

RESOLUTION NO. 2002- 97

AUTHORIZING A REVISION TO THE GREATER CLEVELAND  
REGIONAL TRANSIT AUTHORITY'S SALARY STRUCTURE FOR  
MANAGEMENT AND NON-BARGAINING EMPLOYEES

WHEREAS, the Board of Trustees adopted a Compensation Plan by Resolution No. 1989-109 on July 19, 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, the results of a study conducted in 1994 included a recommendation to establish and keep a revised salary range structure annually so as to maintain desired market competitiveness; and

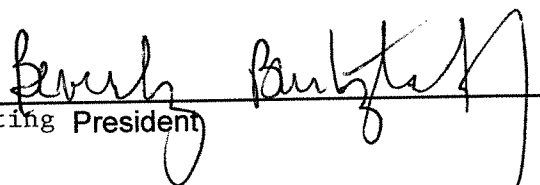
WHEREAS, the recommended Management and Non-Bargaining Salary Structure for 2002 reflects an increase of 3.0% to the current management and non-Bargaining Salary Structure, as adopted by Resolution 2000-180 on December 19, 2000. In addition, the recommended structure contains a new salary grade coded as DGM 99.

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 and Non-Bargaining Salary Structure, 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 July 1, 2002.

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

Attachment A: Proposed 2002 Management and Non-Bargaining Salary Structure

Adopted: May 21, 2002   
Acting President

Attest:   
CEO/General Manager/Secretary-Treasurer

<b>July 1, 2002</b>			
<b>2002 MANAGEMENT AND NON-BARGAINING SALARY STRUCTURE</b>			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
DGM99	\$ 91,516	\$ 121,259	\$ 151,002
31	\$ 77,557	\$ 102,762	\$ 127,968
30	\$ 67,107	\$ 88,916	\$ 110,726
29	\$ 58,067	\$ 76,938	\$ 95,810
28	\$ 50,266	\$ 66,603	\$ 82,939
27	\$ 45,737	\$ 60,602	\$ 75,467
26	\$ 41,575	\$ 55,087	\$ 68,599
25	\$ 37,798	\$ 50,083	\$ 62,367
24	\$ 34,997	\$ 46,371	\$ 57,745
23	\$ 28,087	\$ 37,215	\$ 46,343
22	\$ 23,642	\$ 31,326	\$ 39,010
21	\$ 17,874	\$ 23,683	\$ 29,493

Human Resources & Business Development Division



Greater Cleveland Regional Transit Authority  
**STAFF SUMMARY AND COMMENTS**

V-3

TITLE/DESCRIPTION:  AUTHORIZING A REVISION TO THE SALARY STRUCTURE FOR MANAGEMENT AND NON-BARGAINING EMPLOYEES	Resolution No.: 2002 - 97
	Date: May 16, 2002
	Initiator: Human Resources & Business Development
ACTION REQUEST: <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____	

1.0 PURPOSE/SCOPE: This is an annual routine action to revise the salary structure covering management and non-bargaining employees for calendar year 2002.

DESCRIPTION/JUSTIFICATION: The Compensation Plan for non-bargaining employees, which was implemented in 1989, requires that an annual review of survey data be conducted and salary ranges adjusted to reflect market rates. This supports the Authority's efforts to attract and retain competent staff, and to be competitive with other transit agencies as well as comparable public and private employers. The salary ranges have been periodically adjusted since 1990.

In 1994, a consultant was retained to conduct a comprehensive Compensation Study. As advised by the consultant, the salary ranges have been adjusted annually to align them more closely with market rates. Data from the American Compensation Association, Compensation Resources, and William M. Mercer, Inc. with respect to comparable organizations indicate that the anticipated average structure adjustment for 2002 will be about 3.15%. In order to maintain the desired market competitiveness, it is necessary to adjust the current salary structure by 3.0%. In addition, the revised salary structure includes a new salary grade coded as DGM 99.

2.0 PROCUREMENT BACKGROUND: Does not apply.

3.0 POLICY IMPACT: This action will ensure that the Management and Non-Bargaining Salary Structure is based on market value and will continue to be competitive so that the Authority can attract and retain highly qualified employees.

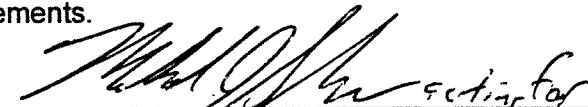
4.0 ECONOMIC IMPACT: The revised structure is consistent with the 2002 budget adopted by the Board.

5.0 ALTERNATIVES: Not authorizing this action. The salary structure for management and non-bargaining employees would remain at its current level, failing to keep pace with market value and, therefore, not maintaining the integrity of the system in accordance with the compensation philosophy adopted by the Board.

6.0 ATTACHMENT B: 2001 Management and Non-Bargaining Salary Structure

7.0 RECOMMENDATION: It is recommended that the Board of Trustees authorize the revise Management and Non-Bargaining Salary Structure, effective July 1, 2002.

Recommended and certified as appropriate to the availability of funds, legal form and conformance with the Procurement requirements.

  
\_\_\_\_\_  
JOSEPH A. CALABRESE

