

EMPLOYEE SALARY ANALYSIS

REPORT DESCRIPTION B0088 | WEB INTELLIGENCE



The purpose of this report is to display active employee salary analysis compared to banded or graded salary ranges in the Integrated HR-Payroll System.

Report Description

This report provides an active employee salary analysis compared to banded or graded salary ranges statewide across agencies and contains three reporting views.

- The first report tab (Employee Salary Analysis) shows detail salary info per employee compared to Job salary ranges.
- The second report tab (Salary Analysis by Occupied Job) shows a summary of employee count and average employee salary per Job compared to each job's salary range.
- The third report tab (Employee Distribution by Salary Range) shows a summary of employee counts and their distribution across the different employee salary ranges.

Report Location

PA: Compensation

Report Uses

- Analyze employee salary equity across organizational units
- Use Compa Ratio Rate to evaluate, either at a summary or detail level, how employee salaries compare to others within their specific job market

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How to generate this report

Prompts	@ ×
Available prompt variants	• 🗒 🖼 ×
Prompts Summary	Organizational Up#
Containzational onit * Calendar Month/Year (Single Value, Mandatory) Personnel Area(s) - (Optional)	To see the concent of the law of
 Employee Group(s) - (Optional) Employee Subgroup(s) - (Optional) 	
Job Family(s) - (Optional) Job Branch(s) - (Optional)	Optional
Job(s) - (Optional) Employee Pay Type(s) - (Optional) Employee Day Asso(c) (Optional)	
Employee Pay Area(s) - (Optional) Employee(s) PersNo (Optional) Exclude Employee Group (Temps) 0:X	OK Will be Grey until all
Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;	Exclusion the Mandatory Prompts are Selected
* Required prompts	
	OK

Mandatory Prompts

Mandatory prompts have a red arrow indicator (\rightarrow) followed by an asterisk (*) on the left side of the prompts. When a valid value(s) is entered, this indicator will turn to a green check mark (\checkmark).

- ***Organizational Unit:** To select data for this prompt:
 - Make sure the "Organizational Unit" prompt is selected (1)
 - Click on the "Refresh Values" icon to see the list of Org Units (2)
 - Navigate to the desired Org Unit (3)
 - Click on the right arrow to add it to the selection box (4)

Prompts 2 Care or	Summary Janizational Unit Transportation lendar Month/Year (Single Value, Mandatory) rsonnel Area(s) - (Optional) uployee Group(s) - (Optional) b Family(s) - (Optional) b Family(s) - (Optional) b Branch(s) - (Optional) b(s) - (Optional) uployee Pay Type(s) - (Optional) uployee (s) PersNo (Optional) uployee(s) PersNo (Optional) clude Employee Group (Temps) 0;X clude Employee Subgroup (Temps) 15;25;35;45;5	Organizational Unit 2 Refresh Values 2 Community Colleges 3 • 3 • 9 Office of the Governor • • • • • • • • • • • • • • • • • • • • • • • •
<	>	

***Calendar Month/Year (Single Value, Mandatory):** To select data for this prompt:

- Make sure you have the Calendar Month/Year prompt selected (1)
- If you don't want to search for a date, enter the date in the text box in MM/YYYY format (2a) and skip steps (2b) (4); go straight to step (5)
 OR:
- Click on "Refresh Values" (2b)
- In the search box narrow down the date selection by using the wildcard *YYYY format and press the enter key (3)
- Click on the date (4)
- Click on the right arrow button (5)
- If no other prompts are required, click the "OK" button to run the report.

th/Year (Single Value, Mandatory) a Refresh Values 2 MONTH
th/Year (Single Value, Mandatory) a Refresh Values 2 MONTH
a Refresh Values 2 2b LMONTH
015 016 016 016 016 016 016 016 016 016 016
2

Optional Prompts

Optional prompts are indicated with a green check mark (\checkmark) but are not pre-filled or required. They are used to assist in further limiting the amount of data that is retrieved into the body of the report.

