

COUNCIL OF THE CITY OF PHILADELPHIA
COMMITTEE ON FINANCE

Room 400, City Hall
Philadelphia, Pennsylvania
Wednesday, October 17, 2012
10:25 a.m.

PRESENT:

COUNCILMAN BILL GREEN, CHAIR
COUNCILWOMAN JANNIE BLACKWELL
COUNCILMAN W. WILSON GOODE, JR.
COUNCILMAN WILLIAM K. GREENLEE
COUNCILMAN KENYATTA JOHNSON
COUNCILWOMAN BLONDELL REYNOLDS BROWN
COUNCILMAN MARK SQUILLA
COUNCILWOMAN MARIAN B. TASCO

BILL 120008 - An ordinance amending Chapter
17-1000 of The Philadelphia Code, entitled
"Employment of Low- and Moderate-Income
persons by City Contracts...

BILL 120009 - An ordinance amending Title 17
of The Philadelphia Code, entitled "Contracts
and Procurement," by adding a new Chapter,
entitled "First Source Jobs Policy"...

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COUNCILMAN GREEN: Good

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morning. This is the Committee on

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Finance for scheduled hearings on Bills

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No. 120008 and 120009.

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Will the Clerk please read the

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title of the bills.

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THE CLERK: Bill No. 120008, an

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ordinance amending Chapter 17-1000 of The

10

Philadelphia Code, entitled "Employment

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of Low- and Moderate-Income Persons By

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City Contracts," to require that a

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certain percentage of work hours

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performed under certain public

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construction and non-professional

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services contracts be performed by

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available City resident workers, and that

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businesses entering into such contracts

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submit an employment plan and report on

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the workforce compliance.

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Bill No. 120009, an ordinance

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amending Title 17 of The Philadelphia

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Code, entitled "Contracts and

24

Procurement," by adding a new Chapter,

25

entitled "First Source Jobs Policy,"

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2 requiring the creation of a registry of
3 City residents for the purpose of
4 employment referral and further requiring
5 that Beneficiaries of certain City
6 Financial Assistance use such registry as
7 the first source for all hiring related
8 to any new, entry-level job created as a
9 result of such Financial Assistance.

10 COUNCILMAN GREEN: Thank you.

11 We will hear testimony first on
12 Bill 120008, Brian Abernathy from the
13 Managing Director's Office.

14 (Witness approached witness
15 table.)

16 COUNCILMAN GREEN: Please state
17 your name and begin your testimony.

18 MR. ABERNATHY: Good morning,
19 Councilman Green and members of the
20 Committee. I am Brian Abernathy, Chief
21 of Staff to the Managing Director, and
22 I'm here to offer testimony in support of
23 Bill No. 120008 as proposed to be
24 amended.

25 For the record, I do want to

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2 note that I understand that there are
3 revised amendments. We have reviewed
4 those quickly and have no objections, but
5 we'll have further review, and if we have
6 any additional comments, we'll certainly
7 provide those.

8 Based on the amendments we have
9 worked out with the sponsor, this bill
10 will set a hiring goal of 50 percent City
11 residents for certain City contracts.
12 Covered contracts and businesses are
13 similar to the definition contained in
14 the 21st Century Wage provisions. Those
15 businesses include any service contract
16 over \$150,000 that is competitively bid
17 or any business that receives financial
18 assistance. Covered contracts do not
19 include contracts for professional
20 services. Unlike the 21st Century Wage
21 provisions, this goal will apply to all
22 subcontractors. After five years, this
23 goal will become a mandate.

24 Affected businesses will be
25 required to report information on their

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2 workforce to the City, including the
3 total number of skilled and unskilled
4 workers required to complete the work,
5 the number of full-time and
6 part-time/temporary workers, the number
7 of hours worked by each type of worker,
8 and the number of local and low-wage
9 workers currently employed. Following
10 the initial report to the City, the
11 business will be required to submit a
12 plan on how it will meet the hiring
13 requirements and goals.

14 City-related agencies will be
15 required to adopt the same provisions of
16 the City unless a waiver is granted for
17 that agency.

18 Exceptions to these goals will
19 be permitted under certain circumstances,
20 including sole source providers,
21 qualified workers not being available to
22 complete the work required, added costs
23 to meet the goal set exceeds the contract
24 by more than 10 percent, federal or state
25 law prohibits the enforcement of these

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2 provisions.

3 Failure to comply with these
4 provisions could result in the City
5 withholding payments to the contractor or
6 barring the contractor from future work.

7 We commend Councilman Green for
8 taking a leadership role regarding the
9 issue of local resident hiring in
10 connection with City contracts, which is
11 an issue many members of Council have
12 shown an interest in in recent years.
13 Over the past several months, we have
14 worked with Councilman Green and his
15 staff on proposed amendments to this
16 legislation, primarily to deal with legal
17 issues presented by local hiring
18 requirements. I am pleased to offer
19 those amendments this morning and would
20 like to thank the Councilman for his
21 cooperation in this regard.

22 The Administration supports
23 Bill No. 120008, as we understand it will
24 be amended, and appreciates Council's
25 efforts to promote the hiring of

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2 Philadelphia residents when Philadelphia
3 tax dollars are being spent.

4 In conclusion, I want to note
5 that while the legislation specifically
6 names the Procurement Commissioner and
7 Finance Director as the administrators of
8 these provisions, the Mayor may designate
9 a different administrative agency to
10 promulgate regulations and enforce this
11 matter. As these discussions move
12 forward, the Managing Director will
13 communicate with the sponsor.

14 Thank you for allowing me the
15 opportunity to testify on this matter,
16 and I'm happy to answer any questions.

17 COUNCILMAN GREEN: Thank you.
18 Councilman Goode.

19 COUNCILMAN GOODE: Thank you,
20 Mr. Chairman.

21 Good morning, Mr. Abernathy.
22 What percentage of work hours currently
23 goes to Philadelphia residents?

24 MR. ABERNATHY: I do not know.

25 COUNCILMAN GOODE: So how is

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2 the 50 percent goal set?

3 MR. ABERNATHY: At the outset
4 of the contract --

5 COUNCILMAN GOODE: Why is the
6 goal 50 percent?

7 MR. ABERNATHY: Rather than?

8 COUNCILMAN GOODE: Let's say 60
9 percent of work hours are currently going
10 to Philadelphia residents. Then a 50
11 percent goal will be lower.

12 MR. ABERNATHY: Understood. It
13 is unclear and we have begun to gather
14 some of that information, Councilman. We
15 do not have a current practice to --

16 COUNCILMAN GOODE: So it is an
17 arbitrary goal?

18 MR. ABERNATHY: It's a goal
19 that we thought was defensible legally.

20 COUNCILMAN GOODE: But it's not
21 a data-driven goal.

22 MR. ABERNATHY: At this point,
23 it is not data given. And to your point,
24 Councilman, I think the data that we
25 require contractors to provide us will

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2 allow this goal to be amended if it's
3 needed to.

4 COUNCILMAN GOODE: That's my
5 next question.

6 MR. ABERNATHY: Yes, sir.

7 COUNCILMAN GOODE: So should
8 the goal be reset after we have real
9 data?

10 MR. ABERNATHY: I think that's
11 a fair comment.

12 COUNCILMAN GOODE: What other
13 employment goals does the City set?

14 MR. ABERNATHY: There's a
15 low-wage requirement as well as, as you
16 know, through OEO there are minority and
17 women goals.

18 COUNCILMAN GOODE: And what are
19 those employment goals?

20 MR. ABERNATHY: I do not know
21 off, Councilman.

22 COUNCILMAN GOODE: Fifty
23 percent of all apprentices should go to
24 minorities, 32 percent of all journeymen
25 work hours should go to minorities, 7

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2 percent of all work hours should go to
3 female apprentices, 7 percent of all work
4 hours should go to female journeypersons.

5 How are those goals set?

6 MR. ABERNATHY: Councilman,
7 that's outside my purview. I can
8 certainly provide information to the
9 Chair.

10 COUNCILMAN GOODE: Are those
11 goals being met?

12 MR. ABERNATHY: Again,
13 Councilman, that's outside my purview.
14 I'm happy to provide that information to
15 the Chair.

16 COUNCILMAN GOODE: How will
17 this program or goal-setting be
18 implemented differently than those goals?

19 MR. ABERNATHY: That's exactly
20 the reason we reserve the right to
21 promulgate different regulations and
22 through the Procurement or Finance
23 Director. I think we need to have that
24 discussion, and we'll certainly keep this
25 Committee in the loop in that

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2 conversation.

3 COUNCILMAN GOODE: The question
4 is, how will you reach these goals
5 separate from how you reach the other
6 goals?

7 MR. ABERNATHY: I actually
8 think that they probably need to be part
9 of the same conversation.

10 COUNCILMAN GOODE: Thank you.

11 Thank you, Mr. Chairman.

12 COUNCILMAN GREEN: Thank you.

13 Just for the record, I'd like
14 to note that we have a quorum in the
15 presence of Councilmember Johnson,
16 Squilla, Goode, Tasco, Greenlee, Reynolds
17 Brown, and Blackwell.

18 Councilman Squilla.

19 COUNCILMAN SQUILLA: Thank you,
20 Chairman.

21 Mr. Abernathy, knowing that
22 we're trying to get the goal for 50
23 percent Philadelphia participation in
24 these jobs, we have over 17 universities
25 here in the City of Philadelphia, and

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2 would the Administration be in favor of,
3 knowing that we have a lot of college
4 educated people who go for professional
5 jobs that are unemployed, as far as
6 including professional services into this
7 mix of 50 percent?

8 MR. ABERNATHY: We'd have
9 concerns. We think that to include
10 professional services would limit our
11 ability to contract appropriately through
12 our agencies. There's also a legal
13 concern the Law Department would raise
14 about how that would affect -- how the
15 bill was defended going forward. There
16 is -- while the Law Department does feel
17 that this legislation is defensible, the
18 broader we make this legislation, the
19 harder it becomes to defend.

