

2016

# **Philadelphia Workforce Profile Report**



All data in this report is accurate as of November 6, 2016

# Acknowledgements



**The Mayor's Office of Diversity & Inclusion would like to thank the following offices for their valuable assistance in producing this report:**

Chief Administrative Officer of the City of Philadelphia

Deputy Chief Administrative Officer, Human Resources and Talent

Office of Human Resources

Office of the Mayor

Office of Innovation & Technology

Sources for data:

Census.gov/quickfacts/table/INC910214/42101 – pages 7

Photograph by Joseph Gidjunis – pages 3, 27



## Letter from the Mayor

When I was sworn-in as the Mayor of Philadelphia, I committed to creating a government workforce that was diverse and representative of the City as a whole. I made this promise not only because I believe it's the right thing to do, but also because study after study shows that more diverse workplaces perform better.

In order to create a diverse workforce, we first had to understand the current state of the City's workforce. This report produced by the Office of Diversity and Inclusion, which provides specifics about departments and offices, is a snapshot as to what our exempt workforce looks like as of November 5, 2016. As far as I'm concerned, there is no longer a question that everyone in government at the executive level, including myself, must commit themselves to a comprehensive, systemic plan to hire and promote talented diverse Philadelphians. In order to track our progress and create public accountability, we plan to produce this report on an annual basis, and, using this data, to dedicate ourselves to promoting practices and policies that promote diversity.

Thank you and Happy New Year!

A handwritten signature in black ink that reads "James F. Kenney". The signature is written in a cursive, flowing style.

James F. Kenney

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# Introduction

One of Mayor Kenney's top priorities is to build a government that is as diverse as Philadelphia. He first showed his commitment to that goal when he appointed the City's first-ever Chief Diversity and Inclusion Officer. Following my appointment, the Mayor requested that each year, my office release a report summarizing the diversity of the City's workforce. This year's report is the first of these annual reports, and it is the first ever such report completed by the City of Philadelphia.

This report begins with a summary of the demographics of Philadelphia's population, which the Mayor wants our government workforce to reflect. The report will then give an overview of the diversity of the entire workforce of the City, and then it will examine the diversity of the exempt workforce of the City.

The exempt workforce, the part of the workforce that is not required to pass the civil service examinations to acquire their positions, is the primary focus of this report. We made the decision not to examine the civil service workforce at this time because the City is awaiting the results of the Pew Charitable Trusts' analysis of our hiring and promotional practices. The goal is to make this examination fair to everyone who wants to work in the City's workforce or seeks a promotion. Additionally, though the City's workforce extends to various other offices, such as the District Attorney's Office and City Council, the primary focus of the report is limited to exempt positions in offices under the Mayor's authority.

After a summary of the exempt workforce as a whole, the exempt workforce will be broken down further into categories like department heads, the executive exempt workforce, which is defined in this case as exempt employees who make over \$90,000 per year, and finally by the Mayor's Cabinet. The report then concludes with an overview of the Office of Diversity and Inclusion's efforts this past year, as well as the next steps that we will take to build on this report.

The Office of Diversity and Inclusion believes that presenting factual data of the City of Philadelphia's workforce is an essential step to bettering the diversity of the City workforce, and that through this work, we can continue our efforts to make the City's workforce better represent the population of our City.

Office of Diversity & Inclusion

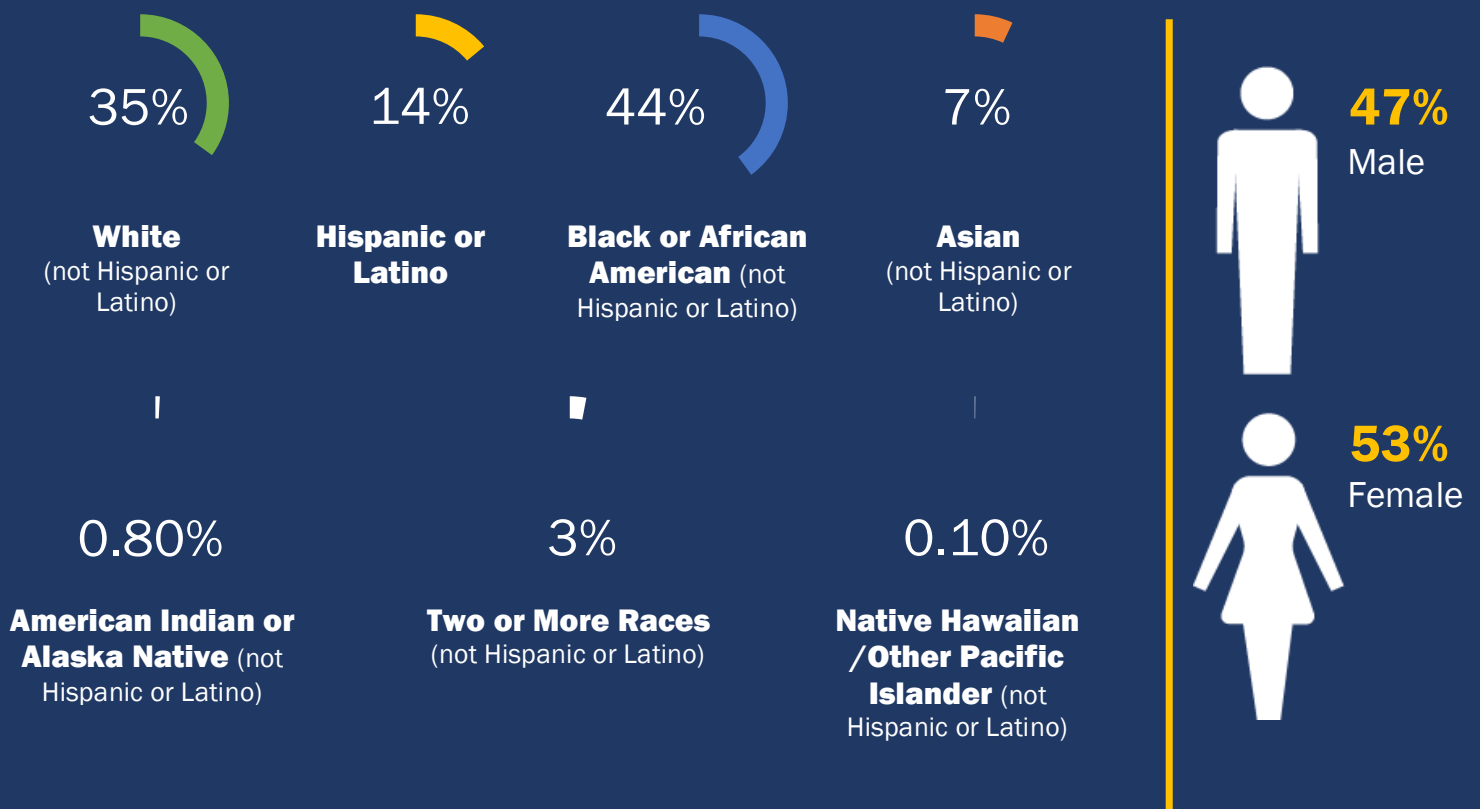
Nolan N. Atkinson, Jr. Chief Diversity & Inclusion Officer

# Glossary

<b>Exempt Workforce:</b>	Employees not a part of the civil service system.
<b>Civil Service Workforce:</b>	Jobs that require candidates to be hired in order of relative merit after competitive testing.
<b>Non-Represented:</b>	Employees whose jobs are not represented by a union.
<b>Represented:</b>	Employees whose jobs are represented by a union. Conditions of employment are determined primarily through collective bargaining.
<b>Executive Exempt:</b>	This is an additional classification that divides the exempt workforce between those who earn in excess of \$90,000 and those who do not. The information is provided so that the reader is informed about diversity metrics in the higher salary positions.
<b>Workforce Diversity Metrics:</b>	All data is as of November 5, 2016. The Department of Human Resources has reviewed the data in this Report and all figures appear to be accurate.
<b>Equal Employment Opportunity (EEO) Categories:</b>	EEO Categories are categories defined by the federal government by which employers of a certain size must categorize their employees for bi-annual reporting.

# Diversity of the Philadelphia Population

This section will outline the diversity of the population of the City of Philadelphia. When he announced the creation of the Office of Diversity and Inclusion, Mayor Kenney stated that the goal of the office is to create a government workforce that looks more like the population of the City. This section serves as a basis to which the Office of Diversity and Inclusion will compare all City of Philadelphia Workforce data. All of the data in this section was taken from the 2015 US Census and the 2015 FactFinder Survey.



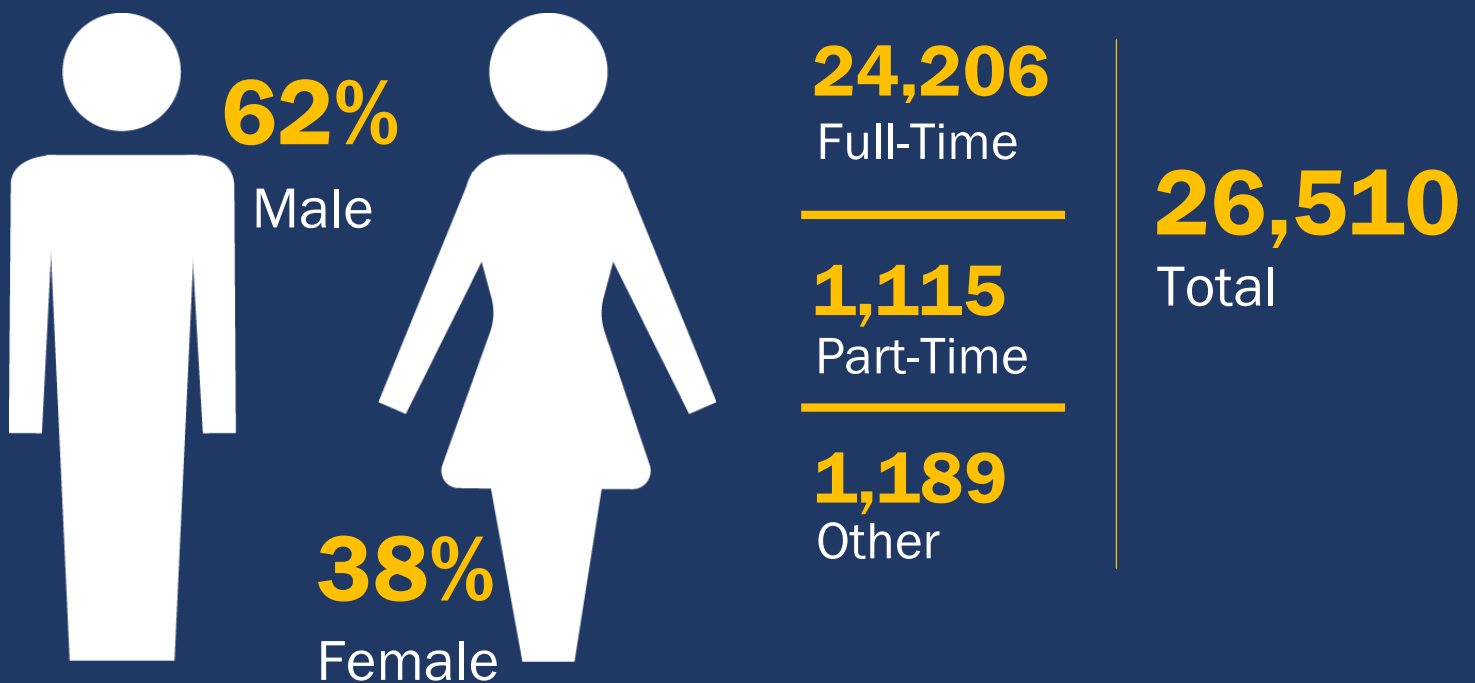
## 1.0 Philadelphia Population by Race and Gender

The Philadelphia population as of July 2015 was estimated at 1,567,442. The female population in 2015 was estimated to be 53% and the male population was 47%.

