

RESOLUTION NO. 2021-106

AUTHORIZING CONTRACT NO. 2021-071 WITH THE SEGAL COMPANY (MIDWEST), INC. DBA SEGAL TO PROVIDE A COMPENSATION STUDY FOR A TOTAL CONTRACT AMOUNT NTE \$170,000.00 (GENERAL FUND, HUMAN RESOURCES DEPARTMENT BUDGET)

WHEREAS, the Greater Cleveland Regional Transit Authority requires a qualified firm to provide a comprehensive compensation study; and

WHEREAS, the proposal of The Segal Company (Midwest), Inc. dba Segal with an office located at 333 West 34th Street, New York, New York 10001, for providing a compensation study in an amount not to exceed \$170,000.00 was received on July 9, 2021; and

WHEREAS, the General Manager, Chief Executive Officer, deems the offer of The Segal Company (Midwest), Inc. dba Segal, as negotiated, to provide a comprehensive compensation study, to be in the best interest of the Authority and recommends acceptance thereof by the Board of Trustees.

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

Section 1. That the offer from The Segal Company (Midwest), Inc. dba Segal to provide a comprehensive compensation study, as modified by negotiations, be and the same is hereby accepted.

Section 2. That the General Manager, Chief Executive Officer of the Authority be and she is hereby authorized to enter into a contract with The Segal Company (Midwest), Inc. dba Segal to provide a comprehensive compensation study.

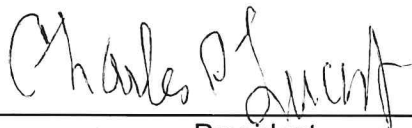
Section 3. That said contract shall be payable from the General Fund, Human Resources Department budget, for a total contract amount not to exceed \$170,000.00.

Section 4. That said contract shall be binding upon and an obligation of the Authority contingent upon future funding, compliance by the contractor to the Specifications and Addenda, if any; the Affirmative Action Plan adopted by the Board of Trustees; bonding and insurance requirements and all applicable laws relating to contractual obligations of the Authority.

Section 5. That the Greater Cleveland Regional Transit Authority's Board of Trustees expects that The Segal Company (Midwest), Inc. dba Segal, will attempt to exceed the 0% minimum DBE goal assigned to this procurement.

Section 6. That this resolution shall become effective immediately upon its adoption.

Adopted: December 21, 2021



President

Attest: 

Secretary-Treasurer



TITLE/DESCRIPTION: CONTRACT: COMPENSATION STUDY	Resolution No.: 2021-106
VENDOR: THE SEGAL COMPANY (MIDWEST), INC. DBA SEGAL	Date: December 16, 2021
AMOUNT: NTE \$170,000.00	Initiator: Human Resources
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 action will allow the Authority to enter into a contract to provide a comprehensive compensation study.

2.0 DESCRIPTION/JUSTIFICATION: Approximately 320 of the Authority's 2,200 employees are categorized as non-bargaining in various management, professional, technical and administrative positions. Positions are graded on a point-factor system that was originally designed and implemented in 1995. This system has not been reviewed since its inception, leading to an outdated compensation structure and lack of attention to special market challenges, such as technical or other high demand positions. The salary ranges have been updated only sporadically over the past several years due to budget constraints, leading to limited salary growth for existing employees and inability to attract new talent.

3.0 PROCUREMENT BACKGROUND: The Request for Proposals (RFP) was posted on the GCRTA Procurement web site on May 24, 2021 and advertised in the local newspapers. Notifications were sent to four potential proposers. Nineteen interested parties downloaded the solicitation and two proposals were received on July 9, 2021.

After evaluation by a panel of Authority employees in accordance with established Procurement Department policies and procedures, the proposal of The Segal Company (Midwest), Inc. dba Segal to provide a comprehensive compensation study in a negotiated amount not to exceed \$170,000.00, was determined to be the most advantageous to the Authority, price and all other factors considered.

A cost analysis was performed and the Procurement Department has determined that the price is fair and reasonable to the Authority.

4.0 AFFIRMATIVE ACTION/DBE BACKGROUND: All Affirmative Action requirements have been met. A 0% DBE goal was established for this procurement due to the lack of certified DBE firms.

5.0 POLICY IMPACT: Does not apply.

6.0 ECONOMIC IMPACT: This procurement shall be funded through the General Fund, Human Resources Department budget, in a total amount not to exceed \$170,000.00.

7.0 ALTERNATIVES: Reject this offer. Rejection of this offer would prevent or delay the Authority from updating its compensation and salary administration for non-bargaining employees.

- 8.0 RECOMMENDATION: This procurement was discussed at the December 7, 2021 Organizational, Services & Performance Monitoring Committee meeting. It is recommended that the offer of The Segal Company (Midwest), Inc. dba Segal be accepted and the resolution passed authorizing the General Manager, Chief Executive Officer to enter into a contract.
- 9.0 ATTACHMENTS: None.

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



General Manager, Chief Executive Officer