



Office of the

Chief Administrative Officer

CITY OF PHILADELPHIA

**Transparency in Business Report
Calendar Year 2021**

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Executive Summary

The [**Transparency in Business Act**](#) requires vendors with City contracts to disclose past contract experience, as well as demographic and compensation information for their workforce and board members. It also requires this information for subcontractors and labor sources on these contracts.

The disclosure requirements apply to all bids opened and applications received on or after July 1, 2021, for contracting opportunities valued at \$100,000 or more.

By April 1st, the Administration must provide City Council with a report summarizing the disclosures received pursuant to this requirement in the previous calendar year. This report includes all disclosures received for opportunities posted on or after July 1, 2021 and conformed by December 31, 2021.

A total of 34 disclosures were submitted by prime contractors under this new requirement. Stemming from these contracts, 12 subcontractor disclosures and 11 board disclosures were received as well.

Contactors are required to report this information based on the demographic makeup of their workforces on December 31st of the previous calendar year. Please note these data are self-reported. Self-reported data may contain inconsistencies at a granular level although the aggregated data provide a good summary of the group as a whole.

Looking forward, the Administration seeks to create more sophisticated reporting tools for this and other demographic disclosures that will allow for more streamlined data entry from contractors as well as the ability to cross-tabulate data and present more nuanced findings.

Prime Contractor Disclosures

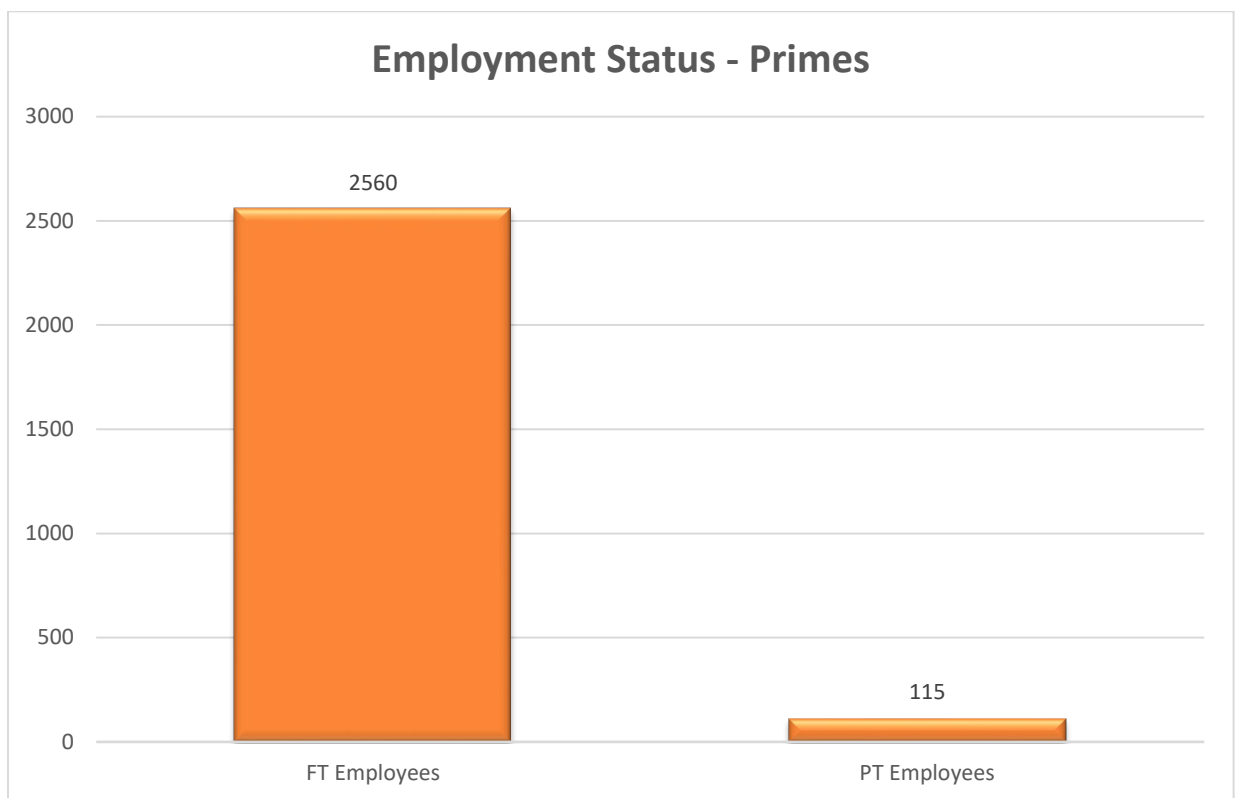
A total of 34 disclosures were collected from prime contractors for this reporting period. Contractors were asked to provide this information as of December 31st, 2020.

