









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- Outdated Systems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 departmentwide 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.

REORGANIZATON 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

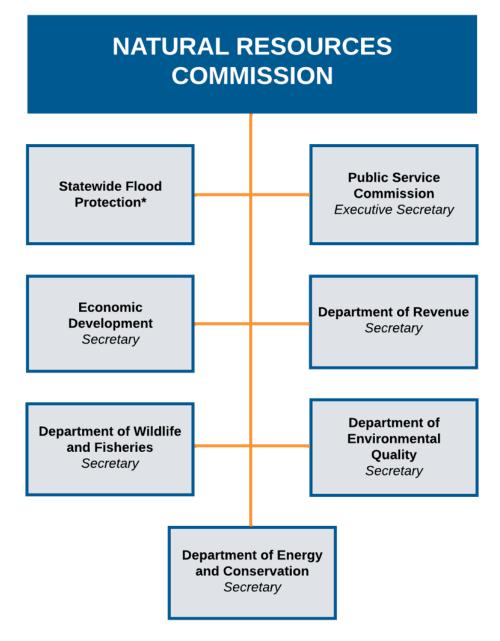
- Seven members from key state agencies
- Staffed by Office of Natural Resources Commission

Functions

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

Outcome

Increased accountability and efficiency

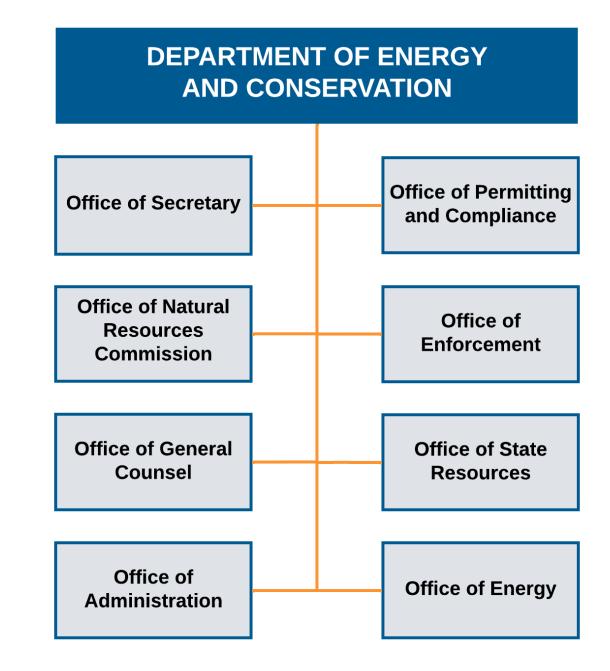


*Represented by one of the following: Secretary of DOTD, CPRA, or URMA

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 NATURAL RESOURCES COMMISSION

Function: Direct Support for Natural Resources Commission

Deputy Secretary

Unclassified

Commission Affairs

Function: Provide staff, Coordinate meetings, Manage commission agendas, Detailed employees amongst Commission agencies

Director

Unclassified

Intergovernmental Affairs

Function: Agenda Requests, Coordinate presenters, Research support, Review legislative requests

Director

Unclassified

Communications

Function: Public Outreach, Internal Communications External Communications

Director

Unclassified

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



Function: Executive office for the department

Secretary

Unclassified

Executive Division

Function: Direct support to Secretary

Confidential Assistant Unclassified Executive Assistant Unclassified

Executive Counsel

Function: Direct Legal Support to Secretary, Overall Legal Supervisor

Executive Counsel Unclassified

LOSCO

Function: Oversee State NRDA Process, Administer OPA on State Level, Emergency response functions

