

COUNCIL OF THE CITY OF PHILADELPHIA
COMMITTEE OF THE WHOLE

Room 400, City Hall
Philadelphia, Pennsylvania
Wednesday, April 22, 2015
10:35 a.m.

PRESENT:

COUNCIL PRESIDENT DARRELL L. CLARKE
COUNCILWOMAN JANNIE BLACKWELL
COUNCILMAN WILLIAM K. GREENLEE
COUNCILMAN ED NEILSON
COUNCILMAN DAVID OH
COUNCILMAN BRIAN J. O'NEILL
COUNCILWOMAN BLONDELL REYNOLDS BROWN
COUNCILWOMAN MARIAN B. TASCO

BILLS 150162, 150163, and 150164
RESOLUTION 150179

- - -

1
2 COUNCIL PRESIDENT CLARKE: Good
3 morning, everyone. This is the public
4 hearing of the Committee of the Whole
5 regarding Bills No. 150162, 150163,
6 150164, and Resolution 150179.

7 Ms. Lewis, please read the
8 titles of the bills and resolution.

9 MS. LEWIS: Bill No. 150162, an
10 ordinance to adopt a Capital Program for
11 the six Fiscal Years 2016 through 2021
12 inclusive.

13 Bill No. 150163, an ordinance
14 to adopt a Fiscal 2016 Capital Budget.

15 Bill No. 150164, an ordinance
16 adopting the Operating Budget for Fiscal
17 Year 2016.

18 And Resolution No. 150179,
19 providing for the approval by the Council
20 of the City of Philadelphia of a Revised
21 Five Year Financial Plan for the City of
22 Philadelphia covering Fiscal Years 2016
23 through 2020, and incorporating proposed
24 changes with respect to Fiscal Year 2015,
25 which is to be submitted by the Mayor to

1 4/22/15 - WHOLE - BILL 150162, etc.
2 the Pennsylvania Intergovernmental
3 Cooperation Authority (the "Authority")
4 pursuant to the Intergovernmental
5 Cooperation Agreement, authorized by an
6 ordinance of this Council approved by the
7 Mayor on January 3rd, 1992 (Bill No.
8 1563-A), by and between the City and the
9 Authority.

10 COUNCIL PRESIDENT CLARKE:

11 Thank you, Ms. Lewis.

12 Today we continue the public
13 hearing on the Committee of the Whole to
14 consider various bills read by the Clerk
15 that constitute proposed operating and
16 capital spending measures for Fiscal
17 2016, a Capital Program, and a
18 forward-looking Capital Plan for Fiscal
19 2016 through Fiscal 2021.

20 Today we will hear testimony
21 from the following City departments and
22 others: The Community College of the
23 City of Philadelphia, Procurement, Human
24 Resources and Personnel, and Fleet
25 Management.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 First up we will have Community
3 College.

4 (Witnesses approached witness
5 table.)

6 COUNCIL PRESIDENT CLARKE: Good
7 morning.

8 (Good morning.)

9 MR. BERGHEISER: Good morning,
10 Council President Clarke, Councilmembers.
11 My name is Matt Bergheiser and I'm the
12 Chairman of the Community College of
13 Philadelphia Board of Trustees. I'm also
14 Executive Director of University City
15 District, which is a neighborhood
16 improvement organization. I'll be very
17 brief, but I'm grateful for this
18 opportunity to speak with you today.

19 I'd just like to share two
20 truly extraordinary stories of students'
21 success that are representative of the
22 thousands of stories of opportunity and
23 advancement at Community College of
24 Philadelphia.

25 One month ago, Amanata C, a

1 4/22/15 - WHOLE - BILL 150162, etc.
2 mother of three who first enrolled in a
3 developmental English class at the
4 College, was accepted to the University
5 of Pennsylvania. A member of the class
6 of 2015, Amanata carries a 4.0 GPA. At
7 Penn she will find a number of familiar
8 faces, as 235 students of the College
9 transferred to Penn between 2005 and
10 2013.

11 Another student, Sean Jordan,
12 will graduate in May with two Associate's
13 degrees. In and of itself, that's a
14 wonderful achievement, but it's made
15 remarkable by the fact that Sean, until
16 recently, was homeless and he spent the
17 last several months of classes sleeping
18 on couches at friends' apartments.
19 Despite the obstacles in his life, he
20 never lost sight of the importance of
21 education or his goal.

22 These are the kinds of
23 inspirations we gain every day from our
24 student body, and I also gain inspiration
25 from our faculty, staff, and our

1 4/22/15 - WHOLE - BILL 150162, etc.

2 President. It's been my honor to work
3 over the past year with Dr. Guy Generals.
4 He's emphasized the value of shared
5 learning among faculty, staff, and
6 students as he's worked to increase
7 student persistence and credential
8 completion rates.

9 And I'd like to note finally
10 that my colleagues and I in the Board of
11 Trustees are government, civic, and
12 business leaders who represent a
13 cross-section of Philadelphia. While
14 Greater Philadelphia is home to more than
15 100 colleges and universities, Community
16 College of Philadelphia is unique, in
17 that it is open access, it's fully
18 public, and it's an unrivaled launching
19 pad into careers and credentials for
20 those who otherwise likely would not have
21 had access to the benefits of higher
22 education. Every day we're identifying,
23 cultivating, and advancing talented
24 citizens from every single neighborhood
25 in Philadelphia.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 The Board of Trustees thanks
3 Mayor Nutter and City Council for their
4 continued support of the College, and on
5 behalf of our students, I want to thank
6 you for providing them the opportunities
7 to change their career paths and to
8 change their lives.

9 Thank you.

10 COUNCIL PRESIDENT CLARKE:

11 Thank you.

12 DR. GENERALS: Good morning,
13 City Council President Clarke, members of
14 the Council. I would just like to add to
15 that list of renowned graduates, Deesha
16 Dyer, who you've just noted through
17 recent newspaper accounts that she is now
18 the entertainment -- or the public
19 relations person for the White House, and
20 I think the list goes on and on and on.
21 We could give you a list of names of
22 successful graduates, and I think that is
23 the bottom line relative to what
24 Community College does.

25 We're here today to request

1 4/22/15 - WHOLE - BILL 150162, etc.
2 your support for our budget, which you
3 have before you. That budget will allow
4 us to expand our enrollment efforts,
5 expand our markets. It will enable us to
6 provide much-needed support to help
7 students succeed and to graduate. It
8 will help us to provide and create the
9 infrastructure for workforce development,
10 which we sorely need, and it will also
11 enable us to provide much-needed
12 maintenance, repairs, and facility
13 build-out.

14 So the budget is a \$3.4 million
15 ask on top of what we received last year.
16 This comes with no tuition increase. I
17 think that's a significant aspect of what
18 we're asking for. As you may have noted,
19 we have found ways to provide an
20 expansion to scholarship opportunities
21 for our students. So we're very serious
22 about providing opportunity and access,
23 and we think this budget will support our
24 efforts to do that.

25 COUNCIL PRESIDENT CLARKE:

1 4/22/15 - WHOLE - BILL 150162, etc.

2 Thank you very much. A couple of quick
3 questions.

4 As you see behind us, we have
5 our boards, and we've been promoting this
6 conversation in each budget hearing to
7 talk about those various aspects of what
8 we think is important. In this
9 particular budget cycle, we are
10 requesting that departments and other
11 recipients of City funds talk about their
12 role in dealing with those issues, the
13 educational, the income inequality, and
14 creating sustainable neighborhoods.

15 If you can briefly kind of talk
16 to me about your role, particularly as it
17 relates to education, and I know of some
18 of it because we've had conversation,
19 with the City of Philadelphia's public
20 school system in ensuring that
21 opportunities for higher education is put
22 before those students in those schools,
23 be it in technical, manufacturing or
24 college, traditional college. Can you
25 just talk to me about the role that

1 4/22/15 - WHOLE - BILL 150162, etc.
2 you're playing currently.

3 DR. GENERALS: Sure. We are
4 playing a primary role. I meet with Dr.
5 Hite on a monthly basis. We are
6 expanding our efforts in dual enrollment,
7 which is, as you know, an opportunity for
8 students to begin accruing college-level
9 credits while they're still in high
10 school. We're extending that to include
11 students who need some level of
12 remediation relative to being college
13 ready, so that once they do get to our
14 doors, they don't have to go through the
15 vast levels of developmental education.

16 We're in conversations with
17 them about sharing some of their
18 facilities specific to advanced
19 manufacturing. I believe we're in the
20 final throes of those conversations.
21 We'll hopefully be able to use their
22 facilities during the evening and
23 weekends, which will allow us to expand
24 our efforts in that area.

25 As you may know, we are

1 4/22/15 - WHOLE - BILL 150162, etc.
2 finishing out the last year of the
3 federal TAACCCT Grant, which was designed
4 to jump-start our efforts in advanced
5 manufacturing. We were quite successful.
6 We were able to educate and to complete
7 and to place beyond the goals that we set
8 forth. So at this point, we're looking
9 to leverage that in a way that allows us
10 to bring those programs into the College
11 in a more sustainable way.

12 So it's critically important
13 that we do work with the school systems.
14 There absolutely has to be a synergy
15 between the two sectors, and we're very
16 much committed to doing that.

17 COUNCIL PRESIDENT CLARKE:

18 Thank you.

19 I want to first thank you for
20 allowing us to use the university tonight
21 for the forum to talk about the
22 School-Based Family Services program. We
23 look toward your university, along with
24 every other college in the municipality,
25 to be a significant participant in that,

1 4/22/15 - WHOLE - BILL 150162, etc.
2 bringing resources to the table, and I
3 know you've already been doing that.
4 You're still doing the -- you're involved
5 with the concurrent credit courses? What
6 do we call it? Where a student in high
7 school can get a college credit.

8 DR. GENERALS: Right. That's
9 the dual enrollment, concurrent
10 enrollment. We call it by different
11 names, but it's essentially giving them
12 an opportunity to acquire college credits
13 while they're still in high school. So
14 our goal is to expand that citywide. We
15 think that that's an opportunity whose
16 time has come, and students should be
17 able to take advantage of that, not just
18 for educational reasons but for also
19 financial reasons.

20 COUNCIL PRESIDENT CLARKE: And
21 another one of the themes -- and I'm
22 speaking for myself right now. I assume
23 some of the colleges, if not all, feel
24 the same way, is that every year we're
25 asked to authorize the School District's

1 4/22/15 - WHOLE - BILL 150162, etc.
2 budget, and that's essentially all we get
3 to do, is to authorize taxes, and the
4 money goes up to 400 North Broad and we
5 don't see it again and don't really have
6 a clear sense of the outcome in terms of
7 the expenditures being targeted to things
8 that actually work or things that
9 actually can enhance the educational
10 opportunity for that young person.

11 This dual enrollment program is
12 something that I actually like. I talked
13 to Dr. Hite, and I think it's a great
14 program. And one of the conversations
15 that we're having within this body is our
16 ability to actually fund programs from
17 the City's budget as opposed to just
18 simply sending all the money up there,
19 and how about we send money to programs
20 and entities that actually provide
21 services to young people and have it be
22 done in a targeted way.

23 So as an example, if you say
24 you want to take this dual enrollment
25 program citywide, why don't we increase

1 4/22/15 - WHOLE - BILL 150162, etc.
2 your budget so you can do just that,
3 directly to the Community College. You
4 provide that service as opposed to us
5 sending the money up to 400 North Broad
6 and hope that they participate in that
7 program.

