



OPPENHEIMER
INVESTIGATIONS
GROUP LLP

Report Concerning Complaint Against:

Clint Curtis

Client: County of Shasta

Date: March 2, 2026

CONFIDENTIAL
INVESTIGATIVE REPORT

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I. INTRODUCTION

On August 13, 2025, the County of Shasta (“Client” or “the County”) retained the Oppenheimer Investigations Group LLP (“OIG”) to conduct an impartial investigation into complaints concerning the appointed County Clerk and Registrar of Voters (“ROV”) Clint Curtis. Danielle Drossel was the principal investigator.

Curtis was appointed Interim County Clerk and ROV on May 13, 2025. Following his appointment, employees and union representatives began raising concerns. The investigation was initiated in response to complaints submitted by union representatives on behalf of employees in the County’s Elections Office. The primary union representatives involved were Ron Copeland, Labor Relations Representative for United Public Employees of California, LiUNA Local 792, and [REDACTED]

The complaint and subsequent concerns raised by employees during interviews and in follow-up written communications focus on allegations that Curtis: (1) engaged in political campaign activity during County work hours or used County resources in connection with his candidacy; (2) made comments in the workplace that were inappropriate, demeaning, threatening, or unprofessional; (3) publicly admonished [REDACTED] during a June 17, 2025 open house event; (4) took employment actions affecting [REDACTED] promotion, public-facing duties, and professional development opportunities following a workplace disagreement; and (5) treated female employees differently than similarly situated male employees.

Employees further described a workplace environment characterized by tension and diminished morale and asserted that Curtis’s communication style and supervisory approach contributed to that atmosphere.

Based on the written complaint and additional information provided by employees during witness interviews, the County asked OIG to conduct an investigation addressing the following questions:

1. Did Clint Curtis engage in political campaign activity during County work hours or use County resources in connection with his candidacy?
2. Did Clint Curtis make comments in the workplace that were inappropriate, demeaning, threatening, or otherwise inconsistent with County standards of professionalism?
3. Did Clint Curtis raise his voice at or publicly admonish [REDACTED] during the June 17, 2025 open house in a manner inconsistent with County workplace standards?
4. Did Clint Curtis take employment actions affecting [REDACTED] promotion, public-facing duties, or professional development opportunities following the June 17, 2025 disagreement? If so, were his stated reasons supported by legitimate operational considerations?
5. Did Clint Curtis treat female employees differently than similarly situated male employees in terms of tone, responsibilities, or opportunities?
6. Did Clint Curtis engage in conduct that, considered in totality, contributed to an unprofessional or intimidating workplace environment?

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Once the scope of the investigation was determined and agreed upon, the investigator operated with complete independence as to witness identification, interview content, and preparation of findings.

This is a Confidential Investigative Report (“Report”). It contains detailed information, witness accounts, relevant documentation, analyses, and findings relating to the allegations. It is anticipated that this Report will be maintained confidentially by the decision-makers and will not be disseminated except as required by law or as determined by the decision-makers.

II. WITNESSES AND DOCUMENTS

A. Witnesses

The investigator conducted interviews of the following individuals:

	Date(s) of Interview
	August 28, 2025
	August 28, 2025
	September 3, 2025
	September 23, 2025; and December 10, 2025
	September 30, 2025
	October 1, 2025
	October 13, 2025
	October 13, 2025
	October 15, 2025
	October 21, 2025
	December 16, 2025
	January 13, 2026
	January 13, 2026
	January 20, 2026
	January 20, 2026

Interviews were conducted virtually via videoconference. The investigator admonished the witnesses to keep the contents of the interview confidential and explained that the Report of findings would be treated as confidential, subject to the limitations of the County’s policies and the law. The investigator also informed the witnesses of the governing policies prohibiting retaliation for either bringing a claim or participating in an investigation.

Quotations in this Report are not verbatim recitations of witnesses’ statements. Quotations are cited as accurately as possible from the undersigned’s notes.

B. Documents

The investigation included a review of documents. Not all documents reviewed are attached to this Report. The following documents that were reviewed and deemed relevant are attached to this Report:

	Document
1	Letter from Ron Copeland to [REDACTED]
2	Emails regarding [REDACTED]

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	Document
3	Emails between [REDACTED] and Clint Curtis re: campaign post and alleged Hatch Act violations, dated August 8, 2025
4	Meeting Notes from July 31, 2025
5	Meeting Notes from August 15, 2025
6	Email from [REDACTED] re: potential harassment, dated August 19, 2025
7	Whistle Blower Complaint, dated September 12, 2025
8	Documents from [REDACTED]
9	Emails re: "Poll books," dated June 13-18, 2025
10	[REDACTED] documentation of June 17, 2025 incident
11	Text messages re: June 17, 2025 incident
12	Emails re: Report of issue with [REDACTED] dated June 18, 2025
13	[REDACTED] documentation of July 21, 2025 incident
14	Flier for September 20, 2025 Open House
15	Text messages between [REDACTED]
16	Email from [REDACTED] re: "Reclass/Recruitment Timeline and Information"

III. BACKGROUND

In May 2025, the Shasta County Board of Supervisors appointed Clint Curtis, a [REDACTED]-based attorney and former computer programmer, to serve as the County Clerk and Registrar of Voters ("ROV"). According to public reports, Curtis has participated in national discussions concerning election integrity. He has stated that he developed software capable of altering votes and has voiced objections to the use of certain voting machines. Curtis has also been associated with individuals prominent in election-skeptic movements.

Curtis was selected by a 3–2 vote of the Board over other candidates. The appointment followed contentious public meetings and reflected broader political divisions within Shasta County. Some community members expressed support for Curtis's stated focus on increased transparency in election processes, while others raised concerns regarding his lack of prior experience administering elections and his associations with national election-skeptic groups.

[REDACTED]

Curtis also hired several individuals as temporary, or "extra-help," staff to assist with election operations under the newly revised procedures. Among those hired was [REDACTED], who had previously been involved in election-related incidents in the County that had raised concerns among County employees and observers. Other temporary staff included [REDACTED] and [REDACTED] and [REDACTED], local residents who had publicly criticized the County's prior election administration. Staff reported that the hiring of these individuals—some of whom had prior contentious interactions with the Elections Office—contributed to a tense work environment.¹ While these allegations, and the background of the concerns

[REDACTED], [REDACTED] for [REDACTED] said that safety concerns among staff were heightened by the presence of this group, sometimes referred to as the [REDACTED]. Additionally, [REDACTED] reported that one member of this group, [REDACTED] had previously engaged in conduct perceived as

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raised about Curtis are outside the scope of this investigation, they are included in this report for background and context.

On July 31, 2025, County administration and union representatives met with Elections Office staff to discuss employee concerns. (Exhibit 4.) During this meeting, and in subsequent written communications, staff raised several concerns about the work environment following Curtis's appointment as ROV. (See Exhibits 1-2, 4-5.) These concerns included allegations of a hostile work environment, campaign-related phone calls made during work hours, inappropriate remarks, and unequal treatment of female staff.

On August 19, 2025, ██████████ reported that, following a ██████████ on August 12, 2025, an unidentified female employee approached ██████████ and claimed that female staff in the Elections Office were "fed up with ROV's Curtis' derogatory speech geared toward female employees in their office; sexually inappropriate comments etc." (Exhibit 6.) Additionally, on September 12, 2025, the County received a whistleblower complaint alleging that Curtis used County resources for political campaigning purposes. (Exhibit 7.)

IV. ALLEGATIONS

The concerns examined in this investigation were raised by multiple employees and union representatives following Curtis's appointment as Interim County Clerk and Registrar of Voters ("ROV") in May 2025. Because the allegations emerge from various individuals rather than a single complainant, they are consolidated and organized by subject matter below.

The allegations fall into four primary categories: (1) alleged misuse of County resources for political campaigning activity; (2) alleged inappropriate, demeaning, or threatening workplace comments; (3) alleged hostile or retaliatory conduct toward staff, including specific incidents involving ██████████ ██████████ (4) alleged disparate treatment of female employees.

The specific allegations are summarized below. A more detailed account of the underlying testimony and context is provided in the Witness Evidence section that follows.

A. Misuse of County Resources for Political Campaigning

On September 12, 2025, the County received a whistleblower complaint alleging that Curtis used County resources for political campaigning purposes (Exhibit 7). During subsequent witness interviews, multiple employees reported that Curtis engaged in political campaign-related activity during County work hours.

1. Campaign-Related Phone Calls

During witness interviews, ██████████ – reported overhearing Curtis making campaign-related phone calls during an open house for poll workers at the Elections Office on Tuesday, June 17, 2025.

- ██████████ stated that, during the June 17 open house, ██████████ overheard Curtis, who was across the room from ██████████ leaving a voicemail referencing campaign-related matters. ██████████, who

intimidating, including allegedly bringing a concealed weapon into the Elections Office and following staff members to their homes and in public.

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also overheard the call, advised Curtis that campaign calls should not be made while at work, but Curtis either did not respond or did not acknowledge the comment. █████ recalled at least one additional call that appeared to be campaign-related, as Curtis was discussing personal matters in a way that seemed to lead up to a fundraising request; however, █████ did not hear him explicitly ask for money.

- █████ reported that █████ heard Curtis both receiving and making campaign-related calls during the June 17 open house. █████ recalled Curtis discussing campaign supplies, such as flyers, and telling someone to "just handle the campaign and get things going." █████ reminded Curtis that campaigning at work was not permitted, but he did not respond.
- █████ said that, on the day of the open house, █████ went downstairs after staff alerted █████ about campaign-related phone calls. █████ then heard Curtis make one or two additional calls, which █████ believed were related to campaigning, including references to donations or endorsements.

Another employee, █████ recalled an incident during the summer of 2025 when Curtis received a phone call at the Market Street office. █████ noted that Curtis stepped into the hallway to take the call and, although █████ could not remember the exact details or date, it was evident to █████ that the conversation was related to campaign activities.

2. Campaign Flyer

On August 4, 2025, labor representative Ron Copeland emailed County management a photograph of a campaign flyer for Curtis. (Exhibit 2.) The flyer reportedly combined campaign messaging with ROV announcements and stated, "Clint Curtis for County Clerk." The flyer also featured imagery related to election oversight, was posted publicly, and sought volunteers.

Multiple employees, █████ reported having knowledge of the flyer, but were unable to identify who produced it. █████ saw a similar flyer posted on a public pole and recognized the contact number listed as belonging to Curtis's █████ though █████ did not know who had created or distributed the flyer. No employee reported direct knowledge of County equipment or resources being used to create the flyer; however, several employees questioned whether County time or facilities might have been involved.

3. Public Events and Open House Concerns

Multiple employees raised concerns regarding a separate open house, held at the Elections Office on Saturday, September 20, 2025, reporting that it appeared to function as a campaign event and blurred the distinction between official County business and Curtis's campaign-related activities.

█████ said Curtis did not follow the typical interactive communication pattern used for previous open houses. █████ reported that flyers for the event were delivered to the front desk that had been created externally rather than internally, and included messaging about meeting Curtis and talking with staff. The flyer itself contained the Shasta County Elections Office logo, a professional headshot photograph of Curtis in business attire, and promoted an "Election Office Open House" event on Saturday, September 20th from 10am-2pm, inviting the public to "Meet Your Register of Voters Clint Curtis," tour changes, and talk with staff. (Exhibit 14.)

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██████ who attended as a member of the public, stated that no regular staff were present and that Curtis's political supporters appeared to be presenting themselves as staff and answering questions. ██████ similarly reported that members of the public appeared to be working behind staff desks during the event.

B. Inappropriate, Demeaning, and Threatening Comments

During interviews conducted for this investigation, several employees reported hearing comments from Curtis that they perceived as inappropriate, unprofessional, or threatening.

1. "Spanking" and Violent Imagery

██████ reported that, on election night Curtis stated, "I'm going to have to spank ██████ in reference to ██████, in the presence of members of the public."² ██████ also reported that Curtis would periodically state he was "going to beat ██████," which ██████ perceived as demeaning and inappropriate.

██████, a public observer, stated that on the day after the November 2025 election, Curtis asked ██████ which employee was doing the worst job, adding, "Because I'll execute them."

██████ reported that Curtis frequently made comments involving references to violence, such as saying, "For people who don't want to follow instructions, we will just kill them." ██████ characterized Curtis's humor as "unusual rather than malicious."

2. "Monkey" Comments

██████ also reported that Curtis made demeaning comments about the nature of election work, saying that the work was an "easy job" and that "a monkey could do it." When ██████ told him the comment was inappropriate, he replied, "No it's something a monkey can do; you're a good monkey trainer."³

3. Appearance-Based Comments

Multiple employees, ██████ reported hearing Curtis refer to female employees as "pretty" or "dear" on multiple occasions. ██████, a public observer, said ██████ heard Curtis refer to ██████ as "dear" and "pretty" on about a dozen occasions. ██████ told Curtis "numerous times" to stop calling ██████ "pretty" and that these comments eventually stopped. ██████ reported hearing Curtis refer to ██████ as "pretty" and state that it is easier to recruit poll workers when someone is pretty.

██████ reported that ██████ heard Curtis make comments about employees' appearance and clothing. ██████ said ██████ heard Curtis refer to ██████ as "dear" and "pretty" on about a dozen occasions. ██████ reported overhearing Curtis tell a ██████ employee, ██████ "You're a really good looking ██████" after requesting ██████ "suit up" for a press conference.

² This incident was documented in a text exchange ██████ (See Exhibit 15.)

³ This comment was also documented in the text exchange ██████ See Exhibit 15.)

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4. "Shirtless" Comment

██████████ reported that, after a video circulated publicly showing Curtis working in the office on a weekend without a shirt, Curtis asked ██████████ whether ██████████ had shared the footage, which ██████████ denied. According to ██████████, Curtis then stated that the video demonstrated that he was a "hard worker" and the "only hard worker." When ██████████ responded that others were also working hard, Curtis stated, "Well you're not a hard worker. I've never seen you work without your shirt on." ██████████ reported that ██████████ told Curtis the comment was inappropriate and that ██████████ found it shocking.

5. Other Demeaning or Belittling Comments

██████████ reported that Curtis referred to union representatives as employees' "mommies," telling a group of employees they needed to obtain letters from their "mommies" giving them permission to work on election night. ██████████ recalled Curtis saying, "We have to get a letter from your mommy because you're too scared to come to work."

██████████ reported that Curtis told ██████████ that they could "find other jobs" if they did not like what he was doing.

██████████ reported that, during a discussion involving measuring office space, Curtis told ██████████ "You probably don't know how to use a tape measure because you're a ██████████"

C. Hostile or Retaliatory Conduct

1. June 17, 2025 Open House Incident

Several witnesses described an incident at an open house on June 17, 2025, during which Curtis reportedly yelled at ██████████ in front of staff members and a poll worker after ██████████ responded to a poll worker's question regarding the transition from electronic Poll Pads to paper rosters. (See Exhibits 10-13.) The event was reported by ██████████ as well as by other witnesses, including ██████████. ██████████ stated that Curtis was loud enough for everyone present to hear, causing people to turn and look.

2. Subsequent Employment Actions Involving ██████████

██████████ reported instances that ██████████ perceived as "retaliatory" conduct by Curtis following the June 17 open house incident. This included Curtis telling ██████████ would not be permitted to interact with the public until he regained ██████████ trust, disinviting ██████████ from a ██████████ conference as "punishment" for disagreeing with him at the open house, and delaying ██████████ promotion for one to two months, insinuating ██████████ was "lying" about poll worker records.

██████████ also characterized ██████████ removal from the ██████████ conference as punitive in response to ██████████ disagreement to Curtis's decision to eliminate the use of Poll Pads.

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D. Disparate Treatment

Union Representative Ron Copeland reported that several female employees expressed concerns that Curtis treated women with less respect, including interrupting them and speaking in a louder or more dismissive tone.

█████ reported that Curtis seemed to get “more annoyed when women make suggestions” and listened more to the █████, █████ having more experience.

█████ stated that █████ did not personally observe gender-based differential treatment and noted that Curtis also dismissed his input at times.

V. RESPONSE TO ALLEGATIONS

Clint Curtis was appointed to his role as County Clerk and Registrar of Voters in May 2025. He reports to the Board of Supervisors.

A. Background Information

Curtis said he has been working to address election issues for 25 years. He has a background as an attorney, specializing in election law and whistleblower protection, as well as extensive experience in computer programming. He said he developed a prototype for the first electronic voting machine, specifically to demonstrate how computer-generated election results could be manipulated and should not be accepted without independent verification.

Curtis said that, upon assuming the role of ROV, he began implementing numerous changes to improve transparency, integrity, and public trust. He described █████ as responsible for irregularities in election practices, noting that the Elections Office was disorganized and lacked adequate security, with ballots stored without proper visibility or safeguards. To address this, Curtis reorganized the workspace, including building an observation area with visible camera access to enhance transparency.

Curtis said one of his first actions was █████, whom he believed exercised undue influence over staff and did not align with his vision for leadership. █████ has since announced █████.

Curtis said he believes the allegations against him are exaggerated and influenced by political alliances and loyalty █████. He later discovered that █████ work account remained active on the internal Teams platform and that █████ may have continued accessing departmental communications. Curtis reported this to the █████ and suspects that some staff were aware of the situation but failed to inform him.

B. Misuse of County Resources for Political Campaigning

Curtis said he is fully aware that County policy prohibits the use of County time or resources for campaign activity, and has been careful not to violate those rules. He said that when participating in podcasts or radio shows where political topics might be discussed, he ensures these activities occur off

County property and outside County work hours. Additionally, even during his work breaks at County facilities, Curtis avoids engaging in any campaign-related activities.

Curtis said he does not recall making campaign-related calls during the June 17 open house. He said that, due to his hearing impairment, he generally avoids phone conversations and prefers to communicate in writing to avoid misunderstandings. When he does need to make a call, he uses the speakerphone at a high volume, which would make it obvious to anyone nearby if he were discussing campaign matters.

Curtis also said that he could not imagine any need to make a campaign call during the timeframe in question. He explained that campaigning before the holiday season would be ineffective because “there is no point in campaigning if no one is listening and no one is listening before Christmas.” He said his campaign activity has been minimal until recently.

Regarding the flyer soliciting volunteers for his campaign, Curtis said he did not create, authorize, or distribute the flyer and believes it was intentionally fabricated to damage him politically. He said that a media outlet contacted him claiming he had violated policy, and he immediately responded, saying that the flyer was fake and requesting the identity of the source. (See Exhibit 3.) Curtis suspects the flyer was created by a political group called [REDACTED] which recently [REDACTED]. He said he intends to refer the matter to law enforcement, including the FBI and Department of Justice.

Regarding the September 20, 2025 open house, Curtis said the event was designed to showcase recent improvements to the building and election procedures to the public. He said that because the open house took place on a Saturday, he chose to use volunteers rather than pay employees to work on the weekend. Curtis clarified that the volunteers were not affiliated with his campaign.

Curtis said he believes he has been targeted by politically motivated groups, including bloggers and media outlets. He said a death threat was carved into his vehicle shortly after he [REDACTED]. Curtis said these events reinforce his belief that certain allegations are politically motivated.

Curtis said he has taken extraordinary measures to demonstrate election integrity, including personally undergoing a polygraph examination and advocating for a policy requiring Registrars of Voters to take post-election polygraphs to confirm they did not alter results. Curtis said he believes such measures would deter misconduct and increase public confidence.

C. Inappropriate, Demeaning, or Threatening Comments

Curtis said he does not recall making many of the statements attributed to him and denied intending to demean, threaten, or belittle any employee.

Curtis said his hearing impairment significantly restricts his ability to participate in group conversations and meetings and affects how he communicates with others. He said, “I don’t talk a lot to people because I can’t hear it.” Curtis noted that some people interpret his quietness as being cold, but clarified that it is often because he cannot hear what others are saying.

Curtis said that while he considers himself friendly, he does not use humor in professional settings as others might. “I can’t hear, so I don’t tell jokes. It changes how you interact with people,” he said. Curtis

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added that he relies on watching people's lips to understand them, and he does not hear entire words—only fragments. He mentioned that certain individuals, including ██████ have vocal tones that he cannot hear at all.

When asked whether he ever referred to employees as “pretty” or “dear,” Curtis responded: “Never. I barely say that to my wife. I’m not that chummy; I’m pretty stiff.” He said he comes from a professional business background and has considered implementing a dress code because he believes employees do not dress professionally. However, he emphasized that he would never make comments about an employee’s appearance.

Curtis said he does not recall making a “spanking” comment or joke to or about ██████. He said the allegation “makes no sense” and that he does not trust staff enough to engage in joking exchanges with them.

Regarding the allegation that he referred to election work as something a “monkey could do,” Curtis said he did not recall using that specific phrase. However, he clarified that he does believe election work is not inherently complex. He said that collecting ballots and tabulating them is straightforward and that machines perform the counting. Curtis said he may have described the work as “easy” in the sense that it is not intellectually complex compared to other professions, though it requires time and coordination. Curtis added, “I will always say it’s easy; it’s not hard work. I’m sorry if that offends them.”

Curtis acknowledged referring to employees’ union representatives as their “mommies.” He explained that he used this term when staff were concerned about interacting with the public and requested union involvement. Because employees had expressed safety concerns, Curtis established a secure workspace upstairs. Later, when staff wanted to return to the main workspace on election night for a dinner reception, Curtis told them they would need a letter from their union—referred to as their “mommy”—to authorize their entry. He clarified that his intention was to emphasize that the union was in charge.

Curtis denied ever telling an employee, “I’ve never seen you work without your shirt on.” He confirmed that a video showing him working without a shirt was circulated, but stated he does not recall discussing the video with any staff members and described the allegation as “a complete lie.”

D. Hostile or Retaliatory Conduct

Curtis said that during the June 17 open house, ██████ publicly challenged his decision to discontinue the Poll Pad system. He believes Poll Pads were inaccurate and off by more than 2,700 votes and stated that he intends to eliminate them because paper systems are more reliable.

Curtis said he believes ██████ was attempting to lobby a member of the public in favor of Poll Pads and that public disagreement over departmental policy at an open house undermines the department’s message. He viewed ██████ actions as insubordination. While he addressed ██████ behavior, he denied raising his voice and said he never yells.

Curtis said that following the incident, he restricted ██████ attendance at a conference because he believed ██████ could not be trusted to represent the department’s position consistently. He also does not believe conferences are particularly valuable and described them as largely vendor-sponsored events.

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When asked if ██████ conduct at the June 17 open house factored into his decision to cancel ██████ attendance at the conference, Curtis said, “Yes, because if ██████ can’t maintain ██████ in public, I didn’t want ██████ being in public and representing the office.” Curtis said the decision was not “punitive,” but intended to limit ██████ public exposure until he felt confident ██████ could reliably represent the department.

Curtis said he delayed signing off on ██████ reclassification or promotion because he was uncertain whether ██████ demonstrated the alignment and responsiveness required for advancement. He said that when he asked ██████ questions, he often received “half answers,” and when he requested information about polling processes, ██████ would respond, “Why do you want that?” Curtis felt he was receiving “a little less than [he] expected” in terms of information and cooperation. While Curtis eventually signed off on the promotion, he said he remained unsure about ██████ performance.

E. Disparate Treatment Based on Gender

Curtis denied treating female employees differently than male employees. He said he applies the same expectations and standards to all staff, regardless of gender. He reiterated his belief that the allegations against him are influenced by political alliances within the office and loyalty to prior leadership rather than evidence of discriminatory conduct.

F. Closing Remarks

Curtis said he received information from a member of the public that staff were planning a walkout during an election and that he hired approximately 40 extra-help workers to ensure operations could continue if such an event occurred. Curtis said he approved all applicants who passed background checks and sought political balance among poll workers. Curtis said he believes prior leadership excluded conservative applicants.

Curtis said some staff described the extra-help hires as dangerous, but he disagreed and offered alternative workspace arrangements for any employee who felt unsafe. Curtis said he even considered assigning a deputy to the upstairs workspace but ultimately did not do so because staff did not utilize it.

Curtis said he believes much of the hostility in the office stems from loyalty to ██████ and resistance to increased transparency. Curtis said he believes that if he prevails in the upcoming election, workplace dynamics will improve.

VI. WITNESS EVIDENCE

The following section summarizes witness accounts in greater detail. Certain information may overlap with the Allegations section, above; however, the Allegations section is intended to define the scope of the investigation, while the Witness Evidence section provides a fuller account of the factual record, including nuance, context, and competing accounts. This structure is intended to ensure clarity of scope while preserving a complete factual record for review.

A. Ron Copeland

Ron Copeland is a Labor Representative for United Public Employees of California, Local 792, which represents line staff in the Elections Office. His knowledge is based on secondhand information from the employees he represents.

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1. Misuse of County Resources for Political Campaigning

Copeland said he received reports from staff members that Curtis was observed engaging in what staff believed to be political campaigning during work hours and/or using County resources for campaign-like activities.

Copeland said one example that was brought up was a poll worker training in June 2025, where Curtis was observed discussing his candidacy for Registrar of Voters/Clerk and making campaign-related phone calls. When asked about specifics of what Curtis discussed, Copeland said the comments were generalized as to hoping that he would be supported and that he would be running. Copeland identified [REDACTED]

Copeland said [REDACTED] took a photograph of the campaign flyer and sent it to him, which he then forwarded to [REDACTED] on August 4, 2025 (Exhibit 2). Copeland clarified that he does not have specific information or evidence indicating that County printers or copiers were used to produce the flyers. However, because the flyer mentioned recruiting individuals for the Elections Office, some employees suspected it may have been created using County time and resources.

2. Inappropriate, Demeaning, or Threatening Comments

Copeland said employees raised concerns that Curtis made comments they found inappropriate or unprofessional. Female staff expressed discomfort with certain remarks and described Curtis's behavior as "creepy," including standing too close or hovering in ways that made them uneasy. Copeland did not specify the language used, only relaying the concerns as described by employees, which were primarily directed toward women. Copeland did not witness any of the alleged comments himself.

3. Hostile or Retaliatory Conduct

Copeland said staff members overheard a conversation between Curtis and [REDACTED] who was being considered for a promotion. According to staff, Curtis spoke to [REDACTED] in a condescending manner and frequently interrupted [REDACTED] tried to explain something. Although the exchange was not described as heated, employees perceived Curtis's behavior as inappropriate.

4. Disparate Treatment Based on Gender

Copeland said several female employees expressed concern that Curtis treated women differently than men. He said that employees described Curtis as frequently interrupting female staff, speaking over them, and using a louder tone in interactions with women. He reported that female employees perceived a pattern of disrespect or dismissiveness not experienced by male employees.

5. Additional Context Provided by Copeland

Copeland said employees raised additional concerns about safety specifically related to Curtis's intent to hire individuals he described as "his people" for positions in the County Elections Office. According to Copeland, staff members were worried that bringing in these [REDACTED]—could create a threatening or uncomfortable work environment, as these individuals have previously sued the County over election-related matters and have been known to engage in confrontational or intimidating behavior toward Elections Office employees.

B. [REDACTED]

[REDACTED]

1. Misuse of County Resources for Political Campaigning

[REDACTED] received an email from [REDACTED], reporting that on June 17, 2025, Curtis made campaign-related calls on a cell phone during work hours. (Exhibit 8.) [REDACTED] heard the full conversation, while [REDACTED] came at the tail end, and that one of them commented Curtis could not take campaign calls at work, but he ignored them. [REDACTED] said this issue was brought up during a July 31, 2025 meeting in which County administration and union representatives met with Elections Office staff to discuss these issues. (Exhibit 4.)

2. Inappropriate, Demeaning, or Threatening Comments

When asked about derogatory, demeaning, or inappropriate comments [REDACTED] stated that staff reported Curtis made inappropriate remarks, though [REDACTED] was not aware of the specific language used. [REDACTED] recommended contacting [REDACTED] for more details and referenced an email from [REDACTED] which indicated, "On a few occasions I've had to ask Mr. Curtis not to call [REDACTED] pretty." (Exhibit 8.)

3. Disparate Treatment Based on Gender

[REDACTED] said staff has raised concerns regarding disparate treatment of women, reporting that Curtis is condescending and tends to dismiss [REDACTED] opinions. However, [REDACTED] clarified that there is only [REDACTED] employee in the office, [REDACTED] and that Curtis generally disregards the input of all staff members.

4. Additional Context Provided by McFall

[REDACTED] said that after longtime ROV Cathy Darling Allen retired in 2024, the Board of Supervisors appointed Tom Toller to the position. Although Toller did not have prior experience, he listened to staff and relied on their guidance while learning the role. [REDACTED] noted that she did not receive any staff complaints during Toller's tenure.

[REDACTED] said the Board appointed Curtis as ROV in May 2025, following Toller's resignation. [REDACTED] reported that staff concerns increased immediately after Curtis assumed the role, and [REDACTED] began receiving phone calls from employees regarding issues within the Elections Office.

[REDACTED] said that, since the 2016 election, elections in Shasta County have become increasingly contentious, with large groups of individuals frequently observing and standing over election workers during elections. [REDACTED] mentioned a group of citizens known as [REDACTED] who are closely associated with Curtis. This group—which [REDACTED] regularly attends elections to observe proceedings and interact with staff. According to [REDACTED] staff have reported incidents involving intimidation, harassment, and threats of violence connected to these individuals. [REDACTED] noted that [REDACTED] in particular, is perceived as intimidating and described as having a "militia type" demeanor. Staff have reported that [REDACTED] either carries a concealed weapon or gives the impression of being armed by tapping [REDACTED] hip.

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2. Inappropriate, Demeaning, or Threatening Comments

██████████ said Curtis has complimented women on their appearance, stating things like "Oh, you look really nice today" or "I like that you always dress nice." ██████████ said Curtis once told ██████████ "I'm glad you don't wear jeans and look sloppy."

██████████ did not personally take offense to these comments and believed Curtis was attempting to be personable and make conversation. ██████████ Curtis has not referred to ██████████ as "pretty" and that ██████████ has not personally heard him use that term toward others.

3. Hostile or Retaliatory Conduct

██████████ working relationship with Curtis has been difficult and strained since his appointment in May 2025. ██████████ said Curtis frequently assigned extensive and time-consuming tasks, and expected staff to work additional hours to meet his requirements. ██████████ also noted that Curtis regularly made critical remarks about Elections Office management, such as stating, "You guys don't know what you're doing," and "You're too scared to work." Additionally, ██████████ reported that Curtis questioned the staff's integrity by accusing them of "running smelly elections" and trying to sabotage his efforts.