20 COUNCILMAN GOODE: Point of
21 information.

22 COUNCILMAN GREEN:
23 Councilmember Goode.

24 COUNCILMAN GOODE: Thank you,
25 Mr. Chairman.

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2 You have waiver authority under
3 this bill; is that correct?

4 MR. ABERNATHY: Yes.

5 COUNCILMAN GOODE: So why not
6 include professional service contracts
7 and then waive who you need to waive?

8 MR. ABERNATHY: Again, we have
9 some concerns about the professional
10 service companies that would then express
11 an interest in doing business with the
12 City and then our ability to get the work
13 done that's needed to be complete.

14 COUNCILMAN GOODE: But you have
15 waivers already.

16 MR. ABERNATHY: Understood, but
17 if professional service firms don't
18 express an interest in contracting with
19 us, there's no waiver to provide.

20 COUNCILMAN GOODE: So you have
21 the ability to just not put it in the
22 RFP.

23 MR. ABERNATHY: They may not
24 respond to the RFP because of these
25 provisions.

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2 COUNCILMAN GOODE: If it's not
3 in the RFP, then there's nothing to
4 respond to.

5 MR. ABERNATHY: My
6 understanding of the waiver provisions --
7 and we may need to go back and look at
8 the legislation -- is that the waiver
9 would come after the fact.

10 COUNCILMAN GOODE: That can be
11 changed.

12 MR. ABERNATHY: It certainly
13 could be changed, but as the legislation
14 is written now, it is not. The waiver
15 would come after the fact and, therefore,
16 would limit the RFP.

17 COUNCILMAN GOODE: Thank you,
18 Mr. Chairman.

19 COUNCILMAN SQUILLA: Because we
20 have obviously a lot of unemployed
21 college professional graduates here, and
22 sending the message that we have super
23 professional people that can live outside
24 the City and get more work for the people
25 who live outside the City, professionals,

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2 I think sends the wrong message if we try
3 to eliminate any source of Philadelphians
4 for this job. So, I mean, I think that
5 it sort of looks better as a city to say,
6 Listen, we want professional workers to
7 live in the City. We want -- not
8 unprofessional workers, but workers of a
9 lower stature as far as education is
10 concerned working and living in the City
11 of Philadelphia too.

12 So I just think that maybe we
13 should look at another way to maybe make
14 this happen, or if we're really serious
15 about hiring Philadelphians within the
16 City, to look at both professional and
17 unprofessional workers.

18 MR. ABERNATHY: Right.
19 Understood, Councilman, and it's
20 appreciated. I think, at least in my
21 understanding, the goal of this bill was
22 to really target the high unemployment,
23 which is primarily with unskilled workers
24 in the City, and, therefore, professional
25 service firms don't fit that bill.

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2 I think there's also some
3 serious concerns about what the behavior
4 of those professional service firms would
5 actually be. Whether they would hire
6 Philadelphians just so they could bid on
7 City contracts is an unknown that I think
8 most large professional service firms may
9 not do.

10 COUNCILMAN SQUILLA: Okay. I
11 appreciate that, but I think we need to
12 still look further into this, because I
13 do feel that we are sending a wrong
14 message if we do it a different way.

15 MR. ABERNATHY: Understood and
16 appreciated.

17 COUNCILMAN SQUILLA: Thank you.

18 COUNCILMAN GREEN: Thank you.

19 I think Councilman Goode has
20 raised an interesting point about the
21 waiver language, and we may need to take
22 a look at that.

23 If there are no further
24 questions for Mr. Abernathy, I will call
25 the next witness. Donna Allie and Aqil

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2 Sabur.

3 (Witnesses approached witness
4 table.)

5 COUNCILMAN GREEN: Thank you
6 for being here today. Please state your
7 name for the record and proceed with your
8 testimony.

9 MS. ALLIE: My name is Donna
10 Allie.

11 MR. SABUR: Aqil Sabur.

12 COUNCILMAN GREEN: Please
13 proceed with your testimony.

14 MS. ALLIE: Good morning,
15 members of City Council, ladies and
16 gentlemen, and the public. My name is,
17 again, Donna Allie and I'm President and
18 Founder of Team Clean. I am joined at
19 this meeting by Aqil Sabur, a former
20 economic development professional and a
21 business advisor to our organization.

22 I am here in support of Council
23 Bills 120008 and 120009. Bill 120008
24 would require that companies receiving
25 construction and non-professional service

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2 contracts funded by City tax dollars hire
3 a certain number of low- to
4 moderate-income residents. Bill 120009
5 creates an employee registry for new
6 entry-level jobs created as a result of
7 financial assistance.

8 Team Clean is a janitorial
9 services company that was formed 23 years
10 ago. I was the first employee and the
11 only employee. Now we have a workforce
12 exceeding 400 trained, motivated, and
13 reliable individuals. At least 85
14 percent of these employees are bona fide
15 residents of Philadelphia.

16 There are many features of the
17 proposed amendments that appeal to our
18 company. I would also like to mention a
19 couple of cautions to consider in its
20 implementation.

21 The primary legislative intent
22 behind these bills is to reduce
23 unemployment in Philadelphia. We do not
24 believe that this legislation is the
25 total answer to solving Philadelphia's

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2 unemployment rate, which, by the way, is
3 trending in the opposite direction of the
4 general economy. So it is admirable what
5 the Nutter Administration and City
6 Council has done to address many of these
7 economic challenges that Philadelphia has
8 faced. But that job, as you know, never
9 ends. You must constantly be on the
10 lookout for new and no or low-cost ideas
11 that will benefit Philadelphia.

12 These bills remind me of the
13 basic business concept of leverage. As
14 business owners, we have to leverage
15 everything - credit lines, other forms of
16 financing - to allow us to fund our
17 operations responsibly. Exceptional
18 performance with existing accounts and
19 customers can lead to additional
20 business. Tax credits and incentives
21 free up cash that is leveraged for
22 reinvestment into the business. The
23 skill sets used by our rank and file and
24 professional employees adopt, leverage,
25 and enhance best practices.

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2 So, in my opinion, these
3 proposals are not protectionist, they do
4 not restrict the free exchange of trade,
5 nor do they create an unnecessary burden
6 on businesses. I am speaking as a
7 business person who has paid millions of
8 dollars in wage and other business taxes.

9 Our company has always complied
10 with numerous City, Commonwealth, and
11 federal laws and regulations as we have
12 managed the growth of our business years.
13 This proposed legislation is a business
14 opportunity, not an impediment.
15 Responsible business people like myself
16 always respond proactively to an
17 opportunity.

18 So let me quickly list the
19 positive features of this amendment.
20 First, these amendments unify best
21 efforts of the private sector and City
22 government to address the unemployment
23 challenge in Philadelphia. The private
24 sector, like Team Clean, seeks employees
25 that are responsible, work ready,

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2 committed, and productive. The City, of
3 course, is seeking the best return for
4 taxpayers' dollars when contracting
5 services. They are looking for value,
6 craftsmanship, and best practices, all
7 within the context of cost savings.

8 Second, these amendments
9 leverage, they don't duplicate, other
10 existing efforts to reduce unemployment
11 in Philadelphia. And Bill 120009, the
12 proposed registry for employment
13 referrals, just simplifies the search
14 process. This would work for many small
15 and mid-sized firms like myself.

16 As proposed, this registry
17 would consolidate all of the sources that
18 have a responsibility for assisting
19 Philadelphia residents in finding
20 employment. This option would
21 significantly enhance the productivity of
22 the human resources department within
23 many, many Philadelphia companies.

24 Third, Team Clean has always
25 had a policy of creating employment

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2 within Philadelphia. We have experienced
3 considerable success in hiring
4 individuals with various challenges, like
5 single mothers, recently or long-term
6 unemployment, ex-offenders, homeless
7 persons, properly documented immigrants.
8 Many of the unemployed come from these
9 ranks, and these amendments are correctly
10 targeted.

11 Fourth, and most importantly,
12 the majority of the tax dollars that fund
13 these projects come from Philadelphians.
14 Published reports indicate that
15 approximately 775 million was spent by
16 the City in 2010 on contracted services.
17 This figure also included professional
18 service contracts. All the City has to
19 do is to use their existing contracting
20 authority to ensure compliance. No new
21 taxes, no new department created, no
22 legions of new employees needed to
23 supervise this process.

24 Now, there are individuals and
25 groups that will make the claim that this

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2 is discrimination, unconstitutional,
3 unfair, anti-competitive and so on. So I
4 ask you this question: How are these
5 proposed amendments any different from
6 the current argument waging about sending
7 jobs to China with U.S. taxpayer funds?
8 I am not a legislator, just a business
9 person concerned about growing our
10 company and our workforce. So in my
11 world, I do not see any difference
12 between keeping jobs in America by hiring
13 Americans and keeping jobs in
14 Philadelphia by hiring Philadelphians.

15 So Aqil is going to lay out
16 some recommendations.

17 MR. SABUR: Good morning,
18 Mr. Chairman, members of the Committee.

19 There's three basic
20 recommendations that are being offered
21 that are coming from the practical
22 business context. The first is that Team
23 Clean has always had amicable relations
24 with the unions, the unions at the job
25 sites. So Bill 120009 focuses on new

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2 entry-level jobs. Therefore,
3 consideration must be given to companies
4 that are bound by collective bargaining
5 agreements. We wouldn't want to create
6 unnecessary work stoppages or friction
7 between our labor partners in the
8 performance of complying with this
9 particular amendment.

