
Compensation Reports


These reports track reviews, new hires and terminations, a variety of salary analyses and job code statistics. Many compensation reports include the compa-ratio statistic.

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Ranked Salary List

This report ranks, in descending order, the annual salaries of all your employees. The report includes annual salaries, unit rate, employees, employee titles, and organization level. You can select to include all, exempt or nonexempt employees.

		ZSI/ABC SYSTEMS, INC Ranked Salary List		
ANNUAL SALARY	UNIT RATE	NAME	TITLE	DIVISION / DEPARTMENT
135159.90	64.98	Adams, Donald A	President	CORP, ADMIN
123360.59	59.31	Baker, Robert Q	V.P. Sales &	SALES/MKTG, ADMIN
110550.42	53.15	Chin, Nora C	V.P. Operations	OPERATIONS, MAN
99495.38	47.83	Moreland, Beverly C	Manager, Sales	SALES/MKTG, SALES
94299.51	45.34	Rise, Judith P	Sales Rep II	SALES/MKTG, SALES
86429.67	41.55	Willits, Joleen P	V.P. Finance	FINANCE, ACCOUNTING
80480.71	38.69	White, Donald N	Programmer II	ENGINEERING, SOFTWARE
80480.71	38.69	Albright, Albert M	V.P. Engineering	ENGINEERING, MAN
80126.08	38.52	Jones, Gilbert W	Engineer II	ENGINEERING, HARDWARE
73166.22	35.18	Johnson, SPHR, Mary S	V.P. Human	CORP, HR
70019.36	33.66	Eagle, James J	Manager,	OPERATIONS, MAN
66921.29	32.17	Hernandez, Joseph	Engineer II	ENGINEERING, HARDWARE
59198.41	28.46	Brown, Virgil L	Manager,	ENGINEERING, SOFTWARE
57486.22	27.64	Palmer, Courtney C	Graphic Artist	SALES/MKTG, MKTG
51910.62	24.96	Smith, Nancy S	Recruiter	CORP, HR
50988.97	24.51	Bickmire, James S	Technician II	ENGINEERING, HARDWARE
49000.01	23.56	Jones, Sheryl L	Manager, Human	CORP, HR
47824.11	22.99	Krause, Janet A	Sales Rep II	SALES/MKTG, SALES
47596.38	22.88	Nagassi, Robert N	Sales Rep II	SALES/MKTG, SALES
45323.59	21.79	Peacock, Richard S	Sales Rep II	SALES/MKTG, SALES
43919.66	21.12	Thompson, Wendy Q	QA Inspector	OPERATIONS, QA
43239.00	20.79	Darkwolf, Duke H	Technician II	ENGINEERING, HARDWARE
42009.16	20.20	Von Raes, Mary E	Marketing	SALES/MKTG, MKTG
40455.17	19.45	Goldstein, Alicia T	QA Inspector	OPERATIONS, QA
40240.35	19.35	Finn, Gail S	Secretary II	FINANCE, ACCOUNTING
39090.63	18.79	Huang, Mary M	Secretary III	OPERATIONS, MAN
38849.10	18.68	Garcia, CPP, Tom T	Cost Accounting Rep	FINANCE, ACCOUNTING
38692.65	18.60	Dodge, CPA, Tom P	G/ledger Acctg Ad	FINANCE, ACCOUNTING
36956.96	17.77	Startwirth, Melisa S	Executive Dining	CORP, OPS
36710.71	17.65	DeWitt, Deana Sue	Assembler II	OPERATIONS, MAN
34491.72	16.58	Juarez, Marian A	Executive Assistant	CORP, ADMIN
34491.72	16.58	Anderson, Cornelia B	Machine Oper III	OPERATIONS, MAN
34105.43	16.40	Colombo, Adam N	Line Supervisor	OPERATIONS, MAN
32192.28	15.48	Bandana, Pepper S	Machine Oper III	OPERATIONS, MAN
29892.82	14.37	White, Stacy R	Machine Oper II	OPERATIONS, MAN
28812.28	13.85	Atwater, Christine E	Secretary II	SALES/MKTG, SALES
28743.10	13.82	Hatfield, Carolyn N	Machine Oper II	OPERATIONS, MAN
27593.38	13.27	Rodriguez, Richard N	Raw Materials Buy	OPERATIONS, MATERIALS
27151.65	13.05	Bramble, Virginia L	Purchasing clerk	OPERATIONS, MATERIALS
27040.00	13.00	Margolis, Mary N	A/P Clerk II	CORP, ACCOUNTING
25868.79	12.44	Johnson, Sue Ellen	A/P Clerk I	FINANCE, ACCOUNTING
25293.94	12.16	Smith, Zabrina S	Assembly Line Ins	OPERATIONS, MAN

Review Forms for Reviews Due


This report lets you view employee job and salary history. It also provides a section of requested changes for the reviewer to fill out and management to sign. The options are identical to those for the Reviews Due report. When the form is completed, it is intended for use in updating the employee information affected by the review.

