

EEO Utilization Report

Organization Information

Name: City Of Tampa

City: Tampa

State: FL

Zip: 33602

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

The City of Tampa is committed to the policy of equal employment opportunity and to programs which fulfill that purpose. The City has adopted multiple policies, requirements, and union contract language that address equal opportunity and non-discrimination. Our personnel manual contains policies B1.1 and B1.2 (attached) which prohibit discrimination. Additionally, the City's four union contracts contain specific statements and requirements for non-discrimination (also attached).

As stated in policy B1.1 which is a mayoral executive order, "It is the policy of the City of Tampa to provide equal treatment of all persons without regard to race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status, or marital status. The City endorses and requires compliance with applicable state and federal laws, including but not limited to the Civil Rights Act of 1991 and the American's with Disability Act (ADA), to ensure equal employment opportunity and equal access to public services."

Following File has been uploaded:EEOP Supporting Docs.docx

Step 4b: Narrative of Interpretation

The Utilization Analysis Chart provided by the Office of Justice specifies which job categories show underutilization of two or more standard deviations. Accordingly, the job categories and information identified are as follows:

Professionals: Underutilization is indicated for Asian Males 1%, White Females 11%, Hispanic Females 1%, Asian Females 2%.

Technicians: Underutilization is indicated for Asian Males 2%, White Females 22%, Hispanic Females 6%, Black/African American Females 4%, Asian Females 2%, Other 1%

Protective Services Sworn: Underutilization is indicated for Hispanic Males 4%, Black African/American Males 1%, White Females 10%, Hispanic Females 9%, Black African/American Females 7%, Asian Females 1%, 2 or More Races 1%, and Other 1%.

Protective Services Non Sworn: Underutilization is indicated for White Females 35%, Hispanic Females 4%, Black/African American Females 10%

Administrative Support: Underutilization is indicated for White Males 18%, Hispanic Males 2%, Black/African American Males 1%, White Females 1%,

Skilled Craft: Underutilization is indicated for White Males 14%, Hispanic Males 7%, White Females 2%, Hispanic Females 1%.

Service/Maintenance: Underutilization is indicated for White Males 16%, Hispanic Males 1%, Asian Males 1%, White Females 15%, Hispanic Females 10%, and Asian Females 1%.

Step 5: Objectives and Steps

1. Continue to target all recruitment programs applications for positions in the job categories that indicate underutilization.

a. The City of Tampa Human Resources Department will continue to target underutilized populations. With the elimination of positions over the last several years due to budget constraints, recruiting for some positions in the job categories has not occurred due to lack of vacancies. Impact for utilization is restricted unless there are future job vacancies.

b. The City of Tampa continues to target underutilized populations with a primary goal of recruiting and retaining talented individuals to maintain a diverse workforce. Efforts include: posting jobs to the general public, participation in local job fairs, attendance at local community events, partnerships with MacDill AFB and local colleges, employee referrals, Historical Black College/University visits and niche job board postings. Recognizing the impact of the recent 3% budget reduction and the Mayors approval of each vacancy to be filled, the Citys plan to increase hires in underutilized populations will included the following: Increase application intake by 10% for each classification posted for recruitment. Increase use of social media. Post vacancies on state employment job board. Conduct an annual review of hiring practices. Attend local cultural events. Attend Diversity and Inclusion conference(s).

Step 6: Internal Dissemination

The City of Tampa Human Resources Department will continue to post a copy of the current EEOP on its internal (iNet) website for employee awareness and access.

Step 7: External Dissemination

A current copy of the EEOP will continue to be posted on the City of Tampa's website, with various locations including the Employee's Guide section for employment applicants and citizen information.

