A NEW YEAR BRINGS NEW OPPORTUNITIES TO LIVE YOUR DREAMS
DON’T DISMISS DROWSINESS

As part of our continued commitment to the health and safety of our employees and our efforts to combat fatigue and increase resilience, a Safe Sleep Room Initiative has been implemented at five stations within our system.

PLANT THE SEEDS OF LEADERSHIP FOR A STRONGER EMS INDUSTRY

Vision, inspiration and mentorship: These are more than just words—they’re the essential ingredients to a cultivate talent in our field of emergency medicine. JEMS article by ATCEMS Medical Director Mark E.A. Escott.

WHAT IS A PHANTOM TRANSPORT? AVOIDING HOSPITAL DESTINATION ERRORS ON PCRs

A phantom transport is a term used by the Centers for Medicare and Medicaid Services (CMS) to describe an ambulance transport with a destination that does not have any corresponding hospital charges.

ACTS OF KINDNESS

On January 1st, 2017 at approximately 1730 hours M05 was dispatched to a Priority 4 unknown in the 6200 block of Hwy 290. Call text revealed the crew was looking for a woman with a pony tail trying to flag people down. I (DC5) self-assigned to the call because there much confusion as to where the patient was actually located. Medic 5 arrived first and found a lady, concerned citizen, holding a 60 pound black dog.
ATCEMS COLLABORATES WITH THE INNOVATION OFFICE ON NEW RECRUITING INSIGHTS PROJECT

The City of Austin’s Innovation Office helps diverse and inclusive teams examine challenges and opportunities to surface better ideas and solutions that make a lasting, positive impact. Austin-Travis County EMS is currently working with the Innovation Office on a project to help recruit the type of people YOU want to work with.

ATCEMS DRONE I.C.A.R.U.S.

Austin-Travis EMS is always working to make the community a better place to live. We share ideas, tips and safety information. We spend hours and hours training in our specialties and, in the PIO office, we seek new and interesting ways to get this story out to the citizens and visitors to Travis County. It is important to share the skills, compassion and commitment of our medics with the public.
Don’t Dismiss Drowsiness

Combat Fatigue by Using a Safe Sleep Room

Safe Sleep Rooms are separate from bunk rooms and have been designed with a peaceful environment to allow for proper sleep.

As part of our continued commitment to the health and safety of our employees and our efforts to combat fatigue and increase resilience, a Safe Sleep Room Initiative has been implemented at five stations within our system. The rooms are dedicated for safe sleep use, separate from on-duty sleep quarters, and creates an area in the station that is transformed into a Safe Sleep environment. We have affixed “Do Not Disturb” signage on the door to let co-workers know that a colleague is getting rest after a shift. The rooms have blackout shades, tones disabled, a fan, and bedding to allow for a conducive sleep environment.

The following stations have been identified as Safe Sleep Room locations:

Station 1  Station 5  Station 12  Station 17
Station 28

Captains assigned to these stations will be responsible for ensuring the rooms stay intact and available for all personnel that indicate they need to utilize them after a shift. These rooms will not be available for normal use as extra bedrooms or storage. Each room will have bedding (fitted sheet, top sheet, and comforter) stored in a plastic box. After use the bedding can simply be washed at the station and placed back into the box.

Please do not hesitate to contact your Captain or Commander should questions arise.
Plant the Seeds of Leadership for a Stronger EMS Industry

Vision, inspiration and mentorship: These are more than just words—they're the essential ingredients to a cultivate talent in our field of emergency medicine.

I benefitted from this cultivation early in my EMS career as an EMT at Cypress Creek (Texas) EMS and firefighter with Champions Fire Department just outside of Houston. Had it not been for the mentors in my life more than two decades ago—who taught me that mediocrity wasn't good enough—I doubt I'd be where I am today. I doubt I would've had the fuel to endure all of the challenges, criticism and sacrifices that lead me to become a medical director.

Mentorship has provided me with not just the clinical and operational skills to be successful in EMS, but also the encouragement to innovate, develop and lead. In my 25 years in EMS, there's nothing that's been more rewarding and meaningful than conveying a vision and providing the fertilizer to encourage the growth of young EMTs, college students, medical students and residents.