	ZSI/ABC SYSTEMS, INC Review Forms for Reviews Due		
Employee Adams, Donald A. Employee Number 101.			
Exempt	Y Supervisor		
Salary Grade	EW25 Division CORP Salary Review Due 01.01/2008		
Comparatio	124.96 Department ADMIN Performance Review Due 01.01/2008		
Percentile	131.13 Last Hire 02/12/1976		
EFFECTIVE DATE REASON TITLE TYPE PAY RATE PER ANNUALIZED PERCENT OF INCREASE RATING			
01.01/2007	PREWWPAY President RFT 5198.458 B 135159.90 3.2 2		
07.01/2006	ADJUSTUP President RFT 5037.265 B 130968.90 3.5 2		
01.01/2006	PREWWPAY President RFT 4866.923 B 126540.00 -57.0 2		
01.01/2005	PREWWPAY President RFT 11320.81 B 294341.18 5.0 2		
07.01/2003	PREWWNP President RFT 10781.73 B 280324.93 0.0 2		
10.07/2002	INC-DUTY President RFT 10781.73 B 280324.93 0.0		
09.09/2002	FMLA President RFT 10781.73 B 280324.93 0.0		
08.20/2002	INC-DUTY President RFT 10781.73 B 280324.93 130.5		
08.15/2002	ORGCHNG President RFT 4676.926 B 121600.09 0.0		
01.01/2000	MERIT President RFT 4676.926 B 121600.08 23.1		
01.01/1999	PREWWPAY President RFT 3800.000 B 98800.00 4.0 1		
01.01/1998	PREWWPAY President RFT 3653.846 B 95000.00 6.6 1		
01.01/1996	MERIT President RFT 7425.001 M 89100.01 11.4 1		
01.01/1995	MERIT President RFT 6666.667 M 80000.00 -1.2 2		
01.01/1995	MERIT President RFT 6750.000 M 81000.00 5.5 1		
01.01/1994	MERIT President RFT 6400.000 M 76800.00 0.0 2		
Requested Changes			
Performance Effective Date	<input type="text"/> / <input type="text"/> / <input type="text"/>	Job Title	<input type="text"/>
Review Rating	<input type="text"/>	Salary Grade	<input type="text"/>
Next Performance Review	<input type="text"/> / <input type="text"/> / <input type="text"/>	Exempt	<input type="text"/>
Salary Effective Date	<input type="text"/> / <input type="text"/> / <input type="text"/>	EEO Class	<input type="text"/>
Reason Code	<input type="text"/>	Supervisor	<input type="text"/>
New Pay Rate	\$ <input type="text"/> Per <input type="text"/>	Division	<input type="text"/>
Next Salary Review	<input type="text"/> / <input type="text"/> / <input type="text"/>	Department	<input type="text"/>
Job Code	<input type="text"/>	Status	<input type="text"/>
Supervisor	<input type="text"/>	Manager	<input type="text"/>
Date	<input type="text"/> / <input type="text"/> / <input type="text"/>	Date	<input type="text"/> / <input type="text"/> / <input type="text"/>
		Human Resources	<input type="text"/>
		Date	<input type="text"/> / <input type="text"/> / <input type="text"/>

Reviews Due

This report provides a list of performance and salary reviews by month. You can include performance or salary reviews and sort by organization level or supervisor.

If you request open reviews, the report includes reviews with a Next Review Date that is earlier than the one specified. The system considers reviews open until the Next Review Date field is updated.

		ZSI/ABC SYSTEMS, INC Salary Reviews Due By Employee				
SALARY REVIEW	PERFORMANCE REVIEW	EMPLOYEE ID	TITLE	UNIT PAY RATE	CURRENT SALARY	PER
Supervisor is Adams, Donald A						
Chin, Nora C 01/01/2008	01/01/2008	147	V.P. Operations	\$53.14924	\$4251.93923	B
Albright, Albert M 01/01/2008	01/01/2008	135	V.P. Engineering	\$38.69265	\$3095.41176	B
Sum of Annual Salaries				\$191031		
Employees				2		
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Salary Increase Analysis by Job Code

The Salary Increase Analysis by Job Code report lets you evaluate salary increases by job code. This report includes previous versus current salaries, effective dates, reasons for adjustments, and actual and percentage amounts of increases.

PREVIOUS DATE	EFFECTIVE DATE	RATING	REASON	PAY RATE	HRS / UNITS	ANNUAL PREV	ANNUAL SALARY	INCREASE AMT	INCREASE PCT
*** NON EXEMPT ***									
JOB CODE: APCL1		A/P CLERK I							
FINANCE, ACCOUNTING, HQ									
Johnson, Sue Ellen									
07.01/2006	01.01/2007	3	PREVWP	12.43692	H 40.00	25067	25869	802	3.2
JOB CODE: APCL1		A/P CLERK I TOTALS							
						Total Annual Salary	25067	25869	802 3.2
						Average Annual Salary	25067	25869	802
						Total Increases	1		
JOB CODE: ARTIST		GRAPHIC ARTIST							
SALES/MKTG, MKTG, HQ									
Palmer, Courtney C									
07.01/2006	01.01/2007	1	PREVWP	2211.0084	B 80.00	55704	57486	1782	3.2
JOB CODE: ARTIST		GRAPHIC ARTIST TOTALS							
						Total Annual Salary	55704	57486	1782 3.2
						Average Annual Salary	55704	57486	1782
						Total Increases	1		
JOB CODE: ASSEMB		ASSEMBLER II							
OPERATIONS, MAN, HQ									
DeWitt, Deana Sue									
07.01/2006	01.01/2007	3	PREVWP	17.64938	H 40.00	35572	36711	1139	3.2
JOB CODE: ASSEMB		ASSEMBLER II TOTALS							
						Total Annual Salary	35572	36711	1139 3.2
						Average Annual Salary	35572	36711	1139
						Total Increases	1		
JOB CODE: BUYER		RAW MATERIALS BUY							
OPERATIONS, MATERIALS, HQ									
Rodriguez, Richard N									
07.01/2006	01.01/2007	2	PREVWP	13.26605	H 40.00	26738	27593	855	3.2
JOB CODE: BUYER		RAW MATERIALS BUY TOTALS							
						Total Annual Salary	26738	27593	855 3.2
						Average Annual Salary	26738	27593	855
						Total Increases	1		
JOB CODE: CSTACC		COST ACCOUNTING REP							
FINANCE, ACCOUNTING, HQ									


Salary Increase Analysis by Organization

Use this report to analyze employee salary increases by organization level. The report includes previous versus current salaries, effective dates, reasons for adjustments and actual and percentage amounts of increases.

