

Release 1777

Service Request 81909

Error Report 2077

Web Merit Enhancements 2007 – Phase II

Detail Design

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Introduction

Service Request 81909

Service Request 81909 asks for numerous enhancements to the Web Merit application in response to campus requests.

Service Request 81909 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. This Service Request follows SR81873, 2007 Web Merit Enhancements, Phase I."

Error Report 2077

The initial ATB requirements state that if no match is found in the payscale file, the new rate would be calculated and rounded according to the following rule: Step-based rates would be rounded to whole dollars if the rate is monthly or 2 decimals if hourly.

However new rates are in 2 decimal places for monthly paid employees. Monthly rates should be rounded to whole dollars for step-based employees.

Overview of PPS Modifications

Merit Batch Extract Process Changes

- For ATB cycles, new rates will be rounded to whole dollars (no decimal places) for monthly paid employees.
- The EDB extract process will be modified to exclude appointments without salary (WOS).

Merit Cycle Administration Changes

- The Performance Evaluation Table in the Merit Cycle Administration function will be modified so that the "Update," "Add More" and "Reset" buttons always appear, even when the table is first opened for a given cycle.
- The "Add" button will be eliminated.
- The label on the "AddMore" button will be changed to "Add More" (add a space).
- When the Performance Evaluation Table is first displayed for a given cycle, the following text will be added to the existing message: "To accept the default values, click the 'Update' button."
- The Update Merit Cycle page will be modified so that the user can change the cycle description to a new value containing up to 30 characters (the maximum length of the field), regardless of the length of the existing description.
- On the Add New Merit Cycle page and the Update Merit Cycle page, in the "Next Salary Review Code(s)" field, the option "Eligible for six-month increase" will be eliminated.

Merit Roster Changes

- The Step-based Merit Roster page will be modified to round the new hourly rate to two digits after the decimal.
- The Range- and Step-based Merit Roster page Save function will be modified so that the performance rating is edited regardless of the presence of the RSM (Rate Set To Maximum) code.

Cobol Programs

PPP675

The Online Merit System needs data in its own DB2 tables that have to be populated from the existing PPS tables, residing in DB2 as well. In addition, some of the data going to the new tables needs to be formatted or calculated from other data fields before reaching the Online Merit tables. PPP675 was developed to take care of the extraction from EDB to the Merit tables.

This program will be modified as below:

1. Logic will be added to exclude appointments with an Appointment Without Salary Indicator (EDB2028) value of 'Y' from the EDB extract.
2. Changes for Error Report 2077:
Currently, for the step-based ATB cycles, the new pay rate is calculated using the Cycle Percentage if no match is found in the PAYSCALE file. Logic will be added to round the calculated new pay rate to whole dollars for monthly paid step-based employees.

Java Changes

Java Access Beans

webmerit/JavaSource/merit.dataAccessBeans/

CycleIdDetailAccessBean.java

This program handles maintenance of merit cycle ID data. It will be modified as follows:

- Code will be added to trim trailing spaces from the cycle description. This will correct the problem which has been preventing users from changing the description to a longer value than originally entered.

CycleIdPerfAccessBean.java

This program contains the data access methods for performance codes and performance rating table. It will be modified as follows:

- The code which sets the button label for the screen will be removed because the button label will now be hard-coded in the screen program.
- Text will be added to the message which appears the first time the screen is displayed. The new message text will be: "No record in database. Default Performance Evaluation Codes displayed. To accept the default values, click the 'Update' button."

RosterDataAccessBean.java

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

- For hourly stepped rates (in method checkStepRate), the rate obtained from the TCT will be rounded to 2 decimal places. Four decimal places will be displayed, but the rightmost two will always be zero. Hourly rates are defined as those in appointments with appointment rate code of "H".

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Java Display Beans

webmerit/JavaSource/merit.displayBeans

CyclePerfObject.java

This program is the base object for Cycle Performance Data. It will be modified as follows:

- The ButtonLabel property will be removed from this object. Its only purpose was to allow for different button labels on the screen. The button label is going to be hard-coded, so this feature is no longer needed.

Web Pages

webmerit/WebContent

AdminCycleAddNew.jsp & AdminCycleEdit.jsp

These are the web screen programs for the Add New Cycle and Edit Cycle screens. They will be modified as follows:

- The "Eligible for six-month increase" option under "Next Salary Review Code(s)" will be removed.

AdminPerfEval.jsp

This is the web screen program for the Performance Evaluation Table screen. It will be modified as follows:

- The button label "AddMore" will be changed to "Add More".
- Code will be removed which sets the button label to "Add" or "Update". The button label will always be "Update".

Javascript

webmerit/WebContent/JavaScript

AdminCycle.js

This JavaScript program contains the data validation routines for the Add New and Edit Cycle pages. It will be modified as follows:

- Code to handle the 6-month review code will be removed because this option is being removed from the screens.

AdminPerfEval.js

This JavaScript program contains the data validation routines for the Performance Evaluation table page. It will be modified as follows:

- Code to handle the "Add" button will be removed, since this button will no longer appear on the screen.
- Code which handles the "AddMore" button will be changed to reflect the button name change to "Add More".

RosterStepBased.js & RosterRangeBased.js

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

- In the final validation routine "validate", the performance rating is only edited if there is not an RSM condition (maxflg != "Y"). This code will be removed so that the edit always occurs.