

**POLICE
FISCAL YEAR 2022 BUDGET TESTIMONY
MAY 12, 2021**

INTRODUCTION

Good Morning, President Clarke and Members of City Council. I am Danielle Outlaw, Police Commissioner. Joining me today are Christine Coulter, Deputy Commissioner – Organizational Services, Joel Dales, Deputy Commissioner – Patrol Operations, Benjamin Naish, Deputy Commissioner – Investigations, Robin Wimberly, Deputy Commissioner – Office of Professional Responsibility and Blake Norton, Chief Strategy Officer. I am pleased to provide testimony on the Police Department’s Fiscal Year 2022 Operating Budget.

DEPARTMENT MISSION & PLANS

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

Plans for Fiscal Year 2022:

The FY22 Proposed General Fund allocation funds the Police Department at 6,380 uniform officers. The total FY21 Operating Budget is estimated to be level with the FY21 current projection.

The FY22 Proposed General Fund allocation in Class 100 is increased to account for full funding of 20 positions in the Intelligence Bureau and 35 JAC positions. Also, a rollback of FY21 salary reductions for exempt positions. Allocations in class 200 are lower due to the elimination of the onetime transfer of funds to cover body worn camera costs in FY21. The PPD body worn camera program continues. The PPD has deployed 2,286 cameras to date in the 22nd, 24th, 25th, 26th, 5th, 14th, 35th, 39th 12th, 16th, 18th, 19th, 2nd Districts, University City District, Center City District and Civil Affairs Unit. As with many things in 2021, the pandemic and civil unrest has impacted camera deployment. Currently the 1st and 17th Districts are in the infrastructure installation phase. Training in the 3rd Police District and South Street Mini Station has commenced. The total number of cameras to be added in the 3rd District and South Street will be 157. We continue to strive to deploy 800 BWCs a year, with our goal to outfit all patrol officers by the end of 2021. However, even with the unwavering support of OIT and DPP, infrastructure issues continue to at times, slow the progress.

The Police Department will continue to provide training to employees in FY22. This includes Implicit Bias training, Procedural Justice training, Active Bystandership for Law Enforcement (ABLE) training and training on the new Early Intervention System the Police Department will be utilizing. All of these trainings will help to develop our work force to better interact with members of the more underserved communities within the city.

In support of the Mayor’s Philadelphia Roadmap to Safer Communities, the Department continues to employ a comprehensive strategic plan to combat gun violence and improve the quality of life for Philadelphia’s residents and visitors. The over-arching strategic plan is known as the “Violent Crime Response Strategy” (#PPDVCR). Included within the framework of #PPDVCR is “Operation Pinpoint,”

PHILADELPHIA POLICE DEPARTMENT

which combines the most effective elements of the Community-Oriented and Intelligence-Led policing models.

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

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

BUDGET SUMMARY & OTHER BUDGET DRIVERS

Please refer to attached FY22 Budget Hearing Summary Charts in section 1: Staff Demographics Summary, section 2: Employment Levels, section 3: Financial Summary by Class, section 6: Participation Rate and Goal.

PROPOSED BUDGET OVERVIEW

Proposed Funding Request:

The proposed Fiscal Year 2022 General Fund budget totals \$727,077,734 which is the same as Fiscal Year 2021 estimated obligation levels.

The proposed budget includes:

- \$704,349,409 in Class 100, a \$271,442 increase from FY21. This will fund all uniform and civilian wages. It funds a Uniform Staffing level of 6,379 and civilian staffing level to 924. The increase is due to full funding of 20 positions in the Intelligence Bureau and 35 Juvenile Assessment Center positions. Also, a rollback of FY21 salary reductions for exempt positions.
- \$10,418,373 in Class 200, a \$768,382 decrease from FY21. This funding will fund Uniform Clothing Maintenance and the purchase of professional services, training, repairs and maintenance, and tuition reimbursement required to maintain the services provided by the Philadelphia Police Department. The reduction in funding is due to FY20 BWC costs funded in FY21.
- \$12,239,952 in Class 300/400, a \$496,940 increase from FY21. This funding will fund the Uniform Clothing Allowance and the purchase of all the materials and supplies required to maintain the services provided by the Philadelphia Police Department. The increase in funding represents a rollback of funds transferred to class 200 in FY21 to cover BWC costs.

