

Chippewa County Sheriff's Office

Travis Hakes, Sheriff

Curt Dutton, Chief Deputy

Counter Investigation

Dear County Board Member;

I submit to you (and the public after this meeting) an investigation I conducted into the work environment of our Office as well as our community. I have also now had an opportunity to review Hall's report to compare to my personal notes, after it was released to the media.

There are some things I would encourage you to take the time to review before you make any further decisions relating to my role as your duly elected Sheriff.

- In Hall's report I located over a dozen provable falsely reported subjects
- In Hall's report I verified that she omitted interviews she herself conducted that contrasted her result-oriented investigation.
- In Hall's report she submitted "evidence" that was incomplete which led to conversations being taken out of context, either intentionally or negligently.
- In Hall's report she stated that the majority of the conversation the adult female employee felt it was friendly and inviting, a picture of a beer can and sunset was what changed her opinion. Those feelings were not expressed and only two more conversations occurred via text after that photo.
- I did my best to respect the employee, and work while attempting to avoid contact with that specific employee. In fact, that might have been a factor in why some staff feel I was absent from physically being in the office.
- The morale of our Office is exceptionally high, minus a select few individuals
- I do come out and work on nights, weekends, and holidays
- There are positive take-aways from this that have shaped me into a better leader.
- Our policy manual is under-construction, due to needed corrections.
- I lost money, broke even, or donated to everything involving any one from our Office. I have spent thousands of dollars from my own pocket attempting to improve morale.
- I do not solicit my businesses at our Office, when the topics or questions arise I offer my services at no cost to our employees, as a courtesy with no expectations.
- No contracts were ever entered, in fact, I offered to personally pay for safe rides home.
- I attended required trainings, and meetings my staff clearly expressed their desire for my presence.

Respectfully Submitted,

Sheriff Travis Hakes

Travis C. Hakes

Summary

Once given a physical copy of the redacted Hall report so I had time to review it in detail I found many areas where it contains false statements, inaccurate and incomplete statements, misleading innuendo and is internally inconsistent. To the extent Hall faults me for alleged inconsistencies as she seeks to prove often by means of speculation and multi-level hearsay thereby contending I lack credibility, I encourage the same standard be applied to her report. When such a standard is applied to it, as I note in this document, one would have to conclude that either her report lacks credibility or her conclusions about me are faulty and simply wrong.

Information from Staff

Hall's report mentions that she spoke with members of our Office from various roles and various experience levels. I have also spoken with several members of our Office. Our office consists of 110 positions, currently we are not fully staffed. I have sought out as much feedback as possible since I was elected. I can tell you that I have engaged with more of our staff than Hall did, and I have not been provided with negative statements. The positive statements have come, without me asking.

I have had more than 25 of our Office staff tell me that they have never been happier working at our office; and that I need to fight this to stay as their Sheriff. I am not naïve that some of our staff was not pleased with the election results. Frequently I say, "you can please some of the people, some of the time, but not all of the people all of the time."

I know that there are a large number of the people that work in the Sheriff's Office that are happier now, than they were a year ago. The members I spoke with range from new hires, management, and everywhere in between.

Do not let the loud voices of a few, distract you from the quiet voices of the majority.

Policy

Our policies are currently under construction as they need critical updating, thank you for bringing this topic up. It is a work in progress and will be updated soon. Further information is in this report.

Proven Defects in Hall's Report

Upon reviewing Hall's report once I was able to examine it in detail and compare it to third party and objective evidence and my direct knowledge of the matters addressed in the report I found even more discrepancies in the report than I previously submitted in my augmentation document to the Director of Human Resources. I found:

- Over a dozen provable false statements

- Hall failed to verify information that was readily available

- Suggestive, misleading, speculative or incomplete statements

I will comment on those defects by reference to the page of the Hall report in a narrative statement and in some cases submit the related documentation.

Exhibits Presented in this Report:

- A. Letter from Attorney Hodsdon to Attorney Hall. CC Sheriff Hakes & Todd Pauls
- B. (2) Emails Sent to entire Sheriff's Office and other agencies about funeral services.
- C. Email to entire Office invitation to the "gala" and attached poster
- D. Email to entire Office and correspondence regarding "Student Send-Off" in Stanley
- E. Knife Invoices pertaining to the 3 knives discussed in this report
- F. Statement from Cab service that there was never a "contract" and related information
- G. Invoice(s), email to staff, and list of mugs "sold."
- H. Statement from Hillary Hakes (ex-wife)
- I. Statement from a County Department our Office works with
- J. Statement from someone who lives near Sheriff's Office
- K. Statement from Sheriff Hakes to County Board 10/10/2023

Respect of Process – It is my understanding that the County Board and the report reflect that I may not have been respectful of this process. What needs to be made crystal clear is that when I was told over the phone to avoid contact with the employee; it had already been a few days since I had any type of contact with them. When I texted the director it was to legally notify them of my burning permit, and I figured that would be the least intrusive method to minimize any risk of contact with that specific employee. Monday May 22nd when I went into the center, I first stopped to confirm with the Director that it would be ok, and that specific employee was not in the center. I was advised it was.

Later that day HR Director and County Administrator told me they were asking me to stay out altogether, I assumed the initial request was to stay out while that employee was present.

I have had 0 contact with that employee since May 17th 2023, other than the possibility of them answering the police radio in the performance of my duties. I respected that request, after the misunderstanding was addressed. Proof of me respecting that process also was a direct result of some of my absence in the building where I worked from home. You are aware that this occurred during the "investigation" I did my best to minimalize any and all contact, even accidental.

Page 1 – Interviews concluded July 31, 2023; Adult female employee quit Monday July 24, 2023.

Page 2 – Requests for Interview - I participated in all requested interviews and discussions concerning the former employee situation that were requested directly with the Chippewa County Administrator, Human Resources Director and Office of Corporation Counsel. At no time did I or have I now refused to engage directly with those parties and in fact on October 4, 2023, at the request of the administrator I met with him, both corporation counsel attorneys, the board chair, director of Human Resources and a representative of Hall's office participated remotely. In Hall's report she stated "This reporter offered Sheriff Hakes at least three opportunities to provide his input into this investigation through the interview process and submit evidence, and he declined each opportunity. The circumstances of his denial will be discussed further in this report." I was not given the opportunity to submit evidence and was never invited or asked to submit any documents to Hall.

As to the request to meet physically with her you will see Hall requested that I meet with her on a day that I had a vital law enforcement meeting and leadership training, which I considered a priority and for which ironically I am also accused of not believing is important. Already on Page 2 of the report I found contradicting statements that were also inaccurate. In the report I am accused of not being attentive in a security consultation meeting but the reality is that during that meeting not only did I interact about it I also was working on a possible death investigation and responding to her first interview request.

Hall's first attempt was to schedule a meeting with on July 12, 2023, and she made it on Sunday July 9th at 6:58PM. I responded to her Monday July 10th, 2023, at 3:06PM as I had had been working on a possible death investigation as well as the Courthouse Security analysis. The day she requested was a day that we had our County Wide Law Enforcement Administrative meeting, followed by Leadership Training taught by HR Director Hohlfelder. I chose not to interview this day due to the time requested to meet and my other obligations. I was at the administrative meeting until after 1PM which is why I missed the training since I felt it better to attend such events in their entirety than disrupt them and lose content by arriving late.

Hall responded on July 10th 2023 at 3:42PM: "Since I am traveling and want to ensure I am not doing unnecessary travel to Chippewa Falls, I am trying to coordinate your interview with others. If you will not be available on Wednesday, I will need to know today since I had planned to travel up to Chippewa Falls first thing in the morning. I will need to cancel other interviews if you are not available. Additionally, I will need to know when you are available for an interview. I will not be available next week and had hoped to complete interviews this week in order to keep things moving along.

Please advise as soon as possible as to your availability. "

Misleading Statement – I have discovered that there are people interviewed by Hall that were interviewed virtually, which was not suggested to me as an option. This statement appears intended to pressure me into immediately responding to her request on her terms or perhaps with the intent or hope that I would not be able to meet to present the appearance of having something to hide.

I responded July 10th 2023 at 9:12PM: "I have received your request to meet with me for an interview on July 12, 2023. I have minimal information about the substance of the complaint other than that it is directed against me in my role and capacity as the elected sheriff of Chippewa County. As such a short time ago, I sent correspondence to county management inquiring as to arrangements for my legal representation. I am not prepared to meet with you until such time as satisfactory arrangements have been made for my representation. Once that has happened either my counsel or I will be in contact with you.

While I note you have labeled your email as an attorney-client communication you indicate you have been retained by the county and have not made clear that you are also acting to represent me and I have concerns about events to date that you may have a conflict in doing so. If you can assure me in writing that no such conflict exists and you are representing me as well as the county, then that may solve the issue of my representation. Are you willing to make that representation in writing at this time?

