

SEWERAGE & WATER BOARD OF NEW ORLEANS

STRATEGY COMMITTEE MEETING

MONDAY, NOVEMBER 14, 2016

11:30 AM

**6 2 5 S T . J O S E P H S T R E E T
2 ^N ^D F L O O R B O A R D R O O M**

Marion Bracy, Chair • Robin Barnes, Vice Chair • Kimberly Thomas • Dr. Tamika Duplessis • Kerri Kane

FINAL AGENDA

ACTION ITEMS

1. NONE

PRESENTATION ITEMS

2. Classification, Compensation and Organizational Analysis Study
3. Monthly Human Resources Activity Report for the Period October 1 through October 31, 2016
4. Executive Director's Approval of Contracts of \$1,000,000.00 or less
5. 2016 – 2025 Financial Plan

INFORMATION ITEMS

6. Any Other Matters

Classification, Compensation and Organizational Analysis Study New Orleans Sewerage & Water Board



November 14, 2016

Overview

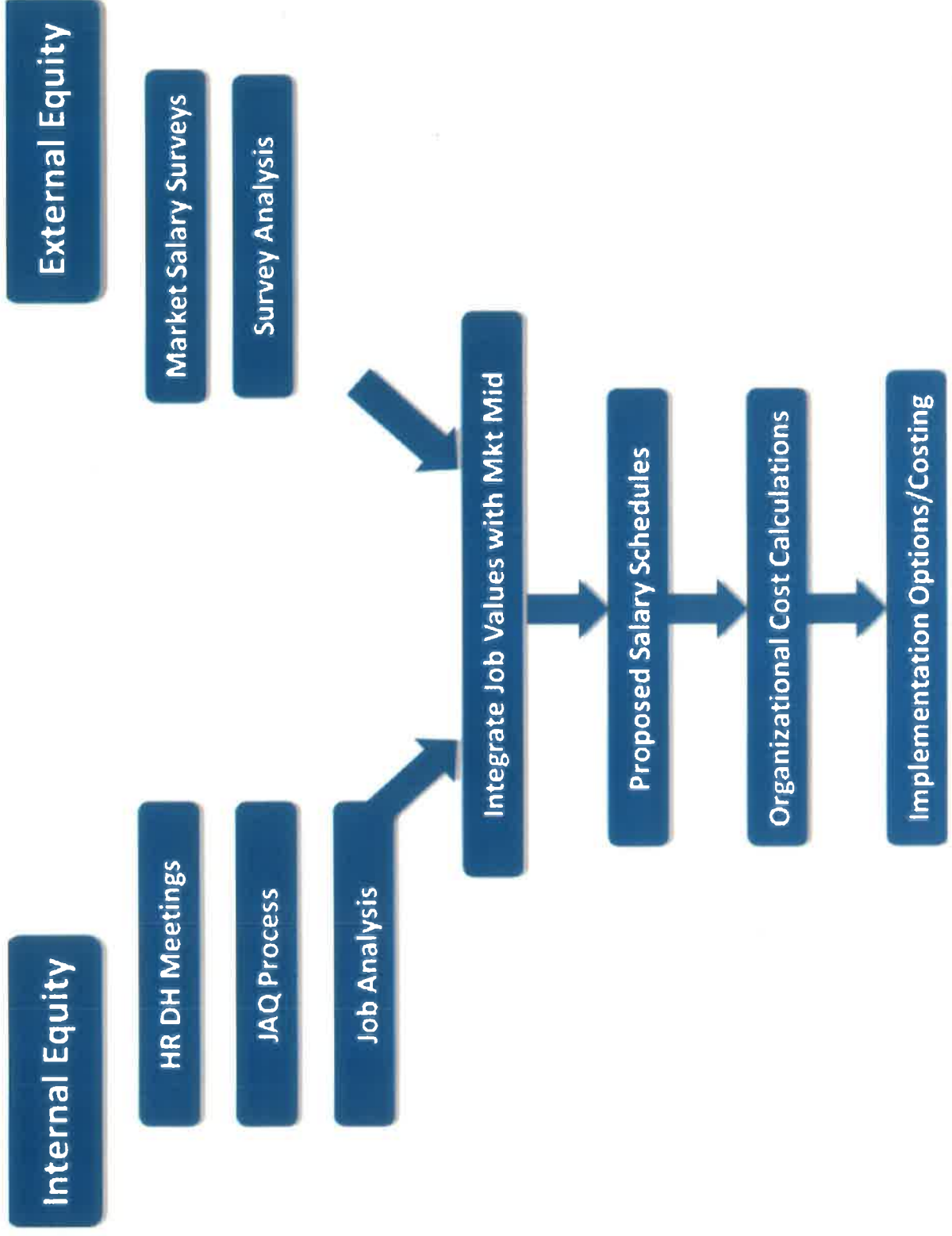
- 1. Study Goals and Methodology**
- 2. Study Process**
- 3. Next Steps**

