

To the Flood Control District team:

I have made the decision to resign my role as Executive Director at the Flood Control District. It has been an honor to serve the residents of Harris County and this team. While I am confident in this organization and the work we have underway, it is clear to me that conversations about my role have become a distraction.

The work you all do every day is too important for anything to draw focus away - especially as we move into the next phases of some of our most critical efforts. I urge you to stay focused on our values, our priorities, and our responsibility to move this organization forward.

I am thankful for the opportunity to work with this exceptional team. The values we established together are not just words - they are an ethos. I encourage you to continue to embody what it means to serve as good stewards, remain adaptable to change, work together as one team, and stay service-driven for our community.

Over the last four years, the work we have done together has been transformational for both the Flood Control District and for Harris County. Together, we have made tremendous strides toward becoming a more effective, accountable, and forward-looking agency.

- We have clarified, stabilized, and prioritized the 2018 Bond Program to serve the County's most vulnerable communities, while also driving the delivery of an unprecedented \$310 million in capital construction projects over the past fiscal year;
- We have provided a comprehensive solution to address questions about CDBG-DR funding deadlines while also creating the opportunity for more mitigation projects, a solution built on years of partnership and continuous commitment to deliver the CDBG programs despite their documented inherent challenges from the very beginning;
- We have worked more closely than ever before with our state and federal delegation along with partners at every level of government to secure record levels of partnership funding - more than \$1.5 billion over the last four years - with a dedicated team established in 2022;
- We have collaborated with Commissioners Court to gain voter approval for an ad valorem tax rate increase that provides \$100 million each year to deliver expanded maintenance services - and immediately scaled to deliver the program at full capacity the very first year;
- We have delivered against the priorities enumerated in the Countywide Strategic plan, staying on track with key milestones and making progress on important efforts like piloting conservation-focused channel maintenance and identifying opportunities to implement sustainable land use practices;
- We have made significant progress on transitioning legacy systems internally, with the goal of centralizing decades of project data, financial information, and

historic records - something that will be transformational for the organization when finalized;

- We have prioritized much-needed transparency for our programs by launching and refreshing the 2018 Bond Program dashboard and providing program-level reports to Commissioners Court on key initiatives;
- We have overhauled the organization's procurement policy to provide transparency, ethical governance, and accountability in service to the residents of Harris County.
- We have invested in our County's most valuable resource - our employees - through completing the compensation and pay equity study; standing up an HR management system; launching performance management, organizational priorities, and training programs; and restructuring the organization to deliver an HR business partner model;
- We are leading the charge to deliver the County's first comprehensive Flood Resilience Plan to advance flood resilience with forward-looking, actionable strategies that will safeguard the well-being of communities facing the physical, social, and economic hardships of flooding.

I plan to continue to be available to serve the county to implement a transition plan. My goal is to support this process however I can to make it as smooth as possible for Commissioners Court and for this team.

Thank you again for your partnership, your resolve, and your service.

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