

In the Levee Loop !



News of the Flood Protection Authority

JuLY 15, 2017

Legislative Update Regarding Flood Protection Issues

By Wilma Heaton

The Louisiana State Legislature met in Regular Session April 10 – June 8, 2017. Multiple bills were filed regarding funding levee districts. HB 438 would have allowed taxes or other revenues of a levee district to be used for payment of joint costs across levee districts related to the Hurricane and Storm Damage Risk Reduction System (HSDRRS) on a proportional basis. The bill failed to pass but was included in a study resolution that was adopted (HR 203) that authorized a study by the Coastal Protection and Restoration Authority, in cooperation with the Flood Authorities (East and West). Recommendations will be made to the Senate and House Committees on Natural Resources and Transportation regarding spending across various levee districts within each regional authority. The Legislature also passed HR 1 that approved the State's Master Plan on Coastal Restoration.

Although the Legislature failed to pass the Operating and Capital budgets in the Regular Session, both were passed in the Special Session held June 8 – 16, 2017. The funding for the new police complex for the Orleans Levee District Police Department was included in HB 2 and signed by Governor John Bel Edwards for \$1 million in priority 5 (non cash line of credit).

Please contact me at 504 914-4338 or email to wheaton@slfpae.com if you have any questions regarding legislative issues.

THE FLOOD PROTECTION AUTHORITY—EAST COMMISSIONERS

Lambert J. Hassinger, Jr., - President
Richard A. Luetlich, Jr., ScD - Vice President
G. Paul Kemp, Ph.D. - Secretary
Mark L. Morgan, P.E., Treasurer
Clay A. Cosse'
Quentin D. Dastugue, CCIM
Andrew J. Englande, Jr., Ph.D., P.E., DEE
Jason P. Latiolais
Herbert I. Miller, P.E.

“Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish.”

Sam Walton

MESSAGE FROM PRESIDENT JOE HASSINGER

Culture Change Initiative

We are fortunate that the Authority is made up of talented individuals who strongly believe in our mission. Every organization, though, must strive to continuously improve, and we are no exception. The recent confidential surveys and other employee feedback (Thank you for that!!!) have allowed us to identify both our strengths, and various challenges and shortcomings that we must address, to ensure that we reinforce those things we do well; maintain a strong organization that is best positioned to meet the mission; and create a working environment that functions with excellent communication, professionalism, cooperation and collaboration, a true sense of teamwork, respect, leadership, robust training, et cetera.

I have assembled a culture change working group, that is charged with defining the Authority's current culture (based on the information you have provided, their experience and additional employee feedback to be provided), and formulating specific practices, programs or policies that will effectively reinforce the strengths of the organization, and improve those aspects of our culture that need change. The members of the working group are Ryan Foster, Elbert Williams, Kerry Najolia, Glenda Boudreaux, Brian Stropolo, John Lewis, Earl Kugelmann, Derek Boese, Chandra Chaffin, Nyka Scott, and Commissioners Rick Luetlich and Herb Miller. They will formulate recommendations, with implementation by November 1st. More to follow! Joe.

Louisiana State Civil Service Announces Approval of Compensation Redesign

Louisiana State Civil Service announced approval of the compensation redesign plan for the State's classified workforce. The plan represents a fundamental shift in the way classified employees are compensated. On October 1, 2017 the traditional performance adjustment or merit increase will no longer be available. Eligible classified employees will receive a 2% base pay increase effective January 1, 2018. Employees at the maximum of their pay range will not be eligible for this increase. Dependent upon an employee's relation to the maximum, an employee may receive an amount less than 2%. Employees cannot be paid above the maximum.

The State's six occupational based pay schedules will be revised to reflect the relevant market on January 2, 2018. On January 2, 2018 all classified pay schedules will be adjusted to provide more competitive entry salaries for new employees moving into the new compensation plan. Classified employees earning less than the new minimum of his/her pay range on this date will have their pay adjusted to the new minimum of the new pay schedule.

The plan becomes effective on July 1, 2018. Beginning in July, 2018, employees will move through their pay range by receiving market adjustments. Effective July 15, 2018 employees who have been employed at least six months prior to the disbursement date and who have not received an overall performance evaluation of needs improvement/unsuccessful will be eligible for market adjustments. The annual disbursement date for market adjustments will be on July 15th of each year. The percentage granted to an employee will be determined by his/her position in the range and his/her current rate of pay as of July 15, 2018. Employees will be eligible for market adjustments as follows:

Employees at the Minimum of the range to the 1st Quartile – 4%

Employees above the 1st Quartile up to the Midpoint – 3%

Employees above the Midpoint up to the 3rd Quartile – 2%

Employees above the 3rd Quartile up to the Maximum – 2%

For more information on the new compensation redesign and to view the occupational pay schedules to become effective on January 2, 2018, visit the State Civil Service website at www.civilservice.la.gov. The website has an excellent five minute video explaining the plan.

Glenda Boudreaux

New Learning Opportunities for LASERS Members

New and improved educational resources and opportunities are available for employees on the LASERS website at www.lasersonline.org. The website now provides a better user-friendly experience for its members. Website features include:

A Member's Guide to Retirement as of January, 2017 (a 102-page guide to LASERS membership and retirement), along with various other publications concerning the system and retirement options and preparations.

A video library that includes topics such as Deferred Compensation, Deferred Retirement Option Plan (DROP), Purchases of Service, Retirement Plans and Retirement Eligibility, An Overview of LASERS, Annual and Sick Leave: How it Affects Your Retirement (how unused accumulated annual and sick leave can become an additional benefit at the time of retirement), and Preparation for Individual Counseling (for viewing before an employee meets with a LASERS Retirement Benefits Analyst to discuss retirement options).

