

**MINUTES OF THE  
SOUTHEAST LOUISIANA FLOOD PROTECTION AUTHORITY–EAST  
BOARD MEETING  
THURSDAY, JUNE 17, 2025**

The regular monthly Board Meeting of the Southeast Louisiana Flood Protection Authority-East (Authority or FPA) was held on June 17, 2025, in the Joseph Yenni Building, 2<sup>nd</sup> Floor, Council Chambers, Jefferson, Louisiana, after due legal notice of the meeting was sent to each Board member and the news media and posted.

Mr. Carubba called the meeting to order at 10:00 a.m. and led the pledge of allegiance. Ms. Settoon called the roll and a quorum was present:

**PRESENT:**

Roy M. Carubba, P.E., President  
Deborah M. Settoon, P.E., Secretary  
K. Randall Noel, Treasurer  
Richard G. Duplantier, Jr., Vice-President  
Clay A. Cossé

**ABSENT:**

None

**ADOPTION OF AGENDA:**

A motion was offered by Mr. Carubba to adopt the agenda. Mr. Noel asked to amend the agenda by adding two resolutions to recognize the commitment and contributions of Mr. Cossé and Mr. Duplantier. The motion to amend and adopt was offered by Mr. Noel, seconded by Mr. Carubba and was unanimously approved. Mr. Carubba asked if there were any public comments on the addition of the two resolutions to the agenda. There were no public comments. Mr. Carubba then offered a motion, which was seconded by Mr. Noel and unanimously approved, to move item VII to the end of the agenda. Mr. Carubba recognized Jefferson Parish Councilman Hans Liljeberg who was present in the audience.

**RESOLUTION NO. 06-17-25-01 – Approval of the minutes of the Board meeting held on April 17, 2025**

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On the motion of Mr. Noel,  
Seconded by Ms. Settoon, the following resolution was offered:

**BE IT HEREBY RESOLVED**, that the Southeast Louisiana Flood Protection-Authority-East approves the Minutes of the Board meeting held on April 17, 2025.

The foregoing was submitted to a vote; the vote thereon was as follows:  
YEAS: Mr. Carubba, Mr. Noel, Ms. Settoon, Mr. Duplantier, Mr. Cossé  
NAYS: None  
ABSENT: NONE  
ABSTAIN: NONE

**NOMINATION AND ELECTION OF OFFICERS FOR TERM BEGINNING  
JULY 1, 2025 – JULY 1, 2026**

Mr. Carubba called for nominations.

**RESOLUTION NO. 06-17-25-02 – ELECTION OF OFFICERS**

“A resolution stating the results of the election of Officers of the Southeast Louisiana Flood Protection Authority-East (“FPA”) Board of Commissioners for a term of one-year commencing on July 1, 2025.”

**WHEREAS**, the Board of Commissioners of the Southeast Louisiana Flood Protection Authority-East adopted revised Bylaws at a Regular Board Meeting held on December 17, 2009, which provide in part for the designation and election of Officers of the Board; and

**WHEREAS**, Article IV, Section 1 of the Bylaws (Officers and Elections), designates the officers as President, Vice President, Secretary and Treasurer to be elected from among the members of the Board at the regularly scheduled meeting in June; and

**WHEREAS**, on June 5, 2024, Governor Jeff Landry signed into law SB 462, which grants him the authority to appoint the Chair of the boards where he already appoints the majority of the membership; and

**WHEREAS**, on October 31, 2024, Governor Jeff Landry appointed Roy M. Carubba as President of the FPA Board; and

**WHEREAS**, Article IV, Section 1 further provides that officers shall assume their duties on July 1<sup>st</sup>; and

**WHEREAS**, Article IV, Section 2, provides that officers shall be elected to serve one-year terms; and

**WHEREAS**, the election of Officers was conducted on June 17, 2025, with nominations for each officer duly offered and seconded and a vote conducted thereafter to fill each office.

**BE IT THEREFORE RESOLVED**, that, in accordance with elections held this date, the Officers of the Southeast Louisiana Flood Protection Authority-East Board shall be as follows for the one-year term commencing on July 1, 2025:

**President – Roy M. Carubba (appointment of the Governor)**

**Vice President – Vacant**

**Treasurer – Randy Noel**

**Secretary – Vacant**

The foregoing was submitted to a vote; the vote thereon was as follows:

**Office of Vice President**

Nomination of Mr. Noel on motion of Mr. Duplantier, seconded by Mr. Cossé

YEAS: Mr. Duplantier, Mr. Cossé, Ms. Settoon, Mr. Noel.

NAYS: Mr. Carubba

ABSTAIN:

ABSENT:

**Office of Secretary**

Nomination of Ms. Settoon, on motion of Mr. Noel, seconded by Mr. Duplantier.

YEAS: Mr. Duplantier, Mr. Cossé, Mr. Noel, Ms. Settoon.

NAYS: Mr. Carubba

ABSTAIN:

ABSENT:

**Office of Treasurer**

Nomination of Mr. Noel, on motion of Ms. Settoon, seconded by Mr. Carubba.

YEAS: Ms. Settoon, Mr. Carubba, Mr. Cossé, Mr. Duplantier, Mr. Noel

NAYS: None

ABSTAIN

ABSENT:

Mr. Carubba commented that it was best not to elect any more officers since we have more Board members coming in July, he felt it was not prudent to elect any more officers until those Board members were seated.

