Bexar County Connection

News, events, and information for Bexar County employees

Commissioners Court Honors Americans Disability Month

On October 4th, the Bexar County Commissioners Court declared the month of October 2011 “Disability Awareness Month.” The Court issued an official proclamation to The Technical Advisory Committee for Persons with Disabilities, proclaiming that Bexar County recognizes the unique value, talents, skills, and contributions that people with disabilities bring to San Antonio and our local community.

Benefits Spotlight: Benefits Changes for 2012

The medical premiums for employee benefit deductions will remain the same for calendar year 2012. The EPO plan for non-collective bargaining employees (employees not covered by Deputy Sheriff’s Association of Bexar County) will have increases in co-payments effective January 1st for the following health services:

<table>
<thead>
<tr>
<th>Type of Service</th>
<th>EPO 2011 Co-pay</th>
<th>EPO 2012 Co-pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urgent Care</td>
<td>$50.00</td>
<td>$75.00</td>
</tr>
<tr>
<td>Emergency Room</td>
<td>$150.00</td>
<td>$200.00</td>
</tr>
<tr>
<td>Out-patient surgery</td>
<td>$0</td>
<td>$150.00</td>
</tr>
<tr>
<td>In-patient hospital</td>
<td>$250.00</td>
<td>$350.00</td>
</tr>
</tbody>
</table>

Daylight Savings Time Ends

Don’t forget to turn your clocks back one hour.

Sunday, November 6th

Bexar County Connection is produced monthly by Bexar County Human Resources.

Send us your news and events information via e-mail at CountyConnection@bexar.org or via fax at (210) 335-2558.
Low Carb Pumpkin Brownies

Try a pumpkin brownie for a festive fall treat.

**Ingredients:**
1 cup pumpkin puree, canned or cooked
1 1/4 cups whole wheat flour
1 cup dark brown sugar, firmly packed
1 teaspoon low sodium baking powder
1/2 teaspoon salt
1/2 teaspoon baking soda
2 teaspoons cinnamon
1/2 teaspoon ground ginger
1 teaspoon nutmeg
1/4 cup low fat buttermilk
1/4 cup vegetable or canola oil
2 teaspoons vanilla extract
2 eggs, beaten or 1/2 cup egg substitute
1/2 cup chopped walnuts

**Instructions:**
Preheat oven to 375 degrees. Coat 13 X 9 baking pan with cooking spray. Combine all ingredients and mix well. Pour into pan and bake for 30-40 minutes. Cool and cut into bars.

104 calories per serving and 4.5 grams fat

Source [www.dlife.com](http://www.dlife.com)

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**Deer Oaks Offers Monthly Chats**

Participate in a live, online chat with a Deer Oaks counselor at [www.deeroaks.com](http://www.deeroaks.com). Chats are held from 12:15 to 12:45 p.m. and 6:00 to 6:30 p.m. every third Wednesday of the month. Upcoming Chat Topics are:

**Stress & Overeating**
November 16th

**Thinking Positively**
December 21st
Everyone is strongly encouraged to seek care from their family physician whenever possible to help keep healthcare costs down. Bexar County employees have access to the Employee Health and Wellness Clinic on 459 South Main. The total cost of each visit is only a $5.00 payroll deduction. The clinic’s hours of operation are Monday-Friday, 7:30 a.m. to 11:30 a.m. and 12:30 p.m. to 4:30 p.m. Please call 335-4WEL (4935) to make an appointment.

Bexar County is also pleased to offer a portability option for employees and their dependents who have supplemental life insurance with Minnesota Life for 2012. If an employee leaves employment with the County or retires from the County, they will have the ability to “port” their supplemental coverage. This means you can continue these term life insurance policies on your own at an affordable rate if you leave the County. This will be much less expensive than the previous conversion option.

See your 2012 Bexar County Benefits Guide mailed to your home address for more details or call Human Resources at 335-2545 for more information.

Lunch & Learn - November 9th

Learn how to build your financial foundation with this interactive lunch and learn on Wednesday, November 9th from 12:00 p.m. - 1:00 p.m. in Human Resources at 211 South Flores (1st floor of the County parking garage expansion).

- Plan to pay yourself first… and provide peace of mind to yourself and your family
- Protect your most valuable asset… your ability to earn an income
- Develop a “basic” financial protection program… personal and portable

A light lunch will be served, so please call to reserve a seat now. Register with Gloria Reyna at 335-2757 or email her at greyna@bexar.org.

The Technical Advisory Committee for Persons with Disabilities serves as a link between citizens with disabilities and Bexar County. The Committee provides assistance to offices and departments to ensure equal accessibility to opportunities in employment, facilities, services, and programs in compliance with the ADA Title II.

