

COUNCIL OF THE CITY OF PHILADELPHIA  
COMMITTEE OF THE WHOLE

Room 400, City Hall  
Philadelphia, Pennsylvania  
Monday, April 7, 2014  
10:22 a.m.

PRESENT:

COUNCIL PRESIDENT DARRELL L. CLARKE  
COUNCILWOMAN JANNIE L. BLACKWELL  
COUNCILMAN BLONDELL REYNOLDS BROWN  
COUNCILMAN W. WILSON GOODE, JR.  
COUNCILMAN WILLIAM K. GREENLEE  
COUNCILMAN KENYATTA JOHNSON  
COUNCILMAN CURTIS JONES, JR.  
COUNCILMAN DAVID OH  
COUNCILMAN MARK SQUILLA

BILLS: 140144, 140145, 140146  
RESOLUTIONS: 140159

3 We are going to start now.

MS. LEWIS: Bill No. 140144, an Ordinance  
to adopt a Capital Program for the six Fiscal  
Years 2015-2020 inclusive.

14 Bill No. 140146, an Ordinance adopting the  
15 Operating Budget for Fiscal Year 2015.

16 And Resolution No. 140159, providing for  
17 the approval by the Council of the City of  
18 Philadelphia of a Revised Five Year Financial Plan  
19 for the City of Philadelphia covering Fiscal Years  
20 2015 through 2019, and incorporating proposed  
21 changes with respect to Fiscal Year 2014, which is  
22 to be submitted by the Mayor to the Pennsylvania  
23 Intergovernmental Cooperation Authority (the  
24 "Authority") pursuant to the Intergovernmental

1 Cooperation Agreement, authorized by an Ordinance  
2 of this Council approved by the Mayor on January  
3 3, 1992 (Bill No. 1563-A), by and between the City  
4 and the Authority.

5 COUNCIL PRESIDENT CLARKE: Thank you.

6 Today we continue the Public Hearing of the  
7 Committee of the Whole to consider various Bills  
8 read by Ms. Lewis that constitute proposed  
9 operating and capital spending measures for  
10 FY2015, a capital program and for looking capital  
11 plan for Fiscal Year 2015 through Fiscal 2020.

12 At this time, we would ask that the  
13 representatives from Community College please come  
14 forward.

15 - - -

16 (Panel approaches the table.)

17 - - -

18 COUNCIL PRESIDENT CLARKE: Good morning.

19 (Panel: "Good morning.")

20 COUNCIL PRESIDENT CLARKE: Please state  
21 your name for the record and proceed with your  
22 testimony.

23 MR. BERGHEISER: Good morning. I'm Matt  
24 Bergheiser.

1 DR. GAY: I'm Judith Gay.

2 COUNCIL PRESIDENT CLARKE: Please proceed.

3 MR. BERGHEISER: Thank you.

4 Good morning Council President Clarke  
5 and -- and good morning Members of Council. My  
6 name is Matt Bergheiser. I'm Chairman of the  
7 Board of Community College of Philadelphia. I'm  
8 also Executive Director of University City  
9 District, which is a non-profit economic  
10 development organization in West Philadelphia.

11 Joining me here today are the leadership  
12 team of Community College of Philadelphia in  
13 addition to my fellow Members of the Board of  
14 Trustees Jeremiah White and Judith Renyi. Thank  
15 you most of all for the opportunity to speak  
16 today.

17 I volunteer my time at community colleges,  
18 to my fellow board members, because it's one of  
19 the most critical institutions in the City. As  
20 you know, Philadelphia's a place of great  
21 opportunities, also a place of great challenges  
22 particularly when it comes to educational  
23 attainment and job skills. At the intersection of  
24 opportunity and challenge sits Community College

1 of Philadelphia. It is, simply put, a place where  
2 tens of thousands of Philadelphians can begin  
3 their climb toward the American dream.

4 This has been a remarkable year for  
5 Community College of Philadelphia. It's been a  
6 year of comprehensive self study and self  
7 reflexion as we've completed our reaccreditation  
8 process with the Middle States Commission on  
9 Higher Education. The most important part of this  
10 process is that the college family has come  
11 together over the past year to discuss how we can  
12 better serve students and our community.

13 Also last week, the Board of Trustees  
14 appointed Dr. Donald Generals Jr. as the sixth  
15 President of Community College of Philadelphia.  
16 Dr. Generals who joins us on July 1 currently  
17 serves as Vice President for Academic Affairs at  
18 Mercer County Community College in New Jersey. In  
19 Dr. Generals we have a dynamic thinker who is  
20 prepared to reach out to the community, to  
21 businesses and to leaders across the City. The  
22 themes of his career: Access, opportunity and  
23 innovation. And we are impressed by his passion  
24 for the Community College Mission and by his

1 willingness to listen and understand different  
2 points of view.

3           As we welcome Dr. Generals to Community  
4 College, we are very grateful to welcome Dr. Judy  
5 Gay back to her role as Vice President for  
6 Academic Affairs. Judy's passion for students'  
7 success, her love of Philadelphia, her intellect  
8 and her integrity have shaped exemplary academic  
9 programs and community partnerships at Community  
10 College of Philadelphia for more than a decade.

11           We believe that Dr. Generals and Dr. Gay  
12 can build upon the solid foundation in place at  
13 the college. New student centered learning  
14 environments offer support services to increase  
15 persistence and credential completion. These  
16 programs are among the best investments the public  
17 sector can make.

18           In 2013, 1,725 students graduated from the  
19 college. In 2000, excuse me, 39 degrees and  
20 certificates were awarded. Transfer preparation  
21 continues to be an institutional strength both in  
22 terms of transfer rates and academic performance  
23 at the most likely higher education destination of  
24 our students, Temple University. My colleagues on

1 the Board of Trustees and I are government, civic  
2 and business leaders who represent a cross section  
3 of Philadelphia. While Greater Philadelphia is  
4 home to more than 100 colleges and universities,  
5 Community College of Philadelphia holds a unique  
6 place that's a public institution that blends  
7 academic and job credentials to truly change the  
8 careers of our students.

9 The Board of Trustees thanks Mayor Nutter  
10 and City Council for their continued support of  
11 the college. And on behalf of our students, I  
12 want to thank you for providing them the  
13 opportunities to improve their quality of life,  
14 qualify for jobs that pay family sustaining  
15 salaries and transfer to universities to obtain a  
16 baccalaureate or advanced degree.

17 Thank you.

18 COUNCIL PRESIDENT CLARKE: Thank you very  
19 much for your summarized testimony.

20 Couple quick questions. The proposed  
21 request increase of 500,000 assuming will not  
22 offset the amount of funds needed to keep student  
23 costs at the level of '14 and '15 Fiscal Year.

24 Is it right to assume that there will be an

1     increase in tuition?

2             DR. GAY:   Yes.

3             MR. BERGHEISER:   Going to turn to Dr. Gay.  
4     She's got some more detailed remarks, as well.

5             COUNCIL PRESIDENT CLARKE:   Both of you are  
6     going to testify?

7             DR. GAY:   Yes.   So, shall I read my  
8     testimony, Council President?

9             COUNCIL PRESIDENT CLARKE:   If you can  
10    summarize it.

11            DR. GAY:   Okay.   So, Council President  
12    Clarke and Members of City Council, thank you for  
13    giving me the opportunity to present my testimony  
14    regarding the 2014/2015 Budget for Community  
15    College of Philadelphia.   And I believe I will  
16    answer your question --

17            COUNCIL PRESIDENT CLARKE:   Okay.   Thank  
18    you.

19            DR. GAY:   -- in the text.

20            When leaders think of a college, a lot of  
21    times they think about the campuses, the library,  
22    the gym, the laboratories, and in March in  
23    particular, the basketball team.   But at Community  
24    College of Philadelphia we think differently.   We

1 think about the amazing students that we have at  
2 our institution.

3 Our mission at Philadelphia's public  
4 institution of higher education is to help  
5 residents find their path to possibilities.  
6 Sometimes that path leads to a dream job. Other  
7 times it's a path that leads them away from a  
8 vicious cycle of poverty and unemployment. On  
9 occasion, that paths leads to major universities  
10 such as Temple, Drexel, University of  
11 Pennsylvania, Harvard, Bryn Mawr, those are some  
12 of the institutions that our recent graduates are  
13 now attending.

14 Since we began operations, the college has  
15 served more than 685,000 individuals in  
16 neighborhoods across the City. No -- our students  
17 are your constituents. No City Council district  
18 has fewer than 2,600 students in his or her  
19 district. Allow me to share the story of one such  
20 student, Debra Fine, who happens to live in  
21 Councilman Kenyatta Johnson's district.

22 Ms. Fine enrolled in the college after  
23 getting laid off from a hospital where she had  
24 worked for 30 years as a diagnostic technician.

1 She saw her job loss as an opportunity to turn her  
2 passion into a career. With the help of a  
3 government grant, she began taking classes in  
4 behavioral health and human services so she can  
5 work with the mentally disabled. While taking  
6 college classes, she works a full-time job and a  
7 part-time job and cares for her elderly father.

8 Despite this hectic schedule, Fine somehow  
9 has found the time to volunteer at a homeless  
10 shelter once a month, and she also has managed to  
11 maintain a perfect 4.0 grade point average. Just  
12 last week she was honored in one of two  
13 Philadelphians named to this year's all  
14 Pennsylvania Academic Team. We take great pride  
15 in her and all of our students who are carrying  
16 heavy responsibilities as they strive to complete  
17 their degrees. Ms. Fine is scheduled to graduate  
18 on May 3. And I invite all of you to join us at  
19 our graduation to celebrate her achievement and  
20 the achievement of our other students.

21 Members of our college family are here  
22 today to ask for your help in protecting access to  
23 higher education, a ladder of opportunity that  
24 enables our workforce to remain competitive and

1 our neighborhoods to remain viable.

2 Tuition and fee increases at our college  
3 have increased an average 6.4 percent per year  
4 over the past decade. During the same period, our  
5 percentage increase in tuition has exceeded  
6 average increases in Pennsylvania for both the  
7 public and private sectors. In recent years, our  
8 financially struggling students have been asked to  
9 take on a greater share of the cost of their  
10 education.

11 In Fiscal Year 2002 -- 2002 students  
12 provided 40.1 percent of the college's operating  
13 revenues. By 2013, that figure has grown to  
14 60.5 percent. More students today are taking out  
15 loans to pay for their college education. Between  
16 Fiscal Year '10 and Fiscal Year '13, the number of  
17 students with loans increased to more than 10,000,  
18 up 28 percent. During that same period, the  
19 average amount of money borrowed by students  
20 increased to \$4,000 with a total borrowing by  
21 students of \$42 million.

22 Of course, we are grateful that Mayor  
23 Nutter proposed the \$500,000 increase in our  
24 Fiscal Year '15 Budget to help reimburse students

1 for tuition hikes. But those new funds will not  
2 offset the amount we need to help keep student  
3 costs level.

4 This is your question, Council President.

5 COUNCIL PRESIDENT CLARKE: Thank you.

6 DR. GAY: Every \$500,000 in revenue the  
7 City provides for the upcoming year roughly  
8 translates into a \$1.50 per credit hour or  
9 approximately \$5 per course. Over the last  
10 decade, the college has tightened controls on  
11 staff and expenditure levels and we will continue  
12 to do so. Each year is a delicate balancing act  
13 as we attempt to meet the increased need for  
14 higher education programs and services without  
15 adding to the pressure on our students. So our  
16 students definitely would have a -- a tuition and  
17 fee increase for next year based on just the  
18 \$500,000 increase.

19 We've had a 29 percent increase in  
20 graduates in the last ten years. However, the  
21 student supports and initiatives that help to  
22 accelerate student progress all require funding.  
23 And we are moving toward a tipping point where  
24 further increases in tuition and fees could

1 discourage students from continuing their  
2 education. And these are the students who are  
3 struggling hardest to be in college.

4 Recent changes to federal financial aid  
5 eligibility rules have eliminated some students  
6 from the Pell Grant rules at a time when students  
7 are relying heavily on grants and scholarships.  
8 If displaced workers like Fine no longer see  
9 viable ways to juggle multiple jobs, family  
10 responsibilities and rising tuition and fees, they  
11 will be less willing to carry their heavy loads  
12 year after year. Local companies will be forced  
13 to import talent which increases their cost of  
14 doing business.

15 By the way, a recent survey of the  
16 college's 2012 graduates found that 67 percent had  
17 secured employment within nine months of  
18 commencement. Moreover, the salary of a  
19 career-program graduate was more than \$40,000,  
20 which was more than \$4,000 higher than the  
21 previous year's average. You will find additional  
22 details regarding our recent achievements and new  
23 initiatives in the testimony we submitted to you.  
24 So, I thank you for giving us an opportunity to

1     come today to discuss how the recent decline and  
2     the portion of budget funded by City and State  
3     dollars has led to growing reliance on student  
4     tuition and fees.

5             Unfortunately, this year we see no relief  
6     in sight from the Commonwealth. State operating  
7     funds for the college have been at a flat level  
8     since 2012. Governor Corbett proposed flat  
9     funding for the 2014/2015 Fiscal Year for the  
10    states 14 community colleges. And he has proposed  
11    a \$1 million reduction in capital funding.

12            As you allocate resources this year, we ask  
13    that you make a decision that ensures the  
14    college's only public institution of higher  
15    education remains accessible, affordable and  
16    capable of responding to the long term needs of  
17    residents and businesses.

18            Thank you.

19            COUNCIL PRESIDENT CLARKE: Thank you so  
20    much for your testimony. You've answered one  
21    question. Let me move onto the second.

22            DR. GAY: Okay.

23            COUNCIL PRESIDENT CLARKE: I had a meeting  
24    two months back about Marcellus Shale and the

1 potential opportunities whose programs that were  
2 teaching people and getting people engaged in the  
3 possibility of getting job opportunities or career  
4 opportunities in this growing field. And it was  
5 my understanding that at some point over the last  
6 year or two, that the Community College was  
7 approached to particularly have a curriculum in  
8 the college to provide training for such  
9 opportunities. And for whatever reason, the Board  
10 or whomever, decided not to go that direction.