Please advise."

Hall responded July 10th 2023 at 10:18PM: "Your communication reflects that you have retained counsel. Please confirm that and advise as to the identity of your counsel. We represent the County and not you personally or in your separate capacity as an elected official. Please advise immediately as to your representation or confirm that you are not represented since I am not able to continue to communicate with you if you are represented.

If you choose not to meet with me regarding this investigation, please advise and I will then rely upon the information I have been provided for my findings. I wanted to provide you the opportunity to provide input but it appears you may not wish to provide information from your perspective. As such, please confirm that you will not be meeting with me for your investigatory interview and I will continue my investigation without your input."

Hall emailed again Tuesday July 11th at 12:38PM: "My retention is for the limited purpose of investigating your conduct and providing factual findings. I am not able to provide you comment or answers as regarding your representation. It appears that you are declining to participate in an interview with me. Please confirm that to be the case."

I responded Tuesday July 11th 2023 at 12:39PM- "I have not yet formally retained counsel as I am waiting for a response from County administration and corporate counsel as to that question. I am not at this time refusing or declining to speak with you since before that decision is made I feel it prudent to obtain legal advice and I expect as an experienced attorney that you can appreciate my position. The faster that question is responded to and resolved by the county the more quickly I can respond to your request for an interview."

Hall responded July 11th 2023 at 5:15PM- "Thank you for the information. Based upon this, I will conclude that you will not be meeting with me tomorrow. Thank you. I will wait for you to respond regarding if and when you might be available."

I responded July 11th 2023 at 5:15PM – “I have retained an Attorney, he will be in touch with you. His contact information is:” I then provided her with Richard Hodsdon’s contact information.

Wednesday July 12th 2023 – Attorney Hodsdon sent a letter to Attorney Hall, Chippewa County Corporation Counsel Todd Pauls, and myself. In that letter (Marked Exhibit A) Attorney Hodsdon stated that “At this time Sheriff Hakes is not declining to speak with you, but we simply have not had time to adequately review the matter together.”

Hall intentionally led her report to reflect that we declined several opportunities to interview, while it is true that the only time she directly asked me I had other obligations; I am further unaware of any attempt she made to present any opportunities for us to submit evidence.

I do not recall if there was a request to be interviewed the week of July 17 – 21st, however, I did have a family obligation that resulted me in taking some time away from being physically in the office. I was available virtually and by phone.

Monday July 24th 2023 – I was informed that the Employee who made the statement that our texts made them feel uncomfortable had quit. I had no personal or face to face contact with this individual since May 17th of 2023. I was advised by staff of our Office that the individual was spoken with late in the prior week about their performance not improving in the field training program. I was advised the individual appeared to be regressing, instead of making progress.

Page 2 and 3 – Hall claims, “The unequivocal documentation considered by this reporter forms the basis for much of the substantial evidence identified in this report.” This is reference to Hall’s exhibits, many of which are not factual and taken out of context so I shall address them individually:

1 – Green post-it note, was provided after a request for turkey hunting information was requested. I informed the individual that I would network them with someone from the same gender to assist them in their recreational opportunity and that is corroborated by text messages that Hall had a copy of.

2 - Text message(s) were sent after a face-to-face interaction in the building where it was implied the individual wanted to attend an event that several members of our Office went to. I wanted to insure the person was included since they had expressed interest in attendance.

3 – Text messages between myself and the former adult employee. The majority of conversations were initiated based on in person conversations where statements or requests were made, that I circled back to follow-up on. At no time was anything sexually explicit shared.

4 – 8 - More text messages mostly taken out of context and not full conversations.

10 – Not disclosed in redacted report (this means I have not seen this “evidence” as presented to Hall)

11 – Not disclosed in redacted report

12 – Not disclosed in redacted report

13 – Text messages calling what I set up with Cab Service as an account, not a contract. I set up an account where I offered to personally pay for the services.

14 – 17 – Not disclosed in redacted report

18 – What is listed as “Exhibit H” is also out of context because some of these picture were also shared on my Travis C. Hakes page which is open to the public, and one of the posts is shown.

19 -23 – Not disclosed in the redacted report

Office Tour -In Hall’s report she states on Page 5 into Page 6: “Records provided to this reporter show that of the eight interviews conducted before May 23, 2023, ***** was the only applicant to whom the Sheriff gave a tour. Additionally, substantial evidence supports a conclusion that no other Department employees who started with the Department after January 1, 2023, have been given a tour of the jail, or the Department, by the Sheriff.”

Hall fails to mention that a staff member she personally interviewed and asked who had given them a tour of the Office told her directly that I had given them a one-on-one tour. There are two possible reasons for Hall to make the statement she did and neither should be considered acceptable. First, Hall either failed to recall the interview took place or failed to document the direct response to a question she personally asked. Second, which is even more troubling is, Hall intentionally omitted information that contradicted the clear result-oriented narrative of this report.

If Hall was a sworn law enforcement officer and made this type of intentional omission in a report she would be in direct violation of Brady / Giglio issues, which could challenge the credibility of any report she authors, cause her to be precluded from use as a witness in a criminal case by the District Attorney and perhaps even result in employment sanctions and loss of certification. One would expect that attorneys should be held to at least the same standards as law enforcement officers.

Funeral Invitation – Hall reported on page 6, “Substantial evidence supports a conclusion that the Sheriff did not invite any other applicants or personally invite other newer Department employees to either of the two funerals for those officers killed in the line of duty that spring.”

I recall informing her that due to her starting on Monday, I did not want her to feel uninvited as every member of our Office was invited to attend. In what is marked **Exhibit B**, by me, you will see that I widely disseminated to many staff this information by email. In one email sent April 13th, I said, “This is something that ALL Chippewa County Public Safety members are invited to join us, so please disseminate this to your local Fire Departments, EMS, administrative, patrol staff, etc.” I also personally arranged for free transportation to the funerals. Hall’s statement is further evidence that either she intentionally omitted the fact that I literally invited everyone I could or she did hear an answer that fit her narrative and looked no further. Once again, if a sworn law enforcement officer reported on a topic with such disregard for the truth it would be troublesome in a court of law.

“Sexual Content” – On page 6 of Hall’s report Hall it says, “Beginning the evening of Friday, April 21, 2023, the Sheriff began to send texts to ****, ending the weekend by texting for an almost twelve-hour period, from 10:07 a.m. until 9:39 p.m. on Sunday, April 23, 2023.” Hall further comments, “contain sexual content and invite **** to participate in inappropriate communications.”

Friday April 21st at 5:35PM was the first text sent and that exchange ended at 6:01PM with a total of 7 texts. On Sunday April 23rd at 10:06AM to 10:10AM a total of 6 texts were sent and none were sent on Saturday. Not a single message contained any sexual comment or behavior. I reached out to provide her with resources to turkey hunt as she had requested in person. The text conversations extended over a total of approximately 30 minutes, not 12 hours.

The following text conversation started Tuesday April 25, 2023, at 7:04PM and ended at 9:39PM. The text regarding “breast person for the job” came after **** had a face to face conversation with me about an injured Eagle that was called into the Office. **** requested wanting to see it, so I sent **** a text message to fulfill the face to face request. The photograph section was not in Hall’s report or evidence submitted. This led to a text exchange where **** said, “bird on bird crime is never cool man.” I responded and stated that “these streets ain’t easy they ain’t for the soft feathered.” **** stated “We should probably have a community awareness meeting asap about these types of crimes! They can’t go unpunished.” I responded, “Haha, Neighborhood Bird Watching Program”

**** responded, “I’ll be assistant director of bird crimes if you’re taking volunteers.” To which I responded, “I think you’d be the breast person for the job!” **** went onto joke about being a bird coroner and referred to it as “neature” which is also a pun. As you can clearly see this conversation was about birds and puns associated with bird matters; not sexually explicit.

It is possible that Hall did not fully comprehend the context of the conversation since the origination of the conversation was not included in her exhibits. Hall's exhibits submitted as "evidence" are not fully accurate as there are things such as the pictures of the injured eagle not included. The negligence in her reporting may have also been the direct result of her false statement that the text conversation ended at 9:39PM on Sunday, when in fact that was an entirely different conversation 48 hours later that ended on Tuesday. Again, if a sworn law enforcement officer investigated a matter and reported on it this poorly it could be troublesome for their creditability.

