

Special Guest Commissioner's Corner



Zoe Ann Campbell
Deputy Commissioner
Human Resources

It's that time of year again! The beginning of June means that we have just kicked off our 2018 Summer Internship Program. This program is an integral part of our ongoing effort to introduce a new pool of potential talent to carry on our mission-critical work. We are very excited to welcome new interns this summer!

The Bureau of Organizational Development and Human Resources (OD&HR) has recruited prospective new talent, and is providing opportunities for their personal and professional development. Many current DEP employees began their careers as part of the summer internship program. Commissioner **Vincent Sapienza** is a shining

example of how this program can be a springboard to tremendous success. Last week, OD&HR hosted DEP's 2018 Summer Intern Program orientation at the Newtown Creek Wastewater Treatment Plant.

Director of Planning and Recruitment **Grace Pigott** and her team organized an outstanding day of activities and briefings for our summer interns. Early in the morning, Commissioner Sapienza inspired the interns with an overview of DEP's water system and organization. Grace then followed-up with a briefing on DEP's six core values of safety, service, support, sustainability, innovation, and transparency, and explained how our values assist us in realizing our vision of being the best water utility in the country. The Office of Equal Employment Opportunity's Diversity Director **Darlene Martinez**, and Office of



Environmental, Health & Safety's Director of EHS Reporting & Investigation **Gerould McCoy** presented mandatory information sessions. Plant Chief **Zainool Ali**, and Deputy Plant Chief **Steven Cubero** also treated our summer interns to a special presentation and a comprehensive tour of Newtown Creek.

DEP's Summer Internship Program provides students with an opportunity to see where they can make meaningful contributions to vital projects. Some of the interns have been assigned to our public facing projects such as the Water-On-the-Go program, while others have been assigned to various bureaus throughout our geographically dispersed locations. We expect to have 150 skilled interns working throughout DEP over the summer. Interns will also be introduced to all areas of the Agency through weekly meetings and facility tours. At the end of the summer, some of our interns will make group presentations to DEP's management teams to highlight their experiences and projects.

This year, we have recruited talent from areas as close as New York City to as far away as Michigan, Minnesota, and Virginia. They represent schools such as Columbia, Cornell, the City University of New York, the University of Michigan, Macalester University, Carnegie Mellon, Morgan State, the State

University of New York, and Boston and Fordham University Law Schools.

We are especially proud of the diversity represented within this year's class as we continue to implement the Agency's Diversity Strategic Plan to maximize the benefits that a diverse and inclusive workforce brings to fulfilling our mission and goals.

We also received a special grant from the National Science Foundation, where we will host interns from the NYC College of Technology. In addition, building on the tremendously important work that the Bureau of Public Affairs and Communications' Education Team performs to educate schoolchildren about DEP's mission, we will also host participants from the NYC Department of Youth and Community Development's "Ladders For Leaders" and from NYC's Summer Youth Employment programs. Engaging high school students early in their academic careers is yet another strategy for developing our potential pipeline of talent.

Our overall goal to educate and inspire the "best and the brightest" while providing opportunities to explore the variety of careers and the diversity that DEP has to offer is fully realized in our Summer Internship Program. We look forward to an exciting summer, and we cannot wait to see our new talent shine in their roles!

Spotlight on Safety

Continue to #BeatPlasticPollution!

World Environment Day was celebrated globally last Tuesday, June 5, with the theme of "Beat Plastic Pollution." Fifty percent of the plastic used today is single-use or disposable, and one of the most common is single use plastic bags. According to GreeNYC, plastic bags are used for an average of just 15 minutes but take more than 1,000 years to decompose.

What can you do to continue to #BeatPlasticPollution? Support the mayoral initiative to reach [Zero Waste to Landfill](#) by 2030 and the [New York City](#)

[Department of Sanitation's](#) efforts to lessen plastic bag waste by using reusable bags or bringing plastic bags to local stores for proper recycling—do not put them in the regular recycling bin. DEP has and will continue to work closely on efforts to recycle plastic and other waste through the agency's [Recycling Program](#). We encourage you to play a part and help in the solution—don't trash plastics. Let's protect the Earth that we share. Commit today to reducing your plastic waste and other waste by taking the [Zero Waste Pledge](#).

