

Economic Opportunity Review Committee
September 12, 2016

ECONOMIC OPPORTUNITY REVIEW COMMITTEE

Room 400, City Hall
Philadelphia, Pennsylvania
Monday, September 12, 2016
10:01 a.m.

PRESENT:

ANGELA DOWD-BURTON, CHAIR, OEO
VANESSA FIELDS, VP AFSCME DC #47
JENNIFER RODRIQUEZ, PRES/CEO HISPANIC C.O.C.

ALSO PRESENT:

COUNCILMAN CURTIS JONES, JR.

1 quorum. And so, we would always move our
2 business forward. And I'm very happy to
3 have two extraordinary members here with me
4 this morning. So, I am just going to ask
5 you to introduce yourself. And then we will
6 get started with our agenda.

7 Vanessa, press the button.

8 MS. FIELDS: Which one?

9 MS. DOWD-BURTON: In the middle.

10 MS. FIELDS: This one. Yes. I pushed
11 it too hard.

12 Good morning. My name is Vanessa
13 Fields. And I am the Vice President and
14 Political Director of AFSCME District
15 Council 47.

16 MS. DOWD-BURTON: Thank you.

17 MS. RODRIQUEZ: Good morning. My name
18 is Jennifer Rodriguez. I am the President
19 and CEO of the Greater Philadelphia Hispanic
20 Chamber of Commerce. Good morning.

21 MS. DOWD-BURTON: Good morning. And
22 thank you for being here, as well. We have
23 a number speakers here this morning. You
24 know, a few years ago -- in fact in 2012,

1 City Council introduced an ordinance that
2 established the Economic Opportunity Review
3 Committee meeting. And I will talk for a
4 moment about the mission. But first, I just
5 want to acknowledge Members of Council for
6 having the vision and the generosity of
7 giving the City and the Office of Economic
8 Opportunity and our representatives here on
9 this committee an opportunity to address the
10 business community and to better understand
11 the marketplace.

12 And so, the purpose of this particular
13 committee is really to hear from the public.
14 We have a number of speakers that are here
15 today. We are going to talk a little bit
16 about workforce diversity. We did have a
17 couple of contractors that had been invited.

18 And just this morning received
19 cancellation notices from Skanska who is in
20 the process of building a capacity building
21 program for minority businesses. They have
22 done this in the past in conjunction with
23 Temple University. They are now working on
24 a program in Pittsburgh. And so, the vice

1 president had to be in Pittsburgh today.
2 But we do expect them to be sharing with us
3 their plans for a 2017 program in
4 Philadelphia later this year at our December
5 quarterly meeting.

6 And Mr. Torrado, who is also a
7 contractor, a major minority contractor with
8 the City who is interested in sharing
9 marketing conditions with us had an
10 emergency, and could not attend this
11 morning. And so, we will certainly include
12 them in future meetings.

13 We are very pleased to have with us
14 today Kelly -- Emanuel Kelly of Kelly
15 Maiello Architects and Planners. And he
16 will be accompanied with -- accompanied by
17 Troy Leonard who is a principal at Kelly
18 Maiello. We will have them as speakers
19 today. And we will have the Procurement
20 Department who is going to share with us
21 some of the emerging strategies that the
22 Procurement Department is, in fact,
23 introducing this fall into the marketplace.
24 It's an extraordinary time for the City in

1 how we do business with the public. And so,
2 you will be hearing more from them in a
3 moment.

4 And then we also have Heloise Jettison
5 who is Director of Talent Development for
6 the City of Philadelphia who will be sharing
7 with us certainly some extraordinary
8 strategies that the Commerce Department is
9 pursuing in the way of bringing all of our
10 resource delivery services into one conduit
11 so that we can leverage all of those
12 services for our markets. And we have
13 Nicholas Jann who will be giving us an
14 overview of the Economic Opportunity Plan
15 Portfolio for the City.

16 I would like to ask if you are here to
17 testify today and did not hear your name
18 called, if you would see Michelle over to my
19 right at the table. That I would absolutely
20 welcome you to also provide testimony to the
21 committee.

22 So for those of you who are joining us
23 today, we are going to move forward with
24 just a few brief comments regarding the

1 mission of this committee, and then the
2 preliminary results for Fiscal Year 2016.
3 Office of Economic Opportunity publishes
4 contracts awarded to minority and
5 women-owned businesses on an annual basis.
6 And so, I will share that with you.

7 But the purpose of the Economic
8 Opportunity Review Committee is twofold.
9 First, to review the implementation and
10 effectiveness and the enforcement of Chapter
11 17-1600 of the Philadelphia Code as it
12 relates to Economic Opportunity Plans. And
13 it is also to make recommendations to City
14 Council for the adoption of resolutions
15 calling for the debarment of certain
16 contractors and recipients of the City's
17 financial assistance under 17-1606 where we
18 see flagrant violations to the commitments
19 that are made by contractors and the
20 commitments made by subcontractors on City
21 contracts.

22 The EORC conducts public hearings on a
23 quarterly basis to capture the state of the
24 market from the perspective of the project

1 owners, the developers, contractors,
2 subcontractors, union leaders, the
3 perspective of employees as well as
4 educational trade and training institutions.
5 And we also take the opportunity, as I
6 shared, to provide you with transparency
7 with regard to the Office of Economic
8 Opportunity. All of the meeting transcripts
9 may be found on the Office of Economic
10 Opportunity website at Phila.gov/OEO.

11 To begin with the preliminary results
12 for Fiscal Year 2016 -- and I say
13 preliminary because we are still collecting
14 data from our operating departments. 2016
15 basically surpasses, I'm pleased to say,
16 performance of the City from 2012, which was
17 record breaking. In a nutshell for Public
18 Works, we have 25 percent participation or
19 \$246 million awarded to minority and
20 women-owned businesses. That's up from the
21 226 million that was awarded in the previous
22 year. The top minority and women-owned
23 businesses who have been awarded contracts
24 specifically in Public Works, and these are

1 like the top 8 to 10, include Decision
2 Distribution, LB Construction, LAB -- LABE
3 Sales, SJA Construction, Minority
4 Contractors, Graboyes Commercial Windows,
5 Tierra Construction, Mangual Excovation and
6 the Holders Inc.

7 I am going to give you sort of an
8 overview of our registry at this time. We
9 are at 2,560 companies in our registry --
10 Councilman Jones? Councilman Jones?

11 Councilman Jones just made a guest
12 appearance. That's Curtis Jones, head of
13 the Economic Development Committee for City
14 Council. I was hoping to give him a moment
15 to make some comments if he were interested
16 in doing so.

17 The OEO Registry now represents about a
18 large -- a significant portion, I should
19 say, of the businesses that are in the City
20 of Philadelphia's, really certified
21 businesses. And 35 percent of that registry
22 is comprised of companies who are in
23 construction as contractors, suppliers, and
24 professional services firms.

1 In total, the City of Philadelphia is
2 reporting a -- an awarding of \$313 million
3 in contracts to minority and women-owned
4 businesses for Fiscal Year 16. That's
5 \$313 million up from the \$302 million that
6 were awarded in the previous year. And so,
7 as you can see, we continue on our
8 trajectory of improving our performance and
9 our commitment to minority and women-owned
10 businesses. And we will certainly have a
11 deeper dive into our Economic Opportunity
12 Plan Portfolio once Mr. Jann makes his
13 presentation a little bit later.

14 With that as a back drop, I just want
15 to go into our public forum. And we have,
16 as I mentioned, a few changes to our agenda,
17 but we will move forward with a few ground
18 rules. Today's speakers will focus on
19 capacity building. I mentioned workforce
20 diversity before, emerging trends in
21 procurement and economic opportunity. But
22 we are also interested in hearing the
23 thoughts and, certainly, the new business
24 that our committee members are engaged in.

1 So questions as are we move along will be
2 welcomed and encouraged.

3 With that, I am going to ask that
4 representatives from the Procurement
5 Department approach the bench. I know that
6 you have a subsequent meeting that you
7 wanted to attend, so we have made some
8 adjustment to the committee. And you will
9 be followed by Mr. Emanuel Kelly and
10 Mr. Troy Leonard.

11 (Witnesses approaches table.)

12 Okay. Welcome.

13 MR. DAY: Thank you. Good morning. My
14 name is Trevor Day. I'm the Procurement
15 Commissioner for the City of Philadelphia.
16 Joining me today is LaShawnda Tompkins, our
17 Director of Administration. And I am
18 pleased to provide testimony on the progress
19 of our eProcurement Project.

