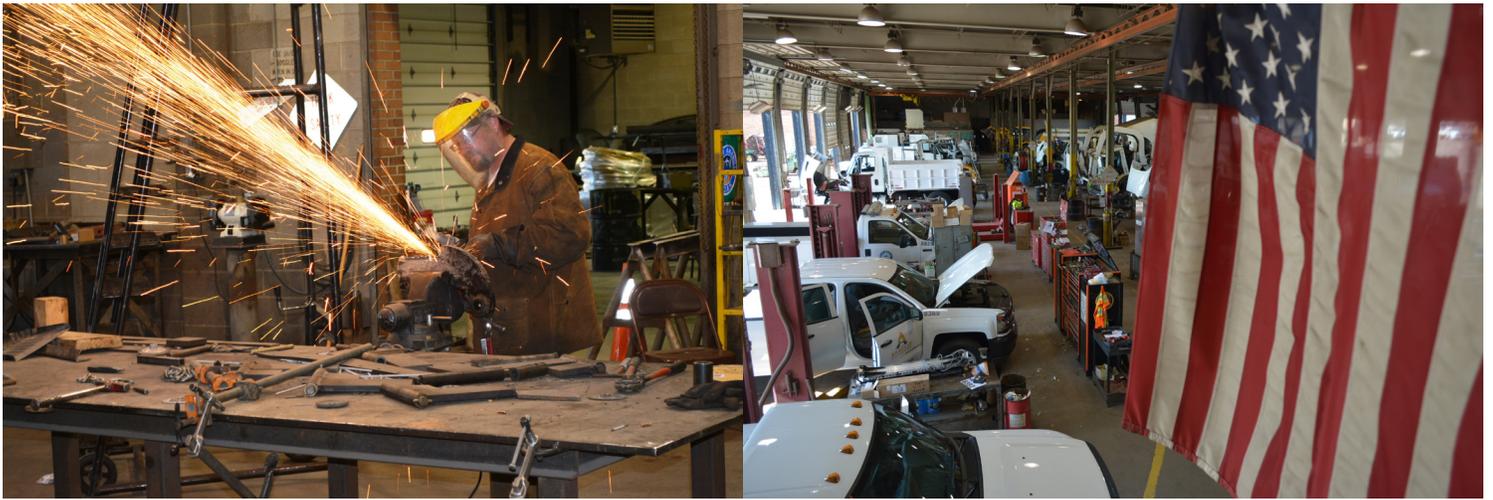


Doing Our Job So You Can Do Yours

Introducing Fleet Services

By Sonja Gross, Community Relations Coordinator



The conversation to change the name of Municipal Garage to better reflect its overall operational scope and come in line with industry standards began in 2012. Now, four years later, the department is officially called Fleet Services.

With the name change comes a few job title changes to mirror the department's new moniker. Glenn Lavender is now fleet services superintendent and Howard Harlow is assistant fleet services superintendent. Lavender began his career as a Mechanic I 26 years ago and was promoted to fleet superintendent in January 2011. Harlow began as a mechanic's helper in 1979 and promoted through all positions in fleet before being named assistant superintendent in 2012.

In addition to the department's name change, they have partnered with Amarillo College to offer in-house training at the new training center located at the Service Center. The program offers greater opportunities for employees to move up the career ladder. In fact, five employees from Fleet Services and one from Transit recently completed 16 weeks of training in electrical systems and electrical repair. To top it off, three members of Fleet Services recently earned their Automotive Service Excellence (ASE) certification.

"It's a difficult certification to achieve but three of our guys passed it with success," says Lavender, who plans to survey the group in an effort to develop more onsite classes over the long-term to improve efficiency through greater trained employees.

There are a total of 50 full-time employees budgeted

for Fleet Services. Currently, a staff of 38 is responsible for maintaining the required fleet for all the City's individual departments. Fleet Services has 21 employees on staff with more than five years of service with the City. The department also provides internship opportunities through a partnership with the Amarillo Independent School District (AISD). Six of the department's employees were hired through that program and two are still there from last year and are on promising career paths with the City. A Tire Industry Association (TIA) trainer is on staff with Fleet Services which reflects the department's commitment to safety-based training. All tire shop personnel are TIA certified.

"We want them to be able to go home to their families at end of the workday," Lavender says. "It's a good place to work where everybody gets along. We're family."

