

COUNCIL OF THE CITY OF PHILADELPHIA
ECONOMIC OPPORTUNITY REVIEW

Room 400, City Hall
Philadelphia, Pennsylvania
Wednesday, September 12, 2012
10:00 a.m.

PRESENT:

ANGELA DOWD-BURTON, CHAIR
STEVEN SCOTT BRADLEY
VARSOVIA FERNANDEZ
JUDY HOOVER

ALSO PRESENT:

COUNCILWOMAN JANNIE L. BLACKWELL
COUNCILMAN W. WILSON GOODE, JR.

1 Economic Opportunities website at
2 www.phila.gov/OEO to see a copy of these
3 remarks. We will also be transcribing all of
4 our future meetings.

5 So with that, we are going to build upon
6 the foundation of information that we've shared
7 with the Economic Opportunity Review Committee
8 earlier this year. We will build upon that
9 information during this meeting. And then we
10 will open the meeting as a public forum to
11 engage you in testimony that allows you to share
12 with us what you're actually experiencing in the
13 marketplace.

14 We truly welcome you here. We look forward
15 to your comments, ideas and suggestions. And
16 with that, I am going to invite my colleague
17 here to introduce himself. We also anticipate
18 that two of our other colleagues will be joining
19 us a little later. We established during the
20 first meeting that two presents a quorum. So,
21 we are going to get on with the business of this
22 committee.

23 MR. BRADLEY: Good morning, everyone. My
24 name is Steven Scott Bradley. I am Chair of the

1 African-American Chamber of Commerce. Also, I'm
2 an entrepreneur. My firm is called Bradley &
3 Bradley Insurance Brokers here in Philadelphia.
4 And a joy to be here today.

5 MS. DOWD-BURTON: Thank you, Steven.

6 So, the agenda for today's meeting includes
7 a couple of different items that we are just
8 going to briefly review. I am going to sort of
9 share the highlights of what you have in your
10 package. This is for your baseline of
11 information in terms of how the Office of
12 Economic Opportunity operates. And we want to
13 share this information with you, our audience,
14 and attendees, as well.

15 The first document -- and we are going to
16 talk a little bit about process about the
17 Economic Opportunity Portfolio. We do have a
18 few people who are here to testify today. And I
19 ask if you have not signed up already, to do so.
20 To please see LaShawnda Tompkins who is over in
21 the corner. Shawnda, raise your hand.

22 (Raises hand.)

23 Thank you. And she will happily take your
24 name.

1 We are also going to ask that you use our
2 sign-in sheet. Sign in because we send out
3 information about opportunities of doing
4 business with the City, other meetings,
5 engagement with our alliance partners like the
6 African-American Chamber, the Hispanic Chamber
7 of Commerce and others. We ask that you also
8 sign in on the sign-in sheet. Okay.

9 So with that, the package that you have in
10 front of you, Steve -- good morning,
11 Councilwoman Blackwell. Welcome.

12 COUNCILWOMAN BLACKWELL: Thank you.

13 MS. DOWD-BURTON: We actually have an --
14 Shawnda, if you have an extra copy, can you make
15 sure the Councilwoman gets a copy please. Thank
16 you.

17 We have an Economic Opportunity Chart. It
18 includes sort of the features of an Economic
19 Opportunity Review Committee. That is, it
20 identifies what is the scope of the committee,
21 who comprises the committee. These committees
22 and this specific one is for the Venice Island
23 Project. I just wanted to give you a real
24 project that we are working on. And acknowledge

1 one of my colleagues here who was instrumental
2 in putting this model together, Ms. Charisse
3 Price. Thank you for joining us.

4 But this model basically highlights the
5 components of Economic Opportunity Committees
6 that have oversight of major projects around the
7 city. So, it is comprised of the Office of
8 Economic Opportunity. In this particular
9 instance the Water Department has leadership who
10 participate on that committee. It also includes
11 a representative from the Comptroller's Office,
12 Labor Standards, the laborers unions that are a
13 part of this project, the prime contractors and
14 representatives from the community.

15 We also have, and most importantly I
16 believe, a representative from City Council on
17 that committee. The individual who actually is
18 responsible for that district. In this
19 particular instance, we do have Councilman Goode
20 represented on this committee. Of course, he is
21 a City Councilman for the full city. We are
22 very pleased that he is participating on this
23 committee and his representative Sadique Akbar.

24 Okay. So, that sort of gives you an

1 understanding of who are the individuals and
2 stakeholders who actually review the progress on
3 a regular basis of the projects. And they are
4 particularly focusing in on the inclusion of
5 minority and women owned businesses and disabled
6 owned businesses as well as the diverse work
7 force.

8 MR. BRADLEY: Right. And I am glad to see
9 that this is reported on a weekly and monthly
10 basis. I think that it's very key that the
11 payrolls are certified and reported on weekly.
12 And that confirmation of the payments is done on
13 a monthly basis because that's a major
14 challenge.

15 MS. DOWD-BURTON: Yes. Absolutely.
16 Absolutely.

17 The next document that you actually have in
18 front of you is sort of step by step contract
19 monitoring process. We continue to refine this
20 process based on feedback that we get from the
21 markets and best practices that we get from
22 others who are in the marketplace monitoring the
23 projects such as we are. So, I am not going to
24 read over this full document. But I just wanted

1 to let you know this is the kind of detailed
2 structure that we implement to provide oversight
3 on projects. We include the tracking of the
4 payrolls, as you say, tracking of the
5 participation. But it's also ensuring that
6 there are resolutions to any major issues that
7 may arise as it relates to the way minorities
8 and women are working with prime contractors or
9 perhaps an issue with regard to the union versus
10 the rest of the contracting community on a
11 project.

12 MR. BRADLEY: Okay.

13 MS. DOWD-BURTON: Because ultimately our
14 goal is to make sure a project is working
15 smoothly. That people are adding value for the
16 taxpayers' dollar.

17 MR. BRADLEY: Okay.

18 MS. DOWD-BURTON: And that they are being
19 paid in a timely fashion, that payment flowing
20 from the prime onto the subcontractors. So, we
21 have that information. Of course, there is also
22 a document that stipulates that type of
23 preparation and owner or developer would need to
24 prepare in order to come to City Council for

1 approval of their project. So, they have to
2 ensure that they have an economic opportunity
3 plan that has been approved by the Office of
4 Economic Opportunity before they come to council
5 for approval.

6 MR. BRADLEY: Okay.

7 MS. DOWD-BURTON: We appreciate City
8 Council support in that area.

9 The next couple of documents are basically
10 portfolios. One is a portfolio of the projects
11 that the City of Philadelphia currently has
12 under way by the different operating
13 departments. You see, the contracts that have
14 been awarded by Aviation, by the Water
15 Department, the Streets Departments here in this
16 particular document. We are very much -- and
17 Public Property I should also add.