As of July, 2015 the Philadelphia population was estimated to be racially and ethnically divided as follows: Black or African American 44%, Asian, 7%, Hispanic or Latino 14% and White 35%. Furthermore, 3% of the population identified themselves as being Two or More races.

# Philadelphia's Government Workforce

The data in this section is reflective of the entire workforce of the City of Philadelphia. This includes both Civil Service Employees, and employees exempted from the Civil Service Exams, and will also show salary distribution of the workforce, and the uniformed and civilian population.



## 2.0 Workforce by Gender Diversity

The percent of the municipal workforce under the jurisdiction of the Mayor that is male is 62%, which is much higher than the overall gender diversity in the population. The female percentage is 38%.

## 2.1 Workforce Headcount (full-time & part-time)

The City of Philadelphia as of November 5, 2016 has 26,510 full and part time employees that are under the jurisdiction of the Mayor.



## 2.2 Workforce by Department or Office

Department	# of Employees
Atwater Kent Museum	3
Board of Building Standards	5
Board of Ethics	12
Board of Pensions and Retirement	44
Board of Revision of Taxes	15
City Planning Commission	41
City Representative	6
Department of Behavioral Health & Intellectual disAbility Services	242
Department of Commerce	825
Department of Human Services	1,484
Department of Licenses and Inspections	347
<b>Department of Prisons</b>	<b>2,385</b>
Department of Public Health	919
Department of Public Property	200
Department of Records	57
Department of Revenue	618
Department of Streets	1,760
Division of Housing and Community Development	51
Free Library of Philadelphia	925
Historical Commission	11
Law Department	298
L & I Review Board	9
Mayor's Office of Education	33
Mural Arts Program	11
Office of Arts, Culture and the Creative Economy	4
Office of Community Empowerment and Opportunity	38
Office of Fleet Management	351
Office of Homeless Services	154
Office of Human Resources	216
Office of Inspector General	20
Office of Innovation and Technology	384
Office of Labor	17
Office of Property Assessment	194
Office of Sustainability	9
Office of the Chief Administrative Officer	68
Office of the City Treasurer	15
Office of the Director of Finance	152
Office of the Managing Director	447
Office of the Mayor	49
Philadelphia Commission on Human Relations	45
<b>Philadelphia Fire Department</b>	<b>2,537</b>
Philadelphia Parks and Recreation	1,241
<b>Philadelphia Police Department</b>	<b>8,088</b>
Philadelphia Water Department	2,114
Procurement Department	52
The Civil Service Commission	5
Zoning Board of Adjustment	9

The 47 departments and offices covered in this report vary in size from 8,088 to three.

**The three largest departments are:**

- **Police – 8,088**
- **Fire – 2,537**
- **Prisons – 2,385**

# 26,510

Total # of Employees

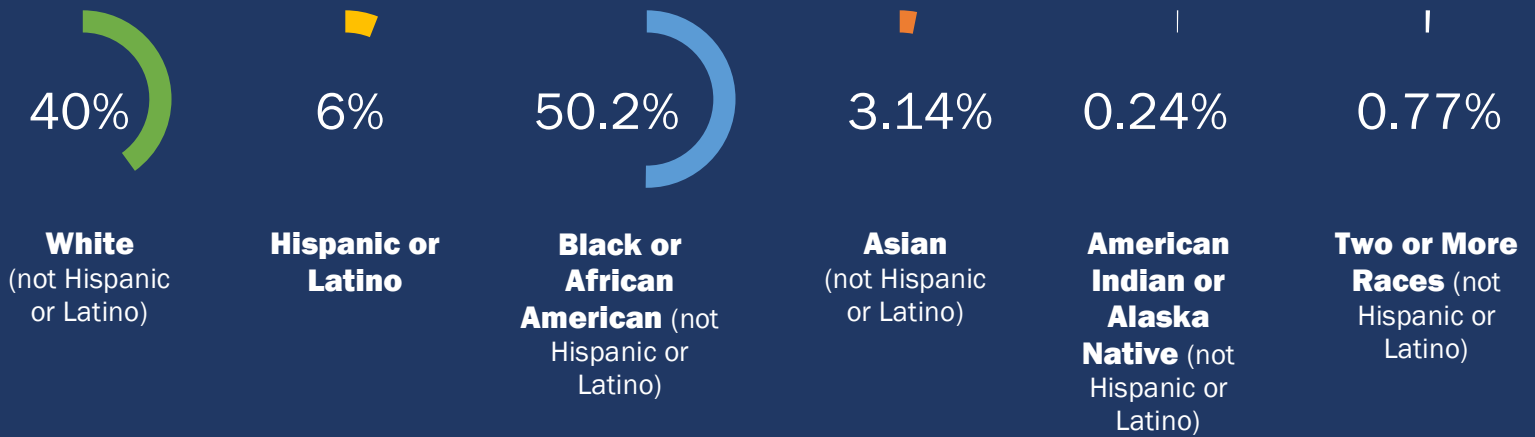
## 2.3 Gender by Department or Office

The highest percentage of female employees in departments of more than 100 employees is found in the Office of Human Resources, of which 80% or 173 of the total 216 employees are female. The Revenue department features the second highest percentage of female employees, 75%, or 466 females out of a total of 618 total employees.

Department	Total	Male		Female	
		Total	% of Total	Total	% of Total
Atwater Kent Museum	3	3	100%	0	0%
Board of Building Standards	5	3	60%	2	40%
Board of Ethics	12	6	50%	6	50%
Board of Pensions Retirement	44	10	23%	34	77%
Board of Revision of Taxes	15	10	67%	5	33%
City Planning Commission	41	22	54%	19	46%
City Representative	6	0	0%	6	100%
Department of Behavioral Health & Intellectual disAbility Services	242	68	28%	174	72%
Department of Commerce	825	552	67%	273	33%
Department of Human Services	1,484	395	27%	1,089	73%
Department of Licenses and Inspections	347	226	65%	121	35%
Department of Prisons	2,385	1,266	53%	1,119	47%
Department of Public Health	919	259	28%	660	72%
Department of Public Property	200	154	77%	46	23%
Department of Records	57	28	49%	29	51%
<b>Department of Revenue</b>	<b>618</b>	<b>152</b>	<b>25%</b>	<b>466</b>	<b>75%</b>
Department of Streets	1,760	1,498	85%	262	15%
Division of Housing and Community Development	51	20	39%	31	61%
Free Library of Philadelphia	925	355	38%	570	62%
Historical Commission	11	5	45%	6	55%
Law Department	298	127	43%	171	57%
L & I Review Board	9	5	56%	4	44%
Mayor's Office of Education	33	9	27%	24	73%
Mural Arts Program	11	9	82%	2	18%
Office of Arts, Culture and the Creative Economy	4	0	0%	4	100%
Office of Community Empowerment and Opportunity	38	13	34%	25	66%
Office of Fleet Management	351	327	93%	24	7%
Office of Homeless Services	154	46	30%	108	70%
<b>Office of Human Resources</b>	<b>216</b>	<b>43</b>	<b>20%</b>	<b>173</b>	<b>80%</b>
Office of Inspector General	20	7	35%	13	65%
Office of Innovation and Technology	384	243	63%	141	37%
Office of Labor	17	7	41%	10	59%
Office of Property Assessment	194	82	42%	112	58%
Office of Sustainability	9	4	44%	5	56%
Office of the Chief Administrative Officer	68	20	29%	48	71%
Office of the City Treasurer	15	8	53%	7	47%
Office of the Director of Finance	152	56	37%	96	63%
Office of the Managing Director	447	237	53%	210	47%
Office of the Mayor	49	23	47%	26	53%
Philadelphia Commission on Human Relations	45	12	27%	33	73%
Philadelphia Fire Department	2,537	2,233	88%	304	12%
Philadelphia Parks and Recreation	1,241	776	63%	465	37%
Philadelphia Police Department	8,088	5,289	65%	2,799	35%
Philadelphia Water Department	2,114	1,702	81%	412	19%
Procurement Department	52	16	31%	36	69%
The Civil Service Commission	5	1	20%	4	80%
Zoning Board of Adjustment	9	5	56%	4	44%
<b>Total</b>	<b>26,510</b>	<b>16,332</b>	<b>62%</b>	<b>10,178</b>	<b>38%</b>

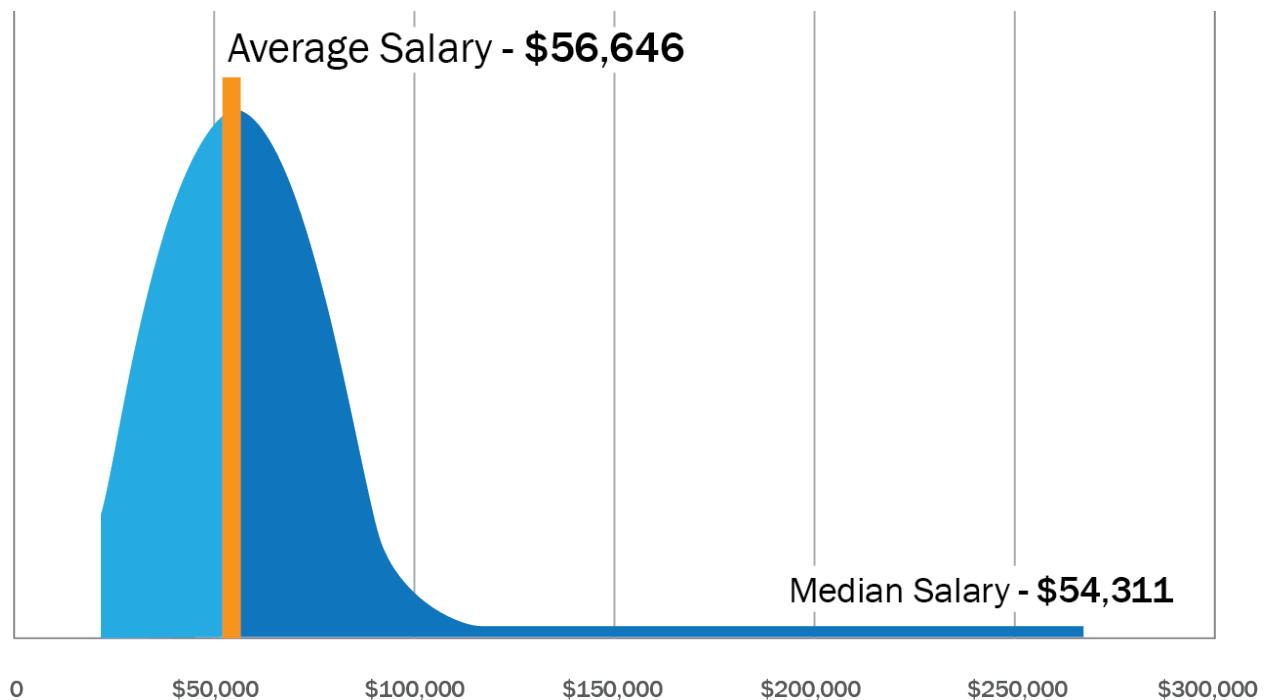
## 2.4 Workforce by Race and Ethnicity

Philadelphia is a racially and ethnically diverse City. Therefore, it is vitally important that the municipal workforce be **representative of the diverse populations it serves**. The racial and ethnic breakdown is as follow: White 10,354 or 40%; Hispanic or Latino 1,554 or 6%; Black or African American 12,996 or 50%; Asian 815 or 3.14%; American Indian or Alaska Native 62 or 0.24%; Native Hawaiian 0 and Two or More Races 200 or 0.77%.



