Navigation: To get started, Log into PeopleSoft HR, access the Manager Self Service menu, and select eComp+ MSS.
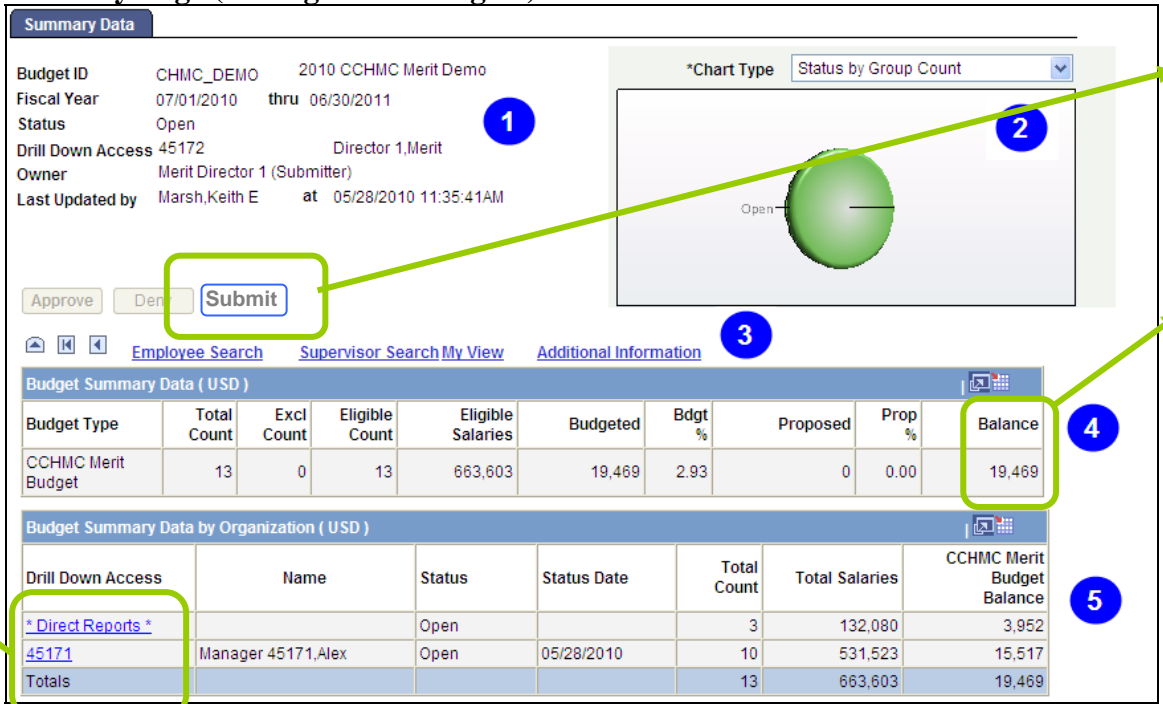
eComp+ Merit Budget Summary Page (Manager of Managers)

Click here to access budget information for your own direct reports, or for each group reporting to manager in your area

Submit Submit to the next higher level for review/approval

Amount remaining for merit budget in your area

Summary Data

Budget ID   CHMC_DEMO   2010 CCHMC Merit Demo
Fiscal Year   07/01/2010   thru 06/30/2011
Status   Open
Drill Down Access 45172   Director 1,Merit
Owner   Merit Director 1 (Submitter)
Last Updated by Marsh,Keith E   at 05/28/2010 11:35:41AM

*Chart Type   Status by Group Count

Approve Deny Submit

Employee Search   Supervisor Search My View   Additional Information

Budget Summary Data (USD)

Budget Type	Total Count	Excl Count	Eligible Count	Eligible Salaries	Budgeted	Bdgt %	Proposed	Prop %	Balance
CCHMC Merit Budget	13	0	13	663,603	19,469	2.93	0	0.00	19,469

Budget Summary Data by Organization (USD)

Drill Down Access	Name	Status	Status Date	Total Count	Total Salaries	CCHMC Merit Budget Balance
* Direct Reports *		Open		3	132,080	3,952
45171	Manager 45171,Alex	Open	05/28/2010	10	531,523	15,517
Totals				13	663,603	19,469

