

Special Guest *Commissioner's Corner*



Diana Jones Ritter, DEP's Deputy Commissioner for Organizational Development and Human Resources, is a guest commentator this week.

Over the next decade, more than half of DEP's current work force will be eligible for retirement. In response, we've continued to accelerate efforts and employ new strategies to not only recruit new talent but to also develop and prepare current employees so that they will be ready to take on new roles in the coming years. DEP's Summer

Internship Program is an ongoing and integral part of our efforts to introduce DEP to a pool of potential future talent to carry-on our mission-critical work. In fact, many current DEP employees, including our Acting Commissioner **Vincent Sapienza**, began their careers in the summer internship program.

OD&HR hosted DEP's 2017 Summer Intern Program orientation yesterday at the Newtown Creek Wastewater Treatment Plant. OD&HR Director of Planning and Recruitment **Grace Pigott** and her team organized an outstanding first day of activities and briefings for our summer interns. Early in the morning, Acting Commissioner Sapienza inspired the interns with an overview of DEP's system and organization. I 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 help us to realize our vision of being the best water utility in the country. There were also presentations by DEP subject-matter experts throughout the day including an EEO presentation from **Tanika Thomas**, Diversity Director/Disability Rights Coordinator, and an EHS discussion led by **Carice Craffey**, EHS&WPV Incident investigator. Additionally, there was a special presentation and tour of Newtown Creek led by **Frank Loncar**, Facility Manager; **Zainool Ali**, Plant Chief; **Steven Cubero**, Deputy Plant Chief; and **Salvatore Scapelito**. I'd also like to recognize **Pasquale Laucella** (BPS) for producing more than 100 ID cards in a short amount of time and **Carl Ambrose** (BPAC) for photographing the event and briefly speaking with the interns.

This year, DEP is incredibly fortunate to have the largest ever class of summer interns now prepared to temporarily join our ranks and lend a hand throughout the agency. College interns hail from New York City and as far away as Michigan, Indiana, Florida and even Puerto Rico! They represent schools such as Tulane, Yale, Columbia, Cornell, the City University of New York, the University of Arizona, the University of Minnesota, the State University of New York, Morgan State University, and Tulane and Vermont 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.

DEP's Summer Internship Program gives both graduate level and undergrad students an inside look at the

important work DEP employees do every day while also affording them the opportunity to make meaningful contributions to many of our projects and functions. Some of the interns have been assigned to the Water-On-the-Go program while others will be assigned to DEP's bureaus at locations from the watersheds to Staten Island.

In addition to our core Program, we are hosting interns from the NYC College of Technology in conjunction with a special grant from the National Science Foundation. Also, building on the tremendously important work that BPAC's Education Team does to educate schoolchildren about DEP's mission, we are also hosting participants from the NYC Department of Youth and Community Development's Ladders For Leaders and Summer Youth Employment Programs. "Hooking" high school students early in their academic careers is yet another good strategy for developing our potential pipeline of talent.

All-in-all, we expect to have at least 150 excited and talented interns from our various sources working throughout DEP over the summer. They will be exposed to all areas of the agency through weekly meetings and facility tours, similar to the 'Brown Bag' presentations and 'DEP Employee Experience Tours' we have launched for all employees. At the end of the summer, some of the interns will make group presentations to DEP's senior staff showcasing their experiences and projects.

Our overall goal is to educate and inspire the "best and the brightest" over the summer to embrace the diversity of careers that DEP has to offer. Let's all inspire them to come back!

Spotlight on Safety

June is National Safety Month

Each year, the National Safety Council recognizes June as National Safety Month (NSM). The theme for 2017 is "Keep Each Other Safe". NSM focuses on reducing leading causes of injury and death at work, on the road and in our homes and communities.

Each week in June will focus on a specific safety issue:

- **Week 1:** Stand Up to Falls
- **Week 2:** Recharge to Be In Charge—Focusing on Fatigue
- **Week 3:** Prepare for Active Shooters
- **Week 4:** Don't Just Sit There—Focusing on Ergonomics

Additionally, June 12–18 is "Safe + Sound Week," led by the Occupational Safety and Health Administration. This nationwide event is meant to raise awareness and understanding of the value of safety and health programs that include management leadership, worker participation, and a systematic approach to finding and fixing hazards in workplaces—all major components in the efforts by DEP to maintain "Safety Excellence."

