CONFIDENTIAL INVESTIGATION REPORT

Prepared by: Monica Fugitt, Director of Support Services
Date: April 24, 2026

I. INTRODUCTION AND BACKGROUND

On April 3, 2026, approximately 10:30am, I received a call from [redacted] expressing concern about a report [redacted] had received from [redacted] with the County Clerk / Elections Department ("Elections"). [redacted] reported to [redacted] that Clint Curtis, County Clerk/Registrar of Voters, had threatened to pull [redacted] out of [redacted] office by [redacted] hair. It was believed that there were multiple witnesses to this incident.

On April 7, 2026, the [redacted] received a report through the whistleblower hotline from [redacted] The report described an incident taking place on March 27th where Curtis banged on [redacted] door, demanded [redacted] open the door, and threatened to call Personnel to have them drag [redacted] out of [redacted] office by [redacted] hair.

On April 7, 2026 it was determined that County Personnel would conduct an impartial investigation concerning the aforementioned allegations. The principal investigator in this matter was Monica Fugitt, Director of Support Services.

Prior to this incident, an investigation was conducted by Oppenheimer Investigations Group LLP, which made the following findings in a report dated March 2, 2026:

Allegations Sustained:

1. A preponderance of the evidence supported a finding that Curtis engaged in campaign-related calls during County work hours.
2. A preponderance of the evidence supported a finding that Curtis made several remarks in the workplace that were inconsistent with County standards of professionalism, referencing physical discipline, violent imagery, employee intelligence, and employee appearance or gender.
3. A preponderance of the evidence supported a finding that Curtis publicly admonished [redacted] his subordinate, during the June 17, 2025 open house in a manner inconsistent with County workplace standards; however, did not support a finding that he raised his voice in doing so.
4. A preponderance of the evidence supported a finding that Curtis' conduct, considered in totality, contributed to an unprofessional workplace environment. However, the evidence did not establish that he was solely responsible for the broader workplace tension.

5. A preponderance of the evidence supported a finding that he restricted [redacted] public-facing duties and cancelled [redacted] attendance at a conference following the June 17, 2025 open house disagreement. The evidence supports that he articulated operational considerations for those actions, however that such actions may have been disproportionate to the conduct described. However, the evidence did not support a finding that he improperly delayed or controlled [redacted] reclassification or promotion.

Allegations Not Sustained:

1. A preponderance of the evidence did not support a finding that Curtis used County equipment or resources to create or distribute campaign materials, nor did it establish that the September 20, 2025 open house, 2025 Fourth of July event, or routine office tours constituted campaign activity.
2. A preponderance of the evidence did not support a finding that Curtis treated female employees differently than male employees in terms of tone, responsibilities, or opportunities.

Curtis was provided with the above summary of findings in a notice of closure of investigation at a meeting which took place on March 26, 2026. The County requested Curtis participate in training pertaining to the above allegations; he agreed to participate and the training was conducted on April 8th, facilitated by [redacted]

II. SCOPE OF INVESTIGATION

Based on the reports received on April 3rd and 7th, and additional information provided by employees during witness interviews, this investigation addresses the following issues:

1. Did Curtis threaten to have [redacted] pulled out of [redacted] office by [redacted] hair on March 27, 2026?

2. Did Curtis retaliate against [redacted] for participation in a workplace investigation, in violation of Chapter 22 of the Personnel Rules, *Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation* and Chapter 40 of the Personnel Rules, *Code of Conduct and Commitment to Public Service*?

3. Has Curtis made statements that he is going to slap or punch [redacted] and throat punch [redacted]

4. Is Curtis engaging in abusive conduct toward staff in violation of Chapter 22 of the Personnel Rules, *Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation* and Chapter 40 of the Personnel Rules, *Code of Conduct and Commitment to Public Service*?

III. METHODOLOGY

A. *Persons Interviewed*

The County witnesses were each provided with a Notice of Interview requesting their participation, that they keep confidential all aspects of the interview during the course of the investigation, to answer the Investigator's questions truthfully, and to refrain from, and report, any suspected retaliation. All interviews with employees were digitally recorded and transcribed.

Name of Interviewee	Position	Date(s) of Interview
[redacted]		
Clinton "Clint" Curtis	County Clerk / Registrar of Voters	04/22/2026
[redacted]		

B. *Documents*

The investigation included a review of documents. I reviewed and relied upon the following documents attached as Exhibits to this report:

Exhibit List	
A	April 7, 2026 Whistleblower Complaint [redacted]
B	Emails between Clint Curtis and [redacted] dated March 27, 2026

Exhibit List	
C	Emails between Clint Curtis [redacted] and others dated March 16, 2026 RE: Voter File
D	Emails from [redacted] to [redacted] with a "Daily Journal" dated between May 30, 2025 and June 19, 2025
E	Teams messages between [redacted] dated March 27, 2026
F	Teams messages between [redacted] dated March 27, 2026
G	Teams messages between [redacted] dated March 27, 2026
H	Email draft by Clint Curtis dated March 27, 2026 at 11:06am
I	Chapter 22 of the Personnel Rules, Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation
J	Chapter 40 of the Personnel Rules, Code of Conduct and Commitment to Public Service
K	Confidential Investigation Report dated March 2, 2026 by Oppenheimer Investigations Group LLP
L	Investigation Closure Notice for Clint Curtis dated March 26, 2026
M	Email from Clint Curtis dated June 18, 2026 RE: [redacted]
N	Email from Clint Curtis dated February 11, 2026 RE: [redacted] Promotion
O	Transcript of Interview with [redacted]
P	Transcript of Interview with Clint Curtis
Q	Transcript of Interview with [redacted]
R	Transcript of Interview with [redacted]
S	Transcript of Interview with [redacted]
T	Transcript of Interview with [redacted]
U	Transcript of Interview with [redacted]
V	Transcript of Interview with [redacted]
W	Transcript of Interview with [redacted]

I also reviewed the following videos:

- Clint Curtis Slams [redacted] l After Judge Halts Measure B - Raw Courthouse Interview Footage [redacted]

C. *Evidentiary Standard*

In weighing the evidence and making findings, this investigation used a standard known as the preponderance of evidence standard to determine if it is more likely than not that the conduct in question occurred. Preponderance of the evidence, for the purposes of this Report, means that the evidence on one side outweighs, or is more than, the evidence on the other side.

The following terminology will be used in reaching findings:

- Unfounded: The investigation clearly established that the allegation is not true.
- Not Sustained: A preponderance of the evidence was insufficient to sustain that the alleged conduct occurred.
- Sustained: A preponderance of the evidence that the alleged conduct occurred.

D. *Policies*

In making findings, this investigation report also addresses any violations of the following policies:

1. Shasta County Personnel Rules, Chapter 22. *Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation*
2. Shasta County Personnel Rules, Chapter 40. *Code of Conduct and Commitment to Public Service*

IV. ANALYSIS AND FINDINGS

A. Allegation 1: Did Curtis threaten to have [redacted] pulled out of [redacted] office by [redacted] hair on March 27, 2026?

a. Witness Information:

i. [redacted] was out of office on vacation on March 27th but was contacted by [redacted] via telephone on this date who was requesting assistance with running a report being requested by Curtis. [redacted] confirmed that [redacted] would not know how to run the report. [redacted] did not personally hear these comments; however, [redacted] reported to [redacted] that Curtis was "stomping around" saying he was going to "drag [redacted] out by [redacted] hair" and "have facilities come and take the door down". [redacted] was on the phone with [redacted] leading up to the incident and noted that [redacted] got quiet and anxious, saying that someone was pounding on [redacted] door. [redacted] advised [redacted] to end the call and answer the door and stated that [redacted] would contact Curtis to discuss his request. Thereafter [redacted] reported Curtis took [redacted] call, during which [redacted] clarified that he was requesting contact information to send postcards to voters who voted at the polls in the last election. [redacted] explained [redacted] concern with not sending the information to all voters as well as the many steps that would be necessary to be completed prior to mailing, such as postcard design, USPS approval, identifying the funding source, etc. [redacted] advised him to focus on those items and regroup with [redacted] on Monday, after which point [redacted] believed he decided not to proceed due to the cost. After the incident [redacted] spoke with [redacted] and while [redacted] did not personally tell [redacted] what, if anything, Curtis said to [redacted] repeatedly told [redacted] "I just keep shaking".

ii. [redacted] submitted a whistleblower complaint on April 7th regarding the event the occurred on March 27th. [redacted] report described an incident taking place on March 27th where Curtis banged on [redacted] door, demanded [redacted] open the door, and threatened to call Personnel to have them drag [redacted] out of [redacted] office by [redacted] hair. In [redacted] interview [redacted] stated [redacted] was not present during the incident but [redacted] heard about it the day it occurred from [redacted] who [redacted] described as seeming shaken up. [redacted] described that [redacted] reported [redacted] was on the phone with [redacted] and [redacted] about whether the report could be run and if it was ok to do so, during which time [redacted] closed [redacted] office door.

iii. [redacted] reported that on this date [redacted] asked [redacted] to run a report of in person voters at the polls but that [redacted] did not have familiarity with in person voting; as a result [redacted] took [redacted] to [redacted] to assist because [redacted] in the past handled [redacted] and is also a [redacted]. [redacted] noted that [redacted] advised [redacted] was going to make a call and closed [redacted] door after which point from [redacted] desk [redacted] heard a "ruckus" with Curtis who knocked on [redacted] door several times and stated "well, I'm gonna have Personnel answer [redacted] door, maybe [redacted] answer for them". [redacted] noted Curtis was forceful, spoke at a volume not quite to shouting but louder than typical, and used a loud "let-me-in-knock". This transpired approximately two minutes after [redacted] closed [redacted] door, and [redacted] noted [redacted] went to the front of the office soon after that and that if it continued further [redacted] was unaware and not within range to be able to hear.

iv. [redacted] reported that [redacted] tried to run a report of in person voters from the last election but it did not pull correct information, so [redacted] went to [redacted] to request assistance, who did not know how to help [redacted] and took [redacted] to [redacted] [redacted] indicated [redacted] asked questions about the need and purpose of the report, saying that "we can't do that". [redacted] went to Curtis and let him know [redacted] was not going to run the report at which point Curtis sent [redacted] an email. [redacted] noted Curtis then went to knock on [redacted] door and [redacted] didn't answer. [redacted] then knocked lightly on the door and [redacted] didn't answer so [redacted] left. [redacted] noted then [redacted] came by and knocked on [redacted] door loudly to see if [redacted] would answer and [redacted] didn't. [redacted] noted after 10-15 minutes [redacted] opened [redacted] door and Curtis entered, told [redacted] he wanted the report and [redacted] apologized stating [redacted] didn't know how to run the report. [redacted] felt [redacted] initial response to [redacted] implied [redacted] knew what was requested and wasn't going to provide it, as compared with [redacted] response to Curtis being that [redacted] did not know how to produce the report. [redacted] noted that [redacted] was present with Curtis when [redacted]

opened [redacted] door and that [redacted] didn't think he made any statements to [redacted] just walked away and called [redacted] When questioned further whether he made comments about having [redacted] removed from [redacted] office [redacted] said "Oh, um, [redacted] - okay. He didn't say that to [redacted] However [redacted] then clarified he did say to [redacted] "why are people hiding in their office with their doors closed?" When asked if he made comments to [redacted] about Personnel removing [redacted] from [redacted] office, [redacted] responded [redacted] didn't think so. [redacted] further denied him making comments about having [redacted] door removed. As the interview progressed [redacted] noted he also said "I don't understand why [redacted] not opening [redacted] door." I again requested clarification whether Mr. Curtis had made any statements Personnel would pull [redacted] out of [redacted] office; [redacted] maintained [redacted] denial that the statement involved pulling [redacted] out however this time did acknowledge Curtis stated he was going to have to contact Personnel. [redacted] noted he wasn't talking to [redacted] in that moment but rather was talking to [redacted] identified that while [redacted] and Curtis were the only ones in [redacted] doorway, [redacted] and [redacted] may have been in their cubicles nearby.

v. [redacted] noted [redacted] in the office reported this incident to [redacted] stating Curtis had threated to have Personnel pull [redacted] out of [redacted] office by [redacted] hair and Facilities take [redacted] door off its hinges. [redacted] was unwilling to name them but referred them to their union representative.

vi. [redacted] reported [redacted] was aware of the incident and present that day. [redacted] was aware Curtis had requested something from [redacted] that [redacted] hadn't done before, noting that [redacted] was on the phone trying to get the information. [redacted] walked by [redacted] office and noticed [redacted] was sitting outside of [redacted] office like [redacted] was listening. [redacted] told [redacted] knocked and [redacted] had not answered so [redacted] knocked on the door and [redacted] didn't answer. [redacted] told [redacted] must be busy and went back to [redacted] desk, at which time [redacted] entered Curtis' office next to [redacted] cubicle. Curtis exited his office and went to knock on [redacted] door and stated "I'm going to call HR and have [redacted] pulled out by [redacted] hair". [redacted] exited [redacted] cubicle upon hearing this and he addressed [redacted] saying [redacted] was not answering [redacted] door; [redacted] responded by saying "HR doesn't do that". [redacted] noted [redacted] office door later opened and [redacted] heard [redacted] was there with Curtis and [redacted] stated [redacted] was trying to look up the report that was being requested because [redacted] hadn't done it before. [redacted] shared with [redacted] what had been said and [redacted] said [redacted] had heard it through the door. [redacted] noted it was the worst [redacted] seen him, noting he was really loud, agitated, and aggressive, claiming [redacted] was hiding and locking doors. [redacted] noted that [redacted] would be upset if [redacted] were in

[redacted] place. [redacted] also noted he said he was going to call Facilities and have them take [redacted] door off, to which [redacted] responded that "they don't do that".

vii. [redacted] was at IT on March 27th when [redacted] became aware of the incident through [redacted] subordinate staff [redacted] who contacted [redacted] saying that there were 'events happening' next door. [redacted] was aware of the report request and noted staff were uncomfortable with the request but also noted that staff were unfamiliar with the report being requested but that their vendor often assists with walking them through reports or processes. [redacted] believed he was informed of the incident around 11:00am. It was reported to [redacted] that [redacted] was on [redacted] phone with [redacted] trying to run the report and [redacted] didn't answer [redacted] door. When [redacted] didn't answer he knocked and said "well, if [redacted] not gonna open for me I'll just drag [redacted] out [redacted] office by [redacted] hair". [redacted] crossed paths with [redacted] upon exiting the parking structure one day and shared what had happened with [redacted]

viii. [redacted] reported that [redacted] brought [redacted] to [redacted] office and [redacted] asked for a report to be run immediately. [redacted] asked [redacted] a variety of questions to clarify what [redacted] was needing and what [redacted] would be using it for. When [redacted] clarified the purpose of the report [redacted] told [redacted] it would be "illegal" because it would disenfranchise voters, and also said [redacted] didn't know what the report was [redacted] was asking for. [redacted] left and [redacted] received an email from Curtis about 5 minutes later stating [redacted] was refusing to work with [redacted] [redacted] called [redacted] who was on vacation to discuss the situation, noting that if Curtis does not get an answer immediately [redacted] will be yelled at, scolded, and told [redacted] dumb. [redacted] noted also [redacted] was discussing with [redacted] that [redacted] was uncomfortable doing what was being asked of [redacted] and was also unsure what report to use. [redacted] then discussed with County Counsel so that [redacted] could provide information to Curtis about why they could not do what they were wanting to do, and then got back on the phone with [redacted] During these calls [redacted] kept hearing knocking at [redacted] door, but [redacted] continued the phone calls. [redacted] reports these calls lasted approximately 5-7 minutes. Once [redacted] ended the call with [redacted] [redacted] got up and opened the door and reported Curtis was in the doorway and addressed [redacted] saying "thank god you opened the door cause I was going to have personnel drag you out by your hair". [redacted] described his volume when addressing [redacted] as loud and stern but not yelling. [redacted] said [redacted] was shocked but that [redacted] called Curtis before [redacted] could respond further and he left [redacted] doorway. [redacted] reported [redacted] responded by saying "they don't even do that in prison".

ix. Clint Curtis: Curtis reports he requested [redacted] run a report of in person voters so he could send out a mailer to in person voters to let them know to bring their envelope when they vote in person. He said he wanted [redacted] to run the report but [redacted] "wouldn't run it", later clarifying [redacted] said [redacted] didn't know how and was told by [redacted] that [redacted] would run these types of reports. When they "crashed and burned" he noted staff would call DFM and DFM will run staff through how to run reports, which was done on this date. He said he didn't believe they didn't know how to run the report but had to assume they didn't and call DFM. Curtis stated everyone has access to run the reports but did not know historically who had run these types of reports stating "no one knows how to do anything when you ask them". When asked when it was needed, he indicated "immediate" and clarified the urgency was to allow time to prepare mailing to go out before the election. Ultimately he reported that he chose not to proceed with the mailing because "everyone else voiced the concern" of not sending the mailing to all voters, which would have been too expensive.

Curtis reported [redacted] came to him, and [redacted] told [redacted] to go to [redacted] but [redacted] reported that [redacted] had [redacted] door closed. He reports he went to knock on [redacted] door multiple times before [redacted] opened the door, with about 10 minutes between. He stated [redacted] answered the door the second time he knocked and no one else was present when he was knocking or speaking with [redacted]

He did not know why [redacted] was on the phone during this time, or that [redacted] was getting information to run the report, stating [redacted] would not have known to get information about his request because [redacted] hadn't talked to anyone yet. He denied that [redacted] spoke with [redacted] before he knocked on [redacted] door, and stated he didn't communicate with [redacted] via teams or email during this time. When [redacted] opened [redacted] door, Curtis stated [redacted] argued with him saying they shouldn't run the report and then stated [redacted] didn't know how, at which point he spoke with [redacted] about the report who didn't know how to run it. At this point he reports he had [redacted] call DFM.

When asked if he was frustrated he said he was used to it, noting [redacted] often doesn't know or understand what he's asking. He confirmed it's his perception it's intentional but also noted [redacted] has some "plausible deniability" which is why he doesn't write [redacted] up.

When asked, Curtis acknowledged he could have opened the door but chose not to because he "would never do that". During this conversation he then inquired if he could put all staff in cubicles so they can't close their door.

When asked if he made a statement that he was going to have Facilities remove the door he said "No, I don't think so", then stating "although, if – could I take the doors off", moving on to say that he had concerns about staff being blocked out by doors, and noting he could have an "open door policy" but that they would ignore him anyway.

When asked if Curtis made a statement he would involve HR in some way, he said he wouldn't because he couldn't prove [redacted] can run the report. I inquired specifically if he had stated HR would remove [redacted] from [redacted] office and he did not answer, responding that he could have opened [redacted] door. I again inquired and said no, saying that he didn't believe we would do that. I then asked if he had made a statement HR would drag [redacted] out of [redacted] office by [redacted] hair – he said no and asked if we do that, saying that they are just making things up.

b. Documentation:

i. Exhibit A - April 7, 2026 Whistleblower Complaint by [redacted]

- The report stated, "Clint Curtis banged on [redacted] office door and demanded [redacted] open it for him. At the time, [redacted] was one the phone and did not answer [redacted] door. The door was unlocked and he could have opened it himself. He then threatened to call personnel and have them drag [redacted] out of [redacted] office by [redacted] hair. Based on our Personnel rules, this is a direct violation of section 40.5 (F). [redacted] has had to deal with harassment from Mr. Curtis on a weekly basis."

ii. Exhibit E - Teams messages between [redacted] and [redacted] dated March 27, 2026:

- [redacted] asks: "I'm sorry, but is anyone against me speaking to him about the words he used? I just feel like it's something that needs to be addressed. That we don't ever talk to anyone, let alone the [redacted] in the office in that way."
- [redacted] responds: "Leave it alone. You weren't there and don't get dragged into", saying "I am also very against it. Let it die. I handled it on my end"

ii. Exhibit F - Teams messages between [redacted] dated March 27, 2026:

- At 11:03am [redacted] asks [redacted] if [redacted] is in [redacted] office, noting [redacted] and [redacted] had knocked.
- At 11:10am [redacted] responds that [redacted] on the phone with [redacted] trying to get a report, and confirms [redacted] in [redacted] office.

iii. Exhibit G - Teams messages between [redacted] and [redacted] dated March 27, 2026:
- [redacted] tells [redacted] that Curtis wants to send a letter which [redacted] notes is "not OK", noting it would have to be sent to everyone, then noting that [redacted] received an email from Curtis telling [redacted] to do it right now.
- [redacted] replies that [redacted] wait on [redacted]) answer.
- [redacted] says [redacted] ([redacted] told Curtis [redacted] refused to do it, noting [redacted] didn't refuse but said [redacted] didn't know the report number which [redacted] said was true and that [redacted] didn't know off the top of [redacted] head.

iv. Exhibit B - Emails between Clint Curtis and [redacted] dated March 27, 2026:
- At 10:48 am Curtis sent the email identifying he had sent [redacted] to run a report and that [redacted] had stated [redacted] wouldn't show [redacted] how. He says "please show [redacted] right now. I will send [redacted] back to you."

v. Exhibit H - Email draft by Clint Curtis dated March 27, 2026 at 11:06am:
- Email draft created at 11:06am on March 26th by Curtis during this incident to go to [redacted] email address, stating there is a new way of interacting with staff involving closing doors and not answering when others knock, which adds to the "hostile work environment", and as a result [redacted] will no longer have private offices and will be moved to cubicles.

vi. Exhibit J - Chapter 40 of the Personnel Rules, *Code of Conduct and Commitment to Public Service*, states:
- Section 40.5 *Employee Standards*:
  "F. RESPECT IN THE WORKPLACE. All employees and volunteers are expected to carry out the business of the County in a manner which is both efficient and courteous, and shall treat others with respect, kindness and fairness. Employees and volunteers are prohibited from engaging in disrespectful, discourteous, abusive (as defined in Government Code section 12950.1(h)(2)) or retaliatory behavior against other employees, volunteers, or members of the public. Behaviors such as the use of offensive language, humiliation, gossiping, coercing, threatening, sabotaging, isolating and belittling, may be considered workplace bullying and such behaviors, whether verbal or non-verbal, direct or indirect, will not be tolerated. Employees who feel they are the victims of workplace bullying should tell their supervisor or director, or contact Shasta County Personnel for assistance immediately."

c. ***Analysis:*** Sustained. Upon review of witness statements and documentation, I find it more likely than not that Curtis stated that he was going to have HR pull [redacted] out of [redacted] office by [redacted] hair.

On the date in question, the witness accounts of [redacted] and [redacted] are consistent as to timeline, in that they all indicated [redacted] went to [redacted] for the requested report, who took [redacted] to [redacted] and [redacted] both indicate [redacted] asked several questions about the purpose of the report after which point [redacted] said [redacted] did not know how to run the report and proceeded to close [redacted] door and make phone calls. [redacted] then went to Curtis who sent an email to [redacted] directing [redacted] to run the report. Thereafter, [redacted] and Curtis all reported knocking on [redacted] door and [redacted] failed to answer. After some time, [redacted] opened [redacted] door and Curtis approached [redacted] in [redacted] doorway. Upon review of the email sent by Curtis at 10:48am and teams messages between [redacted] and [redacted] ending at 11:11am, the timeframe during which [redacted] door was closed was approximately 20 minutes.

[redacted] reported hearing from [redacted] cubicle nearby Curtis saying he would have HR knock on [redacted] door and maybe [redacted] would answer. [redacted] reports this occurred approximately two minutes after [redacted] closed [redacted] door after which point [redacted] exited to the front of the office, out of hearing range. Reviewing the timeline this would have been around approximately 10:45-10:50am. [redacted] reports that [redacted] knocked on [redacted] door after seeing [redacted] appearing to be listening outside of [redacted] door. Upon review of teams messages between [redacted] and [redacted] [redacted] questions where [redacted] is and advises [redacted] and [redacted] knocked on [redacted] door. Based upon these messages, it appears they knocked at approximately 11:03am, 10-15 minutes after Mr. Curtis' email to [redacted] stating he would be sending [redacted] to [redacted] to run the report, and several minutes after [redacted] reportedly heard Curtis make the statement that he would have HR knock on [redacted] door.

At this point witness accounts diverge. [redacted] reported [redacted] went to Curtis who knocked on [redacted] door and stated "I'm going to call HR and have [redacted] pulled out by [redacted] hair". [redacted] exited [redacted] cubicle upon hearing this and said "HR doesn't do that". [redacted] states [redacted] told [redacted] what had been said and [redacted] claimed to hear what had been said from inside [redacted] office. [redacted] denied Curtis making the statement then later [redacted] manner of responding changed and [redacted] said "[redacted] didn't think so". Ultimately [redacted] later admitted he said something about contacting HR, but that it was to [redacted]

[redacted] claims that when [redacted] opened [redacted] door Curtis made this statement to [redacted] directly rather than while the door was closed. I considered this inconsistency in [redacted] and [redacted] reports and gave greater weight to [redacted] account that [redacted] told [redacted] what was said outside of [redacted] closed door rather than Curtis making the statement to [redacted] directly. I considered that

[redacted] responses regarding Curtis' statements changed through the course of the interview from initially denying it, to saying "[redacted] didn't think so", to stating he may have said something about contacting HR. I considered that [redacted] said this comment would have been made to [redacted] and find it likely Curtis said this to [redacted] in frustration after [redacted] failed to answer [redacted] door when he knocked a second time. Teams messages between [redacted] support the account as well, as [redacted] stated [redacted] wanted to talk to Curtis about the words he used, suggesting they were offensive or egregious. Further, past history has shown that Curtis has made comments containing "violent imagery" in other situations where he was frustrated, though typically not directly to the subject.

In granting greater weight to [redacted] account of events, I considered [redacted] credibility and noted the following items weighed against [redacted] 1) [redacted] maintained that [redacted] did not know how to run the requested report but also expressed concerns with how it would be used. Based upon [redacted] stated concerns as well as teams messages between [redacted] and [redacted] I believe [redacted] did know how to run the report and was intentionally being evasive stating in [redacted] teams message to [redacted] [redacted] didn't know the number "off the top of [redacted] head", to which [redacted] replies "I'm really only top of my head familiar with mine..so true for me too". This is further supported by [redacted] contacting [redacted] and [redacted] to discuss the intended use of the report as well as [redacted] questions to [redacted] 2) [redacted] accounts as to the timeframe over which this occurred is inconsistent with the evidence. [redacted] claims to have been on the phone for 5-7 minutes; however, [redacted] states Curtis sent [redacted] an email five minutes after [redacted] left [redacted] office, during which time [redacted] closed [redacted] door and made phone calls. The email was sent at 10:48; teams messages between [redacted] and [redacted] support that [redacted] was on the phone with [redacted] at 11:10am. This suggests [redacted] was either on the phone or intentionally ignoring those knocking on [redacted] door for approximately 20 minutes in total. [redacted] downplayed the timeframe during which this elapsed fairly significantly. 3) [redacted] claims Curtis made the statement Curtis was going to have HR pull [redacted] out of [redacted] office by [redacted] hair to [redacted] directly, and also that [redacted] made the comment that "they don't even do that in prison"; [redacted] account is that the statement was made by Curtis when [redacted] door was closed and that [redacted] told him HR doesn't do that, not mentioning prison.

I also considered [redacted] credibility and gave [redacted] accounts greater weight as [redacted] has no apparent motive to lie. [redacted] reports having a positive relationship with Curtis, noting that he is always really kind to [redacted] and that [redacted] hasn't had any issues with him. I considered also that [redacted] reports directly to and works closely with Curtis on a daily basis where [redacted] has opportunity to observe his communications daily. While [redacted] to Curtis' appointment, [redacted] also noted that [redacted] philosophy differs from others in that [redacted] doesn't agree with everything he does but is happy regardless, where others just "seem to not want to ever be happy because of him".

Based upon these considerations pertaining to [redacted] and [redacted] credibility, I find it more likely than not that [redacted] is exaggerating the events in question based upon [redacted] account of events that were relayed to [redacted] and did not personally hear the comments made by Curtis, or [redacted] reply.

I considered Curtis' credibility in making these findings and found that Curtis' sequence and recall of events deviates significantly from the others. He reports that at the point he was knocking on [redacted] door [redacted] was not yet aware of what the request was that was being made. He denies sending [redacted] an email during this timeframe, and he reports that he was the only one in [redacted] doorway when [redacted] ultimately opened [redacted] door. He claims after [redacted] opened [redacted] door [redacted] argued with him about whether to run the report and referred him to [redacted] Teams messages and witness accounts of [redacted] and [redacted] all support that [redacted] went to [redacted] first, after which [redacted] was involved, and it was at that time [redacted] questioned [redacted] about the report and closed [redacted] door, contrary to Curtis' account that [redacted] was unaware of his request during the time frame [redacted] door was closed. Further, an email from Curtis confirms he did in fact email [redacted] and references he requested a report be run which [redacted] had spoken to [redacted] about, further discrediting his recollection of events. Finally, [redacted] and [redacted] both state that Curtis was present when [redacted] opened [redacted] door whereas he claims to have been the only one there. As to the specific comments that were made, with regard to Facilities removing [redacted] door, he stated he "didn't think so" then proceeded to ask questions about whether he could move staff out of offices into cubicles. His manner of responding when I asked if he said he would have HR pull [redacted] out of [redacted] office was initially evasive, and when confronted with the question whether he said HR would pull [redacted] out by [redacted] hair, he said no, and asked if we do that, saying staff are making things up. When he asked why their accounts would differ from his, he responded that he didn't know and said "Either way, it's going to court, so what different will it make?"

Based upon all of the above factors, I find it more likely than not that Curtis made the statement that he was going to have HR pull [redacted] out of [redacted] office by [redacted] hair. Evidence supports that [redacted] was in [redacted] office for 20 minutes and during this timeframe Curtis' frustrations escalated. I believe he made the statement [redacted] overheard about HR knocking on the door when [redacted] did not answer during his first visit to knock on [redacted] door around the time of his email being sent at 10:48am. I believe after [redacted] and [redacted] knocked on [redacted] door, he then went to knock on [redacted] door again and when [redacted] again did not answer he made the statement that he would have HR pull [redacted] out by [redacted] hair, in the presence of [redacted] and overheard by [redacted] A draft email from Curtis' outlook at 11:06am on March 26th by Curtis supports this escalation, stating that as a result of staff not answering doors when others knock, [redacted] will no longer have private offices and will be moved to cubicles.

[redacted] acknowledged that others had been repeatedly knocking on [redacted] door during this timeframe and despite several attempts by staff to get [redacted] attention, [redacted] never acknowledged anyone knocking nor did [redacted] open [redacted] door in response. I also believe it more likely than not that [redacted] was not forthcoming about [redacted] knowledge of the report to Curtis and [redacted] for the reasons previously described. Later [redacted] exited [redacted] office and apologized, telling Curtis that [redacted] was attempting to get information about the report because [redacted] didn't know how to run it. However, evidence suggests otherwise and during the 20 minute period that elapsed, Curtis became agitated and responded in the manner described.

Regardless of [redacted] actions, Curtis' response was not appropriate and violates Chapter 40 of the Personnel Rules, *Code of Conduct and Commitment to Public Service.*

B. **Allegation 2: Did Curtis retaliate against [redacted] for participation in a workplace investigation, in violation of Chapter 22 of the Personnel Rules, *Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation* and Chapter 40 of the Personnel Rules, *Code of Conduct and Commitment to Public Service*?**

a. Witness Information:
   i. Monica Fugitt – The afternoon of March 26, 2026, [redacted] and I met with Curtis to provide a Notice of Closure of Investigation. In this meeting I warned Curtis against assuming any individuals named in the notice brought forward the allegations that were investigated and reminded him he is not to retaliate against any staff he may become aware is involved in the investigation.

b. Documentation:
   i. Exhibit L - Investigation Closure Notice for Clint Curtis dated March 26, 2026, states:
      - "A preponderance of the evidence supports a finding that you restricted [redacted] public-facing duties and cancelled [redacted] attendance at a conference following the June 17, 2025 open house disagreement. The evidence supports that you articulated operational considerations for those actions, however that such actions may have been disproportionate to the conduct described. However, the evidence does not support a finding that you improperly delayed or controlled [redacted] reclassification or promotion. […]

        The County of Shasta reaffirms its policy and commitment to providing a safe work environment wherein discrimination, harassment, retaliation, or threats will not be tolerated. The

County's policy also prohibits any person from retaliating against another for having reported any violation of the County's policies or for participating in the complaint and investigation process.

Any retaliatory conduct against an employee for their participation in the investigation or for any complaint made will result in exposing the County to significant potential financial liability. State and federal law as well as Chapter 22 of the County of Shasta Personnel Rules strictly prohibit punishing or in any way taking any adverse action against any employee who alleges unlawful conduct or participates in a workplace investigation."

ii. Exhibit I - Chapter 22 of the Personnel Rules, *Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation,* states:

- Section 22.2 *Prohibited Conduct*:
  "E. This policy also prohibits retaliation by any person against anyone filing a complaint or participating in any workplace investigation or complaint process."

iii. Exhibit J - Chapter 40 of the Personnel Rules*, Code of Conduct and Commitment to Public Service*, states:

- Section 40.5 *Employee Standards*:
  "E. ANTI-FAVORITISM, ANTI-DISCRIMINATION & ANTI-HARASSMENT. No employee or volunteer shall grant any special consideration, treatment, or advantage to any person beyond that which is available to every other person in similar circumstance. No person shall be favored, discriminated against or face harassment with respect to any appointment in the County service because of family or social relationships, sex, gender, gender identity, gender expression, sexual orientation, race, religion, national origin, marital status, age, physical or mental disability, medical condition, genetic information, pregnancy, childbirth or any other protected status, political opinion or political affiliation. All employees and volunteers shall act in accordance with Chapter 22 of the Shasta County Personnel Rules, Policy Against Discrimination and Harassment, and are encouraged to report potential violations in accordance with policy.

  F. RESPECT IN THE WORKPLACE. All employees and volunteers are expected to carry out the business of the County in a manner which is both efficient and courteous, and shall treat others with respect, kindness and fairness. Employees and volunteers are prohibited from engaging in disrespectful, discourteous, abusive (as defined in Government Code section 12950.1(h)(2)) or retaliatory behavior against other employees, volunteers, or members of the

public. Behaviors such as the use of offensive language, humiliation, gossiping, coercing, threatening, sabotaging, isolating and belittling, may be considered workplace bullying and such behaviors, whether verbal or non-verbal, direct or indirect, will not be tolerated. Employees who feel they are the victims of workplace bullying should tell their supervisor or director, or contact Shasta County Personnel for assistance immediately."

c. ***Analysis:*** Sustained. Upon review of witness information and documentation, I find it more likely than not that Curtis did retaliate against [redacted] for participation in an investigation in violation of Chapters 22 and 40 of the Personnel Rules. Curtis was notified of closure of an investigation the afternoon of March 26, 2026. This closure notice identified that one of the allegations surrounded his treatment of [redacted] was the only employee specifically named in the closure notice. The very next day, March 27, 2026, the incident described in Allegation 1 ensued involving [redacted] Curtis described the need for the report as being immediate; however, it is unclear why he could not wait even an hour for staff to fulfill the request. Further, he ultimately decided not to pursue the mailing because "everyone" thought it was a bad idea not to send the mailing to all voters and he did not have the budget to send it to all voters. [redacted] also described that Curtis did not have his mailing designed, didn't know who would be mailing it out and didn't know how much it would cost at the time of the incident on March 27, 2026. While I do find it more likely than not that [redacted] knew how to obtain the report but delayed fulfilling Curtis' request because [redacted] was not comfortable with how the report would be used, I also find it likely that the need for the report was not immediate as described, that Curtis' expectations were unreasonable and his response to [redacted] disproportionate. Given that he was provided a notice of closure of investigation less than 24 hours prior, I find it more likely than not that he responded in such a manner in retaliation for [redacted] participation in the prior investigation wherein there were substantiated findings that similarly found his actions toward [redacted] in response to a prior incident in June 2025 may have been disproportionate.

C. **Allegation 3: Has Curtis made statements that he is going to slap or punch [redacted] and throat punch [redacted]**

a. Witness Information:

i. [redacted] reported that making comments about slapping, punching, etc., are so frequent that [redacted] considers it to be "just a part of communication", and "just a constant", noting "they're common enough that it's not a moment anymore". With respect to [redacted] didn't recall a time that he made specific threats against [redacted] but reported that "he hates [redacted] and is constantly talking about how [redacted] an idiot, is young, and doesn't know what [redacted] doing. [redacted] described his demeanor as

being "flippant" and noting these types of comments are typically followed by a laugh. [redacted] believes he tries to laugh off the comments as joking but does not consider it to be friendly joking or banter.

[redacted] also received a report from staff that a few weeks prior to the interview, an incident involving [redacted] had upset Curtis, and that Curtis was overheard walking around the office stating that he was going to "throat punch" [redacted]

ii. [redacted] reported [redacted] has not personally heard Curtis make threats of this nature; however [redacted] named three other staff who have reported to [redacted] that he has, stating that he has never acted on his threats but that he has threatened others many times.

iii. [redacted] reported that [redacted] has heard from others that Curtis has made threats against staff but has not personally heard any. [redacted] doesn't believe there's any threat of physical harm but noted the environment is very uncomfortable.

iv. [redacted] reported that [redacted] works with Curtis on a daily basis, typically communicating in person, and sometimes via email. [redacted] noted that he's always in a good mood and "cracking jokes", noting "most people enjoy his sense of humor". [redacted] further clarified the jokes to often be self-deprecating, or just saying "something to be funny", "kind of off-the cuff humor" not directed toward any individuals. [redacted] denied hearing any jokes that incorporate physical elements.

[redacted] noted that Curtis has expressed his frustrations with [redacted] to [redacted] "here and there" outside of work; however, denied any such comments having any physical element.

v. [redacted] has not heard Curtis make comments involving physical violence against employees but reported that others have told [redacted] they have. [redacted] was unwilling to name those individuals but noted [redacted] got them in contact with their union representative. [redacted] referenced what was reported involved physical threats against a [redacted] employee a couple weeks prior, and separately, a different employee reported hearing a verbal threat toward a male [redacted] employee. When asked if [redacted] has heard Curtis make comments about punching someone [redacted] said that has not but that was reported by one of the staff [redacted] was unwilling to name.

[redacted] has not heard any threats specifically against [redacted] however, noted that aside from public statements Curtis has made, [redacted] has overheard him say [redacted] doesn't have a brain and that he is going to sue [redacted]

vi. [redacted] is unaware of any specific threats of physical harm toward others and does not believe he would physically harm others. When asked if [redacted] had heard him say he was going to hit or punch anyone, [redacted] said "maybe as like, a funny", noting [redacted] tends to blow it off when "he's like, "I'm going to hit them, or I'm going to punch 'em."" [redacted] couldn't recall the context of the comments, noting he "says joking stuff all the time" and believed [redacted] has heard similar comments, noting he "says a lot of bizarre stuff". [redacted] felt it was not intended to be vicious, rather just "being goofy".

[redacted] denied hearing any threats toward [redacted] but noted Curtis had made statements that were not polite abou[redacted] pertaining to Measure B, said he was incompetent and didn't do [redacted] job, and that Curtis was going to sue[redacted], wants[redacted] kicked out, etc.

vii. [redacted] noted that Curtis makes a lot of comments about physical assault. [redacted] gave an example of a recent situation [redacted] documented in an email where Curtis stated would "punch whoever I have to in the face to- to get them access". [redacted] noted Curtis has made comments about smacking, punching, and killing [redacted] because he believes [redacted] is an idiot and [redacted] the Board inappropriately, noting that the comments began last year. [redacted] noted Curtis has made other similar comments on pretty frequent basis in the presence of [redacted] and others. [redacted] doesn't believe there's a credible threat from Curtis, referring to him as "all bark no bite". [redacted] has heard specific threats toward [redacted] and was aware of the incident involving [redacted] but noted that otherwise the comments he's heard are "generic assault remarks". Examples [redacted] gave involve saying you could throw someone in the trash compactor, saying you could kill and get rid of homeless people if they made staff uncomfortable, and commenting that there could be bodies in the backup server.

[redacted] noted that [redacted] believes the comments have escalated recently, especially if something is said that would be a challenge to him. [redacted] noted Curtis will often laugh afterward as will staff who Curtis has hired since his appointment.

viii. [redacted] reported that Curtis makes "little threats" that he's going to "kill that person" or "smack that person around", or "it doesn't matter, cause I could just punch 'em", saying after you've heard it a hundred times you just kind of laugh it off. [redacted] did not actually believe he would grab [redacted] by the hair, but stated [redacted] wasn't sure what he is capable of.

[redacted] reported Curtis was trying to find a report and he made a comment that he will slap or punch whoever he needs to, to get it done. Similarly [redacted] recounted a time when he said he could "throat punch" the [redacted] believed he had made a statement that he could just kill someone and it'd be done, but [redacted] didn't recall who or what that comments was made in reference to.

[redacted] did not initially recall a time when Curtis made threats against specific individuals, but noted Curtis badmouths [redacted] a lot and believes [redacted] may have heard him make a comment that he was going to slap [redacted] because [redacted] stupid.

ix. Clint Curtis: When asked if he has expressed his frustrations with staff, Curtis stated he has not done so with the [redacted]. When asked if he had expressed his frustrations with [redacted], the Board or other staff members, to his staff he stated he didn't think so, noting staff may have heard him make comments in public about Board members at the Board meeting or on a radio show.

Curtis denied saying he would smack or punch someone. When I inquired further whether he would have in jest, he responded "I don't think so", saying that he could not think of a time when he had, and that he could see it as a "joke comment" people might make. He denied ever making threats toward staff, Board members or [redacted], stating it was "just stupid".

b. Documentation:

i. Clint Curtis Slams [redacted] After Judge Halts Measure B - Raw Courthouse Interview Footage - February 26, 2026: [redacted]
In this video Curtis states he is going to [redacted] against [redacted] saying he has no confidence in [redacted] and that the Board should get rid of [redacted] because [redacted] who he would not hire to sharpen pencils.

ii. Exhibit K - Confidential Investigation Report dated March 2, 2026 by Oppenheimer Investigations Group LLP, stated:

- "Based on the evidence, including consistent witness accounts and contemporaneous reporting, it is more likely than not that Curtis made the "spanking" remark to [redacted] and used exaggerated violent imagery in the workplace. The corroboration among multiple witnesses and the reliability of [redacted] 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."

iii. Exhibit C - Emails between Clint Curtis, [redacted] and others dated March 16, 2026 RE: Voter File
- Curtis tells [redacted] he did not feel [redacted] was being forthcoming in training [redacted] directs [redacted] to train employees fully and treat others with courtesy, and warns [redacted] of a write up if it continues.
- [redacted] responds stating [redacted] completed the task that was requested and that [redacted] was not involved in processing the application in question. [redacted] also stated Curtis told [redacted] "I will go around and punch whoever I have to make sure they have access".
- Curtis respond that he is writing [redacted] up for insubordination and creating a hostile work environment and notes he will not be processing the promotion they discussed.

iv. Exhibit J - Chapter 40 of the Personnel Rules, *Code of Conduct and Commitment to Public Service*, states:
- Section 40.5 *Employee Standards*:
"F. RESPECT IN THE WORKPLACE. All employees and volunteers are expected to carry out the business of the County in a manner which is both efficient and courteous, and shall treat others with respect, kindness and fairness. Employees and volunteers are prohibited from engaging in disrespectful, discourteous, abusive (as defined in Government Code section 12950.1(h)(2)) or retaliatory behavior against other employees, volunteers, or members of the public. Behaviors such as the use of offensive language, humiliation, gossiping, coercing, threatening, sabotaging, isolating and belittling, may be considered workplace bullying and such behaviors, whether verbal or non-verbal, direct or indirect, will not be tolerated. Employees who feel they are the victims of workplace bullying should tell their supervisor or director, or contact Shasta County Personnel for assistance immediately."

c. ***Analysis***: Sustained. Based upon the preponderance of the evidence, I find it more like than not that Curtis made statements that he was going to slap/punch [redacted] and throat punch [redacted]

With respect to these comments I considered the lack of corroborating evidence supporting the specific statements were made; however, multiple staff reported hearing him make statements generally that he is going to "smack", "punch" or "kill" others. [redacted] described it as being so common it is just a part of communication. A consistent theme among staff is that Curtis makes statements, then laughs as if it is a joke.

Curtis alleges [redacted] are making things up to sabotage him; however, in making these findings I also spoke with [redacted] and [redacted] who both describe having a good relationship with Curtis and have no apparent motive to lie. I considered Curtis' statement that he does not joke with staff; however, found that inconsistent with witness accounts including [redacted] and [redacted] described that Curtis is often cracking jokes but denies hearing him make any similar statements or threats against staff. When I spoke with [redacted] denied hearing any threats made against [redacted], but described that he might make statements about smacking or punching others as "a funny" and noted that he says a lot of "bizarre" things.

With respect to the specific comments made about [redacted] it was well established that Curtis has expressed both with staff and publicly that he does not like [redacted] and was upset about how Measure B had been handled. Multiple staff reported hearing Curtis make comments questioning [redacted] competence, threating to sue [redacted] and saying [redacted] should be fired. While there were no witnesses to the conversation between [redacted] and Curtis, the evidence supports that he has made similar statements generally that are not specific to an individual which supports that the comments were made. In assessing credibility I considered that [redacted] and Curtis have been at odds recently and that [redacted] may have a motive to lie as Curtis described. However, conversely, Curtis is [redacted] appointing authority and making false statements could lead to disciplinary action against [redacted] which would weigh against any motive [redacted] may have to lie. I weighed this against Curtis' credibility and found Curtis' accounts to be inconsistent from others – for example, in stating that he does not joke with staff. I observed also that his manner of responding to my questions changed, and where he responded strongly in the negative in response to questions such as whether he had said he would punch or smack someone, when asked if he would make these types of comments in jest he responded, "I don't think so". Similarly when asked if he had expressed his frustrations about [redacted] and Board members to staff, he responded that he didn't think so. I also considered Curtis' past history, and that a prior investigation report found based upon a preponderance of the evidence that he had made comments including "violent imagery". For all these reasons I gave greater weight to [redacted] account.

In making findings with respect to the allegation Curtis said he would 'throat punch' [redacted] I considered that it was heresay reported through [redacted]

I noted also that [redacted] shared a similar heresay account an employee reported to [redacted] that Curtis had made a verbal threat against a [redacted] employee. [redacted] was unwilling to name the employee who reported this for fear of retaliation. I considered also that around this same time frame, on March 16th, [redacted] and Curtis engaged in an email exchange about a voter file, which led to Curtis threatening disciplinary action against [redacted] and stating that he would not be moving forward with a promotion that was discussed. For this reason, as well as that [redacted], I believe [redacted] account to be referring to [redacted] The recent events of March 16th lend weight to the account, as Curtis had expressed his frustration with [redacted] and contacted Personnel to pursue discipline against [redacted] during this timeframe.

The evidence suggests that Curtis makes these types of comments generally when he is frustrated or is not getting something he needs, such as was described in the email from [redacted] where [redacted] recounts Curtis saying he would punch whoever to get needed access. I noted that while Curtis did respond to the email, he did not object to [redacted] reporting of this statement being made. Similarly in the case of [redacted] and [redacted] as well as the incidents of March 27th involving [redacted] there is evidence to support he was frustrated with them because they were not doing what he wanted or believed they should be doing. While feedback from staff suggests that they do not believe Curtis would follow through on threats, in light of Curtis' past history of making similar comments, as well as the above mentioned factors, I find it more likely than not that he did make statements that he would "slap" or "punch [redacted] and "throat punch" [redacted] Regardless of whether such statements were made directly to the individuals or not, or whether they were made as a joke or a flippant comment as [redacted] described, such comments are not conducive to a professional work environment and violate Chapter 40 of the Personnel Rules, *Code of Conduct and Commitment to Public Service.*

D. **Allegation 4: Is Curtis engaging in abusive conduct toward staff in violation of Chapter 22 of the Personnel Rules, *Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation* and Chapter 40 of the Personnel Rules, *Code of Conduct and Commitment to Public Service*?**

a. Witness Information:
   i. [redacted] stated that [redacted] has a 'good' working relationship with Curtis; however noted that [redacted] finds it easy to move past his "form of communication", and "not take offense to it". When asked to clarify, [redacted] stated there is a lot of "static" in the form of "jabs", "condescending remarks" and "disrespectful comments". [redacted] noted it is hard not to feel demeaned and disrespected by him and that [redacted] has told him on occasion that it is not appropriate for him to speak in that way, describing that on these occasions [redacted] has to speak to him as if he is a

child and then he will listen. [redacted] described it as a constant "keeping things in check so that you can move on and get to the point". [redacted] further clarified that he brushes off staff input and in doing so makes comments such as "Well, they're a bunch of monkeys. All you do is train monkeys. I can give you more monkeys." Another example provided was "I can't believe you didn't do that. You need a spanking." [redacted] described it as very distracting, rude, unprofessional and verbally abusive and occurring on a daily basis. When asked how it affects staff, [redacted] expressed that staff are working hard to achieve new processes but are facing badgering and being excluded which affects their ability to accomplish anything.

[redacted] described that the "jabs" and unkind comments are a daily occurrence but about once per month [redacted] has observed him escalate when angry. An example described occurred during the last election when Curtis tried to remove [redacted] from a balancing process he felt was taking too long. [redacted] explained that it usually takes weeks but had been a couple of days and it was not finished. He told [redacted] to leave so that someone else could take over and [redacted] intervened, telling [redacted] to stay and Curtis [redacted] was not leaving because it is very complicated. [redacted] stated no threats were made, but he raised his voice with [redacted] and was "pissed off", saying [redacted] was taking too long. [redacted] admitted to also being "pissed off" because [redacted] did not want him to destroy the process.

[redacted] further described an incident involving [redacted] wherein Curtis told [redacted], [redacted] and [redacted] that he was going to give [redacted] a promotion, then when [redacted] did not do something Curtis wanted, threatened not to promote [redacted] [redacted] addressed this incident with Curtis who responded that he was "just trying to scare [redacted] and that he was "not really going to do anything". Further, while [redacted] did not personally witness it, staff reported to [redacted] during this incident that Curtis was overheard walking around the office stating that he was going to "throat punch" [redacted]

ii. [redacted] reported that Curtis has removed [redacted] completely from [redacted] typical duties involving poll workers and reassigned [redacted] to performing front desk duties.

In addition to the events described from March 27, 2026, [redacted] described in [redacted] that [redacted] has faced harassment on a weekly basis. When asked to elaborate [redacted] described that [redacted] is not "in the line of fire" but that [redacted] is. [redacted] stated [redacted] has observed [redacted] stress levels rise since Curtis' appointment, noting that he has expectations of [redacted] to do things immediately and/or

respond to last minute changes, noting that there have been times he sends [redacted] emails when [redacted] not at work and questions [redacted] when [redacted] returns as to why tasks were not completed. [redacted] states that [redacted] has shown that [redacted] is uncomfortable with how [redacted] is treated.

When asked whether this treatment is exclusive to [redacted] noted that [redacted] and [redacted] receive the focus of his attention. [redacted] noted that they have good understanding of Election Code and try to explain it to him, but that he seems "meaner to the people who stick up for the voters".

iii. [redacted] reported that [redacted] doesn't often interact with Curtis but that he walks by [redacted] desk and says hi, and sticks his tongue out at [redacted] which makes [redacted] feel uncomfortable.

[redacted] further noted that the environment they work in right now is very uncomfortable, noting that staff feel they have to be careful what they say for fear of being reported to Personnel by Curtis. An example shared was that Curtis told [redacted] he was going to contact Monica to get [redacted] fired and removed from [redacted] job.

iv. [redacted] reported that [redacted] works with Curtis on a daily basis, typically communicating in person, and sometimes via email. [redacted] noted that he's always in a good mood and "cracking jokes", noting "most people enjoy his sense of humor". [redacted] further clarified the jokes to often be self-deprecating, or just saying "something to be funny", "kind of off-the cuff humor" not directed toward any individuals.

v. [redacted] stated [redacted] works directly with Curtis both in person and via email on regular basis and indicated it was characterized by hostility. When asked to clarify, [redacted] indicated he is very demanding and aggressive and expects [redacted] to drop everything [redacted] working on to help others even when [redacted] is trying to meet deadlines for the state, saying he tells [redacted] "going to do what he tells [redacted] to do when he tells [redacted] to do it" and if [redacted] doesn't he can find [redacted] position in the County or [redacted] can leave. [redacted] said he often laughs during these interactions but that he doesn't joke often.

[redacted] noted that he has made other inappropriate comments toward [redacted] such as telling [redacted] [redacted] pretty and should be in photos, while putting his hand on [redacted] shoulder. [redacted] noted this was not an isolated incident but happened a few times and has since stopped. [redacted] noted that was addressed in the previous investigation and that others have reported the same treatment but [redacted] declined to identify those individuals because of concerns they would be targeted.

[redacted] also described that Curtis has commented that [redacted] may be too old to do [redacted] job following a request in November of 2025 that [redacted] be assigned extra help to help move cages that can weigh 800 pounds. Despite requests for assistance, [redacted] was not provided assistance and ended up with a work related injury as a result.

[redacted] performs [redacted] and noted that Curtis has repeatedly commented on [redacted] being female and maybe unable to do [redacted] job because that requires [redacted] which is "more of a man's job". When asked how often this occurred, [redacted] identified on at least 20 different occasions, related to requests to [redacted] in precincts which [redacted] and determined were not [redacted] compliant and could not be used as he wished.

It was noted [redacted] keeps [redacted] distance from Curtis as much as [redacted] can because of "his behaviors", noting he will be nice one day and making threats of termination the next. [redacted] noted most of the "aggravation" Curtis has toward [redacted] has been because of his attempts to get [redacted] to help newly hired staff do their jobs, sometimes with tasks [redacted] is not familiar with. [redacted] reports even if [redacted] doesn't know [redacted] will try to help share what [redacted] does know for example by pointing them in the direction of the ELShare drive, and he will approach [redacted] and "use his tone" and confront [redacted] about not being helpful toward them. When [redacted] responds that [redacted] has tried and shows him [redacted] efforts, he has in the past taken objection telling [redacted] not to give them the link but to print it for them.

When asked how the work environment has affected staff, [redacted] noted that the "workplace is getting more hostile" and that it's "hard to come into work every day". [redacted] noted that [redacted] feels [redacted] job is diminished because [redacted] has to document [redacted] activities which slows [redacted] down, finds Curtis slow to respond to emails, and staff are not told what plan Curtis is trying implement while trying to get everything setup which affects staff's ability to do their jobs. An example of this provided was that [redacted] will hear about changes Curtis is making from "[redacted] people he's hired" that management and supervisors are not made aware of, or in some cases management will become aware at the last minute without sufficient time to make changes. [redacted] compellingly stated that [redacted] doesn't like missing deadlines and [redacted] position uniquely touches all others, and expressed concern with [redacted] inability to get [redacted] job done timely because of these factors which "disenfranchises the entire community". [redacted] noted also that [redacted] has lost polling places because they don't want to be associated with Curtis.

[redacted] noted that [redacted] duties have changed significantly, noting [redacted] was removed from duties involving rovers, poll workers, and eliminated from any contact with the public. [redacted] described an incident at a open house for poll workers where he was very rude and in [redacted] face in a public setting. [redacted] noted that on that day he told both [redacted] and [redacted] that he was going to contact me (Monica) to find them new positions in a different office, stating that [redacted] can't even tell me how many times [redacted] job has been threatened.

[redacted]

progressively gotten worse over time. [redacted] expressed staff are fearful how they will be treated if Curtis loses the election.

vi. [redacted] reported that [redacted] works closely with Curtis and has a good relationship with him. [redacted] noted most of [redacted] communications are in person, though [redacted] often follows up in email. [redacted] noted he is really nice to [redacted] and that [redacted] has not had an issue with him but also noted that he definitely treats [redacted] better than others.

[redacted] noted that Curtis has been agitated toward [redacted] for a while and seems to be focused on [redacted] [redacted] sat in on a meeting where [redacted] felt Curtis was getting aggressive toward [redacted] and [redacted] asked what he was doing, after which his demeanor completely changed; now [redacted] has requested [redacted] to sit in on every meeting.

[redacted] expressed feeling like his attentions have been on [redacted] since an incident at a poll workers' open house where he felt [redacted] was attacking him about poll pads.

[redacted] noted that a lot of staff really don't like Curtis and don't seem to want to be happy but also noted that emails are a good way to see how he communicates, noting that "it's not good the way they talk about them or to them", and that they often demean staff that have been with the office.

vii. [redacted] noted that Curtis makes a lot of threats and displays emotional outbursts, often getting animated and heated, talking loudly and throwing his hands around, during which times he makes "authoritative demands" and "flexes his authority", then he calms down. [redacted] noted during these times he will often make threats of looping in a higher authority, e.g. DOJ, County Counsel, CEO, Board of Supervisors, etc. [redacted] compared Curtis to an Etch a Sketch, saying he will move on and act like something never happened. [redacted] noted Curtis has

been escalating recently and finds he make generic threats and has outbursts when he is feeling challenged.

viii. [redacted] stated [redacted] reports directly to Curtis and communicates with him primarily via email. [redacted] noted the threat of firing people is weekly, noting that for [redacted] personally [redacted] believed he had told [redacted] around five times that he was going to have [redacted] fired and removed. [redacted] also described that he would pretend to pick up a phone, saying, "let's just call (Monica) right now and get you out of here". [redacted] indicated he 'yells' at [redacted] and raises his voice. [redacted] stated staff are good at walking away if things are "heating up". [redacted] believes he will escalate leading up to and after the June election.

ix. [redacted] Street where there are cameras. He expressed that [redacted] like [redacted] and [redacted] ignore things and refuse to train others. He feels [redacted] are not forthcoming with information. When asked if he was frustrated with staff, he said "oh, absolutely", clarifying he was frustrated with the [redacted] Curtis described the environment as being hostile because the [redacted] are unfriendly to [redacted], give them nasty looks, and don't train them properly. He believes this is occurring because staff [redacted]. I further asked if union representative had expressed concerns and he responded that they had not.

Curtis made statements that he believes they are slowing things down and trying to sink the election, noting they should have done it in the last election, but confirmed they didn't, and noted they were "semi-doing" what they were supposed to. He further referenced a filing deadline that was missed that he attributed to [redacted] noting he felt it was a setup. While he felt it was intentional, he later clarified that [redacted] was not the person who previously completed the task, but noted [redacted] had removed the task from the individual who previously completed it. He also referenced issues involving [redacted] when the poll pads were removed, saying [redacted] was "throwing a fit" and "stealing closer people to go over to poll workers". When discussing the poll pads he noted he felt [redacted] did not train poll workers properly which

resulted in high call volumes. He acknowledged the change from using poll pads may have cause some confusion.

Curtis stated staff were doing well the last election and at the end couldn't remember how to perform certain tasks. When asked why they would do well in the beginning and not at the end he opined that they believe they are behind in the election for Registrar of Voters. I inquired the relevance to the prior election and he felt if he had failed they would have used it against him. He also noted at this point it was too late to sabotage the current election because people will have already voted and when asked why they would do that then, he opined it could be bad planning. When I asked if it was possible they weren't trying to sabotage it but didn't have the knowledge with he shifting roles in the department, he stated he didn't understand why they would be so mean to the [redacted] I asked if he had addressed that with staff and he responded "oh yeah".

Curtis questioned why [redacted] would close their door every day; I inquired who [redacted] supervises and he responded "no one anymore", noting he had taken away from [redacted] poll workers, and rovers, because "[redacted] didn't do a very good job" and was "pilfering" his poll closers. I inquired about whether they need a set number of poll workers and whether those processes are separate to which he responded yes, but stated that [redacted] shouldn't be taking his closers and claimed [redacted] discriminated against people who had applied who were Republicans, saying [redacted] did not call back the Republicans. I asked if he had proof they had submitted their information to the office and he didn't know but also stated closer applications weren't done previously.

When asked if he was aware what duties tasks performed prior to his appointment he commented that they didn't even know and that they have had to redo SOPs because they were not consistent with current practices. He described it as a "stovepipe", noting that no one [redacted] what anyone else was doing.

When asked about his sense of humor he said he jokes with [redacted] a little but not much, but doesn't talk to [redacted] and didn't know why they would comment on his sense of humor as being odd. He described his joking with [redacted] being asking, for example, "are you done yet?" right after assigning a task. He described it as a "little poke to be happy", but indicated jokes are bad because he can't hear well.

When asked if Curtis had made statements to staff that he would call HR or the CEO, he responded, only if he is going to call HR, and noting that he doesn't make statements he doesn't back up.

Curtis denied making any comments about staff members' appearance, saying he's "cold as ice" and noting "you've seen how I operated, right? I'm not exceedingly friendly to anyone", describing himself as "professional" and "offish". When asked if he commented staff should work with the public or be in pictures based upon their appearance he noted "I don't have any movie star staff".

[redacted]

b. Documentation:
   i. Exhibit A - April 7, 2026 Whistleblower Complaint by [redacted]
      - The report stated, "Clint Curtis banged on [redacted] office door and demanded [redacted] open it for him. At the time, [redacted] was on the phone and did not answer [redacted] door. The door was unlocked and he could have opened it himself. He then threatened to call personnel and have them drag [redacted] out of [redacted] office by [redacted] hair. Based on our Personnel rules, this is a direct violation of section 40.5 (F). [redacted] has had to deal with harassment from Mr. Curtis on a weekly basis."

   ii. Exhibit D - Emails from [redacted] to [redacted] with a "Daily Journal" dated between May 30, 2025 and June 19, 2025:
      - June 19 – [redacted] documents Curtis made comments that his expectations aren't reasonable because reasonable is too slow.
      - June 17 – [redacted] documents Curtis told [redacted] if [redacted] "can't properly interact with the public, he would find someone who can".
      - May 28 – [redacted] staff meeting notes indicate Curtis stated [redacted] can't talk to staff because everything would be filtered [redacted]

   iii. Exhibit M - Email from Clint Curtis dated June 18, 2026 RE: [redacted]
      - Curtis sends an email to Me and [redacted] stating there had been an issue where [redacted] publicly disagreed with him which would not be tolerated and noting that he would be removing [redacted] ability to interact with the public. In a later message, he noted he told [redacted] he would be reporting the incident to me and suggested I contact [redacted] to see if [redacted] to move to another Department.

   iv. Exhibit N - Email from Clint Curtis dated February 11, 2026 RE: [redacted] Promotion

- Curtis states he would like to promote [redacted] to the position of [redacted] which he feels is a better representation of the role [redacted] actually performs.

v. Exhibit C - Emails between Clint Curtis, [redacted] and others dated March 16, 2026 RE: Voter File
   - Curtis tells [redacted] he did not feel [redacted] was being forthcoming in training [redacted] directs [redacted] to train employees fully and treat others with courtesy, and warns [redacted] of a write up if it continues.
   - [redacted] responds stating [redacted] completed the task that was requested and that [redacted] was not involved in processing the application in question. [redacted] also stated Curtis told [redacted] "I will go around and punch whoever I have to make sure they have access".
   - Curtis respond that he is writing [redacted] up for insubordination and creating a hostile work environment and notes he will not be processing the promotion they discussed.

vi. Exhibit L - Investigation Closure Notice for Clint Curtis dated March 26, 2026, states:

"2. A preponderance of the evidence supported a finding that you made several remarks in the workplace that were inconsistent with County standards of professionalism, referencing physical discipline, violent imagery, employee intelligence, and employee appearance or gender.