**Planting the Seeds**

In 1996, with the help of my brother and two close friends, I co-founded Rice EMS—a collegiate first responder EMS organization that serves Rice University and the surrounding community. In October 2016, I stood in front of a room of physicians, nurses, EMS directors, state officials, diplomats and other federal officials at a gala celebrating 20 years of service by Rice EMS. I delivered the keynote to a room full of current and alumni Rice EMTs—once college students, now matured leaders. My heart swelled with pride as I looked through the crowd and thought about how each person is engaged in a lifelong mission of excellence, inspired by organizations like Rice EMS.

Inspiring others is why I take the time to have meetings with the Austin-Travis County EMS (ATCEMS) Explorers, a group of bright-eyed teens who've demonstrated interest and enthusiasm in EMS. It's also why I brought a small group of student leaders from the University of Texas (UT), Austin, to meet with senior EMS command staff about starting UT-Austin's EMS first responder organization. And it's the motivation behind giving a "20 year vision for the service" speech to every EMT and paramedic in ATCEMS as the new medical director.

**Locking it In**

Inspiration and mentorship of young members of our communities are vital to recruiting intelligent, enthusiastic people and securing their future with a meaningful career. By fostering a student's interest in EMS, you're giving them the guidance to invest in something significant at a time in life when they have both time and fervor on their side.

The future of our field is dependent on people wanting to be great, striving to be more and do more, and passionately pursuing higher levels within their careers. They never get complacent, never get stagnant. However, these people will be lost in the mix if we choose to wait till it's too late to try and inspire them.
There's benefit in trying to inspire the 20- or 30-year veteran to "be more" or "change their ways;" in finding the enthusiastic students at the college down the street and teaching them how to create a world-class service from which generations of leaders can be recruited. There's tremendous benefit in walking onto the scene of a stroke and teaching newly certified paramedics to be confident in their assessment skills, to trust their judgment and improve their diagnostic capabilities without fear of reprimand.

There's tremendous benefit in all of these things because they're done early, when the ability to impart change is present—when the soil is tilled and the earth is fresh and able to cultivate. An old Chinese proverb says the best time to plant a seed is 100 years ago; the next best time is today. I encourage each of you to plant your seeds today and reap the benefits for generations to come.

Rice EMS founders and alumni unite on the organization's 20th anniversary.

Photo Mark E.A. Escott
A phantom transport is a term used by the Centers for Medicare and Medicaid Services (CMS) to describe an ambulance transport with a destination that does not have any corresponding hospital charges.

Historically, in all electronic record sets for submitting claims to CMS going back to the mid 1980’s, the destination of an ambulance transports had to specifically identify the hospital by name and actual street address. Examples would include:

- Brackenridge Hospital 601 E 15th Austin TX 78701 or
- Seton MC 1201 W 38 St Austin TX 78705
- Or for the more tenured employees Holy Cross Hospital 2600 E MLK Austin TX 78702

The reason this topic has been selected, is the department has been finding destination errors on PCRs being submitted by the field staff with the incorrect hospital destination. This error rate is approximately 3%.

The majority of these errors are discovered and corrected by the billing staff prior to the PCR being submitted to CMS, but there are some cases where a claim may be submitted with the incorrect hospital destination.

Each account that is paid by CMS with an incorrect destination is considered a violation of the Federal False Claim Act and requires an immediate refund to CMS for monies paid and then the claim must be resubmitted with the corrected information.

If the department’s internal processes do not catch the error or process a refund, CMS will perform an audit that compares the departments PCRs stated destinations with the hospitals’ invoices for the same dates of service. If a hospital claim does not match up with the submitted PCR destination Medicare considers these transports to be Phantom Transports, which is a nice way of calling them a fraudulent claim. Each fraudulent call will be reimbursed and could incur increased fines for the City.

It is the responsibility of each crew member to document PCRs completely and accurately, which includes the destination of the transport. Your diligence in accurately documenting the destination of transport allows for a more seamless reimbursement process and protects the City from unnecessary liability and fines.
The City of Austin’s Innovation Office helps diverse and inclusive teams examine challenges and opportunities to surface better ideas and solutions that make a lasting, positive impact.

Austin-Travis County EMS is currently working with the Innovation Office on a project to help recruit the type of people YOU want to work with. Instead of making assumptions about what kind of person this should be, the project engages field and communications staff to gather feedback, form insights, and present the findings to our team of decision makers. At the end of the process field and communications staff will know exactly how your feedback made a difference and what decisions were made as a result. We are very excited about this new partnership, check out the diagram below to learn about how the entire process works.
ATCEMS Produces New "What to do When" PSA Video Series

Austin-Travis County EMS proudly presents the first in a series of public education videos and articles entitled "What to do When". This series is intended to inform the public about the actions that take place behind the scenes at EMS, and help people deal with many of the common emergencies that ATCEMS responds to.

