

*State Personnel Board of Review*



**Annual Report**  
**2005**

*The State Personnel Board of Review is pleased to present its Annual Report for 2005. 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?*

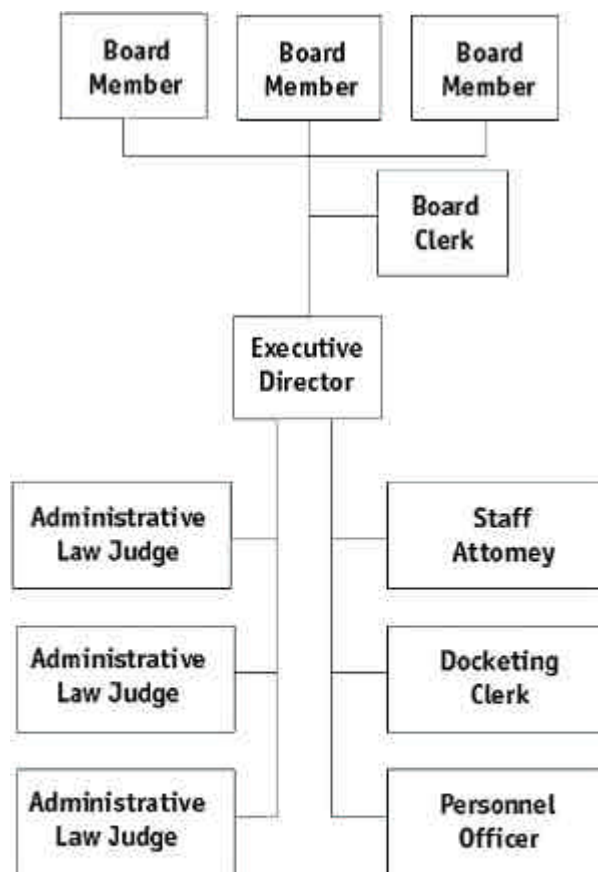
The State Personnel Board of Review (SPBR) is a neutral body that provides a forum for administrative appeals by classified employees of state agencies, county agencies, state universities, and general health districts. SPBR also answers inquiries from the general public, as well as civil service commissions 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 2011.

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

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



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<i>SPBR Staff</i>	<i>33</i>



## *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.

	<i>2004</i>	<i>2005</i>
<i>Disciplinary Appeals</i>	<i>217</i>	<i>224</i>
<i>Non-Disciplinary Appeals</i>	<i>265</i>	<i>214</i>
<i>Investigatory Appeals</i>	<i>47</i>	<i>59</i>

## *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.

	2004	2005
<i>Removal</i>	143	135
<i>Disciplinary Reduction</i>	11	11
<i>Suspension</i>	56	69
<i>Suspension and Reduction</i>	1	2
<i>Fine</i>	6	7

### *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.

	2004	2005
<i>Reclassification</i>	86	85
<i>Layoff</i>	25	18
<i>Abolishment</i>	27	17
<i>Non-Disciplinary Reduction</i>	29	23
<i>Involuntary Disability Separation</i>	43	25
<i>Transfer</i>	8	6
<i>Resignation</i>	3	9
<i>Miscellaneous</i>	44	31

### *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.

	2004	2005
<i>Whistleblower</i>	12	22
<i>OSHA</i>	1	2
<i>Investigation</i>	34	35



## *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.



# 2005 Statistics

## Summary of Board Activities

	2004	2005
<i>Board Orders Issued</i>	512	452
<i>New Appeals Received</i>	529	497
<i>Days of Record Hearing</i>	151	222
<i>Appeals Settled</i>	39	5
<i>Appeals Withdrawn</i>	162	117
<i>Appeals Dismissed</i>	205	196
<i>Appeals Filed in Current Year Carried Over to Following Year</i>	153	407

## ***Disciplinary Appeals (by Agency Type)***

### *State Agencies*

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<i>Removal</i>	32
<i>Disciplinary Reduction</i>	8
<i>Suspension</i>	25
<i>Suspension and Reduction</i>	0
<i>Fine</i>	6

