



CITY OF SAN ANTONIO
**CAPITAL IMPROVEMENTS
 MANAGEMENT SERVICES**

the **CAPITAL** letter

October 2013

Guadalupe Area Project Kicks Off with Ground Breaking

Councilwoman Shirley Gonzales was joined by CIMS staff, Department of Culture and Creative Development staff and community members to kick off the Guadalupe Area Streets Project in September.

The project includes improving the sidewalks on the west side of El Paso street and the south side of El Paso. It will also add benches, bike racks and litter recep-

tacles at El Paso and Brazos, along with a canopy and trellis. The El Paso and Guadalupe intersection will see improvements to the traffic signals and crosswalks, including installing audible pedestrian signals.

The project is funded by 2007 Bond Savings and Community Development Block Grant funds for the Public Art com-

ponent. Three public art bus shelters were created in partnership with VIA Metropolitan Transit and will be installed in the project area.

Richard De La Cruz's Project Management team oversaw the design of the project. **Alan Lopez's** Construction Management team will now take over for construction.



Hardberger Urban Ecology Center



Guadalupe Area Streets Project



SAFD Services & Logistics Facility

Urban Ecology Center Opens at Hardberger Park

Former Mayor Phil Hardberger and Councilwoman Elisa Chan welcomed guests from all over the City of San Antonio at the new Urban Ecology Center, which opened in September. CIMS staff joined Parks and Recreation staff for the day-long activities that included a ceremony, guided hikes and classes.

The center is 18,600 square feet that includes a gather-

ing hall, offices, restroom and educational facilities. The area also includes trails into Hardberger Park and a public art piece.

The project was funded from the 2007 Bond and the Texas Parks and Wildlife Department, with contributions from SAWS and SARA.

Pat Schneider and **Eric Reyna** worked on this project for CIMS.

SAFD Debuts New Services Facility for Entire City

Councilman Ray Lopez joined members of the San Antonio Fire Department and CIMS to officially open the new Services & Logistics building in August. Guests participated in a hose uncoupling ceremony in place of a typical ribbon cutting.

The building serves all 51 fire stations across the City and is located near two major highways. It includes mechan-

ics bays, a warehouse, small machinery repair areas and offices.

The mechanics bays are used for routine maintenance and repair on the hundreds of fire and medical vehicles in the SAFD's fleet. Staff in this building also coordinate repairs to fire stations.

The project was managed by **Mark Beavers** and **Brian Orebaugh**.

David Pulido Mentors Students Through ACE Program



ACE MENTOR PROGRAM
MENTORING THE FUTURE

ACE Mentor Program of Greater San Antonio
GO BACK TO SCHOOL

Mentor Informational Meeting
Come learn about ACE and how you can mentor some of our city's brightest and most talented students in the fields of Architecture, Construction, & Engineering.
@ Thomas Jefferson HS
Thursday, August 29, 2013
4:30pm - 6pm

Mentor Kick-Off Meeting
A fun interactive activity, training, and meeting your mentor team will be the focus.
@ Thomas Jefferson HS
Thursday, September 12, 2013
4:30pm - 6pm

MISSION:
The mission of ACE is to engage, excite and enlighten high school students to pursue careers in architecture, engineering and construction through mentoring and to support their continued advancement in the industry.

RSVP: lhermandez@pcscach.com www.acementor.org

partner schools include:
Highlands HS, John Jay HS, Jefferson HS, G. Lauer HS

David Pulido, Project Management, has participated in the ACE Mentor Program for the last six years. David participates at his alma mater Jefferson High School and was featured in their invitation for the 2013-2014 mentorship year.

The mission of ACE is to engage, excite and enlighten high school students to pursue careers in architecture, engineering and construction through mentoring.

True to their goals, ACE reports that students in their program feel empowered in their career choices and supported by their communities. Mentors in the architecture, engineering and construction fields are always welcome to partner with motivated students.

More information about the ACE Mentor Program can be found on their website at www.acementor.org.

From the Director's Chair

Mike Frisbie, P.E., City Engineer and Director



Happy October, CIMS family. The weather is starting to cool off as we head into Fall. Feels good!

