

Policy and Compliance Administration

October 19, 2020

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

Re: Final Agency Decision - Separation

Dear Mr. Hickle:

This letter is in reference to the proposed separation notice issued to you on July 24, 2015. After carefully considering the proposed action and the recommendations of the Hearing Officer, I conclude that the proposed separation is the appropriate resolution of this matter. Accordingly, your last official day with the District of Columbia government will be September 10, 2015.

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

1. On July 1, 2015, while on-duty, you committed the offense of destruction of property by advising and inciting a third-party to damage Ms. Resident's motor vehicle, in violation of D.C. Code §§ 22-303 and 22-1805. (**On-duty conduct that is a violation of law, 6B DCMR § 1605.3(a)(3).**)

*Final Action: **Removal***

2. On July 2, 2015, you assaulted your co-worker, Mr. 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 § 1605.3(a)(3).**)

*Final Action: **Suspension for 15 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, DDOT is compelled to terminate your employment because your intentional actions undermine the agency's integrity.

I adopt the evidence, recommendations, rationale and conclusions of the proposing official and administrative review officer. The proposed notice and Hearing Officer report, along with attachments, are 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 an appeal with the Office of Employee Appeals; (2) filing a grievance pursuant to DPM Chapter 16;

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or (3) filing a grievance pursuant to any applicable collective bargaining agreement. You may choose only one method of review.

To seek review with the Office of Employee Appeals (OEA), you must file a Petition for Appeal with OEA within 30 days of the effective date of this action. A copy of the appeals application and OEA rules are included with this decision for your convenience.

If you prefer, you may seek review by filing a grievance with your agency or with the Department of Human Resources. Please refer to DPM §§ 1626 through 1637 or contact the Department of Human Resources for more information. A copy of the grievance form is included with this decision.

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.

Administrative Leave. You will be held in an administrative leave status and continue to receive full pay and benefits through the effective date of this action.

Government Property. You must immediately surrender any government property in your possession and vacate your duty station. If you value to return any assigned property, the value of that property will be withheld from any outstanding earnings.

Continuation of Health Insurance. If you are enrolled in an employee health insurance program, your coverage will continue uninterrupted for 30 days after the effective date of this action. You may elect to continue your health benefits beyond the 30 days by submitting a written election. Your written election must be received no later than 60 days from the effective date of this action. A copy of the benefits continuation form is included with this notice.

Exit Interview. For your exit interview, or for additional questions, please contact your HR specialist, [HR Advisor Name], at [e-mail] or by phone at (202) [phone].

Notwithstanding the circumstances, on behalf of the residents of the District of Columbia, I would like to thank you for your service. I wish you every success in your future endeavors.

Sincerely,

By:

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Agency Head
Deciding Official

ATTACHMENTS

No.	Title
1	<i>Proposed Separation</i>
2	<i>Hearing Officer's Report and Recommendation</i>
	<i>Continuation of Coverage of Health Benefits Form</i>
3	<i>DCHR Administrative Grievance Application</i>
4	<i>OEA Petition for Appeal Form</i>
5	<i>OEA Procedural Rules</i>

CERTIFICATE OF SERVICE

On [Date], a copy of this notice of removal, 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:

.....
Agency Head
Deciding Official