

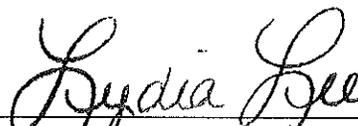


position, shift, days off, and all other matters, as of the time of the discharge;

- b. Appellant shall be returned to her position on a date certain and no later than January 20, 2013;
- c. Appellant is awarded, and Respondent shall pay, all back pay and benefits owing from October 12, 2012 through the date of reinstatement;
- d. Appellant's personnel file shall be purged of any and all reference to discipline and/or discharge related to this matter;
- e. The Performance Management Process ("PMP") dated September 27, 2012 shall be expunged and restored to the initial PMP. A copy of the original PMP shall be provided to Appellant on or before January 20, 2013.

3. Appellant reserves the right to apply, by separate motion, for attorney's fees and costs.

**IT IS SO ORDERED** this 25<sup>th</sup> day of January, 2013.

  
Lydia Lee, OBA # 10374

Administrative Law Judge