The Committee also makes recommendations to Commissioners Court on issues concerning employment policies and practices, provision of services and programs, and access to facilities. Commissioners Court and Bexar County believe there should not be any barriers to employment for any qualified person, regardless of disability status. Bexar County is an equal opportunity employer and does not discriminate based on disability. We all benefit from a diverse workforce, where all employees are appreciated for their individual contributions to their job and to the citizens of Bexar County.

Contact the Technical Advisory Committee for Persons with Disabilities at http://gov.bexar.org/TACPD/ for more information.
Q & A with Nancy Taguacta, Community Programs Director

Nancy Taguacta was born in California, but was raised in San Antonio. She attended Kennedy High School and following high school attended San Antonio College and later attended the University of Texas at San Antonio and majored in Business Administration.

Her first professional job was as an Intake Coordinator for The Employment Network, a local non-profit organization dedicated to assisting low income individuals find employment. Ironically, Ms. Taguacta first came to the Employment Network seeking employment assistance for herself. The dedication and hard work she displayed lead to a job offer and a new career in human services.

Ms. Taguacta began her employment with the Department of Community Resources as an Intake Worker in the Direct Client Services Division. She served as Intake Worker for two years before being promoted to Intake Supervisor. While working as Intake Supervisor her skills with working with non-profit employment services lead to her promotion to Job Training Liaison. This position broadened her experience in working with local elected officials and other state and local agencies. Over the next ten years she moved to more challenging positions including: Community Liaison, Community Programs Coordinator, Community Programs Manager to her current position of Community Programs Director. She is a proud mother of two, Samantha and Jessica.

As Community Programs Director, what is your favorite part of what is sure to be a challenging job?
“My favorite part of my job is the opportunity to work with people from all walks of life. Our division name ‘Community Programs’ truly reflects who we interact with on a daily basis. A typical week for me might include meeting with a community organization to discuss a strategy for improved services, meeting with a citizen that needs services, or maybe providing a presentation to a business group on the need for public/private partnerships.

We also support the work of many boards and commissions who have missions that support children, seniors, the homeless and many other disenfranchised populations. These groups inspire me with their willingness to volunteer their time and expertise.”

Tell us about a program you or your office established to improve a process or procedure.
“As the County began increasing their support of agencies within the community, I was tasked with monitoring this funding. I thought it would be prudent to create a system that enabled the County to evaluate the funding granted to these organizations. Today, the Community Programs Division which, is funded by Commissioners Court, monitors and evaluates over 23 agencies on an annual basis. We continually strive to improve our processes to ensure quality services are being provided while ensuring fiscal accountability.”

What are your goals for the future?
“I would like to be a better manager of my time at home and at work. That way I can spend more quality time with friends and family.”

What professional accomplishment(s) are you most proud of?
“I have been employed by Bexar County for the greater part of my adult career. As a 19 ½ year veteran within the Department, I have held seven challenging positions. More importantly, the programs I have worked in have served those most in need. I am of the opinion the services and programs that are provided through our department are not just a cost within the County budget but rather an investment to improve the resiliency of our community.

“Nancy” continued on page 5
People often ask me how I have managed to stay with the same employer for so long. My answer is simple, I love what I do and the County has constantly kept challenging me to do more while striving for excellence.”

What is something we don’t know about you (hobbies, interests, activities)?
“I am an avid reader. Most times you will find me with my nose in a book. Other activities for me as of late would include trying to re-learn to ride a bike to stay physically active. That old adage “you never forget how to ride a bike” does not refer to my skill level.”

Is there a message you would like to impart to County employees? “We are a great organization! My boss often tells me to beat my chest and state ’Me Bexar County’ now we may say that jokingly but sometimes there’s nothing wrong with tooting your own horn.”

Fire Truck Pull Winners

The ultimate tug of war challenge is the Annual Fire Truck Pull hosted by the San Antonio Fire Department to benefit the Special Olympics on October 8th. Teams of 12 take turns pulling a 66,000 lb. fire truck a distance of 50 feet.

Members and alumni of the Sheriff’s Office Special Emergency Response Team (SERT) won the Fire Truck Pull for the third year in a row. Members of the San Antonio Fire Department and the San Antonio Police Department were among 20 teams participating this year.

The team was composed of the following: Ronald Bailey, Jose Calderon, Joseph Garza, Cpl. Ricardo Gonzales, Jesus Merlo, Felipe Moreno, Michael Mungia, Mario Rios, Antoine Payton, and Mark Vidal. SERT Alumni/Patrol Deputies: Miguel Avila, Ray Chapa, Bruce MacDougall. Way to “pull” for the Special Olympics.

Virgin HealthMiles Expire December 31st

All Virgin HealthMiles points will expire on December 31, 2011. All points must be redeemed prior to December 31, 2011. Otherwise your miles will expire and cannot be redeemed.

