

## SECTION 1.06      MANAGEMENT EMPLOYEES

Management employees, as defined in section 5126.20(C) of the Ohio Revised Code, are unclassified employees and as such may be employed by the Superintendent by means of a limited contract.

Board approval is a prerequisite to execution of all contracts that are for a term of more than one year. The Board is approving the length of the contract, not the incumbent.

There is no probationary period for management employees.

The Jefferson County Board of Developmental Disabilities (JCBDD) and/or the Superintendent maintain the right and responsibility to establish policies which are consistent with all applicable state and federal laws in order to govern the operations of the agency. These may include but are not limited to the right and responsibility to:

- A. Determine the functions and programs of the Employer
- B. Determine the standards of services to be delivered
- C. Determine the overall budget
- D. Determine how technology may be utilized to improve the Board's operations
- E. Determine the Board's organizational structure
- F. Direct, supervise, evaluate or hire employees
- G. Maintain and improve the efficiency and effectiveness of the board's operation utilizing both internal and external personnel
- H. Determine the overall methods, process, means, or personnel by which the Board's operations are to be conducted
- I. Suspend, discipline, demote, or discharge for just cause, or layoff, transfer, assign, schedule, promote or retain employees
- J. Determine the adequacy of the work force
- K. Determine the overall mission of the JCBDD as a unit of government
- L. Effectively manage the work force
- M. Take actions necessary to carry out the mission of the Board as a government unit. Further, the Board retains the right to carry out statutory mandates and goals, to promulgate work rules, regulations, policies, procedures, or directives consistent with the Board's authority to regulate the personal conduct of employees