



**Byron P. Decoteau, Jr., Director**

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## GENERAL CIRCULAR NUMBER 2019-008

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**DATE:** February 28, 2019

**TO:** Heads of State Agencies and Human Resources Directors

**SUBJECT:** State Civil Service Reorganization – PODS Model

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Effective March 11, 2019, State Civil Service will implement a new model for delivering consultative services to state agencies. We are excited to introduce the **PODS model – Proactively Optimizing and Delivering Strategic-solutions**, aimed at better serving the needs of our state agencies. The PODS will consist of teams of SCS professionals who will dedicate their efforts to a small group of assigned state agencies to learn each agency’s individual mission, vision, goals and workplace culture. PODS will directly collaborate with state agency leaders and human resources directors to provide support and guidance on routine civil service matters and proactive solutions to critical workforce needs, challenges and opportunities.

Under this new model of delivery, SCS will abolish the Employee Relations, Staffing and Compensation Divisions. The PODS will perform the duties of the former divisions in a single integrated unit, thereby eliminating division silos and striving for direct tailored consultation for each state agency.

SCS has created four PODS that will each be headed by an Agency Relationship Manager (ARM). ARMs will be responsible for building and maintaining relationships with our key stakeholders: agency leaders and human resources directors. The SCS Chief Operating Officer, Brandy Malatesta, will oversee the operations of the PODS Model and directly supervise the ARMs.

**SCS will host a human resources community meeting on Wednesday, March 6, 2019, at 1 p.m. in Baton Rouge in the Louisiana Purchase Room of the Claiborne Building to present the PODS delivery model. A webinar will also be available for those individuals who are unable to attend the meeting. Information regarding this meeting will be forthcoming.**

It is important that human resources professionals monitor forthcoming General Circulars and SCS HR Notifications for instructions on how to request and coordinate functions previously conducted with the Employee Relations, Staffing and Compensation Divisions. Until March 11, 2019, we ask that you continue to follow existing procedures.

Below, please find an outline of PODS assignments and an updated organizational chart for SCS.

Should you have any questions prior to the human resources community meeting, please contact Brandy Malatesta, SCS Chief Operating Officer, at (225) 342-8258 or Chris Deer, SCS Deputy Director, at (225) 342-8272.

Sincerely,

s/Byron P. Decoteau, Jr.  
State Civil Service Director

## STATE CIVIL SERVICE PODS

Effective 03/11/2019

### POD A: Health and Family:

**Agency Relationship Manger:**

**Assistant Agency Relationship Manager:**

- Department of Children and Family Services
- Department of Veterans Affairs

**Nicole Tucker**

**Ashton Brown**

- Human Services Districts and Authorities
- Louisiana Department of Health

### POD B: Engineering and Technology

**Agency Relationship Manger:**

**Assistant Agency Relationship Manager:**

- Department of Coastal Protection and Restoration Authority
- Department of Culture, Recreation and Tourism
- Department of Environmental Quality
- Department of Natural Resources

**Aeli Poydras**

**Janelle Haynsworth**

- Department of Transportation and Development
- Division of Administration
- Louisiana Housing Corporation
- Office of Financial Institutions

### POD C: Enforcement and Administration

**Agency Relationship Manger:**

**Assistant Agency Relationship Manager:**

- Department of Agriculture and Forestry
- Department of Economic Development
- Department of Education
- Department of Insurance
- Department of Public Safety and Corrections – Corrections Services
- Department of Public Safety and Corrections – Office of Juvenile Justice

**Jason Chapman**

**Makayla Weber-Harris**

- Department of Public Safety and Corrections – Public Safety Services
- Department of Revenue
- Department of Wildlife and Fisheries
- Louisiana Workforce Commission
- Secretary of State

### POD D: Units of Local Government

**Agency Relationship Manger:**

**Assistant Agency Relationship Manager:**

- Boards and Commissions
- Department of Treasury
- Higher Education
- Housing Authorities
- Lallie Kemp Regional Medical Center
- Miscellaneous

