



## MEMORANDUM

**TO:** Mayor and Council

**FROM:** Joseph G. Pantalion, P.E., Director  
Watershed Protection Department

**DATE:** March 6, 2017

**SUBJECT:** Watershed Protection Department Summer Internship Program Overview

This memo is meant to provide you with an overview of the Watershed Protection Department's summer internship program. Now in its fifth year, this program has proved mutually beneficial to college students preparing to enter the workforce, our staff and the department as a whole.

Summer interns have been very helpful during their 12 to 15 week assignments. Introduced to a professional work environment, they assist in developing solutions to real world problems and take on a wide range of projects from youth education and water quality monitoring to civil engineering and geospatial analysis. In addition to their office tasks, the interns take part in outside activities such as water quality monitoring, surveying opportunities for Austin's children to connect with nature, helping at public meetings and constructing rain gardens at elementary schools.

The program has become a way for the City to recruit a diverse group of new employees. Since the program's inception, 56 interns have participated from 15 different universities. The City currently employs seven of these interns. But whether the interns go on to work for the City or the private sector, the program educates them on important City goals such as the importance of protecting lives, property and the environment from flooding, erosion and water pollution.

The program was designed with the following goals:

- Recruit applicants with diverse backgrounds and disciplines to mirror our community while ensuring the most qualified candidates are hired.
- Have a well-defined plan for providing opportunities for students to learn, develop and actively do meaningful work that advances the goals of the department.
- Provide cross training and exposure to different jobs for students who may be unsure of their career plans.
- Build long-term relationships with the faculty and staff of universities and colleges.

The program includes disciplines such as engineering, natural sciences, accounting, communications and geographic information systems (GIS). Each intern is assigned a mentor, attends a one-day training and receives information about the department. At the end of their internship, the interns receive a booklet called, "Reflections," which has profiles of each intern, including their favorite experiences from the program. With photos and text, this booklet is an excellent commemoration of their internship with WPD. I've attached a copy for your information.

If you would like more details about the program, please contact Renee Scott, Human Resources Manager, at 512-974-7250.

Attachment

CC: Elaine Hart, Interim City Manager  
Sue Edwards, Assistant City Manager  
Renee Scott, Human Resources Manager, Watershed Protection Department  
José Guerrero, Assistant Director, Watershed Protection Department

# City of Austin Watershed Protection Department



“To live a creative life,  
we must lose our fear of being wrong.”

**-Anonymous**



### **Department Mission**

The Purpose of the Watershed Protection Department is to protect lives, property, and the environment of our community by reducing the impact of flooding, erosion, and water pollution.





# City of Austin

Founded by Congress, Republic of Texas, 1839  
Watershed Protection Department  
P.O. Box 1088, Austin, Texas 78767



August 12, 2016

Dear Interns,

I would like to take this opportunity to thank each of you for participating in our 2016 Summer Internship Program. Your role as an intern is key to the City's mission of recruiting and developing a diverse group of qualified employees.

This summer, you directly impacted the overall success of our department as we strive to make Austin "The Best Managed City in the Country." We were proud to share our knowledge and expertise with you as you develop into future leaders. The Watershed Protection Department is now a valuable contact and resource for you.

Thank you once again for joining our team this summer and for working toward the City's values of:

- Public Service & Engagement
- Responsibility & Accountability
- Innovation & Sustainability
- Diversity & Inclusion
- Ethics & Integrity

Our staff wishes you the best as you further your education and venture out into your careers.

Sincerely,



Joseph G. Pantaloni, P.E., Director  
Watershed Protection Department

*The City of Austin is committed to compliance with the Americans with Disabilities Act.  
Reasonable modifications and equal access to communications will be provided upon request.*



# City of Austin

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Founded by Congress, Republic of Texas, 1839  
Watershed Protection Department  
P.O. Box 1088, Austin, Texas 78767

August 12, 2016

Dear Interns,

I would like to take this opportunity to thank you for all of your hard work and efforts. It was a pleasure to meet each of you, and I sincerely hope that your experiences with the Watershed Protection Department were engaging and enriching.

Our department takes great pride in our internship recruitment process, hiring the brightest and best, and those most likely to succeed in their life-goals.

Thank you again for participating in our 2016 Summer Internship Program and I hope our paths will cross again in the future!

Very truly yours,

Renee M. Scott, Human Resources Manager  
Watershed Protection Department

["You must be the change you wish to see in the world."](#)  
- Gandhi

Special thanks for all the extra efforts to:

Nikki Fowler  
DeeDee Sharp  
Lili O'Brien  
Nora Butler  
Olivia Brown



## Summer 2016 Interns



“Alone we can do so little; together we  
can do so much.”