Prior contracting history

On average, prime contractors reported that they held or participated on City contracts in 4 of the 5 previous calendar years.

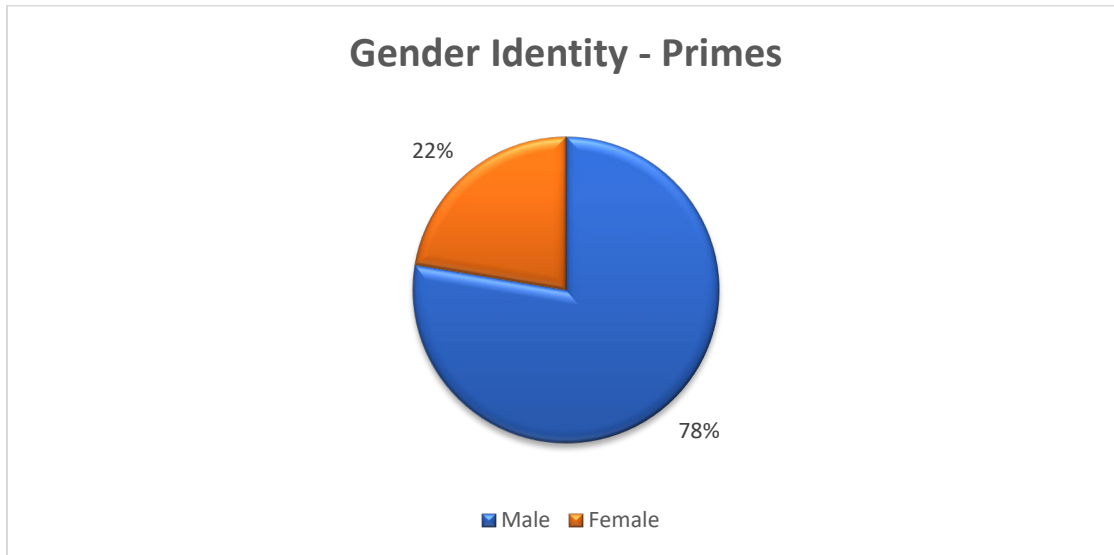
Employment

The disclosures collected from prime contractors contained data on a total of 2,675 employees.



