STATE OF TEXAS   §

COUNTY OF HENDERSON   §

        BE IT REMEMBERED, that the Henderson County I.T. Committee met in Regular Session on December 7th, 2016 @ 1:30 P.M. in the Annex 2nd Floor Conference Room in Athens, Texas, with the following members present, to-wit:

ANN MARIE LEE	COUNTY AUDITOR
CLINT DAVIS	COUNTY ATTORNEY, absent
BOTIE HILLHOUSE	SHERIFF, absent
WADE MCKINNEY	COMM. PCT. #2, CHAIRMAN
SCOTT MCKEE	DISTRICT ATTORNEY, absent
MICHAEL BYNUM	COUNTY TREASURER
KEN GEESLIN	COMM.PCT. #4
MARY MARGARET WRIGHT	COUNTY CLERK
TOMMY BARNETT	J.P. PCT. #5, absent

And guests, Josh Brock, IT Administrator; Susan Cochran, Pam Underhill, County Clerk's Office.

Via phone: Chris Ricci, Eric Williams, Tyler Technologies; Jane Crouch, Auditor's office.

Transacted the following business, to-wit:

        Comm. McKinney called the Meeting to order at 1:30 P.M.

    1.   *Consider and Take Action to approve the Minutes of previous IT Committee Meeting.*

        Motion made by Ann Marie Lee and seconded by Michael Bynum to approve the I. T. Minutes from the previous I. T. meeting held November 2nd, 2016. Item passes.

    2.   *Consider and Take Action on issues related to the Odyssey Project.*

        Chris – the converted cases balance and the incorrect disposition date on converted cases were the last two issues on the issues list, and they are closed out. These two issues were verified and fixed, this closes out the issues from the JP's transition.

Jane - has one case that has been sent over to support and they will handle this case. Chris will get an update on this issue. As far as the JP transition goes, we can close out that transition completely and JP's can go to support like the rest of the county. Chris – he is the County's support account manager. Any issues that come up will be handled through support. Jane – asked Chris about the private collection report. Did that get fixed? Were we able to send out to our third party? Chris – it should be fixed. Chris asked Jane to verify and run that report again, and let Chris know. Eric Garcia told Chris it was fixed. Jane hasn't heard from Eric Garcia in a while. Jane was working on some things with Eric and she hasn't heard from him in a while. Chris – at some point they disengage if the issues are closed out. Jane – did have issues that are open. Chris – asked Jane to send him an email of the issues, he was under the impression that they were all completed and he would verify each one.

1

Wade – according to Judge Barnett, Jennifer said they are good to go and ready to go to collections, and start using Perdue.