PHILADELPHIA POLICE DEPARTMENT

STAFFING LEVELS




The department is requesting 7,452 budgeted positions for FY22, a decrease of 4 positions from FY21. The decrease is attributed to a uniform reduction of 4 police officers in the airport operating fund.

NEW HIRES

Please refer to attached FY22 Budget Hearing Summary Charts in section 8: New Hires Information.

PERFORMANCE, CHALLENGES, AND INITIATIVES




Aviation

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Number of stolen rental vehicles	117	Reduction from FY20 Actual	Reduction from FY21 Actual

Program FY22 Strategic Goals

- Reduce reported stolen rental cars: Continue to work to reduce the number of rental cars reported stolen.

Criminal Investigations




Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Homicide clearance rate	50.6%	60.0%	65.0%
Sexual assault clearance rate	60.2%	Increase from prior year	Increase from prior year
Average number of days to process a gun permit ¹	15	≤ 45	≤ 45

¹This is set by state law at 45 days. PPD is working to comply with a court mandate to process gun permits in accordance with this requirement. Processing times have been impacted by the COVID-19 pandemic.

Program FY22 Strategic Goals

- Improve the homicide clearance rate to 65% as outlined in the Police Commissioner’s Crime Prevention and Violence Reduction Action Plan. This will be accomplished by improving training and technology available to the investigators while building community trust to further the cooperation of witnesses.
- Improve the non-fatal shooting clearance rate.




Field Operations

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Number of shooting victims	1,647	Reduction from FY20	Reduction from FY21
Number of homicides	394	Reduction from FY20	Reduction from FY21
Number of part 1 violent crimes	15,127	Reduction from FY20	Reduction from FY21
Number of burglaries	7,060	Reduction from FY20	Reduction from FY21
Cumulative number of bike patrol officers	950	10% increase over FY20	10% increase over FY21
Number of children enrolled in Police Athletic League (PAL) centers	19,310	10% increase over FY20	10% increase over FY21

Program FY22 Strategic Goals

- Continue to build and sustain effective collaboration with local, state, and federal agencies and coordinate efforts to reduce crime and disorder in our city, with special emphasis on gun violence, which includes shooting and homicide victims.
- Strengthen and sustain community partnership by way of engagement and inclusion; and reinforce accountability in the Department, as outlined in the Police Commissioner’s [Crime Prevention and Violent Crime Reduction Action Plan](#).
- Continue to use data to deploy our resources at the times that crimes are occurring.
- Continue to enhance intelligence reports to deploy for the prevention of retaliation and greater utilization of partners for mediation.
- Continue to collaborate with partner departments to improve the ability to identify 911 calls that involve an individual experiencing a behavioral health crisis, and establish Co-Responder teams who are specially trained to respond.




Forensics

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Number of cases (submissions) received	29,407	36,300	37,000
Number of investigative leads provided to investigators through forensic databases (ballistic, DNA, and prints)	3,468	Increase over FY20 actuals	Increase over FY21 actuals
Percentage of new sexual assault kit (SAK) cases completed within the recommended 180 days, as stated in Act 27	100%	100%	100%

Program FY22 Strategic Goals

- Deploy the upgraded BEAST system throughout the PPD to improve evidence tracking, transfer, and handling procedures.
- Complete additional Lean Six Sigma projects throughout the OFS to improve efficiencies and increase productivity.
- Establish a Technical Intelligence Program (TIP) with the Intelligence Bureau and Detective Bureau, to increase the use of forensic data to provide investigative leads, enhance prosecutions, and provide intelligence-led policing.
- Provide actionable intelligence for investigations and meet all trial commitments through continued improvements to casework productivity.

