



Texas Association of
Domestic Relations Offices

Newsletter

Volume 1, Issue 1

Spring 2008

TADRO 2008 Conference

October 20th thru October 22nd

Abilene, TX

Visit www.tadro.org for details

Saddle up, strap on your spurs, and hold on tight because TADRO 2008 Conference is just around the corner in the "Texas Frontier" town of Abilene!



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GREETINGS FROM THE PRESIDENT

This newsletter marks a new endeavor for the Texas Association of Domestic Relations Offices. Thanks to Vice President and Chair of the Membership Committee, Judy Branham and her committee for making this happen. Jeremy Pedigo, Chair of the Web Site Committee, will make sure this newsletter is posted on our web site, www.tadro.org. Check it out!!!!!!!!!!!!!!!!!!!!

This coming year will be a year to focus on meeting the needs of our membership. As our membership has grown, we need to offer member services that will garner interest and participation in the association from all levels of county government. A recent survey conducted by the Board of Directors yielded some interesting facts. We received very specific information about what members wanted from their annual conference in the way of workshops, extracurricular activities and the annual general membership meeting. The conference committee for our annual conference in Abilene in 2008 and the Board of Directors will be working over the next year to incorporate this information so that our conference will be meaningful and fun.

This coming year will be a year of planning. We will start planning for the legislative session in 2009 and that is always a challenge for our association. HB 772, passed in the 2007 legislative session enhances uniformity and provides guidance in the practice of social studies for custody evaluations. It has even prompted one county to begin the process of forming a DRO in order make sure that they are in compliance with this legislation. This legislation prompted the executive commissioner of the Health and Human Services Commission to adopt new rules in the Administrative Code regarding social studies for adoptions. TADRO received an advanced copy of the new rules before they were posted in the Texas Register and we were able to have input at that point.

This coming year will be a year for extending our reach and increasing the overall collection of child support in the State of Texas. The Office of the Attorney General is reforming the County Workgroup and David Simpson, Norris Branham and Kristina Voorhies will represent TADRO on that committee. Norris Branham has put forth the following strategy for the County Workgroup: "I think that this Child Support Work Group can be the organization by which the OAG and the counties (with vigorous participation from TADRO, especially those counties with current or pending ICSS contracts) can be not just partners but co-workers and co-planners in the project of making every county over 200,000 population an ICSS contract county." TADRO has had inquiries from Jefferson, Denton, Hidalgo and Montgomery Counties about forming a brand new Domestic Relations Office.

The Membership Committee, and Donna Larson, Ginnie Kirkland, and Raymond Young in particular, will be putting together an annual awards program for our Abilene Conference so that we can recognize all those that work so hard and provide so much to families and children. This will also be a way to recognize just how much Texas counties contribute to child and medical support collections as well as visitation services. Family Court Services personnel should be honored for the difficult and important work that they do for the best interest of children.

It is never too late to volunteer for a project or a committee. Just drop me an e-mail at cecelia.burke@co.travis.tx.us. It is an honor to be the President of the Texas Association of Domestic Relations Office and I look forward to working with each of you in the coming year.

Cecelia Burke
Director
Travis County Domestic Relations Office

FEATURE ARTICLE

“Texas Counties Collect \$116 Million in Child Support”

ICSS AND COMMUNITY SUPERVISION CONTRACTS: WHAT ARE THEY? WHY WOULD A COUNTY WANT THEM?

By Norris Branham

If you want to know my arguments for signing an ICSS contract with the OAG, look at the fifth paragraph of Cecelia’s article on the new Child Support Work Group.

If you want to know the OAG’s arguments for a county to sign an ICSS contract, look at the November, 2007 Integrated Child Support System Annual Progress Report recently distributed to the four counties (Harris, Dallas, Tarrant and Taylor) that now have the contract. Along with much more information, it contains the following statistics for the time period from April 2006 through March 2007:

County	Federal Funds Paid	Child Support Disbursed	% of Paying Cases
Harris	\$820,990	\$45,081,666	79
Dallas	\$233,293	\$12,395,116	74
Tarrant	\$1,003,077	\$57,345,516	83
Taylor	\$18,644	\$855,183	79

Since March 2007, all four counties have significantly increased the federal funds paid to them annually, the amount of child support disbursed, and the percentage of paying cases. Cost effectiveness was spectacular according to OAG statistics from April 2006 through March 2007: Harris County collected \$54.91 in child support for every \$1 in federal funds paid to the county; Dallas was \$53.13 to \$1; Tarrant County was 57.17 to \$1; Taylor County was \$45.87 to \$1. Can you imagine what kind of indirect benefits (keeping people off welfare, out of jail, you name it) that kind of bang for the buck contributes to these counties?