## **PUBLIC COMMENTS:**

Ms. Sandy Rosenthal, founder of Levees.org presented comments about the departures of several individuals on the Board and the agency. She expressed concern that currently several high-level positions with either the District or the Levee Board are either unfilled, very recently filled or has an interim person in the position. She further expressed that with the loss of the Board members and key staff, she was concerned about flood protection for the summer and fall if a hurricane should arrive. She indicated that she recently listened to Mr. Carubba on the Newell Normand show and heard him state to the people of this region, “you are better protected than you have ever been.” She asked Mr. Carubba that in light of all of the departures, whose expert opinion was he relying on when he says “you are better protected than you have ever been.” This concluded her public comments.

Mr. Roy Arrigo, former Board member began his comments by reading the definition of a finding in an audit which is the observation by the auditors of something significantly deficient in an audit. He discussed the 2022 audit of the FPA which he stated showed that the numbers for age discrimination were higher than the numbers for racial discrimination yet no one is concerned about age discrimination. He stated that of the 14 recommendations of improvement by the auditors for areas that could be improved, racism was not included and that a letter was written from the agency which addressed the actions taken by the agency to address the areas of concern and the auditors accepted the actions taken. To address any misconception that nothing was done by the agency in response to the audit, Mr. Arrigo asked that a copy of the letter of the actions taken be attached to the minutes for the meeting.

## **PRESENTATIONS:**

**Lt. Colonel Nate Wiander, Deputy Commander of the New Orleans District came on behalf of Colonel Jones. He began his presentation by recognizing the fact that it was the Corps 250<sup>th</sup> anniversary. He gave brief remarks on the history of the US Army Corp of Engineers.**

### **PCCP – Permanent Canal Closures and Pumps;**

- **Lt. Colonel Wiander reported that the pumps are fit to fight as of May 30, 2025 and have successfully repaired the pumps to their 35 year design life.**
- **Beginning of this repair system they were able to repair all 13 pumps including London Pump 1;**
- **Corp is committed to maintain momentum until project is completed. O&M Manuals have to be completed and they are committed to completing the project**

### **LPV Foreshore Repairs (Lake Pontchartrain and Vicinity)**

- **Their scope is to repair 6 miles of foreshore protection damaged by hurricanes.**
- **Future investment may be necessary for long term sustainability. Completed final plans and specs which Colonel Jones read and signed.**
- **To date completed work includes;**
  - **HQ approve PIR Amendment – February, 2025**

- Endangered Species Act Consultation completed March, 2025
- Final P&S - May, 2025
- They are continuing to obtain ROE (Right of Entry) for construction by CPRAB/FPA
- Lake Pontchartrain Foreshore Repair – future investments may be necessary.
- Awaiting Funds to execute contracts and complete work.
- 

LPV Future Levee Lifts;

- Additional work is required to maintain the design height through 2073.
- Hydraulic modeling is ongoing.

Lt. Colonel Weiden stated he had completed his presentation and asked if there were any questions.

Ms. Settoon stated that it was her understanding that the foreshore protection project in East Jefferson was not going to be ready until August 2027 and asked Lt. Colonel if this was the schedule? Lt. Colonel confirmed that currently the construction window is two years.

Ms. Settoon next asked if there was a sketch of an emergency plan or further erosion abatement plan in the event further damage occurs during this time period. Lt. Col stated that they do damage assessments after every event. He further stated that if they see an emergency occurring after doing an assessment, they will respond rapidly. Bradley Drouant, Chief, Project Management Division, LPV, further stated that they are continuing to observe and monitor the foreshore protection and he stated that at this time he can state that it provides the one-percent level of risk reduction. Ms. Settoon responded that it is obvious to her that there is not a set plan in place and advised that we are currently getting a lot of public feedback on the issue and they should be aware.

Mr. Cosse asked Lt. Col Weiden to give him an update on the issue pertaining to Cathartic protection.

Lt. Col Weiden stated that they have finally resolved all of the previous design comments. He further stated that they have a plan which needs to be executed and commission it and pass off the O&M Manual

Mr. Cosse asked for the benefit of the public, would he define what the process meant.

Lt. Col Weiden described it as two metals that are dissimilar, not the same. You tend to get ion flow or electrical conduction between the two. It means that you can lose material from one of the metals. It is very important to have a matter to protect that. That's beyond the stainless steel items we have installed as well as the paint. We now will have an active system to equalize that electrical charge to make sure we are not damaging any of the infrastructure.

This concluded Lt. Col Weiden's comments. There were no further questions for the Colonel.

## **EXECUTIVE SESSION**

1. Edgar Merida v. Orleans Levee District, State of LA, First Circuit Court of Appeals, No. 2024 – CA – 0945.
2. “Robert, Joseph et al. v. State of Louisiana, et al., CDC for the Parish or Orleans, No. 2016-09374, Division F, Section 14.”
3. Personnel Issues re: key staffing position issues.

A motion was offered by Mr. Noel, seconded by Ms. Settoon and unanimously adopted, to convene in Executive Session to discuss the items listed on the agenda. The Board convened in Executive Session at 10:18am.

Mr. Noel offered a motion, which was seconded by Ms. Settoon and unanimously adopted, to reconvene in Regular Session at 11:33 a.m.

