

In the Levee Loop !



News of the Flood Protection Authority

September 15, 2017

MESSAGE FROM PRESIDENT JOE HASSINGER

One of the primary purposes of consolidating into one cohesive organization was so that every component of the organization would benefit from collaboration among leadership and staff as a whole. But why not just do it the way we have always done it -- separate levee districts, with each department within each district sort of doing its own thing? In other words, what are the benefits of collaboration? Well, here are a few. Collaboration across district and department lines:

1. **FOSTERS CREATIVITY AND LEARNING:** Creativity thrives when people work together on a team. What you have learned from your individual experiences is entirely different from your coworkers. Thus, teamwork maximizes shared knowledge in the workplace and helps you learn new skills. Being able to share discoveries with the rest of your team excites employees and fosters both individual and team knowledge.
2. **BLENDS STRENGTHS:** Working together lets employees build on the talents of their teammates. While your strength may be creative thinking, a coworker might shine in organization and planning. Often, a team works well together because team members rely on each other to bring individual talents to the table.
3. **BUILDS TRUST:** Relying on other people builds trust, and teamwork helps establish strong relationships. Trusting your teammates provides a feeling of safety that allows ideas to emerge. It helps employees open up and encourage each other. By working together, employees learn that wins and losses affect everyone on the team.
4. **TEACHES CONFLICT RESOLUTION SKILLS:** Conflicts inevitably happen when you put together a group of unique people. Employees come from varied backgrounds and have different work styles and habits. When conflict arises in teamwork situations, employees are forced to resolve the conflicts.
5. **PROMOTES WIDER SENSE OF OWNERSHIP:** Team projects encourage employees to feel proud of their contributions. Tackling obstacles and creating notable work together makes team members feel fulfilled. Working toward achieving the organization's goals allows employees to feel connected to the organization, leading to a higher level of job satisfaction among employees.
6. **ENCOURAGES HEALTHY RISK-TAKING:** An employee working on a project alone will probably not want to stick their neck out for an off-the-wall idea. If the project fails, that employee takes the full brunt of the blame. Working as a team allows team members to take more risks, as they have the support of the entire group to fall back on in case of failure. Also, once a team succeeds together, their brainstorming sessions will produce revolutionary ideas without hesitation. Teamwork allows employees the freedom to think outside the box.
7. **FOSTERS ACCOUNTABILITY:** Teamwork, and collaborative discussion, reveal—to the entire team—challenges and opportunities for improvement. By revealing those things, the team can address them head-on, and move them to resolution/completion/solution.
8. **BUILDS LEADERSHIP SKILLS:** Working as a team promotes the essential qualities of a leader such as passion, humility, decisiveness, clarity, courage, honesty, communication, creativity and focus.

THE FLOOD PROTECTION AUTHORITY—EAST COMMISSIONERS

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*“Leaders establish the vision
for the future and set the
strategy for getting there.”
John P. Kotter*

Joe

NOTICE!

Levee Loop Employee Benefits and Readiness Fair

We are here to serve you!

During the month of October, your Human Resources, Safety and Finance Departments will be hosting an "Employee Benefits and Readiness Fair" for all Flood Protection Authority (FPA) employees. October 1st begins the open enrollment period for the Office of Group Benefits where employees can change their medical insurance plan choices and coverages. To coincide with this event, the FPA will hold a variety of information and training sessions that not only provide employees with information on their choices and cost for medical insurance, vision, dental, and a variety of other employee benefits; but also collect important data such as address changes and emergency contact information. There will also be opportunities to learn about the State Civil Service Compensation Redesign and its impact on your paycheck, and the impact of the FPA's four-year health benefit premium leveling initiative.

Keep your eyes and ears open for more information on the Employee Benefits and Readiness Fair - it promises to be a great event!

News in Brief

The Flood Protection Authority kicked off its Leadership Training Program the week of September 4th beginning with the Police Department staff. The program consists of a combination of workshops, on-line training and reading certain books, and will be extended to include all Flood Protection Authority supervisory and management personnel. A professional library will be developed in the HR Department for use by all employees.

