

COUNCIL OF THE CITY OF PHILADELPHIA
COMMITTEE OF THE WHOLE

Room 400, City Hall
Philadelphia, Pennsylvania
Wednesday, April 11, 2012
10:30 a.m.

PRESENT:

COUNCIL PRESIDENT DARRELL L. CLARKE
COUNCILWOMAN CINDY BASS
COUNCILWOMAN JANNIE BLACKWELL
COUNCILMAN BILL GREEN
COUNCILMAN WILLIAM K. GREENLEE
COUNCILMAN BOBBY HENON
COUNCILMAN KENYATTA JOHNSON
COUNCILMAN CURTIS JONES, JR.
COUNCILMAN JAMES KENNEY
COUNCILMAN DENNIS O'BRIEN
COUNCILMAN DAVID OH
COUNCILWOMAN MARIA D. QUINONES-SANCHEZ
COUNCILMAN MARK SQUILLA
COUNCILWOMAN MARIAN B. TASCO

BILLS 120164, 120165 and 120166
RESOLUTION 120167

- - -

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COUNCIL PRESIDENT CLARKE: Good

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morning.

4

(Good morning.)

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COUNCIL PRESIDENT CLARKE: This

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is a continuation of the public hearing

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of the Committee of the Whole regarding

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Bills No. 120164, 120165, 120166 and

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Resolution No. 120167.

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Ms. Lewis, please read the

11

titles of the bills and resolution.

12

MS. LEWIS: Bill No. 120164, an

13

ordinance to adopt a Capital Program for

14

the six Fiscal Years 2013 to 2018

15

inclusive.

16

Bill No. 120165, an ordinance

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to adopt a Fiscal 2013 Capital Budget.

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Bill No. 120166, an ordinance

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adopting the Operating Budget for Fiscal

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Year 2013.

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Resolution No. 120167, a

22

resolution providing for the approval by

23

the Council of the City of Philadelphia

24

of a Revised Five Year Financial Plan for

25

the City of Philadelphia covering Fiscal

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 Years 2013 through 2017, and
3 incorporating proposed changes with
4 respect to Fiscal Year 2012, which is to
5 be submitted by the Mayor to the
6 Pennsylvania Intergovernmental
7 Cooperation Authority ("the Authority")
8 pursuant to the Intergovernmental
9 Cooperation Agreement, authorized by an
10 ordinance of this Council approved by the
11 Mayor on January 3rd, 1992 (Bill No.
12 1563-A), by and between the City and the
13 Authority.

14 COUNCIL PRESIDENT CLARKE:

15 Thank you so much.

16 We ask that the Administration
17 please come forward.

18 (Witnesses approached witness
19 table.)

20 COUNCIL PRESIDENT CLARKE: Good
21 morning, gentlemen.

22 COMMISSIONER RAMSEY: Good
23 morning, Mr. President.

24 Good morning, Council President
25 Clarke and all distinguished members of

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 City Council. I'd also like to extend a
3 warm welcome to all of our newly elected
4 Councilmembers for whom this is our first
5 budget hearing. I look forward to
6 working with all of you and answer any
7 questions that you have, and on behalf of
8 the Philadelphia Police Department, thank
9 you for this important opportunity to
10 discuss the present and future of
11 policing in Philadelphia. With me today
12 to my immediate right is our First Deputy
13 Commissioner Richard Ross and on my left
14 is Deputy Commissioner John Gaittens.

15 If it's okay with you,
16 Mr. President, I'm just going to
17 summarize my testimony. We have
18 submitted the entire testimony to the
19 Council for your review and for your
20 records.

21 COUNCIL PRESIDENT CLARKE:
22 Thank you.

23 COMMISSIONER RAMSEY: The
24 Philadelphia Police Department's Fiscal
25 Year 2013 General Fund budget request is

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 \$556,818,243, with the below-listed
3 allocations. Salaries and overtime
4 expenses, or Class 100 funds, comprise 97
5 percent of the PPD's budget, \$540,116,495
6 in Class 100 funds; \$7,197,427 in Class
7 200 funds; and \$9,504,321 in Class 300
8 and 400 funds.

9 The FY 2013 General Fund budget
10 request is \$3.6 million more than the
11 current estimated obligations for Fiscal
12 Year 2012. Class 100 funds increased by
13 2.7 million to maintain a sworn staffing
14 level of 6,500 personnel. Class 200
15 funds increased by \$83,280. Class 300
16 and 400 funds increased by \$774,623 for
17 uniforms and equipment for the new
18 recruit class.

19 The Police Department is
20 committed to supporting the
21 OEO-recommended goal for minority, women
22 and disabled-owned business participation
23 in City contracting. The Police
24 Department's FY13 participation goal is
25 13 percent, and we are on track to exceed

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 that goal by the end of the next fiscal
3 year. Many of our contracts are highly
4 technical and often sole source due to
5 the specificity of our requirements,
6 particularly around the purchase of
7 weapons, ammunition and forensics
8 equipment. We continue to make progress,
9 however, on including as many diverse
10 contractors as possible and will always
11 look for more opportunities as they
12 arise.

13 The sworn command structure for
14 the Department comprises five different
15 ranks: Captain, Staff Inspector,
16 Inspector, Chief Inspector and Deputy
17 Commissioner, for a total of 122
18 personnel. At the highest levels in the
19 Department, from Inspector to Deputy
20 Commissioner, 72.5 percent are male, 27.5
21 percent are female. If we include the
22 rank of Captain, 86 percent are male and
23 14 percent are female. Seventy-eight
24 percent of the commanders are white and
25 22.9 percent are black, with .001 percent

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Asian and Latino. Women comprise a total
3 23 percent of all sworn personnel in the
4 Department. We also have 809 civilians
5 employed with the Department, of whom 33
6 percent are male and 67 are female.

7 In terms of racial demographics
8 for all sworn personnel, 56 percent are
9 white, 34 percent African American, 8
10 percent Latino, and 1.4 percent are
11 Asian, 0.14 percent are American Indian
12 and 0.17 classified as other.

13 For civilian personnel, 35
14 percent are white, 53 percent are African
15 American, 7.5 percent Latino, 2.3 percent
16 Asian, 0.2 percent are American Indian
17 and 1.4 percent classified as other.

18 The Philadelphia Police
19 Department has continued to make progress
20 in driving down crime in the City. In
21 Calendar Year 2001 -- and we're using
22 2007 as a basis of comparison --
23 according to our Uniform Crime Reports
24 statistics submitted to the FBI, homicide
25 has decreased 17.1 percent, robbery

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 decreased 19.6 percent, shooting victims
3 decreased 11.6 percent, Total Part I
4 violent crime dropped 14 percent and
5 Total Part I crime has dropped 6.1
6 percent.

7 In August of this fiscal year,
8 the Philadelphia Police Department
9 delivered a five-year strategic plan that
10 incorporates the best elements from
11 traditional law enforcement, community
12 policing, hot spot policing,
13 intelligence-led policing and other
14 evidence-based practices. The policing
15 strategy is dynamic, flexible and
16 designed to respond to short-term demands
17 while institutionalizing long-term
18 strategies that promote sustainability
19 around public safety. This is the pillar
20 of the neighborhood-based policing model
21 that drives how the Department delivers
22 and organizes police response and
23 services.

24 Though Calendar Year 2011 saw
25 increases in homicide and property crime,

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 we have in the past four years continued
3 to make progress in our goals even with a
4 shrinking workforce and limited resources
5 in technology. We've learned a lot over
6 the past four years as an organization
7 and have become smarter, leaner and more
8 strategic in our crime-fighting approach.

9 Thank you, Mr. President, for
10 giving us the opportunity to appear
11 before you. There's a lot more to the
12 testimony, but for time, I'm going to end
13 it here and be available to answer any
14 questions that you or any of the other
15 Councilmembers may have.

16 Thank you, sir.

17 COUNCIL PRESIDENT CLARKE:
18 Thank you, Commissioner. A couple of
19 quick questions.

20 Commissioner, in your
21 testimony, you talk about the Firearms
22 Identification Unit and implementing a
23 new program which examines all of the
24 ballistics evidence in homicide. In that
25 conversation, you talk about the GunStat

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 zone. Can you explain to me what exactly
3 is the GunStat zone?

4 COMMISSIONER RAMSEY: One of
5 the initiatives that the Mayor has
6 started involves trying to reduce
7 violence committed by the use of
8 handguns, which obviously is a problem
9 here in the City. As a result of that,
10 we did an analysis and we identified two
11 areas, one in North Philly in the 22nd
12 District, the other in our East Division,
13 part of it in the 24th District, part of
14 it in the 25th Police District. These
15 are small geographical areas where we've
16 had a high concentration of gun-related
17 violence.

18 We have partnered with the
19 District Attorney's Office, the U.S.
20 Attorney's Office, Adult Probation,
21 Juvenile Probation, the courts. We have
22 monthly GunStat meetings where we take a
23 look at the people that we have
24 identified who operate in that area that
25 are responsible for the majority of that

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2 violence -- sometimes it's an
3 organization; sometimes it's
4 individuals -- and developing cases where
5 we can prosecute these individuals and
6 get them off the streets. If this is
7 successful, it will be expanded to other
8 parts of our city, because obviously our
9 problems go beyond just those districts
10 that I mentioned. But this is -- I won't
11 call it a pilot, but it's the beginning
12 of trying to have a more focused approach
13 with dealing with these cases.

14 The District Attorney's Office
15 flags these cases. There are no deals
16 that are made in terms of sentencing,
17 plea bargaining and so forth, and they're
18 given to specific prosecutors to present
19 the case before the courts.

20 We're also hoping that some of
21 these cases can be adopted by the U.S.
22 government. So we're also working with
23 the U.S. Attorney's Office to look at
24 those cases, where the background of the
25 individual is such that prosecution at

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2 the federal level would be something that
3 we would want to consider.

4 So it's too early to say
5 whether or not it's having an impact. I
6 personally, along with DA Seth Williams,
7 we personally conduct the GunStat
8 sessions once a month that we have over
9 at the DA's Office, and it's something
10 that I think has promise, but a little
11 too soon to say just how effective it's
12 been. But it's all part of the Mayor's
13 violence reduction initiative.

14 COUNCIL PRESIDENT CLARKE:
15 Right. In that particular district, the
16 22nd, which I can speak of personally
17 having represented that area for quite
18 some time, there clearly is an issue with
19 respect to homicide, but my belief and
20 I'm sure your belief that there's some
21 other underlying issues relating to that
22 particular district, because
23 demographically there may be some other
24 areas that are similar in terms of race.
25 But why in that district, beyond the

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2 understanding that there is significant
3 number of homicides, do we think the
4 underlying problem is? And the reason I
5 talk about that is, prior to the
6 consolidation of the 22nd and the 23rd,
7 the 23rd District, which is now the
8 southern half of the 22nd, had a
9 significant reduction in crime and we
10 consolidated it and now it's a larger
11 issue.

12 And I don't know if you can
13 answer this question, because I
14 understand that you're the police and
15 you're not necessarily dealing with all
16 of the other issues, and I don't know,
17 maybe Deputy Mayor Gillison can talk
18 about that. While I understand the need
19 to approach from a law enforcement
20 perspective putting all the appropriate
21 tools in, and I commend you for doing
22 that in that district, but there has to
23 be some issues that cause the 22nd to be
24 the way it is. So what, other than
25 dealing with the aftermath of a homicide

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2 or a shooting, are we doing to lower the
3 homicide rate and other crimes in that
4 particular area?

5 COMMISSIONER RAMSEY: Yes, sir.
6 That's really a good question. I'm not a
7 sociologist, but obviously there are some
8 deeply rooted problems in many areas of
9 our City, North Philly being one of them,
10 the 22nd District specifically that you
11 mention. We did consolidate the 22nd and
12 23rd, but the problem really has not
13 shifted as a result of that. The pockets
14 of crime are pretty much the same as they
15 were before the consolidation, mostly
16 what we would have been in the 22nd
17 District prior to the merger of the two.

18 You have heavy concentration
19 and high tracts of poverty in those
20 areas. Unemployment rates are probably a
21 lot higher in those areas. We track not
22 only homicide -- because homicide is just
23 the end result of a violent crime -- we
24 also track our gun violence. That's why
25 we chose the 22nd District as one of the

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2 pilots for GunStat.

3 Unfortunately, when you look at
4 gang activity, you look at drug
5 trafficking, you look at all those kinds
6 of activities that tend to put people at
7 higher risk of becoming victims of
8 violent crime, the 22nd District has more
9 than its share of people that fall into
10 that category.

11 So our Police Service Area
12 model, for an example, is one approach
13 that we take. Having the same officers
14 assigned to the same areas on a regular
15 basis is one of the strategies that we
16 use. Our foot patrol strategy, which has
17 been highly successful. In fact, this
18 most recent class that graduated, we sent
19 the majority of the people that we sent
20 went to either the 22nd or the 25th
21 Police Districts. That is where this
22 year we've had the highest spike in
23 crime. I think something like 27 or so
24 of the class wound up going there.

25 So we're trying to beef up our

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2 personnel. Now, that's not to say other
3 areas don't need it. We've got two more
4 classes graduating and we'll be sending
5 people to those areas as well. But we're
6 trying to do what we can to put the
7 resources in those areas.

8 Also, partnering with
9 not-for-profits and community
10 organizations that are indigenous to that
11 community, that are working very hard to
12 try to reduce the amount of violence is
13 also key, and those PSA lieutenants,
14 developing plans, working with the
15 community, doing what we can to try to
16 reduce the violence. But unfortunately
17 there are some pockets of violence in the
18 area that you just mentioned that have
19 been historically problematic, but we do
20 feel confident that we can make some
21 impact in those areas.

22 And, Rich, I don't know if you
23 want to --

24 DEPUTY COMMISSIONER ROSS:
25 Councilman, we talk all the time about

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 this area, and one of the issues that we
3 strive very hard to, I guess, accomplish,
4 if you will, is to develop relationships
5 with community, and the Commissioner
6 alluded to that, but we try to go the
7 extra mile. Sometimes it's a bit of a
8 struggle, and we understand why. I mean,
9 given the dynamics of what's going on in
10 some of those areas, it's difficult for
11 some of the folks to come out and to be
12 willing to openly participate, but we do
13 get some folks who kind of quietly work
14 with Captain Bard over there, who is a
15 great commander. And I think we have to
16 continue to work with the federal
17 authorities as well to try to find ways
18 to connect with young people,
19 particularly some of the young men in
20 those areas, to get them to understand
21 that we really want to make life better
22 for them there. Because without doing
23 that, we're just going to continue to
24 spin our wheels.

25 I mean, when you take into

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 account things that the Commissioner
3 talked about, poverty levels in that
4 district, I mean, we have to find ways to
5 get on the ground to touch base with the
6 young men in those areas in particular,
7 particularly because of the unemployment
8 there, try to find ways to establish
9 viable employment for them. I think all
10 those things will prove fruitful in the
11 end, but it has to be a collective effort
12 to get it done.

13 COUNCIL PRESIDENT CLARKE:
14 Right, and I agree with you 100 percent.

15 Everett, I just want to --
16 because personally I don't think that it
17 should be the Police Department's sole
18 responsibility to deal with all of the
19 issues. And they do a great job doing
20 what they do. I got to talk about -- I
21 always talk about Officer Taijon (ph)
22 working on the upper end. He does a lot
23 of things that are not in his job
24 description.

25 Can you just briefly talk about

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2 what in these targeted areas, as we look
3 at these two pilot areas, what other
4 resources we will put into those places
5 to talk about making a change in the
6 longer term so we don't have to keep
7 deploying police officers in the 22nd and
8 the 25th every year, every year. Can you
9 just briefly just talk about the game
10 plan.

11 DEPUTY MAYOR GILLISON: Thank
12 you very much, Council President.
13 Obviously you know that the main thing
14 that we've been bringing on and that I
15 have worked on is to be able to
16 coordinate the responsiveness of the City
17 services to whatever the Police are
18 needing. It was a strategy. We call it
19 Philly Rising, but it is an underlying
20 strategy to help and augment what the
21 Police do by way of what their tactics
22 are. Once they identify an area and say
23 that we need to put additional resources
24 in, it is a coordinated effort between
25 the Managing Director's Office, myself

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 and the Police to make sure we are
3 pulling things together.

4 We also have been activating
5 with Dr. Schwarz, making sure that from a
6 Health Department point of view, we are
7 activating and putting resources in
8 whenever we see them being needed.

9 It is and always has been a
10 collective strategy, because, quite
11 frankly, I agree with you. For 30-some
12 years that I've been in the criminal
13 justice area, these areas have been the
14 same ones over and over and over again
15 that have seen various opportunities go
16 in, come out, wane and wax. The
17 connection to community, though, is what
18 has to be done, and I think that we have
19 been making not only good strides, but we
20 have also tried to make sure to tell
21 people we're not going anywhere. We need
22 you to help us help yourselves.

23 The folks that are doing this
24 stuff is not -- haven't been dropped in
25 from Mars. These are community folks

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2 dealing with themselves basically. And I
3 just want to make sure that they trust
4 the Police and they trust government to
5 come in and say that we're going to help
6 them, not only after they identify the
7 problem, but also suggest a solution and
8 work with them on the solutions that they
9 bring. That's how we get sustainability
10 and that's how we go forward.

11 So it has been a collective
12 effort. I've tried to be able to be as
13 supportive as possible to the Police in
14 order to make sure that they know that
15 they are going to be -- that they have to
16 kind of step up their relationships.
17 They've done that, and I think that what
18 we've been doing, especially over the
19 last two years as we've come out of the
20 Great Depression, we're trying to put
21 those resources in and coordinate our
22 efforts to make sure that what people are
23 doing, they're getting a response as
24 quickly as possible, and that's -- I
25 mean, that's the effort and that's what

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2 we have to sustain, and that's what we're
3 going to continue to do as an
4 Administration.

5 COUNCIL PRESIDENT CLARKE:

6 Okay. I look forward to continuing to
7 work with you on this issue.

8 DEPUTY MAYOR GILLISON: Thank
9 you.

10 COUNCIL PRESIDENT CLARKE: Let
11 me get one other question before I call
12 on my colleagues.

13 Surveillance cameras. You know
14 you see me, you know I'm going to be
15 asking about surveillance cameras.

16 DEPUTY MAYOR GILLISON:
17 Absolutely.

18 COUNCIL PRESIDENT CLARKE: It's
19 not clear to me. Who basically makes the
20 decision on placement of cameras?

21 Because we earlier, a week or so ago, we
22 had IT in here, and they're actually
23 supposed to be getting back to us on more
24 of a coordinated response to us.

25 Who makes the determination as

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 to where the cameras go?

3 DEPUTY MAYOR GILLISON: I can
4 tell you that the way that we have always
5 looked at it, because it's part of our
6 geocoding and our emphasis on geospatial
7 analysis, the Police will tell you where
8 they believe the best places and
9 placement will be for the cameras. We
10 will then reach out. As you know, I've
11 reached out to Councilpersons across the
12 board, the District Councilpersons, to
13 engage them and make sure that they
14 understand this is what we're thinking
15 about, this is where we're thinking about
16 putting them, are there any others. I
17 know that I've gotten calls from
18 individual Councilpeople who say that if
19 you're going to put it here, we think
20 that that's not a good idea for the
21 following reasons.

22 But ultimately it is a
23 combination of where we have the
24 accessibility, where we have the ability
25 to do it, because a lot of this is power

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 and we're putting it on -- we're trying
3 to make sure we have enough electricity
4 and enough just backbone technology to
5 make sure that we can push it in and that
6 we don't want to depend solely on
7 wireless technology, which did not prove
8 to be a good way to go in this particular
9 environment.

10 So once all those things come
11 together, a list is then put forward. I
12 have a list that pretty much goes out
13 that the Police keep me updated on for
14 the next -- I mean, like if we have to
15 prioritize, we know where all the corners
16 are they would like to see them. They've
17 all been vetted, and now it's just a
18 matter of dollars and cents and see how
19 quickly we can get them in.

20 So that's the process. The
21 process really hasn't changed. What has
22 changed is the fact that we have tried to
23 maintain them in a different way. As of
24 last November, the out-of-service cameras
25 had reached a certain point that we

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 needed to actually subcontract and get
3 out an RFP to help us maintain them.
4 Quite frankly, we only had three or four
5 individuals that were working in addition
6 to their regular jobs to try to maintain
7 the cameras, and we didn't think that
8 that was keeping up with the failure rate
9 or at least the maintenance rate that
10 they needed. So we subcontracted IT, put
11 out a maintenance contract, and I believe
12 as of March, it was let, and they're out
13 there now bringing the cameras back
14 online.

15 COUNCIL PRESIDENT CLARKE:

16 Okay. Thank you.

17 The Chair recognizes
18 Councilmember Johnson.

19 COUNCILMAN JOHNSON: Good
20 morning.

21 COMMISSIONER RAMSEY: Good
22 morning.

23 COUNCILMAN JOHNSON: I just
24 want to first start off thanking you for
25 being here this morning. Also thank the

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 administration, Police administration
3 that is, for some of the initiatives that
4 have been going on particularly in my
5 councilmanic district, my 4th, as well as
6 my former State Rep District 1. I'd like
7 to acknowledge Ray Jones, who
8 participates -- who actually organizes
9 the gun buybacks program, and we've done
10 a couple separate from Ray, but
11 acknowledging the work that he's done,
12 and I think that's an important
13 initiative from an outreach standpoint
14 that the Philadelphia Police Department
15 has been doing.

16 Also, particularly in the 17th
17 Police District, every summer --
18 Commissioner Ross talked about reaching
19 out to the young men. Every summer since
20 your fine Commissioner Bethel was the
21 Captain of the 17th, we have had 17th
22 Police District as well as Commissioner
23 Steven Johnson participated as well,
24 officers from the Philadelphia Police
25 Department played the young men from the

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2 neighborhood in a game of basketball, all
3 in the sense of fostering that community
4 policing relationship.

5 And so I just want to commend
6 you for some of those initiatives just
7 from a proactive standpoint and trying to
8 build that bridge, which also goes
9 towards fostering a better relationship.
10 So I wanted to actually put that out
11 there.

12 Council President Johnson -- I
13 mean Council President Clarke already
14 talked about an issue that I'm very,
15 very -- Bob Warner over there?

16 Council President Clarke, he
17 talked about an initiative that I'm very,
18 very interested in, and that's of course
19 getting illegal guns off the streets of
20 Philadelphia. And so you don't have to
21 elaborate on it. I'll just follow up
22 with yourself and Seth Williams. I'd
23 like to be a part of one of those GunStat
24 meetings and see how we can be
25 supportive.

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2 COMMISSIONER RAMSEY: Sure.

3 COUNCILMAN JOHNSON: And really

4 one of my key areas is that you're

5 tracking where the guns came from.

6 That's a real big -- I mentioned it at

7 the press conference the other day. I

8 definitely believe in going after the

9 shooter, locking the shooter up. You

10 carry a gun, as our Mayor says, you do

11 the time. So I'm on board with that one.

12 But I also know that these guns come from

13 somewhere. So I hope we can step up the

14 efforts from a supportive standpoint, me

15 being a Councilman, to support those

16 efforts, and as you're going after those

17 who actually provide the guns, I want to

18 make sure I'm a part of that

19 conversation.

20 Can you elaborate on the

21 revamping of the domestic violence

22 program from the Philadelphia Police

23 Department's standpoint that you talked

24 about in your testimony?

25 COMMISSIONER RAMSEY:

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2 Certainly, and the person who really has
3 the most knowledge --

4 COUNCILMAN JOHNSON:

5 Commissioner Fox.

6 COMMISSIONER RAMSEY: -- on
7 this is Commissioner Fox, and I'd ask her
8 to please come up and talk about it. I'm
9 very proud of the initiative, by the way,
10 and very, very proud of what Commissioner
11 Fox has been able to do, working with
12 various advocacy groups. I think that
13 Philadelphia is light years ahead of many
14 other jurisdictions. In fact, we led the
15 charge to actually get a major change in
16 the FBI Uniform Crime Reporting with a
17 redefinition or redefining rape, and that
18 came as a result of a lot of the work
19 that started here in Philadelphia.

20 So let me pass this over to
21 Deputy Commissioner Fox.

22 (Witness approached witness
23 table.)

24 DEPUTY COMMISSIONER FOX: Good
25 morning.

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2 COUNCILMAN JOHNSON: Good
3 morning.

4 DEPUTY COMMISSIONER FOX: The
5 Commissioner is extremely modest. About
6 two years ago as a result of him looking
7 into the manner with which we handle
8 domestic violence, he saw some gaping
9 holes in our process, and he requested
10 that we look at doing two things:
11 speeding up and improving our first
12 response, being much more aggressive in
13 terms of our first response and
14 investigating more intently.

15 And so we looked at other
16 cities and we saw what they did, and we
17 realized we were pretty far behind the
18 times. We've developed a new form, which
19 we did partnering with our advocate
20 groups, the DA's Office and University of
21 Pennsylvania, who has been really great
22 with helping us. So this partnership of
23 four formed. We developed new forms.
24 The forms have been perfected to a point
25 where we're all pleased with the

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 response. We're getting much more
3 information, much quicker to respond as a
4 result of that information.

5 As a result of that, the one
6 thing we do hear in this city that pretty
7 much isn't done anywhere else is, we
8 share that information with the advocate
9 groups, and they make contact with our
10 victims, and the second time we get a
11 form within a rolling calendar year,
12 they'll reach out and make
13 recommendations, suggestions. And so we
14 believe that we're on the right track in
15 terms of stemming this tide.

16 Also, our detectives have very
17 strict guidelines as to when they can and
18 cannot investigate these assignments, and
19 there are very strict rules as to how
20 many times they'll respond before action
21 has to be taken.

22 So as a result of the
23 Commissioner's recognition that we were
24 behind, we, I believe, are being
25 recognized as one of the largest cities

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 that has a program this conscientious,
3 and I can tell you that the groups that
4 we work with have a mutual respect among
5 the partners and we have done this
6 together, which is what makes it so
7 unique.

8 COUNCILMAN JOHNSON: Okay.

9 I'll come back the second round. Thank
10 you very much.

11 COUNCIL PRESIDENT CLARKE:

12 Thank you, Councilman.

13 The Chair recognizes
14 Councilmember Oh.

15 He walked out in the hall.

16 We'll get him when he comes back.

17 The Chair recognizes
18 Councilwoman Sanchez.

19 COUNCILWOMAN SANCHEZ: Thank
20 you, Mr. President.

21 Good morning.

22 COMMISSIONER RAMSEY: Good
23 morning.

24 COUNCILWOMAN SANCHEZ: I have
25 some tough questions this morning, but I

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 did want to just really recognize and
3 join my colleagues, both President Clarke
4 and Councilman Johnson, and talk about
5 the spirit of the relationship and the
6 collaboration on the ground with the
7 Captains and everybody else. I've
8 enjoyed it with my office. I think
9 there's a whole host of very, very good
10 professionals who want to do this right
11 and really do appreciate the
12 collaboration and the respect, mutual
13 respect, that we've had.

14 Unfortunately, like President
15 Clarke, I represent a very challenged
16 area, so many times we're in constant
17 communication about issues, but I really
18 do appreciate the professionalism of
19 everybody, Ross, Wright, Blackburn, all
20 of the guys. Unfortunately, I have to
21 know everybody that well and have them on
22 speed dial, but I do appreciate that and
23 I do want to put that on the record.
24 It's very important. I think it
25 complements the Mayor's challenge of

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 himself to deal with public safety, and
3 that's extremely admirable and important.
4 So I like the consistency in the message,
5 and I particularly like the
6 professionalism that you brought back to
7 the uniform, and I want to acknowledge
8 that.

9 I tell this story when I talk
10 to young people, that when you came in as
11 Commissioner, you started using the
12 uniform, and everybody that had tried to
13 get out of uniform went back to uniform.
14 And it's those little things that make a
15 significant difference around the
16 perception to the force. So I want to
17 thank you for that.

18 I have several different points
19 and they'll take several rounds, but I
20 wanted to make note, because it's one
21 question that I've asked every single
22 department. I'm glad and I appreciate
23 the listing of the demographics of your
24 team and the importance of it. I wanted
25 to ask you, because I asked the Personnel

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 Department, about the creation of a
3 bilingual selective factor list in both
4 the selection of police and in the
5 promotions of the police, and have we
6 moved at agreeing to use those tools
7 which under this Administration we have
8 not used?

9 COMMISSIONER RAMSEY: Let me
10 turn this over to Deputy Gaittens, who
11 oversees personnel and works with the
12 City Department of Personnel on issues
13 related to this.

14 DEPUTY COMMISSIONER GAITTENS:
15 Good morning, Council President.

16 Good morning, Madam
17 Councilwoman.

18 We do not use bilingual for
19 promotions at this point in time. We do
20 use bilingual for certain hiring lists,
21 particularly around Police Communications
22 dispatchers. I believe we are trying to
23 get that passed for the new recruits now.
24 We have, under Commissioner Ramsey, we
25 have changed the requirements for the new

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 recruits. Now they have to be 21 years
3 of age, have a driver's license for at
4 least three years, 60 college credits.
5 We do have waivers for personnel who have
6 actually served in the military, who are
7 currently law enforcement officers or
8 have gone through the Police Explorers
9 program for at least two years and have
10 done community service with us. So we
11 are changing some of our ways of looking
12 at things.

13 COUNCILWOMAN SANCHEZ: So is
14 that a yes or a no that you're going to
15 use it for your new classes? I'm very
16 concerned.

17 As you know, I will always
18 support budget increases as it relates to
19 public safety, but I've not been able to
20 get this Administration to use the
21 bilingual selective factor list. And
22 we've used it in the past going back to
23 Neal and Timoney and other. Are we going
24 to use it?

25 DEPUTY COMMISSIONER GAITTENS:

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 I believe we are. I will verify that
3 with OHR and I will get back to you
4 today.

5 COUNCILWOMAN SANCHEZ: That's
6 real important. I think it's a public
7 safety matter, not only for the community
8 but I think for the police officers in
9 being able to be out in particular
10 neighborhoods where different languages
11 are spoken. And I think as I believe
12 with the Fire Department, first
13 responders, we want to protect people and
14 we also want to protect our first
15 responders. So I think it's an extremely
16 important piece.

17 To follow up on the camera
18 situation, what is the timeline? And
19 then I'm going to ask this, because then
20 they get their time, do we have -- are we
21 creating as part of this piece with IT a
22 platform? I was extremely impressed with
23 SEPTA -- I know Frances Jones is here --
24 and their platform and their ability to
25 plug in all their cameras.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 So are we going to have a
3 platform that allows us to look at
4 SEPTA's cameras, PHA's cameras to be able
5 to plug into all of that as part of kind
6 of our upgrading?

7 DEPUTY COMMISSIONER GAITTENS:

8 Yes, ma'am, that is correct. Currently,
9 we have the availability of looking at
10 all of SEPTA's cameras. We can view over
11 866 cameras right now. We do have a
12 major IT initiative starting out, the
13 Philadelphia Critical Infrastructure
14 Protection Plan. That will enable us to
15 tie in with the federal cameras as well
16 down at the --

17 COUNCILWOMAN SANCHEZ: How
18 about PHA and other folks who are --
19 Temple, University of Penn? Are we going
20 to be able at some point to interface?

21 DEPUTY COMMISSIONER GAITTENS:

22 Back when we first started the camera
23 program years ago when Councilman Clarke
24 introduced the legislation, we had
25 discussions with University of

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 Pennsylvania, Temple and various others.
3 We were informed at that time that the
4 colleges have absolutely no interest at
5 all in us tapping into their camera
6 system.

7 Now, let me clarify that by
8 saying any time we have a crime on any
9 college campus, we get 100 percent
10 cooperation. They will actually search
11 their cameras for us. They will download
12 the DVDs and they give us the evidence
13 that we need. So we have no problem with
14 that. It works for us. So it's just as
15 good as if we had access to the cameras.
16 They do the work for us.

17 COUNCILWOMAN SANCHEZ: How
18 about our quasi governmental agencies,
19 like PHA? I know Majority Leader Jones
20 and others have presented some concerns
21 around PHA's, some of the public safety
22 issues. Are they linked up or is there a
23 plan for them to be?

24 DEPUTY COMMISSIONER GAITTENS:
25 Once we get the PCIP in place, we will

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 have the backhaul that will allow us to
3 tie into more cameras. We do currently
4 tie into PennDOT cameras, some of the
5 other City cameras from Public Property,
6 PCDC cameras. Down at the airport we'll
7 be tying into those as well. So we do
8 plan to expand that much greater.

9 COUNCILWOMAN SANCHEZ: Okay.

10 Thank you. I'll wait for my next round.

11 Thank you, Mr. President.

12 COUNCIL PRESIDENT CLARKE:

13 Thank you, Councilwoman.

14 The Chair recognizes Councilman
15 Greenlee.

16 COUNCILMAN GREENLEE: Thank
17 you, Mr. President.

18 Good morning, everybody.

19 COMMISSIONER RAMSEY: Good
20 morning.

21 COUNCILMAN GREENLEE: First, if
22 I could just add to the issue that
23 Councilman Johnson brought up. Just
24 congratulations to you and Deputy
25 Commissioner Fox for the work you've done

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 on the domestic violence issue. I know
3 that's been a tremendous improvement in
4 the City. Thank you.

5 Just one more thing on the
6 cameras I just thought of. Do you
7 actually have figures of crimes that were
8 solved directly because of cameras?

9 COMMISSIONER RAMSEY: We can
10 get that information to you. One of the
11 things that I think is very important is
12 not so much the realtime solving of
13 crimes, but we've had great success with
14 showing video footage from crimes that
15 have occurred that we have on our
16 website, we have YouTube you utilize,
17 where we've had huge success in putting
18 that information out. You probably see
19 it all the time on the news.

20 COUNCILMAN GREENLEE: Right.

21 COMMISSIONER RAMSEY: Where
22 someone recognizes the individual and we
23 make an arrest.

24 So cameras are not only just
25 realtime; it also allows you to, after

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 the fact, have a record of what took
3 place and assist you in solving crime.

4 Many of those crimes will go unsolved if
5 we did not have access to that footage.

6 So it's not just our cameras; it's being
7 able to get cooperation from the public,
8 businessowners and the like to be able to
9 access footage that is out there whenever

10 a crime is committed. So our SafeCam

11 project, for an example, where we

12 actually actively try to get people with
13 private camera systems to let us know

14 where those cameras are so we can map

15 them so we can have access, should there

16 be a crime take place. The Mayor started
17 an initiative to try to encourage

18 businessowners to put in camera systems

19 and we're having standards developed for

20 what those cameras ought to be capable of

21 doing, and hopefully a lot of people take

22 advantage of that, because, again, we can

23 only put out so many -- we can only

24 afford to put out so many cameras from

25 the City. But there's a network of

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 cameras that are out there now, both
3 privately owned as well as publicly
4 owned, that we need to have the
5 capability of tapping into when we need
6 to.

7 COUNCILMAN GREENLEE: Yeah;
8 work cooperatively.

9 COMMISSIONER RAMSEY: Exactly.
10 Exactly.

11 COUNCILMAN GREENLEE: Just one
12 other thing. As the warm weather months
13 come now, I know there were issues in the
14 past couple summers with young people.
15 Not just in Center City. Center City got
16 most of the publicity, but there were
17 other issues in other places.

18 How would you characterize the
19 efforts you've done so far, and do you
20 have any other plans or any other
21 thoughts about the coming months of what
22 issues might be coming up?

23 COMMISSIONER RAMSEY: Well, you
24 know, the use of social media for
25 inappropriate purposes, let's say, with

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 young people and others to gather quickly
3 and do things that none of us want to see
4 is a problem, not just in Philadelphia,
5 it's been a subject of discussion at our
6 Major City Chiefs Meetings and various
7 other venues that I attend.

8 So we are on top of it. We do
9 have people that monitor these different
10 websites on a regular basis. We have
11 gotten cooperation from both young people
12 and parents whenever something is taking
13 place on occasion. We put additional
14 people in Center City and other areas
15 where these things tend to happen during
16 the times that they tend to happen,
17 school breaks and things of that nature.

18 We're not only concerned about
19 these so-called flash mobs, but also with
20 the reemergence of our Occupy movement
21 here in Philadelphia. I mean, they
22 network and gather in the same way,
23 through social media. So we have to be
24 alert. We have to pay attention, because
25 you have these pop-up demonstrations. We

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 had one last night that took place that
3 we were trying to hurry up and get some
4 people together to deal with down by the
5 federal building. Earlier they had been
6 by City Hall. This is around the Trayvon
7 Martin issue down in Florida.

8 So you get these pop-up
9 demonstrations and events that take
10 place, and I think we just have to be
11 prepared to deal with it. That is the
12 future. It's just the way it is. And we
13 do the best we can to monitor, but I
14 think to be able to mobilize quickly and
15 respond to those scenes and at least
16 monitor to make sure it's not disruptive
17 to traffic flow and things of that nature
18 is really the goal that we have. We have
19 to be able to move very quickly and
20 flexibly when we have these things
21 happen.

22 COUNCILMAN GREENLEE: Okay.
23 Thank you. Thank you very much.

24 Thank you, Mr. President.

25 COUNCIL PRESIDENT CLARKE:

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Thank you, Councilman.

3 One quick followup on the
4 cameras. At one point there was a
5 discussion about having the ability for a
6 police officer in a sector car to view
7 cameras. Are we still entertaining doing
8 that?

9 COMMISSIONER RAMSEY: We are
10 entertaining that. Right now our
11 wireless network won't allow us to do it
12 to the extent that we would like to, but
13 as that gets shored up and money gets
14 invested into the infrastructure, we will
15 be able to do that sort of thing. And
16 that is the future. You want to be able
17 to have as much capability with our
18 mobile data terminals as possible, and
19 being able to see video is part of that.

20 So yes, sir, that is still
21 being entertained, but it's not a reality
22 as of yet.

23 COUNCIL PRESIDENT CLARKE:

24 Great. Thank you.

25 The Chair recognizes Councilman

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Green.

3 COUNCILMAN GREEN: Thank you,

4 Mr. President.

5 Good morning.

6 COMMISSIONER RAMSEY: Good

7 morning.

8 COUNCILMAN GREEN: First, I

9 want to begin by thanking and commending

10 the Police Department for something that

11 we discussed last year, which was to

12 create a way for citizens to send in tips

13 anonymously by text, e-mail or web

14 portal, and I was very pleased to learn

15 that your new mobile website has

16 anonymous tip functionality.

17 COMMISSIONER RAMSEY: Yes, it

18 does.

19 COUNCILMAN GREEN: We mentioned

20 how 41 percent of the City does not have

21 a digital connection and the only ability

22 people have to anonymously tip is through

23 their cell phone. And so I'm just very

24 pleased that that has been done, and I

25 want to thank you for taking that

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 suggestion seriously. I think and hope
3 it will have a real impact.

4 Is there any plan to advertise
5 that through public service announcements
6 or otherwise so that citizens are aware
7 that they can, if they see a suspicious
8 person on their block, anonymously send
9 in a tip to the Realtime Crime Center so
10 that the Police are aware of what's going
11 on?

12 COMMISSIONER RAMSEY: Yes, sir.
13 And to give you a little bit more
14 information, the person who's really been
15 the driving force behind this is Karima
16 Zedan.

17 And, Karima, if you could very
18 quickly just come up and explain what our
19 plans are in terms of getting information
20 out to the public.

21 And, granted, not everyone has
22 access to this, but it is the future and
23 it is another way of being able to reach
24 us. We also have our tip line, 686-8477,
25 that people can use, but we want to take

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 advantage of the technology. So I'll ask
3 Karima to give you more information on
4 what we plan to do to market this.

5 (Witness approached witness
6 table.)

7 MS. ZEDAN: Good morning,
8 Councilman Green, and thank you for your
9 interest and your efforts in supporting
10 us here.

11 This is just the beginning of a
12 larger social media campaign that we
13 have. We just launched our mobile site
14 on Monday, and we are making sweeping
15 changes to our website to allow greater
16 functionality, to allow greater access,
17 and this month we will be doing a major
18 blast, not only using social media, but
19 partnering with our media outlets to do
20 some PSAs, and the Commissioner and the
21 Mayor and Deputy Mayor Gillison are all
22 very supportive of this. And we're going
23 to be making a texted tip functionality
24 available very, very soon. So, yes, it's
25 just the beginning of our efforts.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILMAN GREEN: One of the
3 suggestions I had last year was to allow
4 people to take pictures of license plates
5 or other suspicious things on their block
6 and send those pictures anonymously.
7 Also you can obviously text a picture, et
8 cetera. Is that functionality built into
9 that?

10 MS. ZEDAN: Yes, it will be.
11 Yes. This will all be unfolding in the
12 next two weeks, actually. And currently
13 people can send pictures and videos
14 through e-mail right now and through our
15 website, which is anonymous.

