

In the Levee Loop !



News of the Flood Protection Authority

November 15, 2017

MESSAGE FROM PRESIDENT JOE HASSINGER

**“We’ve always done it that way can *never* be the reason.”
Andy Batchelor, Operations Manager, Thames Tidal Defenses,
United Kingdom Environment Agency**

That statement was made to me just this past week during a discussion about the need for continuous learning and development for those in the flood defense business.

In addition to managing the flood defense system on the Thames River in England, Andy is also a principal mover and shaker of I-Storm, an international organization of storm surge barriers. I-STORM aims to continuously improve standards of operation, management and performance in order to reduce the risk of severe flooding around the world, by facilitating knowledge exchange among members.

The Authority is an active I-Storm member, working with colleagues around the world to ensure that we have the best practices and systems in place to protect our friends, families and neighbors in southeast Louisiana.

I mention that quote and the background about I-Storm for two reasons: first, to demonstrate something you already know: You do serious work. Work that is essential to your community. And your peers - literally around the world - recognize you as experts; second, as a way of explaining that the Authority is evolving because *every* successful organization must always evolve. We have to, because the challenges we face are always changing. To ensure that we can meet those challenges, we have to continuously look in the mirror, and ask questions like “Why do we do it this way?” or “What if we used this method instead?” Or, that tool, or this software, or that equipment, et cetera.

We’ve always done it this way can never be the reason why we do things the way we do. Instead, we do it the way we do it because it’s the best way anyone can do it. The way we do it is the most effective, the smartest...the best. That’s the only reason that makes sense.

We’ve been evolving for a couple of years now, most dramatically this year. I know the pace has been fast, and that at times stressful or even somewhat overwhelming. We appreciate your cooperation, hard work and help. Thank you for being patient and for being a team player.

Patience is not always my strong suit. I operate with a somewhat permanent sense of urgency. I want things accomplished - now. I want the “now” because I can clearly see the opportunities we have to make us a stronger organization. You have accomplished a lot in the last 11 months. Absolutely incredible. As we move forward, nothing will prevent us from becoming the best, the smartest, the most effective. More about this at the staff meeting.

THE FLOOD PROTECTION AUTHORITY—EAST COMMISSIONERS

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

*As we express our gratitude,
we must never forget that the
highest appreciation is not to
utter words, but to live by
them. John F. Kennedy*

Joe

FLOOD PROTECTION AUTHORITY - EAST EMPLOYEE ENGAGEMENT INITIATIVE RESULTS



THANK YOU TO EVERYONE WHO PARTICIPATED IN THE SURVEY IN THE SPRING AND THE FOCUS GROUPS IN OCTOBER.

EMPLOYEE ENGAGEMENT INITIATIVE

As part of the Employee Engagement Initiative, the FPA conducted two agency-wide surveys in 2015 and 2017 as well as engaged a third-party, independent management consulting firm with expertise in Human Capital Management to analyze the survey data and conduct focus groups of a sample group of FPA employees in October.

Over the course of two days 28 employees participated in four focus groups. Participants were selected by the FPA and included a mix of non-manager employees along with supervisors and middle management. The body of participants was intended to represent the diversity of FPA's employee pool.

The focus groups confirmed some of what the FPA already learned from employee surveys that were conducted in 2015 and 2017 – the organization's biggest challenge is Communications – but also provided greater insight regarding areas of focus for organizational improvement.

Other challenges identified (which may all result from the communications challenge) are centered around:

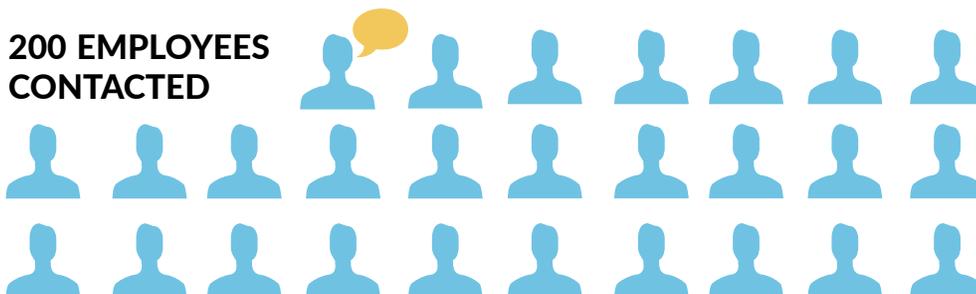
- The strategic direction of the organization
- Organizational structure
- Organizational processes and procedures
- Perceptions of favoritism
- Regionalization