Organization Support Services

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Number of officers who are female ¹	21.6%	52.7%	2% increase
Percent of officers who are minority ²	42.9%	58.4%	2% increase
Percent of authorized sworn positions filled	97.9%	100%	100%
Percent of in-service officers that have received reality based training (BRT)	100%	100%	100%

PHILADELPHIA POLICE DEPARTMENT

Percent of officers trained in the administration of Naloxone in high-need areas of the City	49.1%	60.0%	65%
Number of body worn cameras deployed during the reporting period	831	800	800
Percent of 911 calls answered within 10 seconds	88.8%	≥ 90.0%	≥ 90.0%




¹ FY22 Target assumes the ability to hire and put classes in the Police Academy.

² FY22 Target assumes the ability to hire and put classes in the Police Academy.

Program FY22 Strategic Goals

- Continue to deploy body worn cameras with the annual goal of 800 additional cameras to be deployed which will bring us to approximately 60% of our targeted goal. The goal is to have all Patrol District completed by the end of 2021.
- Maintain staffing levels within both the sworn and non-sworn ranks; specifically, for Police Officer and School Crossing Guard ranks. Proper staffing is vital to Department’s efforts to reduce crime and ensure the safety of the residents of Philadelphia and our employees.
- Work to improve diversity hiring within the Police Department by hiring a Diversity and Inclusion Officer.
- Continue to prepare for the move to the new Public Safety Service Campus (PSSC) which has been delayed due to COVID-19. This will require massive coordination to ensure the PPD is able to maintain service levels during the relocation of multiple units to the new PSSC.
- Complete training and implementation of the migration to the NIBRS and Premiere One Records Management Systems.

Professional Standards

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Number of civilian complaints against police officers	716	Reduction from FY20	Reduction from FY21
Percent of investigations of civilian complaints against officers completed within 90 days	32.5%	60%	60%
Number of police involved shootings	18	Reduction from FY20	Reduction from FY21

Program FY22 Strategic Goals

- Reduce complaints against Police by 5%.

PHILADELPHIA POLICE DEPARTMENT

- Increase the number of minorities hired within the PPD to be reflective of the demographics of the population the PPD serves. (This measure is dependent on the PPD's ability to put Recruit Classes into the Police Academy. Any potential increases would not be realized until FY22 Q3/Q4 at the earliest.)
- Increase the percentage of Complaints Against Police investigations completed within 90 days to 60% from 32.5% in FY20.
- Reduce the percentage of unconstitutional pedestrian stops by 10%, provide training to PPD personnel regarding the Bailey agreement, which requires better documentation, review, and scrutiny of pedestrian and vehicle investigations being conducted by the PPD; and manage and track a progressive disciplinary process as mandated by the federal agreement.
- Begin to implement Early Intervention System (EIS) across the Department. EIS is a critical component of the Crime Prevention and Violence Reduction Action Plan. The EIS will assist in identify potential problem employees early, to allow for positive corrective measures to change officer behaviors. This will help to rebuild the trust of the communities PPD serves, especially in marginalized communities.

PHILADELPHIA POLICE DEPARTMENT

OTHER BUDGETARY IMPACTS

Federal and State (Where Applicable)

In FY22, the Police Department estimates to receive \$16,974,794 in Federal and State grants. These funds are for combating auto theft, supporting the Department's Sexual Assault Kit Initiative, addressing the Forensic Science DNA Backlog, and ensuring Port Security, to name just a few.

PHILADELPHIA POLICE DEPARTMENT

CONTRACTING EXPERIENCE

Please refer to attached FY22 Budget Hearing Summary Charts in section 4: Contracts Summary.

