

PODS Model

PRESENTED TO THE HUMAN RESOURCES COMMUNITY

MARCH 6, 2019



STATECIVILSERVICE

PODS Model [effective March 11]



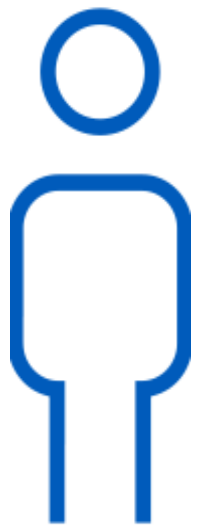
Proactively
Optimizing and
Delivering
Strategic-solutions

PODS Model

The PODS Model consist of four teams of SCS professionals that integrate all workforce functions into a combined single unit.



PODS Organizational Structure



Director



Deputy Director



**Chief Operating
Officer**



**Agency Relationship
Managers**

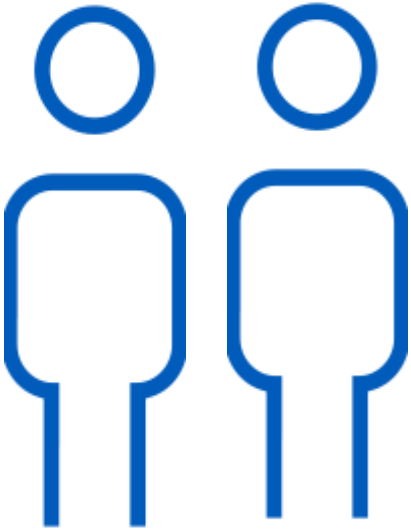
PODS Organizational Structure



**Agency Relationship
Managers**

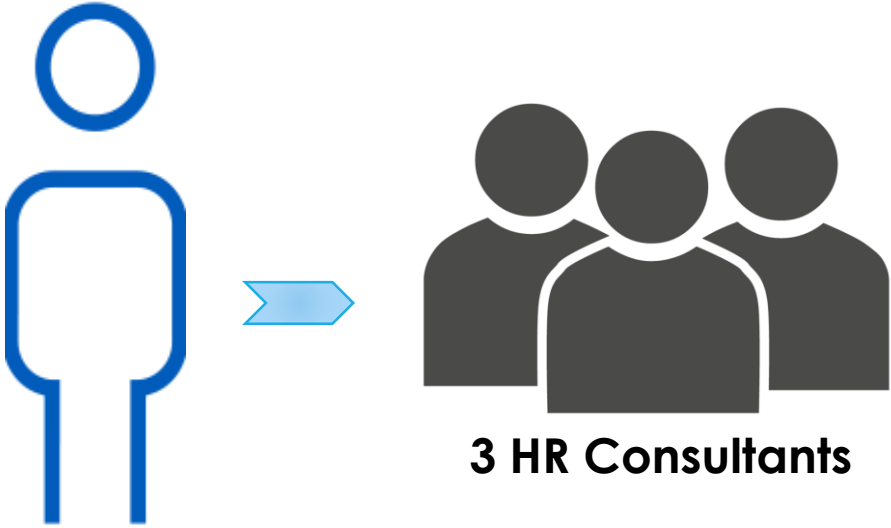


**Assistant Agency
Relationship
Manager**



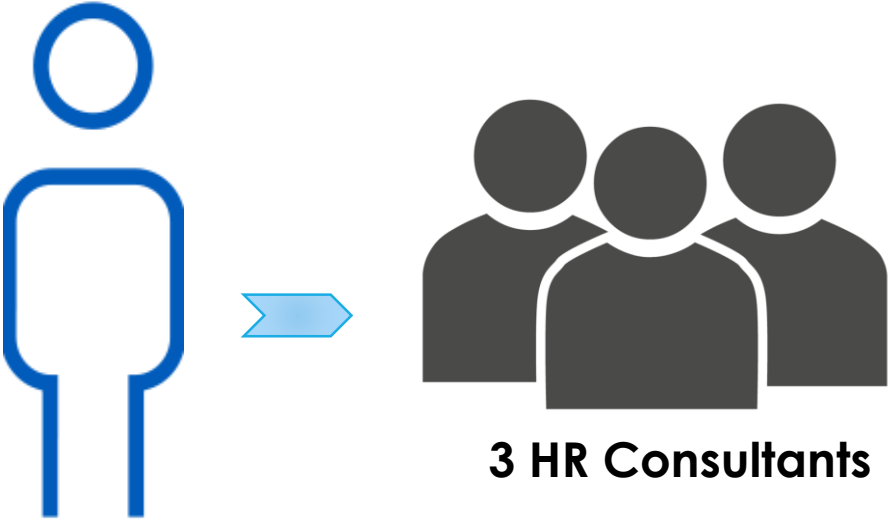
**2 HR Consultant
Supervisors**

PODS Organizational Structure



3 HR Consultants

**HR Consultant
Supervisor**

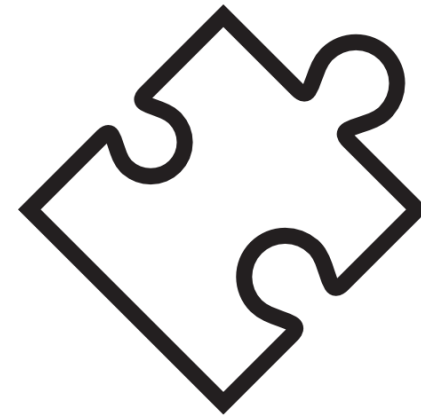


3 HR Consultants

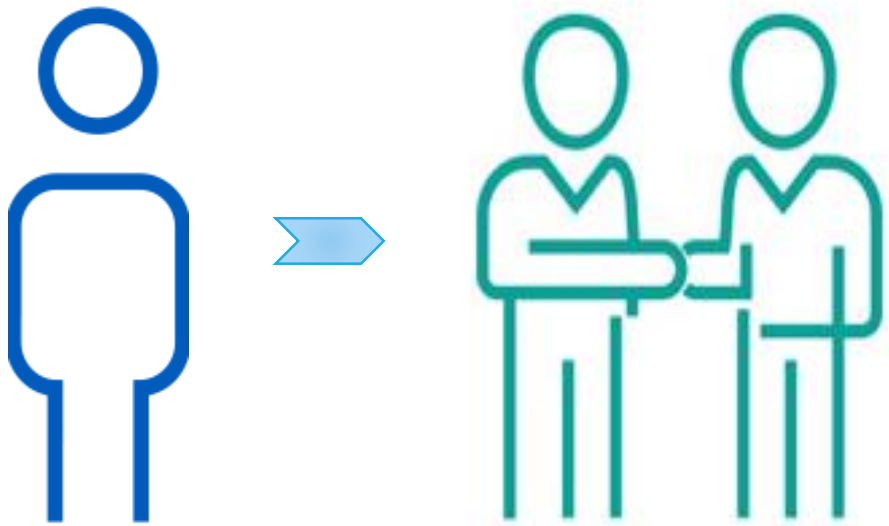
**HR Consultant
Supervisor**

PODS Functions

- Learning/Understanding Agency Missions/Values
- Classification
- Compensation
- Staffing
- Employee Relations



Agency Relationship Managers



Focus on **building relationships** with key stakeholders: **HR Directors and Agency Leaders**

PODS Model Opportunities

- Dedicated Agency Relationship Managers
- Frequent touchpoints with agencies
- Improved communication
- Greater understanding of agency missions and visions
- Assist Agency HR with Hiring Managers
- Assist Agency HR with data analytics
- HR training and development
- Pipeline of HR talent
- Consistency in the application of civil service rules across state government

POD A: Health and Family

Agency Relationship Manager:

Nicole Tucker

Assistant Agency Relationship Manager:

Ashton Brown

- Department of Children and Family Services
- Department of Veterans Affairs
- Human Service Districts and Authorities
- Louisiana Department of Health

POD B: Engineering and Tech

Agency Relationship Manager:

Aeli Poydras

Assistant Agency Relationship Manager:

Janelle Haynsworth

- Department of Coastal Protection and Restoration Authority