SUMMARY OF RESULTS

- ✓ **BASED ON EMPLOYEE PERCEPTIONS, THE COMPONENT PARTS OF THE FPA – DISTRICTS AND VARIOUS DEPARTMENTS – ARE HIGHLY FUNCTIONAL. HOWEVER, POOR COMMUNICATIONS OVERALL AND DURING THE TRANSITION TO REGIONALIZATION HAVE ERODED TRUST WITHIN THE ORGANIZATION.**
- ✓ **THERE IS INCREASING CONFIDENCE AMONGST EMPLOYEES THAT FPA LEADERSHIP IS MAKING EFFORTS TO IMPROVE THE ORGANIZATION.**
- ✓ **THE FPA LEADERSHIP HAS A WINDOW OF OPPORTUNITY TO CONTINUE THIS MOMENTUM AND OBTAIN EMPLOYEE BUY-IN OF THE STRATEGIC DIRECTION OF THE ORGANIZATION TOWARD REGIONALIZATION BY:**
 - Improving overall communication (particularly between the upper and lower tiers of the organizational structure)
 - Increasing the involvement of employees in the organizational decision-making process
 - Improving central organizational functions (such as HR, Policies and Procedures, etc.)
 - Increasing technology and training opportunities for all employees

SURVEY FACTS

**200 EMPLOYEES
CONTACTED**



FLOOD PROTECTION AUTHORITY - EAST EMPLOYEE ENGAGEMENT INITIATIVE RESULTS



EXECUTIVE MANAGEMENT HAS BEEN USING YOUR FEEDBACK TO GUIDE DECISIONS ON PEOPLE AND POLICIES AND WILL BE ANNOUNCING NEW INITIATIVES AT THE ANNUAL ALL-HANDS MEETING ON NOVEMBER 16TH.

KEY SURVEY RESULTS

1

EMPLOYEES WORK TOGETHER TO ACHIEVE GOALS AND OBJECTIVES, BUT PRIMARILY WITHIN THEIR OWN DEPARTMENT OR SECTION.

Teamwork is vital to the Flood Protection Authority's success. The Authority is planning more "all-employee" meetings and recognition days to help build a sense of unity in the organization. Supervisors are also looking for ways to work with other parts of the organization, such as the two-week police rank swaps between East Jefferson and Orleans.

2

EMPLOYEES FEEL LIKE THEY DO IMPORTANT AND VALUABLE WORK FOR THE REGIONAL FLOOD PROTECTION EFFORT. EMPLOYEES DO NOT FEEL RECOGNIZED FOR THAT VALUABLE WORK.



BELIEVE THAT THE WORK YOU DO IS IMPORTANT AND VALUABLE



STRONGLY AGREE OR AGREE THE FPA'S WORK POSITIVELY IMPACTS LIVES

3

SAFETY AND TRAINING ARE IMPORTANT.

A number of employees noted the need for outside assistance with training activities, and others stated the Authority needs a training coordinator or someone to oversee an internal training program. Both of those efforts are underway. The Leadership Development Program, run by an outside firm, has started with the police initially. The Board has also approved the creation of an internal training coordinator position.



75%

YOU SAID THAT SAFETY IS A PRIORITY WHERE YOU WORK

4

SEXUAL HARASSMENT AND DISCRIMINATION ARE NOT A PART OF OUR WORK CULTURE, BUT FAVORITISM APPEARS TO BE.

Equalizing benefits across the Authority and examining pay differences are both starting places to combat favoritism. However, there is still a lot of work to do to eliminate favoritism.



64%

EITHER STRONGLY AGREED OR AGREED THAT FAVORITISM DOES EXIST IN THE AUTHORITY

5

COMMUNICATION IS GOOD AT THE INDIVIDUAL LEVEL BUT THE ORGANIZATION HAS A WAYS TO GO.



