

RESOLUTION NO. 2004-62

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

WHEREAS, the Board of Trustees approved a Compensation Plan pursuant to Resolution No. 1989-109 adopted on July 19, 1989; and

WHEREAS, the Compensation Plan provides that management will make recommendations annually to the Board of Trustees to adjust salary ranges covering all management and non-bargaining employees for the calendar year; and

WHEREAS, the results of a study conducted in 1994 included a recommendation to establish a revised salary range structure annually so as to maintain desired market competitiveness; and

WHEREAS, the recommended Management and Non-Bargaining Salary Structure for 2004 reflects an increase of 2.8% to the current Management and Non-Bargaining Salary Structure, as adopted by Resolution No. 2002-97 on May 21, 2002.

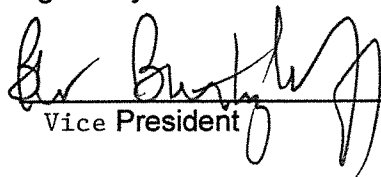
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That the Greater Cleveland Regional Transit Authority's 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 April 1, 2004.

Section 2. That this resolution shall become effectively immediately upon its adoption.

Attachment A: 2004 Management and Non-Bargaining Salary Structure.

Adopted: April 20, 2004



Vice President

Attest: 

CEO, General Manager/Secretary -Treasurer

2004 MANAGEMENT AND NON-BARGAINING SALARY STRUCTURE

Effective April 1, 2004

Grade	Minimum	Midpoint	Maximum
DGM99	\$ 94,078	\$ 124,654	\$ 155,230
31	\$ 79,728	\$ 105,639	\$ 131,550
30	\$ 68,986	\$ 91,406	\$ 113,826
29	\$ 59,693	\$ 79,093	\$ 98,493
28	\$ 51,674	\$ 68,468	\$ 85,262
27	\$ 47,018	\$ 62,299	\$ 77,580
26	\$ 42,740	\$ 56,630	\$ 70,520
25	\$ 38,857	\$ 51,485	\$ 64,113
24	\$ 35,977	\$ 47,669	\$ 59,361
23	\$ 28,873	\$ 38,257	\$ 47,641
22	\$ 24,304	\$ 32,203	\$ 40,102
21	\$ 18,375	\$ 24,347	\$ 30,319

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2002 MANAGEMENT AND NON-BARGAINING SALARY STRUCTURE

July 1, 2002

Grade	Minimum	Midpoint	Maximum
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



Greater Cleveland Regional Transit Authority
STAFF SUMMARY AND COMMENTS

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TITLE/DESCRIPTION: AUTHORIZING A REVISION TO THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY'S SALARY STRUCTURE FOR MANAGEMENT AND NON-BARGAINING EMPLOYEES	Resolution No.: 2004-62
	Date: March 11, 2004
	Initiator: Human Resources & Business Development Division
ACTION REQUEST: <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other	

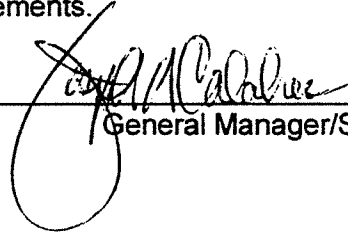
- 1.0 **PURPOSE/SCOPE:** This is a routine action to revise the salary structure covering management and non-bargaining employees.
- 2.0 **DESCRIPTION/JUSTIFICATION:** The Compensation Plan for non-bargaining employees, which was implemented in 1989, requires that an annual review of survey data be conducted 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 to other 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 periodically to align them more closely with market rates. Based on data from the World at Work (formerly American Compensation Association); Hewitt and Associates; William M. Mercer, Inc.; and the Conference Board covering organizations comparable to the Authority and a subsequent analysis of the data by the Human Resources staff, it is recommended that the current salary structure be adjusted by 2.8% in order to maintain the desired market competitiveness. The revised salary structure will be effective April 1, 2004.
- 3.0 **PROCUREMENT BACKGROUND:** Does not apply.
- 4.0 **DBE/AFFIRMATIVE ACTION BACKGROUND:** Does not apply.
- 5.0 **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 high qualified employees.
- 6.0 **ECONOMIC IMPACT:** The revised structure is consistent with the 2004 budget adopted by the Board.
- 7.0 **ALTERNATIVES:** Not authorize 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.

8.0 RECOMMENDATION: It is recommended that the Board of Trustees authorize the revised Management and Non-Bargaining Salary Structure effective April 1, 2004.

9.0 ATTACHMENT: 2002 Management and Non-Bargaining Employees Salary Structure

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



General Manager/Secretary-Treasurer