

City of Philadelphia Exempt Employee Diversity Review FY19

OFFICE OF THE CITY CONTROLLER

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

Chart Guide

	Overrepresented vs. Census
	Parity with Census
	Underrepresented vs. Census

	White	Black/African Amer.	Hispanic	Asian	American Indian	Other	Total Number
City Census	34%	40%	15%	7%	0%	3%	
Mayoral Administration	47%	36%	7%	6%	0%	3%	1,584
City Commissioners	57%	21%	7%	7%	0%	7%	14
City Controller	44%	48%	4%	4%	0%	0%	25
City Council	42%	39%	8%	5%	0%	5%	153
District Attorney	69%	19%	5%	7%	0%	0%	471
First Judicial District	59%	34%	5%	1%	0%	1%	2,216
Register of Wills	61%	30%	10%	0%	0%	0%	71
Sheriff	22%	70%	4%	0%	0%	4%	27

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	34%	40%	15%	7%	0%	3%	
Mayoral Administration	43%	32%	10%	9%	0%	6%	271
City Commissioners							0
City Controller	50%	50%	0%	0%	0%	0%	2
City Council	29%	21%	21%	7%	0%	21%	14
District Attorney	61%	23%	7%	8%	0%	1%	135
First Judicial District	55%	35%	2%	3%	0%	5%	143
Register of Wills	33%	67%	0%	0%	0%	0%	3
Sheriff	0%	100%	0%	0%	0%	0%	2

Exempt Employees, Salaries >\$90K

	White	Black/African Amer.	Hispanic	Asian	American Indian	Other	Total Number
City Census	34%	40%	15%	7%	0%	3%	
Mayoral Administration	55%	33%	5%	4%	0%	2%	514
City Commissioners	71%	14%	0%	0%	0%	14%	7
City Controller	50%	38%	12%	0%	0%	0%	8
City Council	44%	42%	6%	6%	0%	3%	36
District Attorney	76%	12%	5%	7%	0%	0%	84
First Judicial District	73%	23%	2%	2%	0%	0%	52
Register of Wills	71%	14%	14%	0%	0%	0%	7
Sheriff	50%	50%	0%	0%	0%	0%	4

New Exempt Hires, Salaries >\$90K

	White	Black/African Amer.	Hispanic	Asian	American Indian	Other	Total Number
City Census	34%	40%	15%	7%	0%	3%	
Mayoral Administration	40%	47%	4%	9%	0%	0%	47
City Commissioners							0
City Controller							0
City Council							0
District Attorney	73%	18%	0%	9%	0%	0%	11
First Judicial District							0
Register of Wills							0
Sheriff							0

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.