

Disciplines of Classified Employees  
January 1, 2023, through March 31, 2023

Classification	Department	Conduct	Discipline		Appealed	Disposition
			Type	Length		
Division Manager	-	Employee failed to satisfactorily perform the duties of their position.	Dismissal	-	No	
Senior Recreation Leader	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy.	Dismissal	-	No	
Street Sweeper	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	-	Employee resigned in lieu of termination.
Community Service 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 one-step pay reduction for 10 Pay Periods.
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 Vehicles Policy; and Department of Transportation Safety Manual.	Dismissal	-	-	Employee entered into a Disciplinary Settlement Agreement to receive a two-step pay reduction for 30 Pay Periods.
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, holding an additional 20 hour suspension in abeyance.

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	120 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 30 Pay Periods.
Senior Office Specialist	Planning, Building, and Code Enforcement	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Discipline Policy.	Dismissal	-	No	