

# DEPARTMENT OF ENERGY AND NATURAL RESOURCES REORGANIZATION PLAN

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







# INTRODUCTION AND PURPOSE

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**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:** Sustainable change, clarity in authority, and adaptability for future needs

**Primary Goals:**

- Legal framework alignment
- Clear task assignments and budget structure
- Long-term continuity

# 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



### Issue

- 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

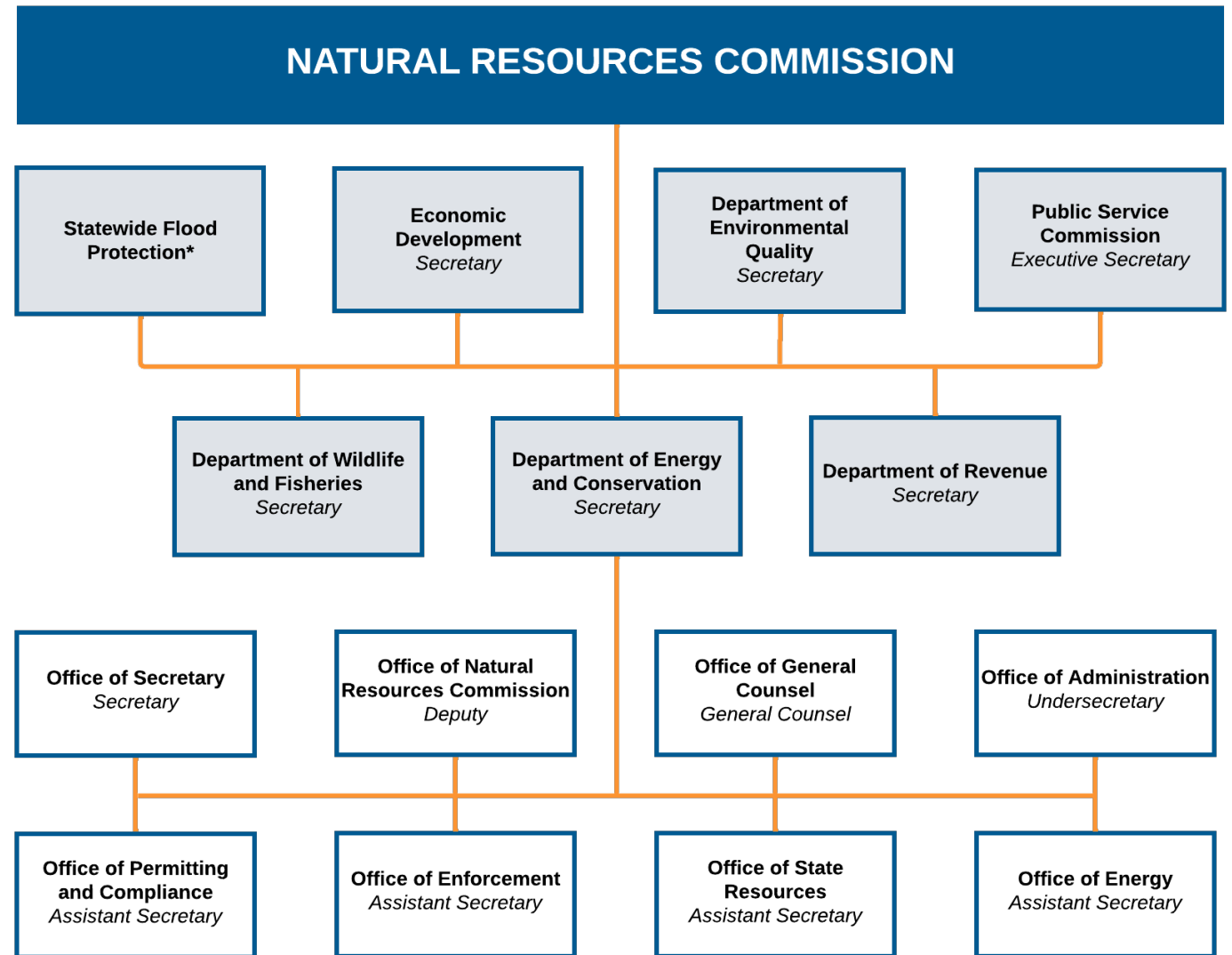
- Ensure sustained progress beyond the DRIVE Initiative.
- Create a more responsive and effective department for future leaders.

