



DEPARTMENT OF ENERGY AND NATURAL RESOURCES REORGANIZATION PLAN

Executive Order 2024 JML-13 • Phase 5 – Sustainable Change





INTRODUCTION AND PURPOSE

Background: Reorganization under Executive Order 2024 JML-13

Objective: Enhance operational efficiency, improve interagency coordination, and strengthen resilience

Purpose of Feedback: Engage stakeholders with transparency

PHASE FIVE GOALS



Strategic Emphasis: Modernize Louisiana's approach to natural resources management through efficiency, collaboration, and transparency.

Primary Goals:

- Streamline operations
- Foster inter-agency collaboration
- Promote long-term sustainability

Anticipated Outcomes:

- Enhanced resilience
- Unified governance
- Increased transparency

HISTORICAL CONTEXT



Historical Legacy:

- 1908: Creation of the Natural Resources Commission
- 1940: Louisiana Conservation Act
- 1978: Coastal Zone Management Program

Challenges of Current System:

- Fragmented Governance
- Outdated Systems
- Insufficient stakeholder input & engagement

THREE AREAS OF FOCUS – OPERATIONAL CLARITY

LAWS

Programs and Functions

Focus

- ❑ Statutes and regulations supporting strategic goals.

Actions

- ❑ Define statutory and regulatory expectations for roles.
- ❑ Establish guidelines aligning duties with departmental objectives.

Outcome

- ❑ Enhanced legal compliance and consistency with strategic goals.

PEOPLE

Management Track

Focus

- ❑ Task assignments, expertise mapping, and review processes.

Actions

- ❑ Develop job descriptions detailing tasks, skills, and authority.
- ❑ Implement structured review mechanisms for performance clarity.

Outcome

- ❑ Consistent execution of responsibilities and alignment with expectations.

BUDGET

Operations

Focus

- ❑ Defining scope of responsibilities and contributions to strategic goals.

Actions

- ❑ Align individual roles with department-wide objectives.
- ❑ Update job descriptions to emphasize operational clarity and efficiency.

Outcome

- ❑ Improved operational efficiency and accountability across the organization.

ALIGNING JOB DESCRIPTIONS

A FOUNDATIONAL STEP



ISSUES

- Current Civil Service job descriptions prioritize compliance over specific duties.
- Misalignment between supervisor and employee expectations creates workplace frustration.



COORDINATED SOLUTION



Integrated Job Descriptions for Operational Consistency

- Reflect compliance and detailed responsibilities aligned with operational tracks.
- Phase 5 focuses on role clarity within the reorganized department.
- Foundational tools to align individual, departmental, and public expectations.
- Fosters greater accountability and transparency.



Multi-Faceted Approach

- Develop detailed job descriptions across all roles and divisions.
- Provide external stakeholders with a clear service roadmap.
- Embed necessary legal changes for actionable, resilient outcomes.
- Align with Louisiana's civil traditions to reduce confusion and enhance consistency.



Long-Term Objective

- Ensure sustained progress beyond the DRIVE Initiative.
- Create a more responsive and effective department for future leaders.

REORGANIZATION STRUCTURE

KEY COMPONENTS



Natural Resources Commission:

- Consolidates boards, commissions, and task forces
- Quarterly meetings for strategic alignment
- Enhanced transparency in decision-making

Department of Energy and Conservation:

- Renamed to reflect legacy and emphasis on conservation
- 8 offices with clearly defined roles and goals
- Provides operational streamlining and clarity while fostering collaboration

Improvements to Statewide Model

- Statewide Flood Control
- Institute of Energy and Conservation

NATURAL RESOURCES COMMISSION

Objective: Cross-agency coordination for natural resource management

Flexible Oversight: Adapt to regulatory, environmental, and technological changes

Composition

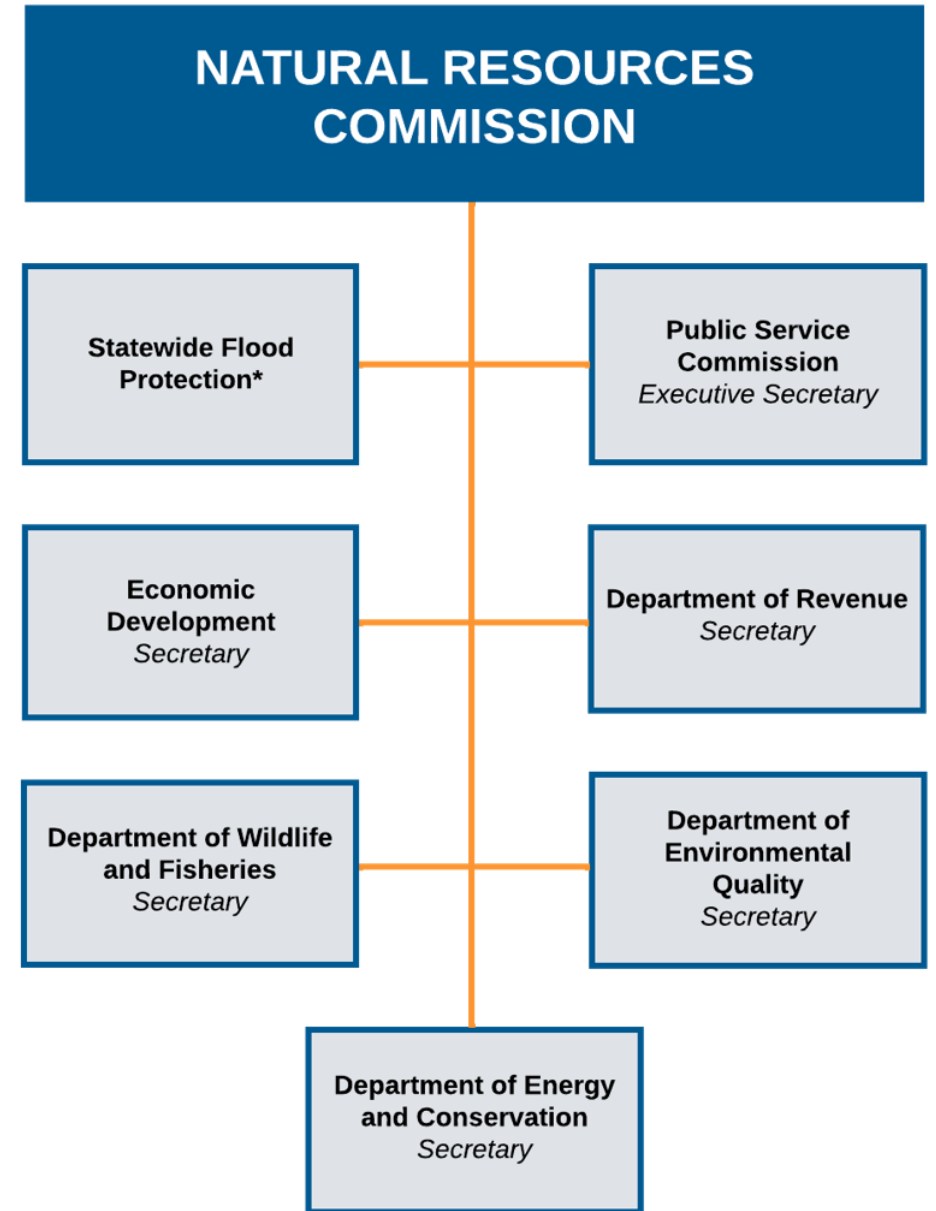
- Seven members from key state agencies
- Staffed by Office of Natural Resources Commission

Functions

- Quarterly meetings
- Oversight and strategic alignment
- Statutory Obligations
- Coordinated Federal response and engagement

