

Equal Business Opportunity Program: Supplemental Report

FY 2008 Annual Report



Minority Business Development Office



Introduction

- Ordinance 2008-89 requires developing reports which delineate the utilization of Small Local Business Enterprises (SLBE) and Women/Minority Business Enterprises (WMBE) on the basis of total procurement, total dollars awarded and payments
- The purpose of this presentation is to report SLBE and WMBE utilization for FY 2008



Background

- Supreme Court and Lower Court Rulings
- Disparity Study completed in 2007
 - No Disparity in Subcontracting
 - Disparity - Prime Contracts (\$500,000 or less)
 - No legal basis for narrowly-tailored, race and gender conscious program (WMBE)



Background (continued)

- Equal Business Opportunity Program Ordinance 2008-89
 - Enacted July 2008
 - SLBE participation (race-neutral)
 - WMBE participation (race/gender conscious) currently not mandated
 - Use of race and gender contract goals must be based on multi-year statistical evidence and a legal basis



Common Terminology

- Availability – companies expressing interest in doing business with the City
- Utilization – actual payments made to vendors and subcontractors
- Capacity – company has the requisite credentials to perform contract services



Terminology (continued)

- Race-Neutral Programs (SLBE) - based on business size and revenues
- Narrowly-Tailored Programs (WMBE) - corrective action to address disparity
- Diversity Management Information (DMI) - City-wide process to collect, track and analyze utilization and availability



DMI Methodology

- New business process for data collection, automation and reporting
- Reports represent contracts awarded in FY 2008
- Utilization Dollars represent actual expenditures for contracts awarded in FY 2008



DMI Data Elements

- All Competitively Bid Procurement separated into four (4) major utilization areas:
 - SLBE Prime
 - SLBE Subcontracts
 - WMBE Prime
 - WMBE Subcontracts



DMI Data Elements (continued)

- Each utilization area is comprised of five (5) industry categories:
 - Construction
 - Construction-Related Services
 - Professional Services
 - Non-Professional Services
 - Goods



DMI Data Elements (continued)

- Prime contract data is separated by two dollar categories:
 - Contracts \$500,000 and below
 - Contracts \$25,000 and below
- All Subcontract dollars

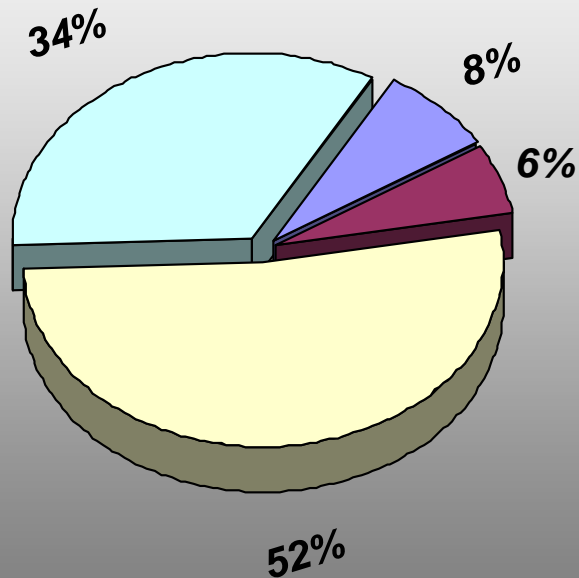






SLBE Program

- Eligibility Requirements (Race-Gender Neutral)
 - Must be in Tampa's SLBE Market Area:
Hillsborough, Pinellas, Polk, Pasco, Manatee
 - Owner must be permanent resident of Florida
 - Must have 25 or less full-time employees
 - Average annual gross receipts over 3 years not to exceed \$2 million
 - Sheltered Market opportunities: contracts \$200,000 or less (minimum 3 SLBEs)