██████████ said that one of Curtis's first actions was to discontinue the use of electronic Poll Pads and return to paper rosters. ██████████ informed Curtis, via email, that the electronic Poll Pads allowed for voter check-in and processing in approximately 30 seconds per voter, whereas using paper rosters would increase processing time and was associated with a higher error rate. (Exhibit 9). ██████████ also recommended that Curtis discuss these proposed changes with poll workers at the upcoming open house to gather their input, as the changes would directly affect them. ██████████ noted that Curtis chose not to follow ██████████ suggestion, which ██████████ recognized was his prerogative as ROV, but clarified that ██████████ intention was to ensure staff had complete information ahead of time.

a. June 17, 2025 Open House Incident

██████████ reported that, during the June 17, 2025 poll worker open house, ██████████ asked about the decision to discontinue the use of electronic Poll Pads.⁴ ██████████ felt it was important to provide accurate information, as the change would affect the responsibilities of poll workers. Therefore, ██████████ responded by explaining that, while the electronic Poll Pads enabled processing times of approximately 30 seconds per voter, switching to paper rosters would increase this time to about 8 minutes per voter.

██████████ said Curtis reacted to ██████████ explanation by raising his voice and accusing ██████████ of undermining him and being argumentative.⁵ ██████████ and ██████████ witnessed this incident. When asked about Curtis's tone, ██████████ explained that, although Curtis is hard of hearing and typically speaks loudly, his voice during the incident was significantly more elevated than usual and it was clear that ██████████ was yelling at ██████████ rather than simply talking. Later that day, ██████████ message saying that ██████████ had spoken with Curtis in the parking lot, during

⁴ ██████████ said ██████████ sent ██████████ an email that day to document what happened because ██████████ did not want to forget the details. (See Exhibit 10.)

⁵ ██████████ was emotional and was crying when recounting this incident.

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which Curtis mentioned that ██████ had challenged his decision and that ██████ might need to find someone to replace ██████ (Exhibit 11.)

b. Subsequent Employment Actions Involving ██████

██████ said that the following morning, Curtis requested a meeting. ██████ to attend that meeting because ██████ had witnessed the previous day's confrontation. During the meeting, Curtis asked ██████ whether ██████ worked for the Poll Pad company and implied that ██████ was a lobbyist for the company. ██████ clarified that ██████ had no affiliation with the Poll Pad company and was simply responding to questions from a poll worker. Curtis then accused ██████ of being untrustworthy and informed ██████ that ██████ would not be permitted to work with the public until he regained trust in ██████. ██████ emphasized that ██████ never said the decision to discontinue use of Poll Pads was incorrect, adding that ██████ was working with Curtis to cancel the contract. ██████ explained that ██████ was asked specific questions about which processes would take longer and what changes would occur, and ██████ responded with factual information about those changes.

██████ said that, after this incident, Curtis removed ██████ from a conference ██████ had attended for the previous ██████, expressing concerns that ██████ might advocate for the company at the event.

██████ promotion to ██████ was scheduled to take effect on June 29, 2025, following a departmental reclassification. ██████ said that when ██████ inquired about the status, Curtis repeatedly told ██████ "We are going to wait on it." During this period, Curtis asked ██████ to provide information about individuals who had applied to be poll workers for the County of Shasta but were denied positions. He claimed that his request was related to a Department of Justice discrimination and harassment lawsuit involving ██████. ██████ told Curtis that only two individuals were refused and it was for valid reasons. ██████ also confirmed the accuracy of ██████ information with County Counsel.

██████ that, despite ██████ repeated explanations, Curtis accused ██████ of withholding information and scheduled a meeting on July 21, 2025. During that meeting, ██████ expressed confusion about what Curtis had wanted from ██████. Curtis then said, for the first time, that he wanted observer-related materials. ██████ told Curtis that was not what he had previously asked for and clarified that ██████ role does not involve overseeing observers; rather, ██████ is responsible only for poll workers. At that point, Curtis said, "Oh well, since we cleared that up, I guess I'll give you that promotion now. Good job." Curtis then shook ██████ hand and congratulated her.⁷

██████ perceived the delay in ██████ promotion as punitive and linked it to prior disagreement over the Poll Pads and miscommunication regarding the observer data. ██████ said Curtis never apologized for the delay.

⁶ On June 18, 2025, Curtis sent an email to ██████ which stated that ██████ had challenged his decision about the Poll Pads at the open house and accused ██████ of being untrustworthy and lobbying for the Poll Pad company. ██████ responded to the email, clarifying ██████ actions, denying lobbying for the Poll Pad company, and expressing confusion about Curtis's directives. (See Exhibit 12.)

██████ said ██████ an email the following day to document what occurred. (See Exhibit 13.)

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██████████ relationship with Curtis improved somewhat after the promotion was approved, though ██████ stated that ██████ continued to experience what ██████ described as condescension and abrupt changes in direction.

4. Disparate Treatment Based on Gender

██████████ did not expressly state that ██████ believed Curtis treated ██████ differently because of ██████ gender. However, ██████ reported that Curtis's tone toward ██████ was harsh and accusatory during disagreements.

D. ██████████

██████████ reports to Curtis and ██████████.

1. Misuse of County Resources for Political Campaigning

██████████ did not personally witness Curtis making campaign-related calls or engaging in political activities during County work hours. However, ██████ reported ██████████ overhearing campaign-related conversations during the June 17, 2025 open house.

With respect to the September 20, 2025 open house event, ██████████ said ██████ did not attend the event but learned details about it from ██████████, who reported members of the public, including ██████████ were at the event and presenting as staff. ██████████ said staff were not formally asked to attend. ██████████ said flyers for the event were delivered directly to Curtis at the office, and that this was not consistent with prior open houses. ██████ said that, after the event, Curtis ██████████ clarified that they had expected staff to attend but did not realize an explicit invitation was necessary.

2. Inappropriate, Demeaning or Threatening Comments

a. "Spanking" and "Beating" Comments

██████████ said that, on election night, Curtis made a comment in front of a group of people that he would "spank ██████." ██████ said this remark was made after Curtis had informed ██████ that an election observer was present, and ██████████ responded that the relevant process had already been completed and ██████ had not been notified observers would be attending. ██████████ said that, as ██████ walked away, Curtis remarked, "There ██████ goes again just doing ██████ thing," followed by, "I'm going to have to spank ██████████" ██████████ said ██████ believed ██████████, a ██████████, may have overheard the remark. ██████ also noted that ██████ discussed the incident with ██████████, via text message.⁸

██████████ said Curtis would also periodically say that ██████ was "going to have to beat ██████ which ██████ found "demeaning, degrading, unkind, and frustrating."

⁸ Attached at Exhibit 15 is a text exchange between ██████████ regarding this incident.

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b. “Shirtless” Comment

██████████ reported that after a video circulated publicly showing Curtis working in the office on a weekend without a shirt, Curtis asked whether ██████████ had leaked the video. ██████████ denied doing so. According to ██████████ Curtis then stated that the video showed he was a “hard worker” and the “only hard worker.” When ██████████ responded that others were working hard, Curtis stated, “Well you’re not a hard worker. I’ve never seen you work without your shirt on.” ██████████ said ██████████ told Curtis the comment was inappropriate and that ██████████ found it shocking.

c. Monkey Comments

██████████ said that approximately one week prior before the November 2025 election, while discussing the need for more staff, Curtis said, “This is an easy job; a monkey can do it.” When ██████████ responded that the comment was unfair, Curtis replied, “No it’s something a monkey can do; you’re a good monkey trainer.” ██████████ found the comment insulting and told Curtis it was inappropriate. ██████████ reported that ██████████ repeated the comment, even after ██████████ told him it was inappropriate.

d. Appearance-Based Comments

██████████ reported hearing Curtis tell ██████████ either “You look pretty” or that ██████████ was a “good example of how people should dress.” ██████████ did not initially report concerns about such comments because ██████████ “did not look for that,” but later reflected that certain comments were inappropriate.

e. Other Belittling Comments

██████████ said Curtis once told a group of employees they needed to obtain letters from their union—which he referred to as their “mommies”—to receive permission to work on election night. ██████████ perceived the comment as belittling.

3. Hostile or Retaliatory Conduct

██████████ reported witnessing the June 17, 2025 open house incident involving ██████████. During the event, a poll worker raised concerns about the decision to stop using Poll Pads—electronic devices that serve as an alternative to paper rosters—and questioned whether switching back to paper rosters would be efficient. In response, ██████████ explained that the change had been made by the ROV.

██████████ said Curtis became upset during this exchange, interpreting the poll worker’s questions and ██████████ responses as “advocating for the Poll Pads.” Curtis reportedly believed that ██████████ was undermining him and trying to “sabotage” his new initiative, leading to a heated confrontation in which he was visibly angry and confrontational. ██████████ observed that ██████████ appeared upset following the incident but had maintained composure and professionalism throughout the interaction. ██████████ emphasized that ██████████ was simply attempting to answer the poll worker’s questions, noting that explaining a decision that staff found illogical was challenging.

██████████ said that after the open house incident, Curtis delayed ██████████ promotion. ██████████ explained that after a departmental reclassification, ██████████ received ██████████ own reclassification without issue, but ██████████ was required to formally apply for the position and experienced delay. ██████████ perceived

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Curtis as "dragging his feet" with respect to [REDACTED] promotion and believed it may have been related to the open house disagreement. [REDACTED] reported that [REDACTED] and [REDACTED] spoke with Curtis, urging him to move forward with the reclassification, after which it was approved.

4. Disparate Treatment Based on Gender

When asked if [REDACTED] was aware of concerns regarding disparate treatment of women, [REDACTED] said, "We honestly don't have a lot of men in this office. I don't think so. I think he's just condescending in general."

[REDACTED] said [REDACTED] has not personally observed clear gender-based differential treatment, but noted that Curtis's behavior toward [REDACTED] during the open house was "blatantly rude."

[REDACTED] described Curtis's communication style as indirect and "car salesman type," stating that he often avoids direct answers and changes direction without communicating clearly.

E. [REDACTED]

[REDACTED]

1. Misuse of County Resources for Political Campaigning

[REDACTED] said that, on June 17, 2025, during a poll worker training and open house held at the Elections Office [REDACTED] overheard Curtis receiving and making campaign-related phone calls. [REDACTED] said [REDACTED] heard Curtis say words to the effect of, "Yes, that'd be great, just handle the campaign and get things going," and described the calls as involving campaign materials or campaign organization. [REDACTED] said [REDACTED] told Curtis he could not campaign while at work, but he did not respond.

[REDACTED] said another employee [REDACTED] also overheard Curtis making campaign calls and reported this to [REDACTED]

[REDACTED] also reported that, during a Fourth of July event at the Anderson Fairgrounds, Curtis directed staff to distribute County-funded flags. [REDACTED] the event focused more on Curtis greeting members of the public than on voter registration or updating voter information.

2. Inappropriate, Demeaning, or Threatening Comments

[REDACTED] said Curtis occasionally referred to [REDACTED] as "pretty" and encouraged [REDACTED] to participate in media appearances, making comments such as, "Oh, you're so pretty. Don't you want to be famous and have your picture in the paper and on the news?" [REDACTED] asked Curtis to stop calling [REDACTED] "pretty" on multiple occasions and that the comments eventually ceased after [REDACTED] firmly told him that the remarks were inappropriate.

[REDACTED] was not the only person Curtis attempted to involve in his desire for media attention, stating "he was trying to get everybody on board with, you know, having their name in lights with him."

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█████ also reported that, during a discussion in which █████ was measuring office space to demonstrate that certain storage containers would not fit, Curtis remarked, "You probably can't use a tape measure because you're a female." █████ perceived the comment as inappropriate and gender based.

█████ did not witness the alleged "monkey" comments, but reported hearing Curtis make statements that minimized the complexity of staff work, including comments suggesting that certain duties were easy or simple.

3. Hostile or Retaliatory Conduct

█████ said █████ witnessed the June 17, 2025 open house incident involving █████. █████ said that when a poll worker asked about the decision to discontinue the use of Poll Pads, █████ responded by explaining going back to paper rosters would require additional time due to the need for manual counting. █████ Curtis, in response, raised his voice at █████ and accused █████ of "lobbying" for the Poll Pad company and going against his decision.

█████ said that the following morning, █████ to a meeting in Curtis's office. █████ said that, during that meeting, Curtis accused █████ of advocating for Poll Pads and instructed █████ not to have any further contact with the public, claiming she was "going against everything that he was saying." █████ said that, in █████ view, █████ had simply answered the poll worker's question.

4. Disparate Treatment Based on Gender

█████ █████ perceived Curtis as dismissive toward female employees and described certain interactions as uncomfortable. █████ perceived the tape measure comment and references to █████ being "pretty" as gender-based.

5. Additional Context Provided by █████

█████ described the overall work environment as stressful and noted a significant decline in staff morale. █████ recalled that previous Registrars of Voters (ROVs) were accessible and available to employees, whereas Curtis seldom attends staff meetings, stating he does not have time for them.

█████ reported that Curtis rarely communicates his plans directly to staff, resulting in employees often learning about decisions through media or press releases rather than from Curtis himself. When staff seek guidance from supervisors and managers regarding procedures or work assignments, they are frequently informed that this information has not been provided by Curtis.

█████ also raised concerns about certain spending decisions, including the purchase of large storage totes that █████ felt were unsuitable and expensive, as well as the early termination of the Poll Pad contract. █████ believed these choices represented inefficient use of public funds.

█████ stated that █████ unit considered submitting a "no confidence" letter, citing concerns about Curtis's spending decisions, behavior, and perceived lack of concern for staff. █████ characterized the office environment as hostile and stated that staff felt hesitant to come to work.

F. [REDACTED]



1. Working Relationship with Curtis

[REDACTED] said that Curtis was appointed Registrar of Voters (ROV) about a [REDACTED] [REDACTED] has interacted with him only a handful of times—approximately five.

When asked about challenges in [REDACTED] working relationship with Curtis, [REDACTED] said it was difficult to get direct answers from him, describing his responses as evasive. [REDACTED] explained that, as a direct communicator who values efficiency in the fast-paced election environment, [REDACTED] expects clear and straightforward answers to facilitate progress. In [REDACTED] experience, Curtis often responds to direct questions by diverting to unrelated topics or providing answers that do not address the original inquiry. As a result, [REDACTED] finds it unproductive to pursue clarification and prefers to avoid these interactions.

2. Misuse of County Resources for Political Campaigning

[REDACTED] said that during the June 17, 2025 poll worker open house, [REDACTED] overheard Curtis, who was across the room, leaving a voicemail in which he referenced his campaign. [REDACTED] heard language related to campaign funding or organization. [REDACTED] called out from across the room to remind Curtis that campaign calls should not be made during work hours. [REDACTED] observed that Curtis either did not hear the reminder or chose to ignore it, as he continued making phone calls.

[REDACTED] said [REDACTED] believed at least one other call appeared campaign-related based on the content [REDACTED] overheard. Specifically, [REDACTED] described Curtis as discussing personal matters in a way that seemed “like a preamble to asking for money;” however, [REDACTED] clarified that [REDACTED] did not hear Curtis explicitly ask for money.

[REDACTED] said [REDACTED] was aware of a campaign flyer seeking volunteers for Curtis’s campaign, but [REDACTED] did not know who created it or whether County equipment was used.

With respect to the September 20, 2025 open house, [REDACTED] reported that [REDACTED] attended the event as a member of the public. [REDACTED] decided to attend because [REDACTED] wanted to better understand the changes Curtis was implementing, particularly because staff often were not informed of his plans until public announcements were made. According to [REDACTED] the only employees [REDACTED] observed at the event were Curtis, [REDACTED] staff member. [REDACTED] noted that [REDACTED] later told [REDACTED] had not been informed about the event by Curtis and chose to volunteer [REDACTED] assistance independently.

3. Inappropriate, Demeaning, or Threatening Comments

[REDACTED] Curtis had referred to [REDACTED] “pretty” while asking who wanted to be on camera with him. [REDACTED] observed that [REDACTED] appeared uncomfortable with the comment. When asked whether [REDACTED] had ever personally heard Curtis refer to someone as “pretty,” [REDACTED] stated that [REDACTED] had not.

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4. Hostile or Retaliatory Conduct

█████ described the Elections Office as a challenging environment. Shortly after █████ began working in the Elections Office, Curtis dismissed █████, saying, "She's at will, so I don't need a reason."

█████ said that, before █████ was hired █████ Curtis encouraged staff members to apply for the position. However, shortly afterward, staff discovered that █████ was already undergoing a background check. █████ thought it was odd for Curtis to invite applications for a role that seemed to have already been filled.

With respect to the June 17, 2025 open house incident, █████ said that █████ did not personally witness the exchange between Curtis and █████ said, however, that according to information shared by █████ and other colleagues, there was an incident in which Curtis yelled at █████

5. Disparate Treatment Based on Gender

█████
Curtis interacts infrequently with at least one of them, who has expressed uncertainty about whether Curtis even knows his name.

█████
█████ position and both were ultimately chosen for the role. █████ recalled overhearing Curtis speak to █████ in a way that suggested the position was guaranteed to him before the hiring process was completed, although █████ could not remember Curtis's exact words. While █████ believed █████ was qualified for the position, █████ felt it was inappropriate for Curtis to imply the outcome before the process was finalized and noted that Curtis did not make similar remarks to █████

6. Additional Context █████

█████ expressed concerns about certain spending decisions, including purchasing labels to cover the names of prior ROVs, terminating the Poll Pad contract early, and buying storage containers █████ believed were too large for the space.

G. █████

1. Misuse of County Resources for Political Campaigning

█████ observed Curtis making phone calls during work hours in or around August 2025 that appeared to be campaign-related. █████ did not hear the full content of the conversations but believed they involved arranging meetings connected to Curtis's campaign. █████ did not know which phone Curtis was using and did not document the calls at the time.

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1. Misuse of County Resources for Political Campaigning

██████████ did not personally hear Curtis make campaign-related phone calls during work hours. However, ██████████ reported hearing Curtis make negative remarks about his political opponent, ██████████ during interactions with members of the public. For example, ██████████ recalled an incident in mid-September 2025, in which a member of the public visited the office to submit a ballot and inquired about the electronic voting machines previously used in the County. According to ██████████, Curtis responded that such machines could be tampered with and added that ██████████ "liked those machines," implying ██████████ was not trustworthy.

██████████ also described an occasion in which a member of the public commented that the office looked different. Curtis then gave the individual a tour and stated that the Elections Office would now be "better and more transparent." Curtis also stated that ██████████ had "hidden things from people" and that he reported ██████████ to the Department of Justice.

Regarding the open house held on September 20, 2025, ██████████ did not attend the event. ██████████ believes the open house was intended to present Curtis's new plans for the Elections Office to the public.

2. Inappropriate, Demeaning, or Threatening Comments

██████████ heard Curtis refer to ██████████ as "pretty" and state that ██████████ could recruit poll workers because "it's easier to recruit people when you're pretty," adding that ██████████ look like dogs."

██████████ described Curtis as having "an odd sense of humor," and said he frequently made remarks referencing violence in a joking manner. For example, during a building tour, when ██████████ and ██████████ expressed discomfort about homeless individuals in the area, Curtis responded by asking, "Would you like me to go kill them? Would that make you more comfortable?" ██████████ that, during another building tour, Curtis made a comment about throwing disgruntled voters "into the baler."

██████████, on another occasion, Curtis made a joke about the backup server for the election system, saying, "I bet if we opened it, we would find body parts of a mob family." ██████████ found this unsettling, as it was not the first time Curtis had made comments about finding dead bodies.

3. Hostile or Retaliatory Conduct

██████████ working relationship with Curtis as "up and down," but said that overall, Curtis has been less confrontational with ██████████ than with ██████████

With respect to the June 17, 2025 open house incident, ██████████ reported that Curtis "firmly checked" ██████████ in front of others. ██████████ said Curtis removed ██████████ from a conference as "punishment" for the Poll Pad disagreement and said ██████████ could not be trusted to "deal with the public."

██████████ described Curtis's communication style as intense during disagreements but noted that he often acts as though any previous conflict is forgotten the next day, likening his behavior to an "Etch A

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Sketch being reset." For example, less than a week after removing ██████ from the conference, ██████ observed Curtis joking with ██████ and behaving as if nothing had happened.

4. Disparate Treatment Based on Gender

██████ said ██████ does not personally perceive Curtis as treating female employees differently based on gender. ██████ acknowledged that ██████ reported feeling they were treated differently but said, "I don't see it if I'm honest; whenever I voice concerns, they tend to get dismissed." ██████ also noted that ██████ in the office, which ██████ stated makes direct comparisons limited.

5. Concluding Remarks

██████ said Curtis has repeatedly mentioned a civil rights lawsuit involving the Elections Office, claiming Department of Justice involvement. Curtis has raised this topic several times, but ██████ noted there have been no official communications regarding it. According to ██████, Curtis said the lawsuit names ██████

██████ also reported that following ██████ Curtis retained ██████ county-issued laptop and cell phone, stating he planned to provide them to the Department of Justice so they could investigate any incriminating evidence ██████ may have hidden on those devices.

██████ believes Curtis references the lawsuit because some individuals supporting Curtis's campaign for ROV were denied employment due to aggressive behavior toward county staff. These individuals have been outspoken about voting practices, which the previous administration discouraged to prevent voter intimidation. ██████ observed that Curtis has associated with these individuals, allowed them access to the department, and hired some who are now working at Market Street.

I. ██████

██████ attended two open houses—one on June 17, 2025 and another on September 20, 2025.

Regarding the June 17 open house, ██████ asked questions regarding the transition from electronic Poll Pads to paper rosters because ██████ was concerned that the transition would be time-consuming and less efficient. When ██████ tried to respond to some of ██████ questions, Curtis interrupted ██████ in ways that seemed disciplinary, saying things like, "Don't be saying that," or "That's not true." When asked if Curtis's voice was raised, ██████ clarified that ██████ was not yelling. ██████ said the interaction lasted approximately ten to fifteen minutes. ██████ noted that ██████, and several others were present and listening to the conversation.

Regarding the September 20 open house, ██████ recalled that Curtis was trying to highlight improvements and increased transparency in the elections process, and ██████ felt his manner resembled self-promotion. ██████ noted that non-employees, including ██████, were present and assisting with the event, as well as recruiting extra help workers.

K. [REDACTED]

[REDACTED]

1. Misuse of County Resources for Political Campaign Activity

[REDACTED] recalled one instance during the prior summer in which Curtis received a phone call while at the Market Street office and stepped into the hallway. [REDACTED] said it was clear to [REDACTED] that the conversation was related to campaigning, though [REDACTED] was unable to recall the specific content or date.

[REDACTED] has never been asked to assist with any campaign-related tasks for Curtis.

Regarding the campaign flyer, [REDACTED] said Curtis showed [REDACTED] a flyer that had been turned into him and expressed concern that someone was attempting to "set him up." [REDACTED] recalled that Curtis appeared irritated and said, "I'm going to find out who did this." Curtis also commented that certain wording on the flyer was odd, stating, "I would never say this." [REDACTED] said Curtis indicated the flyer had been posted on poles and on the [REDACTED] building. She said she has no knowledge regarding who created the flyer or where it was produced.

2. Inappropriate, Demeaning, or Threatening Comments

[REDACTED] has not personally heard Curtis use derogatory or inappropriate language. [REDACTED] did not recall Curtis referring to female employees as "pretty" or using similar language, though [REDACTED] noted that Curtis tends to speak his mind.

3. Hostile or Retaliatory Conduct

[REDACTED] said Curtis is "a little quirky," but described their working relationship as positive. [REDACTED] characterized Curtis as blunt but not mean, and said [REDACTED] appreciates his direct communication style. [REDACTED] also appreciates that Curtis listens and accommodates [REDACTED] schedule, and [REDACTED] has not experienced any issues with him.

[REDACTED] acknowledged that Curtis approaches processes differently than prior leadership and sometimes introduces changes that staff find challenging. [REDACTED] does not always agree with Curtis's ideas or methods, these methods are not necessarily incorrect, just different. [REDACTED] noted that the team has not yet participated in an election with Curtis, so the effectiveness of his approach remains untested.

4. Disparate Treatment Based on Gender

[REDACTED] has not observed Curtis treat female employees differently than male employees. [REDACTED] said Curtis has treated [REDACTED] well and has been supportive and accommodating of [REDACTED] often emphasizing the importance of "family first."

[REDACTED] said Curtis has never spoken to [REDACTED] in a condescending manner.

L. [REDACTED]

[REDACTED]

1. Misuse of County Resources for Political Campaign Activity

[REDACTED] did not report observing Curtis engage in campaign-related activity during [REDACTED] observation period.

2. Inappropriate, Demeaning, or Threatening Comments

[REDACTED] described several specific remarks [REDACTED] heard Curtis make that [REDACTED] found inappropriate, demeaning, or belittling of staff.

[REDACTED] said that, on election night, [REDACTED] heard Curtis say that election work is “really easy” and “doesn't require a lot of attention to detail or book smarts.” [REDACTED] said Curtis made [REDACTED] comments in the presence of [REDACTED]. [REDACTED] asked if [REDACTED] heard Curtis refer to elections work as something “a monkey can do,” [REDACTED] did not hear this specific comment and clarified that [REDACTED] would have addressed such a statement if [REDACTED] had.

[REDACTED] that, on the day after the election, Curtis asked [REDACTED] which employee was “doing the worst job” and stated, “Because I'll execute them.” [REDACTED] interpreted this remark as inappropriate and reported the remark [REDACTED].

[REDACTED] also heard Curtis tell [REDACTED] “Maybe after you brush your hair, you can get to doing X, Y, or Z.” [REDACTED] did not visibly react to the remark. [REDACTED] also reported overhearing Curtis tell [REDACTED] “You're a really good-looking [REDACTED]” after requesting [REDACTED] “suit up” for a press conference.

[REDACTED] heard Curtis refer to female employees—[REDACTED]—using terms like “dear” and “pretty.” [REDACTED] estimated that [REDACTED] used these expressions about a dozen times. While [REDACTED] believed Curtis did not intend any harm, [REDACTED] still considered the remarks inappropriate.

[REDACTED] also reported [REDACTED] secondhand that Curtis made a remark about “spanking,” but could not identify the source.

3. Hostile or Retaliatory Conduct

[REDACTED] reported observing Curtis, [REDACTED] publicly criticize staff during interactions with media, including attributing delays or procedural issues to staff and stating that “staff is going to have to step up.” [REDACTED] considered these remarks inappropriate, as [REDACTED] believed staff were making every effort to address delays and resolve outstanding issues.

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██████████ staff, whom ██████████ described as dedicated and hardworking. ██████████ said that, based on ██████████ observations over two weeks, she could understand why employees might be concerned about the work environment and low morale. ██████████ expressed concern about what ██████████ perceived as a significant lack of appreciation for employees' work. ██████████ observed that lower-level employees were making considerable efforts under difficult circumstances, while leadership placed blame on staff for ongoing issues.

4. Disparate Treatment Based on Gender

██████████ did not observe clear gender-based differential treatment but reported that Curtis made appearance-based comments toward both female and male employees, as described above.

M. ██████████

██████████ Registrars of Voters, noting a stark contrast between ██████████ experiences. During ██████████ staff treated ██████████ in a very friendly and helpful manner. However, upon ██████████ found the environment to be entirely different, describing the current staff as "hostile" and "rude." ██████████ said ██████████ felt excluded at times due to ██████████ alignment with Curtis and ██████████ willingness to support his initiatives.

1. Misuse of County Resources for Political Campaign Activities

██████████ has not observed Curtis making calls or engaging in activities related to his political campaign during work hours. Additionally, ██████████ has never been asked to assist with campaign-related tasks for Curtis, saying "I know better."

██████████ attended the September 20, 2025 open house as a volunteer, after first obtaining permission from Curtis. ██████████ involvement at the event was limited to observing. ██████████ said Curtis did not participate in any political campaign activities during the open house, which was held to introduce a new observer lounge. According to ██████████, only one employee, ██████████ attended the event. Although employees were aware of the open house, ██████████ noted that most were hesitant to attend and support Curtis.

2. Inappropriate, Demeaning, or Threatening Comments

██████████ has not heard Curtis make derogatory, demeaning, or mean-spirited comments. More specifically, ██████████ has not heard Curtis refer to female employees as "pretty," "dear," or refer to election work as something a "monkey" could do. ██████████ that while Curtis occasionally uses humor and lighthearted language to help reduce stress or make complex tasks seem more manageable,

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█ does not interpret it as demeaning or malicious. █ described Curtis as approachable and easygoing, noting, "He jokes with me; we have a good relationship."

3. Hostile or Retaliatory Conduct

█ said that, upon returning to the Elections Office in August 2025, she perceived tension and resistance among staff toward Curtis's leadership. █ said some employees appeared resentful of organizational changes, including the removal of █, and changes to established processes. █ reported difficulty obtaining information from certain managers when working on policy and procedure updates and described instances in which requests for documentation went unanswered.

█ described a December incident in which █ raised █ voice at Curtis over a procedural change and walked away from the discussion. █ described █ behavior as "the most disrespectful, defiant thing" █ had seen and noted that Curtis remained calm and did not respond in kind.

█ characterized her own working relationship with Curtis as positive, describing him as approachable, supportive, and maintaining an open-door policy. █ believes staff resistance to Curtis's leadership is largely due to opposition to his proposed changes. In █' view, she does not believe the changes Curtis has implemented have made staff duties more difficult, but noted reluctance among employees to adopt new procedures, remarking, "Staff doesn't want these processes done. They resist it, saying this is how we've always done it." █ voicing criticism about the removal of Poll Pads during poll worker training and attributing the decision to Curtis, █ occasionally expressing similar concerns. █ described the overall work environment as adversarial toward Curtis's leadership and indicated that █ does not trust most staff members, stating, "I don't think there is a neutral soul in the office."

4. Disparate Treatment Based on Gender

█ is not aware of any concerns regarding disparate treatment of women. █ has not observed any instances where female staff appeared to be treated differently than male staff by Curtis, citing the aforementioned conflict with █ as an example of a █ staff member standing up to Curtis.

5. Concluding Remarks

█ respects Curtis's leadership and believes he is attempting to implement changes aimed at improving transparency and efficiency. █ acknowledged that staff may disagree with his methods but stated that, in █ view, disagreements stem from general resistance to organizational changes and resentment linked to Curtis's removal of █

N. █

█

[REDACTED]

1. Misuse of County Resources for Political Campaigning

[REDACTED] understands the distinction between community outreach and campaign activity under Elections Code. [REDACTED] has not seen Curtis engage in campaign-related calls or activities during County work hours and described Curtis as diligent in complying with laws regarding the proper use of resources.

[REDACTED] said Curtis conducts office tours for various members of the public, including electoral candidates, and that, during those tours, [REDACTED] has not observed Curtis endorse candidates or promote himself. [REDACTED] described Curtis's outreach efforts as focused on transparency and civil engagement rather than campaign activity.

[REDACTED] has never been asked to perform campaign-related work for Curtis and would not engage in such activities during office hours. [REDACTED] based on [REDACTED] experience, [REDACTED] no concerns about the misuse of county resources for campaigning.