- ✓ **Personnel Area(s) (Optional**): To select data for this prompt:
 - Make sure the "Personnel Area(s) (Optional)" prompt is selected (1)
 - Enter a search text with an asterisk (*) in the search box to view the list of values for Personnel Area (2)
 - Click on the search icon (3)
 - To see the key value for each Personnel Area, click on the key icon (4)
 - Click on the desired Personnel Area (5)
 - OR if you know the Personnel Area key or Personnel Area name already, then you can skip steps 2 through 5 and enter it directly in (6)
 - Click on the right arrow to add the Personnel Area to the selection box (7)

Prompts		3 ×
Available prompt variants		
Prompts Summary	Personnel Area(s) - (Optional) (optional)	
 * Organizational Unit Transportation * Calendar Month/Year (Single Value, Mandatory) 05/2016 Personnel Area(s) - (Optional) Environment Natural Resou Employee Group(s) - (Optional) Job Family(s) - (Optional) Job Family(s) - (Optional) Job Branch(s) - (Optional) Job(s) - (Optional) Job(s) - (Optional) Employee Pay Type(s) - (Optional) Employee Pay Area(s) - (Optional) Employee(s) PersNo (Optional) Exclude Employee Group (Temps) 0;X Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;55 ;65 	1601 6 4 ? Fervironment Natural Resources 7 Personnel Area ? Environment Natural Resources (1601) Justice (0901) 5 ? Justice (0901) 5 5 May 31, 2016 7:51:44 AM GMT-04:00 * 2 3 3	
* Required prompts	OK Can	cel

✓ **Employee Group(s) - (Optional):** To select data for this prompt:

- Make sure the "Employee Group(s) (Optional)" prompt is selected (1)
- Enter a search text with an asterisk (*) in the search box to view the list of values for Employee Group (2)
- Click on the search icon (3)
- To see the key value for each Employee Group, click on the key icon (4)
- Click on the desired Employee Group (5)
- OR if you know the Employee Group key or Employee Group name already, then you can skip steps 2 through 5 and enter it directly in (6)
- Click on the right arrow to add the Employee Group to the selection box (7)

Prompts	@ ×
Available prompt variants	
Prompts Summary	Employee Group(s) - (Optional) (optional)
 * Organizational Unit Transportation * Calendar Month/Year (Single Value, Mandatory) 05/2016 Personnel Area(s) - (Optional) Environment Natural Resour Employee Group(s) - (Optional) SPA Employees Employee Subgroup(s) - (Optional) Job Family(s) - (Optional) Job Branch(s) - (Optional) Job Branch(s) - (Optional) Job(s) - (Optional) Gemployee Pay Type(s) - (Optional) Employee Pay Area(s) - (Optional) Employee Singloyee Singloyee	A 6 4 9 Employee Group EPA Bi-Weekly (R) EPA LEO Bi-Weekly (S) SPA Bi-Weekly (P) SPA Bi-Weekly (P) SPA Employees (A) 5 SPA LeO Bi-Weekly (Q) SPA LeO Bi-Weekly (Q) SPA Law Enforcement (B) Supplemental Staff (O) May 31, 2016 7:57:09 AM GMT-04:00 * 2
< >>	
* Required prompts	OK Cancel

✓ **Employee Subgroup(s)** - (Optional): To select data for this prompt:

- Make sure the "Employee Subgroup(s) (Optional)" prompt is selected (1)
- Enter a search text with an asterisk (*) in the search box to view the list of values for Employee Subgroup (2)
- Click on the search icon (3)
- To see the key value for each Employee Subgroup, click on the key icon (4)
- Click on the desired Employee Subgroup (5)
- OR if you know the Employee Subgroup key or Employee Subgroup name already, then you can skip steps 2 through 5 and enter it directly in (6)
- Click on the right arrow to add the Employee Subgroup to the selection box (7)

