

# Service Request 80534

## Merit Process PPP670 Modification

June 12, 2003

### 1.0 Overview

Campuses have requested that the Merit Process program (PPP670) be modified so that Professional and Support Staff ('PSS') rosters no longer exclude portions of the population depending on the month of the effective date entered.

### 2.0 Background

Release 1083 modified the Merit Process program to recognize the new Personnel Program Code (EDB 2007) values, introduced as part of the Human Resources Management Initiative (HRMI) to replace the former four tier staff personnel program. The HRMI project collapsed the existing four staff tiers into two new groups: *Professional and Support Staff*, made up of 'Administration and Professional Staff' (A&PS) and 'Staff' titles; and *Management and Senior Professional*, comprised of the 'Executive' and 'Management and Professional' (MAP) groups.

Because non-A&PS ('Staff') titles were not eligible for merit increases in October, release 1083 included logic to restrict the eligible population for 'PSS' rosters based on the month of the effective date as entered on the specification record. If the month value is '10', only appointments with Title Codes having a grade lookup code of 'S' or a Health Flag value of 'Y' (indicating former A&PS titles) are selected. Otherwise, if the month is not '10', only appointments whose Title Codes do not have a grade lookup code value of 'S' or a Health Flag value of 'Y' are selected.

### 3.0 Proposed Modification

The Merit Process program PPP670 should be modified so that 'PSS' rosters (roster type '1') no longer include logic to restrict the eligible population based on the month of the effective date. For PSS rosters, the program should select the entire eligible population, including both former A&PS and Staff titles, regardless of the effective date month entered on the specification record.