11 Are you familiar with that?

12 DR. GAY: I'm not familiar with that. We  
13 were approached and asked if we would participate  
14 as part of broader coalition of institutions that  
15 were supporting efforts of Marcellus Shale. And  
16 we were asked to provide information about what  
17 career opportunities there might be in  
18 Philadelphia related to the Marcellus Shale.

19 As you know, the distribution -- energy  
20 distribution is not the focus of the eastern part  
21 of the state. And most of our students --

22 COUNCIL PRESIDENT CLARKE: Not -- not yet.

23 DR. GAY: Not yet, right. And most of our  
24 students do not travel beyond the metropolitan

1 region. More than 90,000 of our students -- more  
2 than 90 percent of our students actually stay in  
3 the metropolitan region. So, the kinds of  
4 activities that we've been involved in, in terms  
5 of the Shale really have to do with the kinds of  
6 support, careers and opportunities whether it's  
7 accounting technician, hospitality services,  
8 things that support companies as --

9 COUNCIL PRESIDENT CLARKE: So --

10 DR. GAY: -- opposed to direct work.

11 COUNCIL PRESIDENT CLARKE: So your response  
12 that there was not such a conversation?

13 DR. GAY: I do not believe --

14 COUNCIL PRESIDENT CLARKE: My  
15 understanding, there was actually a meeting with  
16 some people from the Governor's office and a  
17 person from the industry. And because there was  
18 no response, positive response from Community  
19 College, they opted to look at Cheyney University.

20 DR. GAY: I do -- I do not believe we  
21 were --

22 COUNCIL PRESIDENT CLARKE: You don't --

23 DR. GAY: -- directly approached to create  
24 a curriculum specifically related to Marcellus

1 Shale.

2 COUNCIL PRESIDENT CLARKE: Okay. All  
3 right. Well, I will try to get a little more  
4 detail on my end.

5 DR. GAY: Okay, yes. I would appreciate  
6 that. And I'd be happy to follow up on that.

7 COUNCIL PRESIDENT CLARKE: I was a little  
8 surprised we didn't take advantage of that  
9 opportunity.

10 DR. GAY: I'd be surprised, too.

11 COUNCIL PRESIDENT CLARKE: Second thing.

12 During the course of Dr. Hite's initial  
13 year when we have this conversation about school  
14 closings -- and I want to commend Dr. Hite for  
15 being very creative. Throughout that process he  
16 had indicated that there was, in prior years and  
17 hopefully in an expanded level, that the  
18 participation of public schools, the Philadelphia  
19 public schools and Community College, was such  
20 that there were concurrent credits given for upper  
21 classmen in the Philadelphia School District.

22 DR. GAY: Yes.

23 COUNCIL PRESIDENT CLARKE: And the reason I  
24 remember it is because he -- when we were talking

1 about Strawberry Mansion, and there was an attempt  
2 to close Strawberry Mansion. And one of the  
3 strategies that he had was to have dual courses  
4 credits in Strawberry Mansion concurrent that  
5 would allow them to get a heads up on their stay  
6 at Community College.

7 Are you familiar with that at all? Or can  
8 you just kind of talk me through the possibilities  
9 in that relationship.

10 DR. GAY: Yes. We have a number of  
11 opportunities, what used to be called dual  
12 enrollment in the past when there was state  
13 funding for that type of an initiative. And the  
14 College has worked very hard to make sure that it  
15 was still a great possibility for students to be  
16 able to take courses during high school at the  
17 college level if they were prepared to -- to  
18 manage that -- that type of course load. So we  
19 have worked with both charter schools, the public  
20 schools, occasionally a private school, also  
21 archdiocese school to provide that opportunity for  
22 students. And I will just give you a couple of  
23 examples.

24 We have during the summer a program called

1     ACE. And that -- the wonderful thing about that  
2     program is it allows students to take a -- a  
3     college level course and start out in the course  
4     counting it as non-credit. So, they get to get  
5     their feet wet in an actual college level course.  
6     At the end of the course, if in fact they have a C  
7     or better grade, then it's converted into a credit  
8     bearing course and it's transcribed for the  
9     student. And last summer, more than 200 students  
10    took advantage of this opportunity in the summer,  
11    some in as low as tenth grade taking that first  
12    college level course. We know that students once  
13    they know that they can be successful in college,  
14    are more likely to continue in college. So, the  
15    summer ACE Program has definitely been a great  
16    success for the college.

17           During the academic year, we also have  
18    students taking college level courses. Last year  
19    over 500 students -- we discount the tuition for  
20    students that are taking -- high school students  
21    taking college level courses. So, it's slightly  
22    less than \$100 a credit versus \$1 -- more than  
23    \$153 a credit.

24           COUNCIL PRESIDENT CLARKE: Excuse me --

1 'scuse me. I am trying to make --

2 DR. GAY: Sorry.

3 COUNCIL PRESIDENT CLARKE: I am going to  
4 ask you a specific question.

5 DR. GAY: Okay.

6 COUNCIL PRESIDENT CLARKE: Do you, in upper  
7 class in public schools or charter schools, have a  
8 dual credit or dual enrollment, as you called it,  
9 focus?

10 DR. GAY: Yes.

11 COUNCIL PRESIDENT CLARKE: In Bartram as an  
12 example, since it's been in the news recently, can  
13 a child go to that school and take a credit, take  
14 a course in that school that will allow them to  
15 have a credit towards the Community College  
16 education at the same time that they are taking  
17 that same course in the public school?

18 DR. GAY: They cannot take the course in  
19 that school. They can take the course at the  
20 College.

21 COUNCIL PRESIDENT CLARKE: But at the same  
22 time that they are enrolled in high school?

23 DR. GAY: At the same time they are  
24 enrolled in high school they can be taking college

1 level courses. And we have many students that do.

2 COUNCIL PRESIDENT CLARKE: Okay. See  
3 that's, all I am trying to get. And I appreciate  
4 all the other information, but -- all right.

5 One last question. The changes in the  
6 Federal Eligibility Rules have eliminated  
7 thousands of students from the Pell Grant Rules  
8 and put others at risk of losing.

9 DR. GAY: Yes.

10 COUNCIL PRESIDENT CLARKE: Can you talk to  
11 us a little bit about that, how that's impacted  
12 your school.

13 DR. GAY: Well, one of -- it's had a huge  
14 impact as we've had to remove students from Pell.  
15 I will just give you one example of a change.

16 It used to be that the Federal Government  
17 allowed you to have 18 full-time equivalent  
18 semesters of Pell funding. Few years ago, they  
19 cut it back to 12. So even if you were in your  
20 13th semester and you were expecting to be able to  
21 have funding for 18 semesters, you were  
22 immediately eliminated from the -- the rules. It  
23 was retroactive. It wasn't even as though it was  
24 going to move forward.

1           So, a number of students lost their  
2   eligibility based on that. Other students lose  
3   their eligibility based on the required grade  
4   point average. There are a number of rules that  
5   were implemented that worked as a disadvantage for  
6   the most disadvantaged students.

7           COUNCIL PRESIDENT CLARKE: Okay. All  
8   right. Thank you.

9           Chair recognizes Councilman Jones.

10          COUNCILMAN JONES: Thank you,  
11   Mr. President. And I understand that you are  
12   emphasizing abbreviated testimony and also  
13   question in the day, so I will get right to it,  
14   sir.

15          We should not just settle for a half  
16   million dollars to Community College. We should  
17   get them a million dollars, and I will make my  
18   case as to why.

19          There is not a better -- they gave the  
20   example of the young person in Kenyatta Johnson's  
21   District. I can replicate that tenfold in my  
22   district --

23          COUNCILMAN JOHNSON: Here, here.

24          COUNCILMAN JONES: -- where people who were

1 in between decisions as to where they would go  
2 decided to try out Community and wind up either  
3 graduating from Community or matriculating into  
4 Temple, St. Joe's University, a number of other  
5 universities where they would otherwise have  
6 floundered, not been given the proper supports.  
7 There is not a one case but several dozens at  
8 least in my district that I know about. So, I  
9 guess what I want to say to them is thank you.  
10 And I want to say for the team, and I do mean  
11 "team" because people have submerged their  
12 individual egos to do what is best for the  
13 Institution and our City.

14 So let me make my case, Mr. President.  
15 They -- and you can comment on some of these. The  
16 high school students that go to the "conveyer  
17 belt" college-readiness program which provides  
18 financing and enables students in alternative  
19 schools to get their GEDs and move into education;  
20 the Middle College Partnership Program which they  
21 have that they can get 24 credits during their  
22 senior year, that is currently at Mastery schools;  
23 the advanced college dual enrollment program which  
24 you spoke about that provides prep -- Charter with

1 assistance and gets young people ready for  
2 wherever they want to go; the Advanced College  
3 Experience called ACE that you talked about in  
4 your testimony, that a C or higher can receive  
5 credits for the course. Some of the courses that  
6 they offer you don't have to pay for. You can try  
7 it out. If you don't like it, it's free. I don't  
8 know of another institution that goes that far out  
9 for our young people when we talk about getting  
10 them ready for a worldwide -- worldwide  
11 competitiveness.

12           The Gateway College Program, the connection  
13 to science and engineering and technology, less  
14 than -- in a particular -- in urban areas in our  
15 graduating class we produce less than 5 percent  
16 sciences currently. This is a program that gets  
17 them ready for that. The Gear Up Program, which  
18 is at my alma mater Overbrook High School as well  
19 as Fels, Furness High Schools. And that creates  
20 an achievement in academic outcomes. And I could  
21 go on and on.

22           Homeless Student Initiative. Homeless  
23 Student Initiative, that they provide stipends and  
24 food and other supports for students facing

1 housing issues. Job Track PA; My Degree Now  
2 Program; Opportunity Now Program which provides  
3 tuition free for students who have been laid off  
4 from full or part time jobs.

5 Mr. President, this Institution  
6 singlehandedly, I would -- I would dare another  
7 college within our borders to come back and tell  
8 us how they go pound for pound with this  
9 institution on getting the hardest, most  
10 challenged population of our citizens.

11 So, I won't go through all of the questions  
12 I had. And, sir, this is for you. I have plenty  
13 of them. But I would just go right to the point  
14 of why they should not be -- and they're modest.  
15 They're here asking and going along with the half  
16 million dollar allocation. They deserve double  
17 that. And I think if there is a true interest in  
18 the City of Philadelphia providing for that groups  
19 that we just spoke about, it is through this  
20 institution.

21 Thank you, Mr. President.

22 COUNCIL PRESIDENT CLARKE: Thank you.

23 DR. GAY: Thank you, Councilman.

24 COUNCIL PRESIDENT CLARKE: Your point has

1 clearly been made. And seems like based on  
2 Councilman Johnson's response in the earlier part  
3 of your conversation, that you are two votes in on  
4 a -- an increase in request for funding.

5 COUNCILMAN JOHNSON: I second that.

6 COUNCIL PRESIDENT CLARKE: I am sure that  
7 will grow as we move on.

8 Chair recognizes Councilman Greenlee.

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

11 Good morning.

12 (Panel: "Good morning.")

13 COUNCILMAN GREENLEE: I certainly want to  
14 also say congratulate you on the great things you  
15 do for people who would not be able to get that  
16 education if it wasn't for Community College. Let  
17 me just ask some really basic questions, part of a  
18 combination of the President's first question and  
19 Councilman Jones' statement.

20 You -- you say that the new funds would not  
21 offset the amount you need to -- to not have a  
22 tuition increase.

23 DR. GAY: Yes.

24 COUNCILMAN GREENLEE: Let me preface this

1 by saying I don't know if all that money would be  
2 available. But what would you need?

3 What would you need to not off -- to not  
4 have a tuition increase?

5 DR. GAY: We had asked for a \$2 million  
6 increase with a promise that we would not increase  
7 tuition or fees if we received \$2 million.

8 COUNCILMAN GREENLEE: \$2 million. Okay.  
9 As I said, I'm not sure that would be available,  
10 but at least it gets a -- it gets the answer to  
11 the basic question. Okay. Thank you.

12 Thank you, Mr. President.

13 COUNCIL PRESIDENT CLARKE: Thank you,  
14 Councilman.

15 I call Councilwoman Blackwell first and  
16 then I have a follow-up question.

17 Councilwoman Blackwell.

18 COUNCILWOMAN BLACKWELL: Thank you,  
19 Mr. President.

20 I would like to reiterate my thanks to the  
21 President, certainly to Matt Bergheiser and  
22 certainly to Lynette Brown-Sow who all due a  
23 wonderful job. And certainly, I commend them on  
24 their Veteran's Program, the Homeless Students

1 Program. I try to go to a lot of events. In  
2 fact, just recently I went to the Woman's Month  
3 Program that they had. And -- and I have even a  
4 family member, one of my nieces who did the two  
5 years there and on Dean's List as a Junior at  
6 Temple and on Dean's List Program now. So, we  
7 know that Community works. And -- and certainly  
8 as is everyone else, we are committed to doing  
9 what we can to give you those things and -- that  
10 you need.

11 Thank you very much.

12 DR. GAY: Thank you, Councilwoman.

13 MR. BERGHEISER: Thank you, Councilwoman.

14 COUNCILWOMAN BLACKWELL: Thank you,  
15 Mr. President.

16 COUNCIL PRESIDENT CLARKE: Thank you,  
17 Councilwoman.

18 Chair recognizes Councilman Johnson.

19 COUNCILMAN JOHNSON: Thank you, Council  
20 President.

21 I just wanted to also just reiterate some  
22 of the sentiments mentioned by my colleague  
23 Councilman Curtis Jones on the work that Community  
24 College does for the young people here in the City

1 of Philadelphia. And I think it's equally  
2 important that we continue to advocate to make  
3 sure that they have all the opportunities possible  
4 to follow their dreams and, more importantly, go  
5 on to do positive things.

