

State Personnel Board of Review

Annual Report
2004

The State Personnel Board of Review is pleased to present its Annual Report for 2004. An overview of the Board's responsibilities and jurisdiction is contained in this report, along with statistical data analyzing the Board's caseload by type of appeal and appointing authority.

We hope this report will provide a valuable reference regarding civil service law and practice in Ohio.

Roger W. Tracy
Chairman

J. Richard Lumpe
Vice Chairman

Paul M. Booth
Member

James R. Sprague
Executive Director



What Is SPBR?

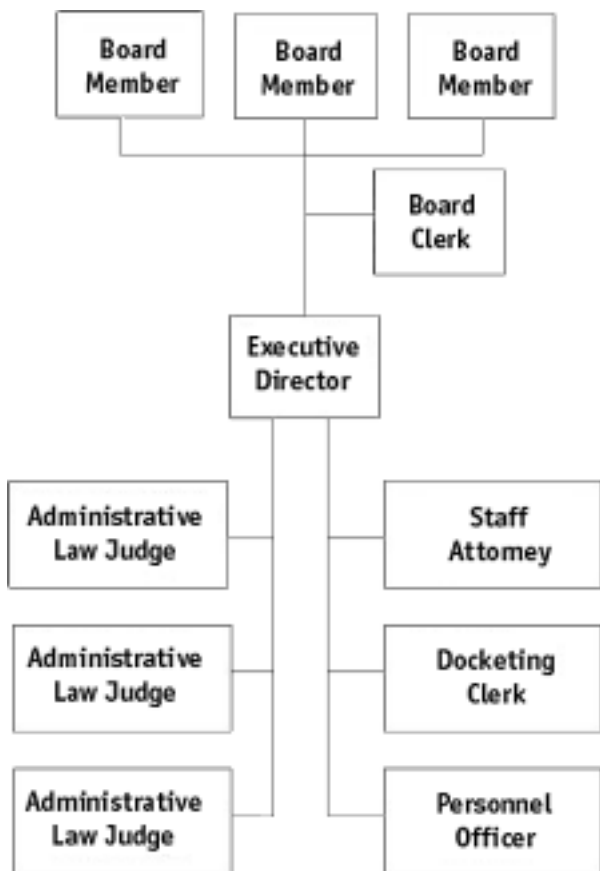
The State Personnel Board of Review (SPBR) is a neutral body that provides a forum for administrative appeals by classified employees of state agencies, county agencies, state universities, and general health districts. SPBR also answers inquiries from the general public, as well as civil service commissions and attorneys, regarding civil service law and procedures. SPBR is committed to preserving civil service law and ensuring its uniform protection.

The State Personnel Board of Review is comprised of three members, appointed by the Governor of the State of Ohio with the advice and consent of the Senate. No more than two Board members may be affiliated with the same political party and each member serves a six-year term. Current Board members are:

Roger W. Tracy (R), *Chairman*; term expires 2005.

J. Richard Lumpe (I), *Vice Chairman*; term expires 2007.

Paul M. Booth (D), *Member*; term expires 2009.



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Duties of SPBR

The State Personnel Board of Review generally has jurisdiction over matters pertaining to exempt employees in the classified civil service, to non-exempt employees in the classified service who have not been organized, and to non-exempt employees whose collective bargaining agreement allows an appeal to the Board. In special situations, the Board may hear appeals brought by unclassified employees or by individuals who are not members of the civil service of the State of Ohio.

SPBR hears a variety of different appeals, including appeals involving employee discipline, non-disciplinary matters, and requests for investigation.

	2003	2004
<i>Disciplinary Appeals</i>	181	217
<i>Non-Disciplinary Appeals</i>	256	265
<i>Investigatory Appeals</i>	41	47

Disciplinary Appeals

SPBR hears appeals, pursuant to R.C. 124.34, from removals, suspensions, fines, and reductions in pay or position for disciplinary reasons. Any classified employee of a state or county agency, state university, or general health district who has been removed, suspended for more than three days, fined in excess of three days' pay or reduced in pay or position for a disciplinary reason has a right to file an appeal with the Board.

