

B0013 Compensation Modeling

Purpose

The purpose of this report description is to explain the purpose of and how to generate the Compensation Modeling report.

Report Description

This report allows OSHR to analyze the cost of implementing the new Compensation System with cost information regarding taking employees to new MIN or new MP.

Report Location

OSHR Executive Oversight

Report Use

- Tool to be used specifically for calculating the cost of proposed reallocation actions. The unique data being pulled into the report is the set of relationships between Positions and the proposed Jobs to which they can be reallocated. Knowing the proposed Jobs allows the report to compare the salary of Employees in these Positions to the salary range associated with the Jobs and then calculate the difference between the salary and the salary range minimum and midpoint. These difference amounts can then be grouped by funding

source and totaled as needed to determine how much money would be needed to increase Employees' salaries to the minimum and/or midpoint.

- The 'No Job Chg' flag is set when the New Job is the same as the Current Job or if the New Job is an existing Job. This flag can be used to identify any reallocations that may have been entered incorrectly in the Agency spreadsheets.

How to Generate this Report

This report is generated after selecting values for the mandatory prompts. All mandatory prompts must have values selected before the Run Icon can be used to generate the report. Mandatory prompts can be identified as mandatory by the exclamation mark inside of the yellow-orange triangle, the square with the checkmark, or the display of (Mandatory). Detailed instructions for interaction with each prompt can be found on the [Web Intelligence Prompt List](#) on the [OSC website](#).

The Mandatory prompts for this report are:

- Personnel Area(s) (Mandatory)

This report can also be further limited by utilizing the Optional prompts to further limiting the amount of data that retrieved into the body of the report. Optional prompts are indicated as option in parentheses beside the prompt.

The Optional prompts are:

- New Job(s) - (Optional)

Image

The screenshot displays a software interface for selecting personnel areas. On the left, a sidebar contains a search bar and a list of options. The first option, 'Personnel Area(s) (Mandatory)', is highlighted and includes a warning icon and the text 'Please select at least one value'. Below it is 'New Job(s) - (Optional)' with '(All values)' underneath. The main panel on the right has a title bar 'Personnel Area(s) (Mandatory)' with a checkmark icon and a refresh button. Below the title bar is a search bar with the placeholder text 'Search or enter value(s) manually' and a plus icon. An information message states: 'To see the content of the list, click the refresh values button.' The bottom of the interface features a dark bar with the text 'Mandatory (1)', a 'Reset All' button, and 'Run' and 'Cancel' buttons.

Initial Layout

B0013 Compensation Modeling (1st tab): This tab lists the total Cost to New MIN, Budget Cost to New MIN, and Cost to New MP for each agency. Below is a sample rendering.

Image

B0013: Compensation Modeling as of 9/1/16

Personnel Area	Cost to New MIN	Budgeted Sal Cost to New MIN	Cost to New MP
Agriculture Consumer Services	6,642	7,822	21,782
State Controller	53,478	53,478	152,634
Total	60,120	61,300	174,416

Compensation Modeling Detail (2nd tab): This tab lists all Positions, Employee, New Job, and corresponding costs to bring employees or positions to New Job Minimum or New Job MP (midpoint). Below is a sample rendering.

Image

Compensation Modeling Detail

Personnel Area	Current Job	Current Job Title	Position	New Job	New Job Title	No Job Chg	New Pay Group	New EE Pay Lvl	Employee	Employee Full Name
Agriculture Consumer Services	32222222	Printing Equipment Operator II	61111111	32888888	Printing Equipment Operator II		GN06	00	11111111	Yosemite R Sam
Agriculture Consumer Services	32222222	Printing Equipment Operator II	62222222	32888888	Printing Equipment Operator II		GN06	00	22222222	Wile E Coyote
Agriculture Consumer Services	35555555	Printing Equipment Operator III	63333333	32888888	Printing Equipment Operator II		GN06	03	33333333	Pepe Le Pew
Agriculture Consumer Services	35555555	Printing Equipment Operator III	64444444	32888888	Printing Equipment Operator II		GN06	#	#	Not assigned
State Controller	36666666	Technology Support Analyst	65555555	32999999	Education Program Director III		GN21	00	44444444	Porky D Pig
State Controller	31111111	Technology Support Specialist	67777777	32999999	Education Program Director III		GN21	00	55555555	Foghorn P Leghorn
State Controller	31111111	Technology Support Specialist	69999999	32999999	Education Program Director III		GN21	00	77777777	Elmer H Fudd
Total										

Compensation Modeling Detail (2nd tab) Continued...

Image

Execution Date : 9/1/16

Employee Salary	Current Budgeted Sal	Budgeted Sal Cost to New MIN	Prorated New MIN Per EE Count	New Compa Ratio	Prorated New MIN	Cost to New MIN	Prorated New MP	Cost to New MP
26,545	26,545	3,735	30,280	0.80	30,280	3,735	37,850	11,305
27,373	27,373	2,907	30,280	0.80	30,280	2,907	37,850	10,477
39,108	39,108	0	30,280	1.03	30,280	0	37,850	0
0	29,100	1,180	30,280	0.00	30,280	0	37,850	0
65,206	65,206	17,424	82,630	0.71	82,630	17,424	115,682	50,476
60,986	60,986	21,644	82,630	0.71	82,630	21,644	115,682	54,696
68,220	68,220	14,410	82,630	0.71	82,630	14,410	115,682	47,462
		61,300				60,120		174,416

