

In the Levee Loop !



News of the Flood Protection Authority

June 15, 2017

Mississippi River Flood Flight



The High River Press Conference held on May 24th brought attention to the Flood Protection Authority's vitally important flood fighting mission. The Authority's dedicated team monitors Mississippi River stages. Phase I flood fight efforts are initiated when the river reaches 11 feet at the Carrollton gage and the team transitions to the Phase II level when the river reaches 15 feet. The surveillance and inspection of the riverine levees are crucial to the safety and protection of citizens living in Southeast Louisiana. The Authority expresses its gratitude to all of its valuable team members who directly and indirectly support this critically important effort.

THE FLOOD PROTECTION AUTHORITY—EAST COMMISSIONERS

Lambert J. Hassinger, Jr., - President
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*Always do right. This will
gratify some people and
astonish the rest."*

Mark Twain

MESSAGE FROM PRESIDENT JOE HASSINGER

This month the Flood Protection Authority is privileged to host the I-Storm 2017 Annual Meeting here in New Orleans. I-Storm is an international network of professionals who manage storm surge barriers. Its purpose is to work together to continuously improve standards of operation, maintenance and performance, in order to reduce the risk of flooding. The men and women of I-Storm, which includes our Flood Protection Authority, manage the most complex and impressive flood defense systems across the globe. The professionalism and focus with which they approach their work is truly inspiring. Hosting an event of this magnitude requires an incredible amount of work, so let me extend our congratulations and a sincere thank you to everyone who went above and beyond to showcase the Authority's work and make this event a success.

Joe

Please participate in your newsletter!

Suggestions, comments, news items, original articles and other submittals are welcomed. "In The Levee Loop Suggestion Boxes" have been placed at each levee district for your convenience. Submittals can be placed in the suggestion boxes or emailed to gboudreaux@slfpae.com

CAO's Corner

There have been a lot of changes internally at the Flood Protection Authority since we announced the restructuring in March. We have made significant progress towards becoming one regional organization, including:

- ◇ Synchronizing payroll cycles and selecting one software provider (ADP) for all timekeeping, payroll and HR functions
- ◇ Creating a standard permit application
- ◇ Moving Non-Flood off of our IT system and transitioning all staff to Office 365
- ◇ Moving key staff to the Orleans Franklin Avenue facility

Over the next few months, we will implement a new timekeeping system and finish analyzing the best way to efficiently organize office space at the Franklin facility. I appreciate everyone's hard work as well as their patience during this busy time. If you have questions or concerns, please talk to your supervisor or, if you see me around, talk with me directly. Thanks

Derek Boese

Organizational Culture Initiative Begins With Leadership Development

The Flood Protection Authority will begin its Organizational Culture Initiative with the formation of a Leadership Development Program. The initial program will be tailored for Police personnel. A standard Supervisory Development Program will be developed for supervisory personnel across the Authority.

Ultimately, leadership is not about glorious crowning acts. It's about keeping your team focused on a goal and motivated to do their best to achieve it, especially when the stakes are high and the consequences really matter. It is about laying the groundwork for others' success, and then standing back and letting them shine. Chris Hadfield

New Pay Policies and Incentives

The Flood Protection Authority recently updated some of its pay policies in support of regionalization efforts and in response to employee feedback regarding the need for improved recognition and compensation. All employees, Supervisors in particular, are encouraged to go to the "Employment" tab on the legacy SLFPA-E website at www.slpae.com and view the new and improved "Optional Pay" and "Rewards and Recognition" policies.



The updated policies give Supervisors much more flexibility to recognize employee contributions. For example, Supervisors can recommend small pay adjustments for employees who take on additional duties outside the scope of their regular duties. Supervisors can nominate employees for special recognition for all sorts of things; gaining special operator's licenses, improving safety or developing ideas for process improvements. Also, every month Supervisors can nominate an employee for recognition as an "Employee of the Month." In some cases, the special recognition can be monetary - meaning cash in your paycheck! All employees are encouraged to discuss special recognition programs with their supervisors, especially during Performance Evaluation planning!

John Lewis, HR Director

"If you treat an individual as he is, he will remain how he is. But if you treat him as if he were what he ought to be and could be, he will become what he ought to be and could be" – Goethe
(Quote contributed by Roman Dody)

Excellence in the Workplace

P/O Vane Bieniemy Recognized by Board as Employee of the Month for May

The Board recognized P/O Vane Bieniemy as Employee of the Month for outstanding public service, leadership and determination. President Hassinger cited the following incident report typifying Officer Bieniemy's unselfish commitment and dedication to his profession.