10 The second recommendation is,
11 the local business entity legislation
12 gives a 5 percent preference for
13 businesses legitimately located in
14 Philadelphia. Businesses that are
15 successful in utilizing this preference
16 should not be averse to hiring
17 Philadelphia residents who meet their
18 employment standards. So if a company
19 has a 5 percent LBE preference, they
20 receive a City contract, they should be
21 very amenable to utilizing the provisions
22 in this amendment. And there should be
23 linkage in the enforcement of these
24 amendments.

25 And the last recommendation is

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2 that the organizations that will be
3 participating in the First Choice Jobs
4 Policy registry must emphasize to their
5 clients a basic reality associated with
6 these amendments. Being an unemployed
7 Philadelphia resident does not
8 automatically guarantee the individual a
9 job. It's an opportunity and not an
10 entitlement.

11 So we would be hoping that the
12 members of the registry would make sure
13 that the requirements of the employer
14 have to be met in addition to the
15 employer having to fully comply with the
16 terms and conditions of these amendments.

17 MS. ALLIE: So as I stated
18 earlier, this legislation does not solve
19 the total unemployment challenge in
20 Philadelphia. However, it is another
21 tool available to the City to address a
22 very serious structural problem. It's
23 not going away. This is one of those
24 important pieces of legislation where
25 everyone should get on board and use

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2 their collective experience for the
3 benefit of our citizens.

4 So whatever the issues are with
5 these bills, I am asking our enlightened
6 legislators to resolve them and let's hit
7 one for the home team.

8 Thank you.

9 COUNCILMAN GREEN: Thank you
10 very much for your testimony. I
11 appreciate it. I wanted to -- I agree
12 with everything you said. I wanted to
13 deal with the recommendations, which I
14 think are good.

15 The first recommendation
16 dealing with collective bargaining, we
17 thought hard about this. The way the
18 employment agreement works with people
19 who receive financial assistance is set
20 up, it is the employer that sends the job
21 requirements to the list and then -- to
22 whoever is going to keep the list on
23 behalf of the Administration. And so if
24 a requirement is that a person be a
25 member of the union, they won't have

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2 anybody available on that list and you'll
3 be able to do your normal hiring process
4 without waiting for the first source
5 period if you are subject to a collective
6 bargaining agreement.

7 It's my understanding after
8 speaking to SEIU and other service-sector
9 unions that you become a member of the
10 union after you are hired and not in
11 advance, and so that this would not
12 obstruct that in any way since these are
13 entry-level, unskilled jobs that this
14 applies to.

15 With respect to the second
16 point, I actually think that's a really
17 good idea. If you get the 5 percent
18 preference, why shouldn't the 50 percent
19 local resident hire obligation apply to
20 you. And even though I may move 09 out
21 of Committee today, if my colleagues here
22 think it's a good idea, I certainly think
23 it's worthwhile to amend that on the
24 floor of Council after we have some
25 discussion. I think it's a good idea.

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2 With respect to Recommendation
3 3, I'm not sure I got the recommendation
4 part of that.

5 MR. SABUR: Essentially, the
6 message to those individuals that are
7 going through the registry -- so you have
8 the registry participants and then you
9 have the Philadelphia unemployed
10 residents that will be going to the
11 registry. Essentially, they should be
12 very clear that there's a responsibility.
13 They have an employment responsibility to
14 the employer. We're not hiring you
15 because it's an obligation. We're hiring
16 you because this is an opportunity,
17 because sometimes when people will read
18 legislation wrong, they will say that
19 since the companies received a City
20 contract, you have an obligation to hire
21 unemployed City residents, without
22 knowing the fine print, without knowing
23 the detail.

24 So it's part of orientation
25 process of the registry to make sure that

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2 they understand they have to meet the
3 employer's requirements and
4 qualifications.

5 COUNCILMAN GREEN: So that's a
6 recommendation for the Administration in
7 their implementation of this program and
8 not something you're recommending
9 legislatively?

10 MR. SABUR: No. Wherever the
11 recommendation, whoever can best
12 implement the recommendation. It's being
13 offered from a business perspective.

14 COUNCILMAN GREEN: Thank you
15 very much.

16 Councilwoman Reynolds Brown.

17 COUNCILWOMAN BROWN: Thank you,
18 Mr. Chairman.

19 Good morning. I too want to
20 say how much I appreciate your testimony,
21 Donna Allie and your professional
22 advocate there to your right. And it's
23 stated here on Page 3 that you have
24 experienced considerable success in
25 dealing with non-traditional populations.

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2 The record should really reflect that
3 you're one of the few companies in town
4 that doesn't only give people a second
5 chance, but gives people a chance to get
6 their lives back on track.

7 So your input is valuable as
8 this Council moves continually to try to
9 figure out how we can help people move to
10 the level playing field. The work that
11 you do is enormously important, and it
12 does not go unnoticed.

13 Thank you.

14 MS. ALLIE: Thank you.

15 COUNCILMAN GREEN: Any other
16 questions for this panel?

17 (No response.)

18 COUNCILMAN GREEN: Seeing none,
19 thank you very much for your testimony.
20 We really appreciate your coming in
21 today.

22 MR. SABUR: Thank you.

23 COUNCILMAN GREEN: I think for
24 Bill No. 120009 -- I'm sorry. Excuse me.
25 Councilmember Johnson has a question.

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2 COUNCILMAN JOHNSON: This is
3 more so on the bill, so maybe the
4 Administration, Brian. Just real quick.
5 I just want to get an idea on who is
6 going to -- of how the registry is going
7 to work, who is going to control the
8 registry, who is going to monitor the
9 registry. And then the second component,
10 if it's all right, Mr. Chair, is in the
11 event that this bill becomes law, the
12 enforcement, like the monitoring. Just
13 so it won't be -- however you want me to
14 go about it, but that was just something
15 that --

16 COUNCILMAN GREEN: No. I
17 appreciate that. Mr. Dow is going to
18 testify on 09 and I think cover some of
19 those issues in his testimony.

20 MR. DOW: Yes, sir.

21 COUNCILMAN JOHNSON: Okay.

22 COUNCILMAN GREEN: And then
23 we'll get questions.

24 COUNCILMAN JOHNSON: Thank you,
25 Mr. Chair.

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2 COUNCILMAN GREEN: Please
3 proceed. State your names for the record
4 and proceed with your testimony.

5 MR. DOW: Good morning. My
6 name is Kevin Dow. I'm the Chief
7 Operating Officer and Deputy Commerce
8 Director for the City of Philadelphia's
9 Commerce Department. With me today is
10 Mark Edwards, representing the
11 Philadelphia Works Corporation.

12 Good morning, Chair Green and
13 members of the Committee of Finance. My
14 name is Kevin Dow and I am the Chief
15 Operating Officer and Deputy Director of
16 Commerce. I'm here today to present
17 testimony in support of Bill No. 120009,
18 which requires the creation of an
19 employment referral system and that
20 recipients of certain financial
21 assistance from the City utilize this
22 referral system as the first source for
23 all hiring related to any new entry jobs
24 created as a result of that financial
25 assistance.

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2 We have provided to the Chair a
3 proposed amendment to the bill to define
4 "financial assistance" consistently with
5 the existing definition set in Section
6 17-1001 of The Philadelphia Code.

7 The Administration believes
8 Bill No. 120009 can help expand
9 employment opportunities for all
10 Philadelphians. This legislation gives
11 Philadelphia residents first access to
12 the entry-level jobs that are created by
13 companies who have received financial
14 assistance from tax funds to which
15 residents themselves have contributed.
16 Although Bill No. 120009 doesn't require
17 the hiring of residents, it puts in place
18 the mechanism for job-seeking
19 Philadelphians to take advantage of the
20 hiring opportunities created through the
21 City's economic development initiatives.

22 By implementing this
23 legislation now, Philadelphia's practices
24 will mirror those of other major cities
25 in America. Over the last two decades,

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2 cities such as Atlanta, Boston, Denver,
3 San Francisco, and Washington, DC have
4 successfully implemented similar
5 programs.

6 Additionally, the
7 infrastructure to make this program
8 successful already exists through the
9 Philadelphia Works, the City's Workforce
10 Development System. It has the
11 experience and expertise to match
12 qualified candidates to employers, train
13 candidates, and maintain necessary
14 reporting. Research shows that cities
15 that have not tied their first source
16 program implementation to a workforce
17 system have not been successful.

18 I respectfully submit this
19 amendment to Bill No. 120009, and I thank
20 you for the opportunity to provide
21 testimony on this very important issue.
22 I would be happy to respond to any
23 questions you may have.

24 COUNCILMAN GREEN:
25 Councilmember Johnson.

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2 COUNCILMAN JOHNSON: Thank you,
3 Kevin. The question probably would be in
4 combination with Mr. Edwards.

5 How you been as well?

6 MR. EDWARDS: All right.

7 COUNCILMAN JOHNSON: So I
8 understand you're going to run the
9 registry through Philly Works?

10 MR. DOW: We'd like to use the
11 current systems that are already in place
12 that the Philadelphia Works system
13 utilizes with the Commonwealth of
14 Pennsylvania. So there is that system
15 that's already in place, a reporting
16 mechanism already utilized by the
17 Commonwealth Department of Labor,
18 Philadelphia works, the City. So it
19 makes sense for us to just go ahead and
20 utilize that as the reporting system.

21 COUNCILMAN JOHNSON: So give me
22 an idea of what that structure would
23 actually look like.

24 MR. DOW: In terms of?

25 COUNCILMAN JOHNSON: In terms

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2 of once the names come in through the
3 registry, obviously you have a list of
4 companies that receive contracts from the
5 City. How will the matching actually
6 take place and then people will be
7 notified to say, hey, here's the list of
8 jobs that you may or may not be qualified
9 for? And then the second part of that
10 question is the enforcement that makes
11 this become a reality and getting people
12 from unemployed to actually employed.