RECEIVED CONSTRUCTIVE CRITICISM DURING YOUR PES SESSIONS



GOT REGULAR FEEDBACK FROM YOUR SUPERVISOR (OUTSIDE OF PES)

SOME FOCUS GROUP KEY FINDINGS



Peer-to-peer communications and communications between employees and middle-management is fine but that the communications breakdown occurs between the top layer of management - Board, Executive Management, and Directors - and line managers.



There was widespread perception in all groups that promotional opportunities are not widely communicated and that the criteria for getting promoted is not clear to employees.



Nearly unanimous agreement amongst all participants that individuals in FPA leadership constantly bypass layers of management and give directives to employees (without notifying employees' supervisors).



There was widespread agreement in all groups, with the exception of police officers, that FPA leadership hands down directives to employees or forces the implementation of policies and procedures without knowing the mechanics of what it takes - time, logistics, effort - for employees to implement the directives (if it is even possible to do so).



Unanimous agreement amongst all groups that there is a need for more training opportunities and better technology across the board.



Employee of the Month recognition is well-liked, but the clear criteria for qualification should be communicated to avoid feeding perceptions of favoritism.

THINGS THAT WORK WELL



POLICE DEPARTMENT



LEVEE LOOP NEWSLETTER



ANNUAL ORGANIZATION-WIDE EVENTS



COMMUNICATIONS DURING EMERGENCIES

Participants expressed pride regarding how well coordinated the organization is during flood events.



CURRENT BOARD PRESIDENT AND CAO

Participants felt that the current leadership is "making an effort" to improve the organization.

FPA News and Updates

Annual Full Staff Meeting

The FPA's Third Annual Full Staff Meeting will be held on Thursday, November 16. Don't miss *In The Levee Loop's* coverage of the meeting in the December 15th issue. Information will be provided at the meeting on the FPA's new culture change measures.

Focus Groups Utilized for Input on Organizational Culture

The FPA's Culture Group recommended the use of focus groups in an effort to seek opinions, perspectives and ideas from employees across the organization. A third-party independent facilitator, Shannon Fazande, was engaged to conduct the focus groups and to report her findings. Use of a third-party facilitator ensured that the focus groups' discussions remained confidential and the assessment totally objective. Participants represented a cross section of functions, locations, and supervisory and non-supervisory levels. Twenty-eight employees participated in four focus groups conducted on October 16-17.

Employee's Benefits Fair

The FPA's first Employee Benefits Fair held October 11-12 was a huge success. Finance, HR and IT staff hosted the two day regional event. Employees were provided a vast amount of information in a variety of formats. Finance and HR staff were available to meet with every employee individually to discuss a variety of topics and issues, including the impact of the regionalization of employee benefit offerings. Chandra Chaffin, who serves as the head of the Employee Assistance Program, was available to meet with employees individually to provide information about the program and available resources.

Regionalization Efforts

The FPA is continuing the consolidation of a variety of policies, procedures and processes. Among these efforts is the consolidation of timekeeping and payroll. The Finance staff has been diligently working to update and put in place the countless procedures and mechanisms that are first required in order to consolidate the timekeeping and payroll processes. Parallel payrolls will be run during the month of December to test the processes. The target date for finalizing the payroll consolidation is January 1st. The Finance staff is also updating and consolidating Purchasing Policies Procedures for the organization.

The FPA's Risk Management Review conducted with participation by Arthur J. Gallagher Risk Management has been completed and a draft report will be provided soon to staff for review.

A Compensation Review is currently underway that will look at ten key positions across the districts and evaluate overall compensation, including benefits, in an effort to ensure equality across the organization.

Proclamations from Governor John Bel Edwards

Governor Edwards has declared the following State Holidays in addition to the Legal State Holidays:

Friday, November 24, 2017 (Acadian Day) in addition to **Thursday, November 23** (Thanksgiving Day)

Tuesday, December 26, 2017 in addition to **Monday, December 25** (Christmas Day)

Tuesday, January 2, 2018 in addition to **Monday, January 1** (New Years Day)

Thanksgiving – A Time for Expressing Gratitude

“Gratitude unlocks the fullness of life. It turns what we have into enough, and more. It turns denial into acceptance, chaos to order, confusion to clarity. It can turn a meal into a feast, a house into a home, a stranger into a friend.” Melody Beattie

Thanksgiving gives us the opportunity to focus on the good things in our lives and express our gratitude. But, should the transforming power of gratitude be relegated to a single time of the year. Find a way to unleash this power every day and see the incredible results.

