

| | | |
|---------------------|---|----------------|
| State of Texas | § | Court Order |
| Collin County | § | 2022-220-02-28 |
| Commissioners Court | § | |

An order of the Commissioners Court approving the filing of the January 3, 2022 minutes.

On Monday, January 3, 2022, the Commissioners Court of Collin County, Texas, met in Regular Session in the Commissioners Courtroom, Jack Hatchell Collin County Administration Building, 4th Floor, 2300 Bloomdale Road, City of McKinney, Texas, with the following members present, and participating, to wit:

Judge Chris Hill
Commissioner Susan Fletcher, Precinct 1
Commissioner Cheryl Williams, Precinct 2
Commissioner Darrell Hale, Precinct 3
Commissioner Duncan Webb, Precinct 4

Judge Hill led the Invocation.
Commissioner Williams led the Pledge of Allegiance.
Commissioner Webb led the Pledge of Allegiance to the Texas Flag.

Judge Hill called to order the meeting of the Collin County Commissioners Court at 1:30 p.m. and recessed the meeting at 1:58 p.m. The meeting was reconvened at 3:27 p.m. and adjourned at 5:17 p.m.

President Hill called to order the meeting of the Collin County Health Care Foundation at 5:17 p.m. and adjourned the meeting at 5:18 p.m.

DECISIONS MANDATED BY LEGAL ENTITIES OUTSIDE OF COMMISSIONERS COURT AUTHORITY:

1. AI-51443 Personnel Appointments, Human Resources.
2. AI-51444 Personnel Changes, Human Resources.

FYI NOTIFICATION:

1. AI-51248 Intra-County account transfers transmitted on October 21, 2021, Auditor.
2. AI-51412 Intra-County account transfers transmitted on November 18, 2021, Auditor.

3. AI-51413 Intra-County account transfers transmitted on December 2, 2021, Auditor.

4. AI-51430 Intra-County account transfers transmitted on December 9, 2021, Auditor.

5. AI-51460 Voluntary terminations, Human Resources.

6. AI-51461 Turnover, Human Resources.

7. **Notification of budget adjustment(s)/amendment(s):**

a. AI-51406 \$30,143.66 to establish the budget for the FY2022 VINE/APPRISS Statewide Automated Victim Notification Service Grant through the Office of the Attorney General, Auditor.

b. AI-51416 \$10,000 for investigative expenses utilizing Federal Forfeiture Funds, Sheriff.

COMMISSIONERS COURT BUSINESS:

1. Public Comments.

Clint Haggard, Plano, said he has a historic home in Plano and has owned it for 15 years. There is a property tax exemption on his house to help maintain it since it is historic, and this year's tax exemption was denied due to peeling paint. The picture of the issue the County provided is part of the house that has second story drainage, and the house was painted last year so he can't imagine it is peeling paint in that area. Mr. Haggard said he is here to formally appeal the decision. Judge Hill asked the address of the home. Mr. Haggard said the address is 1615 H Avenue. A photo of the home was presented to the Court, and Mr. Haggard pointed out the area is a drainage section of the home for the second floor balcony and has always been like that. Mr. Haggard also said he cannot change the look of the house without a permit. Judy Moody, Myers Park, said there was an individual who appealed last year, and she suggested Mr. Haggard meet with someone from the Historic Commission. She believes it is rotted wood or flashing, but it is definitely not peeling paint. Commissioner Hale said he would be willing to go to the house and take a look at that area. Mr. Bilyeu said he believes the deadline for an appeal decision is March 1. Judge Hill said he will put Mr. Haggard in touch with the Historic Commission and show them better pictures to appeal his denial.

Joshua Murray, Nevada, turned in a blue card but was not present to speak.