PHILADELPHIA POLICE DEPARTMENT

EMPLOYEE DATA

Please refer to attached FY22 Budget Hearing Summary Charts in section 7: Staff Demographics.

LANGUAGE ACCESS

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

The Police Department’s Language Coordinator is Deputy Commissioner Benjamin Naish. Training is continual through roll call training and the Police Department Directive (Directive 7.07, “*Limited English Language Proficiency (LEP)*” can be found on our website under the Directives section of the accountability page. Link to the page is:

<https://www.phillypolice.com/accountability/index.html? ID=110& ClassName=CapPage - directives>

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

Please refer to FY22 Budget Hearing Summary Charts section 8: New Hire Information/Language Access.

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

The PPD does not currently capture services provided by language. The data for type of services provided is as follows:

Interpretation Counts	
Type of Interpretation	Number
Authorized PPD Interpreters	576
Language Line	9237
Authorized Outside Interpreters	3

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

PHILADELPHIA POLICE DEPARTMENT

The PPD continues to conduct Roll Call Training on Police Directive 7.07 “*Limited English Language Proficiency (LEP)*” as well as conduct regular reminders from Police Radio of the Interpreter Services available to personnel in the field, ensuring that every person that needs police assistance has the means to communicate effectively. We will continue to look to improve in this area.

CLIMATE CHANGE

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

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

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

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

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

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

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

1. Staff Demographics Summary

Staff Demographics Summary (as of December 2020)				
	Total	Minority	White	Female
Number of Full-Time Staff	7167	3309	3855	2201
Number of Exempt Staff	14	6	8	7
Number of Executive Staff (deputy level and above)	6	4	2	3
Average Salary, Full-Time Staff	\$75,445	\$75,296	\$79,386	\$56,921
Average Salary, Exempt Staff	\$164,976	\$171,952	\$152,069	\$173,459
Average Salary, Executive Staff	\$213,404	\$218,090	\$204,033	\$224,372
Median Salary, Full-Time Staff	\$82,397	\$78,092	\$78,092	\$74,969
Median Salary, Exempt Staff	\$199,243	\$199,243	\$145,452	\$199,243
Median Salary, Executive Staff	\$204,033	\$204,032	\$204,033	\$208,822

2. Employment Levels

Employment Levels (as of December 2020)		
	Budgeted	Filled
Number of Full-Time Positions	7456	7167
Number of Part-Time Positions	0	0
Number of Exempt Positions	13	14
Number of Executive Positions (deputy level and above)	4	6
Average Salary of All Full-Time Positions	\$74,733	\$75,445
Median Salary of All Full-Time Positions	\$82,397	\$82,397

3. Financial Summary by Class

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

General Fund Financial Summary by Class						
	FY20 Original Appropriations	FY20 Actual Obligations	FY21 Original Appropriations	FY21 Estimated Obligations	FY22 Proposed Appropriations	Difference: FY22-FY21
Class 100 - Employee Compensation	\$718,359,324	\$736,072,678	\$704,077,967	\$704,077,967	\$704,349,409	\$271,442
Class 200 - Purchase of Services	\$8,353,063	\$9,674,616	\$10,135,755	\$11,186,755	\$10,418,373	(\$768,382)
Class 300/400 - Materials, Supplies & Equipment	\$14,452,710	\$12,475,884	\$12,794,012	\$11,743,012	\$12,239,952	\$496,940
	\$741,165,097	\$758,223,178	\$727,007,734	\$727,007,734	\$727,007,734	\$0

4. Contracts Summary

This table focuses on large professional services contracts with for-profit vendors.
 Large is defined as meaning that an RFP was required.
 Departments should focus on contracts that have been conformed to date.
 Any departments that have large contracts with non-profit providers are encouraged to provide board makeup information in the optional "Non-Profit Vendor Demographics" table below.