Jane – had emails to Eric and never heard back from him. Chris – as far as the other issues item #2, we did the update and it went to PROD and did everything go ok? Josh – yes everything was ok, if it was attached with e-Discovery we had a major update with that and that is not yet resolved. Tread Strickland contacted Justin directly and got information from him and it was sent back to development, e-Discovery is not resolved. Chris – let him know if we are not getting response on the e-Discovery and he will email them. Josh – on the support team, if he emails the support team, if he puts information in the ticket early on, for instance with Justin, he gave the contact information early, on in the ticket and they pushed back several weeks and they told Josh that they needed his contact information and was already in the ticket. This has happened several times. Eric will bring this issue up in the managers meeting. Wade – Chris can you tell us about the email exchange from Judge Pollock on the comparison from the response from support, this email was on November 22, 2016. Chris – when you hit save on ticket make sure you check what the priority is. Tickets are processed in the order that they are received. Make sure the ticket priorities are close to the severity of the issue. Chris – if you aren't getting response on a ticket let him know. Eric – when submitting a ticket through the portal it will default to a priority 4 unless it is changed. Chris – sent a ticket template – it is very important when sending a ticket at any level, there is a section in the ticket that ask what is the impact to the office; an explanation will help define the level of severity to the office. Jane – her ticket was a high priority and needed it fixed and it is one receipt. Chris – we have to wait until Eric's work is completed. This one receipt is giving Tyler a hard time. This has been a difficult issue. Jane – are you spending eight (8) hours a day on this issue? Where are we on waiting for this issue to be fixed? Chris – it went back to Misty this morning (December 7, 2016), he can get an update. Chris – it is just one receipt and glad there isn't more, it has to be something with the data and they are trying to figure it out. Ken – How long have you been working on this issue? Jane – since October 22, 2016. Ken – you are right Chris glad there aren't 50 receipts with issues. Chris – will re-escalate the ticket to see if he can get some movement on it. Ken – a month and a half is a long time and would like to get the reports done. Wade – is Tyler experiencing growth issues that are taxing the support site? In the past experiences this is a new style of dealing with support. Many other vendors are much more responsive, and one of the key reasons for choosing Tyler Technologies was because it is big enough to support the county. Is this the norm for Tyler support for the future? Greg – no there are some issues that are just challenging. It's not that Tyler is growing too fast; their support organization is very robust. They staff accordingly for the needs of the customers. They push to maintain a high level of service. If you're experiencing issues that aren't moving, if it is something management can step in and address we will be happy to do so. Wade – Chris has been very responsive to us. It seems he has no back-up as far as staff. There one too many issues going for them to be handled. Henderson County is accustom to a quicker response or at least a more personal response. When you move out of the larger counties that have a professional staff that can handle all the issues. We are the 50th largest county in Texas; there are 204 smaller counties than Henderson County. As you go smaller, there is a break in communication that is taking place. Greg – Tyler is much bigger than that, they have 600 counties that use their application. Tyler strives to have the same communication in all counties. Ann Marie – has a problem that it takes three (3) days to acknowledge a ticket. It is the response time on a ticket, three (3) days for a response is too long for any ticket. We don't want to have to wait three (3) days for a level four (4) ticket. Greg – that is a problem. Jane – had a ticket that was assigned to someone that was off the next day and didn't return her call for a couple of days. That ticket should have been given to someone else. Greg – the level of support we want to give you does not have to wait three (3) days for a response. If this is happening it is not the standard of support we want to be giving the county. If this is happening please let Chris know so we can address this issue. It may be better to continue to work with someone that has been already been working on an issue than to start with someone else. Jane – this ticket no one had started working on the ticket and had to wait until this person returned to work on the issue. Greg – that should not be happening, and let him know if it happens again. That is not what Tyler wants for its support department regardless the size of the county. Wade – you will agree that there is a difference in the interface capabilities between your smaller organization and your higher urban locations. Is this a true statement? Is there a lack of information? Greg – he disagrees with this and this why they all use the same tools to interface with Tyler and have the same contact information with Tyler such as the portal and the email address is the same. There are some differences such as revenue. They are paying to have someone tied to their account, any paying someone to work on their support tickets. Wade – Henderson County can't be the only county out of 600 counties that is experiencing this issue. Greg – they have had to address this in other counties as well, and will address the issues with the individuals

