

Capital Improvements Management Services Department
 City of San Antonio
 Volume 2, No. 8 - January 2010

Pending LAM, stimulus projects moved under McBeth's team

Projects falling under the Local Area Management (LAM) program and the federal stimulus program have been centralized under the control of one of the Horizontal teams.

LAM and stimulus projects not yet under construction will be shifted to the team headed by Project Manager **David McBeth**, P.E. (second from right in the photo). Other members of the team are (left to right) **Veronica Barefield**, E.I.T., Senior Engineering Associate; **Patricia Mota**, Capital Projects Officer; **Bianca Thorpe**, E.I.T., Senior Engineering Associate; and **David Lopez**, P.E., Project Engineer.

"LAM and stimulus projects have significant differences in coordination, inspection and reporting requirements as opposed to standard Bond projects," CIMS Director **Mike Frisbie**, P.E., said. "By reassigning these projects under David's team, we can quickly develop expertise and enhance standardization of action within the team."

The reassignment will help CIMS better deal with these unique requirements in-house and with external agencies like the Texas Department of Transportation,



Frisbie said. Other projects will be shuffled within the teams to equalize the work load, he said.

"I feel privileged to be able to assume the responsibilities of directing all the LAM projects for CIMS," McBeth said. "The experience and strength of my team is what will facilitate our success!"

Frisbie said, "I congratulate CIMS for its efforts to execute the Bond Program as efficiently as possible."

City honors employees for service; Jo Kusek retires at 20 years



CIMS congratulates its employees who were honored by the City for service of 20, 25, 30, 35, and 40 years during the 2009 calendar year.

CIMS honorees were: 40 years - **Rudy Guzman**, Technical Services

35 years - **Yolanda Marquart**, Director's Office

30 years - **Pete Rodriguez**, Horizontal

25 years - **Mario Vasquez**, Technical Services; **Annie Menchaca**, Contracts

20 years - **Manuel Vidal Jr.**, Technical Services; **Jo Kusek**, Director's Office; and **Jesse Quesada**, Real Estate

Shown in the photo are (bottom) Marquart; and (left to right) Guzman, Kusek, Vidal, and Vasquez.

CIMS wishes Jo Kusek a happy retirement.

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

Happy New Year CIMS!
What a year 2010 should be.

I am not a fortune teller, but I can tell you that 2010 will be the busiest construction year in San Antonio's history. I make this statement based on schedules for the 2007-2012 Bond Program.

We have approximately 40 Horizontal projects scheduled to start construction this year, plus 30 Vertical projects expected to begin construction in 2010.

So how can we be sure we continue to be successful in all we do in CIMS? I'm sure there are many ways.

As we start 2010 we can renew our dedication to our CIMS Mission and Values. After all, those of you who were here two years ago helped create them. Whether you were here or not, I encourage you to take ownership of them and incorporate them into your work ethic.

Our Mission is: **"Together, Dedicated to Our Community... Building a Great San Antonio"**

"Together" - Even though our individual performance has to be good, it takes teamwork to achieve complete success. Teamwork within functions and divisions. Teamwork among divisions and with other departments including our many client departments that hire us to provide project management services. Teamwork with City Council and community stakeholders and, of course, teamwork with our consultants and contractors.

"Dedicated to Our Community" - Sure, we love San Antonio, but are we really dedicated to our community or are we buying time until the weekend? Are you living for the weekends or are you trying to make a



positive difference in your work environment and community every moment of every day?

The latter is what we need in CIMS! 2009 was a year when we saw CIMS individuals and team excel in many ways.

We saw employees that got promoted out of CIMS - good for them! We brought many top-notch employees into CIMS - welcome! We saw employees let go due to lack of effort or competence - not so good for them but everyone needs to be able to pull their weight and be a positive influence.

We watched many employees provide solid work day in and day out. We need that kind of dedication.

Like with any organization, I'm sure some employees often coasted with mediocre job performances. Bottom line - 2010 is a new year and I'm encouraging all 200 employees in CIMS to renew their commitment to our community, COSA, and CIMS. Please renew your commitment.

"Building a Great San Antonio" - Let's continue to look for ways to improve how we deliver our services, whether they be real estate transactions, budget reports, contracts, environmental reports, public art, surveying, inspections, or project management. These processes and products need to be of good quality as that's what our community expects. Our standards are set appropriately high, so let's continue to achieve them.

Let's also renew our commitment to our CIMS Values:

Accountability - Each of us are accountable for our work ethic, so let's keep it clean and strong.

Integrity - I've heard it said that

integrity is when we do our best and we do the right thing even when nobody is looking and nobody would ever know if we didn't do the right thing. Each of us needs to keep a high integrity standard for ourselves.