16 COUNCILMAN GREEN: But it's not
17 anonymous.

18 MS. ZEDAN: No, not yet, but it
19 will be very shortly, within the next
20 week.

21 COUNCILMAN GREEN: Awesome.
22 Thank you.

23 MS. ZEDAN: Thank you.

24 COUNCILMAN GREEN: While you're
25 there, I'm sorry, just real quick. I was

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 before a neighborhood group last week,
3 and one of the things I suggested to them
4 was to be vigilant as a community and to
5 use these resources to report things they
6 see that are suspicious, because you
7 never know when that two-week-old
8 information about the white van that's
9 been parked on the corner is going to be
10 relevant later, et cetera. The other
11 thing I suggested was that they look at a
12 camera program in and out of the
13 community, and I mentioned that I thought
14 the Police were going to give the
15 capability to provide a URL so that the
16 Police could then view that. How far
17 away is that?

18 MS. ZEDAN: To view a citizen
19 camera?

20 COUNCILMAN GREEN: To view a
21 citizen or a community camera, a BID
22 camera.

23 MS. ZEDAN: I'd say it's Phase
24 2 of the SafeCam initiative. So SafeCam
25 allows residents to register their

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 personal, their private security cameras
3 online right now with the Police
4 Department. That's
5 safecam.phillypolice.com. And in the
6 registration process, there is a field in
7 which you can add your IP address.

8 So we're building right now the
9 infrastructure to collect the
10 information. The second phase of the
11 program would actually, as long as they
12 can send all the disclaimers they're
13 given, give the Police Department the
14 ability to tap into those cameras. So
15 the infrastructure is slowly being built.

16 COUNCILMAN GREEN: So they can
17 provide the IP address now and it will be
18 a year before we can --

19 MS. ZEDAN: I'd have to defer
20 to Deputy Commissioner Gaittens.

21 COUNCILMAN GREEN: That's fine.
22 You're headed -- great. Thank you very
23 much.

24 MS. ZEDAN: All right. Thank
25 you.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILMAN GREEN: Thank you.

3 I will see if I can come back with some
4 questions. If not, I will submit the
5 rest of my questions in writing and look
6 forward to hearing back from you.

7 Thank you.

8 COMMISSIONER RAMSEY: Thank
9 you, sir. If I can just add one quick
10 thing to -- I know how interested you are
11 in technology, and I just want to -- I
12 haven't even had a chance to mention this
13 to Karima or anyone else yet.

14 Yesterday I attended a press
15 conference in Washington around a
16 different issue, but one of the people
17 that was there is Dave Mitchell, who runs
18 the University of Maryland Security.
19 He's Chief of Police at the University of
20 Maryland. And they've started something
21 new with technology, where with the
22 students they have something they call
23 the Virtual Escort. So you can register
24 your phone or your camera, whatever, but
25 as students are walking late at night or

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 in isolated areas of the campus, they can
3 actually monitor from their command
4 center, and if anything should happen,
5 they can immediately dispatch. And I
6 thought that's a heck of an idea, which
7 I'm going to mention to certainly our
8 colleges and universities, but something
9 like that could even work for Town Watch,
10 it could work for -- there are a lot of
11 different applications where if something
12 should happen.

13 Now, one of the downsides of
14 all this is that realtime monitoring
15 takes a lot of people, which you don't
16 really have. So you've got to really
17 take that in consideration. In other
18 words, you can't watch a thousand things
19 at one time. But those are the kinds of
20 ways where we can start to leverage
21 technology to be a force multiplier to
22 help us, and that's very important. So
23 concepts like that are very important.
24 We aren't quite there yet, but we're
25 pushing in the direction that we need to

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 push in in order to have capabilities
3 like those that you describe that will
4 really, really help us in the future and
5 help make our city a lot safer.

6 COUNCIL PRESIDENT CLARKE:

7 Thank you, Commissioner.

8 Thank you, Councilman.

9 Councilman Oh, you had stepped
10 out when I called you earlier. Let me
11 get you now.

12 COUNCILMAN OH: Thank you very
13 much, Council President.

14 I have a question just around
15 the issues of morale and effectiveness.
16 Could you tell us on a comparative basis,
17 Philadelphia to surrounding counties, how
18 do we compare in terms of pay and
19 benefits, starting and then once you get
20 into maybe about three or four years.

21 DEPUTY COMMISSIONER GAITTENS:

22 Good morning, Councilman.

23 I do not have exact figures. I
24 can tell you anecdotally that for the
25 most part, our starting salary is

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 slightly lower than the surrounding
3 counties. However, I think we offset
4 that greatly by our chance for
5 advancement and career diversity
6 throughout the Police Department.
7 Nothing against the smaller townships,
8 but you go out there, you start as a
9 patrolman, the opportunity for
10 advancement is very limited, particularly
11 with the departments that are less than
12 50 people, where in ours there are many
13 different career paths you can take, the
14 investigative units, special units, Bomb
15 Squad, Aviation. We have so many more
16 opportunities. And as you go up the pay
17 scale, as people get seniority and get
18 promoted, it starts to level out a little
19 bit better. But the initial starting
20 salary in Philadelphia is slightly slower
21 than the surrounding areas.

22 COMMISSIONER RAMSEY: And let
23 me just say, that's not unique to
24 Philadelphia. Your major cities are
25 going to tend to be a little lower than

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 the surrounding suburbs just because of
3 the numbers. The City can only afford so
4 much in terms of salary, benefits and
5 uniforms, equipment and all that sort of
6 thing. But the experience you gain from
7 going to a major city is really what
8 attracts police officers to that city as
9 opposed to a suburb. You learn more
10 working in the 22nd District in two weeks
11 than you could learn in some of these
12 suburbs in two years, quite frankly. And
13 a lot of people are just attracted by the
14 mere fact that not only mobility but the
15 fact to really learn police officer work
16 and to make a difference in communities
17 that are really struggling that need
18 protection. And that's the commitment
19 that people have when they come to cities
20 like Philadelphia, Chicago, New York and
21 so forth. It's not just about money;
22 it's also about making a difference, and
23 that you can do right here.

24 COUNCILMAN OH: In terms of
25 just the net numbers, do you feel that we

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 have enough police personnel?

3 COMMISSIONER RAMSEY: Well, I
4 mean, I could ask for 10,000, but what's
5 practical is really the issue. It's how
6 we use the personnel we have, is really
7 the key and it's important. And we're
8 always evaluating and making sure that
9 we're getting the most out of the
10 resources that we have available to us,
11 what other tools that we have, like
12 Councilman Green just mentioned about
13 leveraging technology as a force
14 multiplier to help us in that area.

15 I mean, we have to face the
16 reality that I think the City once had
17 8,100, 8,200 police officers. That will
18 never happen again, but we also at that
19 time didn't have the kind of technology
20 and other things we could leverage to
21 help us fight crime. So we've got to use
22 everything available to us.

23 I'm comfortable with what we
24 have. That may mean that we have to do
25 some reorganization. In fact, we're

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 meeting now and discussing ways in which
3 we can -- whether or not our allocation
4 of resources is the way it ought to be,
5 has that shifted at all, should we make
6 some adjustments, and we're going to
7 continue to do that.

8 I'm a big believer in uniform
9 patrol, and number one priority is making
10 sure we have sufficient people in uniform
11 patrol. Everything else is secondary to
12 that. The next would be detectives in
13 the divisions and in a unit like Homicide
14 and so forth.

15 So we have to take a look at
16 all these things to make sure that we're
17 using all the resources we have. Our
18 biggest challenge are the number of
19 people we have unavailable for duty for a
20 variety of reasons, and a lot of that has
21 to do with the heart and lung issue.
22 More than 200 police officers, no duty
23 because of that, restricted duty, limited
24 duty, officers facing discipline and so
25 forth. That is our biggest challenge,

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2 and that's about 600 a day on average
3 that we have unavailable for duty.

4 Now, it makes it very difficult
5 to run an operation when you've got that
6 many people unavailable for duty, and
7 that's something we've got to work very
8 aggressively to get those numbers down.
9 We've been working with the union. We
10 have made some progress, but that is
11 unacceptable.

12 Policemen get hurt. Policemen
13 get injured. I'm not talking about that.
14 But we've got to make sure we don't have
15 people spending more time in a non-duty
16 status than is absolutely necessary, and
17 that's what we've been very aggressively
18 working on, and we've had some assistance
19 from Risk Management in terms of actually
20 paying attention and watching individuals
21 that are out through various injuries and
22 so forth.

23 So it's not just the overall
24 numbers. It's just how personnel are
25 deployed and how they're being utilized

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 and how many are available for an
3 assignment that is part of the picture we
4 have to look at.

5 COUNCILMAN OH: Okay. I'll
6 have to come back for the rest of my
7 questions. Thank you.

8 COUNCIL PRESIDENT CLARKE:
9 Thank you, Councilman.
10 The Chair recognizes Councilman
11 Henon.

12 COUNCILMAN HENON: Thank you,
13 Council President.

14 Good morning, Commissioner.

15 COMMISSIONER RAMSEY: Good
16 morning, sir.

17 COUNCILMAN HENON:
18 Commissioners, how are you?

19 First, I too want to echo what
20 some of my colleagues had mentioned about
21 the cooperation with your department and
22 the Captains and the ranking officers
23 down to the rank and file as far as
24 responses and getting out to the
25 community and communicating and being

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 quick to understand the positions and the
3 needs of not only just the community but
4 the information that we request. So it's
5 a credit to your organization, the
6 leadership, especially in the times that
7 we are in right now with the crime as it
8 is.

9 To give you an example, I was
10 with Deputy Commissioner Ross yesterday
11 and another manager, and we have --
12 there's some issues. I represent the
13 15th Police District, very, very busy
14 district, and I think we had great
15 dialogue on the conditions of the 15th
16 and just how the operation works and
17 strategy, PSAs, which I'll get into on my
18 second round, because I want to ask you a
19 few questions about that and look forward
20 to continuing to work with you in those
21 regards.

22 I'm going to start off -- I'm
23 going to rearrange my questioning because
24 of the subject of IT came up, and I'm
25 very intrigued with that. My colleague,

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2 Councilman Green, has been in the
3 forefront of technology for many years
4 now. So I commend him for bringing that
5 to the forefront of not just the Police
6 Department but all City agencies to try
7 to cut down on the quickness of efficient
8 responses and services to the City. So
9 that's a credit.

10 So a couple things real quick.
11 And I personally had heard -- I don't
12 know why I was listening in at PR, but I
13 was listening in at PR, and they had
14 mentioned and one of your staffers had
15 mentioned that you're starting a Twitter
16 program.

17 COMMISSIONER RAMSEY: Yes.

18 COUNCILMAN HENON: Is that
19 correct?

20 COMMISSIONER RAMSEY: Yes.

21 COUNCILMAN HENON: What are
22 the -- first of all, I think it's a
23 wonderful idea. I engage in that now and
24 many other people do.

25 Can you talk a little more

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 about that? I'm really intrigued that if
3 the officers are going to do it -- I
4 don't know if they are or they're not
5 going to do it -- I'd like to follow
6 them. This way we can get a little
7 realtime on what's happening out on the
8 street, and just to give us a better
9 understanding on the direction that
10 you're heading in technology. My other
11 question will be on the website after
12 this.

13 COMMISSIONER RAMSEY: Okay.
14 Let me turn it over to Karima Zedan, who
15 is our expert in Tweeting.

16 MS. ZEDAN: Good morning,
17 Councilman. Thank you.

18 We are starting an initiative
19 to get our own personnel from the rank of
20 officer through the ranks to Detective,
21 through Captain, Inspector to get them
22 online and get them Tweeting. This
23 started really -- it's part of our larger
24 efforts, but we have a very enthusiastic
25 detective in the Southwest who was on

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Twitter for quite a while. He gained
3 really an amazing following, and right
4 now he's got over a thousand people
5 following him and it's really -- all of
6 those contacts, they're positive. It's
7 like a thousand positive community
8 contacts every time he gives out
9 information, updates people. The
10 University City communities are really
11 engaged in following him, and he is going
12 to provide a great example for our other
13 group of people. And we're going to
14 start off small and try to be reasonable
15 about it with -- make sure they stay
16 within our social media policies, train
17 them on the language of Twitter, give
18 them some guidelines, and then hopefully
19 have them become known to the community
20 using social media. And that's our
21 intent, to make positive community
22 contact, to get them connected.

23 A lot of people are using
24 Twitter. They get information
25 instantaneously, and that's what we want.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 We want this small group of people to
3 really pave the way. No other police
4 department in the country thus far, to my
5 knowledge, is doing this. A couple are
6 in Canada, and they're showing us the
7 advantage of how we can use social media
8 creatively and with a sense of humor and
9 to engage the community, and that is our
10 intent over the next month.

11 COUNCILMAN HENON: I think it's
12 a great idea, and I think with -- you
13 have the data that shows the age of
14 people who are participating in any sorts
15 of various crimes. It's a younger age.
16 So social media, interactive websites,
17 Facebook and giving the opportunity for
18 people to participate that may not want
19 to talk to somebody directly I think is
20 extremely, extremely important.

21 And my last question -- and
22 I'll wait for the next round -- more on
23 the IT is, can you explain a little more
24 on your website to support a lot of what
25 Councilman Green has been speaking about

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 last year and this year? Because I'm
3 encouraged by it. I just want to know if
4 there's any other plans to expand it, or
5 where are you headed with that? What is
6 your strategic social media plan to try
7 to engage some of the younger folks
8 like -- and I'll give you an example.

9 I have very, very active Town
10 Watches in my district, and I could tell
11 you, they Facebook me all the time. If I
12 don't get seven invites every day from a
13 particular group, then I don't receive
14 any at all.

15 So I think that even your
16 partners on the street and the Town
17 Watches are very active in social media
18 and participating. So I think we're
19 headed in the right direction.

20 MS. ZEDAN: Thank you, sir.
21 I'll answer the next round.

22 COMMISSIONER RAMSEY: Thank
23 you. I would like the Philadelphia
24 Police Department to be the leader in the
25 nation when it comes to leveraging social

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 media. There's no question about that,
3 and we will be. So we're moving in the
4 right direction and we have the right
5 person at the helm getting us there, and
6 that's Karima.

7 COUNCIL PRESIDENT CLARKE:

8 Thank you, Commissioner.

9 Thank you, Councilman.

10 The Chair recognizes Councilman
11 Johnson.

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

14 I just wanted to go back to a
15 couple quick questions.

16 One, in regards to the GunStat
17 initiative, is that separate from the Gun
18 Task Force that the District Attorney's
19 Office already had prior to the Mayor
20 unveiling his initiative?

21 DEPUTY COMMISSIONER ROSS: It
22 is separate, but I guess I would qualify
23 that remark by saying that they are
24 involved in that as well. I mean, the
25 Gun Task Force does attend the meetings

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2 like the other host of folks that the
3 Commissioner mentioned. But in large
4 part, that Gun Task Force, through the
5 Attorney General's Office that you're
6 probably referring to, they were a lot of
7 the straw purchasing and issues like
8 that, and they've had a lot of success
9 with that over the years. But because
10 GunStat is so comprehensive, I mean, it's
11 just a way for everybody to get involved.
12 They aren't mutually exclusive, but they
13 didn't start as one and the same.

14 COUNCILMAN JOHNSON: So I would
15 think there would be, as we move forward,
16 a sharing of information as it relates to
17 the following up of tracing actually
18 where the actual guns come from. Let's
19 say a person drops a gun -- or not drops
20 a gun. When they arrest a person, you
21 bring the gun in, you do --

22 DEPUTY COMMISSIONER ROSS:
23 Absolutely. And, Councilman, they
24 look -- obviously we have all our weapons
25 traced through the ATF, but ultimately

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2 that Attorney General's task force takes
3 a look at all those weapons as well. And
4 they've had a lot of success over the
5 years since the start of that program in
6 arresting people pretty much behind the
7 scenes that wouldn't otherwise be
8 arrested for putting more guns on our
9 streets.

10 COUNCILMAN JOHNSON: So when
11 the actual person -- so when you trace
12 the gun, right, and then what happens
13 once you find out -- I mean, what happens
14 once you get to the end of tracing the
15 gun?

16 DEPUTY COMMISSIONER ROSS:
17 Well, it depends on what the
18 investigation yields. I mean,
19 sometimes -- well, a lot of times the gun
20 comes up stolen obviously, but if you are
21 able to in instances prove that someone
22 actually bought that gun illegally and
23 that investigation, particularly through
24 the Attorney General's Office, is able to
25 yield through -- they actually work very

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2 well with some of the gun shops. I mean,
3 and a lot of these gun shops actually
4 have come on board. They recognize
5 suspicious behavior. They'll give them a
6 tip right away, and they'll follow up
7 actually and go -- because a lot of these
8 folks are ex-homicide detectives, so
9 they're very, very veteran investigators.

10 It really depends on the nature
11 and the scope of the investigation.
12 There's no real absolute answer, but, I
13 mean, there's some tremendous followup
14 that goes into a lot of it.

15 COUNCILMAN JOHNSON: Okay. And
16 just the last part of this one question.
17 Once it's found out -- and you mention
18 that a lot of them may come up actually
19 stolen, and I know we passed a bill --
20 well, Council President Clarke passed a
21 bill out of Council some time ago to
22 actually preempt -- we tried to preempt
23 the state law and actually go after those
24 who actually -- it's basically going
25 after lost and stolen guns.

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2 Is there anything that has
3 prevented us from actually aggressively,
4 when we find out that guns have come from
5 a regular owner or the owner claimed that
6 the gun was stolen, has the law stopped
7 us from actually aggressively going after
8 those individuals?

9 DEPUTY COMMISSIONER ROSS:

10 Well, I mean, needless to say, because
11 you were on the forefront of that, you
12 know the challenges inherent in dealing
13 with that, particularly with the state.
14 And, I mean, it's obviously very
15 frustrating to us to have somebody not
16 have to report that gun like that.

17 But it's -- I don't think we
18 have enough information on that relative
19 to this issue. It's going to be an
20 uphill battle for the City, and you know
21 that better than I do.

22 COUNCILMAN JOHNSON: Okay. I
23 was just trying to get some clarity
24 around it, because we're trying to push
25 back House Bill 1523. So I'm just trying

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2 to put all the pieces together.

3 So I'm glad you said the Gun
4 Task Force and the GunStat initiative are
5 two totally different initiatives, but I
6 would like to think that as we go
7 forward, it will probably be what you
8 mentioned, there will be some
9 collaboration between them.

10 DEPUTY COMMISSIONER ROSS:

11 Yeah. There's collaboration. They were
12 at the last two meetings, and obviously
13 they're just getting started with respect
14 to their involvement in GunStat, but I
15 think they're excited about it, just as
16 we are.

17 The whole gun issue in this
18 city is a daunting one, is one that --
19 and we appreciate everybody's efforts to
20 try to change those laws, but something
21 has got to be done, and we all know that.

22 COUNCILMAN JOHNSON: Thank you
23 for your work. And one last part of this
24 question is, what's the juvenile violence
25 plan as it relates to the Philadelphia

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2 Police Department? I know when I was a
3 community organizer, and not to put him
4 out on the forefront again, but Deputy
5 Commissioner Bethel worked with Family
6 Court with the JET program, which is
7 Juvenile Enforcement Team.

8 DEPUTY COMMISSIONER ROSS:
9 Correct.

10 COUNCILMAN JOHNSON: Can you
11 kind of elaborate on that initiative from
12 a juvenile standpoint and any other
13 initiative that you have that strictly
14 focuses on preventing juvenile violence.

15 DEPUTY COMMISSIONER ROSS: We
16 actually have a few, and I'll ask Deputy
17 Bethel to step up to elaborate on JETs,
18 Juvenile Enforcement Teams. But it did
19 start in the 17th District because of the
20 pervasive gun violence that we had there
21 some number of years ago, and we have
22 since taken that citywide. And it's a
23 little program that's got some teeth to
24 it, because it enables us to actually get
25 down with some of the kids who are really

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2 violent and really get into those homes
3 in ways that we couldn't otherwise with
4 Juvenile Probation.

5 I'll let him elaborate on it,
6 but Deputy Council also has a CHEERS
7 program that actually works proactively
8 as well, so she may want to talk about
9 that in a moment.

10 (Witness approached witness
11 table.)

12 DEPUTY COMMISSIONER BETHEL:
13 Thank you, Council President and
14 Councilman Johnson.

15 As part of the JET program, as
16 you know, we started that program in the
17 17th because of the high level of
18 juvenile violence that we have. Just
19 recently, last year, under the direction
20 of Commissioner Ross and Commissioner
21 Ramsey and working with Judge Dougherty,
22 we were asked to expand that. As a
23 result of that and working with my
24 partner, Commissioner Wright, who has ROC
25 North, we added an additional six

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2 officers and a supervisor, and as it
3 stands now, we're working with Juvenile
4 Probation collectively as a group. And
5 what we have done is identify some of our
6 high-risk juvenile offenders, some of our
7 high-risk warrants, and on a daily basis
8 they go out and serve those warrants, but
9 they also hold those kids accountable.
10 Most of them have intensive supervision.
11 They're getting checked eight times a
12 month. In many cases they're getting
13 urinalysis exams, checking at their
14 schools, checking at their residence and
15 providing other services to them, with
16 the hope that we get that behavior and
17 recidivism to reduce.

18 We think it's an effective
19 program. We have been talking about
20 expanding, but obviously we have some of
21 our issues as far as staffing to expand
22 that program. But we think it's been
23 highly effective in working in particular
24 some of the areas, as you know, in South
25 Philly around that 5th Street, and South

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2 Philly seems to have a higher
3 concentration of juvenile violence. We
4 have areas up in the 39th and the 22nd
5 where we're dealing with some of the
6 youth gangs. So they're really focusing
7 into those pockets, a lot of core
8 intelligence as to what's going in there,
9 and then having the resources and in
10 support of the 1801 in the juvenile court
11 to address those issues.

12 COUNCILMAN JOHNSON: Before you
13 speak, Commissioner Council, I just want
14 to acknowledge you also for your work on
15 the proactive side being out in the
16 community, working with our young ladies,
17 as well as our young men, but I also put
18 the emphasis on the young ladies because
19 of the work you have done through the
20 CHEERS program. But can you elaborate on
21 it just as well.

22 DEPUTY COMMISSIONER COUNCIL:
23 It's two basic programs.

24 Good morning, Council
25 President.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCIL PRESIDENT CLARKE: Good
3 morning.

4 DEPUTY COMMISSIONER COUNCIL:
5 Councilmembers.

6 There are two big programs that
7 we're working on. One of them is the
8 CHEERS program, which stands for the
9 Community Health Enrichment Empowerment
10 Resource Services program. We started it
11 back in 2008. We do it anywhere from one
12 to two times a year. It's now an
13 eight-week program on Saturdays from 9:00
14 a.m. to 1:00 p.m., and we have one site
15 in each division strategically placed,
16 and we gear it to youth. Originally it
17 was for at-risk youth, but now we opened
18 it up to all youth, because we think all
19 youth can benefit from our workshops that
20 we deal with, making good choices and
21 even dealing with some educational
22 programs and having speakers come in. We
23 actually have the community working with
24 us, which is good. So we have partnered
25 with the community to do workshops with

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2 our young people to show them or provide
3 them information that will make them
4 productive citizens.

5 We actually service over 200
6 kids. Actually, the program is going on
7 right now, and as a matter of fact,
8 Saturday we're having a town hall
9 meeting, which some of our Councilpeople
10 will be there, and other various agencies
11 from the DA's Office, et cetera, are
12 participating and actually giving our
13 young people a chance to ask questions
14 about the judicial system, about law
15 enforcement, et cetera, and how they can
16 be productive citizens in our
17 communities.

18 So it's a really worthwhile
19 program. We actually gear our program to
20 youth between the ages 8 and 17. So
21 we're very happy with their program.
22 It's very successful. Matter of fact,
23 we're being requested in other areas, and
24 if we can get the funding, we will do so.

25 COUNCILMAN JOHNSON: Okay.

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2 DEPUTY COMMISSIONER COUNCIL:

3 Another one of our programs, if you want
4 me to elaborate also, is our PAL program.
5 Of course everybody is quite aware of
6 that. Proactively we service almost
7 25,000 young people in 26 sites, and
8 their ages are from 6 to 18. And we too
9 are strategically placed throughout our
10 so-called high-crime areas to service the
11 youth there. So we've been very
12 successful with that program
13 educationally and also as far as
14 athletics and actually boys and mens
15 programs and our young ladies programs
16 also.

17 COUNCILMAN JOHNSON: Thank you
18 very much.

19 Thank you, Council President.

20 COUNCIL PRESIDENT CLARKE:

21 Thank you, Councilman.

22 The Chair recognizes Councilman
23 Squilla.

24 COUNCILMAN SQUILLA: Thank you,
25 Mr. President.

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2 And thank you, Commissioners,
3 for being here.

4 Again, I'd like to reiterate
5 what my colleagues have also said about
6 your cooperation and willingness to work
7 with us to get things done, and very much
8 so on a proactive way. So it's great to
9 see that and it's a pleasure to work with
10 you guys.

11 I have a couple questions.
12 Basically, again, just seeing the
13 reaction from the Police Department
14 coming to Old City, they were able to
15 actually come up with a couple other foot
16 patrol officers. And knowing now I guess
17 there's a bunch of officers retiring, I
18 guess, and now there's new classes and I
19 think the Administration said they're
20 going to hire up to 400 new police
21 officers.

22 COMMISSIONER RAMSEY: Right.

23 COUNCILMAN SQUILLA: What is
24 your, I guess, process for, I guess,
25 deploying them and how would we know, I

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 guess, as a Council district or figure
3 out how it will affect the people in our
4 districts?

5 COMMISSIONER RAMSEY: Good
6 question, sir. Yes. It's going to be
7 quite a challenge over the next few years
8 to keep pace with attrition. Our numbers
9 we've projected out 2014 and 2015 will be
10 very heavy years in terms of attrition.
11 So we certainly appreciate the additional
12 money that we got to be able to at least
13 keep pace and maintain the 6,500.

14 We are constantly evaluating
15 our crime in this city, and our Research
16 and Planning Division is the primary unit
17 for doing that, calls for service,
18 density of population, all those kinds of
19 things. And we take that and we use it
20 to take a look at the number of personnel
21 that we currently have assigned to a
22 given police district and we make
23 adjustments. So as recruits come out, we
24 have to shore up certain units as a
25 result of that or districts primarily,

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2 because they all go to districts.

3 Now, we have a lot of
4 attrition, but attrition is uneven. One
5 district could be impacted greater than
6 another district in a greater year. So
7 you got to make up a bigger gap in one
8 place versus another.

9 So we take a lot of things into
10 consideration, but it's a dynamic
11 process, because things don't remain the
12 same. So we have to continue to
13 evaluate, but I believe very strongly
14 that we put our people where we need them
15 the most. Every recruit, since I've been
16 here, we start off on foot patrol. So we
17 put them right out in high-crime areas,
18 learn that community. And one lesson
19 that they learn is there's more decent,
20 law-abiding citizens living in that area,
21 irrespective of the calls for service and
22 the crime stats, than there are
23 criminals. And this is a way of getting
24 to know who they are, because driving in
25 a Crown Vic at 40 miles an hour down the

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2 street is not how you do it. Being on
3 foot patrol is the way to start. So they
4 all start off that way, and we deploy
5 them in those areas.

6 Once they finish that foot
7 patrol, then some stay in the district
8 that they were originally assigned to.
9 Some get redeployed to another area where
10 we need additional support and resources.
11 So where they go right out of the Academy
12 is not necessarily an indication of where
13 they'll ultimately wind up. But we do
14 the best we can to try to have our people
15 in the places we need them the most.

16 Rich, you want to add anything
17 to that?

18 DEPUTY COMMISSIONER ROSS: No.
19 No, sir.

20 COUNCILMAN SQUILLA: Thank you
21 very much. That's a good answer.

22 And the other question is, now
23 that the City has become more bike
24 friendly, we've been having bike lanes
25 and other issues of the pedestrians

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 having problems, bikes on pavements. Do
3 we have a plan of how we're going to
4 monitor this? There's a lot of people
5 who we want to bike to work and get
6 around the City, and we just want people
7 to make sure that they're following the
8 right laws.

9 Is there any plan to attack, I
10 guess, the -- I want to put it correctly,
11 but the people who do not follow the
12 proper bike laws in the City of
13 Philadelphia?

14 COMMISSIONER RAMSEY: Well,
15 they need to get citations. They need to
16 get tickets. I mean, everybody here
17 drives the streets, and, I mean, there
18 are some people who stay in the bike
19 lanes, who wait for red lights, who do
20 everything that they should be doing, and
21 then you've got others that just think
22 they own the roadway and they will cut in
23 and out of traffic. They're in the
24 middle of the street. They don't wait
25 for pedestrians. They don't do any of

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 that. And to make our officers more
3 aware of the fact that they are to follow
4 the rules of the road, if you will, and
5 be respectful of others and, if
6 necessary, take the appropriate
7 enforcement action. You hate to do that,
8 but I think this is another opportunity
9 for us to better educate the public.
10 Perhaps through social media is one way
11 of being able to do it to reach that
12 population that does bike. We want to
13 encourage people to use bicycles as
14 opposed to vehicles, but we also want
15 them to understand what those rules are
16 and to abide by them so that everybody
17 can move about the City in a very
18 comfortable way.

19 So we'll step up our PSAs or
20 whatever to make sure that people are
21 aware, but it's going to boil down in
22 some cases to some enforcement action.

23 COUNCILMAN SQUILLA: All right.
24 I agree, because even the Bike Coalition
25 and the people who are advocates for

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 bikers really believe that the bad bikers
3 give them a bad name. So that works both
4 ways, and I appreciate your answer.

5 Thank you.

6 COUNCIL PRESIDENT CLARKE:

7 Thank you, Councilman.

8 The Chair recognizes
9 Councilwoman Tasco.

10 COUNCILWOMAN TASCO: Good
11 morning.

12 COMMISSIONER RAMSEY: Good
13 morning.

14 COUNCILWOMAN TASCO: I got 15
15 minutes.

16 First, I want to say thank you,
17 Commissioner, for your leadership and
18 your support, and I do appreciate you
19 responding to my e-mails. It's better
20 than calling, and we get action. So when
21 I get an issue, I just shoot it to you,
22 and you have somebody respond to me,
23 which I appreciate. I want to thank my
24 Deputy Commissioner Ross, who is very,
25 very accessible and very helpful to my

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 district and certainly to all of the City
3 of Philadelphia. And I want to give a
4 shout-out to all the Captains and staff
5 in the 9th Councilmanic District, who are
6 doing a great job. I mean, it's tough,
7 but we see them at the community
8 meetings, and particularly the Captains,
9 Captain McCloskey, Captain Dales. And so
10 we have a good working relationship with
11 them, and I think our citizens appreciate
12 them, because not only do they attend the
13 meetings I attend, they attend the
14 meetings I don't, and there are many of
15 those, as you know, in the community.

16 I just have a couple of
17 questions that came to me from
18 constituents, because I don't -- some of
19 the issues that have been raised by other
20 Councilmembers are issues that I was
21 concerned too. And I think this has been
22 given. And I'm going to give you this.

23 This is about a house and just
24 constantly problems at that property. So
25 I'll give this to you and let you deal

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 with it.

3 COMMISSIONER RAMSEY: Thank
4 you.

5 COUNCILWOMAN TASC0: The other
6 thing is, though, that one constituent
7 gave some information to a detective, and
8 then the detective shared that
9 information with a stalker, and he didn't
10 know it was the stalker. You know, I
11 don't have a name on that, and I'll give
12 you that too.

13 But the other question raised
14 to me about from the Captains in the 35th
15 particularly, and I think I talked to you
16 about this before, the need for more
17 police automobiles. Certainly we do like
18 the street patrol, but some of the
19 Captains would like to see more cars. Do
20 you have a response?

21 COMMISSIONER RAMSEY: Well, I
22 would like to see more cars too, but I'd
23 also like to see them stop tearing up the
24 cars they have. Accidents are a big
25 problem, and that's the reality. A lot

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 of our cars are down because of
3 accidents, and those are the districts
4 that tend to have the highest rate of
5 accidents, and some of these officers
6 need to be out on foot if they can't
7 drive a car. God gave you two good feet.
8 So sometimes you can't drive everywhere.

9 So we try to keep as many cars
10 up and available as humanly possible, but
11 our accident rate -- although it's
12 dropped this year. I think we're down
13 like 17 percent in terms of auto
14 accidents so far this year. That's still
15 a tremendous expense to the City. It
16 also risks injury, and even worse than
17 injury, death. In '08, we lost two
18 officers as a result of auto crashes. So
19 that's one of the biggest problems we
20 have.

21 Now, our force is smaller, so
22 the number of vehicles has been reduced.
23 But our biggest problem is not the number
24 of cars, in my opinion, as much as it is
25 the accident rate.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 I'm going to let Deputy
3 Gaittens give you a little more
4 information around the vehicle situation.

5 COUNCILWOMAN TASC0: Thank you.

6 DEPUTY COMMISSIONER GAITTENS:

7 Good morning, Madam.

8 COUNCILWOMAN TASC0: Good
9 morning. How you doing?

10 DEPUTY COMMISSIONER GAITTENS:

11 I'm doing very well.

12 COUNCILWOMAN TASC0: Worked
13 with him in the 35th.

14 DEPUTY COMMISSIONER GAITTENS:

15 Yes, ma'am. Captain in the 35th and
16 Inspector in Northwest. We had a great
17 relationship, very good.

18 COUNCILWOMAN TASC0: Yes.

19 DEPUTY COMMISSIONER GAITTENS:

20 Our fleet is actually 1,575 vehicles. We
21 work very closely with Fleet Management
22 to try and keep those vehicles running as
23 much as possible. We experience about a
24 10 percent down rate during the course of
25 the year on average. We have bought --

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 we got 50 new vehicles in '12. We're
3 hoping to get at least 50 new in '13. As
4 the Commissioner said, some of our
5 vehicles get torn up, and what we do is,
6 as vehicles get repaired, the districts
7 that have the most auto accidents, they
8 get the vehicles that are recycled,
9 repaired.

10 Commissioner said we have made
11 some significant progress in decreasing
12 the number of automobile accidents. In
13 2007, we had over 700 accidents. For
14 last year, we were down to 531. So we've
15 decreased significantly, but that number
16 is still way too large.

17 COUNCILWOMAN TASC0: Too large.
18 Well, thank you very much.

19 COMMISSIONER RAMSEY: And a lot
20 of those vehicles, I mean, some is minor
21 damage, but some of them are actually out
22 of service. Some are totaled. And some
23 are out of service for a long period of
24 time. And then -- I mean, it is an
25 issue. I take it very, very seriously,

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 but at the same time, I expect Captains
3 to really work with their personnel, and
4 those people that are responsible for
5 these non-preventable accidents -- I mean
6 preventable accidents, some are
7 non-preventable, but some are
8 preventable, that they've got to take
9 some action as it relates to those
10 officers, because we just don't have an
11 endless stream of money to buy cars. As
12 fast we get them, you can get 50 new
13 cars, I guarantee you, by the end of the
14 year, some of those cars will be in the
15 shop, and that's a shame. We get a brand
16 new car that winds up in an accident if
17 it's avoidable and winds up in the shop,
18 and that's the car that's out of service,
19 and that's a big part of our problem. I
20 mean, 500 accidents is a lot of
21 accidents.

22 COUNCILWOMAN TASC0: I have one
23 more question and I'll be done.

24 I think last year we talked
25 about these messengers who drive through

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 the City on bikes having photo ID. Is
3 that a requirement?

4 DEPUTY COMMISSIONER ROSS: I
5 honestly don't know, Councilwoman. I
6 don't know if anybody else here does, but
7 I'm not sure.

8 COUNCILWOMAN TASC0: Oh, okay.

9 The other thing was -- I had
10 another question. I lost my train of
11 thought.

12 I'll come back. I had another
13 question.

14 COUNCIL PRESIDENT CLARKE:
15 Okay.

16 COUNCILMAN GREENLEE: Point of
17 information.

18 COUNCIL PRESIDENT CLARKE:
19 Councilman Greenlee.

20 COUNCILMAN GREENLEE:
21 Unfortunately, my understanding is they
22 do not need ID, and that's something I've
23 been looking at, because I think it's
24 important. But, no, they do not need ID,
25 from my understanding, Councilwoman.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILWOMAN TASC0: Oh, I
3 know. Truck parking. We went over this
4 before. We're going to look at sort of
5 strengthening that legislation I sent
6 you, because if trucks over certain
7 tonnage park in a residential
8 neighborhood, we have to put the truck
9 signs up, no truck sign parking -- no
10 truck parking signs in order for your
11 officers to give them a ticket. So that
12 costs the City money.

13 DEPUTY COMMISSIONER ROSS:
14 Sure.

15 COUNCILWOMAN TASC0: So if we
16 can look at a piece of legislation, which
17 we're looking at, to say that they can't
18 park in residential areas and then we
19 give it to you, maybe we could get the
20 police officers to give the tickets or
21 engage the Parking Authority to give the
22 tickets, because they won't give a ticket
23 either unless there's a sign up. I spoke
24 with them.

25 DEPUTY COMMISSIONER ROSS:

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Right. Well, as a result of our
3 conversation we had, I did speak to Fran
4 Healy, Captain Healy, our Commissioner's
5 legal advisor, and he actually did pull
6 up the legislation that's already -- or
7 the ordinance, and we did put it out in
8 the teletype reminding the officers that
9 there's not always a no truck parking
10 sign posted in order for you to issue a
11 violation. So we did put that out last
12 week, but I agree, it would help
13 immensely if there was more signage
14 around.

15 COUNCILWOMAN TASC0: If it was
16 what?

17 DEPUTY COMMISSIONER ROSS: It
18 would help if we had more signage around.
19 Because at the end of the day, you know,
20 every officer -- I mean, they run around
21 these districts. They do a lot of work,
22 a myriad of assignments, and sometimes
23 they can miss it. But we did put it out
24 reminding them that it is an ordinance
25 that there's not always a sign posted,

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 but you can issue a ticket if it's in a
3 residential area. So we put that out
4 last week.

5 COUNCILWOMAN TASC0: Okay.

6 Thank you very much.

7 Thank you, Mr. President.

8 COUNCIL PRESIDENT CLARKE:

9 Thank you, Councilwoman.

10 The Chair recognizes
11 Councilwoman Bass.

12 COUNCILWOMAN BASS: Thank you,
13 Mr. President.

14 How are you?

15 COMMISSIONER RAMSEY: Good.

16 COUNCILWOMAN BASS: I just had
17 a couple of really brief questions. The
18 first is on Page 2, next-to-the-last
19 paragraph. You mention that the policing
20 strategy is designed to respond to
21 short-term demands while
22 institutionalizing long-term strategies
23 that promote sustainability around public
24 safety.

25 Can you just give an example of

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 that? I just wasn't sure what you meant
3 by that or what that meant.

4 COMMISSIONER RAMSEY: Well,
5 I'll start it off and let the Deputy
6 Commissioner deal with that as well.

7 One of the things that we have
8 to be very aware of, there are a lot of
9 policing strategies that put a lot of
10 resources at something for a very brief
11 period of time and then it goes away. We
12 have to come up with sustainable
13 strategies so that you can provide some
14 long-term relief to a given situation.
15 It's great to be able to say, Okay, we
16 put 200 extra cops in a given area and we
17 suppressed the drug trafficking, but what
18 happens when you take those 200 away,
19 which eventually you will? It just comes
20 right back.

21 So what we look for are working
22 with the community through our PSA
23 lieutenants and so forth, develop
24 strategies that can have long-term
25 sustainability. So it may not have the

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 immediate dramatic impact on day one, but
3 there's slow, steady progress, and
4 everybody gets the message that we're
5 going to keep doing it. We're not going
6 to stop until it goes away, period. This
7 isn't a short-term quick fix for a given
8 problem. And there's just so much of
9 that that happens in policing, and that's
10 why even with our Smart Policing
11 initiative, more evidence-based, what
12 really works, why put 100 people at a
13 problem when ten could do the same thing
14 or five could do the same thing if you
15 take the right approach, the right
16 strategy.

17 So that's what we're trying to
18 do. And when you have resources that are
19 finite, irrespective of what the numbers
20 are, you have to really look at getting
21 the most out of what you have and be
22 effective, and being effective takes a
23 more longer term approach to dealing with
24 issues, so that if I tell you that we're
25 going to deal with a particular issue in

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 a given thing, it's not a 30-day window
3 on it. You know that we're going to take
4 care of it and we're going to stay there
5 and we're going to keep at it until we
6 take care of it.

7 COUNCILWOMAN BASS: Okay. Very
8 good.

9 And also I just wanted to
10 mention at the bottom of Page 2 where you
11 mention the new hiring standards, raising
12 the age to 21, requiring 60 hours of
13 college credits, driver's license for
14 three years. I think that's great. I'm
15 surprised we haven't had that level of
16 standard in the past. Is that unusual or
17 do most cities or municipalities have
18 similar standards?

19 COMMISSIONER RAMSEY: I
20 wouldn't say it's unusual, but we are one
21 of the last major cities to really move
22 in this direction. New York, for an
23 example, has similar standards, Chicago
24 has similar standards, DC. I put those
25 in place when I was Chief in DC.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 It's something that you have to
3 do. You have to take a look and you have
4 to also take a look at the complexity of
5 the job, how it's changed over the years
6 and what you really do need. And
7 unfortunately, we have a situation where,
8 one, 19 years old -- I mean, we have a
9 lot of good people at 19 years old, but
10 are you really mature enough and ready to
11 become a police officer? I mean, we have
12 to ask that question.