Prompts	e.	×
Available prompt variants		
Prompts Summary	Employee Subgroup(s) - (Optional) (optional)	
 * Organizational Unit Transportation * Calendar Month/Year (Single Value, Mandatory) 05/2016 Personnel Area(s) - (Optional) Environment Natural Resour Employee Group(s) - (Optional) SPA Employees Employee Subgroup(s) - (Optional) FT S-FLSAOT Perm 1 Job Family(s) - (Optional) Job Branch(s) - (Optional) Job(s) - (Optional) Job(s) - (Optional) Employee Pay Type(s) - (Optional) Employee Pay Area(s) - (Optional) Employee(s) PersNo (Optional) Exclude Employee Group (Temps) 0;X Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;55 ;65 	B1 6 4 ? Employee Subgroup 7 Contractor (G1) 7 FT N-FLSAOT Perm (A1) 7 FT N-FLSAOT Perm (A1) 7 FT N-FLSAOT Perm (A2) 7 FT N-FLSAOT Throb (A2) 7 FT N-FLSAOT TL (A3) 7 FT N-FLSAOT TL (A3) 7 FT S-FLSAOT Fld Trme (B9) 5 FT S-FLSAOT Perm (B1) 5 May 31, 2016 8:00:19 AM GMT-04:00 8 2 3	
* Required prompts	OK Cancel	

✓ Job Family(s) - (Optional): To select data for this prompt:

- Make sure the "Job Family(s) (Optional)" prompt is selected (1)
- Enter a search text with an asterisk (*) in the search box to view the list of values for Job Family
 (2)
- Click on the search icon (3)
- To see the key value for each Job Family, click on the key icon (4)
- Click on the desired Job Family (5)
- OR if you know the Job Family key or Job Family name already, then you can skip steps 2 through 5 and enter it directly in (6)
- Click on the right arrow to add the Job Family to the selection box (7)

Prompts	© X
Available prompt variants	
Prompts Summary	Job Family(s) - (Optional) (optional)
 * Organizational Unit Transportation * Calendar Month/Year (Single Value, Mandatory) 05/2016 Personnel Area(s) - (Optional) Environment Natural Resour Employee Group(s) - (Optional) SPA Employees Employee Subgroup(s) - (Optional) FT S-FLSAOT Perm Job Family(s) - (Optional) Information Technology Job Branch(s) - (Optional) Job(s) - (Optional) Employee Pay Type(s) - (Optional) Employee Pay Area(s) - (Optional) Employee(s) PersNo (Optional) Exclude Employee Group (Temps) 0;X Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;55 ;65 	90000004 6 4 7 Job Family 7 Job Family 7 Job Family 7 Job Family 7 Administration And Management (90(Engineering And Architecture (900001) 7 7 Information Technology (90000004) 7 Institutional Services (9000005 5 Law Enforcement And Public Safe Medical Health (9000007) Natural Resources And Scientific (9000009) May 31, 2016 8:03:12 AM GMT-04:00 3 3
* Required prompts	OK Cancel

- ✓ **Job Branch(s) (Optional):** To select data for this prompt:
 - Make sure the "Job Branch(s) (Optional)" prompt is selected (1)
 - Enter a search text with an asterisk (*) in the search box to view the list of values for Job Branch
 (2)
 - Click on the search icon (3)
 - To see the key value for each Job Branch, click on the key icon (4)
 - Click on the desired Job Branch (5)
 - OR if you know the Job Branch key or Job Branch name already, then you can skip steps 2 through 5 and enter it directly in (6)
 - Click on the right arrow to add the Job Branch to the selection box (7)

