

**Release 1770**

**Service Request 81873  
Error Reports 2047, 2083  
Web Merit Enhancements 2007 – Phase I**

**Detail Design**

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## Introduction

### Service Request 81873

Service Request 81873 asks for numerous enhancements to the Web Merit application in response to campus requests.

Service Request 81873 provides the following background information:

“PPS release 1428, dated August 9, 2002, implemented the initial Web Merit system, a web-based online application to automate the processing of merit increases. A subsequent release the following year, R1513, added new functionality to process across-the-board (ATB) cycles.

In 2005, Santa Barbara became the first campus to use the Web Merit system to process October merit increases for policy-covered (unit ‘99’) employees. Other campuses, in particular UCLA and UC Riverside, tested the application extensively or ran the application in parallel with the existing batch merit process (PPP670).

After the October 2005 merit cycles were complete, HR&B ISS solicited feedback from those campuses which had implemented or tested the application, with the goal of identifying critical and high-impact modifications which would allow more locations to use the application. To address those concerns, the following releases were implemented in 2006:

R1713, dated 07/12/06, 2006 Web Merit Enhancements

R1722, dated 08/28/06, Web Merit Enhancements 2006 Phase II

R1726, dated 09/13/06, Web Merit Follow-up

R1728, dated 09/19/06, Web Merit Fix

Following the October 2006 merit cycles, HR&B ISS again solicited feedback from the campuses regarding further enhancements that would make the application even more beneficial. The 2007 enhancements will be completed in phases for efficiency. ”

### Error Report 2047

Web Merit will abend when the Bargaining Unit Table (BUT) table has only one item flagged for selection in web merit.

### Error Report 2083

When an employee is paid bi-weekly but with a rate code of "A", the new rate will be flagged as below minimum (RLM) even though the title code lookup shows it clearly above the minimum.

## Overview of PPS Modifications

### Web Merit Startup Changes

1. Web Merit will be changed so that it does not abend when the BUT table has only one item flagged for selection in web merit.

### Merit Cycle Administration Screen Changes

1. The following characters will no longer be allowed in the Cycle ID field on the Add New Merit Cycle page:  
/ \* \ : “ < > ? |

### Web Merit Roster Page Changes

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1. The roster page will be modified so that after the Employee Detail page for a particular employee is opened, only that employee name link and others that have also been visited will appear "visited" (red) on the roster.
2. The Pct Incr. field will precede the Annual Increase field.
3. Heading "Current Ann. Salary/Rate" will be changed to "Current Salary/Rate" and heading "New Annual Salary/Rate" will be changed to "New Salary/Rate".
4. The Eval. Date field will be validated against the "Oldest Performance Review Date" for the cycle, if one exists. If the user enters an Eval. Date earlier than the Oldest Performance Review Date for the cycle, a warning pop-up message will be displayed.
5. "Eval Date" will no longer be a required field if a "Perf. Rating" code that corresponds to the standard definition "XNo Performance Evaluation Conducted" has been entered.
6. All buttons and links displayed on the bottom of the roster page will be repeated at the top of the page.
7. When an employee is paid bi-weekly but with a rate code of "A", the new rate will not be erroneously flagged as below minimum (RLM).

### **Download Roster Changes**

1. The text file created by the Download Roster function will no longer include employees who have been deleted from the roster.
2. A new option for downloading deleted roster employees will be added to the roster page which will produce a text file including only the employees who have been deleted from the roster.
3. The Pct Incr. field will precede the Annual Increase field.
4. The download files will include the title description directly following the title code.

### **Employee Detail Page Changes**

1. The value in the distribution percent field ("Pct") will be carried out to four digits after the decimal.
2. The Next Merit Review Code will be displayed without a decimal point.
3. The Incr. Amount field will be blank until an increase has been entered and saved on the roster.
4. A comments text box will be displayed for any employee (including deleted employees).
5. Saving comments will not result in employee deletion.
6. The ability to edit existing comments will be added.
7. The messages above the buttons on this page will be modified as indicated in the Service Request.
8. The Delete and Restore buttons will be displayed appropriately after a delete or restore have been completed.
9. The Restore button will automatically save the comments.

