

# **ELLIS COUNTY** APPLICATION FOR EMPLOYMENT APR 1 5 2025



EQUAL OPPORTUNITY EMPLOYER

# **HUMAN RESOURCES**

PLEASE READ CAREFULLY. TO BE CONSIDERED FOR EMPLOYMENT ALL QUESTIONS MUST BE ANSWERED.

| PERSONAL                                   |                      |                |                          |                    |               |                    |
|--|----------------------|----------------|--------------------------|--------------------|---------------|--------------------|
| Rozier                                     | Richard              | d              | Franklin                 | 4/1                | 5/25          |                    |
| LASTNAME                                   | EIDCT                |                | MIDDLE                   | TOD                | WO DATE       |                    |
|  |                      |                |                          |                    |               |                    |
|  |                      |                |                          |                    |               |                    |
|  |                      |                |                          |                    |               |                    |
|  |                      |                |                          |                    |               |                    |
| ARE YOU 21 YEARS OF AC                     | GE OR OLDER?         | YES            |                          |                    |               |                    |
| IF NOT, ARE YOU AT LEAS                    | ST 18 YEARS OF AGE?  |                |                          |                    |               |                    |
|  |                      |                |                          |                    |               |                    |
| IF EMPLOYED, CAN YOU S                     | SUBMIT VERIFICATION  | OF YOUR LEG    | AL RIGHT TO WOR          | K IN THE UNITED S  | TATES? YES    |                    |
| HAVE YOU EVER BEEN CO                      | ONVICTED OF ANY OFF  | ENSE GREATE    | R THAN A TRAFFIC         | VIOLATION?         | NO            |                    |
| IF YES LIST BELOW:                         |                      |                |                          |                    |               |                    |
| DATE                                       | OFFENSE              |                | DISPOSITION              |                    |               |                    |
|  |                      |                |                          |                    |               |                    |
| DATE                                       | OFFENSE              |                | DISPOSITION              |                    |               | `                  |
| HAVE YOU SERVED IN TH                      | IE U.S. ARMED FORCES | ? NO           |                          |                    |               |                    |
| HAVE YOU BEEN PREVIOU<br>IF YES LIST BELOW | USLY EMPLOYED BY EI  | LLIS COUNTY?   | YES                      |                    |               |                    |
| DATES: 3/22/2021                           | Present              | Tax Office     |                          | Tax Assess         | sor/Collector |                    |
| FROM                                       | TO                   | OCATION        |                          | POSITION           |               |                    |
| ARE YOU RELATED TO AN                      |                      | ELLIS COUNTY   | ??                       |                    |               |                    |
| IF YES, STATE NAME AND                     | LOCATION: No         |                |                          |                    |               |                    |
| HOW DID YOU LEARN OF                       |                      | ommission      | ners Court               |                    |               |                    |
|  |                      |                |                          |                    |               |                    |
| JOB INTEREST –                             | . ,                  | ESIRED         |                          |                    | (SESPECT      |                    |
| County Judge                               | N/A                  |                |                          | nedately           | N/A           |                    |
| FIRST CHOICE                               | SECOND C             | HOICE          | DATE                     | AVAILABLE          | SALARY DESIRE | D                  |
| WORK HOURS/SHIFT<br>PREFERRED              |                      | S NO           | <u>DAYS</u><br>YES □NO □ | EVENINGS<br>YES NO | NIGHTS YES NO | WEEKENDS<br>YES NO |
| EDUCATIONAL I                              | RECORD               |                |                          |                    |               |                    |
| HIGHEST GRADE COMPLE                       | ETED BACHELOR'S DI   | EGREE          |                          |                    |               |                    |
| NAME, CITY, AND STATE                      | OF SCHOOLS ATTENDE   | D              |                          | MAJOR FIELD        | GRADU         | JATED              |
| LAST HIGH SCHOOL: DeSor                    |                      |                |                          |                    | DIPLOMA       |                    |
| LAST COLLEGE/UNIVERSI<br>GRADUATE SCHOOL:  | TY: Howard Payne     |                |                          | Bible              | YES           |                    |
| TECHNICAL/VOCATIONAL                       | L SCHOOL:            |                |                          |                    |               |                    |
| LIST THE COURSES THAT                      | YOU ARE NOW ENROLI   | LED IN: TAC Le | eadership 254            |                    |               |                    |

