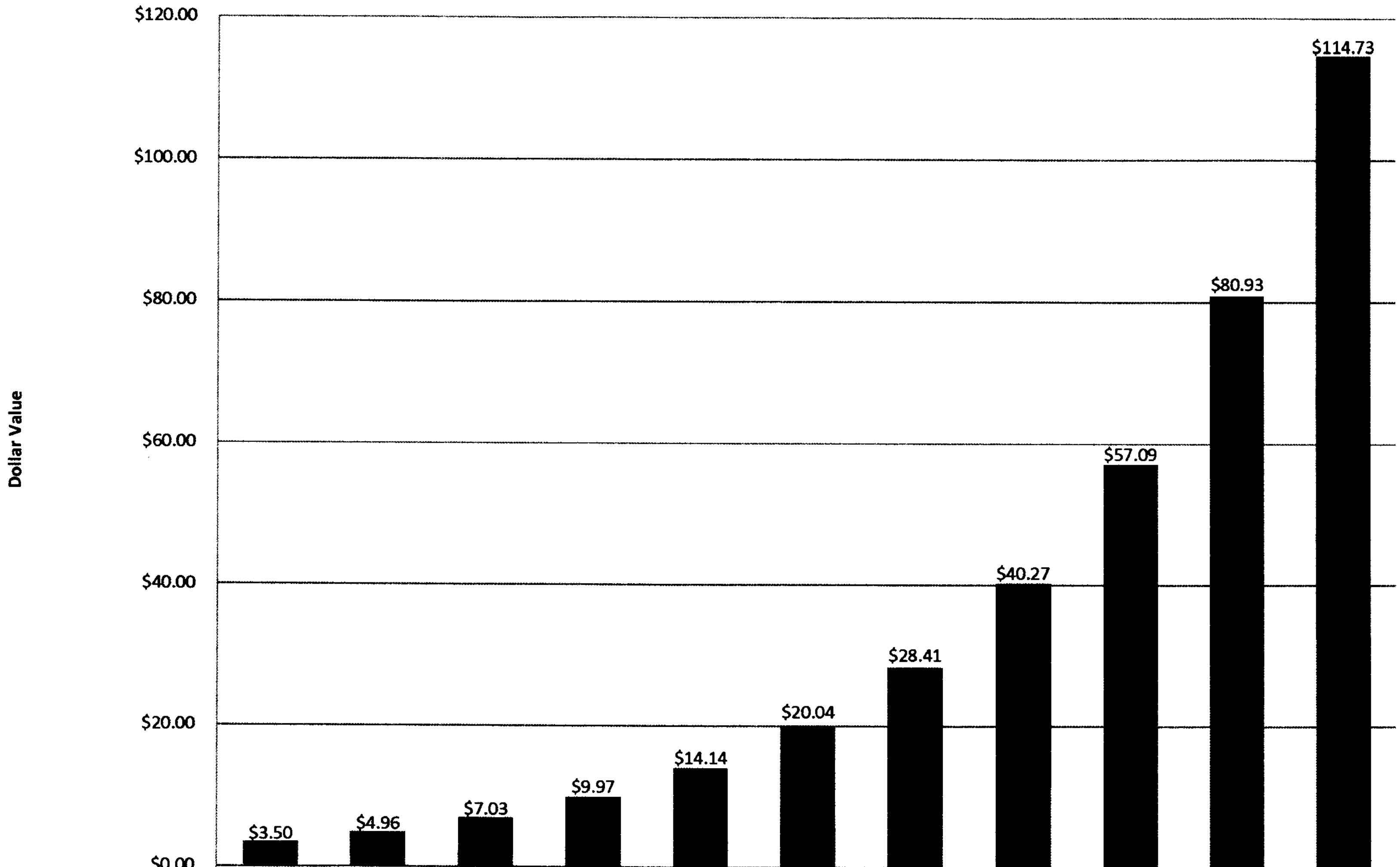
Retirement (TCDRS)

The County participates in the Texas County and District Retirement System (TCDRS), which is a retirement and disability pension system for county employees in the State of Texas. Participation in TCDRS is mandatory for all regular full-time and part-time employees regardless of age. Employee contributions to TCDRS begin immediately. Employees contribute 7% of gross pay and become vested after eight years of service. The County matches employee contributions at a ratio of 2 ½ to 1. The plan is designed to provide retirement income for life, as well as disability and death benefits to employees and their beneficiaries. Employees receive the County's contributions only at retirement in a monthly annuity check. There are many provisions of TCDRS, which may affect individual employees such as credit for prior service, military service, and service with other retirement systems. To be eligible for retirement, employees must: (1) have at least eight years of credited service and be age 60; OR (2) have any combination of age plus years of service which equals 75; OR (3) have at least 30 years of service at any age. This plan coordinates with other statewide systems.

