

COURTHOUSE  
200 SOUTH BROADWAY, SUITE 212  
BROWNWOOD, TEXAS 76801

JENNIFER AARON  
COURT COORDINATOR  
jennifer.aaron@browncountytexas.org

DANIELLE JORDAN  
ASST. COURT COORDINATOR  
danielle.jordan@browncountytexas.org



TELEPHONE: (325) 646-1987  
FAX: (325) 643-6396

TAMMY C. WATKINS  
OFFICIAL COURT REPORTER  
TELEPHONE: (325) 646-4057  
rprrtammy@aol.com

**STEPHEN ELLIS**

JUDGE PRESIDING

35TH JUDICIAL DISTRICT COURT OF TEXAS  
BROWN AND MILLS COUNTIES

July 13, 2020

Dr. Paul D. Lilly  
County Judge  
200 S. Broadway, Suite 322  
Brownwood, TX 76801  
*Hand delivered*

Brown County Commissioner's Court  
200 S. Broadway, Suite 322  
Brownwood, TX 76801  
*Hand delivered*

Jennifer Robison  
Brown County Auditor  
200 S. Broadway, Suite 106  
Brownwood, TX 76801  
*Hand delivered*

RE: Letter of Recommendation for Matt Krischke

It is my privilege to write this letter of recommendation on behalf of Matt Krischke who I understand is requesting a salary increase for the upcoming budget year. I have worked with Matt for over ten years and I can tell you that in his role as IT Manager, he is always very willing to work with the court to facilitate access to dependable technology.

As you are aware, Matt's responsibilities have recently expanded due to challenges presented by the COVID-19 pandemic. In compliance with the Supreme Court's Emergency Orders, the courts must use all reasonable efforts to conduct their proceedings remotely. As the sole IT employee for Brown County, with tasks spread across all county offices, Matt has dedicated a significant amount of time to ensure the court's continuity has been maintained during this pandemic.

A study of counties comparable in population to Brown County reveals that Matt's request of a ten percent annual salary increase still falls below the average salary for those counties' IT Managers at upwards of \$100,000. I believe his knowledge and expertise to be valuable and the loss of those qualities would cost the county far more than his requested salary. From my perspective, Matt has always been a pleasant and dependable worker, and I recommend without any reservation a salary commensurate with his position and experience.

Sincerely,

A handwritten signature in black ink, appearing to read "Stephen Ellis", written over a horizontal line.

Stephen Ellis

July 20, 2020  
(Exhibit # 7)