
DEPARTMENT OF TRANSPORTATION

- Removes the requirement that the Director of Transportation adopt a rule every two years that establishes both:
 - A business plan outlining the Department of Transportation's mission, business objectives, and strategies; and
 - A procedure for certain professional employees' performance accountability.

ODOT business plan

(R.C. 5501.20)

The bill removes the requirement that the Director adopt a rule every two years that establishes both:

1. A business plan outlining ODOT's mission, business objectives, and strategies; and
2. A procedure for certain professional employee's performance accountability.

Current law requires the Director to adopt the business plan by July 1 of every odd-numbered year. That business plan is used in evaluating both a newly hired professional employee's performance during that employee's initial four-month review and all professional employees' performance during their yearly written performance reviews. Professional employees currently are expected to work to fulfill the mission, business objectives, and strategies stated in the plan and can be suspended, demoted, or removed for performance that hinders or restricts fulfillment of the plan.

While the bill removes the requirement that the Director adopt a business plan and the employee performance expectations related to the plan, it retains current provisions for the yearly performance review. Professional employees are considered employees in the classified civil service and so are held to those standards for good behavior and efficient service. Failure to keep up with those standards will still result in a possible six-month period to improve performance, or a suspension, demotion, or removal.