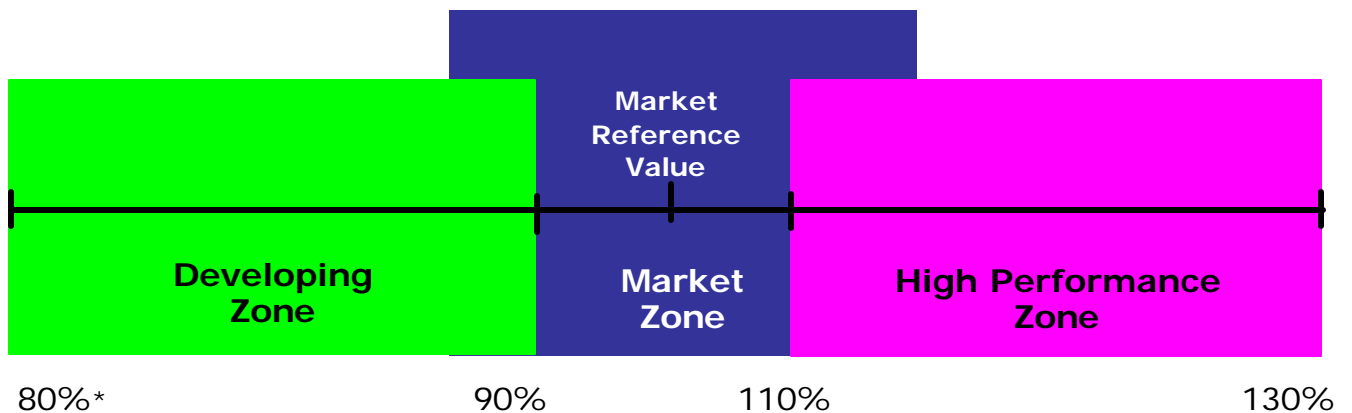




Grade	MARKET RANGE				
	DEVELOPING RANGE		Market Reference	PERFORMANCE RANGE	
L	\$85,336 41.03	\$96,002 46.16	\$106,669 51.28	\$117,336 56.41	\$138,670 66.67
K	\$74,501 35.82	\$83,814 40.30	\$93,127 44.77	\$102,439 49.25	\$121,065 58.20
J	\$65,056 31.28	\$73,188 35.19	\$81,320 39.10	\$89,452 43.01	\$105,716 50.82
I	\$56,810 27.31	\$63,912 30.73	\$71,013 34.14	\$78,114 37.55	\$92,317 44.38
H	\$49,610 23.85	\$55,812 26.83	\$62,013 29.81	\$68,214 32.80	\$80,617 38.76
G	\$43,302 20.82	\$48,715 23.42	\$54,128 26.02	\$59,540 28.63	\$70,366 33.83
F	\$37,834 18.19	\$42,563 20.46	\$47,292 22.74	\$52,021 25.01	\$61,480 29.56
E	\$33,017 15.87	\$37,144 17.86	\$41,271 19.84	\$45,398 21.83	\$53,652 25.79
D	\$28,851 13.87	\$32,457 15.60	\$36,064 17.34	\$39,670 19.07	\$46,883 22.54
C	\$25,182 12.11	\$28,330 13.62	\$31,478 15.13	\$34,626 16.65	\$40,912 19.67
B	\$23,368 11.23	\$24,743 11.90	\$27,492 13.22	\$30,242 14.54	\$35,740 17.18
A	\$20,418 9.82	\$21,619 10.39	\$24,021 11.55	\$26,423 12.70	\$31,227 15.01



*% of Market Reference Value

Classified Pay Plan

Pay Grade Midpoint/Market compared to Employee Average Salary 3-Apr-06

<u>Pay Grade</u>	<u>FY 2006 Pay Grade Midpoint/Market</u>	<u>Average Salary of Employees in Grade</u>	<u>Ratio of Average Salary to Midpoint</u>	<u>OU Avg. Tenure</u>	<u># of Employees In Pay Grade*</u>
A	\$24,021	\$25,655	107%	8	51
B	\$27,492	\$27,492	100%	12	204
C	\$31,478	\$31,478	100%	14	229
D	\$36,064	\$36,672	102%	16	130
E	\$41,271	\$41,386	100%	14	<u>34</u>
					648

* I.T. positions (63) are excluded from the above

Administrative Pay Plan

Pay Grade Midpoint/Market compared to Employee Average Salary 3-Apr-06

<u>Pay Grade</u>	<u>FY 2006 Pay Grade Midpoint/Market</u>	<u>Average Salary of Employees in Grade</u>	<u>Ratio of Average Salary to Midpoint</u>	<u>OU Avg. Tenure</u>	<u># of Employees In Pay Grade</u>
81	\$28,415	\$26,240	92%	3	5
82	\$32,678	\$31,131	95%	8	49
83	\$37,580	\$36,027	96%	8	177
84	\$43,217	\$41,502	96%	8	287
85	\$49,706	\$50,578	102%	11	199
86	\$57,156	\$59,576	104%	13	116
87	\$65,727	\$69,032	105%	11	60
88	\$75,585	\$82,008	108%	13	29
89	\$86,925	\$86,966	100%	15	23
90	\$99,964	\$118,557	119%	13	21
91	\$114,929	\$121,758	106%	22	4
92	\$132,135	na	na	na	<u>na</u> 970

* Executives, Administrative I.T., and Coaches are excluded from the above



OHIO
UNIVERSITY

2005-2006 Administrative & Professional Pay Structure

Grade	Minimum	25th Percentile	Midpoint	Maximum
81	\$23,660	\$25,136	\$28,415	\$34,973
82	\$25,006	\$28,841	\$32,678	\$40,350
83	\$28,607	\$33,094	\$37,580	\$46,553
84	\$32,729	\$37,974	\$43,217	\$53,706
85	\$37,446	\$43,576	\$49,706	\$61,964
86	\$42,842	\$49,999	\$57,156	\$71,468
87	\$49,018	\$57,373	\$65,727	\$82,437
88	\$56,081	\$65,834	\$75,585	\$95,089
89	\$64,170	\$75,549	\$86,925	\$109,679
90	\$73,430	\$86,698	\$99,964	\$126,497
91	\$84,005	\$99,467	\$114,929	\$145,851
92	\$96,102	\$114,118	\$132,135	\$168,166