Utilization Analysis Chart
Relevant Labor Market: Hillsborough County, Florida

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	45/47%	3/3%	9/9%	0/0%	1/1%	1/1%	0/0%	0/0%	18/19%	3/3%	15/16%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	39,170/45%	6,610/8%	2,935/3%	105/0%	1,530/2%	25/0%	260/0%	275/0%	26,675/31%	4,705/5%	3,675/4%	165/0%	925/1%	15/0%	250/0%	120/0%
Utilization #/%	2%	-4%	6%	-0%	-1%	1%	-0%	-0%	-12%	-2%	11%	-0%	-0%	-0%	-0%	-0%
Professionals																
Workforce #/%	347/33%	72/7%	113/11%	1/0%	16/2%	4/0%	3/0%	0/0%	275/26%	71/7%	117/11%	2/0%	12/1%	2/0%	3/0%	0/0%
CLS #/%	36,600/32%	5,500/5%	4,205/4%	30/0%	3,255/3%	0/0%	235/0%	275/0%	41,940/37%	8,525/8%	8,280/7%	85/0%	3,055/3%	0/0%	615/1%	345/0%
Utilization #/%	1%	2%	7%	0%	-1%	0%	0%	-0%	-11%	-1%	4%	0%	-2%	0%	-0%	-0%
Technicians																
Workforce #/%	224/48%	55/12%	81/17%	1/0%	9/2%	2/0%	1/0%	0/0%	49/11%	17/4%	23/5%	0/0%	2/0%	0/0%	0/0%	0/0%
CLS #/%	5,075/28%	1,325/7%	860/5%	15/0%	735/4%	0/0%	23/0%	40/0%	5,920/33%	1,710/9%	1,645/9%	20/0%	450/2%	0/0%	80/0%	110/1%
Utilization #/%	20%	4%	13%	0%	-2%	0%	0%	-0%	-22%	-6%	-4%	-0%	-2%	0%	-0%	-1%
Protective Services: Sworn-Officials																
Workforce #/%	182/61%	35/12%	28/9%	0/0%	0/0%	0/0%	0/0%	0/0%	33/11%	7/2%	13/4%	0/0%	2/1%	0/0%	0/0%	0/0%
CLS #/%	6,210/53%	1,605/14%	1,295/11%	70/1%	85/1%	0/0%	85/1%	85/1%	1,305/11%	225/2%	665/6%	25/0%	40/0%	0/0%	30/0%	15/0%
Utilization #/%	8%	-2%	-2%	-1%	-1%	0%	-1%	-1%	-0%	0%	-1%	-0%	0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	377/57%	91/14%	66/10%	2/0%	12/2%	1/0%	1/0%	0/0%	69/11%	20/3%	15/2%	1/0%	1/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	13,850/25%	10,355/18%	6,055/11%	40/0%	575/1%	4/0%	349/1%	175/0%	11,405/20%	7,055/13%	5,470/10%	23/0%	450/1%	15/0%	290/1%	295/1%
Utilization #/%	33%	-4%	-1%	0%	1%	0%	-0%	-0%	-10%	-9%	-7%	0%	-1%	-0%	-1%	-1%
Protective Services: Non-sworn																

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	237/56%	96/22%	51/12%	2/0%	3/1%	2/0%	6/1%	0/0%	20/5%	5/1%	3/1%	2/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	295/34%	75/9%	25/3%	0/0%	0/0%	0/0%	0/0%	0/0%	345/39%	45/5%	95/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	22%	14%	9%	0%	1%	0%	1%	0%	-35%	-4%	-10%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	24/8%	15/5%	11/4%	0/0%	2/1%	0/0%	0/0%	0/0%	109/35%	45/14%	97/31%	5/2%	3/1%	0/0%	2/1%	0/0%
CLS #/%	49,625/25%	13,730/7%	9,155/5%	45/0%	1,890/1%	80/0%	560/0%	555/0%	75,170/38%	23,000/12%	16,685/9%	190/0%	2,715/1%	105/0%	1,360/1%	495/0%
Utilization #/%	-18%	-2%	-1%	-0%	-0%	-0%	-0%	-0%	-4%	3%	22%	2%	-0%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	218/42%	106/20%	169/32%	4/1%	5/1%	2/0%	5/1%	0/0%	5/1%	2/0%	6/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	29,690/56%	14,745/28%	4,400/8%	85/0%	715/1%	20/0%	470/1%	220/0%	1,640/3%	865/2%	220/0%	0/0%	140/0%	0/0%	10/0%	25/0%
Utilization #/%	-14%	-7%	24%	1%	-0%	0%	0%	-0%	-2%	-1%	1%	0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	50/11%	80/18%	232/52%	1/0%	2/0%	0/0%	2/0%	0/0%	21/5%	11/2%	43/10%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	39,360/27%	28,675/20%	13,540/9%	140/0%	2,580/2%	80/0%	655/0%	250/0%	28,610/19%	18,660/13%	10,990/7%	60/0%	2,135/1%	65/0%	575/0%	385/0%
Utilization #/%	-16%	-1%	43%	0%	-1%	-0%	0%	-0%	-15%	-10%	2%	-0%	-1%	-0%	-0%	-0%

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators									✓							
Professionals					✓				✓				✓			
Technicians					✓				✓	✓	✓		✓			
Protective Services: Sworn-Patrol Officers		✓							✓	✓	✓					
Protective Services: Non-sworn									✓	✓	✓					
Administrative Support	✓															
Skilled Craft	✓	✓							✓	✓						
Service/Maintenance	✓				✓				✓	✓			✓			

Law Enforcement Category Rank Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Chief of Police																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Assistant Chief of Police																
Workforce #/%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Major																
Workforce #/%	3/60%	1/20%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Captain																
Workforce #/%	5/38%	4/31%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	1/8%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%
Police Lieutenant																
Workforce #/%	11/55%	2/10%	5/25%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Chief Pilot																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Flight Officer																
Workforce #/%	3/60%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Sergeant																
Workforce #/%	47/70%	4/6%	5/7%	0/0%	0/0%	0/0%	0/0%	0/0%	8/12%	1/1%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%
Police Detective																
Workforce #/%	66/58%	12/11%	11/10%	0/0%	0/0%	0/0%	0/0%	0/0%	15/13%	4/4%	5/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Corporal																
Workforce #/%	45/61%	9/12%	5/7%	0/0%	0/0%	0/0%	0/0%	0/0%	8/11%	0/0%	7/9%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	377/57%	91/14%	66/10%	2/2%	12/2%	1/0%	1/0%	0/0%	69/11%	20/3%	15/2%	1/0%	1/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Kelly Austin

Employee Relations Manager

05-08-2018

[signature]

[title]

[date]