MEETING NOTICE

Notice is hereby given that the following meeting of the Board of Trustees of the Greater Cleveland Regional Transit Authority will take place on Tuesday, December 6, 2022 in the Board Room of the Authority, 1240 West Sixth Street, Cleveland, OH 44113 for consideration of the listed items and such other items that may properly come before the Board and be acted upon. This meeting will be live streamed on RTA’s Board Page www.RideRTA.com/board via the meeting date for staff and members of the public. Members of the public may attend in person.

Based on Centers for Disease Control (“CDC”) guidance to avoid crowded places where you cannot stay 6 feet away from others and Ohio Department of Public Health advice regarding congregating and social distancing, as well as RTA’s interest in protecting community and employee health and safety, RTA Board Room and Meeting Room 1 capacity is limited to thirty-six (36) people to allow for social distancing. To accommodate members of the public, RTA will limit the number of staff permitted in the Board Room. All persons entering RTA’s Main Office Building (“MOB”) at 1240 West 6th Street are required to maintain a distance of six feet or more from other individuals who are not members of their family or household.

As a result of a federal court order on April 18, 2022, the CDC’s January 29, 2021 order requiring masks on public transportation conveyances and at transportation hubs is no longer in effect. The CDC continues to recommend that people wear masks in indoor public transportation settings at this time. As a result, GCRTA recommends, but will not require, that members of the public wear a mask/face covering.

The meeting package will be posted on RTA’s website at (www.riderta.com/board), on RTA’s Facebook page, and RTA’s Twitter page.

9:00 A.M. Committee of The Whole

- Public Square Update – Presentation on the proposed Public Square collaboration and Memorandum of Understanding.

- Code Book Updates
  - A request to amend Chapter 630 Infectious Disease Policy
  - A request to remove Section 648.05 Infectious Disease from the Code Book (as a duplicate of Personnel Policy 600.05)

- Executive Session Requested – to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official.

Audit, Safety Compliance And Real Estate Committee

- Safety Update – Presentation on the 2023 update of the Public Transportation Agency Safety Plan (PTASP).


(AGENDA CONTINUED ON NEXT PAGE)
Organizational, Services & Performance Monitoring Committee

- **RFP Procurement** – A presentation of a competitive negotiated procurement to provide the Authority with off-site medical examinations and specimen collections services.

- **Performance Management Services** – A presentation on a negotiated procurement for a consultant to provide performance management services.

Operational Planning & Infrastructure Committee

- **RFP Procurement** – A presentation of a competitive negotiated procurement for an On-Board Origin Destination Passenger Survey.

- **RFP Procurement** – A presentation of a competitive negotiated procurement for a qualified firm to provide design services, including construction cost estimates, for the Central Rail Service Building Mezzanine.

- **Budget Presentation** - Proposed FY 2023 Budget and proposed amendment to FY 2023 Capital Improvement Plan.

2\textsuperscript{nd} Public Hearing

- **FY 2023 Budget**

\[\text{Signature}\]

India L. Birdsong Terry  
General Manager, Chief Executive Officer

IBT:tab  
Attachment
AGENDA

RTA COMMITTEE OF THE WHOLE BOARD

Tuesday, December 6, 2022

Committee Members:
President Charles P. Lucas, Chair
Ms. Karen Gabriel Moss, Vice Chair
Mayor Anthony D. Biasiotta
Mr. Terence P. Joyce
Mayor Paul A. Koomar
Ms. Valerie J. McCall
Ms. Luz N. Pellot
Mayor David E. Weiss
Ms. Lauren R. Welch

I. Roll Call

II. Public Square Update — Presentation on the proposed Public Square collaboration and Memorandum of Understanding.

Presenter(s):
- Nora Romanoff, Associate Director, LAND Studio
- Sanaa Julien, CEO, Group Plan Commission
- Carter Edman, Manager, Division of Architecture and Site Development, City of Cleveland
- Mike Schipper, Deputy General Manager, Engineering and Project Management, RTA
- Dr. Floun'say Caver, Chief Operating Officer, RTA

III. Code Book Updates
- A request to amend Chapter 630 Infectious Disease Policy
- A request to remove Section 648.05 Infectious Disease from the Code Book (as a duplicate of Personnel Policy 600.05)

Presenter(s):
- Dawn Tarka, Associate Counsel

IV. Executive Session Requested — to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official.

V. Adjourn
To: Rev. Charles P. Lucas, President and Members, Board of Trustees

From: India L. Birdsong Terry
General Manager, Chief Executive Officer

Date: December 1, 2022

Subject: Public Square Collaboration and Memorandum of Understanding

At the December 6, 2022 Committee of the Whole meeting, staff along with representatives of the Group Plan Commission and the City of Cleveland will present proposed transportation, safety and security improvements to Public Square. The presentation will address roles and responsibilities in the design and construction of the proposed improvements and GCRTA’s proposed financial commitment towards the project.

Please call me if you have any questions or require additional information prior to Tuesday’s meeting.

IBT/mjs

Attachment
MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN

THE GROUP PLAN COMMISSION

AND

THE CITY OF CLEVELAND

AND

THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

FOR

PUBLIC SQUARE IMPROVEMENTS

THIS MEMORANDUM OF UNDERSTANDING (MOU) is made as of this ___ day of __________, 2022 by and between the GROUP PLAN COMMISSION (the “Commission”), an Ohio nonprofit corporation, and the CITY OF CLEVELAND (the “City”), a municipal corporation and political subdivision duly organized and existing under the laws of the State of Ohio, and the GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY (“RTA”), a political subdivision of the State of Ohio duly organized and existing under the laws of the State of Ohio.

