



Volume 36
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Jefferson

Message from the Parish President. . .

Brooms To Basins

The parish-wide ‘Brooms to Basins’ campaign started several years ago and is just as important today as it was when it was first introduced.

“Brooms to Basins” urges our citizens to clear leaves and debris from their catch basins and drains in their neighborhoods and to dispose of the debris properly. Jefferson Parish has more than 78,000 catch basins, 1,500 miles of subsurface drainage, and 370 miles of canals and ditches, all of which must be maintained and regularly cleared of debris.

Lawn Care Debris Disposal

Remember, lawn care debris should never be disposed of into the streets, down open drains, or placed in a location that would impede the flow of water into our drainage system.

Lawn care debris and other items should be properly removed and disposed of by placing them in appropriate garbage containers for routine garbage pick-up or composting.

Thunderstorms, heavy rain, and flash flooding can occur on any day, particularly this time of year. So it is important that we do our part as responsible citizens in keep-



John F. Young
Parish President

ing debris clear around our own neighborhood catch basins so that our drains, underground drain pipes, ditches, and canals don’t become clogged and water can drain quickly and unimpeded.

Let’s all remember to:

- ◆ Keep grass clippings, branches, and other debris from accumulating on streets near our properties.
- ◆ Check catch basins near our homes or buildings periodically and clear away debris.
- ◆ Do not dispose of yard waste into catch basins.
- ◆ Do not pour motor oil into catch basins.

Thank you for doing your part in continuing to improve our quality of life and for your continued public service to all citizens of Jefferson Parish.



JeffTalk

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- Streets**
- Michelle Swenson
- Traffic Engineering**
- Brandy Chism & David Stout
- Transit**
- Patricia Lyons
- Water**
- Amy Truesdell
- Workforce Connection**
- Carolyn Haynes

Editor's



Notes

Health Coaching

Do you know what “health coaching” is? The Parish Nurse is available to meet with employees who are seeking a more structured approach toward making meaningful lifestyle changes to improve their health. Through “health coaching” sessions, you will identify what goals you would like to achieve. With the assistance of the Parish nurse, you will then be able to develop a strategy to reach your established goals.

Who Can Benefit from Health Coaching?

Those employees who could benefit include anyone who has a chronic medical condition; anyone who is contemplating making a lifestyle change to improve their health; and anyone who has found it difficult to stay focused and implement lifestyle changes to improve their health.

Some of the common medical conditions that employees can be assisted with include, but are not limited to, cardiovascular disease, high blood pressure, diabetes, obesity, chronic pain, and stress.

For more information, and to take the first step toward improving your health, you may contact the Parish Nurse, Peggy Branan, RN, at 736-6558, Monday through Thursday from 8:00am- 4:00pm, Fridays from 8:00am – 2:00pm. Or, stop by the Employee Health Office, suite 504, in the Yenni Building.



Peggy O. Barton, Editor

Open Enrollment Coming Soon

Benefits Open Enrollment will begin on October 12 this year. As most of you know, Open Enrollment is the period of time when employees are able to make any change in their benefits, such as adding or dropping coverage or changing beneficiaries. The changes you select during Open Enrollment will go into effect January 1, 2016.

As in the last few years, employees need to meet with a benefits enroller **ONLY** if they want to make changes, **OR** if they want to participate in the Flexible Spending Account. The Flexible Spending Account does not automatically roll over. For employees who do not want to make any changes or don't wish to participate in the Flexible Spending Account, benefits in 2015 will automatically roll over to 2016.

Employee medical packages are scheduled to be sent to all employees on September 21, so within a week or so from then, the packages should be arriving at employees' homes. This is important information for employees and their families who enroll in the medical plan. **Please review the material and keep the information for future reference.**

Water

By
Amy Truesdell

This Ace Reporter is embarrassed to admit she missed the deadline for March, but many of you have seen me hobbling around the Yenni Building. Yes, I fell off a ladder... Yes, I need knee surgery... *NO, I won't do that again!* This issue is jam packed, so let's get rolling!

Water Lab- **Ramonte Pinkins** is our new Water Quality Scientist I; **Jasmine Lawrence** was promoted to Water Quality Scientist I; and **Shanavia Crenshaw** is our new Water Quality Technician II.

East & West Bank Distribution- **Sam Lewis** and **James McCray** were promoted to Water Service Inspector II's; **Harold Williams** was promoted to Waterline Maintenance Foreman; **Jonel Tobias** and **Terrence Hensley** are new Laborers; and **Timothy Whately** transferred from Sewerage as an Equipment Operator III.

