

County of Ellis TX Employment Application

APPLICANT INFORMATION			
Name:	Crawford, Teral L.		Date of Application: Apr 15, 2025 12:25 PM
Position:	COUNTY JUDGE		
Primary Contact Phone:	4692850899		
Primary Email:	[REDACTED]		
Mailing Address:	3711 Shiloh Trail Midlothian TX, 76065		
Employment Type:	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal		
Availability:	<input checked="" type="checkbox"/> Days <input checked="" type="checkbox"/> Evenings <input checked="" type="checkbox"/> Weekends <input checked="" type="checkbox"/> Holidays <input type="checkbox"/> Overtime		
Base Salary Expected:	\$126000		
Date Available for Employment:	05/05/2025		

REFERENCES

White, Joe			
Retired - Ellis County			
Engineer, White Diversified Engineering	Friend - Work Colleague	C	8176531668
Name/Title/Company	Relationship	Telephone Number	Email
Averett, Reese			
Executive Vice President & Co-Founder, Polarity Networks			
Friend	C	9729740159	
Name/Title/Company	Relationship	Telephone Number	Email
Bates, Floyd			
Co-Founder/Partner, Bates & Myers Company			
Friend	C	2147978500	
Name/Title/Company	Relationship	Telephone Number	Email

EDUCATION

[illegible]

SKILLS AND ABILITIES

Typing Speed (wpm):
Special Training: Microsoft Office Suite Cisco Cisco Meraki Palo Alto
Skills: Budgeting. Planning. Systems Design. Public speaking. Long-time resident of Ellis County. Retired from Ellis County Government after serving over 21 years.

EMPLOYMENT INFORMATION

EMPLOYMENT HISTORY

Employer:	Ellis County Texas (9728255290)	Supervisor:	Ellis County Commissioners Court
Type of Business:		Supervisor Phone:	9728255000
Address:	101 W. Main Waxahachie TX, 75165	Can Contact?:	Yes
Title:		Duties:	• Manage I.T. staff. • Presentations to Stakeholders and Commissioners Court. • Recommendation and purchasing of all technology items. • Cisco Meraki Network/Telephone system troubleshooting. Palo Alto Firewall – SpamTitan Filter • Daily backups, connectivity, network virus inoculation, spam filtering controls. • Provide hardware and software support to 700+ users. • Inventory and audit of all systems and software.
Dates Employed:	11/19/2001 - 05/25/2022		
Annual Base Salary:			
Reason for Leaving:	Retired		
Employer:	Amarillo National Bank ()	Supervisor:	David Malleck
Type of Business:		Supervisor Phone:	
Address:	Amarillo TX	Can Contact?:	Yes
Title:	Asst. V.P. Trust Officer - Systems Manager	Duties:	• Managed LAN installation/configuration/support (NT, MS SQL, Novell, Alpha, OS/2, Compaq servers) for the Asset Management Division which managed trust accounts totaling \$1.2 Billion. • Supervised and trained junior technical staff. • Provided hardware and software support to 50+ users. • Coordinated with software vendors on releases. • Observed and adhered to federal compliance regulations and standards. • Daily backups, connectivity, network virus inoculation and disaster recovery planning and testing.
Dates Employed:	03/15/1998 - 08/12/2001		
Annual Base Salary:			
Reason for Leaving:	Moved to Waxahachie for Wife's job transfer.		
Employer:	FirstBank Southwest ()	Supervisor:	Larry Shiplet
Type of Business:		Supervisor Phone:	
Address:	Amarillo TX	Can Contact?:	Yes
Title:	Computer Operator	Duties:	Responsible for staff management and training. Implemented ACH payroll and new voice response software. Performed daily duties in check/data processing to ensure accuracy and efficiency. Operated IBM 3890 reader/sorter. AS/400 operator. Assisted in the acquisition and data merges of 5 banks.
Dates Employed:	05/08/1994 - 03/02/1998		
Annual Base Salary:			
Reason for Leaving:	Accepted new position at Amarillo National Bank.		