or teams. Ken – you have used the number 600 several times. That's 600 counties nationwide? Greg – that is nationwide. Ken – how many support technicians does Tyler have? Greg – 60 plus. Ken – are they working 24-7 or are these just 8 to 5 people. Greg – Tyler's hours are 7:00 am CST to 9:00 pm CST and also have 24-7 support. Saturday's on call with a 30 day notice. Ken – if you only have 60 support technicians serving 600 counties, is fair that you're selling your product in eight (8) different states? Greg – Tyler's product is much broader than that, Tyler has 14 statewide contracts alone, and then the individual counties in California, Texas, Nevada, Georgia, Tennessee, Florida and Illinois. Ken – you only have 60 technicians and you're dealing with approximately 21 to 25 states and not every state operates exactly the same way. Not all states do it the same way. If you have 14 complete states, there are probably 60 customer services technicians who are specializing by state or they are wizards that know the working of the 25 states that Tyler has sold product to. Just trying to dissect the 60 technicians and thinking you are grossly understaffed. Greg – there are states that have their own IT departments that does tier one, and it is handled at the county level, they have tier two which are engineers, developers and database analyst those are technicians at the state level, the items they send to Tyler are different than what Henderson County would send to them, theirs would be defect only, they have gone through three (3) levels of troubleshooting with experts that are close to what they have at Tyler, they also have developers as well. Ken – are you saying we need to hire programmers and expand our IT department so we can use your product effectively? Greg – was providing the context on the load of each individual technician. Ken – 60 technicians is still a light number to service your product. Greg – Tyler does keep up with the volume of calls per month and has seen a decrease in calls over the last year. Ken – define call volume. Greg – all avenues of approach, there are three (3) ways; email submission, portal and calls are all part of the call volume. Wade – the preferred method from Tyler is using the portal? Chris – yes the portal puts the issues into perspective order. Wade – we have to direct our staff in the I. T. department to continually monitor the tickets just for the normal maintenance of the system. This is something very new to Henderson County. Eric – Henderson County feels that you're not getting the level support you need. One is they are not reading the tickets and the second one is they are not getting responses back to the county in a timely manner. Eric – will work on these two issues and get them addressed. Wade – Chris has bent over backwards to make us happy. The issue is there is so much that one person can do. Eric – we want to make this right and getting the proper customer service the county deserves. Eric – appreciates the opportunity to make this happen for the county. Ken – the thing that concerns him more than everything stated over the last 10 minutes is when we open a ticket and we get an automated email reply stating that they will be out of the office for the next three (3) days - we in Henderson County, and Jane stating CenturyLink is the worst company and at least CenturyLink will let us know within three or four hours why their system is down. This doesn't speak well of Tyler to have a system in place that someone can be off for two days and the customer knows that, it should be rolling over to the next available customer service technician that will resolve the issue. Eric – we don't have an automated system that replies back we are off for three days. The automated system that Tyler does have an automated system that will let you know that your ticket has been created and what your ticket number is. All tickets goes to the dispatcher that routes the tickets that is based on its level, and sends it to the appropriate team and inside that team there are tier levels based on the issue. At that point someone should be responding within 30 minutes to an hour after submitting the initial ticket. Ken – there is one person out of the 60 that routes the tickets? Greg – yes that is the dispatcher and there are back-ups as well. Ken – out of the 600 counties there is only one dispatcher that is routing all the tickets to the other 59 technicians? Chris – there is a back-up system. Jane – what is the average response time on a ticket? Greg – it should be 30 minutes to an hour for a response. Jane – it takes about three hours to respond to our tickets, what is happening to our tickets? Your response is that they received your ticket. Josh – When does the action happen in the ticket? We can ask for an update on this ticket and that is where Josh has to go back through and keep everything processing. It is not about response from the system, or even response from someone. For instance he got a response right away from a ticket opened on November 17, 2016, according to the priority of the ticket it will be taken care of. On the November 28, 2016 what is the status of this ticket? Josh got a response, sorry I missed you. When we called in for support in AbleTerm it was really easy and would have resolution to the issue that day and now it takes several days before there is action on the tickets. Greg – the two products are completely different as far as complexity levels. Ken – who was the company you called to get support on AbleTerm? Josh – Tyler Technologies. Wade – who sold Tyler Technologies based on the previous support? Tyler Technologies. Ken – there was a person that spent countless days over weeks over months negotiating with us for us to sign by Odyssey from the company Tyler Technologies and now is a national sales person so he wasn't an individual that was not familiar with your company. He sold us the support that the County would be