STUDY GOALS:

Provide appropriate classification and compensation system and pay plan based on current compensation levels for similar public sector employers, municipalities and local market competitors.
Review the organizational support for both performance and succession planning.

STUDY OBJECTIVES:

Ensure that the compensation plan is fair, internally equitable, externally competitive, and is widely understood and accepted and supports the organizational structure and provides for succession planning.





Overview of Study Methodology

Ensuring Pay Is Competitive & Fair

External Equity

Focus on surveys covering target organization list we may compete against for talent

Perform survey analysis and evaluation

Internal Equity

Compare jobs internally to ensure jobs with similar levels of responsibility, scope and decision-making authority are paid comparably—this is key for jobs that can't be benchmarked externally

Utilization of JAQ

Focus Groups:

Onsite and Central Office Focus Groups by
Occupational Families

Overview of Study Methodology

**Review of Board Organization compared to Performance Goals and Need
for Succession Planning to ensure orderly transitions:**

**Market Analysis: Both external and Internal Equity
Organizational Input:**

**Interviews with Department Heads on functional and structural
effectiveness**

Interviews with Key Supervisors on structural effectiveness

**Solicit input from Department Heads on succession planning and
linking compensation to strategic operational goals**



Job Evaluations – Internal Equity

JAQ focused on the job profile factors to assign positions to an appropriate pay range.

Establishes a base line for looking at internal organizational relationships

Uses both information from Department Heads/Key Supervisors as well as direct input from employees and their immediate supervisors.

Is a defensible approach to making organizational decisions with respect to internal job relationships.

Provides a “baseline” for making sound and defensible decisions on placing new jobs, reclassifications and recruitment.



Market Survey

MAG's will identify peers and competitors in both the industry and in other organizations with comparable jobs.

Input will be solicited from the organizational leadership to help identify those employers which compete with the SWBNO for skills and talent.

MAG will work with the SWBNO to identify jobs for the survey that represent key occupational families, different departments and all levels within the current pay tables.

What Might be Changing

Some Job Titles

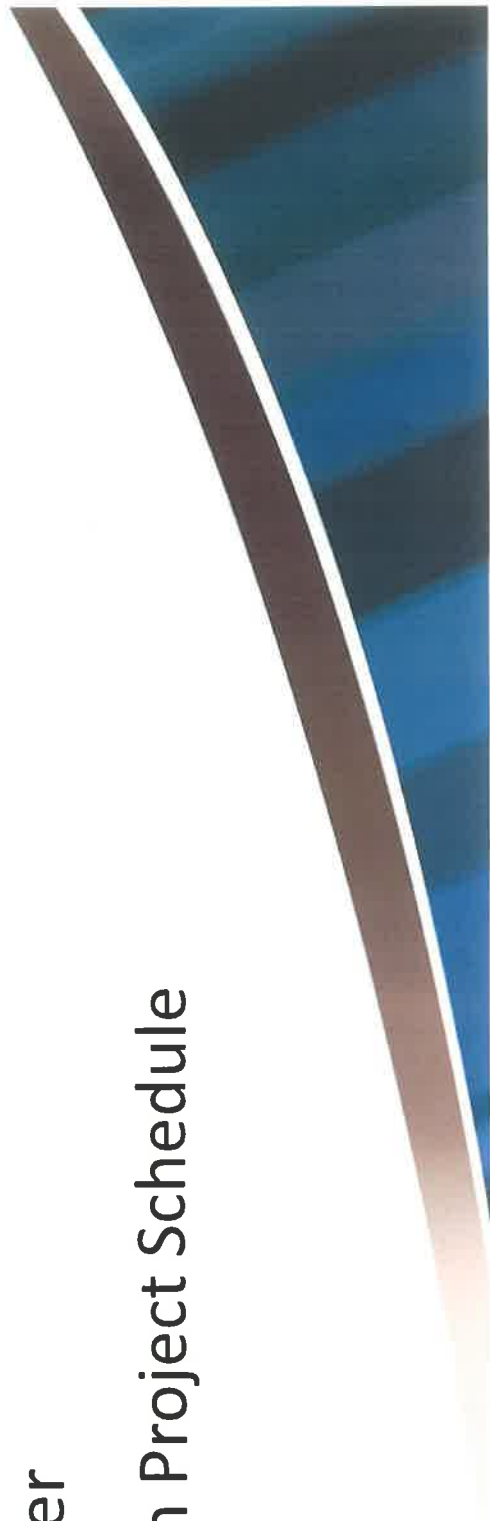
Some historical relationships between and among job titles/families