18 We are very much engaged in looking at who
19 are the companies that are included in these
20 projects, not just the primes but the minorities
21 and women on these projects. How much of the
22 project have they been awarded, and what kind of
23 service they are providing or products they are
24 providing on these projects.

1 MR. BRADLEY: Okay.

2 MS. DOWD-BURTON: We are very much right
3 now giving -- giving more attention to what
4 suppliers do on projects and making sure that
5 they are providing a commercially acceptable
6 function. That is, that they are in fact
7 inventorying, that they are providing accurate
8 estimates of their own volition. And so, we
9 want to make sure that they are on the court
10 fully.

11 And then finally, the document that you
12 have in front of you just lists a current copy
13 of the economic opportunity plans that are on
14 our website today.

15 So, I am going to pause right here and
16 acknowledge Ms. Varsovia Fernandez. Thank you
17 so much for joining us. If you want to
18 introduce yourself.

19 MS. FERNANDEZ: I am Varsovia Fernandez.
20 And I represent the Hispanic Chamber of
21 Commerce.

22 MS. DOWD-BURTON: Thank you.

23 The last two documents -- and one of the
24 reasons why I am going through this material

1 fairly quickly is because the representatives on
2 this committee are familiar with a lot of these
3 documents now. So, we're not going to spend as
4 much time as we did in our first meeting going
5 through what does this mean and what is the
6 scope of this documentation.

7 I will highlight, though, two final
8 documents to call to your attention. One is a
9 program that's being hosted by the Airport.
10 Because this is a public forum, so I always want
11 to take the opportunity to inform the public of
12 what is going on.

13 On September 19, 8-12, the Airport in
14 collaboration with City Council featuring
15 Councilwoman Blondell Reynolds Brown and
16 Councilman Kenyatta Johnson will be highlighting
17 the expansion of the Airport Operations. That
18 program will run from 8 until 12.

19 As a result, we are rescheduling our normal
20 monthly program Building Businesses and Putting
21 People To Work which would have been that
22 Wednesday evening. We are moving our
23 presentations back to October 17. And that
24 program will feature Pierce Keating of Daniel J.

1 Keating, Kevin McFadden of River Mechanical and
2 David Tanzola of Crescent Iron. It will also
3 feature Perri DiVirgilio of our Department of
4 Labor Standards who will be highlighting the
5 changes in his process, which is going to
6 introduce the automation of the certified
7 payroll system.

8 So, that concludes the documents that I
9 wanted to share with you this morning. I want
10 to take the opportunity now to call those who
11 are here to present testimony to the committee.

12 Any questions?

13 MR. BRADLEY: No.

14 MS. FERNANDEZ: I am good.

15 MS. DOWD-BURTON: Thank you.

16 Okay. So, on our list to testify this
17 morning we have Diane Montague. I haven't seen
18 here yet this morning. We will come back to
19 her.

20 Dr. Joi Spraggins? Maceo Cummings, if you
21 would approach the table please.

22 Welcome, Maceo. It's good to see you.

23 MR. CUMMINGS: Good morning. Good morning,
24 everyone. Councilwoman. This working?

1 MS. DOWD-BURTON: Yes.

2 MR. CUMMINGS: Okay. Thank you. My name
3 is Maceo Cummings. I am Vice President with the
4 Temple Group, which is a minority woman owned
5 project management company. And I am here today
6 to talk about the Philadelphia Youth Center
7 which is coming to almost the conclusion at --
8 located at 48th and Haverford Avenue.

9 I have brought some reports that -- if I
10 can share?

11 MS. DOWD-BURTON: Yes, please. And while
12 you are doing that, I will just make a note that
13 all of the testimony, we are asking that --
14 thank you. That each of you take five minutes.
15 We have a high-technology egg timer here that is
16 going to monitor the progress. So, five minutes
17 if you will.

18 MR. CUMMINGS: Okay.

19 MS. DOWD-BURTON: Thank you.

20 MR. CUMMINGS: Okay. I will be quick and
21 brief as I can.

22 I believe not only are we the project
23 manager for the site, we are also monitoring the
24 inclusion of people of color, women, businesses.

1 And as you see in the report, we have either
2 exceeded or met by each prime contractor. And
3 it's a multiple prime project, the inclusion.
4 There were some instances where we may have
5 missed by two tenths of 1 percent or something
6 like that because someone had run into business
7 problems.

8 We also, even though it wasn't a
9 contractual requirement, had the prime
10 contractors where possible include business
11 opportunities from the local neighborhood. And
12 the local neighborhood is the five ZIP codes
13 surrounding the project area where almost \$1.2
14 million of opportunities went to the local
15 businesses, which we thought was a wonderful
16 opportunity to not only include the local
17 businesses but the residents and the
18 neighborhood that could work there.

19 So, we -- we think that we've done a pretty
20 good job. But that didn't happen because it was
21 the Temple Group. It was a concerted effort not
22 only by our consultant, which is Dr. Joi
23 Spraggins --

24 MS. DOWD-BURTON: Can you introduce

1 yourself into the record.

2 MS. SPRAGGINS: Good morning. My name is
3 Joi Spraggins. I'm president of Legacy
4 Pathways.

5 MS. DOWD-BURTON: Thank you.

6 MR. CUMMINGS: Dr. Joi works with us in
7 putting this together and making sure that to
8 the greatest extent we meet our goals. And I
9 think we have done a really good job. I also
10 believe that I would like to have it be 100
11 percent everything, but that doesn't work so we
12 do the best that we can. And we've gotten the
13 project just about concluded. It's going to be
14 substantially complete probably by the end of
15 the month.

16 So, I know my time is limited. I guess if
17 there were some lessons learned in this process,
18 one of the things that we -- we have seen is
19 that collectively when the local representatives
20 such as Councilwoman and the city agency work
21 together, this really turns out in a good stead.
22 Because they can't play -- or contractors play
23 us off with, well, you know, I will go to the
24 council person's office and get you off my back

1 and -- no. Everybody was committed, the
2 administration. So, we have enjoyed it.

3 We had some lofty goals in terms of
4 minority foreman participation being 40 percent.
5 We are a little under that. We were about at 38
6 percent in May. And now we are about 33
7 percent, but our apprentice numbers are --

8 (Egg timer rings.)

9 MS. DOWD-BURTON: You can finish.

10 MR. CUMMINGS: I'm done.

11 MS. DOWD-BURTON: Dr. Joi will also speak
12 to the Youth Study Center or you can trade --

13 MR. CUMMINGS: Yes. I will turn this over
14 to Dr. Joi who also is a -- owns a business in
15 the targeted area, as well. So, Joi.

16 MS. SPRAGGINS: Thank you.

17 MS. DOWD-BURTON: Thank you.

18 MS. SPRAGGINS: Good morning.

19 MR. CUMMINGS: Sorry.

20 MS. SPRAGGINS: I know our time is limited,
21 so I will just say that the success of this
22 program was really the collective effort. And I
23 have to echo what Maceo just shared.

