



December 4-6

COLLEGE STATION

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Building Leaders

FY 2025 MID-WINTER CONFERENCE



Texas State Agency Business Administrators' Association

P.O. Box 13164, Austin, Texas 78711-3164
www.tsabaa.com

Established 1969

December 4th, 2024

Dear Attendees, Guest, and Vendor Partners,

Welcome to the Texas State Agency Business Administrators' Association (TSABAA) 44th Mid-Winter Conference at The Hilton College Station Hotel in College Station, Texas. We are excited you could join us for what we foresee to be a great conference.

Our conference theme is "Building Leaders." As you pursue your career there will be many opportunities to lead yourself and others through projects and daily work. Leaders are people who have the vision to see what needs to be done, and to motivate and energize people to perform well. With the speakers we have over the next few days we hope to give you some tools and help build your leadership skills. As you listen to our speakers, try and relate their messages to your leadership development and how you can put this information to use.

I want to extend an extra special welcome to all the first-time attendees! If this is not your first conference, thank you for returning and spreading the word about our association. I want to thank our Vice President, Christopher Piña of the Health and Human Services Commission and our Program Chair, LaTosha Goard of the Department of Public Safety, for putting together this conference and an amazing agenda. Christopher and all the committee volunteers have invested a lot of personal time to help give you the best experience this week. I also want to thank our vendor sponsors for their generosity and continued support of TSABAA. Without everyone's contributions this conference would not be what it is today. If you would like to volunteer to help, please scan the QR code below or visit tsabaa.com/volunteer.

TSABAA is a member driven organization, so your voice matters. I encourage you to provide feedback, ideas and speaker recommendations in the survey that will be available after the conference.

On behalf of the TSABAA Executive Committee, thank you for attending our Mid-Winter Conference! We hope to see you at the Annual Summer Conference coming next year.

Sincerely,

April Weiss
2025 TSABAA President



TSABAA Purpose

The Texas State Agency Business Administrators' Association (TSABAA) was founded in 1969 to collaborate on mutual goals and objectives for more effectively carrying out the state's business administrative functions. TSABAA provides a platform for issues affecting the business operations of the Texas state government.

Objectives

- Promote the highest standards of ethics and efficiency in the conduct of state business affairs.
- Provide forums for the exchange of ideas, concerns and information.
- Identify and analyze statewide concerns on fiscal issues.
- Encourage and foster professional working relationships and camaraderie with counterparts of other agencies.

Learning

TSABAA fosters learning and continuing education by providing professional training, bimonthly meetings and mid-winter and summer conferences. Meeting and conference attendees earn valuable continuing professional education (CPE) credit, and networking opportunities with peers.

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Program Agenda

Wednesday, December 4

- 4:00 - 6:00 p.m. Check-in & Registration
- 5:30 - 6:30 p.m. Welcome Reception (Offshore Bar & Grill)

Thursday, December 5

- 7:30 - 8:30 a.m. Conference Registration & Breakfast
- 8:30 - 9:30 a.m. **The Laws of Leadership**
Lynn Floyd, DPS
- 9:30 - 10:30 a.m. **Wellness Starts with Leadership**
Alexis Schminke, DPS
- 10:30 - 10:45 a.m. Break
- 10:45 - 11:45 a.m. **Fiscal Notes - Working with the LBB**
Panel with *Scott Dudley and Chris Mattsson, LBB*
- 12:00 - 1:30 p.m. Lunch
- 1:30 - 2:30 p.m. **Intentional Delegation: Take Back Your Day**
Thomas Mahoney & Erin Peloquin, SAO
- 2:30 - 3:15 p.m. **5 Languages of Appreciation in the Workplace**
Serra Tamur & Becky Beachy, SAO
- 3:15 - 3:30 p.m. Break
- 3:30 - 4:15 p.m. **Leadership and the Legislature: Understanding the Legislative Cycle and How it Affects You**
Cathy Tilton, TPEA
- 4:15 - 5:00 p.m. **GASB Update: A Look Ahead**
Tony Boras, Crowe, LLP
- 7:00 - 11:00 p.m. Networking Event (Offshore Bar & Grill)