13 MR. EDWARDS: I'm going to talk
14 a little bit about the system and how it
15 operates and answer the first part of
16 your question, and then Kevin will answer
17 the second part of your question.

18 Any local workforce area that
19 receives federal employment and training
20 dollars that run through the Commonwealth
21 of Pennsylvania are required to use what
22 the state calls its system of record,
23 which is the Commonwealth Workforce
24 Development System. It's used throughout
25 the state. It's organized by county.

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2 And so all of the CareerLinks that we
3 have in the City of Philadelphia use that
4 system to provide services to clients
5 whenever they come in to a CareerLink
6 system. That same system is also used
7 for our EARN system, which is a system
8 that provides employment and training
9 services to people who are receiving
10 benefits from the state.

11 The reporting capacity of that
12 system is determined by the Commonwealth
13 of Pennsylvania, although we do have the
14 ability locally within our organization
15 to customize some reports. And so what
16 we would be -- our role would be is to
17 work with Commerce and PIDC and the
18 others who are responsible for developing
19 this and making it a reality and to make
20 sure that the system can provide the kind
21 of reports that speaks to the essence of
22 what this legislation is trying to
23 achieve.

24 What happens is, when a
25 jobseeker comes in to one of our

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2 locations and they're looking for a job,
3 we have staff who will assist them in
4 their job-seeking process to do a vetting
5 to determine what their training needs
6 are, and then they go into the system and
7 they register in that same CWDS system so
8 that within that system, that job
9 matching occurs.

10 We also have people who are
11 responsible for reaching out to employers
12 to make sure that whatever the employers'
13 needs are, the job postings are placed
14 into that same system. And so the staff
15 that are responsible for placing that
16 information into the system are both
17 located in the CareerLink staff
18 themselves and a part of our staff, our
19 business engagement staff in our
20 organization, and that's how the matching
21 is made. It's made electronically
22 through people who come in and do
23 self-directed job searches, and it's made
24 in combination with a counselor who might
25 be sitting down and offering what we

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2 refer to as more intensive job-matching
3 services to a jobseeker.

4 COUNCILMAN JOHNSON: And the
5 other component, how does receiving
6 unemployment tie in to this concept as
7 well? I know usually we receive
8 unemployment. There's mandatory job
9 search requirements that comes a part of
10 you receiving your benefits. How does
11 that play into this as well?

12 MR. EDWARDS: And the
13 legislation touches on the work search
14 provision, which became a reality or
15 became law in January of this year. So
16 if a person who loses their job through
17 no fault of their own seeks to access
18 their unemployment benefits, they are now
19 required by state law to register in that
20 system, and the registration that that's
21 referring to is in that system that I
22 referred to called CWDS, the Commonwealth
23 Workforce Development System.

24 So they go in, whether or not
25 they are accessing -- attempting to

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2 access those benefits either through a
3 call center, a state call center, or
4 through one of our CareerLinks, they are
5 now required to register with that
6 system. In the past, I mean, you may
7 recall the Pew report that came out in
8 January of this year where one of the
9 things cited in that report was that our
10 system was known for having sort of a
11 one-sided type of skilled labor in the
12 system or the lower-skilled labor. What
13 this work search provision has done is,
14 it has expanded the background of the
15 kinds of people that we have accessing
16 the system. So we are in a place right
17 now where we're not wanting for a more
18 diverse labor force to be able to make
19 those matches.

20 Now, there are some limitations
21 to the state system. I won't go into all
22 of the details, but, for example, that
23 work search provision was a piece of
24 legislation that was put forth and it was
25 voted into law, and now we're working

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2 with the Commonwealth to make sure that
3 the system can now accommodate people who
4 are coming in to receive that service.
5 So that's the kind of tweaking that we
6 will be working with the Administration
7 and others who will be responsible for
8 implementing this legislation to address
9 with regard to that system to make sure
10 that we can meet the essence of this
11 legislation.

12 COUNCILMAN JOHNSON: Thank you,
13 Mr. Chair.

14 COUNCILMAN GREEN: Thank you.
15 I think there are -- I don't know if
16 you'd like to just for Mr. Edwards --
17 part of what this bill does is, has the
18 employer send you the requirements. So
19 what it, in theory, should do is increase
20 the number of employers who are sending
21 their available positions for you to put
22 on that list, and that should have
23 hopefully a benefit for the people that
24 you've been working with.

25 Additionally, what they're

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2 required to do when they send you the job
3 requirements is send you the job
4 requirements. So you will actually have
5 far better information from employers who
6 are unable to find qualified candidates
7 about what job requirements, what skill
8 sets are actually needed out in the
9 workforce and be able to measure and
10 track that in a way that you haven't
11 historically done, and I just wondered if
12 you wanted to comment on that aspect of
13 this legislation.

14 MR. EDWARDS: Yeah. I mean, I
15 think that's perhaps one of the strongest
16 aspects of this legislation. I mean,
17 what you just described, Councilman, is a
18 process that we have been working on with
19 some success, moderate success, with PIDC
20 and with the City's Commerce Department
21 when companies seek to locate in
22 Philadelphia or expand an existing
23 business in Philadelphia. So that, for
24 example, PIDC has a requirement as part
25 of its closing documents that when there

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2 is a job creation or a job expansion
3 component to the investment, that they
4 work with the public workforce system to
5 meet that goal. Well, right now a part
6 from that good effort and good intent,
7 I'm not aware of any teeth associated
8 with that, and I think this gives it
9 teeth.

10 So we are going through a
11 process right now and have been with PIDC
12 through our own restructuring efforts as
13 well as the Commerce Department to make
14 sure that we're bringing more rigor, more
15 discipline, more followup, and more
16 follow-through on that, and this timing
17 regarding the general nature of this
18 couldn't be better, from our perspective.

19 COUNCILMAN GREEN: Thank you.

20 Councilmember Goode.

21 COUNCILMAN GOODE: Thank you,
22 Mr. Chairman.

23 Good morning, Mr. Dow and
24 Mr. Edwards.

25 MR. EDWARDS: Good morning.

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2 COUNCILMAN GOODE: We had this
3 discussion in a Jobs Commission meeting,
4 so you know my line of questioning.

5 MR. EDWARDS: I can anticipate.

6 COUNCILMAN GOODE: You answered
7 a part of it already. The first question
8 was how do employment referrals work now,
9 and I'll skip to the second question
10 because I think you've answered part of
11 that, which is, does Philadelphia Works
12 serve non-Philadelphia residents?

13 MR. EDWARDS: No.

14 COUNCILMAN GOODE: So --

15 COUNCILWOMAN BROWN: What's
16 your question?

17 COUNCILMAN GOODE: Does
18 Philadelphia Works serve non-Philadelphia
19 residents.

20 COUNCILWOMAN BROWN: Okay.

21 COUNCILMAN GOODE: So you
22 already have a list of Philadelphia
23 residents?

24 MR. EDWARDS: Yes, through the
25 system.

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2 COUNCILMAN GOODE: You already
3 have an employment referral system that
4 you use now?

5 MR. EDWARDS: Correct.

6 COUNCILMAN GOODE: So what this
7 legislation does is require that those
8 receiving financial assistance use that
9 list.

10 MR. EDWARDS: Correct.

11 COUNCILMAN GOODE: That is not
12 happening now?

13 MR. EDWARDS: It's happening
14 now, as I said earlier, but with moderate
15 success.

16 COUNCILMAN GOODE: So explain
17 to me how it's happening now, because in
18 the Jobs Commission meeting, you and
19 Mr. Dow claimed it was happening with
20 great success.

21 MR. EDWARDS: Well, I wouldn't
22 say -- I mean, I never say great success,
23 Councilman. I think the honest answer to
24 that is -- just to get practical for a
25 moment, every Monday morning, PIDC,

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2 Commerce and others meet in PIDC --

3 COUNCILMAN GOODE: Let me stop
4 you one second. This really is not
5 totally directed to you or Mr. Dow. It's
6 not a disagreement about how well it's
7 working or not. I guess the question
8 really is, are there agencies that are
9 not actually requiring the referrals?

10 MR. EDWARDS: Agencies that are
11 not?

12 COUNCILMAN GOODE: Requiring
13 the referrals, that the financial
14 recipients take those referrals. So, in
15 other words, we're loaning money for
16 projects. We're giving away land for
17 projects. There is paperwork that
18 suggests there should be coordination
19 with Philadelphia Works, but the job
20 creation and retention agencies are not
21 always utilizing that requirement.

22 MR. EDWARDS: That's true.

23 COUNCILMAN GOODE: And to what
24 extent are they using it?

25 MR. EDWARDS: Well, that's --

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2 are you looking for percentages or to
3 get --

4 COUNCILMAN GOODE: Yes.

5 MR. EDWARDS: I mean, we have
6 some anecdotal examples of companies that
7 have utilized it, but what we're looking
8 to do right now is to quantify the answer
9 to your question so that we can ourselves
10 get a better understanding of it. That's
11 one of the things that I've asked my
12 staff to work with PIDC and others to do.
13 So that's information we'll have for you
14 shortly, but right now it's not been
15 tracked.

16 COUNCILMAN GOODE: So our
17 discussion before was anecdotal.

18 MR. EDWARDS: Yeah.

19 COUNCILMAN GOODE: So now we're
20 going to formalize this.

21 MR. EDWARDS: Exactly.

22 COUNCILMAN GOODE: Thank you.

23 MR. EDWARDS: What I was
24 responding to before was a blanket
25 statement, which was that it's not

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2 happening, and I don't think that that's
3 true.

4 COUNCILMAN GOODE: It's
5 generally not happening.

6 MR. EDWARDS: Say again.

7 COUNCILMAN GOODE: It's
8 generally not happening. I'll make the
9 statement again.

10 MR. EDWARDS: Okay.

11 COUNCILMAN GREEN: Well, I'm
12 going to give you an easy question,
13 Mr. Edwards. What will be the percentage
14 of companies receiving financial
15 assistance that provide you with job
16 requirements and are required to
17 interview at least ten people prior to
18 publicly advertising the available
19 positions if this bill becomes law?