WHEREAS, the Commission was formed in 2010, in part, to physically transform Public Square and to assist in managing it as a public space and economic development driver for the benefit of the people of Cleveland and Cuyahoga County as well as for business and leisure visitors to the Central Business District of Cleveland; and

WHEREAS, the project to transform Public Square was completed in 2016; and

WHEREAS, in 2017, in response to stated safety and security concerns associated with major civic events at Public Square, the City installed concrete barriers along Superior Avenue and placed large planters and other barriers in and around Public Square to prevent vehicles from entering pedestrian walkways; and
WHEREAS, the City and the Commission now desire to replace those temporary barriers with bollards and other permanent improvements to address the safety and security concerns, as well as to reduce the time and effort required by the City or the Commission for closing and reopening Superior Avenue at Public Square for major civic events; and

WHEREAS, the proposed improvements will benefit RTA’s transit service and operations by: (i) reconstructing Superior Avenue to decrease the wear and tear on buses traversing Public Square; (ii) improving the signal timing through Public Square to enhance safety and expedite traversal of Public Square by RTA buses; (iii) developing an improved closure system to control traffic on Superior Avenue at both the east and west entrances to Public Square to reduce the time and disruption to transit service when closing and reopening Public Square for major civic events; and (iv) providing safe and convenient pedestrian circulation along and across Superior Avenue.

NOW THEREFORE, the Parties agree as follows:

ARTICLE I. GROUP PLAN COMMISSION RESPONSIBILITIES

1. The Commission shall raise funds from a variety of sources as required to complete the proposed Public Square Improvements. The proposed improvements and estimated costs are described in more detail in Attachment A, which shall be updated as design progresses.

2. The Commission shall coordinate with RTA and the City on the conceptual and detailed design of the proposed Public Square Improvements.

3. The Commission shall manage the design and construction of the Public Square Improvements, which may include managing the restoration of any areas that are disturbed by the work.

4. The Commission shall obtain all permits and approvals for the proposed Public Square Improvements.
5. The Commission’s proposed reconfiguration and replacement of curb and pavement on Superior Avenue between West Roadway and East Roadway shall be designed to accommodate the current RTA operations and facilities, and to maintain a minimum twenty-six foot (26’) face-of-curb to face-of-curb width at the center crosswalk location.

6. The Commission shall undertake all reasonable efforts to complete the various elements of the Public Square Improvements expeditiously and in a manner coordinated so as to minimize disruption to RTA transit operations. This will include:
   a) Completing all work impacting RTA transit operations on Superior Avenue within a single period, during which Superior Avenue can be fully closed, which shall not exceed sixty (60) days;
   b) Completing all work impacting RTA transit operations on the Perimeter Roads (which are, collectively, Rockwell Avenue and East, South and West Roadways) within a separate period, which shall not exceed thirty (30) days; and,
   c) The Superior Avenue work and the Perimeter Roads work will not be performed concurrently, though the choice of which is performed first will be at the discretion of the Commission and its Design/Builder.

7. In the event that sufficient funds are not raised to complete the entire project, the Commission will complete the following work items which have a direct transit purpose:
   a) the reconfiguration and replacement of curb and pavement on Superior Avenue;
   b) the traffic signal reworking on Superior Avenue;
   c) the procurement of an improved closure system for Superior Avenue for the closing and reopening of transit service through Public Square; and,
   d) an improved pedestrian crossing treatment across Superior Avenue in the center of Public Square.
ARTICLE II.  CITY OF CLEVELAND RESPONSIBILITIES

1. The City shall contribute One Million Five Hundred Thousand Dollars and No Cents ($1,500,000.00) to the Commission as provided in City Ordinance No. 242-2022, Passed by Council on April 28, 2022.

2. The City acknowledges that public transit is a top tier use of Public Square, and that the Federal Transit Administration-funded Transit Zone encompasses Public Square including Superior Avenue. Further, the City agrees that RTA transit operations and waiting areas will continue to be located on Public Square, including bus traffic on Superior Avenue and on the Perimeter Roads around Public Square on an ongoing basis. This commitment will extend indefinitely, notwithstanding the term otherwise stated for this Memorandum of Understanding, unless otherwise mutually agreed by the Parties.

3. The City shall coordinate with RTA and the Group Plan Commission on the reworking of the traffic signal on the central crossing of Superior Avenue and the conceptual and detailed design as part of the proposed Public Square Improvements.

4. The City shall conduct a traffic study to determine feasibility and cost of upgrading traffic signals, adjusting travel lanes, and/or adding bike facilities around Public Square to improve safety and level of service around Public Square. This study and any recommendations for the Perimeter Roads around Public Square would be a separate project from the proposed Public Square Improvements included in this agreement.

5. The City shall coordinate with RTA and the Group Plan Commission in the construction of the proposed Public Square Improvements and to minimize disruption to transit operations, including all reasonable efforts to support completion of the various elements of work expeditiously and in accordance with the time frames provided in Article I. Section 6.
6. The City shall enforce all traffic, parking, standing and stopping restrictions around the perimeter of Public Square during the closure of Superior Avenue to mitigate the disruption to transit operations.

**ARTICLE III. RTA RESPONSIBILITIES**

1. RTA shall promptly review the proposed plans, specifications, schedules, and estimates for the Public Square Improvements and promptly address any requests for input or response from the Commission or City to adhere to a project schedule to be provided by the Commission.

2. RTA shall allow for a limited full closure of Superior Avenue between West Roadway and East Roadway to ease the reconfiguration and replacement of curb and pavement, the installation of site bollards, the reworking of traffic signals, the addition of the improved closure system and other work items along Superior Avenue to minimize the construction costs and the project’s impact to RTA operations during construction.