6 So I just want to, one, continue -- one, I  
7 want to follow up on what Councilman Jones  
8 specifically focused on in terms of advocacy for  
9 additional funding. But more importantly, for the  
10 variety of programs that you offer our young  
11 people and making sure that your program serves as  
12 a hub for them. We continue to make sure that  
13 that moves forward and those opportunities are  
14 available for all of our young people.

15 So, keep up the good work. And I commend  
16 you, all the Members of the Board including my big  
17 sister Lynette Brown-Sow and my good colleague  
18 Mr. Jeremiah White and others.

19 And so, thank you very much.

20 DR. GAY: Thank you, Councilman.

21 MR. BERGHEISER: Thank you, Councilman.

22 COUNCIL PRESIDENT CLARKE: Thank you,  
23 Councilman.

24 COUNCILMAN JOHNSON: You're welcome.

1 COUNCIL PRESIDENT CLARKE: Chair recognizes  
2 Councilman Jones.

3 COUNCILMAN JONES: I just had a real  
4 quick -- real quick follow up.

5 One of the issues, what percentage of your  
6 students actually require childcare? Is there a  
7 big population of returning-to-work parents, male  
8 or female? Is that a --

9 DR. GAY: We do -- we do have population.  
10 I can't give you the exact number, and I certainly  
11 can get that number for you. But we provide  
12 childcare. We have a childcare facility that's  
13 accredited and that is taken advantage of by our  
14 students. In fact, some of our faculty also use  
15 it for -- for their children. So, we do have a  
16 facility.

17 I can get that number for you certainly.

18 COUNCILMAN JONES: Thank you,  
19 Mr. President.

20 COUNCIL PRESIDENT CLARKE: Thank you.  
21 Councilman, I know where you're going. Probably  
22 need to do that in the City of Philadelphia.

23 COUNCILMAN JONES: Yeah.

24 COUNCIL PRESIDENT CLARKE: Real quick. I

1 want to ask you this question, and it actually  
2 relates to the next department.

3 In your curriculum, do you have any -- any  
4 courses that deal with assessments in your Real  
5 Estate School?

6 DR. GAY: We have, I believe, four real  
7 estate courses --

8 COUNCIL PRESIDENT CLARKE: Okay.

9 DR. GAY: -- that people can take and that  
10 allow them to sit for certification.

11 COUNCIL PRESIDENT CLARKE: Okay. And you  
12 may not ans -- be able to answer the specifics of  
13 this question. And the reason I am asking this,  
14 in our next department will be the Department of  
15 Human Services. And we're going to be asking  
16 about this ten-year waiver that was just granted  
17 to individuals who will take jobs at the Office  
18 of -- Office of Property Assessments, which was  
19 kind of perplexing to us with a city of 1.5  
20 million. And you can't find people in the City of  
21 Philadelphia to take those job and we have to give  
22 people ten-year waivers.

23 And I was wondering if the curriculum  
24 that's in -- currently in CCP would qualify people

1 for this particular position?

2 DR. GAY: I believe it does, but I  
3 certainly can check on that. We do have some  
4 courses. We do not have a specific degree in real  
5 estate.

6 COUNCIL PRESIDENT CLARKE: All right.

7 DR. GAY: Or a certificate at this point.

8 COUNCIL PRESIDENT CLARKE: Okay. Because  
9 it's a --

10 DR. GAY: But we do have courses.

11 COUNCIL PRESIDENT CLARKE: -- quite a  
12 number of job opportunities. And I would just  
13 think that, you know -- I am all for people moving  
14 into the City. But if we have people here -- and  
15 ten-year waiver is pretty significant that a  
16 person doesn't have to move into the City.

17 Okay. Thank you. Oh, one last question.  
18 And this deals more with your physical plan.

19 Are there any plans to expand or add  
20 additional buildings or additional space  
21 requirements with the College?

22 DR. GAY: We don't have plans, specific  
23 plans. Obviously, we are always talking about are  
24 we serving the needs of the entire City? Are

1     there other locations that would provide greater  
2     opportunities?

3             COUNCIL PRESIDENT CLARKE: I am actually  
4     talking about in your main campus.

5             DR. GAY: Oh, not -- we -- not at the  
6     moment. We are not planning on any expansion at  
7     the moment.

8             COUNCIL PRESIDENT CLARKE: All right.  
9     Okay. Reason I'm asking that because there --  
10    there is some potential need or possible  
11    opportunity to do consolidation of some of the  
12    educational facilities in close proximity to the  
13    University. And basically, we are looking to  
14    consolidate some office space. And in the event  
15    the community was possibly looking for additional  
16    space, there may be an opportunity and a  
17    possibility that would solve two needs; one,  
18    accommodate the need for the University for  
19    additional space; but two, to deal with 440 North  
20    Broad Street that has about 30 percent occupied.

21            DR. GAY: I think, you know, when I say we  
22    don't need more space, we're not talking about  
23    it -- we do lease facilities at this moment that  
24    we don't own, so we definitely have space needs.

1 But we -- we're meeting them currently through  
2 leases.

3 COUNCIL PRESIDENT CLARKE: All right.  
4 Because we'd like to have that conversation.

5 We've been working on how to figure out the  
6 440 North Broad Street headquarters challenge both  
7 in terms of it's up, down -- upside down deficit  
8 and also with respects to the space needs. So  
9 there is an opportunity to put some additional  
10 educational or other institutional classrooms, any  
11 other type of operations, it would solve the  
12 problem of dealing with the fiscal challenge that  
13 the School District continues to have. And we can  
14 guarantee you much better rental rates than any  
15 other location in the City of Philadelphia.

16 DR. GAY: Thank you.

17 COUNCIL PRESIDENT CLARKE: All right.  
18 Thank you. We probably will have a follow up on  
19 that.

20 DR. GAY: Okay.

21 COUNCIL PRESIDENT CLARKE: Chair recognizes  
22 Councilman Jones.

23 COUNCILMAN JONES: Yes. Mr. President,  
24 real quick on your line of questioning.

1           It is -- it is impressive that you're  
2   working with, and we've talked about it in this  
3   chambers a lot, how we create jobs of not just  
4   today but the future.

5           DR. GAY: Yes.

6           COUNCILMAN JONES: And you working with  
7   high schools to do that and kind of reverse  
8   engineer curriculums and dual enrollment. So  
9   we -- we're happy about that and hope that any  
10   money we give you can also go towards that. But  
11   another shoe to fall is the City itself, its  
12   departments.

13           We are going through attrition. We are  
14   going through the DROP Program in some of our  
15   skilled departments whether it's Water, whether  
16   it's Streets or whether it's PGW. They keep  
17   telling me that we're having a lot of difficulty  
18   filling a lot of positions in key departments. To  
19   what degree -- because Human Services is coming up  
20   next.

21           To what degree do you work with our City  
22   departments to look at opportunities to train a  
23   workforce ready specifically on skills that we --  
24   we might find difficult in filling?

1           DR. GAY: We do work with City departments,  
2 particularly the Water Department is one that  
3 comes to mind most immediately. But also, we've  
4 articulated our programs with the high schools for  
5 career and technical training. We are also doing  
6 advanced manufacturing training currently through  
7 that \$20 million grant that the colleges, the  
8 fiscal agent for the 14 community colleges. So,  
9 we do have career programs and we are in constant  
10 contact with City offices asking how can we be  
11 helpful, what are your needs? Do we have the  
12 curricula, the preparation that you need for City  
13 workers?

14           COUNCILMAN JONES: So specifically, you are  
15 working with the Water Department to do what kinds  
16 of training?

17           DR. GAY: We do -- I am trying to think of  
18 which curricula they're in. And in fact, we have  
19 some of the supervisors from the Water Department  
20 who work -- who teach some of the classes that we  
21 offer at the college to prepare people to work in  
22 the Water Department.

23           COUNCILMAN JONES: If you can provide to  
24 the President a list, a comprehensive list --

1 DR. GAY: Sure.

2 COUNCILMAN JONES: -- of which departments,  
3 that will be helpful with us as we develop our  
4 budget to know that their succession planning  
5 includes education and proper training.  
6 Specifically with the Water Department, there is a  
7 plan that deal with bioretention basins and rain  
8 gardens. These rain gardens they are looking at  
9 somewhere upwards of a thousand rain gardens to be  
10 built within the City of Philadelphia within the  
11 next ten years.

12 To do a bioretention basin you have to be  
13 part brick mason. You have to be part botanist.  
14 You have to know about insecticides and pest  
15 controls. You have to know about plumbing. And  
16 so, all of these skills go in to create one  
17 bioretention basin. Topography is probably  
18 another aspect of it.

19 But if a young person coming out of  
20 Overbrook or Randolph Skill Center gets trained in  
21 this, they can be working on bioretention basins  
22 until they retire.

23 DR. GAY: Right.

24 COUNCILMAN JONES: So if we capture just

1     what is within the skill sets within the City  
2     departments' needs, we create a career track as  
3     opposed to a pipeline from school to prison.

4             DR. GAY: Right.

5             COUNCILMAN JONES: So specifically, we'd  
6     like -- I'd like you to give us a list of where  
7     you -- where those programs connectivity exists.  
8     But also, Mr. President, where we can kind of  
9     encourage those kinds of relationships going  
10    forward.

11            DR. GAY: Absolutely.

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

14            DR. GAY: Thank you, Councilman.

15            COUNCIL PRESIDENT CLARKE: Thank you  
16    Councilman.

17            Chair recognizes Councilman Goode.

18            COUNCILMAN GOODE: Thank you,  
19    Mr. President.

20            Good morning. Your written testimony  
21    states that tuition and fees for Philadelphia  
22    residents currently are approximately \$5,000 a  
23    year. What does that pay for?

24            DR. GAY: It pays for the inst -- well, you

1 know, obviously all of the operating expenses of  
2 the college. It doesn't quite cover, you know,  
3 all the expenses. It's about 60 percent of our  
4 operating budget. But it pays for everything  
5 except for books. It doesn't pay for, you know,  
6 extra essentials that students may need to have.

7 COUNCILMAN GOODE: I guess what I am trying  
8 to figure out is what is the costs, average cost,  
9 per course?

10 DR. GAY: The average cost per course \$540.

11 COUNCILMAN GOODE: Thank you.

12 Thank you, Mr. President.

13 COUNCIL PRESIDENT CLARKE: Thank you,  
14 Councilman.

15 Chair recognizes Councilwoman Blackwell.

16 COUNCILWOMAN BLACKWELL: Thank you. All  
17 right. Thank you, Mr. President.

18 I only wanted to ask about our  
19 possibilities to expand the West Philadelphia  
20 campus. Every time there is -- every time there  
21 is a building next door, it's a bad time for  
22 Community, and then somebody else gets in and we  
23 lose out. And now there, you know -- you only get  
24 them every now and then. Since the area is

1     changing, we do have as Mr. Bergheiser knows,  
2     we've had opportunities to expand. I am only  
3     asking that you consider that there -- every  
4     time -- every time somebody wants to use the  
5     college and Millie Smith is the best person there  
6     can be.

7             But people always talk about expanding,  
8     talk about campuses other place and that West  
9     Philadelphia doesn't have it and why can't we have  
10    it given -- especially now we have so much else  
11    going on in West Philadelphia right near with the  
12    new police station and many other things, new  
13    CHOP -- Children's Hospital. The Juvenile Justice  
14    Center, we have a lot in that area. And there is  
15    a lot of training that could take place with  
16    Community if Community would certainly consider at  
17    some point that the investment would be worth it  
18    because of so much else going on in the area.

19            So, we wondered if you all would consider  
20    that or are considering that?

21            DR. GAY: We definitely have a great  
22    interest in our West Philadelphia Regional Center  
23    and the community there. I think you know that  
24    West Philadelphia is where I grew up, so just

1 blocks actually from our West Regional Center.

2 So, it's definitely a big interest of ours.

3 We did do some expansion of the building, I  
4 am sure you know, and created a learning commons  
5 for students. But also, we have the first right  
6 of refusal on that space we are leasing now from  
7 Strouses. So, it's definitely an interest of  
8 ours. We definitely want to meet the needs of  
9 the -- the citizens in that of the City. And have  
10 been trying to, as we grow, make sure that we're  
11 growing in West Philadelphia, as well.

12 COUNCILWOMAN BLACKWELL: Thank you.

13 Thank you, Mr. President.

14 COUNCIL PRESIDENT CLARKE: Thank you,  
15 Councilwoman.

16 Appears that's it. Thank you very much for  
17 your testimony.

18 DR. GAY: Thank you very much.

19 COUNCIL PRESIDENT CLARKE: And I would like  
20 to follow up on the space needs issue.

21 DR. GAY: Yes.

22 COUNCIL PRESIDENT CLARKE: So, if you can  
23 have someone contact me.

24 DR. GAY: Absolutely, thank you.

1 COUNCIL PRESIDENT CLARKE: Guess my good  
2 friend Lynette. All right. Thank you.

3 And next up we will have Human Resources.

4 - - -

5 (Panel approaches the table.)

6 - - -

7 COUNCIL PRESIDENT CLARKE: Good morning.

8 MR. D'ATILLIO: Good morning.

9 Good morning, President Clarke and Members  
10 of City Council. My name is Albert D'Atillio.  
11 And I am the City's Director of Human Resources.  
12 I am here to present testimony in support of the  
13 Department's Fiscal 2015 Operating Budget request.

14 With me today are Deputy Director Celia  
15 O'Leary, Michael McAnally, Sheila Pate, James  
16 Startare and Brian Albert. Also with me is  
17 Dr. George Hayes who is our Director of Medical  
18 Services and other members of my senior team. You  
19 have my written testimony, so I will limit my  
20 remarks and be able to answer any questions you  
21 may have.

