

As a recipient of federal grant funds, the United States Department of Justice (DOJ) requires the City of Tampa to submit an Equal Employment Opportunity Plan (EEOP).

The attached EEOP was prepared pursuant to DOJ guidelines, using data and methodologies required by the DOJ. It is not to be considered or used for any purpose other than that for which it was intended.

The City of Tampa is an equal opportunity employer that has not and will not discriminate against any one because of a protected status. Copies of the City's policies prohibiting discrimination are contained in the EEOP.

EEOP SHORT FORM



City of Tampa, Florida
August 2024

EEO Utilization Report

Organization Information

Name: CITY OF TAMPA

City: TAMPA

State: FL

Zip: 33602-5211

Type: County/Municipal Government

Section 1: EEO Policy Statement

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:City of Tampa Personnel Manual B1.1 and B1.2 2022.docx

Section 5: Narrative Interpretation of Data

See Attached

Following File has been uploaded: Step 4 B Narrative of Interpretation City Wide.docx

Section 6: Objectives and Steps

1. To reduce the under-utilization of Females: White, Hispanic/Latino, and Black or African American, Males: Hispanic in the Protective Services: Sworn-Patrol Officers.

- a. Increase regional and statewide recruitment efforts to attract a more diverse group of applicants.
- b. Continue to work with Hispanic community partners to enhance outreach and recruiting efforts at various cultural events.
- c. Enhance advertising in La Gaceta newspaper and Salados, an on-line magazine, which appeals to Hispanic communities as well as the Florida Sentinel Bulletin which appeals to the African American community.
- d. Continue to utilize current volunteer sworn female employees to assist with recruiting efforts.
- e. Continue to use the City's social media presence to increase applicant awareness, including Twitter, Facebook, Instagram, and LinkedIn.
- f. Establish or enhance relationships with educational institutions and community influencers to encourage under-represented categories to apply for vacancies. This includes focused efforts on HBCUs within the state.
- g. Ensure extensive distribution of the new TPD recruitment video.
- h. Increase visits to law enforcement academies within the state.
- i. Increase the number of Police Academy scholarship opportunities.
- j. Establishment of a partnership with the Department of Defense for the SkillBridge internship program.

2. Target all recruitment program applications for positions in job categories that indicate under-utilization.

- a. Enhance local efforts through job fair attendance to include focused events such as the Martin Luther King Day parade and MacDill AFB transition program job fair.
- b. Expand the paid Student Internship program with a focus on developing talent for entry level positions.
- c. Continue to use the City's social media presence to increase applicant awareness including Twitter, Facebook, Instagram, and LinkedIn.
- d. Promote the new hybrid Work from Home Policy.

3. Target all retention program applications for positions in job categories that indicate under-utilization.

- a. Continue annual Cultural Awareness training to create awareness and foster a positive workplace environment which will positively impact retention.
- b. Highlight promotional opportunities for current employees.
- c. Use of the Employee Spotlight to share success stories with a focus on employees who have attained lead, supervisor or manager positions.