3. RTA shall coordinate with the Commission and the City to ease construction of the proposed improvements and to minimize disruption to transit operations.

4. RTA shall contribute an amount not to exceed Five Hundred Thousand Dollars and No Cents ($500,000.00) towards the proposed Public Square Improvements, on the schedule and conditions stated in Article V. herein.

5. RTA shall not be responsible or liable in any manner for the design or construction of the Public Square Improvements, the restoration of the work areas, or for any damage to persons or property caused or resulting from the project.

**ARTICLE IV. TERM**

The term of this Memorandum of Understanding begins on the date first written above and will continue for a period of two (2) years or until project close-out, whichever occurs sooner, unless sooner terminated or superseded by mutual agreement of the Parties.
ARTICLE V. RTA CONTRIBUTION SCHEDULE AND CONDITIONS

RTA will make contributions to the Group Plan Commission on the following conditions and schedule:

1. Upon certification by the Commission that ninety-five percent of the funds for the work items in Article I. Section 7 have been raised, and that the design and specification process has advanced to the point where ordering long-lead time material required for said work items is appropriate, then RTA will advance sixty percent (60%) of its agreed contribution for the express purpose of ordering long lead-time materials needed for those work items.

2. Upon commencement of physical construction of the work items in Article I. Section 7 by the Commission’s Design/Builder, RTA will pay the remaining balance of its agreed contribution.

ARTICLE VI. MISCELLANEOUS

1. This Memorandum of Understanding may be executed in counterparts, each of which will be deemed an original. This Memorandum of Understanding sets forth the current understanding of the Parties with respect to the subject matter hereof.

2. This Memorandum of Understanding may only be amended or supplemented by a written document signed by authorized representatives of the Parties. No representation or warranty is binding on any Party unless in writing in this Memorandum.

3. This Memorandum of Understanding does not create any agency, partnership, co-partnership or joint venture relationship between the Parties. Nothing contained or implied in this Memorandum of Understanding is intended to confer upon any person or entity, other than the named Parties, any right or remedy under or by reason of this Memorandum.
IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding as of the date first written above.

GROUP PLAN COMMISSION
By: __________________________
    Sanaa E. Julien
    Chief Executive Officer
CITY OF CLEVELAND
By: __________________________
    Frank Williams
    Director of Public Works
Approved as to form:
    Mark Griffin
    Director of Law
By: __________________________
    Richard Bertovich
    Chief Assistant Director of Law
THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY
By: __________________________
    India L. Birdsong Terry
    General Manager, Chief Executive Officer
Approved as to legal form and correctness:
By: __________________________
    Janet E. Burney, General Counsel
    Deputy General Manager for Legal Affairs
## New Construction

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To: Rev. Charles P. Lucas, President and Members, Board of Trustees

From: India L. Birdsong Terry
General Manager, Chief Executive Officer

Date: December 1, 2022

Subject: Infectious Disease Update

At the December 6, 2022 Committee of the Whole meeting, staff will present proposed revisions to the Authority's infectious disease policy.

The proposed revisions to the policy include:

1. Amend Chapter 630 Infectious Disease Policy to remove provisions that overlap with other policies

2. Remove Section 648.05 Infectious Disease because it duplicates Personnel Policy 600.05

Please call me if you have any questions or require additional information prior to Tuesday's meeting.

Attachments: Red-lines of Chapter 630 Infectious Disease Policy, Section 648.05 Infectious Disease.

IBT/dmt
630.01 Purpose: scope.

The Authority recognizes that certain infectious diseases, including, but not limited to, acquired immune deficiency syndrome (AIDS), tuberculosis and hepatitis, pose significant legal, medical and social concerns. In response to these growing concerns, and consistent with State-federal, state and Federal-local laws,
and requirements and guidance, the Authority will take proactive steps to protect the workplace in the event of an infectious disease outbreak. It is the goal of the Authority during any such time period to strive to operate effectively, continuously provide all essential services and maintain safety for employees and customers.

The Authority is committed to providing information about the nature and spread of infectious diseases, including symptoms and signs to watch for, as well as required steps to be taken in the event of an illness or outbreak.

It is the intention of the Authority has adopted this comprehensive policy to protect its employees and customers and ensure fair treatment of individuals impacted by infectious diseases.


630.02 DISCRIMINATION PROHIBITED.
The Authority prohibits employment discrimination against any employee afflicted with an infectious disease.

(Res. 1989-122. Passed 10-17-89.)

630.03 OBJECTIVES.
The objectives of this comprehensive policy are to:

(a) Provide Authority-wide guidelines and procedures for handling infectious disease issues;

(b) Re-assert and clarify the Authority's procedures and employees' rights with respect to the prevention of employment discrimination due to infectious disease;

(c) Reduce unwarranted fear and misunderstanding about infectious diseases through an educational program.

(Res. 1989-122. Passed 10-17-89.)

630.04 REFERENCES.

(a) Safety Department Guidelines for Handling Body Fluid Spills (October 1989)

(b) GCRTA Guidelines for Handling AIDS-Related Issues (October 1989)

(c) RTA Bulletin No. 82-11, G.I. 3 (Accommodation for the Handicapped) (February 8, 1982)


(e) Ohio Revised Code Section 4112.02

(f) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794)
DEFINITIONS. As used in this chapter:

(a) "AIDS" (acquired immune deficiency syndrome) means a deadly affliction in which a virus, human immunodeficiency virus (HIV), attacks the body's immune system, leaving victims susceptible to a wide variety of infections and cancers.