20 The City of Philadelphia Procurement
21 Department is implementing a web-based
22 system to increase competition and
23 transparency for the vendor community as
24 well as improve controls and value for all

1 stakeholders. Other goals and objectives
2 including increasing transparency and
3 accountability on all contracts and small
4 purchases, increasing competition, enhancing
5 customer service, improving cycle times and
6 monitoring and controlling spend.

7 I am happy to announce the system, PHL
8 Contracts is active for vendors to register.
9 Web address is www.phlcontracts.phila.gov.
10 We also brought postcards that I believe we
11 have distributed with the committee. We can
12 leave additional ones if you'd like, as
13 well. All vendors must register in the
14 system in order to bid for contract
15 opportunities. However, all contract and
16 bid information will be available without
17 signing in.

18 Just last week we migrated over 1,400
19 active vendors to the new system. The
20 majority of the system included OEO
21 registered vendors and vendors that hold
22 procurement contracts. We have just begun a
23 marketing plan that includes email blasts,
24 postcard mailings, social media

1 announcements, vendor mini registration open
2 houses, press releases, interviews with the
3 media, and communications with the Greater
4 Philadelphia Chamber of Commerce, the
5 African-American Chamber, Hispanic and Asian
6 Chambers of Commerce. Additionally, we are
7 participating in many of the upcoming MED
8 Week Events.

9 Once we have a large pool of active
10 vendors in our system, we will begin posting
11 new, informal and formal bids in the system.
12 That's currently scheduled for late
13 October/November release. To mark that
14 occasion, we have had some initial
15 discussions with the Enterprise Center of
16 doing a launch party at their 46th and
17 Market location. One of the focuses of the
18 project is to get more local minority women
19 and disabled-owned businesses to register
20 and compete for procurement bid
21 opportunities.

22 There is real opportunity for small and
23 medium size businesses as more than half of
24 all the contracts awarded by Procurement

1 over the last five years are over \$250,000.
2 A key component to the new system is our
3 integration with OEO's Compliance System.
4 We are currently in the middle of that part
5 of the project. Our vendor under contract
6 for the eProcurement Project and the vendor
7 that implemented the compliance system are
8 working diligently to complete that
9 integration.

10 The integration will increase the
11 transparency of vendors that OEO registered
12 for departments to seamlessly check eligible
13 vendors when sourcing informal bids under
14 \$32,000. Additionally, will make it easier
15 for Procurement and OEO to maintain accurate
16 information and reporting on all bids
17 regardless of the amount.

18 There is a lot going on with this
19 project. I am happy to provide this update.
20 If you have any questions, I will be happy
21 to answer them now.

22 Thank you.

23 MS. DOWD-BURTON: So one of the things
24 that I would like to acknowledge is

1 legislation that has been introduced in City
2 Council that challenges and encourages the
3 Office of Procurement and the Office of
4 Economic Opportunity to work more closely
5 together as it relates to our registries.
6 And I think one of the things that I would
7 like to have go on record is just the close
8 working relationship that we have had over
9 the past six years.

10 Could you speak to that?

11 MR. DAY: Sure. Absolutely. So, OEO
12 and Procurement have a scheduled meeting to
13 work -- to meet on ongoing issues or
14 projects every other week. And then, you
15 know, our work together, I mean, I think,
16 you know, there's communication going on
17 daily between OEO and Procurement. And I
18 think we have created a system that works
19 well together. And it's been a pleasure
20 working with you, Angela.

21 MS. DOWD-BURTON: Thank you. And I also
22 want to acknowledge LaShawnda Tompkins who
23 has joined you at the table. She is your
24 Director of Administration, I believe?

1 MR. DAY: That's correct.

2 MS. DOWD-BURTON: And also formerly, the
3 Director of Special Projects for the Office
4 of Economic Opportunity. So, I'm going to
5 go on the record thanking you for raiding
6 our house.

7 Thank you. Questions from the
8 committee?

9 MS. FIELDS: Yeah. I have a question.
10 You speak to the fact that a lot of the
11 contracts for minorities are at the lower
12 end of the pay scale. So, what are you
13 doing so that they're at the higher end in
14 terms of contracts?

15 MR. DAY: Well, I mean, I think we get a
16 lot more competition on the higher dollar
17 value contracts within Procurement. So I
18 think the nature of the contracting. I
19 think from 2011-2015, 60 percent or more of
20 the contracts awarded by Procurement were
21 under \$250,000. The majority of the
22 contracts that we award are under that
23 dollar threshold.

24 I think it's a matter of working, you

1 know, closely with Angela in sort of
2 progressing. And that's not to say there
3 are multi-million dollar contracts that are
4 awarded to women and minority-owned
5 businesses currently. So, I think we
6 already sort of work with OEO in managing
7 that. And I think there's work to be done,
8 as well.

9 MS. FIELDS: Okay. Thank you.

10 MS. DOWD-BURTON: Other questions?

11 MS. RODRIQUEZ: Thank you so much for
12 being here today. You mentioned working
13 with the ethnic Chambers of Commerce.

14 How do you do that?

15 MR. DAY: We have a marketing plan --

16 MS. RODRIQUEZ: Because, frankly, I have
17 not received a call from your office.

18 MR. DAY: Okay. My apologies. Our
19 marketing plan includes distribution of our
20 materials to Hispanic and African-American
21 Chambers of Commerce. The release of the
22 system just happened last week, so that part
23 of the plan has not been executed yet, so.

24 MS. DOWD-BURTON: Any other questions?

1 I want to acknowledge Councilman Curtis
2 Jones. Thank you for -- you sort of popped
3 in earlier. We weren't going to let you get
4 away that easily.

5 COUNCILMAN JONES: I know. You sent
6 someone after me, Madam Chair.

7 MS. DOWD-BURTON: That's right. I said
8 bring him back here. I just wanted to take
9 this opportunity to share the committee
10 forum with you, and see if there are any
11 questions that you would have for the
12 committee or for those who are here today.
13 And I am going to also acknowledge someone
14 who you will be working very closely with,
15 and that is Mrs. Iola Harper who has joined
16 us in the audience.

17 And what I'd like to do is just take the
18 liberty of leadership and say, Iola, can you
19 join us at the table.

20 (Ms. Harper joins the Committee Table.)

21 COUNCILMAN JONES: I wanted to say thank
22 you for the decades of public service that
23 you have given us whether in OEO or as
24 Procurement Commissioner. And in my other

1 life, working at the old Minority Business
2 Enterprise Council, I have enjoyed our
3 collaborations and progress in the area of
4 inclusion. I want to thank the Members of
5 the Committee for taking your time, talent
6 and putting it to the cause of moving the
7 needle in the right direction of inclusion,
8 whether it's Hispanic Chamber of Commerce,
9 African-American Chambers of Commerce,
10 City's workforce, I appreciate what you do.

11 And under the tutelage of Wilson Goode,
12 I am now Chair of Commerce and Economic
13 Development. So, we will be working closely
14 together. And I did have a couple of
15 comments, not necessarily answered now. But
16 this is just reaffirming what you've already
17 heard come from me.

18 We have an opportunity coming before us
19 of for a major infusion of construction
20 capital in our rec centers, in our
21 libraries, in our parks. And I want us to
22 be ready for that. And ready to me means
23 ready to include. And one of the hearings
24 for Commerce and Economic Development, the

1 subject was minority and female
2 certification processes as you are aware.

3 And so I guess my questions are, do we
4 have more certified minority and female
5 companies in the various -- are they still
6 called SIC codes?

7 What are they called now? I know they
8 probably changed the name now.

9 MS. DOWD-BURTON: They are NAICS codes.

10 COUNCILMAN JONES: What does that mean?

11 MS. DOWD-BURTON: So, those are like
12 nationally recognized industry codes.

13 COUNCILMAN JONES: They were SIC codes
14 when we did it. They've evolved.

15 MS. DOWD-BURTON: Standard industrial.

16 COUNCILMAN JONES: Correct. So, do we
17 have greater variety of categories today?
18 Do we have more inclusion in those
19 categories of minorities and females?

20 MR. DAY: That's a great question. I
21 mean, I think, you know, probably with
22 Angela's support we can answer that question
23 or we can take a stab.

24 Historically, I don't know the

1 participation from years ago. But you know,
2 according to Angela's most recent report, we
3 have 24 percent of Public Works contracts
4 that are awarded to minority and women-owned
5 businesses. You know, is that good enough?
6 I don't think it is.

7 COUNCILMAN JONES: So this speaks to two
8 different things. Are we getting more
9 contracts is different than is there more
10 competition? And is there more reach,
11 outreach to -- because from my taxpayers
12 side, I want not to pay a lot for that
13 muffler. I want there to be enough
14 competition and not just Rule of One or even
15 Two.

