

**CUYAHOGA COUNTY  
PERSONNEL REVIEW COMMISSION**



**MEMORANDUM**

DATE: November 8, 2021

TO: Chairman Tom Colaluca  
Commissioner Debbie Southerington  
Commissioner Allen Boseman

FROM: PRC Director Rebecca Kopcienski

RE: Recommendation to Increase Salary Schedule B for IT Positions

A few months ago, the County's Chief Information Officer Andy Johnson and former HR Director Jesse Drucker approached the PRC regarding the County's struggle to recruit and retain IT talent. They asked us to examine the pay grades for County IT personnel, which essentially comprise Salary Schedule B. In response, the PRC collaborated with the County's Human Resources department to collect salary survey data for sixty-six (66) IT positions representative of the regional labor market.

PRC staff conducted an initial analysis of the data, and our findings indicated the need to adjust the salaries upward to meet the relevant labor market. We then provided the raw data to the Archer Company and requested that they conduct an independent analysis. Archer did so and concurred that the pay schedule needs to be increased to align with the current labor market. The Archer Company has recommended that the minimum and maximum rates of the 30 pay grades on Salary Schedule B be increased by approximately 6.25%. The proposed new rates are included in the Attachment.

In collaboration with the Administration, we are presenting this request to modify Salary Schedule B by increasing the pay grades by 6.25% to support the County's ability to recruit and retain IT employees. We will present this recommendation at the next PRC meeting and we'll plan for representatives of HR and IT to be available to answer any questions you may. If you are supportive of this recommendation, we will then proceed with this request to County Council for their consideration.

Attachment

cc: Albert Bouchahine, Manager of Classification and Compensation  
Interim Director of Human Resources Sheba Marshall  
Chief Information Officer Andy Johnson

**Cuyahoga County**  
**Salary Schedule B**  
**Effective: TBD**

Pay Grade	Hourly Minimum	Annual Minimum	Hourly Midpoint	Annual Midpoint	Hourly Maximum	Annual Maximum
1	\$14.70	\$30,576.00	\$17.89	\$37,211.20	\$20.79	\$43,243.20
2	\$15.37	\$31,969.60	\$18.55	\$38,584.00	\$21.61	\$44,948.80
3	\$16.11	\$33,508.80	\$19.36	\$40,268.80	\$22.58	\$46,966.40
4	\$16.93	\$35,214.40	\$20.32	\$42,265.60	\$23.70	\$49,296.00
5	\$18.92	\$39,353.60	\$22.71	\$47,236.80	\$26.49	\$55,099.20
6	\$20.91	\$43,492.80	\$25.10	\$52,208.00	\$29.28	\$60,902.40
7	\$22.91	\$47,652.80	\$27.49	\$57,179.20	\$32.07	\$66,705.60
8	\$24.90	\$51,792.00	\$29.88	\$62,150.40	\$34.86	\$72,508.80
9	\$26.89	\$55,931.20	\$32.27	\$67,121.60	\$37.65	\$78,312.00
10	\$28.88	\$60,070.40	\$34.66	\$72,092.80	\$40.44	\$84,115.20
11	\$30.87	\$64,209.60	\$37.05	\$77,064.00	\$43.22	\$89,897.60
12	\$32.87	\$68,369.60	\$39.44	\$82,035.20	\$46.01	\$95,700.80
13	\$34.86	\$72,508.80	\$41.83	\$87,006.40	\$48.80	\$101,504.00
14	\$36.85	\$76,648.00	\$44.22	\$91,977.60	\$51.59	\$107,307.20
15	\$38.84	\$80,787.20	\$46.61	\$96,948.80	\$54.38	\$113,110.40
16	\$40.84	\$84,947.20	\$49.00	\$101,920.00	\$57.17	\$118,913.60
17	\$42.83	\$89,086.40	\$51.39	\$106,891.20	\$59.96	\$124,716.80
18	\$44.82	\$93,225.60	\$53.78	\$111,862.40	\$62.75	\$130,520.00
19	\$46.81	\$97,364.80	\$56.17	\$116,833.60	\$65.54	\$136,323.20
20	\$49.94	\$103,875.20	\$59.94	\$124,675.20	\$69.94	\$145,475.20
21	\$53.28	\$110,822.40	\$63.99	\$133,099.20	\$74.67	\$155,313.60
22	\$56.87	\$118,289.60	\$68.33	\$142,126.40	\$79.75	\$165,880.00
23	\$60.70	\$126,256.00	\$73.00	\$151,840.00	\$85.20	\$177,216.00
24	\$64.80	\$134,784.00	\$78.02	\$162,281.60	\$91.06	\$189,404.80
25	\$69.30	\$144,144.00	\$83.41	\$173,492.80	\$97.36	An