- Helen Keller



**Shadana Bailey**  
Human Resources

**Hometown:** Austin, Texas

**Degree Field:** Biology

**Special Interests:** Animal Rights,  
Dancing, Designing

**Favorite TV Show:** The News

**Where do you see yourself in 5 years:**  
Graduate School and Working

**Favorite experience from this program:**  
Working with the Clean Creek Camp







**Joshua Guedea**  
Human Resources

**Hometown:** Austin, Texas

**Degree Field:** Microbiology

**Special Interests:** Kayaking, Hiking, Fishing

**Favorite TV Show:** Game of Thrones

**Where do you see yourself in 5 years:**

Traveling

**Favorite experience from this program:**

Going caving





**Alecia Gonzales**  
Human Resources

**Hometown:** Austin, Texas

**Degree Field:** Business Management

**Special Interests:** Softball and  
Collecting Shoes

**Favorite TV Show:** Pretty Little Liars

**Where do you see yourself in 5 years:** Retiring

**Favorite experience from this program:**

Caving and helping with the interviewing process





**Alexandria Nichols**  
Human Resources

**Hometown:** Austin, Texas

**Degree Field:** Marketing

**Special Interests:** Fashion, Social Media,  
Music

**Favorite TV Show:** Bob's Burgers

**Where do you see yourself in 5 years:**  
Graduate School

**Favorite experience from this program:**  
The MCS Hearings



**LOYOLA  
UNIVERSITY  
CHICAGO**







**Kenneth Sparks**  
Education and Outreach

**Hometown:** Austin, Texas

**Degree Field:** Environmental Science and  
Conservation/ minor in Chemistry

**Special Interests:** Camping, Kayaking, Scuba  
Diving, Baseball

**Favorite TV Show:** Andy Griffith Show

**Where do you see yourself in 5 years:** Working  
Amongst the park systems in the field

**Favorite experience from this program:**  
Salamander surveys on my own college's preserve







**Cecile Gould**  
Value Engineering

**Hometown:** Austin, Texas

**Degree Field:** Civil Engineering

**Special Interests:** Rock Climbing, Ping Pong, Pugs, and Soccer

**Favorite TV Show:** Bob's Burger

**Where do you see yourself in 5 years:**  
Graduate School

**Favorite Experience from this program:**  
Field trip with Morgan and Carly to see different types of ponds and pipes.







**Carly Farmer**  
Value Engineering

**Hometown:** Buda, Texas

**Degree Field:** Civil Engineering

**Special Interests:** Boating, Running, Hiking, Guitar

**Favorite TV Show:** Royal Pains

**Where do you see yourself in 5 years:**

Taking the PE exam; working in Austin

**Favorite experience from this program:**

Trips in the field to see all of the watershed infrastructures.









## **Cody Bjornson**

Environmental Resource Management

**Hometown:** Buda, Texas

**Degree Field:** Geography and Geology

**Special Interests:** Photography,  
Outdoors/Travel, Skateboarding

**Favorite TV Show:** The Office

**Where do you see yourself in 5 years:**

Working in an environment similar to Austin  
Watershed

**Favorite experience from this program:**

Taking water quality samples at multiple spring  
sites along Barton Creek





## **Luis Medina**

Environmental Resource Management

**Hometown:** El Paso, Texas

**Degree Field:** Biology

**Special Interests:** Looking for salamanders

**Favorite TV Show:** X-Files

**Where do you see yourself in 5 years:**

Conducting my own research, perhaps in a different country

**Favorite experience from this program:**

After hours of looking and capturing salamanders, I accidentally released all of them. I was extremely embarrassed!

















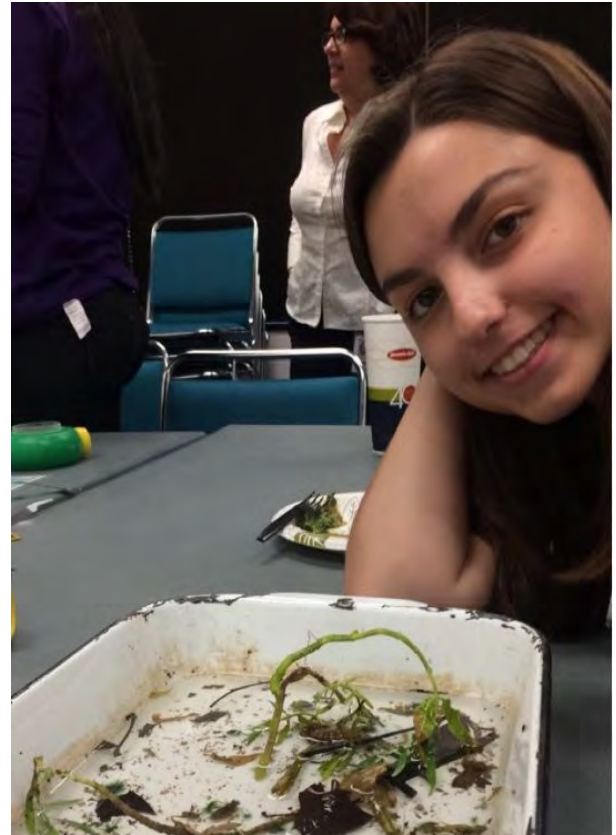












“In union  
there is  
strength”  
- Aesop



# 2016 Summer Internship Memories



**Watershed Department Overview**  
Mike Personett, Assistant Director

What's in It for You?



**Diversity Training**  
Carla Scales, Chief Administrative Officer



**Interactive Event**  
Todd Jackson, Environmental Scientist Assoc.



# 2016 Summer Internship Memories



# 2016 Summer Internship Memories





# Letter from the Summer 2016 Interns

Dear Watershed Protection Team,

We would like to thank all of you for giving us the opportunity to join your department for the summer.

Your commitment and dedication to guiding us through this program has allowed us to excel in our endeavors and has fostered a foundation for us to grow professionally.

Sincerely,

The 2016 Summer Interns



***Watershed Protection Department  
2016 Summer Internship Program***