13 Two years of college, again, we
14 have a lot of people that can't pass our
15 basic reading test that we give, which,
16 by the way, is at a ninth grade level.
17 And we have a high number of people,
18 applicants, that cannot read at the
19 appropriate --

20 COUNCILWOMAN BASS: What
21 percentage would you say?

22 COMMISSIONER RAMSEY: Well, we
23 had -- what was it, Jack -- 100
24 candidates. Forty-seven of them couldn't
25 pass it. So it's about a 50 percent

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 failure rate.

3 I mean, so you've got to take a
4 look at the applicant pool. Now, what
5 that does, though -- because you got to
6 maintain your diversity, which is
7 incredibly important. We did a lot of
8 recruiting at colleges and universities,
9 an awful lot of recruiting at colleges
10 and universities this time around,
11 military bases, as people were living the
12 military looking for jobs. We have a
13 great Explorer program, one of the
14 strongest I've seen anywhere in the
15 country, young men and women who are
16 involved in that program.

17 So we had to change our
18 strategy, and I'm very pleased to say we
19 had over 10,000 people sign up for this
20 upcoming exam, which is, what, about
21 4,000 more than we had the last time when
22 we had the lower standards -- 6,000 more,
23 I'm told. So you have to change your
24 strategy of recruiting to make sure that
25 you get people that really can pass every

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 facet of the process and you have higher
3 quality individuals.

4 COUNCILWOMAN BASS: I think
5 it's good. I think that helps applicants
6 work towards -- if you know that you're
7 interested in a career in law enforcement
8 or with the Police Department, you know
9 where to begin to make sure you have the
10 qualifications before you submit an
11 application.

12 COMMISSIONER RAMSEY: And I
13 think a by-product too is letting our
14 children know that you need to be
15 thinking about college, not just
16 graduating high school in today's
17 society. Whether you want to be a police
18 officer or anything else, the competition
19 is incredibly intense, and without some
20 college training in your background you
21 can put on a resume, you can have a
22 problem in the future. And I think the
23 earlier we get that message across, the
24 better off we are in terms of the
25 messages we send to our young people.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILWOMAN BASS: Okay.

3 Do I have time for one more?

4 COUNCIL PRESIDENT CLARKE:

5 Sure.

6 COUNCILWOMAN BASS: Thank you.

7 And one last question. Just if
8 you could expound upon a comment you made
9 regarding non-duty status in terms of
10 officers not being available. It's
11 interesting, I had a conversation with a
12 former Managing Director within the last
13 week who said in some parts of your
14 district, you may not like the sound of
15 it, but in some parts of your district,
16 at different times or periods of the day
17 you may only have a few officers on
18 patrol throughout the entire police
19 district. And it just seems hard to
20 believe, but I do know that there is a
21 problem with some of the officers being
22 out, being down at CJC and not being
23 available to be on duty.

24 So can you speak to what kind
25 of problem that is and any potential

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 solutions you may have or have thought
3 about and how do we fix that?

4 COMMISSIONER RAMSEY: Well,
5 it's a major problem, and when you take a
6 look at not being available for duty, you
7 look at the unavailable for duty in terms
8 of the heart and lung, limited duty and
9 restricted, which they are coming to
10 work, but they aren't able to fill a
11 patrol car and actually work the street.
12 And then you have some that, quite
13 frankly, are waiting suspension on very
14 serious allegations and things of that
15 nature that we have pulled off the
16 street. All those combined make up that
17 figure of 600 I gave you.

18 But you add on top of that
19 court, which is a normal thing. I mean,
20 that's what we do. You make an arrest,
21 you got to go to court. So that's part
22 of it. Then you have a normal relief
23 factor that you have to figure in where
24 you have people just on days off and
25 vacation, which in this contract that we

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 have now, we actually argued to try to be
3 able to use a 12-month calendar for
4 vacations, for an example, and we weren't
5 successful. So our officers are all
6 eligible to go on vacation between, what
7 is it, May and September, which is crazy,
8 because that's our peak crime periods.
9 That makes absolutely no sense, but it is
10 the contract. So it is the way it is.

11 So all those factors figure
12 into that. So it's not an easy solution.

13 COUNCILWOMAN BASS: So I just
14 want to back up, because I just want to
15 go back to that statement you just made,
16 because I'm not really clear on that. So
17 you said between May and September,
18 that's when officers are eligible. So
19 they're not eligible to take vacation
20 between January and December?

21 COMMISSIONER RAMSEY: Well,
22 they could. They could, but --

23 COUNCILWOMAN BASS: But
24 primarily --

25 COMMISSIONER RAMSEY: Yeah,

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 right. Most folks if they got a choice
3 between January and June, they're going
4 with June, unless they ski or something
5 like that. But, yeah, they're guaranteed
6 one between those periods of time.

7 So when you look at all those
8 things -- and it's happened over the
9 years. This isn't a recent phenomenon.
10 Over the years. Now, what is fairly
11 recent is this heart and lung issue, and
12 I'll let Deputy Gaittens talk about just
13 how dramatic an increase that has
14 happened over the years since that's
15 become applicable to police, because
16 originally it was not being used for
17 police, is my understanding. Since it's
18 been used for police, it's had a dramatic
19 impact on our operation.

20 Jack.

21 DEPUTY COMMISSIONER GAITTENS:
22 All right. If we look at the number of
23 officers who are no duty, we call that
24 IOD, injured on duty, so no duty, in 2005
25 the number was 87. During the week of

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 March 19th, 2012, no duty was 255.

3 Now, going through, in 2010, we
4 actually hit a peak with that. We were
5 up to 330 officers a day were injured,
6 not doing any work at all. And with the
7 IOD, limited duty and all the others
8 combined, it was 691 officers per day not
9 available for duty.

10 Now, we have been working with
11 the Fraternal Order of Police, with Risk
12 Management, and we've been able to bring
13 that down. We've reduced that number by
14 97. So we now have 97 more officers
15 available per day, but we still have a
16 long way to go. We're still looking at
17 594 officers per day not available for
18 duty.

19 COUNCILWOMAN BASS: Wow.

20 DEPUTY COMMISSIONER GAITTENS:
21 And to address the issues with court, we
22 got the statistics on that. On any given
23 day, about 12 percent of the personnel
24 scheduled for daywork are in court, and
25 that equates to about 185 officers.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILWOMAN BASS: Okay.

3 Thank you.

4 I don't have any other
5 questions. Thank you.

6 COUNCIL PRESIDENT CLARKE:

7 Thank you, Councilwoman.

8 The Chair recognizes Councilman
9 O'Brien.

10 COUNCILMAN O'BRIEN: Thank you,
11 Commissioner. I'm a rookie, so pardon me
12 if you've been asked this question
13 before. When I was in Harrisburg, we did
14 the DNA data bank that became the
15 precursor for the CODIS system. At that
16 time we were using all the experience
17 that they had in Virginia. We brought in
18 the FBI Crime Lab, the State Police Crime
19 Lab, and your Philadelphia Police Crime
20 Lab was most wonderful in assisting in
21 that, in the creation of that
22 legislation.

23 We prescribed the DNA testing
24 to a limited number of crimes. I admit
25 now that I was wrong. We looked at

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 Virginia, who opened it up to arrest the
3 testing, and I believe that that's a tool
4 that could be used most effectively.

5 Have you taken a public
6 position on that? Have you met with
7 resistance in Harrisburg? I understand
8 that if we did arrest the testing, that
9 would be paid for by the State Police,
10 which becomes a state problem, but I also
11 believe that the crime labs are much
12 better than they were when we first did
13 this. Outsourcing is probably a way of
14 effecting the fiscal and the backlog
15 issues.

16 Could you inform me of that,
17 and if you are supportive of it, can you
18 provide us with more support information
19 so that we can build a legislative case
20 for a remedy in Harrisburg?

21 COMMISSIONER RAMSEY: Before I
22 turn it over to Deputy Commissioner
23 Blackburn, who oversees our lab, let me
24 go on record as saying that I'm in favor
25 of as much DNA testing as possible. I

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 think that it's the fingerprint of the
3 21st century, and if it's an offense that
4 we would fingerprint a person for, then
5 we ought to be taking a sample. That's
6 the way I personally feel about it.

7 Whether or not it remains in a database
8 if there's no conviction or whatever is a
9 different issue, but I think that we need
10 to take a strong look at how we can
11 leverage that and identify people who are
12 responsible for committing crimes. I'd
13 like to see it more with property crime,
14 for an example. A lot of cities are
15 using it now for burglaries, processing
16 burglary scenes and so forth. We don't
17 have that capacity yet, but I do believe
18 that we ought to be using it as much as
19 we possibly can and working toward that.

20 DEPUTY COMMISSIONER BLACKBURN:

21 Deputy Commissioner Blackburn.

22 Obviously we do support any
23 legislation that enhances that, but I
24 believe the law allows a lot of the
25 offenses, convicted offenders, to have to

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 submit to DNA samples, not just prior to
3 the release but when they first come into
4 custody. On almost on a weekly basis the
5 DNA Lab gets a CODIS hit that solves some
6 type of crime. Right now we have about
7 150 active investigations in our Special
8 Victim Units that's looking at CODIS
9 hits. We have recently, within the last
10 year, Commissioner Ramsey hired a former
11 FBI agent who headed a lab and who's very
12 instrumental, not just in CODIS, but in
13 all the other disciplines in the Forensic
14 Science Bureau. So we are in support of
15 that. Almost every day we do get a CODIS
16 hit.

17 COUNCILMAN O'BRIEN: There's
18 one case that comes to mind that I don't
19 remember the specific details, but you
20 probably -- I was asking someone to
21 research it for me. It involves someone
22 that was arrested and then was later
23 found out to be the perpetrator in the
24 prostitute homicides. Can you comment on
25 that specific case? And as we go

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 forward, those kinds of horror stories
3 and that statistical information would be
4 most beneficial to me, if you could
5 furnish it.

6 DEPUTY COMMISSIONER BLACKBURN:
7 We can provide you -- I can provide you
8 any statistical information, but in that
9 particular case, it was the Kensington
10 rapist, which was a DNA hit. That was
11 processed through the Pennsylvania State
12 Police. There was about a 60-day delay.
13 We had submitted that, and we did develop
14 a profile. However, the Pennsylvania
15 State Police didn't get to that backlog
16 at that particular time, and then we
17 learned he was the offender.

18 COUNCILMAN O'BRIEN: Thank you,
19 Inspector. I'd like to follow --

20 DEPUTY COMMISSIONER BLACKBURN:
21 Just in respect to outsourcing, we do do
22 some outsourcing with our Bode grants,
23 with our grants, but sometimes they
24 require additional -- they always require
25 additional oversight. When that analysis

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 comes back to our lab, we still have to
3 do administrative reviews on each one of
4 those cases.

5 So outsourcing isn't always
6 what it appears to be, that there's an
7 awful lot of information and analysis
8 work that we have to do with that
9 outsourcing.

10 COUNCILMAN O'BRIEN: Thank you.
11 I just reiterate that the Philadelphia
12 Crime Lab is one of the most outstanding
13 units in the country.

14 Thank you.

15 COUNCIL PRESIDENT CLARKE:

16 Thank you, Councilman.

17 The Chair recognizes
18 Councilwoman Sanchez.

19 COUNCILWOMAN SANCHEZ: Thank
20 you, Mr. President.

21 We may want to ask Blackburn to
22 come back. I want to talk a little bit.

23 Commissioner, you in response
24 to the question by Councilwoman Bass
25 started talking about strategy, and this

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 is extremely important to me, because
3 we're talking about C and Indiana, 3300
4 Mutter, Frankford, 2300 Hancock,
5 McPherson, Kensington, Somerset, A and
6 Cambria, 3rd and Indiana. And the reason
7 I list them is because we not only know
8 where their open drug air markets are, we
9 know where people live, we know what they
10 do, we know when we do it.

11 So when we're talking about
12 strategies -- and I hope that you will
13 tie this into how Pressure Point is going
14 to be different in a sustainable
15 strategy -- what can we do since we know
16 all of the information? These people are
17 on parole. We know when they conduct
18 business. What is it that we're going to
19 do differently to close some of these
20 down? And I know institutionally -- and
21 I mentioned the 2300 block of Hancock,
22 where they have now bought four or five
23 of the properties.

24 What are we going to be able to
25 do differently this summer? I'm very

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 concerned because of the economy and the
3 crime. What are we going to do
4 differently? It is very frustrating. I
5 force myself to drive by these
6 intersections to remind myself of the
7 work that we have to do.

8 What can we do differently?

9 COMMISSIONER RAMSEY: Well,
10 there are a couple things. One is to
11 work -- and we do work very closely with
12 the District Attorney's Office. Asset
13 forfeiture, for an example. If we can
14 prove that buildings were bought from
15 drug proceeds and so forth, that's
16 property that can be seized. Now, that's
17 not an overnight thing. I mean, there is
18 a legal process that has to be followed,
19 but those are the kinds of things we can
20 do.

21 As far as people being on
22 parole or probation that keep getting
23 arrested, I mean, it's got to be revoked
24 and they got to be sent back. I mean,
25 there's a court issue that needs to be

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 addressed. We have to take a very hard
3 stand against people that are just over
4 and over and over again we're arresting
5 the same people and these drug markets
6 just do not shut down.

7 So it's something that we're
8 very acutely aware of that we do talk
9 about on a regular basis. Whether or not
10 it's a sustained drug corner, which we
11 have a few of those in our city, or the
12 ones that kind of pop up and come and go,
13 I mean, we've got situations now where
14 people use social media to say, Hey, meet
15 me at this particular corner, and they
16 turn the deal there and then they leave.
17 It's a drug corner for a brief period of
18 time. It's not a sustained drug corner.

19 So you got all kinds of things
20 and all kinds of dynamics that are going
21 on, but the bottom line is, there has to
22 be a serious disincentive, in my opinion,
23 for people who are trafficking drugs,
24 which means they get locked up and they
25 get some serious time. Otherwise, we're

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2 going to be having this conversation
3 every year, because right now, that is
4 not a priority in terms of holding these
5 folks.

6 COUNCILWOMAN SANCHEZ: During
7 my Easter break, I read Kennedy's book,
8 "Stop, Don't Shoot," and I believe I
9 forwarded it to the Mayor, and I think
10 your team and some other folks will be
11 receiving a book, courtesy of one of my
12 organizations in the community who
13 purchased these books. And I was
14 extremely intrigued. You know, he
15 started cease fire, moved on, went from
16 gang shootings and then he started
17 addressing some of these open-air markets
18 and drug sales. And what was clear to me
19 on the strategy that has been
20 effective -- because they did many things
21 across the country. Some places it
22 worked, some places it didn't work, and
23 I'm glad you alluded to it -- is the
24 important role that Probation and Parole
25 and the other stakeholders and the

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2 judicial system have to play in this.
3 And I'm glad you brought it up, because
4 the Police could only do but so much.

5 But the one thing that
6 intrigued me about his strategy and the
7 reason I was reading his book and this
8 summer I plan to visit some other cities
9 who are doing some creative things is,
10 because, as I mentioned to you when we
11 met recently, I'm very focused on this,
12 is that without all of those departments,
13 including state and state probation and
14 the feds, we cannot create a sustainable
15 strategy and all we're going to do is
16 continue to pump in resources.

17 So is there a commitment from
18 the Administration? And maybe Gillison
19 could add this. I mean, I think that's
20 one of those elements where some
21 coordination from the Managing Director's
22 Office to help the Police Department, but
23 it is clear to me that you can't arrest
24 your way out of this.

25 COMMISSIONER RAMSEY: Well,

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2 we've had a lot of cooperation at the
3 local level, but you raise a very
4 important issue, and that's courts,
5 Probation, Parole. Now, David Kennedy I
6 believe is who you're referring to.

7 COUNCILWOMAN SANCHEZ: Yes.

8 COMMISSIONER RAMSEY: I've
9 worked with David --

10 COUNCILWOMAN SANCHEZ: Why
11 isn't he here?

12 COMMISSIONER RAMSEY: -- in the
13 District. Deputy Mayor Gillison or Chief
14 of Staff Gillison and I were in New
15 Orleans just about a month and a half
16 ago, I guess, with David Kennedy and
17 working and talking about a very similar
18 project. But having worked with him
19 before -- and his theory is a good one.
20 I mean, the pulling levers, he calls it,
21 where -- but there's got to be
22 consequences, and the breakdown we had in
23 the District was that you didn't have the
24 consequences. So you call the people in
25 that are on paper and you tell him, Hey,

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2 if you do X, Y and Z, you're going to be
3 treated differently in court, no deals,
4 no nothing, we're going to revoke your
5 parole and so forth. But when that does
6 not happen, forget about it. The whole
7 thing gets thrown out of the window.

8 So you've got to have 100
9 percent cooperation, not just at the
10 local level, because the cooperation is
11 there, but you got to have Probation, you
12 got to have Parole, you got to have
13 courts, you got to have DA, you got to
14 have U.S. Attorney, you got to have
15 everybody on board, and that's why it
16 worked in some places.

17 I went to Rochester, New York a
18 few years ago, which was one of the
19 locations where it started. I did that
20 before we brought it to the District. It
21 was successful in Rochester. Brought it
22 to the District, wasn't successful.

23 So it is a sound strategy, but,
24 you know, there has to be some teeth in
25 it. It's like we talked about guns

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2 earlier. If you get caught illegally
3 carrying a gun, you need to do some jail
4 time, period. We'll talk about the other
5 stuff later. You need to be in jail. I
6 mean, and that's the direction we're
7 moving in now, and that's something I
8 know that Deputy Mayor Gillison has been
9 working as part of the gun strategy that
10 the Mayor has come up with and all that
11 and making sure that there's consequences
12 for this stuff. Otherwise, I mean, it
13 just --

14 COUNCILWOMAN SANCHEZ: I agree.
15 I just want for us in Council, because
16 we're all faced with this, I think that
17 how do we create the political will for
18 all of these folks at the state level and
19 at the federal level to work with us. I
20 mean, there has to be a willingness at
21 our local level to say, All our people
22 are at the table, now we need these other
23 people at the table. And where we can
24 sentence people to state and federal time
25 so that we're not overburdening our

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2 prison -- I mean, it was just astonishing
3 to me to see someone as -- one of the
4 examples he used, someone on probation
5 who was selling illegal drugs got a
6 19-year federal prison sentence for a
7 bullet, because we could do that, because
8 there's so many laws on the books. And
9 so if we have those tools, we need to
10 figure out how to do it.

11 I'd like to see us and I'd like
12 to work with us to get our local team in
13 order so that we can get our political
14 figures, both at the federal and the
15 state level, to pressure those
16 departments to sit with us. Because I
17 don't think we can -- I don't want to see
18 us in a situation where we're doing our
19 part and people are not appropriately
20 sentenced to state and federal prison
21 where they should be, and where the feds
22 and the state need to shoulder some of
23 this burden, even if we're doing most of
24 their work and setting up the case. But
25 it's their case.

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2 COMMISSIONER RAMSEY: Well, I
3 don't disagree with you, and just to
4 bring -- you may already be aware of
5 this, but at this year's actually King
6 Day of Service that we had, the Mayor
7 actually grabbed the Vice President, who
8 showed up, and talked to him about this
9 very issue. That was followed up with
10 conversations with the Attorney General,
11 Eric Holder, and I had a conversation
12 with Attorney General Holder as well to
13 get the federal agencies on board. We
14 had a meeting just yesterday, Deputy
15 Blackburn had with our ATF, around some
16 additional resources that they want to
17 bring to Philadelphia to help us in our
18 fight against gun violence.

19 So the wheels are starting to
20 turn. So it's not a hopeless situation,
21 but there's been a lot of work done
22 trying to get the state and federal
23 partners on board so that, again, we can
24 have a sustained effort and that we send
25 the message that you just can't do this

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2 on the streets of Philadelphia. You just
3 can't do it. And we have too many people
4 out here now that have had contact after
5 contact after contact, they're on
6 probation, they're on parole, just got
7 out of jail, whatever it may be, and
8 they're still doing the same thing over
9 and over again, and there has to be very
10 swift, certain consequences.

11 And I know that -- I mean,
12 grabbing the Vice President is a pretty
13 strong move towards getting federal
14 involvement, and he followed up
15 immediately with his Chief of Staff, Alan
16 Hoffman, who I happen to know very well,
17 who personally called me and asked more
18 about what was going on and so forth.

19 So we've been working with the
20 presidential group as well as the state.

21 I don't know, Everett, if you
22 want to add anything.

23 DEPUTY MAYOR GILLISON: Good
24 afternoon. Everett Gillison, Deputy
25 Mayor and Chief of Staff to the Mayor.

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2 Councilwoman, I can also tell
3 you that part of what we have been doing,
4 especially since last August, is to make
5 this into a federal issue and to get
6 other mayors to talk about it. What the
7 Chief and I when we went down to New
8 Orleans, we were there to tell them not
9 only what we are doing here in
10 Philadelphia, but how we think that we
11 have to work together across the board.

12 Coming in, we put all of our
13 local folks together through CJAB. We
14 wanted to make sure we had the monthly
15 meetings to talk about issues and have a
16 place to resolve those issues. We've
17 been escalating that with our reentry
18 strategy. We had, down working with the
19 federal partners, we literally put
20 everyone together in our reentry strategy
21 from state, local and federal at the U.S.
22 Attorney's Office working together, so we
23 could end up having not only getting
24 people as they're leaving the prisons, to
25 figure out what they need to do to stay

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2 out. Because to be sustainable, we have
3 to divert them from going back to the
4 same crime.

5 Finally, what we did -- and I
6 can tell you just yesterday, we had
7 another visit from the Attorney General's
8 Office who was here and the Mayor and
9 Rich Negrin and I were at the U.S.
10 Attorney's Office with Zane Memeger and
11 his staff talking about specific things
12 that they're suggesting to us as a result
13 of doing the strategy with ATF, with the
14 FBI, with the U.S. Marshal Service, which
15 was my request, because we have too many
16 people going around here with warrants
17 that destabilize our areas and witness
18 protection issues.

19 So this has been a coordinated
20 and a comprehensive and a continued
21 effort, but as I've said from the
22 beginning, this didn't happen overnight
23 and it's not going to end overnight.

24 One of the things that I am
25 always -- when I go out and I talk to

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2 community all the time, I cite a
3 statistic that the Chief told me. He
4 said that, you know, New York didn't
5 become New York overnight, with a
6 homicide rate that is -- that almost
7 rivals ours, with almost six times the
8 number of people that was started in the
9 Dinkins Administration, and it didn't
10 change from Administration to
11 Administration, republican or democrat.
12 It was a consistent policing and
13 community strategy --

14 COUNCILWOMAN SANCHEZ: Right.
15 And they have very little, if any,
16 open-air markets.

17 DEPUTY MAYOR GILLISON: That's
18 right.

19 COUNCILWOMAN SANCHEZ: So
20 they've been able to pull it together.

21 I guess -- to me, again, I know
22 we talk to all of these departments.
23 What was clear to me from the strategies
24 and the best practices around the
25 country, we need to in the City of

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2 Philadelphia need to put together that
3 work group --

4 DEPUTY MAYOR GILLISON: And we
5 have.

6 COUNCILWOMAN SANCHEZ: -- that
7 becomes -- there's everybody at the
8 table, there's accountability and then
9 the resources necessary so that we can
10 sustain it, and that the Captains at
11 their level, that everybody is working in
12 unison.

13 So while I appreciate and I'm
14 happy that we're moving in that
15 direction, it is clear to me, after
16 living in this community my entire life,
17 visiting Chicago, going to New York with
18 nowhere in the Bronx do you see the
19 open-air markets, in Chicago in Humboldt
20 Park and all those places, that we could
21 do this, and I have faith that we could
22 do this, but we got to say we're going to
23 do it. And we now have a DA who is
24 interested. We can now build that team
25 to do that in a sustainable way, but it

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2 has to be more than different people
3 having conversations. It really has to
4 be everybody at the table. And I can
5 assure you that from the foundation
6 community to everybody else, people are
7 going to want to be on board with this.

8 What I don't want to see happen
9 is what's happened in Baltimore, which is
10 why they can't get it together, because
11 there's all these fighting going back and
12 forth between the political reality of
13 some of this stuff and all this other
14 things. I want us to do it right,
15 because I think we have the talent and
16 the skills to do it. So I just want to
17 see that there's that commitment to we're
18 all going to come to the table, all egos
19 aside, interdepartmental in a way, and
20 that someone from the Administration is
21 guiding that, facilitating that and
22 breaking down the traditional barriers
23 that exist.

24 DEPUTY MAYOR GILLISON: And I
25 would hope that that's what we've been

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2 doing, what I've been doing personally
3 since I've gotten the chair, since I've
4 had the opportunity. I mean, obviously I
5 bring a little bit of a different
6 background. So I think we've been able
7 to have those conversations and we have
8 been able to deal with it. It has
9 worked, I think, to a certain extent, and
10 now I think with the Chief and the
11 Department, we're at the point where we
12 are having these consistent efforts with
13 our federal partners and our consistent
14 efforts with our state partners. It's
15 not the way we want it to be, quite
16 frankly, and there's still a little bit
17 ways to go. I mean, the Council
18 President knows that I've been almost
19 getting fast friends with the Attorney
20 General's Office as we continue to work
21 on that relationship and wanting to see
22 different things happen. And we're about
23 to have to take some other steps that we
24 didn't necessarily want to do, but we
25 have to do these things in order to make

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2 sure that our city is safe, and we have
3 to do this. But we are moving in this
4 direction, because we are constantly
5 asking our partners, We can't do this on
6 our own, we need your help, and we're not
7 going anywhere.

8 So that commitment is there.
9 It's been there from the Mayor from the
10 beginning. It's been part of the
11 collaboration that I've been trying to
12 make sure is consistent in our approach
13 across public safety, and I think we've
14 come a long way. We have a long way to
15 go.

16 COUNCILWOMAN SANCHEZ: I think
17 the coos and all the other stuff, DHS,
18 everything is starting to line up, and so
19 there is an opportunity, but at the end
20 of the day, the seven, eight or 12
21 corners that the City Paper constantly
22 reminds us of are in my districts. I
23 drive by them. We need to be able to put
24 that on the ground, boots on the ground,
25 and demonstrate that we can take and

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2 reclaim some of these corners. Because

3 we can have all those conversations.

4 That's not something I can say in a

5 public meeting. It's one of the most

6 frustrating parts of my job, because I

7 don't talk about this drug stuff in

8 community meetings because the people are

9 there. They're in the room. They're

10 part of the folks that claim to be giving

11 information.

12 I just think that we need to go

13 deeper, and for the first time, I feel

14 like the different departments are

15 starting to get it and so we're in line,

16 but unless the Administration, there's a

17 person that's in charge that's really

18 breaking down those barriers, it's always

19 going to be fragmented and then it's

20 going to be met with minimal success

21 versus big success we can have because we

22 have the expertise to do it.

23 DEPUTY MAYOR GILLISON: Thank

24 you, Councilwoman.

25 COUNCILWOMAN SANCHEZ: Thank

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2 you.

3 Sorry, Mr. President.

4 One more question before you
5 leave.

6 COUNCIL PRESIDENT CLARKE: No,
7 no.

8 COUNCILWOMAN SANCHEZ: Wait a
9 minute.

10 One of the things -- around the
11 cameras. I had mentioned to you about
12 the possibility of us getting
13 authorization through capital to do
14 cameras in our rec centers as we do
15 renovations. Have we gotten an okay on
16 that?

17 DEPUTY MAYOR GILLISON: That's
18 still going through the matters, but,
19 yes, that is something that we want to
20 do. We're doing -- I know that Deputy
21 Mayor Mike and I were sitting down and we
22 were talking about where we want to first
23 pilot that and see how that would be able
24 to be done.

25 COUNCILWOMAN SANCHEZ: I

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2 offered. I have three renovations. I
3 want to get it done.

4 DEPUTY MAYOR GILLISON: But
5 that's something that when you mentioned
6 it to me, I told him and I said, Let's
7 work on getting this one done.

8 COUNCILWOMAN SANCHEZ: Good.
9 Thank you.

10 Sorry, Mr. President.

11 COUNCIL PRESIDENT CLARKE:
12 Thank you, Councilwoman. No problem.

13 The Chair recognizes Councilman
14 Oh.

15 COUNCILMAN OH: Thank you very
16 much. I actually have to leave and so I
17 will submit the rest of my questions in
18 writing, but given the nature of our
19 conversation, I will at this point in
20 time present my perspective on this for
21 any appropriate response from the Deputy
22 Mayor and Chief of Staff or whomever.

23 I feel that the problem with
24 Philadelphia is Philadelphia. I think
25 that the first problem we have is that we

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2 are confused about whether we want to
3 lock up people or we don't want to lock
4 up people, that when people commit
5 violent crimes and do other things, that
6 we're trying to resolve crime, but we
7 don't want to pay for more police, more
8 equipment, more training and that we
9 don't have a commitment to putting in the
10 resources that we need to.

11 The thing that it appears to me
12 is, we don't have enough prison space.
13 People don't want more prisons. They
14 don't want more space, but they don't
15 want more criminals. We are overcrowded
16 as it is. Our capacity is something like
17 7,500 beds. We're over by about 1,200 in
18 all our facilities, and yet working with
19 that number, since we're not going to
20 build new prisons, it seems that we have
21 to alleviate the persons that are not
22 violent offenders and put in and create
23 space for violent offenders so that the
24 police on the street will know that when
25 they arrest someone for quality-of-life

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2 crimes or violent crimes or possessing
3 weapons, that they will be locked up.
4 And as the Commissioner said, I believe
5 this is important, that if you've
6 committed a violent crime or you have an
7 illegal weapon, that you will not get
8 out, and that way we can go to speedier
9 trials.

10 I mean, I think the issue
11 ultimately is that we cannot blame the
12 courts or the state or the federal
13 government, because many of these crimes
14 are misdemeanor crimes or crimes that
15 have not yet been prosecuted or persons
16 that we're aware of are repeat offenders.

17 So the issue for me ultimately
18 is, how do we better deploy our forces,
19 which is one part that we're addressing
20 today, but ultimately where is our
21 resources to lock up the persons that
22 need to be locked up. And some of the
23 creative solutions that I'm looking to
24 hear about are the boot camp type
25 programs, taking non-violent offenders

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2 into minimum security, having clean and
3 green programs, all the things that will
4 give us the supervision but will allow us
5 to create space within our own facilities
6 for violent offenders and persons with
7 guns.

8 I really do want to know from
9 whatever report you can give -- and I'll
10 send my questions in writing -- about
11 streamlining police reports, about some
12 of the physical conditions of the police
13 stations, the locker rooms. I know that
14 the facilities are old and that that's
15 another capital budget issue, but
16 ultimately for the morale of the police
17 officers, providing good working
18 conditions and equipment.

19 Thank you.

20 DEPUTY MAYOR GILLISON: Thank
21 you. Thank you, Councilman Oh. This is
22 one of those questions that I think I
23 will also talk with you directly. I know
24 you and I, we have a long extensive
25 relationship with one another. So you

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2 know what I will say is not new to you.

3 The whole idea about crime is
4 that you have to have the right people
5 getting hit with the right time at the
6 right area, and to just have a mass
7 incarceration philosophy doesn't work.
8 It actually bankrupts America.

9 What normally has happened --
10 what's needed to happen over the last 30
11 years is what I think the Police have
12 both learned over the last number of
13 years and also our corrections folks have
14 learned, is that you have to have -- the
15 violent have to be separated from us and
16 we have to be protected from them, but
17 the majority of the people that are
18 around, we need to be smart on how we're
19 going to deal with them in an overall
20 corrections philosophy. I think that
21 that philosophy in America is now, I
22 think, starting to really become very,
23 very specific, and when I hear our
24 District Attorney talking about being
25 smart on crime, I know that we're

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2 actually there now in America's maturity
3 when it comes to how we discipline one
4 another for transgressing on various
5 laws.

6 To build prisons just to have
7 more people in prison doesn't necessarily
8 work. It will bankrupt us.

9 COUNCILMAN OH: And I'm going
10 to interrupt you, because that is exactly
11 not what I said. You have a limited
12 amount of space. You take out the people
13 who don't need to be there, give them
14 GEDs, job training, supervise them, and
15 open up the space for those exact people
16 that you describe.

17 DEPUTY MAYOR GILLISON:
18 Absolutely.

19 COUNCILMAN OH: Violent
20 offenders, persons with illegal weapons,
21 and send the message to our police
22 officers that the work that they do
23 matters, that --

24 DEPUTY MAYOR GILLISON: I
25 agree.

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2 COUNCILMAN OH: -- they will
3 arrest people and there will be
4 consequences.

5 DEPUTY MAYOR GILLISON: I
6 agree, and our strategy over the last
7 four years has basically been just that.
8 We have been able to reduce from an
9 all-time high close to 9,800 folks who we
10 were holding -- and, as you know, in
11 Philadelphia, we are pretty much a jail,
12 not a corrections facility. But we were
13 holding close to 10,000 people. We've
14 been averaging about 2,000 less, but
15 while still getting people and trying to
16 divert them out permanently. I mean, the
17 whole idea is to look at the recidivism
18 of the individual.

19 The one thing that police
20 officers have always said for the last 30
21 years that I've been dealing with them
22 is, We always arrest the same folks and
23 they always seem to get out and do the
24 same thing over and over again. That's
25 why we're targeting where we're putting

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2 our resources, and as a result, we have
3 freed up space.

4 One of the things Commissioner
5 Giorla will tell you later this afternoon
6 is the fact that the violent number of
7 people who we have that we're holding in
8 jail, the percentages have gone up. So
9 that means our strategies are working.
10 We are holding more violent people.

11 We have made a commitment
12 through the Mayor saying, and the DA and
13 the courts this year, as you know, Have a
14 gun, go to jail. We now have people who
15 traditionally for at least since the '70s
16 who would normally get arrested for
17 having an illegal gun in Philadelphia
18 would get a fine and get out literally
19 within 48 hours. Those folks have been
20 in jail and are staying in jail, and I
21 have -- I know the District Attorney Ed
22 McCann has been contacting me to tell me
23 what are the numbers of people and the
24 bails that they are getting in order to
25 keep them in jail to send the message

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2 that schools out on this issue.

3 We've got to stop this
4 particular matter. We have a coordinated
5 and I think it's been one of the
6 hallmarks of the courts at least
7 recognizing the problem. I think they
8 still have a ways to go of saying that
9 they have to figure out when this guy
10 comes before you and it's the sixteenth
11 time, how many times does he need before
12 he has to get launched. At a certain
13 point, that sends a message, and I think
14 that's where we are today.

15 It's not perfect. I know there
16 are still times when I get my BlackBerry
17 and the Commissioner will say, This
18 person who did something, 16 priors, five
19 convictions, most time in jail one year.
20 That doesn't make sense, and we have got
21 to have a coordinated effort. We have
22 been bringing that discussion for four
23 years now, and I think that it's having
24 penetration and it is changing the
25 culture, but it takes that kind of

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2 sustained commitment to do it. And I can
3 tell you, that's what we've been doing.

4 COUNCILMAN OH: Okay. Thank
5 you very much, and thank you,
6 Mr. President.

7 COUNCIL PRESIDENT CLARKE:
8 Thank you, Councilman. And, Councilman,
9 you make a very interesting point when
10 you talk about the level of confusion
11 among the City, what do we want to do, do
12 we want to put more people in jail, not
13 as many people in jail, are we going to
14 be hard on crime or are we going to be
15 compassionate. And, interestingly
16 enough, I find myself giving the district
17 that I represent, the 22nd District, I'm
18 equally confused and sometimes concerned,
19 because I can look at a group of guys on
20 the corner and there's a level of anger
21 because I see them over there selling
22 drugs and shooting dice and all that, and
23 five seconds later a certain level of
24 sadness comes over me, because I know the
25 reality is that given what they're

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2 involved in and the likelihood that in
3 the very near future one of them is going
4 to catch a case and then it's just this
5 whole process that spirals downhill.
6 Because once you get that first case,
7 then your ability to do certain things is
8 limited and it just ramps up, because you
9 start to get this level of desperation,
10 and it's sad. I mean, I, like everybody
11 here, suffers the level of frustration.
12 It's just -- you know, you just shrug
13 your shoulder.

14 COUNCILMAN OH: Council
15 President, I'm with you, and I feel that
16 that responsibility about creating jobs,
17 better schools, greater opportunities is
18 what this body is about. It's our
19 responsibility, along with the Mayor, who
20 is doing the best he can, and we're going
21 to do the best we can, but I think that,
22 you know, the long-term issues of jobs
23 and services and compassion are very
24 important. It's a long term, but the
25 issue with the Police today is that the

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 job that they have, the tools that they
3 have and what we as a body do to support
4 them to do their job. But people want to
5 know, as far as I can tell, is safety
6 today, not three years from now, not five
7 years from now. Safety today.

8 COUNCIL PRESIDENT CLARKE:

9 Right. I agree, which is why we have
10 been very aggressive as relating to what
11 is the -- what I believe to be the most
12 significant problem, because the reality
13 is, when I was growing up, a long, long
14 time ago -- I don't have to say how long
15 ago -- at 30th and Norris, we had gangs,
16 we had drugs, but everybody didn't have a
17 gun, and that's the problem. Everybody
18 has a gun now. Every one of these little
19 young guys out there is walking around
20 with a .9 or walking around with
21 something that will take somebody's life.
22 And as we move ahead on being very
23 aggressive on putting away people who
24 have gun possessions, we need to start
25 talking about ramping up penalties

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 associated with trafficking, because the
3 bottom line is, these guys are out here
4 selling these guns -- and I'd be
5 interested to know how many traffickers
6 actually frequent the 22nd and the 25th,
7 do people actually not have to go outside
8 of their district to purchase guns. I
9 can just go on the corner over 22nd and
10 Diamond and buy my gun next to the
11 Raymond Rosen Housing Development.

12 So that's the kind of stuff
13 that I'd like to also see us ramp up on
14 that level. But sorry for my little
15 tirade. It's just every time we talk
16 about this issue, it's just, you know,
17 man, it just tears at your heart.

18 The Chair recognizes Councilman
19 Henon.

20 COUNCILMAN HENON: Thank you,
21 Mr. Chair.

22 I have, Commissioner, three
23 hopefully quick questions and we can call
24 it a break, if the President sees so.

25 I just wanted to follow up on

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 some earlier questions. Let me just
3 start off with the fleet. Somebody had
4 mentioned about the fleet and the
5 condition of the cars. I understand
6 accidents or things of that nature.

7 So what is the average miles of
8 the fleet sector, and is there -- like do
9 you just run the cars until they stop
10 working or do you like, Okay, let's just
11 run them to 150 or run them to 200,000 or
12 250,000 miles before they hit the part
13 yard?

14 DEPUTY COMMISSIONER GAITTENS:
15 No. We do not have any mileage
16 limitation on our vehicles at all. We
17 have everything from brand new vehicles
18 to vehicles with over 200,000 miles on
19 them. As you are aware, these are very
20 tough miles that we put on in the City, a
21 lot of stop and go driving.

22 The vehicle basically stays in
23 service until Fleet Management condemns
24 it.

25 COUNCILMAN HENON: Until Fleet

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Management condemns it?

3 DEPUTY COMMISSIONER GAITTENS:

4 Correct.

5 COUNCILMAN HENON: So that
6 means when they stop working or when they
7 go for repair and they say, This is it?

8 DEPUTY COMMISSIONER GAITTENS:

9 When they can't pass safety inspections
10 anymore.

11 COUNCILMAN HENON: All right.

12 The followup on recruits, I think my
13 colleague Councilwoman Bass spoke a lot
14 about the new recruits, and you said that
15 you had 10,000. Is that like a list? I
16 mean, what are your challenges with
17 getting new recruits in such a short
18 timeframe, I would say?

19 DEPUTY COMMISSIONER GAITTENS:

20 We did have 10,000 applicants this time,
21 which was, as the Commissioner testified
22 to, about 6,000 more than the last test,
23 and that is with the higher standards
24 that we have now implemented.

25 The test will be given on May

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 19th, and then we were promised that we
3 would have a list by about the middle of
4 June. And looking at that, it takes
5 several months for us to actually process
6 all the applicants, because they have to
7 do the basic physical agility test,
8 there's a reading test, a psychological,
9 background investigation. So we have
10 many different areas that we test the
11 people in. Unfortunately our experience
12 is that we lose almost 50 percent at
13 every single stage as we go through the
14 list. So it is quite a challenge.

15 But our hiring schedule coming
16 up for this next year is, we hope to put
17 a class in just prior to the end of this
18 fiscal year. So we're looking to get a
19 class of anywhere from 45 possibly up to
20 70 in the second week of June, and then
21 we have three classes scheduled in Fiscal
22 '13. The first class to start in
23 September, the next one in November, and
24 then a class in March of '13.

25 So we will be hiring. As you

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 said, the -- as was noted, the Mayor said
3 that we intend to hire close to 400
4 personnel. The objective is to make sure
5 that we maintain a full year average of
6 6,500 personnel. So if we see our
7 attrition rate is going up, we hire more.
8 If the attrition rate is less, then we
9 hire less.