22 The mission of the Office of Human  
23 Resources, we are also known as OHR, is to  
24 attract, select and retain a qualified diverse and

1 effective workforce that supports the goals of the  
2 City. We accomplish our core mission by  
3 administering the Civil Service System. We  
4 classify and determine the compensation rates for  
5 all Civil Service positions. We develop and  
6 administer examinations. We establish eligible  
7 lists that are use for both hire and promotion.  
8 We ensure compliance with the Home Rule Charter  
9 and the Civil Service Regulations. And we  
10 manage -- manage and administer a competitive yet  
11 cost effective benefit program for non-represented  
12 City employees.

13 Our FY15 Proposed General Fund Budget of  
14 \$5,724,218 represents a decrease of \$162,000 from  
15 our FY14 estimated obligations. And this is due  
16 mainly to promotional testing for the Police  
17 Department being off cycle. And by that, I mean,  
18 the promotional exams are typically administered  
19 every other year. And the cost of the oral exam  
20 administration therefore fluctuates with that.

21 You've expressed an interest in the  
22 demographic makeup and language skills of OHR's  
23 workforce. Approximately, 60 percent of our  
24 employees are women, 72 percent are non-white. My

1 senior team is composed of 54 percent women and  
2 46 percent non-white. The Office of Human  
3 Resources currently has six employees who are  
4 fluent in a total of 15 different languages other  
5 than English.

6 That concludes my prepared testimony. And  
7 I am happy to answer any questions you may have.

8 COUNCIL PRESIDENT CLARKE: Thank you very  
9 much. Couple quick questions.

10 The Section 11, page 65 -- page 67.  
11 Anyway, it projects that the health and medical  
12 costs will decrease by approximately 33 million in  
13 FY15. Can you tell me what the factors are  
14 contributing in these decreases?

15 MR. D'ATILLIO: I believe that the Finance  
16 Department -- I'm going to ask the Budget Director  
17 if she can assist with this question. I believe  
18 that number is actually the entire City spend on  
19 benefits not only the City administered plan.

20 MS. RHYNHART: Hi. Rebecca Rhynhart,  
21 Budget Director. Good morning.

22 The decrease in Fiscal '15 -- I just want  
23 to make sure I understand the question. The  
24 decrease in Fiscal '15 for health/medical is due

1 to the significant retro payment made in Fiscal  
2 '14 for the Fire Award for when we withdraw the  
3 2009 appeal. We paid over \$35 million in that --  
4 for healthcare in the retro portion of that award.

5 COUNCIL PRESIDENT CLARKE: Let me make sure  
6 I understand that. So the decrease is what? I'm  
7 not sure I understand that response.

8 MS. RHYNHART: The decrease in -- the  
9 question -- the question was what caused the  
10 decrease in the health/medical costs in Fiscal  
11 '15?

12 COUNCIL PRESIDENT CLARKE: Right.

13 MS. RHYNHART: The decrease is in Fiscal  
14 '14 we had a one time expense for the retro  
15 payment related to health costs --

16 COUNCIL PRESIDENT CLARKE: Right.

17 MS. RHYNHART: -- for the firefighters.

18 COUNCIL PRESIDENT CLARKE: Okay.

19 MS. RHYNHART: So that goes away. It was a  
20 big retro payment that was due. And that is  
21 not --

22 COUNCIL PRESIDENT CLARKE: So, that was a  
23 carryover.

24 MS. RHYNHART: Right. That was just a one

1 time thing.

2 COUNCIL PRESIDENT CLARKE: Okay.

3 MS. RHYNHART: And then in Fiscal '15 it  
4 goes away.

5 COUNCIL PRESIDENT CLARKE: Okay. No need  
6 in asking the second part of that question.

7 MS. RHYNHART: Okay.

8 COUNCIL PRESIDENT CLARKE: Would that  
9 projected decrease in cost, is it shared with the  
10 City employees? And if that's not a real  
11 decrease, then -- all right.

12 MS. RHYNHART: Well, the increase was the  
13 back payments that were due so it's not a real  
14 decrease.

15 COUNCIL PRESIDENT CLARKE: I understand.

16 MS. RHYNHART: Cost savings.

17 COUNCIL PRESIDENT CLARKE: Okay. You  
18 actually may want to -- you know what, let me ask  
19 this question. The -- I asked earlier with  
20 respect -- you may -- Ms. Rhynhart, you may  
21 want -- this OPA question, I raised it earlier  
22 trying to give you guys a heads up. That there's  
23 been a challenge of getting employees and  
24 assessors to work in the Office of Property

1     Assessment. And recently, I understand, that  
2     there is a proposal or may have already been  
3     authorized to grant people ten-year waivers,  
4     basically don't have to move into the City  
5     officially. And that's why I asked the question  
6     of Community College about the possibility of  
7     providing that workforce here locally.

8             Can you tell me what role you had in that?  
9     And can you determine -- tell me what your efforts  
10    were involved in this particular case in terms of  
11    marketing or soliciting individuals for those jobs  
12    in the City of Philadelphia? It just seems like  
13    an extremely long waiver.

14            MR. D'ATILLIO: I will be happy to address  
15    it as best I can. And Michael McAnally, Deputy  
16    Director of Human Resources is also here to  
17    provide more specific detail.

18            So, we have been working with the Office of  
19    Property Assessment probably since 2009 to fully  
20    staff up. As a result of the -- the AVI  
21    Initiative, the Department needed to hire in  
22    excess of 100 experienced evaluators in a short  
23    period of time. We have made repeated changes to  
24    the training and experience requirement.

1     Interestingly enough, the Civil Service Commission  
2     and I and the Office of Property Assessment met  
3     with Community College several years ago to see  
4     how their program might help us attract -- attract  
5     future employees into the Office of Property  
6     Assessment. I believe that Mr. McKeithen said at  
7     the time that because of AVI, what he really  
8     needed was experienced evaluators.

9             So in the past since 2011, we have hired 73  
10    experienced evaluators. We have produced  
11    eligible-ness with over 116 eligible candidates.  
12    We currently have a list of about 18 eligible  
13    candidates remaining on the list. Mr. McKeithen  
14    came to us, this was back in December, and said  
15    we've -- we've made attempts to -- to tinker with  
16    the experience and education requirement. We --  
17    we've looked at the salaries. And at that point,  
18    they thought the salaries were -- were competitive  
19    with -- with what was -- what assessors were  
20    making in the counties. But it was a concern that  
21    a number of people who had turned down the  
22    position indicated that they were turning down the  
23    position because of the residency requirement.

24             So, the initial request to our office and

1 to the Civil Service Commission was for an  
2 indefinite residency waiver. We do have a few  
3 indefinite residency waivers in the City. They  
4 mainly exist in the medical profession. The Civil  
5 Service Commission came back and instead granted a  
6 limited ten-year waiver that would only be  
7 applicable to 20 individuals. And you've heard  
8 Mr. McKeithen testify that he has approximately 37  
9 vacancies out there. And those residency waivers  
10 expire once the candidate or once the employee  
11 seeks a higher level position than the full  
12 performance level position. And as I mentioned,  
13 they are only good for ten years.

14 So what we thought was -- that this -- this  
15 was a reasonable attempt to deal with our need to  
16 find fully experienced assessors who may be  
17 reluctant to come to the City because they're  
18 established where they are and they don't want to  
19 move into the City. And of course, we hope that  
20 once they actually become part of the City, they  
21 learn the -- the benefits of -- of -- of the City  
22 of Philadelphia and reconsider that.

23 Right now there is only one individual who  
24 has the ten-year waiver. So, we're working on

1 this.

2 COUNCIL PRESIDENT CLARKE: Is there a  
3 threshold on how many waivers the Department can  
4 grant along with Civil Service?

5 MR. D'ATILLIO: Well, the Depart -- the  
6 Department cannot grant any waivers unless  
7 authorized by the Civil Service Commission. The  
8 Civil Service Commission limited the number of  
9 waivers that can exist in the Office of Property  
10 Assessment to 20.

11 COUNCIL PRESIDENT CLARKE: Just generally.  
12 I know you are not the Civil Service Commission,  
13 but do you know -- are you familiar -- I am just  
14 saying, there has been a strong residency rule --

15 MR. D'ATILLIO: The Commission --

16 COUNCIL PRESIDENT CLARKE: -- in the City  
17 for some time. So if you can just say, well you  
18 know what, we are just going to grant 300 waivers  
19 on people across the board.

20 MR. D'ATILLIO: The Commission has granted  
21 very few waivers. And they really struggled  
22 with -- with this waiver request. Currently,  
23 there are -- currently there are 108 class waivers  
24 out of over a thousand positions in City

1 Government.

2 COUNCIL PRESIDENT CLARKE: Okay.

3 MR. D'ATILLIO: And as I said, a majority  
4 of those waivers exist -- exist in -- a majority  
5 of the -- I'm sorry, of the indefinite waivers  
6 exist in -- in the medical professions. They've  
7 issued 88 waivers. As you know, the Home Rule  
8 Charter imposes a six-month residency waiver.

9 THE WITNESS: Right.

10 MR. D'ATILLIO: In 88 cases, the Civil  
11 Service Commission has extended that for up to a  
12 year.

13 COUNCIL PRESIDENT CLARKE: All right. But  
14 there is no set number in terms of maximum amount  
15 of waivers that can be granted by Civil Service  
16 Commission?

17 MR. D'ATILLIO: No. The Charter does not  
18 limit the number of waivers that the Commission  
19 can be granted. As I said, the Commission has  
20 been very prudent, in my view, in granting or not  
21 granting those waivers. There is not that many  
22 people who have a residency waiver.

23 COUNCIL PRESIDENT CLARKE: Yeah. Okay.

24 Yeah. I mean, this probably wouldn't be a

1 question if it wasn't the Office of Property  
2 Assessment that were requesting these waivers  
3 given the controversy surrounding AVI right now.  
4 But --

5 MR. D'ATILLIO: And I think, President  
6 Clarke, that the difficulty that we had with AVI  
7 was that in order to ramp up for a full  
8 assessment --

9 THE WITNESS: Right.

10 MR. D'ATILLIO: -- across the City, OPA  
11 needed experienced assessors. They did not have  
12 the luxury of bringing in a trainee and having  
13 that trainee develop over a four to ten-year  
14 period. I think eventually when things stabilize  
15 we can go back to that -- that staffing strategy  
16 that we had used in the past.

17 COUNCIL PRESIDENT CLARKE: Right. Okay.  
18 All right. Thank you.

19 Chair recognizes Councilman Jones.

20 COUNCILMAN JONES: Thank you,  
21 Mr. President. And still morning, good morning.

22 A couple of quick clarification questions.  
23 You deal with nine departments: Civil Service  
24 Commission, Fleet Management, Human Resources,

1 Office of Managing Director, Office of Mural Arts,  
2 Procurement Department, Public Property, Records  
3 and OIT effective July 12. But you also through  
4 the Civil Service Commission deal with the Police,  
5 Fire, Prisons, Water, Streets, DHS, Behavioral  
6 Health; is that correct?

7 MR. D'ATILLIO: That's correct. We have  
8 two functions. Our -- our core function is  
9 central agency function. And as I mentioned in my  
10 testimony, we administer the Civil Service --

11 COUNCILMAN JONES: For the rest?

12 MR. D'ATILLIO: -- for all -- for 25,000  
13 Civil Service employees.

14 COUNCILMAN JONES: I just -- I just wanted  
15 to put that on the record and be clear.

16 MR. D'ATILLIO: In 2010, Councilman, we  
17 took on the shared services for those eight and a  
18 half departments. So now we not only function as  
19 a central agency. But for those eight-plus  
20 departments, about 1,300 employees, we are  
21 actually their Hr office, as well.

22 COUNCILMAN JONES: Is that a cost savings  
23 component?

24 MR. D'ATILLIO: There was a savings of, I

1     guess, two and a half to three FTEs at about  
2     \$120,000. I think more importantly we found that  
3     there is -- there is efficiencies to be gained  
4     with this model. I mean, with all due modesty, I  
5     think we do it better than the operating  
6     departments.

7             COUNCILMAN JONES: I just wanted to make  
8     clear that there was a delineation between the  
9     two.

10            MR. D'ATILLIO: There is.

11            COUNCILMAN JONES: So, all right. Since  
12     the changing of the residency requirement to give  
13     a year to perspective employees to move in the  
14     City, has -- what has changed by way of who we're  
15     getting as civil servants now?

16            Has -- what has been the impact?

17            MR. D'ATILLIO: Are you referring to the  
18     Charter change in 2008?

19            COUNCILMAN JONES: Correct.

20            MR. D'ATILLIO: So the big -- the big  
21     change with that -- that Charter change was that  
22     prior to 2008 you had to live in the City a year  
23     before you could be hired. As a result of the  
24     Charter change in 2008, you can apply from

1 anywhere, live anywhere. The only requirement is  
2 that you have to move into the City within six  
3 months of hire. So that opens up our recruitment  
4 pool.

5 COUNCILMAN JONES: I got that part. What  
6 are the impacts by way of who -- are we -- are  
7 we -- what is the demographic?

8 Where did the -- since that ruling, where  
9 have recruits -- recruited individuals and then  
10 subsequently hired individuals come from? Has  
11 there been a great influx of people who lived  
12 outside of the City and have now taken on City  
13 jobs?

14 Question, what has been the analysis since  
15 that ruling as to where we get our employees from?

16 MR. D'ATILLIO: Mike, do you have a sense  
17 on that.

18 MR. MCANALLY: I don't, Councilman.

19 COUNCILMAN JONES: You don't know?

20 MR. D'ATILLIO: I would indicate that -- I  
21 suspect that most of our applicants -- we have  
22 currently 28,000 applicants on Civil Service  
23 lists. And we can take a look at where they  
24 reside. I suspect that most of those individuals

1 still reside in Philadelphia or in surrounding  
2 counties. But I can -- we can do an analysis of  
3 it -- analysis of that.

4 COUNCILMAN JONES: From a overused phrase I  
5 use from being ebonically challenged, "If it ain't  
6 measured, it ain't managed."