Classified civil service employees may be disciplined for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, violations of such sections or rules of the director of administrative services, or any failure of good behavior, or any other acts of misfeasance, malfeasance, or nonfeasance in office.

The employer bears the burden to prove particular acts and/or omissions which constitute one or more of the statutorily authorized bases for discipline. After hearing all of the evidence, the Board determines whether that evidence supports a finding that the employee's conduct has violated one of the statutory grounds for discipline and, if so, whether the amount of discipline imposed was appropriate under the total circumstances. In making the latter decision, the Board can consider a number of factors, including the progressive discipline record of the employee, any mitigating or aggravating circumstances, and any disparity in the treatment received by the employee as compared to similarly situated employees.

	2003	2004
Removal	109	143
Disciplinary Reduction	9	11
Suspension	56	56
Suspension and Reduction	0	1
Fine	7	6

Non-Disciplinary Appeals

SPBR has jurisdiction to hear several types of non-disciplinary appeals, including matters relating to reclassifications, layoffs, displacements and job abolishments, non-disciplinary reductions, involuntary disability separations and denials of reinstatements, transfers, and resignations.

If a classified employee of a state or county agency, state university, or general health district believes that the duties he or she performs are not commensurate with his or her classification, the employee may ask the Department of Administrative Services, county personnel department, or university, as applicable, to conduct a position audit. Any dissatisfied party may appeal the results of that audit to the Board. The Board will determine the most appropriate classification for the

employee's position, which could result in the employee being placed in a classification having a pay range that is higher, lower, or the same as the pay range assigned to the audited employee's original classification. A reclassification or classification reassignment made for political, religious, or other unjust reasons will be disaffirmed.

Employees may be laid off or displaced due to a temporary lack of funds or work within an agency. A position may be abolished when an appointing authority feels there is no longer a need for the position. If the abolished position is occupied, the layoff and displacement procedure is followed for the incumbent employee. Layoffs, whether or not they result from job abolishments, and displacements resulting from abolishments or layoffs are appealable to SPBR. The appointing authority must demonstrate that its actions complied with the applicable statutory provisions.

The Board hears appeals from alleged reductions in position for reasons other than discipline. Because a classified employee may only be reduced for disciplinary reasons, the Board will order an appointing authority to cease any illegal reductions, and will restore an improperly reduced employee to his or her original status.

When an appeal from an involuntary disability separation is filed, the Board will determine whether the appointing authority has complied with necessary procedural requirements and whether the evidence establishes that the employee is incapable of performing his or her essential job duties. The

employee may rebut the appointing authority's evidence through witness testimony, the employee's own medical or psychological evidence, or both. A similar procedure is utilized in an appeal of an appointing authority's refusal to reinstate an employee wishing to return from a disability separation, although in a reinstatement appeal, the employee must demonstrate that he or she is once again capable of performing his or her essential job duties.

Transfers to another county for more than thirty days or from one appointing authority to another are also appealable to SPBR. There are a number of statutory requirements which must be met before an employee may be transferred. Upon appeal, the Board will review the transfer to ensure that the appointing authority has complied with the applicable statutes.

The Board has jurisdiction to consider appeals of allegedly forced resignations and refusals of an appointing authority to allow an employee to revoke his or her resignation prior to its acceptance, as such actions constitute *de facto* removals. The employee must demonstrate either that his or her resignation was submitted under duress, or that he or she properly attempted to revoke his or her resignation prior to its acceptance by the appointing authority.

	2003	2004
<i>Reclassification</i>	79	86
<i>Layoff</i>	35	25
<i>Abolishment</i>	31	27
<i>Non-Disciplinary Reduction</i>	36	29
<i>Involuntary Disability Separation</i>	37	43
<i>Transfer</i>	5	8
<i>Resignation</i>	6	3
<i>Miscellaneous</i>	27	44

Investigatory Appeals

SPBR has jurisdiction to hear appeals from retaliatory actions taken against classified or unclassified employees of state and county agencies, state universities, or general health districts, as a result of an employee's proper report of violations of state or federal statutes, rules or regulations. When an employee files a whistleblower appeal, the Board will determine whether a

causal relationship exists between the employee's activities and the appointing authority's actions. If retaliatory action has been taken, the Board may impose a remedy up to and including reinstatement or any other appropriate order.

