're
19 able to do that through futures, if you would, on
20 counting on the fact that fuel will go up and
21 buying it at present market conditions?

22 DR. WILSON: Yes. Right now, the City's
23 Energy Office has taken the lead in Fuel Hedging
24 Program. And we are getting expert advice from

1 fuel consulting firm and looking into the market,
2 you know, wherever possible. Whenever the market
3 is feasible, we will go and lock down fuel price.
4 We believe that will enable us to save the money.

5 COUNCILMAN JONES: We appreciate. That is
6 why every year when I look at your testimony, I
7 make that note that, you know, we could have been
8 on the reverse end of that and paying the
9 increased amount of fuel. And we appreciate what
10 you do.

11 Just real quick, by way of our fleet, are
12 we going to alternative fuel sources at all? And
13 if you had to guess today, and I'm not holding you
14 to it, is it an electric car or gas car that we
15 would probably be more inclined to gravitate and
16 evolve to?

17 MR. COCCI: At this point, I would have to
18 say we're gravitating toward hybrid and electric
19 vehicles. We have looked into CNG. I was here, I
20 guess, back in December. And I presented some
21 testimony on where we were relative to compressed
22 natural gas for fuel. And at this point, the
23 infrastructure is just not in place to -- to
24 support that.

1 We have continued conversation with PGW and
2 some other interested parties. But again, the
3 infrastructure at this -- at this time as far as
4 fuel distribution and as far as a building to
5 perform the repairs on the vehicles isn't in
6 place. It's not to say we're not going to
7 continue to look at it. But at this point, I'd
8 have to say within the -- the near future it's not
9 going to be an option.

10 COUNCILMAN JONES: Okay. Under the FTI
11 Report that was reduc -- submitted last year,
12 there was a recommendation that we, the City, also
13 look at joint purchasing of fuel with other
14 entities. Have we explored any of that?

15 MR. COCCI: We have. But unfortunately, I
16 don't think we've made any progress with that.

17 COUNCILMAN JONES: And what would be --
18 what would be the impediments to joint purchasing
19 with entities like SEPTA or others?

20 MR. COCCI: I will let Dr. K answer that.

21 DR. WILSON: Yeah. We looked into that.
22 And we have initial conversation contact with
23 SEPTA. We didn't go further because of our
24 current fuel contract with the Mansfield. And,

1 you know, in future we may be looking into that.

2 COUNCILMAN JONES: So, in -- could you, in
3 short, are you going to do it? Not going to do
4 it?

5 DR. WILSON: We are going to build a
6 relationship with SEPTA over the --

7 COUNCILMAN JONES: So next year this time
8 when I ask this question, which I will because
9 they write it down, we will have made progress on
10 this issue?

11 DR. WILSON: Yes, we will.

12 COUNCILMAN JONES: I am happy about the 2.3
13 million you saved me. But I am wondering if it
14 couldn't be 5 million if we did it the other way.

15 DR. WILSON: We will do that.

16 COUNCILMAN JONES: All right. The
17 modernization of 24 fuel dispensaries around the
18 City of Philadelphia, have we made progress? I
19 mean, some of those gas stations and police
20 stations are a little bit archaic, and I would
21 even say borderline dangerous.

22 Are we modernizing some of the fuel depots
23 or gas stations that we have?

24 MR. COCCI: Yeah. The modernization

1 actually revolved more around technology than --
2 than the dispensers themselves. The dispensers
3 certainly are something we are going to look at.
4 But again, the modernization was -- our old fume
5 system, we call it fumes, was the fuel dispensing.
6 It was actually the tracking device that we used
7 in order to see the exact quantities of fuel that
8 were dispensed.

9 That system was outdated. We moved to
10 another system where we can accurately track fuel
11 as it's dispensed. We can now track fuel in fuel
12 cans, for instance, where we had to do most of the
13 tracking for that manually. It's now automated.
14 I know some of the dispensers are not in the best
15 of shape, but we are doing the best we can with
16 trying to update those, also.

