

Disciplines of Classified Employees  
January 1, 2018 through March 31, 2018

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
Maintenance Assistant	Parks, Recreation, and Neighborhood Services	Employee was found to have engaged in conduct in violation of the City's Discrimination and Harassment Policy, and Non-Retaliation Policy.	Dismissal	-	No	Employee entered into a settlement agreement to resign in lieu of termination.
-	Fire Department	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy, Discrimination and Harassment Policy, Workplace Violence Policy, and SJFD rules and regulations.	Dismissal	-	Yes	Employee's appeal of discipline is pending.
-	Public Works	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy, and Discrimination and Harassment Policy.	Demotion	-	No	
Police Officer	Police Department	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy, and multiple SJPD Duty Manual sections.	Dismissal	-	-	Employee resigned prior to being served a Notice of Discipline.
Warehouse Worker	Environmental Services	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy, and Workplace Violence Policy.	-	-	-	Employee resigned prior to being served a Notice of Intended Discipline.
Police Officer	Police Department	Employee was found to have engaged in conduct in violation of the City's Discrimination and Harassment Policy, and multiple SJPD Duty Manual sections.	Suspension	160 Hours	No	Employee entered into a settlement agreement to receive a 40 hour suspension, holding a 120 hour suspension in abeyance.