

MEMORANDUM

DATE: June 5, 2025

TO: Cory Smith, IT Director
Personnel File

FROM: Douglas K. Maxeiner, City Administrator

RE: Notice of Discipline | Employment Termination

This serves as notice of your employment termination, based on the following sustained violations:

Violation 1 | Violation of Administrative Policy 3.8

On March 28-29, 2025, you accessed the Verkada camera system without a legitimate, business purpose and without permission.

Violation 2 | Violation of Administrative Policy 3.1

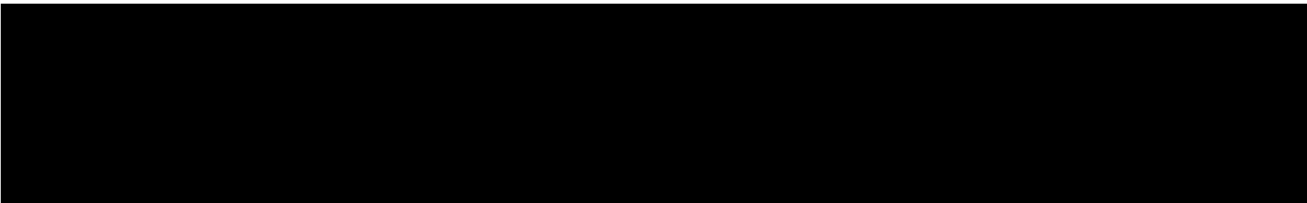
You were dishonest to the City Administrator and the investigator about your purpose for accessing the Verkada camera system on March 28-29, 2025.

Violation 3 | Violation of Administrative Policy 3.7 and 5.5 and Insubordination

You violated the City Administrator's directive in his letter dated April 14, 2025, when you wiped the City's iPhone.

Violation 4 | Insubordination

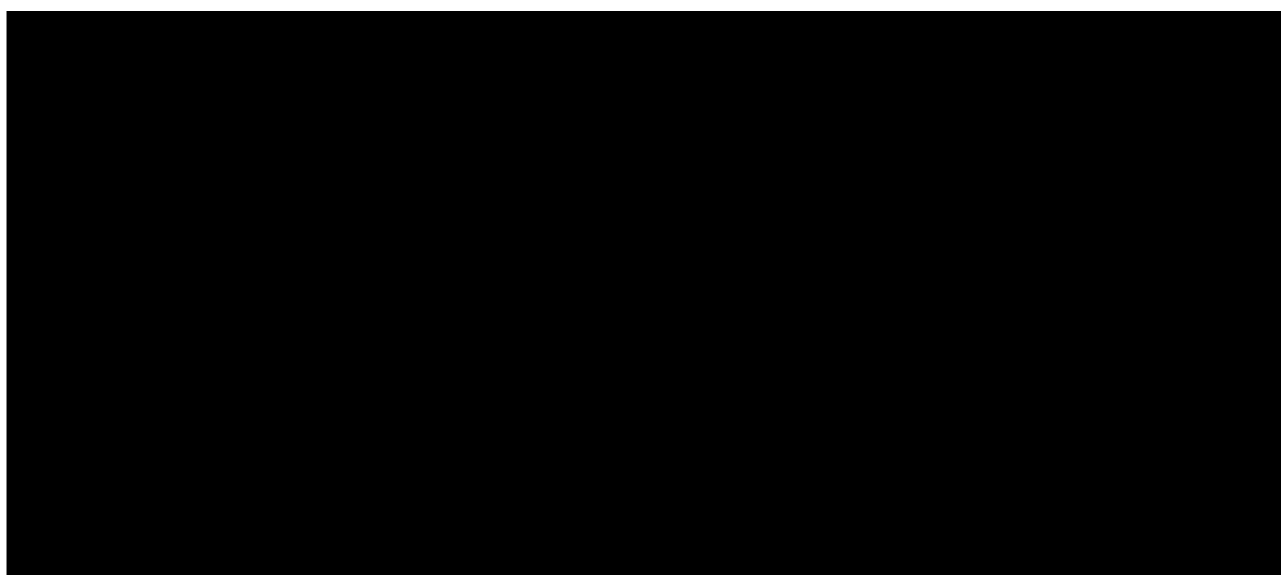
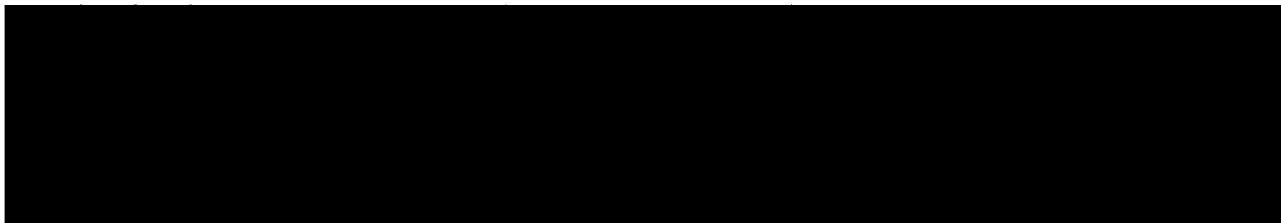
You violated the City Administrator's directive in his letter dated April 14, 2025, when you contacted First Net.



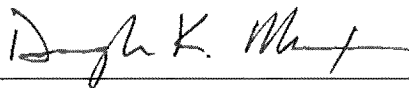


THE CITY OF
DAVENPORT
IOWA | USA

MEMORANDUM



Given by:

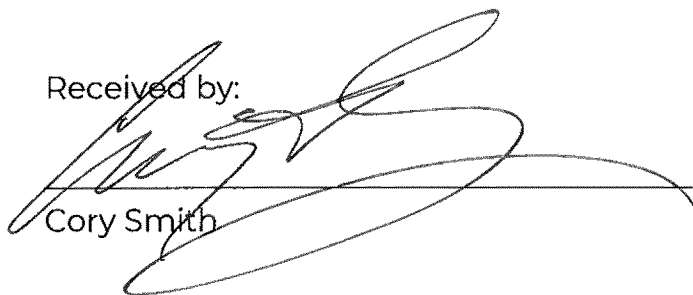


Douglas K. Maxeiner, City Administrator



Date

Received by:


Cory Smith



Date

