

# Compensation Analysis Reporting Tool

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## Introduction

The Compensation Analysis Reporting Dashboard is an OBIEE reporting tool created by MMB Budget Operations to assist agencies with budgeting for compensation costs. Part of the SWIFT Data Warehouse, the Compensation Analysis Dashboard has an array of reports that pull detailed data on an agency's employee compensation costs and funding from both SEMA4 and SWIFT. These reports can be used for analyzing an agency's current budget or projecting future compensation costs for biennial budget planning. The Budget Operations team can be contacted for assistance with the tool by sending an email to [Budget.Finance.mmb@state.mn.us](mailto:Budget.Finance.mmb@state.mn.us)

## Detailed Descriptions of the Dashboard Reports

### Roster Staffing Current Year:

This report displays roster staffing by employee for the current fiscal year. It gives the employee name, position number, position description, bargaining unit, account, and account description. There is a link by position number that will take you directly to Position Funding and it displays the funding % and budget source detail for that position number. Report gives Salary and Fringe amounts based on Expenditures, Obligations and Total Projected Amounts. User can select Budget Year, Agency, Fund, Appropriation, FinDeptID, Account, and Bargaining Unit. At the bottom there is summary total by Account. User is also able to export the table separately. This report is recommended for year-round use.

Prompt Selection:

The screenshot shows the 'Roster Staffing Current Year' report interface. It includes a navigation menu with options like 'Dashboard Menu', 'Roster Staffing Current Year', 'RS Current Export', 'Roster Staffing Projections', 'RS Projections Export', 'Salary Projections by Appropriation', and 'Salary Projections by Fin Dept'. Below the menu is a filter selection area with dropdown menus for:
 

- \* Budget Year: 2017
- \* Agency: G10 - Mn Management & Bud
- \* Fund: 1000 - General
- \* Appropriation: (All Column Values)
- \* FinDept: (All Column Values)
- \* Account: (All Column Values)
- Barg. Unit: (All Column Values)

 There are 'Apply' and 'Reset' buttons at the bottom right of the filter area.

Top Half Detail by Position Number and Bottom Half Totals by Account:

**Roster Staffing Current Year**  
Time run: 8/18/2016 11:07:49 AM

Expenditures as of PPE: 07/26/16 Budget Year: 2017 Agency: G10 Mn Management & Budget  
Appropriation: G100000 Accounting Support FinDept: G100000 General Ledger Support Fund: 1000 General

Employee Name	Position Number	Position Description	Bargaining Unit	Account	Account Description	Position FTE	Expenditures Salary Amount	Expenditures Fringe Amount	Expenditures Total Amount	Obligations Salary Amount	Obligations Fringe Amount	Obligations Total Amount	Annual Projected Salary Amount	Annual Projected Fringe Amount	Annual Projected Total Amount
Doe1, John	01111111	Management Analyst 1	214 - MAPE	41000	Full Time - Salary	1.00	\$2,875.68	\$896.61	\$3,772.29	\$39,789.22	\$12,069.12	\$51,858.34	\$42,664.90	\$12,965.73	\$58,630.63
Doe2, John	01122222	State Prog Admin Prin	214 - MAPE	41000	Full Time - Salary	1.00	\$3,752.64	\$1,007.79	\$4,760.43	\$52,271.93	\$13,633.50	\$65,905.43	\$56,024.57	\$14,641.29	\$70,665.86
VACANT	01133333	State Prog Admin Prin	N/A - NotAvl	41000	Full Time - Salary	1.00	\$0.00	\$0.00	\$0.00	\$27,237.60	\$2,083.72	\$29,321.32	\$27,237.60	\$2,083.72	\$29,321.32
<b>Total</b>							\$6,628.32	\$1,904.40	\$8,532.72	\$119,298.75	\$27,786.34	\$147,085.09	\$125,927.07	\$29,690.74	\$155,617.81

**Roster Staffing Current Year: Summary by Account**

Expenditures as of PPE: 07/26/16 Budget Year: 2017 Agency: G10 Mn Management & Budget

Account	Account Description	Expenditures Salary Amount	Expenditures Fringe Amount	Expenditures Total Amount	Obligations Salary Amount	Obligations Fringe Amount	Obligations Total Amount	Annual Projected Salary Amount	Annual Projected Fringe Amount	Annual Projected Total Amount
41000	Full Time - Salary	\$6,628.32	\$1,904.40	\$8,532.72	\$119,298.75	\$27,786.34	\$147,085.09	\$125,927.07	\$29,690.74	\$155,617.81
<b>Total</b>		\$6,628.32	\$1,904.40	\$8,532.72	\$119,298.75	\$27,786.34	\$147,085.09	\$125,927.07	\$29,690.74	\$155,617.81

Expenditures as of PPE: 07/26/16 Budget Year: 2017 Agency: G10 Mn Management & Budget  
Appropriation: G100000 Accounting Support FinDept: G100000 General Ledger Support Fund: 1000 General

Account	Account Description	Expenditures Salary Amount	Expenditures Fringe Amount	Expenditures Total Amount	Obligations Salary Amount	Obligations Fringe Amount	Obligations Total Amount	Annual Projected Salary Amount	Annual Projected Fringe Amount	Annual Projected Total Amount
41000	Full Time - Salary	\$6,628.32	\$1,904.40	\$8,532.72	\$119,298.75	\$27,786.34	\$147,085.09	\$125,927.07	\$29,690.74	\$155,617.81
<b>Total</b>		\$6,628.32	\$1,904.40	\$8,532.72	\$119,298.75	\$27,786.34	\$147,085.09	\$125,927.07	\$29,690.74	\$155,617.81

