

City of Philadelphia Exempt Employee Diversity Review

OFFICE OF THE CITY CONTROLLER

The City of Philadelphia has more than 28,000 employees. The majority of the City's workforce is hired through the civil service system, however approximately 4,600 employees, called exempt employees, are not. The demographic makeup of exempt employees can be an important indication of the City's hiring practices, specifically its ability to attract diverse applicants and its likelihood of hiring diverse candidates. The City of Philadelphia has stated that improving the diversity of its workforce, including leadership positions, so that it more closely mirrors city demographics is a priority. Below is an overview of exempt employees by race/ethnicity across all elected offices and the administration. To help evaluate the City's progress toward its diversity goals, Census data for the city is at the top of each chart.

All Exempt Employees

Chart Guide

- Overrepresented vs. Census
- Parity with Census
- Underrepresented vs. Census

	White	Black/African Amer.	Hispanic	Asian	American Indian	Other	Total Number
City Census	35%	41%	14%	7%	0%	2%	
Mayoral Administration	48%	37%	7%	5%	0%	2%	1,507
City Commissioners	60%	20%	13%	7%	0%	0%	15
City Controller	46%	50%	4%	0%	0%	0%	24
City Council	45%	42%	7%	4%	1%	2%	191
District Attorney	71%	17%	4%	5%	0%	3%	412
First Judicial District	60%	35%	3%	1%	0%	1%	2,355
Register of Wills	62%	27%	11%	0%	0%	0%	71
Sheriff	17%	77%	3%	0%	0%	3%	30

Exempt Employees, Salaries >\$90K

	White	Black/African Amer.	Hispanic	Asian	American Indian	Other	Total Number
City Census	35%	41%	14%	7%	0%	2%	
Mayoral Administration	58%	31%	5%	3%	0%	2%	442
City Commissioners	67%	33%	0%	0%	0%	0%	3
City Controller	57%	43%	0%	0%	0%	0%	7
City Council	44%	40%	10%	6%	0%	0%	48
District Attorney	82%	12%	1%	4%	0%	0%	72
First Judicial District	79%	17%	2%	2%	0%	0%	48
Register of Wills	83%	0%	17%	0%	0%	0%	6
Sheriff	50%	50%	0%	0%	0%	0%	2

New Exempt Hires

Chart Guide

- Overrepresented vs. Census
- Parity with Census
- Underrepresented vs. Census

	White	Black/African Amer.	Hispanic	Asian	American Indian	Other	Total Number
City Census	35%	41%	14%	7%	0%	2%	
Mayoral Administration	43%	38%	7%	9%	1%	1%	267
City Commissioners	100%	0%	0%	0%	0%	0%	3
City Controller	56%	33%	11%	0%	0%	0%	9
City Council	44%	50%	0%	6%	0%	0%	18
District Attorney	66%	18%	5%	5%	0%	5%	94
First Judicial District	57%	34%	3%	3%	1%	2%	180
Register of Wills	33%	33%	33%	0%	0%	0%	3
Sheriff	0%	100%	0%	0%	0%	0%	1

New Exempt Hires, Salaries >\$90K

	White	Black/African Amer.	Hispanic	Asian	American Indian	Other	Total Number
City Census	35%	41%	14%	7%	0%	2%	
Mayoral Administration	56%	32%	5%	5%	2%	0%	57
City Commissioners							0
City Controller	67%	33%	0%	0%	0%	0%	3
City Council							0
District Attorney	67%	22%	0%	11%	0%	0%	18
First Judicial District	100%	0%	0%	0%	0%	0%	1
Register of Wills							0
Sheriff							0

Overall, the City's exempt workforce is not representative of the city's demographic data. Most departments are over-represented with White exempt employees, as compared to Census data, across all areas of review. Representation in exempt positions is lowest for Hispanic and Asian individuals. For departments under the Mayor's authority, 48.2% of the exempt workforce is White. Other than the Mayoral administration, the elected offices with the two largest exempt workforces, the First Judicial District and the District Attorney's Office, are 59.7% and 71.4% White, respectively.