

Resolution No. 1997- 110

A RESOLUTION ESTABLISHING 1997 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 1997 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; and

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

Section 1. That the Affirmative Action Goals for the employment of minorities and women for the year 1997 as set forth in Attachment A which is fully incorporated herein and further identified by the certificate of the General Manager/Secretary-Treasurer, be and they are hereby adopted.

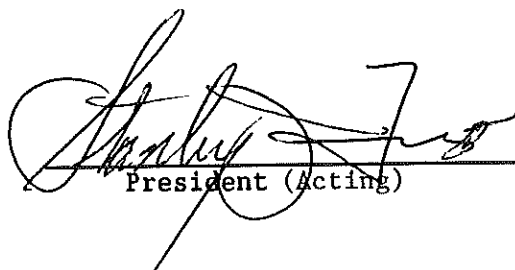
Resolution No. 1997-110

-2-

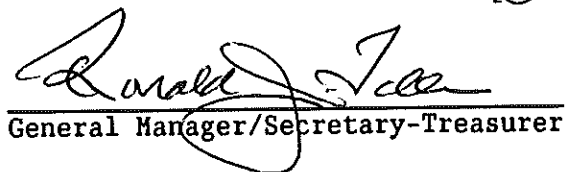
Section 2. That this resolution shall become effective immediately upon its adoption.

Attachment A 1997 Affirmative Action Goals

Adopted: June 17, 1997


President (Acting)

Attest:


General Manager/Secretary-Treasurer

Attachment A - Proposed 1997 Goals

GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

1997 AFFIRMATIVE ACTION GOALS

SYSTEMWIDE

EEO JOB CATEGORY	Needed to Achieve Parity		Projected 1997 Vacancies	1997 Goals		Projected Year Parity Achieved		
	Minority	Female		Minority	Female	YR - 2	YR - 3	YR - 4
Officials/ Administrators	1	8	2	1	1			7
Professionals	N/A	66	37	N/A	18			48
Technicians	N/A	15	5	N/A	1			14
Protective Services	N/A	21	9	N/A	2			19
Para-Professionals	10	29	5	2	3			8
Office & Clerical	14	N/A	26	6	N/A			8
Semi & Skilled Craft	N/A	33	28	N/A	3			30
Service Maintenance	N/A	56	8	N/A	3			53
Operators	N/A	N/A	39	N/A	N/A			
TOTAL	25	228	159	9	31			213

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

** N/A means not applicable since there was no underutilization and no goals were set.

*** Projected 1997 Vacancies reflect budgeted increase in positions and vacancies in positions as of 1996.

I certify that this Attachment A is a true copy of the Attachment A referred to in GCRTA Resolution 1997-_____.

General Manager/Secretary-Treasurer