Cat Meme – During the text exchange regarding eagles on Tuesday April 25th 2023, ***** made a comment about being fueled by roadkill. There was a face-to-face conversation in the communications center. ***** was a part of that conversation. I stated eagles frequently get hit by vehicles while eating roadkill, frequently feral cats. I shared a meme, that depicted a male upset saying in that meme was the text, "when the chow mein is on point but you miss your cat." I further stated that it was not a stereotype. It had to do with birds of prey eating feral cats, this in no way had racial intentions. I have several friends from all walks of life. I believe in the beauty of diversity.

Furthermore, in Hall's report she fails to report the remainder of the context of this conversation, where ***** states, "It's perfect". Hall further neglects to report that ***** stated, "you're safe here!" to which I assumed meant she was not uncomfortable with any of the joking conversations I was having in a friendly manner. In fact the point Hall brings up that I mentioned that other co-workers of hers had sent me things of similar context, which certainly proves that I had similar conversations with employees and was not singling out *****. I have since learned that banter and joking one does with a co-worker and being that friendly with staff once a person becomes the boss can create a dynamic that needs better balance and that I need to remind myself of the special role that I now have as the leader of the organization. I am the first to admit that finding a good balance between my interpersonal communication style and my position as agency leader is part of my learning curve as the new sheriff that I plan to continue to refine.

Gala Invitation – On page 7 of Hall's report, Hall stated, "It is of note that when this reporter inquired about the gala event and the Sheriff's offer of a short bus, no Department member interviewed knew of such an event or the alleged offer." On Wednesday March 22nd 2023 at 10:01AM, I emailed the entire Office inviting them to the event at which time I also offered to arrange transportation. The email and attached photograph referenced are **Exhibit C**. Included in the email was an attachment of a poster that hung in a few different places including our office breakroom fridge. The breakroom is open to all of our staff and is frequently used by many of them so the poster would have been seen by many people who work in the office. If Hall did interview around 20 Sheriff's Office employees, claiming some have several years of experience, then either they are not the trained observers one would hope, or they never go into the breakroom, read their emails, or Hall again failed to thoroughly investigate this matter before she made a false statement in her report.

Friendship statement – In the text conversation, **** stated that she had fitness goals. I was attempting to be friendly and inquired if **** did body building. **** replied, "Not yet but it's almost summer" with a laughing face. I then made the inquiry about beach body fitness goals. It is pretty standard reference that either people body build by bulking muscle, or toning their body which is commonly referred to as "beach body." I made a comment about how I boat more than hit a beach. **** made comment, "I'm too poor to be a boat person lmaoo gotta build my house first!"

I replied, "Well luckily for you, I have a boat, and so do a lot of others around here. First the land, then the house, then the boat." Hall's report invites a reader a reader to take the conversation(s) out of context and again should raise questions of her objectivity.

Line of Duty Death Notification – Hall's report on Page 7 says, "She reported that when she came into work the next day, it was just like every other day and she wondered why the Sheriff had made it sound like such a big deal. Other Department staff interviewed reported that it was not normal procedure for a Sheriff to text staff the night before they report to work about incidents that have occurred."

When **** was here in person she expressed feeling upset that she was not aware of the Line of Duty Deaths of Officer Breidenbach and Officer Scheel until a period of time after they occurred due to her lack of news watching and no use of social media. I thank God every day that we do not have a line of duty death in our area, but when we do, I notify our people. In fact I notified everyone I could think of, and contacted representatives of each division. Furthermore, one of her co-workers would not be in the following day (possibly her trainer) due to a death his own family was dealing with.

Hall's suggestion about "normal procedure" regarding how I chose to notify our Office members shows her continued blatant disregard for operations surrounding law enforcement matters. The fact that she compares the death of a law enforcement officer as "normal" and quotes the interviewed individual as saying they did not understand why I made the death of a fellow law enforcement officer a "big deal". I will never minimize the murder of a law enforcement officer and I am saddened and appalled that an investigator hired by this county would imply I was making too much of that tragedy. If you wish to be critical of me for such a view that is your First Amendment right, but I will not apologize for my views.

Beer in my Yard – With as interested in my personal Facebook page as Hall apparently was, I am surprised that she did not locate one of the many photographs I had posted of sunsets. Several of them included a beer, and in fact I believe that photo was shared on some form of social media somewhere. Clearly, I was not attempting to engage in a romantic relationship with literally thousands of individuals who've seen sunset photos I have taken. The selective cherry picking of parts of a report or a record or image is something we in law enforcement are used to from criminal defense attorneys in an adversarial

process we call a trial but it is disappointing to see the tactic used by someone who the county allegedly hired to be a fair and objective inquiry.

Adult Prom – I preach to have a happy work / home life balance to my staff because I think it reduces burn out rates and keeps them happier and helps with recruitment and retention, which is a challenge for all law enforcement, but luckily less for us than many nearby agencies. **** complained multiple times about not having a home life, and very few friends in the area. While talking in person **** described working to have an adult prom in Stanley, which is where she was living. **** expressed jokingly that a male who could not grow a full beard was the only person interested in going. Every single conversation I had with **** was about networking her with same gender individuals who would assist her in outdoor recreational opportunities. My statement about getting her hunting was for her to expand her personal friend connections. I did make a comment about me not going because I had a full beard. My intention in this statement was to reiterate that I would not go but was making friendly conversation with her. I took her comments as engaging in the friendly conversation by joking about wearing a blue suit.

“Two Jeeps” – Hall’s report would lead a reader to believe that I sent an unsolicited **** a picture of two males behind “Jeeps.” The truth is that **** was implying that I was irresponsibly making purchases. I felt the need to clarify it was a well thought out expenditure.

Stanley Student Send Off – This is referenced in my original Augmentation under a bolded area “Page 8.” For further clarification I sent an email to the entire Office on Friday May 5th, 2023 marked **Exhibit D**. I actually became began to wonder, and it made me uncomfortable, if she was implying she wanted me to attend alone with her and because I had started to get uncomfortable, that led to me emailing the communications center director and trying to find alternatives to attending because she lives close.

Male Employee – In Hall’s report on page 9, she reports, “Deputy displayed significant nervousness and shifted his recollection and response within a few minutes. He said, ‘I don’t know, I don’t know if I did or not. I don’t think he’s talked to me about her. I’m sure if we were talking about her we would have talked about her appearance – she’s attractive.’ He then equivocated, ‘I wouldn’t rule it out. It’s possible. I don’t know. I honestly don’t know. Recently no, I can’t rule it out that we talked about anyone else.’”

This statement evidences nothing and certainly does nothing to prove whatever point Hall is trying to make or imply. No matter how many times you read the statement it establishes nothing and the statement as quoted establishes that even the individual interviewed did not recall having a conversation with me later attributed to him at least by implication in the report. This statement does

seem to affirm information that has been conveyed to me that Hall's interview techniques may be less than friendly and even confrontational.

Chicken Lips – In Hall's report on Page 10 she indicated, "The text trail began, 'Just great.' He then followed with a meme, 'Chicken lips went to HR and complained ... and now we can't use nicknames at work anymore.' He then sent another meme based upon the comedy television series The Office, that included the statement, 'When you tell a joke so funny, HR wants to hear it.'"

Again, my augmentation explains this, but this is yet again incorrect information. What this was, was a screenshot taken from social media, I took from employees saying or sharing these things publicly to document it with my Chief Deputy. I did not say these things, or share these things on social media.

In Hall's report she indicates that the Chief Deputy informed her on Page 11, "talked with his cousin who is a lawyer," I do not have a cousin that I am aware of who practices law and that means either the chief deputy reported to Hall a statement that did not happen or Hall got it wrong.

Knives – This was disclosed in my augmentation but the invoices are attached and marked **Exhibit E**. One knife was given to an employee as a retirement gift from the office, and the invoice was given to the Office Manager. The money was collected from donations from employees who were co-workers and the money collected, which was not even enough to pay the full cost of the retirement gift, to this day remains in an envelope sealed with the invoice in my desk as I try to understand how the county handles the financial aspects to these tokens of appreciation for retirees. I would like to develop some form of employee recognition program for such matters but until the current situation involving me has been resolved I deemed it safer to simply put this particular subject and this specific transaction on hold so as not to be accused of yet another impropriety.

Taxi Agreement – After watching staff waste nearly two hours in the command post at RockFest with a drunk female who was vocal about her distrust of Law Enforcement I went to get the number for a cab for her to call for herself and I was going to pay for it with my debit card in order to get her safely removed from the event and not have to arrest her simply for being drunk and evicted from the event. I saw no need to burden this person with a criminal arrest record if some other solution could be arrived at.

