

# Job Aide: Running the BAT HCP vs Op Plan Compensation Reconciliation Report

This job aide will guide you through the steps to run the BAT HCP vs Op Plan Compensation Reconciliation Report.

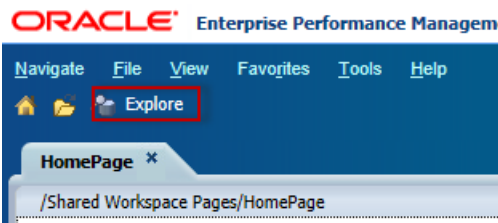
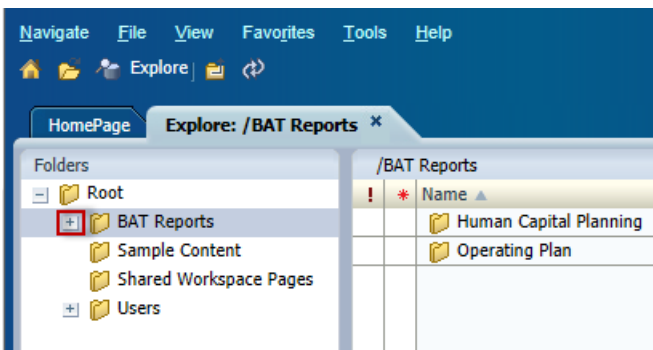
You will use this report to assist in the reconciliation of both FTE and compensation dollars for your department. On each detail row you will find Index Code, Total FTE and Total Compensation Expenses (for HCP and for Operating Plan).

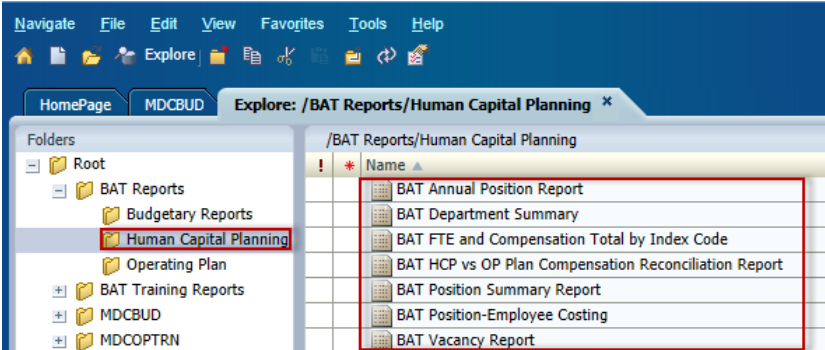
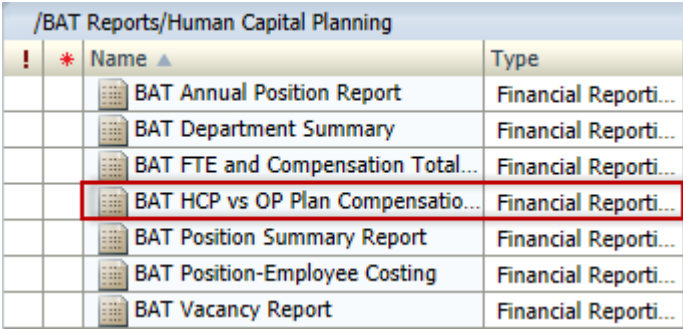
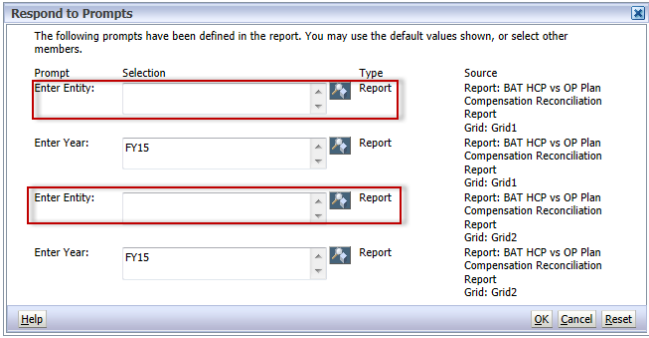
Each row on the report should reconcile (FTE and Total Operating Expenses) for HCP and Operating Plan. If differences exist, navigate to each respective component and make changes to the problem items.

