

**PHILADELPHIA DEPARTMENT OF PRISONS
FISCAL YEAR 2022 BUDGET TESTIMONY
MAY 12, 2021**

INTRODUCTION

Good Morning, President Clarke and Members of City Council. I am Blanche Carney, Commissioner. Joining me today are Deputy Commissioners Terence Clark and Xavier Beaufort. I am pleased to provide testimony on Department of Prison's Fiscal Year 2022 Operating Budget.

DEPARTMENT MISSION & PLANS

Mission: The Philadelphia Department of Prisons (PDP) provides a secure correctional environment to detain people accused or convicted of illegal acts and prepares them for re-entry into society in a clean, lawful, humane, and safe environment. PDP offers job training, educational services, parenting classes, substance abuse services, medical services, behavioral health therapy, and counseling, individual and group therapy.

To ensure successful reentry and to elevate the City and PDP's focus on reentry, in August 2019 the Office of Reentry Partnerships (ORP) was created by the Managing Director's Office to act as the umbrella agency to coordinate, maintain, and expand public-private partnerships across the City to ensure linkages to the community services post release, replacing the Mayor's Office of Reintegration Services for Ex-offenders (RISE). PDP, working with the ORP, will ensure that there is a continuum of reentry services for people incarcerated at PDP after release. This partnership will play a critical role in the City's efforts to reduce recidivism, as criminal justice reform in Philadelphia evolves to focus on community reinvestment and reentry.

Plans for Fiscal Year 2022: The Department of Prisons (PDP) continues to support the Administration's goals of criminal justice reform and reinvestment in the community by working in partnership with the Office of Reentry Partnerships to foster pre-release engagement and post release services to support successful reentry. The Office of Reentry Partnerships serves as the City's lead agency to work with private and public service providers and City Departments to serve persons released from custody.

The PDP will eliminate fines and fees (e.g. Work Release room and board fees, commissary processing fee, photo tickets, check processing and notary fees) that further impact poor people involved in the criminal justice system. Revenue generated by these fines and fees will no longer be collected from the inmate population.

With the rise in the inmate population due to the uptick in crime trends, the PDP continues its' collaboration with criminal justice partners (Courts, District Attorney's Office and Public Defender's Association), to safely reduce the population by providing information for targeted populations (inmates who have served their minimum sentence, medically fragile, 60+ years of age), who are charged or sentenced for non-violent offenses. PDP continues to work with the Courts to make inmates available for Court hearings in-person, virtually and in April 2021 opened a court room on site at the Detention Center for municipal cases to be heard with all criminal justice partners present.

The PDP will continue to upgrade and modernize management systems to enhance access to data and improve management controls. The PDP has selected a vendor for the new Integrated Jail Management

Philadelphia Department of Prisons

System to replace the existing system. This IT program will provide data information for all PDP inmates from admission through release.

PDP will continue to improve leave usage accountability utilizing newly implemented technology of the department's Payroll Time and Attendance Management known as the KRONOS- Workforce/Telestaff System to further manage and maintain accurate time and attendance records for all PDP employees.

Potential opportunities are available to achieve some savings, the overall PDP budget supports an efficient approach to management of the City's correctional system. PDP spending patterns did not develop in a vacuum. They largely stem from the policies, professional standards, and operational priorities established by the PDP in its medical contract and drives both the current level of spending for the program, as well as the high quality of service provided. Constraints and obligations created by factors such as the system's current physical plan and current collective bargaining agreement also shape system resource need."

Our plans for Fiscal Year 2022 and beyond are broad-based and consider most areas throughout the Prison Department and support our primary goals, which include:

- House on average 5,000 inmates over the course of FY22 ensuring meals, educational programming, and medical services are completed as prescribed.
- Reduce staffing expenses: this will be completed by filling staff vacancies to reduce overtime.
- Continue to provide Medication Assisted Treatment ("MAT") to all opioid-dependent inmates.
- Continue effectively linking all MAT patients to community MAT providers upon release.
- Continue to provide Hepatitis C treatment linkage program.
- Improve continuity of care by enrolling all eligible inmates in Medical Assistance.
- Continue efforts to complete implementation of the federal lowest possible costs 340B pharmacy arrangement.
- Continue making post-release appointment for chronically ill, sentenced inmates with community providers.
- Continue to provide correctional staff with professional development and continuing education opportunities whenever possible. This will allow PDP to maintain the highest level of professionalism among its correctional staff, ensuring that all staff persons treat inmates with respect and dignity while following all personal safety protocols.