The Board may hear appeals from any employed or contracted individual in any non-federal governmental setting in Ohio who alleges that a retaliatory action has been taken against him or her for properly reporting an OSHA violation. When such an appeal is filed, the Board follows a procedure similar in nature to that used in a whistleblower appeal. The appeal right provided by R.C. Chapter 4167. does not prevent an individual from filing, in the alternative, a disciplinary action under R.C. 124.34, where applicable.

Any concerned individual may file a request for an investigation of allegations concerning a violation of civil service laws, pursuant to R.C. 124.56. The Board may certify to the Governor a finding that an individual has violated R.C. Chapter 124. and recommend the removal of that individual. R.C. 124.40 allows employees of non-home rule municipalities and, where statewide concern is at issue, home rule municipalities to file a similar request for investigation of allegations that a municipal civil service commission has abused its authority in committing a violation of the civil service laws.

When a request for investigation is received, SPBR conducts its initial investigation through an exchange of correspondence between the parties, after which the Board will determine the appropriate course of action.

Other miscellaneous actions may be appealed to SPBR; the Board reviews each case individually to determine whether it has jurisdiction over the alleged violation.

	2003	2004
<i>Whistleblower</i>	13	12
<i>OSHA</i>	3	1
<i>Investigation</i>	25	34



The Appeal Process

When an appeal is filed with SPBR, it is assigned a case number and a file is created. The appeal receives an initial screening to determine jurisdiction and to ensure that any R.C. 124.34 Orders issued to the employee are procedurally correct. If a jurisdictional question exists, the appeal will be assigned to an Administrative Law Judge (ALJ) for further clarification. If a R.C. 124.34 Order is determined to be procedurally defective, the appeal is assigned to the Board for appropriate action.

Once an appeal has been assigned to an ALJ or to the Board and it has been determined that there is cause to proceed with the appeal, a prehearing and/or record hearing will be scheduled. The record of an appeal may be developed by questionnaire at any time during the appeal process, and a decision may be made based solely upon the contents of the record, when appropriate. This approach is most often utilized in an investigatory appeal. The Board or ALJ may also consider it necessary to request copies of an employee's job audit, or other materials necessary for clarification of the issues involved in an appeal.

If an appeal appears to be amenable to settlement or mediation, the matter may be referred to the Board's settlement officer at any time during the appeal process. Any party to an appeal may request a settlement conference

either in writing or by telephone. A request for settlement conference may be made at any time after an appeal is filed and prior to a scheduled record hearing, however, a scheduled record hearing will not be continued based solely upon a party's request for settlement or mediation.

If an appeal is assigned to an ALJ, upon conclusion of the record hearing process the ALJ will issue a Report and Recommendation to the Board for its approval, disapproval, or modification. Parties have the opportunity to submit objections to the ALJ's Report and Recommendation prior to the Board's final decision. When an appeal is assigned to the Board, the Board will issue an Opinion and Board Order at the conclusion of the record hearing process.

Once the Board has issued its final order, its decision may be appealed to the appropriate court of common pleas, as provided for by law.



2004 Statistics

Summary of Board Activities

	<i>2003</i>	<i>2004</i>
<i>Board Orders Issued</i>	<i>535</i>	<i>512</i>
<i>New Appeals Received</i>	<i>478</i>	<i>529</i>
<i>Days of Record Hearing</i>	<i>185</i>	<i>151</i>
<i>Appeals Settled</i>	<i>7</i>	<i>39</i>
<i>Appeals Withdrawn</i>	<i>142</i>	<i>162</i>
<i>Appeals Dismissed</i>	<i>289</i>	<i>205</i>
<i>Appeals Filed in Current Year Carried Over to Following Year</i>	<i>356</i>	<i>153</i>