## **COMMITTEE REPORTS:**

**Finance Committee:** Mr. Noel reported that the Finance Committee met this morning and discussed the East Jefferson Levee District tax and will recommend to the Board to certify the tax. He further reported that the committee discussed and will recommend that we participate in employer matching contributions to the Louisiana 457 B Deferred Compensation program which starts July 1, 2025 if approved today. He reported that the committee reviewed and discussed the budget to actual report and did not find anything unusual.

**Operations Committee:** The Operations Committee did not meet in May, therefore, there was no report.

**Legal Committee:** The Legal Committee did not meet in May, therefore, there was no report.

**Special Issues Committee:** The Special Issues Committee did not meet however, Ms. Settoon delivered an informational report.

Ms. Settoon reported that interviews were conducted for Regional Director, 26 people applied, 2 applicants were interviewed and 2 candidates withdrew. We are going to readvertise under the committee recommended job description for 30 days and that will be done as soon as she can get the information to Kenyetta Sewell.

## **DIRECTOR’S REPORTS:**

Kenyetta Sewell, HR Director came before the Board to discuss several policy updates as follows:

- Sexual Harrassment Policy will now have a stand- alone section: preventing work place harassment policy.
- In response to Governor Landry's executive order that prohibits agencies from approved regularly scheduled telework arrangements, the agency will now implement a policy that stipulates telework arrangements only when there is a special need and it has to be approved by the Department Director. It cannot be on-going and it has to be short term; In addition, the Division of Administration is requiring the agencies to track the hours to make sure it is not an on-going situation.
- Shift Differential pay of \$2.00 per hour for law enforcement positions below the Superintendent level; The differential pay will apply to night shift employees working between the hours of 5 pm to 5 am and 7 pm to 7 am. This is an effort to try and make working the night shift more desirable to the employees. The \$2.00 hourly rate is a more conservative figure which is more in line with what other state agencies are doing.
- Longevity pay for employees in classified positions below the Director's level. The included departments will be the maintenance department, operations department and engineering techs. The proposed pay will be \$1.00 per hour for employees with 5-10 years of experience with the agency and \$2.00 per hour for 10 years or more years of service with the agency. This pay will not go into the employees base salary nor will it be factored into their retirement calculations. Eventhough these initiatives were not a part of the initial budget request, they worked with Finance to identify efficiencies in order to implement the pay if approved.

This concluded Ms. Sewell's report and she requested any questions.

Ms. Settoon asked Ms. Sewell if she was going to send the policy updates to the Board for approval. Ms. Sewell stated that the harassment policy was already approved and was in place. As it pertained to the telework policy, the HR Department is following the directive of the Governor. Ms. Sewell stated that the differential pay policy is already in place and she is just revising it. Ms. Sewell stated that the longevity policy is new and Ms. Settoon asked that she submit it to the Board for approval.

Mr. Carubba stated that it was not a requirement to approve the policy and asked Executive Counsel, Kirk Ordoyne to give a legal opinion.

Executive Counsel asked Ms. Sewell to provide more information on the policies.

Mr. Noel stated that in the past, the Board did not try to get involved with civil service matters.

Ms. Setton called for a point of order to review the by-laws as it pertained to the Boards duty to review and vote on policies.

Executive Counsel ruled that Ms. Sewell did not have to send the longevity policy to the Board for review and/or approval because the policy updates affect employees that are not required to have Board approval.

Ryan Foster, Director of Engineering gave the following report.

- We have been in flood stage since early April and are not projected to come out of flood stage until the first week of July. Currently, the Mississippi River Carrollton Gage Elevation, the river stands at 11.18 ft. They have been conducting periodic inspections since we entered into flood stage. In addition to the inspections, high river affects our ability to issue permits. Permitted work without certain waivers have to come to a stop. New submitted permits take longer because the individuals involved with issuing permits have to halt this work in order to enter flood fights. Being in high river during hurricane season is not uncommon but certain planning and procedures have to be followed.
- Hurricane Preparedness - CEMP – updates are complete; The Board reviewed the plan April 29 – May 9, 2025 and the Board will vote to approve the plan today, June 17, 2025. The incident command structure is laid out in the manual.
- May 22, 2025 - we conducted a table-top exercise. Several partners such as the Corp and CPRA were included in the exercise. The exercise includes doing a walk- through of a mock storm event in 12 hour increments. He thanked Roger Colwell, GIS Director, for his hard work on this yearly project.
- Last week the Louisiana Dept of Insurance toured our facility. They visited the 17<sup>th</sup> street canal, the surge barrier and the EOC. Attendees were from Commissioner of Insurance Temple's office and CPRA. It was a great opportunity to showcase our systems and the staff. Ryan thanked PCCP, complex structures, Engineering and operations. He stated that the Commissioner sent a letter of thanks, recognizing our system and our staff. He read the following excerpt from the letter. "The work you all do to protect billions of dollars in infrastructure and, more importantly, millions of lives, is nothing short of extraordinary."

This concluded Mr. Foster's report.