(b) "ARC" (AIDS related complex) means a condition caused by HIV in which an individual tests positive for this virus and has a specific set of clinical symptoms which are often less severe than those with classic AIDS. Signs and symptoms of ARC are similar to AIDS. The condition may be mild or severely debilitating. It may continue for several years.

(c) "Handicapped person" means any person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment or is regarded as having such an impairment. "Major life activities," as used in this subsection, includes such functions as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working. With respect to employment, a handicapped person who, with reasonable accommodation and within normal safety requirements, can perform the essential functions of the job in question is considered a qualified handicapped person.

(d) "Hepatitis" means inflammation of the liver caused by various viruses, including those causing infectious mononucleosis or yellow fever, and by alcohol or other drugs. The illness can progress to death, but is usually self-limited and resolves under medical care.

(e) "HIV" (human immunodeficiency virus) means a virus which attacks the immune system. HIV is not transmitted by casual contact or even by the close nonsexual contact that normally occurs at work, in school or at home. Transmission to another person must require transmission of body substances containing infected cells. HIV has been found in blood, tears, saliva, vaginal secretions and semen. However, transmission by tears, saliva, clothing or other personal objects used by an infected person, or by air, have not been reported.

(f) "Infectious diseases" means diseases caused by or capable of being communicated by the invasion and multiplication of microorganisms, such as bacteria, viruses or parasites, in the body tissue.

(g) "Tuberculosis" means an infectious disease caused by bacteria most commonly


growing in the lung from which source the disease can be communicated to others by coughing and inhalation of the bacteria.

(Res. 1989-122. Passed 10-17-89.)

630.06 PROCEDURES.
(a) Medical Determinations.

(1) The determination of whether or not an employee diagnosed as having an infectious disease is to be permitted to continue his or her employment in a capacity that involves contact with the public or other employees shall be made by the Authority’s Medical Department on a case-by-case basis in consultation with the employee's treating physician, the employee and/or his or her representative and designated health official.

(2) In making such a determination, the Authority's medical staff shall consider:

A. The recommendation of the individuals identified in paragraph (a)(1) hereof;
B. The physical condition of the employee;
C. Whether or not the nature and extent of the disease precludes or impairs satisfactory job performance;
D. The probabilities that the disease will be transmitted to others in the normal work setting;
E. The potential health risk to the afflicted employee. Pending such a determination, the employee will be permitted to continue working in his or her current position unless it is determined by the Authority's Medical Director that the employee poses an immediate threat of danger to others.

Where a determination has been made by the Authority's Medical Director to permit an afflicted individual to remain in the workplace, no employee may refuse to work with this employee.

(b) Fitness for Duty.

(1) Where fitness-for-duty concerns arise, the recommendations of qualified medical authorities will be considered in the management of each situation on a case-by-case basis.

Any of the following actions may be taken by the Authority:

A. Assign the employee to return to his or her regular place of employment;
B. Assign the employee to a modified work assignment, where such accommodation is reasonable; or
C. Place the employee on a leave of absence or sick leave with pay, or recommend disability leave.
(2) To determine whether or not an accommodation would impose an undue hardship on the Authority, the following factors will be considered:

A. The type of operation involved, including the composition and structure of the work force;
B. The nature and cost of the accommodation needed; and
C. The effect it has on program accomplishments, including safety.

(3) The employee will receive written notice of the Authority's determination. The employee may, at any time, request a reconsideration of the Authority's determination, provided that such a request is accompanied by medical evidence of an improvement in the employee's physical condition.

(4) The Authority will make every effort to accommodate an employee afflicted with an infectious disease. If no accommodation can be made, the employee will be considered ineligible for work and may be separated from the Authority. The employee's file will be documented to show what efforts were made to accommodate the employee.
(c) Employee Education/Assistance.
   (1) An educational program on this policy shall be provided by the Authority.
   (2) Employee participation will be required.
   (3) The Authority's Employee Assistance Program—(IMPACT)—provides consultants and resource referral services to employees and their families on concerns regarding infectious diseases.
   (Res. 1989-122. Passed 10-17-89.)

630.07 630.03 RIGHTS OF EMPLOYEES.
   (a) The medical records of all employees shall remain confidential, except where disclosure is mandated by law.
   (b) The identity of any infected employee shall not be revealed to the general public unless otherwise required by law.
   (Res. 1989-122. Passed 10-17-89.)

630.08 PERSONNEL SERVICES.
   This section outlines existing personnel services and provides supplemental information relevant to infectious diseases which include, but are not limited to, AIDS, hepatitis and tuberculosis.
   (a) Employee Education/Assistance. The Office of Small Business and Employment Opportunity (formerly the Affirmative Action Office), in conjunction with other departments, including Training, Medical, Safety, Legal and Personnel, will provide information and training for dealing with infectious diseases in the workplace. The Authority's Employee Assistance Program—(IMPACT)—provides consultation and resource referral services to employees and their families. Employees with infectious diseases or other life-threatening illnesses, as well as employees who have concerns about such illnesses, are encouraged to take advantage of the IMPACT program.
      In responding to employee concerns regarding infectious diseases, IMPACT's staff consults with and makes referrals to other appropriate treatment facilities, including those with which IMPACT is affiliated.
   (b) Fitness for Duty/Accommodation. Employees with handicaps must meet performance standards to maintain their job duties and responsibilities. Available reasonable accommodation will be provided to a handicapped employee if needed. Handicapped employees may continue to work in their current positions as long as they remain able and qualified to safely and regularly perform their job duties.
      Section 504 of the Rehabilitation Act of 1973 requires reasonable accommodation to the known handicaps of an employee or of an otherwise qualified applicant for employment. Reasonable accommodation must be made unless the Authority can demonstrate that the accommodation would impose an undue
hardship on its operations. If no undue hardship would result, the Authority must assign an employee who becomes handicapped and unable to safely perform his or her original duties to an alternative position with comparable pay if a position for which the employee qualifies is available. (Comparable pay does not necessarily mean the same pay received prior to becoming handicapped. It does mean pay comparable to the wages or salary being paid to other employees of similar experience and expertise performing the duties of the new job classification for which the handicapped employee qualifies.)