3. A preponderance of the evidence supported a finding that you publicly [redacted] your subordinate, during the June 17, 2025 open house in a manner inconsistent with County workplace standards; however, did not support a finding that you raised your voice in doing so.

4. A preponderance of the evidence supports a finding that your conduct, considered in totality, contributed to an unprofessional workplace environment. However, the evidence does not establish that you were solely responsible for the broader workplace tension.

5. A preponderance of the evidence supports a finding that you restricted [redacted] public-facing duties and cancelled [redacted] attendance at a conference following the June 17, 2025 open house disagreement. The evidence supports that you articulated operational considerations for those actions, however that such actions may have been disproportionate to the conduct described. However, the evidence does not support a finding that you improperly delayed or controlled [redacted] reclassification or promotion. […]

Accordingly, Personnel has been directed by the Board of Supervisors to facilitate the scheduling and delivery of individual

training for you which will be facilitated b [redacted] to address topics relating to the foregoing allegations, as well as to provide general supervisory support. This training will be facilitated remotely and has been scheduled for April 8th at 2pm."

vii. Exhibit I - Chapter 22 of the Personnel Rules, *Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation,* states:

- Section 22.2 *Prohibited Conduct*: "B. Abusive conduct is prohibited and is defined as conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or gratuitous sabotage or undermining of a person's work performance. A single act shall not constitute abusive conduct, unless especially severe and egregious.

  Examples of actions which constitute abusive conduct include:

  1. Infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets.
  2. Physical conduct that a reasonable person would find threatening, intimidating, or humiliating.
  3. Gratuitous sabotage or undermining of a person's work performance or intentional interference with a person's work or work performance.
  4. Conduct or actions that a reasonable person would find offensive.
  5. Inappropriate conduct or behavior that is pervasive (requiring multiple acts) or severe."

viii. Exhibit J - Chapter 40 of the Personnel Rules*, Code of Conduct and Commitment to Public Service*, states:

- Section 40.5 *Employee Standards*: "E. ANTI-FAVORITISM, ANTI-DISCRIMINATION & ANTI-HARASSMENT. No employee or volunteer shall grant any special consideration, treatment, or advantage to any person beyond that which is available to every other person in similar circumstance. No person shall be favored, discriminated against or face harassment with respect to any appointment in the County service because of family or social relationships, sex, gender, gender identity, gender expression, sexual orientation, race, religion, national origin, marital status, age, physical or mental disability, medical condition, genetic information, pregnancy, childbirth or any other protected status,

political opinion or political affiliation. All employees and volunteers shall act in accordance with Chapter 22 of the Shasta County Personnel Rules, Policy Against Discrimination and Harassment, and are encouraged to report potential violations in accordance with policy.

F. RESPECT IN THE WORKPLACE. All employees and volunteers are expected to carry out the business of the County in a manner which is both efficient and courteous, and shall treat others with respect, kindness and fairness. Employees and volunteers are prohibited from engaging in disrespectful, discourteous, abusive (as defined in Government Code section 12950.1(h)(2)) or retaliatory behavior against other employees, volunteers, or members of the public. Behaviors such as the use of offensive language, humiliation, gossiping, coercing, threatening, sabotaging, isolating and belittling, may be considered workplace bullying and such behaviors, whether verbal or non-verbal, direct or indirect, will not be tolerated. Employees who feel they are the victims of workplace bullying should tell their supervisor or director, or contact Shasta County Personnel for assistance immediately."

ix. Exhibit K - Confidential Investigation Report dated March 2, 2026 by Oppenheimer Investigations Group LLP

c. Analysis: Sustained. Upon review of witness statements, I find it more likely than not that Curtis has engaged in abusive behaviors toward staff as follows.

1. Infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets.

[redacted] reported Curtis' "form of communication" involves jabs, condescending and demeaning remarks, leaving staff feeling demeaned and disrespected on a daily basis. [redacted] provided examples such as calling staff "monkeys", telling [redacted] needs a "spanking" for not doing something. It was also reported to [redacted] that he said he was going to "throat punch" [redacted]

[redacted] reports Curtis told [redacted] was too 'old' to do [redacted] job in response to a request to hire extra help staff to transport cages.

[redacted] reports that [redacted] has been told repeatedly by Curtis that [redacted] task of [redacted] is "more of a man's job".

Multiple staff report Curtis making various statements regarding [redacted] for example, [redacted] is an "idiot", "stupid", "young", and "doesn't have a brain".

2. Physical conduct that a reasonable person would find threatening, intimidating, or humiliating.

[redacted] reported that Curtis sticks his tongue out at [redacted] when walking by [redacted] desk, making [redacted] uncomfortable.

3. Gratuitous sabotage or undermining of a person's work performance or intentional interference with a person's work or work performance.

[redacted] described that Curtis' communication style makes it difficult to implement the changes he is trying to accomplish. [redacted] also described an incident last election where he critiqued [redacted] for taking too long to complete balancing, noting it had been a couple of days, when historically it had taken weeks. He tried to remove [redacted] from the process and have someone take over when [redacted] intervened and told him no, concerned that it would destroy the process to introduce someone untrained to complete balancing. [redacted] further described that he told [redacted] he was going to promote [redacted] then told [redacted] would no longer be doing so, telling [redacted] he was "just trying to scare [redacted]".

[redacted] reports to [redacted] and described that Curtis places unreasonable expectations upon [redacted] to complete things immediately and/or respond to last minute changes, and has questioned [redacted] why tasks aren't completed when [redacted] was on vacation. [redacted] feels his attentions are directed toward [redacted] and [redacted]

[redacted] reports that Curtis' communications are characterized by hostility, expecting [redacted] to drop everything to help others even when trying to meet deadlines or when [redacted] is unfamiliar with what's being requested, then confronting [redacted] about not being helpful when [redacted] tries. He has told [redacted] that if [redacted] doesn't do what he asks he can find [redacted] another position in the County. [redacted] reported that staff are excluded and not informed of changes Curtis is trying to implement until the last minute, impeding their ability to get their tasks done timely. When [redacted] asked Curtis for extra help staff to help move 'cages', [redacted] was told [redacted] may be too old for [redacted] job, was not provided with the requested assistance and ended up injuring [redacted] as a result.

[redacted] [redacted] and Curtis all similarly report that [redacted] duties have been changed significantly. [redacted] has been removed from duties involving public contact including working with poll workers and rovers.

[redacted] reported Curtis makes authoritative demands and often threatens to involve higher authorities [redacted] or get somebody fired when he is challenged.

[redacted] reported Curtis makes generic threats when feeling challenged and has said he would punch or slap [redacted] because of how [redacted] handled Measure B. This was examined in greater detail in Allegation 3.

Staff reported that Curtis made a statement that he would throat punch [redacted] after a heated email exchange between them. This was examined in greater detail in Allegation 3.

[redacted] and [redacted] reported Curtis made statements he would have Facilities take [redacted] door down and HR pull [redacted] out by [redacted] hair because [redacted] did not provide a report he was requesting immediately and did not answer [redacted] office door when he knocked. This was examined in greater detail in Allegation 1.

4. Conduct or actions that a reasonable person would find offensive.

[redacted] reports that Curtis has made appearance-based comments toward [redacted] saying [redacted] should be in photos and putting his hand on [redacted] shoulder. [redacted] noted that this was not an isolated incident but has since stopped. [redacted] would not name them but reported others have experienced similar conduct from Curtis.

[redacted] reports that [redacted] has been told repeatedly by Curtis that [redacted] task of [redacted] is "more of a man's job".

[redacted] reported [redacted] cannot say how many times [redacted] job has been threatened.

[redacted] reported that Curtis treats [redacted] better than others, noting that he seems particularly focused on [redacted] and that his communications toward staff are not good, noting they often demean staff [redacted] [redacted] noted he makes bizarre comments and jokes all the time, that may involve statements about punching or hitting someone, but feels they are made in a 'goofy' way and are not vicious.

[redacted] reports that Curtis has told [redacted] around five times that he is going to get [redacted] fired or removed from [redacted] position. [redacted] describes he pretends to pick up his phone and says he can call Monica to get [redacted] out there.

[redacted] reported Curtis makes generic threats when feeling challenged and has said he would punch or slap [redacted] because of how [redacted] handled Measure B. This was examined in greater detail in Allegation 3.

Staff reported that Curtis made a statement that he would throat punch [redacted] after a heated email exchange between them. This was examined in greater detail in Allegation 3.

[redacted] and [redacted] reported Curtis made statements he would have Facilities take [redacted] door down and HR pull [redacted] out by [redacted] hair because [redacted] did not provide a report he was requesting immediately and did not answer [redacted] office door when he knocked. This was examined in greater detail in Allegation 1.

5. Inappropriate conduct or behavior that is pervasive (requiring multiple acts) or severe."

[redacted] reports he treats [redacted] well but noted he seems particularly focused on and aggressive toward [redacted] since an incident at a poll worker open house, noting [redacted] feels he has had something against [redacted] since that event. [redacted] does not feel he's "vicious" but noted he says bizarre stuff "all the time".

[redacted] reports Curtis' communications are unprofessional as previously described, and occurring on a daily basis, describing it as "such an abusive relationship". [redacted] described that he escalates and gets angry when challenged which occurs probably monthly.

[redacted] described several different incidents and statements made by Curtis, describing it as "a very hostile work environment that I had never experienced before" and saying it is getting harder to come to work.

[redacted] described that Curtis gets heated when challenged and then will act as though nothing happened.

[redacted] reports Curtis doesn't talk to [redacted] often but noted [redacted] has been told multiple times Curtis would have [redacted] removed from [redacted] position.

Based upon the witness accounts above, Mr. Curtis has demonstrated a clear pattern of unprofessional and abusive conduct toward staff. While some of the above items were addressed in a prior investigation, the incidents and statements made by Curtis involving [redacted] and [redacted] have occurred since interviews for that investigation concluded, demonstrating Curtis' behaviors continued after becoming aware of the allegations made against him.

Further, Mr. Curtis completed harassment training in December of 2025, and upon completion of the prior investigation was provided additional one-on-one supervisory training on April 8, 2026. While this training was not completed until after the events of March 27th, it is significant that Curtis was provided an investigation closure notice

informing him of sustained allegations on March 26th, and yet his behaviors continued the very next day.

I considered Curtis' comments that the [redacted] are trying to sabotage him by not being helpful to others, not 'remembering' how to complete tasks and slowing down processes. I have taken into account [redacted] credibility with respect to Allegation 1 as well as reviewed email exchanges between Curtis and [redacted] where [redacted] responds to Curtis in an unprofessional manner and does appear to have trained staff in an incomplete manner. However, these matters should be addressed through appropriate supervision and do not give license to abusive conduct. Setting this aside, several other witnesses speak to the conduct of Curtis and there is significant weight given to the volume of accounts of similar behaviors and observations by staff.



Regardless of whether there is or is not valid basis for some of Curtis' frustrations, it does not excuse his behavior, and rather than address it in an appropriate manner through supervision and training, he has repeatedly responded to staff in abusive manner that a reasonable person would find offensive. There is significant volume of witness accounts which demonstrate his behaviors are pervasive in the workplace. As a Department Head, Curtis' behavior sets the tone for how staff behave in the office and his treatment of staff and failure of supervision has created a hostile and abusive working environment.

V. RECOMMENDATIONS

A. Censure

Chapter 22 of the Personnel Rules, Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation, Section 22.4 *Complaint Procedure*, provides:

"Upon a finding that an Elected Official has engaged in unlawful harassment, discrimination, abusive conduct, or retaliation against a County employee, applicant for employment, intern, volunteer, independent contractor, or a County client or customer, any findings will be brought to the Board of Supervisors for consideration of remedial action."

Based upon the foregoing findings, it is recommended that the Board consider remedial action for Curtis. As remedial training has very recently been completed by Curtis on April 8, 2026 following a prior investigation the only other available option for remedial action the Board has to consider is public censure, condemning his actions.

B. Separation from Staff

Given the pervasive abusive conduct Curtis has exhibited toward staff it is recommended that the Board request Curtis separate himself from staff, working at a different physical location or remotely.

During the weeks leading up to and following the elections when Curtis is required to be present to monitor Elections processing, it is recommended that a staff member of Personnel and/or the County Administration Office be physically present to facilitate communications with staff.

Should Mr. Curtis' behaviors continue it may be necessary for the County to pursue a workplace restraining order to protect employees from continued harassment.

Exhibit A

April 7, 2026 Whistleblower Complaint by [redacted]

From: Monica Fugitt
To: [redacted]
Subject: FW: CONFIDENTIAL - FW: New Whistle Blower Form Submission | ID: [redacted]
Date: Wednesday, April 8, 2026 9:42:02 AM
Attachments: image001.jpg
image002.jpg
image003.png
image004.png
image005.png
image006.png

For the file.



Monica Fugitt, AWI-CH
Director of Support Services
Phone: [redacted]
Email: [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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From: Nolda Short [redacted]
Sent: Tuesday, April 7, 2026 5:06 PM
To: Monica Fugitt [redacted]
Cc: [redacted] Vietheer [redacted] Michelle Gambill [redacted]
Subject: RE: CONFIDENTIAL - FW: New Whistle Blower Form Submission | ID: [redacted]

Hi Monica,

The reporter has agreed to release [redacted] information to HR for investigative purposes.

[redacted]

[redacted]

Thank you,

~Nolda

Nolda Short
Auditor-Controller

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From: Nolda Short
Sent: Tuesday, April 7, 2026 2:22 PM
To: Monica Fugitt [redacted]
Cc: [redacted] Rickert [redacted]; [redacted] Joseph [redacted] Patricia Weber [redacted] Vietheer [redacted]; Michelle Gambill [redacted]
Subject: CONFIDENTIAL - FW: New Whistle Blower Form Submission | ID: [redacted]
Importance: High

Forward to HR for investigation of potential harassment, abuse, retaliation, bullying in the workplace.

FYI, I am awaiting communication from the reporter on whether I can release their name to HR. In the meantime, the nature of the complaint is so severe that I did not want to delay reporting the incident to HR immediately.

Thank you,

~Nolda

Nolda Short
Auditor-Controller

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From: [redacted]
Sent: Tuesday, April 7, 2026 11:53 AM
To: D.AU Whistleblower [redacted]
Subject: New Whistle Blower Form Submission | ID: [redacted]

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

Whistle Blower Form Submission:

Id:	[redacted]
Date Of Incident:	03/27/2026
Incident Person / Agency Name	Clint Curtis
Incident Description	Clint Curtis banged on [redacted] office door and demanded [redacted] open it for him. At the time, [redacted] was one the phone and did not answer [redacted] door. The door was unlocked and he could have opened it himself. He then threatened to call personnel and have them drag [redacted] out of [redacted] office by [redacted] hair. Based on our Personnel rules, this is a direct violation of section 40.5 (F). [redacted] has had to deal with harassment from Mr. Curtis on a weekly basis.

Additional Details:

Frequency of Incident:	
Department Where Incident Occurred:	County Clerk/Elections
Address of Incident:	1450 Court St Ste 108
City Where Incident Occurred:	Redding
State Where Incident Occurred:	CA
Zip Code Where Incident Occurred:	96001
Phone Number of Incident Person/Agency:	[redacted]
Contact Name:	Awaiting confirmation before release – reporter is not the subject of the harassment
Contact Email:	Awaiting confirmation before release – reporter is not the subject of the harassment
Contact Address:	1450 Court St ste 108
Contact City:	Redding
Contact State:	CA
Contact Zip Code:	96001
Contact Phone:	

Exhibit B

Emails between Clint Curtis and [redacted] [redacted] dated March 27, 2026

From: Monica Fugitt
To: [redacted]
Subject: FW: I sent [redacted] to run a report for me.
Date: Thursday, April 9, 2026 3:39:43 PM
Attachments: image001.jpg
image002.png
image003.png
image004.png
image005.png

Monica Fugitt, AWI-CH
Director of Support Services
Phone: [redacted]
Email: [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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From: [redacted]
Sent: Thursday, April 9, 2026 3:28 PM
To: Monica Fugitt [redacted]
Subject: FW: I sent [redacted] to run a report for me.

Email from Clint.
I did forget to mention that [redacted] helped me craft this email while I was on the phone with [redacted]

Thank you,

[redacted]

[redacted]

From: [redacted]
Sent: Friday, March 27, 2026 11:14 AM
To: Clinton Curtis <ccurtis@shastacounty.gov>
Cc: [redacted]
Subject: RE: I sent [redacted] to run a report for me.

Mr. Curtis,

[redacted] and [redacted] came in asking me for 'a list of voters that voted in person last election' and I said 'I don't know which one it is'. I never told [redacted] 'I would not do it'. I said, 'I didn't know what to run'. [redacted] was in the room as well and also included on this email for clarification of the conversation. [redacted] was also unsure of which report to run.

[redacted] said you only wanted the list of voters that voted in person last election. When I asked what it was for, [redacted] stated you were only sending the voters that voted in person a letter. I told [redacted] I felt like this letter should go to all voters. Our communication regarding processes at the polls should go to all voters, as any voter can vote at the polls in any election.

Mr. Curtis, I am unsure what report and/or extract this is, this is not part of my job expertise. I called [redacted] on [redacted] and [redacted] said [redacted] would get to this for you next week, as again, I am unsure what to run. [redacted] said [redacted] will do some research and can work with you on this week as [redacted] is also not sure what can be run.

Sorry for any confusion,

Thank you,

[redacted]

[redacted]

From: Clinton Curtis [redacted]
Sent: Friday, March 27, 2026 10:48 AM
To: [redacted] <[redacted]
Subject: I sent [redacted] to run a report for me.

[redacted] mistakenly thought that you would not show [redacted] how to do it.

Please show [redacted] right now. I will send [redacted] back to you.

clint

Exhibit C

Emails between Clint Curtis, [redacted] [redacted] and others dated March 16, 2026 RE: Voter File

From: Clinton Curtis
To: [redacted]
Cc: [redacted] Monica Fugitt
Subject: RE: Voter FIle IMPORTANT
Date: Monday, March 16, 2026 2:41:00 PM
Attachments: image001.png

I am writing you up for insubordination and creating a hostile work environment. I will not be processing the promotion we discussed.

clint

From: [redacted]
Sent: Monday, March 16, 2026 2:40 PM
To: Clinton Curtis <ccurtis@shastacounty.gov>
Cc: [redacted] Monica Fugitt [redacted]
Subject: RE: Voter FIle IMPORTANT

Hello Mr. Curtis,

There is absolutely no slander or any attempt to slander any staff, if you feel like you need to speak to Mr. Rickert, that is up to you.

Respectfully, no, I won't be coming to speak with you in person. I will keep all communication through email so that the words being communicated are clear and concise.

Regarding today's training, you asked me to train them on how to run a voter file extract, which I did. I did not provide an incomplete training but let me highlight a few take aways from the training this morning:

- I did not 'challenge' you, I simply stated that this training won't be helpful unless they had access to the Master Voter Module, to which you replied with: 'I will go around and punch whoever I have to make sure they have access.'
- You asked me to train them on how to run a report and I did so.
- My email was due to the fact that a voter file was provided to someone I believed shouldn't have been allowed to have access to this information and also because Personal Identifying Information (PII) was not redacted.
- I was not involved in the processing of this application. As the department head, you can certainly approve of who is allowed this information, my concern was that

neither you nor [redacted] familiarized yourselves with the code prior to releasing that information.

I have not done anything to warrant any such threat of a write-up; I have been nothing but supportive and offering resources for my staff in abundance. I have provided links to websites and the share drive, manuals, guides, training, supervision.

Here is where you can find all the codes I have referenced in my previous emails. California Legislative Information. Please let me know if I can assist further.

Sincerely,

[redacted]

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From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Monday, March 16, 2026 2:13 PM
To: [redacted]
Cc: [redacted]
Subject: RE: Voter FIle IMPORTANT

If the email system is being used to attempt to attempt to slander the [redacted] employees and [redacted]s involved, then I need to speak to Mr. Rickert and the board.

I have noticed a large volume of these emails attempting to state a case or to complain about the extra help. They are not going anywhere and are providing the assistance that I need.

From now on, if anyone has any complaints about the [redacted] employees they will come and speak to me in person. These [redacted] employees are not your enemy and must be treated properly. It is entirely possible that employment actions could be filed for the way they are being treated. I have been trying to give people time to gel together but it seems to be getting worse rather than better.

Regarding the training today. You were not exactly forth coming in the training you gave. In fact, you actually challenged if I had the authority to allow for such a training. Even then you gave information grudgingly and incomplete. I expect more from a [redacted] When I ask you to train someone, I expect the training to be done in a pleasant manner and be complete. Never short the training information and then write an email trying to lay blame on the employee you trained. If it happens again, I will write you up. This is an official warning.

In the future I would like a little more cooperation on any request I make. Regardless of how you feel about the [redacted] employees, they need to be treated with full courtesy. You seemed to be pretty good in working with [redacted] but very poor in working with [redacted]

Additionally, when I ask for the code, I want the code. Don't tell me how to find it or where it is buried. Send me the code.

clint

From: [redacted]
Sent: Monday, March 16, 2026 1:55 PM
To: Clinton Curtis [redacted]
Cc: [redacted]
Subject: RE: Voter FIle

Thank you [redacted] I appreciate the humbleness and carefulness with these requests. I was instructed, per Mr. Curtis to simply show you how to run the report, if there is any confusion on who should and shouldn't receive voter file data, I would inquire with Mr. Curtis.

Mr. Curtis, the codes are listed on the voter application, simply view the document and use your code book to review the referenced codes. These codes have also been stated in my previous email.

It is important that we loop in our [redacted] on matters of high concern. Can you please elaborate on what you mean by 'Does [redacted] know that our internal emails are being used in this fashion?'

Sincerely,

[redacted]

[redacted]

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From: Clinton Curtis[redacted]
Sent: Monday, March 16, 2026 1:38 PM
To: [redacted]
Subject: RE: Voter FIle

Yes, Please send me the election code or Cal Code of Regs states that the date of birth shall not be released in a voter roll. I just did a tour of the [redacted] and they did not know about that. I will let them know once you send it to me.

Also, I have notice that a lot of emails are being sent to [redacted] What is the reason for this? Does [redacted] know that our internal emails are being used in this fashion?

clint

From: [redacted]
Sent: Monday, March 16, 2026 11:58 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

Thank you for that information. I have printed out all the codes that you referenced. In none of them does it say that we must keep a copy of their driver's license on file. In fact, I think you might have (inadvertently) violated EC 2194 (b) (1) by sending a copy of [redacted] application form with [redacted] driver's license number on it to people outside the office.

I have not been able to locate which election code or Cal Code of Regs states that the date of birth shall not be released in a voter roll. Please do send that if such a code exists.

I hope that all people entitled to this public information (according to Ca Code of Reg 19003) will be able to receive it in a timely fashion. Now that you have two newly trained people, the public will not be made to wait, which can give the appearance of partisanship on our part (justified or not).

I do take your concerns seriously, and I will work with [redacted], and all future applicants to make sure the application is completed properly. [redacted] has been very cooperative and patient as [redacted] first requested these rolls on Feb 26th. Two weeks is a long time to wait during campaign season, where every day matters.

Thank you for training us and informing us on this important matter,

[redacted]

[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 10:56 AM
To: [redacted]
Subject: RE: Voter File

Importance: High

Hello [redacted]

That is basic operating knowledge of an election department to not release sensitive voter information, as an [redacted] the expectations is that you analyze code (such as the codes referenced on the voter application form that you processed), utilize resources and review your notes, just to name a few. I advised to Mr. Curtis that I did not think you should be running these reports.

The application has multiple codes referenced, including EC 2187, 2188, 2194 and California Code 19003-19007. As an [redacted], you should be verifying that any requestor is allowed under these laws to be provided the information you released.

I have major concerns about the candidate application from [redacted] I have attached it for reference, but my concerns are:

- I do not have a copy of the Driver's License, just that the license was checked.
- [redacted] put that [redacted] is requesting the information on behalf of Kevin Crye? How so?? [redacted] is not listed on his committee forms.
- Under the laws referenced, [redacted] does not fall under the category as a journalist or a candidate, therefore, I would not have released this information.

I also want to reiterate! Voter file extracts are NOT to be run without a completed application from an appropriate person requesting the information and not until payment has been received.

Sincerely,

[redacted]

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From: [redacted] <[redacted]shastacounty.gov>
Sent: Monday, March 16, 2026 10:38 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

No, you did not instruct us how to do that. Would you like to show us that part?

Is there a state law or code that says birthdates are now considered private data?

Thanks,

[redacted]
Shasta County Clerk and Elections
530-225-5839
[redacted]shastacounty.gov

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From: [redacted] <[redacted]shastacounty.gov>
Sent: Monday, March 16, 2026 10:35 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

I have some concerns about this information being provided to [redacted] Did you remove any sensitive data that [redacted] is not allowed to be in possession of, such as birth dates?

Sincerely,

[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 10:04 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

Yes, according to your training I received this morning (thank you!). I had [redacted] fill out a new application. When you locate [redacted] original application will you please send it to me?

Sincerely,

[redacted]
Shasta County Clerk and Elections
[redacted]
[redacted].gov

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From: [redacted]
Sent: Monday, March 16, 2026 9:56 AM

To: [redacted]

Subject: Voter FIle

Hi [redacted]

Did you run a voter file extract and provide it to the requestor, [redacted]

Sincerely,

[redacted]
Shasta County Clerk & Elections
[redacted]

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From: Clinton Curtis
To: [redacted]
Subject: RE: Voter FIle IMPORTANT
Date: Monday, March 16, 2026 2:43:43 PM
Attachments: image001.png

Monica,

I need to remove [redacted] from [redacted] role. [redacted] has judged employees without any foundation and cannot adequately supervise those employees. [redacted] has acted rudely to them as well as refused to train them properly.

Let me know what I need to do on my end.

clint

From: [redacted] <[redacted]shastacounty.gov>
Sent: Monday, March 16, 2026 2:40 PM
To: Clinton Curtis <ccurtis@shastacounty.gov>
Cc: [redacted] Monica Fugitt <mfugitt@shastacounty.gov>
Subject: RE: Voter FIle IMPORTANT

Hello Mr. Curtis,

There is absolutely no slander or any attempt to slander any staff, if you feel like you need to speak to [redacted] that is up to you.

Respectfully, no, I won't be coming to speak with you in person. I will keep all communication through email so that the words being communicated are clear and concise.

Regarding today's training, you asked me to train them on how to run a voter file extract, which I did. I did not provide an incomplete training but let me highlight a few take aways from the training this morning:

- I did not 'challenge' you, I simply stated that this training won't be helpful unless they had access to the Master Voter Module, to which you replied with: 'I will go around and punch whoever I have to make sure they have access.'
- You asked me to train them on how to run a report and I did so.
- My email was due to the fact that a voter file was provided to someone I believed

shouldn't have been allowed to have access to this information and also because Personal Identifying Information (PII) was not redacted.

- I was not involved in the processing of this application. As the department head, you can certainly approve of who is allowed this information, my concern was that neither you nor [redacted] familiarized yourselves with the code prior to releasing that information.

I have not done anything to warrant any such threat of a write-up; I have been nothing but supportive and offering resources for my staff in abundance. I have provided links to websites and the share drive, manuals, guides, training, supervision.

Here is where you can find all the codes I have referenced in my previous emails. California Legislative Information. Please let me know if I can assist further.

Sincerely,



[redacted]

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From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Monday, March 16, 2026 2:13 PM
To: [redacted]
Cc: [redacted]
Subject: RE: Voter FIle IMPORTANT

If the email system is being used to attempt to attempt to slander the [redacted] employees and [redacted] is involved, then I need to speak to Mr. Rickert and the board.

I have noticed a large volume of these emails attempting to state a case or to complain about the extra help. They are not going anywhere and are providing the assistance that I need.

From now on, if anyone has any complaints about the [redacted] employees they will come and speak to me in person. These [redacted] employees are not your enemy and must be treated

properly. It is entirely possible that employment actions could be filed for the way they are being treated. I have been trying to give people time to gel together but it seems to be getting worse rather than better.

Regarding the training today. You were not exactly forth coming in the training you gave. In fact, you actually challenged if I had the authority to allow for such a training. Even then you gave information grudgingly and incomplete. I expect more from a [redacted]. When I ask you to train someone, I expect the training to be done in a pleasant manner and be complete. Never short the training information and then write an email trying to lay blame on the employee you trained. If it happens again, I will write you up. This is an official warning.

In the future I would like a little more cooperation on any request I make. Regardless of how you feel about the [redacted] employees, they need to be treated with full courtesy. You seemed to be pretty good in working with [redacted] but very poor in working with [redacted]

Additionally, when I ask for the code, I want the code. Don't tell me how to find it or where it is buried. Send me the code.

clint

From: [redacted] <[redacted]
Sent: Monday, March 16, 2026 1:55 PM
To: Clinton Curtis <ccurtis@shastacounty.gov>[redacted]
Subject: RE: Voter FIle

Thank you [redacted] I appreciate the humbleness and carefulness with these requests. I was instructed, per Mr. Curtis to simply show you how to run the report, if there is any confusion on who should and shouldn't receive voter file data, I would inquire with Mr. Curtis.

Mr. Curtis, the codes are listed on the voter application, simply view the document and use your code book to review the referenced codes. These codes have also been stated in my previous email.

It is important that we loop in our [redacted] on matters of high concern. Can you please elaborate on what you mean by 'Does [redacted] know that our internal emails are being used in this fashion?'

Sincerely,

[redacted]

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From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Monday, March 16, 2026 1:38 PM
[redacted]
Subject: RE: Voter FIle

Yes, Please send me the election code or Cal Code of Regs states that the date of birth shall not be released in a voter roll. I just did a tour of the [redacted] and they did not know about that. I will let them know once you send it to me.

Also, I have notice that a lot of emails are being sent to [redacted]. What is the reason for this? Does [redacted] know that our internal emails are being used in this fashion?

clint

From: [redacted]
Sent: Monday, March 16, 2026 11:58 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

Thank you for that information. I have printed out all the codes that you referenced. In none of them does it say that we must keep a copy of their driver's license on file. In fact, I think you might have (inadvertently) violated EC 2194 (b) (1) by sending a copy of

[redacted] application form with [redacted] driver's license number on it to people outside the office.

I have not been able to locate which election code or Cal Code of Regs states that the date of birth shall not be released in a voter roll. Please do send that if such a code exists.

I hope that all people entitled to this public information (according to Ca Code of Reg 19003) will be able to receive it in a timely fashion. Now that you have two newly trained people, the public will not be made to wait, which can give the appearance of partisanship on our part (justified or not).

I do take your concerns seriously, and I will work with [redacted], and all future applicants to make sure the application is completed properly. [redacted] has been very cooperative and patient as [redacted] first requested these rolls on Feb 26th. Two weeks is a long time to wait during campaign season, where every day matters.

Thank you for training us and informing us on this important matter,

[redacted]

[redacted]
Shasta County Clerk and Elections
[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 10:56 AM
To [redacted]

[redacted]
Subject: RE: Voter FIle
Importance: High

Hello [redacted]

That is basic operating knowledge of an election department to not release sensitive voter information, as an [redacted] the expectations is that you analyze code (such as the codes referenced on the voter application form that you processed), utilize resources and review your notes, just to name a few. I advised to Mr. Curtis that I did not think you should be running these reports.

The application has multiple codes referenced, including EC 2187, 2188, 2194 and California Code 19003-19007. As an [redacted], you should be verifying that any requestor is allowed under these laws to be provided the information you released.

I have major concerns about the candidate application from [redacted] I have attached it for reference, but my concerns are:

- I do not have a copy of the Driver's License, just that the license was checked.
- [redacted] put that [redacted] is requesting the information on behalf of Kevin Crye? How so?? [redacted] is not listed on his committee forms.
- Under the laws referenced, [redacted] does not fall under the category as a journalist or a candidate, therefore, I would not have released this information.

I also want to reiterate! Voter file extracts are NOT to be run without a completed application from an appropriate person requesting the information and not until payment has been received.

Sincerely,

[redacted]
Shasta County Clerk & Elections
[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 10:38 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

No, you did not instruct us how to do that. Would you like to show us that part?

Is there a state law or code that says birthdates are now considered private data?

Thanks,

[redacted]
Shasta County Clerk and Elections
[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 10:35 AM
[redacted]
Subject: RE: Voter FIle

Hi [redacted]

I have some concerns about this information being provided to [redacted] Did you remove any

sensitive data that [redacted] is not allowed to be in possession of, such as birth dates?

Sincerely,

[redacted]
Shasta County Clerk & Elections
[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 10:04 AM
To: [redacted]
Cc: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

Yes, according to your training I received this morning (thank you!). I had [redacted] fill out a [redacted] application. When you locate [redacted] original application will you please send it to me?

Sincerely,

[redacted]
Shasta County Clerk and Elections
[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 9:56 AM
To: [redacted]
Subject: Voter FIle

Hi [redacted]

Did you run a voter file extract and provide it to the requestor, [redacted]

Sincerely,

[redacted]
Shasta County Clerk & Elections
[redacted]

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Monica Fugitt

From: Monica Fugitt
Sent: Thursday, April 9, 2026 3:41 PM
To: [redacted]
Subject: FW: Voter FIle IMPORTANT

Monica Fugitt, AWI-CH
Director of Support Services
Phone: [redacted]
1450 Court Street Suite 348
Redding, CA 96001
www.ShastaCounty.gov

CLICK HERE TO VIEW JOBS

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

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From: [redacted]
Sent: Thursday, April 9, 2026 3:25 PM
To: Monica Fugitt <mfugitt@shastacounty.gov>
Subject: FW: Voter FIle IMPORTANT

Punch email about IT and DFM

[redacted]
Shasta County Clerk/Elections
[redacted]

From: Monica Fugitt [redacted]
Sent: Monday, March 16, 2026 4:14 PM
To: [redacted]

<[redacted]>

Subject: RE: Voter FIle IMPORTANT

As with the other thread, I don't think it's appropriate for us to continue this dialogue via email. I would suggest everyone take a pause here.

I'll chat with Mr. Curtis and circle back as needed to provide support.

Monica Fugitt, AWI-CH
Director of Support Services
Phone: [redacted]
Email: [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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From: [redacted]
Sent: Monday, March 16, 2026 4:01 PM
To: Clinton Curtis <ccurtis@shastacounty.gov>
Cc: [redacted]
Subject: RE: Voter FIle IMPORTANT

I have not judged any staff. I have been supportive, I communicate, I collaborate and I assist with all staff.

You requested that I 'teach them how to run a voter file report', I performed this training per your request.

Sincerely,

[redacted]

[redacted]

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From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Monday, March 16, 2026 2:44 PM
[redacted]
Subject: RE: Voter FIle IMPORTANT

Monica,

I need to remove [redacted] from [redacted] role. [redacted] has judged employees without any foundation and cannot adequately supervise those employees. [redacted] has acted rudely to them as well as refused to train them properly.

Let me know what I need to do on my end.

clint

From: [redacted] <[redacted]shastacounty.gov>
Sent: Monday, March 16, 2026 2:40 PM
To: Clinton Curtis <ccurtis@shastacounty.gov>
Cc: [redacted] <[redacted]shastacounty.gov>; [redacted] <[redacted]shastacounty.gov>; [redacted] <[redacted]shastacounty.gov>; [redacted]; Monica Fugitt <mfugitt@shastacounty.gov>
Subject: RE: Voter FIle IMPORTANT

Hello Mr. Curtis,

There is absolutely no slander or any attempt to slander any staff, if you feel like you need to speak to Mr. Rickert, that is up to you.

Respectfully, no, I won't be coming to speak with you in person. I will keep all communication through email so that the words being communicated are clear and concise.

Regarding today's training, you asked me to train them on how to run a voter file extract, which I did. I did not provide an incomplete training but let me highlight a few take aways from the training this morning:

- I did not 'challenge' you, I simply stated that this training won't be helpful unless they had access to the Master Voter Module, to which you replied with: 'I will go around and punch whoever I have to make sure they have access.'

- You asked me to train them on how to run a report and I did so.
- My email was due to the fact that a voter file was provided to someone I believed shouldn't have been allowed to have access to this information and also because Personal Identifying Information (PII) was not redacted.
- I was not involved in the processing of this application. As the department head, you can certainly approve of who is allowed this information, my concern was that neither you nor [redacted] familiarized yourselves with the code prior to releasing that information.

I have not done anything to warrant any such threat of a write-up; I have been nothing but supportive and offering resources for my staff in abundance. I have provided links to websites and the share drive, manuals, guides, training, supervision.

Here is where you can find all the codes I have referenced in my previous emails. California Legislative Information. Please let me know if I can assist further.

Sincerely,

[redacted]
Shasta County Clerk & Elections
Office – (530) 225-5376
Cell – (530) 510-1131

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From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Monday, March 16, 2026 2:13 PM
To: [redacted] <[redacted]shastacounty.gov>
Cc: [redacted] <[redacted]shastacounty.gov>; [redacted]
Subject: RE: Voter FIle IMPORTANT

If the email system is being used to attempt to attempt to slander the [redacted] employees and [redacted] is involved, then I need to speak to [redacted] and the board.

I have noticed a large volume of these emails attempting to state a case or to complain about the extra help. They are not going anywhere and are providing the assistance that I need.

From now on, if anyone has any complaints about the [redacted] employees they will come and speak to me in person. These [redacted] employees are not your enemy and must be treated properly. It is entirely possible that employment actions could be filed for the way they are being treated. I have been trying to give people time to gel together but it seems to be getting worse rather than better.

Regarding the training today. You were not exactly forth coming in the training you gave. In fact, you actually challenged if I had the authority to allow for such a training. Even then you gave information grudgingly and incomplete. I expect more from a [redacted]. When I ask you to train someone, I expect the training to be done in a pleasant manner and be complete. Never short the training information and then write an email trying to lay blame on the employee you trained. If it happens again, I will write you up. This is an official warning.

In the future I would like a little more cooperation on any request I make. Regardless of how you feel about the [redacted] employees, they need to be treated with full courtesy. You seemed to be pretty good in working with [redacted] but very poor in working with [redacted]

Additionally, when I ask for the code, I want the code. Don't tell me how to find it or where it is buried. Send me the code.

clint

From: [redacted]
Sent: Monday, March 16, 2026 1:55 PM
To: [redacted]
Subject: RE: Voter FIle

Thank you [redacted] I appreciate the humbleness and carefulness with these requests. I was instructed, per Mr. Curtis to simply show you how to run the report, if there is any confusion on who should and shouldn't receive voter file data, I would inquire with Mr. Curtis.

Mr. Curtis, the codes are listed on the voter application, simply view the document and use your code book to review the referenced codes. These codes have also been stated in my previous email.

It is important that we loop in our [redacted] on matters of high concern. Can you please elaborate on what you mean by '[redacted] know that our internal emails are being used in this fashion?'

Sincerely,

[redacted]

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From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Monday, March 16, 2026 1:38 PM
To: [redacted]
Subject: RE: Voter FIle

Yes, Please send me the election code or Cal Code of Regs states that the date of birth shall not be released in a voter roll. I just did a tour of the rov office from San Juaquin and they did not know about that. I will let them know once you send it to me.

Also, I have notice that a lot of emails are being sent to [redacted] What is the reason for this? Does [redacted] know that our internal emails are being used in this fashion?

clint

From: [redacted]
Sent: Monday, March 16, 2026 11:58 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

Thank you for that information. I have printed out all the codes that you referenced. In none of them does it say that we must keep a copy of their driver's license on file. In fact, I think you might have (inadvertently) violated EC 2194 (b) (1) by sending a copy of [redacted] application form with [redacted] driver's license number on it to people outside the office.

I have not been able to locate which election code or Cal Code of Regs states that the date of birth shall not be released in a voter roll. Please do send that if such a code exists.

I hope that all people entitled to this public information (according to Ca Code of Reg 19003) will be able to receive it in a timely fashion. Now that you have two [redacted] trained people, the public will not be made to wait, which can give the appearance of partisanship on our part (justified or not).

I do take your concerns seriously, and I will work with [redacted], and all future applicants to make sure the application is completed properly. [redacted] has been very cooperative and patient as [redacted] first requested these rolls on Feb 26th. Two weeks is a long time to wait during campaign season, where every day matters.

Thank you for training us and informing us on this important matter,

[redacted]

[redacted]
Shasta County Clerk and Elections
[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 10:56 AM
To: [redacted]
Subject: RE: Voter FIle
Importance: High

Hello [redacted]

That is basic operating knowledge of an election department to not release sensitive voter information, as an [redacted] the expectations is that you analyze code (such as the codes referenced on the voter application form that you processed), utilize resources and review your notes, just to name a few. I advised to Mr. Curtis that I did not think you should be running these reports.

The application has multiple codes referenced, including EC 2187, 2188, 2194 and California Code 19003-19007. As an [redacted], you should be verifying that any requestor is allowed under these laws to be provided the information you released.

I have major concerns about the candidate application from [redacted] I have attached it for reference, but my concerns are:

- I do not have a copy of the Driver's License, just that the license was checked.
- [redacted] put that [redacted] is requesting the information on behalf of Kevin Crye? How so?? [redacted] is not listed on his committee forms.
- Under the laws referenced, [redacted] does not fall under the category as a journalist or a candidate, therefore, I would not have released this information.

I also want to reiterate! Voter file extracts are NOT to be run without a completed application from an appropriate person requesting the information and not until payment has been received.

Sincerely,

[redacted]
Shasta County Clerk & Elections
[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 10:38 AM
To: [redacted]

<[redacted]>
Subject: RE: Voter FIle

Hi [redacted]

No, you did not instruct us how to do that. Would you like to show us that part?

Is there a state law or code that says birthdates are now considered private data?

Thanks,



[redacted]
Shasta County Clerk and Elections
[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 10:35 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

I have some concerns about this information being provided to [redacted] Did you remove any sensitive data that [redacted] is not allowed to be in possession of, such as birth dates?

Sincerely,



[redacted]
Shasta County Clerk & Elections
[redacted]

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From: [redacted] <[redacted]shastacounty.gov>
Sent: Monday, March 16, 2026 10:04 AM

To: [redacted]
Cc: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

Yes, according to your training I received this morning (thank you!). I had [redacted] fill out a [redacted] application. When you locate [redacted] original application will you please send it to me?

Sincerely,

[redacted]
Shasta County Clerk and Elections
[redacted]
shastacounty.gov

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From: [redacted]
Sent: Monday, March 16, 2026 9:56 AM
To: [redacted]
Cc: [redacted] Clinton Curtis [redacted]
Subject: Voter FIle

Hi [redacted]

Did you run a voter file extract and provide it to the requestor, [redacted]

Sincerely,

[redacted]
Shasta County Clerk & Elections
[redacted]

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Monica Fugitt

From: Monica Fugitt
Sent: Monday, March 16, 2026 4:49 PM
To: [redacted]
Subject: FW: Voter FIle

Categories: Red Category

Monica Fugitt, AWI-CH
Director of Support Services
Phone: 530-229-8234
Email: mfugitt@shastacounty.gov
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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From: Monica Fugitt
Sent: Monday, March 16, 2026 4:10 PM
To: [redacted]
Subject: RE: Voter FIle

Good afternoon everyone,

I am going to suggest that we discontinue the back and forth discussion via email at this time and I will setup a meeting with [redacted] to discuss.

I am happy to meet with both Mr. Curtis as well as staff to discuss this request as well as other concerns that may be present; however, in the meantime, I would encourage everyone in this thread to engage more in person, face to face, in respectful and open dialogue about concerns that may arise and if

necessary, follow up in writing afterward. As much as I understand and can appreciate the desire to communicate in writing, there is a lot lost in email communication and it is possible that both tone and intentions can be misconstrued.

Monica Fugitt, AWI-CH
Director of Support Services
Phone: [redacted]
Email: [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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From: [redacted]
Sent: Monday, March 16, 2026 3:59 PM
To: [redacted]
Subject: RE: Voter FIle

Hello Mr. Curtis,

I agree with [redacted] there has not been a complaint about staff, just concern about the processing of voter data requests. I was not made aware that any voter application was being processed shortly after you instructed me to train [redacted] and [redacted] on how to run a voter extract. My concern was that the data was provided without anyone verifying the codes that allow that data to be shared. That is not a complaint on staff, simply a concern about following the law.

Sincerely,

[redacted]
Shasta County Clerk & Elections
[redacted]

[redacted]

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From: [redacted] shastacounty.gov>
Sent: Monday, March 16, 2026 3:29 PM
To: Clinton Curtis <ccurtis@shastacounty.gov> [redacted]
Subject: RE: Voter FIle

Mr Curtis,
It sounds like there is a lot of frustration all of a sudden and I'm not sure where that came from.

To be clear, my intent was not to complain about anyone. I'm simply concerned about our internal processes in handling the publics confidential information.

I'm uncertain where the "hostile work environment filings" are coming from and confused about my concerns regarding existing staff and their friends. I have always let you know of my concerns as soon as they become an issue and I have no concerns regarding the company staff keep in their private lives.

The concern I noted below was that our process involving the handling of the publics confidential information should be done in line with the law and in a manner that is transparent. We had a staff member running a report for [redacted] friend less than 30 min after being trained on the report, accepting an application that wasn't completed correctly, and providing the information we aren't sure the friend was qualified to have, based on the information provided on [redacted] application. I was only stating that it appears to be a process that needs a little more work and training. I just want to make sure we are implementing the law appropriately. If you feel that we are, fantastic. If not, we should work on that.

I'm also unclear in regard to what the whistleblower comment was about and am unaware of any retaliation. I'm also not clear as to why filing suit would be necessary.

I have included Monica on this email so that [redacted] can address your request, below, to re-train your [redacted].

[redacted]
Shasta County Clerk/Elections
Phone: [redacted]

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constitute as attorney work product. If you are not the intended recipient, you are hereby notified that any use, dissemination, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, notify us immediately by telephone and (i) destroy this message if a facsimile or (ii) delete this message immediately if this is an electronic communication. Thank you.

From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Monday, March 16, 2026 2:46 PM
To: [redacted]
Subject: RE: Voter FIle

I just said for everyone that want to complain about the [redacted] employees to speak to me personally. I expect that we are just about ready to have a half dozen hostile work environment filings. Unfortunately, with what is happening from the existing staff to the new staff, a hostile work environment is absolutely correct. It cannot continue.

[redacted] If you had concerns about the existing staff providing their friends with information, you have not expressed this before. Just because someone has an opinion, does not mean that they are doing anything nefarious.

I am going to schedule a meeting with the supervisors and personnel.

Monica, Please let me know when a good time would be to re-train my [redacted] to properly deal with [redacted] employees that do not particularly like the [redacted] hires. I may need to make some major changes.

This seems to have increased after I was a whistleblower on the poor advice given to the board by the county counsel. This seems like retaliation, and I will file suit if we cannot get this solved.

clint

From: [redacted]
Sent: Monday, March 16, 2026 11:19 AM
To: Clinton Curtis <ccurtis@shastacounty.gov [redacted]
Subject: RE: Voter FIle

Mr Curtis,
I am echoing [redacted] concerns regarding the voter file. It appears as if staff are working with their friends to provide them confidential information outside the law and office policy. I'm not accusing anyone of doing anything wrong, I'm simply refencing the appearance of what is taking place. Should [redacted] and [redacted] continue with this processes it would be imperative that staff follow the very specific and strict guidelines when providing this information.

In addition, I'm not sure that providing these flash drives in a basket at the front of the office for any member of the public is appropriate and in alignment with the way the law is written. I would suggest seeking input and direction from county council, if that hasn't already been done.

I do understand that your intent is to use the polygraph to address any conflicts within the office. However, I'm not sure that this is an appropriate form of security when protecting the confidential information belonging to the voters of our community.

Please provide specific direction as to how you see this being handled appropriately.

Thank you,

[redacted]
Shasta County Clerk/Elections
Phone: [redacted] Mobile: [redacted]

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From: [redacted] <[redacted]shastacounty.gov>
Sent: Monday, March 16, 2026 10:56 AM
To: [redacted]
Subject: RE: Voter FIle
Importance: High

Hello [redacted]

That is basic operating knowledge of an election department to not release sensitive voter information, as an [redacted] the expectations is that you analyze code (such as the codes referenced on the voter application form that you processed), utilize resources and review your notes, just to name a few. I advised to Mr. Curtis that I did not think you should be running these reports.

The application has multiple codes referenced, including EC 2187, 2188, 2194 and California Code 19003-19007. As an [redacted], you should be verifying that any requestor is allowed under these laws to be provided the information you released.

I have major concerns about the candidate application from [redacted] I have attached it for reference, but my concerns are:

- I do not have a copy of the Driver's License, just that the license was checked.
- [redacted] put that [redacted] is requesting the information on behalf of Kevin Crye? How so?? [redacted] is not listed on his committee forms.
- Under the laws referenced, [redacted] does not fall under the category as a journalist or a candidate, therefore, I would not have released this information.

I also want to reiterate! Voter file extracts are NOT to be run without a completed application from an appropriate person requesting the information and not until payment has been received.

Sincerely,

[redacted]
Shasta County Clerk & Elections
[redacted]

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From: [redacted] <[redacted]shastacounty.gov>
Sent: Monday, March 16, 2026 10:38 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

No, you did not instruct us how to do that. Would you like to show us that part?

Is there a state law or code that says birthdates are now considered private data?

Thanks,

[redacted]
Shasta County Clerk and Elections
[redacted]

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From: [redacted] <[redacted]shastacounty.gov>
Sent: Monday, March 16, 2026 10:35 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

I have some concerns about this information being provided to [redacted]. Did you remove any sensitive data that [redacted] is not allowed to be in possession of, such as birth dates?

Sincerely,



[redacted]
Shasta County Clerk & Elections
[redacted]

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From: [redacted] <[redacted]shastacounty.gov>
Sent: Monday, March 16, 2026 10:04 AM
To: [redacted]
Subject: RE: Voter FIle

Hi [redacted]

Yes, according to your training I received this morning (thank you!). I had [redacted] fill out a [redacted] application. When you locate [redacted] original application will you please send it to me?

Sincerely,



[redacted]
Shasta County Clerk and Elections
[redacted]

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From: [redacted]
Sent: Monday, March 16, 2026 9:56 AM
To: [redacted]

[redacted]

Subject: Voter FIle

Hi [redacted]

Did you run a voter file extract and provide it to the requestor, [redacted]

Sincerely,

[redacted]
Shasta County Clerk & Elections
[redacted]

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Exhibit D

Emails from [redacted] [redacted] to [redacted] personal email with a "Daily Journal" dated between May 30, 2025 and June 19, 2025

From: [redacted]
To: Monica Fugitt
Subject: Fwd: [redacted] - Daily Journal
Date: Friday, April 10, 2026 8:17:01 AM
Attachments: IMG_8658.jpeg

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

---------- Forwarded message ---------
From: [redacted]
Date: Thu, Jun 19, 2025 at 6:35 PM
Subject: Re: Daily Journal
To: [redacted]

June 19th - met with Clint at [redacted] street for our 9 AM meeting. He mentioned that he has been receiving emails from above about having 'reasonable expectations' he laughed and said 'my expectations aren't reasonable because reasonable is too slow'.
Mentioned that the [redacted] building he wants and that 'I have people who are willing to give me money for a building, but it has to be soon. Which is why I can't wait on the CAO's office, they take too darn slow. I've reached out to the property owner about a tour'.

On Tue, Jun 17, 2025 at 7:00 PM [redacted]
> June 17th - I was leaving the office at 6:06 PM I saw Mr Curtis leaving and he said that there was a little problem with [redacted] 'not supporting my decision to remove poll pass' and that he would 'need to talk to [redacted] about [redacted] behavior' he then mentioned that 'if [redacted] can't properly interact with the public, he would find someone who can'.
>
> On Mon, Jun 16, 2025 at 6:53 PM [redacted] wrote:
> > June 16th.
> >
> > Clint stated during our management meeting that he wanted to get rid of drop boxes, we expressed concern and he said 'we're getting rid of them (drop boxes) because my people don't like them'
> >
> > Clint also claimed he can change any county policy, this came after concern was raised expressed about a staff that called in sick for the day but then sent an email at 10:25 PM claiming Clint Curtis asked [redacted] to work. He said 'I have things that need to be done, so I approved [redacted] work from home'. A policy about that was brought up and he asked it all to be forwarded to him. This was when he exclaimed that he 'made a living off suing the government' and that he can 'change any policy if I want to bad enough'.
> >
> > Mr. Curtis mentioned 'bouncing the alternatives off of my folks' when I mentioned to him

that I would provide him alternatives for our agilis machine that sorts ballots.

Claimed in the same management meeting that 'we need to work harder, because what we've done before wasn't enough and that's why people don't trust elections'.

All of this took place in our management meeting from 10:30 to 11:45.

In that same meeting he kept slandering [redacted] I spoke up and politely told him that while I don't think he is intending to be putting [redacted] down, I don't appreciate the way he speaks about [redacted] He spoke up and said that 'if you knew what I do….' And that [redacted] would refuse to talk to him.

On Tue, Jun 3, 2025 at 8:41 AM [redacted] wrote:

> June 2nd - Mr. Curtis has an odd interest in death and murder, he keeps making strange comments. He asked about our safety protocol for an active shooter and mentioned what would stop someone from shooting down everyone once they got inside. I mentioned that we have badges, he said they could put a gun to my head and make me use my badge. [redacted] jumped in and said we have a [redacted]
>
> Several hours later, he had a stranger walking around the department. Heavyset, glasses and bald. Per staffs description.
>
> During our [redacted] meeting, he mentioned touring buildings without looping in the CAO, violating county policy. He also mentioned toned using tax payer dollars to furnish the 'lounge' for observers and also spending money on cookies and snacks for observers. We mentioned that goes against county policy and he said if they want me here bad enough they'll let me do it (something to that effect).
>
> On Fri, May 30, 2025 at 5:21 PM [redacted] wrote:
>
> > See Agenda notes from Wednesdays, 5-28 meeting
> >
> > May 30th- Mr. Curtis had me move the backup voting system server in the locked black cabinets down to his office.
> > He made an off comment about a mob bosses body being stuffed inside of it, if he had to open it. This was approximately 9AM.
> >
> > Clint had 4 observers into his office: [redacted] and a woman I don't know [redacted] name but recognize. They were inside for approximately 2 hours from 2-4. He let them leave unsupervised. I didn't realize this until I saw them walking outside my office window.

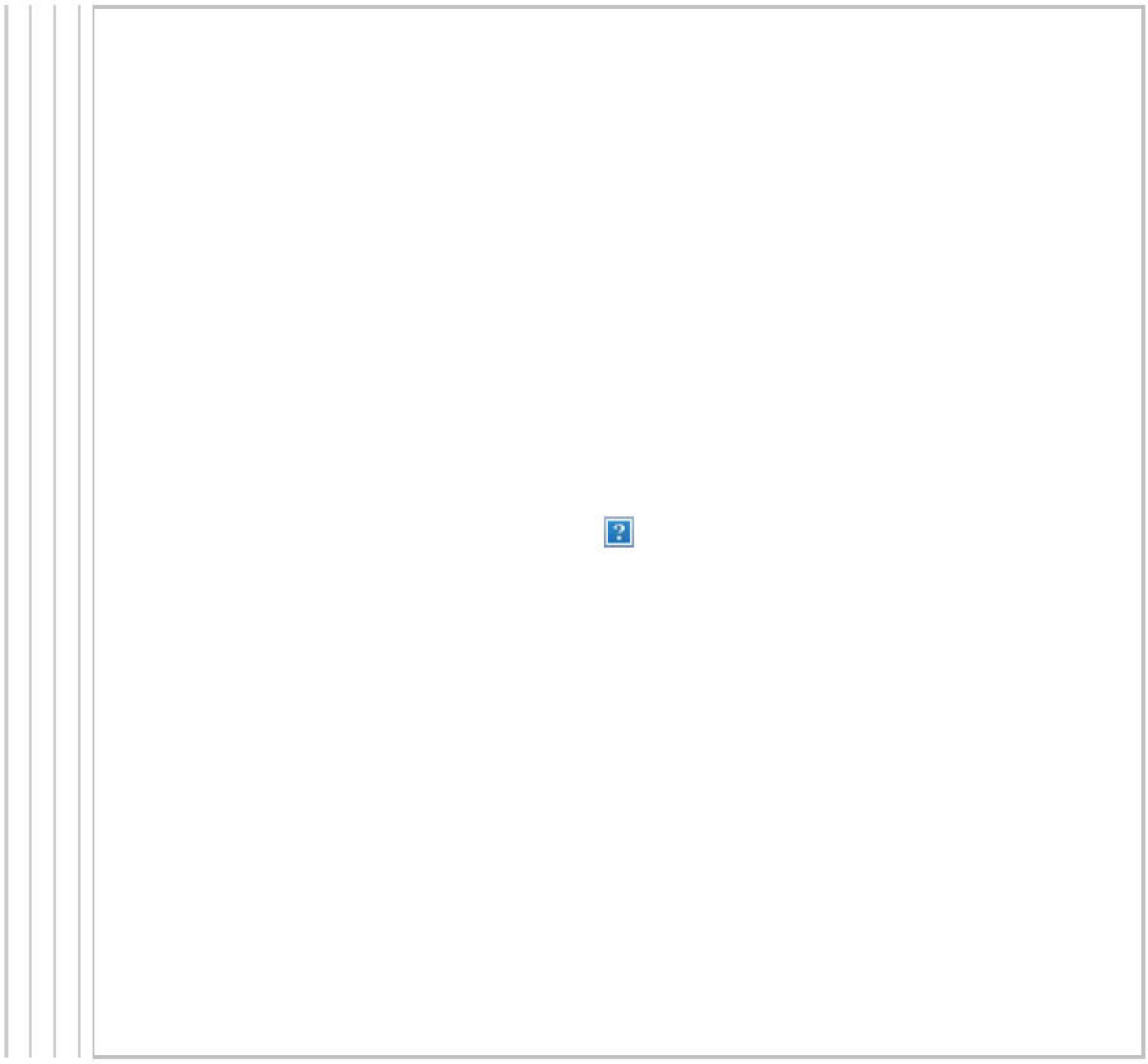


Exhibit E

Teams messages between [redacted] and [redacted] dated March 27, 2026

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 11:04 AM

Is everything okay over there? I received a message about [redacted] going around about things [redacted] should not be involved in?

[redacted] <[redacted]shastacounty.gov>

Reply | Reply All | Forward | ...

Fri 03/27/2026 11:06 AM

Oh [redacted] is... [redacted] is pissed

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 11:07 AM

Click here to download pictures. To help protect your privacy, Outlook prevented automatic download of some pictures in this message.

I haven't heard anything

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 11:07 AM

What is [redacted] getting pissed about??

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 11:10 AM

You will be cc'd in a second. Getting clarification from [redacted]

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 11:10 AM

Okay, thank you [redacted]

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 12:08 PM

Are you at Market? I haven't seen you and didn't see a message.

You are missing out on all the fun

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 1:35 PM

I'm heading out.
I will be on in a bit this afternoon

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 1:35 PM

I think you've earned it 🥰 💋

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 1:40 PM

I feel so defeated today

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 1:41 PM

I'm sorry, is anyone against me speaking to him about the words he used? I just feel like it's something the needs to be addressed. That we don't ever talk to anyone, let alone the women in this office in that way.

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 1:42 PM

[redacted]

I'm sorry, is anyone against me speaking to him about the words he used? I just feel like it's something the needs to be addressed. That we don't ever talk to anyone, let alone the women in this offi...

[redacted] probably is against it.

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 1:54 PM

I 1000% agree with you but this is something I can't sweep under a rug.

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 1:56 PM

Leave it alone.
You weren't there and don't get dragged into

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 1:57 PM

It's done and dead now

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 1:57 PM

I am also very against it
Let it die.
I handled it on my end

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 2:10 PM

I hear what you're saying and I won't say anything to him
BUT just because I wasn't there doesn't mean he shouldn't be talked to for what he did

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 2:24 PM

I hear you but just let it die.
I've been told worse things 🤣

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 4:56 PM

I am logging off. I will see you Monday

Exhibit F

Teams messages between [redacted] and [redacted]
dated March 27, 2026

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 11:03 AM

Are you in your office?

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 11:03 AM

[redacted] knocked and I knocked.

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 11:10 AM

I am on trying to get a report from [redacted]

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 11:11 AM

Where are you?

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 11:11 AM

My office

Exhibit G

Teams messages between [redacted] and [redacted]
dated March 27, 2026

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:46 AM

begs the question.. why is he asking I to do it? is [redacted] the only one who is the least bit familiar with elms outside of one screen?

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:46 AM

among other questions

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:46 AM

He wants to send them a letter....yikes...that is not OK

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:47 AM

You would have to send a letter to everyone

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:47 AM

all or nothing

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:47 AM

hey you guys who already vote in person and probs bring the needed things.. bring the needed things.. those of you who aren't familiar with in person voting.. well i dont care if you know the expectations.... not ok at all

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:48 AM

i should have just said its a poll place thing and not mentioned the yes/no thing.. my bad

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:49 AM

He just sent me an email to do it RIGHT NOW

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:50 AM

ya... id def wait on cc answer...its such an odd ask really

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:52 AM

[redacted] told Clint I refused to do it.

I am adding you on the email. I didn't refuse, I said I didn't know the report number. which is true, I don't know off the top of my head.

[redacted]

Reply | Reply All | Forward | ...
Fri 03/27/2026 10:53 AM

im really only top of my head familiar with mine.. so true for me too

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 10:53 AM

and even then.. I have them written down to remember

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 10:53 AM

Same. I am researching but I will cc you on my reply

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 11:02 AM

he's gonna have personel come know on your door... since you didn't answer

[redacted]

Reply | Reply All | Forward | ...

Fri 03/27/2026 11:10 AM

I am on the phone with [redacted] I don't know what to run. [redacted] said yes/no wouldn't work

Exhibit H

Email draft by Clint Curtis dated March 27, 2026 at 11:06am

Monica Fugitt

Sent: Friday, March 27, 2026 11:06 AM
To: Elections-CountyClerk (All)
Subject: [redacted] will no longer have private offices. Please select an open cubicle and let me know which one you are selecting.

There seems to be a [redacted] way of not interacting with the [redacted] employees. That is by closing your door and not answering when they knock. This just adds to the hostile work environment that has recently been displayed.

As such, [redacted] will no longer have private offices. Please select an open cubicle and let me know which one you are selecting. The offices will now be used for staff meetings. [redacted] will not be allowed to separate themselves from the employees. [redacted] duties are to train the new employees in whatever task I assign that new employee to. [redacted] are expected to interact with the new employees in a professional manner.

Exhibit I

Chapter 22 of the Personnel Rules, Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation

CHAPTER 22. POLICY AGAINST DISCRIMINATION, HARASSMENT, ABUSIVE CONDUCT AND RETALIATION

SECTION 22.1. POLICY AGAINST DISCRIMINATION, HARASSMENT, ABUSIVE CONDUCT AND RETALIATION.

Shasta County unequivocally supports efforts to protect and safeguard the rights and opportunities of all people to seek, obtain and hold employment with the County without unlawful discrimination, harassment, or retaliation.

