

Disciplines of Classified Employees
January 1, 2010 through December 31, 2010

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
Maintenance Worker II	Department of Transportation	Employee violated the County of Santa Clara's Policy for Satellite Supervisors of the County's Weekend Work Program by fraternizing with a participant under their supervision.	Suspension	16 Hours	No	
Police Officer	Police Department	Employee violated the Police Duty Manual by carrying a personal firearm that they were not qualified for and for losing that personal firearm.	Dismissal	NA	Yes	Signed settlement agreement to reduce to 960 hour suspension.
Laboratory Technician I	Environmental Services	Employee violated the City's Code of Ethics by providing false laboratory data and for being dishonest during the course of an administrative investigation.	Dismissal	NA	Yes	Civil Service Commission Appeal overturned dismissal with full back pay.
Senior Office Specialist	Planning, Building & Code Enforcement	Employee violated the City's Email & Internet Policy and Use of City Equipment Policy by using the City's internet for personal use. In addition, employee violated the City's Code of Ethics and Workplace Violence Policy by making inappropriate comments.	Dismissal	NA	No	
Maintenance Assistant	Parks, Recreation & Neighborhood Services	Employee violated City Policy by failing to inform their supervisor that they were unable to report to work.	Suspension	16 hours	No	
Park Ranger	Parks, Recreation & Neighborhood Services	Employee violated the City's Code of Ethics by engaging in inappropriate conduct in the workplace and for being dishonest with their supervisor.	Suspension	16 Hours	No	
Public Safety Communications Specialist	Police Department	Employee violated Police Policy by failing to properly process a call and for providing false information during an administrative investigation.	Suspension	40 Hours	No	
Firefighter	Fire Department	Employee violated the City's Discrimination and Harassment Policy by having a visitor in their private room at the Fire Station. Further, employee violated the City's Code of Ethics by being dishonest during the course of an administrative investigation.	Dismissal	NA	Yes	Civil Service Commission upheld discipline.
Public Safety Communications Specialist	Police	Employee failed to properly process reports and calls.	Suspension	40 Hours	No	
Street Sweeper Operator	Department of Transportation	Employee failed to provide medical verification for an absence, was absent without leave, and was involved in their third preventable accident.	Demotion	NA	Yes	Retired prior to Civil Service Commission appeal.
Police Officer	Police	Employee failed to conduct adequate investigations.	Dismissal	Not Applicable	Yes	Arbitrator reversed dismissal with full back pay
Senior Maintenance Worker	Department of Transportation	Employee and the employees they supervised played cards for money and video games on City time.	Step Reduction	5% for 13 Pay Periods	No	

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Associate Construction Inspector	Department of Transportation	Employee was convicted of a felony.	Step Reduction	5% for 6 Pay Periods	No	
Environmental Services Specialist	Environmental Services	Employee violated the City's Discrimination and Harassment Policy by viewing pornography on a City computer. In addition, employee violated the City's Email/Internet Policy.	Dismissal	NA	Yes	Civil Service Commission reduced the discipline to a 400 hour suspension.
Geographic Systems Specialist	Planning, Building & Code Enforcement	Employee violated the City's Workplace Violence Policy by making an inappropriate statement regarding their supervisor.	Suspension	24 hours	No	
Associate Engineer	Public Works	Employee violated the City's Discrimination and Harassment Policy by making inappropriate comments, posting inappropriate pictures, and attempting to massage an employee. In addition, employee violated the City's Email/Internet Policy by using the City's email and internet for personal use.	Suspension	80 Hours	No	
Electrician	Department of Transportation	Employee failed to notify supervisor that their Drivers License was suspended.	Step Reduction	10% for 2 Pay Periods	Yes	Settlement agreement reached after discipline implemented, which reduced discipline to a 5% step reduction for 2 Pay Periods.
Therapeutic Specialist	Parks, Recreation & Neighborhood Services	Employee violated the City's Discrimination and Harassment Policy by viewing pornography on a City computer. In addition, employee violated the City's Email/Internet Policy.	Dismissal	NA	No	Resigned/Retired In Lieu
Public Safety Communications Specialist	Police	Employee failed to properly process a report and provided false information during an administrative investigation.	Suspension	20 Hours	Yes	Settlement agreement signed to reduce to a 10 hour suspension
Custodian	Airport	Employee had excessive amount of unplanned absences and failed to follow the direction of his supervisor on multiple occasions.	Dismissal	NA	No	Resigned/Retired In Lieu
Youth Outreach Worker I	Parks, Recreation & Neighborhood Services	Employee lost Drivers License required for position.	Dismissal	NA	No	
Police Officer	Police	Employee violated Outside Employment Policy.	Suspension	20 Hours	No	
Fire Fighter	Fire	Employee failed to fulfill the terms of paramedic service agreement.	Dismissal	NA	Yes	Arbitrator reversed dismissal.
Plant Mechanical Supervisor	Environmental Services	Employee violated the City's Discrimination & Harassment Policy & the City's Email & Internet Policy by sending inappropriate emails that contained pornography.	Suspension	30 Hours	Yes	Settlement agreement reached after discipline was implemented.

