

Disciplines of Classified Employees  
January 1, 2022, through December 31, 2022

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	80 Hours	No	
-	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	The Civil Service Commission upheld the disciplinary action.
Police Sergeant	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	160 Hours	Yes	Arbitration decision reduced level of discipline to a Documented Oral Counseling.
Public Safety Radio Dispatcher	Police Department	Employee engaged in conduct in violation of the City's COVID-19 Mandatory Vaccination Policy.	Suspension	40 Hours	-	Employee resigned from City service.
-	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	-	Employee resigned from City service.
Senior Building Inspector Combination Certified	Planning, Building, and Code Enforcement	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Use of City and Personal Vehicles Policy.	Suspension	16 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a Letter of Reprimand, and hold a 16 hour suspension in abeyance.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	Yes	Arbitration decision overturned discipline.

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Wastewater Operator	Environmental Services Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	12 Hours	Yes	The Civil Service Commission upheld the disciplinary action.
Police Radio Dispatcher	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	Yes	The Civil Service Commission upheld the disciplinary action.
Office Specialist	Airport	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours		
Senior Maintenance Worker	Department of Transportation	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours		
Parking & Traffic Control Officer	Department of Transportation	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours		
Principal Engineer / Architect	Environmental Services Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours		
Public Information Representative	Environmental Services Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours		
Community Service Officer	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	Yes	The Civil Service Commission upheld the disciplinary action.

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Wastewater Mechanic	Environmental Services Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours		
Community Service Officer	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours		
Police Radio Dispatcher	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours		
Police Officer	Police Department	Failure to obtain a mandatory COVID-19 vaccination or receive an approved medical or religious exemption in violation of the City's COVID-19 Mandatory Vaccination Policy.	Dismissal	-	No	
Senior Building Inspector Combination Certified	Department of Planning, Building, and Code Enforcement	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	
Building Inspector Combination Certified	Department of Planning, Building, and Code Enforcement	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	
Police Radio Dispatcher	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	
Community Service Officer	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	

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Police Property Specialist	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	9 Hours	No	
Police Radio Dispatcher	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	
Gardener	Department of Parks, Recreation, and Neighborhood Services	Employee failed to meet the minimum qualifications of the Gardener classification.	Demotion	-	No	
Gardener	Department of Parks, Recreation, and Neighborhood Services	Employee failed to meet the minimum qualifications of the Gardener classification.	Demotion	-	No	
Gardener	Department of Parks, Recreation, and Neighborhood Services	Employee failed to meet the minimum qualifications of the Gardener classification.	Demotion	-	No	
Gardener	Department of Parks, Recreation, and Neighborhood Services	Employee failed to meet the minimum qualifications of the Gardener classification.	Demotion	-	No	
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Gardener	Department of Parks, Recreation, and Neighborhood Services	Employee failed to meet the minimum qualifications of the Gardener classification.	Demotion	-	No	

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Gardener	Department of Parks, Recreation, and Neighborhood Services	Employee failed to meet the minimum qualifications of the Gardener classification.	Demotion	-	No	
Maintenance Worker	Airport	Employee engaged in conduct in violation of the City's Substance Abuse Policy & Program, Code of Ethics Policy, and Workplace Violence Policy.	Dismissal	-	Yes	Employee withdrew their appeal to the Civil Service Commission.
Firefighter	Fire Department	Employee failed to be "up-to-date" on their COVID-19 vaccination by January 24, 2022, as required by the Public Health Order issued by the County of Santa Clara on December 28, 2021, resulting in employee's inability to continue to work in Higher-Risk Settings after February 1, 2022, and failed and/or refused to comply with the City's direction to meet the requirements set forth in this Public Health Order, in violation of the City's Code of Ethics Policy.	Suspension	-	Yes	Employee elected to become "up-to-date" after serving approximately 80 hours of their suspension, and was subsequently returned to work.  Employee withdrew their appeal to the Civil Service Commission.
Fire Captain	Fire Department	Employee failed to be "up-to-date" on their COVID-19 vaccination by January 24, 2022, as required by the Public Health Order issued by the County of Santa Clara on December 28, 2021, resulting in employee's inability to continue to work in Higher-Risk Settings after February 1, 2022, and failed and/or refused to comply with the City's direction to meet the requirements set forth in this Public Health Order, in violation of the City's Code of Ethics Policy.	Suspension	-	Yes	Employee is not "up-to-date" and remains suspended without pay.  The Civil Service Commission upheld the disciplinary action.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 20 hour suspension, with a further 20 hour suspension held in abeyance.
Senior Police Radio Dispatcher	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	Yes	The Civil Service Commission upheld the disciplinary action.
Associate Engineer	Public Works Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	
Warehouse Worker	Library Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	