Each type of handicap or temporary incapacity to perform one's normal duties will require an individual assessment of the person's abilities and the matching of these abilities with available jobs.

To facilitate the Authority's efforts to accommodate the needs of employees who become handicapped (especially if the handicap is of short duration), the department where the employee normally works will seek to utilize him or her in some capacity which is not injurious to the employee, given his or her medical restrictions. This process will include working with the Authority's Personnel Department to determine if the employee's regular job can be modified to accommodate the medical restrictions. If a job cannot be modified and an employee is no longer able to regularly perform his or her normal duties, the employee may be separated from that position.

If the employee's condition does not render him or her totally disabled from all employment, the employee shall be referred to the Personnel Department for placement. The employee will be placed on job search assistance status for six months and provided with assistance in locating another Authority position.

If no accommodation can be made, the employee will be considered ineligible for work and may be separated from the Authority. The employee's file will be documented to show what efforts were made to accommodate the employee's handicap.

(c) Employment/Labor Relations/EEO. In accordance with Federal and State statutes, the Authority does not discriminate on the basis of infectious diseases or other illnesses or conditions considered to be handicaps. Acquired immune deficiency syndrome (AIDS) is among those illnesses regarded as a handicap by the Ohio Civil Rights Commission. Any Authority employee who commits or participates in any action toward other employees or the public that may be construed as a violation of the Authority's nondiscrimination policy will be subject to disciplinary action. Any supervisor who actively or knowingly condones such discriminatory action will also be subject to disciplinary action. Employees involved in a work action or stoppage related to a protected illness will be subject to disciplinary action. Disciplinary action resulting from violations of the Authority's nondiscrimination policy may include suspension, demotion and/or discharge depending on the nature, extent and severity of the infraction.

The Authority maintains an equal employment opportunity staff to investigate charges of discrimination.
(d) Benefits. Hourly employees, in the bargaining unit, are eligible for short term disability benefits, for a maximum of twenty-six weeks, before applying for an unpaid leave of absence.

Salaried employees can use salary continuation days based on the Authority's schedule of permissible salary continuation before applying for an unpaid leave of absence.

If the employee has used up his or her permissible number of salary continuation days, he or she is eligible for short term disability benefits.

Years of Service
0 through 1 year 11 months
2 through 4 years
5 through 9 years
10 through 14 years
15 through 19 years
20 through 24 years 25 years and over

Salary Continuation
One day for each two months of service to maximum of 11 days 11 days
22 days
44 days
66 days
99 days
132 days

An unpaid leave of absence may be granted by the General Manager/Secretary-Treasurer in accordance with approved policies of the Board of Trustees.

While on an unpaid leave of absence, the employee retains all medical and other group insurance coverages until he or she is separated from the Authority.

Upon separation from the Authority, an employee is eligible to pay for continuation of medical, dental and vision coverages, at group premium rates, in accordance with the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA). COBRA rights are not affected by an employee's separation due to a medically verified inability to work.

(e) Pension Benefits. If the employee meets service retirement requirements with the Public Employees Retirement System, he or she may retire at age sixty with five years of service credit, or on a reduced basis with twenty-five years of age fifty-five. With thirty years of service credit an employee may retire at any age, without reductions.
If vested, but ineligible for service retirement, an employee who becomes permanently disabled for the performance of duty before age sixty and has completed sixty months of contributing service is eligible for disability retirement with PERS.

An employee separated from the Authority may choose to withdraw his or her accumulated contributions if not eligible or not desirous of obtaining service or disability retirement benefits.

(Res. 1989-122. Passed 10-17-89.)

630.09 GUIDELINES FOR HANDLING BODY FLUID SPILLS.

(a) This section is intended to give some guidance as to how to handle the situations in which an exposure to AIDS or other blood-borne diseases may be possible. It is a fact that AIDS cannot be easily transmitted and that sexual contact or blood-to-blood contact must occur in order for a person to get infected with the disease. However, in the workplace in situations where contact with body fluids may take place, full precautions are recommended. This makes sense for two reasons: it is not known whether the body fluids spilled may contain the AIDS virus and, secondly, there are other diseases, such as hepatitis, that may be caught from the improper handling of body fluids.

(b) Where body fluids have been spilled, the worker involved in clean-up should follow certain procedures, as recommended by the Centers for Disease Control:

1. Latex or rubber gloves must be worn. Use care to avoid splashing of the material or contact with unprotected areas of the body.
2. Saturate the area with a solution of household bleach, one part bleach to nine parts water. Let it sit on the spill area for three to five minutes.
3. Soak up the spill as much as possible with absorbent material, such as paper towels.
4. Saturate the spill area with cleaning solution; any industrial cleaner or even ordinary household detergent will do. CAUTION: Do not mix cleaning solutions, detergents or bleach together - adverse chemical reactions may result.
5. Soak up the cleaning solution with absorbent materials, such as paper towels.
6. Wash the area again with water.
7. Have a trash bag on hand and immediately dispose of all materials used to clean the area. Normal methods of disposal are adequate.
8. Use care when removing gloves and wash hands thoroughly with soap and water.

