

7/15/2026

**NAEM Excellence Awards Selection Committee
National Association for Environmental, Management
Washington, D.C. 20006**

To Whom It May Concern:

When I first crossed paths with Steven Guillory, he was a Safety Representative at the Houston Airport System, covering William P. Hobby Airport and Ellington Field Airport. That was roughly 20 years ago, and I have had a front row seat to nearly everywhere his career has gone since.

From the airport system, he moved to Houston Public Works as Safety Supervisor in the Director's Office. Later he landed in Human Resources Risk Management as Safety Division Manager, and at one point he even stepped in as Acting Assistant Director. It was during that stretch that he built Zero is Possible, a citywide safety management system based on the ANSI and ASSP Z10 standard, something no other major American city had attempted at the time.

I bring up the whole path, not just the highlight, because the pattern across all of it is what makes this nomination easy for me. Steven never stayed in a role long enough to get comfortable without adding something new to it. Along the way he finished a doctorate, an MBA, and a stack of professional designations, all while working full time, and he started teaching safety management systems at the university level on top of everything else.

He is Quality and Risk Manager now, in Wastewater Operations, and I still hear his name come up when people across the City need help thinking through a safety problem. Twenty years is a long time to keep earning that kind of reputation. He has.

Sincerely,

**Mickey Solomon
Senior Division Manager
City of Houston**