**Elizabeth Montalbano**

**Kevin Carter**

- Ports, Levee Boards, and Fresh Water Districts
- Public Service Commission
- Retirement Agencies
- Sabine River Authority
- State Civil Service Agencies



**BYRON DECOTEAU**  
DIRECTOR

**CHRIS DEER**  
DEPUTY DIRECTOR

**BRANDY MALATESTA**  
CHIEF OPERATING OFFICER

**POD A**  
**NICOLE TUCKER**  
AGENCY RELATIONSHIP  
MANAGER  
  
Health & Family:  
LDH, Human Services  
Districts, DCFS,  
Veterans Affairs

**POD B**  
**AELI POYDRAS**  
AGENCY RELATIONSHIP  
MANAGER  
  
Engineering & Tech:  
DOTD, CPRA, DNR, DEQ,  
CRT, DOA, LHC, OFI

**POD C**  
**JASON CHAPMAN**  
AGENCY RELATIONSHIP  
MANAGER  
  
Enforcement &  
Administration:  
DOC, DPS, LDWF, LDAF,  
DOI, OJJ, DOS, DED, DOE,  
DOR, LWC

**POD D**  
**ELIZABETH MONTALBANO**  
AGENCY RELATIONSHIP  
MANAGER  
  
Units of Local Government:  
Housing Authorities, Ports &  
Levees, Boards & Commissions,  
Higher Ed, Retirement Agencies,  
SCS Agencies, Lallie Kemp,  
Treasury, Sabine River Authority,  
Public Service Commission,  
Miscellaneous

**ASHTON BROWN**  
ASSISTANT AGENCY  
RELATIONSHIP  
MANAGER

**JANELLE  
HAYNSWORTH**  
ASSISTANT AGENCY  
RELATIONSHIP  
MANAGER

**MAKAYLA HARRIS**  
ASSISTANT AGENCY  
RELATIONSHIP  
MANAGER

**KEVIN CARTER**  
ASSISTANT AGENCY  
RELATIONSHIP  
MANAGER

**KAYLA JACOB**  
POD SUPERVISOR

**CHRIS DUPUY**  
POD SUPERVISOR

**SAMANTHA HARRIS**  
POD SUPERVISOR

**DAVID BAILEY**  
POD SUPERVISOR

**JULIE CHAPMAN**  
POD SUPERVISOR

**HEATHER HEBRON**  
POD SUPERVISOR

**PATRICE DAVIS**  
POD SUPERVISOR

**JENNIFER  
RUCKSTUHL**  
POD SUPERVISOR

**ERIC MELANCON**  
HR CONSULTANT

**THOMAS SHUFF**  
HR CONSULTANT

**JULIE MILLER**  
HR CONSULTANT

**WHITNEY  
PRATER**  
HR CONSULTANT

**LISETTE  
ZAUNBRECHER**  
HR CONSULTANT

**AMBER GORHAM**  
HR CONSULTANT

**SARA PRICE**  
HR CONSULTANT

**KESHAWN  
MILLER**  
HR CONSULTANT

**KINYETTA  
THORNTON**  
HR CONSULTANT

**DORONICA  
EZEJIOFO**  
HR CONSULTANT

**ALICIA TRAHAN**  
HR CONSULTANT

**NOLAN BROWN**  
HR CONSULTANT

**AMBROSIA  
BUCKNER**  
HR CONSULTANT

**CARISA PERRY**  
HR CONSULTANT

**DOMINQUE  
HULBERT**  
HR CONSULTANT

**VICKI KIDDER**  
HR CONSULTANT

**DANIELLE PITRE**  
HR CONSULTANT

**ALICIA JONES**  
HRCONSULTANT

**KATRINA  
THOMAS**  
HR CONSULTANT

**VACANT**  
HR CONSULTANT

**TAYLOR ABRAMS**  
HR CONSULTANT

**HAILEY MILTON**  
HR CONSULTANT

**VACANT**  
HR CONSULTANT

**JESSICA DUNDAS**  
HR CONSULTANT