So, these four counties continue to show that early intervention in child support enforcement works. Just the fact that the obligor is put on notice immediately after child support is ordered that his or her payments are being monitored makes the average paying-case rate in a county jump dramatically. The addition of other administrative remedies like income withholding writs, locate resources, license suspensions, liens and many others available on the TXCSES system decrease the chances that court enforcement remedies will be needed. Our experience in Tarrant County is that only about 10% of cases in the program require the filing of legal pleadings for enforcement.

By authority of a Local Rule passed in each participating county all the cases automatically become IV-D without the necessity of an application for services by the obligee. As a result, approximately 66% of the county’s costs for the program are reimbursed by federal funds paid through the OAG. That’s where the ICSS contract comes in. The four counties listed above just concluded the negotiation and execution of new, two-year contracts. Travis County and Lubbock County are seriously considering joining in on the fun.

You can call it a monitoring program, an early intervention program, an ICSS program, a Local Rule Office or whatever clever acronym you can come up with. But while you are pondering that decision, you probably need to contact one or more of the happy managers of the county offices mentioned above for details on the steps you need to take to determine whether such a program would benefit your county government and its citizens. Success loves company.

Now, let’s talk about Community Supervision. Have you read Sections 157.211-217 of the Texas Family Code lately? Texas courts can put people who don’t pay their child support on formal community supervision (probation) just like criminals can be put on community supervision (probation). A Domestic Relations Office is authorized to provide such community supervision services under Section 203.004(9).

Much to the chagrin of my Director of Community Supervision in Tarrant County, Donna Larson, I have often in the past referred to her department as a sort of “back end” monitoring program. Maybe it should be called “late intervention” as compared to the

“early intervention” envisioned in the ICSS contract; but whatever you call it, there is no question that it has been very effective in enforcing the payment of child in the most difficult group of child support offenders—the ones the court has found in contempt and is giving them one last chance before going to jail. And the OAG has caught on to how effective it is. That’s where the Community Supervision contract comes in.

The newly negotiated contract with the OAG provides for the payment of 66% X \$30 (\$19.80) per month per active case. Numerous reports to the OAG are required to make certain that the contract is being followed. It is required that each active case is “touched” and monitored monthly for compliance.

At the end of FY 2007 in Tarrant County the total number of IV-D cases in the Community Supervision program was 2818. The paying case rate was 69% and the child support collected in those cases was \$8.7 million. The county received \$607,167 in revenue from federal reimbursement.

Need I say more? No, that’s about all I know about Community Supervision contracts. But Donna Larson has the answers to all your questions at dmlarson@tarrantcounty.com.

INFORMATION SECURITY AND CONFIDENTIALITY

By Cecelia Burke, Director, Travis County Domestic Relations Office and Shannon Clyde, Information Security Manager, Travis County IT Department

Texas County Domestic Relations Offices have been in the business of collecting child support, enforcing visitation orders and assisting District Courts with custody, visitation and other child related matters since the Travis County Domestic Relations Office was established in 1952. We rely upon volumes of information, from public to statutorily mandated confidential records, to perform and deliver our services.

Sometimes our customers invoke their own special kinds of confidentiality as this mother did when filling out an application for services: “I cannot tell you the name of my child Barbara’s dad as he informs me that to do so would blow his cover and that would have cataclysmic implications for the economy. I am torn between doing right by you and right by the country. Please advise.”

Bigger issues of national security aside, information we now collect is more often electronic than not. As this trend continues, we become more reliant upon our IT departments to keep our electronic information secure as its stored, processed, and transmitted in the course of doing business.