SIGNATURE AGREEMENT TEXT

Ellis County does not discriminate in hiring or any other decision on the basis of race, color, sex, citizenship, national origin, ancestry, or on the basis of age or physical or mental disability unrelated to ability to perform the work required. No question on this application is secure information to be used for such discrimination. I voluntarily give Ellis County the right to make a thorough, post-offer investigation of my past employment and activities. I agree to cooperate in such investigation and release from all liability of responsibility all persons, companies or corporations supplying such information. I consent to take an employment physical examination, and passing same is a condition of employment, and such further physical examinations as may be required by Ellis County at such times and places as Ellis County shall designate. I understand that my employment is at will, and that either party is free to termination the employment relationship at any time without a reason. I also understand that my employment may be terminated for any misstatement or omission of fact appearing on this application form. If employed, I will be required to complete the Employment Eligibility Verification form (I-9), and show satisfactory evidence of Identity and Employment Authorization as outlined by the Department of Homeland Security. I UNDERSTAND THAT ELLIS COUNTY PARTICIPATES IN E-VERIFY TO VERIFY MY ELIGIBILITY TO WORK IN THE U.S.

Teral L. Crawford

Application Signature

Apr 15, 2025 12:25 PM

Date

Teral L. Crawford

3711 Shiloh Trail, Midlothian, TX 76065 · 469-285-0899 [REDACTED]

April 15, 2025

Ellis County Texas
Commissioners Court
101 W. Main St.
Waxahachie, TX 75165

Dear Ellis County Commissioners Court,

After proudly serving the citizens of Ellis County for over two decades as Director of Information Technology, I retired in May 2022 with a deep appreciation for the community and the people who make our County great. Today, I am offering myself for service once again—this time as your next **Ellis County Judge**.

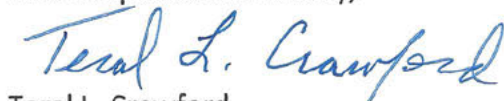
Ellis County is more than just where I worked—it's where I've raised my family, worshipped with friends and neighbors, and spent the last 24 years calling home. I have a profound respect for our County's employees and the Commissioners who have led with integrity and experience. My desire is not to lead the Commissioners Court, but to lead **with them**—in unity, in humility, and with a shared purpose to serve our citizens with transparency and dedication.

I bring with me a proven track record of success under pressure, with a career defined by problem-solving, collaboration, and commitment. Every challenge I've taken on, from major infrastructure upgrades to long-term strategic planning, has been met with focus, follow-through, and measurable results. I'm also proud to say that while I've made mistakes, none have led to failure—only to growth and greater wisdom.

Since retiring, I've enjoyed time with my family, traveled, and even restored a classic pickup truck. But my heart remains here, and now I am fully ready—and available—to devote myself once again to the people of Ellis County. I come without agenda, without obligation to any interest group, and with only one goal: to serve with integrity, compassion, and full commitment.

I would welcome the opportunity to meet and further discuss my vision and values, and how I can contribute meaningfully as Ellis County Judge. Thank you for considering my candidacy.

With respect and sincerity,



Teral L. Crawford



TERAL L. CRAWFORD

3711 Shiloh Trail, Midlothian, TX 76065
(469) 285-0899 cell

Experienced Director of Information Technology with a demonstrated history of working in government administration. Skilled in Nonprofit Organizations, Government, Data Center, Management, and Leadership. Strong information technology professional with a Bachelor of Business Studies/Management Information Systems from Dallas Baptist University.



CAREER SKILLS

- Systems management
- Project management
- Systems development
- Testing/implementation
- Major conversions
- Customer support/service
- Client relations/training
- Staff supervision/training
- Planning/budgeting
- Vendor relations/purchasing

CAREER ACHIEVEMENTS

- Designed and consulted on \$54 million bond package for new construction of jail expansion and Courts/Administration building with all technology platforms. (Budget \$4.5 million)
- Extended Cisco VOIP and Data across multiple wireless backhauled to remote County sites.
- Configured networking for \$18 million restoration of Ellis County Courthouse originally built in 1895.
- Oversee and host numerous security camera and access control systems.
- Planned and successfully implemented the relocation of several key departments using dedicated government 4.9 GHz licensed broadband.
- Completed a re-design and remote hosting of the Ellis County Texas website <http://www.co.ellis.tx.us>.
- Served on Amarillo National Bank Y2K board as Assistant Vice President, Trust Officer.