16 MS. DOWD-BURTON: Sure.

17 COUNCILMAN JONES: But that there is
18 enough competition out there so that when we
19 are buying mufflers for our fleet, that we
20 are not being overcharged because of not
21 monopolies or oligopolies or whatever they
22 find themselves in those categories. So,
23 that is one goal that I want you to look for
24 always bringing new people into the

1 marketplace based on what the availability
2 is. That's number one.

3 Number two is, and the second part of
4 this question is, that we outsourced a lot
5 of our cert process. Is there a backlog of
6 certifications today?

7 MR. DAY: I can't speak to that.
8 Perhaps Angela can.

9 MS. DOWD-BURTON: So let me share with
10 you some data around availability.

11 Six years ago we had 1,334 companies in
12 the OEO Registry. Today we have 2,560, so
13 we've almost doubled. Our expectation will
14 double by the end of the year. We are
15 bringing companies in across the board in
16 all categories. And our goal is to have
17 more of them receive awards from the City.

18 We know in 2010 there were about 350
19 companies that got contracts, minorities and
20 women, sub contracts with the City. Last
21 fiscal year it was 560 businesses. And so
22 our goal is to grow the number of businesses
23 in the Registry and then grow the number
24 businesses who are successful getting

1 contracts with the City, but don't even stop
2 there.

3 We are focused on companies who are
4 getting contracts as prime. That's the next
5 major step. And that means putting in
6 capacity building programs and working with
7 our service providers to make sure we
8 provide that platform of support.

9 COUNCILMAN JONES: Certs? Backlog
10 certs?

11 MS. DOWD-BURTON: In terms of
12 certifications, the Minority Supplier
13 Development Council, we have worked with who
14 has agreed in the beginning of this year
15 that they were going to reduce the cost of
16 getting certified. They have no backlog.

17 The cost was reduced from \$500 down to
18 \$300. Companies who want to do business
19 with the City at an industrial, at a sort of
20 corporate, at a capital level should have
21 the resources. We will help them find the
22 resources to pay for that kind of
23 certification. There is no backlog with the
24 Minority Supplier Development Council.

1 There is no backlog with the Women's
2 Business Enterprise National Council.

3 COUNCILMAN JONES: SEPTA?

4 MS. DOWD-BURTON: SEPTA and the Airport
5 are under the Pennsylvania Unified
6 Certification Program. They have a backlog.
7 They need more resources in order to process
8 the companies that they have. I think the
9 last I spoke to them, there were about 400.

10 COUNCILMAN JONES: To my new public
11 servant director coming in, welcome. The
12 good news is that Wilson won't be sitting in
13 that chair to interrogate you. The bad news
14 is, he's going to write my questions this
15 year. So, you should be prepared. And this
16 is not -- everyone is trying to get to the
17 same place. We all don't agree on how to
18 get there, but that's a natural back and
19 forth.

20 In anticipation of increase in capital,
21 you should be checking with those strategic
22 partners to make sure that they have what
23 they need so that, you know, all of the rush
24 of contracts if people can't get in the

1 pipeline and get certified, the opportunity
2 doesn't stop. They keep going. And then
3 next thing you know, oh, well, you're too
4 late for this opportunity.

5 So by knowing and being forewarned, you
6 can check with your stakeholders and
7 partners to make sure they are prepared for
8 this. So, I wish you well.

9 MS. HARPER: Thank you.

10 COUNCILMAN JONES: Good luck. You know,
11 it's a rough job, but somebody has got to do
12 it, right?

13 MS. DOWD-BURTON: That's right.

14 COUNCILMAN JONES: Thank you so much,
15 Madam Chair.

16 MS. DOWD-BURTON: Thank you.

17 MS. FIELDS: I have a piggy-back
18 question on the question that Councilman
19 asked. Because we are talking about these
20 rec centers. And the whole purpose of this
21 whole pre-K rec center and everything was to
22 lower the level of poverty in Philadelphia.
23 It has incredible high rate, okay?

24 So, I am a little black kid in one of

1 these neighborhoods. And I see the
2 construction work being done in my
3 neighborhood, and no one looks like me. So,
4 it's real important -- now I want to know,
5 first of all, have you already assigned
6 these contracts? The construction
7 contracts.

8 MR. DAY: To my knowledge, no. I want
9 to remind people that the opportunities for
10 the construction contracts are currently not
11 going through Procurement.

12 MS. FIELDS: Okay. All right. Because
13 I think it's really the utmost importance
14 that minorities be the ones who have, I
15 mean, these contracts. I mean, it just --
16 when I walk around the City, I see
17 construction all over the City. I see no
18 one who looks like me. And that doesn't --
19 and that has an impact on someone.

20 You know, I'm talking about I'm going to
21 get out of poverty. If I don't see people
22 who look like me doing those jobs, then I'm
23 not inclined to even try. So, I am just
24 saying let's just put forth a real effort.

1 MS. DOWD-BURTON: And so, one of the
2 things that we talked at the June meeting
3 was our disparity study. And for the first
4 year, we have included a disparity around
5 workforce analysis.

6 And what we found was 38 percent --
7 38 percent of the workers on jobs that's in
8 the public, private, nonprivate sectors
9 reporting in certified payrolls to our Labor
10 Standards Unit, 38 percent of the workforce
11 is minority. Our goal is to raise it to 40.

12 But specifically this year, we were
13 asked through legislation -- we are required
14 through legislation to have in our Economic
15 Opportunity Plans, and you will see,
16 specific ethnic goals. So 22 percent
17 African-American, 15 percent or so Hispanic
18 and Latino, 3 percent Asian and 5 percent
19 women. Those are specific goals effective
20 July 1 Economic Opportunity Plans.

21 And so when we look at who is on the
22 jobs, not everyone will look like you
23 Vanessa. They may look like Jennifer. And
24 so, someone is going to say I don't see

1 them, and they are going to be right in
2 front of you. So, we have got to be very
3 cognisant when we are setting these goals,
4 yes, you are absolutely right. We have got
5 to target specific ethnics groups based on
6 their demographic in the City and those that
7 are engaged in the union membership process.

8 MS. FIELDS: Absolutely. I agree with
9 you. I know everybody is not going to look
10 Black, but I would like them not to be
11 another color as the predominant. That's
12 all I'm saying.

13 MS. DOWD-BURTON: Thank you, Councilman.

14 COUNCILMAN JONES: You're welcome, Madam
15 Chair.

16 MS. RODRIQUEZ: Angela, if I could just
17 make a short comment. Now that I have --
18 before the Councilman leaves.

19 So, I have two comments to make. One is
20 that government is in the business of
21 communicating with its residents and
22 constituents. And that being a person --
23 being informed and sending emails and
24 sending notices is not the same as engaging

1 the community. So in an era in which we are
2 being all bombarded by information, it is
3 important that if the goal of government,
4 and in this case the Procurement Department,
5 is to have better participation of minority
6 enterprises, that it develops a plan of
7 action that does not solely rely on sending
8 emails.

9 So, it is very important that you engage
10 in meaningful actions that are intentional
11 and that are goal driven so that then you
12 can comfortably say that we actually
13 engaged. So I would like in the next time
14 we are here, when Procurement says we are
15 engaging with the Hispanic Chamber of
16 Commerce, I would like to be able to say
17 that's it's more than I just received an
18 email from the Procurement Department.

19 For me, it's important the quality of
20 the engagement so that you can actually then
21 see the results.

22 MR. DAY: I look forward to talking with
23 you further. Absolutely.

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

1 MR. DAY: Thank you. Okay.

2 MS. DOWD-BURTON: Thank you very much
3 for being here. Appreciate that. And I
4 also would now like to have Mr. Emanuel
5 Kelly and Mr. Troy Leonard join us
6 representing Kelly Maiello Architects and
7 Planners. And while you are getting settled
8 in, one of the things that I would highlight
9 for you is just the specific interest in
10 making sure that Economic Opportunity Plans
11 really include the professional services
12 industry that you represent.

13 And thank you again for being here.

14 MR. KELLY: Can you hear me?

15 MS. DOWD-BURTON: Yes.

16 MR. KELLY: I don't know whether I
17 should pick up on that because your office
18 has been very effective in the last six
19 years in making sure that that happens,
20 which we much appreciate.

21 As Angela said, I am Emanuel Kelly.
22 With me is Troy Leonard of Kelly Maiello
23 Architects and Planners. We have been in
24 business thankfully for 40 years here in the

1 City. A lot of that in terms of our growth
2 has a lot to do with the early efforts of
3 the City to begin the MBE Program. In mid
4 '80s, we were amongst the firms that became
5 certified. And that opened some doors that
6 didn't exist. Most of the work early on was
7 in the public sector. We have been involved
8 in affordable housing work throughout
9 neighborhoods in the City, Center City,
10 education, and more recently in the private
11 sector.

