



625 St. Joseph Street  
New Orleans, LA 70165  
504.529.2837 or 52.WATER

May 14, 2025

The Operations Committee met on Wednesday, May 14, 2025, in the Executive Boardroom. The meeting convened at approximately 9:56 a.m.

**Present**

Director Janet Howard, Chair  
Director Chadrick Kennedy  
Director Joseph Peychaud  
Director Maurice Sholas, MD, PhD

**Members Absent**

Director Tamika Duplessis, PhD

Dave Callahan, Chief Administration Officer, introduced Ms. Kimberly Batiste, Interim Director of Human Resources, to the Board of Directors. Kimberly took the opportunity to greet the Board and introduce the Human Resources and Employee Relations team present.

**PRESENTATION ITEMS**

Kimberly delivered a presentation to the committee featuring a slideshow that detailed the Human Resources Implementation Road Map for 2025-2028. She elaborated to the committee how Human Resources has evolved over time highlighting specific and targeted examples such as updated documents with Branded HR forms, implementation of new practices, Employee Incentives, Onboarding Expansion Project, Employee Training, Pension Portal, Management Training and Accountability Modules, Lunch and Learn with the Benefits Department, Merit Pay Proposal to Civil Service, Classification and Compensation study to name a few.

Kimberly also mentioned that Human Resources has positioned itself to be more visible, therefore, implementing satellite HR across major office locations. All SWBNO locations now offer kiosks where employees can access benefits and resources.

Dave, Kimberly and the committee engaged in robust discussions of the proposed process which is intended to build a culture of excellence with the associates of the utility.

**PUBLIC COMMENT**

None.



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## **ADJOURNMENT**

There being no further business to come before the Operations Committee, Director Peychaud moved to adjourn. Director Sholas seconded. The motion carried. The meeting was adjourned at approximately 10:51 a.m.