

# SCIOTO COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

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## **POLICY 3.01.05 EMPLOYER RIGHTS**

(ORC 5126.05 “County Boards – Powers & Duties” & ORC 5126.0220 “Superintendent”)

- A. The Board of the Scioto County Developmental Disabilities Program maintains the rights and responsibilities to establish policies, which are consistent with all applicable state and federal law, in order to carry out the duties with which it is charged.
  
- B. The Superintendent maintains the ultimate authority to interpret and administer policies and direct the operations of the program. This authority includes, but is not limited to, the following:
  - 1. Determine matters of inherent managerial operations which include, but are not limited to: areas of discretion or procedure, such as the functions and programs of the Board; standards of services, goals and objectives; its overall budget within the limits set by the Board, utilization of technology, and organizational structure; identification of managerial or supervisory positions;
  - 2. Determine the overall methods, process, means or personnel by which the Program operations are to be conducted;
  - 3. Determine the hours of work, work schedules and to establish the work rules and procedures for all employees, as well as determine the necessity to schedule overtime and the amount required thereof;
  - 4. Manage and direct employees, including the right to select, hire, promote, transfer, assign, evaluate, supervise, recall, reprimand, suspend, discharge and discipline employees for just cause, and to maintain order among employees;
  - 5. Determine the adequacy, size, composition and qualification in the workforce, staffing patterns and organizational structure;
  - 6. Determine when a job vacancy exists, the duties to be included in each job classification and the standards of quality, productivity and performance to be maintained;
  - 7. Administer the overall Board’s mission of the program.
  - 8. Effectively and efficiently manage the workforce.