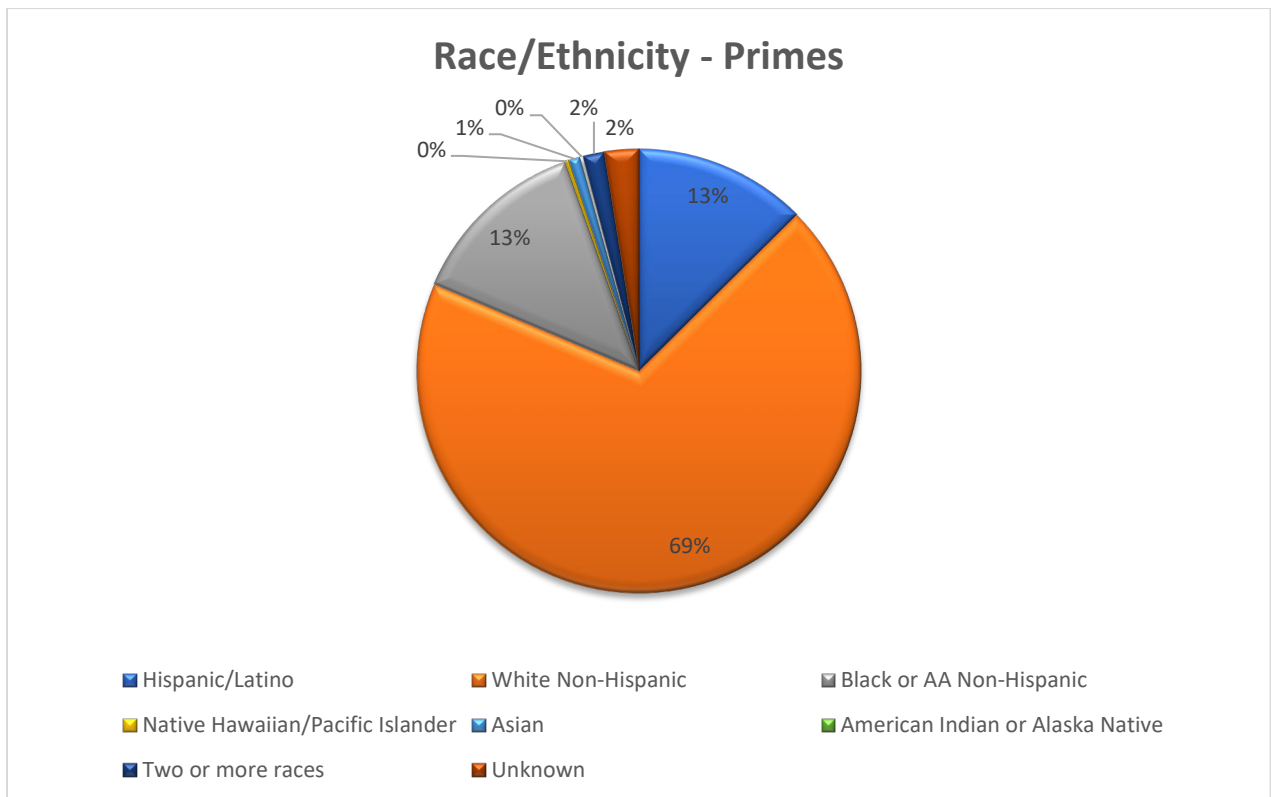
Gender Identity

The workforces of prime contractors were comprised of the following gender identities: 78% male, 22% female, 0% non-binary, and 0% who prefer not to disclose.



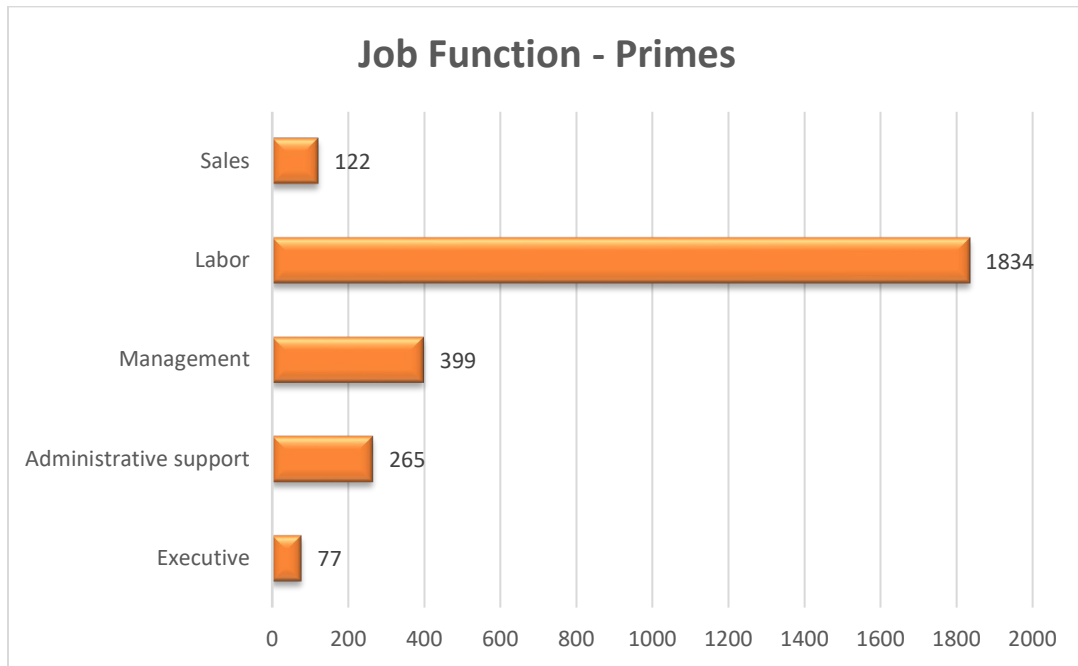
Race and Ethnicity

The workforces of prime contractors were comprised of the following races and ethnicities:



Job Function

The workforces of prime contractors were spread across the following job functions:



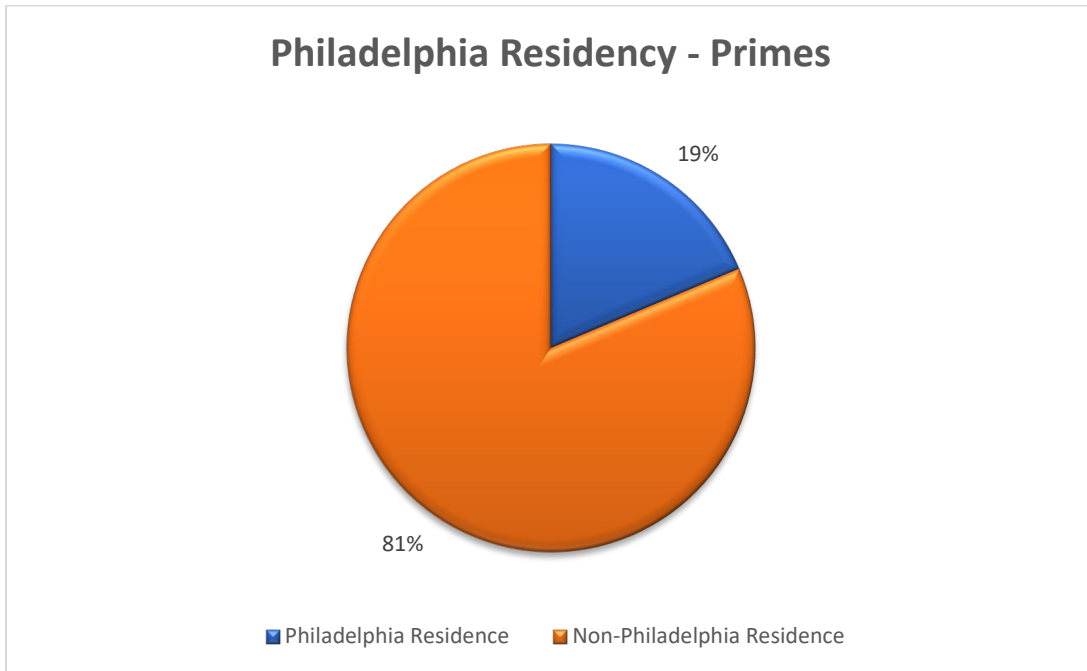
Length of Employment

The majority of the workforces of prime contractors had been employed by that contractor for 5 years or less. The distribution of length of employment is below:



Philadelphia Residency

The breakdown of the workforces of prime contractors by Philadelphia residency can be found below. The majority of employees were non-Philadelphia residents.



Compensation

Prime contractors reported on the compensation of both full-time and part-time employees, for those who earned a salary and those who earned an hourly wage. The average compensation for each category can be found in the table below.

Employment	Average Annual Salary	Average Hourly Wage
Full-Time	\$72,707.48	\$33.00
Part-Time	\$27,160.93	\$21.74

Subcontractor Disclosures

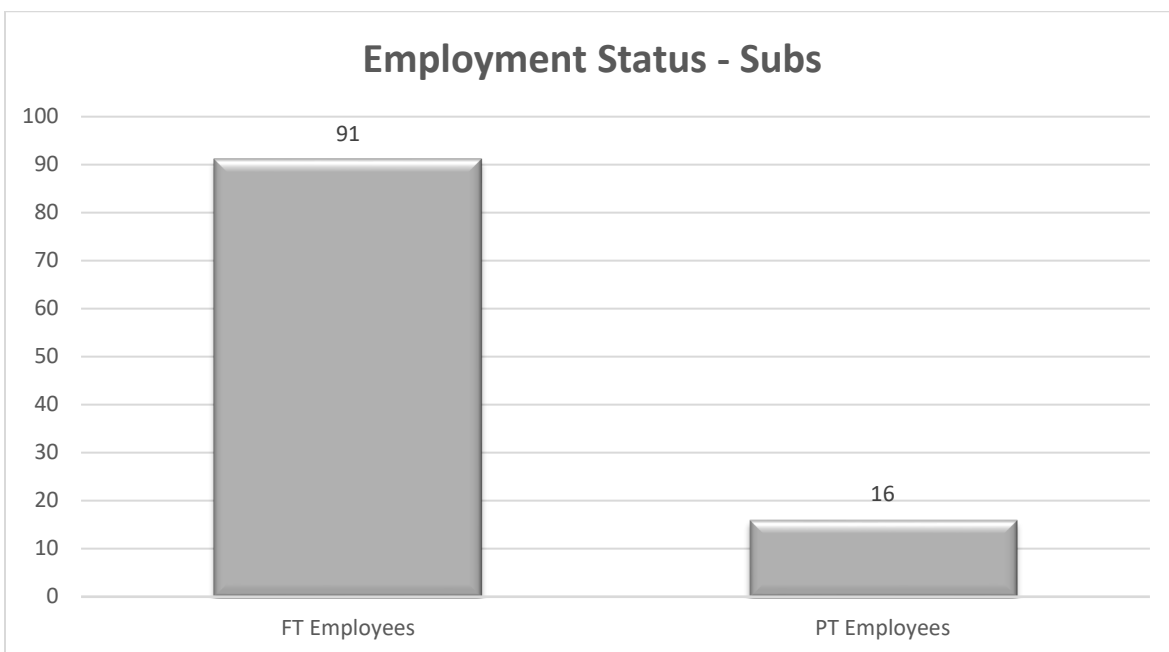
A total of 12 disclosures were collected from subcontractors for this reporting period. Contractors were asked to provide demographic information for their workforce as of December 31st, 2020.