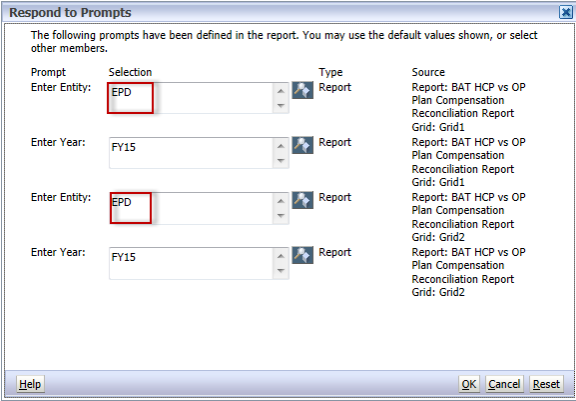

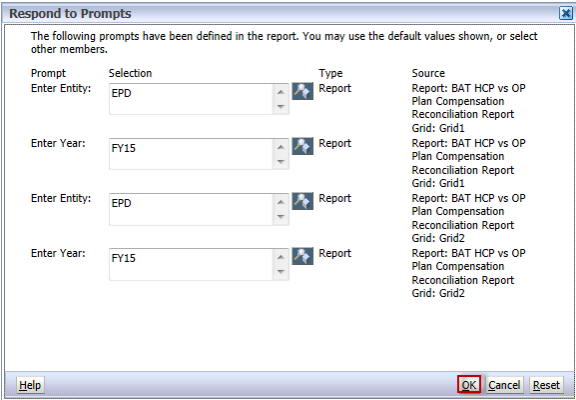
In order to complete full reconciliation analysis, you may export this form to Microsoft Excel and add a variance column to check for differences.

In the steps below you will:

- Open the Report in BAT Workspace
- On the Respond to Prompts, set the Entity Dimension
- Export the Report to Microsoft Excel
- Change the orientation of the report in Excel
- Create variance analysis in Excel
- Open the MDCBUD application and make any changes to problem areas

Step	Action	Notes
1.	<p>From the BAT Workspace page, click the <b>Explore</b> button.</p> 	
2.	<p>Click the <b>+</b> next to the <b>BAT Reports</b> folder.</p> 	

Step	Action	Notes
3.	<p>Click the <b>Human Capital Planning</b> folder. The Human Capital Planning Reports display in the view pane.</p> 	
4.	<p>Double-click the <b>BAT HCP vs Op Plan Compensation Reconciliation Report</b>.</p> 	
5.	<p>From the <b>Respond to Prompts</b> screen you will see 2 fields exist labeled <b>Enter Entity</b>.</p> 	

Step	Action	Notes
6.	<p>Enter your department code in both Entity fields. Be sure to add a leading 'E' in front of the department code.</p> <p><b>Example:</b> for department PD you will enter <b>EPD</b>.</p> 	<p>You may type directly in the Entity field or you may click the Search Icon  and locate the Entity in the hierarchy.</p>
7.	<p>Click <b>OK</b>.</p> 	

8.

The **BAT HCP vs OP Plan Compensation Reconciliation Report** is displayed.

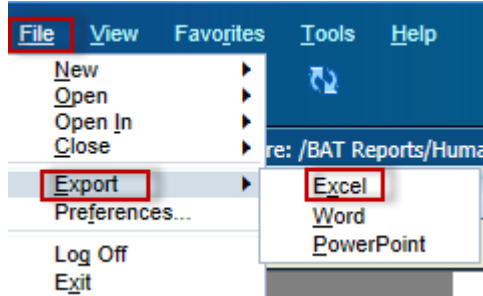
The left grid represents HCP data and the right grid represents Operating Plan data.

