MINUTES OF THE
SOUTHEAST LOUISIANA FLOOD PROTECTION AUTHORITY-EAST
BOARD MEETING
NOVEMBER 20, 2025

A Public Hearing was held on Thursday, November 20, 2025 in the Franklin Avenue Administrative Complex, meeting Room 201, 6920 Franklin Avenue, New Orleans, Louisiana, after due legal notice of the meeting was sent to each Board member and the news media and posted.

Mr. Vicari called the meeting to order at 10:00 a.m. and led the pledge of allegiance. Mr. Marsiglia called the roll and a quorum was present.

PRESENT:
Peter G. Vicari, President
Michael Schnell, Vice-President
Gregory Marsiglia, Secretary
Roy M. Carubba, P.E., Commissioner
David Martin. P.E. Commissioner

ABSENT: K. Randall Noel
Deborah M. Settoon
Kerwyn King

ADOPTION OF AGENDA:
A motion was offered by Mr. Carubba and seconded by Mr. Martin and unanimously adopted to adopt the agenda.

RESOLUTION NO. 11-20-25-01 - APPROVAL OF THE MINUTES OF THE PUBLIC HEARING AND BOARD MEETING HELD ON OCTOBER 16, 2025

On the motion of Mr. Martin,
Seconded by Mr. Carubba, the following resolution was offered:

BE IT HEREBY RESOLVED, the Southeast Louisiana Flood Protection Authority-East approves the Minutes of the Public Hearing and Board Meeting held on October 16, 2025.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS: Mr. Vicari, Mr. Schnell, Mr. Martin, Mr. Carubba, Mr. Marsiglia
NAYS: None
ABSENT: Ms. Settoon, Mr. Noel, Mr. King

OPENING COMMENTS BY PRESIDENT AND COMMISSIONERS

Mr. Vicari asked members to please keep Commissioner Deborah Settoon and her family in their prayers and thoughts after the loss of her husband.

PUBLIC COMMENTS

None

COMMITTEE REPORTS:

Executive Committee: Mr. Vicari advised that the Committee met and they unanimously agreed to make a recommendation to the Board to enter into a CEA with LMA for the sale and purchase of surplus items. He also reported that the Committee unanimously agreed to make a recommendation to the Board to adopt the proposed organizational chart. Next, he advised that the committee agreed to defer recommending approval of the resolutions pertaining to AH Datalytics and the SLFPA-E Cultural Transformation Proposal until the representatives gave their presentations at the Board Meeting. The final item for discussion on the agenda, the hiring of an Attorney in the Legal department, was deferred to the Legal Committee.

Legal Committee: Mr. Marsiglia, reported that the Committee met and two matters were discussed. The first matter was the hiring of an additional Attorney in the Legal Department. The members voted to make a recommendation to the Board to hire an additional attorney. The second matter considered was to evaluate the propriety of the collection fee being charged by the City of New Orleans for the collection of tax dollars that are dedicated to the Agency. The committee unanimously agreed to recommend that the Board look into the matter and evaluate how it affects the Agency.

EXECUTIVE SESSION:

1. Robert Joseph, et al., vs. State of Louisiana et al., Civil District Court for the Parish of Orleans, No. 2016-09374, Division F, section 14.

A motion was offered by Mr. Carubba and seconded by Mr. Martin and unanimously adopted to convene into Executive Session to discuss the item listed on the agenda. The Board convened in Executive Session at 10:07 a.m.

A motion was offered by Mr. Carubba, seconded by Mr. Marsiglia and unanimously adopted to return to regular session. The Board reconvened in regular session at 10:45 a.m.

Mr. Vicari advised that no action was taken in the Executive Session

REPORT BY REGIONAL DIRECTOR

Regional Director Jeff Williams presented his report as follows:

- **Readiness report:**
  - Infrastructure readiness – 3rd quarterly inspections complete; all 17 PCCP pumps available, no threats to system integrity.
  - Staffing Readiness - Engineering and PCCP vacancies remain; (possible candidates to be interviewed)
  - Financial Readiness: Operating funds stable; bond reinvestments secured at 3.9% through 2029;
  - Media Coverage – Nothing significant to report.

