

Fiscal Year 2018 Exempt Employee Diversity Review



**City Controller
Rebecca Rhynhart**

While the majority of the City's workforce is hired through the civil service system, approximately 4,600 employees, called exempt, non-represented or at-will employees, are not. The demographic makeup of these employees is important because it reflects the City's hiring practices, specifically its ability to hire diverse candidates. Senior leadership positions, such as department and cabinet heads, are also often part of the exempt workforce.

This review visualizes the racial breakdown of Philadelphia's exempt workforce at the end of Fiscal Year 2018 (FY18). The data was compiled by the Controller's Office from the City's legacy payroll system.¹ Employees are shown in relation to the department from which they are paid. The data is accurate as of June 24, 2018.

To evaluate the City's progress toward its diversity goals and the diversity of its leadership, the data is broken out into four important categories: all exempt employees, exempt employees hired in FY18,² exempt employees with salaries greater than \$90,000, and the subset of new hires with salaries greater than \$90,000. Data for these categories is presented on each of the following pages.

The diversity data is visualized as two separate heatmaps, one for all departments that fall under the Mayor's authority and one for independently elected offices. Rows of the heatmap show results for a specific department while columns represent different races and ethnicities. The data is visualized relative to Philadelphia's overall population statistics according to 2017 census data. The color gray indicates that a particular race or ethnicity is represented at the same level as the city's census, while the colors red and blue indicate overrepresentation and underrepresentation, respectively.

Key Takeaways

White employees are overrepresented in the exempt workforce relative to the city's overall population. 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. For comparison, Philadelphia's population is 34.9% White and 65.1% non-White, according to 2017 census data. 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.

¹ Diversity data for the Office of the City Commissioners was listed inaccurately in the City's payroll system, and the Controller's Office corrected this error when compiling the data.

² Data for new exempt hires includes employees new to the City of Philadelphia as well as employees who have moved between City departments.

Philadelphia's Workforce in FY18

All Exempt Employees

	Overrepresented vs. Census
	Parity with Census
	Underrepresented vs. Census

Mayoral Administration

	White	Black or African American	Hispanic	Asian	American Indian	Other	Total Number
City Census	35%	41%	14%	7%	0%	2%	
All Departments	48%	37%	7%	5%	0%	2%	1,507
MDO	46%	38%	10%	5%	1%	1%	306
OIT	45%	38%	5%	10%	0%	2%	255
Law	62%	23%	4%	5%	0%	7%	138
DHS	47%	35%	8%	5%	1%	3%	97
Revenue	55%	23%	15%	7%	0%	1%	75
CAO	41%	45%	11%	2%	0%	0%	44
Office of the Mayor	38%	40%	7%	7%	0%	7%	42
Finance	40%	50%	5%	5%	0%	0%	40
Homeless Services	39%	58%	3%	0%	0%	0%	33
Office of Education	39%	55%	3%	3%	0%	0%	33
CEO	23%	58%	13%	3%	0%	3%	31
Parks & Recreation	55%	32%	3%	6%	3%	0%	31
Public Health	37%	47%	3%	10%	0%	3%	30
L&I	63%	13%	13%	10%	0%	0%	30
Commerce	43%	50%	4%	0%	4%	0%	28
Planning & Development	71%	25%	0%	4%	0%	0%	24
DBHIDS	61%	26%	9%	4%	0%	0%	23
Prisons	10%	85%	5%	0%	0%	0%	20
Labor Relations	50%	45%	5%	0%	0%	0%	20
Inspector General	58%	26%	0%	0%	0%	16%	19
Streets	44%	44%	11%	0%	0%	0%	18
Aviation	65%	18%	12%	6%	0%	0%	17
Water	56%	44%	0%	0%	0%	0%	16
BRT	57%	43%	0%	0%	0%	0%	14
Police	67%	33%	0%	0%	0%	0%	12
Public Property	67%	17%	17%	0%	0%	0%	12
Fire	58%	42%	0%	0%	0%	0%	12
Mural Arts	36%	45%	9%	0%	9%	0%	11
Property Assessment	55%	45%	0%	0%	0%	0%	11
Sustainability	78%	11%	11%	0%	0%	0%	9
Board of Ethics	71%	0%	0%	29%	0%	0%	7
Treasurer	29%	71%	0%	0%	0%	0%	7
Fleet	67%	17%	0%	17%	0%	0%	6
City Rep	33%	50%	0%	17%	0%	0%	6
Human Resources	17%	67%	17%	0%	0%	0%	6
Free Library	80%	0%	0%	0%	0%	20%	5
Procurement	40%	20%	40%	0%	0%	0%	5
Arts, Culture, & Creative Economy	40%	40%	20%	0%	0%	0%	5
Records	25%	75%	0%	0%	0%	0%	4
Human Relations	67%	0%	33%	0%	0%	0%	3
Atwater Kent	100%	0%	0%	0%	0%	0%	2

