

RESOLUTION NO. 2022-38

AMENDING SECTION 620.01 OF THE CODIFIED RULES AND
REGULATIONS OF THE GREATER CLEVELAND REGIONAL TRANSIT
AUTHORITY

WHEREAS, pursuant to Resolution No. 1989-176, the Board of Trustees of the Authority codified the resolutions establishing its policies and procedures; and

WHEREAS, the Authority has conducted a review and determined that Section 620.01, Adoption of Affirmative Action Plan should be updated to describe the Authority's plan and the process for adopting and implementing it more clearly.

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

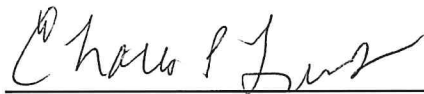
Section 1. That Section 620.01, Adoption of Affirmative Action Plan is hereby amended to read as specified in Attachment A hereto.

Section 2. That the Board of Trustees hereby waives the fourteen-day period provided for in Article XI, Section 2 of the Bylaws.

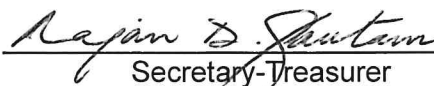
Section 3. That this resolution shall become effective immediately upon its adoption.

Attachment: A. Section 620.01, Adoption of Affirmative Action Plan

Adopted: April 26, 2022



President

Attest: _____
Secretary-Treasurer

ATTACHMENT A TO RESOLUTION

620.01 ADOPTION OF AFFIRMATIVE ACTION PLAN.

- (a) In accordance with Federal Transit Administration (“FTA”) Circular 4704.1, The Authority is not to discriminate against any employee or applicant because of race, color, religion, sex, disability, age, or national origin. FTA requires grant recipients such as the Authority to submit a written affirmative action plan every four years. The Authority’s Affirmative Action Plan is presented to the Board of Trustees for adoption prior to submission to FTA.
- (b) The Affirmative Action Plan is the Authority’s written commitment to equality of opportunity in its employment practices as well as in its practices with vendors, contractors, and suppliers. This plan is an effort to overcome the effects of past discrimination on minorities and women.
- (c) The Affirmative Action Plan sets forth goals, timetables and details action-oriented programs which will be undertaken to not only ensure equal employment opportunity, but will facilitate the recruitment, hiring, and promotion of members of protected classes who are not sufficiently represented in the Authority’s workforce. The ultimate goal of these efforts will be parity, the representation of minorities and women at all levels in the work force commensurate with their availability in the appropriate external labor market. In addition, interim numerical goals will be set and periodic evaluations of these goals will be performed. The Authority’s progress towards Affirmative Action Plan goals is reported quarterly to the Board of Trustees.

(Res. 1981-273. Passed 9-15-81; Res. 1991-150. Passed 7-23-91; Res. 1993-88. Passed 5-18-93; Res. 1993-190. Passed 11-16-93; Res. 1996-123. Passed 10-1-96; Res. 1999-114. Passed 8-24-99; Res. 2002-120. Passed 6-18-02; Res. 2004-122. Passed 8-17-04; Res. 2005-51. Passed 4-19-05. Res. 2013-123. Passed 12-17-13; Res. 2015-76. Passed 7-28-15. Res. 2022-XXX. Passed 4-XX-22.)



TITLE/DESCRIPTION: AMENDING SECTION 620.01 OF THE CODIFIED RULES AND REGULATIONS OF THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY	Resolution No.: 2022-38
	Date: April 21, 2022
	Initiator: Administration & External Affairs
ACTION REQUEST: <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____	