12 We have gone through recently a
13 transition of leadership. Troy Leonard is
14 now the President after being senior
15 associate for over 25 years. Sometimes I
16 can't keep up with the number of years, and
17 he has to correct me. And I am the Vice
18 President. And I would say that in the last
19 six years, other than just the certification
20 paperwork process, that OEO Office, its
21 efforts in setting up meetings in the
22 private sector in preconstruction as well as
23 construction has opened doors for us in the
24 private sector with developers. Sometimes

1 that is with City agencies. And they coming
2 knowing that they are open to engagement
3 with minority firms.

4 I am going to turn this over to Troy who
5 is going to talk about some of the projects
6 we have done.

7 MR. LEONARD: Thank you, Emanuel. And
8 again, I'd like to say thank you
9 Ms. Dowd-Burton for allowing us to speak
10 with you this morning. It's a pleasure and
11 honor. I never thought I'd have the
12 opportunity to speak in Council chamber, so
13 this is a real pleasure. Thank you.

14 Emanuel has done a good job talking a
15 little bit about the history of our firm.
16 It's tough to sum of 40 years of work in a
17 few minutes but, you know, he does the best
18 he can. So, I won't elaborate on that much
19 more. But what I will say is that the time
20 I spent on Kelly Maiello which is 26 years
21 to be exact has been a great experience.

22 I started at Kelly Maiello in 1990 after
23 having met Emanuel at Temple University in
24 1981 where I was a student. I was one of

1 the few minority students in architecture at
2 that time. And Emanuel was the only
3 African-American professor at Temple
4 University at that time. As you can
5 imagine, it was a good experience for me.
6 And it encouraged me to continue in the
7 profession and be where I'm at today.

8 Starting at Kelly Maiello in 1990, I
9 very soon learned that Kelly Maiello was one
10 of the largest if not the largest
11 African-American owned firms in the City.
12 And that's -- that's a real accomplishment
13 for the firm. And it's been that way all
14 throughout the history. I also learned that
15 the firm had a strong commitment to
16 Philadelphia and to developing communities
17 in the City. That's something that we've
18 always been proud of and something we hope
19 to continue to develop and foster and grow
20 as we move into the future.

21 So again, I have been here for 26 years.
22 And during that time, I worked on a number
23 projects in the City including several right
24 in this immediate area. As a matter of

1 fact, we worked on this building City Hall
2 which is a major project for the firm.
3 We've also worked on the Pennsylvania
4 Convention Center, both the original and the
5 expansion. The President's House down at
6 6th and Market was a major project for us.
7 The Philadelphia Library, Free Library and
8 several of its branches were big projects in
9 our office.

10 We also worked in surrounding
11 communities. One of the major projects has
12 been the West Philadelphia High School, the
13 new West Philadelphia High School as well as
14 several renovations to elementary schools
15 throughout the City.

16 A project of particular interest not
17 only to me but to the firm was work at the
18 Emmanuel Recreation Center in the Cedarbrook
19 section. And it was there that I had the
20 pleasure to work with -- to meet and work
21 with former Councilwoman Marianne Tasco as
22 well as Councilwoman Cherelle Parker. Was a
23 pleasure working with them on such an
24 important project within that community.

1 Those are just a few of the projects
2 that we worked on. And I must say that
3 we -- that we could not have developed this
4 level of success without the help of the
5 Office of Economic Opportunity. We really
6 appreciate that. And as we move forward, we
7 will continue to have a commitment to
8 Philadelphia and its communities. And we
9 look forward to the continued help of the
10 OEO in fulfilling those goals.

11 Thank you.

12 MS. DOWD-BURTON: Thank you very much.
13 And I will say you represent your industry,
14 as well. And ask our committee, and this
15 includes you Iola, if you have any
16 questions, to please pose them.

17 MS. HARPER: Okay. So, we need more
18 firms around for 40 years. And my question
19 to you is kind of random. But what would
20 you say is the secret to your longevity?
21 What is it that a minority firm has to do in
22 the City to survive for 40 years? What
23 would you tell other companies like yours
24 that want to be around for 40 years?

1 What would you tell them to do?

2 MR. KELLY: Well, there are probably
3 several things. You got to have the work as
4 this lady -- I can't see your name card
5 ma'am next to you. Without Council's and
6 OEO's effort to continually push forward for
7 inclusion in preconstruction, which is
8 designed, as well as construction, we early
9 on could not survive.

10 Because part of it is -- I would say, no
11 one wants to give up any of the pie unless
12 they have to. For people getting to know
13 who you are and that you have the
14 capabilities, there is always that first
15 step. You have to get the project in order
16 to show that you have the capabilities. And
17 then with things going well, can you build a
18 relationship with that entity whether it's a
19 department or whether it's a private sector
20 entity. So, you have to get the work.

21 And we have gone through ups and downs.
22 The recession hit us at the end of the
23 recession. And one of the keys has been is
24 that we do work in collaboration with larger

1 firms as well as being primes. And both
2 have sustained us. Also, diversity.
3 Diversity of kinds of work.

4 We stumbled in, in '89, to doing
5 historic restoration. Now that project came
6 from a developer, but it would only have
7 come to us because there was a PHDC
8 inclusion of minorities architects up front.
9 And that there was someone on the board like
10 us that insisted on that. So, that opened
11 that door up. Project went fine with the
12 developer. And that opened that project up.
13 It was called Regent Terrace at 5100 block
14 of Regent Street in Southwest Philly. A
15 whole block, both sides of the street. We
16 won an award for that project, a national
17 trust award. That opened our -- opened
18 things up to us being able to do historic
19 restoration.

20 And so, Troy mentioned earlier 15 years
21 later we were on the team to do the exterior
22 restoration City Hall. That was a ten-year
23 project. Halfway through it, we became the
24 leader of the whole A&E team, the project

1 manager for the team, as well as having
2 specific work.

3 A key to sustainability and to success
4 is that you need big projects where you can
5 invoice regularly over a period of time
6 while you do small projects because they
7 almost take the same amount of effort for
8 less money and less stability. So, those
9 are some of the things that we would say.
10 And you need the help of people on different
11 boards of all kinds to get to know you, to
12 see that you have the capacity and willing
13 to give you an opportunity. And if you do
14 well, if they have the opportunity again,
15 they will give you more work.

16 MS. HARPER: Thank you.

17 MR. KELLY: I hope that wasn't too long.

18 MS. DOWD-BURTON: Any other questions?

19 MS. RODRIQUEZ: So, I'm familiar with
20 your work. Congratulations on 40 years of
21 really representing and, you know, there are
22 not many minority architecture firms in the
23 country, let alone in the City of
24 Philadelphia. So, it really is to be

1 admired.

2 What I am interested in as head of the
3 chamber of the Hispanic Chamber is often
4 there is a lot of talk about minority firms
5 are not able to scale or grow because of
6 lack of access to capital. What I am really
7 curious about is because when Iola asked you
8 what is the success or the secret to your
9 success you mentioned -- most of the -- of
10 your story relates to networks, relates to
11 the ability of having a network of support,
12 a network that gives you -- opens the door,
13 but you did not mention capital. And so
14 much of the effort and emphasis on the
15 develop of minority enterprises is capital.
16 And you did not mention the ability to
17 really manage an enterprise.

18 And there is a study that just came out
19 last year at Stanford University that talks
20 about Latino business owners. And I -- my
21 sense is that African-American owner,
22 minority business owners, sort of fall in
23 the same area in which it states basically
24 that it is not only access to capital which

1 is what people understand as being a
2 barrier, but is really the networks and the
3 business administration capacity that really
4 a lot of businesses do not have and really
5 prevents them to getting to the next step.

6 A big preamble there, but I hope you can
7 comment.

8 MR. KELLY: A couple of comments. It
9 took us a while early on to have -- to have
10 enough work to -- that you can go to a bank
11 and they see the chain of work. When they
12 see the chain of contracts, then -- not the
13 short contracts, those too, but longer
14 contracts, then they are open to give you a
15 line of credit. If you are not in that
16 category, you need assistance from programs
17 such as PIDC has.

18 Now one of the things you mentioned in
19 terms of capacity, on the President's House
20 we act in two capacities, not just as the
21 architects. Part of our agreement and
22 contract with the City, and this was because
23 the City wanted the lead to be like a
24 developer. This was a design build. And

1 so, we became the Mayor, wanted the lead to
2 be African-American after we went through
3 the competition. And we were selected. And
4 so, we became the project manager as well as
5 the architects. We subbed that out. We set
6 up a separate entity.