Independents

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

Philadelphia's Workforce in FY18

Exempt Employees with Salaries >\$90K

	Overrepresented vs. Census
	Parity with Census
	Underrepresented vs. Census

Mayoral Administration

	White	Black or African American	Hispanic	Asian	American Indian	Other	Total Number
City Census	35%	41%	14%	7%	0%	2%	
All Departments	58%	31%	5%	3%	0%	2%	442
OIT	57%	30%	1%	7%	0%	4%	69
MDO	52%	33%	9%	2%	2%	2%	46
Law	76%	18%	0%	0%	0%	5%	38
DHS	41%	41%	11%	4%	0%	4%	27
Revenue	67%	14%	19%	0%	0%	0%	21
Finance	47%	42%	0%	11%	0%	0%	19
Office of the Mayor	56%	33%	6%	0%	6%	0%	18
Aviation	64%	14%	14%	7%	0%	0%	14
Police	64%	36%	0%	0%	0%	0%	11
Planning & Development	82%	18%	0%	0%	0%	0%	11
Fire	60%	40%	0%	0%	0%	0%	10
Public Property	70%	20%	10%	0%	0%	0%	10
Streets	60%	30%	10%	0%	0%	0%	10
Public Health	67%	33%	0%	0%	0%	0%	9
CAO	56%	44%	0%	0%	0%	0%	9
Water	89%	11%	0%	0%	0%	0%	9
Homeless Services	25%	62%	12%	0%	0%	0%	8
Parks & Recreation	62%	12%	12%	12%	0%	0%	8
Property Assessment	50%	50%	0%	0%	0%	0%	8
L&I	88%	0%	12%	0%	0%	0%	8
Prisons	29%	71%	0%	0%	0%	0%	7
Commerce	57%	43%	0%	0%	0%	0%	7
Office of Education	33%	67%	0%	0%	0%	0%	6
Labor Relations	83%	17%	0%	0%	0%	0%	6
DBHIDS	67%	33%	0%	0%	0%	0%	6
Fleet	67%	17%	0%	0%	0%	17%	6
Free Library	80%	0%	0%	0%	0%	20%	5
CEO	20%	80%	0%	0%	0%	0%	5
Board of Ethics	60%	0%	0%	40%	0%	0%	5
Human Resources	0%	75%	25%	0%	0%	0%	4
Procurement	50%	0%	50%	0%	0%	0%	4
Inspector General	67%	0%	0%	0%	0%	33%	3
Treasurer	33%	67%	0%	0%	0%	0%	3
City Rep	33%	67%	0%	0%	0%	0%	3
Sustainability	100%	0%	0%	0%	0%	0%	2
Records	50%	50%	0%	0%	0%	0%	2
BRT	0%	100%	0%	0%	0%	0%	1
Mural Arts	100%	0%	0%	0%	0%	0%	1
Atwater Kent	100%	0%	0%	0%	0%	0%	1
Human Relations	100%	0%	0%	0%	0%	0%	1
Arts, Culture, & Creative Economy	0%	100%	0%	0%	0%	0%	1

Independents

City Census	35%	41%	14%	7%	0%	2%	
District Attorney	82%	12%	1%	4%	0%	0%	72
City Council	44%	40%	10%	6%	0%	0%	48
First Judicial District	79%	17%	2%	2%	0%	0%	48
City Controller	57%	43%	0%	0%	0%	0%	7
Register of Wills	83%	0%	17%	0%	0%	0%	6
City Commissioners	67%	33%	0%	0%	0%	0%	3
Sheriff	50%	50%	0%	0%	0%	0%	2

