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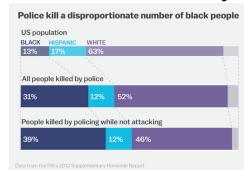
Table 4  
Regulations on the Number of Candidates Considered per Job  
Vacancy in Philadelphia and Other Cities

City	Regulations
All of them	Philadelphia: 25 San Francisco: 15 Los Angeles: 10 New York City: 10 Chicago: 10 Houston: 10 Dallas: 10 San Antonio: 10 Austin: 10 Portland: 10 Seattle: 10 Denver: 10 San Diego: 10 Phoenix: 10 San Jose: 10 Boston: 10 Miami: 10 San Francisco: 15 Los Angeles: 10 New York City: 10 Chicago: 10 Houston: 10 Dallas: 10 San Antonio: 10 Austin: 10 Portland: 10 Seattle: 10 Denver: 10 San Diego: 10 Phoenix: 10 San Jose: 10 Boston: 10 Miami: 10

1. To determine the maximum number of candidates who can be considered for a vacancy, see the following table.  
2. San Francisco does not have a limit on the number of candidates who can be considered for the highest positions.  
3. Philadelphia does not have a limit on the number of candidates who can be considered for the highest positions.  
4. If there are no candidates, the highest position will be filled by the incumbent.

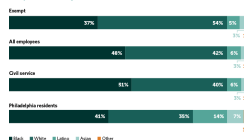
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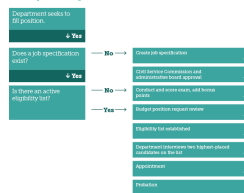
Figure 2  
Philadelphia's Municipal Workforce by Race and Employment Type  
Compared with all city residents



Source: The number of all Philadelphia jobs: U.S. Census Bureau, American Community Survey, one-year estimates, 2010.  
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Figure 3  
Philadelphia's Hiring Process



Source: Philadelphia Office of Human Resources, "Normal Hiring Process" (2010).  
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Exam Type	Description
Written	An applicant takes a standard examination in written form.
Oral	An applicant is interviewed using standardized questions, with answers rated by a panel of interviewers.
Performance	An applicant performs a task or exercises a skill to complete a specific task for which he or she would have direct responsibility in hiring.
Testing and Assessment	An applicant is interviewed and assessed on job-related competencies, qualifications, and training.

Applicants are not guaranteed being a member of these four types of exams.  
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