2. Inappropriate, Demeaning, or Threatening Comments

[REDACTED] has not observed Curtis make inappropriate, demeaning, or threatening remarks toward staff. [REDACTED] did not hear Curtis make remarks suggesting that election work was easy or comparable to work a "monkey could do." [REDACTED] recalled reading about the alleged "monkey" comment in a Facebook post or comment and said that, based on [REDACTED] understanding of Curtis, if such a remark were made, it would likely have been intended to convey that the work is manageable, not to demean [REDACTED] [REDACTED] noted that Curtis often uses self-deprecating humor, referring to himself as a "geek" or "nerd," and does not direct such comments toward others.

[REDACTED] has not heard Curtis refer to female employees using terms such as "pretty" or "dear," nor has [REDACTED] observed gender-based comments. [REDACTED] does not believe it is in Curtis's nature to behave inappropriately.

3. Hostile or Retaliatory Conduct

[REDACTED] described the atmosphere in the Elections Office as tense, noting that staff members were resistant and often hostile toward Curtis. [REDACTED] had trouble getting information from colleagues and was excluded from office social events, such as a going-away party he only found out about by overhearing others. [REDACTED] believed this treatment was partly due to [REDACTED] perceived association with Curtis, since [REDACTED] was [REDACTED] Curtis's leadership.

[REDACTED] that staff members often resisted Curtis's management decisions. [REDACTED] recalled overhearing discussions about potential work actions, such as walkouts, though [REDACTED] was uncertain whether these talks were limited to the Elections Office or involved the larger union. According to [REDACTED], the opposition to Curtis seemed to be politically motivated. [REDACTED] noticed that several employees openly supported [REDACTED]—Curtis's [REDACTED] [REDACTED]. Wylie observed that staff would intentionally slow down their work and resist implementing changes,

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frequently disputing procedures and pointing out how [REDACTED] would have handled things differently.

[REDACTED] working relationship with Curtis as both positive and professional. [REDACTED] stated that Curtis is approachable, offers clear guidance, and listens to concerns about office dynamics. [REDACTED] added that, if Curtis were not present, [REDACTED] would not continue in [REDACTED] position due to what [REDACTED] sees as a generally unprofessional environment.

4. Disparate Treatment Based on Gender

[REDACTED] is not aware of disparate treatment of women in the Elections Office. [REDACTED] reported that, in [REDACTED] experience, Curtis communicates consistently with staff regardless of gender and offers equal opportunities for professional growth.

[REDACTED] recounted an incident where staff members accused Curtis of sexism after [REDACTED] told a female employee that [REDACTED] “couldn’t measure a bathroom.” [REDACTED] felt this accusation was either fabricated or exaggerated to make it seem sexist and demeaning, although [REDACTED] does not believe that was Curtis’s intention.

5. Additional Context

[REDACTED] believes many of the allegations against Curtis are unfounded and influenced by broader political tensions within the County and by disagreement over organizational changes. [REDACTED] described much of this as “small town drama” and [REDACTED]. In his view, the situation resembles playground conflict, with individuals exchanging blame and escalating disputes.

VII. DOCUMENTARY EVIDENCE

A. Campaign Flyer and Related Correspondence

On August 4, 2025, labor representative Ron Copeland emailed County management a photograph of a campaign flyer for Curtis. The flyer, reportedly created at Curtis’s direction, appeared to combine campaign messaging with Registrar of Voters (ROV) announcements (see Exhibit 2).

In his interview, Copeland reported that [REDACTED] had taken the photo of the flyer and sent it to him. Copeland then forwarded the image to County management on August 4, 2025.

Below is the flyer that Copeland included in his email to County management:



[redacted] at Exhibit 3 is an email exchange between [redacted] and Curtis concerning the campaign flyer. On August 8, 2025, [redacted] contacted Curtis by attaching an image of the flyer and asking whether Curtis believed it violated the Hatch Act, highlighting that it appeared to combine elections office business with Curtis’s personal campaign.

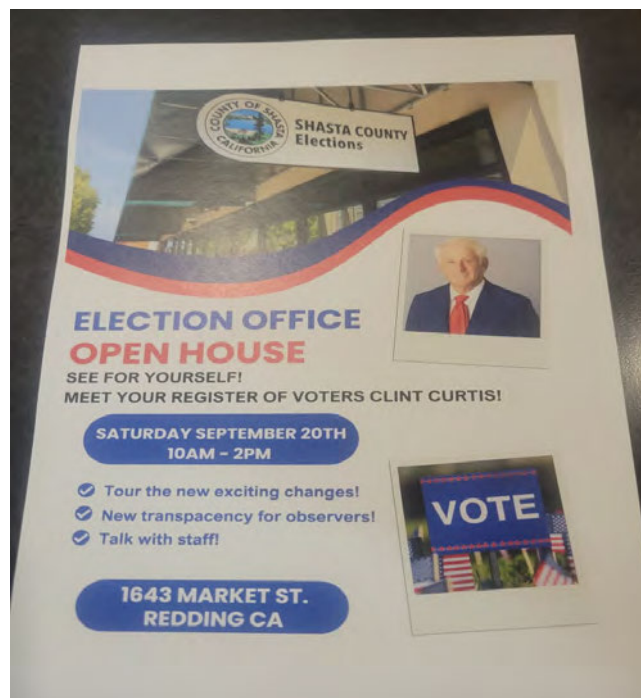
Curtis responded the same day, describing the flyer as “obviously a fake” and defamatory. He indicated his intention to pursue legal action against those responsible for producing the flyer. Curtis cited insights from individuals with police experience, who believed the image was a composite based on issues with alignment, overlay, inconsistent focus, and the flyer’s disproportionate curvature. He also asserted that the flyer violated campaign laws by linking the office to his campaign and lacking the required campaign disclaimer. Curtis requested the name of the person who provided the flyer to [redacted] and stated that, if this information was not shared, the company would be included in the legal action along with an unnamed individual.

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B. Open House Flyer

The following image (also in Exhibit 14) shows the flyer for the September 20, 2025 open house:



C. Text Messages

The investigation reviewed screenshots of text messages provided by [REDACTED] (See Exhibit 15.) The screenshots reflect contemporaneous communication between [REDACTED]

In these messages, [REDACTED] reported that Curtis made a remark referencing “spanking” in connection with a workplace interaction. The messages also reflect [REDACTED] report that Curtis referred to extra help staff as “working monkeys” and said, “the job was something monkeys could do” and referred to [REDACTED] as “a good monkey trainer.” The messages reflect that [REDACTED] expressed concern about the comment shortly after the alleged incident.⁹ The screenshots are attached as Exhibit 15.

D. Emails Re: Poll Pad Termination

The investigation reviewed an email exchange dated June 13–18, 2025 regarding the decision to discontinue use of electronic Poll Pads and return to paper poll books. The emails reflect that Curtis initiated the change and requested information regarding termination of the existing agreement. [REDACTED] provided written concerns regarding operational impacts, including error rates, reconciliation time, retraining needs, and voter processing time. The County Administrative Office confirmed that the Agreement permitted termination without cause upon 60 days’ written notice and that the Registrar had authority to initiate termination. The emails are attached as Exhibit 9.

⁹ The text messages do not include a date, but mention the “spanking” comment as happening “last night.”

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E. Email Exchange and Text Messages Re: June 17, 2025 Open House

The investigation reviewed an email exchange dated June 17–18, 2025, concerning the interaction between [REDACTED] and Curtis during the June 17 poll worker open house event. The exchange is attached as Exhibit 12.

1. [REDACTED] Email

In [REDACTED] email [REDACTED] described an interaction that occurred during the open house after a poll worker asked about changes from electronic Poll Pads to paper poll books. [REDACTED] stated that [REDACTED] responded to the poll worker's questions by explaining that Poll Pads would no longer be used and that certain processes would take longer as a result.

[REDACTED] wrote that Curtis instructed [REDACTED] not to mention Poll Pads and told [REDACTED] that [REDACTED] were no longer being used. [REDACTED] stated that Curtis told [REDACTED] did not support his decision and accused [REDACTED] of debating him publicly. [REDACTED] reported that [REDACTED] was later told [REDACTED] was "untrustworthy," asked [REDACTED] worked for or lobbied on behalf of the Poll Pad company, and informed that [REDACTED] would no longer be permitted to interact with the public until Curtis trusted [REDACTED] again. [REDACTED] further stated that Curtis removed [REDACTED] from a state conference she had previously attended.

[REDACTED] listed the individuals who attended the open house exchange: [REDACTED]
[REDACTED] reported that, in a later follow-up meeting, only [REDACTED] was present.

2. Curtis's Email

In his response, Curtis characterized the incident as a disagreement regarding implementation of the decision to eliminate Poll Pads. Curtis stated that [REDACTED] publicly criticized the decision during the open house and attempted to persuade a poll worker that the decision was incorrect.

Curtis wrote that [REDACTED] conduct demonstrated that [REDACTED] could not be trusted to accept office directives and publicly represent the department's policy position. He stated that he removed [REDACTED] ability to interact with the public and restricted [REDACTED] attendance at conferences because such roles require representing departmental policy.

Curtis further wrote that public disagreements regarding office policy were not acceptable and indicated that, if necessary, he would take a polygraph examination regarding the events.

3. Text Messages

Additional text messages dated June 17–18, 2025, reflect contemporaneous communications between [REDACTED] discussing the open house incident and expressing concern regarding Curtis's reaction. These messages are attached as Exhibit 11.

4. Documents Re: [REDACTED]

An email from [REDACTED], along with supporting documents, outlines the process and timeline of [REDACTED] reclassification request and subsequent promotion, including the individuals involved in the decision-making. (See Exhibit 16.)

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The documents provide the following summary:

In Fall 2024, prior to Curtis's appointment, [REDACTED]. The CAO's Office denied the addition of positions and directed the department to submit reclassification paperwork if employees were working out of class. Reclassification requests were submitted for [REDACTED]

According to Personnel Resolution 2010-02 (see Exhibit 16), personnel staff—not the department head—are responsible for reviewing and making determinations on reclassification requests. The Board of Supervisors holds final approval authority.

On February 18, 2025, the Department of Support Services ("DSS") recommended denying [REDACTED] reclassification request. On April 23, 2025, [REDACTED] recommended approving [REDACTED] reclassification. (See Exhibit 16.) Both findings were incorporated into the 2025/2026 budget process, with changes effective June 29, 2025. [REDACTED] was reclassified effective that date.

Following the denial of [REDACTED] reclassification, the Elections Office requested a new, second [REDACTED] position to meet business needs. The [REDACTED] approved this request to be included in the 2025/2026 budget. [REDACTED] was later promoted to the newly established position following a department-only recruitment in July 2025, where [REDACTED] was the sole applicant. The promotion requisition was approved by [REDACTED]

These documents further set forth the following timeline:

- **Fall 2024:** The department's initial request to add [REDACTED] (including one for [REDACTED]) was denied by the [REDACTED].
- **February 18, 2025:** A memorandum was issued finding [REDACTED] reclassification request to [REDACTED] unsubstantiated by [REDACTED].
- **Spring 2025:** The Elections Office was notified of the denial and subsequently requested a new, second [REDACTED], which was approved by the [REDACTED] to go with the budget changes.
- **June 29, 2025:** The budget position changes, including the [REDACTED], were approved by the Board of Supervisors, making the position officially established.
- **July 7, 2025:** The requisition for the new [REDACTED] position was submitted by [REDACTED] approved by [REDACTED].
- **July 8, 2025:** The requisition was approved by [REDACTED] in the [REDACTED].
- **July 15–17, 2025:** The position was advertised for a department-only recruitment, and [REDACTED] applied and was selected.
- **July 27, 2025:** [REDACTED] promotion to [REDACTED] became effective.

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VIII. FINDINGS AND DISCUSSION

The findings in this Confidential Investigative Report do not reach questions of law as to whether the alleged misconduct supports a violation of applicable laws, but instead are factual findings. The undersigned utilizes a legal analysis in reaching the determinations in this Report. These determinations, however, are not intended to equate to a finding that applicable laws were violated.

The investigator analyzed the facts and determined whether the allegations were with or without merit under a preponderance of the evidence standard. "Preponderance of the evidence," for purposes of this Report, means that the evidence on one side outweighs, or is more than, the evidence on the other side. This is a qualitative, not quantitative, standard.

The investigator has drawn the conclusions in this Report from the totality of the evidence and a thorough analysis of all the facts, and where necessary, has made credibility determinations. The investigator considered and gave appropriate weight to information that might be considered to be hearsay in legal proceedings. Finally, while numerous hours were spent reviewing documents and interviewing witnesses, this Report does not purport to include every detail as described by the individuals involved. Rather, it assesses the important facts as they pertain to the incidents investigated.

The investigator is not determining whether the below findings constitute a violation of the County's policies and/or improper conduct under California or Federal law. That determination should be made by the County along with what corrective and remedial action is appropriate.

A. Credibility Observations

The Elections Office underwent significant organizational and political transition at the time of the events described in this report. Curtis was appointed Interim Clerk and Registrar of Voters in May 2025, becoming the third individual to hold the position within a two-year period. Shortly after his appointment, Curtis [REDACTED] who had more than [REDACTED]

[REDACTED] These circumstances contributed to heightened workplace tension and polarization.

Curtis assumed office with an expressed intention to implement operational changes based on his stated concerns regarding transparency and election integrity. This framing implicitly called into question prior practices and leadership, which many long-tenured employees viewed as a critique of their professional work. As a result, staff described feeling defensive and distrustful of Curtis's leadership, while Curtis expressed concern that some employees were resistant to or undermining his initiatives. The evidence reflects that distrust developed in both directions.

Multiple witnesses described a work environment divided along perceived lines of alignment with Curtis [REDACTED] described what they perceived as resistance among long-tenured staff to Curtis's leadership and initiatives. Conversely, several employees expressed distrust of Curtis's motives and management approach. The presence of external observers and increased public scrutiny further intensified the atmosphere. As a result, many events were interpreted by participants through preexisting assumptions regarding motive and intent.

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It is plausible that these tensions and polarization impacted how each witness viewed the events in question and thus had some impact on what they noticed and how certain remarks landed with that individual. The analysis did not assume that polarization rendered any witness inherently unreliable. Rather, contextual factors were considered when weighing competing accounts.

In assessing credibility, the undersigned considered internal consistency, corroboration, contemporaneous reporting, specificity of detail, demeanor, plausibility, and potential bias or motive. Where allegations were supported by multiple independent witnesses describing materially similar conduct, greater weight was afforded to those accounts. In several instances, witness accounts were corroborated by contemporaneous text messages or written communications reflecting immediate reactions to events. Such documentation enhanced reliability by reducing the likelihood of retrospective reconstruction.

Conversely, where accounts lacked corroboration, were speculative in nature, or were contradicted by documentary evidence, those allegations were not sustained. The investigation also considered whether witnesses acknowledged limitations in their recollection. Testimony that included concessions regarding what was not remembered, or that distinguished between firsthand observation and secondhand information, was generally afforded greater credibility.

Curtis denied many of the allegations, including specific remarks attributed to him. In some instances, his denials were categorical and consistent across contexts. Consistency over time was considered as a credibility factor. However, where multiple independent witnesses described similar remarks or conduct, and where contemporaneous reporting existed, the corroborated accounts were deemed more persuasive than generalized denials.

Curtis's hearing impairment was also considered. During his investigative interview, Curtis requested that closed captioning be enabled, which the undersigned observed was necessary to facilitate effective communication. Multiple witnesses described Curtis as having difficulty hearing in group settings. This impairment may reasonably have affected his perception of tone, conversational flow, or the impact of his remarks. While this factor provides context, it does not fully account for some of the problematic conduct independently corroborated by multiple witnesses.

The investigation also considered whether witnesses had apparent motives to fabricate or exaggerate allegations. Although workplace polarization was evident, no evidence established coordinated efforts to manufacture claims. Where testimony came from individuals who otherwise described positive working relationships with Curtis, or who expressed reluctance in reporting concerns, such testimony was afforded greater weight.

In sum, credibility determinations were made based on the totality of the evidence rather than on alignment with either faction within the office. Where corroboration, consistency, and contemporaneous documentation were present, those accounts were credited. Where allegations lacked evidentiary support or were outweighed by contrary evidence, they were not sustained.

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B. Factual Findings

1. Did Clint Curtis engage in political campaign activity during County work hours or use County resources in connection with his candidacy?

Sustained in part. A preponderance of the evidence supports a finding that Curtis engaged in campaign-related calls during County work hours. A preponderance of the evidence does not support a finding that Curtis used County equipment or resources to create or distribute campaign materials, nor does it establish that the September 20 open house, Fourth of July event, or routine office tours constituted campaign activity within the scope of this investigation.

Employees and union representatives reported concerns that Curtis engaged in political campaign-related activity during County work hours and used County resources in support of his candidacy. The concerns fell into four categories:

- Alleged campaign-related phone calls during work hours;
- Alleged use of County equipment in connection with a campaign flyer;
- Alleged use of public-facing events to advance Curtis’s candidacy; and
- Alleged statements to members of the public about his political opponent in a manner constituting campaign activity.

The analysis below addresses each category of alleged campaign-related activities.

a. Campaign-Related Calls During Work Hours

██████████ reported observing Curtis receive a phone call at the Market Street office, walk down the hall, and engage in a conversation that ██████████ believed was campaign-related. Although ██████████ did not recall exact wording, ██████████ stated that it was “definitely about campaigning.”

In addition, ██████████ reported hearing Curtis making campaign-related calls during an open house for poll workers at the Elections Office on Tuesday, June 17, 2025. Those witnesses described Curtis taking calls that referenced campaign matters while physically present at a County-sponsored event during work hours.

Curtis denied engaging in campaign calls during work hours, stating that there would have been “no point” in campaigning during the specific time period in question (i.e., at the June 17 open house) and that he conducted fundraising calls at night.

The lack of detail regarding the exact content, duration, or frequency of the calls limits the scope of the finding. No call logs, recordings, or electronic records were produced establishing the precise timing or subject matter of the calls. The available evidence therefore does not show systematic or prolonged campaign operations during County time

However, unlike a single isolated report, the allegation here is supported by multiple independent witnesses describing similar conduct during different occasions. Even though the witnesses’ recollections of the exact language used during the calls was limited, their accounts were consistent in substance — namely, that the conversations pertained to Curtis’s candidacy rather than County business. Notably, ██████████ account carries heightened credibility because ██████████ described a generally

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positive working relationship with Curtis, did not present as adversarial, and reported the observation in a measured and limited manner. █████ willingness to acknowledge what █████ did not recall further supports the reliability of █████ testimony.

Although the evidence does not establish ongoing or substantial campaign operations, the corroborated observations of multiple witnesses outweigh Curtis's generalized denial and assertion that there would be "no point" in campaigning at that time. The evidence supports a finding that Curtis engaged in at least one campaign-related phone conversation while physically present at a County workplace during work hours. It is likely that he engaged in such activities a handful of other times, as discussed by the witnesses. This finding is limited to campaign-related conversations occurring during County time. The investigation does not establish the use of County equipment in connection with those calls.

b. Use of County Equipment or Resources – Campaign Flyer

An August 4, 2025 email from Union Representative Ron Copeland (at Exhibit 2) attached an image of a campaign flyer posted on what appeared to be a public utility pole and raised concerns about potential misuse of County resources. The email did not identify evidence that the flyer was created, printed, or distributed using County equipment.

Curtis consistently denied creating or distributing the flyer. In written communication to the News Café (at Exhibit 3), in statements reported by employees, and during his investigative interview, Curtis maintained that he did not author the flyer and believed it may have been circulated in an effort to "set him up." While the investigation did not substantiate the "set up" theory, Curtis's denial remained materially consistent across contexts.

The investigation did not identify print logs, electronic data, email transmissions, or witness testimony linking the flyer to County printers, computers, email systems, or staff time. The evidence reflects that the flyer circulated externally before being brought into the office. The authorship of the flyer remains undetermined.

The mere presence of a campaign flyer within a County facility, absent evidence that it was created, printed, or distributed using public resources, does not establish misuse of County property. Accordingly, this portion of the allegation is not sustained.

c. Statements to Members of the Public Regarding ██████████

██████████ reported hearing Curtis make negative remarks about the ██████████ while interacting with members of the public. In mid-September 2025, ██████████ recalled a voter asking about previously used electronic voting machines. According to ██████████, Curtis responded that such machines could be tampered with and added that ██████████ "liked those machines," implying ██████████ was not trustworthy.

██████████ also described an instance in which a visitor commented that the office looked different. Curtis reportedly provided a tour and stated that the Elections Office would now be "better and more transparent," and that ██████████ had "hidden things from people" and that he had reported ██████████ to the Department of Justice.

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These statements, as reported, reflect criticism of Curtis's political opponent during interactions occurring in the Elections Office. The investigation considered whether such statements constitute campaign activity within the scope of this allegation.

The evidence does not establish that Curtis solicited votes, requested political support, distributed campaign materials, or explicitly advocated for his candidacy during these exchanges. However, the statements—if made as described—reflect commentary about a declared political opponent in the course of official interactions with members of the public.

While such commentary may raise separate concerns regarding professionalism or political neutrality in an official capacity, the evidence does not establish that these remarks constituted campaign activity involving solicitation, fundraising, or advocacy during County time. Accordingly, this evidence does not independently support the allegation that Curtis engaged in campaign operations using County resources.

d. September 20, 2025 Open House and Public Events

Witnesses expressed concern regarding the September 20 open house, including the presence of individuals perceived as aligned with Curtis and the lack of formal notification to certain staff. [REDACTED], who attended the event, said Curtis did not campaign, solicit votes, or advocate for his candidacy and that the event was focused on transparency and public education.

Curtis denied campaigning, soliciting votes, or advocating his candidacy during County-sponsored functions. Regarding the September 20, 2025 open house, Curtis said the event was designed to showcase recent improvements to the building and election procedures to the public. He said that because the open house took place on a Saturday, he chose to use volunteers rather than pay employees to work on the weekend. Curtis clarified that the volunteers were not affiliated with his campaign.

The evidence does not establish that campaign materials were distributed, votes were solicited, or County resources were used to promote Curtis's candidacy at the event. While the composition of attendees and the perceived alignment of certain individuals may have contributed to concerns regarding optics, the available evidence does not demonstrate that the open house constituted campaign activity within the meaning of the allegation.

The undersigned also considered witness evidence from [REDACTED] who reported that, during a Fourth of July event at the Anderson Fairgrounds, Curtis directed staff to distribute County-funded flags. [REDACTED] said that, in [REDACTED] view, the event focused more on Curtis greeting members of the public than on voter registration or updating voter information. However, the evidence does not establish that this activity occurred during County work hours, involved County equipment or materials, or included advocacy for Curtis's candidacy in the course of County-sponsored duties.

e. Overall Conclusion

A preponderance of the evidence supports a finding that Curtis engaged in at least one campaign-related phone call during County work hours and likely a few more. The investigation did not identify sufficient evidence that Curtis used County equipment, facilities, or staff time to create or distribute campaign materials, nor does it establish that the September 20 open house, the Fourth of July event,

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office tours, or statements about Francescut constituted campaign activity involving misuse of County resources within the scope of this investigation.

Accordingly, this allegation is sustained in part and not sustained in part.

2. Did Clint Curtis make comments in the workplace that were inappropriate, demeaning, threatening, or otherwise inconsistent with County standards of professionalism?

Sustained. A preponderance of the evidence supports a finding that Curtis made several remarks in the workplace that were inconsistent with County standards of professionalism.

Several employees alleged that Curtis made comments referencing physical discipline, violent imagery, employee intelligence, and employee appearance or gender. Curtis generally denied making certain of the specific statements attributed to him, did not recall others, or characterized his communication style as informal, humorous, or intended to reduce stress and make complex tasks seem manageable. Curtis consistently denied any intent to demean, threaten, or discriminate against employees.

In evaluating the allegations of inappropriate remarks, the undersigned applied the definitions set forth in Chapter 22 of the Shasta County Personnel Rules, which prohibit verbal harassment and derogatory remarks and define abusive conduct as behavior that a reasonable person would find hostile, offensive, or unrelated to legitimate business interests. The analysis therefore focuses not solely on Curtis's stated intent, but on whether the comments, viewed objectively and in context, were inconsistent with the County's standards of professionalism and workplace conduct.

The analysis below addresses each category of remarks.

a. Remarks Referencing "Spanking" and Violent Imagery

██████████ reported that, on election night, Curtis made a comment in front of a group stating he would "spank ██████████. According to ██████████ this remark came after Curtis notified her that an election observer was present. ██████████ replied that the relevant process had already been completed and noted ██████████ had not been informed about observers attending. As ██████████ walked away, Curtis allegedly said, "There ██████████ goes again just doing ██████████ thing," followed by, "I'm going to have to spank ██████████

██████████ also described Curtis using similar language. ██████████ stated that on the day after the November 2025 election, Curtis asked ██████████ which employee was performing the worst, then added, "Because I'll execute them." ██████████ reported several instances where Curtis used exaggerated or violent imagery, including a comment about throwing disgruntled voters "into the baler."

Curtis denied making the alleged remarks, asserting that the allegations "make no sense" and that he does not trust staff enough to engage in joking exchanges with them.

In evaluating these conflicting accounts, the undersigned considered consistency, corroboration, and contemporaneous reporting. The evidence ultimately supported the allegation.

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██████████ account was internally consistent and specific regarding timing, location, and wording. It was also corroborated by text messages sent to ██████████ shortly after the incident (at Exhibit 15), referencing the comment and reflecting ██████████ immediate reaction. The contemporaneous nature of these communications supports their reliability.

Additionally, descriptions of violent imagery were independently reported by at least ██████████ – ██████████ and were consistent in theme, even where wording differed.

Based on the evidence, including consistent witness accounts and contemporaneous reporting, it is more likely than not that Curtis made the “spanking” remark to ██████████ and used exaggerated violent imagery in the workplace. The corroboration among multiple witnesses and the reliability of ██████████ immediate communications support this conclusion.

While such remarks appear to have been hyperbolic in the sense that they were not literal threats, the use of violent imagery by a supervisor in a workplace setting can reasonably be perceived as belittling and intimidating. Comments invoking physical discipline or violent imagery carry heightened significance when used by an elected official and department head toward subordinate staff. Even if intended as humor, such remarks are inconsistent with the County’s standards of professionalism and appropriate workplace conduct.

Therefore, this allegation is sustained.

b. “Monkey” Comments and Other Belittling Remarks

██████████ reported that Curtis referred to election work as something a “monkey could do.” Other witnesses, including ██████████ described comments in which Curtis characterized election work as “easy” or not requiring “book smarts,” though phrasing varied. Several witnesses also described Curtis telling a group of employees they needed to obtain letters from their union—which he referred to as their “mommies”—to receive permission to work on election night. These witnesses described the remarks as minimizing the professional expertise of Elections Office staff.

Curtis denied recalling the specific “monkey” phrasing but stated that he believes election administration is not inherently complex because machines tabulate ballots and procedures are straightforward. Curtis said that when he describes work as manageable, his intent is to reduce stress rather than belittle staff. Curtis acknowledged referring to union representatives as employees’ “mommies” in the context of staff seeking union involvement regarding workspace and safety concerns.

The most persuasive evidence supporting the “monkey” remark is the contemporaneous text messages sent by ██████████ (at Exhibit 15) shortly after the incident occurred. Those messages reflect the substance of the comment and strengthen the reliability of ██████████ account.

Although there were no direct witnesses to the “monkey” remark, descriptions of Curtis minimizing the work of Elections Office staff were independently reported by other witnesses, including ██████████, and were consistent in theme, even where wording differed.

Moreover, the consistency between Curtis’s statements and the witnesses’ accounts, as well as his acknowledgment of referring to union representatives as “mommies,” further strengthens the reliability of the allegations. Specifically, Curtis acknowledged that he views election administration as

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uncomplicated, citing the use of machines and straightforward procedures. He explained that his intent when describing the work as manageable is to alleviate staff stress rather than belittle their expertise. While Curtis denied recalling the specific “monkey” phrasing, his general characterization of the work as “easy” aligns with the reports from multiple witnesses. This alignment between Curtis’s perspective and the witnesses’ descriptions reinforces the plausibility that remarks minimizing the complexity of election work were made. Moreover, the comment is similar in tone and meaning as the derisive “mommies” comment which Curtis admitted making.

Thus, based on the evidence, including consistent witness accounts, contemporaneous reporting, and Curtis’s partial acknowledgment, it is more likely than not that Curtis made the “monkey” remark or language substantially similar in meaning and referred to union representatives as employees’ “mommies.”

Statements minimizing the intelligence required for professional work or infantilizing employees reasonably fall within conduct that a reasonable person could find offensive or humiliating, particularly when made by the department head. With respect to the “mommies” comment, which is undisputed, the remark can reasonably be perceived as characterizing employees as childlike or dependent. In a supervisory context, such language diminishes employees’ professional agency.

While Curtis may have intended to reduce stress or describe processes as manageable, the impact of language describing professional work as something a “monkey could do,” or referring to employees’ representatives as “mommies,” can reasonably be perceived as derisive and belittling and inconsistent with the County’s standards of professionalism and appropriate workplace conduct.

c. “Shirtless” Comment

██████████ stated that after a video circulated showing Curtis working shirtless in the office on a weekend, Curtis asked if ██████████ had shared the footage, which ██████████ denied. According to ██████████ Curtis then remarked that the video proved he was a “hard worker” and “the only hard worker.” When ██████████ replied that others also worked hard, Curtis said, “Well, you’re not a hard worker. I’ve never seen you work without your shirt on.” ██████████ described the remark as inappropriate and shocking.

Curtis denied ever saying, “I’ve never seen you work without your shirt on.” He confirmed the shirtless video was circulated but said he does not recall discussing it with staff and called the allegation “a complete lie.”

There were no additional direct witnesses to the alleged comment. Accordingly, this finding turns on a credibility assessment.

██████████ provided a specific account of the statement and described it in a manner consistent with the known existence and circulation of the shirtless video. The allegation was not vague or generalized; rather, it was tied to a particular context. ██████████ account remained consistent and was not undermined by other evidence.

By contrast, Curtis’s denial was categorical but not accompanied by any alternative explanation for how or why the allegation arose. His acknowledgment that the video existed and was circulated makes discussion of it plausible in context. While lack of corroboration was considered, the investigation does not require multiple witnesses where one account is more credible than the other.

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Based on the totality of the evidence and the relative credibility of the parties, it is more likely than not that the comment occurred as described.

d. Appearance-Based and Gender-Referenced Remarks

██████████ reported hearing Curtis refer to female employees as "pretty" or "dear" on multiple occasions. ██████████ said ██████████ told Curtis multiple times to stop calling ██████████ "pretty" and that these comments eventually stopped. ██████████ also reported that, during a discussion involving measuring office space, Curtis told ██████████ "You probably don't know how to use a tape measure because you're a female."