East & West Bank Water Plants- **Eric Thompson** transferred to

Water as a Water Purification Operator; **James Eckholdt** received his Water Treatment IV License; **John Umazor** and **Daniel Ory** received Water Treatment I Licenses; **Laura Pagoaga** transferred to the Library; Trades Helper **Kenneth Robinson** retired; Clerk III **Claudetta Golston** transferred from Engineering; **Rusk Marcotte** and **Michael Barthelemy** were promoted to Water Purification Superintendents; Pump Equipment Mechanic **Gennard Davis** transferred to Sewerage; and **Kenneth O'Neal** is our new Water Plant Maintenance Superintendent.

East and West Bank Utility Billing- **Landricka Joseph** and **Shondell Jones** are new Water Service Inspector I's; **Latisha Smith**, **Robin Termine**, and **Breion Garner** are new Utility Billing Collector I's; **Angerean Taylor** transferred to Personnel and **Rishaun Bruce** transferred to the Library; Miss **Amy Landry** married Mr. Kerry LeCompt on May 16 and had a fabulous honeymoon in Disney World.



New Water Plant Maintenance Superintendent Kenneth O'Neal and Water Purification Superintendent II Mervin Graves

A Service Pin Ceremony was held for the following employees: 5 years of service- Water Purification Operator II **Earvin Mallery** and Data Entry Operator III **Michele Wilson**; 10 Years of Service-Water Purification Superintendent I **David Mahner** and Water Purification Operator **Masashi Takekawa**.

15 years of Service-Waterline Maintenance Foreman **Trudell Edgeron**; Project Manager **George Roth**; Water Service Inspector Supervisor **Gwendolyn Sanders**; Equipment Operator III **Patrick Smith**; and Clerk III **Laura Pagoaga**; 20 years of Service- Computer Programmer **Monica Musmesi** and Electrician **David Orgeron**.

25 years of Service-Waterline Maintenance Superintendent II **Kevin Sampey** and Water Quality Scientist III **Lisa Johnson**; 30 Years of Service-Water Purification Superintendent II **Myron Romero**; Water Plant Maintenance Superintendent **Jeffrey Tassin**; Instrument Maintenance Technician **Raynell Stevenson**; Water Plant Maintenance Superintendent **Chris Y. Smith**; and Trades Helper **David Pierce**.

Whew! I hope no one was left out!



30 Year Pin Recipients: Myron Romero, Jeffrey Tassin, Raynell Stevenson, Chris Y. Smith, and David Pierce.

Juvenile Services

By
Vicki Borja

On 6/26/15 the Department of Juvenile Services celebrated with our annual Employee Appreciation Cookout. A good time was had by all!

RETIREMENTS and DEPARTURES:

Juvenile Services wishes a fond farewell to Maintenance Repairman **Herman Price**, who will be retiring on July 27, 2015, after 33 years with Jefferson Parish. Additionally, Juvenile Detention Security Guard **Victoria Beecher** and Administrative Management Specialist **Nikki Johnson** are also departing. **Victoria Beecher** is transferring to the Animal Shelter, and **Nikki Johnson** is moving to Oklahoma. We will miss all of you!

PROMOTIONS:

We would like to congratulate **Reianda Rousseau** and **Landon Williams**, who were both promot-

ed from Probation Officer I to Probation Officer II.

NEW HIRES:

We are pleased to welcome back Probation Officers **Pierre Hollins** and **Melissa Riddick**, who both returned in June. Welcome back, Pierre and Melissa.

EMPLOYEES OF THE MONTH:

Congratulations to the following Employees of the Month: June 2015: Detention: **Thomas Knight**, Detention Officer II Probation: **David Vicari**, Probation Officer III

July 2015: Detention: **Alicia Hunter**, Cook II; Probation: **Mark Duplessis**, Probation Officer II

Keep up the great work!

BLOOD DRIVE:

Juvenile Services hangs on to the Bloodhound Award for obtaining 20 donations during the June blood drive. Thanks to all individuals who donated.

Public Works

By
Donna Guidroz

Public Works congratulates our Employee of the Year, **Pablo San Martin**.

Mr. SanMartin began his career with Jefferson Parish’s Sewerage Department in April of 1984 with the service provided to the residents of Jefferson Parish. During his tenure with Jefferson Parish, Pablo’s department has grown from one very small television inspection/combination truck crew (that served only the Sewerage Department) to a full blown separate entity of Public Works. This new Section of Public Works (formed in 2012) is now responsible to investigate all resident complaints of sidewalk, driveway, street failures, and sink holes on both sides of the river.



Pablo San Martin with Public Works Director Kazem Alikhani

Mr. San Martin’s leadership and direction have been paramount in perfecting the way in which investigations are now conducted in Jefferson Parish. As a result of his relentless pursuit of perfection, he has greatly reduced the amount of Parish resources and time involved in resolving complaints from residents. Mr. SanMartin’s hard work and dedication to Jefferson Parish are an inspiration to many.