Prior contracting history

On average, prime contractors reported that they held or participated on City contracts in 2.6 of the 5 previous calendar years.

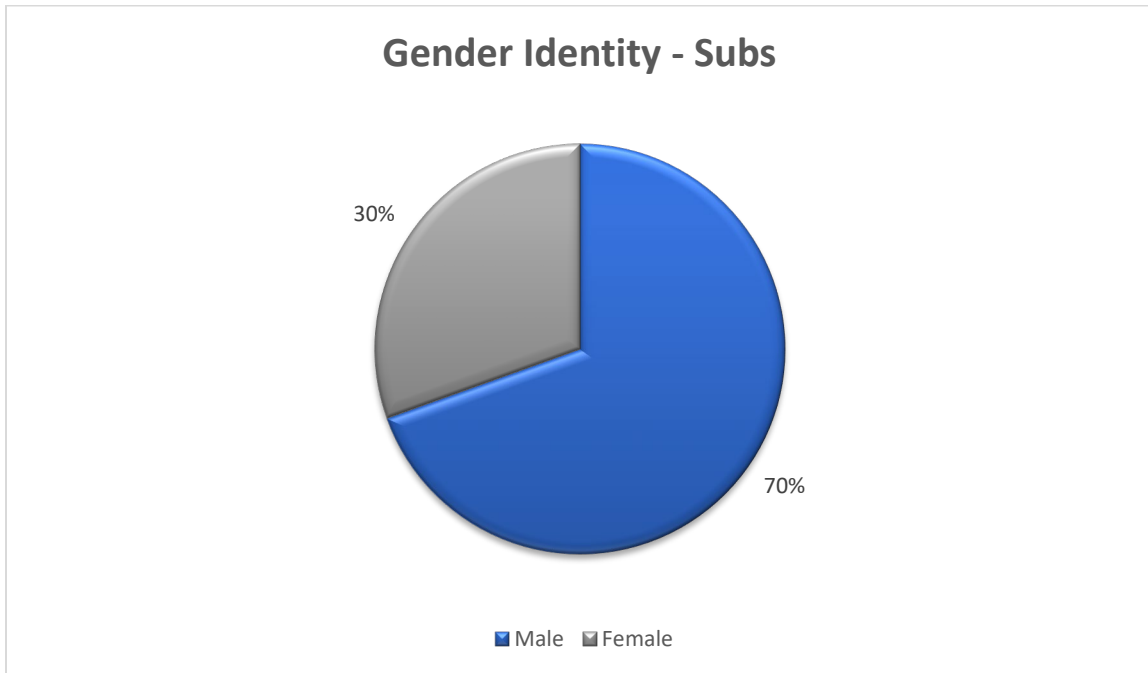
Employment

The disclosures collected from subcontractors contained data on a total of 107 employees.



