



COLLIN COUNTY

Administrative Services
2300 Bloomdale Road
Suite 4192
McKinney, Texas 75071
www.collincountytx.gov

December 3, 2025

Mr. James C. Mosser
8100 Dallas Parkway, Suite 115A
Plano, TX 75024
Via Email: james@mosserlaw.com

RE: Demand letter

Dear Mr. Mosser,

The Collin County Commissioners Court is in receipt of your demand letter dated November 26, 2025 requesting:

"the reinstatement of all prior staff members and delivery of back pay and current pay to the staff of the Honorable Vincent J. Venegoni Jr. in his capacity as Justice of the Peace for Precinct 4."

Please be advised that a county commissioners court's extensive authority over the county's budget is set forth in statutory law. The county commissioners court has discretion to determine the number of employees an elected official may appoint, *see* Tex. Loc. Gov't Code §§ 151.001(a), 151.002, and 151.901, and sets officers' and employees' compensation, § 152.011. This is decided based on multiple factors.

Additionally, you state in your letter that you are representing Judge Venegoni in his official capacity; however, neither the Commissioners Court nor I have authorized any expenditures for an attorney to represent Judge Venegoni against the County. Thus, Judge Venegoni will have to pay for legal expenses against the county personally and in his personal capacity.

Finally, any legal expenses incurred by the County on this issue stemming from Judge Venegoni's refusal to implement HR recommendations will come out of Judge Venegoni's future budget request (see Court Order attached). In Summary, Judge Venegoni will need to follow the county's established process for any reclassifications or new positions during budget workshop. Thank you.

Sincerely,

Yoon Kim
County Administrator
Collin County, Texas