CAREER EXPERIENCE

ELLIS COUNTY TEXAS, Waxahachie, TX 11/01— 06/22 – I.T. Director - Retired

- Manage I.T. staff.
- Presentations to Stakeholders and Commissioners Court.
- Recommendation and purchasing of all technology items.
- Cisco Meraki Network/Telephone system troubleshooting. Palo Alto Firewall – SpamTitan Filter
- Daily backups, connectivity, network virus inoculation, spam filtering controls.
- Provide hardware and software support to 700+ users.
- Inventory and audit of all systems and software.

AMARILLO NATIONAL BANK, Amarillo, TX 3/98–8/01 - Systems Manager/Trust Officer, Assistant Vice President

- Managed LAN installation/configuration/support (NT, MS SQL, Novell, Alpha, OS/2, Compaq servers) for the Asset Management Division which managed trust accounts totaling \$1.2 Billion.
- Supervised and trained junior technical staff.
- Provided hardware and software support to 50+ users.
- Coordinated with software vendors on releases.
- Observed and adhered to federal compliance regulations and standards.
- Daily backups, connectivity, network virus inoculation and disaster recovery planning and testing.

FIRSTBANK SOUTHWEST, Amarillo, TX 5/94–3/98 - Computer Operator

Responsible for staff management and training. Implemented ACH payroll and new voice response software. Performed daily duties in check/data processing to ensure accuracy and efficiency. Operated IBM 3890 reader/sorter. AS/400 operator. Assisted in the acquisition and data merges of 5 banks.

TOM'S PHILLIPS 66 SERVICE, Hugoton, KS 10/88–4/94 - Assistant Manager

Auto servicing, computer diagnostics. Maintained accounts receivable/payable and payroll.

BANK IV, Wichita, KS 12/87–10/88 – ACH and Clearing House Manager

Supervised the weekend shift. Exchanged clearing items with several correspondent banks.

Employed by two community banks while attending college 1984 - 1987.

Teral L. Crawford, MCP

Teral Crawford is recognized as one of the longest tenured government information technology leaders in the State of Texas. He has consistently delivered high-functioning, state-of-the-art voice, data and security networks incorporating data center hosting paired with remote accessibility. He understands the complexity of making local government both accessible and transparent.

Teral is especially known for planning VLAN networks that span over multi-floored buildings in a campus environment and extending those networks to remote sites. His ability to foresee future needs has kept pace with technology trends and rapid population growth.

Over his 30-year career, Teral has developed budgets as high as \$4.5 million while working with technology teams spanning security, networking, VOIP, video surveillance, email, live-streaming, data storage and backup, dark fiber, and point-to-point wireless backhauls. He knows what it is to build networks and their supporting teams from the ground up.

As Information Technology Director for Ellis County Texas, Teral advises department heads and elected officials on cost-effective ways to implement practical technical solutions of the highest quality and dependability. He keeps cybersecurity at the forefront of projects and consistently scores in exceptional ranges when systems are routinely tested. He directly manages a staff of five fulltime I.T. employees who are responsible for supporting the I.T. needs of nearly 500 employees across over 40 departments. He also has influence with three fulltime Sheriff Office I.T. support staff who manage a range of systems including 911-dispatch, radio communications and jail management.

From 2001 to 2004, Teral was the lone I.T. support for the entire county. He spent long hours supporting everything from the book-in process at the jail to developing the first ever website for Ellis County. He oversaw the technical outfitting of the Ellis County Historic Courthouse as it was being completely renovated. He worked extensively with contractors such as Byrne Construction Services and ArchiTexas together with vendors such as 3Comm, Cisco and Infinity Sound to ensure all historical preservation requirements were met as the 1895 landmark was brought into the technical world undisturbed and restored to its original splendor. Containing over five miles of conduit, multiple IDF closets, fiber and Wi-Fi it now supports multiple offices, hosts various public meetings and holds an occasional high-profile trial.

