

04 – Salary Personnel

Provides a means for:

- Maintaining a record of individual salary profiles
- Identifying department rosters
- Maintaining a history of salary changes
- Maintaining a history of changes in employment status

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01 - Administration Departments

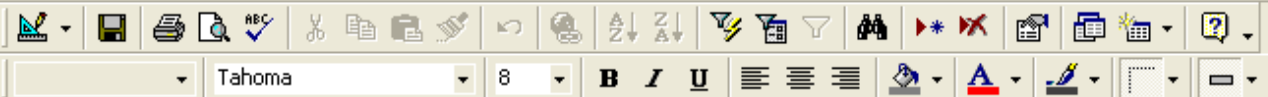
▶	0010	Administration
	0020	Human Resources
	0030	Information Technology
	0040	Sales and Marketing
	0050	Engineering
	0060	Purchasing
	0070	Finance
	0080	Production
*		

02 - Reasons for Salary Adjustments

1	New Hire Rate
2	Favorable Performance Review
3	Unfavorable Performance Review
4	Promotion
5	Demotion
6	Transfer
7	Transfer or Reassignment
8	Performance Bonus
▶	

03 - Employment Status

▶	1	Military Leave - Start
	2	Military Leave - Return
	3	Leave of Absence - Start
	4	Leave of Absence - Return
	5	Laid-off - Start
	6	Recalled - Return
	7	Disciplinary Suspension - Start
	8	Disciplinary Suspension - Return
	9	Termination
*	0	



05 - History of Earnings

Seniority Clock No. Dept No.

6/6/1996 598 0010 John L Michaels ISO Representative

	Approved by	Date	Annual Earnings		% Change	Bonus	Comments
			From	To			
New Hire Rate	MRO	6/6/1996		\$38,000.00			Starting Position - Project Engineer
Performance Bonus	MRO	12/12/1996				\$500.00	
Favorable Performance Review	MRO	6/8/1997	\$38,000.00	\$39,200.00	3.16		
Performance Bonus	MRO	12/16/1997				\$500.00	
Favorable Performance Review	MRO	6/18/1998	\$39,200.00	\$40,500.00	3.32		
Favorable Performance Review	MRO	6/5/1999	\$40,500.00	\$41,700.00	2.96		
Performance Bonus	MRO	12/14/1999				\$550.00	
Favorable Performance Review	MRO	6/20/2000	\$41,700.00	\$42,900.00	2.88		
Promoti Performance	MRO		0	\$48,000.00	11.89		Promoted to Strategic Planner/ISO Representat
Favorable Performance Review	MRO	8/10/2001	\$48,000.00	\$49,400.00	2.92		
Favorable Performance Review	MRO	8/12/2001	\$49,400.00	\$51,000.00	3.24		Instrumental in the successful implementation o
Performance Bonus	MRO	12/12/2001				\$700.00	
Performance Bonus	MRO	12/17/2001				\$600.00	
Favorable Performance Review	MRO	8/21/2003	\$51,000.00	\$52,500.00	2.94		
Performance Bonus	MRO	12/19/2003				\$700.00	
Favorable Performance Review	MRO	9/5/2004	\$52,500.00	\$54,500.00	3.81		

The search and combo box features make it easy to maintaining salary histories.

Record: 1 of 20

Record: 1 of 22

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06 - Employment Status - Salary Employees

Clock No.	First Name	Initial	Last Name	Job Title
691	Gerry	K	Smetting	VP Production

Seniority Date: 10/12/2001

	Date
Military Leave - Return	26-Apr-06
Military Leave - Start	16-Nov-03
Military Leave - Start	
Military Leave - Return	
Leave of Absence - Start	
Leave of Absence - Return	
Laid-off - Start	
Recalled - Return	
Disciplinary Suspension - Start	
Disciplinary Suspension - Return	

The search and combo box features also make it easy to maintain a record of the status changes of salary employees.