Link on Position Description to See Position Funding:

Position Funding by Position Number

Agency: G Mn Management & Budget

Position Number	Employee Name	Position Status	Position Description	Position FTE Pct	Fund%	Fund Effective Date	Appropriation ID	Appropriation Description	FinDept ID	FinDept Description	Fund Code	Fund Description	Position Effective Date	Position End Date	Intend To Fill Date	Seasonal/Temporary Start Date	Seasonal/Temporary End Date
01111111	Doe1,John	A - Approved	Management Analyst 1	1.00	100.00	08/24/15	G10XXXX	Accounting Support	G10XXXX	General Ledger Support	1000	General	08/24/15				

Position Num is equal to 01111111

RS Current Export:

This report provides roster staffing by employee and is set-up to be easily exported. It gives the Appropriation, FinDept, Fund, employee name, position number, position description, bargaining unit, account and Salary and Fringe amounts based on Expenditures, Obligations and Total Projected Amounts. User can select an Agency, Fund, Appropriation, FinDeptID, Account, and Bargaining Unit. This report is recommended for year-round use.

Exp of FTE	Budget Year	Agency Code	Agency Name	Appropriation ID	Appropriation Name	FinDept ID	FinDept Name	Fund Code	Fund Name	Employee Name	Position Number	Position Description	Bargaining Unit	Account	Account Description	Position FTE	Expenditures Salary Amount	Expenditures Fringe Amount	Expenditures Total Amount	Obligations Salary Amount	Obligations Fringe Amount	Obligations Total Amount	Annual Projected Salary Amount	Annual Projected Fringe Amount	Annual Projected Total Amount
07/24/16	2017	G10	Mn Management & Budget	G10XXXX	Accounting Support	G10XXXX	General Ledger Support	1000	General	Doe1,John	01111111	Management Analyst 1	214 - MAPE	G1000	Full Time - Salary	1.00	\$2,875.48	\$886.43	\$3,761.91	\$3,761.91	\$1,000.00	\$1,000.00	\$4,761.91	\$4,761.91	\$55,630.43
07/24/16	2017	G10	Mn Management & Budget	G10XXXX	Accounting Support	G10XXXX	General Ledger Support	1000	General	Doe2,John	01122222	State Prog Admin Prin	214 - MAPE	G1000	Full Time - Salary	1.00	\$3,752.64	\$1,027.79	\$4,780.43	\$4,780.43	\$1,000.00	\$1,000.00	\$5,780.43	\$5,780.43	\$70,412.86
07/24/16	2017	G10	Mn Management & Budget	G10XXXX	Accounting Support	G10XXXX	General Ledger Support	1000	General	VACANT	01133333	State Prog Admin Prin	N/A - NonAut	G1000	Full Time - Salary	1.00	\$0.00	\$0.00	\$0.00	\$27,337.40	\$2,083.72	\$29,421.12	\$27,337.40	\$2,083.72	\$29,421.12

Roster Staffing Projections:

This report is a salary projection by employee for future fiscal years. It gives the employee name, position number, position description, bargaining unit, account, Position FTE and gives Salary and Fringe amounts based on Total Projected Amounts. Agencies are also able to add an additional incremental increase to see projections based on any number they choose. User can select a Budget Year, Agency, Fund, Appropriation, FinDeptID, Account, Bargaining Unit and Agency Incremental Increase Amount. There is also a link by position number and that will take you directly to Position Funding with a display of the funding % and budget detail for that position number. This report is recommended to be used during the Biennial Budget Preparation.

Prompt:

Compensation Analysis

Dashboard Menu Roster Staffing Current Year RS Current Export **Roster Staffing Projections** RS Projections Export Salary Projections by Appropriation Salary Projections by Fin Dept Chartfield Lookup

\* Budget Year 2018 \* Agency G10 - Mn Management & Bud \* Fund 1000 - General \* Appropriation (All Column Values) \* FinDept ID (All Column Values)

\* Account (All Column Values) Barg. Unit (All Column Values) MMB Increase % 0.00 Agency Increase % 1.00

Apply Reset

Top Half of Report - Detail Projection Section by Position Number:

Roster Staffing Salary Projections

Time run: 8/18/2016 12:26:46 PM

Projections as of PPE: 7/26/2016 Budget Year: 2018 Agency: G10 Mn Management & Budget

Appropriation: G10XXXX Accounting Support FinDept: G10XXXX General Ledger Support Fund: 1000 General

Employee Name	Position Number	Position Description	Bargaining Unit	Account	Account Description	Position FTE	Annual Projected Salary	Annual Projected Fringe	Annual Projected Total	Number of Years Projected	Agency Increase % (per year)	Agency Total Increase Amount	Projected Total plus Agency Increase
Doe1, John	01111111	Management Analyst 1	214 - MAPE	41000	Full Time - Salary	1.00	\$43,881.84	\$13,809.42	\$57,691.26	1	1.00%	\$576.91	\$58,268.17
Doe2, John	01122222	State Prog Admin Prin	214 - MAPE	41000	Full Time - Salary	1.00	\$57,826.16	\$15,552.61	\$73,378.77	1	1.00%	\$733.79	\$74,112.56
<b>Total</b>							<b>\$101,708.00</b>	<b>\$29,362.03</b>	<b>\$131,070.03</b>			<b>\$1,310.70</b>	<b>\$132,380.73</b>

