

RESOLUTION NO. 1976- 271

ESTABLISHING A PERFORMANCE AND SALARY  
REVIEW PROGRAM FOR THE GREATER CLEVELAND  
REGIONAL TRANSIT AUTHORITY AND  
AMENDING THE MERIT SYSTEM RULES

WHEREAS, the Board of Trustees of the Greater Cleveland Regional Transit Authority recognizes the importance and necessity of a reasonable and effective Performance and Salary Review Program for executive employees of the Greater Cleveland Regional Transit Authority; and

WHEREAS, the effectiveness of such a program is directly related to the incentive for improved performance of duties and acceptance of responsibilities by those persons covered by the program; and

WHEREAS, the Performance and Salary Review Program should be consistent with the fiscal integrity of the Authority and be appropriately related to the compensation levels of the general pay program of the Authority;

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

Section 1. That a Performance and Salary Review Program be and it is hereby established for those persons in Grades 9 and 10 and for those persons in the Unclassified Service of the Authority.

Section 2. That salaries of those persons covered by this plan shall be reviewed and adjusted annually.

Section 3. That such adjustment shall be made at the discretion of the General Manager based on a job performance evaluation determined for each individual subject to the plan.

Section 4. That the General Manager be and he is hereby authorized to grant increases under this program ranging from "Zero" to a maximum of one and one-half times the total "across the board" percentage wage increases approved by the Board of Trustees beginning August 1, 1976. In addition, each subsequent adjustment shall be based upon the total of the percentage "across the board" adjustments approved by the Board of Trustees during the year being reviewed.

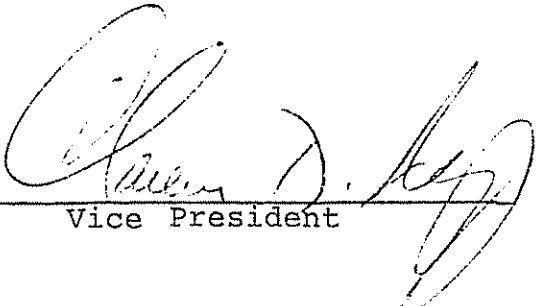
Section 5. A person covered by this program shall have the right to review the job performance evaluation and shall have those rights provided under Rule 15 of the Merit System Rules (Appeals).

Section 6. That the Merit System Rules be and they are hereby amended to reflect the institution of this program as follows:

Rule 3.2 and Rule 3.3 Delete all reference to "Grade 9".  
Insert "Grade 8" where "9" is found.

Section 7. That this resolution is effective immediately upon its adoption.

Adopted: August 24, 1976

  
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Vice President

Attest:   
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Secretary-Treasurer