Eugene Thomas, Stephanie Lester, Ianisha Chairs, and Cindy McGee enjoy the annual Juvenile Services cookout

Sewerage

By
Venice Cooper



“SPOTLIGHT” SEGMENT

Every day, we speak with our co-workers in other departments, and never get to learn anything about them or what they do in the Parish. In each Jeff Talk issue, I’ll be “spotlighting” a Department of Sewerage employee by sharing some information about them and what they do. In this issue, *“The Spotlight is on, Francis (Fran) Trapani”*. Fran is the Receptionist at our Administration Office. She has only been employed with the Parish for seven months.

When asked to share some of her feelings about the job she does, Fran had this to say: “I came from a long history of working in healthcare. Working in the Department of Sewerage is a completely different world for me. I am thankful to work with people who are welcoming, kind, and great teachers. I learn something new every day. I love getting the opportunity to chat with the public when they call and always find people so interesting.

“I learned my great customer service skills from my father, who instilled the Golden Rule of treating others the way I want to be treated. My father retired from Jefferson Parish in the mid 2000s. Most people know him as, “Mr. T” or “Mr. Mardi Gras.” Today, he is in his 97th year of life and he still loves Mardi Gras, people, and visiting with friends. He still drives and often is quite active. We all should be as healthy and love life as much as he does.



In the “Spotlight”:
Fran Trapani

“Here in the Department of Sewerage, I have started a new chapter in my life and consider myself ‘home’ each time I walk through the doors. When you choose to be employed, it always helps to be employed someplace where the people are happy, like to laugh, and help others. After all, being a team member of Jefferson Parish means providing the best possible customer service to the public and putting their concerns first. Being part of a team is important to me. I am so lucky to be a team member with the Department of Sewerage.”

CONGRATULATIONS

Congratulations to **David Scott** on his recent retirement as Maintenance Foreman in our East-bank Lines Division with 33 years of service. David’s vast knowledge of the sewer system will definitely be missed. We wish him all of the best as he begins this new chapter of life.

Congratulations to the following employees on their recent promotions:

Tyrone Clofer was promoted to Equipment Operator I at West-bank Lift Stations.

Dylan Ramsak was promoted to Equipment Operator I at West-bank Lift Stations.

Jason Smith was promoted to Plant Maintenance Electrician at Westbank Lift Stations.

WELCOME

Newly hired employees:
Steve Arseneaux – Maintenance Electrician, WB Lift Stations
Gennard Davis – Lift Station Inspector, WB Lift Stations
Landon Kent – Laborer, West-bank Lines
Michael Smith – Laborer, West-bank Lines



David Scott with Sewerage Director Linda Daly

Engineering

By
Helen Magee

Hello to all out there in Parish Land! Hope you all enjoyed the hot, hot, hot summer. It's time to get the children ready for school.

Congratulations to **Sheri Mayo Voisin**, on her retirement from the Warehouse. Sheri retired with 16 years of service. Enjoy your retirement, Sheri!



Sheri Mayo Voisin
retires from the Warehouse

Promotions

Our own **Pete Blaha** has been promoted to Engineering Inspection Utilities Division Supervisor. Congratulations, Pete! Big congratulations to **George Brown, Joe Carrillo, and Vinny Webber** on their promotion to Inspector II.

Big ups to **Pamela Bibbins** in Warehouse! Pamela was recently promoted to Clerk III! Way to go, Pamela!

Congratulations and good bye to **Betty Gaddis**, Clerk II, who has accepted another position with the Animal Shelter. Best of Luck, Betty. We will miss you.



Betty Gaddis

Hats off to **Larissa Owens** on her recent promotion to Instrument Junior. Great job, Larissa; keep up the good work.

Engineering welcomes back **Sandra Vappie**. Sandra is now working in Street Lighting. Welcome back, Sandra.

Engineering has several new employees that we are Welcoming Aboard:

Tribble Condor, Clerk II, East Bank Inspections; **Glenn Hutchinson**, Telemetry Technician II, SCADA; **Minh Nguyen**, Telemetry Technician II, SCADA; and **Jason Manuel**, Engineering Inspector II, by way of Code Enforcement.

General Services

By
Tessa St. Pierre

Welcomes

We would like to welcome our newest employee **Brian Williams**. Brian was in the Army for four years and is a huge sports enthusiast.

Retirement Life

Mrs. Darlene Fleetwood started with Jefferson Parish in 1988, almost 27 years ago, with Telecommunications. She came to General Services in March 2012. From the start, Darlene used her impeccable knowledge and skill in helping General Services improve its services and to help our department grow as a team. She has not hesitated to assist anyone in need and to make changes when something needed improvement.