10 COUNCILMAN HENON: You feel
11 confident that -- I'm looking at a
12 followup with Councilman Greenlee's
13 comment, and, Commissioner, you said the
14 busy months are ahead of us. So the busy
15 months are ahead of us, and through
16 natural attrition, I don't know if we'll
17 ever -- it seems like it would be tough
18 to keep up with the natural attrition and
19 people off of the streets to entering in
20 a season like this. Now, of course, the
21 new recruits won't be ready until a later
22 time and later date.

23 In looking over -- I guess what
24 I'm saying is, we're spending a lot on
25 overtime because we don't have the

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 balance of new cadets or new officers on
3 the street. Is that a fair statement?

4 COMMISSIONER RAMSEY: Well, I
5 mean, it's a fair statement. We have a
6 group of recruits coming out in June. We
7 have another 30, and we have another 30
8 coming out in July. We had 60 come out
9 in March. We're trying to put another
10 class in of anywhere between 30 and 60
11 before the end of this fiscal year. So
12 we will have some class starting sometime
13 in June, but with training being six
14 months, you won't see them on the street
15 until December or perhaps January of next
16 year.

17 So once we're able to get a
18 fresh list, because we're at the very end
19 of the current list, a fresh list and
20 we're able to start putting people in the
21 Academy and kind of keep a constant flow
22 of people coming in and going back out on
23 the street, it's going to be a challenge
24 to keep pace. But our heaviest attrition
25 years I believe are '14 and '15 that

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 we've got to take a look at. That will
3 be our heaviest attrition year. So we're
4 going to have to be very aggressive with
5 our hiring and with our training in
6 advance of that, so that as we start to
7 lose those people, we have people coming
8 out of the Academy to make up for it.

9 COUNCILMAN HENON: Right.
10 Well, I'm going to end with, I hope you
11 continue on the path that you are in a
12 lot of the areas with recruitment, with
13 your deployment and approach with the
14 PSAs, in patrolling our neighborhoods.
15 So I want to commend you and your
16 organization and the men and women who
17 are on the streets pounding the pavements
18 every single day and giving them the
19 tools. So you'll have my vote on all the
20 resources that -- any resources that we
21 could provide for you to keep people
22 safe, both on the protection, public
23 safety and the citizens. So thank you
24 for coming in today.

25 COMMISSIONER RAMSEY: Thank

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 you.

3 COUNCILMAN GREENLEE: Thank

4 you, Councilman.

5 Councilwoman Sanchez.

6 COUNCILWOMAN SANCHEZ: I'm

7 going to listen to my Council President,

8 who asked me not to ask too many

9 questions, but I did want to kind of put

10 it on the record and submit everything in

11 writing.

12 We've been having conversations

13 obviously over the last couple of years

14 around secure communities and PARS. So

15 I'll send over a list of questions around

16 data, and I know part of the problem was

17 getting data from the feds, but if I did

18 not ask this on the record, my advocates

19 would kill me. But we do want to look at

20 among some of them what are the

21 quantifiable costs related to that, the

22 number of the arrests. And as we've

23 expressed to the Administration, our

24 concern over reduced reporting as a

25 result of the arrests that are leading --

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 I've interacted with Deputy Mayor Negrin
3 on numerous cases where we've had a
4 breakdown in the system and people were
5 in line to be deported.

6 But I'll submit those in
7 writing, so that if you have been more
8 successful in getting data from the feds,
9 that you can share that and I could share
10 that with my advocates.

11 So with that, I know that
12 Council President wanted to take a break.

13 COUNCILMAN GREENLEE: Yes. So
14 we have one more.

15 You heard the suggestion,
16 Councilwoman Bass. So the Chair
17 recognizes Councilwoman Bass.

18 COUNCILWOMAN BASS: Hurry it
19 up, right?

20 COUNCILMAN GREENLEE: Yeah. I
21 was trying to say that nicely, but yes.

22 COUNCILWOMAN BASS: I get it.
23 I get it.

24 So I just wanted to ask one
25 really quick question, and that's about

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 mental health issues. As you were
3 discussing the population out on State
4 Road and one of the things that came to
5 my mind is the fact that we know that
6 there's a large percentage of the
7 population that has significant mental
8 health issues. And so I was wondering
9 what sort of training your officers get
10 to deal with these populations.

11 We're a city with a high level
12 of poverty, and whenever you have a high
13 level of poverty, you're going to have
14 more mental health issues. So I was just
15 wondering if you have a particular
16 strategy on that.

17 COMMISSIONER RAMSEY: Yes,
18 ma'am. Excellent question. We work with
19 the Department of Mental Health here in
20 Philadelphia and we have something called
21 Crisis Intervention Teams, something that
22 I believe started in Tennessee, maybe
23 Nashville or Memphis. I forget which
24 now. But anyway, we have 1,600 of our
25 officers -- actually, more than 1,600

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 that are CIT trained. It's a week-long
3 training that they undergo with our
4 Department of Mental Health, Dr. Evans,
5 and they learn how to recognize and how
6 to deal with people who are suffering
7 from some kind of mental illness, and it
8 has been very successful. It's
9 voluntary. I have no limit in terms of
10 the number of officers that I want to see
11 trained. We are beginning to train our
12 supervisors now, so that we have as many
13 officers as possible.

14 Our recruits are exposed to
15 this. They don't get the full CIT
16 training, but they do get some training
17 to be able to recognize very quickly if
18 you have a person that's in some sort of
19 distress as a result of their mental
20 illness, so that we have enough people
21 now where they can call for someone who
22 is CIT trained to come to the scene to
23 try to neutralize it the best we can and
24 not let it escalate into something more
25 serious, so when you're dealing with

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 people who suffer from that.

3 That's an excellent question.

4 We do have this in place. We have groups
5 that are graduating on a consistent basis
6 from this program, and I'm very pleased
7 that it's been so enthusiastically
8 embraced by members of the Department
9 that we don't have any trouble filling
10 classes. I mean, there's a waiting list
11 for police officers who want this
12 training, and that's very positive.

13 COUNCILWOMAN BASS: Very good.
14 Very good. Thank you.

15 I take it that's the last
16 question, right?

17 COUNCIL PRESIDENT CLARKE:
18 Thank you so much.

19 Any other questions?

20 (No response.)

21 COUNCIL PRESIDENT CLARKE:
22 There being none, thank you all very much
23 for your testimony today.

24 COMMISSIONER RAMSEY: Thank
25 you, Mr. President.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCIL PRESIDENT CLARKE: We
3 will take a 45-minute break and we will
4 come back with the Fire Department, 1:35.

5 (Short recess.)

6 COUNCILMAN GREENLEE: Good
7 afternoon. We're sorry. We're going to
8 start in five minutes, we promise. Thank
9 you.

10 (Pause.)

11 COUNCILMAN GREENLEE: Good
12 afternoon, everybody. I'm sure the other
13 members will be joining us soon.

14 This is a continuation of the
15 operating budget testimony, and the next
16 department in line is the Fire
17 Department.

18 Commissioner Ayers and others,
19 if you'd like to join us, please.

20 (Witnesses approached witness
21 table.)

22 COUNCILMAN GREENLEE: Good
23 afternoon, Commissioner. How are you?

24 COMMISSIONER AYERS: Good
25 afternoon.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILMAN GREENLEE: Let me
3 just start out by saying I know I speak
4 for all Council, for the Council
5 President as we express our sympathies to
6 the loss in your department to you and to
7 all the members of the department. It
8 illustrates the bravery of your whole
9 staff and your whole department.

10 COMMISSIONER AYERS: Thank you,
11 Councilman. I will absolutely pass that
12 on to the family.

13 COUNCILMAN GREENLEE: Thank you
14 very much.

15 If you'd like to start, I know
16 most are abbreviating their written
17 testimony and then we'll go into
18 questions. So please proceed.

19 COMMISSIONER AYERS: Yes. Good
20 afternoon, Councilman and members of the
21 City Council. For the record, I am Fire
22 Commissioner Lloyd Ayers. With me is
23 Dave Beatrice, Deputy Commissioner for
24 Administrative Services, and members of
25 my executive team and staff. It is our

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 pleasure to testify before this

3 Committee.

4 I have submitted our testimony
5 for your review, but would like to take a
6 minute or two to highlight some pieces
7 from that testimony.

8 For Fiscal Year '13, we are
9 requesting a total operating budget of
10 \$203,924,197, which is a reduction of
11 \$5,953,357 from the Fiscal Year '12
12 budget. That funding level will maintain
13 the current service level.

14 I would like to take this
15 opportunity to thank the Pennsylvania
16 Congressional Delegation for their
17 leadership in assisting the Fire
18 Department with bringing the Pennsylvania
19 Taskforce 1 Federal Emergency Management
20 Agency's Urban Search and Rescue to the
21 City of Philadelphia. We look forward to
22 many years of providing emergency
23 disaster efforts to the citizens
24 throughout this country.

25 The Department is working to

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 develop a plan on how to move forward
3 with the recommendations made in the
4 Berkshire Fire Department Effectiveness
5 and Efficiency Study. As mentioned in my
6 submitted testimony and in concert with
7 Local 22, we are working through our
8 initial task force, and we'll review the
9 results to determine how we can move
10 forward.

11 Through a \$580,000 FEMA grant,
12 it is projected that we will be able to
13 purchase approximately 19,000 ten-year
14 lithium battery smoke alarms. To date,
15 15,000 of these smoke alarms have been
16 purchased.

17 In Fiscal Year '12, the
18 Department graduated two Fire Service
19 Paramedic classes. We plan to start the
20 hiring process for another class of
21 paramedics within the next few months.

22 Lastly, there was a significant
23 amount of work done to establish the
24 recent eligibility list for firefighter
25 recruit position. The Department is

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 looking forward to hiring a double class
3 of 160 firefighters in July 2012 and
4 additional classes in January or February
5 of 2013 to bring the Department back to
6 its full authorized budget position
7 level.

8 I would like to take the
9 opportunity to thank Council for its
10 continued support of the members of the
11 Philadelphia Fire Department. I speak
12 not only for myself but for all of the
13 members in saying that your support is
14 well appreciated.

15 This ends my testimony, and at
16 this time, I'm prepared for questions.

17 COUNCILMAN GREENLEE: Thank
18 you, Commissioner. And, again, thank you
19 for all you do, particularly that smoke
20 detector program you have I know had
21 great impact around the City and we hear
22 that all the time. Thank you.

23 Just a couple of quick ones
24 before we go to the -- because there are
25 a number of Councilpeople who would like

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 to ask questions.

3 I'm not going to get into the
4 pros and cons of brownouts, because I
5 know there's a difference of opinion on
6 there, and I understand that. I just was
7 wondering, are there plans to change that
8 in any way as far as less, more, remain
9 pretty much the same, that kind of thing?
10 Could you comment on that, please.

11 COMMISSIONER AYERS: Yes. This
12 budget keeps us at the current level,
13 which is keeping three brownouts. I'd
14 like to fully explain that.

15 We have 23 engine companies
16 that we use for the brownouts. In
17 addition to that, two ladder companies
18 across the City. We've monitored that
19 since its implementation, and to date, we
20 are meeting the standards that we need to
21 meet as projected, and we don't see a
22 significant increase in the workload of
23 the companies within the area. There is
24 an increase in workload. There is an
25 increase in time. We projected those

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 things. But, again, there's no workload
3 that's on any of the companies that's any
4 more than what we would see as a normal
5 unit hour utilization to that company, as
6 well as the times. Looking at those
7 times, we knew that there would be an
8 increase just based on the company not
9 being there, but we have been able to
10 stay pretty much within the national
11 averages for the most part.

12 COUNCILMAN GREENLEE: I mean, I
13 think I know the answer to this, but you
14 still feel that safety is not compromised
15 at all? Would that be your feeling?

16 COMMISSIONER AYERS: We feel --

17 COUNCILMAN GREENLEE: Or would
18 that be your statement?

19 COMMISSIONER AYERS: -- that
20 the safety of the citizens has not been
21 compromised. I don't know any fire chief
22 in the entire country that wouldn't want
23 more, of course.

24 COUNCILMAN GREENLEE: I
25 understand.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COMMISSIONER AYERS: But in
3 this economic time, these are some of the
4 things that we've had to do based on
5 decisions that's been made by studying
6 the models. And we've looked at each
7 model, and right now it's working for our
8 citizens.

9 COUNCILMAN GREENLEE: Thank
10 you. Just one more thing. On the
11 paramedic issue, I know you said there
12 are going to be classes coming. How many
13 are on staff right now and how many
14 vacancies are there, if you could tell us
15 that.

16 DEPUTY COMMISSIONER BEATRICE:
17 For the record, my name is Dave Beatrice.

18 COUNCILMAN GREENLEE: Thank
19 you.

20 DEPUTY COMMISSIONER BEATRICE:
21 Right now there are 54 paramedic
22 vacancies. We have 237 on staff.

23 COUNCILMAN GREENLEE: Two
24 hundred thirty seven. And those
25 vacancies would all be filled with the

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 classes coming up?

3 DEPUTY COMMISSIONER BEATRICE:
4 That is our goal, but we probably would
5 have a class of 20, then a few months
6 later try another class of 20.

7 COUNCILMAN GREENLEE: All
8 right. That still adds up to 40. So
9 there still would be some vacancies,
10 right?

11 DEPUTY COMMISSIONER BEATRICE:
12 Yes.

13 COUNCILMAN GREENLEE: All
14 right.

15 COMMISSIONER AYERS:
16 Councilman, that's based on we have a
17 list that's opened up our personnel. We
18 have paramedics from all jurisdictions
19 and from within the state as well.
20 They'll apply for the job. Once we have
21 enough to start a class, we start the
22 class.

23 We now have a group that is in
24 the medic units now working with our
25 veteran paramedics, and in just a few

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 weeks, we expect that they'll get their
3 licensure from Dr. Meacham and they'll be
4 out working in the medic units in the
5 way -- in the manner that we expect that
6 they'll work, professionally, doing a
7 great job, and we're going to continue to
8 keep those classes coming.

9 COUNCILMAN GREENLEE: Okay.
10 Thank you.

11 Let me go to the members of
12 Council. Remember, we will start on a
13 five-minute cycle.

14 Councilman O'Brien.

15 COUNCILMAN O'BRIEN: Thank you,
16 Mr. Leader.

17 Commissioner, my first question
18 has to do with Act 111, binding
19 arbitration, and my understanding is that
20 the recent award is under appeal, and I'd
21 like you to speak to the specifics of the
22 City's concerns in that legal action.
23 And I understand also related to Act 111
24 that you plan to -- I want you to explain
25 your plan as it relates to firefighter

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 furloughs. And I'd like to specifically
3 ask if in lieu of firefighter furloughs,
4 is there any other discussions you've
5 undertaken with Local 22 in lieu of that
6 action and policy?

7 MS. RHYNHART: Rebecca
8 Rhynhart, Budget Director.

9 COUNCILMAN O'BRIEN: Oh, you
10 look like the Commissioner. Thank you
11 very much.

12 MS. RHYNHART: I'll just handle
13 the first part of your question related
14 to the appeal.

15 The City appealed the
16 arbitration award on the basis of the
17 ability to pay, because there was in
18 excess of a hundred million dollars in
19 costs over the Five Year Plan which we
20 could not afford. And we won that
21 appeal, and it was -- it's now back in
22 arbitration. In fact, we are meeting
23 right now in a different setting, "we"
24 being the Administration and the union,
25 with the arbitrator as part of that

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 process.

3 So we are looking for an award
4 that is fair and that also we have the
5 ability to pay. And that's what we need
6 to get there.

7 COUNCILMAN O'BRIEN: I'd like
8 to just follow up from my personal
9 experience, and, again, I hate to belabor
10 my life before I got here, but I was
11 around when we did PICA in Harrisburg,
12 and specifically when we put that
13 language in the PICA bill, it related to
14 putting weight to the financial condition
15 of the City. It was not supposed to be
16 controlling. It was never that
17 intention. I believe that there was some
18 litigation or some legislation in
19 Harrisburg that mediated or removed that
20 language and it was put back later.

21 I believe firmly in the spirit
22 and the specific intent of binding
23 arbitration. There are givebacks already
24 that our police and firefighters -- they
25 don't have the right to strike, there's a

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 number of other issues that they
3 sacrifice.

4 I believe clearly if you take
5 that narrow interpretation that says you
6 have to first consider the financial
7 condition of the City, the arbitrator
8 should weigh that and either take it or
9 dismiss it. But there is never a time in
10 my life, either in Harrisburg or
11 Philadelphia, that we're going to have
12 such a generous coffer of dollars that
13 we're going to be able to do the right
14 thing under binding arbitration.

15 MS. RHYNHART: Well, I think
16 that in terms of -- I mean, you get into
17 the legality of it. We won the appeal
18 and it's back in arbitration. So if we
19 can afford it, then we would accept it,
20 like we did for the Police. And so it
21 just has to -- if there's a wage
22 increase, then there needs to be certain
23 concessions on other areas in order for
24 the whole package to be affordable to the
25 City.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILMAN O'BRIEN: I
3 understand it. I'm just speaking to
4 specifically what the legislative intent
5 was when that passed.

6 MS. RHYNHART: Okay. I see.

7 COUNCILMAN O'BRIEN: And if I
8 can, do I have time for one more
9 followup?

10 COUNCILMAN GREENLEE: Sure.

11 COUNCILMAN O'BRIEN:
12 Mr. Chairman, when you were talking about
13 the brownouts, my understanding was
14 that -- and I wasn't here, but people
15 have told me they were described as
16 temporary.

17 My specific question is now I'd
18 like to know if they are intended to be
19 permanent. But does the Fiscal Year '13
20 rely on brownouts, and, if so, will they
21 be expanded and where? And if Council
22 elects to put forth \$5 million back into
23 the budget, how will that impact your
24 policy decisions on this issue?

25 COMMISSIONER AYERS: The budget

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 keeps our operations at its current
3 level, which includes brownouts. So the
4 brownouts for Fiscal Year '13, we will be
5 doing brownouts.

6 COUNCILMAN O'BRIEN: Are these
7 additional brownouts to the ones that --

8 COMMISSIONER AYERS: We will
9 not be doing additional brownouts.

10 COUNCILMAN O'BRIEN: You are
11 not doing additional ones?

12 COMMISSIONER AYERS: We are not
13 doing additional brownouts.

14 COUNCILMAN O'BRIEN: Are there
15 any additional cuts to service that we're
16 not aware of that are in your fiscal
17 plans?

18 COMMISSIONER AYERS: The budget
19 that we presented keeps our service
20 levels at the current level.

21 COUNCILMAN O'BRIEN: Thank you.

22 COUNCILMAN GREENLEE: Thank
23 you. Thank you, Councilman.

24 The Chair recognizes the
25 Majority Leader, Councilman Jones.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILMAN JONES: The only
3 title that matters today is public
4 servant, and I think if there was a
5 dictionary that used the definition of
6 public service, it would be firemen's
7 pictures next to it today.

8 COUNCILMAN GREENLEE: Agreed.

9 COUNCILMAN JONES: So I just
10 want to let you know that all of us in
11 Council, it's like having insurance, you
12 take it for granted until you have an
13 accident and need it and then you're darn
14 glad it's there. And I just wanted to
15 tell you, the command and the rank and
16 file, that we're glad you're there, and
17 it's times like these that we truly
18 appreciate what we do budgetarily to make
19 sure you are there.

20 In concert with that, my
21 colleague talked about brownouts, and I
22 keep getting a different interpretation
23 of them, that they were cost savings,
24 that they were training mechanisms, that
25 they were temporary, and I'm not truly

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 understanding why they exist at all, and
3 if you could for the record tell us why
4 we have them this year versus last year.

5 COMMISSIONER AYERS: Okay. The
6 brownouts were put in as a cost-saving
7 measure. The counter to those brownouts
8 was to permanently close stations. We
9 saw that if we put the brownouts in and
10 had the same savings, that we could
11 indeed move forward with the opportunity
12 to not close companies, to -- excuse me;
13 close companies -- not close companies,
14 not close stations. And it's a temporary
15 closing of the company.

16 COUNCILMAN JONES: And how much
17 money are we talking about?

18 COMMISSIONER AYERS: Three
19 point eight million dollars.

20 COUNCILMAN JONES: But for 3.8
21 million, I'm just confused as to why we
22 don't just bite the bullet. This is not
23 a want; this is a need. It became
24 evident this week. It's evident every
25 day in my district when taking care of

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 everything from the fires, but also there
3 are the -- now your department is the
4 ambulance of last resort in my community.
5 I see your workers where there used to be
6 private ambulances that people had health
7 insurance to be able to cover these
8 things. They're not there anymore. It's
9 you. So, I mean, this is one of those
10 vital services that we have.

11 So I just want to say that as
12 we start to consider the final numbers on
13 this, if it's a \$3 million issue, we need
14 to find \$3 million to put this to bed
15 forever.

16 The second point is --
17 (Applause.)

18 COUNCILMAN JONES: The second
19 question I have is on capital
20 improvements. I had no idea until I got
21 this job that some of the conditions that
22 some of the stations are in. And that's
23 not your fault. I'm going to say that on
24 the record.

25 How are we doing with

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 ventilation because of the diesel fumes
3 that some of our firefighters have to
4 ingest? Are we making progress
5 correcting some of that ventilation?

6 COMMISSIONER AYERS: We are.
7 We are in the high 98 percentages. I
8 think the last connections that we
9 actually have to make is at the airport,
10 and that's due to the different sizes and
11 types of vehicles that's required for
12 airport crash firefighting purposes.
13 We're working with that right now. And
14 some of the systems we've had some issues
15 as far as the hoses, things like that,
16 and it's most of it training issues, and
17 we hope to be able to complete the
18 airport in a short period of time, but
19 we're almost done with that.

20 COUNCILMAN JONES: My final
21 comment on all of the things you do is
22 positive, but we always should strive to
23 get better, and on that note, we have had
24 conversations about the startling
25 statistic of, I believe it was, 80

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 percent of the fatalities are a result of
3 smoke detectors not working or not being
4 there at all, for the record.

5 COMMISSIONER AYERS:
6 Eighty-four percent, sir.

7 COUNCILMAN JONES: Eighty-four
8 percent.

9 To that end, as Chair of Public
10 Safety, Mr. Chair, we are contemplating
11 introducing legislation that will require
12 the lithium batteries or power source
13 that is a ten-year power source, so that
14 we don't have to have these kind of
15 fatalities when we can prevent them.

16 Another aspect of it that we
17 shared was the fact that when we have
18 working smoke detectors, that sometimes
19 you don't even get called because people
20 have an advanced notice and can intervene
21 in the fire event themselves, because
22 they start in precarious places where a
23 little bit of forewarning is a preventive
24 medicine in a big fatality; is that
25 right?

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COMMISSIONER AYERS: That is
3 correct.

4 COUNCILMAN JONES: So I'm going
5 to ask my colleagues to join me in
6 requiring this in particular buildings,
7 retrofitting multi-unit structures so
8 that we can keep our citizens alive and
9 prevent further fatalities among the
10 membership of our great Fire Department
11 in the City of Philadelphia.

12 So keep up the good work.
13 We're going to push you to do better.
14 Y'all push us to do better, so that's a
15 give and take. So thank you for what you
16 do.

17 COMMISSIONER AYERS: Thank you.

18 COUNCILMAN GREENLEE: Thank
19 you, Councilman.

20 Councilman Squilla.

21 COUNCILMAN SQUILLA: Yes.

22 Thank you, Mr. Deputy --

23 COUNCILMAN GREENLEE: Whatever.

24 COUNCILMAN SQUILLA: Good
25 afternoon, Commissioner. My question is,

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 you had a full complement, I guess, of
3 paramedics at 291. Is that around there?

4 COMMISSIONER AYERS: Yes.

5 COUNCILMAN SQUILLA: What is
6 the full complement of firefighters?

7 COMMISSIONER AYERS: The
8 firefighter complement is 1,479.
9 Currently we are at 1,339. That's a 140
10 position deficit or vacancy rate.

11 COUNCILMAN SQUILLA: Is there a
12 reason why we haven't filled those
13 positions?

14 COMMISSIONER AYERS: There are
15 several reasons. We have a new list. We
16 had to look at our testing based on some
17 federal court cases around the country
18 and to ensure that we had a test that was
19 representative of -- a test that would
20 not cause problems with our court system
21 and there would be a fair and a good
22 test. That test was put together by a
23 vendor. We administered that test back
24 in November.

25 There is a current list that's

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 out. We plan on hiring from that list
3 about 160 of our new candidates.
4 Hopefully it will be July. And right now
5 we're looking at -- it will be 160
6 because we still have folks that's going
7 to attrit.

8 COUNCILMAN SQUILLA: And I
9 notice is it true that your budget was
10 cut from this year to next year, Fiscal
11 Year '12 to Fiscal Year '13?

12 DEPUTY COMMISSIONER BEATRICE:
13 There is a \$5.8 million reduction, but it
14 wasn't a cut. Some of the items that
15 make up that reduction were, in our grant
16 fund we have a maritime grant this year
17 where we're purchasing two boats at a
18 cost of 1.12 million. We don't need that
19 money next year, as we're buying them
20 this year. So that shows as part of the
21 reduction.

22 Also, this year we finished up
23 purchasing a rope escape system that was
24 in arbitration. So that came to about
25 another 2 million we don't need next year

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 that was put in our budget to buy the
3 rope escape system. So there was no
4 reduction in our service levels.

5 COUNCILMAN SQUILLA: Well,
6 that's like 3 million, right?

7 DEPUTY COMMISSIONER BEATRICE:
8 Right. Then because we're hiring
9 classes, there will be \$2 million in
10 overtime spending, because we'll have
11 hopefully the 300 members on board.

12 COUNCILMAN SQUILLA: You said
13 you were going to hire 165 new --

14 DEPUTY COMMISSIONER BEATRICE:
15 A hundred and sixty in July hopefully and
16 another 160 in January or February.

17 COUNCILMAN SQUILLA: What is
18 your retirement rate? How many are going
19 to retire in 2013?

20 DEPUTY COMMISSIONER BEATRICE:
21 We're projecting in Fiscal '13
22 approximately 150 or so, but the bulk of
23 those will be, 92 members give or take,
24 in June of '13. So it will be the last
25 month of that fiscal year.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILMAN SQUILLA: By the end
3 of the year, it looks like we're going to
4 be short. We would be short close to 300
5 firefighters.

6 DEPUTY COMMISSIONER BEATRICE:
7 No, not with the hiring. We'll be about
8 even. If we didn't hire, we would be
9 short 300.

10 COUNCILMAN SQUILLA: Right.
11 And that also includes the 54 vacancies?

12 DEPUTY COMMISSIONER BEATRICE:
13 No. We are talking strictly --

14 COUNCILMAN SQUILLA: Just
15 firefighters?

16 DEPUTY COMMISSIONER BEATRICE:
17 Just firefighters.

18 COUNCILMAN SQUILLA: Now, the
19 brownouts, I know when they first
20 initiated the brownouts, they were saying
21 that it would also help reduce cost in
22 overtime because of lack of members or
23 you didn't have enough firefighters, or
24 whatever the reason was, but it was going
25 to reduce overtime. Has it reduced

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 overtime since you did the brownouts?

3 COMMISSIONER AYERS: Yes. It
4 saved approximately \$3.8 million. It
5 said -- the savings is there because
6 members who normally would be called in
7 on overtime, now we don't have to call
8 them in on overtime. Those companies are
9 temporarily closed and those members that
10 would be reporting to that company are
11 detailed to other companies, and those
12 who will be coming in on overtime
13 otherwise for sick, injuries, et cetera,
14 now they actually fill their place on
15 straight time.

16 COUNCILMAN SQUILLA: So your
17 overtime has decreased \$3.8 million since
18 you introduced the brownouts?

19 DEPUTY COMMISSIONER BEATRICE:
20 Our overtime probably increased because
21 we haven't been able to hire any classes,
22 but if you didn't have the brownouts, the
23 overtime would be \$3.8 million even
24 higher.

25 COUNCILMAN SQUILLA: All right.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 I mean, it's funny, sometimes
3 Administrations are able to give us
4 numbers on savings when there's really no
5 numbers to go by. You're saying you're
6 saving \$3.8 million even though you're
7 increasing overtime. You're saying if
8 you didn't have the brownouts, you would
9 have spent an additional \$3.8 million?

10 DEPUTY COMMISSIONER BEATRICE:

11 That is correct.

12 COUNCILMAN SQUILLA: And since
13 the brownouts have been introduced, has
14 there been any reduction in safety? I
15 know you said you didn't believe so, but
16 has there ever been a fire that we could
17 have had an issue where a person closest
18 to the fire didn't get there before it
19 happened?

20 (Applause.)

21 COMMISSIONER AYERS: Yes.

22 There has been two fires where there has
23 been a question as to whether or not the
24 brownout issue affected the outcome for
25 the citizens. One was at Engine 57. And

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 at Engine 57, there actually was no
3 brownout at that time. The company was
4 in route to get their piece, which was
5 ready at the shop. That's something that
6 could happen at any time. And during the
7 investigation, unfortunately the young
8 adult -- excuse me; the young child, I'll
9 say, that lost their life was autistic.
10 The fire -- the person's caregiver who
11 was there could not contain him. He
12 broke away, went back into the fire.

13 Engine 57 was, again, going to
14 get their piece. Engine 68, who traveled
15 from 52nd and Willows to that location,
16 which was actually around the corner from
17 Engine 57's station, they traveled within
18 national standard. When they got there,
19 they immediately started to fight the
20 fire, and unfortunately the child who had
21 went back into the fire was not able to
22 be saved.

23 COUNCILMAN SQUILLA: Is that
24 one incident?

25 COMMISSIONER AYERS: That's one

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 incident. The second incident was with
3 Engine Company No. 61. It was the Sparks
4 Street fire. There were several -- two
5 of our civilians that lost their life in
6 that fire. What happened was, we
7 received a call of alarm at the Fire
8 Communication Center. When that call
9 went in, we immediately responded.
10 Engine 61 was out of service. Engine 51
11 got there within national standard time.
12 When they arrived on the fire ground,
13 they immediately started to fight the
14 fire.

15 One of the things that we found
16 during the investigation was that the
17 first call that we got was a call from a
18 passerby, and the passerby called the
19 fire in on his cell phone and he
20 described what he saw. He said that
21 there were people inside the house and
22 standing on the porch. The people inside
23 the house was trying to fight the fire.
24 There were people injured, you need to
25 get here. When they arrived, they found

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2 that.

3 Further investigation found
4 that there was a van, someone in the
5 community, that actually took several
6 members of that family to the hospital
7 because of their terrible burns trying to
8 fight the fire, and they took them to the
9 hospital before the Fire Department
10 arrived. We did not have any calls from
11 the home. Unfortunately, they tried to
12 fight the fire, and subsequently there
13 was lives lost.

14 COUNCILMAN SQUILLA: All right.
15 I mean, that's two incidents that we
16 have, and I think that's two incidents
17 too many. And I agree with Councilman
18 Jones, that if we're looking at \$3
19 million or \$3.4 million for the safety of
20 our residents in our city, I think that's
21 a small price to pay. And I don't think
22 anybody in the City of Philadelphia would
23 complain if we try to find that money
24 through the budget somewhere. Maybe not
25 do a Love Park or something, and throw

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 some money into the Fire Department to
3 have that. And that's something if we do
4 that, would you agree to consider
5 stopping the brownouts?

6 COMMISSIONER AYERS: Well, one
7 of the things that I would do is, I would
8 sit down with the Administration, look at
9 the money and decide as to whether or not
10 we'd be able to do that. Right now the
11 plan is to keep the brownouts there to
12 make those savings and also to work
13 through the Berkshire report so that we
14 could come back with a more comprehensive
15 plan for the entire city, not just for
16 brownouts, et cetera, but how we should
17 be spending our dollars on our resources
18 to give the best service to our citizens.
19 So we're going to be working through
20 that.

21 COUNCILMAN SQUILLA: So you're
22 saying even if we gave you more money,
23 you would still consider the brownout
24 dollars?

25 COMMISSIONER AYERS: I'm not

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 saying that. That's not what I'm saying.
3 I'm saying that that's going to be a
4 decision that we make collectively and
5 making sure that the service is given to
6 the City.

7 DEPUTY MAYOR GILLISON: Hello.
8 How are you doing, Councilman?

9 As the Commissioner said, we
10 would work through -- Everett Gillison,
11 Deputy Mayor for Public Safety, also the
12 Mayor's Chief of Staff.

13 We would work through all of
14 the things that we've been doing with the
15 Department. We are currently looking at
16 all of the efficiencies that have been
17 suggested by the study. We don't
18 necessarily agree with all of the
19 suggestions, but we're going to look at
20 that in a comprehensive way to see how we
21 would best serve the citizens, because
22 that's always the issue, how do we best
23 serve the citizens with the resources we
24 have.

25 We do not believe that there's

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 been any compromise of safety as a result
3 of the actions that we have had to take
4 as a result of the economy. We are
5 continuing, and this department has, I
6 think, served in an exemplary way over
7 the last four years and will continue as
8 they've always done to serve in an
9 exemplary way. But as we look at how we
10 deploy resources, it has to be done in a
11 comprehensive way, and that would be our
12 approach.

13 COUNCILMAN SQUILLA: Okay. So
14 it's not a money thing. The brownouts is
15 not just to save money. The brownouts is
16 because you believe it's a better way to
17 put fires out.

18 DEPUTY MAYOR GILLISON: We are
19 limited by various -- both contracts and
20 everything else to a limited way of how
21 we deal with reductions when we don't
22 have dollars. We try to make sure that
23 we emphasize the fact that we look at our
24 safety. We ask the fire command to take
25 a look at safety. We look at those

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 things, and we deploy the best way we
3 know how.

4 So, again, everything is on the
5 table. If there were additional dollars,
6 we would take a look at it. I'm actually
7 encouraged by the fact that the
8 Commissioner, along with all parties,
9 Local 22, all the command, whether it's
10 paramedic or whatever, are together and
11 they're working to see how the
12 efficiencies should be put together.

13 COUNCILMAN SQUILLA: Okay.
14 Thank you.

15 COUNCIL PRESIDENT CLARKE:
16 Thank you, Councilman.

17 COUNCILMAN JONES: Point of
18 information.

19 COUNCIL PRESIDENT CLARKE:
20 Councilman Jones.

21 COUNCILMAN JONES: Thank you,
22 Mr. President.

23 The fatal fire in Kensington,
24 was the closest fire-responding engine
25 company browned out?

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 DEPUTY MAYOR GILLISON: No.

3 COUNCILMAN JONES: There was no
4 in that area?

5 DEPUTY MAYOR GILLISON: No,
6 there were none.

7 COUNCILMAN JONES: All right.
8 Thank you, Mr. President.

9 COUNCIL PRESIDENT CLARKE:
10 Thank you, Councilman.

11 The Chair recognizes
12 Councilwoman Sanchez. She is not here.
13 We will go to Councilman Oh.

14 Before we do that,
15 Commissioner, I just want to say again my
16 personal condolences to the families and
17 the friends of the firefighters that lost
18 their lives. It was truly tragic. You
19 know, we all feel part of that membership
20 as municipal employees in public service,
21 but there can never be any more public
22 service than actually giving your life
23 for your job and for the City, and I just
24 want to give my personal condolences to
25 all of the members and the firefighters

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 here and all of you that are part of that
3 family. We will see them on Saturday.

4 COMMISSIONER AYERS: Thank you.

5 COUNCIL PRESIDENT CLARKE:

6 Thank you.

7 The Chair recognizes Councilman
8 Oh.

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

11 Good afternoon, Commissioner.

12 COMMISSIONER AYERS: Councilman
13 Oh.

14 COUNCILMAN OH: I think we're
15 as a legislative body at a point where
16 we're trying to understand what we really
17 mean when we talk about public safety in
18 terms of what we say and where we put our
19 money, where we put our commitment and
20 effort. And the brownouts, the hiring
21 freezes, the freezes on overtime, they
22 appear to be based on cost savings based
23 on budgetary issues and considerations.
24 I'm not saying that those are not
25 legitimate concerns, but it's going to be

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 a measure between those important issues
3 and the issues of lives and safety. And
4 there's been, at least from what I can
5 see, a rather clear communication from
6 the people in the field who do the work
7 that these are not ideal situations.

8 And so when you talk about a
9 comprehensive plan, taking away budget
10 and other things, do you feel that the
11 current configuration of firefighting
12 locations, equipment, manpower, training,
13 do you feel that that is the best that we
14 can do in this city?

15 COMMISSIONER AYERS: No, sir, I
16 do not feel that it is the best that we
17 can do in the City. Just based on
18 population shifts, on new construction,
19 different things, codes, all of those
20 things need to be considered when we stop
21 and we look and say what is the proper
22 configuration for the City of
23 Philadelphia, things that have to be
24 included is the 2035 plan, all of those
25 things that's happening for our city, and

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 you have to sit down and there has to be
3 a comprehensive plan on how do you deploy
4 your resources so that you can have your
5 citizens safe and you can be efficient as
6 you do that.

7 The effectiveness that we've
8 been able to show as a department is
9 evident in our numbers. This time last
10 year we had 16 people who had lost their
11 lives. Today it's only eight, and it's
12 partially about the weather, but it's a
13 lot about the education, the smoke alarm,
14 all of those things that our members have
15 been out there on the street doing,
16 knocking on doors and making sure that
17 people are safe.

18 So we've taken a comprehensive
19 proactive move to make sure that we get
20 folks safe. The statistics that you just
21 heard, 84 percent of our citizens that
22 died in fires, died, we believe,
23 needlessly, because if they had the
24 proper protection and education and
25 practice a home escape drill, that's

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 something simple that every citizen can
3 do in order to save their lives if
4 something breaks down in their
5 environment.

6 So we've been proactive. Our
7 numbers show our effectiveness, and our
8 efficiency is the thing that we're trying
9 to work on, and it's going take a
10 collaborative effort, not just with
11 management and Council, but also with
12 everybody else involved so that we can
13 put our finger on the right footprint for
14 our city.

15 COUNCILMAN OH: At least a
16 significant number of Councilmembers I
17 feel have expressed today and in the past
18 a desire to put more money behind the
19 firefighters in terms of the ability to
20 hire more firefighters, to have better
21 equipment, to look at the facilities in
22 which they work in.

23 Discussing this issue about the
24 \$3 million, 3.4, 3.8, if Council is able
25 to provide this money to the

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Administration, how will we know that the
3 Administration will use this money for
4 the purposes of supporting the
5 firefighters who are out in the field?

6 DEPUTY MAYOR GILLISON: Well, I
7 would answer that rather easily and
8 rather directly. Any dollars that we
9 give -- that this body appropriates, we
10 always appropriate it in a way that we
11 think is consistent with our views on not
12 only providing additional safety to the
13 community but is done in an efficient
14 manner.

15 One of the things that we did,
16 and we worked with the entire Department,
17 to take part in a study that was funded
18 by PICA. That study I think gives us a
19 blueprint, and the commitment the
20 Administration made is to have everyone
21 at the table within the Department, the
22 union is there as well, and we are
23 designing what the Department should look
24 like in an efficient way.

25 I went personally to one of the

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 task force meetings and sat down for, I
3 think it was, over an hour and a half
4 answering questions about were there any
5 parameters that they wanted to have
6 that -- any limitations on what they
7 could take apart the study and make
8 recommendations, and I assured them I
9 would be listening to their
10 recommendations and to how they felt
11 would best put this department in the
12 best place to be in order to provide the
13 services that they need.

14 At the end, I asked, Are there
15 any further questions? Is there anybody
16 that doesn't believe that we will take
17 these things? And not one person said
18 anything other than, Thank you for
19 coming, we have some suggestions, they
20 may not all be perfect, but we'll work
21 together and make sure that we have it
22 done.

23 The Berkshire study talks about
24 closing a number of companies. I don't
25 know whether or not that's the way to go.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 I do think we may need to redeploy and
3 reposition based on some additional work
4 we need to get done. We have invested in
5 IT in order to try to make sure and bring
6 this department closer. But we have a
7 long way to go with how we get additional
8 resources to tell us where we need to go.
9 But we are going to put every dollar
10 towards providing additional safety and
11 services to the citizens of the City, and
12 I'm proud to say I think this department
13 has done a yeoman's job in producing
14 under some very, very, very trying
15 circumstances, as I think all my public
16 safety departments have done over the
17 last four years.

18 COUNCILMAN OH: All right.

19 Thank you, Mr. President.

20 COUNCIL PRESIDENT CLARKE:

21 Thank you, Councilman.

22 The Chair recognizes Councilman
23 Henon.

24 COUNCILMAN HENON: Thank you,
25 Council President.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Commissioner, thank you for
3 coming in.

4 COMMISSIONER AYERS:
5 Councilman.

6 COUNCILMAN HENON: I do also
7 want to start out with condolences, our
8 hearts and prayers for the members and
9 the families and everybody that goes to
10 work every day in the interest of public
11 safety trying to save lives and protect
12 each other. It sure is a tragedy, and my
13 heart goes out to them.

