

# Salary Review System

The **HR Technologies** Salary Review System (**SRS**) is a focal-point merit review system that interfaces directly to your HR system database. **SRS** is an efficient and inexpensive way to handle the requirements of focal-point salary administration, whether done annually or more frequently.

The **SRS** Administrator first defines groups of employees who are to be reviewed. These groups can be identified by organizational parameters (such as division, department or location), hire or next review date or even by supervisor or job title. Groups of employees are stored in an **SRS** Selection Database. Managers or the designated person to do the data entry opens the **SRS** Selection Database and enters performance review information and new job and salary recommendations. Once data entry is completed and management has approved the new salaries and jobs, **SRS** can update the HR database. **SRS** will take care of creating each employee's new comp and job records in the HR database.

A full reporting system is included with **SRS**. You may generate several standard reports in a variety of ways, including by division, department, job title, supervisor and performance rating. Additional custom reports can be created to meet your needs. Data can be exported to Excel for further analysis.

**SRS** includes interfaces to many HR systems, including Ceridian HR/Payroll, FLX, ADP, PeopleSoft and ABRA. If you have an HR system that uses an open database such as Oracle, Microsoft Access, FoxPro or SQL Server, **HR Technologies** can create an interface to it.

Let **HR Technologies** help you with your focal-point merit review needs. **SRS** is the tool you need today.

**Employee Manager**

SRS Selection: Number: 00148, Date: 07/01/2003, Projection 1, Currently Displayed: ALL, Employees in Selection: 24, Reviewed: 15

Employee Name	SSN	Department	Perf Rating	Increase %	Increase \$
Adler, Darryl F	143-77-6123	FLX2 Finance	2	4.500	0.696
Ahmed, Mihann	280-52-1259	FLX2 Client Services	3	7.500	2850.000
Alvarado, JoeAnn R	554-04-9332	FLX2 Sales	3	9.000	8010.000
Beard, Lisa E.	040-56-9200	FLX2 Administration	1	7.500	0.960
Caruso, Emily O.	007-35-8556	FLX2 Client Services	2	10.500	3412.500
Cocotas, Karen E.	483-91-5721	FLX2 Client Services	4	6.000	2160.000
Crawford, B	222-71-2335	FLX2 Client Services	2	3.000	1290.000
Federman, Hollie Ann	387-09-1394	FLX2 Client Services	1	1.500	600.000

**Employee Detail**

SSN: 156-89-4154, Name: Winger, Diane Leslie

Current Position: CEO/PS CEO of Palmetto Services, Date: 01/01/1988

Department: FLX2 Administration, Status: Fulltime Exempt

Salary	Grade	Mid Point	Quartile	Compa	Last Merit Date
\$9000.000	E06	121534.000	1	0.741	01/01/1988

**Actual vs Target Increases**

Merit Category	Actual Increase	Target Increase
Merit All Exempt	3.880	7.057
Merit All Non-Exempt	5.000	7.200
Merit All Overall	3.954	7.087

**Employee History**

Date	Position Title	Salary	Inc Type/Rating
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Sample screen from the Salary Review System by **HR Technologies, Inc.**

- User-Defined Employee Groups
- Ratings and Salary Actions
- Prorated Merit Increases
- Promotions / Bonuses / Equity Adjustments
- Graphical Guideline-to-Actual Display
- Integrate with Your Current HR System
- Standalone or Network
- Export Data to Excel

# Salary Review System

## Product Information

### Minimum Workstation Requirements

Windows 95/98/ME/NT/2000/XP  
Intel Processor 733 Mhz  
128 MB RAM

### Recommended Workstation Requirements

Windows 2000 or XP  
Intel Processor 1.8 Ghz  
256MB RAM

### Licensing

Licensing is based on the number of instances of an HR system database. For each HR system database, one SRS license is required. An SRS license allows for one SRS Administrator installation and an unlimited number of SRS client workstation installations.

**Review Employee**

Employee SSN: 524-65-6946 Name: **Nathanson, James**  
 Position: **Implementation Specialist** Posn Date: 04/21/1997  
 Department: **FLX2 Client Services**  
 Current Salary: 28500.000 Status: **FT-E-A** Stat Date: 04/21/1997  
 Salary Grade: **E01** Mid Pt: 36071.000 Compa-Ratio: 0.790  
 Last Merit Date: 04/21/1997 Quartile: 1

**Merit**

Rating	Annual Merit %	Actual Increase Amount	Prorated Months	Actual Merit %	Adj to Minimum
2	2.000	855	18	3.000	0

**Internal Equity**

Percent	Increase Amount
2.000	605

**Promotion**

New Position	Percent Amount
Manager of Production Systems E02	3.000 881

**External Market**

Percent	Increase Amount

**Bonus**

Percent	Increase Amount

**Totals**

Increase Pct	Increase Amount	New Salary	Budgeted Amount	New Quartile	New Compa-Ratio
8.000	2340.363	30840.363	0.000	2	0.894

  

**HR Technologies, Inc.**

**Summary Display**

*All Employees in Selection 00148*

Salary Breakdown		Performance Rating Breakdown		Nbr	Pct
Average Current Salary	44,142,219	1 - Exceeds all expectations	4	25.000	
Average Recommended Salary	46,052,222	2 - May exceed some expectations	6	37.500	
Average Annual Merit Increase	2,281	3 - Performs job effectively	5	31.250	
Average Total Increase	4,281	4 - Meets some/not all expectations	1	6.250	
Total Current Salaries	1,147,697,680	5 - Does not meet expectations	0	0.000	
Total Recommended Salaries	1,197,357,770				
Total Percent Change	4.327				
<b>Budget Breakdown</b>					
Total Merit Pool	0.000	Not Rated	10	0.385	
Total Dollars Used	49,660,090	Total Employee Count	26		
Total Dollars Available	-49,660,090	Average Performance Rating	3.8		
<b>Salary Type Breakdown</b>		<b>Average Compa Ratio</b>			
Merit	36,249,090	72,994	26		
Promotion	2,500,000	5,034	1		
External Market	0.000	0.000	0		
Internal Equity	0.000	0.000	0		
Bonus	0.000	0.000	0		
Adj. to minimum	10,911,000	21,971	1		
<b>Totals</b>	<b>49,660,090</b>	<b>100,000</b>	<b>28</b>		



Integrating Technology with Human Resources

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