Bottom Half of Report – Totals by Account for Agency Followed by Totals by Account for Findept:

Roster Staffing Projections: Summary by Account

Expenditures as of PPE: 7/26/2016 Budget Year: 2018 Agency: G10 Total

Account	Account Desc	Annual Projected Salary	Annual Projected Fringe	Annual Projected Total	# of Years Projected	Agency Increase % (per year)	Agency Total Increase Amount	Projected Total plus Agency Increase
41000	Full Time - Salary	\$101,708.00	\$29,362.03	\$131,070.03	1	1.00%	\$1,310.70	\$132,380.73
<b>Total</b>		<b>\$101,708.00</b>	<b>\$29,362.03</b>	<b>\$131,070.03</b>			<b>\$1,310.70</b>	<b>\$132,380.73</b>

Expenditures as of PPE: 7/26/2016 Budget Year: 2018 Agency: G10 Mn Management & Budget  
 Appropriation: G10XXXX Accounting Support FinDept: G10XXXXX General Ledger Support Fund: 1000 General

Account	Account Desc	Annual Projected Salary	Annual Projected Fringe	Annual Projected Total	# of Years Projected	Agency Increase % (per year)	Agency Total Increase Amount	Projected Total plus Agency Increase
41000	Full Time - Salary	\$101,708.00	\$29,362.03	\$131,070.03	1	1.00%	\$1,310.70	\$132,380.73
<b>Total</b>		<b>\$101,708.00</b>	<b>\$29,362.03</b>	<b>\$131,070.03</b>			<b>\$1,310.70</b>	<b>\$132,380.73</b>

Link on Position Description to See Position Funding:

Position Funding by Position Number

Agency: G10 Mn Management & Budget

Position Number	Employee Name	Position Status	Position Description	Position FTE Pct	Fund%	Fund	Effective Date	Appropriation ID	Appropriation Description	FinDept ID	FinDept Description	Fund Code	Fund Description	Position Effective Date	Position End Date	Intend To Fill Date	Seasonal/Temporary Start Date	Seasonal/Temporary End Date
G1111111	Doe1,John	A - Approved	Management Analyst 1	1.00	100.00		08/24/15	G10XXXX	Accounting Support	G10XXXXX	General Ledger Support	1000	General	08/24/15				

Position Num is equal to G1111111

RS Projections Export:

This report provides salary projection by employee for looking at future fiscal years and is set-up to allow ease of export. It gives the employee name, position number, position description, bargaining unit, account, position fte and Salary and Fringe amounts based on Total Projected Amounts. Agencies are also able to add an additional incremental increase to see projections based on any number they choose. User can select Budget Year, Agency, Fund, FinDeptID, Account, Bargaining Unit and Agency Incremental Increase Amount. This report is recommended during the Biennial Budget Preparation.

Prompt:

Dashboard Menu | Roster Staffing Current Year | RS Current Export | Roster Staffing Projections | **RS Projections Export** | Salary Projections by Appropriation | Salary Projections by Fin Dept | Chartfield Lookup

\* Budget Year: 2018 \* Agency: G10 - Mn Management & Bud \* Fund: 1000 - General \* Appropriation: G100105 - Return of Taxpaye \* FinDept ID: (All Column Values)

\* Account: (All Column Values) Barg. Unit: (All Column Values) MMB Increase %: 0.00 Agency Increase %: 1.00

Apply Reset

Results Ready for Exporting:

Projections as of PPE	Budget Year	Agency Code	Agency Name	Appropriation ID	Appropriation Name	FinDept ID	FinDept Name	Fund Code	Fund Name	Employee Name	Position Number	Position Description	Bargaining Unit	Account Code	Account Description	Position FTE	Annual Projected Salary	Annual Projected Fringe	Annual Projected Total	Number of Years Projected	Agency Increase % (per year)	Agency Total Increase Amount	Projected Total plus Agency Increase
7/26/2016	2018	G10	Mn Management & Budget	G10XXXX	Accounting Support	G10XXXXX	General Ledger Support	1000	General	Doe1,John	G1111111	Management Analyst 1	214 - MMPE	10000	Full Time - Salary	1.00	\$48,888.84	\$18,829.42	\$67,691.26	1	1.00%	\$176.91	\$68,268.17
7/26/2016	2018	G10	Mn Management & Budget	G10XXXX	Accounting Support	G10XXXXX	General Ledger Support	1000	General	Doe2,John	G1122222	State Prog Admin Prin	214 - MMPE	10000	Full Time - Salary	1.00	\$97,629.16	\$39,552.63	\$138,278.77	1	1.00%	\$798.79	\$141,126.56

Salary Projections by Appropriation:

This report provides a summary of Salary Projections based on Appropriation. It pulls data from the Salary Projection Report to give Salary and Fringe amounts based on Annual Projected Total Amounts. Agencies are also able to add an additional incremental increase to see projections based on any number they choose. User

can select a Budget Year, Agency, Appropriation, Bargaining Unit and Agency Incremental Increase Amount. This report doesn't provide employee detail funding information. This report is recommended to be used during the Biennial Budget Preparation.

