



SAABE TIMES

A publication of the San Antonio Association of Building Engineers

August 2003

Mark Your Calendar—

JOIN US FOR OUR AUGUST LUNCHEON

*Please join us on
Wednesday, August 20 at the
Old San Francisco Steakhouse
for our monthly luncheon,
sponsored by Voss Lighting.
Topics covered will be
recycling, code compliance
(related to lighting), and
roundtable discussions on
lighting issues. Beef tips with
mushrooms will be served.*

*Please RSVP to (210) 408-
1699 by Tuesday, August 19.*

We hope to see you there! ❖

RSVPs are Important!

Please RSVP if you plan to attend the monthly luncheon. RSVPs are very important – they let us know how many meals to order! ❖

Education Corner

Respiratory Protection

- Sponsored by the Texas Engineering Extension Service
- August 18-21, Mesquite, TX
- Cost: \$695
- Call 1-800-824-7303 or visit www.teex.com for more information.

Backflow Prevention Assembly Tester's 8-Hour Continuing Ed

- Sponsored by the Texas Engineering Extension Service
- August 19, San Antonio
- Cost: \$175
- Call 1-800-824-7303 or visit www.teex.com for more information.

CFC Refrigerant Recycling

- Sponsored by the Texas Engineering Extension Service
- August 22, San Antonio
- Cost: \$108
- Call 1-800-824-7303 or visit www.teex.com for more information.

ESA Phase I (Environmental Liability)

- Sponsored by the Texas Engineering Extension Service
- August 25-27, Bryan
- Cost: \$645
- Call 1-800-824-7303 or visit www.teex.com for more information.

Basic Plumbing Code

- Sponsored by the Texas Engineering Extension Service
- August 26-28, Bryan
- Cost: \$640
- Call 1-800-824-7303 or visit www.teex.com for more information.

Intermediate Plumbing Code

- Sponsored by the Texas Engineering Extension Service
- August 26-28, Bryan
- Cost: \$640
- Call 1-800-824-7303 or visit www.teex.com for more information.

ESA Phase II (Environmental Liability)

- Sponsored by the Texas Engineering Extension Service
- August 29, Bryan
- Cost: \$545
- Call 1-800-824-7303 or visit www.teex.com for more information.

Contact Education Director Jock Tilghman (681-2494) if you know of other courses. ❖

A Message from the President

by Bob Beal

It's Good To Be Back

I'd like to start out by saying "thanks" to Tom Lasater and the rest of the committee for filling in for me while I was on vacation. I am very fortunate to be able to go on vacation for two whole weeks. But you know what? It still is not long enough. If any of you have ever been to Anna Maria Island in Florida, you will know what I mean. This is considered the off-season down there, and we had the whole place to ourselves. My mother and father purchased a two-week time-share about five years ago. Fortunately for me, my mother found a casino halfway there, and now she does not quite make it all the way down anymore. No use letting a wonderful condo that is sitting on one of the most beautiful group of beaches in the country go to waste. I love the Texas coast, but in Florida, you could actually see your feet in about 5 feet of water. You can see your feet in 5 feet of water down at Port Aransas, but only if you are in the motel swimming pool. Because it is the off-season, you would not believe the deals on beach houses. You can get a house right on the beach for about \$500-600 a week or about \$1,500 for a whole month. I like to drive because I can take all my toys (fishing rods and stuff). But if you like to fly, there is an airport in St. Petersburg only about 45 minutes away. It is a 20-hour drive of 1,200 miles, so it takes two days to get there. I decided to drive straight through on the way back. After about 15 of the 20 hours, I realized I made a mistake. But we made it back to good old San Antonio in one piece. If anyone would like to plan a vacation around the Tampa, St. Petersburg, and Anna Maria Island area, let me know. I know some cool spots to check out.

As I traveled through all the towns in different states, I could not help but look at all the high rises, factories, power plants, petroleum plants, breweries, chemical plants, tire manufacturing plants, and even a nuclear power plant. As a facility engineer, I felt like I was some how attached to their community. Anywhere we go, we have something in common with thousands of others. Unlike any other industry, we are in every town, city, or state. Everywhere there is a community, there are people like Justin Jauer, Robert Ramos, Phil Anderson, David Edmond, "the Charlie," and the rest of us at SAABE

behind the scenes. We're all counting the KWHs, testing the water in the cooling tower, changing a lamp, receiving bids for a T. I., or just talking about the catastrophic flood that you and your team just prevented. I found myself wondering what issues they may have that differ from ours. Are there domestic water problems similar as ours? Do they have an engineering association? If so, how do we compare? I would like to challenge all of us to go outside the box and look at how our brother and sister engineers in other states maintain their facilities. If you have had experience in other parts of the country or world, email me at bob_beal@transwestern.net. I would like to chat with you.

Habitat for Humanity

I would personally like to thank Paul Thompson, Jock Tilghman, Tom Lasater, Jack Fuentes, George Clark, Allen Mangrum, Marta Mangrum, and Justin Jauer – the first SAABE/Habitat for Humanity (HFH) group. Special thanks go to Justin for putting together the workday. These folks helped to finish up an HFH project. I will be joining Justin on the next project to be announced. Let's all chip in. If you cannot make it to one of the projects, feel free to give a donation at the door at our August meeting. It will make you feel good!



Changes in the Committee

All of us on the committee would like to give a great deal of thanks to Cesar Alvarado. Since 1999, Cesar has been a valuable asset and has been continuously re-nominated to sit on the committee for SAABE. Cesar has worked at the GPM Life building for the past 15 years. With his growing responsibility at the GPM building, Cesar is finding it harder to get away and put in the time he would like to as 2nd Vice President. So I am sad to say that the committee has accepted his resignation effective August 5. Cesar will still be active as a regular member and is still a valuable asset for everyone at SAABE.