7 We worked very closely with Daniel J.
8 Keating. I spent an enormous amount of time
9 screening women, Hispanic-owned firms and
10 African-American contractors. And I sorted
11 through which of the contractors needed
12 support from Keating that were small but did
13 good work, and which had enough of a record
14 that they could do it on their own.

15 Torrado was supposed to be here today on
16 the President's House. They did the steel
17 work there and some other things. And there
18 were some other firms like that, that needed
19 the help of Keating to bring them along
20 financially, African-American and
21 women-owned firms.

22 And so in that position, I was able to
23 act in terms of well -- in terms of these
24 subcontracts to Keating. Who the people

1 were, how many people were going to be on
2 the job -- women, African-American,
3 Hispanic -- all that before I agreed and
4 approved with Keating which of the
5 contractors were selected.

6 Now, some -- some of the subs that were
7 interested because -- because in our review
8 we said, well, you know, not on this job.
9 You need to have a little more of this.
10 Some didn't want to hear that. But this had
11 to be successful for all the entities
12 involved so they could go forward on the
13 next job and opportunity. But we left some
14 opportunities in terms of Keating for a few
15 of those contractors on other kind of
16 projects to develop.

17 I hope that help to answer your
18 question. It wasn't too long.

19 MS. DOWD-BURTON: First of all, I want
20 to thank everyone for being here today and
21 really sharing your insights and also having
22 the vision of the company that you've built
23 over time through your tenacity, through
24 your technical excellence and just believing

1 in delivering and hiring the best.
2 Twenty-six years ago you hired your
3 successor, who knew, right, from Temple
4 University.

5 MR. KELLY: Yes.

6 MS. DOWD-BURTON: One of the things I
7 would like businesses to always believe in
8 is that you are building a business. You
9 are not being the business. And so, as you
10 build, you hire and you engage the
11 community. And so, business is more than
12 just the individual entrepreneur.

13 So thank you for having a succession
14 plan in mind as you began to build your
15 journey.

16 MR. KELLY: Can I see one last thing?

17 MS. DOWD-BURTON: Sure.

18 MR. KELLY: Thank you for all the
19 comments and all the questions. One of the
20 things that will be helpful moving forward
21 in the future not just for ourselves but for
22 those that are looking for open
23 opportunities is that the office of OEO
24 continues the kind of work that it has been

1 happening under your tenure. Because
2 without making -- someone said earlier to
3 the gentleman who was here before, I think
4 it was you, ma'am, just sending out emails,
5 you know, is not outreach. That OEO has
6 been doing outreach continuously to connect
7 people with businesses, corporations,
8 institutions and so on. And with that kind
9 of effort continuing, then there can be more
10 opportunities for others across the board.

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

12 MR. KELLY: Thank you.

13 MR. LEONARD: Thank you.

14 MS. DOWD-BURTON: Next I would like to
15 ask Heloise Jettison, Director of Talent
16 Development. We have spoken a lot about
17 business today. We are going to switch
18 gears for a moment and talk more about
19 workforce development.

20 (Witness approaches Table.)

21 MS. JETTISON: Problem with being short.

22 Well, good morning everyone.

23 MS. DOWD-BURTON: Morning.

24 MS. JETTISON: Thank you very much for

1 allowing me a few minutes to speak.

2 My name is Heloise Jettison. As
3 Ms. Dowd-Burton said, I'm the Director for
4 Talent Development at the Commerce
5 Development. I am here today to provide a
6 few comments on our plans to promote and
7 support talent development and diversity
8 within the current priority to ensure
9 economic growth and opportunity for our
10 Philadelphia residents.

11 The Talent Development Unit at Commerce
12 Department was implemented to ensure that
13 public, private entities training providers
14 and educational institutions are connected.
15 The purpose for us is to work in
16 collaborative method and support the
17 industry pipelines and career pathways for
18 high growth sectors, particularly, that will
19 provide entryways for job seekers. In order
20 to attract, sustain and develop our
21 residents, job seekers, we must improve the
22 talent pool from all entry points.

23 Most importantly, adults and young
24 adults that have at least a GED or diploma

1 much earn a credential in order to compete
2 successfully. Whether there's a
3 certification, a two-year degree or a
4 four-year degree, that credential is the key
5 to becoming self sufficient and moving along
6 a continuum to make family sustaining wages
7 and move up a career ladder.

8 With that in mind, recently the Commerce
9 Department and the Managing Director's
10 Office have developed a City of Philadelphia
11 Workforce Development Steering Committee
12 that is made up of City government, public,
13 private and nonprofit stakeholders and
14 partners who are committed to the vision of
15 the committee. And I am happy to say that
16 Ms. Rodriguez has been invited to join that
17 committee. And specifically on the
18 subcommittee that I am co-chairing.

19 The division of the committee is to have
20 a collective collaborative approach towards
21 developing talent in Philadelphia so that
22 our residents are ready for the workforce of
23 today and tomorrow. To insure the workforce
24 system has the full participation of all

1 Philadelphia residents in the City's future
2 and serves as a key partner to business and
3 building regional growth and community
4 prosperity. That's the vision of the
5 Steering Committee and the subcommittees.

6 The Steering Committee has designated
7 three specific subcommittees that will
8 address the workforce development agenda and
9 its strategy. Each is chaired by a City
10 staffer or two and an external partner
11 co-chair. The three committees are the
12 Developed Talent and Model Employer
13 Subcommittee, Focus on High Need Populations
14 Subcommittee, and Removing Individual and
15 Structural Barriers to Success Subcommittee.

16 The strategies that will be put into
17 action steps by each subcommittee include
18 the following: City of Philadelphia
19 government as a model employer. This is an
20 incubator project which will support moving
21 seasonal workers to full time employment in
22 the City government or outside employment
23 with resources and support coaching career
24 pathways.

1 Second strategy, increasing
2 participation and growing industries,
3 specifically healthcare, manufacturing,
4 technology, customer service, retail,
5 hospitality, tourism, early childhood
6 education.

7 Third strategy, advancing low wage and
8 incumbent workers. Seasonal workers, part
9 time, young workforce talent and new and
10 returning workforce talent.

11 Fourth is developing new career pathways
12 for hard to serve residents. For example,
13 returning citizens which is a huge
14 population that we need to address, English
15 language learners, seasonal workers and
16 underemployed workers. Support disconnected
17 youth and opportunities, support job seekers
18 to enter high quality training successfully
19 because we know entering high quality and
20 receiving it is key.

21 Finally, strengthening and providing
22 accessible wraparound supports for low
23 income residents before and during training
24 and in their careers.

1 The subcommittees and the Steering
2 Committee's work is committed to this agenda
3 and providing a diverse and skilled
4 workforce that reflects the City of
5 Philadelphia and puts confidence in the
6 employers, our businesses, to hire from
7 local talent because the workforce reflects
8 the talent that they need. And we heard
9 recently and often that there is disconnect.
10 We want to get it so that there is a
11 connection.

12 Later in this process, the subcommittee
13 work, local employers businesses will be
14 engaged in the work as the pipelines and
15 pathways are confirmed within the industry
16 represented to ensure there is direct
17 connection of what they need in their
18 workforce and in the candidate pool that is
19 coming to them privately or within the
20 public workforce system.

21 In addition, this connection with
22 employers will inform the committee as to
23 what training is needed to prepare potential
24 candidates in progressive approach to career

1 planning. I look forward to sharing the
2 progress of this work with the Economic
3 Opportunity Review Committee as the
4 subcommittees and the Steering Committee
5 move forward. Hopefully the current plan is
6 that by December of 2016, there will be
7 finalized action plans with first year goals
8 for each subcommittee, well-developed
9 strategies aligned with each goal, metrics
10 to evaluate progress and process for data
11 tracking, funding needs and potential
12 resources or leveraging of resources and
13 strategies to overcome any potential
14 obstacles that we may face.

15 That's where we are. Thank you.

16 MS. DOWD-BURTON: Thank you.

17 Any questions from our committee?

18 MS. RODRIQUEZ: I just have one
19 question. In the industries that you have
20 identified for growth, do you have
21 construction, building trades?

22 MS. JETTISON: Those ones that I listed
23 were the high priority occupations. Yes.
24 In our internal agenda for the subcommittee,

1 that is included in that building trades,
2 yes. And that is a priority of Commerce
3 Department Talent development in the
4 addition to the work of subcommittee. I
5 serve kind of two sides with the
6 subcommittee and in general, so yes.