NSM serves as a reminder that it is important to Keep Each Other Safe all year round. For more information, visit the [National Safety Month](#) and [Safe + Sound](#) 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.

First Lean Six Sigma Class Graduates



DEP has graduated its first official class from the Lean Six Sigma—Green Belt Certification Program. The Lean Six Sigma Program instructs and certifies participants in using a comprehensive toolbox of tools and techniques to eliminate waste and/or reduce errors in business processes. The context in which the Six Sigma tools are applied is referred to as “DMAIC”: Define, Measure, Analyze, Improve and Control. Consultant Helmi Pucino, who actually worked at Motorola in the 1980’s where and when Six Sigma emerged, provided instruction and coaching over the course of several weeks (6 sessions in total). Participants applied the Six Sigma methodology to actual processes within their respective work areas and presented final reports as a requirement for graduation. Pictured from left to right are: **Helmi Pucino** (Instructor), **Diana Jones Ritter** (OD&HR), **Dean Morace** (BWT), **Michael Kalliangas** (BWT), **Mahalia Myrie** (BWS), **Timothy M. Loewen** (BEDC), **Tony Harilall** (BWT).

Awareness Campaign to Stop Idling



In recognition of Asthma and Allergy Awareness Month, DEP visited more than 60 schools in neighborhoods across the city to raise awareness of [the hazardous effects of idling vehicles](#). Throughout the month of May, DEP distributed informational letters and “Stop Idling” fliers to more than 1,800 Department of Education sustainability coordinators in an effort to reduce illegal idling in school zones. In addition, DEP staff distributed literature to hundreds of parents, teachers and bus drivers at elementary schools in neighborhoods with high asthma rates as well as to drivers in areas of the city with a high volume of trucks and buses. The City’s Air Code limits idling to one minute in school zones and three minutes elsewhere in the city.

Idling Facts:

- More than \$28 million in fuel is wasted by New York City idlers annually.
- Children breathe 50 percent more air per pound than adults and asthma symptoms increase because of vehicle exhaust.
- Idling for longer than 10 seconds wastes more fuel than restarting your car.
- Idling fines in New York City can be upwards of \$350.

Dynamic H2O Exhibit Reopens



The Children’s Museum of Manhattan is once again featuring [Dynamic H2O](#), the outdoor water exhibit housed in the Sussman Environmental Center that allows children and their families to better understand how New York City’s complex water supply system works. FOX 5 News recently featured the exhibit’s grand re-opening on their popular [New York Minute segment](#). Support for the 800-square-foot, three-level installation was provided by DEP and the Catskill Watershed Corporation.

Blood Drives Scheduled for June



DEP is partnering with the New York Blood Center to host a series of blood drives. Donors with an O-negative blood type, or “universal donors,” are especially urged to give because their blood can be transferred to anyone. Locations and times are as follows:

- **Lefrak:** 6th Floor Training Room, 6/7 and 6/8, 7:45am–1:45pm;
- **Downsville Region Area:** Downsville Fire Hall, 6/7, 9am–2pm;
- **Kingston/Catskill Area:** 51 Albany Avenue, 6/7, 1pm–6pm
- **Kensico/Highland Regions–Sutton Park Area:** Sutton Park–2nd Floor, Large Training Room, 6/15, 8:30am–2:30pm;
- **Grahamsville Region Area:** Grahamsville Fire House, 6/28, 9am–3pm

Get Your Discount Yankee Game Tickets

The New York Yankees are hosting a DEP Employees, Family and Friends Night on Saturday at 7:15pm. as the Bronx Bombers take on the Baltimore Orioles. Purchase 4 or more tickets to be automatically entered into a raffle to win 4 tickets to an upcoming game! [Click here](#) to purchase discounted tickets.

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