Outcome

- Increased accountability and efficiency

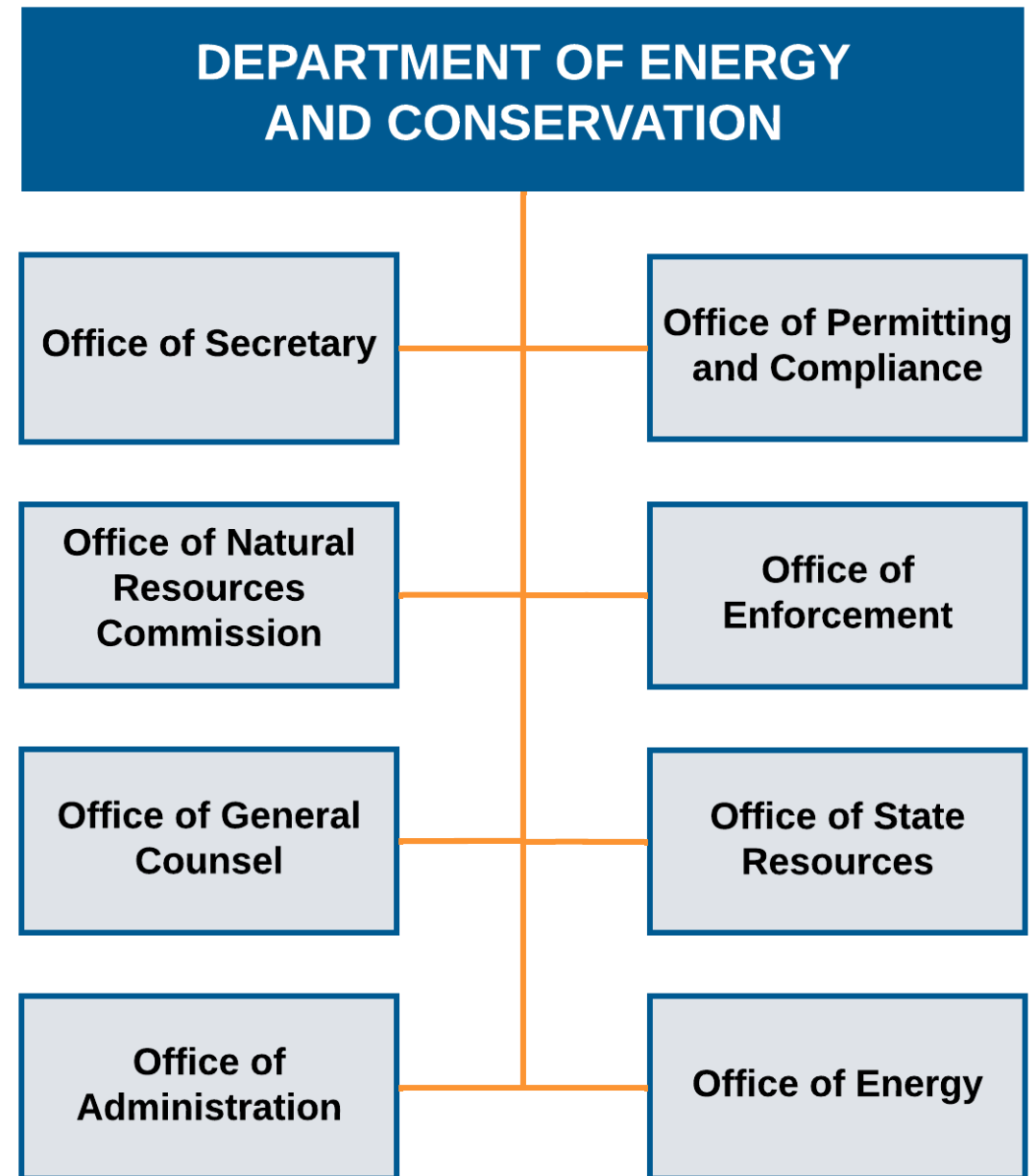


*Represented by one of the following: Secretary of DOTD, CPRA, or URMA

DEPARTMENT OF ENERGY AND CONSERVATION

New Department Structure: "Department of Energy and Conservation"

- Value Chain Approach: Streamlined management across the full lifecycle of resource projects
- Emphasis on competition, fiscal responsibility, and transparency
- Vision and Mission: Balance growth, innovation, and environmental stewardship



OFFICE OF NATURAL RESOURCES COMMISSION

OVERVIEW



Role: Direct support for Natural Resources Commission and member agencies

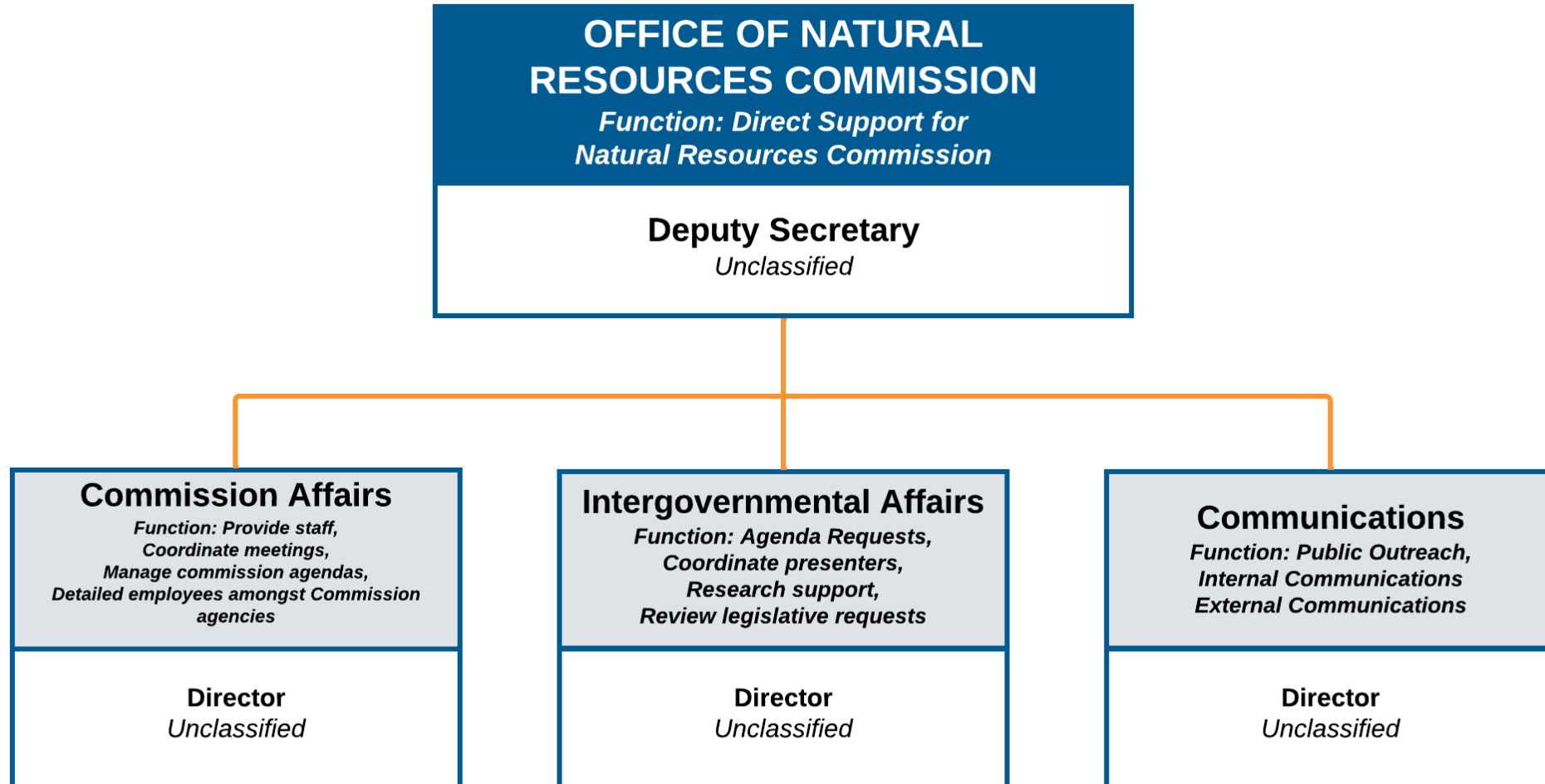
Divisions: Commission Affairs, Intergovernmental Affairs, Communications

- Intergovernmental subdivided into State/Local and Federal

Strategic Functions: Strategic coordination amongst agencies, support via detailed employees, coordinated federal response, investigative and research functions, communications support