(c) Where a collision has occurred and persons have bleeding injuries, there is also potential for exposure. Operators who may be spattered by the blood of injured parties in the event of an accident should also have alcohol wipes available in the vehicle. Supervisors who may be involved in an evacuation of a bus or rail car will be
supplied with disposable gloves.

(d) Extreme caution must be used at an accident scene. There may be broken glass and jagged edges of metal. Supervisors should minimize contact with victims who have bleeding wounds; emergency medical technicians will generally be better protected against exposure in these situations.

(e)(a) All supervisors and employees who may conceivably be exposed to body fluids as described herein should be prepared for that possibility. This means that gloves and other supplies should be on hand and procedures in place so that when the potential for exposure arises, unnecessary risks will not need to be taken. If there are any questions or further information required, see the supervisor or contact the Safety Department. (Res. 1989-122. Passed 10-17-89.)

630.106 30.04 IMPLEMENTATION, PERIODIC REVIEW AND AMENDMENT.

(a) The General Manager, CEO is authorized to issue and make modifications to administrative procedures to implement this policy. In the event of a declared public health emergency, the General Manager, CEO is authorized to take action(s) necessary to protect employees and customers, subject to informing the Board within a reasonable time after such actions are taken.

(b) The General Manager, CEO is authorized to issue and make modifications to the Public Transportation Agency Safety Plan through which the Authority sets forth its safety program for, among other safety related topics, infectious diseases.

(a)(c) This chapter shall be reviewed biannually subject to review and revision by the Board of Trustees every three years to determine that adequate procedures exist which do not conflict with existing personnel procedures and it remains consistent with relevant laws and regulations.

(b)(d) Amendments or revisions to these guidelines may be initiated by the General Manager/Secretary-Treasurer/CEO or by any member of the Board of Trustees. (Res. 1989-122. Passed 10-17-89. Res. 2022-XXX. Passed 12-XX-22.)
The Authority recognizes the impact of infectious diseases, including, but not limited to, Acquired Immune Deficiency Syndrome (AIDS), Methicillin Resistant Staph (MRSA), tuberculosis, and hepatitis. Infectious diseases pose significant legal, medical and social challenges. Consistent with State and Federal laws and requirements, the Authority will make every effort to educate, train and protect employees who may encounter the devastating effect of an infectious disease.

For more information refer to the Exposure Control Plan SOP. (Res. 2001-119. Passed 8-21-01; Res. 2013-95. Passed 9-17-13.)

[REMOVE FROM CODE BOOK AS DUPLICATE OF PP 600.05]
AGENDA

RTA AUDIT, SAFETY COMPLIANCE AND REAL ESTATE COMMITTEE

Tuesday, December 6, 2022

Committee Members: Mayor Paul A. Koomar, Chair
Ms. Karen Gabrielle Moss, Vice Chair
Mr. Terence T. Joyce
Ms. Valerie J. McCall
Mayor David E. Weiss

I. Roll Call

II. Safety Update - Presentation on the 2023 update of the Public Transportation Agency Safety Plan (PTASP).

Presenter(s):
• Steve Peganoff, Director of Safety


Presenter(s):
• Judy Lincoln, Director of Risk Management

IV. Adjourn
To:    Rev. Charles P. Lucas, President and Members, Board of Trustees

From:  India L. Birdsong Terry
        General Manager, Chief Executive Officer

Date:  December 1, 2022

Subject:  2023 Public Transportation Agency Safety Plan

At the December 6, 2022 Audit, Safety Compliance, and Real Estate Committee meeting, Director of Safety, Steven Peganoff, will provide a presentation on the Public Transportation Agency Safety Plan for 2023.

Please call me if you have any questions or require additional information prior to Tuesday's meeting.

Attachments:  2023 Public Transportation Agency Safety Plan, 2023 PTASP Change Log

IBT/SP
To: Rev. Charles P. Lucas, President and Members, Board of Trustees

From: India L. Birdsong Terry
General Manager, Chief Executive Officer

Date: December 1, 2022

Subject: Property Insurance and Cyber Liability Insurance

At the December 6, 2022, Audit, Safety Compliance and Real Estate Committee meeting, Judy Lincoln, Director of Risk Management, will provide a presentation on GCRTA’s Property Insurance policy renewal and Cyber Liability Insurance policy renewal.

Please call me if you have any questions or require additional information prior to Tuesday’s meeting.

IBT/JLL
AGENDA

RTA ORGANIZATIONAL, SERVICES & PERFORMANCE MONITORING COMMITTEE

Tuesday, December 6, 2022

Committee Members: Mayor Anthony D. Biasiotta, Chair
Ms. Karen Gabriel Moss, Vice Chair
Mayor David E. Weiss
Ms. Lauren R. Welch

I. Roll Call

II. RFP Procurement – A presentation of a competitive negotiated procurement to provide the Authority with off-site medical examinations and specimen collections services.

Presenter(s):
- Scott Ferraro, Sr. Director – Labor and Employee Relations - Compliance
- Nikki Ponder, Contract Administrator

III. Performance Management Services – A presentation on a negotiated procurement for a consultant to provide performance management services.

Presenter(s):
- India L. Birdsong Terry, General Manager, Chief Executive Officer
- Ashley Bober – Contract Administrator

IV. Adjourn
To: Rev. Charles P. Lucas, President and Members, Board of Trustees

From: India L. Birdsong Terry
      General Manager, Chief Executive Officer

Date: December 1, 2022

Subject: Summary of Proposed Award – Off-site Occupational Medical Services

This is a RFP procurement to select qualified firm to provide the Authority with off-site medical services and specimen collection for a period of three years with two, one-year options for renewal.