Salary Structure

Salary Ranges

Next Steps...

- SWBNO employee data in Excel file
- MAG works with staff to Set up Department Head and Key Supervisors interview schedule
- Technical Support and communications from both MAG and DMM Associates with SWBNO project manager
- Confirm Project Schedule





SEWERAGE AND WATER BOARD OF NEW ORLEANS

November 4, 2016

Strategy Committee
Sewerage and Water Board of New Orleans
New Orleans, Louisiana

Subject: Monthly Human Resources Activity Report for the Period October 1- October 31, 2016

Dear Directors:

Please find below an account of various Board human resources activities for the period October 1- October 31, 2016. This monthly snapshot is presented to keep you abreast of the progress and challenges related to the Board's ability to hire and retain the best qualified candidates to perform the Board's important work.

Human Resources Activities

Beginning Vacant Positions: 267

Ending Vacant Positions: 267

New Hire: 19

Resignations: 14

Retirement: 0

DROP Program Participants: 118

- Beginning Balance: 122
- New Member(s): 1
- Member(s) Removed 5

Promotions: 25

Disciplinary Actions: 11

- Reprimands: 8
- Suspensions: 3
- Terminations: 0

Civil Service Reform Update

Training by Civil Service for S&WB staff is expected to be completed by the end of November 2016. On the Civil Service front, while we are continuing to address systemic issues and concerns, we have recognized improvement in response/turnaround time of certain Civil Service request. To properly address S&WB's workforce challenges, both Civil Service and S&WB's internal human resources processes must be appropriately aligned and effective and efficiently operating. Our initial assessment showed that both areas required significant improvements. Therefore our strategy was to work on both entities' processes simultaneously. Our refined strategy is to continue to monitor Civil Service turnaround times, but more importantly, to focus more on improving internal processes. To that end, we intend to increase HR support to our managers, allowing managers more time to focus on their core mission and responsibilities.

Sharon Judkins
Deputy Director-Administration

Cc: Attachments
Monthly Activity Report
Drop Summary
Resignation Analysis

October Monthly Activity Report

DATE	ACTION	JOB TITLE	REASON
New Hires:			
10/3/2016		Engineering Technician	
10/3/2016		Environmental Enforcement Technician 1	
10/3/2016		Environmental Enforcement Technician 1	
10/3/2016		Environmental Enforcement Technician 1	
10/3/2016		Environmental Enforcement Technician 1	
10/3/2016		Laborer	
10/3/2016		Laborer	
10/3/2016		Laborer	
10/3/2016		Laborer	
10/3/2016		Laborer	
10/3/2016		Laborer	
10/3/2016		Laborer	
10/3/2016		Laborer	
10/10/2016		Laborer	
10/27/2016		Laborer	
10/27/2016		Laborer	
10/10/2016		Office Assistant Trainee	
10/27/2016		Program Administrator	
10/18/2016		Utilities Services Manager	
Total	19		
Resignations:			
10/1/2016		Office Assistant 2	accept employment outside of city civil service
10/5/2016		Equipment Operator 4	accept employment outside of city civil service
10/10/2016		Networks Maintenance Technician 1	accept employment outside of city civil service
10/11/2016		Office Assistant Trainee	accept employment outside of city civil service
10/19/2016		Automotive Mechanic 2	accept employment outside of city civil service
10/26/2016		Networks Maintenance Technician 1	accept employment outside of city civil service
10/27/2016		Networks Senior Maintenance Technician 1	accept employment outside of city civil service
10/28/2016		Networks Maintenance Technician 2	accept employment outside of city civil service
10/19/2016		Laborer	avoid disciplinary action
10/26/2016		Office Assistant 2	ill health
10/14/2016		Laborer	other reasons
10/21/2016		Office Assistant Trainee	other reasons
10/17/2016		Networks Maintenance Technician 1	other reasons
10/17/2016		Networks Maintenance Technician 1	other reasons