## **NEW BUSINESS**

### **RESOLUTION NO. 05-17-25-03 ADOPT LEVY AND IMPOSE MILLAGE RATES AND ASSESSMENTS FOR TAX YEAR 2025 ON ALL THE PROPERTY SUBJECT TO TAXATION IN THE EAST JEFFERSON LEVEE DISTRICT**

On the motion of Mr. Noel, a motion to adopt the amended resolution of Mr. Noel,  
Seconded by Mr. Carubba, the following resolution was offered:

**BE IT RESOLVED**, by the Southeast Louisiana Flood Protection Authority – East on behalf of the East Jefferson Levee District of Jefferson Parish, Louisiana, in a public meeting held on June 17, 2025, which meeting was conducted in accordance with the Open Meetings Law and the additional requirements of Article VII, Section 23(C) of the Louisiana Constitution and R.S.



47:1705(B), that the following millage(s) are hereby levied on the 2025 tax roll on all property subject to taxation by the Southeast Louisiana Flood Protection Authority-East on behalf of the East Jefferson Levee District.

**2025 Levy**

**Constitutional (General) Tax    3.82 mills**

**BE IT FURTHER RESOLVED** that the proper administrative officials of the Parish of Jefferson, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2025, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

The foregoing resolution was read in full, the roll was called on the adoption thereof, and the resolution was adopted by the following votes.

The votes were:

YEAS: Mr. Carubba, Ms. Settoon, Mr. Cossé, Mr. Duplantier, Mr. Noel

NAYS: None

ABSTAIN: None

ABSENT:

**O.L.D. AND LBBLD RESOLUTION NO. 06-17-25-04 - SELECTION OF  
OFFICIAL JOURNALS FOR FPA, EJLD, O.L.D. AND O.L.D. AND LBBLD**

On the motion of Mr. Noel, seconded by Mr. Duplantier, the following resolution was offered:

**WHEREAS**, R.S. 43:171 provides that levee districts and other political subdivisions shall have the proceedings of their board and such financial statements required by the legislative auditor published in a newspaper, which shall be selected at the first meeting in June of each year for a term of one year; and

**WHEREAS**, R.S. 43:171 further provides that the newspaper shall meet certain criteria relative to location and publication; and

**WHEREAS**, the New Orleans Advocate meets the aforementioned criteria for the Southeast Louisiana Flood Protection Authority-East (FPA), East Jefferson Levee District and Orleans Levee District; and

**WHEREAS**, the St. Bernard Voice meets the aforementioned criteria for the Lake Borgne Basin Levee District.

**BE IT HEREBY RESOLVED**, that the New Orleans Advocate is hereby selected as the Official Journal for publications as required under R.S. 43:171 for the Southeast Louisiana Flood

Protection Authority-East, East Jefferson Levee District and Orleans Levee District for a one-year term commencing on July 1, 2025.

**BE IT FURTHER RESOLVED**, that the St. Bernard Voice is hereby selected as the Official Journal for publications as required under R.S. 43:171 for the Lake Borgne Basin Levee District for a one-year term commencing on July 1, 2025.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS: Mr. Noel, Mr. Duplantier, Mr. Carubba, Ms. Settoon, Mr. Cossé

NAYS: None

ABSENT: None

**RESOLUTION NO. 06-17-25-05 - A RESOLUTION TO ACCEPT EXECUTIVE COUNSEL'S SETTLEMENT RECOMMENDATION IN THE LITIGATION CAPTIONED, "JOSEPH ROBERT, GLORIA DECUIR-ROBERT, ALBERT BIERRIA, GWENDOLYN BIERRIA, ET. AL. VS. STATE OF LOUISIANA, THE DIVISION OF ADMINISTRATION, STATE LAND OFFICE, AND THE ORLEANS LEVEE DISTRICT, AND THE SOUTHEAST LOUISIANA FLOOD PROTECTION AUTHORITY – EAST", CIVIL DISTRICT COURT OF THE PARISH OF ORLEANS, CIVIL ACTION, NO. 16-9374, AND TO AUTHORIZE THE EXECUTION OF ALL SETTLEMENT, AND ANY OTHER DOCUMENTS, NECESSARY TO PERFECT THE SETTLEMENT OF THIS MATTER**

On the motion of Ms. Settoon, seconded by Mr. Noel, the following resolution was offered:

**WHEREAS**, the Southeast Louisiana Flood Protection Authority - East is a named defendant in the litigation captioned "Joseph Robert, Gloria Decuir-Robert, Albert Bierria, Gwendolyn Bierria, et. al., vs. State of Louisiana, The Division of Administration, State Land Office, and the Orleans Levee District, and the Southeast Louisiana Flood Protection Authority – East, Civil District Court of the Parish of Orleans, Civil Action, No. 16-9374"; and

**WHEREAS**, the legal advice regarding a settlement recommendation provided by legal counsel in Executive Session was given due consideration by the Board.

**BE IT HEREBY RESOLVED**, that the Southeast Louisiana Flood Protection Authority-East approves and agrees to proceed with the settlement of the litigation captioned, "Joseph Robert, Gloria Decuir-Robert, Albert Bierria, Gwendolyn Bierria, et. al. vs. State of Louisiana, The Division of Administration, State Land Office, and the Orleans Levee District, and the Southeast Louisiana Flood Protection Authority – East, Civil District Court of the Parish of Orleans, Civil Action, No. 16-9374".

