

RESOLUTION NO. 1996- 23

AUTHORIZING A REVISION TO THE GREATER CLEVELAND
REGIONAL TRANSIT AUTHORITY'S MANAGEMENT SALARY
STRUCTURE

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 salary ranges covering all non-bargaining employees for the calendar year;

WHEREAS, a consultant was retained to conduct a comprehensive Compensation Study which is now complete;

WHEREAS, the results of the study include a recommendation to establish a revised salary range structure to ensure and maintain desired market competitiveness; and

WHEREAS, the recommended Management Salary Range for 1996 reflects an increase to the GCRTA Management Salary Range midpoints, as adopted by Resolution 1994-49 on March 15, 1994, by an average 4%.

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

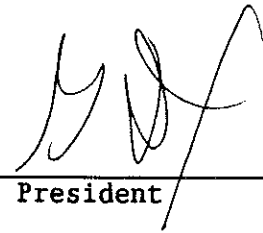
Section 1. That the GCRTA Management Salary Ranges, as set forth in Attachment A, a copy of which is attached and fully incorporated as if written herein, is hereby adopted and approved effective January 1, 1996.

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

ATTACHMENTS: PROPOSED MANAGEMENT SALARY RANGES

Adopted: February 20, 1996

Attest: 
General Manager/Sec.-Treas.



President

ATTACHMENT A

Recommended 1996 Pay Ranges

<u>Pay Grade</u>	<u>Range Minimum</u>	<u>Range Midpoint</u>	<u>Range Maximum</u>
31	\$65,396	\$86,650	\$107,904
30	56,585	74,975	93,365
29	48,962	64,875	80,365
28	42,385	56,160	69,935
27	38,566	51,100	63,634
26	35,057	46,450	57,843
25	31,872	42,230	52,588
24	29,509	39,100	48,691
23	23,683	31,380	39,077
22s*	21,415	28,375	35,335
22	18,951	25,110	31,269
21	15,072	19,970	24,868

* to be used for Grade 22 secretarial positions

The logo consists of the letters 'RVA' in a bold, stylized, sans-serif font. The letters are black and set against a white background. The 'R' and 'V' are connected at the top, and the 'A' is positioned to the right of the 'V'.