Total	14		
DROP:			
Started DROP			
10/8/2016		Administrative Support Supervisor 3	Enter DROP
Total	1		
Ended DROP			
10/1/2016		Senior Office Support Specialist	Exit DROP
10/1/2016		Networks Zone Manager 1	Exit DROP
10/11/2016		Utilities Maintenance Master Specialist 1	Exit DROP
10/15/2016		Networks Senior Maintenance Technician 2	Exit DROP
10/29/2016		Administrative Support Supervisor 3	Exit DROP
Total	5		
Promotions:			
10/20/2016		Administrative Support Supervisor 3	
10/19/2016		Engineering Intern	
10/4/2016		Engineering Technician	
10/14/2016		Management Development Analyst 1	
10/19/2016		Management Development Analyst 2	
10/3/2016		Networks Maintenance Technician 1	
10/13/2016		Networks Maintenance Technician 1	
10/31/2016		Networks Maintenance Technician 1	
10/31/2016		Networks Maintenance Technician 1	
10/31/2016		Networks Maintenance Technician 1	
10/11/2016		Office Assistant 2	
10/11/2016		Office Assistant 2	
10/31/2016		Office Assistant 3	
10/17/2016		Office Assistant 4	
10/25/2016		Office Support Specialist	
10/11/2016		Principal Office Support Specialist	
10/11/2016		Principal Office Support Specialist	
10/24/2016		Principal Office Support Specialist	
10/25/2016		Principal Office Support Specialist	
10/25/2016		Principal Office Support Specialist	
10/4/2016		Senior Office Support Specialist	
10/17/2016		Senior Office Support Specialist	
10/25/2016		Steam Plant Engineer	
10/21/2016		Utilities Senior Services Manager	
10/18/2016		Warehouse and Supplies Manager	
Total	25		

Disciplinary Actions:

10/4/2016	Reprimand	Plant Engineer	
10/3/2016	Reprimand	Water Service Inspector 1	
10/3/2016	Reprimand	Water Service Inspector 1	
10/3/2016	Reprimand	Water Service Inspector 1	
10/20/2016	Reprimand	Water Service Inspector 1	
10/21/2016	Reprimand	Water Service Inspector 1	
10/3/2016	Reprimand	Water Service Inspector 2	
10/13/2016	Reprimand	Water Service Inspector 2	
10/27/2016	Suspension	Environmental Enforcement Technician 2	
10/5/2016	Suspension	Utilities Maintenance Supervisor	
10/14/2016	Suspension	Water Service Inspector 2	
Total	11		