7 MS. DOWD-BURTON: Thank you.

8 MS. FIELDS: I have a question, also.

9 So the purpose of this committee is to
10 improve, you said, private and public
11 workforce. So, I'm assuming that you're
12 working on the -- making sure that the --
13 this groups look like Philly.

14 MS. JETTISON: Yes, that's correct.

15 MS. FIELDS: We are talking about the
16 number of minorities within the City. So,
17 how are you going to make or motivate the
18 private sector to include. Because it seems
19 like we never have the percentage that looks
20 like Philly.

21 What is the motivation that this
22 committee is using to ensure that the
23 private workforce looks like the City of
24 Philadelphia.

1 MS. JETTISON: It's a little preliminary
2 to see what the actual steps will be. But
3 part of the strategy of using the City as a
4 model employer, as far as an incubator, what
5 it looks like. How do we move that talent
6 pool forward, that will be an example that
7 we will connect with and businesses in the
8 City, private sector businesses, to become a
9 part of that same process.

10 We will have an example to show how and
11 the connection that we need from those
12 private employers what they need in their
13 talent pool so that we can marry the two
14 worlds together, and they will buy into the
15 process. And we know we are going to have
16 some that are probably going to be more
17 willing to start than others. But as one
18 goes, therefore, others should follow.

19 The goal is to get our private
20 businesses to follow the example that we lay
21 out from the incubator project with the
22 City.

23 MS. FIELDS: What's going to encourage
24 them to do that? Because my thing is, this

1 is how you supposed to look. But if there
2 is no consequences if I don't do that, then
3 I'm not inclined to do it. You see what I'm
4 saying?

5 MS. JETTISON: I do. I do. And as far
6 as that goes, we will need to do research
7 into what consequences are allowable, what
8 that means on that side in addition to what
9 you should do and what's the right thing to
10 do from a different angle. So, that's
11 policy and what we're able to enforce. That
12 might have to take a different track. And
13 we will need to research that.

14 MS. FIELDS: So, are you looking at
15 possible legislation? Because the gentleman
16 who had the architectural company for 40
17 years said, quite frankly, how he got to
18 that point was because the government, City,
19 pushing that I need -- you need certain
20 amount of minorities. And then that gives
21 him the opportunity or any minorities the
22 opportunity to show that I can do this work,
23 and I can do it well. And that you should
24 hire me for other projects.

1 But he said if it wasn't for programs
2 like this pushing it, it wouldn't have
3 happened.

4 MS. JETTISON: Legislation is absolutely
5 on the table of items to discuss and to see
6 what we can do. Absolutely.

7 MS. FIELDS: Thank you so much.

8 MS. HARPER: Just quickly. Private
9 sector representation on your committees and
10 subcommittees, could you share who you have
11 got or what entities you got lined up to
12 participate?

13 MS. JETTISON: At this point, since we
14 are in the early stages, we have not engaged
15 employers in this part of the discussion
16 because we are still in the development
17 phase. That will come and we -- as we go
18 into that, I would absolutely bring that to
19 the committee. Let you know who we are
20 tapping. And also, that will come from the
21 expertise around the table of the
22 subcommittee members of suggestions of where
23 we should start.

24 We want to kind of get the ground work.

1 We don't want to engage employers too early
2 because some of the granular work is not for
3 them. And we want to come to them with more
4 of a platform product. But that is in the
5 process, and that's the update that I would
6 bring.

7 MS. HARPER: Yeah. I would think the
8 sooner the better only because they can also
9 inform how you build the foundation for this
10 process. And make it something that you
11 would want to have -- that they would want
12 to participate in.

13 MS. JETTISON: Thank you.

14 MS. HARPER: And find value in.

15 MS. DOWD-BURTON: Thank you.

16 Any other questions? No other
17 questions?

18 Thank you very much, Heloise. We look
19 forward to working with you.

20 MS. JETTISON: Thank you.

21 MS. DOWD-BURTON: Next we will have
22 Nicholas Jann, Director of Special Projects
23 Manager for the Office of Economic
24 Opportunity. Just give us an overview of

1 the Economic Opportunity Plan Dashboard
2 results.

3 (Witness approaches Table.)

4 And this is a part of the handout that
5 you have with your -- your documents. It's
6 a long spreadsheet that's also found on the
7 OEO website at phila.gov/OEO. It's your
8 last page. Last page of your hand out.

9 MR. JANN: Good morning.

10 MS. DOWD-BURTON: Good morning.

11 MR. JANN: Again, my name is Nick Jann.
12 I'm the Manager of Special Projects in the
13 Office of Economic Opportunity.

14 What I do is I help to develop and
15 oversee Economic Opportunity Plans or EOPs.
16 Particularly, I do that in the private and
17 nonprofit sectors. I also collect and
18 maintain much of the data related to EOPs in
19 all sectors including the City as well, not
20 just in the private nonprofit sectors.

21 One of the ways that I do this is
22 through the maintenance of the EOP Database
23 and Dashboard. The EOP Database is a
24 collection of all the projects that our

1 office oversees that have EOPs and that list
2 vital statistics of these projects and data
3 on participation and inclusion for each of
4 them. The Dashboard is the public facing
5 component of the database. It summarizes
6 all the basic statistics and inclusion data
7 and makes them available to all the relevant
8 stakeholders via the OEO website.

9 Currently, the database is tracking 922
10 EOPs spanning the City quasi-public and
11 private sectors. These projects total
12 approximately \$11 billion in value. Closed
13 projects have demonstrated 31 percent
14 minority and women-owned business
15 participation with projects in the private
16 sector achieving 32 percent. Closed City
17 projects record 31 percent participation and
18 also represent the greatest number of
19 projects and longest span of time in any
20 category in terms of what we have recorded.

21 Currently, active City projects and
22 private sector projects are both tracking at
23 around 26 percent participation. This
24 figure, however, varies greatly as the

1 projects progress. Because of the way we
2 calculate participation, we typically see an
3 increase in participation as the projects
4 continue.

5 The Dashboard also does track workforce
6 participation. Though this dataset for
7 active projects is relatively small, however
8 as was mentioned per recent legislation, OEO
9 is now tracking workforce participation on a
10 much wider variety of projects and in a much
11 more detailed level in conjunction with our
12 colleagues in the Labor Standards Unit. As
13 these data come in, we will add summaries of
14 them to the EOP Dashboard.

15 Through the management of EOPs, OEO is
16 actively engaged with many stakeholders of
17 the construction industry in Philadelphia,
18 an area of that I focus much of my attention
19 on is workforce diversity and development.
20 At almost every oversight committee that I
21 attend, I hear from project owners about the
22 need for a more diverse pool of trade
23 workers. It has been heartening recently to
24 see representatives from the trades at the

1 table.

2 OEO is interested in partnering with as
3 many organizations as possible that are in
4 the business of training and preparing a
5 diverse workforce for the construction
6 trades. In July of this year, I had the
7 pleasure of convening a working group to
8 discuss methods for increasing diversity in
9 apprentice classes and the local trades
10 unions. This group includes representatives
11 from the unions, local governments -- local
12 government, rather, nonprofits and prime
13 subcontractors. The level of enthusiasm at
14 this meeting was very exciting.

15 The second meeting is taking place later
16 this month. And I look forward to
17 harnessing that enthusiasm to develop real
18 concrete plans for these issues. As these
19 meetings progress, I will happily report on
20 them to the community.

21 Thank you very much. And I am happy to
22 answer any questions.

23 MS. DOWD-BURTON: Questions? Okay.

24 So, we recognize this Dashboard is a lot

1 of numbers. Challenge to digest for someone
2 just saying, what did he just say because
3 Mr. Jann also has the tendency to speak
4 crisply and quickly. And so, just want to
5 ask a couple of questions for the record.

6 When you look at your Dashboard, you
7 separated projects out by closed projects
8 and by open projects. Closed projects have
9 identified what percentage of payments made
10 to minority and women-owned businesses?

11 MR. JANN: We are talking about across
12 all sectors?

13 MS. DOWD-BURTON: Yes.

14 MR. JANN: The cumulative number is 31
15 percent. 30.8 percent, so 31 percent.

16 MS. DOWD-BURTON: 30.8 for closed
17 projects.

18 MR. JANN: For closed projects in terms
19 of City-owned projects, projects that are
20 overseen by the quasi-governmental agencies
21 like PIDC and OHCD and then private sector
22 projects that require Economic Opportunity
23 Plans.

24 MS. DOWD-BURTON: Okay. And for the

1 active projects right now, the percentage is
2 26 percent?

