

RESOLUTION NO. 2022-112

APPROVING THE GREATER CLEVELAND REGIONAL TRANSIT  
AUTHORITY'S FISCAL YEAR 2023 SALARY STRUCTURE FOR NON-  
BARGAINING EMPLOYEES

WHEREAS, under Article IV, Section 2 of the Bylaws, the Board of Trustees of the Greater Cleveland Regional Transit Authority ("Authority") is responsible for establishing a salary structure for non-bargaining employees for the upcoming fiscal year as part of operating this public transportation system; and

WHEREAS, on December 21, 2021, the Board of Trustees ("Board") approved Resolution No. 2021-106 authorizing a contract with Segal, Inc., to conduct a comprehensive compensation study of the Authority's non-bargaining salary structure; and

WHEREAS, approximately 331 of the Authority's 2,200 employees are categorized as non-bargaining in various management, professional, technical, and administrative positions; and

WHEREAS, those non-bargaining positions are graded on a point-factor system that was originally designed and implemented in 1995; and

WHEREAS, in April 2022, Segal, Inc. initiated the compensation study project with employee communication sessions to provide employees with an overview of the compensation study goals, objectives, and timeline; and

WHEREAS, Segal, Inc. discussed the status of its work, analyses, overall findings and proposed paygrade structure for non-bargaining employees with the Authority's executive leadership team during executive sessions by the Board's Compensation Committee on November 10, 2022, and Committee of the Whole on December 6, 2022; and

WHEREAS, to meet the Authority's budgetary objectives and requirements and, as a deliverable of the compensation study, a salary structure for non-bargaining employees was developed for the fiscal year beginning January 1, 2023 and ending December 31, 2023.

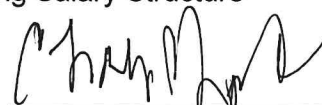
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That the Authority's proposed FY2023 Non-Bargaining Salary Structure be approved for the period of January 1, 2023, through December 31, 2023 ("Fiscal Year 2023"), as indicated below.

Section 2. That this resolution shall become effective immediately.

Attachment 1 – GCRTA FY2023 Non-Bargaining Salary Structure

Adopted: December 20, 2022

  
\_\_\_\_\_  
President

Attest:   
\_\_\_\_\_  
Secretary-Treasurer

## 2023 Non-bargaining Salary Structure

### Grade

	Min	Mid	Max
116	\$131,701.39	\$164,626.74	\$204,137.16
115	\$118,864.07	\$148,580.09	\$184,239.31
114	\$107,472.04	\$134,340.05	\$166,581.66
113	\$97,347.86	\$121,684.82	\$150,889.18
112	\$88,337.44	\$110,421.80	\$136,923.03
111	\$80,306.76	\$100,383.46	\$124,475.48
110	\$73,139.13	\$91,423.91	\$113,365.65
109	\$66,732.78	\$83,415.98	\$103,435.81
108	\$60,998.89	\$76,248.61	\$94,548.27
107	\$55,859.79	\$69,824.73	\$86,582.67
106	\$51,247.51	\$64,059.39	\$79,433.64
105	\$47,102.49	\$58,878.11	\$73,008.86
104	\$43,372.46	\$54,215.57	\$67,227.31
103	\$40,011.49	\$50,014.37	\$62,017.82
102	\$36,979.20	\$46,224.00	\$57,317.76
101	\$34,240.00	\$42,800.00	\$53,072.00



TITLE/DESCRIPTION:  APPROVING THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY'S FY2023 NON-BARGAINING SALARY STRUCTURE	Resolution No.: 2022-112
	Date: December 19, 2022
	Initiator: Human Resources 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 action will allow the Authority to implement a proposed salary structure for non-bargaining employees. This proposed FY2023 GCRTA Non-Bargaining Salary Structure is a deliverable from the Authority's comprehensive compensation study performed by Segal, Inc.

2.0 DESCRIPTION/JUSTIFICATION: On December 21, 2021, the Board of Trustees approved Resolution No. 2021-106 to contract with Segal, Inc. to conduct a comprehensive compensation study for the Authority's non-bargaining employees. Approximately 331 of 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.

In April 2022, Segal, Inc. initiated the compensation study project with employee communication sessions to provide an overview of the compensation study goals, objectives, and timeline. Segal's methodology and steps taken to complete the classification and salary structure included:

- Project Initiation (Communication sessions with employees and stakeholders on goals, objectives, and timeline for the compensation study).
- Classification Analysis (Job Description Questionnaire completion by employees and supervisors and follow-up conversations with supervisors to confirm essential functions and requirements, Job Analysis, Job Evaluation, development of Classification Structure).
- Market Assessment: Salary survey of public and private sector markets. Validation of markets and determining benchmark job, collection and analysis of total compensation data, and preparation/delivery of survey findings.
- Recommendations Development: Developed a salary structure, assigned jobs to the structure, validated, and confirmed grade assignments, and will assist with the implementation of the new salary structure by training applicable Authority staff.
- Results/Deliverable: Provided draft and final reports and overall findings to the Authority's executive leadership team, and Compensation Committee and Committee of the Whole of the Board of Trustees.

The 2023 GCRTA Non-Bargaining Salary Structure is a deliverable of the comprehensive compensation study.

3.0 PROCUREMENT BACKGROUND: Does not apply.

- 4.0 DBE/AFFIRMATIVE ACTION BACKGROUND: Does not apply.
- 5.0 POLICY IMPACT: Does not apply
- 6.0 ECONOMIC IMPACT: The FY2023 GCRTA Non-Bargaining Salary Structure, if approved, becomes effective January 1, 2023. A deliverable of the compensation study, the proposed non-bargaining salary structure may result in salary increases for some employees to meet the new minimum salary of their salary grade and/or to account for time in their current position in relation to their new salary grade. The effective date for such increases will be January 1, 2023, which aligns with the effective date of the proposed FY2023 GCRTA Non-Bargaining Salary Structure.
- 7.0 ALTERNATIVES: Rejection of the proposed FY2023 GCRTA Non-Bargaining Salary Structure would prevent or delay the Authority from updating its compensation and salary administration for non-bargaining employees.
- 8.0 RECOMMENDATION: The proposed FY2023 GCRTA Non-Bargaining Salary Structure was discussed during executive sessions by the Board's Compensation Committee on November 10, 2022, and Committee of the Whole on December 6, 2022. It is recommended that the Board approve the proposed FY2023 GCRTA Non-Bargaining Salary Structure.
- 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