Cynthia Brugge, Fairview, asked, if she had to do a ballot for a proposal of an amendment to convert our government from a republic to a communist country, would the Court vote for it? She said she would assume everyone would vote to keep it a republic. Ms. Brugge said to imagine you went to bed and woke

up with a communist country because the votes were flipped. There is an un-sane political force changing the votes, and we need to get rid of the voting machines that pose the threat of robbing us of our votes. Ms. Brugge said she knows the Court has been approached about this issue, and they are the government Congressmans that have the power to make this decision. She said she has been told she may have to do canvassing to prove the election fraud. Ms. Brugge said Barbara Isaacs has approached Judge Hill or Darrell Hale about presentations made across the country and there is one coming up in Midlothian they should attend. Ms. Brugge said she does not believe canvassing will add to the proof. Ms. Brugge asked the Court to seriously look at this issue. Judge Hill asked about her canvassing comment. Ms. Brugge said she believes Christy called Judge Hill and asked if we should do canvassing to prove the phantom voters, and the answer given was that Judge Hill would need to see a margin that would have swung the election a different way. Judge Hill said there was a woman who recently called him about advice he could give about door-to-door canvassing, and he said he does not give any advice about that. No member of this Court recommends, suggests, or asks anyone to do door-to-door canvassing, and there may have been some loss in translation. Judge Hill also said this Court has always taken election integrity very seriously and knows it is a critical issue for our community.

Barbara Isaacs, Fairview, said, in other cities, people conducting door-to-door canvassing take the number of votes from each household and ask a household member how many people live there who voted. So, if there were 20 ballots that came from that household but only two people live there, then 18 of those votes were invalid. Ms. Isaacs also said she is here to extend an invitation to at least two of the County Commissioners to attend a special private meeting arranged by Mark Brugge and herself on January 15 at 12:00 p.m. in Collin County. They have contacted two of the top United States election fraud experts, Captain Seth Keshel and Dr. Douglas Frank, to provide a presentation and to facilitate the meeting. Our voters need to have faith that their votes are being counted.

Mark Brugge, Fairview, said a canvass just tries to find the illegitimate voters. Mr. Brugge said he is asking the Court to do more. Secretaries of State have released their reports and found 700,000 potential fraudulent voters, and Collin County has several deceased and non-citizens on the voter rolls. Mr. Brugge would also like the Sheriff to start an investigation as well because he does not believe the audit will be sufficient. They found 450,000 duplicate voters so all the software and data traffic needs to be investigated. Mr. Brugge also said this goes right into what Seth Keshel and Dr. Douglas Frank predicted, and a complete investigation will show the fraud. Judge Hill said the Secretary of State is conducting an audit of Collin County. Mr. Brugge said that is correct, but it will not be a complete audit. Judge Hill said the Court does not have the authority to open their own investigation for the election fraud but will participate in the Secretary of State's audit. Bill Bilyeu, County Administrator, said the Election Administrator is an appointed official who answers to the Elections Commission and not the County Court. The Court supplies the Election Administrator with the payroll and staff support and does not have authority over him.

Robert Anzualda, McKinney, turned in a blue card but was not present to speak.

Petra Anzualda, McKinney, turned in a blue card but was not present to speak. (Time: 5:17 p.m.)

2. Presentation/Recognition.

3. Consent Agenda Items: Judge Hill asked for comments on the consent agenda. Commissioner Fletcher pulled check 520597 from item 3a and Commissioner Webb pulled item 3d3. With no further comments, a motion was made to approve the remainder of the consent agenda. (Time: 1:33 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Susan Fletcher

Vote: 5 – 0 Passed

a. **AI-51397** Disbursements for the period ending December 28, 2021, Auditor.

COURT ORDER NO. 2022-001-01-03

Judge Hill asked for comments on check number 520597. Hearing none, a motion was made to approve this item. (Time: 3:29 p.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Cheryl Williams

Vote: 4 – 0 Passed

Abstained: Commissioner Susan Fletcher

COURT ORDER NO. 2022-002-01-03

b. **AI-51398** Indigent Defense Disbursements, Auditor.

COURT ORDER NO. 2022-003-01-03

c. **AI-51428** Tax refunds totaling \$779,520.16, Tax Assessor-Collector.

COURT ORDER NO. 2022-004-01-03

d. Award(s):

1. **AI-51420** OEM Toner Cartridges for Laser and Inkjet Printers (Coop Quote No. 2022-103) to various vendors utilizing cooperative contracts, Budget.