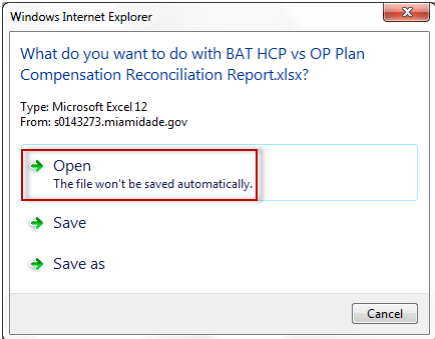
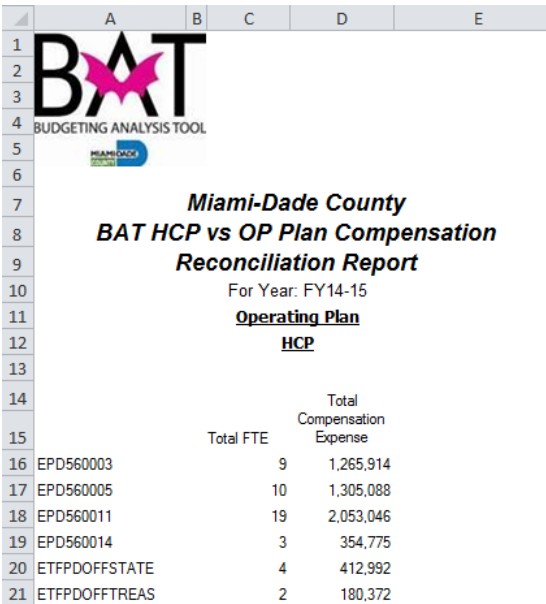
**BAT** *Miami-Dade County*  
BUDGETING ANALYSIS TOOL **BAT HCP vs OP Plan Compensation Reconciliation Report**  
For Year: FY14-15

HCP			Operating Plan		
	Total FTE	Total Compensation Expense		Total FTE	Total Compensation Expense
EPD560003	9	1,265,914	EPD560003	9	1,265,914
EPD560005	10	1,305,088	EPD560005	9	1,305,088
EPD560011	19	2,079,762	EPD560011	15	2,053,046
EPD560014	3	354,775	EPD560014	3	354,775
ETFPDOFFSTATE	4	426,942	ETFPDOFFSTATE	2	412,992
ETFPDOFFTREAS	2	180,372	ETFPDOFFTREAS	2	180,372
EPD560037	64	7,915,226	EPD560037	63	7,909,339
EPD561563	46	3,958,304	EPD561563	43	3,938,495
EPD560079	31	3,457,642	EPD560079	31	3,457,642
EPD560880	55	6,484,004	EPD560880	55	6,484,004
EPD560557	6	712,919	EPD560557	5	707,832
EPD343780	219	7,816,493	EPD343780	211	8,246,472
EPD560571	15	1,563,330	EPD560571	14	1,552,180
EPD560235	3	436,002	EPD560235	3	436,002
EPD560219	255	27,109,671	EPD560219	246	27,045,949
EPD560250	158	17,573,337	EPD560250	157	17,568,504
EPD560268	194	21,171,049	EPD560268	188	21,104,559
EPD560151	2	254,417	EPD560151	2	254,417
EPD560177	234	24,840,154	EPD560177	233	24,834,866
EPD560701	19	2,136,835	EPD560701	18	2,131,749

9.

Export to **Microsoft Excel**, click **File > Export > Excel**.



Step	Action	Notes																					
10.	<p>On the message screen, click the <b>Open</b> option.</p> 																						
11.	<p>The <b>BAT HCP vs OP Plan Compensation Reconciliation Report</b> is displayed in Microsoft Excel.</p> <p><b>Note:</b> Save report to your computer if needed.</p>  <table border="1"> <thead> <tr> <th></th><th>Total FTE</th><th>Total Compensation Expense</th></tr> </thead> <tbody> <tr> <td>EPD560003</td><td>9</td><td>1,265,914</td></tr> <tr> <td>EPD560005</td><td>10</td><td>1,305,088</td></tr> <tr> <td>EPD560011</td><td>19</td><td>2,053,046</td></tr> <tr> <td>EPD560014</td><td>3</td><td>354,775</td></tr> <tr> <td>ETFPDOFFSTATE</td><td>4</td><td>412,992</td></tr> <tr> <td>ETFPDOFFTREAS</td><td>2</td><td>180,372</td></tr> </tbody> </table>		Total FTE	Total Compensation Expense	EPD560003	9	1,265,914	EPD560005	10	1,305,088	EPD560011	19	2,053,046	EPD560014	3	354,775	ETFPDOFFSTATE	4	412,992	ETFPDOFFTREAS	2	180,372	
	Total FTE	Total Compensation Expense																					
EPD560003	9	1,265,914																					
EPD560005	10	1,305,088																					
EPD560011	19	2,053,046																					
EPD560014	3	354,775																					
ETFPDOFFSTATE	4	412,992																					
ETFPDOFFTREAS	2	180,372																					

12.

The report loses its format when it is exported to Microsoft Excel.