DROP SUMMARY REPORT

TITLE	START	END	TIME REMAINING (yrs)	AVG TIME REMAINING (YRS)	TOTAL EMPLOYEES ON DROP
NET SENIOR MAINTENANCE TECH 1	11/1/2011	11/1/2016	0.00	2.47	118
ACCOUNTANT 3	11/1/2011	11/1/2016	0.00		
ADMIN. SUPPORT SUPERVISOR 3	12/1/2011	12/1/2016	0.08		
INFORMATION TECHNOLOGY MANAGER	12/5/2011	12/5/2016	0.10		
UTIL MAINT MASTER SUPERVISOR	12/31/2011	12/31/2016	0.17		
NET SENIOR MAINTENANCE TECH 2	1/2/2012	1/2/2017	0.17		
WATER PURIFICATION OPERATOR 4	2/1/2012	2/1/2017	0.25		
WATER PURIFICATION OPERATOR 2	2/3/2012	2/3/2017	0.26		
FACILITIES ENGINEERING SPCL	3/14/2012	3/14/2017	0.37		
POWER DISPATCHER 3	4/1/2012	4/1/2017	0.42		
SENIOR PRINCIPAL ENGINEER	4/1/2012	4/1/2017	0.42		
SR. OFFICE SUPPORT SPECIALIST	4/9/2012	4/9/2017	0.44		
CHIEF ACCOUNTANT	4/30/2012	4/30/2017	0.50		
WATER SERVICE INSPECTOR 3	4/30/2012	4/30/2017	0.50		
UTIL MAINT MASTER SPECIALIST 2	5/1/2012	5/1/2017	0.50		
PUMPING STATIONS SUPV	5/1/2012	5/1/2017	0.50		
PUBLIC WORKS SUPERVISOR 1	5/1/2012	5/1/2017	0.50		
UTILITY SERVICES ADMINISTRATOR	5/1/2012	5/1/2017	0.50		
UTILITY SENIOR SERVICES ADMIN	5/1/2012	5/1/2017	0.50		
ATTORNEY 4	5/1/2012	5/1/2017	0.50		
ENGINEERING TECHNICIAN	6/1/2012	6/1/2017	0.58		
AUTOMOTIVE SECTION SUPERVISOR	6/1/2012	6/1/2017	0.58		
PUBLIC WORKS SUPERVISOR 3	6/17/2012	6/17/2017	0.63		
WATER PURIFICATION OPERATOR 4	7/1/2012	7/1/2017	0.67		
FIELD SERVICE SUPERVISOR	9/1/2012	9/1/2017	0.84		
NETWORKS ZONE MANAGER 1	9/8/2012	9/8/2017	0.85		
NET SENIOR MAINTENANCE TECH 2	10/7/2012	10/7/2017	0.93		
Employees within 1 year:				27	
WAREHOUSE & SUPPLIES MGR	1/3/2013	1/3/2018	1.18		
NET SENIOR MAINTENANCE TECH 1	1/21/2013	1/21/2018	1.22		
NET SENIOR MAINTENANCE TECH 2	3/1/2013	3/1/2018	1.33		
EQUIPMENT OPERATOR 3	3/1/2013	3/1/2018	1.33		
PUMPING STATIONS SUPV ASST	3/1/2013	3/1/2018	1.33		
UTIL MAINT MASTER SPECIALIST 2	4/1/2013	4/1/2018	1.42		
OFFICE SUPPORT SPECIALIST	5/1/2013	5/1/2018	1.50		
UTILITIES MAINT SUPERVISOR	5/1/2013	5/1/2018	1.50		
OFFICE ASSISTANT 4	5/1/2013	5/1/2018	1.50		
NET SENIOR MAINTENANCE TECH 2	5/31/2013	5/31/2018	1.58		
NET SENIOR MAINTENANCE TECH 1	6/1/2013	6/1/2018	1.58		
DEPUTY SPECIAL COUNSEL	6/1/2013	6/1/2018	1.58		
NET MASTER MAINTENANCE TECH 2	6/1/2013	6/1/2018	1.58		
OFFICE ASSISTANT 3	6/3/2013	6/3/2018	1.59		
PUMPING STATIONS SUPV	7/31/2013	7/31/2018	1.75		
OFFICE ASSISTANT 2	8/1/2013	8/1/2018	1.75		

