



# THE DGS DIGEST

## CONGRATULATIONS AARON LEE ! DGS'S FEBRUARY EMPLOYEE OF THE MONTH



Congratulations to Aaron Lee, the DGS February 2018 Employee of the Month! Aaron Lee has been working for DGS for 16 years. He joined DGS when he was 16 years old in an apprenticeship program in collaboration with Carver Vocational Tech School. Mr. Lee works at the Calverton Road Substation as an Automotive Supervisor I.

Mr. Lee's nominator said "I have, in the past 3 years, watched [Aaron] grow from being an Automotive Mechanic, to a Lead Mechanic, to his current role... He has, during the month of January, been working with the Mayor's Office in an initiative to get homeless individuals off the street during extremely cold

weather. [He] drives around certain parts of the City in the evenings, pick up homeless individuals and transport them to designated shelter locations." Mr. Lee leads by example and, while maintaining an air of approachability and friendship, also leads firmly. He performs at a level that surpasses individuals who have had significantly more years to learn their role.

Aaron Lee is also a graduate of the Department's Lead to Succeed program and is a rapidly rising star. He is all about growth in the City and cares deeply for his three children, ages 11, 9, and 6. When he is not at work, Mr. Lee enjoys spending time with his kids, riding his motorcycle, and playing basketball.

## DIRECTOR FOR THE DAY ALVIN CLARK WORKS ALONGSIDE DIRECTOR SHARKEY FOR A DAY



Alvin Clark, an Automotive Lead Mechanic at the Liberty Dam Substation, was DGS's Director for the Day! Alvin worked alongside Director Steve Sharkey. He had a busy morning. First, the directors met to review the day's itinerary. They attended the regular Board of Estimates meeting,

attended a news conference with Mayor Catherine Pugh to tout the new DGS and Code in the Schools partnership, toured and inspected the courthouse with Fred Ramirez, participated in a DGS Stat meeting with the leadership team, and wrapped up over lunch. "As a mechanic, you stay in your own little bay," Alvin said. "It was neat to see the other side." He really appreciated the day and thanks everyone for their kindness.

## DGS'S CHILI COOK OFF 2018



On February 2nd DGS held the Department's 2018 Chili Cook-Off. Director Sharkey threw his chili recipe into the pot against nine other Department chefs. The competition was good natured but intense and heated. Chili dishes sold out at record speed and helped DGS edge closer to its donation goal for the United Way campaign. Congratulations to Shaquita Gause, who took home the title of "DGS Chili Cook-Off Champion." Her turkey chili distanced her from her focused rivals. When asked to share her recipe with the newsletter she said, "I can't win next year if everybody has the recipe." Oh, that's spicy!

## DGS ALL STARS: FEBRUARY 2018



The DGS Accounts Payable Team of Troy Parrish, Rose Carter, Garrett Knight, Forest Hinton, and Krystal Roberts-Saunders were honored as DGS All-Stars for the robust efforts to promptly process and retire invoices received by DGS. In 2015 vendors were not being paid in a timely manner and business practices suffered. Delays produced unhappy vendors who may have considered the City less reliable partners and were been less willing to engage future bid opportunities. Many vendors are small business that cannot absorb delays in their cash flow which can be negatively impacted based on duration of payments. These problems can compound, resulting in lower competition and higher costs for City contracts. The Accounts Payable Team committed themselves to improving the DGS payment process, reducing the duration for payments, and markedly increasing on-time vendor payments from FY15 to FY17. Based on their collective efforts the average number of days to make payments improved, decreasing the time from 47 to 30 days while expanding the percentage of vendors paid on time from 49% to 79%.

## FACILITIES MAINTENANCE BATHROOM RENOVATIONS



Our Facilities Maintenance Divisions has completed three bathroom renovation. An unused closet becomes a family restroom at the District Courthouse and a men and women's restroom at the Northwest Community Action Center get a modernized face-lift. Both projects stemmed from an effort to upgrade facilities, revitalize unused spaces and bring more ADA accessibility options to City Buildings.

# CITY ANNOUNCES PARTNERSHIP WITH CODE IN THE SCHOOLS



The City of Baltimore through a Memorandum of Agreement between DGS and MOIT announced a promising partnership with Code in the Schools (CITS), a non-profit organization striving to bring enhanced computer science skills to students in Baltimore City Public Schools. The City and Code in the Schools are piloting the collaboration to build a competitive local labor force and provide a pipeline for computational careers within city government. “This is

a really great partnership. We talk about teaching young people technology and getting them engaged,” explained Mayor Catherine E. Pugh. She continued, “Computing jobs are the #1 source of new wages in the United States with a half million current openings.”

