

Functional Requirement	Level of Priority	Current level of support by PPS*	Satellite System Type	System Category*
1) Maintain appointment data including history:	4.73	Low		Tier I
2) Maintaining leave, accrual and usage information:	4.72	Med	Supplemented w/local	Tier II
3) Maintain detailed salary transactions and history of job related salary action data:	4.71	Low		Tier I
4) Track concurrent assignments and relationships:	4.53	N/A	Local	Tier I
5) Maintain and enhance employee self service for benefits:	4.51	High		Tier I
6) Connect personnel and salary actions:	4.49	Low		Tier I
7) Provide web enablement for applicants:	4.48	N/A	Local	Tier II
8) Maintain job description/title code:	4.48	N/A	Local	Tier I
9) Maintain wage and payroll deduction information:	4.44	Med		Tier I
10) Maintain union representation information:	4.44	Med		Tier I
11) Implement new contract terms and wage settlements:	4.42	Low		Tier II
12) Notification of benefit (in-)eligibility:	4.38	Low		Tier II
13) Maintain visa/permit information for non-US citizen data:	4.34	High		Tier I
14) Maintain time worked/shift information:	4.31	Low	Supplemented w/local	Tier II
15) Provide process workflow:	4.28	N/A	Manual/Local	Tier II
16) Maintain layoff data:	4.18	Med	Supplemented w/local	Tier I
17) Capture special academic data:	4.15	N/A	Local	Tier I
18) Link to budget system:	4.13	Low	Only for State Funded	
19) Maintain employee performance evaluation information:	4.11	N/A	Local	Tier II
20) Link to personnel system:	4.1	N/A		
21) Capture applicant pool demographic data:	4.09	N/A	Local	Tier II
22) Maintain multiple addresses including history for employees:	4.08	Low		Tier I
23) Maintain position funding information:	4.03	High		Tier I
24) Track recruitment resources:	4.02	N/A	Local	Tier II
25) General trend analysis for recruitment planning:	3.9	N/A	Local	Tier III
26) Calculate different scenarios during union negotiations:	3.88	N/A	Local	Tier III
27) Maintain grievance /disciplinary data:	3.86	N/A	Local	Tier I
28) Maintain employee disciplinary information:	3.86	N/A	Local	Tier I
29) Maintain AA/EEO data:	3.73	Med	Supplemented w/local	Tier III
30) Provide effort reporting:	3.71	N/A	A21 PAR	Tier I
31) Capture applicant pool credentials:	3.7	N/A	Local	Tier II
32) Provide attendance reporting:	3.64	N/A	Local	Tier II
33) Capture search committee data:	3.6	N/A	Local	Tier II
34) Maintain organizational and working relationships data:	3.58	N/A	Local	Tier I
35) Maintain degree and academic/research specialty information:	3.55	N/A	Local	Tier I
36) Capture information on non-selected applicants:	3.54	N/A	Local	Tier II
37) Record background check information:	3.54	Low	Supplemented w/local	Tier I
38) Maintain license, and certification information:	3.51	Low	Supplemented w/local	Tier I
39) Implement election process 'freezes':	3.42	Low		Tier I
40) Maintain employee training information:	3.39	N/A	Local	Tier I
41) Maintain employee/faculty biography and bibliography information:	3.24	N/A	Local	Tier I
42) Maintain awards and honors information:	3.13	Low	Supplemented w/local	Tier I
43) Maintain special health/medical requirements for the position:	3.12	N/A	Local	Tier I
44) Maintain employee skills/knowledge/abilities data:	3.05	N/A	Local	Tier I
45) Maintain employee health data (for JCAHO):	2.6	N/A	Local	Tier I
46) Record non-English language abilities:	2.4	N/A	Local	Tier I

\*High – fully supported by today's systems  
Med – partially supported by today's systems  
Low – not supported by today's systems

\*\*Tier I – System of Record  
Tier II – Processing Systems  
Tier III – Analytical Systems