# NATURAL RESOURCES COMMISSION

**Objective:** Cross-agency coordination for natural resource management

## Key Roles:

- Intergovernmental Affairs
  - Coordinate Federal Response
- Legislative and Federal Relations
- Communication Strategy for public outreach and engagement



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

# ADAPTABILITY WITH OVERSIGHT

## Flexible Oversight

- Adapt to regulatory, environmental, and technological changes

## Permanent Oversight Commission

- Staffed by Office of Natural Resources Commission

## Composition

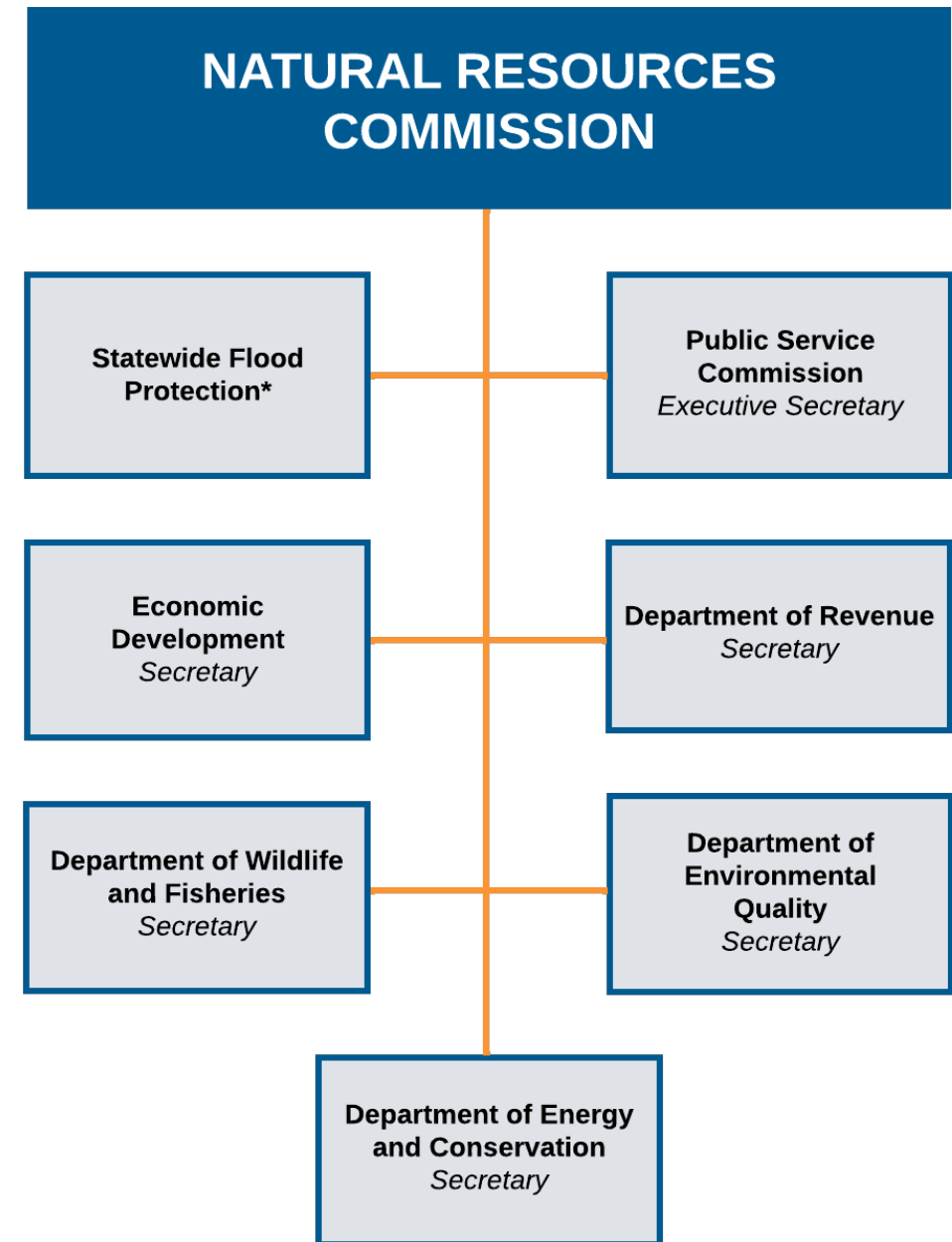
- Seven members from key state agencies

## Functions

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

## Outcome

- Increased accountability and efficiency



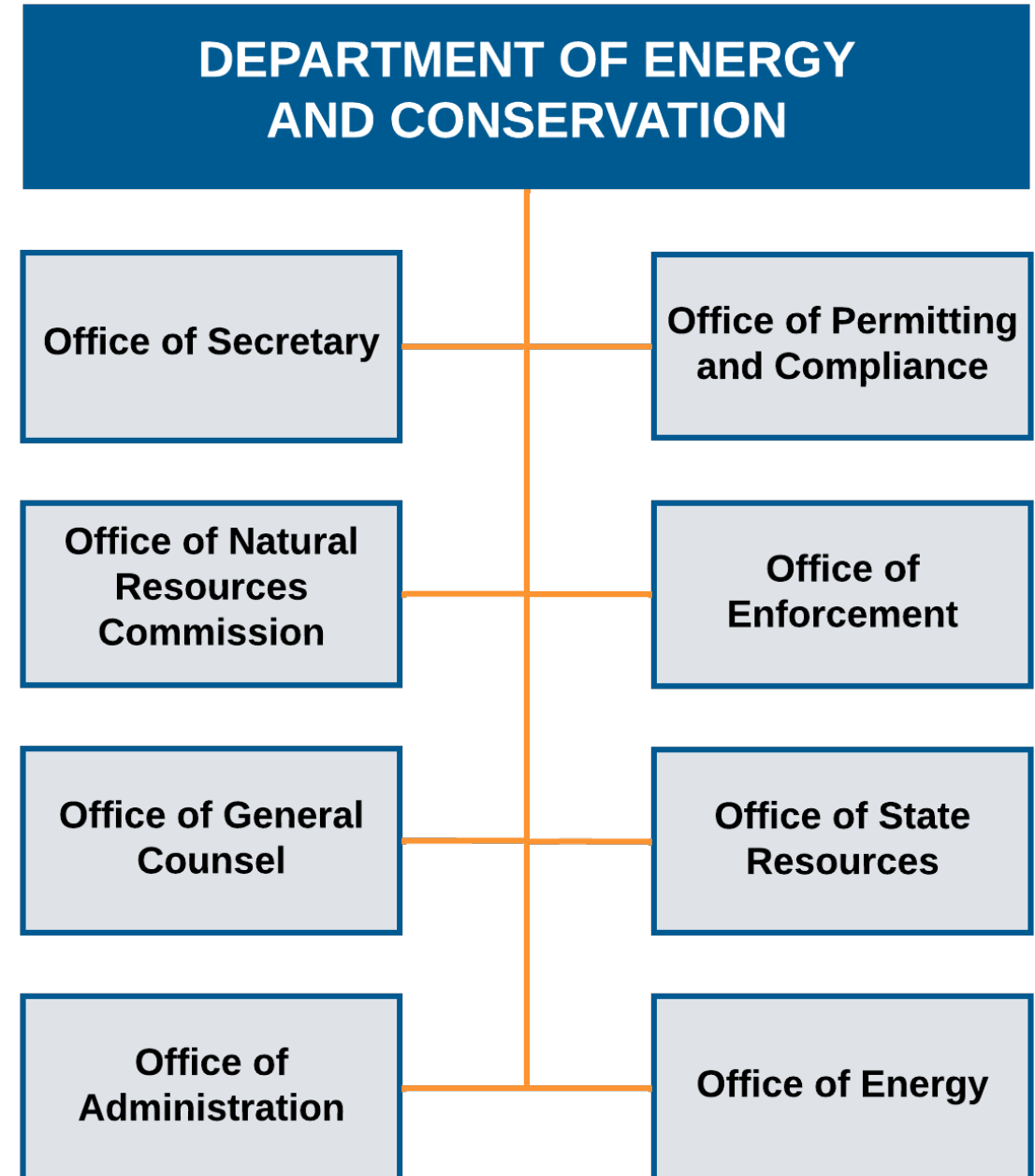
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# DEPARTMENT OF ENERGY AND CONSERVATION

## New Department Structure: "Department of Energy and Conservation"

- 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



**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.

\* Housed within the Office of The Secretary.

# OFFICE OF SECRETARY



**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 ADMINISTRATION



**Role:** Centralized planning and strategic support

**Divisions:** Trust Authority, IT, Operations, Planning & Strategy

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

# OFFICE OF LEGAL SERVICES



- **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.

\* Housed within the Office of The Secretary

# OFFICE OF PERMITTING AND COMPLIANCE



**Mission:** Centralize and streamline permitting process

**Divisions:** Engineering, Ecology, Geology

**Authority:** R.S. 30 – Various statutes and regulations



# OFFICE OF STATE RESOURCES\*



**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 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 ENFORCEMENT



**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 ENERGY



**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.





# STATEWIDE FLOOD CONTROL MODEL

## **Coordinated Use of Resources for Recreation, Economy, Navigation, and Transportation (CURRENT):**

- Counterpart to CPRA for inland flood protection
- SB 97 – Sen. Thomas Pressly

## **Objectives:**

- Establish single point of contact
- Regionalized management
- Tailored resource allocation for upland and rural regions



