



# Ohio Board of Nursing

www.nursing.ohio.gov

17 South High Street, Suite 400 • Columbus, Ohio 43215-7410 • (614) 466-3947

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October 30, 2015

## Via Hand-Delivery

State of Ohio Office of the Inspector General  
30 E. Broad Street, Suite 2940  
Columbus, Ohio 43215-3414

Re: Report of Investigation 2015-CA00007

Dear Inspector General Meyer:

Regarding the above referenced Report of Investigation (Report), the Ohio Board of Nursing has implemented the following steps to address the issue cited in the Report:

- 1) The Board conducted an internal investigation. This investigation was completed on June 12, 2015, culminating in a written report. The investigator concluded that the facts reflect that the incident was a human resources employee error and that remedial measures had been implemented, including:
  - a. Repayment Agreement, April 23, 2015 (Report Ex. 5);
  - b. Repayment Agreement, May 7, 2015 (Report Ex. 6);
  - c. Revision of Leave Usage for Board Staff, Policy No. S-LV-001, May 18, 2015 (Report Ex. 7), to comply with Section 124.134, ORC;
  - d. Beginning July 1, 2015, human resources will utilize a spreadsheet that documents when employees are refused vacation and paid out to prevent exceeding eighty (80) hours per fiscal year;
  - e. Human resources will print the most current Ohio Revised Code and Administrative Code sections related to human resources/payroll matters and review the same for updates at least annually in conjunction with employee policy reviews.

The investigation determined that this matter was a human resources employee error and did not involve any action or inaction of any other employee. The investigation report was reviewed by an agency Manager, who was not involved in or affected by the payroll matter identified in the Report, and by myself as Board President, to review whether disciplinary action should be imposed.

- 2) Based on the internal investigation, a written reprimand was issued on June 17, 2015 to the human resources employee.
- 3) Both Repayment Agreements referenced above have been completed.



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At this point, the Board believes it has taken all necessary remedial and disciplinary action, and no further action is necessitated.

Very truly yours,

*Maryam W. Lyon MSN RN*

Maryam W. Lyon, M.S.N., R.N.  
President, Ohio Board of Nursing

cc: John R. Kasich, Governor, State of Ohio