

NAME YOUR NEWSLETTER !

ATTENTION ALL EMPLOYEES

Please submit your suggestions for a name for your newsletter. All submissions will be greatly appreciated.

News of the Flood Protection Authority



January, 2017

EYE ON THE FUTURE—2017

The Southeast Louisiana Flood Protection Authority-East (The Flood Protection Authority) is working hard and making strides in developing, updating and improving policies, benefits and the working environment for the Flood Protection Team (East Jefferson Levee District, Lake Borgne Basin Levee District and Orleans Levee District). Newsflash—Human Resource Developments (page 2) reports recent accomplishments. Look for these developments in the near future:

The Flood Protection Authority's Rewards and Recognitions Policy for employees will be considered for approval by the Louisiana Civil Service Commission at its meeting in March.

Confidential employee surveys are planned to take place the first quarter of 2017—Please participate and help bring improvements to the Flood Protection Authority and your workplace.

SOUTHEAST LOUISIANA FLOOD PROTECTION AUTHORITY-EAST COMMISSIONERS

Lambert J. Hassinger, Jr., - President
Richard A. Luettich, 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.

*There are no secrets to success. It is the result of preparation, hard work, and learning from failure.
Colin Powell*

MESSAGE FROM THE PRESIDENT

It's going to be an incredible year! Thank you for your continued dedication and commitment to making the Authority a success. We appreciate you. In 2017, we will continue our efforts toward regionalism. We want to ensure that we have the structure and people in place that allow us to spend taxpayer money smartly and responsibly, and that we provide an excellent workplace. We want you to see the Authority not just as a good place to work, but an outstanding place to have a career. And, most importantly, when the water comes, every component of the system must perform, to prevent storm surge from destroying lives and property.

Joe Hassinger

NEWSFLASH - HUMAN RESOURCE DEVELOPMENTS

Recent Additions to Flood Protection Authority Staff for Regionalism and Expansion of Services

In order to bring consistency, efficiencies and ensure compliance with all required laws, regulations and policies, the Flood Protection Authority recently created the positions of Regional Finance Director and Regional Human Resource Director. The Authority is excited to have two experienced and highly skilled individuals taking on the challenges and opportunities for service brought by these positions. In addition, the Flood Protection Authority is delighted to announce that in addition to her duties as Grants Administrator, Chandra Chaffin will serve as the Authority's Employee Assistance Liaison/Bereavement Officer. Ms. Chaffin's service will fill a much needed void for all levee district employees and their families.

New Flood Protection Authority Employee Manual Consolidates and Standardizes Policies and Procedures

The new consolidated Employee Handbook is ready for distribution. The new 56-page handbook is effective as of January 1, 2017, and includes the latest updates to policies and benefits, reflects an expanded focus on the organization's Mission and Vision, and adds clarification to existing policies such as FMLA and work schedules. The new handbook is available for download from the Authority's website at <http://www.slpae.com/employ.php>, but printed copies will also be available from your Human Resources department.

While the employee handbook outlines all employee policies and procedures, it doesn't cover every situation that may arise. Please contact your HR department if you have any questions or concerns about Authority employment policies and procedures; or if you, or someone you know, needs assistance with the new handbook.

New Combined Optional Pay Adjustment Policy for the Authority and Levee Districts

The Louisiana Department of State Civil Service approved a consolidated Optional Pay Adjustment policy on December 14, 2016 for the Flood Protection Authority and its constituent Levee Districts. The new policy combines all of the features of the original Levee District policies into one comprehensive policy. Supervisors in particular should read the updated combined policy completely in order to ensure our most deserving employees are recognized through optional pay where appropriate. The new policy will be posted (as will details of any optional pay awarded under this policy) in a location accessible by all employees. If you have questions or need some additional information on the new and updated Optional Pay Adjustment Policy contact your Human Resources department.

Board of Commissioners Approves Transition to Office of Group Benefits for EJLD

On December 15, 2016 the Flood Protection Authority Board approved the transition of the East Jefferson Levee District (EJLD) to the Office of Group Benefits (OGB) Health and Life Insurance plans. The transition from the current United Healthcare plan to the OGB plans will occur in January 2017 with a planned effective date of February 1, 2017.

EJLD employees will have an opportunity to learn about the various benefit plans, costs, the enrollment process and life benefits at informational meetings scheduled for January 9, 2017. There will be a 30-day open enrollment period with personal enrollment counselors available on January 11th, 12th, and 13th at the EJLD Administration Building. For more information, check out OGB's website and enrollment guide online at <http://info.groupbenefits.org/>.

SHARE YOUR GOOD NEWS!

Certifications, graduations, births, weddings, significant anniversaries, your kids finally move out ... we want to celebrate with you. Please submit your glad tidings that you wish to share with your fellow members of the Flood Protection Team.



