



DEP Employees of the Month for December

The Employee of the Month program recognizes DEP staff members that have exhibited outstanding personal effort, and have gone above and beyond the call of duty to serve the people of New York City.

DEP is a great agency that delivers services that millions of New Yorkers depend on daily. Making good on that promise requires the dedication and hard work of the nearly 6,000 employees at DEP. To nominate someone who has demonstrated uncommon dedication and excellence, fill out the nomination form with some basic information, such as the nominee's responsibilities, examples of extraordinary performance, and ways candidates set an example for others. The form is available on The Source, and you'll need to submit it by the tenth day of each month. For more information, email Herb Roth at hroth@dep.nyc.gov.

The Employees of the Month for December, featured in this Weekly Pipeline Extra edition, were honored at a breakfast on January 22 with Commissioner Emily Lloyd, during which they received a certificate, and had their names added to the Employee of the Month Board on the 3rd and 19th floors at Lefrak and at the Kingston Office. These men and women set a standard for all of us to emulate and appreciate.



Equal Employment Opportunity - **Tanika Thomas**

Tanika began her DEP career in May 2007 and serves as an Equal Employment Opportunity (EEO) Investigator and Disability Rights Coordinator. In her role as the Disability Rights Coordinator, Tanika collaborated with the Mayor's Office for People with Disabilities to organize a DEP event in celebration of the 25th Anniversary of the Americans with Disability Act (ADA).

Tanika also co-chairs the EEO Diversity Committee and has worked collaboratively and tirelessly to ensure the successful execution of three annual diversity events. In her role as EEO Investigator, Tanika provides the utmost level of confidentiality and fairness, and ensures adherence to EEO regulations and policies.

She has also earned Trainer certification in "Diversity & Inclusion" and in "Structured Interviewing & Unconscious Bias." Tanika is working with Organizational Development and senior management to implement these programs this year. In addition to serving as a role model and handling her responsibilities with the highest level of professionalism, Tanika exemplifies the principles of equality and diversity.



Bureau of Environmental Health and Safety - **Shamalina Khan**

Shamalina began her DEP career in September 1995 and currently serves as the Bureau Administrator for the Office of Environmental Health and Safety (OEHS). This role challenges her to manage a very busy office with diverse work tasks. During her tenure, she has met these challenges with both an extraordinary work ethic and the utmost professionalism. Shamalina is a proven leader who knows how to get things done and she often makes valuable suggestions for improving and streamlining processes. She has also been directly responsible for enhancing collaboration between work units. Her work qualities include that she knows how to bring out the strengths of a diverse group and to place the mission above all else. Moreover, she always remains calm under pressure, creating an environment of support and professionalism for the fortunate employees who work with her. In her job duties, she is very knowledgeable in the areas of budgeting, invoicing, personnel administration, and human resources and she is happy to share her in depth understanding of the Employee Handbook with OEHS employees and managers. To top it all off, Shamalina has an exemplary attendance record! Her dedication truly reflects the best of DEP and the spirit of the Employee of the Month program.



Bureau of Wastewater Treatment - STW Training Team

Chandrakhand Singh	Rosalind Buddington	Nesive Bell	Michael Giudice
Kalita Mohammed	Joseph Reddington	Christopher Martell	Matthew Berardi
Aderemi Ajala	Edward Wright	Joseph Lopiccolo	Junior Nesbeth
Nazim Hodzic	Edward Perez	Michael Barabas	Salvatore Scapelito
Catherine Sturm	Jeffry Bernardo	Roger Alava	

A few months ago, the Bureau of Wastewater Treatment (BWT) hired sixty Sewage Treatment Workers, among the largest groups ever brought on at one time. To perform their duties safely and effectively, these new hires had to be trained. To make smooth transition, BWT called for a team to coordinate the training process. These nineteen individuals, who possess years of on-the-job experience and institutional knowledge, assembled to become instructors and mentors to the newcomers. Alongside the Training & Development unit, the Environmental Health & Safety unit, and subject matter experts from operational units, this team provided classroom and hands-on trainings in various areas. The trainings included a wide range of skills, including torch cutting, plumbing, fork lift operations, pump repair, laboratory operations, and math—just to name a few. In addition, while the team worked on developing and administering these trainings, they continued to perform their assigned daily work. The group of Sewer Treatment Workers have extensive experience in the field and it's hard to imagine a better group of instructors.

