



**CITY OF PHILADELPHIA**  
*Department of Behavioral Health and Intellectual disAbility Services*  
*Promoting Recovery, Resilience & Self Determination*

**Arthur C. Evans, Jr., Ph.D.**  
Commissioner

**David T. Jones**  
Deputy Commissioner

**Roland Lamb, M.A.**  
Deputy Commissioner

**Lawrence A. Real, M.D.**  
Chief Medical Officer

May 18, 2016

The Honorable Darrell Clarke, President  
City of Philadelphia City Council  
City Hall Room 490  
Philadelphia, PA 19107

Dear Council President Clarke:

This letter is in response to questions raised at the May 3, 2016 hearings before the Committee of the Whole on the Office of Mayor's budget. At this hearing, the following questions were asked:

**1. Council President Clarke:**

**Can you describe in any level of detail the specific role you'll be able to play in Community Schools? At what point will you be prepared to work in individual school themselves?**

DBHIDS remains dedicated to supporting Philadelphia's school aged youth and their families via a continuum of behavioral health prevention, early intervention, assessment, and treatment programs, including the following:

- Mental Health First Aid
- Evidence-based treatment
- Too Good for Drugs
- Too Good for Violence
- Safe Dates
- Student Assessment Program
- School Therapeutic Services
- Crisis Services

Drawing upon this experience, and consistent with our focus on Public Health, DBHIDS stands ready to play an active role in support of Community Schools. Commissioner Arthur C. Evans as a member of the Health and Human Services Cabinet, Chaired by Eva Gladstein, participated in a series of meetings with Susan Gobreski. These meetings included preliminary dialogue regarding the prospective roles that DBHIDS and other partners might adopt to advance this initiative. Contributions from this Department will likely include a range of best-practice and trauma-informed behavioral health interventions tailored to children, youth, and families within the context of their particular communities. Subsequent to further collaborative planning, DBHIDS will endeavor to expedite work with individual schools, pending their selection.

**2. Councilwoman Parker:**

**For large providers, please provide a comparable financial summary for MWDBEs detail regarding staff (numbers broken out by minorities, females, etc.), along with salary detail. Please also provide breakouts by pay scales and by position types, including executive-level staff.**

Please see the following tables that present detail from our largest contract agencies.

# Northwest Human Services

## DEPARTMENT EMPLOYEE DATA

### Staff Demographics (as of January 2016)

	<i>Full-Time Staff</i>		<i>Executive Staff</i>	
	Male	Female	Male	Female
	African-American	African-American	African-American	African-American
<i>Total</i>	215	616	4	14
<i>% of Total</i>	21.0%	60.3%	12.5%	43.8%
<i>Average Salary</i>	\$26624	\$28711	\$60353	\$70095
<i>Median Salary</i>	\$24960	\$24960	\$58350	\$66433
	White	White	White	White
<i>Total</i>	32	63	2	11
<i>% of Total</i>	3.1%	6.2%	6.3%	34.4%
<i>Average Salary</i>	\$44521	\$43349	\$70053	\$68367
<i>Median Salary</i>	\$42102	\$42577	\$70053	\$68000
	Hispanic	Hispanic	Hispanic	Hispanic
<i>Total</i>	17	38	0	1
<i>% of Total</i>	1.7%	3.7%	0.0%	3.1%
<i>Average Salary</i>	\$41319	\$31906	0.0	\$50000
<i>Median Salary</i>	\$34612	\$32152	0.0	\$50000
	Asian	Asian	Asian	Asian
<i>Total</i>	5	5	0	0
<i>% of Total</i>	0.5%	0.5%	0.0%	0.0%
<i>Average Salary</i>	\$31937	\$95194	0.0	0.0
<i>Median Salary</i>	\$30300	\$51509	0.0	0.0
	Other	Other	Other	Other
<i>Total</i>	8	23	0	0
<i>% of Total</i>	0.8%	2.3%	0.0%	0.0%
<i>Average Salary</i>	\$28578	\$30955	0.0	0.0
<i>Median Salary</i>	\$25480	\$24960	0.0	0.0
	Bi-lingual	Bi-lingual	Bi-lingual	Bi-lingual
<i>Total</i>	0	0	0	0
<i>% of Total</i>	0.0%	0.0%	0.0%	0.0%
<i>Average Salary</i>	0.0%	0.0	0.0	0.0
<i>Median Salary</i>	0.0	0.0	0.0	0.0
	Male	Female	Male	Female
<i>Total</i>	277	745	6	26
<i>% of Total</i>	27.1%	72.9%	18.8%	81.3%
<i>Average Salary</i>	\$29475	\$29780	\$62509	\$63727
<i>Median Salary</i>	\$24960	\$25064	\$60600	\$62433

