

WAGES (PAY RANGES & STEPS)

SOURCE: OHIO REVISED CODE 124.181, OCSEA/AFSCME BARGAINING UNIT AGREEMENT ARTICLE 36, APPENDIX L & OHIO ADMINISTRATIVE CODE 123:1-47-01

CONTACT: OFFICE OF EMPLOYEE SERVICES

Wages Policy:

1. *Classification salary base* is the minimum hourly rate of the pay range for the classification to which employees are assigned.
2. *Pay range* is the range of compensation for which employees are assigned.
3. *Steps* are the levels within the pay range assigned to employees.
4. Classified civil service employees are assigned to a specific step within the pay range of their classification.
5. Beginning the first day of the pay period in which classified civil service employees successfully complete their prescribed probationary period, they will receive a step (a salary adjustment) to the next higher level within their classification pay range. (See [Pay Rate Tables](#)) Subsequent step movement will occur following acceptable performance each year (every 26 pay periods) thereafter. Employees may advance to the next higher step until the maximum step within the pay range is achieved.
6. [Pay Rate Tables](#)

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