

A RESOLUTION ESTABLISHING 1992 AFFIRMATIVE ACTION GOALS FOR EMPLOYING MINORITIES AND WOMEN FOR THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

WHEREAS, the Civil Rights Act of 1964, as Amended, provides: Section 601. "No person in the United States shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal Financial Assistance"; and

WHEREAS, the Mass Transit System Transfer Agreement and the Bylaws of the Greater Cleveland Regional Transit Authority both provide that the Authority shall take affirmative action to insure that there is no discrimination in employment and in contractual business relationships; and

WHEREAS, on February 22, 1977, the Board of Trustees of the Greater Cleveland Regional Transit Authority adopted an affirmative action plan for the Authority (Resolution No. 1977-67) which was amended on September 5, 1978 by Resolution No. 1978-252; and

WHEREAS, on July 26, 1988, the U. S. Department of Transportation, Urban Mass Transportation Administration published Circular 4704.1, entitled Equal Employment Opportunity Program Guidelines For Grant Recipients, Circular 4702.1, dated May 26, 1988, entitled Title VI Program Guidelines For Urban Mass Transportation Administration Recipients; and

WHEREAS, the Authority's affirmative action plan requires that the General Manager review and establish goals on an annual basis for employing minorities and women; and

WHEREAS, pursuant to the affirmative action plan the General Manager has met with executive staff to determine the goals for 1992 for the employment of minorities and women; and

WHEREAS, said goals have been determined using the minimum criteria established in the federal rules and regulations and in the Authority's affirmative action plan;


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

Section 1. Affirmative Action goals are hereby established for the employment of minorities and women for the year 1992.

Section 2. That this resolution shall become effective immediately upon its adoption.

Attachment A: Workforce Profile as of December 1991  
Attachment B 1992 Affirmative Action Goals

Adopted: May 19 1991

  
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President

Attest:   
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General Manager/Secretary-Treasurer

ATTACHMENT A

GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

1992 Affirmative Action Goals

EEO Job Category	Needed to Achieve Parity		Projected 1992 Vacancies	1992 Goals		Projected Year Parity Achieved		
	Minority	Female		Minority	Female	Yr-2	Yr-3	Yr-4
Officials	4			1				
Administrators		5	0		2			
Professionals	NA		28	NA				
		69		*				x
Technicians	NA		12	NA				
Protective Services		11			3			
Para-Professionals	NA		2	NA				
		14			3			
Office & Clerical	8		5	3				
		41			*			x
Semi & Skilled Craft	9		12	2				
Service/Maintenance		NA			NA			
Operators	NA		34	NA				
		28			2			
Total	NA		3	NA				
		70			*			x
Operators	N/A	N/A	NA	N/A	N/A	NA	NA	NA
Total	21	238	96	6	10			

\* Number needed to reach parity far exceeds 1992 projected vacancies. Therefore the effort to reach parity will be spread over the long term.

\*\* NA means not applicable since there was no underutilization and no goals were set.

04-30-92

GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

WORKFORCE PROFILE  
as of December, 1991

EEO Job Category	Total Employees	Minority Males							Minority Females				Percent		Under-utilized	Min. Female	
		Male	Female	Black	Amer.	Indian	Hispanic	Other	Black	Amer.	Indian	Hispanic	Other	of Cat.			Workforce Availability
Officials/ Administrators	41	33	8	9					6					22.0	31.8	Yes	M
Professionals	295	224	71	96	1		5		47			2		34.6	15.5	No	M
Technicians	76	67	9	14					5				1	18.4	13.1	No	M
Protective Services	193	170	23	57			6		17					11.8	26.0	Yes	F
Para-Professionals	89	64	25	21					15					23.6	32.7	Yes	M
Office & Clerical	231	57	174	34		1			132			4		28.1	73.6	Yes	F
Semi & Skilled Craft	413	406	7	117	2		4		4					15.2	18.9	Yes	M
Service/Maintenance	267	224	43	148		1	7		37			1		29.8	14.8	No	M
Operators	1357	999	358	802	1	1	20		338			1		16.1	42.3	Yes	F
Totals	2962	2244	718	1298	4	3	42		601			8	1	60.7	29.0	No	M

Total Minority Males = 1,347 (45.4%)

Total Females = 718 (24.2%)