**BE IT FURTHER RESOLVED**, that the FPA Interim Regional Director, or in his absence the Director of Engineering, is hereby authorized to execute all settlement, and any other documents, necessary to perfect the settlement of the aforementioned matter.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS: Ms. Settoon, Mr. Noel, Mr. Carubba, Mr. Duplantier, Mr. Cossé

NAYS: None  
ABSENT: None

**RESOLUTION NO. 06-17-25-06 - APPROVAL OF 2025 COMPREHENSIVE EMERGENCY MANAGEMENT PLAN (CEMP)**

On the motion of Mr. Noel, seconded by Mr. Carubba, the following resolution was offered:

**WHEREAS**, LA R.S. 38:319, mandates that the Board of Commissioners of each Levee District prepare a written procedures manual to be used during periods of emergency to facilitate the immediate and orderly actions of each board during an emergency; and

**WHEREAS**, in compliance with the aforementioned statute, the Southeast Louisiana Flood Protection Authority-East (FPA) staff prepared the 2025 Comprehensive Emergency Management Plan (CEMP).

**BE IT HEREBY RESOLVED**, that the FPA adopts the 2025 Comprehensive Emergency Management Plan, and authorizes all actions under said Plan.

**BE IT FURTHER RESOLVED**, that the Board adopts the 2025 CEMP as a document that will be utilized to provide guidance for responding to emergencies and operating the Hurricane Storm Surge Risk Reduction System and Mississippi River Levee System at their optimum capacity as and when necessary.

**BE IT FURTHER RESOLVED**, that the Board recognizes that as with any document of this magnitude, changes may be necessary to improve its functionality and these changes will be incorporated as necessary.

**BE IT FURTHER RESOLVED**, that the FPA Interim Regional Director, or in his absence the Director of Engineering, is hereby authorized to sign any and all documents necessary to carry out the above.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS: Mr. Noel, Mr. Carubba, Mr. Duplantier, Ms. Settoon, Mr. Cossé

NAYS: None

ABSTAIN: None

ABSENT: None

**RESOLUTION NO. 06-17-25-07 - LPV FORESHORE REPAIR PROJECT - COST SHARE PAYMENT OF \$1,118,600.00 BY THE EAST JEFFERSON LEVEE DISTRICT**

On the motion of Mr. Noel, seconded by Mr. Carubba, the following resolution was offered:

**WHEREAS**, a portion of the Federal Flood Protection System (EJLD Lakefront Foreshore Protection Project) was damaged by several Hurricane Storms over multiple storm seasons; and

**WHEREAS**, the Southeast Louisiana Flood Protection Authority -East “FPA” / CPRA conducted post storm assessment submitting said assessments to the U.S. Army Corps of Engineers; and

**WHEREAS**, the U.S. Army Corps of Engineers authorized under PL84-99 will be repairing the damaged project to its original pre-storm(s) condition.

**BE IT HEREBY RESOLVED**, that the Southeast Louisiana Flood Protection Authority-East approves and authorizes the payment by the East Jefferson Levee District to the U.S. Army Corps of Engineers the amount of \$1,118,600.00 for the cost share (Lands, Easements, Rights-of-Way Relocations and Disposals (LERRD) for the LPV Foreshore Repair Project.

**BE IT FURTHER RESOLVED**, that the Interim Regional Director, or in his absence, the Director of Engineering, is hereby authorized to execute any and all documents necessary to accomplish the above.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS: Mr. Noel, Mr. Carubba, Mr. Duplantier, Ms. Settoon, Mr. Cossé

NAYS: None

ABSTAIN: None

ABSENT: None

Ryan Foster gave brief comments that this is associated with the previously presented LPV project. He advised that this is our portion of the cost share of the project.

#### **RESOLUTION NO. 06-17-25-08 – APPROVAL OF OFFER OF EMPLOYMENT FOR THE POSITION OF DIRECTOR OF ENGINEERING**

On the motion of Mr. Duplantier, seconded by Mr. Noel, the following resolution was offered:

**WHEREAS**, a vacancy has occurred in the position of Director of Engineering for the Southeast Louisiana Flood Protection Authority-East (FPA); and

**WHEREAS**, criteria and a job description were developed for said position, which was posted on the Louisiana Civil Service website, as well as being widely advertised; and

**WHEREAS**, five resumes were received and independently reviewed by Roy M. Carubba, President of the Board, Christopher Humphreys, Interim Regional Director and Kenyetta Sewell, Human Resources Director; and

**WHEREAS**, Mr. Carubba, Mr. Humphreys and Ms. Sewell conducted interviews with their top three candidates and concluded that the top candidate for the position was Ryan Foster; and

**WHEREAS**, Mr. Carubba, Mr. Humphreys and Ms. Sewell, reviewed Mr. Foster’s qualifications, and Mr. Carubba recommended that the Board approve an offer of employment as Director of Engineering to Mr. Foster.

**BE IT HEREBY RESOLVED**, that the Southeast Louisiana Flood Protection Authority-East approves an offer of employment to Ryan Foster as the Director of Engineering at a salary amount of \$195,000.00.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS: Mr. Duplantier, Mr. Noel, Mr. Carubba, Ms. Settoon, Mr. Cossé

NAYS: None

ABSTAIN:None

ABSENT: None

Mr. Carubba congratulated Ryan Foster on his promotion.