Friday, December 6

- 7:30 - 8:30 a.m. Breakfast
- 8:30 - 9:30 a.m. **A Preview of the 89th Legislature**
Matthew Watkins, Texas Tribune
- 9:30 - 10:15 a.m. **A Word from LBB**
Jerry McGinty, LBB
- 10:15 - 10:30 a.m. **TSABAA Recognition and Awards**
- 10:30 - 10:45 a.m. Break
- 10:45 - 11:30 a.m. **Engine - Booking Made Easy**
Yessenia Cornejo, Engine
- 11:30 - 12:00 p.m. Conference Closure

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2025 Officers



APRIL WEISS, PRESIDENT

April serves as the **Revenue Team Lead** for the **Texas Water Development Board** (TWDB). April has fifteen years of state experience in Accounting and Financial Reporting. She earned a Bachelor of Business Administration in Management from Texas State University and a Bachelor of Science in Management/Accounting from Park University. April enjoys spending time with family, friends and traveling.



CHRISTOPHER PIÑA, VICE PRESIDENT

Christopher is a **Team Lead** in the IT Business Operations Budget Management and Forecasting area of **Health and Human Services Commission** (HHSC). He has over 12 years of state experience working extensively as a financial analyst. He earned his Bachelors of Business Administration in Finance from Texas State University. Christopher enjoys playing soccer, watching sports, and spending time with his family. After recently buying a house, he has gotten back into building projects like recently completing a shed and turning a piano into a bar.



LISA HARALSON, TREASURER

Lisa is the **Special Assistant to Financial Operations** for the **Texas Commission on Environmental Quality** (TCEQ). She has over 25 years of experience under the accounting umbrella and 18 of those years have proudly been as a state of Texas employee. Lisa has worked in areas such as: payroll, human resources, receivables, general ledger, state policy, systems analyst, training, and project management. She enjoys being a leader, helping others, outdoor activities, spontaneous spur of the moment get-a-ways and goofing off with her family.



MEGAN SANCHEZ, SECRETARY

Megan is the **Assistant Chief of Budget** for the **Texas Department of Public Safety**, bringing over 22 years of state experience. Throughout her career, she has held various accounting and budget positions across several state agencies. Megan has a bachelor's in business administration and is a graduate of 2018 Texas Fiscal Officers' Academy. She enjoys traveling and spending quality time with my family.



BRANDY MYERS, PAST PRESIDENT

Brandy is the **Deputy Executive Director** for the **Texas Department of Licensing and Regulation (TDLR)**. She has sixteen years of state experience in the areas of finance, budgeting, purchasing, payroll and risk management. Brandy has a degree in Business Administration and holds certifications as a Certified Texas Contract Developer and a Certified Texas Contract Manager. She is also a graduate of the 2014 Texas Fiscal Officers' Academy, the 2020 class of Leadership Texas and 2022 class of the Governor's Executive Development Program. Brandy enjoys family, friends, sports, and shopping.






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About Your Speakers



BECKY BEACHY

Becky Beachy is an Audit Manager with the Texas State Auditor's Office where she has worked for over 20 years. Her primary area of focus is performance audits, including work with the criminal justice agencies, state contracts, and foster care. In addition, she has gained expertise in SEFA. She graduated from Texas State University with a business degree in Economics and is a Certified Internal Auditor and a Certified Government Audit Professional.



TONY BORAS

Tony Boras is a partner in Crowe's National Office. As a member of the National Office, Tony provides technical guidance on governmental accounting and auditing matters to the firm's professionals and clients. Prior to joining Crowe's National Office, Tony served as a senior manager in the public sector services audit practice providing auditing and consulting services to governmental and not-for-profit organizations. Tony currently serves as the Chair of the AICPA State and Local Government Expert Panel and has a Bachelor of Science in Accounting degree from Marquette University.



YESSENIA CORNEJO

Yessenia Cornejo has been with Engine (formerly Hotel Engine) for nearly four years, working across various departments. She now serves as the Government Success Manager for the state of Texas. Yessenia enjoys collaborating closely with state agencies to resolve complex issues and help streamline travel. Earlier this year, she relocated from Florida to Texas with her two doodles, Obie & Kylo. She enjoys exploring local trails, dog parks, and embracing everything the state of Texas and city of Austin has to offer.



