

SANDUSKY COUNTY
PERSONNEL POLICY AND PROCEDURE MANUAL

CONVICTION OF A FELONY

SECTION 6.05
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- A. Conviction of a felony is a separate basis for reducing in pay or position, suspending, or removing an employee, even if the employee has already been reduced in pay or position, suspended, or removed for the same conduct that is the basis of the felony. An employee may not appeal to the State Personnel Board of Review any disciplinary action taken by a SCAA as a result of the employee's conviction of a felony. If an employee removed under this section is reinstated as a result of an appeal of the removal, any conviction of a felony that occurs during the pendency of the appeal is a basis for further disciplinary action under this section upon the employee's reinstatement.
- B. Any employee convicted of a felony immediately forfeits the person's status as a classified employee in any public employment on and after the date of conviction for the felony. If an employee is removed under this section as a result of being convicted of a felony or is subsequently convicted of a felony that involves the same conduct that was the basis for the removal, the employee is barred from receiving any compensation after the removal notwithstanding any modification or disaffirmance of the removal, unless the conviction for the felony is subsequently reversed or annulled.
- C. As used in this policy, Felony means any of the following:
1. A felony that is an offense of violence as defined in Section 2901.01 of the revised code;
 2. A felony that is a felony drug abuse offense as defined in Section 2925.01 of the revised code;

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3. A felony under the laws of this or any other State or the United States that is a crime of moral turpitude;
 4. A felony involving dishonesty, fraud, or theft;
 5. A felony that is a violation of section 2921.05, 2921.32, or 2921.42 of the revised code.
- D. Any person removed for conviction of a felony is entitled to a cash payment for any accrued but unused vacation leave as authorized by County policy. If subsequently re-employed in the public sector, such person shall qualify for and accrue sick and vacation leave in the manner specified by County policy for a newly appointed employee and shall not be credited with prior public service for the purpose of receiving these forms of leave.