**RESOLUTION NO. 06-17-25-09 - APPROVAL OF EMPLOYER MATCHING  
CONTRIBUTIONS TO THE 457(B) LOUISIANA DEFERRED  
COMPENSATION PLAN**

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On the motion of Mr. Duplantier,

Seconded by Mr. Noel, the following resolution was offered:

**WHEREAS**, the Southeast Louisiana Flood Protection Authority-East (“FPA”) recognizes the importance of supporting employee retirement savings and promoting long-term financial wellness, as well as, retention and recruitment of talented employees; and

**WHEREAS**, the FPA currently offers participation in a 457(b) Deferred Compensation Program as permitted under the Internal Revenue Code and administered in accordance with Louisiana State Law; and

**WHEREAS**, the FPA is committed to matching its employee’s contributions to the plan; **BE IT HEREBY RESOLVED**, that the FPA hereby establishes a 100 % matching compensation plan for its employees. The FPA will match employee contributions to the plan, dollar for dollar, not to exceed the annual contribution limits established by the Internal Revenue Code and applicable federal regulations;

**BE IT FURTHER RESOLVED**, that the Finance Director is authorized to take all necessary actions to implement this resolution, including amending relevant plan documents, communicating the change to employees and coordinating with the Program Administrator;

**BE IT FURTHER RESOLVED**, that Empower Retirement shall be the Administrator of the Program and the FPA shall fund the deferred compensation plan through payroll deductions and matching contributions;

**BE IT FURTHER RESOLVED**, that the matching contribution is allowed for all full-time classified and unclassified employees of the FPA and will be effective at the start of the fiscal year 2026, which begins on July 1, 2025;

**BE IT FURTHER RESOLVED**, that the FPA shall take all necessary steps to ensure that the deferred compensation plan complies with all applicable federal, state and local laws and regulations and reserves the right to amend or modify the deferred compensation plan in accordance with applicable laws and regulations.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS: Mr. Carubba, Mr. Cosse, Mr. Duplantier, Mr. Noel

NAYS:

ABSTAIN: Ms. Settoon

ABSENT:

**RESOLUTION NO. 06-17-25-10**

**“Recognizing the commitment and contributions of Clay Cossé to the Flood Protection Authority and to the citizens of Southeast Louisiana.”**

**On the motion of Mr. Noel, seconded by Mr. Carubba, the following resolution was offered:**

**WHEREAS**, after the devastation resulting from Hurricane Katrina, the Southeast Louisiana Flood Protection Authority-East (“FPA”) was created by the Louisiana State Legislature to provide regional flood protection for the Lake Pontchartrain Basin area; and

**WHEREAS**, due to his outstanding qualifications, expertise and experience, on April 15, 2016, Governor John Bel Edwards appointed Clay Cossé to serve as a member of the FPA Board, and on July 2, 2017, was reappointed by Governor Edwards to serve his first full term on the Board and was again reappointed by Governor Edwards on July 2, 2021 to serve a second term; and

**WHEREAS**, Mr. Cossé, a successful businessman and entrepreneur in the seafood industry, was elected to serve on the first St. Bernard Parish Council in 1992 and served two terms as Councilman at large. He was recognized as Legislator of the year by the Alliance for Good Government in 1998 and 2002; and

**WHEREAS**, Mr. Cossé traveled with colleagues to Washington, DC to meet with Louisiana’s Congressional Delegation to advance the Flood Protection Authority-East’s goal to provide 200-year flood protection for the east banks of Orleans, Jefferson and St. Bernard Parish and the New Orleans Metropolitan area; and

**WHEREAS**, in addition to serving on the FPA Board, Mr. Cossé also served on Governor Jeff Landry’s Council for Infrastructure (Roads, Ports and Rails) whereby he met with Louisiana stakeholders to address reforms and opportunities for positive changes in St. Bernard Parish, as well as infrastructure issues related to the Port NOLA Louisiana Terminal in St. Bernard Parish; and

**WHEREAS**, Mr. Cossé’s leadership, hard work and devoted service as a member of the Board resulted in Governor Jeff Landry appointing him as Chair of the FPA Board from July 20, 2023 to October 31, 2024; and

**WHEREAS**, under his leadership, Mr. Cossé spearheaded initiatives to ensure fairness and equitable treatment of the agency’s greatest asset, its employees; and

**WHEREAS**, Mr. Cossé has served with integrity on the FPA Board, and his term will expire on July 1, 2025;

**BE IT HEREBY RESOLVED**, that the Southeast Louisiana Flood Protection Authority-East hereby expresses its deepest gratitude and appreciation to Clay Cossé for his dedication and contributions during his tenure as a member of its Board of Commissioners and for his devoted service to the citizens of Southeast Louisiana.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS: Mr. Carubba, Mr. Noel, Mr. Duplantier, Ms. Settoon, Mr. Cossé

NAYS: None

ABSTAIN:

ABSENT: None

**RESOLUTION NO. 06-17-25-11**

**“Recognizing the commitment and contributions of Richard G. Duplantier, Jr., to the Flood Protection Authority and to the citizens of Southeast Louisiana.”**

On the motion of Mr. Noel, seconded by Ms. Settoon, the following resolution was offered:

**WHEREAS**, after the devastation resulting from Hurricane Katrina, the Southeast Louisiana Flood Protection Authority-East (“FPA”) was created by the Louisiana State Legislature to provide regional flood protection for the Lake Pontchartrain Basin area; and

**WHEREAS**, due to his outstanding qualifications, expertise and experience, on October 30, 2020, Governor John Bel Edwards appointed Richard G. Duplantier, Jr. to serve as a member of the FPA Board; and

