

Disciplines of Classified Employees  
January 1, 2021 through December 31, 2021

Classification	Department	Conduct	Discipline		Appealed	Disposition
			Type	Length		
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	20 Hours	No	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	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 the San Jose Police Department Duty Manual.	Suspension	20 Hours	No	
Wastewater Foreperson	Environmental Services Department	Employee engaged in conduct in violation of department procedures.	Demotion	-	No	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	60 Hours	No	

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Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	120 Hours	No	
Maintenance Worker II	Airport	Employee engaged in conduct in violations of the City's Workplace Violence Policy, Non-Retaliation Policy, and Discrimination and Harassment Policy.	Dismissal	-	No	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	No	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	80 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 60 hour suspension, holding a 20 hour suspension in abeyance.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	60 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 40 hour suspension, holding a 20 hour suspension in abeyance.
Water Systems Operator	Environmental Services Department	Employee engaged in conduct in violation of the City's Substance Abuse Program and Policy.	Suspension	80 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 2-step pay reduction for 15 pay periods, holding a 20 hour suspension in abeyance.

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-	Office of Retirement Services	Employee engaged in conduct in violation of the City's COVID-19 Mandatory Vaccination Policy.	Suspension	40 Hours	Yes	Civil Service Commission upheld the disciplinary action.
-	Office of Retirement Services	Employee engaged in conduct in violation of the City's Code of Ethics Policy and COVID-19 Mandatory Vaccination Policy.	Dismissal	-	Yes	Civil Service Commission has not yet heard this appeal.
Wastewater Operator	Environmental Services Department	Employee engaged in conduct in violation of the City's COVID-19 Mandatory Vaccination Policy.	Suspension	40 Hours	-	
Water Systems Operator	Environmental Services Department	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	Yes	Civil Service Commission upheld the disciplinary action.
Maintenance Assistant	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy, Code of Ethics Policy, and Workplace Violence Policy.	Suspension	16 Hours	-	
Maintenance Worker II	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Workplace Violence Policy.	Suspension	40 Hours	-	

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Senior Maintenance Worker	Department of Transportation	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy, Code of Ethics Policy, and Workplace Violence Policy.	Demotion	-	-	
-	Environmental Services Department	Employee engaged in conduct in violation of the City's COVID-19 Mandatory Vaccination Policy.	Dismissal	-	-	
Principal Office Specialist	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	80 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 56 hour suspension, holding a 24 hour suspension in abeyance.
Police Officer	Police Department	Employee engaged in conduct in violation of the City's COVID-19 Mandatory Vaccination Policy.	Suspension	40 Hours	-	
Senior Airport Operations Specialist	Airport	Employee failed to satisfactorily perform the duties of their position.	Step Reduction	6 Pay Periods	-	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	-	

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Groundswoker	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Workplace Violence Policy.	Suspension	16 Hours	-	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	10 Hours	-	
Senior Office Specialist	Department of Transportation	Employee failed to satisfactorily perform the duties of their position.	Step Reduction	8 Pay Periods		