Prompts	@ ×
Available prompt variants	
Prompts Summary	Job Branch(s) - (Optional) (optional)
* Organizational Unit Transportation	80000037 c
* Calendar Month/Year (Single Value, Mandatory) 05/2016	
Personnel Area(s) - (Optional) Environment Natural Resource	4 1 1
Employee Group(s) - (Optional) SPA Employees	Job Branch
Employee Subgroup(s) - (Optional) FT S-FLSAOT Perm	Architects (80000014)
Job Family(s) - (Optional) Information Technology	Auditing (8000002)
Job Branch(s) - (Optional) Building Environmental	; Budgeting (8000003)
Job(s) - (Optional)	Building Environmental (80000037) 5 Business & Technology (80000030)
 Employee Pay Type(s) - (Optional) 	Business Management (80000004)
 Employee Pay Area(s) - (Optional) 	Business Systems (81000075)
 Employee(s) PersNo (Optional) 	$\langle \rangle$
Exclude Employee Group (Temps) O;X	May 31, 2016 8:06:07 AM GMT-04:00
Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;55 ;65	* 2 · · · · · · · · · · · · · · · · · ·
* Required prompts	
	OK Cancel

✓ **Job(s) - (Optional):** To select data for this prompt:

- Make sure the "Job(s) (Optional)" prompt is selected (1)
- Enter a search text with an asterisk (*) in the search box to view the list of values for Job (2)
- Click on the search icon (3)
- To see the key value for each Job, click on the key icon (4)
- Click on the desired Job (5)
- OR if you know the Job key or Job name already, then you can skip steps 2 through 5 and enter it directly in (6)
- Click on the right arrow to add the Job to the selection box (7)

Prompts	2 ×
Available prompt variants	
Prompts Summary	Job(s) - (Optional) (optional)
* Organizational Unit Transportation	30005011 Attomey
* Calendar Month/Year (Single Value, Mandatory) 05/2016	
Personnel Area(s) - (Optional) Environment Natural Resour	4 1 7
Employee Group(s) - (Optional) SPA Employees	Job <
Employee Subgroup(s) - (Optional) FT S-FLSAOT Perm	Artist Illustrator III (30001377) Assistant Commissioner DMV (30010845)
Job Family(s) - (Optional) Information Technology	Assistant Director of Traffic Records (31001625)
Job Branch(s) - (Optional) Building Environmental	Asst Director Maintenance And Materials (30003
Job(s) - (Optional) Attorney	Attorney (30005011) 5
Employee Pay Type(s) - (Optional)	Attorney II (30000735)
 Employee Pay Area(s) - (Optional) 	Attorney III (30000738)
 Employee(s) PersNo (Optional) 	
Exclude Employee Group (Temps) O;X	May 31, 2016 8:09:21 AM GM1-04:00
Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;55 ;65	
< >>	
* Required prompts	
	OK Cancel

Employee Pay Type(s) - (Optional): To select data for this prompt:

- Make sure the "Employee Pay Type(s) (Optional)" prompt is selected (1)
- Enter a search text with an asterisk (*) in the search box to view the list of values for Employee Pay Types (2)
- Click on the search icon (3)
- To see the key value for each Employee Pay Type, click on the key icon (4)
- Click on the desired Employee Pay Type (5)
- OR if you know the Employee Pay Type key or Employee Pay Type name already, then you can skip steps (2) through (5) and enter it directly in (6)
- Click on the right arrow to add the Employee Pay Type to the selection box (7)

	₩ ^
Available prompt variants	
Prompts Summary	Employee Pay Type(s) - (Optional) (optional)
 * Organizational Unit Transportation * Calendar Month/Year (Single Value, Mandatory) 05/2016 Personnel Area(s) - (Optional) Environment Natural Reso Employee Group(s) - (Optional) SPA Employees Employee Subgroup(s) - (Optional) SPA Employees Employee Subgroup(s) - (Optional) FT 5-FLSAOT Perm Job Family(s) - (Optional) Information Technology Job Branch(s) - (Optional) Building Environmental Job(s) - (Optional) Attorney Employee Pay Type(s) - (Optional) Employee Pay Area(s) - (Optional) Employee(s) PersNo (Optional) Exclude Employee Group (Temps) 0;X Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;55 ; * Required prompts 	1002 6 4 ? Emp Pay Type Panded 7 Banded 1001) ? Flat Rate (1003) 5

✓ **Employee Pay Area(s) - (Optional):** To select data for this prompt:

- Make sure the "Employee Pay Area(s) (Optional)" prompt is selected (1)
- Enter a search text with an asterisk (*) in the search box to view the list of values for Employee Pay Areas (2)
- Click on the search icon (3)
- To see the key value for each Employee Pay Area, click on the key icon (4)
- Click on the desired Employee Pay Area (5)
- OR if you know the Employee Pay Area key or Employee Pay Area name already, then you can skip steps (2) through (5) and enter it directly in (6)
- Click on the right arrow to add the Employee Pay Area to the selection box (7)

Prompts	2 ×
Available prompt variants	
Prompts Summary	Employee Pay Area(s) - (Optional) (optional)
* Organizational Unit Transportation	1001 6 Annual Salaries
* Calendar Month/Year (Single Value, Mandatory) 05/2016	
Personnel Area(s) - (Optional) Environment Natural Resour	4 4 7
Employee Group(s) - (Optional) SPA Employees	Emp Pay Area
Employee Subgroup(s) - (Optional) FT S-FLSAOT Perm	Annual Salaries (1001) 5
Job Family(s) - (Optional) Information Technology	CareerBanding Hourly (1020)
Job Branch(s) - (Optional) Building Environmental	Flat Rate (1014)
Job(s) - (Optional) Attorney	" Hourly (1011)
Employee Pay Type(s) - (Optional) Banded	Medical (1004) Part Auth Appual (1050)
Employee Pay Area(s) - (Optional) Annual Salaries 1	Port Auth Flat Rate (1052)
Employee(s) PersNo (Optional)	Port Auth Hourly (1051)
Exclude Employee Group (Temps) O;X	May 31, 2016 8:29:25 AM GMT-04:00
Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;55 ;65	* 2 10 3
< >>	-
* Required prompts	OK Cancel

Employee(s) PersNo. - (Optional): To select data for this prompt:

- Make sure the "Employee(s) PersNo. (Optional)" prompt is selected (1)
- Enter an employee number in the search box to verify the employee's name (2)
- Click on the search icon drop down arrow and select "Search in key" (3)
- Click the search icon (4)
- To see the employee number, click on the key icon (5)
- Click on the desired Employee (6)
- OR if you do not need to verify the employee number, you can skip steps 2 through 6 and enter it directly in (7)
- Click on the right arrow to add the Employee to the selection box (8)

Pron	npts							😗 🗙
Availa	ble prompt variants •	🖼 🖼 ×						
Prom	pts Summary	Employee(s) PersNo (Optional) (opt						
0000	Organizational Unit Transportation Calendar Month/Year (Single Value, Mandatory) 05/2016 Personnel Area(s) - (Optional) Environment Natural Resour	12345678 7 5	9	>	John 8	Doe		
0	Employee Group(s) - (Optional) SPA Employees	Loho Doo (12246678)						
õ	Job Family(s) - (Optional) Information Technology	John Dee (12395676) 6						
0	Job Branch(s) - (Optional) Building Environmental							
0	Job(s) - (Optional) Attorney							
0	Employee Pay Type(s) - (Optional) Banded							
0	Employee Pay Area(s) - (Optional) Annual Salaries							
0	Employee(s) PersNo (Optional) John Doe							
0	Exclude Employee Group (Temps) O;X	May 31, 2016 8:39:52 AM GMT-04:00	44	1 4				
0	Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;55 ;65	12345678 2	1	•				
<	>			Match cas	ě			
* Req	uired prompts		~	Search in Search on	key <mark>3</mark> database	0	ж	Cancel

NOTE: Since we have many employees in the system, using broad wildcard searches can be very slow and may result in an error if the search exceeds the system limit. If you do not know the employee number and must do a name search, you can narrow down your search by using the wildcard with specific text strings when looking for an employee by name such as:

- John *Doe*
- *Doe

If you know the employee number, it is best to use the manual entry field (in step 7) to enter your selection.