7 I want to know specifically what the impact  
8 has been since we changed that ruling to who we  
9 are winding up hiring as City servants. And I  
10 want to know that because it has intended and  
11 unintended consequences. Specifically drilling it  
12 down, to departments like our Fire Department and  
13 seeing where our recruits are coming from now as  
14 opposed to before that ruling of having to live in  
15 the City a year prior.

16 So if there is a volunteer firefighter from  
17 Spokane, Illinois that sees the opportunity now to  
18 come to Philadelphia and take advantage of a  
19 job -- and I'm not saying his skill sets are not  
20 welcome. But I do want to know that there is a  
21 kid that goes to one of our trade schools that  
22 took a Fire Academy course that may not now have  
23 that opportunity. So, I want to know what the  
24 quantitative impacts of that decision are on the

1 Fire Department and I also would imagine the  
2 Police Department by way of what has been the net  
3 impact of that decision.

4 MR. D'ATILLIO: So, we will get that  
5 information for you. Before I came here today, I  
6 took a look at who -- who we currently have on the  
7 workforce and what their residency status is. And  
8 I can tell you that currently there are 30 -- are  
9 these people?

10 MS. O'LEARY: Yeah, they're people.

11 MR. D'ATILLIO: Thirty-four -- 34 employees  
12 who are operating under the Charter six-month  
13 residency waiver. And there are another 59  
14 employees who are operating under a one-year  
15 residency waiver. So, the number is very small.  
16 And -- and I expect when we do the full analysis,  
17 we'll find that the numbers are equally as -- as  
18 small.

19 COUNCILMAN JONES: I would like you to  
20 drill down particularly paying attention to those  
21 two departments.

22 MR. D'ATILLIO: Fire and Police.

23 COUNCILMAN JONES: Yes.

24 MR. D'ATILLIO: Yes, sir.

1 COUNCILMAN JONES: Also, I would throw in a  
2 third, Prisons. And both -- all three of those  
3 are in Public Safety, which I'm very keenly  
4 concerned about.

5 To what degree has the change in the rules,  
6 five-year rule of a police officer who has  
7 achieved five-year seniority moving outside of the  
8 City, what impact has that had on the Police  
9 Department? How many have chosen to move outside  
10 the City?

11 MR. D'ATILLIO: 474.

12 COUNCILMAN JONES: So -- 400 -- give me  
13 that again slow. 474 policemen have left  
14 residence in the City of Philadelphia to seek  
15 residence elsewhere?

16 MR. D'ATILLIO: As a result of the Act 111  
17 Award that -- that allows certain police officers  
18 to --

19 COUNCILMAN JONES: Mr. President, that's a  
20 huge impact on 500 -- not less than 500 blocks in  
21 the City of Philadelphia where the presence of a  
22 uniformed officer, even though they cannot serve  
23 in their home district. I can tell you I've had a  
24 police officer, female police officer, live on my

1 block. And the calming presence of an off-duty  
2 officer with their fire arms and uniform coming in  
3 the house has a calming effect on a neighborhood.

4 So in that regard, it has had a great  
5 impact of the residency requirement; is that true?

6 MR. D'ATILLIO: Well, 474 is a significant  
7 number. And as you mentioned before, that's not a  
8 result of a Civil Service Commission waiver.  
9 That's a result of --

10 COUNCILMAN JONES: I understand where --  
11 but it is a residency issue. That if allowed  
12 to -- it can have impacts in other departments, is  
13 a reason why we chose to make City residency a  
14 requirement of jobs in the City of Philadelphia.  
15 So, I'm very concerned about that.

16 By way of recruitment, I remember several  
17 years ago asking you how you do your outreach and  
18 whether you would consider non-traditional ways to  
19 seek people, women, people of color to our ranks.  
20 And have you taken advantage of that? I mentioned  
21 historically black colleges and universities.

22 Have you done any recruitment to any of  
23 those institutions?

24 MR. D'ATILLIO: So, Councilman, we don't

1 actually have a recruitment arm in OHR. We re --  
2 we rely on the departments to do their -- their  
3 own recruitment. The one thing we have done -- so  
4 we've gone to an online application system so you  
5 can apply from anywhere in the world. We've also  
6 in the past year created a social media presence  
7 with Twitter and Facebook. So we -- you know, we  
8 have done those -- those things, as well.

9 And again, we are constrained by the fact  
10 that we don't have any money budgeted for  
11 recruitment, so we rely on the departments to do  
12 their own.

13 COUNCILMAN JONES: Well, do you monitor the  
14 recruitment done by the individual departments to  
15 make sure that they are going to the widest range  
16 of potential applicants so that we can have the  
17 diversity within our workforce and, in particular,  
18 the departments?

19 Do you monitor what their outreach is to  
20 find the widest -- other than being on the  
21 worldwide web?

22 MR. D'ATILLIO: We work with departments  
23 where we have hard to fill positions. So, we have  
24 worked with the Police Department, for example,

1 and the Sheriffs Department. We have worked with  
2 the Health Department and Parks and Rec. But our  
3 focus has generally been on those positions that  
4 we have difficulty.

5 COUNCILMAN JONES: So, what would -- what  
6 are those positions that you have difficulty in  
7 filling?

8 MR. D'ATILLIO: Well, police officer  
9 recruit is -- is -- is one of our positions that  
10 we have difficulty filling. We have thousands of  
11 applicants every year for that position. But once  
12 you leave OHR, there are a number of  
13 pre-employment hurdles that a candidate must pass:  
14 An agility test, a medical examination, a  
15 psychological examination, a reading  
16 comprehension, a background investigation. And  
17 many of the candidates wash out in that. So, we  
18 work closely with the Police Department in trying  
19 to recruit. And I know they recruit from all over  
20 the world, so --

21 COUNCILMAN JONES: That's a -- that's --  
22 let me stop you. That's a statement which -- when  
23 you say "all over the world." So I want to know  
24 where in the world specifically because -- I mean,

1 I've -- I take pride on what our professionals do.  
2 I go to their graduations. I go talk to them and  
3 their academies to the recruitment class.

4 In the last five years, the diversity  
5 within some of those classes has shrunk, quite  
6 frankly. And I want to know what we are doing  
7 specifically, where in the world specifically we  
8 are recruiting from in order to meet that  
9 diversity goal. And in the particular parts of  
10 the application process, I need an analysis of  
11 where particular candidates are flunking out.  
12 That's important. Whether it's the psychological  
13 test and why. Whether it's the physical test.

14 I was told by some folk that there was a  
15 rule change in one department, which I won't name,  
16 where they now have to pass their PT test up  
17 front, not after you go through six or seven weeks  
18 of training. But right up front day one you have  
19 to be able to be in -- in -- in top shape to pass  
20 the -- if you don't know that in advance in your  
21 recruitment, you come in and you are apt in shape,  
22 Mr. President. But if you didn't know you had to  
23 run that five miles that day under a certain  
24 time --

1 COUNCIL PRESIDENT CLARKE: All of us would  
2 fail, right?

3 COUNCILMAN JONES: We would fail.

4 MR. D'ATILLIO: I would fail.

5 COUNCILMAN JONES: So -- so -- so  
6 specifically, I need to look at -- and this is  
7 important. Where was the universe that you  
8 recruited from, and what was the demographic of  
9 that universe versus who flunked out and why?  
10 That will give me a better indication of what  
11 we're doing and what the impact of what we're  
12 doing is.

13 MR. D'ATILLIO: We will get you that  
14 information.

15 COUNCILMAN JONES: Thank you,  
16 Mr. President.

17 COUNCIL PRESIDENT CLARKE: Thank you,  
18 Councilman. Interesting number in terms of the  
19 number of officers that have moved out of the  
20 City. I remember when that -- that position --  
21 that arbitration award was granted. There was  
22 significant concerns raised by a number of  
23 individuals who clearly had no involvement  
24 because, you know, Councilmembers and others are

1 not involved in that. The common wisdom was that  
2 it was essentially a trade off for furloughs. The  
3 Police Department would accept receiving furloughs  
4 in exchange for having this residency requirement  
5 waived after five years. And the simple reality  
6 is, is that the likelihood that police officers  
7 are going to be furloughed is slim and none or  
8 maybe none and none. It's a simple reality.

9 And I also understand, not with any formal  
10 information, that a significant number of the  
11 400-plus now that I'm hearing this number,  
12 officers are actually moving from neighborhoods  
13 that have challenges in that neighborhood in terms  
14 of quality of life. And that to a large degree,  
15 as Councilman Jones said, was to some degree the  
16 last line of defense for a lot of these  
17 neighborhoods. Because if they know the officer  
18 lives in the block, you know, it tends to deal  
19 with some of their -- minimize some of the quality  
20 of life in criminal activity. But now that those  
21 officers that are leaving the City are moving out,  
22 I think this is going to increase the likelihood  
23 that there will be problems in those communities.

24 So, that's really something that, again, I

1 had no ability to have any influence on that. But  
2 I never really liked that -- that proposal, but it  
3 is what it is. And at the pace that we're  
4 hearing, since I believe that award was only a  
5 year old, that already 400-plus people have moved  
6 out, that's a pretty scary issue.

7 As our police force continues to age, I can  
8 see a time when half the police officers won't be  
9 living in the City of Philadelphia. But it is  
10 what it is. And you -- you nor I had anything to  
11 do with that, so I won't belabor my statement.

12 Chair recognizes Councilman Oh.

13 COUNCILMAN OH: Thank you very much,  
14 Mr. President.

15 Good morning.

16 MR. D'ATILLIO: Good morning.

17 COUNCILMAN OH: I have a couple sets of  
18 questions. And I will start with this one.

19 In your Executive Summary you state, "that  
20 beginning this month, the Office of Human  
21 Resources Benefit Division will assume  
22 responsibility of administering the  
23 Post-Retirement Benefits Program formerly  
24 administered by the Board of Pensions."

1           What is the Post-Retirement Benefits  
2   Program? How is it administered?

3           MR. D'ATILLIO: So, City employees who go  
4   immediately from active status to retirement and  
5   have ten years of continuous service are entitled  
6   to five years of post-retirement benefits. That  
7   up until April 1 was administered by the Board of  
8   Pensions. We take -- we took over the management  
9   of that in -- in April as I mentioned before.

10          COUNCILMAN OH: When you say you take it  
11   over, are you administering -- when you administer  
12   the benefits, are you selecting vendors? Are you  
13   managing funds? Are you distributing checks?

14          What are you exactly doing.

15          MR. STARTARE: Councilman, James Startare.

16          MR. D'ATILLIO: James, come on up.

17          (Mr. Startare approaches witness table.)

18          MR. STARTARE: Good morning. I am James  
19   Startare, Deputy HR Director responsible for  
20   health benefits.

21          So to answer the question, we're doing  
22   essentially what we had been doing. My office  
23   which resides in Office of Human Resources has  
24   historically overseen the contracting, the

1 negotiation of those contracts. Essentially, was  
2 almost bundled with active employees. But the  
3 administration of those services was handled  
4 through the Pension Board or through the Pension  
5 Office. So essentially, it makes economic sense  
6 and administrative sense for it to be one unit.  
7 So for the past several years, again, we've been  
8 manage those benefits, negotiating those  
9 contracts, handling strategic oversight.

10 What we are doing now is actually  
11 officially formalizing that -- that unity and  
12 having it bundle up to the Office of Human  
13 Resources.

14 COUNCILMAN OH: Okay. So my question is,  
15 when you say for the past several years, how many  
16 years are we talking about that that has been the  
17 practice?

18 MR. STARTARE: Well, I mean, I can speak  
19 for the last five years definitively which is my  
20 time with -- with the City. And in the past five  
21 years, I have managed an overseen those contracts:  
22 The medical, prescription, dental, vision, et  
23 cetera. The staff at the Board of Pensions that  
24 handles the administration, when I say

1 "administration," essentially what I mean is the  
2 day-to-day activity, the enrollments, the  
3 eligibility, the handoff from someone leaving  
4 active status to retirement status and  
5 transitioning that person from active health  
6 benefits to retired health benefits has been  
7 handled by the Pension staff.

8           So again, we feel that since we, the Office  
9 of Human Resources, has been overseeing the  
10 management for at least the past five years  
11 definitively and offering indirect managerial  
12 oversight to that Pension staff, we thought it was  
13 appropriate to formalize it and bring it up to the  
14 Office of Human Resources.

15           COUNCILMAN OH: Okay. So, I will have some  
16 questions that we can talk further. My concern  
17 is, obviously, that there has to be some type of  
18 separation between the Administration and the  
19 folks who manage the retirement fund of the City  
20 employees. And this may make a lot of sense. I  
21 just don't really know what is all involved in  
22 this process, what used to be done, when this  
23 happened. And so, I'll just be curious to follow  
24 that up, Mr. President.

1           MR. STARTARE: And I'll be happy to speak  
2 with you in greater detail about it.

3           COUNCILMAN OH: Thank you very much. So, I  
4 have a second set of questions. Probably doesn't  
5 involve you, so you know, you can stick around if  
6 you like.

7           The -- the Civil Service System that  
8 governs the City employees that are civil service.  
9 And my question is relating to the promotion from  
10 the -- the list that was court ordered. The court  
11 ordered promotion of firefighters that later there  
12 was a -- a reversal of that court order. And the  
13 firefighters were -- that were promoted were  
14 then -- the promotion was taken back.

15           Are you familiar with that situation?

16           MR. D'ATILLIO: Yes, I am, Councilman.

17           COUNCILMAN OH: So, could you explain to me  
18 under what regulation or theory or what legality  
19 permitted the -- the taking back of the promotion?

