

## **B0088 Employee Salary Analysis**

### **Purpose**

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

## 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:

- Organizational Unit
- Calendar Month/Year (Single Value, 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:

- Personnel Area(s) - Optional
- Employee Group(s) - Optional
- Employee Subgroup(s) - Optional
- Job Family(s) - Optional

- Job Branch(s) – Optional
- Job(s) – Optional
- Employee Pay Type(s) – Optional
- Employee Pay Area(s) – Optional
- Employee PersNo. – Optional
  - **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 Employee(s) PersNo. to enter your selection.

Exclusion prompts exclude specified data by default while allowing customers the flexibility of changing them when necessary. Exclusion prompts are identified by the term Exclude followed by the prompt.

The Exclusion prompts are:

- Exclude Employee Group (Temps)
- Exclude Employee Subgroup (Temps)

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.

Image

Prompts

Search

Organizational Unit

Please select at least one value

Calendar Month/Year (Single Value, Mandatory)

Please select at least one value

Personnel Area(s) - (Optional)  
(All values)

Employee Group(s) - (Optional)  
(All values)

Employee Subgroup(s) - (Optional)  
(All values)

Job Family(s) - (Optional)  
(All values)

Job Branch(s) - (Optional)  
(All values)

Job(s) - (Optional)  
(All values)

Employee Pay Type(s) - (Optional)  
(All values)

Employee Pay Area(s) - (Optional)  
(All values)

Employee(s) PersNo. - (Optional)  
(All values)

✓

 Exclude Employee Group (Temps) (2)  
O; X

✓

 Exclude Employee Subgroup (Temps) (33)

0

Organizational Unit

Search

Dependencies (0/1)

Calendar Month/Year (Single Value, Mandatory)

Fill the dependencies above to get the list of values

Mandatory (2)    Reset All

Run

Cancel

## 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.

Image

B0088 Employee Salary Ana...

Salary Analysis By Occupi...

Employee Distribution By ...

Report Info

B0088: Employee Salary Analysis as of 01/2023

Execution Date : 9/16/24

| Emp Pay Type       | Emp Pay Area    | Emp Pay Group | Emp Pay Level | Emp GR Range Ref | Job      | Job Desc                   | Employee's Full Name | 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 |
|--------------------|-----------------|---------------|---------------|------------------|----------|----------------------------|----------------------|----------|----------------------------------|----------------------------|-------------------|------------------|----------------------|-------------|-------------|-------------|-----------|
| Digital Technology | Annual Salaries | DT04          | 03            | #                | 31004031 | Applications Technician II | Test User1           | 01234567 | 128                              | 0                          | 69,313.00         | 69,313           | 64,401               | 1.08        | 51,521      | 77,281      | 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.

Image

| B0088 Employee Salary Ana... ▾ Salary Analysis By Occupi... ▾ Employee Distribution By ... ▾ Report Info ▾ |                 |               |          |                            |                    |                 |               |               |                  |           |                      |                      |                          |             |             |                        |
|------------------------------------------------------------------------------------------------------------|-----------------|---------------|----------|----------------------------|--------------------|-----------------|---------------|---------------|------------------|-----------|----------------------|----------------------|--------------------------|-------------|-------------|------------------------|
| <b>Salary Analysis By Occupied Job</b>                                                                     |                 |               |          |                            |                    |                 |               |               |                  |           |                      |                      | Execution Date : 9/16/24 |             |             |                        |
| Job Pay Type                                                                                               | Job Pay Area    | Job Pay Group | Job      | Job Desc                   | Emp Pay Type       | Emp Pay Area    | Emp Pay Group | Emp Pay Level | 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) |
| Digital Technology                                                                                         | Annual Salaries | DT04          | 31004031 | Applications Technician II | Digital Technology | Annual Salaries | DT04          | 03            | #                | 1         | 69,313               | 64,401               | 1.08                     | 51,521      | 77,281      | 69,313                 |

