



**Charleston County Government**  
 Disciplinary Report  
 (Refer to Charleston County's Personnel Procedure 7.30)

Employee Name: Daniel Gregory	Employee ID: [REDACTED]
Job Title: Delinquent Tax Collector	Department: Revenue Collections
Date of Violation: 07/13/2020	Time of Violation: Click or tap here to enter text.

**This is a Written:**

<input type="checkbox"/> Warning	<input checked="" type="checkbox"/> Suspension w/o pay 1 Day	<input type="checkbox"/> Administrative Leave
<input type="checkbox"/> Disciplinary Probation:	Start Date: Click or tap to enter a date. End Date: Click or tap to enter a date.	<input type="checkbox"/> Termination

**List performance issues and describe supporting details:**

Dan submitted a request for an attorney general's opinion after being told by supervisor that County legal staff prohibits employees from submitting requests for AG opinions.

**Supervisor's Recommendation and Expectations:**

In the future, you must go through the County legal office and request they submit a legal opinion from the Attorney General's office.

If this is a repeat violation of a closely-related rule, has the employee previously been warned?  Yes  No

If yes, indicate how and when:

<input checked="" type="checkbox"/>	Verbal Warning	Date: Approximately 2014	Click or tap to enter a date.	Click or tap to enter a date.
<input type="checkbox"/>	Written Warning	Date: Click or tap to enter a date.	Click or tap to enter a date.	Click or tap to enter a date.
<input type="checkbox"/>	Other (Describe):	Date: Click or tap to enter a date. Click or tap here to enter text.		

NOTE: If the above action is subject to appeal, provide employee with a copy of the Charleston County Grievance Procedure 7.40

**Employee Assistance Plan (EAP): Check if appropriate:**

<input type="checkbox"/>	Voluntary:	The County's Employee Assistance Program, SAVE, Incorporated, can be confidentially reached to assist you at (843) 747-5327. This is strictly voluntary and confidential.
<input type="checkbox"/>	Mandatory:	You are receiving a mandatory referral to the County's Employee Assistance Program, SAVE, Incorporated. Your appointment is scheduled for the date and time below. The purpose of the EAP visit is to provide one-on-one training and assistance relevant to the above issues.

Original: Send to HR; Copy to DCA, Appointed/Elected Official, Supervisor and Employee



		DATE: Click or tap to enter a date.	Time: Click or tap here to enter text.
--	--	-------------------------------------	--

SAVE, Incorporated: 4130 Faber Place Drive, Suite 115, North Charleston

Supervisor (print):	Click or tap here to enter text.	
Supervisor signature:		Date: Click or tap to enter a date.
Department Head (print):	Tami L Fralick	
Department Head signature:		Date: Click or tap to enter a date.

Employee's comments/own suggestions for improvement: (attach additional sheets if needed)

(See ATTACHED FORM)

Employee Notice: Review the above information to make sure you understand this report. If your performance does not improve, further disciplinary action, up to termination, may result. Signing this report does not mean you necessarily agree with its contents. You are only acknowledging the fact that you have been counseled. Refusal to sign the form may be considered grounds for termination.

Employee Signature: Jarvis M. Seguy

Date: 8/12/2020

Witness Signature: Fralick

Date: 8/12/2020

Department of Revenue Collections  
Public Service Building  
4045 Bridge View Drive  
North Charleston, SC 29405-7464  
Telephone (843)202-6080  
Fax (843)202-6066



Bankruptcy Division  
Business License Division  
Delinquent Tax Division  
Hospitality/Accommodations Division  
Legal Processing Division  
Solid Waste Disposal Fee Division  
Storm Water Management Division

August 12, 2020

Daniel M. Gregory: Employee ID [REDACTED]

#### Allowed Employee Comment on Disciplinary Report

If I had actually understood my supervisor, Tami Fralick, telling me not to submit again for an Attorney General's opinion then I would have NEVER asked for an opinion again. Tami Fralick absolutely knows this about my work ethic that I would never go against her directive if I had understood exactly what she was telling me to do or not to do. The chance to correct my misunderstanding of this directive didn't happen until now since I had not submitted for another opinion until recently so there was no chance to correct my misunderstanding of her directive until now.

With us speaking about this suspension today Tami Fralick stated maybe I had not understood her completely that she was actually telling me not to submit for an Attorney General's Opinion again. There also is nothing written up from my supervisor about this topic in the past so we have no written proof of what she was actually trying to convey to me back in 2014 when I first started with the County.

I believe this is all a big misunderstanding on my part and not a wanton disregard towards any directive I misunderstood from my supervisor six years ago. Because of my misunderstanding and not a wanton disregard towards my supervisor's directive, I would ask that the one day suspension be rescinded and only leave it as a write up in my file.

Thank you,

Daniel M. Gregory