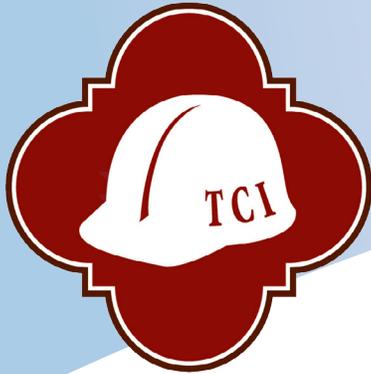


# In With the New!



CITY OF SAN ANTONIO

**TRANSPORTATION & CAPITAL IMPROVEMENTS**

The new mission statement and logo are here! Our logo of a TCI-branded hard hat conveys what our residents and visitors need to know about us - we work with City infrastructure. It's simple and clean, a reflection of the core of our new department. Whether you work in Vertical, in Streets, in Traffic Management, we all wear hard hats. Even our support teams like Fiscal and Primelink keep those construction activities going. We all rally around one common goal: building a better San Antonio.

And our new mission statement - **Through innovation and dedication, we build and maintain San Antonio's infrastructure** - conveys the same message. Every word is impactful to let our residents know (and remind us) that we work together to make San Antonio a great city. Viva TCI!

## WOMEN'S LEADERSHIP MENTORING PROGRAM

City Manager Sheryl Sculley implemented a new Women's Leadership Mentoring Program and four TCI employees are part of the inaugural program. CoSA female executives will provide mentorship and guidance to Margarita Hernandez (Director's Office), Alma Martinez-Jimenez (Streets & Traffic), Jaime Lalley (Director's Office) and Jessica Shirley-Saenz (Support Services).

Margarita, Alma, Jaime and Jessica will meet with all the mentors and mentees, meet individually with their mentors and will participate in a group project as part of the program. Congratulations to these four women!

# FROM THE DIRECTOR'S CHAIR

MIKE FRISBIE, P.E., CITY ENGINEER AND DIRECTOR

Things are moving along quickly as we combine under one department - Transportation & Capital Improvements. We released the new logo and mission statement earlier this month and now I'm happy to share details of our new employee recognition program!

Available for everyone to use are our appreciation postcards. If your coworker is working at top speed, or never makes a mistake or is generally a positive influence to be around, give them a postcard! A simple word of thanks can really make a difference in someone's day so don't overlook these small touches.

Another aspect of our employee recognition program is our new Teamwork. Commitment. Integrity. or TCI Excellence Award. This is an employee appreciation award that will recognize two outstanding employees each quarter. Keep an eye out in the coming months for your chance to nominate a coworker who has gone above and beyond in his or her work. Anyone can submit a nomination and the Assistant Directors and I will review the nominees to select our two winners.

## TCI Excellence Award

Teamwork. Commitment. Integrity.

Each quarter's winners will receive various prizes to reward their contribution to TCI. They will enjoy:

- TCI backpack
- Photo and write up on the Wall of Honor
- Certificate of appreciation
- Letter from me with a copy in your employee file
- Recognition in the newsletter
- Recognition at a department staff meeting
- Lunch with me

When our employees do good work, we need to recognize their efforts. These are just two things that we can do department-wide. Hopefully, this program will also inspire everyone to do their best every day. I hope to see a lot of great nominations for the TCI Excellence Award and a lot of postcards being passed out to staff across TCI!



CITY OF SAN ANTONIO  
TRANSPORTATION & CAPITAL IMPROVEMENTS

To: \_\_\_\_\_ From: \_\_\_\_\_

*Thank You!*

For: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



CITY OF SAN ANTONIO  
TRANSPORTATION & CAPITAL IMPROVEMENTS

To: \_\_\_\_\_ From: \_\_\_\_\_

*You Rock!*

For: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



CITY OF SAN ANTONIO  
TRANSPORTATION & CAPITAL IMPROVEMENTS

Thank you, \_\_\_\_\_

For representing the City's Core Values by:  
\_\_\_\_\_  
\_\_\_\_\_

Teamwork  Integrity  Innovation  Professionalism

From: \_\_\_\_\_

# A WORD ON WELLNESS



The seventh annual City Manager's Step Up to Wellness 5K is slated for March 1. If you haven't already, now is the time to sign up! You can enjoy this run/walk event at SeaWorld and play at the park for the rest of the day as a way to kick-start your 2014.