### **Roster Department Selection List Changes**

1. Departments displayed in the Department column should be sorted in alphanumeric order, ascending.

## **Java Changes**

### **Java Access Beans**

webmerit/JavaSource/merit.dataAccessBeans/

#### **ARSMAccessBean.java**

This program queries the data security rules in ARSM, and also provides the department list for a roster.

The program will be changed to retrieve the department data in department number order, so it can be displayed in a consistent sequence. In method getPPMPDP, an "order by" clause will be added.

#### **CommonDataAccessBean.java**

This program contains Data access methods for commonly used data in web merit application.

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The program will be modified to prevent the abend which occurs when there is a single CBUC code in the BUT table. In method getListOfCBUC, the CBUC list is not being parsed properly when there is only one CBUC code in BUT table, which causes an abend. The parsing will be corrected.

### **RosterDataAccessBean.java**

This is the roster database access program. It will be modified as follows:

- Deleted employees will be excluded from the regular downloaded rosters. In method getRosterData conditional code will be added to exclude deleted employees from downloaded rosters, but not from rosters for screen display (i.e. when MLA\_COMMENTS\_FLAG = 'D').
- Code will be added to obtain data only for deleted employees when the new Download Deletes option was selected.
- The comments field in the PPPMMS table will be added to the data being selected for rosters.
- The program will be modified so that RLM is not incorrectly displayed for Biweekly appointments with rate code "A". In method checkRangeRate, mfactor is set to 26 for a BW pay schedule, and then the monthly pay rate from the TCT is multiplied by mfactor to get the annual salary, which is incorrect. The monthly rate will be multiplied by 12.

### **RosterEmpDetAccessBean.java**

This program contains the data access methods for employee detail data.

- Currently, this program deletes any existing comments when an employee is being restored to the roster. This code will be removed.
- When multiple comments are saved, carriage returns are added between the comment lines, which causes additional blank lines to appear in the display. These carriage returns will be changed to line breaks which will improve the display.

## **Java Display Beans**

webmerit/JavaSource/merit.displayBeans

### **RosterBaseObject.java**

This program is the Roster data base object.

It will be modified to add the object elements for the comments data, which will be used for the new "download deletes" feature.

## **Java Event Handlers**

webmerit/JavaSource/merit.eventHandlers

### **DeptListHandler.java**

This is the Event handler program for the department list page. It also provides data for the roster page when linked from the department list.

It will be modified to make the cycle "oldest review date" available to the roster page, by instantiating and populating the CycleDetail object.

### **RosterHandler.java**

This is the Event handler program for roster related events. It will be modified as follows:

- Code will be added to make cycle "oldest review date" available to the roster page, by instantiating and populating the CycleDetail object.
- Code will be modified to prevent employees from being deleted from the roster when there is already an existing comment, i.e. after the employee has been deleted and restored. Currently, the deleteEmployee code is done whenever there is already an existing comment. The delete code will be moved so that it is not within the save comments section.
- Code will be added to always get the comments data for the employee detail screen.

- The program will be modified so that the update comments functions are performed when restoring a deleted employee to the roster. This will occur when mode is "EMPDET" and submode is "UNDELETE".
- After completing a delete or a restore, this program should reset the value of the NoEditAllowed flag to the appropriate value so that the employee detail screen will display the appropriate buttons for a deleted or restored employee.
- Code will be added to handle the new Download Deletes process. When the mode is set to "DOWNLOADADELETES" by the JavaScript code, this program will call the appropriate download page.
- The program will be modified to set the message text for the employee detail page as follows:
  - If the employee is active (not deleted), the message text will be "To delete this employee, type comments in the Comments text box and then click 'Delete from Roster.'"
  - If the employee is deleted, the message text will be "To restore this employee to the roster, type comments in the Comments text box if desired and then click 'Restore to Roster.'"
  - After an employee is deleted from the roster, the message text will be "Employee record marked as deleted. Click 'Close' to return to the roster, and then click 'Save Changes' or the browser refresh button on the roster to display the row as deleted."
  - After an employee is restored to the roster, the message text will be "Employee record has been restored. Click 'Close' to return to the roster, and then click 'Save Changes' or the browser refresh button on the roster to display the row as restored."