http://www.collincountytx.gov/human_resources/benefits/ret_tcdrs.jsp

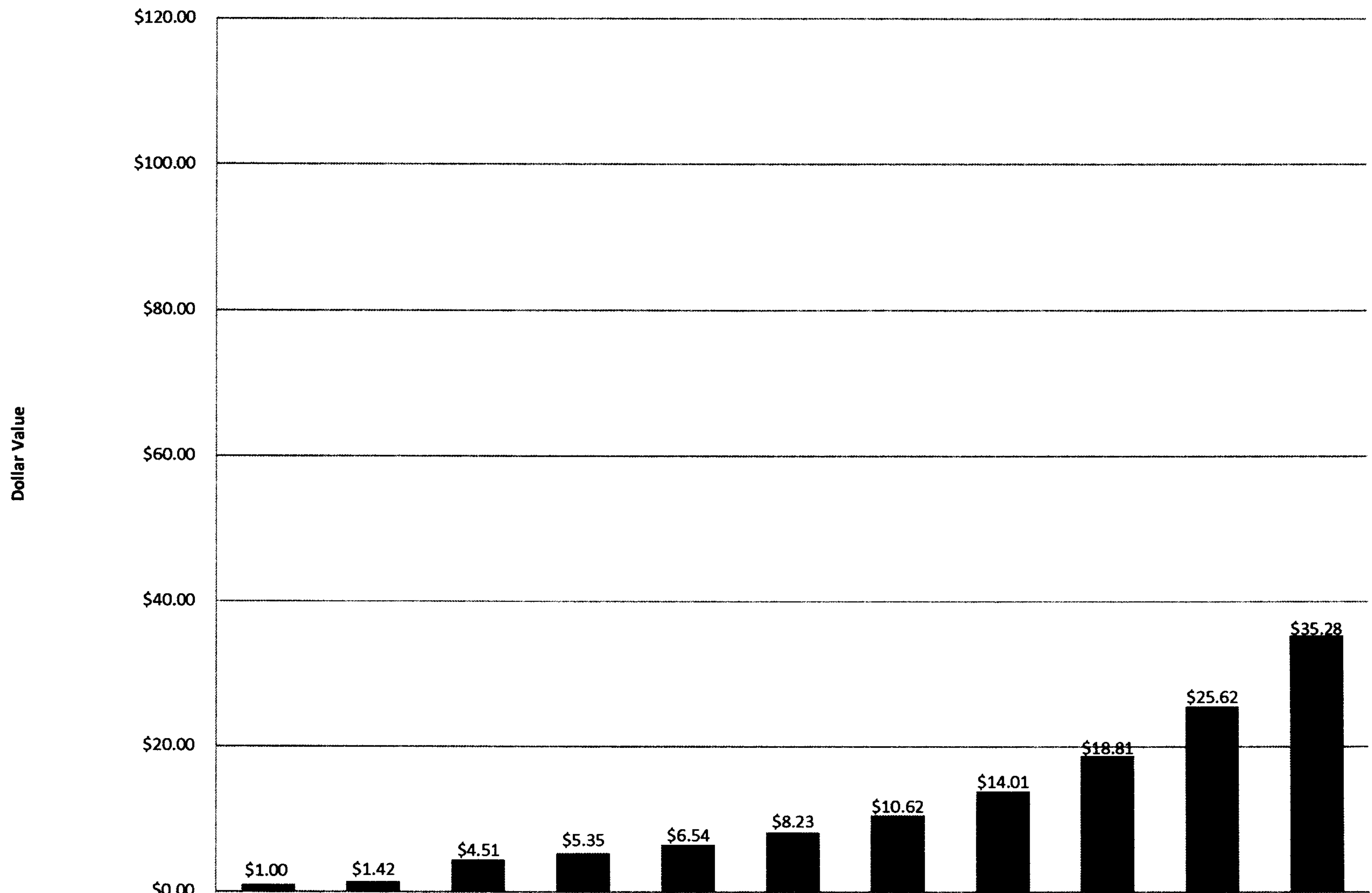
Sample Retirement Matching in Private Industry & Collin County Advertised Plan ($1 Contribution at 7%)



	0	5	10	15	20	25	30	35	40	45	50
■ 250% Match	$2.50	$3.54	$5.02	$7.12	$10.10	$14.31	$20.29	$28.77	$40.78	$57.81	$81.95
■ Employee Contribution	$1.00	$1.42	$2.01	$2.85	$4.04	$5.73	$8.12	$11.51	$16.31	$23.12	$32.78

Time (Years)

How the Collin County TCDRS Really Works (7%)



	0	5	10	15	20	25	30	35	40	45	50
■ 250% Match	$0.00	$0.00	$2.50	$2.50	$2.50	$2.50	$2.50	$2.50	$2.50	$2.50	$2.50
■ Employee Contribution	$1.00	$1.42	$2.01	$2.85	$4.04	$5.73	$8.12	$11.51	$16.31	$23.12	$32.78

Time (Years)

DATE: August 25, 2010

TO: Citizens of Collin County
Employees of Collin County
Collin County Commissioners Court

FROM: Larry Smart

RE: Collin County Employees

I am unable to attend the meeting and asked that a former colleague present this letter in the Commissioners Court.

It's not easy to openly discuss one's personal retirement situation, but I feel that it will help give a more clear picture to county residents if actual situations are described. I feel that talking about someone who stays for 30 years and receives a 5% raise each year is unrealistic. I'm asking that you look at the actual conditions.

I retired from the Sheriff's Office last year at 60 years of age, with 23 years service. I was fortunate enough to have served as a lieutenant because lieutenants' salary was greater than the median Collin County employees' salary. However, lieutenants at Allen, Frisco, McKinney and Plano had larger salaries. My retirement was competitive with the other agencies located in Collin County and I stayed with Collin County just for that reason.