“Gratitude can transform common days into thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings.” William Arthur Ward

The Authority's Employees of the Month for October



Jerry Latapie Recognized by Authority as Employee of the Month

The Board recognizes that the success of the Flood Protection Authority depends on the people in the field who perform their various jobs each and every day. The Board takes the opportunity each month to recognize and thank an employee who is nominated by his/her peers for doing a great job and is critical to making the organization a success. Jerry Latapie was recognized by the Board as Employee of the Month for October.

Jerry Latapie has been employed for 29 years at the Lake Borgne Basin Levee District. He is a mobile Equipment Operator 2 and can be counted on to show up for work on time and do any work assigned. He is willing to help any coworker complete their tasks and makes himself available to work after hours as scheduled. Jerry will be 70 on January 1st and at his age can run circles around men half his age. The Flood Protection Authority congratulates Jerry Latapie for being selected as Employee of the Month.

Phil Bacino Selected As Police Department Employee of the Month

Phil Bacino is the designated mechanic for the EJLD Police Department. Officers attest that Mr. Phil, as he is lovingly known, is the hardest working mechanic the EJLD PD has ever been assigned. His job title is Mechanic 2, and he is a very vital and integral part of the EJLD PD. He keeps the Department's equipment running and always demonstrates a CAN DO attitude. The safety of the Officers is his top priority and he goes above and beyond what is expected of him. His attention to detail is second to none.

Mr. Phil does the EJLD PD's mechanical work, some body work, installs and maintains computer mounting systems in vehicles, orders whatever parts are needed for repairs, coordinates with outside vendors to get the units up and running quickly and efficiently.

Mr. Phil also maintains a great working relationship with all members of the EJLD PD. Whenever an Officer has a problem, Mr. Phil will stop what he's doing and address the matter. He even operates police units that are sitting when Officers are out on leave so the battery doesn't fail. He thinks outside the box and is considered a very deserving member of the EJLD Police family. The Flood Protection Authority congratulates Mr. Phil for being selected the Police Department's Employee of the Month.



Mary Johnson Selected As Administrative Employee of the Month



Mary Johnson has been a valued employee of the O.L.D. Police Department for twenty years. Mary is the backbone of the O.L.D. PD. She is a dedicated employee who takes a personal interest in the department and officers. She efficiently performs all of her duties ensuring that every aspect of the job is covered. During Hurricane Nate the police department worked long hours and Mary worked hard to guarantee the payroll was submitted to the Finance Department on time. Mary cheerfully helps any member of the staff or the public who needs assistance. Her professionalism is exemplary and without her the department would not function as efficiently. Her institutional knowledge of police operations has been critical to the planning and design of the new O.L.D. Police Complex. Mary is an invaluable asset not to only to the Police Department, but to the entire Flood Protection Authority. The Flood Protection

Team congratulates Mary Johnson for being selected Administrative Employee of the Month.

Citizens Welcome O.L.D. Police Department to New Location and Participate in Night Out Against Crime



Community leaders and citizens were invited to visit the O.L.D. Police Station at its new offices at 6521 Spanish Fort Boulevard in the Lake Vista Community Center and participate in the Night Out Against Crime. The O.L.D. PD will be temporarily located in the LVCC until the O.L.D. Police Station is completed at Elysian Fields and Lakeshore Drive. OLD PD participants included Supt Kerry Najolia, Mary Johnson, Administration, Jasmine Marshall, Dispatcher, Jahlon Jackson, Dispatcher, Capt. Craig Boudreaux, P/O Nick Tusa, Lt. Albert Pelliterri, Sgt. Darnel Laurent, Lt. Charles Hill, P/O Warren Kenney, P/O Tammy Canfield, P/O Taskara Jackson, P/O Troy Johnson, P/O Sean West, P/O Noel Sanders, Sgt. Alvin Bedou, P/O Warren Kimball and P/O Jerald Holmes.