Oil Spill Coordinator
Unclassified

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

Function: Provides administrative, IT, and financial support for DEC

Undersecretary

Unclassified

Planning & Strategy

Function: Agency Strategic Planning

DeputyUnclassified

IT/GIS

Function: Agency IT Support, GIS Careers, Support for Leasing Process

> **Deputy** *Unclassified*

Operations

Function: Human Resources, Fiscal & Budget Support

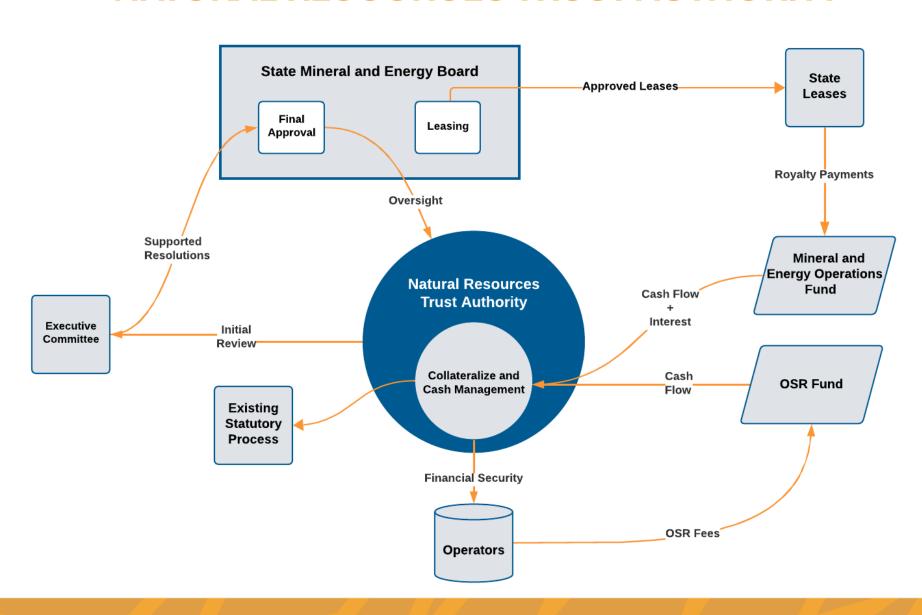
> **Deputy** Unclassified

NRTA

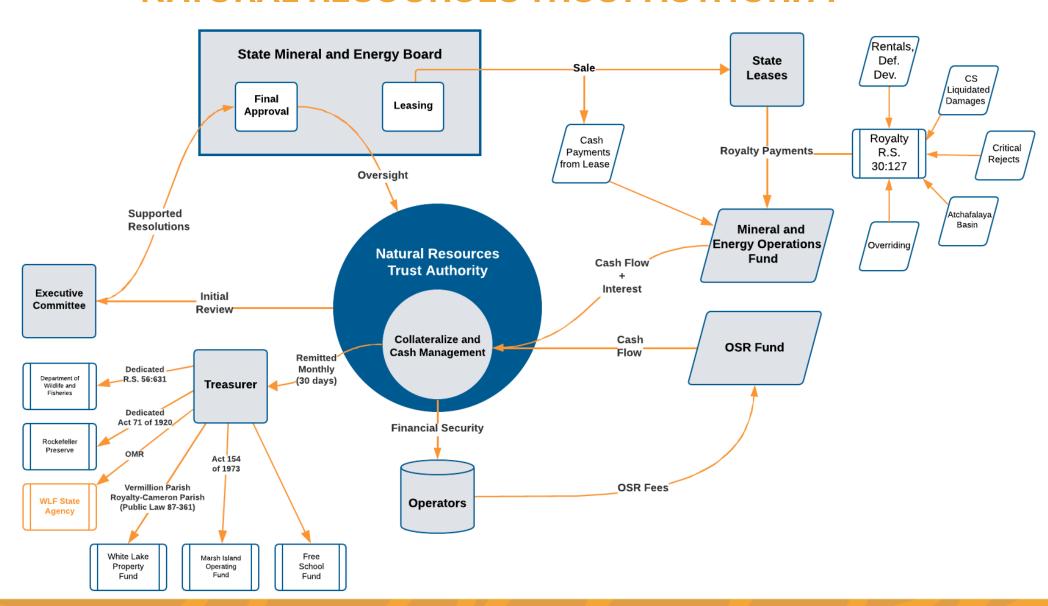
Function: Financial Security Provider, Financial Security Review & Decision, Revenue Bonding, OSR Fee Administration, Funding Support

