

A RESOLUTION ESTABLISHING 1998 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 1998 for the employment of minorities and women; and

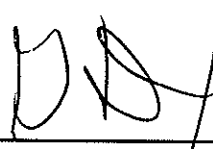
WHEREAS, said goals have been determined using the minimum criteria established in the federal rules and regulations and in the Authority's Affirmative Action Plan; and

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 1998 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.

Section 2. That this resolution shall become effective immediately upon its adoption. Attachment A 1998 Affirmative Action Goals.

Adopted: April 21, 1998



President

Attest: T. S. S.
General Manager/Secretary-Treasurer

(Acting)

Attachment A - Proposed 1998 Goals

GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

1998 AFFIRMATIVE ACTION GOALS

SYSTEMWIDE

EEO JOB CATEGORY	Needed to Achieve Parity		Projected 1998 Vacancies	1998 Goals		Projected Year Parity Achieved		
	Minority	Female		Minority	Female	YR - 2	YR - 3	YR - 4
Officials/ Administrators	4		6	2				2
Professionals	N/A	8	38	N/A	3			5
Technicians	N/A	67	7	N/A	18			49
Protective Services	N/A	15	18	N/A	9			12
Para-Professionals	N/A	21	5	N/A	9			19
Office & Clerical	13	21	28	6	3			18
Semi & Skilled Craft	N/A	N/A	31	N/A	N/A			7
Service Maintenance	N/A	33	12	N/A	5			28
Operators	N/A	49	44	N/A	4			45
		N/A			N/A			
TOTAL	17	214	189	8	44			180

* 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 1998 Vacancies resulted from a combination of positions budgeted and systemwide expectancies i.e., attrition, expansion, promotions, transfers and terminations.

I certify that this Attachment A is a true copy of the Attachment A referred to in GCRTA Resolution 1998- 50 .

Ronald J. Tobin
 General Manager/Secretary-Treasurer