We would also like to give a sad farewell to Kendal Langenberg. Kendal has accepted a position in Houston with Voss Lighting. We have also accepted his resignation as Secretary effective August 5. Kendal has been a refreshing addition to SAABE and was very instrumental in my appointment as President. Of course Kendal will continue as an associate member and will join us at the luncheons when he is in town. Many, many thanks to Kendal and Cesar.

At our August committee meeting, we appointed Mike Halvorsen as 2nd Vice President. Justin Jauer replaces Mike as membership chair. To replace our Secretary position, we appointed Chris Evans. Please give a congratulations and special thanks to Chris, Justin, and Mike for stepping up when we needed them most. ❖

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Tech Talk #75

by The Charlie

How to Ask for the Raise You Want!

You want a raise. Whether your performance review is around the corner or you've taken on new responsibilities over the past few months, chances are the thought of asking for a raise makes you nervous. Even the strongest person becomes mush when the topic turns to raises! Just remember that your boss will also be uncomfortable talking about it with you.

Planning is the key to effectively asking for a raise. Long before you even head to the negotiation table, you should be laying the groundwork for a bigger paycheck.

Leverage your skills: You could be the organization's PowerPoint guru or possess some skill that everyone comes to you for help with.

Increase your visibility: Volunteer for projects or committees outside of your scope of work! What you are effectively doing is running a marketing campaign for yourself. You want to make sure you've got visibility with people other than your boss.

Keep an accomplishment log: Keep complimentary letters from tenants or managers, note extra projects you take on, record when you stay late, note classes you've attended, list new skills you've acquired, and note any other positive accomplishments you achieve.

Compile useful data: Obtaining current industry-standard pay scales will also help justify your cause for increasing your compensation.

Going for Gold

A performance review is a good opportunity to see if you're on a scheduled raise system. Anytime you've taken on new roles but the company never coughed up extra compensation can be an icebreaker. Set up a private meeting with your manager to approach the topic.

Your job is to sell your boss on your achievements. To help you do this, take your achievement log and write out a script before the meeting. A script and practice will help you feel comfortable that you can objectively prove your worth to the organization.

However, companies often have policies that dictate specific raises at certain times. If a company's policy is to give annual raises, it's difficult to get an exception to the rule. Usually, decisions come from senior management, and your manager may not have any latitude to go outside the company's policy.

Less Than Desirable

If you do get a raise but it's much lower than what you expected, take a step back and wait a couple days to gain objectivity. The average person usually can't step aside from

his or her emotions and too many times, regrettable comments are made. Also, your manager may go on the defensive if you ask for a larger raise during your review.

Approach your boss sometime after the review and ask for a follow-up meeting. Consider these tips:

Have predetermined amounts in mind: If your manager asks you what raise you have in mind, you don't want to gasp and go blank.

Be reasonable: If you were offered a 3% raise, you can't ask for 7% – it just won't happen unless extraordinary circumstances are involved.

Use an "I" message: If you got a 3% raise but want a 5% raise, say, "I've accomplished XYZ, I possess XYZ skills, I put in extra time, and I'm a bit disappointed with the raise." Be sure to use an "I" message rather than a "you" message. It sounds less accusatory.

Don't threaten to leave: Threats work against you, because they can put you on the slow track for in-house career opportunities. It also may put you on top of the layoff list!


Be professional: Don't tell your manager that you heard another coworker received a higher raise than you did. Talking about what someone else received really tends to turn a boss off.

What if you still get turned down? Nicely ask why. You deserve an explanation.

Ask for a follow-up. If the reason is financial on the company's end, ask your boss to touch base in six months. But if you didn't get a higher raise because of your attendance or lack of skills, ask your boss if he'll reconsider things in six months, after you've improved in those areas!

Next Month: How Long Has It Been? (preventative maintenance)

CHARLIE'S LAW: Why is lemon juice artificially flavored and dishwashing liquid made with real lemons?



Moore Lighting
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Paul Moore

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Welcome New Members

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matthew.jasek@coastlineltd.com

Harry V. Felux
Coastline
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(830) 393-4836
h.felux@felipsis.net

If you know someone who'd like to join SAABE, have them visit our web site at www.saabe.org to obtain a membership application. Or call Laura Bray (210-408-1699) and she will fax one to you. ❖

WE'RE THERE, WHEN YOU NEED US.

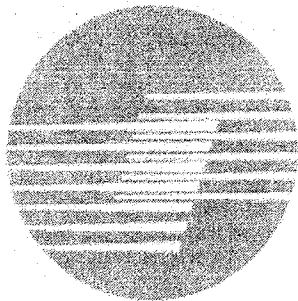
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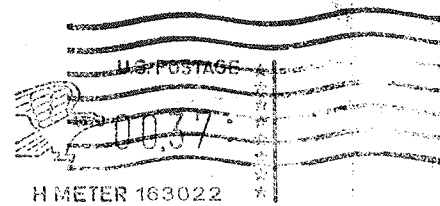
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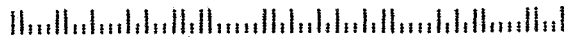
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<h2 style="margin: 0;">SAABE TIMES</h2> <h3 style="margin: 0;">August Issue</h3>	<p>Final Thought:</p> <p><i>"Imagination is more important than knowledge." — Albert Einstein</i></p>
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Membership Luncheon
August 20, 2003

Time: 11:30 a.m.
Location: Old San Francisco Steakhouse
Program:
 Lighting Issues

Sponsored by Voss Lighting

Upcoming Luncheon:
September 17, 2003
 Program to be Announced

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