

VISION 2020

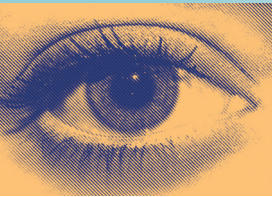


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2 **S A**
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4 **WINTER**
5 **CONFERENCE**

**40TH TSABAA
MID-WINTER CONFERENCE**

JANUARY 15-17, 2020

Y.O. RANCH HOTEL & CONFERENCE CENTER | KERRVILLE, TEXAS



TSABAA PURPOSE

The Texas State Agency Business

Administrators' Association (TSABAA) was

founded in 1969 when its organizers recognized the need for people to get together and discuss mutual goals and objectives for more effectively carrying out the state's business administrative functions.

TSABAA was created to provide a center for discussion and focus on issues affecting the business operations of Texas state government.

OBJECTIVES

TSABAA:

- Promotes the highest standards of ethics and efficiency in the conduct of state business affairs.*
- Provides forums for the exchange of ideas, concerns and information.*
- Identifies and analyzes statewide concerns on fiscal issues.*
- Encourages and fosters professional working relationships*



Texas State Agency Business Administrators' Association

P.O. Box 13164, Austin, Texas 78711-3164

www.tsabaa.com

January 15, 2020

Dear Conference Attendees and Guests,

Welcome to the Texas State Agency Business Administrators' Association's 40th Mid-Winter Conference at the Y.O. Ranch Hotel and Conference Center in beautiful Kerrville. In celebration of Fiscal Year 2020, the conference theme is "Vision". We hope this conference enhances your personal and professional vision for the future.

Please join me in thanking our Vice President and Mid-Winter Conference Chair, Elizabeth Sifuentz Koch, as well as all of the committee chairs, committee members and other volunteers for their hard work putting together an educational and informative program.

I hope you will use this experience to enhance your professional growth, develop your network and expand your knowledge. To our first-time attendees, I personally want to welcome you and hope to have the opportunity to meet each one of you during the conference.

It is important to the Executive Committee to find new ways to meet the needs of our membership and to provide you with an avenue to grow professionally in the workplace. We are interested in your comments and suggestions, so please complete the conference evaluation or share your suggestions with an officer so we can best meet your needs.

On behalf of the entire TSABAA Executive Committee, thank you for attending. Enjoy the conference!

Sincerely,

Steven O'Shields
2020 TSABAA President

Program Agenda



Events are in the Cypress/Spanish Oak Ballroom,
unless otherwise indicated.

WEDNESDAY, JANUARY 15, 2020

4:00 – 6:00 p.m. **Check-In and Registration** (Lobby)

5:00 – 6:00 p.m. **Welcome Reception** (Lobby)

THURSDAY, JANUARY 16, 2020

7:00 – 8:15 a.m. **Check-In, Registration** (Lobby)
& **Breakfast Buffet** (Live Oak)

8:15 – 8:30 a.m. **Welcome and Opening Remarks**

8:30 – 9:30 a.m. **Organizational Strategy**
Alfredo Mycue, ReEngine Consulting, LLC

9:30 – 10:30 a.m. **The Forecast of the Texas Economy**
Tom Currah, Comptroller of Public Accounts

10:30 – 10:45 a.m. Break (Foyer)

10:45 – 11:45 a.m. **Emotional Intelligence**
Diana Garza-Louis, Texas Workforce Commission

11:45 – 1:00 p.m. Lunch

1:00 – 2:00 p.m. **Assess, Manage, Prevent**
Porter Wilson, Employees Retirement System of Texas
Lacy Wolff, Employees Retirement System of Texas

2:00 – 3:00 p.m. **Seeing Clearly: The Use and Benefits of Lean**
Krista Oswald, Texas Department of Insurance

3:00 – 3:15 p.m. Break (Foyer)

3:00 – 4:00 p.m. **Past Presidents Meeting** (Guadalupe Room)

3:15 – 4:10 p.m. **Alternative Work Strategies**
Kim Johannesen, Texas Department of Transportation
Robin Cappello, Texas Department of Transportation