On Thursday I made several calls with the goal to explore options to address this situation in the future for the rest of the event. I called to check out our legal recourse from several individuals. What I inquired about was if we had any legal issues if we technically had someone in custody, but chose to release them to themselves if they had a safe ride; more specifically if that ride was funded from an independent source. I checked with the County Administrator to see if he was aware of any issues from a liability stand point I was unaware of and he did not relay any concerns. I checked with you as D.A. to

company with an excellent reputation, but the policies are only as useful as they are updated as the law and law enforcement best practices frequently change. About the time this investigation started as I was reviewing the policy manual I inherited from the prior administration I realized that many of the policies needed corrections and updating, which is something the chief deputy had long been assigned to do. This is a task that is currently being addressed and will be improved moving forward. I fully acknowledge I did not realize how neglected our policy manual actually has been until I was provided an opportunity to review Hall's report. In that regard her criticism of me not "signing off" on policies was the closest thing to a blessing from the report. It has made me realize how neglected this important task has been by the people assigned to do it. If I have given to anyone the impression that I do not believe the policies are important, that could not be further from the truth. However, I find it morally difficult to sign off on policies that I know have corrections that need to be made. For me to sign off on improper policies also would increase the civil liability exposure of the county and I will not be signing off on any policies until I am sure that meet legal, constitutional and operational requirements. Contrary to what some may say, I do not believe the rules do not apply to me. Evidence of me appreciating our policy, is the grooming policy, in December employees were not allowed to have beards. Due to changing culture in law enforcement you may see tattoos and beards around our Office, that is a policy we changed because I said, "I do not want to be in violation of our own policies."

Lastly, while I realize this statement will be used by my detractors so argue that it shows proof that I act as though the policies do not apply to me, the contrary is true. As the sheriff the policies that exist are MY policies for which I alone am ultimately responsible. The policies are a directive to the staff of the sheriff's office as to how they should behave to legally and operationally perform the tasks for which I am responsible. As the Lexipol assisted policies state, they are operational guidelines and subject to exceptions when the appropriate superior officer thinks proper. In the sheriff's office the sheriff is that ultimate superior officer.

County Policies

As recent as last week, regarding amending the County's Policies to reflect Sheriff's Office instead of Sheriff's Department the Administrator had this to say of my request to change it in the Courthouse security plans: "I just looked through the Chippewa County Human Resources Policy Manual and I could only find the words Sheriff's Department. The Law Enforcement Center building also says Sheriff Department. So there is no confusion change the Government Center Elevated Security Procedure back to Sheriff's Department."

To which the HR Director stated, "I do support Randy's request and Joanna has it listed as Department. All of our documents (HR Policy, Job Descriptions, Springbrook, etc.) say Department. Our ordinances say department. We get requests frequently from other departments or elected official offices to change titles or update names and we work hard not to make these changes unless absolutely necessary because of the work involved in making the change, as long as the current name is still factual. So this isn't just about your request.

see if there was any legal recourse that you could identify and you stated that you did not believe there would be any legal recourse but this was not really your area of responsibility. I then spoke with Corporation Counsel and in doing so I never called it a "drunk tent" contrary to the report. I think I said command tent or post. I again checked with Corporation Counsel and Todd stated that he did not see any legal recourse and in fact I think he said something along the lines of, it doesn't matter who pays for the cab if they call it for themselves or ask you to call them one.

I also contacted the County Board Chairman and he indicated that the County would not pay for a cab and encouraged me to contact Fest staff. I spoke with Wade Asher and informed him about the waste of resources I identified and he told me to send any bill I got to him. When the event was over the total cab bill was about \$75.00 and I sent it to him for payment. No tax dollars were ever spent for cab fare for the festival goers.

Based on the legal information I was provided, and that Fest and/or myself made an agreement to pay any vouchers used this was not a "contract" for the County as I understand to be the legal definition of a contract. I might well have used the word contract in speaking about the arrangement as a form of verbal shorthand with command staff and I apologize if I used a legally incorrect term, but I certainly did not lie to anyone I spoke with nor ever represent there was a written agreement to have county funds pay for taxi rides for festival goers. Further Evidence is in the statement from the cab company owner, confirming that we never entered into a contract, marked **EXHIBIT F**. Also marked Exhibit F is the bill, verification paid by Fest promoter, and emails to Corporation Counsel.

Deputy Garduno – In Hall's report on page 14 she wrote, "he did it also for Deputy Garduno who has started recently." I had actually stated that Garduno was sent the same email invitations that **** was sent. The remainder of my discrepancies in the Hall report on this topic are in my Augmentation in the section labeled "page 14."

Challenging Application of Policy – In Hall's report on page 16 she writes, "The Sheriff then challenged the application of the policy." That is not accurate. I actually asked what part of the policy I was accused of violating and was at first told by the County Administrator that was something he would share with the County Board but not me. When I asked for clarification he said, "the whole policy." I again stated to him that I felt I was being left in the dark and not being communicated with effectively. He elected to not provide any specifics information to me.

Sheriff's Office Policies – In Hall's report on page 18 she refers to our policies. It must first be noted that updating and correction of the policies fall under the job description of the Chief Deputy. At the time of Hall's report I did not have administrative rights in Lexipol. The Sheriff's Office before I became sheriff had contracted with the Lexipol company to develop and implement policies. Lexipol is a national

I know this is important to you and I have heard it has been to other Sheriff's. This is not listed as a department as a form of disrespect to your office in any way, it's been listed as a Department for years in ordinance, policy and other areas.

Updating policy requires an executive committee reading and two county board readings. I will add your request to a list of when there is more time, because as you know, our office is extremely busy at this time."

I felt it important that the County Board be made aware of this communication, because as recently as last week; I continue to learn and grow. What I thought was a simple request to refer to our Office as the proper legal description to accurately reflect in Policies we are expected to operate from; was not a simple request at all.

The other issue with this is that I have been provided with some conflicting information pertaining to this topic. I was advised that certain policies do not apply to the Sheriff's Office, yet some do. We were advised in March that turn down mileage did not apply to our office, yet it is a county HR policy. I understand that there may be exceptions to certain things, and in my new role I have been trying to learn what exceptions apply and which do not.

Emails to Attorney Hall – On page 19 of Hall's report she said, "This reporter next received an email communication on Wednesday, July 12, 2023, from Attorney Richard Hodsdon, counsel for the Sheriff."

On July 11th I responded to Hall; "I have not yet formally retained counsel as I am waiting for a response from County administration and corporate counsel as to that question. I am not at this time refusing or declining to speak with you since before that decision is made I feel it prudent to obtain legal advice and I expect as an experienced attorney that you can appreciate my position. The faster that question is responded to and resolved by the county the more quickly I can respond to your request for an interview." One should question if Hall either intentionally omitted this email, or if she missed it in her review of my communication with her. In either case it certainly makes one question her creditability yet again.

On August 1st Attorney Hall had conversations with Attorney Hodsdon regarding my availability for an in-person interview. The option of an internet interview was not extended by Hall. It was presumptuous of Hall to assume my availability when I had several obligations that day, and did attend National Night Out that evening, which also required substantial preparation during the day. It is true that my Attorney and I chose not to interview with Hall based on the information she finally provided to my attorney as I felt it was a waste of tax payer dollars. I expected that eventually the County Board would get a copy of any report that was done and we would then meet to discuss it. Instead the report was presented in secrecy and the board voted, also apparently in closed session, to act without even pretending to want to hear directly from me. I have given the county board members no reason to think I would not speak with them and have even made offers to do so.

Use of social media – On page 21 in Hall's report there is a critical reference to a social media post about a Night shift statement but that makes no sense as we were short of staff and I did take calls for service that night. Even if we had not been short of staff as a working sheriff who intends to establish and maintain a community presence and profile I am lawfully able to work, and do, 24/7/365 as needed or I think proper. Further information is located in my augmentation.

The Dunk Tank matter Hall refers negatively is actually a good example of community policing in action. I spent my time and personal funds to help out a community in need of something to help keep the youths of the community busy and out of trouble. If being engaged in community events to help out local governments and put a human, friendly face on law enforcement, criticism should not end with me. Rather, also point the finger at national and state elected leaders who advocate these very forms of police-community activities to build trust of the community in law enforcement. Apparently, Hall and I have a difference of opinion on the role of law enforcement in building community trust and relationships. I sincerely believe our citizens prefer my approach to the one she seems to advocate of old school approaches to law enforcement.

Rock Fest – On page 21 Hall writes, "the Sheriff characterized a photo where he was posed with a RockFest performer as being taken while he was 'working near the stage.' The photo, however, is not taken near the outside stage, but is clearly taken inside a room. Based upon the numerous other photos the Sheriff posted from the concert that night, the content suggests that the Sheriff was not, in fact, working in the photo, but had gone to the backstage area from which the public is restricted to visit with performers and to snap 'selfies.'"