Engineering:

- System update
  - Stable system status; no major issues
  - 50 permits issued in September
  - Q3 inspections complete
  - PCCP RTA Leak Update: CORP is slowing coming out of the shutdown.
- Monticello Levee Risk Assessments – Nothing Significant to report
- **Projects**
  - Lakefront Foreshore Repair: Reviews complete, Full USACE funding secured, easement and ROE negotiations ongoing (timeline delayed by shutdown);
  - Lakeshore/Franklin Safety Project – Contract execution in progress;
  - West Return Wall Splash Pad Repair – Awarded October 16; contract execution underway;
  - PV Access Bridge Rehab – Design complete, advertisement pending;
  - Franklin Vault 4 Generator – Design complete, scheduled FY26;
  - Orpheum Ave. Slope Paving – Awarded October 16; bid protest update under legal review. Joint project with Jefferson Parish;
  - Civil/Survey IDIQ – 11 of 14 contracts executed, remainder under review.
- Operations (PCCP /Repairs)
  - London, 80% complete; Orleans 0% complete, estimated completion Jan. 26; and 17th Street canal 0% complete, estimated Jan, 26 : Repairs remain on schedule across all three pump stations.
- Human Resources
  - Headcount (as of Nov. 1 2025) – 241 classified, 12 unclassified; total 253 up 3 from October.
  - Regional Director and Director of Governmental Affairs – Onboarded since last Board meeting;
  - Initiatives
    - Open enrollment benefits fair 10/27 through 11/13

    - New vendor selected for faster, standardized criminal background checks
    - Proposal under review to transition HR records from paper to digital system.
- PCCP security Assessment (Nov 2025)
  - DHS/CISA – led physical security review of 17^{th} St., Orleans Ave., and London Ave stations scheduled for Nov 24^{th} and 25^{th}
- Annual Financial Audit Complete
  - No findings
- FY27 Budget Development
  - Internal needs assessments underway; draft delivery targeted for February, final vote in March.
- Successful auction
  - The bi-annual auction was held on Tuesday, Nov 18 generating $919K in revenue.
- Preparing for LLA Audit expected to begin in January of 2026
- Regional Director Initiatives Strengthening Culture & Transparency
  - Dashboards & Data Transparency (AH Datalytics)
  - Cultural Transformation (SSA)
  -

PRESENTATIONS:

Chrystal Slaughter, SSA Consultants presented the SLFPA-E Cultural Transformation Proposal;

The mission is to build a stronger Flood Protection Authority through cultural transformation and to strengthen SLFPA-E's culture to support mission critical performance and operational excellence. Overall scope is to conduct cultural diagnostics; align and reset leadership and governance; engage, train and communicate with the workforce; build accountability systems; and to institutionalize culture through tools, training and metrics.

Phase I: Cultural Discovery & Leadership Alignment:
Cultural Assessment; Leadership workshops; Executive Coaching; Leadership Charter;

Phase II: Workforce Engagement & Communication:
Communication systems; Supervisor training; Recognition program; Performance tools.

Deliverables designed for the long term; Leadership charter; Baseline Metrics Dashboard; Performance Management System; Annual and Periodic Reporting to the Board; Cultural Sustainability Playbook.

Mr. Williams advised that the initiative is not currently budgeted, but expenditures are being tracked to identify areas where items were previously over budgeted and funds can be recovered for the initiative.

Ben Horowitz, AH Datalytics: Provide platform for data to be collected and conveyed. The project development includes engagement with members of the public and other external stakeholders. The proposal also includes discussions with the FPA leadership, board, and a community meeting to engage the public in the dashboard design and development process. The cost of the project will depend on the type and solution to be developed and whether community engagement is a component of the work.

NEW BUSINESS:

Administrative:

RESOLUTION 11-20-25-02 – CONTRACT FOR CULTURAL TRANSFORMATION PROJECT

After a recommendation from the Executive Counsel to include language that states an up to and not to exceed amount in the contract terms, a motion was offered by Mr. Marsiglia and seconded by Mr. Schnell to amend the resolution to state that the Regional Direct is authorized to negotiate a contract with SSA that is subject to Board approval before finalization. The amendment to the resolution was unanimously adopted.

On the motion of Mr. Marsiglia,
Seconded by Mr. Schnell, the following resolution was offered:

WHEREAS, the Flood Protection Authority- East ("FPA") has previously engaged SSA Consultants to perform an organizational study, providing them with a strong understanding of the Authority's culture, leadership dynamics, and operational environment; and

WHEREAS, based on that work, SSA Consultants is the best-qualified firm to lead the Cultural Transformation Project, which includes cultural assessment, leadership alignment, workforce engagement, performance accountability systems, and long-term cultural sustainability initiatives; and

WHEREAS, the proposed project will support FPA in strengthening leadership behavior, workforce trust, communication, accountability, and employee engagement, which are essential to a high-performing organization; and

WHEREAS, SSA Consultants will work with FPA leadership and staff to conduct interviews, focus groups, surveys, assessments, and workshops, and to develop cultural metrics, recognition systems, and performance tools that support measurable improvement; and

WHEREAS, implementing this Cultural Transformation Project will enhance public trust, operational effectiveness, organizational credibility, and leadership continuity, thereby reinforcing FPA's mission to protect lives and property; and

WHEREAS, the Board by Resolution No. 05-15-08-08 previously approved the selection of SSA Consultants to provide Consulting Services for an Organizational Study and Strategic Plan and authorized the SLFPA-E Regional Director to negotiate a final fee and contract for said services.

