

Disciplines of Classified Employees
January 1, 2020 through December 31, 2020

Classification	Department	Conduct	Discipline		Appealed	Disposition
			Type	Length		
Police Officer	Police Department	Employee was found to have engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	No	
Police Sergeant	Police Department	Employee was found to have engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	10 Hours	No	
Firefighter	Fire Department	Employee was found to have engaged in conduct in violation of the Fire Department Rules and Regulations, SJFD Routine Operating Policies and Procedures, and the City's Code of Ethics Policy.	Step Reduction	6 Pay Periods	No	
Senior Office Specialist	Planning, Building, and Code Enforcement	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy, and in violation of a disciplinary settlement agreement.	Dismissal	-	N/A	
-	Airport	Employee was found to have engaged in conduct in violation of the City's Discrimination and Harassment Policy.	Demotion	-	N/A	Employee entered into a disciplinary settlement agreement holding demotion in abeyance, and received a 2-step salary reduction for 10 pay periods.
-	Airport	Employee was found to have engaged in conduct in violation of the City's Discrimination and Harassment Policy.	Step Reduction	10 Pay Periods	No	

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Police Officer	Police Department	Employee was found to have engaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	N/A	Employee resigned in lieu of termination
Police Officer	Police Department	Employee was found to have engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	10 Hours	No	
Police Officer	Police Department	Employee was involved in a preventable vehicle collision in violation of the San Jose Police Department Duty Manual.	Suspension	10 Hours	No	
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.	Suspension	120 Hours	-	Employee entered into a disciplinary settlement agreement holding an 80 hour suspension in abeyance, and received a 40 hour suspension.
Office Specialist II	Parks, Recreation, and Neighborhood Services	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy, and City Hall Parking Policy.	Dismissal	-	-	Employee resigned in lieu of termination.
Police Sergeant	Police Department	Employee was found to have engaged in conduct in violation of the San Jose Police Department Duty Manual.	Disciplinary Transfer	-	No	

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Police Officer	Police Department	Employee was found to have engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	No	
Librarian II	Library Department	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	No	
-	Finance Department	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	-	Employee entered into a disciplinary settlement agreement holding dismissal in abeyance, and received a 1-step salary reduction for 26 pay periods.
-	Finance Department	Employee was found to have engaged in conduct in violation of their disciplinary settlement agreement.	Dismissal	-	-	
Senior Maintenance Worker	Environmental Services Department		Suspension	40 Hours	No	
Maintenance Worker I	Department of Transportation	Employee was found to have engaged in conduct in violation of the City's Code of Ethics Policy.	Step Reduction	4 Pay Periods	No	

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Public Safety Communications Specialist	Police Department	Employee was found to have endgaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	-	Employee resigned in lieu of termination.
Police Officer	Police Department	Employee was found to have endgaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	160 Hours	-	Employee entered into a disciplinary settlement agreement holding an additional 80 hours of a suspension in abeyance, and received an 80 hour suspension.
Police Officer	Police Department	Employee was found to have endgaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	20 Hours	Yes	Discipline was upheld by the Civil Service Commission.