

Disciplines of Classified Employees
January 1, 2008 through December 31, 2008

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
Heavy Equipment Operator	Department of Transportation	Employee lost commercial Driver License, which is required to perform the duties of position.	Dismissal	NA	X	Civil Service Commission upheld dismissal.
Library Clerk PT	Library	Employee violated Library Policy by contacting a Library patron and was dishonest during the investigation.	Suspension	8 Hours		
Peace Officer *	Police	-	Suspension	10 Hours		
Animal Care Attendant	General Services	Employee wrongfully euthanized two animals at the Animal Care Center.	Suspension	24 Hours		
Analyst II	Human Resources	Employee violated the City's Code of Ethics Policy by sending inappropriate emails to supervisor and displayed insubordination by refusing to meet with supervisor.	Suspension	454 Hours		
Peace Officer *	Police	-	Suspension	40 Hours		
Financial Analyst	Finance	Employee violated the City's Code of Ethics and Email & Internet Policies by failing to properly store user name and password. In addition, employee failed to satisfactorily perform the duties of position.	Suspension	40 Hours		
Senior Permit Specialist	Planning, Building & Code Enforcement	Employee violated the City's Code of Ethics and Outside Employment Policies by having unapproved secondary work.	Dismissal	NA		Resigned in lieu of dismissal.
Peace Officer *	Police	-	Suspension	40 Hours	X	Civil Service Commission reduced suspension to 20 hours.
Animal Care Attendant	General Services	Employee was physical towards an animal that bit them.	Suspension	8 Hours		
Peace Officer *	Police	-	Suspension	10 Hours		
Public Safety Radio Dispatcher	Fire	Employee failed to satisfactorily perform the duties of position.	Suspension	80 Hours	X	Civil Service Commission upheld suspension.
Maintenance Supervisor	Environmental Services	Employee violated the City's Discrimination and Harassment Policy by making inappropriate comments to and touching a co-worker they supervised.	Dismissal	NA	X	Civil Service Commission upheld dismissal.
Police Data Specialist	Police	Employee failed to notify supervisor or the Department that they were arrested by another jurisdiction and charged with public intoxication.	Suspension	40 Hours		
Office Specialist	Planning, Building & Code Enforcement	Employee violated the City's Code of Ethics and Workplace Violence Policies by displaying physical violence towards a customer.	Suspension	24 hours		
Peace Officer *	Police	-	Suspension	40 Hours	X	
Groundworker	Parks, Recreation & Neighborhood Services	Employee had an ongoing history of absenteeism and tardiness.	Step Reduction	10% for 13 Pay Periods		
Animal Services Officer	Parks, Recreation & Neighborhood Services	Employee violated the City's Discrimination and Harassment Policy by making inappropriate comments about ethnic groups and about an employee's sexual orientation.	Suspension	8 hours		
Peace Officer *	Police	-	Suspension	20 Hours		

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Custodian	General Services	Employee had excessive absenteeism.	Step Reduction	5% for 26 Pay Periods		
Maintenance Worker I	Department of Transportation	Employee failed to notify supervisor that they would not be at work and was absent from work without approved leave.	Dismissal	NA	X	Employee withdrew appeal and resigned in lieu of dismissal
Fire Inspector	Fire	Employee violated the City's Discrimination and Harassment Policy by making inappropriate comments towards multiple co-workers, touching co-workers, and engaging in other inappropriate behavior.	Dismissal	NA	X	Arbitrator returned employee to work with a 30 day suspension. City is currently appealing the decision.
Fire Engineer	Fire	Employee drove on multiple shifts without a valid Driver License.	Step Reduction	5% for 2 Pay Periods		
Single Position Classification	Airport	Employee was discourteous to co-workers in meetings and in email.	Dismissal	NA		
Peace Officer *	Police	-	Suspension	30 Hours		
Animal Services Officer	Parks, Recreation & Neighborhood Services	Employee violated the City's Discrimination and Harassment Policy by posting inappropriate materials in the workplace and violated the City's Email & Internet Policy by using City email and internet for personal use.	Suspension	32 Hours		
Peace Officer *	Police	-	Suspension	20 Hours	X	Arbitrator reduced suspension to Documented Oral Counseling.
Peace Officer *	Police	-	Suspension	10 Hours		
Maintenance Worker I	Department of Transportation	Employee failed to notify supervisor that they would not be at work and was absent from work without approved leave.	Step Reduction	5% for 10 Pay Periods		
Maintenance Worker I	Parks, Recreation & Neighborhood Services	Employee violated the City's Workplace Violence Policy by storing a weapon on City property, failed to satisfactorily perform the duties of position, and was found sleeping on the job.	Suspension	80 Hours		
Peace Officer *	Police	-	Suspension	10 Hours		
Peace Officer *	Police	-	Suspension	10 Hours		
Maintenance Worker II	Department of Transportation	Employee violated the City's Vehicle Policy by being involved in a sixth preventable traffic accident while driving a City vehicle.	Step Reduction	5% for 20 pay periods		
Peace Officer *	Police	-	Suspension	160 Hours		
Peace Officer *	Police	-	Suspension	40 Hours		
Peace Officer *	Police	-	Resigned in Lieu of Dismissal	NA		
Account Clerk II	Finance	Employee violated the City's Code of Ethics by using City position for personal gain.	Dismissal	NA	X	Civil Service Commission upheld dismissal.
Investigator Collector II	Finance	Employee violated the City's Code of Ethics by using position for personal gain. In addition, employee assisted another co-worker who used position for personal gain.	Dismissal	NA	X	Employee withdrew appeal and resigned in lieu of dismissal

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Peace Officer *	Police	-	Suspension	30 hrs		
Peace Officer *	Police	-	Suspension	60 Hours	X	Civil Service Commission reduced 60 hour suspension to 40 hours.
Peace Officer *	Police	-	Suspension	10 Hours		
Animal Care Attendant	Parks, Recreation & Neighborhood Services	Employee wrongfully euthanized a dog at the Animal Care Center.	Suspension	24 Hours		
Public Safety Radio Dispatcher	Police	Employee used City position for personal gain and filed false police reports with another jurisdiction.	Suspension	160 Hours		Suspension was reversed because of timeline issues.
Animal Care Attendant	Parks, Recreation & Neighborhood Services	Employee wrongfully euthanized a dog at the Animal Care Center.	Suspension	24 Hours		
Firefighter	Fire	Employee allowed Class C Driver License to expire, which is required to perform the duties of position and failed to notify supervisor or the Department.	Step Reduction	10% for 5 Pay Periods		

NOTE: * Due to the confidentiality provided to Peace Officers, details involving Peace Officers' disciplines are not included.