> Executive Director Unclassified

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 GENERAL COUNSEL

Function: General legal support for DEC

General Counsel

Unclassified

Regulatory

Function: Issue Advisory Opinions, Contract Issues, Employment Issues, Internal Legal Support, Collaboration with AG's Office

Deputy General Counsel

Unclassified

Enforcement

Function: Compliance Order Challenges, **Environmental Remediation, Negligent** Operator Claims, Impact Assessment through SOAP Coordination with LOSCO

> **Deputy General Counsel** Unclassified

Resources

Function: Legal support for Office of State Resources, Support for State Mineral and Energy Board, Specializations in water, minerals, and lands

> **Deputy General Counsel** Unclassified

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 PERMITTING AND COMPLIANCE

Function: Oversees all functions of permitting and compliance

Assistant Secretary

Unclassified

Geology

Function: Expertise & Oversight,
Programmatic & Statutory Functions,
Coordination & Consultation with
Partners

Chief Geologist Unclassified

Ecology

Function: Coastal Ecosystem, Water Resources Permits, Biological Conservation

Chief Ecologist
Unclassified

Engineering

Function: Technical Expertise & Support, Programmatic & Statutory Functions, Technical Support for Enforcement

Chief Engineer
Unclassified

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 STATE RESOURCES

Function: Management and strategic utilization of Louisiana's state-owned lands, water resources, and mineral assets

Assistant Secretary

Unclassified

Land

Function: Leasing, Title, Servitudes & Right-of-Way

Director

Unclassified

Water Resources

Function: Ground and Surface Water Management, District Offices, Rulemaking & Water Planning, Commercial Utilization

Director

Unclassified

Minerals

Function: Mineral & Energy Leasing, Royalty Management

Director

Unclassified

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 ENFORCEMENT

Function: Oversees all agency enforcement functions

Assistant Secretary

Unclassified

Audit & Collections

Function: Oil & Gas Production Audits, Coordination with Dept. of Revenue

Director

Unclassified

Federal Programs

Function: Enforcement of Federal Programs Administered by DEC

Director

Unclassified

State Programs & Inspection

Function: Inspection Functions, Risk Management-Based Decision Making

Director

Unclassified

Aerial

Function: Agency-Wide Unmanned Drone Support

Director

Unclassified

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

OFFICE OF ENERGY

Function: Focused on energy needs and planning

Assistant Secretary

Unclassified

Power & Resiliency

Function: Agency Strategic Planning

Director

Unclassified

Economics, Technology, & Policy

Function: Energy Policy, Economic Development, Innovation Resilience

Director

Unclassified

Strategic Partnerships

Function: Expand Capability, Intellectual Property Protection, Data Management, Collaboration with Institute for Energy and Conservation

Director

Unclassified

Grants

Function: Strategy, Acquisition, Administration

Director

Unclassified

STATEWIDE FLOOD CONTROL MODEL



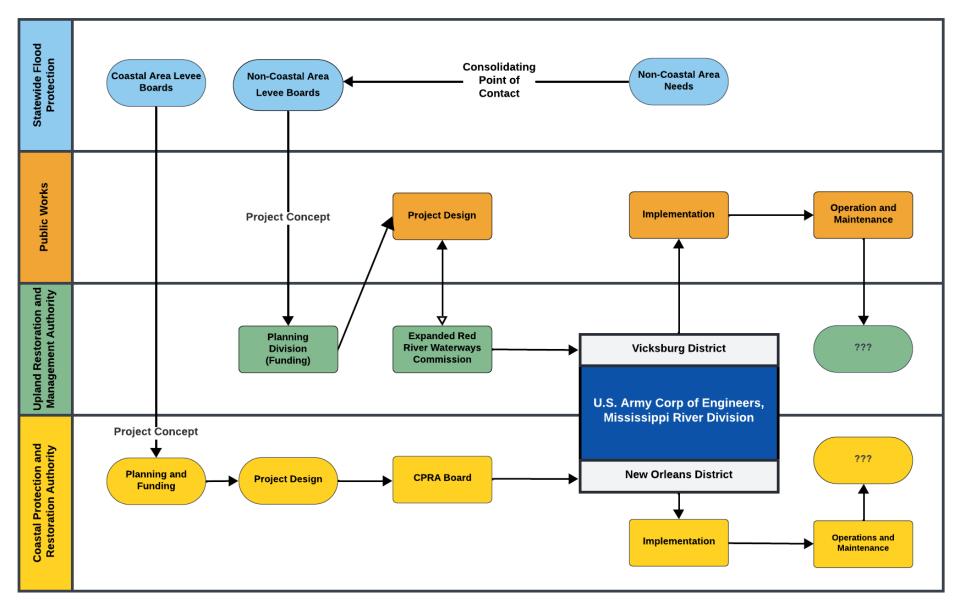
Upland Resource Management Authority (URMA):