OFFICE OF NATURAL RESOURCES COMMISSION

BUDGET AND DIRECT REPORT



OFFICE OF SECRETARY OVERVIEW

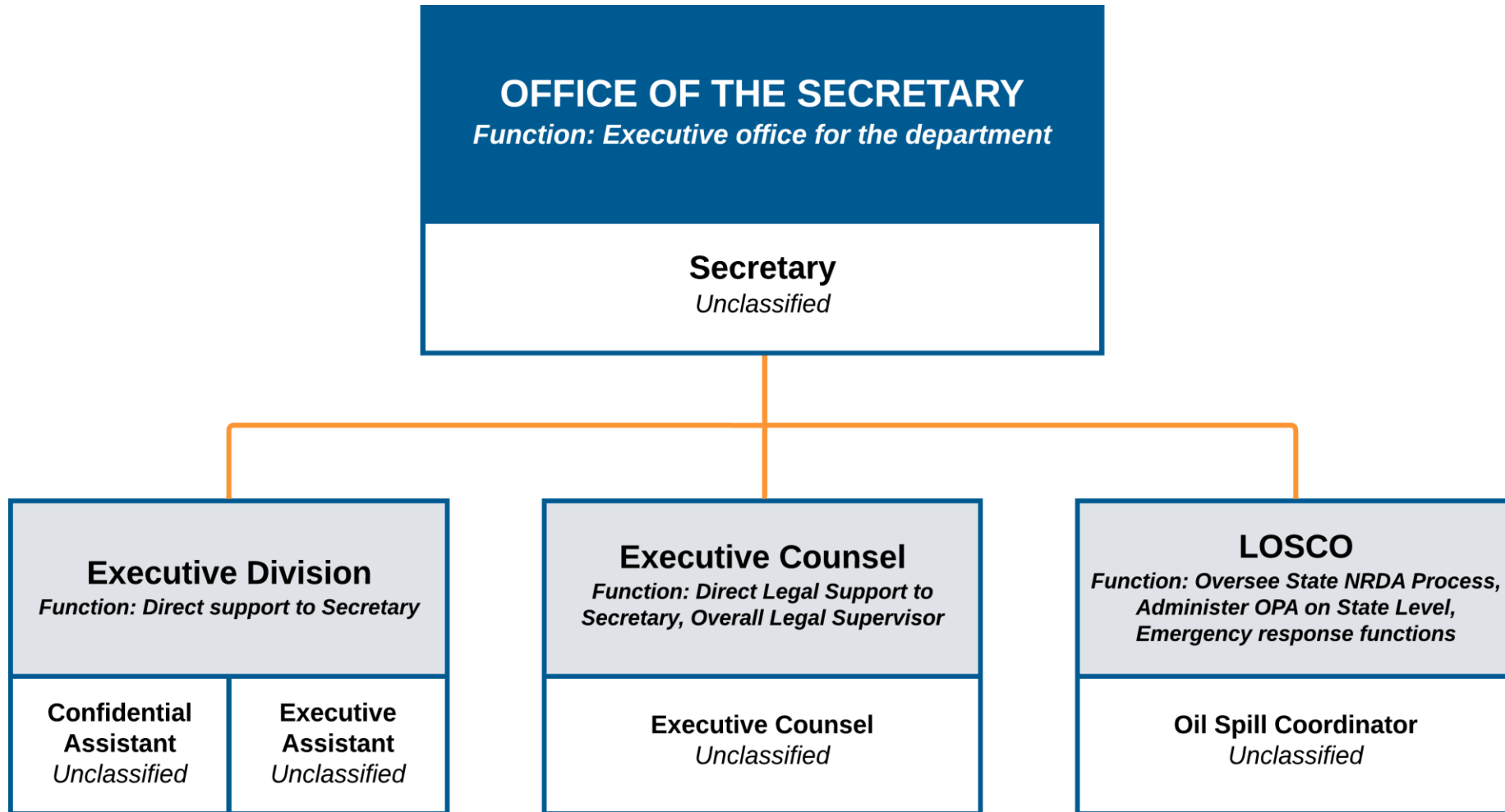


Role: Strategic Management, Emergency Response

Divisions: Executive, Oilfield Site Restoration, LOSCO

Strategic Functions: Overall management support for agency, direct support for Secretary, Oversight of state assessment process and emergency response

OFFICE OF SECRETARY BUDGET & DIRECT REPORT



OFFICE OF ADMINISTRATION OVERVIEW



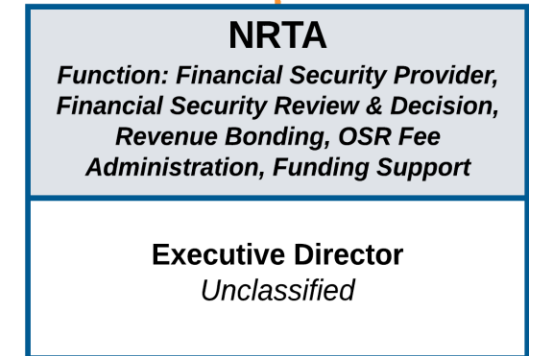
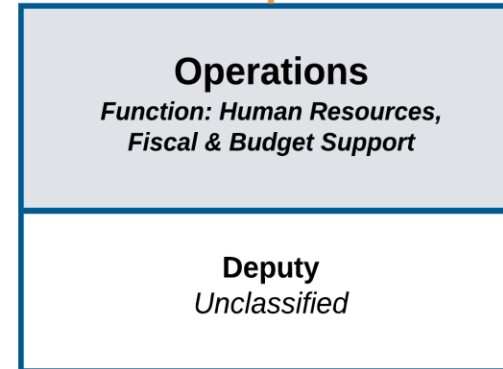
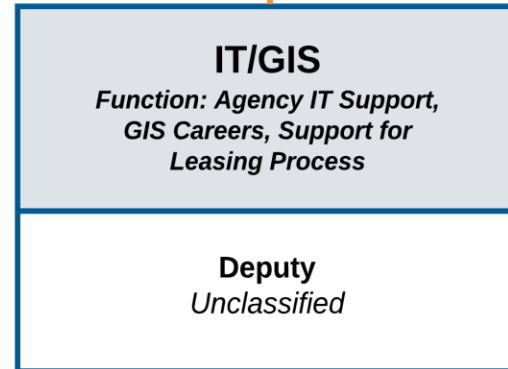
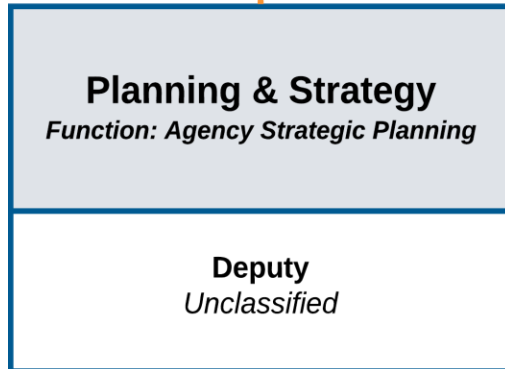
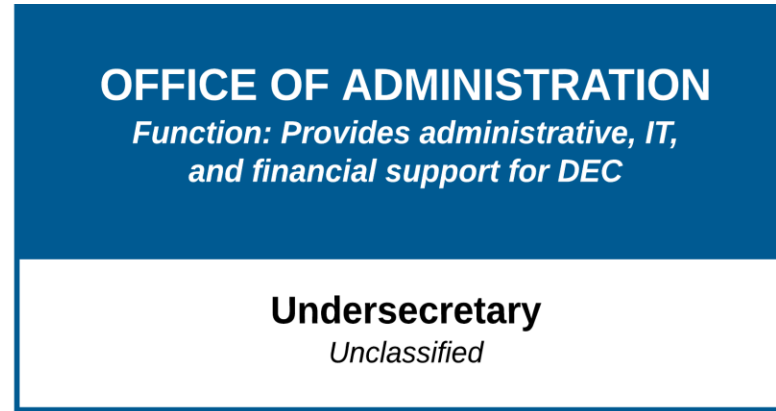
Role: Centralized planning and strategic support

Divisions: Trust Authority, IT, Management & Budget(Operations),
Planning & Strategy

Strategic Functions: Oversight of agency operations and Human
Resources, strategic planning initiatives, and budget

