

RESOLUTION NO. 2001-64

A RESOLUTION ESTABLISHING 2001 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, entitle 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 2001 for the employment of minorities and women; and

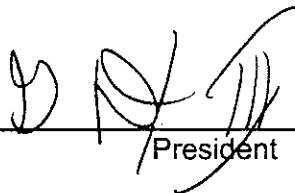
WHEREAS, said goals have been determined using the minimum criteria established in the federal rules and regulations and in the Authority's Affirmative Action Plan; and

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 2001 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 2001 Affirmative Action Goals.

Adopted: April 24, 2001



President

Attest: 

CEO, Secretary -Treasurer

GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY**Proposed 2001 AFFIRMATIVE ACTION GOALS****SYSTEMWIDE**

EEO JOB CATEGORY	Needed to Achieve Parity		Projected 2001 Vacancies	2001 Goals	
	Minority	Female		Minority	Female
Officials/	3		0	1*	
Administrators		1			1*
Professionals	N/A		17	N/A	
		64			8
Technicians	N/A		4	N/A	
		18			1
Protective	N/A		0	N/A	
Services		15			1*
Para-	10		9	3	
Professionals		28			6
Office &	15		6	1	
Clerical		N/A			N/A
Semi &	N/A		21	N/A	
Skilled Craft		33			2
Service	N/A		15	N/A	
Maintenance		36			6
Operators	N/A		45	N/A	
		N/A			N/A
TOTAL	28	195	117	5	25

* Due to attrition in these categories, a goal of one has been set.

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

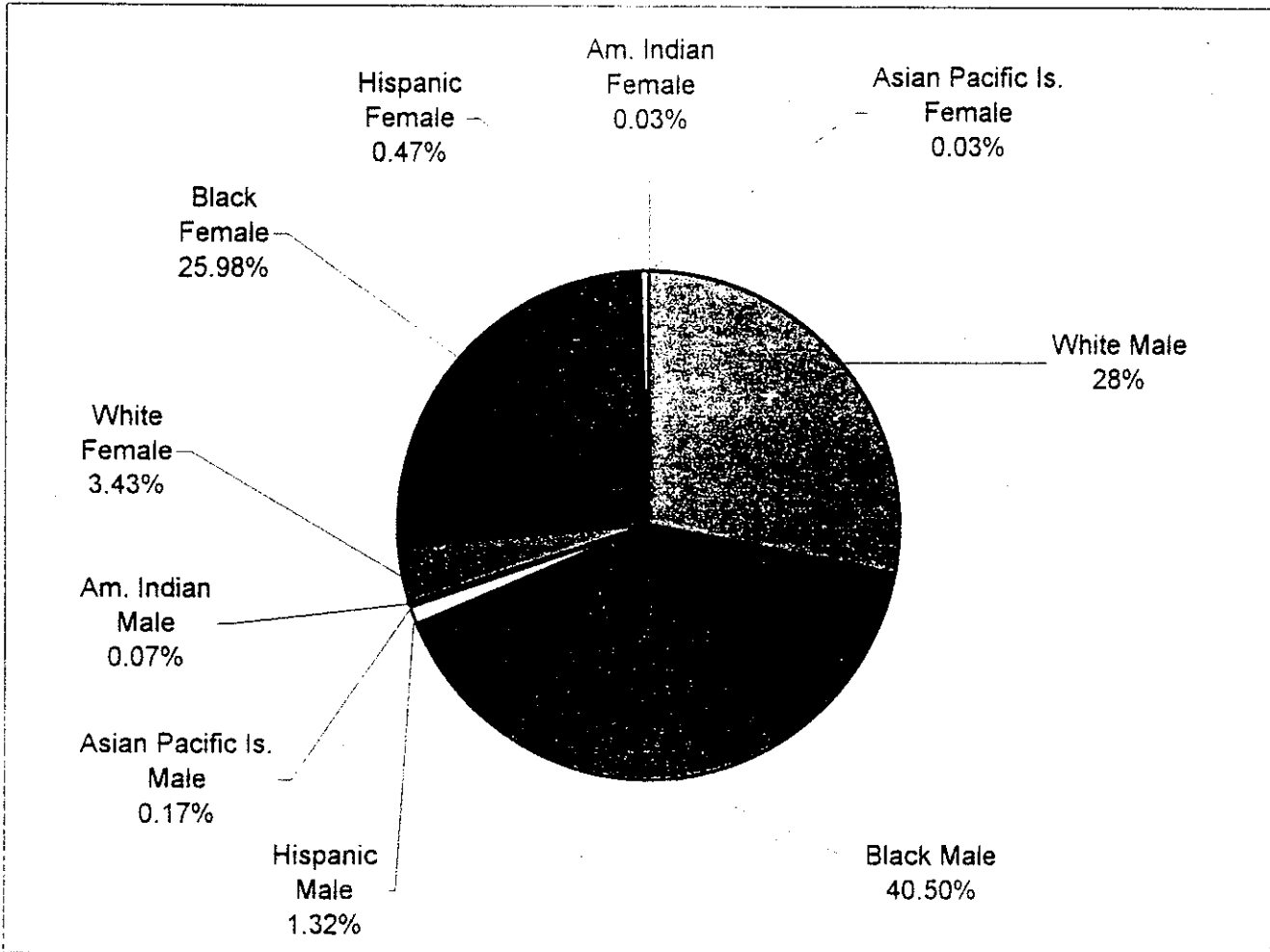
*** Projected 2001 Vacancies resulted from a combination of positions budgeted and system wide expectancies i.e., attrition, expansion, promotion, transfers, and terminations.

**GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY
WORKFORCE AS OF 12/31/2000
WORKFORCE ANALYSIS BY ETHNIC GROUP AND SEX**

RESOLUTIONS
15208

Number of Employees	Ethnic Group	Gender	Percent Employees
825	White	Male	28.00%
1194	Black	Male	40.50%
39	Hispanic	Male	1.32%
5	Asian Pacific Is.	Male	0.17%
2	Am. Indian	Male	0.07%
101	White	Female	3.43%
766	Black	Female	25.98%
14	Hispanic	Female	0.47%
1	Asian Pacific Is.	Female	0.03%
1	Am. Indian	Female	0.03%

Total GCRTA Workforce = 2948



ATTACHMENT C

DESCRIPTION OF JOB CATEGORIES

A. OFFICIALS AND ADMINISTRATORS: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. INCLUDES: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, License, dairy livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

B. PROFESSIONALS: Occupations which require specialized theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. INCLUDES: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, superintendents, assistant superintendents, supervisors, librarians, management analysts, airplane pilots and navigators, and kindred workers.

C. TECHNICIANS: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. INCLUDES: computer programmers, drafters, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technical (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

D. PROTECTIVE SERVICE WORKERS: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. INCLUDES: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correction officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

E. PARAPROFESSIONALS: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. INCLUDES: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, assistant supervisors, recreation assistants, homemaker aids, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

F. OFFICE AND CLERICAL (ADMINISTRATIVE SUPPORT (SALES)): Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. INCLUDES: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, clerks office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors and kindred workers.

G. SKILLED CRAFT & SEMI-SKILLED CRAFT WORKERS: Occupations in which workers perform jobs which may require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. INCLUDES: mechanics and repairers, electricians, heavy equipment operators stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators and kindred workers.

H. SERVICE MAINTENANCE WORKERS: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. INCLUDES: laundry and dry cleaning operators, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers) craft apprentices/trainees, helpers truck drivers and kindred workers.

I. OPERATORS: Occupations in which workers primary job is the operation of passenger-carrying vehicles, whether or not they operate the vehicle in revenue-producing service. INCLUDES: chauffeurs, truck drivers, bus drivers, rail drivers, trainees, and kindred workers.

GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

2000 AFFIRMATIVE ACTION GOALS

SYSTEMWIDE

EEO JOB CATEGORY	Needed to Achieve Parity		Projected 2000 Vacancies	2000 Goals		Projected Year Parity Achieved		
	Minority	Female		Minority	Female	YR - 2	YR - 3	YR - 4
Officials/	5		7	2				3
Administrators		2				2		
Professionals	N/A		35	N/A				
		68				17		
Technicians	N/A		8	N/A				
		18				2		
Protective	N/A		26	N/A				
Services		18				7		
Para-	12		8	2				10
Professionals		29				4		
Office &	16		8	2				14
Clerical		N/A				N/A		
Semi &	N/A		33	N/A				
Skilled Craft		32				3		
Service	N/A		10	N/A				
Maintenance		45				4		
Operators	N/A		116	N/A				
		N/A				N/A		
TOTAL	33	212	251	6	39		33	190

