



Jeff Landry
Governor

State of Louisiana
OFFICE OF THE GOVERNOR
P.O. BOX 94004
BATON ROUGE
70804-9004

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MEMORANDUM

DATE: February 2, 2024

TO: Leadership and Staff of the Department of Energy and Natural Resources ("DENR"), Coastal Protection and Restoration Authority ("CPRA"), Louisiana Oil-Spill Coordinator's Office ("LOSCO"), and Office of State Lands ("OSL")

FROM: Governor Jeff Landry

SUBJECT: Executive Order JML 24-13: Important Update and Call to Action

I sincerely thank each of you for your unwavering dedication and hard work on behalf of your respective agencies and the citizens of Louisiana. Whether your tenure spans weeks or decades, your commitment to serving a greater purpose for the state is commendable, and your efforts in the service of the public are highly valued.

By now, you may be aware of Executive Order JML 24-13, directing the Secretary of DENR to review and propose recommendations for consolidating and reorganizing executive branch organizations in preserving and managing Louisiana's natural resources and energy. This directive explicitly includes DENR, CPRA, LOSCO, and OSL, requiring a substantive first report on recommendations for consolidation and reorganization by February 23, 2024.

It is crucial to understand that this report represents the initial step in the process, not the final decision on implementation. The goal of this initiative is optimization, not elimination. Louisiana will require the essential functions provided by each entity. However, I believe that the current separation of related coastal, energy, emergency response, and state lands functions into distinct silos creates inherent inefficiencies, limits solutions and communications, and compromises effectiveness resulting in a waste of time, effort, and resources of tax dollars. A more cohesive organizational structure is sought to address these issues.

This transition will not be abrupt. I am committed to substantive improvements executed through a methodical and well-researched process that ensures proper staffing, resources, and adherence to civil service protocols that protect the rights of all citizens under due process. While initial recommendations have yet to be formulated, the process will involve an advisory group comprising cross-functional members from the affected entities. This group will consider matters such as salary range increases without budget increments, consolidation of vacancies, safeguarding classified staff rights, identifying redundancies and inefficiencies, and appropriately redistributing workloads.

In instances where consolidation efforts necessitate a reduction in positions, our goal is to achieve this primarily through eliminating vacant positions or regular attrition/turnover. I envision a phased implementation plan that creates an agency seamlessly integrating regulatory, environmental, and

resource management functions. This integration will facilitate improved communication and engagement on the intersecting points of energy, coastal protection, emergency response, and environmental regulation. The vision includes a staff that can be compensated more competitively while generating savings for taxpayers.

I invite you to engage in this process as it unfolds actively. Your contributions are valued, and your voices will play a crucial role in refining our approach to better support and protect the people of Louisiana.