Philadelphia's Workforce in FY18

New Exempt Hires

	Overrepresented vs. Census
	Parity with Census
	Underrepresented vs. Census

Mayoral Administration

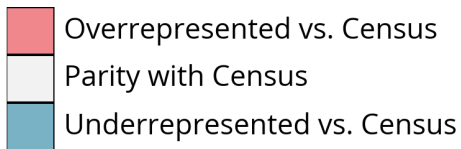
	White	Black or African American	Hispanic	Asian	American Indian	Other	Total Number
City Census	35%	41%	14%	7%	0%	2%	
All Departments	43%	38%	7%	9%	1%	1%	267
OIT	49%	31%	7%	13%	0%	0%	45
MDO	36%	43%	2%	11%	5%	2%	44
DHS	48%	43%	4%	4%	0%	0%	23
Planning & Development	65%	30%	0%	5%	0%	0%	20
Revenue	25%	33%	25%	17%	0%	0%	12
Office of the Mayor	36%	45%	18%	0%	0%	0%	11
L&I	40%	10%	20%	30%	0%	0%	10
Office of Education	40%	60%	0%	0%	0%	0%	10
Finance	30%	50%	10%	10%	0%	0%	10
Law	60%	20%	0%	10%	0%	10%	10
DBHIDS	44%	33%	11%	11%	0%	0%	9
CEO	12%	62%	12%	12%	0%	0%	8
CAO	43%	43%	0%	14%	0%	0%	7
Homeless Services	40%	40%	20%	0%	0%	0%	5
Parks & Recreation	40%	40%	0%	20%	0%	0%	5
Public Health	100%	0%	0%	0%	0%	0%	4
Labor Relations	25%	50%	25%	0%	0%	0%	4
Inspector General	33%	0%	0%	0%	0%	67%	3
Aviation	33%	33%	33%	0%	0%	0%	3
Streets	67%	33%	0%	0%	0%	0%	3
Commerce	33%	67%	0%	0%	0%	0%	3
City Rep	33%	33%	0%	33%	0%	0%	3
Sustainability	33%	33%	33%	0%	0%	0%	3
Arts, Culture, & Creative Economy	100%	0%	0%	0%	0%	0%	2
BRT	50%	50%	0%	0%	0%	0%	2
Mural Arts	0%	100%	0%	0%	0%	0%	1
Prisons	0%	100%	0%	0%	0%	0%	1
Property Assessment	100%	0%	0%	0%	0%	0%	1
Human Resources	0%	100%	0%	0%	0%	0%	1
Records	0%	100%	0%	0%	0%	0%	1
Human Relations	100%	0%	0%	0%	0%	0%	1
Fire	0%	100%	0%	0%	0%	0%	1
Treasurer	0%	100%	0%	0%	0%	0%	1

Independents

City Census	35%	41%	14%	7%	0%	2%	
First Judicial District	57%	34%	3%	3%	1%	2%	180
District Attorney	66%	18%	5%	5%	0%	5%	94
City Council	44%	50%	0%	6%	0%	0%	18
City Controller	56%	33%	11%	0%	0%	0%	9
City Commissioners	100%	0%	0%	0%	0%	0%	3
Register of Wills	33%	33%	33%	0%	0%	0%	3
Sheriff	0%	100%	0%	0%	0%	0%	1

Philadelphia's Workforce in FY18

New Exempt Hires with Salaries >\$90K



Mayoral Administration

	White	Black or African American	Hispanic	Asian	American Indian	Other	Total Number
City Census	35%	41%	14%	7%	0%	2%	
All Departments	56%	32%	5%	5%	2%	0%	57
Planning & Development	78%	22%	0%	0%	0%	0%	9
MDO	25%	50%	0%	12%	12%	0%	8
OIT	83%	0%	0%	17%	0%	0%	6
Finance	40%	40%	0%	20%	0%	0%	5
DHS	75%	25%	0%	0%	0%	0%	4
CAO	33%	67%	0%	0%	0%	0%	3
Aviation	33%	33%	33%	0%	0%	0%	3
Homeless Services	0%	50%	50%	0%	0%	0%	2
Office of Education	0%	100%	0%	0%	0%	0%	2
Office of the Mayor	100%	0%	0%	0%	0%	0%	2
CEO	50%	50%	0%	0%	0%	0%	2
Revenue	50%	0%	50%	0%	0%	0%	2
Streets	100%	0%	0%	0%	0%	0%	2
Labor Relations	100%	0%	0%	0%	0%	0%	1
Fire	0%	100%	0%	0%	0%	0%	1
DBHIDS	100%	0%	0%	0%	0%	0%	1
Parks & Recreation	100%	0%	0%	0%	0%	0%	1
Prisons	0%	100%	0%	0%	0%	0%	1
Property Assessment	100%	0%	0%	0%	0%	0%	1
Public Health	100%	0%	0%	0%	0%	0%	1

Independents

City Census	35%	41%	14%	7%	0%	2%	
District Attorney	67%	22%	0%	11%	0%	0%	18
City Controller	67%	33%	0%	0%	0%	0%	3
First Judicial District	100%	0%	0%	0%	0%	0%	1