

Disciplines of Classified Employees

1/1/2024 - 12/31/2024

The below information includes classified employees (including Peace Officers) who:

- Received a Notice of Discipline
- Signed a settlement agreement prior to receiving a Notice of Discipline
- Resigned during an investigation

Peace Officer discipline information can only be posted after the entire appeal process is completed

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	40 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 10 Pay Periods.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	10 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 2 Pay Periods.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	70 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 17 Pay Periods, a six month suspension of secondary employment work permits, and removal from the Field Training Unit.
Maintenance Worker	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the City's Substance Abuse Program and Policy and Code of Ethics Policy; was insubordinate; and was willfully disobedient.	Dismissal	-	Yes	The Civil Service Commission overturned the disciplinary action in its entirety.

Disciplines of Classified Employees

1/1/2024 - 12/31/2024

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.	Dismissal	-	Yes	Employee appealed the disciplinary action to the Civil Service Commission. Employee failed to appear before the Civil Service Commission, and their appeal was dismissed.
Maintenance Worker	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	Yes	The Civil Service Commission overturned the disciplinary action in its entirety.
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 in lieu of a 120 hour suspension.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 40 Pay Periods, while holding dismissal from City service in abeyance.
Senior Maintenance Worker	Department of Transportation	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy.	Dismissal	-	-	Former employee resigned in lieu of termination.

Disciplines of Classified Employees

1/1/2024 - 12/31/2024

Classification	Department	Conduct	Discipline		Appealed	Disposition
			Type	Length		
Youth Outreach Worker	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the City's Personal Use of City Equipment Policy; Use of Email, Internet Services, and Other Electronic Media Policy; Dsicrimination and Harassment Policy; and Mobile Communications and Devices Policy.	Dismissal	-	-	Employee entered into a Disciplinary Settlement Agreement to receive a two-step pay reduction for 15 Pay Periods, while holding dismissal from City service in abeyance.
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, and shall be suspended from secondary employment assignments for a period of 6 months.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	Yes	<u>Arbitrator determined that no disciplinary action was warranted, and returned the former employee to City service with full back-pay.</u>
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 one-step pay reduction for 5 Pay Periods, and may be removed from their unit at any time within 15 months for any discipline / performance related reasons.
-	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy, and thereby violated the terms of their previous disciplinary settlement agreement.	Dismissal	-	-	

Disciplines of Classified Employees

1/1/2024 - 12/31/2024

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	
-	Finance Department	Employee failed to satisfactorily perform the duties of their position.	Suspension	80 Hours	Yes	The Civil Service Commission upheld the disciplinary action.
Senior Airport Operations Specialist	Airport Department	Employee failed to satisfactorily perform the duties of their position.	Dismissal	-	-	Employee entered into a Disciplinary Settlement Agreement to resign in lieu of termination.
Maintenance Worker	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	Yes	The Civil Service Commission upheld the disciplinary action.
Senior Police Dispatcher	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	10 Hours	No	

Disciplines of Classified Employees

1/1/2024 - 12/31/2024

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	60 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 10 Pay Periods, while holding a 20-hour suspension in abeyance.
Gardener	Parks, Recreation, and Neighborhood Services	Employee failed to meet the minimum qualifications of their position.	Demotion	-	No	
Maintenance Worker	Department of Transportation	Employee engaged in conduct in violation of the City's Federal DOT Drug and Alcohol Testing Policy.	Step Reduction	6 Pay Periods	No	
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 one-step pay reduction for 10 Pay Periods in lieu of a 40-hour suspension.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	No	

Disciplines of Classified Employees

1/1/2024 - 12/31/2024

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.	Dismissal	-	Yes	Former employee withdrew their appeal to the Civil Service Commission.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	Yes	Arbitrator overturned the disciplinary action.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	Yes	Arbitrator reduced the disciplinary action to a 40-hour suspension.