COURT ORDER NO. 2022-005-01-03

2. **AI-51380** FY2022 Tableau Software Maintenance (Contract No. 2022-080) to Carasoft Technology Corporation through DIR Cooperative Contract No. DIR-TSO-4288, Information Technology.

COURT ORDER NO. 2022-006-01-03

3. **AI-51422** Elastic Cloud Enterprise Software Renewal (Coop Quote 2022-126) to GTS Technology Solutions, Inc. through DIR Cooperative Contract No. DIR-TSO-4288, Information Technology.

Commissioner Webb said he pulled the item because the memo from Caren Skipworth, CIO (Chief Information Officer), says the cost of the software renewal is anticipated to be \$258,000, but the actual contract states the cost is \$342,000. He wanted to know if there is enough money in the budget to cover this. Monika Arris, Budget, said the funding is budgeted and will not create an issue. A motion was made to approve this item. (Time: 3:30 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5 – 0 Passed

COURT ORDER NO. 2022-007-01-03

4. **AI-51424** 1/2 Ton Pickups for Road and Bridge (Contract No. 2022-007) to Silsbee Ford, Inc. utilizing Buyboard Cooperative Contract No. 601-19, Public Works.

COURT ORDER NO. 2022-008-01-03

5. **AI-51448** PI SUV for Sheriff/Trinity Falls (Contract No. 2022-098) to Silsbee Ford, Inc. utilizing Goodbuy Cooperative Contract No. 21-8F000, Public Works.

COURT ORDER NO. 2022-009-01-03

e. Agreement(s):

1. **AI-51395** Interlocal Dispatch Services Agreement with Farmersville ISD (Agreement No. 2022-107) effective October 1, 2021 through and including September 30, 2022, Sheriff.

COURT ORDER NO. 2022-010-01-03

2. **AI-51458** Interlocal Agreement for Jail Services with Lee County through and including September 30, 2022, Sheriff.

COURT ORDER NO. 2022-011-01-03

3. **AI-51407** Dealer Deputy Agreement between the Collin County Tax Assessor-Collector and Brandon Tomes VW of McKinney to perform motor vehicle titling and registration services, Tax Assessor-Collector.

COURT ORDER NO. 2022-012-01-03

4. **AI-51410** Dealer Deputy Agreement between the Collin County Tax Assessor-Collector and DFW Rings, LLC d/b/a Audi McKinney to perform motor vehicle titling and registration services, Tax Assessor-Collector.

COURT ORDER NO. 2022-013-01-03

5. **AI-51466** Interlocal Cooperative Purchasing Agreement with Kaufman County per Texas Local Government Code 791, Purchasing.

COURT ORDER NO. 2022-014-01-03

f. Amendment(s):

1. **AI-51360** First Amendment to Interlocal Agreement with the Town of Prosper and the City of Celina concerning the design and construction of Frontier Parkway from the Dallas North Tollway to Preston Road (SH 289) to include additional design and construction features, Engineering.

COURT ORDER NO. 2022-015-01-03

2. **AI-51390** No. 12 to Frontier Parkway Improvements (Agreement No. 2016-229) with Birkhoff, Hendricks & Carter L.L.P. for add additional construction administration and field surveys, further authorize the Purchasing Agent to finalize and execute same and budget amendment in the amount of \$49,200 when funds are received, Engineering.

COURT ORDER NO. 2022-016-01-03

3. **AI-51391** No. 13 to Frontier Parkway Improvement (Agreement No. 2016-229) with Birkhoff Hendricks & Carter to provide various changes to the contract, further authorize the Purchasing Agent to finalize and execute same and budget amendment in the amount of \$86,602 when funds are received, Engineering.

COURT ORDER NO. 2022-017-01-03

g. Change Order(s):

1. **AI-51415** No. 2 to Testing: Postmortem Toxicology (IFB No. 2020-140) with National Medical Services, Inc. d/b/a NMS Labs to add additional line items to the contract, and further authorize the Purchasing Agent to finalize and execute same, Medical Examiner.

