

Disciplines of Classified Employees
January 1, 2012 through December 31, 2012

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
Police Officer	Police Department	Employee violated the Police Duty Manual by engaging in inappropriate conduct while being stopped by California Highway Patrol while off-duty.	Suspension	20 Hours	No	
Public Safety Communication Specialist	Police Department	Employee violated Police Department Policy by failing to follow procedure during multiple calls for service.	Dismissal	Not Applicable	No	
Senior Office Specialist	Economic Development	Employee failed to satisfactorily perform the duties of position. In addition, employee violated the City's Code of Ethics by being insubordinate to supervisor and being discourteous towards the public and other employees.	Dismissal	Not Applicable	Yes	Signed Settlement Agreement to resign in lieu.
Office Specialist II	Airport	Employee failed to satisfactorily perform the duties of position.	Dismissal	Not Applicable	No	Signed Settlement Agreement to resign in lieu.
Parking and Traffic Control Officer	Department of Transportation	Employee violated the City's Code of Ethics Policy by being dishonest during the course of an administrative investigation, as well as being unprofessional and discourteous to customers and employees. Further, employee violated the Department's Parking Compliance Policies.	Dismissal	Not Applicable	Yes	Appeal withdrawn.
Air Conditioning Mechanic	General Services	Employee was found sleeping multiple times while on-duty.	Dismissal	Not Applicable	No	
Therapeutic Specialist	Parks, Recreation & Neighborhood Services	Employee violated the City's Code of Ethics and Workplace Violence Policy by pushing a program participant, making inappropriate comments towards another participant, and attempting to dissuade a co-worker to report his conduct.	Dismissal	Not Applicable	Yes	Signed Settlement Agreement to resign in lieu.
Senior Hazardous Materials Inspector	Fire Department	Employee failed to satisfactorily perform the duties of position.	Demotion	Not Applicable	No	
Police Officer	Police Department	Employee violated the Police Duty Manual by driving under the influence.	Suspension	80 Hours	No	
Analyst II	Fire Department	Employee violated the City's Outside Employment Policy and the City's Personal Use of City Equipment Policy by conducting secondary work using City equipment.	Suspension	8 Hours	No	

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Senior Parking Traffic Control Officer	Department of Transportation	Employee violated a previous disciplinary settlement agreement.	Dismissal	Not Applicable	No	
Public Safety Radio Dispatcher	Police	Employee violated the City's Code of Ethics and the Police Duty Manual by accessing confidential information from a criminal database without a legitimate law enforcement purpose.	Suspension	160 Hours	No	
Accounting Technician	Parks, Recreation & Neighborhood Services	Employee violated the City's Discrimination & Harassment Policy and the City's Code of Ethics by making an inappropriate comment.	Suspension	8 Hours	No	
Police Officer	Police	Employee violated the Police Duty Manual by failing to secure weapon.	Suspension	10 Hours	No	
Police Officer	Police	Employee violated the Police Duty Manual by driving under the influence.	Suspension	40 Hours	No	
Police Officer	Police Department	Employee violated Police Duty Manual by driving under the influence.	Suspension	40 Hours	No	
Maintenance Worker II	Department of Transportation	Failed to maintain a Class A Commercial Driver License as required by the job class specification.	Dismissal	Not Applicable	Yes	Level of discipline upheld.
Electrician	Public Works	Employee violated the City's Code of Ethics Policy by being dishonest during an administrative interview.	Dismissal	Not Applicable	Yes	CSC appeal being scheduled.
Public Safety Radio Dispatcher	Fire Department	Employee failed to satisfactorily perform the duties the position.	Dismissal	Not Applicable	No	
Parking and Traffic Control Officer	Department of Transportation	Employee violated the City's Code of Ethics Policy by being dishonest during an administrative interview and demonstrated discourteous treatment of other employees.	Dismissal	Not Applicable	No	

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Administrative Officer	Fire Department	Employee failed to satisfactorily perform the duties of position.	Dismissal	Not Applicable	Yes	CSC appeal scheduled for February 26, 2013.
Senior Engineering Technician	Public Works	Employee violated the City's Personal Use of City Equipment Policy, Code of Ethics Policy, and Discrimination and Harassment Policy.	Suspension	56 Hours	No	
Police Officer	Police Department	Employee violated the City's Code of Ethics Policy, Personal Use of City Equipment Policy, and Use of Email, Internet Services and Other Electronic Media Policy.	Suspension	40 Hours	No	
Police Sergeant	Police Department	Employee violated the Police Duty Manual by engaging in inappropriate conduct.	Suspension	20 Hours	No	
Electrician	Environmental Services	Employee failed to report damage to a City vehicle. In addition, employee violated the City's Code of Ethics Policy by being discourteous to other City employees.	Suspension	16 hours	Yes	Level of discipline upheld.
Police Officer	Police Department	-	Suspension	20 Hours	Yes	Arbitration pending.
Police Officer	Police Department	-	Suspension	40 Hours	Yes	Arbitration pending.
Maintenance Worker I	Department of Transportation	Employee failed to satisfactorily perform the duties of position.	Dismissal	Not Applicable	No	
Maintenance Worker I	Department of Transportation	Employee failed to satisfactorily perform the duties of the position. In addition, employee violated the City's Code of Ethics by being dishonest during an administrative interview.	Dismissal	Not Applicable	Yes	CSC appeal scheduled for March 14, 2013.
Animal Services Officer	Public Works	Employee failed to satisfactorily perform the duties of position.	Suspension	40 Hours	No	

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Public Safety Radio Dispatcher	Police Department	Employee violated the Police Duty Manual and City's Code of Ethics Policy by engaging in inappropriate conduct.	Suspension	80 Hours	Yes	CSC appeal being scheduled.
Office Specialist II	Human Resources	Employee failed to satisfactorily perform the duties of position.	Step Reduction	6 Pay Periods	No	