

**Release 1830**

**Service Request 82219**

**2008 Web Merit Roster Enhancements**

**Detail Design**

July 24, 2008  
Prepared by Baskar Chitravel

Information Resources & Communications  
Office of the President  
University of California

# Table of Contents

<b>Introduction .....</b>	<b>1</b>
Service Request 82219 .....	1
<b>Overview of PPS Modifications .....</b>	<b>1</b>
Web Merit Roster Pages .....	1
Web Merit Costing Summary pop-up .....	2
Web Merit Frequently Asked Questions (FAQ) page.....	2
<b>Programs .....</b>	<b>2</b>
New and Modified Programs .....	2
PPCSTSPR .....	2
<b>Java Changes .....</b>	<b>3</b>
Data Access Beans .....	3
RosterDataAccessBean.java.....	3
RosterEmpDetAccessBean.java .....	3
Display Beans .....	4
RosterEmpDetailObject.java.....	4
Java Event Handlers.....	4
RosterHandler.java .....	4
Web Pages .....	5
FAQ.htm.....	5
RosterRangeBased.jsp .....	5
RosterRangeEmpDetail.jsp .....	5
RosterStepBased.jsp .....	6
RosterStepEmpDetail.jsp .....	6
JavaScript .....	6
RosterRangeBased.js .....	6
RosterStepBased.js .....	6

## Introduction

### Service Request 82219

Service Request 82219 asks for the following Roster-related enhancements to the Web Merit online application:

1. Create a PDF file of the Roster by choosing a selection in the “Select Download” dropdown.
2. Allow zero merit increases in the Web Merit Rosters.
3. Allow users to open or save the Roster page download file in Excel format.
4. Change the RGC error code behavior on step based and open range rosters.
5. Exclude the START DOS codes from the Costing Summary Pop-up costing calculations.
6. Change the fiscal year begin date calculation logic in the costing on Employee Detail Page.

This release will address 2, 4, 5, and 6 of the enhancements listed above. Enhancements 1 and 3 will be addressed in a later release.

## Overview of PPS Modifications

### Web Merit Roster Pages

1. Currently, the Percentage Increase field in the Range Based Roster does not retain the value of ‘0.00’, even if the performance rating and other input data have values. The Range Based Roster will be changed to retain the value of ‘0.00’ for the Percentage Increase column when the Performance Rating has a value other than blank. However, Percentage Increase will be changed to blank if the Performance Rating is blank.
2. Currently if a cycle does not allow over max increases, the roster cannot be saved if the RGC (existing salary rate is more than the max rate found in TCT) flag is present on any Roster record. Code will be added for the Step and Range based Roster screens to save the form data when RGC flag is present on any of the Roster records.
3. If the RGC error code is present, only the entry of performance evaluation date and evaluation rating will be allowed on that Roster record and all the other entry fields (such as percentage increase or annual increase) will be blocked.
4. Currently, the number of months left in a fiscal year is calculated during the definition of the Merit Cycle, using the Cycle Date as the beginning date and Fiscal Year End as the end date. This value is stored as part of the Cycle definition in the PPPMCC Cycle Definition table as MCC\_MO\_REMAIN\_FY column. This constant value MCC\_MO\_REMAIN\_FY is accessed by the Employee Detail Page to calculate the costing amount for any distribution that belongs to the Cycle.

This logic will be changed so that the Fiscal year begin date is calculated to be the later date of Pay Begin Date of a distribution or Cycle Date of the Cycle.

### **Web Merit Costing Summary pop-up**

The Costing Summary stored procedure will be changed in the DOS code selection logic of the PPPMED table selection criteria to exclude the START (Staff and Academic Reduction in Time) DOS code RTP (Reduction in Time Program).

### **Web Merit Frequently Asked Questions (FAQ) page**

In the FAQ page, the answer paragraph for the question “Why can’t I save changes to my roster?” will be changed to reflect the following RGC error code changes of a Roster record:

- Save the form data when RGC flag is present on any of the Roster records.
- Block the entry of all the fields except performance evaluation date and evaluation rating.

## **Programs**

### **New and Modified Programs**

#### **PPCSTSPR**

PPCSTSPR is a COBOL stored procedure called by the Web Merit application with input parameters (Cycle ID, Session ID, MDP Level, Access Intent, and ARSM Rule) for the Costing Summary details. PPCSTSPR accesses the MRT tables (PPPMCC, PPPMDP, PPPMLA, and PPPMED) to get all the costing qualified distributions, calculates the Costing Summary for all the Funds defined in the PPPFND table for the merit function, and returns the Costing Summary in an array.

Stored procedure PPCSTSPR's DOS code selection logic in the MED\_CURSOR cursor declaration will be changed to exclude the START (Staff and Academic Reduction in Time) DOS code RTP (Reduction in Time Program).

## Java Changes

### Data Access Beans

Web/JavaSource/dataAccessBeans

#### **RosterDataAccessBean.java**

This contains the database access code for roster-related data.

Currently, the Web Merit System calls the PPTCTSP2 stored procedure to get the new rates for a title code from the TCT tables for step based rosters. The resultant rates for the New Salary/Rate can exceed the Current Salary/Rate even for a zero percent merit especially after a range adjustment. This will result in an undesired update to the employee's rate in the EDB in spite of the zero merit increase.

The following modifications will be made in this program to set the values for the Roster Base Object for both the range and step based rosters:

1. The Current Salary/Rate will be copied to the New Salary/Rate and the Percentage Increase field will be set to zero whenever the input percentage increase in salary entered in the Web Merit System's roster is zero for a logical appointment of an employee.
2. If the RGC error code is present for a row,
  - A value of "O" will be saved in Max Rate flag so that RGC will be retained by the rosters after the refresh or save of the screen details.
  - The Current Salary/Rate will be copied to the New Salary/Rate for the RGC row.