DROP SUMMARY REPORT

OFFICE ASSISTANT 3	8/1/2013	8/1/2018	1.75	
NET MASTER MAINTENANCE TECH 2	8/12/2013	8/12/2018	1.78	
PUMPING PLANT OPERATOR	9/1/2013	9/1/2018	1.84	
ENGINEERING SPECIALIST	10/1/2013	10/1/2018	1.92	
Employees within 2 years:				20
NET QUALITY ASSUR & SFTY INSPC	11/1/2013	11/1/2018	2.00	
FLEET SERVICES SUPERVISOR	11/1/2013	11/1/2018	2.00	
MANAGEMNT DEVELOPMNT SPECLST 2	12/1/2013	12/1/2018	2.08	
STEAM PLANT ENGINEER 2	12/2/2013	12/2/2018	2.09	
UTIL MAINT MASTER SUPERVISOR	1/3/2014	1/3/2019	2.18	
LEGAL ADMINISTRATIVE ASSISTANT	1/3/2014	1/3/2019	2.18	
PUBLIC WORKS MAINTENANCE SUPT	1/3/2014	1/3/2019	2.18	
NETWORKS MAINTENANCE TECH 2	1/27/2014	1/27/2019	2.24	
WATER PURIFICATION OPERATOR 2	2/1/2014	2/1/2019	2.25	
PUMPING AND POWER PLANT OPR	2/1/2014	2/1/2019	2.25	
NET MASTER MAINTENANCE TECH 2	2/13/2014	2/13/2019	2.29	
PUMPING AND POWER PLANT OPR	3/1/2014	3/1/2019	2.33	
PUMPING STATIONS SUPV ASST	3/1/2014	3/1/2019	2.33	
WATER PURIFICATION OPERATOR 3	6/4/2014	6/4/2019	2.59	
OFFICE SUPPORT SPECIALIST	6/6/2014	6/6/2019	2.60	
EQUIPMENT OPERATOR 2	9/1/2014	9/1/2019	2.84	
OFFICE ASSISTANT 3	10/1/2014	10/1/2019	2.92	
Employees within 3 years:				17
NETWORKS MAINTENANCE TECH 1	10/30/2014	10/30/2019	3.00	
NET SENIOR MAINTENANCE TECH 1	10/31/2014	10/31/2019	3.00	
UTILITY SENIOR SERVICES MGR	10/31/2014	10/31/2019	3.00	
MANAGEMNT DEVELOPMNT SPECLST 2	11/1/2014	11/1/2019	3.00	
PUMPING PLANT OPERATOR	11/1/2014	11/1/2019	3.00	
WATER PURIFICATION OPERATOR 1	11/20/2014	11/20/2019	3.05	
MANAGEMNT DEVELOPMNT SPECLST 2	11/30/2014	11/30/2019	3.08	
AUTOMOTIVE MAINT. TECHNICIAN	12/1/2014	12/1/2019	3.08	
ADMIN. SUPPORT SUPERVISOR 3	12/15/2014	12/15/2019	3.12	
NET SENIOR MAINTENANCE TECH 2	12/19/2014	12/19/2019	3.13	
PUMPING STATIONS SUPV ASST	12/31/2014	12/31/2019	3.17	
NET MASTER MAINTENANCE TECH 1	12/31/2014	12/31/2019	3.17	
STEAM PLANT ENGINEER 2	1/24/2015	1/24/2020	3.23	
PUMPING STATIONS SUPV ASST	2/1/2015	2/1/2020	3.25	
UTILITY SERVICES ADMINISTRATOR	3/1/2015	3/1/2020	3.33	
FIELD SERVICE SUPERVISOR	3/15/2015	3/15/2020	3.37	
OFFICE SUPPORT SPECIALIST	3/28/2015	3/28/2020	3.41	
STEAM PLANT ENGINEER 1	3/31/2015	3/31/2020	3.42	
OFFICE ASSISTANT 3	4/1/2015	4/1/2020	3.42	
FIELD SERVICE SUPERVISOR	4/9/2015	4/9/2020	3.44	
PUMPING AND POWER PLANT OPR	8/1/2015	8/1/2020	3.75	
FLEET SERVICES MANAGER	8/7/2015	8/7/2020	3.77	
STEAM PLANT ENGINEER 4	9/22/2015	9/22/2020	3.90	
POWER DISPATCHER 4	9/22/2015	9/22/2020	3.90	
FIELD SERVICE SUPERVISOR	10/1/2015	10/1/2020	3.92	
Employees within 4 years:				25

