

Disciplines of Classified Employees
January 1, 2019 through December 31, 2019

Classification	Department	Conduct	Discipline		Appealed	Disposition
			Type	Length		
Senior Office Specialist	Planning, Building, and Code Enforcement	Employee was found to have engaged in conduct in violation of the City's Workplace Violence Policy.	Dismissal	-	No	Employee entered into a Disciplinary Settlement Agreement holding dismissal in abeyance, and received a 40 hour suspension.
Senior Office Specialist	Planning, Building, and Code Enforcement	Employee was found to have engaged in conduct in violation of the City's Workplace Violence Policy and Discrimination and Harassment Policy.	Dismissal	-	No	Employee entered into a Disciplinary Settlement Agreement holding dismissal in abeyance, and received a 40 hour suspension.
Police Officer	Police Department	Employee was found to have engaged in conduct in violation of multiple sections of the San Jose Police Department Duty Manual, and the City's Discrimination and Harassment Policy.	Suspension	160 Hours	No	Employee entered into a Disciplinary Settlement Agreement holding a 40 hour suspension in abeyance, and received a 120 hour suspension.
Public Safety Radio Dispatcher	Police Department	While off-duty Employee drove a vehicle under the influence of alcohol.	Suspension	90 Hours	No	Employee entered into a Disciplinary Settlement Agreement holding a 50 hour suspension in abeyance, and received a 40 hour suspension.
Analyst	Parks, Recreation & Neighborhood Services	Employee failed to satisfactorily perform the duties of their position.	-	-	-	Employee resigned from City service during the investigation.
Water Systems Operator I/II/III	Environmental Services Department	Employee failed to respond to a call when they were on Standby.	Step Reduction	10 Pay Periods	No	

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Electrician I/II	Department of Transportation	Employee was found to have been responsible for a preventable vehicle collision.	Step Reduction	10 Pay Periods	No	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	10 Hours	No	
Police Officer	Police Department	Employee engaged in conduct in violation of multiple sections of the San Jose Police Department Duty Manual.	Suspension	20 Hours	No	
Public Safety Radio Dispatcher	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	No	Employee entered into a disciplinary settlement agreement to receive a 20 hour suspension, holding an additional 20 hour suspension in abeyance.
Police Officer	Police Department	Employee engaged in conduct in violation of the City's Substance Abuse Program and Policy, and in violation of multiple sections of the San Jose Police Department Duty Manual.	Suspension	140 Hours	No	
Police Officer	Police Department	Employee engaged in conduct in violation of multiple sections of the San Jose Police Department Duty Manual.	Suspension	160 Hours	No	

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Senior Office Specialist	Planning, Building, and Code Enforcement	Employee engaged in conduct in violation of the Code of Ethics Policy, and violated the terms of a disciplinary settlement agreement.	Dismissal	-	No	Employee resigned in lieu of dismissal prior to the implementation of discipline.
Police Officer	Police Department	Employee engaged in off-duty conduct in violation of multiple SJPD Duty Manual sections.	Suspension	120 Hours	No	
Police Officer	Police Department	Employee violated the terms of a disciplinary settlement agreement they had entered into by engaging in off-duty conduct in violation of multiple SJPD Duty Manual sections.	Suspension	10 Hours	-	
Police Officer	Police Department	Employee engaged in conduct in violation of multiple SJPD Duty Manual sections.	Suspension	10 Hours	No	
Maintenance Assistant	Department of Transportation	Employee violated the City's Use of City and Personal Vehicles Policy.	Step Reduction	4 Pay Periods	No	
Senior Recreation Leader	Parks, Recreation and Neighborhood Services	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy.	Suspension	80 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 40 hour suspension, holding an additional 40 hours in abeyance.

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-	Finance Department	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy.	Suspension	40 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 24 hour suspension, holding an additional 16 hours in abeyance.
Police Lieutenant	Police Department	Employee engaged in conduct in violation of the City's Workplace Violence Policy, Cellular Telephone Policy, and multiple SJPD Duty Manual sections.	Suspension	120 Hours	-	Employee entered into a disciplinary settlement agreement to receive an 80 hour suspension, holding an additional 40 hours in abeyance.
Maintenance Assistant	Parks, Recreation and Neighborhood Services	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Workplace Violence Policy.	Dismissal	-	-	Employee resigned in lieu of termination.
-	Environmental Services Department	Employee failed to meet the minimum qualifications for their position.	Demotion	-	No	
Recreation Program Specialist	Parks, Recreation and Neighborhood Services	Employee violated the City's Substance Abuse Program and Policy.	Suspension	40 Hours	-	Employee entered into a disciplinary settlement agreement to receive letter of reprimand, holding a 40 hour suspension in abeyance.
Maintenance Worker	Environmental Services Department	Employee violated the City's Use of City and Personal Vehicles Policy, and engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	No	

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Police Officer	Police Department	Employee engaged in conduct in violation of multiple sections of the San Jose Police Department Duty Manual.	Suspension	10 Hours	No	
Police Officer	Police Department	While off-duty Employee drove a vehicle under the influence of alcohol.	Suspension	120 Hours	No	
Fire Captain	Fire Department	Employee engaged in conduct in violation of the City's Code of Ethics Policy and San Jose Fire Department Rules and Regulations.	Step Reduction	6 Pay Periods	No	
-	Environmental Services Department	Employee violated the City's Substance Abuse Program and Policy.	Suspension	8 Hours	-	Employee entered into a disciplinary settlement agreement to receive letter of reprimand, holding an 8 hour suspension in abeyance.
-	Police Department	Employee engaged in conduct in violation of multiple sections of the San Jose Police Department Duty Manual.	Dismissal	-	-	Employee resigned in lieu of termination.