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

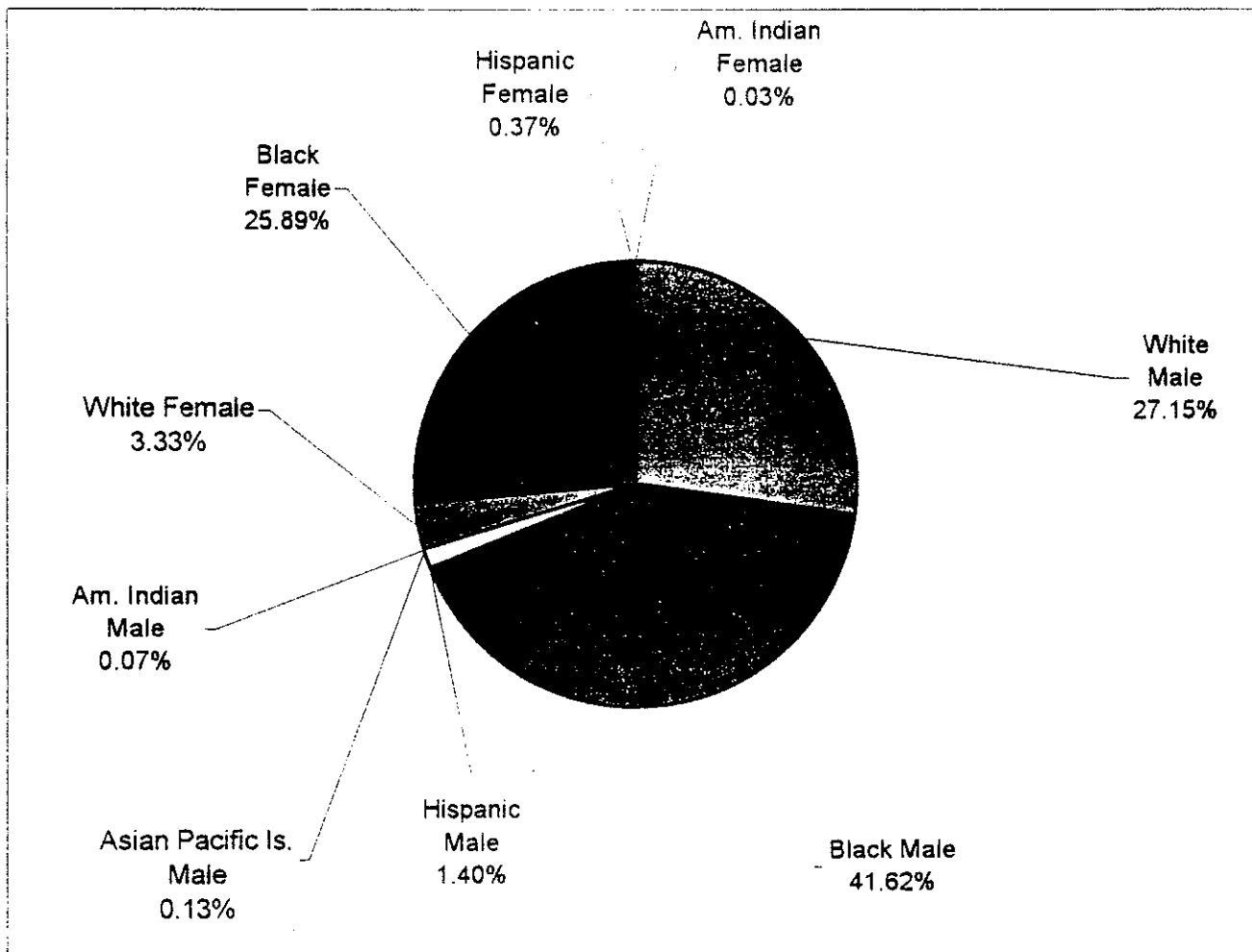
** N/A means not applicable since there was no underutilization and no goals were set.

*** Projected 2000 Vacancies resulted from a combination of positions budgeted and system wide expectancies i.e., reorganization, attrition, expansion, promotion, transfers, and terminations.

**GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY
 WORKFORCE AS OF 12/31/99
 WORKFORCE ANALYSIS BY ETHNIC GROUP AND SEX**

Number of Employees	Ethnic Group	Gender	Percent Employees
813	White	Male	27.15%
1,246	Black	Male	41.62%
42	Hispanic	Male	1.40%
4	Asian Pacific Is.	Male	0.13%
2	Am. Indian	Male	0.07%
100	White	Female	3.33%
775	Black	Female	25.89%
11	Hispanic	Female	0.37%
1	Am. Indian	Female	0.03%

Total GCRTA Workforce = 2994



2000 Affirmative Action Goals Progress Report

Systemwide

EEO Job Category		1999 Actual	2000 Target	1 st Qtr. Actual	2 nd Qtr. Actual	3 rd Qtr. Actual	4 th Qtr. Actual	As of 12/31/00	Achieved/ Not Achieved
Officials/ Administrators	Minority	0	2	0	1	0	0	1	Not Achieved
	Female	3	3	1	1	0	0	2	Not Achieved
Professionals	Minority	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Female	22	17	2	4	1	2	9	Not Achieved
Technicians	Minority	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Female	1	2	0	0	1	0	1	Not Achieved
Protective Services	Minority	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Female	2	7	0	0	2	2	4	Not Achieved
Para-professionals	Minority	5	2	0	1	1	0	2	Achieved
	Female	5	4	2	0	2	0	4	Achieved
Office & Clerical	Minority	2	2	0	3	0	0	3	Achieved
	Female	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi & Skilled Craft	Minority	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Female	1	3	0	0	0	0	0	Not Achieved
Service Maintenance	Minority	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Female	30	4	6	3	3	3	15	Achieved
Operators	Minority	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Female	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL	Minority	7	6	0	5	1	0	6	
	Female	64	40	11	8	9	7	35	

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