I now receive a monthly check from TCDRS in the amount of $3,037.09. After paying $963.00 per month for health insurance, I am left with $2,074.09 from TCDRS. County employees and retirees are the same as the public, having to pay mortgages, utilities, auto insurance, groceries, and other necessities. It's not easy to do with $2,000.00 per month. Some are receiving far less.

For years now, the Commissioners Court has cut employees salaries with new pay policies and diminishing benefits. Employees have not been treated fairly. I feel that employees are now being looked at as a budget cut instead of an asset, and that is terrible. What you are actually doing is not cutting the fat, but cutting the muscle. When it comes to the employees, you cut the fat long ago.

There was a time when the Commissioners Court supported those providing services to county residents. During that time, employees showed a great deal of pride in their service and looked at Collin County as a fair place to work. That's no longer the situation.

In talking with county employees, one thing has been very clear. They do not expect to provide their families with anything special, they just want to be able to provide the necessities for them.

There are other areas for budget cuts and I'm asking that the Commissioners Court do the right thing and not implement further cuts to the employees. They have spouses and children as well and need to provide for them.

Thank you,

Larry Smart

To the Honorable Commissioners' Court Members,

My name is Bob Wagner. I live at 360 Woodcreek Drive in Lowry Crossing. I am a retired with over 45 years of computer and computer related areas of management, software, hardware and programming. 17 years of that being with the University of Texas system as a State employee, so I know what low bidder means.

I have two areas to comment on.
First, the **"Collin County Retirement Plan Briefing" Revised August 27, 2010.** One sentence on Page 9 sums up the complete presentation: **These are projections and actual results will vary**. Consider the changes that have occurred over the last 20 years when it comes to retirement!

Second, by cutting the current retirement benefits package the County is now in position to loose their top performing employees to neighboring communities. Neighboring cities have higher pay and better benefits to draw the cream of the crop. Collin County will become a training ground to feed the surrounding communities. Put the cost of training to your formula and the cost will go up many times over. You in turn are not going to have the draw factor to entice top personnel to the empty positions, and if you hire new employees they would be long gone after they are trained. How are you going to explain to the tax payers when quality of service and cost of training keeps increasing. I've seen this first hand with my former company and other companies that tried to take the cheapest and shortest way out. Long term effect for these companies was a **major budget cost increase**.

Please keep in mind that your County employee's are a valued asset. You want to recruit and keep the dedicated and expertise for those jobs, we need to keep the VERY BEST. From road crews, clerical, administrative management, Supervisors, Court House Staff to Sheriff's Office and Detention Officers. What better way to show that we do care, give the best possible benefits to counter the low pay scale and salary caps that are in place. Review and re-review to see where costs can be cut. Consider expanding with more volunteer programs in the various departments. Use your county assets. Draw talent people from retired seniors, high school students and concerned citizens. **Not to replace employees**, but help the county do more with less. With the savings give the county employees a respectable and earned retirement package. Please do what is ethically correct and not just political incorrect.

I want to thank Commissioner Joe Jayne's for his outstanding news paper articles, first on Saturday, August 21, 2010 titled **County Retirement Numbers Misrepresented**, and Thursday, August 26, 2010 **Collin County Retirement Facts**. We need more straight forward releases to the press that challenges the volumes of miss-information being spread. I know that most of us in Precinct 3 are very proud of Commissioner Jayne's. He has found a cure for the Chicken Little Syndrome...."Truth" and "Facts." This cure is simple, quick and easy, and best of all, there are no side effects.

I thank the Commissioners Court for taking time to hear all public comments.

Best regards,
Bob Wagner

Character is much easier kept than recovered. ~ Thomas Paine

COLLIN COUNTY EMPLOYEE RETIREMENT PROGRAM

DISCUSSION ITEMS

THE PRESENT PROGRAM

1. **Matches $2.50 for every $1.00 of employee contribution.**
   - What is the basis for establishing the matching rate at $2.50?
   - Who is responsible for this rate?
   - How long have tax payers been contributing at this matching rate?
   - During my employment career the maximum matching I received a maximum of $0.75 for every $1.00 I contributed.

2. **A rate of 7% is guaranteed interest on an employee's total fund.**
   - If the "Plan" fails to make 7% I assume the County (tax payer) must make up the difference?
   - Has the County ever had to make up the difference? If so how much?
   - I do not know of a private sector retirement program that guarantees the rate of return.

3. COLA of 8%.
   - I have been retired since 2001. Never have I in my entire employment life received a COLA of 8%. I am sure you have the data on Social Security since 2001 that confirms my assertion. I do not believe it is rational for retirees, like me, to be able to financially support the cost of this program over the long haul.

4. **General Comments.**

- The cost of this program I understand has built in mandatory inflexibility relative to the 7% feature. This feature only adds to the program's inability reflect actual economic conditions. The program cries out for tax increases during bad economic times regardless of the impact it has on the tax payers.
- How do these benefits compare to a veteran who spent one, two or more tours in Iraq or Afghanistan? Is there any assistance for him or her as the search for employment even in our great state of Texas?

5. **The Program**

- If we hold the population, inflation, normal business cycles, counties employees and turnover rate constant, but allow present employees to age over the next 20 years, what changes do you have to make in retirement benefits to keep the unfunded liability from increasing? Equally as important, what will happen to the percentage of property taxes necessary to meet these ever increasing retirement benefits.

