

(5) FOR ADMINISTRATIVE LEAVE FOR THE PURPOSE OF IMMEDIATELY REMOVING AN EMPLOYEE FROM THE WORK ~~SITE, AND~~ SITE, IF THE EMPLOYEE:

(I) POSES A THREAT TO SELF, ANOTHER INDIVIDUAL, OR STATE PROPERTY; OR

(II) IS INCAPABLE OF PROPERLY PERFORMING THE EMPLOYEE'S DUTIES BECAUSE OF EXTRAORDINARY CIRCUMSTANCES; AND

(6) any other paid leave the Secretary deems necessary.

11-104.

An appointing authority may take the following disciplinary actions against any employee:

(1) give the employee a written reprimand;

(2) direct the forfeiture of up to 15 work days of the employee's accrued annual leave;

(3) [direct up to 3 work days of emergency suspension of the employee, with pay, to immediately remove the employee from the workplace when the appointing authority believes that the employee:

(i) poses a threat to self, another individual, or State property; or

(ii) is incapable of properly performing the employee's duties because of extraordinary circumstances;

(4)] suspend the employee without pay;

[(5)](4) deny the employee an annual pay increase;

[(6)](5) demote the employee to a lower pay grade; or

[(7)](6) 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.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 1999.

Approved April 27, 1999.