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Last Modified on: August 1, 2008

**SR82288 Requirements**  
**2008 Web Merit Roster Title Code Pop-up Effective Date**

**Objective:**

To display the correct effective date associated with the rate set on the title code pop-up available from the Web Merit Rosters. This will enable campuses to utilize the application to process October 2008 salary increases successfully.

**Project Type:**

This is an enhancement to an existing application.

**Requested by:**

HR&B HR and Compensation Policy

**Analyst:**

Beth Burkart

**Due Date(s):**

The requested modifications are urgent.

It is requested that the changes be made available to campuses by September 1, 2008 so that they have adequate time to test and install the release prior to processing of potential October 2008 merit cycles.

## Background

Release 1722 (8/06) addressed the requirements in SR81447, 2006 Web Merit Enhancements, Phase II. Requirement 4.2.3 requested that “The Title Code name and rate effective date should be added to the Title Code Detail page.” The Title Code Detail page is displayed when a user clicks on a title code link on a roster record, and presents the rates associated with the title along with other relevant information.

Campuses have recently noticed that the effective date being displayed on the Title Code Detail page for range-based titles reflects the date that the grade was given to the title code, rather than the effective date for the rates themselves. See Attachments A and B for an example from UC Santa Cruz. Campuses are concerned that this will lead to questions and confusion among their user population.

Campus feedback and IR&C research indicates that the correct effective date is already being displayed for the step-based titles. Further research indicates that the issue described above is limited to open range titles that are graded.

## Current Process

The effective date displayed on the Title Code Detail page (Title Code pop-up) for range-based graded titles is the effective date for the title/grade combination from the Title Code Table – staff Grade (TGB). The specific item in the PPPTGB is the TGB\_Effective\_Date. This item is labeled SUB LOC/PAY REP EFFECTIVE DATE on the Title Code Table listing (see Attachment B).

## Proposed Process

The effective date displayed on the Title Code Detail page for range-based graded titles should reflect the effective date for the rates themselves, which comes from the Salary Grade Table (SGT).

## Change Requirements

### 1.0 Display the Effective Date for the Rates on the Title Code Detail Page

The Title Code Detail page for range-based graded titles should be modified to reflect the effective date for the rates rather than the effective date for the title/grade combination.

The SGT\_Effective\_Date from the PPPSGT – Salary Grade Table should be displayed as the “Effective Date” on the Title Code Detail page. This item is labeled EFFECTIVE DATE on the Title Code Table listing (see Attachment B).

IR&C Research has determined that processes outside of the Web Merit application may need to be modified in order to meet this requirement. For example, a common utility is used by various applications to extract data from the Title Code Table. Further analysis will be needed to determine if this utility must be modified in order to display the correct effective date on the Title Code detail page in Web Merit.

# Attachment A – UC Santa Cruz Example: TGB Data and Title Code Detail Page

```

TGB_TITLE_CODE TGB_PAY_REP_CODE TGB_EFFECTIVE_DATE TGB_GRADE_TYPE
CHAR(4)        CHAR(3)          DATE CHAR(2)
PRIMARY----- PRIMARY----- -----PRIMARY PRIMARY-----
***** TOP OF DATA *****
7241          COV                07/01/1995 PS
7241          COV                12/01/2001 SC
7241          UNC                07/01/1995 PS
7241          UNC                12/01/2001 SC
***** BOTTOM OF DATA *****
  
```

**Range Rate Table - M...**

Title Code: 7241 ANALYST, ADMINISTRATIVE, PRIN I  
 Sublocation: Rep Code: U  
 Grade: L Effective: 12/01/2001  
 Cycle Date: 10/08

Minimum	Midpoint	Maximum
0054500.00	0076300.00	0098100.00

Close

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**Web Based Merit Entry System**

ORNIA

USER SELECTION User: SCWEBADM | FAQ | Main Menu | Merit Menu | Logout

SELECTED MERIT ROSTER: [TESTSCRIPTSMARY](#)

HR, Control Point Review  
 Effective Date: MO Effective Date: 10/01/2008

Calculate

Title	Pay Sched/Time%	Current Salary/Rate	Grade	Eval Date (MM/YY)	Perf Rating	Pct Incr.	Annual Increase	New Salary/Rate
DES-A	MO 1.00	118764 9897.00	2					
DES-A	MO 1.00	42732 3561.00	G					
STAFF HUMAN RESOURCES-A	MO 1.00	86436 7203.00	L					
0280 / 000218 STAFF HUMAN RESOURCES-A	MO 1.00	100000 8333.34	3					
7638 / 000218 STAFF HUMAN RESOURCES-A	MO 1.00	66372 5531.00	L					
7661 / 000218 STAFF HUMAN RESOURCES-A	MO 1.00	83676 6973.00	L					
4722 / 000218 STAFF HUMAN RESOURCES-A	MO 1.00	34000 2833.34	G					
7662 / 000218 STAFF HUMAN RESOURCES-A	MO 1.00	57372 4761.00	K					
7243 / 000218 STAFF HUMAN RESOURCES-A	MO 1.00	51480 4290.00	I					

javascript:openNewWindow('ControllerServlet?action=ROSTER&mode=RR&titlecode=7241&sublocation=&repcode=U&grade=L&cycledate=10/08', 'titlecodewindow', '350', '400')

## Attachment B – UC Santa Cruz Example: Corresponding Title Code Table Entry

TITLE	PERSONNEL	COMMON INF.																							
CODE	PROGRAM	EFF. DATE	ABBREVIATED TITLE NAME					FULL TITLE NAME																	
7241	1	12/01/2001	ANALYST, ADMINISTRATIVE, PRIN I					PRINCIPAL ADMINISTRATIVE - SUPERVISOR INSTITUTE (LPN1/NP1)					ANALYST I												
AYR			LINKG	RET.	TITLE	LAST	FROZEN	ABOLISHED	BY	SUPV	REST	STND	SPC	USE											
LL			CTO	CODE	CODES	UNIT	CLASSIF.	TITLE	TITLE	AGRM	FOC	TITL	TITL	HLTH	HRS	HND	OF								
LAG			OSC	FOC	TITLE	1	2	CODE	REVIEW	DT	FLAG	/	DATE	FLAG	/	DATE	FLAG	SUB	FLAG	FLAG	FLAG	WEEK	CD	TITLE	
---			F20	B	092	1	0	99	03/01/1973	N									BD			N	00.00		L
			SUB LOC/PAY REP			SUB		PAY	FLSA	OVERTIME	SIX MONTH		RATE	JOB GROUP											
			EFFECTIVE DATE			LOCATION		REP	STATUS	EXEMPT CD	REVIEW CD		LOOKUP	IDENTIFIER											
			12/01/2001			**		COV	1	E			G												
						EFFECTIVE		GRADE			*-----		SALARY	RANGE		*-----*									
						DATE		TYPE	GRADE		MINIMUM		MIDPOINT		MAXIMUM										
						10/01/2007		SC	L		54,500.0000		76,300.0000		98,100.0000										
			SUB LOC/PAY REP			SUB		PAY	FLSA	OVERTIME	SIX MONTH		RATE	JOB GROUP											
			EFFECTIVE DATE			LOCATION		REP	STATUS	EXEMPT CD	REVIEW CD		LOOKUP	IDENTIFIER											
			12/01/2001			**		UNC	1	E			G												
						EFFECTIVE		GRADE			*-----		SALARY	RANGE		*-----*									
						DATE		TYPE	GRADE		MINIMUM		MIDPOINT		MAXIMUM										
						10/01/2007		SC	L		54,500.0000		76,300.0000		98,100.0000										