17 COUNCILMAN JONES: Is the City of
18 Philadelphia participating in the CarShare
19 Program?

20 MR. COCCI: Philly CarShare? Yes. Zipcar.

21 COUNCILMAN JONES: Zipcar?

22 MR. COCCI: Yes. I don't have the exact
23 figures on the participation, but I can get them
24 for you.

1 COUNCILMAN JONES: Although we are crossing
2 our fingers, praying and eating all of our
3 vegetables hoping that we do not have a SEPTA
4 strike or a work stoppage, is there a plan in
5 place utilizing City cars to get our City
6 employees to work and fro if indeed that happens?

7 MR. COCCI: Yes. There is a plan in place.
8 The Office of Emergency Management actually took
9 the lead on this. Been working with Samantha
10 Phillips in the Managing Directors Office. And
11 there is a plan together that we have ready at a
12 moment's notice, yes.

13 COUNCILMAN JONES: Although the City
14 Council is not viewed as a part of City
15 Government, would you mind sharing that with us.
16 Some of our employees you may know and happen to
17 like and want them to get to work, as well. So if
18 you can share that plan with us, we might be able
19 to participate in that -- that regard.

20 MR. COCCI: I will ask OEM to share that
21 with you.

22 COUNCILMAN JONES: Make sure they share it
23 with us. We will be upset if we're standing on a
24 corner and a City van goes by our employees on the

1 way to work.

2 So with that, I recognize Councilman Oh.

3 COUNCILMAN OH: Thank you very much,

4 Mr. Chairman.

5 Good afternoon.

6 MR. COCCI: Good afternoon.

7 COUNCILMAN OH: I approached your
8 testimony -- I appreciate your testimony from our
9 Fleet Hearing. And at that time, as in this
10 report, you talked about the difficulty or
11 challenges of -- of hiring technicians. And you
12 kind of went through that a little bit about why
13 it's challenging.

14 Could you kind of explain if there has been
15 any improvements on that end, or what the solution
16 for us would be?

17 MR. COCCI: Well, the first problem we have
18 is the talent pool just isn't there. There just
19 aren't as many young people doing this as there
20 were in the past. I think that same could be said
21 for all the trades -- trades people. We have,
22 again, just lost some people due to some of the
23 issues we have our lower wages than some of our
24 competitors.

1 What we are trying to do is trying to rely
2 on some other avenues such as a trades helper. We
3 have a position called automotive trades helper.
4 And they're technicians that may not have the
5 skill sets that a journeyman would have. And we
6 try to take them on, put them with journeyman
7 technicians we have. And we have just recently
8 spent some funding for a -- a training center that
9 we hope will allow us to train those -- those
10 trades helpers to be full service technicians at
11 some point in their career.

12 We've also relied on apprentices from the
13 Philadelphia School District that we have taken
14 in. And we are trying to train those. But
15 unfortunately at some point, even those students
16 that we bring in -- for example, this year we had
17 four students that were destined to finish the
18 program. Unfortunately, one opted out. And the
19 other three decided that they were not going to
20 pursue this as a career path and are going on to
21 college.

22 COUNCILMAN OH: The -- what's the issue
23 with the pay level? In other words, are you able
24 just yourself to increase the pay? Does it have

1 to go through HR? What is the process to increase
2 the pay?

3 MR. COCCI: We have to go through HR.
4 Actually, we've been working with HR. We met with
5 them about a month ago concerning this issue. And
6 we are trying to address it to up the pay scale
7 for our entire technical staff.

8 COUNCILMAN OH: Okay. And the other part
9 of it is that even if you up the pay, you don't
10 seem to have the pool of young people who want to
11 go into the profession.

12 MR. COCCI: If -- if we -- if we up the
13 pay, we are hoping to --

14 COUNCILMAN OH: Attract?

15 MR. COCCI: -- retain the people that we
16 have. We've just recently lost four people to our
17 competitors. SEPTA being one, some other truck
18 dealerships.

19 COUNCILMAN OH: So, I would think that
20 there would be an increase backlog of vehicles
21 that are not operating on behalf of the City if
22 you don't have the technicians to handle the
23 repairs and keep them running.

