

MEDICAL COLLEGE OF OHIO

Subject: WAGE INCREASES - NON-CONTRACT EMPLOYEES

Policy No.: 05-005

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Hourly employees assigned to either a classified or unclassified pay range are eligible to receive the following three (3) types of wage increases.

Probationary Increases

After the one hundred twenty (120) day probationary period such employees will receive an increase to the next higher step within the range. Employees serving probationary periods in excess of one hundred twenty (120) days will receive an increase to the next higher step within the range after one hundred twenty (120) days.

Anniversary Increases

Classified hourly employees will receive an increase to the next higher step within the pay range twelve (12) months after the completion of their probationary period. Unclassified hourly employees will receive an increase to the next higher step within the range twelve (12) months after their entry into the most current unclassified job and annually thereafter until they reach the top step of the pay range. Reclassification of an employee does not affect these dates.

Negotiated Increases

Employees occupying positions covered by the Collective Bargaining Agreement between Medical College of Ohio and Local #2415, Ohio Council #8 American Federation of State, County and Municipal Employees, and Police Officers covered by the Labor Agreement between International Union of Police Associations (IUPA) and Medical College of Ohio, shall receive wage rate adjustments in accordance with the contract currently in effect.

Source: Vice President for Operations

Date: 07/01/86

Revision/Review Date:

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