Disciplinary Appeals

(by Agency Type)

State Agencies

<i>Removal</i>	43
<i>Disciplinary Reduction</i>	8
<i>Suspension</i>	26
<i>Suspension and Reduction</i>	0
<i>Fine</i>	6

County Agencies

<i>Removal</i>	70
<i>Disciplinary Reduction</i>	3
<i>Suspension</i>	20
<i>Suspension and Reduction</i>	0
<i>Fine</i>	0

State Universities

<i>Removal</i>	17
<i>Disciplinary Reduction</i>	0
<i>Suspension</i>	9
<i>Suspension and Reduction</i>	1
<i>Fine</i>	0

Other Entities

<i>Removal</i>	14
<i>Disciplinary Reduction</i>	0
<i>Suspension</i>	0
<i>Suspension and Reduction</i>	0
<i>Fine</i>	0

Non-Disciplinary Appeals (by Agency Type)

State Agencies

<i>Reclassification</i>	25
<i>Layoff</i>	2
<i>Abolishment</i>	1
<i>Non-Disciplinary Reduction</i>	14
<i>Involuntary Disability Separation</i>	29
<i>Transfer</i>	8
<i>Resignation</i>	2
<i>Miscellaneous</i>	20

County Agencies

<i>Reclassification</i>	29
<i>Layoff</i>	7
<i>Abolishment</i>	16
<i>Non-Disciplinary Reduction</i>	11
<i>Involuntary Disability Separation</i>	4
<i>Transfer</i>	0
<i>Resignation</i>	1
<i>Miscellaneous</i>	12

State Universities

<i>Reclassification</i>	31
<i>Layoff</i>	3
<i>Abolishment</i>	4
<i>Non-Disciplinary Reduction</i>	2
<i>Involuntary Disability Separation</i>	0
<i>Transfer</i>	0
<i>Resignation</i>	0
<i>Miscellaneous</i>	8

Other Entities

<i>Reclassification</i>	2
<i>Layoff</i>	13
<i>Abolishment</i>	5
<i>Non-Disciplinary Reduction</i>	1
<i>Involuntary Disability Separation</i>	0
<i>Transfer</i>	0
<i>Resignation</i>	0
<i>Miscellaneous</i>	4

Investigatory Appeals (by Agency Type)

State Agencies

<i>Whistleblower</i>	<i>5</i>
<i>OSHA</i>	<i>1</i>
<i>Investigation</i>	<i>4</i>

County Agencies

<i>Whistleblower</i>	<i>5</i>
<i>OSHA</i>	<i>0</i>
<i>Investigation</i>	<i>8</i>

State Universities

<i>Whistleblower</i>	<i>1</i>
<i>OSHA</i>	<i>0</i>
<i>Investigation</i>	<i>6</i>

Other Entities

<i>Whistleblower</i>	<i>1</i>
<i>OSHA</i>	<i>0</i>
<i>Investigation</i>	<i>16</i>



2004 Appeals

State Agencies

Attorney General

Reduction - 1
Removal - 1
Transfer - 1

Bureau of Criminal Identification & Investigation

Miscellaneous - 3
Reduction - 4
Transfer - 3

Bureau of Workers Compensation

Miscellaneous - 1
Removal - 1

Department of Administrative Services

Involuntary Disability Separation - 1
Reclassification - 1

Department of Commerce

Involuntary Disability Separation - 2
Miscellaneous - 1

Department of Education

Reduction - 1
Removal - 2
Whistleblower - 1

Department of Health

Involuntary Disability Separation - 1
Suspension - 1

Department of Insurance

Suspension - 1

Department of Job & Family Services

Investigation - 2
Involuntary Disability Separation - 1
Miscellaneous - 5
Reclassification - 3
Reduction - 2
Removal - 2
Resignation - 2
Suspension - 5
Transfer - 1
Whistleblower - 2