At least one witness, ██████████ reported that Curtis referred to a ██████████ as a "good looking ██████████" in the context of preparing for a public appearance.

Curtis denied referring to female employees as "pretty" or "dear," stating, "Never. I barely say that to my wife... I'm not chummy." Curtis denied making gender-based remarks and rejected the suggestion that he treated employees differently based on gender.

The evidence reflects that appearance-based comments were made. In evaluating these accounts, the undersigned again considered consistency and corroboration. The gender-referenced comment linking competence to being "a female" was described consistently and carries inherent professional significance because it explicitly ties perceived ability to gender. The record reflects multiple witnesses reporting appearance-based language directed toward female employees.

The evidence also reflects that at least one male employee was described using appearance-based language. This mitigates against a finding that such comments were directed exclusively at women. However, recurring appearance-focused or gender-referenced commentary in a supervisory context reasonably oversteps professional boundaries.

Based on the consistent witness accounts, it is more likely than not that Curtis made appearance-based remarks toward female employees and made at least one gender-referenced comment linking ability to being female.

Although not all employees found these remarks offensive, comments made by a department head toward subordinate staff can reasonably be viewed as diminishing and fall within conduct that a reasonable person would consider "offensive" or "humiliating" under the County's Personnel Rules. Additionally, such comments reflect an inappropriate level of familiarity in a supervisory relationship. When a supervisor consistently makes appearance-based or personal remarks, it suggests an emphasis on physical appearance, which can cause discomfort among employees and imply that professional merit is being overshadowed by subjective judgments. The cumulative impact of these comments is a workplace environment where attention to appearance may undermine professionalism and mutual respect. Accordingly, this allegation is sustained.

e. Overall Conclusion

Considering the remarks collectively, the evidence supports a finding that Curtis engaged in a pattern of informal, exaggerated, and appearance-focused commentary that exceeded appropriate professional boundaries for a supervisory official. While the evidence does not establish malicious intent, and not all

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employees perceived the comments as offensive, the preponderance of the evidence supports a finding that Curtis's communication style, as manifested in the remarks described above, was inconsistent with County standards of workplace professionalism.

3. Did Clint Curtis raise his voice at or publicly admonish ██████████ during the June 17, 2025 open house in a manner inconsistent with County workplace standards?

Sustained in part. A preponderance of the evidence supports a finding that Curtis publicly admonished ██████████ during the June 17, 2025 open house in a manner inconsistent with County workplace standards. The evidence does not support a finding that Curtis raised his voice.

Several witnesses described an incident at an open house on June 17, 2025, during which Curtis reportedly ██████████ in front of staff members and a poll worker after ██████████ responded to a poll worker's question regarding ██████████ transition from electronic Poll Pads to paper rosters. ██████████ event was reported by ██████████, as well as by other witnesses, including ██████████ ██████████ stated that Curtis was loud enough for everyone present to hear, causing people to turn and look.

Curtis characterized the interaction as ██████████ "fighting" with him publicly and attempting to lobby a member of the public in favor of Poll Pads. He said he viewed ██████████ actions as insubordination. While he addressed ██████████ behavior, he denied raising his voice and said he never yells.

Significant weight was given to the account ██████████ witness to the June 17 open house interaction ██████████ with Curtis. ██████████ reported that ██████████ asked questions regarding the transition from electronic Poll Pads to paper rosters because ██████████ was concerned the transition would be more time-consuming and less efficient. ██████████ stated that when ██████████ attempted to respond to those questions, Curtis interrupted ██████████ in a manner that appeared disciplinary, stating words to the effect of, "Don't be saying that," and "That's not true."

██████████ account was internally consistent and measured. Importantly, when asked whether Curtis raised his voice, ██████████ clarified that he was not yelling. This clarification weighs against a finding that Curtis raised his voice and supports a more precise characterization of the conduct as an interruption or public correction rather than shouting.

Other witnesses described the exchange as tense and uncomfortable, though descriptions of tone varied. The consistent theme across accounts was not volume, but the public nature of the correction and the visible disagreement between Curtis ██████████ during a County-sponsored event

Curtis acknowledged correcting ██████████ and stated that he believed she was undermining departmental policy in front of an attendee. He maintained that employees should not contradict departmental direction in public settings. His explanation provides context for his conduct but does not dispute that the exchange occurred in front of a member of the public.

While Curtis's concern about maintaining consistent public messaging was not unfounded, the manner in which the correction occurred is central to this finding. Addressing a subordinate employee in a corrective or disciplinary tone during a County-sponsored public event carries heightened impact, regardless of whether the underlying policy disagreement was legitimate.

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In summary, the evidence does not establish that Curtis yelled, but it does establish that he publicly corrected and interrupted ██████ in a manner that appeared disciplinary during a public-facing County event. Although Curtis had previously communicated his policy decision regarding Poll Pads and was entitled to expect alignment in public settings, the decision to correct a subordinate in front of an attendee rather than address the disagreement privately reflects poor supervisory judgment in context.

Accordingly, this allegation is sustained in part.

4. Did Clint Curtis take employment actions affecting ██████ promotion, public-facing duties, or professional development opportunities following the June 17, 2025 disagreement? If so, were his stated reasons supported by legitimate operational considerations?

Sustained in part. A preponderance of the evidence supports a finding that Curtis restricted ██████ public-facing duties and cancelled ██████ attendance at a conference following the June 17, 2025 open house disagreement. The evidence supports that Curtis articulated operational considerations for those actions. However, the evidence does not support a finding that Curtis improperly delayed or controlled ██████ reclassification or promotion.

The evidence establishes that, shortly after the June 17 event, Curtis restricted ██████ public-facing duties and canceled ██████ attendance at a conference. Curtis acknowledged that the June 17 incident factored into these decisions. He said that he did not believe ██████ could be trusted to consistently and appropriately represent the department's position in public settings, following what he viewed as a public challenge to his direction.

As department head, Curtis possessed managerial discretion to determine conference attendance and assign public-facing duties. Maintaining consistency in public messaging during County-sponsored events constitutes a legitimate operational consideration. The evidence supports that Curtis genuinely viewed ██████ conduct at the June 17 event as undermining departmental direction in a public forum. His explanation for canceling the conference and restricting ██████ public-facing duties is therefore supported by an articulated operational rationale.

At the same time, the proportionality of the response is relevant. The June 17 exchange involved a policy disagreement in a public setting. The evidence does not establish insubordination, refusal to follow direction, or formal discipline arising from the event. Yet the resulting actions—removal from a professional conference historically attended and restriction of public-facing duties—had tangible professional consequences. While within Curtis's managerial authority, the timing and scope of these measures were closely tied to a single disagreement and reasonably may be perceived as reactive and disproportionate to the conduct described.

Accordingly, this portion of the allegation is sustained.

Regarding reclassification, documentary evidence from County personnel confirms that Curtis did not have authority to approve or deny ██████ reclassification. (See Exhibit 16.) In Fall 2024, prior to Curtis's appointment, the Elections Office requested the addition of two Manager positions. The CAO's Office denied the request for new positions and instead instructed the department to submit reclassification paperwork for any employees working out of class. As a result, reclassification requests were submitted for both ██████. (See Exhibit 16.)

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In February 2025, the Department of Support Services (DSS) recommended denying ██████'s reclassification request. By April 2025, DSS recommended approving ██████'s reclassification. According to Personnel Resolution 2010-02, personnel staff—not the department head—are responsible for reviewing and deciding on reclassification requests, with the Board of Supervisors making the final approval. These recommendations were included in the 2025/2026 budget process, with changes taking effect on June 29, 2025. ██████'s reclassification became effective on that date.

After ██████'s reclassification was denied, the Elections Office requested approval to add a second Manager position through the budget process. This position was approved, effective June 29, 2025. Since it was a new position, it had to go through the standard recruitment process. The recruitment timeline is as follows:

- Budget changes approved effective June 29, 2025
- Requisition submitted July 7, 2025
- Approved July 7–8, 2025
- Recruitment posted July 15–17, 2025 (department-only)
- ██████ was the sole applicant
- Promotion effective July 27, 2025 (next pay period)

The documentation shows that County personnel denied ██████'s reclassification before the recruitment process began, and her subsequent promotion followed the standard recruitment timeline. There is no evidence indicating that Curtis influenced the reclassification decision or delayed the recruitment process. The promotion was completed about one month after the budget was approved.

While Curtis expressed concerns about ██████'s responsiveness and alignment following the June 17 incident, the evidence does not demonstrate that these concerns caused any improper delay in ██████'s reclassification or promotion. The reclassification decision was made by County personnel, and the recruitment proceeded promptly and according to established procedures. Accordingly, this portion of the allegation is not sustained.

In conclusion, a preponderance of the evidence establishes that Curtis restricted ██████'s public-facing duties and canceled ██████'s conference attendance following the June 17, 2025 disagreement and that Curtis articulated legitimate operational considerations for doing so. However, the evidence does not support a finding that Curtis improperly delayed or controlled ██████'s reclassification or promotion. Accordingly, this allegation is sustained in part and not sustained in part.

5. Did Clint Curtis treat female employees differently than similarly situated male employees in terms of tone, responsibilities, or opportunities?

Not sustained. A preponderance of the evidence does not support a finding that Curtis treated female employees differently than male employees, including by making gender-referenced or appearance-based remarks, disciplining women more harshly, and restricting professional opportunities.

Several witnesses reported that Curtis referred to female employees using terms such as “dear” or “pretty.” Some witnesses perceived these remarks as condescending or gendered. Witnesses also expressed concerns that certain female employees, particularly ██████, were publicly corrected or subject to tense interactions.

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While the evidence supports that Curtis made certain inappropriate remarks, some of which were gender-referenced, those remarks were addressed separately in Finding #2 above. The issue here is whether Curtis administered workplace authority differently based on gender.

None of the witnesses presented evidence that female employees were denied pay, promotions, conference attendance, or assignments because of their gender. As discussed in the finding above, the employment actions affecting ██████ were tied to the June 17 disagreement and Curtis's stated concerns regarding public representation and alignment with departmental policy, not to ██████ gender.

The evidence further reflects that Curtis engaged in direct conflict with male employees and imposed corrective measures unrelated to gender. Witnesses described tense exchanges involving male staff, including ██████ and there is no evidence that male employees were categorically exempt from criticism or supervisory action.

Additionally, multiple employees, including ██████, reported that they did not observe differential treatment based on gender.

While certain remarks may have been gender-referenced or appearance-based, the totality of the evidence does not establish that Curtis administered supervisory authority in a manner that treated female employees differently than similarly situated male employees.

Accordingly, this allegation is not sustained.

6. Did Clint Curtis engage in conduct that, considered in totality, contributed to an unprofessional or intimidating workplace environment?

Sustained. A preponderance of the evidence supports a finding that Curtis's conduct, considered in totality, contributed to an unprofessional workplace environment. However, the evidence does not establish that Curtis was solely responsible for the broader workplace tension.

The findings above establish that Curtis made inappropriate remarks involving violent imagery and infantilizing language, publicly corrected a subordinate during a County-sponsored event, and imposed employment consequences closely following a policy disagreement. While certain actions were within his managerial authority, the tone, timing, and manner of execution reasonably contributed to employee distress and diminished morale.

Multiple witnesses described an environment characterized by tension, low morale, and reluctance to speak openly. Contemporaneous reporting of certain remarks supports that employees experienced Curtis's conduct as unsettling or humiliating.

At the same time, the evidence reflects significant contextual factors. Curtis assumed leadership during a period of political transition and organizational change. The ██████ —contributed to factional alignment within the office. Several witnesses credibly described staff resistance to Curtis's initiatives. These dynamics heightened workplace sensitivity and likely amplified conflict.

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Additionally, Curtis’s hearing impairment, observed during the investigative interview, may have affected conversational tone and interpersonal dynamics. However, this factor does not account for independently corroborated remarks or supervisory decisions that carried workplace impact.

Balancing these considerations, and recognizing Curtis’s heightened influence as a department head, the evidence supports a finding that certain of his conduct materially contributed to an unprofessional workplace environment, even though broader political and organizational tensions also played a significant role. Accordingly, this allegation is sustained.

Respectfully submitted,



Danielle Drossel



Amy Oppenheimer

Exhibit 1



United Public Employees of California, Local 792

Laborers' International Union of North America, AFL-CIO

"Serving Those Who Serve Our Communities"

2195 Larkspur Lane, Suite 214 · Redding, California 96002
530-245-1890 · Fax 530-246-1651 · www.upec792.com

July 7, 2025

Monica Fugitt
Director of Support Services
County of Shasta
1450 Court Street, Suite 348
Redding, CA 96001

RE: Elections Office Working Conditions

Dear Ms. Fugitt,

Please consider this letter notification of a complaint regarding working conditions from the Shasta County Elections Office employees that we represent. We formally request that your office investigate and document these issues, so appropriate action may be taken.

As you know, current County Clerk/Registrar of Voters (ROV), Clint Curtis, was appointed just two months ago to fill the term vacated by prior appointee, Thomas Toller. Unfortunately, due to factors such as a lack of experience in elections offices and avoiding established procedures and policies, Mr. Curtis has created an untenable environment for the employees to function and perform their duties appropriately for the community.

We understand that new department heads may change procedures or implement other changes upon entering the office. However, such changes are usually made with the assistance of senior staff, who have the necessary historical knowledge to avoid issues, and such changes do not typically flout County Personnel Rules.

Besides [REDACTED] which employees do not dispute he had the right to do, there is a pending exit of other long-term employees to retirement or other potential employment due to working conditions, which creates a loss of historical knowledge. Contributing to this issue is Mr. Curtis' bypassing of the chain of command in place.

Mr. Curtis is directly discussing policy and procedures with employees without involving their supervisors or managers, placing employees in the awkward position of answering their Department Head on items under the authority of their management, which inherently creates a conflict. Workloads for employees are also increased due to these interactions and any directions provided by Mr. Curtis, as employees must share and address such matters with their supervisors, which leads to insufficient time being available for their regular duties.

Not involving management also leads to inefficiency and the potential perception that employees are not using their time appropriately if management is not aware of such interactions by Mr. Curtis. When employees are open to providing input and suggestions on these or more appropriate matters, though, Mr. Curtis continues to shop for opinions outside of those involved in performing the duties discussed. For example, he asks other Elections Office employees not involved in the assignments and even other County departments for information rather than reaching out to other County ROVs, state election offices, and again, his own management staff.

We understand that department heads may implement new practices and procedures, but such practices and procedures must not deviate the offices and their staff from the regulations applicable to them. Departments must also not disfavor or favor employees in place by their practices. For example, Mr. Curtis has dismissed the contributions of employees, while highlighting and favoring those of other employees.

Such favoring has led to Mr. Curtis essentially promising employees a promotion in the face of Personnel Rules, requiring the posting and appropriate recruitment for vacant positions. Other personnel issues have involved statements regarding the greater surveillance of employees and the Elections Office itself, including comments regarding body worn or other cameras, without apparently planning to discuss the matter with Personnel or the applicable employee Unions.

Several employees have also received what they feel is discouragement to remain in the Elections Office, where they may have contributed for years. Mr. Curtis has repeatedly stated that he could fill vacant positions or staff the office with "my people" from San Francisco or other areas.

Mr. Curtis has also used the phrase "my people" in reference to a direct safety concern for employees. A gate with employee keycard access was installed during Cathy Darling Allen's tenure as County Clerk/ROV based on DOJ's in-person survey of the building and Elections Office for safety measures. Mr. Curtis is planning on removing the gate for publicity and the benefit of access for "his people," which presumably references his community supporters in this comment.

These comments have not been limited to private staff meetings, but have occurred publicly at outreach meetings. The public meetings have also directly illustrated Mr. Curtis' lack of knowledge regarding elections regulations, or inattention to following them, as employees have witnessed him campaigning for the 2026 election. The foregoing matters and other issues such as Mr. Curtis stating that he would buy a building and move the department in 90 days with a private \$200,000

donation indicate to employees that his oversight of the department is not in accordance with County policies and procedures, of which he either has insufficient knowledge or is directly contradicting.


We reiterate our request that these working conditions be investigated and that all Elections Office employees be interviewed, so the issues may be appropriately documented and addressed by the County. The employees that we represent believe their management would also favor such an investigation. If further information is needed, or if you would like to meet with employees from the Elections Office regarding these matters, please let us know. We would be happy to arrange a meeting at our office to limit fears of retaliation from employees being witnessed at your office.

Thank you in advance for your consideration.

Sincerely,

Ron Copeland
Labor Relations Representative

Exhibit 2

From: [REDACTED] 
Subject: Fw: Elections Office Working Conditions
Date: August 4, 2025 at 2:12 PM
To: [REDACTED]

JL

From: [REDACTED]
Sent: Monday, August 4, 2025 1:44 PM
To: [REDACTED]
Subject: FW: Elections Office Working Conditions

See below. We should discuss.



[REDACTED]
[REDACTED]
[REDACTED]

1450 Court Street Suite 348
Redding, CA 96001

www.ShastaCounty.gov



[REDACTED]

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From: Ron Copeland <rcopeland@upec792.com>
Sent: Monday, August 4, 2025 1:00 PM
To: [REDACTED]
Subject: Re: Elections Office Working Conditions

⚠ EXTERNAL SENDER: Do not follow links or open attachments unless you recognize the sender and know the content is safe.

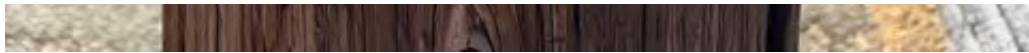
Hi Monica,

Thank you, Brittany, and CEO Rickert again for meeting with the employees. We look forward to the follow-up meeting.

As a follow up to the press release about hiring employees, I wanted to provide you with a picture of a flyer apparently posted at the direction of County Clerk/ROV Clint Curtis. Apart from other potential issues (i.e., combining campaigning with Clerk/ROV announcements, using County resources to campaign, etc.), the posting touches again on the hiring issues that we have discussed.

Thank you,
Ron





Ron Copeland
Labor Relations Representative
United Public Employees of California, LiUNA Local 792
2195 Larkspur Lane, Suite 214
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Cell: 530-941-0393
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Website:

https://protect.checkpoint.com/v2/r01/_www.upec792.com_.YzJ1OnNoYXN0YWNvdW50eTpjOm86MTFiNGM1ZmU4ZjdkZGE0YzVINGU0NDJINDI1MDVkYjQ6NzpiMGQwOjc1NzY2ZDc3YTk0Mjg2NGI3NGFjNTI5ZjMwZTYyZmVIMmE2MjlmNTdmYTdjODdkYmVINWE3ODQ5ZjI4M2RkOWU6dDpGOk4

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On Jul 22, 2025, at 7:18 PM, Ron Copeland
<rcopeland@upec792.com> wrote:

Thank you, Monica.

Ron Copeland
Labor Relations Representative
United Public Employees of California, LiUNA Local 792
2195 Larkspur Lane, Suite 214
Redding, CA 96002
Cell: 530-941-0393
Fax: 530-246-1651
Email: rcopeland@upec792.com

Website:

https://protect.checkpoint.com/v2/r01/_www.upec792.com_.YzJ1OnNoYXN0YWNvdW50eTpjOm86MTFiNGM1ZmU4ZjdkZGE0YzVINGU0NDJINDI1MDVkYjQ6NzpiYTBiOjNhNGUxZWlyN2M4NTdhY2E0MDgwMzNmNDI1ZmZiZGFhN2U4NTc1Nzk3YWYxNWU1ZWRjNmMxZTE5ODhjNTRhNmM6dDpGOk4

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destroy all copies of the communication.

On Jul 22, 2025, at 6:46 PM, Monica Fugitt

Thanks Ron, I have it on my calendar to call you around 8:30 tomorrow morning.

<image001.jpg>

[Redacted]
[Redacted]
[Redacted]
1450 Court Street Suite 348
Redding, CA 96001
www.ShastaCounty.gov
[<image002.png>](#)
<image003.png>
<image004.png>
[<image005.png>](#)

Every job is a self portrait of the person who does it. Autograph your work with excellence. - Unknown

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From: Ron Copeland <rcopeland@upec792.com>

Sent: Tuesday, July 22, 2025 5:16 PM

To: [Redacted]
[Redacted]
[Redacted]

Subject: Re: Elections Office Working Conditions

⚠ **EXTERNAL SENDER:** Do not follow links or open attachments unless you recognize the sender and know the content is safe.

Hi Monica,

Either of those times work for me.

Thank you,
Ron

Ron Copeland
Labor Relations Representative
United Public Employees of California, LiUNA Local 792
2195 Larkspur Lane, Suite 214
Redding, CA 96002
Cell: 530-941-0393
Fax: 530-246-1651
Email: rcopeland@upec792.com

Website:

https://protect.checkpoint.com/v2/r01/_www.upec792.com_.YzJ1OnNoYXN0YWNvdW50eTpjOm86NTFjMzc3NGI3YTg5ZDY5ZjNhYjFkMTU3NjZIMDRjZGQ6Nzo4MwY5OjRkZWlwMzI1Mjc0ZWFIYmNhOWMzYzZkNTJhOGFmYjg0YWVmMDA1ZTM1NTk1ODcwMjM0NjUxMzFmNzI2ZGEzNDQ6dDpUOk4

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On Jul 22, 2025, at 4:52 PM, Monica Fugitt

:

Ron,

Sorry I missed your call. Do you have time for a call tomorrow morning?

I'm free between 8-10 and 1-2; let me know if sometime in there would work to touch base about these issues.

Thank you,

<image001.jpg>



[REDACTED]
[REDACTED]
1450 Court Street Suite 348
Redding, CA 96001
www.ShastaCounty.gov
<image002.png>
<image003.png>
<image004.png>

<image005.png>

Every job is a self portrait of the person who does it. Autograph your work with excellence. - Unknown

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From: Ron Copeland <rcopeland@upec792.com>
Sent: Tuesday, July 22, 2025 10:05 AM
To: [REDACTED]
Cc: [REDACTED]
[REDACTED]
[REDACTED]
Subject: Re: Elections Office Working Conditions

⚠ **EXTERNAL SENDER:** Do not follow links or open attachments unless you recognize the sender and know the content is safe.

Hi Monica,

Attached again for your reference is the letter sent on behalf of Elections staff. We have additional information to share regarding this matter.

Please let me know when you are available to discuss these issues.

Thank you,
Ron

Ron Copeland
Labor Relations Representative
United Public Employees of California, LiUNA
Local 792
2195 Larkspur Lane, Suite 214
Redding, CA 96002
Cell: 530-941-0393
Fax: 530-246-1651
Email: rcopeland@upec792.com

Website:

https://protect.checkpoint.com/v2/r01/_www.upec792.com_.YzJ1OnNoYXN0YWNvdW50eTpjOm86M2ZhY2E5ZWVmMmNhYmQ0OTY4MzI0OGFkODI4NGM1MjM6NzoyMTAwOjkzMTg5NDVkMTlwMzdkYWFIODkwZjBIYzEwNDE5YTI1MzFmZTFmNGQ4NjI2ODViNzlxZTg4Yzc5MjgzODNjMzI6dDpGOk4

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On Jul 18, 2025, at 4:29 PM, Ron Copeland
<rcopeland@upec792.com> wrote:

Hi Monica,

I am just confirming that you received the letter on behalf of the Elections Office staff and if you can provide an update on the steps taken, or if scheduling a meeting with the employees would be beneficial.

Unfortunately, other employees have felt the need to take medical

have for the need to take medical
leave due to the working conditions.

Thank you,
Ron

Ron Copeland
Labor Relations Representative
United Public Employees of
California, LiUNA Local 792
2195 Larkspur Lane, Suite 214
Redding, CA 96002
Cell: 530-941-0393
Fax: 530-246-1651
Email: rcopeland@upec792.com
Website:

https://protect.checkpoint.com/v2/r01/_.YzJ1OnNoYXN0YWNvdW50eTpjOm86M2ZhY2E5ZWVmMmNhYmQ0OTY4MzI0OGFkODI4NGM1MjM6NzplYzAxOjkwNWFmZWVjOGY0MjJjMDg2Y2ViMGM3NTM5MGQxZjdIMGI1MTA5OTkwMDY3ZjI0NzAzOGEyNWZmNDlwZmM5ZTU6dDpGOk4

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On Jul 8, 2025, at
4:43 PM, Ron Copeland
<rcopeland@upec792.com
> wrote:

Good afternoon Monica,

Please find attached a letter on behalf of the Elections Office employees for your review. We look forward to your response.

Thank you for your consideration.

Sincerely,
Ron

Ron Copeland
Labor Relations
Representative
United Public Employees
of California, LiUNA Local
792
2195 Larkspur Lane, Suite
214
Redding, CA 96002
Cell: 530-941-0393
Fax: 530-246-1651
Email:
rcopeland@upec792.com

Website:

www.upec792.com

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contact the sender and
destroy all copies of the
communication.

<Elections Office
working-
conditions.7.7.25-
digitally-signed.pdf>

<image001.jpg>
<image002.png>
<image003.png>
<image004.png>
<image005.png>

Exhibit 3

From: [REDACTED] 
Subject: RE: Your Campaign Post Violates the Hatch Act
Date: August 11, 2025 at 10:03 AM
To: [REDACTED]



No – this is the first I’ve heard of it.

[REDACTED]

Thx!

Best regards,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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From: [REDACTED] >
Sent: Monday, August 11, 2025 9:50 AM
To: [REDACTED]
Subject: FW: Your Campaign Post Violates the Hatch Act

Hi [REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
Sent: Monday August 11 2025 9:16 AM

Sent: Friday, August 8, 2025 3:04 PM

To: [REDACTED]
Subject: FW: Your Campaign Post Violates the Hatch Act

[REDACTED]

From: [REDACTED]
Sent: Monday, August 11, 2025 9:09 AM
To: [REDACTED]
Subject: FW: Your Campaign Post Violates the Hatch Act

[REDACTED]

[REDACTED]



[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
www.shastacounty.gov

From: Clinton Curtis [REDACTED] >
Sent: Friday, August 8, 2025 3:04 PM
To: R.V. Scheide <rvscheide.jr@gmail.com>; David Rickert <drickert@shastacounty.gov>; annelisepierce@protonmail.com; Kevin Crye <kcrye@shastacounty.gov>; Allen Long <along@shastacounty.gov>; Corkey Harmon <charmon@shastacounty.gov>; Matthew Plummer <mplummer@shastacounty.gov>; Christopher Kelstrom <ckelstrom@shastacounty.gov>
Cc: mmangas@krctv.com; clintcurtis@clintcurtis.com
Subject: RE: Your Campaign Post Violates the Hatch Act

Dear A News Café:

I will need the information on who provided you with that flyer. It is obviously a fake and since it was published with the intent of defamation, legal action will be filed against the individuals that produced this fake. I have already shown this "flyer" to individuals with police experience in hopes they could locate the white brick building used in the photo. They had a much sharper eye than I and believe that the image was not real as the supposed posting had no visible means of attaching itself to the telephone pole and the "flyer" overlaid other images in the composite. In addition, they believed that the scene had been concocted because the image of the telephone pole did not align properly and a small section by the yellow marking had an odd line by it. The flyer itself also was out of proportion since it seemed to curve at both the top and the bottom. In

addition, the focus on the pole is not consistent with the focus on the wall behind it.

Such a flyer not only links the office with my campaign which is a violation of campaign laws but also is missing the "Paid for by Clint Curtis for County Clerk 2026" disclaimer which is required by campaign rules.

I am requesting that you provide the name of the individual that contacted you regarding this fake poster. By publishing a false document, they have already committed libel, if they contacted the FPPC then they also likely committed perjury, and I will seek criminal charges as well. In addition, they have willfully violated 18 U.S. Code § 35 - Imparting or conveying false information of which both federal civil and criminal penalties exist.

If you fail to provide the information, and I cannot obtain it elsewhere, I will name your company in the suit along with John Doe as the parties in this case. I am sure you are aware of the case law which defeats any claims of confidential sources in libel actions where the plaintiff can prove the falsity of the claims.

This is your chance to take the high road and expose the person who both libeled me, the Shasta County Election Office, my campaign for county clerk/rov and who would place your company in a position where they would have to defend themselves in a protracted legal action.

This message has been cc'ed to other media sources so they can assist in the effort to unmask this individual or individuals.

Clint Curtis

From: R.V. Scheide <rvscheide.jr@gmail.com>
Sent: Friday, August 8, 2025 12:49 PM
To: Clinton Curtis <ccurtis@shastacounty.gov>; Elections Email
[REDACTED]
Subject: Your Campaign Post Violates the Hatch Act

⚠ **EXTERNAL SENDER:** Do not follow links or open attachments unless you recognize the sender and know the content is safe.

Greetings Mr. Curtis,
R.V. Scheide here from A News Cafe. Please see that attached flier for your ROV campaign. This flier appears to violate the Hatch Act because it mixes the business of the elections office with your personal campaign. Here are my questions.


1. Do you think your flier violates the [Hatch Act](#)?
2. Who paid to print the flier?
3. Who distributed the flier?

--
Sincerely

Sincerely,

R.V. Scheide
530-782-4756

Exhibit 4

From: [REDACTED] 
Subject: 7/31/2025 - Meeting w/UPEC General RE: Elections Office
Date: August 1, 2025 at 9:51 AM
To: [REDACTED]



Link to meeting notes: [REDACTED]

7/31/2025 - Meeting w/UPEC General RE: Elections Office

Thursday, July 31, 2025
5:31 PM

5:53:30 PM

[here](#)

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Questions/Follow UP:

Minimum qualifications as EH?

Code of conduct in new hire packet?

Meeting with unions and CC

view of authority - dealing with an elected official

red. Comment about steering but in right direction CC shopping around until he "gets what he wants." ADA surveyor for the fighting bathrooms/port-a-potty. Closed restrooms now because none are ADA compliant. Sent to investigate ADA port-a-potty project. Outlined laws and quotes told to keep researching but "he'll figure it out."

or it. To many liberals in the office" "he will go around county processes"

of County authorized budget"

dy happened - terminated it early costing 200k instead of paying 15k to run it out. Sent to term August 22. Everything in the can't throw them away.

boxes 7k each and poll pads which are also expensive

ot sure if/when state will come in because they only look for specific issues (discrimination, people not getting ballots, etc.) with lawsuit waiting at the end of the election for them.

states recommendation as law.

empt, concerns. We will pay attention to personnel related matters, protect our employees to the best of our abilities. If you outside of compliance of labor law, election laws, etc. we can look at. But as elected official we don't really have any ability to anagement decisions.

gainst staff, threats of you don't get this, you get this, etc. CC reportedly regularly states he is receiving official requests from y.

old her he was going to transfer her "I will pick up the phone right now and make the call."

wants to print ballots through, send staff to pick them up in sac to bring to Redding to run through the machine and drive back the envelopes and mailed.

t - high level overview bring those things forward

everyone to apply for the assistant position for 2 weeks "rubbed it in everyone's face" and then didn't fly it which was And then a middle of a pp start was weird.