## 2.5 Salary Distribution of the Workforce

This section examines base salary. As of November 5, 2016, the median annual salary was \$54,311. The median wage is the wage in the middle. That is half of the workers earned below this level and half earned above this level. The mean is the average wage which was \$56, 646.79.



## 2.6 Race and Ethnicity by Department or Office

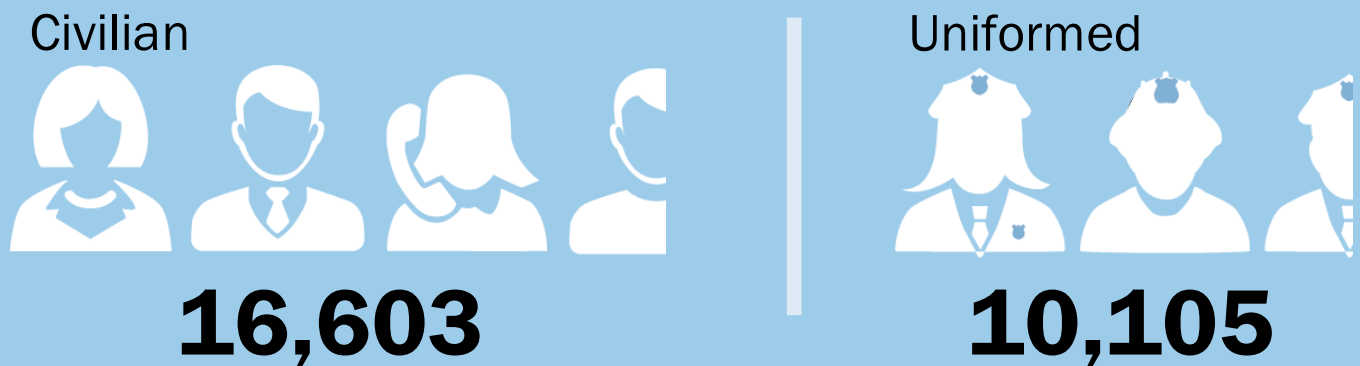
The highest percentages of white employees in departments or offices of more than 100 people are: Law - 61%, Philadelphia Fire Department - 61%, Philadelphia Police Department - 53% and the Office of Fleet Management - 53%. The highest percentage of Hispanic or Latino employees in departments or offices of more than 100 people are: the Office of the Managing Director - 11%, the Philadelphia Fire Department - 9% and the Philadelphia Police Department - 8%. The highest percentage of Black or African American employees in departments or offices of more than 100 are: the Department of Human Services - 80.24%, the Department of Streets - 79.75% and the Department of Behavioral Health & Intellectual disAbility Services - 75.21%. The highest percentage of Asian employees in department or offices of more than 100 are in the Office of Innovation and Technology - 12.32%, the Department of Public Health - 9.98% and the Office of the Director of Finance - 6.08%.

Entire Workforce																
Departments	Total	Did Not Disclose	White (Not Hispanic or Latino)		Hispanic or Latino		Black or African American (Not Hispanic or Latino)		Asian (Not Hispanic or Latino)		American Indian or Alaska Native (Not Hispanic or Latino)		Native Hawaiian/Other Pacific Islander (Not Hispanic or Latino)		Two or More Races (Not Hispanic or Latino)	
			Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total
Atwater Kent Museum	3	0	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Board of Building Standards	5	0	3	60.00%	0	0.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Board of Ethics	12	0	8	66.67%	0	0.00%	2	16.67%	2	16.67%	0	0.00%	0	0.00%	0	0.00%
Board of Pensions and Retirement	44	0	15	34.09%	1	2.27%	28	63.64%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Board of Revision of Taxes	15	0	8	53.33%	0	0.00%	7	46.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
City Planning Commission	41	0	30	73.17%	3	7.32%	7	17.07%	1	2.44%	0	0.00%	0	0.00%	0	0.00%
City Representative	6	0	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Department of Behavioral Health &amp; Intellectual disAbility Services</b>	<b>238</b>	<b>4</b>	<b>43</b>	<b>18.07%</b>	<b>7</b>	<b>2.94%</b>	<b>179</b>	<b>75.21%</b>	<b>7</b>	<b>2.94%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>0.84%</b>
Department of Commerce	819	5	234	28.57%	39	4.76%	501	61.17%	35	4.27%	3	0.37%	0	0.00%	7	0.85%
<b>Department of Human Services</b>	<b>1,473</b>	<b>11</b>	<b>191</b>	<b>12.97%</b>	<b>62</b>	<b>4.21%</b>	<b>1,182</b>	<b>80.24%</b>	<b>24</b>	<b>1.63%</b>	<b>1</b>	<b>0.07%</b>	<b>0</b>	<b>0.00%</b>	<b>13</b>	<b>0.88%</b>
Department of Licenses and Inspections	344	3	129	37.50%	22	6.40%	174	50.58%	13	3.78%	1	0.29%	0	0.00%	5	1.45%
Department of Prisons	2,373	10	341	14.37%	173	7.29%	1,707	71.93%	135	5.69%	12	0.51%	0	0.00%	5	0.21%
<b>Department of Public Health</b>	<b>902</b>	<b>16</b>	<b>229</b>	<b>25.39%</b>	<b>37</b>	<b>4.10%</b>	<b>531</b>	<b>58.87%</b>	<b>90</b>	<b>9.98%</b>	<b>3</b>	<b>0.33%</b>	<b>0</b>	<b>0.00%</b>	<b>12</b>	<b>1.33%</b>
Department of Public Property	174	26	91	52.30%	12	6.90%	60	34.48%	7	4.02%	0	0.00%	0	0.00%	4	2.30%
Department of Records	57	0	19	33.33%	3	5.26%	28	49.12%	4	7.02%	0	0.00%	0	0.00%	3	5.26%
Department of Revenue	604	14	116	19.21%	25	4.14%	429	71.03%	25	4.14%	3	0.50%	0	0.00%	6	0.99%
<b>Department of Streets</b>	<b>1,714</b>	<b>46</b>	<b>253</b>	<b>14.76%</b>	<b>43</b>	<b>2.51%</b>	<b>1,367</b>	<b>79.75%</b>	<b>28</b>	<b>1.63%</b>	<b>3</b>	<b>0.18%</b>	<b>0</b>	<b>0.00%</b>	<b>20</b>	<b>1.17%</b>
Division of Housing & Community Development	51	0	15	29.41%	9	17.65%	26	50.98%	1	1.96%	0	0.00%	0	0.00%	0	0.00%
Free Library of Philadelphia	917	8	397	43.29%	28	3.05%	446	48.64%	36	3.93%	1	0.11%	0	0.00%	9	0.98%
Historical Commission	10	1	7	70.00%	0	0.00%	2	20.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%
<b>Law Department</b>	<b>293</b>	<b>4</b>	<b>179</b>	<b>61.09%</b>	<b>12</b>	<b>4.10%</b>	<b>84</b>	<b>28.67%</b>	<b>11</b>	<b>3.75%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>7</b>	<b>2.39%</b>
L & I Review Board	9	0	5	55.56%	0	0.00%	4	44.44%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mayor's Office of Education	33	0	10	30.30%	6	18.18%	17	51.52%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mural Arts Program	11	0	4	36.36%	1	9.09%	5	45.45%	0	0.00%	0	0.00%	0	0.00%	1	9.09%
Office of Arts, Culture and the Creative Economy	4	0	0	0.00%	1	25.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%
Office of Community Empowerment & Opportunity	38	0	8	21.05%	3	7.89%	23	60.53%	2	5.26%	1	2.63%	0	0.00%	1	2.63%
<b>Office of Fleet Management</b>	<b>307</b>	<b>44</b>	<b>162</b>	<b>52.77%</b>	<b>16</b>	<b>5.21%</b>	<b>114</b>	<b>37.13%</b>	<b>10</b>	<b>3.26%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>5</b>	<b>1.63%</b>
Office of Homeless Service	154	0	19	12.34%	10	6.49%	115	74.68%	4	2.60%	1	0.65%	0	0.00%	5	3.25%
Office of Human Resources	81	135	19	23.46%	4	4.94%	50	61.73%	4	4.94%	1	1.23%	0	0.00%	3	3.70%
Office of Inspector General	19	1	13	68.42%	1	5.26%	5	26.32%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Office of Innovation and Technology</b>	<b>357</b>	<b>26</b>	<b>139</b>	<b>38.94%</b>	<b>10</b>	<b>2.80%</b>	<b>151</b>	<b>42.30%</b>	<b>44</b>	<b>12.32%</b>	<b>2</b>	<b>0.56%</b>	<b>0</b>	<b>0.00%</b>	<b>11</b>	<b>3.08%</b>
Office of Labor	16	1	5	31.25%	1	6.25%	9	56.25%	0	0.00%	0	0.00%	0	0.00%	1	6.25%
Office of Property Assessment	192	2	98	51.04%	5	2.60%	82	42.71%	7	3.65%	0	0.00%	0	0.00%	0	0.00%
Office of Sustainability	9	0	7	77.78%	0	0.00%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	1	11.11%
Office of the Chief Administrative Officer	66	2	30	45.45%	7	10.61%	28	42.42%	1	1.52%	0	0.00%	0	0.00%	0	0.00%
Office of the City Treasurer	15	0	7	46.67%	0	0.00%	6	40.00%	2	13.33%	0	0.00%	0	0.00%	0	0.00%
<b>Office of the Director of Finance</b>	<b>148</b>	<b>4</b>	<b>58</b>	<b>39.19%</b>	<b>5</b>	<b>3.38%</b>	<b>73</b>	<b>49.32%</b>	<b>9</b>	<b>6.08%</b>	<b>1</b>	<b>0.68%</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>1.35%</b>
<b>Office of the Managing Director</b>	<b>418</b>	<b>29</b>	<b>186</b>	<b>44.50%</b>	<b>44</b>	<b>10.53%</b>	<b>164</b>	<b>39.23%</b>	<b>15</b>	<b>3.59%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>9</b>	<b>2.15%</b>
Office of the Mayor	48	1	21	43.75%	4	8.33%	19	39.58%	4	8.33%	0	0.00%	0	0.00%	0	0.00%
Philadelphia Commission on Human Relations	45	0	12	26.67%	11	24.44%	18	40.00%	4	8.89%	0	0.00%	0	0.00%	0	0.00%
<b>Philadelphia Fire Department</b>	<b>2,478</b>	<b>59</b>	<b>1,520</b>	<b>61.34%</b>	<b>212</b>	<b>8.56%</b>	<b>713</b>	<b>28.77%</b>	<b>21</b>	<b>0.85%</b>	<b>5</b>	<b>0.20%</b>	<b>0</b>	<b>0.00%</b>	<b>7</b>	<b>0.28%</b>
Philadelphia Parks and Recreation	1,216	24	551	45.31%	62	5.10%	578	47.53%	8	0.66%	3	0.25%	0	0.00%	14	1.15%
<b>Philadelphia Police Department</b>	<b>8,076</b>	<b>12</b>	<b>4,307</b>	<b>53.33%</b>	<b>611</b>	<b>7.57%</b>	<b>2,991</b>	<b>37.04%</b>	<b>136</b>	<b>1.68%</b>	<b>12</b>	<b>0.15%</b>	<b>0</b>	<b>0.00%</b>	<b>19</b>	<b>0.24%</b>
Philadelphia Water Department	2,090	24	838	40.10%	59	2.82%	1,034	49.47%	122	5.84%	9	0.43%	0	0.00%	28	1.34%
Procurement Department	43	9	16	37.21%	2	4.65%	25	58.14%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
The Civil Service Commission	5	0	2	40.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Zoning Board of Adjustment	8	1	3	37.50%	1	12.50%	4	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTAL</b>	<b>25,981</b>	<b>522</b>	<b>10,354</b>	<b>39.85%</b>	<b>1,554</b>	<b>5.98%</b>	<b>12,996</b>	<b>50.02%</b>	<b>815</b>	<b>3.14%</b>	<b>62</b>	<b>0.24%</b>	<b>0</b>	<b>0.00%</b>	<b>200</b>	<b>0.77%</b>

## 2.7 Uniformed and Civilian Workforce

The uniformed service includes the Philadelphia Police Department, Philadelphia Fire Department, and Correctional Officers within the Department of Prisons.