Department of Mental Health

Appalachian Behavioral Healthcare System

Removal - 1

Heartland Behavioral Healthcare System

Removal - 1

Northcoast Behavioral Healthcare System

Reclassification - 1

Summit Behavioral Healthcare System

Miscellaneous - 1

Removal - 1

Twin Valley Behavioral Healthcare System

Involuntary Disability Separation - 1

Removal - 2

Department of MR/DD

Apple Creek Developmental Center

Involuntary Disability Separation - 1

Removal - 1

Cambridge Developmental Center

Miscellaneous - 1

Suspension - 1

Central Office

Miscellaneous - 1

Columbus Developmental Center

Removal - 1

Southwest Ohio Developmental Center

Involuntary Disability Separation - 1

Warrensville Developmental Center

Involuntary Disability Separation - 1

OSHA - 1

Removal - 2

Suspension - 1

Department of Natural Resources

Reclassification - 2

Department of Public Safety

Reclassification - 6

Department of Rehabilitation & Correction

Allen Correctional Institution

Layoff - 1

Removal - 1

Transfer - 1

Belmont Correctional Institution

Suspension - 1

Central Office

Involuntary Disability Separation - 1

Miscellaneous - 1

Reclassification - 1

Reduction - 3

Transfer - 1

Whistleblower - 1

Chillicothe Correctional Institution

Suspension - 2

Correctional Reception Center

Involuntary Disability Separation - 2

Miscellaneous - 1

Removal - 2

Franklin Pre-Release Center

Involuntary Disability Separation - 1

Removal - 1

Suspension - 1

Grafton Correctional Institution

Investigation - 1

Miscellaneous - 3

Reclassification - 2

Lebanon Correctional Institution

Fine - 1

Reclassification - 1

Removal - 2

Lima Correctional Institution

Abolishment - 1

Layoff - 1

Miscellaneous - 1

Reduction - 1

London Correctional Institution

Fine - 2

Lorain Correctional Institution

Reduction - 1

Suspension - 1

Mansfield Correctional Institution

Fine - 1

Involuntary Disability Separation - 1

Reduction - 2

Removal - 1

Marion Correctional Institution

Reduction - 1

Montgomery Education & Pre-Release Center

Involuntary Disability Separation - 2

North Central Correctional Institution

Involuntary Disability Separation - 1

Suspension - 1

Northeast Pre-Release Center

Fine - 1

Reclassification - 1

Removal - 1

Suspension - 2

Ohio Reformatory for Women

Involuntary Disability Separation - 1

Suspension - 1

Ohio State Penitentiary

Involuntary Disability Separation - 1

Parole & Community Services

Investigation - 1

Involuntary Disability Separation - 2

Pickaway Correctional Institution

Fine - 1

Involuntary Disability Separation - 2

Reduction - 1

Richland Correctional Institution

Involuntary Disability Separation - 2

Ross Correctional Institution

Involuntary Disability Separation - 2

Reduction - 1

Southeastern Correctional Institution

Involuntary Disability Separation - 1

Removal - 1

Suspension - 1

Southern Ohio Correctional Facility

Involuntary Disability Separation - 1
Removal - 1

Toledo Correctional Institution

Involuntary Disability Separation - 1

Department of Taxation

Reclassification - 3
Removal - 1

Department of Transportation

Involuntary Disability Separation - 1
Reclassification - 1
Removal - 3
Suspension - 2

Department of Youth Services

Central Office

Involuntary Disability Separation - 7
Reduction - 1
Removal - 7
Suspension - 2
Transfer - 1