4:10 – 5:00 p.m. **Procurement and Contract Management Guide
and Benefits of Being a Certified Texas Contract
Development**
Anita Chism, Comptroller of Public Accounts

8:00 – 9:30 p.m. **Networking Event** (Live Oak)

FRIDAY, JANUARY 17, 2020

7:00 – 8:30 a.m. **Breakfast** (Live Oak)

8:30 – 9:30 a.m. **Avoid, Deny, Defend**
Travis Stenberg, Texas Department of Public Safety

9:30 – 10:30 a.m. **Sharing the Vision**
Ed Serna, Texas Workforce Commission

10:30 – 10:45 a.m. Break (Foyer)

10:45 – 11:45 p.m. **Vision**
Sarah Hicks, Governor's Office

11:45 – 12:00 p.m. Conference Closure

2020 Officers



STEVEN O'SHIELDS, PRESIDENT

Steven O'Shields is currently a Director with the Department of Savings and Mortgage Lending. Prior to joining the Department he worked at the Office of Consumer Credit Commissioner also as a Director. He is a graduate from the Texas Fiscal Officer's Academy. Steven received his Bachelor of Business Administration in Accounting and Finance from Corpus Christi State University.

ELIZABETH SIFUENTEZ KOCH, VICE PRESIDENT

Elizabeth Sifuentez Koch serves as the Director of the Budget and Planning Division for the Texas Commission on Environmental Quality (TCEQ). In this capacity, she is responsible for the development, implementation and oversight of a sound budget to meet the functional goals of the agency as well as providing guidance to leadership concerning the budget operations. She has nineteen years of experience with state government. Elizabeth earned her undergraduate degree from Texas State University in Business Administration and her graduate degree from the University of Texas LBJ School in Public Leadership.

BRANDY CORRALES, TREASURER

Brandy Corrales is the Chief Fiscal Officer for the Texas Department of Licensing and Regulation. She has ten years of state experience in the areas of Finance, Budgeting, Purchasing, and Payroll. Prior to becoming the CFO, she served as the Accounting Manager and Payroll Officer at the board. Brandy has a degree in Business Administration and holds certifications as a Certified Texas Procurement Manager and a Certified Texas Contract Manager. She is also a graduate of the 2014 Texas Fiscal Officers' Academy. Brandy enjoys family, friends, sports and shopping.

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ZACHARY CHANDONNET, SECRETARY

Zachary Chandonnet is the Budget Analyst for the State Office of Administrative Hearings (SOAH). He received his Bachelor of Business Administration in Accounting from Texas State University and has over 6 years of state government experience with financial operations and budgeting. Zac enjoys watching and playing sports, time with friends and family and of course traveling. Zac recently got married in November 2019 as well!

YOLONDA HALL, PAST PRESIDENT

Yolanda Hall is the Deputy Budget Director for the Attorney General's Office. She is a graduate from the University of Texas and received her MBA from St. Edward's University. She has 22 years of state experience in the areas of Finance, Payroll, Contract Management and Budgeting. She is also a graduate from the Texas Fiscal Officer's Academy (TFOA) and a member of State Agency Council (SAC). Yolanda enjoys traveling, shopping and running. She loves entertaining and party planning and one day hopes to own her event planning business.



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About Your Speakers



ROBIN CAPPELLO

Robin Cappello is the Director of Facilities Modernization for the Texas Department of Transportation (TxDOT), lead project sponsor for the Department's Campus Consolidation Project and Business Transformation Initiatives. Prior to joining TxDOT, Robin served as the Deputy Assistant Director of Administration for the Texas Department of Public Safety overseeing the Department's statewide fleet and facilities portfolio. Robin was also an Administrator for Oregon Governor Theodore Kulongoski where she developed the State of Oregon's federal stimulus program 'The Oregon Way' leading accountability and transparency in government spending.

Robin holds a Bachelor of Arts degree in Communication Studies from the University of Nevada Las Vegas, and a Master of Arts Degree in Public Administration from City University.