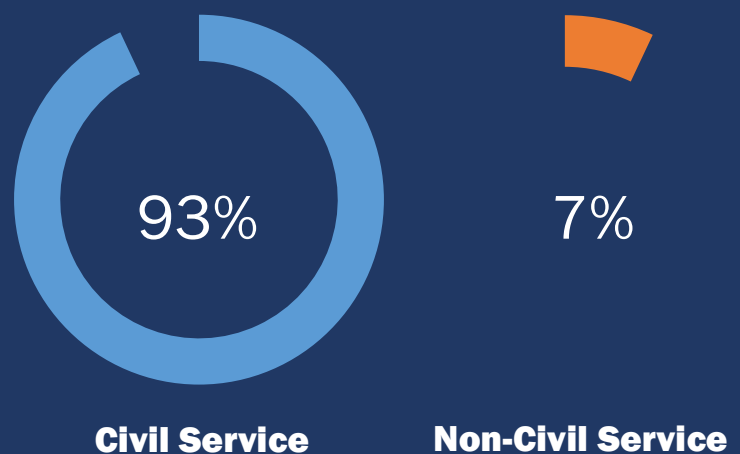
As of November 5, 2016, 10,105 municipal employees were in uniform. The civilian workforce consisted of 16,603.



## 2.8 Civil Service Status of the Workforce

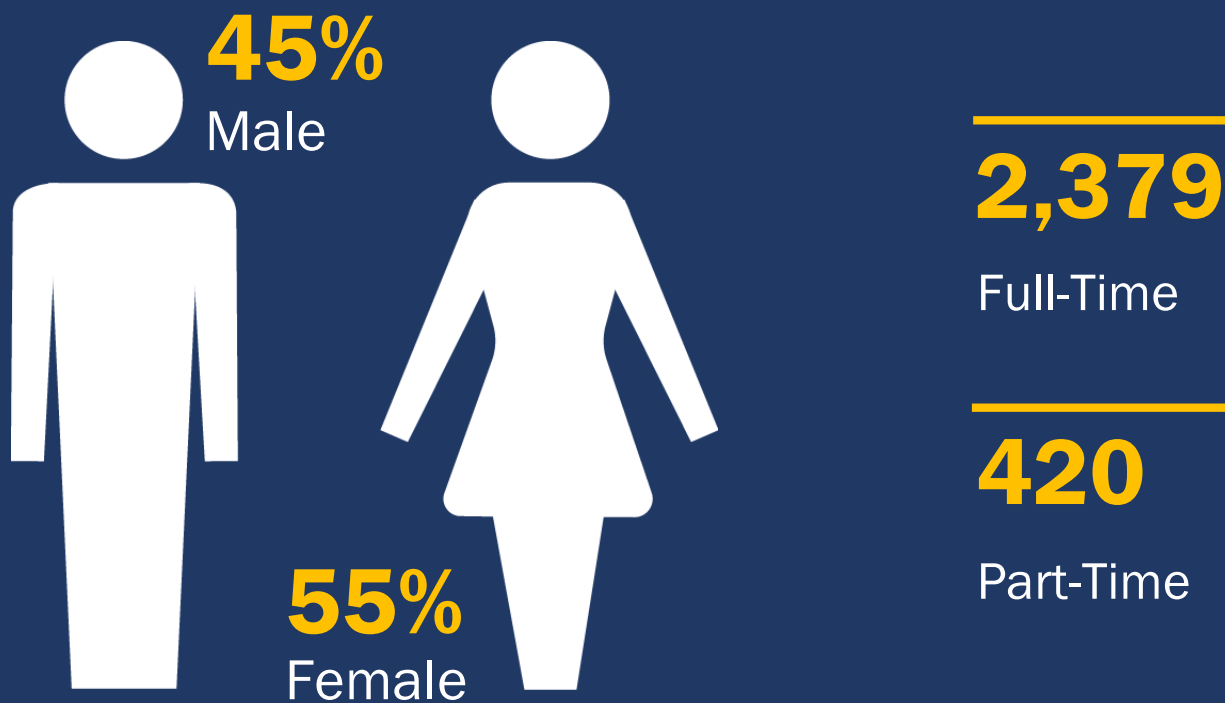
The civil service workforce consists of 24,144 employees who are subject to civil service examinations.

The non-civil service employees are 2,383 positions with the terms and conditions of employment determined by the City of Philadelphia's executive branch of government.



# Workforce Exempt Employees

Exempt Employees are all employees who are not hired through the civil service examinations. These employees make up 2,382 members of the City's Workforce.



## 3.0 Gender: Exempt Workforce

The Exempt Workforce consists of those employees who are not represented under a union collective bargaining contract.

2,382 exempt employees disclosed their gender identity.

- 1,308 or 55%, were female
- 1,074 or 45%, were male

## 3.1 Full-Time and Part-Time Employees

There are 2,379 full-time workers in the exempt workforce and 420 part-time workers.

## 3.2 Gender: Exempt Workforce by Department

The highest percentage of females in departments or offices of more than 50 exempt staff is found in the Office of Human Resources which is 88% female; the Free Library of Philadelphia has a female exempt staff of 70%. The Office of the Chief Administrative Officer exempt staff is 68% female.

Departments	Total	Male		Female	
		Total	% of Total	Total	% of Total
Atwater Kent Museum	1	1	100%	0	0%
Board of Building Standards	4	3	75%	1	25%
Board of Ethics	8	5	63%	3	38%
Board of Pensions and Retirement	4	4	100%	0	0%
Board of Revision of Taxes	13	9	69%	4	31%
City Planning Commission	12	6	50%	6	50%
City Representative	3	0	0%	3	100%
Department of Behavioral Health & Intellectual disAbility Services	6	4	67%	2	33%
Department of Commerce	55	22	40%	33	60%
Department of Human Services	13	4	31%	9	69%
Department of Licenses and Inspection	11	6	55%	5	45%
Department of Prisons	9	5	56%	4	44%
Department of Public Health	25	6	24%	19	76%
Department of Public Property	19	9	47%	10	53%
Department of Records	3	1	33%	2	67%
Department of Revenue	10	6	60%	4	40%
Department of Streets	16	10	63%	6	38%
Division of Housing & Community Development	51	20	39%	31	61%
<b>Free Library of Philadelphia</b>	<b>219</b>	<b>65</b>	<b>30%</b>	<b>154</b>	<b>70%</b>
Historical Commission	6	4	67%	2	33%
Law Department	264	121	46%	143	54%
L & I Review Board	6	5	83%	1	17%
Mayor's Office of Education	33	9	27%	24	73%
Mural Arts Program	11	9	82%	2	18%
Office of Arts, Culture and the Creative Economy	4	0	0%	4	100%
Office of Community Empowerment & Opportunity	38	13	34%	25	66%
Office of Fleet Management	11	11	100%	0	0%
Office of Homeless Services	2	0	0%	2	100%
<b>Office of Human Resources</b>	<b>136</b>	<b>17</b>	<b>13%</b>	<b>119</b>	<b>88%</b>
Office of Inspector General	20	7	35%	13	65%
Office of Innovation and Technology	254	153	60%	101	40%
Office of Labor	17	7	41%	10	59%
Office of Property Assessment	1	1	100%	0	0%
Office of Sustainability	9	4	44%	5	56%
<b>Office of the Chief Administrative Officer</b>	<b>53</b>	<b>17</b>	<b>32%</b>	<b>36</b>	<b>68%</b>
Office of the City Treasurer	7	5	71%	2	29%
Office of the Director of Finance	62	23	37%	39	63%
Office of the Managing Director	405	225	56%	180	44%
Office of the Mayor	48	22	46%	26	54%
Philadelphia Commission on Human Relations	14	5	36%	9	64%
Philadelphia Fire Department	11	8	73%	3	27%
Philadelphia Parks and Recreation	410	174	42%	236	58%
Philadelphia Police Department	6	2	33%	4	67%
Philadelphia Water Department	54	37	69%	17	31%
Procurement Department	9	3	33%	6	67%
The Civil Service Commission	3	1	33%	2	67%
Zoning Board of Adjustment	6	5	83%	1	17%
<b>TOTAL</b>	<b>2,382</b>	<b>1,074</b>	<b>45%</b>	<b>1,308</b>	<b>55%</b>

### 3.3 Race and Ethnicity by Department or Office

The highest percentages of white employees in departments or offices with exempt staff of more than 25 people are:

- Law Department - 65%
- Office of the Chief Administrative Officer - 52%
- Office of the Director of Finance - 52%
- Office of the Managing Director - 47%

The highest percentages of Latino employees in departments or offices with exempt staff of more than 25 people are:

- Department of Commerce - 22%
- Division of Housing and Community Development - 18%
- Mayor's Office of Education - 18%
- Office of the Managing Director - 11%

The highest percentages of Black or African American employees in departments or offices with exempt staff of more than 25 people are:

- Office of Community Empowerment & Opportunity - 62%
- Philadelphia Parks and Recreation - 54%
- Mayor's Office of Education - 52%

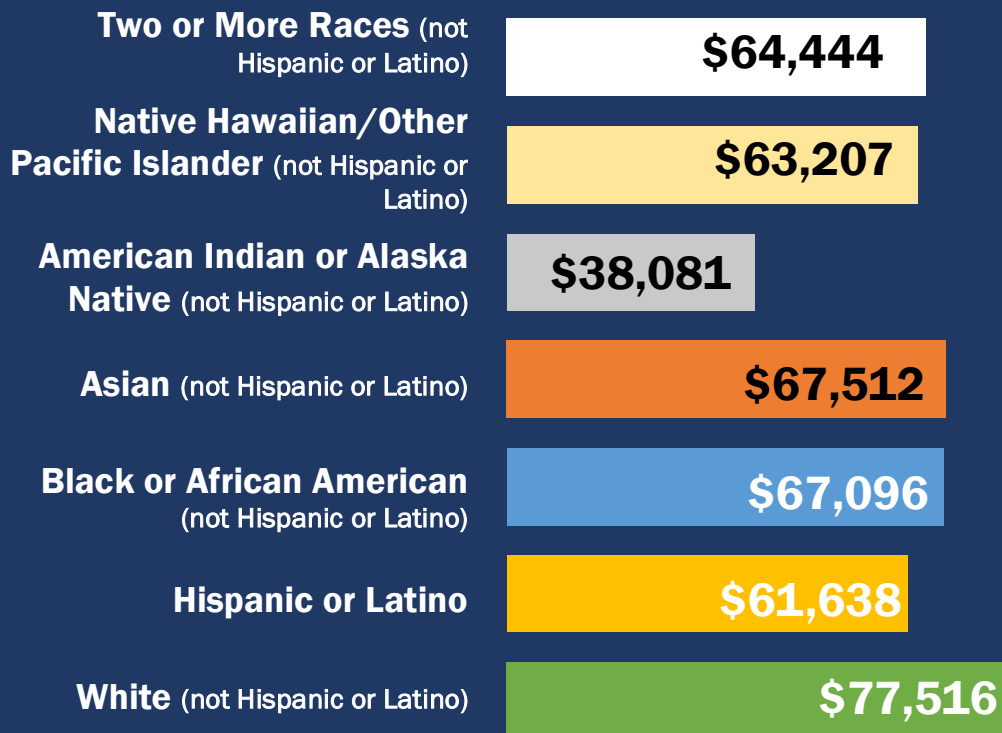
The highest percentages of Asian employees in departments or offices with exempt staff of more than 25 are:

- Philadelphia Water Department - 20%
- Department of Commerce - 11%
- Office of Innovation and Technology - 11%

Departments	Did Not Disclose	Total	White (Not Hispanic or Latino)		Hispanic or Latino		Black or African American (Not Hispanic or Latino)		Asian (Not Hispanic or Latino)		American Indian or Alaska Native (Not Hispanic or Latino)		Native Hawaiian/ Other Pacific Islander (Not Hispanic or Latino)		Two or More Races (Not Hispanic or Latino)	
			Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total
Atwater Kent Museum	0	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Board of Building Standards	0	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Board of Ethics	0	8	5	62.50%	0	0.00%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	0	0.00%
Board of Pensions and Retirement	0	4	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Board of Revision of Taxes	0	13	7	53.85%	0	0.00%	6	46.15%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
City Planning Commission	0	12	7	58.33%	4	33.33%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
City Representative	0	3	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Behavioral Health & Intellectual disAbility Services	0	6	1	16.67%	0	0.00%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	1	16.67%
<b>Department of Commerce</b>	<b>0</b>	<b>55</b>	<b>25</b>	<b>45.45%</b>	<b>12</b>	<b>21.82%</b>	<b>11</b>	<b>20.00%</b>	<b>6</b>	<b>10.91%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>1.82%</b>
Department of Human Services	0	13	5	38.46%	1	7.69%	6	46.15%	1	7.69%	0	0.00%	0	0.00%	0	0.00%
Department of Licenses and Inspection	0	11	7	63.64%	2	18.18%	2	18.18%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Prisons	0	9	3	33.33%	0	0.00%	6	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Public Health	0	25	7	28.00%	1	4.00%	13	52.00%	3	12.00%	0	0.00%	0	0.00%	1	4.00%
Department of Public Property	7	12	9	75.00%	2	16.67%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Records	0	3	2	66.67%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Revenue	0	10	5	50.00%	1	10.00%	4	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Streets	0	16	9	56.25%	0	0.00%	3	18.75%	3	18.75%	0	0.00%	0	0.00%	1	6.25%
<b>Division of Housing &amp; Community Development</b>	<b>0</b>	<b>51</b>	<b>15</b>	<b>29.41%</b>	<b>9</b>	<b>17.65%</b>	<b>26</b>	<b>50.98%</b>	<b>1</b>	<b>1.96%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Free Library of Philadelphia	3	216	77	35.65%	10	4.63%	109	50.46%	14	6.48%	0	0.00%	0	0.00%	6	2.78%
Historical Commission	1	5	3	60.00%	0	0.00%	1	20.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%
<b>Law Department</b>	<b>4</b>	<b>259</b>	<b>169</b>	<b>65.25%</b>	<b>12</b>	<b>4.63%</b>	<b>61</b>	<b>23.55%</b>	<b>11</b>	<b>4.25%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>6</b>	<b>2.32%</b>
L & I Review Board	0	6	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Mayor's Office of Education</b>	<b>0</b>	<b>33</b>	<b>10</b>	<b>30.30%</b>	<b>6</b>	<b>18.18%</b>	<b>17</b>	<b>51.52%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Mural Arts Program	0	11	4	36.36%	1	9.09%	5	45.45%	0	0.00%	0	0.00%	0	0.00%	1	9.09%
Office of Arts, Culture and the Creative Economy	0	4	0	0.00%	1	25.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%
<b>Office of Community Empowerment &amp; Opportunity</b>	<b>0</b>	<b>37</b>	<b>8</b>	<b>21.62%</b>	<b>3</b>	<b>8.11%</b>	<b>23</b>	<b>62.16%</b>	<b>2</b>	<b>5.41%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>2.70%</b>
Office of Fleet Management	9	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Homeless Services	0	2	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Human Resources	127	9	6	66.67%	1	11.11%	2	22.22%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Inspector General	1	19	13	68.42%	1	5.26%	5	26.32%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Office of Innovation and Technology</b>	<b>23</b>	<b>230</b>	<b>95</b>	<b>41.30%</b>	<b>6</b>	<b>2.61%</b>	<b>100</b>	<b>43.48%</b>	<b>25</b>	<b>10.87%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>4</b>	<b>1.74%</b>
Office of Labor	1	16	5	31.25%	1	6.25%	9	56.25%	0	0.00%	0	0.00%	0	0.00%	1	6.25%
Office of Property Assessment	0	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Sustainability	0	9	7	77.78%	0	0.00%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	1	11.11%
<b>Office of the Chief Administrative Officer</b>	<b>1</b>	<b>52</b>	<b>27</b>	<b>51.92%</b>	<b>4</b>	<b>7.69%</b>	<b>20</b>	<b>38.46%</b>	<b>1</b>	<b>1.92%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Office of the City Treasurer	0	7	3	42.86%	0	0.00%	3	42.86%	1	14.29%	0	0.00%	0	0.00%	0	0.00%
<b>Office of the Director of Finance</b>	<b>1</b>	<b>61</b>	<b>32</b>	<b>52.46%</b>	<b>2</b>	<b>3.28%</b>	<b>25</b>	<b>40.98%</b>	<b>2</b>	<b>3.28%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Office of the Managing Director</b>	<b>16</b>	<b>389</b>	<b>181</b>	<b>46.53%</b>	<b>42</b>	<b>10.80%</b>	<b>143</b>	<b>36.76%</b>	<b>14</b>	<b>3.60%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>9</b>	<b>2.31%</b>
Office of the Mayor	1	47	21	44.68%	4	8.51%	18	38.30%	4	8.51%	0	0.00%	0	0.00%	0	0.00%
Philadelphia Commission on Human Relations	0	14	6	42.86%	3	21.43%	4	28.57%	1	7.14%	0	0.00%	0	0.00%	0	0.00%
Philadelphia Fire Department	0	11	6	54.55%	1	9.09%	4	36.36%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Philadelphia Parks and Recreation</b>	<b>17</b>	<b>393</b>	<b>138</b>	<b>35.11%</b>	<b>26</b>	<b>6.62%</b>	<b>214</b>	<b>54.45%</b>	<b>7</b>	<b>1.78%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>8</b>	<b>2.04%</b>
Philadelphia Police Department	1	5	1	20.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Philadelphia Water Department</b>	<b>0</b>	<b>54</b>	<b>25</b>	<b>46.30%</b>	<b>3</b>	<b>5.56%</b>	<b>15</b>	<b>27.78%</b>	<b>11</b>	<b>20.37%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Procurement Department	4	5	2	40.00%	2	40.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
The Civil Service Commission	0	3	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Zoning Board of Adjustment	1	5	3	60.00%	1	20.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTAL</b>	<b>218</b>	<b>2,161</b>	<b>964</b>	<b>44.61%</b>	<b>163</b>	<b>7.54%</b>	<b>881</b>	<b>40.77%</b>	<b>112</b>	<b>5.18%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>41</b>	<b>1.90%</b>



### 3.4 Race and Ethnicity: Average Salaries



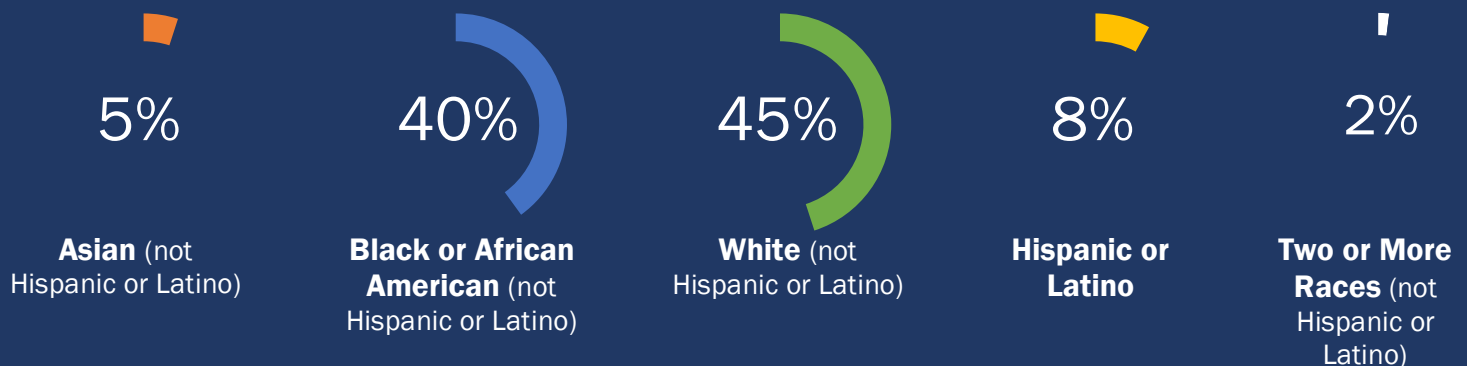
- The average salary for Whites in the exempt workforce is \$77,516.90
- The average salary for Latinos in the exempt workforce is \$61,638
- The average salary for African Americans in the exempt workforce is \$67,096.90
- The average salary for Asians in the exempt workforce is \$67,512.97

### 3.5 Race and Ethnicity: Exempt Workforce

There were 2,161 employees in the Exempt Workforce who disclosed data as to race or ethnicity as of November 5, 2016.

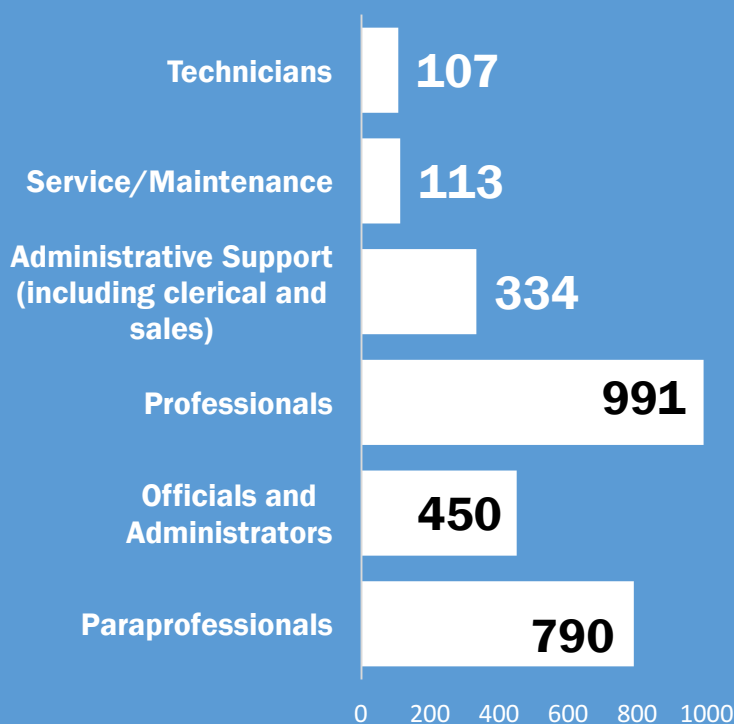
The racial and ethnic breakdown is as follow:

- White 964 - (45%)
- Hispanic or Latino 163 - (8%)
- Black or African American 881 - (40.77%)
- Asian 112 - (5.18%)
- Two or More Races 41 - (1.90%)