Record: 3 of 3

Record: 19 of 22

01 - Administrative Departments

Thursday, October 05, 2006

Dept. No.	
0010	Administration
0020	Human Resources
0030	Information Technology
0040	Sales and Marketing
0050	Engineering
0060	Purchasing
0070	Finance
0080	Production

02 - Seniority Dates - Salary Employees

Sunday, October 15, 2006

0010 Administration

7/15/1994 Mr. Andria P Victoria, Executive Secretary
6/6/1996 Mr. John L Michaels, ISO Representative
10/5/2005 Mr. Arnold P Simplex, President

0020 Human Resources

5/5/2002 Mr. Betty F Bengal, Human Resource Manager

0030 Information Technology

7/15/1978 Mrs. Clark G Cooper, IT Manager

0040 Sales and Marketing

9/21/1996 Mr. Terry D Haggarty, VP Sales and Marketing
11/16/2002 Mr. Alice P Noffzinger, Customer Service
12/12/2003 Mr. Gerry V Ostrowski, Technical Sales
12/17/2005 Mr. Mark L Longworthy, Customer Service Manager
5/15/2006 Mr. Fredial Douglas, Technical Sales

0050 Engineering

11/16/1969 Mrs. Michael H Malone, VP Engineering
3/28/1987 Mr. Lawrence L Campbell, Engineer
6/16/1999 Mr. Bernard D Rolfing, Designer
3/23/2006 Mr. Gerddine S Staple, Engineer

0060 Purchasing

6/19/1993 Mr. Gary L Bryant, Purchasing Manager
8/26/1997 Mr. Denise P VanDerworp, MRO Buyer

0070 Finance

10/10/1986 Mr. Michael L Cleives, Controller
5/30/1989 Mr. Patricia L Dockington, Accounts Payable
4/26/1998 Mr. Allen O Ocampo, VP Finance
10/18/2005 Mr. Georgia N Commons, Accounts Receivable

03 - Salary History

Thursday, October 05, 2006

598 John L Michaels - ISO Represaeptive

	Date	Approved by	Current Salary	Revised Salary	Percent	Bonus
Performance Bonus	12/16/2005	APS				\$800.00
Favorable Performance Review	9/15/2005	MRO	\$54,500.00	\$56,200.00	3.12%	
Performance Bonus	12/18/2004	MRO				\$750.00
Favorable Performance Review	9/5/2004	MRO	\$52,500.00	\$54,500.00	3.81%	
Performance Bonus	12/19/2003	MRO				\$700.00
Favorable Performance Review	8/21/2003	MRO	\$51,000.00	\$52,500.00	2.94%	
Performance Bonus	12/17/2001	MRO				\$600.00
Performance Bonus	12/12/2001	MRO				\$700.00
Favorable Performance Review	8/12/2001	MRO	\$49,400.00	\$51,000.00	3.24%	
Favorable Performance Review	8/10/2001	MRO	\$48,000.00	\$49,400.00	2.92%	
Performance Bonus	12/21/2000	MRO				\$750.00
Promotion	8/15/2000	MRO	\$42,900.00	\$48,000.00	11.89%	
Favorable Performance Review	6/20/2000	MRO	\$41,700.00	\$42,900.00	2.88%	
Performance Bonus	12/14/1999	MRO				\$550.00
Favorable Performance Review	6/5/1999	MRO	\$40,500.00	\$41,700.00	2.96%	
Favorable Performance Review	6/18/1998	MRO	\$39,200.00	\$40,500.00	3.32%	
Performance Bonus	12/16/1997	MRO				\$500.00
Favorable Performance Review	6/8/1997	MRO	\$38,000.00	\$39,200.00	3.16%	
Performance Bonus	12/12/1996	MRO				\$500.00
NewHire Rate	6/6/1996	MRO		\$38,000.00		

04 - Employee Status

Thursday, October 05, 2006

365 - Lawerance L Campbell - Engineer

12-Apr-91 Recalled - Return

01-Dec-90 Laid-off - Start