"We're doing the best job we can to keep other departments on the road," Howard says. "Our guys are dedicated enough to keep Fleet going, even though we're down 30 percent."

Lavender adds that staffing is a challenge, but he is hopeful that will change following the current compensation study underway. Fleet Services has also implemented certification pay, training and opportunities for internal advancement through a newly-developed career ladder to address the issue of employee recruitment and retention.

(continued on Page 5)

Freese Elected to AEEE Doing the Right Thing: Leadership Role AFD's Station 12



Sara Freese, AAE, director of aviation at Rick Husband Amarillo International Airport, was recently elected to the American Association of Airport Executives (AAAE) Board of Directors for 2016-2017 at the 89th Annual AAAE Conference and Exposition. The AAAE is the world's largest professional organization representing the men and women who work at public-use commercial and general aviation airports.

"AAAE has a long and rich history of dedicated service from outstanding volunteer leaders, and we are incredibly fortunate to have another talented group of airport executives step forward to devote their time, energy and intellect to help guide the Association in the busy year ahead," AAAE President and CEO Todd Hauptli said.

Additionally, Freese and Airport Operations Manager Tyler Hurst, C.M., ACE, were elected earlier this year to the AAAE's South Central Chapter Board of Directors.

When an Amarillo resident's electric scooter had problems making it over the threshold to her front door, she would literally get stuck in her doorway and have to call 911. After Station 12's Shift A crew made the initial call, they went and gathered up some materials and tools, then went back over to her house and modified her threshold to where her scooter no longer gets stuck.

"I want to thank the firemen that helped me in the house and fixed my door where I could get in better," she wrote in a note of thanks. "God bless all of you."

The firefighters who helped make a positive impact on this resident's quality of life were Lt. Lance Perdue, Driver DeWayne Huckaby and firefighters Dory Mogelinski and Bobby Grant. This is just another great example of "above and beyond customer service" and the compassion the Amarillo Fire Department shows towards our community!

Good Job Justin!

While cleaning the concourse last month, Custodian Justin Nelson turned in two rings he found on the seating benches. One was gold-colored metal with clear stones (probably diamonds) and one was gold-colored metal with a large red stone (probably a ruby). Shortly after he turned in the rings, Airport Police received a call from a distressed woman who accidentally left the rings at the airport. She was calling from Denver and was very relieved to know that Airport staff had possession of her cherished rings.

The owner mentioned that she could not believe that the rings had been found and turned in, as opposed to being sold to a pawn shop. She was very appreciative that we have honest people working at our airport. We all appreciate Justin's honesty, hard work and dedication. His actions left a positive impression on one of our customers.

Do the right thing. Do it for the right reason. Do it right now. Justin knocked it out of the park.

Baucom Earns Certification



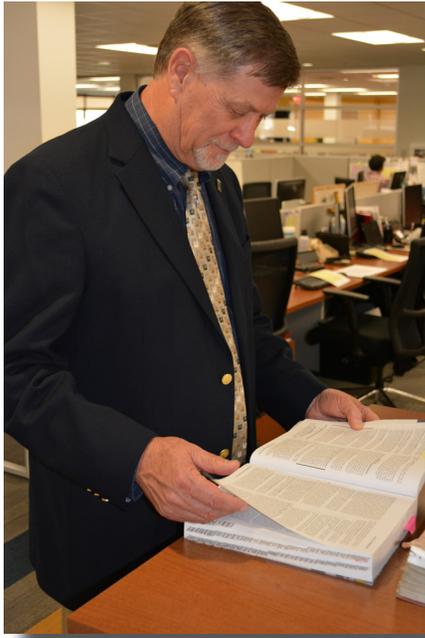
Deputy Fire Chief Sam Baucom earned his Executive Fire Officer Certification. This is a four-year program at the National Fire Academy in Emmitsburg, Md. Although he earned the certificate in March, it did not arrive until earlier this month and a presentation was made by Amarillo Fire Chief Jeff Greenlee.

Amarillo City Gover...
Election since 1989...
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**Got a THROWBACK THURSDAY
Picture for Your Department?
E-mail: sonja.gross@amarillo.gov**

ON THE JOB: Randy Schuster, Building Safety

By Sonja Gross, Community Relations Coordinator



From retirements to promotions to transfers to new opportunities, the City of Amarillo has seen a lot of change over the last year. As a result, several people have had to step up to the plate and fill roles on an interim basis. One of those people is Randy Schuster, who is currently serving as the interim building official.