# Equal Employment Opportunity by Occupation Categories

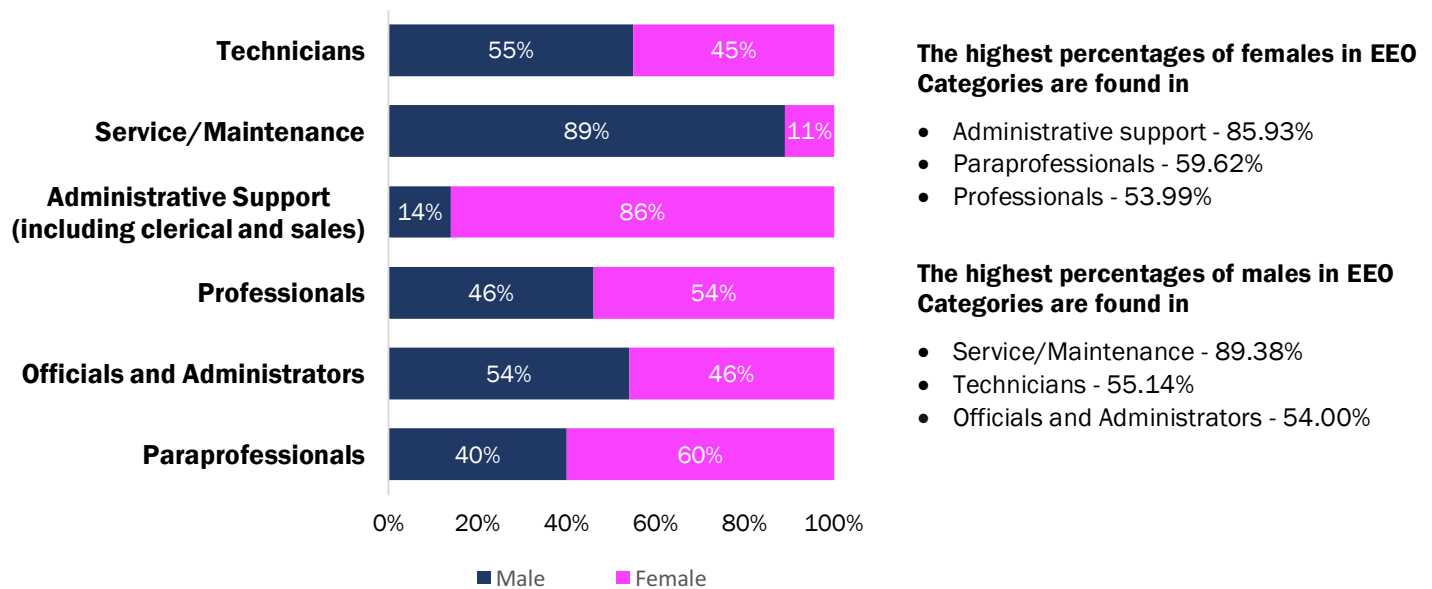
EEO Categories are job categories mandated by the federal government to track employment records. The federal government requires that employers keep records based on the EEO Commission's divisions, which are what we have broken down in this section.



The meaning for each of the EEO categories is generally self-explanatory, “Officials and administrators,” set broad policies, exercise overall responsibility for these policies and direct individual departments in connection with overall operations. “Professionals,” generally require professional degrees or some type of certification. The remaining categories “paraprofessional,” “administrative support,” “service/maintenance” and “technician” are well recognized terms.

## 3.6 EEO Categories: Exempt Workforce Distribution

### 3.7 EEO Categories: Gender Diversity



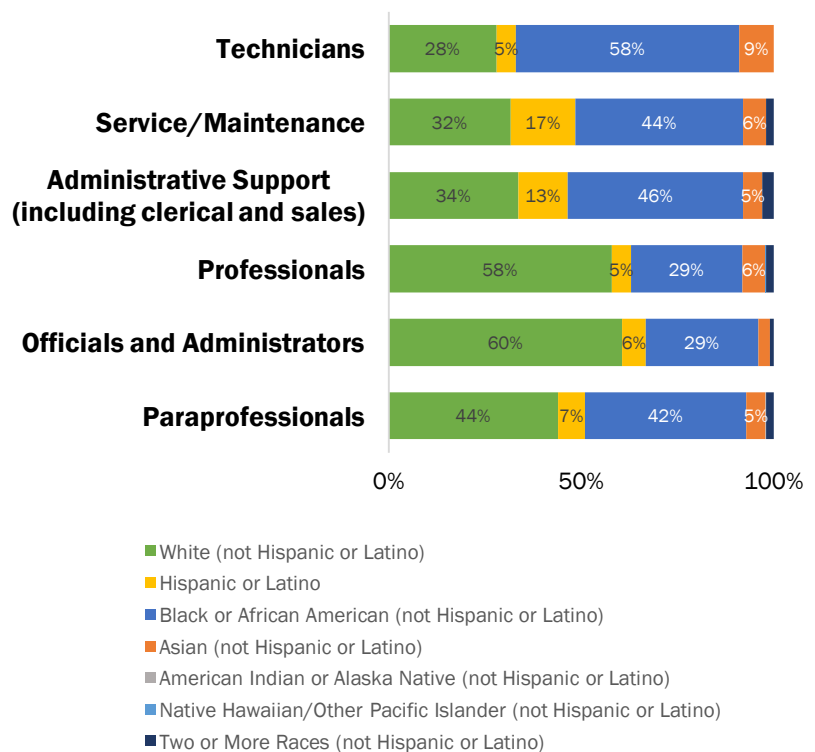
### 3.8 EEO Categories: Race and Ethnicity

The EEO category with the highest percentage of Whites is officials and administrators - 60.09%.

The highest category of Latinos is Service/ Maintenance - 16.50%.

The highest category of African Americans is Technicians - 57.84%.

Similarly, the highest category of Asians is in the Technicians category at - 8.82%.



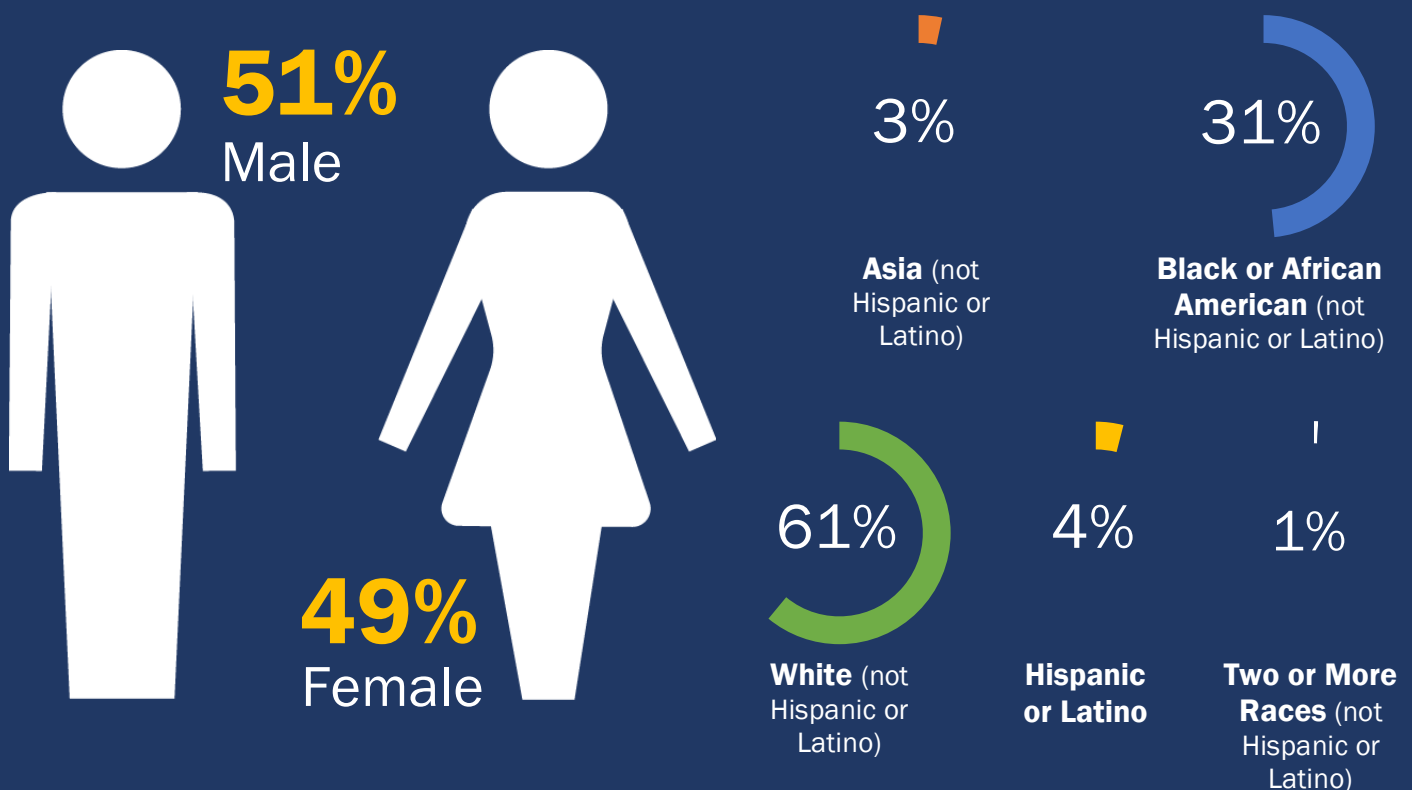
### 3.9 Exempt Employees Retained from Previous Administrations

The chart below shows the number of city employees who currently work for the city that were hired by previous mayoral administrations and are still part of the exempt workforce today. This chart shows that the Kenney administration hired 928 new exempt employees, of which 40% were African American, 35% were white, 7% were Latino, 5% were Asian American or Pacific Islander, and 2% identified as two or more races.

	Kenney		Nutter		Street		Rendell		Goode/Green/Rizzo	
<b>Black or African American</b> (not Hispanic or Latino)	367	39.55%	316	32.85%	88	36.07%	56	43.08%	54	45.76%
<b>White</b> (not Hispanic or Latino)	321	34.59%	397	41.27%	125	51.23%	60	46.15%	61	51.69%
<b>Hispanic or Latino</b>	64	6.90%	70	7.28%	18	7.38%	9	6.92%	2	1.69%
<b>Asian or Pacific Islander</b> (not Hispanic or Latino)	49	5.28%	49	5.09%	9	3.69%	4	3.08%	1	0.85%
<b>Two or More Races</b> (not Hispanic or Latino)	21	2.26%	16	1.66%	3	1.23%	1	0.77%	0	0.00%
<b>American Indian or Alaska Native</b> (not Hispanic or Latino)	1	0.11%	1	0.10%	1	0.41%	0	0.00%	0	0.00%
<b>No Data</b>	105	11.31%	113	11.75%	0	0.00%	0	0.00%	0	0.00%
<b>Female</b>	531	57.22%	524	54.47%	118	48.36%	70	53.85%	65	55.08%
<b>Male</b>	397	42.78%	438	45.53%	126	51.64%	60	46.15%	53	44.92%
<b>TOTAL</b>	<b>928</b>		<b>962</b>		<b>244</b>		<b>130</b>		<b>118</b>	
<b>TOTAL (Entire Workforce)</b>	<b>38.96%</b>		<b>40.39%</b>		<b>10.24%</b>		<b>5.46%</b>		<b>4.95%</b>	

# Executive Exempt Workforce

The Executive Exempt Workforce consists of those employees who earn \$90,000 or greater a year. This is an arbitrary classification and there may be situations where an employee earning less than \$90,000 per year has executive responsibilities and functions.



## 4.0 Gender: Executive Exempt Workforce

The Executive Exempt Workforce consists of those employees who earn \$90,000 or greater a year. This is an arbitrary classification and there may be situations where an employee earning less than \$90,000 per year has executive responsibilities and functions.

### 403 persons disclosed their gender identity.

- 199 (49.38%) were females
- 204 (50.62%) were male

## 4.1 Race and Ethnicity: Executive Exempt Workforce

There were 396 employees in the Executive Exempt Workforce who disclosed data as to race.

