

Commissioner's Corner



Vincent Sapienza
Commissioner

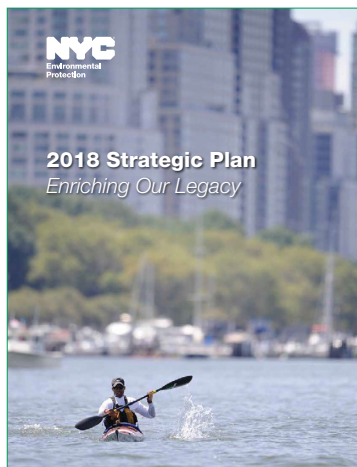
Last fall, we initiated discussions among DEP staff in every bureau to assess near-term priorities, longer-term goals, and operational objectives. These workshops and focus groups were often lively, and we identified numerous opportunities to improve service delivery and strengthen our organization. We also saw the need to update our mission, vision, and values statements to better align with current expectations.

The culmination of that effort, which I am releasing today, is *2018 Strategic Plan: Enriching our Legacy*. Building on DEP's extraordinary history of planning spanning more than two centuries, this plan outlines seven goals and forty-three specific initiatives

that will guide us as we strive to achieve our vision **to be a world class water and wastewater utility, while building a sustainable future for all New Yorkers.**

I am pleased to share that our mission statement was broadened to incorporate additional functions for which DEP has responsibility. Our new mission statement is **to enrich the environment and protect public health for all New Yorkers by providing high quality drinking water, managing wastewater and stormwater, and reducing air, noise, and hazardous materials pollution.**

In addition, we received feedback to expand our values, which guide how we do our business. Our eight core values are **safety, integrity, service, support, diversity, transparency, sustainability, and innovation.**



As you review the plan, you will see that we have developed seven goals that will guide us into the future. Those goals are:

- maximize operational efficiencies across the agency
- leverage innovative approaches to improve performance
- provide world-class and sustainable water and wastewater services now and for future generations
- control local sources of pollution to improve quality of life
- reduce our carbon impact and mitigate the effects of climate change
- increase public awareness of our operations and improve service to our customers and the business community
- cultivate a diverse and highly qualified workforce to meet future challenges

Behind each of these goals are a number of strategic initiatives that support how we will achieve each goal. Currently, bureaus and offices are developing action plans that will keep us on track to achieve success, and we will monitor these action plans to ensure accountability in making progress.

The only way we can achieve these goals is through the hard work and dedication of our workforce of 6,000 talented employees that make DEP the amazing agency it is today. Your commitment to DEP's mission, vision, and values, and your contribution to achieving our strategic initiatives will make New York a better place to live, work, and enjoy life today and tomorrow.

Please take the time to become familiar with DEP's new strategic plan by [clicking here](#) or visiting [The Source](#). I have also directed my senior staff to help employees understand how they can contribute to fulfilling our commitment to Enriching our Legacy. If you have any questions or comments please do not hesitate to discuss them with your supervisor.

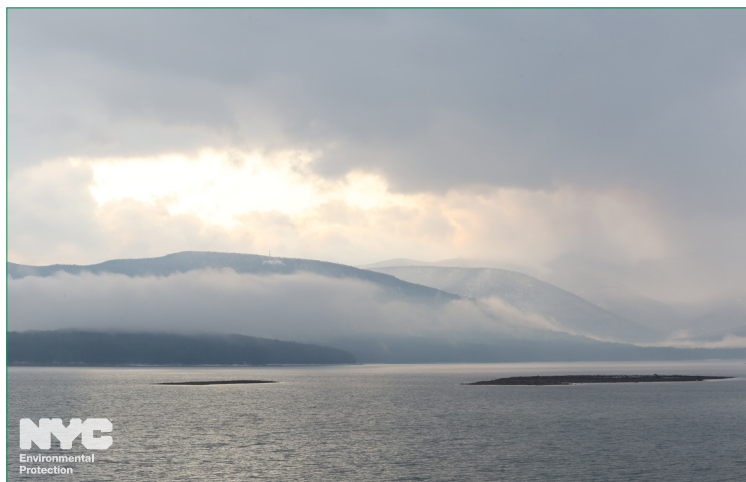
Spotlight on Safety

DEP Safety Week: Leading With Safety is here!

