

STAFF DEMOGRAPHICS – PHILADELPHIA WATER DEPARTMENT

**FISCAL YEAR 2026 BUDGET TESTIMONY  
SUPPLEMENTAL CHARTS  
STAFF DEMOGRAPHICS – PHILADELPHIA WATER DEPARTMENT**

Staff Demographics Summary (as of November 2024)				
	Total	Minority	White	Female
Number of Full-Time Staff	2,156	1,405	700	496
Number of Exempt Staff	13	6	7	4
Number of Executive Staff (deputy level and above)	11	4	7	4
Average Salary, Full-Time Staff	\$62,967	\$56,833	\$75,642	\$66,702
Average Salary, Exempt Staff	\$148,169	\$148,613	\$147,789	\$134,234
Average Salary, Executive Staff	\$165,307	\$176,484	\$158,920	\$149,435
Median Salary, Full-Time Staff	\$54,148	\$51,124	\$67,766	\$58,245
Median Salary, Exempt Staff	\$141,690	\$128,423	\$146,077	\$128,423
Median Salary, Executive Staff	\$146,077	\$168,345	\$146,077	\$138,608

*Full-time staff numbers may not align with budget detail due to timing. Discrepancies between the total number of employees and the sum of demographic categories reflect employees for which demographic data is not available.*

# STAFF DEMOGRAPHICS – PHILADELPHIA WATER DEPARTMENT

Staff Demographics (as of November 2024)							
Full-Time Staff			Executive Staff				
Male		Female	Male		Female		
African-American	Total	832	248	African-American	Total	2	1
	% of Total	39%	12%		% of Total	18%	9%
	Average Salary	\$52,588	\$56,949		Average Salary	\$214,361	\$141,690
	Median Salary	\$48,692	\$51,124		Median Salary	\$214,361	\$141,690
White	Total	537	163	White	Total	5	2
	% of Total	25%	8%		% of Total	45%	18%
	Average Salary	\$74,578	\$79,148		Average Salary	\$158,383	\$160,263
	Median Salary	\$66,114	\$71,841		Median Salary	\$146,077	\$160,263
Hispanic	Total	81	17	Hispanic	Total	0	0
	% of Total	4%	1%		% of Total	0%	0%
	Average Salary	\$59,422	\$66,057		Average Salary	N/A	N/A
	Median Salary	\$55,145	\$53,680		Median Salary	N/A	N/A
Asian	Total	131	48	Asian	Total	0	1
	% of Total	6%	2%		% of Total	0%	9%
	Average Salary	\$69,609	\$77,498		Average Salary	N/A	\$135,526
	Median Salary	\$64,107	\$77,282		Median Salary	N/A	\$135,526
Other	Total	31	17	Other	Total	0	0
	% of Total	1%	1%		% of Total	0%	0%
	Average Salary	\$74,183	\$68,511		Average Salary	N/A	N/A
	Median Salary	\$68,474	\$60,882		Median Salary	N/A	N/A
Male	Total	1619	496	Male	Total	7	4
	% of Total	77%	23%		% of Total	64%	36%
	Average Salary	\$61,899	\$66,702		Average Salary	\$174,377	\$149,435
	Median Salary	\$53,761	\$58,245		Median Salary	\$173,622	\$138,608