SCOTT DUDLEY

Scott Dudley graduated from the University of Texas with a B.A. in Government. He worked as an assistant for Lieutenant Governor Bob Bullock for six years before coming to the Legislative Budget Board in 1999. Scott began working for the LBB as a Revenue Analyst/Fiscal Note Coordinator and has supervised the fiscal note process for the agency since 2001. Scott became Manager of the Estimates and Revenue Analysis Team in 2005 and is currently an Assistant Director over Reviews and Estimates.



LYNN FLOYD

Lynn Floyd is a 16-year veteran of the Texas Department of Public Safety (DPS) with more than 19 years of law enforcement experience. While serving DPS, Lynn spent 10 years in the Texas Highway Patrol division as a Trooper, then Sergeant. In 2016, he was promoted to Lieutenant in the Training Operations Division where he oversaw the Leadership and Professional Development Unit. Lynn transitioned from DPS to non-profit leadership from 2022-2024, and recently returned to DPS in a non-commissioned capacity to serve as a Leadership Development Specialist. He holds a bachelor's and master's degree. Lynn is a graduate of the DPS Command College-Cohort V, which serves as an executive leadership program. He is a certified Master of the Leadership Challenge, and a John Maxwell Leadership Certified Team Member where he uses the content to facilitate and coach others to become exemplary leaders. Most importantly he is married to his wife Amanda, and they have six children. In their spare time they enjoy spending quality family time pretty much anywhere! They are also actively involved in being advocates for children in foster care.



THOMAS MAHONEY

Thomas Mahoney is a Managing Senior Auditor at the Texas State Auditor's Office where he has worked for 16 years. His primary focus is performance audits, including work related to foster care, emergency management, and criminal justice matters. In addition, Thomas is the advisor for the performance management system used by the Texas State Auditor's Office.

Thomas graduated from Syracuse University with a Bachelor of Arts in political science and is a Certified Fraud Examiner and a Certified Government Audit Professional. He is an avid soccer player, golfer, and riding his road bike in the limited free time having a seven-year-old daughter affords him.

About Your Speakers



CHRIS MATTSSON

Chris Mattsson is the Manager of the Legislative Budget Board's Fiscal and Performance Review Coordination Team, which is responsible for coordinating the preparation of fiscal notes and impact statements on proposed legislation during session and the strategic fiscal review of state agencies outside of session. Previously Chris served as an Agency Performance Review Analyst for the LBB and a Researcher and Bill Analysis Coordinator for the Texas Legislative Council. Chris has a graduate degree from the University of Texas at Austin and an undergraduate degree from the University of North Carolina at Chapel Hill. In his spare time, he enjoys following the NBA and reminiscing about memorable employee bios.



JERRY MCGINTY

Jerry McGinty was appointed as the Director of the Legislative Budget Board in March 2020, by the Lieutenant Governor and Speaker. The staff of the Legislative Budget Board develops budget and policy recommendations for legislative appropriations with a biennial state budget of approximately \$321 billion, analyzes and monitors state agency spending and operations, completes fiscal analyses for all proposed legislation, and conducts evaluations and reviews to improve the efficiency and performance of state agencies, local operations, and school districts.

Previously, Mr. McGinty worked for the Texas Department of Criminal Justice for over 28 years where he held several positions, including Chief Financial Officer from 2008 to 2020. He is currently a member of the National Association of Legislative Fiscal Officers. Jerry holds a bachelor's degree in Business Administration from Sam Houston State University and has been active with the SHSU alumni, with prior service on the SHSU Alumni Board of Directors and the Friends of the Sam Houston Memorial Museum Board. Jerry has been married to his wife Tammy for 31 years, and they have three sons, Joshua, Jacob, and Jonah.



JOEY LONGLEY

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ERIN PELOQUIN

Erin Peloquin is a Managing Senior Auditor at the State Auditor's Office, where she has worked for 6 years. She works primarily on financial statement audits, most recently the statewide Annual Comprehensive Financial Report. She has also served on the SAO's peer training board and the Health and Human Services risk assessment team. She is a Certified Public Accountant, a Certified Information Systems Auditor, a Certified Investments and Derivatives Auditor, and a Certified Forensic Accountant. When not enjoying the challenges and rewards of auditing, she is a stitcher, a reader, and an early-morning exerciser.