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 \$231,297,334 an increase of \$9,134,228 over Fiscal Year 2021 estimated obligation levels. This increase is primarily due to census increase, additional free virtual video visitation, radio replacement equipment, personal protective (PPE) contraband detection scanners and the elimination of fines and fees.

The proposed budget includes:

- \$126,635,188 in Class 100, a \$5,097,922 increase over FY21. This funding will restore funding moved to class 200 for inmate medical services along with the restoration of FY21 exempt salary reductions.
- \$97,960,934 in Class 200, a \$2,364,867 increase over FY21. This funding will provide funding for inmate medical services and food services due to an increase in prison census and virtual video visitations.
- \$5,499,455 in Class 300/400, a \$1,482,686 increase over FY21. This funding will fund COVID-19 PPE, contraband detection scanners, and radio replacements.
- \$1,201,757 in Class 500, a \$188,753 increase over FY21. This funding will restore funding moved to class 200 for inmate medical services.

Philadelphia Department of Prisons

STAFFING LEVELS




The department is requesting 2006 budgeted positions for FY22, THIS REMAINS FLAT WITH FY21.

NEW HIRES

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

PERFORMANCE, CHALLENGES, AND INITIATIVES

Administration




Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Percent of newly admitted inmates that are processed and housed within 24 hours of admission	100%	100%	100%
Percentage of budgeted positions (uniform only) filled	93.7%	91%	95%
Average daily prison census: number of inmates in custody	4,575	≤4,000	5,000 ¹
Actual spend on overtime (year-to-date, in millions)	\$26.9	\$23.2	\$23.0

¹The daily prison census is almost 20% than projected in FY22.

Program FY22 Strategic Goals

- Continue to upgrade and modernize management information systems to enhance access to data and improve management controls.
- Implement a virtual staff wellness program due to the COVID-19 pandemic.
- Improve reentry outcomes using evidence-based programming and training for staff and inmates.

Maintenance

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Average daily rate of out of service cells ¹	18	≤ 20	≤ 20
Total amount of overtime for maintenance staff	\$340,096	\$360,000	\$ 360,000




¹This measure tracks the average number of cells out-of-service due to maintenance issues.

Program FY22 Strategic Goals

- Continue to install energy efficient lighting throughout the PDP (transitioning from florescent to LED lighting).
- Continue security systems upgrades at PICC.
- Continue system-wide facility upgrades, as necessary.

- Full utilization of the department’s new Inventory Management System for inventory, tool control, and workorder completion.




Medical and Psychiatric Services

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Percent of eligible inmates receiving behavioral medications within 48 hours of admissions	84%	90%	90%
Percentage of STD-positive patients treated before release	84%	90%	90%

Program FY22 Strategic Goals

- Timely delivery of services to all inmates while operating within budget.
- Continuous improvement of continuity of care on release.
- Increase bridge order completion rate. Bridge order refers to when an inmate is admitted for whom PDP has a recent psych medication record or is able to find a medical record through a national prescription database. This enables a prescriber to initiate medication before seeing the patient and decreases delays in receiving the appropriate medication.




Security and Operations

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET
Overtime costs avoided through use of the Medical Transport Unit (year to date)	\$3,437,270	\$3,200,000	\$3,200,000

Program FY22 Strategic Goals

- Continue the safe operation of all facilities utilizing cost-effective measures and efficiencies.
- Operate facilities and utilize bed capacity based on population census and deploy staff throughout the PDP, accordingly.
- Maintain the MTU to provide coverage for offsite medical details to achieve a reduction in overtime.
- Continue to monitor leave usage and decrease related overtime costs.