Enjoying Every Day - Work may not be as fun as holiday vacations, opening presents, or kicking back and watching bowl games, but we can enjoy it and hopefully you are getting job satisfaction in what you are doing. Whatever 2009 brought in this area, I encourage you to start fresh in 2010 and enjoy what you are doing at work.

Respecting our customers, valuing our diversity & history - We are each other's customers from time to time and have lots of other COSA customers and of course customers outside the City structure. We often talk about the importance of having an underlying respect for all people whether we agree with them or get along with them or not. Basic human respect is key. San Antonio is one of the most diverse and historical places in the U.S.; that's part of what makes it great, so let's embrace that value.

Forward thinking - Since CIMS was created two years ago, we have made numerous changes to the organizational structure, processes, and programs, but let's not rest on that.

How can we continue to improve on what we're doing? We need you to bring your ideas forward in 2010. After all, you know how to do your job. Who else is better suited to determine how to do your job better? We need to open our eyes to new ways of producing results.

Thanks for being part of CIMS and for renewing your dedication to our many causes.

Happy New Year! Let's go for it!

Project Roundup



Ground broken for Commercial sidewalks project

District 3 Councilwoman Jennifer Ramos and District 4 Councilman Philip Cortez joined CIMS staff and project representatives in turning shovels to mark the start of improvements on Commercial Avenue (photo #1).

Council approved an ordinance awarding a contract for \$1,005,604 to Salinas Construction Technologies Ltd. for reconstruction of sidewalks, curbs and driveway approaches on Commercial from Military Drive to Gillette Street.

Construction is scheduled to begin this month and scheduled for completion in late 2010. **David McBeth's** team is managing the project. Lockwood, Andrews & Newnam Inc. is the design consultant. CH2M Hill will provide construction oversight and document control.

West End Facility celebrates completion of renovations

The West End Park Senior Center was recently renovated. The original building was demolished and a new facility was built.



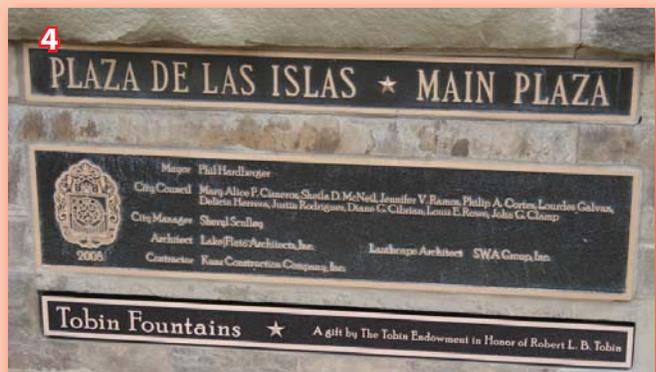
Mayor Julian Castro cuts a ribbon (photo #2) at the new facility. Looking on are Frances Gonzales, Assistant to the Mayor; and Dennis Campa, Director of Community Initiatives. Architect **Dale Lange** was the project manager.

New Main Plaza plaque honors The Tobin Endowment

CIMS Director **Mike Frisbie** joined City leaders in unveiling a plaque honoring The Tobin Endowment for its support in the Main Plaza redevelopment (photo #3).

Mayor Julian Castro; former Mayor Phil Hardberger and wife Linda Hardberger; City Manager Sheryl Sculley; J. Bruce Bugg Jr., chairman and trustee of The Tobin Endowment; and Leroy G. Denman Jr., co-trustee of The Tobin Endowment, were among the officials who unveiled the plaque (bottom of photo #4), which was designed by Architect Assistant **Brian Orebaugh**.

The Tobin Endowment donated \$1,919,207 toward the five interactive fountains accentuated with lighting enhancements. Robert L.B. Tobin is the benefactor of The Tobin Endowment.



CIMS 2009 Holiday Luau



La Orilla del Rio Ballroom

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 the new year

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

Courtney McClure, Economic Development (4th); **Jenny Martinez**, Economic Development (5th); **Tamara Langwell**, Public Art San Antonio (9th); **Richard Casiano**, Horizontal (14th).

Manuel Vidal Jr., Technical Services (14th); **Imelda Molina**, Vertical (18th); **Araceli Rodriguez**, Real Estate (19th); **Angelica Mata**, Vertical (20th); **Victor Vasquez**, Technical Services (20th); **Jose Hernandez**, Technical Services (23rd); **Martha Almeria**, Real Estate (24th).

David Lopez, Horizontal (24th); **Chris Kurzon**, Real Estate (27th); **Bill Hensley**, Vertical (28th); **Alma Nuñez**, Vertical (29th); **Manuel Martinez**, Technical Services (30th); **Pete Rodriguez**, Horizontal (31st).