The racial and ethnic breakdown is as follow:

- White 243 - (61%)
- Hispanic or Latino 16 - (4%)
- Black or African American 121 - (31%)
- Asian 11 - (3%)
- Two or More Races 5 - (1%)

## 4.2 Gender: Executive Exempt Workforce by Department or Office

The highest percentage of females in departments or offices of more than 5 executive exempt staff are found in the Philadelphia Parks and Recreation department, only 5 staff but 80% female; the Philadelphia Water Department has an executive exempt staff that is 71% female. The Chief Administrative Office has 70% executive exempt, female staff.

Department	Total	Male		Female	
		Total	% of Total	Total	% of Total
Atwater Kent Museum	1	1	100.00%	0	0.00%
Board of Ethics	5	2	40.00%	3	60.00%
Board of Pensions and Retirement	3	3	100.00%	0	0.00%
Board of Revision of Taxes	1	0	0.00%	1	100.00%
City Planning Commission	2	1	50.00%	1	50.00%
City Representative	1	0	0.00%	1	100.00%
Department of Behavioral Health & Intellectual disAbility Services	4	4	100.00%	0	0.00%
Department of Commerce	14	8	57.14%	6	42.86%
Department of Human Services	11	4	36.36%	7	63.64%
Department of Licenses and Inspection	7	4	57.14%	3	42.86%
Department of Prisons	4	2	50.00%	2	50.00%
Department of Public Health	3	1	33.33%	2	66.67%
Department of Public Property	10	7	70.00%	3	30.00%
Department of Records	2	1	50.00%	1	50.00%
Department of Revenue	6	3	50.00%	3	50.00%
Department of Streets	4	4	100.00%	0	0.00%
Division of Housing & Community Development	7	3	42.86%	4	57.14%
Free Library of Philadelphia	1	0	0.00%	1	100.00%
Historical Commission	1	1	100.00%	0	0.00%
Law Department	61	30	49.18%	31	50.82%
Mayor's Office of Education	3	1	33.33%	2	66.67%
Mural Arts Program	1	0	0.00%	1	100.00%
Office of Arts, Culture and the Creative Economy	1	0	0.00%	1	100.00%
Office of Community Empowerment & Opportunity	4	2	50.00%	2	50.00%
Office of Fleet Management	1	1	100.00%	0	0.00%
Office of Human Resources	6	2	33.33%	4	66.67%
Office of Inspector General	3	1	33.33%	2	66.67%
Office of Innovation and Technology	58	38	65.52%	20	34.48%
Office of Labor	2	0	0.00%	2	100.00%
Office of Property Assessment	1	1	100.00%	0	0.00%
Office of Sustainability	4	2	50.00%	2	50.00%
<b>Office of the Chief Administrative Officer</b>	<b>10</b>	<b>3</b>	<b>30.00%</b>	<b>7</b>	<b>70.00%</b>
Office of the City Treasurer	5	4	80.00%	1	20.00%
Office of the Director of Finance	27	11	40.74%	16	59.26%
Office of the Managing Director	82	39	47.56%	43	52.44%
Office of the Mayor	20	9	45.00%	11	55.00%
Philadelphia Commission on Human Relations	1	0	0.00%	1	100.00%
Philadelphia Fire Department	5	4	80.00%	1	20.00%
<b>Philadelphia Parks and Recreation</b>	<b>5</b>	<b>1</b>	<b>20.00%</b>	<b>4</b>	<b>80.00%</b>
Philadelphia Police Department	6	2	33.33%	4	66.67%
<b>Philadelphia Water Department</b>	<b>7</b>	<b>2</b>	<b>28.57%</b>	<b>5</b>	<b>71.43%</b>
Procurement Department	3	2	66.67%	1	33.33%
<b>TOTAL</b>	<b>403</b>	<b>204</b>	<b>50.62%</b>	<b>199</b>	<b>49.38%</b>

## 4.3 Race and Ethnicity by Department: Executive Exempt Workforce

The highest percentage of white employees in departments or offices with executive exempt staff of more than 10 people are:

- Department of Public Property - 80%
- Law Department - 77%
- Office of the Chief Administrative Officer - 70%

Percentages for Latino employees at the executive exempt level were small. The Department of Public Property has one person which equals 10% of its executive exempt workforce and the Department of Human Services has one employee, which equals 9%.

Close behind is the Department of Commerce at 7% and the Office of the Managing Director at 6%.

The highest percentage of Black or African American employees in departments or offices with executive exempt staff of more than 10 people are:

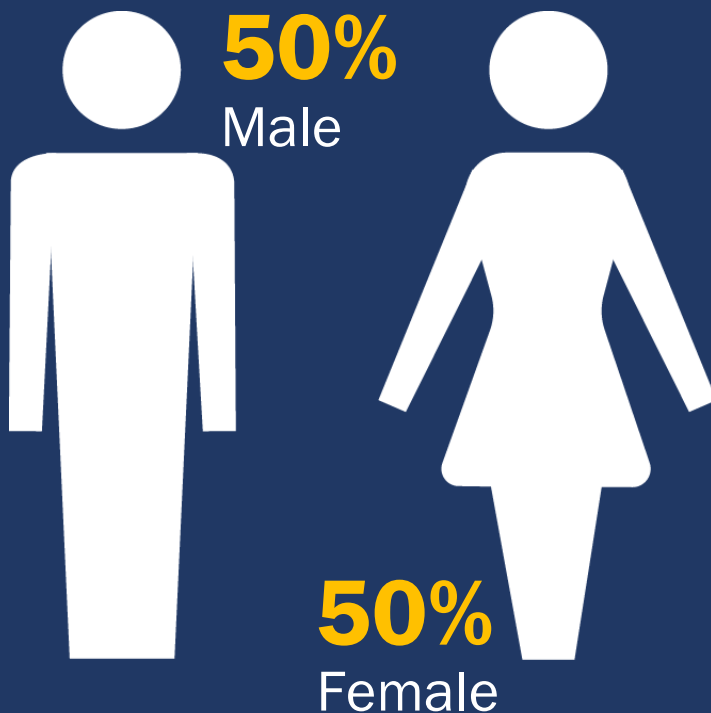
- Office of Innovation and Technology - 38%
- Department of Commerce - 36%
- Office of the Director of Finance - 35%

The highest percentage of Asian employees in departments or offices with executive exempt staff of more than 10 is the Office of the Mayor at 10%.

Department	Did Not Disclose	Total	White (Not Hispanic or Latino)		Hispanic or Latino		Black or African American (Not Hispanic or Latino)		Asian (Not Hispanic or Latino)		American Indian or Alaska Native (Not Hispanic or Latino)		Native Hawaiian/ Other Pacific Islander (Not Hispanic/Latino)		Two or More Races (Not Hispanic or Latino)	
			By Dept	% of Total	By Dept	% of Total	By Dept	% of Total	By Dept	% of Total	By Dept	% of Total	By Dept	% of Total	By Dept	% of Total
Atwater Kent Museum	0	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Board of Ethics	0	5	3	60%	0	0%	0	0%	2	40%	0	0%	0	0%	0	0%
Board of Pensions and Retirement	0	3	3	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Board of Revision of Taxes	0	1	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
City Planning Commission	0	2	1	50%	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
City Representative	0	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Department of Behavioral Health & Intellectual disAbility Services	0	4	1	25%	0	0%	3	75%	0	0%	0	0%	0	0%	0	0%
<b>Department of Commerce</b>	<b>0</b>	<b>14</b>	<b>8</b>	<b>57%</b>	<b>1</b>	<b>7%</b>	<b>5</b>	<b>36%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Department of Human Services</b>	<b>0</b>	<b>11</b>	<b>4</b>	<b>36%</b>	<b>1</b>	<b>9%</b>	<b>5</b>	<b>45%</b>	<b>1</b>	<b>9%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
Department of Licenses and Inspection	0	7	6	86%	1	14%	0	0%	0	0%	0	0%	0	0%	0	0%
Department of Prisons	0	4	1	25%	0	0%	3	75%	0	0%	0	0%	0	0%	0	0%
Department of Public Health	0	3	2	67%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%
<b>Department of Public Property</b>	<b>0</b>	<b>10</b>	<b>8</b>	<b>80%</b>	<b>1</b>	<b>10%</b>	<b>1</b>	<b>10%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
Department of Records	0	2	2	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Department of Revenue	0	6	3	50%	1	17%	2	33%	0	0%	0	0%	0	0%	0	0%
Department of Streets	0	4	1	25%	0	0%	3	75%	0	0%	0	0%	0	0%	0	0%
Division of Housing & Community Development	0	7	3	43%	0	0%	4	57%	0	0%	0	0%	0	0%	0	0%
Free Library of Philadelphia	0	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Historical Commission	0	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Law Department</b>	<b>1</b>	<b>60</b>	<b>46</b>	<b>77%</b>	<b>0</b>	<b>0%</b>	<b>13</b>	<b>22%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>2%</b>
Mayor's Office of Education	0	3	2	67%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%
Mural Arts Program	0	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Office of Arts, Culture and the Creative Economy	0	1	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Office of Community Empowerment & Opportunity	0	4	1	25%	0	0%	3	75%	0	0%	0	0%	0	0%	0	0%
Office of Fleet Management	0	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Office of Human Resources	0	6	3	50%	1	17%	2	33%	0	0%	0	0%	0	0%	0	0%
Office of Inspector General	1	2	2	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Office of Innovation and Technology</b>	<b>2</b>	<b>56</b>	<b>30</b>	<b>54%</b>	<b>1</b>	<b>2%</b>	<b>21</b>	<b>38%</b>	<b>3</b>	<b>5%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>2%</b>
Office of Labor	0	2	1	50%	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Office of Property Assessment	0	1	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Office of Sustainability	0	4	3	75%	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%
<b>Office of the Chief Administrative Officer</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>70%</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>30%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
Office of the City Treasurer	0	5	3	60%	0	0%	2	40%	0	0%	0	0%	0	0%	0	0%
<b>Office of the Director of Finance</b>	<b>1</b>	<b>26</b>	<b>16</b>	<b>62%</b>	<b>1</b>	<b>4%</b>	<b>9</b>	<b>35%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Office of the Managing Director</b>	<b>1</b>	<b>81</b>	<b>52</b>	<b>64%</b>	<b>5</b>	<b>6%</b>	<b>20</b>	<b>25%</b>	<b>2</b>	<b>2%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>2%</b>
<b>Office of the Mayor</b>	<b>0</b>	<b>20</b>	<b>12</b>	<b>60%</b>	<b>1</b>	<b>5%</b>	<b>5</b>	<b>25%</b>	<b>2</b>	<b>10%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
Philadelphia Commission on Human Relations	0	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Philadelphia Fire Department	0	5	2	40%	0	0%	3	60%	0	0%	0	0%	0	0%	0	0%
Philadelphia Parks and Recreation	0	5	1	20%	1	20%	2	40%	1	20%	0	0%	0	0%	0	0%
Philadelphia Police Department	1	5	1	20%	0	0%	4	80%	0	0%	0	0%	0	0%	0	0%
Philadelphia Water Department	0	7	6	86%	0	0%	1	14%	0	0%	0	0%	0	0%	0	0%
Procurement Department	0	3	2	67%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>7</b>	<b>396</b>	<b>243</b>	<b>61%</b>	<b>16</b>	<b>4%</b>	<b>121</b>	<b>31%</b>	<b>11</b>	<b>2.78%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>1%</b>

# High Level Appointments

For the purpose of this report, High-Level Appointments include both the Mayor's Cabinet, and department heads. The Mayor's Cabinet consists of the most senior appointed officers of the executive branch, and department heads consist of all those who lead an autonomously functioning subsection of City Government.