24 This was extraordinary for all of the

1 inter-departments to really play a role where
2 you had the Controllers Office and the
3 Department of Public Property and the Office of
4 OEO coming together to look at what systems
5 needed to be streamlined and what systems needed
6 to be improved and then going the extra mile to
7 make that happen. And I think that is a tribute
8 to the City of Philadelphia, which should be
9 reflected in the Best Practice Model.

10 The other that made a major contribution
11 was Councilwoman Jannie Blackwell. From the
12 beginning to the end, she attended all of the
13 meetings, shared with the community the value of
14 the importance of this project. So when you
15 have City Council again and the collective
16 efforts of the city as well as the contractors
17 working together, it is phenomenal.

18 The other best practice I would like to
19 share is that the Temple Group is a female
20 minority owned firm who hired. And I am a
21 minority female owned firm. We learned together
22 and grew together. And together we really made
23 the impact that we wanted to do, which was
24 create sustainable business in the community. I

1 definitely want to commend the Temple Group.
2 And particularly Maceo who regardless of what
3 hour it called for him to be there, he always
4 was and had that strength in the community.

5 And the third that I would like to really
6 commend the city for was the pilot program, the
7 payment pilot program where once the prime
8 contractors got paid that they had a requirement
9 to pay the subcontractors in five days. I want
10 to share with you the feedback that when we
11 followed up with the subcontractors, they said
12 it was the first time in the history of
13 Philadelphia that they ever received a phone
14 call that someone says we care, did you get
15 paid.

16 So, I encourage the City to please keep
17 that in -- as a part of the public policy
18 process. And we are very, very proud to really
19 be, you know, successful business owners in
20 Philadelphia. And we want to thank you so much.
21 Because this model has been watched around the
22 country. And our goal is to develop a case
23 study in collaboration with the City and the
24 Councilwoman's office. Because other cities can

1 benefit and learn from this.

2 And, Angela, I really want to thank you
3 because you were the one also that always made
4 sure that all of us stayed on track. Your
5 leadership and your oversight is what absolutely
6 drove this policy and this program to be
7 successful. I want to thank you.

8 MS. DOWD-BURTON: Thank you. Thank you
9 very much. I appreciate that.

10 Councilwoman Blackwell, did you want to
11 make a few comments since this was a stellar
12 project in your area?

13 COUNCILWOMAN BLACKWELL: Thank you, I do.
14 Certainly, let me thank Dr. Joi and certainly
15 Maceo and the Temple Group and you.

16 It has really been inclusion in such a
17 tough issue. And I think that we have come
18 further than we have when Lou introduced -- the
19 late Lucien Blackwell -- introduced a Set Aside
20 Bill when Blacks were getting less than
21 one-tenth of 1 percent. And even though in
22 Street's time we were 2 or 3 percent, now we are
23 up more. What are we now? Maybe --

24 MS. DOWD-BURTON: Oh, we are up 27 percent.

1 COUNCILWOMAN BLACKWELL: 27 percent, that's
2 good.

3 The issues are -- and if I hadn't gone to
4 the meetings and hadn't been close to the people
5 at this table, I would have thought even at the
6 Youth Study Center that minorities weren't
7 included. Every day -- and because I represent
8 more institutions than anybody I get it for
9 every institution.

10 But every day, every meeting I go to, every
11 time I walk through a commercial corridor people
12 tell me I need a job. I don't see anybody who
13 looks like me on the job. I see license tag
14 from suburbs and from New Jersey, New York and
15 other places. And in spite of the fact that our
16 numbers are up, we still get that issue.

17 And it seems to me that somehow when we are
18 meeting the numbers as we were in this -- and I
19 question them over and over and over about the
20 inclusion numbers and got copies of the
21 reports -- we still are not communicating to the
22 public at large even when we have the numbers.
23 And I don't know how to do that.

24 Every time, you know -- every time a

1 developer comes -- I have a meeting with one
2 today. I meet with them all the time. And
3 people are saying, how can you have been around
4 all these years and you don't have more people
5 from the community working on your projects.
6 When I say the numbers say they are, they tell
7 me, but I live across the street. I live in the
8 neighborhood. I pass it every day. It's just
9 not happening.

10 So, it's still a real problem. It's a very
11 frustrating one especially when unemployment is
12 up, people feel that we are not taking care of
13 them and we are not doing our jobs as
14 responsible leaders. So certainly, I thank all
15 of you. But I solicit your help in
16 communicating when we are there and when we are
17 not.

18 And also, when we meet with developers, the
19 other issue is -- let's say a developer hires a
20 minority contractor or female who is head of the
21 job. How we work out the other numbers, whether
22 people are going to work on the project or
23 whether they are just building it and where
24 people work -- in other words, when developers

1 come and even long-term developers who have been
2 doing stuff in my area for 20 years, I know
3 their numbers are right. But in my heart, I
4 don't believe they are really hiring these
5 minorities.

6 And the issue is and the question is, what
7 do I say to not break the law. Because, you
8 know, we got all these ethics rules. And nobody
9 wants to be accused of going over the line. So,
10 I am real careful as an elected official not to
11 go over the line. But how do I approach these
12 developers to say, you want me to come in my
13 office, you want me to support you for zoning,
14 you want me to support you and ask the community
15 to meet with you on this project, then show me
16 the -- you know.

17 MS. DOWD-BURTON: Right.

18 COUNCILWOMAN BLACKWELL: Show me the detail
19 of who you are hiring when and where. How far
20 can I go and how do I approach it?

21 MS. DOWD-BURTON: Right. Well, one of the
22 things that we noted in the first meeting was
23 the Department of Labor Standards which used to
24 report to the Managing Director's Office has

1 moved over and is now in Commerce. So, we are
2 going to be working very closely with them.

3 The second piece is while we are automating
4 our systems to capture payments that will move
5 from primes to subs and put more energy and
6 effort into what Dr. Joi was mentioning, how do
7 we track and make sure the dollars get to where
8 we think they should. We are also working with
9 Perri's group, the Labor Standards Group, to
10 automate certified payrolls.

11 In that automation process are the
12 demographics of the employees that are being
13 hired. Now, we have had, you know, Right To
14 Know requests where we try to provide
15 information, but you are absolutely right. We
16 are constrained by the level of confidentiality
17 in these documents. We don't give out Social
18 Security numbers. We don't give out addresses.
19 We can, I believe, give out names. That's about
20 it. I don't eve -- well, we can give out ZIP
21 codes.

22 There are limitations that we work very
23 closely with the Law Department on in trying to
24 say what can we share versus not. Unless you

1 have a wide lens camera and you're tracking
2 participation on a daily basis on every corner
3 of a project, you know that the number of
4 minorities of women come in and out of projects
5 depending on where the competencies are and what
6 the stage of the project is.