SLBE Prime Utilization

**SLBE Prime Utilization
(FY 2008)**

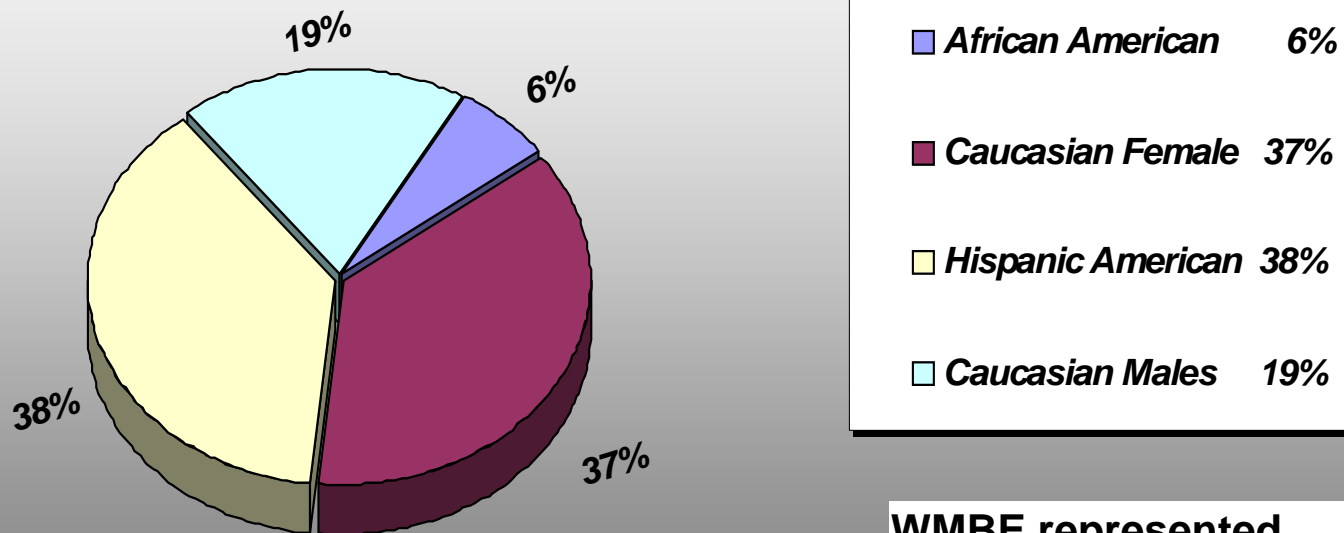


 African American	8%
 Caucasian Female	6%
 Hispanic American	52%
 Caucasian Males	34%

**WMBEs received 66%
or \$2.2 million of
SLBE Prime Contracts**

SLBE Subcontract Utilization

***SLBE Subcontract Utilization
(FY 2008)***



**WMBE represented
81% or \$579,990 of
SLBE payments**



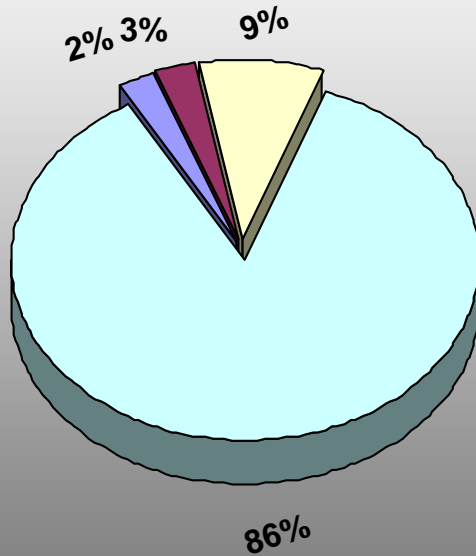
WMBE Program

■ Eligibility Requirements

- 51% Woman or Minority Owned and Operated
- Florida Domiciled
- 10 Ethnic and Gender Classifications
- Currently no legal basis for mandatory WMBE Program
- Availability & Utilization Analysis, 3 – 5 years of data and documented disparity required for legal basis
- Requires Strict Scrutiny & Narrowly-Tailored Program

WMBE Prime Utilization for all Five Industry Categories (\$500,000 or Less)

*WMBE Prime Utilization
(FY2008)*

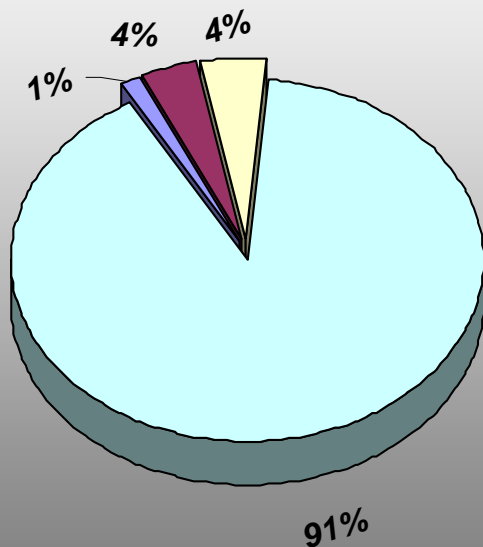






- African American 2%
- Caucasian Female 3%
- Hispanic American 9%
- Caucasian Males 86%

WMBEs received 14% or \$3.1 million of prime payments

WMBE Prime Utilization for all Five Industry Categories (\$25,000 or Less)