		Z-Systems, Inc.									
		Salary Increase Analysis by Organization									
		FROM 01/28/2006 TO 01/28/2007									
PREVIOUS DATE	EFFECTIVE DATE	RATING	REASON	PAY RATE	/	HRS/ UNITS	ANNUAL PREV	ANNUAL SALARY	INCREASE AMT	INCREASE PCT	
CORP, ADMIN, HQ											
* EXEMPT											
Adams, Donald A											
01/01/2006	07/01/2006	2	ADJUST	5037.2654	B	80.00	126540	130969	4429	3.5	
07/01/2006	01/01/2007	2	PREVWP	5198.4579	B	80.00	130969	135160	4191	3.2	
Juarez, Marian A											
01/01/2006	07/01/2006	1	ADJUST	16.06838	H	40.00	32292	33422	1130	3.5	
07/01/2006	01/01/2007	1	PREVWP	16.58256	H	40.00	33422	34492	1070	3.2	
* EXEMPT TOTALS							Total Annual Salary	323223	334043	10820	3.3
							Average Annual Salary	80806	83511	2705	
							Total Increases		4		
CORP, ADMIN, HQ TOTALS											
							Total Annual Salary	323223	334043	10820	3.3
							Average Annual Salary	80806	83511	2705	
							Total Increases		4		
CORP, HR, HQ											
* NONEXEMPT											
Startwirth, Melisa S											
01/01/2006	02/01/2006	2	PROMO	16.63462	H	40.00	6458	34600	28142	436	
* EXEMPT											
Johnson, SPHR, Mary S											
01/01/2006	07/01/2006	2	ADJUST	2726.8269	B	80.00	68500	70898	2398	3.5	
07/01/2006	01/01/2007	2	PREVWP	2814.0854	B	80.00	70898	73166	2268	3.2	
Jones, Sheryl L											
02/01/2006	07/01/2006		ADJUST	1826.1779	B	80.00	45875	47481	1606	3.5	
07/01/2006	01/01/2007		PREVWP	1884.6156	B	80.00	47481	49000	1519	3.2	
Smith, Nancy S											
01/01/2006	02/01/2006	1	PROMO	23.36538	H	40.00	10764	48600	37836	352	
02/01/2006	07/01/2006	1	ADJUST	24.18317	H	40.00	48600	50301	1701	3.5	
07/01/2006	01/01/2007	1	PREVWP	24.95703	H	40.00	50301	51911	1610	3.2	
* EXEMPT TOTALS							Total Annual Salary	342418	391356	48938	12.4
							Average Annual Salary	48917	55908	6991	
							Total Increases		7		


Salary Increase Analysis by Reason

Use this report to analyze employee salary increases by reason. The report includes previous versus current salaries, effective dates, reasons for adjustments and actual and percentage amounts of increases.

		Z-Systems, Inc.								
		Salary Increase Analysis by Reason								
		FROM 08/28/2006 TO 08/29/2007								
PREVIOUS DATE	EFFECTIVE DATE	RATING	REASON	PAY RATE	HRS/ UNITS	ANNUAL PREV	ANNUAL SALARY	INCREASE AMT	INCREASE PCT	
REASON: PREVWPAY										
** CORP, ADMIN, HQ										
* EXEMPT										
Adams, Donald A										
07/01/2006	01/01/2007	2	PREVWP	5198.4579 B	80.00	130969	135160	4191	3.2	
Juarez, Marian A										
07/01/2006	01/01/2007	1	PREVWP	16.58256 H	40.00	33422	34492	1070	3.2	
* EXEMPT TOTALS										
						Total Annual Salary	164391	169652	5261	3.2
						Average Annual Salary	82196	84826	2631	
						Total Increases		2		
** CORP, ADMIN, HQ TOTALS										
						Total Annual Salary	164391	169652	5261	3.2
						Average Annual Salary	82196	84826	2631	
						Total Increases		2		
** CORP, HR, HQ										
* EXEMPT										
Johnson, SPHR, Mary S										
07/01/2006	01/01/2007	2	PREVWP	2814.0854 B	80.00	70898	73166	2268	3.2	
Jones, Sheryl L										
07/01/2006	01/01/2007		PREVWP	1884.6156 B	80.00	47481	49000	1519	3.2	
Smith, Nancy S										
07/01/2006	01/01/2007	1	PREVWP	24.95703 H	40.00	50301	51911	1610	3.2	
* EXEMPT TOTALS										
						Total Annual Salary	168679	174077	5398	3.2
						Average Annual Salary	56226	58026	1799	
						Total Increases		3		
** CORP, HR, HQ TOTALS										
						Total Annual Salary	168679	174077	5398	3.2
						Average Annual Salary	56226	58026	1799	
						Total Increases		3		
** CORP, OPS, HQ										
* NONEXEMPT										
Startwirth, Melisa S										
07/01/2006	01/01/2007	2	PREVWP	17.76777 H	40.00	35811	36957	1146	3.2	


Salary Analysis by Employee Name

The Salary Analysis by Employee Name report lets you evaluate salaries categorized by individual employees, job title, all employees or your own search criteria. This report includes pay rates, hours, annual salaries, longevity, and compa-ratio.