Scioto Juvenile Correctional Facility

Reduction - 1

Educational Telecommunications Network

Removal - 1
Suspension - 1
Whistleblower - 1

Environmental Protection Agency

Miscellaneous - 1
Reclassification - 2
Reduction - 1

Ohio Civil Rights Commission

Reduction - 1
Removal - 2

Ohio Lottery Commission

Removal - 1
Suspension - 2

Ohio Veterans Home

Removal - 1

Rehabilitation Services Commission

Reclassification - 1

Removal - 1

School Employees Retirement System

Removal - 1

Unemployment Compensation Review Commission

Involuntary Disability Separation - 1

County Agencies

Ashland County

Board of Commissioners

Removal - 1

Ashtabula County

Children Services

Abolishment - 1

Athens County

Department of Job & Family Services

Reclassification - 2

Reduction - 2

Auglaize County

Board of MR/DD

Removal - 1

Whistleblower - 1

Belmont County

Department of Development

Removal - 3

Brown County

Board of Commissioners

Miscellaneous - 1

Reduction - 1

Butler County

Board of Commissioners

Removal - 1

Board of MR/DD

Removal - 1

Children Services

Removal - 1

Clermont County

Veterans Service Commission

Abolishment - 2

Reduction - 1

Clinton County

Clinton Memorial Hospital

Removal - 1

Sheriff

Reduction - 1

Removal - 1

Suspension - 2

Crawford County

Board of Commissioners

Abolishment - 2

Layoff - 3

Removal - 1

Department of Job & Family Services

Abolishment - 1

Layoff - 1

Cuyahoga County

Auditor

Removal - 3

Board of Commissioners

Involuntary Disability Separation - 1

Miscellaneous - 1

Reclassification - 15

Reduction - 2

Removal - 2

Engineer

Suspension - 1

Northeast Ohio Regional Sewer District

Abolishment - 1

Layoff - 1

Miscellaneous - 2

Removal - 2

Sheriff

Involuntary Disability Separation - 1

Delaware County

Board of Commissioners

Miscellaneous - 1

Removal - 2

Whistleblower - 1

Fairfield County

Board of Commissioners

Removal - 1

Department of Job & Family Services

Investigation - 1

Franklin County

Board of Commissioners

Investigation - 1

Involuntary Disability Separation - 1

Miscellaneous - 1

Reclassification - 1

Removal - 1

Suspension - 1

Child Support Enforcement Agency

Reclassification - 1

Children Services

Suspension - 1

Treasurer

Miscellaneous - 1

Sheriff

Involuntary Disability Separation - 1

Reclassification - 1

Removal - 2

Fulton County

Board of Commissioners

Removal - 1

Gallia County

Southeastern Ohio Emergency Medical Services

Investigation - 1

Removal - 1

Geauga County

Board of Commissioners

Removal - 1

Combined Health District

Investigation - 1

Miscellaneous - 1

Reduction - 1

Suspension - 1

Veterans Service Commission

Suspension - 2

Guernsey County

Countryview Assisted Living Center

Removal - 2

Hamilton County

Auditor

Removal - 1

Board of MR/DD

Removal - 2

Department of Job & Family Services

Reclassification - 6

Removal - 1

Juvenile Court

Investigation - 1

Removal - 1

Whistleblower - 1

Sheriff

Removal - 1

Suspension - 1

Harrison County

Rural Transit Board

Reduction - 1

Holmes County

General Health District

Removal - 1

Huron County

Board of Commissioners

Layoff - 1

General Health District

Removal - 1

Lake County

General Health District

Removal - 1

Lawrence County

Department of Job & Family Services

Reclassification - 1

Licking County

Board of MR/DD

Investigation - 1

Miscellaneous - 1

Logan County

Board of MR/DD

Removal - 1

Engineer

Removal - 1

Sheriff

Removal - 2

Lorain County

Court of Common Pleas

Removal - 1

Department of Job & Family Services

Miscellaneous - 1

Lucas County

Sheriff

Removal - 2

Suspension - 5

Mahoning County

Engineer

Removal - 1

Medina County

Board of Commissioners

Removal - 1

Monroe County

Board of Health

Removal - 1

Montgomery County

Board of Commissioners

Removal - 2

Board of Health

Removal - 1

Board of MR/DD

Removal - 1

Department of Job & Family Services