- that have harassed and sued the department and staff in the past. Telling staff he will give these people jobs in the office. idly blocked cars, blocked doors, "pushed [REDACTED] CC told [REDACTED] if staff don't feel safe they can go home or work from home ie skeleton crew. But also sending folks home because they "aren't safe" vs. making them safe while appreciated isn't right.

- look at a safety plan.

aura Hobbs, etc. (people staff are scared of)

have been turned away before please come back and apply"

! loud, pushing past customers making comments about staff "that should be in the closet. [REDACTED] out took info and ly by Mr. Curtis.

; staff - he likes/doesn't like "his people" or current office staff.

anging - how do we deal with that? [REDACTED]

rted department to unsafe scared - staff are being told to cover yourself, you are not safe, document, take different routes

aware of [REDACTED] concerns to look into them. If you have specific situations/examples of safety, harassment, and discrimination, urself or through your union if you are comfortable.

ation from CC.

:ting made that gate is coming down. Teamsters and UPEC wants a meet and confer because it is a change to working

and confirm all new processes, policies and ideas that impact staff.

wall and sell the pieces to pay for the teardown."

to use. If you want to accomplish your goals here you are going to have to ask him how you are going to work together. Put accomplishments - goals to discuss with CC in one frank discussion.

meeting with Clint Curtis with the union and members if they feel comfortable.

advised to put the gate up following an inspection. Has been up ever since.

nts like "death threats aren't a big deal to me don't let [redacted] get to you." Also a comment about his dog being murdered after a al."

straining order possibility is something we the County can do.

o's gun "CCW"

t would come from one of the "12 of them" feel like taking info to him via union will make matters worse.

nees to be treated with respect and the ability to do their jobs.

e the power of running the office. Without all of you the office isn't successful. (i.e. employee safety). Negotiate with him.

in meeting. Union taking action if things don't improve.

gation were to happen the reality is that it would be taken to the board to make a decision and they could decide to censure him is not removal.

to do our best to educate. Goal is to try and talk to him and educate him and hopefully it improves.

a lot more after the meeting. First step is to have a very frank conversation with him and the unions.

resents his budget (if it gets approved) the pieces not included in budget - how does stuff in budget not get covered. What budget and it doesn't cover all the things he's doing behind the scenes.

ions about the budget and push back. There are elements he has no control over, IT, facilities, buying the building outfitting the . He cannot reallocate funds from S&B's to his ideas.

ns - can't give people jobs if he doesn't have the allocations. Purchase order process - go to the board, personal services require ts outside of County policies - Auditors office won't pay could be potentially personally liable for these things. There are checks get pieces specifically.

ncerned, are their jobs on the line? Not coming back on us for doing our job?

litor's office, purchasing, personnel, CAO etc. try to lean on the admin departments to the best of your ability and back up staff staff.

ons. He said he's going to bring in volunteers to get all the staffs jobs done.

o follow government laws/rules. If he violates federal/state laws witness illegal activity staff need to tel someone right away.

aid staff cannot touch ballot it is against the law but he said he's going to do it anyways.

'he is breaking laws. Tell him this is illegal. If he ignores you report it to someone immediately. Put things on your union. Outline w violations. So it can be clearly pointed out where he is breaking the law. It should be eye opening to him and also cover

ude news media.... The news can be good to spotlight this sort of stuff but we would prefer not to start there. Goal is to handle ple and hopefully resolve the issue .

ok, googling going on stress leave, just wants to go through a day without being yelled or screamed at.

ig citizen "patting" his side where his gun would be as a threat.

rkplace restraining order etc.

and staff are very concerned with prior members of the public who have threatened staff becoming volunteers in the office.

g questions (how close can they be to a building) /first amendment rights.

Exhibit 5

FOLLOW UP MEETING

8/15/2025 3:04PM

ATTENDEES:

█ - were just meeting as a follow up ...

█ they were reluctant to put anything in writing.... but priority is safety, the fencing, concern with individuals with animas against the staff, hiring hostile community members, concealed weapons. CC was very dismissive of these concerns. Take threats seriously, staff as heard him campaigning, Ron concurred. Problem is that they are mandatory reporters to █ but fear of retaliation. This is happening on County time & property, fliers.

█
Ron – he’s not hiding, employees have advised him to not & he chuckles.

On 6/17 -18 he was making calls in the Market Street location, while an ROV, █ call telling poll workers that there will be a team of “my people” running the election. Same comments about hiring a second team.

Using a county phone or personal? Not clear, just the message of his plan to hire a second team. According to the code, statute, you must be a county █ to handle & count ballots. Concerning.

One person or multiple?

I believe they all hear him, █

Others heard him to at outreach public events.

As the ROV & not a campaigner?

Correct.

List of the outreach events?

IT was just before I sent the letter, in July. Maybe the 4th.

If you have specific dates, it will be helpful.

█ feel unsafe with him, he has yelled at them in front of the public. They have advised that they don’t want to meet with him alone.

There are different perceptions of yelling, can you provide any context. Just to get a sense.

Recent hiring, a [REDACTED] she explained something to him from [REDACTED] notes, he proceeded to yell. Other office staff said they heard. Later [REDACTED] was told that [REDACTED] got the job.

They say that they won't go into the meeting without a witness, because it gets twisted or his tends to elevate his voice.

With [REDACTED] not the same issues, but they don't feel like they can approach him as he is out of the office often & lacks experience.

CC has 3 phones, so not sure which ones. At the open house, June 17 & 18th (campaigning).

Safety – changing procedures that could potentially put staff at risk because they are unsecured, one plan is having them drive in POV hours away multiple times. Weather is a concern.

What procedures have changed at the polling places?

Ballots to be counted within 2 hours after closing. Deliver to precincts.

For this upcoming Special election or all future elections?

Just plans.

Currently, there are reimbursement procedures or rental vehicle opportunities. How is this different.

It's the timing that is an issue, increasing the driving distances in less time, it's risky.

Is it the intent to count ballots at the precinct? Yes. When they expressed concerns, then he mentioned his second team.

Makes a habit of saying that his \$2mill can easily buy the election. Mentioned that someone could donate \$\$\$. Just odd to say this to staff.

Just clarifying if this is campaign funds or donation to buy the building. Separate issues?

The staff are professionals & want to follow these rules & he's just dismissive.

He's shopping for those that agree.

Anything he wants to do to make changes, we want to meet & confer.

Concerned about the security fencing during the special election.

Not sure election law allows concealed carry.

Right, but those people aren't concerned.

We would need to know right away, even employees aren't allowed. Public safety issue.

We all know that there is at least one gentleman who doesn't think that applies to him.

It's going to be an observer who reports this & it gets brought to CEO.

Discussion about additional cameras at the BOS meeting?

Only in the Jo Anns building, but the item didn't pass so it's a moot point.

He would have to work with IT & purchasing on those cameras.

Members are worried about little, tiny cameras all over.

I'm not concerned about the [REDACTED], they're honest. But the idea of surveillance all over is unnerving.

The emphasis is more on the observing the process, not as much with the employees. Just transparency by allowing public observation.

They are worried about the crazies & access they will get if the fence is removed. Sure, telling people that they can't see something that's PII, & then there's push back & the [REDACTED] feels threatened because there is no physical barrier to provide safety.

Even if he doesn't directly violate policies, he flaunts his power. Like, I can just have Monica transfer you. Male staff treated differently than females.

It's discouraging that he seems to enjoy the turmoil chaos. Just playing with the Ees. Saying inflammatory things. That's a comment we heard from two Ees, "it seems like you are unhappy with your job, I can call [REDACTED] transfer you".

I have not heard from him about that.

Just the way that he is projecting it to the Ees, creating an environment that is borderline hostile. This is a problem with Electeds, we understand that. But they have an MOU they follow & laws. (??)

In a meeting with Mr. Curtis, do you want us to present grievances?

Some of the specific things, focus on meet & confer type issues & then bring mistreatment to me & Dave. Be tactful.

Need to guarantee the fence isn't coming down & the safety of the staff. Defining who 'my people' & ensuring hiring of staff complies with policies.

Expressing importance of prioritizing SAFETY.

Management style is more discretionary.

What does resolved look like? Because it shouldn't be his removal.

Tone it down, don't scare employees by taking down fencing. Don't let the predators in our room.

Volunteer processing is a concern, not the same background required.

One advantage is the specific rules to allow observers. Meaning, you can have observers too.

As the appointed Elected head, he has taken this to mean he can do whatever.

Blatant violations of the law should be reported to Dave & Monica.

I want to make sure you understand, the fact that he is elected doesn't mean that you aren't heard. But I can't guarantee reports will remain confidential, like with investigations.

I don't think that the majority of our ees have an issue sharing these things.

The picture provided was helpful. Do you know if a staff was asked to place the flier? IT was noticed by an EE on a telephone pole downtown & they took the pic. Clint Curtis for ROV, if interested contact my executive assistant at the elections department....

Exec Assistant is CONF, unrepresented.

If this was produced on County time with County materials, this is a concern.

Anything from the County side we can do?

I think a conversation with Mr. Curtis about employee safety would be helpful. Encourage members to document & let Monica know about violations of policies. Dates. Times.

And, we can also talk about communication. Deidentify the information too for staff's protection.

Let's set up the next meeting.... **8/21 2pm**, 22nd back up.

Exhibit 6

From: [REDACTED]
Subject: Fw: ROV employee claims of harassment , item R8 on board agenda 8/12/25
Date: August 19, 2025 at 9:09 AM
To: [REDACTED]
Cc: [REDACTED]

FYI below. In the meetings I've had with the union, they have claimed disparate treatment of women, saying that women in the office have been yelled at [REDACTED] was mentioned and [REDACTED] said the same) and treated more harshly than male employees. He did tell a female staff member that he would get [REDACTED] transferred (according to [REDACTED] against [REDACTED] wishes) but it sounds like there was a disagreement based upon direction [REDACTED] was giving RE: ADA bathrooms rather than any indication it was based upon gender.

I asked for specific examples but have not received any at this point. I have also not received any information suggesting that he has made sexually inappropriate comments toward staff as indicated below. The employees essentially told me when we met and I had asked that they send Personnel specific details regarding what had occurred that they were not comfortable coming forward because they don't want their names to be disclosed.

I'm not sure at this point there's enough information to warrant a scope expansion but I'll connect with [REDACTED] so we can talk it out. Just keeping [REDACTED] in the loop.

Thank you,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

1450 Court Street Suite 348
Redding, CA 96001

www.ShastaCounty.gov

Every job is a self portrait of the person who does it. Autograph your work with excellence. - Unknown

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-----Original Message-----

From: Allen Long <along@shastacounty.gov>
Sent: Tuesday, August 19, 2025 8:11 AM
To: Monica Fugitt <mfugitt@shastacounty.gov>
Subject: ROV employee claims of harassment , item R8 on board agenda 8/12/25


Hi Monica,

After our board meeting on 8/12/25, an unknown female, driving through our parking garage, stopped briefly to talk to me as I was about to get in my car. She claimed to work in our elections office under ROV Clint Curtis. This unknown female was clearly upset about the proposal to move the ROV's office to the former Joanne's Fabrics. She thanked me for having a brain during discussion (item R8). She then told me female staff in the ROV's office are fed up with ROV's Curtis' derogatory speech geared toward female employees in their office; sexually inappropriate comments etc. I told this unknown employee we needed to discuss these allegations in further detail. She drove off and never told me her name. I subsequently began asking questions to those familiar with ROV staff but did not figure out her name. I am forwarding this information to you in the event this warrants an investigation.

Thank-you,
Allen Long
Supervisor D-2

Sent from my iPhone

Exhibit 7

From: [REDACTED] v 
Subject: Fw: Confidential - FW: New Whistle Blower Form Submission I ID: 37
Date: September 17, 2025 at 3:27 PM
To: [REDACTED]



Hi Danielle,

The Auditor's office received a whistleblower complaint (see email thread below) related to the issues you are investigating. Please note the witness names which I believe were previously provided to you.

Trisha C. Weber
Assistant County Counsel
County of Shasta
(530) 225-5711

Confidential Attorney-Client Privileged Communication.

From: [REDACTED]
Sent: Wednesday, September 17, 2025 3:07 PM
To: [REDACTED]
Cc: [REDACTED]
[REDACTED] >
Subject: Confidential - FW: New Whistle Blower Form Submission I ID: 37

Hi Joe and Tricia,

Attached below is a whistleblower complaint received on 9/12 regarding an elected official. In accordance with the Whistleblower policy, we are notifying county counsel so they can assist with determining the best path forward. The CAO is also being copied for review and assistance.

Thank you,

~Nolda

Nolda Short
Auditor-Controller

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Shasta County

AUDITOR-CONTROLLER'S OFFICE

NOLDA SHORT
AUDITOR-CONTROLLER

From: shastafinance@co.shasta.ca.us <shastafinance@co.shasta.ca.us>
Sent: Friday, September 12, 2025 3:47 PM
To: D.AU Whistleblower [REDACTED]
Subject: New Whistle Blower Form Submission I ID: 37

A new Whistle Blower Form has been submitted.
See the details below.

Whistle Blower Form Submission:

Id: 37

Date Of Incident: Ongoing

Incident Person / Agency Name: Clint Curtis

Incident Description: I believe County resources (desk phone, cell phone, computer, email) are being used for campaign purposes and campaign activities are being performed during County business hours.
Possible Witnesses: [REDACTED]
[REDACTED]

Additional Details:

Frequency of Incident: Often

Department Where Incident Occurred: Elections

Address of Incident: 1643 Market Street

City Where Incident Occurred: Redding

State Where Incident Occurred: Ca

Zip Code Where Incident Occurred: 96002

Occurred.

Phone Number
of Incident
Person/Agency:

Contact Name:

Contact Email:

Contact
Address:

Contact City:

Contact State:

Contact Zip
Code:

Contact Phone:

Exhibit 8

7/31/25 5:30 pm Re: Elections Office
Meeting @ UPEC office
Dave Rickett
Monica Fugitt
Brittany Murphy

7/7/25 Letter from Ron Copeland
to County prompted meeting

Teamsters present: [REDACTED]

MF: Limited what she or Dave Rickett
can do other than attempt to educate
Mr. Curtis.

He has no Public Sector experience, new
to CA. He's learning all new laws and
County policy.

[REDACTED] Not oblivious to what is going on
Doing their best to educate him.
Follow law - especially election law
Steep learning curve for Curtis.

[REDACTED] wants to walk through this together.
He doesn't report to CEO or Board

List to discuss @ meeting

Violations of laws -

Safety -

Work place threat of violence - Restraining order

Staff is instructed to report to SS & CAO
Safety plan.

2/21 2pm

From: [REDACTED]
Sent: Wednesday, June 18, 2025 4:14 PM
To: [REDACTED]
Subject: FW: Report of issue with [REDACTED]
Attachments: RE: Poll books; RE: Poll books; Hostile work environment

1. Security Fencing
2. Staff safety
3. Hiring hostile Comm. mbrs.
4. Concealed Weapons
5. Take threats seriously
6. Campaigning for ROV on the job @ market st. location

Response for records.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Wednesday, June 18, 2025 4:12 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Report of issue with [REDACTED]

7.

Hello [REDACTED]

I appreciate being included in this email. I see this an opportunity to clarify what happened. I also added [REDACTED] in this email as [REDACTED] was present for the entire conversation.

I understand that as the ROV, Mr. Curtis can make any changes he feels necessary. Any concerns myself and the other managers have about these changes, have been discussed in management meetings, which is appreciated.

We had an inspector come in for our poll worker open house and ask what changes are being made for election day. I replied that we are no longer using Poll Pads but will be going to back to paper rosters. The inspector was annoyed, and I told [REDACTED] to take any concerns to Mr. Curtis (as directed by him) and told [REDACTED] 'this is the direction we have been told to go in for the upcoming election'. [REDACTED] took [REDACTED] concerns to Mr. Curtis to which he said 'his people don't like the Poll Pads'. The inspector said [REDACTED] 'loved the Poll Pads'. As Mr. Curtis communicates his changes to us, he often references what 'his people' want and the changes 'they' would like to see. I never said, as stated below, that the decision 'was incorrect' to not use the Poll Pads, as I am currently working with Mr. Curtis to cancel the contract (emails attached). The inspector specifically asked me questions about which processes would take longer and/or change for [REDACTED] so I replied with facts of what will take longer and change. When [REDACTED] turned to do an interview, about 2 feet away from me, I was scolded by Mr. Curtis and told to not mention the Poll Pads, as they are gone. I replied that we need to mention they are gone so poll workers are aware of the changes that are being made. He also stated I did not support his decision and to not debate him publicly. I told Mr. Curtis I was answering [REDACTED] questions and giving [REDACTED] facts, so [REDACTED] knew what changes were coming for [REDACTED] and [REDACTED] team on election day. After the conversation, I did walk away extremely confused.

Mr. Curtis asked me this morning in a follow up meeting, if I worked for the Poll Pad company and told me I was lobbyist for them. I said I did not work or lobby for them, but I was answering questions from the poll worker. He also said I am untrustworthy and will not be allowed to work the public until he trusts me again. He pulled me from a [REDACTED], as he doesn't trust that I won't lobby there. He asked if I understood his directive, and I again stated I was very confused.

The people involved at the Open House to account for the conversation were [REDACTED]

In this mornings meeting it was [REDACTED]

I hope in the future, this doesn't hinder any working relationship I have with Mr. Curtis, as I love working for the voters and I love working in Elections. I hope to continue to have clear, honest communication as I [REDACTED]. I will work on better, clearer, communication with Mr. Curtis so this does not happen in the future.

Thank you for your time and understanding,

[REDACTED]

From: [REDACTED]
Sent: Wednesday, June 18, 2025 9:12 AM
To: [REDACTED] >
Subject: Report of issue with [REDACTED]

We had a small incident with [REDACTED] I had previously made the decision to eliminate the poll pads and go back to poll books. There are public concerns regarding the poll pads and paper poll books address that issue. [REDACTED] is a big fan of the poll pads and lobbied me for reversing that decision. That was in private so that is completely OK.

However, at our public event when we were speaking with a poll worker, [REDACTED] continued to press [REDACTED] point and speak about how the decision was incorrect and sing the praises of the poll pads over the paper poll books. In trying to garner support from the poll worker to press [REDACTED] point, [REDACTED] demonstrated that [REDACTED] cannot be interacting with the public since [REDACTED] cannot be trusted to accept the office directives. [REDACTED] actions also had an effect on the additional staff at the event. In addition, when I mentioned that some people had concerns with the poll pads [REDACTED] interjected that "Your people" had concerns. I believe [REDACTED] was referring to Republicans and their concerns regarding elections. When I reminded [REDACTED] that we would be following the policy I laid out and the poll pads were not coming back [REDACTED] finally walked away. As [REDACTED] walked away, [REDACTED] was shaking [REDACTED] in a public display of disapproval.

This disregarding and dismissal of public concerns is at least partially to blame for the tensions regarding elections in this community. I do not know if it is necessary to do anything officially at this point. Policy disagreements in the office is fine but public disagreements cannot be tolerated. I have removed [REDACTED] ability to interact with the public for

now. This also limits [REDACTED] ability to attend any conferences or trainings as [REDACTED] would then represent the face of the department. All the rest of [REDACTED] remaining duties will remain intact.

At this point nothing formal needs to be done unless policy would require it. I think [REDACTED] will eventually come around and may not have known that such public displays are not tolerated.

Just as a precaution, in case responses are filed that attempt to dispute the facts, I will be taking a polygraph as to the events (at my own expense) and will provide it to the county to keep on file. If such happens, please keep me informed as lack of candor from members of the staff would be more troubling than improper behavior in a public forum.

Clint Curtis

[REDACTED]

From: [REDACTED]
Sent: Wednesday, June 18, 2025 12:52 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Hostile work environment

[REDACTED]

As my [REDACTED] I am sending you this email to try to document numerous events that occurred yesterday 06/17/2025 and this morning 06/18/2025. I am also CC'ing [REDACTED] with most of these events.

06/17/2025

1. Mr. Curtis making calls regarding his campaigning for the upcoming election while in our Market St. location on duty as the ROV. (first call I overheard with time and date of call was referenced in a previous email to you after I sent the email, I heard another call that I did not email you about so that is why I am referencing in this email).
2. Telling a poll worker that there will be a team of "my people that go out an set up the election, then the poll workers can work it, I will then have a team come and clean up and close the election, while another team that brings the ballots that were mailed to our office to the PCT to be opened and counted into stacks of 50 and that this will be done by another team of my people". He continues to say his people what does this mean? This is not the information that he gave to staff in our weekly staff meeting last Wednesday, this is also not information that we were updated on before an open house poll worker training. How does he expect us to do our jobs if he does not give us the information but gives it to those that were coming in for us to train/update with his new procedures?
3. Mr. Curtis rudely raising his voice [REDACTED] in front of employees and a poll worker for answering the questions of the poll worker. [REDACTED] reason was that he did not like what [REDACTED] said, he wanted [REDACTED] to "provide a united front and not lobby for the vendor". [REDACTED] was not lobbying anything only directly and accurately providing the answers to the poll worker for their questions. Mr. Curtis has since day one stood on the platform of honesty and transparency for this office. All [REDACTED] was doing was that, answering the poll workers question honestly and transparently.
4. Mr. Curtis told me that he has chosen his new assistant ROV and that they have already background and should be starting this week. I do not understand how this could happen after he, in one of our staff meetings told us that the position was going to be flown soon and that we were all eligible to apply for it. The position was never flown and now it is filled?

06/18/2025

This morning in Mr. Curtis's office [REDACTED] came and asked me to go with [REDACTED] while [REDACTED] spoke with Mr. Curtis as he called [REDACTED] in so that he could speak with [REDACTED]

He keeps referring to "his people" and then says that was not him it was [REDACTED] doing that. I was standing right next to [REDACTED] most of the day I did not hear [REDACTED] once refer to anyone as [REDACTED] people though I heard Mr. Curtis do it numerous times. During this meeting, this morning I know of at least 5 times he said "My

People” then tried to say [REDACTED] said it. He said, “My people the Republicans” I looked at him funny and asked him “What?” with a very puzzled look on my face, he stammered and said, “Well all my people you know the democrats too”. I pointed out that he again just referred to “My People”.

In the meeting he told [REDACTED] that [REDACTED] is not allowed to talk to the public or answer questions as [REDACTED] does not know how to speak to them. That [REDACTED] must refer them to him for all questions. That he did not like that [REDACTED] answered the questions of the poll worker the day before, instead of saying this is the direction Mr. Curtis wants us to take and we are all on board with him. He also told [REDACTED] that [REDACTED] would not be going to [REDACTED] conference because he could not trust [REDACTED] not to lobby, [REDACTED] is not a poll pad vendor. Again, I was right there [REDACTED] only factually and accurately answered the poll worker’s question. I do not see how any of what he is doing or that is transpiring in our office currently is honest or transparent.

When I come to work now, I feel like I am walking into a danger zone, a hostile zone, some days I actually feel sick to my stomach. I felt attacked myself this morning when Mr. Curtis told me that “You always look mad and don’t like your job”. I replied that I do like my job. I love the fact that I get to help the voters, not disenfranchise them, and make sure that any of our voters with a disability have the same abilities to cast their vote. Mr. Curtis told [REDACTED] and myself “remember what I told you, that you can contact [REDACTED] and [REDACTED] can find you another place in the county where you won’t lose your status or your pay. I’ve secured this for all of you if you want to leave this office. I will contact [REDACTED] and let [REDACTED] know.” I told Mr. Curtis that there was no need to contact [REDACTED] had any intentions on going anywhere we love what we do. I did not take this as an if you’re not happy I’m trying to help, I took it as I want the two of you out of this office so I will contact [REDACTED] to let [REDACTED] know.

I do want to also make sure that it is documented, that for any further in person conversations with Mr. Curtis, I am advising you that I do not want them to be a one on one. I would like to either have a manager or a union rep. present with me. I know that I did not give you in writing before and I’m sorry, I do not remember the exact date though I did verbally tell you, that on a few occasions I had to ask Mr. Curtis to not call me pretty. I do not feel safe or trust to be alone with him.

[REDACTED]

From: Clinton Curtis [REDACTED]
Sent: Wednesday, June 18, 2025 1:08 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

[REDACTED]. If [REDACTED] can get me the termination letter by tomorrow, I will sign it.

I am out of the office for a legislative conference in Sacramento on Friday. It would be good to get it out this week.

clint

From: [REDACTED]
Sent: Wednesday, June 18, 2025 12:50 PM
To: Clinton Curtis [REDACTED]
[REDACTED]
[REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

Good afternoon,

Correct, the cited Section 6. B. of the Agreement is the clause stating termination without cause is within the County's authority. In this Agreement, it is 60 days written notice to consultant. As far as the letter itself, that would be drafted by your department featuring County Clerk/Elections' letterhead so I will direct you to your staff to provide that verbiage. [REDACTED] (or anyone included in this email), if that falls in your purview, please feel free to reach out to me directly for any draft review or approval.

Thank you,



[REDACTED]
County of Shasta
1450 Court Street [REDACTED]
Redding, CA 96001
[REDACTED]

www.shastacounty.gov

From: Clinton Curtis [REDACTED]
Sent: Tuesday, June 17, 2025 12:55 PM
To: [REDACTED]
[REDACTED]
[REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

No. The poll pads are gone.

clint

From: [REDACTED]

Sent: Monday, June 16, 2025 2:28 PM

To: [REDACTED]

[REDACTED]

[REDACTED]

Subject: RE: Poll books

Hi [REDACTED]

It is attached.

I did ask Mr. Curtis if he wanted to wait to discuss it at the CACEO Conference in July. I will let him chime in to see if he would like to wait until he speaks to other Counties and KNOWiNK. He did mention the only piece of it he likes is directing voters where their poll place is. We have that on our website with the poll place locations.

Thank you,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]

Sent: Monday, June 16, 2025 1:24 PM

To: Clinton Curtis [REDACTED]

[REDACTED]

[REDACTED]

Subject: RE: Poll books

Good afternoon, Clint.

I have read through the conversation and would be happy to assist with moving in any direction your department would like. Please send me the current contract so I may review for possible changes to the scope of service and to confirm which entity (Dept Head, CEO, or Board) has the authority to terminate should that be the decision.

Thank you,



[REDACTED]
County of Shasta
1450 Court Street, [REDACTED]
Redding, CA 96001
[REDACTED]

From: Clinton Curtis [REDACTED]
Sent: Monday, June 16, 2025 11:22 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

[REDACTED]

We want to go to paper poll-books. I am told that something needs to occur on your end to make that happen? We could use the poll pads to check on correct polling locations in the event that someone shows up at the wrong polling place but we want all official sign ins to be on paper. Is there something in the contract that allows us to use it as a database but not as an official sign in to the polls for voting purposes?

clint

From: [REDACTED]
Sent: Monday, June 16, 2025 10:36 AM
To: Clinton Curtis [REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

Clint,

Please work with [REDACTED] in the [REDACTED] determine how to move forward.

Thank you,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Monday, June 16, 2025 10:25 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

Hi Clint,

Understood, I just wanted to make sure you were provided with as much accurate information as possible before you made a final decision.

Sincerely,



[REDACTED]

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From: Clinton Curtis [REDACTED]
Sent: Monday, June 16, 2025 10:19 AM
To: [REDACTED]
Subject: RE: Poll books

All good points but we are using paper books.

clint

From: [REDACTED]
Sent: Monday, June 16, 2025 10:03 AM
To: Clinton Curtis <ccurtis@shastacounty.gov>
Cc: [REDACTED]
Subject: RE: Poll books

Hi Clint,

I would love to have a conversation with you about this.

The Poll Pad is not connected to the internet. It uses a cellular connection and can process voters in 30seconds. The rate of error for a voter signing in wrong and/or voting twice is almost completely diminished. The poll pads take almost no time to reconcile/balance at the end of the election because it prints out a report of who voted.

The paper roster takes minutes to process voters and the error rate of a voter signing the wrong line and voting twice is significantly higher. A voter can vote more than once with a paper roster since there is no connection with our voter database to let us know if that voter went to another precinct, ending in multiple CVR's for one voter. The CVR's will go from a couple hundred to potentially over 1,000. With more voters voting a CVR, that will put a bigger burden on our call center. This will add at least 30minutes to the poll workers closing procedures as end of the night procedures with paper rosters takes a lot more time to add up all the signatures. Balancing at the end of the election will also take a couple weeks instead of a couple days since it will be a higher error process and overall, a much more time-consuming process. This will also require retraining of the poll workers since we went away with paper roster a couple years ago.

If this is something you want to do, I suggest you talk to the poll workers at the open house to get their opinion. They are the ones using the equipment.

If you want to cancel the contract, you will work with the [REDACTED] to terminate it. We own all the equipment so we can just store it.

[REDACTED] would be the one to talk to about going back to paper rosters. That is [REDACTED] that produces them for the election.

Have a great afternoon,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: Clinton Curtis [REDACTED]
Sent: Friday, June 13, 2025 8:01 AM
To: [REDACTED]
Subject: Poll books

I know that we were using poll pads rather than paper books. I would like to change back to paper books. What is our method for producing those?

clint

[REDACTED]

From: [REDACTED]
Sent: Tuesday, June 17, 2025 6:05 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

Hello Everyone,

Just to clarify, the precinct locator page is posted to our website: [Shasta County, CA Elections](#)

Mr. Curtis only wanted to use the Poll Pad function that tells the voters where their precinct is located if the voter shows up to the wrong precinct. This option would still require the voter to check into the Poll Pad so the Poll Pad can let them know they are in the wrong precinct. I let him know that our website posts the precincts online. With paper rosters, when a voter shows up to the wrong place, the poll workers, or voters, can enter the voters address (on their personal phones) on our website and it will tell them which precinct they need to go to vote, if they don't want to stay and vote a Provisional Ballot. Currently, with the Poll Pads, if a voter came into the wrong precinct, it would send them a text message with a map link to guide them to the correct poll place. In my discussions with Mr. Curtis, since it is posted online, that seems the smarter option and I agree.

[REDACTED]

From: Clinton Curtis [REDACTED]
Sent: Tuesday, June 17, 2025 12:55 PM
To: [REDACTED]
[REDACTED]
[REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

[REDACTED] checked out if the scope could be altered and was told no. [REDACTED] also came up with an alternative of finding lost voters correct precinct through a web app that already exists and cost us nothing. That extra effort on [REDACTED] part should save the county another \$100,000. Please send me a sample of the termination letter you would like me to produce. I am assuming that the contract can be terminated without cause. As such, we should simply be able to say that we have decided to return to paper poll books at this time.

clint

From: [REDACTED]
Sent: Tuesday, June 17, 2025 12:51 PM
To: Clinton Curtis [REDACTED]
[REDACTED]
[REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

Good afternoon,

I just want to clarify to make sure I am facilitating your request to the full extent of your needs. Previously, there was mention of possibly maintaining certain functions within the Agreement which was leading me to explore the Scope of Service. Given the most recent email, it sounds as if further investigation as to partial use is no longer necessary. Would that be an accurate easement of the situation?

