City Council
Chief Clerk's Office
402 City Hall
Philadelphia, PA 19107

Legislation Text

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Authorizing Philadelphia City Council's Committee on Labor and Civil Service to conduct public hearings to examine Philadelphia's Civil Service "Rule of Two".

WHEREAS, The "Rule of Two" was added to the Philadelphia Home Rule Charter in the 1950s; and

WHEREAS, The original intention of the "Rule of Two" was to promote a merit-based civil service system in Philadelphia; and

WHEREAS, The "Rule of Two" states that "the regulations shall provide for the certification of the two persons standing highest on the appropriate eligible list to fill a vacancy" or in other words, it states that those applying for civil service jobs must complete a civil service examination and the position(s) must be filled by the two applicants with the top two scores; and

WHEREAS, Civil Service jobs make up 92 percent of all City government jobs and include clerks, police, firefighters, and construction workers; and

WHEREAS, The City's breakdown of civil service demographics are 46 percent African American, 35 percent White, 5 percent Latino, and 2 percent Asian, in addition to being 59 percent male; and

WHEREAS, For the 4,000 City employees earning in excess of $70,000, 64 percent are White and 72 percent are male; and

WHEREAS, For the same number of employees earning an annual $35,000 or less, 67 percent are African American and 55 percent are male; and

WHEREAS, The average salary of a white municipal employee is over $10,000 more than that of the average African American municipal employee; and

WHEREAS, New York City, Boston, and San Francisco have employed a civil service processes that allows employment selection from a wider candidate pool in order to promote racial and gender diversity in the work place; now, therefore, be it

RESOLVED, BY THE COUNCIL OF THE CITY OF PHILADELPHIA, That the City Council's Committee on Labor and Civil Service is hereby authorized to conduct public hearings to examine the Civil Service "Rule of Two" in the City of Philadelphia.

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