7 We absolutely, I guess, finally do agree
8 communication is the issue. We need to spend
9 more time doing that. That takes us away from
10 getting the job done. It's a balancing act.

11 Before we -- before your question, I want
12 to acknowledge Judy Hoover. Thank you so much
13 for joining us.

14 MS. HOOVER: Hello.

15 MS. DOWD-BURTON: Could you introduce
16 yourself, please?

17 MS. HOOVER: Hi. I am Judy Hoover. I'm
18 with District Council 47.

19 MS. DOWD-BURTON: Thank you so much.

20 MS. FERNANDEZ: I just have a quick
21 question.

22 First of all, congratulations in achieving
23 such historic goal success in minority business
24 in the city.

1 You talked about the collective efforts.
2 Can you give us a couple of examples of what
3 went right in finding the minority contractors
4 that would qualify that would be able to deliver
5 this project and be able to work and make this a
6 successful project just so that we learn a
7 little bit from the experience?

8 MS. SPRAGGINS: Yes. It is very important
9 that we utilize all of relationships. For
10 instance, you know, with the trade organizations
11 with union organizations, your Chamber of
12 Commerce and particularly the minority
13 contractor associations. It is very important
14 to be very inclusive because the various
15 memberships have their hands on the pulse as to
16 where their members are in the capacity
17 building.

18 The other is, as you know, when we look at
19 the Philadelphia region, there are various
20 opportunities to deal with collaboration, look
21 at what companies are doing well and make sure
22 that they are all very inclusive. The City of
23 Philadelphia OEO Register is one place to start.

24 You also had -- we had the Department of

1 General Services at the State also played a
2 role. We immediately reached out with them in
3 the beginning and shared with them that this was
4 a pilot program for the model -- Best Practice
5 Model for the City of Philadelphia. And at that
6 time, Peter Spekes was with the Department of
7 General Services. So, he worked very closely.

8 It's just -- with the Philadelphia, it's
9 important to be very inclusive locally as well
10 as regionally. But I definitely would like to
11 commend the National Minority Association, John
12 Macklin and his team. We stayed in contact on a
13 weekly basis as well as the African-American
14 Chamber, the Minority Supplier Development
15 Corporation.

16 It takes a collective approach in order to
17 make sure that we are maximizing the
18 opportunities. All of the chambers played a
19 role, not just the -- in addition to the
20 African-American Chamber of Commerce, the
21 Chamber of Commerce, the Latino. So we -- it's
22 very important to be very inclusive.

23 MS. FERNANDEZ: Thanks.

24 MR. CUMMINGS: Also, I want to add --

1 MR. BRADLEY: I think it would be helpful
2 in going forward that when we have success
3 stories like this, that we get the word out.
4 You know, because that is one of my frustrations
5 as chairs when you talk to membership is, it's
6 not happening. It's not happening.

7 I think it's very important from the City's
8 perspective, from the Councilwoman's perspective
9 that when we have success stories on projects
10 like this, that we market it and make sure the
11 word is spread throughout the City especially to
12 our residents. Because those are the people
13 that are taxpayers. And they need to know the
14 challenges. We are not seeing physically the
15 bodies, but the numbers are saying income is
16 coming -- for these projects are coming through
17 our community.

18 So, I think it's important that we market
19 these success stories.

20 MS. SPRAGGINS: And I agree definitely with
21 you on that. Particularly, I am going to have
22 to give my kudos to all of the associations.
23 But it is sharing those success stories because
24 it supports the organization, it supports the

1 membership. And then the members get to see,
2 wow, something really is working.

3 MR. BRADLEY: Exactly.

4 MS. SPRAGGINS: Thank you. We will make
5 sure we capture that in our case study.

6 MS. DOWD-BURTON: Thank you very much.

7 We are going to now invite Eric Watkins and
8 John Braxton of Nesmith.

9 Are they here? Yes. Very good. Thank
10 you.

11 MS. SPRAGGINS: Thank you so much. Have a
12 wonderful day.

13 MR. CUMMINGS: Thank you.

14 (Next to give testimony approach table.)

15 MS. DOWD-BURTON: Good morning.

16 MR. WATKINS: Good morning. Good morning,
17 everyone.

18 MS. DOWD-BURTON: Thank you for coming. If
19 you introduce yourself, please.

20 MR. WATKINS: Okay. My name is Eric
21 Watkins. I'm with Nesmith & Company. I came to
22 basically speak about a topic.

23 But to answer the Councilwoman's question
24 about how some of the people in her constituents

1 in her district feel as though the process is
2 not working -- by me working for 100 percent and
3 being minority owned company, what I see out in
4 the field is that there are numbers -- goals
5 that is obtained with minority participation.
6 And what happens is contractors and
7 subcontractors they reach those numbers. They
8 reach those numbers. And then somewhere in the
9 middle of that project, for whatever reason, the
10 minorities start to get go a little bit at a
11 time. Then the friends and family plan comes
12 aboard.

13 That is where you see the Jersey tags, the
14 Delaware tags. Because -- we're just talking
15 about something simple as compliance. Nobody is
16 watching the project all the way through. You
17 may meet the numbers in month one, two, three,
18 four. But month twelve and thirteen and
19 fourteen the shift changes. And nobody is
20 really keeping an eye on that project all the
21 way through.

22 MS. DOWD-BURTON: Can you -- I am just
23 going to ask, if you could tell us what your
24 project you are talking about so that we

1 could --

2 MR. WATKINS: I mean, it's various projects
3 in the past. We are dealing with a model
4 project now up at Temple University. Because it
5 is a model project, I would assume that it's
6 being watched carefully as you spoke about with
7 monitoring the certified payroll. The numbers
8 are -- stand pretty steady.

9 Right now we are at a goal now where we
10 have a joint venture in the carpentry side of
11 that project. And our numbers at 65, 70 percent
12 daily which is pretty much unheard of in the
13 industry. And it's my job to make sure that
14 that still stays in place.

15 But monitoring certified payroll, I know
16 it's hard. You can't cover everything. But
17 it's just a matter of filling out boxes. I
18 mean, when you submit it to the construction
19 management company, they just sit there and say,
20 okay, I got this person, that person, that
21 person. It's really never 100 percent concrete
22 proof way to prove that those bodies are
23 actually there. That is why you get the people
24 in the community saying it's not working.

1 MS. DOWD-BURTON: So, what I hear you
2 saying is that you're not seeing on the job
3 audit of those certified payrolls to ensure that
4 people are matching the names that are submitted
5 in the certified payrolls?

6 MR. WATKINS: On this Temple Project, yes.
7 But to speak -- I was basically reiterating what
8 the Councilwoman said about her constituents
9 coming to her saying it's not working or there
10 is no inclusiveness in their programs.