EJLD Police Department Participation in Jefferson Parish Night Out Against Crime

The EJLD PD participated in the Night Out Against Crime event held on October 18th at the Bonnabie boat launch. The event is a coordinated effort that includes multiple law enforcement agencies located in Jefferson Parish. EJLD PD participants include: Aurthur Agee, Lt. Kirt Arnold, Brad Baradell, Tony Bono, Mike Brenckle, Audrey Boskent, Lt. Tyrone Butler, Sgt. Coy Canulette, Stephen Chase, Sgt. Gerard Duplessis, Mike Hoctel, Lt. Carl Mayeaux, Lt. Mike Moscona, Kellie Lopardi, Sgt. Mike Schindler, Rob Tewis, Blake Vining, Captain Vincent Yetta, Kerry Migliore and Doris Vidrine.



C WATCH PARTICIPANTS: BRAD BARADELL, ROB TEWIS, KIRT ARNOLD, KELLIE LOPARDI AND GERARD DUPLESSIS

Community Prayer Service for Law Enforcement



The EJLD PD participated in the 2nd Annual Community Prayer Service for Law Enforcement held at the Law Enforcement Memorial located at Causeway and Veterans Blvds. The Community Prayer Service is held to recognize the Fallen Officers of our nation and to support the men and women who risk their lives every day protecting our communities. EJLD PD Officers participated alongside of JPSO Officers, State Officials and other Police entities.

PICTURED LEFT: JPSO OFFICER WATER TORRES AND EJLD PD CAPT. TERRY DURNIN

AARP (Smart Drive) Defensive Driving Course

Captain Terry Durnin of the EJLD PD has recently received his AARP (Smart drive) Defensive Driving Instructor Certification along with other O.L.D. / EJLD PD Officers. The PD is offering the opportunity for Flood Protection Authority employees to attend the four hour course which will be offered as often as needed to accommodate employee demand. Successful completion of this course will afford the employee the opportunity to refresh the basic Defensive Driving fundamentals to enhance driving safety for the employee, their family and the public that we serve. Some insurance companies offer discounts for successful completion of this class to the insurer. Please check with your insurance provider to confirm if a discounts is allowed. The first AARP Defensive Driving Course will he offered to the EJLD Maintenance and Operations Employees under the direction of Kerry Migliore.

More classes to come!

EJLD PD Halloween Trunk or Treat Big Hit With Community

EJLD Lt. Tyrone Butler poses with Trick or Treaters



EJLD P/O Audrey Boskent poses with many of her new friends and distributes 500 bags of candy (56 lbs.) in the South Kenner "River area" and North Metairie "Bucktown / ERL area" during the 1st Annual EJLD Halloween Trunk or Treat.



Halloween with the Flood Protection Team



FPA employees enjoyed a Chili Cheese Dog Potluck “Spooky Lunch” and office trick-or-treat at the O.L.D. Franklin Facility. Clockwise from top: Maria Chedid, Tuyet Nguyen with son, Chandra Chaffin and Sarion Granger, Adele Charles, Pam Zeringue, Gerry Gillen with daughter and grandchildren, Angel Shephard, Diane Johnson’s grandchildren, and June Humphrey and Chandra Chaffin.



Carol Purcello with treats at the EJLD

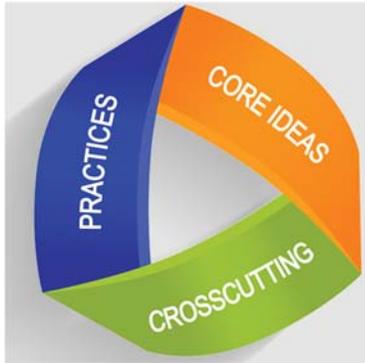
O.L.D. PD Officers Tammy Canfield and Lacy Gerholdt with friends.



O.L.D. P/O Sean West and P/O Jerome Holes find fan dressed as police officer and his friend.

