(A) Policy statement

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

(1) 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.

(2) 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.

(3) Negotiated Increases

Employees occupying positions covered by a Collective Bargaining Agreement between 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 the University, shall receive wage rate adjustments in accordance with the contract currently in effect.
Approved by:

Nagi G. Naganathan, President
Interim President

April 10, 2015
Date

Review/Revision Completed by:
Associate Vice President, Human Resources and Talent Development

Policies Superseded by This Policy:

- Previous 3364-25-114, review date September 13, 2013

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