**Note:** Data displayed below HCP Data is Operating Plan data.

	A	B	C	D
37	EPD560185		194	21,282,429
38	EPD560656		221	24,230,170
39	EPD560276		55	6,563,028
40	EPD560573		7	747,825
41	EPD560581		78	10,143,078
42	EPD561605		24	2,879,956
43	EPD561613		22	2,698,969
44	EPD560722		23	2,886,167
45	EPD560730		13	1,635,667
46	EPD560110		60	7,279,727
47	EPD560797		60	4,871,511
48	EPD560045		7	776,664
49	EPD30381ODP1		4	264,039
50	EPDCOPS2013		15	1,159,151
51	EPD560318		31	2,200,640
52	EPD561621		7	452,755
53	EPD561647		14	1,350,328
54	EPD560326		10	746,874
55	EPDEMAILROOM		4	192,060
56	EPD560375		148	9,758,018
57	EPD316455		1	101,869
58				
59				
60		Total FTE		Total Compensation Expense
61	EPD560003	9		1265914
62	EPD560005	9		1305088
63	EPD560011	15		2053046
64	EPD560014	3		354775
65	ETFPDOFFSTATE	2		412992
66	ETFPDOFFTREAS	2		180372
67	EPD560037	63		7909339
68	EPD561563	43		3938495
69	EPD560079	31		3457642
70	EPD560880	55		6484004
71	EPD560557	5		707832
72	EPD343780	211		8246472
73	EPD560571	14		1552180
74	EPD560235	3		436002

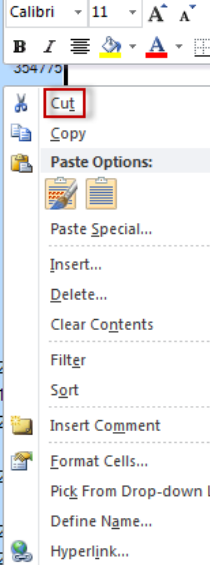
HCP Data

Operating Plan Data

13. Highlight all **Operating Plan** data (including column headers) **Right-Click > Cut.**

	A	B	C	D
57	EPD316455		1	101,869
58				
59				
60		Total FTE	Compensation Expense	
61	EPD560003	9		1265914
62	EPD560005	9		
63	EPD560011	15		
64	EPD560014	3		
65	ETFPDOFFSTATE	2		
66	ETFPDOFFTREAS	2		
67	EPD560037	63		
68	EPD561563	43		
69	EPD560079	31		
70	EPD560880	55		
71	EPD560557	5		
72	EPD343780	211		
73	EPD560571	14		
74	EPD560235	3		
75	EPD560219	246		
76	EPD560250	157		
77	EPD560268	188		
78	EPD560151	2		
79	EPD560177	233		
80	EPD560701	18		
81	EPD560227	185		
82	EPD560185	193		
83	EPD560656	218		24230170
84	EPD560276	52		6563028
85	EPD560573	7		747825
86	EPD560581	76		10143078
87	EPD561605	24		2879956
88	EPD561613	22		2698969
89	EPD560722	22		2886167
90	EPD560730	13		1635667
91	EPD560110	58		7279727
92	EPD560797	58		4871511
93	EPD560045	6		776664
94	EPD30381ODP1	4		264039

Include  
Column  
Headers



14.

Paste **Operating Plan** data in cell **F14**.


	A	B	C	D	E	F	G	H	I
1									
2									
3									
4									
5									
6									
7									
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21									

<b>BAT</b>	
BUDGETING ANALYSIS TOOL	
MIAMI Dade County	
<b>BAT HCP vs OP Plan Compensation Reconciliation Report</b>	
For Year: FY14-15	
<u>Operating Plan</u>	
<u>HCP</u>	
	Total Compensation
	FTE Expense
EPD560003	9 1,265,914
EPD560005	10 1,305,088
EPD560011	19 2,053,046
EPD560014	3 354,775
ETFPDOFFSTATE	4 412,992
ETFPDOFFTREAS	2 180,372