ANITA CHISM

Anita Chism, CTCD, CTCM, is the Team Lead for the Training and Policy Development team in the Comptroller's Statewide Procurement Division. Anita's team is responsible for the Basic Texas Purchaser, Certified Texas Contract Developer, and Certified Texas Contract Manager training classes, certification, and continuing education. Anita and her team have also played a pivotal role in drafting, editing, and revising the Texas Procurement and Contract Management Guide.

Before she started with the Comptroller of Public Accounts in 2017, Anita worked for the Texas Veterans Commission and the University of Texas at Arlington. Anita is a US Army veteran and earned her Bachelors and Masters degrees in Political Science from the University of Texas at Arlington.

TOM CURRAH

Tom Currah is the state's Chief Revenue Estimator and director of the Revenue Estimating Division at the Comptroller's office. Revenue Estimating is responsible for producing the Biennial Revenue Estimate before each regular legislative session, informing the Texas

Legislature how much money is available to be appropriated in the state budget. The division also helps verify that the final budget spends no more revenue than the Comptroller expects to be available and estimates gains or losses from any bill that affects state revenues.

Tom has worked at the Comptroller's office since 1999. During his tenure, Tom has developed and led an array of in-depth, complex and award-winning data analysis and research projects related to critical issues affecting Texas and its economy. He has a bachelor's degree from the University of Texas and a master's from the University of Houston.

DIANA GARZA-LOUIS

Diana Garza-Louis (diana.garzalouis@twc.state.tx.us) is a Training Specialist and Curriculum Developer with the Texas Workforce Commission (TWC) Training and Development Department (T&D). She specializes in leadership and management training, conducting a variety of workshops, including Managing Transition for Managers, Conflict Management, Problem Solving Skills, Leadership in Management, Employee Engagement, Strengths, Emotional Intelligence, and Managing Across Generations.

Prior to joining the TWC Training and Development Department, Diana worked as a professional counselor in private practice. She has extensive experience in providing training and consultation in mental health, providing training at numerous local, national, and international conferences and has served on several mental health Boards as chair and coordinator for education and training committees.

Diana attended the University of the



About Your Speakers



Americas in Mexico and received her Bachelor of Arts degree in psychology and Spanish from the University of Texas at Austin. She received her Masters of Education in Counseling and Guidance from Texas State University in San Marcos, Texas.

SARAH HICKS

Sarah Hicks is the Director of Policy & Budget for Governor Greg Abbott. Her team supports Governor Abbott in his role as the state's Chief Executive Officer, Chief Planning Officer, and Chief Budget Officer. Sarah also oversees the Governor's Public Safety Office, which administers more than \$375 million in federal and state grant funding.

Previously, Sarah was the Assistant Vice Chancellor & Director for State Relations for The Texas A&M University System (2014-2017). In this role, she coordinated the efforts of State Relations representatives from the System's eleven universities, seven state agencies and a comprehensive health science center as they communicated the needs and directives of the executive and legislative offices to the System, as well as the diverse activities, needs and successes of the System to the executive and legislative offices.

Prior to joining The A&M System, Sarah worked as the Committee Director for the Senate Finance Committee (2004-2014), where she served under Chairman Steve Ogden and Chairman Tommy Williams. As committee director, she shepherded five state budgets, a school finance bill, and tax bills through the complexities of the legislative process, giving her invaluable insights into the budget and the behind the scenes decision making processes.

Sarah is twice an Aggie. She earned her Bachelor degree in Accounting and Finance and then was awarded a Master's in Public Service Administration from the George Bush School of Public Service. Sarah and her husband Matt live in the Austin area with their two sons (10 and 5).

KIM JOHANNESSEN

Kim Johannesen is the program manager of Flexible Work Strategies and Performance Management at Texas Department of Transportation. During his 5-year tenure, Kim managed the transition of the telework pilot to a company-wide program and the agency's

transition to online performance management. Before this role, Kim worked in human resources for 15 years at University of Texas System, IBM, and Dow Chemical.

Kim holds a master's degree in Labor Relations and Human Resources from Michigan State University. In his spare time he enjoys running and fusion cooking with his wife, Kriz, and three kids.