ALEXIS SCHMINKE

A Training Specialist from Elizabeth, Colorado, Alexis Schminke is a Certified Holistic Nutritionist, Certified Nutrition and Wellness Consultant, Certified Weight Management Specialist, Functional Diagnostic Nutrition Practitioner, American College of Sports Medicine (ACSM) – Certified Personal Trainer, National Academy of Sports Medicine (NASM) – Certified Personal Trainer and Corrective Exercise Specialist, Cooper Certified Law Enforcement Fitness Specialist, USA Weightlifting Sports Performance Coach, Trigger Point Therapy Instructor, Sand Bell Level I Instructor, Yoga level 1 Instructor, Yoga for First Responders Instructor, and Indoor Cycling Instructor.

Alexis received her Bachelor of Science degree from Colorado State University – Pueblo. Alexis has received credentialed fitness education and training from the United States Olympic Training Center (Colorado Springs, Colorado) and the Cooper Institute (Dallas, Texas) as well as practical application as a competitive collegiate athlete and continued tournaments and competitions.

Alexis grew up in a family that was centered on physical fitness. Having a father that was a collegiate wrestler, and an aunt that was an Olympic gymnast along with a competitive water skier, holidays and weekends for her family were spent watching, participating, or practicing for an upcoming event. Being in Colorado, this ranged from water skiing in the summer to snowboarding in the winters. This led Alexis to pursue competitive volleyball where she worked her way up to competing at the collegiate level as well as competitive volleyball tournaments in addition to coaching a local volleyball club team once located in Texas.

About Your Speakers

SERRA TAMUR



Serra Tamur is a Managing Senior IS Auditor at the Texas State Auditor's Office where she has worked for 27 years. Her primary focus is performance audits, including work related to health and human services agencies and IT systems like CAPPs.

Serra got her master's degree from University of Texas at Austin's LBJ School of Public Affairs and is a Certified Internal Auditor, a Certified Information Systems Auditor, and a Certified Fraud Examiner. She is married to an Aggie and has 2 kids.

CATHY TILTON



Cathy Tilton serves as the Member Relations Manager for TPEA. Before joining the TPEA team, she ran a social media management agency and worked with a wide variety of clients across the country. She is passionate about content creation, social media, and serving the members of TPEA. When she's not working, she enjoys spending time with her family, her partner, and her two mischievous cats. She collects lipstick, sneakers, and tattoos.

MATTHEW WATKINS



Matthew Watkins began serving as Editor in Chief of the *Tribune* in September 2024. Matthew is a Texas native, born in Houston and raised in Austin. He attended public schools and graduated from Texas A&M University. He's spent nearly two decades in Texas journalism, and previously worked at *The Eagle* in Bryan-College Station and *The Dallas Morning News*. Matthew joined the *Tribune* in 2015 and has held various roles, including Higher Education Reporter, Breaking News Editor and Politics Editor. As a Managing Editor, Matthew has guided the *Tribune's* award-winning journalism and other reporting of statewide significance, including coverage of elections and legislative sessions to major breaking news and ambitious storytelling about the overturning of Roe v. Wade, the Texas-Mexico border, the tragic school shooting in Uvalde, the impeachment of the Texas Attorney General and battles over public education. He lives in Austin with his wife, Susan, and their two children.



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44th Mid-Winter Conference Committees