15. Be sure newly copied **Operating Plan** data rows align up properly with **HCP** Index Codes.

	A	B	C	D	E	F	G	H	I	J
1										
2	BUDGETING ANALYSIS TOOL									
3										
4										
5										
6										
7	<b>Miami-Dade County</b>									
8	<b>BAT HCP vs OP Plan Compensation</b>									
9	<b>Reconciliation Report</b>									
10	For Year: FY14-15									
11	<u>Operating Plan</u>									
12	<u>HCP</u>									
13										
14			Total					Total		
15		Total FTE	Compensation	Expense			Total FTE	Compensation	Expense	
16	EPD560003	9	1,265,914			EPD560003	9	1,265,914		
17	EPD560005	10	1,305,088			EPD560005	9	1,305,088		
18	EPD560011	19	2,053,046			EPD560011	15	2,053,046		
19	EPD560014	3	354,775			EPD560014	3	354,775		
20	ETFPDOFFSTATE	4	412,992			ETFPDOFFS	2	412,992		
21	ETFPDOFFTREAS	2	180,372			ETFPDOFFT	2	180,372		
22	EPD560037	64	7,909,339			EPD560037	63	7,909,339		

16. If data exceeds one page on the report, those records display on **Sheet 2**.

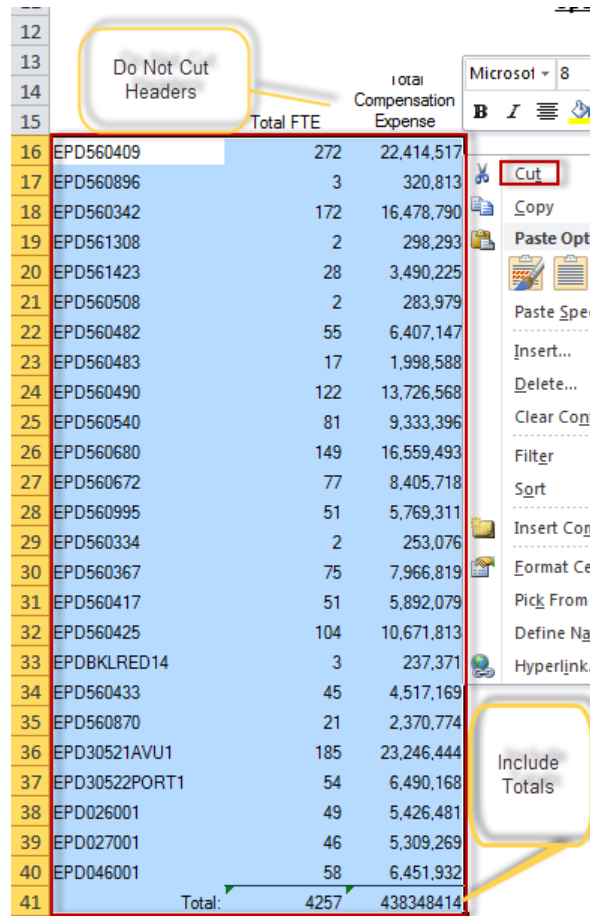
Click **Sheet 2**.

45	EPD560730	13	1,635,
46	EPD560110	60	7,279,
47	EPD560797	60	4,871,
48	EPD560045	7	776,
49	EPD30381ODP1	4	264,
50	EPDCOPS2013	15	1,159,

Sheet1 Sheet2

17. Highlight **HCP** data excluding column headers, **Right-Click > Cut**.

**Note:** The first set of data on Sheet 2 is from HCP. Include Totals.



		Total FTE	Total Compensation Expense
16	EPD560409	272	22,414,517
17	EPD560896	3	320,813
18	EPD560342	172	16,478,790
19	EPD561308	2	298,293
20	EPD561423	28	3,490,225
21	EPD560508	2	283,979
22	EPD560482	55	6,407,147
23	EPD560483	17	1,998,588
24	EPD560490	122	13,726,568
25	EPD560540	81	9,333,396
26	EPD560680	149	16,559,493
27	EPD560672	77	8,405,718
28	EPD560995	51	5,769,311
29	EPD560334	2	253,076
30	EPD560367	75	7,966,819
31	EPD560417	51	5,892,079
32	EPD560425	104	10,671,813
33	EPDBKLRED14	3	237,371
34	EPD560433	45	4,517,169
35	EPD560870	21	2,370,774
36	EPD30521AVU1	185	23,246,444
37	EPD30522PORT1	54	6,490,168
38	EPD026001	49	5,426,481
39	EPD027001	46	5,309,269
40	EPD046001	58	6,451,932
41	Total:	4257	438348414

18.

Click **Sheet 1**.