As far as terminating the Agreement, Section 6. B. of the Agreement allows the County to terminate with 60 days written notice. Per Sections Section 6. D. the Shasta County Registrar of Voters, or their designee, may exercise this authority to terminate. Clint, if you wish to terminate, please draft a termination letter, and submit it to CAO for review.

Important Note: The County Administrative Office is here to assist navigating the Agreement, however, we would not necessarily have information as to any mandates regarding Elections requirements. Please be prepared to have your alternative process in place that meets all current mandates.

Thank you,



[REDACTED]
County of Shasta
1450 Court Street [REDACTED]
Redding, CA 96001
[REDACTED]

www.shastacounty.gov

From: Clinton Curtis [REDACTED]
Sent: Monday, June 16, 2025 2:35 PM
To: [REDACTED]
[REDACTED]
[REDACTED]
Subject: RE: Poll books

No. The poll pads are gone.

clint

From: [REDACTED] >
Sent: Monday, June 16, 2025 2:28 PM
To: [REDACTED] Clinton Curtis [REDACTED]
Cc: [REDACTED]

[REDACTED]
Subject: RE: Poll books

Hi [REDACTED]

It is attached.

I did ask Mr. Curtis if he wanted to wait to discuss it at the CACEO Conference in July. I will let him chime in to see if he would like to wait until he speaks to other [REDACTED]. He did mention the only piece of it he likes is directing voters where their poll place is. We have that on our website with the poll place locations.

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Monday, June 16, 2025 1:24 PM
To: Clinton Curtis [REDACTED]
[REDACTED]
[REDACTED]
Subject: RE: Poll books

Good afternoon, Clint.

I have read through the conversation and would be happy to assist with moving in any direction your department would like. Please send me the current contract so I may review for possible changes to the scope of service and to confirm which entity (Dept Head, CEO, or Board) has the authority to terminate should that be the decision.

Thank you,



[REDACTED]
County of Shasta
1450 Court Street, [REDACTED]
Redding, CA 96001
[REDACTED]
www.shastacounty.gov

From: Clinton Curtis [REDACTED]
Sent: Monday, June 16, 2025 11:22 AM
To: [REDACTED]
[REDACTED]

[REDACTED]
Subject: RE: Poll books

[REDACTED]

We want to go to paper poll-books. I am told that something needs to occur on your end to make that happen? We could use the poll pads to check on correct polling locations in the event that someone shows up at the wrong polling place but we want all official sign ins to be on paper. Is there something in the contract that allows us to use it as a database but not as an official sign in to the polls for voting purposes?

clint

From: [REDACTED]

Sent: Monday, June 16, 2025 10:36 AM

To: Clinton Curtis [REDACTED]

[REDACTED]
[REDACTED]

Subject: RE: Poll books

Clint,

Please work with [REDACTED] in the [REDACTED] determine how to move forward.

Thank you,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]

Sent: Monday, June 16, 2025 10:25 AM

To: Clinton Curtis [REDACTED]

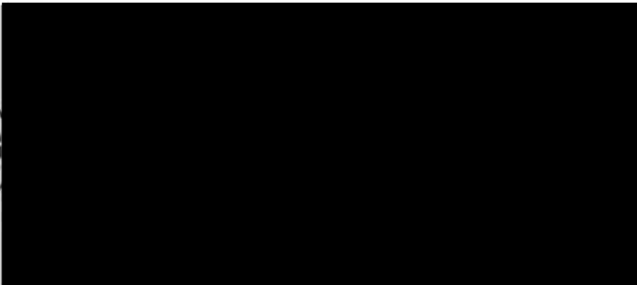
Cc: [REDACTED]
[REDACTED]

Subject: RE: Poll books

Hi Clint,

Understood, I just wanted to make sure you were provided with as much accurate information as possible before you made a final decision.

Sincerely,



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From: Clinton Curtis [redacted]
Sent: Monday, June 16, 2025 10:19 AM
To: [redacted]
Subject: RE: Poll books

All good points but we are using paper books.

clint

From: [redacted] >
Sent: Monday, June 16, 2025 10:03 AM
To: Clinton Curtis [redacted]
Cc: [redacted]
Subject: RE: Poll books

Hi Clint,

I would love to have a conversation with you about this.

The Poll Pad is not connected to the internet. It uses a cellular connection and can process voters in 30seconds. The rate of error for a voter signing in wrong and/or voting twice is almost completely diminished. The poll pads take almost no time to reconcile/balance at the end of the election because it prints out a report of who voted.

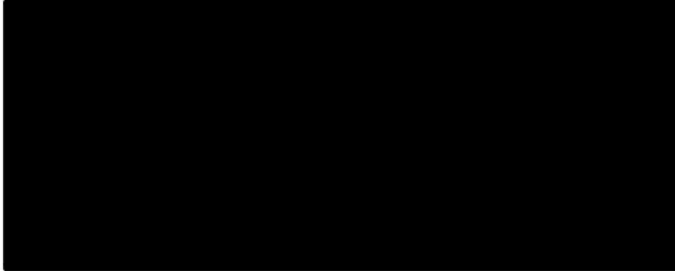
The paper roster takes minutes to process voters and the error rate of a voter signing the wrong line and voting twice is significantly higher. A voter can vote more than once with a paper roster since there is no connection with our voter database to let us know if that voter went to another precinct, ending in multiple CVR's for one voter. The CVR's will go from a couple hundred to potentially over 1,000. With more voters voting a CVR, that will put a bigger burden on our call center. This will add at least 30minutes to the poll workers closing procedures as end of the night procedures with paper rosters takes a lot more time to add up all the signatures. Balancing at the end of the election will also take a couple weeks instead of a couple days since it will be a higher error process and overall, a much more time-consuming process. This will also require retraining of the poll workers since we went away with paper roster a couple years ago.

If this is something you want to do, I suggest you talk to the poll workers at the open house to get their opinion. They are the ones using the equipment.

If you want to cancel the contract, you will work with the [REDACTED] to terminate it. We own all the equipment so we can just store it.

[REDACTED] would be the one to talk to about going back to paper rosters. That is [REDACTED] that produces them for the election.

Have a great afternoon,



From: Clinton Curtis [REDACTED]

Sent: Friday, June 13, 2025 8:01 AM


To: [REDACTED]

Subject: Poll books

I know that we were using poll pads rather than paper books. I would like to change back to paper books. What is our method for producing those?

clint

Exhibit 9

From: Clinton Curtis [REDACTED] 
Subject: RE: Poll books
Date: June 18, 2025 at 1:08 PM
To: [REDACTED]
Cc: [REDACTED]

[REDACTED] is our contracts guru. If [REDACTED] can get me the termination letter by tomorrow, I will sign it.

I am out of the office for a legislative conference in Sacramento on Friday. It would be good to get it out this week.

clint

From: [REDACTED]
Sent: Wednesday, June 18, 2025 12:50 PM
To: Clinton Curtis [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

Good afternoon,

Correct, the cited Section 6. B. of the Agreement is the clause stating termination without cause is within the County's authority. In this Agreement, it is 60 days written notice to consultant. As far as the letter itself, that would be drafted by your department featuring County Clerk/Elections' letterhead so I will direct you to your staff to provide that verbiage. Jenae (or anyone included in this email), if that falls in your purview, please feel free to reach out to me directly for any draft review or approval.

Thank you,



[REDACTED]
County of Shasta
1450 Court Street, [REDACTED]
Redding, CA 96001
[REDACTED]
www.shastacounty.gov

From: Clinton Curtis [REDACTED]
Sent: Tuesday, June 17, 2025 12:55 PM
To: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Cc: [REDACTED]

From: Clinton Curtis [REDACTED]
Sent: Monday, June 16, 2025 2:35 PM
To: [REDACTED]

Subject: RE: Poll books

No. The poll pads are gone.

clint

From: [REDACTED]
Sent: Monday, June 16, 2025 2:28 PM
To: [REDACTED]

Subject: RE: Poll books

Hi [REDACTED]

It is attached.

I did ask Mr. Curtis if he wanted to wait to discuss it at the [REDACTED] Conference in July. I will let him chime in to see if he would like to wait until he speaks to other [REDACTED]. He did mention the only piece of it he likes is directing voters where their poll place is. We have that on our website with the poll place locations.

Thank you,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Monday, June 16, 2025 1:24 PM
To: Clinton Curtis [REDACTED]

Cc: [REDACTED]
Subject: RE: Poll books

Good afternoon, Clint.

I have read through the conversation and would be happy to assist with moving in any direction your department would like. Please send me the current contract so I may review for possible changes to the scope of service and to confirm which entity (Dept Head, CEO, or Board) has the authority to terminate should that be the

decision.

Thank you,



[REDACTED]
County of Shasta
1450 Court Street, [REDACTED]
Redding, CA 96001

www.shastacounty.gov

From: Clinton Curtis [REDACTED]

Sent: Monday, June 16, 2025 11:22 AM

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: RE: Poll books

[REDACTED]

We want to go to paper poll-books. I am told that something needs to occur on your end to make that happen? We could use the poll pads to check on correct polling locations in the event that someone shows up at the wrong polling place but we want all official sign ins to be on paper. Is there something in the contract that allows us to use it as a database but not as an official sign in to the polls for voting purposes?

clint

From: [REDACTED]

Sent: Monday, June 16, 2025 10:36 AM

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: RE: Poll books

Clint,

Please work with [REDACTED] in the [REDACTED] to determine how to move forward.

Thank you,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Monday, June 16, 2025 10:25 AM
To: Clinton Curtis [REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

Hi Clint,

Understood, I just wanted to make sure you were provided with as much accurate information as possible before you made a final decision.

Sincerely,



[REDACTED]

CONFIDENTIALITY NOTICE: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original.

From: Clinton Curtis [REDACTED]
Sent: Monday, June 16, 2025 10:19 AM
To: [REDACTED]
Subject: RE: Poll books

All good points but we are using paper books.

clint

From: [REDACTED]
Sent: Monday, June 16, 2025 10:03 AM
To: Clinton Curtis [REDACTED]
Cc: [REDACTED]
Subject: RE: Poll books

Hi Clint,

I would love to have a conversation with you about this.

The Poll Pad is not connected to the internet. It uses a cellular connection and can process voters in 30seconds. The rate of error for a voter signing in wrong and/or votina twice is almost completely diminished. The poll pads take almost no time to

Exhibit 10

From: [REDACTED]
Subject: Fwd: June 17, 2025
Date: October 12, 2025 at 8:53 PM
To: [REDACTED]



Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: June 17, 2025 at 9:16:51 PM PDT
To: [REDACTED]
Subject: June 17, 2025

Clint Curtis told me yesterday, June 16, 2025 in a management meeting that we were canceling the Poll Pads. I tried to convince him to wait until CACEO to speak with Knowink and other county's to get their input. He initially agreed. We discussed in mgmt how effective the poll pads are for voters being faster while syncing to our database every two mins, cuts down on CVRs, makes balancing election night and Canvass easier, etc. He said "my friends don't like it so I don't like it". After the meeting, he sent an email stating to cancel it. When I asked about the CACEO chance to talk to other county's he wrote back "the poll pads are gone".

He also stated to our staff and mgmt meeting several times that poll workers will be shipped batches of ballots to count at the end of the election at the precinct. We said the poll workers would be exhausted after a 14 hour day and he replied "my friends will do it". He also said he would get new poll workers and we don't want any of the "old" poll workers back. We discussed only staff can touch ballots and gave him reasoning why it's a bad idea to take ballots from a secured warehouse, ship them in vehicles to unsecured poll places, just to package them up and ship them back to our warehouse.

Back to poll pads, the CAO had concerns when I called 6/16, but on 6/17 said they would work with him to cancel the contract. Knowink was very disappointed has he never reached out to them discuss, which was my opinion to him. He told me to support his decision. I said I do not support the decision to cancel the contract, but I will do whatever I am told and move forward with his plan as I am given direction.

[REDACTED] an open house today from 3-6pm. Only two inspector showed up. They were very disappointed about the canceling of the poll pad and going back to paper rosters. One actually said "we're going back to the Stone Age". When I mentioned this is a plan that Clint Curtis would like to do, they told him it was a bad idea to his face. He seemed to get very uncomfortable. I was standing with [REDACTED] and [REDACTED]. [REDACTED] told him it's going to take a lot longer at the polls. I said it will take a lot longer, processing a voter takes seven minutes on the paper roster versus about one minute on the poll pad. I also stated at the end of the night closing procedures will also take an additional 20 to 30 minutes to process the paper roster and do the math. I also said the number of CVRs will be in over 100 instead of around 10. These are all facts I already stated to him previously in our management meetings. Clint Curtis got very aggressive with me in front of [REDACTED], and told me that I need to support his decisions and not debate with him in front of poll workers and staff. I told him I was answering questions, I was not debating or arguing. If someone asked me a question I'm going to answer it honestly. He was also very irritated when [REDACTED] brought up the closing of the polls. He said closing of the polls at the end of the night should only take 20 to 30 minutes which [REDACTED] replied it takes about one and a half hours to close. [REDACTED] also said it will take probably an additional 20 to 30 minutes to process at the end of the night with the paper rosters. He became extremely agitated and frustrated. He then said that he is going to have his own people go to the poll place to set up and tear down. He told [REDACTED] that would help with the end of the night closing procedures. [REDACTED] said that is not possible because to close a poll place you have to do it at one step at a time. We can't do one step until the previous step is finished. There's math and equations involved to add up how many voters voted and how they voted. [REDACTED] turned around (about 2 feet from me) to do an interview with [REDACTED]. He then scolded me telling me to not debate him in front of people and to never bring up poll pads. I told him I was answering [REDACTED] questions because we can't blindside the poll workers by not telling them what changes are coming. I told him I am clearly supporting the move because I printed an entire table with paper rosters for poll workers to look at and remember how we did the process 4 years ago, prior to poll pads. He was extremely agitated. It is very clear He does not understand any of these processes and has no idea what his "plan" entails.

After he scolded me, One of our staff [REDACTED] asked him at the open house if he would like to see the processes up close. His reply was no he has seen them before other places and he doesn't need to see it. [REDACTED] said [REDACTED] came from [REDACTED] county and it's a completely different process than Shasta County does. [REDACTED] asked again if [REDACTED] would like to process a voter on the paper and he again replied "no". He had zero interest in learning or doing our processes. Destiny said "he pushes us to do all these changes but doesn't want to learn or be hands on with any of them". [REDACTED] was confused and disappointed with his lack of understanding our processes but wanting to change them all. He left the building immediately after he spoke to [REDACTED].


[REDACTED] waited outside for us and was shocked at his demeanor and what he is doing to the office. [REDACTED] said [REDACTED] might not be a poll worker under him after meeting him and hearing his plans. [REDACTED] said would only come back for us and pointed to [REDACTED] and [REDACTED].

[REDACTED] called and messaged me (see messages) stating he saw Clint in the parking lot [REDACTED] was not at the open house) and Clint was told him I openly debated him and i [REDACTED] can't speak to the public, he would find someone who can. That is a threat to my job.

It is very clear that Clint Curtis knows absolutely nothing about this position. He knows nothing about elections or how an office runs. He repeatedly is misquoting facts and election code. If we try to support a decision and debate his practices in anyway, like something illegal, he tells us if there's no election code for it, then it doesn't matter. He frequently will ask for the election code and our reasoning why which we gladly supply, and then goes against what we are providing him. I stated my opinion several times that keeping the pole pad would be our best option and he repeatedly said his friends do not like them so he does not like them.

Sent from my iPhone

Exhibit 11

From: [REDACTED] 
Subject: Fwd: June 17, 2025
Date: October 12, 2025 at 8:54 PM
To: [REDACTED]

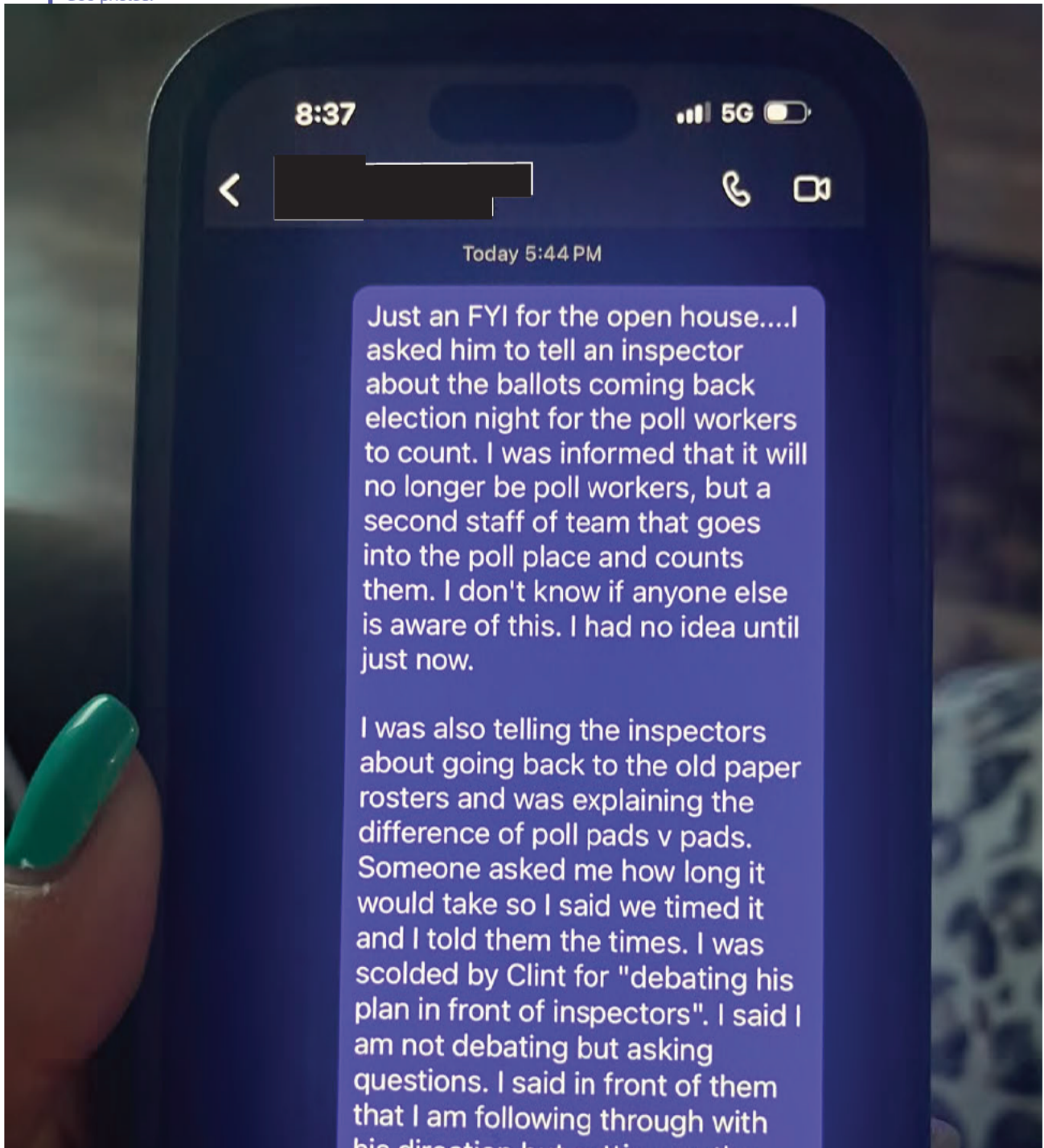
JE

Sent from my iPhone

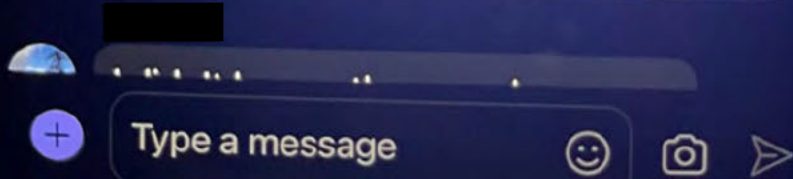
Begin forwarded message:

From: [REDACTED]
Date: June 17, 2025 at 9:29:08 PM PDT
To: [REDACTED]
Subject: June 17, 2025

He also told [REDACTED] "everyone hates the poll pads". [REDACTED] said that wasn't true. [REDACTED] loves them and he said "my friends hate them".
See photos.

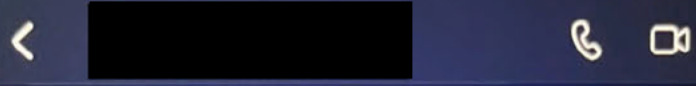


his direction but setting up the table and showing them. He very sternly said "the poll pads are gone, don't bring them up again".



8:38

5G



It was unfairly harsh. [REDACTED] was standing near the conversation

5:50 PM

I'm glad [REDACTED] was there

5:50 PM

[REDACTED] asked if he wanted to find a voter in the rosters and see our processes. He said "no, I have seen it before and I don't need to see it again". She said all Counties do things a little different and explained this was all new to her from [REDACTED] where she was. He just chuckled and said "no again".

5:55 PM

It isn't professional or right how he is acting and communicating but he is still being who we thought. I just don't want to see him get more angry and zero in on more things to take away.

5:57 PM

5:58 PM

5:58 PM



Type a message



9:12



He ran several times and lost

Today 6:35 PM

I tried to call [REDACTED] but I figured I would put it here to get the others input. So I was leaving around 6 and I saw Clint. He mentioned that there was only 2 poll workers show up and that you 'openly

challenged his decision
instead of supporting it'
He also mentioned that 'he
needs to have a talk with you
about it'

And lastly he said 'if [REDACTED] can't
properly interact with the
public, he will look at finding
someone who can'.


My thoughts are to touch base
with [REDACTED] I don't
know what the others think
though



Text Message • SMS



Exhibit 12

From: [REDACTED] 
Subject: Fw: Report of Issue with Jenae [REDACTED]
Date: October 2, 2025 at 8:56 AM
To: [REDACTED]



[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Wednesday, June 18, 2025 4:12 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Report of issue with [REDACTED]

Hello [REDACTED]

I appreciate being included in this email. I see this an opportunity to clarify what happened. I also added [REDACTED] in this email as [REDACTED] was present for the entire conversation.

I understand that as the ROV, Mr. Curtis can make any changes he feels necessary. Any concerns [REDACTED] have about these changes, have been discussed in [REDACTED] meetings, which is appreciated.

We had an inspector come in for our poll worker open house and ask what changes are being made for election day. I replied that we are no longer using Poll Pads but will be going to back to paper rosters. The inspector was annoyed, and I told [REDACTED] to take any concerns to Mr. Curtis (as directed by him) and told [REDACTED] 'this is the direction we have been told to go in for the upcoming election'. [REDACTED] took [REDACTED] concerns to Mr. Curtis to which he said 'his people don't like the Poll Pads'. The inspector said [REDACTED] 'loved the Poll Pads'. As Mr. Curtis communicates his changes to us, he often references what 'his people' want and the changes 'they' would like to see. I never said, as stated below, that the decision 'was incorrect' to not use the Poll Pads, as I am currently working with Mr. Curtis to cancel the contract (emails attached). The inspector specifically asked me questions about which processes would take longer and/or change for [REDACTED] so I replied with facts of what will take longer and change. When [REDACTED] turned to do an interview, about 2 feet away from me, I was scolded by Mr. Curtis and told to not mention the Poll Pads, as they are gone. I replied that we need to mention they are gone so poll workers are aware of the changes that are being made. He also stated I did not support his decision and to not debate him publicly. I told Mr. Curtis I was answering [REDACTED] questions and giving [REDACTED] facts, so [REDACTED] knew what changes were coming for [REDACTED] and [REDACTED] team on election day. After the conversation, I did walk away extremely confused.

Mr. Curtis asked me this morning in a follow up meeting, if I worked for the Poll Pad company and told me I was lobbyist for them. I said I did not work or lobby for them, but I was answering questions from the poll worker. He also said I am untrustworthy and will not be allowed to work the public until he trusts me again. He pulled me from a state conference that I have [REDACTED] as he doesn't trust that I won't lobby there. He asked if I understood his directive, and I again stated I was very confused.

The people involved at the Open House to account for the conversation were [REDACTED]
[REDACTED]
In this mornings meeting it was [REDACTED].

I hope in the future, this doesn't hinder any working relationship I have with Mr. Curtis, as I love working for the voters and I love working in Elections. I hope to continue to have clear, honest communication as I have successfully worked with [REDACTED]. I will work on better, clearer, communication with Mr. Curtis so this does not happen in the future.

Thank you for your time and understanding,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: Clinton Curtis [REDACTED]

Sent: Wednesday, June 18, 2025 9:12 AM

[REDACTED]
[REDACTED]

Subject: Report of issue with [REDACTED]

We had a small incident with [REDACTED] I had previously made the decision to eliminate the poll pads and go back to poll books. There are public concerns regarding the poll pads and paper poll books address that issue. [REDACTED] is a big fan of the poll pads and lobbied me for reversing that decision. That was in private so that is completely OK.

However, at our public event when we were speaking with a poll worker, [REDACTED] continued to press [REDACTED] point and speak about how the decision was incorrect and sing the praises of the poll pads over the paper poll books. In trying to garner support from the poll worker to press [REDACTED] point, [REDACTED] demonstrated that [REDACTED] cannot be interacting with the public since [REDACTED] cannot be trusted to accept the office directives. [REDACTED] actions also had an effect on the additional staff at the event. In addition, when I mentioned that some people had concerns with the poll pads [REDACTED] interjected that "Your people" had concerns. I believe [REDACTED] was referring to Republicans and their concerns regarding elections. When I reminded [REDACTED] that we would be following the policy I laid out and the poll pads were not coming back [REDACTED] finally walked away. As [REDACTED] walked away, [REDACTED] was shaking [REDACTED] in a public display of disapproval.

This disregarding and dismissal of public concerns is at least partially to blame for the

the overarching and essential purpose continues to be that primary to ensure of no tensions regarding elections in this community. I do not know if it is necessary to do anything officially at this point. Policy disagreements in the office is fine but public disagreements cannot be tolerated. I have removed [redacted] ability to interact with the public for now. This also limits [redacted] ability to attend any conferences or trainings as [redacted] would then represent the face of the department. All the rest of [redacted] remaining duties will remain intact.

At this point nothing formal needs to be done unless policy would require it. I think [redacted] will eventually come around and may not have known that such public displays are not tolerated.

Just as a precaution, in case responses are filed that attempt to dispute the facts, I will be taking a polygraph as to the events (at my own expense) and will provide it to the county to keep on file. If such happens, please keep me informed as lack of candor from members of the staff would be more troubling than improper behavior in a public forum.

Clint Curtis

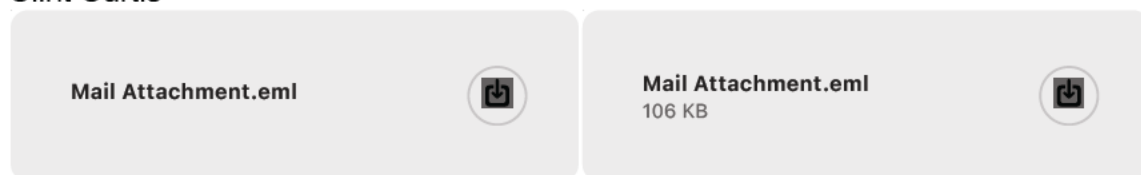


Exhibit 13

From: Jenaes Email jaccija@yahoo.com
Subject: Fwd: 7/21
Date: October 12, 2025 at 8:51 PM
To: Danielle Drossel danielle@oiglaw.com



I forgot to send to you.

Jenae [REDACTED]
Sent from my iPhone


Begin forwarded message:

From: [REDACTED]
Date: July 22, 2025 at 9:05:38 PM PDT
To: [REDACTED]
Subject: 7/21

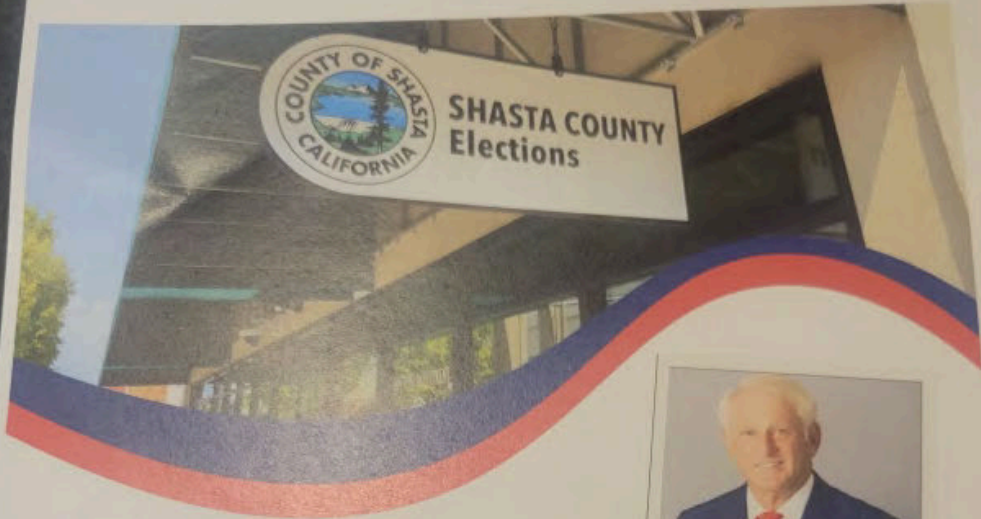
Clint has been asking for [REDACTED] information on how many [REDACTED] we have refused to let work for about a month. He claimed it's a lawsuit with DOJ. Previously he said he was information for a lawsuit for discrimination against [REDACTED]. He also said he knows "we discriminate against trump supporters". [REDACTED] I responded immediately, a month ago, that since I have worked, two people were refused, [REDACTED] and [REDACTED]. He repeatedly asked where the missing information was to which I again said there was no more. He even had [REDACTED] ask me multiple times for information I was "hiding". I even confirmed with [REDACTED] that the info I had was accurate. After a month and multiple emails going back back forth, he called [REDACTED] to schedule a meeting on 7/21 at 3:15. Since my previous conversations with him have not gone well, I added [REDACTED] to the invite. He told me to uninvite them and they were not allowed. [REDACTED] called into the 3:15 meeting as [REDACTED] was out of town and [REDACTED] Clint myself was present. Clint immediately started questioning me and belittling me about all the missing information and that I am purposely keeping information from him and that I don't listen or do what I am told. When I again told him there was none, he then said "I want all observer information and hiring of staff information and you can't even get me that" because he knows that "we discriminate against Trump supporters". I told him and showed him the emails that he never requested observer or hiring information from me but only requested poll worker information. I said if I had clear direction from the beginning, I could've at least gathered the information for him. He never apologized or acknowledged the mistake or the way I was treated. I let him know that the observers are handled by [REDACTED] But from my knowledge, we have never told an observer that they cannot observe. [REDACTED] chimed in and said anyone can observe from the public. [REDACTED] also stated that we have never told someone that they cannot observe. We have had to tell people that if they don't calm down, they would have to leave and come back the next day to observe. Clint seemed more intent on listening to [REDACTED] than anything that I had to say. Even though we were saying the same exact thing. He then asked about hiring [REDACTED] staff practices. I said it is illegal for us to ask how somebody votes and that we would never know or would we care. I did apologize for any miscommunication on my end, however, it was very clear that Clint did not give me the information that he was actually looking for nor did he acknowledge his mistake. After the meeting was over, he said "since this communication mishap is over, I guess I can give you your promotion now". This is a reclass that I started back in September 2024 it was supposed to go into affect June 29 2025 but Clint halted the hiring decision for it and it's now, that he approved it today, will be effective July 27, 2025. A month after it could have been approved. I feel like he purposely held this over me and thought he wouldn't give me the job until I brought him something worth reporting, which we don't have. See emails going back and forth where I clearly did my due diligence.