County IT departments have recently begun to hire Information Security Officers and Information Security Managers. These senior management positions are being put in place to formalize information security programs and provide improved security controls that preserve the confidentiality, integrity, and availability of the information owned or under the custodianship of county officials and departments.

This past year saw negotiations with the Office of the Attorney General (OAG) over new contract terms in the Community Supervision and Integrated Child Support System (ICSS) contracts that solely focused on maintaining the confidentiality of OAG data through specific security policies, standards, and procedures. This change in the terms of how OAG data will be accessed and used was prompted by a new executive level CIO being hired at the OAG. Through these contractual changes, the way DRO employees must handle OAG data and how DRO and our IT departments must manage security incidents involving OAG data has changed significantly. And it should change! No longer when confronted with a difficult problem can you solve it more easily by reducing it to the question, "How would the Lone Ranger handle this?"

Information Security Overview

Information is the lifeblood of any business and local government Domestic Relations Offices are no exception. A loss of information confidentiality, integrity, or availability can have a severe impact on an organization’s ability to conduct business. Those responsible for the loss can be faced with a range of penalties: public embarrassment, termination or loss of office, jail time, and fines. The way that we comprehensively manage the security of our information is through an information security program.

The fundamental elements of an information security program are the administrative, technical, and physical controls required to protect the confidentiality, integrity, and availability of the information. What controls get applied are determined using a risk management based approach.

It's All About The CIA

No, not the Central Intelligence Agency. Information security focuses on maintaining the Confidentiality, Integrity, and Availability of information.

Confidentiality relates to protecting information from unauthorized access, regardless of where that information resides, how it is stored, or transmitted. Unauthorized access can lead to information disclosure resulting in a loss of confidentiality. The security controls that are applied to protect the confidentiality of information include authorization, authentication, and encryption. A simple example: An account in a DRO computer system has a family violence marker. An employee reveals the address of the custodial parent to the non-custodial parent (who has a protective order against him) and the safety of the custodial parent and the children are compromised and can result in physical harm and even death.

Integrity is the protection of information from intentional, unauthorized, or accidental changes. The controls applied to ensure information integrity provide the means to deliver accurate, complete information in a timely fashion. Security controls for integrity include separation of duties, testing and validation of changes, transaction logging, and checksums. A simple example: Employees who post and disburse child support payments do not have access to the system to be able to change addresses or telephone numbers for either parent. If a payment processing employee was able to access these functions in the computer system they could post a payment to an account where the payments are then sent to their own home address.

Availability pertains to the assurance that information and information processing systems are available and accessible by authorized users as needed to perform their job tasks. There are primarily two issues relative to availability: Loss of Service and Denial of Service. Denial of service is usually the result of lack of security controls preventing loss from malicious software and other types of attacks. Loss of service is usually caused by disasters such as loss of critical services that IT depends upon such as power and air conditioning and natural disasters such as storms, floods, and fires. For example: Imagine a virulent worm, such as the CODE RED worm that traversed the world's networks in hours and infected millions of computers, attacks the DRO computer system. The worm's payload causes the system to crash resulting in a loss of IT services to the DRO. During the time it takes to recover the system, the DRO is prevented from fully servicing its clients. Processing child support payments stops and DRO employees can't give parents and attorneys up to date information on their cases. The downstream effect is severe. Custodial parents desperate for their child support checks are faced with not being able to pay their bills. Overworked attorneys have to reset court cases.

Are Security Folks Control Freaks?

You betcha. Information Security professionals help to keep information safe by developing, applying, and managing administrative, physical, and technical controls, collectively called security controls.

Security Controls are not the same for all IT resources or classes of information. They are determined by the information classification and the business tolerance for risk. Security teams attempt to strike a balance between business risk and security controls to achieve the best protection possible given the time, people, and money that can be allocated by business based upon its determination of the value of the information and the potential impact of a loss of confidentiality, integrity, or availability. For example: A DRO has different levels of access granted to different employees depending upon their job function and "need to know". The employees responsible for issuing income withholding orders to employers do not have a "need to know" about Family Court Services cases and don't have access to their data.