Robert & Virginia Wierschem
1690 Cedar Bend Ct.
Prosper. TX. 75078-9384
rawierschem@yahoo.com

COLLIN COUNTY COMMISSIONERS COURT - AUGUST 30, 2010

SUBJECT: COLLIN COUNTY BUDGET

BY: FRANK W. ROBL, RETIRED, FAIRVIEW, COLLIN COUNTY.

I HAVE COME HERE TODAY TO OFFER MY SUPPORT FOR JUDGE KEITH SELF'S PROPOSAL TO MODIFY THE COUNTY'S CURRENT RETIREMENT POLICY FOR COUNTY EMPLOYEES.

WE SEE THIS AS A MATTER OF PROTECTING THE FINANCIAL VIABILITY OF COLLIN COUNTY INTO THE FUTURE. ALL THE CITIZENS, INCLUDING THE VALUED COUNTY EMPLOYEES, ARE NOT WELL SERVED BY ANY POLICY THAT CREATES A FINANCIALLY UNSUSTAINABLE SITUATION. WE SEE THIS TODAY IN MANY GOVERNMENTAL UNITS IN THE UNITED STATES, CALIFORNIA BEING A PRIME EXAMPLE. IF WE, TODAY, PUT THE FUTURE COLLIN COUNTY OFFICIALS IN THE POSITION OF ACTUALLY PAYING COMPETITIVE SALARIES TO EMPLYOEES , WHILE ALSO PAYING, MULTIPLE, "OVERLY GENEROUS" RETIREMENT BENEFITS TO A GROWING NUMBER OF RETIRED EMPLOYEES, WE WILL HAVE PUT THEM IN AN IMPOSSIBLE POSITION. THEIR CHOICES WILL BE TO CUT SERVICES, REDUCE EMPLOYEES, AND RAISE TAXES TO UNREASONABLE RATES. WE CANNOT DO THAT TO THE FUTURE OF COLLIN COUNTY.

MY WIFE AND I ARE LONG TIME CITIZENS OF TEXAS (30+YEARS), AND MOVED TO FAIRVIEW, IN COLLIN COUNTY, THREE AND A HALF YEARS AGO TO LIVE OUT OUR RETIREMENT. THIS IS A GREAT PLACE TO LIVE, AND THANK GOODNESS WE ARE GROWING, EVEN IF A LOT OF THE COUNTRY IS NOT. AS OUR ELECTED OFFICIALS, WE ASK THAT YOU TAKE THE NECESSARY STEPS, NOW, TO MANAGE OUR COUNTY BUDGET IN A RESPONSIBLE MANNER, AND ALLOW FUTURE COMMISSIONS TO DO THE SAME.

THANK YOU FOR HEARING AND CONSIDERING OUR VIEWS.
FRANK W. ROBL AND LEANNA N. ROBL

Conjuring Magic To Cover States' Debts: Fiscal Reality Sets In | Print |

Written by Bob Adelmann

ee

Thursday, 19 August 2010 07:00

0 Like

The first warning about the possible bankruptcy of the town of Vallejo, California, was reported by the Associated Press on February 28, 2008, when Councilwoman Stephanie Gomes said, "Our financial situation is getting worse every single day. No city or private person wants to declare bankruptcy, but if you're facing insolvency, you have no choice but to seek protection."

Marci Fritz, vice president of the California Foundation for Fiscal Responsibility, blamed the action on promises made earlier by the council to the city's employees concerning salaries and retirement benefits that the city no longer can afford. According to Fritz, these were promises made during economically flush times, and were due to the city council's unrealistic expectations that those times would continue indefinitely. She said, "It's a nightmare for city governments because they have to continue to pay these benefits that were granted when they had extra money from real estate and sales tax[es]."

Vallejo, a city of 120,000 across the bay from San Francisco, faced a $9 million budget shortfall at the time, owing to soaring payroll costs for its firefighters and police officers whose pay and pension costs make up almost 80 percent of the city's budget. Those pay packages were negotiated with the unions representing those workers, and were necessary, according to spokesmen for the city, to be competitive with surrounding towns.

In May of 2008, the council voted 7-0 to declare Chapter 9 bankruptcy to "reorganize its finances," which meant attempting to break the promises it had made earlier to the unions through the bankruptcy court. By this time, the budget shortfall had increased from $9 million to $15 million, despite efforts to cut expenses for museums, public works, senior centers, and libraries. The bankruptcy process allows the judge to void the union contracts, which essentially forces the city workers to accept a pay package that the city can afford, in light of declining tax revenues. But city employees weren't the only ones at risk: The city had sold tax-exempt general obligation bonds whose interest payments would also be reduced or even eliminated. With an annual budget of $80 million, the city owed $53 million to those bondholders, and another $220 million in unfunded pension and retirement health benefits, totaling more than three times the city's annual revenues.

When Judge Michael McManus determined that labor contracts can be broken in the Chapter 9 bankruptcy, union spokesmen said this set a dangerous precedent for other cities and townships in similar trouble to "do a Vallejo." However, because of a binding arbitration clause inserted into the city charter in 1970, unions were able to renegotiate another contract with the city and, starting in July, 2010, police officers are getting a seven-percent pay raise. New Vallejo Councilwoman Marti Brown was appalled: "No one is getting a 7 percent increase, even in cities not in bankruptcy." This raise takes place when the city's budget has decreased from over $80 million in 2008 to just over $63 million in 2010.