11 I mean, we go to city neighborhood events
12 for upcoming projects. And that's always the
13 issue from the people within the community is
14 what about jobs for people in the community.
15 What about ex-offenders. What about -- and you
16 know, in my heart of hearts you say it's really
17 limited capacity for them if they are not in the
18 trades or the unions. I mean, not unless they
19 assert some jobs that are created specifically
20 for those who are unskilled laborers of some
21 sort.

22 But that was my only thing. Just talk
23 about compliance. I mean, compliance is real
24 simple but it's real hard. Because someone has

1 to monitor that all the way through. That
2 process all the way through.

3 MS. DOWD-BURTON: Absolutely.

4 MR. WATKINS: So it won't slip through the
5 cracks.

6 MS. DOWD-BURTON: What you are experiencing
7 on the Temple job, is that it is being monitored
8 up until this point?

9 MR. WATKINS: Yes. It's being monitored --
10 it's been monitored by the Greater Philadelphia
11 Urban Affairs Coalition. You know, they stand
12 pretty strict on monitoring the inclusiveness of
13 minorities in the community and in the trades,
14 vendors and all the way through. So in this
15 instance, it is working.

16 MS. DOWD-BURTON: Okay. Thank you. Any
17 other comments? You still have about 30
18 seconds.

19 MR. WATKINS: Well, I will let John talk
20 about the other end of the spectrum, the payment
21 issues.

22 MS. DOWD-BURTON: All right. Thank you.

23 MR. BRAXTON: Good morning, everyone. My
24 name is John Braxton.

1 MS. DOWD-BURTON: Good morning, John.

2 MR. BRAXTON: I work for Nesmith & Company
3 in the capacity as project liaison. I came here
4 this morning to discuss a matter of compliance
5 with some general contractors and some owners
6 which have attachments to the City of
7 Philadelphia.

8 We are 100 percent MBE general construction
9 contracting company --

10 (Egg timer rings.)

11 MS. DOWD-BURTON: That was not yours. Go
12 ahead.

13 MR. BRAXTON: -- for over 14 years. We
14 have some of the highest minority and local
15 hiring rates in this area in the construction
16 business. And we are also involved in community
17 affairs.

18 My job primarily as project liaison, my
19 tasks are to meet with the owners, construction
20 management as well as the community. Which
21 brings me to the reason why I am here today
22 testifying.

23 Six months ago I was given a new task on my
24 job is to collect, collect on some of the

1 accounts in which we have some general
2 contractors who have contracts with the City of
3 Philadelphia. These companies are such
4 companies as Hunter Riles[phonetic], Mercury
5 Solar Systems, JS Cornell Sons which all have
6 contracts with Philadelphia Housing Authority
7 and City of Philadelphia.

8 I have accounts for up to \$300,000 sitting
9 on my desk right now that are attached to PHA.
10 These general contractors are telling me they
11 are not getting payment from the PHA. I have
12 been doing follow up with PHA and not able to
13 get any results as to why we are not getting
14 payments even after 347 days of waiting for
15 payments on these accounts.

16 I am here today hoping to seeking some help
17 from the Committee and maybe the Councilwoman to
18 see if we can get some resolution on this
19 matter. You know, we still need to ask for
20 prompt payment for subcontractor under the City
21 Code 17-1703. If not, we are asking that the
22 Committee enforce penalty codes under 17-1606.

23 That is pretty much what I came here to
24 tell the Committee today. We are just hoping to

1 get some help. I am going to pass out some
2 documentation. If you guys can help assist us
3 in this matter, it will be greatly appreciated.

4 MS. DOWD-BURTON: Okay. So, the delinquent
5 payments, though, are focused at the
6 Philadelphia Housing Authority.

7 MR. BRAXTON: Yes. Philadelphia Housing
8 Authority is the owner of these project, yes,
9 that is correct.

10 MS. DOWD-BURTON: Okay. All right. The
11 Philadelphia Housing Authority is out of our
12 jurisdiction; however, we will do all that we
13 can to help you get resolution to that issue.

14 So to your knowledge, it's not regarding
15 any deficiency in the performance of the work
16 that was done; is that correct?

17 MR. BRAXTON: That is correct.

18 MS. DOWD-BURTON: Okay. All right. We
19 will take your document and will work with you
20 and see what we can do.

21 MR. BRAXTON: Thank you so much.

22 MS. DOWD-BURTON: Okay. Questions from the
23 committee?

24 MS. HOOVER: I have a question for

1 Mr. Watkins.

2 MR. WATKINS: Yes.

3 MS. HOOVER: Are the projects that you are
4 saying start out with minorities on board and
5 then as the projects develops there is less and
6 less. Is that what you said?

7 MR. WATKINS: Yes. That was just in
8 reference to what the Councilwoman was saying
9 she wanted to know why her constituents in her
10 district are saying that they don't see the
11 faces there.

12 MS. HOOVER: Is the problem that initially
13 when the project starts they are hiring minority
14 laborers. And as it gets further up the chain
15 for welders and heavy equipment operators and so
16 forth, that they then hire other people? Is
17 that --

18 MR. WATKINS: Well, not so much. With
19 equipment operators, they are kind of minute on
20 jobs. It's limited amount of workers there for
21 that capacity. I am speaking more of on the
22 electrical side or the carpentry side where you
23 have more of the work force in that area.

24 I am just speaking about past jobs. I am

1 not speaking about anything that we are seeing
2 now because we see the actual model working now.
3 That was just more for informational purposes.

4 MS. HOOVER: Is the project that you are
5 working on now, the project that the women have
6 been picketing about because there is no women
7 on the job?

8 MR. WATKINS: Yes.

9 MS. HOOVER: Okay. How do we solve that?

10 MR. WATKINS: Well, they have been
11 picketing. And it kind of came to a halt now.

12 MS. HOOVER: Did they stop?

13 MR. WATKINS: Yes. There were people in
14 general that were there pretty much every day
15 consistently. It's just a matter of knowing --
16 you can picket all day. If you don't know
17 exactly who to talk to --

18 MS. HOOVER: Right.

19 MR. WATKINS: -- to even get your voice
20 heard -- they have a list for you to sign, but
21 that list is there. Hasn't been touched in
22 weeks.

23 MS. HOOVER: One of the -- I have talked to
24 some of the contractors after the last hearing.

1 And I was very much surprised to find -- in
2 particular, this was the secretary treasurer of
3 542, the heavy equipment operators who is an
4 African-American female. She said that they had
5 three classes. I know that we try to solve some
6 of this with having apprenticeship classes
7 within the trades.

8 But she said some of the contractors come
9 with their own staff so that they can't -- have
10 three classes of minorities that they can't get
11 hired because of the ordinance that made them
12 have the classes with minorities and women
13 included. And now the contractors won't hire
14 them.

15 MR. WATKINS: I think for the most part --
16 and I can't speak for every contractor. Most of
17 the contractors come with their own -- their
18 core group of staff. Because, at the end of the
19 day, they have to make money, as well. If they
20 need, say, 20 carpenters, they are going to
21 bring maybe 50 percent of their own that they
22 have worked with in the past that they know can
23 get the job done.