20 MR. EDWARDS: What would be the
21 percentage if it becomes law? Oh, I
22 think it would be a very high percentage.
23 It would be a very high number.

24 MR. DOW: Maybe 100 percent.
25 Anything over \$25,000.

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2 COUNCILMAN GREEN: Yes, 100
3 percent.

4 MR. EDWARDS: Well, I think
5 about it in terms of our ability to be
6 able to meet that ten-day timeframe with
7 people who actually get hired. So at the
8 end of the day, what the essence of this
9 is to address and which is how I
10 interpret your question is, what's the
11 percentage of people at the end of the
12 day who will actually be placed in jobs
13 as a result of this legislation. That's
14 what I would consider to be a high
15 percent. That wouldn't be 100 percent.

16 COUNCILMAN GREEN: And this
17 bill requires reporting of those results,
18 so we'll look forward to that. But all
19 employers receiving financial assistance
20 will be required to submit their job
21 requirements to you and look at ten
22 people.

23 So Councilwoman Reynolds Brown.

24 COUNCILWOMAN BROWN: Thank you.

25 Good morning. Not having the benefit of

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2 being an attendee at the meetings

3 Councilman Goode is referencing, my

4 question was going to be also the "how"

5 this happens. So the first question is,

6 what currently is in place between your

7 two agencies? What linkages, what

8 structural, operational linkages are in

9 place to ensure that what we're talking

10 about, that this happens?

11 MR. DOW: I'll start. First

12 and foremost, we're here together to

13 demonstrate that the partnership and

14 collaboration on this particular

15 initiative is important to you all and to

16 us and that we are working through the

17 implementation, the monitoring,

18 enforcement of it as a related agency

19 within the Deputy Mayor's economic

20 development cluster, working with PIDC,

21 OHCD, PRA, all of the relative agencies

22 that provide financial assistance in some

23 capacity or another as defined by the

24 legislation.

25 We also have -- the Deputy

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2 Mayor sits on the Board for Philadelphia
3 Works, so there's that direct
4 relationship there from a strategic
5 relationship. And then our staffs in
6 various capacities through all of our
7 daily work in some way or another work
8 with one another to ensure that in our
9 business attraction, in our quarter
10 development work, and our business
11 services work, we are partnered with
12 Philadelphia Works in the manner in which
13 we can provide the job opportunities that
14 we know about, the job opportunities that
15 they know about and so forth.

16 COUNCILWOMAN BROWN: All right.
17 So let's break that down. Let's dissect
18 that. I'm a former social worker too, so
19 partnering, collaboration means different
20 things to different people.

21 Is there something in the
22 application, is there something in the
23 process, is there anything formal, not
24 through meetings where most often minutes
25 are not being taken, to ensure followup?

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2 Is there a written document that says X,
3 Y, Z is happening under the Commerce
4 Department. We're now going to formally
5 send a document to someone in your
6 agency, to a person who is ultimately
7 responsible for the follow-through and
8 checkoff of that information?

9 MR. EDWARDS: Yes,
10 Councilwoman. That is actually happening
11 right now through PIDC. So when a loan
12 is closed, there's actually a piece of
13 paper that's a part of the closing
14 document that then gets transmitted to my
15 office. It then goes to a person who is
16 responsible for heading up our Business
17 Services Unit that oversees a team of
18 people who then go out to employers to
19 attract employers into the system, get
20 their job needs, and make sure that they
21 get into that, what you guys are
22 referring to as the registry.

23 You will recall that I was
24 brought into this role as a part of a
25 broader overall restructuring of the

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2 workforce system that was responsive to
3 an assessment of our workforce system
4 that was done. This issue of connecting
5 the workforce system to economic
6 development and job creation in a more
7 seamless, purposeful way and report
8 results were a part of why this whole
9 effort was an important component of what
10 we were seeking to do in this whole
11 effort. So when Mr. Dow or myself
12 explains what's happening right now, it's
13 an attempt to acknowledge and respond to
14 the current environment that describes
15 what's happening now, but at the same
16 time, what we are attempting to do is
17 explain that this is an issue of
18 importance not only to our Board, which
19 is employer driven, 60 percent of the
20 members of my Board -- we have 30 members
21 of the Board. They're actively engaged.
22 Sixty percent of those people are private
23 employers who back in December were
24 not -- many of whom were not using the
25 system, but we have far more of those

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2 employers right now who are using our
3 system. So the President of PIDC just
4 came onto our Board two weeks ago. That
5 was part of the whole design. His team
6 and my team have been tasked with the
7 responsibility of putting together actual
8 reports and actual documents that my
9 Board can use, that I can use, that his
10 leadership can use, and that the
11 Administration can see so that we can be
12 responsive to the Mayor, who is asking us
13 precisely the same questions that you're
14 asking us, so that he can make sure and
15 we can all make sure that when City
16 dollars are being invested, they're being
17 invested in good ways.

18 COUNCILWOMAN BROWN: Yes.

19 MR. EDWARDS: The same kinds of
20 conversations, however, are being held on
21 the skilled labor side as well, when you
22 look at the fact that over half of our
23 residents are considered low literate.
24 So we're having the same kinds of
25 strategic discussions with the Mayor's

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2 Commission on Literacy and the entire
3 literacy community to make sure that all
4 of the investments that we make as a
5 system, that Philadelphia Works makes as
6 a system, to increase the skills of
7 laborers in the job market are directly
8 tied to the actual job requirements that
9 will be articulated in this work that
10 we're doing to increase the level of
11 employer engagement as well.

12 COUNCILWOMAN BROWN: I'm
13 pleased to hear that. And so to take
14 that a step further, so there's actual
15 reporting at Board meetings on X, Y, Z
16 employers coming to the City, X, Y, Z
17 employers have these X number of jobs
18 available, and then somewhere later down
19 the line, three months or six months,
20 there's a report that X, Y, Z employer in
21 fact hired X number of folk from Philly.
22 Is that what I'm hearing?

23 MR. EDWARDS: You're hearing
24 that that process is well underway. We
25 just came -- for example, we just met

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2 with Accenture. One of the things that
3 our Board has asked us to do as a staff
4 is to come up with these mechanisms and
5 protocols for reporting that we use in
6 our work. Not to get too much into the
7 detail, but a lot of this stuff is very
8 detailed. It is very -- and some of the
9 reporting is even counterintuitive in
10 terms of what you would think a person
11 would want to know with regard to the
12 system. What we want to know, what the
13 layperson wants to know is how much money
14 was invested in employment and training,
15 and as a result of that, how many people
16 were in jobs and what kind of jobs were
17 they. Were they family-sustaining jobs,
18 and what was the job retention rate.

19 Those are the things -- much
20 has been written about this at the
21 national and state level and even the
22 local level. Those are not the things
23 necessarily that the system has been
24 requiring us to report or paying for us
25 to do in terms of their method of

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2 reimbursement for the services that we
3 provide. Now, that has always been --
4 those things have always been sort of the
5 outcome of the system, but it's not been
6 what they've been measuring, and as a
7 result of that, we've been, in some
8 instances, fairly held to a degree of
9 criticism that speaks to the fact that
10 we've been training for the sake of
11 training as opposed to training for the
12 sake of putting people in jobs.

13 So that's just my longwinded
14 answer to the question as saying we are
15 still going through a process of
16 developing that kind of reporting that
17 you just described. We're not there yet,
18 but we're close.

19 COUNCILWOMAN BROWN: And so
20 then let's fast forward. When do you see
21 that measure, that matrix or measuring
22 tool finished? Is it six months from
23 now?

24 MR. EDWARDS: No. I think it's
25 more so probably by February of this year

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2 I think we'll be finished through all of
3 it. We're about 60 percent through the
4 process now. We began with those things
5 that we have to track as it relates to
6 our state obligations, and then what our
7 Board has said, what the employers have
8 said is, Okay, that's sort of like a
9 baseline, but what are some of the other
10 higher level goals that we want to
11 achieve as a system and then how can we
12 come up with what they call a dashboard
13 that we all could use at a glance, which
14 we will post on our website and that
15 everybody could see about how the system
16 is performing in relationship to job
17 placement, job retention, and the level
18 of -- the financial level of remuneration
19 that comes with those jobs.

20 COUNCILWOMAN BROWN: Okay. One
21 final question. The airport, \$6.5
22 billion is about to be spent over the
23 next ten years. Is anyone at the airport
24 on this Board? Anybody?

25 MR. EDWARDS: No, not at this

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2 point. We're in conversation -- we've
3 submitted -- we are constantly submitting
4 lists of names to the Mayor's Office for
5 consideration and that has come up, but
6 right now, no. We have Commerce
7 Department and we have PIDC.

8 COUNCILWOMAN BROWN: All right,
9 then. Thank you.

10 Thank you, Mr. Chairman.

11 COUNCILMAN GREEN:
12 Councilmember Blackwell.

13 COUNCILWOMAN BLACKWELL: Thank
14 you.

15 This is such an important
16 discussion, and certainly I commend my
17 colleagues for their involvement on this
18 issue. We have the Lucien E. Blackwell
19 Apprenticeship Program, and as Mark just
20 said, training people and getting them
21 jobs at the other end are two separate
22 things we have learned, even for one
23 institution. So it's very, very
24 important when we pass legislation and we
25 talk about inclusion and including these

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2 agencies, if they're not guaranteed jobs
3 on the other end, we're just not there.

4 We have -- and we're sponsoring
5 with PIDC and Della Clark on the 31st a
6 breakfast at Della's building, the old
7 Arena, 4548 Market Street, and hopefully
8 it will be helpful, a breakfast 8:00 a.m.
9 to 10:00 a.m., to deal with emerging
10 contractors, meaning minority
11 contractors, as well as the new bonding
12 program.