A Tucumcari, New Mexico native, Schuster began his career in construction. When the industry there experienced a

decline, a friend encouraged Schuster to move to Amarillo where the economy was thriving in the early 90s. He worked for builders like Jimmy Fields and Paul Lyons. Schuster enjoyed the construction industry, especially taking an empty lot and creating a home for a family. He was proud of his work, but it wasn't always stable. His late wife saw an opportunity with the City of Amarillo and said he should give it a try. He admits that he was attracted by the City's benefits, the stability and the ability to one day retire.

"It's one of the best decisions I've ever made," Schuster says. "My wife was right."

One of his first mentors was Vicki Covey, who retired as deputy city manager last summer. Schuster worked for her in Community Development for eight years, which seasoned him for a job in code compliance.

"She taught me the ins and outs of how City government works and provided me with the institutional knowledge to be successful in my career with the City," Schuster says. "She was just one of several mentors I learned from – all the way through to Scott McDonald, who is now serving as director of Community Safety and Regulatory Services."

"The City of Amarillo has been supportive of me, nurtured me and gave me every opportunity offered," Schuster says. "I appreciate that and took advantage of that."

On his birthday in April 2003, Schuster was hired as a commercial plans examiner in the department once known as Code Enforcement.

"It was the job for me," Schuster says. "It was a rewarding job and opportunity to improve people's lives through direct involvement in the process."

Even today, in a managerial role, Schuster says he takes great comfort in protecting the City's 200,000 residents who went to bed last night, woke up and made it to school or work this morning safely.

"I'm their advocate for the safety and health of our community," Schuster says. "But it's not just me. It's the staff of 35 working hard every day to ensure our citizens are safe and sound because of the efforts of Building Safety."

Through the years, the department has evolved from enforcement to compliance, educating and providing safety in building environments. Schuster says those efforts have allowed the community to enjoy a stellar ISO (International Standards Organization) rating.

Schuster says the future of Building Safety will bring digital-age software to the forefront which will expedite the department's plan review process with less paper. He also expects more collaboration with the departments of Environmental Health and Fire Marshal and a continued alignment with priorities set forth by Amarillo City Council like improving the overall appearance of the community.

As with every City department, the time and resources are not enough to achieve the goals he has for Building Safety, adding that the City's "growing pains" are a contributing factor.

Even so, he says "you'll never overcome the challenges unless you welcome them as opportunities."

Speaking of growing pains, his department performed 39,000 weed inspections in fiscal year 2014 – with only five community improvement specialists.

"I'm proud of every single person in my department and, because of their efforts, Amarillo was recently named one of the top cities in Texas for starting a business," Schuster says. "We make a positive impact on Amarillo and its economy."

When he's not busy keeping Amarillo's citizens safe, Schuster enjoys trap and skeet shooting, touring the country on his motorcycle and travelling to Dallas often to spoil his granddaughters. If you get the chance, ask Schuster about his two heroes – Ronald Reagan and John Wayne. His eyes will light up and you'll be in for a great conversation!



SAFETY CORNER: Dispelling PPE Myths

Safety Hard Hats & Hearing Protection

By Charlie Sanchez, Safety Manager

You've heard the excuses a dozen times ... reasons why a worker doesn't want to wear the required Personal Protection Equipment (PPE). Some of the excuses ("they bother me" or "it's uncomfortable") pale in comparison to the risk of a head injury or losing hearing for life. Let's walk through a couple of reasons workers offer for not utilizing PPE and dispel some of the myths preventing good protection.

"I don't wear hearing protection because I can't hear my co-workers when I wear them."

In a National Institute for Occupational Safety and Health (NIOSH) field study exploring why noise-exposed workers don't wear their hearing protection, the primary reason given was the worker's fear that it would interfere with communication and job performance. For workers with normal hearing, the signal-to-noise ratio actually improves when wearing ear plugs while being surrounded by loud noise, such that hearing a conversation is easier. But that is not the case for workers with existing hearing loss. For them, wearing hearing protection produces a double hearing loss—the attenuation of the ear plug overlaid on their existing hearing loss.

Fortunately, manufacturers have responded with a number of speech-friendly hearing protectors. Some have uniform attenuation across all frequencies so that wearing protectors reduces volume without distorting conversations from co-workers and speech sounds more natural.

"You may not need a Safety Hard Hat If ..."