COURT ORDER NO. 2022-018-01-03

h. Contract Renewal(s):

1. **AI-51446** Professional Services, Forensic Engineering Services (RFQ No. 2021-122) with Wiss, Janney, Elstner Associates, Inc. to extend the contract for one (1) year through and including February 21, 2023, Construction & Projects.

COURT ORDER NO. 2022-019-01-03

2. **AI-51425** Supplies: Specialized Printing for Elections (IFB No. 2019-270) with Runbeck Election Services, Inc. to extend the contract for one (1) year through and including September 30, 2022, Elections.

COURT ORDER NO. 2022-020-01-03

3. **AI-51426** Services: Body Repair and Painting for Light, Medium & Heavy Duty Vehicles (IFB No. 2018-263) with El Dorado Motors, Inc. d/b/a El Dorado Collision to extend the contract for one (1) year through and including February 3, 2023, Public Works.

COURT ORDER NO. 2022-021-01-03

4. **AI-51427** Services: Body Repair and Painting for Light, Medium & Heavy Duty Vehicles (IFB No. 2018-263) with Collision Repair Unit 3, LLC d/b/a Maaco Collision Repair & Auto Painting to extend the contract for one (1) year through and including February 3, 2023, Public Works.

COURT ORDER NO. 2022-022-01-03

i. Budget adjustment(s)/amendment(s):

1. **AI-51411** \$9,146 to reallocate funds for the Spay/Neuter Program, Development Services.

COURT ORDER NO. 2022-023-01-03

j. Filing of the Minute(s), County Clerk:

1. **AI-51455** November 15, 2021.

COURT ORDER NO. 2022-024-01-03

k. Miscellaneous:

1. **AI-51456** Establish the Collin County Mental Health Diversion Program as a Mental Health Specialty Court per Texas Government Code or under former law, Chapter 121, 219th District Court.

COURT ORDER NO. 2022-025-01-03

2. **AI-51409** Establish two (2) cash drawers in the amount of \$100 each for County Clerk Land Records, Auditor.

COURT ORDER NO. 2022-026-01-03

3. **AI-51408** Sale of surplus land south of Wilmeth Road in McKinney, Texas, Engineering.

COURT ORDER NO. 2022-027-01-03

4. **AI-51450** Final plat of Tillage Farms South, Engineering.

COURT ORDER NO. 2022-028-01-03

5. **AI-51451** Final plat of Tillage Farms West Phase 1A & 1B, Engineering.

COURT ORDER NO. 2022-029-01-03

6. **AI-51405** Redesignation of Private Road 5792 as Red Cedar Ln, Private Road 5793 as Blue Grass Ln and Private Road 5794 as Arnold Rd, GIS/Rural Addressing.

COURT ORDER NO. 2022-030-01-03

7. **AI-51457** 2022 Collin County historical tax abatement recommendations, Historical Commission.

COURT ORDER NO. 2022-031-01-03

8. **AI-51429** Acceptance of 1,623 cubic yards of asphalt road millings from TxDOT through the FY2022 Local Government Assistance Program, Public Works.

COURT ORDER NO. 2022-032-01-03

9. **AI-51414** Acceptance of the BuyBoard Purchasing Cooperative rebate in the amount of \$19,575 to be deposited in the Going the Extra Mile Employee Incentive Program line item, and budget amendment for same, Purchasing.

COURT ORDER NO. 2022-033-01-03

10. **AI-51459** Grant application for the FY2023 STEP Program grant through the Texas Department of Transportation, Sheriff.

COURT ORDER NO. 2022-034-01-03

11. AI-51393 Pay rate increase for security service provided by off-duty law enforcement in the Tax Assessor-Collector office, Tax Assessor-Collector.