24 You know, they have to do what is in the

1 best interest of them for themselves.

2 MS. HOOVER: I see. Okay. Thank you.

3 MS. FERNANDEZ: Just want to make a comment
4 which is let's remember that some of this
5 tracking is a matter of compliance, not a matter
6 of conviction. I always suggest that you try to
7 learn as early as possible in the planning
8 process. But you did say that UAC is there, so
9 I guess -- we are familiar with -- they will be
10 there to see through the project.

11 MR. WATKINS: Yes.

12 MS. FERNANDEZ: Hopefully, that will issue
13 some success.

14 MR. WATKINS: Right.

15 MS. DOWD-BURTON: I want to make sure we
16 are clear because you have talked about projects
17 in general, but you have also talked about the
18 Temple Project.

19 MR. WATKINS: Well, that was more immediate
20 and more successful. So, I didn't want to go
21 too far in the past. It was just -- I went a
22 little bit in the past to kind of touch on what
23 the Councilwoman said about why her constituents
24 are saying that they don't see the faces there.

1 That's why I went back in the past. But
2 speaking on this current project that we are on,
3 we do see that model working.

4 MS. DOWD-BURTON: Right.

5 MR. WATKINS: Hopefully, that will continue
6 to work in the future.

7 MS. DOWD-BURTON: Yes. I just wanted to
8 clarify. Because my colleague referred to the
9 Greater Philadelphia Urban Affairs Coalition
10 monitoring the project to ensure that they were
11 in compliance.

12 MR. WATKINS: Yes.

13 MS. DOWD-BURTON: So, your comment is
14 focused on Temple. What I am hear him saying is
15 Temple is okay. But it's some of the others
16 that he has had experience with in the past.

17 I just wanted to make sure we are clear.

18 MS. FERNANDEZ: Which is why I wanted to
19 make a comment about diversity and inclusion
20 should be a matter of conviction, not a matter
21 of compliance, right?

22 MR. WATKINS: Okay. All right.

23 MS. DOWD-BURTON: All right. Thank you.

24 Any other questions or comments?

1 All right. Do we have anyone else here who
2 would like to provide testimony? I did still
3 have -- oh, yes. Charisse Price.

4 MR. WATKINS: Thank you.

5 MS. DOWD-BURTON: From the Water
6 Department. Thank you very much.

7 I should say monitor of the Water
8 Department Project.

9 MS. PRICE: Okay. Good morning. My name
10 is Charisse Price. And I work for the
11 Philadelphia Water Department.

12 I am currently monitoring the EOPs on two
13 projects and a third one that is on the way.
14 So, I would like to just share some of my
15 experiences with the group and the Committee.

16 I am the monitor for the Venice Island
17 Project which we've been boots on the ground for
18 about a little over a year now. And the one
19 thing that stood out for me was that this was
20 the first project for the Water Department that
21 had an EOP as well as a Project Labor Agreement,
22 a PLA.

23 When I started monitoring the project in
24 about, I would say, November/December when I

1 started to get the information, I noticed that
2 the contractors as far as the work force were
3 not in compliance with the work force goals
4 until we started meeting with the Oversight
5 Committee and bringing it to their attention and
6 putting the numbers in front of them and in
7 front of the committee in black and white.

8 So, I think it's important that the City
9 and the departments dedicate and allocate
10 resources to real monitoring. Because from my
11 experience, the contractors are not going to do
12 it unless you are showing it to them. They are
13 not on their own, from my experience, monitoring
14 their own diversity work force numbers.

15 The second thing I want to share on the
16 Venice Island Project, we have been told by our
17 contractor that there are not -- there are no
18 females available in certain trades that are
19 being utilized on the job, but we have not
20 received any documentation regarding those
21 numbers. So, again, we are verbally being told,
22 well, there are just not women available who can
23 do X, Y, and Z. But we have not received any
24 documentation from the unions or otherwise that

1 can corroborate that.

2 So if that is the case, then perhaps we can
3 adjust the goals and have a different
4 conversation. But we can't just take their word
5 for it. You know, we need to all be mindful of
6 that. And, you know, just not take their word
7 for it and keep pushing, which is what our
8 committee is doing.

9 I also want to say from -- also from a
10 monitoring perspective, a lot of the monitoring
11 that I personally do is of paperwork. I review
12 all the certified payrolls line by line. I
13 review the subcontractor payments, but it would
14 be helpful to have more resources to physically
15 go out to the sites and to see, you know, who is
16 there. We do have some pictures that we get
17 from our contractors as far as the workers and
18 the progress and all that. But it would be
19 helpful if we can just kind of do a drive by and
20 kind of pop up and see what is really going on.

21 Because I know you kind of need to see it
22 yourself, you know, as well. So, I think it
23 would be helpful to have resources to do that,
24 as well. But I definitely want to reiterate

1 that the -- from my experience, compliance has
2 to happen or the goals won't be reached. Just
3 is bottom line. Someone has to be diligent and
4 persistent about researching and reviewing
5 the -- you know, what the contractors are
6 sending us.

7 It feels like it's something that we are --
8 it's kind of like when you force someone to do
9 something that they are not used to doing, you
10 know, you are going to have some push back.

11 It's new and that's fine. But we all
12 collectively can work together to make sure it
13 happens. Because at the end of the day, the
14 taxpayers of this city want to feel included in
15 city projects. And that is what is important.

16 So, thank you.

17 MS. DOWD-BURTON: Thank you very much. And
18 I will add Charisse is a very -- is an
19 extraordinary young lady in a very technical
20 field. And really has them tow the line in
21 terms of information that is needed for the
22 Oversight Committee to do their job.

23 MR. BRADLEY: I think Charisse's comments
24 are pretty consistent --

1 MS. DOWD-BURTON: Absolutely.

2 MR. BRADLEY: -- with other testimonies
3 today. But I agree that the physical presence
4 is needed.

5 MS. HOOVER: I'm sorry. I didn't realize
6 you weren't finished.

7 MR. BRADLEY: I'm good.

8 MS. HOOVER: You are saying you need
9 resources for field monitoring?

10 MS. PRICE: I think so. And it doesn't
11 have to be daily, you know, per se. But it
12 would be helpful to really just go out there and
13 see. Because me, personally, I get the
14 paperwork and I see names, ethnicities and races
15 and things like that, but just to be sure. To
16 go out there and see -- I believe sometimes
17 Labor Standards will do that. I'm not sure how
18 often. But I think it would be helpful just
19 so -- to put everyone's mind at ease to know for
20 sure that, you know, everyone is playing by the
21 rules and everything is on the up and up.