ALFREDO MYCUE

Alfredo Mycue is the Director of Business Transformation and Rapid Process Improvement at Texas Workforce Commission. He is a retired Army Lieutenant Colonel and Airborne Ranger. He served in Germany, Egypt, Korea, Iraq, and in 8 States. During his tour of duty he served in a variety of positions including, Stryker Infantry Battalion Commander in Baghdad, Iraq, US Embassy's Advisor to Korean Army, and Assistant Professor at United States Military Academy at West Point where he educated Cadets in history, ethics, and the military profession.

Alfredo is a graduate of West Point, the Command and General Staff College, and holds a Masters in Diplomatic History from Tulane University. He holds the Project Management Professional (PMP) credential and is a Certified Six Sigma Black-Belt (CSSBB) in efficiency and quality.

Alfredo recently worked at the Department of Housing from 2009 to 2012 where he was the Manager of Community Affairs. He administered over \$400M in grant funds across 8 major Federal and State programs. He also developed and implemented a strategy for continuous improvement for 5 major programs at TDHCA. This has included providing project



About Your Speakers



management and lean six sigma expertise to the American Reinvestment and Recovery Act stakeholders, empowering them to achieve quality weatherization while meeting their production goals set by Department of Energy.

As the Director of Business Transformation, Alfredo leads and coordinates government improvement efforts at Texas Workforce Commission. He has trained 46 practitioners in the theory of constraints, lean tools, and six sigma methodologies. Those practitioners, under the mentorship of Alfredo, lead rapid process improvement projects to attain government services production goals, while improving quality and customer experience.

Results, such as reducing application processing time from 194 days to 31 days, repeatedly demonstrate the power these improvement techniques can have on government systems and processes. Alfredo is proud to be a process improvement practitioner in Texas and at the forefront of TWC's government improvement efforts.

KRISTA OSWALD

Krista Oswald recently joined the Texas Department of Insurance as the manager of the Shared Services team. The team plays a vital role in the agency's mission through conducting performance and process evaluations, recommending improvements through technology and other innovative strategies. In her current role, she uses Lean, Six Sigma and other methods to design and implement process efficiencies.

Before joining TDI, Krista was the professional development specialist for the State Auditor's Office where she coordinated and conducted training sessions and supported special projects for the agency.

Krista has a Bachelor of Business Administration in Finance from Texas State University-San Marcos. She attends and represents TDI at the SACC Quality, Process Improvement, and Innovation Subcommittee Meetings.

EDWARD SERNA

Edward "Ed" Serna is the Executive Director of the Texas Workforce Commission (TWC), the second largest workforce system in the United States. Appointed to his position by the

agency's three-member Commission in August 2019, Mr. Serna oversees an operating budget of \$1.5 billion and provides leadership and vision for the agency's more than 4,600 personnel in the implementation of workforce, education and training initiatives set by the Commission, as well as the administration of \$2 billion in Unemployment Insurance benefits annually.

During Mr. Serna's 30 plus-year career, he has occupied numerous leadership positions in public and private sectors. He has successfully managed large-scale IT, operations, contracting and continuous improvement projects that have resulted in improved service delivery. Mr. Serna also is experienced in legislative processes, management and implementation of statewide policies, contracts and computer systems.

Before joining TWC in 2014 as Director of Business Operations and later as Deputy Executive Director, Mr. Serna was the first official to lead the then newly established Texas Department of Motor Vehicles (TxDMV) in 2010. Under his leadership, motor vehicle services divisions moved from the Texas Department of Transportation (TxDOT) to TxDMV.

Having previously served for five years as TxDOT's Assistant Executive Director where he managed daily operations for 11 administrative and non-engineering program divisions, Mr. Serna was uniquely qualified for such a major undertaking.

Mr. Serna has also held several leadership positions with the Texas Comptroller of Public Accounts, the Department of Information Resources and the Texas Commission on Environmental Quality. In addition from 2001 – 2002 he was the Director of State Operations for Northrop Grumman where he was responsible for all of Northrop's State business.

Mr. Serna earned a bachelor's degree in Business Administration from the University of North Texas.