At the December 6, 2022, Organizational, Services & Performance Monitoring Committee meeting, we will make a presentation of the procurement process and staff recommendation for contract award. Attached is the summary for this contract award. We will be requesting that the Organizational, Services & Performance Monitoring Committee recommend the award of this contract at the December 20, 2022 meeting of the Board of Trustees.

Please call me if you have any questions or require additional information prior to Tuesday's meeting.

IBT/MD
Attachment
To: Rev. Charles P. Lucas, President and Members, Board of Trustees

From: India L. Birdsong Terry  
General Manager, Chief Executive Officer

Date: December 1, 2022

Subject: Summary of Proposed Award – Performance Management Services

This is a procurement that will allow a qualified firm to continue to provide the Authority with quarterly initiative development and performance management implementation services for a period of one year, with an option for a one-year renewal.

At the December 6, 2022, Organizational, Services & Performance Monitoring Committee meeting, we will make a presentation of the procurement process and staff recommendation for contract award. Attached is the summary for this contract award. We will be requesting that the Organizational, Services & Performance Monitoring Committee recommend the award of this contract at the December 20, 2022 meeting of the Board of Trustees.

Please call me if you have any questions or require additional information prior to Tuesday's meeting.

IBT/MD
Attachment
SUMMARY OF PROPOSED AWARD
Performance Management Services

PROJECT OVERVIEW:

The Greater Cleveland Regional Transit Authority is seeking a qualified firm to provide quarterly initiative development and performance management implementation. Since the Authority established organizational success outcomes and performance scorecards in 2020, 2021, and 2022, those results must be managed to create a culture of continuous improvement.

PROCUREMENT OVERVIEW:

On December 31, 2019, TransPro Consulting was awarded a contract to provide strategic engagement services to the Authority. Through engagement with the Executive Management Team and the Board of Trustees, TransPro Consulting guided the revision of the Authority’s mission and vision. During this extensive process, TransPro Consulting and the Executive Management Team defined and aligned success outcomes that would serve as the Authority’s framework for measuring success. Once these clear outcomes were established, the Authority engaged TransPro to assist in the development of Division-level scorecards for continuous performance measurement.

With the Divisional targets established, which supported the Authority’s success outcomes and mission and vision, it was necessary to establish performance management and monitoring of those targets/outcomes. On July 27, 2021, the Board of Trustees, via Resolution No. 2021-073, awarded a contract to TransPro Consulting to provide performance management services. This contract functioned as a foundation for organizational efforts and staff performance goals by redefining key performance indicators, customer satisfaction outputs, communication strategies, and overall agency administration oversight.

TransPro Consulting has been instrumental in establishing the Authority’s organizational and divisional goals. Their expertise in developing these plans for transit agencies and for the Authority, and creating opportunities for successful outcomes, makes them uniquely qualified to continue the implementation of the Authority’s performance management plans. This includes, but is not limited to, the continued creation of divisional scorecards and reporting templates, initiative development and implementation, integration of data metrics, and oversight of the integration of success outcomes, metrics, and departmental goals into the Authority’s staff annual performance evaluation plans. Due to these reasons, this project is deemed a sole source procurement and is exempt from competitive bidding as authorized under 306.43H(6) of the Ohio Revised Code.

Section 306.43 (H)(6) of the Ohio Revised Code states that a sole source procurement is authorized when a "purchase substantially involves services of a personal, professional, highly technical, or scientific nature, including but not limited to the services of an attorney, physician surveyor, appraiser, investigator, court reported, adjuster, consultant, or licensed broker or involves the special skills or proprietary knowledge required for the servicing of specialized equipment owned by the regional transit authority".
TransPro Consulting is uniquely qualified to continue the support and growth of the Authority’s performance initiatives. They have established a national model of transportation metrics and peer benchmarking that can be leveraged to compare the Authority’s performance on a national scale. TransPro Consulting’s technical assistance, professional guidance, and extensive transportation knowledge and experience is necessary for continuous performance management.

The Procurement Department requested a proposal from TransPro Consulting on November 18, 2022. A proposal was received from TransPro Consulting on November 28, 2022. The proposal was reviewed by representatives from Executive and Procurement, and after negotiations, deemed advantageous, fair, and reasonable to the Authority.

**RECOMMENDATION**

TransPro Consulting, located in Spring Hill, Florida, is a public-sector focused management-consulting firm that specializes in the public transportation industry. The firm is comprised of experienced transit professionals who are industry leaders in performance management and results-driven solutions.

The strengths of TransPro Consulting include:
- Significant knowledge and experience in the public transportation industry
- Qualified project managers and management team
- Experience working with transit systems throughout the world
- Thorough understanding of the Authority’s needs and expectations
- Successful performance on Authority contracts

The DBE Goal for this contract was set at 0% by the Office of Business Development.

**CLIENT BASE**

Recent clients of TransPro Consulting include: the Authority, Capital Metropolitan Transportation Authority, Charlotte Area Transit System, Hillsborough Area Regional Transit Authority, Kansas City Area Transportation Authority, Memphis Area Transit Authority, and the Regional Transportation Commission of Southern Nevada.

A resolution will request authorization to issue a contract to TransPro Consulting to provide Performance Management Services in an amount not to exceed $183,072.00 for a one-year period, and in an amount not to exceed $186,764.00 for one, one-year option, for a total contract amount not to exceed $369,836.00.
AGENDA

RTA OPERATIONAL PLANNING & INFRASTRUCTURE COMMITTEE

Tuesday, December 6, 2022

Committee Members: Ms. Lauren R. Welch, Chair
Ms. Karen Gabriel Moss, Vice Chair
Mr. Terence P. Joyce
Ms. Luz N. Pellot

I. Roll Call

II. RFP Procurement – A presentation of a competitive negotiated procurement for an On-Board Origin Destination Passenger Survey.

