

RESOLUTION NO. 2021-41

AMENDING EMPLOYMENT AGREEMENT OF INDIA L. BIRDSONG AS  
GENERAL MANAGER AND CHIEF EXECUTIVE OFFICER OF THE GREATER  
CLEVELAND REGIONAL TRANSIT AUTHORITY AND AUTHORIZING THE  
EXECUTION OF THE SECOND AMENDMENT TO THAT AGREEMENT

WHEREAS, the Board of Trustees ("Board") of the Greater Cleveland Regional Transit Authority ("Authority") conducted a nationwide search for candidates to fill the position of General Manager and Chief Executive Officer of the Authority; and

WHEREAS, the aforesaid search resulted in the selection of India L. Birdsong ("Birdsong") as the General Manager and Chief Executive Officer of the Authority; and

WHEREAS, subsequent negotiations between the Board and Birdsong resulted in the execution of a five (5) year employment agreement effective as of September 16, 2019 (the "Agreement"); and

WHEREAS, on May 12, 2020, the Authority and Birdsong amended the Agreement to provide Birdsong up to 38 days of paid maternity leave during the first contract year ending on September 15, 2020 (the "First Amendment"); and

WHEREAS, the Authority and Birdsong desire to again amend the Agreement to provide Birdsong an increase in her Regular Salary of \$7,800 per contract year.

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

Section 1. That the Board of the Authority and Birdsong hereby amend Section 2 of the Agreement, said amendment to be effective as of January 1, 2021, in accordance with the terms of the Second Amendment attached hereto.

Section 2. That the President of the Board is hereby authorized and directed to execute the attached Second Amendment to the Agreement on behalf of the Authority.

Section 3. That all other terms and conditions of the Agreement remain unchanged.

Section 4. That this resolution shall become effective immediately upon its adoption.

Attachment: Second Amendment to Employment Agreement of India L. Birdsong, the General Manager and Chief Executive Officer for the Greater Cleveland Regional Transit Authority.

Adopted: April 20, 2021



President

Attest:   
Interim Secretary-Treasurer

**SECOND AMENDMENT  
TO  
EMPLOYMENT AGREEMENT  
OF THE  
GENERAL MANAGER  
FOR THE  
GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY**

The parties to the Employment Agreement (“Agreement”) by and between the Greater Cleveland Regional Transit Authority (“Authority”) and India L. Birdsong (“General Manager”), effective as of September 16, 2019, mutually agree to amend the Agreement. Resolution No. 2021-\_\_\_, adopted by the Authority’s Board of Trustees on April \_\_\_, 2021, authorizes this Second Amendment to the Agreement.

Accordingly, the first sentence of Section 2, Regular Salary, is hereby deleted in its entirety and replaced by the following:

In consideration of the services to be performed hereunder by the General Manager, the Authority shall pay the General Manager \$267,800 as Regular Salary in each of the remaining contract years of the Agreement. For the current contract year, the increase of \$7,800 in the General Manager’s Regular Salary shall be effective as of January 1, 2021.

The Deputy General Manager for Human Resources is hereby directed and authorized to implement the foregoing increase in Regular Salary. This Second Amendment shall be effective as of January 1, 2021.

All other provisions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Greater Cleveland Regional Transit Authority, by its Board President, having been duly authorized, and India L. Birdsong, General Manager have set their hands hereto on the date stated below.

**GREATER CLEVELAND REGIONAL  
TRANSIT AUTHORITY**

By: \_\_\_\_\_  
Rev. Charles Lucas, Board President

Date: April \_\_\_, 2021

\_\_\_\_\_  
India L. Birdsong, General Manager, CEO

Date: April \_\_\_, 2021