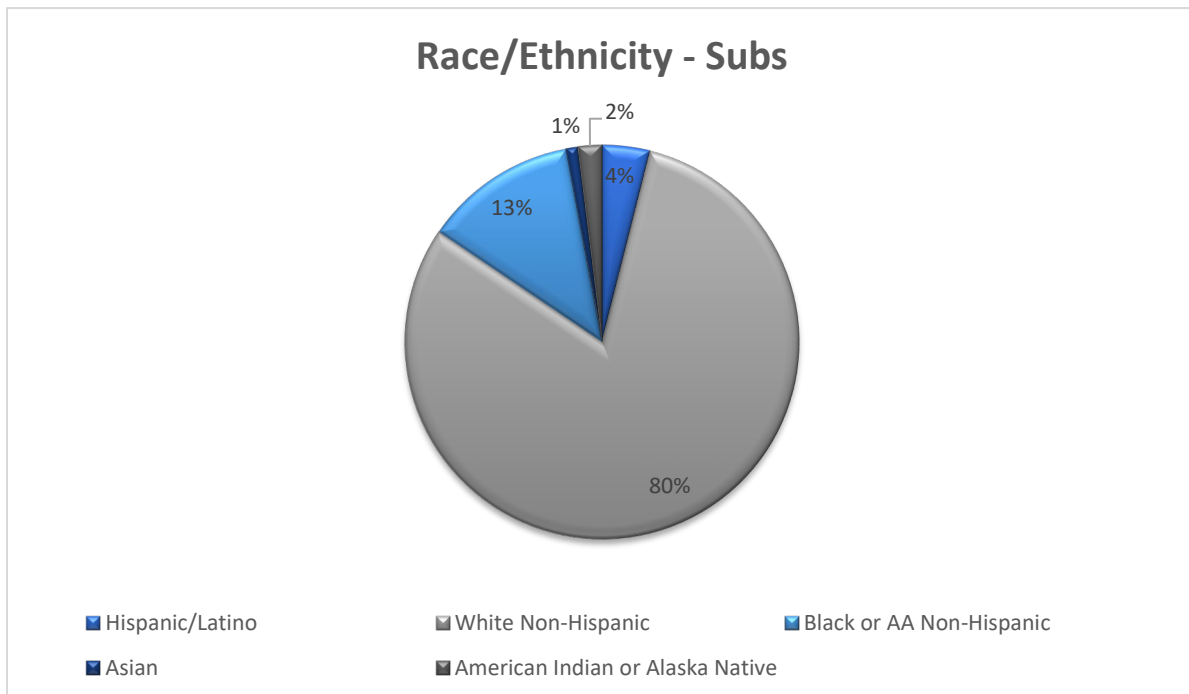
Gender Identity

The workforces of subcontractors were comprised of the following gender identities: 70% male, 30% female, 0% non-binary, and 0% who prefer not to disclose.



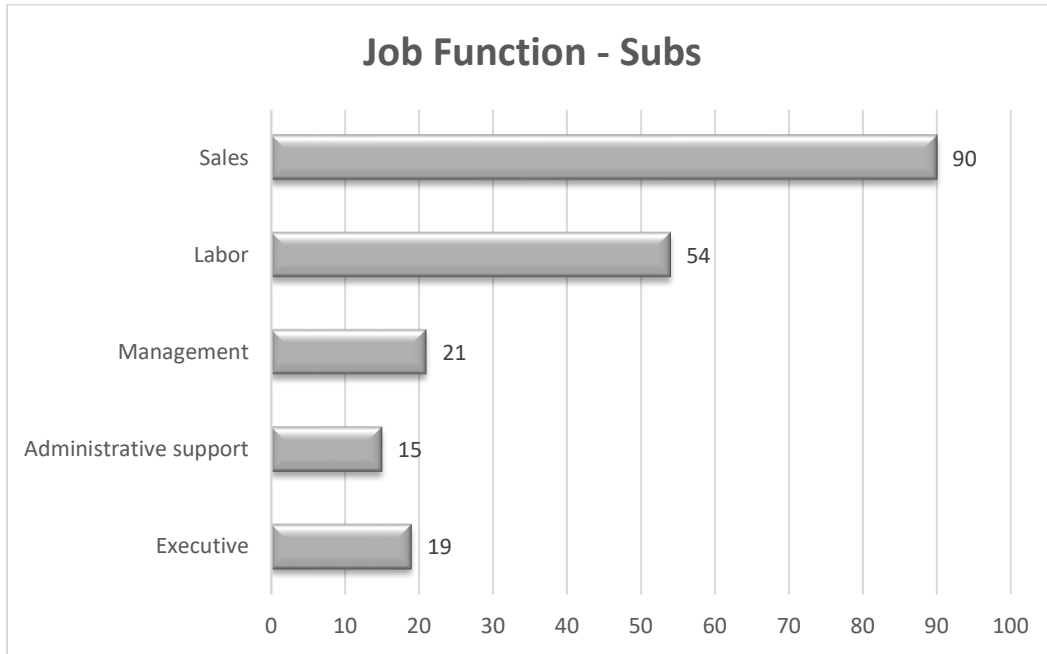
Race and Ethnicity

The workforce of subcontractors were comprised of the following races and ethnicities:



Job Function

The workforces of subcontractors were spread across the following job functions:



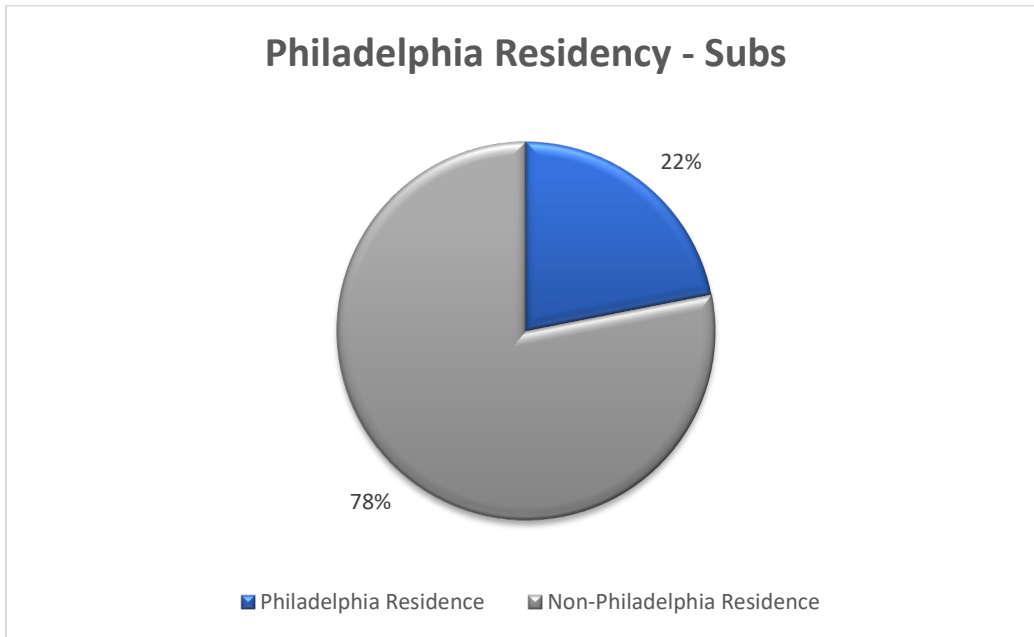
Length of Employment

The workforces of subcontractors had been employed by that contractor for varying lengths of time. The distribution of length of employment is below:



Philadelphia Residency

The breakdown of the workforces of subcontractors by Philadelphia residency can be found below. The majority of employees were non-Philadelphia residents.



Compensation

Subcontractors reported on the compensation of both full-time and part-time employees, for those who earned a salary and those who earned an hourly wage. The average compensation for each category can be found in the table below.

Employment	Average Annual Salary	Average Hourly Wage
Full-Time	\$75,463.25	\$31.81
Part-Time	\$13,233.00	\$27.67

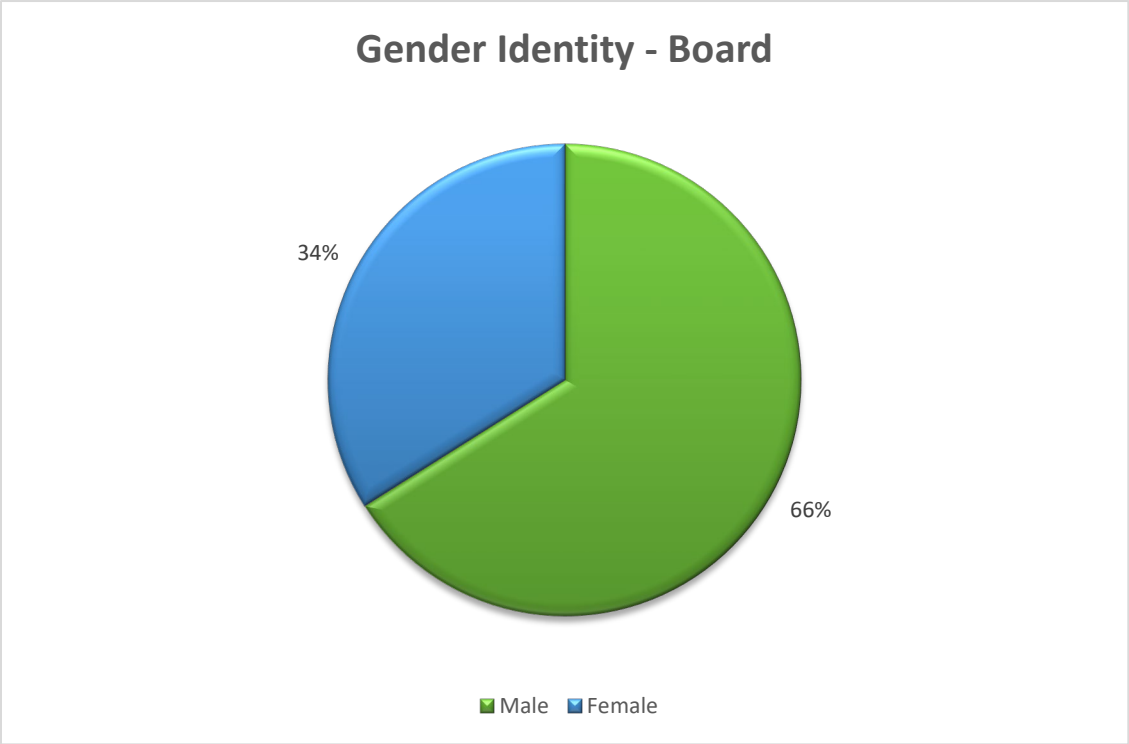
Board Disclosures

Appointments

The disclosures collected from prime contractors regarding their boards encompassed 11 boards and 53 board members.