Pilot K-12 School Program to Begin in January, 2018

NEXT GENERATION SCIENCE STANDARDS



The Flood Protection Authority's Pilot K-12 School Program was developed by Anne Rheams, FPA Communications Consultant, and her curriculum team in collaboration with the St. Bernard Parish Public Schools Superintendent, the Science Director for the school district, and the science teacher who will be participating in the program. Triste Middle School located in Meraux, LA was identified for the pilot program. Six 8th grade classes, totaling 180 students, will participate in the three-week program in January.

The Pilot Program was developed in accordance with the national framework for science standards and based on several contemporary educational models. Major topics covered in the program are Storm Surge (HSDRRS), Floods (Mississippi River Levee and Floodgate System), Rain Events, Risk Management, and Educating and Communicating with Others. Students must actively participate in a number of classroom activities under each of topic resulting in a comprehensive understanding of flood protection and risk reduction.

Field trips will be conducted over a two-day period to several sites within the region, providing students with an opportunity to interview FPA engineering and operations personnel who operate and maintain the system.

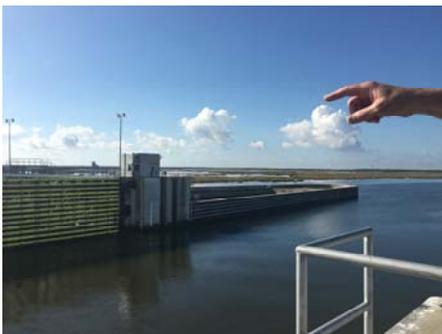
The K-12 School Program is part of the public outreach to enhance understanding of the Flood Protection Authority's mission. The program not only ensures that the future generations understand the risks and challenges associated with living with water, but students will also share the information and their learning experiences with families and friends.

IHNC Surge Barrier Tours



The IHNC Surge Barrier, the "Great Wall of Louisiana", has become a must see attraction for visitors not only from around the country, but also around the world. Tours of the Surge Barrier and its gated structures inform visitors, members of professional organizations, community leaders, and citizens about the important mission and work of the Flood Protection Team.

Pictured: Stevan Spencer conducts tour for members of Water Works, L3C, to view the largest civil-works, design-build construction project in the history of the U.S. Army Corps of Engineers.



If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

John Quincy Adams

In The Levee Loop Hears You !

In The Levee Loop is working to address recent suggestions and ideas from The Flood Protection Team. Suggestions and ideas from employees that will be incorporated into future newsletters include more FPA news items, status updates on major projects, information on the FPA's various departments and functions, and a calendar of events. **But we need your help!** Please support this effort by submitting information for the newsletter by email to gboudreaux@slfpa.com. Submittals can also be placed in any "*In The Levee Loop*" suggestion box located at strategic points in the district offices or mailed to Glenda Boudreaux, SLFPA-E, Airport Terminal Suite 225, 6001 Stars and Stripes Blvd., New Orleans, LA 70126.

In addition to placing a digital version of *In the Levee Loop* on the floodauthority.org website (click on Business, Employee Resources), a digital copy will be distributed by email to employees via their FPA email account. The IT Department is in the process of consolidating all FPA users under one domain. This process is targeted to be completed by January 1st at which time all FPA employees will be assigned a Flood Authority email address/account and will receive a digital version of the newsletter by email. Paper copies of *In the Levee Loop* will continue to be distributed to FPA employees.

Calendar of Events

November

- November 16 - Board/Committee Meetings
Third Annual Full FPA Staff Meeting
- November 23 - Thanksgiving (State Holiday)
- November 24 - Acadian Day (State Holiday declared by Governor)

December

- December 6-7 - Association of Levee Boards of Louisiana 77th Annual Meeting
- December 7-9 - Mississippi Valley Flood Control Association 82nd Annual Meeting
- December 20 - End of Year Report (Safety) Meeting / Holiday Luncheon for all FPA employees
- December 21 - Board/Committee Meetings
- December 25 - Christmas Day (State Holiday)

Reminders

All State Employees must complete the Annual Ethics Training each calendar year prior to December 31.