That's right, you MAY not need to wear a hard hat if (rolling eyes):

- X-rays show you have 4-inches of skull surrounding your brain and all the other sensitive wiring above your shoulders.
- You enjoy being the center of attention – as when that one pound rock is pinched by the tires of a grader and flies across the road until it is stopped by your head!

"My hard hat is too hot in the summer ..."

Tests in hot weather have shown that the temperature inside a hard hat is 12 degrees cooler than a baseball style cap. Your head is kept cool because of the ventilation provided by air spaces between the shell and the suspension.

"My hard hat is too heavy and strains my neck ..."

The weight of the hat should go unnoticed if the hat is properly worn and maintained. The average safety hat weighs 13 ounces. Your head weighs about 13 pounds. That is, one ounce of protection for every pound of head. It's a real bargain! By the way, chinstraps are available to afford maximum protection. Think of the limited protection a football player would have without a chinstrap on his helmet!

"REMEMBER YOUR TRAINING AND TAKE SAFETY HOME!"



Editor's Note: Charlie said he came to work with the City without much fanfare and wanted his retirement, which was June, to be the same way. Many thanks to Charlie for providing safety information every month for the ACE newsletter. – Sonja Gross

APL for Families

Following an application process, Amarillo Public Library will participate in the Texas State Library's Family Place Libraries Project. Youth Services librarians from only 24 public libraries in Texas were selected to attend this prestigious training institute in New York. Libraries have to meet stringent criteria and commit to a high level of service to children to be considered for this program.

"I believe our participation will only enhance our existing services to our youngest patrons and their families, as well as provide a pathway to maximizing our partnerships with other organizations in the community that serve this demographic," says Library Director Amanda Barrera.

Family Place Libraries is a network of children's librarians nationwide who believe that literacy begins at birth and that



libraries can help build healthy communities by nourishing healthy families. It promotes a national model for transforming public libraries into welcoming, developmentally appropriate early learning environments for very young children, their parents, and caregivers.

Funding for the institute itself is provided by a grant available through the Texas State Library and Archives Commission.

WANTED: Your Feedback

We have reached the mid-year point under our new health plan provided by Aetna. The Benefits department would like to hear your comments on some of the services offered by Aetna. Please take time to answer a short survey. The survey is on the intranet under the "Benefits Health" tab. The link is titled, "Aetna Medical Service Survey"

Coming Soon!



EMPLOYEE MILESTONES

NAME	DEPARTMENT	TITLE	YEARS
Carlos Hood	AECC	911 Dispatcher	5
Francis Living	Hollywood Road WWT Plant	Equip. Op. II	5
Oliver Luginbyhl	Planning	Planning Technician	5
Joshua Pitts	Ross Rogers Golf Course	Irrigation Tech II	5
Anthony Rael	Street	Equip. Op. I	5
Kevin Seawright	Street	Traffic Control Specialist	5
Jessica Martinez	AECC	911 Dispatcher	10
Maria Morales	Civic Center	Building Attendant	10
Concepcion Moreno	Street	Utility Worker	10
Ronald Burton	Utility Billing	Meter Reader	10
Rhonda Ferguson	CIP	Project Coordinator	15
Alice Ely	Communications	Admin. Assistant III	15
Steven Anderson	Fire	Lieutenant	15
Christopher Briley	Fire	Lieutenant	15
Jeremy Hill	Fire	Captain	15
Russell Ward	Fire	Lieutenant	15
Wendy Green	Police Civilian Personnel	Civilian Investigator	15
Dallas Ashby	Wastewater Collection	Utility Operator	15
Freddy Garza	Comanche Trail Golf Course	Greenskeeper II	20
Alberto Trevino	Street	Equip. Op. II	20
Phuong Tao	Finance	Internal Auditor	25
James Chambers	Street	Equip. Op. III	25
Randy Martinez	Street	Equip. Op. I	25

Introducing Fleet Services ...

(continued from Cover)

Fleet Services is currently in the process of implementing an in-house parts procurement contract which will greatly improve fleet maintenance efficiencies according to industry Best Practices. Fleet Services is also working with the Information Services Department to offer a page on the City's intranet that will help provide useful information including who to call if you are in a wreck, who to call to request wrecker service, where to bring your vehicle depending on the need, and much more.