Teral was selected from a pool of 45 applicants to be the I.T. Director for Ellis County. The County had previously contracted I.T. support through a local vendor. The County Auditor brought forth 12 months of billing at \$75,000 paid for this support and made a presentation to the Commissioners Court that it was economically beneficial to hire a fulltime I.T. person. The first year Teral worked for the County, the vendor who managed software for the Courts and Clerks saw a reduction in their support calls of over 1,200 tickets. He identified several administrative offices that could be a part of the County network that were functioning with individual dial-up lines to the Internet for browsing and email access only. He also identified several circuits that were no longer used that remained as charges on the County telecom bill and had them removed. All of these cost saving efforts proved to more than save the County his salary equivalent in just his first year of employment.

Over the years of 2004 through 2008, Teral changed the face of Ellis County I.T. by strengthening support with three new positions, replacing all network gear, implementing Active Directory and building a wireless LAN that replaced much of the network that was consistently failing from aged copper phone company lines. He researched web hosting companies beginning in March 2007 and obtained an approved contract with CivicPlus in December that year. Teral surveyed all departments for content and provided training and brainstorming webinars with CivicPlus during February 2008. Content gathering, development and IT staff training continued. The County went live with the new site on May 16, 2008.

In Q3 2007, Teral began work on a \$54 million bond project for new County facilities. He issued an RFQ through Staubach Company (now Jones Lang LaSalle) for IT Consulting Services on the bond project. He reviewed RFQ responses, conducted interviews and scored prospective companies according to the selection

criteria named in the RFQ. Stravis Technologies of Grapevine, TX was selected. By mid Q1 2008, Stravis began meeting with Teral, his Assistant Director, the County Engineer and JLL. Low voltage structured cabling, audio visual and security systems, and voice and data system specifications were developed and RFPs were published for each. Contracts were awarded in 2008 and 2009 to companies in each specialization based on Teral's interviews and his scoring of criteria named in each RFP. Electra link was chosen for low voltage cabling. Infinity Sound was chosen for A/V systems. Fisk was selected for security systems and General Data Tech was chosen for voice and data. The bond created the expansion of a new jail unit containing 600 inmate beds, a new kitchen and an underground prisoner transport tunnel. A new courts and administration building was also built and a joint venture with the City of Waxahachie gave the downtown area a much-needed parking garage. Teral worked extensively with Tom Defrange, RCDD who is now Owner/President of TLD Design Consulting, LLC in designing a new data center built inside the courts and administration building at 109 S. Jackson in Waxahachie. This data center continues to serve the County with redundant power sources for itself and all IDF closets and houses core switchgear, security and video surveillance servers, third-party software servers, email and Active Directory servers, voice gateways and many NAS devices.

Q1 and Q2 of 2010 began the migration of County offices coming into the new Courts/Admin building. The data center had been operational in anticipation of the move since late 2009. The I.T. planning, steering and implementation of the data center and network to support the bond package was a two-year project comprised of 16 committee members and over a dozen vendors. Teral led this project to successful completion.

The downtown Waxahachie County buildings were connected via dark fiber and the network became seamless with the inclusion of the Sheriff's Office/Jail, the Historic Courthouse and the City of Waxahachie parking garage. The latter to follow Adult Probation office building and the Ellis County Elections Center were added to the fiber upon construction. Teral had additional fiber strung underground toward the direction of where additional County buildings could possibly be constructed in the future.

