



CIMS welcomes Sylvia Ibarra as Sr. Administrative Assistant



CIMS is pleased to announce that **Sylvia H. Ibarra** is the new Senior Administrative Assistant to Director **Mike Frisbie, P.E.**

Ibarra comes from JP Morgan Chase Bank, where she was a corporate real estate property

administrator since 2005.

She worked at USAA for 20 years, including as a Property and Casualty Insurance Group policy service representative, Human Resources Learning Systems performance

and training specialist, and CEO Support executive communications/member relations specialist.

"I have a strong work ethic and effective communications and was seeking a position that will

utilize my extensive background in administrative and supervisory experience," she said.

Besides reporting to Frisbie and working with Assistant Directors **Debbie Sittre** and **Jorge Perez**, Ibarra will supervise the

administrative assistants in CIMS.

She attended San Antonio College and Our Lady of the Lake University.

Staff says farewell to Nicole Fowles

Former CIMS Special Projects Manager Nicole Fowles boarded a flight to the Aviation Department to serve as the newly created Senior Special Projects Manager.

"I'm going to miss CIMS, seeing the great work everyone does to construct projects that San Antonio can be proud of," she said. "CIMS has accomplished so much and I know will make an even greater mark in the next bond election."

Fowles started working on City issues in December 2002 as a Council aide to Carroll Schubert in District 9. She moved to Public Works in July 2005 as Special Projects Coordinator. Fowles joined the newly created CIMS in December 2007 as Special Projects Manager.

"I look forward to continuing to work with CIMS at Aviation," Fowles said. "I look forward to learning the ins and outs of running an airport. When I started at Public Works, I couldn't imagine how much I would learn about construction, contracts and especially ordinance items."



Fowles (left in the photo) is shown with **Lisa Torres**, E.I.T., Senior Engineering Associate (Scheduler) in Reporting & Web Portal Support, at a farewell reception Oct. 9.

"I couldn't imagine what great friends I have made," she said. "Thanks for making this experience so great!"

From the Director's Chair - *By Mike Frisbie, P.E., City Engineer*

Greetings CIMS family, and happy Thanksgiving. I hope you make it a point to spend time with your family at home this holiday season.

Speaking of families, I want to welcome **Sylvia Ibarra**, my new Senior Administrative Assistant, to the CIMS team.

After tremendous competition among strong candidates, Sylvia emerged as the best choice to join our department.

Sylvia is among the many employees happy to be working for the City of San Antonio. Results from the 2009 Employee Survey show that overall, the City is making positive improvements and has a very committed workforce.

The first-ever organization-wide employee survey was conducted in 2007. The 2009 biennial survey was disseminated to all employees in May and June. The purpose was to gather employee input to improve the quality of the City's work environment and to improve communication with City employees organization-wide.

Participation is anonymous. The



2009 response rate was 60 percent of City employees (more than 6,800). The 2009 response rate is an increase of more than three times as many employees participating in 2007.

Citywide results show that most employees have a good opinion of their immediate supervisor, and overall satisfaction among employees has increased since 2007. A high percentage of employees are using communications tools that have been developed since 2007 and many of these tools appear to be having a positive impact on employee perceptions of the City.

The survey consultant, ETC Institute, offered recommendations based on results, including having departments review the way rewards and recognition are being distributed to employees; continuing to promote reliance on communications tools such as the employee newsletter; having departments identify the types of technology that are needed by employees; and identifying ways to fill job vacancies in a more timely manner.

The results had a total of 73 employees identifying themselves as working in our department. Eight-three percent of employees in CIMS were satisfied with their job compared to 84 percent Citywide.

The five highest rated items among CIMS employees were I am committed to my job; I know my department's mission; My immediate supervisor treats me with respect; My co-workers treat me with respect; and I am comfortable expressing my opinions about work-related issues to my immediate supervisor.

CIMS employees rated these items low: Conflict between managers/supervisors and employees is resolved effectively; I have a mentor at work; Poor job performance is dealt with effectively by managers/supervisors in my work unit; We have enough staff in my department to do our job; Job vacancies are filled in a timely manner.

Given the overall survey results, I am thankful to work in an organization with so many dedicated employees. I hope we are all grateful that despite our economic times, we still have a place to work and make a living.

PASA web site a work of art

Public Art San Antonio (PASA) recently announced the launch of its new web site, www.publicartsa.com.

Featuring news, artwork images, maps and a meeting/events calendar, the site promotes the City's public art collection. Residents, visitors, and design community members can link to the PASA web site through Facebook, providing fans multiple channels for receiving public art news and allowing more involvement in PASA projects.