M/W/DSBE Participation on Large Professional Services Contracts

Top Five Largest Contracts, FY21

Vendor Name	Service Provided	Dollar Amount of Contract	RFP Issue Date	Contract Start Date	Ranges in RFP	% of M/W/DSBE Participation Achieved	\$ Value of M/W/DSBE Participation	Total % Participation - All DSBEs	Total \$ Value Participation - All DSBEs	Local Business (principal place of business located within City limits) [yes / no]	Waiver for Living Wage Compliance ? [yes / no]
Bode Cellmark Forensics, Inc. (contract renewal)	Biological Screening & DNA Analysis	\$800,000	10/17/2017	2/1/2018	MBE:	20%	\$160,000	100%	\$800,000	Nio	Yes
					WBE:	20%	\$160,000				
					DSBE:	60%	\$480,000				
National Training Institute on Race and Equity (new contract)	Implicit Bias Training	\$620,400	2/24/2020	5/1/2020	MBE:	0%	\$0	0%	\$0	Nio	Yes
					WBE:	0%	\$0				
					DSBE:	0%	\$0				
Drugscan, Inc. (contract renewal)	Drug & Alcohol Testing (AID)	\$200,000	5/3/2018	7/1/2018	MBE:	0%	\$0	0%	\$0	Nio	Yes
					WBE:	0%	\$0				
					DSBE:	0%	\$0				
Keystone Intelligence Network (contract renewal)	Polygraph Testing	\$130,000	2/8/2019	3/14/2019	MBE:	0%	\$0	0%	\$0	Yes	Yes
					WBE:	0%	\$0				
					DSBE:	0%	\$0				
Motorola Solutions, Inc. (contract renewal)	PremierOne Records Migration	\$120,121	Negotiated Contract	7/1/2018	MBE:	0%	\$0	0%	\$0	Nio	Yes
					WBE:	0%	\$0				
					DSBE:	0%	\$0				
ANSI-ASQ National Accreditation Board, LLC (new contract)	Accreditation Body for Forensic Laboratory	\$80,000	3/5/2020	4/20/2020	MBE:	0%	\$0	0%	\$0	Nio	Yes
					WBE:	0%	\$0				
					DSBE:	0%	\$0				

Non-Profit Vendor Demographics

Trustees of the University of Pennsylvania *	Minority %	Female %
Workforce - 33,463	44.10%	54.70%
Executive	N/A	N/A
Board of Directors or Trustees - 54	35.90%	27.80%
Northwestern University *	Minority %	Female %
Workforce - 10,748	33.00%	53.30%
Executive	N/A	N/A
Board	N/A	N/A

* - information obtained from current contract. Per Northwestern University, many employees choose not to identify

5. Performance Measures Table

Please refer to the FY22 Budget Testimony narrative for Performance Measure data.

6. Participation Rate and Goal

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

Contracts Summary (Professional Services only)

	FY18	FY19*	FY20	FY21	FY22	FY21 YTD (Q1 & Q2)
Total amount of contracts	\$1,986,671	\$714,000	\$1,984,127	\$1,013,400	\$1,043,400	\$808,400
Total amount to M/W/DSBE	\$290,477	\$447,746	\$390,901	\$190,400	\$200,000	\$93,200
Participation Rate	15%	63%	20%	19%	19%	12%

* FY19 eligible contract dollar value is low. Those eligible contracts saw a high number of M/W/DSBE vendors which resulted in the higher percentage of participation.

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

	FY20	FY21	FY22
M/W/DSBE Contract Participation Goal	20%	10%	15%

7. Staff Demographics

Biracial employees should be included under "Other."