### *County Agencies*

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<i>Removal</i>	75
<i>Disciplinary Reduction</i>	3
<i>Suspension</i>	34
<i>Suspension and Reduction</i>	1
<i>Fine</i>	1

### *State Universities*

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<i>Removal</i>	20
<i>Disciplinary Reduction</i>	0
<i>Suspension</i>	9
<i>Suspension and Reduction</i>	1
<i>Fine</i>	0

### *Other Entities*

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<i>Removal</i>	8
<i>Disciplinary Reduction</i>	0
<i>Suspension</i>	1
<i>Suspension and Reduction</i>	0
<i>Fine</i>	0

## ***Non-Disciplinary Appeals (by Agency Type)***

### *State Agencies*

<i>Reclassification</i>	24
<i>Layoff</i>	6
<i>Abolishment</i>	3
<i>Non-Disciplinary Reduction</i>	10
<i>Involuntary Disability Separation</i>	22
<i>Transfer</i>	4
<i>Resignation</i>	1
<i>Miscellaneous</i>	11

### *County Agencies*

<i>Reclassification</i>	47
<i>Layoff</i>	8
<i>Abolishment</i>	8
<i>Non-Disciplinary Reduction</i>	10
<i>Involuntary Disability Separation</i>	2
<i>Transfer</i>	1
<i>Resignation</i>	5
<i>Miscellaneous</i>	16

### *State Universities*

<i>Reclassification</i>	14
<i>Layoff</i>	2
<i>Abolishment</i>	6
<i>Non-Disciplinary Reduction</i>	1
<i>Involuntary Disability Separation</i>	1
<i>Transfer</i>	1
<i>Resignation</i>	2
<i>Miscellaneous</i>	3

### *Other Entities*

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

## ***Investigatory Appeals (by Agency Type)***

### *State Agencies*

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<i>Whistleblower</i>	<i>10</i>
<i>OSHA</i>	<i>0</i>
<i>Investigation</i>	<i>7</i>

### *County Agencies*

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<i>Whistleblower</i>	<i>5</i>
<i>OSHA</i>	<i>1</i>
<i>Investigation</i>	<i>21</i>

### *State Universities*

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

### *Other Entities*

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<i>Whistleblower</i>	<i>2</i>
<i>OSHA</i>	<i>1</i>
<i>Investigation</i>	<i>2</i>



# 2005 Appeals

## *State Agencies*

### ***Attorney General***

Suspension - 1  
Whistleblower - 1

### ***Auditor of State***

Removal - 1  
Suspension - 2

### ***Bureau of Workers Compensation***

Reclassification - 2  
Whistleblower - 1

### ***Department of Education***

Suspension - 1

### ***Department of Health***

Abolishment - 1  
Investigation - 2  
Involuntary Disability Separation - 1  
Layoff - 1  
Reclassification - 1  
Reduction - 2  
Removal - 1  
Suspension - 1  
Whistleblower - 2

### ***Department of Job & Family Services***

Investigation - 2  
Involuntary Disability Separation - 2  
Miscellaneous - 3  
Reduction - 1  
Removal - 5

Suspension - 1  
Whistleblower - 2

***Department of Mental Health***

*Northcoast Behavioral Healthcare System*

Investigation - 1  
Involuntary Disability Separation - 2  
Reclassification - 2  
Suspension - 1

*Summit Behavioral Healthcare System*

Reclassification - 1  
Reduction - 1  
Suspension - 1  
Whistleblower - 1

***Department of MR/DD***

*Central Office*

Abolishment - 1  
Miscellaneous - 1

*Montgomery Developmental Center*

Suspension - 1

*Springview Developmental Center*

Layoff - 2

*Warrensville Developmental Center*

Involuntary Disability Separation - 1  
Miscellaneous - 1

***Department of Natural Resources***

Miscellaneous - 4  
Reclassification - 3  
Suspension - 1  
Transfer - 1  
Whistleblower - 1

