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Town of Minturn Deputy Municipal Judge Hiring Committee and Town Council

RE: RFP for Part time Deputy Municipal Judge Position

Dear Hiring Committee:

Thank you for taking the time to review and consider my proposal for the Town of Minturn for the position of Deputy Judge of the Minturn Municipal Court. I am a currently licensed attorney in the state of Colorado.

It would be my honor to serve the town of Minturn as the Deputy Municipal Judge and to provide input on legal services as requested. I am currently the Presiding Municipal Judge for the Town of Gypsum and I enjoy that role very much. I am currently working to update that code, working with a team to update our plea forms and processes to provide additional service to those before the Municipal Court. I also have a flexible private practice that focuses on civil litigation, family law, criminal and appellate matters, and mediation. The flexibility of having my own law practice allows me to set my own schedule and priorities. My current hourly rate is \$400 per hour, however, I am open to a reduced negotiated rate for this position.

My well-rounded trial practice has educated me in the nuances and interrelation of the cases that have been traditionally before the Municipal Judge. My legal experience combined with my people skills in mediating and arbitrating allows me to hit the ground running if selected for this position. This part-time position would work symbiotically with my flexible mediation and private practice and judicial role with a very low probability of conflicts. I truly understand the needs of those appearing in the municipal court and that the court may be the only interaction an individual may have with local government, so respect, dignity and communication are paramount.

I have practiced in the municipal courts for two decades and have handled trials as well as appeals from the municipal court level. I have presided over bench trials in the Municipal court. My experience and community involvement have developed my legal knowledge, interpersonal skills, and temperament to serve the people well as a judge serving the town of Minturn. Within the last two years I was a finalist for County and District Court positions in the 5th judicial district three times.

Mediation is a process that has highlighted my temperament and demeanor and my ability to have people feel heard. Mediating tense conflicts means very close interaction for significant periods of time while people actively work through problems, emotions, and frustrations. As a highly active mediator in the 5th and 9th Judicial Districts for over a decade, I have mediated hundreds of cases with respect and dignity to the parties of diverse backgrounds, socioeconomic levels, hearing impaired, and multiple language backgrounds seeking resolution and connecting with people. The experience has provided insight into where the court orders have had conflict or ambiguity for parties and will always be on my mind when writing an order. The skills of a good mediator also allow for time management and moving cases and parties forward with respectful leadership.

My communication style is welcoming but firm and with terminology focused on efficiency and understanding appropriately suited toward the audience. A problem solver with a passion for the law, I find great fulfillment in serving others, and have stepped up to the challenge of complicated cases that many may shy away from whether high conflict, emotional, or delicate subject matters. Empathy and practicality are tools I use to seek paths toward closure either through resolution or verdict.

I bring a warm and collected demeanor and remain calm in the tensest of circumstances. In my practice as an attorney and a mediator, I find that I establish rapport and credibility quickly allowing parties to feel heard and respected. I also excel at politely and gracefully moving proceedings at an appropriate pace which I do in mediation, on the municipal bench, and in public Metro District Meetings. I have the personality and skillset to keep up with the needs of the court.

My skills as both an active listener and detailed oriented individual lend well to a quick administration of justice and expedient turn-around of orders and documents pertinent to the case at hand. I have also been extremely active in the local bar and the Colorado Bar Association and have managed multiple projects, activities, and committees. I am actively studying and learning Spanish, and although not yet fluent, I continue to progress toward that goal.

I believe my experience above as both a Municipal Judge and attorney speaks to my qualification of the role. My extensive legal experience and positions on boards have many people who would identify me as reliable, efficient, and of good character. None of my Municipal orders have been appealed. I am a member of the Colorado Municipal Judge Association and actively educate myself on updates to the law and attend conference and CLE opportunities. I attend CLE's regularly and if any were to be provided by the town of Minturn I would discuss that in advance of any CLE for which I would request reimbursement.

Respect is a core value of mine and I work well with colleagues, staff, and always maintain a professional positive working relationship, I would very much enjoy working with town staff for the community. If selected, I would communicate with the court staff so that we could work as a team and I would adapt to the best working situation for staff. I would typically never schedule appointments on possible court days to be available, if needed at the last moment, I can balance my workload to meet the needs of the court, and when I have trials as an attorney I schedule around the commitments. On most boards that I have served, I have never missed a meeting and it would be the same for court or necessary deadlines. I enjoy reading, researching, and writing, and have availability and adaptability to meet the needs of the town as a judge on the bench, as a drafter of documents, collaborator and have an ability to update the code in a streamlined manner. I have a positive relationship with the Sheriff's department and work frequently with them in my current judicial role. We are working to create a traffic class to assist local individuals to obtain driver's license

requirements which will reduce recidivism of Driving without a License charges. I am not aware of ANY conflicts of interest with the town of Minturn. I am active in bar activities and will continue to do so. I am available for warrants or affidavits as needed, currently I received texts or emails to immediately respond to, and I have even done a few while traveling in Mexico, so I can always find a way to make something work.

My general understanding of the legal arena, my demeanor, mediation skills, and consequential analysis combine to allow me to uniquely address the needs before the court. Many years of practicing both in trial courts gives me significant insight into what the demands of the job and skillset are and that I have the proper training and temperament. Serving as chair to the 5th JD Judicial Performance Commission has given me the perspectives of litigants, attorneys, and judges in the best practices in the courtroom. As a person who gets things done, others often see me in a leadership role accentuated by my straightforward and genuine personality. I am grateful for your consideration. Please let me know if I can answer any additional questions.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Courtney A. Holm'. The signature is fluid and cursive, with the first name 'Courtney' being more prominent and the last name 'Holm' following in a similar style.

Courtney A. Holm, Esq.