Staff Demographics (as of December 2020)					
Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	1184	1253	<i>Total</i>	2	2
<i>% of Total</i>	17%	17%	<i>% of Total</i>	33%	33%
<i>Average Salary</i>	\$70,781	\$79,324	<i>Average Salary</i>	\$204,033	\$232,147
<i>Median Salary</i>	\$78,092	\$78,092	<i>Median Salary</i>	\$204,033	\$232,147
	White	White		White	White
<i>Total</i>	3181	674	<i>Total</i>	1	1
<i>% of Total</i>	44%	9%	<i>% of Total</i>	17%	17%
<i>Average Salary</i>	\$80,898	\$72,238	<i>Average Salary</i>	\$199,243	\$208,822
<i>Median Salary</i>	\$78,092	\$78,092	<i>Median Salary</i>	\$199,243	\$208,822
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	455	227	<i>Total</i>	0	0
<i>% of Total</i>	6%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$74,693	\$75,749	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$78,092	\$78,092	<i>Median Salary</i>	\$0	\$0
	Asian	Asian		Asian	Asian
<i>Total</i>	126	23	<i>Total</i>	0	0
<i>% of Total</i>	2%	0%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$75,705	\$82,067	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$78,092	\$78,092	<i>Median Salary</i>	\$0	\$0
	Other	Other		Other	Other
<i>Total</i>	17	24	<i>Total</i>	0	0
<i>% of Total</i>	0%	0%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$73,767	\$65,255	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$73,767	\$76,422	<i>Median Salary</i>	\$0	\$0
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	210	88	<i>Total</i>	0	0
<i>% of Total</i>	3%	1%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$85,699	\$80,826	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$78,092	\$78,092	<i>Median Salary</i>	\$0	\$0
	Male	Female		Male	Female
<i>Total</i>	4963	2201	<i>Total</i>	3	3
<i>% of Total</i>	69%	31%	<i>% of Total</i>	50%	50%
<i>Average Salary</i>	\$79,337	\$56,921	<i>Average Salary</i>	\$202,436	\$224,372
<i>Median Salary</i>	\$78,092	\$74,969	<i>Median Salary</i>	\$199,243	\$208,822

Detail for non-binary employees, if applicable: N/A

8. New Hire Information/Language Access

Date range is 7/1/20 to December 2020 increment run. Detail for any hires since then can be added in the text box below the table.

New Hires (from 7/1/2020 to December 2020)		
	Total Number of New Hires	Additional Languages
Black or African American	1	0
Asian	0	0
Hispanic or Latino	0	0
White	7	0
Other	2	0
Total	10	0

Detail for new hires since December 2020, if applicable:
 New hires from 01/01/2021 - 04/22/2021 - (40) total
 Black or African American (17), Hispanic or Latino (2), White (14), Unassigned (7)
 None report a second language.

All Staff																			
	Spanish	Cambodian	Cantonese	Chinese	Vietnamese	French	Hakka	Korean	Malayalam	Tagalog	Visayan	Cree	Yoruba	German	Hebrew	Italian	Polish	Portuguese	Russian
Black or African American	14	1	0	1	0	3	0	1	0	0	0	2	1	0	0	0	0	0	0
Asian	2	9	1	6	6	2	1	4	1	1	1	0	0	0	0	0	0	0	0
Hispanic or Latino	194	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	18	0	0	1	0	4	0	0	0	0	0	0	0	3	3	11	6	1	4
American Indian or Alaska Native	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Total	230	10	1	9	6	9	1	5	1	1	1	2	1	4	3	11	6	1	4

Frontline Staff																			
	Spanish	Cambodian	Cantonese	Chinese	Vietnamese	French	Hakka	Korean	Malayalam	Tagalog	Visayan	Cree	Yoruba	German	Hebrew	Italian	Polish	Portuguese	Russian
Black or African American	14	1	0	1	0	3	0	1	0	0	0	2	1	0	0	0	0	0	0
Asian	2	9	1	6	6	2	1	4	1	1	1	0	0	0	0	0	0	0	0
Hispanic or Latino	194	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	18	0	0	1	0	4	0	0	0	0	0	0	0	3	3	11	6	1	4
American Indian or Alaska Native	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Total	230	10	1	9	6	9	1	5	1	1	1	2	1	4	3	11	6	1	4