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Wastewater Operator	Environmental Services Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	
Crime and Intelligence Analyst	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	
Senior Airport Operations Specialist	Department of Aviation	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	
Street Sweeper Operator	Department of Transportation	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	
Wastewater Mechanic	Environmental Services Department	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Step Reduction	6 Pay Periods	No	
Wastewater Operator	Environmental Services Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	
Electrician	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Use of City and Personal Vehicle Policy.	Dismissal	-	-	Employee entered into a disciplinary settlement agreement to receive a step reduction for 8 pay periods, with dismissal held in abeyance.
Park Ranger	Department of Parks, Recreation, and Neighborhood Services	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	

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Maintenance Assistant	Department of Transportation	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	
Groundswoker	Department of Parks, Recreation, and Neighborhood Services	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	120 Hours	No	
Environmental Inspector	Environmental Services Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	8 Hours	No	
Animal Care Attendant	Public Works Department	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Discrimination and Harassment Policy.	Suspension	40 Hours	No	
Police Radio Dispatcher	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	
Industrial Electrician	Environmental Services Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	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	-	Employee entered into a disciplinary settlement agreement to receive a 10 hour suspension, with a further 10 hour suspension held in abeyance.

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Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 20 hour suspension, with a further 20 hour suspension held in abeyance.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 20 hour suspension, with a further 20 hour suspension held in abeyance.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	40 Hours	-	Employee entered into a disciplinary settlement agreement to receive a 20 hour suspension, with a further 20 hour suspension held in abeyance.
Maintenance Worker	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy, Accident, Injury, and Illness Investigation and Reporting Policy, Use of City and Personal Vehicles Policy, and DOT Safety Manual.	Dismissal	-	-	Employee entered into a disciplinary settlement agreement to receive a 2-step salary reduction for a period of 30 pay periods, with dismissal held in abeyance.
Security Officer	Public Works Department	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Step Reduction	6 Pay Periods	No	
Fire Fighter	Fire Department	Employee engaged in conduct in violation of the City's Code of Ethics Policy, Discrimination and Harassment Policy, and Fire Department Rules and Regulations.	Dismissal	-	-	Employee entered into a disciplinary settlement agreement to receive a 1-step salary reduction for a period of 26 pay periods, with dismissal held in abeyance.
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, with a further 20 hour suspension held in abeyance.
Police Sergeant	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	



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Police Sergeant	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	
Police Officer	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	
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Police Officer	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	No	
Police Sergeant	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	Yes	<a href="#">Arbitration decision upheld discipline.</a>
Police Sergeant	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	Yes	<a href="#">Arbitration decision upheld discipline.</a>
Police Officer	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	Yes	<a href="#">Arbitration decision upheld discipline.</a>
Police Officer	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	Yes	<a href="#">Arbitration decision upheld discipline.</a>

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Police Officer	Police Department	Failure to comply with the City's COVID-19 Mandatory Vaccination Policy.	Suspension	10 Hours	Yes	<a href="#">Arbitration decision upheld discipline.</a>
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