\* Budget Year 2018 \* Agency G10 - Mn Management & Bud \* Appropriation G100086 - Enterprise Learning Barg. Unit (All Column Values) MMB Increase % 0.00 Agency Increase % 1.00

Apply Reset

**Salary Projection Appropriation Summary**

Projections as of PPE: 7/26/2016 Budget Year: 2018 Agency: G10 Mn Management & Budget

Appropriation ID	Appropriation Description	Fund Code	Fund Description	Bargaining Unit	Annual Projected Salary	Annual Projected Fringe	Annual Projected Total	# of Years Projected	Agency Increase % (per year)	Agency Total Increase Amount	Projected Total plus Agency Increase
G100086	Enterprise Learning & Developme	5200	Management Analysis	206 - AFSCME	\$87,493.12	\$40,272.14	\$127,765.26	1	1.00%	\$1,277.65	\$129,042.91
				214 - MAPE	\$129,321.60	\$32,993.34	\$162,314.94	1	1.00%	\$1,623.15	\$163,938.09
				220 - Unrep	\$292,886.88	\$90,588.66	\$383,475.54	1	1.00%	\$3,834.76	\$387,310.30
<b>G100086 Total</b>				<b>\$509,701.60</b>	<b>\$163,854.14</b>	<b>\$673,555.74</b>			<b>\$6,735.56</b>	<b>\$680,291.30</b>	
G100102	Statewide Executive Recruiter	2001	Other Misc Special Revenue	217 - Unrep	\$47,299.20	\$13,829.25	\$61,128.45	1	1.00%	\$611.28	\$61,739.73
				220 - Unrep	\$131,435.20	\$39,046.53	\$170,481.73	1	1.00%	\$1,704.82	\$172,186.55
				N/A - NotAvl	\$39,020.80	\$2,985.06	\$42,005.86	1	1.00%	\$420.06	\$42,425.92
<b>G100102 Total</b>				<b>\$217,755.20</b>	<b>\$55,860.84</b>	<b>\$273,616.04</b>			<b>\$2,736.16</b>	<b>\$276,352.20</b>	
G100105	Return of Taxpayer Investment	1000	General	214 - MAPE	\$101,708.00	\$29,362.03	\$131,070.03	1	1.00%	\$1,310.70	\$132,380.73
<b>G100105 Total</b>				<b>\$101,708.00</b>	<b>\$29,362.03</b>	<b>\$131,070.03</b>			<b>\$1,310.70</b>	<b>\$132,380.73</b>	
<b>Grand Total</b>				<b>\$829,164.80</b>	<b>\$249,077.01</b>	<b>\$1,078,241.81</b>			<b>\$10,782.42</b>	<b>\$1,089,024.23</b>	

### Salary Projections by Fin Dept:

This report provides a summary of Salary Projections based on FinDeptID. It pulls data from the Salary Projection Report to give Salary and Fringe amounts based on Annual Projected Total Amounts. Agencies are also able to add an additional incremental increase to see projections based on any number they choose. User can select an Agency, Appropriation, Budget Year, Bargaining Unit, FinDeptID and Agency Incremental Increase Amount. This report doesn't provide employee detail funding information. This report is recommended during the Biennial Budget Preparation.

Compensation Analysis

Dashboard Menu Roster Staffing Current Year RS Current Export Roster Staffing Projections RS Projections Export Salary Projections by Appropriation **Salary Projections by Fin Dept** Chartfield Lookup

Home Catalog Favorites Dashboards

\* Budget Year 2018 \* Agency G10 - Mn Management & Bud \* Appropriation G100086 - Enterprise Learning \* FinDept ID (All Column Values) Barg. Unit (All Column Values) MMB Increase % 0.00 Agency Increase % 1.00

Apply Reset

**Salary Projection FinDept Summary**

Projections as of PPE: 7/26/2016 Budget Year: 2018 Agency: G10 Mn Management & Budget

Appropriation ID	Appropriation Description	FinDept ID	FinDept Description	Fund Code	Fund Description	Bargaining Unit	Annual Projected Salary	Annual Projected Fringe	Annual Projected Total	# of Years Projected	Agency Increase % (per year)	Agency Total Increase Amount	Projected Total plus Agency Increase
G100086	Enterprise Learning & Developme	G1037610	Training & Development	5200	Management Analysis	206 - AFSCME	\$87,493.12	\$40,272.14	\$127,765.26	1	1.00%	\$1,277.65	\$129,042.91
						214 - MAPE	\$129,321.60	\$32,993.34	\$162,314.94	1	1.00%	\$1,623.15	\$163,938.09
						220 - Unrep	\$292,886.88	\$90,588.66	\$383,475.54	1	1.00%	\$3,834.76	\$387,310.30
<b>G100086 Total</b>						<b>\$509,701.60</b>	<b>\$163,854.14</b>	<b>\$673,555.74</b>			<b>\$6,735.56</b>	<b>\$680,291.30</b>	
G100102	Statewide Executive Recruiter	G1037050	Statewide Executive Recruiter	2001	Other Misc Special Revenue	217 - Unrep	\$47,299.20	\$13,829.25	\$61,128.45	1	1.00%	\$611.28	\$61,739.73
						220 - Unrep	\$131,435.20	\$39,046.53	\$170,481.73	1	1.00%	\$1,704.82	\$172,186.55
						N/A - NotAvl	\$39,020.80	\$2,985.06	\$42,005.86	1	1.00%	\$420.06	\$42,425.92
<b>G100102 Total</b>						<b>\$217,755.20</b>	<b>\$55,860.84</b>	<b>\$273,616.04</b>			<b>\$2,736.16</b>	<b>\$276,352.20</b>	
G100105	Return of Taxpayer Investment	G1032500	Return of Taxpayer Investment	1000	General	214 - MAPE	\$101,708.00	\$29,362.03	\$131,070.03	1	1.00%	\$1,310.70	\$132,380.73
<b>G100105 Total</b>						<b>\$101,708.00</b>	<b>\$29,362.03</b>	<b>\$131,070.03</b>			<b>\$1,310.70</b>	<b>\$132,380.73</b>	
<b>Grand Total</b>						<b>\$829,164.80</b>	<b>\$249,077.01</b>	<b>\$1,078,241.81</b>			<b>\$10,782.42</b>	<b>\$1,089,024.23</b>	