Hall intentionally misleads readers to believe I was not working near the front of the stage based on a picture taken between concert sets. The other photographs she mentions me taking were in fact outside in various areas in the front of the stage. Being in full uniform, with duty equipment watching a crowd interact with a performer is work, is public safety work. It is ironic that Hall misleads readers to imply that I was misleading the public. Perhaps part of her comments simply reflects a complete lack of understanding of what peace officers do at these events. I will not take the board's time to explain that, but you certainly are invited to come along to the next event and learn firsthand what we do.

Real Estate Media – Hall reports on page 22, "This removal of this reporter's access to specific posts by the Sheriff suggests an understanding by the Sheriff that the activity reflected by those posts might be considered inappropriate conduct including a failure to carry out his duties at Rockfest, use of his office to gain personal advantage at the concert, and to hide activity that constitutes conflict of interest."

I never removed Hall from any access intentionally, nor did I have any idea she was even looking into my social media accounts nor would I have anyway to know who is looking at public facing posts. Such a statement would be as valid as you board members being accused of knowing who is in the audience or watching your proceeding on streaming video.

"Sales" – Hall reports on page 27 members "purchased knives and guns directly from the Sheriff during working hours, and he has acted as a purchasing agent for member as regards their gun purchases."

As to any firearms purchases this statement is simply false. In the years I have had my FFL I did help 2 current employees, one in 2021 and one in 2022; and one retired one in 2022. I was not sworn in as sheriff until 2023 so Hall claims I acted improperly as the sheriff at a time when I was not even the sheriff. One really needs to ask if that false statement was made by accident, as most adults understand the calendar. I have profited nothing from any sale of the total of 3 knives to office members in 2023 and actually lost money. I helped the acquire the knives as a courtesy and one was the retirement gift previously mentioned.

Any sales I have offered to make were also at a minor financial loss to myself, or a break even. I have attempted to help employees, not profit from them. One notable instance was recently I was sent a Purchase Order, I looked at the invoice and my costs were \$500 cheaper than we were going to be billed. I brought it up in the interest of saving money for the County, but after conversations I also realized with the recent accusations it would not be a good idea. I would think the county government would want us to get the best prices we could if I did not profit from them, and I did not.

Hall suggests that I am a sales representative for Vortex, because I have a friend who chose to donate 3 pair of binoculars to the Office when I inquired about purchasing some from them. I am not a sales representative for that company and again Hall does her best to speculate a negative spin of this donation for public safety equipment.

Mugs – In Hall's report page 28, "Finally, it was reported that in May 2023, the Sheriff sent out a department-wide email, saying that Department employees could purchase mugs from him. Employees paid him for the mugs directly." After hearing about how the morale had been low under the former administration for several employees there were several conversations regarding different options to instill some more pride in our office. We discussed it at management meetings. On April 3, 2023, I sent an office wide email asking for input from the employees about what they preferred. As a result I personally ordered two different colors of mugs **EXHIBIT G**. On June 2, 2023, I sent an office wide email informing the staff that the mugs were in. That email disclosed how many I ordered, and the cost per mug. I sold them for less than I paid for them. I only sold them to members that asked for them and that was after I asked the members if they were interested in them. I have a list of who got what, and what

they paid and less than half of those ordered have been sold. Here is an example of an employee comment:

Thank you for ordering these!! - I recently put the \$15 dollars underneath your door for the beautiful mugs that you bought us all! (I returned a dollar) –

I will not apologize for spending \$842.95 of my own money to help increase the morale of our office. Hall wrongly reports on an email she claims I sent in May of 2023 when it was sent on June 2, 2023. A thorough investigator would have reviewed the email, and confirmed when it was sent as well as by who. She did not do so and once again provided inaccurate information in her report.

Absenteeism – In Hall's report on page 28 notes, "between June 23, 2023, and August 1, 2023, shows him as being on duty nine (9) times, with four of those calls being the nights of Rockfest." The use of the term "on duty" simply does not apply to an elected official. If the President goes home to Delaware or the governor goes to hunting or fishing openers, are they off duty? As a board member and elected official do you punch the clock to be on duty? Of course not, so the use of the phrase for the elected sheriff makes zero sense. As to the references times, I did take my family on a trip, during which time I handled many of my duties remotely. During that time I was physically in the office more than these days and I have no idea how she would have concluded days or times I was on or off duty since as noted, that term just does not apply.

The culture I inherited has created a work schedule that has the majority of management physically in the office Monday – Friday and they are typically gone before 4 PM. While we are on the topic of Absenteeism perhaps I should confess that I do not see any of my upper management in the office on the evenings, weekends, or holidays. They may not be working those times, but as sheriff I often am. If some of those interviewed by Hall do not see me as often as they think they should, perhaps we need to start having them work the non-traditional hours that I am often around and active.

Due to this increase in upper management present during Monday – Friday and the suggestions of "work hours" in this report, is proof of the culture I am trying to change. Our Office deserves to see their command staff get out of the office, and work hours when the bank is not open. If the report is accurate that command staff accused me of absenteeism those people have forgotten that unlike their current banker hours work schedule public safety does not punch a time clock. Neither do I nor will I as long as the people of this county honor me with the title of Chippewa County Sheriff.

Conclusion

According to the limited information that has ever been released to me or to the public the county board apparently voted to authorize an investigation related to my interactions with a specific former

employee. We do not know that for sure because any votes on this entire matter have not been taken in a public meeting are not they reflected in any minutes that I have been able to find that are available to the public. Apparently either on her own initiative or with direction from someone in county government Hall's action ran far afield from that focused subject. Perhaps that is because if the investigation had concerned only the original task it would not have produced the negative and derogatory results that it seems Hall or those she may have taken direction from wanted. When one compares the actual facts even in the report itself much less to what they really are to Hall's opinions, innuendos and sometimes just flat-out incorrect statements it is clear that the "investigation" conducted by Hall was clearly a result oriented based report. Friends and colleagues have advised me that was to be expected when a firm with a reputation of not being particularly supportive of sheriffs and law enforcement is hired to conduct the investigation. One also must question whether the reporter has a financial incentive to issue parts of the report that she did. County administration has sent out a directive to all county staff that on county time and at county expense they are being ordered to attend mandatory training. According to that directive that training is going to be presented by Hall's firm. Would that firm have been hired and paid with tax dollars to provide this training if the report had not found fault with my communications with a former staff member? In a trial a standard jury instruction on credibility of witnesses states the jurors should consider whether the witness has any financial stake in the outcome of the case. That question is also worthy of your consideration. Once one is aware of all the inaccuracies, false or misleading statements or as important material and perhaps intentional omissions in the report it sheds a different light on the many subjective conclusions of the material. As an elected official who was presented with this material you should ask yourselves and each other a few questions.

Why was this specific firm hired? Were you able to freely read this report in its entirety and vote freely, or were you told you could be held criminally or civilly liable if you did not? Were you personally told that I wanted to talk to each of you? Were you told the false statement that I chose not to come to the closed session board meeting or were you told the truth that I was advised I was not allowed to attend?

It is ironic that a report full of so many inaccurate statements is used to imply I am not fit to be in the position I was elected by the people to hold on their behalf. The report contains so many false and misleading statements that it is an example that could be used in law enforcement training on how not to conduct a fair and impartial investigation.

I encourage all of you reading this to think independently and critically and look at all the facts, including those I have provided to you and those that objective, documentary evidence demonstrates the accuracy of my response to the report. I have said it countless times, but as always, my door is always open and I welcome any conversations you individually that you may want to have after reading all of this. I appreciate your time and consideration in this matter.

RICHARD HODSDON
ATTORNEY AT LAW

EXHIBIT
A

July 12, 2023

Attorney Jill Pedigo Hall
Suite 900
10 East Doty Street
Madison, WI 53703

RE: Chippewa County Investigation

Attorney Hall:

With this letter I am advising you that I have been retained to represent Chippewa County Sheriff Travis Hakes as to an investigation we understand you have been retained to conduct on behalf of Chippewa County. While my client has received minimal substantive information as to the specifics of the allegations involving him or your investigation, we have been informed the allegations and investigation relate to conduct of Sheriff Hakes in his official capacity as Chippewa County Sheriff and interactions with a member of that office.

I have been forwarded messages that you have sent seeking to schedule an interview with my client and I understand that you initially sought to conduct that interview on this date. Obviously, that will not take place today. I need to consult more fully with Sheriff Hakes and gather some data before I can advise him whether to agree to participate in your endeavor. At this time Sheriff Hakes is not declining to speak with you, but we simply have not had time to adequately review the matter together.

I know that you and your firm deal extensively with county government and are aware of the challenges that can be involved as we meet our ethical duties to not deal with represented parties. To clarify the situation for you I am representing Sheriff Hakes only as to this matter and your clients should feel free to continue to interact with Sheriff Hakes on all other matters of county government and their respective duties and responsibilities of office. To put all parties at ease in that regard you may consider this letter my explicit consent to the same and I copy corporation counsel so that office is also aware of my position.

