

SUPPORT FOR POLICY VARIANCE FOR SALARY FOR DIRECTOR OF DISTRICT COURT ADMINISTRATION

The District Judges respectfully request a variance in the County Compensation Policy for the newly hired Director of District Court Administration. This is a key position is essential to the orderly functioning of the District Courts and provides executive-level assistance to the Local Administrative District Judge and the other District Judges. Accordingly, it is important to attract a candidate who is able to support the needs of the Courts.

In assessing the role we believe that the Director should play in supporting the Court's role in Williamson County, the District Judges wish to attract and retain a candidate with a breadth and depth of experience in and out of the public sector, and who can support us as we work to support the County's long term mission and goals. This candidate was the only applicant with the desired level of experience. He has an extensive background in leadership and deep community relationships, which make him uniquely positioned to help the courts to make a significant impact and serve as good stewards of the County's resources. His proven ability to collaborate with diverse stakeholders, including local, state, and federal agencies, will be instrumental in addressing the challenges of creating a justice system that can accommodate the county's rapid growth. His strong track record of securing support for major initiatives and managing complex projects give him the tools to gain the necessary backing from community partners to support the development of a new justice center. His commitment to ensuring access to justice for all citizens will help foster a more efficient and sustainable justice system that meets the evolving needs of the County. The candidate we have identified has varied experience in the public and private sector. Most recently, he served as Deputy Chief of Staff for a Member of Congress, and he has previous experience as Chief Operating Officer of an IT firm. All of this demonstrates that he is well-equipped to meet the demands of an executive level role in the District Courts.

Strategic-Level Qualifications

Within their role as the judicial branch, the District Courts seek to support the strategic direction of the County, including the ongoing strategic planning process that will result in significant expenditures of public moneys to enhance the justice system. As Deputy Chief of Staff, this person directly oversaw a busy congressional office, collaborated with senior leadership, and internal and external stakeholders, and developed and executed various strategic initiatives. This work is directly applicable to the position into which we have hired the candidate. It reflects deep experience in strategic planning as well as public and stakeholder relations, which we view as highly valuable.

Operational Qualifications

The District Judges recognize the importance of administrative and operational coordination provided by this role. In the process of assessing the optimal candidates, the Judges looked at the evolving role this position is expected to play, and we have prioritized management skills (which can be applied to Courts). Specifically, we believe a candidate with extensive experience and qualifications in budget management, personnel management, project management, IT issues, strategic planning, and public and stakeholder relations would best serve the courts and, through the courts, the County. As COO of an IT company, his background in managing

budgets, financial plans, and human resources aligns well with the requirements of overseeing day-to-day court operations, finance, and personnel. As Deputy COS, he had similar responsibilities that exposed him to public-sector management skills and requirements. We are confident this candidate can advise judiciary leaders on administrative issues and devise comprehensive strategies to support the District Court's mission.

In the broadest sense, the information above clearly reflects the candidate's qualifications for this position at a level that falls within the County's policy of minimum +15% for a hiring salary. However, we believe that the candidate's qualifications are such that compensation at a level beyond that is entirely appropriate.

On the big-picture side of the role, in support of this position, we would offer that the candidate has an exceptional track record in strategic leadership and operational management on a local and national level. As Deputy COS, he has coordinated with federal, state, and local authorities to build relationships that enhance constituent services in line with the priorities of his elected official. This parallels well with the need to represent the District Courts and engage with various stakeholders at a high level. His experience in stakeholder relations with various government entities aligns with serving as the point of contact for Justice Center-related issues and county-wide priorities on behalf of the District Courts.

From an administrative view of the role, as Chief Operating Officer of an IT firm and in the congressional office, he managed hiring, termination, performance evaluations, and salary decisions, similar to the personnel management required for the District Courts. This parallels with the need to provide support to the District Courts with significant autonomy so to ensure that the Judges can rely on his work and spend their time hearing cases. Additionally, his experience developing policies and strategic plans in a variety of subject areas correlates directly to meeting our need to develop system-wide solutions that aren't limited to a court-centric approach but rather takes a whole-process view to addressing backlogs and possible process improvements. His experience managing budgets, financial plans, and grant coordination makes him adept at overseeing fiscal responsibilities and securing grant funding for justice initiatives.

Through the key roles in which he has served, this candidate developed a keen ability to drive operational efficiency and build successful, collaborative relationships—all skills that directly support the goals of the District Courts and Williamson County. We believe that this is consistent with requested for a policy variance, and we would ask that you authorize us to pay the candidate a salary of \$140,000 per annum.