***Department of Public Safety***

Fine - 2  
Investigation - 2  
Miscellaneous - 1  
Reduction - 3  
Suspension - 1  
Transfer - 1  
Whistleblower - 1

*Bureau of Motor Vehicles*

Abolishment - 1  
Miscellaneous - 1

Reclassification - 1  
Reduction - 1  
Suspension - 1  
Transfer - 1

***Department of Rehabilitation & Correction***

*Allen Correctional Institution*

Reclassification - 1  
Reduction - 1  
Suspension - 1

*Central Office*

Fine - 1  
Reduction - 1  
Suspension - 1

*Correctional Reception Center*

Fine - 1

*Corrections Medical Center*

Involuntary Disability Separation - 2

*Franklin Pre-Release Center*

Removal - 1  
Suspension - 1

*Grafton Correctional Institution*

Removal - 1

*Lebanon Correctional Institution*

Involuntary Disability Separation - 2  
Removal - 1

*Lima Correctional Institution*

Layoff - 1  
Transfer - 1

*Lorain Correctional Institution*

Fine - 1  
Removal - 1

*Madison Correctional Institution*

Resignation - 1

*Mansfield Correctional Institution*

Involuntary Disability Separation - 1  
Reduction - 2  
Suspension - 1

*Montgomery Education & Pre-Release Center*

Removal - 1  
Suspension - 1

*North Central Correctional Institution*

Involuntary Disability Separation - 1

*Ohio Reformatory for Women*  
Removal - 1

*Ohio State Penitentiary*  
Involuntary Disability Separation - 2  
Suspension - 2

*Parole & Community Services*  
Involuntary Disability Separation - 1  
Removal - 1  
Suspension - 2

*Pickaway Correctional Institution*  
Fine - 1  
Removal - 1  
Suspension - 1

*Richland Correctional Institution*  
Reduction - 2

*Southeastern Correctional Institution*  
Involuntary Disability Separation - 1  
Removal - 1

*Southern Ohio Correctional Facility*  
Involuntary Disability Separation - 1

*Toledo Correctional Institution*  
Reduction - 1

*Trumbull Correctional Institution*  
Removal - 1

*Warren Correctional Institution*  
Reclassification - 1  
Reduction - 1

***Department of Taxation***

Reclassification - 2  
Removal - 1

***Department of Transportation***

Involuntary Disability Separation - 2  
Reclassification - 4  
Reduction - 1  
Removal - 3  
Suspension - 1  
Whistleblower - 1

***Department of Youth Services***

*Central Office*  
Involuntary Disability Separation - 3

Reclassification - 3  
Removal - 5  
Suspension - 1  
*Cuyahoga Hills Juvenile Correctional Facility*  
Removal - 1