- 1.0 PURPOSE/SCOPE: This resolution will amend Section 620.01, Adoption of Affirmative Action Plan, of the Codified Rules and Regulations (“Code”) of the Greater Cleveland Regional Transit Authority.
- 2.0 DESCRIPTION/JUSTIFICATION: The Policies and Procedures of the Board of Trustees were codified in 1989, pursuant to Resolution 1989-176. The Code Book is now undergoing a comprehensive review and update so that the Code will conform to the current structure and operations of the Authority. The proposed amendment describes the Federal Transit Administration’s requirement, the Authority’s plan and the Authority’s practice of presenting the plan to the Board of Trustees (“Board”) for adoption and reporting progress towards goals to the Board on a quarterly basis.
- 3.0 PROCUREMENT BACKGROUND: Does not apply.
- 4.0 AFFIRMATIVE ACTION/DBE BACKGROUND: Does not apply.
- 5.0 POLICY IMPACT: Adoption of the resolution will update the Code to provide a clear description of the Authority’s affirmative action plan and the process for adopting and implementing it.
- 6.0 ECONOMIC IMPACT: Does not apply.
- 7.0 ALTERNATIVES: Not adopting this resolution. Not adopting this resolution would result in a policy that does not clearly describe the Authority’s affirmative action plan.
- 8.0 RECOMMENDATION: This resolution was discussed at the April 12, 2022 Committee of the Whole meeting and recommended for consideration by the full Board of Trustees. It is recommended that this resolution be adopted.
- 9.0 ATTACHMENT: A. Red-line of proposed amendments to Section 620.01

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



General Manager, Chief Executive Officer

ATTACHMENT A TO STAFF SUMMARY

620.01 ADOPTION OF AFFIRMATIVE ACTION PLAN.

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- (c) The Affirmative Action Plan sets forth goals, timetables and details action-oriented programs which will be undertaken to not only ensure equal employment opportunity, but will facilitate the recruitment, hiring, and promotion of members of protected classes who are not sufficiently represented in the Authority’s workforce. The ultimate goal of these efforts will be parity, the representation of minorities and women at all levels in the work force commensurate with their availability in the appropriate external labor market. In addition, interim numerical goals will be set and periodic evaluations of these goals will be performed. The Authority’s progress towards Affirmative Action Plan goals is reported quarterly to the Board of Trustees.

~~(a) The Affirmative Action Plan for the Greater Cleveland Regional Transit Authority, a copy of which is attached to original Resolution 1981-273, passed September 15, 1981, and revised and updated by Resolution 1991-150, passed July 23, 1991, Resolution 1993-88, passed May 18, 1993, Resolution 1993-190, passed November 16, 1993, Resolution 1996-123, passed October 1, 1996, Resolution 2002-120, passed June 18, 2002, Resolution 2004-112, passed August 17, 2004, and Resolution 2005-51, passed April 19, 2005 is incorporated fully herein and made a part of this section and is hereby adopted as a policy of the Authority.
(Res. 1981-273. Passed 9-15-81; Res. 1991-150. Passed 7-23-91; Res. 1993-88. Passed 5-18-93; Res. 1993-190. Passed 11-16-93; Res. 1996-123. Passed 10-1-96; Res. 1999-114. Passed 8-24-99; Res. 2002-120. Passed 6-18-02; Res. 2004-122. Passed 8-17-04; Res. 2005-51. Passed 4-19-05.)~~

~~(b) The Triennial Update of the Affirmative Action Program for 2015-2017 for the Greater Cleveland Regional Transit Authority, a copy of which is attached to original Resolution 2015-76, passed July 28, 2015, is hereby adopted.
(Res. 1999-114. Passed 8-24-99; Res. 2013-123. Passed 12-17-13; Res. 2015-76. Passed 7-28-15.)~~

(Res. 1981-273. Passed 9-15-81; Res. 1991-150. Passed 7-23-91; Res. 1993-88. Passed 5-18-93; Res. 1993-190. Passed 11-16-93; Res. 1996-123. Passed 10-1-96; Res. 1999-114. Passed 8-24-99; Res. 2002-120. Passed 6-18-02; Res. 2004-122. Passed 8-17-04; Res. 2005-51. Passed 4-19-05. Res. 2013-123. Passed 12-17-13; Res. 2015-76. Passed 7-28-15. Res. 2022-XXX. Passed 4-XX-22.)