COURT ORDER NO. 2022-035-01-03

12. AI-51441 Personnel Appointments, Human Resources.

COURT ORDER NO. 2022-036-01-03

13. AI-51442 Personnel Changes, Human Resources.

COURT ORDER NO. 2022-037-01-03

GENERAL DISCUSSION

4. AI-51431 Congressional Update, Congressman Pat Fallon.

Pat Fallon, United States Congress, said he admires this Court and has been watching Collin County for over a decade. Congressman Fallon said, because of redistricting, this district has picked up more Republicans in the area, and he is looking forward to working with Van Taylor or the next elected Congressman to create the synergy that Collin County has. He also said Congress is hyper-partisan just from this past year and is completely different from this Court and the Texas Legislature. Ninety-nine percent of the bills passed out of the Texas Legislature have a least some bi-partisan support, and we try to do what is best for all Texans. We need to bring more of this attitude to Washington D.C., and Congressman Fallon said he will continue to bring it there. Some of the bills that came out of Congress, such as H.R.1 (House of Congressmans), were atrocious, and this bill is trying to federalize our state elections. It also had a provision where, if any member of Congress were to receive a donation of \$200 or less, the Federal government would match that donation times six. With the Covid Relief package, which was \$1.9 trillion, ninety-one percent of that bill went towards non-COVID-related things. Also, 88% of the infrastructure bill is going towards non-infrastructure-related items. The Build Back Better plan is currently \$1.75 trillion, but estimates say in 29 years the federal deficit in today's dollars will be \$118 trillion. With this bill added on, it will be \$140 trillion. Congressman Fallon also said the defund the police movement caused increased rates of crime in cities that cut their police budgets and is what you get when you do not back your heroes. He has seen a lot of that mindset in Washington D.C., but he is optimistic for the future. Congressman Fallon said an open border has affected Texas and can be felt all the way up here in Collin County. No one seems to talk about the fact that the cartel has been able to bring in hundreds of thousands of pounds of drugs along with human trafficking and has a GDP (Gross Domestic Product) of \$30 billion. The drug cartels are the ones who are controlling the border.

Commissioner Fletcher asked if there were additional amendments attached to H.R.1. Congressman Fallon said there was one by Congresswoman Cori Bush that would give convicted felons who are

currently incarcerated the right to vote, and 98 Democrats voted for it. The other amendment, by Congresswoman Ayanna Pressley, would give the right to vote to children as young as 16 and 17 years old. Commissioner Fletcher also asked if the Congressman had any legislative wins. He said he was able to file an amendment for the will of Congress to recognize that border security is a national security issue. The amendment passed 33-26. Another win was getting the national defense budget up to \$770 billion from the original \$740 billion. Commissioner Fletcher then asked what we will do about broadband and increasing cybersecurity threats on a federal level. Congressman Fallon said technology sometimes outpaces statute, but H.R.3388 was filed and states a virtual attack is the same as a physical attack, and they want to increase the penalties for cybercrime. No action has been taken at all on this bill yet.

Commissioner Hale asked how many constituents Congressman Fallon helped regarding Afghanistan. The Congressman said he received thousands of calls and the Biden administration listened to the State instead of the military which led to the darkest hour for this government. Behind the scenes, both Republicans and Democrats were furious about the way it was handled. Judge Hill said the Court appreciates Congressman Fallon for being a bold advocate for Texas values in Washington D.C., and it also infuriates the Court when they see ridiculous bills. The Court will fight just as hard against them on a local level.

NO ACTION

5. **AI-51418** Foreclosed property sale location, Justice of the Peace, Precinct 1.

Judge Paul Raleeh, Justice of the Peace Precinct 1, said these sales cause a disruption of business. They have tried to make the nearby doors employee-entry-only during the sales, but a good-hearted employee would let someone in to use the bathroom and, once that happened, the doors were essentially open to the public again. Therefore, he would like the sale to be moved to a place that will not inconvenience his offices or the sale itself. Commissioner Williams said she is happy to talk about options, but it is likely to have similar issues no matter where the sale takes place. She would like to look into ideas from other people. Commissioner Fletcher said staff could look into areas that have adequate parking and can handle these sales. Commissioner Webb said he is also willing to look at other options. The sales are one of the County's core functions, and he wants the people to be able to access restrooms.

Judge Hill asked Bill Bilyeu, County Administrator, if the statute says the sale shall be on the courthouse steps unless the Court moves it to an alternative location on County property. Mr. Bilyeu confirmed. Judge Hill said he would be open to moving the sale back to the courthouse steps. Judge Raleeh said he thinks the courthouse steps are a good solution. Commissioner Webb said the Court should wait to vote on this item to see if there is any input from the courthouse about the potential move. This item was held for the next Court meeting. (Time: 3:40 p.m.)