24 MR. COCCI: We have been able to keep pace.

1 COUNCILMAN OH: Okay.

2 MR. COCCI: It has been a struggle. We do
3 rely on some outside contracts that we normally
4 would not like to use, but it's -- it's been a
5 struggle.

6 COUNCILMAN OH: Okay. And finally, I --
7 you know, I do appreciate the whole -- your
8 testimony about the whole modernization of the
9 Fleet and all that. And I don't want to go
10 through that whole thing.

11 But question is, what -- what is -- would
12 you like to and is it possible to have the City's
13 Fleet Management and SEPTA and the taxicab folks,
14 everyone who is involved in the issue of
15 alternative fuels and modernization of vehicles,
16 is there some kind of maybe kind of a unified
17 strategy in -- in getting some of the --
18 addressing some of these issues of fuel
19 availability, costs and maintenance facilities?

20 Is that something that would make sense?
21 Is that something that you would like to do? Or
22 is that something that make senses, but you are
23 just too busy to do that?

24 What is the outlook for that type of thing?

1 MR. COCCI: We have spoken to SEPTA, and
2 they are not interested. They -- they stated the
3 costs simply to house the buses was too much.
4 We've spoken to PGW who, again, we stated our
5 issues were infrastructure and fuel delivery in
6 particular. They do not want to get into the
7 retail fuel business. They would prefer the
8 wholesale.

9 So one of the big hangups, I think, is for
10 everyone involved, there just simply needs to be
11 an infrastructure developed. Somebody needs to
12 take the lead on it. I'm not sure at this point
13 whether any conversations with -- and we continue
14 to have them. We've -- we've -- I've been in
15 touch with PGW. I just don't know what more we
16 can do to get this off center.

17 COUNCILMAN OH: Okay. Interesting.
18 Because PGW is a City-owned entity. You'd think
19 there'd be a little more, you know, communication.

20 MR. COCCI: I am on their speed dial.

21 COUNCILMAN OH: Okay. Thank you very much.
22 I have no other questions.

23 Thank you, Mr. President.

24 COUNCIL PRESIDENT CLARKE: Thank you,

1 Councilman.

2 Chair recognizes Councilwoman Reynolds
3 Brown.

4 COUNCILWOMAN REYNOLDS BROWN: Good morning.

5 COUNCIL PRESIDENT CLARKE: Morning.

6 COUNCILWOMAN REYNOLDS BROWN: Good morning,
7 Mr. President.

8 COUNCIL PRESIDENT CLARKE: How are you?

9 COUNCILWOMAN REYNOLDS BROWN: How are you,
10 sir, gentlemen.

11 MR. COCCI: Good morning. How are you?

12 COUNCILWOMAN REYNOLDS BROWN: Okay. I was
13 listening with interest upstairs particularly
14 around Councilman Jones' opening questions
15 regarding us getting in step with the environment
16 and Green vehicles and the like. So I won't
17 revisit that -- that question. I am encouraged,
18 however, by -- by the response.

19 Different question but related is years ago
20 there was -- there was discussion around --
21 consolidation isn't the right word, but linking up
22 with the School District of Philadelphia and PHA
23 and other quasi City agencies that do business and
24 have vehicles and the cost savings that come

1 with -- blending isn't the wrong word either.

2 (Councilman Jones Clerk: "Cautionary.")

3 Thank you very much. Cautionary -- thank
4 you very much -- that comes with departments
5 working together which low -- which gives you cost
6 savings.

7 So has that been revisited under your
8 administration? Is there discussion of that going
9 forward? Does it make sense?

10 MR. COCCI: We have had conversations with
11 Housing Authority. They have come in and asked us
12 to do some work for them. But at this time, we
13 are struggling to keep up with our own repairs.

14 COUNCILWOMAN REYNOLDS BROWN: I see.

15 MR. COCCI: So, I don't think at this time
16 it's feasible. We do provide fuel for the various
17 quasi agencies.

18 COUNCILWOMAN REYNOLDS BROWN: What about
19 the purchase of new vehicles going forward and --
20 and the opportunities to be strategic in our -- in
21 our -- in our planning and purchasing?