### Chartfield Lookup:

This report will allow a user to find all IDs associated with a specific Description. This report will help a user find the ID if they only know the name. This will help a user to be able to enter IDs on the other reports in this dashboard. User can select Budget Year, Agency Name, Approp Description, FinDept Description, Fund

Description, and Account Description. This report is recommended for year-round use.

Compensation Analysis

Dashboard Menu Roster Staffing Current Year R5 Current Export Roster Staffing Projections R5 Projections Export Salary Projections by Appropriation Salary Projections by Fin Dept Chartfield Lookup

Budget Year: 2016 Agency: Mn Management & Bud. Fund Desc: (All Column Values) Appropriation: Enterprise Learning & D. FinDept: (All Column Values) Account: (All Column Values)

Apply Reset

**Chartfield Lookup**

Budget Year	Agency	Agency Name	Appropriation	Appropriation Description	FinDept	FinDept Description	Fund	Fund Description	Account	Account Description
2016	G10	Mn Management & Budget	G100053	Risk Management Unit	G1036700	Employee Assistance Program	5600	State Employees Insurance	41000	Full Time - Salary
2016	G10	Mn Management & Budget	G100086	Enterprise Learning & Developme	G1037610	Training & Development	5200	Management Analysis	41000	Full Time - Salary
									41030	Part-Time-Seasonal-Labor Serv
									41050	Overtime and Premium Pay
									41070	Other Employee Cost
2016	G10	Mn Management & Budget	G100102	Statewide Executive Recruiter	G1037050	Statewide Executive Recruiter	2001	Other Misc Special Revenue	41000	Full Time - Salary
									41030	Part-Time-Seasonal-Labor Serv
									41050	Overtime and Premium Pay
2016	G10	Mn Management & Budget	G100105	Return of Taxpayer Investment	G1032500	Return of Taxpayer Investment	1000	General	41000	Full Time - Salary

Report Title	Data	Filter by	Recommended Use
Roster Staffing Current Year	Roster Staffing Data by Employee with link to Position Funding by Position Number	Agency, Appropriation, FinDeptID, Fund, Fiscal Year, Account, and Bargaining Unit, Link through Postion Number to get Position Funding Percentage	Year-Round, Current year data
Roster Staffing Projections	Roster Staffing Data by Employee, link to Position Funding by Position Number	Agency, Appropriation, FinDeptID, Fund, Fiscal Year, Account, Bargaining Unit and agency incremental increase amount	For Biennial Budget preparation
Salary Projections by Appropriation	Salary projection Table (no employee specific data)	Agency, Appropriation, Budget year, Bargaining Unit, FinDept ID, and agency incremental increase amount	For Biennial Budget preparation
Salary Projections by FinDept	Salary projection Table	Agency, Appropriation, Budget Year, Fund, FinDeptID and account	Year-Round
Chartfield Lookup	Appropriation Table	Budget Year, Agency Name, Approp description, FinDept Description, fund description and account description	Year-Round, to help find names of specific IDs

## Access to SWIFT Data Warehouse

The dashboard is part of the SWIFT Data Warehouse. Users will need to have a login and password to the Administrative Portal for the SWIFT Data Warehouse. To secure access, complete the [Request for Access to SWIFT Statewide Systems](#) and submit to [Sema4.Security@state.mn.us](mailto:Sema4.Security@state.mn.us). Contact the SWIFT Helpdesk at 651-201-8100, option 2 if you have questions.

Users will need access to HR and Payroll data related to the following subject areas: Labor Distribution (Roster Staffing) and Payroll Funding Salary FTE (Salary Projections and Position Funding). Please contact [Sema4.Security@state.mn.us](mailto:Sema4.Security@state.mn.us) if you need help identifying what access to select within the form.

