



FREQUENTLY ASKED QUESTIONS ON SUSPENSION

On what basis can I be suspended?

You can be suspended for gross misconduct or incompetency.

Will I be suspended with or without pay?

You will be suspended without pay.

How long can I be suspended?

You can be suspended up to 30 days pending disciplinary charges. If the charges are not preferred against the employee by the 31st day, the agency must restore the employee back to work or return the employee to pay status.

If I am suspended and found not guilty, can I receive lost pay?

Yes, lost pay will be restored.

What happens if I am suspended and found guilty?

If found guilty, additional penalties can be imposed such as a reprimand, pay fine, additional suspension, demotion or termination.

Do I still accrue time while I am on suspension?

No

Does my medical coverage continue while I am on suspension?

No

Am I allowed to enter my work site while on suspension?

No

Do I have to surrender my identification when I am suspended?

Yes

What is my right to appeal?

Based on your civil service status you have due process rights under the grievance procedure or O.A.T.H.

If I am on probation and I am suspended, can I be terminated or demoted immediately?

As a probationary employee you can be demoted or terminated immediately.

If I have a verbal altercation on the job, can I be suspended immediately?

This determination is at the agency's discretion.

If I have been suspended and I was discriminated against can I file an EEO complaint while I am suspended?

Yes

If I have been suspended and found guilty can I be called from a promotional or an open competitive list?

Yes