

CAUSES FOR SUSPENSION, DEMOTION, RELEASE OR DISCHARGE

Sec. 84. At the discretion of the Commission, the following may be declared to constitute grounds for suspension, demotion, release or discharge (separation) of an employee from the classified service of the City:

- (1) Violation of any provision of the Charter of the City, the Rules and Regulations of the Commission, or any written departmental or citywide policy, procedure, rule, regulation, or directive.
- (2) Fraud in securing appointment.
- (3) Inefficiency – Failure by an employee, usually over a period of time, to meet a level of productivity set by other employees in the same or similar position or a failure to produce an intended result with a minimum of waste, expense or unnecessary effort.
- (4) Inexcusable Neglect of Duty – Intentional or grossly negligent failure to exercise due diligence in the performance of a known official duty.
- (5) Insubordination – Refusal to respond, without justification, to a lawful order given by a superior or an employee, who is not a superior, but who has been empowered to give such orders.
- (6) Dishonesty – Intentional misrepresentation of known facts, or omission of facts, which the employee has a duty to disclose.
- (7) Unauthorized consumption or possession of and/or being under the unauthorized influence of any alcoholic beverage, narcotic, harmful or addictive drug which has not been prescribed by a licensed physician, while on duty or on standby duty.
- (8) Unlawful sale or distribution of a narcotic or dangerous drug.
- (9) Inexcusable or excessive absence from the City and/or violation of any sick leave provisions of the City.
- (10) Discourteous, disruptive, or harassing conduct toward the public or other employees.
- (11) Destruction, misuse, misappropriation, unauthorized use of or unauthorized possession of City property
- (12) Brutality or cruelty to an inmate or prisoner of a City institution, or to a person in custody.

- (13) On duty fighting, malicious mischief, discourteous, disruptive or harassing conduct toward the public or other employees, or destruction of property other than City property.
- (14) Conviction of a felony or conviction of a misdemeanor involving moral turpitude. A plea or verdict of guilty, or a conviction following a plea of nolo contendere to a charge of a felony or any offense involving moral turpitude is deemed to be a conviction. Notwithstanding any further appellate proceedings, a conviction shall be deemed complete upon the date the court imposed judgment and sentence.
- (15) Other failure of good behavior either during or outside of duty hours, which is of such a nature that it causes discredit to the appointing authority or the person's employment.
- (16) Unlawful retaliation against any other City employee or member of the public, who in good faith reports, discloses, divulges, or otherwise brings to the attention of any prosecuting agency, or any other appropriate authority, any facts or information relative to actual or suspected violation of any law of this City, County, State or the United States, occurring on the job, or directly related thereto.
- (17) Failure to maintain necessary licenses or certification required to meet the minimum qualifications for the position.