#### **RosterEmpDetAccessBean.java**

This contains the database access code for the employee details pop-up screen, including all the appointment and distribution data for the listed logical appointment.

It will be modified to add a get method getCycleDate to obtain the Cycle Date from the PPPMCC (Merit Cycle details) table using the input Cycle ID as the parameter. This will be used by other processes to calculate the months remaining in the fiscal year.

## **Display Beans**

Web/JavaSource/displayBeans

### **RosterEmpDetailObject.java**

This is the object which defines the employee details for the Roster Employee Detail page. It will be modified as follows:

- A new cycle\_date field for costing begin date calculation will be added.
- Get method getCycle\_date to return the value of the new cycle date field will be added.
- Set method setCycle\_date to set the value of the new cycle date will be added.
- A method CalculateFiscalMonthLeft will be added to calculate the number of months left in the fiscal year using the listed input parameters passed: Cycle Date of the Cycle and Pay Begin Date of the employee's current distribution. This method will have the following logic:
  - Determine the later month from the Pay Begin date of the distribution or the Cycle date of the Cycle.
  - Calculate the number of months left from the start date calculated in the above step to the next fiscal year.
  - Return the number of months left to the calling module as a numeric.

## **Java Event Handlers**

Web/JavaSource/eventHandlers

### **RosterHandler.java**

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

- For the Step and Range Employee Detail screens (Roster Mode is "EMPDET"), code will be added to get Cycle Date from PPPMCC using the new method getCycleDate defined in the data access bean program (java data access module) RosterEmpDetAccessBean.
- For the Step and Range Rosters (Roster mode is "UPD"), code will be added to save form data when RGC (existing salary rate is more than the max rate found in TCT) flag is present in any of the Roster records.

## **Web Pages**

Web/Webcontent/Pages

### **FAQ.htm**

This is the web page for the FAQ. It will be modified as follows:

The following paragraph in the “Why can’t I save changes to my roster?” section:

“If your cycle is defined to disallow increases over the maximum rate for a Title Code, records marked ‘RGC’ (‘The current rate is greater than the TCT rate’) will prevent you from saving the roster. You must correct these errors before submitting the roster.”

will be replaced with the paragraph given below:

“If your cycle is defined to disallow increases over the maximum rate for a Title Code, you will not be able to enter an increase for Roster records marked ‘RGC’ (‘The current rate is greater than the TCT rate’). However, you will be able to enter an evaluation date and a performance rating for the employee and save the Roster.”

### **RosterRangeBased.jsp**

This is the web page for the range-based rosters. It will be modified as follows:

- Logic will be added to retain the value of ‘0.00’ for the Percentage Increase column when the Performance Rating has a value other than blank. However, Percentage Increase will be changed to blank if the Performance Rating is blank.
- The parameter that contains all the new salary related error codes will be added to the method CheckPerfRating for the RGC code edits.
- The Percent and Annual Increase fields will be made not enterable if the current record contains the RGC error code.

### **RosterRangeEmpDetail.jsp**

This is the web page for the employee details of the range-based rosters. It will be modified as follows:

- A new field FiscalMonthLeft that is the number of months left for the costing calculation will be defined.
- The new method CalculateFiscalMonthLeft with parameters of Pay Begin date and Cycle Date will be called to calculate the new field FiscalMonthLeft.
- In the FiscalYearCostCalculate method used to calculate the costing amount for a distribution, the new FiscalMonthLeft field will be passed as a parameter instead of the existing field Fym, which is the number of months left from the Cycle Date to the fiscal year-end.

### **RosterStepBased.jsp**

This is the web page for the step-based rosters. It will be modified as follows:

- The parameter that contains all the new salary related error codes will be added to the method CheckPerfRating for the RGC code edits.
- The Recommended Increase and New Step fields will be made not enterable if the current record contains the RGC error code.
- "0.0" will be displayed in the percentage increase field when a zero value is entered or is present in the screen for the Recommended Increase field.

### **RosterStepEmpDetail.jsp**

This is the web page for the employee details of the step-based rosters. It will be modified as follows:

- A new field FiscalMonthLeft that is the number of months left for the costing calculation will be defined.
- The new method CalculateFiscalMonthLeft with parameters of Pay Begin date and Cycle Date will be called to calculate the new field FiscalMonthLeft.
- In the FiscalYearCostCalculate method used to calculate the costing amount for a distribution, the new FiscalMonthLeft field will be passed as a parameter instead of the existing field Fym, which is the number of months left from the Cycle Date to the fiscal year-end.

### **JavaScript**

Web/Webcontent/javascript

#### **RosterRangeBased.js**

This JavaScript program validates range based roster form data. It will be modified as follows:

- A new parameter stars flag (old/new salary error codes) will be added to the methods CheckPerfRating, CheckPerfRating2, and validate for the RGC error code edit conditions.
- Logic will be added in the above methods to bypass performance evaluation edits that restrict zero percentage increase if the RGC code exists in the current row of the range based roster.

#### **RosterStepBased.js**

This JavaScript program validates step based roster form data. It will be modified as follows:

- A new parameter stars flag (old/new salary error codes) will be added to the methods CheckPerfRating and validate for the RGC error code edit conditions.
- Logic will be added in the above methods to bypass performance evaluation edits that restrict zero percentage increase if the RGC code exists in the current row of the step based roster.