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

Image

## Employee Distribution By Salary Range

| Salary Range          | Total Annual Salary | Number of Employees | Percent to Total | Cumulative Employee Count | Cumulative Employee Percent |
|-----------------------|---------------------|---------------------|------------------|---------------------------|-----------------------------|
| \$100,000 - \$104,999 | 2,342,144           | 23                  | 0.26             | 23                        | 0.26                        |
| \$105,000 - \$109,999 | 3,136,191           | 29                  | 0.32             | 52                        | 0.58                        |
| \$110,000 - \$114,999 | 35,782,827          | 320                 | 3.58             | 372                       | 4.16                        |
| \$115,000 - \$119,999 | 16,070,353          | 137                 | 1.53             | 509                       | 5.69                        |
| \$120,000 - \$124,999 | 1,954,541           | 16                  | 0.18             | 525                       | 5.87                        |
| \$125,000 - \$129,999 | 17,073,742          | 134                 | 1.50             | 659                       | 7.37                        |
| \$130,000 - \$134,999 | 8,693,054           | 65                  | 0.73             | 724                       | 8.09                        |
| \$135,000 - \$139,999 | 542,411             | 4                   | 0.04             | 728                       | 8.14                        |
| \$140,000 - \$999,999 | 22,112,296          | 138                 | 1.54             | 866                       | 9.68                        |
| \$30,000 - \$34,999   | 2,044,752           | 59                  | 0.66             | 925                       | 10.34                       |
| \$35,000 - \$39,999   | 16,749,966          | 444                 | 4.96             | 1,369                     | 15.31                       |
| \$40,000 - \$44,999   | 70,031,945          | 1,656               | 18.52            | 3,025                     | 33.82                       |
| \$45,000 - \$49,999   | 50,750,794          | 1,062               | 11.87            | 4,087                     | 45.70                       |
| \$50,000 - \$54,999   | 71,287,030          | 1,345               | 15.04            | 5,432                     | 60.73                       |
| \$55,000 - \$59,999   | 41,389,576          | 715                 | 7.99             | 6,147                     | 68.73                       |
| \$60,000 - \$64,999   | 64,993,710          | 1,012               | 11.31            | 7,159                     | 80.04                       |
| \$65,000 - \$69,999   | 14,738,966          | 221                 | 2.47             | 7,380                     | 82.51                       |
| \$70,000 - \$74,999   | 22,012,546          | 306                 | 3.42             | 7,686                     | 85.93                       |

**Report Info:** displays the information about the prompts entered.

Image

**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, from the Document Dictionary once in the Design mode:

Dimensions

- Age Range
- Agency Hire Date
- Cal Mth/Yr
- Education Level
- Emp GR Range Ref
- Emp Pay Area
- Emp Pay Group
- Emp Pay Level
- Emp Pay Type
- Employee
- Employee Group
- Employee Subgroup
- Employee's Name
- Ethnic Origin
- Gender
- Hourly Pay Indicator
- Job
- Job Branch
- Job Family
- Job Pay Area
- Job Pay Group
- Job Pay Level
- Job Pay Type
- Organizational Unit
- Original Hire Date
- Personnel Area
- Position

- Salary Range

## Measures

- Age in Years
- Annual Salary
- Emp Reference Salary
- FTE Annual Salary
- Job Max Pay Level
- Job Min Pay Level
- Job Reference Salary
- Length of Service
- Number of Employees
- Related Education Month(s)
- Related Work Experience Month(s)

## Variables

- Prompt Response Cal Mth/Yr
- Prompt Response Employee Group
- Prompt Response Employee Pay Area
- Prompt Response Employee Pay Type
- Prompt Response Employee PerNo
- Prompt Response Employee Subgroup
- Prompt Response Exclude Employee Group
- Prompt Response Employee Subgroup
- Prompt Response Job
- Prompt Response Job Branch

- Prompt Response Job Family
- Prompt Response Organizational Unit
- Prompt Response Personnel Area
- Avg Emp Salary (FTE)
- Compa Ratio
- Cumulative Employee Count
- Cumulative Employee Percent
- Emp / Job Ref Salary
- Job Mkt Index (Emp Avg)
- Percent to Total

Image

▼ Dimensions

- > ✿ **Age Range**
- ✿ **Agency Hire Date**
- > ✿ **Cal Mth/Yr**
- > ✿ **Education Level**
- > ✿ Emp GR Range Ref
- > ✿ Emp Pay Area
- > ✿ Emp Pay Group
- > ✿ Emp Pay Level
- > ✿ Emp Pay Type
- > ✿ Employee
- > ✿ **Employee Group**
- > ✿ **Employee Subgroup**
- ✿ **Employee's Name**
- > ✿ **Ethnic Origin**
- > ✿ **Gender**
- ✿ **Hourly Pay Indicator**
- > ✿ Job
- > ✿ **Job Branch**
- > ✿ **Job Family**
- > ✿ Job Pay Area
- > ✿ Job Pay Group

📊 Job Reference Salary

📊 **Length of Service**

📊 Number of Employees

📊 Related Education Month(s)

📊 Related Work Experience Month(s)

▼ Variables

- ✿ Prompt Response Cal Mth/Yr
- ✿ Prompt Response Employee Group
- ✿ Prompt Response Employee Pay Area
- ✿ Prompt Response Employee Pay Type
- ✿ Prompt Response Employee PersNo
- ✿ Prompt Response Employee Subgroup
- ✿ Prompt Response Exclude Employee Group
- ✿ Prompt Response Exclude Employee Subgroup
- ✿ Prompt Response Job
- ✿ Prompt Response Job Branch
- ✿ Prompt Response Job Family
- ✿ Prompt Response Organizational Unit
- ✿ Prompt Response Personnel Area
- 📊 Avg Emp Salary (FTE)
- 📊 Compa Ratio
- 📊 Cumulative Employee Count

## 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.

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