

RESOLUTION NO. 2025-52

AUTHORIZING A SALARY ADJUSTMENT FOR INDIA L. BIRDSONG
TERRY, GENERAL MANAGER, CHIEF EXECUTIVE OFFICER FOR
THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

WHEREAS, pursuant to Resolution No. 2023-47, adopted on July 25, 2023 by the Board of Trustees ("Board") of the Greater Cleveland Regional Transit Authority ("Authority"), the Authority entered into an Amended and Restated Employment Agreement ("Amended Agreement") with India L. Birdsong Terry, General Manager, Chief Executive Officer, authorizing an extension of the previous contract term and establishing a new term effective January 1, 2023 and expiring December 31, 2027; and

WHEREAS, pursuant to Section 2: Regular Salary and Section 7: Performance Review and Bonus of the Amended Agreement, the Authority's Board is responsible for completing an annual performance evaluation for India L. Birdsong Terry, General Manager, Chief Executive Officer and authorizing any applicable merit increase and performance bonus, based on annual performance objectives; and

WHEREAS, in March 2025, the Board conducted an evaluation of the job performance of India L. Birdsong Terry, General Manager, Chief Executive Officer and based on that evaluation, has determined that a salary adjustment and performance bonus are warranted.

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

Section 1. That the annual base salary for India L. Birdsong Terry, General Manager, Chief Executive Officer for the Greater Cleveland Regional Transit Authority, shall be increased from \$335,000.00 to an annual base salary of \$348,400.00.

Section 2. That the increased annual base salary for India L. Birdsong Terry shall be effective the pay period beginning April 13, 2025, and retroactive to January 1, 2025.

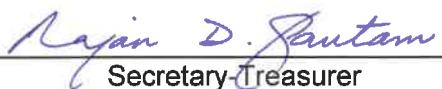
Section 3. That upon adoption of this resolution, India L. Birdsong Terry, General Manager, Chief Executive Officer, shall be entitled to a performance bonus for 2024, in the amount of \$28,475.00. The performance bonus shall not be added to the annual base salary for this position.

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

Adopted: April 15, 2025



President

Attest: 

Secretary-Treasurer