

Disciplines of Classified Employees
January 1, 2009 through December 31, 2009

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
Peace Officer *	Police	-	Suspension	10 Hours	No	
Fire Fighter	Fire	Employee violated the Fire Department's General Conduct Policy by engaging in conduct outside of duty hours, which was detrimental to the public service.	Step Reduction	5% for 13 Pay Periods	No	
Maintenance Worker I	PRNS	Employee failed to follow call in procedures, drove a vehicle in an unsafe manner, displayed insubordination towards supervisor, and was dishonest with supervisor. Employee was also found to be dishonest during the administrative investigation.	Dismissal	NA	No	
Heavy Equipment Operator	Department of Transportation	Employee displayed excessive tardiness and absenteeism. Employee was also insubordinate during the administrative investigation.	Dismissal	NA	Yes	Civil Service Commission upheld discipline
Animal Services Officer	General Services	Employee violated the City's Code of Ethics by having animals that were unlicensed. In addition, the employee violated the City's Outside Employment Policy for engaging in secondary work without a permit.	Suspension	40 Hours	No	
Peace Officer *	Police	-	Dismissal		No	
Peace Officer *	Police	-	Suspension	10 Hours	No	
Public Safety Communications Specialist	Police	Employee failed to satisfactorily perform the duties of position	Dismissal	NA	Yes	Settlement agreement reached after dismissal was implemented. Employee withdrew appeal and resigned in lieu of dismissal.
Animal Care Attendant	General Services	Employee allowed an unauthorized person in the euthanasia room.	Suspension	8 Hours	No	
Peace Officer *	Police	-	Suspension	20 Hours	No	
Peace Officer *	Police	-	Dismissal	NA	Yes	Civil Service Commission upheld discipline.
Peace Officer *	Police	-	Disciplinary Transfer	NA	Yes	Arbitration upheld discipline.
Animal Care Attendant	General Services	Employee failed to follow proper euthanasia procedures on two occasions.	Suspension	40 Hours	No	

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Staff Technician	Human Resources	Employee made inappropriate comments and displayed inappropriate conduct towards co-workers. In addition, employee failed to satisfactorily perform the duties of position.	Dismissal	NA	Yes	Civil Service Commission upheld discipline.
Peace Officer *	Police	-	Suspension	80 Hours	Yes	Employee withdrew appeal, as a settlement agreement was reached after dismissal was implemented. Level of discipline stayed at 80 hour suspension.
Peace Officer *	Police	-	Suspension	10 Hours	No	
Peace Officer *	Police	-	Suspension	10 Hours	No	
Analyst	Environmental Services	Employee violated the City's Code of Ethics by allowing a personal relationship to disrupt the workplace, using position within the Department to intimidate a co-worker and using City equipment for personal use. Employee was also found to be dishonest during the administrative investigation.	Dismissal	NA	Yes	Settlement agreement reached after dismissal was implemented. Discipline reduced to a 592 Hour suspension (equivalent of 74 days).
Animal Care Attendant	General Services	Employee failed to verify animal being euthanized, which resulted in the wrong animal being euthanized	Suspension	24 Hours	No	
Peace Officer *	Police	-	Suspension	30 Hours	No	
Network Engineer	Airport	Employee failed to satisfactorily perform the duties of position.	Demotion	NA	Yes	Employee withdrew appeal.
Peace Officer *	Police	-	Suspension	20 Hours	No	
Fire Captain	Fire	Employee violated the City's Travel Policy and the City's Code of Ethics Policy.	Dismissal	NA	Yes	Arbitrator upheld decision.
Property Manager	Airport	Employee failed to satisfactorily perform the duties of position.	Dismissal	NA	No	
Peace Officer *	Police	-	Suspension	10 Hours	No	
Community Activity Worker	Parks, Recreation & Neighborhood Services	Employee used profanity and displayed insubordination towards supervisor. Employee was also found to be dishonest during the administrative investigation.	Dismissal	NA	Yes	Employee withdrew appeal and Resigned in Lieu of Dismissal

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Peace Officer *	Police	-	Suspension	10 Hours	Yes	Civil Service Commission upheld discipline.
Peace Officer *	Police	-	Dismissal	NA	Yes	Civil Service Commission upheld discipline.
Firefighter	Fire	Employee left place of assignment without permission from immediate superior officer.	Step Reduction	5% for 3 Pay Periods	No	
Senior Systems Application Programmer	Airport	Employee failed to satisfactorily perform the duties of position.	Step Reduction	5% for 13 Pay Periods	No	
Peace Officer *	Police	-	Suspension	10 Hours	No	
Animal Services Officer	General Services	Employee was involved in a preventable vehicle accident.	Suspension	8 Hours	No	
Associate Engineer	Public Works	Employee failed to satisfactorily perform the duties of position and had a history of ongoing tardiness.	Dismissal	NA	Yes	Employee withdrew appeal prior to Civil Service Commission hearing.
Office Specialist	Finance	Employee violated the City's Discrimination and Harassment Policy by making inappropriate comments, violated the City's Email Policy by using City email for personal use, and displayed discourteous treatment towards the public.	Dismissal	NA	Yes	Civil Service Commission upheld discipline.
Maintenance Assistant	Parks, Recreation & Neighborhood Services	Employee was involved in fifth preventable vehicle accident.	Suspension	8 Hours	No	
Parking & Traffic Control Officer	Department of Transportation	Employee violated City's Code of Ethics by asking a number of co-workers to void/dismiss citations issued to employee and employee's relative.	Dismissal	NA	No	
Peace Officer *	Police	-	Suspension	10 Hours	No	
Parking & Traffic Control Officer	Department of Transportation	Employee violated City's Code of Ethics by asking fellow co-workers to void citations issued to employee's relative.	Dismissal	NA	Yes	Civil Service Commission upheld dismissal.
Peace Officer *	Police	-	Suspension	40 Hours	No	
Peace Officer *	Police	-	Suspension	40 Hours	No	

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Animal Services Officer	General Services	Employee failed to properly check on animals, which may have been the cause of the animals' deaths. In addition, employee failed to process the animals so that an autopsy could be performed.	Suspension	20 Hours	Yes	Signed settlement agreement prior to Civil Service Commission hearing.