KELLI CHANDLER

REGIONAL FINANCE DIRECTOR

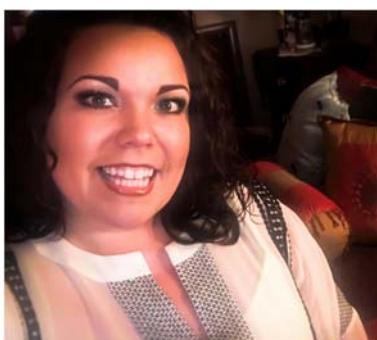
Kelli is a CPA who joins the Flood Protection Authority with 20 years of experience with 12 of those years spent working in state government. Most recently Kelli worked in the Investments Division of the State Treasury and prior to that spent 12 years working for several statewide retirement systems. Kelli is a native of Mississippi and received her Master's Degree in Accounting from the University of Southern Mississippi. After living in Atlanta, Georgia for 5 years after graduation, Kelli moved to Louisiana in 2003 and has a daughter who is in her 2nd year at LSU's Paul M. Hebert Law School.

JOHN LEWIS, REGIONAL HUMAN RESOURCE DIRECTOR

John is a U.S. Navy veteran who recently joined the team at the Flood Protection Authority with many years of experience supporting and leading very diverse groups of employees. John sees his primary role with the Authority to be the timely, accurate and fair delivery of HR services to all employees. First and foremost, he plans to do this by making sure we comply with all federal, state and agency laws, regulations and policies. But, just as important, he will strive to support improved administrative, maintenance, and operations efficiency by making sure we hire and retain the very best employees; ensuring each employee has access to training and has opportunities to grow and be promoted; and by promoting a safe and healthy work environment. Ultimately, John hopes to grow the HR programs and focus on improving employee morale through quality HR service delivery, employee recognition programs, and improved communication with more opportunities for employee feedback. If you have questions or would like to speak with the new Regional HR Director please call him at 504-262-8912 or send him an email at jlewis@slfpae.com.



CHANDRA CHAFFIN, GRANTS ADMINISTRATOR EMPLOYEE ASSISTANCE LIAISON / BEREAVEMENT OFFICER



Chandra joined the Flood Protection Authority team in November 2015 as Grants Administrator. After a successful first year including National Certification as a Grant Writer, Chandra volunteered to serve as the Authority's Employee Assistance Liaison/Bereavement Officer in addition to her duties as Grants Administrator. She is available to provide support and referral services for employees and families who are experiencing acute stress due to crises including natural disasters, terror attacks, or personal grief and loss. Chandra is certified in Professional Disaster Mental Health Training, a certification only available to those currently licensed as mental health professionals (B.S. in Psychology and an M.A. in Mental Health Counseling). This position does not provide therapy to the employees, but serves as a source of support and a resource for referrals. Chandra's office is located in Suite 225 of the New Orleans Lakefront Airport. The best ways to contact her are via email (cchaffin@slfpae.com) or phone (office: 504.262.8911 or cell: 504.258.0709).

RECOGNITION FOR A JOB WELL DONE

The success of our flood protection system depends on the dedication, commitment and skills of a team—the Flood Protection Team. The Board, recognizing the importance of each and every employee on our team to our vitally important mission of Flood Protection, takes the opportunity each month to bring to the attention of the public one of its team members who demonstrates exceptional performance and commitment. Your fellow employees who have been recognized in 2016 are:

Stevan Spencer, SLFPA-E Regional Chief Engineer (February)

Angel Shepherd, LBBLD Administrative Coordinator (March)

Philip Bacino, EJLD Mechanic 2 (April)

Troy Scott, O.L.D. Operations and Maintenance Coordinator (May)

Roch Canzoneri, LBBLD Mobile Equipment Operator 1/Heavy (June)

Percy Williams, LBBLD Equipment Operator (August)

Inh Souriyavong, O.L.D. Levee Foreman (September)

Walter Torres, EJLD Police Officer (October)

Pamela Zeringue, O.L.D. Procurement Manager (November)

Peggy Sembera, LBBLD Office Manager (December)

LBBLD Employee Recognized in December



Peggy Sembera, Lake Borgne Basin Levee District Office Manager, was recognized by the Flood Protection Authority Board at its December meeting for her dedication, hard work and outstanding public service.

2016 ANNUAL STAFF MEETING

President Joe Hassinger brought the Flood Protection Team together on November 21st for its second Annual Staff Meeting. Levee District employees were thanked by the Board for a job well done and brought up to date by President Hassinger on the past year's accomplishments and the path forward. Employees were informed about the efforts over the past year to address Human Resource issues, and as Mr. Hassinger pointed out, "Progress has been made, but there is a long way to go". Our goal is to go from good to exceptional. Information was presented about the Employee Survey that is planned to take place during the first quarter of 2017, and employees were encouraged to provide honest, frank feedback, and to advise the Authority about the things that are working, what can be done better, and provide ideas about what they would like to see. In conclusion Mr. Hassinger stressed Rule #1—When the water comes, every component of the system must perform to prevent storm surge from destroying lives and property.

WE NEED FEEDBACK!

Please submit ideas, topics and suggestions for future newsletters.

Send all submittals to the attention of Glenda Boudreaux (newsletter editor). Email gboudreax@slfpae.com or mail to SLFPA-E, Airport Terminal, Suite 225, 6001 Stars and Stripes Blvd., New Orleans, LA 70126.