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.

Employee Recognition Day



Employee Recognition Day ("ERD"), an annual recognition program run by the QWL CAT Committee, honors employees who are members of unions participating in the QWL program, and managers for longevity, perfect attendance, and heroic deeds. Plaques, certificates, awards, and/or pins are distributed to those employees who are being honored. This ceremony is held in the fall for employees being recognized for the preceding year.

Awards for longevity are given to employees who have 15, 20, 25, 30, 35, 40 and 45 years of City service. To be eligible to receive a longevity award, an employee must have attained the requisite years of City service by December 31 of the year preceding the year of the ceremony. Time spent on leave without pay is not counted towards years of service. For example, to be honored for 25 years of service at ERD 2018, an employee must have

achieved 25 years of City service by December 31, 2017. Awards for perfect attendance are given to employees who have had no sick leave usage (excluding sick leave taken pursuant to the Family and Medical Leave Act) or unexcused lateness during the leave year preceding the ceremony. For example, to be honored for perfect attendance at ERD 2018, a represented employee must not have used any sick leave or come in late between May 1, 2017 and April 30, 2018 and a managerial employee must not have used any sick leave or come in late between January 1, 2017 and December 31, 2017.

Employees who are being honored at ERD 2018 will receive save the date notices by July 1, 2018. You may also click [here](#) to view the list of honorees. If you do not receive a save the date notice, are not on the list of honorees, and believe that you fit within the above described criteria for an award, you may contact your

Beach Cleanup



Commissioner Sapienza joined last Monday with NYS DEC Regional Director Steve Zahn, City Parks Foundation Executive Director Heather Lubov, Anheuser-Busch Chief Executive Officer Carlos Brito, and Chad Pregracke of Living Lands & Waters for a cleanup of Marine Park beach in Brooklyn.

Kudos Corner



Last week, 53 new Sewage Treatment Workers graduated after six weeks of classroom and hands on training. The graduation was held at the Newtown Creek Wastewater Treatment Plant and graduates gathered on the Nature Walk to celebrate their accomplishment. Also in attendance were Commissioner Sapienza; BWT Deputy Commissioner Pamela Elardo; BWT Payroll Section Chief Fay Jacques; Training and Development Section Chief Jim Miccio; Acting Chief of the Safety Section, Edward Wright; and Safety Specialist Julkernine Khondoker.

Welcome Aboard!



Yesterday 41 new employees attended orientation and received an overview of the department from Deputy Director for Human Resources Herb Roth, Director of Planning and Recruitment Grace Pigott, HR Specialist Grace Franco, Recruitment Coordinator Briana Lomax-Day and HR Generalist Conor Bulger. We hope everyone will join us in welcoming them to DEP!

Gerasimos Anastasakos, Charles M. Kelleher and Jonathan Khaimov with BEDC; Bianca Freeman with BPAC; Jeffrey S. Kellogg and Joeski Williams with BWS; Rory Aitken, Tori J. Boria, Fernando Burgos, Thomas R. Capuano, Salvatore P. Cino, Kareem K. Collins, Daniel R. Curto, Joseph N. DiGiovanni, Juan D. Fana, Miguel A. Garcia Tzul, Francesco J. Gioffre, Naquan J. Hall, Isaish S. Handel, Edward T. Heitmann, Christian T. Hrubes, James K. Jefferson, Mahindra K. Kanhai, Martin Kopp, Dylan Lebano, Shelley Maule, Kevin T. Merdian, Kevin A. Michalkiewicz, Daniel O'Donnell, Marcus D. Perry, Adam L. Pratts, Kevin F. Rowland, Angelo Russello, Anthony Sedita, Gerald S. Shipman and Joed A. Taveras with BWSO; Basil Nadukudiyil Jose with BWT; Claire Handa with Legal Affairs; Kimberley Echeverria with OD&HR; Abdoulaye Drabo with OIT; Daniel R. Sullivan with Sustainability.

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