All-in-a-days work and other services:

- Services include providing corrective maintenance, preventive maintenance, lubrication service, tire service and fuel service for the City's fleet.
- Fleet Services includes a welding shop, body shop and tire shop, which are all located in a single facility with 37 bays.

- Fleet Services manages the Police Department Fleet at a separate location with full-service capabilities, with only Transit and the Amarillo Fire Department having separate garages.
- Fleet Services manages 1,200-plus pieces of equipment for the entire City including mowers, light and heavy utility trucks, refuse trucks, landfill compactors, landfill scrapers, dump trucks and golf course equipment.
- Oversees two types of rental fleets – one is a full-service leasing department which includes dump trucks for the Street department as well as oil, maintenance, fuel, tires, etc., for a monthly fee and the other is for vehicles that are replaced on a regular basis.
- Fleet Services manages four fueling sites located in the city, which hold 100,000 gallons of diesel and 60,000 gallons of unleaded fuel.
- The City of Amarillo's average annual fuel use is approximately 1.3 million gallons.

PROMOTIONS/TRANSFERS FOR MAY 2016

NAME	OLD TITLE	OLD DEPARTMENT	NEW TITLE	NEW DEPARTMENT
Alek Barbosa	Meter Reader - hrly	Utility Billing	Meter Reader I	Utility Billing
Shadd Bowers	Fleet Mechanic I	Fleet Services	Fleet Mechanic II	Fleet Services
Leonard Cantly	Meter Service Rep.	Water Distribution	CIP Inspector	Building Safety
Christopher Carranza	Fleet Mechanic I	Fleet Services	Fleet Mechanic II	Fleet Services
Miguel Cazares	Meter Reader - hrly	Utility Billing	Meter Reader I	Utility Billing
Aaron Davis	Meter Reader - hrly	Utility Billing	Utility Worker	Wastewater Collection
Robert Downing	Building Inspector	Building Safety	CIP Inspector	Building Safety
Matthew Goodwin	Mechanic Apprentice	Fleet Services	Fleet Mechanic I	Fleet Services
Mickie Hastie	Mechanic II	Fleet Services	Fleet Mechanic I	Fleet Services
Tyler Hurst	Airport Operations Mgr.	Dept. of Aviation	Asst. Airport Manager	Dept. of Aviation
Gloria Johnson	911 Dispatcher	AECC	Communications Shift Sup.	AECC
Jose Moya	Utility Worker	Hollywood Rd.	Treatment Plant Operator	Hollywood Road WWT Plant
Thomas Oscarsson	Airport Operations Mgr.	Dept. of Aviation	Asst. Director of Aviation	Dept. of Aviation
Alfredo Pedroza	Welder - hrly	Solid Waste Collection	Residential Equip. Op.	Solid Waste Collection
Thomas Rodriguez	Residential Equip. Op.	Solid Waste Collection	Transfer Truck Driver	Solid Waste Disposal
Ronnie Rucker	Fleet Mechanic I	Fleet Services	Fleet Supervisor I	Fleet Services
Tyler Seal	Utility Worker - hrly	Park Maintenance	Utility Worker	Solid Waste Collection
Kimberly Sheets	Admin. Assistant - hrly	Utility Billing	Admin. Assistant II	Utility Billing
Pamela Sherman	Engineering Assistant I	CIP	Engineering Assistant II	CIP
Namon Tinner	Meter Service Rep.	Water Distribution	Utility Operator	Water Distribution

Time for a Change:

Kelley Shaw Makes Move



After serving as the City of Amarillo's Planning Director for more than 10 years, Kelley Shaw transitioned into a new role as Housing Administrator with the City's Community Development department. In his place, MPO Administrator Gary Holwick is serving as the acting planning director and Becky Beckham is now serving as the

acting senior planner.

"We are aggressively searching for Kelley's replacement as planning director so we can continue the great progress Kelley and his team have made in community planning and development review," says Deputy City Manager Bob Cowell. "The next time you see Kelley, congratulate him on this new role."

Earlier this month, Interim City Manager Terry Childers also introduced two new faces in City leadership. Russell Grubbs was named the new director of Utilities while Robert Patrick was named director of Public Works. Profiles on both Grubbs and Patrick will be featured in the July issue of the ACE newsletter.

Smile Of The Month



Gary Don Hisel
Transfer Truck Driver
Solid Waste

NEW EMPLOYEES

Welcome to the Team!