13 So we're hopeful that -- and I
14 have plenty of flyers here that I am
15 happy to pass out, but we hope that this
16 will -- we had one in 2010, but we're
17 hoping that this will make a difference
18 in trying to deal with this issue.

19 I hope not to retire one day
20 with the same issues we get now: I don't
21 see anybody in my neighborhood on the
22 job. I don't know anybody who works.
23 And we hear it over and over and over and
24 over again.

25 So we're there, and we

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2 certainly are happy to have these
3 hearings today, and, again, I commend my
4 colleagues for their work.

5 COUNCILWOMAN BROWN: Point of
6 information, Mr. Chairman.

7 Is there --

8 COUNCILMAN GREEN:
9 Councilmember Reynolds Brown.

10 COUNCILWOMAN BROWN: I'm sorry.
11 Go ahead.

12 COUNCILMAN GREEN: That's okay.
13 Councilmember Reynolds Brown.

14 COUNCILWOMAN BROWN: In the
15 body or text of this document, is there a
16 report back to Council as well?

17 COUNCILMAN GREEN: Yes.

18 COUNCILWOMAN BROWN: And the
19 effective date would be?

20 MR. DOW: Quarterly.

21 MR. EDWARDS: I think it's
22 monthly and quarterly.

23 COUNCILWOMAN BROWN: To
24 Council?

25 MR. DOW: I think it was

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2 quarterly -- there was quarterly
3 reporting requirements and then an annual
4 report. Quarterly and annual reporting.

5 COUNCILWOMAN BROWN: And --

6 MR. EDWARDS: We track monthly,
7 so that's not a problem.

8 COUNCILWOMAN BROWN: Hearing
9 that this new matrix tool will be in
10 place February, Mr. Chairman, does that
11 impact the effectiveness of this bill?

12 COUNCILMAN GREEN: No.

13 COUNCILWOMAN BROWN: All right,
14 then.

15 COUNCILMAN GREEN: I haven't
16 had any request from the Administration
17 for anything like that.

18 COUNCILWOMAN BROWN: Okay,
19 then. Thank you.

20 COUNCILMAN GREEN:
21 Councilmember Squilla.

22 COUNCILMAN SQUILLA: Yes.
23 Thank you.

24 This is exciting to hear about
25 attracting businesses, and businesses do

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2 want to come in and see what availability
3 they have to hire employees here. So
4 it's very good.

5 Now, how about as far as
6 professional services? Do we have people
7 on these lists of workforce development
8 that would be professionals? Because I
9 know as a Councilperson, we get a ton of
10 resumes and jobs of people that are
11 looking for work, and these people are
12 highly qualified people to work within
13 the City that aren't working right now.

14 Are they using this system in
15 order to get jobs? Are we looking to
16 fill those voids in these jobs?

17 MR. EDWARDS: If I understand
18 your question, that when people come into
19 your offices with resumes who are highly
20 skilled, can they utilize our system to
21 get connected to some of these jobs that
22 we are recruiting from employers?
23 Absolutely. So the information that -- I
24 think we met with your office a few
25 months or so ago and provided some

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2 information.

3 So when people come into your
4 system -- to your office, you can send
5 them -- one of the things that we would
6 ask you to do, in addition to other
7 advice you would give them, is to send
8 them to us. Send them to us and have
9 them register in that system so that they
10 could be in that system and they can
11 engage in a self-directed job search, and
12 depending on some of the assessment that
13 the staff would do when they go into that
14 system, there may be other kinds of
15 training that's available to them. And
16 so we offer a wide range of services to
17 people when they come into our
18 CareerLinks.

19 COUNCILMAN SQUILLA: Because if
20 this works in a way where we could
21 actually have professional services
22 included in that mix, we could have that
23 work pool of people that are highly
24 qualified who live here in the City of
25 Philadelphia looking for work to fill

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2 these positions, and it's another avenue
3 to say that we do have people readily
4 here in the City that are really well
5 educated and well working, besides the
6 people who are also needy of jobs,
7 whether it's in the construction field or
8 other sources.

9 So it's just important to
10 realize that we need -- there's a lot of
11 Philadelphians out of work right now and
12 we need to look at all aspects of that.
13 So, I mean, it's really important, and I
14 really appreciate what you're doing and
15 looking forward to getting these people
16 in touch with you to get them into your
17 system and also to be able to market the
18 City in the perspective of all avenues.
19 We have plenty of people looking for work
20 here that are well qualified, whether
21 it's technical trades and/or educational
22 services or professional services. So to
23 be able to use this system to fill all
24 those needs, because sometimes we're at
25 some of these meetings and we hear people

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2 say that, you know, We're looking for
3 jobs and we met with the services that
4 say that we don't believe Philadelphia
5 has enough people to fill our resources
6 or we got to go through 10 or 12 people
7 before we hire one, and this is a problem
8 that we see all along. So if we could
9 make sure that they don't have to do
10 that, that we can guarantee them. They
11 see on this list, here's the perfect guy
12 we want, he has the education we need,
13 we're bringing him in. And it just works
14 better for the City as a whole. And
15 that's why I think it's important to
16 include this process and to include all
17 services and all jobs throughout the City
18 of Philadelphia to hire Philadelphians.

19 MR. EDWARDS: Great.

20 COUNCILMAN SQUILLA: Thank you.

21 COUNCILMAN GREEN:

22 Councilmember Johnson.

23 COUNCILMAN JOHNSON: Thank you,
24 Mr. Chairman.

25 Mark and Kevin, just one last

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2 thing, because I know I stepped out
3 briefly, so I might have missed it.

4 So in terms of in the event
5 that the bill passes, we have this new
6 first source program to hire locals to
7 become gainfully employed, once we get to
8 the monitoring component, what's the
9 penalty for not participating in the
10 program even though you're receiving
11 state -- I mean City-related funds?

12 MR. DOW: Sure.

13 COUNCILMAN JOHNSON: Basically,
14 how are we going to monitor and enforce
15 that people are making good on taxpayer
16 dollars and actually really participating
17 in this program?

18 MR. DOW: Sure. First, it's
19 going to be the responsibility of the
20 economic development cluster under the
21 Commerce Department to facilitate the
22 conversation with all of the kind of --
23 all of the agencies that let financial
24 assistance out. So we'll do that
25 coordination. We'll put in place things

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2 that have been required here in this
3 legislation, the reporting and things of
4 that nature. That will be the compliance
5 aspect of it. We will require contracts
6 to look like and feel like that they
7 include these types of things and
8 integrate and expand upon what PIDC and
9 others are doing in that regard.

10 Once we get that in place,
11 which we have to begin to do now -- we
12 haven't begun to do that, but we are
13 thinking about that and beginning to move
14 forward with that with this
15 legislation -- we will then get into that
16 monitoring role. So we will then be able
17 to monitor individual contracts that have
18 this in place and then be able to look at
19 which ones are being -- are meeting the
20 requirements and which ones are not.

21 COUNCILMAN GOODE: Point of
22 information.

23 COUNCILMAN GREEN:
24 Councilmember Goode.

25 COUNCILMAN GOODE: Mr. Dow, the

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2 City and its economic development
3 agencies do grants and loans; is that
4 correct?

5 MR. DOW: Yes.

6 COUNCILMAN GOODE: And for the
7 purpose of job creation and retention?

8 MR. DOW: Yes.

9 COUNCILMAN GOODE: To your
10 knowledge, has the City or its agencies
11 ever recovered a grant or called a loan
12 for the lack of job creation?

13 MR. DOW: To my knowledge, I
14 don't know.

15 COUNCILMAN GOODE: They have
16 not. So the City has not ever recovered
17 a grant or called a loan because someone
18 didn't create the jobs. They definitely
19 haven't called a loan or recovered a
20 grant because the job didn't go to
21 Philadelphia residents. So what's going
22 to happen differently now?

23 MR. DOW: Well, first of all,
24 with this legislation, it forces us to
25 make sure that we're paying closer

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2 attention to those types of issues.

3 COUNCILMAN GOODE: But would
4 you call the loan for that purpose or
5 recover the grant?

6 MR. DOW: We would recommend to
7 the -- I can't answer that, because every
8 loan and every grant is individualized.
9 This requires that the penalties that we
10 put in place are the removal or the
11 reduction or the delayed payments.

12 COUNCILMAN GOODE: Should there
13 be callback provisions in those grants
14 and loans?

15 MR. DOW: Yes.

16 COUNCILMAN GOODE: So what are
17 you planning on doing?

18 MR. DOW: Well, as we begin to
19 implement this legislation, we're going
20 to be looking at all of those types of
21 things. I mean, this is what this is
22 calling for, for us to make sure that we
23 are monitoring --

24 COUNCILMAN GOODE: So you're
25 looking to recover part of the grant or

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2 call a part of the loan back if they
3 don't meet the job goals and don't meet
4 the specific goals of hiring
5 Philadelphians?

6 MR. DOW: I think that's what
7 the legislation calls for. I think when
8 we look at the implementation of it and
9 look at how we are able to effect the
10 legislation, we would be able to answer
11 that question.

12 COUNCILMAN GOODE: Councilman
13 Johnson is asking you how you plan on
14 doing it.

15 MR. DOW: And we will --
16 essentially the responsibility of that is
17 going to fall within the commerce
18 cluster, the economic development
19 cluster. We have yet to design the exact
20 "how" we would do that. We anticipate,
21 we expect that it's our responsibility to
22 do that, to implement this. So we know
23 we have to go out and do that. We have
24 models in terms of compliance with our
25 Office of Economic Opportunity and things

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2 along those lines that we can kind of
3 mirror some of the things that we've done
4 there.

