



John Rau

Bill Analysis

Legislative Service Commission

Am. S.B. 210 123rd General Assembly (As Passed by the Senate)

Sens. Ray, Drake, Watts, Spada

BILL SUMMARY

- Transfers the authority to establish job classification plans from the personnel department of a state-supported college or university to the board of trustees of the institution or the officers to whom the board delegates such authority.
- Allows a state-supported college's or university's job classification plan to exclude unclassified employees.
- Allows a state-supported college or university to adopt its job classification plan under R.C. 111.15 (which does not require a public hearing) rather than under Chapter 119. (which does require a public hearing).

CONTENT AND OPERATION

Current law on job classification plans at state-supported colleges and universities

For most positions, offices, and employments for which the salaries are paid in whole or in part by the state, R.C. 124.14 currently requires the Director of Administrative Services to establish by rule a job classification plan. In so doing, the Director groups jobs that are similar enough in duties and responsibilities to be described by the same title, to have the same pay assigned, and to require the same qualifications.

For positions, offices, and employments at a state-supported college or university, R.C. 124.14 currently delegates the powers, duties, and functions of the Director associated with the job classification plan to the personnel department of the college or university--subject to a periodic audit and review by the Director to guarantee the uniform application of these powers, duties, and functions of the

Director. In a job audit, the Director determines the most appropriate classification for an employee's position.

At the same time, R.C. 3345.31 currently allows these institutions to establish compensation plans, including schedules of hourly rates, for those of its employees who are not in collective bargaining units and to establish rules or policies for the administration of such compensation plans.

Provisions of the bill

(R.C. 124.14(F))

The bill modifies R.C. 124.14 as follows:

(1) It transfers the responsibility of the Director of Administrative Services over a state-supported college's or university's job classification plan, and the compensation of its employees, from the personnel department to the board of trustees of the college or university or to those officers to whom the board delegates the responsibility.

(2) It specifically states that a board of trustees need not establish a job classification plan for unclassified employees. An unclassified employee is not subject to examination and serves at the pleasure of the appointing authority.

(3) It allows a state college or university board of trustees, when adopting rules dealing with a job classification plan or the compensation of its employees, to adopt the rules under R.C. 111.15 (which does not require public hearings) rather than under Chapter 119. of the Revised Code, the "Administrative Procedure Act" (which does require public hearings). Additionally, the adoption, amendment, rescission, and enforcement of such rules is not subject to the approval, disapproval, or modification of the State Personnel Board of Review.

(4) It eliminates language prescribing that the audit by the Director ensure "uniform application" of the job classification rules adopted by a board under R.C. 124.14(F).

These changes are not to be construed, the bill states, as limiting the right of appeal to the State Personnel Board of Review of any classified employee who possesses that right.

The bill does not remove the authority granted to boards of trustees to establish "compensation plans" under R.C. 3345.31.

HISTORY

ACTION	DATE	JOURNAL ENTRY
Introduced	11-09-99	p. 1147
Reported, S. Finance & Financial Institutions	04-05-00	p. 1561
Passed Senate (33-0)	04-05-00	p. 1564

S0210-PS.123/nlr