14 COMMISSIONER AYERS: Thank you,
15 sir.

16 COUNCILMAN HENON: I do want to
17 be redundant about brownouts as well.
18 Brownouts are station closures; is that
19 right? They are closed. They're shut
20 down for business.

21 COMMISSIONER AYERS: They're
22 company closures.

23 COUNCILMAN HENON: They're shut
24 down.

25 COMMISSIONER AYERS: Shut down

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 for one shift.

3 COUNCILMAN HENON: Okay. But
4 in the interest of public safety for the
5 neighbors, they are closed.

6 COMMISSIONER AYERS: Yes, sir.

7 COUNCILMAN HENON: Okay. And
8 you had mentioned that there's a savings
9 in overtime. Why would you be saving in
10 overtime on brownouts when they would be
11 regular time?

12 COMMISSIONER AYERS: Because --

13 COUNCILMAN HENON: Would that
14 be regular shift, regular time or -- I
15 mean, how would you be saving \$3.8
16 million on regular time closings of fire
17 companies?

18 COMMISSIONER AYERS: When we
19 brown a company out, there are four of
20 our Fire Department members in that
21 company -- if it's a ladder, it's five --
22 that leave their station and it's closed
23 and they go to other companies where
24 otherwise we would have to hire in
25 overtime. They're working straight time.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 They go, they fill that slot that would
3 otherwise have to be filled with
4 overtime. So we get a straight time
5 person working there.

6 COUNCILMAN HENON: In the
7 interest -- you have public safety, which
8 is paramount to City services, and you
9 have public trust. We trust that when a
10 call is made, a company is not shut down.
11 And that's from a citizen. I'm here
12 questioning you. I'm here questioning
13 the Department's reasoning for doing so,
14 because I'm more concerned with not just
15 that in itself, but how it's tied to the
16 potential furloughs, if the company
17 chooses to do furloughs, if it's awarded
18 by an arbitrator through Act 111 and how
19 that falls into play with brownouts or
20 closings. I'm going to call them
21 closings, if you don't mind, and --

22 (Applause.)

23 COUNCILMAN HENON: Also, in
24 addition to extra assistance with extra
25 alarms. I'm sure -- are there direct

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2 impacts on a fire company closing if Act
3 111 is -- who knows what's going to
4 happen. Everything keeps getting
5 appealed. Binding arbitration keeps
6 getting appealed. So I don't know where
7 that goes. But if the Department chooses
8 to use furloughs if it's implemented,
9 coupled with fire closings, is that
10 going -- how is that going to affect the
11 response time and assistance to a
12 potential fire like we had the other
13 night?

14 COMMISSIONER AYERS: The number
15 of units that are open or closed is what
16 gives us our configuration for box
17 alarms, two extra alarms, et cetera. How
18 that would be used, I'm not sure how that
19 would be used, but right now we have
20 three companies that are browned out, if
21 you will. One is Engine 38, which is
22 still being under construction. It will
23 be back in service in November. And
24 that's what we have. We have three
25 companies that we on a regular basis

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2 brown out, a total of 23, and two
3 ladders. And that's how we actually
4 operate right now.

5 And as far as how furloughs or
6 other company closings would take away
7 from, say, those three, say instead of
8 three, five, four -- I mean, five or six
9 or whatever, I'm not contemplating that.
10 I'm not looking at closing more companies
11 or using more brownouts or anything.

12 So as related to the contract,
13 we'll wait. It's in arbitration. We'll
14 see what's in front of us and then we'll
15 adjust ourselves.

16 COUNCILMAN HENON: And, look,
17 the contract is a whole other round of
18 questioning, but on the fire company
19 closings, you have a difference -- you're
20 asking for \$5 million less this year for
21 the budget than last year. You think we
22 can do more with less, but we're -- for
23 brownouts it's only \$3.8 million. So I'm
24 sitting back here saying, All right, we
25 have the best trained public safety fire

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 department in the country, \$5 million
3 less asking for a budget when it would
4 only take \$3.8 million. I'm relying on
5 the Department's numbers. I don't know
6 how you get to that, because it doesn't
7 make sense from what I see. Where is the
8 balance? Where is the trust that we're
9 asking for to keep something -- I mean,
10 it's \$3.8 million.

11 COMMISSIONER AYERS: Okay.

12 COUNCILMAN HENON: And that's
13 all it is, and it's not all it is on the
14 public safety end. So that's my
15 question. I want to know what could be
16 the reasoning from \$5 million less budget
17 request this year as opposed to keeping
18 fire companies open instead of closed.

19 COMMISSIONER AYERS: It was
20 explained a little earlier.

21 Dave, thank you.

22 DEPUTY COMMISSIONER BEATRICE:
23 As I was trying to explain a little
24 earlier, it's not really a \$5 million
25 reduction in the budget like it looks.

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2 Part of that was in this year's budget,
3 we had grant money where we purchased --
4 grant money came in and we're purchasing
5 two boats. Now, that money was grant
6 money and it's not needed next year, but
7 that \$1.1 million of -- it looks like our
8 budget was reduced, but that's really not
9 a reduction. And a couple of the other
10 items were items that were awarded in
11 arbitration where we provide each member
12 with a personal escape rope system. Now,
13 the last couple years we've been
14 purchasing the systems. All that money
15 was used in this fiscal year. So the
16 money that was added extra to purchase
17 the rope rescue system is now part of
18 that reduction.

19 So it's not like we're saying
20 we're reducing our budget \$5 million, we
21 have to reduce services. It's not that.
22 This budget keeps the same level of
23 service that we have this year. I hope
24 that answers or clarifies it a little
25 bit.

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2 COUNCILMAN HENON: I'll wait
3 until the second round.

4 COUNCIL PRESIDENT CLARKE:
5 Thank you, Councilman.

6 Real quick. I don't know if
7 this was asked while I was out. You
8 anticipate hiring 160 new cadets, and I
9 know in the Police Department there's
10 going to be additional hires, and that's
11 essentially to keep pace with the DROP
12 and some of the individuals leaving the
13 Police Department. Will this be a
14 comparable strategy here? Will you
15 maintain with the 160 new hires, will you
16 maintain the service levels?

17 DEPUTY MAYOR GILLISON: We're
18 actually trying, Council President, we're
19 trying to do two things. One, the 160
20 that we're trying to bring in, which is a
21 double class in -- we're shooting for
22 July. We're trying to get that in. We
23 anticipate about 150 people attriting
24 over the next year, but the majority of
25 them attrit in June of '13. So about a

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2 year from now, a lot of people will be
3 leaving. We will have those classes --
4 that class will be already graduated and
5 should be -- will help us on our overtime
6 savings that we're trying to get because
7 we'll have vacant positions filled. But
8 we also are looking at trying to put
9 another class in in January or February
10 of next year in order to bump up to
11 anticipate that large number that's
12 leaving in June.

13 So we're trying to not only get
14 through some of our additional -- some of
15 our vacancies that are in there, we want
16 to eliminate those as best we can, and
17 we're also trying to plan for the
18 attrition. So we are very sensitive on
19 knocking that out and knocking out and
20 hiring to not only deal with our
21 attrition, but also hiring to put
22 additional firefighters in the field
23 during next year to help us bring down
24 our overtime cost.

25 COUNCIL PRESIDENT CLARKE: So

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2 my question as to whether or not this
3 will allow you to maintain service levels
4 is what?

5 DEPUTY MAYOR GILLISON: We will
6 not only maintain, we will hopefully
7 improve.

8 COUNCIL PRESIDENT CLARKE:
9 Exceed?

10 DEPUTY MAYOR GILLISON: Yes.
11 We're exceeding. We're trying to fill
12 those vacant positions.

13 COUNCIL PRESIDENT CLARKE: And
14 then with the additional --

15 DEPUTY MAYOR GILLISON: Knock
16 down the attrition levels.

17 COUNCIL PRESIDENT CLARKE: That
18 is not yet budgeted for?

19 DEPUTY MAYOR GILLISON: No.
20 Part of this budget allows us to do that.
21 That's what --

22 COUNCIL PRESIDENT CLARKE: For
23 the additional?

24 DEPUTY MAYOR GILLISON: Yes.
25 Yes. Yes, it does.

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2 COUNCIL PRESIDENT CLARKE:

3 Okay. I just want to make sure we're
4 consistent.

5 The Chair recognizes Councilman
6 Jones.

7 COUNCILMAN JONES: My point of
8 information was --

9 COUNCIL PRESIDENT CLARKE: That
10 was the same?

11 COUNCILMAN JONES: Yes. Yes,
12 sir. Thank you, Mr. President.

13 COUNCIL PRESIDENT CLARKE:
14 Thank you, sir.

15 The Chair recognizes
16 Councilmember Squilla.

17 COUNCILMAN SQUILLA: I know
18 you're saying it's not a reduce in budget
19 for the 5 million to the 3 million, but
20 it's still the money you received last
21 year, if you were to keep the same, even
22 though you don't have those additional
23 costs. What happens if binding
24 arbitration comes in and it's high? What
25 do you do at that point?

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2 DEPUTY MAYOR GILLISON: We will
3 take a look at the matter and we will
4 deal with it as instructed. I mean, the
5 bottom line is, it is the -- we have
6 taken a consistent view from the
7 beginning across the board. If it comes
8 in higher than we anticipated, we go back
9 and we'll adjust for it.

10 COUNCILMAN SQUILLA: And would
11 it be a proper consideration to appeal it
12 again?

13 DEPUTY MAYOR GILLISON: It
14 depends on what it says. I mean, I'm not
15 going to tell you -- our bottom line is
16 that things in this environment we have
17 to be able to have a budget that can be
18 paid for. And it just depends. I mean,
19 I'm part of that discussion, and we'll go
20 forward.

21 COUNCILMAN SQUILLA: If the
22 appeal process doesn't come in in your
23 favor, are you still going to have the
24 class starting in July?

25 DEPUTY MAYOR GILLISON: It is

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2 our intent to have the class in July,
3 yes.

4 COUNCILMAN SQUILLA: I mean,
5 intent --

6 DEPUTY MAYOR GILLISON: Yes.
7 We are committed to having that class in
8 July.

9 COUNCILMAN SQUILLA: No matter
10 what?

11 DEPUTY MAYOR GILLISON: Yes.
12 The Commissioner has asked for it. This
13 is the first time that we will have an
14 opportunity to do it, given all of the
15 things that have happened over the last
16 four years, and the Commissioner needs
17 and we've built a budget based on the
18 fact that we have that class.

19 COUNCILMAN SQUILLA: Also, some
20 of the actions that we see and you hear
21 about through whether you're talking to a
22 fire personnel or even residents, is it
23 safe to have, I guess, first on a fire a
24 ladder company to enter the -- to be
25 there to be considered on time, the

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 ladder company, the first respond unit at
3 a fire?

4 (Applause.)

5 DEPUTY MAYOR GILLISON: The
6 response that you have to get --

7 COMMISSIONER AYERS: We do not
8 feel that we want a ladder company being
9 first on the fire ground and trying to do
10 engine operations. They can't. What has
11 happened in our design, our construction
12 of this model is that we will have an
13 engine company responding within the
14 national standard. Of course, we don't
15 want that situation, but sometimes that
16 situation will present itself. And our
17 officers are professionals. They do what
18 they have to do to support whatever that
19 issue is at hand. They'll do their
20 size-up. They'll wait and give orders to
21 incoming companies and they'll adjust
22 themselves accordingly to keep their
23 members safe and to provide assistance to
24 those civilians. That's what we expect,
25 that's what was designed, and that's what

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 we do, and we've done that since the
3 brownouts.

4 COUNCILMAN SQUILLA: But it's
5 not -- you don't consider that a safe
6 practice?

7 COMMISSIONER AYERS: No, I
8 don't consider that if we had only ladder
9 companies coming to a fire a safe
10 practice. No, absolutely not. That they
11 arrive first is an issue that we have to
12 deal with based on what our situation is.
13 But, no, of course not.

14 COUNCILMAN SQUILLA: I just
15 think in public safety's interest, that
16 we would want an engine there that can
17 actually dispose of the fire first and
18 have somebody there to be able to help
19 the people at that location than have a
20 lot -- I mean, it just doesn't seem like
21 a safe decision to have that happen and
22 it seems like -- I don't know. What's
23 the percentage of that happening at
24 existing fires?

25 DEPUTY MAYOR GILLISON: We'd

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2 have to get that and provide that to the
3 Chair, because I actually don't believe
4 that happens all that often, but I would
5 get -- we can provide that to the Chair.

6 COUNCILMAN SQUILLA: All right.
7 If we could have that, that would be
8 appreciated.

9 DEPUTY MAYOR GILLISON: Not a
10 problem.

11 COUNCILMAN SQUILLA: A couple
12 questions too on -- I mean, I notice some
13 of the issues -- and we're talking about
14 morale of the members or the firefighters
15 and some of the instances that we heard
16 of, and I just need clarification. We
17 hear that if a firefighter is burned at a
18 fire or was in an accident or something,
19 they would be transferred out of that
20 district or firehouse that they're in to
21 another one to deter them from getting
22 burned or into an accident. Is this
23 straight across on every case no matter
24 what the incident is?

25 DEPUTY MAYOR GILLISON: No.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 (Applause.)

3 COMMISSIONER AYERS:

4 Councilman, of course not.

5 COUNCILMAN SQUILLA: So there
6 are incidents where a person gets into an
7 accident in a fire truck, they don't
8 necessarily have to be transferred?

9 COMMISSIONER AYERS:

10 Absolutely.

11 COUNCILMAN SQUILLA: Okay.

12 That's different than I guess --

13 Mr. Gillison, could you add to that.

14 DEPUTY MAYOR GILLISON: As you
15 and I know, because we've talked about
16 that, where we do the investigation, we
17 always provide and always do the same
18 thing. Something happens. We usually
19 take -- and the Commissioner says he's
20 going to put the person on different duty
21 while the investigation is going on.
22 There's a recommendation after an
23 investigation. The Commissioner makes
24 the decision of whether this is
25 discipline or not, and once that's done,

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2 he makes that recommendation, acts on
3 that recommendation, and then the order
4 is given whether the transfer will happen
5 or not.

6 If it is deemed to be something
7 that is the responsibility of the
8 individual, he violated a directive, if
9 it's a violation of directive, it's
10 within the Commissioner's determination
11 whether the person gets transferred. So
12 that's the procedure.

13 COUNCILMAN SQUILLA: I would
14 agree with you, but isn't the incident
15 that we spoke about -- we're not going to
16 mention names -- but where it was deemed
17 that it wasn't the responsibility of the
18 firefighter? Matter of fact, it was the
19 act of somebody else that caused it, and
20 yet you told me that it's a hundred
21 percent, clear cut, person has to get
22 transferred.

23 (Applause.)

24 DEPUTY MAYOR GILLISON: The
25 case you're referring to -- again, I

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 won't say the person's name either -- is
3 that he was transferred as a result of a
4 violation of other directives, not for
5 the fact of the accident. I think that
6 that's what the information that you
7 gave -- that I gave you. But I'll be
8 glad to talk to you about that again.

9 COUNCILMAN SQUILLA: Okay. How
10 about the -- as far as a firefighter
11 getting burned, I know you had said
12 because they don't wear their equipment
13 properly or --

14 DEPUTY MAYOR GILLISON: If --
15 and I think that's something that we have
16 to deal with. If it is found after an
17 investigation. Our firefighters put
18 themselves at risk just by doing their
19 job. We obviously do not discipline for
20 just doing your job. What happens is is
21 that if something was done incorrectly,
22 that's when they are retrained. We do
23 that in order to protect them for their
24 own safety. If they do it wrong, we want
25 to make sure they do it right, and that's

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 the only time that we end up dealing with
3 that.

4 COUNCILMAN SQUILLA: I agree
5 with you there. I think if they don't
6 follow proper procedures, I would agree
7 with you.

8 DEPUTY MAYOR GILLISON: So it
9 is not automatic. It has never been
10 automatic. And I think that I sent to
11 you the numbers where we have a number of
12 people who have gotten hurt, and the
13 number of people who have gotten
14 disciplined are vastly inferior to one
15 another.

16 COUNCILMAN SQUILLA: I still
17 have the e-mail you sent me and I'll show
18 it to you in private time, but --

19 COUNCIL PRESIDENT CLARKE:
20 Councilman.

21 COUNCILMAN SQUILLA: Okay. I'm
22 sorry.

23 COUNCIL PRESIDENT CLARKE: Can
24 you get him on the next round?

25 COUNCILMAN SQUILLA: Yes.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCIL PRESIDENT CLARKE:

3 Thank you, sir.

4 The Chair recognizes Councilman
5 Green.

6 COUNCILMAN GREEN: Thank you,
7 Mr. President.

8 Sometimes tragedies bring
9 families together and sometimes they
10 bring out already some deep divisions and
11 emotional feelings, and I just want you
12 all to know at this time that my prayers
13 and the prayers of my family and
14 everybody go out and I'm very sorry for
15 the losses, as others have expressed
16 here, in the Fire Department and
17 especially to the families of the
18 firefighters.

19 I do have a few questions, the
20 rest of which I will submit the rest in
21 writing for a written response. But
22 during last year's budget hearing, we had
23 a discussion about the planned EMS call
24 prioritization system. My understanding
25 is, this system would help the Department

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 better distinguish between emergency and
3 non-emergency calls, helping improve
4 response times for true emergencies and
5 also increasing cost effectiveness.

6 At that time, Mr. Gillison
7 testified that the RFP for the system
8 was, quote, scheduled to be released
9 within the next week or two. But I
10 didn't see any mention of the system in
11 your testimony or the Five Year Plan.
12 Can you tell me the status of this?

13 COMMISSIONER AYERS: Yes. The
14 system was -- the RFP was released. We
15 are currently finishing up that process.
16 We have a vendor. They're still in
17 negotiations as far as with Law and
18 Office of Information Technology. So as
19 soon as we get through those things,
20 we'll be implementing our system.

21 COUNCILMAN GREEN: When was the
22 RFP issued?

23 DEPUTY MAYOR GILLISON: I'd
24 have to get back to you, Councilman. I
25 know it was released and I know we've

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 been working through a number of issues.
3 So it was released. We have a vendor and
4 we're working it, but I'll get you the
5 exact date that it was released.

6 COUNCILMAN GREEN: When will
7 this be finalized with the vendor?

8 DEPUTY MAYOR GILLISON: I would
9 hope soon.

10 COUNCILMAN GREEN: In the next
11 week or two?

12 DEPUTY MAYOR GILLISON: I'm
13 tired of the waiting. So believe me when
14 I tell you this has been a long arduous
15 process. Believe me, as soon as it gets
16 done, I will obviously provide it to the
17 Chair. And I know that we have
18 monthly -- I believe the Chair of Public
19 Safety says he wants to reinstitute the
20 monthly public safety upbringing, so
21 we'll give it to the Chair as well.

22 COUNCILMAN GREEN: Okay. We
23 also talked about the dramatic increase
24 in EMS calls over the past decade, which
25 suggested a systematic problem that

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 needed to be addressed through a
3 cross-departmental approach. I asked
4 Mr. Gillison whether the City was
5 analyzing the root causes of these EMS
6 calls and hospital transports to try to
7 determine what could help address them,
8 such as better access to primary and
9 preventative care. Mr. Gillison
10 indicated the City was, quote/unquote,
11 looking at the issue and trying to figure
12 out different ways that we could deal
13 with them going forward and, quote,
14 thinking outside of the box, end quote.

15 Could Mr. Gillison or the
16 Department update us on where this
17 analysis stands, if any -- I'll start
18 there.

19 DEPUTY MAYOR GILLISON: Yes.
20 The things that we -- and I believe that
21 Councilman -- I think it was Councilman
22 O'Neill that asked me whether or not we
23 thought that going to an enforcement rate
24 would also help us with our persistently
25 abusive parties, and I said to him at

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 that time it was not our desire to arrest
3 people who we saw that were persistently
4 abusing it. We did do a small analysis
5 of our persistently and high-use areas.
6 We came to the realization that there
7 were some private organizations that
8 instead of having their own private
9 negotiations with companies that could do
10 the work, that they're relying on us.
11 And we are still talking about whether we
12 should have a different fining system or
13 whatever in order to change our response
14 to them.

15 We have a lot of critical care
16 facilities that thinking outside the box,
17 they should actually have their own and
18 should not rely on us, and the idea of
19 either fining those corporations or
20 working with them to divert them to
21 private organizations rather than us is
22 something we're still struggling with
23 within the Administration.

24 COUNCILMAN GREEN: So the
25 answer -- is there anything in writing

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 with respect to this analysis, yes or no?

3 DEPUTY MAYOR GILLISON: I don't
4 know.

5 COMMISSIONER AYERS: We have an
6 analysis of those places.

7 COUNCILMAN GREEN: If you could
8 just provide whatever is in writing with
9 respect to this to the Chair.

10 Is there any plan that you have
11 for this going forward or are you still
12 analyzing it?

13 COMMISSIONER AYERS: We have
14 the analysis.

15 COUNCILMAN GREEN: Is there a
16 written plan, yes or no?

17 COMMISSIONER AYERS: It's not a
18 written plan right now.

19 COUNCILMAN GREEN: If there's
20 no written plan, there's no plan.
21 Fundamentally -- and this has been
22 consistent throughout Administration
23 testimony this year and in the past
24 years, and it is a great frustration,
25 and, that is, that people talk about

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 every single year for the past three or
3 four years their plans to do something
4 and their study of a particular issue,
5 and every single year they come back and
6 they say they have no written plan.

7 Until there is a written plan
8 with measurable achievable goals to which
9 people can be held accountable, nothing
10 is going to change. We have --

11 (Applause.)

12 COUNCILMAN GREEN: And so I
13 look forward to that.

14 One final question and I'm
15 finished, Mr. President.

16 COUNCIL PRESIDENT CLARKE: Of
17 course.

18 COUNCILMAN GREEN: If you could
19 just give a yes or no answer to
20 Councilman Oh's question.

21 DEPUTY MAYOR GILLISON: I'm
22 sorry. I didn't hear your question.

23 COUNCILMAN GREEN: If you could
24 just give a yes or no answer to
25 Councilman Oh's question. If money is

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 appropriated to the Fire Department for
3 the purpose of Class 100, hiring
4 additional personnel, will it be spent
5 for that purpose? Will it be spent
6 for --

7 DEPUTY MAYOR GILLISON: For
8 Class 100?

9 COUNCILMAN GREEN: Or for the
10 things --

11 DEPUTY MAYOR GILLISON: Yes.

12 COUNCILMAN GREEN: If money is
13 appropriated, will it be spent as
14 appropriated in the Fire Department?

15 DEPUTY MAYOR GILLISON: I think
16 that's the law. So, yes. I think that
17 that's the law. If you are to give us
18 additional dollars for Class 100 and
19 you're saying that the 160 new hires, we
20 will appropriate it for the 160 persons
21 we plan on hiring.

22 COUNCILMAN GREEN: Thank you.

23 COUNCIL PRESIDENT CLARKE:

24 Thank you, Councilman.

25 The Chair recognizes

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Councilwoman Bass.

3 COUNCILWOMAN BASS: Thank you,
4 Mr. President.

5 COUNCIL PRESIDENT CLARKE:
6 You're welcome.

7 COUNCILWOMAN BASS: How are
8 you? Good afternoon.

9 COMMISSIONER AYERS: Good
10 afternoon.

11 COUNCILWOMAN BASS: I just had
12 a couple of quick questions. So the
13 first is -- actually, I just want to
14 piggyback off of part of what Councilman
15 Oh and Councilman Green were just
16 mentioning in terms of appropriating
17 dollars for additional hiring for the
18 Fire Department, and I wanted to talk
19 specifically about the ethnic and gender
20 breakdown among the Fire Department as it
21 stands based on the data that you
22 provided.

23 Just looking at what's provided
24 here, there's a racial breakdown of 1
25 percent Hispanic, 23 percent African

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 American, 76 percent Caucasian, 3.2
3 percent female, 96.8 percent male, and
4 through the entire department the numbers
5 are slightly larger, but not by a whole
6 lot.

7 And so my question and concern
8 is, if there is additional hiring, that
9 we need to make sure that it looks like
10 Philadelphia, because based on these
11 numbers, they don't look like what
12 Philadelphia looks like right now. And
13 so that's very much a concern to me,
14 particularly when you look at the growth
15 in Philadelphia. The growth has not been
16 among the African American or the
17 Caucasian population. Primarily it's
18 been among the Asian American and
19 Hispanic American communities. And so
20 the hiring or the breakdown that we have
21 now, I don't even see Asian Americans
22 listed at all within the Fire Department,
23 and the Hispanic numbers are, in my
24 opinion, they're very, very low. And
25 they should be based on a city like

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Philadelphia, the fifth largest city in
3 the nation and growing. They should be
4 much larger.

5 So I just wanted to bring that
6 to your attention, and I'm hopeful that
7 when we do get a new class in and when we
8 do talk to you again next year, that this
9 number will be significantly higher. So
10 I just wanted to bring that to your
11 attention. I don't know if you want to
12 make a comment on that.

13 COMMISSIONER AYERS: Well, we
14 have a recruitment that was done over the
15 last year. We had a test in November.
16 We have a list that's established. We're
17 working with Personnel to get a breakdown
18 of those numbers so that we can get those
19 to Council President and to the Council.

20 COUNCILWOMAN BASS: That would
21 be great.

22 And also can you talk about
23 how -- the Police Commissioner was here
24 earlier and I spoke to him about some of
25 the issues that we're having in terms of

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 poverty and how that relates to mental
3 health issues and homelessness and all
4 sorts of different things. So I'm
5 wondering if you can talk about how those
6 sorts of issues translate into an effect
7 on your community or translates into fire
8 emergencies in the community. So whether
9 you have people squatting, whether you
10 have vandalism, whether you have a number
11 of different issues that result from
12 different things that are happening
13 economically now, I don't know if you
14 want to comment on that or how that's
15 affecting your department and the
16 resources that will be needed to address
17 something like that right now.

18 COMMISSIONER AYERS: As you
19 were speaking, it reminded me of a fire
20 we had last year in a vacant warehouse,
21 if you will, in Southwest Philadelphia, I
22 believe the location was, and there was a
23 homeless man who had set up his home in
24 this warehouse and he lost his life in
25 the fire. He was living on mattresses

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2 and things and keeping himself warm, and
3 he lost his life. He was homeless. And
4 we have a lot of fires in our communities
5 that are not economically advantaged and
6 where they're poor, where they have
7 structures that's not taken care of,
8 their wiring is not up to date. Those
9 are the houses that we run in and out of
10 all of the time. But based on what we've
11 looked at, those are the same houses that
12 we run in and out of now with smoke
13 alarms in hand, with education, and the
14 downfall -- looking at the deaths and the
15 injuries that we've been able to prevent
16 over the last few years is because of the
17 men and the women, the same men and women
18 that's behind us, the ones that's on the
19 engines and the ladders that's going out
20 and providing these and the
21 philanthropists and all of those,
22 including Council, where we get a line
23 item of \$75,000 for smoke alarms, things
24 like that, the changes that we've made
25 for ten-year lithium power battery smoke

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2 alarms. All of those things are the
3 things that's going to get our citizens
4 safe.

5 You're not going to get
6 citizens safe by setting a fire truck on
7 every corner. That's not what's
8 happening. We need a partnership with
9 our community, and we've set up a
10 partnership with our community over the
11 years. They've learned what they have to
12 do. You stop, you look at the Pew Trust
13 survey that just came out. People feel
14 safe. How is your Fire Department
15 serving you? They feel safe. And they
16 don't feel safe because -- or say that in
17 view of a brownout or anything else.
18 They're saying it because we're educating
19 people. We're going into the homes.
20 We're knocking on doors. We're not being
21 judgmental, and we're making sure that
22 people are protected. Whether it's a
23 home that has no heater, a home that has
24 no electrical wiring, the plaster falling
25 down off the ceiling, it doesn't matter.

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2 We're putting the smoke alarms up, and if
3 something breaks down in the environment,
4 they get out. They get out on the
5 corners where you look and there's five
6 and six vacant houses because of fires
7 before. They get out because they know
8 what to do, not because they have money,
9 not because they don't have a job.
10 Because they know what to do and they're
11 protected.

12 COUNCILWOMAN BASS: Okay.

13 COMMISSIONER AYERS: If you
14 give us resources that's going to
15 continue to help us to get that done, we
16 can resolve a lot of these issues and we
17 can put other dollars in other places
18 because people would be safe.

19 COUNCILWOMAN BASS: Okay. All
20 right. And one other quick question I
21 had -- again, I mentioned this to
22 Commissioner Ramsey -- was about sort of
23 the mental health aspect of it. And,
24 again, my condolences go out to the
25 families of the two firefighters that

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2 were lost. It takes somebody really
3 brave and just courageous that will run
4 into a burning building and not think of
5 themselves first. So, you know, it's a
6 really serious thing. But beyond that,
7 what happens -- I'm just curious, what
8 happens afterwards with the Fire
9 Department in terms of sort of -- we talk
10 about post-traumatic stress syndrome when
11 we talk about people returning from war,
12 but you can have post-traumatic stress
13 syndrome right here being a police
14 officer or a firefighter or a number of
15 different positions. And so can you talk
16 about what resources are available.

17 COMMISSIONER AYERS: Well, one
18 of the things that we've done as we're
19 probably right now in the process of
20 doing, we have our employee assistance
21 program and other resources where we go
22 in and we debrief the firefighters. We
23 let them tell us what's on their mind,
24 how they feel, all of those things. We
25 have sessions.

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2 Any time we have any type of a
3 traumatic situation, we have that
4 available for our firefighters.

5 Recently, we've looked at the
6 story of the two firefighters that lost
7 their lives based on their stressful
8 situations that we discover after the
9 suicides. Right now we're working with
10 the National Association for Suicide
11 Prevention. We're working with our own
12 Local 22, as well as our Administration
13 to get that information out so people can
14 debrief, so that they can understand that
15 it's okay to say, I'm not okay. It's
16 okay to say, That fire was tough and I
17 feel this way about it.

18 COUNCILWOMAN BASS: Right.

19 COMMISSIONER AYERS: And
20 getting those things out, much different
21 than the traditional thought patterns
22 that we had. There's been a mental
23 shift. We look at prevention first
24 versus the desire to fight the fire.
25 That stuff is going away. The new

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2 recruits, we talk about community risk
3 reduction. We talk about all of those
4 things that is a part of their job and
5 the things that they swore that they
6 would do.

7 So with those changes, we also
8 understand that it's not about being
9 macho. It's about being truthful and
10 supportive and helpful to each other. So
11 we have programs in place to continue
12 that.

13 COUNCILWOMAN BASS: Okay.

14 COMMISSIONER AYERS: We've got
15 a lot of support from Local 22. We've
16 got a lot of support from the community
17 at large, and we plan on continuing to do
18 those things and provide those services.

19 COUNCILWOMAN BASS: Very good.
20 Okay. If there's anything else that you
21 think that the Council could do to be
22 helpful, I think that everybody here
23 wants to be helpful, particularly in
24 terms of providing supportive services.
25 So thank you so much.

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2 COUNCIL PRESIDENT CLARKE:

3 Thank you, Councilwoman.

4 The Chair recognizes Councilman
5 Oh.

6 COUNCILMAN OH: Thank you,
7 Mr. President.

8 I'd like to go back to where I
9 was in terms of questioning. And I'll
10 just state that personally I have been
11 against the brownouts. That's just the
12 public fact. So we have a difference of
13 opinion; that is, whether people are safe
14 in our city, whether our firefighters are
15 safe. That difference of opinion is
16 coming to a point perhaps, because I can
17 only speak for myself, where there will
18 be a difference of opinion matched by a
19 difference of will, and my questions have
20 to go to will.

21 This body has to do with
22 budgetary issues and priorities, and
23 while all the expertise is with the
24 Administration, I respect it and we have
25 different elected officials. If this

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2 body were to conclude differently, that
3 we want to put money behind ending the
4 brownouts, hiring more firefighters,
5 providing them with better equipment, we
6 can only appropriate the money. The
7 issue then is, do we have to legislate
8 its use or is there a willingness to take
9 the money and to put it to the use that
10 it is intended.

11 DEPUTY MAYOR GILLISON: And I
12 will consistently say that each time that
13 this question is asked I think on every
14 Administration, whoever sits here, the
15 answer is always the same. There are the
16 opportunities for us to sit down. We
17 listen to one another. We respect
18 between the executive and the legislative
19 and the judicial, and we come up with a
20 way forward. That happens and has
21 happened every year that I've been here,
22 and I'm sure it will continue to happen.

23 If there are additional
24 resources, like everything else, I would
25 be -- I will be interested to see what is

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2 being shorted.

3 We all craft a budget. This is
4 our statement of priority. We are not
5 cutting any resources to the Fire
6 Department. We are trying to make sure
7 we live within the means that we
8 currently have, and we are all trying to
9 do and provide the services equally
10 across the board.

11 We respect the legislative,
12 obviously. We respect the judicial,
13 obviously. But we will come up with a
14 way forward, because at the end of the
15 day, the budget that you pass is the
16 budget that is going to be the one for
17 the City of Philadelphia, and we are
18 dedicated to making sure that we do what
19 we need to do.

20 I think that's the easiest way
21 to answer the question. We may have a
22 difference of opinion, but it is never,
23 as you know, done in a way that is either
24 unprofessional or anything else. We will
25 end up resolving our issues and we will

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2 move forward, period.

3 COUNCILMAN OH: Sounds like
4 legislate.

5 DEPUTY MAYOR GILLISON: I'm not
6 a legislator, God knows.

7 COUNCILMAN OH: I appreciate
8 your answer and your professionalism.
9 Thank you.

10 Thank you, Mr. President.

11 COUNCIL PRESIDENT CLARKE:

12 Thank you, Councilman. I mean,
13 Councilman, bottom line is, one thing I
14 learned early on in my legislative career
15 as an elected official, we could
16 appropriate as much as we'd like, but at
17 end of the day, the administrative branch
18 of government has the prerogative to
19 either spend the money or not spend the
20 money. That's the bottom line. It was a
21 nice way it was put, but at the end of
22 the day, if you appropriate dollars and
23 it's inconsistent with what the
24 Administration is interested in spending,
25 more than likely it's not going to get

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2 spent. That's the way it is. Thank you.

3 The Chair recognizes Councilman
4 Henon.

5 COUNCILMAN HENON: Thank you,
6 Mr. President.

7 I have two followups regarding
8 the fire company closings, not to -- the
9 Tacony fire I believe was a closing,
10 which is in my district, where there were
11 several deaths. Have you had an
12 investigation on that correlation to
13 whether there was -- the response was
14 quick enough or could it have been a
15 result -- I wouldn't say the deaths. Let
16 me strike that. I apologize.

17 Everybody is concerned with the
18 closings, and I don't know if -- I agree
19 with Councilman Oh in his ongoing
20 questioning. If this Council body does
21 appropriate more money for the stoppage
22 of closures, would you consider it?

23 DEPUTY MAYOR GILLISON: Yes, we
24 will consider it.

25 COUNCILMAN HENON: All right.

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2 Would it be less than or could it be less
3 than the \$3.8 million that you state --

4 DEPUTY MAYOR GILLISON: It will
5 be part of our discussions.

6 COUNCILMAN HENON: -- from when
7 you initially said that the savings are
8 from the initial closings?

9 DEPUTY MAYOR GILLISON: It will
10 be part of our discussion.

11 COUNCILMAN HENON: Let's just
12 say, could it be \$2 million?

13 DEPUTY MAYOR GILLISON: I think
14 that all of that, Councilman, will come
15 up at the appropriate time of what it is
16 that you would like to do and we'll have
17 continuing discussions.

18 COUNCILMAN HENON: Again, I
19 understand. This has nothing to do with
20 what may have been out of line on the
21 previous statement, but the
22 professionalism, what you have to do
23 administratively, I don't know. So I
24 rely on you. We all rely on you, and I
25 just want to make sure that you have the

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2 resources to make those responsible
3 decisions.

4 In regards to the staffing,
5 Class 100 and the new classes, I see
6 throughout the Five Year Plan that you
7 have a consistent budget Class 100. So
8 is that -- so this year you have a
9 decrease of a little over \$2 million. So
10 is that the Class 100 bump?

11 DEPUTY MAYOR GILLISON: Yes.

12 COUNCILMAN HENON: And it will
13 stay consistent. So you don't plan on
14 hiring any more classes or firefighters
15 in additional years aside from '13?

16 DEPUTY MAYOR GILLISON:
17 Obviously each year that we come forward,
18 we try to budget and maintain our budget
19 outlooks so we can be consistent in our
20 responses. But one thing I will tell you
21 is that the Administration is committed,
22 much like we were with Police, that as we
23 attrit and as we deal with that, we are
24 going to try and maintain our sworn
25 strength. So we want to make sure that

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2 we do that. And if next year when I'm
3 sitting here, I'll be able to answer the
4 question, but I would anticipate that our
5 ability to have classes will always be
6 consistent so that we can maintain our
7 sworn strength going across. So if the
8 following year -- I forget. What's the
9 number for -- so about 80 to 100 people
10 will attrit the following year. So that
11 would be Fiscal '14 budget. We will be
12 able to suggest to you we will have a
13 class to not only deal with that, but if
14 there's any additional that have left.

15 So we want to maintain that
16 going forward. How that will come out
17 I'm sure will keep our Budget Director up
18 at night figuring that out, but we are
19 going to maintain our strength.

20 COUNCILMAN HENON: I'm sure.
21 And the same thing with the Police
22 Department as mentioned earlier. They
23 foresee -- they had in the '90s they had
24 some large classes.

25 DEPUTY MAYOR GILLISON: Right.

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2 COUNCILMAN HENON: And if
3 management, whether it's the Fire
4 Department -- you're in front of me. So
5 if the DROP program was used properly as
6 a management tool, we wouldn't be playing
7 catch-up this entire time.

8 (Applause.)

9 COUNCILMAN HENON: So as you
10 see the natural attrition, 100 moving
11 out.

12 DEPUTY MAYOR GILLISON: We have
13 all that information.

14 COUNCILMAN HENON: Life after
15 '14, I don't know what that looks like --

16 DEPUTY MAYOR GILLISON: We do.

17 COUNCILMAN HENON: -- for your
18 department. So you're preparing for
19 that?

20 DEPUTY MAYOR GILLISON: Yes.
21 We are preparing going forward and as we
22 have done throughout the time that I've
23 been here, we have known how many are
24 coming out.

25 The Fire Department has been in

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2 a different situation because we have not
3 been able to hire a class. That has been
4 outside of the Department's rein. We
5 have not been able to do that. It has
6 not been the fault of anyone in this
7 room. When the Supreme Court rules that
8 things have to be done differently, we
9 have to adjust.

10 COUNCILMAN HENON: I understand
11 completely. I just want to make sure
12 that --

13 DEPUTY MAYOR GILLISON: So that
14 we've used the information for attrition
15 to be able to sit back across public
16 safety to deal with what we need to deal
17 with. And it hasn't been a budget issue.
18 It's just been for this department, it's
19 been we haven't been able to put in a
20 class. We have waited for this class to
21 come in. We are, I think, on par. As
22 the Commissioner knows, I've been saying
23 to him and working with the Managing
24 Director to make sure we can process
25 people and get that class in as quickly

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2 as possible, because we need them.

3 COUNCILMAN HENON: No doubt.

4 I'm just concerned with the level of --

5 certain level of supervisors who are

6 making the decisions for people's lives

7 on a daily basis --

8 DEPUTY MAYOR GILLISON: That's

9 right.

10 COUNCILMAN HENON: -- are

11 covered, and that is what the management

12 tool was originally for, and hopefully

13 you're taking that into consideration --

14 DEPUTY MAYOR GILLISON:

15 Absolutely.

16 COUNCILMAN HENON: -- so our

17 firefighters and the citizens aren't --

18 they have fully trained supervisors on

19 the street --

20 DEPUTY MAYOR GILLISON:

21 Absolutely.

22 COUNCILMAN HENON: -- at all

23 times.

24 DEPUTY MAYOR GILLISON: Yes.

25 Absolutely.

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2 COUNCILMAN HENON: Last
3 question, if I could, please. This is an
4 easy question, Mr. President.

5 This is just a simple budget
6 question. I just don't -- I'm a little
7 ignorant to it.

8 On Page 5, Section 44, it lists
9 \$8 million in temporary and seasonal
10 employees. I don't know what that means.

11 DEPUTY COMMISSIONER BEATRICE:
12 Page 44?

13 COUNCILMAN HENON: Section 44,
14 Page 5.

15 DEPUTY MAYOR GILLISON: I'll
16 yield that specific question to Rebecca.

17 COUNCILMAN HENON: Section A,
18 Line 3, temporary and seasonal.

19 DEPUTY COMMISSIONER BEATRICE:
20 It's not temporary or seasonal. I'll
21 have to get back to you if it's -- we'll
22 get right back to you.

23 COUNCILMAN HENON: That's fine.
24 If you can just provide it to the Chair,
25 I'd appreciate it. Thank you very much.

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2 DEPUTY MAYOR GILLISON: Thank
3 you.