Your current HealthMiles pedometer will be compatible with the new HumanaVitality program. Employees can purchase a new pedometer with HumanaVitality for $15 after January 1st or you can earn a new pedometer through earned HumanaVitality points. Details on this new wellness program can be found in your annual enrollment packets mailed to you in October or visit www.humana.com. You can also learn more about this new wellness program at the Annual Employee Health Fair on November 4th at the AT&T Centré at San Fernando.
Employee Health Fair

The Annual Bexar County Employee Health Fair is Friday, November 4th at the AT&T Centré at San Fernando from 9:00 a.m. - 3:00 p.m.

Flu shots, glucose checks, cholesterol tests, diabetes checks, blood pressure checks, and more will be offered to County employees. Bring your Humana insurance card to receive your flu shot.

Deadline for FSAs

The deadline to spend all monies in your flexible spending accounts for out of pocket medical, dependent day care, and parking expenses is December 31, 2011. You may submit receipts for these expenses incurred in the 2011 calendar until March 31, 2012. An expense is considered "incurred" on the date of service or when treatment is provided, not when the service is paid.

Remember most over-the-counter drugs no longer qualify as out of pocket medical expenses, unless there is a prescription.

Blue Mass for Officers

The Blue Mass was celebrated on September 29th by Archbishop Garcia-Siller to honor first responders of our community: law enforcement, fire, and EMS. All levels of government were represented at this service, and received a special blessing from the Archbishop. The San Antonio Fire Department displayed a large U.S. Flag from two ladder trucks in Main Plaza, along with a vehicle presentation including an EMS unit, the Texas Dept of Public Safety, the Bexar County Sheriff’s Office, the U.S. Border Patrol, and the San Antonio Police Department. A joint Color Guard of city, county, state and federal officers presented the colors before Mass.

Attendees were honored afterwards with a luncheon hosted by San Fernando Cathedral. Our own Sheriff Amadeo Ortiz, U.S. Marshal Robert Almonte, and Police Chief Bill McManus played large roles in organizing the ceremonies and publicizing the event in the law enforcement community.

Water Station Volunteers Needed

Bexar County and several other local organizations are staffing the “Government Rocks!” water station at the Rock n’ Roll Marathon on Sunday, November 13th. The “Government Rocks” station is at mile 8.4.

To volunteer, go to http://runrocknroll.competitor.com/san-antonio/volunteer and click on Race Crew Volunteer Signup. Enter “6” for the team access code. Enter your registration information and then select a race crew activity (water station). Check the box next to “Government Rocks”. Contact Linda Amaro, HR Training Specialist, at 335-2643 for information.

Volunteers get a Race Crew t-shirt, Race Crew drawstring backpack, refreshments and snacks, free parking, community service hours (if requested), and satisfaction of helping others by giving back!
## Employee Training Calendar - November 2011

<table>
<thead>
<tr>
<th>Date</th>
<th>Course/Class</th>
<th>Scheduled Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wednesday, November 2</td>
<td>Word 2010 - Level 1</td>
<td>9:00 a.m. — 4:00 p.m.</td>
<td>232 Iowa St.</td>
</tr>
<tr>
<td>Friday, November 4</td>
<td>Annual Employee Health Fair</td>
<td>9:00 a.m. — 3:00 p.m.</td>
<td>AT&amp;T Centré</td>
</tr>
<tr>
<td>Wednesday, November 9</td>
<td>Build Your Financial Foundation (Lunch &amp; Learn)</td>
<td>12:00 p.m. — 1:00 p.m.</td>
<td>211 South Flores</td>
</tr>
<tr>
<td>Monday, November 21</td>
<td>PowerPoint 2010 - Level 1</td>
<td>9:00 a.m. — 4:00 p.m.</td>
<td>Training Center</td>
</tr>
<tr>
<td>Tuesday, November 22</td>
<td>Outlook 2010 - Level 1</td>
<td>9:00 a.m. — 4:00 p.m.</td>
<td>232 Iowa St.</td>
</tr>
<tr>
<td>Friday, November 18</td>
<td>Employee Orientation</td>
<td>9:00 a.m. — 4:30 p.m.</td>
<td>211 South Flores</td>
</tr>
<tr>
<td>Tuesday, November 29</td>
<td>Speed Reading</td>
<td>9:00 a.m. — 4:00 p.m.</td>
<td>211 South Flores</td>
</tr>
<tr>
<td>Wednesday, November 30</td>
<td>Supervisor Toolbox</td>
<td>9:00 a.m. — 12:00 p.m.</td>
<td>211 South Flores</td>
</tr>
</tbody>
</table>

Check the Information Technology Training Calendar on the County Intranet for more technology training events coming in November 2011.

Course dates and times are valid as of the date of publication and subject to change. All classes are available for County employees. Employees should have their supervisor’s permission to enroll and attend a class. Please contact Gloria Reyna at greyna@bexar.org or 335-2757 to register for training events.

