June 1, 2018

**Introduction:**

This analysis was conducted in response to the following pre-budget hearing question from City Council:

*For each department head or commissioner, please report racial and gender demographic information for new exempt employees hired during their leadership tenure.*

The following pages contain a breakdown of the racial and gender demographic information captured by the City of Philadelphia’s human resources system as well as from individual departmental records on hiring and separations. Additionally, the second page of this report includes a composite summary of all new hires included in the breakouts for each department and compares this information with the demographics of Philadelphia as reported in the Census’ 2016 American Community Survey, One-Year Estimate.

**Notes:**

* For the purposes of this analysis, “new exempt employees” includes employees who had not previously worked for the City as well as employees who had previously worked for the City (in civil service or exempt positions) and were hired into exempt positions during the leadership tenure (see second bullet below). Departments have also, to the best of their ability, included employees who meet this definition who have since separated from the City. The rationale for including these categories is that each exempt hiring decision represents an opportunity to make the City of Philadelphia more reflective of Philadelphia’s demographics, regardless of whether the person hired into the position previously worked for the City or has since left.
* For each department, the timeframe for including staff is either from the beginning of the Kenney Administration (January 1, 2016) to April 4, 2018 or since the beginning of the tenure of the current department head to April 4, 2018, whichever is later.
* New exempt employees from all funds are represented and are shown under the department head who made the hiring decision, even if that department head does not represent the department funding the position.
  + Note: Commerce, Planning & Development and the Office of Arts, Culture and the Creative Economy included employees on the PIDC payroll if those employees were hired by and funded by their respective departments.
* Data does not include department heads themselves, following the logic that department heads did not hire themselves. One exception to this rule is if a department head was included as a new hire under a different department (for example, the City Treasurer is counted as a new hire under the Office of the Director of Finance).

**Overview of Racial and Gender Demographics - All Departments:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Demographics** | **All Departments (% of New Exempt Employees)** | **Philadelphia (% of Population)** | **Over-represented (+) vs. Under-represented (-)** |
| Black or African American | **40.2%** | **41.6%** | **- 1.4%** |
| White | **41.5%** | **35.3%** | **+ 6.2%** |
| Hispanic or Latino of Any Race | **8.4%** | **13.8%** | **- 5.4%** |
| Asian | **6.6%** | **6.8%** | **- 0.2%** |
| Two or More Races | **2.8%** | **2.1%** | **+ 0.7%** |
| American Indian or Alaskan Native | **0.0%** | **0.2%** | **- 0.2%** |
| Native Hawaiian or Other Pacific | **0.0%** | **0.0%** | **0%** |
| Did Not Disclose Race | **0.5%** | **N/A** | **N/A** |
| Female | **58.5%** | **52.7%** | **+ 5.8%** |
| Male | **41.5%** | **47.3%** | **- 5.8%** |

**Racial and Gender Demographics Broken Out by Department (beginning on next page):**

|  |  |  |
| --- | --- | --- |
| **Aviation**  **(Department Head: Rochelle Cameron)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 1 | 7% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 1 | 7% |
| Black or African American | 3 | 21% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 9 | 64% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 5 | 36% |
| Male | 9 | 64% |
| **Count of Employees** | **14** |  |
|  |  |  |
| **Behavioral Health**  **(Department Head: David T. Jones)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 1 | 14% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 1 | 14% |
| Black or African American | 1 | 14% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 4 | 57% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 3 | 43% |
| Male | 4 | 57% |
| **Count of Employees** | **7** |  |
|  |  |  |
| **Office of the Chief Administrative Officer**  **(Department Head: Christine Derenick-Lopez)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 1 | 5% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 1 | 5% |
| Black or African American | 6 | 32% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 10 | 53% |
| Two or More Races | 1 | 5% |
| Did Not Disclose Race | 0 | 0% |
| Female | 15 | 79% |
| Male | 4 | 21% |
| **Count of Employees** | **19** |  |

