

RESOLUTION NO. 2020-26

ESTABLISHING THE GCRTA 2020-2024 AFFIRMATIVE ACTION GOALS FOR  
EQUAL EMPLOYMENT OPPORTUNITY

WHEREAS, Federal Transit Laws, Title 49 U.S.C. Chapter 53, provide that no person in the United States shall on the grounds of race, color, religion, national origin, sex, or age, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any project, program or activity funded in whole or in part through federal financial assistance; and

WHEREAS, the 1975 Mass Transit System Transfer Agreement and the Bylaws of the Greater Cleveland Regional Transit Authority ("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, the Federal Transit Administration ("FTA") has set forth in FTA Circular 4704.1A, Equal Employment Opportunity ("EEO") guidelines and requirements for FTA recipients; and

WHEREAS, pursuant to FTA's guidelines and requirements, the Authority, as a recipient of FTA funding, must submit an updated EEO Program to FTA every four (4) years or as major changes occur in the workforce or employment conditions, whichever comes first; and

WHEREAS, that FTA requires that the EEO Program include "goals and timetables to correct identified areas of underutilization or concentration"; and

WHEREAS, following FTA's directives, the Authority's EEO Program, outlined in its Affirmative Action Plan, requires that the General Manager, Chief Executive Officer establish goals and review said goals on a quarterly basis, for employing women and minorities; and

WHEREAS, pursuant to the Affirmative Action Plan, the General Manager, Chief Executive Officer met with management staff to determine the goals for 2020-2024 for the employment of women and minorities; and

WHEREAS, said goals have been determined using the minimum criteria established in accordance with federal guidelines and 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 Authority's Affirmative Action Goals for the employment of women and minorities for the years 2020-2024, as set forth in Attachment A hereto and further identified by the certificate of the General Manager, Chief Executive Officer, are incorporated herein, and are approved and adopted by this Board .

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

Attachment: 2020-2024 Affirmative Action Goals

Adopted: March 24, 2020

  
\_\_\_\_\_  
President

Attest:   
\_\_\_\_\_  
Interim Secretary-Treasurer

# Proposed Affirmative Action Goals for 2020-2024

EEO Job Category	Projected Vacancies	Male			Female				Total
		Hispanic	Asian	2 or More Races	White	Black	Hispanic	Asian	
Officials & Administrators	22	-	-	-	2	-	-	-	2
Professionals	68	-	2	-	45	-	-	3	50
Technicians	33	-	-	-	24	-	1	1	26
Protective Service	13	-	-	-	12	-	1	-	13
Admin Support	64	-	-	-	51	-	-	-	51
Semi-Skilled Craft	162	8	1	1	16	5	-	-	31
Service / Maintenance	427	24	9	3	258	-	23	10	327
<b>TOTAL</b>	<b>789</b>	<b>32</b>	<b>12</b>	<b>4</b>	<b>408</b>	<b>5</b>	<b>25</b>	<b>14</b>	<b>500</b>







TITLE/DESCRIPTION:  ESTABLISHING THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY 2020-2024 AFFIRMATIVE ACTION GOALS FOR EQUAL EMPLOYMENT OPPORTUNITY	Resolution No.: 2020-26
	Date: March 19, 2020
	Initiator: Legal/Office of Equal Opportunity
ACTION REQUEST: X 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 the employment of women and minorities 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 ("FTA"), 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 and minorities for 2020-2024.
- 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 and Authority policy, adopts the establishment of these goals.
- 6.0 ECONOMIC IMPACT: Failure to establish Affirmative Action Goals and timetables to comply with the terms of the federal requirements may result in a finding by the FTA of non-compliance with the Master Agreement between FTA and GCRTA and the imposition of appropriate sanctions, including a refusal by the FTA to approve grants.
- 7.0 ALTERNATIVES: Disapprove the 2020-2024 Affirmative Action Goals. Disapproval of FTA Affirmative Action Goals would impact and delay the approval of grants by FTA.
- 8.0 RECOMMENDATION: The Committee of the Whole reviewed the proposed Affirmative Action Goals at its March 3, 2020 meeting and recommended approval to the full Board of Trustees. It is recommended that the 2020-2024 Affirmative Action Goals be accepted and the Resolution passed authorizing the General Manager, Chief Executive Officer to implement the goals.

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

  
\_\_\_\_\_  
General Manager, Chief Executive Officer