Mid-Winter Conference

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Candace Cutler | DPS

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Dave	-----	Addenbrook	-----	Budget Analyst	-----	TDI
Lisa	-----	Agarwal	-----	Office Manager	-----	TBCE
Tiffany	-----	Aldridge	-----	Financial Analyst IV	-----	DSHS
Antonia	-----	Antov	-----	Director of Operations	-----	SML
Chelsea	-----	Arce	-----	Expenditure Manager	-----	TDLR
Valerie	-----	Arnold	-----	Purchaser, Assistant HUB Coordinator, Procure	-----	TWDB
Duvan	-----	Arsola	-----	Data Analyst	-----	CPA
Bryce	-----	Bayles	-----	Accounts Payable Director	-----	TxDOT
Jocelyn	-----	Benner	-----	AP Accountant	-----	TVC
Scott	-----	Bingaman	-----	Executive Director	-----	TFSC
Kristine	-----	Bocanegra	-----	Team Lead	-----	CPA
Sofyane	-----	Bouguerra	-----	Accounting Manager	-----	DPS
Glenna	-----	Bowman	-----	Chief Financial Officer	-----	TxDMV
Brad	-----	Broaddus	-----	Director	-----	THECB
Carl	-----	Broman	-----	Senior Budget Analyst	-----	DPS
Katrina	-----	Burch	-----	Director Financial Reporting	-----	DPS
Paul	-----	Campbell	-----	Director -Employee Payments/Accounts Receivable	-----	TxDOT
Isela	-----	Cannon	-----	Program Specialist - Team Lead	-----	CPA
Daniel	-----	Cardin	-----	It Business Analyst, Procurement and Contracts	-----	TWDB
Mike	-----	Carnley	-----	Management Analyst	-----	TDI
Donna	-----	Chaffin	-----	Financial Analyst	-----	TCEQ
Dinorah	-----	Chiu	-----	Chief Financial Officer	-----	TXRC
Tony	-----	Couvillon	-----	Policy Research & Budget Analyst	-----	TDLR
Vanessa	-----	Cruz	-----	Accountant	-----	TCEQ
Lawrence	---	Cruz	-----	Deputy Financial Officer	-----	TVC
Zulia	-----	Cutler	-----	Accounting Asst. Manager	-----	DPS
Pamela	-----	Darden	-----	Chief Financial Officer	-----	RRC
Morgan	-----	Davis	-----	Accounts Payable Manager	-----	TxDOT
Heather	-----	Delahoussaye	---	Accounts Payable Manager	-----	TxDOT
Joey	-----	Estrada	-----	Deputy Executive Director	-----	TMB

Eldrisha	Eubanks	Director of Financial Operations	TWDB
Ashley	Fields	Mail Specialist and Warehouse Coordinator	TxDMV
Andrew	Friedrichs	Executive Director	CSEC
Jodi	Garza	Director, Funds Coordination & Management Branch	DSHS
Mandi	Gipson-Mitchell	Accounts Payable Manager	TxDOT
Latosha	Goard	Director of Budget Operations	DPS
Terry	Gonzales-Purdy	Budget Analyst III	TCEQ
Connie	Green	Program Specialist	TCEQ
Amanda	Hafer	Accounting Director	RRC
Yolanda	Hall	Deputy Executive Director	TABC
Regina	Hall	Accountant	TCEQ
Stephanie	Halliday	CAPPS Financials Trainer	DPS
Lisa	Haralson	Special Assistant to Financial Operations	TCEQ
Ann	Harrington	Budget Analyst	DIR
Greg	Harris	Team Leader	TCEQ
Berna	Harwood	Accountant	TCEQ
Donna	Hendricks	Program Supervisor VI	TCEQ
Casey	Hentschel	Accountant V	DSHS
Fernando	Hernandez	Accounts Payable Manager	TXDOT
Jennifer	Hertsenberg	Director of Operations - Director I	TBCE
Michelle	Hilscher	Grants Manager I	DSHS
Yingxue	Huang	Accountant	TDI
James	Huddleston	Senior Budget Analyst	DPS
Amanda	Hudson	Budget Director	DSHS
Brenda	Huerta	Accountant	TxDMV
Anthony	Infantini	Chief Financial Officer	THECB
Juanita	Jackson	Accountant V	TCEQ
E D	Johnson	Senior Accountant	TCEQ
Amber	Kaskie	HR Manager	TCEQ
Kendall	Klein	Director of Accounting and Financial Reporting	TMB
Jessica	Knight	Management Analyst	TxDMV
Natalie	Lam Ames	Grants Manager	DPS
Jason	Lambert	Budget Manager	OAG