### Staff Demographics Summary (as of January 2016)

	Total	Minority	White	Female
Full-Time Staff	1,022	927	95	745
Executive Staff	32	19	13	26
Average Salary - Full-Time Staff	\$30,880	\$29,351	\$45,952	\$31,473
Average Salary - Executive Staff	\$68,203	\$66,083	\$68,627	\$68,592
Median Salary - Full-Time Staff	\$24,963	\$24,960	\$42,848	\$25,410
Median Salary - Executive Staff	\$66,434	\$63,296	\$68,000	\$66,434

**RESOURCES FOR HUMAN DEVELOPMENT**

**DEPARTMENT EMPLOYEE DATA**

**Staff Demographics (as of January 2016)**

	<i>Full-Time Staff</i>		<i>Executive Staff</i>	
	Male	Female	Male	Female
	African-American	African-American	African-American	African-American
<i>Total</i>	67	157	0	3
<i>% of Total</i>	23.4%	54.9%	0.0%	21.4%
<i>Average Salary</i>	\$ 30,665	\$ 30,754	\$ -	\$ 119,333
<i>Median Salary</i>	\$ 26,000	\$ 26,000	\$ -	\$ 110,000
	White	White	White	White
<i>Total</i>	20	23	6	5
<i>% of Total</i>	7.0%	8.0%	42.9%	35.7%
<i>Average Salary</i>	\$ 45,355	\$ 39,751	\$ 118,726	\$ 127,156
<i>Median Salary</i>	\$ 43,000	\$ 36,000	\$ 116,548	\$ 121,234
	Hispanic	Hispanic	Hispanic	Hispanic
<i>Total</i>	6	5	0	0
<i>% of Total</i>	2.1%	1.7%	0.0%	0.0%
<i>Average Salary</i>	\$ 27,334	\$ 37,110	\$ -	\$ -
<i>Median Salary</i>	\$ 28,600	\$ 31,200	\$ -	\$ -
	Asian	Asian	Asian	Asian
<i>Total</i>	1	0	0	0
<i>% of Total</i>	0.3%	0.0%	0.0%	0.0%
<i>Average Salary</i>	\$ 62,000	\$ -	\$ -	\$ -
<i>Median Salary</i>	\$ 62,000	\$ -	\$ -	\$ -
	Other	Other	Other	Other
<i>Total</i>	0	7	0	0
<i>% of Total</i>	0.0%	2.4%	0.0%	0.0%
<i>Average Salary</i>	\$ -	\$ 28,716	\$ -	\$ -
<i>Median Salary</i>	\$ -	\$ 28,932	\$ -	\$ -
	Bi-lingual	Bi-lingual	Bi-lingual	Bi-lingual
<i>Total</i>	0	0	0	0
<i>% of Total</i>	0.0%	0.0%	0.0%	0.0%
<i>Average Salary</i>	\$ -	\$ -	\$ -	\$ -
<i>Median Salary</i>	\$ -	\$ -	\$ -	\$ -
	Male	Female	Male	Female
<i>Total</i>	94	192	6	8
<i>% of Total</i>	32.9%	67.1%	42.9%	57.1%
<i>Average Salary</i>	\$ 33,911	\$ 31,923	\$ 118,726	\$ 124,548
<i>Median Salary</i>	\$ 27,560	\$ 27,040	\$ 116,548	\$ 115,000

