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.

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.