3 MR. JANN: 26 percent. Again, taking
4 into consideration the participation changes
5 over the life of a project.

6 MS. DOWD-BURTON: Correct. Okay. And
7 one of the things that we talk about as a
8 part of this committee is identifying those
9 companies to be recommended for disbarment
10 if they're not in compliance.

11 MR. JANN: Sure.

12 MS. DOWD-BURTON: And so -- but this
13 portfolio appears in the annual report?

14 MR. JANN: Yes.

15 MS. DOWD-BURTON: And the Disparity
16 Study?

17 MR. JANN: Yes.

18 MS. DOWD-BURTON: And the contractors
19 are ranked?

20 MR. JANN: Yes.

21 MS. DOWD-BURTON: Okay. And based on
22 those rankings, companies will be brought
23 into the Commerce Department over the next
24 couple of months to be questioned as to why

1 some have not met their goals.

2 MR. JANN: Over the course of a number
3 of projects.

4 MS. DOWD-BURTON: Over the course of a
5 number of projects.

6 MR. JANN: Right.

7 MS. DOWD-BURTON: I think that's a
8 significant piece we want to make. We are
9 not talking about one-off contractors.

10 MR. JANN: Right.

11 MS. DOWD-BURTON: We are talking about
12 contractors that have a regular relationship
13 of competing on City-owned contracts and
14 whether or not they have met their goal and
15 identifying what are the potential causes.

16 MR. JANN: Right.

17 MS. DOWD-BURTON: What we have had
18 historically is a change in scope of work by
19 the department or a lack of compliance by
20 the contractor or a lack of compliance by
21 the subs. And so, we want to begin to build
22 the substantive reasons why this lack of
23 compliance.

24 The other fourth area is the Office of

1 Economic Opportunity is responsible for
2 setting stretch goals.

3 MR. JANN: Right.

4 MS. DOWD-BURTON: And so, when we do
5 that, we expect companies to achieve those
6 goals. In the question is, can they?

7 MR. JANN: Sure.

8 MS. DOWD-BURTON: So, any other closing
9 comments or does that conclude?

10 MR. JANN: I don't think so.

11 MS. DOWD-BURTON: Okay.

12 MR. JANN: Thank you very much.

13 MS. DOWD-BURTON: Thank you.

14 Okay. Our next speaker is Mr. Jihad Ali
15 representing the Contractors Round Table.

16 (Witness approaches Table.)

17 MR. ALI: Good morning.

18 MS. DOWD-BURTON: Good morning.

19 MR. ALI: As Ms. Burton said, my name is
20 Jihad Ali. I'm with the African-American
21 organization of contractors known as
22 Contractors Round Table, which is a group of
23 union and non-union contractors and
24 developers. I've been involved in

1 construction for about 31 years now. I'm a
2 union contractor by trade. I'm a union
3 member. I'm a member of the new Local 158,
4 which is a newly organized local here in
5 Philadelphia that was comprised of all the
6 unions in Philadelphia were put on under
7 Northeast Regional Council of New Jersey.
8 And now Philadelphia has a new union called
9 158 which is 16,000 men.

10 One of the things I want to say was
11 to -- to the Board and to the new director
12 coming in, Ms. Iola, is look around this
13 room. I mean, why is this room not
14 populated with people?

15 My question is, if this is a public
16 hearing or a hearing under City Council,
17 then what responsibility does the Office of
18 OEO have to put that information out? Just
19 as Ms. Rodriguez said to the person from
20 Procurement, you know, you have to do more
21 than just make a date. You have to do
22 more -- you have to do some more aggressive
23 outreach to get people involved.

24 Where are all the people that

1 participated in OEO the last six years? To
2 me, the reason why I came today, I know I
3 have seen Ms. Vanessa when you first came.
4 I know Ms. Rodriguez from several positions
5 that she has in the City government. She
6 knows I'm advocate at heart. My voice is to
7 speak for the people that don't want to risk
8 being blacklisted, because that's the
9 reality in the business. If you come down
10 here and say, you know, hey, look I'm not
11 getting no work, you are not going to get no
12 work.

13 To you, Ms. Iola, but I would like to
14 say to you, just go back and read the
15 transcripts for the last -- since 2012
16 that's on your website. Read all the
17 transcripts. And pay particular attention
18 to the transcripts from the June of 2015
19 where the person, the Executive Director
20 from the Organization of the City workforce
21 development Youth Build came in and
22 testified that they put 200 young men and
23 women in this program every year for the
24 last 80 years. They put 1,600 young men and

1 women in this program. And not one of them
2 was able to get a union position. Not one.

3 And then look at the testimony of
4 Ms. Sharmain Matlock-Turner, a beneficiary
5 everything that this organization seems to
6 do, she will testify that she's been in
7 position since 1978, 38 years. Her
8 organization hasn't been able to move that
9 needle one point to get one member into the
10 union trades.

11 Read the reports that the Director of
12 Commerce just released, the HUD 6,000
13 reports that's on your website that lists
14 the quasi-agencies that are identified in
15 this report spent \$332 million, particularly
16 PRA. And I know Ms. Rodriguez knows how
17 many times I have been down there to demand
18 accountability on OEO. But we were misled,
19 because those reports time after time we are
20 told that these people are achieving
21 participation. But when we get the annual
22 report for year 2013 and 2014, we see that
23 they had six people hired after spending
24 \$332 million. So, that's just looking at

1 your quasi-agencies.

2 We fail to look at PIDC and all those
3 other agencies that they do. And when we
4 talk about these reports, Ms. Burton alluded
5 to workforce analysis report. When you go
6 back and read that report and filing
7 information of the Dashboard, it might be
8 complicated for those of you that are not in
9 the industry to follow, but I can follow it.

10 Of the 922 projects, the 22 that were
11 not -- that were closed that weren't even in
12 it, we start at 900. Then you minus the 145
13 projects that they did -- that they were in
14 the planning stage that may not be included.
15 At the end of the day, the City looked at
16 369 projects in the workforce analysis, but
17 there was 385 that they didn't look at. One
18 of the things about the workforce analysis,
19 when they said the City was 38 percent not
20 achieving anything other than 38 percent,
21 you will find that of the 385 projects that
22 weren't included, one of the most
23 significant points was that they only looked
24 at two categories of race, African-Americans

1 and Latino. If a firm -- and one of the
2 biggest firms in the Public Works contracts
3 is Anderson, how could it be that every hour
4 that was reported by their employer, nobody
5 designated what their race was? And in
6 cases where that happened, that report was
7 just discarded. You have one of the biggest
8 participants in the Public Works contract,
9 none of their employees are designated if
10 they are African-American or Hispanic.

11 How can that be? How can that be a
12 coincidence? Not only with him but another
13 large Public Works contractor, Carr & Duff.
14 Their employees don't -- just by chance
15 nobody identifies what they are. So, both
16 of those reports are discounted.

17 So at the end of the day, all this stuff
18 is in the past. But looking forward to the
19 future, to Ms. Iola and I know Ms. Jennifer,
20 I know from reading the transcripts,
21 Ms. Vanessa, I know the kind of questions
22 that you ask. You can't ask anything if you
23 don't have the facts. So you have to be
24 able to get the facts before you come here.

1 Just like this report that was handed out.
2 Ms. Rodriguez, you know from your chair at
3 the RDA, the RDA typically publishes report
4 and City Council publishes a report before
5 the hearing. It would be -- is it asking
6 too much for you to make these reports
7 available at least the Friday before the
8 hearing? That way we can go over and we can
9 talk about it intelligently.

10 I wanted to thank you all for allowing
11 me to speak today. The only thing I can say
12 is I thank the Mayor for bringing in
13 Ms. Iola. We look forward for going in the
14 future. But the secret is nobody knows.
15 Look around. But what you got to do is find
16 the secret. You can do that by what
17 Councilman Jones told you. Councilman Jones
18 and the former Councilman Wilson Goode. He
19 can help you. He can help you find -- he
20 can help you find the way that you need to
21 go forward. Because it's through their
22 strength that we are here today. Through
23 all the work of Councilman Goode, that's why
24 I'm here today.

1 All the legislation. Everything that
2 Council bent over backwards to make a change
3 for every challenge that the building trades
4 put up. Everything that happened, they were
5 there to answer it. So, what we need to do
6 is get your office working more in line with
7 Council. In my opinion, it hasn't been in
8 the past. In my opinion, for the last six
9 years, have been a total waste of time
10 really truthfully for me because I speak to
11 the little guys on the street.

12 I speak to all them guys that's trying
13 to get -- not the guys the Mayor sent like
14 Mr. Maiello, he was appointed by Mayor
15 Street to do that piece. We participated in
16 that. What you didn't catch was when he
17 said the steel contractor was given to a
18 Hispanic firm, the larger steel contractor
19 in the City of Philadelphia is an
20 African-American on 19th and Girard. He
21 couldn't get none of that work, bonded
22 everything. So, those things happen.