This week's activities include the Downsview facility event on June 26, Lefrak EHS Leadership Forum on June 27, and a Lefrak event on June 29. Lefrak's event will include an EHS Forum, Escape Room Challenges, hearing tests, a screening of the film "The Cost of Construction", a keynote presentation by a representative from AAA, and a Safety Fair with representatives from DOT, DOHMH, FDNY, Con Ed, COSH, PESH, DC37 and more. We hope the events of this week continue to inspire Leading With Safety. OEHS would like to thank all of the bureaus that organized safety-related events and all of

the employees who took part in these events, contests and activities. It really shows that DEP employees are committed to learning about and getting involved in safety in the workplace, on the road and at home. As National Safety Month also draws to a close, remember that the materials OEHS has communicated throughout the month are meant to encourage safe life choices all year round. Please continue to lead with safety in your workplace, on the road and at home by encouraging others to live safe lives! For more information, visit the [OEHS Safety Week Portal site](#).

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.



DEP Marches with Pride



Approximately 40 DEP employees, friends and family members proudly marched alongside the Mayor's Office and other city agencies at the NYC Pride March on Sunday, June 24. The March is among several events across the City held in recognition of Pride Month, which is celebrated annually in June. The first NYC Pride March was held in 1970 to recall the now historic events of the Stonewall uprising one year earlier. The March has since grown to become one of the largest of its kind, helping to solidify NYC as a leader in the fight for equality for the LGBTQ community and the host for WorldPride 2019. The March also featured DEP Water On the Go stations to help participants stay hydrated.

Welcome Aboard!



Yesterday, 23 new employees attended orientation and received an overview of the department from **Commissioner Vincent Sapienza**, Deputy Director for Human Resources **Herb Roth**, Director of Planning and Recruitment **Grace Pigott**, HR Specialist **Grace Franco** and HR Generalist **Conor Bulger**. We hope everyone will join us in welcoming them to DEP!

Kimilya A. Spaulding and **Jenny M. Sunday** with BEPA; **Zaib Khan** with BPAC; **Carl M. Cardillo**, **Courtney E. Kelly** and **Michael Liu** with BWS; **Janet Amaro**, **Marceliano Carolita II**, **James Dye**, **Marley A. Edwards**, **Brandon E. Hanson**, **Rubalet Islam**, **Ethan E. Johnson**, **Karma Lama**, **Flor K. Ruiz** and **Asif Zaman** with BWSO; **Xiaoying Wang** with CFO/OIT; **Bianca M. Hammond** with Executive/EH&S; **Sofia Ptacek** with FMC; **Caleb Bailey** with OER; **Derek J. Kautz** and **Ralph L. Pineda** with PS/SOD Aviation; and **Ryan R. Staton** with Sustainability.

Kudos Corner



Congratulations to Director of Education **Kim Estes-Fradis**, BPAC, for being honored by the Bronx Council for Environmental Quality with the 2018 *Theresa Lato Public Service Environmental Educator Award* for her efforts to preserve the environmental quality of The Bronx and for her work inspiring students and educators.

Mentoring Program Graduation



Commissioner Sapienza along with other senior staff and DEP employees participated in the June 20 graduation celebration for the 2017-2018 DEP Mentoring Program. This year's graduating class included 38 participants of which 17 were Mentors and 21 were Mentees. The DEP Mentoring Program pairs experienced professionals with our Agency's future leaders for the purpose of providing guidance and support in the areas of career development, management, and leadership. Participant options include traditional one-to-one pairings, or project-based mentorships where participants work together on a project that is of interest and benefit to the Agency. It's not too early to start recruiting for our next mentoring session. OD&HR's Workforce Development and Training team is looking for enthusiastic and eager participants! If you are interested in becoming part of the 2018–2019 DEP Mentoring Program, applications will be available in September 2018. For more information, please email workforcedevtrng@dep.nyc.gov.

A Lunchtime 'Well' Spent



The Wellness Lunchtime Express event held June 20 in the 7th floor conference rooms at Lefrak was a great success: 88 employees received a massage, 22 employees did a reiki session, and 42 employees participated in an aromatherapy session.

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