*There is only one way to avoid criticism. Do nothing. Be Nothing. Say nothing.
Aristotle*

Making Way for the New O.L.D. Police Complex



The first step towards the construction of the new O.L.D. Police Complex has been taken – the demolition of the old structure on the Elysian Fields/Lakeshore Drive site (pictured above). The building, which was a former gasoline service station that was retrofitted for the O.L.D. Police force, served as the O.L.D. Police Station until Hurricane Katrina. The devastated facility will be replaced with a new state-of-the-art complex.



NEW O.L.D. POLICE COMPLEX COMING IN 2018

Foundation Laid for EJLD Safehouse / Consolidated Facility



ELECTRICAL AND COMMUNICATIONS CONDUIT BELOW FOUNDATION OF SAFEHOUSE BUILDING



FOUNDATION GRADE BEAMS WITH VAPOR BARRIER FOR ADMINISTRATION BUILDING



CREW FORMING GRADE BEAMS FOR ADMINISTRATION BUILDING



FOUNDATION GRADE BEAMS WITH STRUCTURAL REINFORCEMENT — ADMINISTRATION BUILDING AND FRONT ENTRANCE



NEW EJLD SAFEHOUSE AND CONSOLIDATED FACILITY COMING IN FALL 2018

GEM - Going the Extra Mile



The FPA's Governmental Affairs Office wishes to express its thanks to Felton Suthon for the assistance that he provides on a continuing basis. Felton recently stepped up when we needed a hand with filing Capital Outlay Requests and can always be counted on when help is needed. Felton is a great supporter of *In The Levee Loop* and his contributions and assistance is an important part of the Newsletter's success. Thanks again, Felton, for your help.



In our busy work days we sometimes miss the talents of our co-workers and how those special talents can bring comfort and joy in time of need. Jesse Jensen is one of those employees that you may know works in the mechanics shop as Mechanic 3 at Orleans. Jesse is known for his positive attitude and warm smile. What you may not know is that he is a very talented artist.



Recently an employee had to leave a vehicle at the Orleans maintenance facility. They were stressed and in a hurry. Jesse noticed their pain and discovered their loved one was very ill. Several days later when they returned to pick up the repaired vehicle, Jesse approached them with a special token of his concern for their loved one. He had made a beautiful work of art out of metal. He joyfully handed it over and said "I was thinking about your family member and made this for them".



Not only is Jesse very hard working and talented but he is a kind and thoughtful person. He certainly represents going the extra mile and we thank him. Take a moment out of your day to discover those co-workers who may need a smile and a kind word. Share your special talent and please let us know.

The Flood Protection Team Welcomes Back

The Flood Protection Team welcomes back Betty Vignes. Betty serves as the Administrative Assistant to the Director of Engineering and Operations. She returned to work on November 6th after being on extended leave after fracturing a bone in her arm on September 9th that required surgery to repair.



Hazards In The Field



Flood Protection Authority personnel in the field must be prepared at all times not knowing what type of wildlife they may encounter. Pictured is an alligator found in the Lincoln Beach underpass that is immediately adjacent to the floodgate located along the New Orleans East (Citrus Lakefront) Levee.

Flood Protection Team Best Wishes to Recent Retirees



RUFFUS ALLEN

Ruffus Allen, M/E Operator 2, retired from the EJLD on November 1, 2017 after 18 years of service.

Peter S. Bauer, LBBLD Operating Engineer Superintendent was hired on August 5, 1999 as a Trades Apprentice and worked his way up to Operating Engineer 1, Operating Engineer 2, Operating Engineer Foreman and finally to Operating Engineer Superintendent in 2012. Pete retired on September 13, 2017 after 18 years of service.



PETE BAUER

Welcome to New Flood Protection Team Members



Charles Williams
Operations & Maintenance/Laborer
Hired on 10/9/2017

Traci Hogan
Operations & Maintenance/Laborer
Hired on 10/9/2017



Henry Dang
Operations & Maintenance/Master Welder
Hired on 10/23/2017

Sarion Granger
Human Resources/Administrative Coordinator 1
Hired on 10/30/17



William Joseph
Finance/Accountant Manager 1
Hired on 11/6/2017

Kelli DeRocha
Finance / Administrative Coordinator 3
Hired on 10/16/17



Suggestions, comments, news items (weddings, births, significant anniversaries and other events you wish to share with your coworkers), original articles and other submittals are welcomed.

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.