23 And Ms. Vanessa, as you said. This is a
24 big diverse City. It's a big city with a

1 lot of people. We want the Hispanics to do
2 well, we want the Asians to do well. I damn
3 sure want the African-Americans to do well.
4 And I don't want to be grouped together. I
5 don't want us to fight. I think we should
6 be -- together we should say, look, if you
7 see the Hispanic, Ms. Rodriguez, what about
8 the African-American? You don't have to say
9 anything. Let ms. Vanessa do her thing.
10 That is my advice to you all.

11 I look going to the future. The future
12 is hope. The past been dismal. I'm sure
13 that from what I heard about you, Ms. Iola,
14 I am sure we can get the job done. I
15 already met with your director Mr. Epps.
16 And I am sure that he has the right -- he
17 has the right temperament and the right
18 experience to make sure that if we get the
19 facts, he will make the right decisions.
20 Because what can we do if we don't measure
21 nothing.

22 I think going forward there is hope.
23 Thank you.

24 MS. DOWD-BURTON: Thank you. Any

1 questions?

2 MS. RODRIQUEZ: I have a comment. And I
3 thank, Mr. Ali, thank you so much for the
4 many years of advocacy on behalf of our
5 minority community, and the African-American
6 community in particular.

7 And I have something to say related to a
8 comment you made in terms of, you know,
9 everything that we're talking about is the
10 past. And it really sort of moving and
11 looking forward to the future. And in that
12 vain, I want to welcome Iola to this side of
13 the world. And really thank Angela for the
14 many, many years of dedication and really
15 uplifting and highlighting this work.

16 But we have at the bank of this
17 Schuylkill on the 30th Street Station
18 Project. It's a master plan project of 25
19 years, billions of dollars of investment in
20 the City of Philadelphia and really the City
21 of Philadelphia. The region will benefit.
22 Those are hundreds and thousands of jobs.
23 Those are billions of dollars in contracts
24 over the next 25 years.

1 And I would like to ask Commerce
2 Department/OEO to really develop a strategic
3 plan, a strategic plan that will look at
4 what is the demand for services and
5 contracts and workforce by industry over the
6 next 25 years in that project and begin to
7 put the programs together that will enable
8 minority contractors and our workforce to
9 really take advantage of that.

10 So if we take the next 25 years on a one
11 year by year basis, we will not move the
12 needle. We need to take a strategic -- we
13 need a master plan for business and a master
14 plan for workforce development, so that we
15 can say if we're going to need 100
16 carpenters in year five and we are going to
17 need 1,000 bricklayers in year ten, then we
18 can work backwards from that and say what is
19 it that we need today to have in place by
20 year ten so we can meet the goal. If we
21 only do today what's for today and we plan
22 today for tomorrow but we don't plan today
23 for ten years from now, we are not going to
24 get there.

1 And so -- so what's been happening in my
2 opinion, is that we are just looking at
3 2015, what happened in 2015, and we are
4 saying, well, you met or didn't meet and why
5 didn't it happen. But really what is in the
6 pipeline for the next 5 years, 10 years, 25
7 years. So that when we can say what are we
8 doing to really meet the goals for the next
9 5, 10, 15, 20 years rather than looking back
10 at the goals we did not meet or the ones
11 that we met.

12 I will stop my spiel there.

13 MS. DOWD-BURTON: Thank you. I
14 absolutely agree with you. A long term
15 strategic plan for Schuylkill Yards will be
16 essential to the success of the projects
17 there and the evolution of that region of
18 the City.

19 Mr. Ali, I have a question for you with
20 regard to the largest African-American steel
21 contractor, who is it?

22 MR. ALI: That's Al Brown from Complete
23 Welding.

24 MS. DOWD-BURTON: Okay.

1 MR. ALI: And Emoja Steel -- also his
2 other company is Emoja Steel. They are
3 currently on the project at 12th and Market.
4 And that only happened because we had to
5 actively get the help of Councilman Squilla
6 to make that contract happen in spite of
7 them having a third party certifier Jim
8 Baker.

9 MS. DOWD-BURTON: Okay. And they're the
10 larger steel contractors?

11 MR. ALI: They are the largest in the
12 City.

13 MS. DOWD-BURTON: Okay. And do you have
14 the largest electric contractor? Do you
15 know who that would be?

16 MR. ALI: Larger electric contractor was
17 the contractor that just was -- being it's
18 currently under investigation by the FBI,
19 that was just the recent raids was with MJK
20 Electric. That was who is -- the community
21 has to find -- he has a strong relationship
22 with UAC. But he is the largest
23 African-American contractor in the city
24 currently under investigation by the FBI.

1 MS. DOWD-BURTON: Okay. Thank you. And
2 can you name three other contractors, the
3 other largest African-American contractors
4 in the City?

5 MR. ALI: Sure. You can name Perryman.
6 You can name Larry McCray. You can name --
7 you can name Bill -- Precision, Bill Tolik
8 from Precision Electric. You can name, as I
9 said Emoja Steel, they are large contractor.

10 It's not -- it's almost like what you
11 said earlier. It's just about having
12 opportunities. We have the people with
13 capacity. One thing Ms. Iola, you will hear
14 that term in the future. It's almost like
15 disarmer. It's almost like the people who
16 you will be sitting across know that they
17 can disarm you by saying we have a problem
18 finding people with capacity. Because if
19 you don't know the industry, then you will
20 be liable to accept that because they are
21 the smartest person at the table at that
22 time unless you have knowledge.

23 We have people.

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

1 very much.

2 MR. ALI: Thank you.

3 MS. DOWD-BURTON: Just to close our
4 conversation, there are a couple of things
5 that were mentioned that I want to make sure
6 the record reflects. And that is when we
7 did our disparity study, this year we used
8 the data from LCP Tracker. LCP Tracker is a
9 system used by Labor Standards Unit that was
10 put in place in January 2014.

11 And so, our Economic Opportunity Plan
12 Portfolio goes back to 2009. And so when
13 you see that 922 number, it's active and
14 closed projects from 2009 through
15 September 2016. LCP Tracker system to track
16 certified payrolls, to measure diversity
17 went into place January 2014. And the
18 projects from 2014 to June 2015, that's 18
19 months of data that was captured is what was
20 used for the disparity study.

21 Now as we move forward, we will have
22 more data that will be captured by LCP
23 Tracker so that we will be able to track
24 more comprehensively workforce diversity.

1 It not only tracks African-American and
2 Hispanic workers, it also tracks Asian
3 Americans, as well. And with regard to
4 invitations for those to participate in
5 today's committee, they are advertized by
6 City Council. This is a City Council
7 committee. And City Council actually
8 advertised. Of course, we can broadcast to
9 the OEO Registry, as well. But it's really
10 an opportunity for us to share the
11 successes.

12 And Iola, first of all, no one hasn't
13 guessed yet, Iola will be taking on the role
14 as Executive Director for the Office of
15 Economic Opportunity effective October 3,
16 which is the first week of -- well, it's MED
17 Week, Minority Enterprise Development Week.
18 You asked an extraordinary question, which
19 was what does it take to succeed. And so,
20 if you read the transcripts from 2012
21 through 2016, you will find the experts who
22 came to testify before this Council,
23 90 percent of them came to talk about what
24 it took to succeed.

1 And so, the goal was to use this forum,
2 and I thank City Council for providing us
3 with this forum and for the Administration
4 supporting it. It is a forum where we share
5 what it takes to succeed. So, all right.

6 That concludes our comments. I would
7 like to close with having everyone go out to
8 the Office of Economic Opportunity website
9 at phila.gov/OEO, check out events. And you
10 will see MED Week come up October 3 to the
11 7th. And we have 40 sponsors this year. We
12 have over 35 events. MED Week includes
13 pre-MED Week. It's grown so large and
14 significantly, so that we have events prior
15 to MED Week which will include lot of great
16 events.

17 I am not going to even begin to go into
18 detail because I will know I will forget
19 some. I just want to acknowledge the
20 African-American, Asian and Hispanic
21 Chambers for their support along with
22 Minority Development Business Agency,
23 University of Penn, Drexel, Temple, LaSalle,
24 Small Business Administration, Minority

1 Business Development Council and so many
2 other minority-supplier development agency
3 and the Enterprise Center for supporting
4 this effort.

5 We look forward to seeing everyone on
6 site and around the City for MED Week.

7 Thank you.

8 (The EORC Meeting adjourned at 11:33 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
Court Reporter - Notary Public

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