Presenters:
- Maribeth Feke, Director – Planning & Programming
- Ashley Bober – Contract Administrator

III. RFP Procurement – A presentation of a competitive negotiated procurement for a qualified firm to provide design services, including construction cost estimates for the Central Rail Service Building Mezzanine.

Presenters:
- Michael Capek – Engineering Project Manager - Facilities
- Jenn Martin – Contract Administrator

IV. Budget Presentation - Proposed FY 2023 Operating Budget and proposed amendment to FY 2023 Capital Improvement Plan.

Presenter:
- Kay Sutula, Director - Office of Management and Budget

V. Second Public Hearing - Proposed FY 2023 Operating Budget

Presenter:
- Kay Sutula, Director - Office of Management and Budget

VI. Adjourn
To: Rev. Charles P. Lucas, President and Members, Board of Trustees

From: India L. Birdsong Terry
General Manager, Chief Executive Officer

Date: December 1, 2022

Subject: On-Board Origin-Destination Survey

At the December 6, 2022 Operational Planning and Infrastructure Committee meeting, a presentation will be made by GCRTA Procurement and Planning Staff on a proposed contract award for an GCRTA System On-Board Origin-Destination Survey. The purpose of this survey is to provide direct data on GCRTA ridership patterns, origins and destinations. This survey is done every ten years providing a wealth of direct data used for FTA reporting, grant applications, service analysis, and marketing.

The Summary of Proposed Award is attached.

The Committee will be asked to recommend a contract award for this project to the full Board of Trustees at their December 20, 2022 meeting.

Please call me if you have any questions or require additional information prior to Tuesday's meeting.

IBT/MBF

Attachment
To: Rev. Charles P. Lucas, President and Members, Board of Trustees

From: India L. Birdsong Terry
General Manager, Chief Executive Officer

Date: December 1, 2022

Subject: Central Rail Maintenance Building Mezzanine Expansion
Discussion of Architect/Engineer Design Services recommendation

At the December 6, 2022, Operational Planning & Infrastructure Committee meeting, staff will present a Summary of Award recommendation for the design of the Central Rail Maintenance Building Mezzanine Expansion. The mezzanine is being expanded to accommodate additional space requirements for central rail employees.

The design services include structural, architectural, mechanical, and electrical design, code compliance, and construction administration support services.

The Summary of Proposed Award is attached.

Staff will request that the Operational Planning and Infrastructure Committee recommend award of the construction contract to the full Board for approval at the December 20, 2022 Board meeting.

Please call me if you have any questions or require additional information prior to Tuesday's meeting.

IBT:mjs

Attachment
To: Rev. Charles P. Lucas, President and Members, Board of Trustees

From: India L. Birdsong Terry
General Manager, Chief Executive Officer

Date: December 1, 2022

Subject: Proposed Fiscal Year (FY) 2023 Budget Development and proposed Amended FY 2023 Capital Improvement Plan

At the December 6, 2022 Operational Planning & Infrastructure Committee meeting, staff will again present the proposed FY 2023 Budget. The projected 2022 year-end balance of $49.0 million represents a 2.2-month reserve. This is largely due to the funding received through the American Rescue Plan Act (ARP) that paid for operations resulting in savings from not having to use funding that traditionally paid for operations.

The proposed FY 2023 Budget includes total revenues of $299.9 million. With a beginning balance of $49.0 million, total resources are $348.9 million. The two largest sources of revenue are Sales & Use Tax and Passenger Fares estimated at $259.0 million and $24.7 million, respectively.

Operating expenses are budgeted at $282.4 million, which includes funding for 14 new positions and wages increases, which are largely contractual through the FOP and ATU. Transfers to other funds total $41.9 million, which includes an 11% transfer for the Capital Improvement Program. With total expenditures of $324.3 million against total resources of $348.9 million, the available ending balance is budgeted at $24.6 million, or a 1.0-month reserve.

Staff is also presenting a proposed increase to the FY 2023 Capital Improvement Plan for the Tower City East Portal project by $6.7 million. The project design was originally budgeted in the 2018-2020 Capital Improvement Plan. The current budget appropriation for the project is $12.4 million. Due to inflation and supply chain issues, the project estimate has increased to $19.1 million, a $6.7 million increase.

Please call me if you have any questions or require additional information prior to Tuesday's meeting.

IBT/kms
To: India Birdsong Terry, General Manager, CEO

From: Rajan D. Gautam, Deputy General Manager, Finance-Secretary Treasurer

Subject: Public Notices for Public Hearings – FY 2023 Budget - Amended

Date: October 3, 2022

Notice is hereby given that a public hearing on the FY 2023 Operating and Capital Budgets of the Greater Cleveland Regional Transit Authority will be held at 9:00 A.M. Eastern Daylight Time on Tuesday, November 15, 2022. A second public hearing will be held at 9:00 A.M. Eastern Daylight Time on Tuesday, December 6, 2022. Both public hearings will be held in the Board Room of the Authority, 1st Floor, Main Office Building, 1240 West Sixth Street, Cleveland, Ohio.

A copy of the proposed budget is on file in the Office of Management and Budget of the Greater Cleveland Regional Transit Authority, 4th Floor, 1240 West Sixth St., Cleveland, OH, and available for public inspection. Public comments for the Public Hearings can be made in person at the meeting, via phone during the Public Hearing (440-276-4600), or via email (public-comment@acrtta.org). India Birdsong Terry, General Manager, Chief Executive Officer, Greater Cleveland Regional Transit Authority

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