

**Disciplines of Classified Employees
January 1, 2016 through December 31, 2016**

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
-	-	It was substantiated that Employee was dishonest.	Dismissal	-	No	Employee entered into a Disciplinary Settlement Agreement to resign in lieu of termination.
-	Airport	Employee failed to satisfactorily perform the duties of their position.	Dismissal	-	Yes	Civil Service Commission hearing is to be scheduled.
-	-	Employee violated the City's Substance Abuse Policy.	Dismissal	-	No	Employee entered into a Disciplinary Settlement Agreement to receive a Step Reduction for 26 pay periods, holding dismissal in abeyance.
Maintenance Worker II	Department of Transportation	Employee was in a preventable accident while driving a City vehicle, and was dishonest during an administrative interview.	Dismissal	-	No	Employee entered into a Disciplinary Settlement Agreement where they received an 80 hour suspension, holding dismissal in abeyance.
Electrician II	Department of Transportation	Employee has been involved in multiple preventable vehicle accidents, which has resulted in progressive levels of discipline.	Step Reduction	20 Pay Periods	No	Employee entered into a Disciplinary Settlement Agreement where they received a step reduction for 10 pay periods, holding a step reduction for an additional 10 pay periods in abeyance.
Maintenance Worker II	Department of Transportation	Employee's driver's license was suspended, while being in a position that requires maintaining a valid driver's license. Employee also failed to inform their supervisor of their suspended driver's license in accordance with Department of Transportation policy.	-	-	-	Employee resigned from City service prior to issuance of notice of intended discipline.
Senior Construction Inspector	Department of Transportation	Employee was discourteous to a citizen in violation of the City's Code of Ethics Policy.	Suspension	24 Hours	No	

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Wastewater Operations Foreperson II	Environmental Services Department	Employee failed to follow facility policy, and improperly reported time on their timecard.	Suspension	80 Hours	No	Employee entered into a disciplinary settlement agreement to receive a Letter of Reprimand, holding an 80 hour suspension in abeyance.
Environmental Inspector I	Environmental Services Department	Employee violated the terms of their disciplinary settlement agreement.	Demotion	-	No	
Senior Engineer	Environmental Services Department	Employee failed to perform the duties of their position, improperly reported time on their timecard, and was discourteous to other City employees.	Dismissal	-	No	Employee resigned from City service.
Battalion Chief	Fire Department	Employee left their assignment without proper authorization or proper relief.	Step Reduction	3 Pay Periods	No	
Fire Captain	Fire Department	Employee violated the Procurement Card Policy and Code of Ethics Policy.	Suspension	16 Hours	No	Employee entered into a disciplinary settlement agreement to split their suspension over two separate pay periods.
Battalion Chief	Fire Department	Employee failed to satisfactorily perform the duties of their position.	Step Reduction	6 Pay Periods	No	
-	Human Resources	Employee failed to satisfactorily perform the duties of their position.	Suspension	16 Hours	No	Employee entered into a Disciplinary Settlement Agreement where they received an 8 hour suspension, holding an additional 8 hour suspension in abeyance.

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-	Human Resources	Employee failed to satisfactorily perform the duties of their position, in violation of a Disciplinary Settlement Agreement that they had entered into.	Suspension	8 Hours	No	
Groundsworker	Parks, Recreation and Neighborhood Services	Employee engaged in inappropriate behavior in violation of the City's Discrimination and Harassment Policy.	Dismissal	-	Yes	Civil Service Commission returned Employee to City service with a 30 day suspension.
-	Parks, Recreation and Neighborhood Services	Employee failed to satisfactorily perform the duties of their position.	Demotion	-	No	Employee entered into a Disciplinary Settlement Agreement to receive a step reduction for 12 pay periods, holding demotion in abeyance.
Maintenance Assistant	Parks, Recreation, and Neighborhood Services	Employee made inappropriate comments in violation of the City's Code of Ethics Policy, Discrimination and Harassment Policy, and Workplace Violence Policy.	Suspension	16 Hours	No	-
Code Enforcement Inspector II	Planning, Building and Code Enforcement	Employee was in a romantic relationship with a subordinate, and failed to report it. Employee was dishonest during their administrative interview. Employee also used City email and their computer for personal use in violation of City Policy.	Dismissal	-	Yes	Employee withdrew Civil Service Commission appeal, and entered into a Disciplinary Settlement Agreement to resign in lieu of termination.
Staff Specialist	Planning, Building, and Code Enforcement	Employee was dishonest during an investigation.	Dismissal	-	No	Employee entered into a disciplinary settlement agreement to receive a 40 hour suspension, holding dismissal in abeyance.
Police Officer	Police Department	Employee drove a City vehicle under the influence of alcohol.	Suspension	80 Hours	No	Employee entered into a Disciplinary Settlement Agreement to receive a 60 hour suspension, holding an additional 20 hour suspension in abeyance.

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Police Officer	Police Department	Employee was involved in multiple preventable accidents while driving City vehicles.	Suspension	20 Hours	No	Employee entered into a Disciplinary Settlement Agreement to receive a 10 hour suspension, holding an additional 10 hour suspension in abeyance.
Police Officer	Police Department	Employee was involved in a preventable accident while driving a City vehicle.	Suspension	10 Hours	No	-
Police Officer	Police Department	Employee drove a personal vehicle under the influence of alcohol.	Suspension	40 Hours	No	-
Senior Office Specialist	Police Department	Employee drove a City vehicle and a personal vehicle while on duty while their driver's license was suspended, and failed to satisfactorily perform the duties of their position.	Dismissal	-	No	Employee entered into a Disciplinary Settlement Agreement to resign in lieu of termination.
Public Safety Radio Dispatcher	Police Department	Employee drove a vehicle under the influence of alcohol, participated in unlawful activities, and removed confidential information from a City facility in violation of department procedure.	Dismissal	-	Yes	Employee has withdrawn their Civil Service Commission appeal.
Police Officer	Police Department	Employee violated the terms of a disciplinary settlement agreement.	Dismissal	-	No	
Police Officer	Police Department	Employee drove a vehicle under the influence of alcohol.	Suspension	40 Hours	No	

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Police Officer	Police Department	Employee accidentally discharged their weapon while in the field.	Suspension	10 Hours	No	
Police Officer	Police Department	Employee was involved in a preventable vehicle accident while on duty. This accident was the Employee's fourth preventable accident within four years.	Suspension	10 Hours	No	
Police Officer	Police Department	Employee used inappropriate language when communicating with a member of an outside agency.	Suspension	40 Hours	No	