|  |  |  |
| --- | --- | --- |
| **Office of Community Empowerment & Opportunity**  **(Department Head: Mitchell Little)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 2 | 10% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 2 | 10% |
| Black or African American | 7 | 35% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 8 | 40% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 1 | 5% |
| Female | 15 | 75% |
| Male | 5 | 25% |
| **Count of Employees** | **20** |  |
|  |  |  |
| **Office of the City Representative**  **(Department Head: Sheila Hess)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 1 | 25% |
| Black or African American | 1 | 25% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 2 | 50% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 0 | 0% |
| Male | 4 | 100% |
| **Count of Employees** | **4** |  |
|  |  |  |
| **City Treasurer**  **(Department Head: Rasheia Johnson)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 5 | 83% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 1 | 17% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 3 | 50% |
| Male | 3 | 50% |
| **Count of Employees** | **6** |  |
|  |  |  |
| **Commerce**  **(Department Head: Harold Epps)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 4 | 17% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 3 | 13% |
| Black or African American | 8 | 35% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 7 | 30% |
| Two or More Races | 1 | 4% |
| Did Not Disclose Race | 0 | 0% |
| Female | 14 | 61% |
| Male | 9 | 39% |
| **Count of Employees** | **23** |  |
| **Finance**  **(Department Head: Rob Dubow)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 2 | 9% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 2 | 9% |
| Black or African American | 8 | 35% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 11 | 48% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 18 | 78% |
| Male | 5 | 22% |
| **Count of Employees** | 23 |  |
|  |  |  |
| **Fire**  **(Department Head: Adam Thiel)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 5 | 45% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 6 | 55% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 6 | 55% |
| Male | 5 | 45% |
| **Count of Employees** | **11** |  |
| **Fleet Management**  **(Department Head: Christopher Cocci)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 1 | 100% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 0 | 0% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 1 | 100% |
| Male | 0 | 0% |
| **Count of Employees** | **1** |  |
|  |  |  |
| **Free Library**  **(Department Head: Siobhan Riordan)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 0 | 0% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 1 | 50% |
| Two or More Races | 1 | 50% |
| Did Not Disclose Race | 0 | 0% |
| Female | 1 | 50% |
| Male | 1 | 50% |
| **Count of Employees** | **2** |  |
|  |  |  |
| **Office of Homeless Services**  **(Department Head: Liz Hersh)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 1 | 3% |
| Black or African American | 18 | 58% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 11 | 35% |
| Two or More Races | 1 | 3% |
| Did Not Disclose Race | 0 | 0% |
| Female | 26 | 84% |
| Male | 5 | 16% |
| **Count of Employees** | **31** |  |
| **Human Relations**  **(Department Head: Rue Landau)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 1 | 100% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 0 | 0% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 0 | 0% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 1 | 100% |
| Male | 0 | 0% |
| **Count of Employees** | **1** |  |
|  |  |  |
| **Human Resources**  **(Department Head: Pedro Rodriguez)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 1 | 100% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 0 | 0% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 1 | 100% |
| Male | 0 | 0% |
| **Count of Employees** | **1** |  |
|  |  |  |
| **Human Services**  **(Department Head: Cynthia Figueroa)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 5 | 19% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 1 | 4% |
| Black or African American | 9 | 35% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 11 | 42% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 20 | 77% |
| Male | 6 | 23% |
| **Count of Employees** | **26** |  |
| **Inspector General**  **(Department Head: Amy Kurland)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 1 | 13% |
| Black or African American | 2 | 25% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 4 | 50% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 1 | 13% |
| Female | 2 | 25% |
| Male | 6 | 75% |
| **Count of Employees** | **8** |  |
|  |  |  |
| **Licenses and Inspections**  **(Department Head: David Perri)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 3 | 21% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 3 | 21% |
| Black or African American | 1 | 7% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 7 | 50% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 7 | 50% |
| Male | 7 | 50% |
| **Count of Employees** | **14** |  |
|  |  |  |
| **Managing Director's Office**  **(Department Head: Michael DiBerardinis)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 9 | 8% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 9 | 8% |
| Black or African American | 45 | 38% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 50 | 42% |
| Two or More Races | 6 | 5% |
| Did Not Disclose Race | 1 | 1% |
| Female | 61 | 51% |
| Male | 59 | 49% |
| **Count of Employees** | **120** |  |
| **Mayor's Office**  **(Department Head: James Kenney)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 3 | 6% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 4 | 8% |
| Black or African American | 19 | 40% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 17 | 35% |
| Two or More Races | 5 | 10% |
| Did Not Disclose Race | 0 | 0% |
| Female | 29 | 60% |
| Male | 19 | 40% |
| **Count of Employees** | **48** |  |
|  |  |  |
| **Mayor's Office of Education**  **(Department Head: Otis Hackney)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 6 | 16% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 21 | 57% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 10 | 27% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 26 | 70% |
| Male | 11 | 30% |
| **Count of Employees** | **37** |  |
|  |  |  |