		Z-Systems, Inc.						
		Salary Analysis by Emp Name						
NAME	JOB TITLE	PAY RATE	PER	HOURS	ANNUAL SALARY	SERVICE RATING	COMPA RATIO	
Adams, Donald A	President	5198.4579	B	80	135,160	31.5	2	125
Albright, Albert M	V.P. Engineering	3095.4118	B	80	80,481	18.8	3	103
Anderson, Cornelia B	Machine Oper III	16.5826	H	40	34,492	18.5	1	107
Anderson, Rebecca A	Machine Oper I	10.5023	H	30	16,384	17.7	2	85
Attwater, Christine E	Secretary II	13.8521	H	40	28,812	19.1	4	68
Baker, Robert Q	V.P. Sales &	4744.6380	B	80	123,361	14.3	1	174
Bandana, Pepper S	Machine Oper III	14.1529	H	40	29,438	4.7	3	91
Bandana, Pepper S	Machine Oper III	15.4771	H	40	32,192	19.4	3	100
Bickmire, James S	Technician II	24.5139	H	40	50,989	17.7	3	121
Bramble, Virginia L	Purchasing clerk	11.7872	H	40	24,517	4.7	3	86
Bramble, Virginia L	Purchasing clerk	13.0537	H	40	27,152	20.4	2	95
Brown, Virgil L	Manager,	2276.8621	B	80	59,198	21.3	3	93
Chin, Nora C	V.P. Operations	4251.9392	B	80	110,550	19.4	1	156
Christian, Donna N	Machine Oper I	6.6964	H	40	13,928	17.1	3	72
Chu, Paul	Machine Oper I	6.5000	H	80	13,520	18.8		70
Colombo, Adam N	Line Supervisor	16.3968	H	40	34,105	18.2	4	92
Darkwolf, Duke H	Technician II	20.7880	H	40	43,239	8.5	2	103
DeWitt, Deana S	Assembler II	17.6494	H	40	36,711	7.6	3	99
Dodge, CPA, Tom P	G/ledger Acctg Ad	1488.1787	B	80	38,693	9.6	3	105
Eagle, James J	Manager,	2693.0525	B	80	70,019	17.9	3	150
Farber, Maximillian C	Sales Rep II	0.0000	B	80	0	31.5	1	0
Finn, Gail S	Secretary II	1547.7059	B	80	40,240	8.7	3	96
Garcia, CPP, Tom T	Cost Accounting Rep	1494.1963	B	80	38,849	16.6	3	105
Goldstein, Alicia T	QA Inspector	19.4496	H	40	40,455	18.4	3	110
Hatfield, Carolyn N	Machine Oper II	13.8188	H	40	28,743	17.7	3	101
Hernandez, Joseph	Engineer II	2573.8957	B	80	66,921	23.0		129
Huang, Mary M	Secretary III	18.7936	H	40	39,091	17.9	2	83
Johnson, Sue Ellen	A/P Clerk I	12.4369	H	40	25,869	7.3	3	80


Salary Analysis by Job Code

The Salary Analysis by Job Code Report lets you evaluate salaries by job code, individual employee, all employees, or your own search criteria. This report includes job titles, salary grades, pay rates, annual salaries, and other data. It is sorted by exempt and nonexempt employees.

		ZSI/ABC SYSTEMS, INC						
		Salary Analysis by Job Code						
		**** NONEXEMPT ****						
<u>NAME</u>	<u>JOB TITLE</u>	<u>PAY RATE</u>	<u>PER HOURS</u>	<u>ANNUAL SALARY</u>	<u>SERVICE</u>	<u>RATING</u>	<u>COMPA RATIO</u>	
<u>JOB CODE : APCL1</u>	<u>SALARY GRADE : NH14</u>	\$22880.00 - \$41600.00						
Johnson, Sue Ellen	A/P Clerk I	12.43692	H 40	25,869	7.3	3	80	
<u>JOB CODE : APCL1 TOTALS</u>		Average Annual Salary \$		25,869				
		Total Annual Salary \$		25,869				
		Employees		1				
<u>JOB CODE : APCL2</u>	<u>SALARY GRADE : NH15</u>	\$26000.00 - \$47840.00						
Margolis, Mary N	A/P Clerk II	13.00000	H 40	27,040	18.0	2	73	
<u>JOB CODE : APCL2 TOTALS</u>		Average Annual Salary \$		27,040				
		Total Annual Salary \$		27,040				
		Employees		1				
<u>JOB CODE : ARTIST</u>	<u>SALARY GRADE : NH16</u>	\$32240.00 - \$52000.00						
Palmer, Courtney C	Graphic Artist	2211.00840	B 80	57,486	8.0	1	136	
<u>JOB CODE : ARTIST TOTALS</u>		Average Annual Salary \$		57,486				
		Total Annual Salary \$		57,486				
		Employees		1				
<u>JOB CODE : ASSEMB2</u>	<u>SALARY GRADE : NH15</u>	\$26000.00 - \$47840.00						
DeWitt, Deana Sue	Assembler II	17.64938	H 40	36,711	7.6	3	99	
<u>JOB CODE : ASSEMB2 TOTALS</u>		Average Annual Salary \$		36,711				
		Total Annual Salary \$		36,711				
		Employees		1				
<u>JOB CODE : BUYER</u>	<u>SALARY GRADE : NH15</u>	\$26000.00 - \$47840.00						
Rodriguez, Richard N	Raw Materials Buy	13.26605	H 40	27,593	18.1	2	75	
<u>JOB CODE : BUYER TOTALS</u>		Average Annual Salary \$		27,593				
		Total Annual Salary \$		27,593				
		Employees		1				
<u>JOB CODE : CSTACCT</u>	<u>SALARY GRADE : NH15</u>	\$26000.00 - \$47840.00						
Garcia, CPP, Tom T	Cost Accounting Rep	1494.19633	B 80	38,849	16.6	3	105	


Salary Analysis by Job Title

The Salary Analysis by Job Title Report lets you evaluate salaries by job title, job code, individual employee, all employees, or your own search criteria. This report includes pay rates, hours, annual salaries, longevity, compa-ratio and other data.

