



Ohio Revised Code

Section 124.152 Exempt employee salary schedules.

Effective: September 28, 2016

Legislation: House Bill 390

(A)(1) Except as provided in divisions (A)(2) and (3) of this section, each exempt employee shall be paid a salary or wage in accordance with schedule E-1 or schedule E-2 of division (B) of this section.

(2) Each exempt employee who holds a position in the unclassified civil service pursuant to division (A)(26) or (30) of section 124.11 of the Revised Code may be paid a salary or wage in accordance with schedule E-1, schedule E-1 for step eight only, or schedule E-2 of division (B) or (C) of this section, as applicable.

(3)(a) Except as provided in division (A)(3)(b), (c), or (e) of this section, each exempt employee who was paid a salary or wage at step 7 in the employee's pay range on June 28, 2003, in accordance with the applicable schedule E-1 of former section 124.152 of the Revised Code and who continued to be so paid on June 29, 2003, shall be paid a salary or wage in the corresponding pay range in schedule E-1 for step eight only of division (C) of this section for as long as the employee remains in the position the employee held as of July 1, 2003. Such an employee is not eligible to be paid a salary or wage at step 7 in schedule E-1 for as long as the employee remains in the position the employee held as of July 1, 2003.

(b) If an exempt employee who is being paid a salary or wage in accordance with schedule E-1 for step eight only of division (C) of this section moves to another position, the employee shall not receive a salary or wage for that position or any other position in the future in accordance with that schedule.

(c) Each exempt employee who is being paid a salary or wage in pay range 12 through 16 of schedule E-1 for step eight only of division (C) of this section shall be paid a salary or wage in the corresponding pay range in schedule E-1 of division (B) of this section as follows:

(i) If the employee has maintained satisfactory performance in accordance with the criteria



established by the employee's appointing authority within the twelve-month period immediately before July 1, 2016, at step 8 beginning on the first day of the pay period that includes July 1, 2016;

(ii) If the employee has not maintained satisfactory performance in accordance with the criteria established by the employee's appointing authority within the twelve-month period immediately before July 1, 2016, but attains satisfactory performance in accordance with the criteria before July 1, 2017, at step 8 beginning on the first day of the pay period that follows the date the employee attains satisfactory performance;

(iii) If the employee does not attain satisfactory performance in accordance with the criteria established by the employee's appointing authority before July 1, 2017, at the employee's base rate of pay as of the pay period immediately before the pay period that includes July 1, 2017, beginning on the first day of the pay period that includes July 1, 2017.

(d) If an employee described in division (A)(3)(c)(iii) of this section attains satisfactory performance in accordance with the criteria established by the employee's appointing authority, the employee shall be paid a salary or wage at step 8 in the corresponding pay range in schedule E-1 of division (B) of this section beginning on the first day of the pay period that follows the date the employee attains satisfactory performance.

(e) Except as otherwise provided in this chapter, each exempt employee who is being paid a salary or wage in range 17 or 18 of schedule E-1 for step eight only of division (C) of this section on the first day of the pay period that includes July 1, 2016, shall not receive an increase in salary or wage until the maximum rate of pay for step 6 of the employee's corresponding pay range in schedule E-1 of division (B) of this section exceeds the employee's base rate of pay as of July 1, 2016.

(f) An employee who becomes eligible to receive an increase in salary or wage under division (A)(3)(e) of this section shall be paid a salary or wage in step 6 of the employee's corresponding pay range in schedule E-1 of division (B) of this section.