If you haven't participated in any type of race before, here are some tips on getting motivated to train courtesy of Runner's World (<http://www.runnersworld.com/beginners/5-tips-for-staying-motivated-for-your-first-5k>).

1. Train at your current fitness level - not too hard and not too easy. You'll feel discouraged if you feel total exhaustion after a workout or like you didn't even break a sweat.
2. Exercise in the morning before you have time to talk yourself out of it. Work and family commitments will get in the way of the best laid plans so don't give them the chance.
3. Train with a partner or track your progress online to hold yourself accountable. You can even use small rewards to keep you on track to meet weekly mileage.
4. Set small goals like a quarter mile and keep increasing them until you are at the full 5k mark.
5. Keep track of your body's improvements. Measure your resting heart rate, blood pressure, weight, percent body fat. Note how your clothes fit and how you feel- do you have more energy throughout the day? Are you sleeping better? Note even the most subtle changes!

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## SOCIAL MEDIA

Stay in the loop all year round with what is going on in TCI and throughout the City, plus get daily tips and facts about our department. Be sure to :



@SanAntonioTCI

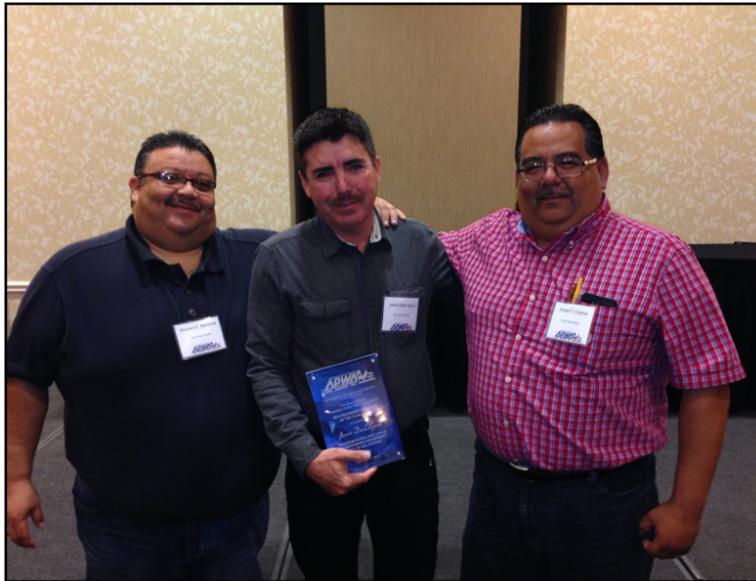


San Antonio TCI

# WAY TO GO!

**T**CI was recognized by the Alamo City Chamber of Commerce with an Alamo City Spirit Award at the Chambers 75th Diamond Anniversary Gala. The award was for our efforts to expand the number of businesses who work with the City. Ruben Flores and Courtney McClure, Contract Services, accepted the award on behalf of TCI.

## EQUIPMENT OPERATOR OF THE YEAR! JAVIER DE LA GARZA



**J**avier De La Garza, with Street Maintenance, was awarded the 2014 Equipment Operator of the Year by the American Public Works Association. Congratulations Javier!

## A BIG THANK YOU!

**T**he TCI Executive Team would like to extend our thanks to everyone who played a huge role in successfully executing the department's emergency response plan during the past two ice events. The support your teams provide during emergency situations is vital to the operations of this department. We acknowledge and appreciate your support, hard work and dedication. Special thanks to the following individuals and their teams:

Frank Newberry, Operations Manager/Event Manager  
Richard E. Martinez, Operations Manager  
Roland Mata, Operations Manager  
Adrian Olguin, Traffic Operations Superintendent  
Veronique Laureano, Station One Supervisor  
Robert Corpus, Supervisor  
Ernest Apolinar, Superintendent  
Jose Espiricueta, Tree Crew Supervisor  
Fidel Montoya, Fleet Emergency Services

Jesse Serna, Superintendent/EOC Liaison  
Valerie Esparza, Operations Manager  
Lilly Banda, Traffic Operations Manager  
Scott Taylor, Traffic Operations Supervisor  
Frank Orta, Acting Operations Manager  
Art Castillon, Superintendent  
Daryl McVay, Superintendent  
Ray Moreno, Fleet Emergency Services  
James Mendoza, Emergency Operations Center