Congratulations to **Ayten Cibildak**, our Charitable Campaign coordinator, and all CIMS employees for raising \$31,157, beating the goal set for us by the Charitable Campaign Committee and our own internal goal. Thanks to the generosity of our CIMS employees, we are touching the lives of many residents. Our own **Debbie Sittre** will be the City's Chair of next year's Charitable Campaign and we'll continue to support her.

We also recently received the results of the employee survey completed earlier this year. There is good news to report in that 90% of the 180 CIMS employees who completed the survey are satisfied

with their current job overall. That's a great reflection of one of the CIMS Core values - enjoying every day.

We also learned that 82% feel that their immediate supervisors appreciate their work. 88% would recommend the City as a place to work and a fantastic 94% are committed to their jobs.

The results also told us there are areas that we need to focus on to make CIMS an even better department. We need to promptly address poor job performance and ensure that recognitions are distributed to all deserving employees.

We will continue to identify training opportunities and work with Human Resources on filling vacancies quickly.

It's also important to work on identifying issues and solutions all the time. While the employee survey helps us get a read on the whole department, managers and supervisors should gather feedback from their staff members regularly. Likewise, every employee should embrace Forward Thinking and bring ideas to the table to make CIMS better. Thanks for all you do, CIMS!

CIMS Prepares to "Rock the Walk" at Light the Night

CIMS is gearing up to support the Leukemia & Lymphoma Society for the 2013 Light the Night Walk. Join CIMS' "Rock the Walk" team to participate on October 19 event.

The CIMS team captain is **Sylvia Ibarra**, Small Business, whose granddaughter, Alanna, was diagnosed with Acute Lymphoblastic Leukemia a few years ago. Alanna was named the 2013 South Central Texas Honored Hero.

Team Rock The Walk

Register or donate here:
<http://pages.lightthenight.org/sctx/SAntonio13/cosarock-thewalk>

October 19
La Villita, 418 Villita St.
Registration - 5:00 p.m.
Walk - 7:00 p.m.

Questions to Sylvia Ibarra at sylvia.ibarra@sanantonio.gov or 207-5442



Luis Maltos Accepts Award for Downtown Transportation Study

Luis Maltos, Project Management, travelled to Boston to accept an award on behalf of CIMS and the City of San Antonio. He attended the Institute of Transportation Engineers (ITE) Annual Meeting in early August. While there, he was presented with the 2013 Transportation Planning Award for the Downtown Transportation Study. The Study was commissioned by CIMS and was completed by Pape-Dawson Engineers.

This is the second award earned by the Downtown Transportation Study. Luis earlier accepted the Innovative Transportation Solutions Award from Women In Transportation.



Welcome, New Employees!



Christina Mares joined CIMS as the Senior Administrative Assistant to Mike Frisbie. She comes from Council District 6 and she's glad to see so many familiar faces in CIMS. Christina earned a Master's in Public Administration with the goal of eventually working for the City. She enjoys spending time with her family and two German Shepherds.



Alex Gamble is a new architect in Vertical. Alex joins the City from a private company. He spent much of youth in Germany with his military family before attending Prairie View A&M. Alex and his wife have two children, who are involved in a variety of activities. He also enjoys traveling, historic architecture, history, and Greek/Turkish food.

Graffiti Wipeout Second Chance!

We have a second chance to support the Graffiti Wipeout! After the first date was rained out, the event was reschedule for October 21.

Sign up to spend a morning painting over graffiti! Families are welcome and middle and high schoolers can earn volunteer hours for participating.

Thank you to CIMS coordinator **Robert Bazan**, PRIMELink & Reporting, for spearheading this effort.

Kennedy Park
3101 W. Roselawn

8:30 Registration
9:00 Clean Up Begins

Noon - Volunteer Appreciation Lunch at
Camargo Park

Register with Robert Bazan at 207-1326
or robert.bazan@sanantonio.gov.