There are numerous employees who are better today because of Darlene. On July 31, she retired from Jefferson Parish. Jefferson Parish will be losing an employee but General Services will be losing a great mentor and an even better person. As stated by GS Director **Anthony Francis**, "We will replace the position but we will never replace the person." We pray that Darlene enjoys her retirement for many years to come. We will miss you. God bless.

Goodbye

Congrats to **Jerry Kaywood** on his promotion to Operator 1 for Drainage. We will miss him and wish him the best of luck at his new job.

Emergency Management

By

Sandra M. Ancar-Encalade

Teen CERT Camp

The second Annual Regional Teen ‘CERT’ (Community Emergency Response Team) Camp was a free, five-day event held on July 13 – 17, 2015, at the Belle Chasse Primary School. One hundred and thirty teens from Jefferson, Orleans, Plaquemines, and St. Bernard Parishes participated. The event consisted of disaster response training, team-building exercises, competitive events, and recreational activities.

The camp educated teens about disaster preparedness for hazards that may impact their area. Additionally, an Adult Basic CERT class was held on July 18 – 19, 2015. This department, along with the New Orleans Office Homeland Security & Emergency Preparedness,

Plaquemines Parish Sheriff’s Office, St. Bernard Sheriff’s Office, East Jefferson EMS, Jefferson Parish Sheriff’s Office, Jefferson Parish East Bank Consolidated Fire Department, LA Urban Search & Rescue Team, US Coast Guard, Crime Stoppers and the LA State Police “Troop B” were instrumental in this successful event.

Storm Season in Progress

The first named storm of the 2015 hurricane season, Ana, developed in May, one month before the official start of the season. In June, Tropical Storm Bill moved into Texas, and Tropical Storm Claudette developed off the eastern coast of North Carolina.

The remaining names for 2015 storms are Danny, Erika, Fred, Grace, Henri, Ida, Joaquin, Kate, Larry, Mindy, Nicholas,

Odette, Peter, Rose, Sam, Teresa, Victor, and Wanda.

Despite the early start with T.S. Ana, the ongoing “El Nino” event is forecast to limit tropical activity throughout this hurricane season. Wind shear along with dry air limits the development and strengthening of tropical storms, hence the term “El Nino.” Be mindful these are predictions and we need to always be prepared and ready.

Kudos for the Coach!

Congratulations to the Wag-gaman Tigers Baseball Team, coached by our director, **Charles Hudson**, on winning the 2015 13- and 14-year-old National League Baseball Championship on June 13, 2015.

Planning

By

Nedra Tate

WELCOME

The Planning Department welcomes **Patricia Butler** as the newest member of our team. Patricia joined our team on June 15 as a Typist Clerk III. Welcome aboard, Patricia!

FAREWELL & BEST WISHES

We will miss our U.N.O. Student Intern **Victoria Flagg** as she starts a new chapter in her life. Victoria started with the Planning Department August 2014. She has been a valuable asset in the Long Range Division. She has assisted with Area Studies such as Nine-Mile Point & David Drive as well as the Mid-Year Report and Year End Report.



The second annual Teen CERT Camp

Human Resources

By
Glenn Schiro

Continuing Education

Human Resource Manager **Nancy Rodriguez** attended Exploring Talent Management and Development in Human Resources: A Panel Discussion on June 17. The breakfast meeting, sponsored by NOLA-SHRM (Society for Human Resource Management) also included a Labor and Employment update for June 2015.



Nancy Rodriguez

Director **Peggy Barton**, Assistant Director **Nicole Thompson**, HR Managers **Fran Robichaux** and **Nancy Rodriguez**, and Training Specialists II **Yvonne Keller** and **Glenn Schiro** have achieved the SHRM Certified Professional recognition.

Safety

According to Safety Officer **Wayne Jones**, ten staff members from EB Maintenance- Recreation Department- completed a two-part program on forklift usage. The two-session program included classroom instruction by Mr. Jones and in the field evaluation by Warehouse Supervisor **Timothy O'Quinn**.



Forklift Safety training at Recreation's East Bank Maintenance facility

Our Safety staff members have been active in promoting the use of cones in parking Parish vehicles. In the future, all Parish vehicles parked short-term in areas other than parking lots will use a minimum of two cones (see picture). The cones are to be placed at the front and rear of the vehicle. The aim of this initiative is to increase the

visibility of the vehicle while decreasing the Parish's liability.

On July 17, Mr. Jones provided Backhoe and Medium Excavator training for three members of the Sewerage Department. During the training, a new 12-ton trailer was used. Mr. Jones noted the many safety features of this new 12-ton trailer set up.