The County denounces unlawful discrimination, harassment, retaliation, and disrespectful or other unprofessional conduct by any person against County employees, applicants, interns, volunteers, and independent contractors on the basis of race (includes hair texture and hairstyles), color, religion (includes religious dress and grooming practices), age (persons age 40 and above), sex or gender (includes pregnancy, childbirth, breastfeeding, and/or related medical conditions), sex stereotype, gender identity/gender expression/transgender and sexual orientation, national origin (includes language restrictions and possession of a driver's license issued to undocumented immigrants), ancestry, marital status, disability (including physical, developmental, mental health/psychiatric, HIV and AIDS), medical condition (relating to a diagnosis of cancer or a record or history of cancer, genetic characteristics), reproductive health decision-making, genetic information, military or veteran status, or any other basis protected by federal, state or local law or ordinance or regulation, or on the basis that the applicant, employee, intern, volunteer, or independent contractor is perceived to be a member of a protected class or is associated with a member of a protected class.

This policy is also intended to prohibit treating a county client or customer in a discriminatory, harassing or abusive manner.

In addition, the County prohibits retaliation against individuals who raise complaints of discrimination, harassment, abusive conduct or retaliation, or who participate in workplace investigations.

All references to Personnel Director, CEO, Department Head, or County Counsel in this policy also refer to their designees.

A. Under federal and state laws, it is illegal to discriminate, harass, or retaliate on one or more of the foregoing bases in hiring, firing, compensation, and other terms or conditions, privileges, or benefits of employment.

B. All employees shall be informed of the discrimination, harassment, and retaliation complaint process and be assured of their right to file complaints without fear of reprisal. All supervisors and managers shall be trained regarding behavior that constitutes discrimination, harassment, or retaliation.

C. Discrimination, harassment, or retaliation against another employee, applicant, intern, volunteer, or independent contractor in violation of this policy may be grounds for disciplinary action up to and including termination.

D. Disrespectful or unprofessional conduct may constitute harassment under this policy.

E. This policy prohibits any violation of the California Fair Employment and Housing Act, as it currently reads or as it may be amended in the future.

F. The County encourages any employee to raise questions he/she may have regarding discrimination, harassment, abusive conduct, retaliation or the terms of this policy with the Personnel Director.

SECTION 22.2. PROHIBITED CONDUCT.

A. Discrimination in employment is unlawful and prohibited when decisions regarding the terms, conditions or benefits of employment are based on an applicant's or an employee's actual or perceived protected status as defined in section 22.1. The following forms of illegal discrimination is prohibited:

1. Disparate treatment: treating an individual differently because of his/her protected status;

2. Disparate impact: following a policy or practice that has a discriminatory impact on a protected group of persons;

3. Harassment: treating an individual in such an abusive or hostile way because of his/her protected status that it unreasonably interferes with an employee's work performance or creates a hostile work environment; and

4. Retaliation: harassing or imposing an adverse employment action because an individual filed a discrimination or harassment complaint or in some other way opposed discriminatory practices, including participation in an investigation, proceeding or hearing including discriminatory practices.

B. Abusive conduct is prohibited and is defined as conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or gratuitous sabotage or undermining of a person's work performance. A single act shall not constitute abusive conduct, unless especially severe and egregious.

Examples of actions which constitute abusive conduct include:

1. Infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets.

2. Physical conduct that a reasonable person would find threatening, intimidating, or humiliating.

3. Gratuitous sabotage or undermining of a person's work performance or intentional interference with a person's work or work performance.

4. Conduct or actions that a reasonable person would find offensive.

5. Inappropriate conduct or behavior that is pervasive (requiring multiple acts) or severe.

Abusive conduct should be distinguished from appropriate actions to carry out supervisory or management responsibilities. Examples of what abusive conduct is NOT:

(a) Reasonable management action: Managers have a right to direct the way work is carried out and to monitor and give feedback on performance.

(b) Performance management: Action taken in accordance with County rules and policies regarding formal and informal disciplinary action.

(c) Reasonable supervisory actions: Providing performance evaluations including negative evaluations; coaching and constructive feedback; setting aggressive performance goals; scheduling ongoing meetings to address performance or departmental goals; investigating potential misconduct.

(d) Personality conflict: Differences of opinion; interpersonal conflicts; occasional problems in working relationships.

C. Unlawful harassment is prohibited and occurs when an employee's conduct, such as that described below occurs on the basis of a protected class as defined in Section 22.1:

1. Unreasonably interferes with an individual's work performance, or

2. Creates an intimidating, hostile, or offensive working environment, or

3. Influences or affects an individual's salary, employment conditions, position, or some other aspect of career development.

Examples of harassment include:

(a) Verbal harassment: epithets, derogatory jokes or comments, threats, slurs, unwanted sexual advances, invitations, comments, posts or messages, or other offensive words or comments.

(b) Physical harassment: assault, unwanted touching, battery, impeding or blocking movement, or the physical interference with normal work, privacy, or movement.

(c) Visual forms of harassment: derogatory, and/or sexually-oriented posters, photography, cartoons, drawings or gestures, prejudicial, stereotypical, or otherwise offensive posters, photographs, cartoons, notes, correspondence, email messages, or drawings.

(d) Abusive conduct on the basis of a protected class as defined in Section 22.1.

D. This policy prohibits sexual harassment which is a type of sex discrimination and is a violation of Title VII of the Civil Rights Act of 1964 and the California Fair Employment and Housing Act.

It is against the policy of the County for any employee to sexually harass another employee, an applicant for employment, or a member of the public while in the course of County employment, while in uniform, or while using a County vehicle.

a. "Sexual harassment," as used in this policy, includes any unsolicited and unwelcome sexual conduct when that conduct is directed toward a person

because of that person's sex or gender, and:

i. Submission to the conduct is made either explicitly or implicitly a term or condition of employment;

ii. Submission to or rejection of the conduct by an employee is used as abasis for employment decisions affecting the employee; or

iii. Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile, or otherwise offensive work environment.

b. "Sexual harassment" does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, that is personally offensive, that fails to respect the rights of others, that lowers morale and that, therefore, interferes with work efficiency. Sexual harassment may take different forms. It may be overt or subtle. One specific form is the demand for sexual favors. Other forms of harassment include but are not limited to:

i. Verbal: Sexual innuendos, suggestive comments, whistling, jokes of a sexual nature, sexual propositions, degrading comments, or threats, whether made in person, by telephone or in messages left on voice mail.

ii. Visual: Sexually suggestive objects, pictures, or cartoons; leering; obscene gestures; or degrading or vulgar communications made in writing or by fax, email, or other computer transmission.

iii. Physical: Unwanted physical contact, including touching, pinching, brushing the body, assault, battery, coerced sexual intercourse, or making explicit or implicit threats or promises in return for submission to physical acts.

Sexual harassment does not need to be motivated by sexual desire to be unlawful or to violate this policy. For example, hostile acts toward an employee because of their gender can amount to sexual harassment, regardless of whether the treatment is motivated by sexual desire.

E. This policy also prohibits retaliation by any person against anyone filing a complaint or participating in any workplace investigation or complaint process.

F. This policy also prohibits county employees from acting in discriminatory, harassing or abusive manner toward the county's clients or customers. However, only employees are eligible to use the complaint procedure provided in Section 22.4.

G. The following conduct by County managers, supervisors and lead employees is also prohibited by this policy:

1. Failing to promptly report or take corrective action when an employee, applicant for employment, or volunteer, a customer or client of the County is being subjected to harassment, sexual harassment, abusive conduct or retaliation on the job or by a County employee; or

2. Retaliating against a person who complained of discrimination or harassment, or who testified on behalf of one who made a complaint, or who assisted or

participated in any manner on behalf of a complainant in an investigation or proceeding conducted under this policy.

H. Department Heads, managers, supervisors and lead persons are responsible for the actions of their employees. Department Heads must ensure that employees, managers, supervisors, and lead persons are aware of and comply with the County's policy. Prompt, appropriate action can help avoid, or minimize an incidence of discrimination, harassment, abusive conduct or retaliation.

SECTION 22.3. EMPLOYEE ACTION.

A. People may not be aware that their behavior constitutes or may constitute harassing or abusive conduct under this policy. Often simply advising someone of the offensive nature of his/her behavior will resolve the problem.

B. An employee who feels they are being harassed or is experiencing abusive conduct is encouraged to inform the alleged perpetrator either verbally or in writing that the behavior is unwelcome, offensive, in poor taste, or otherwise inappropriate. If this does not resolve the problem or if an employee feels uncomfortable, threatened, or has difficulty expressing their concern, the following complaint procedure should be used.

SECTION 22.4. COMPLAINT PROCEDURE. This procedure shall be used to review and resolve allegations of discrimination, harassment (including sexual harassment), abusive conduct, or retaliation. The procedure has both informal and formal routes of resolution. It is the County's intent to resolve complaints at the lowest step in the process, beginning with the informal step. This procedure may be used both by employees who believe they have been subject to as well as those who believe they may have witnessed discrimination, harassment (including sexual harassment), abusive conduct, or retaliation.

A. Any employee or prospective employee who believes they have been the subject of or have witnessed unlawful discrimination, harassment, abusive conduct or retaliation, who is not able to satisfactorily resolve the complaint as described in Section 22.3 or is uncomfortable discussing the matter with the harasser, should verbally report the alleged act immediately to their department supervisor, Department Head or the Personnel Director.

B. If the verbal report does not promptly and effectively remedy the situation, the employee shall file a formal complaint as follows:

1. Any employee or prospective employee who believes he/she has been the victim of or has witnessed discrimination, harassment (including sexual harassment), or retaliation by anyone in the workplace, including an employee or customer, supplier, or visitor, should file a complaint within 30 days of the alleged act. The complaint should be in writing and shall be filed with the Personnel Director. The complaint may be delivered in person or mailed to the Director of Personnel, 1450 Court Street, Room 348, Redding, CA 96001. It should be delivered in a sealed envelope, addressed to the Personnel Director or his/her designee, and marked "Confidential."

2. The written complaint must address the following information to allow a comprehensive investigation to be conducted:

a. The complainant's full name.

b. The complainant's job title and department.

c. The subject's full name, if different from complainant.

d. The subject's job title and department, if different from complainant.

e. The full name and employment classification (if a County employee) of the person or persons allegedly responsible for the discrimination, harassment, or retaliation.

f. A plain, concise statement of the facts constituting the alleged discrimination, harassment, or retaliation.

g. The date or dates on which the alleged discrimination, harassment, or retaliation occurred.

h. The name and telephone number of any witnesses.

i. The complainant's signature, address, and telephone number and the date of signing of the complaint.

A supervisory employee receiving a verbal or written complaint of or observing conduct which appears to be prohibited discrimination, harassment, abusive conduct, or retaliation shall inform the Department Head of such complaint or conduct as soon as possible and in no event later than the end of the next working day. If the complaint is about the Department Head the supervisor shall inform the Personnel Director instead of the Department Head. The Department Head will immediately notify the Personnel Director of the complaint or conduct. If the alleged perpetrator is employed in a department other than that of the complainant, the Personnel Director shall immediately inform the alleged perpetrator's Department Head of the complaint.

In addition to the foregoing, the Personnel Director shall initiate an investigation of suspected discrimination, harassment, abusive conduct, or retaliation based upon: (1) the Director's personal observation; (2) a report of such behavior given to him/her or her by an officer or employee who is not a party to the allegation; or (3) such other information as he/she deems sufficient to warrant further inquiry.

The Personnel Director, or his/her designee, in consultation with the Department Head, or his/her designee, and County Counsel, will have full authority to investigate all aspects of the complaint. If the complainant's Department Head is the alleged perpetrator, the Personnel Director, or his/her designee, and the CEO, or his/her designee, shall be in charge of the investigation.

If the complaint was verbal, the Personnel Director, or his/her designee, shall request the complainant submit his/her complaint in writing. If the person refuses to do so, the Personnel Director, or his/her designee, may, in his/her discretion initiate an investigation regardless in accordance with subsection 22.4.D.

All written complaints which provide the information listed in subsection 22.4.B.2 will be investigated in a timely and confidential manner. Reasonable attempts shall be made to protect the confidentiality of the complainant; however, confidentiality cannot be

guaranteed given the extent of the investigation which may take place. Information concerning a complaint will not be released by the County to third parties or to anyone within the County who is not involved with the investigation, except as required by law, nor should anyone involved be permitted to

discuss the subject outside of the investigation or a resulting disciplinary action. The purpose of this provision is to protect the confidentiality of the complainant, to encourage the reporting of any incidents of discrimination, harassment, or retaliation, and to protect the reputation of any employee wrongfully charged with discrimination, harassment, or retaliation.

All employees shall be protected from coercion, intimidation, retaliation, interference, or discrimination, abusive conduct, or harassment for filing a complaint or assisting in an investigation.

The investigation of a complaint will normally include conferring with the parties involved and any witnesses by a qualified investigator. The Personnel Director, or his/her designee, is empowered to require the attendance of any employee or officer at all reasonable times for purposes of conducting the investigation and receiving testimony. The investigation may include interviews with the complainant, the alleged perpetrator, and any other persons who may have relevant knowledge concerning the complaint. The investigation shall be as thorough as possible, impartial, and shall conclude within the shortest possible time reasonable given the complexity of the case. When good cause is shown, temporary action may be taken pending the conclusion of the investigation.

The Department Head, or their designee, or where the Department Head is the alleged perpetrator, the CEO, in consultation with the Personnel Director, and County Counsel shall determine whether the complaint is valid in whole or in part, based on the evidence obtained during the investigation. A statement of the factual findings and the remedial action to be taken shall be approved by the County Counsel.

Upon a finding that a County official or employee has engaged in unlawful harassment, discrimination, abusive conduct, or retaliation against a County employee, applicant for employment, intern, volunteer, independent contractor, or a County client or customer, the appointing authority shall take appropriate remedial action against the perpetrator up to and including termination of employment. Any disciplinary action shall be commenced and prosecuted in accordance with these Personnel Rules, or any other procedures allowed by a memorandum of understanding between the County and the employee's association. Upon a finding that an Elected Official has engaged in unlawful harassment, discrimination, abusive conduct, or retaliation against a County employee, applicant for employment, intern, volunteer, independent contractor, or a County client or customer, any findings will be brought to the Board of Supervisors for consideration of remedial action.

Other appropriate remedial measures deemed necessary to prevent future discrimination, harassment, abusive conduct, or retaliation shall also be taken.

After the statement of findings and remedial action has been approved by the County Counsel and the Personnel Director the complainant shall receive a copy of the initial statement of findings. The Department Head or CEO shall provide the complainant with the opportunity to meet to discuss the findings and any remedial action to be taken, provided that no information protected by Penal Code section 832.7, pertaining to peace officers, or other law shall be improperly disclosed. The request to meet to discuss the findings and any remedial action to be taken must be made by the complainant within ten

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working days from receipt of the statement of findings. The meeting will then be held within ten working days of the receipt of that request. The complainant will be provided with an updated statement of findings after the initial meeting; if after the receipt of these latest findings, the complainant is still dissatisfied with the findings or the proposed remedial action, the complainant may within ten working days of the receipt of the updated statement of findings, submit a written request for reconsideration. A second meeting between the complainant, the Personnel Director, the County Counsel, and the Department Head, or CEO will be held within ten working days of the receipt of that request. Prior to any modification of the original statement, the alleged perpetrator shall be given notice of the proposed modification and an opportunity to provide input. The complainant shall be advised of their right to have a representative at any and all of these meetings. Following these proceedings, the complainant will be provided with a final statement of findings, which shall be final.

Complainants who submit a formal complaint who were witness to discrimination, harassment, abusive conduct or retaliation, of which they were not subject, will be notified of the closure of investigation; however, are not entitled to a notice of findings or the appeal procedures described herein.

If misconduct is found, the final statement of findings may be made a part of the perpetrator's personnel file and should be attached or referred to in their next performance evaluation.

SECTION 22.5. POLICY AS EXCLUSIVE MEANS OF REMEDY. The procedures specified herein shall provide the exclusive internal mechanism by which all complaints of discrimination, harassment, abusive conduct, or retaliation by employees or applicants shall be heard and adjudicated and no other grievance or appeals procedure otherwise provided in these Personnel Rules or applicable Memorandum of Understanding, shall be used for seeking an administrative remedy for such misconduct, or for purposes of taking testimony or hearing accusations and/or rebuttals on this subject, except that any employee against whom disciplinary action is initiated or proposed to be initiated pursuant to the application of this procedure shall have full rights to hearing, determination and appeal of such disciplinary action or proposed disciplinary action to the extent provided in this manual or the applicable MOU.

The procedures specified herein will not preclude any person from utilizing the California Department of Fair Employment and Housing or the Equal Employment Opportunity Commission for redress of his/her complaint. The Federal Equal Employment Opportunity Commission and the California Civil Rights Department investigate and prosecute complaints of prohibited harassment, discrimination, and retaliation in employment. Employees claiming harassment, discrimination, or retaliation may also file a complaint with the appropriate agency. The nearest office can be found by visiting the agency websites at calcivilrights.ca.gov and www.eeoc.gov.

SECTION 22.6. FALSE COMPLAINT. The County recognizes that false accusations of discrimination or harassment can have serious effects on innocent individuals. An intentional false complaint of discrimination or harassment may be a basis for the filing of disciplinary charges and may result in disciplinary action up to and including termination of employment.

SECTION 22.7. AVAILABLE TRAINING.

Instructions for accessing training shall be accessible on the Personnel Intranet page at the link following: https://intranet.scnet.co.shasta.ca.us/support-services/personnel/education

SECTION 22.8. POLICY DISSEMINATION. Shasta County employees and volunteers will be required to read this chapter and acknowledge receipt and understanding of the policy upon hire.

Employees will be also asked to acknowledge their review and understanding of this policy at least annually as a part of their evaluation process.

Exhibit J

Chapter 40 of the Personnel Rules, Code of Conduct and Commitment to Public Service

CHAPTER 40. CODE OF CONDUCT AND COMMITMENT TO PUBLIC SERVICE

SECTION 40.1. PURPOSE. Shasta County is committed to ensuring all business practices are conducted in a manner which upholds the ethical, professional and legal standards of public service. This code establishes the standards of conduct required of all employees and volunteers conducting business on behalf of Shasta County and/or in the course of employment. These standards are intended to strengthen public service, and maintain and promote faith and confidence of the citizens of Shasta County in their government.

SECTION 40.2. APPLICABILITY. This code applies to all employees, including Elected Officials, and volunteers of Shasta County, including committee members/commissioners appointed by the Board of Supervisors.

SECTION 40.3. PRINCIPLES. This code is based upon the following principles of public service:

- *Trustworthiness*: Demonstrating the highest standards of personal integrity, truthfulness and honesty in public activities.
- *Excellence*: Striving for superior quality of performance and motivating others to do the same.
- *Respect*: Treating all individuals in a courteous and professional manner.
- *Fairness*: Treating others with impartiality and equity, in a manner which gives no preferential treatment to any private organization or individual.
- *Accountability*: Performing duties diligently and in the highest ethical manner; being responsible for one's own behavior and performance.
- *Citizenship*: Making decisions and providing services for the benefit of the public interest and in compliance with all laws and regulations applicable to the County.

SECTION 40.4. PROCEDURE. Shasta County employees and volunteers will be required to read this code and acknowledge receipt and understanding of the standards stated herein upon hire. Employees will be also asked to acknowledge their review and understanding of this code at least annually as a part of their evaluation process.

SECTION 40.5. EMPLOYEE STANDARDS. Shasta County employees and volunteers are expected to adhere to the following standards in performance of their duties.

A. RESPONSIBILITY OF PUBLIC OFFICE.

1. Shasta County employees and volunteers serve for the benefit of the public. They shall uphold and adhere to the Constitution of the United States, the Constitution of the State of California, rules, regulations and policies of the County, and shall carry out impartially the laws of the Nation, State, and County.
2. In their official acts, they shall discharge faithfully their duties, and make decisions in the best interest of public service.

3. Employees and volunteers are expected to conduct their work and make decisions in the best interest of the County and use funds appropriately.
4. All employees and volunteers are encouraged to report suspected waste, fraud, abuse and/or corruption to the appropriate authorities.

B. DEDICATED SERVICE.

1. In the performance of their duties, all employees and volunteers shall not engage in conduct which shall undermine governmental objectives expressed by the electorate and implemented by the Board of Supervisors and the County programs developed to attain these objectives.
2. Employees and volunteers shall adhere to performance standards established for their positions by the appointing authority. The County requires all employees and volunteers to use good manners, to be considerate, to be accurate and truthful in statement and to exercise sound judgment in the performance of their work.
3. Employees and volunteers shall neither exceed their authority nor breach the law nor ask others to do so.
4. They shall work in full cooperation with other public officials and employees unless prohibited from so doing by law or by officially recognized confidentiality of the work.

C. PROFESSIONALISM. Employees and volunteers are representatives of Shasta County whose actions and appearance can influence the opinions of the public; as such, they are expected to communicate clearly and effectively, to work cooperatively with others, to adhere to appropriate dress standards for their position, and meet acceptable norms for personal cleanliness, hygiene and grooming.

D. CUSTOMER SERVICE. All employees and volunteers are expected to provide efficient and effective services and are expected to interact with the public and one another in a professional and respectful manner. Whether the interaction is through email, phone or in person, employees and volunteers shall maintain and present a courteous, friendly and professional attitude at all times, regardless of the attitude of others.

E. ANTI-FAVORITISM, ANTI-DISCRIMINATION & ANTI-HARASSMENT. No employee or volunteer shall grant any special consideration, treatment, or advantage to any person beyond that which is available to every other person in similar circumstance. No person shall be favored, discriminated against or face harassment with respect to any appointment in the County service because of family or social relationships, sex, gender, gender identity, gender expression, sexual orientation, race, religion, national origin, marital status, age, physical or mental disability, medical condition, genetic information, pregnancy, childbirth or any other protected status, political opinion or political affiliation. All employees and volunteers shall act in accordance with Chapter 22 of the Shasta County Personnel Rules, Policy Against Discrimination and Harassment, and are encouraged to report potential violations in accordance with policy.

F. RESPECT IN THE WORKPLACE. All employees and volunteers are expected to carry out the business of the County in a manner which is both efficient and courteous, and shall treat

others with respect, kindness and fairness. Employees and volunteers are prohibited from engaging in disrespectful, discourteous, abusive (as defined in Government Code section 12950.1(h)(2)) or retaliatory behavior against other employees, volunteers, or members of the public. Behaviors such as the use of offensive language, humiliation, gossiping, coercing, threatening, sabotaging, isolating and belittling, may be considered workplace bullying and such behaviors, whether verbal or non-verbal, direct or indirect, will not be tolerated. Employees who feel they are the victims of workplace bullying should tell their supervisor or director, or contact Shasta County Personnel for assistance immediately.

G. SAFETY. All employees and volunteers are expected to conduct their work in accordance with appropriate workplace safety standards applicable to their position. Employees and volunteers shall keep their workspace free of hazards, shall report any potential hazards which the employee or volunteer may become aware of to Risk Management and to their appointing authority.

H. CONFIDENTIALITY. All employees and volunteers are obligated to maintain the confidentiality of records and information as required by law, regulation, and if applicable, professional duty. No employee or volunteer shall either disclose or remove from County offices such confidential information except as authorized or required by law, regulation, or professional duty. No employee or volunteer may use confidential information for personal gain or benefit or any other non-work related purpose.

I. CONFLICT OF INTEREST.

1. No employee or volunteer shall engage in any business or transaction or shall have a financial or other personal interest or association which is in conflict with the proper discharge of official duties or may impair independence of judgment or action in the performance of official duties.
2. No employee or volunteer shall participate in or attempt to influence a decision which may have a reasonably foreseeable and material impact on their personal or financial interests.
3. No employee or volunteer shall misuse their government authority to obtain access to services, access to resources, or to influence decisions for personal or financial gain.
4. No employee or volunteer shall accept or solicit any gift, gratuity, reward, loan, entertainment, favors, promises of future benefits, or anything of value which might tend or appear to influence directly or indirectly actions of the employee or other employees of the County, or which reflect poorly on the County, or any employee.
5. This section shall not serve to prohibit independent acts or other forms of enterprise during those hours not covered by active County employment providing such acts do not constitute a conflict of interest. An employee is also subject to applicable provisions of the California Government Code pertaining to conflicts of interest and/or any other policy or rule applicable to County employment.

Exhibit K

Confidential Investigation Report dated March 2, 2026 by Oppenheimer Investigations Group LLP

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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CONFIDENTIAL INVESTIGATIVE REPORT

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?

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
[redacted]	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]

	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

[1] [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

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, [redacted] reported that, following a [redacted] on August 12, 2025, an unidentified female employee approached [redacted] 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 [redacted] (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, [redacted] – reported overhearing Curtis making campaign-related phone calls during an open house for poll workers at the Elections Office on Tuesday, June 17, 2025.

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

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

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.)

[redacted] 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. [redacted] 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

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

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

[redacted] 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." [redacted] characterized Curtis's humor as "unusual rather than malicious."

2. "Monkey" Comments

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

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

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[2] This incident was documented in a text exchange [redacted] (See Exhibit 15.)

[3] This comment was also documented in the text exchange [redacted] See Exhibit 15.)

4. "Shirtless" Comment

[redacted] reported that, after a video circulated publicly showing Curtis working in the office on a weekend without a shirt, Curtis asked[redacted] whether[redacted] had shared the footage, which[redacted] denied. According[redacted] Curtis then stated that the video demonstrated that he was a "hard worker" and the "only hard worker." When[redacted] 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."[redacted] reported that[redacted] told Curtis the comment was inappropriate and that[redacted] found it shocking.

5. Other Demeaning or Belittling Comments

[redacted] 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.[redacted] recalled Curtis saying, "We have to get a letter from your mommy because you're too scared to come to work."

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

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

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[redacted] in front of staff members and a poll worker after[redacted] 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[redacted] as well as by other witnesses, including[redacted] stated that Curtis was loud enough for everyone present to hear, causing people to turn and look.

2. Subsequent Employment Actions Involving[redacted]

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

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

//

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.

[redacted] reported that Curtis seemed to get "more annoyed when women make suggestions" and listened more to the [redacted], [redacted] having more experience.

[redacted] stated that [redacted] 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 [redacted] 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 [redacted], whom he believed exercised undue influence over staff and did not align with his vision for leadership. [redacted] has since announced [redacted].

Curtis said he believes the allegations against him are exaggerated and influenced by political alliances and loyalty [redacted]. He later discovered that [redacted] work account remained active on the internal Teams platform and that [redacted] may have continued accessing departmental communications. Curtis reported this to the [redacted] 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

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 [redacted] 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 [redacted]. 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, [redacted] 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 [redacted] 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 [redacted] actions as insubordination. While he addressed [redacted] behavior, he denied raising his voice and said he never yells.

Curtis said that following the incident, he restricted [redacted] attendance at a conference because he believed [redacted] 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.

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

Curtis said he delayed signing off on [redacted] reclassification or promotion because he was uncertain whether [redacted] demonstrated the alignment and responsiveness required for advancement. He said that when he asked [redacted] questions, he often received "half answers," and when he requested information about polling processes, [redacted] 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 [redacted] 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 [redacted] 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.

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 cal[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 [redacted]

[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.

[redacted] said that, following Curtis's appointment, he began discussing the removal of an office wall or barrier that separates the public from the staff work areas. Staff members expressed concerns to Curtis about safety and the potential for increased access by individuals who have previously threatened violence. [redacted] noted that Curtis was dismissive of these concerns, stating, "My people want me to do it like this."

C. [redacted]

[redacted]

1. **Misuse of County Resources for Political Campaigning**

[redacted] said that on June 17, 2025, during a poll worker open house and training held at the Elections Office, [redacted] was upstairs in [redacted] office when [redacted] received a message from either [redacted] asking [redacted] to come downstairs because Curtis was making campaign calls.

[redacted] said that when [redacted] went downstairs, [redacted] heard Curtis asking for money for his campaign. [redacted] said [redacted] staff member informed Curtis he was not permitted to make political campaign calls while at work and that he should take such calls outside or handle them at home. According to [redacted] Curtis laughed and ended the call, but then made one or two additional calls. [redacted] said at least one call involved soliciting money, donations, or endorsements. [redacted] specified that these calls occurred between 1 p.m. and 3 p.m., prior to the open house scheduled from 3 p.m. to 6 p.m.

[redacted] said [redacted] did not know which phone Curtis used. [redacted] reported that he maintains multiple phones, including a County-issued phone, a personal phone, and a third phone he described as a "top secret" phone.

[redacted] said [redacted] has not heard Curtis make campaign calls since that incident. [redacted] has not been asked to assist with campaign-related work.

With respect to a campaign flyer, [redacted] saw a flyer posted on a public pole that read, "Curtis for County Clerk" and sought volunteers. [redacted] identified the phone number on the flyer as belonging to [redacted] Curtis's Executive Assistant.

[redacted] said that when staff asked Curtis about the flyers, he responded that he had not created them and claimed that someone was trying to frame him. [redacted] has no knowledge regarding who created or distributed the flyer and [redacted] did not observe County equipment being used to produce it.

[redacted] also reported awareness of a September 20, 2025 open house event but did not attend the event and did not personally observe campaign activity during that event.

2. Inappropriate, Demeaning, or Threatening Comments

[redacted] 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." [redacted] said Curtis once told [redacted] "I'm glad you don't wear jeans and look sloppy."

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

3. Hostile or Retaliatory Conduct

[redacted] working relationship with Curtis has been difficult and strained since his appointment in May 2025. [redacted] said Curtis frequently assigned extensive and time-consuming tasks, and expected staff to work additional hours to meet his requirements. [redacted] 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, [redacted] reported that Curtis questioned the staff's integrity by accusing them of "running smelly elections" and trying to sabotage his efforts.

[redacted] said that one of Curtis's first actions was to discontinue the use of electronic Poll Pads and return to paper rosters. [redacted] 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). [redacted] 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. [redacted] noted that Curtis chose not to follow [redacted] suggestion, which [redacted] recognized was his prerogative as ROV, but clarified that [redacted] intention was to ensure staff had complete information ahead of time.

a. June 17, 2025 Open House Incident

[redacted] reported that, during the June 17, 2025 poll worker open house, [redacted] asked about the decision to discontinue the use of electronic Poll Pads.[4] [redacted] felt it was important to provide accurate information, as the change would affect the responsibilities of poll workers. Therefore, [redacted] 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.

[redacted] said Curtis reacted to [redacted] explanation by raising his voice and accusing [redacted] of undermining [redacted] and being argumentative.[5] [redacted] and witnessed this incident. When asked about Curtis's tone, [redacted] 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 [redacted] was yelling at [redacted] rather than simply talking. Later that day, [redacted] message saying that [redacted] had spoken with Curtis in the parking lot, during

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

[5] [redacted] was emotional and was crying when recounting this incident.

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

b. Subsequent Employment Actions Involving [redacted]

[redacted] said that the following morning, Curtis requested a meeting.[6] [redacted] to attend that meeting because [redacted] had witnessed the previous day's confrontation. During the meeting, Curtis asked [redacted] whether [redacted] worked for the Poll Pad company and implied that [redacted] was a lobbyist for the company. [redacted] clarified that [redacted] had no affiliation with the Poll Pad company and was simply responding to questions from a poll worker. Curtis then accused [redacted] of being untrustworthy and informed [redacted] that [redacted] would not be permitted to work with the public until he regained trust in [redacted] emphasized that [redacted] never said the decision to discontinue use of Poll Pads was incorrect, adding that [redacted] was working with Curtis to cancel the contract. [redacted] explained that [redacted] was asked specific questions about which processes would take longer and what changes would occur, and [redacted] responded with factual information about those changes.

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

[redacted] promotion to [redacted] was scheduled to take effect on June 29, 2025, following a departmental reclassification. [redacted] said that when [redacted] inquired about the status, Curtis repeatedly told [redacted] "We are going to wait on it." During this period, Curtis asked [redacted] 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 [redacted] told Curtis that only two individuals were refused and it was for valid reasons. [redacted] also confirmed the accuracy of [redacted] information with County Counsel.

[redacted] that, despite [redacted] repeated explanations, Curtis accused [redacted] of withholding information and scheduled a meeting on July 21, 2025. During that meeting, [redacted] expressed confusion about what Curtis had wanted from [redacted] Curtis then said, for the first time, that he wanted observer-related materials. [redacted] told Curtis that was not what he had previously asked for and clarified that [redacted] role does not involve overseeing observers; rather, [redacted] 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 [redacted] hand and congratulated [redacted].[7]

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

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

[7] [redacted] said [redacted] an email the following day to document what occurred. (See Exhibit 13.)

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

4. Disparate Treatment Based on Gender

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

D. [redacted]

[redacted] reports to Curtis and [redacted].

1. Misuse of County Resources for Political Campaigning

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

With respect to the September 20, 2025 open house event, [redacted] said [redacted] did not attend the event [redacted] but learned details about it from [redacted], who reported members of the public, including [redacted] were at the event and presenting as staff. [redacted] said staff were not formally asked to attend. [redacted] said flyers for the event were delivered directly to Curtis at the office, and that this was not consistent with prior open houses. [redacted] said that, after the event, Curtis [redacted] 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

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

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

[8] Attached at Exhibit 15 is a text exchange between [redacted] regarding this incident.

b. "Shirtless" Comment

[redacted] reported that after a video circulated publicly showing Curtis working in the office on a weekend without a shirt, Curtis asked whether [redacted] had leaked the video. [redacted] denied doing so. According to [redacted] Curtis then stated that the video showed he was a "hard worker" and the "only hard worker." When [redacted] 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." [redacted] said [redacted] told Curtis the comment was inappropriate and that [redacted] found it shocking.

c. Monkey Comments

[redacted] 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 [redacted] responded that the comment was unfair, Curtis replied, "No it's something a monkey can do; you're a good monkey trainer." [redacted] found the comment insulting and told Curtis it was inappropriate. [redacted] reported that [redacted] repeated the comment, even after [redacted] told him it was inappropriate.

d. Appearance-Based Comments

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

e. Other Belittling Comments

[redacted] 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. [redacted] perceived the comment as belittling.

3. Hostile or Retaliatory Conduct

[redacted] reported witnessing the June 17, 2025 open house incident involving [redacted] 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, [redacted] explained that the change had been made by the ROV.

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

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

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."

[redacted] also reported that, during a discussion in which [redacted] 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." [redacted] perceived the comment as inappropriate and gender based.

[redacted] 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

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

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

4. Disparate Treatment Based on Gender

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

5. Additional Context Provided by [redacted]

[redacted] described the overall work environment as stressful and noted a significant decline in staff morale. [redacted] 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.

[redacted] 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.

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

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

F. [redacted]

[redacted]

1. Working Relationship with Curtis

[redacted] said that Curtis was appointed Registrar of Voters (ROV) about a [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.

4. Hostile or Retaliatory Conduct

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

[redacted] said that, before [redacted] was hired [redacted] Curtis encouraged staff members to apply for the position. However, shortly afterward, staff discovered that [redacted] was already undergoing a background check [redacted] 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, [redacted] said that [redacted] did not personally witness the exchange between Curtis and [redacted] said, however, that according to information shared by [redacted] and other colleagues, there was an incident in which Curtis yelled at [redacted]

5. Disparate Treatment Based on Gender

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

[redacted] osition and both were ultimately chosen for the role. [redacted] recalled overhearing Curtis speak to [redacted] in a way that suggested the position was guaranteed to [redacted] before the hiring process was completed, although [redacted] could not remember Curtis's exact words. While [redacted] believed [redacted] was qualified for the position, [redacted] 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 [redacted]

6. Additional Context [redacted]

[redacted] 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 [redacted] believed were too large for the space.

G. [redacted]

[redacted]

1. Misuse of County Resources for Political Campaigning

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

[redacted] has not heard any similar calls since August and speculated that Curtis may have been advised to stop or is now conducting such calls privately.

[redacted] is aware of a campaign flyer seeking volunteers but did not know who created or distributed it.

With respect to the September 20, 2025 open house, [redacted] said the only formal notification [redacted] received concerning the event was when [redacted], delivered flyers to the office (at Exhibit 14); otherwise, [redacted] learned about it informally through the newspaper, like other members of the public. [redacted] did not attend the event but was told by [redacted] that individuals associated with Curtis were positioned behind staff desks and interacting with the public. [redacted] stated that this was inconsistent with prior open houses and that staff perceived it as unusual.

2. Inappropriate, Demeaning, or Threatening Comments

[redacted] has not personally heard Curtis call female employees "pretty" or use derogatory language. [redacted] explained that [redacted] interactions with Curtis are limited, as [redacted] intentionally avoids him whenever possible due to disagreements with some of his decisions and [redacted] desire to stay out of his "bad side."

3. Hostile or Retaliatory Conduct

[redacted] described the overall office environment as tense and stated that staff morale declined following Curtis's appointment. [redacted] characterized [redacted] own interactions with Curtis as civil, but noted that [redacted] does not turn to him for guidance because [redacted] does not think he has the answers. [redacted] noted that Curtis lacks familiarity with certain procedures but remains confident that his own methods will be successful—even when staff have previously tried those approaches and found them ineffective.

Regarding [redacted] believes Curtis withdrew [redacted] invitation to a [redacted] conference as retaliation for a disagreement about Poll Pads. [redacted] also reported hearing that Curtis told [redacted] and [redacted] they could "find other jobs" if they did not support his approach.

4. Disparate Treatment Based on Gender

[redacted] has not personally witnessed instances of disparate treatment, as [redacted] is not part of the [redacted] team and Curtis has limited interaction with [redacted] staff. However, [redacted] has noticed that Curtis primarily assigns tasks to [redacted]. [redacted] also observed that Curtis seems to become more frustrated when female staff members offer suggestions and appears more receptive to input from [redacted]

H. [redacted]

[redacted]

1. Misuse of County Resources for Political Campaigning

[redacted] did not personally hear Curtis make campaign-related phone calls during work hours. However, [redacted] reported hearing Curtis make negative remarks about his political opponent, [redacted] during interactions with members of the public. For example, [redacted] 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 [redacted], Curtis responded that such machines could be tampered with and added that [redacted] "liked those machines," implying [redacted] was not trustworthy.

[redacted] 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 [redacted] had "hidden things from people" and that he reported [redacted] to the Department of Justice.

Regarding the open house held on September 20, 2025, [redacted] did not attend the event. [redacted] 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

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

[redacted] 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 [redacted] and [redacted] 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?" [redacted] that, during another building tour, Curtis made a comment about throwing disgruntled voters "into the baler."

[redacted], 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." [redacted] found this unsettling, as it was not the first time Curtis had made comments about finding dead bodies.

3. Hostile or Retaliatory Conduct

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

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

[redacted] 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

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

4. Disparate Treatment Based on Gender

[redacted] said [redacted] does not personally perceive Curtis as treating female employees differently based on gender. [redacted] acknowledged that [redacted] 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." [redacted] also noted that [redacted] in the office, which [redacted] stated makes direct comparisons limited.

5. Concluding Remarks

[redacted] 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 [redacted] noted there have been no official communications regarding it. According to [redacted], Curtis said the lawsuit names [redacted]

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

[redacted] 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. [redacted] 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. [redacted]

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

Regarding the June 17 open house, [redacted] asked questions regarding the transition from electronic Poll Pads to paper rosters because [redacted] was concerned that the transition would be time-consuming and less efficient. When [redacted] tried to respond to some of [redacted] questions, Curtis interrupted [redacted] 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, [redacted] clarified that [redacted] was not yelling. [redacted] said the interaction lasted approximately ten to fifteen minutes. [redacted] noted that [redacted], and several others were present and listening to the conversation.

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

When asked, [redacted] had not observed or heard Curtis making campaign calls or engaging in [redacted] campaign activities during County work hours.

[redacted] has not heard Curtis use derogatory or sexually inappropriate language, noting [redacted] limited interactions with him.

J. [redacted]

[redacted]

1. Misuse County Resources for Political Campaigning

[redacted] did not observe Curtis use County resources for campaign purposes or make campaign-related calls during work hours. Additionally, [redacted] has not participated in any aspect of Curtis's campaign.

[redacted] was aware of a campaign flyer circulating publicly but did not observe it being created or distributed using County equipment.

Regarding the September 20, 2025 open house, [redacted] was not involved in planning the event and explained that its purpose was to demonstrate the new voting system to the public. [redacted] that [redacted] expressed concern about staff not being invited, but [redacted] believed this was likely an oversight rather than intentional exclusion. [redacted] concern as "a bit dubious," noting that having more people attend the event would have been beneficial. Additionally, [redacted] thought it was "well known" that the event was taking place. [redacted] did not believe the event blurred the line between County operations and campaign activity.

2. Inappropriate, Demeaning, or Threatening Comments

[redacted] did not recall any specific instances of Curtis making inappropriate or unprofessional comments. [redacted] did remember being present when staff appeared uncomfortable with something Curtis said, though [redacted] could not recall any details. [redacted] noted that some staff members, [redacted] occasionally have difficulty interpreting Curtis's remarks; however, [redacted] emphasized that Curtis was not ill-intentioned.

[redacted] style tends to be warmer than Curtis's when addressing morale issues, but overall, they have collaborated effectively and [redacted] has no complaints. While [redacted] acknowledged that Curtis's style may not appeal to everyone, [redacted] described Curtis as "good-hearted but a bit flippant" and "very likable but complex."

[redacted] did not hear Curtis refer to employees as "pretty," "monkeys," or make comments referencing "spanking" or "beating."

[redacted] said the only remarks [redacted] has heard Curtis make about appearance were directed toward [redacted] specifically suggesting that [redacted] should dress more formally at work.

3. Hostile or Retaliatory Conduct

[redacted] was not present at the June 17 open house, but heard there was a disagreement between Curtis [redacted] involving Poll Pads. [redacted] noted that [redacted] understanding of the incident is based solely on information [redacted] received from others, and [redacted] does not know whether Curtis directed [redacted] not to speak with the public or the reasoning behind any such instruction.

[redacted] acknowledged that [redacted] was aware of discussions regarding [redacted] being disinvited from a conference, but said [redacted] believed [redacted] ultimately attended the event [redacted] said [redacted] does not know whether [redacted] promotion or reclassification was delayed or the reasons for any delay, stating that such matters fall outside [redacted] scope.

[redacted] has not witnessed Curtis raising his voice at staff, saying, "He's the opposite of that; he doesn't get upset." While disagreements have occurred, [redacted] has not observed staff appearing intimidated or hesitant to communicate with Curtis. [redacted] believes objections to Curtis's leadership primarily stem from increased workload and organizational changes following his appointment, as well as ongoing loyalty to [redacted] and influence from the previous administration.

4. Disparate Treatment Based on Gender

[redacted] has not observed Curtis treat female employees differently than male employees, noting that the staff is predominantly female. [redacted] has not heard Curtis refer to female employees as "pretty" or make remarks related to gender, appearance, or stereotypes.

5. Additional Context from [redacted]

[redacted] analysts, noting Curtis's national reputation as a whistleblower and his advocacy for open-source election systems. [redacted] characterized Curtis as "a visionary pioneer" on election system security.

[redacted] Curtis inherited a department with little institutional knowledge and considerable internal "contempt," particularly following Curtis's [redacted] on his first day, an action [redacted] said shocked staff and the community. [redacted] said Curtis believed [redacted] was involved in or enabled vote manipulation, which informed Curtis's decision.

[redacted] despite their differing political views, [redacted] and Curtis share a commitment to election system security. [redacted] on a daily basis, frequently discussing operations and press relations. [redacted] highlighted [redacted] role in helping to stabilize a challenging environment that was characterized by public conflict and anxiety among employees. [redacted] noted that Curtis adopted a bold approach, hiring individuals who had previously criticized the department; [redacted] described this as a successful "social experiment" that led to increased public involvement and reduced tensions.

[redacted] has not observed anything that would prompt objection or concern regarding Curtis's conduct. [redacted] appreciates efforts to ensure fairness for all parties and suggested that Curtis may also not be receiving a fair evaluation. [redacted] and Curtis are committed to ensuring election integrity and that his own background includes being featured in a documentary about activism. [redacted] concluded by expressing support for the broader goal of maintaining secure and transparent election processes.

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. [redacted] said [redacted] 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]

[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] 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.

[redacted] staff, whom [redacted] described as dedicated and hardworking, [redacted] said that, based on [redacted] observations over two weeks, [redacted] could understand why employees might be concerned about the work environment and low morale. [redacted] expressed concern about what [redacted] perceived as a significant lack of appreciation for employees' work. [redacted] 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

[redacted] 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. [redacted]

[redacted]

[redacted]

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

1. Misuse of County Resources for Political Campaign Activities

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

[redacted] attended the September 20, 2025 open house as a volunteer, after first obtaining permission from Curtis. [redacted] involvement at the event was limited to observing. [redacted] 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 [redacted], only one employee, [redacted] attended the event. Although employees were aware of the open house, [redacted] noted that most were hesitant to attend and support Curtis.

2. Inappropriate, Demeaning, or Threatening Comments

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

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

3. Hostile or Retaliatory Conduct

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

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

[redacted] characterized [redacted] own working relationship with Curtis as positive, describing him as approachable, supportive, and maintaining an open-door policy. [redacted] believes staff resistance to Curtis's leadership is largely due to opposition to his proposed changes. In [redacted]' view, [redacted] 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." [redacted] voicing criticism about the removal of Poll Pads during poll worker training and attributing the decision to Curtis, [redacted] occasionally expressing similar concerns. [redacted] described the overall work environment as adversarial toward Curtis's leadership and indicated that [redacted] 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

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

5. Concluding Remarks

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

N. [redacted]

[redacted]

[redacted]

1. **Misuse of County Resources for Political Campaigning**

[redacted] understands the distinction between community outreach and campaign activity under [redacted] 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] 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 [redacted] 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] observed that staff would intentionally slow down their work and resist implementing changes,

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]

[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 [redacted] 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:



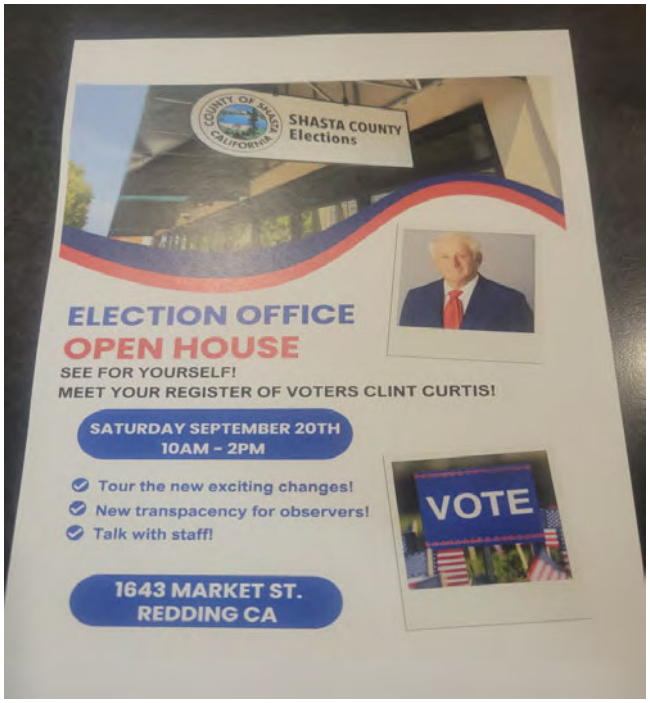
[redacted] at Exhibit 3 is an email exchange between [redacted] and Curtis concerning the campaign flyer. On August 8, 2025, [redacted] contacted Curtis by attaching an image of the flyer and asking whether Curtis believed it violated the Hatch Act, highlighting that it appeared to combine elections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

//

B. Open House Flyer

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



C. Text Messages [redacted]

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."

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 [redacted] had previously attended.

[redacted] listed the individuals who attended the open house exchange: [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.)

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] 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.

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

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

In addition, [redacted] 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, [redacted] account carries heightened credibility because [redacted] described a generally

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

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

[redacted] 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 [redacted] had "hidden things from people" and that he had reported [redacted] to the Department of Justice.

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,

office tours, or statements about [redacted] 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**

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

[redacted] also described Curtis using similar language. [redacted] stated that on the day after the November 2025 election, Curtis asked [redacted] which employee was performing the worst, then added, "Because I'll execute them." [redacted] 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.

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

Additionally, descriptions of violent imagery were independently reported by at least [redacted] – [redacted] 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 [redacted] and used exaggerated violent imagery in the workplace. The corroboration among multiple witnesses and the reliability of [redacted] 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

[redacted] reported that Curtis referred to election work as something a "monkey could do." Other witnesses, including [redacted] 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 [redacted] (at Exhibit 15) shortly after the incident occurred. Those messages reflect the substance of the comment and strengthen the reliability of [redacted] 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 [redacted], 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

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 [redacted] 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

[redacted] stated that after a video circulated showing Curtis working shirtless in the office on a weekend, Curtis asked if [redacted] had shared the footage, which [redacted] denied. According to [redacted] Curtis then remarked that the video proved he was a "hard worker" and "the only hard worker." When [redacted] 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." [redacted] 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.

[redacted] 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. [redacted] 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.

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

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

At least one witness, [redacted] reported that Curtis referred to a [redacted] as a "good looking [redacted]" 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

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 [redacted] 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 [redacted] 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 [redacted] in front of staff members and a poll worker after [redacted] responded to a poll worker's question regarding [redacted] transition from electronic Poll Pads to paper rosters. [redacted] event was reported by [redacted], as well as by other witnesses, including [redacted] stated that Curtis was loud enough for everyone present to hear, causing people to turn and look.

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

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

[redacted] account was internally consistent and measured. Importantly, when asked whether Curtis raised his voice, [redacted] 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 [redacted] during a County-sponsored event

Curtis acknowledged correcting [redacted] and stated that he believed [redacted] 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.

In summary, the evidence does not establish that Curtis yelled, but it does establish that he publicly corrected and interrupted [redacted] 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 [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?**

Sustained in part. A preponderance of the evidence supports a finding that Curtis restricted [redacted] public-facing duties and cancelled [redacted] 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 [redacted] reclassification or promotion.

The evidence [redacted] that, shortly after the June 17 event, Curtis restricted [redacted] public-facing duties and canceled [redacted] attendance at a conference. Curtis acknowledged that the June 17 incident factored into these decisions. He said that he did not believe [redacted] could be trusted to consistently and appropriately represent the department's position in public settings, following what he viewed as a public [redacted] 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 [redacted] conduct at the June 17 event as undermining departmental direction in a public forum. His explanation for canceling the conference and restricting [redacted] 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 [redacted] reclassification. (See Exhibit 16.) In Fall 2024, prior to Curtis's appointment, the Elections Office requested the addition of two [redacted] 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 [redacted]. (See Exhibit 16.)

In February 2025, the Department of Support Services (DSS) recommended denying [redacted]s reclassification request By April 2025, DSS recommended approving [redacted]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. [redacted] reclassification became effective on that date.

After [redacted] reclassification was denied, the Elections Office requested approval to add a second [redacted] 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)
- [redacted] was the sole applicant
- Promotion effective July 27, 2025 (next pay period)

The documentation shows that County personnel denied [redacted] reclassification before the recruitment process began, and [redacted] subsequent promotio 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 [redacted] responsiveness and alignment following the June 17 incident, the evidence does not demonstrate that these concerns caused any improper delay in [redacted] reclassification or promotion. The reclassification decision was made by County personnel, and the recruitment proceeded promptly and according to [redacted] procedures. Accordingly, this portion of the allegation is not sustained.

In conclusion, a preponderance of the evidence [redacted] that Curtis restricted [redacted] public-facing duties and canceled [redacted] 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 [redacted] 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 [redacted], were publicly corrected or subject to tense interactions.

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 [redacted] were tied to the June 17 disagreement and Curtis's stated concerns regarding public representation and alignment with departmental policy, not to [redacted] 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 [redacted] and there is no evidence that male employees were categorically exempt from criticism or supervisory action.

Additionally, multiple employees, including [redacted], 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 [redacted] 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 [redacted] —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.

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 [redacted] 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 [redacted] 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]

[redacted]

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

See below. We should discuss.

[redacted]
1450 Court Street Suite 348
Redding, CA 96001
www.ShastaCounty.gov

CLICK HERE TO VIEW JOBS

[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.

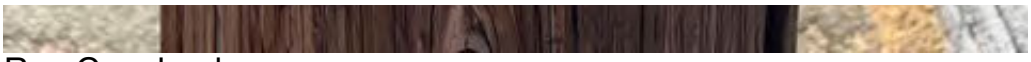
Hi Monica,

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
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___.YzJ1OnNoYXN0YWNvdW50eTpjOm86MTFiNGM1ZmU4ZjdkZGE0YzVlNGU0NDJlNDI1MDVkYjQ6NzpiMGQwOjc1NzY2ZDc3YTk0Mjg2NGI3NGFjNTI5ZjMwZTYyZmVlMmE2MjlmNTdmYTdjODdkYmVlNWE3ODQ5ZjI4M2RkOWU6dDpGOk4
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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___.YzJ1OnNoYXN0YWNvdW50eTpjOm86MTFiNGM1ZmU4ZjdkZGE0YzVlNGU0NDJlNDI1MDVkYjQ6NzpiYTBiOjNhNGUxZWIyN2M4NTdhY2E0MDgwMzNmNDI1ZmZiZGFhN2U4NTc1Nzk3YWYxNWU1ZWRjNmMxZTE5ODhjNTRhNmM6dDpGOk4
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destroy all copies of the communication.

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

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

<image001.jpg>

[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]
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___.YzJ1OnNoYXN0YWNvdW50eTpjOm86NTFjMzc3NGI3YTg5ZDY5ZjNhYjFkMTU3NjZlMDRjZGQ6Nzo4MWY5OjRkZWIwMzI1Mjc0ZWFlYmNhOWMzYzZkNTJhOGFmYjg0YWVmMDA1ZTM1NTk1ODcwMjM0NjUxMzFmNzI2ZGEzNDQ6dDpUOk4
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> On Jul 22, 2025, at 4:52 PM, Monica Fugitt [redacted]:
>
> 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]
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___.YzJ1OnNoYXN0YWNvdW50eTpjOm86M2ZhY2E5ZWFmMmNhYmQ0OTY4MzI0OGFkODI4NGM1MjM6NzoyMTAwOjkzMTg5NDVkMTIwMzdkYWFlODkwZjBlYzEwNDE5YTI1MzFmZTFmNGQ4NjI2ODViNzIxZTg4Yzc5MjgzODNjMzI6dDpGOk4
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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 felt 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/___www.upec792.com___.YzJ1OnNoYXN0YWNvdW50eTpjOm86M2ZhY2E5ZWFmMmNhYmQ0OTY4MzI0OGFkODI4NGM1MjM6NzplYzAxOjkwNWFmZWVjOGY0MjJjMDg2Y2ViMGM3NTM5MGQxZjdlMGI1MTA5OTkwMDY3ZjI0NzAzOGEyNWZmNDIwZmM5ZTU6dDpGOk4
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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]

[redacted]

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

[redacted]

Thx!

Best regards,

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

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]
www.shastacounty.gov

From: Clinton Curtis [redacted]>
Sent: Friday, August 8, 2025 3:04 PM
To: R.V. Scheide <rvscheide.jr@gmail.com>; [redacted] Rickert <drickert@shastacounty.gov>; annelisepierce@protonmail.com; Kevin Crye <kcrye@shastacounty.gov>; [redacted] Long <along@shastacounty.gov>; Corkey Harmon <charmon@shastacounty.gov>; Matthew Plummer <mplummer@shastacounty.gov>; Christopher Kelstrom <ckelstrom@shastacounty.gov>
Cc: mmangas@krcrtv.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 [redacted] 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” overlayed 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 [redacted] 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]

[redacted]

Link to meeting notes: [redacted]

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

Thursday, July 31, 2025
5:31 PM
5 5:30 PM

[redacted]

here

[redacted]

Questions/Follow UP:

Minimum qualifications as EH?

Code of conduct in new hire packet?

Meeting with unions and CC

verview of authority - dealing with an elected official

red. Comment about steering but in right direction CC shopping around until he "gets what he wants." [redacted] for the tigating [redacted] Closed [redacted] now because none are [redacted] sent to investigate [redacted] e 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.

oxes 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.

empts, 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 [redacted] "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

averyone 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. dly blocked cars, blocked doors, [redacted] CC told [redacted] if staff don't feel safe they can go home or work from home e 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.

[redacted] 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, ourself 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.

neeting 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.

yees 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.

n 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.

presents his budget (if it gets approved) the pieces not included in budget - how does stuff in budget not get covered. What udget 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 tell someone right away.

paid 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 ole and hopefully resolve the issue .

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

g 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.

Created with OneNote.

Exhibit 5

FOLLOW UP MEETING

8/15/2025 3:04PM

ATTENDEES: [redacted]

[redacted] - were just meeting as a follow up …

[redacted] 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 [redacted] but fear of retaliation. This is happening on County time & property, fliers.

[redacted]

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, [redacted] 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 [redacted] to handle & count ballots. Concerning.

One person or multiple?

I believe they all hear him, [redacted]

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.

[redacted] 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] 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 [redacted] 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 & [redacted] 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 [redacted] & 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 an 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] but it sounds like there was a disagreement based upon direction [redacted] was giving RE: [redacted] 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]

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. [redacted] 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. [redacted] thanked me for having a brain during discussion (item R8). [redacted] 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. [redacted] 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]

PW

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]
Subject: Confidential - FW: New Whistle Blower Form Submission I ID: 37

Hi [redacted] 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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COUNTY OF SHASTA CALIFORNIA
Shasta County
AUDITOR-CONTROLLER'S OFFICE

NOLDA SHORT
AUDITOR-CONTROLLER

Phone (530) 245-6657
Fax (530) 225-5694
nshort@co.shasta.ca.us

1450 Court Street Ste 238
Redding, CA 96001

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]

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 Rickert
Monica Fugitt
Brittany Murphy

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

Teamsters present: [redacted]

MF: Limited what she or Dave Rickert 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.

9/21 2pm

[redacted]

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. Campaining for ROV on the job @ market St. location
7.

Response for records.

[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 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 shacking [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] [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]
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]
Cc: [redacted]
Subject: RE: Poll books

[redacted] 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: Patrick Daly <pxdaly@shastacounty.gov>
Sent: Tuesday, June 17, 2025 12:51 PM
To: Clinton Curtis [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: [redacted] 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]
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 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]

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

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 [redacted] 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]

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]
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]
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]
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]

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

Clint,

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

Thank you,

[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 voting twice is almost completely [redacted] 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]

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]
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]
Cc: [redacted]

Subject: RE: Poll books

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clint

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To: Clinton Curtis [redacted]
Cc: [redacted]
Subject: RE: Poll books

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

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To: [redacted]
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clint

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To: [redacted]
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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.

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[redacted]
www.shastacounty.gov

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Cc: [redacted]
Subject: RE: Poll books

[redacted]

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Cc: [redacted]
Subject: RE: Poll books

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[redacted]

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

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Sincerely,

[redacted]

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From: Clinton Curtis [redacted]
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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

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reconcile/balance at the end of the election because it prints out a report of who voted.