To find PASA on Facebook, search for Public Art San Antonio, become a fan, and start contributing to public art happenings. For details, contact **Lauren Faske** at (210) 207-1436 or Lauren.faske@sanantonio.gov.



Project Roundup

Gonzalez statue, truss adorn Convention Center

The City dedicated a bronze, life-size statue of the late Congressman Henry B. Gonzalez at the Convention Center that bears his name.

The ceremony Oct. 24 (photo #1) moved the statue from inside the Convention Center to a more visible area at the corner of East Market and Alamo streets. The photo shows (left to right) Mayor Julian Castro; Congressman Charles Gonzalez; City Manager Sheryl Sculley; and Michael Sawaya, Director of Convention, Sports & Entertainment Facilities, at the ceremony.

Gonzalez, representing the 20th Congressional District, unveiled a plaque on the statue honoring his father. The congressman was joined by students from Henry B. Gonzalez Elementary School in San Antonio.

Photo #2 shows workers placing a truss bearing the late congressman's name over the River Walk in the Convention Center. CIMS Senior Architect **Guillermo Moya** is managing the Convention Center projects.

Eagleland pedestrian bridge taking shape, nears completion

A pedestrian bridge that is part of the Eagleland River Walk link project is going through final preparations and nearing completion.

Photo #3 shows work on a new sidewalk connecting



the bridge with the Mission Trails 4A (MT4A) project that runs behind Brackenridge High School to Lone Star. MT4A stopped right behind the school's tennis courts waiting for the bridge installation to be completed.

The project is managed by **Richard Grochowski's** Horizontal team.

Korean pavilion planned at Denman Estate Park

An authentic Korean pavilion is planned for Denman Estate Park, with a groundbreaking ceremony to be scheduled.

Representatives from San Antonio's sister city of Gwangju, South Korea, were in the Alamo City recently to discuss the potential project. Photo #4 shows the color and detail of a traditional Korean pavilion.

Carlos Mendez, Senior Landscape Architect, is managing the project in cooperation with the Parks & Recreation and International Affairs departments.



CIMS quarterly meeting

CIMS employees gathered for their Quarterly Staff Meeting on Oct. 21 at the Main Library.

Debbie Sittre, Assistant Director/Project Support, led the meeting in the absence of Director **Mike Frisbie**, P.E., who was tending to family matters.

Meeting highlights included:

- Richard Hernandez, Senior Investigator in the Office of Municipal Integrity, spoke about fraud at work and its consequences.
- Sittre gave updates for Horizontal and Vertical projects, including a groundbreaking ceremony for the Petaluma Bridge project, and 150 linear feet of sidewalk

improvements along the River Walk.

• The 2009 Charitable Campaign showed that CIMS exceeded its United Way goal. The department collected \$22,569.37 in donations and fund-raisers, compared with its \$15,500 goal. CIMS achieved 146% of its goal. Thanks to all who are giving to help the less fortunate!

• Project Engineer **David Lopez**, P.E., (shown below), announced the CIMS 2009 Christmas Luau, slated for Friday, Dec. 11, at the International Center. Lopez, wearing Hawaiian leis, is one of the organizers.



Story has new beginning

Cynthia Story, Administrative Associate in Technical Services, holds her newest grandchild, Josiah Daniel Varela.

Story's son, Daniel Varela, and daughter-in-law Crystal Ann Varela welcomed Josiah at 1:02 p.m. Oct. 20 at Methodist Hospital.

Josiah measured 18 inches and weighed 7 pounds. Congratulations!

If you have news about weddings, births or other events, share that with *The CAPital Letter*.



October 21 at Central Library

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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Happy birthday in November

CIMS wishes a happy birthday to fellow employees born in November:

Ronald Ramirez (intern), Web Portal (2nd); **Veronica Barefield**, Horizontal (4th); **Rudy Guzman**, Technical Services (12th); **Cheryl Fuentes**, Vertical (14th); **Mary Esther Gaitan**, Real Estate (16th); **Mario Vasquez**, Technical Services (16th); **James Wucinski**, Horizontal (16th); **Bianca Thorpe**, Horizontal (19th); **Lisa Torres**, Web Portal (20th);

Betty Feldman, Vertical (22nd); **David Chumchal**, Technical Services (23rd); **Anthony Baerman**, Technical Services (23rd); **Ray Doyal**, Real Estate (26th); **Chris Alonso**, Technical Services (26th); **Jo Kusek**, Director's Office (26th); **Elvia Fernandez**, Web Portal (28th); **Jesse Quesada**, Real Estate (29th); **Anthony Perez**, Technical Services (30th).