This entire team is commended for showcasing DEP's commitment to excellence. They were enthusiastic and very happy to share their knowledge and expertise with the new employees. Thank you all!



Bureau of Water and Sewer Operations - John Dalide

John began his DEP career nine months ago as a Project Manager Intern within the Bureau's Analysis and Information Systems Division. He brings a high degree of energy, commitment, flexibility, and professionalism to BWSO. He has excelled in leading the roll-out of new technological initiatives.

John was especially instrumental in the implementation of a mobile inspection pilot for fire hydrants. The pilot streamlines the inspection process by reducing data entry and expediting the reporting of defective hydrants to the Fire Department of New York.

The pilot required the development of an innovative mobile application, which John crafted with BWSO's Geospatial Information Systems team and the Office of Information Technology. Although he has only been with the agency for a short period of time, John's contributions and his role in improving DEP's inspection processes have already made an impact on the Division's work, and we expect that he will continue to be an invaluable and creative part of the team on future projects.

Employee of the Month Champion Special Award:



Deputy Director of Human Resources - Herb Roth

Herb has worked tirelessly over the past five years and through 814 recognitions to ensure the continued success of the Employee of the Month program. The leadership required to build and sustain the momentum of a program with such scope should not be overlooked. It is an enormous amount of work to keep this program running each month. The responsibilities include receiving and reviewing nominations, coordinating with all DEP bureaus and worksites, revising recognition briefs, ordering gifts and refreshments securing space and equipment, and coordinating with the press team on a special Employee of the Month edition of Pipeline.

Herb is an EOM Champion, and we look forward to see how he will build on this success and make the next iteration of the program, the ACE Awards, something equally amazing and enjoyable for all of us at DEP.



Bureau of Environmental Planning and Analysis - Sara Lupson

Sara began her DEP career in March 2015 and serves as an Administrative Staff Analyst in the Bureau of Environmental Planning and Analysis Watershed Planning and Modeling Division. This past August, the New York State Department of Environmental Conservation issued the first Municipal Separate Storm Sewer System (MS4) Permit to New York City. The City had just three short months to meet its first deadline.

Sara stepped up to the challenge and provided extensive support in developing an Interim Floatables Media Campaign, which required interagency collaboration. Sara worked with the Mayor's Office of Sustainability and the Department of Sanitation to raise public awareness through a continuation of the successful Birdie "B.Y.O." campaign. The campaign encourages New Yorkers to reduce litter by bringing their own bags, bottles, mugs, and other items.

Sara worked additional hours, coordinated extensively with various bureaus and other agencies, and even learned a new software program. She also completed an in-depth report on the campaign tactics entitled "Trash Free NYC Waters: A Plan to Reduce Marine Debris through a Media Campaign."

Additionally, Sara worked with the Bureau of Legal Affairs and the New York City Law Department to create Memoranda of Understanding between DEP and the other agencies involved in the MS4 Permit. Sara created a "master template" that listed each technical requirement along with a table indicating the applicability of each item to each impacted agency, and her efforts streamlined an often cumbersome process.

Fulfilling another requirement of the MS4 Permit, Sara has coordinated with the Bureau of Public Affairs in the development of the City's Public Education and Outreach program. Sara's prior experience equipped her with the expertise to identify stakeholders and individual contacts at various organizations. We thank Sara for her hard work and dedication to the Interim Floatables Media Campaign. She has been truly integral in helping us meet our first deadline.



Bureau of Water Supply - Stephanie Sorbellini

Stephanie began her DEP career in April 2000 and currently serves as a Scientist Water Ecologist in the Bureau of Water Supply, Water Quality Field Operations, West of Hudson Catskill District, located at the Kingston Office.

The Kingston Water Quality Field group switched to a new line of water quality field monitoring probes that measure rapidly changing water quality parameters in streams and reservoirs that are not appropriate for laboratory testing. These new instruments required extensive testing before they could be put into use. Stephanie worked diligently to become familiar with the new equipment and spent many hours in the laboratory developing a comprehensive validation package to ensure the data would be accurate, precise and comparable to data collected with the previous set of probes. She put the equipment through months of laboratory testing and conducted many side by side tests in the field with the equipment, as well as training other members of the field team how to use and maintain the new instruments.