The city of Maywood, California, took a different approach to its fiscal difficulties. On July 1, 2010, everyone on the payroll was fired. The *Los Angeles Times* said that by laying off an estimated 100 workers and contracting the remaining essential services such as finance, rec-ords management, parks and recreation, and street maintenance to a nearby town, Maywood would save the city $165,000 a year. On July 1, "We will become a 100 percent contracted city," said interim City Manager Angela Spaccia.

San Diego is considering bankruptcy as a result of a report by the San Diego Grand Jury that "such a step could help the city cut its onerous retirement and health benefits." At present the city has an unfunded pension obligation of $2.2 billion and another unfunded retiree healthcare liability of $1.3 billion. And MoneyNews said that San Diego is the fifth major city in the state to consider such a move, along with Los Angeles.

The recent exposure by the *Los Angeles Times* of the outrageous salary and retirement benefits being provided by Bell City to its City Manager and Chief of Police confirms the attitude of entitlement and disregard for fiscal responsibility that appears to be rampant in cities across the state and the country.

Papering Over Problems

All of this is putting the state of California on the "verge of system failure," warns Jean Ross, executive director of the California Budget Project. With an annual budget of about $125 billion, California faces a $19 billion shortfall this year, and an expected $37 billion gap next year. But that's just the tip of the iceberg. A recent Stanford University study concluded that the state's pension fund is short by roughly $500 billion. The study urged Governor Schwarzenegger "to inject $360 billion into its public benefit systems ... [just to] have an 80 percent chance of meeting 80 percent of [the state's] obligations over the next 16 years."

As Agora Financial put it,

> The problem, just like with the subprime [meltdown], is an irrational form of leverage. In essence, municipalities borrow current earnings of public employees in exchange for some of the most favorable retirement plans in the world. That borrowed money is invested aggressively, just like a private-sector employee would in his 401(k).
>
> Except if the fund loses money, which they all have over the last 10 years, pension funds don't adjust payouts. The social and political pressure to maintain the status quo — keeping our public employees comfortably retired — is just too strong. So municipalities kick the can down the road. New employees buy into the funds. Fund managers maintain their projections of endless 8 percent annual returns. Retirees keep taking out the funds they were promised ... and no one pays the tab.

And it's not just California. Orin Kramer of New Jersey's pension program estimates a national funding gap among all the states of around $2 trillion. The Center on Budget and Policy Priorities, a Washington research institution, announced that "finances in Arizona, New Jersey, New York and other states show few signs of improvement. Forty-six states face budget shortfalls that add up to $112 billion for the fiscal year ending next June [2011]." The May/June issue of *Chief Executive* magazine published its annual "Best and Worst States for Business 2010" and gave its "booby" prize for worst state to California, with New York, Michigan, New Jersey, and Massachusetts rounding out the bottom five.

Hugo Tassone, a retired Yonkers, New York, policeman, recently received a lot of unwanted attention when it was revealed that when he retired three years ago, at age 44, his pension was $74,000 a year. Now 47, his pension is $101,333 a year. He is just one of over 100 retired Yonkers police officers and firefighters who are collecting more in retirement than they did while they were working. Statewide, more than 3,700 retired public workers are getting pensions of more than $100,000 a year. The problem, according to David Simpson, a spokesman for the Mayor of Yonkers, is that "once you give something, you can't take it away."

This fades into relative insignificance in light of Bell City, California's problems. When City Manager Robert Rizzo's pension kicks in, he will receive "at least $600,000 a year for the rest of his life," according to the *Los Angeles Times*. This would make him the highest-paid retiree in the California Public Employees Retirement System (CalPERS). Third on that list would be Bell City's Police Chief Randy Adams, who will receive more than $400,000 annually.

Bell City's misfortunes will be shared with 140 other cities and districts such as Norco, La Canada, Flintridge, and Goleta because they are in the same pension "liability pool" as Bell. And there appears to be no way out. As the *Times* put it, "Public pensions are difficult to rescind. Courts have repeatedly upheld the [pension benefits] in favor of employees." A slight glimmer of hope was offered by Stephen Silver, a Santa Monica attorney specializing in pension law, who said that "investigators [would have to] show that Bell's high salaries were an unlawful expenditure of public funds."

In June, New York's cash crunch was so severe that Governor David Paterson said the state might have to start paying its bills with I.O.U.s, much like California did last year. The very next day, however, the New York State legislature came up with an ingenious way to kick the can: borrow from itself. By borrowing from the state's own pension fund, the state could help close its current $9 billion budget gap, in exchange for a promise to pay back the loan starting three years from now. But don't call it borrowing. Robert Megna, New York's budget director, said, "We're not borrowing. We would view it more as an extended-payment plan." Lt. Governor Richard Ravitch challenged that characterization: "Call it what you will, it's taking money from future budgets to help solve this year's budget."

Legislators in other states have promoted similar budgetary sleight of hand. One way to "fix" the pension shortfalls has been to take more risks with the invested funds in the hopes of getting higher returns. A *New York Times* article quoted Frederick Rose, former chairman of the Texas Pension Review Board, "In effect, they're going to Las Vegas [to play] 'double up to catch up.'" Naturally, the money managers disagree, saying that such strategies are merely aimed at "diversification," which now includes investing in commodity futures, junk bonds, foreign stocks, and deeply discounted mortgage-backed securities, as well as investing on margin. In addition, some managers are betting on hedge funds to help enhance their returns. According to the *Times*: "The problem now is that bond rates have been low for years, and stocks have been prone to such wild swings that [the usual] 60-40 mixture of stocks and bonds is not paying 8 percent. Many public pension funds have been averaging a little more than 3 percent a year for the last decade, so they have fallen behind where their planning models say they should be." Some states, like New Jersey, "have fallen so far behind they may never catch up again."