(B)(1) Beginning on the first day of the pay period that includes July 1, 2015, each exempt employee who must be paid in accordance with schedule E-1 or schedule E-2 of this section shall be paid a salary or wage in accordance with the following schedule of rates:



Schedule E-1

A	Pay Ranges and Step Values							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range								

1	Hourly	10.32	10.78	11.24	11.73			
	Annually	21466	22422	23379	24398			
2	Hourly	12.52	13.05	13.61	14.21			
	Annually	26042	27144	28309	29557			
3	Hourly	13.11	13.70	14.31	14.93			
	Annually	27269	28496	29765	31054			
4	Hourly	13.77	14.38	15.07	15.74			
	Annually	28642	28642	31346	32739			
5	Hourly	14.44	15.10	15.74	16.43			
	Annually	30035	31408	32739	34174			
6	Hourly	15.22	15.85	16.55	17.23			
	Annually	31658	32968	34424	35838			
7	Hourly	16.16	16.76	17.45	18.06	18.76		
	Annually	33613	34861	36296	37565	39021		
8	Hourly	17.08	17.84	18.60	19.44	20.37		
	Annually	35526	37107	38688	40435	42370		
9	Hourly	18.22	19.17	20.11	21.12	22.19		
	Annually	37898	39874	41829	43930	46155		
10	Hourly	19.67	20.74	21.85	23.11	24.35		
	Annually	40914	43139	45448	48069	50648		
11	Hourly	21.41	22.66	23.97	25.33	26.76		
	Annually	44533	47133	49858	52686	55661		
12	Hourly	23.62	24.95	26.29	27.75	29.29	30.88	33.66
	Annually	49130	51896	54683	57720	60923	64230	70013
13	Hourly	26.04	27.47	28.98	30.52	32.24	33.99	37.04



	Annually	54163	57138	60278	63482	67059	70699	77043
14	Hourly	28.63	28.63	31.88	33.62	35.52	37.50	40.88
	Annually	59550	62920	66310	69930	73882	78000	85030
15	Hourly	31.45	33.22	35.10	37.02	39.08	41.23	44.94
	Annually	65416	69098	73008	77002	81286	85758	93475
16	Hourly	34.68	36.60	38.61	40.78	43.03	45.49	49.58
	Annually	72134	76128	80309	84822	89502	94619	103126
17	Hourly	38.21	40.32	42.58	44.93	47.43	50.08	
	Annually	79477	83866	88566	93454	98654	104166	
18	Hourly	42.11	44.44	46.95	49.52	52.26	55.19	
	Annually	87589	92435	97656	103002	108701	114795	

An employee who is being paid a salary or wage at step 6 on July 1, 2015, is eligible to move to step 7 beginning on the first day of the pay period that immediately follows July 1, 2015, if the employee has maintained satisfactory performance in accordance with the criteria established by the employee's appointing authority and the employee has not advanced a step within the twelve-month period immediately preceding the advancement to step 7.

Schedule E-2

Range		Minimum	Maximum
41	Hourly	16.23	41.62
	Annually	33758	86570
42	Hourly	17.89	45.96
	Annually	37211	95597
43	Hourly	19.70	50.62
	Annually	40976	105290
44	Hourly	21.73	55.30
	Annually	45198	115024
45	Hourly	24.01	60.38
	Annually	49941	137248
46	Hourly	26.43	65.98
	Annually	54974	137238



47	Hourly	29.14	72.01
	Annually	60611	149781
48	Hourly	32.14	78.58
	Annually	66851	163446
49	Hourly	35.44	84.84
	Annually	73715	176467

(2) Beginning on the first day of the pay period that includes July 1, 2016, each exempt employee who must be paid in accordance with schedule E-1 or schedule E-2 of this section shall be paid a salary or wage in accordance with the following schedule of rates:

Schedule E-1

A	Pay Ranges and Step Values								
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range									

1	Hourly	10.58	11.05	11.52	12.02				
	Annually	22006	22984	23962	25002				
2	Hourly	12.83	13.38	13.95	14.57				
	Annually	26686	27830	29016	30306				
3	Hourly	13.44	14.04	14.67	15.30				
	Annually	27955	29203	30514	31824				
4	Hourly	14.11	14.74	15.45	16.13				
	Annually	29349	30659	32136	33550				
5	Hourly	14.80	15.48	16.13	16.84				
	Annually	30784	32198	33550	35027				
6	Hourly	15.60	16.25	16.96	17.66				
	Annually	32448	33800	35277	36733				
7	Hourly	16.56	17.18	17.89	18.51	19.23			
	Annually	34445	35734	37211	38501	39998			
8	Hourly	17.51	18.29	19.07	19.93	20.88			