Sent from my iPhone

Exhibit 14

From: [REDACTED] 
Subject: Curtis open house
Date: October 13, 2025 at 3:48 PM
To: [REDACTED]

DA



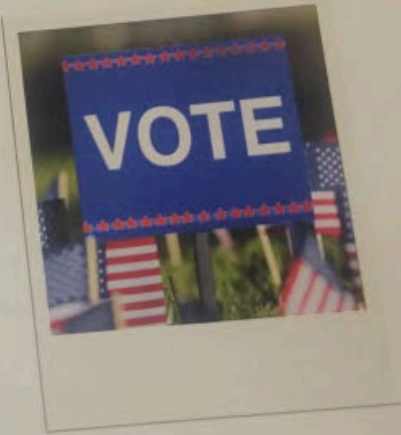
ELECTION OFFICE OPEN HOUSE

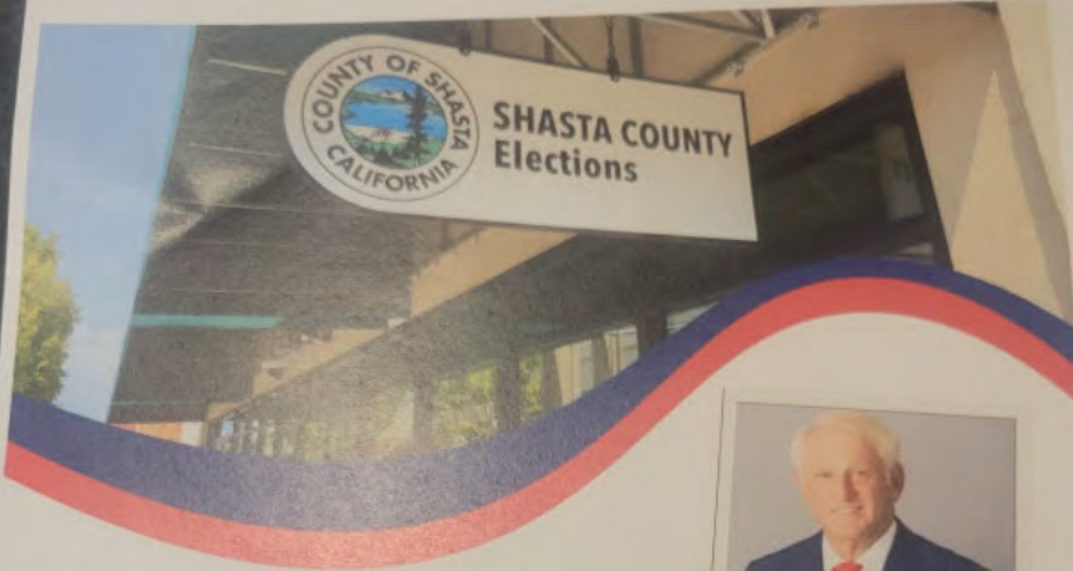
SEE FOR YOURSELF!
MEET YOUR REGISTER OF VOTERS CLINT CURTIS!

**SATURDAY SEPTEMBER 20TH
10AM - 2PM**

- ✓ Tour the new exciting changes!
- ✓ New transparency for observers!
- ✓ Talk with staff!

**1643 MARKET ST.
REDDING CA**





ELECTION OFFICE OPEN HOUSE

SEE FOR YOURSELF!

MEET YOUR REGISTER OF VOTERS CLINT CURTIS!

**SATURDAY SEPTEMBER 20TH
10AM - 2PM**

- ✓ Tour [redacted] new exciting changes!
- ✓ New transparency for observers!
- ✓ Talk with staff!

**1643 MARKET ST.
REDDING CA**

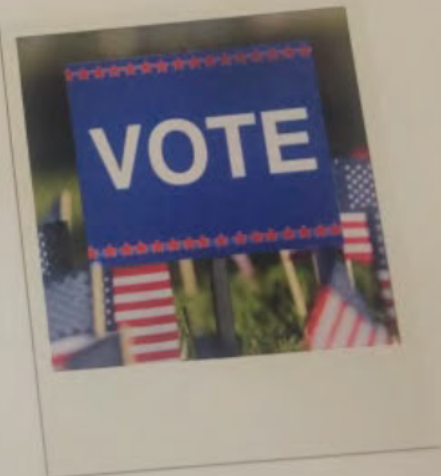


Exhibit 15

From: [REDACTED] 
Subject: Requested Text Messages
Date: December 12, 2025 at 1:41 PM
To: [REDACTED]

AJ

[REDACTED], with the Shasta County Elections office. This is [REDACTED]
I've attached screenshots of the text messages you've requested.

Thank you,

[REDACTED] did he make inappropriate comments to you yesterday? Needing to be spanked?

Probably. He says all kinds of crap all the time. I don't really listen to him. He's constantly making jabs. He's like a child. He said the other day that I don't work as hard as him and he knows this because he's never seen me work without my shirt on. I just looked at him and said yeah, got me there.



He's an idiot

Yes he is

I honestly don't know how folks buy into his BS

He called all the extra help staff working monkeys. Said the job was something monkeys could do and that I was a good monkey trainer.

He said that in front of them

I had someone contact me today that overheard him say you needed to be spanked while you were apologizing for not including someone in an email or some type of communication. Their intent is to report the incident to support services



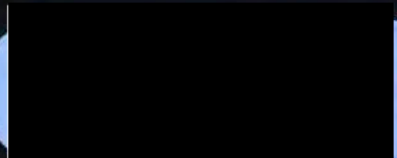
Ohhh!! I think I remember when that spanking thing was. It was last night. He decided observers from each party should be a part of adjudication and was making appointments with them to be a part of it, but not telling me about the appointments. I had processed the adjudication twice last night without including a [REDACTED] [REDACTED]. I felt terrible. I had no idea [REDACTED] was either in the building or even wanting to be a part of it. I was apologizing and he just started doing his jabbering.

I just felt terrible. I felt like the [REDACTED] thought I was excluding [REDACTED] on purpose. But I had no idea [REDACTED] had intentions of being a part of the process. I felt like [REDACTED] thought I was excluding [REDACTED] on purpose. I felt so bad.

Sent from AT&T Yahoo Mail on Android

[REDACTED]
[REDACTED] did he make inappropriate comments to you yesterday? Needing to be spanked?

Probably. He says all kinds of crap all the time. I don't really listen to him. He's constantly making jabs. He's like a child. He said the other day that I don't work as hard as him and he knows this because he's never seen me work without my shirt on. I just looked at him and said yeah, got me there.



Yes he is

I honestly don't know how folks buy into his BS

He called all the extra help staff working monkeys. Said the job was something monkeys could do and that I was a good monkey trainer.

He said that in front of them

I had someone contact me today that overheard him say you needed to be spanked while you were apologizing for not including someone in an email or some type of communication. Their

intent is to report the incident to support services




Ohhh!! I think I remember when that spanking thing was. It was last night. He decided observers from each party should be a part of adjudication and was making appointments with them to be a part of it, but not telling me about the appointments. I had processed the adjudication twice last night without including a [REDACTED] from the [REDACTED] [REDACTED] I felt terrible. I had no idea [REDACTED] was either in the building or even wanting to be a part of it. I was apologizing and he just started doing his jabbering.

I just felt terrible. I felt like the [REDACTED] thought I was excluding her on

thought I was excluding [redacted] on

Exhibit 16

From: [REDACTED] [REDACTED] 
Subject: Reclass/Recruitment Timeline and Information
Date: February 25, 2026 at 12:57 PM
To: [REDACTED]
Cc: [REDACTED]



Hi [REDACTED] thank you for the conversation earlier. Below I have outlined information related to the reclassification and recruitment timeline for both [REDACTED] [REDACTED] [REDACTED]. Please let me know if you have any questions about the information provided.

Related to the reclassification/position change timelines.

- Fall 2024, the department (including administration prior to Mr. Curtis) requested to add [REDACTED] positions to their department which they wanted to promote [REDACTED] into. These position requests were denied by the [REDACTED] and the department was told if they felt the employees are working in a higher capacity out of class they needed to submit reclassification paperwork. Subsequently, the department submitted reclassification forms for both [REDACTED].
- Spring of 2025, the department was notified that [REDACTED] reclassification was approved and [REDACTED] was denied (finalized memo's with reasoning attached). As outlined in policy resolution number 2010-02, personnel is in charge of reviewing and making a determination on these requests not the department. The position changes if substantiated are also wrapped into either the mid-year or regular budget process depending on when the findings were made. In this case they went with the 2025/2026 budget changes effective 6/29/2025.
- With [REDACTED] reclassification being denied, the department then requested through the [REDACTED] to add a second [REDACTED] due to their business needs. This second position was approved to go with the budget position changes in June. Because this was a normal position being added to the [REDACTED] budget, to fill the position, the department head had to approve the recruitment take place and employees had to complete for the position. No one was not entitled to the position as [REDACTED] was through [REDACTED] reclass process.
- Budget position changes were approved and [REDACTED] was reclassified to a [REDACTED] – [REDACTED] effective 6/29/2025.

Timeline for the [REDACTED] position which was ran in July. Supporting documents attached are the [REDACTED] requisition request form, the recruitment email string which also kind of paints a picture of the timeline and finally the email about the recruitment between the [REDACTED].







- Budget position changes were approved by the board effective 6/29/2025.
- Requisition submitted by [REDACTED] on 7/7/25; approved on 7/7/25 by [REDACTED]; approved on 7/8/25 by [REDACTED] in the CAO Office.
- The [REDACTED] was advertised from 7/15/25 to 7/17/25 and ran as a dept only recruitment for current full-time [REDACTED].
- Only [REDACTED] applied and was selected for the position beginning the following pay

- Only [REDACTED] applied and was selected for the position beginning the following pay period which started 7/27/2025.
- The prior pay period started 7/13/25 and it is not standard practice to promote employee retroactively so [REDACTED] was promoted the following pay period.

Thank you,

[REDACTED]
[REDACTED]
[REDACTED]
Phone (530) 225-5259
Fax (530) 225-5345
[REDACTED]

CONFIDENTIALITY NOTICE: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message.

Final_ [REDACTED] Reclassification Memo.pdf 	Final_ [REDACTED] Reclassification Memo.pdf 2.6 MB 
Policy Resolution No. 2010-02 .pdf 	070825 County [REDACTED] (CCE) (4582) [REDACTED].pdf 
Mail Attachment.eml 	Mail Attachment.eml 

POLICY RESOLUTION NO. 2010-02

A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SHASTA ADOPTING
POLICY ESTABLISHING AND CLARIFYING THE
PRACTICES AND PROCEDURES FOR REORGANIZATIONS,
RECLASSIFICATIONS, AND SALARY AND BENEFIT CHANGES

WHEREAS, the County has a policy establishing and clarifying the practices and procedures for reorganizations, reclassifications, and salary and benefit changes; and

WHEREAS, an update is needed to change its provisions;

NOW, THEREFORE, BE IT RESOLVED that Policy Resolution No. 2008-01 is hereby repealed, and the following is adopted in its place:

1. DEPARTMENT/PROGRAM REORGANIZATIONS

Purpose:

A reorganization is a significant reordering or restructuring of the functions and operations of a department or division of a department requiring a new or different reporting hierarchy, changes in job titles, changes in job descriptions, or a significant change in the mission of the organization. Such reorganizations result from legal requirements, the assumption of new functions or responsibilities, or for improved efficiency or effectiveness. A reorganization differs from a reclassification in that it affects a number of employees and results in organization-wide or program-wide changes, as opposed to working unit or individual classification changes. This process also differs from a reclassification because a reorganization typically involves employee duties that are proposed but not yet assigned.

Procedure:

To propose a reorganization, a department head must prepare a detailed report to the County Administrative Officer (CAO) which includes an explanation of the requested restructure, job duties, and program responsibilities. This report must justify the recommendation, summarize any cost savings, cost increases, program efficiencies, operational advantages, enhanced services, new mandates, or new program requirements. It must also include an updated and detailed organizational chart showing the new reporting relationships and job duties of affected positions.

The proposal will be evaluated on the basis of:

- A. Cost Savings/Revenue Enhancement: Are there financial benefits from a consolidation or expansion of duties, responsibilities, and services? Will such cost savings result in increased productivity? Will the changes generate increased revenues or incur higher operating expenses? Will new revenues offset any increase in expenditures?
- B. Demonstrated or Verifiable Operational Advantages: Does the reorganization enhance services even if it does not

save money or resources? Does the proposal include more expedited or responsive service, or a wider range of services?

- C. Compliance With Mandates: Do state and federal mandates apply to the reorganization? If they do apply, does the reorganization justification include the identification of the source, amount, and time frame for the revenue? Is the mandate unfunded?
- D. Organizational and Management Principles: What is the span of control, the relationship between positions, and how do those relationships and the proposed span of control improve the efficiency and effectiveness of the program? How does the reorganization and proposed restructure compare with other County departments, staffing levels, and salaries?
- E. Budgetary and Internal Service Impact: What is the budgetary impact, the long term funding situation and the need for any supplementary funding or administrative support from the County? What impact will it have on the ability to provide quality services?

Timeframes:

Reorganizations can be proposed during the budget process or at any other time of the year. Typically the analysis, recommendations, and submittal of the report to the Board require 90-120 days.

Responsibilities:

The appropriate department head is responsible for preparing the recommendation and supporting documentation for the reorganization and submitting it to the CAO with a copy to Personnel. The CAO, in turn, will assign it to the appropriate analyst, who will assume the lead role in applying the above criteria to analyze the justification and make a recommendation to the CAO. The CAO may recommend that the Board approve or deny the reorganization. Personnel will assist the analyst by reviewing and recommending appropriate job titles and salaries, and assuring that the reorganization does not violate personnel rules or MOU requirements. Personnel will also provide input on any labor relations impacts, recruiting timetables and other pre-employment activities if the reorganization is to be considered for approval. Personnel creates any necessary salary resolutions.

2. POSITION RECLASSIFICATIONS

Purpose:

Pursuant to Chapter 4, Section 4.03 of the Shasta County Personnel Manual, when an employee experiences a significant change in duties, the employee or the employee's department head may request that the position be studied for possible reclassification during the timeframes specified in this policy. Typically, a reclassification involves comparing the duties, responsibilities, and scope of work currently being performed by an existing employee with those duties, responsibilities, and scope of work currently assigned to the classification. Reclassification requests made as part of a reorganization or a request for a new position are

discussed in other sections of this document. Positions in Social Services and Child Support Services may be covered by separate Merit System rules.

Procedure:

To initiate a reclassification, an employee or department head must fill out a position reclassification questionnaire. This questionnaire is then considered along with the interviews of the affected employee, his supervisor, and the department head to determine if there has been sufficient change in the duties, responsibilities, and scope of work of the position to justify a reclassification. Reclassifications are recommended for approval to the Board. Employees are notified of Personnel's preliminary recommendation and provided with a justification for the decision. Appeals of recommendations are sent to the Personnel Director. The decision of the Personnel Director can be appealed by the department head of the affected department to the CAO. Based on the study, Personnel may recommend a salary decrease, the addition or deletion of supervisory status, no change, or any other reasonable change. This process is also known as "Y" rating. (See Personnel Manual Section 18.7.C)

Timeframes:

There are two annual periods for submitting a reclassification to Personnel: October and April. In most cases, reclassification requests will be solicited by Personnel for submission in October. Those reclassifications being recommended by Personnel will be submitted to the Board of Supervisors no later than May of the following year. In unusual circumstances, such as new funding or new mandates that did not occur until after the October reclassification request deadline, a reclassification may be submitted by the department head in March of each year as part of the department's preliminary budget request. The CAO analyst and Personnel will determine whether the circumstances justify consideration of a reclassification at that time. If so, then Personnel will conduct a study and make a recommendation. All reclassification requests forwarded to Personnel in March which are subsequently recommended for approval will be submitted to the Board during final budget hearings in August.

Responsibilities:

The Board of Supervisors has final approval authority for any reclassification. Personnel is responsible for administering the reclassification program. Personnel performs the analysis, and the Personnel Director handles appeals of the recommendations. The CAO considers any appeals of the Personnel Director's decisions received from department heads and reviews any reclassification recommendations affecting the staff of Support Services. Personnel creates any necessary salary resolutions.

3. SALARY ADJUSTMENTS FOR RECRUITMENT AND RETENTION PURPOSES

Purpose:

The recruitment and retention of highly qualified employees is a critical task for the County. Therefore, when a department experiences a recruitment problem or has high turnover in a given position, the problem(s) must be evaluated. A recruitment problem exists when, after two completed recruitments, a department fails to find qualified candidates for a position.

After the first failed recruitment, Personnel will evaluate the process to assure that the failure is not due to inadequate advertising or marketing of the position. After the second failed recruitment if further analysis shows that Shasta County does not offer a competitive salary, the department head may, with CAO and Personnel's approval, request that the Board of Supervisors increase the salary of the classification to allow for more competitive recruitment. It is anticipated this will be an infrequent occurrence.

A retention problem exists if a position is subject to excessive turnover in a relatively short period, particularly when such a position has not been historically subject to such turnover. In those situations, the Personnel Director, with the concurrence of the CAO, may recommend to the Board, the approval of a higher salary. In highly unusual circumstances, when Personnel learns that an incumbent in an existing position is contemplating leaving County service due to inadequate compensation, consideration may be given to adjusting the incumbent's pay in order to retain the individual. Such recommendations require CAO approval and will only be made when one or more of the following conditions exist; 1) demonstrated shortage of qualified applicants; 2) other adverse recruiting or job market conditions; 3) severe program impact from continued staff vacancies; and 4) adverse workload conditions.

Procedure:

When a department experiences a recruitment or a retention problem which is proven to be due to inadequate salary, the department head will notify the Personnel Director in writing. This communication will include an explanation of the nature of the position, its impact on the program, and a justification for a higher salary. This request will be reviewed by Personnel, who will then forward a recommendation to the CAO for review and if appropriate, approval. Depending on the specific classification and whether there are employees in the class, the union may be given an opportunity to meet and confer on proposed changes. All requests for a higher salary for a given position require approval by the Board of Supervisors prior to implementation.

Timeframes:

Recruitment or retention salary adjustments may be considered any time a prolonged vacancy occurs in an authorized position due to multiple failed recruitments or in highly unusual circumstances when an incumbent declares an intention to resign due to inadequate compensation.

Responsibilities:

Requests for salary adjustments in this situation will be submitted

to Personnel by the department head. Personnel will review them, discuss its findings and recommendations with the appropriate CAO analyst. A copy of any resulting agendized staff report will be forwarded to the affected employees and their unions. If ultimately approved by the CAO, the final staff report and salary resolution will be prepared by and presented to the Board by the department head and or Personnel. The Board of Supervisors has final approval authority for any proposed salary changes. Personnel creates any necessary salary resolutions.

4. ADDITION OF NEW POSITIONS OR DELETION OF VACANT OR UNDER FILLED POSITIONS

Purpose: Due to new or additional funding, loss of funding, changes in mandates, changes in the business needs of the department, or the approval of new budgeted positions, it may become necessary to add or delete one or more positions in a department.

Procedure: When any of the above circumstances arise, a department head may request that positions be added or deleted from the salary resolution. To delete a filled position requires a layoff pursuant to the layoff procedures in Chapter 18 of the Personnel Rules. Requesting the deletion of a filled position and immediately adding a different classification in its place is are classification and must be submitted in accordance with the procedure and timeframes specified in this policy. Departments must send a request to add or delete new or vacant positions to the CAO's office, with a copy to Personnel, to review the justification, identification of funding, and analysis of the budgetary impact. Recommendations along with salary revisions, if approved by the CAO, will be submitted to the Board for consideration.

All positions that remain vacant for a period in excess of 12 months will be reviewed by the CAO's office, after consultation with the department head and Personnel, to determine if the position is still needed and justified. In addition, all positions underfilled for a period of 12 months will be reviewed by the CAO's office, after consultation with the department head and Personnel, to determine if the position should be reallocated to the lower classification.

Timeframes: Requests to add or delete a vacant position are usually made during the budget process. However, the request may be presented at any time of the year as circumstances warrant. Review of long vacant or underfilled positions will take place during the preliminary or supplemental budget process.

Responsibilities: All recommendations approved by the CAO will then be presented to the Board of Supervisors. The CAO's analyst will review the justification, funding, and prepare the appropriate budget documentation. Personnel will determine the appropriate job title and salary. Personnel will also review such requests in light of existing rules and MOU's. Personnel creates any necessary salary resolutions.

5. SALARY PLAN FOOTNOTES

Purpose: As a result of a negotiated settlement with one or more bargaining units, or changes in the licensure, skill requirements or temporary assignment of a position in a given classification, it may be necessary to add a footnote for that classification in the Salary Plan. Such a footnote may provide for supplemental pay such as a stipend for longevity, Field Training Officer, or an Advanced POST Certificate.

Procedure: The Board may adopt footnotes as part of a salary resolution when a MOU requires a new or amended footnote, or in other unusual circumstances. Department heads must send a PAF to Personnel to assign pay by referencing the footnote.

Timeframes: Salary footnotes may be approved by the Board at any time, but would normally be included as part of an agreement for a successor, MOU or in extraordinary circumstances could be considered during the final budget process.

Responsibilities: The creation of salary footnotes may result from a request by Personnel, a department head, or as a result of an MOU. Personnel reviews the request to determine if the duties fall within or extend beyond the scope of the classification. Personnel will consult with the CAO's office, who will assess the financial and organizational impact. Personnel will also provide input on any labor relations impacts. The Board of Supervisors has final approval authority for adding, deleting, or changing a salary footnote. Personnel creates any necessary salary resolutions.

6. SALARY ADJUSTMENTS FOR ALTERNATELY STAFFED ALLOCATIONS

Purpose: Within some departments approved Position Allocation list are allocations that are alternately staffed. For example, Deputy Probation Officer (DPO) I/II is an alternately staffed position. When the Board adopts a salary resolution which includes alternately staffed positions, the department head is authorized to hire at either level, depending upon the current eligible list and a candidate's specific experience.

Procedure: Department heads who wish to hire a new employee must appoint them to the classification that matches the eligible list. Under extraordinary circumstances, with the approval of Personnel, a department may also hire a candidate who is on an eligible list for a higher, directly related level position (i.e. DPO III) for a lower level position (DPOII), but the reverse is not allowed. Thus, a candidate cannot be hired as a DPO II who is only on a DPO I list. However, when a candidate hired at the lower classification of an alternately staffed position meets the experience and/or training requirements of the higher alternate classification, the department head can process a PAF promoting the employee to the higher alternate classification. No recruitment is necessary at that time. If a department head wishes to hire a new employee from a list that includes all of the alternately staffed positions, (i.e., DPO I/II), the department head may hire the new employee at the appropriate

level for which the candidate qualifies.

Timeframes: The department head can appoint/promote an employee to a higher alternately staffed allocation at any time if he meets the qualifications of the higher level classification.

Responsibilities: Department heads have discretion to appoint/promote to any level of an alternately staffed allocation provided the employee meets the eligibility requirements. Under the recruitment rules Personnel will verify that employees meet the requirements for initial appointment and for promotion to the higher classification.

7. HIGHER SALARY RANGE PLACEMENT

Purpose: Pursuant to Chapter 18, Section 18.1, of the Shasta County Personnel Rules, the Personnel Director may, at the request of a department head, authorize a new employee to be placed at either "B" or "C" steps of an existing salary range if the applicant's experience is equivalent to an employee who is currently at an equivalent salary step. Placement of employees at "D" or "E" or "F" steps shall only be recommended by the Personnel Director and approved by the CAO because of exceptional qualifications and experience equal to an employee who is currently at an equivalent salary step.

At the request of a department head, the Personnel Director may authorize a new extra-help employee to be placed at either "B" or "C" steps of an existing salary range if the applicant has sufficient experience.

Procedure: Department heads wishing to place a new employee or extra-help employee at either step "B" or step "C" must submit a written request, which substantiates that the applicant meets the higher level qualification, to the Personnel Director prior to extending a job offer. Department heads wishing to place an employee or extra-help employee at "D", "E", or "F" step must submit a written request to the Personnel Director and the request must be approved by the CAO prior to extending a job offer.

Timeframes: Requests for appointment to fill a vacancy at higher than "A" step can be made at any time prior to making a job offer.

Responsibilities: Department heads make the request. Personnel approves or denies the request for "B" and "C" steps. For step placement above "C" step, Personnel receives, reviews, and makes recommendations to the CAO for approval or denial.

8. SALARYRANGE PLACEMENT UPON EXTRA-HELP TO REGULAR EMPLOYMENT OR REGULAR EMPLOYMENT TO EXTRA HELP STATUS

Purpose: Extra-help employees at D, E, or F step who have applied for and are offered a regular position, the Personnel Director, at the request of the Department Head, may place the extra help employee at the same step (D, E, or F) in the regular allocation as previously held while in extra help status.

When a regular employee at D, E, or F step leaves regular employment and immediately moves to an extra-help status in the same classification he held as a regular employee, the Personnel Director, at the request of the department head, may place the employee at the same step (D, E, or F) . The Personnel Director may approve D, E, or F in a lower, related classification if an employee leaves employment and immediately moves to an extra-help status, when it is not appropriate to retain the employee in the higher classification. Such may be the case if the employee was a department head or supervisor whose duties as extra help would not require use of the current classification. After initial appointment to extra-help, the department head may request to appoint the employee to another related classification at D, E, or F step under the same conditions, if there is a change in assignment.

Procedure: Department heads must submit a written request to the Personnel Director.

Timeframes: Requests for appointment at D, E, or F steps must be submitted by the department head to the Personnel Director prior to making a job offer.

Responsibilities: Departments heads make the request. Personnel reviews the request to verify that employees meet the requirements for placement at D, E, or F steps.

9. SALARY STEP ADVANCES

Purpose: Pursuant to Chapter 19, Sections 19.00 through 19.07 of the Shasta County Personnel Rules, employees on a salary range may be considered for merit step advances in accordance with their original starting salary and service time with the County.

Procedure: Step advances are activated following submission of a Personnel Action Form (PAF) to Personnel on the salary anniversary date of the employee, provided the employee's job performance as reflected in his most recent performance evaluation meets expected standards or above.

Timeframes: Regular full-time and part-time employees (except those represented by the Deputy Sheriff's Association) hired at "A" step who meet performance standards, as reflected in the performance evaluation advancement to "B" step after six months of full time employment. (See the DSA MOU for specific merit step increase timeframes.) Employees hired at "B" through "E" steps are entitled to advancement to the next step after one year of full time equivalent service provided their performance meets expected standards. Subsequent step advances will occur in one year increments until the employee reaches "F" step.

The salary anniversary date may change for many reasons, including promotion, demotion, suspension, performance evaluations of less than "meets expected standards," and leaves

of absence.

Extra help employees hired at step "A" who have worked at least 2,080 hours over a period of time are eligible for advancement to step "B." If they have worked a minimum of 2,080 hours at "B" step, they are eligible for advancement to step "C." Additional salary step advances each require an additional 2,080 hours of work and requests are routed to the Personnel Director. In all cases, the department head must have completed a performance evaluation which shows the employee is performing the full duties of the class and is meeting accepted standards. Again, all step increases assume the employees written performance evaluation shows they meet expected standards.

Responsibilities: The Board sets the salary ranges by approving a salary resolution. Personnel is responsible for reminding departments of the anniversary dates for step advancements for regular employees. Department heads are responsible for completing performance evaluations, preparing and transmitting the PAF's, and tracking extra help hours.

10. MEMORANDA OF UNDERSTANDING

Purpose: Pursuant to the Meyers Miliias Brown Act (California Government Code Sections 3500 et. seq.) and Shasta County's Employer/Employee Relations Resolution #97-154, the County has an obligation to meet and confer with employee organizations on wages and terms and conditions of employment.

Procedure: Employee salaries may be changed as a result of an agreement reached during this process which is ratified by the union and approved by the Board of Supervisors. This agreement will be documented in a MOU.

Timeframes: Such a salary changes could occur at any time and may be effective over several years as specified in a given MOU.


Responsibilities: The Board of Supervisors has ultimate negotiations authority for the County. The CAO is the County's "Chief Negotiator." The CAO may delegate this responsibility to the Personnel Director. The CAO and the Personnel Director recommend negotiation parameters to the Board of Supervisors. The Personnel Director, in conjunction with Personnel staff, will consult with County Counsel and may utilize contract labor negotiators and attorneys.

BE IT FURTHER RESOLVED, that the above action shall be effective on and after the 6th day of April, 2010.

DULY PASSED AND ADOPTED this 6thday of April, 2010, by the Board of Supervisors of the County of Shasta by the following vote:

AYES: [REDACTED]
NOES: None
ABSENT: None

ABSTAIN: None
RECUSE: None


DAVID A. KEHOE, CHAIRMAN
Board of Supervisors
County of Shasta
State of California

ATTEST:

LAWRENCE G. LEES
Clerk of the Board of Supervisors

By: Jayne Accetto
Deputy

THIS INSTRUMENT IS A CORRECT COPY
OF THE ORIGINAL ON FILE IN THIS OFFICE

ATTEST APR 07 2010

CLERK OF THE BOARD
Supervisors of the County of Shasta, State of California
BY: Jayne Accetto



MEMORANDUM
DEPARTMENT OF SUPPORT SERVICES
Monica Fugitt, Director of Support Services
[REDACTED]
(530) 225-5345 Fax

To: [REDACTED]
From: [REDACTED]
Date: February 18, 2025
Subject: Classification Maintenance Study

Please be advised that this memo shall serve as a preliminary recommendation on the reclassification request submitted by [REDACTED] in conjunction with the classification maintenance program.

