The City of Philadelphia has about 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 hire diverse candidates and maintain an inclusive work environment. The City of Philadelphia has stated that improving the diversity of its workforce, including in 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 mayoral 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

<table>
<thead>
<tr>
<th>City Census</th>
<th>White</th>
<th>Black/African Amer.</th>
<th>Hispanic</th>
<th>Asian</th>
<th>American Indian</th>
<th>Other</th>
<th>Total Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>-Mayoral Administration</td>
<td>47%</td>
<td>36%</td>
<td>7%</td>
<td>6%</td>
<td>0%</td>
<td>0%</td>
<td>1,584</td>
</tr>
<tr>
<td>City Commissioners</td>
<td>57%</td>
<td>21%</td>
<td>7%</td>
<td>7%</td>
<td>0%</td>
<td>0%</td>
<td>14</td>
</tr>
<tr>
<td>City Controller</td>
<td>44%</td>
<td>48%</td>
<td>4%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
<td>25</td>
</tr>
<tr>
<td>City Council</td>
<td>42%</td>
<td>39%</td>
<td>8%</td>
<td>5%</td>
<td>0%</td>
<td>0%</td>
<td>153</td>
</tr>
<tr>
<td>District Attorney</td>
<td>69%</td>
<td>19%</td>
<td>5%</td>
<td>7%</td>
<td>0%</td>
<td>0%</td>
<td>471</td>
</tr>
<tr>
<td>First Judicial District</td>
<td>59%</td>
<td>34%</td>
<td>5%</td>
<td>1%</td>
<td>0%</td>
<td>1%</td>
<td>2,216</td>
</tr>
<tr>
<td>Register of Wills</td>
<td>61%</td>
<td>30%</td>
<td>10%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>71</td>
</tr>
<tr>
<td>Sheriff</td>
<td>22%</td>
<td>70%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
<td>4%</td>
<td>27</td>
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</tbody>
</table>

### Exempt Employees, Salaries >$90K

<table>
<thead>
<tr>
<th>City Census</th>
<th>White</th>
<th>Black/African Amer.</th>
<th>Hispanic</th>
<th>Asian</th>
<th>American Indian</th>
<th>Other</th>
<th>Total Number</th>
</tr>
</thead>
<tbody>
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<td>-Mayoral Administration</td>
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<td>5%</td>
<td>4%</td>
<td>0%</td>
<td>2%</td>
<td>514</td>
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<tr>
<td>City Commissioners</td>
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<td>14%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>14%</td>
<td>7</td>
</tr>
<tr>
<td>City Controller</td>
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<td>38%</td>
<td>12%</td>
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<td>0%</td>
<td>0%</td>
<td>8</td>
</tr>
<tr>
<td>City Council</td>
<td>44%</td>
<td>42%</td>
<td>6%</td>
<td>6%</td>
<td>0%</td>
<td>3%</td>
<td>36</td>
</tr>
<tr>
<td>District Attorney</td>
<td>76%</td>
<td>12%</td>
<td>5%</td>
<td>7%</td>
<td>0%</td>
<td>0%</td>
<td>84</td>
</tr>
<tr>
<td>First Judicial District</td>
<td>73%</td>
<td>23%</td>
<td>2%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
<td>52</td>
</tr>
<tr>
<td>Register of Wills</td>
<td>71%</td>
<td>14%</td>
<td>14%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>7</td>
</tr>
<tr>
<td>Sheriff</td>
<td>50%</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
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</tr>
</tbody>
</table>

### New Exempt Hires

<table>
<thead>
<tr>
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<th>White</th>
<th>Black/African Amer.</th>
<th>Hispanic</th>
<th>Asian</th>
<th>American Indian</th>
<th>Other</th>
<th>Total Number</th>
</tr>
</thead>
<tbody>
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<td>43%</td>
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</tr>
<tr>
<td>City Commissioners</td>
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<td>0%</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>City Controller</td>
<td>50%</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>City Council</td>
<td>29%</td>
<td>21%</td>
<td>21%</td>
<td>7%</td>
<td>0%</td>
<td>0%</td>
<td>14</td>
</tr>
<tr>
<td>District Attorney</td>
<td>61%</td>
<td>23%</td>
<td>7%</td>
<td>8%</td>
<td>0%</td>
<td>1%</td>
<td>135</td>
</tr>
<tr>
<td>First Judicial District</td>
<td>55%</td>
<td>35%</td>
<td>2%</td>
<td>3%</td>
<td>0%</td>
<td>5%</td>
<td>143</td>
</tr>
<tr>
<td>Register of Wills</td>
<td>33%</td>
<td>67%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>3</td>
</tr>
<tr>
<td>Sheriff</td>
<td>0%</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
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<td>2</td>
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</tbody>
</table>

### New Exempt Hires, Salaries >$90K

<table>
<thead>
<tr>
<th>City Census</th>
<th>White</th>
<th>Black/African Amer.</th>
<th>Hispanic</th>
<th>Asian</th>
<th>American Indian</th>
<th>Other</th>
<th>Total Number</th>
</tr>
</thead>
<tbody>
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<td>4%</td>
<td>9%</td>
<td>0%</td>
<td>0%</td>
<td>47</td>
</tr>
<tr>
<td>City Commissioners</td>
<td>0%</td>
<td>47%</td>
<td>4%</td>
<td>9%</td>
<td>0%</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>City Controller</td>
<td>0%</td>
<td>47%</td>
<td>4%</td>
<td>9%</td>
<td>0%</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>City Council</td>
<td>0%</td>
<td>47%</td>
<td>4%</td>
<td>9%</td>
<td>0%</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>District Attorney</td>
<td>73%</td>
<td>18%</td>
<td>0%</td>
<td>9%</td>
<td>0%</td>
<td>0%</td>
<td>11</td>
</tr>
<tr>
<td>First Judicial District</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>Register of Wills</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td>Sheriff</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0</td>
</tr>
</tbody>
</table>

As was the case last year, the City’s exempt workforce was still not representative of Philadelphia’s demographic data in FY19. Compared to Census data, most departments were over-represented with White exempt employees in all areas of review. For departments under the Mayor’s authority, 47.2% of the exempt workforce was White. Across departments, representation in exempt positions is especially low for Hispanic individuals, comprising only 7.4% of the total exempt workforce, but 15.2% of the city’s total population. Though slightly improved from FY18, the elected offices with the two largest exempt workforces, the First Judicial District and the District Attorney’s Office, are 59.0% and 68.8% White, respectively.