8 That's the mindset that people
9 have, and if in fact -- and I don't want
10 to put you in the interesting place where
11 you and Dr. Hite will end up having a
12 pretty testy phone call later and you say
13 you're going after his money, but I got
14 to ask this question. I mean, if somehow
15 we increase your budget by maybe more
16 than you are asking for and you target
17 that money to be involved in dual
18 enrollment or something else that
19 actually works, what would be your
20 position? Would you send the money back
21 or would you --

22 DR. GENERALS: I'll just say
23 the idea of dual enrollment works, and
24 however way it is funded, I think I
25 support that. I support the idea that

1 4/22/15 - WHOLE - BILL 150162, etc.
2 the school system needs to be supported,
3 and, you know, as a resident, fairly new,
4 you know, I keep abreast of what the
5 issues are. Their problems ultimately
6 become our problems, because we have huge
7 numbers of students that need
8 remediation, and that's as a result of
9 the effects of their public education,
10 not all because some students have been
11 out of school for quite a while.

12 So however way we can do it, I
13 think it's an issue and it is a practice
14 that's being practiced across the
15 country. Students across the country are
16 able in many instances to graduate high
17 school with an Associate's degree. I
18 eventually would like to get there, but
19 you start with dual enrollment. You
20 start in a way that you mitigate whatever
21 remedial needs they are in the junior and
22 senior year, so when they come to us,
23 they can start at the college level. And
24 I think we have the staff and the
25 expertise to be able to do that.

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2 And, in fact, in dual
3 enrollment, if we're going to offer
4 college-level credits, it has to be led
5 by the college, because it's credits or
6 our faculty in -- the guidelines that
7 enable us to provide credentials and
8 degrees have to be supervised by us. So
9 I believe that answers your question.

10 COUNCIL PRESIDENT CLARKE:
11 You've made that argument in a very
12 diplomatic way. But I'm very serious
13 personally. I mean, the frustration
14 level in City Council has been here for
15 some time, and particularly in later
16 years where we just increase revenue. We
17 sent \$120 million last year of sales tax
18 revenue that was targeted for pension
19 support, and I have no idea where that
20 money is going, in all honesty, other
21 than it's going to the School District,
22 and a lot of us would have liked to have
23 seen some of that be targeted. And since
24 you have a very specific program that we
25 all believe works, there probably should

1 4/22/15 - WHOLE - BILL 150162, etc.
2 be some conversation about funneling that
3 money directly to you so you can provide
4 that service that we know that will
5 actually enhance the educational
6 experience of those young people in high
7 school.

8 All right. To be discussed.
9 Thank you very much.

10 At this time, the Chair
11 recognizes Councilwoman Blackwell.

12 COUNCILWOMAN BLACKWELL: Thank
13 you very much.

14 COUNCIL PRESIDENT CLARKE:
15 You're welcome.

16 COUNCILWOMAN BLACKWELL: Thank
17 you very much, Mr. President.

18 Thank you, Lynette Brown-Sow,
19 and your entire team for all that you do.
20 We really appreciate it.

21 Let me say we're grateful that
22 the Governor came to CCP in West Philly.
23 We're hoping that means great things for
24 us. We're hoping that means good things
25 for West Philly since so many other areas

1 4/22/15 - WHOLE - BILL 150162, etc.
2 are being modernized and new programs.
3 We're looking forward to great things in
4 West Philadelphia.

5 With regard to the partnerships
6 you have with four-year institutions, is
7 it with most of them? I know like
8 Cheyney University, you have a
9 partnership or is it certain universities
10 you do?

11 DR. GENERALS: We have
12 articulations with 12 colleges and
13 universities in the area. Our primary
14 partner is Temple.

15 COUNCILWOMAN BLACKWELL: Is
16 Temple, you said?

17 DR. GENERALS: Our primary
18 partner is Temple University, correct.

19 COUNCILWOMAN BLACKWELL: Well,
20 that's nice, but -- no. That's great.
21 That's a good thing. And we understand
22 that 90 percent of the graduates are
23 remaining in our city. That's very, very
24 important. And can you give us just a
25 few of some of the job training. Do you

1 4/22/15 - WHOLE - BILL 150162, etc.
2 have job training programs that lead
3 directly into employment?

4 DR. GENERALS: We do. We are
5 in the last year of the TAACCCT Grant,
6 which was a certificate-based program
7 designed to lead students directly into
8 employment. Our goal is to leverage the
9 experience in the equipment that we've
10 received through that to fold it into our
11 credit program so that we will be able to
12 continue to provide what they refer to as
13 stackable credentials. A student starts
14 with a certificate and they can either go
15 directly to work or they can stack on top
16 of that credit towards a higher level
17 degree.

18 So right now the success of the
19 TAACCCT Grant, we were above the goal
20 that we set out, which was set out four
21 years ago. It was a \$20 million grant
22 that we received spread out through the
23 state. We had a significant portion of
24 that. That is a successful program.

25 Our Auto Tech program, as you

1 4/22/15 - WHOLE - BILL 150162, etc.
2 know, the Governor saw, is very
3 successful. Our biggest challenge there
4 is to keep students there, because
5 they're so talented once they've gone
6 through a couple of the classes that
7 we've had, that they often find a job.
8 So we really are pushing to try to get
9 them to complete and to graduate. But
10 that's a program, and we also hope to be
11 able to leverage that program so that we
12 can provide more continuing ed and
13 certificate programs for folks that are
14 already in the industry and need upgrade
15 in their skills -- need an upgrade in
16 their skills.

17 So our goal specifically in the
18 West Philadelphia area is to expand Auto
19 Tech. And then, of course, we have the
20 health sciences. All of our health
21 science programs are very successful in
22 placing students into the field. If
23 you've been to a dental hygienist in the
24 last number of years, you probably had a
25 CCP student care for you. So dental

1 4/22/15 - WHOLE - BILL 150162, etc.
2 hygienist, digital imaging. Our nursing
3 program is very successful, and we do
4 have computer technology programs that
5 are entry-level programs as well.

6 COUNCILWOMAN BLACKWELL: And
7 some of this -- we know President Obama
8 has been talking about supporting
9 community colleges for career training as
10 well. So I'm assuming that some of that
11 comes from the feds as well?

12 DR. GENERALS: Well, the
13 TAACCCT Grant was a federal grant. That
14 was a federal grant. There are more.
15 There's a huge apprenticeship grant. We
16 probably have missed the deadline on
17 that, but we're working with some other
18 entities with that. And this budget is
19 predicated on building out our workforce
20 development areas, workforce development
21 and workforce readiness. That's a prime
22 purpose for a lot of the dollars that we
23 hope to be able to get through this
24 year's budget.

25 COUNCILWOMAN BLACKWELL: Thank

1 4/22/15 - WHOLE - BILL 150162, etc.
2 you. And let me say you couldn't have a
3 better person than Matt Bergheiser. So
4 whenever you want to even think about
5 what we need and want, all you have to do
6 is look next to you and see Matt
7 Bergheiser, because he's wonderful and
8 does a great job as head of UCD as well
9 as what he does for CCP, and we want to
10 certainly give a personal thank you to
11 him as well, in addition to doing job
12 training. So he's a good person for
13 us -- for you to have and for us to have
14 in West Philadelphia.

15 MR. BERGHEISER: Thank you,
16 Councilwoman.

17 DR. GENERALS: Thank you.

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

20 COUNCIL PRESIDENT CLARKE:
21 Thank you, Councilwoman.

22 The Chair recognizes
23 Councilwoman Reynolds Brown.

24 COUNCILWOMAN BROWN: Thank you.

25 Good morning and welcome.

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2 (Good morning.)

3 COUNCILWOMAN BROWN: Is this
4 your first round or first opportunity
5 where you're sitting with members for a
6 budget cycle?

7 DR. GENERALS: Yes.

8 COUNCILWOMAN BROWN: Okay. So
9 first questions regarding programmatic
10 questions around the work that you're
11 doing there at Community College. I try
12 to stay as familiar as I can with the
13 interface and able assistance of Lynette
14 Brown-Sow, who is always on the ground
15 trying to keep us informed and connected
16 with the developments at Community. So I
17 want to acknowledge her and say thank you
18 publicly for that. I appreciate it.

19 You mention on Page 1 of your
20 testimony, quote, "obsolete programs and
21 business practices will be eliminated and
22 high-priority programs will be
23 developed." So speak to a couple of
24 examples of those that will be eliminated
25 and why, and then on the flip side,

1 4/22/15 - WHOLE - BILL 150162, etc.
2 high-priority programs will be developed
3 and what they are.

4 DR. GENERALS: Every month we
5 go through a process of analyzing and
6 reviewing our programs. The last one
7 that comes to mind was the -- GIS is one
8 example, but there was another one, one
9 of the certificates for the youth
10 services, Youth Works program.

11 So the GIS, Geographical
12 Information Systems program, is a program
13 that just did not pan out the way that we
14 thought it would. So we've dropped that
15 program at this point. There was a
16 certificate program under our Youth
17 Works, broader Youth Works program, but
18 within that there's a certificate program
19 that we've dropped.

20 So every month we review the
21 programs that we have and we continue to
22 eliminate and/or suspend. Sometimes we
23 just suspend them so that we could
24 restructure the programs.

25 COUNCILWOMAN BROWN: Sure.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 Pull the mike closer to you.

3 DR. GENERALS: In terms of
4 business practices, I have my business
5 team here. We continuously look for ways
6 to save dollars. We look at positions in
7 a very careful way as they become vacant,
8 and I think we've done a fairly good job
9 in downsizing in areas that we don't have
10 a continued need.

11 So the business practices, it's
12 a pretty vast enterprise, and within the
13 context of that, we can get you a list of
14 the specific programs that we either
15 eliminated or downsized or scaled down in
16 an effort to save money, but as a general
17 practice, we have a very efficient
18 mindset as it relates to our business
19 practices.

20 The second part of your
21 question was?

22 COUNCILWOMAN BROWN: What
23 programs are you now --

24 DR. GENERALS: Specifically
25 advanced manufacturing.

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2 COUNCILWOMAN BROWN: Advanced
3 manufacturing?

4 DR. GENERALS: Advanced
5 manufacturing. That's a specific area of
6 program growth that we hope to embark
7 upon. There is a need, and the term
8 "advanced manufacturing" is a pretty
9 broad term. It includes robotics. It
10 includes electrical technicians. It
11 includes chemical technology. So there's
12 a variety of areas in there. We are in
13 the process of searching for a VP to help
14 us in that very specific area, very
15 specialized area. I think it crosses
16 some of the programs that we currently
17 have in Auto Tech, specifically in the
18 areas of sustainability and alternative
19 energies. I think that's an area that we
20 can build into, all of which require some
21 level of investment.

22 COUNCILWOMAN BROWN: Sure.

23 DR. GENERALS: I think in our
24 enrollment strategies, there are some
25 programs that we can look to to attract a

1 4/22/15 - WHOLE - BILL 150162, etc.
2 broader sector of the international
3 community. I do think that that's an
4 area that I think we could leverage being
5 in Philadelphia and being surrounded by
6 so many of the large institutions. I
7 think that that's a source of revenue
8 that we need to take better advantage of.
9 And that's a programmatic area that I
10 hope to be able to build on, to build up.

11 COUNCILWOMAN BROWN: Is there
12 some linkage with the Mayor's --
13 Councilman Bobby Henon would be thrilled,
14 I'm sure, to hear about the emphasis and
15 focus on manufacturing program
16 initiatives. Is there some linkage with
17 the Mayor's Manufacturing Task Force?