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About Your Speakers



TRAVIS STENBERG

Special Agent Travis Stenberg has served Texas for the past 12 years as law enforcement officer at the Texas Department of Public Safety. For the first nine years with the agency, Travis was a State Trooper. He has served the past three years as a Special Agent.

Prior to joining the Department of Public Safety, he served in the US Army for seven and a half years where he was stationed in Germany, Louisiana, and Alaska.

Travis lives in Georgetown with his wife, five-year old son, and two dogs.

PORTER WILSON

Porter Wilson was appointed executive director of the Employees Retirement System of Texas (ERS) on June 1, 2015. Under his guidance, ERS administers programs that provide retirement, deferred compensation and flexible benefits for more than 225,000 state employees and retirees.

ERS is entrusted with an investment portfolio of approximately \$29 billion and is responsible for managing the Texas Employees Group Benefits Program, which provides health care coverage to more than 530,000 state and higher education employees, retirees, and their families.

Porter most recently served as associate vice chancellor for governmental relations for the Texas Tech University System. He spent most of his career, from 1996 to 2014, serving as Chief of Staff for Texas State Senator Robert Duncan. In that role, Porter worked closely with ERS on legislation related to state employee benefits, demonstrating a strong commitment



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to ERS members and retirees, as well as keen knowledge of state government, benefits and budgets.

Prior to leading Duncan's Senate staff, Porter was his legislative assistant when he served in the Texas House of Representatives. In his years in state government, Porter earned the respect of lawmakers, colleagues and other associates. He has long-term relationships throughout Texas state government, and with employee and retiree associations and organizations.

He received the Texas Public Employees Association's Public Service Award for the 83rd legislative session and was named the Department of Public Safety Officers Association's Legislative Staffer of the Year for both the 82nd and 83rd sessions.

Porter holds a Bachelor of Arts in Government from the University of Texas at Austin.

LACY WOLFF

Lacy Wolff serves as the Health Promotion Administrator at Employees' Retirement System of Texas. She is responsible for promoting wellness initiatives that are offered through the Group Benefits Plan to over 500,000 state employees, retirees, and family members.

After completing her undergraduate degree in Kinesiology from Texas A&M University, Lacy spent over 12 years supporting the health of the US Army overseas in both Italy and Germany. During that time, she completed her master's degree in Exercise Science and Health Promotion.

In 2014 Lacy left her work for the Army to return home to work for the State of Texas. She has been proud to forge innovative paths to build, sustain and promote health and wellness for Texans!



CONFERENCE ATTENDEES

Lisa Agarwal	Office Manager, Procurement	TBCE
Leslie Aguilar	Accounting Director	DSHS
Lina Al Assadi	Budget Analyst	OAG
Antonia Antov	Administration and Finance Director	DSML
Mike Arismendez	Deputy Executive Director	TDLR
Phillip Ashley	Assoc. Deputy Comptroller for Fiscal Matters	CPA
Mary Beck	Director of Financial Resources	PUC
Wynonie Bell	Payroll Manager	DPS
Maria Berke	Budget Analyst	ERS
Kenneth Biddle	Chief Financial Officer	THC
Theresa Boland	Financial Services Director	GOV
Glenna Bowman	Deputy Chief Financial Officer	TWDB
Melissa Burkhardt	Procurement and General Services Director	TDI
Daniel Camacho	Financial Analyst	RRC
Paul Campbell	Director of Payments Management	TxDOT
Sami Chadli	Director - Administrative Services	DOB
Donna Chaffin	Financial Analyst	TCEQ
Zachary Chandonnet	Budget Analyst	SOAH
Rusty Charlton	Deployment Operations Area Manager	CPA
Ashley Cheatham	Billing Branch Manager	DSHS
Warren Collier	Senior Director of Federal Finance	GLO
Grant Colwell	Payroll Technician	DPS
William Compton	Financial Analyst	RRC
Trela Cook	Office Budget Liaison	TCEQ
Brandy Corrales	Director of Financial Services	TDLR
Maureen Coulehan	Assistant Chief of Finance	DPS
Tony Couvillon	Policy Research & Budget Analyst	TDLR
Charlotte Craig	Manager of Contracts & Procurement	TDLR
Alesya Craig	Accountant	THC
Christina Cuellar-Hoke	Manager of Accounting	OCCC
James Curik	Claims Manager	DSHS
Mike Diaz	Accountant	CPA
Joyce Doughtie	Accountant	TDCJ
Susan Dow	Senior Budget Analyst	GLO
Janie Duarte	Director of Administrative Operations	TRS