22 MR. COCCI: We certainly can visit that.
23 We haven't planned to do that, though, as far as
24 vehicle purchasing.

1 COUNCILWOMAN REYNOLDS BROWN: As far as --

2 MR. COCCI: As far as vehicle purchasing,
3 we have not.

4 COUNCILWOMAN REYNOLDS BROWN: Okay. Years
5 ago I learned that there were cities that actually
6 operated that way all in an effort to be efficient
7 and to take advantage of cost savings. So, I
8 would put that on the table for your consideration
9 going forward, okay?

10 MR. COCCI: Okay. Thank you.

11 COUNCILWOMAN REYNOLDS BROWN: Follow up to
12 Councilman Oh's question regarding young people in
13 the school internship program. So repeat for me
14 what the -- what the outcome was?

15 You had four young people?

16 MR. COCCI: At the time of this writing, we
17 had seven.

18 COUNCILWOMAN REYNOLDS BROWN: Okay.

19 MR. COCCI: One opted out and -- which
20 leaves us with six. Three of those six have
21 decided to move onto college. So they're -- at
22 the end of this term, they are not going to be
23 with us anymore.

24 COUNCILWOMAN REYNOLDS BROWN: That's all

1 good. So, how were these young people identified?

2 MR. COCCI: In conjunction with the School
3 District, we have a liaison that brings us
4 potential candidates. We interview them. And --
5 and the selections are basically made on their
6 grades and their grade average.

7 COUNCILWOMAN REYNOLDS BROWN: I see.
8 Because I would bet you there are about seven
9 times ten young people who if they knew about it
10 would seize the moment to take advantage of it.
11 It would suggest, with limited information, that
12 the work and/or awareness at the School
13 District -- and I do know that they have a point
14 person for external partnerships which includes
15 opportunities like this.

16 So, we will raise that with the School
17 District. Because those are missed opportunities
18 for young people who may not be college material
19 but want to earn a honest living making a decent
20 wage and actually has career potential attached to
21 it. So -- so, I will leave that there for now.
22 Just revisit that with the School District. Good
23 news is that you are willing.

24 So, you have the capacity to handle how

1 many young people?

2 MR. COCCI: That is one of our issues. I'm
3 not sure the capacity we have. I can certainly
4 look into taking more. One of the issues we have
5 in particular are the amount of shops that we have
6 open evening hours and the shops that -- the
7 vicinity of the shops. They are not -- some of
8 them are not in places where they are easily
9 accessible to public transportation.

10 COUNCILWOMAN REYNOLDS BROWN: Uh-huh.

11 MR. COCCI: It's hard to get the students
12 there. We always try to place them somewhere
13 close to their school and to their home to reduce
14 the amount of travel time that they have. And it
15 is a long day, that is why we like to see them get
16 home and do their homework and whatnot. Some
17 shops we simply don't have a second shift. In
18 order for them to be in the program, they would
19 have to go to the shop after the school hours
20 which would put them into a shift we just don't
21 have at some locations.

22 COUNCILWOMAN REYNOLDS BROWN: But what I
23 hear from you is, A, you're willing to have them
24 there; B, to provide the training.

1 Do they get certificate or anything of
2 sorts which sort of justifies or documents they
3 went through X number of hours to secure X, Y, Z
4 training that they can then take to someplace
5 else?

6 MR. COCCI: Yes. I believe there's a
7 certificate that's issued by the School District.

8 COUNCILWOMAN REYNOLDS BROWN: Okay. All
9 right then. I'm sure Councilman Jones and I are
10 going to follow up on that matter.

11 Speak, if you would, to the Hedging Program
12 that you discussed in your testimony. Did you
13 cover that already with Councilman Jones?

14 MR. COCCI: I believe we did.

15 COUNCILWOMAN REYNOLDS BROWN: Okay. We
16 don't need to revisit that then. Okay.

17 So know that there will be follow up on
18 this internship opportunity that I think we are
19 missing for our young people and seek to deepen
20 and strengthen the relationship with the School
21 District. Councilman Jones and I will take a
22 leadership role on that, okay?