20           MR. D'ATILLIO: So as I recall, the  
21 Commonwealth Court Order -- and if we can go back  
22 to May of 2013, the promotional list for Fire --  
23 for Fire Lieutenant and Fire Captain were about to  
24 expire. And the Local 22 of IAFF managed to

1 persuade a Common Pleas Judge to order the City to  
2 make those promotions rather than have that list  
3 expire and promote off a new eligible list. The  
4 Court ultimately came back. The Appellate Court  
5 ultimately came back and said that the Lower Court  
6 was wrong in ordering the City to fill those  
7 positions. That that was, essentially, a  
8 managerial right, that the Court had interfered  
9 with it. So, we undid those promotions.

10 COUNCILMAN OH: So, that is my question. I  
11 understand that. My question is, once the  
12 promotions were made, albeit by court order, the  
13 court -- another court later reverses it. But the  
14 promotions have been made.

15 And under Civil Service, how does those  
16 promotions get undone?

17 MR. D'ATILLIO: So as -- I ended up  
18 testifying on this matter. And if I can remember,  
19 there were three -- when we looked at how to undo  
20 those promotions, we thought that there were three  
21 ways of -- of doing that. And that the -- the  
22 method that we chose, if I remember correctly  
23 which was to treat those promotions as temporary  
24 promotions, was the best for the -- the members

1 who were affected. I believe there were about 17  
2 members.

3 So the one option was to do a rejection  
4 during probation. And while we all knew that  
5 these officers had done nothing wrong, I felt that  
6 having a rejection on their record could be looked  
7 in a neg -- looked at in a negative context, so  
8 that wasn't my first recommendation.

9 The second recommendation we had was to  
10 just rescind the promotions. Now if we had  
11 rescinded the promotions, then we would have been  
12 obligated to go back to those members and say pay  
13 us back the money that we paid you. So again,  
14 that didn't seem to be the best option for those  
15 affected the Fire Lieutenants and Fire Captains.

16 The third option was to just treat those  
17 promotions as temporary promotions under the  
18 regulation. And essentially, have those temporary  
19 promotions rescinded.

20 So it's not -- it doesn't have a negative  
21 context to the individual's record. They are not  
22 required to pay back any money. And we basically  
23 restored the -- the status quo with the exception  
24 that they spent about three or four months in a

1 higher level position and got paid for it.

2 COUNCILMAN OH: So my -- my question is,  
3 and I really appreciate the background. And it's  
4 really for my understanding as a legislator.  
5 Is -- is that retroactive?

6 In other words, there's a promotion, then  
7 the ruling comes down, and then you are trying to  
8 figure out one of -- one of -- which one of three  
9 available options you are going to utilize to  
10 retroactively place these people into a temporary  
11 job that they were up until then not in a  
12 temporary job?

13 MR. D'ATILLIO: So, we were facing a unique  
14 situation because, you know, we had never been in  
15 a situation where a court had first ordered us to  
16 make promotions and then a higher level court  
17 ordered us to -- or indicated that the lower level  
18 court was wrong. So, we were trying to figure out  
19 what the best way of doing this was. And they  
20 were the three methods that I was able to do  
21 identify.

22 We do do retroactive terminations or  
23 retroactive transactions, so that was not unusual.  
24 The circumstances around it may have been, but we

1 do process retroactive separate transactions all  
2 the time. I want to add if you look at their  
3 record today, you will see an individual who was  
4 promoted on a temporary basis in May of 2013, and  
5 that temporary promotion was expired, I believe it  
6 was, in September of 2013. That is what the  
7 record will show.

8 COUNCILMAN OH: Right. And here is my  
9 question, when they were promoted, were they  
10 promoted and classified as temporary promotions,  
11 and then when the court order came down, they were  
12 then, you know -- the promotion was taken away?  
13 Or were they promoted, and then at a later point  
14 in time their record was documented as being  
15 temporarily promoted which was not done at the  
16 time they were promoted?

17 Because I'm trying to understand how  
18 legally this was done.

19 MR. D'ATILLIO: So the answer to your  
20 question, it was the latter.

21 COUNCILMAN OH: Okay.

22 MR. D'ATILLIO: They were originally  
23 promoted. And in September or October of 2013, we  
24 went back and changed that promotion to a

1 temporary promotion so that it would expire.

2 COUNCILMAN OH: So here is my question.

3 When you say you can do retroactive trans --  
4 transitions or transactions, whatever it was, you  
5 were saying terminations. And I think most of the  
6 time it's a retroactive termination. No? Okay.  
7 I'm assuming. I don't want to assume, because I  
8 don't know this. This is your area of expertise.

9 My question is, termination for cause.

10 This was not a -- a termination of a promoted  
11 position. It was not a demotion based on cause;  
12 is that correct?

13 MR. D'ATILLIO: That's correct.

14 COUNCILMAN OH: And so, outside of that,  
15 what is the other mechanism for demoting somebody  
16 under the Civil Service. I bring it up because  
17 it's Civil Service. It's supposed to be something  
18 that is not something that, you know,  
19 administrators can just kind of fool around with.

20 So I'm trying to see, what is the existing  
21 mechanism legally that allowed for this to happen?

22 MR. D'ATILLIO: So, I believe we treated  
23 this as a restoration. It could have also been  
24 treated as a involuntary demotion or a voluntary

1 demotion. Obviously, it wouldn't have been a  
2 voluntary demotion in the case of these  
3 individuals. But we treated it as a restoration  
4 covered by Regulation XII.

5 COUNCILMAN OH: And Regulation XII, does  
6 that apply -- I mean, I will have to read  
7 Regulation XII.

8 But as you said, what is odd about this is  
9 there was a court order. And up until there is a  
10 reversal of that court order, that is the law.  
11 And in compliance with the law, the City takes  
12 action. And the promotions are made. And then  
13 there is no wrong doing on the part of any of the  
14 persons promoted. And then there is a retroactive  
15 reclassification to temporary. And I do not  
16 understand how a Regulation XII allows for --  
17 cause you can just do that any time, couldn't you?  
18 I mean, not you personally.

19 But couldn't anybody retroactively demote  
20 someone under Regulation XII for no wrong doing on  
21 their part?

22 MR. D'ATILLIO: No, I don't believe so. I  
23 think if it was any situation other than a court  
24 order clarifying what was right and what was --

1 was inappropriate, that such an individual through  
2 Charter and Civil Service Regulation could appeal  
3 to the Civil Service Commission. Or if they were  
4 union represented employee, challenge that through  
5 the grievance process.

6 COUNCILMAN OH: Okay. So, I will have a --  
7 a last comment. I don't want to belabor this too  
8 much. And I would welcome your -- your input if  
9 you want to or not. We can talk about it later or  
10 not.

11 But the -- the -- the process here of --  
12 of -- in other words, as an attorney, if I  
13 represent a -- a client and the court makes an  
14 order for that client to do something, it's done.  
15 Let's say the order is under the law, you must  
16 rehire that woman that you fired based on gender  
17 preferences in your company. And let's say  
18 somehow that the law then, the appeal -- there is  
19 an appeal of the -- of that case and there's a  
20 reversal. Does not mean that I can just say, hey,  
21 listen, guess what, there is a reversal. I am  
22 going to undo what I was required to do.

23 Even though the -- the -- the law -- the  
24 case is appealed successfully, there is a court

1 order and the City complies. And that compliance,  
2 seems to me, to have to be permanent. And it may  
3 with a reversal change the circumstance from the  
4 future thereon, but I don't see how the -- you  
5 know, under Regulation XII. And I will read it,  
6 and I will discuss it with you.

7 But how does that -- because what I am  
8 hearing is this is a unique circumstance because  
9 it was a court order. But a court order, is a  
10 court order. You have to comply with it. You  
11 can't undo it later. You still have to follow the  
12 Civil Service Regulations. That's my  
13 understanding. I have a limited understanding.

14 You know, I'm getting what you're saying.  
15 I don't fully understand the reasoning. So, I  
16 would like to explore it further. But, you know,  
17 if you would like to give me any parting expertise  
18 or wisdom, I am happy to take it. Otherwise, I  
19 would like to, you know, kind of better understand  
20 this.

21 MR. D'ATILLIO: Well, I would be happy to  
22 meet with you and go over this. I mean, there are  
23 cases where someone might have won an appeal to be  
24 reinstated and the City files -- appeals that

1 decision. And during the pending appellate  
2 process, the individual is not reinstated until a  
3 higher court determines. We should probably also  
4 involve the Law Department in this conversation  
5 which means that it might be best to have this --  
6 to me with you separately and to go over the legal  
7 ramification because I can't speak for the City  
8 Solicitor.

9 COUNCILMAN OH: And I appreciate your  
10 forthright and, you know, testimony so far. I  
11 understand that there's a Law Department. And I  
12 appreciate that there is expertise about the law  
13 that, frankly, you and I don't have. So, thank  
14 you very much for your testimony.

15 Thank you, Mr. President.

16 MR. D'ATILLIO: Thank you, Councilman.

17 COUNCIL PRESIDENT CLARKE: You're welcome,  
18 Councilman.

19 Chair recognizes Councilman Squilla.

20 COUNCILMAN SQUILLA: Thank you,  
21 Mr. President.

22 Just to add onto Councilman Oh's questions,  
23 I know you said you had three options you came up  
24 with. Was it ever possible to come up with a

1 fourth option to keep those employees at that  
2 level and move forward from that point?

3 MR. D'ATILLIO: That would have been an  
4 option that the Fire Commissioner would have had.  
5 I mean, remember, what this -- what this  
6 litigation ended up doing was taking away from the  
7 Fire Commissioner, his right to decide who --  
8 whether to make an appointment or not to make an  
9 appointment.

10 COUNCILMAN SQUILLA: All right. So you --

11 MR. D'ATILLIO: That would have been an  
12 option, but that would have been an option that  
13 would have been by the Fire Commissioner.

14 COUNCILMAN SQUILLA: So -- but you came up  
15 with the options, right?

16 MR. D'ATILLIO: When the Fire Commissioner  
17 indicated that we wanted to go back to the status  
18 quo and he wanted to use the new list that was  
19 coming out in the fall to fill those positions,  
20 then I had to come up with -- with different  
21 scenarios for how to accomplish that within the  
22 order of the court. And I identified three  
23 possible ways, two of which I thought were -- were  
24 less favorable for the individuals involved.

1 COUNCILMAN SQUILLA: And the -- the fourth  
2 option would have been option not from you but  
3 from the Commissioner if they wanted to just keep  
4 the status quo, is that what you're saying?

5 MR. D'ATILLIO: That would have been up to  
6 the Commissioner to decide on that.

7 COUNCILMAN SQUILLA: In that case, the  
8 people would have stayed in those positions if he  
9 would have so chosen. And then this other process  
10 would have been null and void, I guess, at that  
11 point if he would have chose that option?

12 MR. D'ATILLIO: If he would have chose that  
13 option, I -- I imagine we would have -- we would  
14 not be having this conversation.

15 COUNCILMAN SQUILLA: Okay. Thank you very  
16 much.

17 MR. D'ATILLIO: Thank you.

18 COUNCIL PRESIDENT CLARKE: Thank you,  
19 Councilman.

20 Chair recognizes Councilman Jones again.

21 COUNCILMAN JONES: Yes. Just real quick.

22 I believe you are budgeted for 92 full-time  
23 employees. And for the last two years, you have  
24 only had 82 filled positions.

1           Is there a reason?

2           MR. D'ATILLIO: Well, I believe we've --  
3 we've experienced significant turnover. I think  
4 25 percent of my existing staff had been hired in  
5 the last six years, so we're constantly filling  
6 positions. I believe right now if you ask, we're  
7 about \$80,000 under funded but we are in the  
8 process of hiring a contract specialist and a  
9 nurse practitioner and a medical assistant which  
10 would cover that \$80,000. So we -- we plan to be  
11 fully -- fully up and staffed. We are just in the  
12 process of doing so.

13          COUNCILMAN JONES: So, the allocation of  
14 the ten positions isn't stagnant. It's you hire,  
15 people retire and you have to fill. It's more --

16          MR. D'ATILLIO: I'm sorry, Councilman.

17          COUNCILMAN JONES: Go ahead.

18          MR. D'ATILLIO: One of the challenges that  
19 we face, and it's a good challenge and a bad  
20 challenge, is that we hire individuals into HR.  
21 We hire HR professionals who spend two to four  
22 years learning their craft. But they have a lot  
23 of interaction with the operating departments.  
24 And they are frequently recruited to not leave the

1 City but to go to other departments. So, we've  
2 lost two or three of our HR professionals just  
3 this past since January.

4 COUNCILMAN JONES: So what -- what can you  
5 do to incentivize them staying?

6 MR. D'ATILLIO: (Sighs)

7 COUNCILMAN JONES: You don't have to  
8 answer.

9 (Scattered laughter.)

10 COUNCILMAN JONES: You don't have to  
11 answer.

12 MR. D'ATILLIO: I -- I think --

13 COUNCILMAN JONES: But you should think  
14 about it. If you are training qualified  
15 individuals that you can't keep --

16 MR. D'ATILLIO: I -- I think it's the  
17 nature of the work. I think we have a good work  
18 environment. Our salaries are the same because  
19 that's the way they equate out. The work that we  
20 do is -- is highly technical. And I believe that  
21 the individuals who are choosing to go out to work  
22 in an operating department as an HR generals are  
23 doing that because it's a more varied -- more  
24 varied work.

1           COUNCILMAN JONES: Thank you,  
2   Mr. President.

3           COUNCIL PRESIDENT CLARKE: Thank you,  
4   Councilman.

5           Chair recognizes Councilman Oh.

6           COUNCILMAN OH: Thank you very much,  
7   Council President.

8           I just wanted to fairly state with clarity  
9   what my issue is so you will be prepared and  
10   whoever is listening will understand it.

11          Had the court reversed the lower court  
12   prior to the promotions, we would not have this  
13   discussion. There wouldn't have been promotions.  
14   But since the lower court ruled first, the  
15   promotions were made. And the -- that decision  
16   was not reversed until after the promotions were  
17   made.