Trina Edwards	Manager	DSHS
Somaia Farag	Expenditure Audit Supervisor	CPA
Connie Farrington	Budget Section Manager	TCEQ
Kelley Gaubatz	Assistant Manager - Accounts Payable	TDCJ
Tanya Greene	Assistant Manager	TDCJ
Yolanda Hall	Deputy Director	OAG
Stephanie Halliday	Accountant	DPS
Darwin Hamilton	Payment Services Supervisor	SORM
Christopher Hanemann	Budget Analyst	DFPS
Barb Hanus	Chief Accountant	TSPB
Lisa Haralson	Payroll Specialist	TCEQ
Laurie Harris	Director of Accounting	Kerrville State Hospital
Greg Harris	Team Leader	TCEQ
Jennifer Hertsenberg	Director of Operations	TBCE
Anthony Hicks	Manager	DSHS
Vincent Houston	Director of Administrative Services/CFO	SOS
Melissa Huerta	Accounting Manager	TREC
Mark Huerta	Spouse	Spouse
Anthony Infantini	Chief Financial Officer	TDI
Sarah Jackson	Budget Analyst	OAG
E.D. Johnson	Accountant	TCEQ
Donna Jones	Accountant	TDCJ
Susan Kasper	Accounts Payable Manager	HHSC
David Kinsey	Chief Financial Officer	DFPS
Bonnie Kuhles	Federal Accounting Manager	GLO
Andreana Leesma	Assistant Deputy Inspector General of Operations	HHSC
LeeRoy Lopez	Director of Accounting	TWDB
Javier Lopez-Schulze	Administrative Operations Lead	DPS
Hoa Ly	Financial Services-Revenue & Administrative Services Manager	TDLR
Amy Maddox	Budget Manager	TDI
Hemant Makan	Policy Research & Budget Analyst	TDLR
Andrew Marshall	Forecasting and Predictive Analytics Lead	DFPS
Gloria Maynard	Project Manager	GLO
Latreacia Mays	Accountant	TDI
Vernell McBride	Manager	DSHS
Kenny McLeskey	Finance Director	HHSC
Lance McMillan	Finance Director	SOAH

Attendees



Donna Miller	Business Manager	TJJD
Alvin Miller	Deputy Executive Director	THC
Maribel Montalvo	Budget Analyst	TCEQ
Joseph Monyer	Budget Analyst	TWDB
Sandi Mota	Grant Coordinator	TCEQ
Jeff Mutscher	Chief Financial Officer	PELS
Louis Ng	Director of Financial Management	SOS
Jennifer Noack	Chief Financial Officer	TSBEP
Jerri Nunnery	Travel Manager	HHSC
Bridget Nwachukwu	Manager	DSHS
Steven O'Shields	Director of Licensing & Information Resources	DSML
Bo Overstreet	AP & Travel Section Manager	CPA
Mark Patterson	Chief Financial Officer	TOB
Derrick Payton	GL / Cash Management Manager	HHSC
Duane Pilat	Financial Analyst	HHSC
Christopher Pina	IT Budget & Forecasting Team Lead	HHSC
Michele Price	Agency Controller	OAG

Cynthia Provine	Chief Financial Officer	TSPB
Brian Ragland	Chief Financial Officer	TxDOT
Trinity Raines	Fund Accounting Deputy Director	HHSC
Paula Reed	Accounting Director	HHSC
Andrea Robinson	Budget Analyst	OAG
Irma Rodriguez	Accounting Director	TDA
Abel Rosas	Accountant	CPA
Brian Roth	Chief Financial Officer	TCOLE
Belma Salinas	Business Manager	TJJD
Megan Sanchez	Assistant Chief Finance - Budget	DPS
Karen Sands	Lead Accountant	THC
David Schneider	Accounting Operations Director	HHSC
Rim Schreiber	Financial Analyst	THC
Barney Schulz	Retired	Retired
Louis Scott	Budget Section Manager	CPA
Shuford Scott	Manager of Operating Support	SOS
Holly Sellers	Budget Analyst	TPWD