		Total FTE	Total Compensation Expense
16	EPD560409	272	22,414,517
17	EPD560896	3	320,813
18	EPD560342	172	16,478,790
19	EPD561308	2	298,293
20	EPD561423	28	3,490,225
21	EPD560508	2	283,979
22	EPD560482	55	6,407,147
23	EPD560483	17	1,998,588
24	EPD560490	122	13,726,568
25	EPD560540	81	9,333,396
26	EPD560680	149	16,559,493
27	EPD560672	77	8,405,718
28	EPD560995	51	5,769,311
29	EPD560334	2	253,076
30	EPD560367	75	7,966,819
31	EPD560417	51	5,892,079
32	EPD560425	104	10,671,813
33	EPD560433	3	237,371
34	EPD560870	45	4,517,169
35	EPD30521AVU1	21	2,370,774
36	EPD30522PORT1	185	23,246,444
37	EPD026001	54	6,490,168
38	EPD027001	49	5,426,481
39	EPD046001	46	5,309,269
40		58	6,451,932
41	<b>Total</b>	<b>4257</b>	<b>438,348,414</b>

19.

Click in the first blank row in **Column A. Right** – Click > **Paste** HCP data into **Sheet 1** below the last HCP index code.

	A	B	C	D
33	EPD560151		2	254,417
34	EPD560177		234	24,834,866
35	EPD560701		19	2,131,749
36	EPD560227		187	20,762,338
37	EPD560185		194	21,282,429
38	EPD560656		221	24,230,170
39	EPD560276		55	6,563,028
40	EPD560573		7	747,825
41	EPD560581			
42	EPD561605			
43	EPD561613			
44	EPD560722			
45	EPD560730			
46	EPD560110			
47	EPD560797			
48	EPD560045			
49	EPD30381ODI			
50	EPDCOPS201			
51	EPD560318			
52	EPD561621			
53	EPD561647			
54	EPD560326			
55	EPDEMAILRO			
56	EPD560375			
57	EPD316455			
58				
59				
60				

20.

Shown below is the copied **HCP** data.

51	EPD560318	31	2,200,640
52	EPD561621	7	452,755
53	EPD561647	14	1,350,328
54	EPD560326	10	746,874
55	EPDEMAILROOM	4	192,060
56	EPD560375	148	9,758,018
57	EPD316455	1	101,869
58	EPD560409	272	22,414,517
59	EPD560896	3	320,813
60	EPD560342	172	16,478,790
61	EPD561308	2	298,293
62	EPD561423	28	3,490,225
63	EPD560508	2	283,979
64	EPD560482	55	6,407,147
65	EPD560483	17	1,998,588
66	EPD560490	122	13,726,568
67	EPD560540	81	9,333,396
68	EPD560680	149	16,559,493
69	EPD560672	77	8,405,718
70	EPD560995	51	5,769,311
71	EPD560334	2	253,076
72	EPD560367	75	7,966,819
73	EPD560417	51	5,892,079
74	EPD560425	104	10,671,813
75	EPD8KLRD14	3	237,371
76	EPD560433	45	4,517,169
77	EPD560870	21	2,370,774
78	EPD30521AVU1	185	23,246,444
79	EPD30522PORT1	54	6,490,168
80	EPD026001	49	5,426,481
81	EPD027001	46	5,309,269
82	EPD046001	58	6,451,932
83	Total:	4257	438348414

21.

Click **Sheet 2**.

69	EPD046001	53	64519
70	Total:	4059	4392006
71			
72			

22.

Highlight **Operating Plan** data excluding column headers, **Right-Click > Cut**.

**Note:** The second set of data on Sheet 2 is from Operating Plan. Include Totals.

		Total FTE	Total Compensation Expense
44	EPD560409	255	22414517
45	EPD560896	3	973798
46	EPD560342	150	16478790
47	EPD561308	2	298293
48	EPD561423	27	3490225
49	EPD560508	2	283979
50	EPD560482	53	6407147
51	EPD560483	16	1998588
52	EPD560490	102	13726568
53	EPD560540	77	9333396
54	EPD560680	136	16559493
55	EPD560672	70	8405718
56	EPD560995	48	5769311
57	EPD560334	2	253076
58	EPD560367	73	7966819
59	EPD560417	48	5892079
60	EPD560425	93	10671813
61	EPDBKLRED14	3	237371
62	EPD560433	42	4517169
63	EPD560870	21	2370774
64	EPD30521AVU1	180	23246444
65	EPD30522PORT1	52	6490168
66	EPD026001	48	5426481
67	EPD027001	45	5309269
68	EPD046001	53	6451932
69	Total:	4059	439200684

23.

