



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

**EXECUTIVE COMMITTEE**

**RESOLUTION 2026-35**

**Approve Employment Contract for Chief Technology Officer**

By Resolution 2026-14, the executive committee (the “**Executive Committee**”) of the Courts and Law Enforcement Management Information System (CLEMIS) Authority (the “**Authority**”) adopted a hiring process to proceed with the hiring of a chief operating officer (the “**COO**”) and 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.

By Resolution 2026-29, to ensure that the Authority maintained a smooth transition process, the Executive Committee authorized the chief executive officer of the Authority (the “**CEO**”) to initiate the hiring process of the Executive Team in the absence of the COO.

The CEO conducted a search for a chief technology officer (the “**CTO**”), which included publicly posting and promoting the job description and availability of the position.

The CEO oversaw the screening and interviewing of CTO candidates, and, following careful review and consideration, selected Michael Germain, whose resume is attached hereto as **Exhibit 1**.

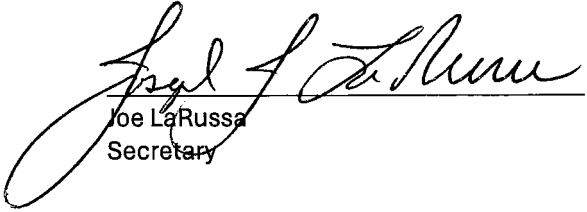
The CEO negotiated an employment contract with Mr. Germain, attached hereto as **Exhibit 2**. Pursuant to the Executive Committee’s hiring policy, the employment contract is now before the Executive Committee for final approval of the contract terms.

The Executive Committee therefore resolves as follows:

- that the contract presented to the Executive Committee and attached hereto as **Exhibit 2** is hereby approved as the employment contract for the CTO;
- that the employment of Michael Germain as CTO will be effective on the date provided in the employment contract; and
- that the CEO is hereby authorized to execute the employment contract for the CTO on behalf of the Authority.

**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 March 26, 2026.



Joe LaRussa  
Secretary