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

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

Have a great afternoon,

From: Clinton Curtis
Sent: Friday, June 13, 2025 8:01 AM
To:
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 10

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

[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 [redacted] 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. [redacted] said "he [redacted] 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 if [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

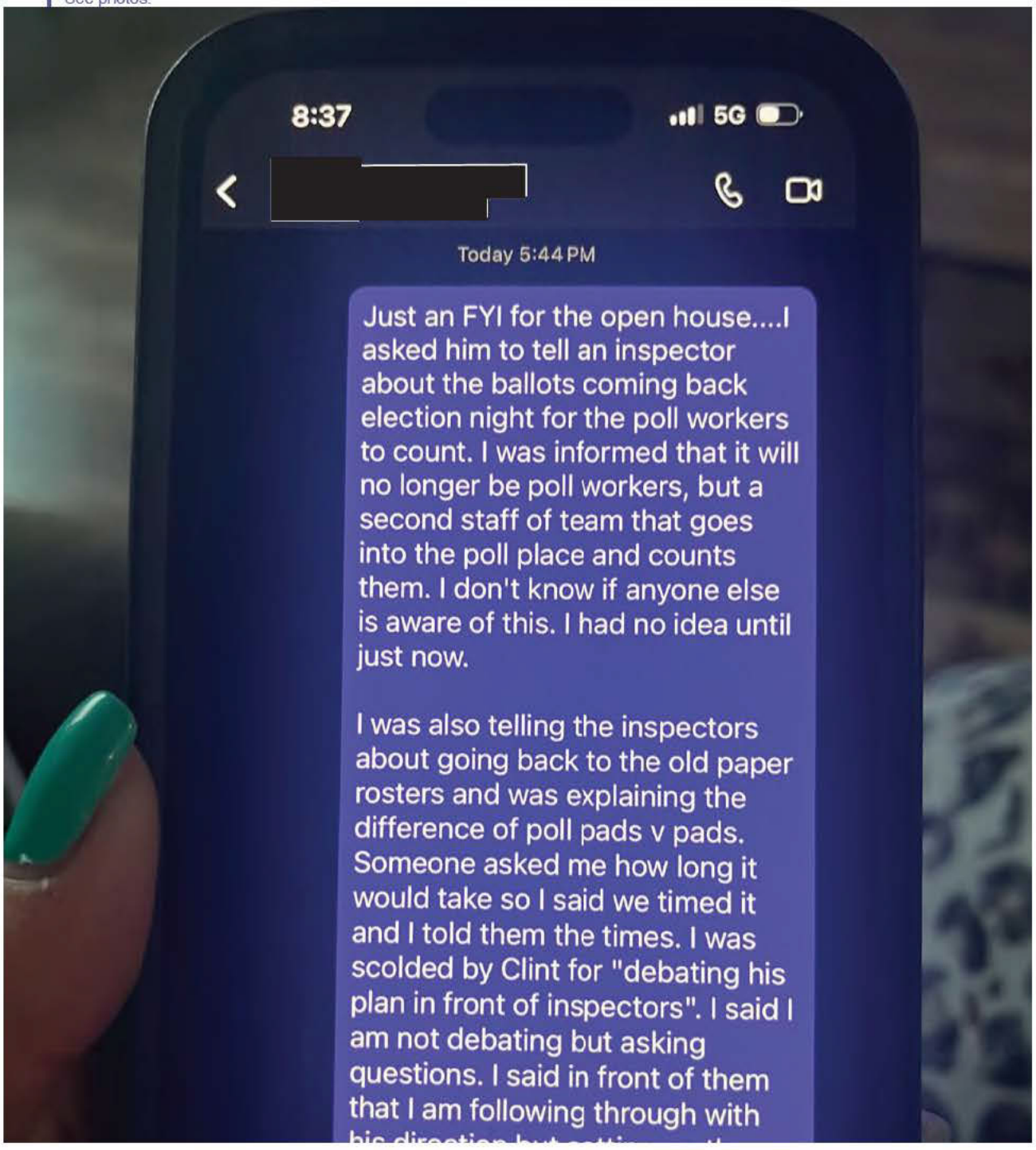
From: [redacted]
Subject: Fwd: June 17, 2025
Date: October 12, 2025 at 8:54 PM
To: [redacted]

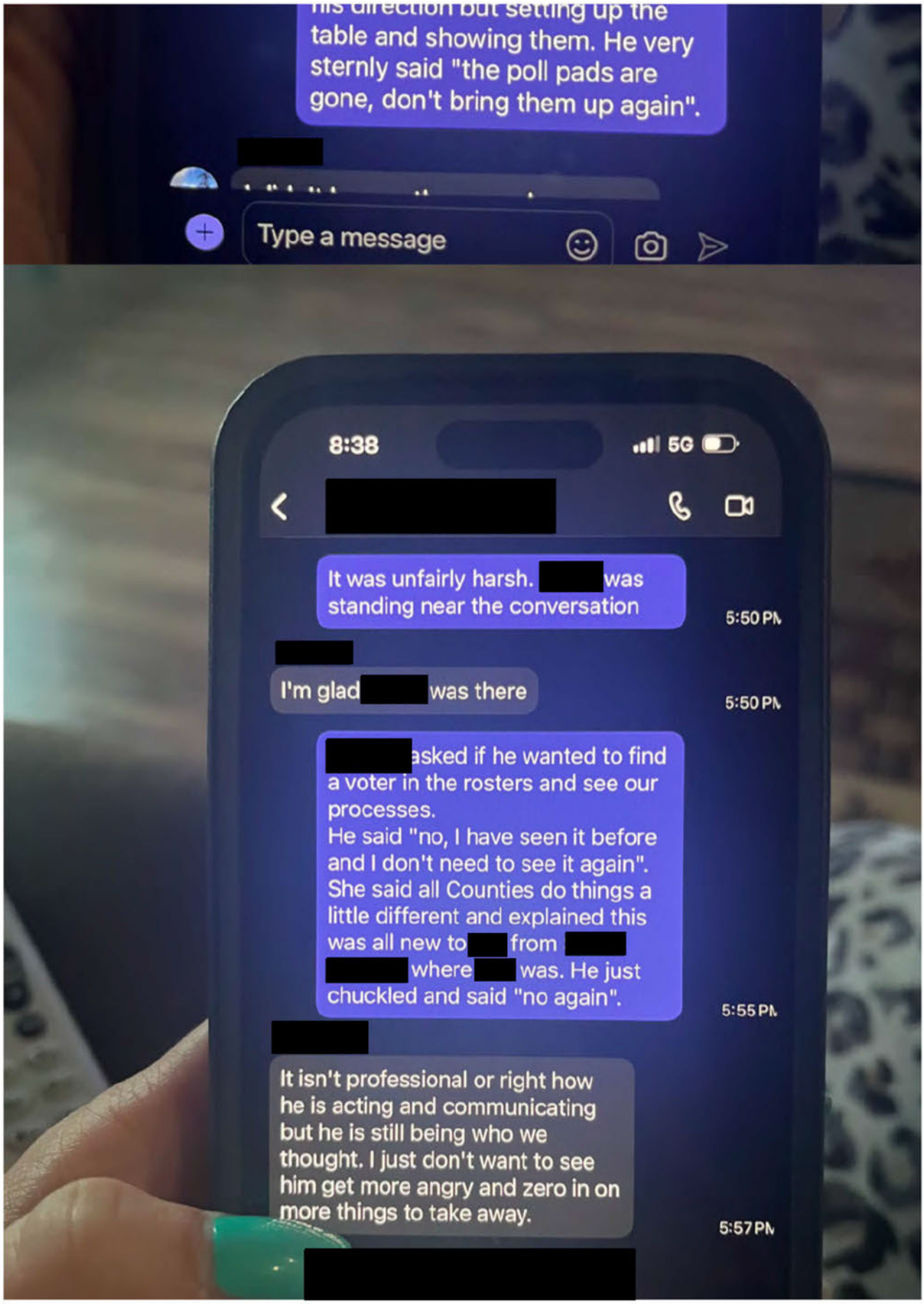
JE

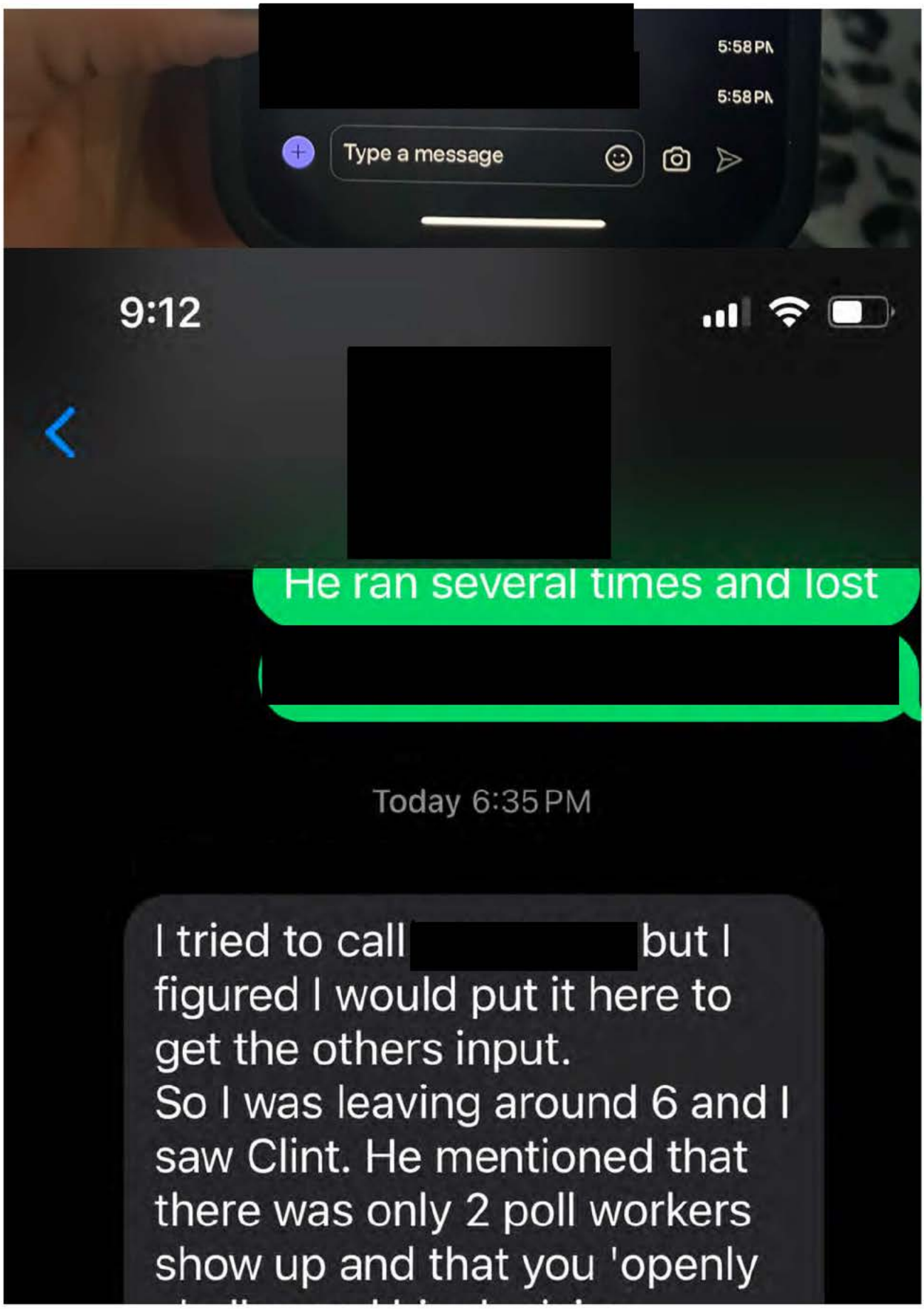
Sent from my iPhone

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".
[redacted]
Type a message
8:38
5G
[redacted]
It was unfairly harsh. [redacted] was standing near the conversation
5:50 PM
[redacted]
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 [redacted] from [redacted] where [redacted] was. He just chuckled and said "no again".
5:55 PM
[redacted]
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
[redacted]


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 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

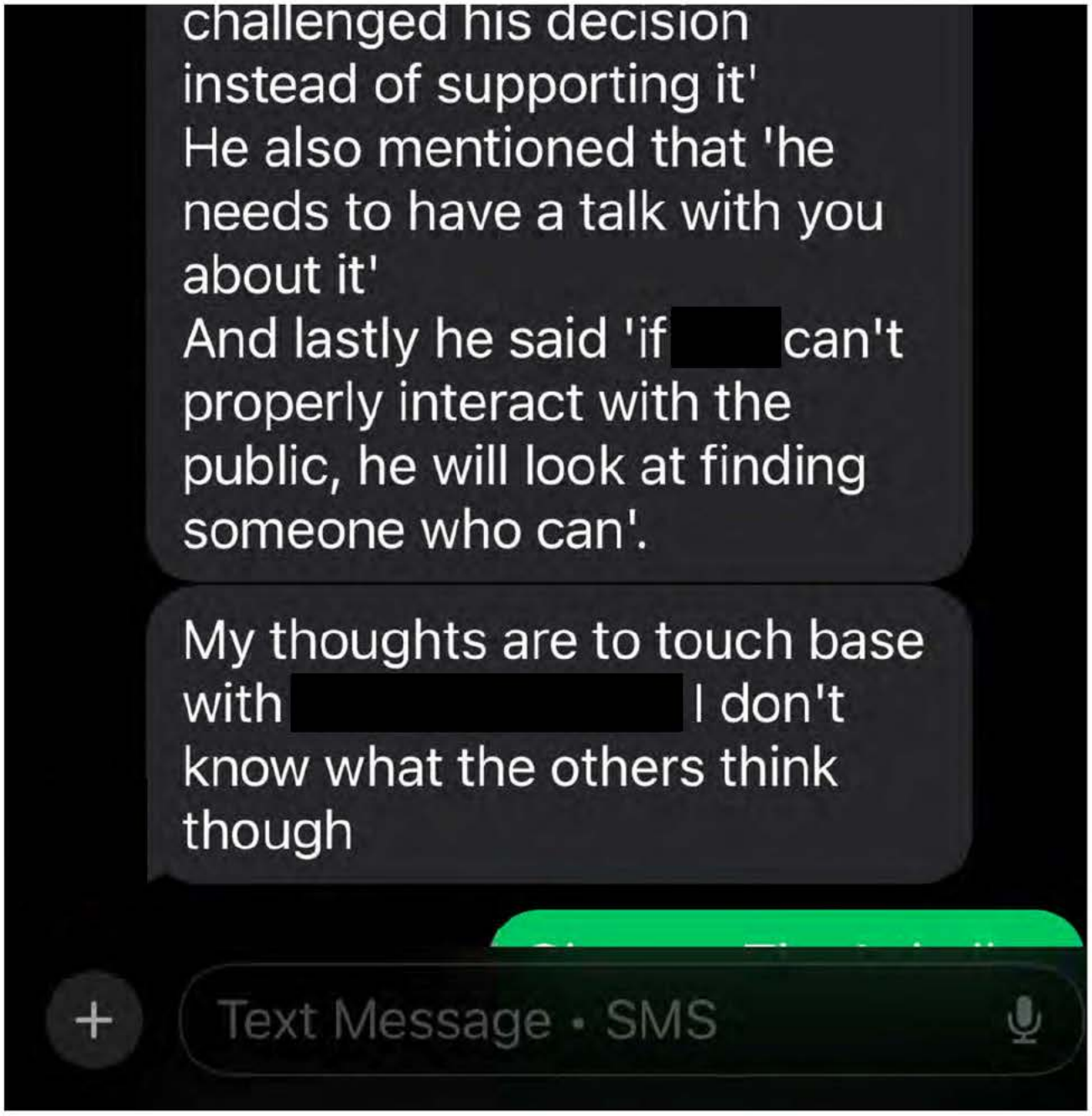

challenged his decision
instead of supporting it'
He also mentioned that 'he
needs to have a talk with you
about it'
And lastly he said 'if [redacted] can't
properly interact with the
public, he will look at finding
someone who can'.
My thoughts are to touch base
with [redacted] I don't
know what the others think
though
Text Message • SMS

Exhibit 12

From: [redacted]
Subject: FW: Report of issue with [redacted]
Date: October 2, 2025 at 8:56 AM
To: [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]
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]

From: Clinton Curtis[redacted]
Sent: Wednesday, June 18, 2025 9:12 AM
[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 shacking [redacted] in a public display of disapproval.

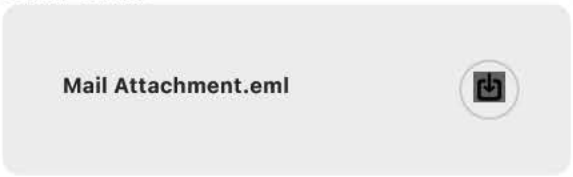
This disregarding and dismissal of public concerns is at least partially to blame for the

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



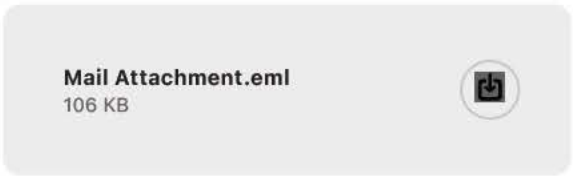


Exhibit 13

From: [redacted]
Subject: Fwd: 7/21
Date: October 12, 2025 at 8:51 PM
To: Danielle Drossel danielle@oiglaw.com

[redacted]

I forgot to send to you.

[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] as 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]



Yahoo Mail: Search, Organize, Conquer

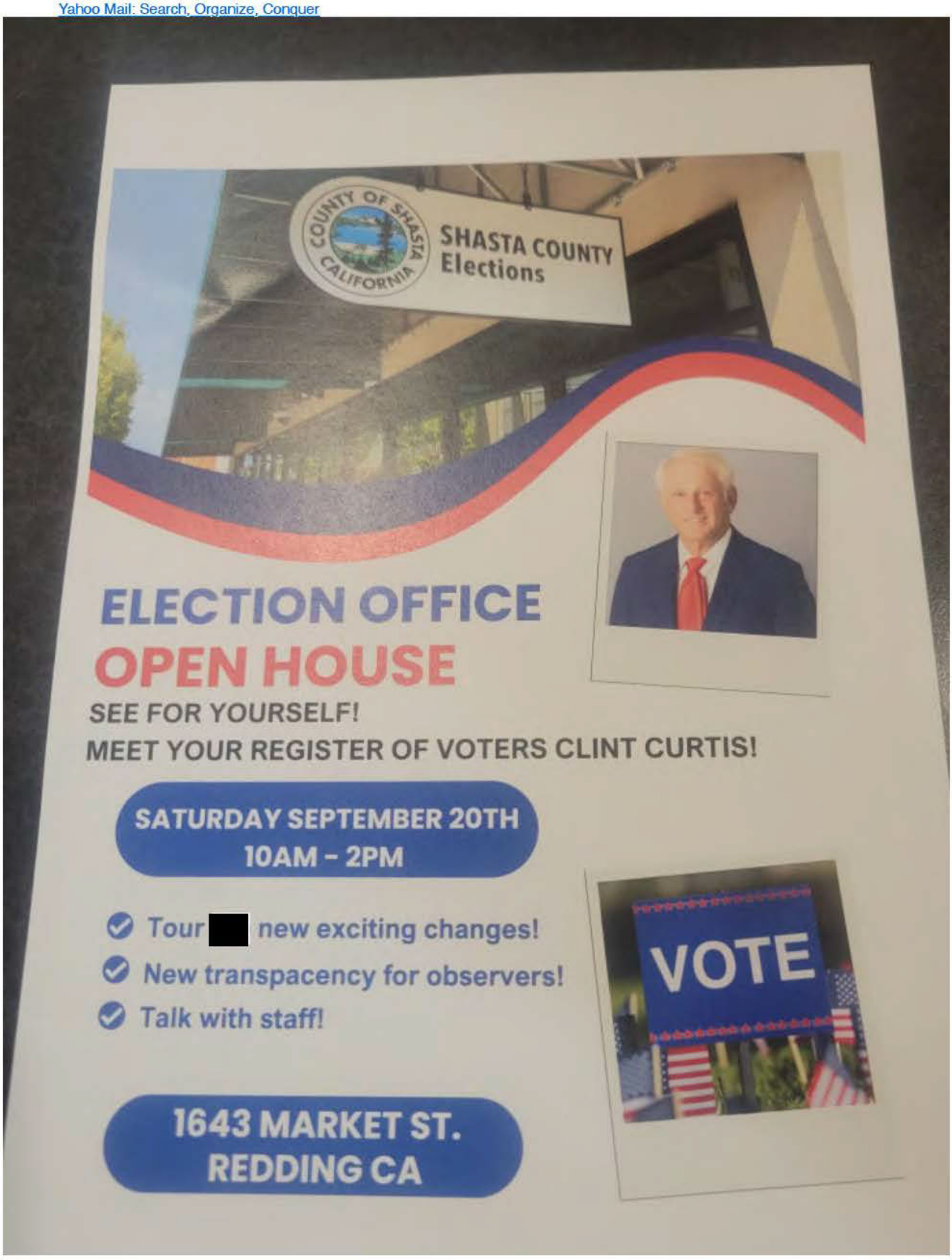


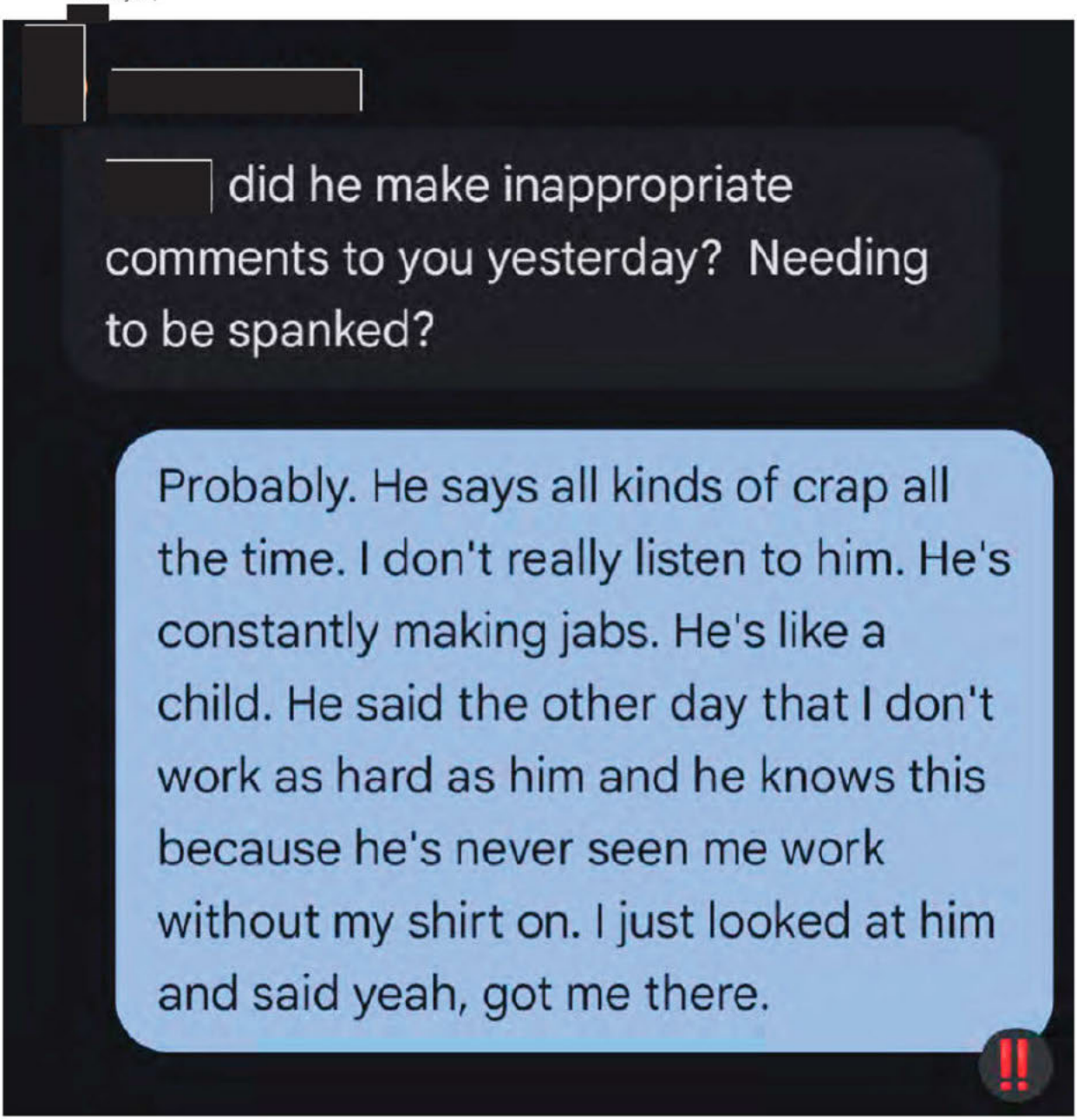
Exhibit 15

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

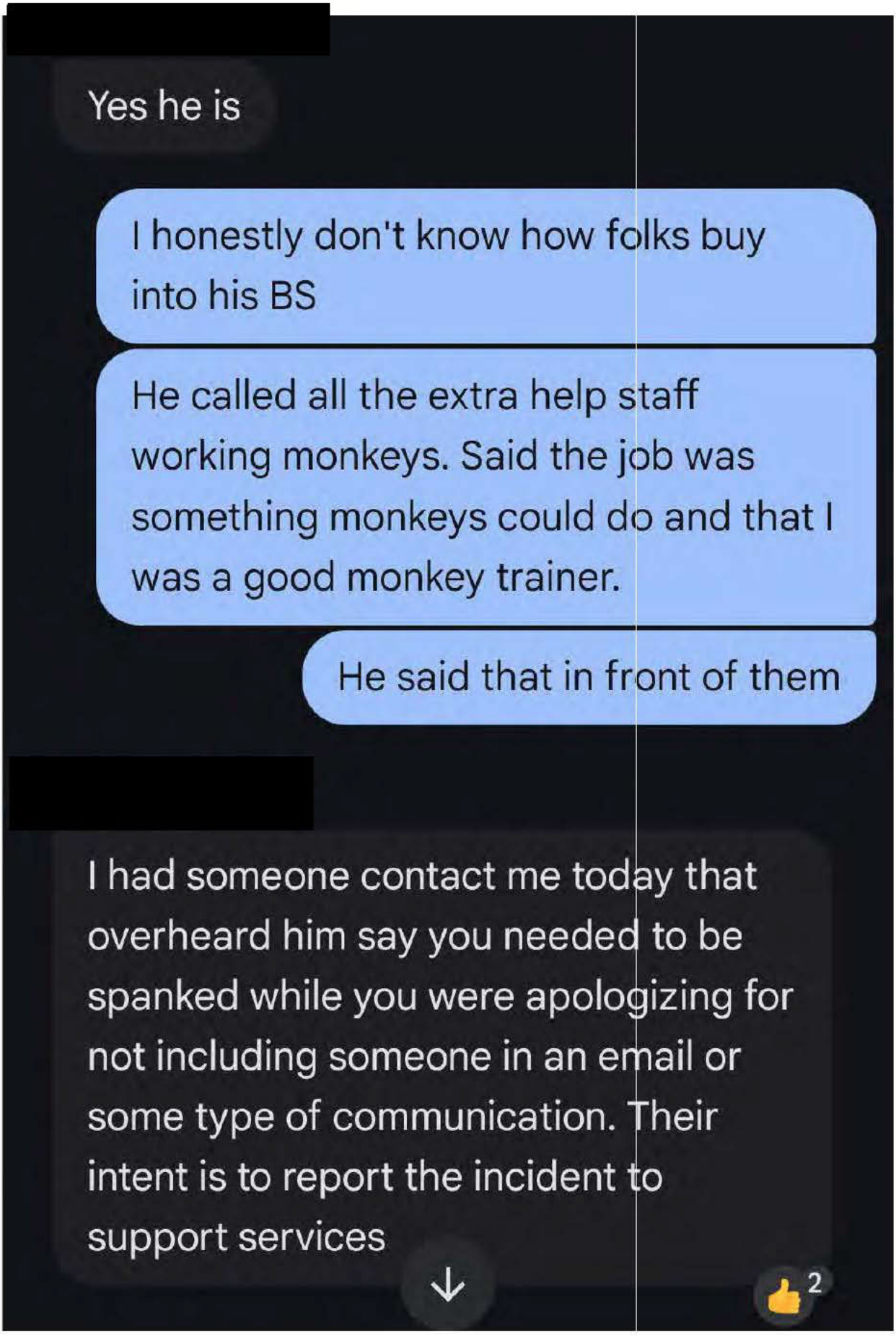
[redacted], with the Shasta County Elections office. This is [redacted]

I've attached screenshots of the text messages you've requested.

Thank you,
[redacted]



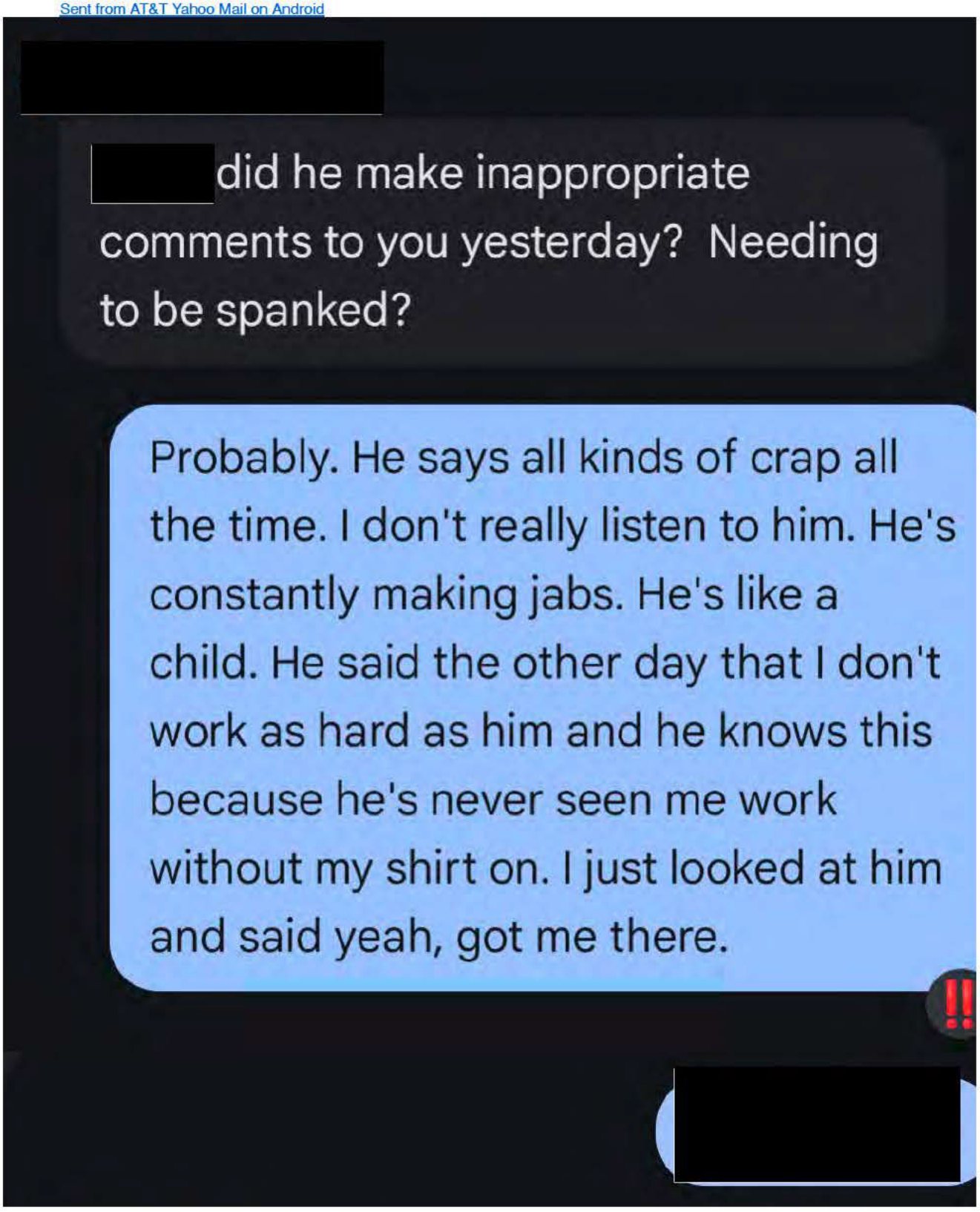



[redacted]
Yes he is
I honestly don't know how folks buy into his BS
He called all the extra help staff working monkeys. Said the job was something monkeys could do and that I was a good monkey trainer.
He said that in front of them
[redacted]
I had someone contact me today that overheard him say you 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
2

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]. 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]

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

[redacted]

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

2

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] 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]

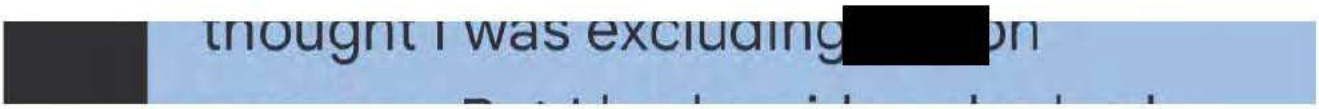

thought I was excluding

Exhibit 16

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

[redacted]

Hi [redacted] thank you for the conversation earlier. Below I have outlined information related to the reclassification and recruitment timeline for both [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]
Phone (530) 225-5259
Fax (530) 225-5345
[redacted]

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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 UNDERFILLED 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 Milias 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: _____
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: _____

MEMORANDUM
DEPARTMENT OF SUPPORT SERVICES
Monica Fugitt, Director of Support Services
[redacted]
(530) 225-5345 Fax

[redacted]

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: [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]t 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; [redacted] 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; [redacted] 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, [redacted] 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, [redacted] 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 [redacted] 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 oversite 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 [redacted] - handling nearly [redacted] per year. This is a significant increase from previous years when [redacted] managed them. However, the Incumbent does not [redacted] the information; it is [redacted] by [redacted]. In addition to taking on the [redacted] 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.

[redacted] covers a broad range of analytical and supervising duties, whereas the [redacted] 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] 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 [redacted] 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]

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 [redacted] in conjunction with the classification maintenance program.

The finding is as follows:

Incumbent:	[redacted]
Current Position:	[redacted]
Requested Position:	[redacted]
Finding:	Substantiated as [redacted]

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] r 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, [redacted] 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, [redacted] 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] t 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] will also be recommended to the Board of Supervisors for adoption as well.

The position of [redacted] if approved will be [redacted] 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 I Redding, CA 96001-1676
[redacted] I www.co.shasta.ca.us ISupport Services Main Line (530) 225-5515 IFax (530) 225-5345 IMail 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]

If you have any questions regarding this recruitment, please contact:

[redacted]

[redacted]) (New).pdf

Requisition Information

Requisition Number
[redacted]

Class Spec
[redacted]

Vacancies
1

Hiring Manager
[redacted]

Owner
[redacted]

UPN
[redacted]

Employee(s) to be replaced.
[redacted]

Does your position have a sunset date? *Sunset positions must be grant funded.
No

If Collateral, for what length of time? (MUST ATTACH APPROVAL)
N/A

This position is a:

Division
N/A

Working Title
N/A

Desired Start Date
7/14/2025

HR Analyst
N/A

Department
County Clerk/Elections

Position Cost Center
[redacted]

Is this a request to under fill?
No

If yes, what is the sunset date?
N/A

Full-time/Part-Time/Extra Help
Full-Time

If New Position - Approved in FY budget OR approved by board on
6/24/2025

Job Type
Full-Time Regular

List Type
Departmental Promotional Only

EEO/Census Data Template
N/A

Funding Cost Center
[redacted]

If yes, which lower job title (lower classification) are you filling?
N/A

Permanent or Collateral?
Permanent

Recruitment type:
Department only

Extra Help Only:
N/A

Timeframe for Extra Help assignment
N/A

New Position

If No Recruitment: Are you hiring a CalPERS Retiree?
N/A

Department contact name:
[redacted]

Comments
N/A

Authorization Comments
N/A

Business need for Extra Help:
N/A

Attachments

[redacted]
Uploaded on 07/07/2025

Approvals

Clerk/Elections Approver
[redacted]

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]

FYI – all good to proceed with the recruitment.

[redacted]
Email: [redacted]
1450 Court Street Suite 348
Redding, CA 96001
www.ShastaCounty.gov



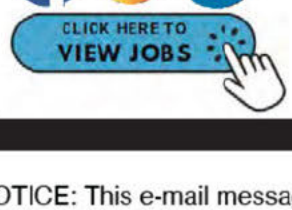
[redacted]

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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]
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

[redacted]

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From: [redacted]
Sent: Tuesday, July 15, 2025 9:33 AM
To: [redacted]
[redacted]

[redacted]
Cc: Clinton Curtis [redacted]
Subject: RE: [redacted] Reclass
Thank you for the clarification, we appreciate the help.
[redacted]
Shasta County Clerk/Elections
[redacted]

From: [redacted]
Sent: Tuesday, July 15, 2025 8:30 AM
To: [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.
[redacted]

From: [redacted]
Sent: Tuesday, July 15, 2025 8:26 AM
To: [redacted]
Cc: Clinton Curtis <ccurtis@shastacounty.gov>; [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]
Shasta County Clerk / Registrar of Voters
[redacted]

Exhibit L

Investigation Closure Notice for Clint Curtis dated March 26, 2026

SHASTA COUNTY
DEPARTMENT OF SUPPORT SERVICES

MONICA FUGITT, DIRECTOR

1450 Court Street, Suite 348
Redding, California 96001-1673
Voice - (530) 225-5515
Fax - (530) 225-5345
California Relay Service at 711 or (800) 735-2922

March 26, 2026

Clint Curtis, County Clerk / Registrar of Voters
[redacted]

RE: Investigation Closure Notice

Dear Mr. Curtis:

On or about January 7, 2026, you were informed that an investigation had been initiated into allegations that you had used County resources to conduct campaign activities, and that you had violated Chapter 22 of the Shasta County Personnel Rules, *Policy Against Discrimination, Harassment, Abusive Conduct and Retaliation.* The County arranged for attorney investigator, Danielle Drossel of Oppenheimer Investigations Group LLP to conduct an investigation into those allegations. Ms. Drossel made the following findings with respect to the allegations:

Allegations Sustained:

1. A preponderance of the evidence supported a finding that you engaged in campaign related calls during County work hours.
2. A preponderance of the evidence supported a finding that you made several remarks in the workplace that were inconsistent with County standards of professionalism, referencing physical discipline, violent imagery, employee intelligence, and employee appearance or gender.
3. A preponderance of the evidence supported a finding that you publicly [redacted] your subordinate, during the June 17, 2025 open house in a manner inconsistent with County workplace standards; however, did not support a finding that you raised your voice in doing so.
4. A preponderance of the evidence supports a finding that your conduct, considered in totality, contributed to an unprofessional workplace environment. However, the evidence does not establish that you were solely responsible for the broader workplace tension.
5. A preponderance of the evidence supports a finding that you restricted [redacted] public-facing duties and cancelled [redacted] attendance at a conference following the June 17, 2025 open house disagreement. The evidence supports that you articulated operational considerations for those actions, however that such actions may have been disproportionate to the conduct described. However, the evidence does not support a finding that you improperly delayed or controlled [redacted] reclassification or promotion.

Allegations Not Sustained:

1. A preponderance of the evidence does not support a finding that you used County equipment or

resources to create or distribute campaign materials, nor does it establish that the September 20, 2025 open house, 2025 Fourth of July event, or routine office tours constituted campaign activity.

2. A preponderance of the evidence does not support a finding that you treated female employees differently than male employees in terms of tone, responsibilities, or opportunities.

Accordingly, Personnel has been directed by the Board of Supervisors to facilitate the scheduling and delivery of individual training for you which will be facilitated by [redacted] to address topics relating to the foregoing allegations, as well as to provide general supervisory support. This training will be facilitated remotely and has been scheduled for April 8th at 2pm.

The County of Shasta reaffirms its policy and commitment to providing a safe work environment wherein discrimination, harassment, retaliation, or threats will not be tolerated. The County's policy also prohibits any person from retaliating against another for having reported any violation of the County's policies or for participating in the complaint and investigation process.

Any retaliatory conduct against an employee for their participation in the investigation or for any complaint made will result in exposing the County to significant potential financial liability. State and federal law as well as Chapter 22 of the County of Shasta Personnel Rules strictly prohibit punishing or in any way taking any adverse action against any employee who alleges unlawful conduct or participates in a workplace investigation.

Please do not hesitate to contact me if you have any questions.

Sincerely,

Monica Fugitt
Director of Support Services
County of Shasta

Exhibit M

Email from Clint Curtis dated June 18, 2026 RE: [redacted] [redacted]

From: Monica Fugitt
To: Clinton Curtis
Subject: RE: Report of issue with [redacted]
Date: Wednesday, June 18, 2025 [redacted]
Attachments: image001.jpg
image002.png
image003.png
image004.png
image005.png
image006.png

I have previously spoken with [redacted] about the support that my office can provide in seeking other employment so I know [redacted] is aware that door is open.

The reason I inquired as to whether you wish to recall the message is that these types of emails are typically addressed to the employee; it would not be typical to send those types of emails to Personnel with a CC: to the employee. My suggestion was going to be that you recall the message from [redacted] and resend an revised copy to [redacted] directly and you can always send a copy to us or BCC us for our record in the event of future discipline, and save a copy in your supervisor file.

It is good you are documenting what occurred; it may be too late to change course on this one, but for future my suggestion would be to send an email to the employee, recap what was discussed, summarize the events, how/why the behavior/performance is not acceptable, and clearly state your expectations. If there are repeat occurrences, also reference the prior discussions that have occurred.

Employees do object or report differences in their perception of events at times; when/if we have to investigate inappropriate behaviors by staff and their account of events are different, we would rely on the documentation available by the department, witness statements, and any other relevant evidence and make findings based upon a preponderance of the evidence - what is more likely than not to have occurred; polygraph is not something we would typically need or use in those situations but I can appreciate your suggestion.

If anything more bubbles up with [redacted] (or others) and you'd like assistance from my office in preparing emails/counseling or other documentation to be issued, please don't hesitate to reach out.

Monica Fugitt, AWI-CH
Director of Support Services
Phone [redacted]
Email [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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From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Wednesday, June 18, 2025 9:23 AM
To: Monica Fugitt [redacted]
Subject: RE: Report of issue with [redacted]

No, I intended to cop[redacted] as well. I already spoke with [redacted] but I always want to be fully transparent. I mentioned that I would be reporting it to you as well. Maybe, if you want to, you can cal[redacted] into your office and see if [redacted] wants to move to another department. Don't know if I need to file something formally but it is always best to give them a chance to move to another department instead of any formal disciplinary notification being on their employment record.

[redacted] may correc[redacted] issue and be able to assume public facing duties.

clint

From: Monica Fugitt [redacted]
Sent: Wednesday, June 18, 2025 9:14 AM
To: Clinton Curtis <ccurtis@shastacounty.gov>
Subject: RE: Report of issue with [redacted]
Importance: High

Mr. Curtis, you may want to recall that message unless it was your intent to copy [redacted] on the message. Screenshot below on where to find it if needed.



Monica Fugitt, AWI-CH
Director of Support Services
Phone [redacted]
Email [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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From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Wednesday, June 18, 2025 9:12 AM
To: Monica Fugitt [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 reminde[redacted] that we would be following the policy I laid out and the poll pads were not coming back [redacted] finally walkrd away. As [redacted] walked away [redacted] was shackin[redacted] head 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 o[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 N

Email from Clint Curtis dated February 11, 2026 RE: [redacted] Promotion

From: Monica Fugitt
To: Clinton Curtis
Subject: RE: I would like to promote [redacted] to the same level as [redacted] and [redacted]
Date: Wednesday, February 11, 2026 10:24:46 AM
Attachments: image002.png
image003.png
image004.png
image005.png

Good morning Clint,

Just an FYI that I think you've included an employee of another department, [redacted] by accident.

I just want to confirm that you are wanting to [redacted] Assuming my understanding to be correct, the opportunity to do this would be through the budget process as the [redacted] right now.

You would work with your accounting staff, and CAO analyst, to submit a position change request form through the budget process. You would want to accompany this form with additional information supporting the need for the position as well addressing any fiscal impacts. Position change requests would be discussed at end of February with CAO staff, and if approved, the addition of a [redacted] position would be incorporated into a future budget salary resolution. If not approved, you would need to work through the appeal process with the CAO staff.

Once/if approved with Budget, we could then run an internal recruitment, to which [redacted] could apply for promotion. I would note that at present [redacted] wouldn't meet minimum qualifications of the position, [redacted]

If you have questions about this please let me know.

Monica Fugitt, AWI-CH
Director of Support Services
Phone: [redacted]
Email: [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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From: Clinton Curtis <ccurtis@shastacounty.gov>
Sent: Wednesday, February 11, 2026 10:09 AM
To: Monica Fugitt [redacted]
Cc: [redacted]
Subject: I would like to promote [redacted] to the same level as [redacted] and [redacted]

[redacted]

I would like to promote [redacted] to the position of [redacted] which is a much better representation of the role [redacted] actually performs.

Please

Exhibit O

Transcript of Interview with [redacted]

INTERVIEW WITH [redacted]
Q=Monica Fugitt
Q1=[redacted]
A=[redacted]

Q: Okay. We are now on the record. It's 10:08. It's Friday, April 10. This is Monica Fugitt, Director of Support Services. We're going to do quick introductions.

Q1: [redacted], Personnel Manager of Support Services.

A: [redacted]

Q: Okay. Um, and [redacted] just so I have it on the record, I do have your consent to record this interview?

A: Yes.

Q: Okay. Um, so I do want to go over just a couple of housekeeping items. We just went over a notice letting you know that we're investigating a matter. Um, you- you were identified as someone who might have some information to share.[redacted] but I just want to remind you my role is to serve as a neutral fact finder, right, to gather the facts and information. I will make findings based upon the information. I will not be the deci- decision maker as to what happens with those findings, um, but I will provide that information to the appropriate individuals. Um, if you have questions, if you need to take a break, um, just let me know. We're happy to do that. Um, it is important, as we talked about, that you keep this information confidential, that you don't discuss my questions or your answers with anyone. Um, we want to make sure that we get a, um, an accurate reflection of each person's individual experiences, right? Um, and last, but certainly not least, we talked about retaliation, but I do want to encourage you that if anything were to occur that you believe may be retaliation against you or others for participation, that you let someone in personnel know as soon as possible. Okay? Um, and if you are not sure if it constitutes retaliation, I would encourage you to report it. If there's even a question that it could be retaliation, I would encourage you to report it. Okay?

A: Okay. Thank you.

Q: Okay. So, um, [redacted] um, you're an [redacted]. How long have you been with the department?

A: [redacted]

Q: Okay.

A: ...-ish.

Q: And who do you report to?

A: Mr. Curtis and [redacted]

Q: Okay. And what is your regular working schedule in that position?

A: Like, hours?

Q: Mm-hm.

A: [redacted]

Q: Okay. And then...

A: Well, that's what it is on paper.

Q: ...Monday through Friday?

A: Yes, ma'am.

Q: Okay. Um, which physical location do you work at?

A: [redacted]

Q: Okay. And how often do you work directly with Clint?

A: Um, primarily, often. Like, he's my - everything I do goes through him.

Q: Okay. Do you communicate with him in person, via email, what does that look like?

A: The majority of it is in writing, via email. Um, there are phone calls, and once we're in an election environment...

Q: Mm-hm.

A: ...he usually works over at [redacted] Street, so it's one-on-one, usually followed up with an email.

Q: Okay. Um, how is your working relationship with him?

A: I think it's good.

Q: Okay. And what does that mean? How do you define good?

A: Um, I think that I find it easy to move past, um, Mr. Curtis' form of communication, and not take offense to it.

Q: Mm-hm.

A: Um, I brush a lot of things off because, um, my priority, at this point, is just to get the job done, and go home to my family. So I - there's a lot of static when you're communicating with Mr. Curtis that he introduces to a conversation, whether it be a verbal conversation, a written conversation, a phone call. Um, and it takes, um, concentration to stay focused on what it is that you're trying to achieve in your conversation. So I don't know that, that comes easily for a lot of people.

Q: Okay. When you say static, um, can you help me understand what you mean by that? Like, he is not effectively communicating what he needs, or?

A: He's not an effective communicator at all. Um, he also - there's a lot of, um, of jabs, and condescending remarks, and, um, disrespectful comments that are intermixed in communications. Um, so it takes a lot to not get, um, sucked into that, and to, um, bite back, or to, um, feel disrespected, or feel like you're being demeaned in some way. So it - it's just a very intentional, um, not to be disrespectful, but for me, [redacted]

Q: Mm-hm.

A: And I - this is what we're talking about, and moving forward, I need direction on this.

Q: Mm-hm.

A: That's not appropriate for you to speak that way. Next, on the list. Like, it's just a constant like, keeping things in check so that you can move on and get to the point that you're trying to get to.

Q: Okay. So when you refer to static, is that what you're referring to, all the in-between comments, or?

A: Yes.

Q: Okay.

A: Yeah.

Q: Um, so you also, said his form of communication, you know, takes some getting used to, or however, please feel free to correct (unintelligible).

A: I don't think getting used to is healthy or appropriate, so let me make that clear.

Q: Mm-hm.

A: I do not think that what I'm accommodating is appropriate, or necessary, or fair. I think it's a huge ask, and I'm speaking for myself, it's a huge ask on my part to keep my mouth shut and accept the form of communication that I'm getting from him. Um...

Q: So can you elaborate on what you mean by form of communication, as well as, um, some of the specific remarks?

A: I mean, it just goes back to, he - he is - is very condescending, and he doesn't accept the things that you're saying. He [redacted] off any kind of fact, or any kind of input that you have. Um, and in the - in the midst of that, and this has come up previously, I'm - I know, um, there's - there's just inappropriate things that are said. Things, um, like, um, a conversation about needing additional staff to complete a task. And telling me, "Well, they're just a bunch of monkeys. All you do is train monkeys. I can give you more monkeys. It's not a big deal. You're just a monkey trainer." Mr. Curtis, that's extremely unkind. The work that these staff are doing is tedious, and...

Q: Mm-hm.

A: ...can be overwhelming. "Well, no, that's not true." And it just - it's just, uh, it's just a constant badgering of like - it's constantly letting things go. It's constantly...

Q: Mm-hm.

A: ...um, and again, you already know all of this, but the, um, "I can't believe you didn't do that. You need a spanking. I should be - we should be giving you a spanking." Like, there's just - it's just very, um, it's very distracting, and it's very rude, and unprofessional, um, and wearing. It can be very wearing.

Q: Mm-hm.

A: It's very abusive in that sense, very verbally abusive.

Q: How do you feel like that affects staff's ability to perform their functions?

A: Oh, 100%, 100%. Because that's not how we've - it's a very- it's an entirely [redacted] way of managing staff.

Q: Mm-hm.

A: And, I mean, there was an email that went out yesterday that took everything in me not to reply back. I might start crying 'cause this breaks my heart. Sorry.

Q: You're fine. You're fine. Take the time you need.

A: There's an email that went out to staff. And the fact that, it - it's something that is always said. It's very much the environment. It's very much what's always just said, walking down the halls, day to day. But the fact that it was in writing, and it was sent to a crew of people that are bending over backwards to do something. It was demeaning. It was unkind. It was basically saying, you're all associating with past administration, and you're going to sabotage everything, and you're - you're intentionally slow-rolling things, and let me know if things are being slow-rolled. And, um, basically, asking me to report that. But the entire office was on that email.

Q: Mm-hm.

A: The entire office. Granted, that is the communication daily. That's what staff hear all the time.

Q: Yeah.

A: But then to put that in writing, and then also, put me in a place where I had an email - I had - I had an email, politely and discreetly, standing up for my crew.

Q: Mm-hm.

A: But I don't feel like we're in a place where I can even send that.

Q: Mm-hm.

A: I don't feel like we're in a place where I can even - instead it's - and thank goodness they come and they talk. Like, at - at least they're coming and sharing where they're at, and like, saying, hey, you know, this is where I'm at.

Q: Mm-hm.

A: This is what I was told. This is - but it's like, it's a terrible - it's a terrible form of management. Yes, it completely affects staff. It completely affects the environment, and trying to accomplish anything.

Q: Mm-hm.

A: Because not only are they trying to accomplish something that's new and different, entirely new and different, based on how we've done things in the past, which, uh, whatever, to each his own. Like, you can get to point A in multiple different ways. So not only are they trying to hash through that, and figure out the logistics of that, and the legality of that, and how we can make that happen, but they're also being badgered while they're doing that. They're being - they're being called names, and spoken to behind their backs, and excluded. And - and then every little piece of whatever joy they find, is literally, being taken away also, and turned into something terrible, and turned into, well, that's what you're doing, and that's - you're out to get these people, and you're - it's just a terrible, it's a terrible way of managing people. It's horrible. And it's not just terrible in that it's mean and unkind. It's terrible in that it's attacking what makes me cry, the soul of these people, the sweetness, the kindness.

Q: Mm-hm.

A: Like, that's not right. That's the part that - or he could care less about a process, like, whatever. Again, you can get to point A, multiple ways, whatever.

Q: Mm-hm.

A: But you don't get to attack people, and belittle them, and make them feel small, and insignificant, and unimportant. Like, that's not how that works.

Q: Mm-hm. Yeah.

A: Sorry.

Q: No, you're fine. You're fine. I appreciate you being open. Um, you mentioned that there's name-calling. You mentioned there's, um, you know, condescending remarks, disrespect, things like that. Can you give us some more examples, aside from, you mentioned the monkey comment. Um, is there other specific examples that you can share?

A: Um, there is. Um, there's just so many. There, um, I don't work hard because I don't work without my shirt off, so I'm not a hard worker. His whole thing with [redacted] Like, telling ([redacted] he was going to give ([redacted] a promotion, coming to ([redacted] and I, and telling ([redacted] and I, we're going to make ([redacted] an [redacted] over you, and I'm going to make sure [redacted] gets paid more than you. Do you guys have a problem with that? And both ([redacted] are like, do whatever you feel is appropriate. In the meantime, both of us expressing to ([redacted] I don't - that's really not an option.

Q: Mm-hm.

A: Like, it's not in the budget. It's not been approved.

Q: Mm-hm.

A: Like, he's lying to you. But still feeding ([redacted] along with that. And then, I mean, that was an email too. Then all of a sudden him threatening to not promote ([redacted]

Q: Mm-hm.

A: Like, that, um, and along that same time period, he was threatening to throat punch ([redacted] 'cause he got pissed off that ([redacted] wasn't doing something. And he was walking around the office, "I'm going to throat punch ([redacted] And that was something I heard from staff. Again, staff were coming in just like, venting. Um...

Q: Um, can I pause you on that comment?

A: Yeah.

Q: So, um, you personally didn't hear that?

A: No, I did not.

Q: Do you know who reported that to you?

A: Um, I heard that from ([redacted] and [redacted] I believe.

Q: Okay. Okay. Um...

A: Yeah, that, I'm sorry, that was just...

Q: No, that's okay.

A: ...that was hearsay on my part.

Q: No, that's fine.

A: That's what I was told.

Q: Do you recall when that occurred, approximately?

A: I don't know, it's whenever that email...

Q: This calendar year...

A: Two weeks. Yeah, two weeks ago...

Q: Okay.

A: ...three week ago, maybe. Um, Yeah.

Q: Um, have you heard other similar types of comments, um, threatening physical violence against staff?

A: Um, I know last week [redacted], and had some back and forth, a phone call with ([redacted] and regarding a whole tangent that he went on. And when I returned to the office, um, again, I was told by staff that during that - and again, I wasn't in the office, I was on the telephone.

Q: Mm-hm.

A: Um, there was a whole conversation, people saying they heard him stomping around, saying he was going to drag[redacted] out by [redacted] hair, um, and have [redacted] door ripped down. 'Cause my understanding with that too, 'cause I'm on the phone with[redacted] and he's pounding on the door, 'cause he thinks[redacted] door is locked. [redacted] door doesn't have a lock on it.

Q: Mm-hm.

A: So he's threatening at that point, to have it like, ripped off its hinges, have facilities come and take the door down if...

Q: Mm-hm.

A: ...uh, 'cause he didn't freaking know to turn the door knob, I guess, I don't know. And then, from there, he's talking about how he's going to pull [redacted] out by [redacted] hair. And that's what - I was not there for that.

Q: Sure. Um, you were on the phone with [redacted] when this was going on, correct?

A: Yes.

Q: Did you hear anything from your...

A: Yeah. While we're having a conversation about what he's asking, um, near the end of our conversation, [redacted] stops talking and starts getting very quiet, um, and anxious. And I can hear something going on in the back, and [redacted] says, "Someone's pounding on my door. Someone's pounding on my door." And I said, okay. I said, well, I said, go ahead and take care of that. I will - we ended our call. And I said, I'll call Mr. Curtis right away...

Q: Mm-hm.

A: ...and get the rest of this situated. I didn't know on the phone call, and I don't believe [redacted] said on the phone call, I don't think [redacted] knew who it was...

Q: Mm-hm.

A: ...pounding on [redacted] door. Um, and then afterwards, as soon as I hung up with [redacted] I called Mr. Curtis, and he answered.

Q: Mm-hm.

A: Um, and I spoke with him about his whole thing.

Q: Did he say anything to you about any statements he might have made to ([redacted] or did he make any statements about ([redacted]

A: Um, he's just, uh, he was just put off, because he - he wanted an extract done, and he was put off that no one can run this extract for me. And, um, so again, I just communicate with him. Because I don't have an issue with him. Like, I - I mean, I do have an issue with him. But, um, I ch- I'm doing my best to choose to not be intimidated by him, because I don't think that, that's helpful. Um, and so I just was asking him, I said, what - what is it you need this extract for? "Well, nobody can run it. Can you run it? Just tell me right now how to run it." Mr. Curtis, I'm not even in the office. [redacted]

Q: Mm-hm.

A: I can work with this - on this with you on Monday, and I can run this, whatever it is you're looking for. What is it you need? "Well, I need an extract. I need an extract of all of the, um, all of the voters that voted at the polls last election." Okay. Why do you need just the voters that voted at the polls? "Well, I'm going to send a postcard to everybody, 'cause we're changing the process. And I'm going to send it to all the voters that voted at the polls." Okay. And I said, I go, it's about how the process is changing? "Yeah, yeah. So I just need all their contact information." And I said, Mr. Curtis, can I make a suggestion? "What?" I said, that's not a wise thing to do. You're disenfranchising all the other voters of the community. Anybody can vote at the polls.

Q: Mm-hm.

A: For you to send specific instruction only to the people that voted there last time, you're now taking away the rights, and disenfranchising everybody else.

Q: Mm-hm.

A: You cannot do that. "Oh, so you're saying that I should send it to everybody?" Yes. You can't just send instructions on how to vote to a small amount of people.

Q: Mm-hm.

A: And then he, um, he said, "Well, everyone here is saying they don't know how to-" he kept saying everyone doesn't know how to run it. And I was like, I kept saying, I can help you run that on Monday. We can figure that out.

Q: Mm-hm.

A: And I said, what your focus should be right now, I said, do you have the postcard created and designed? "No." Okay. So you should start designing and creating the postcard now, today.

Q: Mm-hm.

A: I s- and I said, has it been approved, or the design been approved by the post office yet? "Well, no. What do you mean?" Well, anything that you send out in a mass mailing has to be approved by the post office. You have to get that approved first. "Oh, okay." Who's going to pay for the mailing? Are we sending it through (Rumback), our vendor, or are we mailing it in-house? "Well, I don't know." Okay.

Q: Mm-hm.

A: So we need to figure out how we're going to mail it. Do you know if we have money to mail it? "No." Okay. So it was Friday. I said, so today, Mr. Curtis, you need to work on designing your postcard, getting it approved by the post office, and finding out if we have the money to send this mailing to everybody.

Q: Mm-hm.

A: And then, after that, he was like, uh, 'cause he listens, again, and it's disrespect- I don't mean this disrespectfully, but when - when he's spoken to like a child and reined in, he like, you get his attention.

Q: Mm-hm.

A: And so I just said - I said I'd regroup with him on Monday. And I said, we'll work on the extract on Monday. And I sent an email on Monday recapping everything. And I'm pretty sure he was even at that point like, no, we're not doing it 'cause it's too expensive.

Q: Mm-hm.

A: So, sorry. I (unintelligible).

Q: No, you're fine.

A: He just kept saying that no one knew how to run his extract, which he didn't really even know what it was he needed...

Q: Mm-hm.

A: ...at the time.

Q: Okay. Um, when you mentioned that staff reported what had occurred after, right, after his...

A: Mm-hm.

Q: ...pounding on the door for ([redacted] Um, what was reported to you, specifically?

A: Um...

Q: And who reported it to you?

A: I be- like I said, I believe it was ([redacted] and ([redacted]

Q: Okay.

A: [redacted]

Q: Okay.

A: About the banging on the door, and all of this stuff, and that it was Mr. Curtis. Um, someone at some point was even like, I heard he was threatening to pull you out by your hair. He was screaming it in the office. And I was like, I wasn't - I don't know what that was. I wasn't there.

Q: Okay.

A: So, um...

Q: And ([redacted] and ([redacted] w- do they work at [redacted] or do they work at [redacted] ?

A: [redacted]

Q: Okay.

A: And I work with them at [redacted], so they would have been the first people I would have seen when I came back.

Q: Um, do you know from their accounts if they were present, or if this is, um...

A: I don't know. I wasn't there. I'm not sure.

Q: Okay. And did ([redacted] did ([redacted] tell you what happened afterward?

A: [redacted] told me, yeah - I - and I don't remember when. But [redacted] said that [redacted] was confronted multiple times again afterwards by ([redacted] about the report, um, saying that [redacted] knew how to run the report, but - and [redacted] was like, I - and ([redacted] has no idea how to run this report. It's not [redacted] job.

Q: Mm-hm.

A: But, um, I think ([redacted] came back to [redacted] and was like, I know you know, whatever. And ([redacted] was just like, this is - [redacted] just said, no.

Q: Did [redacted] tell you about, uh, [redacted] encounter with Mr. Curtis?

A: Yes.

Q: And can you tell me what [redacted] shared with you?

A: Um, [redacted] said, uh, [redacted] - it was the same, [redacted] said when [redacted] opened [redacted] door, he was the one pounding on it. Um, and then, I - I don't know that he - I don't remember [redacted] saying if he said anything to [redacted] at that point.

Q: Mm-hm.

A: I don't think so. Um, but I know that when [redacted] was telling me about it, [redacted] handles it really well and internalizes a lot.

Q: Mm-hm.

A: And so [redacted] just kept saying, I [redacted] - when [redacted] was talking to me, [redacted] goes, "I just keep [redacted] - I just keep shaking. I keep shaking." 'Cause [redacted] gets very, um, [redacted] kind of [redacted] almost shuts down, and [redacted] just becomes - [redacted] just internalizes a lot of it.

Q: Okay. So [redacted] didn't share anything with you about, um, comments regarding being pulled out of [redacted] office. You heard that only from ([redacted] and ([redacted]

A: I think I heard that only from ([redacted] and ([redacted] I mean, as the week went on, I heard it from everybody. But...

Q: Okay.

A: ...initially, I think it was only ([redacted] and ([redacted]

Q: Okay. Um, on any other occasions have you observed Mr. Curtis making threats towards staff? Like, throat punching, slapping, any...

A: Yeah.

Q: ...anything of that nature?

A: [redacted]

Q: Mm-hm.

A: It's just a, oh, my gosh, can you believe he said this, and then you move on.

Q: Mm-hm. Okay. Can you, uh, I realize you may not have specific dates and times, and things like that, but can you give me other examples of things he has said?

A: Um, like, about people? Is that what you're asking?

Q: Any sort of comment of physical...

A: He hates [redacted] He's constantly talking about how [redacted] is an idiot, and - [redacted] how [redacted] an idiot, and how [redacted] doesn't know what [redacted] doing. And [redacted] young and dumb, doesn't know how to - I mean, and that's just - and that's just, uh, because my - trying to move forward legally, my suggestion is always, we - we should contact [redacted] and see what their suggestion is.

Q: Mm-hm.

A: And then it's always met with I'm not asking [redacted] an idiot, or [redacted] doesn't know what [redacted] doing, or [redacted] um, it's just...

Q: Have you ever heard him make those types of statements about [redacted]

A: Oh, yeah.

Q: Can you give me some examples of things he's said?

A: Well, yeah. [redacted] an idiot, and [redacted] young, and [redacted] like, everything I just said. [redacted]

Q: Sorry. Let me - let me clarify.

A: Yeah.

Q: Have you ever heard him make comments that he is going to physically slap, hit, take any action against [redacted]

A: Uh, I don't think he ever like, physically has threatened [redacted] He's just said [redacted] an idiot, and [redacted] young, and [redacted] dumb, and [redacted] doesn't know what [redacted] talking about. I'm not getting [redacted] opinion. And - but I don't think he's ever said [redacted] like, going to kick [redacted] or something like that.

Q: Okay. Has he ever made comments...

A: At least not to me.

Q: Okay. And has he ever made comments about, um, ending someone, things of that nature?

A: I wouldn't be surprised. Um, it's so hard, because I have so just let so much of it go, so I don't - I just don't listen to him. I wouldn't be surprised, but I don't know off the top of my head.

Q: Okay. Uh, when he makes these types of comments, what's his demeanor? Can you describe it for me?

A: He's very flippant. He's very, um, he's very smug, and like, um, unbothered. And - and usually, his comment is followed by a laugh. Like, there's something very unkind, and then there's a laugh. And it's very...

Q: Do you think that he is - thinks he's joking?

A: No. I mean, I think - I definitely think that's like his, that's why he does his laugh afterwards. It's like, saying, you're so stupid. I'm just kidding.

Q: Mm-hm.

A: Like - like, I, um, he's not on a roller plane. He's not - he's not joking. He's not - There's not friendly joking going on.

Q: Mm-hm.

A: It's not like, banter.

Q: Mm-hm.

A: [redacted]

Q: Mm-hm.

A: It's very, um, it's cutting. And it's cutting in a way that you - if you aren't confident, and you aren't sure, it's difficult to call him out on that. And it's difficult to say, excuse me, that was rude. So like, the monkey comment. You know, you just have a bunch of monkeys. You're just a monkey. That's rude, Mr. Curtis. Well, I'm just kidding, like.

Q: Mm-hm.

A: So, yeah, he's not - it's not a joke. It's definitely, uh, it's an intentional - it's an intentional form of manipulation. I mean, it's an intentional like, mind game.

Q: Um, have you - how are communications between staff, setting Mr. Curtis aside?

A: Like, just amongst themselves?

Q: Mm-hm.

A: Like, what do you mean?

Q: So, um, you know, have there been any communication challenges, or any, um, difficulties between staff members?

A: No. I think that staff are doing really well. I think that, um, let me address that, in case that's what you're getting at. [redacted]

Q: Mm-hm.

A: [redacted]

Q: Mm-hm.

A: Um, there have been a lot of, uh, public statements saying that the [redacted] are being treated unfairly or unkindly.

Q: Mm-hm.

A: And I do not think that, that is true at all. Um, there's been a lot of trying to assist on both ends, and help on both ends. Um, ([redacted] was put in [redacted] and [redacted] done an excellent job trying to figure that out. [redacted] been trying to assist [redacted] as much as [redacted] can with that.

Q: Mm-hm.

A: Um, I'm also not at [redacted] so - so I - I don't know - I don't know what the day-to-day is like over there with that. I know it's awkward and it's difficult. Um - uh, I forgot...

Q: That's o- okay. That's fine. Um, some of these comments that have been made,

for example, um, pulling ([redacted] out by [redacted] hair, throat-punching ([redacted] um, do you believe that he would fall through on any of those threats?

A: Um, I don't know. He's not - he's not truthful. And he's not - his intent- uh, I don't know. I don't know.