RCL Architecture has been retained to develop plans and specifications for renovations to the Orleans Franklin Facility to implement the recent space plan developed in response to the reorganization of the Flood Protection Authority. The Franklin Administrative Building will be renovated to house the Authority's Finance, HR and Administrative staffs. The area on the first floor of the Warehouse beneath the EOC/Board Room will be significantly renovated to house the Engineering and Operations staffs. More news to come as the project progresses.

Preparations are taking place to temporarily relocate the O.L.D. Police Department staff to the Lake Vista Community Center until the Department's new Police Complex on Elysian Fields Avenue at Lakeshore Drive is completed. The relocation is targeted for completion by September 30th. Bids were recently received for the construction of the new O.L.D. Police Complex. The construction of the new complex is expected to start soon and will take about 12 months.

Recognizing Our Peers Who Are GEMS

*"He who wishes to secure the good of others
has already secured his own." Confucius*

We all know individuals who live by these words of wisdom and who go the extra mile whether to help their colleagues and friends succeed in the workplace or in their personal lives, or put forth a special effort to make the organization a success. ***In The Levee Loop*** would like to recognize your fellow team members who are **GEMS – Go the Extra Mile**. If you would like to recognize and show appreciation for a fellow team member who has put forth a special effort to assist others, accomplish a project or task, or produce a happier, more productive environment, please send your submittal to ***In The Levee Loop***. We want to recognize and thank our **GEMS**.



EJLD Safe Room & Consolidated Facility Groundbreaking

On August 17th local officials joined the Flood Protection Team for the Groundbreaking to commemorate the construction of the EJLD's Safe Room and Consolidated Facility.



The new facility will consolidate all operations into one facility. The building will include a safe room, built to withstand 200 mph winds, office space for administrative, maintenance, and police personnel, and a 11,000 square foot maintenance shop. The police will occupy the safe room during regular operating hours, preventing any space from being unoccupied during regular operations. The building will have a diesel generator that is capable of powering the entire building during storm events. The above ground diesel fuel tank and gasoline fuel tank will be used to fuel vehicles and trucks. The site will also include a two bay "self serve" style carwash for easy cleaning of police cars and heavy equipment.

Project Statistics:

Architect:

Sizeler Thompson Brown Architects

Contractor: Lamar Contractors

Contract Period:

435 calendar days

Start Date: August 14, 12017

Current completion date:

October 23, 2018

Square footage: 27,000 sq. ft.

Construction Cost: \$10,532,525.00

Keep Em Moving !

The Mechanic Shops at the East Jefferson Levee District, the Lake Borgne Basin Levee District and the Orleans Levee District are tasked with keeping Levee Maintenance equipment and all other vehicles moving. Most of the Authority's vehicles labor under difficult conditions – slopes, heat and unanticipated debris wreak havoc on these vehicles. Naturally, accidents will happen, so the Mechanics keep busy.



Pictured (Orleans): Craig Simon, Lionel Irons, Jesse Jensen, Grady Bell, Joe Paris-Graciani, Kent Ural, Keith Zimmer, Marvin Duret, John Depland, Frank Alfonso, Tim Waguespack, Jackie Johnson

East Jeff is headed by Glenn Hartline, Mechanic Supervisor A, while Orleans is headed by Joe Paris-Graciani, Mechanic Supervisor, John Depland, Mechanic Supervisor A and Kent Ural, Mechanic Supervisor A.

As if that is not enough, the mechanics frequently service generators that are vital backups to structures like Pump Stations, Flood Gates and other structures. The mechanics do not only work in the shop – they are called out frequently to maintain Levee Maintenance Equipment in the field and also provide refueling services in remote areas. Once you watch these folks in action, you'll never look at vehicle maintenance the same way again.