23 MR. COCCI: Uh-huh.

24 COUNCILWOMAN REYNOLDS BROWN: Thank you

1 both for your testimony.

2 MR. COCCI: Thank you.

3 COUNCILWOMAN REYNOLDS BROWN: How long have
4 you been in this capacity?

5 MR. COCCI: December of 2012.

6 COUNCILWOMAN REYNOLDS BROWN: So about a
7 little over a year.

8 MR. COCCI: Little over a year.

9 COUNCILWOMAN REYNOLDS BROWN: Two years
10 old. Okay. All right. Thank you.

11 MR. COCCI: Thank you, ma'am.

12 COUNCILWOMAN REYNOLDS BROWN: Thank you,
13 Mr. President.

14 COUNCIL PRESIDENT CLARKE: Thank you
15 Councilman.

16 Chair recognizes Councilman Jones.

17 COUNCILMAN JONES: Just real quick on
18 Councilwoman Reynolds Brown's point. I know
19 Randolph Skills Center has a robust auto repair,
20 automobile motors program. I know for a fact that
21 West Philadelphia High has won national
22 competitions on auto repair and design. I know
23 for a fact Roxborough High School is in that line.
24 Overbrook High School just got a small motors CTE

1 program.

2 You have to -- and you by way of logistics
3 of getting them there, you're Fleet Management.
4 You can get a van. And, I mean, you are Fleet
5 Management. And so, I'm going to task you to --
6 to follow up on that. There is some deserving
7 young people that are banging their heads against
8 books. But yet in a -- in a real word were
9 catalytic converters, electronic brains and all of
10 that, they can get a firm foothold in an industry
11 that you guys are looking for employees to go to.

12 And I think by going into the high schools,
13 you might get a price point and a -- at a time
14 where people will accept that. And the reason why
15 it's my understanding that people take civil
16 service jobs is not because of the great pay but
17 often because of the great benefits and stability
18 by working there. So that's -- that's an
19 inducement I think.

20 Thank you, Mr. Chair.

21 COUNCIL PRESIDENT CLARKE: Thank you,
22 Councilman.

23 Real -- real quick. Has your office been
24 contacted, your department been contacted about

1 municipal marketing/advertisement on your fleet?

2 MR. COCCI: Yes, we have.

3 COUNCIL PRESIDENT CLARKE: What is that.

4 MR. COCCI: We've been involved in that.

5 COUNCIL PRESIDENT CLARKE: What was the
6 request.

7 MR. COCCI: There is an RFP put out
8 recently. The request was to identify number of
9 vehicles that we would be able to use for that
10 purpose.

11 COUNCIL PRESIDENT CLARKE: Any criteria
12 associated with the --

13 MR. COCCI: Well, there are certain
14 vehicles that we can't put advertizements on
15 because they're purchased with grant funding and
16 they're used for other purposes. But, yeah, we've
17 identified several vehicles that we can use.
18 Probably around 1,500.

19 COUNCIL PRESIDENT CLARKE: That you can
20 1,500?

21 MR. COCCI: I'm not sure the exact number.
22 I will have to go back and look. But yeah, there
23 are a number of vehicles that can be used for
24 that.

1 COUNCIL PRESIDENT CLARKE: That number is
2 important because -- if you can just find out. I
3 understand you don't know off the top of your
4 head. But the more you can -- the more you can
5 make available, the more lucrative the contract.

6 Okay. Thank you very much. Thank you for
7 your testimony.

8 MR. COCCI: Thank you very much.

9 COUNCIL PRESIDENT CLARKE: Thank you, sir.

10 This Committee will stand at recess until
11 Tuesday, April 8 at 10:00 a.m. At which time, we
12 will reconvene in Room 400. Thank you all very
13 much for your participation.

14 - - -

15 (At this time, the Committee of the
16 Whole Hearing adjourned at 12:19 p.m.)

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C E R T I F I C A T I O N

I, hereby certify that the proceedings and evidence noted are contained fully and accurately in the stenographic notes taken by me in the foregoing matter, and that this is a correct transcript of the same.

Court Reporter - Notary Public

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