2025 NASPE AWARDs

Advancing the HR Profession Award

Nominations from dues-paying states are considered for eligibility. Nominated leaders and programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

NOMINATION INFORMATION

Title of Nomination: West Virginia Division of Personnel Local Health Database State: West Virginia

Contact Person: Sheryl Webb

Contact's Title: Director

Agency: West Virginia Division of Personnel

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NOMINATOR INFORMATION

Nominator: Cal Calangelo Title: Human Resources Manager

State: West Virginia Agency: West Virginia Division of Personnel

Telephone: 304-558-3950

E-mail: cal.colangelo@wv.gov

DETAILS

ALL SUBMISSIONS MUST:
• Meet all eligibility requirements • Meet deadline requirements
• Include a complete nomination packet • Conform to all copyright laws

Feel free to include links to websites as part of your nomination.

1. Please provide a brief description of this program.

The West Virginia Division of Personnel (DOP) Local Health Database (LHD) is a proprietary HRIS system housed within the Google Workspace. The LHD allows local health departments affiliated under the DOP merit system to maintain personnel records, oversee position control, access educational resources, and review billing information in a centralized location. The LHD operates by using a variety of datasets and scripts coded using JavaScript to generate notifications, update personnel information, create personnel records, and send email notifications.

2. How long has this program or effort been operational?

The LHD was developed by Cal Colangelo in 2021, and launched for use by affiliated departments in April of 2022.

3. Why was this program/effort created?

The program was launched to replace a legacy database that was failing as a result of being created with an older coding language that was no longer relevant. The agency conducted a search for a system to replace it, but everything was too pricey for the smaller scale of this program.

4. What are the costs of this program/effort?

All the programs and software needed to create the database are included as part of the department's current IT service fees, meaning there is no additional cost to the department to run the LHD.

5. How is this program/effort funded?

The program has no additional costs to the agency.

6. How do you measure the success of this program/effort?

Success of the program has been measured throughout the years with various user satisfaction surveys which regularly return an above average satisfaction rating.

7. How has the program/effort changed since its inception?

Since the original launch, the LHD has been expanded to include position control functions, billing overviews, and expanded educational resources. The LHD is currently being tested for a performance management component that would allow departments to track and complete performance evaluations in the LHD.

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