3

receiving support that would be equal or greater than what we were currently getting with AbleTerm. You are correct we switched from AbleTerm to Odyssey because you were dropping support with AbleTerm. We had to use you or someone else and we chose Tyler because of the good support experience from Tyler Technologies. Greg – the level of service they are trying to provide is a quick turn around the quick response, not every issue will be resolved at the same speed as it was in AbleTerm, but be responsive to the need of the county is the level Tyler is hoping to provide to the county. Greg – if this is not happening they hope to identify where the gaps are and get that addressed. Ann Marie – if you have 60 employees working 50 hours a week that 3000 hour allocated over 600 counties. This doesn't give many hours to each customer it averages out to only 5 hours a week. Jane – she averages at least one (1) hour for each one of her calls to support. Greg – that is under the assumption that every customer has submitted a support ticket. Ann Marie – we have 200 employees on Odyssey; Ann Marie would think we would submit at least four (4) tickets a week. It appears that Tyler is understaffed. Ken – it appears they are trying to market a new philosophy that they are using in all the states that have a large I. T. department. Ken – thinks you need to tell the sales personnel they need to tell all the Texas counties that if you want to buy our product you need to enlarge the I. T. department by 50% and bring in programmers. Greg – the committee has identified some gaps-those are gaps they can address and get fixed for the county. Greg – would like feedback on these issues in the next few weeks, and would be more than happy to participate in another call in a couple weeks. Wade – we have gone to one (1) meeting a month, the first Wednesday of every month. Next month meeting will be pushed back a week if we have it at all. Greg – wants the feedback on how things are going. Wade – we would like for you to carry this issue to your managers meeting. We have worked with the current personnel, we believe they don't have enough help, and it will take a lot to convince us otherwise. Greg - appreciates the opportunity giving them a chance to change the issue the county is having. Wade – did anyone read Clarence's email, concerning issues in California and a couple other places? Wade – sent email to Erik Ernst and Chris Ricci. Does Tyler want to make a comment on this issue? Chris – there was a press release today @ 2:00 P.M. (December 7, 2016). There is no active litigation at this time. They will continue to work and engage with both counties and work with them effectively. Ken – this is interesting, you have told me less than he surmised but it links back into support. We received a note from a member of the I. T. committee, the County Attorney on December 2, 2016, not sure when the article was written, he knows that there are a few papers in the state of Texas that the same article was published in, so it kind of makes sense why you are so slow on responding to closing our tickets, and Tyler is slow to company damage control as well. We're getting questions about the problem in California with your product and we have nothing to defend you with. Here it is December 7, 2016 and finally a press release. We are trying to defend Tyler and you give us nothing. Greg - for those asking for information we provide it by a case by case basis for those that have inquired about it. Tyler is more than happy to provide the information needed. Wade – this a request for Tyler to send us a response email. Greg - will get an email out before end of the day (December 7, 2016).

3. **Consider and Take action on Odyssey System OS Upgrade.**

Chris – I don't think it is an impossible for the date that was discussed for training. Chris – sent the PSA for the training. Josh there are a couple of issues a release for 2013 to fix, it was the data sheet error #5419588. The fix is quadrature amplitude modulation (QAM) we need for them to assign a revision. If you put 2014 on TEST you would have to wait for that fix. This is the only issue that Chris can see at this time. Any time table for 2014 for Henderson County wants-we can start working on it. Josh – we would need to ask the County Attorney's office it this would be a major impact them, it is a report issue and don't know if it is something they have to report or use as a guideline. Josh – would need to find out from the County Attorney's office. Chris – please let him know as soon as possible and he would find out what revision this is going into and what the release date for the revision, and this should be turned around real quick. This is the only thing holding it from going into TEST. Josh – will this issue be resolved in the 2014 version? Chris – yes, but you would have to wait until 2014 goes into PROD. Josh – will refer this to Diane Russ in the County Attorney's office to find out if this would put them in a bind. Chris – wants to know the impact to the office. Wade – we did receive the professional service agreement for the 2014 Training, it looks standard. Josh – had talked with Erik Ernst and he was confident the three days of training would cover the amount of training needed, and was confident of the level of employee knowledge and skills we have that would be able to bring them in a classroom setting and go through the training pretty quickly. Erik would have the questions that he knows we would be having with the 2014 version. Wade – we wouldn't be re-teaching before we get to 2014 version? Josh – he would be laying

