NYC Environmental Protection

Bill de Blasio, Mayor
Emily Lloyd, Commissioner

WEEKLY PIPELINE

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DEP Plays Ball

Congratulations to DEP's BWSO softball team, which took 2nd place in the New York City Municipal League Championship at Flushing Meadows Park. Click here to see more photos. Team members include current and former employees, family and friends: **Jaime Berkeley**, **Miguel Caceres**, **Garry Castro**, **Mario Cinquemani**, **Carlos Constanza**, **Marc Delara**, **Mike Esposito**, **Anthony Gioia**, **Joe Greco**, **Danny Hines**, **Tony Langone**, **Danny Leon**, **Willie Lopez**, **Bill Maggiulli**, **Manny Martinez**, **Richie Martinez**, **Tom Marrama**, **Bill Meyers**, **Tom Meyers**, **Virginia Murray**, **Xavier Ortiz**, **Dennis Peacock**, **Mike Pucciarelli**, **Teddy Rivera**, **Andy Santana**, **Mark Thornton** and **Dave Williams**.

Spotlight on Safety

The Bump Tests

Worker safety is dependent on portable gas detectors, such as carbon monoxide monitors, accurately measuring the concentration of certain potentially dangerous gases that our senses may not detect. This means that the instruments must be properly maintained and calibrated. The life of the sensors in the detectors can vary and a bump test is a quick way to determine if they are functioning. During a bump test, the sensors are subjected to gases they are designed to detect, at a concentration and exposure time that should activate all alarm settings. If the alarms go off, the user will know that the sensors are functioning. However, the bump test does not measure the instrument's accuracy. If the instrument fails a bump test, a full calibration must be done before using it. If the instrument fails the full calibration, then it should be removed from service.

For more information go to the OSHA or DEP websites.

At DEP, everyone is responsible for safety. If you or anyone on your team is concerned about your working conditions, it's okay to ask your supervisor or your bureau's EHS liaison how they can help. If you've still got questions, you can call the EHS Employee Concerns Hotline. It's DEP's responsibility to acknowledge and fix unsafe situations, procedures, and practices. With your help, we'll not only get the job done, we'll make it safer for ourselves, our coworkers, our families, and our city.
CALL (800) 897-9677 OR SEND A MESSAGE THROUGH PIPELINE. HELP IS ON THE WAY.

Special Guest Commissioner's Corner

***Diana Jones-Ritter**, DEP's Deputy Commissioner for Organizational Development, is a guest commentator this week.*

Since I first joined DEP as Deputy Commissioner for Organizational Development nearly two years ago, I've been continually impressed by the extraordinary talent within the department and the tremendous pride that employees have for our mission. There are no greater assets at DEP than the people who work here and one of my top concerns is the need to address the looming exodus of skilled employees who will soon be eligible for retirement. In fact, our data shows that nearly half of DEP's workforce will hit that milestone within the next five years and we are already feeling the impact of retirements in critical jobs. The good news is that this trend will create opportunities for other employees to step up and take on new responsibilities. Our challenge is to ensure that we capture the knowledge of those highly experienced employees before they leave and sufficiently prepare the candidates who succeed them. As a result, we will be focusing significant attention on areas requiring technical skills and knowledge, such as engineering, plant operations, water quality and sustainability. To meet the challenges of today and tomorrow, we must continue to work towards excellence in workforce planning, performance appraisal, recognition, engagement, improved accountability and professional development and training for all levels of the workforce.

We've had great feedback regarding the value of our strategies to-date, including:

- Capturing ideas from 3,000 employees at Strategic Plan engagement sessions
- Improving the New Hire Orientation process and launching the Managing For Excellence Program
- Recognizing the work of employees through the Employee of the Month Program, including the DEP Employee Experience Tours—more than one hundred employees have won or taken tours within our system
- Establishing the Employee Suggestion Program and Brown Bag Series to share knowledge across the department and the industry

These were all good building blocks and the Employee Pulse Check Survey revealed we're trending in the right direction. However, we have much more to accomplish together. So, what's on the horizon?

- Driving succession development to ready the workforce and fill the significant gaps we predict due to retirements
- Facilitating a culture of respect and increasing the diversity of DEP's workforce at all levels to reflect the richness of NYC's population
- Providing our first line supervisors with additional tools and supports to help employees perform their best, develop, and grow
- Advancing effective and regular performance coaching and feedback for all employees, as well as creating new opportunities for mentoring and job rotation
- Improving communication and engagement with employees, especially those in the field. Watch for upcoming announcements about our new virtual Employee Resource Center.