Administrative Controls include policies, standards, procedures, and awareness training. These controls tell us what we can and cannot do with information and the resources required to store, process, and transmit it. For example: Employees with access to a DRO computer system must sign an access statement that details the policies, standards and procedures for the protection of data. This form resides in their permanent personnel file and a violation of the policy can result in termination of employment and depending upon the circumstances and information, criminal and civil action which might result in imprisonment and fines.

Physical Controls provide direct, physical access constraints to information and information processing equipment. They include door locks, keypad entry systems, security cameras, security guards, alarms, and environmental systems for fire suppression, water intrusion detection, and temperature out-of-range detection.

Technical Controls are sometimes referred to as logical controls and are implemented through hardware and software. Once in place, they often require no human intervention and are difficult to defeat. They include antivirus, antispyware, encryption, digital signatures, certificates, smart cards, audit trails, and intrusion detection/prevention systems.

Don't Pick That Up! You don't know where it's been.

It's sort of like Mom used to say. You should know more about it before you handle it. One of the first steps in information security is to classify your information.

Information classification relates to identifying your information and labeling it to indicate how it should be handled and what controls should be applied to secure it. Without knowing what it is, it's hard to determine how it should be handled and protected. Sensitive or proprietary information needs to be protected through more stringent control mechanisms than public information. Confidential information such as IRS and OAG information will have even more stringent handling standards and controls. For example: Mom's sister comes to DRO and claims that mom is sick and she needs mom and dad's social security numbers in order to take the children to the doctor. Knowing that a social security number is protected information, results in a trained DRO employee not giving out that information. If an attorney presents themselves at DRO and asks for a copy of the pay record for a particular account, the pay record is freely offered and most noticeably absent of any personal information that could compromise a person's safety or identify.

Review and Refine

Armed with the above information, sit down with your IT department and review your organization's policies, standards, and procedures along with the security controls they have put in place to maintain the confidentiality, integrity, and availability of the information your organization needs to deliver your services. You will most likely be surprised at not only what has been done, but what needs to be done. The ever changing threats to our information means this is more of an ongoing circular process than a linear one with an ending.

A sound DRO information security plan, ongoing awareness training for managers and employees that includes going over information handling rules and the consequences of not following those rules are an integral part of offering quality family services.

COST ANALYSIS FOR FUTURE ICSS AND COMMUNITY SUPERVISION CONTRACTS

By Norris Branham

I know we just finished negotiating and signing new, two-year ICSS and Community Supervision Contracts, but our March 7 Board Meeting is not too early to start planning for the next round.

The per-case-per-month rate contained in each contract (\$15.25 X 66% for ICSS and \$30 X 66% for Community Supervision) has remained virtually the same for the last several years. The counties need to make sure that they go into the next round of contract negotiations with a firm grasp of what a fair and reasonable rate would be in each contract and a clear methodology for arriving at it. The starting point for this determination is to calculate the actual costs that are incurred by each participating county in order to provide the services required under the contracts.

Almost ten years ago a private vendor was hired by Tarrant County to provide the claims and supporting documentation necessary for Title IV-D reimbursement of 66% of the direct and indirect costs of the county incurred to provide services under its original ICSS contract. Approximately two years later they represented Tarrant County in its first negotiation of a per-case-per-month rate for the county's services. The vendor employee who prepared the cost analyses represented Tarrant County in the rate negotiations. Her work in both capacities was excellent.

The TADRO Board had discussed the possibility of hiring a firm for assistance in the process of cost analysis and rate negotiation. It is our intention to solicit proposals and determine estimated costs to provide these services to TADRO members already participating or contemplating entering into an ICSS contract.

OFFICE OF THE ATTORNEY GENERAL – CHILD SUPPORT WORK GROUP

By Cecelia Burke

Texas Family Code, Section 231.012 County Advisory Work Group was amended this past session. It is now called the Child Support Work Group and gives the Title IV-D agency the ability to "convene a work group representing public and private entities with an interest in child support enforcement in this state to work with the director in developing strategies to improve child support enforcement in this state".