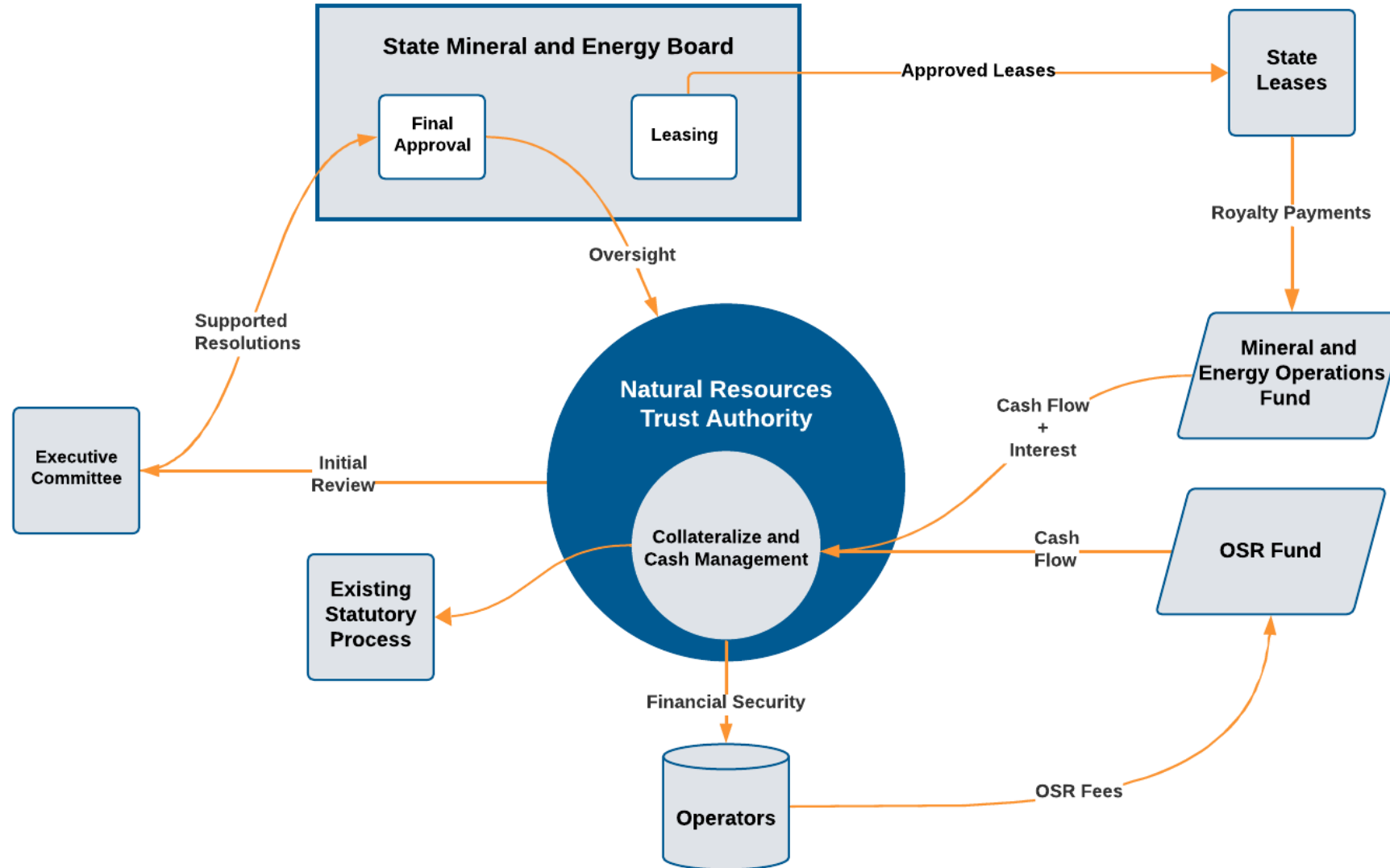
OFFICE OF ADMINISTRATION

BUDGET & DIRECT REPORT



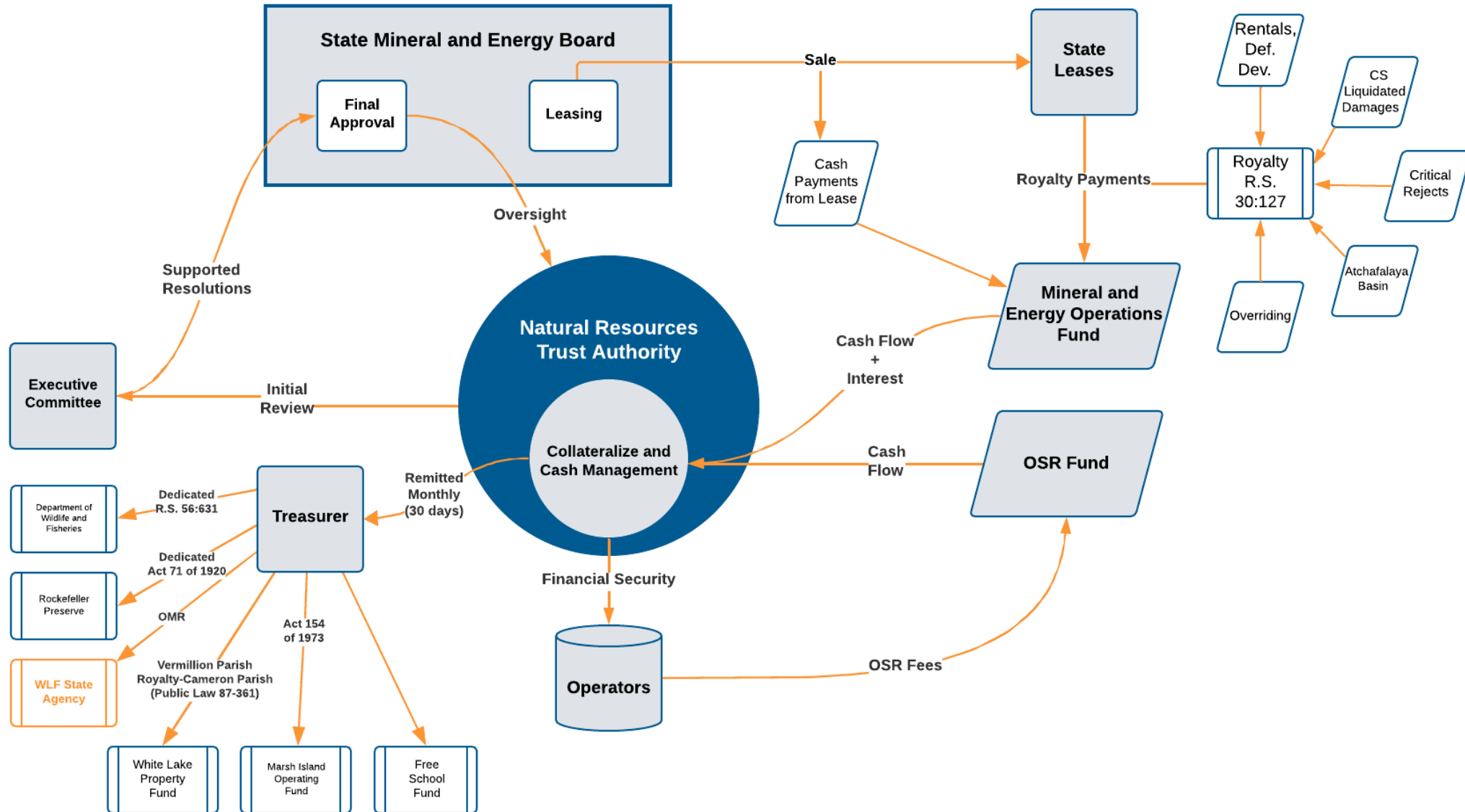
OFFICE OF ADMINISTRATION

NATURAL RESOURCES TRUST AUTHORITY



OFFICE OF ADMINISTRATION

NATURAL RESOURCES TRUST AUTHORITY



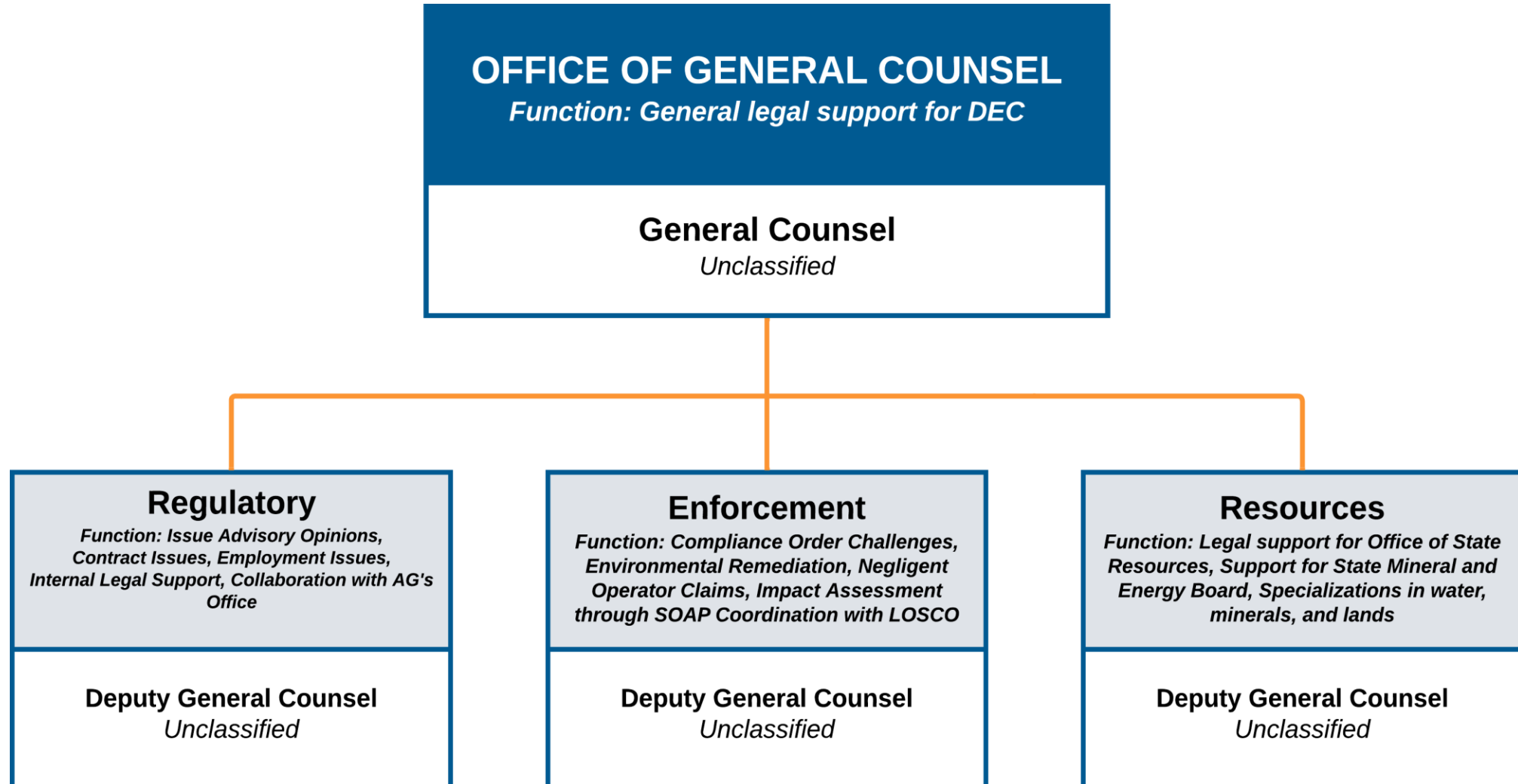
OFFICE OF GENERAL COUNSEL OVERVIEW



- **Role:** Agency-Wide Legal Support
- **Divisions:** Regulatory, Enforcement, Resources
