

City of Philadelphia Exempt Employee Diversity Review FY20

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 4,800 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 the Mayoral administration and all independent offices. 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
Philadelphia Census	34%	38%	15%	8%	0%	4%	
Mayoral Administration	46%	36%	7%	7%	0%	3%	1,687
City Commissioners	57%	21%	14%	7%	0%	0%	14
City Controller	46%	46%	4%	4%	0%	0%	24
City Council	43%	41%	8%	4%	0%	5%	169
District Attorney	64%	21%	6%	7%	0%	2%	527
First Judicial District	59%	33%	5%	2%	0%	1%	2,318
Register of Wills	50%	41%	9%	0%	0%	0%	64
Sheriff	7%	79%	7%	0%	0%	7%	29

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
Philadelphia Census	34%	38%	15%	8%	0%	4%	
Mayoral Administration	42%	32%	8%	14%	0%	3%	240
City Commissioners	33%	33%	33%	0%	0%	0%	3
City Controller	67%	33%	0%	0%	0%	0%	3
City Council	45%	45%	3%	0%	0%	8%	38
District Attorney	51%	27%	7%	10%	0%	5%	114
First Judicial District	59%	24%	8%	7%	0%	2%	135
Register of Wills	0%	100%	0%	0%	0%	0%	9
Sheriff	0%	87%	7%	0%	0%	7%	15

Exempt Employees, Salaries at Least \$90K

	White	Black/African Amer.	Hispanic	Asian	American Indian	Other	Total Number
Philadelphia Census	34%	38%	15%	8%	0%	4%	
Mayoral Administration	56%	32%	5%	5%	0%	2%	559
City Commissioners	80%	20%	0%	0%	0%	0%	5
City Controller	57%	29%	14%	0%	0%	0%	7
City Council	53%	38%	3%	3%	0%	3%	32
District Attorney	77%	13%	4%	6%	0%	0%	90
First Judicial District	72%	23%	2%	2%	0%	2%	61
Register of Wills	57%	43%	0%	0%	0%	0%	7
Sheriff	0%	100%	0%	0%	0%	0%	2

New Exempt Hires, Salaries at Least \$90K

	White	Black/African Amer.	Hispanic	Asian	American Indian	Other	Total Number
Philadelphia Census	34%	38%	15%	8%	0%	4%	
Mayoral Administration	60%	20%	0%	20%	0%	0%	40
City Commissioners	0%	100%	0%	0%	0%	0%	1
City Controller							0
City Council	67%	33%	0%	0%	0%	0%	6
District Attorney	33%	67%	0%	0%	0%	0%	3
First Judicial District	50%	0%	0%	0%	0%	50%	2
Register of Wills	0%	100%	0%	0%	0%	0%	3
Sheriff	0%	100%	0%	0%	0%	0%	2

While departments under the Mayor's control have shown modest improvement over the last two years, the exempt workforce was still not representative of Philadelphia's population in FY20. White employees in Mayoral departments accounted for 46.4% of total employees in FY20, down from 48.2% in FY18. This improvement was driven by an increase in Asian representation from 5.2% in FY18 to 7.1% in FY20. During the same time period, African American representation declined slightly and Hispanic representation remain unchanged. The independent offices with the two largest exempt workforces, the First Judicial District (2,318 employees) and the District Attorney's Office (527 employees), were 59.1% and 64.3% White in FY20, respectively. Diverse representation in the District Attorney's Office has improved each year since FY18, driven by substantial improvement in the diversity of new hires, increasing from just 34.0% in FY18 to 49.1% in FY20.