18 DR. GENERALS: Yes. In fact,
19 he's going to -- Michael Cooper, I
20 believe that's his name, I've spoken to
21 him about our efforts having read all the
22 reports. I've been in meetings with him.
23 So there is a clear understanding of the
24 direction that we need to go. We
25 understand that hopefully in the years

1 4/22/15 - WHOLE - BILL 150162, etc.
2 down the future that the processing or
3 the distribution aspect of the Marcellus
4 Shale will come to a reality, and we need
5 to be prepared in terms of the
6 manufacturing abilities of the potential
7 workforce that will need to be trained in
8 that area.

9 COUNCILWOMAN BROWN: I do have
10 a question related specifically to the
11 energy hub, but before we get to that,
12 President Clarke has spoken consistently
13 about how we need to do better as a city
14 in connecting with the School District.
15 So when talking about your term
16 "enrollment strategy," what strategies
17 have been explored to ensure that young
18 people at Bok and other voc schools are
19 linked to the new programs that you're
20 putting in place?

21 DR. GENERALS: We are very
22 aggressively reaching out to the public
23 school systems in a way that helps to
24 create pathways, programmatic pathways,
25 from junior, senior, actually probably

1 4/22/15 - WHOLE - BILL 150162, etc.
2 earlier, in high school through the
3 Community College and to a four-year or
4 out if they choose to do so.

5 COUNCILWOMAN BROWN: So what
6 does that mean? Does that mean you have
7 a professional principally charged with
8 working with the Director of Partnerships
9 at the School District? Put that in
10 tangible terms for me.

11 DR. GENERALS: So very
12 specifically, we're in the middle of a
13 search for a Vice President for Workforce
14 and Economic Innovation. We have a new,
15 as of July 1, Vice President for
16 Strategic Initiatives, whose job it will
17 be to focus on those types of initiatives
18 that are either at the very early stages
19 or have been lingering for some time. We
20 have been working and speaking and
21 negotiating with the school system over
22 the Ben Franklin School for about a year
23 now, not just for the purpose of the use
24 of the facilities, but also for
25 programmatic reasons. I've met with

1 4/22/15 - WHOLE - BILL 150162, etc.

2 David -- I'm still remembering people's
3 names -- David Kipphut, who is the
4 vocational technical --

5 COUNCILWOMAN BROWN:

6 Professional at the School District?

7 DR. GENERALS: --

8 superintendant, right, at the School
9 District. Our approach is not just to
10 focus on the facilities, but for the
11 programmatic aspects of it so that
12 students at a very early age become
13 interested in PLC, CNC, advanced
14 manufacturing, robotics, so on and so
15 forth.

16 We went to The Workshop School
17 a couple of weeks ago, Dr. Gay and I,
18 very innovative, very creative,
19 progressive school that integrates the
20 various technical areas in sciences, and
21 we have had follow-ups with that with
22 Dr. David Thomas, who is our Dean of
23 Community Outreach. And that's in the
24 West Philadelphia area. So we're
25 building on that.

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2 But, more importantly, again,
3 my conversations with Dr. Hite, we're of
4 the same mind that we really need to
5 create a relationship, a stronger
6 relationship, a systematic relationship
7 between the Community College and the
8 public schools, and we're both committed.
9 We actually -- Josie is here. We're
10 actually scheduling a meeting with the
11 senior teams from the Community College
12 and the School District to create a
13 strategy with a work plan that enables
14 the very types of things that you're
15 talking about, so that it's much more
16 comprehensive and it's really designed to
17 be a systematic approach towards creating
18 those relationships.

19 COUNCILWOMAN BROWN: And so the
20 bad news is that we've heard of the
21 interests and the theory around wanting
22 to make this happen for many years, and
23 now we have two professionals in place in
24 you and Dr. Hite who want to get it
25 right, but our children can't wait. So

1 4/22/15 - WHOLE - BILL 150162, etc.
2 if you had to look in a crystal ball to
3 determine when something -- a hard
4 document is in place that then speaks to
5 the execution of a plan, where will we
6 be? Fall 2015? Fall 2016? What would
7 you speculate?

8 DR. GENERALS: An actual hard
9 document? I think that's something
10 within the next quarter we could probably
11 put together for you.

12 COUNCILWOMAN BROWN: Okay.

13 DR. GENERALS: We're putting
14 this meeting together, you know. I know
15 there's a lot of meetings in
16 Philadelphia, but this is really designed
17 to get all of the principal players
18 around the table with a strategy for
19 building this relationship between the
20 two. There are a lot of parts. It's a
21 very large School District, and I think
22 when you look at the numbers of students
23 who come to Community College of
24 Philadelphia, we really are the most
25 natural choice for those students.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 We just rolled out the
3 scholarship, the 50th scholarship, which
4 is designed to encourage and to
5 incentivize students who may have
6 considered going to one of the other
7 institutions to come to us. And so part
8 of that is providing summer boot camps,
9 if you will, for those students who
10 haven't yet reached the college-level
11 requirement that we're asking, and we
12 will enable them to do whatever
13 remediation they will have to do, so that
14 once the fall gets here, they're at the
15 college level and they'll be able to take
16 full advantage of that scholarship.

17 That program -- we have pieces
18 to that program now. We need to expand
19 that program so that it does go across
20 the City. So that's happening this
21 summer. So I would say in the next
22 quarter, by September, you know, the
23 latest, October, we'll be able to -- I'm
24 in part speaking for Dr. Hite now, but
25 we'll be able to give you a broad-scope

1 4/22/15 - WHOLE - BILL 150162, etc.

2 picture of where we are, where we're
3 going to go, and how we're going to get
4 there and how long it's going to take.

5 COUNCILWOMAN BROWN: Okay. I
6 have additional questions, Council
7 President. I'll wait for the next round.

8 COUNCIL PRESIDENT CLARKE: Go
9 ahead. Nobody else teed up.

10 COUNCILWOMAN BROWN: Okay. So
11 now you've spoken to -- thank you --
12 alternative energies and the emerging
13 urgency of making sure that our city is
14 equipped with vocational programs and
15 getting young people ready to move into
16 this new world order of energy hubs. So
17 with recent discussions about
18 Philadelphia becoming a liquefied natural
19 gas hub and with our School District
20 already exploring such partnership
21 opportunities, what do you envision CCP
22 doing with regards to developing
23 vocational programs centered around jobs
24 and training in this field? Because when
25 you listen to the experts, it's a huge

1 4/22/15 - WHOLE - BILL 150162, etc.
2 opportunity. It's not going to go away,
3 and either we can get our young people
4 ready or we can miss the opportunity for
5 all of what that means for those who want
6 to work.

7 So where is the university in
8 gearing up and preparing for this new
9 world order around --

10 DR. GENERALS: Sure. So we've
11 done some reorganization at the College.
12 Part of that -- first of all, I will be
13 the first to advocate and to champion and
14 to lead the way. But we have created a
15 Vice President -- a senior-level
16 position, Vice President for Workforce
17 and Economic Innovation. We described it
18 as such because, as you know, alternative
19 energies and --

20 COUNCILWOMAN BROWN: Is here.

21 DR. GENERALS: -- the types of
22 things they're talking about is as a
23 result of innovation. So that person's
24 job and responsibility will be to partner
25 with the businesses and industries,

1 4/22/15 - WHOLE - BILL 150162, etc.
2 understand what's going on relative to
3 state and federal regulation as it
4 pertains to energies, understand the
5 impact and the possibilities of the
6 Marcellus Shale distribution hub that
7 will roll out here, work and find
8 opportunities on the shipping in the
9 shipping yard for the College, work with
10 the School District. I firmly believe
11 that it has to be more than workforce
12 development. It has to be workforce
13 readiness, which means you need to get
14 these students at an earlier age. You
15 need to attract them to the types of
16 businesses and industries that they can
17 be a part of.

18 So it's a comprehensive
19 approach. This person will help us
20 identify the content areas. So, again,
21 workforce development is a big thing, but
22 you may need something very specific to
23 alternative energies, which is chemistry,
24 biology, and physics and so forth. There
25 are very specific industry-based aspects

1 4/22/15 - WHOLE - BILL 150162, etc.
2 to this whole thing that we're talking
3 about.

4 COUNCILWOMAN BROWN: That's
5 what I'm learning as well.

6 DR. GENERALS: So this person's
7 job will be 100 percent 24/7 focused on
8 that aspect of workforce innovation and
9 development.

10 COUNCILWOMAN BROWN: And I know
11 that it works. We had hearings in here a
12 couple of weeks ago -- and I can't
13 remember the topic issue; it may have
14 been environment and sustainability --
15 where there were representatives here
16 from Texas, and they spoke about how in
17 Houston or one of those towns down there
18 they have successfully linked up with the
19 neighboring community college and figured
20 out how to get young people engaged given
21 all of what was happening there. So
22 they're ahead of us in many ways, but
23 that affirmed for me that the opportunity
24 is here now for Philadelphia and we need
25 to be smart about how we prepare our

1 4/22/15 - WHOLE - BILL 150162, etc.

2 young people for that.

3 So when do you anticipate this
4 new hire?

5 DR. GENERALS: We have -- how
6 many candidates?

7 (Audience member talking
8 without a microphone.)

9 COUNCILWOMAN BROWN: So that's
10 going to be a minute, if you have 12 and
11 you've seen two. Having worked in hiring
12 and understanding the process, that's
13 going to be a while.

14 DR. GENERALS: Well, we want to
15 get the right person. I think this
16 person is somebody that has to be more
17 than the traditional workforce
18 development person, which I've worked a
19 lot, where they work with just the WIBs,
20 not the dominion, the WIBs, but they work
21 with just the WIBs in sort of the local
22 workforce environment. This really needs
23 to be someone that understands a much
24 broader aspect of where we are
25 regionally, statewide and, quite frankly,

1 4/22/15 - WHOLE - BILL 150162, etc.
2 the nation which relates to workforce
3 development, innovation, and readiness.

4 So we will hire the right
5 person, and we're going through the
6 process now. We've had a number of
7 candidates and we've begun to narrow that
8 down at this point. That's where we are.

9 COUNCILWOMAN BROWN: I failed
10 to ask in advance I'd like often to see
11 the demographics of the professional and
12 ad hoc workforce at CCP, and I failed to
13 ask that in advance, but if you could
14 submit later exactly that, what are the
15 demographics with regards to your faculty
16 and staff at CCP as of this date. Submit
17 that to the President.

18 Graduation success. In, again,
19 reviewing the testimony, your graduation
20 rates are exploding, which is a wonderful
21 thing. My question has to do with the
22 JobTrakPennsylvania, which is cited on
23 Page 4 of your testimony. Could you talk
24 about that a bit more and are there plans
25 to grow that particular program?

1 4/22/15 - WHOLE - BILL 150162, etc.

2 DR. GENERALS: That was part of
3 the TAACCCT Grant. So the --

4 COUNCILWOMAN BROWN: TAACCCT?

5 DR. GENERALS: TAACCCT, Trade
6 Adjustment something --

7 COUNCILWOMAN BROWN: Probably
8 one of those government alphabet
9 programs.

10 DR. GENERALS: Right. So that
11 grant runs out in October. The grant
12 dollars run out, and we're closing that
13 grant out at this point. There are other
14 grants around the state that we're able
15 to tie into as a result of the
16 continuation of that, but this is an
17 Obama Administration initiative, so it
18 pretty much runs out.