 A flyer for the 10th Annual Graffiti Wipeout Volunteer Days. The flyer is green and white with a map of the city. It includes the following text:

- 10th Annual Graffiti Wipeout Volunteer Days!**
- City employees and City Council Wipeout Day**
- Saturday, October 19, 2013**
- Earn 250 Healthmiles (HM) in 2 Easy Steps!**
- 1. Pre-register** with your Department Captain, Robert.Bazan@sanantonio.gov or via phone at (210)207-3326.
- 2. Show-up.** On the day of the event, check-in at the assigned location and grab a brush to earn your 250 HM!
- Headed!** Enjoy the Volunteer Appreciation Luncheon and *Awards Ceremony on October 19th, immediately following the clean-up. Lunch will be served at Mateo Camargo Park, 5738 Castroville, starting at noon. Informational booths, door prizes and extra refreshments provided by Inner City With Style.
- PLEASE DONATE:** *Prizes for highest registration and participation will be given during awards presentation at 11:00am.
- FOR MORE INFO:** Call (210) 207-3326 or visit www.sanantonio.gov
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City Employee Sportsfest - Register Now!

Table Tennis - October 4
Gabriel Morin, 421-5271

Softball (mens) - October 12
Gabriel Morin, 421-5271

Kickball - November 2
Jeanette Morin, 207-5011

Softball (co-ed) - October 5
Cain Casarez, 207-3955

Basketball - October 17-21
Ronnie Guest, 207-6699

Golf - November 9
Sandy Garza, 827-3283

Horseshoes - October 11
Paul Sanchez, 207-8584

Volleyball - October 25-27
Jeanette Morin, 207-5011

Bowling - November 9
Corine Cardenas, 207-8115



Sylvia Ibarra, Small Business, welcomed a new grandson, Elijah Anthony on September 16. Baby Elijah weighed 6 pounds, 10 ounces and the entire family is doing well with their new addition!

Two Promotions in Environmental Management

Congratulations to **Theresa Larson** and **Jennifer DiCocco**, who were both promoted within the Environmental Management team.

Theresa, who has been with the City for five years, is now an Environmental Services Coordinator. She was promoted from a Senior Management Analyst. She says one of the best things about working here

is getting to interact with so many great people on a daily basis!

Jennifer moved up from a Senior Environmental Protection Officer to a Senior Management Analyst. She has been with CIMS for just over three and half years. She enjoys her job so she can make a difference in the health of the natural environment and teaching others about its value.

Ruben Guerrero Selected for Leadership Class

Ruben Guerro, Construction Management, was recently selected to attend the PE Leadership Institute Class 3, hosted by the Texas Society of Professional Engineers. Ruben will be attending five sessions from November through June.

In addition to being selected for the Class, Ruben also received an entrance fee scholarship from the Professional Engineers in Government Practice Division.

The sessions will allow Ruben to:

- Network with other engineering leaders from around the state
- Grow and stretch as a leader
- Apply the learning to improve his ability to lead and manage others
- Become more self-aware of his strengths and areas for growth
- Help shape the future of the engineering profession in Texas

Changes to Human Resources

Congratulations to **Lucrecia Cisneros** on her promotion! Lucrecia is now an Employee Relations Business Partner exclusively for CIMS. She is responsible for the same duties as before and will now also take on what Joe Gomez (who was also promoted!) and Rosa Sanchez did. Lucrecia can help you with:

- Serve as a resource and mediator to resolve sensitive employee relations issues
- Assist you with your Family and Medical Leave (FMLA), Extended Sick Leave (disability), and return to work issues
- Identify training opportunities
- Investigate Equal Employment Opportunity (EEO), sexual harassment, and other workplace condition issues and complaints of violence in the workplace
- Assist with processing Worker's Compensation claims and questions
- Answer questions about your benefits
- Change your name and/or address
- Assist with hiring and separation actions
- Assist with Grievance related issues (general questions and filing of grievance)

Happy Birthday!

October

Desiree Alderete, Contracts (3rd); Terri Lee, Real Estate (4th); Yolanda Marquart, Vertical (4th); Angela Rangel, Finance (7th); Patrick Schneider, Vertical (14th); Steven Cordell, Construction Management (16th); Juan Contreras, Project Management (18th); Jamaal Moreno, Vertical (22nd); Ronald De Leon, Construction Management (24th); Noe Del Valle, Construction Management (28th); Richard De La Cruz, Project Management (31st)



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**CAPITAL IMPROVEMENTS
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CIMS Mission Statement

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

CIMS Core Values

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

Melissa S. Sparks
Public Relations Manager
Municipal Plaza Building - 5th Floor
114 W. Commerce St.
San Antonio, Texas 78205

e-mail:
CIMS40Contact@sanantonio.gov