A Parish vehicle properly parked with cones

Diversity Advisory Board

By
Selena Muhoberac

On June 9, 2015, members of the Jefferson Parish Employee Diversity Advisory Board (JPEDAB) met at the General Government Building. **Sean Hurley** produced the May issue of the *Diversity Matters* newsletter and asked for any comments, ideas, or article submissions to be sent to him. The Board also sought to fill the *JeffTalk* vacancy, and **Geraldine Jackson, Catherine Toppel** and **Selena Muhoberac** were considered. Selena Muhoberac volunteered for the position.

Glenn Schiro set up Workplace Inspection Training classes for all JPEDAB members to educate them on items considered unsuited for the workplace. Teams are to begin these mandatory inspections mid-summer.

The board welcomed its newest member, **Angela Heath**, of the Parish Attorney's Office. Angela was appointed to fill the vacancy left by Nick Marzoni.

Royce Blanchard updated the Board on the highlights of the Director's Diversity meeting. During that meeting, **Andrew Maestri** had past and present members express their reasons for volunteering for the Jefferson Parish Employee DAB. Glenn Schiro conducted diversity training for the Directors, and all in attendance participated in an ice-breaker exercise. It was noted that "diversity isn't just about being nice to one another, but taking the time to recognize and acknowledge someone's presence."

Ingrid Johnson reminded Board members that the Diversity

Training class information is located on the Diversity Calendar and members are urged to participate in upcoming classes. Ingrid Johnson also asked for feedback from the Board on how to have a more noticeable presence in Jefferson Parish, and new ideas were submitted for this year's Diversity Month activities.

On July 14, 2015, members of the Jefferson Parish Employee DAB met at the newly renovated North Kenner Library. Some changes in membership were made. **Brigid Johnson** stepped down as Recording Secretary and filled the vacancy left by Kim Melancon. **Nichole Gaubert** was reinstated as the Recording Secretary.

Teams were assigned for the upcoming workplace inspections. Each team consists of two board members and one CAA. Inspections must be completed by October 31, 2015.

Members voted unanimously to change meeting frequency to bi-monthly with quarterly meetings taking place as scheduled. **Aleen Bernard** also informed the board that outgoing member certificates were ready.

It was announced that Diversity Week will be held October 19-23, 2015, and ideas for each day of the week were discussed and will be finalized by the ad-hoc committee. **Emann Batiste** noted that she has received lots of feedback for the Directory Project.

The next Jefferson Parish Employees DAB meeting will be held in September; the date is to be determined.

Library

By
Daniel Gittlin

Local Leaders Visit for Special Storytimes

As part of the 2015 Summer Reading season, the library hosted two local leaders for special storytimes at the East Bank Regional Library. Parish President **John F. Young, Jr.**, and Jefferson Parish Sheriff **Newell Normand** took time out of their busy schedules to read to kids and answer questions on different occasions.

Sheriff Normand read *I Went Walking* by Sue Williams to a group of kids and parents on Monday, July 26, and then answered questions about what it's like to be a police officer and what part of his job he enjoys the most. The Sheriff explained that he most likes helping people and took time to explain to kids that following rules and being a good person are extremely important. He also challenged the kids in attendance to always tell their parents "I love you" before leaving the house. Both leaders posed for pictures with the kids after the event and pledged to return to the library to continue to share their love of reading and learning.



Sheriff Newell Normand at Storytime

President Young read *If You Give a Mouse a Cookie* by Laura Numeroff on Friday, July 17, before answering questions about what books he read as a child and who inspired him to pursue a career in public service. He mentioned that he finds ordinary things people do to help each other in the community “heroic,” and those selfless acts make him proud to live in Jefferson Parish.

Thank you to Children’s Librarian II **Evelyn Brown** for helping to organize the events.

Summer of Fun Wraps Up at the Library

Thanks to all library employees and members of the community who helped make the 2015 Summer Reading Program so successful. All library branches participated and helped promote reading and learning – keeping kids busy by hosting programs featuring musicians, magicians, clowns, animal programs, and much more.

This year’s theme for kids was *Every Hero Has a Story*, and teens celebrated the summer by *Escaping the Ordinary*. Heroes were celebrated throughout the summer,

bringing attention not only to comic superheroes but also real life heroes in the community.

Once again great prizes were available to kids in the community who participated in the program. All participants who completed the program received wallets, bumper stickers, tickets to a Zephyr’s game, and passes to the Recreation Department’s *Spray Park* at Lafreiniere. A few lucky kids won grand prize items such as gift cards from Amazon, AMC Theaters, iTunes, and Toys R Us, after being selected in a raffle at the end of the summer! Prizes were donated by the Friends of the Jefferson Public Library and local businesses such as Raising Canes, New Orleans Karate Club, and Adventure Quest Laser Tag.