In the first episode, the entire process of actually receiving, dispatching and providing initial medical first aid instructions during a 911 call is covered. Viewers will learn about many of the simultaneous processes that are actually taking place while a caller is on the line with a 911 ATCEMS Communications Medic.

Future episodes and articles will educate viewers about the initial steps they can take in many common emergency calls. For example, topics will include steps to take when you are involved in a vehicle collision, witnessing someone having a seizure, or suffering a burn, among many other topics.

The series will be available for viewing on the ATCEMS Facebook page. Please feel free to share this valuable information with friends, family and colleagues.
EMS Pediatric Education Series
A St. David's Childrens Hospital & DCMC Collaborative
Theresa Diaz - SDCH Pediatric Clinical Educator
Kelly Gettig - DCMC Trauma PNP
with Pediatric Physician Panel

February 16, 12:00pm
DCMC Auditorium
4900 Mueller, Austin
Lunch & CE provided

All EMS providers invited to attend
rsvp: ABaum@seton.org

CHILD ABUSE
ATCEMS Drone
I.C.A.R.U.S.

Austin-Travis EMS is always working to make the community a better place to live. We share ideas, tips and safety information. We spend hours and hours training in our specialties and, in the PIO office, we seek new and interesting ways to get this story out to the citizens and visitors to Travis County. It is important to share the skills, compassion and commitment of our medics with the public.

To help us accomplish this, we are always seeking new ways to showcase many of the things we do. In the course of looking for ways to capture exciting and unique images and videos we discovered that many organizations and individuals are using unmanned aerial systems, (UAS), commonly referred to as drones. The elevated view and ability to track subjects beyond a few hundred yards provides us new and exciting perspectives of what our medics do.

These systems have become increasingly affordable and the technological advancements in the UAS area have been amazing!

Meet ICARUS. We were able to purchase a small, affordable and very capable UAS. This model, a "Phantom 4" is made by DJI, a leader in consumer unmanned aerial systems. The Phantom 4 has many great features that make it uncomplicated to fly, reliable and safe. ICARUS stands for Image Capturing Aerial Recording Unmanned System.

So far we have used ICARUS to get some really nice footage from multiple training evolutions and some very nice footage for our Public Service Announcements (PSA's) that we produce with the help of our Community relations office. We look forward to capturing more images of all of our medics doing the work that makes us so proud!

If you are interested in having some quality photos and video from an event you are scheduled to participate in, let us know and we'll try to attend. Additionally, if you happen to see us out with ICARUS please stop by for a first hand view of what our drone can do.

We have provided a few pictures we have captured with ICARUS. We hope that you enjoy them as much as we do! Please feel free to contact the PIO team with any questions, ideas or suggestions for using ICARUS.
Owen, Milburn, Lucia
Mooney
Arnold
Irby, Hall
Owen
Lane, Tarrillion
Hernandez, Pearson, McGinnism, Ferrando

Hernandez, Palmer, Moore

ATCEMS Tactical Training

Martinez
**Employee Recognition**

**KUDOS**

**Taylor & Pollok**

I would like to commend Captain Brandon Taylor for his service and excellent care he provided to me 12/23, he and his partner Mr. Pollok followed up with me at the hospital. Thank you for your service to the country and to the citizens of Austin and Travis co.

**Tom P**

**Captain Taylor and Mr. Pollok,**

I wanted you to be aware of the post on social media that was made by a patient you both took care of. **Captain Noak** took the time to share with us.

I greatly appreciate you both representing this department and your profession in this way. It is a testament to both your desire to genuinely care for the people we serve. Thank you both for doing what you do in this case, as you do in every case. It is an honor to serve with you both, and I thank you for that opportunity.

Bravo Zulu!