22 MS. HOOVER: Do you have the -- you go over
23 the payroll information. Is that of the
24 subcontractors, too?

1 MS. PRICE: Yes.

2 MS. HOOVER: Do you find -- have you found
3 any instances -- I have seen in the past where
4 contractors subcontract the company and put up
5 their wife or somebody as the partner so they
6 can say it's minority owned business and kind of
7 cheat.

8 MS. PRICE: I have heard of those
9 instances. I can't speak to anything specific.

10 MS. HOOVER: Okay.

11 MS. PRICE: What I can say is that when we
12 do suspect something like that, we definitely
13 start doing some research and digging to find
14 out, you know, what is really going on. But I
15 have heard of instances where, you know,
16 something doesn't feel quite right so we do look
17 into it.

18 MS. HOOVER: Okay. Thank you.

19 MS. FERNANDEZ: I just have a quick
20 question. Do any of the sites happen to have
21 electronic entry swiping?

22 MS. PRICE: I'm not sure, but I will find
23 out.

24 MS. FERNANDEZ: That worked for us at the

1 Convention Center.

2 MS. PRICE: Okay. So, the person
3 themselves has to swipe their own card with
4 their information like a -- okay.

5 MS. FERNANDEZ: Yes. So, we know who is on
6 site and what the demographics are. Thanks.

7 MS. DOWD-BURTON: That's a suggestion.
8 Good. Thank you. Thank you very much.

9 MS. PRICE: Thank you.

10 MS. DOWD-BURTON: Anyone else who would
11 like to testify?

12 MR. ALI: Yes. Good morning. My name is
13 Jihad Ali. I am with the Contractors National
14 Association Minority Contractor. I am also a
15 founding member of the Contractors Round Table.

16 I have had numerous occasions to attend
17 meetings with Ms. Burton and as well testify at
18 City Council. I am fully am aware of all the
19 effort and the sincere feelings of City Council
20 on this issue. Councilwoman Blackwell has been
21 on the forefront fighting this issue along with
22 Councilman Good, Councilman Clarke, Councilman
23 Jones, Councilwoman Blondell Reynolds Brown, all
24 of them. I know how much they are behind this

1 issue 100 percent. I know that they are just
2 not about talk.

3 I am making that point because I know that
4 this Council wants to achieve everything that
5 this -- the bills that they pass are supposed to
6 achieve. When Council President -- when
7 Councilwoman Clarke [sic] asked you -- she said,
8 well, what should she do, who should she ask.
9 With all due respect, Ms. Burton, she asked that
10 to the wrong person. Because she really needs
11 to as the Commerce Director. And I believe you
12 are underneath the Commerce Director.

13 Before when I used to come to these
14 meetings, you know, it used to be personalized
15 at least so people on that side of the table
16 thought it was. But I have nothing but respect
17 for you Ms. Burton and the other members of this
18 Council and all the women that are in these
19 positions in a male dominated industry. So,
20 sometimes because I'm aggressive, because I am
21 passionate about this, you know, I am
22 misinterpreted. So, from my mouth to your ears
23 I want to say I have nothing but respect for
24 you. And it's not personal. It's all about

1 business.

2 Now, with Council President -- Councilwoman
3 Blackwell asked you that question, the reason
4 why she's being asked that is because the boots
5 on the ground on this side of the table, they
6 don't see representation up there.

7 Sandra Day O'Connor, Supreme Court Justice,
8 said people want to be able to look and see
9 people that look like them so they can feel that
10 there is representation there. When you go by
11 these sites and you don't see that, that is why
12 they are knocking on her door.

13 But the question is if we can just talk
14 about Councilwoman Blackwell's district, she has
15 over \$600 million worth of construction going on
16 in her district right now. Of your 60 projects
17 that you monitor, you have -- you have indicated
18 on your site on the performance you gave out
19 today, you have 60-something projects.

20 On those projects, how many of them do you
21 have oversight committees?

22 MS. DOWD-BURTON: We have about 24
23 oversight committers out of the 60.

24 MR. ALI: Of the 24 oversight committees,

1 are any of those committee meetings open to the
2 public?

3 MS. DOWD-BURTON: No.

4 MR. ALI: Okay. Of the reports that are
5 gene --

6 MS. DOWD-BURTON: But I will -- let me just
7 back up. And say that I was really clear about
8 the representation on the committees. That
9 there is a representative from the community on
10 every one of the committees. There is also
11 representative from City Council on the
12 committee. So, I would say those are the public
13 representatives that carry the information in
14 addition to the others who are sitting around
15 the table back to the public. And those are who
16 interested in the project.

17 MR. ALI: If this is a Council, this
18 council -- Councilwoman Blackwell often says
19 this is a council of the people. So in response
20 to that, there should be -- the community should
21 be able to see that. We should be able to see
22 government in place.

23 But to move along real quick. So
24 Councilwoman Blackwell, she can only act if she

1 is given good information. The -- recently I
2 requested ten documents from the last hearing.
3 We fought for two months with your office and
4 the Law Department to request Right To Know
5 documents on the projects. We had former
6 witnesses come up here. Witnesses testified
7 about the success of the organization.

8 The question is, how many projects do the
9 two witnesses that testified from the Youth
10 Study Center, how many projects do they monitor
11 of the 60?

12 MS. DOWD-BURTON: Their monitoring that
13 one. That one is about --

14 MR. ALI: So, of the one that they
15 monitor --

16 MS. DOWD-BURTON: Let me --

17 MR. ALI: Let me just go, because I have to
18 go fast because I have another minute left
19 unless you extend my time.

20 MS. DOWD-BURTON: Sure. Sure.

21 MR. ALI: Are you going to extend my time?
22 Well, let me just make my points.

23 MS. DOWD-BURTON: Proceed.

24 MR. ALI: Of the 60 projects, to have that

1 statement to say we have a success story because
2 of 60, but they only monitor one. And of the
3 one that they monitor, there is \$25 million.
4 And the \$25 million, only 1.2 million went to
5 local businesses, I would disagree that that is
6 a success story.

7 Your second set of witnesses testified
8 about the Temple project. They testify about
9 the residence hall -- the residence at Cecil B.
10 Moore, Broad Street Project. The construction
11 manager is Driscoll. The Urban Affairs monitors
12 that project. They testified -- now there is 27
13 contractors listed on this report. Of the 27
14 contractors, their name is not one of the names
15 that is on this report as being -- participate
16 in that project. They could be working
17 somewhere on that project.

18 But factually, what the Councilwoman needs
19 to know, they are not on this report. When the
20 question was asked about minorities in terms of
21 minority contractors -- carpenters working on
22 that job, on this one report there is 6,000 man
23 hours went to carpenters; 5,700 went to majority
24 males; 600 hours went to minority males. That

1 was 9 percent. That is not a success story.

2 When the member of the committee asked how
3 many women are on that committee. The answer on
4 that was 0. So if you don't have the factual
5 information, how can we come to solutions? We
6 can't -- this committee from my understanding
7 with Councilman Goode, we wanted to hear a
8 report from your committee. So far what we see
9 from practice, in reality is the information is
10 very -- is not transparent.