## Where to find the dashboard

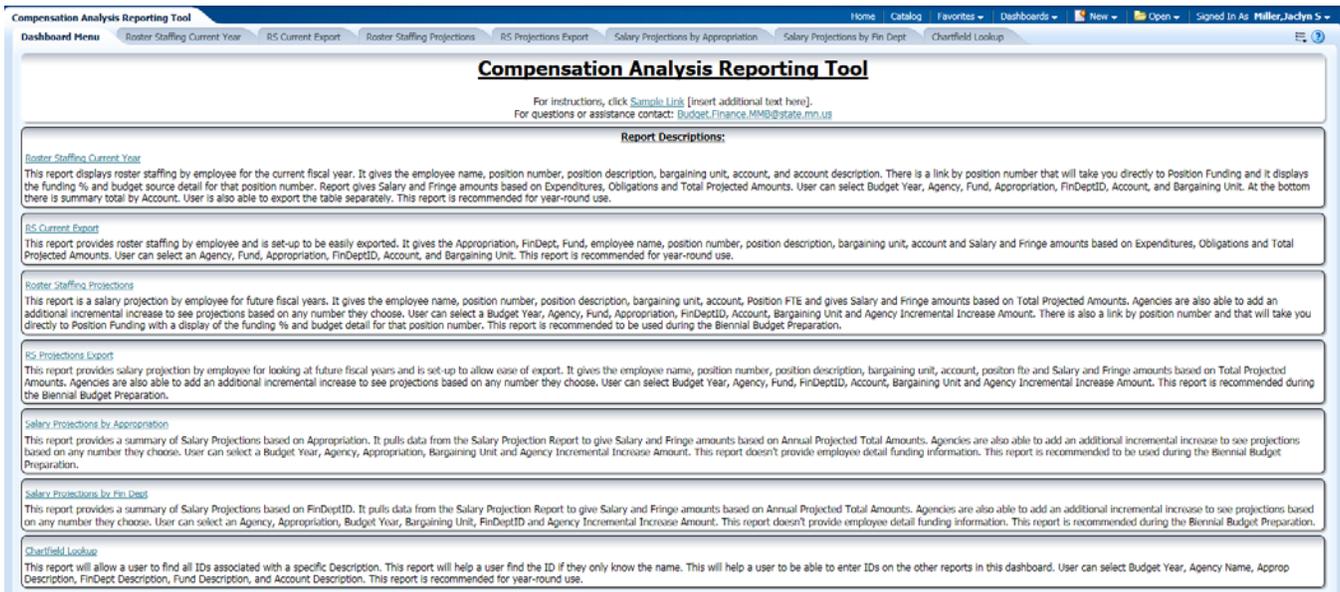
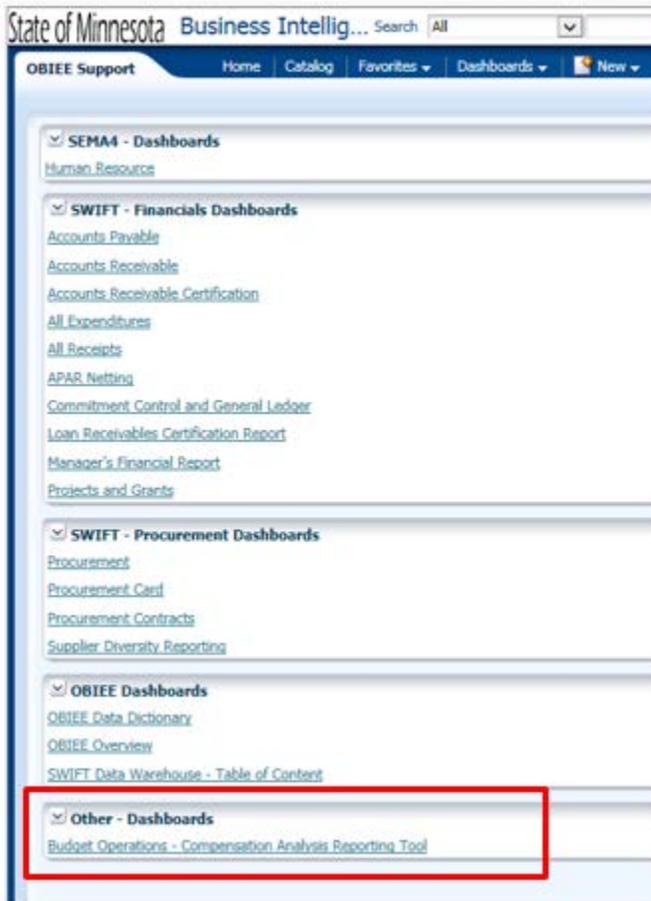
1. Login to the Administrative Portal: <https://portal.swift.state.mn.us/>
2. Click on SWIFT Data Warehouse Access Folder in the Enterprise Menu



3. Click on Warehouse Reporting



4. On the Home page, once in OBIEE, click on the link under Other-Dashboards, called "Budget Operations – Compensation Analysis Reporting Tool"



## How to select Criteria

1. Select a Report. Each report will have a section for criteria at the top of the report's tab.

\* Budget Year 2016 \* Agency B04 \* Approp B041A11 \* FinDept B04311E0 \* Fund 2018 \* Account 41000 Barg. Unit (All Column Values) Apply Reset

2. In the criteria section, there will be a list of dropdowns where a user is able to select from a list to populate the field. Anything with a \* is a required field. A user can select one or multiples within a select criteria field. Depending on which report is run, some reports, for example, are best if only using one selection verses using multiple.

\* FinDept G1031100;G1031

- G1031100
- G1031200
- G1031300
- G1032000

Search...

3. Once all criteria have been selected, click on "Apply" to run the report data.

\* Budget Year 2016 \* Agency G10 \* Approp G100001;G10000 \* FinDept G1031100;G1031 \* Fund 1000;2001 \* Account 41000;41030 Barg. Unit (All Column Values) Apply Reset

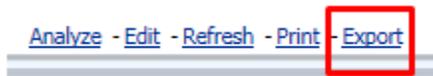
4. The information will be populated below the criteria selection boxes.