**Staff Demographics Summary (as of January 2016)**

	Total	Minority	White	Female
Full-Time Staff	286	243	43	192
Executive Staff	14	3	11	8
Average Salary - Full-Time Staff	\$32,577	\$30,846	\$42,358	\$31,923
Average Salary - Executive Staff	\$122,220	\$119,333	\$122,942	\$124,549
Median Salary - Full-Time Staff	\$27,040	\$27,040	\$39,300	\$27,040
Median Salary - Executive Staff	\$115,000	\$110,000	\$121,234	\$115,000

**HORIZON HOUSE**

**EMPLOYEE DATA**

**Staff Demographics (as of January 2016)**

<i>Full-Time Staff</i>				<i>Executive Staff</i>			
Male		Female		Male		Female	
African-American		African-American		African-American		African-American	
<i>Total</i>	245	469	<i>Total</i>	2	2		
<i>% of Total</i>	25.6%	49.1%	<i>% of Total</i>	20.0%	20.0%		
<i>Average Salary</i>	\$ 33,646	\$ 35,313	<i>Average Salary</i>	\$ 135,000	\$ 150,000		
<i>Median Salary</i>	\$ 29,994	\$ 32,040	<i>Median Salary</i>	\$ 135,000	\$ 150,000		
White		White		White		White	
<i>Total</i>	53	124	<i>Total</i>	3	3		
<i>% of Total</i>	5.5%	13.0%	<i>% of Total</i>	30.0%	30.0%		
<i>Average Salary</i>	\$ 51,873	\$ 53,545	<i>Average Salary</i>	\$ 182,934	\$ 156,717		
<i>Median Salary</i>	\$ 46,696	\$ 46,646	<i>Median Salary</i>	\$ 205,000	\$ 120,778		
Hispanic		Hispanic		Hispanic		Hispanic	
<i>Total</i>	10	19	<i>Total</i>	0	0		
<i>% of Total</i>	1.0%	2.0%	<i>% of Total</i>	0.0%	0.0%		
<i>Average Salary</i>	\$ 52,345	\$ 46,585	<i>Average Salary</i>	\$	\$		
<i>Median Salary</i>	\$ 34,777	\$ 33,217	<i>Median Salary</i>	\$	\$		
Asian		Asian		Asian		Asian	
<i>Total</i>	3	14	<i>Total</i>	0	0		
<i>% of Total</i>	0.3%	1.5%	<i>% of Total</i>	0.0%	0.0%		
<i>Average Salary</i>	\$ 85,193	\$ 83,419	<i>Average Salary</i>		\$		
<i>Median Salary</i>	\$ 43,769	\$ 53,104	<i>Median Salary</i>	\$	\$		
Other		Other		Other		Other	
<i>Total</i>	7	12	<i>Total</i>	0	0		
<i>% of Total</i>	0.7%	1.3%	<i>% of Total</i>	0.0%	0.0%		
<i>Average Salary</i>	\$ 50,440	\$ 32,589	<i>Average Salary</i>	\$	\$		
<i>Median Salary</i>	\$ 29,458	\$ 30,421	<i>Median Salary</i>	\$	\$		
Bi-lingual		Bi-lingual		Bi-lingual		Bi-lingual	
<i>Total</i>	13	33	<i>Total</i>	0	0		
<i>% of Total</i>	1.4%	3.5%	<i>% of Total</i>	0.0%	0.0%		
<i>Average Salary</i>	\$ 59,925	\$ 62,211	<i>Average Salary</i>	\$	\$		
<i>Median Salary</i>	\$ 35,360	\$ 41,600	<i>Median Salary</i>	\$	\$		
Male		Female		Male		Female	
<i>Total</i>	318	638	<i>Total</i>	5	5		
<i>% of Total</i>	33.3%	66.7%	<i>% of Total</i>	50.0%	50.0%		
<i>Average Salary</i>	\$ 38,128	\$ 40,175	<i>Average Salary</i>	\$ 163,761	\$ 154,030		
<i>Median Salary</i>	\$ 31,674	\$ 33,696	<i>Median Salary</i>	\$ 140,000	\$ 150,000		