Section 7: Dissemination Strategy: Internal

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

Section 7: Dissemination Strategy: External

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 #/%	54/42%	8/6%	11/9%	0/0%	0/0%	1/1%	0/0%	27/21%	4/3%	19/15%	0/0%	1/1%	1/1%	2/2%
CLS #/%	43,055/40%	11,395/11%	3,955/4%	40/0%	2,455/2%	4/0%	1,030/1%	29,995/28%	8,170/8%	5,095/5%	70/0%	1,135/1%	0/0%	1,095/1%
Utilization #/%	2%	-4%	5%	-0%	-2%	1%	-1%	-7%	-4%	10%	-0%	-0%	1%	1%
Professionals														
Workforce #/%	343/29%	103/9%	150/13%	3/0%	25/2%	6/1%	7/1%	270/23%	97/8%	143/12%	1/0%	15/1%	2/0%	8/1%
CLS #/%	41,590/29%	9,790/7%	5,490/4%	85/0%	6,005/4%	40/0%	1,320/1%	51,470/35%	13,465/9%	10,125/7%	85/0%	4,530/3%	50/0%	1,630/1%
Utilization #/%	1%	2%	9%	0%	-2%	0%	-0%	-12%	-1%	5%	0%	-2%	0%	-0%
Technicians														
Workforce #/%	249/45%	96/17%	89/16%	2/0%	14/3%	1/0%	3/1%	48/9%	29/5%	18/3%	0/0%	2/0%	0/0%	0/0%
CLS #/%	9,950/25%	5,865/15%	2,610/7%	60/0%	690/2%	0/0%	345/1%	8,500/21%	6,495/16%	3,950/10%	10/0%	800/2%	30/0%	485/1%
Utilization #/%	20%	3%	10%	0%	1%	0%	-0%	-13%	-11%	-7%	-0%	-2%	-0%	-1%
Protective Services: Sworn														
Workforce #/%	531/55%	130/14%	106/11%	3/0%	12/1%	1/0%	3/0%	104/11%	42/4%	26/3%	1/0%	2/0%	0/0%	0/0%
CLS #/%	6,755/46%	2,570/18%	1,905/13%	70/0%	180/1%	40/0%	285/2%	1,355/9%	385/3%	935/6%	30/0%	10/0%	0/0%	55/0%
Utilization #/%	9%	-4%	-2%	-0%	0%	-0%	-2%	2%	2%	-4%	-0%	0%	0%	-0%
Protective Services: Non-sworn														
Workforce #/%	263/57%	96/21%	62/13%	2/0%	5/1%	1/0%	3/1%	23/5%	5/1%	3/1%	1/0%	0/0%	0/0%	0/0%
CLS #/%	520/38%	185/14%	125/9%	0/0%	0/0%	0/0%	0/0%	370/27%	50/4%	80/6%	0/0%	0/0%	0/0%	30/2%
Utilization #/%	18%	7%	4%	0%	1%	0%	1%	-22%	-3%	-5%	0%	0%	0%	-2%
Administrative Support														
Workforce #/%	35/11%	11/3%	18/5%	0/0%	2/1%	0/0%	1/0%	99/30%	57/17%	98/30%	1/0%	5/2%	2/1%	1/0%
CLS #/%	43,725/24%	15,235/8%	8,110/4%	155/0%	2,120/1%	40/0%	1,395/1%	62,460/34%	26,715/14%	19,805/11%	175/0%	2,750/1%	95/0%	2,570/1%

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
Utilization #/%	-13%	-5%	1%	-0%	-1%	-0%	-0%	-4%	3%	19%	0%	0%	1%	-1%
Skilled Craft														
Workforce #/%	223/39%	123/22%	190/34%	3/1%	3/1%	2/0%	4/1%	6/1%	4/1%	9/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	23,260/47%	17,125/34%	3,970/8%	80/0%	865/2%	50/0%	780/2%	1,425/3%	1,705/3%	320/1%	55/0%	125/0%	0/0%	155/0%
Utilization #/%	-7%	-13%	26%	0%	-1%	0%	-1%	-2%	-3%	1%	-0%	-0%	0%	-0%
Service/Maintenance														
Workforce #/%	46/10%	83/18%	266/56%	2/0%	2/0%	1/0%	2/0%	17/4%	16/3%	37/8%	1/0%	0/0%	0/0%	1/0%
CLS #/%	39,750/24%	38,575/23%	16,140/10%	70/0%	1,815/1%	85/0%	2,185/1%	25,455/15%	24,765/15%	12,370/7%	110/0%	2,930/2%	125/0%	1,710/1%
Utilization #/%	-14%	-6%	46%	0%	-1%	0%	-1%	-12%	-12%	0%	0%	-2%	-0%	-1%

