

**Delegation of Authority for Employee Relations Actions
INVESTIGATIVE AND ENFORCEMENT SERVICES**

TYPE OF ACTION	Director	Deputy Director and Regional Director	Deputy Regional Director Chief - EOB	Chief - PASB Chief - CRES Chief - DCS IES Area Manager
1. Letters of Caution or Warning	X	X	X	X
2. Letters of Reprimand	X	X	X	X
3. Proposals for suspensions of 14 days or less	X	X	X	X
4. Decisions for suspensions of 14 days or less	X	X	X	
5. Proposals for suspensions of more than 14 days, removals, demotions, and furloughs	X	X	X	X
6. Decisions for suspensions of more than 14 days, removals, demotions, and furloughs	X	X	X	
7. Termination of temporary and probationary employees	X	X	X	
8. Reconsideration of Within Grade Increase Withholding	X	X	X	

Last Updated 03/19/08