*WMBE Prime Utilization
(FY2008)*

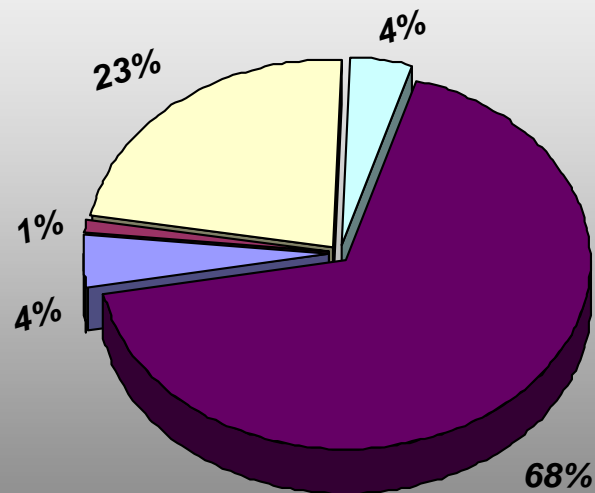







	<i>African American</i>	1%
	<i>Caucasian Female</i>	4%
	<i>Hispanic American</i>	4%
	<i>Caucasian Males</i>	91%

**WMBEs received 9.66%
or \$520,223 of prime
payments**

WMBE Subcontract Utilization for All Five Industry Categories

*WMBE Subcontract Utilization
(FY 2008)*



 African American	4%
 Asian American	1%
 Caucasian Female	23%
 Hispanic American	4%
 Caucasian Males	68%

WMBEs received 33% or \$8.7 million of subcontract payments

WMBE Prime Utilization by Industry Category for Contracts Under \$500,000

Ethnic/ Gender Group	CONSTRUCTION		CONSTRUCTION-RELATED SERVICES		PROFESSIONAL SERVICES		NON-PROFESSIONAL SERVICES		GOODS	
	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars
African Americans	8.84%	8.72%	5.31%	2.12%	9.48%	0.00%	8.42%	2.22%	2.54%	0.46%
Asian Americans	0.22%	0.00%	2.50%	0.00%	2.55%	0.00%	0.49%	0.00%	0.26%	0.00%
Hispanic Americans	15.91%	7.04%	11.25%	31.46%	10.63%	0.37%	7.07%	10.13%	3.94%	4.94%
Native Americans	0.66%	0.00%	0.00%	0.00%	0.46%	0.00%	0.12%	0.00%	0.08%	0.00%
Caucasian Females	10.61%	0.23%	7.82%	3.18%	16.18%	1.46%	9.76%	3.18%	5.51%	3.66%
Caucasian Males	43.76%	84.02%	53.12%	63.23%	40.70%	98.17%	54.14%	84.48%	67.67%	90.93%
Minority & Women Business Enterprises	36.24%	15.98%	26.88%	36.77%	39.30%	1.83%	25.86%	15.52%	12.33%	9.07%

WMBE Prime Utilization by Industry Category for Contracts Under \$25,000

Ethnic/ Gender Group	CONSTRUCTION		CONSTRUCTION-RELATED SERVICES		PROFESSIONAL SERVICES		NON-PROFESSIONAL SERVICES		GOODS	
	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars
African Americans	8.84%	0.00%	5.31%	0.00%	9.84%	0.00%	8.42%	2.88%	2.54%	0.99%
Asian Americans	0.22%	0.00%	2.50%	0.00%	2.55%	0.00%	0.49%	0.00%	0.26%	0.00%
Hispanic Americans	15.91%	0.00%	11.25%	8.60%	10.63%	0.71%	7.07%	1.49%	3.94%	5.66%
Native Americans	0.66%	0.00%	0.00%	0.00%	0.46%	0.00%	0.12%	0.00%	0.08%	0.00%
Caucasian Females	10.61%	6.07%	7.82%	12.58%	16.18%	2.84%	9.76%	3.55%	5.51%	3.59%
Caucasian Males	43.76%	93.93%	53.12%	78.82%	40.70%	96.45%	54.14%	92.08%	67.67%	89.76%
Minority & Women Business Enterprises	36.24%	6.07%	26.88%	21.18%	39.30%	3.55%	25.86%	7.92%	12.33%	10.24%