In this newly launched partnership program, high school students will build foundation skills in Python (a computer coding language). The students will then use these new skills to work DGS on real challenges that can be solved with the critical thinking and computer science skills developed in their classes. “We use computer programming and data analysis every day at DGS,” Steve Sharkey, Director of the Department of General Services said. He continued, “DGS is responsible for maintaining all city buildings and fleet—next time you’re out, look out for all of the cars on the road with a Baltimore City logo—we are the ones who repairs those. We also have a lot of data and information.”

## WHERE ARE THEY NOW?

### LEAD TO SUCCEED PROGRAM: THE CLASS OF 2015

The sophomore class of the program bears witness to great promotional movement and employee retention for DGS and Baltimore City. The group was composed primarily of full time employees who enrolled in the 6-month experience in an effort to prepare for eventual opportunities while gaining relevant skills and knowledge that encouraged growth.



Terrel Chesson has become the deputy chief of the Facilities Maintenance Division where he focuses a majority of his time on matters related to the division’s finances and human resources. Audrey Feehly was promoted to a lead mechanic position, currently working at the Lewin Substation. During the time Troy Parrish was a participant in earlier Future Leaders Development Program she was a purchasing assistant but now she has assumed more responsibility as an Administrative Analyst II within the Fiscal and Strategic Management Office. Tiffany Williams is regarded as an instrumental part of the DGS human resources team as she works closely with the supervisors and leadership at Fleet Management as a H.R. Generalist I. Shaquita Gause moved from a contractual employee to her current position as Construction Project Supervisor overseeing numerous rehabilitation projects including roof replacement at the Peale Museum or updating the kitchens at various fire stations across Baltimore. Leandre Bowling began as a community aide, but is now in a full time contractual position within Information Systems Management, performing Pictometry and Archibus-related duties.

Steven Shifflet recently received a promotion to Store Keeper 1 supervisor, while Aaron Lee moved up from mechanic to lead worker to a supervisor at Fleet’s Calverton Road substation. Aaron stated that “The Future Leaders program was a great jump start at the beginning of my career in management with the City of Baltimore. The overall insight into day- to-day budgets, operations, and expectations as a leader was essential tools, preparing me for the demands of my current position.” Nick Fontanez was named a DGS All-Star in January, and while that recognition does not come with a promotion, it shows his dedication and leadership to DGS. He manages the DGS Human Resources Office whenever the HR Business Partner, Catherine Burns, is absence. Connor Snow left DGS to pursue a Fulbright Scholarship in Germany, while Erica Gee has moved up within the City of Baltimore, taking an HR role at the Department of Housing and Community Development. Antwan Wilson, Fleet Management, has a reputation as an “amazing supervisor” who is responsible for training a cross segment of other staff members in the two hundred fifty person division.

## THE PEALE MUSEUM’S AFRICAN AMERICAN HISTORY



The Peale was the first high school in Maryland designated for African American students. The building was known as a “Colored High School.” In Reconstruction-era Baltimore, the Colored School system was founded to provide public education for African Americans in the

City. The historic Peale Museum building housed Male and Female Colored School Number One from 1878-1887. In 1882, a two-year secondary school program was added to the curriculum, making Colored School Number One the first public high school for African Americans in the state. The school quickly outgrew the Peale’s premises and was moved to a larger building on East Saratoga Street, then eventually to a new site at Calhoun and Baker Streets, where it was renamed the Frederick Douglass High School.

## HR ANNOUNCEMENTS

<b>New Hires</b> <i>Welcome to the Team!</i>	
Orlando Brown	Store Keeper II
Reginal Malloy	Store Keeper II

## JOIN LINKEDIN



DGS has added a new social media platform and we want to connect with you! If you have a LinkedIn account please take a minute to connect with the official DGS page. It is quick and easy. You can simply edit your current employment information, no deletion and rewriting of information needed, it takes 30 seconds! We hope to “link up” with you on LinkedIn soon.

### Employee of the Month Nominations

1. Hand Ballots located throughout General Services
2. Email DGS\_HR@Baltimorecity.gov

Direct questions regarding the Employee of the Month process to Catherine Burns in the Human Resources Office (410) 396-3627

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