## Web Pages

webmerit/WebContent

### **RosterRangeBased.jsp & RosterStepBased.jsp**

These are the web screen programs for the range and step based roster pages. They will be modified as follows:

- The programs will be modified so that employee names are not incorrectly shown as "visited" when they have not been clicked. The employee ID will be added to the row number to make it unique. RosterRangeBased.js & RosterStepBased.js will also be changed to extract just the row number.
- RosterRangeBased.jsp will be modified by switching the order of the Annual Increase and Pct. Increase columns on the Open Range Roster page, so that Pct Incr. is first.
- Code will be added to pass oldest review date to the CheckEvalDate JavaScript code. See changes to RosterRangeBased.js and RosterStepBased.js.
- Column headings will be changed to Current Salary/Rate and New Salary/rate.
- Buttons & links at the bottom of the roster page will be copied to the top as well.
- Navigation buttons and links will be reformatted based on the service request.
- A dropdown box for selecting the download type will be added so that users can download deletes only. The download button will be re-labeled "go".

### **RosterRangeBasedDownload.jsp & RosterStepBasedDownload.jsp**

These are the programs for the range and step based roster download pages.

- RosterRangeBasedDownload.jsp will be modified by switching the order of the Annual Increase and Pct. Increase columns on the Open Range Roster, so Pct Incr. is first.
- The title code description (Title\_code\_desc) will be added to the roster download files.
- Branching logic will be added to include the comments data when the user has selected the "Download Deletes" option. (2.6.2 & 5.5.2)
- For downloaded deletes, the file name will have \_DELETES appended to it instead of \_ROSTER.
- For downloaded deletes from the Audit roster, the file name will have \_AUDIT\_DEL appended to the name instead of \_AUDIT.

### **RosterRangeEmpDetail.jsp & RosterStepEmpDetail.jsp**

These are the web screen programs for the range and step based roster employee detail pages.

- Code to format the distribution percent for display will be changed from 2 to 4 decimal places.

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- Numeric formatting for Next Merit Review Code will be removed. This will correct the problem of displaying a decimal point after the code.
- RosterRangeEmpDetail.jsp will be changed to display a blank salary increase when no new annual salary has been entered.
- Currently, the NoEditAllowed flag is set on in RosterHandler.java when the employee has been deleted from the roster. This prevents the comments from being enterable and causes the "restore to roster" button to be enabled. This code will be modified so that the comments are always enterable and the "save comments" button always enabled.

## **JavaScript**

webmerit/WebContent/JavaScript

### **AdminCycle.js**

This JavaScript program validates merit cycle Add/Update form data.

An edit will be added to prevent entry of special characters in the cycle ID. A popup error message will be displayed and the user will have to correct the error before proceeding.

### **AdminErrorMessages.js**

This JavaScript program contains error messages used in JavaScript alerts on the cycle administration screens.

The following new error message will be added:

- Error (1146): Cycle ID may not contain any of these characters: / \* \ : " < > ? |

### **RosterEmpDetail.js**

This JavaScript program contains the data validation routines for the range and step based employee detail pages. An edit will be added to the employee restore function "Undelete" to prevent entry of comments of more than 200 characters. Previously, comments were not enterable when restoring a deleted employee, so this edit wasn't necessary.

### **RosterErrorMessages.js**

This JavaScript program contains error messages used in JavaScript alerts on the roster pages. The following message will be added:

- WARNING (5017): Evaluation Date is prior to the Oldest Performance Review Date for this cycle.

### **RosterRangeBased.js & RosterStepBased.js**

These JavaScript programs contain the data validation routines for the range and step based roster pages. They will be modified as follows:

- Since the employee ID is being added to the row number in RosterRangeBased.jsp & RosterStepBased.jsp, these programs will be modified to extract only the row number needed to process the employee detail display request.
- An edit will be added indicating that the evaluation date should be no earlier than the oldest review date. In method CheckEvalDate:
  - The oldest review date will be added to input parameters
  - If the evaluation date is less than the oldest review date parameter, a warning popup message will be displayed (see new message 5017 in RosterErrorMessages.js).
  - The new oldest review date parameter will be added to the internal call to CheckEvalDate
- The programs will be changed so that the evaluation date is not required if the code corresponding to "XNoPerformance Evaluation Conducted" was entered in the performance rating field. Modifications are in method CheckEvalDate.
- Code will be added to the rosterDownload function to handle the Download Deletes option. It will set the mode to "DOWNLOADDELETES".