

CPDSS RELEASE VERSION 1.6.3.1 – May 2002

To All CPDSS Users:

A patch will be loaded to CPDSS on 24 May 02 that will fix a scoring problem on the internal rosters (see below for additional details). Unfortunately, applying the patch will cause a number of Job Analysis Promotion Plan Templates to change to archived status. I struggled with making this decision because it will cause you additional work; however, we need to fix a scoring problem.

BACKGROUND: Approximately 18 months ago, we loaded a patch to CPDSS to fix a problem with scoring internal rosters. This patch was tested and went into production. However, an issue raised a couple of weeks ago caused me to revisit the way scoring was being accomplished on internal templates. During my review, I noticed that applicants were not scoring correctly when one specific template was used. I recreated the template from scratch and the applicant received the correct score. Upon further review of the original template, I determined it had been created (using the "save as" function) from a template that was developed prior to the patch that fixed the internal scoring problem. The original template was 'bad' and subsequent templates created from it, using the 'save as' function, carried the problems forward.

The original problem stemmed from the way we did business when the first IOC bases began using CPDSS. Prior to November 2000, Charleston and McChord AFB were the only bases using CPDSS to fill internal jobs. Employees at these bases were required to submit resumes to self nominate for a vacancy. CPDSS was designed to use Resumix Grammar in conjunction with employee data from MDCPDS and Experience History to rank and rate candidates. To accommodate this 'mix and match' approach to staffing, some templates were built using both Resumix and MDCPDS/Experience History data fields. The subsequent patch eliminated the use of both Resumix and MDCPDS data and users were told to modify templates to reflect this change. If the templates were not properly modified, any template created from the original templates inherits a scoring error.

After the 24 May patch is loaded if a user wants to use an archived template, they will need to use the "save as" function to save the template in a "test" status. The template should then be reviewed for completeness. Any appropriate corrections should be made before the template is used to rank candidates.

In addition, a review of a number of newly created, approved templates in the template library shows that Internal templates have been built with "external data fields" in the AND/OR Logic. To clarify, the internal template should use only skill codes and MDCPDS/Experience History data fields to add restrictions on an applicant. These restrictions are assigned in the AND Logic. In my review, I found that some external data fields have been used as restrictions in the AND logic (for example, Highest Grade Held and Eligibility Status). This use of external data elements on these templates causes scoring failure.

I also found External templates built with AND logic restrictions of 12 Months Experience. This causes an error condition.

The Resumix and CPDSS Training Material outline the fields that should be used when building Internal and External Announcements. I have attached that page of instruction for use in building future templates and reviewing existing templates to ensure they are correct. We will also be taking steps to ensure the system eliminates the possibility of 'mixing and matching' now that Charleston and McChord are no longer using resumes to fill internal jobs. In June, we will load a patch that will change the options available to you in the AND/OR logic. The Internal

CPDSS RELEASE VERSION 1.6.3.1 – May 2002

template page AND/OR Logic will only include those data fields that apply to internal candidates and the External template page will only include those data fields what apply to external candidates.



Chapter 4 - Atch 2.doc

This review also indicated that templates are being developed that repeat skills from one rule to the next with all the restrictions remaining the same. PPRS used progression levels that required employees to meet PLF 1 (or rule 1) before progressing to the next PLF (or rule 2). This is not how CPDSS is designed. CPDSS flows applicants to the highest rule met without flowing through any of the lower level rules.

Finally, it should be noted that a connection exists between improperly built templates and performance. When an external template includes internal restrictions, CPDSS looks for this information-and performance suffers. The same is true when internal templates include external restrictions. Replicating skills from one rule to another also affects performance. Cleaning up these templates will have the added benefit of improving overall CPDSS performance.