Our organizational development and human resources strategic goals are ambitious as we work to make DEP the best water utility in the nation—one that potential employees view as an "employer of choice," and one where our existing employees feel valued. I welcome any feedback or recommendations as we move forward so feel free to email me at Dritter@dep.nyc.gov.

Focus on the Field

DEP recently welcomed two new sludge vessels to the department's fleet, and a third new boat is slated to arrive in the coming weeks. The state-of-the-art tankers are specially designed to have a greater carrying capacity and, with a shallower draft, they are able to dock at the Newtown Creek Wastewater Treatment Plant, allowing DEP to demolish a sludge tank on the East River and turn the land over for a new park and an affordable housing development. Chief Marine Engineer **Scott Belfield**, who has more than 30 years of experience in the industry, played a critical role in overseeing the construction of the new vessels.

Belfield joined DEP as a Chief Marine Engineer in 2009. He is one of seven Chief Marine Engineers who are responsible for overseeing everything that goes into the operation of the sludge vessels, including maintaining the generating plants, propulsion systems, wiring, piping, and cargo and hydraulic systems. Coast Guard regulations require that a Chief Marine Engineer be on board DEP's sludge vessels when they are in operation. "It's like a self-contained building that happens to float," Belfield explained.

The three new sludge vessels were manufactured in Amelia, Louisiana by Bollinger Marine Fabricators and Belfield spent time at the yard overseeing the construction of the boats. "My role is to be the liaison between DEP's leadership and the boots on the ground," he said. "A lot of boats' systems are well planned out, but when you get down to the details the ship yard may not be familiar with exactly how a piece of equipment will be used."

"Scott was instrumental in ensuring that the new sludge vessels were constructed in a way that met the agency's needs," said **Robert LaGrotta**, Director of Collections and Residuals for the Bureau of Wastewater Treatment. "Overseeing the construction of the boats took tremendous dedication, and required Scott to spend considerable time away from his family."

Belfield graduated with a bachelor's degree in engineering from SUNY Maritime College in 1982. He got his start working as a civilian Naval Architect in the Defense Department's Shipbuilding, Conversion and Repair division. He later went on to work as a Chief Engineer for McAllister Brothers, a tugboat company based out of New York Harbor. In 1986, Belfield began working at the Bridgeport, Port Jefferson Steamboat Company which runs a passenger and car ferry between Long Island and Connecticut. There, he spent time in Florida overseeing the construction of the P.T. Barnum ferry, which went into service in 1999 and can shuttle up to 1,000 passengers and 120 vehicles across Long Island Sound.

Belfield says he has one of the best jobs in the industry. "I feel proud that we work for the greater good—helping protect the environment," he said. Belfield lives in Suffolk County and is married with two grown daughters who attended Bucknell and the University of Virginia. In his spare time, he enjoys tackling home improvement projects, swimming and an occasional 5K or 10K run.

We welcome your feedback! To submit an announcement or suggestion, please email us at: newsletter@dep.nyc.gov.

Visit Our New Store!

The DEP Employee Store is pleased to announce the opening of our first shop, located in the low-rise lobby at LeFrak. We will be open this Thursday, August 28 from 1:00pm to 3:00pm. Stop by to check out our new arrivals, and don't forget your checkbooks! We only accept personal checks or money orders (made payable to NYC DEP).

Watershed Cleanup

Last week, employees assigned to the East-of-Hudson tree task force removed a tree that had fallen on the Catskill Aqueduct along Breakneck Ridge, a mountain near the border of Dutchess and Putnam counties. The tree task force helps maintain the watershed by removing nuisance trees, including those that have fallen during storms, are growing out of earthen dams, or are located on City property and are hanging over private driveways, porches or swimming pools.

Welcome Aboard!

Yesterday, 10 new employees attended orientation and received an overview of the department from First Deputy Commissioner **Steve Lawitts** and Deputy Director of Human Resources **Herb Roth**. We hope everyone will join us in welcoming them to DEP!

Brian A. Genzmann, **Sadiq Lawal** and **Sean Martin** with BWS; **Catherine Edden** and **Loretta E. Tapia** with BEDC; **Mikael Amar** with Executive; **Mina Bottros** with BWSO; **Joseph Monical** with BEPA; **Nancy Silvestri** with BWT; and **Jeremy Valarezo** with BCS.