19 Our goal is to -- as in any
20 grant, you need to figure out ways to
21 bring it into the College campus. So we
22 have equipment there. We have expertise
23 there. Part of it is this JobTrak, which
24 is run by the state. It's a state-run
25 program --

1 4/22/15 - WHOLE - BILL 150162, etc.

2 COUNCILWOMAN BROWN:

3 Initiative.

4 DR. GENERALS: -- basically,
5 right, that connects jobs with employers
6 and potential employees.

7 So we'll find ways to continue
8 that. We're finding ways to continue
9 that which worked. Those things that did
10 not work, we'll just -- will not be
11 funded.

12 But specifically the advanced
13 manufacturing is something that has
14 worked for us and we plan to continue
15 that as part of our continuing workforce
16 development initiatives.

17 COUNCILWOMAN BROWN: Totally
18 unrelated, just curious, does CCP have a
19 child care center?

20 DR. GENERALS: We do. We
21 partner -- who do we partner with? I'm
22 not even sure. It's a contract service,
23 yes.

24 COUNCILWOMAN BROWN: I see.
25 Okay.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 DR. GENERALS: If you come up
3 16th Street, it's the trailers right
4 before you get to the school, in the
5 middle of the block.

6 COUNCILWOMAN BROWN: Thank you
7 very much.

8 Thank you, Mr. President.

9 I want to say a huge thank you
10 too for CCP always being willing to host
11 the African American Children's Book
12 Fair. We know that that experience is
13 huge, and every year CCP gives Vanesse
14 Lloyd-Sgambati the venue where she can
15 really draw in thousands of kids who want
16 to read, who just want a free book. So
17 thank you for that.

18 DR. GENERALS: Thank you.

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

21 COUNCIL PRESIDENT CLARKE:
22 Thank you, Councilwoman.

23 Doctor, real quick before I
24 turn it over to Councilman Neilson, with
25 respect to our earlier conversation about

1 4/22/15 - WHOLE - BILL 150162, etc.
2 the dual enrollment, can you forward
3 information on that, detailed information
4 on the current program, how many
5 participants, the costs associated with
6 enacting that program per student or
7 however you project those costs with
8 respect to your budget, and is that a
9 separate line item in your internal
10 budget.

11 DR. GENERALS: We have -- there
12 are grant -- Judy, do you know? I think
13 it's -- right. So depending on the
14 school, it depends on how we get paid.
15 In some instances, the parents pay for
16 it. In some instances, we're able to
17 reduce the cost far enough. So it's a
18 multitude of things.

19 COUNCIL PRESIDENT CLARKE:
20 Okay. Very detailed information on that.

21 And, lastly, if you don't
22 answer -- if you can't answer this right
23 now, if money was appropriated from the
24 City Council of Philadelphia to spend it
25 on that program, is it under your

1 4/22/15 - WHOLE - BILL 150162, etc.
2 authority as, one, the role you play at
3 the school versus the Board that you
4 would target that money specifically for
5 that program or would it go into your
6 General Fund budget? And would that be
7 something that --

8 DR. GENERALS: Yes, it would be
9 much like any grant. I mean, it would be
10 separate from our operating budget and it
11 could be targeted for a specific reason.

12 COUNCIL PRESIDENT CLARKE: If
13 that money came from City Council of
14 Philadelphia and subsequently the Mayor,
15 that it would be targeted for that
16 program and that program alone?

17 DR. GENERALS: Yes.

18 COUNCIL PRESIDENT CLARKE: All
19 right. Okay. And one last thing with
20 respect to the energy issue that
21 Councilwoman Reynolds Brown referenced,
22 and I was told this a year or so ago
23 about an opportunity to get revenues to
24 provide training for Marcellus Shale.
25 Doctor, I don't think you were here. And

1 4/22/15 - WHOLE - BILL 150162, etc.
2 it was a vote by the Board to deny that
3 money coming. Is that --

4 MR. BERGHEISER: I don't --

5 COUNCIL PRESIDENT CLARKE: I
6 got this from Governor Corbett's people.
7 There was an opportunity for revenue to
8 provide training for Marcellus Shale.

9 MR. BERGHEISER: If I recall
10 correctly, it wasn't a vote by the Board.
11 I think there was some angst among staff
12 members, but nothing had ever come to a
13 formal conclusion. I think we're as a
14 Board, as an organization, we're just, as
15 Dr. Generals said, we're very open to
16 connecting to all kinds of opportunities
17 in the new economy and to doing right by
18 our students. So we're open to
19 discussions like that.

20 COUNCIL PRESIDENT CLARKE: So
21 it was not a Board vote, but the staff
22 essentially made a decision that they
23 were not interested in that revenue?

24 MR. BERGHEISER: I think there
25 was concern expressed by all factions

1 4/22/15 - WHOLE - BILL 150162, etc.
2 kind of inside and outside the College,
3 you know, much as there is public debate
4 about various issues. It was not any
5 kind of official or Board-level decision.

6 COUNCIL PRESIDENT CLARKE: So
7 are those people that showed whatever
8 angst or internal concern, are they still
9 there? Because we're talking about this
10 opportunity --

11 DR. GENERALS: It's my
12 understanding it was a one-time
13 scholarship offer for students for about
14 \$15,000, and apparently --

15 COUNCIL PRESIDENT CLARKE: Per
16 person?

17 (Audience member talking
18 without microphone.)

19 COUNCIL PRESIDENT CLARKE: I
20 can't -- do you want to come up.

21 (Witness approached witness
22 table.)

23 COUNCIL PRESIDENT CLARKE: Just
24 state your name for the record.

25 MS. BROWN-SOW: Lynette

1 4/22/15 - WHOLE - BILL 150162, etc.

2 Brown-Sow.

3 It was a \$15,000 scholarship
4 for Marcellus Shale for scholarships for
5 students that are in energy programs.
6 Just a one-time.

7 COUNCIL PRESIDENT CLARKE:
8 Okay. Well, why did you not accept that
9 opportunity?

10 MS. BROWN-SOW: One-time
11 scholarship for Marcellus Shale for
12 students who were interested in energy
13 programs.

14 COUNCIL PRESIDENT CLARKE: So
15 why did we not accept that opportunity?

16 MS. BROWN-SOW: No. We do have
17 that.

18 COUNCIL PRESIDENT CLARKE: Did
19 you take the money?

20 MS. BROWN-SOW: Yes, we did.

21 COUNCIL PRESIDENT CLARKE: So
22 what I heard from the folks representing
23 the Governor, former Governor -- let me
24 make clear, former Governor -- that's not
25 accurate?

1 4/22/15 - WHOLE - BILL 150162, etc.

2 MS. BROWN-SOW: No, that's not
3 accurate.

4 COUNCIL PRESIDENT CLARKE: All
5 right. Are you sure? Because I'm going
6 to ask them to give me that information.

7 MS. BROWN-SOW: I'm absolutely
8 sure.

9 COUNCIL PRESIDENT CLARKE: They
10 presented very detailed information on
11 that process.

12 MS. BROWN-SOW: We didn't know
13 about that at all. We had talked about
14 Marcellus Shale. I think there is some
15 concern from faculty. That's when the
16 whole Marcellus Shale issue started
17 coming up, but there was never any
18 detailed discussions about programs or
19 services. The only thing was the
20 Marcellus Shale Coalition gave us \$15,000
21 in scholarships.

22 COUNCIL PRESIDENT CLARKE:
23 Okay. All right. Thank you.

24 The Chair recognizes Councilman
25 Neilson.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 COUNCILMAN NEILSON: Thank you,
3 Mr. President.

4 And thank you for coming today.
5 Just a followup on the Councilwoman's
6 question about the Trade Adjustment
7 grants. That was a federal program and
8 that was for displaced workers. That was
9 put in effect when they were closing some
10 of the plants around the Commonwealth.
11 They threw that in there to try and help
12 these people find jobs if their jobs went
13 overseas.

14 On April 6th, there's a major
15 announcement about providing free college
16 tuition to some of our needier students.
17 Can you explain that program to us,
18 please.

19 DR. GENERALS: So the 50th
20 Anniversary Scholarship program will be
21 for students who are Pell eligible, which
22 by definition means they are needy
23 students, financially needy students.
24 They qualify by testing into our college
25 level in reading and writing. We're

1 4/22/15 - WHOLE - BILL 150162, etc.
2 giving them one semester leave for
3 mathematics, and after their Pell dollars
4 are exhausted, we will meet the gap
5 between the Pell and the final cost of
6 their tuition, which on average is about
7 \$450 per student per year. So the goal
8 is to attract students -- oh, excuse me,
9 and they have to enroll full time. They
10 have to enroll full time and they have to
11 adhere to a couple of other aspects.
12 They have to see their advisor, their
13 counselor, and they have to provide some
14 kind of community service to either the
15 College or the community.

16 We are funding that through our
17 foundation, through private dollars, and
18 we are also as an extra aspect to this,
19 we see this as very tangible things that
20 potential donors could get by to support.
21 So our goal right now is to raise \$10
22 million to support this in perpetuity.
23 We have the money to support it for the
24 next three years, and we'll review it.
25 Hopefully we'll have the opportunity to

1 4/22/15 - WHOLE - BILL 150162, etc.

2 expand it. But that's what it's about.

3 COUNCILMAN NEILSON: Thank you.

4 In your testimony you mention
5 that the College lacks programs in areas
6 of workforce development readiness. How
7 are you going to --

8 DR. GENERALS: Well, we need to
9 build in those areas. I won't say
10 there's zero.

11 COUNCILMAN NEILSON: I'm just
12 reading your testimony. That's what I
13 wanted to make certain that I clearly
14 understood, because it's my understanding
15 that your involvement with Philadelphia
16 Works puts you on the forefront of what
17 our local businesses and community needs.
18 So is it more like not so much lacking
19 that knowledge, but the readiness to get
20 your hands around that new program such
21 as manufacturing?

22 We're trying to do some
23 manufacturing, and we recently learned
24 that Agusta Helicopter up in the Far
25 Northeast right by your Community College

1 4/22/15 - WHOLE - BILL 150162, etc.

2 plant is going to --

3 MR. GENERALS: I didn't hear
4 that last part.

5 COUNCILMAN NEILSON: Agusta
6 Airport up in the Northeast is going to
7 go through a big expansion because they
8 just got a major project going on. Are
9 you teaming up with any people like that
10 for the manufacturing end of it to give
11 our students the ability to learn
12 manufacturing needs and those computer
13 needs that are needed to actually build
14 these helicopters? I mean, just
15 something like that.

16 DR. GENERALS: I've see the
17 article. I've not met, and I've talked
18 to my staff about how we need to meet
19 these folks and see what we can -- where
20 and how we can partner. But we have
21 talked to a number of industry sectors,
22 if you will, about what their needs are
23 relative to the training that we can
24 provide.

25 I want to be clear, we do have

1 4/22/15 - WHOLE - BILL 150162, etc.
2 some workforce readiness programs. We
3 have Auto Tech, which is very successful.
4 We have the TAACCCT Grant, which was
5 quite successful, and we have a full
6 complement of health science career-based
7 programs, which are also very successful.
8 My goal is to expand that in a way that's
9 consistent with the needs. I think that
10 we are not meeting the full needs of the
11 City or the region relative to the
12 workforce demand, and so part of what I
13 hope to do and part of what I will expect
14 this Vice President for Workforce and
15 Economic Innovation to do is to further
16 find out what those needs are and then
17 parlay that information into programmatic
18 areas that we can grow.