HELD

6. AI-51433 Employee reclassifications and retitles effective January 10, 2022, Human Resources.

Cynthia Jacobson, Human Resources, said they have submitted the requests and their recommendations to the Court for approval. These requests do not include the Sheriff's Office. A couple of these recommendations were calculated from the regression. Commissioner Webb said there are some on the sheet that are not recommended and asked if Ms. Jacobson wants the Court to only pass the ones recommended. Commissioner Williams moved to approve only the recommended reclassifications and retitles. (Time: 3:42 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Susan Fletcher

Vote: 5 – 0 Passed

COURT ORDER NO. 2022-038-01-03

7. AI-51432 Update on Janitorial and Recruiting Services, Administrative Services.

Bill Bilyeu, County Administrator, said January 1 was the day custodial work became the County's sole responsibility, and they have been working with HR on the starting wages. They decided to start the wages at \$14.89 per hour. There are now seven custodial employees with more applications coming in. The strike team is still working to recruit more applicants. Since the staffing is not yet filled, Facilities will continue to fill in gaps which means overtime will accrue. However, there is enough money in the budget to cover it. There is also a flat fee to pay staff in other departments to fill in as well. In order to do full trash service, there would be 24 positions needed in this department. The Court can take the vote to create these additional positions which will trigger Budget to include the increased budget in next year's budget meetings. The difference in budget amounts on the spreadsheet is one side with a higher starting salary, and the other side stays the same. Commissioner Webb said he is concerned about the expenses, and we should be able to cut the costs by not taking trash every day which will take the required staff down to 18 employees. Judge Hill made a motion to approve the additional positions with the contingency of this being the cost ceiling for a full trash service transition once we are fully staffed. Judge Hill said we need to use creative ideas to cut costs. (Time: 3:58 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Susan Fletcher

Vote: 5 – 0 Passed

COURT ORDER NO. 2022-039-01-03

Cynthia Jacobson, Human Resources, gave a presentation on turnover, hiring, and retention to show the Court how they came to their conclusions. Collin County turnover has increased by 42% from 2020 across multiple departments. There were also more retirees in 2021 compared to previous years and 81 more full-time equivalent vacancies than last year. One reason for the high number of open positions is total applicants are down 41% since 2019. This caused the average time to fill a vacancy to increase by 30% in the Sheriff's Office and 20% in other departments. In the last 12 months, there were 246 hires in Collin County, and 69% of applicants come from the website, 10% come from outside postings, and 9% come from employee referrals. Ms. Jacobson said college postings are not successful because the County does not have a relationship with surrounding colleges. Commissioner Fletcher said the numbers do not add up to 100%. Ms. Jacobson said there were minimal hires from other sources that are no longer used. Ms. Jacobson said there was a question of whether or not the County's work-from-home situation affects job applications, and HR cannot determine if it is impacting hiring. Commissioner Fletcher asked how the work is evaluated for employees working from home compared to in-person standards and how the supervisory factors work. Ms. Jacobson said some counties like Dallas County have very defined processes to determine who gets to work from home, and Tarrant County limits working from home to three days per week. None of the counties reported any issues. Ms. Jacobson also said, when it comes to recruitment, HR does all the job postings, testing, application assistance, job fair attendance, orientation, badges, employee processing, and help with flyers. A recruiter would be someone who can help build up the number of people who apply to County jobs.

The reasons why people leave the County include workload, compensation, management, work-life balance, and stress. People want to work for the County so they can make a difference and for the benefits. Rather than just a recruiter, there are other options for the Court including allowing full or partial telework, relaxed dress codes, allowing buying/selling of PTO (Paid Time Off), the purchase of a resume parsing software, raising salaries to 75% or 90% market comparisons, or hiring a management coach. Commissioner Webb asked if she knew the cost of moving the salary market percent up. Ms. Jacobson said she does not know the exact cost, but it costs \$1 million to raise every employee's salary by 1%. Commissioner Hale said he is leaning towards needing talent acquisition in the County, and it will pay for itself. Commissioner Webb said the County job application is a difficult process and we may need a resume parsing software or something that will make the application process easier. Commissioner Hale agreed. Commissioner Williams also agreed and said she does not have a problem with recruiters either but should look at other options as well. Ms. Jacobson said Collin County is the only county that does not have a resume parsing service. Commissioner Fletcher said we are also the only county that is not allowing partial telework.