4 COUNCILMAN HENON: I have no
5 further questions.

6 COUNCIL PRESIDENT CLARKE:
7 Thank you, Councilman.

8 I just want to real quickly
9 follow up on my last statement. While I
10 made reference to the Administration's
11 prerogative as it relates to spending
12 appropriated dollars, I want to make sure
13 that it's not interpreted that I'm
14 suggesting that members of Council don't
15 appropriate what they think is necessary.
16 So I just want to make sure that's
17 interpreted properly. Thank you.

18 The Chair recognizes
19 Councilwoman Sanchez.

20 COUNCILWOMAN SANCHEZ: Thank
21 you, Mr. President.

22 As I listened upstairs to some
23 of the incredible questions that were
24 asked by my freshmen colleagues, I was
25 very pleased with the level of detail to

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 this important matter, and I know this
3 has not been a good week, particularly
4 for this department. So I want to add to
5 my sentiments to the Commissioner and to
6 Local 22 and just highlight why this
7 discussion and this debate becomes not
8 only timely but so important, because we
9 are asking people to risk their lives
10 every day.

11 Mr. President, I was asked by
12 some of the members that are here
13 today -- many times we have these
14 hearings and we ask questions and
15 information is forthcoming. Is there any
16 way that we can post this information
17 when we receive it, when the Chair
18 receives it, on our website? Because I
19 think some of the questions that were
20 asked today that continue not to be
21 answered, those are some of these
22 questions year in and year out.

23 Can we post these online so
24 that we can assure the folks here that
25 the questions do eventually get answered

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2 and that they are available to the
3 public? I think it's important, because
4 we're talking about critical issues. Is
5 that possible?

6 COUNCIL PRESIDENT CLARKE: I'm
7 going to take Mr. Gillison's position
8 that that's something that we should talk
9 about.

10 COUNCILWOMAN SANCHEZ: Okay.

11 COUNCIL PRESIDENT CLARKE:
12 That's more in terms of logistics of the
13 number of questions. I just don't want
14 to commit because I don't know our
15 capacity in terms of -- because you're
16 talking about just questions today?

17 COUNCILWOMAN SANCHEZ: Right.
18 Questions to the Fire Department in
19 particular.

20 COUNCIL PRESIDENT CLARKE: Oh,
21 just to the Fire Department?

22 COUNCILWOMAN SANCHEZ: If they
23 could be posted online. We can just scan
24 them and post them online.

25 COUNCIL PRESIDENT CLARKE: I

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 thought you were talking about all of the
3 questions asked during the course of the
4 budget hearings.

5 COUNCILWOMAN SANCHEZ: No, no,
6 no, no. I'm talking about the Fire
7 Department in particular, because there's
8 some questions that are on record that
9 they've been asking year in and year out,
10 just for that purposes.

11 COUNCIL PRESIDENT CLARKE:
12 Okay.

13 COUNCILWOMAN SANCHEZ: Can we
14 do that?

15 COUNCIL PRESIDENT CLARKE:
16 We'll talk about it. Thank you.

17 COUNCILWOMAN SANCHEZ: Thank
18 you.

19 I know the question goes around
20 the allocation of resources. The report
21 came out that both Local 22 and PICA
22 agreed to. And if you answered this and
23 I didn't hear it while I was upstairs.
24 What are our next steps with that? The
25 report is out. What happens now?

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2 COMMISSIONER AYERS: We have
3 task forces that's working currently.
4 We're reviewing the report and looking at
5 all of those suggestions, and we'll have
6 a report that will say these are the
7 actions that we are taking.

8 COUNCILWOMAN SANCHEZ: Do we
9 have a timeline for that? I want to make
10 sure that it's not one of those reports
11 that we pay for and it collects dust, but
12 that we create a matrix for this is
13 what's going on now and that we keep that
14 as public and transparent as possible
15 with a timeline so that people know that
16 we are attempting to address all of
17 those. And bearing in mind that there
18 are going to be point of disagreements,
19 but I think we promoted that as the
20 answer to the brownouts, that we were
21 going to agree on a process.

22 So I didn't know there were
23 task forces involved. It would be very
24 good that before the end of this budget
25 process and before we make these final

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 budget recommendations, that we have a
3 timeline for what's going to happen, when
4 it's going to happen and who makes that
5 decision.

6 COMMISSIONER AYERS: Yes. The
7 task forces that's working, we started
8 that process back on January 9th, and we
9 continue to go through that process. We
10 have actually detailed members to
11 actually work on nothing but the
12 Berkshire report.

13 COUNCILWOMAN SANCHEZ: So those
14 members, how was that group selected?
15 Was that an agreement with the Local 22
16 and the other folks?

17 COMMISSIONER AYERS:
18 Absolutely. Local 22 was at the table.
19 We made an open selection process. We
20 actually sent information out, a general
21 memorandum, if you will, to each and
22 every member of our Fire Department and
23 we asked them if they would be
24 interested. We asked for a -- we had a
25 memo, but we asked for their statement of

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2 interest and we asked them to tell us a
3 little bit about yourselves, send us some
4 information so we could select people and
5 put them in the right place where their
6 skills and talents will work.

7 COUNCILWOMAN SANCHEZ: Who are
8 those task forces reporting to?

9 COMMISSIONER AYERS: Those task
10 forces report up to a liaison, who
11 reports directly to an executive task
12 force, which is comprised of my team,
13 members of Local 22 and ultimately to me.

14 COUNCILWOMAN SANCHEZ: Is there
15 any way that Council can get some
16 participation in that? What I don't want
17 to happen is that decisions are made at
18 the end and we have no mechanism -- and
19 I'm, by no means, volunteering myself. I
20 think there's some other members here who
21 are probably more engaged and more
22 involved in that.

23 That's important, because
24 ultimately whatever comes out of the task
25 force is going to be about resources.

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2 And so we want to make sure that the
3 report that the executive committee gives
4 us is one where everything is on the
5 table and we have an opportunity, like
6 we've had with every budget that I've
7 been involved in, to figure out what it
8 is we want to purchase in terms of
9 services, what's important enough for us
10 so that when we add those resources, we
11 don't need to have this debate around
12 will they spend it, but that we can be
13 part of the decision-making process. And
14 obviously I leave that up to my President
15 about how that participation is
16 formulated at that executive level, but I
17 think this issue is very important and
18 one that we're going to continue to talk
19 around unless we take action.

20 COMMISSIONER AYERS: Yes. I'm
21 sure that there's opportunities there.

22 COUNCILWOMAN SANCHEZ: Okay.
23 Thank you.

24 COMMISSIONER AYERS: Should we
25 collect -- I don't think we have to

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 collect your resume if you're going to
3 help out.

4 COUNCILWOMAN SANCHEZ: I would
5 hope you know what our track record is.

6 COUNCIL PRESIDENT CLARKE:

7 Thank you, Councilwoman.

8 The Chair recognizes
9 Councilmember Jones.

10 COUNCILMAN JONES: Thank you,
11 Mr. President.

12 A couple of quick questions.
13 Engine 9 was shut down when?

14 COMMISSIONER AYERS: It was
15 during last year, I believe it was.

16 COUNCILMAN JONES: What is its
17 proximity to the Kensington fire? Would
18 that have been -- Engine 6. I'm sorry.

19 COMMISSIONER AYERS: Oh, Engine
20 6? Engine 6's proximity to the fire,
21 they probably would be on the box.

22 COUNCILMAN JONES: I don't know
23 what "on the box" means.

24 COMMISSIONER AYERS: That would
25 be their first alarm.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILMAN JONES: They would
3 have been the first responder?

4 COMMISSIONER AYERS: No. I
5 think they would be on the first four
6 engines to arrive, one of the first four
7 engines to arrive.

8 COUNCILMAN JONES: So by way of
9 proximity, was Engine 6 the -- if they
10 were still open, would they have been the
11 closest fire responders on the box?

12 COMMISSIONER AYERS: No.

13 COUNCILMAN JONES: Why?

14 COMMISSIONER AYERS: Because
15 they --

16 COUNCILMAN JONES: They're not
17 physically close?

18 COMMISSIONER AYERS: Because
19 the box run, I believe it would still be
20 Engine 2.

21 COUNCILMAN JONES: All right.

22 COMMISSIONER AYERS: Just
23 because of their location.

24 COUNCILMAN JONES: Just on
25 location, they were the first, second or

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 third closest? Which one?

3 COMMISSIONER AYERS: Stand by.

4 Second or third in.

5 COUNCILMAN JONES: Second or

6 third in. And that would not have been a

7 factor in like addressing our fire? I

8 don't know this. I'm not a fire engineer

9 where I would be able to say that, but

10 was time an issue at all?

11 DEPUTY MAYOR GILLISON: No.

12 COMMISSIONER AYERS: Based --

13 COUNCILMAN JONES: That's real

14 easy.

15 DEPUTY MAYOR GILLISON: No.

16 Because the bottom line is that what

17 happened actually happened after being on

18 that ground for over two hours, and then

19 unfortunately what happened, we had just

20 declared the fire under control when the

21 next pieces started happening. We had

22 over 144 members out on that scene. That

23 had been fought. It was a five-alarm

24 fire. None of this has anything at all

25 to do with that. So the answer is no.

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2 COUNCILMAN JONES: And that's
3 an answer that I respect, but one I'm
4 always going to ask.

5 Number two, EMTs. Are they
6 subject to rotation by way of personnel?
7 And please help me to understand the
8 logic of why we do that.

9 COMMISSIONER AYERS: Emergency
10 medical technicians? Currently we don't
11 rotate emergency medical technicians. We
12 do rotate emergency medical technician P,
13 which is paramedics.

14 COUNCILMAN JONES: Okay. Why
15 do we rotate them?

16 COMMISSIONER AYERS: We rotated
17 the paramedics based on a court case, a
18 federal court case, FLSA laws and
19 adjustments that had to happen based on
20 their working hours here in the City of
21 Philadelphia.

22 COUNCILMAN JONES: And are they
23 moved from one company to another and do
24 their responsibilities also include
25 driving?

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2 COMMISSIONER AYERS: Their
3 responsibilities absolutely include
4 driving.

5 COUNCILMAN JONES: So to
6 what --

7 COMMISSIONER AYERS: And they
8 were moved from one company to another.
9 Some were not moved; some -- it varies.

10 COUNCILMAN JONES: So how often
11 are they rotated in your current
12 management structure?

13 COMMISSIONER AYERS: Currently,
14 it was a rotation every three years.

15 COUNCILMAN JONES: Three years.
16 My concern is that in particular parts of
17 my district, it is unique. We have
18 hills, inclines, streets that only a
19 billy goat can navigate in inclement
20 weather, and a part of knowing a
21 neighborhood is knowing critical
22 passageways in inclement weather based on
23 equipment, based on elevation, based on
24 turning radiuses that mean critical
25 minutes to response time.

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2 So I'm questioning when a new
3 person is rotated to an area, how are
4 they acclimated to that new terrain?

5 COMMISSIONER AYERS: Well, for
6 the most part, the paramedics don't have
7 a lot of time to go out and just explore
8 the area, because they're running all the
9 time. They learn the area through
10 running through the area and also from
11 getting information based on what the GIS
12 that they have tell them which way to go,
13 this way or that way. But they have to
14 learn those inclines and those streets
15 and all of those things. They have to
16 learn as they go through their community
17 and learn their local district.

18 COUNCILMAN JONES: And I'm not
19 sitting here in this Chamber like some
20 type of genius. This is what I'm getting
21 from rank and file members that say to me
22 in particular areas like Roxborough and
23 East Falls and Manayunk, that to know the
24 terrain is critical because your GPS --
25 and God knows, I've experienced they say

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2 turn right, turn left and I'm in a dead
3 end that they didn't anticipate or I'm in
4 an incline that you can't navigate.

5 So I'm saying to you, some
6 consideration needs to be given to the
7 fact that sometimes familiarity is a good
8 thing, and when you take someone from
9 Roxborough and put them in some of the
10 streets in South Philly, you know, you
11 have to know your way around the
12 neighborhood. And I don't know how --

13 DEPUTY MAYOR GILLISON: That's
14 part of the culture, Councilman.

15 COUNCILMAN JONES: When I say
16 culture, that's okay, but when you're
17 explaining to someone trying to gasp for
18 air, explaining it's a part of the
19 culture not to breathe is not a good
20 response.

21 DEPUTY MAYOR GILLISON: I'm
22 saying --

23 COUNCILMAN JONES: So I'm
24 saying to you --

25 (Applause.)

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2 COUNCILMAN JONES: I'm not
3 trying to --

4 DEPUTY MAYOR GILLISON:
5 Councilman, this is one --

6 COUNCILMAN JONES: I'm trying
7 to get an answer to how we acclimatize
8 people to terrains and I want to know
9 what that process is.

10 DEPUTY MAYOR GILLISON: We do.
11 We do it by way of just everything else
12 is done. When you bring a new police
13 officer in, you acclimate them to the
14 community. You tell him by way of the
15 Sergeant who is assigned to the person.
16 We tell them who the people are that they
17 need to get to know. That acclimation is
18 part of the culture that they join. It's
19 the same thing in the Fire Department and
20 in the Emergency Response Department.

21 We have 200-plus paramedics
22 that serve this entire city. Over a
23 three-year period they get to know one
24 area, they go to another. But they serve
25 the entire city. No one is just detailed

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2 to work one area and one area alone. We
3 don't have that -- there's no city in
4 America that does it that way. What we
5 try to do is make sure that the person
6 comes in, there's a path forward, they
7 are acclimated, they are brought into a
8 family that serves the entire city. They
9 end up getting acclimated to one area.
10 As they get their seniority, they can
11 then bump into.

12 There's a whole lot of
13 different issues that go into this, and
14 what we try to do is make sure that we're
15 providing services all over the City,
16 because, quite frankly, our paramedics
17 work every area of the City and they do a
18 damn good job.

19 COUNCILMAN JONES: And we agree
20 on that, but until this city was the
21 first to open a fire company, there was
22 none. So first is okay. What I'm asking
23 you is, what is the process, written
24 process, by which and how often does it
25 happen -- and I want that in writing to

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 the President so we all know it -- how
3 they're rotated and what then that
4 process is for them to know that
5 Primerton Street is a dead end and that
6 who tells them that before it's live
7 fire, realtime, response time.

8 So I know it's a culture, but
9 as a Councilman, I'd like to know what
10 that culture is in writing and how we do
11 that. And if a rank and file member
12 tells me it's a concern, it's my job to
13 bring it to you. Until you give me a
14 response back that I can take back to
15 them, it's an open question.

16 DEPUTY MAYOR GILLISON: Very
17 well. We'll provide it to the Chair.

18 COUNCILWOMAN SANCHEZ: Point of
19 information.

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

22 COUNCILWOMAN SANCHEZ:
23 Councilman Jones made a request and I
24 have a similar question so that therefore
25 it gets answered.

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2 One of the -- I had some
3 complaints around the recent transfers
4 that happen all over the place, but one
5 of the things that I saw, I happen to be
6 at Temple's trauma center and one of the
7 paramedics who went to school with me was
8 there. I saw him make six runs on that
9 night, and he was still required to do it
10 within a certain timeframe, and I was out
11 of breath watching him.

12 When we make those transfers,
13 does the rules change? Are people given
14 more time? Because he kept telling me --
15 I couldn't even talk to him. The six
16 times he came in while I was there
17 overnight, he had 15 minutes or so to
18 drop, do whatever and walk out.

19 So that when you answer -- when
20 he answers that question, the timing, do
21 we give extra time for folks who are
22 learning new areas? Because it was just
23 astonishing to me. And I know Temple is
24 a trauma center, but it was just crazy.

25 COUNCIL PRESIDENT CLARKE:

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2 Thank you, Councilwoman.

3 The Chair recognizes Councilman
4 Greenlee.

5 COUNCILMAN GREENLEE: Thank
6 you, Mr. President.

7 Mr. Gillison, I guess this
8 question is for you, and I actually
9 turned my light off one time because I
10 don't want this question to sound
11 sarcastic. It's not the intention. And
12 I know Councilman O'Brien touched on this
13 very early, and it could be because maybe
14 I just don't understand the process. But
15 when it comes to binding arbitration,
16 when does binding become final?

17 (Applause.)

18 COUNCILMAN GREENLEE: And
19 I'm --

20 DEPUTY MAYOR GILLISON: When it
21 ends. When it ends.

22 COUNCILMAN GREENLEE: Can
23 either side decide?

24 DEPUTY MAYOR GILLISON: The
25 bottom line is is that just like

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2 everything else, we have rules and
3 processes that we have to deal with. If
4 the City were to ignore its
5 responsibilities to the entire tax base
6 and say that in arbitration that was
7 decided upon that could not be afforded
8 by the City, we just accept it, we would
9 be in a worse situation. We would be
10 then questioned as to why didn't you do
11 something.

12 No matter what we do, we
13 understand that it is our responsibility
14 to make the assessment and move on. The
15 good thing I can tell you in this
16 situation that we have before us is that
17 the court agreed with us and actually so
18 did Local 22, because they joined us in
19 remanding the matter back to the
20 arbitration panel.

21 So this is really a non-issue.
22 We are now back at the position where we
23 need to be. We're at the table. We are
24 providing information to the arbitrator,
25 and there will be a decision. Most

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 decisions, as you know, end because we
3 actually say there's a way forward on
4 this matter and we continue. But it is
5 not a bone of contention. It is just the
6 way it is.

7 There was a hundred million
8 dollars that was not being able to be
9 paid for. That has to come from
10 somewhere. We appealed. The court --
11 I'm sorry. The court agreed. Local 22
12 agreed and they agreed to the remand back
13 so we could actually negotiate how we can
14 get to that point. And I think that we
15 will progress, like every other time,
16 we'll progress and we'll get an answer,
17 and at that point we'll be done.

18 COUNCILMAN GREENLEE: But that
19 can go on until --

20 DEPUTY MAYOR GILLISON:
21 Theoretically everything can go on. I
22 used to work in an area where I could
23 appeal a matter for 30, 40 years. I
24 mean, but that wasn't the end. That
25 wasn't the issue.

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2 COUNCILMAN GREENLEE: I mean, I
3 guess the thinking is sometimes binding
4 arbitration is different than
5 negotiations that either are going or not
6 going with DC 33 and 47, by the way.

7 DEPUTY MAYOR GILLISON: We have
8 sat down and we are trying to make sure.
9 An arbitrator makes a ruling. Both
10 sides -- I always emphasize -- both sides
11 have a right to appeal or not. Based on
12 that, a decision is made. That's the
13 process. I'm comfortable with the
14 process, and I think that we will end up
15 at a space where I am hopeful that this
16 will come to an end. But it has to be
17 something that's consistent with what we
18 can pay. That's just the rules. That's
19 just the law, and we have to follow the
20 law.

21 COUNCILMAN GREENLEE: I
22 understand, and, again, I'm not trying to
23 argue with you. I'm trying to understand
24 it because -- maybe it's just the
25 wording. I'm not trying to play

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 semantics here, but binding sounds --

3 DEPUTY MAYOR GILLISON: Binding
4 does not mean end. Binding means this is
5 the decision. There are then rules to
6 how do you take it and go forward, and
7 both parties avail themselves of their
8 rights and both parties ended up putting
9 it back where it is now.

10 COUNCILMAN GREENLEE: Okay.

11 DEPUTY MAYOR GILLISON: So I
12 don't think that it is, quite frankly --
13 it is binding, and we are now back to
14 where both of us wanted to be, and we'll
15 see what happens as a result.

16 COUNCILMAN GREENLEE: Okay.

17 All right. Thank you.

18 COUNCIL PRESIDENT CLARKE:

19 Thank you, Councilman.

20 The Chair recognizes

21 Councilmember Kenney.

22 COUNCILMAN KENNEY: Thank you,
23 Mr. President.

24 Police officers work in a
25 station and firefighters work in a house,

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 which makes I think the Fire Department a
3 different sort of department. They're
4 both public safety. They both put their
5 lives on the line every day, but they
6 live together, they work together,
7 they're a team.

8 The Fire Department has been a
9 major part of my life since 1960 when my
10 father was sworn in. And he's been out
11 for a long time, and I know that the
12 Department was not perfect then and there
13 was lots of problems back then and
14 there's lots of problems all the time,
15 but with all due respect, in my 21 years
16 here -- and it saddens and frustrates me
17 that that is the most frustrating, angry
18 department that I've seen, more so -- and
19 when I get complaints -- don't get me
20 wrong. And I love Local 22. I didn't
21 get endorsed in this last election, so
22 I'm not here to -- I love them anyway,
23 but the point is is that it concerns me,
24 it saddens me that there's -- I get
25 complaint after complaint, and it's not

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 just from the elected representatives of
3 Local 22. These are people that I've
4 known my whole life, that I respect, that
5 don't really have a union ax to grind.
6 And I don't understand it, and it just is
7 something to me that seems to be a sad
8 part of doing government these days.

9 Despite the binding
10 arbitration, despite arguments over
11 paramedics and transfers and assignments
12 and discipline, I mean, I have no
13 interest in micromanaging the department,
14 and I'll call you for information, but I
15 don't call and say I want this done or I
16 want that done.

17 Is there some way we can wipe
18 the slate clean and get back to being a
19 family again? Because I don't sense that
20 that's there anymore or not there the way
21 it used to be in my tenure here in
22 Council. It really does sadden me, and I
23 wish something could be done, whether
24 it's this Berkshire report, whether it's
25 Arockrosh Mon (ph) with leadership and

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 rank and file. And in this very sad time
3 -- and these things happen, sadly. It's
4 happened my whole life, our whole lives.
5 Maybe it's time to sit together, eat
6 together, have that proverbial beer in
7 the White House garden together and try
8 to fix this. I mean, if you don't think
9 it's broken or you don't think it's a
10 problem, I can understand. I mean, if
11 you say that -- I'm not there, but I'll
12 tell you -- and I don't take every
13 complaint with a hundred percent
14 assurance. I know truth lays somewhere
15 in the middle, but the underlying anger
16 and frustration is tearing this family
17 apart and I wish it would get better.

18 DEPUTY MAYOR GILLISON: You
19 know, the prayer for the City always
20 starts and ends with the fact that you
21 have to have the committed will to do
22 that, and I think that the Berkshire
23 report and the task force that the fire
24 command has put together puts us in a
25 position to get at what is there. And,

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 quite frankly, I said that directly to
3 the people who when I was invited to come
4 down and spent that hour and a half, and
5 everyone was there and they heard not
6 only what I said, but how I said it. And
7 I said, Let's get this thing done,
8 because this is our moment in time where
9 we can do it.

10 COUNCILMAN KENNEY: And I know
11 it's anecdotal and it's old, but when my
12 father was a supervisor -- was a
13 Battalion Chief, he would tell me about
14 ways in which he would discipline people
15 that never wound up having them suspended
16 or fired.

17 (Applause.)

18 COUNCILMAN KENNEY: If I could
19 tell you just one incident, which I think
20 is kind of funny. He was working as a
21 Captain one day, and guys kept on going
22 out the back door and coming back in and
23 out, in and out, and he thought something
24 might be going on. So he went around the
25 front and went to the back of the parking

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 lot, and there was a car with a trunk
3 that was this far open, and he opened the
4 trunk and of course there was a case of
5 beer iced up in a cooler. What he did
6 was, he took the case of beer, put it in
7 his own trunk, locked his trunk and then
8 lowered their trunk back down again and
9 went back to work. And he said that --
10 you know, people were going, who did
11 what.

12 I recognize that's maybe not by
13 the book, but sometimes you can
14 discipline people without changing their
15 work environment or their work future. I
16 just wish -- the old days weren't perfect
17 because they were the old days, and I'm
18 not saying we should ever go back there,
19 because there's lots of bad things in the
20 old days that were terrible bad things in
21 the old days.

22 DEPUTY MAYOR GILLISON: That's
23 exactly right.

24 COUNCILMAN KENNEY: But there's
25 got to be some middle ground. And I just

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 would urge you in light of this recent
3 tragedy that we try to, with good faith,
4 try to do that again.

5 DEPUTY MAYOR GILLISON: I
6 agree.

7 COUNCILMAN KENNEY: All right.
8 Thank you.

9 COUNCIL PRESIDENT CLARKE:
10 Thank you, Councilman.

11 The Chair recognizes
12 Councilmember Johnson.

13 COUNCILMAN JOHNSON: Thank you,
14 Council President. Just a couple
15 questions.

16 Thank you, Commissioner Ayers,
17 for being here with us today, and my
18 heart and prayers also go out to the
19 family, to the firefighters, members of
20 Local 22 and the Philadelphia Fire
21 Department as a whole as it relates to
22 the losing of two firefighters who gave
23 their lives dedicated to public service.

24 I just had a couple questions
25 that I want to just follow up on. One,

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 in regards to the Berkshire
3 recommendations and looking at reviewing
4 the challenges and advantages of the
5 recommendations, if you can just give me
6 a brief overview of that.

7 Two, I've partnered with fire
8 companies in South Philadelphia,
9 particularly on Thanksgiving. We support
10 the Fire Department on Grays Ferry Avenue
11 as well as 17th Police District. So I'm
12 very familiar with the individuals,
13 particularly in the 17th, but I have been
14 supportive of the company house on Grays
15 Ferry. But if you can elaborate on the
16 FEMA Fire Prevention and Safety Grant,
17 how it's being utilized, how you're doing
18 outreach to the senior community, just in
19 general.

20 And the other component is how
21 do we set a goal for 20 percent for the
22 minority participation goal as it relates
23 to for FY13 where the Mayor's goal is 25
24 percent. So I want to see how you reach
25 that goal just in general.

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2 And I have to ask the question
3 also in terms of the brownouts, because I
4 do remember when the brownouts policy
5 came down from a cost-effective
6 standpoint. Is there any data and
7 analysis on the impact that had on
8 services that are provided to the City of
9 Philadelphia just in general from a fire
10 safety standpoint? So I was always
11 interested in seeing the impact of it
12 based upon the policy. So those
13 particular questions are what I want to
14 take a look at.

15 COMMISSIONER AYERS: Okay. On
16 the Berkshire --

17 COUNCILMAN JOHNSON: And the
18 hiring practices, sir, to try to make
19 sure we have a more diverse population of
20 individuals working in the Philadelphia
21 Fire Department that reflect the City as
22 a whole. That is glaring when you take a
23 look at the testimony. And is there a
24 correlation between the revamping of the
25 fire test and the outside company coming

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 in? Does that play a role -- how does
3 that play a role in what hiring will look
4 like in the future? That's it.

5 COMMISSIONER AYERS: Okay. On
6 the Berkshire report, the effectiveness
7 and efficiency study, one of the core
8 pieces that we thought would kind of
9 drive most everything else, two
10 committees or task forces. One was the
11 Staffing and Deployment and the other one
12 was the Operations. So what we did was,
13 we have a combined task force doing that
14 work for us to give us feedback on what
15 they found in those studies.
16 Subsequently, we're going to have other
17 task forces deployed, information
18 technology, databases, gathering data,
19 all of those things, all the way down to
20 trying to find out how we price, say,
21 services, things like that. So all of
22 those task forces, those seven task
23 forces, will be deployed over a period of
24 time.

25 The Berkshire timeline was

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 actually three years out to actually
3 finish the entire process. We're not
4 sure what that's going to mean, much like
5 Councilwoman Sanchez said. We're going
6 to be doing matrixes and looking at how
7 we can put that on a timeline. Currently
8 I feel like we're on point on a timeline
9 moving through this process.

10 With the seniors, we got
11 580,000 to purchase smoke alarms and also
12 to purchase other services along with
13 that. We hired the services of another
14 company to actually do psychographics.
15 They actually got into more -- instead of
16 like census tracts and saying, okay, this
17 is where all the fires are in the census
18 tract, and we had started, believe it or
19 not, with zip codes and we started --

20 COUNCILMAN JOHNSON: Can I get
21 a copy of that study?

22 COMMISSIONER AYERS:
23 Absolutely.

24 COUNCILMAN JOHNSON: If you
25 don't mind.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COMMISSIONER AYERS: Not a
3 problem.

4 So what we did was, we looked
5 at doing the psychographics, which
6 actually go into the individual
7 household. They actually monitor where
8 folks shop, what people do. And we had
9 the idea that if we married that with our
10 fire database and then looked at the
11 profiles of the families and those
12 individual households, we would go to
13 those households and go in to provide
14 support for seniors, for low income, all
15 of those folks, but it's particularly
16 targeted for seniors.

17 We have another part of that
18 program that targets the hearing
19 impaired. So we actually have smoke
20 alarms that are specially designed to
21 wake up people who have hearing
22 impairment or people who have lost their
23 hearing, and it vibrates the pillow, it
24 throws a strobe light, and we really take
25 care of those seniors. There's only 200

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 of those, so we could only service 200
3 families in our city, but we're looking
4 to hopefully in the future do some other
5 things with that.

6 Now, as far as the brownouts
7 are concerned or the company closings,
8 we've monitored that from day one. We've
9 looked at what the workload has produced.
10 We've looked at the times that happen,
11 and we looked to see if there was
12 anything that was a large or some spike
13 in our service levels and in the way that
14 we could provide services in those
15 communities. We're currently looking at
16 some other things with Fleet Management,
17 maybe looking at putting quints in some
18 of those locations where there are single
19 ladders.

20 So we understand and appreciate
21 the angst from the community as well as
22 from our own members. So we're looking
23 to try to do some things there. But the
24 brownouts have not showed any significant
25 increase in times, any significant

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2 increase in workloads or anything. On
3 the contrary, what we've done is, all of
4 those areas where we were going to do the
5 brownouts, where we do the brownouts,
6 especially the single ladders, what we
7 did was, we went in with the company
8 closings, the real company closings where
9 we closed those engines, we went in, we
10 did a full service blitz, if you will, in
11 those areas where we looked and we put up
12 smoke alarms, we went through with fire
13 protection information, all of those
14 types of things so that we could educate
15 the community as to what was there and
16 what they needed to do to keep themselves
17 safe. Again, that's a partnership that
18 we enjoy and that we feel is what really
19 gets to the grit of all of this.

20 Okay. Now, with the hiring, we
21 actually went through a whole process
22 with a consent decree. We went through
23 that process. We actually signed off on
24 a consent decree. We worked with a judge
25 to work with us so that we could say,

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2 Okay, how do we get rid of this consent
3 decree and, at the same time, be able to
4 deal with the hiring goals of the City of
5 Philadelphia. And what we've done is, we
6 had another vendor. The vendor came in.
7 They went through their whole process
8 working with Personnel. The Fire
9 Department, our only effort in that was
10 to provide a recruitment team. That
11 recruitment team is there. They went
12 throughout the whole city. They went not
13 only in the African American community
14 but also in the Hispanic community, in
15 the Russian community, in the Asian
16 community and making sure that we had
17 recruited people and give them the
18 opportunity to become firefighters, to be
19 employed by the City of Philadelphia.
20 Right now, again, we're waiting for
21 Personnel to finish breaking that list
22 down to see what actually that list looks
23 like, and we'll look again to see what
24 actually the list actually looks like as
25 far as who got hired. So that's where we

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2 are with that.

3 COUNCILMAN JOHNSON: Would that
4 be available for Council?

5 COMMISSIONER AYERS: Absolutely
6 it will be available for Council.

7 COUNCILMAN JOHNSON: Okay.
8 That's it.

9 Just the last thing, and I do
10 want to -- it's not like I all the sudden
11 started working with you in the capacity
12 of a Councilman. In my former life as a
13 State Representative, we've done some
14 work with Audenried High School.

15 COMMISSIONER AYERS: Yes, sir.

16 COUNCILMAN JOHNSON: As well as
17 some presentations on the neighborhood
18 level from an outreach standpoint. So I
19 do want to commend you on your work that
20 you have been doing, and as we move
21 forward, I want to echo the sentiments of
22 Councilman Kenney, that hopefully as we
23 build as a city, hopefully we can get on
24 a common line. I haven't received the
25 endorsement of Local 22, so it's not a

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2 pitch to them, but I do understand the
3 dynamics that we're going to thrive as a
4 city and we want to work as best as
5 possible to try to get all the
6 stakeholders on the same page, because it
7 ultimately benefits the citizens as a
8 whole.

9 So I wanted to put that out
10 there, but for you particularly as an
11 individual, same thing I tell you when we
12 in private, keep up the good work, keep
13 doing what you need to do to keep our
14 city safe and playing your part. So
15 thank you very much.

16 COMMISSIONER AYERS: Thank you,
17 sir.

18 COUNCIL PRESIDENT CLARKE:
19 Thank you, Councilman.

20 The Chair recognizes Councilman
21 Squilla.

22 COUNCILMAN SQUILLA: Good
23 afternoon, guys. I just want to let you
24 know I think we as Council are here to
25 hopefully work to improve the City and to

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 work with you to make it safer for our
3 residents and for our firefighters, and a
4 lot of the questions and concerns we have
5 are because of what is asked of us, and I
6 think it's our job to get those answers.

7 So my -- as I see it, the City
8 in the last decade has grown in
9 population, and now since 2010, it's
10 grown another 7 percent. So we seem like
11 we're on a rebound of growth of people in
12 the City, and I just think we're in a
13 position now instead of looking to
14 downsize, we should be looking as not
15 staying the same but to maybe even
16 improve or grow, and that also includes
17 with our public safety.

18 We're trying to keep status quo
19 with the Police I know at 6,500, and with
20 the Fire Department we're trying to get
21 up to our complement which we should
22 have. And these are major concerns,
23 because as the City grows, you're going
24 to have more and more structures and we
25 believe more and more needs.

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2 Now, the fire incidents have
3 gone down over the years because of your
4 preventive work and your being out in
5 front of it, educating people, which is
6 important. So not only is it a part of
7 fighting the fire, but preventing the
8 fire is the job of the Fire Department,
9 and I think that at that point, I think
10 we're doing a pretty good job. I just
11 think that I want to reiterate what
12 Councilman Kenney said about the morale
13 issue in the department. Anybody who
14 wakes up in the morning -- not everybody
15 loves their job and to go in every day,
16 but when you wake up in the morning and
17 you don't want to go, you just don't
18 perform as a high level where you should
19 where you really want to go and be happy
20 at your job. And I just see some of
21 these instances that we hear about just
22 makes us believe that maybe the work
23 environment just isn't right at this
24 point.

25 So my question is, do you think

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2 there's anything we can do as not only
3 Council but as the Administration and as
4 the Fire Department to improve the
5 morale? I know you talk about the
6 Berkshire report and working with Local
7 22 to do this, but is there anything else
8 that you think? Is there a change of
9 rules, maybe something that would be more
10 clear so it's definite answers when you
11 do something that's wrong that would make
12 sense that the people would adhere to,
13 they agree to and it's easy, black and
14 white issue? Some of the gray issues
15 cause concerns too, because sometimes you
16 may go in one direction one way and the
17 next day you don't feel as good and you
18 go in another direction, which sometimes
19 causes problems.

20 So is there something that you
21 see that could help us or help the
22 department improve?

23 COMMISSIONER AYERS: Yes. One
24 of the things that we are looking at in
25 the Berkshire report as related to your

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2 comments with the discipline, we're
3 looking at maybe changing some of the
4 lower level discipline where we can
5 actually assign a standard. It's tough,
6 because every situation isn't the same,
7 but we are looking at some models, some
8 models that's used by other cities as
9 well as the Police Department, and we
10 believe that we'll be able to put some of
11 those things in place, and we believe
12 that that will help in some areas.

13 But one of the key pieces is to
14 help support us as we go through this
15 change. The Berkshire report, all of the
16 things that we're talking about, it
17 represents a change, and one of the
18 things that's tough to go through is
19 change. So we ask that you support us as
20 we work together as we go through this
21 change.

22 For a long time our only job
23 was going out fighting the fire, staying
24 trained, doing those things. Now, just
25 based on technology, based on advances in

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2 our thought process as firefighters, the
3 things that we should be doing, it
4 represents change. So we will be
5 changing. We'll be doing things
6 differently. We don't value the hose
7 line down the hall as much as we do.
8 Although we know when it's called on to
9 do, we're going to be the ones to do it.
10 So we have to stay in that frame of mind
11 as well.

12 So when we stop and we look at
13 what the firefighters' job is, we have to
14 be as professional as we were 10, 15, 20
15 years ago, and if that meant that we had
16 to be on-the-job training, fighting fires
17 for the bulk of the time and only small
18 amounts of training, then that's what it
19 was.

20 Now with the fires going down,
21 injuries going down, deaths going down,
22 all of those types of things for the
23 civilian population, we have to keep that
24 same level of professionalism, and, of
25 course, now it means we have less fires

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2 to fight, it means more training, all of
3 those types of resources coming to us so
4 that we can stay at our peak level as
5 firefighters, and that's what we want.

6 So we ask that you support us
7 through our change so that we can produce
8 a better fire family and a better
9 community. That's what it's all about.

10 COUNCILMAN SQUILLA: And I can
11 say I want to support you during the
12 change and I'm glad to hear that all
13 these stakeholders are included in this
14 process, because you can't have change
15 without including everybody, and if you
16 try to change things with somebody being
17 excluded, they're backed up and it
18 becomes a problem.

19 COMMISSIONER AYERS: Yes, sir.

20 COUNCILMAN SQUILLA: So as long
21 as everybody is included and you sit down
22 and you have some type of compromise,
23 sometimes you're a little happy,
24 sometimes you're a little mad, but it's
25 agreed on by both parties, then I think

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2 Council would have no problem being able
3 to work with you to do this. And I think
4 it's a great idea, and I'm looking
5 forward to moving forward and hoping to
6 see a better Fire Department and better
7 morale and more positive things coming
8 out of this than what we heard about
9 today.

10 COMMISSIONER AYERS: Yes, sir.

11 COUNCILMAN SQUILLA: Thank you.

12 COUNCIL PRESIDENT CLARKE:

13 Thank you, Councilman.

14 The Chair recognizes Councilman
15 Oh.

16 COUNCILMAN OH: Thank you,
17 Mr. President.

18 My last set of questions, about
19 the arbitration. The arbitration has now
20 been appealed and remanded, and based on
21 the new set of criteria, a decision will
22 be made. If the arbitration results in a
23 similar award, will that be appealed?

24 DEPUTY MAYOR GILLISON: I would
25 not think that it would be given that --

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2 but given your question, yes, we would
3 appeal.

4 COUNCILMAN OH: Is there a
5 point where you will not appeal it?

6 DEPUTY MAYOR GILLISON: That
7 would be determined at the time and what
8 has been given and taken during that
9 process. I mean, like everything else,
10 there's give and take on both sides, and
11 we just have to make sure that it's
12 something that the citizens can deal
13 with. I don't believe that it will be a
14 similar award, though. I mean, quite
15 frankly, I think that there will be
16 provisions made I'm hoping on both sides
17 and we'll be able to have something that
18 both of us can put within the realm of
19 affordability and we'll go forward. But
20 that's just the nature of the beast.
21 We'll just go forward with whatever the
22 arbitration has and we'll make a
23 determination at that time.

24 COUNCILMAN OH: Okay. I have
25 to confess, I'm not familiar with this

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2 type of arbitration.

3 DEPUTY MAYOR GILLISON: I'll be
4 glad to give you some -- come to your
5 office, we can sit down, we can talk. I
6 can give you the other matters. I'm sure
7 our labor unit can actually help. If
8 you'd like that, I'll be glad to make
9 that available, Councilman.

10 COUNCILMAN OH: Thank you very
11 much.

12 DEPUTY MAYOR GILLISON: You're
13 welcome.

14 COUNCILMAN OH: That's all.
15 Thank you, Mr. President.

16 COUNCIL PRESIDENT CLARKE:
17 Thank you, Councilman.

18 Any other questions of these
19 witnesses?

20 (No response.)

21 COUNCIL PRESIDENT CLARKE:
22 There being none, thank you very much for
23 your testimony, gentlemen.

24 DEPUTY MAYOR GILLISON: Thank
25 you.

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2 COMMISSIONER AYERS: Thank you,
3 Council President. Thank you to Council.

4 COUNCIL PRESIDENT CLARKE: Next
5 we'll have Corrections/Prisons.

6 (Witnesses approached witness
7 table.)

8 COUNCIL PRESIDENT CLARKE: Good
9 evening. Please proceed.

10 COMMISSIONER GIORLA: Good
11 afternoon, Council President Clarke,
12 members of Council. I'm Lou Giorla,
13 Prison Commissioner of the City of
14 Philadelphia. I'm appearing before you
15 today asking that you approve our request
16 for FY Fiscal Year '13 operating budget,
17 and our operating budget is as follows.
18 It totals \$229,172,000. It is a slight
19 decrease of our anticipated FY12
20 obligations. The reason being even
21 though our prison population has risen,
22 which has consumed more of our resources,
23 we anticipate hiring correctional
24 officers to fill vacancies. There are
25 approximately 115 correctional officer

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2 vacancies that now exist. We want to
3 fill those and reduce our overtime, which
4 would overall decrease our budget.

5 We've been affected like other
6 agencies by some other budget
7 restrictions, particularly the
8 Philadelphia School District. We had a
9 pretty robust GED program that they
10 assisted us with, and they're only
11 obligated to educate our juvenile
12 offenders and they were supplying classes
13 for our adults. They cut eight teachers,
14 and we took some of our in-house staff
15 and trained them to be GED examiners, GED
16 instructors, and we incorporated a couple
17 of our education programs. I'm happy to
18 report that again this year we awarded
19 over 300 GED certificates to inmates in
20 our system. Along with that, 15 juvenile
21 inmates graduated high school while in
22 our custody.