Attendees

Anita Showels	Accountant	TCEQ
Elizabeth Sifuentez Koch	Budget Director	TCEQ
Dorothy Sinclair	Director of IT Budget Mgmt & Forecasting	HHSC
Paige Steen	Senior Financial Analyst	DPS
Dara Stone	HR Manager	SOS
Jay Stone	Program Administrator	PUC
Ben Strauser	Appropriation Control Office	CPA
Cherie Swearingin	Executive Assistant	SORM
Steve Tamez	Accounts Payable Branch Manager	DSHS

Suzanne Tolley	Accountant	LBB
Mary Torres	Appropriation Control Officer	CPA
Yvonne Torrez	Investment Accountant	ERS
Lori Trank	Retired	Retired
Valerie Tullos	GL/Financial Reporting Team Lead	TDI
Calvin VanderWal	Deputy Administrator, Budget	DPS
Candace Vargas	Human Resources Specialist	OCCC
Lynn Ward	Chief Accountant	THC
April Weiss	Senior Accountant	TWDB
Michael Westphal	Financial Analyst	ERS
Suzy Whittenton	Chief Financial Officer	DPS
Lydia Willauer	Budget Analyst	TCEQ
Angie Williams	Sr. Director, Budget and Planning Division	GLO
Bruce Williamson	Budget Analyst	OAG
Sandra Woodruff	Fiscal Management Assistant Director	CPA
Kenny Zajicek	Chief Operating & Financial Officer	TSSWCB
Dori Zapata	Accountant	THC

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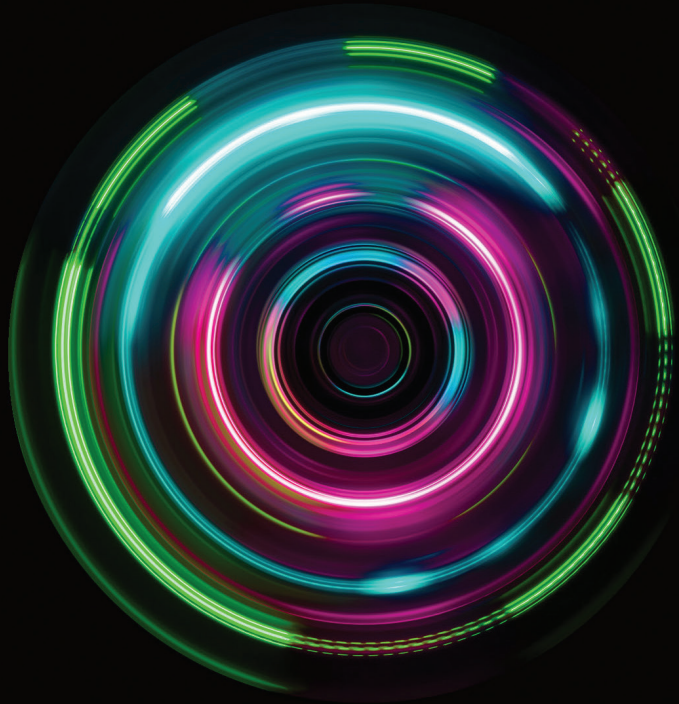
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Bill Pewitt & Associates	Bill Pewitt
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Bridgepoint Consulting	Vijay George
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CPS HR Consulting	David Duncan
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Sandra Mota | TCEQ

Connie Farrington | TCEQ

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Melissa Burkhart | TDI

Vernell McBride | DSHS

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Notes _____

Thank You!

We'd like to thank the staff of the

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for the warm welcome and hospitality
they have extended to TSABAA.

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WE HOPE YOU ENJOYED
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