BE IT HEREBY RESOLVED, that the Southeast Louisiana Flood Protection Authority–East authorizes the Regional Director to negotiate a contract, subject to Board approval, with SSA Consultants for the Cultural Transformation Project, and to prepare any and all documents necessary to accomplish the above.

The foregoing was submitted to a vote, the vote thereon was as follows:
YEAS: Mr. Vicari, Mr. Schnell, Mr. Marsiglia, Mr. Carubba, Mr. Martin
NAYS: None
ABSENT: Ms. Settoon, Mr. Noel, Mr. King

RESOLUTION NO. 11-20-25-03 - AUTHORIZATION FOR THE REGIONAL DIRECTOR TO ENTER INTO AN AGREEMENT WITH AH DATALYTICS TO CREATE AN INTERNAL AND EXTERNAL DASHBOARD THAT COMMUNICATES THE KEY PERFORMANCE METRICS OF THE FLOOD PROTECTION AUTHORITY-EAST- ("FPA")

After a recommendation from the Executive Counsel to include language that states an up to and not to exceed amount in the contract terms, a motion was offered by Mr. Marsiglia and seconded by Mr. Schnell to amend the resolution to state that the Regional Direct is authorized to negotiate a contract with SSA that is subject to Board approval before finalization. The amendment to the resolution was unanimously adopted. The Board then voted to adopt as amended. The vote was as follows:

On the motion of Mr. Carubba,
Seconded by Mr. Marsiglia, the following resolution was offered:

WHEREAS, the Regional Director seeks authorization to engage AH Datalytics for the development of a dashboard to highlight critical areas of financial performance, health of our physical infrastructure, permitting process, police performance and other essential measures about the Flood Protection Authority-East in real time; and

WHEREAS, a dashboard, would be a useful and beneficial tool for the Southeast Louisiana Flood Protection Authority-East and the levee districts within its jurisdiction; and

WHEREAS, AH Datalytics will work with the FPA to develop key performance indicators in identified areas; meet with Directors and staff to understand how data is stored and can be reported; and ensure the dashboard can be used to inform the public and the Board; and

WHEREAS, AH Datalytics has built similar dashboards helping public agencies in New Orleans (including the New Orleans City Council and the District Attorney's Office) as a measure to inform the public; and

WHEREAS; in the FY 2026 budget, the Board of Commissioners approved funding for an "IT Special Project for Board as requested."; and

WHEREAS, AH Datalytics will work collaboratively with the FPA Regional Director and staff to produce a final product that matches the vision of the FPA.

BE IT HEREBY RESOLVED, the Regional Director, is hereby authorized to negotiate an agreement with AH Datalytics, subject to Board approval, and to prepare any and all other documents necessary to accomplish the above.

The foregoing was submitted to a vote; the vote thereon was as follows:

YEAS:	Mr. Vicari, Mr. Schnell, Mr. Marsiglia, Mr. Carubba, Mr. Martin
NAYS:	None
ABSENT:	Ms. Settoon, Mr. Noel, Mr. King

Motion to consider and adopt the updated organizational chart

On the motion of Mr. Schnell, seconded by Mr. Carubba the aforementioned resolution was offered.

Mr. Schnell requested that the resolution be deferred a month because the entire board was not present.

Mr. Vicari requested that the measure not be deferred and called for a motion to proceed.

Mr. Marsiglia offered a motion to proceed and was seconded by Mr. Carubba.

A discussion on the reasons to proceed, as well as clarification from the Regional Director on the intended purpose of the resolution was held. Mr. Martin noted that the title of the resolution stated Organizational Chart and Mr. Williams referred to it as the Organizational Structure. For clarification, Mr. Martin offered a motion to amend the resolution which was seconded by Mr. Marsiglia to have the title of the resolution changed from Organizational chart to Organizational structure. A vote was taken and the motion to amend the resolution to reflect the words Organizational Structure was unanimously adopted.

On the motion of Mr. Carubba and seconded by Mr. Martin a motion to adopt the resolution as amended was offered and the vote was as follows:

Yea: Mr. Vicari, Mr. Marsiglia, Mr. Carubba, Mr. Martin
Nay: None;
Abstain: Mr. Schnell
Absent: Mr. Noel, Ms. Settoon, Mr. King
The motion to adopt the resolution as amended failed.

