



2026 NASPE Awards Program

Eugene H. Rooney, Jr. Award Nomination Innovative State Human Resource Management Program

Submission Deadline: April 17, 2026

Submission Method: Submit via the 2026 NASPE Awards Nomination Form.
Upload this completed template and the required one-page summary within the form.

Nominations from dues-paying states are considered for eligibility. Nominated 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 prior to nomination 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.

PROGRAM INFORMATION

Program Title: Transactions at a Glance (TAG)

State: LA

Contact Person: Lindsay Ruiz de Chavez

Contact's Title: Public Information Director

Agency: Louisiana State Civil Service

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NOMINATOR INFORMATION

Nominator: Byron P. Decoteau, Jr. Title: Director

State: LA

Agency: Louisiana State Civil Service

Telephone: 225-342-8277

E-mail: byron.decoteau@civilservice.la.gov

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DETAILS

Please attach a one-page summary of the program. Narrative responses should generally not exceed 4–6 pages (based on regular 8 1/2 x 11-inch paper, double-spaced in 12-point font). The 4–6 page guidance does not include the required one-page summary.

1. Please provide a brief description of this program.

<https://apps01.civilservice.louisiana.gov/TAG/login>

ID: SCS Password: SCS01 **(ID and Password are all caps)**

Transactions at a Glance (TAG) compiles transactional information on the state’s classified workforce from the LaGov HCM HR Information System (HRIS), which a vast majority of state agencies use for HR and payroll functionality and makes it available for internal State Civil Service (SCS) staff. SCS collects the raw transactional data from those state agencies from the LaGov HCM system, which encapsulates around 90 percent of the state of Louisiana’s classified workforce. A custom-built reference table validates and categorizes the information per SCS Rules and Policies and “excludes” information that may appear on the surface as correct. For example, a transaction may appear as a “Hire” or “Promotion” from just the HRIS coding but will fail the validation that constitutes a “Hire” in SCS terms. There are no validation measures in the HRIS to ensure the data is clean, so this was built from the ground up here at SCS in order to make a usable picture from the data.

Transactional information is then combined with the custom-built validation and categorization processing, to present a detailed, graphical transaction picture for the LaGov HCM HRIS agencies. TAG allows the user to look “at a glance” as well as the ability to drill down to a

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specific job title at a specific agency within a particular transaction type. There is also the availability for the user to use custom month/calendar year/fiscal year ranges or look at a particular single data timeframe. Charts and graphs can then be copied and inserted into reports or presentations. The data is updated once a month for the prior month's transactions.

2. How long has this program been operational (month and year)?

The program has been operational for eight months. It was launched on July 1, 2025.

3. Why was this program created? (What problem[s] or issues does it address?)

Before TAG, there was no way for State Civil Service to easily track/trend statewide transactional data. Due to HRIS limitations, no ability to trend data in a graphical manner existed. In addition, there were no validation measures to define "clean" data that matches SCS Rules and policies. To truly achieve data driven results and effective "post-implementation" evaluations, SCS needed a way to easily run and analyze this data.

4. Why is this program a new and creative method?

TAG takes the raw LaGov HCM data, validates it per SCS Rules and policies and then categorizes the information in "HR terms" for easy-to-use accessibility. Users can use the graphical elements or, for a deeper dive, export to Excel the background data that was used to build the chart or graph. The ability to look at surface level statistics or do a deeper dive by agency or job title and present the information in a professional chart or graph is new for SCS. The layout is identical no matter which demographic item search is utilized. In addition, rank-and-file staff never had access to any of these data items previously (unless a specific data request was made).

5. What were the startup costs? (Provide detailed information about specific purchases for this program, staffing needs and other expenditures, as well as existing materials, technology, and staff already in place.)

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All aspects of the TAG program were designed, built, and developed internally by existing SCS Applications and Data Division staff members. Moreover, no additional purchases for programs or software were made in the creation of the system.

6. What are the program's operational costs?

There are no additional operating costs. Existing Applications and Data Division staff members update and maintain the TAG Program using free chart software (Chart.js).

7. How is this program funded?

This system uses existing agency funding for programming and HR positions through intra-agency transfer fees paid to SCS. There is no additional cost to SCS for this system.

8. Did this program originate in your state? Yes ☒ No ☐

9. Are you aware of similar programs in other states? Yes ☒ No ☐

If yes, how does this program differ?

We are aware that several other states have a "dashboard" for statistics but there is a software cost associated with an "out-of-the-box" data tool as well as limited customization options available. In addition, no outside product could validate and categorize transactions per SCS Rules and policies.

10. How do you measure the success of this program?

Both SCS executive-level and SCS staff-level employees have access to this information. SCS users can quickly and easily utilize the demographic information in TAG for their daily work or special projects. Graphs and charts can be copied and pasted into reports and presentations. The ability for instant monthly/calendar year/fiscal year or a custom range of each timeframe type of the information in an easy-to-digest format is a first for this agency.

11. How has the program grown and/or changed since its inception?

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TAG is a constantly evolving data tool. Currently, the commonly-requested employee transactional items are displayed. However, the data items evolve to include additional information as a need arises for the information. For example, we added post-launch “Churnover” as a category based on a SCS need to quickly identify those employees who did not leave state service, known as “Turnover”, but left one state agency for another. In addition, we analyze the salary before and after the movement to see if the employee is making the same/more/less than the prior position at the prior agency. As SCS evolves over time, new categories can be created, validated and displayed for use. We also received user feedback that asked for the raw transactional data that was present in the chart or graph in an Excel format to allow for user manipulation of the data. We quickly added this export feature to accommodate this request. In addition, plans are in the works to allow external HR Directors at the various agencies to have the ability to run information for their respective agency via TAG.

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2026 NASPE Nomination Form Cover Page – Transactions at a Glance (TAG)

Transactions at a Glance (TAG) is a fully-customized application that compiles, validates and then categorizes LaGov HCM HRIS transactional information on the State's classified workforce one, easy-to-use format for internal State Civil Service (SCS) staff. SCS collects data from those state agencies from the LaGov HCM system via a data transfer process. We collect this information on a monthly basis to make a detailed transaction picture on data from the LaGov HCM HRIS, which encapsulates around 90% of the state's classified workforce. Once received, this transactional information is validated per SCS Rules and policies and then categorized in easy-to-understand HR categories for the user. This application was built and is continuously updated for no additional cost to the agency through the utilization of free software for rendering the graphical tools and all work being completed by existing SCS staff.

Current TAG categories and subcategories include:

- LaGov HCM New Hires: 19 subcategories
- LaGov HCM Promotions & Probation in Lieu: 13 subcategories
- LaGov HCM Demotions: 10 subcategories
- LaGov HCM Reallocations: 3 subcategories
- LaGov HCM Details: 7 subcategories
- LaGov HCM Standalone Pay: 6 subcategories
- LaGov HCM Churnover: 10 subcategories
- LaGov HCM Separations: 11 subcategories