**Mikel J. Kane**

**RESIGNATION**

**Colleen McManus**

**Gabriel Duran**

**AWESOME**

On 12/21/2016 DM2 consisting of MII **Aaron Kutra and MI Albert King,** were assigned a call approximately 12 mins prior to the end of their shift. This patient was transported to Dell Children's Medical Center, needless to say the crew was getting off late. Around 2330 I heard the crew key up to inform communications that they were logging off for end of shift. En-route back to their station, they noticed a vehicle at the exit ramp of Riverside. They believed that the driver was changing a flat tire, there was a tow truck behind the vehicle but no emergency lights were activated. They keyed back up on the radio and informed communications about the situation, they also decided to turn back around and see if the driver needed assistance as well as block for them. Since I was in the area I responded to the scene in hopes of getting the crew off as soon as possible. When they arrived on the scene the initial vehicles were no longer on scene. What they did find was a four vehicle, hit and run accident, with eight potential patients. Once everyone was triaged, we were able to cancel other incoming ambulances.

Instead of logging off and ignoring the situation so they could get off of the truck, Kutra and King did the right thing by wanting to assist a motorist. Due to their unselfish behavior they were able to keep other units in house while assisting the public. This has been entered into RMS for the crew.

Great Job Gentlemen,

**Chris Lester,** Commander – Field Operations

**Kutra & King,**

This is an example of commitment to duty and unselfish service to those we serve. Thank you for the chance to serve alongside you, it is an honor to be associated with people like yourselves; thank you both for your service.

Bravo Zulu!

**Mikel Kane,** Division Chief
THANK YOU

Stempel, Adam
Beggs, Jason
Gaskin, Terry

Dear EMS Techs,
I'm the guy the tree limb fell on, on September 14 in South Austin. Thanks to your speedy and expert attention-you probably saved my life and I am so grateful. I wound up in the STICU at St. David's south with a fractured C-6, a fractured left hip, a fractured left eye socket, left arm sprain and a couple of small hematomas. A little slip up here or there would have had such a different outcome. I spent two weeks in STICU after a neck fusion, and three weeks at St David's Rehab. I finally got to come home October 25. I have some more rehab to do but I would have been a goner without Your emergency help. The gratitude I feel is hard to put into words.

Thank you...you all are doing an amazing job.

Gratefully,
Martin G.

Randy Vickery
Rick Rutledge

I wanted to give a very special thank you to Randy and Rick for helping us unload the 140+ car seat shipment that arrived at EMS HQ on Wednesday. You didn’t hesitate to offer your assistance when you saw us trying to unload all the boxes and your willingness to step up and help out your fellow coworkers is very much appreciated.

Many thanks!

Liz Yankiver

APPRECIATION

Ray, Migl & Warren, Michelle

EMS Responders & Supervisors.

I want to express my heartfelt thanks to the first responders who went to my home in Lakeway on September 24, 2016. I had found my son unresponsive and showing no signs of life when I checked on him that morning in his bedroom. Your personnel, the Fire Department, and Lakeway Police all arrived within a few minutes of my call. Unfortunately it was determined that Brent had probably died in the night sometime earlier.

My son had suffered a stroke a few years before this and was handicapped, while I have had a heart attack and retired from my position at Austin ISO. We both more or less depended on each other and from time to time had to rely on Austin-Travis County EMS for transport to hospitals. Both of us owed our lives and well being to your expert care and transport. I cannot begin to praise your personnel enough for their services rendered with such expertise and kindness.

Sincerely yours,

Ms. Warren and Commander Migl,

I just want to thank you both for your professionalism and dedication to those you serve. Your actions demonstrate your commitment to the citizens we serve, this organization, and the profession you have chosen.

Thank you both for all that you do!

Bravo Zulu!

Mikel J. Kane
**EXCELLENCE**

**Jason Castleberry**
You probably don’t get enough recognition! I wanted to make sure not be remiss in giving some to Jason Castleberry. He showed up at my home the day after my 2nd trip to the ER in a week for a bulging L5 disc. The 24 hour proceeding his visit and after my diagnosis were a bit terror filled. I have no insurance, new to Austin and I am self employed. Work I’ve barely been able to preform since Sept due to debilitating pain. I had no idea how on earth I was going to be able to get the care that the ER doctor told me I was going to need to recover. Jason showed up, stood on my front porch and wiped those fears away. Two weeks later and I not only have help I have a plan and hope for a full recovery. Many thanks to him, you and your organization!

Sincerely,
Allison Gordon

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**Clemente Leal**
Clemente worked really hard for us CE folk, getting the Tricaster recorder setup with its cameras. It’s really expensive and confusing but he made sense of it for us. He has helped run cables, worked with CTM tech support, Tricaster tech support, Sony tech support. He trouble shot program problems with the recorder. He brought our audio system online making it easier to use. He brought the video and video control system online which is controlled via IP addresses and networking, which is very confusing. He set up the wireless audio recording system as well and was able to show us how to use all this stuff.