11 You do a good attempt to put EOPs on the
12 site. I acknowledge that. The EOP plans that
13 are signed, they are on the site. But this type
14 of information, it took me 60 days. It took me
15 over \$3,000 in legal fees. And we have an
16 appeal up to the Office of Open Records just to
17 get 10 of the 60 reports of the 27 that you
18 monitor. There is no transparency there.

19 If our council person who is down here
20 every day, all these council people are fighting
21 tooth and nail to get an inroad in this
22 industry. They can only deal with factual
23 information. It's a disservice to them not to
24 give them factual information.

1 I'm not down here -- look, time is limited
2 for all of us. We are only going to passing
3 through this life for a limited time. I want my
4 time to count. I'm not here to make anybody
5 feel good and I'm not here to make anybody feel
6 bad. But I'm here to stand on the truth.
7 Because on the truth we can make progress like
8 my people from my community have made based on
9 the backs of other people standing on truth.

10 So, this is not a feel good thing. You
11 have a tremendous responsibility, Ms. Burton. I
12 acknowledge that. But like we all say, people
13 that have served in the service and people that
14 have stepped up, you stepped up for that
15 responsibility. We expect you to handle it.

16 MS. DOWD-BURTON: Okay. Thank you. I'll
17 just make a couple of comments.

18 The context with which you reference the
19 local spend on the Youth Study Center was just a
20 highlight of a million plus dollars that go to
21 the local companies that were in and around the
22 site. It was not to identify the number of
23 dollars that actually went to minority and women
24 owned business as it relates to participation on

1 that project. So, I just wanted to highlight
2 that there is a difference.

3 And to throw information out into the
4 testimony that is not complete and comprehensive
5 is one of the things that I want to make sure
6 that we do more consciously. Because it does
7 send a message that says there is not enough
8 information and there never will be enough
9 information unless everyone sitting at the
10 table. And even if they are sitting at the
11 table, some may walk away with the impression
12 that you just left that there is only a million
13 dollars going to local companies which is
14 incorrect.

15 I want to make sure that the information
16 that we provide is at the top level. If you
17 want more detail, I will be happy to go chapter
18 and verse, which is what I do every month. And
19 this September it will be the third year that we
20 will be meeting with contractors to provide them
21 with all the information that they are
22 interested in knowing about how the office
23 works, where the opportunities are, what the
24 progress is that we have made thus far, and

1 where we are headed and how we can work together
2 to get there.

3 So, I just want to make sure that there is
4 an understanding. I am as passionate as you are
5 about getting this job done. So, I really thank
6 you for your comments. I welcome them. And I
7 look forward to working with you.

8 Anyone else here?

9 COUNCILWOMAN BLACKWELL: Might I
10 acknowledge. Certainly, that the gentleman who
11 started the whole information that gave to
12 Lucien Blackwell what we needed to get the whole
13 program started is here, John Macklin. We
14 always acknowledge him because he's our hero.

15 MS. DOWD-BURTON: Oh, absolutely. John,
16 please.

17 COUNCILWOMAN BLACKWELL: Thank you.

18 MS. DOWD-BURTON: I will also acknowledge
19 John Macklin from being on the Mayor's Advisory
20 Commission on his instruction Industry
21 Diversity. We worked very closely together.
22 Thank you, John for being here.

23 Councilman Good has joined us, as well.
24 Councilman, thank you for being here. Any

1 comments or -- all right. Thank you.

2 Before we adjourn, a couple of things came
3 up at the last meeting. There was one question
4 where we talked about the demographics on the
5 job; 32 percent minority, 7 percent women as it
6 relates in terms of journey persons. As it
7 relates to apprentice; 50 percent minority, 7
8 percent women for apprenticeship programs as a
9 goal.

10 So, Judy, you've raised the question of,
11 well, what is the City's goal if there is one.
12 The City does not specifically have a hiring
13 goal. But I was provided by the Director of
14 Human Resources with the demographics of the
15 city. He reports that 43 percent of the work
16 force for the city is identified as White or
17 Caucasian, 48 percent is identified as
18 African-American, 5 percent is identified as
19 Hispanic or Latino and 2 percent as Asian,
20 non-Hispanic or Latino. Then of course there is
21 a balance which you are rounding.

22 He also indicated that 59 percent of the
23 City's work force is female, okay, and 41
24 percent male. All right. So, I just wanted to

1 answer that question on the record since you
2 raised it.

3 We will continue to fight in earnest with
4 conviction for the inclusion of minority women
5 and disabled owned businesses. And I appreciate
6 Councilman Goode for providing us with a forum
7 to allow the public to share with us what your
8 experiences are. We welcome a better
9 understanding of what is going on in the
10 marketplace so that we can, in fact, do better
11 at what we do which is always our goal.

12 The next meeting of this committee is
13 scheduled for December 12 at ten o'clock. That
14 is a Wednesday morning at ten here. I will also
15 close -- at ten o'clock on December 12 and it
16 will be here. Yes, 12/12. Actually, it's
17 12/12/12, right, on that day.

18 I also want to repeat because some of you
19 weren't here in the beginning that we will be
20 having a major event with the Airport in
21 collaboration with City Council, Councilwoman
22 Blondell Reynolds Brown and Councilman Kenyatta
23 Johnson on September 19, 8 to 12 at the
24 Marriott. We have moved our meeting that

1 evening with contractors to October so that we
2 don't stress you out with programs. We think
3 you probably also want to take care of some of
4 the jobs you are working on. So, did want to
5 highlight that.

6 The next meeting of the Building Businesses
7 and Putting People To Work group will be October
8 17. We will be featuring Keating.

9 MS. FERNANDEZ: I just want to acknowledge
10 City Council particularly Councilwoman Reynolds
11 Brown for putting a lot of effort into this
12 event that is going on at the Airport. Council
13 actually hosted some of the people who had
14 minority contract in experiencing New York
15 during their airport project. It is just really
16 important that we spread the word. I see some
17 of the minority business leadership here.

18 That we spread the word and make sure that
19 they come and learn what is going to happen.
20 There is a lot of money and a lot of work at
21 stake there that we should try to build the
22 expertise through mentoring in Philadelphia to
23 ensure that when these opportunities come up, we
24 are there front and center and the money stays

1 local.

2 Thanks, Angela.

3 MS. DOWD-BURTON: Thank you. You are
4 right. It's a \$6.5 billion project. And so, we
5 are focused on inclusion there. I also want to
6 acknowledge Councilwoman Blackwell who has been
7 beside us all the way as it relates to the Youth
8 Study Center. So, that is an example of a
9 success story. Our goal is to drive more of
10 those across the region.

11 Thank you. This concludes our meeting.

12 (Economic Committee adjourns at 11:07 a.m.)

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

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

ANGELA M. KING, RPR, Notary Public

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