



**"RE-BUILDING THE CITY'S WATER SYSTEMS FOR THE 21<sup>ST</sup> CENTURY"**

# **Sewerage & Water Board of NEW ORLEANS**

MITCHELL J. LANDRIEU, President  
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March 6, 2015

## **TO THE HONORABLE PRESIDENT AND MEMBERS OF THE SEWERAGE AND WATER BOARD OF NEW ORLEANS:**

A regular meeting of the **Executive Committee** of the Sewerage and Water Board was called to order on Friday, March 6, 2015 at 9:00 AM in the Board Room at 625 St. Joseph Street.

### **ATTENDANCE**

**Present:** Marion Bracy, Temporary Chair  
Kerri Kane  
Mark Moody

**Also in Attendance:** Cedric S. Grant, Executive Director; Robert Miller, Deputy Director; Nolan Lambert, Legal Counsel; Joseph Becker, General Superintendent; Robert Jackson, Community & Intergovernmental Relations; Brenda Thornton, Communirep, Inc.; Yolanda Grinstead, Legal Department; Harold Marchand, Legal Department; Geneva Coleman, The Hawthorne Agency, Inc.; and Frank Newell, Newell Engineering.

### **ACTION ITEMS**

Mark Moody moved to name Marion Bracy as Temporary Chair of today's Executive Committee meeting. Kerri Kane second. The motion passed.

#### **1. Approval of Previous Report**

Kerri Kane motioned to accept the previous report and Mark Moody seconded the motion. The motion passed.

#### **2. 2015 Upcoming Legislative Session**

An amendment to the current Water Help Legislation (La. R.S. 33:4083.1) that will allow for streamlined notice requirements and a new bill that will allow the Board to adjust the bills of customers for water leaks were recommended to be proposed in the upcoming 2015 Louisiana legislative session. The legislative session begins on April 13, 2015 and ends July 11, 2015.

Kerri Kane moved to recommend the items to the full Board for consideration and approval. Mark Moody seconded. The motion passed.

## **PRESENTATION ITEMS**

### **3. Topics for Future Discussions**

Cedric S. Grant gave a slide presentation titled **Strategic Discussions: Staffing Requirements**. He stated that key positions will be vacated through retirement, accompanied by loss of knowledge and experience, faster than can be filled with trained employees through existing personnel processes and that this will result in an unacceptably elevated level of risk unless intervening measures are taken soon. He noted that there are several questions which will need to be addressed in order to resolve this problem:

1. Questions About Staffing
  - What positions will be vacated by retirement in the next year? next three years? next five years?
  - Are there employees in Civil Service system qualified to fill the positions by promotion?
  - If the vacancies are filled by promotion, how many jobs will be subsequently be opened?
2. Questions About Knowledge Management and Succession Planning
  - What capabilities does staff possess to document knowledge?
  - What capabilities does staff possess to transfer knowledge?
  - What plans are in place for employees to succeed into positions vacated by retirements?
3. Questions About Compensation
  - At what percentile in the marketplace are the wages? The medical insurance? The pension? The total compensation?
  - At what percentile in the marketplace does the Board of Directors intend the wages to be? The medical insurance? The pension? The total compensation?
  - What barriers must be overcome in order for the wages, medical insurance, and pension be restructured to achieve the intentions of the Board of Directors?
4. Questions About the Civil Service System
  - Can the Civil Service System adequately support market-based compensation?
  - Can the System adequately support pay-for-performance?
  - Can the System accomplish the necessary changes within the time available?

In conclusion, he indicated the items listed within his presentation will be discussed more thoroughly at the upcoming strategic session retreat. Scheduling of the first strategic session is tentatively planned for later in March 2015.

### **4. Response to Questions**

There were no questions from Board Members to be addressed at this meeting.

## **INFORMATION ITEMS**

### **5. Tracking Tool for Commitments to the City Council**

The results of the tracking tool for commitments to the City Council were received.

6. **EEOC Activity Status Report Y.T.D.**

Mr. Miller presented the EEOC Activity Status Report, noting that Mr. Bobby Nathan had retired during February 2015.

7. **Any Other Matters**

None.

There being no further business to come before the Committee, the meeting adjourned at 9:42 AM.

Respectfully Submitted,

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Marion Bracy  
Temporary, Committee Chair