

- (5) DENY THE EMPLOYEE AN ANNUAL PAY INCREASE;
- (6) DEMOTE THE EMPLOYEE TO A LOWER PAY GRADE; OR
- (7) WITH PRIOR APPROVAL OF THE HEAD OF THE PRINCIPAL UNIT:

(I) TERMINATE THE EMPLOYEE'S EMPLOYMENT, WITHOUT PREJUDICE; OR

(II) IF THE APPOINTING AUTHORITY FINDS THAT THE EMPLOYEE'S ACTIONS ARE EGREGIOUS TO THE EXTENT THAT THE EMPLOYEE DOES NOT MERIT EMPLOYMENT IN ANY CAPACITY WITH THE STATE, TERMINATE THE EMPLOYEE'S EMPLOYMENT, WITH PREJUDICE.

11-105.

THE FOLLOWING ACTIONS ARE CAUSES FOR AUTOMATIC TERMINATION OF EMPLOYMENT:

- (1) INTENTIONAL CONDUCT, WITHOUT JUSTIFICATION, THAT:

(I) SERIOUSLY INJURES ANOTHER PERSON;

(II) CAUSES SUBSTANTIAL DAMAGE TO PROPERTY; OR

(III) SERIOUSLY THREATENS THE SAFETY OF THE WORKPLACE;

- (2) THEFT OF STATE PROPERTY OF A VALUE GREATER THAN \$300;

- (3) ILLEGAL SALE, USE, OR POSSESSION OF DRUGS ON THE JOB;

(4) CONVICTION OF A CONTROLLED DANGEROUS SUBSTANCE OFFENSE BY AN EMPLOYEE IN A DESIGNATED SENSITIVE CLASSIFICATION;

- (5) CONVICTION OF A FELONY;

(6) ACCEPTING FOR PERSONAL USE ANY FEE, GIFT, OR OTHER VALUABLE THING IN CONNECTION WITH OR DURING THE COURSE OF STATE EMPLOYMENT IF GIVEN TO THE EMPLOYEE BY ANY PERSON WITH THE HOPE OR EXPECTATION OF RECEIVING A FAVOR OR BETTER TREATMENT THAN THAT ACCORDED TO OTHER PERSONS;

- (7) (I) VIOLATION OF THE FAIR ELECTION PRACTICES ACT; OR

(II) USING, THREATENING, OR ATTEMPTING TO USE POLITICAL INFLUENCE OR THE INFLUENCE OF ANY STATE EMPLOYEE OR OFFICER IN SECURING PROMOTION, TRANSFER, LEAVE OF ABSENCE, OR INCREASED PAY; AND

(8) WANTONLY CARELESS CONDUCT OR UNWARRANTABLE EXCESSIVE FORCE IN THE TREATMENT OR CARE OF AN INDIVIDUAL WHO IS A CLIENT, PATIENT, PRISONER, OR ANY OTHER INDIVIDUAL WHO IS IN THE CARE OR CUSTODY OF THIS STATE.