Any attempt to lower the estimated or projected rate of return, however, would only exacerbate the problem because it would increase the contributions required to be made by the states. In Colorado, for instance, its $30 billion pension fund requires that the fund earn no less than 8 ½ percent annually. At present, because of much lower real returns, the plan is underfunded by nearly $18 billion. But if that projected return were adjusted downward by just one-half of one percent, the plan's shortfall would jump to more than $21 billion, requiring the state to increase its contribution. But Colorado cannot even make the contribution currently required and has fallen several billion dollars behind, despite reducing current retirees' cost-of-living adjustment down to 2 percent from the previous 3 ½ percent. And employees' unions are threatening to sue to have that downward adjustment reversed.

Exacerbating the Problems

California's problem isn't just fiscal. *Chief Executive* magazine's recent survey quoted one CEO: "Texas is pro-business with reasonable regulations, while California is anti-business with anti-business regulations." Another respondent agreed: "California is terrible. Even when we've paid their high taxes in full, they still treat every conversation as adversarial. It's the most difficult state in the nation. We have actually walked away from business rather than deal with the government in Sacramento." A third complained, "The leadership of California has done everything in its power to kill manufacturing jobs in this state. As I stated at our annual meeting, if we could grow our crops in Reno, we'd move our plants [there] tomorrow."

Texas, on the other hand, is where 70 percent of all new U.S. jobs have been created since 2008, and has gained nearly a million new residents over the last 10 years. By comparison, California lost 1½ million residents, and New York lost even more than California. New Jersey lost so many residents that it has dropped from 10th to 11th place in population. Part of the attractiveness of the top states in the *Chief Executive* survey is that produced it by giving [Illinois] credit [today] for the much smaller checks it will send to retirees many years in the future — people who *must first be hired* and then, for full benefits, work until age 67." (Emphasis added.) In other words, through the magic of accounting and obfuscation, Quinn's savings are coming from workers who haven't even been hired yet!

Not Saying No to Constituents

The creativity of politicians trying to stay in office and avoid making hard decisions is something to behold. The city of Wichita, Kansas, will soon begin imposing a "false alarm fee" that applies to residents whose security alarms go off by accident. San Francisco has decided to charge a euthanasia tax of $25 per pet, and another $20 if residents want the city to dispose of the newly deceased pet. Residents in Washington, D.C., are now charged $51 a month to keep the streetlights on at night. Las Vegas will start taxing amateur sports, and fees will double for all youth and adult sports leagues and summer camps. Smokers in New York get to pay an additional $1.60 per pack of cigarettes, while Baltimore just passed a "beverage tax" of 2 cents per bottle, which includes water as well as soda. Probably the most notorious was New York State's "borrowing from itself" but not calling it borrowing, just "smoothing" out the revenue stream. New Hampshire was recently ordered by the courts to "put back $110 million that it took from a medical malpractice pool [in order to] balance its budget," according to the *New York Times*. Connecticut tried to revise its accounting rules to reduce the impact of its budget shortfall. Hawaii has already initiated a four-day school week. California accelerated its corporate income tax this year, making companies pay 70 percent of their 2010 taxes by April 15. And many states have attempted to balance their budgets using federal healthcare dollars *that Congress has not yet even appropriated*. Colorado tried unsuccessfully to raid that state's worker's compensation program in the amount of $500 million.

The audacity is breathtaking. According to MoneyNews, seven states that are in financial trouble continue to hire new workers. Joshua Rauh, a finance professor at Northwestern University, released a study showing that Illinois, Connecticut, Indiana, New Jersey, Hawaii, Louisiana, and Oklahoma have hired 9,700 new workers during the Great Recession. Says Bloomberg columnist Joe Mysak, "Politicians have talked a lot about layoffs during this recession. In most cases, that talk is ... empty." Politicians have an "attitude of entitlement and arrogance," he adds.

water faster every day. The future appears to many to be grim indeed.

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IT Specialist (Systems Administration)	Internal Revenue Service (IRS)	Austin, TX Dallas, TX	Aug 25

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Tekmark Global Solutions (13)
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IT Specialist (System Analysis) share - save - hide company - email - similar jobs	Internal Revenue Service (IRS)	Austin, TX Dallas, TX	Aug 25
IT Specialist (Operating Systems) share - save - hide company - email - similar jobs	Internal Revenue Service (IRS)	Austin, TX Dallas, TX	Aug 25
IT Business Analyst share - save - hide company - email - similar jobs	InfowareTech Inc.	Dallas, TX	Aug 08
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Software Engineers I, Software Engineers II; IT Project Managers share - save - hide company - email - similar jobs	Corpus Media Labs	Dallas, TX	Aug 29
IT Specialist Project Manager share - save - hide company - email - similar jobs	Internal Revenue Service (IRS)	Austin, TX	Aug 25
IT Technician	Kforce Technology Staffing	Houston, TX	Aug 30