19 COUNCILMAN NEILSON: Now, on
20 the Council President's note, I would
21 like to say, would that be something
22 you'd be interested in expanding into our
23 public high schools with a program? So
24 maybe they can get a beginning taste if
25 we budgeted money towards you to put in

1 4/22/15 - WHOLE - BILL 150162, etc.
2 programs in our high schools to better
3 prepare our high school students for the
4 workplace or expand even further and go
5 to college after school? Like say the
6 auto program that you spoke about.
7 Because we have high schools around the
8 City with the training facilities right
9 in there and they've been constantly
10 closing, closing, closing, closing due to
11 budget. If we fund that through you, do
12 you think that's something you can get to
13 our high school students, something to
14 better prepare and give them a brighter
15 outlook on life instead of saying, hey,
16 I'm done high school, I'm going to go
17 work at McDonald's?

18 DR. GENERALS: Again, I think
19 the idea of us working collaboratively
20 and creating pathways from high school --

21 COUNCILMAN NEILSON: You like
22 that idea or love it?

23 DR. GENERALS: I like that
24 idea. I don't want to get into a debate
25 about the public school dollars versus

1 4/22/15 - WHOLE - BILL 150162, etc.
2 ours. I think that's a great idea that
3 should be funded, however way it's
4 funded. It will cost. There will be a
5 need for investment. I continue to
6 believe that the earlier we can attract
7 students to these jobs and to these
8 fields, the more likely we will be in
9 being able to enroll them into these
10 positions.

11 The manufacturing field is not
12 your mom and pop's factories anymore, and
13 a lot of the parents still see it as
14 that. So when their kids are making
15 choices in the 8th grade about what kind
16 of high school program they're going to
17 go into, they still have this notion of
18 the very pure traditional liberal arts
19 route toward success, when the fact is
20 you need to be very STEM savvy to go into
21 any entry-level job in advanced
22 manufacturing. Most of it has aspects of
23 robotics. Auto tech is a very
24 sophisticated field right now. And so I
25 think the partnership has to be not just

1 4/22/15 - WHOLE - BILL 150162, etc.
2 with the school systems, but also with
3 the business and industries in the form
4 of cooperative education, providing
5 students an opportunity to shadow and to
6 see some of these chances, these
7 opportunities which are very attractive
8 or could be very attractive to students.
9 So I think we have to figure out a way to
10 create that pathway from roughly the 8th
11 grade going into the 9th grade and all
12 the way through, and that requires
13 support. It requires a strong
14 partnership between the Community College
15 and the public school sector. And
16 however way we support it, I would love
17 to have the dollars, but, again, I don't
18 want to get into that political debate.

19 COUNCILMAN NEILSON: The last
20 part of my statement is, part of your
21 request should be that the Mayor put you
22 on his Manufacturing Task Force. You
23 might want to add that in your record.
24 This way, you can be at that table with
25 all these manufacturers and what they're

1 4/22/15 - WHOLE - BILL 150162, etc.
2 doing. Councilman Henon has spearheaded
3 it for City Council here, and I would
4 just suggest that. I know Lynette has a
5 great relationship with most of us at the
6 table here, that maybe they can get you
7 to that table and make certain that
8 you're part of that so we can grow
9 together.

10 And I have nothing further, and
11 thank you for coming today.

12 Thank you, Mr. President.

13 COUNCIL PRESIDENT CLARKE:
14 Thank you, Councilman. I like your
15 thinking.

16 The Chair recognizes
17 Councilwoman Tasco.

18 COUNCILWOMAN TASCO: I think
19 that's a good idea. He should be at the
20 table. So should Dr. Hite. Coming out
21 of the Northeast, that's a pretty decent
22 idea.

23 COUNCILMAN NEILSON: Remember,
24 I'm your Councilman.

25 COUNCILWOMAN TASCO: I just

1 4/22/15 - WHOLE - BILL 150162, etc.
2 want to say thank you very much for you
3 and the College's support of the site at
4 Godfrey Avenue, which is in the 9th
5 Councilmanic District, and I thank you
6 for allowing my community organizations
7 to be able to meet there. We don't have
8 that many facilities where they could
9 meet, so we appreciate that cooperation,
10 and I wish you well in your tenure.

11 DR. GENERALS: Thank you.

12 COUNCILWOMAN TASCO: Thank you.

13 COUNCIL PRESIDENT CLARKE:

14 Thank you, Councilwoman.

15 The Chair recognizes Councilman

16 Oh.

17 COUNCILMAN OH: Thank you very
18 much, Council President.

19 Good morning.

20 (Good morning.)

21 COUNCILMAN OH: I have a
22 similar question. I guess that's our
23 thought of the day.

24 So we did hold some hearings in
25 City Council around vocational career

1 4/22/15 - WHOLE - BILL 150162, etc.
2 and, in particular, having
3 representatives from Germany,
4 Switzerland, and Austria around VET,
5 which is their program in Europe, which
6 has been very successful. It's a
7 selective program, public school. They
8 have a heavy math and science, computer
9 program for two years, and then in the
10 next two years, the student goes to work
11 at companies like Mercedes-Benz or Boeing
12 or something like that. And they will
13 have three days in the workforce where
14 they're paid and two days in the
15 classroom continuing with the theoretical
16 knowledge and other things. And when
17 they graduate, they get two degrees. One
18 is their high school degree and they get
19 a degree for their specific profession,
20 which then makes them eligible to get a
21 job anywhere in Europe, and they're in
22 high demand. So if they don't end up
23 working at, for example, a Boeing, they
24 are easily picked up by another -- I
25 mean, the hiring rate is quite good. The

1 4/22/15 - WHOLE - BILL 150162, etc.
2 salary is very good, things like that.
3 And so the reason I'm asking
4 you is just kind of not theoretical. I
5 actually wrote a bill and a governance
6 change for the School District of
7 Philadelphia, including an elevation of a
8 vocational career and including a VET
9 aspect to it. In speaking with the
10 School District folks and some other
11 things and with Harrisburg, the issue of
12 how a VET-type program could actually be
13 implemented in Philadelphia, because
14 we're not Europe, the issue arises that
15 legislatively, I suppose, in Harrisburg
16 and then in Philadelphia and then with
17 Community College. The mechanisms of
18 basically tying a VET program into a
19 three-year high school degree -- I mean,
20 three years of high school with two years
21 in Community College, so that you do
22 instead of four years of high school five
23 years and you end up with a two-year
24 Associate's degree in the profession with
25 actual work hours. The funding, not

1 4/22/15 - WHOLE - BILL 150162, etc.
2 being a grant from the corporation, the
3 funding being the salary paid to the
4 students. They're paid prevailing wages
5 and the grant through the government.
6 Because I'm reading your part about
7 obsolete programs being done away with,
8 high-priority programs. I mean, with the
9 cost of college and just the whole change
10 in the economy, it seems that community
11 colleges are the institutions that have
12 probably the widest and largest potential
13 to actually prepare our young people for
14 jobs in today's industry.

15 Could you give me your
16 thoughts? Do you know things about this?
17 What are your thoughts on those type of
18 things?

19 DR. GENERALS: In general, what
20 you've described is an early college
21 program approach. I'm not familiar with
22 that one, but I know IBM has a similar
23 type program in the states. I believe
24 Chicago -- I think it's Chicago --
25 whereby students within five years -- in

1 4/22/15 - WHOLE - BILL 150162, etc.
2 some instances there's a program between
3 Bard College and LaGuardia College in New
4 York where it's actually four years.
5 Students are able to do it four years.

6 COUNCILMAN OH: I actually
7 visited Pathways High School in Brooklyn,
8 and that is the IBM program.

9 DR. GENERALS: Okay.

10 COUNCILMAN OH: That has had
11 tremendously good results. I'm sorry to
12 interrupt. I just want to say what a
13 fantastic program. They draw from the
14 neighborhood, mostly African American
15 kids from the neighborhood, heavy math.
16 They do fantastic in the academics.
17 They're tied in. IBM actually doesn't
18 hire them. That's not what they do. I
19 think that's a misreport. But IBM funds
20 and supports the school and offers the
21 opportunity for jobs, but they're
22 actually not tied in.

23 And so the thing that I find
24 attractive about this is telling young
25 people, who oftentimes are struggling to

1 4/22/15 - WHOLE - BILL 150162, etc.
2 make the right decision, that instead of
3 four years of high school and a gap and
4 then a decision, that you are as a
5 freshman going into a five-year program
6 that you end up with a two-year degree,
7 experience in the workforce that keeps
8 them interested and focused on their
9 learning and getting real-life
10 experience, meeting top-of-the-line
11 managers and producing top-of-the-line
12 stuff and getting paid, which a lot of
13 times is very attractive for young people
14 to continue their education. And what is
15 the role of Community College in this
16 process of transforming our education and
17 training here in the City of
18 Philadelphia?

19 DR. GENERALS: So you're right.
20 My belief is community colleges have
21 never been in a greater spotlight at this
22 point because of the needs of the nation
23 and the economy and so forth. I think we
24 can play the role of being the nexus
25 between public schools, the four-year

1 4/22/15 - WHOLE - BILL 150162, etc.
2 institutions, and the business and
3 industries because of the nature of what
4 we do.

5 We have talked about it, again,
6 with Dr. Hite, the notion of an early
7 college. We've talked with some funders
8 about supporting this. But to answer
9 your question, I believe fundamentally
10 the model of K-12 plus two, plus four,
11 K-12 plus four has to change. It has
12 changed in Europe. The Bologna model
13 basically does exactly that. And I think
14 we need to aggressively pursue this, not
15 just with the public schools and the
16 community colleges, but with the
17 businesses, public officials. Everyone
18 needs to really play a part, because it's
19 a vast undertaking. You need to be able
20 to find ways to attract students earlier
21 on, to keep them attracted. So I think
22 that includes summer programs, summer
23 work programs. You need to find ways to
24 develop a cooperative ed. So part of the
25 day the student is spending their time in

1 4/22/15 - WHOLE - BILL 150162, etc.
2 one of the businesses and/or industries.
3 And I think money, wage, a salary for
4 working should be part of it. But the
5 key is getting them interested in the
6 field.

7 The secondary key is getting
8 them interested in the math and sciences,
9 which too often, especially in minority
10 communities, is a big challenge. So I
11 think there are areas of interest that
12 include math and science like robotics
13 that you can, by enabling them to see
14 math and science in action, the practice
15 of it as opposed to the sort of abstract
16 theoretical notions of it, at an earlier
17 age, learning to do by doing, that you
18 can expand the pool. You're not going to
19 get everybody, but you can expand the
20 pool and ultimately -- five years is a
21 short amount of time. You can create a
22 fairly sizable workforce in a very quick
23 time, but it does take the assistance of
24 everybody involved and a concerted,
25 coordinated effort. That's the other

1 4/22/15 - WHOLE - BILL 150162, etc.
2 thing, because there's so many disparate
3 parts, it does take a coordinated effort
4 so that everyone is moving in the same
5 direction.

6 COUNCILMAN OH: Thank you very
7 much, Doctor. Thank you.

8 Thank you, Council President.

9 COUNCIL PRESIDENT CLARKE: Are
10 you good, Councilman?

11 COUNCILMAN OH: Yes.

12 COUNCIL PRESIDENT CLARKE: All
13 right. Thank you. There's no one else
14 teed up. I want to thank you very much
15 for your testimony. And we will await
16 the information on the dual enrollment
17 courses.