## PROFESSIONAL LICENSES/CERTIFICATIONS

| See Resume                                 |                                       |                  |                  |                           |                                    |
|--|---------------------------------------|------------------|------------------|---------------------------|------------------------------------|
| ТҮРЕ                                       | STATE ISSUED                          | DATE ISSUI       | EXPIRES          | ON NUMBER                 | R                                  |
| ТҮРЕ                                       | STATE ISSUED                          | DATE ISSU        | ED EXPIRES       | S ON NUMBER               | R                                  |
| SKILLS                                     | _                                     |                  |                  |                           | <u> </u>                           |
| Please indicate the experience you have by |                                       | to the job skill | described below. |                           |                                    |
| Typing Office SI wpm                       | MS Word                               |                  |                  | Road and Front End Loader | Bridge Worker Positions Only Dozer |
| Shorthand wpm                              | MS Access                             |                  |                  | Grade-All                 | Dump Truck                         |
| 10-Key                                     | MS Excel                              |                  |                  | Diesel Mechanics          | Backhoe                            |
| Word Perfect                               | Power Point                           |                  |                  | Motor Grader              | CDL .                              |
| Multi-Line Phone                           | Cash Handling Exp                     |                  |                  | Other (please list):      |                                    |
| Other (please list):                       |                                       | _                |                  |                           |                                    |
| Language Skills: Which Language:           |                                       |                  | Speak            | Read Wr                   | ite 🔲                              |
| WOOKEWDEDIENCE                             |                                       |                  | _                |                           |                                    |
| WORK EXPERIENCE                            |                                       |                  |                  |                           |                                    |
| WHAT OTHER NAME(S) HAVE YOU                | WORKED UNDER?                         | ?                |                  |                           | <del></del>                        |
| MAY WE CONTACT YOUR PRESENT                | EMPLOYER? YES                         |                  |                  |                           |                                    |
| LIST YOUR LAST OR PRESENT EMI              | PLOYER FIRST (INC                     | CLUDING VO       | LUNTEER EXPE     | RIENCE) FOR THE           | PAST 10 YEARS                      |
| <b>EMPLOYER</b> Ellis County Tax           | Office                                |                  | DATES EMPLO      | YED: FROM (mo/yr):        | 3/22/225 TO (mo/yr): Present       |
| 302 Monroe                                 |                                       | V                | Vaxahachie       | TX                        | 972-825-5150                       |
| STREET ADDRESS                             |                                       | C                | ITY              | STATE                     | PHONE                              |
| Tax Assessor - Collector                   |                                       |                  |                  |                           |                                    |
| POSITION TITLE                             |                                       | S                | TARTING SALAR    | Y FINAL SA                | ALARY                              |
| SUPERVISOR'S NAME AND TITLE                |                                       | PI               | ERSON(S) WE MA   | AY CONTACT FOR R          | EFERENCE                           |
| BRIEFLY DESCRIBE YOUR DUTIES               |                                       |                  |                  | · ··· <u>-</u> ····       |                                    |
| REASON FOR LEAVING                         |                                       |                  |                  |                           |                                    |
| EMPLOYER Self Employed                     |                                       |                  | DATES EMPLO      | YED: FROM (mo/yr):        | 1980 TO (mo/yr): Present           |
| P.O. Box 2867                              |                                       |                  | Vaxaxhachie      | TX                        | 214-415-4249                       |
| STREET ADDRESS                             |                                       |                  | ITY              | STATE                     | PHONE                              |
| Owner/Principle                            |                                       |                  |                  |                           |                                    |
| POSITION TITLE                             |                                       | S                | TARTING SALAR    | Y FINAL SA                | ALARY                              |
| SUPERVISOR'S NAME AND TITLE                | · · · · · · · · · · · · · · · · · · · | <u>:</u><br>Pi   | ERSON(S) WE MA   | AY CONTACT FOR R          | EFERENCE                           |
| See Resume for more D                      | etail                                 | •                |                  |                           |                                    |
| BRIEFLY DESCRIBE YOUR DUTIES               |                                       |                  |                  |                           |                                    |
|  |                                       |                  |                  |                           |                                    |
| REASON FOR LEAVING                         |                                       |                  |                  |                           |                                    |