***Environmental Protection Agency***

Reclassification - 1  
Reduction - 1

***Ohio Lottery Commission***

Removal - 1

***Ohio State Racing Commission***

Layoff - 1

***Ohio Veterans Home***

Removal - 3

***Rehabilitation Services Commission***

Reclassification - 2

***State Employment Relations Board***

Removal - 1

***Unemployment Compensation Review  
Commission***

Layoff - 1

***County Agencies***

***Ashland County***

*Board of Commissioners*  
Suspension - 1

***Ashtabula County***

*Nursing Home*  
Removal - 1

***Athens-Hocking Solid Waste District***

Removal - 1

**Belmont County**

*Belmont-Harrison Juvenile District*

Removal - 1

*Sheriff*

Resignation - 2

**Brown County**

*Sheriff*

Layoff - 1

Removal - 1

**Butler County**

*Board of MR/DD*

Removal - 1

**Carroll County**

*Carroll-Columbiana-Harrison Solid Waste District*

Removal - 1

Whistleblower - 1

*General Health District*

Removal - 1

**Champaign County**

*Wellington Nursing and Rehabilitation Center*

Removal - 1

**Clark County**

*Board of MR/DD*

Involuntary Disability Separation - 1

*Department of Job & Family Services*

Suspension - 1

Whistleblower - 1

**Clermont County**

*Board of Commissioners*

Miscellaneous - 1

Suspension and Reduction - 1

*Board of MR/DD*

Abolishment - 1

Layoff - 1

Reduction - 1

*General Health District*

Removal - 1

Suspension - 1

*Veterans Service Commission*

Removal - 1  
Whistleblower - 1

***Clinton County***

*Sheriff*

Removal - 2

***Coshocton County***

*Public Defender*

Abolishment - 3  
Layoff - 1  
Miscellaneous - 1  
Reduction - 2  
Suspension - 1

*Regional Airport Authority*

Reduction - 1  
Removal - 1

***Crawford County***

*Department of Job & Family Services*

Layoff - 1

***Cuyahoga County***

*Board of Commissioners*

Miscellaneous - 1  
Reclassification - 34  
Reduction - 1  
Removal - 2

*Sheriff*

Removal - 1

*Soldiers & Sailors Monument Commission*

Removal - 1

*Treasurer*

Removal - 1  
Suspension - 2

***Delaware County***

*Board of Commissioners*

Reduction - 1

*Sheriff*

Removal - 1

***Fairfield County***

*Court of Common Pleas*  
Suspension - 1

***Franklin County***

*Board of Health*  
Reduction - 1  
*Board of MR/DD*  
Investigation - 1  
*Children Services*  
Suspension - 1  
*Coroner*  
Removal - 1  
*Recorder*  
Removal - 1  
*Treasurer*  
Removal - 1  
*Veterans Service Commission*  
Miscellaneous - 1

***Geauga County***

*Combined General Health District*  
Removal - 1

***Greene County***

*Combined Health District*  
Removal - 1  
*Court of Common Pleas*  
Removal - 1  
Suspension - 1  
*Recorder*  
Removal - 1

***Guernsey County***

*Countryview Assisted Living Center*  
Removal - 1  
*Veteran Service Office*  
Reduction - 1

***Hamilton County***

*Auditor*  
Removal - 1  
*Board of MR/DD*  
Suspension - 1  
*Department of Job & Family Services*  
Reduction - 1

*Juvenile Court*  
Removal - 1

*Sheriff*  
Investigation - 8  
Reclassification - 8  
Removal - 1

***Huron County***

*Department of Job & Family Services*  
Suspension - 1  
*General Health District*  
Fine - 1  
*Sheriff*  
Suspension - 1

***Licking County***

*Board of Commissioners*  
Removal - 1

***Logan County***

*Sheriff*  
Removal - 1

***Lorain County***

*Children Services*  
Removal - 1  
Suspension - 1  
*Department of Job & Family Services*  
Reclassification - 1

***Lucas County***

*Board of MR/DD*  
Removal - 1  
*Children Services*  
Removal - 1  
*Court of Common Pleas*  
Investigation - 1  
Removal - 3  
*Sheriff*  
Miscellaneous - 1  
Removal - 2  
Suspension - 7

***Mahoning County***

*Board of Commissioners*

Removal - 1

*Department of Job & Family Services*

Abolishment - 2

Investigation - 3

Layoff - 1

Miscellaneous - 2

***Medina County***

*Board of Commissioners*

Removal - 2

Suspension - 2

***Monroe County***

*Department of Job & Family Services*

Investigation - 4

Miscellaneous - 1

Reduction - 1

***Montgomery County***

*Board of MR/DD*

Reclassification - 2

Removal - 1

Suspension - 2

*Department of Job & Family Services*

Investigation - 1

*Monday Community Correctional Institution*

Removal - 1

*Treasurer*

Removal - 1

***Morrow County***

*Board of Commissioners*

Removal - 1

***Muskingum County***

*Board of Commissioners*

Abolishment - 2

Layoff - 1

*Children Services*

Removal - 2

***Perry County***

*Board of Commissioners*

Involuntary Disability Separation - 1

Miscellaneous - 1  
Removal - 1  
*Department of Job & Family Services*  
Investigation - 1  
Miscellaneous - 1  
Reduction - 1  
Suspension - 1