18 DR. GENERALS: Great.

19 COUNCIL PRESIDENT CLARKE:
20 Thank you very much, and keep up the good
21 work.

22 (Witnesses approached witness
23 table.)

24 COUNCIL PRESIDENT CLARKE: Good
25 morning.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 COMMISSIONER STITT: Good

3 morning.

4 COUNCIL PRESIDENT CLARKE:

5 Thank you. Next up we will have

6 Procurement.

7 Please proceed.

8 COMMISSIONER STITT: Good

9 morning, Council President Clarke and

10 members of City Council. I am Mary

11 Stitt, Commissioner of the Procurement

12 Department. I'm here to present for your

13 consideration the Procurement

14 Department's Fiscal Year 2016 budget

15 request. With me today is Deputy

16 Commissioner Trevor Day.

17 The Department is requesting a

18 total appropriation for all funds of

19 4,915,000, of which 4,837,000 is in the

20 General Fund. The proposed FY16 General

21 Fund allocation represents an increase of

22 \$44,000 over the FY15 estimated

23 obligations, which represents the

24 addition of a revenue-generating

25 full-time position in our Special

1 4/22/15 - WHOLE - BILL 150162, etc.

2 Services Unit for surplus disposal.

3 Two million one hundred and
4 ninety-four thousand, which amounts to 45
5 percent of the total General Fund budget
6 request, represents citywide
7 Charter-mandated advertising expenses.

8 As many of you are aware,
9 Commissioner Ortman retired at the end of
10 November 2014 and I became Commissioner
11 at that time.

12 The Department continues to
13 innovate the way it conducts business and
14 streamlines its operations. To bolster
15 this effort, we are planning to solicit a
16 front-end technology solution for system
17 modernization, and we have ramped up our
18 focus on staff training and professional
19 development. We recently sent 13 of the
20 Department's technicians to a three-day
21 training seminar to obtain credits
22 towards Public Procurement Buyer
23 certification through NIGP, the institute
24 for public purchasing.

25 While we still maintain several

1 4/22/15 - WHOLE - BILL 150162, etc.
2 retirement-eligible employees, the
3 Department has successfully hired and
4 trained 13 new employees over an 18-month
5 period who replaced the parting
6 employees, amounting to 28 percent of our
7 52 budgeted positions.

8 As noted in our written
9 testimony, the Procurement Department has
10 a diverse staff with 51.1 percent
11 identifying as black or African American,
12 40 percent Caucasian, 4.4 percent
13 Hispanic, 2.2 percent Asian, and 2.2
14 percent classified as other. Overall, 73
15 percent are women and 26 percent are men.

16 The Procurement Department
17 continues to foster contracting
18 opportunities for local business
19 entities, which are known as LBEs, and
20 OEO certified vendors. In 2014, 53
21 percent of the total procurement
22 contracted dollar amount was awarded to
23 LBEs.

24 Our department has engaged
25 various stakeholders, including vendors,

1 4/22/15 - WHOLE - BILL 150162, etc.
2 professional organizations, and fellow
3 City agencies, in an effort to solicit
4 ideas and initiatives to encourage and
5 increase participation. The Department
6 also plans to work more collaboratively
7 with City departments as they develop
8 contracting opportunities to improve
9 supplier diversity.

10 In FY14, the Service, Supply,
11 and Equipment Division issued 157 bids,
12 resulting in 257 contract awards,
13 totalling just over \$74 million. Also in
14 FY14, 945 small order purchases, which
15 are under \$32,000, were processed,
16 totalling over \$6.9 million. Currently
17 there are 44 active cooperative
18 contracts, with estimated contract value
19 amounts of approximately 49 million and
20 estimated cost savings of over 3.3
21 million annually.

22 The Public Works Division
23 processed 145 bids and awarded 112
24 contracts worth almost \$277 million.
25 Public Works also managed 21 concession

1 4/22/15 - WHOLE - BILL 150162, etc.
2 opportunities that have resulted in 75
3 contracts on behalf of various City
4 departments.

5 Additionally, in FY14, the
6 Special Services Unit collected close to
7 \$534,000 in revenue from the sale and
8 scrap of obsolete or unserviceable
9 property on behalf of various City
10 departments. The Department itself
11 awarded \$2,602 in contracts in FY14.

12 Mr. President, this concludes
13 my testimony. Should any Councilmember
14 wish to engage in further discussion or
15 have any questions, we'd be happy to
16 answer them or meet with them at their
17 convenience.

18 COUNCIL PRESIDENT CLARKE:
19 Thank you very much, Ms. Stitt. I
20 actually had a significant number of
21 questions prepared for you about
22 municipal advertising, but I realized you
23 no longer were in that role, so I had to
24 scrap that.

25 COMMISSIONER STITT: Well, I

1 4/22/15 - WHOLE - BILL 150162, etc.
2 would still be happy to answer if you
3 need it.

4 COUNCIL PRESIDENT CLARKE: I
5 know you would. I know you would.

6 I had a couple of quick ones.
7 I don't know the term that's used, the
8 formal term, in terms of, I guess, bulk
9 purchasing or piggybacking on procurement
10 with other agencies and departments
11 across the state. What role do we play?
12 Do we piggyback on, say, for instance,
13 procurement on the state level or other
14 institutions?

15 COMMISSIONER STITT: Yes, we
16 do. There are many -- the term is
17 piggybacking or cooperative contracts
18 utilizing contracts from other agencies
19 or from the state. These contracts do
20 have to be solicited through a similar
21 process to the City. They have to not
22 have any impact on our OEO participation
23 rates, and the total cost needs to be
24 below if we had solicited directly. In
25 the reverse, there are agencies that can

1 4/22/15 - WHOLE - BILL 150162, etc.

2 utilize our contracts also.

3 COUNCIL PRESIDENT CLARKE: So
4 traditionally as lay people when we go to
5 the store and you purchase more of
6 whatever it is, you get a better price.
7 The assumption is that the larger the
8 pool of purchasing power, the lower the
9 price would be and sometimes put us --
10 well, I guess every time put us in a much
11 better position.

12 Do we have a similar
13 arrangement with the Philadelphia School
14 District?

15 COMMISSIONER STITT: With the
16 School District, there have been times
17 when they utilized our contracts. We
18 have not utilized theirs, I believe. We
19 only utilize cooperative contracts that
20 are approved to make sure that the total
21 cost is below if we had done the direct
22 purchase ourselves, because sometimes we
23 would get a better cost with the
24 purchasing power of the City itself.
25 But, yes, the School District has used

1 4/22/15 - WHOLE - BILL 150162, etc.
2 some of our contracts.

3 COUNCIL PRESIDENT CLARKE: Are
4 we limited in terms of the opportunity to
5 piggyback with state lines or are we
6 restrained within the State of
7 Pennsylvania or could we enter into some
8 arrangement with the State of New Jersey
9 or municipalities of the state?

10 COMMISSIONER STITT: No, we
11 don't have any limitations, as long as we
12 meet those three requirements - total
13 cost is lower, they solicit in a similar
14 fashion, and there's no negative impact
15 to OEO participation. So as long as that
16 happens, it can be a cooperative that's
17 in California. And cooperatives are
18 usually municipalities from different
19 states and they come together exactly
20 what you're saying, to bring their buying
21 power, make it stronger and get a lower
22 price.

23 COUNCIL PRESIDENT CLARKE:
24 Okay. One question. With respect to
25 advertisement, not municipal but

1 4/22/15 - WHOLE - BILL 150162, etc.
2 contracts -- I guess what I want to say
3 is contracts with media, we're required
4 by law to have certain relationships with
5 a number of papers in terms of us
6 advertising Sheriff Sales and all the
7 other aspects of what we do, procurement,
8 all those other things. Do we have, as
9 it relates to OEO, do we have those
10 similar requirements on those type of
11 contracts with respect to newspapers and
12 other media outlets that we advertise in?

13 COMMISSIONER STITT: When it
14 comes to the advertising that goes
15 through the Procurement Department, we
16 are guided by the law, which is mandated
17 advertising, which says that we have to
18 advertise in one of the top three
19 circulating newspapers.

20 COUNCIL PRESIDENT CLARKE:
21 Correct.

22 COMMISSIONER STITT: And the
23 one that we choose is actually The
24 Philadelphia Tribune because of cost
25 savings with the Tribune. We don't put

1 4/22/15 - WHOLE - BILL 150162, etc.
2 it out to bid. We don't go with the
3 lowest responsible bidder or through an
4 RFP process, which is a different
5 weighted process of a competitive
6 opportunity.

7 COUNCIL PRESIDENT CLARKE: So
8 what you're telling me -- let me make
9 sure I understand what you just said. So
10 we're required -- actually, there's two,
11 because the Legal Intelligencer, I think,
12 by state law, we have to do that plus one
13 other. So you're saying that all of our
14 advertisement as it relates to all
15 aspects of what we do is through the
16 Tribune?

17 DEPUTY COMMISSIONER DAY: Hi.
18 I'm Trevor Day, Deputy Procurement
19 Commissioner.

20 So advertising -- I mean,
21 there's different requirements in the
22 Charter or Code for different items. So
23 I don't necessarily think we can go
24 through today all the specific
25 requirements, but generally, yes, they

1 4/22/15 - WHOLE - BILL 150162, etc.
2 are requirements to advertise in the
3 Legal Intelligencer. So when we're
4 required to do that, we do that.
5 Otherwise, if there are mandated
6 advertising, typically what the
7 Procurement Department does is, we do an
8 evaluation on an annual or semi-annual
9 basis looking at -- ensuring that we're
10 looking at the three top circulating
11 newspapers in Philadelphia, which
12 typically doesn't change, and then we go
13 with the lowest cost provider of those
14 three.

15 COUNCIL PRESIDENT CLARKE: And
16 my question is if there are any
17 requirements as it relates to
18 participation goals for those contracts.

19 COMMISSIONER STITT: There's
20 not.

21 COUNCIL PRESIDENT CLARKE: Is
22 there a reason why there's not?

23 COMMISSIONER STITT: I don't
24 know for sure, but I would think because
25 it doesn't go through the regular bidding

1 4/22/15 - WHOLE - BILL 150162, etc.

2 process. But if that's something you're
3 interested in, we can sit down and
4 certainly talk about it.

5 COUNCIL PRESIDENT CLARKE: I'm
6 just asking. You knew I knew the answer,
7 but I had to put it on the record.

8 COMMISSIONER STITT: No
9 problem.

10 COUNCIL PRESIDENT CLARKE: All
11 right. I'd like to talk to you about
12 that.

13 COMMISSIONER STITT: Sure. Of
14 course.

15 COUNCIL PRESIDENT CLARKE:
16 Thank you.

17 The Chair recognizes Councilman
18 Oh.

19 COUNCILMAN OH: Thank you very
20 much.

21 Good morning.

22 COMMISSIONER STITT: Good
23 morning.

24 COUNCILMAN OH: I just have one
25 question actually generated by my staff.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 So just curiosity, we made a request for
3 public information. It's a list of
4 public works contracted vendors, and that
5 was in July, and to date, we have not
6 received that information. My
7 understanding was, there was full
8 cooperation from your office. That's not
9 the issue. The issue appears to be that
10 there's some kind of antiquated software
11 or there's some difficulty collecting
12 this. Could you explain that? It's so
13 hard to understand, because we're
14 approaching a year.

15 COMMISSIONER STITT: Yes. So I
16 am aware of the request. The staff did
17 update me on your request when I became
18 Commissioner, and they have been able to
19 gather a good amount of that information.
20 We actually wanted to get in touch with
21 your office to see if we could sit down
22 and talk about it, make sure we're
23 gathering exactly what you need and kind
24 of work through it.

