**Section 302.640 Suspension Totaling Not More Than Thirty Days in any Twelve Month Period**

Disciplinary suspension without pay totaling not more than 30 days in any 12 month period may be imposed upon an employee by an agency head or designee. Unless delay in the imposition of discipline will result in clear harm or damage to an agency, the employee shall be informed in writing of the proposed suspension and the reasons therefor at least 6 working days prior to the effective date of the proposed suspension and be provided with copies of pertinent documents on which the proposed suspension is based. The employee shall have 5 working days after being informed of the proposed suspension within which to address to the agency head or designee written rebuttal to the reasons given for the suspension. A decision of an agency head or designee not to suspend the employee shall be rendered in writing before the proposed suspension date. Written notice of any suspension imposed with the reasons therefor must be served upon the employee on a form prescribed by the Director on or before the effective date of the suspension by typical forms of communication used to most effectively reach that employee, such as, but not limited to, personal delivery, email, mail, certified mail, or other applicable or relevant methods. Notice of such suspension imposed must also be filed immediately with the Director.

(Source: Amended at 48 Ill. Reg. 11318, effective July 16, 2024)