| EMPLOYER   | DATES EMPLOYED: FROM (mo/yr): TO (mo/yr):  |
|--|--|
| STREET ADDRESS   | CITY STATE PHONE   |
| POSITION TITLE   | STARTING SALARY FINAL SALARY   |
| SUPERVISOR'S NAME AND TITLE  | PERSON(S) WE MAY CONTACT FOR REFERENCE   |
| BRIEFLY DESCRIBE YOUR DUTIES   | · · · · · · · · · · · · · · · · · · ·  |
| REASON FOR LEAVING   |  |
| EMPLOYER   | DATES EMPLOYED: FROM (mo/yr):TO (mo/yr):   |
| STREET ADDRESS   | CITY STATE PHONE   |
| POSITION TITLE   | STARTING SALARY FINAL SALARY   |
| SUPERVISOR'S NAME AND TITLE  | PERSON(S) WE MAY CONTACT FOR REFERENCE   |
| BRIEFLY DESCRIBE YOUR DUTIES   |  |
| REASON FOR LEAVING   |  |
| EMPLOYER   | DATES EMPLOYED: FROM (mo/yr):TO (mo/yr):   |
|  |  |
| STREET ADDRESS   | CITY STATE PHONE   |
|  | CITY STATE PHONE  STARTING SALARY FINAL SALARY   |
| POSITION TITLE   |  |
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| POSITION TITLE  SUPERVISOR'S NAME AND TITLE  BRIEFLY DESCRIBE YOUR DUTIES  REASON FOR LEAVING  EMPLOYER  STREET ADDRESS  POSITION TITLE  SUPERVISOR'S NAME AND TITLE | STARTING SALARY  PERSON(S) WE MAY CONTACT FOR REFERENCE  DATES EMPLOYED: FROM (mo/yr): TO (mo/yr):  CITY STATE PHONE |

# PLEASE READ THE FOLLOWING CAREFULLY BEFORE SIGNING THIS APPLICATION FORM:

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 intended to 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 terminate 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. A list of acceptable documents is included with this application. I UNDERSTAND THAT ELLIS COUNTY PARTICIPATES IN E-VERIFY TO VERIFY MY ELIGIBILITY TO WORK IN THE U.S.

Applicant's Signature

4/15/2025 Date

#### **RETURN COMPLETED APPLICATIONS TO:**

Ellis County
Human Resources
101 W. Main Street, Suite B-103
Waxahachie, TX 75165
humanresources@co.ellis.tx.us

# Richard F. Rozier CTOP, PCC, PCAC Ellis County Tax Assessor/Collector

April 11, 2025

**RE: County Judge** 

Dear Commissioners,

Over the past few weeks, Karen and I have dedicated significant time seeking the Lord's guidance for our future after learning that Judge Little will be leaving to join the NCTCOG as Executive Director. During this time, I have sought prayers and counsel from my son, my brothers, and a very few trusted advisors. Many have encouraged me to consider seeking the appointment to the position of Ellis County Judge, and it will come as no surprise to any of you that I have a strong interest in the role, having run a competitive campaign for the position 10 years ago. It is on this foundation of that experience that I humbly submit my application for your consideration.

A little over four years ago, the court appointed me to replace John Bridges as Ellis County Tax Assessor-Collector. Since then, I have been elected twice—first to complete the unexpired term and again last year for a full four-year term. Serving the citizens of Ellis County has been a true honor. As many of you will remember, the Tax Office faced a crisis when I arrived, with an ongoing criminal investigation and high levels of tension between employees and the community. It was a time that required both calm, reassuring leadership and decisive action.

In the past four years, much has changed. Working together with the Court, we have made significant strides in improving services, technology, training, and professionalism. When I first arrived, I implemented weekly staff meetings, initially with only four staff members. Today, that group has expanded to 13, including our branch-office managers. One major component of these meetings is leadership training. I personally lead this training, and we regularly study management strategies for building and leading a high-performance team. Additionally, my Chief Deputy has earned her professional designations, CTOP and PCC, with several other staff members close to achieving their own.

This month, the Ellis County Tax Office will host its first ever certified class in which students will earn credit towards designation—Course 7, Property Tax Law. Two additional classes are scheduled for later this year. Chief Deputy Tina Boykin, who has earned her trainers' designation, will be leading these classes. This initiative not only creates a highly educated team but is also cost-effective, with a county cost of approximately \$15 per student, without travel expenses. Several neighboring counties have will be sending students.

