



Louisiana
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MEDIA RELEASE

Louisiana State Civil Service recognized by the National Association of State Personnel Executives

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The National Association of State Personnel Executives recently awarded Louisiana State Civil Service with two of this year's four 2017 "NASPEs" Awards for the Eva N. Santos Communication Award and the Advancing the HR Profession Award.

"Being recognized by NASPE is an honor," said Byron P. Decoteau, Jr. "It shows our commitment to innovation and talent development in Louisiana State government," he added.

The **2017 Eva N. Santos Communication Award** was given to the department for its [Success Series Webinars](#). The Success Series Webinars of Louisiana's Comprehensive Public Training Program are regular monthly programs offered on third Thursdays of each month. The interactive workshops are designed to highlight topics that have been identified as vital to the professional and personal success of employees through competency studies, surveys, and evaluations. The programs run an average of 45 minutes and feature specialists from throughout the state, along with polls, quizzes, chats, and best-practices sharing.

The **2017 Advancing the HR Profession Award** was given to SCS for its Position Description System. In 2015, SCS resumed responsibility for allocating all classified positions, a task that had been delegated to state Agencies. Recentralization of this process was an effort to ensure greater consistency in the allocation of positions as well as provide efficiencies throughout the state. To address this, SCS launched the electronic Position Description System (PDS), allowing agencies to upload position descriptions electronically to the Compensation Division.

Originally, SCS was allocated \$100,000 to contract with an outside company to build a system. By creating and building the system in house, \$100,000 of unused funds has been returned to the state general fund.

"The program's success is measured through metrics detailing the number of position descriptions received, completed and the turnaround time," said Decoteau. "Since its inception the three-day

turnaround has been met and often exceeded with position descriptions being returned within a day of being assigned. We were able to reduce our published turnaround time and process position descriptions on the day they were received instead of the next business day.”

Louisiana State Civil Service will be honored during the at the association’s Annual Awards Banquet on Tuesday, July 25 during NASPE’s 2017 Annual Meeting in Portland, Maine.

NASPE was established in 1976 to enhance communication and the exchange of information among state personnel executives. NASPE’s mission is to provide a national leadership forum to advance state government human resources through the exchange of best practices, strategies and solutions. The association strives to be recognized as the authority on state government human resource issues.

State Civil Service Mission:

To provide human resource services and programs that enable state government to attract, develop and retain a productive and diverse workforce that excels in delivering quality services to the citizens of Louisiana.