Motion to approve hiring an Attorney for the Legal Department

Mr. Marsiglia reported that the Legal Committee recommended hiring an additional attorney for the Legal Department.
Mr. Martin asked whether or not this was a budgeted item and Mr. Williams advised that it was not.

On the motion of Mr. Carubba and seconded by Mr. Marsiglia, the resolution was offered.
A discussion was held in which Mr. Schnell voiced his concern about hiring assistance after recently granting the Executive Counsel a raise. Mr. Marsiglia offered comments that he felt that the hiring of an additional attorney was to satisfy a need for the Authority.
Mr. Carubba commented that an additional hire was needed to help the Executive counsel handle many different issues that the Executive Counsel has to handle on a daily basis.

Mr. Ordoyne gave comments pertaining to the reasons why the additional help is needed in the Legal Department.

The vote was taken and the result was as follows:

Yeas: Mr. Vicari, Mr. Marsiglia, Mr. Carubba, Mr. Martin
Nay: Mr. Schnell
Absent: Mr. Noel, Ms. Settoon, Mr. King
The motion failed.

RESOLUTION NO. 11-20-25-04 - CEA BETWEEN O.L.D. AND LMA FOR SALE OF VEHICLES AND EQUIPMENT

A motion was offered by Mr. Carubba and seconded by Mr. Schnell to add additional information in the resolution as well as having the Executive counsel review and approve the language included in the CEA.

Mr. Capo gave brief comments pertaining to the sale and advised that LMA had previously agreed to pay fifty percent of the blue book value.

A Motion to amend the resolution was offered by Mr. Marsiglia and seconded by Mr. Carubba to add the value of the sale, the wording “without warranties” and legal counsel approval.
The motion to amend was unanimously adopted.

On the motion of Mr. Marsiglia,
Seconded by Mr. Carubba, the following motion to adopt the resolution as amended was offered:

WHEREAS, the Southeast Louisiana Flood Protection Authority-East (SLFPA-E) is the governing authority over the Orleans Levee District (O.L.D.) and the Lakefront Management Authority (LMA) manages the O.L.D's non-flood assets; and

WHEREAS, the O.L.D. possesses vehicles and equipment that can be utilized by the LMA to perform public safety at the Lakefront Airport and other public areas that are under the management and control of the LMA; and

WHEREAS, Art VII, Sec l4(C) of the Louisiana Constitution of 1974 provides that, for a public purpose, the State and its political subdivisions or political corporations may engage in cooperative endeavors with each other or with any public or private association, corporation or individual; and.

WHEREAS, Art VII Sec 14 (E) of the Louisiana Constitution of 1974 provides that movable surplus property can be donated or exchanged between political subdivisions whose functions include public safety.

BE IT HEREBY RESOLVED, that the SLFPA-E approves the Cooperative Endeavor Agreement (CEA), subject to Executive Counsel approval, between the O.L.D. and LMA for sale of the following vehicles and equipment to be used in performing public safety at the Lakefront Airport and other public areas that are under the management and control of the LMA at a total price of Sixty-Five Thousand, One Hundred Nine dollars and Fifty Cents ($65,109.50), without warranties, and further authorizes the SLFPA-E Regional Director to execute said CEA and any and all other documents necessary to accomplish the above.

1. Asset # 81587 – Chevrolet Tahoe;
2. Asset # 81328 Ford F 150 Reg. Cab Pickup;
3. Asset # 81425 Ford F250 Reg. Cab Service Body;
4. Asset # 81450 Dodge Ram 2500 Crew Cab Service Body;
5. Asset # 81419 Ford F25 Reg Cab Service Body;
6. Asset # 81422 Kubota M8560 Utility Tractor (2WD);
7. Asset # 81521 Case SV185 Skid Steer (no bucket);
8. Asset # 81321 bucket truck.

The foregoing was submitted to a vote, the vote thereon was as follows:

YEAS: Mr. Vicari, Mr. Marsiglia, Mr. Schnell, Mr. Carubba, Mr. Martin

NAYS: None
ABSENT: Ms. Settoon, Mr. Noel, Mr. King

<u>**Discussion of Administrative /Collection Fees charged by City of New Orleans**</u>

On the motion of Mr. Schnell, seconded by Mr. Carubba the listed item was opened for discussion.
Mr. Marsiglia reported that the recommendation of the legal committee was to evaluate the appropriateness of the city's tax collection fee and to determine if the fee is lawful and appropriate. The legal committee will report their findings to the board at a later date.

Action Item List.
None

The next monthly Board meeting will be held on December 18, 2025.

There was no further discussion therefore the meeting was adjourned at 11:53 am.