

RESOLUTION NO. 1995 - 48

AUTHORIZING AN ADJUSTMENT IN THE GREATER CLEVELAND
REGIONAL TRANSIT AUTHORITY'S MANAGEMENT SALARY
STRUCTURE FOR GRADES 7-19 AND ESTABLISHING A SALARY
STRUCTURE FOR NON-EXEMPT/NON-BARGAINING EMPLOYEES

WHEREAS, the Board of Trustees adopted a Compensation Plan by Resolution No. 1989-109 on July 18, 1989;

WHEREAS, the Compensation Plan provides that management will make recommendations annually to the Board of Trustees to adjust the salary range structure for Grades 7-19 for the following calendar year;

WHEREAS, a consultant was retained to conduct a compensation study to determine whether the GCRTA's salaries are competitive with similar positions in the marketplace;

WHEREAS, the results of the study have specific recommendations for bringing the GCRTA salaries up to a competitive level;

WHEREAS, the consultant has recommended that a salary schedule for non-exempt/non-bargaining employees be established; and

WHEREAS, staff has recommended that the GCRTA Management Salary Range Structure midpoints, as adopted by Resolution 1994-49 on March 15, 1994, be increased by an average of 9.5%.

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

Section 1. That the GCRTA Management Salary Range Structure for Grades 7-19, as set forth in Attachment A and the non-exempt/non-bargaining schedule as set forth in Attachment B, a copy of which is attached and fully incorporated as if written herein, is hereby adopted and approved effective January 1, 1995, and that the merit matrix recommended by the consultant be implemented effective January 1, 1995.

Section 2. That this Resolution shall be effective immediately upon its adoption.

Attachments: A. 1995 PROPOSED MANAGEMENT SALARY STRUCTURE
B. 1995 PROPOSED NONEXEMPT/NONBARGAINING SALARY STRUCTURE

Adopted: March 21, 1995

Attest: Ronald J. Ide
General Manager/Secretary-Treasurer

B. J. K.
President

1995 PROPOSED MANAGEMENT SALARY STRUCTURE

GRADE	MINIMUM	MIDPOINT	MAXIMUM
7	\$26,900	\$34,980	\$43,060
8	\$28,915	\$37,600	\$46,285
9	\$31,080	\$40,420	\$49,760
10	\$33,415	\$43,450	\$53,485
11	\$35,920	\$46,710	\$57,500
12	\$38,610	\$50,120	\$61,810
13	\$41,510	\$53,980	\$66,450
14	\$44,625	\$58,030	\$71,435
15	\$47,970	\$62,380	\$76,790
16	\$51,570	\$67,060	\$82,550
17	\$55,400	\$72,090	\$88,740
18	\$59,600	\$77,500	\$95,400
19	\$64,075	\$83,320	\$102,565

MARCH 2, 1995