Pictured (East Jeff): - Philip Bacino, Glenn Hartline, Remington Kreitzer, Brett Brignac



Pictured (East Jeff): Dorris Vidrine



Pictured (Lake Borgne): Jaurell D. Aisola

Flood Protection Team Mechanics:

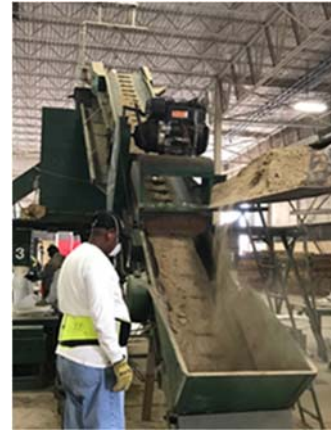
Orleans Mechanics - Lionel Irons, Wayne Beaulieu, Jackie Johnson, Grady Bell, Craig Simon, Marvin Duret, Timothy Waguespack, Keith Zimmer and Jessie Jensen

East Jeff Mechanics – Dorris Vidrine, Philip Bacino, Brett Brignac and Remington Kreitzer

Lake Borgne Mechanic - Jaurell D. Aisola

Sandbag Readiness

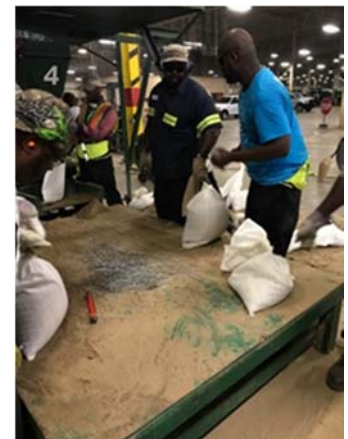
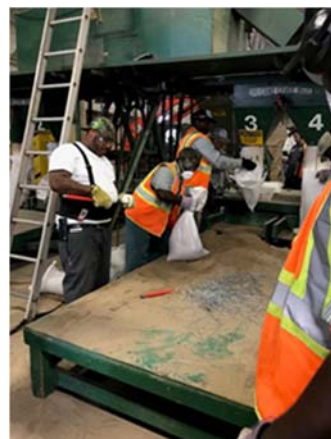
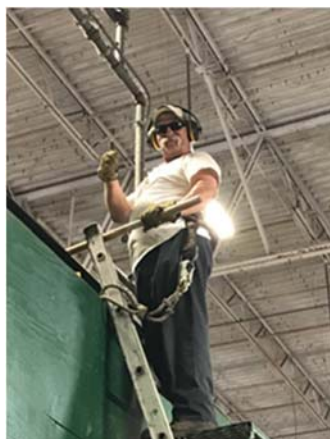
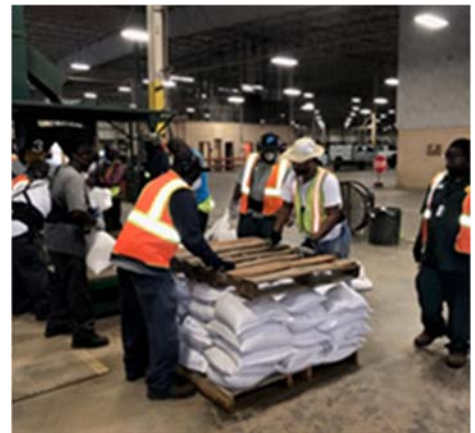
Flood Protection Team Members Excel in Demonstration of Teamwork



The Operations and Maintenance crews in Orleans were very busy making 2,160 sandbags to replenish the supply that the levee protection system requires during flood fights and that the agency distributes to other government agencies upon request. In accordance with the Authority's Emergency Comprehensive Emergency Management Plan, an inventory of a minimum of 15,000 - 40 pound sandbags must be stored and ready to deploy in Orleans. Tropical Storm Harvey caused heavy rains in our area and on August 30, 2017, a coordinated effort by mechanics, maintenance repairers and grass cutting crews made this amount of sandbags, which was well beyond expectations.

The group included new employees who quickly learned the organized assembly line production method and are now considered seasoned sandbag producers. The Authority and other public agencies thank these workers for their hard work and effort.