- Department of Culture, Recreation and Tourism
- Department of Environmental Quality
- Department of Natural Resources
- Department of Transportation and Development
- Division of Administration
- Louisiana Housing Corporation
- Office of Financial Institutions

POD C: Enforcement and Administration

Agency Relationship Manager:

Jason Chapman

Assistant Agency Relationship Manager:

Makayla Weber-Harris

- Department of Agriculture and Forestry
- Department of Economic Development
- Department of Education
- Department of PSC – Corrections Services
- Department of PSC – Office of Juvenile Justice
- Department of PSC – 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 Manager:

Elizabeth Montalbano

Assistant Agency Relationship Manager:

Kevin Carter

- Boards and Commissions
- Department of Treasury
- Higher Education
- Housing Authorities
- Lallie Kemp Regional Medical Center
- Ports, Levee Boards, Fresh Water Districts
- Public Service Commission
- Retirement Agencies
- Sabine River Authority
- State Civil Service Agencies
- Miscellaneous

SCS Website

- “About Us” will now have an icon for PODS
- Compensation Resources and Employee Relations Resources have moved under “HR Professionals”

Job Postings

POD A: Health and Family: SCS-LaCareersWorkflow1@la.gov

POD B: Engineering and Technology: SCS-LaCareersWorkflow2@la.gov

POD C: Enforcement and Administration:
SCS-LaCareersWorkflow3@la.gov

POD D: Units of Local Government: SCS-LaCareersWorkflow4@la.gov

Position Descriptions & Exemptions from the Classified Service

- Submit through the HR Info Portal
- Consultants will have assigned agencies
- There is a new version of the Exemption from the Classified Service Form

Commission Items, Details & Personnel Action Modifications

- Consultants will have assigned agencies
- Requests should be sent to the assigned consultant

CIVIL SERVICE [next]



STATECIVILSERVICE



Civil Service [next]

- HR Optimization (The Needs Assessment)
- Talent
- Performance Management
- Workplace Culture
- HR Technology

Questions?

Join Us