At your convenience please feel free to contact me so we can discuss options moving forward to assist in your activities on behalf of Chippewa County.

Yours,

s/Richard Hodsdon

CC: Sheriff Travis Hakes
Chippewa County Corporation Counsel Todd Paul

Travis Hakes

From: Travis Hakes
Sent: Thursday, April 13, 2023 4:17 PM
To: Emergency Management; Jail Sergeants; ShDispatch; ShInvestigators; ShJailers; ShJailTransport; ShManagement; SHPatrol; ShSupportStaff
Cc: Chippewa County Police Chiefs
Subject: Funeral Plans

EXHIBIT B

Hello,

Please know that Cameron and Chetek Police Departments and communities appreciate your willingness to help. Here is the plan for Saturday, for Hunter and Emily's services:

If you plan to drive on your own – We will all be there around 10AM depending on traffic. You may go anytime you wish and leave any time you wish. Law Enforcement honors will be after the service.

If you plan to ride the bus, please let your supervisor (for EMS and FDs please designate a point of contact) know. Have them reach out to me with a total, either by email or my cell (715)944-5745 I will need to know a ballpark on numbers so I know how many buses we may need. The bus(es) will be here at 9AM and we will leave when they get here. If you would like to convoy up with the bus(es) in your squad, please be here at 9AM as well. We may have a few members from Hunter's National Guard Unit joining us, and Congressman Van Orden will be sitting with us. We will try to sit together as a group, but feel free to sit where ever you'd like.

This is something that ALL Chippewa County Public Safety members are invited to join us, so please disseminate this to your local Fire Departments, EMS, administrative, patrol staff, etc.

We should arrive around 10AM and they believe after the service at approximately 2PM, will be the Law Enforcement tribute, and we will all disburse around 5PM; which would put the buses back to Chippewa Falls around 6PM.

Sheriff Travis C. Hakes

Chippewa County Sheriff's Office

32 E. Spruce St, Chippewa Falls, WI 54729

Desk – (715)726-7721



Travis Hakes

From: Travis Hakes
Sent: Tuesday, April 11, 2023 8:43 PM
To: Sheriff Department
Cc: Chippewa County Police Chiefs; timothy.weiberg@dot.wi.gov; Larson, Craig - DOT
Subject: Funeral

From the time I left work, and the 5PM news, they released the plans for the funeral. The funeral will be Saturday April 15th with visitation starting at 9AM. Service Starts at 1PM.

It will be hosted at Cameron High School 750 South First St, Cameron, WI 54822

We will be using the Holcombe School District bus service. They will be picking us up at the Sheriff's Office and bringing us back. They will make another stop or two if we want to from the outlying areas. I can tell you that parking will be difficult. I would encourage you to use the transportation, instead of a personal vehicle. The Bus company is donating the service. If you, or anyone from your department is interested in using the bus, please let me know so I can have a head count on how many people are going.

We will convoy up there and do a walk through at a set time, if possible. I will work on the times we are leaving and getting back tomorrow (Thursday).

Sheriff Travis C. Hakes
Chippewa County Sheriff's Office
32 E. Spruce St, Chippewa Falls, WI 54729
Desk – (715)726-7721



EXHIBIT B

Travis Hakes

From: Travis Hakes
Sent: Wednesday, March 22, 2023 10:01 AM
To: Sheriff Department
Subject: Sawyer County K9 Ball
Attachments: Ball.jpg

Recently we received an invitation to the Sawyer County K9 Ball. In 2021 there were members from 27 different agencies in attendance. I may attend, one of their K9 handlers and I went to grade school together.

It will be held on Saturday May 20th 2023 at The Steakhouse and Lodge in Hayward doors open at 6PM.

The price is \$50 each. If we have enough people interested in going, we can possibly use a shuttle service.

A link to register is <https://backthebadgeball2023.eventbrite.com> Event password is k92023

All members are welcome to attend. Attached is a copy of the poster.

If you plan to attend and would be interested in possibly using a shuttle, let me know.

Sheriff Travis C. Hakes
Chippewa County Sheriff's Office
32 E. Spruce St, Chippewa Falls, WI 54729
Desk – (715)726-7721



EXHIBIT
C

Sawyer County K-9 Foundation cordially invites you to attend the

5TH ANNUAL

Back the Badge Ball

EXHIBIT
C

Saturday, May 20, 2023
at The Steakhouse & Lodge • Hayward, WI

Enjoy an elegant evening with your blue family
at this Law Enforcement Adult Only Event

Cocktails at 6 • Dinner at 7 • Music from 8-12

Semi-Formal/Formal Event

Photo Booth • Gun Raffles • Raffle Table

Tickets for event are online only at link below

<https://backthebadgeball2023.eventbrite.com>

Event Password: k92023

Single Tickets \$50.00 • Couple Tickets \$100.00

LIMITED NUMBER OF TICKETS ARE AVAILABLE • TICKETS WILL NOT BE SOLD AT THE DOOR

Travis Hakes

From: Tamee Foldy
Sent: Wednesday, May 17, 2023 7:52 AM
To: Travis Hakes
Subject: RE: Students to Soldiers

Doug Krultz is the only one signed up. Unfortunately I have another commitment that night. I wanted to forward the facebook message to you, as she specifically wanted you to stop by.

From: Travis Hakes <thakes@co.chippewa.wi.us>
Sent: Tuesday, May 16, 2023 9:53 PM
To: Tamee Foldy <TFoldy@co.chippewa.wi.us>
Subject: RE: Students to Soldiers

No one signed up? Anyone besides Cody live in Stanley? You should go

From: Tamee Foldy <TFoldy@co.chippewa.wi.us>
Sent: Tuesday, May 16, 2023 3:25 PM
To: Travis Hakes <thakes@co.chippewa.wi.us>
Subject: RE: Students to Soldiers

EXHIBIT
D

This was sent for you through our Facebook page:

Awesome, hoping he can stop by.

I know he is a very busy person.

We are expecting 150 with the 8 students/ their families, Veteran's, community members and elected officials

Tamee

From: Travis Hakes <thakes@co.chippewa.wi.us>
Sent: Friday, May 5, 2023 3:01 PM
To: Sheriff Department <SheriffDepartment@co.chippewa.wi.us>
Subject: Students to Soldiers

"You and a guest" are invited to attend a send off celebration to students from the Stanley area who are enlisted in the military. It is Thursday May 18th 2023 at 5:15PM until 8:00PM located at 414 W 4th Ave Stanley.

If you are interested in attending this please sign up in the Dispatch Center, where there is a sheet of paper. I will coordinate how many of us can go if there is a large interest.

I need to RSVP by the 15th.

Sheriff Travis C. Hakes
Chippewa County Sheriff's Office
32 E. Spruce St, Chippewa Falls, WI 54729
Desk – (715)726-7721

Order # 2007145371

CLOSED

EXHIBIT
E

Created: May 21, 2023 (TRIGGER CONTROL LLC)

Items Ordered

Product Name	SKU	Price	Qty	Subtotal
5370FE SHOOTOUT®	5370FE		Ordered: 2 Shipped: 2	
176BKS N SOCP®	176BKS N		Ordered: 2 Shipped: 2	
				Subtotal \$
				Shipping & Handling \$15.00
				Grand Total \$

NOT PART OF SALES HERE
PERSONAL

Order Information

Shipping Address

TRIGGER CONTROL LLC

CHIPPEWA FALLS, Wisconsin, 54729
United States

Shipping Method

Select Shipping Method - United States Postal Service

Order Type

Standard Order - Dealer

Billing Address

TRIGGER CONTROL LLC

CHIPPEWA FALLS, Wisconsin, 54729
United States

I WAS PAID CASH
1 - WAS \$2 OVER COST - NO SHIPPING
THE OTHER I NEVER COUNTED
BUT HE WAS GIVEN THIS
ORIGINAL INVOICE

- PRICES REDACTED IN INTRST
OF COMPANY PRIVACY
WILL SHOW BOARD PRICES
PRIVATELY



Order # 2007145416

CLOSED

EXHIBIT
E

Created: May 22, 2023 (TRIGGER CONTROL LLC)

Items Ordered

Product Name	SKU	Price	Qty	Subtotal
5370FE SHOOTOUT®	5370FE	\$	Ordered: 1 Shipped: 1	\$1
				Subtotal \$1
				Shipping & Handling \$15.00
				Grand Total \$

Order Information

RETIREMENT GIFT

Shipping Address

TRIGGER CONTROL LLC

CHIPPEWA FALLS, Wisconsin, 54729

United States

T:

Shipping Method

Select Shipping Method - United States Postal Service

Order Type

Standard Order - Dealer

Billing Address

TRIGGER CONTROL LLC

CHIPPEWA FALLS, Wisconsin, 54729

United States

T:

EXHIBIT F

To whom it may concern,

Sheriff Hales called the taxi phone on Thursday July 20th, 2023 with some questions about taxi services that we provide. Sheriff Hakes was inquiring about What type of services we provide and our hours. I let him know we are 24hrs, I don't believe any other taxi service is 24hrs in the Chippewa county. Sheriff Hakes asked if we would be willing to Take people from fest in the event their arm bands were cut and give them rides back to the Chippewa area if the Sheriff Dept called. I told him that is something we will do and have done in the past for the Sheriff Dept. Sheriff Hakes said he would give his credit card to pay for those rides. I let Sheriff Hakes know it would be easier and safest to just bill him thru our billing system then hold onto his credit card.