1 General Merit Budget Information

2 Analytics

3 Budget Navigation and Tools

4 Budget Summary Data

5 Budget Summary Data by Supervisor

eComp+ Merit Proposal Input Page (Manager View of All Direct Reports)

Summary Data | Employee Details

Budget ID: CHMC_DEMO   2010 CCHMC Merit Demo
Fiscal Year: 07/01/2010   thru   06/30/2011
Status: Open
Supervisor: 45172   Director 1,Merit
Owner: Merit Director 1 (Submitter)
Last Updated by: Marsh,Keith E   at   05/27/2010 8:26:50AM

Chart Type Status by Group Count

Open

Submit — Submit to the next higher level for review/approval

Approve | Deny | **Submit**

Employee Search   Supervisor Search   My View   Additional Information

Save — Save updates to eComp+
Discard — Discard changes since last save

Budget Summary Data (USD)

Budget Type	Total Count	Excl Count	Eligible Count	Eligible Salaries	Budgeted	Bdgt %	Proposed	Prop %	Balance
CCHMC Merit Increase 2010	3	0		132,080	3,952	2.99	0	0.00	3,952

Save | Discard

Direct Reports   1-3 of 3

Employee Name	Excluded From Budget	FTE	Comp Freq	Hourly Rate	Compa Ratio	Numeric Rating	Perf Rating	Recommended Increase %	Prop %	Proposed Amount	New Hourly Rate	Lump Sum	Prorate Factor	Job Range Minimum	Job Range Midpoint	Job Range Maximum	Band Maximum	Bdgt %	Bdgt Amt
45176,Sandra	N	1.00	H	21.00	1.17	2.00	2	1.00 - 3.00	0.00	0.00	21.00	0.00	1.000000	13.49	17.99	22.49	27.64	3.00	0.63
45177,Karen	N	1.00	H	22.00	1.16	2.20	2	1.00 - 3.00	0.00	0.00	22.00	0.00	1.000000	14.18	18.90	23.63	27.64	3.00	0.66
Manager 45171,Alex	N	1.00	H	20.50	0.55	2.05	2	2.00 - 5.00	0.00	0.00	20.50	0.00	1.000000	27.84	37.12	46.40	53.98	2.98	0.61

Click here to access details about the employee

For each employee, enter the proposed percent increase (Prop %) or the proposed amount increase

6

Merit Proposal Input Grid

Cincinnati Children's

eComp+ Employee Details Page (Manager View of Individual Direct Reports)

| Summary Data | Employee Details |

Budget ID CHMC_DEMO 2010 CCHMC Merit Demo
Fiscal Year 07/01/2010 **thru** 06/30/2011
Status In-Prog

Save   Return

Direct Reports   First ◄ 1 of 3 ► Last

Empl ID	45176	45176,Sandra	Orig Annual Rt	43,680.00 USD	
Hire Date	01/01/2009		Sal Plan/Grade	ALL C3	
Reg Region	USA	United States	Band Minimum	20,904.00 USD	
Company	001	Children's Hosp. Med. Ctr.	Job Range Minimum	28,059.20 USD	
Business Unit	21	Children's Hospital Med Center	Job Range Midpoint	37,419.20 USD	
Department	120100	Human Resource Mgmt Services	Job Range Maximum	46,779.20 USD	
Location	001	Main Campus	Band Maximum	57,491.20 USD	
Job Code	01270	ADMINISTRATIVE ASST	Full/Part Time	Full-Time	
Manager Level	9	Non-Manager	Std Hrs/Wk	40.00	
			FTE	1.00	
			Compa-Ratio	1.17	

Chart Type: Compa Ratio — Current / Proposed — Compa-Ratio

(8)

(7)

Proposed Base Compensation

Excluded From Budget	Comp Freq	Hourly Rate	Numeric Rating	Perf Rating	Recommended Increase %	Prop %	Proposed Amount	New Hourly Rate	Lump Sum	Prorate Factor	Job Range Minimum	Job Range Midpoint	Job Range Maximum	Band Maximum	Bdgt %	Bdgt Amt
N	H	21.00	2.00	2	1.00 - 3.00	0.00	0.00	21.00	0.00	1.000000	13.49	17.99	22.49	27.64	3.00	0.63