Crew members who participated: Supervisors: Troy Scott & Carroll Barriere; Mechanics: Grady Bell & Jesse Jensen; Maintenance Repair crew: Henry Johnson, Jason Glenn, Mike Mai, Troy Hamilton, Kerry Mckinney & John Richards. And the entire Grass Cutting crew: Jeffery Beverly, Keanon Brisco, Sergio Cardenas, Darrell Dempsey, Monica Hall, Vashon Hall, Jeff Johnson, Rontrell Jones, Lavell Lane, Brian Lee, Wendell Lewis, Tyus Long, Roy Moss, Chris Neyland, Darrin Richards, Micheal Redditt, Tremayne Rhodes, Christopher Thiel and Ryan Thompson.



Town Hall Meeting Featured Flood Protection



In the wake of recent large scale flooding, Senator JP Morrell convened a town hall meeting on August 17th in the Atrium of the Lakefront Airport to brief the public on the state of hurricane preparedness and the status of local flood protection system. The meeting featured presentations by the Coastal Protection and Restoration Authority on the Hurricane and Storm Damage Risk Reduction System and the Flood Protection Authority-East on the system's readiness. Bob Turner, Director of Engineering and Operations for the Authority, provided in depth information

on the various levels of inspection of the system, the different agencies involved in the inspection processes, and the importance of the Flood Protection Team in the inspection process and to the Authority's mission. President Joe Hassinger was in attendance representing the Flood Protection Authority. Representatives were provided by the U.S. Army Corps of Engineers and Sewerage and Water Board of New Orleans. Citizens participated in a question and answer session with the representatives of the various agencies following the presentations.



Ethics Training for Louisiana State Employees is Required Annually!

The State of Louisiana requires all public employees and public servants to use the principles and rules of the Code of Ethics to guide their professional behavior. All public employees must complete one hour of LA Board of Ethics approved Ethics Training each year. Employees who do not complete the training once within each calendar year may be subject to a fine levied by the Board of Ethics. Help ensure you are not caught off guard - take the training early, on your schedule, and at your own pace. Enroll in one of the self-paced online computer training products at one of the links below.

LA Board of Ethics - <https://laethics.net/EthicsTraining/>

If you complete the training using the LA Board of Ethics link it is VERY IMPORTANT TO PRINT YOUR COMPLETION CERTIFICATE and provide to Human Resources for inclusion in your record. There is a log-in required to use the LA Board of Ethics link - just select "New User" and complete the registration steps.

LEO - <https://leo.doa.louisiana.gov/>

If you complete the training using LEO (Louisiana Employees Online), even though it will keep track of your completion certificate for you, it is a good idea to print your completion certificate and provide a copy to your Human Resources office for inclusion in your record. There is a log-in required for the LEO site - just enter your LA.Gov HCM (Formerly ISIS) personnel number and password. If it is your first time using the LEO site, you will have to register using the "First Time User?" link and follow the registration steps.

ALL EMPLOYEES MUST COMPLETE LOUISIANA BOARD OF ETHICS TRAINING EACH YEAR. GET IT DONE EARLY SO YOU DON'T RISK A PENALTY LATER! There will be other opportunities to complete the training throughout the remainder of this calendar year, but SUPERVISORS ARE ENCOURAGED TO HELP ALL EMPLOYEES COMPLETE THE TRAINING EARLY to save time and reduce frustration at the end of the calendar year. If you have questions about how to access the online/computer based training or want to turn in your certificate of completion for your record, do not hesitate to contact your local HR office.

The Authority's Employees of the Month for August

Officer Aurthur Agee Recognized as Employee of the Month

The Flood Protection Authority recognized Police Officer Aurthur Agee as August's employee of the month. Aurthur is a very proactive officer, who also acts as a Field Training Officer. Aurthur's proactive patrol has resulted in various tickets and arrests, including disturbing the peace by intoxication, and a traffic stop for an expired license plate, which resulted in citations for a suspended driver's license, no insurance and the driver being arrested for six outstanding attachments. Aurthur also did an outstanding job on a bicycle accident that occurred on the Mississippi River Levee.



