



January 2009 – Current

Cost Cutting Measures & Conservative Management

- Drastic reduction of overtime costs beginning January 2009
- Salary Reduction – postponement of filling vacant positions
- Refusal of Executive Director's State Vehicle
- Refusal of Executive Director's Cell Phone
- Eliminated outside Accounting Consultants
- Greatly limited use of outside Legal Counsel
- Reduced subscriptions/publications received by staff
- Extreme decrease in printing costs and paper supplies
(Agency Newsletters, Board Meeting Binders, etc)
 - Instituted Paperless Board Meeting Software
 - Increased utilization of ATRS Website for Member Information
 - Executive Director Updates via Website and Email
- Vast reduction in Director's travel
- Review and reduction of staff travel
- Review and decrease of board travel
- Structured & coordinated travel for Pre-Retirement Counselors
- Annual Board Retreats conducted on-site
- Require employers to pay interest on prior active members contributions and matching contributions on rehired retirees
- Review & reduction of Association Memberships
- Overall focus on conservative operations
- Utilize stored furniture & refurbished equipment to address staff changes & moves
- Automation of ATRS processes to allow staff to handle more difficult, member-specific issues
- Further development of automation to lessen the needs for additional staff
- Development of in-house software to minimize expensive licensed programming
- Rebid of equipment contracts with less cost
- Re-negotiation of fees w/ Investment Money Managers reducing cost by millions
- Review & reduction of cost in Real Estate Contracts
- Review & reduction of cost in Custodial Services
- Reduction of postage (mass mail outs, newsletter, certified mail, etc)
- Coordinated with Mangers & Consultants to reduce travel charged to ATRS
- Call Center developed using on hand furniture, wall dividers, and supplies versus expensive remodeling
- Return of building fund re-appropriation in 2009
- Decrease in building services (plant & mat services, etc)
- Reduction in kitchen and janitorial supplies

TOTAL CHANGES SHOULD EXCEED \$10 MILLION