DROP SUMMARY REPORT

NET SENIOR MAINTENANCE TECH 1	11/1/2015	11/1/2020	4.01
FIELD SERVICE SUPERVISOR	11/1/2015	11/1/2020	4.01
NET SENIOR MAINTENANCE TECH 1	11/1/2015	11/1/2020	4.01
ADMIN. SUPPORT SUPERVISOR 3	11/26/2015	11/26/2020	4.07
CHIEF ACCOUNTANT	11/28/2015	11/28/2020	4.08
PUBLIC WORKS SUPERVISOR 2	12/2/2015	12/2/2020	4.09
ENGINEER INTERN 2	12/21/2015	12/21/2020	4.14
NET SENIOR MAINTENANCE TECH 2	12/30/2015	12/30/2020	4.17
NET MASTER MAINTENANCE TECH 1	12/30/2015	12/30/2020	4.17
SR. OFFICE SUPPORT SPECIALIST	1/1/2016	1/1/2021	4.17
AUTOMOTIVE SERVICES SUPERVISOR	1/8/2016	1/8/2021	4.19
UTIL MAINT MASTER SUPERVISOR	1/8/2016	1/8/2021	4.19
UTIL MAINT MASTER SUPERVISOR	1/8/2016	1/8/2021	4.19
UTIL MAINT MASTER SUPERVISOR	1/11/2016	1/11/2021	4.20
NET SENIOR MAINTENANCE TECH 1	2/1/2016	2/1/2021	4.26
SR. OFFICE SUPPORT SPECIALIST	2/2/2016	2/2/2021	4.26
NET SENIOR MAINTENANCE TECH 2	2/29/2016	3/1/2021	4.33
NET MASTER MAINTENANCE TECH 1	4/1/2016	4/1/2021	4.42
POWER DISPATCHER 3	4/1/2016	4/1/2021	4.42
OFFICE ASSISTANT 4	4/1/2016	4/1/2021	4.42
PUBLIC WORKS MAINTENANCE WKR 1	6/1/2016	6/1/2021	4.59
NET SENIOR MAINTENANCE TECH 2	6/1/2016	6/1/2021	4.59
PUBLIC WORKS MAINTENANCE WKR 1	6/4/2016	6/4/2021	4.59
LABORATORY TECHNICIAN 3	7/1/2016	7/1/2021	4.67
PUMPING STATIONS SUPV	8/1/2016	8/1/2021	4.75
PUMPING AND POWER PLANT OPR	8/1/2016	8/1/2021	4.75
UTILITY SERVICES ADMINISTRATOR	9/1/2016	9/1/2021	4.84
FACILITIES ENGINEERING SPCL	9/7/2016	9/7/2021	4.85
ADMIN. SUPPORT SUPERVISOR 3	10/8/2016	10/8/2021	4.94

Employees within 5 years:

29

DROP SUMMARY REPORT

OCTOBER SUMMARY

	EFFECTIVE DATE	ACTION
SR. OFFICE SUPPORT SPECIALIST	10/1/2016	DELETION
NETWORKS ZONE MANAGER 1	10/1/2016	DELETION
ADMIN. SUPPORT SUPERVISOR 3	10/8/2016	ADDITION
UTIL MAINT MASTER SPECIALIST 1	10/11/2016	DELETION
NET SENIOR MAINTENANCE TECH 2	10/15/2016	DELETION
ADMIN. SUPPORT SUPERVISOR 3	10/29/2016	DELETION

Resignations for October 2016

Date	Reason	Job Title
10/1/2016	accept employment elsewhere outside of the city civil service	Office Assistant 2
10/5/2016	accept employment elsewhere outside of the city civil service	Equipment Operator 4
10/10/2016	accept employment elsewhere outside of the city civil service	Networks Maintenance Technician 1
10/11/2016	accept employment elsewhere outside of the city civil service	Office Assistant Trainee
10/19/2016	accept employment elsewhere outside of the city civil service	Automotive Mechanic 2
10/26/2016	accept employment elsewhere outside of the city civil service	Networks Maintenance Technician 1
10/27/2016	accept employment elsewhere outside of the city civil service	Networks Senior Maintenance Technician 1
10/28/2016	accept employment elsewhere outside of the city civil service	Networks Maintenance Technician 2
10/19/2016	avoid disciplinary action	Laborer
10/26/2016	ill health	Office Assistant 2
10/14/2016	other reasons	Laborer
10/17/2016	other reasons	Networks Maintenance Technician 1
10/17/2016	other reasons	Networks Maintenance Technician 1
10/21/2016	other reasons	Office Assistant Trainee
Reason	# of Resignations	% of Total Resignations
Transfer and/or Promotion to the City		
Accept Employment Outside of City Civil Service		
Ill Health	8	57%
	1	7%
Avoid Disciplinary Action	1	7%
Other Reasons	4	29%
Total	14	100%



