



AD Sittre finishes leadership program

Debbie Sittre, Assistant Director/Project Support, proved that you never stop learning.

Sittre was among 12 City employees selected for the Executive Leadership Program, where Directors or Assistant Directors attended a six-month course in learning more about themselves as leaders.

"I met monthly with an Executive Coach and attended classroom sessions," she said. "The curriculum included assessing my own strengths as a leader and my style."

Sittre participated in a 360-degree review, in which she asked her direct reports, supervisor and peers to provide anonymous feedback about her leadership abilities.

"All of these sessions afforded me an opportunity to learn and grow as a leader and a person," she said. "I hope the City continues this program and others like it, even extending it to mid-level managers."

Sittre (second from right below) is shown at the completion ceremony with (right to left) City Manager Sheryl Sculley, and Assistant City Managers Penny Post oak Ferguson and Frances Gonzalez.



Softball team has CIMS presence

A softball team made up mostly of Public Works employees had a little help from CIMS personnel.

Lisa Torres, E.I.T, Senior Engineering Associate, and **Alexis Villaseñor**, Real Estate Specialist, participated

in the tournament held July 11 at the City Employee SportsFest. **Claudia Valles-Tovar**, E.I.T, Senior Engineering Associate, planned to participate but sat out because of her pregnancy.

The Monsters/Mayhem team won fourth place. Villaseñor is in the left photo and Torres is in the right photo.



From the Director's Chair

By Mike Frisbie, P.E., City Engineer

Think back to when you were in elementary school and your teacher asking you to write a "What I did this summer" essay on the first day of class.

I will not have you write a 500-word essay, but let's look at what CIMS has done in one of San Antonio's hottest summers ever.

The Vertical Division, under the leadership of City Architect **Betty Feldman**, has implemented the Professional Approach to Project Management. Each team member is focused on delivering sustainable and functional space to our user groups.

Through MS Project, Vertical is developing schedules to communicate where the project is. With Excel, Vertical is building cash flow statements to show the users where they are financially in the projects' budget process.

George Rodriguez, Assistant Director/Real Estate, says the Edwards Aquifer Protection Program should be finished two years ahead of schedule thanks to the proactive process to accelerate



acquisitions of sensitive properties located over the aquifer.

Our largest division - Technical Services - has plenty of highlights. Assistant City Engineer **Razi Hosseini's** division updated the City's Standard Details for Construction, which are online.

Technical Services prepared provisions to the City's Specifications for Construction, which are also online. This division initiated the removal of stone pavers and installation of bricks on Commerce and Market streets, and that project is coming in ahead of schedule.

The new Web-based CIMS Dashboard is getting plenty of use. One feature is the Bond Program Percent on Time pie chart, which is illustrated below.

This metric measures how each project compares with the original timeline for every step of the process.



The Dashboard offers project status to the public, and gives staff and consultants detailed schedules. All 151 projects are updated and posted by the 20th of each month.

Happy birthday in August

Happy birthday to CIMS colleagues born in the month of August:

Anibal Gutierrez, Horizontal (3rd); **Carlos Castañeda**, Fiscal Services (4th); **Emilio Gonzalez**, Technical Services (9th); **David Segovia**, Real Estate (11th); **Robert Adame**, Technical Services (15th).

Carroll Coston, Real Estate (15th); **Robert Bethea**, Vertical (15th); **Trinidad Zepeda**, Technical Services (18th); **Manuel De La Torre**, Technical Services (22nd); **Pat Mota**, Horizontal (22nd); **Kathryn Otto**, Horizontal (22nd); **Gary Morin**, Horizontal (24th).

Evelyn McRae, Fiscal Services (27th); **Denise Shaffer**, Contract Services (27th); **Robert Espinosa**, Environmental Management (28th); **Leticia Arzate**, Environmental Management (29th); **Fred Rojas**, Technical Services (30th).

Monkeying around



CIMS staff have fun at the burger sale fund-raiser for the Summer Outing. The sale, sponsored by Horizontal and the Director's Office, raised \$450. The picnic will be Sept. 12 at Camargo Park.

Capital Improvements Management Services (CIMS)
City of San Antonio

CIMS Mission Statement

Together, Dedicated to Our Community ... Building a Great San Antonio

Our Core Values

- Accountability & Integrity
- Enjoying every day
- Respecting our customers
- Valuing our diversity & history
- Forward thinking



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