Judge Hill asked if the Court determines dress codes, and Mr. Bilyeu said no. Judge Hill said he is not sure a resume parsing software equates to an easier application experience. Commissioner Webb said a resume parsing software helps HR, but an application software would be something different and worth it for lower-level positions. Judge Hill asked Ms. Jacobson if there are any market estimated costs for the resume

parsing software. Ms. Jacobson said it would be around \$15,000 a year. Judge Hill also asked if our applications are available in Spanish. Ms. Jacobson said no, and she does not have anyone available to translate. Judge Hill asked if the \$100,000 figure for the recruiter includes benefits. Ms. Jacobson said it does. Judge Hill made a motion to add the recruiter position in the HR office. Mr. Bilyeu confirmed the budget can absorb the cost. (Time: 4:37 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Darrell Hale

Vote: 5 – 0 Passed

COURT ORDER NO. 2022-040-01-03

Commissioner Williams made a motion to add a recruiter to the Sheriff's Office. Ms. Jacobson confirmed it would be the same cost. (Time: 4:37 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Darrell Hale

Vote: 5 – 0 Passed

COURT ORDER NO. 2022-041-01-03

Commissioner Hale said he would like to see information on new software to streamline applications, and Commissioner Webb said he would like them to include Spanish translations. Commissioner Webb asked what software would be needed to make the recruiters more effective. Judge Hill asked Purchasing to start looking at new software options and potentially jump into the bid process.

Commissioner Webb said he would also like to see if there is software that can be put into our system to be able to transition to remote work and monitor productivity and effectiveness because he is leaning towards at least allowing working from home once a week to get more applicants and stop losing people. Commissioner Hale said implementing work from home would prevent the need to increase PTO. Mr. Bilyeu said the mobile workforce is a department head decision, and the discretion sits with them. Mr. Bilyeu also said he believes knowledge transfer and mentoring is a challenge if it is not in person. Commissioner Hale asked how many department heads know of or are sharing the most effective work from home practices with each other. Mr. Bilyeu said he spoke with Commissioner Webb this morning, and 90% to 95% of employees at Collin County do not have the option to work from home. This includes front counter staff and detention officers, so a small percentage of employees would be eligible to work from home. Commissioner Webb said he wants to make sure we have the tools available to work from home if a department head chooses to do this. (Time: 4:50 p.m.)

Executive Session Items:

Judge Hill recessed the meeting into Executive Session under Chapter 551.071 of the government code at 1:58 p.m. and reconvened the meeting at 3:27 p.m.

Legal (551.071)

AI-51423 Case 4:18-cv-00280-ALM Wooten v. Roach et al, Administrative Services.

NO ACTION

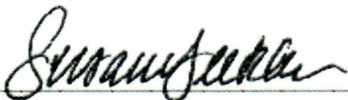
AI-51463 Indigent Defense payment claims by Mark Fratter, Administrative Services.

NO ACTION

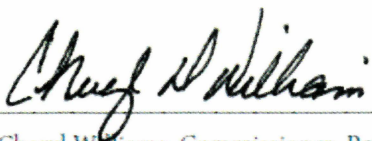
There being no further business of the Court, Judge Hill adjourned the meeting at 5:17 p.m.

Not Present

Chris Hill, County Judge



Susan Fletcher, Commissioner, Pct 1



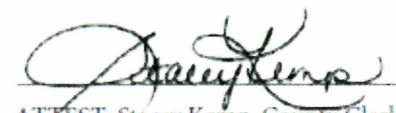
Cheryl Williams, Commissioner, Pct 2



Darrell Hale, Commissioner, Pct 3



Duncan Webb, Commissioner, Pct 4



ATTEST: Stacey Kemp, County Clerk