TADRO will have three seats on this work group. Also represented will be District Clerks, Sheriffs, Constables, Employers and County Judges. The TADRO Board of Directors has appointed Kristina Voorhies, El Paso; Norris Braham, Tarrant; and David Simpson, Harris to represent TADRO. Cecelia Burke, Travis is the alternate. These appointments are for one year only.

The Board of Directors has tasked our appointees with gathering information and giving regular feedback to the TADRO membership. I also want to share with you some thoughts proposed by several board members that will guide our appointees.

Judy Branham, Dallas has suggested that with the implementation of the SDU, the majority of the money did get redirected away from the Counties. However, there remains a significant amount of money in the Counties--either in a bank account or not--that has remained undisbursed. This work group should propose a process to assist Counties in locating Custodial Parents to expedite the disbursement of funds remaining in the County. Another topic is producing reliable/valid payment records. For Counties that have chosen not to, or are unable to successfully integrate payments processed at the SDU into their legacy systems, other alternatives should be discussed. Lastly, ensuring that knowledgeable resources are available at OAG State Office to adequately support expansion and maintenance of ICSS and Community Supervision contracts. The TADRO board is very interested in refining and improving the process by which these contracts are negotiated and renewed every two years.

Norris Branham, Tarrant states that in his view there is no more effective strategy to improve child support enforcement in this state than that represented in the County local rule offices in Harris, Taylor, Dallas, and Tarrant Counties. The theory behind early intervention (as soon as the divorce is granted, child support is ordered, etc.) in the monitoring and enforcement of child support has always made sense. The immediate results in these Counties of consistently 80% and higher paying case rates over several years have proven that the theory works. The administrative enforcement remedies, case management functions, locate tools, and comprehensive payment information available on the TXCSES system provide enormous resources to Counties with ICSS contracts to monitor and enforce payment. The payment for resources expended by the four ICSS contract Counties through 66% federal financial participation (FFP) paid through the OAG turns out to be a boon for the County, state, and federal governments. The ratio of child support paid for every dollar of FFP is extraordinary. (In Tarrant County more than \$50 in child support is collected for every \$1 expended.)

The twenty-five most populous Counties (less than 10%) of the 254 Texas Counties contain more than 75% of the population of the state. If those twenty-five Counties operated local rule offices under ICSS contracts with the OAG, it would cause a revolution in the collection of child support in the State that would eventually be incorporated statewide by the OAG Child Support Enforcement Field Offices. I think that such a revolution in child support enforcement can be accomplished if both the OAG and the Counties are willing to work together to make it happen. I think that this Child Support Work Group can be the organization by which the OAG and the Counties (with vigorous participation from TADRO, especially those Counties with current or pending ICSS contracts) can be not just partners but co-workers and co-planners in the project of making every County over 200,000 population an ICSS contract County. This would mean that representatives of the Counties would work closely with OAG staff to analyze and formulate a plan for the project and then take an active part in working with prospective Counties to create and implement local rule early intervention programs.

Implementing the TXCSES system and the SDU were huge, ambitious projects that were accomplished because they were mandated by the federal government. Isn't it time for the Texas state and County governments to initiate a project for the enforcement of child support that is surely the method that makes the most sense for the future? Isn't it time that we truly did work as partners instead of just giving lip service to it? The Child Support Work Group gives us the mechanism to accomplish something extraordinary. The combined resources of the federal, state, and County governments are there. The only thing holding us back is the will and the leadership to get it done.

David Simpson from Harris County notes that in reality each County is unique in its priorities and issues. Or as I like to say, every County is its own country. David further notes that the closeness of County government to what is important to our local citizens and public servants is one of our strengths. He too looks at the work group as an opportunity for the OAG and the Counties to mutually strive for a working relationship. Both should take advantage of this opportunity to look at meaningful, far reaching objectives FOR THE ENFORCEMENT AND COLLECTION OF CHILD SUPPORT.

We have our work cut out for us. If you have thoughts, ideas or input, please share them with our appointees.