“After such a wonderful summer of reading, programs and special events, it was great to end it on a high note by raffling off our grand prizes,” said Librarian IV/Youth Services Coordinator **Erin Korosi**. “Once again our summer attendance was incredible and we are excited that more and more people

are taking part in the program every year.”

Staff Updates

Welcome to Typist Clerk III **Janice Akins**, who recently joined the Library after receiving a promotion from her previous job at Fleet Management.

Thank you to Typist Clerk III (Business Office) **Lisa Cordilla**,



Janice Akins

who retired in June after spending 33 years as a Parish employee. Lisa began her career in 1982 and worked for both the Library and Water Departments during that time. We thank Lisa for her wonderful career and wish her the best in her retirement.

Thank you to Library Associate **Linda Anderson**, who retired in May after spending more than 14 years working for the library – helping library patrons at the Old Metairie Library, East Bank Regional Library, and the North Kenner Library.

Congratulations to Librarian I/ Senior Associate (Westwego) **Monica Ezelle**, Librarian I/ Senior Associate (Old Metairie) **Trisha D’Aquin**, Librarian IV/ Collection Development Dept. Head **Anna Jensen LeBlanc**, and Administrative Assistant **Jeannie Hobbie**, who all received promotions within the past month.



Lisa Cordilla is congratulated by Business Manager Kerry Knobloch, Administrative Assistant Jeannie Hobbie, and Library Director Marylyn Haddican (far right)

Environmental

By
Kathy Russo

Environmental Affairs would like to welcome two new employees: **Tracey Patania**, Environmental Quality Technician with our Industrial Pretreatment Program; and **Sylvester Tumusiime**, Environmental Quality Specialist with our Landfill Division!

Congratulations to **Rick Buller**, Landfill Engineer, on becoming a first time grandfather. Joseph Richard Buller IV was born on April 26, 2015.

Environmental Affairs extends our deepest sympathies to **Randy Majoria**, Environmental Quality Specialist, on the loss of his mother. Randy and his family are in our prayers.

On July 11, 2015, **Nancy Woodlock**, Environmental Quality Specialist, **Diane Coughlin**, Environmental Quality Technician, both with the Storm Water Division of the Department of Environmental Affairs, partici-

pated, along with volunteers from NOLA Church, in a litter clean-up and storm drain marking event in Bunche Village. Educational markers were placed on storm drains in the area to remind residents not to dump anything into the storm drains, as storm water is untreated and is discharged into receiving water bodies, in this instance, Lake

Pontchartrain. Safety vests, gloves, trash bags, storm drain markers, and water were provided by the Department of Environmental Affairs.

Also on July 11, 2015, Cub Scout Pack 172 from Our Lady of Divine Providence Parish in Metairie participated in a storm drain marking event in their area. Environmental Affairs provided the storm drain marking supplies.

On May 30, 2015, Assistant Director **Katherine Costanza**, Stormwater Program Supervisor **Sami Khalil**, and Environmental Quality Specialist **Nancy Woodlock**, along with volunteers from the Woodmere Civic Association, participated in a litter clean-up and storm drain marking event in Woodmere. Among the volunteers was Councilman District 3 Mark Spears. Safety vests, gloves, trash bags, storm drain markers, and water were provided by Environmental Affairs.



Environmental's Diane Coughlin and Nancy Woodlock with volunteers from the NOLA Church at Bunche Village clean-up.



Councilman Mark Spears, Sami Khalil, Nancy Woodlock, and Katherine Costanza with volunteers at the Woodmere Civic Association clean-up.

Parkways

By
Marilyn Slutsky

Parkways has had major changes this past year in its leadership roles: **Brook Burmaster**, replaced **Wayne Nocito** as Director. Wayne Nocito retired in September 2014. **Heta Babin** replaced Angela Winchester as Administrative Assistant. Angela Winchester retired in October 2014 after 35 years of service to Jefferson Parish.

Parkways has also had changes in its Superintendent III position with the departure of Lance Stansberry, who left the Parish to work in the private sector, and Collis Linson, who retired after 33 years of services as well. Our new leaders are **Mike Muller**, Superintendent III; **Jason Montagino**, WB Superintendent II; **Kevin Price**, EB Superintendent II; and **Laura Camper**, WB Superintendent I. Our newest staff members are **Marilyn Slutsky**, Typist Clerk III; and **Jessica Ball**, Complaints Investigator I.

Landscaping Projects

We are happy to announce our West Esplanade Landscape Beautification and Artwork/Signage Projects, which will begin in August and be completed in November 2015, extending 4.5 miles at a total cost of over \$419,000. The funding will be provided by Council District 5.