CPDSS RELEASE VERSION 1.6.3.1 – May 2002

	<i>ENHANCEMENTS</i>
Skills Codes Percentages	The Experience History Maintenance database has been modified to display a third percentile. This enhancement makes the MDCPDS database and Experience History Database replicate each other. This change sets the stage for the conversion to the new skills code table that is scheduled for later this year.
Performance	Minor improvements have been made to the import process, the generation of the Experience History Brief, and the generation of the certificate.
Local Nationals	A “check box” has been added to the search screen in the Experience History Maintenance program to allow for searches on Local National employees. If this check box is left unchecked, the search will only retrieve appropriated funded employees.
Job Analysis Promotion Plan Template Quantifiers	Template elements “Option 9” and “Internal” have been enhanced with an additional quantifier. The users were limited to the quantifiers of “ANYONE” and “ALL”. The user can now input a number in the quantifier field of these two elements to identify that the applicant must have “a designated number” of skills to meet the requirements of that rule. This enhancement reduces the number of rules currently required to obtain the same results. (See attached instructions for use of this functionality.)
	<i>FIXED ITEMS</i>
Experience History Brief	PROBLEM: When you request a brief on an individual, from the Experience History Maintenance Module, the brief takes an excessive amount of time to generate (approximately 2 hours). FIX: <i>The brief now generates faster..</i>
Experience History Brief	PROBLEM: The Experience History Brief report was incorrectly clear texting technical appraisal records. It only displayed the code that pertains to the appraisal type. FIX: <i>This has been change to clear text the type of appraisal (i.e. Annual, Presumptive, etc.)</i>
Experience History Brief	PROBLEM: The Experience History Brief report was incorrectly retrieving education records from the “US Gov Education” in MDCPDS. FIX: <i>This query has been modified to retrieve the education from the appropriate “Education” field in MDCPDS.</i>
Details	PROBLEM: The detail grade displayed in the “Expanded Current Detail” window, when the user clicks on the “Detail” button in the Experience Summary property sheet, was incorrectly displaying the current position grade instead of the grade of the detail. FIX: <i>This has been corrected to display the grade of the detail assignment.</i>
Experience Summary Property Sheet	PROBLEM: The Experience Summary Property sheet on the CRR was incorrectly displaying the target grade instead of the current position grade. FIX: <i>This has been modified to correctly display the current position grade on the Experience Summary Property sheet and corresponding report.</i>
CRR Notes Area	PROBLEM: The CRR Notes area could only display a maximum of 254 characters. FIX: <i>This has been changed to display an unlimited number of characters.</i>

CPDSS RELEASE VERSION 1.6.3.1 – May 2002

Template Scores	PROBLEM: Scores that exceed 1000 are displaying as zero on the CRR screen. <i>FIX: The CPDSS application was modified from its original design to accommodate the new scoring needs of career programs. Scores greater than 1000 will now display correctly.</i>
Assignment Start Date	PROBLEM: The assignment start date changes in MDPCDS when certain actions are processed, i.e. LWOP, RTD, Data Element change, etc. This caused erroneous data to be imported into CPDSS and displayed on the Experience Summary Property sheet and in Experience History Maintenance screens. <i>FIX: CPDSS was changed to import “Occupancy date”. CPDSS users can once again use the AND Logic restriction of “total months” on templates.</i>
Position Location Code	PROBLEM: The Experience History Summary Property sheet was not displaying the correct information for assignment type. <i>FIX: The position location field is now being retrieved from the correct location in MDCPDS.</i>
Nonpay Status Employees	PROBLEM: Employees with an assignment status (Active Assignment, Active Appointment, Temp Appt NTE etc) were selectable through the search window in the Experience History Maintenance program. However, those employees on LWOP or in a Non Pay status were not selectable. <i>FIX: The system now has the ability to select any employee regardless of the assignment status</i>
Technical Appraisal and Corp Status Information on the Referral Brief	PROBLEM: The appraisal type for Technical Appraisals and Corp Status is not displaying correctly. <i>FIX: This has been modified to display the correct information. The Corp status will display the Corp membership status and the eligibility date.</i>
Appraisals, Awards, and Technical Appraisals	PROBLEM: Appraisals, awards, and technical appraisals are being entered into MDCPDS before the effective date. These appraisals and awards, with projected dates, should not be considered in CPDSS until they become effective. <i>FIX: Restrictions have been placed on award and appraisal data that will not allow them to be imported or displayed within CPDSS until they become effective.</i>
Optional Element 12 – Technical Assessment	PROBLEM: The Technical Assessment element is not scoring appropriately. The technical appraisal type was being entered after the supervisory weights in the custom field of Resumix. (DPK Only) <i>FIX: No fix required. The system was functioning as designed. Additional training on the appropriate use needed to be accomplished.</i>
Referral Briefs	PROBLEM: Periodically, when generating referral briefs some of the headers, after the work experience entries, are not printing (i.e. Career Program, Appraisal, Education, Training, Occupational Certificate, & Awards) <i>FIX: This has been corrected.</i>

CPDSS RELEASE VERSION 1.6.3.1 – May 2002

	<i>PROBLEMS</i>
Template “And” Logic - Skill Code Sets	PROBLEM: Skills code set in the AND logic is not assigning points correctly, the system will give credit for the skill only within the same assignment (i.e. skill 1; skill 2; skill 3) not for skills in the different assignment area.
Dr Watson	PROBLEM: When using complex templates to score candidates on your match list, a Dr Watson error is generated when the scoring of the match list begins. It is assumed that the SQL statement is too large for the Oracle ODBC driver to even try to parse, much less try to execute.
Template “And” Logic - Appointment Type	PROBLEM: The appointment type in the AND Logic is not looking at current position information. It is looking at appointment type in current and experience history. When the logic is selected, the search should only be against the current position.
Template “And” Logic – Occupational Series	PROBLEM: Occupational Series in the AND logic is not assigning points correctly.