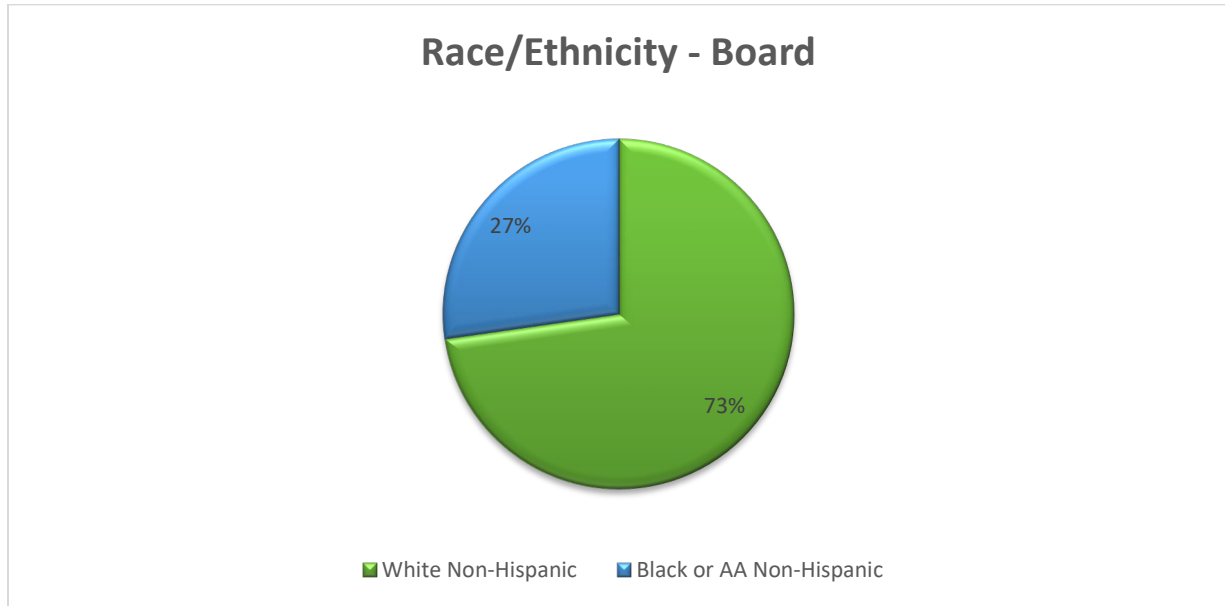
Gender Identity

The boards of prime contractors were comprised of the following gender identities: 66% male, 34% female, 0% non-binary, and 0% who prefer not to disclose.



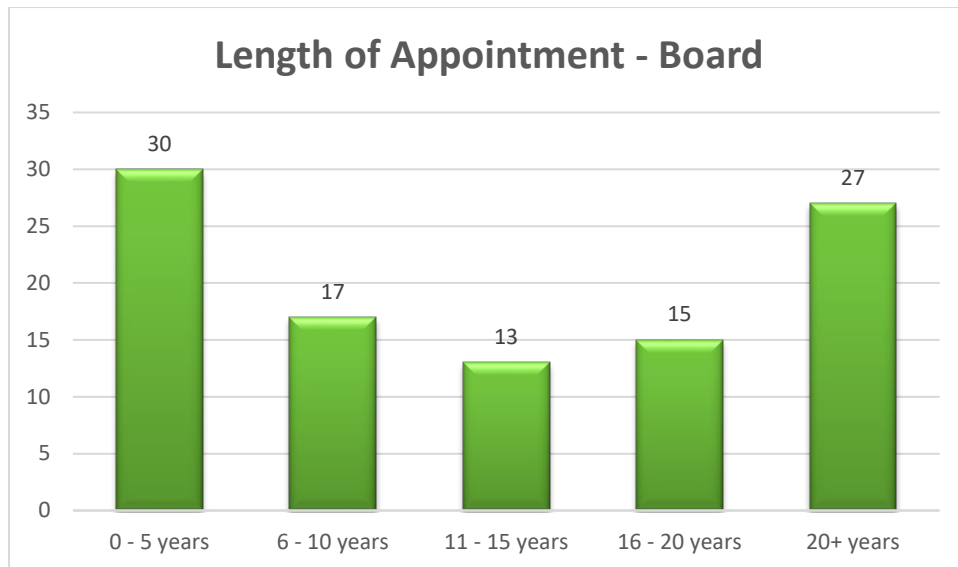
Race and Ethnicity

The boards of prime contractors were comprised of the following races and ethnicities:



Length of Appointments

Board members of prime contractors had been appointed for various lengths of time. The distribution of appointment length is below.



Philadelphia Residency

The breakdown by Philadelphia residency of board members can be found below. The majority of board members were non-Philadelphia residents.

