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 judgement and sentence.

(16) 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. Rev. July 20, 1993

(17) 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.

(18) Failure to maintain necessary licenses or certification required to meet the minimum qualifications for the position.

DISMISSED EMPLOYEE NOT ELIGIBLE FOR REEMPLOYMENT

Sec. 85. Any employee who has been dismissed from City service for disciplinary reasons shall have his/her name removed from all eligible and priority lists by the Executive Director, and shall neither be eligible to participate in any Civil Service examination, nor be reappointed to any classified position unless, after review, the Commission authorizes his/her eligibility.

DURATION OF EMPLOYEE SUSPENSION OR DEMOTION

Sec. 96. The duration of an employee’s suspension or demotion shall be designated by his/her department head and stated in the written charges presented to the employee with the exception of summary suspensions under Section 87. However, an employee’s suspension shall not exceed six calendar months without the approval of both the appointing authority and the Commission.

SUMMARY SUSPENSION

Sec. 87. Pending an investigation by the appointing authority of accusations against an employee involving misappropriation of City property and/or City funds, drug addiction, brutality or cruelty to a person in custody, acts which would constitute a felony, or a misdemeanor involving moral turpitude, or substantiated, job-related, extraordinary conduct requiring immediate removal of the employee from the workplace; the appointing authority may impose a summary suspension for a period not to exceed 30 days. Any summary suspension may be terminated by the appointing authority by giving 48 hours notice in writing to the employee. The summary suspension period shall be used by the