

# Disciplines of Classified Employees

1/1/2023 - 12/31/2023

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		
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, holding dismissal in abeyance.

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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 20 hour suspension, holding an additional 20 hour suspension 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.
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	
Police Sergeant	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	140 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 35 Pay Periods.
Senior Airport Operations Specialist	Department of Aviation	Employee engaged in conduct in violation of the City's Use of City and Personal Vehicles Policy and Use of Email, Internet Services, and Other Electronic Media Policy.	Dismissal	-	Yes	The Civil Service Commission reduced the disciplinary action to a 6-month suspension, returning the former employee to City service.
Parking Traffic Control Officer	Department of Transportation	Employee engaged in conduct in violation of the City's Substance Abuse Policy and Code of Ethics Policy.	Dismissal	-	-	Employee entered into a Disciplinary Settlement Agreement to receive a 40 hour suspension, holding dismissal in abeyance.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual and the City's Code of Ethics Policy.	Dismissal	-	No	

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Fire Captain	Fire Department	Employee engaged in conduct in violation of the San Jose Fire Department Rules and Regulations, the City's Code of Ethics Policy, and Use of City and Personal Vehicles Policy.	Demotion	-	No	
Senior Park Ranger	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the Park Ranger Duty Manual.	Dismissal	-	-	Employee entered into a settlement agreement to resign from City service.
Police Forensic Analyst	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual and the City's Code of Ethics Policy.	Suspension	80 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 20 Pay Periods, holding a 40 hour suspension 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 10 Pay Periods.
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.
Animal Care Attendant	Public Works	Employee engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	-	Employee resigned in lieu of termination.
Mechanic	Public Works	Employee engaged in conduct in violation of the City's Workplace Violence Policy and Code of Ethics Policy.	Dismissal	-	-	Employee resigned in lieu of termination.

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Police Sergeant	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	140 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 35 Pay Periods.
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.
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.
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.
Warehouse Worker	Library Department	Employee engaged in conduct in violation of the City's Workplace Violence Policy and Code of Ethics Policy.	Dismissal	-	No	
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.
Youth Outreach Worker	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the City's Workplace Violence Policy and Code of Ethics Policy.	Dismissal	-	No	

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Classification	Department	Conduct	Discipline		Appealed	Disposition
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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.
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.
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.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual, the City's Code of Ethics Policy, and the City's Workplace Violence Policy.	Suspension	60 Hours	Yes	The Civil Service Commission reduced the disciplinary action to a 30 hour suspension.
Maintenance Supervisor	Department of Transportation	Employee engaged in conduct in violation of the City's Use of City and Personal Vehicles Policy and the Department of Transportation's Driver's License Policy.	Suspension	8 Hours	No	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	Yes	<a href="#">Arbitrator determined that no disciplinary action was warranted, and returned the former employee to City service with full back-pay.</a>
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.

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Police Sergeant	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	40 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 5 Pay Periods, and holding a further 20 hour suspension in abeyance.
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	60 Hours	No	
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Suspension	50 Hours	-	Employee entered into a Disciplinary Settlement Agreement to receive a one-step pay reduction for 12 Pay Periods.
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 15 Pay Periods.
Gardener	Parks, Recreation, and Neighborhood Services	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Use of City and Personal Vehicles Policy.	Dismissal	-	No	
Maintenance Worker	Department of Transportation	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Workplace Violence Policy.	Dismissal	-	Yes	The Civil Service Commission overturned the level of discipline and imposed a Documented Oral Counseling.

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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.
Painter	Environmental Services	Employee engaged in conduct in violation of the City's Code of Ethics Policy and Discrimination and Harassment Policy.	Dismissal	-	Yes	The Civil Service Commission overturned the level of discipline and imposed a 3-month suspension.
Public Information Manager	Airport	Employee failed to satisfactorily perform the duties of their position, and engaged in conduct in violation of the City's Code of Ethics Policy.	Dismissal	-	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 four-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.	Dismissal	-	Yes	<a href="#"><u>Arbitrator determined that a 90-day suspension was warranted, and returned the former employee to City service with full back-pay for the remainder of their separation.</u></a>
Police Officer	Police Department	Employee engaged in conduct in violation of the San Jose Police Department Duty Manual.	Dismissal	-	Yes	<a href="#"><u>Arbitrator upheld the disciplinary action.</u></a>