TADRO DOES DALLAS

2007 ANNUAL CONFERENCE A SUCCESS

By Norris Branham

Late on the rainy Monday morning of October 15, 2007, seventy-six TADRO members converged on the George L. Allen, Sr. Court Building in downtown Dallas for the Twenty-Third Annual Texas Association of Domestic Relations Offices Conference. It was Dallas' first time to host the conference, and Angela Igrisan, Director of the Dallas County DRO, and her staff rose to the occasion and soon made the attendees forget the inclement weather and the long check-in lines at the nearby Lawrence Hotel.

The main meeting room was an elegant, capacious, recently-completed courtroom on the eighth floor of the new addition to the venerable civil courts building that I remember as new the year I graduated from law school. (Please don't ask the date.) The seating and surroundings were more than comfortable and the high-tech bells and whistles were impressive.

We were warmly welcomed by the Honorable Dennise Garcia, Judge of the 303rd Family District Court. Next came the annual ritual of brief updates from the member counties, and by mid-afternoon we were off to the races with an excellent lineup of topics and speeches. Pro se litigants, family violence, child support, community supervision, social security benefits, drugs, grandparents, new legislation, locate services, and case law were all covered in presentations over the next day and a half.

An in-depth discussion of drug testing was presented while we enjoyed a working lunch on Tuesday. Separate tracks for family court services workers and enforcement/probation workers were offered from 8:30 to 4:45 on Tuesday, followed by a gala happy hour(s) with a free dinner buffet and discounted drinks at the West End Pub.

Somewhere in the midst of all this continuing education and fun, time was set aside for a TADRO Board Meeting and a General Membership Meeting to discuss organization business and to vote on new officers and directors.

Angela and her staff, along with the always efficient and helpful TADRO secretary, Patricia Sessom, deserve our sincere appreciation and thanks for bringing us together again for a productive and fun gathering. As always, I think we all headed home Wednesday afternoon with a few new TADRO Conference stories to remember and laugh about next fall when we do it all over again in Abilene.

NEWS FROM DALLAS COUNTY

By Angela Igrisan

The Dallas County DRO would like to announce the promotion of J. Denise Frank into the position of Family Court Services Manager. Denise takes Pat Ross' place, who retired last May after 31 years of service to the families of Dallas County. Denise received her Bachelors of Social Work degree from Texas Woman's University, and Masters of Social Work degree from the UT Arlington. She has been a counselor in Dallas' FCS for the past 4 years, and prior to that worked as a medical social worker for fifteen years working in large inner city hospitals. Denise has been married thirty years to Paul and they have two children, Meghan and Douglas, and have two dogs, Mattie and Max and a cat named Static. Denise and her family moved to Texas in 1982 after living in Nebraska, Illinois, and Minnesota, but they have now declared "Texas is home". Please join me in welcoming Denise to her new role at the Dallas County DRO.

NEWS FROM TRAVIS COUNTY

By Cecelia Burke

Travis County Domestic Relations hopes to implement ICSS some time in FY 08, as well as a contract with the Office of the Attorney General to perform all of the pre-94 payment processing functions.

The contract with the Office of the Attorney General to supervise child support probationers continues to grow and flourish. We expect to have over 1,000 probationers under supervision by the end of FY 08. The monthly average collection rate for FY 07 was 70.9% and for three months in 07 the collection rate was over 80%. Our probation officers are busy developing local employers that will hire probationers and in particular, ex-offenders. We have entered into a collaborative effort with Adult Probation to assist probationers under dual supervision. We are collaborating with Adult Probation and the Travis County Criminal Justice Planning, Offender Workforce Development Program to find work for ex-offenders who owe child support. When you couple employment and visitation enforcement services for an ex-offender, he/she is much less likely to re-offend. Nothing is more encouraging than family ties and the joys of those connections.

Our Domestic Relations received a substantial increase in appropriations for Kids Exchange Services for low-income families in our 2008 budget. We formerly were only able to offer free services to parents in the Access & Visitation Enforcement Program. We now are able to help parents and their children that are involved in custody and visitation litigation. These additional services for low-income families can only help children in our goal that they have a safe, loving relationship with both parents.

HARRIS COUNTY DRO OFFERS COUNSELING FOR CHILDREN WITH FAMILY LITIGATION

By David Simpson

Beginning June 2007, the Harris County Domestic Relations Office began offering child counseling through a partnership with the Houston Galveston Institute. Children dealing with the breakup of their family, the introduction of new partners, custody disputes, visitation/access issues or caught in the middle of high conflict proceedings will have the opportunity to speak with a neutral third party about their emotions, feelings, etc.