- **Strategic Functions:** Overall legal support for agency, Issue advisory opinions, administer state assessment process, specialized support for state resources

OFFICE OF GENERAL COUNSEL

BUDGET & DIRECT REPORT



OFFICE OF PERMITTING AND COMPLIANCE

OVERVIEW



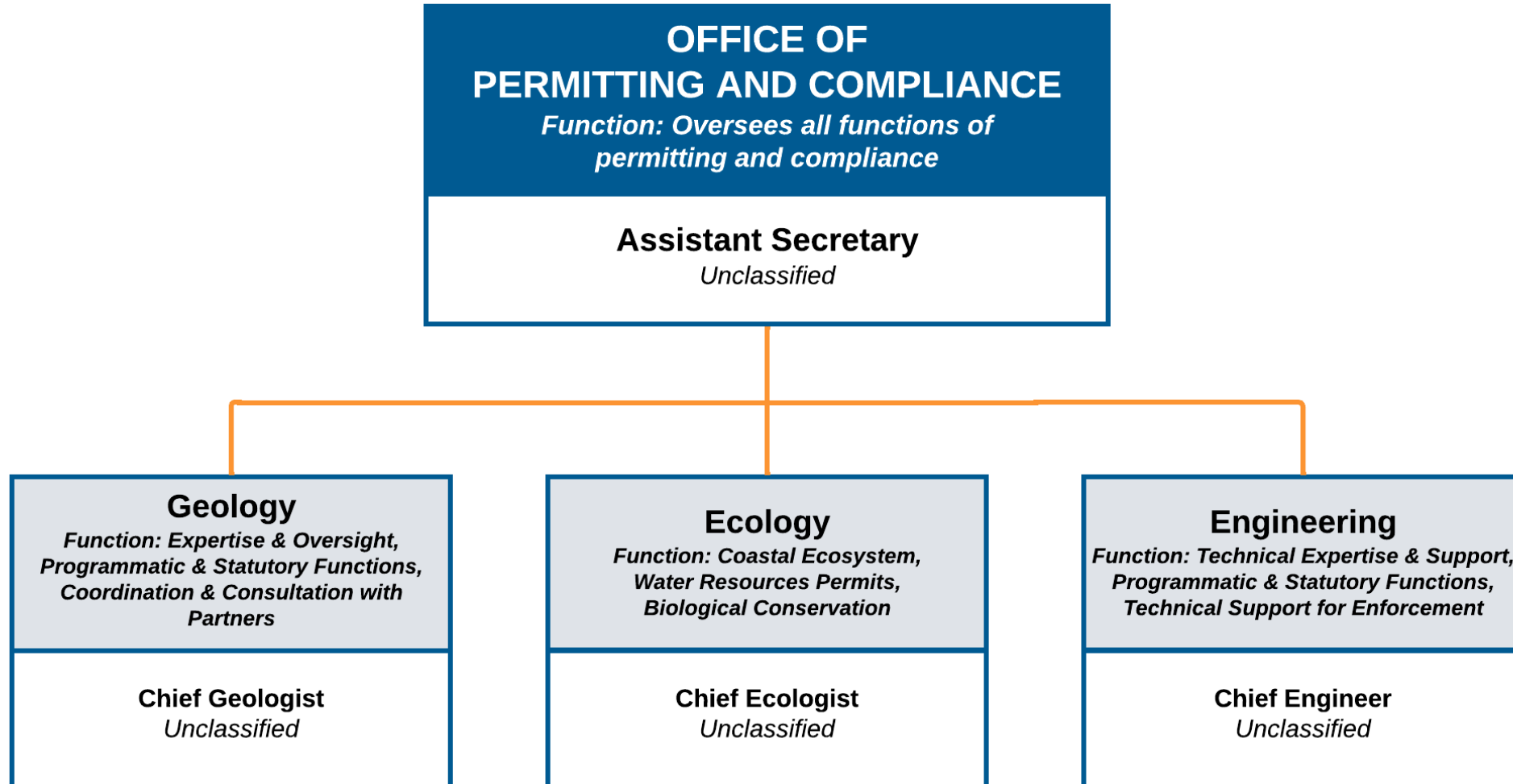
Mission: Centralize and streamline permitting process

Divisions: Engineering, Ecology, Geology

Goals: Provide necessary expertise from academic rigor to practical application to review and issue all necessary permits.