**WHEREAS**, Mr. Duplantier received an undergraduate degree in Communications and political science from Marquette University and a law degree from Loyola University, where he was the Managing Editor of the Loyola Law Review, a member of the Moot Court Team and elected to represent the Loyola Law School at the American Bar Association, from 1991 to 1996; and

**WHEREAS**, Mr. Duplantier is a senior partner with the law firm of Galloway, Johnson, Tompkins, Burr & Smith, having also served as the Managing Partner for Galloway’s New Orleans office and has practiced law throughout Louisiana since 1988; and

**WHEREAS**, among his numerous professional achievements, in 2008, Mr. Duplantier was selected by City Business Magazine as one of the Leaders in Law in the State of Louisiana. In addition, for over twelve years, Mr. Duplantier served on the Board of Directors of the ASI Federal Credit Union, volunteering his time and energy to reinvigorate the New Orleans Community in the aftermath of Hurricane Katrina, and giving families an economic lift as they persevered through personal and professional hardships; and

**WHEREAS** in his application to serve as a member of the FPA Board, Mr. Duplantier noted the fact that he was a life-long resident of Louisiana and after having lived through both Hurricanes Betsy and Katrina, realized` the immediacy of the need to protect our State from flood loss. “We must, right now, learn to adapt to climate change before the opportunity is lost. If Southeast Louisiana has any chance of surviving the changes in the environment, we must have an organization committed to working tirelessly to ensure the future. That is my commitment, to learn; to educate; to lead and to adapt and help make the investment in our infrastructure that will provide long-term protections for our region and the State of Louisiana;” and

**WHEREAS**, Mr. Duplantier has served honorably as a former Chair of the Legal Committee and most recently as Vice-President of the FPA Board, his leadership and commitment to serve has never wavered;

**BE IT HEREBY RESOLVED**, that the Southeast Louisiana Flood Protection Authority-East hereby expresses its deepest gratitude and appreciation to Richard G. Duplantier, Jr. for his

dedication and contributions during his tenure as a member of the Board of Commissioners and for his devoted service to the citizens of Southeast Louisiana.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS: Mr. Noel, Ms. Settoon, Mr. Carubba, Mr. Cossé, Mr. Duplantier

NAYS: None

ABSTAIN: None

ABSENT: None

PRESIDENT AND COMMISSIONER COMMENTS: (Item VII on agenda previously moved)

Mr. Duplantier asked the President if he could have a few minutes to give some parting comments. Mr. Duplantier began his remarks by noting that this meeting would be his last as a commissioner of the Flood Authority. He further stated that he recently received a copy of a letter from Commissioner, Tim Temple after his recent site visit to our facility. He noticed that some of the language used by Mr. Temple echoed many of the same sentiments that he feels and he wanted to express those sentiments to the public, but more importantly, to the staff at the Flood Authority. He read the following passage from Mr. Temple's letter. "As someone who was born and raised in South Louisiana, I was aware of the procedures of the organizations and the structures established post Katrina. However, witnessing the complexity and scale of it all, the facilities, the number of personnel involved and the meticulous planning and organization left me in awe. The work you all do to protect billions of dollars in infrastructure, and more importantly millions of lives, is nothing short of extraordinary. It brings me immense pride to be a citizen of Louisiana knowing that such dedicated individuals are tirelessly working to ensure our safety." Mr. Duplantier stated that it is really important for the staff and the public to understand that the narrative that we are better protected now is not accurate. He stated that "we have been perfectly and well protected by this agency for the last 15 years. The work of developing this infrastructure, and the maintenance programs and the mechanical systems and the operations that have been adopted over the last 15 years and implemented did not happen over-night and it didn't happen just because of the maintenance department. We hear a lot of people talking about the maintenance department, but it happens because of everybody that works for the flood authority. It happens because of the mechanics who work in the shops and take care of our equipment. It happens because of the Finance Department. It happens because of the highly qualified Engineering Department that we have at this agency; people who have been vetted and hired and working with this Board and this agency for a long time. I want everyone to know that I appreciate the efforts that you've all made, that every department has made in making this a success. We have an immense obligation to maintain the system that we have in place. We are better protected this year as we heard from the Corp because in 2021, this agency identified a problem with the pumps and fixed it. They set about a goal of making the pumps work perfectly. That didn't happen last year. That's something that we have been working on for the last four years to get us to this point where we have pumps that are again state of the art that will protect us for the foreseeable future. It is really unfortunate that one group is being held up over the other because everybody from Public Information to Finance to HR contributes to the success of this organization. Even when we were doing the repairs, the system continued to function properly because of the oversight of this Board and our agency. We dealt with a storm. We have had over 18 tropical events where we have had to manage and protect the citizens of New Orleans and we have not failed. I am very proud of what we have done as an organization and it is not just because one person was helicoptered into



this agency six months ago or eight months ago. It's because of the work all of you did. I appreciate it and I can assure you that I am going to stay engaged and get back to the business of flood protection and out of the politics of flood protection."

Mr. Cossé gave farewell comments and stated that he mirrored Mr. Duplantier's comments. He further stated the following: "It's been a great honor to serve on this Board and I thank the public for their support. I also thank the members who served before us. It has been 20, 21 years now and things weren't fixed overnight but they were fixed and they are fixed. And we are in good shape and I pray that we can keep it that way so with that thank you very much. It has been an honor."

