

Disciplines of Classified Employees  
January 1, 2018 through December 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	Civil Service Commission upheld discipline.
-	Public Works Department	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 Department	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.

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Gerontology Specialist	Parks, Recreation, and Neighborhood Services	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy and Discrimination and Harassment Policy.	Dismissal	-	No	Employee entered into a Disciplinary Settlement Agreement to resign in lieu of termination.
Associate Construction Inspector	Public Works Department	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy and Workplace Violence Policy.	Suspension	8 Hours	No	
Senior Maintenance Worker	Parks, Recreation, and Neighborhood Services	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy and Workplace Violence Policy.	Suspension	16 Hours	No	
Wastewater Systems Operator	Environmental Services Department	This was the third instance where Employee failed to come to work, and failed to provide notice.	Suspension	16 Hours	No	
Maintenance Assistant	Department of Transportation	Employee was found to have engaged in conduct in violation of the City's Use of City and Personal Vehicles Policy, and Code of Ethics Policy.	Dismissal	-	No	
Senior Construction Inspector	Public Works Department	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy, Gift Policy, and the Public Works Department's Gift Policy.	Dismissal	-	No	Employee entered into a Disciplinary Settlement Agreement holding dismissal in abeyance, and received a 40 hour suspension.

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
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Police Officer	Police Department	Employee was found to have engaged in conduct in violation of multiple SJPD Duty Manual sections.	Dismissal	-	-	Employee resigned prior to being served a Notice of Discipline.
Police Officer	Police Department	Employee was found to have failed to follow proper procedures in violation of the SJPD Duty Manual.	Dismissal	-	-	Employee entered into a Disciplinary Settlement Agreement holding dismissal in abeyance, and received a 60 hour suspension.
Maintenance Assistant	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy and the City's Code of Ethics Policy.	Suspension	16 Hours	No	
Police Officer	Police Department	Employee was found to have failed to follow proper procedures in violation of the SJPD Duty Manual.	Dismissal	-	-	Employee entered into a Disciplinary Settlement Agreement holding dismissal in abeyance, and received a 60 hour suspension.
Wastewater Maintenance Superintendent	Environmental Services Department	Employee was found to have engaged in conduct in violation of the City's Discrimination and Harassment Policy and the City's Code of Ethics Policy, and failed to perform the duties of their position.	Demotion	-	No	
Analyst II	Police Department	Employee was found to have engaged in conduct in violation of multiple SJPD Duty Manual sections.	Dismissal	-	No	Employee entered into a settlement agreement to resign in lieu of termination.

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Gardener	Parks, Recreation, and Neighborhood Services	Employee was found to have engaged in conduct in violation of the City's Workplace Violence Policy, Code of Ethics Policy, and Discrimination and Harassment Policy.	Suspension	16 Hours	No	
Painter	Environmental Services Department	Employee was found to have engaged in conduct in violation of the City's Discrimination and Harassment Policy.	Suspension	20 Hours	No	
Heavy Equipment Operator	Department of Transportation	Employee was found to have failed to follow department procedures.	Step Reduction	6 Pay Periods	No	
-	Public Works Department	Employee was found to have engaged in conduct in violation of the City's Workplace Violence Policy, and Code of Ethics Policy.	Demotion	-	No	Employee entered into a settlement agreement holding demotion in abeyance, and received a 27 hour suspension.
Police Sergeant	Police Department	Employee was found to have engaged in conduct in violation of multiple SJPD Duty Manual sections.	Suspension	40 Hours	No	
Maintenance Assistant	Parks, Recreation, and Neighborhood Services	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy.	Suspension	40 Hours	No	

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Police Officer	Police Department	Employee was found to have engaged in conduct in violation of multiple SJPD Duty Manual sections.	Suspension	40 Hours	No	
Public Safety Radio Dispatcher	Police Department	Employee was found to have engaged in conduct in violation of multiple SJPD Duty Manual sections.	Suspension	40 Hours	No	
Police Officer	Police Department	Employee was found to have engaged in conduct in violation of multiple SJPD Duty Manual sections.	Suspension	120 Hours	No	
Police Officer	Police Department	Employee was found to have engaged in off-duty conduct in violation of multiple SJPD Duty Manual sections.	Suspension	80 Hours	No	Employee entered into a settlement agreement holding a 40 hour suspension in abeyance, and received a 40 hour suspension.