OFFICE OF PERMITTING AND COMPLIANCE

BUDGET & DIRECT REPORT



OFFICE OF STATE RESOURCES*

OVERVIEW



Mission: Sustainable management of state-owned lands and water resources

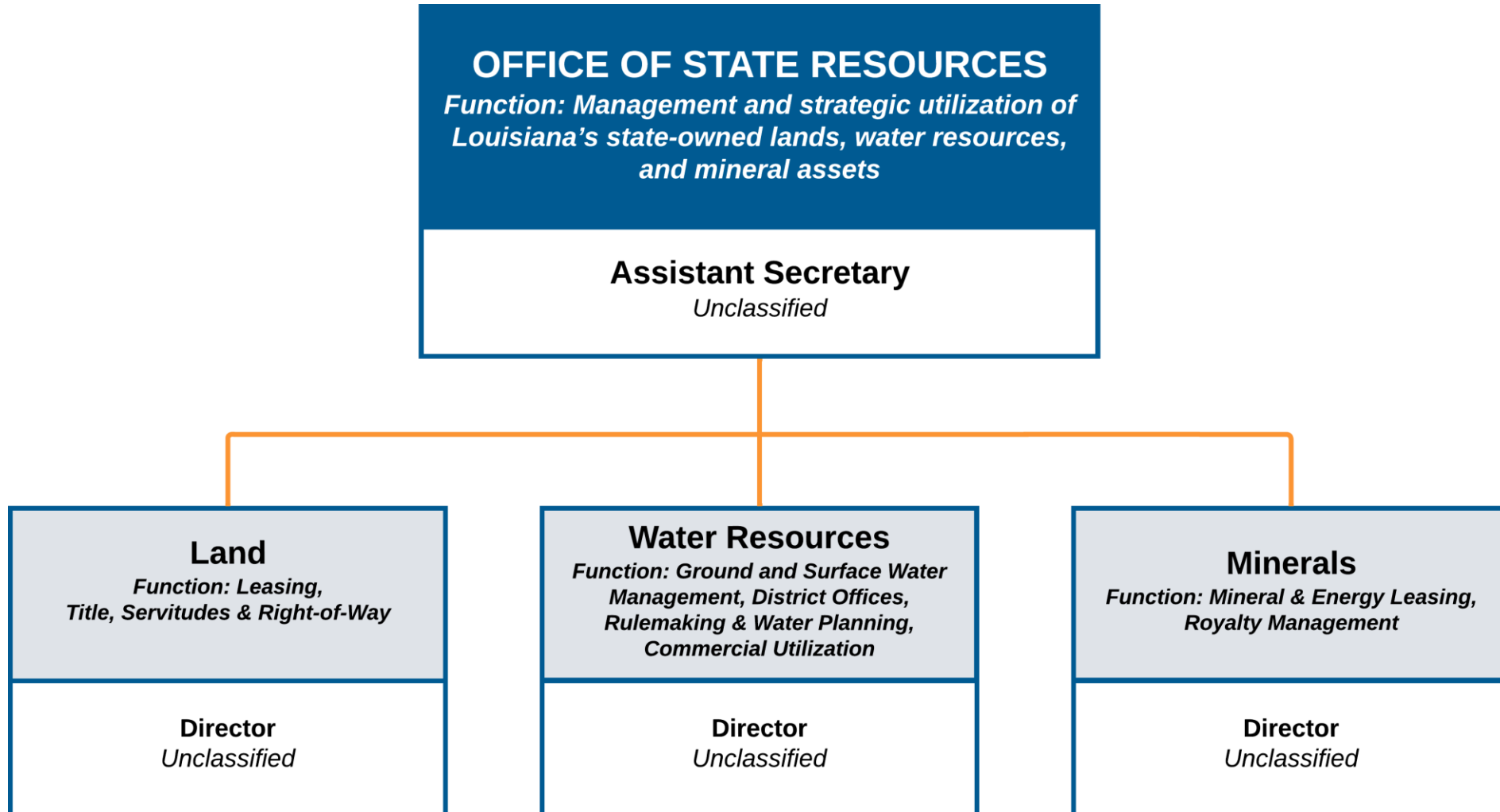
Divisions: Land, Water Resources, and Minerals

Goals: Efficient land and mineral lease management, water regulation

**a consolidation of Office of Mineral Resources, created in 1936 by Act 93, and Office of Land and Water, created by Act 727 of 2024 Regular Session, which includes the functions from State Lands, Division of Administration*

OFFICE OF STATE RESOURCES

BUDGET AND DIRECT REPORT



OFFICE OF ENFORCEMENT OVERVIEW



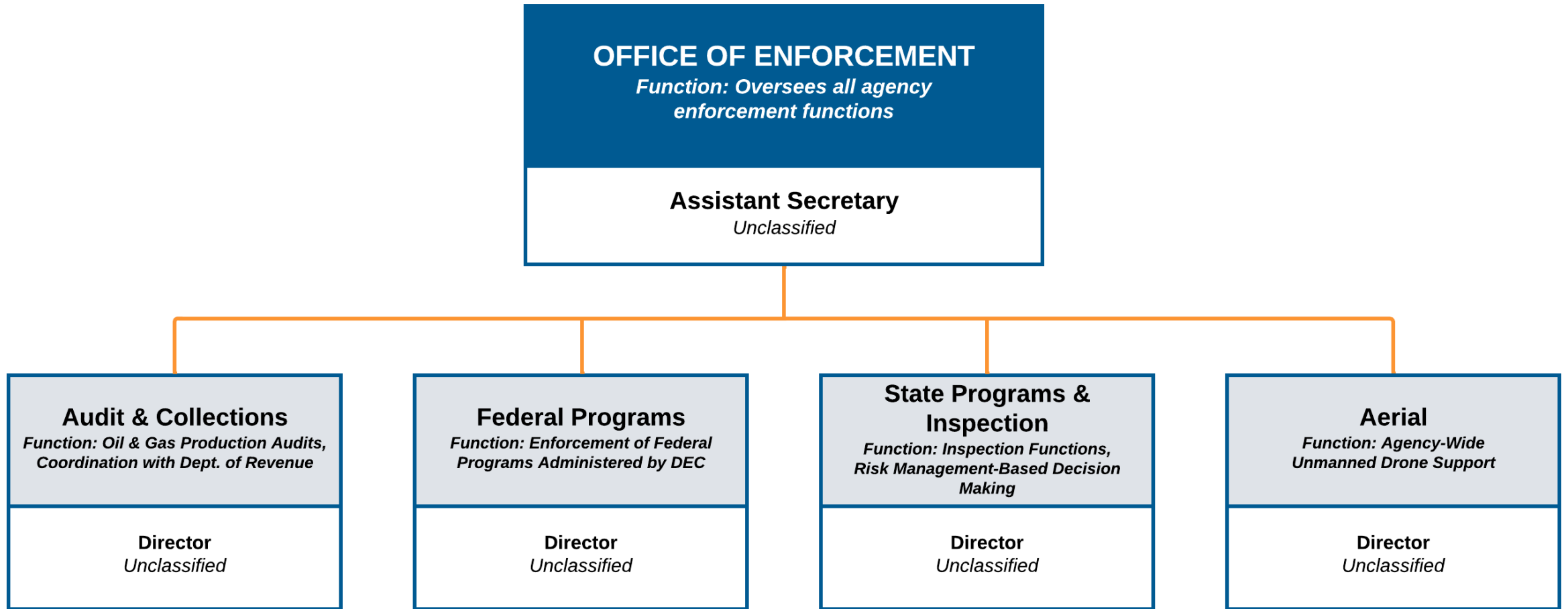
Mission: Modernize and centralize enforcement

Divisions: Audit & Collections, Federal Programs, Inspections, Aerial Division

Focus: Risk-based prioritization, protect responsible operators, and swift action on non-compliance