### **Saltwater and Oil Assessment Process(SOAP)**

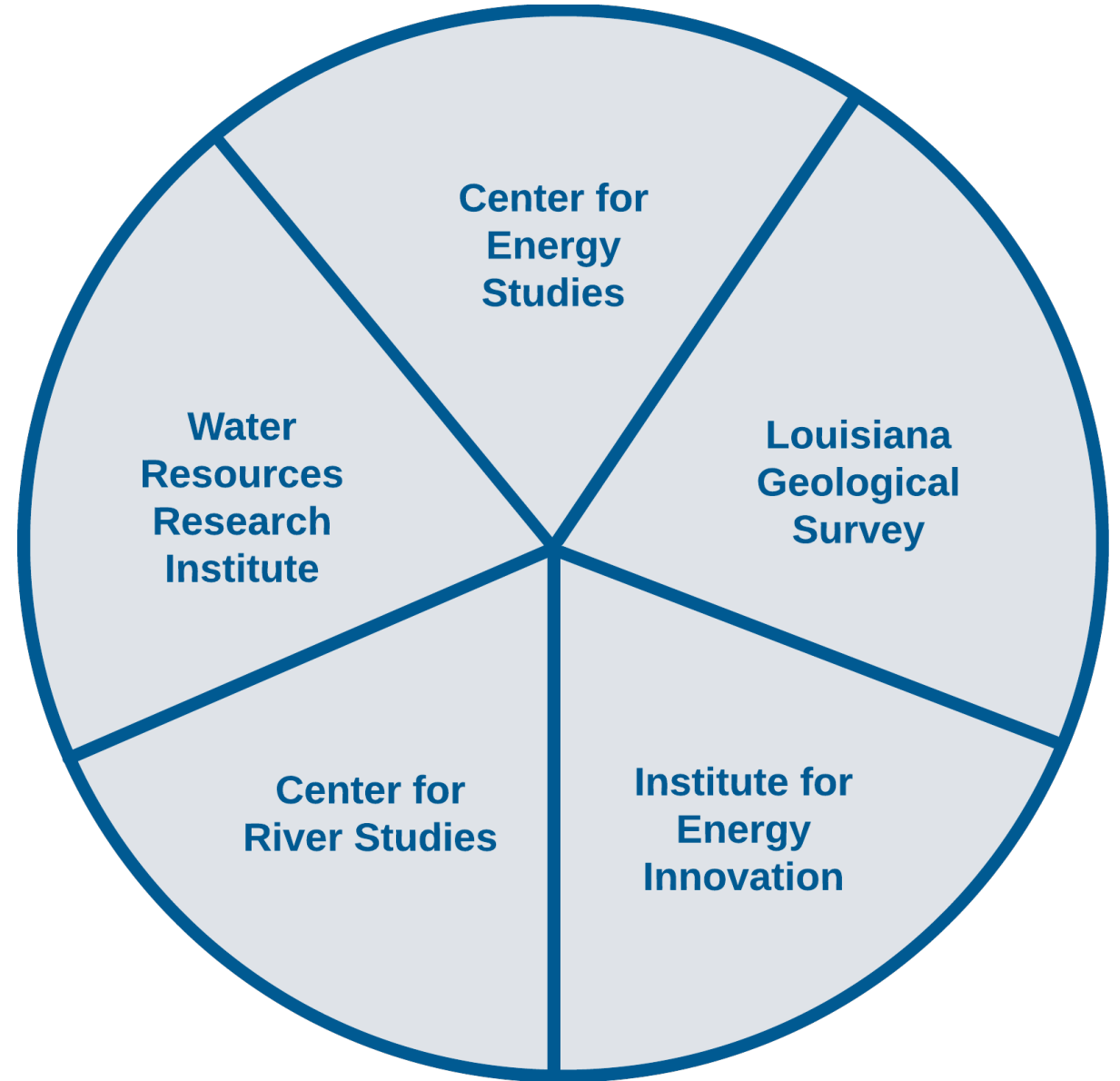
- Modeled on medical malpractice review panels, ensures expert insight and agency approval for regulatory remediation liability.
- SB 193 by Sen. Hensgens and HB 634 by J. Landry.

### **Objectives:**

- Ensures predictable regulatory liability for operators, approved by all "trustee" agencies.
- Does not impact private claims.
- Provides admissible report and record.

# 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





# STRATEGIC TIMELINE FOR DRIVE INITIATIVE

## **2025 Q1:** Legislative engagement

- SB 193 by Hensgens – Department Reorganization
- SB 97 by Pressly – CURRENT
- HB 605 by Riser – Expedited Processing
- HB 634 by J. Landry – Saltwater Oil Assessment Process

## **2025 Q3:** Official implementation of new structure

## NEXT STEPS AND FEEDBACK REQUEST

- **Legislative Engagement and Implementation – 7/1/2025**
- **Invitation:** Open for meetings and discussions for ongoing feedback

## CONTACT INFORMATION

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