Social Services/Reentry (RTS)

Measure	 FY20 ACTUAL	 FY21 TARGET	 FY22 TARGET¹
Sentenced inmates participating in an educational or treatment program.	84.7%	20%	20%
Reincarceration rate: one year	39%	38%	38%
Reincarceration rate: three year	54.3%	≤ 55.0%	≤ 55.0%
Reincarceration rate: five year	61.7%	≤ 63.0%	≤ 63.0%
Percentage of inmates with completed 5, 30, 75th day interviews and discharge plans	70.8%	40%	50%
Percentage of inmates assigned to programs and work assignments	79%	20%	40%
Percentage of medium and close custody inmates assigned to programs and work assignments	67%	20%	40%
Percentage of pretrial population assigned to programs and work assignments	57.5%	20%	50%

¹FY22 targets continue to be impacted by COVID-19

Program FY22 Strategic Goals

- Complete the Training of Trainer (ToT) component of the ORAS risk assessment. The University of Cincinnati ToT certifies staff to be trainers to develop internal capacity and to sustain long term use of ORAS/Case-Planning.
- Explore state certifications to offer barbering credits toward barbering licensing for youth offenders.
- Implement Foster Parent Kitten Program with the Animal Care and Control Team of Philadelphia (ACCT). Participants learn to be Foster Parents for Kittens until they are eligible for return to ACCT for adoption.
- Implement Call Center Agent Training. PDP converted program space into a full-fledged Call Center designed to offer Call Agent training for the population in partnership with Philly 311.
- Pursue opportunities for Graduate Philadelphia partner colleges and universities to offer college courses at the PDP for the inmate population.

OTHER BUDGETARY IMPACTS

Federal and State (Where Applicable)

In Pennsylvania, the Administration in Harrisburg has been unceasingly supportive of PDP's efforts to enroll inmates in Medical Assistance, a cornerstone of Philadelphia Department of Prisons, Department of Public Health, and Department of Behavioral Health & Intellectual disability Services' efforts to assure continuity of care for seriously ill inmates after release.

At the same time, a variety of federal government proposals would end eligibility for Medical Assistance of many economically impoverished inmates and their families, and there are parallel federal efforts to materially diminish Medical Assistance benefits.

Likewise, proposals exist in Congress that would eliminate correctional institution access to the very low (if not lowest possible) medical prices made available by the federal 340B pharmacy program that was designed to assist providers serving economically disadvantaged population.

CONTRACTING EXPERIENCE

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

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.**

Language Access Coordinator: Leroy Pendleton, Director of the Office of Community Justice and Outreach.

Language Access training was provided for Policy Implementation Training for all PPD employees and contract employees on the following date, **September 2020** for all PDP and contract employees. See below:

Security Staff	1813
Civilian/Support Staff	204
Contract Staff	569
Total Staff	2286

- In **2020**, **27** Correctional Officers received the policy as part of their Pre-Service Training.
- An Additional 25 Correctional Officers in Class 20-01 is scheduled to receive Language Access on **Monday, April 26, 2021**.
- The language access plan/policy which has been provided to the Office of Immigrant Affairs and has been posted online: <https://beta.phila.gov/documents/language-access-plans/>

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

Title	Race	Language	Number of Staff
Full-time Staff	African American	English	1328
Fulltime staff	White	English	236
Full-time staff	Hispanic	Spanish	126
Full-time staff	Asian	Cambodian	1
Full-time staff	Other	English	18
Full-time staff	Asian	Philippine	1
Full-time staff	Other	Other	16

Bi-lingual Staff – second language		119
Race	Language	Number of Staff
White	Albanian	1
Arab	Arabic	1
Arab	Bengali	3
Asian	Cambodian	1
Black	Creole	5
Arab	Hindi	4
Black	Igbo	1
Asian	Laos	1
Asian	Malayalam	25
Asian	Malayalam, Hindi	1
Asian	Philippine	1
Asian	Punjabi	1
White	Romanian	3
Black	Sign Language	2
White	Sign Language	1
Hispanic	Spanish	62
Black	TWI	1
Asian	Urdu	1
Black	Vai	1
Asian	Vietnamese	2
Black	Yoruba	1

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.**

FY20 All Language Request
Telephone Interpretation

Language	Number of Calls
Spanish	7
Portuguese	1

Philadelphia Department of Prisons

FY2021 Language Request
Telephone Interpretation

Language	Number of Calls
Spanish	2
Russian	2

FY 2021 Document Translation for Publication

Language	Number of Documents
Spanish	1
Russian	1

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

Overall, 2286 staff have been trained on the Language Access Implementation Policy. Also, we have created a spreadsheet of bi-lingual staff, totaling 119 staff persons.

Additionally, every facility has language line phone services as well as signage providing instructions in our visiting lobbies.

CLIMATE CHANGE

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

At the present, the Philadelphia Department of Prisons (PDP) has not experienced negative impact on the provision of services. However, we could be impacted by climate change in the future due to the campus being located on the 100-year flood plain.