Click **Sheet 1**.



24.

Click in the first blank row in **Column F. Right – Click > Paste**  
Operating Plan data below the last Operating Plan index code.

	A	B	C	D	E	F	G	H	I
52	EPD561621		7	452,755		EPD561621		6	45275
53	EPD561647		14	1,350,328		EPD561647		13	135032
54	EPD560326		10	746,874		EPD560326		10	74687
55	EPDEMAILROOM		4	192,060		EPDEMAILROOM		2	19206
56	EPD560375		148	9,758,018		EPD560375		148	9758018
57	EPD316455		1	101,869		EPD316455		1	101869
58	EPD560409		272	22,414,517		EPD560409		272	22414517
59	EPD560896		3	320,813		EPD560896		3	320813
60	EPD560342		172	16,478,790		EPD560342		172	16478790
61	EPD561308		2	298,293		EPD561308		2	298293
62	EPD561423		28	3,490,225		EPD561423		28	3490225
63	EPD560508		2	283,979		EPD560508		2	283979
64	EPD560482		55	6,407,147		EPD560482		55	6407147
65	EPD560483		17	1,998,588		EPD560483		17	1998588


25.

Highlight numbers with green triangles in the left corner of the cells.


Total Compensation	FTE Variance
1265914	0
1305088	1
2053046	4
354775	0
412992	2
180372	0
7909339	1
3938495	3
3457642	0
6484004	0
707832	1
8246472	8
1552180	1
436002	0
27045949	9
17568504	1
21104559	6
254417	0
24834866	1
2131749	1



29. In cell **J16**, type formula **=B16-G16** > Press **Enter**.


	A	B	C	D	E	F	G	H	I	J	K
1	 <p><b>BAT</b> BUDGETING ANALYSIS TOOL</p> <p><b>Miami-Dade County</b> <b>BAT HCP vs OP Plan Compensation</b> <b>Reconciliation Report</b> For Year: FY14-15 <b>Operating Plan</b> <b>HCP</b></p>										
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15			Total FTE	Total Compensation Expense			Total FTE	Total Compensation Expense	FTE Variance	Compensation Variance	
16	EPD560003		9	1,265,914		EPD560003	9	1265914	=B16-G16	0	
17	EPD560005		10	1,305,088		EPD560005	9	1305088	1	0	

30. In cell **K16**, type formula **=D16-I16** > Press **Enter**.

	A	B	C	D	E	F	G	H	I	J	K
1	 <p><b>BAT</b> BUDGETING ANALYSIS TOOL</p> <p><b>Miami-Dade County</b> <b>BAT HCP vs OP Plan Compensation</b> <b>Reconciliation Report</b> For Year: FY14-15 <b>Operating Plan</b> <b>HCP</b></p>										
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15			Total FTE	Total Compensation Expense			Total FTE	Total Compensation Expense	FTE Variance	Compensation Variance	
16	EPD560003		9	1,265,914		EPD560003	9	1265914	0	=D16-I16	
17	EPD560005		10	1,305,088		EPD560005	9	1305088	1	0	

31. Highlight the **FTE Variance** cell, hover over the right corner of the cell until a black cross appears. Drag cell until you reach the last row of data.

**Note:** This will copy the formula down the rows.

	A	B	C	D	E	F	G	H	I	J	K
1	 <p><b>BAT</b> BUDGETING ANALYSIS TOOL</p> <p><b>Miami-Dade County</b> <b>BAT HCP vs OP Plan Compensation</b> <b>Reconciliation Report</b> For Year: FY14-15 <b>Operating Plan</b> <b>HCP</b></p>										
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15			Total FTE	Total Compensation Expense			Total FTE	Total Compensation Expense	FTE Variance	Compensation Variance	
16	EPD560003		9	1,265,914		EPD560003	9	1265914			0
17	EPD560005		10	1,305,088		EPD560005	9	1305088			
18	EPD560011		19	2,053,046		EPD560011	15	2053046			
19	EPD560014		3	354,775		EPD560014	3	354775			
20	ETFPDOFFSTATE		4	412,992		ETFPDOFFSTATE	2	412992			
21	ETFPDOFFTREAS		2	180,372		ETFPDOFFTREAS	2	180372			
22	EPD560037		64	7,909,339		EPD560037	63	7909339			
23	EPD561563		46	3,938,495		EPD561563	43	3938495			
24	EPD560079		31	3,457,642		EPD560079	31	3457642			
25	EPD560880		55	6,484,004		EPD560880	55	6484004			
26	EPD560557		6	707,832		EPD560557	5	707832			
27	EPD343780		219	8,047,188		EPD343780	211	8246472			



32.

