Process for "Referral Back" to Agencies

Referral Back to Agency (Agency Discipline Pending)

Employee or Agency does not want COIB involvement.

Employee and Agency agree to COIB involvement.

COIB waits for agency discipline to conclude before proceeding with the COIB Enforcement proceeding.

COIB can:

- Review Agency's disciplinary charges
- Attend agency hearing, trials, or settlement meetings
- Aid in negotiating a three-way settlement

Board proceeds with Enforcement.

Settlement Requirements:

- 1. Admission of facts
- 2. Admission of violation of Chapter 68
- B. Payment of a fine (up to \$25,000 per violation)
- 4. Public disposition