



Ohio Revised Code
Section 124.152 Exempt employee salary schedules.

Effective: September 30, 2025

Legislation: House Bill 96

(A)(1) Except as provided in division (A)(2) 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 or schedule E-2 of division (B) of this section, as applicable.

(B)(1) 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 as of the pay period that includes July 1, 2024:

Schedule E-1

A	<cp-base>Pay Ranges and Step Values</cp-base>								
		<cp-base>Step 1</cp-base>	<cp-base>Step 2</cp-base>	<cp-base>Step 3</cp-base>	<cp-base>Step 4</cp-base>	<cp-base>Step 5</cp-base>	<cp-base>Step 6</cp-base>	<cp-base>Step 7</cp-base>	<cp-base>Step 8</cp-base>
<cp-base>Range</cp-base>									

<cp-base>1</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>13.52</cp-base>	<cp-base>14.13</cp-base>	<cp-base>14.72</cp-base>	<cp-base>15.37</cp-base>				
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<cp-base>2</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>16.41</cp-base>	<cp-base>17.10</cp-base>	<cp-base>17.83</cp-base>	<cp-base>18.63</cp-base>				
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<cp-base>3</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>17.20</cp-base>	<cp-base>17.97</cp-base>	<cp-base>18.76</cp-base>	<cp-base>19.56</cp-base>				
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<cp-base>4</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>18.05</cp-base>	<cp-base>18.86</cp-base>	<cp-base>19.77</cp-base>	<cp-base>20.62</cp-base>				
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<cp-base>15</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>41.23</cp-base>	<cp-base>43.55</cp-base>	<cp-base>46.01</cp-base>	<cp-base>48.54</cp-base>	<cp-base>51.23</cp-base>	<cp-base>54.04</cp-base>	<cp-base>56.26</cp-base>	<cp-base>58.91</cp-base>
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<cp-base>19</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>60.72</cp-base>	<cp-base>64.37</cp-base>	<cp-base>67.69</cp-base>	<cp-base>71.41</cp-base>	<cp-base>75.37</cp-base>	<cp-base>79.58</cp-base>		
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Schedule E-2

<cp-base>Range</cp-base>		<cp-base>Minimum</cp-base>	<cp-base>Maximum</cp-base>
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<cp-base>41</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>16.23</cp-base>	<cp-base>54.57</cp-base>
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(2) 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 as of the pay period that includes July 1, 2025:

Schedule E-1

A	<cp-base>Pay Ranges and Step Values</cp-base>								
		<cp-base>Step 1</cp-base>	<cp-base>Step 2</cp-base>	<cp-base>Step 3</cp-base>	<cp-base>Step 4</cp-base>	<cp-base>Step 5</cp-base>	<cp-base>Step 6</cp-base>	<cp-base>Step 7</cp-base>	<cp-base>Step 8</cp-base>
<cp-base>Range</cp-base>									

<cp-base>1</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>14.13</cp-base>	<cp-base>14.77</cp-base>	<cp-base>15.38</cp-base>	<cp-base>16.06</cp-base>				
	<cp-base>Annually</cp-base>	<cp-base>29390</cp-base>	<cp-base>30722</cp-base>	<cp-base>31990</cp-base>	<cp-base>33405</cp-base>				
<cp-base>2</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>17.15</cp-base>	<cp-base>17.87</cp-base>	<cp-base>18.63</cp-base>	<cp-base>19.47</cp-base>				
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	<cp-base>Annually</cp-base>	<cp-base>392.29</cp-base>	<cp-base>409.97</cp-base>	<cp-base>429.73</cp-base>	<cp-base>448.24</cp-base>				
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<cp-base>6</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>20.85</cp-base>	<cp-base>21.73</cp-base>	<cp-base>22.66</cp-base>	<cp-base>23.61</cp-base>				
	<cp-base>Annually</cp-base>	<cp-base>433.68</cp-base>	<cp-base>451.98</cp-base>	<cp-base>471.33</cp-base>	<cp-base>491.09</cp-base>				
<cp-base>7</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>22.13</cp-base>	<cp-base>22.96</cp-base>	<cp-base>23.91</cp-base>	<cp-base>24.75</cp-base>	<cp-base>25.69</cp-base>			
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<cp-base>8</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>23.41</cp-base>	<cp-base>24.44</cp-base>	<cp-base>25.50</cp-base>	<cp-base>26.65</cp-base>	<cp-base>27.90</cp-base>			
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<cp-base>9</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>24.97</cp-base>	<cp-base>26.27</cp-base>	<cp-base>27.56</cp-base>	<cp-base>28.94</cp-base>	<cp-base>30.40</cp-base>			
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<cp-base>10</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>26.92</cp-base>	<cp-base>28.40</cp-base>	<cp-base>29.93</cp-base>	<cp-base>31.66</cp-base>	<cp-base>33.35</cp-base>			



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	<cp- base>An nually</c p-base>	<cp- base>672 88</cp- base>	<cp- base>710 94</cp- base>	<cp- base>749 01</cp- base>	<cp- base>790 40</cp- base>	<cp- base>834 29</cp- base>	<cp- base>879 84</cp- base>	<cp- base>915 82</cp- base>	<cp- base>958 67</cp- base>
<cp- base>13 </cp- base>	<cp- base>Ho urly</cp- base>	<cp- base>35. 68</cp- base>	<cp- base>37. 62</cp- base>	<cp- base>39. 68</cp- base>	<cp- base>41. 82</cp- base>	<cp- base>44. 17</cp- base>	<cp- base>46. 55</cp- base>	<cp- base>48. 47</cp- base>	<cp- base>50. 75</cp- base>
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<cp- base>14 </cp- base>	<cp- base>Ho urly</cp- base>	<cp- base>39. 22</cp- base>	<cp- base>41. 46</cp- base>	<cp- base>43. 68</cp- base>	<cp- base>46. 05</cp- base>	<cp- base>48. 66</cp- base>	<cp- base>51. 36</cp- base>	<cp- base>53. 49</cp- base>	<cp- base>55. 99</cp- base>
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Schedule E-2

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(3) 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 as of the pay period that includes July 1, 2026:

Schedule E-1

A	<cp-base>Pay Ranges and Step Values</cp-base>	
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		<cp- base>St ep 1</cp- base>	<cp- base>St ep 2</cp- base>	<cp- base>St ep 3</cp- base>	<cp- base>St ep 4</cp- base>	<cp- base>St ep 5</cp- base>	<cp- base>St ep 6</cp- base>	<cp- base>St ep 7</cp- base>	<cp- base>St ep 8</cp- base>	<cp- base>R ange</c p-base>
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<cp- base>19 .19</cp- base>	<cp- base>20 .05</cp- base>						<cp- base>A nnually </cp- base>	<cp- base>36 733</cp- base>	<cp- base>38 293</cp- base>	<cp- base>39 915</cp- base>
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Schedule E-2

<cp-base>Range</cp-base>		<cp-base>Minimum</cp-base>	<cp-base>Maximum</cp-base>
<cp-base>41</cp-base>	<cp-base>Hourly</cp-base>	<cp-base>16.23</cp-base>	<cp-base>58.74</cp-base>
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	<cp-base>Annually</cp-base>	<cp-base>40976</cp-base>	<cp-base>148554</cp-base>
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(C) 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 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 of this section.



(D) Notwithstanding any division of this section to the contrary, or division (E) or (G) of section 124.15 of the Revised Code with respect to requirements for step placement and advancement, no exempt employee other than a captain or equivalent officer in the state highway patrol shall be placed in step value 7 in range 17 of schedule E-1 of division (B) of this section.