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Search Jobs TX

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4652	UNIX Administrator	08-01-10	Dallas, TX	Contract
92555	Director, Information Technology	07-22-10	Wadsworth, TX	Full time position
4605	Linux Administrator	08-12-10	Houston, TX	Contract to hire
4580	Hyperion Developer	08-01-10	Dallas, TX	Contract
4562	J2EE Developers	08-01-10	Houston, TX	Contract
4544	Sr. Java Developer	08-10-10	Dallas, TX	Contract
4529	SAP Project Manager	08-03-10	Houston, TX	Full time position
4522	SAP Consultant	08-19-10	Houston, TX	Contract to hire
4513	Sr. TIBCO Administrator	08-01-10	Dallas, TX	Contract
4511	Sr. Build & Deploy Engineers	08-09-10	Dallas, TX	Contract
4500	Web UI Developer	07-31-10	Austin, TX	Contract to hire
4472	SAP BW Developer	08-02-10	Dallas, TX	Contract to hire
4471	Java/J2EE Developer	07-31-10	Houston, TX	Contract
4461	Test Engineer	08-07-10	Dallas, TX	Full time position
4420	Sr. Java Consultant	08-03-10	Dallas, TX	Contract
4428	Ab Initio Developer	08-16-10	Dallas, TX	Contract to hire
4406	ORACLE DBA	08-13-10	Dallas, TX	Contract
4397	Essbase / Hyperion Developer	08-12-10	Dallas, TX	Contract
4398	Abinitio Developer	08-15-10	Dallas, TX	Contract
4396	Hyperion Essbase	08-08-10	Dallas, TX	Contract
4388	SAP CRM Techno-functional	08-02-10	Dallas, TX	Contract to hire
92539	System Administration	06-17-10	Houston, TX	Full time position
92538	Quality Assurance Supervisor (Windows)	06-17-10	Houston, TX	Full time position

IT 2009 Cost Savings

Collin County IT

			Current Cost	New Cost	% Savings	Hard Dollar Savings	Estimated Soft Cost
Sun-Setting Applications							
Citrix			$15,000.00	$0.00	100.00%	$15,000.00	
Single Sign-on			$ 11,440.00	$0.00	100.00%	$ 11,440.00	
Court Smart			$ 12,708.00	$0.00	100.00%	$ 12,708.00	
Halogen Maintenance / Old PFP			$ 4,345.00	$0.00	100.00%	$ 4,345.00	
Good Link			$12,000.00	$0.00	100.00%	$12,000.00	
825 decommission			$ 80,000.00	$0.00	100.00%	$ 80,000.00	
Juke Box Sale						$ 200.00	
Dial-up routers $1,370 and T1 lines $3,840 annuals			$ 5,210.00	$0.00	100.00%	$ 5,210.00	
FTR				$0.00			
RBS Linkx							
Soft Costs							
Service and Support Costs							
Upgrade and Maintenance Costs							
Additional time to work on priority projects							
T1 decommission to the old court house $350 per month.			$350.00	$0.00		$4,200.00	
Reduced Maintenance Costs							
ICS Maintenance			$7,000.00			$7,000.00	
Optical Juke Box Maintenance			$ 26,250.00			$ 26,250.00	
SPAM Filtering	1700		$ 2,040.00	$1,139.00	55.83%	$ 901.00	
Imprivata							
Adobe Element Server							
Cisco							
IBM							
Reduced Costs by Process Improvement							
Setting Standards							
Cameras			$640	$180.00	71.88%		
Laptops	Yearly Refresh	150	$2,616	$1,235	52.79%	$207,150.00	
Desktops	Yearly Refresh	250	$1,628	$750	53.93%	$219,500.00	
Monitors	Yearly Refresh	400	$440	$250	43.18%	$76,000.00	
Office Standard vs Office Professic		400	$363	$285	21.49%	$31,200.00	
Soft Cost							
Transferable Licensing						$145,200.00	
Reallocation of 200 Repair/ Replace systems a year						$150,000.00	

IT 2009 Cost Savings

JIT (Just in Time) Service and Support - no 5 day repair cost					$200,000.00
Service and Support costs lessened with technology refresh plan					N/A
Customer Satisfaction - Less down time					N/A
Strategic Technical Direction to eliminate Oracle database cost - SQL database will be the database direction moving forward					
Oracle	$336,720.00				
Microsoft SQL		$124,488.00	63.03%	$212,232.00	
Soft Costs					
Oracle Licensing for Clustering	$300,000.00				$300,000.00
Hiring Qualified DBA Staff					
Salary Considerations					
Training Considerations					
Reporting Tools Considerations					
Management Tools Considerations					
Application Integration Considerations					
Strategic Technical Direction to eliminate clustering servers					
Not Clustering PeopleSoft Servers for Upgrade					$600,000.00
Strategic Technical Direction to eliminate websphere and move to IIS for standard					
Using Recycled Tapes				$4,086.60	
Using IT staff for Admin Move - No Temps this time 8@$10.00*40				$3,200.00	
T1 Decommission		(972) 548-4818-900		$14,751.49	
DS3(45MB) to Opt-E-Man(100MB), decrease $375.00 monthly				$4,500.00	
Reduced Cost by Innovation					
Server Virtualization – 4:1 server ratio					$100,000.00
Power Savings – From Power Consumption and Heat Generation (A/C) due to virtualization					$90,000.00
American Messaging wanted a pilot program (value $30,000) - Completed in House with existing equipment					$30,000.00
CJIS Modification 1.2million for $110,000 - Shared costs with other Counties					$1,090,000.00
People Soft Elections Pay Check - saved two weeks of HR work					$10,000.00
Jury IVR 2,700 to 4,500 a month savings					$36,000.00
CC@L Data Fix - 5 minutes to 5 sec = 1,000 hours of manual work saved					
Sirius Virtualization Assessment = $12,600.00 was paid by vendor, full value $50,000.00					$50,000.00
Innovative Storage Solution – Data Pilot Assessment = $35,000.00					$35,000.00
Intuitive Alteris – Server & Desktop Asset Mgmt Pilot Assessment = $5,400.00					$5,400.00
Lexmark – Printer Assessment - $40,000.00					$40,000.00