Register for Information Technology (BCIT) courses at ISTrainingRequest@bexar.org.

## Annual Enrollment Deadline

Annual enrollment season for employee benefits is October 24th through November 8th. Employees must submit their annual enrollment forms no later than Tuesday, November 8th to Human Resources at their new location on 211 South Flores (1st floor of the County parking garage expansion). Call Human Resources at 335-2545 for information.

## Techi-Tips: Technology Made Simple

### To Flip Through Windows with Flip 3D

Press `< windows > + < Tab >`; continue to hold down the `< windows >` key while pressing `< Tab >` to scroll through the open windows. This allows you to view all the documents and programs that are currently open.

Looking for more helpful Techi-Tips? Contact the BCIT Help Desk at 335-0222 for assistance.
SERVICE ANNIVERSARIES
November 2011

FIVE YEARS
Auditor’s Office  Ramirez, Merrianna N.
Community Resources  Sanchez, Aurora M.
Community Superv & Correction  Villanueva, Miguel A.
Community Superv & Correction  Walker, Shirley A.
District Attorney  Simonds, Bruce R.
Fire Marshal  Neely-Lopez, Christina M.
Information Technology  Reinhard, Kristine A.
Infrastructure Services  Hernandez, Marcos
Infrastructure Services  Weir, Golda M.
Infrastructure Services  Hernandez, Raoul
Juvenile Detention  Mata, Fred A.
Juvenile Detention  Mota, Maria R.
Juvenile Probation  Brown, Phyllis L.
Pretrial Services  Gonzales, Anthony
Sheriff’s Office  Lopez, Jaime A.
Sheriff’s Office  Lozano, Monica M.
Sheriff’s Office  Ortega, Rosanne
Sheriff’s Office  Perez, Joe C.
Sheriff’s Office  Salinas, Reynaldo G.
Tax Office  Martinez, Marivel G.
Tax Office  Rojas, Rose Mary G.

TEN YEARS
Community Superv & Correction  Gonzalez, Tami J.
Community Superv & Correction  Lewis, Joanne M.
Juvenile Detention  Robinson, Olivia B.
Juvenile Detention  Ortega, Gloria J.
Juvenile Probation  Parker, Taurus A.
Sheriff’s Office  Berry, Floyd
Sheriff’s Office  Brown, Kathryn M.
Sheriff’s Office  Chapa, Reynaldo C.
Sheriff’s Office  Hernandez, Mark A.
Sheriff’s Office  Jackson, Christopher E.
Sheriff’s Office  Jefferson, Thomas
Sheriff’s Office  Longoria, Carlos
Sheriff’s Office  Lopez, Charles C.
Sheriff’s Office  Martinez, Jennifer M.
Sheriff’s Office  Martinez, Joseph H.
Sheriff’s Office  Moreno, Martin H.
Sheriff’s Office  Perez, Tom C.
Sheriff’s Office  Ramirez, Rene P.
Sheriff’s Office  Sanchez, Joel A.
Sheriff’s Office  Santiago, Alberto
Sheriff’s Office  Skurnik, Oren
Sheriff’s Office  Zamora, Jelane
Tax Office  Benavidez, Esther

FIFTEEN YEARS
Community Superv & Correction  Santiago, Edgar
Community Superv & Correction  Suarez, Alfred
Community Superv & Correction  Trevino, Diane M.
District Attorney  Zebell-Sosa, Rose M.
Juvenile Probation  Brown, Phyllis L.
Sheriff’s Office  Hickman-Crenwelge, Nancy

TWENTY YEARS
District Courts - Civil  Vargas, Maria E.
District Courts - Criminal  Simpkins, Mary B.
District Courts - Juvenile  Parker, Laura L.
Infrastructure Services  Castro, Luis L.
Infrastructure Services  Fuentes, Mary E.
Infrastructure Services  Moczygemba, Sixtus J.

TWENTY FIVE YEARS
Budget & Grants  Garcia-Moore, Martha
Community Superv & Correction  Kelly, Sloane E.
Sheriff’s Office  Gonzalez, Elisa R.
Sheriff’s Office  Marker, Clay L.

THIRTY YEARS
Juvenile Probation  Parra, Virginia M.
Tax Office  Muniz, Joann R.

THIRTY FIVE YEARS
Sheriff’s Office  Marin, Salvador C.

Did you know...

...regular full-time Bexar County employees receive a longevity pay increase of $2.50 per pay period for each full year of continuous employment. This increase will be effective on the November 15, 2011 paycheck. Bexar County established Longevity Pay to recognize employees for their continued service with the County. Longevity Pay is paid monthly to regular, full-time employees, excluding Elected Officials, in the amount of $60 per year, for each full year of continuous employment as of September 30th up to a maximum of 25 years.

Please see HR Policy 7.2.10 on the Human Resources website for more information.