OFFICE OF ENFORCEMENT

BUDGET AND DIRECT REPORT



OFFICE OF ENERGY OVERVIEW



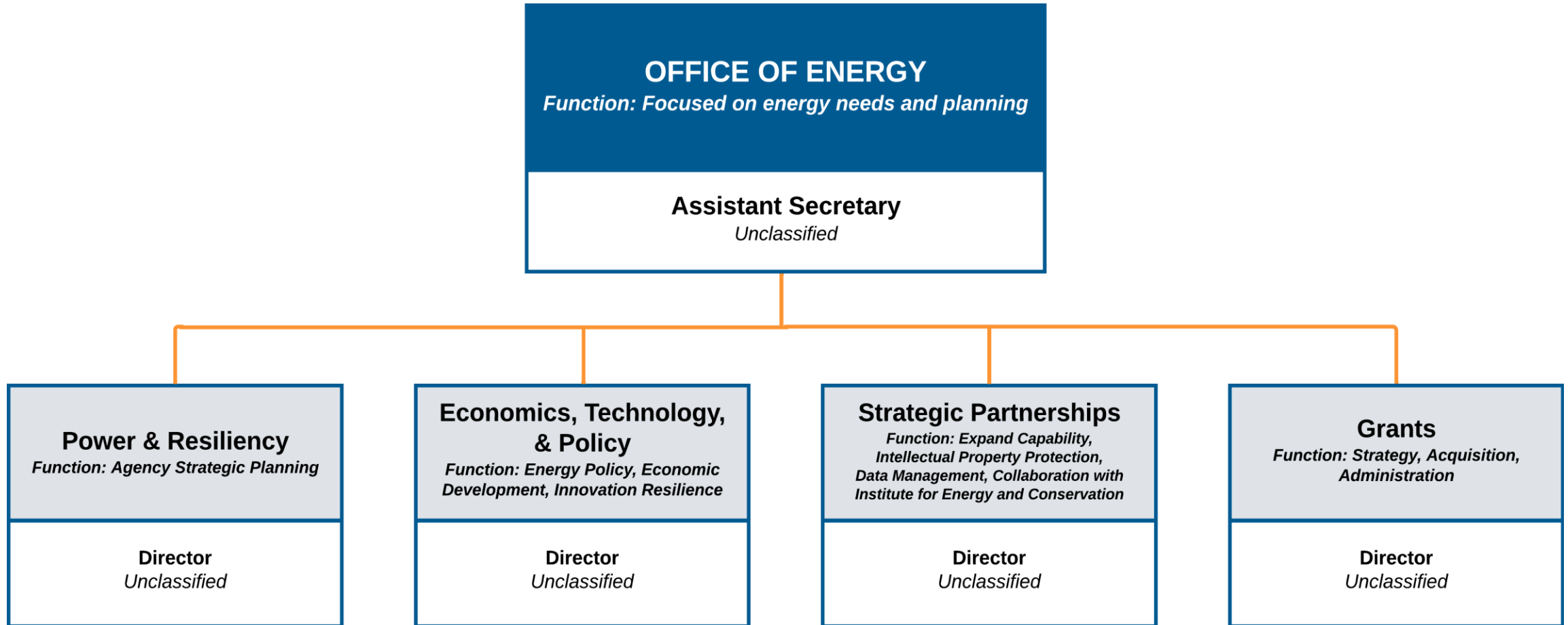
Role: Advance state energy goals, pursue and administer grants, pursue grid resilience

Divisions: Power & Resiliency, Science, Economics, & Technology, Strategic Partnerships, Grants

Strategic Functions: Strategic energy plans, pursue state's interests at Public Service Commission, work with Louisiana Economic Development to pursue state energy plan, collaborate with Institute of Conservation and Energy, Pursue and administer Federal grants

OFFICE OF ENERGY

BUDGET AND DIRECT REPORT





STATEWIDE FLOOD CONTROL MODEL

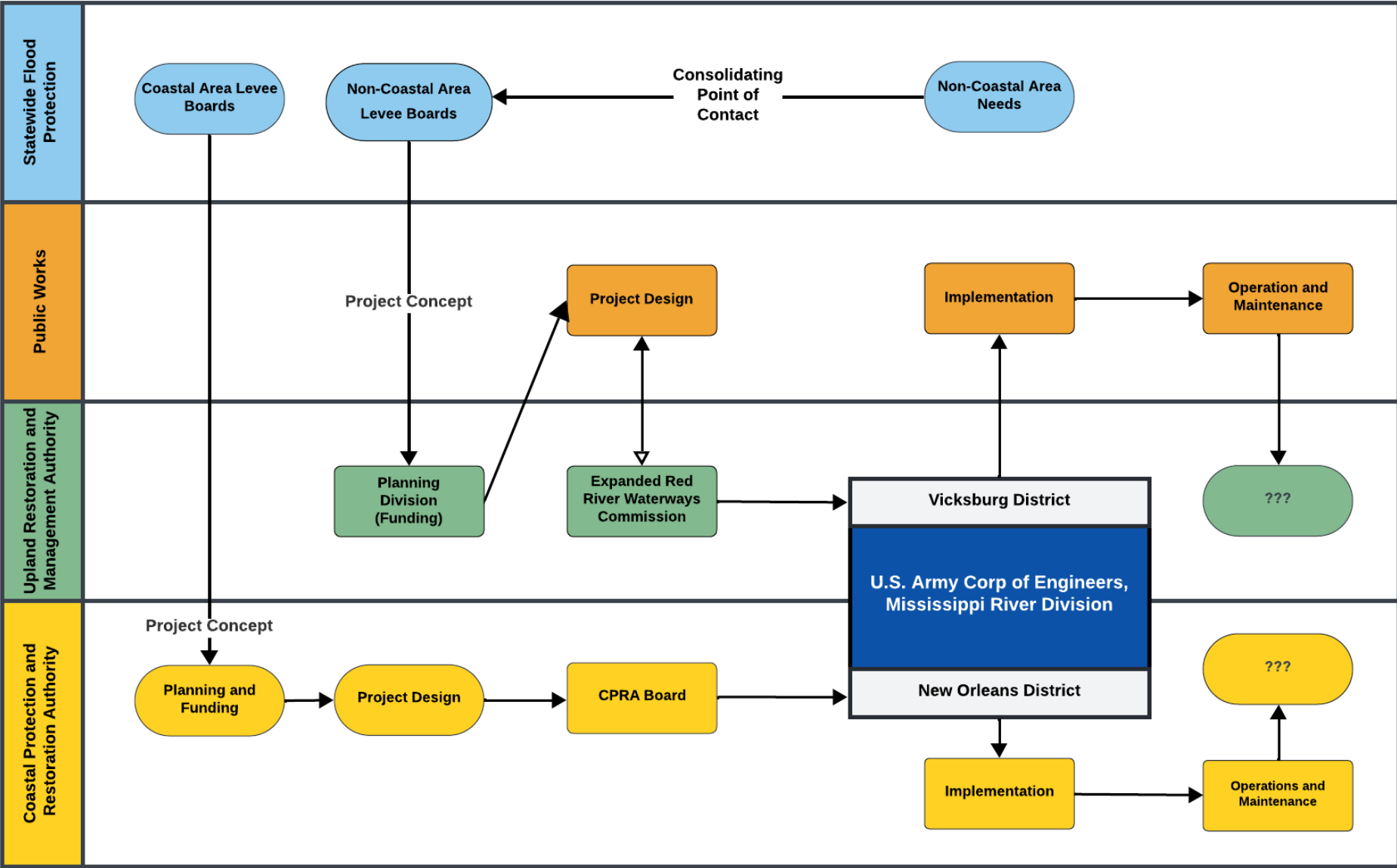
Upland Resource Management Authority (URMA):

- Counterpart to CPRA for inland flood protection
- Partner with Red River Waterway Commission to expand capabilities
- Utilize Chief Resilience Officer position to build state-level NFIP support
- Integrate risk reduction whenever possible

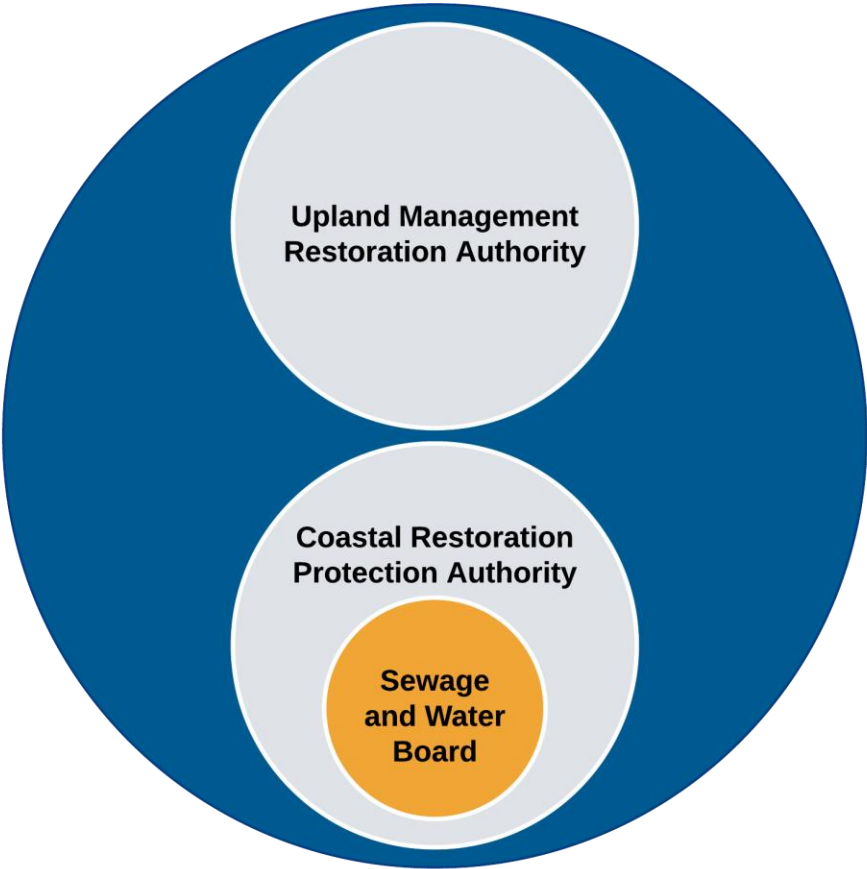
Objectives:

- Establish single point of contact for USACE Vicksburg
- Regionalized management
- Narrowly-tailored mission and robust planning

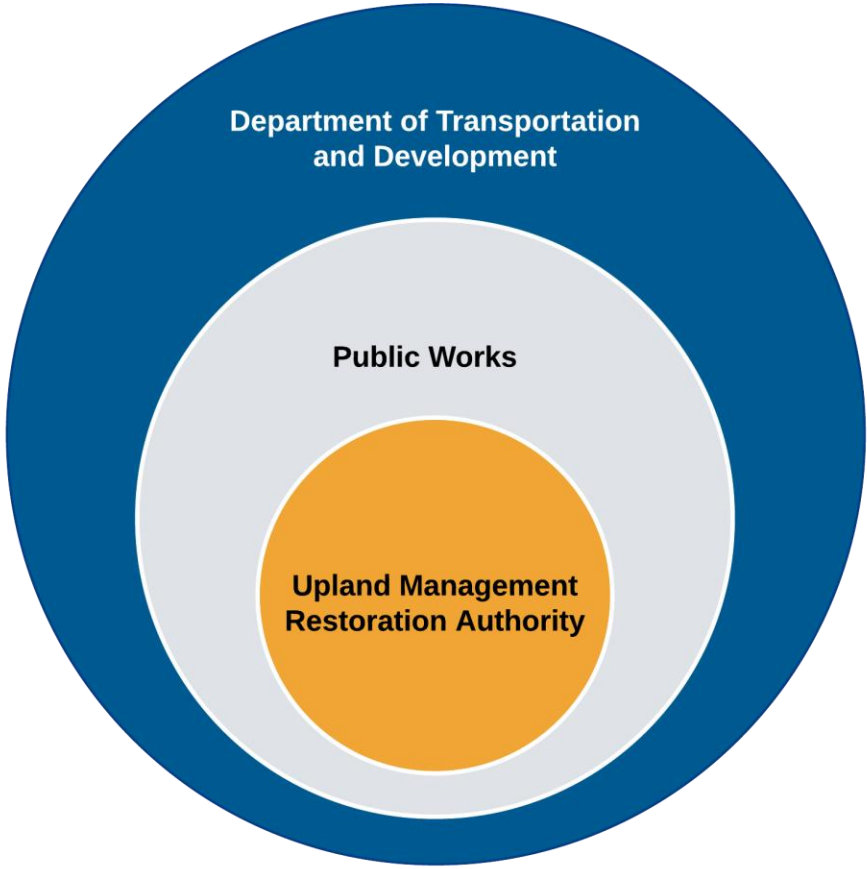
STATEWIDE FLOOD PROTECTION



STATEWIDE FLOOD PROTECTION



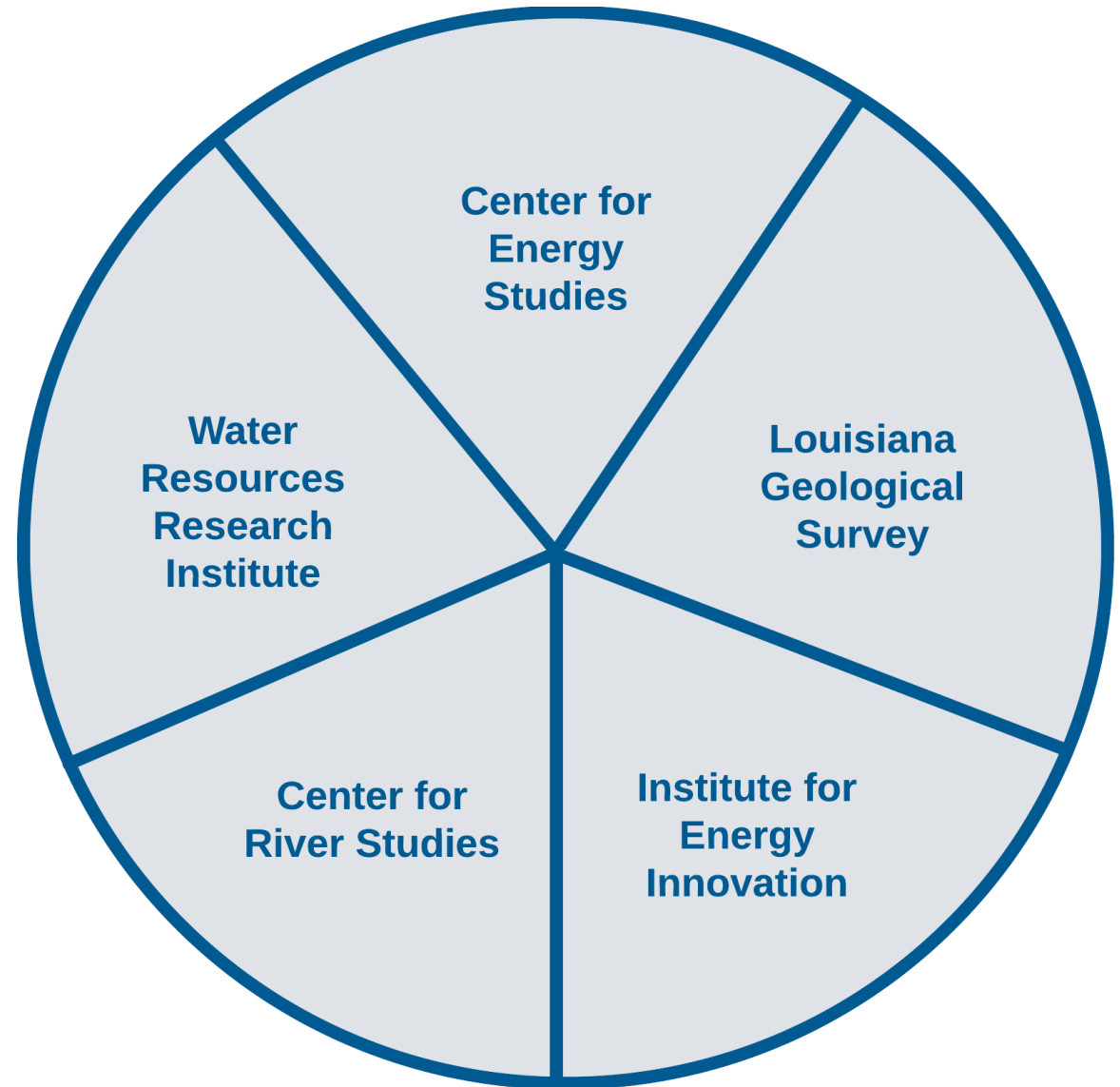
**STATEWIDE
FLOOD PROTECTION**



OPERATIONAL

INSTITUTE OF ENERGY AND CONSERVATION

- Formal Academic and Research Institute
- Supporting the Department of Energy and Conservation with the ultimate goal of creating a national lab type organization
- Modeled after the Bureau of Economic Geology in Texas
- Strategic Alignment of Academic Organizations
 - Center for Energy Studies
 - Water Resources Research Institute
 - Louisiana Geological Survey
 - Institute for Energy Innovation
 - Center for River Studies



PHASED IMPLEMENTATION OF DRIVE INITIATIVE



Phase 1 (Q4 2023): Transition and Groundwork

Phase 2 (Q1 2024): Internal Review & Due Diligence

Phase 3 (Q2 2024): Strategic alignment

Phase 4 (Q3 & 4 2024): Stakeholder input and finalize plans

Phase 5 (2025): Implement Operational Changes

Phase 6 (2025 and beyond): Continuous Improvement

NEXT STEPS AND FEEDBACK REQUEST

- Finalize stakeholder feedback
- Launch Phase 5 initiatives
- Maintain regular progress updates
- **Invitation:** Open for meetings and discussions for ongoing feedback

CONTACT INFORMATION

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