Several office moves and renovations of space together with new construction have occurred since the bond package construction and completion in 2010. Teral played a crucial role in developing network designs and installing hardware to accommodate these moves:

- 1) JP4/Constable 4 offices to downtown Midlothian (Cisco Meraki gear).
- 2) Ennis Sub-Courthouse (Cisco Meraki gear).
- 3) County Farm Complex...LEC, Warehouse (Cisco Meraki gear), Pump House, IT HUB, Juvenile Services, Joe White Tower facility. All of these are connected to the County network via private point-to-point wireless to the fiber-connected County Farm Complex.
- 4) Ellis County Elections Center (Cisco Meraki gear).
- 5) Midlothian Tax Office (Cisco Meraki gear).
- 6) Inclusion of all remote County offices to the County data and VOIP network (Cisco Meraki gear).
- 7) Construction of shell space with network expansion to accommodate the relocation of the 40th District Court, newly constructed 378th and County Court at Law #3 courts, the Fire Marshal/Emergency Management offices and a Multi-Purpose Room.

Numerous projects have dotted the landscape of Ellis County at Teral's planting over the past several years. He brought the inclusion of Linebarger and the State of Texas networks into the daily Tax Office and Elections operations. He identified a potential power redundancy problem within the data center and facilitated a UPS Bypass Unit installation in 2018 with Vertiv. Additional 2018 projects included replacing an offsite ISP hosted spam filtering system with cloud-based SpamTitan from TitanHQ and replacing outdated voice gateways with new Cisco call manager and voicemail servers hosted on a virtual server. 2019 highlights saw Teral move the County network behind Palo Alto redundant firewalls and bring online ServiceDesk Plus from ZoHo to track help desk tickets and document all I.T. department business. He doubled the footprint of onsite Barracuda backup servers.

The following year brought with it the challenges of adapting to conducting all County business in light of the Covid-19 pandemic. In an overnight move, Teral worked directly with his Gold Partner, Flair Data from Plano to adapt Cisco WebEx as the county standard in web-meeting software. Courts, hearings, arraignments and many attorney/client meetings were able to happen in a virtual environment quickly and to the great

satisfaction of the Judges of the courts. Efficiencies gained through this process are now standard methods of court operations. Teral convinced the Commissioners Court to approve an order to replace all of the original Cisco network gear that was installed in the bond project in 2009 with Cisco Meraki hardware. Meraki has brought a revolutionary shift in his I.T. staff's ability to better understand and administer the County network. He negotiated a free extra year of warranty and support for a total of 11 years of worry-free hardware operations.

Over the course of 2021, Teral renegotiated the livestream contract for Commissioners Court meetings with Swagit and oversaw a full equipment upgrade to the Historic Courtroom. He conducted a Breach and Attack Simulation with Cybersafe Solutions and witnessed the County network achieve scores over 98%. He was named Project Manager by Berry Dunn Government Consultant Group in Ellis County's search for Jail/Courts/Clerks software.

Teral is actively working with Microsoft and SHI on the conversion of onsite hosted email and all office users moving to Microsoft Office 365. He is assisting the DA and County Auditor in identifying and qualifying I.T. projects funded by the American Rescue Plan.

[REDACTED]

Teral is an avid student of history, culture and world travel. He has ventured as far north as Alaska and as far south as Curacao. European visits to the United Kingdom, Spain, Portugal and the Canary Islands as well as a transatlantic voyage are highlights of enjoyed travel.

Teral is no stranger to hard work and building sweat equity. From his time of being raised on a farm in southwestern Kansas, to working two part-time jobs in High School while going to two-a-day football practices, he learned the value of earning a living and giving himself in service to others. His many years of working data processing and systems management in the banking industry increased his knowledge base and saw him recognized for his unique blend of technical savvy with personality and financial understanding. This was rewarded by Amarillo National Bank where he was the only operations manager in the history of the bank to be promoted to Trust Officer status with the title of Assistant Vice President. At ANB he managed all IT operations for total customer account asset holdings of \$1.2 billion.

Teral has lived and worked in Texas since 1994, developing trusted partnerships with counterparts among many vendors and so-workers. In his time at Ellis County, he has fostered relationships with over 100 elected officials and department heads. He remains thankful and optimistic when faced with new challenges. His self-proclaimed motto is drawn from a sign encountered in every driver's day, "When life gives you a stop sign, its just a new chance to Start Thinking Of Possibilities!"