NAME	TITLE	DEPARTMENT
Roger David	Officer Trainee	AAM&W
Jennifer Maupin	Admin. Assistant V	Accounting
Judie Moore	911 Dispatcher/Trainee	AECC
Jesus Rossy	Athletic Specialist	Athletic Administration
Tracy Trenfield	Custodian I	Dept. of Aviation
Russell Grubbs	Director of Utilities	Director of Utilities
Vincent Olave	Utility Worker	Drainage Utility
Katelande Pierce	Food Safety Specialist	Environmental Health
Chelsea Sparks	Admin Technician - hrly	Fire Civilian Personnel
Walter Cranmer	Equip. Op. II	Hollywood Road WWT Plant
Michele Tucker	IT Manager	IT
Delinda Brooks	Bacteriology Technician	Laboratory Administration
Brittany Daniels	Admin. Assistant I	Police Civilian Personnel
Sherry Williams	Admin. Assistant I	Police Civilian Personnel
Michael Givens	Treatment Plant Op.	River Road WWT Plant
Justin Allison	Utility Worker	Solid Waste Collection
Dwight Williams	Residential Equip. Op.	Solid Waste Collection
Melvin Washington	Transfer Truck Driver	Solid Waste Disposal
Michael Villegas	Utility Worker	Street
Cedric Jefferson	Equip. Op. I	Street
Jeffrey Gardner	Bus Driver	Transit
Aaron Davis	Utility Worker	Wastewater Collection
David Green	Utility Worker	Wastewater Collection
Gabriel Hernandez	Utility Worker	Wastewater Collection
Ryan Bird	Utility Worker	Water Distribution
Kenia Hinojosa	WIC Technician - hrly	WIC
Alby Peters	Nutritionist - hrly	WIC
Theresa Domenico	Animal Attendant	Zoo

Welcome to all the seasonal Utility Workers and Crew Leaders working in the Park Maintenance Department!



James W. Chambers Jr.
25 years
Street

Victor Taylor
17 years
Solid Waste

Thank you for your commitment to the City of Amarillo!

Environmental Health Pros Introduced at City Council Meeting



Following a presentation on Mosquito Prevention before Amarillo City Council May 31, Environmental Health Director Shaun May (third from left) gathered his team for a picture outside Council Chamber. Pictured from left are Randy Walsh, Environmental Health Specialist II; Cora Bethel, Administrative Assistant V; Shaun May, Environmental Health Director; David Moody, Environmental Health Specialist II; Anthony Spanel, Environmental Health Specialist II; Brittiany Bowling, Food Safety Specialist II; Casey Mitchell, Food Safety Specialist II; Brianna Ray, Food Safety Specialist II; Kateland Pierce, Food Safety Specialist I; and Alyssa Neal, Administrative Assistant III

Not pictured were John Gates, Environmental Health Specialist II; Lorenzo Akins, Food Safety Specialist I; and Claudia Flores, Administrative Assistant I.



Upgrade COMING SOON!

Click to [View](#) the Employee Information Overview & the Employee Quick Guide

PUBLICATION POLICY:

The ACE newsletter is distributed by the City Secretary's office monthly through e-mail, print copies and the City's Intranet site. It is designed to help keep you informed of events and accomplishments throughout the organization you serve. If you have ideas for future stories, features or photo opportunities, or to receive this newsletter electronically, contact:

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(806) 378-9394

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Items must be received no later than the first Friday of each month to make that month's edition.

All items are subject to space availability and edited for appropriateness.

CITY OF AMARILLO

P.O. BOX 1971
Amarillo, TX 79105-1971

FROM THE PANTRY:

Fresh Sugar Snap Pea Salad

Submitted by Margaret Payton, MBA, RD

- 2 tablespoons olive oil
- 2 tablespoons white wine vinegar
- 2 teaspoons honey
- ½ teaspoon salt
- ½ teaspoon pepper
- ¼ teaspoon dried thyme
- ½ cup chopped onion
- ½ teaspoon poppy seeds
- 1 pound fresh sugar snap peas, trimmed and halved
(about 4 cups)



Place the first seven ingredients in a blender; cover and process until blended. Transfer to a large bowl; stir in poppy seeds.

Add peas to dressing and toss to coat. Refrigerate, covered, 30 minutes before serving.

Makes 6 servings

2/3 cup serving—86 cal. 5 g. fat (1 g. sat. fat), 0 chol., 201 mg sodium, 9 g carb., 2 g fiber, 3 g pro.