# Summary of Proposed Award Compensation Study

Presented to: Organizational, Services & Performance Monitoring Committee

December 7, 2021

Greater Cleveland Regional Transit Authority



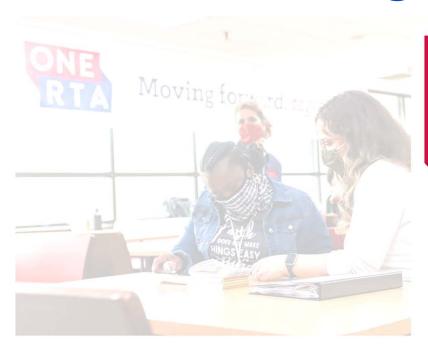
## Greater Cleveland RTA's Mission

Mission: Connecting the Community.

**Vision:** Leading the delivery of safe and creative mobility solutions and community connections.



# Connecting our Workforce





Moving forward, together.

Greater Cleveland Regional Transit Authority



### **Presentation Overview**

- GCRTA Non-bargaining compensation overview
- Scope of Services Compensation Study
- Procurement Overview

## Non-bargaining Compensation

- Covers Grade 21-99, approximately 320 non-represented in employees
- Last comprehensive compensation study done in 1996
- Study needed to ensure we are competitive, creative, and sound in compensation best practices

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- Review and provide recommendations for overall compensation philosophy
- Examine salary grade structure and market value of current non-bargaining positions
- Analyze pay equity and recommend strategies to address if warranted



- Provide valid sources of market data for salary review and recommendations
- Recommend sustainable strategy for compression issues
- Review our current salary grading/evaluation system and provide new/enhanced job evaluation tools



- Review and recommend best practices for flexible compensation and salary administration
- Review any applicable Fair Labor Standards Act (exempt/nonexempt) status
- Recommend sustainable strategies for compression issues



- Analyze and recommend degree and work experience equivalencies
- Provide training and appropriate templates/documentation for continued human resources staff use

- RFP issued May 24, 2021
- Notifications sent to four (4) potential proposers
- Accessed on the GCRTA website by nineteen (19) interested parties
- The Office of Business Development assigned a 0%
   DBE goal to this procurement
- Two (2) proposals received July 9, 2021

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#### **Evaluation Panel Members:**

- Administration & Legal Affairs
- Finance
- Human Resources
- Engineering & Project Management
- Innovation & Technology
- Legal Affairs
- Operations
- Procurement

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#### **Evaluation Criteria:**

- Experience
- Understanding & Clarity
- Personnel
- Cost

#### **Recommended Vendor:**

- Segal
  - Founded 1939
  - New York headquarters with a local office in Cleveland
  - 1,000 + employees
  - Industry leader in Human Resources and Compensation Consultation
  - Experience with corporations, non-profits, higher education institutions, professional service organizations and public sector entities
  - Extensive transit experience
  - Access to both national and local market data
  - Team of staff with proven success



#### Firm's Experience:

• Columbus Regional Airport Authority, COTA, C-Tran (WA), Bay Area Rapid Transit District (CA), New Jersey Turnpike Authority, Orange County Transportation Authority (CA), Raleigh-Durham Airport Authority (NC), Washington Metropolitan Area Transit Authority (DC), Fort Wayne-Allen County Airport Authority (IN), Valley Metro/Regional Public Transportation Authority (AZ), San Mateo County Transit District (CA), DART – Des Moines Area Regional Transit (IA), PACE, Milwaukee County Transit System (WI), Kansas City Area Transportation Authority (MO), among many others.



#### **Recommendation:**

 Staff requests that the Organizational, Services & Performance Monitoring Committee recommend an award to Segal to provide a compensation study in a total contract amount not to exceed \$170,000.00



# Questions