Available Objects

This is a list of the available objects that can be added to the report, from the Document Dictionary once in the Design mode:

Dimensions

- Application of Fund
- Cost Center
- Current EE Pay Group
- Current EE Pay Level
- Current Job
- Current Job Pay Group
- Current Pos Pay Level
- Employee
- Employee Group
- Employee Subgroup
- Employee's Name
- Fund
- Funding Source
- Last PA Action EffDate
- Last PA Action Reason
- Last PA Action Type
- Load Date
- New Emp Pay Lvl
- New Job
- New Job Branch
- New Job Family
- New Job Pay Group
- Order
- Org Unit
- Personnel Area

- Position

Measures

- Budget Amt per Emp
- Current Job MAX
- Current Job MIN
- Current Job MP
- Emp Salary per Fund
- FTE Annual Salary Per Fund
- Fund % Per Emp
- New Job MAX
- New Job MAX Per Fund/Emp
- New Job MIN
- New Job MIN Per Fund/Emp
- New Job MIN Per Fund/Emp Count
- New Job MP
- New Job MP Per Fund/Emp
- Prorated Budgeted Sal Cost to New MIN
- Prorated Cost to New MAX
- Prorated Cost to New MIN
- Prorated Cost to New MP

Variables

- No Job Chg
- Prompt Response New Job
- Prompt Response Personnel Area

- New Compa Ratio

Image

▼ Dimensions

- > ✿ **Application of Fund**
- > ✿ **Cost Center**
- > ✿ **Current EE Pay Group**
- > ✿ **Current EE Pay Level**
- > ✿ Current Job
- > ✿ **Current Job Pay Group**
- > ✿ **Current Pos Pay Level**
- > ✿ Employee
- > ✿ **Employee Group**
- > ✿ **Employee Subgroup**
- ✿ **Employee's Name**
- > ✿ **Fund**
- > ✿ **Funding Source**
- > ✿ **Last PA Action EffDate**
- > ✿ **Last PA Action Reason**
- > ✿ **Last PA Action Type**
- > ✿ Load Date
- > ✿ New Emp Pay Lvl
- > ✿ New Job
- > ✿ **New Job Branch**
- > ✿ **New Job Family**

> ✿ Position

▼ Measures

- ✿ Budget Amt per Emp
- ✿ **Current Job MAX**
- ✿ **Current Job MIN**
- ✿ **Current Job MP**
- ✿ Emp Salary per Fund
- ✿ **FTE Annual Salary Per Fund**
- ✿ **Fund % Per Emp**
- ✿ **New Job MAX**
- ✿ **New Job MAX Per Fund/Emp**
- ✿ **New Job MIN**
- ✿ New Job MIN Per Fund/Emp
- ✿ New Job MIN Per Fund/Emp Count
- ✿ **New Job MP**
- ✿ New Job MP Per Fund/Emp
- ✿ Prorated Budgeted Sal Cost to New MIN
- ✿ **Prorated Cost to New MAX**
- ✿ Prorated Cost to New MIN
- ✿ Prorated Cost to New MP

▼ Variables

- ✿ No Job Chg

Special Report Considerations/Features

- The employee's sortable name (Employee's Name) is available to drag on to the report but cannot be used if running statewide; this causes performance issues. This object can be used only if running for individual agencies or groups of agencies.
- Judicial Branch (PersArea 0201) and School of Science and Math (PersArea 8701) are excluded.
- New Emp Pay Lvl is derived by comparing the employee's current FTE Annual Salary to the Salary Table entries representing the Quartiles for the New Job to determine where the employee falls in the new compensation model.
 - Note: Because some employees can be part-time, use the FTE Annual Salary to make sure everyone is annualized before doing the comparison to the new Salary Tables.
- Because the underlying data is granular based on possible fund splits and employees can be part time, we must use the funding percent and employee work percent to prorate the Job Min/Max/MP values before calculating Cost to MIN, MP, or MAX.

The prorated amount relative to employee working percent is calculated as: **Fund % (IT9018) x Employee Work % (IT0007) x New Job Min (Max or MP).**
- Because there can be multiple employees occupying the same position, we must prorate the Job Min based on the possible fund split and employee count before calculating the Budgeted Salary Cost to New MIN.

The prorated Job Min relative to employee count is calculated as: **Fund % (IT9018) x Employee Count Per Position (IT1001) x New Job Min.**
- Compa Ratio is calculated as follows: **(Emp. Salary per Fund + Prorated Cost to New MIN)** divided by Prorated New MP
- Columns on the Detail (2nd) tab were color coded to differentiate between calculations relative to Budget vs calculations relative to Employee. The color legend appears on the Report Info tab.

Image

Report Info

Prompt Input

Personnel Area(s)	State Controller;Agriculture Consumer Services
New Job(s)	32000167;32000843

Color Legend

Lavendar	Columns that use a proration based on Fund Pct & Employee Count (Budget).
Tan	Columns that use a proration based on Fund Pct & Employee Working Pct (Employee)

- The following measures would produce nonsensical results if summed:
 - Compa Ratio
 - Current Job MAX
 - Current Job MIN
 - Current Job MP
 - New Job MAX
 - New Job MAX Per Fund/Emp
 - New Job MIN
 - New Job MIN Per Fund/Emp
 - New Job MP
 - New Job MP Per Fund/Emp
 - New Job MIN Per Fund/Emp Count
 - Fund % Per Emp: this measure may be summarized for each position but does not make sense to sum as a grand total.

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