

March 1, 2024

Dear Governor Landry,

On Monday, February 19, 2024, I began working at the Department of Environmental Quality (DEQ) as the [REDACTED] and on Friday, March 1, 2024, I resigned. During my two-week tenure, I witnessed numerous atrocities, with the most egregious being harassment of long-time employees.

On my first day of employment, Secretary Giacometto told me that in the seven (7) weeks that she had been at DEQ, she had issued Letters of Instruction to four (4) employees. She asked me to read those letters. After reading them, the recurring theme was immediately apparent – they all lacked substance and appeared quite baseless. Certainly, there is the potential for missteps, miscommunication, and misunderstandings during any transition. The employees are learning the Secretary Giacometto, and she is learning them. Giving employees a letter that will be recorded in their personnel file within the first three months of establishing a working relationship is detrimental to the employees and the agency. I feel certain Ms. Giacometto hired me to be a "hatchet man" to assist her in finding ways to get rid of DEQ employees.

Along with issuing the Letters of Instruction, Ms. Giacometto informed me of three employees that she felt needed to be permanently removed of their duties – [REDACTED] and [REDACTED]. [REDACTED] has over [REDACTED] years of service with the state as well as DEQ. The Secretary has continued to harass [REDACTED] by issuing a second Letter of Instruction only three weeks after issuing the first. She nitpicks every component of [REDACTED] work product and tries to embarrass [REDACTED] in staff meetings.

[REDACTED] is a [REDACTED]-year state employee with [REDACTED] years at DEQ. From the first day of my employment, Secretary Giacometto has relentlessly discussed her options for getting rid [REDACTED] with me. She has asked me to find another classified position for [REDACTED] as she did not want [REDACTED] to return to [REDACTED] classified [REDACTED] position. [REDACTED] has Civil Service rights to [REDACTED] position and should be allowed to resign [REDACTED] appointment to the [REDACTED] position to return to [REDACTED] classified position should that be [REDACTED] desire.

Because of this rule, Ms. Giacometto asked me to draft a directive to send to all DEQ employees to inform them that if they accept an unclassified position with a salary more than \$100,000, the employee must relinquish their rights to their classified positions. I informed her that she would find it extremely difficult to place qualified employees in these executive staff appointments under these parameters, to which she replied, "I'm okay with that." Secretary Giacometto also told me that she was told that [REDACTED] was a "mole" or informant who was secretly working for the Attorney General's Office.

On February 26, 2024, Ms. Giacometto informed me that she needed to terminate [REDACTED] because her trust in [REDACTED] had been broken. When I interviewed for the [REDACTED] position with Secretary Giacometto and [REDACTED], I appreciated how comfortable their relationship seemed. [REDACTED] was her [REDACTED] and had been involved in my hiring through all steps in the process. So imagine the shock I felt when those words came out of her mouth, just a week after I began my role at DEQ. I asked her what specifically [REDACTED] had done to break her trust. She said that after they issued a Letter of Instruction to another long-term DEQ employee, [REDACTED] simply said, "that was hard." She felt as if [REDACTED] was not fully supporting her in regard to staff and her tenuous disciplinary decisions, and that [REDACTED] was siding with the staff.

I have worked for 23 years for the State of Louisiana, and I have never encountered a leader so destructive, calculating, and callous. I believe in having high standards and expectations, but also believe in treating people with respect and decency. Additionally, the DEQ employees that I have had the great pleasure of meeting and working alongside love this agency and the great State of Louisiana. It is my fear that Secretary Giacometto will destroy the agency's reputation as well as the reputation of our great state. Louisianans take care of each other; it does not matter your political affiliation, race, or creed, and this is the reason for my letter.

If you or a member of your staff would like to discuss further, please do not hesitate to contact me at [REDACTED] or [REDACTED]

Thank you