18          My question is that under the Civil Service  
19   System, which is a -- a protection specifically  
20   for workers who work in a political system like  
21   the City in addition to their union contract or  
22   contract. There is a Civil Service System to  
23   prevent what has been a concern about the  
24   interference of -- of -- of the political system.

1     So there is that -- whatever the reason, there is  
2     now this added layer. And so, the Civil Service  
3     System appears to me to protect the promotions of  
4     these individuals by the Fire Commissioner. So --  
5     so I understand what -- what the thinking is once  
6     it's been reversed and it con -- and it affirms  
7     that it's up to the Fire Commissioner. But that  
8     happened after he made the promotions. And once  
9     the promotions are made, they would appear to me  
10    to be protected under the Civil Service System  
11    that would not allow for the promotions to be  
12    taken back.

13           So, that -- that's really what I am looking  
14    for. I know there's been some -- perhaps I was  
15    not clear. But that's the -- that's what I am  
16    going to look for, the answer and understanding of  
17    that.

18           MR. D'ATILLIO: May I respond?

19           COUNCILMAN OH: Yes, please. Thank you.

20           MR. D'ATILLIO: So, I can talk for hours or  
21    days about the Civil Service process.

22           COUNCILMAN OH: Yes.

23           MR. D'ATILLIO: And I am a champion of that  
24    process. President Clarke is saying, please

1 don't.

2 COUNCILMAN OH: Yeah.

3 MR. D'ATILLIO: But these are the Civil  
4 Service Regulations. (Indicating to a Regulation  
5 Book) They are quite complex.

6 One of the -- one of the principles in  
7 Civil Service is -- is concept that is called  
8 permanent status. And you are absolutely correct  
9 when you say that when an individual has permanent  
10 status, they -- they achieve certain protections.  
11 These individuals had Permanent Civil Service  
12 Status, but they had not yet achieved permanent  
13 status in their ranks. Because you have to -- you  
14 have to complete six months in order to complete  
15 permanent status. So, that's why the option of a  
16 rejection was possible. And as I indicated  
17 before, we could have rejected these individuals  
18 during probation. And they had no permanent right  
19 to those positions at that time.

20 I just felt that a rejection, even though  
21 it wouldn't have been for any disciplinary or  
22 performance reasons would -- might have a negative  
23 impact upon how people perceive them in their  
24 careers. And that's why I chose a route different

1     than rejection.

2             COUNCILMAN OH: All right. Thank you very  
3 much. I will follow up with you. But that adds a  
4 level of clarity I did not have. Thank you.

5             MR. D'ATILLIO: Thank you.

6             COUNCIL PRESIDENT CLARKE: Thank you,  
7 Councilman.

8             That appears to be all the questions for  
9 you today, sir. Thank -- thank you very much for  
10 your testimony.

11            MR. D'ATILLIO: Thank you for the  
12 opportunity. Have a good day.

13            THE WITNESS: Next up we will have Fleet.

14                   (Panel approaches witness table.)

15            COUNCILMAN JONES: Fleet Management is next  
16 up. Thank you.

17            Good afternoon. Is it morning still? I  
18 lose track of time.

19            MR. COCCI: It's morning.

20            COUNCILMAN JONES: That's all right. Can  
21 you state your name for the record and begin your  
22 testimony please.

23            MR. COCCI: My name is Chris Cocci. And  
24 I'm the Fleet Manager for the City of

1 Philadelphia.

2 Good morning. Good morning, Council --

3 Councilman Clarke. Excuse me. I'm sorry. Let me  
4 re --

5 COUNCILMAN JONES: Take your time. I'm  
6 Councilman Jones.

7 MR. COCCI: I'm aware of that now.

8 Good morning, Councilman Jones and Members  
9 of Council. I'm Chris Cocci, Fleet Manager for  
10 the City of Philadelphia. Sitting on my right is  
11 Dr. K. Wilson, Deputy Fleet Manager for  
12 Administration.

13 Thank you for the opportunity to present  
14 testimony in support of FY14 Operating Budget  
15 Request for the Office of Fleet Management. The  
16 Office of Fleet Management's FY15 General Fund  
17 Budget Request is 59.68 million, which includes  
18 7.46 million for the purchase of new vehicles and  
19 equipment. FY15 Operating Budget Request include  
20 15.65 million in Class 100, 9.6 million in Class  
21 200 and 34.42 million in Class 3 and 400.

22 FY15 General Fund Budget Request is 2.66  
23 million lower than FY14 estimated obligations.  
24 Class 200 funding has increased by 240,000 for

1 fuel site environmental service. Class 300  
2 funding has decreased by 2.3 million in fuel costs  
3 from FY14 projections due to expected savings from  
4 Fuel Hedging Program. Class 400 funding has  
5 increased by 3 million to replace aged vehicles  
6 and decreased by 3.6 million due to the  
7 elimination of a one-time funding for Fire  
8 Department Medic Unit purchases.

9           The Office of Fleet Management is committed  
10 to supporting the Administration's goal of  
11 30 percent minority women and disabled owned  
12 business participation in City contracting. Many  
13 of our contracts are technical due to our  
14 requirements and specifications particularly  
15 around the purchase of heavy equipment, vehicles  
16 and other related parts, equipment and repairs.  
17 There are limited minority women and disabled  
18 owned business vendors for such contracts. We do  
19 continue to review our contracts and always look  
20 for more opportunities as they arise.

21           This concludes my testimony. And I'd be  
22 happy to answer any questions.

23           COUNCILMAN JONES: Specifically, the  
24 savings on fuel, can you drill down and how we

1     save, I think it's, 2.3 million?

2             MR. COCCI: Yes.

3             COUNCILMAN JONES: Can you explain how that  
4     was done?

5             MR. COCCI: That was the hedging program.

6             COUNCILMAN JONES: This is not my first  
7     time of you guys saving us money. And I just want  
8     to --

9             MR. COCCI: I'd like to have Deputy Wilson  
10    answer that question.

11            COUNCILMAN JONES: Please.

12            DR. WILSON: Good afternoon.

13            My name is K. Wilson --

14            COUNCILMAN JONES: Pull that a little  
15    closer to you.

16            (Pulls microphone closer.)

17            DR. WILSON: Good afternoon. My name is K.  
18    Wilson, Deputy Fleet Manager for Administration.

19            What we are trying to do is in FY15, we  
20    want to engage a fuel hedging program. And the  
21    lead is taken by City Energy Office and Budget and  
22    MD0. And we are expecting to save \$2.3 million in  
23    FY15. This program actually started in FY14.  
24    Right now we are in the process of developing a

1 strategy in order to achieve that goal.

2 COUNCILMAN JONES: So, this is not the  
3 first time you have saved us a considerable amount  
4 of money through this Fuel Hedging Program; is  
5 that correct?

6 DR. WILSON: Yes.

7 COUNCILMAN JONES: How much over the  
8 last --

9 DR. WILSON: Back in 2010/11 we used to  
10 save at least \$3 million for the City through fuel  
11 hedging.

12 COUNCILMAN JONES: Say that again, say that  
13 figure again. Could you repeat the figure?

14 DR. WILSON: Through Hedging Program in the  
15 past, we were able to save a substantial amount,  
16 at least \$3 million to the City in the past.

17 COUNCILMAN JONES: I mean, that's --  
18 that's -- that's a fair share of coin. And you're  
19 able to do that through futures, if you would, on  
20 counting on the fact that fuel will go up and  
21 buying it at present market conditions?

22 DR. WILSON: Yes. Right now, the City's  
23 Energy Office has taken the lead in Fuel Hedging  
24 Program. And we are getting expert advice from

1 fuel consulting firm and looking into the market,  
2 you know, wherever possible. Whenever the market  
3 is feasible, we will go and lock down fuel price.  
4 We believe that will enable us to save the money.

5 COUNCILMAN JONES: We appreciate. That is  
6 why every year when I look at your testimony, I  
7 make that note that, you know, we could have been  
8 on the reverse end of that and paying the  
9 increased amount of fuel. And we appreciate what  
10 you do.

11 Just real quick, by way of our fleet, are  
12 we going to alternative fuel sources at all? And  
13 if you had to guess today, and I'm not holding you  
14 to it, is it an electric car or gas car that we  
15 would probably be more inclined to gravitate and  
16 evolve to?

17 MR. COCCI: At this point, I would have to  
18 say we're gravitating toward hybrid and electric  
19 vehicles. We have looked into CNG. I was here, I  
20 guess, back in December. And I presented some  
21 testimony on where we were relative to compressed  
22 natural gas for fuel. And at this point, the  
23 infrastructure is just not in place to -- to  
24 support that.

1           We have continued conversation with PGW and  
2   some other interested parties. But again, the  
3   infrastructure at this -- at this time as far as  
4   fuel distribution and as far as a building to  
5   perform the repairs on the vehicles isn't in  
6   place. It's not to say we're not going to  
7   continue to look at it. But at this point, I'd  
8   have to say within the -- the near future it's not  
9   going to be an option.

10           COUNCILMAN JONES: Okay. Under the FTI  
11   Report that was reduc -- submitted last year,  
12   there was a recommendation that we, the City, also  
13   look at joint purchasing of fuel with other  
14   entities. Have we explored any of that?

15           MR. COCCI: We have. But unfortunately, I  
16   don't think we've made any progress with that.

17           COUNCILMAN JONES: And what would be --  
18   what would be the impediments to joint purchasing  
19   with entities like SEPTA or others?

20           MR. COCCI: I will let Dr. K answer that.

21           DR. WILSON: Yeah. We looked into that.  
22   And we have initial conversation contact with  
23   SEPTA. We didn't go further because of our  
24   current fuel contract with the Mansfield. And,

1     you know, in future we may be looking into that.

2             COUNCILMAN JONES: So, in -- could you, in  
3     short, are you going to do it? Not going to do  
4     it?

5             DR. WILSON: We are going to build a  
6     relationship with SEPTA over the --

7             COUNCILMAN JONES: So next year this time  
8     when I ask this question, which I will because  
9     they write it down, we will have made progress on  
10    this issue?

11            DR. WILSON: Yes, we will.

12            COUNCILMAN JONES: I am happy about the 2.3  
13    million you saved me. But I am wondering if it  
14    couldn't be 5 million if we did it the other way.

15            DR. WILSON: We will do that.

16            COUNCILMAN JONES: All right. The  
17    modernization of 24 fuel dispensaries around the  
18    City of Philadelphia, have we made progress? I  
19    mean, some of those gas stations and police  
20    stations are a little bit archaic, and I would  
21    even say borderline dangerous.

22            Are we modernizing some of the fuel depots  
23    or gas stations that we have?

24            MR. COCCI: Yeah. The modernization

1 actually revolved more around technology than --  
2 than the dispensers themselves. The dispensers  
3 certainly are something we are going to look at.  
4 But again, the modernization was -- our old fume  
5 system, we call it fumes, was the fuel dispensing.  
6 It was actually the tracking device that we used  
7 in order to see the exact quantities of fuel that  
8 were dispensed.

9 That system was outdated. We moved to  
10 another system where we can accurately track fuel  
11 as it's dispensed. We can now track fuel in fuel  
12 cans, for instance, where we had to do most of the  
13 tracking for that manually. It's now automated.  
14 I know some of the dispensers are not in the best  
15 of shape, but we are doing the best we can with  
16 trying to update those, also.

17 COUNCILMAN JONES: Is the City of  
18 Philadelphia participating in the CarShare  
19 Program?

20 MR. COCCI: Philly CarShare? Yes. Zipcar.

21 COUNCILMAN JONES: Zipcar?

22 MR. COCCI: Yes. I don't have the exact  
23 figures on the participation, but I can get them  
24 for you.

1           COUNCILMAN JONES: Although we are crossing  
2   our fingers, praying and eating all of our  
3   vegetables hoping that we do not have a SEPTA  
4   strike or a work stoppage, is there a plan in  
5   place utilizing City cars to get our City  
6   employees to work and fro if indeed that happens?

7           MR. COCCI: Yes. There is a plan in place.  
8   The Office of Emergency Management actually took  
9   the lead on this. Been working with Samantha  
10   Phillips in the Managing Directors Office. And  
11   there is a plan together that we have ready at a  
12   moment's notice, yes.

13          COUNCILMAN JONES: Although the City  
14   Council is not viewed as a part of City  
15   Government, would you mind sharing that with us.  
16   Some of our employees you may know and happen to  
17   like and want them to get to work, as well. So if  
18   you can share that plan with us, we might be able  
19   to participate in that -- that regard.

20          MR. COCCI: I will ask OEM to share that  
21   with you.

22          COUNCILMAN JONES: Make sure they share it  
23   with us. We will be upset if we're standing on a  
24   corner and a City van goes by our employees on the

1 way to work.

2 So with that, I recognize Councilman Oh.

3 COUNCILMAN OH: Thank you very much,

4 Mr. Chairman.

5 Good afternoon.

6 MR. COCCI: Good afternoon.

7 COUNCILMAN OH: I approached your  
8 testimony -- I appreciate your testimony from our  
9 Fleet Hearing. And at that time, as in this  
10 report, you talked about the difficulty or  
11 challenges of -- of hiring technicians. And you  
12 kind of went through that a little bit about why  
13 it's challenging.

14 Could you kind of explain if there has been  
15 any improvements on that end, or what the solution  
16 for us would be?

17 MR. COCCI: Well, the first problem we have  
18 is the talent pool just isn't there. There just  
19 aren't as many young people doing this as there  
20 were in the past. I think that same could be said  
21 for all the trades -- trades people. We have,  
22 again, just lost some people due to some of the  
23 issues we have our lower wages than some of our  
24 competitors.

1           What we are trying to do is trying to rely  
2   on some other avenues such as a trades helper. We  
3   have a position called automotive trades helper.  
4   And they're technicians that may not have the  
5   skill sets that a journeyman would have. And we  
6   try to take them on, put them with journeyman  
7   technicians we have. And we have just recently  
8   spent some funding for a -- a training center that  
9   we hope will allow us to train those -- those  
10   trades helpers to be full service technicians at  
11   some point in their career.