The project includes installation of trees, new turf and irrigation in the center u-turn medians along W. Esplanade Ave., beginning at Transcontinental Dr. and ending at Orpheum Ave., and work at the intersection of Lake Ave. and Metairie-Hammond Hwy. Artwork and two Bucktown signs to be fabricated by artist Aaron P. Hussey also will be included. Linfield, Hunter & Junius, Inc. is the design and construction engineer, and Hard Rock Construction, LLC is the contractor for this project.

We will keep you posted on the latest and greatest Parkways has planned to keep Jefferson Parish Beautiful.

Health Issues

By
Peggy Branan, RN



Prescription Awareness

Technology can certainly make our lives a little bit easier. But, while some may benefit greatly from this technology, for others, sometimes the best intentions can have unintended consequences. Sometimes these can be deadly! So, just what could this double-edged sword be?

We've all seen drug stores promoting their time-saving automatic drug refill programs. Once you participate, you do not have to notify your drug store to have your prescription refilled. In fact, they will be calling you to come pick it up. And, not to worry, if you don't pick it up within a certain time frame, those automated phone calls will keep coming.

In addition to automatic prescription refill programs, there are several other risk factors that can contribute to a medication error. Who may be more vulnerable and under what conditions may one increase their risk for medication errors and bodily harm? Some risk factors may be obvious, while others may be more subtle.

Risk factors may include:

- If one is **dependent** on another person to oversee their medication needs. This could include: minors, the elderly, and mentally/physically/time challenged individuals.
- If **more than one person** is



Director Brook Burmaster and Parkways staff

involved in the process of the purchase and/or administration of the drugs.

- If one with **poor eye sight** makes a habit of not wearing glasses when taking their medications.
- The **greater the number** of prescriptions, doctors, and drug stores involved.
- **Memory impairments.**
- **Easily distracted.**
- **Hospitalizations.**
- **Chronic medical conditions.**
- **Stress**
- **A tight time schedule.**
- **Disorganized and clutter prone.**

Consider this risky scenario::

Claire is receiving her hospital discharge instructions, which include information regarding how to take her “new” prescriptions and on stopping some “old” prescriptions. John, her son, is not present. He has gone to get the car from the parking garage.

Because of its convenient location, the “new” prescription orders are dropped off at a drug store chain where Claire has never gone before. Once Claire is safely home, her son leaves.

Her friend, Mary, offered to pick up the prescription once she gets off work. Shortly thereafter, Mary arrives and places the new prescriptions on the counter next to several other prescription bottles.

Claire recalls that she was instructed to start her new prescriptions immediately. So, Mary brings Claire the new pills.

Like ships passing in the night, just missing one another, no sooner does Mary leave when Claire’s daughter, Grace, comes home with purchases from the drug store they normally do business

with, including a refill of Claire’s “old” cardiac prescription. The prescription was refilled as part of her drug store’s automatic refill program.

While Claire is resting, Grace takes all the pill bottles and starts dispensing the pills into a pill box organizer. To make sure her mother does not miss any doses, she helps her take her evening pills.

Over the next several days, Claire’s condition deteriorated to the point that she needs to be re-hospitalized.

Claire overdosed on her medication. But, how?

First, Claire did not follow the hospital discharge orders. Thanks to Claire and Mary’s “help,” within a four-hour period, Claire received two additional doses plus one dose of her “old” cardiac prescription. Had the information on the hospital discharge medication records been read and communicated among everyone, they would have known exactly what to do.

Second, Automatic prescription refills and the automated phone calls to pick up the prescriptions are continued until the prescription is picked up or the drug store is ad-

vised to discontinue the order. This can become a problem if a dosage is changed or the patient is told by the doctor to stop taking the drug. The original order will keep running. While problems are usually detected and corrected by the pharmacy, at other times a slip-up may occur.

Third, it is not unusual for patients to only look at the frequency noted on a medicine bottle and take it as ordered.

Ultimately, it is the patient, or the person administering the medication, who is responsible for knowing what is the correct drug, dosage, frequency, as well as any other important information, such as take with food, do not operate hazardous equipment, etc..

So, make sure you take whatever steps are necessary to keep yourself organized. You can develop a flow sheet that has all the drug information, including a space where you can document when you have taken a dose.

But, perhaps most important, know what ill-effects may result from taking your medicines. If you even suspect a problem, call your doctor or pharmacist immediately! However, if your complaints are life-threatening, CALL 911!



Inspection and Code Enforcement accepts the Louisiana Performance Challenge Award at the Governor’s Mansion. From left: David Williams, Laura Sawyer, LQF Executive Director Gordon Payne, Code Director Tiffany Wilken, Danny Ferrara, David Cobb, and Assistant Director John Piglia.

Ask Personnel

By Lauren Call

In this issue, we have been asked to focus on a few aspects of the **Pay Plan**, such as what it means to be

“at maximum,” “red-circled,” “personal maximum,” and “absolute maximum.”