In the past the Sheriffs dept has asked us to come get people who have been removed from fest and other locations. On occasion once we arrived the person was without funds to pay for the ride. This made perfect sense to me to have those rides taken care of within reason so there was no disruption of the said person leaving and a waste of any resources of coming out to fest for nothing. I was great full he offered to pay upfront for these rides to leave fest.

I did not enter into any contract with the Sheriffs dept at any time. My requirements for a contract would involve a written contract drawn up to include but not limited to, rates, hours of service, clientele, locations, mileage and so on. That is not something I would do over the phone in a short amount of time.

I do have contracts with other agencies within the Chippewa and Eau Claire county. We are more than willing to help any law enforcement at any time with taxi services. We do all we can to make it as simple as possible when the occasion arises.

Sincerely,

Ready Ride Taxi Nina Eisold

Travis Hakes

EXHIBIT F

From: Travis Hakes <thakes@co.chippewa.wi.us>
Sent: Thursday, July 13, 2023 5:38 PM
To: Todd A. Pauls; Jim Sherman
Subject: Fest Cabs

Hello,

Can one of you please call me as soon as possible? I would like to run our liability by you regarding intoxicated individuals that are removed from Fest. I would like to put us calling them a cab at our Department expense in the tool belt of our on scene command staff. I believe liability would be similar to if they paid for the cab themselves, but I want your professional advice prior to authorizing the option.

Travis

Sent from my iPhone

- MY PHONE HAS BEEN NOT SENDING
EMAILS IMMEDIATELY @ TIMES, WHICH
IS A TOPIC I HAD W/IT

I SPOKE IN PERSON
TO HIM

EXHIBIT F

Travis Hakes

From: Jim Sherman
Sent: Friday, July 14, 2023 8:21 AM
To: Travis Hakes; Todd A. Pauls
Cc: Curt Dutton
Subject: RE: Fest Cabs

If that were the case, then likely they should be the ones hiring the cab/Uber. I would default to what the process has been in the past. I will assume that Curt would be well versed in those cases.

JAMES B. Sherman
Chippewa County Deputy Corporation Counsel
711 N. Bridge Street, Room 102
Chippewa Falls, WI 54729
jsherman@co.chippewa.wi.us
715-726-4594
715-726-4593 (Fax)

CONFIDENTIALITY NOTICE: The information contained in this e-mail and attached document(s) may contain confidential information that is intended only for the addressee(s). If you are not the intended recipient, you are hereby advised that any disclosure, copying, distribution or the taking of any action in reliance on the information is prohibited. If you have received this e-mail in error, please immediately notify the sender and delete it from your system.

CLIENTS SHOULD NOT FORWARD THIS EMAIL TO OTHERS. DOING SO RISKS LOSS OF ATTORNEY-CLIENT PRIVILEGE FOR THESE COMMUNICATIONS.

Effective January 1, 2023, the Chippewa County Courthouse hours of operation will be changing to 7:30 a.m. to 4:30 p.m. Monday through Thursday and 7:30 a.m. to 11:30 a.m. on Friday.
The Courts may have additional hours on Fridays until 4:30 p.m. for scheduled court hearings only.

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

From: Travis Hakes <thakes@co.chippewa.wi.us>
Sent: Thursday, July 13, 2023 5:38 PM
To: Todd A. Pauls <tpauls@co.chippewa.wi.us>; Jim Sherman <JSherman@co.chippewa.wi.us>
Subject: Fest Cabs

Hello,

Can one of you please call me as soon as possible? I would like to run our liability by you regarding intoxicated individuals that are removed from Fest. I would like to put us calling them a cab at our Department expense in the tool belt of our on scene command staff. I believe liability would be similar to if they paid for the cab themselves, but I want your professional advice prior to authorizing the option.

Travis

Sent from my iPhone

Travis Hakes

EXHIBIT G

From: Travis Hakes
Sent: Friday, June 2, 2023 11:31 AM
To: Sheriff Department
Subject: Mugs
Attachments: Mugs.jpg

Hello,

The mugs are in, those who spoke up will get what they asked for; any remaining will be available if you reach out to me or your direct supervisor.

I personally paid for these, I paid \$842.95 for 60 mugs which included the tax as well as the shipping.

If you would like one, or ordered one (some) they will be \$14.00 each. If you folks like this kind of stuff, we can continue to do things like this, just let me know.

Due to it being a symbol of our Agency, I will also clarify that if you would like to gift these to individuals outside of our agency, I will approve it based on who you choose give them to.

Sheriff Travis C. Hakes
Chippewa County Sheriff's Office
32 E. Spruce St, Chippewa Falls, WI 54729
Desk – (715)726-7721



**Sunset Hill Stoneware, LLC.**

985 Ehlers Road
Neenah, WI 54956
1-800-509-4662
Fax#: 920-886-1116

EXHIBIT 6

Invoice

Date	Invoice #
6/1/2023	55653

Bill To
Chippewa County Sheriffs Department 32 E Spruce St Chippewa Falls, WI 54729 USA

Ship To
Chippewa County Sheriffs Department Attn: ATTN: Travis Hakes 32 E Spruce St Chippewa Falls, WI 54729 USA

S.O. No.	P.O. No.	Terms	Due Date	Rep
2006-46024	12777420576	100% Down / CC	6/16/2023	

Item	Description	Ordered	Invoiced	Rate	Amount
CM-12	Wide Mouth - Autumn Fire	29	29	14.00	406.00T
CM-12	Wide Mouth - Blue Moon	31	31	14.00	434.00T
Discount	25YEARS 15% Off	1		-126.00	-126.00
Shipping	shipping - 5 boxes	1	1	85.00	85.00T
<p>\$ 14 A mug</p>					

Subtotal		\$799.00
Sales Tax (5.5%)		\$43.95
Total		\$842.95
Payments/Credits		-\$834.00
Balance Due		\$8.95

Invoices not paid in 30 days of due date will receive a finance charge of 1.5%.



EXHIBIT
G

Payment receipt

You paid \$8.95

to Sunset Hill Stoneware, LLC. on June 1, 2023

Invoice no.	55653
Invoice amount	\$842.95
Total	\$8.95

Status	Paid
Payment method	VISA****7961
Authorization ID	MS0171455074

Thank you

Sunset Hill Stoneware, LLC.

amanda@shstoneware.com

Payment services brought by:
Intuit Payments Inc.
2700 Coast Avenue, Mountain View, CA
94043
Phone number 1-888-536-4801
NMLS

For more information about Intuit
Payments' money transmission licenses,
please visit
[https://www.intuit.com/legal/licenses/payment-
licenses/](https://www.intuit.com/legal/licenses/payment-licenses/).

County Board Supervisors,

I stand here before you tonight, finally able to speak to you in person, 144 days after I was first made aware of an issue brought forward to HR by one of my employees. Tonight is a meeting I wish would have occurred 143 days ago, as it would have prevented a lot of misunderstandings on all sides.

In the interest of full transparency, I will recap how we got to this point. On May 19th, I was told that one of my employees had expressed concerns to HR over some text messages that made her feel uncomfortable. I was asked to not have contact with that employee. I originally misunderstood that the request was to not have contact with the entire communications center, so I did stop in and talk to other employees when I was aware that specific employee wasn't present. Contrary to Hall's report I was not frequently in the communications center during multiple shifts, offering to buy lunch or take lunch orders. I have not had any form of contact with that specific employee since two days before prior to her statement. In fact, in my attempt to honor the request to not have any contact with her, I took steps to ensure there was no accidental contact in the office, which resulted in me working more remotely and might be why some employees claimed I was absent.

In the proceeding weeks, I had four face-to-face meetings with county officials. Having been given only vague information and no written report, I asked for details such as the specific text messages that made her feel that way and was told by Administrator Scholz, "Yeah, we'll share that with the county board." I asked for clarification on which part of county policy they felt I had violated, and Administrator Scholz replied, "The whole policy." It's worth noting that this policy is long and covers a wide range of topics. This was the last opportunity I had to speak with county officials prior to the first closed session meeting where the board voted to hire an attorney. I was told I was not allowed at the closed session meeting in June.