5 Once we know -- we know that
6 once we require the information
7 reporting, once we require it, that these
8 things happen, that companies or agencies
9 that are receiving financial assistance
10 are required to do this. Once they begin
11 to do that and then we require them to
12 have the reporting, we then have the
13 information for which we will be able to
14 monitor and enforce the implementation of
15 it. So we have almost essentially a
16 model there that will enable us to do
17 what we need to do.

18 COUNCILMAN GREEN: Mr. Dow, if
19 I may. It sounds like it's not developed
20 yet.

21 MR. DOW: No.

22 COUNCILMAN GREEN: What I would
23 suggest is, when you have it developed,
24 you submit it to the Chair.

25 MR. DOW: Absolutely.

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2 COUNCILMAN GREEN: And I will
3 distribute it to Councilmembers.

4 MR. DOW: Thank you for that.
5 Absolutely.

6 COUNCILMAN GREEN: Thanks.
7 Councilmember Tasco.

8 COUNCILWOMAN TASCO: I'd like
9 to go back to the questioning that
10 Councilman Squilla began. Mr. Edwards,
11 you deal with mostly entry-level
12 positions with your agency, and that's
13 sort of like a question in my mind. The
14 question I want to ask you, a number of
15 these contracts are contracts that
16 require not just -- sometimes don't
17 require for entry-level positions, but
18 other professional positions.

19 Do companies -- and he talked
20 about college students looking for
21 employment. Do companies in the City
22 register with you a request for employees
23 or workers that are not low level, what
24 would be at the professional level?

25 MR. EDWARDS: Yes, they do, and

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2 we have a range of companies -- a range
3 of positions that we seek to connect
4 jobseekers to. So it's not just entry
5 level. So it's the range on both ends of
6 the spectrum, both on the jobseeker side
7 and the company side.

8 Now, part of our overall
9 restructuring effort is to exponentially
10 increase the number of employers that we
11 are working with to get their job
12 placement needs into the system.

13 So the answer to your question
14 is, yes, we have a range, and we're
15 looking to increase it even more.

16 COUNCILWOMAN TASC0: Thank you.

17 The Chair recognizes
18 Councilwoman Brown.

19 COUNCILWOMAN BROWN: Thank you.

20 How are the locations of
21 CareerLinks determined?

22 MR. EDWARDS: That's a great
23 question. In coordination with the
24 Commonwealth of Pennsylvania. We serve
25 at the pleasure of the Commonwealth.

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2 COUNCILWOMAN BROWN: So you
3 make the recommendations on what
4 locations you think make sense and they
5 make the determination?

6 MR. EDWARDS: Yeah. And
7 utilization plays a heavy part of that.
8 And you may recall last year I was before
9 Council and a number of your offices
10 individually just giving you updates on
11 the public workforce system, and last
12 year we took a 52 percent cut throughout
13 our system here locally. Forty-eight
14 percent of that cut was a fair share cut
15 that all workforce areas across the
16 Commonwealth took. We reduced our EARN
17 centers at that time from nine to six.

18 COUNCILWOMAN BROWN: Is that
19 right?

20 MR. EDWARDS: Right. And so we
21 had a process or a protocol that we went
22 through that was approved by the state to
23 describe or lay out how we would make
24 those decisions. We're going through the
25 same exact process right now but for a

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2 different reason. Not as a result of a
3 reduction of funding, but right now we
4 have five CareerLinks, and dollars
5 continue to shrink in the public
6 workforce system, not just here in
7 Philadelphia but nationally. So we're
8 now revisiting the footprint of our
9 service delivery in the City of
10 Philadelphia to determine what's the best
11 utilization or the best dispersion of our
12 services that we could shift to within
13 the system to provide more services and
14 to be more accessible to jobseekers.
15 There are entire sections of the City
16 right now that we're not located in.

17 So we're having those
18 conversations about how can we develop a
19 presence in -- for example, South
20 Philadelphia is one that has been coming
21 up a lot in discussions. West
22 Philadelphia has been coming up a lot of
23 in discussions in terms of our
24 CareerLink.

25 So what we're looking at now is

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2 ways in which we can provide itinerant
3 services in those areas and connect to
4 existing institutions, whether they be
5 community college locations that are in
6 those areas or other institutions of
7 higher learning in those areas who are
8 interested in working with our system.
9 So far, Peirce College has expressed a
10 high degree of interest in working with
11 us. Drexel University has done the same.
12 So we're in conversation with them right
13 now.

14 COUNCILWOMAN BROWN: Well, I
15 appreciate that response, and it goes
16 exactly to my follow-up question. You
17 called it service delivery. Could not
18 City Hall be a location of a CareerLink?
19 Now, there may be some state-city
20 impediments, if you will, to have that
21 type of agency in a city building, but
22 thousands of folk come to City Hall to
23 our Council offices looking for work, and
24 transportation-wise it makes great sense
25 since you have major arteries leading

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2 right here to City Hall.

3 So I would ask that you would
4 consider some city -- and, of course, it
5 comes to availability of space. That's a
6 whole other set of hurdles. But given
7 this legislation and given the effort to
8 formalize and solidify the
9 monitoring/reporting pieces of this and
10 in an effort to have access, immediate
11 access, for jobseekers, I think it's
12 something worth considering.

13 MR. EDWARDS: That's a great
14 point, and you heard me make reference to
15 several of your colleagues at meetings
16 that we've had. What we've done is,
17 we've prioritized at least the six new
18 members of Council to kind of come in and
19 kind of introduce the system to them,
20 explain how it works, but I'm happy to do
21 the same with your office as well.

22 We have at our location at
23 Suburban Station a CareerLink on the
24 second floor, which is right across the
25 street from City Hall, as you know. It

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2 is, to your point, it's by far the
3 location that receives the highest amount
4 of traffic.

5 So if people come into your
6 office and they're looking for jobs and
7 they have resumes, among the places and
8 recommendations that you would make to
9 them in response to their need, we would
10 ask you to send them over to us.

11 COUNCILWOMAN BROWN: Okay,
12 then. Well, I'm going to speak to
13 President Clarke about your agency having
14 a briefing with our constituent service
15 staff so that all of us can benefit from
16 the knowledge of that location.

17 MR. EDWARDS: I've done it with
18 a few members of Council staff. We'd be
19 happy to do it with you.

20 COUNCILWOMAN BROWN: Terrific.

21 MR. EDWARDS: You can go
22 another route. You can just -- we could
23 just talk -- our offices could connect
24 and we'd schedule it. Our staff, we do
25 that as a normal course of business.

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2 COUNCILWOMAN BROWN: Terrific.

3 Thank you.

4 Thank you, Mr. Chairman.

5 COUNCILMAN GREEN: Thank you.

6 Councilmember Goode.

7 COUNCILMAN GOODE: Thank you,

8 Mr. Chairman.

9 For the record, how many
10 transactions did PIDC do in 2011?

11 MR. DOW: I don't have that
12 information.

13 MR. EDWARDS: It's a few
14 hundred.

15 COUNCILMAN GOODE: One hundred
16 and eighty.

17 And how much did they invest in
18 those projects?

19 MR. DOW: I'm sorry?

20 COUNCILMAN GOODE: How much did
21 they invest in those projects?

22 MR. DOW: I don't have the
23 exact figure.

24 COUNCILMAN GOODE: It's 555
25 million.

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2 And what was the total cost of
3 those projects?

4 MR. DOW: I don't have that
5 either.

6 COUNCILMAN GOODE: Nine hundred
7 fifty-eight million, almost a billion
8 dollars.

9 Do we know how many jobs were
10 created by that?

11 MR. DOW: Councilman, I don't
12 have that information.

13 COUNCILMAN GOODE: Do you know
14 how many of those jobs went to
15 Philadelphia residents?

16 MR. DOW: I don't have that
17 information.

18 COUNCILMAN GOODE: Can you
19 forward that information to the Chair?

20 MR. DOW: Yes, we can.

21 COUNCILMAN GOODE: Thank you.

22 COUNCILMAN GREEN: Thank you.

23 Seeing no other questions,
24 thank you.

25 Would Shannon Williams and

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2 Steve Bradley please come testify.

3 And while they're coming to
4 testify, I just want to note to people
5 that in their folders is written
6 testimony from Policy Link, which is a
7 national equity organization, supporting
8 this legislation. The City of San
9 Francisco's Workforce Development
10 Division, which has dealt with both of
11 these policies in San Francisco, has sent
12 in a letter explaining what they do, and
13 we have a copy of their last year's
14 report, which I would commend to the
15 Administration and to my colleagues.
16 Also, Laura Wolf Powers, who is a
17 professor at the University of
18 Pennsylvania in City and Regional
19 Planning, has submitted a letter of
20 support for the legislation.

21 (Witness approached witness
22 table.)

23 COUNCILMAN GREEN:

24 Ms. Williams?

25 MS. WILLIAMS: Hi.

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2 COUNCILMAN GREEN: Hi. Please
3 state your name and proceed with your
4 testimony.

5 MS. WILLIAMS: My name is
6 Shannon Williams.

7 Good morning, Councilman Green,
8 members of the Committee. My name is
9 Shannon Williams. I'm a Manager of
10 Advocacy and Policy for the Urban League
11 of Philadelphia. Thank you for having
12 us. We'll be brief today.

13 I'm here today to offer my
14 support as well as the support of our
15 organization for Bill No. 120009. We
16 agree that employers who receive special
17 financial assistance from the City should
18 be required to use the referral system
19 outlined in the First Source Jobs Policy
20 when they fill out entry-level positions
21 created through this assistance. This
22 not only makes perfect sense, but
23 benefits the citizens of the City who are
24 facing tremendous hardship due to
25 unemployment because of lack of work.