(9)

Hide History

> Enter the proposed percent increase (Prop %) or the proposed amount increase (Proposed Amount)

Compensation Change History   View All | 🔲   First ◄ 1-2 of 2 ► Last

Eff Date	Seq	Action	Action Reason	Unit	Job	Annual Rate	Currency	Compensation Rate	Comp Freq	Change Amount	Change Percent
09/27/2009	0	PAY	Merit	21	ADMINISTRATIVE ASST	43,680.00	USD	21.00	H	1.00	5.00
01/01/2009	0	HIR	Filling Vacant Position	21	ADMINISTRATIVE ASST	41,600.00	USD	20.00	H	0.00	0.00

(10)

Comments

by	Author	Date/Time	Comment

Add New Comment Below

(11)

(7) Employee Details

(8) Compa-ratio Chart

(9) Proposed Base Compensation

(10) Compensation Change History

(11) Add or View comments

Employee Search   Supervisor Search My View   Additional Information

Icon/Link	Function	Icon/Link	Function
(icon)	Navigate to the top level you have access to in the budget.	**Supervisor Search**	Search for supervisors in the budget.
(icon)	Navigate one level up in the budget.	**My View**	Change field display such as display of compensation information in annual amounts.
Employee Search	Search for employees in the budget.	**Additional Information**	Link to a supplemental documentation file.

Budget Summary Data (USD)

Budget Type	Total Count	Excl Count	Eligible Count	Eligible Salaries	Budgeted	Bdgt %	Proposed	Prop %	Balance

Field	Description	Field	Description
Budget Type	Source of budget	**Budgeted**	Eligible merit budget, based on eligible employees' salaries
Total Count	Number of employees in group at time of budget calculation	**Budget %**	Eligible merit budget as a percent of eligible salaries
Excl Count	Number of employees excluded from budget calculation	**Proposed**	Amount of merit increase proposed/entered by manager
Eligible Count	Total Count minus Excl Count	**Prop %**	Percentage of merit increase proposed/entered by manager
Eligible Salaries	Total of eligible employees' salaries	**Balance**	Eligible merit budget minus proposed merit increase

Direct Reports

1-3 of 3

Employee Name	Excluded From Budget	FTE	Comp Freq	Hourly Rate	Compa Ratio	Numeric Rating	Perf Rating	Recommended Increase %	Prop %	Proposed Amount	New Hourly Rate	Lump Sum	Prorate Factor	Job Range Minimum	Job Range Midpoint	Job Range Maximum	Band Maximum	Bdgt %	Bdgt Amt

Field	Description	Field	Description
Employee Name	Employee name link to the Employee Details page	**New Hourly Rate**	New hourly rate given proposed merit increase
Excluded from Budget	Y/N, Y = employee was excluded from budget calculation	**Lump Sum**	Lump sum, where applicable (contact Comp. Consultant)
FTE	Full-time equivalence of employee; 1.00 = full-time	**Prorate Factor**	Proration applied to merit budget; based on latter of hire date or last increase date (1.00 = no proration)
Comp Freq	Compensation calculation unit, H = hourly (all employees)	**Job Range Minimum**	Minimum hourly salary for job range
Hourly Rate	Hourly compensation rate at time of budget calculation	**Job Range Midpoint**	Midpoint of hourly salary for job range
Compa Ratio	Employee salary divided by job range midpoint	**Job Range Maximum**	Maximum hourly salary for job range
Numeric Rating	Performance rating calculated to 2 decimal places	**Band Maximum**	Maximum hourly salary for band
Perf Rating	Overall performance rating	**Empl ID**	Employee identification number
Recommended Increase	Suggested range for merit increase (from merit matrix; incorporates proration)	**Band**	Band for employee's job
Prop %	Manager-supplied proposed percentage merit increase	**Bdgt %**	Percentage of employee's salary allocated to the merit budget (incorporates proration)
Proposed Amount	Manager-supplied proposed amount of merit increase	**Bdgt Amt**	Amount of merit increase allocated to the merit budget, based on employee's salary and proration