Following the first closed session meeting, I once again met with county officials and was told that an attorney would be contacting me, as she would be conducting an investigation into the matter. I expressed concerns for the privacy and confidentiality of all involved given the presence of an external investigator.

As the investigation began, I learned that this attorney was part of a law firm from Madison that has earned an unfavorable reputation across Wisconsin for being anti-law enforcement. Initially, a few scheduling conflicts prevented me from speaking with her. I believed that she would not represent my interests, so I retained my own counsel, and we decided it would be best to decline to participate in the investigation. I believed then, and I still believe now, that participating in an interview with Attorney Hall for "5 or 6 hours" was not in the best interest of the taxpayers of Chippewa County. While I did not participate in Attorney Hall's investigation, I have welcomed conversations with my employees, HR, County Administration, and you, the elected officials of the Chippewa County Board.

I was not told directly that the closed session meeting on September 19th was about me, but I drew my own conclusions based on comments Administrator Scholz made to the media. I reached out Chairman Gullickson on the evening of September 15th and told him that if I was indeed the subject of the meeting that I would like the opportunity to speak to the board. I was told that I was not needed at the meeting, and took the context of that vague conversation to indicate that I was not allowed to be there, if it was for sure about me. I was disheartened to later hear that during that meeting you were threatened with possible civil or criminal litigation if you did not vote to send this matter to the District Attorney's office. Furthermore, it is my understanding that you were told not to reach out to me personally. You should not fear legal recourse for seeking the truth.

Like members of the public, I learned of the motion passed in that closed session, which included discussions of my removal from office, from the media. I was not even allowed to view a copy of the report for six days after the meeting, meanwhile the public was under the impression that I had committed serious crimes.

When I was finally able to review the report with my attorney, one week after it was voted on, we were not allowed privacy to discuss it, nor were we given a copy to review privately. We had to sit at the HR Director's desk with Chippewa County Corporation Counsel as we read through its contents. I was not provided a hardcopy of the report until after it was sent to the media.

As I read through the report, I was shocked by the over-reaching accusations contained in it, far removed from the original verbal complaint that began this investigation. The report is filled with hearsay and conjecture based on the comments of a few employees and county officials. In the report, I found over a dozen provable inaccuracies. I have detailed several of these inaccuracies in the counter-investigation that I have provided to you.

As you will see in my counter-investigation, Hall omitted at least one interview from the report. During this interview, the employee was asked direct questions, and provided direct answers. These answers did not fit Hall's narrative, and were thus excluded from the report. Hall's report suggests that everyone she spoke with provided the same answers, and that simply isn't true. Furthermore, the report does not include the entire text conversation with the former employee. There is at least one section not included in the screenshots. This is an issue, as it takes the conversation out of context. I find it troubling that an 87-page report full of provable inaccuracies and deception is what has been used to claim I am not trustworthy.

The question I want each of you to ponder during the remainder of my speaking time is this:

Why would you believe the words of an obviously biased attorney from Madison, who financially profited from this investigation and who I will prove withheld critical information from her report to drive home false narratives, over the words of your duly elected Sheriff who the majority of your constituents voted for based on his reputation of being honest and trustworthy?

I would now like to take a moment to address a few of the accusations included in the report and issues that have been mentioned in public discourse. I encourage you to review my counter-investigation for a more detailed response to these and other issues.

One member of this board made a public statement asking for my resignation while implying there is zero political motivation behind this charade. You do not have to look very far into this report to find that many of the statements were provided by individuals who actively campaigned against me. One would be naive to think there isn't political motivation behind many of the statements in this report. It was not my intention to imply that the members of this board are my political adversaries, but rather to point out that the biased information you were presented was largely collected from my political adversaries.

Next, I'd like to address my schedule. As your sheriff, I am on duty 24/7/365, 366 if it is a leap year. I inherited a culture at the Sheriff's Office in which management is in the office Monday through Friday and normally gone by 4 pm. During my campaign, I promised to lead from the front, not from behind a desk. I recognize that public safety does not only take place during banker's hours. That's why you'll frequently find me on patrol on nights and weekends, attending community events, and interacting with kids on the recess playground. With over 100 employees in the Sheriff's Office, many meetings occur without my involvement. When my attendance is requested, I make it a priority to participate. However, if I'm not needed in the office, you'll likely find me out and about in the community.

When it comes to training, I am fully in compliance with the mandatory peace officer requirements of the State of Wisconsin. I value training and have frequently sought out training opportunities throughout my career, including becoming a Certified Crisis Negotiator and Certified Evidence Technician. It has always been my intention to take the leadership courses recommended by the county, but given the fact that our office had already exceeded its training budget, I opted to take these courses at a later time when my schedule and the budget allow. I have since completed the remaining training offered by the County.

On policy, I do not and have never believed the rules do not apply to me. The fact that I stand before you with a beard after amending our grooming policy to allow all employees to have them is proof of one small instance where I held myself accountable to ensuring I was not in violation of policy. When I reviewed our policy manual, I discovered that many of the policies are in need of corrections or updates. This responsibility falls under the job description of one of my command staff and is a task that is

currently being addressed. Hall's criticism of me not "signing off" on policies is misplaced. For me to sign off on improper policies would increase the civil liability exposure of the county, and I will not be signing off on any policies until I am sure they meet all legal, constitutional, and operational requirements.

Prior to being sworn in as sheriff, like many peace officers, I did off-duty work and had side businesses to help provide for my family. To the limited extent these businesses have continued since I've been sworn into office, I have not had a single transaction with a Sheriff's Office employee in either my real estate or firearms business. At the suggestion of several employees, I ordered coffee mugs with the Sheriff's Office logo on them to improve morale and instill pride in our office. I purchased these mugs with my own money for \$14.049 each and sold them at a small loss for \$14.00 each. I have not profited a single dime from these sales.

Lastly, in regard to my text messages with the employee, my intention was to make her feel welcome and included in our office. While I do not believe these messages were sexual in any way, I can understand how some may find them to be too personal for an employment-based setting, and I have learned from this experience.

While this situation has caused much turmoil, I would be remiss if I did not point out the positive results that Hall's report and the County's request to look into this matter has yielded:

I requested our Peer Support Team develop recreational activities and lists of things to do in the area outside of work, and I encouraged them to engage in the on-boarding of new employees to make them feel welcome, as this situation has made me recognize that is not a task I should handle directly. The Peer Support Team was developed since I took office.

I was aware that our Policy Manual was in need of some updates, but I was unaware of the extent to which it had been neglected. This is a task that falls under one of my command staff, and it is actively being worked on.

I've recognized the importance the County places on leadership training. I have completed one recommended course and am actively researching others specifically related to my position.

I've realized that certain operational plans should only be communicated on a need-to-know basis while they're in development. My eagerness to seek input and be transparent led to me being accused of being deceitful when that was certainly not the case.

This experience has made me aware that even though I solicit constructive criticism from my staff on a regular basis, I need to find a better way to collect negative feedback because I was only privy to positive feedback prior to reading this report.

The improvements in these areas will allow me to better serve you as Sheriff for the remainder of my term and will hopefully open a more direct line of communication between myself, County Administration, and the County Board. This situation has forced me to grow as a leader in many ways, and I personally assure you that the lessons I've learned from this experience will not be forgotten.

I think it is also important to acknowledge the unwavering support I've received from members of our community and from my own employees. I've been humbled by the supportive calls, messages, and even handshakes in the grocery store throughout this process. This report painted an unfair image that our entire staff is unhappy and that the Sheriff's Office is "in shambles," which couldn't be further from the truth. I've been encouraged by many employees who have told me they are extremely happy with their work environment and the direction our office is headed. Several employees encouraged me to quote "fight this as hard as you can; we don't want to lose you." Please do not allow the shouts of a few to drown out the respectful conversations I've had with many.

I came into my role as sheriff with big, bold ideas on how to move the office into a new era of community-oriented policing. I believe this has been misconstrued by some as an attempt to pit myself against the County Board or the Administration. This was never my intention. While I'm sure we will disagree at times, I stand before you tonight reiterating my commitment to working with you, not against you, in the best interest of the people of Chippewa County.

In conclusion, I would like to encourage the board to stand with me in front of the public in full transparency and to not convene in closed session. A closed session is meant to protect my privacy, and I knowingly and freely waive this right. If you have any questions of me, they will be answered. This has gone on long enough. Your constituents deserve to hear what you discuss. Let's resolve this matter publicly and stay in open session. Thank you.