## How to export to Excel

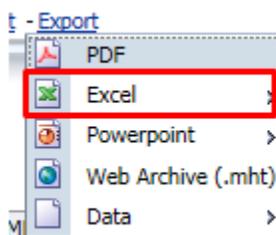
After a report has been run, there is a list of options at the bottom of the report that will allow a user to Analyze, Edit, Refresh, Print and Export.

### To Export a report:

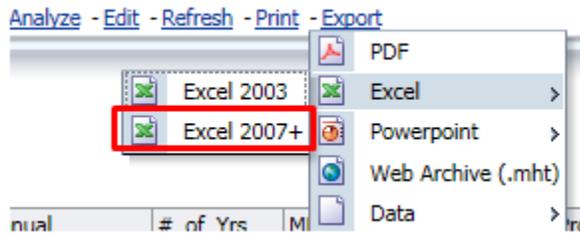
1. To Export, click on the Export link at the bottom of the report.



2. Click on Excel



3. Click on Excel 2007+



4. A bar will appear at the bottom of your screen to either Open or Save the excel file. Click Open.



5. The report will now open as an Excel document. You can save to your desktop or local directory

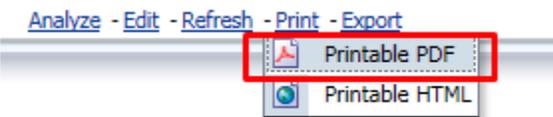
## How to make a PDF

### To make a report a PDF:

1. To make a PDF, click on the Print link at the bottom of the report.



2. Click on Printable PDF



3. A new internet window will open up with the report in a PDF format. A user can then click Save As or Print from the document that is displayed.



## A Guide to Understanding Projection Report Incremental Cost Increases

To help agencies model projected compensation cost changes for biennial budget planning, some of the Compensation Projection Reports include an incremental compensation cost calculation option. When this option is selected, the report calculates the marginal projected increase—the amount of change—in total

compensation costs (salary and fringe) based upon a fixed percentage increase factor determined by MMB for biennial budget planning, currently 0.0%. An agency may also enter its own percentage factor and generate separate incremental cost estimates which are displayed alongside MMB’s planning estimates; the report also calculates the difference between the two cost projections.

Some reports display incremental increases in the selection criteria. A user is able to display the MMB incremental percentage increase (which is determined each year by MMB) or an Agency incremental percentage increase (number entered by the agency)

MMB Increase %  0.00 Agency Increase %

An agency doesn’t need to enter an incremental increase, but they can use this feature to see what the salary projections would look like at a rate they have determined.

Once something has been selected for a rate, the report will display several columns that identify what the projections will look like based on those percentage increases.

The reports will all display similar columns if the Incremental increases are included in the selection criteria. Currently the report is set to 0.00% for MMB Increase, the display below is what it would look like if the percentage was to be something other than 0.00% for MMB Increase

Annual Projected_Salary	Annual Projected_Fringe	Annual Projected_Total	#_of_Yrs Projected	MMB_Incr %_(per_yr)	MMB_Total Incr_Amt	Proj Total + MMB_Incr	Agency_Incr %_(per_yr)	Agency_Total Incr_Amt	Proj Total + Agency_Incr	Agency_Incr - MMB_Incr
\$64,607.40	\$23,043.14	\$87,650.54	1	1.80%	\$1,577.71	\$89,228.25	1.00%	\$876.51	\$88,527.05	-\$701.20
\$49,314.49	\$21,156.73	\$70,471.22	1	1.80%	\$1,268.48	\$71,739.70	1.00%	\$704.71	\$71,175.93	-\$563.77
\$40,624.84	\$12,274.48	\$52,899.32	1	1.80%	\$952.19	\$53,851.51	1.00%	\$528.99	\$53,428.31	-\$423.19
\$73,703.25	\$28,197.31	\$101,900.56	1	1.80%	\$1,834.21	\$103,734.77	1.00%	\$1,019.01	\$102,919.57	-\$815.20
\$53,869.80	\$26,646.25	\$80,516.05	1	1.80%	\$1,449.29	\$81,965.34	1.00%	\$805.16	\$81,321.21	-\$644.13
\$47,431.15	\$20,846.83	\$68,277.98	1	1.80%	\$1,229.00	\$69,506.98	1.00%	\$682.78	\$68,960.76	-\$546.22
\$81,836.01	\$29,187.49	\$111,023.50	1	1.80%	\$1,998.42	\$113,021.92	1.00%	\$1,110.24	\$112,133.74	-\$888.19
\$73,703.25	\$28,197.31	\$101,900.56	1	1.80%	\$1,834.21	\$103,734.77	1.00%	\$1,019.01	\$102,919.57	-\$815.20
\$57,518.92	\$25,989.97	\$83,508.89	1	1.80%	\$1,503.16	\$85,012.05	1.00%	\$835.09	\$84,343.98	-\$668.07
\$63,943.94	\$26,913.98	\$90,857.92	1	1.80%	\$1,635.44	\$92,493.36	1.00%	\$908.58	\$91,766.50	-\$726.86
\$73,703.25	\$28,118.16	\$101,821.41	1	1.80%	\$1,832.79	\$103,654.20	1.00%	\$1,018.21	\$102,839.62	-\$814.57
\$73,703.25	\$28,118.16	\$101,821.41	1	1.80%	\$1,832.79	\$103,654.20	1.00%	\$1,018.21	\$102,839.62	-\$814.57
\$22,812.44	\$12,789.53	\$35,601.97	1	1.80%	\$640.84	\$36,242.81	1.00%	\$356.02	\$35,957.99	-\$284.82
\$91,168.34	\$30,414.96	\$121,583.30	1	1.80%	\$2,188.50	\$123,771.80	1.00%	\$1,215.83	\$122,799.13	-\$972.67
\$54,134.13	\$14,399.22	\$68,533.35	1	1.80%	\$1,233.60	\$69,766.95	1.00%	\$685.33	\$69,218.68	-\$548.27
\$48,519.72	\$24,964.68	\$73,484.40	1	1.80%	\$1,322.72	\$74,807.12	1.00%	\$734.84	\$74,219.24	-\$587.88
\$67,012.41	\$27,238.21	\$94,250.62	1	1.80%	\$1,696.51	\$95,947.13	1.00%	\$942.51	\$95,193.13	-\$754.00
\$46,274.05	\$25,480.88	\$71,754.93	1	1.80%	\$1,291.59	\$73,046.52	1.00%	\$717.55	\$72,472.48	-\$574.04
\$45,885.88	\$25,513.05	\$71,398.93	1	1.80%	\$1,285.18	\$72,684.11	1.00%	\$713.99	\$72,112.92	-\$571.19
\$82,105.55	\$30,276.16	\$112,381.71	1	1.80%	\$2,022.87	\$114,404.58	1.00%	\$1,123.82	\$113,505.53	-\$899.05
\$41,691.10	\$3,189.42	\$44,880.52	1	1.80%	\$807.85	\$45,688.37	1.00%	\$448.81	\$45,329.33	-\$359.04
\$52,933.25	\$6,960.88	\$59,894.13	1	1.80%	\$1,078.09	\$60,972.22	1.00%	\$598.94	\$60,493.07	-\$479.15
<b>\$1,306,496.42</b>	<b>\$499,916.80</b>	<b>\$1,806,413.22</b>			<b>\$32,515.44</b>	<b>\$1,838,928.66</b>		<b>\$18,064.13</b>	<b>\$1,824,477.35</b>	<b>-\$14,451.31</b>