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

The PDP campus is in the 100-year flood plain. As the climate changes and water rises, there would potentially be a need to relocate the inmate population to another area outside of the flood plain. Accordingly, there would be increased relocation costs and additional funding would be necessary to safely house and secure the population.

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

The PDP has been proactive in exploring and implementing sustainable technology, products and equipment across the campus. We have been proactive to reduce our carbon footprint by expanding the composting program. Currently, composting is done at three facilities, with a goal to onboard all facilities by the end of Summer 2021. PDP's efforts were slowed due to the COVID-19 pandemic which resulted in several programs placed on hold. Composting eliminates food waste that would normally find its way into landfill. PDP has diverted 700 tons of food waste through the compost program since inception of 2015. The total diversion in green-house gas emissions is 323.90, in collaboration with the Environmental Protection Agency. This is equivalent to removing annual emissions from 69 passenger vehicles and conserving 36,447 gallons of gasoline and 13, 496 cylinders of propane use of home barbeques.

PDP continues its recycling program with single stream and composting which mitigates our internal work orders of industrial garbage disposals. Work orders repairs have reduced significantly due to our composting efforts.

1. Staff Demographics Summary

Staff Demographics Summary (as of December 2020)				
	Total	Minority	White	Female
Number of Full-Time Staff	1825	1588	236	851
Number of Exempt Staff	17	15	2	7
Number of Executive Staff (deputy level and above)	6	5	1	2
Average Salary, Full-Time Staff	\$53,855	\$53,290	\$57,773	\$54,093
Average Salary, Exempt Staff	\$84,919	\$84,923	\$84,890	\$89,749
Average Salary, Executive Staff	\$126,063	\$130,066	\$106,048	\$139,550
Median Salary, Full-Time Staff	\$58,907	\$58,907	\$58,396	\$59,294
Median Salary, Exempt Staff	\$78,750	\$78,750	\$84,900	\$88,200
Median Salary, Executive Staff	\$121,672	\$121,823	\$106,048	\$139,550

2. Employment Levels

Employment Levels (as of December 2020)		
	Budgeted	Filled
Number of Full-Time Positions	2006	1825
Number of Part-Time Positions	0	0
Number of Exempt Positions	21	17
Number of Executive Positions (deputy level and above)	6	6
Average Salary of All Full-Time Positions	\$49,313	\$53,855
Median Salary of All Full-Time Positions	\$49,313	\$58,907

FY22 Budget Hearing Summary Charts - Prisons

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	\$139,765,668	\$137,275,010	\$126,599,446	\$121,537,266	\$126,635,188	\$5,097,922
Class 200 - Purchase of Services	\$104,061,718	\$102,481,089	\$88,351,948	\$95,596,067	\$97,960,934	\$2,364,867
Class 300/400 - Materials, Supplies & Equipment	\$4,355,067	\$5,042,558	\$4,016,769	\$4,016,769	\$5,499,455	\$1,482,686
Class 500 - Contributions	\$1,818,240	\$1,574,619	\$1,201,757	\$1,013,004	\$1,201,757	\$188,753
	\$250,000,693	\$246,373,276	\$220,169,920	\$222,163,106	\$231,297,334	\$9,134,228

FY22 Budget Hearing Summary Charts - Prisons

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]
Corizon	Inmate Physical Health Care Services	\$47,767,275	2/1/2017	7/1/2017	MBE:	17%	\$8,325,836	24%	\$11,296,961	no	no
					WBE:	6%	\$2,971,125				
					DSBE:	0%	\$0				
GD Correctional LLC	Inmate and Staff Food Services	\$10,380,801	3/2/2017	7/1/2017	MBE:	21%	\$2,139,483	32%	\$3,356,113	no	no
					WBE:	12%	\$1,216,630				
					DSBE:	0%	\$0				
U.S. Facilities Inc	Maintenance Services for CFCF and RCF (two of the PDP facilities)	\$13,053,673	1/29/2018	7/1/2018	MBE:	99%	\$12,923,136	100%	\$13,053,673	no	no
					WBE:	1%	\$130,537				
					DSBE:	0%	\$0				
Centruion Detention Health Services, LLC (formally MHM Services)	Inmate Behavioral Health Care Services	\$15,405,491	2/1/2017	7/1/2017	MBE:	5%	\$744,085	5%	\$744,085	no	no
					WBE:	0%	\$0				
					DSBE:	0%	\$0				