Counselors are all master degreed and experienced in family and child dynamics. The counseling and therapy is structured to: (1) provide the child with an outlet for the stress of family litigation, (2) build communication within the family and (3) assist with positive conflict resolution for the future. In addition, the counseling increases the parent's knowledge about the effects of divorce on children and assists with effective co-parenting techniques. The families receiving services from the DRO have benefited from this therapeutic endeavor.

The counseling is funded through a grant received from the Family Protection Fee. Families receive vouchers offering sessions for free and are available to families who are receiving mediation, access/visitation, parent conference or parenting coordination services from the Domestic Relations Office.



2008 Board of Directors

Officers

President	Cecelia Burke, Director Travis County Domestic Relations Office
President-Elect	David Simpson, Executive Director Harris County Domestic Relations Office
Vice President	Judy Branham, Child Support Manager Dallas County Domestic Relations Office
Treasurer	Stephen Musil, Senior Attorney Travis County Domestic Relations Office
Secretary	Patricia Sessom, Board Certified Paralegal Travis County Domestic Relations Office

Board Members

Trevor Townes, Director
Family Court Services & Alternative Dispute Resolution
Harris County Domestic Relations Office

Erin Hittman, Casework Manager
Travis County Domestic Relations Office

Jessica Butchert, Child Support Director
Tarrant County Domestic Relations Office

Kristina Voorhies-Legan, Chief of Enforcement
El Paso County Domestic Relations Office

Norris Branham, Executive Director
Tarrant County Domestic Relations Office

Jeremy Pedigo, Senior Community Supervision Officer
Harris County Domestic Relations Office

Michael Kopatz, Supervisor
Bexar County Juvenile Probation Department
Child Support Probation Unit

Anthony Neugebauer, Director
Bexar County Domestic Relations Office

Terry Pasqualone, Executive Director
El Paso County Domestic Relations Office

Pat Stafford, Executive Director
Taylor County Domestic Relations Office

Angela Igrisan, Director
Dallas County Domestic Relations Office

Crystal Stone, Assistant Director
Lubbock County Domestic Relations Office

Committee Chairs

Government Affairs & Contracts David Simpson

Legislation Co-chairs Cecelia Burke
David Simpson

Membership Judy Branham

Budget & Finance Stephen Musil

Nominating David Simpson

Scholarship Jessica Buchert

Conference Co-chairs Pat Stafford
Cecelia Burke

Executive Cecelia Burke

Web Site Jeremy Pedigo

Upcoming Events

Board of Directors Meeting
March 7, 2008 at 9:00 am
Texas Association of Counties
1210 San Antonio Street
Austin, Texas 78701

TADRO 2008 Conference
Abilene, TX
October 20th thru October 22nd
More details coming...

Scholarship Information

*Don't miss the boat, cruise through the 2008 TADRO
Conference on us.*



Apply for a TADRO scholarship to be eligible for free membership and conference fees.

For more information, contact:

Jessica Buchert

Tarrant County DRO

817.212.7400

Jbuchert@tarrantcounty.com

Membership Form

County _____

Office _____

Address _____

City _____ State _____ Zip _____

Your Name _____ Job Title _____

Phone _____ E-mail _____

What services does your office provide?

Mail form with \$25 check to:

Steve Musil, c/o Travis County Domestic Relations Office, TADRO
Treasurer, PO Box 1495, Austin, Texas 78767. For additional information
you may e-mail Steve at steve.musil@co.travis.tx.us or call Steve at
512-854-9685.

Benefits

- * Exchange of information about new and innovative programs, current programs and particular County practices.
- * Members actively monitor legislative activities in regards to Family Law issues.
- * Professional associations for peer assistance, advice, support and encouragement.
- * Support of the cause and mission of Domestic Relations Offices (DRO) so that every child has what is necessary to not only survive, but to thrive.

Cost of Membership

- * \$25 per year per individual.
- * Individuals that register for the annual conference automatically become members.