out the training and what we have on schedule and making that schedule happen and having enough time to answer the questions that will arise. Josh – Erik does a lot of training and there are questions from Odyssey that will need to be re-taught as well as the 2014 version. Erik was confident that 24 hours of training would be enough for the 2014 version. Wade – asked if Erik spoke of different strengths of employees, did he speak to anything as to possibly of the trainer coming fitting with unique personalities of the employees. Josh – didn't say who the trainer would be just training in general. Chris – has a lot of input on the training and working on that and discussing and making sure Henderson County would get a trainer that will do great job training. Josh – it may be beneficial to a review (BPR) business process review, what we are utilizing and not utilizing so we go into training and we won't have to train on something that we should already be doing. Chris – it is imperative when 2014 goes to TEST and a data copy to it looks like PROD, even if it's just 20 minutes to go into TEST and start looking around to get a head start to prepare for questions during the training. Chris – will make sure Henderson County gets the right training. Wade – on of the time crunch we are under the jail has a window during the holidays to train. The Sheriff will have his staff go through Tyler U and working on the 2014 version, this is why it is imperative we get this lined up when we are doing our training and getting a date for the training. It would be useless for the staff at the jail to go through Tyler U during December and we don't have training until February or March. Chris – it all hangs on the data sheet error, he has to know how quickly or if the County Attorney's office can wait a little while. Josh – he will get a response on that today (December 7, 2016). Chris – if that is the plan to give 2014 a TEST as soon as possible. Ken – Eric you said earlier that some States or Counties that there is a dedicated person for them? Eric – that is correct. Ken – what is the cost of that? Eric – it depicts value, the individual can be broken up into 5 units and it's approximately $50,000.00 per unit. Ken – define unit. Eric – a unit would break down into about 20% of an individual's time. Ken – 20% of an AR day or would be dedicated to Henderson County and this equals to $50,000.00 a year. Eric – that is correct and addition to Odyssey, they actually help with project printing, forecasting, and they build a strategic support account plan, where they work out a strategy and will work with the county or state as far as your objectives are, where you want moving forward. They also coordinate and handle release management around the projects and timelines, coordinating resources it is much more detailed. Ken – if Henderson County has something like that it would be $50,000.00 a year? Eric – yes that is correct. Wade – data error will dictate our schedule? Josh – that is it basically there will have to be a decision made on the 2013 revision to land when we are going to roll out the 2014 version. Josh – as far as the training is concerned he wouldn't think this would necessarily delay except for the TEST environment where Chris is pushing the issue. Wade – if they get into Tyler U and train, open that up in two weeks and let them run for six weeks and getting into February and land with the TEST environment. Josh – asked Sandra Bevel (County Attorney's Office) directly, not being able to do the data sheet report, what are the issues this is causing and how bad is the impact to the office? Josh – if it is something that can be rolled to 2014 version, Josh says push it. Chris – you want the training around late January? Tyler said this would be most effective for them. Chris – has that time reserved. Chris – If you are ok with the PSA, how quickly can we get it back to Chris signed? Wade – Tuesday (December 13, 2016) we would be able to get this back to Chris. Wade – this the only thing left holding us for the 2014 version upgrade? Chris – this would be all he needed for the 2014 upgrade.

Motion made by Ann Marie Lee and seconded by Michael Bynum to approve the Training Proposal in the amount of $2,600.00 to be presented to Commissioner's Court. Item passes by those present.

4. **Consider and Take Action on the composition of the IT Committee.**

Wade – there has been discussion over several months about bringing new members on the I. T. Committee. Wade – has discussed this with Judge Sanders and Ken. What does the committee think about adding two (2) committee members? We would be adding the Tax Assessor Collector and the District Clerk. We would have all the core players on the committee. It would be six (6) to make the quorum.