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	Annually	36421	38043	39666	41454	43430			
9	Hourly	18.68	19.65	20.61	21.65	22.74			
	Annually	38854	40872	42869	45032	47299			
10	Hourly	20.16	21.26	22.40	23.69	24.96			
	Annually	41933	44221	46592	49275	51917			
11	Hourly	21.95	23.23	24.57	25.96	27.43			
	Annually	45656	48318	51106	53997	57054			
12	Hourly	24.21	25.57	26.95	28.44	30.02	31.65	32.95	34.50
	Annually	50357	53186	56056	59155	62442	65832	68536	71760
13	Hourly	26.69	28.16	29.70	31.28	33.05	34.84	36.26	37.97
	Annually	55515	58573	61776	65062	68744	72467	75421	78978
14	Hourly	29.35	31.01	32.68	34.46	36.41	38.44	40.01	41.90
	Annually	61048	64501	67974	71677	75733	79955	83221	87152
15	Hourly	32.24	34.05	35.98	37.95	40.06	42.26	43.99	46.06
	Annually	67059	70824	74838	78936	83325	87901	91499	95805
16	Hourly	35.55	37.52	39.58	41.80	44.11	46.63	48.53	50.82
	Annually	73944	78042	82326	86944	91749	96990	100942	105706
17	Hourly	39.17	41.33	43.64	46.05	48.62	51.33		
	Annually	81474	85966	90771	95784	101130	106766		
18	Hourly	43.16	45.55	48.12	50.76	53.57	56.57		
	Annually	89773	94744	100090	105581	111426	117666		

Schedule E-2

Range		Minimum	Maximum
41	Hourly	16.23	42.66
	Annually	33758	88733
42	Hourly	17.89	47.11
	Annually	37211	97989
43	Hourly	19.70	51.89
	Annually	40976	107931
44	Hourly	21.73	56.68
	Annually	45198	117894



45	Hourly	24.01	61.89
	Annually	49941	128731
46	Hourly	26.43	67.63
	Annually	54974	140670
47	Hourly	29.14	73.81
	Annually	60611	153525
48	Hourly	32.14	80.54
	Annually	66851	167523
49	Hourly	35.44	86.96
	Annually	73715	180877

(3) Beginning on the first day of the pay period that includes July 1, 2017, each exempt employee who must be paid in accordance with schedule E-1 or schedule E-2 of this section shall be paid a salary or wage in accordance with the following schedule of rates:

Schedule E-1

A	Pay Ranges and Step Values							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range								

1	Hourly	10.84	11.33	11.81	12.32				
	Annually	22547	23566	24565	25626				
2	Hourly	13.15	13.71	14.30	14.93				
	Annually	27352	28517	29744	31054				
3	Hourly	13.78	14.39	15.04	15.68				
	Annually	28662	29931	31283	32614				
4	Hourly	14.46	15.11	15.84	16.53				
	Annually	30077	31429	32947	34382				
5	Hourly	15.17	15.87	16.53	17.26				
	Annually	31554	33010	34382	35901				
6	Hourly	15.99	16.66	17.38	18.10				