On March 30, 2017 while working a paid detail at 1630 Iberville Street, Police Officer Bieniemy observed a black male and a black female having a verbal disagreement. The female sat down on the curb at which time the male started punching, stomping and kicking the female. Officer Bieniemy approached the subjects in his police unit, stepped out and gave a verbal command of "police, stop". The male continued to beat the female and attempted to pull her clothing off. The male, upon realizing that the police was present, started running away. Officer Bieniemy gave chase in his police vehicle and then on foot and was able to catch the suspect and take him to the ground. At Canal Street and N. Claiborne Avenue, P/O Bieniemy and the suspect ended up in the lane of traffic with Officer Bieniemy still trying to handcuff the suspect. The suspect continued to fight until Officer Bieniemy was able to take out and deploy his Taser. Officer Bieniemy was then able to handcuff the subject. The suspect was arrested and charged with Domestic Battery, resisting an officer and flight from and officer. In addition, the subject was charged with a court capias.

Mike LeBlanc Recognized as Operations & Maintenance Employee for May



Mike LeBlanc joined the Flood Protection Team in July 2013 as a Maintenance Repairer 2 to work with the floodgate crew. His additional skills allowed him to be placed in the Maintenance Shop/Carpenter Shop. The Authority learned of his experience with concrete repairs and a Floodwall Maintenance Crew was formed with Mike being promoted to foreman to lead the crew. This three man crew provides repairs of concrete surfaces, welding, carpentry, sheet metal work, ceiling and floor tile replacement. Mike also serves as Boat Captain when needed to access the Complex Structure. Mike is extremely versatile and expertly leads his crew to complete the scheduled tasks.

Shannon West Recognized as Administrative Employee of May

Shannon West is responsible for all finance-related activities at the East Jefferson Levee District. Shannon is someone who takes ownership and pride in her work and is someone that can be counted on to get the job done. She is a great resource for both East Jefferson administrative staff as well as Flood Protection Authority finance staff, and is always a team player regardless of the project. Not only does she handle payroll, purchasing and accounting duties, but she also maintains the East Jefferson website, coordinates IT support, helps out with permit applications and numerous other tasks in the office. Shannon's peers and supervisors greatly appreciate everything she does and her positive attitude.



Have You Checked Out the New Flood Protection Authority Website — floodauthority.org ?



The Flood Protection Authority's exciting new website provides a wealth of information to educate the public about our vitally important flood defense system and the people who operate that system. The site also features pictures of the Flood Protection Team at work. Special thanks to team members who helped make the website a success: Wyatt Hally-

well, Audrianna Bluthgen, Chris Norfleet (photo left), Carl Allen, Troy Hamilton, John Richard, Darrell Glenn, Tim Scott, Steve Durr, Mike Mai (kneeling) (photo right), Stevan Spencer, Roger Colwell and Troy Scott.



Random Acts of Kindness You Can Perform At Work

Chandra Chaffin

According to a poll from 2014, Americans spend 40 - 60 hours at work each week (Saad, 2014). This is 33.6 – 50.4% of waking hours spent at our jobs. If you do work you feel passionate about in a safe environment you enjoy, this isn't necessarily a bad thing. It can be a real pleasure working in a friendly environment, where people greet one another with warm smiles and show genuine interest in colleagues' well-being. Each member of a team is responsible for creating a safe and comfortable environment in which to work. All it takes is a few "random acts of kindness."

While random acts of kindness are intended to benefit the people receiving them, numerous studies have shown that the people doing the good deeds also feel pleasure and happiness as a result. This can help build high-quality connections with your team members, increase job satisfaction, and increase productivity. People who feel supported and part of a friendly, inclusive team are less likely to feel angry or stressed and more likely to feel engaged and successful. Kindness is known to create a "ripple effect" whereby the person you help may be inspired to do the same for someone else, and so on. Psychology studies show that witnessing an act of kindness can prompt someone to follow suit.

Though it is possible to have a productive and hardworking team in a workplace that is efficient, but cold and impersonal, you and your team can create a much more engaging and positive atmosphere if you share a little kindness! There are many things you can do that count as random acts of kindness. Consider what will benefit those around you, or identify a specific item or service a team member may need. Here are nine ideas to get you started:

1. Send someone a note of appreciation.
2. Eat lunch with a new team member.
3. Bring in (insert appropriate tasty treat here) for your team.
4. Offer a colleague a ride home.
5. Compliment someone to his supervisor.
6. Help a colleague with a project they are struggling with, even when you're busy.
7. Volunteer for a committee or special project.
8. Ask about a colleague's sick relative, and *listen* to their answer.
9. Look others in the eye and SMILE!

Saad, L. (2014, August 29). The "40-Hour" Workweek Is Actually Longer -- by Seven Hours [Web Article]. Retrieved March 25, 2017, from <http://www.gallup.com/poll/175286/hour-workweek-actually-longer-seven-hours.aspx>

Editor: Glenda Boudreaux
Associate Editor: Wilma Heaton

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.