The finding is as follows:

Incumbent: [REDACTED]
Current Position: [REDACTED]
Requested Position: [REDACTED]
Finding: Unsubstantiated

Please find attached for your review the Rationale and Recommendation document. **Please provide the employee with a copy of the attached Rationale and Recommendation document for their review.**

Receipt of this memo initiates the review and appeal period of the reclassification request. Please find attached the Position Classification Response/Appeal form that is required to be completed by all parties listed and returned to Personnel no later than February 28, 2025

Thank you.

Attachment: Rationale and Recommendation
Position Classification Response/Appeal Form

cc: [REDACTED]

Classification Maintenance Program
Rationale and Recommendation
February 18, 2025

Incumbent:
County Department:
Current Position:
Requested Position:
Support Services Recommended Position:



The study of this position was completed by utilizing the information contained within the Position Classification Questionnaire, a thorough analysis of the [redacted] and [redacted] class specifications, as well as interviews conducted with [redacted]

The current class of a [redacted], per the classification specification, serves as a first level supervisor over professional staff engaged in general administrative, personnel, staff development, fiscal, and/or program analytical work in support of one or more administrative functions; provides guidance and technical direction to staff in performing their assignments; plans, prioritizes, organizes, assigns, and delegates staff tasks and projects; monitors work of staff to ensure that it meets quality, quantity, and timeliness; establishes performance standards and provides feedback to employees; works with staff in developing professional goals and assists in the accomplishment of those goals by setting timeframes and on-going face-to-face meetings to discuss their progress and to provide guidance and support; keeps informed of provisions of labor-management agreements and their effects on departmental operations to ensure working conditions are in compliance; investigates complaints related to assigned staff, recommends corrective action as needed, and resolves escalated complaints or disputes; in coordination with manager or personnel staff, applies progressive discipline actions and termination procedures to resolve staff conflicts as needed; establishes and implements work performance standards; regularly reviews and keeps record of work performance of subordinates to ensure accurate completion and conformance with applicable standards, rules and regulations; prepares and signs performance evaluations; conducts regular performance evaluation meetings; ensures workload is effectively distributed to promote the effective operation of the organizational unit; monitors the work environment to ensure it is free of discrimination and harassment; provides employees with guidance/instructions in handling difficult, unusual, or complex problems as they arise; develops oral interview exam questions to assess applicants based on required knowledge, skills, and abilities; identifies and selects subject matter experts to serve as oral interview panel members, training and experience raters, and/or performance exam raters; directs, oversees, and participates in the collection and analysis of data and makes recommendations on the formulation of policy and procedures, staffing, and organizational changes; conducts surveys and performs advanced research and statistical analysis on administrative, fiscal, staff development, personnel, and/or programmatic topics; performs complex analysis of existing and proposed organization, policies, procedures, programs, systems, and functions of the department or assigned programs, including fiscal operations, budget preparation, equipment usage, staff patterns, work flow, space utilization, and training plans; consults with and advises department staff; evaluates effectiveness,

determines feasibility, resolves problems, and makes recommendations to increase efficiency and level of service and/or decrease cost; prepares forecasts of departmental personnel staffing needs and provides advice, direction, and information to department managers and supervisors on a variety of human resources related matters; handles the most complex departmental management audit studies; delivers a variety of oral presentations to a variety of audiences, including committees, boards, commissions, departmental staff, advisory groups, or community groups; prepares daily written correspondence to staff, management, and state/county contacts; prepares detailed budget, administrative, and fiscal reports, procedures manuals, and correspondence; manages and oversees the development of documents written in non-English languages by utilizing appropriate resources to ensure accuracy; provides courteous, quality service to members of the public by personally responding to requests for service or making appropriate referral; represents the department/agency in management, fiscal, program, and personnel matters in meetings with other agency departments, employee organizations, community groups, and governmental agencies; participates on various state and county committees in order to receive and share information regarding process/procedures, pending program and system updates, and county issues; relays information from these meetings to smaller counties which are unable to participate on these committees as well as to local county management; deals with confidential and sensitive personnel matters and organizational issues, maintains security of records and information; participates in and supervises the design, analysis, development, and implementation of new and revised programs, systems, software, procedures, methods of operation, and forms; compiles materials and coordinates or participates in the preparation of budgets, reports, manuals, and publications; ensures effective coordination of assigned activities with other departments, divisions, units, and outside agencies; represents the department head in committee meetings and on task forces; responds to the more sensitive and difficult complaints and requests for information; initiates new legislation as appropriate; reviews and analyzes proposed or adopted legislation and/or regulations impacting County or department functions; formulates and recommends the group's reaction to such legislation; analyzes fiscal and/or program impact; ensures the availability of current and accurate written resources for staff through regular review and assignment of tasks to update county maintained handbooks, forms, and tools for programs, computer systems, and multiple electronic resources. This includes the tracking and review of various written notifications from State analysts, system contacts, and subject matter experts; performs related duties as assigned.

The requested class of [REDACTED], per the classification specification, plans, directs, and manages the activities of a staff services functional area with department-wide scope and impact; provides guidance and technical direction to management, supervisors, and subordinate staff; serves as a highly skilled subject matter expert in areas of assignment; plans, directs, and manages the collection and analysis of data; makes recommendations on the formulation of policy and procedures, as well as staffing and organizational changes; plans, directs, and manages the implementation of surveys; directs and/or performs research and statistical analysis on complex administrative, fiscal, personnel, and/or programmatic matters; plans, directs, and manages the design, analysis, development, and implementation of new and revised programs, systems, software, procedures, methods of operation, and forms; plans, directs, and manages the preparation of budgets, reports, manuals, and/or publications; supervises the work of clerical, technical, and/or professional analyst staff; assigns work, establishes work priorities and performance standards, and provides feedback to subordinates; conducts a variety of analytical and operational studies regarding departmental activities; evaluates alternatives, makes recommendations for improvement; and assists with the implementation of procedural, administrative, and/or

operational changes after approval; prepares narrative and statistical reports, correspondence, spreadsheets, and graphics; assists in the management of the department by evaluating existing and proposed organization, policies and procedures; consulting with and advising department personnel; making recommendations and directing, reviewing, and evaluating the implementation of changes; directs the maintenance of complete and accurate fiscal, personnel, payroll and related records, and ensures timely completion; participates in the establishment of strategic short-term and long-range program planning; coordinates, monitors, and directs the acquisition, allocation, and use of equipment, supplies, telecommunication systems, and forms, conducts research and develops procedures to improve efficiency and cost effectiveness; and monitors expenditures; conducts studies, evaluates, and prepares reports on departmental and assigned division operations including procedures, systems, space requirements, organizational structure, expenditure of funds and types and effectiveness of equipment; drafts, reviews, and analyzes existing and proposed policies, rules, regulations, legislation, and ordinances affecting unit area, recommends and implements changes as needed; plans, directs, and manages activities to meet department-wide training and development needs; plans, directs, and manages the development and/or coordination of resources for department-wide training and staff development including workshops, college coursework, training programs, and on-the-job training sessions; evaluates department training needs, designs, and delivers in-service training, evaluates effectiveness; coordinates department participation in countywide training program; ensures effective coordination of assigned activities with other departments, divisions, units, and outside agencies; represents the department head in committee meetings; responds to the more sensitive and difficult complaints and requests for information; interviews, selects, and makes hiring recommendations of assigned staff; performs related duties as assigned.

Through interviews, review of the Position Classification Questionnaire, and review of the classification specifications, it was determined that the Incumbent performs the duties of a [REDACTED]. The Incumbent stated [REDACTED] position has grown with the new laws and procedures that were not accounted for when the position was developed, and believes the request was made to acknowledge [REDACTED] hard work and to “provide kudos” for how [REDACTED] handles stress with a large workload. [REDACTED] was originally promoted to [REDACTED] following [REDACTED] contribution to the Hand Count manual that had to be reviewed and approved by the Secretary of State. [REDACTED] portion included the 1% and then devising a voting/counting schedule. Since then, the Incumbent has served as the [REDACTED] with [REDACTED] assigned to [REDACTED] with two positions currently vacant. The [REDACTED] oversees the poll worker process and provides general administrative, personnel, staff development, fiscal, and analytical support, including the most sensitive analytical work in the program.

The Incumbent’s day-to-day responsibilities include reviewing and gathering responses for Public Records Act (PRA) requests. The Incumbent also handles contract/grant writing and Personnel oversight. In addition to [REDACTED] administrative duties, the Incumbent is responsible for poll worker recruitment and training while organizing the Election Day schedule. Post election, the Incumbent performs a 1% manual tally for comparison with results from the voting machines.

The Incumbent stated [REDACTED] election specific responsibilities account for 25% of [REDACTED] workload and include oversight of the poll workers, public speaking, creating a schedule, reviewing and analyzing new laws to ensure processes are within legal limits, performing the 1% manual tally, and evaluating and coordinating department training needs, including county-wide training programs.

The Incumbent mentioned in both their questionnaire and during the interview that the bulk of [REDACTED] work involves researching Public Records Act (PRA) requests - handling nearly 200 per year. This is a significant increase from previous years when [REDACTED] managed them. However, the Incumbent does not release the information; it is released by [REDACTED]. In addition to taking on the PRAs, the Incumbent has assumed responsibilities for contract and grant writing as well as Personnel Liaison duties. The Personnel Liaison duties include recruitment, managing FMLA, and submitting Personnel Action Forms (PAFs). The Incumbent also participates in the Local Agency Advisory Committee (LAAC)/Voting Accessibility Advisory Committee (VAAC), a joint committee affiliated with Tehama County that gathers and shares information, which is then distributed to other counties as needed, including the Poll Workers handbook. Furthermore, [REDACTED] reviews and analyzes new and proposed legislation to ensure the department complies with current county, state, and federal laws. These duties constitute over 60% of [REDACTED] workload, all of which would be considered analyst duties rather than [REDACTED]. The incumbent also specified 15% of [REDACTED] time is devoted to the supervision of [REDACTED] employees, including conducting evaluations, reviewing timecards, approving time off, and providing mentorship.

The Incumbent does not participate in budget discussions or manage the preparation of manuals or publications – though [REDACTED] is included in aspects of writing, those ultimately fall to [REDACTED] for managing. [REDACTED] does not participate in conducting analytical studies regarding departmental activities but does analyze multiple codes to ensure the department is compliant. [REDACTED] does not plan, direct, or manage the implementation of surveys. Additionally, the Incumbent does not monitor expenditures or conduct studies to evaluate or prepare reports on department or assigned division operations, though [REDACTED] may make recommendations on organizational structure. [REDACTED] does not coordinate, monitor, or direct the acquisition, allocation, and use of equipment, supplies, telecommunications systems, and forms or conduct research to develop procedures to improve efficiency and cost effectiveness of the program.

Furthermore, in accordance with Section 5.3 of the Personnel Rules, "*Amendment and Maintenance*", subsection A.2:

"...when considering reclassifying a position, the primary focus is on determining whether the scope and functions of the job undergone such significant changes that the duties and level of responsibilities, and requisite qualifications on the part of an incumbent are more appropriately described by another classification within the County's classification plan. [...] When reviewing a position for possible reclassification, the study is not concerned with how well an employee performs the job..."

While we understand the Department's desire to provide upward mobility, and acknowledge [REDACTED] excellence in performing [REDACTED] duties, these factors are not considered in determining whether reclassification is warranted.

The Supervising Staff Services Analyst covers a broad range of analytical and supervising duties, whereas the Staff Services Manager focuses heavily on training, development, and administrative/operational improvements with department-wide scope and impact. Based upon the foregoing information [REDACTED] duties have not shifted to align more with the [REDACTED] [REDACTED] duties are predominately centered on supervising analyst duties. [REDACTED] duties, as highlighted within [REDACTED] questionnaire and discussed more thoroughly during [REDACTED] interview, include 30% to PRA requests, 15% to supervision, 10% to personnel liaison duties, and

10% to research, equating to 65% of [REDACTED] workload. Based upon this information it is evident that [REDACTED] has taken on additional duties, but those duties are within the scope of [REDACTED] current classification. The duties [REDACTED] performs that are broader in nature are not [REDACTED] primary or everyday focus. Therefore, the request to reclass to Staff Services Manager is unsubstantiated.

Receipt of this memorandum initiates the review and appeal period of the reclassification request. Please find attached the Position Classification Response/Appeal form that is required to be completed by all parties listed and returned to Personnel no later than February 28, 2025.



MEMORANDUM
DEPARTMENT OF SUPPORT SERVICES
Monica Fugitt, Director of Support Services
(530) 225-5515 Voice
(530) 225-5345 Fax

To: [REDACTED] 00
From: [REDACTED]
Date: April 23, 2025
Subject: Classification Maintenance Study

Please be advised that this memo shall serve as a preliminary recommendation on the reclassification request submitted by Anna Rodriguez in conjunction with the classification maintenance program.

The finding is as follows:

Incumbent: [REDACTED]
Current Position: [REDACTED]
Requested Position: [REDACTED]
Finding: Substantiated as County Clerk / Elections Manager

Please find attached for your review the Rationale and Recommendation document. **Please provide the employee with a copy of the attached Rationale and Recommendation document for their review.**

Receipt of this memo initiates the review and appeal period of the reclassification request. Please find attached the Position Classification Response/Appeal form that is required to be completed by all parties listed and returned to Personnel no later than May 2, 2025.

Thank you.

Attachment: Rationale and Recommendation
Position Classification Response/Appeal Form

cc: [REDACTED]

Classification Maintenance Program
Rationale and Recommendation
April 23, 2025

Incumbent: [REDACTED]
County Department: [REDACTED]
Current Position: [REDACTED]
Requested Position: [REDACTED]
Support Services Recommended Position: [REDACTED]

The study of this position was completed by utilizing the information contained within the Position Classification Questionnaire, a thorough analysis of the [REDACTED] [REDACTED] class specifications, as well as interviews conducted [REDACTED]

The current class of a [REDACTED], per the classification specification, serves as a first level supervisor over professional staff engaged in general administrative, personnel, staff development, fiscal, and/or program analytical work in support of one or more administrative functions; provides guidance and technical direction to staff in performing their assignments; plans, prioritizes, organizes, assigns, and delegates staff tasks and projects; monitors work of staff to ensure that it meets quality, quantity, and timeliness; establishes performance standards and provides feedback to employees; works with staff in developing professional goals and assists in the accomplishment of those goals by setting timeframes and on-going face-to-face meetings to discuss their progress and to provide guidance and support; keeps informed of provisions of labor-management agreements and their effects on departmental operations to ensure working conditions are in compliance; investigates complaints related to assigned staff, recommends corrective action as needed, and resolves escalated complaints or disputes; in coordination with manager or personnel staff, applies progressive discipline actions and termination procedures to resolve staff conflicts as needed; establishes and implements work performance standards; regularly reviews and keeps record of work performance of subordinates to ensure accurate completion and conformance with applicable standards, rules and regulations; prepares and signs performance evaluations; conducts regular performance evaluation meetings; ensures workload is effectively distributed to promote the effective operation of the organizational unit; monitors the work environment to ensure it is free of discrimination and harassment; provides employees with guidance/instructions in handling difficult, unusual, or complex problems as they arise; develops oral interview exam questions to assess applicants based on required knowledge, skills, and abilities; identifies and selects subject matter experts to serve as oral interview panel members, training and experience raters, and/or performance exam raters; directs, oversees, and participates in the collection and analysis of data and makes recommendations on the formulation of policy and procedures, staffing, and organizational changes; conducts surveys and performs advanced research and statistical analysis on administrative, fiscal, staff development, personnel, and/or programmatic topics; performs complex analysis of existing and proposed organization, policies, procedures, programs, systems, and functions of the department or assigned programs, including fiscal operations, budget preparation, equipment usage, staff patterns, work flow, space utilization, and training plans; consults with and advises department staff; evaluates effectiveness,

determines feasibility, resolves problems, and makes recommendations to increase efficiency and level of service and/or decrease cost; prepares forecasts of departmental personnel staffing needs and provides advice, direction, and information to department managers and supervisors on a variety of human resources related matters; handles the most complex departmental management audit studies; delivers a variety of oral presentations to a variety of audiences, including committees, boards, commissions, departmental staff, advisory groups, or community groups; prepares daily written correspondence to staff, management, and state/county contacts; prepares detailed budget, administrative, and fiscal reports, procedures manuals, and correspondence; manages and oversees the development of documents written in non-English languages by utilizing appropriate resources to ensure accuracy; provides courteous, quality service to members of the public by personally responding to requests for service or making appropriate referral; represents the department/agency in management, fiscal, program, and personnel matters in meetings with other agency departments, employee organizations, community groups, and governmental agencies; participates on various state and county committees in order to receive and share information regarding process/procedures, pending program and system updates, and county issues; relays information from these meetings to smaller counties which are unable to participate on these committees as well as to local county management; deals with confidential and sensitive personnel matters and organizational issues, maintains security of records and information; participates in and supervises the design, analysis, development, and implementation of new and revised programs, systems, software, procedures, methods of operation, and forms; compiles materials and coordinates or participates in the preparation of budgets, reports, manuals, and publications; ensures effective coordination of assigned activities with other departments, divisions, units, and outside agencies; represents the department head in committee meetings and on task forces; responds to the more sensitive and difficult complaints and requests for information; initiates new legislation as appropriate; reviews and analyzes proposed or adopted legislation and/or regulations impacting County or department functions; formulates and recommends the group's reaction to such legislation; analyzes fiscal and/or program impact; ensures the availability of current and accurate written resources for staff through regular review and assignment of tasks to update county maintained handbooks, forms, and tools for programs, computer systems, and multiple electronic resources. This includes the tracking and review of various written notifications from State analysts, system contacts, and subject matter experts; performs related duties as assigned.

The requested class of [REDACTED], per the classification specification, plans, directs, and manages the activities of a staff services functional area with department-wide scope and impact; provides guidance and technical direction to management, supervisors, and subordinate staff; serves as a highly skilled subject matter expert in areas of assignment; plans, directs, and manages the collection and analysis of data; makes recommendations on the formulation of policy and procedures, as well as staffing and organizational changes; plans, directs, and manages the implementation of surveys; directs and/or performs research and statistical analysis on complex administrative, fiscal, personnel, and/or programmatic matters; plans, directs, and manages the design, analysis, development, and implementation of new and revised programs, systems, software, procedures, methods of operation, and forms; plans, directs, and manages the preparation of budgets, reports, manuals, and/or publications; supervises the work of clerical, technical, and/or professional analyst staff; assigns work, establishes work priorities and performance standards, and provides feedback to subordinates; conducts a variety of analytical and operational studies regarding departmental activities; evaluates alternatives, makes recommendations for improvement; and assists with the implementation of procedural, administrative, and/or

operational changes after approval; prepares narrative and statistical reports, correspondence, spreadsheets, and graphics; assists in the management of the department by evaluating existing and proposed organization, policies and procedures; consulting with and advising department personnel; making recommendations and directing, reviewing, and evaluating the implementation of changes; directs the maintenance of complete and accurate fiscal, personnel, payroll and related records, and ensures timely completion; participates in the establishment of strategic short-term and long-range program planning; coordinates, monitors, and directs the acquisition, allocation, and use of equipment, supplies, telecommunication systems, and forms, conducts research and develops procedures to improve efficiency and cost effectiveness; and monitors expenditures; conducts studies, evaluates, and prepares reports on departmental and assigned division operations including procedures, systems, space requirements, organizational structure, expenditure of funds and types and effectiveness of equipment; drafts, reviews, and analyzes existing and proposed policies, rules, regulations, legislation, and ordinances affecting unit area, recommends and implements changes as needed; plans, directs, and manages activities to meet department-wide training and development needs; plans, directs, and manages the development and/or coordination of resources for department-wide training and staff development including workshops, college coursework, training programs, and on-the-job training sessions; evaluates department training needs, designs, and delivers in-service training, evaluates effectiveness; coordinates department participation in countywide training program; ensures effective coordination of assigned activities with other departments, divisions, units, and outside agencies; represents the department head in committee meetings; responds to the more sensitive and difficult complaints and requests for information; interviews, selects, and makes hiring recommendations of assigned staff; performs related duties as assigned.

Through interviews, review of the Position Classification Questionnaire, and reviews of the classification specifications, the following was determined:

The [REDACTED] reported that [REDACTED] duties have significantly changed since [REDACTED] has been in the assignment from preparing the ballots to overseeing the entire voting system among other supervisory and department duties. Some more substantial changes to [REDACTED] assignment include the removal of Dominion voting machine and the addition of the new Hart system, which the Incumbent was tasked with designing the program for. This involved tasks such as designing the ballots for all precincts, conducting system tests, and managing the configuration process, including overseeing the IT requirements of the machine. It was reported the [REDACTED] will come to consult with [REDACTED] leadership on specific needs, but ultimately it is the [REDACTED] decision, and [REDACTED] has complete authority of the voting system. Additionally, the [REDACTED] is the only person who has been trained and understands the Hart voting system, therefore, [REDACTED] must educate both the [REDACTED] on the system in addition to being able to pivot and make changes in connection with the new machine should any issues arise such as the recent overspray issue. Due to the overspray issue, the [REDACTED] also oversaw implementation, training, and gave direction to employees/volunteers all within a two-day deadline. Additionally, with the implementation of the Hart voting machines, the [REDACTED] has been a bigger part of the budget discussions. While the [REDACTED] is not the final decision-maker on the budget, [REDACTED] plays a key role in coordinating, overseeing, and guiding [REDACTED] acquisition, distribution, and utilization of equipment. The [REDACTED] also develops procedures and offers recommendations to enhance efficiency and cost-effectiveness, while closely tracking expenditures. When Shasta County utilized Dominion voting machines, the [REDACTED] [REDACTED] leadership with ballot proofing and election reporting. However, with the implementation of the Hart machines, the [REDACTED] has

retained full control of these duties and will retain these duties since [REDACTED] is the subject matter expert on the new system.

In addition to managing the voting system, the [REDACTED] heads the historical retention, reviews signatures in [REDACTED] and makes recommendations for the department. [REDACTED] has recommended [REDACTED] which helped with the duplication process, and [REDACTED] offers many different types of software including chain of custody, that keeps the chain of communication open on election day. The [REDACTED] completes and supervises the most complex data analysis of the elections process, while also reviewing and implementing changes to the voting system based upon local, State, and Federal law. [REDACTED] also supervises an [REDACTED] and is responsible for all supervisory functions including disciplinary actions if needed, interviewing, selection, and staff development, including recommending organizational structure changes. These supervisory duties are in addition to [REDACTED] election specific duties which include project management set up, and oversight of the Voter Information Guide, early vote, poll pad, and election night reporting to the Secretary of State. This showcases the [REDACTED] management of all aspects of the voting system with oversight of nearly all areas of the election.

Based upon [REDACTED] findings of the study, it is clear the [REDACTED] primarily focuses on the development, training, and operational improvements with department-wide scope and impact. Along with building and designing voting programs including unexpected situations such as [REDACTED] over spray issue. These duties fall primarily outside of the scope of [REDACTED] current classification but also outside the scope of the Staff Services Manager classification. Consequently, it is being recommended that a [REDACTED] classification will be created to better align with the [REDACTED] needs. This new classification will be created and go to the board for approval through the budget process. The reclassification from [REDACTED] [REDACTED] will also be recommended to the Board of Supervisors for adoption as well.

The position of [REDACTED] if approved will be established at salary range [REDACTED]. In accordance with Section 18.7 of the Personnel Rules, "*Salary on Position Reclassification*", if the position is reclassified to a class which is at a higher salary range than the class of the position before it was reclassified, the salary placement of the employee shall be treated the same as Section 18.3, Salary On Promotion, and the employee shall receive a new anniversary date effective the date of reclassification. As such, you will be placed at the [REDACTED] of the [REDACTED]. This reclassification will be effective on June 29, 2025, with board approval.

Receipt of this memorandum initiates the review and appeal period of the reclassification request. Please find attached the Position Classification Response/Appeal form that is required to be completed by all parties listed and returned to Personnel no later than May 2, 2025.

From: [REDACTED]
Subject: [REDACTED] Requisition Approved
Date: July 8, 2025 at 9:30 AM
To: [REDACTED]

Good Morning,
Your requisition request to fill one (1) county [REDACTED] position has been approved. I will follow up with the contact in a separate email.
Thank you,

[REDACTED]
1450 Court Street, Suite 348 | Redding, CA 96001-1676
[REDACTED] | www.co.shasta.ca.us | Support Services Main Line (530) 225-5515 | Fax (530) 225-5345 | Mail Code CH-130

From: [REDACTED]
Sent: Tuesday, July 8, 2025 9:21 AM
To: [REDACTED]
Subject: Message From NEOGOV Insight: Requisition Approved

! EXTERNAL SENDER: Do not follow links or open attachments unless you recognize [REDACTED] sender and know [REDACTED] content is safe.

*** NOTE: This email was sent from NEOGOV ***
* * * * *

PLEASE DO NOT REPLY TO THIS EMAIL
If you reply to this email, your reply will *NOT* be read. Instead, please contact [REDACTED] individual(s) listed at [REDACTED] bottom of this email if you have questions.
* * * * *

Hi [REDACTED]
Requisition# [REDACTED] passed final approval on 07/08/25 and is now ready for recruitment.

Class Title: [REDACTED]
Working Title: [REDACTED]
Desired Start Date: 07/14/25
Department: County Clerk/Elections
Division:
Hiring Manager(s):
[REDACTED]

To view the details of this requisition, please go to
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

If you have any questions regarding this recruitment, please contact:

[Redacted]
[Redacted]
[Redacted]



Requisition Information

Requisition Number

[REDACTED]

Division

N/A

Job Type

Full-Time Regular

Class Spec

[REDACTED]

Working Title

N/A

List Type

Departmental
Promotional Only

Desired Start Date

7/14/2025

EEO/Census Data
Template

N/A

Vacancies

1

HR Analyst

N/A

Funding Cost

Center

Hiring Manager

[REDACTED]

Department

County
Clerk/Elections

[REDACTED]

Owner

[REDACTED]

Position Cost

Center

If yes, which lower
job title (lower
classification) are
you filling?

N/A

UPN

[REDACTED]

Is this a request to
under fill?

No

Permanent or
Collateral?

Permanent

Employee(s) to be
replaced.

[REDACTED]

If yes, what is the
sunset date?

N/A

Recruitment type:

Department only

Does your position
have a sunset date?

*Sunset positions
must be grant
funded.

No

Full-time/Part-
Time/Extra Help

Full-Time

Extra Help Only:

N/A

If Collateral, for
what length of
time?

(MUST ATTACH
APPROVAL)

N/A

If New Position -
Approved in FY
budget OR
approved by board
on

6/24/2025

Timeframe for Extra
Help assignment

N/A

This position is a:

New Position

Business need for

If No Recruitment:

Extra Help:

Are you hiring a

N/A

CalPERS Retiree?

N/A

Department contact

name:

[REDACTED]

Comments

N/A

Authorization Comments

N/A

Attachments



Uploaded on 07/07/2025

Approvals

Clerk/Elections Approver

Due Date: 07/07/2025

approved on 07/07/2025 by

[REDACTED]

[REDACTED]

Due Date: 07/07/2025

approved on 07/08/2025 by

[REDACTED]

From: [REDACTED]
Subject: FW: [REDACTED] Reclass
Date: July 18, 2025 at 8:12 AM
To: [REDACTED]
Cc: [REDACTED]

MF

FYI – all good to proceed with the recruitment.



[REDACTED]

Email: [REDACTED]
1450 Court Street Suite 348
Redding, CA 96001
www.ShastaCounty.gov



[REDACTED]

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From: [REDACTED]
Sent: Thursday, July 17, 2025 11:10 AM
To: Clinton Curtis [REDACTED]
Cc: [REDACTED]
Subject: RE: [REDACTED]

Thank you! Just to make sure we're on the same page - we didn't substantiate the reclassification request; however, it's a new position and we will proceed with the recruitment. Have a great rest of the week.



[REDACTED]

[REDACTED]

1450 Court Street Suite 348
Redding, CA 96001
www.ShastaCounty.gov



[REDACTED]

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From: Clinton Curtis [REDACTED]
Sent: Thursday, July 17, 2025 9:13 AM
To: [REDACTED]

Cc: [REDACTED]

Subject: RE: [REDACTED] Reclass

Yes you can go ahead and move forward with [REDACTED] reclassification. May be [REDACTED] will start to be a little more responsive to my requests for information.
clint

From: [REDACTED]

Sent: Thursday, July 17, 2025 8:55 AM

To: Clinton Curtis [REDACTED]

Cc: [REDACTED]

Subject: FW: [REDACTED] Reclass

Clint,

In light of yesterday's discussion about holding the recruitment for [REDACTED], I just wanted to follow up as I was informed that the position is posted and is closing today. This in mind, I just want to confirm we are good to proceed with the recruitment as indicated in the below emails.

Thank you!



[REDACTED]

1450 Court Street Suite 348
Redding, CA 96001

www.ShastaCounty.gov



[REDACTED]

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From: [REDACTED]

Sent: Wednesday, July 16, 2025 5:03 PM

To: [REDACTED]

Subject: FW: [REDACTED] Reclass

Here is the email string.

[REDACTED]

1450 Court Street, Suite 348
Redding, CA 96001
Tel. (530) 225-5516

CONFIDENTIALITY NOTICE: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message.

From: [REDACTED]

Sent: Tuesday, July 15, 2025 9:33 AM

To: [REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
Cc: Clinton Curtis [REDACTED]

Subject: RE: [REDACTED] Reclass

Thank you for the clarification, we appreciate the help.

[REDACTED]
[REDACTED]
Shasta County Clerk/Elections

[REDACTED] [REDACTED] [REDACTED] [REDACTED]

From: [REDACTED]
Sent: Tuesday, July 15, 2025 8:30 AM
To: [REDACTED]

[REDACTED]
[REDACTED]

Cc: Clinton Curtis <ccurtis@shastacounty.gov>; [REDACTED]

Subject: RE: [REDACTED] Reclass

Hi all, I will let the team run with the recruitment but I just want to clarify that this is not a reclass. The UPN was changed in budget but [REDACTED] reclassification was not substantiated. [REDACTED] of course can apply and be promoted through the regular recruitment process.

Brittany

From: [REDACTED]
Sent: Tuesday, July 15, 2025 8:26 AM
To: [REDACTED]

[REDACTED]
Cc: Clinton Curtis <ccurtis@shastacounty.gov>; [REDACTED]

[REDACTED]
[REDACTED]

Subject: [REDACTED] Reclass

Good morning,

I just spoke with Mr Curtis and [REDACTED] regarding [REDACTED] Reclass. They would like to move forward with the process for this.

Please post today with a closing date of Thursday at 5:00.

[REDACTED] is currently out of the office, so please be sure to include me in correspondence regarding this.

Thank you for assistance,

[REDACTED]
[REDACTED]

Shasta County Clerk / Registrar of Voters

[REDACTED]
[REDACTED]