

RESPONSE TO
PUBLIC ADVOCATE'S INTERROGATORIES
AND
REQUESTS FOR PRODUCTION OF DOCUMENTS
QUESTION 12 Part D

Dated: March 2022

1 **PA-II-12.** REFERENCE TABLE 1-8 BEGINNING ON PAGE 8 OF THE FY 2022 TO FY
2 2027 FINANCIAL PLAN REPORT.

3 A. FOR EACH GROUP OF CLASS 100 SALARIES & WAGES, PLEASE
4 PROVIDE THE BREAKDOWN OF THE FY 2023 COSTS SHOWING THE
5 NUMBER OF POSITIONS AND THE RELATED COSTS.

6 B. FOR SERVICES PRESENTED IN THE TABLE, PLEASE IDENTIFY THE
7 SPECIFIC SERVICES AND THE RELATED AMOUNT FOR FY 2023.

8 C. PLEASE IDENTIFY WHEN THE \$10 MILLION RELATED TO HURRICANE
9 IDA IS EXPECTED TO BE INCURRED IN 2022, AND EXPLAIN WHY PWD
10 IS INCURRING COSTS IN 2022 FOR A STORM THAT OCCURRED IN
11 AUGUST 2021.

12 D. PLEASE IDENTIFY WHEN THE ONE-TIME EMPLOYEE BONUSES WILL
13 BE PAID IN 2022 AND WHETHER THERE ARE SPECIFIC CONDITIONS TO
14 TRIGGER PAYMENT OF THE BONUSES.

15
16 **RESPONSE:**

17 **D. DC 33 Lump Sum Bonus**

18 A \$1,200 lump sum bonus is being issued to permanent full-time employees coded in
19 payroll in compulsory union because of the new DC33 contract ratified on September
20 24, 2021. Eligible employees are on the active payroll, on a FMLA leave of absence,
21 and/or currently on military leave as part of Operation Freedom Sentinel. A \$600 lump
22 sum bonus is being issued to permanent part-time employees in the above categories
23 who work a minimum of 18 hours per week. The payments started on October 15,
24 2021 (FY2022).

25
26 Probationary employees hired between March 24, 2021 and September 24, 2021 will
27 receive their bonuses upon completion of their probationary periods. The City will pay
28

1 the bonus as soon as the City gather's enough eligible employees and will not pay
2 them one at a time.

3
4 Permanent employees who are on a leave of absence without pay as of September 24,
5 2021 will be eligible for the bonus only if they return to the active payroll by March
6 24, 2022 and remain on the active payroll for at least sixty (60) consecutive calendar
7 days. The City will pay the bonus as soon as the City gather's enough eligible
8 employees and will not pay them one at a time.

9
10 **DC 47 Lump Sum Bonus**

11 A \$1200 lump sum bonus is being issued to permanent full-time employees coded in
12 payroll as compulsory union code because of the new DC47 contract ratified on
13 October 14, 2021. Eligible employees are on the active payroll, on a FMLA leave of
14 absence, and/or currently on Military Leave as part of Operation Freedom Sentinel. A
15 \$600 lump sum bonus is being issued to permanent part-time employees in the above
16 categories who work a minimum of 18 hours per week. The payments started on
17 October 29th, 2021 (FY2022).

18
19 Probationary employees hired between April 14, 2021 and October 14, 2021 will
20 receive their bonuses upon completion of their probationary periods. The City will pay
21 the bonus as soon as the City gather's enough eligible employees and will not pay
22 them one at a time.

23
24 Permanent employees who are on a leave of absence without pay as of October 14,
25 2021 will be eligible for the bonus only if they return to the active payroll by April 14,
26 2022 and remain on the active payroll for at least sixty (60) consecutive calendar days.
27 The City will pay the bonus as soon as the City gather's enough eligible employees
28 and will not pay them one at a time.

1 **Vaccine Bonus**

2 A \$300 lump sum bonus was issued to all permanent full-time and part- time
3 employees, except those mentioned below, who have completed their full schedule of
4 COVID-19 vaccination and provided proof of their vaccination status by December
5 24, 2021. Eligible employees are on the active payroll and hired by August 31st,
6 2021. Employees on FMLA, parental, or military leaves will be eligible for this
7 bonus.

8 The following category of employee is NOT eligible for this bonus:

- 9 • any employee receiving an exemption to the vaccination requirements; and
10 • Employees of First Judicial District and Register of Wills are ineligible for this
11 bonus payment.

12 Employees who terminate by or before January 9th, 2022, will not receive the bonus.
13 Bonus payments were made by January 14th, 2022.

14
15 **Vaccine Bonus Change (Increase in Bonus)**

16 The vaccination bonus amounts, and schedules have been amended for all permanent
17 City employees, including exempt and non-represented City employees. The City
18 expects to pay the additional amounts in April 2022.

19
20 **RESPONSE PROVIDED BY:** City of Philadelphia