| **Mayor's Office of Labor**  **(Department Head:James Engler, Acting)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 1 | 6% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 11 | 61% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 6 | 33% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 9 | 50% |
| Male | 9 | 50% |
| **Count of Employees** | **18** |  |
| **Mural Arts**  **(Department Head: Jane Golden)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 3 | 75% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 1 | 25% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 1 | 25% |
| Male | 3 | 75% |
| **Count of Employees** | **4** |  |
|  |  |  |
| **Office of Arts, Culture and the Creative Economy**  **(Department Head: Kelly Lee)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 1 | 25% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 1 | 25% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 2 | 50% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 4 | 100% |
| Male | 0 | 0% |
| **Count of Employees** | **4** |  |
|  |  |  |
| **Office of Innovation and Technology**  **(Department Head: Mark Wheeler)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 1 | 11% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 4 | 44% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 4 | 44% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 3 | 33% |
| Male | 6 | 67% |
| **Count of Employees** | **9** |  |
| **Parks and Recreation**  **(Department Head: Kathryn Ott Lovell)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 1 | 6% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 2 | 11% |
| Black or African American | 6 | 33% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 9 | 50% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 10 | 56% |
| Male | 8 | 44% |
| **Count of Employees** | **18** |  |
|  |  |  |
| **Pensions**  **(Department Head: Francis Bielli)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 4 | 57% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 3 | 43% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 1 | 14% |
| Male | 6 | 86% |
| **Count of Employees** | **7** |  |
|  |  |  |
| **Planning and Development**  **(Department Head: Anne Fadullon)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 1 | 6% |
| Black or African American | 5 | 29% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 11 | 65% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 11 | 65% |
| Male | 6 | 35% |
| **Count of Employees** | **17** |  |
| **Police**  **(Department Head: Richard Ross)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 2 | 40% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 3 | 60% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 2 | 40% |
| Male | 3 | 60% |
| **Count of Employees** | **5** |  |
|  |  |  |
| **Prisons**  **(Department Head: Blanche Carney)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 6 | 86% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 1 | 14% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 2 | 29% |
| Male | 5 | 71% |
| **Count of Employees** | **7** |  |
|  |  |  |
| **Procurement**  **(Department Head: Trevor Day)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 2 | 50% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 1 | 25% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 1 | 25% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 3 | 75% |
| Male | 1 | 25% |
| **Count of Employees** | **4** |  |
| **Property Assessment**  **(Department Head: Michael Piper)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 2 | 50% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 2 | 50% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 4 | 100% |
| Male | 0 | 0% |
| **Count of Employees** | **4** |  |
|  |  |  |
| **Public Health**  **(Department Head: Thomas Farley)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 1 | 11% |
| Black or African American | 3 | 33% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 4 | 44% |
| Two or More Races | 1 | 11% |
| Did Not Disclose Race | 0 | 0% |
| Female | 6 | 67% |
| Male | 3 | 33% |
| **Count of Employees** | **9** |  |
|  |  |  |
| **Public Property**  **(Department Head: Bridget Greenwald)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 1 | 25% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 3 | 75% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 2 | 50% |
| Male | 2 | 50% |
| **Count of Employees** | **4** |  |
| **Records**  **(Department Head: James Leonard)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 1 | 100% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 0 | 0% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 1 | 100% |
| Male | 0 | 0% |
| **Count of Employees** | **1** |  |
|  |  |  |
| **Revenue**  **(Department Head: Frank Breslin)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 2 | 13% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 3 | 19% |
| Black or African American | 5 | 31% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 6 | 38% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 7 | 44% |
| Male | 9 | 56% |
| **Count of Employees** | **16** |  |
|  |  |  |
| **Streets**  **(Department Head: Carlton Williams)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 5 | 63% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 3 | 38% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 4 | 50% |
| Male | 4 | 50% |
| **Count of Employees** | **8** |  |
| **Sustainability**  **(Department Head: Christine Knapp)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 1 | 50% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 0 | 0% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 1 | 50% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 1 | 50% |
| Male | 1 | 50% |
| **Count of Employees** | **2** |  |
|  |  |  |
| **Water**  **(Department Head: Debra McCarty)** | **Count of New Exempt Hires** | **% of Total** |
| Hispanic or Latino of Any Race | 0 | 0% |
| American Indian or Alaskan Native | 0 | 0% |
| Asian | 0 | 0% |
| Black or African American | 5 | 56% |
| Native Hawaiian or Other Pacific | 0 | 0% |
| White | 4 | 44% |
| Two or More Races | 0 | 0% |
| Did Not Disclose Race | 0 | 0% |
| Female | 4 | 44% |
| Male | 5 | 56% |
| **Count of Employees** | **9** |  |

**Note:** At the time this analysis was conducted, the Law Department did not have any new hires to report who were hired under the new City Solicitor, Marcel Pratt.