Clemente also came to help us on short notice to get head shots for all the Paramedic Student’s ID badges. His assistance to our office in the past few months has been extremely helpful. And he’s a great Paramedic too! We are all very grateful for his assistance.

Paul Mallon
Donny Rose

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**Gage Kuehn**
I want to extend a very special thank you to Gage for his willingness to help with a very important graphic design project with a very tight deadline the EMS marketing team was recently assigned. Gage didn’t hesitate to offer his expertise to help create several infographics to accompany the EMS budget presentation. This project was very challenging, the work very detail oriented and involved quite a bit of concentration and a few last minute changes. Gage’s professionalism and expertise proved successful and the finished product was stunning.

Thank you Gage for your hard work and after hours dedication!

Sincerely,
Lisa Sepulveda
Acts of Kindness

“No act of kindness, No matter how small, Is ever wasted.”

-Aesop

Melissa Hall
Rebecca Owen

On January 1st, 2017 at approximately 1730 hours M05 was dispatched to a Priority 4 unknown in the 6200 block of Hwy 290. Call text revealed the crew was looking for a woman with a pony tail trying to flag people down. I (DC5) self-assigned to the call because there much confusion as to where the patient was actually located. Medic 5 arrived first and found a lady, concerned citizen, holding a 60 pound black dog (Labrador looking). The lady stated she was up on IH35 (over 290) and watched the dog jump over the rail and fall approximately 30-40 feet down to 290, hitting the pavement. The bystander, who was crying profusely, stated she ran down the concrete embankment to the dog. She stated she had already called a local emergency Vet hospital who stated they would take the animal at no cost. Upon my arrival the crew had the animal on the stretcher and were completing an assessment of the dog. Capt. Melissa Hall, who has 10 or so years of working experience in a Vet clinic was extremely comfortable treating the animal. The crew requested that I allow them to transport the animal to the vet hospital. Though the dog was injured he seemed to be viable so I allowed them to transport. The crew did a great job and never missed a beat and in my opinion did the right thing due to the circumstances. The Vet hospital was Emergency Animal Hospital of NW Austin

I have had few years of treating dogs during my time on Texas Task Force One as one of my jobs was to care for the canine search dogs. I have actually had an emergency canine paramedic class at Texas A&M. The crew did exactly what they should have in treating and were extremely careful in protecting themselves and the bystander as injured dogs can become violent out of fear.

I did some follow-up today with the Animal hospital and they told me the dog stayed there for recovery until Tuesday of this past week and was transferred to the Austin Animal Shelter on Levander Loop. They stated the dog had facial trauma, broken leg and a possible punctured lung. I drove down to the Animal Shelter as it is in my district and the dog is still in recovery but doing very well. I have attached a couple of pics I took today. The dog is in room (Stahl) 407. I am seriously contemplating adopting this dog.

I thought this was a pretty cool out of the ordinary thing that happened that had a great outcome due to the quick thinking and action of the Medic 5 crew. The crew was Captain Melissa Hall and Medic I Rebecca Owen

Ed Johns

This is exactly what we want our folks to do.

Great job!
Mikel J. Kane
RECOGNIZING YEARS OF SERVICE

Justin Chandler 5 years

Liz Yankiver 15 years

Amanda Vanegas 10 Years

Angela Carr 10 years

Keri Cinquina 10 years
What is the Lifelong Learning Academy?

The Lifelong Learning Academy (LLA) provides city employees with the critical skills needed to advance in their current position. The purpose of the Lifelong Learning Academy is to allow professional development opportunities that will enable participants to acquire leadership skills, current trends in learning and development and to help participants to recognize bench strength that will be of benefit to them and to their team. The goal of LLA is to offer professional development opportunities from the beginning of employees’ career until they retire from the City of Austin.

Lifelong Learning Academy course list:

1. So you think you want to be a Supervisor
2. The Individual Leader in You
3. CityEthics for Future Leaders
4. Dealing with Changing Priorities
5. Your Role in the SSPR
6. Emotional Intelligence at the City of Austin
7. The Art of Feedback
8. Good Decisions vs. Bad Decisions
10. Navigating the Interview Process
11. Happiness Advantage
12. Managing Your Own Development
13. Dealing with Conflict
14. The Empowered Employee
15. Communication: Yours and Theirs

Who Can Participate in the Lifelong Learning Academy?