Exclusion Prompts

Exclusion prompts are also indicated with a green check mark (\checkmark) but are generally prefilled with a specific set of data values. They are provided to exclude specified data by default while allowing customers the flexibility of changing them when necessary. Any rows containing data values listed in the exclusion selection box will not be fetched into the report.

- ✓ **Exclude Employee Group (Temps):** To remove this exclusion:
 - Make sure the "Exclude Employee Group (Temps)" prompt is selected (1)
 - Click on one or more Employee Group(s) to remove from the box on the right (2)
 - Click on the left arrow icon to remove the desired Employee Group(s) (3)

Prompts	© ×
Available prompt variants	
Prompts Summary	Exclude Employee Group (Temps) (optional)
* Organizational Unit Transportation	0
* Calendar Month/Year (Single Value, Mandatory) 05/2016	Use search criteria to retrieve values. The
Personnel Area(s) - (Optional) Environment Natural Resour	search is case sensitive. Here are examples
Employee Group(s) - (Optional) SPA Employees	of search criteria: Search = a* -> retrieves
Employee Subgroup(s) - (Optional) FT S-FLSAOT Perm	retrieves all values finishing by "a". Search
Job Family(s) - (Optional) Information Technology	= a*a -> retrieves all values starting and
Job Branch(s) - (Optional) Building Environmental	finishing by "a". Search = a*a* ->
Job(s) - (Optional) Attorney	containing one more "a".
Employee Pay Type(s) - (Optional) Banded	
Employee Pay Area(s) - (Optional) Annual Salaries	
Employee(s) PersNo (Optional)	••• •
Exclude Employee Group (Temps) O;X	
Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 ;55 ;65	
>	
* Required prompts	
	OK Cancel

NOTE: The Employee Group and the Employee Subgroup exclusions work together as a set to exclude temporary employees. If you want to clear the Temp exclusion, both exclusions (EE Group and EE Subgroup) must be cleared.

✓ **Exclude Employee Subgroup (Temps):** To remove this exclusion:

- Make sure the "Exclude Employee Subgroup (Temps)" prompt is selected (1)
- Click on one or more Employee Subgroup(s) to remove from the box on the right (2)
- Click on the left arrow icon to remove the desired Employee Subgroup(s) (3)

Prompts	3	×
Available prompt variants		
Prompts Summary	Exclude Employee Subgroup (Temps) (optional)	
 * Organizational Unit Transportation * Calendar Month/Year (Single Value, Mandatory) 05/2016 Personnel Area(s) - (Optional) Environment Natural Resour Employee Group(s) - (Optional) SPA Employees Employee Subgroup(s) - (Optional) FT S-FLSAOT Perm Job Family(s) - (Optional) Information Technology Job Branch(s) - (Optional) Building Environmental Job(s) - (Optional) Attorney Employee Pay Type(s) - (Optional) Banded Employee (s) PersNo (Optional) Exclude Employee Group (Temps) 0;X Exclude Employee Subgroup (Temps) 15 ;25 ;35 ;45 1 ; ;65 	Use search criteria to retrieve values. The search is case sensitive. Here are examples of search criteria: Search = a* -> retrieves all values starting by "a". Search = a* a -> retrieves all values starting and finishing by "a". Search = a*a* -> retrieves all values starting by "a" and containing one more "a". 15 3 65 2 3 65 2 3 65 2 3 65 2 3 65 2 3 75 65 4 95 0 6 0 1 6 1 1 7 85 95 7 85 95 7 85 95 7 95 0 16 1 1 17 8 95 18 1 1 19 1 1 10 1 1 11 1 1 19 1 1 1 10 1 1 1 11 1 1 1 12 1 <td< th=""><th>< <</th></td<>	< <
* Required prompts	OK Cancel	

NOTE: The Employee Group and the Employee Subgroup exclusions work together as a set to exclude temporary employees. If you want to clear the Temp exclusion, both exclusions (EE Group and EE Subgroup) must be cleared.

Initial Layout

There are 3 report tabs available. Below are sample renderings from each tab.

Employee Salary Analysis: Shows detail salary info per employee compared to Job salary ranges.