Q: Do you feel there's a concern of harm by him towards staff?

A: I think that's an option. I think if he got angry enough. Um, yeah, I don't know. I don't - I don't - I don't know. I - I'm not comfortable saying no. I'm not comfortable saying no, everybody's safe, nothing will ever happen.

Q: Okay.

A: I'm not comfortable saying that.

Q: And I'm not trying to solicit (unintelligible).

A: I know. No, I know you're not. I'm just trying to figure out what my stance is. And I know for sure I'm not comfortable saying there's no threat there, and everybody's safe. I cannot say that.

Q: Okay.

A: But I also don't know - I don't know.

Q: Are you aware of any sort of physical altercations between Mr. Curtis and staff members?

A: No.

Q: Okay.

A: Like, hands-on people?

Q: Mm-hm.

A: No.

Q: Okay. Is there anything else that might be relevant to these items that we should know?

A: I'm sure, but I have no idea.

Q: Okay.

A: I'm sorry.

Q: Have - have any of these, uh, types of comments, throat-punching, spanking, things of that nature, have - have any of those been in writing?

A: In writing?

Q: Mm-hm.

A: Um, probably not the spanking, because that was in the middle of election night, and there's no way I stopped writing email. Um...

Q: Has he ever put anything in an email?

A: Like, threatening?

Q: Of that nature? Mm-hm.

A: I should n- I - I feel like - I feel like we're in such an abusive relationship. I - I'm sure there's something somewhere. I know that there's comments that were made in the beginning about how stupid people were, but I don't know if he actually like, threatened to do something to them. You're asking for like, physical attacks on people. I don't know that he's ever physically threatened to attack someone in writing.

Q: Okay.

A: I don't know.

Q: Okay. That's fine. If you become aware of something after you leave here, or you think of something that might be relevant, I would encourage you to send those to me.

A: Okay.

Q: Okay? Um - um, anything you think I did not cover, [redacted]?

Q1: Um, I have a question, uh, for ([redacted] and ([redacted] I know you said they're primarily at [redacted] Street. Do they ever work here at [redacted]

A: Yes, they do.

Q1: How often, would you say?

A: [redacted]
But it just depends on where we are with the election process.

Q1: Okay. Is there a set day, or?

A: [redacted].

Q1: Okay.

A: [redacted]

Q1: Okay.

A: I can't remember. Uh, and again, that kind of just changes. Like, if they need someone over here too, they'll just come over and help.

Q1: Okay.

A: So it's kind of an on-demand thing.

Q1: Okay.

Q: Okay. And just speaking generally, you mentioned his style of communication, his jabs, um, the, uh, violent imagery, I'll call it, um, how often are these things happening? How often are these comments being made by Mr. Curtis, if you had...

A: His - his physical threats, or just his, what he calls banter?

Q: So can we separate them? I would say, I'd like to know just generally any of those types of comments, and then specifically, the physical.

A: His jabs and his unkind comments are daily. That's just h- that's just how he communicates.

Q: Mm-hm.

A: That's just him. Um, the physical threats come about when he's angry.

Q: And h- how often have you had an opportunity to observe that?

A: H- um, he's only physically been angry at me directly once, and, um, I...

Q: Can you tell me about that incident?

A: Yeah. Um, yeah, I'm trying to remember all of it. It was last election. After the election, um, ([redacted] and [redacted] team were upstairs at [redacted] trying to do balancing. And at the end of the election, balancing is literally, where you're taking every piece of paper and documentation and literally, balancing it. For every ballot you have for that precinct...

Q: Mm-hm.

A: ...you're making sure you have a signature, you have all of the ducks in the row to verify we have the correct amount of ballots for every voter that walked in the door. Right? We balance.

Q: Mm-hm.

A: Um, and information comes from multiple different places, 'cause everybody votes different ways, right?

Q: Mm-hm.

A: So it's just, uh, it's a ton of information that you just have slewed out on the table, and you're trying to piece everything together, and make sure everything fits...

Q: Mm-hm.

A: ...and is all balanced. It takes a ton of time. Um, Mr. Curtis, at one point, came up frustrated because ([redacted] had been doing it for a day or so. It usually takes weeks to do.

Q: Mm-hm.

A: And was telling [redacted], um, it's also, confidential information. So it's not - it's also, all the voters' private information.

Q: Mm-hm.

A: Okay? So Mr. Curtis had come up, and was, um, telling ([redacted] [redacted] needed to leave, and someone else was going to do this, and threatening to like, take over, and - and being very aggressive about that.

Q: Mm-hm.

A: And I was there for that situation. And I looked at Mr. Curtis, and I - I said, that's not happening. You're not having people who aren't even on

the like, books here like, full-time staff, handling this process. That's not happening. It's very complicated. And he said, "Well, I don't care. [redacted] taking too long. [redacted] needs to get out of here." Um, yelling at [redacted] about needing to leave. And in that moment, I looked at him and I said, Mr. Curtis, you are wrong. None of this information is leaving this room. And I told ([redacted] you stay exactly where you are, and do not leave.

Q: Mm-hm.

A: And I said, Mr. Curtis, I will be back. And I left, and I went and got [redacted] and I said, you need to tell him he's - this isn't happening.

Q: Mm-hm.

A: You can't just throw all this personal information, uh, I mean, it's just - make - there's no logic to it. So, um, there were no threats made. He definitely raised his voice at me, and he was pissed off, but I was just as pissed off because he was not going to destroy that process, and totally thrash that.

Q: Mm-hm.

A: Um, ultimately, everything stayed the way it was, and we just went back to work. But that's the only time that, um, well, that's not true. When he changed his process downstairs, there - we bumped heads too because there's some processes that he put in place that aren't working.

Q: Mm-hm.

A: They're still not working. Um, and I made my point clear. And he said - I said, okay. I understand what you want. We'll move forward with your plan. And he said, "Yeah, and just go ahead and put in an email like you always do." And I said, I most certainly will.

Q: Mm-hm.

A: Thank you very much. So my - my issues with him are just, they're not as bad as they are for everybody else.

Q: Okay. Um, so you said that, those have been your experiences, but have you been present when he's been angry towards other staff, as well, in a similar manner?

A: Um, I've been involved when he was angry with ([redacted] and angry with ([redacted] In both of those instances, I had private meetings with him. One was with [redacted] in the room with ([redacted] and we resolved that. And then

with ([redacted] I met with Mr. Curtis after his whole emails of whatever he was doing, and that was an email chain that you were on.

Q: Mm-hm.

A: You chimed in, and said something. So the next day, or two days after that, I don't know, I met with Mr. Curtis, and I said, we need to figure out what it is that your goals are for ([redacted] because it's not being handled appropriately.

Q: Mm-hm.

A: And we're not using our resources correctly. And at that point, he was like, he's just so much like, he's an emotional roller coaster. At that point, he was like, "Well, I - I - I'm just trying to scare [redacted] I'm not really going to do anything. I'm just trying to, you know, make [redacted] feel afraid. And I was trying to, you know." And so we had a conversation about, well, that's not an appropriate way of managing someone to threaten them.

Q: Mm-hm.

A: And then, um, and I said, and if - I said, moving forward, I'm going to work more closely with ([redacted] on [redacted], and try and relieve ([redacted] of some of [redacted] duties because I think [redacted] has too much on [redacted] plate.

Q: Mm-hm.

A: And, um, I - I - I also said, I think that ([redacted] and ([redacted] worked really well together in person.

Q: Mm-hm.

A: Like, they are professional with each other. There's no toxicness. And I've met with [redacted]. So in that meeting, it was just a matter of - of trying to just get him to walk off whatever king of the mountain thing he's on. I don't know how else to say that. It's just like, a threat thing.

Q: Mm-hm.

A: It's like, uh, I don't know.

Q: So just to make sure I don't mischaracterize, you st- you stated the jabs, the comments, the inclined comments, those are happening daily.

A: Mm-hm.

Q: When he gets more escalated, that's more infrequent, but, um, you know, it is happening when - periodically with staff when there's, you know, it appears there's a, um, maybe, push-back or something along those lines. Is that fair to say?

A: Yes. It's definitely - it's probably, like, once a month, maybe.

Q: Okay.

A: And it is always when there's some kind of, um, some kind of position that staff are taking of, I'm not doing that. That's against the law.

Q: Mm-hm.

A: Or that makes no sense...

Q: Mm-hm.

A: We can't do that. Like, we're going to destroy this.

Q: Mm-hm.

A: Um, or if they're saying, I don't know what to do, and I need you to tell me - I need you to make a decision, and tell me what to do. Those are where he gets angry. Those are where he - that's where he gets upset.

Q: Uh, do you see these comments typically, being made to al[redacted] staff, or about- about all staff?

A: He - he does not treat the [redacted] like that.

Q: [redacted]

A: [redacted]

Q: ...across - across the board, they're receiving similar type of treatment.

A: Correct.

Q: Okay. Um, you mentioned that, you know, you've had your own experiences, but there have - he's - he can be, um, it hasn't been as bad with you, maybe, with others.

A: Mm-hm.

Q: Can you elaborate on that?

A: Yeah. I'm not interested - this is going to sound kind of arrogant, and I don't mean it that way.

Q: Okay. Go ahead.

A: Um, I'm not interested in the condition of my ego at the end of our conversation. I'm not interested in being the one that's right or, um, getting to shake my finger in his face.

Q: Mm-hm.

A: Like, I just don't care. I don't care. So, because of that, he gets to walk away oftentimes feeling like he's winning...

Q: Mm-hm.

A: ...and feeling like he has the upper hand, and he is the man in charge.

Q: Mm-hm.

A: Which, uh, I don't give a shit. Like, I - fine.

Q: Mm-hm.

A: What I do care about is, do we have direction on this process? Is the concern that I had about staff, or about fiscal responsibility, or about procedure, is that being taken care of and addressed in a way that is appropriate?

Q: Mm-hm.

A: And if it's not, is it in, uh, is it being left in a manner that, okay, you're responsible for this. I have made it clear what I think. I've given you the resources. March on.

Q: Mm-hm.

A: Like, so because of the things that he says are so demeaning and unkind, I think that the reaction he gets from other people becomes so much more severe because he's - it's hurtful, and it's mean, and it's degrading, and it's an attack on someone's ego. And I think when you do that, it's easy to get a reaction from people. Not everybody is going to be like, okay, whatever, I don't care what you think.

Q: Mm-hm.

A: You know what I mean? So I think that's why. And I don't think that's an excuse. I don't think that, that means that staff need to be less caring about their ego or their feelings. That's not appropriate. Um, but I think I just don't - I just don't care. And I know that sounds flippant, and I just genuinely don't care what that man thinks about me, so.

Q: Okay. Um, let me you think if there's anything else here? I don't think I have anything else. Do you have anything else?

Q1: No.

Q: Is there anything else that you would like to add?

A: No.

Q: Okay. I'm going to go off the record. And if we have any follow-up questions, we'll reach out to you. Uh, if you have anything else that you think of that might be relevant, I'm happy to take a call, or set up another follow-up meeting. Okay?

A: Okay.

Q: Okay. It is 10:55.

The transcript has been reviewed with the audio recording submitted and it is an accurate transcription.
Signed: _____

Exhibit P
Transcript of Interview with Clint Curtis

INTERVIEW WITH CLINT CURTIS
Q=Monica Fugitt
Q1=[redacted] [redacted]
A=Clint Curtis

Q: All right. It's 10:55, it's April 22. This is Monica Fugitt, Director of Support Services. I have [redacted] [redacted], Personnel Manager, and Clint Curtis, um, Registrar of Voters. So, Clint, just to confirm on the record, I have your consent to record?

A: Absolutely.

Q: Okay. And please feel free to tell me if I'm speaking too softly, it's a bad habit. Um, and I know that, um, that might be...

A: I'm deaf, yes.

Q: ...challenging. Okay. So, um, as you're aware, we're investigating a matter involving your department, um, and I want to make sure that we have an opportunity to speak with you about the allegations.

A: Okay.

Q: Um, it is important that you respond to the questions openly and honestly, um, and also keep this conversation confidential. Um, and, uh...

A: I'm not so good with confidential, you know that.

Q: ...not discussing my questions or your answers, though, with others will help preserve the integrity of the investigation during the...

A: Okay.

Q: ...course of the investigation...

A: Okay.

Q: ...right? Once it's done, um, a different matter, but I'm asking that during this

investigation...

A: 'Cause you know I'm a...

Q: ...you do so.

A: ...I'm a blaster.

Q: Yes. Um...

A: Tell the world.

Q: I also want to make sure you know that the county prohibits retaliation, so if you become aware of individuals who may have participated in the investigation, that you're not to retaliate against them. And likewise, you know, the converse is - is, uh, appropriate as well.

A: Okay. Cool.

Q: So, um, so first of all, um, I want to address you are the Registrar of Voters, County Clerk, correct?

A: Correct.

Q: That's an elected position?

A: Correct.

Q: And you've been in that position since when?

A: May.

Q: Of 2025?

A: Yes.

Q: Okay. And you physically work at both the [redacted] and [redacted] locations?

A: Now it's mostly just [redacted]

Q: Okay.

A: I only come over here when I have to. Can I take this? It's dad.

Q: Yeah.

A: Okay.

Q: Here, let me pause it. Okay. We're back on the record. Um, okay. Um, you mentioned you are split between the [redacted], [redacted] and [redacted]?

A: Now I'm over in [redacted] all the time 'cause I'm under camera.

Q: Okay.

A: So...

Q: Um, how...

A: ...cameras are important to these people.

Q: Yes. And can you tell me how's the working relationship with your staff?

A: With the [redacted] it's perfect. Everybody is pulling together and trying to do it. The [redacted] in full sabotage mode. You know, they're forgetting how to file paperwork that they've been filing for years. Then it comes in late and then we have to refile it. So, you know, I just deal with it.

Q: Okay. And how do you communicate with your staff?

A: The [redacted], it's always email.

Q: Okay.

A: Because talking to them, you know, if they're filing weird things on me, then I don't want to be talking to them without people around. So if they come and talk to me while I'm at [redacted] under camera, I'm good to go.

Q: Okay.

A: But I don't talk to them at all in a non-camera area.

Q: Okay. And - and how about before the prior investigation? Were you communicating with them in person?

A: I haven't spoken to - I don't speak to them at all. I would speak by email because, you know, they're not that friendly. They're just...

Q: Okay.

A: ...downright nasty. The [redacted] have - basically were sitting there with their doors closed, so the staff couldn't even come and ask them questions or learn anything.

Q: Okay.

A: You know, they refused to train them. Um, they just kind of ignore things. And then when they were - the last incident I had with [redacted] is over - [redacted], right?

Q: Mm-hm.

A: So [redacted] supposed to send out an email on Measure B to the proponents and the opponents.

Q: Mm-hm.

A: And [redacted] basically just refused to do it, which is weird. It's sending an email. It isn't even hard, right?

Q: Mm-hm.

A: And so I had to do it. It's just, like, I don't know what's wrong with them. Well, they're getting desperate 'cause, you know...

Q: Right.

A: ...it's getting close, and they look like they're not winning, and so they get all excited. But...

Q: Yeah.

A: ...they have as much chance to win as I do, so.

Q: Okay. So you - I - I understand you typically communicate with them via email, but there have been some face-to-face interactions with them?

A: No, not really. Not unless they come into my office for me to sign something.

Q: Okay. And - and would you speak with them at that time?

A: Generally, I just sign something, and they're on their way.

Q: Okay.

A: I never chit-chat.

Q: Yeah.

A: I'm too deaf to chit-chat. You know, you can't chit-chat, 'cause if I don't know what the conversation is, I can't hear it.

Q: All right. What about during the election? You guys are largely in one place during the election, correct?

A: What do you mean, during? Well, yeah.

Q: During the - during the...

A: Yeah, it'll be at Market.

Q: ...election in November.

A: It'll always be Market.

Q: Okay. Would you communicate more with them in person during the election?

A: Under camera, I can talk to them.

Q: Okay.

A: But generally, there's not much that I need to do, except, you know, tell them what to do. It's not like we're chummy, you know.

Q: Right. Right.

A: We don't hang out, you know.

Q: Uh, who would you say you work most closely with among your staff?

A: Right now, um, [redacted] 'Cause it got messed up last year, so I kind of - kind of have taken it over now...

Q: Uh-huh.

A: ...you know, where they were, like, losing the applications of the Republicans that were applying.

Q: Mm-hm.

A: Couldn't find those applications. So I had, like, dozens of people go, I sent it in, no one called me. And it's like, well, that's odd.

Q: Right. Right.

A: Yeah. So...

Q: Um, so...

A: ...a lot of discrimination there.

Q: And you said that you do a lot of, um, your communication under camera at Market Street. Are there cameras all over that building?

A: There's cameras everywhere.

Q: Okay.

A: Everywhere.

Q: And why would...

A: [redacted] Can't be, by the way.

Q: Mm-hm.

A: And, um, and there's no cameras in the rooms that they used to keep the ballots, which is really weird, 'cause that's where you'd want a camera, but...

Q: Mm-hm.

A: ...there was never one there.

Q: Okay.

A: So...

Q: And what...

A: And that's where [redacted] and [redacted] are.

Q: Okay. What would be, um, your thought process behind needing to be under a

camera?

A: Um, people can't claim things that aren't true.

Q: Right. Okay. Um...

Q1: Can - can I confirm these cameras have audio?

A: I don't know.

Q1: Okay.

Q: Okay. Um, some of the staff have...

A: If you look at the camera, you'll actually see, you know, the interaction at most is just glancing.

Q1: Yeah. Understood.

A: We don't sit and chat. You know, is this done good?

Q: Okay.

A: You know.

Q: Okay.

A: Working on that, fantastic. You know, that sort of thing.

Q: Sure.

Q1: Okay.

Q: Um, some of the staff have described you as having an odd sense of humor.

A: Mm-hm.

Q: Why do you think they would say that?

A: Well, if it's the [redacted], I'm not sure, because I don't talk to them.

Q: Mm-hm.

A: So there's not a lot of chance it would get to that. Um, if it's the [redacted] we may joke a little, but not much. You know, like, are you done yet? You know,

right after you give somebody a job, are you done yet? That kind of thing. But, you know, nothing...

Q: Okay.

A: It's not a lot of joking.

Q: Right.

A: 'Cause, once again, I can't hear jokes. Right. Jokes are bad, because pe- you - they're play on words. And since I only hear part of a word...

Q: Mm-hm.

A: ...a player word doesn't work that well.

Q: Yeah.

A: So.

Q: Okay. Um, what types of jokes might you make with staff?

A: With the [redacted] I don't talk to them. With the [redacted], just things like, you know, are you done yet? You know, after somebody goes - like, I - I give them a job...

Q: Mm-hm.

A: ...and then immediately you go, are you done yet? That kind of thing.

Q: Yeah.

A: You know, just a little poke to be happy.

Q: Okay.

A: But...

Q: Um, have you ever expressed your frustrations with staff?

A: Um, not the [redacted].

Q: Okay. How about just in general?

A: The [redacted] I don't - they've expressed their frustration with me. 'Cause,

you know, they'll ask for guidance, and they'll get nothing. Or they'll get this circular email thing, which basically is more like, well, you're stupid, you should know how to do this already, even though you're brand new.

Q: Mm-hm.

A: You know, which isn't really the right way to do things.

Q: Right.

A: But, um, yeah, I'm not too forthcoming, I don't think.

Q: Okay. So, um, they've expressed it with you, you have or have not expressed with them?

A: Don't think so. No.

Q: Okay. Um, so, you know, not about board members, county council, other staff members?

A: No.

Q: Has there ever been any?

A: They - they probably heard me talk about board members and everything else at the board or...

Q: Sure.

A: ...out in public 'cause I do say everything, right? If the board me- if I'm not gonna, like, if we're talking about the board, and I'm talking out in public, or I'm on a radio thing...

Q: Mm-hm.

A: ...I will say, I can get three votes, I might get the fourth vote, but I'm never getting a vote from [redacted]

Q: Yeah.

A: It just ain't gonna happen, right?

Q: Yeah.

A: It's public knowledge. I think [redacted] could agree with that, too.

Q: So, um...

A: So they may be listening to radio...

Q: Okay.

A: ...excerpts or something, and then trying to put something together. But...

Q: So are you frustrated with your staff?

A: Oh, absolutely.

Q: Yeah?

A: Well, the [redacted], because there's no point in this.

Q: Mm-hm.

A: There's no point in slowing it down. If they were going to sink the election, they should have sank the last one. Right?

Q: Mm-hm.

A: Because that was the one that they could make me look bad.

Q: Right.

A: Sinking this election has no value.

Q: And did they sink the last election?

A: No, they tried at the end.

Q: And what makes you say that?

A: Uh, they didn't file the things they were supposed to file. They suddenly couldn't remember how to do any of the reports. Um, [redacted] actually helped me on that at the end. And we had this one report that had to go in, and suddenly, nobody knew how to do it. No one ever - ever saw it before.

Q: Yeah.

A: So that sort of thing. And so I was actually going around and finding all the

stuff, right? And then there was this one where, um, we needed this one date. Nobody knew where it was.

Q: Mm-hm.

A: Kind of odd, huh? And finally, [redacted] said, "Well, if you would have read the report, it's at the bottom of Page 40." Really?

Q: Mm-hm.

A: The bottom of Page 40?

Q: Yeah. Yeah.

A: You know, that sort of thing. So we managed to get everything done, but at the end, I mean, they were fine through the beginning.

Q: Mm-hm.

A: They seemed to all be, you know, semi-doing what they were supposed to.

Q: Sure.

A: But at the end, like, uh, the one report we missed didn't get filed. That was [redacted] I told [redacted] to get this filed, and [redacted] said [redacted] didn't know how, right?

Q: Mm-hm.

A: And I said, who filed it before? Well, [redacted] filed it before. Well, [redacted] sitting right here. Give it to [redacted] or ask [redacted] right? So I asked [redacted] five times during that day. [redacted] said [redacted] get it done at the end, and then [redacted] just blew it off. Just didn't do it. And, of course, the bad side, knew about it immediately, right? They were already in the newspaper. Oh, they missed their filing.

Q: Mm-hm.

A: You know, they knew they missed their filing before I knew we missed our filing.

Q: Uh-huh.

A: They were actually reporting it before the [redacted] had actually contacted me to tell me it hadn't been filed in time. So it's basically a setup, you know.

Q: Yeah.

A: But we fixed it, right? No problem. We got all...

Q: Mm-hm.

A: ...the other ones, and basically I started watching them closer, you know. And I've contacted the [redacted] on this issue and told [redacted], you know, they're in full revolt, and they're trying to sink this, so, you know, if there's anything that's being missed, tell me immediately, and I'll get it done.

Q: Yeah.

A: So I've - I've sent that in to [redacted]. Uh, I was talking with [redacted] yesterday, [redacted] said, well, this is a federal election. It's a federal crime to be doing that. If they do it next time, there'll be a problem. If [redacted], which [redacted] not yet, so, you know.

Q: Mm-hm. Um...

A: But this is a federal. The last one wasn't federal. The last one was a State election, so they're a little more lenient with State elections.

Q: So when you came into the office, did you know what responsibilities all the staff had?

A: They don't know what responsibilities the staff had. We have actually re- gone through and put out their SOPs, right?

Q: Uh-huh.

A: And, um, and then we're going through to find out what they're doing and what they're not doing.

Q: Uh-huh.

A: But they have SOPs, so...

Q: Sure.

A: ...they know what they're doing, right? Or they should.

Q: They have SOPs now, or they had them before you came on board?

A: They had them before, but they didn't actually match for some, you know,

there were...

Q: Okay.

A: ...a lot of, uh...

Q: Inconsistencies?

A: ...things they weren't doing anymore. Right.

Q: Mm-hm.

A: So we're trying to get it all tied together and then get people to duplicate the roles, so someone else knows how to pick up the slack in case someone gets sick or, you know, whatever happens.

Q: So there's...

A: 'Cause right now, they were just all stovepipe.

Q: Sure.

A: No one knew anything else what anybody else was doing...

Q: Okay.

A: ...which is weird.

Q: So is it fair to say then that, um, you know, when you came on board, right, you've made a lot of changes?

A: Structurally, not that much.

Q: But to the processes, right?

A: Not really. Most of the processes are fairly defined. All we're doing now is we're actually photographing the ballots...

Q: Mm-hm.

A: ...before they go in the machine.

Q: Mm-hm.

A: But essentially, they had to do that anyway. They had to fluff them, right?

Q: Mm-hm.

A: And they had to put them in the machine. And then they had to do the process. So it's really not a lot different. It's simply that we photograph...

Q: Mm-hm.

A: ...so people can see it beforehand.

Q: Okay. So coming in, though, things were siloed...

A: Okay.

Q: ...stovepiped, as you put it.

A: Yeah.

Q: People didn't know what other people were doing?

A: That's what they said. But...

Q: Okay. So then, you know, some of these issues with meeting deadlines or making certain filings, is it possible they truly didn't know?

A: They did it last time.

Q: But do you know who did it last time?

A: Oh, yes. [redacted] did it for the, uh, [redacted].

Q: Mm-hm.

A: And [redacted] does it for the [redacted].

Q: Mm-hm.

A: [redacted] so far, has not missed one.

Q: Okay.

A: But [redacted] is missing things.

Q: Sure.

A: And I think [redacted] missing on purpose 'cause [redacted] used to do them...

Q: Mm-hm.

A: ...right? And I don't know why [redacted] would be doing that now because this is the wrong election to do it. [redacted] should have done in the first one, right?

Q: Right.

A: I would have - I would have had a much tougher time in the first election to monitor it 'cause I wouldn't really know who did it, right? 'Cause it could have been spread out.

Q: Yeah.

A: Yeah. But this time, you know, it's very defined. Is you're doing [redacted] So you do everything involving with, you know, sending out the cards to the voters and all that sort of thing.

Q: Mm-hm.

A: So now, it's a very defined process. And then, on the election end...

Q: Mm-hm.

A: ...you know, where you're doing what equipment you have, is the equipment ready to go?

Q: Mm-hm.

A: Have you done the testing? That's all [redacted]

Q: Okay.

A: But [redacted] hasn't missed anything yet, at least that I've been told yet.

Q: So looking back to the last election, there was a filing missed at the end of the process. It sounds like the representation was that someone else had processed that then. But it sounds like there, you know, the...

A: That wasn't the case.

Q: ...the process.

A: Yeah, they were just kicking the ball down the road.

Q: So, [redacted] had done it previously?

A: [redacted] had done it previous.

Q: Okay. But [redacted] didn't necessarily do it?

A: But [redacted] took it away from [redacted]

Q: Okay. So [redacted] - what do you mean [redacted] took it away from [redacted]

A: Uh, I guess beforehand. Because, you know, [redacted] said, I used to do that all the time.

Q: Mm-hm.

A: But I'm not doing that anymore. [redacted] took it away. It was the same thing with the 1%.

Q: Okay.

A: The 1% recount.

Q: Mm-hm.

A: Apparently, [redacted] had ran that the whole time previous. [redacted] took it away from [redacted] gave it to [redacted] who said [redacted] didn't know how to do it. Well, [redacted] didn't know how to do it, 'cause [redacted] never done it before. Right.

Q: Right. Right.

A: Which I don't know why you would take it away. But [redacted] was going to push back, and then they gave it to somebody. So it - it was klugy, but there's enough code on it to know exactly how it works.

Q: What does klugy mean?

A: Um, it means not as smooth as you'd like it to be.

Q: Okay.

A: Right?

Q: Gotcha.

A: Kind of a little chunky, being overly long.

Q: Sure, sure, sure.

A: It's not - is not smooth. Does not...

Q: Yeah.

A: ...zoom. It looked good for the public. But, you know, there was a lot of behind the works stuff where I have to figure out what in the world they're doing and why they're...

Q: Right.

A: ...where they're hiding what and all this kind of thing 'cause, you know, I don't know, and they weren't that forthcoming.

Q: Okay. So it sounds like maybe the - the roles are being better defined now than they were previously? Is that accurate to say?

A: You would think so, but then they just decide they don't want to send out an email, and...

Q: Mm-hm.

A: ...you know, they keep writing me back how it's not their job and...

Q: Mm-hm.

A: ...someone else should do it. And it's, like...

Q: Right.

A: ...you're [redacted], send out the emails.

Q: Sure.

A: Right? And they didn't. I had to do it finally...

Q: Mm-hm.

A: ...which is crazy. But what can you do?

Q: Yeah.

A: I think it's because it was Measure B.

Q: Mm-hm. Okay.

A: And a lot of people here are really weird about Measure B.

Q: Okay.

A: And normally I could have [redacted] send that out as well, but since [redacted] one of the people who's, you know, connected to Measure B, I didn't want [redacted] touching any of that.

Q: Sure.

A: You know. And [redacted] didn't want [redacted] touching it either, but apparently [redacted] won't pick it up slack. So, you know, if - it was really [redacted] job, not [redacted]

Q: Okay.

A: And [redacted] decided not to do it.

Q: Um...

A: So I'm a little fearful to see what's going - what [redacted] not going to do next, you know?

Q: So it sounds like your comments are focusing heavily on [redacted] Um, but previously you mentioned, you know, the [redacted], right...

A: Right.

Q: ...are causing some frustration.

A: They're very unfriendly to all the [redacted]

Q: Okay.

A: I mean, very unfriendly. They're, like, won't talk to them. They'll, like, turn their head. You know, ([redacted] closes [redacted] door.

Q: Mm-hm.

A: You know.

Q: Yeah. So...

A: It's strange. You would think they'd be friendlier, I guess.

Q: Right. So is it primarily that they're unfriendly that causes that frustration?

A: They're unfriendly. They're not training them. You know, then they send out these emails, like, they should know what they're doing, even though they're not being trained.

Q: Mm-hm.

A: And it's like, you know.

Q: Right. Right.

A: It makes a very hostile work environment.

Q: So I hear what you're saying as far as, you know, in some cases, there's - there's a, um, you know, what you're perceiving to be as an intentional effort to, um...

A: Sabotage.

Q: ...sabotage...

A: Yes.

Q: ...as you put it. Yes. Um, but that seems to be primarily focused on [redacted] So how...

A: [redacted] ([redacted] ([redacted] didn't do [redacted] thing either. I mean, with the, um, I told them specifically, you know, with the people, 'cause they were all gaga over the poll pads.

Q: Mm-hm. Yes.

A: That was a big touch, right? But the poll pads can be defective. And if the poll pads are defective, then you don't have any way to balance 'cause your numbers are off, right?

Q: Mm-hm.

A: So we've had several instances, you know, you can see the videos where the poll pads have climbed. So now you have more voters than you should have. And it directly touches your voter roll, which I don't like that either when you

have all these devices out that can play with the voter roll. And it also will skip on occasion because it loses connectivity 'cause...

Q: Okay.

A: ...it has to be connected through the Internet or just cell service. And out in the boonies, that doesn't always work well.

Q: Mm-hm.

A: You know, so they're having to go outside to do it. But if that skips, then anything you did here is not going to get recorded properly on your actual voter roll, so you're off sync.

Q: Okay.

A: [redacted]

Q: Mm-hm.

A: But there's no way to figure out where that problem is. So we don't do it that way.

Q: So if it doesn't connect when it's out in the outlying areas, why would the number be higher?

A: Well, the higher is another issue. We don't really know what causes that...

Q: Mm-hm.

A: ...you know, whether it's on purpose or whatever, but it'll climb. The problem when you drop is you drop the connection. So you know anything about networks?

Q: Vaguely.

A: Vaguegly? Okay.

Q: Feel free to explain it.

A: So if I am sending data...

Q: Mm-hm.

A: ...to a particular device and I drop the data, it can corrupt the file, or it could mark it incorrectly, right? Because it only got part of the message. It's kind of like I wrote you a note and I tore the back half off...

Q: Mm-hm.

A: ...well, you don't know what the note is.

Q: Mm-hm.

A: So in networks, it's the same way. You have to get the whole packet.

Q: Right.

A: So, you know, it's off in that regard too.

Q: Okay.

A: So were the machines counting wrong? I don't know. They'll never know.

Q: Right.

A: Even if they count the ballots, they'll know how many ballots there are, but they won't know why it doesn't match.

Q: Okay.

A: Although the worst possible scenario is it doesn't match this or this, and it's somewhere in the middle, and then you're really toast, so.

Q: So you have the voting machines, you have the ballots, and you have the poll books?

A: Yes.

Q: And what you're saying is that...

A: All that has to match.

Q: ...they do not all necessarily match?

A: [redacted].

Q: Okay.

A: We match perfectly.

Q: Okay.

A: So.

Q: So then what's the co- what's the concern with the - so you said...

A: With the poll pads?

Q: Didn't you start by saying the poll pads were an issue?

A: Well, we were getting poll pads, but they were all gaga on them.

Q: Okay.

A: So ([redacted] was, like, having a fit that [redacted] wasn't going to get the poll pads.

Q: Mm-hm.

A: You know, harder to balance. Harder to do this. Harder to do that, right? So [redacted] was pushing for that. So [redacted] was in charge of the, um, the poll workers. And I wanted to put the closers on last cycle, but [redacted] kept, like, stealing my closer people to go over to poll workers so I could never get it [redacted] They started one and ended the other, so [redacted] was kind of running interference. And then, um, [redacted] also - we got all these applications that apparently [redacted] lost.

Q: Okay.

A: And they never came. People are complaining that they sent them...

Q: Mm-hm.

A: ...but they never came, right? So we couldn't do that last time. But what [redacted] did do is [redacted] told all of the people, actually wrote it on the poll pad that everything has to go to the call center. Everything. And what that does is that [redacted] your network 'cause you've got 12 people trying to get...

Q: Right.

A: ...7,000 people through a pipe.

Q: Mm-hm. Okay. So that created an issue. So...

A: Right.

Q: ...you did remove the poll pads before the last election?

A: Oh, yeah.

Q: Okay.

A: They're gone.

Q: So then they had to call in to the call center?

A: They don't have to call in. If they bring their envelope...

Q: Mm-hm.

A: ...this is your unique document.

Q: Mm-hm.

A: This says, I haven't voted yet.

Q: Sure.

A: I have not mailed this in because I'm handing it to you, right?

Q: Yes.

A: So one or the other. So if they have that document, they can vote directly, immediately, right there.

Q: Mm-hm.

A: The poll workers didn't know that. They're calling in while someone's standing there with an envelope.

Q: Okay.

A: So they called in roughly 6,000 calls that night...

Q: Mm-hm.

A: ...to get people to vote 'cause they weren't trained correctly. They could also vote provisionally, which is essentially a mail-in that we have to check. So we

have to check if they voted before we can accept that...

Q: Sure.

A: ...ballot. So either we do it or they call in, right? If they want to call in and they don't mind waiting in line, they can call in. So those are the three options. They were told the one.

Q: Mm-hm.

A: And so, you know, while I'm retraining them now, it's like, well, why didn't we do this last time? My answer is, I don't know. Why didn't you do it last time?

Q: Okay. Okay. Um, so have staff members, [redacted], ever told you they didn't like something you had said about other staff?

A: No.

Q: No? Not that you - not that you recall?

A: How about just, no.

Q: Or - just no? Okay. Okay. So I am aware of a recent incident where, um, [redacted] was requested to run a sta- have staff run a report of in-person voters.

A: Okay.

Q: Right. And this, um, is the date where ([redacted] had [redacted] office door closed.

A: Okay.

Q: Right. Um, what can you tell me about the request that you made? And did you make that request or was that request coming from [redacted]

A: For in-person voting?

Q: For in-person voters.

A: Oh, that was a request from me.

Q: Okay.

A: I wanted to send out notification to the people who vote in-person -- there's

about [redacted] of them -- that they should bring their envelope. If they bring their envelope, they don't have to stand in line, right? And, um, but everybody said, no, you got to send out to everybody, all [redacted] Well, there's a difference in sending out a [redacted]

Q: Oh, sure.

A: I have the budget to send out the [redacted]

Q: Uh-huh.

A: I don't have the budget to send out [redacted] cards 'cause that's going to cost a lot of money. So we didn't get to do that. But, you know, ([redacted] was basically not telling them how to do it, right? Every - no one remembered how to do it.

Q: Mm-hm.

A: [redacted] talked to [redacted] I don't remember how to do that.

Q: Right.

A: So, like, everything that we're trying to do now, we end up ha- it's like pulling teeth.

Q: Right.

A: And we have to call the vendor to get training so that they can actually get little things done.

Q: Mm-hm. So in this particular case, are you aware who would typically run that type of report?

A: [redacted] was what I was told.

Q: Okay.

A: But [redacted] didn't know how to do it.

Q: And [redacted] - you were told that by whom?

A: Uh, ([redacted]

Q: ([redacted] told you that [redacted] could run...

A: [redacted] knew how to do that. Right. So went and asked [redacted]

Q: Just run reports generally or run this specific report?

A: Run that particular report. It's apparently just a couple check boxes.

Q: Okay.

A: So it's something they should have been able to do.

Q: Okay.

A: But since they keep crashing and burning, we have to call DFM, and then DFM has to walk them through it.

Q: Okay. So were they able to call DFM and get the information?

A: Yes, they were able to get the information and get it done.

Q: Okay.

A: But it didn't matter because, you know, everybody said that we need to send it to everybody or somebody would complain, so we just didn't send it 'cause I can't afford [redacted]

Q: Yeah.

A: You know.

Q: Okay. So on this particular date, when were - when were you needing the information that you were requesting?

A: When were you needing it?

Q: When were you needing it by?

A: Immediate.

Q: Okay.

A: So we could get it out.

Q: So really - can you explain to me the urgency?

A: 'Cause we have to get the mailing out in time for them to actually know what's

going on. So if we have to prepare this stuff and get it out, you know, we've got an election going.

Q: Right.

A: So I can't pull them off of the VIG in order to send out this mailing.

Q: Okay. What is VIG?

A: Uh, Voter Information Guide.

Q: Okay. And does...

A: That's that big thing that they have all the information in that no one ever reads.

Q: Mm-hm.

A: Yeah.

Q: So who - who - what - when you say you couldn't pull them off the VIG, what do you mean by that? You couldnt'...

A: I'd have to pull [redacted] off of the VIG because [redacted] makes it. [redacted] would get tied up, you know...

Q: Uh-huh.

A: ...because we're trying to find how to run the report.

Q: Right.

A: But, you know, I wanted ([redacted] to run the report. [redacted] wouldn't run it.

Q: Okay. Uh...

A: [redacted] said [redacted] didn't know how, [redacted] did. [redacted] doesn't know how.

Q: Okay.

A: So we have to go to DFM to run a report that they say, this is easy.

Q: Sure. So the - it's possible they may have ran reports in the past. Do you know if they ran this specific report in the past?

A: Well, it's just a checkbox. So I don't believe that they don't know how.

Q: Okay. But we don't necessarily know that they knew how to run this specific one.

A: We have to assume they don't, and go to DFM.

Q: Okay. Um, do you know what level of access your staff do or don't have in the system to run these reports?

A: They had access to run that.

Q: Okay. Who's...

A: There was no special access to run it. They were trying to say there was.

Q: Okay.

A: But there wasn't.

Q: And who would - who would be they?

A: ([redacted]

Q: Who has access?

A: ([redacted] said it took a special access to even do that.

Q: Okay.

A: But that was a lie.

Q: Okay. And [redacted] told...

A: Or at least a misunderstanding.

Q: [redacted] told you that, or [redacted] told other staff that?

A: [redacted] told me that.

Q: Okay.

A: [redacted] said [redacted] didn't have access, [redacted] would. [redacted] [redacted] how to run it.

Q: Mm-hm.

A: [redacted] said [redacted] didn't know how to run it.

Q: Okay.

A: It's just they don't want to assist, at all.

Q: Okay. How about other than ([redacted] and [redacted] do you know who else has access to run those reports?

A: Actually, everybody apparently in the EIMS system.

Q: Okay.

A: Because it's not a special - there's no special layer there. That's just simply you go in there, and you select, you know, you're doing a voter file, and then you select what you want to see in the voter file.

Q: Okay.

A: So it's check boxes.

Q: What's your, um, level of understanding of who has historically ran these types of reports?

A: I don't know 'cause no one claims it.

Q: Okay.

A: You know, they've been there for years, but no one knows how to do anything when you ask them. It's very strange.

Q: Yeah.

A: You know they had to run them at one time or another...

Q: Mm-hm.

A: ...because this would be a request that could come in from the public, and you'd have to, you know, complete that particular thing. So I know [redacted] knows how to run them. Maybe [redacted] should, right?

Q: Okay.

A: It's a check box. But mostly we're just going to DFM from now on, you know.

Q: Okay.

A: Because another problem is I have to make sure that when they're trained, they're trained right...

Q: Mm-hm.

A: ...you know. And then we had that incident where [redacted] was training them to do the voter file...

Q: Mm-hm.

A: ...because I'd ask[redacted] for two and a half weeks to train people, and[redacted] wouldn't do it.

Q: Right.

A: So[redacted] did train them, and then the minute after[redacted] trained them[redacted] complained that they weren't trained properly and they had put out information that they shouldn't have put out, which was also not true.

Q: Mm-hm.

A: There is no information on there that they can't put out.

Q: Mm-hm.

A: There is no driver's license numbers. There is no Social Security numbers. Those are not actually in there.

Q: Okay.

A: So.

Q: Um, so when this happened...

A: Mm-hm.

Q: ...um, it sounds like you were aware of staff being ([redacted] and [redacted]

A: Mm-hm.

Q: ...and advised[redacted] they - they did not know how to run this report?

A: They said they don't.

Q: Okay. But you do not believe them?

A: I do not believe them.

Q: Okay. And...

A: And if they didn't, they do know how to call DFM...

Q: Okay.

A: ...'cause I've had them call them. I've heard them cal- talking to them before. So instead of saying, I can't do it, you think they'd come up with, well, let me check with DFM.

Q: Does DFM charge you to provide support?

A: I don't know. I think so.

Q: Okay.

A: I know I would.

Q: And did they call DFM? You did say they eventually...

A: Yeah, we - we called DFM.

Q: Who's we?

A: They didn't. [redacted] didn't. ([redacted] didn't. They just couldn't figure out how to do it.

Q: Okay. And had they expressed intent to call DFM during this inci- situation?

A: Had they done what?

Q: Did they express intent to call DFM?

A: No, no.

Q: Okay.

A: They just can't do it.

Q: Okay.

A: They don't know how.

Q: So tell me what happened, um, after [redacted] spoke with ([redacted]

A: They couldn't run the report.

Q: Mm-hm.

A: Told them to call DFM. [redacted] ran the report. So I knew how many people we had.

Q: Okay. And did [redacted] speak with you during this, you know, incident?

A: I don't know. Speak with me in what regard?

Q: Did [redacted] [redacted] come to you and say they don't know how to run this report?

A: Yes.

Q: What was that communication like?

A: Yes, [redacted] said that, you know, well, I said, go ask ([redacted] and ([redacted] should know how to run this, right?

Q: Mm-hm.

A: And then [redacted] comes back and says, ([redacted] has [redacted] door closed and won't open it. Okay.

Q: Okay.

A: So I went and knocked on the door, and finally [redacted] did, you know, open the door and sent me down the other - another rabbit hole.

Q: Okay.

A: But...

Q: Did you have to go to [redacted] office multiple times before [redacted] opened the door, or?

A: Yes.

Q: Okay.

A: 'Cause the first time maybe [redacted] busy, right?

Q: Mm-hm.

A: Ten minutes later, come on, you know?

Q: Okay. Yeah. So...

A: So...

Q: ...um...

A: ...it's just crazy.

Q: So it was about ten minutes or so that that...

A: Yeah, probably cycling, 'cause, you know, we want to get this done to see if we - 'cause we have to get the thing printed.

Q: Sure.

A: You know. And we have to get it done timely. We have to get it sent out, so people understand it so it's ready to go when it's ready to go.

Q: Okay.

A: But since everybody thought I had to send out [redacted] we're not doing that.

Q: Okay. And...

A: Just too expensive.

Q: Okay. Um, so ultimately, though, you decided not to send them out?

A: Right.

Q: Okay. Uh...

A: Because of the cost.

Q: Because of the cost.

A: Right. Now, the same people always vote the same way. If you vote by mail,

you will almost always vote by mail, right?

Q: Right.

A: And if you're voting on Election Day, you can look back through the history and find out those are the people that always vote on Election Day. So...

Q: Sure.

A: ...I didn't think there'd be a problem, but, you know, everybody else voiced the concern, so I didn't want to mess with it. You know, we'll just go in a different route.

Q: Okay. Um, so ([redacted] didn't answer the first time you knocked?

A: Mm-mm.

Q: [redacted] answered the second time. Is that accurate?

A: Yeah.

Q: Okay. Um, and who else was there during this time frame?

A: Nobody that I know of.

Q: Okay. Um, and so when you say no one that you know of, no one was there with - when you were knocking on the door? No one was there when you talked to ([redacted]

A: Nope.

Q: Okay. Um, how about when [redacted] opened the door, and you communicated with [redacted], was anyone present then?

A: No, just [redacted]

Q: Okay. Um, so you've expressed why you felt like there was an urgency to get this out, right?

A: Right.

Q: Um, so my understanding is that ([redacted] was on the phone. Do you know what [redacted] was doing on the phone?

A: No idea.

Q: Okay. Um, so it is my understanding that [redacted] was attempting to get information to be able to run the report, right?

A: [redacted] hadn't talked to anyone yet.

Q: Okay. And did [redacted] express that to you once [redacted] opened the door...

A: No.

Q: ...that [redacted] was trying to get the information?

A: How would [redacted] know to get the information? [redacted] hadn't talked to anyone yet. How would [redacted] know what information to get on?

Q: Well, [redacted] - correct me if I'm wrong, but did - did you not say that [redacted] went to [redacted], and [redacted] said...

A: I never said talked to [redacted]

Q: ...[redacted] did not - [redacted] did not know how to run the report?

A: [redacted] door was closed. [redacted] never talked to [redacted]

Q: Okay. So how did [redacted] know to come back to you and say ([redacted]

A: [redacted] door was closed.

Q: ...did not run the report?

A: And then I go and knock on the door, and go back later and knock on the door, and finally [redacted] answered the door and that's when I told [redacted] what we wanted to run.

Q: Okay. Did you communicate with [redacted] via email or Teams or anything as well?

A: No.

Q: Okay. Um, so what happened - what transpired between you and ([redacted] when you're - when [redacted] ultimately opened the door? Can you talk - talk me through that?

A: I said I want that report run, and first [redacted] argued with me and said we shouldn't run that report.

Q: Okay. [redacted] wants the report run. How did [redacted] know if - if...

A: Once I told [redacted] what I wanted [redacted] said...

Q: Okay. So...

A: ...[redacted] didn't want to run that report. And I said, well, I want that report run anyway.

Q: Okay.

A: And, um, then [redacted] suddenly didn't know how.

Q: Okay.

A: So then we talked to, um, [redacted] 'cause [redacted] said [redacted] may know how, right? Sent me down that goat path.

Q: Mm-hm.

A: So I talked to [redacted] didn't know how either. So I went back and told [redacted] to call DFM.

Q: Okay. Um...

A: And then somebody, 'cause I got a call from [redacted]...

Q: Mm-hm.

A: ...that said, you shouldn't run just the [redacted]. If you're gonna run it, you have to run the whole thing.

Q: Okay.

A: So somebody climbed the ladder there. We don't know exactly who or what but, you know...

Q: Yeah.

A: ...I'm not spendin' [redacted].

Q: Yeah. Excuse me.

A: [redacted] had an idea about inserts into the, um, into the VIG -- that no one reads by the way -- but to do an insert that falls out...

Q: M-hm.

A: ...which was a good idea except it would have cost me, uh, 55 cents per VIG.

Q: Okay.

A: And there are [redacted] of those.

Q: Okay. Yeah.

A: That's a lot of money still.

Q: Yeah.

A: [redacted] or something, so I...

Q: Mm-hm.

A: ...you know, can't do that. Not in the budget.

Q: Um, so is it fair to say you were frustrated when all this was happening?

A: I'm - I'm used to it.

Q: Okay.

A: You know?

Q: Yeah. Um...

A: You're always frustrated but I mean, you know, that's kind of the response I've gotten the whole time.

Q: Mm-hm.

A: You know, especially with ([redacted] ([redacted] doesn't ever seem to know whatever question I ask[redacted] [redacted] doesn't seem to understand the words, and [redacted] comes back with, well, I don't understand. You know, it'd be - it could be, like, open the door, and [redacted] will come back with, I don't understand.

Q: Right.

A: So if you look at...

Q: Right.

A: ...my emails they're usually pretty small.

Q: Mm-hm.

A: I'm not wordy.

Q: Yeah.

A: Right?

Q: Yeah.

A: So it's, like, I need this.

Q: Sure.

A: Well, I don't understand, you know. And so [redacted] plays that game. Um, last year when I wanted the information on the poll workers.

Q: Mm-hm.

A: Right? 'Cause, you know, [redacted] kept messing with my ability to get the other things. What I've got here? Can't talk. Call you back.

Q: Okay.

A: Okay. So anyway, so I wanted to get the poll workers and their addresses. Right?

Q: Mm-hm.

A: Went through all sorts of iterations sending me stuff that I didn't ask for because [redacted] couldn't understand what I was asking for. Names, contact information of the poll workers.

Q: Okay.

A: And so - but that's just the way [redacted] plays the game. So...

Q: Okay.

A: ...once you figure that out, you get used to it. Right?

Q: Sure. Um...

A: I'm a lawyer. I'm used to have people playing with me.

Q: Yeah.

A: Yeah. So it's kind of what you do a lot of times when you do, um, your discovery.

Q: Mm-hm.

A: You know, you'll ask a very precise thing. I want the file from January 26, and you got it, right?

Q: Mm-hm.

A: And they'll come back with, well, here's the file from February. Did you need something else? You know.

Q: Yeah.

A: So it's - it's that game, right?

Q: Okay.

A: So I'm kind of used to it.

Q: So, you know, we've talked a little bit about just how things have changed but, you know, it's your perception that [redacted] doing that intentionally, but we don't necessarily know how [redacted] handled things in the past with the prior leadership. Is that...

A: That's why I don't write [redacted] up.

Q: Okay.

A: Otherwise, I'd write [redacted] up for this stuff. But, you know, if [redacted] has some plausible deniability...

Q: Mm-hm.

A: ...you know, like, maybe [redacted] really doesn't understand...

Q: Right.

A: ...then I don't write them up. I just...

Q: Right.

A: ...move around. Right?

Q: Yeah. Yeah.

A: So and that's why I wasn't writing people up even though...

Q: Mm-hm.

A: ...you guys kept telling me to.

Q: Yeah.

A: But, you know, it just didn't make any sense to do that because maybe that's just the way they are.

Q: Right. Right.

A: So.

Q: No, I understand. Um...

A: So on that incident, you know, some people would have said well, you know, you're being insubordinate, write them up.

Q: Mm-hm.

A: But how do I know that they actually know?

Q: Right.

A: You know, I know [redacted] probably knows 'cause [redacted] in that thing playing with it all the time.

Q: Mm-hm.

A: But I don't know, like you said, that [redacted] has actually run that report and knows how.

Q: Okay.

A: So you let it go.

Q: Okay.

A: And you bounce.

Q: So then in this particular case then, you know, understanding that might be the case then what - sorry.

A: Holy crap. And I have three of these.

Q: Oh no. I'm so sorry.

A: Isn't that terrible?

Q: Yeah, that is terrible.

A: This is my normal one, then I got the one I tag to D.C. all the time, and then I got the office phone which doesn't seem to be working right now for some reason.

Q: Uh-uh. That's not good.

A: So I don't really miss it.

Q: Is this the Verizon phone from the County?

A: Okay. Don't have time to mess with you.

Q: Okay.

A: Okay.

Q: So we've talked about, um, let me just get my re- recollect my thoughts where we were. We were talking about how, you know, some of the staff might have - may not really know how to do some of the things you're asking them to do. So in this particular case, what was the urgency with getting them to do it right this minute when they may not - or the - maybe not the urgency. Let me rephrase that. What was the concern in this particular case when they may not have known how to run that report?

A: We lacked time.

Q: Okay. And why not go straight to DFM then?

A: We did. I just don't want to have to run up a million dollars worth of, uh, bills

calling DFM on stuff the staff should know.

Q: Right.

A: So - but I've changed my opinion on that. Now I don't even ask them. I just tell them call the vendor.

Q: And in...

A: Just call the vendor. In fact, on election night and we did this last year too...

Q: Mm-hm.

A: ...because I'm not sure, you know, it was going to play funky games with me on election night. We actually had [redacted] send a person down to stand by the election equipment in case anybody decided that they didn't understand how to work it anymore.

Q: Mm-hm.

A: Then we had somebody there who would take care of that. And that kind of curbed that problem.

Q: Right.

A: And we'll have them again. Same reason.

Q: Mm-hm. Okay. Um, so in this particular case given the urgency that you've expressed...

A: Right.

Q: ...um, is there a reason why you didn't just open ([redacted]s door?

A: It was closed.

Q: Okay. And?

A: I'm not going to open the door. Who knows? I mean, it's a matter of being polite. You just don't open the door.

Q: Sure.

A: You just knock on it, right?

Q: Yeah. And it's a public office space though, so you could have opened the door.

A: You might do that. I would never do that.

Q: Yeah.

A: I mean, if someone's got their door closed, I knock.

Q: Okay.

A: Sorry.

Q: No, no. That's understandable.

A: You know.

Q: But, you know, um, could you have used Teams or some other method to communicate with [redacted]

A: I don't use Teams.

Q: You don't use Teams?

A: Well, you know what's going on with Teams, right?

Q: I do.

A: It was actually infiltrated. [redacted] actually is in my Teams...

Q: Mm-hm.

A: ...even though [redacted]

Q: Uh-huh.

A: So, um, [redacted] in there. [redacted] actually came in last November, first came in as other user...

Q: Uh-huh.

A: ...and then [redacted] comes in as Teams every now and then.

Q: Mm-hm. Yeah.

A: So, you know, that's more their outlet than mine.

Q: Sure. Okay. Um, okay. So all of this was transpiring. [redacted] didn't open the door. Were you - what was your knocking like? Were you knocking? Okay. Just to...

A: Knocking. Yeah.

Q: Okay. Uh...

A: Loud enough for them to hear. I mean, you know, you're not going to...

Q: Sure.

A: I'm not going to open the door, but...

Q: Mm-hm.

A: ...I will knock on it to make them hear.

Q: Okay. And, um, did you make a statement that you were going to involve Facilities somehow?

A: For what?

Q: For, you know, gaining access to that office?

A: No.

Q: Okay.

A: It wasn't, like, it was bolted shut. There was somebody on the inside of it. I could have opened the door, but I don't do that.

Q: Right. Um, how about the...

A: I have thought, and can I get a permission on this one?

Q: Uh-huh.

A: Since they sit there with their door closed all the time, can I basically put them in cubicles so they can't close the door out from the staff?

Q: Well, I think that's maybe a separate conversation we can have outside...

A: I've, like, thought about it...

Q: ...of the context of this interview.

A: I don't know if it's worth the trouble. At some point, you just...

Q: I think, uh, in large part with managers and supervisors, there's a benefit to having an office because if they need to have private conversations with their staff there's a private place for them to do it, right? Um, so...

A: That's the way it should be, but...

Q: Right.

A: ...if you just close out the people 'cause you don't like them anymore...

Q: Mm-hm.

A: ...you know, I've seen tons of documents where they just blast some of the people that...

Q: Yeah.

A: ...have work in there. I mean...

Q: Right.

A: ...bad. Right?

Q: Mm-hm.

Q1: Can - can I? I ask are there windows next to the door?

A: No you can't see. Well, mine does...

Q1: Okay.

A: ...but most of them cover their windows.

Q1: Oh, okay. So...

A: So you can't really see.

Q1: Okay.

A: I - I have the shades open, so people can look in there and...

Q1: Mm-hm.

A: ...you know, and I tell them don't close my door. The only time they need to close my door is if I'm with someone on the phone 'cause I can't hear, so I have it on speaker and it's loud.

Q: Right.

Q1: Mm-hm.

A: So it bothers ([redacted] so [redacted] come close my door. But other than that, you know...

Q: Yeah.

A: ...my door is open.

Q1: Yeah.

A: So.

Q: Okay. Um, did you ever make a statement that you were going to have Facilities remove the door?

A: No, I don't think so.

Q: Okay.

A: Removing the door won't work, although, if - could I take the doors off - well, that wouldn't really help. That's like - like the cubicle. No. I...

Q: Yeah. I mean, you'd have the same concerns with not having a private space.

A: Yeah. The only concern - the only thing I might have said is, you know, we need to find a way to keep people from being blocked out by the doors, or something like that.

Q: Yeah. Okay.

A: You can't have people with closed doors all the time, not helping the staff, not training anybody...

Q: Mm-hm.

A: ...you know.

Q: Okay. Um...

A: Might have an open door policy, but I don't know if that would matter 'cause they ignore me anyway.

Q: Yeah. I mean, and we can take this offline, but you could have conversations with staff about, um, when's an appropriate time to have their door closed versus having their door closed...

A: Almost never.

Q: ...all the time, right?

A: Right. But you can't (unintelligible) time...

Q: So if you're on the phone, or if you're on a Teams then...

A: ...leave it open so people can get in there.

Q: Yeah.

A: But they're not helping people anyway. They're sending them in, you know, so basically everything that they're being trained with now has to come through a vendor. So, um, with the VIG, you know, [redacted] first time.

Q: Mm-hm.

A: [redacted] helped with it. Uh, [redacted] helped with it. [redacted] helped with it. No one knew how to do it. No idea. Don't know where the samples are, don't know where anything is. So, you know, [redacted] ends up having to call Runbeck...

Q: Mm-hm.

A: ...which was free by the way, which I was pretty impressed. Starting to like them. But call Runbeck, and they helped [redacted], you know, put in the - the way you put in the ballots, like, you put them there sideways and everything.

Q: Mm-hm.

A: So, you know, they were actually very helpful.

Q: Okay.

A: But we're paying supervisors. This is something they should be engaged with, right?

Q: Okay.

A: I mean, yes, they seem to hate some of the other people. I've got, you know, documentation of how badly they hate them, but not [redacted] was never there before.

Q: Mm-hm.

A: And yet they don't treat [redacted] very nice at all.

Q: Okay.

A: I told [redacted] to go and file a hostile work environment if [redacted] wants to. I can't really tell [redacted] not to anyway. You know, that's the rules.

Q: Right.

A: But, you know, they keep messing with [redacted]. I said just file it. Just file it. Get it done.

Q: Yeah. So...

A: [redacted] came in for [redacted] for one thing right already?

Q: [redacted] - [redacted] did stop by.

A: Yeah.

Q: Mm-hm.

A: [redacted] 'cause for a while, [redacted] was actually very helpful and, you know, moving along in good pace.

Q: Mm-hm.

A: It seemed like after [redacted] came on, [redacted] went down a different road.

Q: Okay.

A: You know, now [redacted] kind of erratic. You know, [redacted] tell a person one thing,

and then yell at them for doing it. It's like...

Q: Right.

A: ...that's weird.

Q: Right.

A: At least that's what I'm told. I didn't actually hear it. That's what [redacted] told me.

Q: Okay.

A: [redacted] told [redacted] to go check on something, and then [redacted] yelled at [redacted] for going and talking to somebody.

Q: Mm-hm. Okay. Um, so on this date did you tell ([redacted] you were going to involve HR in some way?

A: I'm gonna do what?

Q: Did you tell ([redacted] you were going to involve HR in - in this situation?

A: No because I can't prove that [redacted] can't do it. Although I could have, I guess, because, you know, obviously [redacted] could have been more forthcoming in the information, right?

Q: Right.

A: And [redacted] could have tried to see if [redacted] could do it rather than say I don't know how.

Q: Mm-hm.

A: Because [redacted] obviously knows how if [redacted] got access to the EIMS.

Q: Okay.

A: According to DFM nothing to it. You check a checkbox.

Q: And do you...

A: Everybody knows how, right?

Q: And do you know that [redacted] wasn't trying to get that information for you?

A: [redacted] didn't do it. [redacted] didn't try. [redacted] just [redacted] me off on [redacted]

Q: Mm-hm.

A: And then [redacted] doesn't know how, so we're back with DFM.

Q: Okay. Um, during this incident, um, did you make a statement that HR would open [redacted] door, or somehow remove [redacted] from [redacted] office?

A: I could open [redacted] door. It wasn't locked, I don't think.

Q: Okay. So...

A: But now, why would I...

Q: ...did - did you make any sort of statement that HR would rem- pull [redacted] out of [redacted] office?

A: No. If I involved HR, then I don't think you'd go open [redacted] door. Are you that way? Well, actually you said you were, but I would not have done that. No.

Q: I di- I did not say that I would.

A: No.

Q: I'm just asking, did you...

A: Oh, you're saying that I could?

Q: ...would open...

A: Okay. Yeah.

Q: ...the door in...

A: I don't do that.

Q: ...if it was an urgent situation, right? Um, okay. So if - so let me just rephrase then. Did you make a statement that you're going to have HR drag [redacted] out by [redacted] hair?

A: No. Do you do that too?

Q: Do I do what?

A: Drag people out by their hair?

Q: No.

A: Okay. Now see they're just making things up. I can take a polygraph, but you ignored the last one.

Q: Mm-hm.

A: So - but I can take it again.

Q: Okay.

A: Ask them if they'll take one.

Q: Well, I can't compel staff to participate.

A: You can't compel them, but you could ask them...

Q: Mm-hm.

A: ...and watch them run. Every time I would take a new client on for a whistleblower case...

Q; Mm-hm.

A: ...I would always say, are you willing to take a polygraph on what you just told me?

Q: Mm-hm.

A: If they said, yes, I would give them one. If they said, no, I would not take the case.

Q: Mm-hm.

A: 'Cause that means they're lying, right?

Q: Yeah.

A: Something's wrong. So sometimes just the threat of having one is enough.

Q: So where - where do you think this statement came from? Is there some...

A: I think they're just making things up 'cause they're desperate.

Q: Is there any variation of this statement that might have been said at that time? Whether or not that involved pulling people out by their hair.

A: The most I would have said is that supervisors should not sit there with their doors closed. They've got to interact with people.

Q: Okay.

A: But now I've gone over to [redacted] so I don't care if they sit there with their doors closed. And now instead of trying to get them to do work, I will have other people do the work. We will go around them.

Q: Okay.

A: Which costs money. You know...

Q: Mm-hm.

A: ...we have to pay people to do things that they're supposed to be doing, but that's all we've got right now.

Q: Right. So there were other staff who were in the office that day, um, and had expressed, um, feeling you were frustrated when this happened. Would you say that's accurate?

A: I'm sure I was frustrated. I don't know that I show it very much.

Q: Okay.

A: 'Cause I'm kind of cold.

Q: Sure. Um...

A: It's that lawyer thing. You know, you get frustrated, but you can't, like, scream and yell.

Q: Mm-hm.

A: You just go, okay, you know.

Q: So if - why would their accounts of what was said differ from yours?

A: I don't know. I have no idea.

Q: Okay. Um...

A: Either way, it's going to court, so what difference will it make?

Q: Well...

A: Everything gets to go to court with me. You know that.

Q: The difference is just that, you know, I need to know if...

A: Okay.

Q: ...you said that or not.

A: Okay.

Q: Right?

A: Right.

Q: And I hear you saying that you did not say that?

A: I did not.

Q: And you also did not say that you were going to have Facilities remove the door from the hinges?