**5.0 Mayor's Cabinet by Gender**

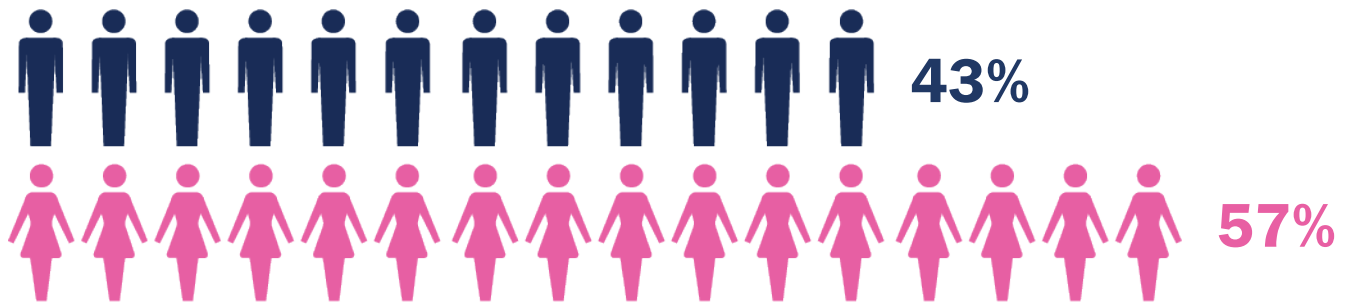
## The Mayor's Cabinet consists of the following positions:

- Chief Administrative Officer
- Chief Diversity & Inclusion Officer
- Chief Education Officer
- Chief Integrity Officer
- Chief of Staff
- City Representative
- City Solicitor
- Commerce Director
- Deputy Mayor for Intergovernmental Relations
- Deputy Mayor for Labor
- Deputy Mayor for Policy & Legislation
- Deputy Mayor for Public Engagement
- Director of Planning & Development
- Finance Director
- Inspector General
- Managing Director

The Cabinet is made up of 50% females and 50% males.

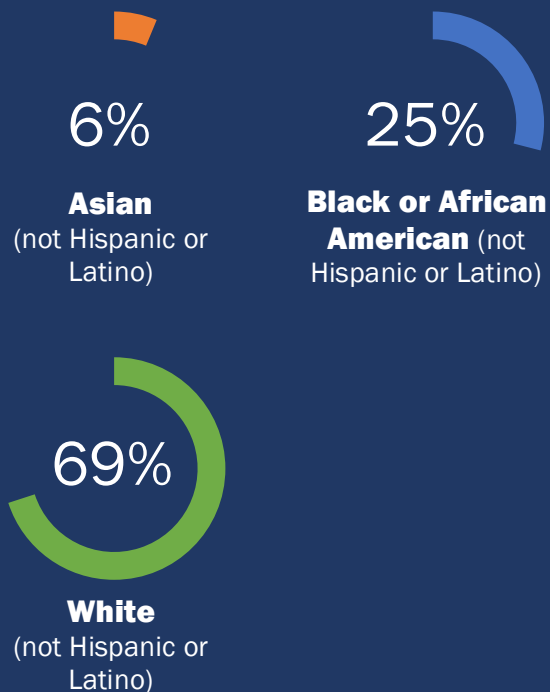


## 5.1 Department Heads by Gender



There are a total of 79 Department Heads. Gender diversity is as follows: female, 45 (56.96%) and male 34 (43.04%)

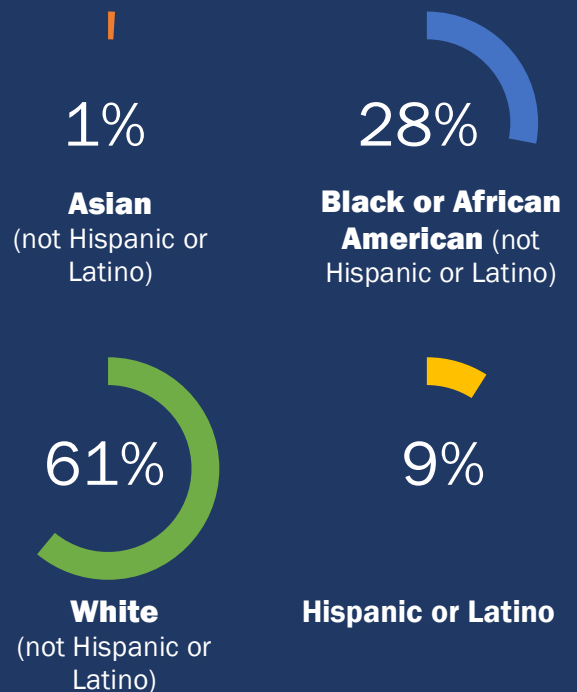
## 5.2 Mayor's Cabinet by Race



### The cabinet is composed of

- 11 Whites - (68.75%)
- 4 African Americans - (25%)
- 1 Asian - (6.25%)

## 5.3 Department Heads by Race

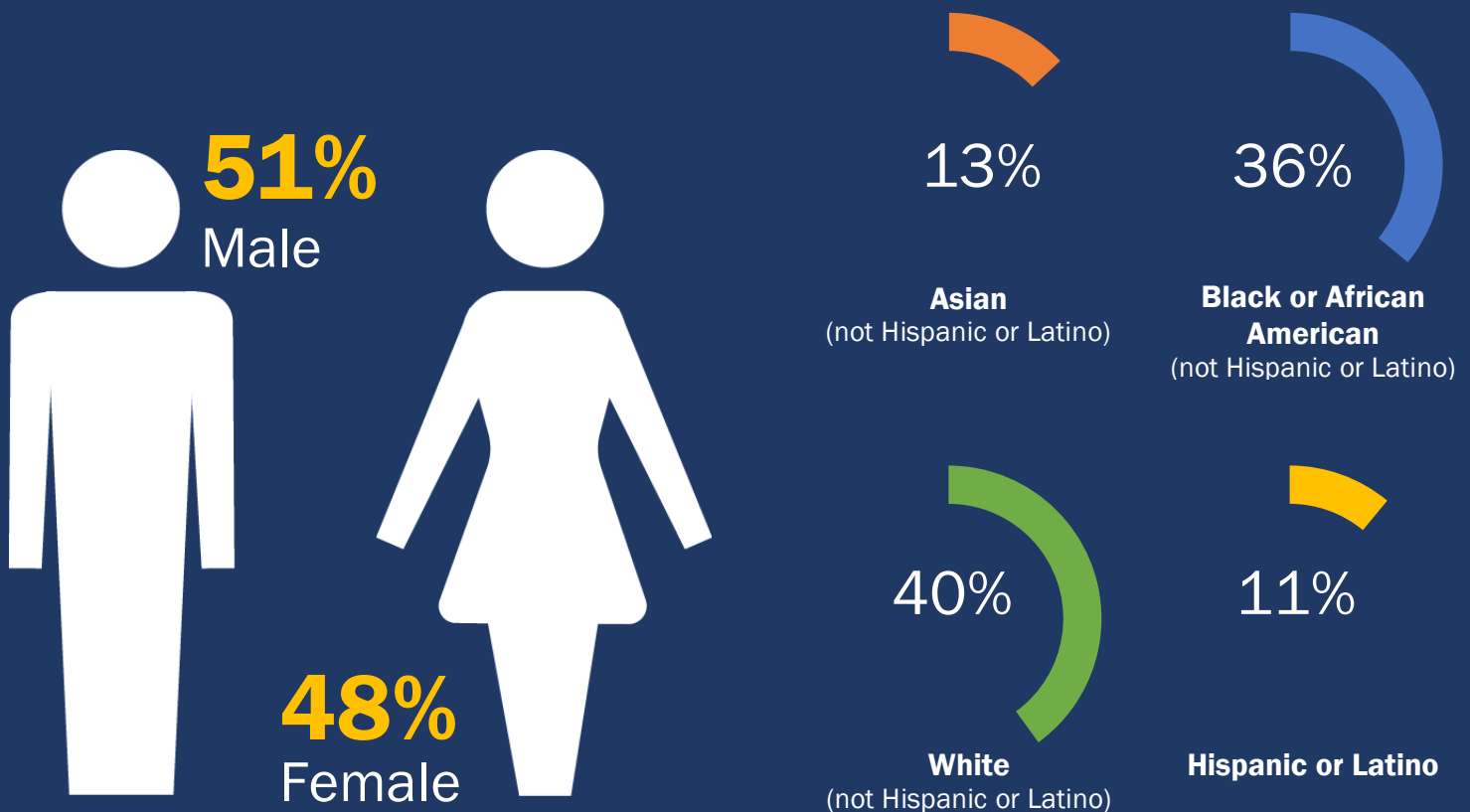


### The Race and Ethnicity of Department Heads is as follows:

- White 48 - (60.76%)
- Latino 7 - (8.86%)
- Black 22 - (27.85%)
- Asian 1 - (1.27%)

# Board and Commissions

Since taking office, the Mayor has appointed 289 new members to various city-run boards and commissions. This section outlines the diversity of new members who voluntarily disclosed their race, ethnicity, or gender identity.



## 6.0 Board and Commissions: New Appointments by Gender

The Mayor has appointed or reappointed 279 persons who have disclosed their gender identity.

- 135 - (48.39%) appointees were female
- 143 - (51.25%), were male

One appointee (0.36%) identifies as transgender.

## 6.1 Board and Commissions: New Appointments by Race and Ethnicity

There were 274 persons who disclosed their race and ethnicity.

- 110 - (40.15%) persons were White
- 99 - (36.13%) were African American
- 30 - (10.95%) were Latino
- 35 - (12.77%) were Asian



## Inclusion Training for the Exempt Workforce

Between May and November 2016, the Office of Diversity & Inclusion ("ODI") met with the exempt, executive teams of most operating departments under the authority of the Mayor. ODI discussed what leaders must do to build an inclusive and culturally competent organization; and the importance of embedding inclusion as a value in all operations system-wide. Meetings began with leadership based on the belief that a well thought out diversity and inclusion program begins with 100% buy-in from the top. Attendees could assess the current inclusiveness of their individual department or office and add whatever comments they felt were appreciate.

ODI provided basic training and discussion about diversity and inclusion during the trainings. Attendees were asked to make their comments about the inclusiveness of their department currently, and also asked to self-grade their department from 1 – 5 (five being the highest) on a scale of inclusiveness. ODI will use this data as a starting point for future meetings with department heads.

In addition to discussing principles of inclusion, workforce and procurement metrics within the respective departments were reviewed. This data will be tracked over time and used to mark progress and create new best practices. ODI encouraged leaders to focus on inclusion programs that increased diverse talent within the workforce and the expenditure of City dollars among minority and women owned businesses.

City workforce data does not currently contain metrics of persons with disabilities or sexual identity and orientation. Our aspirational goal is to measure all diverse populations in government and we shall explore ways of expanding this Report in the coming year.

## Next Steps

Using the data from this report, a representative of the office of Diversity and Inclusion will meet quarterly with all commissioners and department heads to review diversity and inclusion progress. Each department will be asked to complete a D&I Plan, which will define what actions each department will take to be inclusive, and how they will assure that diversity is a priority in both pipeline and hiring. Progress to these plans will be measured during the aforementioned quarterly check-ins. In addition to these meetings, the Office of Diversity Inclusion will be continuing to work closely with the department of Human Resources and Talent to assess the hiring process and recommend changes to increase the recruitment of diverse talent. Specifically, D&I will use new tracking systems to determine which types of positions lack diverse applicants, where the City is advertising positions that are not receiving diverse applicants, and how to assure that every position has a diverse pool of qualified candidates interviewed. Though the Office of Diversity and Inclusion understands that these undertakings will be difficult and will require a lot of time, we hope that this report, the City's first ever Workforce Diversity Report, will serve as a substantial step in making the City's workforce more representative of our diverse and wonderful City.



**Diversity and Inclusion** are leadership issues because they do not have universal, acceptance; they are leadership issues because whilst diversity is a reality, inclusion remains a choice. It is only through people exercising leadership, stressing real inclusion over token diversity, that thought becomes action.

**Stephen Frost**

The Inclusion Imperative, Kogan Page Limited (2014)