

Resolution No. 1995- 99

A RESOLUTION ESTABLISHING 1995 AFFIRMATIVE ACTION  
GOALS FOR EQUAL EMPLOYMENT OPPORTUNITY AND 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, 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 1995 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:

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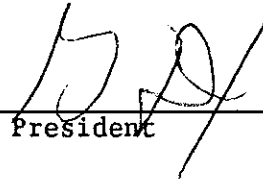
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Section 1. Affirmative Action goals are hereby established for the employment of minorities and women for the year 1995 as indicated in Attachment A and said attachment is incorporated by reference.

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

Attachment A - 1995 Affirmative Action Goals

Adopted: June 20, 1995

  
\_\_\_\_\_  
President

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

ATTACHMENT A

GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY  
DIVISIONAL GOALS

1995 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	3			1				
Administrators		8	5		2			
	NA			NA				
Professionals		66	85		42			
	NA			NA				
Technicians		15	24		7			
Protective Services	NA			NA				
		19	18		5			
Para-Professionals	11			11				
		30	42		26			
Office & Clerical	14			4				
		NA	18		NA			
Semi & Skilled Craft	NA			NA				
		30	38		4			
Service/Maintenance	NA			NA				
		53	65		26			
	NA			NA				
Operators		NA	NA		NA			
Total	*28	*221	295	16	112			

\* Number needed to reach parity will be spread over the long term.

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

\*\*\* Projected 1995 Vacancies resulted from a combination of positions budgeted and departmental expectancies i.e., attrition, expansion, promotion, transfers, terminations.

05-02-95