

Disciplines of Classified Employees  
January 1, 2017 through December 31, 2017

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
-	Airport	Employee failed to satisfactorily perform the duties of their position.	Dismissal	-	Yes	Employee entered into a disciplinary settlement agreement to resign in lieu of dismissal.
Police Officer	Police Department	Employee engaged in conduct unbecoming an officer when interacting with employees of another agency.	Suspension	20 Hours	No	
Police Officer	Police Department	Employee drove a vehicle under the influence of alcohol.	Suspension	40 Hours	No	
Police Officer	Police Department	Employee engaged in conduct unbecoming an officer while on duty.	Suspension	160 Hours	No	
-	Parks, Recreation, and Neighborhood Services	Employee violated the terms of their disciplinary settlement agreement by failing to satisfactorily perform the duties of their position.	Demotion	-	-	
Senior Office Specialist	Police Department	Employee drove a vehicle under the influence of alcohol.	Suspension	40 Hours	No	
Maintenance Worker II	Department of Transportation	Employee failed to satisfactorily perform the duties of their position, and made comments in violation of the City's Discrimination and Harassment Policy, and the City's Code of Ethics Policy.	Dismissal	-	-	Employee resigned from City service when served a notice of intended discipline.

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-	Environmental Services	Employee made inappropriate comments in violation of the City's Code of Ethics Policy and Discrimination and Harassment Policy.	Suspension	40 Hours	No	
-	Environmental Services	Employee drove a City vehicle and was involved in a traffic collision while under the influence of alcohol.	Dismissal	-	No	Employee resigned in lieu of termination.
Police Officer	Police Department	Employee was involved in a preventable vehicle collision.	Suspension	10 Hours	No	-
Police Officer	Police Department	Employee engaged in inappropriate behavior off-duty, and inappropriate use of sick leave.	Suspension	20 Hours	No	Employee entered into a settlement agreement to receive a 10 hour suspension, holding another 10 hour suspension in abeyance.
Warehouse Worker	-	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy, Code of Ethics Policy, and Personal Use of City Equipment Policy.	Dismissal	-	-	Employee resigned in lieu of termination.
Senior Warehouse Worker	-	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy, Code of Ethics Policy, and Personal Use of City Equipment Policy.	Dismissal	-	-	Employee resigned in lieu of termination.
Wastewater Operator	Environmental Services	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy, Code of Ethics Policy, and Non-Retaliation Policy.	Suspension	40 Hours	No	Employee entered into a settlement agreement to receive a 24 hour suspension, holding another 16 hour suspension in abeyance.

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Firefighter	Fire Department	Employee engaged in off duty conduct in violation of the City's Code of Ethics Policy, and the San Jose Fire Department Rules and Regulations.	Step Reduction	1 Step (Approx. 5%) for 13 Pay Periods	No	Employee entered into a settlement agreement to receive a one-step step reduction (approx. 5%) for 10 pay periods, holding further step reduction in abeyance.
-	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the City Discrimination and Harassment Policy, and Code of Ethics Policy, and failed to satisfactorily perform the duties of their position.	Demotion	-	No	Employee entered into a settlement agreement to voluntarily demote.
Maintenance Worker I	Department of Transportation	Employee was dishonest during an administrative investigation in violation of the City's Code of Ethics Policy.	Dismissal	-	No	
Police Officer	Police Department	Employee was involved in a preventable vehicle collision.	Suspension	20 Hours	No	
Warehouse Worker	-	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy, and Code of Ethics Policy.	Suspension	80 Hours	No	
Warehouse Worker	-	Employee engaged in conduct in violation of the City's Code of Ethics Policy, and Workplace Violence Policy.	Suspension	16 Hours	No	
Police Officer	Police Department	Employee engaged in discourteous conduct in violation of the San Jose Police Department Duty Manual.	Suspension	10 Hours	No	

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Police Officer	Police Department	Employee violated the terms of their disciplinary settlement agreement by being involved in a preventable vehicle collision.	Suspension	10 Hours	No	
Police Officer	Police Department	Employee was involved in a preventable vehicle collision.	Suspension	40 Hours	No	
Senior Police Data Specialist	Police Department	Employee failed to satisfactorily perform the duties of their position.	Demotion	-	Yes	Employee withdrew their appeal to the Civil Service Commission.
-	Fire Department	Employee engaged in conduct in violation of the City's Code of Ethics Policy, Workplace Violence Policy, and the Fire Department's Rules and Regulations.	Demotion	-	No	