B0088: Employee Salary Analysis as of 07/2018							
Emp Pay Type	Emp Pay Area	Emp Pay Group	Emp Pay Level	Emp GR Range Ref	Job	Job Desc	Employee's Full Name
Banded	Career Banding	31111111	J	NA	311111111	Public Relations	Mickey L Mouse

Employee Salary Analysis *continued...*

				Execution [Date : 7/30/1	8			
Employee	Related Work Experience Month(s)	Related Education Month(s)	Emp Annual Salary	Emp Salary (FTE)	Emp / Job Ref Salary	Compa Ratio	Job Min Pay	Job Max Pay	Emp Count
10045670	24	24	60.000.00	60.000	09 202	0.61	57.000	101.004	4
Total	31	24	60,000.00	60,000 60,000	98,302	0.01	57,000	121,804	1

Salary Analysis By Occupied Job: Shows a summary of employee count and average employee salary per Job compared to each job's salary range.

Salary Analysis By Occupied Job								
Job Pay Type	Job Pay Area	Job Pay Group	Job	Job Desc	Emp Pay Type	Emp Pay Area	Emp Pay Group	Emp Pay Level
Banded	Career Banding	32222222	32222222	Executive Assistant	Banded	Career Banding	32222222	J
Banded	Career Banding	3111111	31111111	Public Relations	Banded	Career Banding	31111111	J
T-Grade	Annual Salaries	TG64	33333333	Deaf/blind Intervenor	T-Grade	Annual Salaries	TG64	TG

Salary Analysis By Occupied Job continued...

Execution Date : 7/30/18							
Emp GR Range Ref	Emp Count	Avg Emp Salary (FTE)	Emp / Job Ref Salary	Job Mkt Index (Emp Avg)	Job Min Pay	Job Max Pay	Total Emp Salary (FTE)
NA	1	45.000	50.885	0.88	29.826	68.031	45.000
NA	1	60,000	98,302	0.61	57.000	121.804	60.000
+MP	1	49,091	41,218	1.19	31,904	50,532	49,091
Total	3						154,091

Employee Distribution By Salary Range: Shows a summary of employee counts and their distribution across the different employee salary ranges.

Employee Distribution By Salary Range					
Salary Range	Total Annual Salary	Number of Employees	Percent to Total	Cumulative Employee Count	Cumulative Employee Percent
\$25,000 - \$29,999	25,000	1	7.14	1	7.14
\$30,000 - \$34,999	34,220	1	7.14	2	14.29
\$35,000 - \$39,999	75,469	2	14.29	4	28.57
\$40,000 - \$44,999	40,000	1	7.14	5	35.71
\$45,000 - \$49,999	183,778	4	28.57	9	64.29
\$55,000 - \$59,999	113,000	2	14.29	11	78.57
\$60,000 - \$64,999	60,000	1	7.14	12	85.71
\$75,000 - \$79,999	78,000	1	7.14	13	92.86
\$80,000 - \$84,999	83,592	1	7.14	14	100.00
Total	693,059	14			

Report Info: displays the information about the prompts entered.

Report Info	
Prompt Input	
Organizational Unit	State of North Carolina
CalMonth/Year	07/2018
Personnel Area(s)	
Employee Group(s)	
Employee Subgroup(s)	
Job Family(s)	
Job Branch(s)	
Job(s)	
Employee Pay Type(s)	
Employee Pay Area(s)	
Employee(s) PersNo.	
Exclude Employee Group	0;X
Exclude Employee Subgroup	15 ;25 ;35 ;45 ;55 ;65 ;75 ;85 ;95 ;0E ;1E ;2E ;3E ;4E ;5E ;6E ;7E ;Q5 ;S5 ;SI ;SO ;T5 ;U5 ;8E ;9E ;QE ;SE ;SL ;SR ;TE ;UE ;VE ;V5

Available Objects

This is a list of the available objects that can be added to the report, once in Design mode.

