

Policy and Compliance Administration

October 16, 2020

Mr. Vee Hickle
100 District Avenue NW
Washington, D.C. 20001

Re: Final Agency Decision - Suspension

Dear Mr. Hickle:

This letter is in reference to the proposed suspension notice issued to you on July 24, 2015. After carefully considering the proposed action, the supporting evidence and your response, I conclude that the proposed suspension is the appropriate resolution of this matter. Accordingly, you will be suspended without pay for nine days. Your dates of suspension will be August 10, 11, 12, 13, and 14.

Disciplinary Cause. This action is being taken for the following reasons:

1. On July 2, 2015, you assaulted your co-worker, Mr. Marsh Mellow, by approaching him in a menacing manner and suggesting you were armed with a dangerous weapon, in violation of D.C. Code § 22-404. **(On-duty conduct that is a violation of law, 6B DCMR § 1605.4(a)(3)).**

Proposed Action: Suspension for 9 days

Final Action: Suspension for 5 days

As a government employee, you hold a position of public trust. Moreover, as a traffic conductor, you are specifically charged with maintaining peace and order. As explained in the Proposing Official Rationale Worksheet, based on the conduct outlined above and consideration of the relevant *Douglas* factors, a suspension of five works days is appropriate because your actions undermined the agency's integrity.

I adopt the evidence, recommendations, rationale and conclusions of the proposing official. The proposed notice, along with attachments, is incorporated into this final action.

Review Process. You have the right to challenge this proposed action and may secure an attorney or other representative, at your own expense. You may seek review of this action by: (1) filing a grievance pursuant to DPM Chapter 16; or (2) filing a grievance pursuant to any applicable collective bargaining agreement. You may choose only one method of review.

If you seek review, you must file your grievances with a superior official within your chain of command. Please refer to DPM § 1626 or contact the Department of Human Resources for more information. A copy of the grievance form is included with this decision.

Discipline (2020 Update)

If you are a member of a union, you may, instead, elect to file a grievance pursuant to your collective bargaining agreement. For procedural guidance on filing a union grievance, please refer to your labor agreement or contact your union representative.

Sincerely,

By:

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SUPERVISING OFFICIAL
Deciding Official

ATTACHMENTS

<u>No.</u>	<u>Title</u>
1	<i>Proposed Suspension</i>
2	<i>DCHR Administrative Grievance Application</i>

CERTIFICATE OF SERVICE

On [Date], a copy of this notice of suspension, along with supporting materials was sent to:

[Employee Name]

[Address]

[State City Zip]

[By Hand Delivery] [OR USPS Certified No. ###] [OR FedEx Next Day No. ###]

By:

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SUPERVISING OFFICIAL

Proposing Official