

Disciplines of Classified Employees

1/1/2025 - 6/30/2025

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

- Received a Notice of Intended 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	10 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 2 Pay Periods in lieu of a 10-hour suspension.
Fire Engineer	Fire Department	Employee engaged in conduct in violation of the City's Substance Abuse Program and Policy, and the City's Code of Ethics Policy.	Dismissal	-	-	Employee resigned in lieu of termination.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	60 Hours	No	
Community Service 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 two-step pay reduction for 20 Pay Periods in lieu of an 80-hour suspension.

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Classification	Department	Conduct	Discipline		Appealed	Disposition
			Type	Length		
Maintenance Worker II	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	Yes	The Civil Service Commission amended this discipline to a 440 hour suspension without pay.
-	Department of Public Works	Employee engaged in conduct in violation of the City's Substance Abuse Program and Policy, and the City's Code of Ethics Policy.	Dismissal	-	No	
Senior Maintenance Worker	Department of Transportation	Employee engaged in conduct in violation of the City's Workplace Violence Policy, and the City's Code of Ethics Policy.	Dismissal	-	Yes	Civil Service Commission amended the disciplinary action to a 6-month suspension.
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 2 Pay Periods, and holding a 10-hour suspension in abeyance.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	160 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 40 Pay Periods in lieu of a 160-hour suspension.

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			Type	Length		
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 in lieu of a 20-hour suspension.
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 Letter of Reprimand while holding a 10-hour suspension in abeyance.
-	Finance Department	Employee failed to satisfactorily perform the duties of their position.	Dismissal	-	Yes	The Civil Service Commission upheld this disciplinary action.
-	Environmental Services Department	Employee engaged in conduct in violation of the City's Workplace Code of Ethics Policy and Use of City and Personal Vehicles Policy.	Dismissal	-	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 26 Pay Periods while holding dismissal in abeyance.
-	Environmental Services Department	Employee engaged in conduct in violation of the City's Substance Abuse Program and Policy.	Dismissal	-	Yes	Civil Service Commission amended the disciplinary action to a 3-month suspension with random alcohol testing and required participation in EAP services.

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Classification	Department	Conduct	Discipline		Appealed	Disposition
			Type	Length		
Fire Captain	Fire Department	Employee failed to maintain a certification that is required for their position.	Dismissal	-	-	Former employee has withdrawn his appeal of this disciplinary action.
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 in lieu of a 10-hour suspension.