🖃 🚽 B0088: Employee Salary Analysis	
📁 Agency Hire Date	🚥 Age in Years
표 🔰 Age Range	🚥 Annual Salary
🗉 🔰 Cal Mth/Yr	🚥 Emp Reference Salary
🗉 🔰 Education Level	🚥 FTE Annual Salary
표 📁 Emp GR Range Ref	uu Job Max Pay Level
표 📁 Employee	🚥 Job Min Pay Level
💋 Employee's Name	uu Job Reference Salary
표 🔰 Employee Group	we Length of Service
표 🔰 Employee Subgroup	Number of Employees
표 📁 Emp Pay Area	Related Education Month(s)
표 📁 Emp Pay Group	Related Work Experience Month(s)
표 📁 Emp Pay Level	🗏 🥟 Variables
표 📁 Emp Pay Type	Prompt Response Cal Mth/Yr
표 📁 Ethnic Origin	Prompt Response Employee Group
🗉 📁 Gender	Prompt Response Employee Pay Area
💋 Hourly Pay Indicator	Prompt Response Employee Pay Type
🗉 🔰 Job	Prompt Response Employee PersNo
표 🥖 Job Branch	Prompt Response Employee Subgroup
표 📁 Job Family	Prompt Response Exclude Employee Group
표 📁 Job Pay Area	Prompt Response Exclude Employee Subgroup
표 📁 Job Pay Group	Prompt Response Job
표 🥖 Job Pay Level	Prompt Response Job Branch
표 📁 Job Pay Type	Prompt Response Job Family
표 🔰 Organizational Unit	Prompt Response Organizational Unit
Øriginal Hire Date	Prompt Response Personnel Area
🗄 📁 Personnel Area	Market Avg Emp Salary (FTE)
🗄 👂 Position	Compa Ratio
표 🔎 Salary Range	Cumulative Employee Count
	Cumulative Employee Percent
	Emp / Job Ref Salary
	Job Mkt Index (Emp Avg)
	Percent to Total

Special Report Considerations/Features

- Temporary employees are excluded by default, but this can be changed.
- Report only pulls active employees.
- The 'Emp /Job Ref Salary' represents the Employee Reference Rate for Banded pay types; for all other pay types, it represents the Job Reference Rate.
- Data for Salary Range tab is only available beginning June 2015. Salary range for historical months is not available.
- Infotype 9822 data (Related Experience) is only available beginning August 2018.
- 'EE Telework Eligible' and 'EE Telework Type' can be added to report by expanding the Employee attributes (expanded list) in Available Objects.
- Position and Job abbreviated titles (Short Text) are available from the Position or Job attributes (expanded list) in Available objects.

Change Log

- 5/26/2016 Effective modification
 - > Added Optional Prompts Employee Pay Type(s) and Employee Pay Area(s)
 - Changed the Column Name "Emp Mkt Index" to "Compa Ratio" in Default Layout of the Report Tab B0088 Employee Salary Analysis
 - Compa Ratio is calculated Based on Employee Reference Salary, Job Reference Salary and FTE Annual Salary
 - > Added Report Info Tab which provides the information about the Prompts Entered
 - Changed the 2nd and 3rd Tab names in the Report to "Salary Analysis By Occupied Job" and "Employee Distribution by Salary Range" to match the Report Titles
- 11/28/2016 Add Age in Years and Length of Service measures to Available Objects
- 8/9/2018 Added infotype 9822 Related Work Experience Months and Related Education Months to default layout on B099 Employee Salary Analysis report tab
- 3/31/2021 –Added EE Telework Eligible and EE Telework Type to Employee attributes (expanded list) in Available Objects
- 4/1/2021 Updated format and added alt text L. Lee
- 8/12/2021 Added Position and Job abbreviated titles (Short Text) to Position and Job attributes (expanded list) in Available Objects. T.Cooper
- 7/7/2022 Added National Guard Status to Employee Attributes (expanded list) in Available Objects. Also, added Field/Home Based to Position Attributes (expanded list) in Available Objects. S. Rich