FY22 Budget Hearing Summary Charts - Prisons

Non-Profit Vendor Demographics		
New Leash On Life	Minority %	Female %
Workforce	20.00%	50.00%
Executive	0.00%	100.00%
Board	0.00%	16.00%
Philadelphia Horticultural Society	Minority %	Female %
Workforce	19.00%	61.00%
Executive	0.00%	60.00%
Board	20.00%	65.00%
Impact Services	Minority %	Female %
Workforce	89.00%	44.00%
Executive	57.00%	29.00%
Board	60.00%	40.00%
Citizen Crime Commission	Minority %	Female %
Workforce	33.00%	33.00%
Executive	33.00%	33.00%
Board	30.00%	20.00%
Maternity Care Coalition	Minority %	Female %
Workforce	74.19%	97.42%
Executive	33.33%	100.00%
Board	45.83%	70.83%

FY22 Budget Hearing Summary Charts - Prisons

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	\$52,993,869	\$53,620,811	\$98,741,149	\$86,854,307	TBD	\$86,854,307
Total amount to M/W/DSBE	\$23,802,467	\$30,530,895	\$35,086,968	\$28,451,803	TBD	\$28,451,803
Participation Rate	45%	57%	36%	33%	35%	33%

*FY22 has not been negotiated to date.

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	35%	35%	35%

*originally was 40% increased, but reduced due to COVID

FY22 Budget Hearing Summary Charts - Prisons

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>	616	712	<i>Total</i>	3	2
<i>% of Total</i>	34%	39%	<i>% of Total</i>	50%	33%
<i>Average Salary</i>	\$53,253	\$53,608	<i>Average Salary</i>	\$123,744	\$139,550
<i>Median Salary</i>	\$61,061	\$58,405	<i>Median Salary</i>	\$121,823	\$139,550
	White	White		White	White
<i>Total</i>	168	68	<i>Total</i>	1	0
<i>% of Total</i>	9%	4%	<i>% of Total</i>	17%	0%
<i>Average Salary</i>	\$56,984	\$59,780	<i>Average Salary</i>	\$106,048	\$0
<i>Median Salary</i>	\$57,546	\$56,317	<i>Median Salary</i>	\$106,048	
	Hispanic	Hispanic		Hispanic	0
<i>Total</i>	72	54	<i>Total</i>	0	0
<i>% of Total</i>	4%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$53,679	\$52,825	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$58,396	\$50,833	<i>Median Salary</i>	\$0	\$0
	Asian	Asian		Asian	Asian
<i>Total</i>	108	8	<i>Total</i>	0	0
<i>% of Total</i>	6%	0%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$51,169	\$56,580	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$49,730	\$51,197	<i>Median Salary</i>	\$0	\$0
	Other	Other		Other	Other
<i>Total</i>	9	9	<i>Total</i>	0	0
<i>% of Total</i>	0%	0%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$50,481	\$56,629	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$50,464	\$51,197	<i>Median Salary</i>	\$0	\$0
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	82	41	<i>Total</i>	0	0
<i>% of Total</i>	4%	2%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$53,647	\$54,093	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$57,546	\$59,294	<i>Median Salary</i>	\$0	\$0
	Male	Female		Male	Female
<i>Total</i>	974	851	<i>Total</i>	4	2
<i>% of Total</i>	53%	47%	<i>% of Total</i>	67%	33%
<i>Average Salary</i>	\$53,647	\$54,093	<i>Average Salary</i>	\$119,320	\$139,550
<i>Median Salary</i>	\$57,546	\$59,294	<i>Median Salary</i>	\$121,672	\$139,550

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): N/A

Detail for new hires since December 2020, if applicable:	
	Total Number of New Hires
Black or African American	11
Asian	5
Hispanic or Latino	4
White	3
Other	1
Total	24

All Staff				
	English	Spanish	Malayalam	Other
Black or African American	1328			
Asian	116		33	
Hispanic or Latino	126	126		
White	236			
Other	19			21
Total	1825	126	33	21

Frontline Staff	
	[language 1]
Black or African American	1192
Asian	110
Hispanic or Latino	108
White	169
Other	15
Total	1594

Note: Language is formatted for all staff and not separated just for frontline staff