23 One of the things we've done
24 over the last couple of years is conduct
25 a sample assessment of inmates, sentenced

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2 inmates, in our facilities, found that
3 their reading and math proficiency levels
4 were extremely low and, in fact, much
5 lower than we believed at the time. We
6 found that they were at third and fourth
7 grade levels. We found that our GED
8 program didn't address their needs. In
9 order to address that, we instituted a
10 pre-literacy program, which over the last
11 couple years has served approximately 200
12 inmates. We also looked at those who
13 were beyond the high school capabilities,
14 and along with the Community College of
15 Philadelphia, we instituted a four-course
16 credit program at one of our sentenced
17 facilities for college-level graduates.
18 About 30 inmates have completed that
19 course. I'd say about 15 of them have
20 been released and they're actually
21 enrolled at Community College now. They
22 have to pay their own way. It doesn't
23 cost the Prisons anything. We, of
24 course, house them together and conduct
25 assessments in order to select them, but

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2 it's been -- thus far it's in its third
3 cohort and been very successful.

4 In order to match services
5 between our in-house and community
6 services, we've worked with the
7 reintegration services office, RISE, to
8 match our software, our educational
9 software. We have an in-house
10 computerized GED program. RISE acquired
11 the same software so that now anyone who
12 leaves our custody can go directly to
13 that office while in the community and
14 pick up where they left off.

15 All of our recent changes in
16 vocational training or educational
17 programs have in some way been linked to
18 community employment. We know that
19 that's a big obstacle for those who are
20 leaving custody. We have three that we
21 feel are examples of best practices in
22 corrections, both in the region and
23 throughout the country. One is Roots to
24 Reentry, which is a landscape training
25 program. Inmates participate in City

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2 Harvest run by the Horticultural Society.

3 They grow vegetables for food cupboards

4 while in custody. They're appointed to

5 Work Release and they go out and work in

6 community gardens to supplement the

7 efforts of community organizations like

8 Awbury Arboretum, Bartram's Garden.

9 While there, they're connected with

10 community landscapers, and on the day of

11 their graduation, they're paroled and the

12 following Monday placed in full-time

13 employment.

14 Another program is the Into

15 Work program, which is managed by our

16 food service provider, Aramark. It

17 provides a community-level food service

18 certification known as ServSafe. The

19 inmates that participated in the program,

20 nearly 100 this year, have all achieved

21 scores on the final exam roughly 10

22 percent above the general community.

23 It's the same course that's offered in

24 local community colleges and in culinary

25 schools, and it's another program that's

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2 also offered at the RISE office. So if
3 they're released mid program, they can
4 report there and pick up where they left
5 off.

6 And the third program is
7 somewhat new and, again, it's in our
8 third cohort, is called New Leash on
9 Life. It pairs rescue dogs with inmates
10 who are trained in animal obedience,
11 trained in animal grooming and basic
12 veterinary techniques. They train the
13 dogs for adoption when they leave our
14 custody. If they graduate the program
15 and they show proficiency, they're
16 eligible for an internship at the SPCA.
17 So all of our programs now are geared
18 toward making that connection with the
19 community post-release.

20 In order to provide care in the
21 facilities, we've expanded our opt out
22 HIV testing program. In some
23 jurisdictions, testing for chronic
24 diseases is mandatory. In Pennsylvania,
25 testing for HIV in custody is not

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2 mandatory. So we try to seek a way to
3 have everyone tested so they're aware of
4 their health status and they can seek
5 treatment, if necessary. Over the past
6 few years, we changed that from an opt
7 out program to a program where we test
8 anyway and then we see if they need
9 the -- if they would be interested in the
10 results. The participation has grown
11 from somewhere around 30 percent to 80
12 percent. And we found that those who
13 refuse testing have a much higher rate of
14 infection. So over the next couple
15 years, we're going to try to reach that
16 over 20 percent as well.

17 In order to fulfill some of the
18 goals of the Administration, I mentioned
19 education and jobs in the City, but in
20 order to fulfill some of the green
21 initiatives, back in 2008 we were one of
22 the first City agencies to acquire solar
23 power generation. We use passive solar
24 hot water heaters, solar panels to heat
25 the hot water in our Riverside facility.

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2 This year we applied to the EPA
3 for a small grant to begin composting of
4 our food service waste at one of our
5 facilities. We expect to initiate that
6 this spring. It's a \$15,000 grant, came
7 from the EPA. We'll do composting on
8 site at the prisons. We've switched from
9 a permanent hard plastic tray for food
10 service to a compostable tray which will
11 accommodate that.

12 Our physical plant has always
13 been a concern. Half of our facilities
14 are 25 or more years old. Even our
15 newest facilities require constant
16 maintenance because of the nature of the
17 fact that they're occupied 24/7, and some
18 of our customers have a propensity for
19 vandalism, so that requires a high
20 maintenance in our facilities.

21 As for the first time in nearly
22 20 years, we are about to embark on a
23 planning project to address the entire
24 State Road complex. We've worked with
25 Capital Programs to formulate an RFP for

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 a master plan. The RFP has been
3 released. We've received responses.
4 We're in the process of making a final
5 selection of a vendor. This will address
6 the entire prison complex on State Road,
7 hopefully allow us to replace the House
8 of Correction, our oldest facility, which
9 began operations in the 1870's, and also
10 address the parking needs, traffic needs
11 and the perimeter security of our
12 facilities.

13 Some of the questions that we
14 anticipated and came during the Five Year
15 Plan was regarding our minority, women
16 and disadvantaged business participation.
17 We established a departmental goal of 25
18 percent of our five largest contracts,
19 which total, I believe, about \$93
20 million. Our participation rate as of
21 this fiscal year is 28 percent.

22 We've looked at -- we've also
23 looked at the impact of attrition,
24 vacancies and the DROP program on our
25 personnel. We have currently 162

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2 employees that are enrolled in DROP and
3 will need to be replaced over the next
4 four years. Over the next two years,
5 several of those are in very critical
6 positions or senior management positions,
7 and we've begun a program to select the
8 replacements before those people depart.
9 Where budget permits and working with
10 Central Human Resources, we try and make
11 the selection and hire the person into
12 the position just before the incumbent
13 leaves so there's a smooth transition.

14 Also, in order to cultivate and
15 increase the professionalization of our
16 mid management staff, we've embarked on a
17 certification program with the American
18 Correctional Association. Both of the
19 major correctional -- fraternal agencies
20 and accreditation agencies in the
21 country, the American Correctional
22 Association and the American Jail
23 Association, offer certifications at
24 various levels, correctional officer,
25 supervisor, manager and executive. Along

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2 with the American Correctional
3 Association, we've certified eight of our
4 senior staff as certified correctional
5 executives. That not only acquaints them
6 with the current best practices and legal
7 requirements of operating correctional
8 facilities, but it also changes their
9 thinking so that all their
10 decision-making is guided by best
11 practice.

12 During the Five Year Plan
13 hearings, a question was posed about the
14 gender and racial composition of our
15 senior staff. Attached to this testimony
16 is a chart showing all of our senior
17 managers -- that's pay grade 24 and
18 above -- over the last four years,
19 including those that retired, and our
20 current percentages are 40 percent female
21 and 54 percent black, 46 percent white,
22 slightly less than 2 percent Hispanic and
23 Asian.

24 Also at the Five Year Plan
25 hearings the question was asked about

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2 projections in prison population, and
3 over the last couple years, it's become
4 very difficult because a lot of court
5 reforms, legislative reforms and some
6 work that we've done with the First
7 Judicial District, Adult Probation, et
8 cetera, has combined to reduce our
9 population. We were down nearly 20
10 percent. As you know, there's been a
11 persistent crime problem in the City that
12 has to be dealt with. So the courts have
13 changed practices somewhat to give more
14 severe sentences in particularly violent
15 crimes. We believe that's bumped up our
16 population slightly. During the Fiscal
17 Year 2011, our average daily population
18 was 7,935. During Fiscal '12, it's
19 8,253. We don't anticipate a decrease
20 this year because of the GunStat
21 initiative and some other court changes
22 that may be made. So we have to
23 anticipate an increase.

24 Now, over most of the last 20
25 years, that had risen steadily and pretty

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2 predictably, but at this point because of
3 the nature of the legislation and other
4 problems that impact the City, it's
5 becoming more difficult to project. So
6 as a part of the master plan for our
7 State Road complex, the first aspect of
8 that project will be a population
9 projection for the next ten years. That
10 will be based on court activity, several
11 other factors that affect entry into the
12 criminal justice system and the average
13 dispositions that are issued by the
14 courts.

15 During the next year, Fiscal
16 '13, there are a couple of initiatives
17 that we hope to accomplish. First is an
18 upgrade of the department's two-way radio
19 system. This is something that's been in
20 the planning stages post 9/11 since
21 probably 2008, and we expect to finalize
22 it sometime in January. It will require
23 us to move the banding of our radio
24 system, but it will also give us the
25 opportunity to equip every correctional

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 officer and supervisor who is on duty at
3 any given time with a working two-way
4 radio, something we've never been able to
5 achieve in our history.

6 We want to implement an
7 electronic health record for inmates. We
8 are in the final stages of development
9 and training. We hope to have that in
10 place by the end of this year, the
11 beginning of next year. We're going to
12 pilot it at our female facility.

13 And, finally, we hope to
14 introduce a math and reading skills
15 assessment computerized for all inmates
16 who are in custody more than 30 days. As
17 it stands right now, those who are
18 sentenced or stipulated to educational
19 programs or those who volunteer for
20 educational programs are placed there.
21 We're going to make sure that we catch
22 anybody who comes through the door more
23 than 30 days. We'll present them with an
24 assessment and we'll present them with a
25 series of options that will allow them to

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 continue their education in the
3 community.

4 This best reflects our efforts
5 for the past fiscal year, and I'll be
6 glad to answer any questions at this
7 time.

8 COUNCIL PRESIDENT CLARKE:
9 Thank you so much for your testimony.

10 In our earlier testimony at the
11 Police Department, it was somewhat
12 heavily weighted towards arrest and
13 obviously subsequent conviction, and I'm
14 glad to see that you start out with a
15 positive note as it relates to some of
16 the initiatives that you've been taking,
17 particularly as it relates to training
18 and possible placement in employment,
19 dealing with landscaping issues and a
20 couple of the other initiatives, food
21 service.

22 Question: Particularly as it
23 relates to landscaping, landscaping
24 opportunities I suspect are somewhat
25 limited in the City of Philadelphia

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2 because, by and large, we're a row home
3 community. In terms of placement for the
4 trainees that get involved in this
5 program, do we look outside of the City
6 of Philadelphia for possible employment
7 or are there some restrictions as it
8 relates to the parole requirements? How
9 could that --

10 COMMISSIONER GIORLA: There are
11 actually --

12 COUNCIL PRESIDENT CLARKE: I
13 mean, this is a positive thing.

14 COMMISSIONER GIORLA: There are
15 actually no restrictions provided. The
16 parole and probation authorities know the
17 inmates' activities or, I would say, the
18 ex-offenders' activities while they're in
19 the community. What we do is, we've
20 partnered with the Horticultural Society
21 for several years, going on seven years
22 now. This latest effort has taken place
23 over the last two years. They went out
24 and recruited local landscapers, several
25 respectable and very influential in that

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2 community, and they've agreed to take on
3 those who completed this program.

4 The program is a blend of not
5 only hands-on training, it includes some
6 hard-scaping, some landscaping, some tree
7 management, et cetera. It also --
8 anybody who participates has to take part
9 in job readiness training, resume
10 preparation, soft skills training that
11 will allow them to succeed in the
12 workplace. We've also recently engaged
13 the RISE office to offer wrap-around
14 services and other social service
15 referrals in case there are problems
16 post-release in employment.

17 The jobs are actually
18 increasing in the field and one of the
19 things that -- one of the obstacles we
20 tried to address was the difficulties
21 faced by ex-offenders when they reenter
22 the community with a criminal record.
23 For someone with this training, with a
24 little bit of money and a pretty small
25 investment, they could actually start

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2 their own business. A couple of
3 lawnmowers, trimmers, maybe a snowblower,
4 they can actually make some money doing
5 something, without having to get in a
6 criminal background check. There are no
7 licensing requirements or criminal
8 background checks required to do
9 landscaping. So they can acquire
10 hands-on skills. They can go to work
11 pretty much right away.

12 COUNCIL PRESIDENT CLARKE:
13 Right. You know, I'm glad you say that,
14 because that's one of the things
15 that some of the conversations that I may
16 have on the street. I see a lot of the
17 guys out there that they have records and
18 they want -- Councilman, can you get me a
19 City job? And the City fortunately does
20 not prohibit you from applying for to get
21 a City job based on certain type of
22 history, but it's difficult, and we try
23 and encourage individuals to start a
24 business, be an entrepreneur to some
25 degree, and the fact that you say that

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 that's a good thing and you encourage
3 that, what I hear from a lot of them is,
4 I don't have the startup capital. You
5 talk about lawnmowers and things of that
6 nature. And I don't know if your program
7 provides that or if you've given any
8 thought. And I think about sometimes --
9 I understand we have our budget
10 restraints, but the reality is is
11 sometimes it may make sense for us to
12 make an investment in an individual as
13 opposed to in some other things, our
14 pension fund or some of the other things
15 we make investments in. And the reality
16 is, I think if half of the people who
17 currently are subject to the recidivism
18 that unfortunately happens way too often,
19 that we save money on the back end of
20 this if there's a small investment up
21 front, that some quasi government agency
22 like -- it used to be PCDC or some of
23 these other agencies that actually
24 provided support for individuals like
25 this to start up a business, and we may

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2 invest a little bit of money at the end
3 of the day with, as you say, minimal
4 training. If there's a strong
5 possibility that these people can start a
6 business and, as you say, there's a whole
7 lot of opportunity out there, it might
8 make some sense for us. So while the
9 initial investment may be a little bit
10 beyond what we're projecting, but at the
11 end of the day, based on what you're
12 saying, there's a strong likelihood that
13 this might actually work.

14 So I guess I understand certain
15 people will have certain lanes in terms
16 of making the conversation, but I'm just
17 saying that this is what I hear when I
18 can convince these guys that they think
19 that they really will be interested in
20 doing something like that. I talk about
21 North Philadelphia in particular. We
22 have built a whole lot of houses in North
23 Philadelphia over the last several years
24 as a result of very gracious support from
25 the federal, state and local government,

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 and every one of those houses has a front
3 lawn and a back lawn, and most of the
4 people that buy the houses, frankly
5 speaking, they don't really know how to
6 cut a lawn. I mean, I laugh. It wasn't
7 funny, but I actually saw a lady out
8 there cutting the grass with scissors.
9 She didn't have a lawnmower. She said, I
10 got to cut this grass.

11 So I try to encourage these
12 guys, why don't you go out and create a
13 business, and if you charge everybody in
14 this 200-unit complex, you know, \$20, \$30
15 a month to cut their grass, I mean, you
16 can make a nice little piece of change.

17 So I ask you as you think about
18 the longer term strategy; i.e., like next
19 fiscal year, to possibly come up with
20 some sort of a strategy where we actually
21 invest in these startups, because they're
22 actually startup businesses. They're
23 just a little different than what we
24 traditionally think about, but I'd really
25 like to see us give some serious

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 consideration to that.

3 COMMISSIONER GIORLA: I think
4 that's a conversation we can have. We
5 can start to address that.

6 COUNCIL PRESIDENT CLARKE:
7 Okay. In terms of that, what you are
8 doing, what's your placement rate in
9 terms of actual employment? Because it's
10 one thing when you train people, but what
11 actually happens? Is there a strong
12 likelihood of getting employment?

13 COMMISSIONER GIORLA: Well, I
14 can ask Mr. Bill Hart, who is the
15 Director of our RISE office, to talk
16 about our post-release successes as far
17 as employment placement.

18 COUNCIL PRESIDENT CLARKE: I
19 know Mr. Bill Hart very well.

20 (Witness approached witness
21 table.)

22 MR. HART: Thank you,
23 Mr. President.

24 COUNCIL PRESIDENT CLARKE: Good
25 morning, sir.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 MR. HART: Currently year to
3 date, RISE has successfully employed 225
4 of our clients. While this doesn't
5 represent a number that makes a gigantic
6 dent in terms of all the clients that
7 need services, we are making inroads with
8 employers. The employment has been
9 permanent temp with benefits. So we're
10 making inroads there. What that means to
11 us is about 60 percent of the clients
12 that we serve are finding employment.

13 COUNCIL PRESIDENT CLARKE:
14 Okay. Along those lines, can you
15 actually look into the possibility of
16 barbering school? Because I know I have
17 a lot of individuals who in this,
18 quote/unquote, underground economy
19 actually cut hair because they can't find
20 any other job opportunities because of
21 some past criminal history, and I'd like
22 to see them formalize that activity as
23 opposed to cutting the hair in the
24 basement and not creating an unemployment
25 compensation plan or not creating some

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 sort of pension plan. And I do know of a
3 few success stories where individuals
4 were actually able to -- business starts.
5 I think about the one guy particularly at
6 26th and Cecil B. Moore. He did a
7 ten-year piece away, and he now employs
8 seven people in his barber shop and very
9 successful. And what he's done, every
10 one of those seven people had some
11 challenges in their recent past, but he
12 gave them an opportunity.

13 So I think wherever possible
14 where we can help people who have had
15 challenges and understand the need to
16 give people a chance, it would be very
17 helpful. And the one thing he did talk
18 about was the difficulties associated
19 with getting up-front capital to start
20 that business, but he struggled and he
21 ultimately put himself in a position. So
22 I'd like to also include that one.

23 MR. HART: Absolutely,
24 Mr. President. As we look at vocational
25 opportunities, certainly

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2 cosmetology/barbering is one. We also
3 look or have a strong interest in the
4 automobile services from the detailing
5 side, which will be one track, but then
6 on a parallel track from actually
7 mechanics and mechanical operations of
8 vehicles, which would allow our clients
9 to hustle, in no derogatory term, but to
10 also generate revenue and income.

11 COUNCIL PRESIDENT CLARKE: It's
12 okay to hustle. I had to hustle to get
13 this job. So it's okay.

14 All right. Real quick, on one
15 issue with respect to the reduction in
16 prior -- like I guess a couple of years
17 ago when CJAB was very aggressive, and,
18 Mr. Gillison, you were in a different
19 position, but you were intimately
20 involved in CJAB, and we had a pretty
21 aggressive reduction in the population.

22 Is the increase in population
23 solely attributed to some of the
24 crime-fighting initiatives now or is
25 there something else going on?

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2 COMMISSIONER GIORLA: I think a
3 large part of it is. One of the -- just
4 an aside, one of the capital projects
5 we're engaged in with OIT is replacement
6 of our inmate management and tracking
7 software, which will allow us to have
8 better analytics about people coming
9 through our door. But we've looked at --
10 since January, the number of those
11 admitted on serious gun cases who
12 couldn't be released on bail has risen by
13 22 percent, probably about 200 or so
14 individuals. We believe that's -- I
15 think what we're seeing is a shift in
16 those. The more violent and the more
17 repeat offenders who are out on the
18 streets making bail and perhaps dodging
19 the system are now being confined.

20 As an example of that, we
21 looked at our custody classification.
22 When somebody comes through the door,
23 within the first 72 hours they receive a
24 level of classification based on their
25 offense history, community factors, bail,

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 prior custody, behavior, et cetera. For
3 years our minimum custody level, those
4 low-risk offenders, were almost
5 two-thirds of our population. Now they
6 represent only one-third. The medium
7 custody level and the higher custody or
8 the maximum security individuals occupy a
9 larger part of our overall population.

10 So I just think we're seeing
11 more of the -- I don't want to say right,
12 but more of the people that need to be
13 confined are being confined at this time.

14 COUNCIL PRESIDENT CLARKE:

15 Yeah. Councilman Oh referenced that
16 earlier. Okay. Thank you.

17 The Chair recognizes Councilman
18 Greenlee.

19 COUNCILMAN GREENLEE: Thank
20 you, Mr. President.

21 Good afternoon.

22 COMMISSIONER GIORLA: Good
23 afternoon.

24 COUNCILMAN GREENLEE: If memory
25 serves me, which it usually doesn't, I

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 think I may have asked this question last
3 time, last year. But on your educational
4 programs that you talked about -- and we
5 talked about recidivism a lot earlier
6 with the prison -- have they been in
7 effect long enough to do some real,
8 Councilman Jones likes to say, measuring
9 of success yet or has there not been
10 enough released?

11 COMMISSIONER GIORLA: The whole
12 span of educational programs,
13 pre-literacy and the college, they've
14 only been in effect for a little less
15 than a year.

16 COUNCILMAN GREENLEE: Oh, less
17 than a year.

18 COMMISSIONER GIORLA: The GED
19 program has been in some way, shape or
20 form part of the Prisons for as long as
21 I've been there, 30 years or more. We've
22 begun to look at recidivism rates over
23 the last couple of years. We looked
24 at -- we went back to 2007. They were
25 about 62 percent in 2007. They are about

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2 59 percent now or 60 percent, 58 percent.
3 It's hard to say whether or not we're on
4 a downward trend because it's such a
5 small number, but at least we're heading
6 in the right direction.

7 We've looked at among the GED
8 graduates, the first year they have a
9 much lower recidivism rate. The
10 recidivism rate is about 40 percent as
11 compared to that 59. In the second or
12 third year, unfortunately, their
13 recidivism rates rise and they're almost
14 the same. We don't know whether that's
15 the fact that even though they have the
16 educational credentials, they're unable
17 to get a job or there are housing
18 challenges in the community as well.
19 That's something we're going to have to
20 take a deeper look at.

21 COUNCILMAN GREENLEE: That does
22 say something as time goes on, because it
23 could be -- I'm not making any excuses,
24 but the frustration level of not getting
25 a job or being able to succeed.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Okay. Thank you.

3 Thank you, Mr. President.

4 COUNCIL PRESIDENT CLARKE:

5 Thank you, Councilman.

6 The Chair recognizes Councilman

7 Jones.

8 COUNCILMAN JONES: Thank you,

9 Mr. President.

10 Let me say for the record that
11 I think the best thing that ever happened
12 to public safety was the reconstitution,
13 reinvigoration of CJAB, Criminal Justice
14 Advisory Board, because it put all of the
15 various stakeholders in the room and it
16 made them see the intended and unintended
17 consequences one to another. More
18 aggressive policing means more stays in
19 jail and impact on court processing. So
20 I want to take my hat off, if I had one,
21 to you guys for doing that.

22 Specifically, as it is germane
23 to Prisons, why don't we have day
24 reporting centers? Because at the end of
25 the day, we're not going to realize the

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 true savings that we want to in reducing
3 population, which you've done a good job
4 of, but at the end of the day, until we
5 close facilities, there are certain fixed
6 costs that we have. The electric got to
7 get paid, the water bill has to run. And
8 until we take the quantum leap of closing
9 a jail, we won't realize the kind of
10 savings.

11 And I want to also cite for the
12 record that your appointment to CJAB from
13 our body, Councilman Green, has done a
14 really good job of staying on top of
15 those issues. So with that --

16 COUNCIL PRESIDENT CLARKE:

17 Excuse me, Councilman. Weren't we
18 supposed to be getting a second seat to
19 CJAB?

20 DEPUTY MAYOR GILLISON: No.

21 No.

22 COUNCILMAN JONES: He said one
23 Councilperson is enough.

24 DEPUTY MAYOR GILLISON:

25 Obviously there is a set of rules and

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 procedures that we have. The Council
3 President has the ability to name the
4 Council representative.

5 COUNCILMAN JONES: That's not
6 on my time, right?

7 COUNCIL PRESIDENT CLARKE: No,
8 sir. It's my time.

9 DEPUTY MAYOR GILLISON: But no.
10 No. No.

11 COUNCILMAN JONES: He said one
12 Councilperson --

13 DEPUTY MAYOR GILLISON: I've
14 invited the Councilman to come, and he
15 took me up on that.

16 COUNCIL PRESIDENT CLARKE: I'm
17 just putting it out there.

18 COUNCILMAN JONES: So why don't
19 we have day reporting centers that can
20 help us to take non-violent Class 2, I
21 believe it is, offenders and utilize a
22 couple of good things that you're already
23 doing, which you're already doing, and
24 marry them to some things that need to be
25 done? Which is, a hypothetical day might

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2 be the guy from -- that's the moderate
3 level car thief that is on his way to a
4 more permanent stay at the state decides
5 that he has a choice to make. I can do
6 the 24 months I'm going to do or I can do
7 the one year in day reporting with some
8 provisos. So you get him cleaning lots
9 in the funny-looking orange jumpsuits,
10 similar to what you do already. You've
11 cleaned alleys in my district, which I
12 appreciate, but then at 12 o'clock
13 they're in a facility where they're
14 working on some issues that they may
15 have, whether it's education, whether
16 it's rehabilitation, whether it's some
17 skill enhancements, the handyman program
18 comes to mind to learn they might not be
19 a certified electrician but they learn
20 how to change a light socket switch with
21 the help of Local 98, but they learn how
22 to do those kinds of things.

23 But the point being that we
24 reduce the \$135 a day that they're
25 staying up on State Road in the

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2 Councilman's district and they can be
3 home at night on an ankle monitor, which
4 costs \$12 a month. Why don't we have
5 more of these?

6 COMMISSIONER GIORLA: I'll try
7 to give you the best answer I can from
8 the Prisons' perspective. Because some
9 of this, you may want to pose to the
10 court system and the Probation Department
11 when they provide their testimony.

12 Over the last four years, we
13 began to look at day reporting centers,
14 with the hope that we could select a
15 target population who is now in custody
16 that would be suitable by the nature of
17 their offense, their history and their
18 risk level to place in a day reporting
19 setting. It was difficult. You
20 mentioned CJAB. We had subcommittees.
21 We tried to bring the Defender
22 Association, the DA and some other
23 parties to the table. It was difficult
24 selecting a criteria, and what we found
25 is, the number was small that would not

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2 support the number of day reporting
3 centers that we thought we could open,
4 but we knew that there was a small number
5 of -- small but constant number of
6 non-violent offenders, low risk, those
7 repeat retail theft, prostitution, simple
8 drug possession individuals who might be
9 able to function in the community with a
10 little bit of supervision.

11 We were approached by a vendor,
12 who offered -- we put out an RFP. We
13 were approached by a vendor who offered
14 to establish such a center. They
15 selected a site in Southwest
16 Philadelphia, and the community came down
17 on them like a ton of bricks.

18 COUNCILMAN JONES: Let me tell
19 you this, you can't be more wanting crops
20 and are afraid of rain. You can't expect
21 us to change as a society unless you're
22 willing, colleagues, freshmen, senior
23 members, to take some tough hits on some
24 zoning from some communities. Because
25 that NIMBY theory, not in my backyard,

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2 cannot always apply if we want to take
3 quantum leaps forward to reduce this
4 population and give them a life.

5 So I applaud my colleague
6 Councilwoman Blackwell for standing up
7 and doing that kind of tough lifting,
8 because it ain't all about -- you know,
9 sometimes you got to take a tough hit for
10 a right cause, and I applaud her for
11 doing that.

12 COUNCILWOMAN BLACKWELL: Thank
13 you.

14 COUNCILMAN JONES: The second
15 thing I would want to know --

16 DEPUTY MAYOR GILLISON:
17 Councilman, can I just also just say, I
18 want to applaud her too, because I know
19 this has been a long haul, and the first
20 time I testified in this body, I said
21 that day reporting would be our way
22 forward, but I would need and we would
23 need some help, and Councilwoman
24 Blackwell came forward and said that she
25 would help and has identified and we

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 tried to do what we could. We're still
3 in court, from what I understand.

4 So we are there. The
5 Administration has been there. We
6 believe that this is the way forward.
7 Councilman, I'm glad -- you and I have
8 had several conversations. We want to
9 work with this, because truly, if you
10 want to -- I echo your sentiments. If
11 you want to do something permanent about
12 changing corrections and safety in this
13 city, we have to get the community to
14 stand up and say, These are our folks,
15 they're our people, and we have to make
16 sure that we provide services in
17 communities, which are day reporting
18 centers for them.

19 COUNCILMAN JONES: We did a
20 meeting -- we took a visit to Ready,
21 Willing and Able, which has an excellent
22 model for the homeless.

23 Is that in your district,
24 Councilman Johnson?

25 COUNCILMAN JOHNSON: My future

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 district, Mr. Leader.

3 COUNCILMAN JONES: All right.

4 So now the idea there is that the way you
5 address the zoning issue is that you say
6 that in ten square blocks of this
7 facility, there will not be an impacted
8 alley that doesn't get cleaned, that on
9 snow events there won't be a street that
10 doesn't get shoveled, and you provide
11 extra services through that population
12 that gives back to the community that
13 accepts them and allows them to be good
14 neighbors.

15 So you have to take some good
16 with the bad in order to make progress,
17 and I applaud you again for doing that.

18 In light of the fact that I
19 understand the Pennsylvania Prison
20 Commissioner is looking at trying to
21 shift back some of the population -- we
22 had this little thing to deal with the
23 prison crowding population where we would
24 24 months, you'd go up; anything less
25 than that, you stay home in the county.

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2 It's my understanding that the Corbett
3 Administration is making a conscious
4 decision to put as many people back on
5 our State Road as they can to shift the
6 cost back to Philadelphia. This is going
7 to have a drastic impact on every
8 district in the City of Philadelphia and
9 your already strained resources. Is that
10 true?

11 COMMISSIONER GIORLA: I can
12 allay some of your fears, Councilman,
13 because the legislation that was enacted
14 in 2008 -- and all aspects of it took
15 effect last November -- enabled us
16 actually to divest ourselves of about 250
17 to 300 state-sentenced individuals, those
18 with more than two years in our custody,
19 move them to the state. That same
20 legislation allows the transfer back in
21 the community custody, in the county
22 custody of state inmates. However, the
23 county facility has to be below 110
24 percent of capacity, and we're not below
25 110 percent of capacity, and there are

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2 some other restrictions on placement.
3 While that may affect some surrounding
4 counties and some of the more rural
5 counties in the state, it won't have any
6 profound effect on us as yet. If it
7 does, I'll make sure that we --

8 COUNCILMAN JONES: That's
9 important for us to know, because, I
10 mean, they're talking about early
11 releases as much as they can. We
12 already -- what is our recidivism rate
13 from the state level and federal level,
14 monthly, weekly, whatever your stats are?

15 COMMISSIONER GIORLA: I don't
16 know what the federal level locally is.
17 I believe the state rate is somewhere in
18 the neighborhood of 43 percent. Pew
19 published a pretty much nationwide study
20 about a year ago.

21 COUNCILMAN JONES: Does 10,000
22 ring a bell, something around there?

23 COMMISSIONER GIORLA: I don't
24 know how many actually returned to
25 Philadelphia. I know that Secretary --

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2 COUNCILMAN JONES: It's my
3 understanding it's about 10,000. Between
4 the state and the federal, it's 10,000
5 returning citizens. And I want them to
6 come home, but don't dump people back
7 because you're trying to make your
8 numbers without any, any preparation for
9 them to recidivize back to our districts
10 without any skills, without any supports,
11 just, Okay, go ahead back to Philly,
12 they'll handle it. And I'm saying that
13 we have to be mindful as to what their
14 fiscal policies are, because it's not
15 about good public policy. It's about
16 fiscal stability at the state level and
17 dumping on the county once again.

18 What is the average age of your
19 population now, and is it getting grayer?

20 COMMISSIONER GIORLA: It's
21 about 23 years old. The largest group of
22 inmates we have is between 18 and 34
23 years old. We haven't seen a substantial
24 rise in senior citizens or older inmates.
25 We have seen a substantial rise in

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2 mentally ill inmates. The percentage of
3 our population that is on our mental
4 health caseload is about -- has grown
5 from about 16 percent four years ago to
6 about 27 percent now.

7 COUNCILMAN JONES: Do the state
8 cuts impact that population in
9 particular?

10 COMMISSIONER GIORLA: Not yet,
11 but it may. About a third of our mental
12 health budget comes through the Health
13 Department from state subsidies. What
14 that will cause us to do is cut some of
15 our mental health staffing, cause us to
16 rely more on medication management of the
17 mentally ill. It may cause us to reduce
18 some therapy services while in custody,
19 and with that, you have some additional
20 decompensation and some more serious
21 crisis among the mentally ill.

22 COUNCILMAN JONES: Is it safe
23 to say that when some of the state mental
24 health institutions close, that that
25 population would be a population that

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 would probably be at a mental health
3 institution as opposed to a prison?

4 COMMISSIONER GIORLA:

5 Absolutely. And we've worked, you know,
6 through the CJAB. The First Judicial
7 District has a mental health court.
8 They've worked with us to place some of
9 those high-functioning mentally ill
10 individuals who can get along in the
11 community with some minor companionship
12 and supervision under intense probation
13 supervision. I don't think that's
14 reached the point yet, reached either its
15 capacity or I would say its -- it's in
16 the process of addressing the need at
17 this point.

18 COUNCILMAN JONES: So your
19 general health costs you've been able to
20 contain, prescriptions, things like that.
21 Are there any impacts from those state
22 cuts that we should be getting ready for?

23 COMMISSIONER GIORLA: We're not
24 exactly sure yet, but, like I said, it
25 can affect as much as one-third of our

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 mental health population. And we've done
3 some things on the horizon. We tried --
4 we moved from -- we changed our
5 medication formulary a couple years ago
6 to go to less expensive first-generation
7 psychotropic medications, and now the
8 pharmaceutical companies have seen the
9 light and raised those prices
10 substantially. So we're going to see
11 some medication costs rise just as a
12 matter of course.

13 COUNCILMAN JONES: Well, I want
14 to --

15 COUNCIL PRESIDENT CLARKE:
16 Councilman.

17 COUNCILMAN JONES: I've been up
18 and toured your facilities. They have an
19 excellent shop, particularly carpentry
20 shop, that is the envy of many other
21 institutions, the catering they do, and I
22 hope every one of your clients takes
23 advantage of some of those shops so that
24 they can sharpen their life skills and
25 sharpen their skills so that they can

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 provide themselves employment. The best
3 job often is one we create,
4 entrepreneurial opportunities. I see you
5 thinking outside of the box there.

6 COUNCIL PRESIDENT CLARKE:

7 Councilman.

8 COUNCILMAN JONES: I'm going to
9 have a second round. I was getting ready
10 to do that. But you took some of my time
11 asking some of my questions, but I'm
12 going to yield.

13 COUNCIL PRESIDENT CLARKE:

14 About ten seconds. We're way past that.

15 COUNCILMAN JONES: So thank
16 you, Mr. President.

17 COUNCIL PRESIDENT CLARKE: You
18 were on a roll. That's why I was just
19 like...

20 Councilman Oh.

21 COUNCILMAN OH: Thank you,
22 Mr. President.

23 With the anticipation of
24 redoing the complex on State Road, what
25 is the timetable for actual completion of

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 any physical buildings?

3 COMMISSIONER GIORLA: We don't
4 have an established timetable yet because
5 the master plan is not finalized. That
6 will determine what the needs are and in
7 what increments we would proceed. As I
8 stated first, the first and foremost and
9 most important part of this project will
10 be a population projection, because over
11 the next ten years, we need to determine
12 not only what the numbers are, whether
13 they'll increase or decrease, but what
14 the compensation of the population might
15 be, whether it will be maximum security,
16 closed custody, medium custody, et
17 cetera. That will determine what we
18 replace the House of Correction with or
19 our two older facilities, House of
20 Correction and Detention Center.

21 The Detention Center also
22 includes a licensed mental health
23 treatment facility, state-licensed mental
24 health treatment facility. So if we're
25 going to replace that, there will be some

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 additional considerations. It all
3 depends.

4 The last time this was done for
5 the Prisons was in the 1990's, and it
6 preceded the construction of our
7 Curran-Fromhold Correctional Facility,
8 which is 15 years old, and replaced
9 Holmesburg and our Riverside Correction
10 Facility, which is now the intake
11 facility and main female housing
12 facility. So we hope -- last time it was
13 done under court supervision. We were in
14 the process of trying to extricate
15 ourselves from federal and state court
16 supervision. We want to try and beat
17 that to the punch at this point and do it
18 on our own.

19 COUNCILMAN OH: Okay. So
20 depending on the projections for the
21 population and the characteristics of the
22 population would determine ultimately how
23 many beds you need, what type of facility
24 design there is and those type of things?

25 COMMISSIONER GIORLA: Yes, sir.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILMAN OH: Okay. Is there
3 a suitable space in your current property
4 that you have to establish what has been
5 referred to as a day reporting program, a
6 boot camp style program, something like
7 that?

8 COMMISSIONER GIORLA: In our
9 facilities on State Road, all of our
10 housing facilities are at capacity or
11 above design capacity. If we were to
12 place a facility in that complex, we'd
13 probably have to either erect a building
14 or perhaps place some temporary or mobile
15 structures in that facility.

16 COUNCILMAN OH: For example, is
17 there space where an engineering entity
18 such as the National Guard or some entity
19 could come in and erect a two-standard
20 facility, which would be for detention to
21 international standards, but would be for
22 minimum security, boot camp style or day
23 reportings where they meet, report, go
24 out, do their clean and green, GED,
25 whatever they do, come back? Because the

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2 truth is that it's going to be very hard
3 to do this in any neighborhood, but on
4 prison property, it seems to be possible.

5 COMMISSIONER GIORLA: One of
6 the -- I just want to refer back to the
7 master plan that we're going to. A lot
8 of things have changed. We had a lot of
9 excess land over the years and we placed
10 some our ancillary units on that land.
11 Some of it is -- our Management
12 Information Services are in mobile
13 structures. Our Emergency Services and
14 Emergency Response Team and
15 Transportation Services are in those
16 structures adjacent to the Pennypack
17 Creek. After the Katrina disaster, the
18 floodplains were redrawn and that
19 envelope has shrunk significantly. We
20 don't exactly know what our options are
21 at this point. Any new structures -- a
22 couple years back we had discussed the
23 placement of a booking type and low
24 custody facility inside the walls of the
25 Holmesburg Prison on Torresdale Avenue.

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2 The Planning Commission asked us to
3 formulate a master plan before we
4 proceeded with anything of that stature,
5 because the costs were estimated
6 somewhere around \$35 to \$40 million.
7 They didn't want to endorse anything that
8 wouldn't address long-term needs.

9 COUNCILMAN OH: True, but the
10 costs, I believe, are \$114 per day at
11 least for putting people in your
12 facility, and overall removing them from
13 your facility would actually save money
14 while creating necessary space for
15 violent offenders.

16 COMMISSIONER GIORLA: The
17 average cost that you referred to of \$114
18 a day is substantially higher for some of
19 the more problematic and mentally ill and
20 difficult inmates that we manage and
21 substantially lower for some of the more
22 low custody and lower risk inmates that
23 we manage.

24 For instance, our Work Release
25 program, the inmates actually pay room

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2 and board and generate somewhere in the
3 neighborhood of \$200,000 a year in
4 revenue from room and board costs. So
5 that number varies. It would be less
6 expensive if we could go to a partial
7 confinement facility. It would be less
8 expensive if there were other
9 alternatives to incarceration, because
10 most of our costs are front-loaded.
11 About 44 percent of our 35,000 admissions
12 are released within three to four weeks.
13 That cost just coming through the door is
14 about a thousand dollars because of
15 medical, mental health, nutritional and
16 property issue and processing costs that
17 we have.

18 COUNCILMAN OH: Okay. Thank
19 you very much.

20 Thank you, Mr. President.

21 COUNCIL PRESIDENT CLARKE:

22 Thank you, Councilman.

23 The Chair recognizes Councilman
24 Kenney.

25 COUNCILMAN KENNEY: Thank you,

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Mr. President.

3 I had a few questions relative
4 to healthcare services at the Prisons.
5 Who is the current provider of healthcare
6 services at the prison?

7 COMMISSIONER GIORLA: We have
8 two providers, one for physical health
9 known as Corizon Health Services,
10 formerly PHS or Prison Health Services.
11 The other provider is MHM. It's a
12 behavioral health services company.

13 COUNCILMAN KENNEY: On the
14 Corizon contract, what is that contract
15 amount?

16 COMMISSIONER GIORLA: The
17 amount, approximately \$41 million.

18 COUNCILMAN KENNEY: And is the
19 Prison Department generally satisfied
20 with their services?

21 COMMISSIONER GIORLA: Yes.

22 COUNCILMAN KENNEY: Are there
23 any improvements that you'd like?

24 COMMISSIONER GIORLA: Excuse
25 me?

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2 COUNCILMAN KENNEY: Is there
3 any improvements that you would recommend
4 with what they provide?

5 COMMISSIONER GIORLA: We are
6 about to initiate our electronic medical
7 record, which we think will allow us to
8 better analyze our service delivery.
9 Some of the chronic illnesses we have, it
10 will streamline the records management
11 and allow us to transfer inmates more
12 easily, reduce the number of rescheduled
13 appointments because of files not being
14 available and just some other things in
15 the facility.

