



CITY OF CLEVELAND
Mayor Justin M. Bibb

City of Cleveland

2026 Budget

Operational Oversight Hearings

Mayor's Office of Equal Opportunity



Agenda

- I. Departmental Overview
- II. Core Initiatives and 2025 Progress
- III. Staffing Levels



Departmental Overview

The Office of Equal Opportunity is the business certification and contract compliance office for the City of Cleveland.

OEO certifies local business as Minority Business Enterprises (MBEs), Female Business Enterprises (FBEs) and Cleveland Area Small Businesses (CSBs) and encourages the use of these businesses on City of Cleveland projects.

For bid contracts and proposals, OEO reviews subcontractor utilization plans for good faith efforts to meet subcontracting goals. OEO then monitors the use of certified subcontractors on City contracts, ensuring compliance with the utilization plans.

On local development projects receiving City financial assistance, OEO negotiates Community Benefits Agreements to ensure that the City investment in these projects is creating positive community impact.



Core Initiatives and 2025 Progress

Increase the number of Certified Firms

- 838 certified MBE/FBE/CSB firms (825 in 2024)

Secure Contracting and Subcontracting Opportunities for Certified Contractors

- \$90M certified contractor spend through October 1, 2025. (~\$100M in 2024)

Support Contracting Departments in engaging certified firms in contracting

- Community Impact Plans for the Cleveland Hopkins Terminal Modernization Project (Gold Lot, PM/CM, Parking Garage)

Prepare OEO to adapt to the changing Public Contracting environment

- New certification types and new incentives for contractors
- Project Labor Agreements and Fair Employment Wages



Community Benefits Agreements

2025 saw significant progress in the implementation of Chapter 190A, the Community Benefits Agreement Ordinance.

OEO Staff has been working diligently with our Development Partners and the Departments of Economic Development and Community Development to ensure that real, tangible benefits are associated with City financial assistance into development projects.

33	Community Benefits Agreements Signed
\$960 Million	Total Project Costs
\$147 Million	Certified Contractor (MBE/FBE/CSB) Commitments
58	Mentor Protégé Relationships
71	Apprentice Commitments
100	Internship Commitments
78	Community Engagement Meetings

- 84 additional community benefits, including 4 joint ventures, 8 affordable housing units, 17 job fairs, 11 CPP Commitments, 5 PLAs, 14 LEED projects, 1 equity fund contribution and 12 neighborhood infrastructure improvements.



Staffing

2025 Budgeted Headcount	FTEs as of 12-31-25	Current Vacancies
13	12	1

To allocate appropriate resources to implement additional programming assigned to OEO in 2025, OEO will be requesting additional staffing for:

- **Mentor-Protégé** – to assist participating businesses in getting positive, sustainable results from ongoing mentor-protégé relationships.
- **Fair Employment Wage** – to provide administrative support to the newly reformed Fair Employment Wage Board in its oversight of employee wage compliance and wage theft enforcement.