		Z-Systems, Inc.							
		Salary Analysis by Job Title							
		**** NON EXEMPT ****							
<u>NAME</u>	<u>JOB CODE</u>	<u>TYPE</u>	<u>PAY RATE</u>	<u>PER</u>	<u>HOURS</u>	<u>ANNUAL SALARY</u>	<u>SERVICE</u>	<u>RATING</u>	<u>COMPA RATIO</u>
<u>JOB TITLE : A/P Clerk I</u>									
Johnson, Sue Ellen	APCL1	RFT	12.4369	H	40	25,869	7.3	3	80
			Average Annual Salary \$			25,869			
			Total Annual Salary \$			25,869			
			Employees			1			
<u>JOB TITLE : A/P Clerk II</u>									
Margolis, Mary N	APCL2	RFT	13.0000	H	40	27,040	18.0	2	73
			Average Annual Salary \$			27,040			
			Total Annual Salary \$			27,040			
			Employees			1			
<u>JOB TITLE : Assembler II</u>									
DeWitt, Deana S	ASSEMB	RFT	17.6494	H	40	36,711	7.6	3	99
			Average Annual Salary \$			36,711			
			Total Annual Salary \$			36,711			
			Employees			1			
<u>JOB TITLE : Assembly Line Ins</u>									
Smith, Zabrina S	LINEIN	RFT	12.1606	H	40	25,294	5.2	1	69
			Average Annual Salary \$			25,294			
			Total Annual Salary \$			25,294			
			Employees			1			
<u>JOB TITLE : Cost Accounting Rep</u>									
Garcia, CPP, Tom T	CSTACC	RFT	1494.1963	B	80	38,849	16.6	3	105
			Average Annual Salary \$			38,849			
			Total Annual Salary \$			38,849			
			Employees			1			
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Salary Analysis by Organization

This report lists employees' salaries by organization level. The employee's pay rate, hours, annual salary, years of service, rating and compa-ratio are listed. The employees' average annual salary, total annual salary, and number of employees are totaled for the organization level as well as for the entire employer at the end of the report.

		Z-Systems, Inc.								
		Salary Increase Analysis by Organization								
		FROM 01/28/2006 TO 01/28/2007								
PREVIOUS DATE	EFFECTIVE DATE	RATING	REASON	PAY RATE	HRS/ UNITS	ANNUAL PREV	ANNUAL SALARY	INCREASE AMT	INCREASE PCT	
CORP, ADMIN, HQ										
* EXEMPT										
Adams, Donald A										
01/01/2006	07/01/2006	2	ADJUST	5037.2654 B	80.00	126540	130969	4429	3.5	
07/01/2006	01/01/2007	2	PREVWP	5198.4579 B	80.00	130969	135160	4191	3.2	
Juarez, Marian A										
01/01/2006	07/01/2006	1	ADJUST	16.06838 H	40.00	32292	33422	1130	3.5	
07/01/2006	01/01/2007	1	PREVWP	16.58256 H	40.00	33422	34492	1070	3.2	
* EXEMPT TOTALS						Total Annual Salary	323223	334043	10820	3.3
						Average Annual Salary	80806	83511	2705	
						Total Increases	4			
CORP, ADMIN, HQ TOTALS						Total Annual Salary	323223	334043	10820	3.3
						Average Annual Salary	80806	83511	2705	
						Total Increases	4			
CORP, HR, HQ										
* NONEXEMPT										
Startwirth, Melisa S										
01/01/2006	02/01/2006	2	PROMO	16.63462 H	40.00	6458	34600	28142	436	
* EXEMPT										
Johnson, SPHR, Mary S										
01/01/2006	07/01/2006	2	ADJUST	2726.8269 B	80.00	68500	70898	2398	3.5	
07/01/2006	01/01/2007	2	PREVWP	2814.0854 B	80.00	70898	73166	2268	3.2	
Jones, Sheryl L										
02/01/2006	07/01/2006		ADJUST	1826.1779 B	80.00	45875	47481	1606	3.5	
07/01/2006	01/01/2007		PREVWP	1884.6156 B	80.00	47481	49000	1519	3.2	
Smith, Nancy S										
01/01/2006	02/01/2006	1	PROMO	23.36538 H	40.00	10764	48600	37836	352	
02/01/2006	07/01/2006	1	ADJUST	24.18317 H	40.00	48600	50301	1701	3.5	
07/01/2006	01/01/2007	1	PREVWP	24.95703 H	40.00	50301	51911	1610	3.2	
* EXEMPT TOTALS						Total Annual Salary	342418	391356	48938	12.4
						Average Annual Salary	48917	55908	6991	
						Total Increases	7			


Salary Analysis by Salary Grade

The Salary Analysis by Salary Grade Report lets you evaluate salaries by salary grade, individual employee, all employees, or your own search criteria. This report includes job titles, salary grades, pay rates, annual salaries, and other data. The report averages and totals the annual salaries for each salary grade.