Conference Attendees

MyLinh	Le	Accountant	TCEQ
Debbie	Lewis	TCEQ Travel Card Program Administrator	TCEQ
Trisha	Linebarger	Director of Business Operations	SAC
Stella	Lopez	Administrative Services Manager	TDLR
Monica	Lopez	Lead Accountant	TVC
LeeRoy	Lopez	Director of Accounting	TWDB
Brittney	Lopez	Accountant	TDI
Paige	Lovejoy	Manager, Financial Reporting	DSHS
Tina	Luna	Accountant	TxDMV
Hoang	Ly	Revenue Manager	TDLR
Vernell	McBride	Manager, Accounting - Requisitions	DSHS
Matthew	McGray	Fiscal Team Lead	PUCT
Michelle	McInnis	Manager Financial Reporting	DPS
Shaun	Mendez	Appropriation Control Officer	CPA
BJ	Miller	Staff Services Officer	TVC
Patricia	Mokry	Deputy Administrator CAPPs Financials	DPS
Maria	Moreno	Human Resources Director	TMB
Delores	Moreno	Budget Analyst	OAG
Sylvia	Mraz	Manager, Employee Payments	TxDOT
Brandy	Myers	Deputy Executive Director	TDLR
Michelle	Nall	Chief Financial Officer	TVC
Jennifer	Noack	Chief Financial Officer	TBHEC
Christy	Oden	Senior Budget Analyst	DPS
Charlie C.	Osborne, Jr.	Division Director, Resource Management	TVC
Michael	Owens	Accounting Team Lead	DPS
Ernesto	Palacios	Deputy Chief Financial Officer	TXRC
Robert	Palm	Director of Financial Processes	THECB
Daniel	Parsons	Inventory Specialist	TxDMV
Rene	Perea	Director Accounts Payable	DPS
Machelle	Pharr	Chief Financial Officer	ERS

Christopher	Piña	Financial Analyst IV - Team Lead	HHSC
Kamel	Rahab	Accountant VI	TDI
Laura	Rhinehart	Deputy Executive Director	TFSC
Lucinda	Rodriguez	Child Support Budget Manager	OAG
Marivel	Rodriguez	Section Manager	TCEQ
Doc	Roome	L&D Manager	TCEQ
Elizabeth	Roque	Investments Administration Manager	ERS
Abel	Rosas	Retired	Retiree
Brian	Roth	Chief Financial Officer	TCOLE
Alfonso	Royal	Director of Financial Management	SOS
Sonya	Ruffin	Senior Financial Data Analyst	DPS
Martha	Salazar	Budget Analyst	OAG
Megan	Sanchez	Asst Chief, Budget	DPS
Karen	Sands	Chief Financial Officer	TDLR
Rose	Sears	Purchasing Manager	SOS
Monica	Segura	Accountant V	TCEQ
Holly	Sellers	Budget Analyst	TPWD
Elizabeth	Sifuentez Koch	Director	TCEQ
Meleah	Simons	Payroll Supervisor	DPS
Chris	Sims	Asst Chief, Accounting	DPS
Steven	Smith	Accountant	TxDMV
Cathy	Spence	Accountant V	ERS
Dara	Stone	Deputy Director	SOS
Nuwan	Subasinghe Appuhamy	Financial Reporting Accountant	ERS
Rachel	Tannreuther	Accountant II	OAG
Tyler	Taylor	Manager	CPA
Allison	Taylor	Budget Manager	DPS
Ashley	Tedder	Budget Analyst	DIR
Suzanne	Tolley	Retired	Retiree
Natalia	Tolpeeva	Appropriation Control Officer	CPA
Mary	Torres	Budget Analyst IV	DSHS
Yvonne	Torrez	Cash Processing Accountant	ERS
Rosemary	Townsend	Accountant	TCEQ

Conference Attendees

Cathy	Tran	Director, CFO Business Operations	DSHS
Lori	Trank	Retired	Retiree
Rebecca	Trevino	Chief Financial Officer	TWDB
Cameron	Turner	Director, Procurement and Contract Services	TWDB
Cal	Vanderwal	Director Budget Control	DPS
Carla	Vann	Budget Analyst	TCEQ
Christina	Vause	Accountant III	OAG
Aditi	Vyas	Accountant	TxDMV
April	Weiss	Team Lead Accountant Financial Operations	TWDB
Beth	West	Deputy Director, TCEQ Human Resources & Staff Services	TCEQ
Carrie	Whitbey	Team Lead Financial Reporting	DPS
Suzy	Whittenton	Chief, Finance	DPS
Genicka	Williams	Accountant VII	TCEQ
Kyle	Zycha	Grant Specialist	DPS



