

Resolution No. 1993- 88

A RESOLUTION ADOPTING REVISIONS TO THE AFFIRMATIVE  
ACTION PLAN 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, Federal 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 Federal Transportation Administration Recipients; and

WHEREAS, it became necessary to revise the Affirmative Action Plan, Part I, that was adopted on September 5, 1978 in order that the Authority may more fully comply with the requirements and guidelines published in the aforesaid circulars, by including goals established for 1991 for the employment of minorities and women;

WHEREAS, each applicant, recipient, or subrecipient meeting the Equal Employment Opportunity Circular threshold requirements shall submit to the Federal Transportation Administration an updated Equal Employment Opportunity submission on a triennial basis or as major changes occur in the work force or employment conditions.

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

Section 1. That the Affirmative Action Plan for the Greater Cleveland Regional Transit Authority adopted September 5, 1978 (Resolution No. 1978-252) be and is hereby revised.

Section 2. That the Affirmative Action Plan for the Greater Cleveland Regional Transit Authority, as revised, a copy of which is attached hereto and is incorporated fully herein and made a part of this


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Resolution, be and is hereby adopted as a policy of the Greater Cleveland Regional Transit Authority.

Section 3. That this resolution is effective immediately upon its adoption.

Adopted:           May 18          , 1993

  
\_\_\_\_\_  
President

Attest:   
\_\_\_\_\_  
General Manager/Secretary-Treasurer

Attachment A: Proposed 1993 goals and 1992 year end workforce profile  
(including explanations of form columns and job category)

ATTACHMENT A

GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY  
DIVISIONAL GOALS

1993 Affirmative Action Goals

SYSTEM WIDE

EEO Job Category	Needed to Achieve Parity		Projected 1993 Vacancies	1993 Goals		Projected Year Parity Achieved		
	Minority	Female		Minority	Female	Yr-2	Yr-3	Yr-4
Officials	3			3				
Administrators		8	8		2			
	2			2				
Professionals		79	29		20			
	6			4				
Technicians		17	10		6			
Protective Services	NA		20	NA				
		22			11			
Para-Professionals	12		21	6				
		27			14			
Office & Clerical	19		26	11				
		8			1			
Semi & Skilled Craft	NA		10	NA				
		31			8			
Service/Maintenance	1		32	1				
		64			15			
	NA			NA				
Operators		NA	45		NA			
Total	43	208	201	27	77			

\* Number needed to reach parity far exceeds 1993 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.

04-22-93

## GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

WORKFORCE PROFILE  
as of December, 1992

EEO Job Category	Total Employees	Minority Males							Minority Females				Percent of Cat. Total	Workforce Availability	Under-utilized	Min. Female
		Male	Female	Black	Amer. Indian	Hispanic	Other Min.	Black	Amer. Indian	Hispanic	Other Min.					
Officials/ Administrators	33	25	8	9					5				27.3	31.8	Yes	M
Professionals	285	220	64	95	1		5		42		2	1	22.8	47.4	Yes	F
Technicians	72	65	7	12					4				16.7	13.1	No	M
Protective Services	158	138	20	37			7						27.9	19.4	No	M
Para-Professionals	91	64	27	19					20				20.9	32.7	Yes	M
Office & Clerical	220	56	164	33		1							15.5	18.9	Yes	M
Semi & Skilled Craft	411	404	7	112	2		5						29.0	14.8	No	M
Service/Maintenance	244	205	39	136		1	5						58.2	31.1	No	M
Operators	1220	892	328	726	1	1	18		311			1		29.0	No	M
Totals	2733	2069	664	1179	4	3	40		558			8	1			

Total Minority Males = 1,226 (44.8%)

Total Females = 664 (24.2%)

revised 04-05-93