		Z-Systems, Inc.							
		Salary Analysis by Sal Grade							
<u>JOB CODE / TITLE</u>	<u>NAME</u>	<u>PAY RATE</u>	<u>PER</u>	<u>HOURS</u>	<u>ANNUAL SALARY</u>	<u>SERVICE</u>	<u>RATING</u>	<u>COMPA</u>	<u>RATIO</u>
SALARY GRADE :		MIN : 0.00	MID : 0.00	MAX : 0.00					
SERVER	Startwirth, Melisa S	17.7678	H	40	36,957	5.6	2	0	
Executive Dining Server									
SALARY GRADE :		TOTALS							
					Average Annual Salary \$			36,957	
					Total Annual Salary \$			36,957	
					Employees			1	
SALARY GRADE : EW14		MIN : 29120.00	MID : 33280.00	MAX : 37440.00					
EX	Juarez, Marian A	16.5826	H	40	34,492	18.6	1	104	
Executive Assistant									
SALARY GRADE : EW14		TOTALS							
					Average Annual Salary \$			34,492	
					Total Annual Salary \$			34,492	
					Employees			1	
SALARY GRADE : EW15		MIN : 33280.00	MID : 37440.00	MAX : 41600.00					
RECRUI	Smith, Nancy S	24.9570	H	40	51,911	17.1	1	139	
Recruiter									
MKTGC	Von Raes, Mary E	1615.7369	B	80	42,009	24.5	3	112	
Marketing Coordinator									
SALARY GRADE : EW15		TOTALS							
					Average Annual Salary \$			46,960	125
					Total Annual Salary \$			93,920	
					Employees			2	
SALARY GRADE : EW16		MIN : 37440.00	MID : 42640.00	MAX : 47840.00					
SALES2	Farber, Maximillian C	0.0000	B	80	0	31.5	1	0	
Sales Rep II									
SALES2	Krause, Janet A	1839.3889	B	80	47,824	19.5	3	112	
Sales Rep II									
SALES2	Nagassi, Robert N	1830.6299	B	80	47,596	19.2	1	112	
Sales Rep II									

Salary As Of

Use this report to view a list of employees and their respective salaries at a given point in time. The report lists the employee name, job title, unit pay rate and annual salary as of the selected date, the total of the salaries displayed and a calculated salary average. You can select individual employees, all employees or define your own search criteria.

		Z-Systems, Inc.		
		Salary As Of		
		As Of Date: 08/30/2007		
EMPLOYEE	JOB TITLE	EFFECTIVE DATE	UNIT PAY RATE	ANNUAL SALARY
Adams, Donald A	President	01/01/2007	64.98	135,159.90
Albright, Albert M	V.P. Engineering	01/01/2007	38.69	80,480.71
Anderson, Cornelia B	Machine Oper III	01/01/2007	16.58	34,491.72
Anderson, Rebecca A	Machine Oper I	01/01/2007	10.50	16,383.57
Attwater, Christine E	Secretary II	01/01/2007	13.85	28,812.28
Baker, Robert Q	V.P. Sales & Marketing	01/01/2007	59.31	123,360.59
Bandana, Pepper S	Machine Oper III	01/01/2007	14.15	29,437.95
Bandana, Pepper S	Machine Oper III	01/01/2007	15.48	32,192.28
Bickmire, James S	Technician II	01/01/2007	24.51	50,988.97
Bramble, Virginia L	Purchasing clerk	01/01/2007	11.79	24,517.27
Bramble, Virginia L	Purchasing clerk	01/01/2007	13.05	27,151.65
Brown, Virgil L	Manager, Engineering	01/01/2007	28.46	59,198.41
Chin, Nora C	V.P. Operations	01/01/2007	53.15	110,550.42
Christian, Donna N	Machine Oper I	01/01/2001	6.70	13,928.45
Chu, Paul	Machine Oper I	01/27/1989	6.50	13,520.00
Colombo, Adam N	Line Supervisor	01/01/2007	16.40	34,105.43
Darkwolf, Duke H	Technician II	07/01/2006	20.79	43,239.00
DeWitt, Deana Sue	Assembler II	01/01/2007	17.65	36,710.71
Dodge, CPA, Tom P	G/Ledger Acctg Ad	01/01/2007	18.60	38,692.65
Eagle, James J	Manager, Manufacturing	01/01/2007	33.66	70,019.36
Farber, Maximilian Clayton	Sales Rep II	07/01/2005	0.00	0.00
Finn, Gail S	Secretary II	01/01/2007	19.35	40,240.35
Garcia, CPP, Tom T	Cost Accounting Rep	01/01/2007	18.68	38,849.10
Goldstein, Alicia T	QA Inspector	01/01/2007	19.45	40,455.17
Hatfield, Carolyn N	Machine Oper II	01/01/2007	13.82	28,743.10
Hernandez, Joseph	Engineer II	07/01/2006	32.17	66,921.29
Huang, Mary M	Secretary III	01/01/2007	18.79	39,090.63
Johnson, Sue Ellen	A/P Clerk I	01/01/2007	12.44	25,868.79
Johnson, SPHR, Mary S	V.P. Human Resources	01/01/2007	35.18	73,166.22
Jones, Gilbert W	Engineer II	01/01/2007	38.52	80,126.08
Jones, Sheryl L	Manager, Human Resources	01/01/2007	23.56	49,000.01
Juarez, Marian A	Executive Assistant	01/01/2007	16.58	34,491.72
Krause, Janet A	Sales Rep II	01/01/2007	22.99	47,824.11
Margolis, Mary N	A/P Clerk II	02/01/2002	13.00	27,040.00
Moreland, Beverly C	Manager, Sales	01/01/2007	47.83	99,495.38
Nagassi, Robert N	Sales Rep II	01/01/2007	22.88	47,596.38
Palmer, Courtney C	Graphic Artist	01/01/2007	27.64	57,486.22