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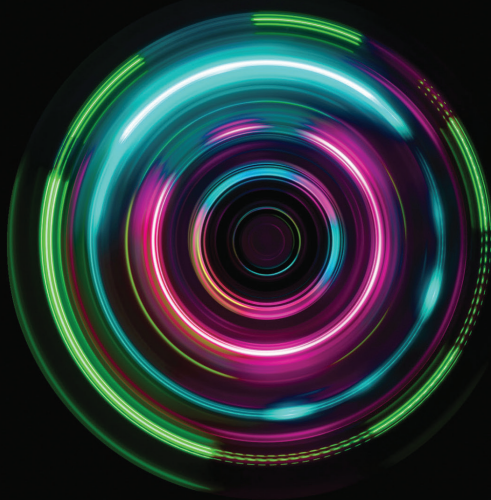
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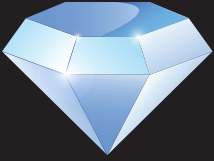
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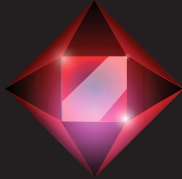
Agency Acronyms

CPRIT -----	Cancer Prevention and Research Institute of Texas	TBVMC ---	Texas Board of Veterinary Medical Examiners
CPA -----	Comptroller of Public Accounts	BRB -----	Texas Bond Review Board
DFPS -----	Department of Family & Protective Services	TBPC -----	Texas Building Procurement Commission
DPS -----	Department of Public Safety	TCEQ -----	Texas Commission on Environmental Quality
DSHS -----	Department of State Health Services	TCOLE-----	Texas Commission on Law Enforcement
DSML -----	Department of Savings and Mortgage Lending	TDADS ----	Texas Department of Aging & Disability
ERS -----	Employees Retirement System	TDA -----	Texas Department of Agriculture
GLO -----	General Land Office	TDB -----	Texas Department of Banking
HHSC -----	Health and Human Services Commission	TDCJ -----	Texas Department of Criminal Justice
LBB-----	Legislative Budget Board	TDHCA ---	Texas Department of Housing and Community Affairs
TAG -----	Office of the Adjutant General	DIR -----	Texas Department of Information Resources
OAG -----	Office of the Attorney General	TDI -----	Texas Department of Insurance
OCA -----	Office of Court Administration	TDLR -----	Texas Department of Licensing & Regulation
GOV -----	Office of the Governor	TxDMV ---	Texas Department of Motor Vehicles
PUC -----	Public Utility Commission	TxDOT ---	Texas Department of Transportation
RRC -----	Railroad Commission	TEA -----	Texas Education Agency
SOS -----	Secretary of State	MHMR----	Texas Health & Human Services
SWCB-----	Soil and Water Conservation Board	THECB ---	Texas Higher Education Coordinating Board
SAO-----	State Auditor's Office	THC -----	Texas Historical Commission
SOAH-----	State Office of Administrative Hearings	TJJD-----	Texas Juvenile Justice Department
SORM -----	State Office of Risk Management	TMB -----	Texas Medical Board
TSPB -----	State Preservation Board	TMD -----	Texas Military Department
TSHA -----	State Property Tax Board	TPWD ----	Texas Parks and Wildlife Department
SUNSET-----	Sunset Advisory Commission	TPFA -----	Texas Public Finance Authority
SCOT -----	Supreme Court of Texas	TXRC -----	Texas Racing Commission
TRS -----	Teacher Retirement System	TREC -----	Texas Real Estate Commission
TABC -----	Texas Alcoholic Beverage Commission	TRC-----	Texas Rehabilitation Commission
BHEC-----	Texas Behavioral Health Executive Council	TSBVI ----	Texas School for the Blind and Visually Impaired
TBAE -----	Texas Board of Architectural Examiners	TSD-----	Texas School for the Deaf
TBCE -----	Texas Board of Chiropractic Examiners	TSSB -----	Texas Securities Board
TBPELS -----	Texas Board of Professional Engineers and Land Surveyors	TVC -----	Texas Veterans Commission
		TWDB ---	Texas Water Development Board
		TWC -----	Texas Workforce Commission

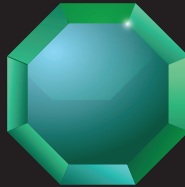
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We'd like to thank the staff of the **Hilton College Station Hotel** for the warm welcome and hospitality they have extended to TSABAA.



We hope you enjoyed
this 44th Mid-Winter Conference.

Please make plans to attend the
TSABAA 54th Annual
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