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		✓	✓				✓			✓				✓
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%
Deputy Chief of Police														
Workforce #/%	1/33%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%
Police Major														
Workforce #/%	3/60%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%
Police Captain														
Workforce #/%	7/64%	1/9%	2/18%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Lieutenant														
Workforce #/%	7/35%	2/10%	2/10%	0/0%	0/0%	0/0%	0/0%	4/20%	1/5%	4/20%	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%
Police Flight Officer														
Workforce #/%	4/80%	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%
Police Sergeant														
Workforce #/%	47/70%	4/6%	6/9%	0/0%	0/0%	0/0%	0/0%	6/9%	2/3%	2/3%	0/0%	0/0%	0/0%	0/0%
Police Detective														
Workforce #/%	59/56%	14/13%	11/10%	0/0%	0/0%	0/0%	0/0%	17/16%	4/4%	0/0%	1/1%	0/0%	0/0%	0/0%
Police Corporal														
Workforce #/%	43/57%	7/9%	7/9%	1/0%	0/0%	0/0%	0/0%	12/16%	2/3%	4/5%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	358/54%	101/15%	76/11%	2/2%	12/2%	1/0%	3/0%	64/10%	33/5%	15/2%	0/0%	1/0%	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

Human Resources and Talent Development Director08-29-2024

[signature]

[title]

[date]

**Collective Bargaining Agreement – City of Tampa Amalgamated Transit Union Local
1464**

**ARTICLE 2
NON-DISCRIMINATION**

2.1. The parties specifically agree that all provisions of this Agreement shall be applied in accordance with applicable law to all employees in the bargaining unit without regard to race, color, creed/religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status, or any other protected class as defined by federal law. The provisions in this agreement shall be equally applicable to all employees covered herein without regard to membership or nonmembership in a labor organization as provided by law; except that the certified employee organization shall not be required to process grievances for employees who are not members of the organization.

2.2. It is agreed that no employee shall be required as a condition of employment or promotion within the bargaining unit to join or refrain from joining the Union. Furthermore, it is agreed that neither Union officers or representatives nor the City shall discriminate, interfere, or coerce any employees into joining or not joining the Union.

2.3. Employee allegations of discrimination may be filed through the grievance procedure (Article 6), the Federal Equal Employment Opportunity Commission, the State's Florida Commission on Human Rights, the City's Human Resources Department, and/or any other procedure provided by law.

2.4. A copy of B1.2, Discriminatory Conduct, Personnel Manual, shall be reprinted in the appendix of this Agreement.

**Collective Bargaining Agreement—City of Tampa and International Association of Firefighters,
Local 754**

ARTICLE 6 NO DISCRIMINATION

6.1. The City and the Union specifically agree that the provisions of this Agreement shall be equally applicable to all employees covered herein without regard to race, color, creed/religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status, marital status, military status, or any other protected class as defined by federal law. The provisions in this agreement shall be equally applicable to all employees covered herein without regard to membership or nonmembership in a labor organization as provided by law; except that the certified employee organization shall not be required to process grievances for employees who are not members of the organization.

**Collective Bargaining Agreement – City of Tampa and Tampa Police Benevolent Association
(Officers through Sergeant unit):**

**ARTICLE 7
NO DISCRIMINATION**

7.1. The City and the PBA specifically agree that the provisions of this Agreement shall be equally applicable to all employees covered herein without regard to race, color, creed/religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status, marital status, military status, or any other protected class as defined by federal law. The provisions

in this agreement shall be equally applicable to all employees covered herein without regard to membership or nonmembership in a labor organization as provided by law; except that PBA shall not be required to process grievances for employees who are not members of the organization.

Collective Bargaining Agreement – City of Tampa and Tampa Police Benevolent Association (Lieutenants unit):

ARTICLE 7

NO DISCRIMINATION

7.1. The City and the PBA specifically agree that the provisions of this Agreement shall be equally applicable to all employees covered herein without regard to race, color, creed/religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status, marital status, military status, or any other protected class as defined by federal law. The provisions in this agreement shall be equally applicable to all employees covered herein without regard to membership or nonmembership in a labor organization as provided by law; except that PBA shall not be required to process grievances for employees who are not members of the organization.

City of Tampa Personnel Manual

B. Directives and Benefits

B1.1 Equal Opportunity

Issue Date: 08/18/14

B1.1A Policy

1. It is the policy of the City of Tampa government 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 Americans with Disabilities Act (ADA), to ensure equal employment opportunity and equal access to public services.
2. All managers and supervisors are expected and required to insure that this policy is fully implemented and vigorously enforced.
3. All department directors are responsible for verification that managers, supervisors, and employees attend mandatory training regarding discriminatory conduct including specific cultural diversity training and Americans With Disabilities Act training. As is always the case when failure to meet directives occurs, disciplinary action shall be considered when supervisors fail to attend scheduled training or fail to ensure that subordinate employees attend scheduled training.

