

Summary of Proposed Award Compensation Study

Presented to: Organizational, Services &
Performance Monitoring Committee

December 7, 2021

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



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

Compensation Study - Scope

- 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

Compensation Study - Scope

- 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

Compensation Study - Scope

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

Compensation Study - Scope

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

Procurement Overview

- 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

Procurement Overview

Evaluation Panel Members:

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

Procurement Overview

Evaluation Criteria:

- Experience
- Understanding & Clarity
- Personnel
- Cost

Procurement Overview

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

Procurement Overview

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.

Procurement Overview

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