Of the 26 employees in the Tax Office, only 10 were here when I began. While we have experienced some turnover during this time, the improvements we've made with the Court's support in compensation, facilities, and technology, coupled with a focus on building a strong team, have

resulted in a solid foundation on which we have built a professional office and staff. Building that foundation has been a top priority, alongside ensuring exceptional customer service. Should the Commissioners decide it is appropriate for me to transition to the Judge's office, I am confident that the Tax Office will continue to thrive.

I look forward to meeting with the Commissioners in person to further discuss my desire to serve as County Judge. Rather than belabor the point here, I will briefly share a few thoughts. First, I believe the Court has made remarkable progress in positioning our County for both present and future success. We've seen unprecedented growth, and the Court has wisely managed the budget and tax rate while providing the necessary tools to serve our expanding population. The Court has taken strong action in areas such as facilities, compensation, and staffing, all while maintaining fiscal responsibility, refraining from issuing debt, and lowering the tax rate. I firmly believe that the next County Judge will work collaboratively with the Commissioners to continue this important work. Respectfully, I believe I possess a deeper understanding of the tax rate and budget than anyone outside of you, the Commissioners, and I share your commitment to managing growth responsibly. In my previous roles I have prepared and voted on 10 public budgets and tax rates.

While the County Judge is often viewed as the head of county government, he is one member of a management team—the Commissioners Court—with equal standing to the other members. Although the Judge holds several key leadership roles and often serves as the public face of the county, his responsibilities—such as guiding county business, preparing agendas, leading commissioners court meetings and presenting his budget and tax rate. His most important role is working collaboratively with the Court to accomplish the important work of the County.

True leadership of the county is a shared responsibility, shaped by the collective actions of the Court. Having served as a Councilmember, Mayor, President of an Emergency Services District, and Chairman of various boards and commissions, I understand the importance of working together with the Court to lead our county effectively. As my good friend, the late former Dallas County Commissioner Jim Jackson, often reminded Judge Lee Jackson: "It's called Commissioners Court, not Judge's Court."

Thank you for the privilege of being considered for this important position. I look forward to meeting with you in person to further discuss my qualifications and answer any questions you may have. Please find a brief resume included.

Respectfully submitted,

Richard Rozier



#### Richard Rozier



## Ellis County Tax Assessor-Collector, CTOP, PCC, PCAC

March 2021 - Present

Since being appointed in 2021 Richard has been elected and reelected to serve the citizens of Ellis County. Richard's focus has been to establish a strong customer service oriented professional office. He has also successfully created and implemented strategies to develop leaders and to build strong business practices to ensure accountability and proficiency.



#### Principal/Owner

Solid Waste Specialist, LLC. "SWS" September 2014 – Present

SWS is a professional consulting firm specializing in assisting government with the procurement process for solid waste and other environmental services.



#### Founder/Owner

XIT Energy, LLC November 2011 – Present

XIT is a energy broker that sells Electricity and Natural Gas to commercial, industrial and institutional clients in deregulated markets.



#### Principal/Owner

<u>Governmental Relations Specialists</u> January 1998 – Present

GRS is a consulting company that assists companies in navigating the government marketplace.



#### **Public Sector Services Manager**

Waste Management of Texas January 1997 – 1998

Responsible for the acquisition and servicing of municipal government contracts in north Texas.

#### <u>Owner</u>

R & R Construction 1993 – 1997

Responsible for management of a general contracting firm, which included bidding, contracting supervision and financial management.

## Education

### Civic

Mayor - City of DeSoto, Texas 1995 - 2001

Councilmember - City of DeSoto, Texas 1994 - 1995

Ellis County ESD#6 – President

Past and present service on boards, commissions and training:

- Leadership 254, participant 2025/26
- Past Chairman of the Board The Heights Ellis County Family Resources
- Executive Board, Waxahachie Chamber of Commerce Chairman
- North Central Texas Council of Governments Board of Directors
- North Texas Commission
- Meals on Wheels of Ellis and Johnson Counties
- Best Southwest Partnership Chairman
- Regional Review Committee Appointed by Governor Bush
- Dallas Regional Mobility Coalition
- North Central Texas Housing Finance Corporation
- DeSoto Housing Finance Corporation President
- DeSoto Industrial Development Corporation President
- DeSoto Health Facilities Development Corporation President
- Chair Dallas County Homeland Security Advisory Committee
- Southwest Dallas American Heart Association President
- Operation Clean Sweep
- Chancellor's Leadership Council for the University of North Texas in Dallas
- Chair Thorntree Country Club Board of Governors