

**CAPPS HR/Payroll  
Enhancements (SRs) Submitted to User Group 04/24/18**

SR #	Requesting Agency	Product	Impacts All Agencies	Module	Priority	Level of Effort	Short Description	Long Description	Synopsis of Request (Requirements)	Proposed Solution (How it would work/Customization Overview)	CAPPS Support Team Vote Recommendation
5021 (B)	OCA/SPA	Talent Management	Yes	Recruiting	Medium	Low	Hide Candidate's Employment Preferences	When we print a candidate's application, we're able to see other agencies they've applied to (see attachment). If job seekers find out that their application history is revealed to hiring managers, they might be reluctant to use CAPPS. You can't do that in WIT and not in civilian job boards either. It's strange. It should be fixed if possible.	Agencies have requested not to view certain data in the Employment Preferences section, which is available on the view of the candidate and job submission.	OPTION B: Remove "Organization" from the Employment Preferences section on the candidate and job submission view. This will remove the view of a candidate's employment preferences for the "Organization;" however, their preferences for "Location" and "Job Function" will remain visible.	
5536	DPS	Talent Management	Y	Interfaces, Recruiting	Low	Medium	Candidate Profile Creation for New Hires	Is it possible to have the feature turned off that creates a candidate profile in CAPPS Recruit for new hires? We're beginning to hire new employees through the CAPPS system; therefore, the employees already have a candidate profile account set up for when they initially applied. Then when they're onboarded, another account is created with their CAPPS User ID, sending the employee a temporary passcode. This is creating confusion because they already have an account set up from when they applied for their job. This feature was needed when we first went on CAPPS because we were still hiring from Neogov; however, now that we're hiring through CAPPS, the candidates that are hired already have an account and do not need another created.	The agency requests that the internal candidate interface (creates and updates internal candidate profiles for CAPPS Recruit agencies) be retired.	Retire the internal candidate interface. Retire the internal CAPPS Career Section shared across CAPPS internal candidates (the external career sections and the agency-specific internal career sections will remain). Update the configuration to remove the shared internal CAPPS Career Section from populating as one of the career sections where jobs can be posted and also remove the portal pagelet. Add the New User button to the agency-specific internal career sections so that applicants can create an account to apply for agency-specific jobs if they do not already have an account. Previously created internal candidates will remain but no further updates will be made to the profiles via the interface (the profiles will be managed by the candidates). Update the job opportunities text on the portal sign on page. Update correspondence messages referencing internal candidates. See handout for more information.	Approve
6505	DPS	Performance Management	Y	Performance Management	Low	Low	Disable the worklists process for Performance Management	We noticed in UAT that there are Performance Management related items in the MSS HR/Payroll Worklist (see attached screenshots). Will these items also appear in Production? What is intended purpose of these work items? When we clicked on the hyperlinks it takes you to the approval page of the evaluation; however, it doesn't appear the manager needs to actually "work" these items, so we're wondering what the items are for?	The agency has requested that no Worklist item be generated for the manager who completed the evaluation.	Update the configuration associated with worklist notification for the Appraisal Transaction Approval process.	Approve

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6571	DPS	CAPPS HR/Payroll	No	Reports	Low	Medium	Employee Biosketch Report update Run Control	Would the CPA be able to run an Employee Biosketch Report for all employees in our entire agency and provide it to us? Currently, the Employee Biosketch report process in CAPPS only allows by employee, we unable to run it by department or agency.	Currently the Run Control allows users to run report by employee, allowing for multi-employee selection. The Run Control can be modified to allow more options for running the report.	Modify the Run Control for the Bio-sketch report to allow the report to be run by a single department.	Approve
7295	DMV	Performance Management	Y	Performance Management	Low	Medium	Performance Management Query	Performance Management Query TxDMV had asked for a performance management query that listed the following fields: Employee ID, Employee Name, Business Unit, Department, Type of Evaluation, Date Last Evaluation Signed, Evaluation Rating, and Next Evaluation Due Date.	Develop a new query to display the following data/fields: Employee ID, Employee Name, Hire Date, Business Unit, Department, Type of Evaluation, Date Last Evaluation Signed, Evaluation Rating, and Next Evaluation Due Date.	Develop a new query that displays the requested fields.	Approve