Mr. Carubba thanked the two commissioners and asked for any additional comments.

Ms. Settoon asked that the two resolutions honoring Commissioners Cossé and Duplantier be read aloud by Mr. Noel.

Mr. Carubba gave his comments as follows:

"I have heard a lot of comments today about the safety of our people. Some of the comments directed at me and admittedly so. I was put here by the Governor to Rick Duplantier's point, I was helicoptered in and I was put here for a reason. The governor put me here for three reasons; to make sure nobody floods; to make sure our police department was restored to its full capacity and to make sure no one at this agency was doing what he called self-dealing. Regrettably, I find myself in the position today; I'm tired of taking some of these bullets without speaking up. So, while Rick Duplantier's speech was eloquent, it wasn't accurate. When I got on this board, there was a legislative audit that identified discrimination. We have a maintenance department, 311 and 313, the people responsible for closing the gates in an emergency, not all of the people in the office, and everybody in the office is important, everybody's important, but the men and women that have to go and close those gates, until Chief Rondeno and I started rectifying their pay and positions, were the lowest paid positions in this agency and they were discriminated against because of the color of their skin. . Those are facts and I welcome any of you to call me and I will show you that paperwork and guess what, that happened under the direction of this board. The very members that sit here today allowed that to happen after a legislative audit that identified that. I will give you another for instance. We own 90 machines that cut grass. They are \$160,000.00 a piece. Almost 14 million dollars in assets. We had a maintenance director who was giving out grass contracts to outside companies who were not certified levee inspectors, now why would he do that. I asked him, why are you giving out contracts when we have 90 machines and all these able-bodied men. You know what his answer was? I can't find anybody to work. So I said in my ignorance of civil service, I was only on the job three months, helicoptered in, show me all your paperwork because civil service has a lot of paperwork. He said I don't have any paperwork. Three days later he decided to resign. That is what went on here before the Governor put me here. We have a Commissioner, Commissioner Cosse gave a contract to a guy named Bob Sternhill to do some kind of investigation. Bob Sternhill sent us a bill for \$16,000.00 it got paid. Chief Rondeno caught the second bill for \$20, 557.50. We queried Mr. Sternhill, what did you do, nothing. It was going to get paid. We asked Commissioner Cosse to talk to the Attorney General, he refused. That is what went on before I got here. Commissioner Settoon, December 4, 2024,

invited Chief Rondeno and me to a coffee shop where she wanted me to interview her neighbor Gene Thibodeaux, handed me Gene Thibodeaux's resume and said fire Kenyetta Sewell and hire my neighbor. You can't do that. But this Board would have you believe that they were uber focused on flood protection. I disagree and everything that I've said to you today is documented. It is not supposition, it is not my opinion."

Mr. Duplantier interrupted and said that is false. "If anybody wants to see the audit that he is referring to, I have a copy along with all the things done by the flood authority after this audit was issued. It is here if anybody wants to see the actual record."

Mr. Carubba continued his comments by stating that he was "the only board president or member of the Board that ever went in the back and spent time with the maintenance people and got to know them and listened to the stories of the names they were called. Names that I will not repeat in public, starts with an N. None of these board members did anything, so you can ridicule me, and you can shoot me all you want. The Governor put me here to do the right thing and that is exactly what we're doing. We are better prepared than ever because the people that actually have to do the work are better trained, better paid, and they actually think somebody cares for them at this level."

Ms. Settoon gave the following comments.

"Gee that was a pretty long rant. I do believe that what Rick said about the audit is true. I've read the audit and I wasn't here when the audit was done, contrary to what Roy is saying. I got a copy of the audit, I also read a letter signed by Kenyetta saying that the audit had been dealt with and everything was fine. The grass cutting, Roy has not brought the facts about this to the board. He has chosen to release them without our consideration. Commissioner Bob Sternhill, what was that. What was his thing about that, was that you."

Commissioner Cosse stated that this was about the investigation that he engaged with the complaints about racial discrimination. "You and your buddy with the badge over there are the two guys that killed that. You didn't pay the bill. You owe that man money. That was a legitimate contract."

Commissioner Settoon gave comments about the meeting in the coffee shop. She indicated that Mr. Carubba called Ms. Sewell a word that she will say is horrible. "I can't even give you a description of it. You also disparaged a sitting board members wife and you have made sexual comments to two members of this organization, females, that have disparaged females."

Mr. Carubba asked Ms. Setton if she had proof for her comments.

Ms. Setton stated she did have proof and continued her comments as follows.

"We are not as well prepared if you look at the total experience. I have done the numbers on this. You can brag, you can go on radio shows, you can do what you will but we are not as well prepared due to the fact that we have not had your cooperation in hiring a regional director and that's it, end of story."

Mr. Carubba commented that the one candidate they interviewed for Regional Director lied about knowing him and he called him out on it in the interview and stopped the interview. He thanked everyone for their time. He stated that, “we are better protected than we have ever been, I never break my word and the Governor put me here for that reason.”

**Engineering and Operations:**

None

**ACTION ITEM LIST**

There was no discussion

The next regular monthly Board meeting will be held on July 17, 2025, at the Franklin Avenue Administration Complex, Meeting room 201, 6920 Franklin Avenue, New Orleans, Louisiana.

There was no further business; therefore, the meeting was adjourned at 12:18 a.m.