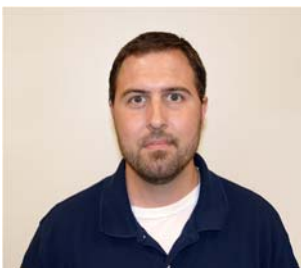
Aurthur is a fast riser in the department and is recognized as a young, up and coming officer amongst his peers and the administration. He displays leadership qualities that will advance his career, and he is a bright, knowledgeable and endearing officer who commands the respect of both his peers and the general public.

Wyatt Hallywell Recognized As Operations Employee of the Month

Wyatt Hallywell was hired in 2014 as a Maintenance Repairer 2 for the newly formed Complex Structure Crew. It was immediately apparent that Wyatt came to the Authority with beneficial experience and multiple skills that are used on a daily basis to maintain the sector, barge and lift gates. Wyatt is one of the key operators of the GIWW East Complex Bypass, sector gates and vertical lift gates. His knowledge of these systems makes him an asset during trouble shooting situations and helps to make these structure operate smoothly. Wyatt works well with his coworkers and ensures all maintenance reports are filled out and turned in timely.



Ryan Foster Recognized As Administrative Employee of the Month



Ryan Foster was employed by the Flood Protection Authority in May, 2015, as an Engineer 4 and was responsible for project management and maintenance repair designs. Ryan was detailed in March, 2017, to the Lake Borgne Levee District as a Temporary Administrator to aid in the supervision of the daily maintenance functions and project management. Ryan's ability to accept and move projects to completion has been a great addition to the Engineering Department. His ability to step into a supervisory role at Lake Borgne has also been a great help to the Authority. Ryan always has a great attitude. His willingness to help out and his high energy to complete projects make him a great co-worker and an important asset to the Authority.

Civil Service Compensation Redesign Calculator

CIVIL SERVICE ANNOUNCES NEW TOOL TO ASSIST EMPLOYEES WITH DETERMINING HOW THE COMPENSATION REDESIGN PLAN WILL AFFECT YOU!

As outlined in State Civil Service General Circular 2017-022, the State's Classified Compensation Redesign Plan was approved by both the State Civil Service Commission and the Governor. In an effort to continue to provide educational outreach to ensure the classified workforce has the opportunity to learn more about these fundamental changes, State Civil Service (SCS) has designed a calculator to show how these changes affect your compensation.

The calculator along with an instructional video can be found on the Louisiana State Civil Service Website by clicking on "Compensation Redesign Plan Website" or by using the following link:

<http://www.civilservice.louisiana.gov/Divisions/Compensation/CompensationRedesign.aspx>

Any questions concerning the compensation changes may be addressed by email to SCSInfo@la.gov or by telephone at (225) 342-8274.

Keep Informed During Emergencies

This is a reminder for all personnel to sign up with the Flood Protection Authority's Emergency Notification System. This system provides important information to staff regarding Authority operations and activities via text and email. The system is available to all staff and anyone else that wishes to be informed, such as family members.

To sign up, please provide the following information to Roman Dody, Regional Director of Information Technology, by email - rdody@slfpae.com

- ◆ · Your mobile (cell) phone number
- ◆ · The name of your cell phone carrier/provider (Sprint, AT&T, Verizon, etc.)

*"Courage - Just because it's right
doesn't mean it's easy."*

The Ethics Institute

Additional Crew 313 Members



In last month's edition we looked at the challenging work performed by Levee Maintenance Crew 313. We would like to recognize Darrin Richards and Vashon Hall who were unavailable when last month's group photo was taken..

Editor: Glenda Boudreaux
Associate Editor: Wilma Heaton

Congratulations to . . .

*Welcoming
the Newest
Member of
the
Charles
Family*



Adele Charles with her newest grandson, Logan. Logan was born on August 8th weighing 5 lbs. 12 oz. and was 18 in. long. Logan is the son of Adele's son Rodney and daughter-in-law LaTonya who are living in Dallas, Texas.

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