

Disciplines of Classified Employees
January 1, 2014 through December 31, 2014

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
-	-	Employee was dishonest during the administrative investigation.	Dismissal	Not Applicable	No	Signed settlement agreement to resign from City service
Associate Construction Inspector	Public Works	Employee failed to satisfactorily perform the essential duties of their position.	Demotion	Not Applicable	No	
Associate Engineer	Department of Transportation	Employee was convicted of a DUI, and had his license suspended for six (6) months, causing employee to fail to meet the requirements of the classification specification for an Associate Engineer.	Suspension	40 Hours	No	
Building Inspector	Planning, Building & Code Enforcement	Employee brought a City vehicle home overnight and was dishonest during the administrative investigation.	Dismissal	Not Applicable	No	Signed settlement agreement to retire from City service
Code Enforcement Inspector II	Planning, Building & Code Enforcement	Employee failed to satisfactorily perform the duties of the position and engaged in conduct in violation of the City's Code of Ethics policy.	Dismissal	Not Applicable	No	Signed settlement agreement to resign in lieu of termination
Electrician	Department of Transportation	Employee drew unprofessional images on a whiteboard and was evasive and discourteous during their administrative interview.	Suspension	16 Hours	Yes	Signed settlement agreement to hold the entirety of this suspension in abeyance
Fire Captain	Fire Department	Employee engaged in conduct in violation of the City's Code of Ethics and Personal Use of City Equipment policies.	Step Reduction	26 Pay Periods	No	
Fire Engineer	Fire Department	Employee engaged in inappropriate conduct towards a citizen, made inappropriate comments to a member of the public about a fellow employee and superior officer, and was dishonest during an administrative interview.	Dismissal	Not Applicable	No	Signed settlement agreement to reduce to a 5-shift suspension
Fire Fighter	Fire Department	Employee was observed using drugs, possibly on duty.	Dismissal	Not Applicable	No	Signed settlement agreement to receive a step reduction for twenty-six (26) Pay Periods and other conditions
Gerontology Specialist	Parks, Recreation & Neighborhood Services	Employee failed to satisfactorily perform the essential duties of their position and was discourteous towards the public and other employees.	Dismissal	Not Applicable	No	Signed settlement agreement to separate from City service
Maintenance Supervisor	Department of Transportation	Employee failed to satisfactorily perform the essential duties of their position.	Dismissal	Not Applicable	No	
Maintenance Worker I	Department of Transportation	Employee used City equipment to conduct personal business while on City time and reported hours that they did not work.	Suspension	40 Hours	No	Employee voluntarily resigned

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
Maintenance Worker II	Department of Transportation	Employee was convicted of a DUI, and had their license suspended for one (1) month.	Step Reduction	2 Pay Periods	No	
Mechanic	Public Works	Employee violated the City's Code of Ethics and Transfer of Surplus Property policies by giving a City issued radio to a member of an outside agency. In addition, the employee engaged in outside employment without a valid outside work permit.	Suspension	24 Hours	No	
Mechanic	Public Works	Employee engaged in conduct in violation of the City's Code of Ethics and Discrimination and Harassment policies.	Dismissal	Not Applicable	Yes	Signed settlement agreement to receive a 360 Hour suspension
Police Officer	Police Department	Employee made false accusations against another Department member in violation of the Police Duty Manual and Code of Ethics Policy.	Suspension	160 Hours	Yes	Discipline overturned by an arbitrator.
Police Officer	Police Department	Employee obtained confidential information without a legitimate law enforcement purpose. Employee disclosed confidential information to an individual unauthorized to receive it.	Suspension	40 Hours	No	
Police Officer	Police Department	Employee failed to properly notify their supervisor of a vehicle accident and damage to the vehicle.	Suspension	20 Hours	No	Signed settlement agreement to reduce to 10 Hour suspension
Police Officer	Police Department	Employee was found to have slept while an on-duty officer they were training was in the vehicle. Employee worked secondary employment assignments without having proper permits on file. Employee did not document their secondary employment hours, as required by the Department.	Suspension	20 Hours	No	
Police Officer	Police Department	Employee carried their firearm in the waistband of their pants, without the use of an approved holster. Subsequently, employee accidentally discharged one round from their duty handgun and struck their own leg.	Suspension	20 hours	No	
Police Sergeant	Police Department	Employee was discourteous to another employee while on duty.	Suspension	100 Hours	No	Signed settlement agreement to reduce to a 60 Hour suspension
Public Safety Communications Specialist	Police Department	Employee was under the influence of prescription medication, which impaired their abilities to perform the essential duties of their position, while at work and on City time.	Suspension	60 Hours	No	Signed settlement agreement to reduce to a 20 Hour suspension
Recreation Supervisor	Parks, Recreation & Neighborhood Services	Employee allowed a subordinate to access confidential information, violated the City's Procurement Card policy, made inappropriate comments, and failed to comply with reporting responsibilities under the City's Discrimination and Harassment policy.	Suspension	16 Hours	No	
Security Officer	Public Works	Employee recorded a conversation without their supervisor's knowledge or consent and failed to satisfactorily perform the duties of their position.	Dismissal	Not Applicable	Yes	Discipline upheld by CSC
Senior Office Specialist	Police Department	Employee failed to satisfactorily perform the duties of their classification.	Suspension	20 Hours	No	

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
Senior Office Specialist	Planning, Building & Code Enforcement	Employee used a City computer and the City's internet for personal use and to work on projects related to their personal business.	Step Reduction	4 Pay Periods	No	Discipline was implemented due to a settlement agreement violation
Senior Office Specialist	Environmental Services	Employee parked in the City Hall parking garage without permission and improperly used a City parking ticket validation machine.	Step Reduction	4 Pay Periods	No	