12           We've also relied on apprentices from the  
13   Philadelphia School District that we have taken  
14   in. And we are trying to train those. But  
15   unfortunately at some point, even those students  
16   that we bring in -- for example, this year we had  
17   four students that were destined to finish the  
18   program. Unfortunately, one opted out. And the  
19   other three decided that they were not going to  
20   pursue this as a career path and are going on to  
21   college.

22           COUNCILMAN OH: The -- what's the issue  
23   with the pay level? In other words, are you able  
24   just yourself to increase the pay? Does it have

1 to go through HR? What is the process to increase  
2 the pay?

3 MR. COCCI: We have to go through HR.  
4 Actually, we've been working with HR. We met with  
5 them about a month ago concerning this issue. And  
6 we are trying to address it to up the pay scale  
7 for our entire technical staff.

8 COUNCILMAN OH: Okay. And the other part  
9 of it is that even if you up the pay, you don't  
10 seem to have the pool of young people who want to  
11 go into the profession.

12 MR. COCCI: If -- if we -- if we up the  
13 pay, we are hoping to --

14 COUNCILMAN OH: Attract?

15 MR. COCCI: -- retain the people that we  
16 have. We've just recently lost four people to our  
17 competitors. SEPTA being one, some other truck  
18 dealerships.

19 COUNCILMAN OH: So, I would think that  
20 there would be an increase backlog of vehicles  
21 that are not operating on behalf of the City if  
22 you don't have the technicians to handle the  
23 repairs and keep them running.

24 MR. COCCI: We have been able to keep pace.

1 COUNCILMAN OH: Okay.

2 MR. COCCI: It has been a struggle. We do  
3 rely on some outside contracts that we normally  
4 would not like to use, but it's -- it's been a  
5 struggle.

6 COUNCILMAN OH: Okay. And finally, I --  
7 you know, I do appreciate the whole -- your  
8 testimony about the whole modernization of the  
9 Fleet and all that. And I don't want to go  
10 through that whole thing.

11 But question is, what -- what is -- would  
12 you like to and is it possible to have the City's  
13 Fleet Management and SEPTA and the taxicab folks,  
14 everyone who is involved in the issue of  
15 alternative fuels and modernization of vehicles,  
16 is there some kind of maybe kind of a unified  
17 strategy in -- in getting some of the --  
18 addressing some of these issues of fuel  
19 availability, costs and maintenance facilities?

20 Is that something that would make sense?  
21 Is that something that you would like to do? Or  
22 is that something that make senses, but you are  
23 just too busy to do that?

24 What is the outlook for that type of thing?

1           MR. COCCI: We have spoken to SEPTA, and  
2 they are not interested. They -- they stated the  
3 costs simply to house the buses was too much.  
4 We've spoken to PGW who, again, we stated our  
5 issues were infrastructure and fuel delivery in  
6 particular. They do not want to get into the  
7 retail fuel business. They would prefer the  
8 wholesale.

9           So one of the big hangups, I think, is for  
10 everyone involved, there just simply needs to be  
11 an infrastructure developed. Somebody needs to  
12 take the lead on it. I'm not sure at this point  
13 whether any conversations with -- and we continue  
14 to have them. We've -- we've -- I've been in  
15 touch with PGW. I just don't know what more we  
16 can do to get this off center.

17           COUNCILMAN OH: Okay. Interesting.  
18 Because PGW is a City-owned entity. You'd think  
19 there'd be a little more, you know, communication.

20           MR. COCCI: I am on their speed dial.

21           COUNCILMAN OH: Okay. Thank you very much.  
22 I have no other questions.

23           Thank you, Mr. President.

24           COUNCIL PRESIDENT CLARKE: Thank you,

1 Councilman.

2 Chair recognizes Councilwoman Reynolds

3 Brown.

4 COUNCILWOMAN REYNOLDS BROWN: Good morning.

5 COUNCIL PRESIDENT CLARKE: Morning.

6 COUNCILWOMAN REYNOLDS BROWN: Good morning,

7 Mr. President.

8 COUNCIL PRESIDENT CLARKE: How are you?

9 COUNCILWOMAN REYNOLDS BROWN: How are you,  
10 sir, gentlemen.

11 MR. COCCI: Good morning. How are you?

12 COUNCILWOMAN REYNOLDS BROWN: Okay. I was  
13 listening with interest upstairs particularly  
14 around Councilman Jones' opening questions  
15 regarding us getting in step with the environment  
16 and Green vehicles and the like. So I won't  
17 revisit that -- that question. I am encouraged,  
18 however, by -- by the response.

19 Different question but related is years ago  
20 there was -- there was discussion around --  
21 consolidation isn't the right word, but linking up  
22 with the School District of Philadelphia and PHA  
23 and other quasi City agencies that do business and  
24 have vehicles and the cost savings that come

1 with -- blending isn't the wrong word either.

2 (Councilman Jones Clerk: "Cautionary.")

3 Thank you very much. Cautionary -- thank  
4 you very much -- that comes with departments  
5 working together which low -- which gives you cost  
6 savings.

7 So has that been revisited under your  
8 administration? Is there discussion of that going  
9 forward? Does it make sense?

10 MR. COCCI: We have had conversations with  
11 Housing Authority. They have come in and asked us  
12 to do some work for them. But at this time, we  
13 are struggling to keep up with our own repairs.

14 COUNCILWOMAN REYNOLDS BROWN: I see.

15 MR. COCCI: So, I don't think at this time  
16 it's feasible. We do provide fuel for the various  
17 quasi agencies.

18 COUNCILWOMAN REYNOLDS BROWN: What about  
19 the purchase of new vehicles going forward and --  
20 and the opportunities to be strategic in our -- in  
21 our -- in our planning and purchasing?

22 MR. COCCI: We certainly can visit that.  
23 We haven't planned to do that, though, as far as  
24 vehicle purchasing.

1 COUNCILWOMAN REYNOLDS BROWN: As far as --

2 MR. COCCI: As far as vehicle purchasing,  
3 we have not.

4 COUNCILWOMAN REYNOLDS BROWN: Okay. Years  
5 ago I learned that there were cities that actually  
6 operated that way all in an effort to be efficient  
7 and to take advantage of cost savings. So, I  
8 would put that on the table for your consideration  
9 going forward, okay?

10 MR. COCCI: Okay. Thank you.

11 COUNCILWOMAN REYNOLDS BROWN: Follow up to  
12 Councilman Oh's question regarding young people in  
13 the school internship program. So repeat for me  
14 what the -- what the outcome was?

15 You had four young people?

16 MR. COCCI: At the time of this writing, we  
17 had seven.

18 COUNCILWOMAN REYNOLDS BROWN: Okay.

19 MR. COCCI: One opted out and -- which  
20 leaves us with six. Three of those six have  
21 decided to move onto college. So they're -- at  
22 the end of this term, they are not going to be  
23 with us anymore.

24 COUNCILWOMAN REYNOLDS BROWN: That's all

1 good. So, how were these young people identified?

2 MR. COCCI: In conjunction with the School  
3 District, we have a liaison that brings us  
4 potential candidates. We interview them. And --  
5 and the selections are basically made on their  
6 grades and their grade average.

7 COUNCILWOMAN REYNOLDS BROWN: I see.  
8 Because I would bet you there are about seven  
9 times ten young people who if they knew about it  
10 would seize the moment to take advantage of it.  
11 It would suggest, with limited information, that  
12 the work and/or awareness at the School  
13 District -- and I do know that they have a point  
14 person for external partnerships which includes  
15 opportunities like this.

16 So, we will raise that with the School  
17 District. Because those are missed opportunities  
18 for young people who may not be college material  
19 but want to earn a honest living making a decent  
20 wage and actually has career potential attached to  
21 it. So -- so, I will leave that there for now.  
22 Just revisit that with the School District. Good  
23 news is that you are willing.

24 So, you have the capacity to handle how

1 many young people?

2 MR. COCCI: That is one of our issues. I'm  
3 not sure the capacity we have. I can certainly  
4 look into taking more. One of the issues we have  
5 in particular are the amount of shops that we have  
6 open evening hours and the shops that -- the  
7 vicinity of the shops. They are not -- some of  
8 them are not in places where they are easily  
9 accessible to public transportation.

10 COUNCILWOMAN REYNOLDS BROWN: Uh-huh.

11 MR. COCCI: It's hard to get the students  
12 there. We always try to place them somewhere  
13 close to their school and to their home to reduce  
14 the amount of travel time that they have. And it  
15 is a long day, that is why we like to see them get  
16 home and do their homework and whatnot. Some  
17 shops we simply don't have a second shift. In  
18 order for them to be in the program, they would  
19 have to go to the shop after the school hours  
20 which would put them into a shift we just don't  
21 have at some locations.

22 COUNCILWOMAN REYNOLDS BROWN: But what I  
23 hear from you is, A, you're willing to have them  
24 there; B, to provide the training.

1           Do they get certificate or anything of  
2   sorts which sort of justifies or documents they  
3   went through X number of hours to secure X, Y, Z  
4   training that they can then take to someplace  
5   else?

6           MR. COCCI: Yes. I believe there's a  
7   certificate that's issued by the School District.

8           COUNCILWOMAN REYNOLDS BROWN: Okay. All  
9   right then. I'm sure Councilman Jones and I are  
10   going to follow up on that matter.

11          Speak, if you would, to the Hedging Program  
12   that you discussed in your testimony. Did you  
13   cover that already with Councilman Jones?

14          MR. COCCI: I believe we did.

15          COUNCILWOMAN REYNOLDS BROWN: Okay. We  
16   don't need to revisit that then. Okay.

17          So know that there will be follow up on  
18   this internship opportunity that I think we are  
19   missing for our young people and seek to deepen  
20   and strengthen the relationship with the School  
21   District. Councilman Jones and I will take a  
22   leadership role on that, okay?

23          MR. COCCI: Uh-huh.

24          COUNCILWOMAN REYNOLDS BROWN: Thank you

1 both for your testimony.

2 MR. COCCI: Thank you.

3 COUNCILWOMAN REYNOLDS BROWN: How long have  
4 you been in this capacity?

5 MR. COCCI: December of 2012.

6 COUNCILWOMAN REYNOLDS BROWN: So about a  
7 little over a year.

8 MR. COCCI: Little over a year.

9 COUNCILWOMAN REYNOLDS BROWN: Two years  
10 old. Okay. All right. Thank you.

11 MR. COCCI: Thank you, ma'am.

12 COUNCILWOMAN REYNOLDS BROWN: Thank you,  
13 Mr. President.

14 COUNCIL PRESIDENT CLARKE: Thank you  
15 Councilman.

16 Chair recognizes Councilman Jones.

17 COUNCILMAN JONES: Just real quick on  
18 Councilwoman Reynolds Brown's point. I know  
19 Randolph Skills Center has a robust auto repair,  
20 automobile motors program. I know for a fact that  
21 West Philadelphia High has won national  
22 competitions on auto repair and design. I know  
23 for a fact Roxborough High School is in that line.  
24 Overbrook High School just got a small motors CTE

1 program.

2           You have to -- and you by way of logistics  
3 of getting them there, you're Fleet Management.  
4 You can get a van. And, I mean, you are Fleet  
5 Management. And so, I'm going to task you to --  
6 to follow up on that. There is some deserving  
7 young people that are banging their heads against  
8 books. But yet in a -- in a real word were  
9 catalytic converters, electronic brains and all of  
10 that, they can get a firm foothold in an industry  
11 that you guys are looking for employees to go to.

12           And I think by going into the high schools,  
13 you might get a price point and a -- at a time  
14 where people will accept that. And the reason why  
15 it's my understanding that people take civil  
16 service jobs is not because of the great pay but  
17 often because of the great benefits and stability  
18 by working there. So that's -- that's an  
19 inducement I think.

20           Thank you, Mr. Chair.

21           COUNCIL PRESIDENT CLARKE: Thank you,  
22 Councilman.

23           Real -- real quick. Has your office been  
24 contacted, your department been contacted about

1 municipal marketing/advertisement on your fleet?

2 MR. COCCI: Yes, we have.

3 COUNCIL PRESIDENT CLARKE: What is that.

4 MR. COCCI: We've been involved in that.

5 COUNCIL PRESIDENT CLARKE: What was the  
6 request.

7 MR. COCCI: There is an RFP put out  
8 recently. The request was to identify number of  
9 vehicles that we would be able to use for that  
10 purpose.

11 COUNCIL PRESIDENT CLARKE: Any criteria  
12 associated with the --

13 MR. COCCI: Well, there are certain  
14 vehicles that we can't put advertizements on  
15 because they're purchased with grant funding and  
16 they're used for other purposes. But, yeah, we've  
17 identified several vehicles that we can use.  
18 Probably around 1,500.

19 COUNCIL PRESIDENT CLARKE: That you can  
20 1,500?

21 MR. COCCI: I'm not sure the exact number.  
22 I will have to go back and look. But yeah, there  
23 are a number of vehicles that can be used for  
24 that.

1 COUNCIL PRESIDENT CLARKE: That number is  
2 important because -- if you can just find out. I  
3 understand you don't know off the top of your  
4 head. But the more you can -- the more you can  
5 make available, the more lucrative the contract.

6 Okay. Thank you very much. Thank you for  
7 your testimony.

8 MR. COCCI: Thank you very much.

9 COUNCIL PRESIDENT CLARKE: Thank you, sir.

10 This Committee will stand at recess until  
11 Tuesday, April 8 at 10:00 a.m. At which time, we  
12 will reconvene in Room 400. Thank you all very  
13 much for your participation.

14 - - -

15 (At this time, the Committee of the  
16 Whole Hearing adjourned at 12:19 p.m.)

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C E R T I F I C A T I O N

I, hereby certify that the  
proceedings and evidence noted are  
contained fully and accurately in the  
stenographic notes taken by me in the  
foregoing matter, and that this is a  
correct transcript of the same.

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