A: No. Facilities doesn't need to come down to get through an unlocked door, if it was unlocked.

Q: Okay.

A: I don't know. I don't open doors.

Q: Mm-hm. Okay.

A: So I just don't know.

Q: Um, have you ever made statements that you're going to call HR or the CEO on other occasions?

A: Um, only if I'm going to call HR.

Q: Okay.

A: I usually don't make statements that I don't back up. If I say I'm going to file a bar complaint, I can guarantee you I'm going to file a bar complaint, right?

Q: Mm-hm.

A: Just the way it is.

Q: Yeah.

A: If I tell you I'm taking you to the DOJ, it's not a hollow threat. I'm on the phone with them...

Q: Mm-hm.

A: ...ten minutes later.

Q: Mm-hm.

A: You know, it's just the way it is.

Q: Okay.

A: 'Cause if you don't do it that way, then whatever you say doesn't get properly handled, if you know what I mean.

Q: Okay.

A: If people think you're just making it up, it doesn't - but if they actually get hit with it, then they know it's correct.

Q: Sure.

A: So do what you're going to say.

Q: Why would staff make these types of comments?

A: I don't know.

Q: It's pre- it's a pretty...

A: Were they [redacted] That's the question.

Q: Mm-hm.

A: If it's [redacted], they're probably colluding.

Q: Okay.

A: That will be what the case will be when I file suit against them. But, you know, they'll have to prove these things. They can't just say things. And with all the water under the bridge, they'll have very little credibility. Especially if I have a polygraph 'cause you can use polygraphs in civil cases, by the way...

Q: Mm-hm.

A: ...and they refuse to take one.

Q: Mm-hm.

A: So.

Q: Okay. So why would you think that they're colluding?

A: Because they're trying to cause problems.

Q: What - in what...

A: They're - they're desperate because they want [redacted] So they file these silly things to basically irritate me.

Q: Mm-hm.

A: And to try and, I don't know, push it out there in the public of, you know, something. So that's their function. They've been doing that constantly. Look [redacted]

Q: Mm-hm.

A: And ([redacted] might as well have [redacted] name on those along lists with [redacted] 'cause [redacted] generates those things.

Q: Mm-hm.

A: Every time I tell [redacted] something, [redacted] is PRAing it the next day. Immediately. Before anyone else could possibly know. There was one case when I asked ([redacted] um, do we have anyone who speaks Punjabi 'cause we want to add Punjabi to the VIG?

Q: Okay.

A: That's kind of a weird thing, right? Punjabi?

Q: Mm-hm.

A: The next day I got a PRA from [redacted] asking about any information regarding Punjabi.

Q: Okay.

A: That is crazy.

Q: Would there be a concern with asking that question?

A: No, but it's like, you know, you've got this constant flow of information...

Q: Mm-hm.

A: ...out to get all these P- PRAs.

Q: Right.

A: I don't really care about 'em. Everything that's on the email is about the only thing they have, anyway.

Q: Mm-hm.

A: And, you know, you want to know about Punjabi? You are, but they're always trying to play gotcha. You know?

Q: Okay.

A: That's what they do.

Q: Um, okay. So let me ask this then; Have you ever made any comments towards staff that you would smack or punch someone?

A: No.

Q: Even in jest?

A: I don't think so.

Q: Okay. Can you think of a time when you might have?

A: Not that I know of.

Q: Okay.

A: I would do that, like, joking.

Q: Well, I mean, I don't want to speculate.

A: I have no idea. I don't think so. I mean, I can see it's a joke comment people might make to each other, you know, like.

Q: How about if someone's not cooperating, you know, I can...

A: No. Never.

Q: Okay. Um...

A: You're not going to punch anybody? Come on that's silly.

Q: Right. And not necessarily that you would but, you know...

A: No, you shouldn't.

Q: ...would that statement ever be made?

A: No. I don't make statements I don't back up.

Q: Okay.

A: So, you know, if I tell someone I'm going to beat them up, well, I'm not 'cause I wouldn't beat anybody up, so I wouldn't make the statement, right? But you know what I'm saying.

Q: Yeah. Um, have you ever made any statements that you would, um, otherwise take action against someone in a physical manner?

A: No.

Q: Okay. Have you ever made any threats towards staff?

A: No.

Q: Okay.

A: Are you kidding me? I've given these people such a free ride. It is incredible. I

can't imagine anyone not writing them up a hundred times.

Q: Okay.

A: And I've complained, and you've told me, you've got to write them up. You've got to write them up. I said, I'll let it go.

Q: Mm-hm.

A: I'll look past, you know, maybe they'll get better.

Q: Mm-hm.

A: They haven't gotten better. They've gotten worse. I'm hoping after June 2, if I win, they will either behave, or leave. Or if I lose, they will behave.

Q: Mm-hm.

A: Either way is fine with me, you know.

Q: Right.

A: 'Cause if I don't win, I make more money not doing this, right?

Q: Right. Right.

A: A Lot more money not doing this. Plus, now I've got so many lawsuits I can file. I'm good for a long time.

Q: Okay. And, um, how about [redacted], have you ever made any threats against them?

A: No, that's nuts.

Q: Okay. Um, how about even like we just discussed, situations like saying you'd smack or punch someone. Have you ever made any those types of comments about...

A: No.

Q: [redacted]?

A: No, that's just stupid.

Q: Okay. Have you ever commented on staff members' appearance?

A: No.

Q: Okay. How about female staff members' appearance?

A: No. Never.

Q: That there are no comments that they're pretty, or that they would be good in photographs or...

A: Ridiculous.

Q: Okay.

A: Never say it, never do it. At that point, you know, they're lying, right? 'Cause I'm pretty cold as ice.

Q: Okay.

A: So, you know.

Q: So how would - how would I know that they're lying? How would - how would you know that they're lying?

A: You've seen how I operate, right? I'm not exceedingly friendly to anyone...

Q: Mm-hm.

A: ...women, men, anyone. I'm very professional and offish.

Q: Yeah.

A: So.

Q: Okay. Um, how about just general comments that staff should - who, you know, work in the public or be in pictures because of their appearance regardless of gender?

A: Be in pictures? Not my staff.

Q: Mm-hm. Other staff potentially?

A: No. I was gonna say, I don't have any movie star staff so, um, I don't know. I don't know what they're talking about.

Q: Okay.

A: Either way, they get to prove it in court, so it's okay.

Q: Okay.

A: And I waited on the last one, but let's just do this. Let me just file it and go...

Q: Okay.

A: Okay.

Q: What - what are you wanting to share with me?

A: Huh?

Q: What are you wanting to share with me?

A: No, I just - it's just time to, like, sue people.

Q: Oh, I see what you're saying.

A: I put up with this a lot longer than I normally would have.

Q: Mm-hm.

A: So, um, you know, it's time to go to court where it's a much more even playing field.

Q: Okay.

A: Right?

Q: Well, who would you be suing in that situation?

A: I will be suing anyone making these defamatory comments, and then they have to prove them. You had that other one where they said that I was, um, campaigning on camp - on County property.

Q: Mm-hm.

A: Well, campaigning is actually a very precise thing defined by the law.

Q: Mm-hm.

A: They won't be able to show that at all.

Q: Mm-hm.

A: So whoever wrote that report, whoever you hired, I can sue them. They'll end up in court, and they'll have to settle because if they look at the law, they'll see there's no campaigning.

Q: And do you understand the evidentiary standard for workplace investigations?

A: Right. But that's why it goes to court 'cause the standard is different.

Q: Right.

A: Right.

Q: So...

A: And that's where I play.

Q: Okay. So, um, and, you know, nothing here - I'm not necessarily here to get into that with you. Um, you can do whatever you feel is appropriate.

A: Right.

Q: But, um...

A: I've been trying to hold off 'cause, you know, I figured maybe they go away on June 2, but they're getting more and more desperate.

Q: Mm-hm.

A: I think they think they're losing. I don't know why they think that.

Q: Okay. And what...

A: It looks like a 50/50 to me, you know...

Q: Yeah.

A: ...so, um, I don't know why, but they're, like, clawing at everything...

Q: Mm-hm.

A: ...you know. Not helping the staff, trying to make them look bad. Why? Why

can't they just play nice for another 30 days?

Q: Right. Um, so, you know, I just want to make sure you understand that this investigation similar to the other Investigation is based on a preponderance the evidence standard.

A: Right.

Q: So is it more likely than not based on the information you give me, the information witnesses give me, based on any evidence, you know, documentation.

A: Right.

Q: So, um, you know, I understand you have every right to pursue whatever other recourse you feel is appropriate, but you need...

A: And you know, I will.

Q: And - and I just want to make sure you understand...

A: Yeah.

Q: ...that any findings are based upon that standard here...

A: Right.

Q: ...when it comes to workplace investigations, which doesn't necessarily mean irrefutable proof that anything did or did not happen, 50% of feather.

A: Right.

Q: You understand that as...

A: But defamation, I win.

Q: Well, you know, I'm not here to opine on that.

A: Oh, okay.

Q: But...

A: Okay.

Q: Yeah. So, um, is there anything else that you think is relevant to the questions

that have asked you here today that you wish to share?

A: I think they're just clawing at anything they can claw at.

Q: Mm-hm.

A: And so now, I'm over at [redacted] under camera.

Q: Okay.

A: Watch the films, see if you see any of this behavior where I'm threatening people or anything. You're not gonna see that. It's gonna be the same every time.

Q: Mm-hm.

A: So, you know, and I had to come over here 'cause I have a budget amendment, but, you know, [redacted] a lot of people they won't even come over here anymore because it's such a hostile work environment. They stay over there.

Q: And can you...

A: It's incredible.

Q: Can you explain to me why, you know, I think there's some relevance here. So can you explain to me why you think there's a hostile work environment from other staff?

A: Yeah. It's horrible. They're ju- they give you this nasty look to all the [redacted]. They won't help them. Um, anytime they write them, it's, like, a put-down. It's just a mess. In fact, the whole - this is interesting. You can see this on video. The whole, um, the whole atmosphere changes. We were at [redacted] Everybody's happy. Everybody's working. Everybody's doing their thing, right?

Q: Mm-hm.

A: Yesterday [redacted] and [redacted] came over, and [redacted] fine, right? But [redacted] came over and you could see this whole it was almost like a black cloud settle in the room...

Q: Mm-hm.

A: ...you know. Now I couldn't watch it too much 'cause I was teaching, so I - I have those other classes all day. But, you know, every time I came out

everybody was, you know, on edge.

Q: Sure.

A: So.

Q: So when you say you couldn't watch it too much. You mean you just personally observing the atmosphere, or you're watching...

A: Right.

Q: ...the cameras, or?

A: No, I personally observe it and people have told me, you know...

Q: Right.

A: ...that's why they wanted to come over to [redacted]

Q: Okay.

A: Because they don't want to be around it. It's this whole negative, we hate you feeling, you know.

Q: Okay.

A: And so that's essentially what they've got going on there.

Q: Have there been specific, um, comments or things that have been said...

A: Uh, I have - I'll have [redacted] send you the information [redacted] was getting when [redacted] was trying to find out the VIG stuff.

Q: Okay.

A: It's just, you know, constantly putting [redacted] down and saying you should know this, and how is [redacted] gonna know it if some doesn't teach [redacted]?

Q: Mm-hm.

A: You know, and even getting samples of stuff is like pulling teeth. They won't send a sample. They go, oh, look in the EL share. It's in there somewhere. Yeah, along with 5,000 other documents...

Q: Yeah.

A: ...you know. So it's a complete misdirection.

Q: So it - correct me if this is not an accurate statement, but...

A: Mm-hm.

Q: ...I think what I hear you saying is, they're obstructing the work...

A: They are.

Q: ...that's being done.

A: They are.

Q: So...

A: They'll make it hard to get it done. They're slowing it down. And they're just making the people feel bad, you know.

Q: Okay. And what...

A: [redacted] who's an excellent employee actually thought about quitting...

Q: Mm-hm.

A: ...because [redacted] was so upset about the way [redacted] been treated.

Q: Yeah. So what is it that, um, you think is at the center of - of that? Why are they doing it?

A: I think they're [redacted] and [redacted] is trying to get them to basically mess things up so it doesn't work out right. I - I saw something I think someone told me about it. Oh, yeah, there's a - one of - one of [redacted] group online was talking about how they need to, um, sabotage the election so we could fail.

Q: Okay.

A: The name was, um, [redacted].

Q: Oh.

A: ([redacted] I don't know [redacted] name.

Q: And...

A: I don't know a lot of people there.

Q: But that is not one of your staff members, correct?

A: No, [redacted] So they were talking to the staff members basically saying that in, like, a video. So...

Q: Okay.

A: ...that is the type of feel.

Q: Mm-hm.

A: But honestly, if they really want to sabotage, they should have sabotaged the last one which they tried at the end, but they were doing okay in the beginning. They were doing well, and then they at the end suddenly they couldn't remember how to fill out a report. Didn't know where everything was. So basically they chased me around the building 500 times, right?

Q: So if they did good in the beginning, why would they - what - what motive would they have to sabotage it at the end?

A: I think they're freaking out 'cause they think they're behind.

Q: Behind what?

A: Behind in the election, and so [redacted] So they're trying to, like, make problems. But I don't know that that's true.

Q: And how would that have affected the last election because that would have predated it...

A: Well, last election if we'd failed, if the election had burned...

Q: Mm-hm.

A: ...then they would say, oh look, he doesn't know he's doing, the election died, right?

Q: Mm-hm.

A: Instead we have this election that, you know, the country all things was great,

and they're, you know, doing, like, shows on it and stuff. So that was the one they really wanted to burn down. This one is - I don't know why they're messing with this one.

Q: Okay.

A: Because it's too late by the time - if they make this election fail, right, make it - make us miss our filings or something at the end people already voted. It's really too late.

Q: Mm-hm.

A: Mathematically, that's not the way you should run it, right, from a, you know, if you're really gonna attack someone, you might want to attack them when it would have effect.

Q: So then why would they do it?

A: I don't know. Bad planning. I wouldn't, you know, that's not the way I do it.

Q: Yeah. It does sound like there's been some redefining of the roles within the department. Is it - is it possible that they truly are not trying to sabotage it, but...

A: Yeah, I don't...

Q: ...that they are, you know...

A: Why would they...

Q: ...in, uh, whether it's unaware or do not have the knowledge?

A: Why be so mean to the [redacted] Why not help them?

Q: [redacted]

A: Am I what?

Q: [redacted]

A: I'm not, but it really shouldn't matter.

Q: Mm-hm.

A: If you didn't like them before, they're now your employee.

Q: Right.

A: You have to work with them.

Q: Right.

A: You should teach them.

Q: And have you address that with them?

A: Oh, yeah. You know, work with these people. You know, there's no more monsters. Everybody used to think they were a monster here.

Q: Sure.

A: You know, they had these huge, I guess, antagonistic things...

Q: Mm-hm.

A: ...going on during the elections, right? Like six security guards and a...

Q: Mm-hm.

A: ...spiked fence down the middle of the room. And none of that's happened. We didn't have any security guards.

Q: Yeah.

A: We didn't have a spike fence. And we also didn't have any incidents. No problems.

Q: Mm-hm.

A: So you would think they'd be to the point that, well, maybe these aren't horrible people.

Q: Sure.

A: Let's all just be nice to each other. That should be what happens, you know. Instead, you got them planning, you know, f-bombs on people's chair. Trying to stake them out with some sort of a, you know, perfume bottles. It's, like, this is weird. This is like Kindergarten, I don't understand.

Q: Yeah. Yeah.

A: If you're a supervisor, do you go in your room every day and close the door, so nobody can interact with you?

Q: Who does, um, who does ([redacted] supervise?

A: No one anymore.

Q: Okay.

A: [redacted] used to have ([redacted] and ([redacted] worked on the, um...

Q: Mm-hm.

A: ...on the polling things.

Q: Uh-huh.

A: But - and then they tried to redirect ([redacted] to something else. Said no, you know, [redacted] working front desk.

Q: Mm-hm.

A: [redacted] actually gets compliments there, right?

Q: Okay.

A: [redacted] got complaints as a poll worker - worker, but [redacted] gets the compliments on the front desk, leave [redacted] on the front desk, right?

Q: Yeah. Yeah.

A: Apparently, [redacted] good at that. But, um, they tried to redirect, and then oh, [redacted] can't be at the front desk. We need to pull [redacted] over to run Agilis...

Q: Mm-hm.

A: ...which [redacted] never ran before, right?

Q: Right.

A: And I said don't reassign people. Keep them on what their SOPs are. This is what we need.

Q: What about ([redacted] Have you - you - you know, I just heard you say don't reassign people. Some of [redacted] duties have changed, correct?

A: Say what?

Q: Some of [redacted] duties have changed, correct?

A: Uh, well, we took away the poll workers. And we took away the rovers. [redacted] still has the call center. I'm crossing my fingers, [redacted] does a good job on that one. I'm gonna send [redacted] extra resources to, um, to back it up because, uh, [redacted] didn't get the times I asked. Last year, I asked...

Q: uh-huh.

A: ..[redacted] to write the times down so I knew when the surge times were and when the calls were too long, but they didn't do it. [redacted] just decided what didn't need to be done. So now I'm doing it on the poll worker side...

Q: Okay.

A: ...where they can give me those times 'cause without the metrics, I don't know how to actually...

Q: Sure.

A: So, um, but the ones I've gotten in class have told me that generally they get a spike around lunch, and then right after work.

Q: Mm-hm.

A: So I'm gonna try and get extra people sent over to the call center during those times.

Q: Okay.

A: And that way, that will hopefully solve any problems if people don't bring their envelopes.

Q: What, um, so you've removed the poll workers and rovers from ([redacted] What - what, um, how did you make that decision?

A: [redacted] didn't do a very good job. First of all, [redacted] was pilfering the, uh, and standing in the way of me getting the closers - the poll closers.

Q: Okay.

A: So, you know, [redacted] was - and [redacted] was confusing you guys, you know...

Q: mm-hm.

A: ...because I needed people to come in to actually help me sort the stuff 'cause [redacted] kind of kept taking my poll closers, so I didn't...

Q: Uh-huh.

A: ...have any poll closers to work with. 'Cause you have to have [redacted] for stuff to work, right?

Q: Mm-hm.

A: So [redacted] takes [redacted] of them, I'm dead in the water. I can't do that. But, you know, maybe [redacted] didn't know any better, right? Don't write 'em up. Let 'em go. Anyway, so, um, then [redacted] gets the poll workers, but [redacted] didn't train them...

Q: Mm-hm.

A: ...in the process to keep them from making all those calls into the call center. So we - [redacted] was creating these long lines for - that didn't need to be there if people knew to bring their envelopes. And the poll workers knew that the envelopes didn't have to be called in, that's helpful, right? It cuts out a third of the calls. If you offer them the condi- the, um, provisional a lot of people would rather fill out the provisional and hand it in than stand in line.

Q: Mm-hm.

A: I know I would.

Q: Yeah.

A: So that would take out another big chunk. And then the only calls you're getting are the people that actually don't have any of their stuff and they're willing to wait.

Q: Okay.

A: So at least they know they're waiting. So we're trying to set it so we don't have that big problem anymore.

Q: So the people that come in with their envelopes...

A: Uh-huh.

Q: ...like you had to - correct me if this is - I want to make sure you have this understanding correctly. If they come in with their envelopes and their ballots, they can use a vote at the polling place, right?

A: They can go to the ballot place. They don't have to have a ballot. We'll give them one.

Q: Is there - is that different than in the past?

A: Yeah, they weren't telling them that.

Q: So in the past, they weren't telling him that they could do it. So how would they then submit that, uh, ballot?

A: Well, before we got to the paper poll books...

Q: Mm-hm.

A: ...they had these poll pads.

Q: Mm-hm.

A: And the poll pads they could ba- basically it's directly hooked to my voter rolls...

Q: Uh-huh.

A: ...which if you think about it from a programming standpoint, it's a really bad idea, right? 'Cause now you have 60 devices over an Internet, or worse yet a cell tower...

Q: Mm-hm.

A: ...connecting directly into your network.

Q: Okay.

A: Really bad idea. But anyway, they have the poll pads. And so with that, that can actually check in and then they can find out if the person's voted or not, and that's all you're really trying to find out.

Q: Okay.

A: Because we don't have voter ID here, so you don't really get to ID somebody. If you come in, and you say you're [redacted] and you want to vote, I have to give you a ballot for [redacted]

Q: So if, um, someone comes in for - let's just say pre your changes to the system.

A: Right.

Q: If someone were to have come in with a ballot and an envelope. They would check the poll pad to see if they had voted before?

A: Well, they - they did but they didn't have to.

Q: Okay.

A: Because if you had your envelope, you have not mailed it in.

Q: Sure.

A: Because we only have one day voting. So it's not like you could mail it in and also give it to you.

Q: So they kind of treated it like a provisional in a way where provisional they check to see if they voted?

A: Provisional is we have to check it.

Q: Mm-hm.

A: So they don't like to do the extra work. There's a lot of work after the election.

Q: Mm-hm.

A: We have to look all these provisionals up. They try and eliminate work as much as they can.

Q: Mm-hm.

A: Right. Give more work to the voter, less work to the staff. The opposite of what we're doing, right?

Q: Right.

A: We want the voter to be quick and easy and as happy as a - as a clam.

Whereas, they have the - the opposite. And so they weren't offering the provisionals 'cause they don't want them.

Q: Mm-hm.

A: Right. So they either want you to give them the envelope and call in, or do the poll pad and call in.

Q: Okay.

A: And a provisional is, like, a last-ditch effort...

Q: Okay.

A: ...which keeps the provisionals low, but it slows down the voter.

Q: Mm-hm.

A: So this way, envelope, you're good to go. Don't call.

Q: Okay.

A: Do not call. You - you're calling for no reason.

Q: Mm-hm.

A: Provision is your next option. Don't want to wait in line, provisionals. And if you're willing to wait in line, then you go to the call center.

Q: Okay.

A: So if you just - it's the same exact process. It just depends on what you are stressing.

Q: Okay.

A: And how they didn't understand that the - the envelope didn't need to be called in, I don't know.

Q: Well, it sounds like maybe the process changed from previous, so that could have created some confusion?

A: I guess.

Q: Okay.

A: I don't know. But anyway...

Q: Um...

A: ...I - I talked about all this last year before they started, and they still didn't train it that way.

Q: Okay.

A: So I did it myself, right?

Q: Mm-hm.

A: That way I get my closers, and I get the poll workers.

Q: Do you, um, when you talk about closers and when you talk about poll workers, the poll workers stay at the polls, correct...

A: Yeah.

Q: ...during the course of that day? What does the closers do?

A: The closers come in about an hour or two before the poll closes.

Q: Mm-hm.

A: They help everybody get done, and they balance out the - they help them balance.

Q: Mm-hm.

A: And then they also stack everything in those stacks of 50.

Q: Okay.

A: So when they come in to production, it's already done.

Q: Okay.

A: Last year came in everything messed up, and then we had to sort it, stack it, get all done. This way, it all comes in that way.

Q: Mm-hm.

A: So that should shave about an hour off of our production time.

Q: So, um...

A: And I only have room for, you know, many as I needed.

Q: So when you say [redacted] was stealing the closers to do the polls, wouldn't you need a set number of poll workers to cover the polls?

A: You do. But if I'm...

Q: So...

A: ...working on getting closers and you're working on getting poll workers, then you should get poll workers. You shouldn't look over at mine and go, oh, I'll take him and I'll take him...

Q: Okay.

A: ...and I'll take him...

Q: Uh-huh.

A: ...because I'll never get mine done, right?

Q: What does that process look like? Are they two separate processes to...

A: They're two separate processes, yes.

Q: ...to identify closers versus poll workers?

A: Yes.

Q: Okay.

A: Closers are extra help.

Q: Mm-hm.

A: Poll workers are poll workers.

Q: Okay.

A: So - and if [redacted] hadn't, like, discriminated against the people that were applying that were Republicans, [redacted] would have had [redacted] poll workers 'cause

I've had dozens of people tell me they applied, and [redacted] would never call them back. And I asked [redacted] about it, you know...

Q: Mm-hm.

A: ...and [redacted] said, "Uh, never happened."

Q: Okay.

A: I said, "Can you show me the applications for the people who applied?" "We don't keep those." What?

Q: Okay.

A: Why don't you keep those?

Q: So how do you know that [redacted] discriminated against them because of their political relation...

A: Because all of the people that never got called back were Republicans.

Q: Okay. And do they have proof that they submitted that information into the office?

A: Uh, I don't know.

Q: Is it possible...

A: We didn't take it that far 'cause I wasn't starting a discrimination case yet, but...

Q: Sure. Sure. Um, did they also submit, um, closer applications?

A: Well, the closer application part wasn't done until this time 'cause last year when we started getting them aligned because then we had to go through extra help and all that to get the whole thing processed.

Q: Okay.

A: Because these people need to be staff members.

Q: Mm-hm.

A: I mean, they're not actually gonna carry the ballots in, but I still want staff members to be touching the ballots...

Q: Mm-hm.

A: ...as opposed to volunteers or...

Q: Mm-hm.

A: ...although you do have poll workers touch the ballots 'cause the inspector touches them, and [redacted] a poll worker technically.

Q: How would ([redacted] know that they were Republicans?

A: Um, they seem to know people around here.

Q: Okay.

A: So, you know. And they kind of had a grudge going against a lot of the Republicans, especially the ones that were interested in elections and wanted to watch or something.

Q: Mm-hm.

A: So if some of them were observers or something before - then I'll send you a document...

Q: Mm-hm.

A: ...that I found...

Q: Okay.

A: ...talking about some of the, uh, people that, you know, that I've now hired...

Q: Sure.

A: ...but, you know, they would have had a definite discrimination case.

Q: Okay. Yeah. Well, you're welcome to send me...

A: And they would have lost. Like - and the same thing was happening in [redacted] I don't know if you saw the [redacted].

Q: I did not.

A: In [redacted] the, um, a lot of the places were discriminating against

Republicans being poll workers or being anything else that way.

Q: Mm-hm.

A: And so they proved it and it cost [redacted] like, almost a billion dollars...

Q: Yeah.

A: ...to have to pay off that thing because, you know, they could go through and say, well, you hired ten people here and you didn't hire these ten people.

Q: Mm-hm.

A: They all applied at the same time, but they at least kept their records. You know, not keeping your records always looks bad. You know, if you say, I don't have the records, juries look like, well, why don't you have the records? That is an application.

Q: Mm-hm.

A: You should have that. So now we keep records of everybody who applies.

Q: Okay.

A: Of course, we hire everybody who applies. We were only slow on the one [redacted]

Q: Mm-hm, [redacted]

A: Huh?

Q: For the [redacted]?

A: Yeah. Well, [redacted] actually had a [redacted]...

Q: Mm-hm.

A: ...and [redacted].

Q: Mm-hm.

A: And so, you know, I said, well, maybe we shouldn't.

Q: Mm-hm.

A: But I got something back that said, uh, there's no Nexus.

Q: Yeah.

A: [redacted]

Q: Okay.

A: ...right?

Q: Yeah.

A: Just put - [redacted]. Everybody else, we've hired, so Democrat, Republican, whatever they are. We even heard the ones that, uh, complain about us on the, uh, in all the little blogs and everything.

Q: Mm-hm.

A: We hired them, too. We don't care. 'Cause of the elections actually has to work for everybody, you know...

Q: Mm-hm.

A: ...for all sides.

Q: [redacted]

A: Mm-hm.

Q: ...are - are feeling uncomfortable with the working environment. Have you also heard they - that the previous staff who were in place have they expressed concerned with you about the working environment?

A: Nope.

Q: Okay.

A: But then I don't talk to them much, right?

Q: Mm-hm.

A: You know. So I mean, if they really had something on their mind, they can come talk to me anytime, but most of them don't. They kind of slink back into where they are, you know, so.

Q: How about the union representatives? Have they expressed any concerns to you...

A: Mm-mm.

Q: ...about the working environment?

A: Mm-mm.

Q: Okay.

A: Although they did irritate me a little bit with them - remember when we had to put that fence up, up top?

Q: Yeah.

A: You know, everybody was afraid of the people.

Q: Mm-hm.

A: So we went to great lengths of locking down the elevator and putting the fence around the top and change it. I don't know how much that cost, but it cost quite a bit of money, right?

Q: Yeah.

A: And then everybody said, oh, I'm good. I can work downstairs.

Q: Yeah.

A: It's, like, why weren't you good before I spent $20,000, you know? And I think they figured out that working downstairs, there were no problems.

Q: Mm-hm.

A: There were no monsters, you know.

Q: Mm-hm.

A: We let everybody see anything they want to see, and they don't stay that long. You know, I built that little lobby area. We served pizza and cookies, and only half filled that area. Before you had 70 people here yelling at each other.

Q: Mm-hm. (negative)

A: And I couldn't fill a 25-person room. And then we had little chairs where they could sit right next to the people, so they could see everything over their shoulder.

Q: Mm-hm. (negative)

A: I never got a single person to last more than 10 minutes in there...

Q: Yeah.

A: ...and they get up and leave, you know, I'm good. When you see it, there's nothing to see.

Q: Right.

Q1: Yeah.

Q: Okay. Is there anything else that you think we should cover?

A: I'm good.

Q: Okay. Well, uh, if I have any follow-up questions, I will let you know.

A: Okay.

Q: Okay. Um, I'm gonna get us off the record here, and then let you get on with your day, okay?

A: Sounds good.

Q: Okay.

A: I gotta file a budget amendment something, so.

Q: All right. Well, good luck with that. It's 12:25, um, going off the record.

The transcript has been reviewed with the audio recording submitted and it is an accurate

transcription.
Signed: _____

Exhibit Q
Transcript of Interview with [redacted]

INTERVIEW WITH AGENCY [redacted]
Q=Director of Support Services Monica Fugitt
Q1=Personnel Mgr. [redacted]
A=[redacted]

Q: ...(unintelligible) as well. Here we go.

Q1: Mmm.

Q: All right, it's 9:04 on April 9. My name is Monica Fugitt, Director of Support Services. I'm gonna do some quick introductions. So, uh...

Q1: Sa...

Q: ...[redacted]

Q1: [redacted] Personnel Manager with Support Services.

A: [redacted]

Q: Okay, great. Thank you. And [redacted] just for the record, I have your consent to record, yes?

A: Yes.

Q: Okay. Um, okay, I'm gonna go over just some standard, um, admonitions as we call them just information for you before we get into our questions. So, um, as was described in the notice I'm investigating a matter involving your department. Um, you brought some information forward and we are looking into that here today. Um, I know this might be a little bit of an unfamiliar process but I just wanna explain that my role is to serve as a neutral fact finder. So, um, in asking questions please don't assume that I'm either in support of or against any, you know, version of the incidents that were reported, okay? Um, I am just trying to collect the facts and at the end of the investigation after interviewing all the witnesses and the subject, right, we'll make a determination. Um, you, um, bringing this forward we appreciate you bringing that forward. Um, just also, I want to mention that, you know, uh, the confidentiality of personnel matters is that you may not necessarily receive, um, you will receive a closure notice but you will not necessarily

receive a report of the findings. So, um, we do keep these matters confidential to the extent possible. Um, and we also ask that to preserve the confidentiality of the investigation that you also keep what we discussed here today confidential. Um, if you were to discuss the questions and answers you provided with others after you leave here today obviously that could compromise that investigation. So we ask that you just keep that in mind, please. Um, also, um, I just wanna remind you that the county prohibits retaliation. If you feel that you are facing retaliation for participation or someone else is, um, you become aware of we wanna know. And to the extent we are able we will take steps to try and address that, okay? Do you have any questions?

A: No.

Q: [redacted]

A: Yes.

Q: And that's with the [redacted]?

A: Yes.

Q: Okay. [redacted]?

A: [redacted]

Q: Okay. Um, and can you just - at a very high level w- describe your responsibilities in that position?

A: It's changed recentl [redacted]

Q: Okay.

A: ...as that goes just basic passports, uh, marriage licenses, fictitious business name as well...

Q: Okay.

A: ...many things.

Q: And you mentioned your responsibilities have changed. Can you describe

that?

A: [redacted]

Q: [redacted]

A: I believe at least [redacted]

Q: [redacted] ?

A: Correct.

Q: Okay. Um, what is your regular working schedule?

A: [redacted]

Q: [redacted]

A: Mm-hm.

Q: Here's a copy of what I received, right? Um, second page here is blank. But...

A: Mm-hm.

Q: ...um, it describes that [redacted] is that correct?

A: Yes.

Q: Okay. And this was an incident that occurred on March 27.

A: Mm-hm.

Q: And just to - I'm gonna just read it for the record that Clint Curtis banged on [redacted] of- [redacted] office door and demanded [redacted] open it for him. At the time [redacted] was on the phone and did not answer [redacted] door. The door was unlocked and he could have opened it himself. He then threatened to call personnel and have them drag [redacted] out of [redacted] office by [redacted] hair. Based on the personnel rules this is a direct violation of Section 40.5 F. [redacted] has had to deal with harassment from Mr. Curtis on a weekly basis. Um, is that the [redacted]

A: Yes.

Q: Okay. So can you describe to me what led up to the incident [redacted]

A: The - let's see. [redacted] But, um, there was talk of contacting certain, uh, voters to ask them to bring their vote-by-mail ballots into the, um, polling places to avoid...

Q: Mm-hm.

A: ...having to make calls on Election Day. I can go further into that. Um, but that's not a normal procedure. Uh...

Q: Mm-hm.

A: We don't have anything in place for contacting certain voters...

Q: Mm-hm.

A: ...um, when you - what you do for one person you kind of have to do for everyone. So he was demanding to get a list of everyone that voted in person in the last election. And, eh, that's just not a report that anyone is aware of. Um, and so [redacted] was on the phone, um, with [redacted] and [redacted] trying to get an answer for him to see if that's even something that can be done, um, and if it's okay to do so. And, uh, while [redacted] was on that phone call of course [redacted] closed [redacted] door too...

Q: Mm-hm.

A: ...so that it's not for everyone. And, uh, yeah, that's when he went in and - and banged on [redacted] door. I guess he had further questions for [redacted] I'm not really sure, uh, why exactly but, um, yeah.

Q: Okay. Um, so were you present when this occurred?

A: No.

Q: Okay. So can you tell me how you became aware of the incident?

A: Uh, [redacted] explained it to me 'cause it had shook [redacted] up and...

Q: Okay.

A: ...yeah.

Q: Are you aware, uh, if anyone else may have been present?

A: Uh, [redacted] was there.

Q: Okay.

[redacted] Right, I don't (unintelligible).

Q: Okay. And you said [redacted] was shaken up. Can you give me, um, more context to what that means or - or what [redacted] expressed to you?

A: It - I [redacted] say it was same day that [redacted] explained it to me. [redacted] Um, and then we still remain in contact of what else we may need to do as far as elections go or just making sure that I have things to do in the...

Q: Mm-hm.

A: ...afternoon. Uh, and so, uh, just going to [redacted] to be like okay so what's new, what happened?

Q: Mm-hm.

A: Um, because oftentimes with this election now a lot of things get said, a lot of things are asked for, um, a lot of changes are made...

Q: Mm-hm.

A: ...in what feels like every week, uh...

Q: Mm-hm.

A: ...every day there's a different thing that's like, oh...

Q: Yeah.

A: ...we [redacted] do this, we [redacted] do that and there's no procedures in place. So there's just a lot of confusion anyway. Uh, but yeah. Do in the - just going to [redacted]

Q: Okay. Okay. Um, did you hear about this from any other staff members?

A: I don't believe so.

Q: Okay.

A: I don't believe so.

Q: And [redacted]

A: [redacted]...

Q: Okay.

A: [redacted]

Q: [redacted]

A: No.

Q: ...[redacted]

A: No, it's behind...

Q: Okay.

A: [redacted]

Q: Okay. Um, have you heard Clint make threats of this nature in the past?

A: That's a tough question. I haven't heard it, uh, myself but I have been told of him making threats of this nature.

Q: Okay. And can you tell me who shared that with you?

A: Uh, [redacted] uh, I believe [redacted] has on occasion. I believe those are [redacted]

Q: Um, are you aware of any time where he has physically been aggressive towards staff?

A: No. I don't believe he's acted on his words but he has threatened people many times.

Q: Okay. And just to make sure that I have your statement correctly though.

Um, you personally did not observe any time when that occurred but there are staff including [redacted] ([redacted] and [redacted] you have, right?

A: Yes.

Q: Okay. Um, let me look at my notes here to make sure I didn't miss anything. Okay. And you mentioned in [redacted] here you said that [redacted] has had to deal with harassment from Mr. Curtis on a weekly basis. Can you elaborate on what you mean by that?

A: Uh, as I've said, [redacted] - I am not directly in the line of fire...

Q: Mm-hm.

A: ...so to speak...

Q: Yeah.

A: ...uh, for Mr. Curtis. [redacted] is our go-between. Uh, but I've seen over - yeah, I - I believe Curtis and [redacted]. [redacted]

Q: Mm-hm.

A: Um, so as he's gotten more comfortable in his role I've seen [redacted] get more stressed in [redacted]

Q: Mm-hm.

A: And, uh, and it seems like it's a lot of, again, with his last-minute changes and expecting [redacted] to do things immediately, um, there'll be days where [redacted] off from work, um, and he will send [redacted] emails. And then when [redacted] finally gets in he's like, "Why haven't you done this?" Um, and approached [redacted] in an unpleasant manner...

Q: Mm-hm.

A: ...at the very least. Uh, so, yes, while I might not have, uh, experienced him at his full potential, um, [redacted] has definitely shown that [redacted] is uncomfortable...

Q: Mm-hm.

A: ...with the way that he treats [redacted]

Q: Okay. Um, ha- have you - are - does it appear to be [redacted] specifically or are there other staff that he treats in a similar manner?

A: I would say it's a lot of [redacted] and ([redacted] Uh, it's - it's anyone that is not - that has the understanding of election code and knows what's right and what's wrong in elections, um, that tries to explain that to him. And then he - I don't know takes it as a personal attack. I'm not really sure. But he seems to be more - what's the word? Just - he just - he seems meaner to the people that stick up for the voters...

Q: Mm-hm.

A: ...and what's right.

Q: Okay. Um, so it's your perspective that, um, the treatment that [redacted] receiving is based on that fact?

A: Yes.

Q: Okay. Um, is there anything else, uh, you know that - any other threats that he's made of physical nature that you're aware of that we should be looking into?

A: I think this is the first physical one. I know he's made threats to fire several people. Um, but I'm pretty sure this is the first time he has made a physical threat.

Q: Okay. Is there anything else you think we should be aware of or any questions we haven't asked that might be relevant?

A: I don't believe so.

Q: Okay. Okay. And outside of the people that you've named including [redacted] and [redacted] and ([redacted] are there - is there anyone else you think that we should speak to about this matter?

Man: (Unintelligible).

A: I don't believe so.

Q: Okay. Okay. Well I'm gonna go...

A: Mm-hm.

Q: ...ahead...

A: I'm sorry.

Q: No, please, go ahead.

A: Maybe [redacted] uh, 'cause [redacted] office so [redacted] may have overheard something.

Q: Okay. And what's [redacted]?

A: [redacted]

Q: Okay. Great. Thank you.

A: Mm-hm.

Q: Um, all right. I'm gonna go ahead and go off the record. We may have a follow-up, um, and we may not. And - but when the matter is concluded we'll give you a closure notice. If you have any questions, if there's anything else you think of or that happens in the meantime and you need to reach out please feel free to reach out to me or to [redacted] and we're happy to, um, receive your - your call. Okay?

A: Okay.

Q: Okay. Thank you. And it's 9:19.

The transcript has been reviewed with the audio recording submitted and it is an accurate transcription.
Signed: _____

Exhibit R
Transcript of Interview with [redacted]

INTERVIEW WITH [redacted]
Q=Monica Fugitt
Q1=[redacted]
A=[redacted]

Q: All right, it's 10:04, April 9. My name's Monica Fugitt, Director of Support Services, we're here conducting an investigative interview. We're gonna do quick introductions, so I'll go to my right.

Q1: [redacted] Personnel Manager and Support Services.

A: [redacted].

Q: Okay. Um, and just for the record, [redacted] I have your consent to record.

A: Yes.

Q: Okay. Thank you. Um, so as we just went over with your notice, I'm investigating a matter involving your department. Um, this process you - you mentioned that you've had some past history going - being interviewed. Um, my role is to serve as a neutral fact-finder, I'm gonna ask you questions as we go along. Please don't assume that I'm asking questions that are either, you know, s- in support of or against whatever may have been alleged. Um, we're just here to gather the information and make findings. Um, it is important that the questions that we ask and the answers you respond with are kept confidential to preserve the integrity of the investigation, if that information were shared with others who then were being interviewed, then it could influence their accurate and recount of what occurred. So please, um, keep this information confidential.

A: Okay.

Q: Um, and, last, we discussed retaliation, but I do [redacted] make sure you know if you are experiencing any relat- retaliation or you're aware of retaliation against anyone else who you become aware is involved, then please let us know. We [redacted] try and do what we can to address that.

A: Okay.

Q: Okay. Any questions before we jump in?

A: No.

Q: Okay. So, um, [redacted] what's your position?

A: [redacted]

Q: Okay. Um, and how long have you been with the department?

A: [redacted]

Q: Okay. And, um, what was your title again?

A: [redacted]

Q: Okay.

A: [redacted]

Q: [redacted]

A: Mm-hm.

Q: Okay.

A: [redacted]

Q: Okay. Um...

A: During election time, of course.

Q: Yeah. And which office do you primarily work in?

A: [redacted]

Q: Okay. And [redacted] things being?

A: [redacted].

Q: And that would be [redacted]?

A: [redacted]

Q: Okay. Um, you said [redacted]?

A: Somewhere in that range.

Q: Okay.

A: And usually to about [redacted].

Q: Okay. Do you have a, um, desk in the [redacted] location?

A: Yeah, it's right...

Q: (Unintelligible).

A: Um, I don't know if you're familiar with the office setup, but...

Q: Mm-hm.

A: [redacted]

Q: Okay. Okay. Um, and who would you regularly work with in your position?

A: I work with almost everybody. [redacted]

Q: Just in general, like is there's - uh, are there staff that you primarily work with?

A: [redacted]

Q: Okay.

A: And who - ([redacted] and whoever else they put out front.

Q: Okay. And who's your [redacted]?

A: [redacted]

Q: Okay. Okay, and you - do you ever work with Mr. (Curtis)?

A: I have not directly worked with Mr. (Curtis). I think he asked me to do one thing, which is to make sure that, uh, voter reg forms that had [redacted] name on 'em are gone. Otherwise, no.

Q: Okay. Have you had any interactions with him outside of his need to ask you to conduct work?

A: Uh, yeah, when he walks by my desk, he'll say hi, and every now and again he makes me uncomfortable because he sticks his tongue out at me.
But, generally, he doesn't know who I am except for the fact that where I sit and that I do puzzles.

Q: Okay. So he sticks his tongue out at you. How often does that happen?

A: I don't know.

Q: Okay. Has he ever made any comments to you that made you feel uncomfortable?

A: No, it's just the connection, uh...

Q: Okay. Okay, so, um, the reason why we're here today is we reported - uh, we were notified of an incident that occurred on Friday, March 27. Are you aware of an incident that may have occurred on that date?

A: I don't remember, was that - that's not last week, right?

Q: That woulda been the Friday before.

A: Before last. The only weird interaction I had that day was when somebody came and asked me if I had a report that had emails on it of people who voted in person at the polling place, but otherwise...

Q: Okay.

A: ...I - I don't think anything else sticks out...

Q: (Unintelligible).

A: ...in this month.

Q: So, when that report - when you were asked to run that report, what was your response?

A: I don't do the poll workers side of things, so I don't have familiarity with the in-person voting. Because...

Q: Okay.

A: ...I [redacted]

Q: Mm-hm.

A: ...know what it is.

Q: Okay. And who asked you to do that?

A: Uh, [redacted]

Q: Okay. Do you know what happened with it after that?

A: I brought [redacted] because that's [redacted], and if - I thought if somebody should handle it, it was the person who used to do the poll worker things. Plus...

Q: Okay.

A: ... [redacted] and I'm not. So, it was one of those, not my - I don't know what you're asking for.

Q: Okay. Were you aware of any threats that were made on that date?

A: I know that after I talked to [redacted] closed [redacted] door and made a phone call. And then I heard some kinda ruckus with Mr. (Curtis) saying that - he was knocking on [redacted] door, like, six times. And he was like, "Well, I'm gonna have personnel answer [redacted] door, or maybe [redacted] answer for them."

Q: 'Kay.

A: 'Cause apparently [redacted] doesn't answer the phone when [redacted] - I mean, answer the door when [redacted] on the phone, which kind of is normal, I think.

Q: Eh, can you clarify what you mean by that, like (unintelligible).

A: I mean, [redacted] said [redacted] was making a call when I stepped out, so...

Q: Mm-hm.

A: ...I would assume...

Q: Okay.

A: ...2 minutes later [redacted] was still on the call.

Q: Okay, so, to clarify, you mean it's normal for [redacted] to close [redacted] door to make a call, not for him to...

A: Correct. Correct.

Q: ...try and make...

A: No, [redacted] closes [redacted] door when [redacted] makes calls.

Q: Okay.

A: And it was only, like, 2 minutes later that I heard the knocking, so I assume [redacted] was still on the call.

Q: Okay. So, um, when this incident occurred, um, did you personally overhear this or is this (unintelligible).

A: Only the knocking on the door and telling - that he would get personnel to knock on [redacted] door.

Q: Okay. Were there any physical threats made in that statement?

A: Not that I heard, but I went out to [redacted] soon after that, so if it carried on, I have no idea.

Q: Okay, so, um, regarding the comment that personnel would answer - [redacted] eh...

A: [redacted] would answer if...

Q: (Unintelligible).

A: ...personnel knocked on the door.

Q: So, was there - do you recall anything unusual about that statement outside of, you know, personnel being...

A: I mean, he seemed kinda forceful, but, no, I - I don't know (unintelligible) I know that after the fact, when I was [redacted] asked me again, [redacted] came out and asked [redacted] again about it. And I'm like, I still don't know anything about in-person voting, so it's, like, [redacted]

Q: Okay.

A: ...still couldn't get whatever [redacted] was looking for, so [redacted] tried again and I'm like, I don't think I was worth hunting down for that, but [redacted] came [redacted] and asked me again.

Q: Okay. Um, do you know if [redacted] or were you aware if [redacted] did open [redacted] door for Mr. (Curtis)?

A: Oh, I have no idea, I was already gone from my desk at that point. When I left, [redacted] door was still closed, so...

Q: Okay. Uh, was anyone else present at the time that you can...

A: The only other...

Q: ...recall?

A: ...people who have desks in that area would be [redacted] And if [redacted] was in [redacted] office, [redacted] next door.

Q: Okay.

A: [redacted]

Q: Okay.

A: 'Cause [redacted]

Q: Okay, and you mentioned that there was a ruckus when this occurred. Can you describe what you mean by that, was it - was there shouting, was there...

A: There wasn't really shouting, it was just you could hear that [redacted] went

straight from us to talk to somebody else, I'm assuming it's Mr. (Curtis) 'cause I heard his voice soon after.

Q: Mm-hm.

A: And then they were talking together, and then there was a bunch of knocking, and then [redacted] came and hunted me down again.

Q: Mm-hm. Okay. Have you ever heard Mr. (Curtis) make threats against staff?

A: I have heard that he has, but I have not heard any.

Q: You haven't personally heard any. Okay. Um...

A: Except for the one that he did tell [redacted] that he was gonna get [redacted] fired, he was gonna go to [redacted] and get [redacted] removed from [redacted] job.

Q: Okay. And can - oh, what timeframe did this occur?

A: Oh, that was a couple of months ago, I have no idea.

Q: Do you believe there's any, um, threat of physical harm by Mr. (Curtis) towards staff?

A: I don't know about physical harm, but I know that the environment that we work in right now is very uncomfortable. And we always have to feel that we have to be careful in what we say and make sure that it doesn't get reported to personnel right away because it does feel like that's the environment we're in right now.

Q: Yeah.

A: But physical, I don't know.

Q: Okay.

A: It's a very split office right now.

Q: Yeah.

A: There's a very clear line of [redacted], and it's very uncomfortable right now.

Q: Okay.

A: But I haven't heard any confrontation, it's just a bunch of uncomfortable silence from one side to the other.

Q: Okay. Um, and you [redacted] So...

A: I have no idea if they were at their desks at that time.

Q: Sure.

A: But I kno [redacted]

Q: Okay. So [redacted] sits between you and [redacted] Are you...

A: Yeah.

Q: [redacted]?

A: [redacted]

Q: Okay. When this knocking occurred on the door by Mr. (Curtis), was [redacted] also present?

A: I heard [redacted] voice, but I don't know if [redacted] was at [redacted] desk or at the door, 'cause [redacted] desk is within range.

Q: Okay. Okay. Is there anything else that might be relevant to what we've asked you here today that you'd like to share?

A: I don't think so.

Q: Okay.

A: Tryin' to think, I'm like - there's been other incidents, but nothing like that where it's just like, I'm pretty sure people are giving out things they're not supposed to, but I don't think that's...

Q: Okay.

A: ...related to this.

Q: All right, well, do you have anything else that you can think I didn't cover?

Q1: Um, a quick follow-up, so you said when he - he knocked six times, he seemed forceful, what do you mean by that?

A: He was just very insistent, you know, like, the whole knock, knock, knock, knock, knock, knock, knock, knock, instead of stopping and waiting for a second.

Q1: Okay.

A: It just was very - it was loud knocking, I mean, I heard it from - but it wasn't (unintelligible).

Q1: So it was - was it more, like, pounding on the door, like, um, how would you describe?

A: I don't think it was pounding, I think it was just very forceful knocking, it was...

Q1: Okay.

A: ...just - instead of doing the whole gentle, like you would do you knew...

Q1: Mm-hm.

A: ...somebody was in there, you - it was very...

Q1: Mm-hm.

A: It - it sounded like a let-me-in knock, not a are-you-there knock.

Q1: Okay.

A: I don't know how else to describe it.

Q1: And could you hear [redacted] say anything on the other side of the door, like 1 minute, I'm on the phone, or anything...

A: Uh...

Q1: ...like that?

A: I didn't hear [redacted]..

Q1: Okay.

A: ...voice at all.

Q: Um, what was his volume like when he was, uh (unintelligible).

A: I don't think you could have heard it from across the room.

Q: Mm-hm.

A: I think that it was louder than this, but I don't think it was quite to that shouting level yet.

Q: Okay. If you had to put it on, like, a scale of zero to ten, with zero just being, like, normal?

A: Uh, it...

Q: (Unintelligible).

A: ...probably wasn't above a three.

Q: Okay.

A: Like I said, I don't think you would have heard it the [redacted]

Q: Okay. Okay. I think that's all we have for you (unintelligible).

A: (Unintelligible).

Q: (Unintelligible) thanks for your time.

A: No problem.

Q: I'm gonna put us off the record here. And then if you have anything else that you rem- recall or that you would like to share, you're welcome to follow up with either myself or [redacted] We're happy to discuss that with you, okay?

A: All right.

Q: Okay.

A: Thank you.

Q: Thank you. It's 10:19. And we're goin' off.

The transcript has been reviewed with the audio recording submitted and it is an accurate transcription.

Signed: _____

Exhibit S
Transcript of Interview with [redacted]

INTERVIEW WITH [redacted]
Q=Monica Fugitt
Q1=[redacted]
A=[redacted]

Q: Okay. Recording's on. It's April 9. It's 2:24. My name is Monica Fugitt, Director of Support Services. We're going to do some quick introductions. I'll go to my right.

Q1: [redacted]

A: [redacted].

Q: Okay. Um, so [redacted] um, before we jump in, I want to make sure I have on record that I do have your consent to record.

A: Yes.

Q: Okay. Um, all right, I'm going to go over some housekeeping. Um, you're aware we're looking into a matter. You are identified as someone who may have information to share about the incident in question. Um, we'll get into some specific questions here shortly. Um, my role as an investigator is just to be a neutral fact finder. I will receive information from everyone that we interview. I will make findings. I will put it in a report. You may not necessarily be a recipient of that report, right? Um, but we are looking into this matter, and, um, and we'll make those findings. Um, it is important though, that in doing so that you, um, keep the discussions confidential.

A: Mm-hm.

Q: I don't want any witness accounts to intentionally or not, influence anyone else's accounts. That's why we try to make sure that we maintain that confidentiality so that it doesn't influence the investigation, um, and it's a fair process. Um, I'm not a decision maker as far as like, what happens with any information that we provide. Um, it will be provided to the appropriate parties, and they will decide what to do with that information.

A: Okay.

Q: Okay?

A: Mm-hm.

Q: Um, if you have any questions, if you have any concerns as we go along, feel free to take a br- we can take a break, or you can step outside if you need to. Okay?

A: Okay.

Q: Um, also, I want to make sure you understand retaliation, it's prohibited by county policy and (unintelligible) law. Um, I understand this is a unique situation, but if you are experiencing any retaliation or if you become aware of anyone experiencing retaliation, I'd ask that you let us know so we can try and do what we can to stop that. Okay?

A: Okay.

Q: Um, any questions before we jump in?

A: No.

Q: Okay. All right. So your [redacted]

A: Correct.

Q: Um, how [redacted]?

A: [redacted]

Q: Okay.

A: [redacted]

Q: [redacted]?

A: [redacted].

Q: Okay. He's your [redacted]

A: [redacted]

[redacted] Q: Okay. And h- [redacted]

A: [redacted]

Q: Okay.

A: [redacted]

Q: [redacted]

A: [redacted]

Q: Yes.

A: ...(unintelligible) started. Yeah.

Q: [redacted]

[redacted]

Q: Okay. And can you just give me an overview generally, of your responsibilities?

A: [redacted]

Q: Mm-hm.

A: [redacted]

Mm-hm.

A: [redacted]

Q: Uh-huh.

A: [redacted]

Q: Mm-hm.

A: [redacted] So we kind of - a lot of 'em, we tag team back and forth together.

Q: Okay. So kind of a [redacted]

A: Pretty much, yeah.

Q: [redacted] How often do you work directly with him?

A: Um, he does his best to avoid me most of the time. He, um, communicates with me through email, which is great. Um, I don't think I've ever really had like, just a conversation with him. Yeah.

Q: Okay.

A: Just kind of, yeah, by email if he wants something...

Q: Primarily by email?

A: ...demands something.

Q: Okay. Um, so I was informed of an incident involving [redacted] and Mr. Curtis, uh, on Friday, March 27. Are you aware of an incident on that day?

A: Mm-hm.

Q: Okay. Um, can you tell me, from your perspective, what occurred?

A: Do you want a little bit of background?

Q: I would love some background.

A: [redacted]

[redacted]

Q: Uh-huh.

A: ...guide this along a little bit? And [redacted] said, "Well, (Clint) only wants to send voters who voted in the last election a notice." And I said, well, I said for starters, that would be illegal, 'cause you're disenfranchising the other [redacted]

Q: Mm-hm.

A: [redacted]

Q: Mm-hm.

A: I was like, I'm sorry, I don't know. [redacted] was in the office when I was telling [redacted]

Q: Mm-hm.

A: [redacted]

Q: Mm-hm.

A: So [redacted] was there, and I said, I don't know. I'm like, sorry, I don't know. [redacted] I'm assuming, I don't know what happens, but [redacted] goes into (Clint)'s office. [redacted] leaves, goes into (Clint)'s office. And I get an email probably, five minutes later, and it says, you're refusing to work with [redacted] or something, or you refuse to help [redacted] And I'm like, what? I'm like, I don't - I don't know. Um, but in the meantime, within that span of a couple minutes, I get on the phone, um, with [redacted] And I'm like, this is a situation. A, I'm not comfortable doing it, because I - it's disenfranchising. It's illegal. We can't do that. And I said, also, I don't know what report this is. So I'm kind of going through [redacted] - the reports with [redacted] trying to figure out, is there some- 'cause with (Clint), if you don't give him an answer immediately, you get screamed, yelled at, scolded, told you're dumb, basically. Um, not basically, he'll tell you, you're dumb. Um, so I was trying to find s- like, hey, this is a report, I

don't recommend you do, that kind of thing. I was trying to find something to give. So while I'm on - oh, and then I also called [redacted], 'cause I said, hey, am I, you know, I want to make sure I'm reading code correctly. I understand, you know, this is illegal. What, you know, what do you think, kind of thing. Um, and then I get back on the phone with [redacted] And I kept hearing like, knocking at my door.

Q: Mm-hm.

A: And when I'm on the phone, I'm like, hey, hold on, you know, I told [redacted] there's somebody knocking, but go ahead, let me try to work through and find this report. And so I was on the phone, maybe - maybe, five minutes total...

Q: Mm-hm.

A: ...maybe. Um, and so I finally get up, 'cause I hear the knocking. So I get up, and I open the door. And he goes, "Oh, thank God you opened the door, 'cause I was going to have personnel drag you out by your hair." And I just, like, you do the, what like, look. Like, what? And, um, because I was on the phone with [redacted] was like, sorry, I'm like, kind of go back and forth. Um, because I was on the phone with [redacted] when - before we had hung up, [redacted] was like, let me call him, 'cause you - you don't know - A, I don't know what report it is, [redacted] like, you might not even have access to it. Like, let me call him and kind of calm him down a little bit.

Q: Mm-hm.

A: Um, so then I hung up with [redacted] I opened the door, and he told me personnel was going to drag me out by my hair. Um, and before, and again, my face was like, what? Well, [redacted] immediately calls. And then he picks up the phone and starts talking to [redacted], and he kind of walks away, and starts talking to [redacted]

Q: Mm-hm.

A: So I'm still like, what just happened? Like, what? And [redacted] was standing - sorry, I didn't mention that either. So I was in my office, and the [redacted] the office were [redacted] So they were there to hear th- and they were three feet away from me listening to that.

Q: Mm-hm.

A: Um, and [redacted] was even like, [redacted] - what did [redacted] said, like, "They don't even do that in prison." Like, trying to make light of it, 'cause it's very awkward.

Q: Mm-hm.

A: Um, yeah, and I was just like, what? Like, literally, what just happened? Um, and then I see [redacted] go to the front of the office, 'cause now they're going back demanding [redacted] to do it, but [redacted] was at the [redacted]

Q: Mm-hm.

A: There's kind of a wall that divides. So he's on the phone with [redacted] like, "I'll just make [redacted] do it." And [redacted] I can hear [redacted] like, "No, they don't know how to do this. Like, just wait for me to come back in the office."

Q: Mm-hm.

A: So I go up [redacted] hey, he's coming back looking for you, kind of thing. Um, and then, and that was kind of it. [redacted] came back [redacted] of course. And - and, oh, I did address, because I said, um, 'cause (Clint) eventually came back up. And I said, I never refused to work with [redacted] I was trying - I was on the phone trying to get you answers. You know, that - that's what I was trying to do. And I told [redacted] several times, I don't know. And I looked at [redacted] and said, I told you, I don't know. Um, and [redacted] just kind of sat there. And - and then I said, oh, I did say, um, I don't know if it's a report. I don't know if it's an extract. You know, I'm not sure. And [redacted] goes, "You just said the - you just said the report name." And I said, well, I said, that - that's what it's called. It's a report or extract. I don't - I don't know which one it is. I don't know. And [redacted] goes, "You just said it again." And like, [redacted] finger is in my face.

Q: Mm-hm.

A: And I'm like, [redacted] I don't know. Like, I - and I said again, I don't know, and I got a little firm. I was like, for the tenth time, I don't know. I'm sorry, but I don't know.

Q: Mm-hm.

A: I don't know what you're looking for. Um, and I was in [redacted] office when that happened. But that - that was it.

Q: Okay. So, um, you were on the phone with [redacted] You don't - you did not know how to run the report? Or you...

A: I don't...

Q: ...weren't comfortable running the report?

A: I...

Q: Or both?

A: I don't know what report it is at all.

Q: Okay.

A: I would ha- I didn't - and that's why I got [redacted] on the phone 'cause I'm like, I don't even know where to look for this.

Q: Yes.

A: I have no idea.

Q: Okay.

A: And so I was trying to, and I felt bad, 'cause like I said, [redacted]. But, um, if you don't give him something, he comes at you very aggressive. "You don't know your own job. You're dumb. What's going on?" Like, it's very...

Q: Mm-hm.

A: ...so I was trying to just find something to appease him so I...

Q: Sure.

A: ...wouldn't get scolded, and yelled at.

Q: Okay.

A: That's kind of where we're at.

Q: Okay. So when this happened, you heard knocking.

A: Mm-hm.

Q: Um, did - what is the time frame that elapsed between the knocking, and when (Clint) came in?

A: So the, um, knocking while I was on the phone, it was like, I would hear like, a knock, and I'd be like, okay, hold on a second. Like, hold on. Um, and

that happened maybe, three time- maybe, four times.

Q: Mm-hm.

A: And I told [redacted] on the phone, I was like, hey, I gotta get out of here. Like, somebody's knocking.

Q: Mm-hm.

A: So maybe, three or four times. And I was on the phone with [redacted] for may- like I said, maybe, five minutes, maybe seven minutes.

Q: Mm-hm. Okay.

A: Maybe. Um, but at that time, [redacted] had gone to his office. Um, I know one of the knockings was [redacted] 'cause [redacted] was letting me know, um, "Hey, they're still looking for you."

Q: Mm-hm.

A: But my door was closed, and [redacted] knows not to come in 'cause I'm usually on a call, so.

Q: Sure. Okay. So it wouldn't be unusual for you to have your door closed (unintelligible).

A: No, my door's closed all the time. We have state calls a couple times a week. Um, usually on Thursdays, we have two, like, back-to-back.

Q: Mm-hm.

A: [redacted]

Q: Mm-hm.

A: And my door will be closed all day long so I can just get through, you know, [redacted]

Q: Okay.

A: So, yeah, totally normal. And I have a sign on my door, you know, do not disturb. And people know. And I tell - I put it in the chat...

Q: Mm-hm.

A: ...hey, if you need me, just knock. I'll tell you if you can come in or not, so.

Q: Okay. Okay. And w- would you have done that in this particular instance?

A: What do you mean?

Q: Put a sign-up, or set something out (unintelligible)?

A: So the sign's on my door permanently.

Q: Okay.

A: Just, yeah, so.

Q: Okay.

A: But yeah.

Q: So when the door's closed, you see the sign.

A: Yeah. And staff know. Yep. Just knock on the door. And I - if - if it's okay to come in, I'll say, hey, come in, not a problem, you know.

Q: Mm-hm.

A: 'Cause 90% of the time they can come in.

Q: Okay.

A: Um, but if I'm on the phone, if I'm trying to deal with something, they know. If I don't say come in, they know.

Q: Okay.

A: Shoot me a message, or come back in 20 minutes.

Q: Okay. And, um, is the door locked when you're...

A: I don't have a lock. Mm-mm.

Q: Okay. Um, when Mr. Curtis came to the door, and you opened the door...

A: Mm-hm.

Q: ...can you just give me, um, can you recount that again so I can make sure I...

A: Mm-hm.

Q: ...I have that correct?

A: Um, yeah. So I h- yeah, I hung up the phone with ([redacted]

Q: Okay.

A: And [redacted] said [redacted] was going to be calling him to try to...

Q: Sure.

A: ...smooth it out. And so I opened the door. And I might have even said, sorry, or I was on the phone. I'm pretty sure I said something like that. And then, he just looked at me and goes, "Oh, thank God you opened the door. I was going to drag you out - or I was going to have personnel drag you out by your hair."