4. Employment

a. It is the policy of the City of Tampa government to provide equal opportunity in employment for all qualified persons; to prohibit discrimination in employment because of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status, marital status, or membership/non- membership in any labor organization; and to promote the full realization of equal employment opportunity through positive and continuing programs.

b. This policy of equal employment opportunity applies to every aspect of the City of Tampa employment policies and practices. It includes providing reasonable accommodations to the known physical and mental limitations of qualified disabled applicants and employees in order for them to perform the essential functions of the job in question. Any and all such reasonable accommodations will be provided on an individual basis in the most cost effective manner available unless the provision of such accommodations would create an undue hardship.

c. It is also the intent of the City of Tampa to comply in all respects with equal opportunity laws and provisions and to establish affirmative action plans to accomplish the City's goals of hiring and promoting when there is minority or female underutilization.

d. Inappropriate behavior or harassment on the job because of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status, is prohibited by state and federal laws and/or by this directive of the City of Tampa. This includes actions ranging from blatant physical or verbal aggression to subtle coercion through touching or in any manner seeking sexual favors. Sexual advances and other offensive verbal or physical conduct which is discriminatory will not be condoned when such interferes with the individual's work performance, is either explicitly or inexplicably made a term or condition of employment or other job related decisions.

e. The City of Tampa ADA Grievance Procedure is available to employees with discrimination complaints. The City of Tampa's Office of Human Rights investigates employee complaints regarding race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status, or marital status. The Human Resources Department conducts management investigations regarding allegations of violations (see B1.1, B1.2, B23.1, B23.2) and is responsible for the City's response to complaints filed with local, state or federal agencies.

5. Services

a. Employees have the responsibility to provide services to the public without regard to the person's race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status.

b. Assistance for providing reasonable accommodations for the delivery of

services in accordance with the Americans With Disabilities Act is provided by the Human Resources Department. Complaints regarding violations of the Americans With Disabilities Act are processed through the City of Tampa ADA Grievance procedure. All complaints will be thoroughly investigated by the Human Resources Department.

Issue Date: 08/18/14

City of Tampa Personnel Manual

B. Directives and Benefits

B1.2 Discriminatory Conduct

Issue Date: 08/18/14

B1.2 Policy

1. The City of Tampa is committed to the 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. As part of that commitment, the City has forbidden its employees the use of slurs, derogatory comments, or any other physical or verbal conduct directed at or based upon another person's race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status.
2. Such incidents threaten the safety, security and well being of not only those against whom they are directed, but all who live and work here as well. They give the erroneous impression that the City of Tampa and its officials and employees do not accept the concepts of equal opportunity and treatment under the law. For these reasons, the City considers these incidents to be among the most serious violations of City policy which an employee can commit and deserving of serious disciplinary action up to and including dismissal.
3. This policy will be stringently and uniformly applied. The words and conduct treated in this policy have no place in the City of Tampa and will not be tolerated.
4. Employees shall not engage in offensive verbal or physical conduct directed against an employee, a citizen, or any other person or member of the public based upon race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status. Employees shall not engage in such conduct at any time during working hours or on any City premises. Employees are also forbidden from such conduct while off duty, if such conduct adversely affects the employee's ability to perform his or her City duties.
5. All managers and supervisors are expected and required to insure that this policy is fully implemented and vigorously enforced.
6. Any complaints concerning employee violations will be thoroughly investigated by the Human Resources Department for immediate and corrective action as warranted.
7. Violation of this policy shall be grounds for immediate dismissal in the absence of

extenuating circumstances, but in no case shall the disciplinary action for a violation be less than a suspension without pay for fifteen working days.

8. Investigations and disciplinary action administered shall continue to be conducted in accordance with any applicable federal, state, or local laws regarding the methods of investigations, complaint reviews, and employee rights of appeal.

Issue Date: 08/18/14