



## Ohio Administrative Code

### Rule 123:1-7-22 Reassignments resulting in placing an employee in step X.

Effective: January 2, 2011

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(A) An employee whose position is determined to be overclassified shall be properly classified and may be placed in step X pursuant to section 124.14 of the Revised Code only as a result of any of the following:

- (1) A position audit conducted in accordance with rule 123:1-3-01 of the Administrative Code;
- (2) A class plan change;
- (3) A classification assigned by the state personnel board of review or an arbitrator's decision; or
- (4) At the approval of the director.

(B) An employee that is assigned into a lower classification shall be placed in the step within the new pay range that provides the employee with compensation that is equal to his or her current rate or that provides the least amount of increase, but no decrease, in pay. Appointing authorities shall consider all applicable pay supplements to ensure that an employee reassigned pursuant to this rule does not receive a decrease in pay. If the employee's base rate of pay exceeds the maximum rate of pay in the new pay range, the employee shall be placed in step X.

(C) An employee placed in step X shall not receive an increase in compensation until the maximum rate of pay for the employee's classification exceeds the employee's base rate of pay.

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