25 When it comes to antiquated

1 4/22/15 - WHOLE - BILL 150162, etc.
2 software, yes, the Procurement Department
3 does have a paper intensive and some of
4 our software is quite old, but we work as
5 best we can with what we are given. We
6 have been allocated funds to put -- as I
7 said in my testimony, we have been
8 allocated funds to put a front-end
9 modernization system into place. That
10 RFP should be released within the next 30
11 days, and that will help us streamline
12 and innovate and probably respond to
13 requests like that a lot easier in the
14 future.

15 COUNCILMAN OH: Okay. Let me
16 tell you where this is generated from.
17 What happens is, I believe it's public
18 information who's got a contract, and
19 then different constituents, small
20 business people, they want to approach
21 the general contractor to try to solicit
22 or offer services to be a subcontractor.
23 So they're too small to actually bid on
24 the project, but they want to have the
25 opportunity to reach out to businesses

1 4/22/15 - WHOLE - BILL 150162, etc.
2 that have the contracts. And so we're
3 trying to make that available,
4 particularly to businesses that really
5 are unfamiliar with kind of the
6 procurement process. They don't want to
7 be involved in that. They just want to
8 know that -- they think that somebody is
9 doing something and they think they could
10 be a subcontractor.

11 So if I understand that it is
12 taking an enormous amount of person hours
13 because there's some kind of big box of
14 paperwork, but it's -- so I don't think
15 it's like a super hurry, but the sooner,
16 the better, just because I think the
17 public would like to know, and I can
18 distribute it out to different
19 communities in different languages and
20 things like that just so that they know
21 who to approach.

22 COMMISSIONER STITT: No problem
23 at all. If we can help in another way,
24 speaking to having meetings with any of
25 them or coming to any business meetings

1 4/22/15 - WHOLE - BILL 150162, etc.
2 that you may have to help people through
3 the process, please just let our office
4 know.

5 COUNCILMAN OH: Well, I will
6 write that and down we'll start getting
7 dates.

8 COMMISSIONER STITT:
9 Absolutely.

10 COUNCILMAN OH: Thank you very
11 much.

12 DEPUTY COMMISSIONER DAY: I
13 have a comment on that too. Recently we
14 have posted all of our contract data on
15 Open Data. So that's another form. And
16 we can sit down with you and point where
17 that is, how that -- where you can read
18 it, all the information that exists. And
19 then in terms of public works, pretty
20 much 100 percent of our projects have
21 mandatory pre-bid meetings. So any
22 vendor that is interested, if they go to
23 our website, they look at the
24 opportunities. I mean, I would encourage
25 them to go and go to those mandatory

1 4/22/15 - WHOLE - BILL 150162, etc.
2 pre-bid meetings. That's where you're
3 going to find the primes that are going
4 to bid the jobs and make those
5 relationships before the jobs are even
6 awarded.

7 COUNCILMAN OH: Okay. Thank
8 you very much. Thank you.

9 COMMISSIONER STITT: You're
10 welcome, Councilman.

11 COUNCIL PRESIDENT CLARKE: Good
12 Councilman?

13 COUNCILMAN OH: Yes. Thank you
14 very much.

15 COUNCIL PRESIDENT CLARKE:
16 Thank you, sir.

17 It looks like there are no
18 additional questions. I want to thank
19 you very much for your testimony. You
20 should probably get out of here as soon
21 as you can.

22 COMMISSIONER STITT: Well,
23 thank you.

24 COUNCIL PRESIDENT CLARKE:
25 Thank you.

1 4/22/15 - WHOLE - BILL 150162, etc.
2 (Witnesses approached witness
3 table.)

4 COUNCIL PRESIDENT CLARKE:
5 Thank you. Good afternoon. Wait a
6 minute. It's good morning. Good
7 morning.

8 MR. D'ATTILIO: Good morning.

9 COUNCIL PRESIDENT CLARKE:
10 Please proceed.

11 MR. D'ATTILIO: Good morning,
12 President Clarke and members of City
13 Council. My name is Albert D'Attilio and
14 I am the City's Director of Human
15 Resources. I am here today to present
16 testimony in support of our department's
17 Fiscal Year 2016 Operating Budget. With
18 me today in the audience is the Civil
19 Service Commission. At the table is
20 Deputy Director Michael McAnally and
21 Deputy Director James Startare. Other
22 members of my executive team are also in
23 the audience.

24 You have my written testimony,
25 so I will limit my remarks and be

1 4/22/15 - WHOLE - BILL 150162, etc.
2 available for any questions that you may
3 have.

4 The mission of the Office of
5 Human Resources, which is also known as
6 the Personnel Department or OHR, is to
7 attract, select, and retain a qualified,
8 diverse, and effective workforce,
9 supporting the goals of the City. We
10 accomplish our core mission by
11 administering the civil service system,
12 classifying and determining compensation
13 rates for all civil service positions,
14 developing and administering
15 examinations, establishing eligible lists
16 used for both the hire and promotion of
17 individuals, and ensuring compliance at
18 all times with the Home Rule Charter and
19 Civil Service regulations. We also
20 manage and administer a competitive, yet
21 cost-effective benefit program for our
22 non-represented employees.

23 Our FY16 proposed General Fund
24 budget of \$6.4 million, \$6,433,623 to be
25 precise, represents an increase of

1 4/22/15 - WHOLE - BILL 150162, etc.
2 \$162,000 from our FY estimated
3 obligations. This is due mainly to
4 promotional testing for the Police
5 Department being on cycle. Promotional
6 exams are typically administered every
7 other year, and the cost of the oral
8 examination administration, therefore,
9 fluctuates with it, and we happen to be
10 on this year for the Police promotions.

11 The other changes result from
12 salary increases mandated by the
13 collective bargaining agreements of our
14 represented employees and a one-time
15 terminal leave payment for retiring
16 employees.

17 You have expressed an interest
18 in the demographic makeup and language
19 skills of our workforce. Approximately
20 61 percent of OHR employees are women and
21 75 percent are non-white. My senior team
22 is composed of 59 percent women and 47
23 percent non-white employees. The Office
24 of Human Resources currently has 11
25 employees fluent in 11 different

1 4/22/15 - WHOLE - BILL 150162, etc.

2 languages, languages other than English.

3 We are committed to supporting
4 the Administration's minority, women, and
5 disabled-owned business participation
6 goals in the City. I'm pleased to report
7 that we anticipate that the participation
8 rate this year will increase from 12
9 percent to approximately 22 percent.

10 This concludes my prepared
11 testimony, and I and my staff are happy
12 to answer any questions that you may
13 have.

14 COUNCIL PRESIDENT CLARKE:
15 Thank you very much. I just have a
16 couple of questions myself.

17 Are you the primary department
18 that works on recruitment for police
19 officers or does the Police Department
20 itself work on recruitment?

21 MR. D'ATTILIO: We're
22 decentralized, so the Police Department
23 is responsible for recruitment. Our
24 involvement in the Police hire process is
25 that we post the examinations on a

1 4/22/15 - WHOLE - BILL 150162, etc.
2 quarterly basis. We accept and process
3 the applications and then we create an
4 eligible list through a training and
5 experience evaluation. Once we do that,
6 we certify the list out to the Police
7 Department and they go through the
8 post-exam hurdles that are mainly state
9 mandated. But the recruitment piece is
10 handled by the Police Department.

11 COUNCIL PRESIDENT CLARKE: Do
12 they also determine the standards for
13 those applicants?

14 MR. D'ATTILIO: So for the most
15 part, those standards are developed by
16 the state. So there's standards for the
17 agility test, for example, that are state
18 mandated. The background investigation,
19 I believe they have some discretion on
20 that. The reading level is mandated by
21 the state. You have to pass a
22 psychological evaluation that's mandated
23 by the state. You also have to pass, in
24 order to be a police officer recruit, a
25 physical examination. The Office of

1 4/22/15 - WHOLE - BILL 150162, etc.

2 Human Resources does do the physical
3 examination, but that's the only other
4 piece that we are a part of.

5 COUNCIL PRESIDENT CLARKE: So
6 essentially the standards for most things
7 are done by the Police or required by the
8 state and your role is limited with
9 respect to that? And the reason I'm
10 asking you these questions, because the
11 Police were here earlier and there were
12 some questions about the challenges
13 associated with recruiting candidates for
14 police officer. So I wanted to know what
15 role you guys played.

16 MR. D'ATTILIO: At one point we
17 were responsible for all phases of
18 testing, and probably in 2008 or 2009 we
19 met with the Police Department and
20 determined that they were better
21 resourced and better capable of handling
22 those duties. So we've shifted much of
23 that responsibility to the Police
24 Department.

25 COUNCIL PRESIDENT CLARKE:

1 4/22/15 - WHOLE - BILL 150162, etc.
2 Interesting. So that leads me to another
3 question then. When your department was
4 responsible for most of the recruiting
5 process, was there a more challenging
6 process as it relates to being able to
7 get recruits that reflected the City of
8 Philadelphia, the demographics of the
9 City of Philadelphia? Because that seems
10 to be an issue now.

11 MR. D'ATTILIO: The training
12 and experience prerequisites were
13 different back when we handled the
14 recruitment entirely. At that point in
15 time, you only required or we only
16 required a 12th grade education. Now the
17 Police Department requires either two
18 years of military service or two years of
19 college. There's some other options if
20 you come in through the Police Cadet
21 program. So the standards are higher,
22 and I believe that that has made their
23 recruitment more difficult because, as
24 Commissioner Ramsey indicated during his
25 budget testimony, his own internal

1 4/22/15 - WHOLE - BILL 150162, etc.
2 standards are probably higher as well.
3 It's a very important job. The police
4 officers have the power to deprive people
5 of liberty. So I think I agree with the
6 Commissioner in that we want the best
7 police officers, and we will help them
8 out in any way possible.

9 The other thing, though, that
10 has been positive is that since 2008, we
11 went with an online application system,
12 so that now people can apply from all
13 over the world. So if you have someone
14 who is in the military stationed in Korea
15 or Germany or Afghanistan and they wish
16 to apply to be a Philadelphia police
17 officer because their time of enrollment
18 is coming to an end, they can do so. And
19 also that we're now announcing these
20 exams on a quarterly basis. We get about
21 1,500 qualified applications every
22 quarter.

23 MR. McANALLY: Between 1,000
24 and 1,500 qualified applicants every
25 quarter.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 COUNCIL PRESIDENT CLARKE:

3 Right. Okay. Well, we had most of these
4 questions to the Police Department.

5 With respect to other
6 departments in the City of Philadelphia,
7 do you have the primary responsibility
8 for recruitment or setting standards for
9 all the other aspects of employees?

10 MR. D'ATTILIO: So we do
11 establish through the Civil Service
12 Commission the training and experience
13 requirements for every position, and we
14 process every application that comes
15 through the door. We don't have a
16 recruitment branch in the Office of Human
17 Resources. We haven't had one in over a
18 decade. So departments who wish to do
19 recruitment for hard-to-fill positions,
20 we'll work with them on that, but it's
21 their responsibility to fund and handle
22 that. We'll provide guidance on how we
23 think they should best recruit.