Q: Mm-hm. Okay.

A: And I just was like, oh.

Q: Okay. So what was his demeanor like when that happened?

A: Uh, I mean, [redacted] was there, so he - he kind of just had the same demeanor, just like, always a very stern face. It's never like, a smile, you know.

Q: Mm-hm.

A: Like, I could tell if someone's joking if they're...

Q: Sure.

A: ...laughing, you know.

Q: Right.

A: But it's always just a stern...

Q: Mm-hm.

A: ...demeanor.

Q: Okay. Um, he's made this statement. What - what was the volume like in this

conversation between you?

A: He's always very loud 'cause he's - he always says he, I think, partly deaf or something.

Q: Mm-hm.

A: So he's always - he's always very loud.

Q: Okay. Would you say it was different than how he normally is?

A: No. When he gets - no, when he gets upset, it's - it's, I mean, it's another level. But it's not like, it wasn't a yell. He wasn't yelling at me by any means.

Q: Okay.

A: But he definitely was very stern about it.

Q: Okay. Um, were you concerned that - that, that was going to actually happen?

A: Um, I mean, I didn't think you were going to come down here and...

Q: Mm-hm.

A: ...drag me out by my hair, so no. But he, uh, he's just always like, there's always like, little threats like, well, I'm going to kill that person, or I'm going to smack that person around, or whatever they say, it doesn't matter, 'cause I could just punch 'em. Like, it's always kind of, and you're just like, huh. And then after, you know, you hear that a hundred times, you're like, hmm. And like, I don't know if like, the, you know, times we've heard it in the past like, you do just kind of laugh it off, 'cause you're like, oh, you're just crazy, and you're upset, you know.

Q: Mm-hm. Mm-hm.

A: Like, everyone said, oh, my gosh, I could just kill my kid right now, you know.

Q: Yeah.

A: Um, so, yeah, it's just - yeah, I don't really know how to answer that. You just...

Q: Okay.

A: ...I don't - I don't know what he's capable of. It just, it really depends on the day...

Q: Mm-hm.

A: ...and depends on his mood.

Q: Mm-hm. So with this particular incident, though, you didn't necessarily feel like HR was going to do it. Did you have a concern that he would physically re- remove you...

A: Again, I don't know what he's capable of. I really - I really don't.

Q: Mm-hm.

A: I mean, I've seen him pretty mad. I think he - he - by him like, getting really mad, and yelling, and saying those things, he just likes to assert his dominance, to a point.

Q: Mm-hm.

A: Um, and he wants you to know that he's in charge, and you're below him.

Q: Mm-hm.

A: So I - I think that's what he's portraying when he does stuff like that.

Q: Okay.

A: Do I actually, think he's going to grab me by the hair?

Q: Mm-hm.

A: I don't think so.

Q: Mm-hm.

A: I hope not. But again, I have no idea what he's capable of.

Q: Okay. Did you feel threatened in that moment?

A: Um, I think shocked is more the word.

Q: Okay.

A: Like, you're like, 'cause again, I - I - I hope that he wouldn't do that. And in that moment, I don't think he was going to drag me out of there.

Q: Mm-hm.

A: Um, but I think shocked, and just with all of his past comments, you're like, oh.

Q: Mm-hm.

A: Okay.

Q: Yeah.

A: You know, kind of, um, yeah, I didn't - that one's kind of hard to answer.

Q: Okay. Um, so, I want to talk a little bit more about the comments that you've heard...

A: Mm-hm.

Q: ...that he's made about punching, killing...

A: Mm-hm.

Q: ...things of that nature. Can you give me some specific examples?

A: Yeah. He said, um, I'm trying to think. I think he was talking about DFM, so it's EIMS, it's our electronic, um, voter database.

Q: Mm-hm.

A: I'm pretty sure it was - I'm pretty sure it was DFM. Um, like, if the system doesn't run like, exactly what he's looking for, so the sys- system, I joke, it's kind of archaic. It reminds me of a program from like, the 80s.

Q: Uh-huh.

A: Um, it - it's designed to - you can't just put in parameters...

Q: Mm-hm.

A: ...and have a report print out.

Q: Yeah.

A: And that's why I couldn't find the report, 'cause you have to find a certain one. Um, I'm pretty sure it's DFM. But he said, whoever I have to slap around or punch like, I'll do it just to get this done. And when he's talking about the [redacted], he'll say things like, um, did he say throat punch? I can just throat punch them, and they'll do it. And then, he said something, who did he s- I can't remember who he said he was going to kill. But he said, "Oh, I could just kill them, and it'll be done." Like, that time, though, he kind of laughs and walks away. And you're just like, and that's when you know he's joking...

Q: Mm-hm.

A: You know, I could, you know, I can kind of sense that joke. But he - he said several things like that.

Q: Okay.

A: And you're just like, okay.

Q: Has he made those statements about staff, specifically, aside from the incident here in question?

A: I don't know if he- I don't think I have overheard him saying anything directly, like, I'm going to punch you in the face. I don't think I have overheard that.

Q: Mm-hm.

A: Um, I don't think- I don't think so. I think it's more talking about vendors or other people, or that kind of thing.

Q: Okay.

A: And like, inter- sometimes he does weird interviews.

Q: Uh, how about other county staff outside of elections office?

A: Um - uh, he badmouths [redacted] a lot.

Q: Mm-hm.

A: Um, "[redacted] a child. I'm going to get [redacted] fired." Oh, that's the other thing, and that's not really a physical threat, but the threat of firing people is like, weekly. Uh, he's told me, hell, he's told me he's going to fire me like, five times, and he's going to have me removed immediately.

Q: Mm-hm.

A: Um, so he says that all the time, especially about [redacted] He - he does not like [redacted] at all.

Q: Has he ever made any threats against, whether joking or otherwise, against [redacted]

A: I thought he said one time he was going to slap [redacted], maybe. Um, I honest- I don't ever- can't remember, but I thought one time he said he was going to slap [redacted] 'cause [redacted] stupid or whatev- whatever he - whatever it was that he said.

Q: Okay. And these would be, just to confirm, these statements are statements that you personally overheard?

A: So the one about [redacted] I think it was an interview that he did. It was like, a podca- or, um, somebody was interviewing him. I believe it was outside of the courthouse. Um, he's told me to my face, 'cause I work with him on [redacted] the most, um, to my face, he's only said things like, [redacted] stupid, [redacted] doesn't have a law degree, [redacted] - I'm going to get [redacted] fired like, stuff like that.

Q: Mm-hm.

A: But the physical violence part, he's never said to my face, no.

Q: Okay. So the comments about slapping people around, throat-punching...

A: The DFM, the EIMS one, we...

Q: But you heard those comments?

A: ...yeah, and that's one we - the DFM one, we all heard. Yeah.

Q: Okay. And who would all be?

A: Um, I think it was [redacted] And I know [redacted] actually, followed up with an email saying, hey, how you replied, I'm going to punch this person, is appropriate.

Q: Mm-hm.

A: Like, you need to- like, you need to stop. Um, so.

Q: Okay.

A: Yeah. And I think I have that email.

Q: If you could provide a copy of that email, that would be, um, helpful.

A: And you might actually, be on that email.

Q: Is this the one relating to...

A: I gotta put it in my notes, or I'll forget.

Q: ...the training [redacted] on that report?

A: It might be, 'cause that's when he was really ticked off at me.

Q: Okay.

A: Sometimes this doesn't always work.

Q: That's okay.

A: It might be that (unintelligible). Oh, yeah, here it is. Uh, yeah, you are on it. It's from March. I need to just push a button, and then it (unintelligible). Sorry.

Q: That's okay.

A: (Unintelligible). Um, it says, [redacted] said, I simply stated that this training won't be helpful unless they had to access the master voter module. To which he replied with, I will go around and punch whoever I have to, to make sure they have access. And that was regarding, I think, IT and DFM, at that point.

Q: Okay.

A: And that was on - okay, every time I go to look at the date, it stops. But right around March 16, it looks like.

Q: Okay. I'll look into that. Thank you.

A: Mm-hm.

Q: Um, so during the incident, you mentioned [redacted] was [redacted] there, (Clint) was there. Was there anyone else in the proximity at that time?

A: um, so my office, um, 'cause I was getting up from my desk, and they were literally at my door. [redacted]. I don't know if [redacted] heard anything. I don't know. I don't know what [redacted] heard. From the beginning, the backstory...

Q: Mm-hm.

A: ...um, [redacted] was there for that bit of me...

Q: Mm-hm.

A: ...talking with [redacted] I - I think [redacted] was at - I think [redacted] I had come out off the phone. Um, so those [redacted] were literally, within three feet of me to really hear it.

Q: Okay.

A: And I don't - I don't know what the rest of the staff heard. There's probably ten feet away, [redacted] sits, but I know [redacted] always has [redacted] earbuds in. So I - I don't know if [redacted] heard anything.

Q: Okay.

A: Um, but in the - in the direct vicinity earshot, it would be the four of us.

Q: Okay. Um, [redacted] are you aware if they were in that day?

A: I can look.

Q: Okay.

A: I can look.

Q: Okay.

A: Yeah.

Q: Um...

A: [redacted]

Q:

A:

Q: [redacted]

A: [redacted]

Q: [redacted]

A: [redacted]

Q: [redacted]

A: [redacted]

Q: [redacted]

A: [redacted]

Q: Yeah. Um, you mentioned that he has a history of screaming and yelling at staff. Um, what has been your ob- your observations as far as that's concerned?

A: Um, I mean, he's told me like, yelling, I'm going to get you fired. And he always - he does like, this thing where he'll fake pick up a phone, "Let's just call (Monica) right now, and get you out of here. You want me to do it?"

Q: Mm-hm.

A: Like, he, I mean, he does that kind of stuff all the time, all the time. Um, yeah. Screaming might be a little bold. Probably, yelling.

Q: Are you aware if he's made any similar types of threats against anyone else in the office?

A: Um, he told [redacted] he was going to get [redacted] fired. He told [redacted] was going to get fired. He told [redacted] going to get fired. And he's also not giving [redacted] - whatever promotion he promised [redacted] which wasn't a thing. Um, he told [redacted] and he said that publicly, he's going to get [redacted] fired. Um, I'm trying to think of who else.

Q: Has he made any, um, physical threats against anyone else that you're aware of?

A: I don't think so.

Q: Okay.

Q1: In the - in the interview outside of the courthouse, did he threaten physical violence towards [redacted] or just said he would get [redacted] fired?

A: He said he'd get [redacted] fired. And I thought - I can't remember if - he does dozens, and dozens, and dozens of interviews. I could probably go back and try to find it, but I thought he said he was going to slap [redacted] or - or it was something like that. Like, something just, but it - that was clearly a joke, 'cause he laughed the whole time. But just that constant - he's always saying stuff like that.

Q1: Can you recall who was interviewing him?

A: If it's the one I'm thinking of, I thought it was [redacted] interviewing him.

Q1: Okay.

A: Um, But I can - I can try to find it.

Q1: Okay.

Q: Um, is there anything that the county can do to try and help ensure a safe work environment for you guys?

A: Um, I mean, he can go. No. I mean, we've talked before, and there's nothing anyone can do. There's - I mean, he's elected so no one can touch him, right?

Q: Mm-hm.

A: I mean, he sounds like it's to the point, like, where - I mean, there's nothing...

Q: Okay.

A: What can we do?

Q: Um, I do want to make sure that you're clear, though, that if there is physical violence or threats, things of that nature, those are things that we do have an

obligation to make sure...

A: Mm-hm.

Q: ...to address, and to stop, right, if they are occurring in the workplace?

A: Yeah.

Q: So I would just encourage you to report those concerns, um, to our office. You don't have to, um, you can call me personally. You can call [redacted] or...

A: Mm-hm.

Q: ...or anyone, and we're happy to receive that information. You can go through [redacted] if you feel more comfortable doing so.

A: Yeah.

Q: And [redacted] try and do it, you know, anonymously, since [redacted] can. Um, you know, or with details if you're okay with that, right?

A: Yeah.

Q: So, um, you know, it's - the county does not want to turn a blind eye if there's potential for physical violence in the workplace.

A: Mm-hm. Yeah.

Q: That's, uh, that's a big concern.

A: Yeah, it's going to escalate. He'll get worse.

Q: Have you...

A: The closer we get to June, he'll get worse. And then after June, he'll be worse.

Q: Have you observed any, or are you aware of any, um, physical altercations with any staff members?

A: No.

Q: Okay.

A: No. Our staff are pretty good. Like, um, if things get heated, they just walk- they're pretty good, and they just walk away.

Q: Mm-hm.

A: They're like, this isn't worth my time, you know?

Q: Right.

A: I kind of have that attitude too.

Q: Okay.

A: So.

Q: Um, is there anything else that might be relevant to this discussion that's worth sharing with us?

A: Um, I don't think so. I'll probably think of something in 10 minutes.

Q: And we're happy to follow up with you if you think of other things that we should discuss.

A: Okay.

Q: Um, we may also have a need to follow up with you after we talk to others. Okay?

A: Yeah. That's totally fine.

Q: So, um, we'll try and be flexible.

A: Yeah.

Q: Do you have other questions that you [redacted]

Q1: I have one more question.

A: Mm-hm.

Q1: So with the knocking incident, um, you said [redacted] was knocking and, you know...

A: I don't know who. I was on the other side of the door, so. I think it was (Clint).

Q1: Okay.

A: I'm not sure.

Q1: Um, did you receive the email from (Clint) saying that you're refusing to work with [redacted] before or after you heard the knocking?

A: Um, so I had got on the phone. I wasn't really like, watching my computer...

Q1; Mm-hm.

A: ...'cause I was trying to like, thumb through reports. Um, and while I was on the phone with [redacted] I think I was thumbing through the reports, and then I saw the email pop up. And then, probably, two minutes later the knocking had started. So between me seeing that email, and then the knocking started, maybe, another two minutes. Like I said, I was only - only on the phone maybe, five to seven minutes, like, if I had to guess. So yeah, the knocking started after the - after the email.

Q1: Okay. And do you still have that email?

A: Yeah.

Q1: Okay.

A: You want me to send that one too?

Q: That would be great. Um, you were on the phone during some of what occurred. It sounds like you made reference to [redacted] that someone was knocking at your - on your door.

A: Mm-hm.

Q: You weren't still on the phone with anyone at the point in time that (Clint), um, opened - you opened the door and had that conversation...

A: No- oh, no, I hung- yeah, no, I hung up...

Q: Okay.

A: ...and then I opened the door. Because [redacted] said, um, I'll - I'll call him right when we hang up.

Q: Mm-hm.

A: So then I opened the door. He made the comment about...

Q: Mm-hm.

A: ...personnel dragging me out by my hair. And then, literally, as I'm like, processing what he said, his phone rings, and he picked it up, and walked away.

Q: Mm-hm. Okay.

A: Yeah.

Q: Um, did you share this with anyone, uh, after this incident? I understand others were talking about it, but did you...

A: Mm-hm.

Q: ...share what happened with anyone...

A: Um, I told [redacted].

Q: Mm-hm.

A: [redacted] And then my face, [redacted] like, "What is wrong with you?" And I was like...

Q: Mm-hm.

A: ...this just got told to me, and it was really weird. I also, put it - we have like a [redacted]

Q: Mm-hm.

A: Um, so I put it in there so that m-[redacted]

Q: Okay.

A: ...we knew. 'Cause I want - and with - talking with [redacted] said it's always really good to document something just so you have like, a time stamp of when something happened.

Q: Mm-hm. Mm-hm.

A: So I remember doing that. And also, trying to give them a little bit of warning, like, hey...

Q: Yeah.

A: ...this happened, beware, kind of thing.

Q: Okay.

A: Um, but I know, um, of course, it's hot gossip, so I'm sure (unintelligible).

Q: Um, would you be able to share with us your time stamped, um...

A: Yeah.

Q: ...Teams message?

A: I'm pretty sure it was a Teams message. 'Cause I don't think I called each of them individually. I'm sure it was in this chat. Let me go - what did I say, March? What was the date, March 27...

Q: 27th.

A: Blocked it out from memory. It happened in the morning? Oh, you know what, I didn't put it in the chat. Maybe, I did call each of them. 'Cause here's, uh, at 11:04, [redacted] asked if everything's okay.

Q: Do you remember the approximate time this occurred?

A: It would have been before 11:04.

Q: Okay.

A: Um, I can - when I pull that email, that'll give a better...

Q: Okay. Yeah. If you have something along those lines that you can forward to us after you're...

A: Yeah.

Q: ...back at your desk, that would be great.

A: Yeah. Yeah. Also, I have my little list. Um, I think I did call each of them. I know [redacted] was on vacation that day. (Unintelligible) that day.

Q: Is there anyone else you think we should talk to about this?

A: Um, I called [redacted] I don't know who you talked to so far, but [redacted]

Q: Mm-hm.

A: I don't know if you - [redacted] or (Clint) - I don't - I'm sure they'll deny it. [redacted]

Q: Mm-hm.

A: ...three feet away. Um, I think that's it. I mean, I told [redacted] like, the after piece...

Q: Mm-hm.

A: ...so I don't know if you want to call [redacted] in to get - but [redacted] wasn't there. Um (unintelligible).

Q: Okay.

A: Yeah.

Q: Great. Well, anything else you can think of?

Q1: Uh, yeah, last question, I think.

A: Mm-hm.

Q1: Did you notice if he tried to like, jiggle the handle of your door...

A: No.

Q1: ...or try and open it in any way?

A: Uh-uh. No.

Q1: Okay.

A: And he c- it's un- I mean, I don't have a lock. He could have - yeah. Yeah. I remember thinking about that afterwards like, if he were to just walk in. Like, uh...

Q: Yeah.

A: ...just walk in. Like, it's fine. And you would have seen me on the phone. Um, yeah. No.

Q1: Okay.

A: Yeah, I didn't hear anything, so.

Q1: Okay. That's it.

Q: All right. Well, I'm going to end the interview. Um, we'll follow up with you if we need to.

A: All right.

Q: Okay?

A: All right.

Q: It's, uh, 3:00, right now.

The transcript has been reviewed with the audio recording submitted and it is an accurate transcription.
Signed: _____

Exhibit T
Transcript of Interview with [redacted]

INTERVIEW WITH [redacted]
Q=Monica Fugitt
Q1=[redacted]
A=[redacted]

Q: All right. It's April 9. It's 4:15. My name is Monica Fugitt, Director of Support Services. Um, and, um, I'm going to do some quick introductions. We'll go to my right first.

Q1: [redacted] Personnel Manager in Support Services.

A: [redacted]

Q: Okay. Great. Thank you, [redacted] Um, so since we're on the record, I just want to confirm I have you consent to record?

A: Mm-hm.

Q: Okay. Um, and as was described in the notice, I'm investigating a matter involving your department. Um, you were identified as someone who may have been witness to the events. Um, I have been tasked as a neutral fact finder. Um, my role is just to gather the evidence, um, to review and make findings based upon the evidence. Um, I am not a decision maker as to what occurs with that information. Um, when we make findings, we do it based on a preponderance of the evidence. Is it more likely than not that something may or may not have occurred? Um, please note that I may ask questions. I would encourage you not to assume any sort of, uh, support for or against any...

A: Mm-hm.

Q: ...allegations based upon my questions. I just need to make sure I cover all my bases. Okay?

A: Okay.

Q: Um, if there's something you feel I haven't covered at the end, you're welcome to provide that information to me, as well.

A: Okay.

Q: Okay? I want to make sure we (unintelligible) this thing out for - thoroughly. Okay?

A: Okay.

Q: Um - uh, it is important, and we are requesting that you keep things confidential. Um, we want to make sure that this is a fair investigation, and that no witness accounts are unduly influenced by anyone else. So...

A: Okay.

Q: ...if I ask you questions, and you provide answers, I just ask that you keep that to yourself. Um, and, um - uh, yes, did you have a question?

A: How long is this going to last?

Q: Uh, we should not be very long.

A: Okay.

Q: Um...

A: 'Cause I was just thinking today's the filing deadline.

Q: Mm-hm.

A: [redacted]

Q: Okay.

A: So, but as long as this is going to be short.

Q: I think we'll probably, have you 15 minutes.

A: Okay.

Q: Some of it depends on the information you provide us. If you need to leave, we can reschedule and follow up tomorrow. Okay?

A: Okay.

Q: So just, you just let me know. What's your hard stop? Oh, that clock is wrong.

A: Oh.

Q: Excuse me. It is, um, 4:17 right now.

A: I - I'd like to be done by 4:35 just so I can go downstairs...

Q: Okay.

A: ...and make sure no one needs to file.

Q: Okay. All right. Well, I'll keep that in mind. We'll keep an eye on that.

A: Okay.

Q: And if we're not done, again, uh, I don't want to rush this, so we can always follow up. Okay?

A: Okay.

Q: Um, so I also, just want to make sure you know the county prohibits retaliation. Also...

A: Yeah.

Q: ...retaliation is prohibited by law, um, against anyone who may have participated in this investigation. So if you're facing any retaliation, or you're aware of anyone else who may be facing retaliation, I encourage you to bring that to us. Okay?

A: Okay.

Q: So I'm going to get started. Um, first of all, um, what is your position, [redacted]

A: [redacted]

Q: Okay.

A: [redacted]

Q: [redacted]

A: Yeah.

Q: Okay. Um, what is your regular working schedule?

A: Um [redacted]

Q: Okay. Okay.

A: But before that, it was [redacted]

Q: Okay. Perfect. And, um, where's your work location, your physical work location?

A: [redacted]

Q: Mm-hm. Okay. And do you ever work at the Market Street location?

A: [redacted]

Q: Okay. Um, and when would that be?

A: [redacted]

Q: Okay. What is your working relationship with Mr. (Clint) - Mr. Curtis, excuse me, Mr. (Clint) Curtis?

A: He's my - he's the head of our department.

Q: Okay. And how is that working relationship?

A: It's good.

Q: Okay.

A: Yeah.

Q: Um, do you work with him on a daily basis, on a weekly basis? What does that look like for you?

A: Um, I would say daily, for the most part.

Q: Okay.

A: Mm-hm.

Q: Um, and does that communication happen in person, via email? What does -

what does that look like for you?

A: Um, it's usually in person.

Q: Okay.

A: Yeah. But sometimes he does send emails.

Q: Okay. And how - how does he communicate with you?

A: Uh, either by email or verbally in person.

Q: Okay. So if - if you're communicating with him in person, how is the communication between you?

A: It's good.

Q: Okay.

A: Yeah. Sometimes he can't hear me, so I have to speak up.

Q: Okay.

A: Um, 'cause he just, you know, he's got hearing loss.

Q: Okay. Um, does - do you find, um, have you had any concerns with his communication with you?

A: No, I haven't.

Q: Okay. All right. How about, have you observed any, um, concerns regarding his communication with other - other staff?

A: Uh, no, I haven't. It seems like, um, he's always in a good mood, and he's always cracking jokes, you know.

Q: Okay.

A: And most people are - most people enjoy his sense of humor, it seems like.

Q: Okay. Um, tell me a little bit about his humor and his jokes.

A: Yeah.

Q: What does that look like?

A: Uh, well, sometimes it's self-deprecating, you know?

Q: Mm-hm.

A: Um, or just saying something to be funny, usually, not, um, not directed towards any person, individual, just kind of off-the-cuff humor, you know?

Q: Okay. Do you have any examples?

A: I don't - I'm not very good at, uh, making the details. Let me see. Well, a lot of times he'll make jokes as, you know, as his former pr- profession as a lawyer, and stuff like that.

Q: Okay. So he make- poking fun at...

A: Saying he likes to sue people, but...

Q: Okay.

A: ...uh, not - not directed at anyone in particular...

Q: Mm-hm.

A: ...you know? Just kind of, that was his previous profession, so.

Q: Okay. Have you ever heard any jokes that might, um, involve, um, like, physical elements?

A: No.

Q: Like, slapping, or hitting, or things of that nature?

A: No, no, no, no, no.

Q: Okay.

A: Definitely not.

Q: Um, so setting all of that aside, I was informed of, um, an incident that took place on Friday, March 27, where Mr. Curtis was attempting to obtain a report from staff. Can you - do you recall that incident, and can you share your roll in that?

A: Friday, March 27? Was that a report of the voter rolls?

Q: Yes.

A: Oh, okay.

Q: Yes.

A: Um, yes. So, um, it was - I don't know what time - it was, maybe, it was probably around 8:00, 8:30.

Q: Mm-hm.

A: Um, and (Clint) wanted [redacted] to - to show us how to [redacted].

Q: Okay. Um...

A: Was that the incident you're talking about?

Q: ...so this would have been - I - I'm aware of that incident. And...

A: Yeah.

Q: ...and just to clarify, my understanding of that incident was there - he showed you how to run a report, and then there was a concern about some of the information that may have been released, correct?

A: Well, he - so th- there's more to that story. [redacted] didn't want to show us how to do it.

Q: Mm-hm.

A: [redacted] was insubordinate. [redacted] wouldn't do it.

Q: Mm-hm.

A: And he actually, (Clint) was standing there with - and he asked [redacted] to come in the office.

Q: Mm-hm.

A: And we were both - we were all four of us standing in [redacted] office.

Q: Sure.

A: And, um, (Clint) says, I want you to show them how to, um, [redacted]

roll, and [redacted] said, no. And [redacted] said, [redacted] wasn't going to. And we're just sitting around like, oh, okay. And then [redacted] actually, got out of [redacted] desk, and left the office.

Q: Mm-hm.

A: And we're all three just standing in [redacted] office.

Q: Okay.

A: And then when [redacted] came back, I don't know, maybe, three minutes later...

Q: Mm-hm.

A: [redacted] sat down [redacted] desk, and (Clint) again said, "I want you to show them how to [redacted]

Q: Mm-hm.

A: And [redacted] like, "Well, we can't - it's - we'll have to get permission from DFM. We have to get permission from [redacted] and I can't do it." And then, (Clint) just stood there like, "I want you to show them how to [redacted]

Q: Mm-hm.

A: And then [redacted] finally, um, breezed through it like, uh, breakneck spree-speed, you know.

Q: Mm-hm.

A: It takes me maybe, five or so minutes to do it, but [redacted] did it in probably, 30 seconds.

Q: Right.

A: And then, um, [redacted] were like, well, hold on a second, what did you just do? 'Cause we both had our notepads ready to...

Q: Mm-hm.

A: ...take notes. And [redacted] went through the sequence so fast that we couldn't really tell what [redacted] had just done.

Q: Mm-hm.

A: Um, so [redacted] did it a couple of other times. And then, just was like, that's it. Like, [redacted] didn't give us any more information. [redacted] didn't give us any context of things that we should watch out for.

Q: Mm-hm.

A: [redacted] didn't, um, [redacted] basically, just, uh, did the bare minimum, I would say, bare minimum.

Q: Mm-hm. Okay.

A: And [redacted] was agitated.

Q: Mm-hm.

A: Uh, [redacted] was very angry. It seemed like [redacted] was, um, it seemed like [redacted] was angry at everybody in the room.

Q: Mm-hm.

A: You know what I mean?

Q: Okay.

A: And it seemed kind of like [redacted] wanted us - kind of like [redacted] wanted us to fail.

Q: Mm-hm.

A: Like, [redacted] didn't - [redacted] wasn't doing [redacted] due diligence. Like, [redacted] wasn't trying to do a good job.

Q: Okay.

A: Yeah.

Q: So I want to fast-forward you past that event. Um, my understanding is Mr. Curtis had asked for a report that would show the in-person voters from the last election.

A: Mm-hm.

Q: Does this jog your memory?

A: Um, yes.

Q: It would have been within the last two weeks.

A: Yes.

Q: And, um, it's my understanding that, um, you were trying to work with [redacted] to get that information.

A: Um, so initially, I, um, I ran the report, and, uh, the in-person voting didn't come up. There was only like, 11 people listed...

Q: Okay.

A: ...as having voted in person. So I went to [redacted]

Q: Okay.

A: And I said, [redacted] um, why didn't the [redacted] show up on this report? And I told [redacted] the type of report that I ran.

Q: Mm-hm.

A: And [redacted] said, "I don't know. Um, but the person who would know that is [redacted]

[redacted] Mm-hm.

A: So [redacted] and - so I and [redacted] I mean, I and [redacted] walked over to [redacted] office.

Q: Okay.

A: Together. And [redacted] said, um, something like, um, [redacted] looking for the in-person vote. Can you run a yes, no report? I don't know how to run this report," [redacted] said.

Q: Okay.

A: That's what [redacted] said. And - and [redacted] was like, "No, no, I can't do that." And then, [redacted] started like, um, accusing me, like, "Why do you need this? What are you going to do with this?" You know?

Q: Mm-hm.

A: Um, and [redacted] like, "We can't do that. We can't release that." Even though [redacted] - [redacted] knew it was for (Clint), and (Clint) was asking for that. [redacted] was like, "We can't do that." Um, and [redacted] always been like, very, uh - um, kind of toxic, I guess. Like, I'll say, hey, good morning, [redacted] and [redacted] won't say anything.

Q: Mm-hm.

A: Um, and [redacted] won't even like, look at me.

Q: Mm-hm.

A: And so, and normally like, you would just stop- stop talking to a person like that.

Q: Right.

A: But I continue to, you know, try to create a friendly atmosphere with [redacted]

Q: Mm-hm.

A: Um, but [redacted] still very much like - so [redacted] said, "No, we can't do that." Um, you know? And then, [redacted] and then, (Clint), um, so - so I'm trying to think what happened next. So I told (Clint), I was like, I think I went in his office. I said, well, [redacted] is not going to run that report. [redacted] won't do that.

Q: Mm-hm.

A: And (Clint) said, "Well, I will ask [redacted] to do that." So [redacted] (Clint) sent [redacted] an email, I guess.

Q: Mm-hm.

A: And said, "I want you to run that report." And, um, and then (Clint) was, um, you know, [redacted] was trying to knock on [redacted] door to see if [redacted] would answer, and [redacted] didn't.

Q: Mm-hm.

A: Um, but [redacted] was in there.

Q: Okay.

A: Uh, 'cause, um, then [redacted] came by and knocked on [redacted] door.

Q: Mm-hm.

A: 'Cause I kind of knocked on it lightly, but [redacted] didn't answer. So I just left. But [redacted] came and like, started knocking loudly.

Q: Mm-hm.

A: And then, um, I think eventually, it seemed like [redacted] was hiding out for a little bit.

Q: Okay.

A: Like, [redacted] wasn't answering to anybody.

Q: Uh-huh.

A: Not even [redacted] who n- normally, [redacted] friendly with.

Q: Sure.

A: So, um, then, like, 10 or 15 minutes later, um, (Clint) - [redacted] opens [redacted] door, (Clint) goes in there, and [redacted] says, "Oh, I'm so sorry, I don't know how to run that kind of report. I don't know how to do that."

Q: Mm-hm.

A: Um, and so [redacted] acted like [redacted] didn't know, when just a moment previously, [redacted] was very defiant to me saying, "You can't have that information. I'm not going to give you that."

Q: Right.

A: So [redacted] was acting to me as if [redacted] knew what I needed and wanted, but [redacted] wasn't going to do it.

Q: Mm-hm.

A: And now, when (Clint) comes in, [redacted] saying, "Well, I don't even know what you- what- how to do that." Uh, and [redacted] you know what I mean?

Q: Right.

A: So I don't know. Just some inconsistency there. I don't know what- maybe [redacted] honestly didn't know. I don't know. But that's not the attitude [redacted] was...

Q: Mm-hm.

A: That's not the information [redacted] was conveying to me.

Q: Okay. Were you there when, um, [redacted] eventually opened the door?

A: Yeah, I was there.

Q: Okay. Um...

A: And, um, and I was there with (Clint).

Q: Mm-hm.

A: And [redacted] was like, "Oh, I'm so sorry. I - I can't help you. I don't know how to do that kind of report." You know?

Q: Mm-hm.

A: And then, I just walked away.

Q: Okay. Did he make any statements towards [redacted] at that moment?

A: Um, no, I don't think he did. He just kind of walked away too.

Q: Okay. Um, do you know while [redacted] was - what happened after that?

A: Oh, after that. Okay. So then, um, (Clint) decided to call [redacted]

Q: Okay.

A: So he was on the phone with [redacted]

Q: Okay.

A: And, um...

Q: Is that when he left?

A: He was down on the other side of the building.

Q: Mm-hm.

A: And [redacted] and then [redacted] was like, in the [redacted] where the [redacted] ice is.

Q: Mm-hm.

A: Um, and [redacted] and then [redacted] was in there talking with, um, with [redacted]

Q: Uh-huh.

A: And then, I was - I think I asked one other question like, oh, well, (Clint), you know, wanted such and such. Or I think it was having to do with anyway, uh, I don't remember exactly what the next thing was, but...

Q: Mm-hm.

A: ...I - it seemed like, then (Clint) was just talking to [redacted] and he had got it all figured out with [redacted]

Q: Okay.

A: Like, it was no longer an issue, so I just walked away.

Q: Okay. Um, when this event elapsed, um, you mentioned that it took [redacted] about 10 to 15 minutes to come out of [redacted] office, right?

A: Yeah.

Q: Um, did Mr. Curtis make any comments about [redacted] not answering [redacted] door?

A: To me?

Q: To [redacted]

A: To [redacted]

Q: ...when you were present?

A: No.

Q: Okay. So he op- [redacted] opens the door, and he said nothing to [redacted]

A: He said, um, you know, "I want this report." And [redacted] like, "Oh, I'm so sorry. I don't know how to do that report." You know?

Q: Okay.

A: So.

Q: So, um, are you - were you aware of any comments about having [redacted] removed from [redacted] office because [redacted] would not answer [redacted] phone- [redacted] door?

A: Oh, um, [redacted] - okay. He didn't say that to [redacted]

Q: Okay.

A: Um, so we were knocking on the door, you know. It wasn't clear...

Q: Mm-hm.

A: ...if [redacted] was in there at that point or not.

Q: Mm-hm.

A: And, um, (Clint), you know, he - he was just like, you know, "Why - why are people with their doors closed? Like, why are people hiding in their office with their doors closed?"

Q: Okay.

A: That type of thing. He said that to me.

Q: Okay. Did he make any comments about having [redacted] removed from [redacted] office by personnel?

A: Um, I don't think so.

Q: Okay. How about having [redacted] door removed?

A: No.

Q: Okay. Um, is there a reason why you- they would- this statement would be made to...

A: I think, um, well, again, it's kind of, it goes into that insubordination thing, you know?

Q: Okay.

A: So it seems like people are, and - and [redacted] in particular, [redacted] kind of like, [redacted] very particular about people knocking on [redacted] door.

Q: Mm-hm.

A: And [redacted] doesn't want, you know, like, [redacted] wants people to knock and then wait, if they hear, then open it, that type of thing.

Q: Okay.

A: And some people who are new in the office don't understand [redacted] preferences...

Q: Mm-hm.

A: ...and [redacted] like jumps- jumps at them.

Q: Okay.

A: Like, bites their head off type of thing.

Q: Okay.

A: Um, so...

Q: So he didn't make that comment to [redacted] but did he...

A: No.

Q: ...make any similar comments to you about [redacted]

A: Um, no, he was just like, I don't understand why [redacted] not opening [redacted] door. You know?

Q: Mm-hm.

A: This - I don't understand why people are hiding away in their - in their offices, you know...

Q: Mm-hm.

A: ...that type of thing.

Q: Okay. Um, has he made any, um, any sort of threats towards staff that you have observed?

A: No.

Q: Okay. Um, let me collect my thoughts here for a second. Um, do you believe that there's any sort of, um, excuse me, do you believe that there's any legitimate concern of, um, of harm towards staff?

A: No.

Q: Okay.

A: No.

Q: Um, have you - has he expressed with you his frustrations towards [redacted]

A: Uh, towards [redacted]?

Q: Mm-hm.

A: Um - uh, here and there, but I don't think it's anything like, uh, you know, not - not while at work, but, you know, off the clock.

Q: Okay. Okay.

A: Yeah.

Q: Uh, would those comments have involved any sort of physical element such as...

A: Absolutely not.

Q: Okay. Um, is there any reason why staff - other staff's accounts of events would differ from yours?

A: Um, I don't know. But I can tell you that it's kind of a hostile working environment. Um, the [redacted] in the office are not friendly towards the [redacted]

Q: Mm-hm.

A: And they've kind of formed like a little gang.

Q: Mm-hm.

A: So it's like, the [redacted]

Q: Mm-hm.

A: And there's a lot - there's a lot of animosity. Like, I kind of explained the climate earlier...

Q: Sure.

A: ...where [redacted] won't even say good morning.

Q: Mm-hm.

A: Um, so that's kind of the - the climate of the office, I guess.

Q: Okay.

A: So they're definitely - I feel like they're, um, and I can speak for myself. Like, I kind of feel like they're not very helpful, and they're actually often setting traps to...

Q: Mm-hm.

A: ...to trap - and trap other people.

Q: Mm-hm.

A: So purposefully, not telling them certain things that they know will get them in trouble if they don't know.

Q: Okay.

A: You see what I'm saying?

Q: Yeah, I do. Mm-hm.

A: So I feel like, um, I do kind of feel like it's, uh, a bit of a hostile environment because of the existing staff there.

Q: Mm-hm.

A: Um, and I feel like, um, I - my intention is just to do the best that I can, you know, and to help people.

Q: Mm-hm.

A: So I'm willing- I will help anybody whether, you know, they're friendly to me or not because I want to get the job done, and I want to be, you know what I mean, like, I want to be cooperative.

Q: Right.

A: I want - I want the office to work well together.

Q: Mm-hm.

A: Um, but I just sense that there's often, um, just kind of like, a sinister element, um, there behind the training that I've received so far. I've only been here a couple months, so...

Q: Okay.

A: ...um, but I feel like there's often like, this sinister element where, um, you know, let's - let's set [redacted] up for this, so that [redacted] won't realize [redacted] walking into a trap, you know?

Q: Right.

A: So, and that's kind of how I felt like that training went on to, um, with [redacted]

Q: Mm-hm.

A: So I'm always kind of, uh, having to do a lot of research on my own, make sure that I've actually been given the correct information before I make a misstep. You know what I mean?

Q: Yeah. Okay. Um, well, I know we're close to your time. Um, so I just want to, um, confirm that, you know, on this - in this particular incident...

A: Mm-hm.

Q: ...where Mr. Curtis and [redacted] um, had this communication at [redacted] doorway...

A: Mm-hm.

Q: ...there was no statement made that he would pull [redacted] out, or - or have [redacted] pulled out of [redacted] office.

A: No.

Q: Okay.

A: Yeah.

Q: Whether - and I'm not necessarily, saying he personally.

A: Uh-huh.

Q: But was there a statement that HR would do that, or that anyone else would do that?

A: No, not to pull [redacted] out. I mean, but yeah, he did - I think he did mention something about HR. Like, he's going to have to contact HR. But he wasn't talking to [redacted] at that moment. He was just talking to me.

Q: Okay. Was there anything else that he said to you that might be relevant or important for us to know in case it comes up in the context of this investigation?

A: Um, I don't think so.

Q: Okay.

A: Yeah.

Q: Do you recall who else might've been present at the time?

A: Um, at the time when he was...

Q: Mm-hm.

A: ...talking about that?

Q: Yeah.

A: Uh, well, it was just him and I standing outside of his door.

Q: Mm-hm.

A: And then [redacted] was over in [redacted] over there.

Q: Okay.

A: Um, probably, like, 30 feet away.

Q: Okay.

A: Um, 20 or 30 feet.

Q: Mm-hm.

A: And then [redacted] was probably another 30 feet that way at [redacted]

Q: Okay.

A: Um, that's how I remember it.

Q: Okay. Um, I will cut us off here.

A: Okay.

Q: But I will just say that with a caveat that I may need to follow up with you. Okay?

A: Okay. That's fine.

Q: Um, so if - so, are you working tomorrow? Could I follow up with you tomorrow, as needed?

A: Yes.

Q: Okay. All right. I'm going to go ahead and end our clock here. It's 4:40. And, thank you.

A: Yeah. You...

The transcript has been reviewed with the audio recording submitted and it is an accurate transcription.
Signed: _____

Exhibit U
Transcript of Interview with [redacted]

INTERVIEW WITH [redacted]
Q=Monica Fugitt
Q1=[redacted]
A=[redacted]

Q1: Sorry.

Q: Uh, all right. So we are on the record. It's Friday, April 10. It's 12:06. My name is Monica Fugitt, Director of Support Services. And we're going to do quick introductions.

Q1: [redacted], Personnel Manager in Support Services.

A: [redacted]

Q: Okay. Great. So [redacted] since we're on the record, I just want to confirm I have your consent to record this interview?

A: Yes.

Q: Okay. Um, so we went over your notice. I am investigating a matter involving your department. Um, you are identified as someone who might have some information that's relevant to the investigation. Um, I know you have had some experience with this process, but I just want to remind you that it's my role to be a neutral fact finder, um, to gather the facts and the information, and to make findings based upon what information I receive. I am not the decision maker, as far as what happens with that information. Um, but I am the investigator who's assigned, and [redacted] second chair, as we call it. Um, so if you have any questions as we go, or if there's anything that you think of after we leave today, there's opportunities to provide that information. Okay?

A: Okay.

Q: Um, if you need to take a break, also, just don't hesitate to ask. Um, we talked about just responding openly, and honestly. It's really important that we get a full account of - of the events and full responses to the questions we ask so we can make sure that we're thoroughly investigating the matter. Um, it's also really important that you don't discuss the specific questions I ask you, or the answers that you give with anyone else. We want to make sure we're maintaining the integrity of the investigation, and that there is no in-

uh, influence on anyone else who participates. Um, and then last, but certainly not least, we discussed retaliation. It is prohibited by law and by county policy. So if you believe that you or others are experiencing retaliation for participation, I just ask that you let us know as soon as possible, and we will do what we can to d- to address that behavior. Okay?

A: Mm-hm.

Q: Do you have any questions before we jump in?

A: No, I do not.

Q: Okay. Um, so how long have you been with the Elections Department?

A: [redacted]

Q: Okay.

A: [redacted]

Q: Um, and what's your regular working schedule?

A: [redacted]

Q: Okay. And do you have a primary work location?

A: [redacted].

Q: [redacted]

A: I do.

Q: Okay. Who do you report to in your position?

A: [redacted]

Q: Okay. Um, and do you work with Clint Curtis?

A: Yes, I do.

Q: Okay. And what does that look like for you?

A: Hostility.

Q: Okay. Do you work with him on a daily basis, on a weekly basis? What - how

often do you work with him directly?

A: Um, multiple times a week, he'll contact me for different things.

Q: Does he contact you via email, or in person?

A: Both.

Q: Okay.

A: Mostly in person. I put it back in email.

Q: Okay. And, uh, you mentioned hostility. So tell me, what's your working relationship with him? What does that mean?

A: Um, just he - I don't know how to explain it. It's his approach when he comes in. He's very demanding, um, and expects you to drop everything that you're working on, and go help other people.

Q: Mm-hm.

A: That is not what I normally do. And when I tell him that I have deadlines that I'm supposed to be meeting for the state, he tells me he doesn't care, and I'm going to do what he tells me to do when he tells me to do it.

Q: Okay. What's his demeanor like in these conversations?

A: He's just, to me, it feels aggressive.

Q: Mm-hm.

A: His tone, his body language.

Q: Can you describe it?

A: It's just, the body language, the way he stands, and then the tone of his voice. It's like, an assertive...

Q: Mm-hm.

A: ...type thing. And then, he'll laugh.

Q: Okay. Does he joke often with stuff?

A: Not really.

Q: Okay. Um, so as far as him being demanding, is, uh, and his requests to drop everything...

A: Mm-hm.

Q: ...um, have there, in those conversations, what types of comments is he making? Can you give me a specific example?

A: Um, that it doesn't matter what my job is. My job is to do whatever he tells me to do. And if I don't like it, he can find me another position in the county, or I can leave.

Q: Okay. Um, have you ever heard him make any inappropriate comments at work?

A: Yes. That was under our last investigation.

Q: Okay. Can you give me some examples?

A: Um, putting his hand on my shoulder, telling me I'm pretty, that I should be in photos with him. Um, his inappropriate comments of that I don't know how to do my job because I'm a female. Uh, his age discrimination against me that I may be too old to do my job, yet I've never had a problem. All my evaluations come back at meeting or exceeding expectations.

Q: Mm-hm. Okay. So, um, I want to break it down a little bit. So he has put his hand on your shoulder, told you, you're pretty. I understand that you've already gone over this with other investigators, but how often is behavior like this occurring?

A: Not stopped.

Q: Okay. So was that a w-...

A: Finally.

Q: Was that an isolated incident, or did that happen...

A: It happened a few times.

Q: Okay.

A: And I've had to remind him multiple times that I have asked not to be filmed, that I have put it in writing that I did not want to be filmed.

Q: Mm-hm.

A: Um, that I have no interest in being in his productions that he does with the news, or anything else.

Q: Okay. Has he attempted to film you without your knowledge?

A: Um, no. But even when I tell him, when I know he's filming, and I tell him I don't want him to film, he said it doesn't matter. He's the only one that's going to see it. He's going to film it, so that he can make other films off of it.

Q: Okay.

A: And he's filmed me.

Q: Um, when would he be filming? Can you help me understand that...

A: Um, he was asking me questions about the cages, and how they go together, and what's in 'em, and what it's used for.

Q: Mm-hm.

A: Um, I showed him. It's also, in the full worker manuals. It's also, in the guide to pulling place setup. I gave him access to both of those, hard copies, as well as where it lives in the L-Share. Um, that's another thing that anytime I refer to where something is housed in the computer system...

Q: Mm-hm.

A: ...in the L-Share, he'll tell me that he doesn't want to know where it's at, that I just have to give it to him in a paper copy.

Q: Okay. Um, so how do you know he's filming you when this is happening?

A: Um, because he had [redacted] sitting there, and said, "Record this." And [redacted] pulled out [redacted] work cell phone, and started recording.

Q: Okay. So when you asked him not to, did he cease recording?

A: No.

Q: Okay. Um, how often has that happened?

A: A couple of times.

Q: Okay.

A: About two times in the last month. And I did put in an email that, again, I did not want to be recorded, and to please not use the recording of me that he had just done.

Q: Okay.

A: And his response was that he was going to make a new recording off of it, and he would be the only one that saw it.

Q: Okay. Um, is this typically, when he's asking you questions? It sounds like, he's interviewing you about a process and...

A: Uh, yeah.

Q: Okay. Um, all right. You talked about, um, comments he's made about your age.

A: Mm-hm.

Q: Um, can you restate that for me?

A: That he told me that I might be too old to do my job.

Q: Okay. And...

A: And that was in reference to me saying that we needed additional help because some of the cages weigh 800 pounds.

Q: Mm-hm.

A: There's 63 of them that I push around repetitively for weeks at a time all day long. Um, and a lot of the items inside the cart, the UPS that's inside the cart is 89 pounds on its own that we have to move around inside that cart.

Q: Okay.

A: So, you know, it gets a little wearing.

Q: Mm-hm.

A: And I need the extra help to be able to get through the cages, and...

Q: Mm-hm.

A: ...push them, and stuff like that, especially in the limited space that we have.

Q: Mm-hm.

A: That there's risk to bodily injury. And I had reported that to him last year. Um, especially since the service elevator doesn't meet the floor upstairs.

Q: Mm-hm.

A: And when you try and take the cages in through the elevator, and it wound up in an injury last year, which was mine.

Q: Okay.

A: I got smashed 'cause the cage dropped through - the wheels dropped through the floor between the elevator and the...

Q: Mm-hm.

A: ...building.

Q: Okay. Um...

A: And of course, it was [redacted] in the building that had to then lift the end of a 700-plus pound cage to get it out.

Q: Mm-hm. Um, did you end up - did he provide you any assistance when you requested it?

A: No.

Q: Okay. Um...

A: And that was his, that maybe, I was too old to do my job.

Q: And can you give me an idea of when this occurred?

A: Uh, that was during the last election.

Q: So October or November?

A: November 2025.

Q: Okay. Uh, was that a - was that the only time he made a comment of that nature?

A: About my age, yes.

Q: Okay. Um...

A: He's made numerous comments about me being a female, and maybe, not being able to do my job because, uh, I do the [redacted].

Q: Mm-hm.

A: So it's [redacted].

Q: Uh-huh.

A: So he's made the comments that, that's more of a man's job, and maybe I'm not - I don't know how to [redacted] 'cause I'm a female.

Q: Okay. And is that, um, I heard you say multiple.

A: Mm-hm.

Q: How often would you say that's occurring?

A: Um, I would say there was at least 20 different occasions that he made that reference, and it was because he wanted [redacted] put at all the polling locations, and I told him it was not feasible. And that was because I told him that none of the [redacted] - well, very few of the [redacted] of the 63 precincts were [redacted]. And that I cannot make them compliant 'cause I can't [redacted], and I cannot [redacted]. So that - and it's not against the law to have them [redacted]. So he wanted me to look into doing [redacted]. So I have spent six months now on [redacted] investigations...

Q: Okay.

A: ...at exorbitant costs.

Q: All right. Um, so I want to take - take a step back to the - the cages, um, and the, uh, movement of those cages. Um, you didn't get any help with that process. What would that typically look like for you in, uh, in an election process, setting aside Mr. Curtis?

A: Um, in the past, I always had quite a bit of extra help. They made sure that

they were younger, mostly men...

Q: Mm-hm.

A: ...that were younger that had more muscle tone...

Q: Okay.

A: ...and able to help move things around faster.

Q: Okay. Typically, and - and just to confirm when you say extra help, you mean extra help in the sense of the county having an - an employee that's an extra help employee?

A: Yes.

Q: Okay.

A: Extra help is normally brought in before each election.

Q: Mm-hm.

A: They would make sure that they had some that were younger, more physically able for doing things like that. Mr. Curtis said that he would supply me with people. He s- tried to supply me with an [redacted]

Q: Okay. Um, have you ever, uh, been witness to comments of physical, uh, violence towards another person?

A: No, I have heard about it.

Q: Okay.

A: I was at [redacted].

Q: Okay. And just, and I'm asking generally, not necessarily, about a specific date. Have you ever heard Mr. Curtis make any comments of phys- about physical violence toward another employee?

A: No, just firing them if they don't do what they're going to say.

Q: Okay. Um, has anyone else reported to you that those types of comments have

been made?

A: Yes.

Q: Okay. Can you tell me about those - those individuals who may have reported that to you?

A: Um, I will not say their names. I won't put them out there.

Q: Okay.

A: Um, but they, as a union, I'm part of my union board, and so they came to me to report it. So, um, I got them in contact with [redacted] who is our union representative...

Q: Mm-hm.

A: ...and let [redacted] talk to them about it.

Q: Okay. Okay. And how long ago would this have been?

A: Um, it was a few weeks back when they came to me, and told me that, um, he made threats against a [redacted] physical threats. And it was a couple weeks before that when they - when a different one came to me, and said that he made a verbal threat towards [redacted].

Q: Okay.

A: That were threatened, not that came and talked to me...

Q: That reported it. Okay. Okay. Do you believe that there is any potential, uh, threat of harm?

A: From him?

Q: From Mr. Curtis?

A: Um, I don't know. I try and keep my distance as much as I can from the man because of his behaviors. One day he'll be talking nicely, and then the next day he's not, and it's threats of termination. And - and then he goes on the news and tells people that we're making a hostile work environment. And I feel the only hostility that's coming is from him.

Q: Mm-hm. Okay. Um, have you ever been aware of him getting into a physical

altercation with staff?

A: I've never been present for any of that. And I have not ever had anything reported to me that he's actually made any physical altercations.

Q: Okay. And aside from your personal experience with him putting his hand on your shoulder, are you aware of him touching other staff?

A: Um, not that I was in the presence of.

Q: Okay. But you are aware of...

A: I had a few other female employees say that he had done the same with them, put a hand on a shoulder, and tell them that they're pretty, and to be in the pictures with him.

Q: Okay. So are you willing to share who those individuals are? Okay.

A: If they want to come forward, then they can. I am not trying to put anybody else, um, in a spotlight where they feel targeted.

Q: Mm-hm.

A: Most of them are trying to just run under the radar right now.

Q: Mm-hm.

A: Um, because he has pretty much threatened everybody with their jobs.

Q: Okay.

A: And, you know, and we've also heard of the retaliation of a promotion that was promised, and then retracted, and.

Q: Mm-hm. So, um, I am aware that there have been staff who have been hired since, um, since Mr. Curtis has come on board. Um, what can you tell me about the dynamics between staff who were hired after his, um, appointment?

A: His appointment? Um, it was very uncomfortable.

Q: Mm-hm.

A: They had been the observers from before that were threatening and...

Q: Mm-hm.

A: ...making a lot of controversy within our office.

Q: Mm-hm.

A: Um, and being election deniers and co- you know...

Q: Mm-hm.

A: ...there was a lot of confrontation during that time when they came into the office. It kind of subsided. We're like, they're here now. They're inside the office.

Q: Mm-hm.

A: Maybe, they'll see that, you know, we're not doing things that they're claiming that we're doing.

Q: Right.

A: Um, trying to work with them as best as we can. Um, that's where most of Mr. Curtis', um, aggravation with me has come in, as he comes at me trying to get me to go help them do their jobs.

Q: Mm-hm.

A: I'm like, I've never done that. I don't know how to do that. I'm not willing to try and say that I can.

Q: Mm-hm.

A: Um, this is what I do over here, and that's where he gets to, you know, his irritation, and tells me that I'm going to do whatever he tells me to do. Yeah. So, um, yeah, it's fun. Um, my interpretation of them, what I have seen is, they will sit there and complain about us all the time that we're not helping them. We're not giving them things. I have plenty of emails that I have showed them exactly where in the L-Share, send them the link to it. This is where this lives. This is all I know about this. Um, and then they go and complain. And then, he obviously, will walk into the warehouse where I work over at [redacted], or to my cubicle at [redacted], and get very irritated and use his tone with me about how I'm not assisting them and helping them. So, um, it's become a very hostile work environment that I had never experienced before.

Q: Mm-hm.

A: And I'm like, I have tried to help them. Here's my emails. And then he tells me, "Don't give 'em the link. Print this stuff for 'em." I'm not printing that for 'em. It's a document that by IT, you have a sign on...

Q: Mm-hm.

A: ...so that they can track who's printing this personal information. We work in an office that has a lot of people's personal information, and I'm not printing it.

Q: Mm-hm.

A: And I've been told, no, you'll print it anyway, so.

Q: Okay. Um, how about the staff who were hired, how are relations between them and the existing- and the preexisting staff? So aside from Mr. Curtis coming in and intervening, how are the relations between those staff?

A: So most of the time it seems very even keeled.

Q: Mm-hm.

A: Like, everybody's trying to work together.

Q: Mm-hm.

A: And then, the next thing you know, Mr. Curtis is coming back, and saying that they've made this complaint about us. And we're like, um, okay, why?

Q: Mm-hm.

A: So it's, yeah, it's getting to the point that a lot of people are like, okay, well, I'm sorry. I have no answers for you...

Q: Mm-hm.

A: ...because when we do try and assist, then they say we're trying to sabotage 'em.

Q: Okay. Have you ever heard Mr. Curtis make a comment about punching someone?

A: Um, I was not present for that. But, um, again, that is one of those ones that other people came and said something to me about.

Q: Okay. Um...

A: Within my unit of the union.

Q: Okay. And that would be [redacted] that you spoke with.

A: Yes.

Q: Okay. Um, is there anything else that might be relevant to this that w- that would be helpful for us to know?

A: Just the workplace is getting more hostile. It's hard to come into work every day.

Q: Mm-hm. How, um, how has this affected the workplace? How has this affected your ability to do your work?

A: Um, not getting straight answers, my job is already diminished. I ask questions. It takes him forever to respond to me in an email. Um, 'cause I put everything in an email so I have a paper trail, so that when I'm not meeting my deadlines, I can show why I haven't met them.

Q: Mm-hm.

A: Um, and not being told what plan he's trying to take when I'm trying to get everything set up is very difficult.

Q: Mm-hm.

A: So it's an added stress. I don't like missing my deadlines. Elections are absolutely the most important thing that there is. Um, you know, we're - we're there to not just serve him as our boss. We're there to serve our entire community so that their voices can be heard.

Q: Mm-hm.

A: And so when I can't get my job done on time, I'm disenfranchising the entire community, not just, you know, one little aspect of something. And the position that I hold touches almost every single area of the elections. I work with every single person.

Q: Okay.

A: So like, [redacted] was hired, and I have sent [redacted] an email, these are the things

that I need from you under your new position. This is the only thing I know about them. This is where I know you can find them.

Q: Mm-hm.

A: Anything that I knew, I gave [redacted] and this is the date that I need it by.

Q: Mm-hm.

A: Um, like, we have gone, we've done this work, you know, we try. And I've done that with every new person that's come in, that this is what I need.

Q: Mm-hm.

A: So it doesn't flow that way.

Q: Okay.

A: We used to work together really well as a team. Um, ([redacted]s one of his new hires. I had things I needed to order from the state. I asked him what he needed so we could put one order in together, have one delivery, taxpayers' money, whether the state's paying for it, or we're paying for it, like...

Q: Mm-hm.

A: ...put it all in on one, not two separate shipments or anything else. Um, couldn't get straight answers out of him. And then, I received an email back that he'd already placed his order, and I could go ahead and place mine. And it was right before the deadline to the state was due.

Q: Okay.

A: So that's the kind of response that we're getting.

Q: Okay. Um, in your experience, the commentary and the concerns that you're seeing with communication from Mr. Curtis, um, is that, uh, is that behavior directed toward all staff?

A: It is directed towards all staff that was there previous to his coming on. Not directed at the staff that he has hired since coming on.

Q: Okay. Um, I don't think I have any further questions about that. Was there anything, [redacted] Is there anything else you'd like to add...

A: (Unintelligible) even an email the other day, um - uh, it feels like it's rambling off on [redacted] too now.

Q: Mm-hm.

A: I mean, 'cause even [redacted] comments in an email back to us the other day, or about how - well, we know your friends with past employers and employees and stuff, but, and asking [redacted] to tell [redacted] if anybody's slow walking. So it's - it's this constant, they're look- it just feels like, and looks like, and from things that they send in emails...

Q: Mm-hm.

A: . [redacted]

Q: Mm-hm.

A: That it's all the [redacted], because we slow walked it, or we hindered - we didn't...

Q: Mm-hm.

A: ...give the information that we needed to give. So it just, it - it just brings the morale down. Um, we received another email, um, about, we had little crocheted F-bombs, and we had snowballs, and...

Q: Mm-hm.

A: ...we joke around, we kind of toss 'em at each other in the office. It was like, a fun thing. Morale was up from that. I know a few months back, um, somebody put 'em in one of the new hires' office, because we all have them.

Q: Mm-hm.

A: And it was like a, welcome here. That supposedly blew up, was going to turn into some investigation. I was in on those emails, and it's like, okay, let this go. So you fast-forward now, and we get an email the other day about this, and that they all have, uh, it just came to his attention, and that they have to be removed from the office, 'cause it's not appropriate. Okay. Great. But how did this just come to your attention? This didn't just come to your attention.

Q: Mm-hm.

A: You were threatening an investigation over this months ago, that we were

creating felonies, that we were making bomb threats, that we were doing all this other stuff...

Q: Mm-hm.

A: ...and who did this, and you're going to be fired, and all these threats that came at us. And then, now months later, you're saying it just came to your attention, and they all need to be removed from the office. Well, great. Okay. We can remove 'em. Why wasn't this done before?

Q: Mm-hm.

A: It's just that kind of work environment, where there's nothing transparent in our office at all anymore.

Q: Okay.

A: And it's...

Q: What - what do you mean by that?

A: Um, we don't get all the information...

Q: Mm-hm.

A: ...that we need to have to do our jobs.

Q: Okay.

A: You know, we'll - we'll talk to our [redacted], and our [redacted] doesn't know. But then we'll hear from [redacted] or we'll hear from ([redacted] that this is the new route that we're taking, and the [redacted] doesn't even know what we're supposed to be doing.

Q: Okay. Uh, why - when did that change? When do you feel like that changed?

A: Um, it - as he's been bringing more and more people in.

Q: Mm-hm.

A: Um, so when he first came in, it was between Mr. Curtis and [redacted]

Q: Mm-hm.

A: And then, it would finally make its way to us, like, last minute. Like, these are

the changes, get it done.

Q: Mm-hm.

A: Or it would go to [redacted], at that point, and then it would come out to us. Now, it kind of goes to the new people that he's hired...

Q: Mm-hm.

A: ...and then eventually, makes it to management, and comes down to us.

Q: Okay.

A: So sometimes I feel like I have my hands tied, because if you're going to make a change, I need to have time to do it. And [redacted] amazing at getting us the information that we need as soon as [redacted] has it. Like, [redacted] forward the email from him directly to us with, hey, this is the new protocol, you need to get on this.

Q: Okay.

A: And if it's been something that I deal with ([redacted] done the same. Um, ([redacted] I don't have as much interaction with anymore, because [redacted] been basically, pulled off of almost everything election-related, so I don't have that much interaction with ([redacted] anymore.

Q: Okay. Okay. And you mentioned when the initial, uh - um, crocheted F-bomb was left in a co-worker's desk...

A: Mm-hm.

Q: ...that he had made threats then. Can you tell me more about what those threats would have been?

A: Um, that whoever did it was going to be fired. They were going to be prosecuted. He was notifying the FBI and the Department of Justice, and he was going to have charges brought against 'em. And it was a bomb threat. It was a terrorist threat. It's just kind of a, welcome to the office. We thought we were including them. And I don't actually know who did it, but that was kind of like what I heard the gist of it was...

Q: Mm-hm.

A: ...was like, it was just a, you know, they're here. Like, let's, you know, welcome 'em, and.

Q: Mm-hm. Okay. And was that just discussion amongst staff that...

A: Yeah.

Q: ...it was, um, intended to be a welcome?

A: Yeah.

Q: Okay. Um...

A: There was no threat implied by it. Like, we all had them at our desk.

Q: Mm-hm. Yeah.

A: So.

Q: Do you know if it was - if they were given to all s- all new staff?

A: Um, it was one of the first new hires, so...

Q: Mm-hm. Okay.

A: ...it kind of ended at that point.

Q: Okay. And, um, were there any, at that time, are you aware of any physical threats that were made in relation to this incident?

A: No, just the threat of firing and reporting them, and having them...

Q: Okay.

A: ...reported to the FBI and the Department of Justice, and.

Q: Yeah. Uh, you mentioned that, um, ([redacted]s duties have been significantly changed.

A: Yes.

Q: Can you elaborate on that?

A: Um, he took[redacted] off of [redacted]. He took [redacted] off of [redacted] He, um, took [redacted] off of being able to talk to the public. There's an email a long time ago about that one that I sent. Um, I believe, actually, Monica, you were on that because he...

Q: Mm-hm.

A: ...called us all into his office.

Q: Okay.

A: Um...

Q: Can you give me a little more context because there's been a lot of emails?

A: Oh, I know. Um, oh, wow. 'Cause it was way back when we were doing a open house for poll workers.

Q: Mm-hm.

A: Um, and ([redacted] was one of the poll workers that asked [redacted] questions about the poll pads and all of that...

Q: Yes.

A: ...and then he...

Q: Yes.

A: Yeah.

Q: I know what you're talking about.

A: Said that [redacted] would be, uh, not a salesperson, but a representative of the poll pad company...