All City of Austin employees are encouraged to participate in the Lifelong Learning Academy with supervisor approval. Anyone who desire professional development should participate. There will be additional courses as well as multiple tracks of learning for participants.

How do I register for the Lifelong Learning Academy?

Departmental Supervisor/Training coordinators must register participants So You Want to be a Supervisor. Employees will not be able to self-register for this class. After the completion of So You Want to be a Supervisor participants may self-register for all other classes.

Who is responsible for monitoring my progress through the Lifelong Learning Academy?

Participants, supervisors and training coordinators are responsible for monitoring their progress through the Lifelong Learning Academy.

Will there be a graduation ceremony for Lifelong Learning Academy participants?

No, there will not be a graduation ceremony for Lifelong Academy participants. Supervisors and managers should recognize and support the development of their employees.

Where are the courses listed for Lifelong Learning Academy?

The courses are listed in TRAIN. The training calendar is updated every six months. Courses are offered January – June and again July – December.

What if I have more questions?

Should you have additional questions, please contact Autumn Harrison at (512)530-8214 or Autumn.Harrison@austintexas.gov

You may also contact Organization Development at (512) 530-8200 and we will be happy to assist you.
Customer Service Response:

277 calls were made during December. The questions asked focused on measurable customer service actions.

Customer Service Results

Respondents were asked to rate the customer service provided by our medics on a scale from 1 to 5, with 5 being the best. 80.95% of the patients rated the customer service they received at a 5 and 19.05% rated their service at a 4. The average rating overall was 4.81 out of 5 for customer service.

The response we obtained from our customers is evidence of the great medics we have and the tremendous job they do each and every day.

Patient Comments:

- “They were methodical, calm, and that helped me to keep me more at ease with myself and what was going on.”
- “They were awesome. How they treated her was very positive. They were explained everything to her and made her feel more comfortable.”
- From Director of Nursing: “Your medics are always kind and very professional when they come to service our patients.”
- “They were very caring, patient, and helped me to become more at ease. One asked if I had ever had panic attacks. He was able to make me calm down. I was very impressed. This is the first time I’ve ever called and I really appreciated them for taking good care of me.”
- “Outstanding! They were just wonderful, explaining everything and taking their time with her. She did pass away, but we are thankful for the care she received.”
Every so often, doctors encounter a patient with a problem so unusual they decide to publish a case report. Case reports are meant to add to scientific research, or help other doctors who might encounter the same strange symptoms in the future.

But to those who aren’t doctors, case reports illuminate the limits and the mysteries of the human body.

I searched through multiple medical literature sites to find some weird and unusual medical cases on record. Throughout the year I will share some a brief synopsis of the these case reports. Perhaps you will even find them to be educational, interesting, or the very least odd.

Pathological Generosity

A 49-year-old man in Brazil survived a stroke but underwent a strange personality change afterward -- he developed "pathological generosity," according to a report of his case. The man began to give away money, and bought candies for children he met on the street, his wife told the doctors. He was unable to manage his financial life, and would have gone into debt if it were not for his wife's attention, the researchers said.

The stroke apparently left the man with "excessive and persistent generosity," the researchers said in the report published Aug. 20 in the journal Neurocase.

The doctors evaluated the patient, by didn't find any evidence of manic symptoms or dementia that could explain his excessive generosity.

A CT scan showed low blood flow to several brain regions, including areas in the frontal lobe. These regions may not be directly damaged by the bleeding in the man’s brain during his stroke, but are connected with that region by neural pathways. Damage in these pathways might have had a role in changing patient’s personality, the researchers said.
Dreams and aspirations rarely come to fruition willingly. They dwell in those spaces and times of the greatest inconvenience as though they need proof that you are worthy. Your greatest fear should be waking up with regrets for allowing your life to pass you by. It all lies within your hands and your hands alone. Take control and do something about it. The choice does not belong to fate it belongs to you.
Blast from the Past....
New Employee Shenanigans 2007

CONTACT US WITH YOUR SUGGESTIONS REGARDING...

♦ EMPLOYEE RECOGNITION
♦ PHOTO CONTRIBUTIONS
♦ WRITING A GUEST COLUMN
♦ STORIES FROM THE FIELD/COMMUNICATIONS
♦ ANYTHING YOU FEEL IS RELEVANT, HAVE A PASSION FOR, OR SOMETHING WE MIGHT HAVE MISSED.

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