- 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

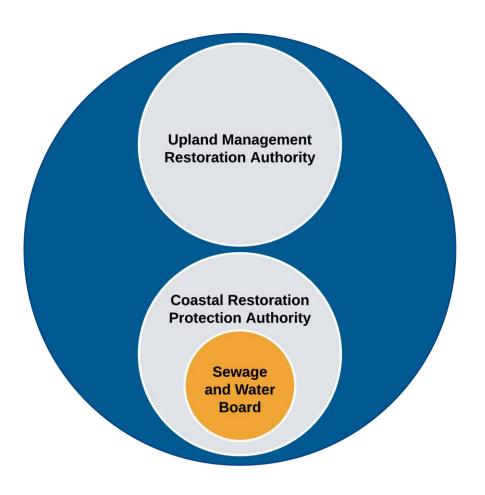
Objectives:

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

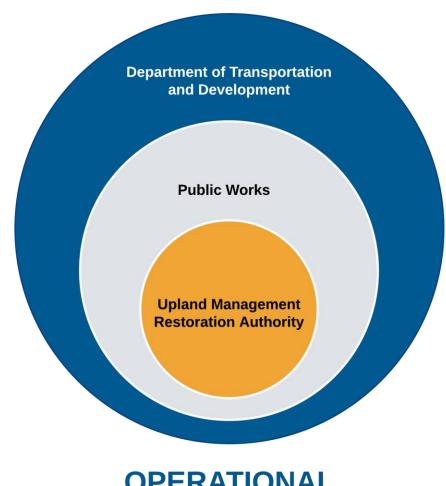
STATEWIDE FLOOD PROTECTION



STATEWIDE FLOOD PROTECTION



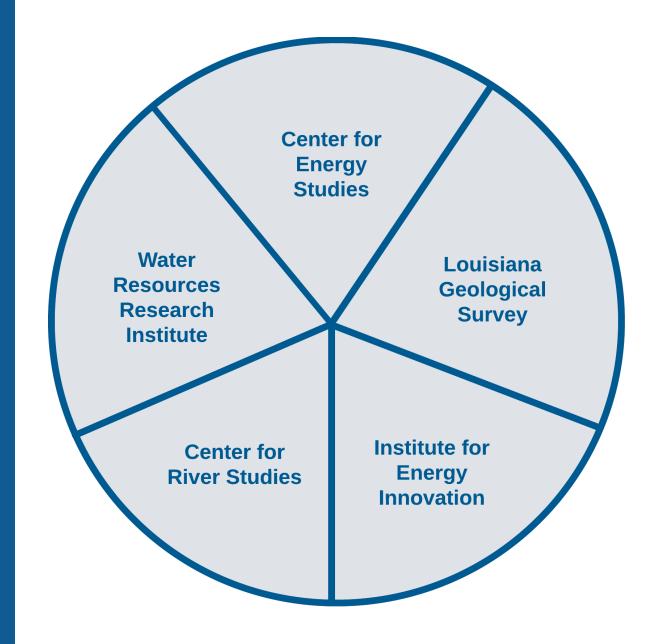
STATEWIDE FLOOD PROTECTION



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

DRIVEInitiative@la.gov

Tyler Gray

tyler.gray@la.gov

Clay Parker <u>clay.parker@la.gov</u>