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	Annually	33259	34653	36150	37648				
7	Hourly	16.97	17.61	18.34	18.97	19.71			
	Annually	35298	36629	38147	39458	40997			
8	Hourly	17.95	18.75	19.55	20.43	21.40			
	Annually	37336	39000	40664	42494	44512			
9	Hourly	19.15	20.14	21.13	22.19	23.31			
	Annually	39832	41891	43950	46155	48485			
10	Hourly	20.66	21.79	22.96	24.28	25.58			
	Annually	42973	45323	47757	50502	53206			
11	Hourly	22.50	23.81	25.18	26.61	28.12			
	Annually	46800	49525	52374	55349	58490			
12	Hourly	24.82	26.21	27.62	29.15	30.77	32.44	33.77	35.36
	Annually	51626	54517	57450	60632	64002	67475	67475	73549
13	Hourly	27.36	28.86	30.44	32.06	33.88	35.71	37.17	38.92
	Annually	56909	60029	63315	66685	70470	74277	77314	80954
14	Hourly	30.08	31.79	33.50	35.32	37.32	39.40	41.02	42.95
	Annually	62566	66123	69680	73466	77626	81952	85322	89336
15	Hourly	33.05	34.90	36.88	38.90	41.06	43.32	45.09	47.21
	Annually	68744	72592	76710	80912	85405	90106	93787	98197
16	Hourly	36.44	38.46	40.57	42.85	45.21	47.80	49.75	52.09
	Annually	75795	79997	84386	89128	94037	99424	103480	108347
17	Hourly	40.15	42.36	44.73	47.20	49.84	52.61		
	Annually	83512	88109	93038	98176	103667	109429		
18	Hourly	44.24	46.69	49.32	52.03	54.91	57.98		
	Annually	92019	97115	102586	108222	114213	120598		

Schedule E-2

Range		Minimum	Maximum
41	Hourly	16.23	43.73
	Annually	33758	90958
42	Hourly	17.89	48.29
	Annually	37211	100443



43	Hourly	19.70	53.19
	Annually	40976	110635
44	Hourly	21.73	58.10
	Annually	45198	120848
45	Hourly	24.01	63.44
	Annually	49941	131955
46	Hourly	26.43	69.32
	Annually	54974	144186
47	Hourly	29.14	75.66
	Annually	60611	157373
48	Hourly	32.14	82.55
	Annually	66851	171704
49	Hourly	35.44	89.13
	Annually	73715	185390

(C)(1) Beginning on the first day of the pay period that includes July 1, 2015, each exempt employee who must be paid in accordance with salary schedule E-1 for step eight only shall be paid a salary or wage in accordance with the following schedule of rates:

Schedule E-1 for Step Eight Only

Pay Ranges and Step Values

Range		
12	Hourly	32.60
	Annually	67808
13	Hourly	35.85
	Annually	74568
14	Hourly	39.53
	Annually	82222
15	Hourly	43.50
	Annually	90480
16	Hourly	47.98



	Annually	99798
17	Hourly	52.84
	Annually	109907
18	Hourly	58.22
	Annually	121098

(2) Beginning on the first day of the pay period that includes July 1, 2016, each exempt employee who must be paid in accordance with schedule E-1 for step eight only shall be paid a salary or wage in accordance with the following schedule of rates:

Schedule E-1 for Step Eight Only

Pay Ranges and Step Values

Range		
12	Hourly	33.42
	Annually	69514
13	Hourly	36.75
	Annually	76440
14	Hourly	40.52
	Annually	84282
15	Hourly	44.59
	Annually	92747
16	Hourly	49.18
	Annually	102294
17	Hourly	54.16
	Annually	112653
18	Hourly	59.68
	Annually	124134

(D) As used in this section:

(1) "Exempt employee" means a permanent full-time or permanent part-time employee paid directly



by warrant of the director of budget and management whose position is included in the job classification plan established under division (A) of section 124.14 of the Revised Code but who is not considered a public employee for the purposes of Chapter 4117. of the Revised Code. "Exempt employee" also includes a permanent full-time or permanent part-time employee of the secretary of state, auditor of state, treasurer of state, or attorney general who has not been placed in an appropriate bargaining unit by the state employment relations board.

(2) "Base rate of pay" means the rate of pay established under schedule E-1 or schedule E-1 for step eight only of this section, plus the supplement provided under division (E) of section 124.181 of the Revised Code, plus any supplements enacted into law that are added to schedule E-1 or schedule E-1 for step eight only of this section.