A user will see the columns in purple above (Annual Projected Salary, Annual Projected Fringe, and Annual Projected Total) which will be based on the other criteria selected.

The report will then show the MMB Rate in a separate column. The “MMB Total Incr Amt” Column will display the MMB Rate (in this case 1.8%) multiplied by the “Annual Projected Total”. The “Proj Total + MMB Incr” Column will display the “Annual Projected Total” Column plus the “MMB Total Incr Amt”.

The last 4 columns in the report will show the Agency Incremental percentage. If a user enters in the Agency Incr % field in the criteria, these columns will populate. The “Agency Incr % (per Yr)” Column will display that rate selected in the criteria. The “Agency Total Incr Amt” column will display the Agency Rate (in this example 1.0%) multiplied by the “Annual Projected Total”. The “Proj Total + Agency Incr” Column will display the “Annual Projected Total” Column plus the “Agency Total Incr Amt”. The very last column will provide the difference between the “MMB Total Incr Amt” and the “Agency Total Incr Amt” so an agency can see how their percentage selection will compare to what MMB has said it the incremental rate to use.

Annual Projected_Total	#_of_Yrs Projected	MMB_Incr %_(per_yr)	MMB_Total Incr_Amt	Proj Total + MMB_Incr
\$87,650.54	1	1.80%	\$1,577.71	\$89,228.25
\$70,471.22	1	1.80%	\$1,268.48	\$71,739.70
\$52,899.32	1	1.80%	\$952.19	\$53,851.51
\$101,900.56	1	1.80%	\$1,834.21	\$103,734.77
\$80,516.05	1	1.80%	\$1,449.29	\$81,965.34
\$68,277.98	1	1.80%	\$1,229.00	\$69,506.98
\$111,023.50	1	1.80%	\$1,998.42	\$113,021.92
\$101,900.56	1	1.80%	\$1,834.21	\$103,734.77
\$83,508.89	1	1.80%	\$1,503.16	\$85,012.05
\$90,857.92	1	1.80%	\$1,635.44	\$92,493.36
\$101,821.41	1	1.80%	\$1,832.79	\$103,654.20
\$101,821.41	1	1.80%	\$1,832.79	\$103,654.20
\$35,601.97	1	1.80%	\$640.84	\$36,242.81
\$121,583.30	1	1.80%	\$2,188.50	\$123,771.80
\$68,533.35	1	1.80%	\$1,233.60	\$69,766.95
\$73,484.40	1	1.80%	\$1,322.72	\$74,807.12
\$94,250.62	1	1.80%	\$1,696.51	\$95,947.13
\$71,754.93	1	1.80%	\$1,291.59	\$73,046.52
\$71,398.93	1	1.80%	\$1,285.18	\$72,684.11
\$112,381.71	1	1.80%	\$2,022.87	\$114,404.58
\$44,880.52	1	1.80%	\$807.85	\$45,688.37
\$59,894.13	1	1.80%	\$1,078.09	\$60,972.22
<b>\$1,806,413.22</b>			<b>\$32,515.44</b>	<b>\$1,838,928.66</b>