SEWERAGE AND WATER BOARD

Inter-Office Memorandum

Date: November 1, 2016

From: Willie Mingo, Purchasing Agent
Purchasing Department

Thru: Vicki Rivers, Deputy Director
Sewerage and Water Board New Orleans - Logistics

To: Sharon Judkins, Deputy Director
Sewerage and Water Board New Orleans- Administration

Re: **Executive Director's Approval of Contracts of \$1,000,000.00 or less**

1. Gordan, Arata, McCillam, Dupantis and Egan LLP
201 St. Charles Ave., 40th Floor, New Orleans, LA 70170
 - Legal representation in a form of litigation & appellate support to lead counsel
 - Start date: 10/19/16 one (1) year with two (2) 1-year renewal options
 - \$100,000 annually, inclusive of services & reimbursements for cost at approved hourly rate \$175.00 for attorneys & \$60.00 for paraprofessionals
2. Management Advisory Group International.
13580 Group Drive, Suite 200, Woodbridge, VA 22192
 - Provide classification, compensation & organizational analysis study
 - Start date: 10/12/16 one (1) year
 - Not to exceed \$159,000.00
3. Unimin Lime LLC dba Southern Lime
2035 Hwy 25 West, Calera, AL 35040
 - Furnishing Lime to Algiers Water Plant
 - Start date : 12/1/16 one (1) year with one (1) year renewal option
 - \$242,580.00 annually

4. Louisiana Utilities Supply Co.
901 LaBarre Rd., Metairie, LA 70001

- Furnishing Sewer Repair Couplings
- 1ST and Final Renewal
- \$47,794.00 annually

5. Cimsco, Inc.
1840 L&A Road, Metairie, LA 70001

- Furnishing Sewer Repair Couplings
- 1ST and Final Renewal
- \$23,000.00 annually

6. Louisiana Utilities Supply Co.
901 LaBarre Road, Metairie, LA 70001

- Furnishing full circle stainless steel repair & tap clamps; bronze service saddles & transitional couplings for cast iron, ductile iron & transite pipe
- 1st and Final Renewal
- \$208,199.20 annually

7. Barriere Construction
P.O. Box 1576, Boutte, LA 70039

- Furnish Hot Mix Asphalt
- 1st and Final Renewal
- \$301,250.00

8. Siemens Industry, Inc.
P. O. Box 2134, Carol Stream, IL 60132

- Furnishing HVAC Mechanical Services
- 1st and Final Renewal
- \$50,750.00

- Upon request, complete contract available for review in Procurement office.

Cc: Kathleen LaFrance



SEWERAGE AND WATER BOARD OF NEW ORLEANS

November 14, 2016

Strategy Committee
Sewerage and Water Board of New Orleans
New Orleans, Louisiana

Dear Directors:

Subject: 2017 Budget Objectives

Attached is the draft 2016-2025 Financial Plan prepared by Black & Veatch that will be presented at the upcoming meeting of the Finance and Administration Committee in November 2016. This financial plan provides the boundary conditions for the 2017 Operating Budget and 2017 Capital Budget.

Staff is preparing the recommended budgets and will be presenting those for consideration to the Board of Directors at their December 2016 meeting. To provide direction for these budgets, Executive Director Cedric Grant met with his executive leadership team on October 20, 2016 to confirm his goals for the organization:

1. Align Operating Budget to Needed Resources
 - Personnel
 - Benefits
 - Overtime
 - Equipment
 - Vehicles
 - Other
2. Align Capital Budget
 - Establish Project Delivery Unit
 - Establish Project Management Unit
3. Improve Networks Management
 - Contract Management of Contractor Work
 - Move Specialty Paving Work to Department of Public Works
 - Peer Review Networks Management
 - Audit Overtime Use
4. Fund Complete Communications Operation
5. Fund Complete Human Resources Operation
6. Fund Intergovernmental Operation
7. Fund Investment and Benefit Management
8. Fund Lead Service Line Replacement Strategy
9. Fund Short and Long Term Asset Management Strategy
10. Conduct Staff Management Retreat

Staff will be prepared to discuss these and other budget issues as the November 2016 meeting of the Strategy Committee.

Robert K. Miller
Deputy Director / Chief Financial Officer