Persystent Technologies – Desktop Mgmt Demo & Pilot Assessment = $7,845.00			$7,845.00
Iron Port – Email (partial)/Web Filtering (full) Pilot Assessment = $10,000.00			$10,000.00
Soft Costs			
Technical training for staff			
Better understanding of the IT market offerings			
	Total	$1,247,074.09	$2,604,245.00
	Grand Total	**$3,851,319.09**	

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08/29	**Technology Support Representativ**	**TD Ameritrade Ho**	**FORT WORTH, TX, ...**	
08/27	Sr Technology Consultant	EMC Corporation	Dallas, TX	
08/26	**Technology Opportunities**	**U.S. Navy**	**Multiple locatio...**	
08/24	Call Center Manager of Technology	The Call Center ...	Miami, FL	
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08/23	Technology Account Manager F10-127	Kforce	Dallas, TX	
08/23	Advisory Technology Consultant	EMC Corporation	Dallas, TX	
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	Externship Coordinator	ATI Enter...	Richardson - 75	**Apply Now**
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08/19	Technology Stategy & Architecture, ...	Deloitte	Dallas, TX, 7520...	
08/19	Technology Stategy & Architecture, ...	Deloitte	Dallas, TX, 7520...	
08/18	Sr Technology Consultant	EMC Corporation	Dallas, TX	
08/17	Organization & Talent Technology Ad...	Deloitte	Dallas, TX, 7520...	
08/17	Organization & Talent Technology Ad...	Deloitte	Irving, TX, 7503...	
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Last 30 days (1133)
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Computer Soft... (136)
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Other/Not Cla... (91)
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Medical/Healt... (58)
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more...

Career Level
Experienced (... (775)
Manager (Mana... (272)
Entry Level (71)
Executive (SV... (40)

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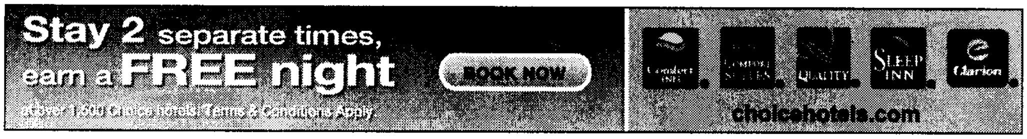

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2+ to 5 Years (168)
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1+ to 2 Years (49)
10+ to 15 Yea... (43)
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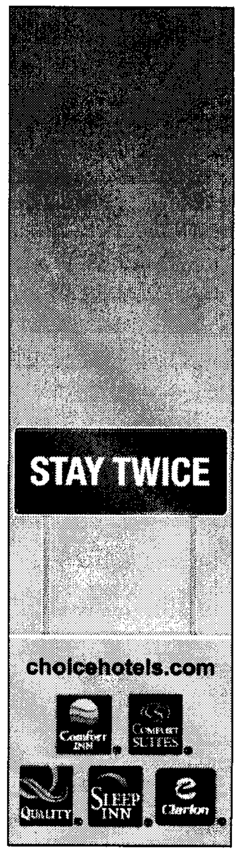

match 1

match [mach]
noun (*plural* **match·es**)

1. **counterpart:** somebody who or something that is identical to another person or thing or is one half of a pair
2. **equal:** somebody or something capable of competing equally with another person or thing
3. **something similar:** a close likeness of somebody or something
4. **good complement:** something that combines well with something else
5. **contest:** a contest between opponents, especially a sports contest
6. **marriage:** a relationship of marriage
7. **potential partner:** an appropriate marriage partner

verb (*past and past participle* **matched**, *present participle* **match·ing**, *3rd person present singular* **match·es**)

1. *transitive verb* **be like somebody or something:** to be similar or identical to somebody or something
2. *transitive verb* **compete equally with somebody or something:** to be as good, or sometimes as bad, as somebody or something else
   - *She knows she can match him for speed any day.*
3. *transitive and intransitive verb* **combine well:** to make a suitable or pleasing combination, or put things together to make such a combination
4. *transitive verb* **be in harmony with something:** to correspond with something or reflect particular features
5. *transitive verb* **find something that combines with something:** to find something that makes a suitable accompaniment
6. *transitive and intransitive verb* **join cleanly:** to fit or join something smoothly, or fit or join together smoothly
7. *transitive verb* **place somebody or something in opposition:** to provide somebody or something with an opponent
8. *transitive and intransitive verb* **toss coins:** to toss coins to see which sides land face up in order to determine a choice or decision

[Old English *gemæcca* "spouse, lover" < Germanic]

-**match·a·ble** [máchəb'l], *adjective*
-**match·er**, *noun*

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