WMBE All Subcontract Utilization by Industry Category


Ethnic/ Gender Group	CONSTRUCTION		CONSTRUCTION-RELATED SERVICES		PROFESSIONAL SERVICES		NON-PROFESSIONAL SERVICES		GOODS	
	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars	Availability Percentage Target	Utilization Percentage of Dollars
African Americans	6.69%	4.39%	8.78%	3.45%	5.78%	0.00%	3.62%	15.13%	0.79%	0.59%
Asian Americans	0.12%	1.30%	2.73%	0.00%	3.12%	0.00%	0.52%	0.00%	0.02%	0.00%
Hispanic Americans	12.32%	4.27%	14.24%	6.76%	2.36%	0.00%	2.66%	33.34%	2.39%	37.51%
Native Americans	0.36%	0.00%	0.91%	0.00%	0.08%	0.00%	0.03%	0.00%	0.02%	0.00%
Caucasian Females	10.17%	23.72%	11.82%	2.95%	8.68%	0.00%	4.57%	11.39%	4.82%	0.00%
Caucasian Males	50.34%	66.32%	41.52%	86.85%	59.98%	0.00%	68.60%	40.15%	71.97%	61.90%
Minority & Women Business Enterprises	29.66%	33.68%	38.48%	13.15%	20.02%	0.00%	11.40%	59.85%	8.03%	38.10%



Key Utilization Results by Industry Categories

- **Contracts Under \$500,000**


Hispanic Americans met target in Construction Related Services, Non-Professional Services and Goods



Key Utilization Results by Industry Categories (continued)

Contracts Under \$25,000

- Hispanic Americans met target in Goods
- Caucasian Females met target in
Construction-Related Services



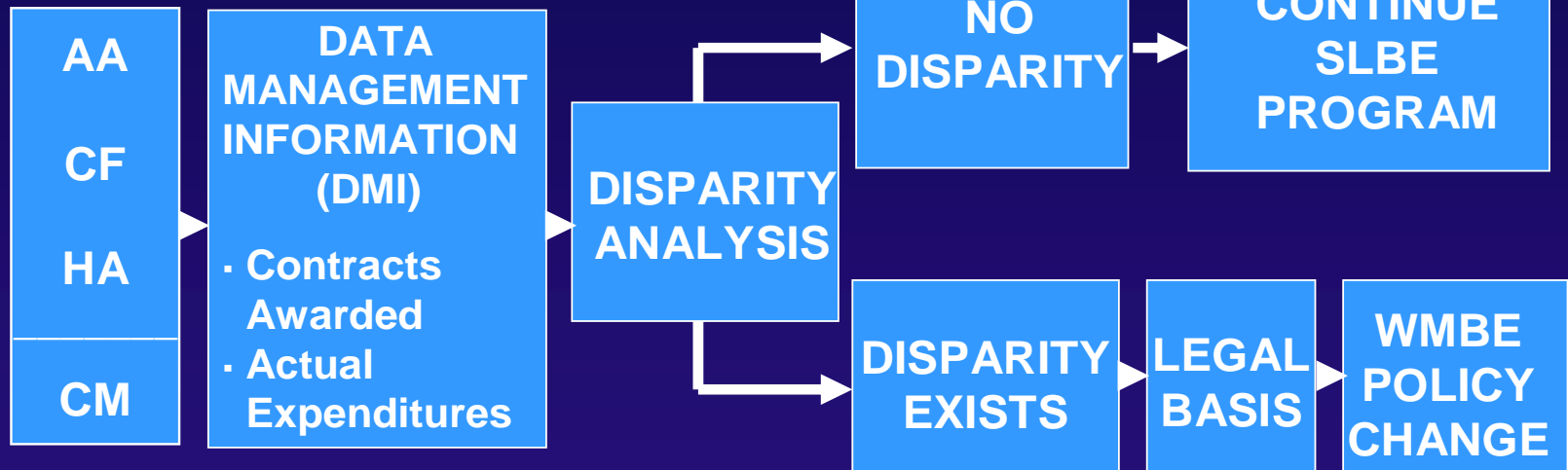
Key Utilization Results by Industry Categories (continued)

Subcontracts

- Asian Americans and Caucasian Females met target in Construction
- African Americans, Hispanic Americans and Caucasian Females met target in Non-Professional Services
- Hispanic Americans met target in Goods

EQUAL OPPORTUNITY BUSINESS PROGRAM

* SLBE



* RACE & GENDER NEUTRAL

▪ 3 TO 5 YEARS OF DATA COLLECTION

▪ RACE & GENDER CONSCIOUS

▪ MUST BE NARROWLY TAILORED

AA – African American
 CF – Caucasian Female
 HA – Hispanic American
 CM – Caucasian Male

▪ RACE & GENDER GOALS



Conclusions

- Developed and implemented new business practices
- Implemented DMI Process to track and analyze data
- Documented 1 year of data by 5 industry categories
- 1 year of WMBE data is insufficient for policy changes
- WMBE policy changes require multiple years of data, and documented disparity to support a legal basis



- Next update is a Semi-Annual Report in March 2010
 - FY 2009 Annual Report Data
 - FY 2008 – 2009 Cumulative Report