Motion made by Comm. Geeslin and seconded by Michael Bynum to approve adding two (2) members; Peggy Goodall, Tax Assessor/Collector and Betty Herriage, District Clerk to the I. T. Committee and replace two (2) members with Judge Pollock, JP #2 and Mark Hall, District Attorney; replacing Scott McKee and Judge Barnett. Item passes by those present.

5. **Discuss Status of Digital Payroll Update.**

Michael – things are going well. Michael and Nikki are looking at the Personnel Policy and are working on the Payroll. There will have to be a workshop. Ken – what do you mean by coming along well? Michael – still have a few things they are working on in the Personnel Policy, and working on the Payroll to make sure all that is smooth, when Michael brings this to the court they don't want to have to come back and present additional things to court that may have gotten left out. There are a lot of changes in the personnel policy. Ken – the sick leave pool section is it finished? Michael – yes it is done, they have already gone over the sick leave pool. Ken – I thought we got a new personnel policy written by TAC? Michael – yes we did, we are inserting things we already had in our policy. We have to update the FMLA (Family and Medical Leave Act). Ken – When Trump takes office in January and a lot of things change is there anything linked to Obama Care? Michael – not that he is aware of, unless they get notification on a link to Obama Care and would have to make changes in the policy. Wade – the payroll issue being of the technology interface. How do we interface that portion with this committee so it's input to the court? That's been kind of part hanging out there. If we pass the payroll part, and don't have the technology side of it to mesh up then we are mending it again to make it. Michael – that will probably have to happen that way, we are trying to get things as much now. When we go do our payroll system they are going to try to build it to our specks. Michael – there are some issues that they will have to get worked out with the Sheriff's Department. Michael – we will probably have to revise the payroll part again. Ann Marie – has been so focused on trying to get everything in compliance legally, go ahead and get this done and merge like Denton Counties policy do it all at one time. Wade – it comes down to the fact we are going to get them together once, and won't get a second chance at it. Michael – they have done changes that needed to be done immediately and that was on positions; regular part-time employees. Ken – we have to look at everything and make sure it is relatively complete. Michael – discussed the personnel policy with Josh, about social media that was asked to be included, or does this need to be in the I. T. policy. It was advised for social media to be in the personnel policy. Michael – sent out a 45 day notice as of January 1, 2017, the county will not issue payroll checks, it will be direct deposit. Ann Marie – has a call in for a demo on payroll package, have to get with Josh to make sure it is convenient for everyone. Hope to be able to have the demo in the next few weeks. Ken – we could have special meeting after Christmas.

6. *Discuss Status of Google Hosting Conversion.*

Josh – they called yesterday (December 6, 2016), and talked about the schedule. By next Tuesday (December 13, 2016), we should have the bare structure stood up. We have secured everything as far as the cloud side. Josh will have to work on the county network portion to make sure that active directory where we store all the user credentials talks to their system. By this time next week (December 14, 2016), we should have all the pieces in place, so Josh can start the admin training. The following week, we will have down-time after December 22, 2016. We will be landing in January 2017 on this. It really won't have a major impact, when you leave on a Friday your email won't be accessible the following Monday. The only downside to it there is in the overview we have to verify, after we get all stood up. We are going to move the four (4) I. T. boxes on to the new and make sure everything works like it should receiving mail. Rackspace is still in the mix, the domains are hosted through Rackspace. The domains are henderson-county.com and hendersoncountycscd.com and co.henderson.tx.us is still hosted through the state and this will be the last one that is brought online. The next thing will be tomorrow and Friday (December 8, 2016), and next Tuesday (December 13, 2016), after that will be admin training. It will be January before everything is done.