**Staff Demographics Summary (as of January 2016)**

	Total	Minority	White	Female
Full-Time Staff	956	779	177	638
Executive Staff	10	4	6	5
Average Salary - Full-Time Staff	\$39,494	\$36,433	\$53,042	\$40,175
Average Salary - Executive Staff	\$158,895	\$142,500	\$169,826	\$154,030
Median Salary - Full-Time Staff	\$33,280	\$31,433	\$46,671	\$33,696
Median Salary - Executive Staff	\$145,000	\$145,000	\$162,889	\$150,000

**PUBLIC HEALTH MANAGEMENT CORPORATION**

**DEPARTMENT EMPLOYEE DATA**

**Staff Demographics (as of January 2016)**

	<i>Full-Time Staff</i>		<i>Executive Staff</i>	
	Male	Female	Male	Female
	African-American	African-American	African-American	African-American
<i>Total</i>	169	648	0	6
<i>% of Total</i>	10.9%	41.8%	0.0%	23.1%
<i>Average Salary</i>	\$41,517	\$43,099	\$0	\$153,804
<i>Median Salary</i>	\$39,140	\$40,000	\$0	\$142,352
	White	White	White	White
<i>Total</i>	129	359	10	9
<i>% of Total</i>	8.3%	23.2%	38.5%	34.6%
<i>Average Salary</i>	\$56,198	\$53,418	\$206,975	\$165,729
<i>Median Salary</i>	\$50,428	\$49,536	\$166,000	\$146,411
	Hispanic	Hispanic	Hispanic	Hispanic
<i>Total</i>	28	114	0	1
<i>% of Total</i>	1.8%	7.4%	0.0%	3.8%
<i>Average Salary</i>	\$44,439	\$42,653	\$0	\$138,320
<i>Median Salary</i>	\$41,072	\$39,760	\$0	\$138,320
	Asian	Asian	Asian	Asian
<i>Total</i>	10	36	0	0
<i>% of Total</i>	0.6%	2.3%	0.0%	0.0%
<i>Average Salary</i>	\$45,496	\$50,626	\$0	\$0
<i>Median Salary</i>	\$39,469	\$48,500	\$0	\$0
	Other	Other	Other	Other
<i>Total</i>	6	51	0	0
<i>% of Total</i>	0.4%	3.3%	0.0%	0.0%
<i>Average Salary</i>	\$41,899	\$43,880	\$0	\$0
<i>Median Salary</i>	\$48,937	\$42,000	\$0	\$0
	Bi-lingual	Bi-lingual	Bi-lingual	Bi-lingual
<i>Total</i>	97	291	0	2
<i>% of Total</i>	6.3%	18.8%	0.0%	7.7%
<i>Average Salary</i>	\$46,589	\$46,950	\$0	\$237,160
<i>Median Salary</i>	\$44,524	\$44,052	\$0	\$237,160
	Male	Female	Male	Female
<i>Total</i>	342	1,208	10	16
<i>% of Total</i>	22.1%	77.9%	38.5%	61.5%
<i>Average Salary</i>	\$47,417	\$46,381	\$206,975	\$159,544
<i>Median Salary</i>	\$41,805	\$42,000	\$166,000	\$143,000

**Staff Demographics Summary (as of January 2016)**

	Total	Minority	White	Female
Full-Time Staff	1,550	1,062	488	1,208
Executive Staff	26	7	19	16
Average Salary - Full-Time Staff	\$46,609	\$43,143	\$54,153	\$46,381
Average Salary - Executive Staff	\$177,787	\$151,592	\$187,437	\$159,544
Median Salary - Full-Time Staff	\$42,000	\$40,000	\$49,808	\$42,000
Median Salary - Executive Staff	\$143,000	\$139,104	\$146,411	\$143,000

