



**COURTS AND LAW ENFORCEMENT MANAGEMENT INFORMATION SYSTEM  
(CLEMIS) AUTHORITY**

**EXECUTIVE COMMITTEE**

**RESOLUTION 2026-14**

**Adopt Hiring Process**

By Resolution 2025-28, the executive committee (the “**Executive Committee**”) of the Courts and Law Enforcement Management Information System (CLEMIS) Authority (the “**Authority**”) approved a contract with Blue Chip Talent Executive Search (“**Blue Chip**”) to provide executive search services to the Authority on an as-needed basis.

The Executive Committee wants to proceed with the hiring of a chief operating officer (the “**COO**”), through the process described below.

The Executive Committee wants to proceed with the hiring of the remainder of the executive team positions (including a chief financial officer, chief technology officer, chief information officer, and chief growth officer (collectively, the “**Executive Team**”) once the COO has been hired, through the process described below.

The Executive Committee wants to direct the COO to fill other Authority positions, through the process described below.

The Executive Committee hereby resolves:

- Hiring of COO:
  - that the chief executive officer of the Authority (the “**CEO**”) shall direct Blue Chip to conduct an executive search on behalf of the Authority for a COO in accordance with the contract approved by Resolution 2025-28;
  - that, in consultation with the CEO, once Blue Chip has screened qualified candidates, Blue Chip will propose three (3) candidates (provided that there are three (3) candidates who meet the qualifications for the position) to be interviewed at a public meeting of a subcommittee of the Executive Committee, which subcommittee shall be appointed by the chairperson of the Executive Committee (the “**Chairperson**”);
  - that the subcommittee shall make a recommendation on a COO to the Executive Committee for approval; and
  - that the Chairperson shall negotiate an employment contract with the selected candidate and present that contract to the Executive Committee for final approval.
  
- Hiring of Executive Team:

- that after the COO is hired, the CEO and COO will conduct searches for the remainder of the Executive Team, which shall include publicly posting and promoting the job description and availability of the position;
  - that the CEO and COO will oversee the screening, interviewing, and selection of the members of the Executive Team and may utilize contracted search firms in that process; and
  - that the COO will negotiate employment contracts with the selected candidates and present those contracts to the Executive Committee for final approval of contract terms.
- Hiring of Additional Positions:
- that the COO and CEO will prepare a staffing plan (the “**Plan**”), consistent with the Authority’s FY 2025-2026 General Appropriations Act;
  - that the COO shall present the Plan to the Executive Committee for review and discussion before finalizing the Plan; and
  - that the COO may then proceed to hire for those additional positions in accordance with the Plan.

**Secretary’s Certification:**

I hereby certify that this resolution was duly adopted by the executive committee of the Courts and Law Enforcement Management Information System (CLEMIS) Authority at a properly noticed open meeting held with a quorum present on February 12, 2026.

Signed by:  


Joe LaRussa  
Secretary