

SUBMITTED BY: Marysville Reformatory Chapter 8010 and Corrections Assembly

SUBJECT: Staff

RATIONALE: Section 2 – To change Executive Director from being responsible for fixing the compensation of the Administrative Staff to become the responsibility of the State Board of Directors to fix the compensation of the Administrative Staff.

BE IT RESOLVED THAT ARTICLE X, SECTION 2 OF THE OCSEA CONSTITUTION BE AMENDED AS FOLLOWS:

1 **Article X - Staff**

2 **Section 1. Executive Director/Comptroller**

3 (A) The Board of Directors shall employ and fix the compensation and tenure of an  
4 Executive Director and a Comptroller at the next regular Board of Directors' meeting following  
5 the biennial convention for a duration not to exceed three (3) years to take effect at the expiration  
6 of present contracts. Both shall be directly and exclusively accountable to the Board of Directors  
7 for their performance of their respective duties.

8 (B) The Executive Director and/or Comptroller shall only be removed by a 2/3 vote of  
9 the total State Board of Directors.

10 **Section 2. Responsibilities of the Executive Director**

11 The Executive Director, at the direction of the Board of Directors, shall be responsible for  
12 the general management of the Union except for those duties directly assigned to the Comptroller  
13 or found elsewhere in this Constitution. The Executive Director shall employ AND, determine  
14 the duties, ~~and fix the compensations~~ of an administrative staff. **THE BOARD OF**  
15 **DIRECTORS SHALL FIX THE COMPENSATION OF THE ADMINISTRATIVE**  
16 **STAFF.** However, any changes pertinent to the structure or organization shall be submitted to  
17 the Board of Directors for approval prior to implementation. The compensation of such  
18 employees shall be limited to the funds available in the personnel services item of the budget.

19 **Section 3. Contracting for Services**

20 No officer, Board of Directors' member or employee may contract for the Union for any  
21 service or item of tangible personal property exceeding \$5,000 other than routine salary  
22 arrangements or routine operating expenses, nor endorse any issue or program, excluding  
23 legislative bills, for the Union without the approval of a majority of the Board of Directors. Any

Committee Assign \_\_\_\_\_ Committee Recommend \_\_\_\_\_ Convention Action \_\_\_\_\_ Requires 2/3 Vote

24 such contracted work required by the Union above \$5,000 is to be put out for bid. Special efforts  
25 shall be made to contract with Union firms or minority firms.

26 **Section 4. Appeal Rights**

27         Each Union non-contract staff member shall have a right to an appeal before a mutually  
28 agreed upon uneven number of members from the Board of Directors, in case of layoff,  
29 demotion, termination, reduction in pay, status, or suspension. This shall also be the final step of  
30 the grievance procedure. Any decision reached shall be final.