

# Disciplines of Classified Employees

7/1/2025 - 3/4/2026

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	80 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 20 Pay Periods in lieu of a 80-hour suspension.
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.
Senior Animal Services Officer	Public Works Department	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Animal Services Field Unit Policy Manual.	Suspension	80 Hours	No	
Gardener	Parks, Recreation and Neighborhood Services	Employee failed to meet the minimum qualifications of their position.	Demotion	-	-	Employee is within their timeline to appeal the disciplinary action to the Civil Service Commission.

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			Type	Length		
Maintenance Worker I	Parks, Recreation and Neighborhood Services	Employee engaged in conduct in violation of the City's Use of City and Personal Vehicles Policy.	Suspension	8 Hours	No	
Community Services Supervisor	Parks, Recreation and Neighborhood Services	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy.	Suspension	40 Hours	No	
Police Sergeant	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 letter of reprimand and attend required training while the City holds the 20-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 a period of 35 pay periods in lieu of a 140 hour suspension, and the City will continue to hold a 20-hour suspension in abeyance.
-	Information Technology Department	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	-	Employee resigned in lieu of termination.

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Firefighter	Fire Department	Employee engaged in conduct in violation of the City's Substance Abuse Program & Policy, and the Fire Department Rules and Regulations.	Dismissal	-	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for a period of 26 pay periods, and the City will continue to hold dismissal 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 one-step pay reduction for a period of 7 pay periods in lieu of a 28-hour suspension, and the City will continue to hold a in abeyance a pay reduction equivalent to a suspension without pay for a period of 12 hours.
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	40 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a 20-hour suspension, and the City will continue to hold in abeyance a suspension without pay for a period of 20 hours.
Maintenance Worker I	Parks, Recreation and Neighborhood Services	Employee engaged in conduct in violation of the City's Discrimination and Harassment Policy.	Suspension	24 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 12 Pay Periods in lieu of a 24-hour suspension.

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			Type	Length		
Microbiologist	Environmental Services Department	Employee engaged in conduct in violation of the City's Substance Abuse Program and Policy.	Dismissal	-	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 one-step pay reduction for a period of 2 pay periods in lieu of an 8-hour suspension, and the City will continue to hold a in abeyance a pay reduction equivalent to a suspension without pay for a period of 12 hours.
Maintenance Worker I	Department of Transportation	Employee engaged in conduct in violation of the City's Substance Abuse Program and Policy.	Dismissal	-	Yes	Employee withdrew their appeal to the Civil Service Commission.