24 Most of our positions are not
25 hard to fill. We have very few positions

1 4/22/15 - WHOLE - BILL 150162, etc.
2 that are hard to fill, and we've had
3 years where we've had over 90,000
4 applications. We do have some difficulty
5 with labor and trades positions, some
6 entry-level engineering and accounting
7 positions, but most of the thousand job
8 positions in the civil service we don't
9 have a difficulty in just posting our
10 applications -- posting our notices and
11 having people apply.

12 What we would like to do in the
13 future is create a system so that people
14 can tell us when they're -- that they're
15 interested in certain titles, and when
16 those titles become open for application,
17 we can then notify them. Right now we
18 don't -- we lack the technology to do
19 that, but we've been working with our
20 vendor to develop that capability.

21 COUNCIL PRESIDENT CLARKE:

22 Thank you. Thank you. There appears to
23 be no questions. So, again, thank you
24 very much for your testimony and get out
25 of here as soon as you can.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 MR. D'ATTILIO: It's always a
3 pleasure. Thank you.

4 COUNCIL PRESIDENT CLARKE:
5 Thank you.

6 (Witnesses approached witness
7 table.)

8 COUNCILMAN O'NEILL: Good
9 afternoon. Could you state your names
10 for the record, also your department and
11 title, and we'll get started.

12 MR. COCCI: Good afternoon. My
13 name is Christopher Cocci, Fleet Manager.
14 Sitting on my left is Mr. Joseph Rosati,
15 Deputy Manager for Operations, and
16 sitting on my right is Dr. K. Wilson,
17 Deputy Fleet Manager for Administration.

18 Thank you for the opportunity
19 to present testimony in support of the
20 FY16 Operating Budget request for the
21 Office of Fleet Management. The Office
22 of Fleet Management's FY16 General Fund
23 budget request is \$61.58 million, which
24 includes \$10.47 million for the purchase
25 of new vehicles and equipment. The FY16

1 4/22/15 - WHOLE - BILL 150162, etc.
2 Operating Budget request includes 16.54
3 million in Class 100, \$9.6 million in
4 Class 200, and \$35.42 million in Classes
5 300 and 400. FY16 General Fund budget
6 request is \$772,000 more than FY15
7 estimated obligations. Class 100 funding
8 has decreased by \$227,000. This is due
9 to the elimination of non-reoccurring
10 employee bonuses and additional
11 obligations for salary increments and
12 longevity.

13 Class 300 funding has decreased
14 by \$2 million in fuel costs from FY15
15 projection due to savings from a
16 fuel-hedging program.

17 Class 400 funding has increased
18 by \$3 million to replace aged vehicles.
19 The Office of Fleet Management's strategy
20 is to replace aged and inefficient
21 vehicles and equipment with
22 technologically advanced, more
23 fuel-efficient options. Capitalization
24 of vehicles and equipment costing more
25 than \$100,000 is an accomplishment which

1 4/22/15 - WHOLE - BILL 150162, etc.
2 enabled Fleet to purchase medic units,
3 fire apparatus, compactors, and bucket
4 trucks with capital funding.

5 In FY16 through the Capital and
6 Operating Budget, the vehicle acquisition
7 budget has increased to \$25.4 million.
8 This funding will enable Fleet to replace
9 \$7 million worth of specialty vehicles
10 for the Fire Department, \$7 million worth
11 of compactors for the Streets Department.
12 Fleet also intends to spend \$7 million
13 for the Police Department to replace
14 radio patrol cars and aged unmarked
15 vehicles.

16 In FY15 with the help of the
17 Office of Innovation and Technology, the
18 Office of Fleet Management acquired an
19 industry standard asset management
20 system. This will help us to carry out
21 Fleet's operations more efficiently and
22 effectively. This will also enable Fleet
23 to integrate the asset management
24 software with recently upgraded
25 fuel-dispensing system software, which

1 4/22/15 - WHOLE - BILL 150162, etc.
2 will provide realtime fuel dispensing
3 data and operational costs to the City's
4 fleet.

5 This concludes my testimony. I
6 I'd be happy to answer any questions.

7 COUNCILMAN O'NEILL: Thank you.
8 Page 1 of your testimony states that your
9 FY16 General Fund request for Class
10 300/400 includes a million dollars for
11 increased vehicle purchasing funding.
12 Could you detail what vehicles we
13 purchased with this expenditure?

14 MR. COCCI: We intend to
15 purchase a variety of vehicles; in
16 particular, police unmarked cars.

17 COUNCILMAN O'NEILL: Okay. The
18 Streets Department has sort of been under
19 siege with the big trucks the last two
20 years in the winter and even now people
21 are getting a lot of good communication
22 from the Streets Department. Keep your
23 trash out there, we got a lot of trucks
24 getting serviced, and just be patient.
25 And I think it's worked very well. Their

1 4/22/15 - WHOLE - BILL 150162, etc.
2 communication is going out great. But it
3 does point out the wear and tear on those
4 vehicles with the snow and everything.
5 Is there anything built in here to deal
6 with that, built into the budget?

7 MR. COCCI: Yes, sir, there is.
8 On the capital side for this year, we
9 intend to purchase 30 compactors.

10 COUNCILMAN O'NEILL: Okay.

11 MR. COCCI: They're on order.
12 And next year we intend to purchase 45.
13 We're in the process of trying to rent
14 some compactors right now to alleviate
15 the situation.

16 COUNCILMAN O'NEILL: Got you.
17 Okay. Well, that's great.

18 Page 2 of the testimony shows
19 24 unfilled positions that were
20 budgeted -- FY15 that were budgeted for.
21 Could you detail the plans to fill these
22 positions.

23 MR. COCCI: Yes. We actually
24 have a list right now of technicians.
25 There are ten that we intend to onboard

1 4/22/15 - WHOLE - BILL 150162, etc.
2 next week. There's a test being given
3 Monday. We hope to have another list of
4 technicians.

5 COUNCILMAN O'NEILL: Okay.
6 Page 3 of the testimony states that OFM
7 reinstated the high school internship
8 program to promote automotive trade
9 careers. Could you detail the current
10 enrollment numbers.

11 MR. COCCI: Currently we have
12 nine interns on board, and we intend to
13 bring on three or four more this coming
14 up summer.

15 COUNCILMAN O'NEILL: How are
16 the students selected for the program?

17 MR. COCCI: They're selected
18 through the School District of
19 Philadelphia. They have certain
20 criteria. They give us their resumes,
21 and we interview the students.

22 COUNCILMAN O'NEILL: But you
23 ultimately make the decision?

24 MR. COCCI: That's correct.

25 COUNCILMAN O'NEILL: And you

1 4/22/15 - WHOLE - BILL 150162, etc.
2 said the enrollment will be what for next
3 year?

4 MR. COCCI: Three to four
5 additional.

6 COUNCILMAN O'NEILL: Okay.
7 Page 20 of the budget details show that
8 approximately 2.57 million is expected to
9 be saved in fuel and gasoline in FY16.
10 Have all these funds been repurposed for
11 the purchase of new vehicles?

12 MR. COCCI: Two million
13 dollars.

14 COUNCILMAN O'NEILL: Two
15 million of it?

16 MR. COCCI: Yes.

17 COUNCILMAN O'NEILL: Okay. How
18 about the rest?

19 MR. COCCI: Parts. Parts and
20 materials.

21 COUNCILMAN O'NEILL: Okay. So
22 one way or the other, it's going towards
23 vehicles.

24 Last year on Page 5 of your
25 testimony stated that OFM was exploring

1 4/22/15 - WHOLE - BILL 150162, etc.
2 cleaner alternative fuels such as propane
3 and CNG, compressed natural gas, as well
4 as plug-in electric, PEV, and gasoline
5 hybrid technology to offset carbon
6 emissions from motor vehicles. What was
7 the result of the exploration of CNG and
8 gasoline hybrid technology?

9 MR. COCCI: Compressed natural
10 gas continues to be an issue with regards
11 to infrastructure. The infrastructure
12 just isn't in place to support this at
13 the time. The biggest drawback to it is,
14 we don't have a facility in which to
15 repair these vehicles. The other
16 drawback is a fuel station. We've been
17 working with PGW on trying to get a fuel
18 or gas to some of our sanitation depots
19 and one of our Water Department depots,
20 and we are going to continue to explore
21 it, but prior to doing that, we have to
22 have the buildings upgraded to allow for
23 gaseous fuel repair vehicles. Right now
24 they don't meet that building code.

25 COUNCILMAN O'NEILL: Okay.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 While the investment into these
3 alternative fuel options may require
4 substantial initial investment, have
5 cost-benefit studies been performed and
6 the potential savings on fuel and
7 maintenance costs, for example, in the
8 upcoming fiscal years?

9 MR. COCCI: We have done
10 cost-benefit analysis, and from our
11 review of the compressed natural gas
12 alternative, compressed natural gas
13 pretty much mirrors the prices of crude
14 and fuels. So as the price of crude goes
15 up, the price of fuels goes up, so goes
16 the price of natural gas.

17 Our return on our investment
18 for those particular type of trucks would
19 be roughly a 15-year return on
20 investment. So we have done the
21 cost-benefit analysis. We were looking
22 at it more from a domestic cleaner fuel
23 as opposed to a cost benefit.

24 COUNCILMAN O'NEILL: Okay.
25 More policy than the dollars.

1 4/22/15 - WHOLE - BILL 150162, etc.

2 MR. COCCI: That's correct,
3 sir.

4 COUNCILMAN O'NEILL: And so are
5 you working with Public Property on the
6 stations, on the repair stations?
7 Because if you don't have the ability to
8 repair the vehicles, it doesn't matter
9 what you and the Gas Works work out.

10 MR. COCCI: We have a proposal
11 in with capital funding. We were going
12 to do the upgrades with capital funding.

13 COUNCILMAN O'NEILL: So it's an
14 upgrade of existing facilities, not going
15 out and --

16 MR. COCCI: It would be an
17 upgrade to the existing facilities,
18 because we don't have any new facilities
19 planned.

20 COUNCILMAN O'NEILL: Okay.

21 MR. COCCI: So it would have to
22 be an upgrade to existing buildings that
23 we have.

24 COUNCILMAN O'NEILL: Okay.

25 The Chair would like to

1 4/22/15 - WHOLE - BILL 150162, etc.

2 recognize Councilwoman Jannie Blackwell.

3 COUNCILWOMAN BLACKWELL: Thank
4 you, Mr. Chair.

5 We only wanted to say thank you
6 for all the good service we get, and
7 that's real important to people like me
8 who don't drive so well. So we always
9 appreciate the support.

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

11 COUNCILMAN O'NEILL: I usually
12 save those remarks for when I'm down
13 there in my usual seat, but I echo that.
14 Believe me, Fleet Management has come a
15 long way and has been doing great for
16 years and just keeps getting better, and
17 I want to congratulate you for that.

18 MR. COCCI: Thank you.

19 COUNCILMAN O'NEILL: Are there
20 any other -- no other questions?
21 Councilwoman Blackwell, that's it, right?

22 COUNCILWOMAN BLACKWELL: Yes.
23 Thank you.

24 COUNCILMAN O'NEILL: Any other
25 witnesses from Fleet Management?

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1 4/22/15 - WHOLE - BILL 150162, etc.

2 (No response.)

3 COUNCILMAN O'NEILL: Okay. The
4 Committee will stand in recess until
5 Tuesday, April 28th, 2015 at 10:00 a.m.,
6 at which time we will reconvene in Room
7 400, City Hall.

8 Thank you.

9 (Committee of the Whole
10 adjourned at 12:15 p.m.)

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CERTIFICATE

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

MICHELE L. MURPHY
RPR-Notary Public

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