**WOODS SERVICES**

**DEPARTMENT EMPLOYEE DATA**

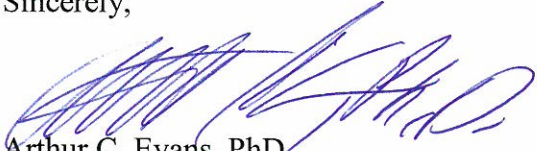
**Staff Demographics (as of January 2016)**

	<i>Full-Time Staff</i>			<i>Executive Staff</i>	
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	484	683	<i>Total</i>	0	0
<i>% of Total</i>	26.9%	37.9%	<i>% of Total</i>	0.0%	0.0%
<i>Average Salary</i>	\$26101	\$24450	<i>Average Salary</i>	\$	\$
<i>Median Salary</i>	\$24450	\$24068	<i>Median Salary</i>	\$	\$
	White	White		White	White
<i>Total</i>	373	181	<i>Total</i>	5	4
<i>% of Total</i>	20.7%	10.0%	<i>% of Total</i>	55.6%	44.4%
<i>Average Salary</i>	\$45238	\$41053	<i>Average Salary</i>	\$280,180	\$145,275
<i>Median Salary</i>	\$41600	\$34736	<i>Median Salary</i>	\$314,900	\$152,050
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	12	19	<i>Total</i>	0	0
<i>% of Total</i>	0.7%	1.1%	<i>% of Total</i>	0.0%	0.0%
<i>Average Salary</i>	\$26627	\$27520	<i>Average Salary</i>	\$	\$
<i>Median Salary</i>	\$24924	\$24814	<i>Median Salary</i>	\$	\$
	Asian	Asian		Asian	Asian
<i>Total</i>	8	18	<i>Total</i>	0	0
<i>% of Total</i>	0.4%	1.0%	<i>% of Total</i>	0.0%	0.0%
<i>Average Salary</i>	\$35571	\$29932	<i>Average Salary</i>	\$	\$
<i>Median Salary</i>	\$31455	\$25508	<i>Median Salary</i>	\$	\$
	Other	Other		Other	Other
<i>Total</i>	8	15	<i>Total</i>	0	0
<i>% of Total</i>	0.4%	0.8%	<i>% of Total</i>	0.0%	0.0%
<i>Average Salary</i>	\$21166	\$25112	<i>Average Salary</i>	\$	\$
<i>Median Salary</i>	\$20982	\$23368	<i>Median Salary</i>	\$	\$
	Bi-lingual	Bi-lingual		Bi-lingual	Bi-lingual
<i>Total</i>	0	0	<i>Total</i>	0	0
<i>% of Total</i>	0.0%	0.0%	<i>% of Total</i>	0.0%	0.0%
<i>Average Salary</i>	\$	\$	<i>Average Salary</i>	\$	\$
<i>Median Salary</i>	\$	\$	<i>Median Salary</i>	\$	\$
	Male	Female		Male	Female
<i>Total</i>	885	916	<i>Total</i>	5	4
<i>% of Total</i>	49.1%	50.9%	<i>% of Total</i>	55.6%	44.4%
<i>Average Salary</i>	\$41143	\$45275	<i>Average Salary</i>	\$	\$
<i>Median Salary</i>	\$34972	\$41600	<i>Median Salary</i>	\$	\$

**Staff Demographics Summary (as of January 2016)**

	Total	Minority	White	Female
Full-Time Staff	1,801	1,247	554	916
Executive Staff	9	0	9	4
Average Salary - Full-Time Staff	\$43,871	\$25,270	\$43,930	\$45,275
Average Salary - Executive Staff	\$220,222	\$	\$202,222	\$145,275
Median Salary - Full-Time Staff	\$40,000	\$25,130	\$40,000	\$41,600
Median Salary - Executive Staff	\$207,000	\$	\$207,000	\$152,050

Sincerely,

A handwritten signature in blue ink, appearing to read 'A.C. Evans', written over a faint, illegible background.

Arthur C. Evans, PhD  
Commissioner, DBHIDS

cc: David T. Jones  
Roland Lamb  
Sandy Vasko  
James Hoefler  
Joan Erney  
Joe Faith