Q: Mm-hm.

A: And he was very hostile, very rude, and in [redacted] face. And did it in front of the public, in front of the poll workers that come in as volunteers.

Q: Okay.

A: Very degrading to [redacted]

Q: Okay.

A: And then, that day he told us both that he was going to contact you, and find us new positions, that we can work in the elections' office.

Q: Okay.

A: I can't even tell you how many times I've had my job threatened.

Q: So he specifically, said he was going to contact me, Monica...

A: Mm-hm.

Q: ...um, and we - and I was going to get you displaced somewhere else.

A: Yeah. That he would have you move us to a different office.

Q: Okay. Has he, um, made similar statements about, uh, HR moving, or myself moving staff to other offices?

A: No. Um, other than that one, he's just always said he'd have us moved. Um, or, you know, we could quit. We could do whatever we wanted. But just, the basic of that job threat, that he'd fire us, or we could change offices. And then, the only other one that I was not there for, but had two of my union employees in my office come and tell me that he had threatened to have you come pull ([redacted] out of [redacted] office by [redacted] hair.

Q: Okay.

A: So - well, not you directly, but HR.

Q: Okay.

A: So.

Q: Um...

A: And have facilities come take [redacted] door off its hinges.

Q: Okay.

A: Yeah.

Q: Okay. Um, does it feel like his attentions are, um, directed towards individual employees?

A: It feels like his intentions are directed at all of the previous staff...

Q: Okay.

A: ...prior to his arrival.

Q: Okay.

A: I mean, we hired a person to do poll workers that didn't even know what the shift key on the keyboard was. And then, we were in trouble for not teaching [redacted] the keyboard.

Q: Okay. Um, forgive me, I'm just reviewing my notes to make sure I've covered everything. Have you ever heard him make comments about, um, [redacted]

A: Um, the public ones, obviously...

Q: Mm-hm.

A: ...that have been on the news.

Q: Okay.

A: Um, but, uh, in the office, I did hear him - overhear him saying that the [redacted] didn't have a brain.

Q: Okay. Have you ever heard him make threats towards [redacted]

A: No.

Q: Okay.

A: Well, other than the - on the news, that he'd sue [redacted] but.

Q: Okay. I think I have all the information that I need at this time. It's possible I may have more questions for you. Um, I will follow up with you if needed, or [redacted] will follow up with you needed- as needed to - to set up a follow-up interview if we need to. I do appreciate you participating, and I respect that, um, you know, you may not want to share some of the specific details from the staff, and I'll try and connect with [redacted]. Um, did you have anything further, [redacted]

Q1: Nope.

Q: Okay. Do you have any other questions, or information to add?

A: No. Just hoping something comes out of this one. I know the unions have met

with Mr. Curtis about his behavior towards the staff.

Q: Mm-hm.

A: I know this is not the first investigation 'cause I was involved in the last one. It has not gotten better. It has progressively gotten worse. And I'm honestly hoping that it will get better. I like my job. I don't want to leave.

Q: Mm-hm.

A: But it's getting to the point that I'm done.

Q: Mm-hm.

A: I - I don't need the stress. I don't need the aggravation. I don't need to have fear when I come in, if I'm going to be fired that day or not.

Q: Mm-hm.

A: Like, especially when all my evaluations have been meeting or exceeding, and I do my job well. So having to live in a constant hostile environment at work, I spend more time at the job than I spend with my family and my personal life.

Q: Mm-hm.

A: Um, and it's only going to get worse. We're working for elections right now. And people, you know, that don't work in elections don't understand that I'm already working on November's elections, trying to secure polling locations.

Q: Mm-hm.

A: He's made that harder...

Q: Mm-hm.

A: ...by talking to people in the public. Um, I had one place that would not even play with us this election. I had to go out and search, and find a new polling location.

Q: Okay.

A: Because they don't like him. Um, it's sad when businesses are like, yeah, you're not coming in here.

Q: Mm-hm.

A: We're not going to - we're not going to serve our community-community anymore as we have for all these years because of this man that's in that office now.

Q: Okay. You mentioned that, um, you know, it's going to get worse. Have you seen an escalation...

A: Yes.

Q: ...in behaviors?

A: Yeah.

Q: Okay. Um, would you say that happened at any particular point in time, or just progressively...

A: It's - it's just been a slow progression.

Q: Okay.

A: And pretty much, I can't speak for the rest of the office other than things that they've told me...

Q: Mm-hm.

A: ...but we're all worried about [redacted] and how bad...

Q: Mm-hm.

A: ...it'll get if he loses the election.

Q: Right. Okay.

A: Because we have to deal with him all the way through, and go through the next three elections after that with him.

Q: Okay.

A: And, you know, even when you try and talk to him about like, funds, like, the [redacted], I told him that we're looking at $400,000 per election on [redacted]. Why am I still investigating this? Why are you - why am I spinning my wheels, wasting taxpayers' money for my pay...

Q: Mm-hm.

A: ...when I could be working on other things that are more important. But you still have me chasing down [redacted]...

Q: Mm-hm.

A: ...mailing out letters, and then wanting to pour concrete slabs at people's places. Like, the things that he goes off on and wastes money on, and does is - and then when you bring it to his attention...

Q: Mm-hm.

A: ...and then he tells me, it's, you know, it's not my concern.

Q: Okay.

A: So, yeah.

Q: Well, um, I will let you know when this matter has concluded. You will get a closure notice from us. Um, again, like I said, we might follow up with you. We may not. Um, and, um, I hope you'll keep us posted. If there's any additional concerns that come to your attention, you're welcome to reach out to myself, [redacted] anyone in - in our, um, any of the managers in our office, and we're happy to discuss with you. Okay?

A: Thank you.

Q: Okay. Well, I'm going to go off record. It's 12:45. And we'll get you on your way.

The transcript has been reviewed with the audio recording submitted and it is an accurate transcription.
Signed: _____

Exhibit V
Transcript of Interview with [redacted] [redacted]

INTERVIEW WITH [redacted]
Q=Monica Fugitt
Q1=[redacted]
A=[redacted]

Q: Okay. Um, it's April 9. It's 1:21. My name is Monica Fugitt, Director of Support Services. We're here to conduct an investigative interview. I'm going to do a quick introduction, so I'm going to go to my right.

Q1: [redacted], Personnel Manager, Support Services.

A: [redacted]

Q: Okay. Great. Thank you, [redacted]

A: Mm-hm.

Q: Um, and as - just to get it on the record, I want to make sure I have your consent to record this interview.

A: Yes.

Q: Okay. Thank you. So, um, as we just went over with your notice, I'm investigating a matter involving your department. Um, you are identified as someone who might have some information to share that's relevant. Um, I realize it might be an unfamiliar process. You've gone through a few things, um, recently, so you might have some familiarity, but I do want to remind you that I'm a neutral fact finder in this process. I'm just gathering facts and information. I will make findings based upon the information that I receive. Um, but please don't assume that any questions I ask either are in support of or against anything that's been alleged. Um, if you need me to repeat anything, or if you want to take a break, that's totally fine. Just let us know. Okay? Um, we talked about maintaining confidentiality, but just want to kind of impress upon you that it is really important that you keep the discussions, both the questions I ask and the answers you provide, confidential. If you were to share that information with others who are investigated, or not investigated, excuse me, but who are interviewed as part of the investigation, um, you know, it could compromise their a- their own recount of events.

A: Yeah.

Q: So I want to make sure that we - we, um, get a fair reflection of everyone's, um, everyone's observations. Okay? Um, and last, but certainly not least, um, the county prohibits that, uh, retaliation, as does law. Um, if you are being retaliated against, or you become aware of others who are retaliated against through this investigation, it's important that you let us know so that we can try and take steps to address it.

A: Okay.

Q: Okay? To the extent we are able. Um, do you have any questions before we get started?

A: No.

Q: Okay. Um, so you're an [redacted] within the elections' office, correct?

A: Yes.

Q: Okay. And who do you report to?

A: (Clint Curtis) and, uh, [redacted]

Q: Okay. Um, and can you just describe briefly your responsibilities [redacted]

A: [redacted]

Q: In general.

A: Okay.

Q: Your responsibilities, whether they're with them, or - or, in general...

A: [redacted].

Q: Mm-hm.

A: [redacted]

board...

Q: Okay.

A: [redacted]

Q: Okay.

A: ...type of thing right now.

Q: Okay. Um, and your primary work location is [redacted] building in Court Street, or Market Street?

A: [redacted]

Q: Okay. Do you ever work in [redacted]?

A: [redacted]

Q: Okay. H- how and when would that...

A: It's usually around election time, but there's times we go over there like, because I need to do something over there, it's over there.

Q: Okay.

A: Something I need is over there. Um, if we have like, something that one per- a person that's there, and I are working on together...

Q: Mm-hm.

A: ...then I may go over there.

Q: Mm-hm.

A: They may come over. So there's never really a specific time except election time.

Q: Okay.

A: And it could change now. Like, that's kind of how it was before.

Q: Okay.

A: Now, I haven't actually been at an election with Mr. (Curtis)...

Q: Mm-hm.

A: [redacted]

Q: Um, okay. So in times that are not election heavy, um, you're primarily [redacted] at [redacted]

A: Yes.

Q: W- how would you percentage your time?

A: 98% of the time.

Q: Okay. Um, and do you work closely with Mr. (Curtis)?

A: Yes.

Q: Okay. What's your working relationship been like with him?

A: Um, it's good.

Q: Okay. Um, when you say good like, each - what does that communication look like between the two of you...

A: Um, we'll talk about like, [redacted]

Q: Mm-hm.

A: Um, he asks how my day was, you know, or like, how was your weekend. Um, he's really nice to me.

Q: Okay. Um, do you...

A: Um, that may not be with everyone, but...

Q: Okay.

A: ...it's different- he definitely treats me different than some.

Q: And, uh, when you say different, you mean better, or...

A: He's just always real- better, yeah.

Q: Okay.

A: He's always really kind with me. I've n- I haven't personally ever had an issue with him.

Q: Okay.

A: Directly at me.

Q: Okay. Um, and we'll get into- to some of that here in a minute. But, um, let me ask you, how often do you communicate with him in person versus via email?

A: It's mostly in person.

Q: Okay.

A: Yeah.

Q: Would you say that's on the daily basis?

A: Yes.

Q: Um...

A: Yeah.

Q: Okay.

A: And if, uh, for some - I don't usually - I try to put maybe, what we said in an email, but usually, it's in person.

Q: Mm-hm. Okay. Okay. I want to ask you about a specific incident that I'm aware of...

A: Mm-hm.

Q: ...that occurred, um, and we'll circle back to some of your other, um, comments. Okay? So I was informed that there was an incident that occurred on Friday, March 27. Um, are you aware of an incident that occurred on that day?

A: I honestly, don't remember the day.

Q: Okay. Um...

A: Like, it's like, dates are like...

Q: So, um, this incident involved Mr. (Curtis) trying to gain access...

A: Mm-hm.

Q: ...to [redacted]

A: Yeah.

Q: Right? Does this jog your recollection?

A: Uh-huh.

Q: Okay. So can you tell me w- were you present...

A: Yes.

Q: ...during this incident? Okay.

A: I was standing right there.

Q: Okay.

A: And then I left. 'cause - I mean left, meaning, like, I - like, [redacted] office, and my desk over there.

Q: Okay.

A: So it's not very far. So I can hear pretty much.

Q: Okay.

A: But I was present right there from a lot of it, and I could hear it.

Q: Okay. So before we get into that, do you know what led up to this incident?

A: Um...

Q: Do you have any understanding of - of that, that can you share...

A: Yeah. (Clint) had asked for something from [redacted]

Q: Mm-hm.

A: Uh, and [redacted] didn't know specifically - like, [redacted] never done it before. And so [redacted] was on the phone trying to get the information, and - do you want me to keep going?

Q: Yes. Go ahead...

A: (Unintelligible) happened. Okay. So then, um, I heard ([redacted] over at [redacted] door, and I was heading that way, so I walked right by [redacted] But ([redacted] was just sitting there like [redacted] was listening. So I was like, did you need something?

Q: Mm-hm.

A: And [redacted] was like, "I knocked on [redacted] door, and [redacted] didn't answer." And I said, well, did you knock loud enough that [redacted] could hear? Because ([redacted] tends to be...

Q: Yeah.

A: ...quiet. So I said, did you knock loud enough for [redacted] to hear? And [redacted] said, "Yeah." And I said, oh, okay. So I knocked on [redacted] door...

Q: Mm-hm.

A: ...and [redacted] didn't answer. So I said, well, [redacted] may be on the phone, in a meeting, or [redacted] not at [redacted] desk. 'Cause I didn't know for sure if [redacted] was in there either.

Q: Could you hear anything?

A: Mm-mm.

Q: Okay.

A: No. but if [redacted] on [redacted] phone, you wouldn't necessarily hear [redacted] The only thing you could usually hear, 'cause I go to [redacted] door a lot...

Q: Mm-hm.

A: ...is if [redacted] on, uh, like, a Teams meeting or something, and [redacted] shut your door, and you can hear [redacted] But when [redacted] on the phone, you don't normally hear [redacted]

Q: Okay.

A: [redacted] not a really loud talker like that.

Q: Okay. Are there any windows, or?

A: [redacted] does have a window right next to it, but the blinds are closed.

Q: Okay. So you couldn't necessarily tell if [redacted] was or wasn't?

A: Mm-mm. No.

Q: Um, would the door ever be locked?

A: There's no lock from the inside.

Q: Okay. So...

A: [redacted] couldn't lock it.

Q: Sure.

A: And I didn't try to open and go in, because if [redacted] was on the phone or in a meeting...

Q: Mm-hm.

A: ...I wasn't about to be like, hey.

Q: Yeah.

A: And what we were doing wasn't an emergency.

Q: Sure.

A: I mean, I didn't think it was at the time, but.

Q: Okay. So, um, all right. Please go ahead and continue. What happened after that?

A: Um, so then I said, well, [redacted] must be, you know, on the phone, or busy...

Q: Mm-hm.

A: ...or out of [redacted] office. And so I went back to my desk. And [redacted] headed straight to (Clint)'s office.

Q: Okay.

A: And I sit right there, so I could hear some of it where [redacted] was like, "[redacted] didn't answer." And (Clint)'s like, well - I can't say exactly what he said, but he was upset.

Q: Mm-hm.

A: And he got up, and went to [redacted] door, and he knocked. Um, I don't know if he tried to open it, 'cause I was at my desk. But I could hear him knocking, and he said, I'm going to call HR and have you pulled out, or have you or [redacted] pulled out by [redacted] hair. And I was like, oh, dear. So I went around. And he was going to his office. And I was like, I just like, kind of looked at him. And he was like, "[redacted] not answering [redacted] door. [redacted] - or it's locked." So that's what he said. "It's locked, and [redacted] not answering the question that I had [redacted] ask [redacted] And he said, we reiterated what he said.

Q: Mm-hm.

A: And I said, HR doesn't do that. Like, it's not something they're ever going to do.

Q: Yeah. Right.

A: And then, he went into his office. And then it was quiet. So then I, um, went to check [redacted] door again to see.

Q: Mm-hm.

A: But it wasn't open, so I went back to my desk, and it was quiet a little while. And then, I heard [redacted] door open. And then - then, I think [redacted] was there. That's when I kind of like, just was like, I don't want to be a part of this.

Q: Mm-hm.

A: And I went back to my desk.

Q: Okay. Did [redacted] say anything when [redacted] came out of [redacted] office to [redacted] or to Mr. (Curtis)?

A: I think [redacted] said, 'cause I ha- I could hear, [redacted] said, "I was in a meeting." No,

[redacted] said, "I was on my phone. I was on my phone, and I was trying to look up what you were needing." Um, and [redacted] said [redacted] was talking to ([redacted]

Q: Mm-hm.

A: ...and I think [redacted] may have said [redacted]. And I was trying to, um, get the information that Mr. (Curtis) needed. [redacted] said, "I've never done it, so I don't know anything about it."

Q: Okay.

A: Um...

Q: Do you know if Mr. (Curtis) engaged with [redacted] further?

A: Yes.

Q: Okay.

A: He did.

Q: Can you...

A: I don't remember the exact things they said, but it - I want to think - I'm trying to think. I feel like after [redacted] came out and said that, he...

Q: Mm-hm.

A: ...wasn't really grumpy anymore.

Q: Okay.

A: But I wasn't over there, so I can't - I don't remember hearing any more loudness.

Q: Okay.

A: Actually, I think [redacted] went into the front, that's why. 'Cause from [redacted] office, you - it's like, you walk out, and there's the front - the door to the front lobby.

Q: Mm-hm. Okay.

A: So I think [redacted] went up there, and that's maybe why it was quiet.

[redacted] Q: Okay. Did [redacted] did you talk to [redacted] at all later that day, or?

A: Um, yeah, later that day, I asked, like, what - what hap- like...

Q: Mm-hm.

A: ...no, I said, what were you- were you in your office? [redacted] was like, yeah. I said, okay. Well, I heard you come out, so I just wanted to understand. I said, [redacted] then- that's when [redacted] said, "I was on the phone, trying to get the information."

Q: Mm-hm.

A: And that's pretty much all. And then, [redacted] - I kind of told [redacted] what I had heard, and [redacted] heard it through the door, so.

Q: Mm-hm. Did [redacted] express anything about what [redacted] had heard?

A: I mean, I'm sure it affected [redacted] some, 'cause he was really grumpy.

Q: Mm-hm.

A: It's probably one of the grumpiest, uh, what's another word for it? Um, it was probably the worst I've seen him.

Q: Okay. Can you give me anymore context on what that means? Like, is it...

A: I know. I'm trying to think of the words, like...

Q: Can you describe his demeanor, or?

A: He was really loud.

Q: Okay.

A: And he was very upset, um, but he was very agitated, like, really agitated. Like, [redacted] was in there hiding and locked the doors, is what he was claiming.

Q: Mm-hm.

A: But [redacted] door doesn't have a lock from the inside. [redacted] have to lock it from the outside. And none of us locked [redacted] in there.

Q: Right.

A: So, um, yeah, he was very, very angry, very agitated. And he really believed that [redacted] was in there...

Q: Mm-hm.

A: ...deliberately not answering the door, and just sitting there.

Q: Okay. Um, when you say he was loud, if you had to...

A: Mm-hm.

Q: ...you know, put that on a scale, 0 to 10, 0 being just normal...

A: Yeah.

Q: ...speaking voice, how would you ra- rate it?

A: Maybe, a 7, like, 6, 7.

Q: Okay. So would you characterize it as yelling, or how - how did you...

A: Maybe.

Q: ...perceive it?

A: That I wouldn't - if I was [redacted] I would be upset.

Q: Okay.

A: For sure.

Q: Okay. So, um, you mentioned you spoke with [redacted] later in the day.

A: Mm-hm.

Q: [redacted] told you that [redacted] heard what he was saying from inside the door...

A: [redacted] - I - I don't know if [redacted] said that. I can't say for sure. I just know that [redacted] said [redacted] was on the phone with ([redacted] and I think it was [redacted]

Q: Okay.

A: And that [redacted] was just trying to find him the information.

Q: Okay.

A: So I can't say for sure what [redacted] heard.

Q: Okay. Um, did you - he obviously, did not follow through on that threat. Is that correct? Is that accurate to say?

A: Well, you guys didn't come down and pull [redacted] out.

Q: Okay.

A: Yeah.

Q: Yes.

A: But...

Q: But he did not pull anyone out of their office either...

A: No, no, no.

Q: Okay.

A: No.

Q: Okay. Um, okay. Has he ever made any other threats of physical violence towards anyone?

A: He may have, but I...

Q: That you can recall?

A: Not that I can think of, or corroborate- corroborate. That's a fun word.

Q: Okay. Well, and - and I want to get a sense of what you...

A: I know.

Q: ...have, um, perhaps witnessed or observed. I know this...

A: Yeah.

Q: ...is a tough situation to be in. But if there are specific incidents that you can think of, it's important that we...

A: He's been - no - agitated, I guess you can say, with [redacted] for a while, and I

don't know why.

Q: Okay.

A: Um, he really thinks - him and [redacted] really think that [redacted] telling the public, or, um, he's telling [redacted] and what's going on. And like, there's, uh, I don't know if the word conspiracy is right, but that we're trying to sabotage their- the election. They really think there's a lot of 'em that are doing that.

Q: Are you aware if - if that is happening?

A: No.

Q: Okay.

A: I'm not. And I - I've tried to tell 'em, like, I don't really think...

Q: Mm-hm.

A: ...that's anyone's motive here. Everyone's here to do their job...

Q: Mm-hm.

A: ...and go home.

Q: Yeah.

A: So yeah, I think, and for some reason he focuses on [redacted]

Q: Okay. And earlier when we first started talking, you mentioned he's better with you than others...

A: Yeah, he doesn't ever do that with me.

Q: Um...

A: And if other people - there was one time where we had a meeting, or it was, um, [redacted] and I, and I was taking notes in the meeting. And he said something, but he started to get like, well, uh, like, a little, like, I guess, aggressive towards [redacted] like, hey. And then, I was like, wait a minute. What's going on? Like, what are we doing?

Q: Mm-hm.

A: Or, you know, whatever it was, and then his demeanor completely changed.

Q: Okay.

A: [redacted] thinks that I need to be in every meeting with [redacted]

Q: Yeah.

A: 'Cause he - [redacted] says that he tends- 'cause I've never seen him do this before.

Q: Mm-hm.

A: Um, I'm trying to think. Um...

Q: Are you aware of any, um, other occasions that have been reported to you where this has occurred?

A: That's what I was trying to think. I, um, I'm trying to think if there was another time. Um, I don't think they've ever been quite like this.

Q: Mm-hm.

A: This is probably the biggest one that I've seen.

Q: Okay.

A: But he does tend to get more aggressive, I guess, you can say, with ([redacted] It's really weird.

Q: Okay. Do you...

A: Oh, that's what I was going to say.

Q: Go ahead.

A: Um, when he first came on as ROV...

Q: Mm-hm.

A: ...([redacted] was explaining - we were over at the elections' office doing a poll worker open house.

Q: Mm-hm.

A: And ([redacted] was explaining about the poll pads, and how they're beneficial, and all that stuff. Well, I think he took it like, [redacted] was attacking him about it. Like, well, these are better than your way.

Q: Mm-hm.

A: But [redacted] never said that. And I feel like ever since then is when he's struggled with [redacted]

Q: Yeah. Okay.

A: Um, but yeah, I haven't - I can't think of (unintelligible) done that before.

Q: Are you aware of any specific threats of physical harm...

A: No.

Q: ...to anyone else?

A: No.

Q: Okay. Um...

A: That's scary.

Q: Oh, do you believe that he would physically harm someone?

A: No.

Q: Okay.

A: I don't think so.

Q: So when this specific incident occurred, it sounded like you described it as being out of character. Did you at that point have any concern of physical...

A: No, I didn't think he would physically do anything. But he was - it was just loud, and I didn't know how it was going to escalate. I didn't think it would be physical.

Q: Mm-hm.

A: 'Cause, I mean, I think he is smarter than that.

Q: Mm-hm.

A: But, um, it was - he was very upset. So I didn't know where it was going, but I really didn't - I didn't think - I think he was going to keep calling everybody, and causing problems everywhere else.

Q: Okay.

A: Is really what I was looking to hit.

Q: Mm-hm.

A: 'Cause then he was like, I'm going to - he did say, "I'm going to call facilities, and have them take your door off," I think. I don't - I was like, they don't do that.

Q: Okay.

A: Yeah, I remember that. That's one thing he said.

Q: So just to make sure I have the statements right. Um, he stated that he was going to call HR, and have [redacted] pulled out by [redacted] hair.

A: Mm-hm.

Q: And facilities, he was going to call facilities to have them take [redacted] door off.

A: Mm-hm.

Q: Okay. Um...

A: And I can't remember if he said by the hinges. But it was - I kind of was like, I just want to not be a part of this.

Q: Okay. Can you remember any other pieces of that conversation?

A: Um, like, that I just heard over...

Q: Mm-hm.

A: ...my desk.

Q: Okay.

A: Um, I know ([redacted] was saying stuff, but [redacted] not as - [redacted] wasn't as loud, so I

couldn't say what [redacted] was saying. I feel like [redacted] was a really big instigator in that.

Q: So, um, when this happened, you were present. Was ([redacted] also, present...

A: Mm-hm.

Q: ...when this occurred?

A: Yes.

Q: Okay.

A: [redacted] was always there.

Q: Um, was there anyone else present?

A: I don't think so. Not that I can remember. Um, like, ([redacted] and ([redacted]s desks are there, but I don't think they were there. Um, behind me, yeah, I don't think there was anyone else there. ([redacted]s desk is right there, and [redacted] was up there standing with us.

Q: Okay.

A: Um...

Q: Who else sits in that proximity aside from ([redacted] ([redacted] and ([redacted]

A: Behind, like, across from ([redacted]s office, which is down kind of a little bit by the kitchen...

Q: Mm-hm.

A: ...the kitchen, copy room, is [redacted]

Q: Okay.

A: But I - I'm pretty sure [redacted] wasn't there either. It was - that's why, was it at lunch? Like, I can't remem- um, maybe it was later in the day. I can't remember what time it was because there wasn't anyone around.

Q: Okay.

A: It was a Friday. Maybe, there's people out.

Q: Okay.

A: And like, ([redacted] would probably be at the front desk. [redacted] the other person there. [redacted] sits on that row. [redacted]. Um, and then there's [redacted]. And if they were there, they would have been up there in the [redacted]

Q: Right. Okay. Okay. Have you ever heard any, um, comments made by Mr. (Curtis) about [redacted] Any...

A: Yeah.

Q: Okay.

A: Yeah. Um, he thinks [redacted] - oh, man, I wish I could remember the word he used. It wasn't a polite one. He said he was going to sue [redacted] Um, there was a lot of stuff said about that because he believes that [redacted] - it has to do with Measure B.

Q: Okay.

A: And he doesn't like [redacted] and he wants [redacted] kicked out.

Q: So with respect to [redacted]..

A: Mm-hm.

Q: ...has he made any threats towards [redacted] your presence?

A: No.

Q: Okay.

A: Like, um, no. I'm trying to think of - mm-mm.

Q: Okay.

A: But he's - that's - yeah, I forgot [redacted] is another that he - he really wants [redacted] out. He said that [redacted] trying to sabotage his - I don't even remember what it was in that. And that [redacted] incompetent. That was the other thing. Um, oh, and [redacted] didn't do [redacted] job when they were representing- [redacted] was representing the county for Measure B.

Q: Mm-hm.

A: He said [redacted] didn't do [redacted] job. He was - I'm trying to think of the other words. But there wasn't any direct threats, or any threats that I heard.

Q: Mm-hm. Have you ever heard him say he's going to hit anyone, or punch anyone?

A: Um, maybe as like, a funny. But I don't remember s- I can't say no because he says all kinds of stuff.

Q: Okay. Okay.

A: I just tend to blow it off when he's like, "I'm going to hit them, or I'm going to punch 'em." And I'm like, okay, no.

Q: Okay. Well, those are the types of comments that I'm - I'm...

A: Looking for?

Q: ...looking to just clarify if they are happening, and if there's anything that you recall as far as the context, even if it was said in a joking manner...

A: That's what I can't remember specific. He usually, says joking stuff all the time.

Q: Mm-hm.

A: Um, I can't...

Q: So whether that would be pulling someone by their hair, or punching someone, or...

A: Well, he wasn't - yeah. That wasn't a joking thing.

Q: ...or killing someone, or, you know...

A: Right.

Q: ...those are the - if there's anything of that nature. I'm not saying that's what's been said.

A: Yeah.

Q: Um, you gave a couple examples. I'm just asking if you've heard anything of that nature.

A: I feel like I probably have. I can't say a time though.

Q: Mm-hm.

A: I mean, like I said, he says a lot of bizarre stuff.

Q: Okay.

A: And I wouldn't be surprised if that was in there. But it's usually, him being funny about it. If it was like, I'm going to go out and punch this guy, and he's serious like that and the way he was...

Q: Mm-hm.

A: ...I would have said something.

Q: Okay. Um...

A: But I guess I need to probably do it when he's joking too.

Q: And I appreciate that. And we're not here to question your actions. Right? Um, we're just trying to figure out what may or may not be occurring. But so I realize you might not have specific dates, or times, or anything along those lines. But if, you know, have heard any of those statements, can you recall anything about, you know...

A: Well, the ones I was explaining regarding [redacted] were after the trial that day.

Q: But did he make comments that he'd punch 'em, or he'd...

A: Not that I remember, specifically.

Q: Okay.

A: Like I said, if he said it, it probably - I c- I don't know. I can't say.

Q: You can't recall any specific individuals...

A: No. Mm-mm.

Q: ...he would have said that about? Not necessarily [redacted] or anyone else, right?

A: Yeah. Yes. I'm saying, I - I can't...

946 Q: Okay.
947
948 A: ...specific. I don't even know if he said both of 'em. It might've been just one
949 of 'em.
950
951 Q: Mm-hm.
952
953 A: But he, like, uh, he just says stuff all the time.
954
955 Q: Mm-hm. Okay.
956
957 A: But it's not usually like, vicious. It's just being goofy.
958
959 Q: Okay.
960
961 A: He's usually goofy, acts goofy around me, and he's...
962
963 Q: Mm-hm.
964
965 A: ...laughs, and unless, uh, it's like, crunch time or something's going on, he's
966 just direct. This is what I need done...
967
968 Q: Mm-hm.
969
970 A: ...and blah, blah, blah.
971
972 Q: Okay. Are you aware of any time where he's ever physically, uh, come into an
973 altercation with a staff member?
974
975 A: No.
976
977 Q: Okay. Um, look at my notes here. Is there anything else that you can think of
978 that might be relevant to this discussion?
979
980 A: The only thing that I was - was that he tends to have something
981 against ([redacted] That's the only person I know for sure.
982
983 Q: Okay.
984
985 A: That I've seen.
986
987 Q: Okay. Anything you can think to follow up on?
988
989 Q1: Um, my only question, um, when he was knocking on the door, you said he
990 was loud and, you know, a little elevated.

A: Mm-hm.

Q1: Um, how would you describe, and we already talked about how his voice was, how would you describe his knocking? Was he gently tapping on the door...

A: No.

Q1: ...was he pounding on it, or?

A: It wasn't tapping. I feel like it wasn't pounding that way. He was knocking on the door...

Q1: Mm-hm.

A: ...like, a guy would knock on the door, I guess, you'd say. Not like, a [redacted]

Q1: Okay. Um, did he try to enter at all?

A: That, I don't know.

Q1: Okay.

A: Because when he went over there, I saw him head over there, and that's when I went back to my desk.

Q1: Mm-hm.

A: And ([redacted] was there.

Q1: Okay. So the only one you're sure was present would have been ([redacted]

A: Mm-hm.

Q1: ...and Mr. (Curtis).

A: Mm-hm.

Q1: Okay. Um...

A: I'm pretty sure there was no one else that was there.

Q1: Have there been conversations amongst staff since this has occurred?

A: I'm sure there has.

Q1: Okay. Have you p- h- have you heard...

A: The only person I've (unintelligible).

Q1: ...from anyone else that they...

A: Yeah.

Q1: ...may have overheard the discussions...

A: Oh, no. I haven't heard from anyone that said they overheard.

Q1: Okay.

A: Just said they've heard of it.

Q1: Okay. Um, and just to confirm, you haven't heard from any staff that they have observed other threats?

A: No, not specific.

Q1: Okay.

A: I know a lot of 'em really don't like Mr. (Curtis).

Q1: Mm-hm.

A: So they're just, some of them are extra, uh, I don't know, I can't think of a word.

Q1: Mm-hm.

A: It's just, they really don't like him. So they - my philosophy is, I may not agree with all of his beliefs and things he does, but I need to be on my best regardless. So I'm happy regardless. But they seem to not want to ever be happy because of him...

Q1: Okay.

A: ...and maybe, [redacted] too. I would say our emails would be a really good t- way of seeing things that he may say to people.

Q1: Mm-hm.

A: I'm trying to think. I feel like some emails have been sent out, and we're like, oh.

Q1: Okay.

A: Even [redacted]

Q: Can you recall any specifically, that...

A: There was one this morning that was sent, um, and it wa- it was just about - I feel like they demean the staff that's been there.

Q: Mm-hm.

A: Like, they just, it's not good the way that they talk about them or to them sometimes.

Q: Mm-hm.

A: Um, it kind of blows my mind. But there's one that [redacted] sent out this morning about, um, the staff. And - and my philosophy would be like, send it out as a way to get people together. And I...

Q: Mm-hm.

A: ...don't know if that's what his motive was, but I would be like, we all need to work together, make this a team effort.

Q: Mm-hm.

A: But his - he was saying that, kind of like, the old staff are slowing things down or, like I said, meeting with outside...

Q: Mm-hm.

A: ...people, and they're following them and not putting their best in at the office. But he didn't word it as nicely, I think.

Q: Okay.

A: To me, it was like, kind of like, a backhand.

Q: Mm-hm.

A: Um, and I asked him like, did you mean to send that to the whole team? And

he was like, yeah. And I was like, oh, okay. Like, okay. 'Cause I thought maybe, he replied thinking it was just reply to us, like, the [redacted] and [redacted].

Q: Mm-hm.

A: And [redacted] always on them. And so I thought maybe he thought he did that.

Q: Mm-hm.

A: And then I was like, "No, I meant to do that." I was like, okay.

Q: Yeah.

A: 'Cause I guarantee some people would - most of the old team would take that personally.

Q: Right.

A: But yeah, I think your best way to find some of the way- or see the way they talk to the employees and stuff would be through email.

Q: Okay.

Q1: Um, sorry, just collecting my thoughts here.

A: I feel like I need just to have one of these at my desk. Be like, let me play that for you.

Q1: Yeah. Yeah. Um, can you - would there be any, um, reason why staff would exaggerate or diminish the account of what occurred?

A: I feel like when these things happen, it's like, telephone.

Q1: Mm-hm.

A: Where it started out like, yeah, it was like, in my book, it was- it wasn't appropriate.

Q1: Mm-hm.

A: And I think it went a little crazy. Like, he went over the top a little. But based on just some of the people that, uh, have mentioned stuff to me, it is exaggerated. I feel like it's, um, maybe not exaggerated, but they've changed a

1171 little bit of things here and there.
1172
1173 Q1: Mm-hm.
1174
1175 A: Um, and I was like, oh, that's not exactly how that happened.
1176
1177 Q1: Yeah.
1178
1179 A: Um, so I think that it's kind of like telephone.
1180
1181 Q1: Mm-hm.
1182
1183 A: As it goes to another person, either something else enters that didn't...
1184
1185 Q1: Mm-hm.
1186
1187 A: ...you know, wasn't a part of it, or it's worse than that was actually, you know.
1188 This is one that was actually, a lot more aggressive than I've ever seen. And -
1189 and I knew this was coming.
1190
1191 Q1: Mm-hm.
1192
1193 A: Um, but there's some that have happened that we've dealt with that I thought
1194 was like, was way over-exaggerated.
1195
1196 Q1: Okay. All right. I don't think I have anything further.
1197
1198 A: Okay.
1199
1200 Q1: But we'll follow up with you if there's anything more we need.
1201
1202 A: Okay.
1203
1204 Q1: Um, thanks for being available...
1205
1206 A: Yeah.
1207
1208 Q1: ...on short notice.
1209
1210 A: Mm-hm. No problem.
1211
1212 Q1: All right. And...
1213
1214 Q: It's 1:55. And I'm going off the record.
1215

The transcript has been reviewed with the audio recording submitted and it is an accurate transcription.

Signed: _____

Exhibit W
Transcript of Interview with [redacted]

INTERVIEW WITH [redacted]
Q=Director of Support Services Monica Fugitt
Q1=Personnel Mgr. [redacted]
A=[redacted]

Q: Okay. We're on the recording. My name is Monica Fugitt, Director of Support Services. Um, before we get started we're gonna do some quick introductions.

Q1: [redacted], Personnel Manager, Support Services.

A: Uh, [redacted]

Q: Okay. And, [redacted] do I have your consent to record?

A: Yes, you do.

Q: Okay. Um, it is Thursday, April 9, it's 8:30. Um, I'm going to go over some standard information here. Um, I am the investigator who's assigned to this matter. Um, you have been identified as someone who has information that might be relevant. Um, it's my role in this just to serve as a neutral fact-finder. Um, I will ask questions, don't - please don't assume that just because I'm asking certain questions I'm either in agreement with or not what's been reported. Um, I'm just here to gather the information and make sure that I ask all those questions.

A: Okay.

Q: If you need me to repeat a question or you need to take a break feel free to let me know.

A: Okay.

Q: Um, to ensure a fair and thorough investigation it's important that you keep the questions that we ask confidential, um, during the course of the investigation to preserve the integrity of that investigation.

A: Of course.

Q: Um, in - in large part the reason for that is that, you know, discussing the questions that we ask or the answers that you provide could compromise the

integrity of...

A: Yeah.

Q: ...the information. Um, do you understand and agree with that?

A: Yep.

Q: Okay. And then, um, importantly I wanna make sure you understand the county prohibits retaliation against employees who make complaints or participate in investigations. If you feel you're being retaliated against or others are being retaliated against for their participation, please let me know. To the extent we are able we will take action to address that, okay?

A: Okay.

Q: Um, and I will have an opportunity at the end if there's something I haven't covered that you think is relevant you can provide that information. Okay?

A: Okay.

Q: Any questions?

A: No.

Q: Okay. All right. So, [redacted] um, if you would again please state your position.

A: [redacted]

Q: Yeah.

A: [redacted]

Q: Okay. And how long have you been with the department?

A: [redacted]

Q: Okay. And who do you report to?

A: Uh, [redacted]

Q: Okay. And you don't have to get into a ton of detail but generally speaking what are your responsibilities in that role?

A: [redacted]

Q: Okay. And you have staff who report to you?

A: Yep.

Q: Okay. And who's - who would those be?

A: Uh, [redacted]

Q: Okay. And, um, during this time [redacted] when you came into the department have you always reported to [redacted]

A: Uh, no, I've reported to [redacted] and [redacted] first 'cause [redacted] was a - [redacted]..

Q: Okay.

A: ...[redacted] didn't get promoted until a little later on. So...

Q: Okay.

A: ...the hierarchy changed a little bit after that.

Q: Sure. Uh, what's your regular working schedule?

A: [redacted].

Q: Okay. Um, and, um, which office are you located at primarily?

A: [redacted]

Q: Okay. And do you ever go over to [redacted]

A: [redacted]

Q: Okay. And when and why would that be?

A: Uh, sometimes for, um, well [redacted]

Q: Okay.

A: ...there are moments where I will head over to [redacted]

Q: So, um, do you work with [redacted]

A: I don't.

Q: Okay. Um, you are familiar with [redacted] though...

A: I am.

Q: ...yes?

A: I am.

Q: So, um, is that a professional, um, you know, connection or how do you know of and work with [redacted] capacity?

A: Um, well, sometimes we'll cross paths, uh, during some, um, I guess some meetings.

Woman: (Unintelligible).

A: Well, I don't really cross paths with [redacted] actually professionally. Um, I guess I only see [redacted] if I'm leaving the building.

Q: Okay.

A: Um, but obviously I know of [redacted]..

Q: Mm-hm.

A: ...[redacted]

Q: Okay.

A: Yeah.

Q: Um, so you made a [redacted] correct?

A: I had a conversation [redacted]. Yeah.

Q: Okay. And so, um, can you - first before we get into what you reported...

A: Mm-hm.

Q: ...obviously you chose to go to [redacted] right? So can you tell me, um, how you...

A: How that happened?

Q: ...how that happened...

A: Yeah - yeah.

Q: ...and why you chose to go to [redacted]

A: So I was actually leaving the parking structure. Um, I was already in my truck and, uh, [redacted] kind of waved over. And I stopped, rolled the window down and, uh, we're just having a conversation that way, so.

Q: Okay.

A: Um, yeah.

Q: Okay. And, um, so tell me what you reported to [redacted] specifically?

A: Uh, we talked about a few things but, um, as far as like for this matter it was actually that day I believe March 27, um...

Q: Mm-hm.

A: ...that I had a conversation with [redacted] in the - in the parking structure, um, that just things were a little tense that day. Um, I wasn't present. I was over at IT working on consolidating maps for the upcoming election in June.

Q: Okay.

A: But, um, I had my staff ([redacted] [redacted] reach out to me saying there were some events happening over next door.

Q: Mm-hm.

A: And then, um, uh, there was another group chat where, um, I was being told there was some things happening over at Court Street where, um, Clint was instructing [redacted] [redacted] to demand a report. Nobody was familiar with what report they were looking to run. Um, and it - and that's where it started to escalate I guess from my understanding. But...

Q: Okay.

A: Yeah.

Q: Um, so March 27, do you have any - were you given any indication when this occurred?

A: Uh, it was around 11:00 or so. I could look at the timestamp on my teams if you want.

Q: Okay. Um, if you have specific teams messages that - regarding this incident can you provide those to me?

A: Yeah.

Q: Okay.

A: Of course.

Q: Um, so ([redacted] came to you or reached out to you...

A: Mm-hm.

Q: ...via Teams or text message?

A: Teams. Yeah.

Q: Okay. Um, was [redacted] personally present for what occurred?

A: [redacted] was - [redacted] was approached first yeah.

Q: Okay.

A: Um, so Mr. Curtis had a, um, it was my understanding he wanted a report run strictly for people who voted at polling places. And so...

Q: Mm-hm.

A: ...he was selecting a specific group of voters. And ([redacted] just said that, um, "I'm not familiar with that report." Um, and so [redacted] went to [redacted]

Q: Mm-hm.

A: Um, and [redacted] was not familiar with that report either. Um, and it was at that point from my understanding again I wasn't present but, um...

Q: Mm-hm.

A: ...that, uh, [redacted] um, stated that Mr. Curtis wanted this report to reach out to just those select voters for whatever reason. I'm not sure. But, um, obviously people were a little uncomfortable, um, and especially they're just unfamiliar more than anything. But I think, um, [redacted] in - in particular were not all kept in the loop on what the plans for some of these reports are so it makes...

Q: Mm-hm.

A: ...people a little uneasy especially with the nature of, you know...

Q: Mm-hm.

A: ...um, certain things going to ballot. And - and his public position that he's made pretty clear on that so just people are pretty uncomfortable.

Q: Okay.

A: Getting too involved in some of that stuff. But I said I went this morning and I think it was just unfamiliar with the report.

Q: Yeah. So, um, understanding they might have been uncomfortable, um, was there - was there any influence in obtaining that report because they were feeling uncomfortable?

A: Well, they...

Q: Or...

A: ...we've - we've got a vendor. We always call DFM...

Q: Mm-hm.

A: ...um, which is our vendor for our election management system.

Q: Okay. And what does DFM stand for?

A: I'm not sure to be honest.

Q: Okay.

A: Um, but, uh, they're very helpful. Um, obviously we call all the time...

Q: Mm-hm.

A: ...and most of the time they walk us through any process we wanna know, so.

Q: Okay.

A: Our report or if we just have a question they're - they're always really, really helpful, so.

Q: Okay. So I understand though that it was reported that Mr. Curtis approached [redacted]

A: Correct.

Q: ...and made some statements?

A: Yes.

Q: Can you - I understand you weren't physically present...

A: Right.

Q: ...but can you share what was relayed to you...

A: Yeah. So...

Q: ...about what occurred?

A: ...what was told to me was, um, [redacted] door was shut at the time and Mr. Curtis - I believe [redacted] was on the phone with - with DFM trying to run the report or something. Anyway [redacted] was on the phone and so [redacted] didn't immediately open [redacted] door. But he knocked on [redacted] door and said, "Well, if [redacted] not gonna open for me I'll just drag [redacted] out by [redacted] hair."

Q: Okay.

A: I believe the specific word that was told is, "I'll drag [redacted] out of [redacted] office by [redacted] hair." But, yeah.

Q: Okay. Um, do you know if anyone other than ([redacted] was present for that conver...

A: [redacted] [redacted] was there.

Q: Okay. Anyone else you're aware of?

A: [redacted] ([redacted] [redacted] [redacted] I believe.

Q: Okay.

A: Or [redacted] and Mr. Curtis. Possibly [redacted] [redacted] I know [redacted] office is right next to [redacted] but...

Q: Okay. Okay, so [redacted] [redacted] was inside of [redacted] office when this was occurring, right?

A: Mm-hm.

Q: Um, [redacted] [redacted] [redacted] [redacted] and Mr. Curtis?

A: Mm-hm.

Q: Okay. Okay. And you became aware of their participation or presence through this team chat?

A: Uh, when I came back to the office, um...

Q: Okay.

A: ...I was - I just asked what's been going on.

Q: Okay.

A: Um, and that was the summary I got, so.

Q: Okay. And did - what happened after that? What ha- happened after he made that statement? Did he...

A: Um...

Q: ...pull [redacted] out of [redacted] office by [redacted] hair?

A: No.

Q: Okay.

A: I think he - he walked off. He - he - he makes a lot of comments about physical assault. Um, and I know [redacted] and [redacted] they, um, to use their words 'cause they - they are afraid of retaliation but they just say we just roll

over and just kind of just let him do his thing and try not to make a big deal about it. Obviously, um...

Q: Mm-hm.

A: ...I don't think, uh, I said I'm not really - I'm not the rollover kind of [redacted] I'm like (unintelligible) I think if that's inappropriate we got - we got to do something about kind of thing. But...

Q: Mm-hm.

A: ...um, so when he says something like this they just, you know, that we're - we're kind of used to these kind of remarks at this point, so.

Q: Okay. Um, can you share some of the other types of comments...

A: Oh, yeah.

Q: ...that have been made that may have been physical in - in a similar way?

A: Oh yeah. Um, several weeks ago, um, regarding a report that he wanted me to show him how to run...

Q: Mm-hm.

A: ...um, I told him, I was like, "I'm not sure, uh, these particular people are gonna have access to this model to run this report." And he said, "I'll punch whoever I have to in the face to - to get them access." He's made comments about smacking [redacted] or killing [redacted] just, um, and I guess other - other remarks like that just, uh, a lot of them all smack, punch or kill whoever[redacted]

Q: Okay.

A: ...he makes those pretty frequently.

Q: Um, for any of these specific incidents were they made in the presence of anyone else? That...

A: Oh yeah. Um, like I said they're made in front of me, [redacted] [redacted]

Q: Okay. Well, um, let me ask you this. Um...

A: Mm-hm.

Q: Threats aside...

A: Yeah.

Q: ...do you believe that there is a risk of - of harm from Mr. Curtis? Do you believe there's a legitimate threat?

A: To me, no.

Q: How about just in general to staff?

A: My honest opinion I think he's all bark no bite.

Q: Okay.

A: I think it's - I think it's a lot of threats. I think that's how he displays, um, his outbursts, you know his emotional outbursts is making these pretty wild comments. But...

Q: What's his, uh, demeanor like in these, uh, occasions?

A: Uh, very animated, very heated. Um, like I said he - he makes very, um, authoritative demands. You know, he flexes his authority in those moments. And then he cools down...

Q: Mm-hm.

A: ...afterwards. And then obviously it gets resolved. But in those moments he definitely gets pretty - pretty heated.

Q: Um, does he ever come back and address the comments that he made?

A: No.

Q: Okay. So when you say it gets resolved you really mean...

A: It gets, uh, basically like it - it...

Q: ...it doesn't happen or continue?

A: Correct. It doesn't happen. It's, um, not to be disrespectful, um, but I compare it to like an Etch A Sketch.

Q: Mm-hm.

A: Like I feel like after a little bit of time like the next morning or something it's like it never happened.

Q: Mm-hm.

A: It's just like gone...

Q: Okay.

A: ...so.

Q: Um, when you describe him being animated and heated what does that look like? Can you give me some like physical description?

A: Yeah.

Q: Or...

A: Fast paced, loud, uh, loud vocals, um, hands thrown in the air kind of thing.

Q: Okay.

A: Um, quick demands to either come to you to get somebody fired or we're going to the state, we're going to the DOJ, we're going to County Council, we're going to the CAO...

Q: Mm-hm.

A: ...you know, we're going to the Board of Supervisors, whatever. Just usually, um, threats of looping in, uh, a higher authority in that point or - or...

Q: Mm-hm.

A: …or - or another authority per se.

Q: Okay.

Q1: Where do these usually take place? In which office?

A: Uh, mostly at [redacted]

Q1: Okay.

A: ...um, right now because that's where most of us live for the most part. Um, we'll all kind of migrate over to [redacted] as we get closer to the election and

[redacted]

Q1: Okay.

Q: Is this, um, typically happening in an open space or in someone's office within the [redacted]? Excuse me.

A: Um...

Q: Or is it varied?

A: It, ah, it kind of, uh, it, uh, sometimes it starts in emails with usually like...

Q: Mm-hm.

A: ...and then it'll - and then like I said he'll walk down to somebody's office or he'll demand you go to his office. Um, but usually these, uh, the outbursts start in emails before they get, uh, vocal or - or in person.

Q: Okay. And have there been any, um, physical threats of harm or like you've described in an email that you're able to provide?

A: Um, well, in those ones regarding voter files I mentioned that, um, when he accused me of hostile work environment I mentioned that he said he wanted to punch people to get them access.

Q: Mm-hm.

A: And, um, he didn't acknowledge or deny it but, um, as far as any other remarks, um, off the top of my head I'm not sure. I'd have to look...

Q: Okay.

A: ...look for it. But...

Q: Okay. Um, if there's anything you're able to find that...

A: Mm-hm.

Q: ...that's in writing from him then I would welcome that.

A: Sure.

Q: But, um, otherwise that's - that's totally fine.

A: Gotcha.

Q: Um, okay, so, uh, you mentioned that you guys are gonna be moving to [redacted]...

A: Mm-hm.

Q: ...for the election?

A: Yep.

Q: Um, just for some background on my part, um, when does this typically start and end?

A: Typically so, uh, 29 days prior to election day is the start of early vote which is when voters come in and we - we process that. [redacted]

Q: Mm-hm.

A: So, um, May 4 I believe is the 29 days prior so a week before that. So the end [redacted]

Q: An...

A: ...full-time over there. But...

Q: [redacted]

A: ([redacted]

Q: ...([redacted] Okay.

A: Mm-hm.

Q: Okay. Okay, um, are these threats typically directed at anyone specifically?

A: Yeah, like I said there's, uh, this one was directed directly at [redacted] Um, there's been remarks directed at, uh, [redacted] Um, uh, those are the only people off top my head.

Q: Okay.

A: Usually they're generic assault remarks but those people specifically, um, come to mind.

Q: Okay. So, um, for the specific [redacted] comments that were made...

A: Yeah.

Q: ...um, was anyone specific there that you can recall?

A: [redacted] and [redacted] are always there...

Q: Okay.

A: ...like they're, um, I'm s- I'm sure he says it to other people. But...

Q: Okay.

A: ...for me I know those two are...

Q: And is that just because you guys always happen to be working in the same place or - or...

A: Um, no, we've just - we've always kind of like, um, well we always meet together with them. So...

Q: Okay.

A: ...um...

Q: Gotcha.

A: Yeah. Or when - I should say when we meet 'cause we don't meet very often like I said because we're not in the loop on a lot of stuff.

Q: Sure.

A: But sometimes [redacted] is really good about, hey, let's sit together - let's sit down and figure out where we're all at with this. But...

Q: Okay.

A: But yeah.

Q: Do you remember the context of that comment?

A: He makes them...

Q: Or - or...

A: ...pretty frequently towards [redacted] He doesn't...

Q: Okay.

A: ...really care for [redacted]

Q: Okay.

A: Um, yeah, it's - it's numerous times about that.

Q: Have you ever, um, observed Mr. Curtis be physically aggressive towards someone?

A: No.

Q: Okay.

A: Again not to - not to be disrespectful but, um, I don't think there's a threat on being physically violent. He's like a toddler lashing out...

Q: Okay.

A: ...is - is how it, you know.

Q: Yeah. Understand. Um, okay. Well, um, I think, hm, that pretty much wraps up my questions. Do you have anything else that might be relevant to this topic that might be worth discussing?

A: Um...

Q: Okay.

A: Not top of my head, no.

Q: Okay.

A: I'll get you...

721 Q: Um...
722
723 A: ...those team's messages, though.
724
725 Q: That would be great.
726
727 A: Uh, the emails.
728
729 Q: And then just to confirm, you know, the folks that you've named
730 include ([redacted] um, [redacted] and Mr.
731 Curtis?
732
733 A: Mm-hm.
734
735 Q: And then of course [redacted] just generally. It doesn't sound like [redacted] was present
736 at this specific incident but...
737
738 A: Correct. Yeah.
739
740 Q: ...is there anyone else who has observed this type of behavior who would -
741 who we should talk to?
742
743 A: I think everybody has. Um, [redacted] has. Um, I'm not sure ([redacted]
744 has. [redacted] I think ([redacted] is pretty, um, kept from it which is I appreciate
745 honestly. Um, but, yes, the top of my head I think I would just add...
746
747 Q: Okay.
748
749 A: [redacted] to that.
750
751 Q: Um, anything you can think of I haven't covered?
752
753 Q1 Mm-mm.
754
755 Q: All right. Well, I'm gonna go ahead and end the interview.
756
757 A: Okay.
758
759 Q: If you think of anything else you can always let me know.
760
761 A: Sure.
762
763 Q: Okay. Um, can I ask is ([redacted] is [redacted] a [redacted]
764
765 A: [redacted] is, yeah.

Q: And is [redacted] - is [redacted] working today?

A: [redacted] is yeah.

Q: Okay.

A: [redacted]

Q: Okay. Great.

A: Um, yeah.

Q: Perfect. All right, well I'm gonna go ahead and end the recording right now. It's 8:51. Going of the record.

The transcript has been reviewed with the audio recording submitted and it is an accurate transcription.
Signed: _____

INTERVIEW WITH [redacted]
Q=Monica Fugitt
Q1=[redacted]
A=[redacted]

Q: All right. Um, we're back on the record. It's 3:50 pm April 9. Uh, Monica Fugitt, Director of Support Services here with [redacted] and [redacted]. Um, I just want to confirm that I still have your consent to record?

A: Yes, you do.

Q: Okay, thank you.

A: No problem.

Q: Um, so what I wanted to follow up with you about was some of the, um, comments that you've heard...

A: Mm-hm.

Q: ...um, from Mr. Curtis as it related to [redacted]

A: Okay.

Q: ...and threats made against [redacted]

A: Yeah.

Q: So can I ask you to elaborate on what specifically you may have heard, and any other details that you might have, you may recall?

A: Uh, yeah. Like I said they're all verbal but, um...

Q: And that's fine.

A: Yeah. Um, like I said, uh, either I'd like to slap [redacted], punch [redacted], um, like I said kill [redacted], get rid of [redacted]. Um, just, uh...

Q: So do you recall the context of any or all of these comments?

A: Yeah. Um, the context would be that basically, like, um, Clint thinks [redacted] an idiot and that [redacted] basically advising the board inappropriately or incorrectly. Um, lately obviously it's been focused on Measure B...

Q: Mm-hm.

A: ...and [redacted] um, stance on that so...

Q: Did all of these comments occur since the Measure B item?

A: Since the court stuff?

Q: Mm-hm.

A: Uh, yeah, during that time and then obviously - but leading up to it as well. Um, yeah, I feel, like, uh, going back to even, like, the, uh, even around, like, the Christmas event when - when he wanted to attend something and they were...

Q: Is this the, uh, parade?

A: Yeah.

Q: Okay.

A: I mean, even going back that far like I said. I mean, and the comments have been for quite a while now. It's not - it's not really a recent thing.

Q: Okay. Um, I wanna try and separate the [redacted] an idiot, [redacted] incompetent-type...

A: Right. Right.

Q: ...comments from I'm gonna slap...

A: Yeah. Right.

Q: ..[redacted] punch [redacted] and kill [redacted]

A: Yeah.

Q: Um, so when you say the comments go back that far...

A: Mm-hm.

Q: ...those types of comments went back as far...

A: Yeah.

Q: ...as last year?

A: Yeah.

Q: Okay. Um, can you - do you have any specific recollection of any of these conversations, um...

A: Um...

Q: ...when they may have occurred?

A: I don't have specific dates in mind. I - I'd have to look back 'cause I know, um, uh, it became a point where I was logging everything, like, writing just, like, a daily summary to my personal email.

Q: Okay.

A: So I'll - I'll check and see if I have anything but, um...

Q: If you do have anything...

A: ...'cause obviously that would be something that I would note. Um...

Q: Mm-kay.

A: Uh...

Q: Yeah. If you do have anything please feel free to send it to me and...

A: Okay.

Q: ...like, to - to review that.

A: Of course.

Q: Um, so specifically slap, punch, kill[redacted] There, um, you know, that's obviously a very serious...

A: Right.

Q: ...comment to make. Um, was that out of character?

A: No. He's made comments about killing people. He makes it pretty often. Um...

Q: Okay.

A: When we tour buildings I know there was a trash compactor or a cardboard, um, compactor and he's like, "Oh, we could toss people in here." Um, there were homeless people behind one of the buildings and he made a comment about, "Well we can just kill them and get rid of them if it makes you uncomfortable to..." I believe ([redacted] and ([redacted] he made that comment to. Um, so he talks about like I said, like, killing people or, uh, or he made a comment about opening up the backup server...

Q: Mm-hm.

A: ...um, which is located in his office. He was oh, if we open it up we'll probably find bodies from, like, a mob family or something like that. Like, it's - it's - he's got a lot of morbid comments like that. But, um...

Q: Okay.

A: ...but again, like, a lot of comments about, like, it'll just be in general like I said, um, similar to, like, the I'll punch whoever I need to or well if it goes - if - if somebody does something we don't like we'll just kill them.

Q: Mm-hm.

A: And when - he said that to ([redacted] and ([redacted] - ([redacted] [redacted] and I before. Um, but he's made comments like that or like I said to all the people I've mentioned as well.

Q: Okay.

A: But...

Q: So ([redacted] would've been an - a witness to - to that type of statement?

A: Yep.

Q: Okay.

A: Yep.

Q: Um, have there been specific - that - these comments specifically were made

in re- in relation to [redacted] Um...

A: They weren't specific to [redacted]

Q: Have there been other comments specific to other staff that you can recall?

A: Uh, just the ([redacted] pulling [redacted] hair or pulling [redacted] out of [redacted] office by the hair, but then again I wasn't present for that. But, um, and then the comments about [redacted] Other than that usually they're just generic.

Q: Mm-hm.

A: Just, um...

Q: And he says this to you personally one-on-one in a...

A: Oh, yeah.

Q: ...um...

A: Yeah.

Q: Do you...

A: There'll be a group of people.

Q: Mm-hm.

A: He - yeah, he'll say it around any - anybody.

Q: Okay.

A: So...

Q: And can you think of anyone who may specifically have been present for any of these conversations other than ([redacted] [redacted]

A: So a lot of these ([redacted] ([redacted] and myself...

Q: Mm-hm.

A: ...um, like I said in his office. [redacted]s been around him but, um, I know [redacted] tries to act like, uh, um, the buffer per se, um, between a, like, communicating concerns with staff to Clint...

Q: Mm-hm.

A: ...and trying to - but, um, [redacted] always dismisses [redacted] kinda oh he's just joking kinda thing where it's, like, it could be a sense of humor. But obviously depending on the person, um, they can find that stuff not funny or, you know...

Q: Mm-hm.

A: ...uh, or obviously with somebody like him it's, like, like I said for me personally do I think he would - he would do it? No, but to somebody else, uh, maybe.

Q: Yeah.

A: You know what I mean? So...

Q: Yeah.

A: ...um, I just know me personally I'm not threatened by the comments he makes. I find them to be pretty inappropriate and...

Q: Mm-hm.

A: ...pretty stupid but, um, I don't feel threatened by them. But like I said I can only speak for me anyway so...

Q: Okay. Um, do you feel like the comments have escalated?

A: Oh, yeah.

Q: Okay.

A: Yeah.

Q: And - and - and when I say that, um, would that be in frequency, in - or what would that look like?

A: Yeah. He's - he's quicker to say - 'cause everything - if - if you say something that feels like a challenge to him...

Q: Mm-hm.

A: ...he's very quick to I'll slap whoever I have to, I'll punch whoever I have to, I'll - I'll sue whoever I have to. Like, it's...

Q: Mm-hm.

A: ...it's always a threat like that so...

Q: Okay.

A: ...uh, but definitely that's his first response usually. Um, currently...

Q: Mm-hm.

A: ...like, lately, um, that's his first response if he feels like you're challenging him so...

Q: Okay. But primarily from your own observations it would be those comments being made directed at [redacted] or to - in general...

A: Yeah.

Q: ...individuals or...

A: Just in general, yeah. Like, no one specific...

Q: And no one specific.

A: ...but just, you know, if somebody had a problem with this, all right we'll just kill them anyways kinda thing.

Q: Mm-hm.

A: And it was, like...

Q: Yeah.

A: ...uh, okay. Um, yeah, so...

Q: Has he ever elaborated on any of those comments or...

A: No. Not to me.

Q: ...taken that comment any further?

A: Not to me but, um, 'cause I just kinda, uh, I don't - I don't really want him to elaborate...

316 Q: Mm-hm.
317
318 A: ...so I just kinda...
319
320 Q: Yeah.
321
322 A: ...just - yeah.
323
324 Q: Okay. And does he laugh as if it's a joke...
325
326 A: Yeah.
327
328 Q: ...afterward or what does that look like?
329
330 A: Yeah. No, he'll laugh and like I said, um, it, um, I don't know how - how to
331 word this but, like, obviously the [redacted]...
332
333 Q: Mm-hm.
334
335 A: ...they seem to think he's pretty funny when he says that stuff too.
336
337 Q: Mm-hm.
338
339 A: So obviously I don't want - and it - on the surface it's - it appears they don't
340 have an issue with - with those comments but, um...
341
342 Q: Sure.
343
344 A: Yeah.
345
346 Q: Okay.
347
348 A: But yeah, he certainly thinks he's pretty funny after he says that stuff so
349 yeah.
350
351 Q: Okay. Um, anything else you can think of? Okay. That was all I wanted to
352 follow up on...
353
354 A: Okay.
355
356 Q: ...on with you - with you on...
357
358 A: No worries.
359
360 Q: ...excuse me.

A: No, you're good.

Q: And if you think of anything else specifically or if you can find any documentation of the specific...

A: Yeah.

Q: ...comments and when they were made...

A: Yeah.

Q: ...from your own, um, emails...

A: Sure.

Q: ...that would be very helpful.

A: Yeah. I can do that.

Q: And I do have a copy of the email, um, in March, um...

A: That whole...

Q: ...where there was some conversation about IT and DFM...

A: Yeah.

Q: ...and, uh, so I don't need that one.

A: Oh yeah, the ones where I put the...

Q: Mm-hm.

A: Yeah. Yeah, I know that one. Uh, as far as anything he's put in an email about that stuff like I said I don't...

Q: Okay.

A: ...know. I'll look but I don't think they're...

Q: Yeah. Uh, at - at this point, you know, it would be helpful even just to have your - your contemporaneous notes of what might have occurred.

A: Okay.

Q: Okay?

A: Awesome.

Q: All right. Well I'm gonna go off record...

A: Sweet.

Q: ...and we'll let you go on with your day.

A: Awesome. Thanks Monica.

Q: And it's 3:59.

The transcript has been reviewed with the audio recording submitted and it is an accurate transcription.

Signed: _____