Abolishment - 8

Whistleblower - 1

Pike County

Department of Job & Family Services

Miscellaneous - 1

Veterans Service Commission

Resignation - 1

Portage County

Board of MR/DD

Suspension - 1

Portage Area Regional Transportation Board

Removal - 1

Putnam County

Acres Care Center

Removal - 1

Sheriff

Suspension - 1

Richland County

Common Pleas Court

Removal - 2

Ross County

Sheriff

Removal - 1

Scioto County

Board of Commissioners

Removal - 1

Shelby County

Department of Job & Family Services

Reclassification - 1

Stark County

Board of Commissioners

Removal - 1

Multi-County Juvenile Attention System

Reduction - 1

Removal - 1

Suspension - 2

Stark-Tuscarawas-Wayne Joint Management Board of Commissioners

Removal - 1

Summit County

Children Services

Abolishment - 1

Investigation - 1

Miscellaneous - 1

Reclassification - 1

Reduction - 1

Juvenile Court

Investigation - 1

Reduction - 1

Removal - 3

Trumbull County

Department of Job & Family Services

Suspension - 1

Union County

Board of MR/DD

Removal - 1

Central Ohio Youth Center

Reduction - 1

Suspension - 1

Van Wert County

Board of Commissioners

Layoff - 1

Lincolnway Home

Removal - 1

Warren County

Board of MR/DD

Reduction - 1

Whistleblower - 1

Probate Juvenile Division

Removal - 1

Wood County

Board of MR/DD

Removal - 2

Wyandot County

Department of Job & Family Services

Removal - 1

State Universities

Bowling Green State University

Reclassification - 3

Removal - 1

Central Ohio Technical College

Removal - 1

Central State University

Reduction - 1

Removal - 1

Columbus State Community College

Removal - 1

Kent State University

Suspension and Reduction - 1

***Northeastern Ohio University College
of Medicine***

Layoff - 2

Ohio State University

Abolishment - 1

Investigation - 5

Layoff - 1

Miscellaneous - 7

Reclassification - 10

Reduction - 1

Removal - 8

Suspension - 6

Ohio University

Reclassification - 2

Removal - 1

University of Akron

Reclassification - 2

Suspension - 1

University of Cincinnati

Abolishment - 2

University of Toledo

Abolishment - 1

Wright State University

Investigation - 1

Reclassification - 1

Removal - 4

Suspension - 2

Whistleblower - 1

Youngstown State University

Miscellaneous - 1

Reclassification - 13

Miscellaneous

Cambridge Civil Service Commission

Investigation - 1

Cincinnati Civil Service Commission

Investigation - 1

Cincinnati Metropolitan Housing Authority

Removal - 1

City of Bucyrus

Removal - 1

City of Celina

Abolishment - 1

Layoff - 1

City of Chillicothe

Layoff - 5

City of Cincinnati

Miscellaneous - 1

Whistleblower - 1

City of Jackson

Investigation - 1

City of London

Removal - 2

City of Mt. Vernon

Investigation - 1

Miscellaneous - 1

Reclassification - 2

Removal - 1

City of Ravenna

Abolishment - 2

Layoff - 5

City of Toledo

Reduction - 1

Maysville School District

Removal - 1

Mobius Sorting, LLC

Layoff - 1

Mt. Vernon Civil Service Commission

Investigation - 5

Multi-County Juvenile Detention Center

Investigation - 2

Removal - 2

NuTone, Inc.

Miscellaneous - 1

Owens Community College

Abolishment - 2

Perkins Township

Investigation - 1

Removal - 1

Star Community Justice Center

Removal - 1

The Station Break

Removal - 1

Toledo Call Center

Removal - 1

Village of Obetz

Investigation - 1

Layoff - 1

Village of Sardinia

Investigation - 2

Miscellaneous - 1

Removal - 1

Police Department

Investigation - 1

Removal - 1



SPBR

Staff

Bob Taft, *Governor*



Roger W. Tracy, *Chairman*

J. Richard Lumpe, *Vice Chairman*

Paul M. Booth, *Member*

James R. Sprague, *Executive Director*

Marcie M. Scholl, *Administrative Law Judge*

Christopher R. Young, *Administrative Law Judge*

Jeannette E. Gunn, *Administrative Law Judge*

Elaine K. Stevenson, *Staff Attorney*

Barbara J. Dorsey, *Docketing Clerk*

Diana L. Mills, *Personnel Officer/Secretary*