Stephanie is a talented, conscientious and hardworking employee whose meticulous attention to detail has been critical in ensuring that the field program runs smoothly. Recently, Stephanie's skills have been highlighted as she has been instrumental in helping to train new employees on the details required to successfully support our program, as well using her experience to anticipate problems and correct them before they happen. Throughout her tenure at DEP, she has been called upon many times to work off hours, long hours and outdoors often under difficult weather conditions, and Stephanie does all this, while maintaining a positive and cheerful attitude.

Stephanie has become a self-taught expert in the use and maintenance of the field equipment used to collect water quality data throughout the Catskill District Watershed. This year Stephanie initiated and performed formal water quality instrument maintenance training for all of the staff members responsible for this task to ensure the continued reliability of this equipment. Stephanie has also developed a system for tracking the maintenance and repair of this equipment as well as all of the associated components to help insure minimal loss of critical water quality data.

The Bureau is very fortunate to have Stephanie as part of Kingston field group, it is hard to summarize the multitude of benefits she provides to the group. The quality of work she does is superb. If she notices that another member of the team needs help at any point during the day, she always offers assistance. She constantly conducts herself in a professional manner, and makes a conscious effort to represent our group well, within the agency. Stephanie always comes to work ready for the day, and initiates a tempo that keeps our program running smoothly and on time.

Stephanie's work ethic and qualities exemplify the concept of a truly exceptional employee and the essence of the employee of the month program.



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Employee Experience Site Tour Drawing

At today’s ceremony, the following awardees and their nominators won passes to participate in one of the upcoming [DEP Employee Experience Site Tours](#).

EOM Awardees: **Nesive Bell / James Miccio** – Nominator, **Jeffry Bernardo / James Miccio** – Nominator, **Michael Barabas / James Miccio** – Nominator, **Edward Perez / James Miccio** – Nominator, **Sara Lupson / Floren Poliseo** – Nominator, **John Dalide / Janet Amaro** – Nominator, and **Shamalina Khan / Persis Luke** – Nominator

Commissioner Awardee: **Patrick Wayman, Antonino Modica, John Green, and Ira Stern**

Commissioner's Special Award for December:



New York City Reservoir Cleanup Team

Peggy Heitzman	Jim Goodrich	Nino Modica	Tom Baudanza	John Green
Linda Beck	Chris Austin	Jim Keesler	Christian Gallagher	Pat Goodall
Ira Stern	Gene Nicolato	Sergio Delillo	Tavan Novi	Bill Rose
Paul Lenz	Chris Gozza	Kevin Degnan	Patrick Wayman	Rodney Stones
Adam Bosch	Stacey Mattson	John Staby	Matthew Ray	
Carl Davis	Cathy Durso	Lydia Lewis	Kevin Wilbur	

On October 4, 2015, the New York City Reservoir Cleanup Team assembled volunteers from across the Hudson Valley and the Catskills to clean up the area surrounding New York City's water supply. And as we all know coordinating volunteers across a 2,000 square mile area required a Herculean effort on behalf of DEP staff. The Cleanup Team scouted locations, created maps, developed staffing plans, produced advertising materials, partnered with local organizations, participated in weekly meetings, and coordinated with the American Littoral Society. In addition, Hurricane Joaquin loomed offshore with an uncertain path. Fortunately, the Hurricane did not make landfall that day. For this group, excellent teamwork was the key for this event's success. They did it all: they constructed tents and tables, provided paperwork, managed supplies, ensured compliance with Environmental Health & Safety regulations, and assisted the volunteers from the local community. Additionally, staff from the Bureau of Water Supply and DEP Police were on hand to ensure road and site safety. Altogether, 347 volunteers collected 19 pickup truck loads worth of trash at 9 reservoirs!

To give you a sense of magnitude, they removed:

- 3,406 glass, plastic and metal beverage containers,
- 402 plastic grocery bags,
- 712 food wrappers,
- 643 takeout food containers,
- 360 pieces of fishing line,
- 40 tires, and
- 2,134 broken pieces of glass, plastic and foam.

This effort did a great job to keep our water supply clean. It also gave the community a chance to meet DEP staff, to appreciate parts of the water supply that are normally reserved for those fishing, and to experience the joys of community service. Kudos for all participants because the event could not have happened without the stellar work and dedication of the NYC Reservoir Cleanup Team. Congratulations and thank you!