We will also explain SP3, SP4, Market Based Pay Grade, and Spe-

cial Hiring Rates. Below is a chart which will help eliminate confusion.

Personnel welcomes questions from employees. Feel free to submit to LCALL@jeffparish.net.

Term	What it means
Longevity Raises	Pay increases above the normal maximum rate provided in the Pay Plan are only allowed for an employee with at least seven (7) years of continuous employment with the Parish. Once eligible, for every three (3) years of employment an employee would be eligible for five (5) percent above the normal maximum rate. So with seven (7) years of continuous employment an employee could potentially make up to 10% over the normal maximum rate based on this formula (3 years = 5% above the maximum so 7 years has two 3 year increments = 10%). In order for an employee to be eligible for the full range between normal maximum rate and absolute maximum rate, the employee must have worked for the Parish for 24 years.
At maximum or At max	If this showed up on your evaluation, this means that you are at one of three possible types of maximums for your job class: “Normal Maximum”, “Personal Maximum”, or “Absolute Maximum”.
Normal Maximum	The Pay Plan lists the normal minimum rate and the normal maximum rate. For example, for the job class Draftsman I the normal max rate is \$29,168. If you were employed in that class, worked for the Parish for less than seven (7) years, and had already reached the salary of \$29,168, your evaluation would read “At Max”.
Personal Maximum	Personal Maximum ties back in to longevity. How long you have worked for the Parish will determine your Personal Max for your job class. If you have worked for the Parish for less than seven (7) continuous years, your Personal Maximum is the normal maximum rate for that job class. Using the formula listed in the “Longevity Raises” –a Draftsman I who worked for the Parish for 15 years would be eligible for five 5% above the normal maximum rate. Therefore, my Personal maximum rate would be \$37,227. When multiplying to see how much each 5% will amount multiple the salary times 1.05. In this case, I multiplied \$29,168 x 1.05 x 1.05 x 1.05 x 1.05 x 1.05 to equal 37227.
Absolute Maximum	The absolute maximum rate is the very top salary for a pay range. If you are at the absolute max for your job class, there are only two instances when you can go past that rate. Those instances are when receiving on End of Probation increase or a Cost of Living Adjustment.
Red Circle	When your salary is above the maximum rate for your pay grade your salary becomes red circled. Such red circle rates remain in effect until the pay grade for a position catches up with the rate or you become eligible for longevity raises above what your current salary is; however, eligibility for a red circle rate is lost upon demotion or separation from Parish service. Individuals whose salary rates are red circled shall not be eligible for any other pay adjustments, except in the case of a cost of living adjustment.
Special Pay Provision	Some employees that are designated as SP3 or SP4 have asked what it means for your pay range. If you are designated at SP3, the provision states that you are to be “paid at a rate two (2) steps (10.25%) higher than if unlicensed.” That means your pay range is lengthened by two 5% steps or a total of 10.25%. For example, the job class of Equipment Operator III is designated as SP3. If the employee had the proper Class IV license and was designated as SP3, instead of his normal maximum rate being \$34,342 it would be \$37,862 (\$34,342 x 1.1025 = 37862). Special Pay Provision 4 extends the pay range by just one 5% step.
Market Based Pay Grade	When we have trouble recruiting qualified candidates for open positions we conduct a study to see if one of the problems is the salary. If it is found that similar jobs in the area are paying more, the Personnel Department requests that the Personnel Board allow us to put that position in a Market Based Pay Grade. When we put job classes in a Market Based Pay Grade, all current employees occupying positions in the job class involved whose salaries are below the new entrance rate are raised to the new entrance rate. Job classes in Market Based Pay Grades are on the second to last page of the Pay Plan. When looking at promotions though, it is important to know that promotions are based upon your original pay grade and not your market based pay grade.
Special Hiring Rate	Job classes utilizing Special Hiring Rate are on the second to last page of the Pay Plan. Most of these job classes are notated by two stars (**). For these cases the market did not indicate that a change was needed in the overall salary range or the Personnel Department had sufficient qualified applicants, but rather, had to be raised in order to comply with provisions of the Affordable Care Act. Based on the provisions of the law, many salaries had to be raised to be in compliance. Other job classes listed have had the entrance rate changed instead of the overall salary range, due to the lack of interest among qualified applicants.

Retirements

Faye Galland
Community Development
36 years

Perry Andras
Drainage
33 years

Lisa Cordilla
Library
33 years

David Scott
Sewerage
33 years

Keith Hutchins
Personnel
30 years

Gary Sullivan
Streets
19 years

Garland Davis
Sewerage
16 years

Donna Mena
Drainage
15 years

Linda Anderson
Library
13 years

Beautifying Bucktown



A view of Parkways' Beautification Project in Bucktown

—See Parkways article Page 12