

CITY OF NEW HAVEN



**OFFICE OF THE CITY CLERK
200 ORANGE STREET
NEW HAVEN, CONNECTICUT 06510
203)946-8346/8339 fax 946-6974**

Michael B. Smart
City Clerk

Sally J. Brown
Deputy City Clerk

NEW HAVEN
CITY CLERKS OFFICE
RECEIVED
2015 MAY -1 P 1:06

To: Vincent Daniels
From: Michael B. Smart, City Town Clerk
RE: Suspension for insubordination

On March 27th I instructed you to print out some information on the IQS daily report sheet which you are familiar with. You refused and told me I don't know what you are talking about, ask the Deputy Clerk and walked away.

On April 2nd I instructed you to show Eileen Segui where the 2014 Election Primary cross off / check off list were located on the K drive, you refused and said to her look on your K drive and find it yourself.

On April 10th I instructed you to research meeting agendas and if there were any minutes for the commission on equal opportunities, you refused and told me that you didn't know what I was talking about and to ask the Deputy Clerk. I asked you again and reminded you that the information was right in front of you in a file cabinet which you are well aware of.

On April 13th I asked Eileen Segui to ask you to give her a copy of the current approved Mutual Housing New Horizon's executed tax abatement agreement that was on your desk. You stated that you didn't have it. After further research I pointed to you that it was on your desk.

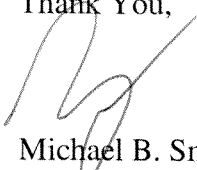
On April 13th you sent me an email giving me a directive that any information I want from you, to send you an email request.

On April 16th at 3:00 PM at the Loudermill Hearing, I met with you and your Union Representative Doreen Rhodes to address the concerns above. At said meeting, you did not offer any defense for your behavior and in fact presented yourself in an argumentative, disrespectful and sarcastic manner. I repeatedly reminded you to watch

your tone, and your response to me was maybe if you knew how to ask for information maybe you will get it. Given that you have been warned previously for insubordination and are currently under a settlement agreement, you are suspended for three days without pay (**May 4th, 5th and 6th**).

In the future, if you genuinely do not understand a directive or how to accomplish it, you are to bring this to my attention in a professional and respectful manner. Further violations will result in progressive lawful disciplinary action.

Thank You,



Michael B. Smart
City Town Clerk

cc: Doreen Rhodes, President, AFSCME Local 884
Marcus Paca, Director of Labor Relations
Scott Nabel, Public Safety Human Resource Manager

NEW HAVEN
CITY CLERKS OFFICE
RECEIVED
2015 MAY -1 P 1:06