

RESOLUTION NO. 2015-76

ESTABLISHING THE GCRTA 2015-2017 TRIENNIAL 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 ground 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 ensure 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 (Resolution No. 1978-252); and

WHEREAS, on July 26, 1988, the U.S. Department of Transportation, Federal Transit Administration published Circular 4704.1, entitled Equal Employment Opportunity Program Guidelines for Grant Recipients, and Circular 4702.1A, entitled Title VI Program Guidelines for Federal Transit Administration Recipients, dated May 13, 2007; and

WHEREAS, the Authority's Affirmative Action Plan requires that the General Manager/ Secretary-Treasurer review and establish goals on an triennial basis for employing women and minorities; and

WHEREAS, based on a workforce analysis, underutilization exist for females in all job categories except Administrative Support and no underutilization exist for minorities; and

WHEREAS, pursuant to the Authority's Affirmative Action Plan, the General Manager/ Secretary-Treasurer has met with Executive staff to determine the goals for 2015-2017 for the employment of women; and

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


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

Section 1. That the Affirmative Action Goals for the employment of women in all categories except for administrative support for the overall three years (2015- 2017), 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—Proposed Triennial Affirmative Action Goals.

Adopted: July 28, 2015

  
\_\_\_\_\_  
President

Attest:

  
\_\_\_\_\_  
CEO, General Manager/Secretary-Treasurer

**Triennial Affirmative Action Goals  
(2015-2017)**

**Attachment A**

EEO Job Category	RTA's Current Workforce (As of 4/2015)		Labor Market Availability (Census Data)		Labor Market Variance		Projected 2015-2017 Vacancies	2015-2017 Goals	
	Minorities	Female	Minorities	Female	Minorities	Female		Minorities	Female
Officials/Administrators	35.70%	25%	13%	40%	NA	-15	23	NA	4
Professionals	45%	41.10%	17%	57%	NA	-15.9	47	NA	28
Technicians	37.30%	22.90%	22%	59%	NA	-36.1	40	NA	29
Protective Service	31.30%	12.50%	28%	16%	NA	-3.5	31	NA	4
Administrative Support	80.60%	68.10%	21%	65%	NA	NA	NA	NA	NA
Skilled Craft	29%	1.20%	15%	6%	NA	-4.8	127	NA	20
Service Maintenance	87.10%	35.60%	32%	44%	NA	-8.4	375	NA	106
<b>Total</b>							<b>643</b>		<b>191</b>



Greater Cleveland Regional Transit Authority  
**STAFF SUMMARY AND COMMENTS**

TITLE/DESCRIPTION: A RESOLUTION ESTABLISHING THE GCRTA 2015-2017 TRIENNIAL AFFIRMATIVE ACTION GOALS FOR EQUAL EMPLOYMENT OPPORTUNITY AND FOR THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY	Resolution No.: 2015-76
	Date: July 23, 2015
	Initiator: Legal/Office of Equal Opportunity
ACTION REQUEST: <input type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____	

- 1.0 PURPOSE/SCOPE: This action will allow the Authority to establish Affirmative Action goals for years 2015-2017 for the employment of women in accordance with the Affirmative Action Plan adopted on February 22, 1977 and amended on September 5, 1978, in order to comply with the requirements and guidelines published by the U.S. Department of Transportation, Federal Transit Administration, and the Authority's Affirmative Action Plan.
- 2.0 DESCRIPTION/JUSTIFICATION: The Office of Equal Opportunity has determined the need to establish affirmative action goals for employing women for 2015-2017.
- 3.0 PROCUREMENT BACKGROUND: Does not apply.
- 4.0 DBE/AFFIRMATIVE ACTION BACKGROUND: Does not apply.
- 5.0 POLICY IMPACT: The Board of Trustees of the Greater Cleveland Regional Transit Authority, in accordance with federal requirements, adopts the establishment of these goals.
- 6.0 ECONOMIC IMPACT: Failure to establish Triennial (2015-2017) Affirmative Action Goals and timetables to comply with the terms of the federal requirements may result in a finding by the FTA of noncompliance with Section 19 and Section 110(a) of the FTA Standard Grant Contract and the imposition of appropriate sanctions, including a refusal by the FTA to sign off on grants.
- 7.0 ALTERNATIVES: Disapprove Triennial (2015-2017) Affirmative Action Goals. Disapproval of FTA Affirmative Action Goals would impact and delay the sign-off of grants by FTA.
- 8.0 RECOMMENDATION: The Executive Committee of the Board of Trustees reviewed the Triennial Affirmative Action Goals at its July 7, 2015 meeting and recommended approval to the full Board of Trustees. It is recommended that the Triennial Affirmative Action Goals be accepted and the Resolution passed authorizing the General Manager/Secretary-Treasurer to implement the goals.

Recommended and certified as appropriate to the availability of funds, legal form and conformance with the Procurement requirements.

General Manager/Secretary-Treasurer