7. *Discuss Status of Morpho Trust digital finger printing Upgrade.*

Josh – the new DDG was delivered, it was installed last Wednesday (November 30, 2016) and it did not work. They put the old DDG back in it worked. They worked on the DDG and were confident that it was working and moved us back to the new DDG, as of yesterday (December 6, 2016); the ORI codes were having issues. Josh – Jeff Smith said that Henderson County is the only county in Texas that has criminal clerks that do the fingerprints. Other counties have the clerk side that does the dispositions or the criminal side that does the fingerprints. Henderson County has both sides. There are different ORI codes for each office, what is happening now when they send one over it is

6

grabbing the first ORI code. At this time Josh is working with Morpho Trust trying to figure out why it is pulling the wrong ORI code. This was yesterday afternoon (December 6, 2016); this after Josh refused to submit a ticket to Odyssey. Josh wanted Morpho Trust to give him hard core data. Josh – Jeff said this is inherited data; the pieces were the same since March 2014. Their system is requesting the wrong ORI code. If they can give hard core data that proves Odyssey has issues. Pam – in AbleTerm, when we hit Live Scan on AbleTerm it was automatically sent to the state. Josh – when the system is functioning like it should, and no issues we could see how long it goes without issues. Ann Marie – what are the steps to getting this up and running? Josh – their development is working on trying to figure out why the ORI codes aren't correct. Josh – once the new system is functioning like it should without issues we can see how long before it has issues. Ann Marie – what is the plan for the new system to work? Josh – Morpho Trust development team is working on the code isn't coming across correctly. Josh – wants to troubleshoot and put it back on them saying there is no data coming across that they aren't requesting.

8. **Discuss Status of Henderson County I. T. Policy.**

   Josh – has gone through every section, and every word though out the policy and pulled everything he believes to be frivolous and basically something that would create a bigger loop hole. Josh – the policy has policy provisions, what the policy does, and the second part is what the county provides as far as the equipment and access; the third part is users access and what they have access to, and acceptable and unacceptable use. The only thing he doesn't have clarification on is enforcement of the policy, and will talk to Clint. Josh – did firm up some statements; connecting wireless devices to your computer, he rephrased it to say there will be no peripheral devices connected to a computer without I. T. department's approval. As far as the policy is concerned, it is ready for Clint to review. Ken – Did you leave in the paragraph that the county employees and county officials have no right to privacy regarding the internet or email? Josh – yes, any county employee shall knowingly and intentionally violate any of the provision of this policy will be subject to disciplinary actions may include termination. Ken – doesn't think you should use termination at all. The termination should only relate to the usage of the county computers. Rather than the I. T. policy stating it could lead to termination. The I. T. department will terminate all usage to network. Josh – it should read any county employee misuses the network will be terminated from access to the network. The county employees will have to sign the policy at open enrollment. Ken – are you going to fix Countynet? Josh – we will replace it. Ken – the replacement Countynet will have the I. T. policy, personnel policy and payroll policy. Ken – on the employee portal once the policy is ratified by the Commissioners' Court is the personnel policy, I. T. policy and the payroll policy, we could put it on the portal with a signature page and it could be printed and email it back in. Michael – he was going the get the signature back with the timesheets.

9. **Consider and Discuss IT Director Report.**
   Nothing to report at this time.

10. **Motion made by Ann Marie Lee and seconded by Michael Bynum to adjourn the meeting @ 3:41 P.M. Voted unanimously by those present.**

Read and Approved:
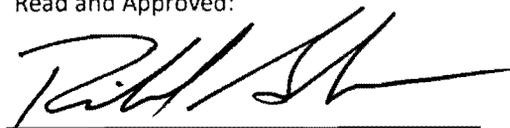
County Judge, Richard Sanders

(For Filing Purposes Only)

NOTE: Any actions taken by the Henderson County I.T. Committee at this Special Meeting shall be non-binding recommendations. Any such recommendations shall subsequently, be presented to the Henderson County Commissioners' Court for the Court to consider and take action on behalf of Henderson County.