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Legal Administrative Assistant	City Attorney's Office	Employee failed to satisfactorily perform duties of position.	Dismissal	NA	Yes	Employee withdrew appeal and resigned in lieu of dismissal.
Office Specialist II	Environmental Services	Employee had an ongoing history of absenteeism and tardiness. In addition, employee violated City policy by utilizing a City phone for personal use.	Suspension	80 Hours	Yes	Civil Service Commission upheld discipline.
Groundswoker	Parks, Recreation & Neighborhood Services	Employee violated the City's Discrimination and Harassment Policy by making inappropriate comments and gestures to other employees. In addition, employee was dishonest during the investigation.	Dismissal	NA	Yes	Civil Service Commission upheld discipline.
Police Officer	Police	Employee was convicted of a misdemeanor.	Dismissal	NA	No	
Associate Engineering Technician	Department of Transportation	Employee violated the City's Discrimination & Harassment Policy & the City's Email & Internet Policy by accessing inappropriate websites that contained pornography.	Dismissal	NA	Yes	Civil Service Commission reduced the discipline to a ten month suspension.
Painter	Airport	Employee drove a City vehicle without a valid Driver License. In addition, employee was insubordinate.	Dismissal	NA	No	
Police Officer	Police	Employee violated department policy by failing to properly secure and losing City property.	Suspension	10 Hours	No	
Air Conditioning Mechanic	General Services	Employee failed to satisfactorily perform the duties of position by sleeping while on duty.	Suspension	24 hours	Yes	Employee withdrew appeal.
Police Officer	Police	Employee violated department policy by attempting to improperly dismiss a citation.	Dismissal	NA	Yes	Settlement agreement reached after dismissal was implemented. Employee served approximately a seven month suspension.
Senior Maintenance Worker	Department of Transportation	Employee violated the City's Discrimination & Harassment Policy & the City's Email & Internet Policy by accessing inappropriate websites that contained pornography.	Dismissal	NA	Yes	Employee withdrew appeal and resigned in lieu of dismissal.
Administrative Officer	Retirement Services	Employee failed to satisfactorily perform duties of position.	Suspension	80 Hours	No	
Electrician	Airport	Employee failed to satisfactorily perform the duties of position, failed to comply with established procedures and failed to demonstrate minimal technical ability in the performance of duties.	Dismissal	NA	Yes	Civil Service Commission upheld discipline.

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Police Officer	Police Department	Employee was involved in a preventable auto accident.	Suspension	10 Hours	No	
Associate Engineer	Environmental Services	Employee failed to satisfactorily perform the duties of position. In addition, employee failed to inform supervisor that they would not be at work, failed to provide required medical verification for sick leave, and failed to arrive to work at the beginning of their shift numerous times.	Dismissal	NA	Yes	Civil Service Commission upheld as employee failed to show.
Custodian	Airport	Employee was insubordinate with supervisor and left shift without permission. In addition, employee failed to satisfactorily perform the duties of position.	Dismissal	NA	Yes	Employee withdrew appeal.
Public Safety Communications Specialist	Police Department	Employee failed to create a dispatch event. In addition, employee inappropriately provided medical instructions during a dispatch call.	Suspension	10 Hours	Yes	Employee withdrew appeal.
Maintenance Worker I	Department of Transportation	Employee was absent without leave.	Dismissal	NA	Yes	Civil Service Commission upheld discipline.
Police Officer	Police Department	Employee obtained a copy of a police report without a legitimate need to know. In addition, employee released confidential information regarding an ongoing investigation.	Dismissal	NA	Yes	Arbitrator upheld discipline
Office Specialist II	Department of Transportation	Employee drove during the course of City business with an invalid driver license.	Step Reduction	10% for 3 Pay Periods	No	
Fire Fighter	Fire Department	Employee made inappropriate comments, including the use of profanity, towards a superior officer while off duty. In addition, employee made inappropriate comments, including the use of profanity, when interacting with San Jose Police Officers. Further, employee was dishonest during the course of an administrative investigation.	Dismissal	NA	Yes	Civil Service Commission upheld discipline.
Police Sergeant	Police Department	Employee violated the City's Code of Ethics by failing to properly investigate an vehicle accident. In addition, the employee failed to properly supervise officers on scene of the vehicle accident.	Dismissal	NA	Yes	Arbitrator reduced dismissal to suspension of 11 months.
Police Officer	Police Department	Employee violated the City's Code of Ethics by failing to properly investigate an automobile accident.	Dismissal	NA	Yes	Arbitrator reduced dismissal to suspension of 11 months.