O.L.D. Mechanic Shop Request

In order to expedite repairs, employees are requested to fill out a Maintenance Request Form and leave it on the dashboard or front seat of any vehicle, tractor or piece of equipment left in the repair lie outside the Mechanic Shop. Thanks for your cooperation.

Excellence in the Workplace—Employee Recognition in June



Mark Fos Recognized as Police Employee of the Month

Mark Fos was hired in 1990 as a dispatcher and in 1993 became the EJLD Police Department Administrative Assistant. He oversees purchasing, daily records and paperwork, assists the Authority's Police Superintendent and in formulating policies and procedures. Mark also supports all radio and telecommunications for the agency, leads hurricane season radio checks, coordinates interoperability with the JPSO and LA State Police, and has been the department Terminal Agency Coordinator since 2006. Mark is the glue that holds East Jefferson together, motivating everyone that has ever had the pleasure to come in contact with him. Mark will not be outworked, possesses a can-do mentality and is an inspiration to all. He is the best co-worker one could ask for, who helps everyone out and is someone you want to emulate. Mark is also an excellent chef, cooking his world famous red beans and jambalaya for the agency during Night Out Against Crime and hurricane season.

Glenda Boudreaux Recognized as Administrative Employee of the Month

By Wilma Heaton



The Board recognized Glenda Boudreaux as Employee of the month for exceptional service to the Board and all member districts. She has worked for the board since 2007 and an employee of Orleans Levee District since 1986. President Hassinger's remarks about her included the following; *"Glenda is dedicated, loyal, and without exception goes the extra mile to share her knowledge and expertise with others. New team members quickly learn that Glenda is the keeper of historical context and an invaluable resource, providing answers to the questions no one else can. She is always focused on the work, which she completes early and precisely with attention to detail, no matter the challenge at hand.*

Completely describing Glenda's vast array of duties and range of responsibilities during her 41 years with flood protection is an impossibility. Her organizational skills are impeccable and she creates systems that are efficient and effective. Her minutes are administrative works of art, unrivaled in consistency, accuracy, and clarity. The Flood Authority Board and committee meetings transpire smoothly and with great success because of her efforts.

Glenda is a steady and dependable presence in our agency that resolutely holds the mission of flood protection and her colleagues express the utmost respect, appreciation, and love for her. In addition to being an invaluable asset to the Authority, Glenda is a person of great integrity and humility. When you least expect it, she will show you that her heart is strong, kind, and immense.

We are grateful for everything she does for the Authority, and we strongly support recognition of Glenda Boudreaux as Employee of the Month."

Keanon Brisco Recognized as Operations Employee of the Month



Keanon Brisco was employed by the O.L.D. on June 6, 2016 as an MEO2 and obtained his CDL license. He works closely with other tractor operators and is being trained in heavy equipment operations. Keanon can be counted on to work any place and anytime he is needed, and has demonstrated that he has the potential to be a foreman in the future. The Flood Protection Authority congratulates Keanon for being selected as Operations Employee of the Month.

The Flood Protection Authority Hosts I-Storm Annual Meeting



The Flood Protection Authority had the pleasure of hosting the International Network of Storm Surge Barriers (I-Storm) 11th Annual Meeting. Surge barrier professionals from the Netherlands, United Kingdom, Italy and across the United States toured the Authority's major complex structures, viewed levee district operations and enjoyed the local cuisine and culture. The exchange of knowledge, experiences, challenges and successes benefit all network members and the public they serve.



Left—I-Storm members with Steve Spencer at the Surge Barrier Sector Gate



Right—I Storm members with Robert Turner in the Surge Barrier Barge Gate Pump Room

Promotions

The O.L.D. Police Department is proud to announce the promotion of P/O Alvin Bedou to the rank of Sergeant. Sgt. Bedou went through a promotions board and was promoted on June 19, 2017.



Flood Defense Team Sharpens Skills with TS Cindy

Tropical Storm Cindy formed on June 19th and required the Complex Structure crew to close the GIWW East Closure Bypass Gate (Barge Gate), Bayou Bienvenue Sector Gates, and Bayou Dupre Sector Gates to protect from a storm surge that peaked at 3.59' at the Lake Pontchartrain New Basin Canal location. The Floodgate crew was also busy closing 13 low elevation sill floodgates as a precaution to the rising storm surge in the IHNC and along the Lakefront. TS Cindy made landfall at the Louisiana/Texas line on the morning of June 22 and gate openings began on Friday, June 23.



Pictured: Bryant Brown and Darrell Glenn

All gate operations progressed smoothly due to the dedicated routine maintenance effort put forth by the Complex Structure and Floodgate crews. Although TS Cindy did not develop into a major storm, this early season storm provided an opportunity for the Flood Protection Authority to enact the Level 3 Comprehensive Emergency Management Plan and to impress the importance of staying alert and prepared during hurricane season.

Gerry Gillen, Operations Director

Retirements

P/O Myron Beaulieu retired from the O.L.D. Police Department on June 18, 2017. P/O Beaulieu started December 29, 1986. He worked for 30 years on every platoon and endured several strong hurricanes in his career. P/O Beaulieu was a low key employee who did anything requested of him.



"Try not to become a man of success but rather to become a man of value." Albert Einstein

Editor: Glenda Boudreaux
Associate Editor: Wilma Heaton

Submittals can be placed in any "In the Levee Loop" suggestion box, emailed to gboudreaux@slfpa.com or sent to Glenda Boudreaux, SLFPA-E, Airport Terminal, Suite 225, 6001 Stars and Stripes Blvd., New Orleans, LA 70126.