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Salary Grade Range Exceptions

Use this report to generate a list of employees whose rate of pay is different (more or less) from their assigned salary grade range. This report works only if Salary Grade Validation is enabled at setup. Grouped by organization levels, the report lists employee, title, salary, normal salary grade range (minimum and maximum) and the difference in dollar amount between the salary grade range and what the employee is paid.

NAME	TITLE	SALARY PER	MINIMUM	MAXIMUM	AMT OUT OF RANGE
Company is ZSI/ABC SYSTEMS, INC					
Division is Corporate					
Department is Administration					
Adams, Donald A	President	135,159.90 Y	91,520.00	124,800.00	10,359.90
Total Under Minimum			0		
Total Over Maximum			1		
Division is Corporate					
Department is Human Resources					
Jones, Sheryl L	Manager, Human	49,000.01 Y	49,920.00	62,400.00	-919.99
Smith, Nancy S	Recruiter	51,910.62 Y	33,280.00	41,600.00	10,310.62
Total Under Minimum			1		
Total Over Maximum			1		
Division is Corporate					
Department is Sales					
Farber, Maximillian Clayt	Sales Rep II	0.00 Y	37,440.00	47,840.00	-37,440.00
Total Under Minimum			1		
Total Over Maximum			0		
Division is Engineering					
Department is Hardware					
Hernandez, Joseph	Engineer II	66,921.29 Y	45,760.00	58,240.00	8,681.29
Jones, Gilbert W	Engineer II	80,126.08 Y	45,760.00	58,240.00	21,886.08
Total Under Minimum			0		
Total Over Maximum			2		
Division is Engineering					
Department is Software					
White, Donald N	Programmer II	80,480.71 Y	32,240.00	52,000.00	28,480.71
Total Under Minimum			0		
Total Over Maximum			1		
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Salary History

Use this report to produce an employee compensation history. It lists employees, effective dates, reasons for change, salary rates, and annual salaries.

		ZSI/ABC SYSTEMS, INC Salary History			
EMPLOYEE	EFFECTIVE DATE	REASON	SALARY	PER	ANNUAL
Adams, Donald A	01.01/2007	PREVWPAY	5198.4579	B	135159.90
	07.01/2006	ADJUST UP	5037.2654	B	130968.90
	01.01/2006	PREVWPAY	4866.9231	B	126540.00
	01.01/2005	PREVWPAY	11320.8145	B	294341.18
	07.01/2003	PREVWNP	10781.7279	B	280324.93
	10.07/2002	INC-DUTY	10781.7279	B	280324.93
	09.09/2002	FMLA	10781.7279	B	280324.93
	08.20/2002	INC-DUTY	10781.7279	B	280324.93
	08.15/2002	ORGCHNG	4676.9264	B	121600.09
	01.01/2000	MERIT	4676.9260	B	121600.08
	01.01/1999	PREVWPAY	3800.0000	B	98800.00
	01.01/1998	PREVWPAY	3653.8462	B	95000.00
	01.01/1996	MERIT	7425.0006	M	89100.01
	01.01/1995	MERIT	6666.6668	M	80000.00
	01.01/1995	MERIT	6750.0000	M	81000.00
	01.01/1994	MERIT	6400.0000	M	76800.00
	Albright, Albert M	01.01/2007	PREVWPAY	3095.4118	B
07.01/2006		ADJUST UP	2999.4300	B	77985.18
01.01/2006		PREVWPAY	2898.0000	B	75348.00
01.01/2005		PREVWPAY	2800.0000	B	72800.00
07.01/2003		PREVWNP	2694.4800	B	70056.48
07.01/2002		PROMO	2694.4800	B	70056.48
06.29/2002		COL	2694.4800	B	70056.48
10.30/2000		MERIT	2616.0000	B	68016.00
10.30/1999		PROMO	2580.0000	B	67080.00
10.30/1998		COL	2500.0000	B	65000.00
10.30/1997		MERIT	2475.0000	B	64350.00
10.30/1996		MERIT	2400.0000	B	62400.00
10.30/1994		MERIT	1169.0000	W	60788.00
10.30/1993		COL	1135.5752	W	59049.91
10.30/1991		COL	1081.5000	W	56238.00
10.30/1990	MERIT	1050.0000	W	54600.00	
10.30/1989	PROMO	992.3100	W	51600.12	
10.30/1988	NEW HIRE	923.0768	W	47999.99	
Anderson, Cornelia B	01.01/2007	PREVWPAY	16.5826	H	34491.72
	07.01/2006	ADJUST UP	16.0684	H	33422.22
	01.01/2006	PREVWPAY	15.5250	H	32292.00
	01.01/2005	PREVWPAY	15.0000	H	31200.00
	07.01/2003	PREVWNP	13.6900	H	28475.20
	06.29/2002	COL	13.6900	H	28475.20
	01.05/2002	PREVWPAY	13.2909	H	27645.03

Statistics by Job Code


This report groups statistical data into exempt and nonexempt employee categories. For each job code, the report shows titles, number of employees in each category, average unit rate, and average and total salaries.

