

# In the Levee Loop !



News of the Flood Protection Authority

September 15, 2017

## *MESSAGE FROM PRESIDENT JOE HASSINGER*

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

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

## THE FLOOD PROTECTION AUTHORITY—EAST COMMISSIONERS

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

*Joe*

# NOTICE!

## Levee Loop Employee Benefits and Readiness Fair

We are here to serve you!

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

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

## News in Brief

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

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

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

## Recognizing Our Peers Who Are GEMS

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

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

## *The Authority's Employees of the Month for August*

### *Officer Aurthur Agee Recognized as Employee of the Month*

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



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

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### *Wyatt Hallywell Recognized As Operations Employee of the Month*

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



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### *Ryan Foster Recognized As Administrative Employee of the Month*



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

## Civil Service Compensation Redesign Calculator

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

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

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

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

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

## Keep Informed During Emergencies

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

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

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

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

*The Ethics Institute*

## Additional Crew 313 Members



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

## Congratulations to . . .

*Welcoming  
the Newest  
Member of  
the  
Charles  
Family*



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

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