***Pike County***  
*Department of Job & Family Services*  
Layoff - 1  
Suspension - 1

***Portage County***  
*Board of MR/DD*  
Suspension - 1  
*Department of Job & Family Services*  
Reduction - 1

***Preble County***  
*General Health District*  
Removal - 1

***Putnam County***  
*Acres Care Center*  
Investigation - 1  
Removal - 1

***Richland County***  
*Board of MR/DD*  
Removal - 1  
*Child Support Enforcement Agency*  
Investigation - 1  
Suspension - 1

***Ross County***  
*Department of Job & Family Services*  
Removal - 1  
*Health District*  
Miscellaneous - 3  
Reclassification - 1

***Sandusky County***  
*Engineer*

Removal - 1

**Stark County**

*Multi-County Juvenile Attention System*

Removal - 2

Suspension - 1

Transfer - 1

**Trumbull County**

*9-1-1*

Layoff - 1

Removal - 1

**Van Wert County**

*Board of MR/DD*

Removal - 1

*Lincolnway Home*

Miscellaneous - 1

Reclassification - 1

Removal - 3

Resignation - 2

Whistleblower - 1

**Warren County**

*Board of Commissioners*

Removal - 1

*Board of MR/DD*

Reduction - 1

Removal - 2

**Wayne County**

*Children Services*

Suspension - 1

**Wood County**

*Board of MR/DD*

Miscellaneous - 1

Removal - 4

Resignation - 1

Suspension - 3

Whistleblower - 1

**Wyandot County**

*Department of Job & Family Services*

OSHA - 1  
Removal - 1

## *State Universities*

### ***Bowling Green State University***

Investigation - 2  
Miscellaneous - 2  
Reclassification - 5  
Reduction - 1  
Removal - 3  
Suspension - 2  
Transfer - 1  
Whistleblower - 2

### ***Cleveland State University***

Reclassification - 1

### ***Columbus State Community College***

Suspension - 2

### ***Kent State University***

Abolishment - 3  
Layoff - 1  
Suspension - 1  
Suspension and Reduction - 1

### ***Miami University***

Investigation - 1  
Removal - 1

### ***Ohio State University***

Abolishment - 1  
Investigation - 1  
Involuntary Disability Separation - 1  
Miscellaneous - 1  
Removal - 10  
Resignation - 1  
Suspension - 1

### ***Ohio University***

Layoff - 1  
Reclassification - 1  
Removal - 2

Suspension - 1

***University of Akron***

Suspension - 1

***University of Cincinnati***

Abolishment - 1

Reclassification - 1

Resignation - 1

***University of Toledo***

Removal - 3

Suspension - 1

Whistleblower - 2

***Wright State University***

Investigation - 1

Reclassification - 1

Whistleblower - 1

***Youngstown State University***

Abolishment - 1

Reclassification - 5

Removal - 1

***Miscellaneous***

***Beachwood City School District***

Layoff - 1

***City of Conneaut***

Removal - 1

Resignation - 1

***City of Jackson***

Investigation - 1

***City of New Lexington***

Removal - 1

***City of Piqua***

Removal - 1

***Conneaut Civil Service Commission***

Investigation - 1

***Cuyahoga Metropolitan Housing Authority***

Removal - 1

***Dublin City Schools***

Miscellaneous - 1

***Franklin Township***

Removal - 1

***Licking Metropolitan Housing Authority***

Removal - 1

***Life Skills Center of Toledo***

Removal - 1

***Northwest Ohio Juvenile Detention Center***

*Training and Rehabilitation Center*

Removal - 5

Suspension - 1

***Rizzi's Other Place***

Removal - 1

***Struthers City Schools***

Reduction - 1

Whistleblower - 1

***Upper Valley Medical Center***

Layoff - 1

OSHA - 1

Reduction - 1

Suspension - 1

Whistleblower - 1



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