Highlight the **Compensation Variance** cell, hover over the right corner of the cell until a black cross appears. Drag cell until you reach the last row of data.

**Note:** This will copy the formula down the rows.

	Total FTE	Total Compensation Expense		Total FTE	Total Compensation Expense	FTE Variance	Compensation Variance
EPD560003	9	1,265,914	EPD560003	9	1,265,914	0	0
EPD560005	10	1,305,088	EPD560005	9	1,305,088	1	0
EPD560011	19	2,053,046	EPD560011	15	2,053,046	4	0
EPD560014	3	354,775	EPD560014	3	354,775	0	0
ETFPDOFFSTATE	4	412,992	ETFPDOFFSTATE	2	412,992	2	0
ETFPDOFFTREAS	2	180,372	ETFPDOFFTREAS	2	180,372	0	0
EPD560037	64	7,809,339	EPD560037	63	7,809,339	1	0
EPD561563	46	3,938,495	EPD561563	43	3,938,495	3	0
EPD560079	31	3,457,642	EPD560079	31	3,457,642	0	0
EPD560880	55	6,484,004	EPD560880	55	6,484,004	0	0
EPD560557	6	707,832	EPD560557	5	707,832	1	0
EPD343780	219	8,047,188	EPD343780	211	8,246,472	8	-199,284

33.

The results of **FTE Variance** and **Compensation Variance** are displayed.

	Total FTE	Total Compensation Expense		Total FTE	Total Compensation Expense	FTE Variance	Compensation Variance
EPD560003	9	1,265,914	EPD560003	9	1,265,914	0	0
EPD560005	10	1,305,088	EPD560005	9	1,305,088	1	0
EPD560011	19	2,053,046	EPD560011	15	2,053,046	4	0
EPD560014	3	354,775	EPD560014	3	354,775	0	0
ETFPDOFFSTATE	4	412,992	ETFPDOFFSTATE	2	412,992	2	0
ETFPDOFFTREAS	2	180,372	ETFPDOFFTREAS	2	180,372	0	0
EPD560037	64	7,809,339	EPD560037	63	7,809,339	1	0
EPD561563	46	3,938,495	EPD561563	43	3,938,495	3	0
EPD560079	31	3,457,642	EPD560079	31	3,457,642	0	0
EPD560880	55	6,484,004	EPD560880	55	6,484,004	0	0
EPD560557	6	707,832	EPD560557	5	707,832	1	0
EPD343780	219	8,047,188	EPD343780	211	8,246,472	8	-199,284
EPD560205	3	436,002	EPD560205	3	436,002	0	0
EPD560219	255	27,045,949	EPD560219	246	27,045,949	9	0
EPD560250	158	17,568,504	EPD560250	157	17,568,504	1	0
EPD560268	194	21,904,559	EPD560268	188	21,904,559	6	0
EPD560951	2	254,417	EPD560951	2	254,417	0	0
EPD560977	234	24,834,866	EPD560977	233	24,834,866	1	0
EPD560701	19	2,131,749	EPD560701	18	2,131,749	1	0
EPD560227	187	20,762,338	EPD560227	185	20,762,338	2	0
EPD560185	194	21,282,429	EPD560185	193	21,282,429	1	0
EPD560656	221	24,230,170	EPD560656	218	24,230,170	3	0
EPD560276	55	6,563,025	EPD560276	52	6,563,025	3	0
EPD560573	7	747,825	EPD560573	7	747,825	0	0
EPD560581	78	10,143,078	EPD560581	76	10,143,078	2	0
EPD561805	24	2,878,956	EPD561805	24	2,878,956	0	0
EPD561813	22	2,698,969	EPD561813	22	2,698,969	0	0
EPD560722	23	2,886,167	EPD560722	22	2,886,167	1	0
EPD560730	13	1,635,667	EPD560730	13	1,635,667	0	0
EPD560110	60	7,275,727	EPD560110	58	7,275,727	2	0
EPD560797	60	4,871,511	EPD560797	58	4,871,511	2	0

34.

Use **Compensation Variance** to troubleshoot position and employee discrepancies.

--END--