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2 Our organization sees a number
3 of people on a daily basis who have the
4 want and the will to work and the skills
5 to do that work effectively. However,
6 they are just looking for the opportunity
7 and the chance to return back into the
8 workforce, and Bill No. 120009 provides
9 them with that chance.

10 This legislation, although
11 placing no mandatory requirements on
12 employers, sets in place a foundation
13 that has the potential to move many
14 unemployed Philadelphians back into the
15 workforce. It encourages private
16 employers to make a good-faith effort to
17 hire Philadelphians for new entry-level
18 jobs created from the receipt of City
19 financial assistance, as well as
20 requesting those employers to consider
21 local workers as the first source for
22 jobs before even looking to other
23 sources. This bill is designed to set in
24 motion the transformation that the City
25 needs in order to get people back to

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2 work.

3 At this time, I'd like to thank
4 you for the opportunity to offer
5 testimony from the Urban League of
6 Philadelphia on an issue that is so
7 important to us as well as a number of
8 organizations across the City, and I'm
9 happy to answer any questions you may
10 have.

11 COUNCILMAN GREEN: Thank you.
12 Thank you for your testimony.

13 Any questions?

14 (No response.)

15 COUNCILMAN GREEN: Seeing none,
16 Mr. Bradley.

17 Thank you very much for coming
18 in today. I appreciate it.

19 MS. WILLIAMS: Thank you.

20 (Witnesses approached witness
21 table.)

22 COUNCILMAN GREEN: I'm sorry,
23 and Ms. Blakely also. Please state your
24 names for the record and proceed with
25 your testimony.

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2 MS. BLAKELY: Shalimar Blakely.

3 MR. BRADLEY: Steven Bradley.

4 Good morning, Chairman Bill

5 Green and members of the Finance

6 Committee. Thank you for the opportunity

7 to present my testimony before you today.

8 My name is Steven Scott Bradley and I'm

9 the Chair of the African American Chamber

10 of Commerce. Also I'm President and CEO

11 of Bradley and Bradley Insurance Brokers

12 here in Philadelphia.

13 As Board Chair for one of the

14 leading organizations that advocate for

15 African American businesses in the

16 Delaware Valley and an African American

17 business owner, I would like to commend

18 Councilman Green on Bill No. 120009, as

19 amended. Not only is this bill

20 addressing the issue of local hiring, but

21 it's also identifying ways to put African

22 Americans back to work.

23 While I am happy to see the

24 latest unemployment numbers decline, I

25 have to remember that African Americans

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2 continue to represent a large portion of
3 unemployment nationally and locally.

4 We know when people are
5 unemployed, they buy fewer products and
6 services, and consumerism and spending
7 declines. Therefore, it could be said
8 that if not addressed, the unemployment
9 crisis in the African American community
10 will have a debilitating impact on this
11 group's multi-billion-dollar spending
12 power, causing the Philadelphia economy
13 and business community to further
14 plummet. Small businesses, which make up
15 huge economy stimulators but also a large
16 portion of the African American Chamber
17 membership, are hit hardest by the
18 spending effects of unemployment.

19 But we all know this.

20 We do, however, continue to
21 struggle to find ways to remedy this
22 problem. This bill introduced by
23 Councilman Green serves that purpose.
24 Not only does this find a way to
25 specifically target Philadelphia's

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2 unemployed, but also focusing on
3 construction and non-professional
4 employment opportunities, it provides
5 assistance and opportunities for
6 individuals who lack college degrees. In
7 addition, it holds businesses that are
8 providing opportunities in the
9 Philadelphia market accountable for
10 hiring workers who reside in the City
11 and, therefore, a solution to stimulate
12 the Philadelphia market.

13 Again, on behalf of the
14 Chamber, I just wanted to thank
15 Councilman Green for taking the effort to
16 introduce this bill, and thank you all,
17 members of the Finance Committee, for
18 giving us the opportunity to testify.

19 COUNCILMAN GREEN: Thank you
20 for your testimony.

21 Ms. Blakely, did you have any
22 additional comments?

23 MS. BLAKELY: No.

24 COUNCILMAN GREEN: Well, are
25 there any questions from any member of

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2 the Committee?

3 (No response.)

4 COUNCILMAN GREEN: Thank you
5 very much. I'm sorry that it took us a
6 while to get to you. I appreciate your
7 perseverance and patience in hanging in
8 there with us. We appreciate your
9 testimony very much.

10 MR. BRADLEY: Thank you.

11 COUNCILMAN GREEN: Is there
12 anyone else here to testify on either of
13 these bills?

14 (Witness approached witness
15 table.)

16 COUNCILMAN GREEN: Good
17 morning.

18 MR. ALI: Good morning.

19 COUNCILMAN GREEN: Please state
20 your name for the record and proceed with
21 your testimony.

22 MR. ALI: My name is Jihad Ali
23 and I'm the Executive Director of the
24 National Association of Minority
25 Contractors, and I'm very concerned about

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2 this issue. I would like to give
3 testimony today on Bill No. 120008 and
4 Bill No. 120009.

5 I think this is excellent
6 bills. I think that this -- the action
7 that this Committee is taking and the
8 other Councilpeople that introduced this
9 legislation, this is exactly what the
10 people asked you to do back in 2010.

11 I think this is a relentless
12 like -- it's almost like an economic war
13 that we're waging. But we're winning it.
14 We're winning battles daily, but surely.

15 You know, sometimes you come
16 down here and it feels uncomfortable to
17 say thank you for doing your job, but you
18 guys are really doing a hell of a good
19 job.

20 I do think there's some things
21 we need to be cautious about. That whole
22 issue about the beneficiaries and the
23 collective bargaining agreement, we need
24 to really look at that language to make
25 sure there's not a side-stepping on that.

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2 And one thing that Councilwoman Brown
3 said, I'm uncomfortable with once things
4 pass out these Chambers, that's where the
5 problem occurs. So I would like -- in
6 this legislation, there's giving a lot of
7 authority to the Director of Finance,
8 Procurement Commissioner to make rulings.
9 I would just like copies of whatever
10 they're doing to come back to the Chief
11 Clerk so the average citizen can see it
12 and you can be aware of it.

13 But this is a great set of
14 bills, and this is what the people asked
15 you to do.

16 Thank you.

17 COUNCILMAN GREEN: Thank you.
18 Just for the record, these bills do
19 require reporting to the Chief Clerk. So
20 all of the information will be publicly
21 available.

22 MR. ALI: Thank you.

23 COUNCILMAN GREEN: Any
24 questions for Mr. Ali?

25 (No response.)

1 10/17/12 - FINANCE - BILLS 120008 & 120009

2 COUNCILMAN GREEN: Seeing none,
3 thank you.

4 I think a lot of good issues
5 have been raised today. There is great
6 testimony, and I think we built a solid
7 record of support in favor of both pieces
8 of legislation. There's also some good
9 issues raised by Councilman Goode with
10 respect to putting in an advanced waiver.
11 There is objections to the removal of
12 some language from the bill by the
13 telecommunications industry. Perhaps
14 that advanced waiver would satisfy their
15 objections. And so hopefully we'll get
16 the chance to talk about that.

17 There's also -- we need to be
18 clear about the collective bargaining
19 issue and perhaps add some language that
20 Councilman Goode has just suggested to me
21 that's in a number of bills that he has
22 had passed through City Council.

23 And I also really like Aqil
24 Sabur's suggestion that financial
25 assistance include -- if you take

1 10/17/12 - FINANCE - BILLS 120008 & 120009
2 advantage of the 5 percent LBE benefit in
3 contracting.

4 And so to deal with those
5 issues, I am going to hold these bills
6 until Monday, October 22nd at 11:00 a.m.

7 COUNCILMAN JOHNSON: Excuse me,
8 Mr. Chairman.

9 COUNCILMAN GREEN: I'm sorry.
10 I'm not holding these bills. This
11 Committee stands in recess --

12 COUNCILMAN JOHNSON: Mr.
13 Chairman?

14 COUNCILMAN GREEN: -- with
15 respect to these bills.

16 Councilmember Johnson.

17 COUNCILMAN JOHNSON: If you
18 don't mind also, maybe I probably wasn't
19 even clear or maybe a little more direct,
20 but also as a part of this, can we take a
21 look at when those businesses and
22 corporations aren't in good faith trying
23 to reach these goals, what's the
24 enforcement mechanism in terms of -- an
25 example was the re-calling of loans,

1 10/17/12 - FINANCE - BILLS 120008 & 120009
2 maybe suspension of doing business with
3 the City, fines. So once the legislation
4 pass out of here, we're just not having
5 reports, and then I'm still going in
6 meetings and then small business owners
7 or individuals in general, like I deal
8 with a lot now, is saying, Still not
9 getting the help that we're looking for.

10 And so I don't know how it
11 works on the Administration side, but I'm
12 really interested in making sure that we
13 have a level of accountability and some
14 tools to actually hold those who aren't
15 doing things in good faith accountable in
16 this process.

17 COUNCILMAN GREEN: Thank you.

18 COUNCILMAN JOHNSON: And I hope
19 I could be supportive in that aspect.

20 COUNCILMAN GREEN: Well, thank
21 you for that suggestion. This bill does
22 have some specific mandated penalties for
23 not complying with the first source
24 requirement, but let's take a look at
25 them and see if anything else needs to be

1 10/17/12 - FINANCE - BILLS 120008 & 120009
2 done.

3 Thank you very much. So this
4 Committee is recessed until Monday,
5 October 22nd at 11:00 a.m.

6 Thank you.

7 (Committee on Finance recessed
8 at 11:45 a.m.)

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CERTIFICATE

I HEREBY CERTIFY that the
proceedings, evidence and objections are
contained fully and accurately in the
stenographic notes taken by me upon the
foregoing matter on October 17, 2012, and that
this is a true and correct transcript of same.

MICHELE L. MURPHY
RPR-Notary Public

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