16 We've also looked at reducing
17 our medication costs. And there is
18 legislation that's just been passed that
19 will allow us to seek a lower
20 hospitalization rate when inmates are
21 taken out of the facilities and placed in
22 the local hospitals.

23 COUNCILMAN KENNEY: And I
24 assume that this medical records issue
25 and some of the other things you're doing

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2 are an opportunity for savings?

3 COMMISSIONER GIORLA: Yes.

4 COUNCILMAN KENNEY: When is the
5 contract up?

6 COMMISSIONER GIORLA: This year
7 of the contract is up August 31st, I
8 believe.

9 COUNCILMAN KENNEY: So you're
10 in the RFP process now or preparing it?

11 COMMISSIONER GIORLA: Yes.

12 COUNCILMAN KENNEY: Do you know
13 how many employees Corizon has at the
14 prison?

15 COMMISSIONER GIORLA: Three
16 hundred fifty.

17 COUNCILMAN KENNEY: And can you
18 give me, if you know, their breakdown
19 relative to female and African American?

20 COMMISSIONER GIORLA: For
21 Corizon Health Services, they have 348
22 full-time staff, 74 male, 274 female. Of
23 that number, 205 are African American, 99
24 white, 7 Hispanic, 37 Asian.

25 COUNCILMAN KENNEY: So I assume

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2 from a diversity and inclusion
3 perspective, they're a pretty good story
4 to tell?

5 COMMISSIONER GIORLA: Yeah.
6 And not only that, I believe for our
7 health services provider, 59 percent of
8 their employees are City residents and
9 about 60 percent of our mental health
10 management employees are City residents.

11 COUNCILMAN KENNEY: Well, in
12 that case, with all you've told me
13 before, I wish them well in their effort
14 to renew.

15 And just finally, again, I've
16 been here -- I said this before. I get
17 tired of saying this, I guess. I've been
18 here over 20 years. I would argue you're
19 probably the best Prison Commissioner
20 I've seen since I've been here. So
21 you're responsive, you're effective,
22 you're doing what -- going in the
23 direction we want to go, and that's
24 lower, not higher, and your costs are
25 under control and your overtime is what

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2 it is, but under control. I just want to
3 tell you I think you're doing a terrific
4 job and hope you stay around for a while.

5 COMMISSIONER GIORLA: I thank
6 you, and I have to thank the people
7 behind me here.

8 COUNCILMAN KENNEY: I know you
9 have a team.

10 COMMISSIONER GIORLA: Without
11 them --

12 COUNCILMAN KENNEY: I thank
13 them too, but you took sometimes an often
14 unstable situation and turned it into
15 something that actually works. So I
16 thank you on behalf of the taxpayers.

17 COMMISSIONER GIORLA: Thank
18 you. Thank you.

19 COUNCILMAN KENNEY: Thanks.

20 Thank you, Mr. President.

21 COUNCIL PRESIDENT CLARKE:

22 Thank you, Councilman.

23 The Chair recognizes Councilman
24 Henon.

25 COUNCILMAN HENON: Thank you,

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 Mr. President.

3 Thank you for coming in.

4 Beings that the facilities in its
5 entirety is in my district, it was a
6 pleasure to come up and have a short
7 briefing and tour and a little bird's eye
8 view of how you operate. And obviously
9 sitting through the testimony, your
10 testimony, and your very quick and sharp
11 and on-point responses are impressive.
12 So I too want to compliment you as
13 Councilman Kenney has.

14 One of the things that I wanted
15 to bring out -- and it has in the line of
16 questioning because a lot of the
17 questions have been good -- is, I was
18 impressed on how the professional
19 services that you've offered and the
20 programs and how you implemented and made
21 it available for people who probably
22 don't want to be there, and they're there
23 for the short term and your tenacity or
24 ability to try to make things happen,
25 from your education to your job ready and

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2 to your healthcare, especially your
3 mental healthcare. And I wasn't even
4 looking at that going into coming up to
5 the facility, which, by the way, I live
6 near, so you have been pleasant to work
7 with from a community standpoint. Even
8 last night at a community meeting, a
9 representative was there and we're
10 talking about a siren and talking about
11 how cooperative you've been and just
12 giving updates to what's going on with
13 the facility.

14 But I was surprised that 27
15 percent of the population that you had to
16 deal with on a mental health basis, and I
17 too have concern and everybody here.
18 Councilman Jones had mentioned hopefully
19 we don't lose any state funding for that
20 so you can properly treat people, as well
21 as your healthcare. I mean, you have
22 nurses, doctors, psychiatrists and
23 counselors in tunes of hundreds of people
24 who are providing services.

25 So that was surprising and that

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2 caught me off guard. And it was nice to
3 hear Councilman Oh had asked a lot of
4 questions about the construction or
5 master plan or some of your long-term
6 strategic plan on capital budget.

7 One of the things that I wanted
8 to ask in addition was, although it's in
9 the early master plan staging phase, you
10 have X amount of, I guess, clients that
11 will be displaced somewhere. I'm sure
12 that will be a part of some of your
13 planning on a temporary basis, or when
14 you build the facility, would it be in a
15 different location than it is now?

16 COMMISSIONER GIORLA: Depending
17 on --

18 COUNCILMAN HENON: On your
19 footprint that you currently have.

20 COMMISSIONER GIORLA: Depending
21 on the population at the time and where
22 we think it will go, we're certainly
23 going to have to displace some of the
24 population to do any type of
25 construction. As I mentioned, the

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2 floodplain has been revised, and we're
3 really limited to the existing buildings
4 as far as replacement or new
5 construction. So we'd have to demolish
6 something to replace it, and that would
7 displace an amount of population.

8 How we stage that is going to
9 be a difficult -- it's going to be a
10 balancing act, who do we displace, how we
11 can still provide services to the
12 remaining population, how soon we can
13 complete a new project and occupy it.
14 They'll be critical factors.

15 COUNCILMAN HENON: No doubt it
16 will. I look forward to continuing to
17 have an ongoing relationship. And as I
18 said to you last week or two weeks ago,
19 when the budget process is over, I'm
20 going to go up and take a full tour --

21 COMMISSIONER GIORLA: Please.

22 COUNCILMAN HENON: -- and get a
23 better assessment of how you operate.
24 And it seems like everything is going
25 great.

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2 Last question. Class 100 you
3 have on staffing positions, you have
4 budgeted more than you were carrying
5 over. Are you anticipating on hiring in
6 the next couple years?

7 COMMISSIONER GIORLA: We
8 actually -- well, I believe the figure at
9 the last measure on December 31st was
10 about 114 correctional officer vacancies.
11 We have a class in the Academy now.
12 They're in their third week of training,
13 42. We've submitted a request to hire
14 another 40. As time goes on and we
15 evaluate the vacancies, we'll try and
16 reach a zero vacancy level. We're never
17 able to do that. We've never been able
18 to do that, but we want to try and reduce
19 that at least in the single digits.
20 We're in double digits right now. We
21 want to try and maintain probably a 7 or
22 less percent vacancy rate at the
23 correctional officer level, because it
24 has a snowball effect on overtime, our
25 sick time, you know, incidents in the

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2 facility, the amount of time we have to
3 curtail activities or lock the facilities
4 up. There's a whole range of effects
5 that it has.

6 COUNCILMAN HENON: I was
7 looking through the line items. It seems
8 like you have a good handle on managing
9 some of your cost estimates.

10 So I have no further questions.
11 Thank you.

12 COMMISSIONER GIORLA: Thank
13 you.

14 COUNCILMAN JONES: The Chair
15 thanks Councilman Henon.

16 On his point, there is a ratio
17 that I don't pretend to understand where
18 there is an acceptable overtime ratio
19 versus new hire and at what point that
20 makes sense to just put that class on.
21 That's number one.

22 And then number two, are they
23 trained in the Police Academy?

24 COMMISSIONER GIORLA: No. We
25 have our own accredited by the State

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2 Department of Corrections, an accredited
3 training academy located on the grounds
4 of Holmesburg Prison. We do all our own
5 training at the pre-service and the
6 promotional levels. We've done that --

7 COUNCILMAN JONES: I know the
8 Police Academy trains other
9 municipalities, for which we are
10 compensated. Is that true for our
11 training academy for the prisons?

12 COMMISSIONER GIORLA: We don't
13 provide training to outside agencies, but
14 sometimes we co-train. For instance, our
15 Emergency Management Team, our cert team,
16 is going in about two weeks is going to
17 do some co-training in stun devices,
18 along with -- we're hosting it for
19 several outside agencies. What it does,
20 it gives us the ability to train more
21 instructions at a lower cost or free.
22 The vendor who supplies our devices will
23 come in and use our site and they'll
24 train a lot of our instructors for free,
25 and it gives us a way to do it

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2 economically. We don't have the
3 capability right now to offer outside
4 training on a regular basis.

5 COUNCILMAN JONES: Okay. And
6 not that I want the prison industrial
7 complex to grow to be a budding industry,
8 but if we are looking to recoup our
9 costs, these are the kinds of initiatives
10 that I'd like to see us explore.

11 The Chair now recognizes
12 Councilman Johnson.

13 COUNCILMAN JOHNSON: Thank you,
14 Mr. Leader.

15 Thank all of you for being here
16 today. I just had a couple questions in
17 regards to prison operations.

18 One, it is an eye-opener
19 regarding the increase in inmates who are
20 mentally ill. So what's the actual plan
21 or is there an actual plan already in
22 place to begin focusing on addressing
23 those who have mental health issues?
24 That will be the first question.

25 And the second question would

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2 be, can you give me an idea of how many
3 individuals who are -- how many juveniles
4 who are tried as an adult that are in
5 PICC. So how many, an idea of the types
6 of crimes that they're allegedly being
7 accused of and, more importantly, the
8 actual support system, treatment system
9 that's in place to address particularly
10 those juveniles who are waiting primarily
11 to be sentenced to go up state.

12 So I had an opportunity with
13 Mothers in Charge to go on State Road and
14 speak to some of the young men, and as we
15 address this issue of youth violence, one
16 of the things I walked away with was, a
17 lot of those young men didn't have a
18 clue. It was like a joke. It was like,
19 Okay, we're here, but not really taking
20 in that you're about to go away for a
21 long time. And so oftentimes when we
22 talk about crime-fighting approaches,
23 really the juvenile system was really set
24 up to deal with those that have a
25 juvenile mind, but in the event that

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2 you're actually tried as an adult, it was
3 clear that I was talking to kids, boys,
4 who were laughing, giggling, not taking
5 serious the presentation that we were
6 giving. So I kind of really know that
7 they weren't really taking in that you're
8 about to go away for a long time, tried
9 as an adult.

10 So if you can touch base on
11 these two things for me.

12 COMMISSIONER GIORLA:
13 Certainly. First of all, all of our --
14 everyone who is on a behavioral caseload
15 in our facilities gets a review, a
16 periodic review, by our mental health
17 provider. For those who are considered
18 seriously mentally ill, their files and
19 plans are reviewed at a treatment team,
20 which is chaired in each facility by a
21 warden or deputy warden, involves the
22 security staff, medical staff and mental
23 health treatment staff. They assess the
24 overall mental health and the state of
25 the inmate's condition, and then they

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2 produce a written plan that is reviewed
3 every 30 days. For some it's even -- the
4 interval is even less for those who are
5 considered dangerous or suicidal.

6 As far as the juvenile
7 population goes, we have approximately 50
8 to 55 male juvenile inmates in custody
9 today. They are housed at the
10 Philadelphia Industrial Correctional
11 Center on a separate wing. We have to
12 keep them separate from adults in sight
13 and sound.

14 We have three female juveniles
15 that are incarcerated at our female
16 facility, Riverside.

17 COUNCILMAN JONES: I'm sorry.
18 For those who aren't familiar with the
19 criminal justice system, you mentioned
20 sight and sound. I happen to know what
21 it is, but could you --

22 COMMISSIONER GIORLA: Sight and
23 sound separation is a concept that in
24 their management, they're not allowed to
25 have contact with adults, adult

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2 offenders. They can be supervised by
3 adults, but not adult offenders.

4 All of those juveniles that are
5 committed to our custody are what is
6 known as direct file. Their offenses,
7 either whether they have been sentenced
8 or pretrial, are either violent felonies
9 or serious felonies, murder, rape,
10 robbery, et cetera, aggravated assault,
11 gun charges, et cetera. The lesser
12 offenses are usually adjudicated as
13 juveniles and sent to community
14 placement, the Youth Study Center, et
15 cetera, by the courts.

16 As far as their treatment goes,
17 all of them, regardless -- unless they
18 completed high school at an early age,
19 all of them are enrolled in the Pennypack
20 House School, which is an arm in the
21 Philadelphia School District in our
22 facilities. We have no truancy rate. If
23 they're not permitted to attend classes,
24 we seek them out and they're given
25 personal instruction in their cells and

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2 projects to complete. Not all of them
3 want to, but, like I said, we issued --
4 and their length of stay is not that
5 long. They're usually in custody about
6 90 days, and we issued 15 high school
7 diplomas last year.

8 COUNCILMAN JOHNSON: Good.

9 COMMISSIONER GIORLA: We try to
10 keep them heavily engaged in volunteer
11 services and other projects. You
12 mentioned Mothers in Charge. They've
13 been working with us for about three
14 years, in our female facility about five
15 years, in our juvenile facility about
16 three and a half years. They use a model
17 that's recommended by the National
18 Institute of Corrections known as
19 Thinking for a Change. It tries to reach
20 the mentally and the decision-making
21 process, particularly of the young
22 offender, because like you said, if
23 you've only been alive for 15 years, you
24 can't wrap your hands around the fact
25 that you're going away for 50. And we

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2 try and select the staff carefully,
3 because it's difficult to look into the
4 eyes of a 17-year-old knowing that
5 they're never coming home, even when your
6 treatment provider is a security officer,
7 because sometimes they don't grasp the
8 concept, and trying to manage them --
9 and, you know, they've always been a very
10 volatile population.

11 We concentrate our efforts. We
12 try and isolate them and keep them
13 involved in worthwhile activities,
14 because, you know, some of them are --
15 they're juvenile minds in adult bodies
16 and they're quite dangerous.

17 COUNCILMAN JOHNSON: Of the
18 population of the juveniles, of that 55,
19 how many of them are maybe dual
20 diagnosed, drugs and mental health
21 issues?

22 COMMISSIONER GIORLA: I'm not
23 sure. I can supply you with that
24 information, but I'm sure there's a
25 significant number that are on the mental

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2 health caseload and may be considered or
3 diagnosed seriously mentally ill.

4 Usually drug dependency and chemical
5 dependency problems follow that,
6 particularly for those who engage in
7 self-medication, but I can get those
8 numbers for you.

9 COUNCILMAN JOHNSON: Okay. And
10 last, just can you elaborate on the Into
11 Work Culinary Arts Program? That's it.

12 COMMISSIONER GIORLA: Yeah.
13 Into Work is a program that's managed by
14 our food service provider, Aramark. It
15 provides an eight-week course in food
16 safety, food preparation, storage,
17 sanitation practices, general commercial
18 food handling. At the end of the course
19 the participant takes an examination.
20 They're issued a certificate. If they
21 fail, they fail. If they pass, they
22 pass. We've been fortunate that most of
23 our students graduate with marks in the
24 80's. I think our average score is about
25 86. Community average is about 82. It's

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2 something that's offered in the RISE
3 program outside of our facilities as
4 well.

5 In order to work in a food
6 service establishment in the City, there
7 always has to be someone with a ServSafe
8 certification on duty, and we feel it's a
9 recognized commercial credential. It's
10 something that Aramark is very proud of,
11 and it's something that now -- our model
12 was kind of an experiment for them.
13 They've expanded it to most of their
14 correctional accounts nationwide, and we
15 have some people coming to us to look at
16 our model at this point. We hope to
17 double the rate of participation this
18 year.

19 COUNCILMAN JOHNSON: Thank you.

20 COUNCILMAN JONES: Thank you,
21 Councilman.

22 The Chair recognizes Councilman
23 Oh.

24 COUNCILMAN OH: Thank you very
25 much, Chairman.

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2 Really two general questions.

3 One has to do with the cost of prison
4 healthcare. That was of concern. I
5 recall about four years ago really
6 escalating costs. How is it today?

7 COMMISSIONER GIORLA: I'd like
8 to ask my Chief of Medical Services,
9 Dr. Bruce Herdman, to come up.

10 (Witness approached witness
11 table.)

12 DR. HERDMAN: Dr. Bruce
13 Herdman, Chief Medical Operations.

14 Councilman, the cost increases
15 four, five years ago were double digit,
16 12, 15 percent. The last four years
17 they've been about 3.2 percent, which is
18 comparable to the medical price index for
19 the Philadelphia region.

20 COUNCILMAN OH: Oh, 3.2? So
21 it's really come down.

22 DR. HERDMAN: Yes, sir.

23 COUNCILMAN OH: That's good
24 news.

25 DR. HERDMAN: Yes.

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2 COUNCILMAN OH: Thank you very
3 much. That was that one question. Thank
4 you.

5 My second question has to do
6 with Philadelphia has instituted a
7 \$10,000 tax credit for employers who hire
8 someone with a felony record, and my
9 question is, in terms of the preparation
10 of potential candidates to employers, how
11 is that process being handled?

12 COMMISSIONER GIORLA: I'll ask
13 Bill Hart to come up again.

14 I just want to say that the
15 legislation was revised a couple years
16 ago to try and encourage more employers,
17 but Mr. Hart, through the RISE office,
18 they're the ones who coordinate this with
19 the local employers.

20 (Witness approached witness
21 table.)

22 MR. HART: Bill Hart, Executive
23 Director for RISE.

24 Councilman Oh, one of the
25 things that we've done for all clients

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2 that we provide the PREP certification,
3 there's a requirement through RISE to
4 participate in our hundred percent
5 wrap-around services, which would include
6 a hundred percent case management,
7 literacy testing, training, certainly the
8 employment services as they relate to
9 interviewing skills, as they relate to
10 managing and keeping a job, that along
11 with soft skills training, vocational
12 training and mentoring.

13 So every client that we refer
14 out to a PREP-certified employer has gone
15 through a series of trainings. They're
16 part of the RISE network in the sense
17 that they're connected with us for 12
18 months from the time that they enroll
19 until the time that we release them.

20 COUNCILMAN OH: Are we seeing a
21 lot of interest from employers?

22 MR. HART: The answer is yes.
23 We've made a dramatic increase from where
24 we were last year. For example, one of
25 our large employers has just completed

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2 the paperwork with the City Department of
3 Revenue and I believe -- and don't quote
4 me on it, but I believe they put in for
5 22 PREP-certified employees, which would
6 equate to about a \$200,000 tax saving for
7 that particular employer.

8 COUNCILMAN OH: Just one kind
9 of point or point of discussion. The
10 U.S. Department of Labor generally will
11 put out an estimate of how many jobs
12 there are that we don't have filled in
13 the United States; for example,
14 machinists, skilled labor that we are
15 short on projecting for the next five or
16 ten years.

17 Do we take into account that
18 where there's lack of labor needs, that
19 we could train inmates in those
20 particular areas?

21 DEPUTY MAYOR GILLISON: Everett
22 Gillison, Deputy Mayor for Public Safety
23 as well as Mayor's Chief of Staff.

24 That would be -- there's a
25 complicated answer to that question, only

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2 because we are still trying to get people
3 to understand that people who have had
4 issues in their past should not be
5 permanently barred from work, getting
6 employers to understand that you don't
7 have the permanent brand of X on you and
8 to say that they will give them an
9 opportunity, a second chance.

10 We are working with our federal
11 partners to understand how we can better
12 manage people as they're coming out.
13 That's why we situated RISE where we did,
14 as part of an extension of our
15 correctional environment in order to then
16 stand behind the individuals that are
17 working with us, so we can then tell the
18 employers, They have worked with us, we
19 know they're ready, and to go ahead and
20 push them out to get what they need to
21 do.

22 It's a really complicated
23 issue, but I think that we can say that
24 as long as we continue to stay the course
25 and push folks forward, whether it's

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 skilled -- the labor unions have been
3 great to work with. They're willing to
4 work with us, get people through their
5 facilities and others -- I think we'll be
6 able to get a handle on it, but it is
7 truly an extremely slow process because
8 of all the laws and rules and processes
9 that are out there.

10 COUNCILMAN OH: Mr. Chairman,
11 I'd like just to make the point that when
12 someone is identified as a candidate and
13 they have another year or two to go and
14 we already know that there are 400,000 of
15 these jobs lacking, it's likely that we
16 will have to import these jobs from
17 overseas or that people will end up
18 hiring undocumented aliens to fill those
19 positions, and it's more likely that
20 employers would hire someone who is
21 trained in that particular area. So we
22 do know ahead of time what jobs we may
23 fill, and so --

24 DEPUTY MAYOR GILLISON: That
25 would be great.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 COUNCILMAN OH: -- I'm just
3 making that as a good suggestion maybe.

4 DEPUTY MAYOR GILLISON:
5 Absolutely. Absolutely.

6 COUNCILMAN JONES: The Chair
7 thanks the comments of Councilman Oh.

8 Councilman Squilla, you are on
9 the clock.

10 COUNCILMAN SQUILLA: Thank you.

11 I just want to say I did make a
12 visit out to the prison and I was really
13 impressed with the programs that were
14 going on there, and it was great to see
15 actually the people in the classrooms and
16 learning and taking an interest, and
17 hopefully we'll find out in years to come
18 that we can stop the recidivism that goes
19 on and actually have them out to be
20 productive citizens. I think that's our
21 goal, and it was really exciting to see
22 that.

23 But also too I know you
24 mentioned some of the community service
25 programs. Do you have an idea of how we

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 could even, knowing that the City has
3 some shortfalls and all, have some of the
4 workforce or prison workforce be able to
5 be used by the City?

6 COMMISSIONER GIORLA: Over the
7 last several years, we have tried to
8 cultivate some relationships to use
9 temporary or Work Release labor to assist
10 in various community projects. We've
11 been -- we've had successes and we've had
12 failures.

13 Early on, before the budget
14 crisis of 2009, we were talking with the
15 Parks and Recreation Department and
16 Fairmount Park about perhaps creating
17 some opportunities for Work Release
18 inmates. Then they had to lay off their
19 own staff, and it became difficult.

20 In the interim, we didn't stop
21 with our efforts. We work with the CLIP,
22 Community Life Improvement Program, out
23 of the Managing Director's Office where
24 we assign Work Release inmates and
25 weekend inmates to do various projects,

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 either clean up and painting or other
3 projects in the community. We've
4 recently begun working with Philly Rising
5 to do some of the area cleanups and
6 assist in the communities, because our
7 objective is twofold. Although it
8 doesn't provide regular permanent
9 employment, it reconnects some of these
10 men and women with the community. It
11 shows the community that they're earnest
12 in their efforts to give back.

13 This weekend for the Mayor's
14 cleanup, we usually deploy groups of
15 weekend inmates who are sentenced on
16 mostly DUI charges to various cleanup
17 projects. We're going to be doing some
18 of the areas along our complex on State
19 Road and Torresdale Avenue. We're always
20 seeking opportunities to do that.

21 We do have a procedure to use
22 weekend inmates and Work Release inmates
23 on community projects in our sentenced
24 facilities. There's been somewhat of a
25 reluctance on the part of some of the

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 major organizations and the labor unions,
3 because they feel the inmates will be
4 used as prison labor to supplant their
5 workers or replace their workers. We
6 never want to do that, but we feel there
7 is a contribution to be made.

8 It really does make somebody
9 feel good when they accomplish something,
10 including prisoners. If they go out and
11 clean something up and make something
12 look right and give back to the
13 community, do a little hard work, put in
14 a little sweat, it makes them feel good
15 too.

16 COUNCILMAN SQUILLA: I agree.
17 I spoke to some inmates and they were
18 cleaning up or cleaning a lot or
19 anything, and afterwards they felt --
20 well, I feel good about -- I did
21 something good, and they really feel good
22 about it. It wasn't like this was a job
23 function, but it actually made them feel
24 like, you know what, this isn't too bad,
25 I could do good things. It's just a part

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 of a mindset change, and if we could do
3 more of that. And I understand maybe
4 some of the labor union issues, but, I
5 mean, there's jobs that some of the
6 unions don't do where they could work in
7 conjunction with some of the unions to
8 make it happen.

9 I think we have to really work
10 hard. I mean, I would like to be a part
11 of that working together to see if we
12 could really make something like that
13 happen, because in the end, it does make
14 the person feel really good that they did
15 something positive, and I think we need
16 to get that in there, and hopefully,
17 beside the educational process, this
18 helps the recidivism problem that we do
19 have.

20 COMMISSIONER GIORLA: We'd be
21 glad to work with you on that.

22 COUNCILMAN SQUILLA: Thank you
23 very much. And, again, thank you for the
24 visit that I had there, and I really was
25 impressed with the way the operation was

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 run. So thank you.

3 COMMISSIONER GIORLA: Thank
4 you.

5 COUNCILMAN JONES: Councilman,
6 glad to hear that.

7 Mr. Hart, can you come back to
8 the desk for a minute. This is my last
9 comment and we're going to break for the
10 public comment part, allow us to set up
11 the podium, allow our stenographer, who
12 is working diligently, to take a break.

13 But a couple of things. Your
14 program is essential. One out of three
15 African American men have gone through
16 this system, probation, parole or
17 incarcerated. We see increasing numbers
18 recidivizing back to the City of
19 Philadelphia.

20 If you had three areas of
21 concern, what would they be?

22 MR. HART: Three areas of
23 concern? Literacy. What we're beginning
24 to see obviously is that the numerously
25 and literacy level of the clients that we

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 serve are far below what the average
3 market; in particular, what an employer
4 may look for. For example, the employer
5 that we referenced as taking advantage of
6 the PREP tax credits, to complete their
7 application you have to have a minimum of
8 a GED, a minimum of a GED to essentially
9 pick up trash. Literacy will be one.

10 COUNCILMAN JONES: What is the
11 cost? Do you provide literacy?

12 MR. HART: Yes, sir.

13 COUNCILMAN JONES: What is that
14 cost?

15 MR. HART: If you would mind, I
16 would like to take you this way.

17 Currently, RISE is budgeted to
18 serve 250 participants at a per-diem rate
19 of \$4,800 per client. What that includes
20 again is 100 percent case management,
21 literacy testing, training, soft skills
22 training, employment services, JRT
23 placement and retention, vocational
24 training and mentoring. RISE is
25 currently operating at a cost of

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 approximately \$2,700 per enrolled
3 participant. If we factor in all of the
4 participants that receive services from
5 RISE, both direct and indirect, pre and
6 post-release, we're operating at a cost
7 of about \$1,700 per diem. However, what
8 that means is that we have an
9 overreliance on grant funding. To the
10 extent that our grant funding sunsets,
11 there are shortfalls in our budgets.
12 Invariably what that will mean or what
13 that impacts is the quality of the
14 services.

15 I'd like to use RISE as an
16 example and also compare and contrast
17 that to the experience of the federal
18 court. Recidivism is the number that
19 seems like we've all been keyed in on.
20 What our data has suggested for the past
21 three years is, if a client attaches to a
22 program; i.e., RISE; i.e., federal
23 reentry court, the recidivism rates are
24 reduced dramatically. Our rate is at 4
25 percent currently, and similarly the

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 federal reentry court rate is at 8
3 percent. So clearly it's a value added
4 to --

5 COUNCILMAN JONES: So if we
6 attack literacy, we attack recidivism.
7 Is that --

8 MR. HART: Absolutely.

9 COUNCILMAN JONES: Is that
10 agreed across the board?

11 COMMISSIONER GIORLA: Yes.

12 DEPUTY MAYOR GILLISON:
13 Absolutely.

14 MR. HART: Absolutely.

15 COUNCILMAN JONES: So, again,
16 my day reporting idea is something that
17 I'm going to task you guys to figure out.
18 Let us do some of the heavy lifting at
19 the community level. I know it's a
20 bitter pill to swallow, but if we're
21 going to turn this around, these
22 individuals are coming home anyway.
23 They're going to come somewhere. And so
24 that's number one.

25 What is number two?

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2 MR. HART: Councilman, if I
3 may, it's a parallel answer to your
4 question. You mention that individuals
5 are coming home. I believe that there
6 may be a chance for us to move the
7 paradigm from reentry to reintegration.
8 The fact of the matter is, our clients
9 that are housed both at the state and the
10 federal level, if in fact you're doing 15
11 years or more, 15 years to 20, life
12 and/or death, you're not coming home, but
13 80 percent of our clients will reenter,
14 no matter what we do. So I believe the
15 paradigm now has to be shifted to how do
16 we effectively reintegrate them back into
17 the world.

18 That said -- and we had a brief
19 conversation about just county releases
20 in the past three fiscal years. If I
21 may, I'll just give you the totals.
22 Fiscal Year 2009, 34,000 individual
23 releases back to Philadelphia; 2010,
24 31,000 individual releases. We do have
25 some all-star clients that manage to get

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 rearrested and rereleased in the same
3 year, so they're not individual clients
4 but individual releases. In 2011, county
5 releases, 31,000. So that gives us a
6 grand total for the past three fiscal
7 years of 96,675 individual releases
8 coming back to the Philadelphia
9 community.

10 That said -- and we had a
11 different conversation, pulled some data
12 from 2011. The Part I crime density, we
13 did it by zip code, and I will be more
14 than welcome to provide to Council as we
15 go through. Bottom line is, as we
16 summarize all the Part I crimes, which
17 are the serious felonies, if I'm correct,
18 in Fiscal Year 2011, there were 76,800
19 individual Part I crimes. What that
20 suggests to me obviously is that there
21 are tens of thousands of Philadelphia
22 residents that are being victimized. So
23 changing that paradigm from reentry to
24 how we can effectively, in a sensible,
25 sustainable way reintegrate our clients

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 back to the world would be my second
3 wish.

4 COUNCILMAN JONES: Do you have
5 a third? Because I'm going to end this.
6 Increasing your budget probably would
7 be --

8 MR. HART: Thank you. Thank
9 you, Councilman Jones.

10 COUNCILMAN JONES: Let me say
11 this in all sincerity, and we're taking
12 that seriously. That CJAB component is
13 critical, because what affects one area
14 affects -- I had no idea some of the
15 inter-connective nature of it until I was
16 able to attend. And I want to continue
17 to attend, not as a voting member, but to
18 attend, because it helps me to educate
19 the Committee on Public Safety on budget
20 priorities that have intended and
21 unintended consequences if we don't
22 address it.

23 So I appreciate you guys. I
24 appreciate what you do. I've been here
25 five years now. I've watched how you've

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 grown to that seat. And I agree with
3 Councilman Kenney, we want to keep you
4 there. We want to put you out of
5 business. No doubt we want you out of
6 the prison business, but, you know, until
7 then, we're glad you're in that seat.

8 Any other -- wait a minute. I
9 see Councilman Johnson has lit his light.

10 COUNCILMAN JOHNSON: Just one
11 last comment. I know the last time,
12 Bill, when you were here I talked
13 about -- I asked for some information
14 just from the RISE program and so --

15 MR. HART: It's been sent,
16 Councilman.

17 COUNCILMAN JOHNSON: All right.
18 That's not to put you on the spot, but it
19 kind of ties into what Majority Leader
20 Jones just mentioned. For me when you
21 talk about public safety -- and there's a
22 variety of different reasons why we're in
23 the seat that we're in, not just in
24 Philadelphia but as the country as a
25 whole -- it's going to be critical to

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 make sure when people are returning to
3 the City of Philadelphia, they have the
4 support system needed so they can rather
5 be employing, rather be getting a GED,
6 rather be a diploma, rather be going on
7 to college, also the issue of housing. I
8 mean, plenty of young men who say,
9 listen -- and I'm being frank, and
10 everybody else may approach a variety of
11 different ways, but, you know, probably
12 because I do a lot of constituent service
13 work, I'm still on the ground. And a lot
14 of young men that I do meet, some of --
15 it's not coloring them when I say this,
16 but a lot of folks are in situations just
17 based upon the circumstances and they
18 wind up making poor choices. And I come
19 from a mentality that -- and for God to
20 give me an idea to make a 360, that you
21 got to find a will and at all cost do the
22 right thing. That's really the bottom
23 line, period. No in between, no one foot
24 in the street, one foot trying to be a
25 Penn student. That doesn't work. It

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2 didn't work in the past. It won't work
3 in the future. So that's always my
4 approach in talking to them. But there
5 are some things that government can do to
6 step up to the plate that may make making
7 the right decision a little easier.

8 The housing component is one of
9 those components. The child support
10 component, you got to pay your bills,
11 take care of your kids if you have
12 children. I get it. But if you also
13 have a person that's working, I don't
14 understand how sending them back to jail
15 for 90 days and they lose their job is
16 really going to help them pay the bills
17 that they should be paying anyway. But
18 I'm speaking from a reality standpoint.
19 And, again, I'm not taking away anything
20 from the person that have to take care of
21 their responsibility. I have a sister,
22 so I get it. But we have to look at the
23 policy standpoint from the standpoint as
24 well that we're not creating situations.
25 And some of it you don't have anything to

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 do with, but I want to be supportive in
3 trying to figure out how we get folks
4 from not going through a revolving door
5 of being arrested. And so I'm always
6 coming from, at least in this case, a
7 position of support and seeing how can we
8 help build it as a city.

9 I remember -- and I was proud
10 when the Nutter Administration rolled out
11 their stance on addressing the issue of
12 ex-offenders in the City of Philadelphia.
13 I think it was on Lehigh Avenue, we had
14 like a summit to kick it off. We have to
15 keep that momentum. We have to keep
16 pushing and make sure that the RISE
17 program has the resources that are needed
18 comprehensively so we can help folks stay
19 on the right path. And so I'll be
20 looking for the information but, more
21 importantly, seeing how I can support
22 those efforts.

23 MR. HART: Thank you,
24 Councilman. We look forward to your
25 support.

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2 DEPUTY MAYOR GILLISON: Thank
3 you, Councilman.

4 COUNCILMAN JONES: Are there
5 any other comments for this panel?

6 (No response.)

7 COUNCILMAN JONES: Hearing
8 none, we will take a slight recess of ten
9 minutes -- break, not recess, just a
10 technical term, break in order for us to
11 set up for the public comment.

12 Thank you for your comments,
13 gentlemen.

14 (Short recess.)

15 COUNCIL PRESIDENT CLARKE: Good
16 evening, everyone. Council is back in
17 order. We will now have public testimony
18 for the Committee of the Whole.

19 To ensure that there is an
20 opportunity for all to be heard, we will
21 have certain ground rules. Your
22 testimony should be about the spending
23 bills that were read earlier by the
24 secretary, but given the overflow crowd,
25 we will be somewhat lax as it relates to

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 that particular situation.

3 We ask all speakers to please
4 sign up. If you have not signed up,
5 please go to the table to your left.

6 So we'll ask our first witness
7 to please come forward for purposes of
8 testifying.

9 Ms. Lewis.

10 MS. LEWIS: The first witness
11 to sign up is John Braxton.

12 (No response.)

13 MS. LEWIS: John Braxton.

14 (No response.)

15 MS. LEWIS: The second witness
16 to testify is Shelly Yanoff.

17 (Witness approached witness
18 table.)

19 COUNCIL PRESIDENT CLARKE:
20 You're here on behalf of Ms. Yanoff?

21 MS. BALKKA: I'm not Shelly
22 Yanoff, but I'm speaking on her behalf.

23 COUNCIL PRESIDENT CLARKE:
24 Thank you so much. Can you please state
25 your name for the record and please

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 proceed.

3 MS. BALKA: Thank you. My name
4 is Christie Balka. I'm the Director of
5 Advocacy at Public Citizens for Children
6 and Youth, and as many of you know, PCCY
7 works to improve the lives and life
8 chances of children in Philadelphia and
9 in the surrounding four counties. For
10 the record, we don't solicit public
11 funds. We are not a service provider.
12 We're funded independently. And we are
13 very grateful for this opportunity to
14 testify here this evening and appreciate
15 your efforts to hold public hearings at
16 non-traditional times.

17 (Music playing.)

18 MS. BALKA: It's my fan base
19 outside.

20 COUNCIL PRESIDENT CLARKE: Yes.
21 Go ahead.

22 MS. BALKA: Should I continue
23 or wait?

24 COUNCIL PRESIDENT CLARKE:
25 Please proceed.

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 MS. BALKA: PCCY appreciates
3 the fact that with a few significant
4 exceptions -- and I'll say that the Child
5 Care Facilities Fund is one of those
6 exceptions -- the proposed General Fund
7 budget for Fiscal Year '13 maintains
8 current funding levels for a number of
9 agencies that serve large numbers of
10 children. The budget holds the line on
11 funding levels for the Department of
12 Behavioral Health, the Free Library and
13 the Health Department while even managing
14 a small increase in funding for Parks and
15 Recreation.

16 To the extent that this budget
17 uses a scalpel rather than a carving
18 knife to meet the City's financial
19 obligations, it's worthy of your
20 consideration.

21 However, holding the line is
22 not enough when funding for the City's
23 child-serving agencies has been cut so
24 much in recent years. For example, the
25 Department of Recreation has lost almost

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 10 percent of its budget since 2009.

3 This year's \$2 million increase hardly
4 makes up for those cuts.

5 Holding the line is not enough
6 when costs continue to rise every year.

7 One implication is that the Department of
8 Human Services is expected to provide the
9 same level of service with fewer trained
10 social workers on staff next year,
11 approximately 50 fewer trained social
12 workers.

13 Holding the line is not enough
14 when the demand for services continues to
15 rise as Philadelphians struggle to cope
16 with the lingering effects of this
17 recession. Parents who use Health Center
18 10, for example, in the Northeast
19 encounter a ten-month wait before seeing
20 a doctor and experience long waits at
21 other health centers as well. Rising
22 costs and fewer resources mean that when
23 some families eventually do see a doctor,
24 translation services may not be available
25 for those with limited English

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 proficiency, potentially compromising
3 healthcare.

4 Holding the line on this budget
5 isn't enough when the City stands to lose
6 hundreds of millions of dollars from
7 proposed state budget cuts, federal
8 budget cuts and the scheduled expiration
9 of the American Recovery and Reinvestment
10 Act. Among other things, more than
11 \$600,000 in state funding for youth
12 anti-violence programs at recreation
13 centers around the City and millions of
14 dollars for after-school programs offered
15 through DHS is in jeopardy. The City
16 will definitely lose half a million
17 dollars for summer jobs at rec centers
18 and more than a million dollars in
19 federal funds for lead abatement, lead
20 poisoning and asthma prevention from
21 unanticipated state and federal budget
22 cuts.

23 Some of these state and federal
24 cuts -- some state and federal cuts to
25 the School District of Philadelphia will

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 place an additional financial burden on
3 the City. For example, at a time when
4 City anti-violence and after-school
5 programs are at risk, the School District
6 has been forced to dramatically reduce
7 its summer programs and will only be able
8 to serve youth who are within a few
9 credits of graduation this summer. This
10 will leave thousands of youth
11 unsupervised over this summer.

12 We are living in an
13 extraordinary time, and holding the line,
14 though it is admirable, is simply not
15 enough to meet the needs of the City's
16 400,000 children and youth.

17 This budget proposes -- the
18 Mayor's budget proposes that the City
19 enact the Actual Value Initiative next
20 year and raise an additional \$90 million
21 for the School District, while ensuring
22 appropriate safeguards are in place to
23 protect low-income residents. PCCY
24 believes that this approach, which simply
25 asks property owners who have not been

1 4/11/12 - WHOLE - BILL 120164, ETC.
2 paying their fair share to step up, is a
3 reasonable approach. We urge you to
4 support it as well as any other
5 reasonable measures to generate
6 additional revenue in order to meet the
7 needs of Philadelphia's children and
8 youth next year.

9 Thank you.

10 COUNCIL PRESIDENT CLARKE:

11 Thank you so much for your testimony.

12 Any questions of this witness
13 by members of the Committee?

14 (No response.)

15 COUNCIL PRESIDENT CLARKE:

16 There being none, thank you so much for
17 your testimony. We really appreciate you
18 participating.

19 Ms. Lewis, please read the name
20 of the next --

21 MS. LEWIS: Donnell Ponton.

22 (No response.)

23 MS. LEWIS: Donnell Ponton.

24 (No response.)

25 MS. LEWIS: Mr. President,

1 4/11/12 - WHOLE - BILL 120164, ETC.

2 there are no more names on the list.

3 COUNCIL PRESIDENT CLARKE: No

4 more names?

5 MS. LEWIS: No, sir.

6 COUNCIL PRESIDENT CLARKE:

7 Thank you very much.

8 This may go down as the
9 shortest hearing in the history of the
10 City Council of Philadelphia. We look
11 forward to our next neighborhood budget
12 hearing.

13 With that, I would like to say
14 this Committee will stand in recess until
15 Monday, April 16th, 2012, 10:00 a.m.

16 Thank you all very much.

17 (Committee of the Whole
18 recessed at 6:25 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 April 11, 2012, and that
this is a true and correct transcript of same.

MICHELE L. MURPHY
RPR-Notary Public

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