		Z-Systems, Inc. Statistics by Job Code **** NON EXEMPT ****			
JOB CODE	JOB TITLE	HEAD COUNT	AVERAGE UNIT RATE	AVERAGE ANNUAL SALARY	TOTAL ANNUAL SALARY
APCL1	A/P Clerk I	1	12.44	25,868.79	25,868.79
APCL2	A/P Clerk II	1	13.00	27,040.00	27,040.00
ARTIST	Graphic Artist	1	27.64	57,486.22	57,486.22
ASSEMB2	Assembler II	1	17.65	36,710.71	36,710.71
BUYER	Raw Materials Buy	1	13.27	27,593.38	27,593.38
CSTACCT	Cost Accounting Rep	1	18.68	38,849.10	38,849.10
GLACCT	G/ledger Acctg Ad	1	18.60	38,692.65	38,692.65
LINEIN	Assembly Line Ins	1	12.16	25,293.94	25,293.94
LINESUP	Line Supervisor	1	16.40	34,105.43	34,105.43
OPER1	Machine Oper I	4	8.09	15,467.97	61,871.86
OPER2	Machine Oper II	2	14.10	29,317.96	58,635.92
OPER3	Machine Oper III	3	15.40	32,040.65	96,121.95
PROG2	Programmer II	1	38.69	80,480.71	80,480.71
PURCLK	Purchasing clerk	2	12.42	25,834.46	51,668.92
QA	QA Inspector	2	20.28	42,187.42	84,374.83
SECY2	Secretary II	2	16.60	34,526.32	69,052.63
SECY3	Secretary III	1	18.79	39,090.63	39,090.63
SERVER	Executive Dining Server	1	17.77	36,956.96	36,956.96
TECH2	Technician II	2	22.65	47,113.99	94,227.97
NONEXEMPT	SUBTOTALS	29	17.61	36,560.91	984,122.60

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Terminated Employee Log

This report lists terminated employees for a specified date range. It searches the Employee Status field for all employee records tagged as terminated. The report provides dates of hire and termination, name, employee number, reason for termination, title, organization levels, employee type, longevity, pay rate and frequency and annual salary. It sorts the records by termination date, gives a headcount, and calculates average and total terminated salaries.

		Z-Systems, Inc. Terminated Employee Log			
<hr/> Chu, Paul. Employee ID is 150 Job Title is Machine Oper I Division is OPERATIONS. Department is MAN.					
Termination Information		Employee Information			
Date	01/27/1989	Hire Date	11/07/1988	Longevity	0 years
Reason	EDUC	Type	RFT	Hours	80.00000
		Pay Rate	\$6.50000 per H	Annual Salary	\$13520.00
<hr/> Startwirth, Melisa S. Employee ID is 142 Job Title is A/P Clerk I Division is FINANCE. Department is ACCOUNTING.					
Termination Information		Employee Information			
Date	09/29/2000	Hire Date	01/07/2002	Longevity	-1 years
Reason	DEC-HRS	Type	RPT	Hours	20.00000
		Pay Rate	\$5.30450 per H	Annual Salary	\$5516.68
<hr/> Smiley, Sally S. Employee ID is 116 Job Title is Machine Oper I Division is OPERATIONS. Department is MAN.					
Termination Information		Employee Information			
Date	01/01/2001	Hire Date	06/28/1999	Longevity	2 years
Reason	EXPIRED	Type	RFT	Hours	40.00000
		Pay Rate	\$8.67300 per H	Annual Salary	\$18039.84
<hr/> Christian, Donna N. Employee ID is 149 Job Title is Machine Oper I Division is OPERATIONS. Department is MAN.					
Termination Information		Employee Information			
Date	01/01/2001	Hire Date	07/31/1990	Longevity	10 years
Reason	RESIGN	Type	RFT	Hours	40.00000
		Pay Rate	\$6.69637 per H	Annual Salary	\$13928.45
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Turnover Performance vs. Longevity Matrix


This report provides information about turnover rate within your organization. It might indicate a problem if employees with a high performance rating consistently leave your company, while poor performers have remained with the company a long time. The matrix lists performance ratings vs. length of time employed for terminated employees.

		Z-Systems, Inc. Turnover Perf vs. Longevity All Dates			
RATING	LESS THAN 6 MONTHS	6 MONTHS TO 1 YEAR	1 TO 5 YEARS	ABOVE 5 YEARS	TOTAL
	2	0	0	0	2
1	0	0	0	1	1
2	0	0	0	1	1
3	0	0	1	1	2
TOTALS	2	0	1	3	6

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Turnover Statistics

This report lets you view turnover statistics and calculates service length by Adjusted Seniority Date, Original Hire Date, or Last Hire Date. For each terminated employee, this report includes termination type, termination date, employee name, title, service length, salary grade, and termination reason.

		Z-Systems, Inc.				
Turnover Statistics From 08/30/2004 Through 08/30/2007						
TERM TYPE	TERM DATE	NAME	TITLE	SERVICE LENGTH	SALARY GRADE	TERMINATION REASON
V	07/01/2005	Farber, Maximilian Clayt	Sales Rep II	29.37	EW16	RETIRE
SUMMARY		AMOUNT	PERCENT	AVG LENGTH		
Involuntary		0	0.00	0.00		
Uncontrollable		0	0.00	0.00		
Voluntary		1	100.00	29.37		
Terminated		1				
Current Active		42				
Current LOAs		2				
Turnover Rate (Terminated / (Current Active + Current LOA))				2.27		
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