

Resolution No. 1980-432

AMENDING SECTIONS 1.4 AND 5.7 OF  
THE MERIT SYSTEM RULES

WHEREAS, the Board of Trustees has determined that the term "non-competitive examination" is inappropriate in describing the selection process of employees possessing specialized skills or abilities, such as scientific, managerial, professional or educational qualities; and

WHEREAS, the Board of Trustees wishes to employ language which more accurately describes the actual selection process and avoids ambiguity;

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That Rules 1.4 and 5.7 of the Merit System Rules be and they are hereby amended to provide for the direct appointment and direct promotion of employees not governed by the Merit System Rules and other employees possessing exceptional qualifications of a scientific, managerial, professional or educational nature.

Section 2. That Rule 1.4 of the Merit System Rules be and is hereby amended to read as follows:

"The General Manager, the General Counsel and the Secretary-Treasurer shall be the Appointing Authorities hereunder in their respective departments. These rules shall not apply to the Appointing Authorities, nor to the lawyer assistants to the General Counsel, nor to Director of Internal Audit, nor Internal Auditors, nor Audit Assistants, nor the Physicians. The acts of said Appointing Authorities shall be in conformity with the Merit System Rules and shall be subject to the approval of the Board of Trustees."

Section 3. That Section 5.7 of the Merit System Rules be and is hereby amended to read as follows:

"Direct Appointment and Direct Promotion - A direct appointment or direct promotion based upon record evaluation and interview examination may be made for an appointment or promotion for a position requiring peculiar and exceptional qualifications of a scientific, managerial, professional or educational character.

A record evaluation and interview examination for direct appointment or direct promotion purposes shall be of a character as will determine whether or not the applicant possesses the requisite knowledge, ability and physical qualifications to enable him or her to perform the duties of the position.

It shall not be necessary to give the notices and announcements provided for in subsection 5.2 of these rules in the case of direct appointments.

A direct appointment or direct promotion based upon record evaluation and interview examination shall not be made except where specifically authorized by the Authority's Board of Trustees. The Administrator of the Merit System Rules shall develop and apply guidelines for direct appointments and direct promotions.

An employee who has received a direct promotion based upon record evaluation and interview examination may be demoted without stated cause to the position from which such promotion was made. A new appointee who has received a direct appointment based upon record evaluation and interview examination may be demoted or dismissed without stated cause."

Section 4. That this Resolution take effect immediately upon its adoption by the Board of Trustees.

Adopted December 16, 1980.

Young Alexander  
President

Attest

William C. Lehman

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