

**Salary Range Distribution (HPA-009)**

**Description:** Number of employees by salary range and pay type. Excludes non-employees.

- ✓ **Universe** WWA EDW Headcount and Personnel Actions.unx
- ✓ **Required filter prompt** Calendar Year Month
- ✓ **Salary Range Distribution (default)**
- ✓ **Additional Information** Other Pay Group includes employees in non-pay scales (EMS, WMS, Non-Pay Scale, Justices and Judges, Elected Officials, Board Members, Higher Ed Exempt, School for Blind/Deaf) and the Legislative pay scales (00-28), as well as WSF and WSP.

The standard report is located in the Washington Workforce Analytics Reports – Web Intelligence > Headcount and Personnel Actions Folder.

Folders

- > Personal Folders
- ▼ Public Folders
  - > Agency folder - Web Intelligence
  - ▼ Washington Workforce Analytics Reports - Web Intelligence

Public Folders / Washington Workforce Analytics Reports - Web Intelligence /

<input type="checkbox"/>	Title	Type	Description
<input type="checkbox"/>	Financials	Folder	AFRS reports
<input type="checkbox"/>	Grievance	Folder	Grievance reports
<input type="checkbox"/>	Headcount and Personnel Actions	Folder	Headcount and Personnel Actions reports
<input type="checkbox"/>	Payroll	Folder	Payroll reports
<input type="checkbox"/>	Quota	Folder	Quota reports
<input type="checkbox"/>	Staffing Assignments	Folder	Staffing Assignments reports

**Sample View – Salary Range Distribution**

Salary Range (Pay Group)	AWAAG	Coalition	DFW	Higher Ed Admin	Non-Employee	Non-Represented	PTE 17	SEIU 1199NW	TEAMSTERS 117	WAFWP	WFSE	WFSE-ALJ	WPEA	WSF	WSP	Total by Pay Group
15-19																
20-24																
25-29																
30-34		20				147			50	57	1,686		71			2,011
35-39		24		7		208			278	176	2,746		149			3,588
40-44		100		4		555	386		849	123	5,682		384			8,093
45-49		71		2		737	182		2,024	43	5,253		410			9,322
50-54		55		8		856	148		900	133	5,480		561			8,121
55-59		138		1		1,041	257		399	306	7,482		282			9,906
60-64		130		1		1,414	982		138	105	3,415		110			6,295
65-69		112				898		399	239	22	1,074		76			2,820
70-74		112				575		545	67	3	244	114	1			1,661
75-79						113		25	80		150					368
80-84		43				38		1			1					83
85-89						8			15		9					32
90-94						1										1
95-99						3										3
100-104																
105-109		26				20			9		8					63
110-114		42														42
115-119																
120 and Above																
01IT-03IT						137	10			1	407		28			583
04IT-06IT						374				29	1,251		70			1,724
07IT-09IT						384				3	705		46			1,138
10IT-11IT						168					85		6			257
Other Pay Group	687		133	94	5	8,707					3		88	1,691	1,018	12,426
<b>Total by Pay Type</b>	<b>687</b>	<b>873</b>	<b>133</b>	<b>117</b>	<b>5</b>	<b>16,382</b>	<b>1,965</b>	<b>970</b>	<b>5,648</b>	<b>1,001</b>	<b>35,641</b>	<b>114</b>	<b>2,292</b>	<b>1,691</b>	<b>1,018</b>	<b>68,537</b>

### Prompts

Prompt values restrict the data pulled from the Enterprise Data Warehouse.

**Required Prompts** must include value(s) for Calendar Year Month.

### Optional Prompts

- Business Area (EE)
- Business Area Code (EE)
- Job (EE)
- Job Class Abbr (EE)
- Job Code (EE)
- Organizational Unit
- Organizational Unit Code
- Personnel Area (EE)
- Personnel Area Code (EE)
- Personnel Subarea (EE)
- Personnel Subarea Code (EE)

### Query Results

#### Default Data Fields

These fields are included in the standard report by default. Adding or removing default data fields will impact the calculated results.

#### Salary Range Distribution

- 15–19
- 20–24
- 25–29
- 30– 4
- 35–39
- 40–44
- 45–49
- 50–54
- 55–59
- 60–64
- 65 -69
- 70-74
- 75-79
- 80-84
- 85-89
- 90-94
- 95-99
- 100-104
- 105-109
- 110-114
- 115-119
- 120 and Above
- 01IT-03IT
- 04IT-06IT
- 07IT-09IT
- Other Pay Group
- Total by Pay Type

#### Additional Fields

These additional fields may be added to the standard report for detail and analysis. Adding or removing additional data fields will not impact the calculated results.

- Business Area (EE)
- Business Area Code (EE)
- Calendar Year
- Calendar Year Month
- Calendar Year Quarter
- Contract Type
- Duty Station County
- Employee Group (EE)
- Employee Subgroup (EE)
- Employment Status
- Fiscal Year
- Fiscal Year Month
- Fiscal Year Quarter
- Job (EE)
- Job Class Abbr (EE)
- Job code (EE)
- Name – Full
- Organizational Unit
- Organizational Unit Code
- Part Time Indicator
- Pay Area (EE)
- Pay Area Code (EE)
- Personnel Area (EE)
- Personnel Area Code (EE)
- Personnel Number
- Personnel Subarea (EE)
- Personnel Subarea Code (EE)
- Position
- Position Code
- Unemployment County
- Unemployment County Code
- Work Contract
- Work Contract Code
- Workforce Indicator (EE)
- Workforce Indicator Code (EE)

### Measures

These measures are included in the standard report. Adding or removing measures from the query will impact the calculated results.

- Distinct Employee Count

### Restrictions and Variables

Restrictions and formulas built into the report create standardized results across the enterprise.

#### Restrictions

Actions – Exclude

Last Calendar Day of Month Values

Non-Employee Exclusions

Excludes the following Organizational Unit Codes:

- 30002393 FPB – Preparedness - Mobes
- 31000100 EMERGENCY FIRE FIGHTERS
- 31000101 EMERGENCY FIRE FIGHTERS
- 31000175 EMERGENCY FIRE FIGHTERS
- 31000176 EMERGENCY FIRE FIGHTERS
- 31000177 EMERGENCY FIRE FIGHTERS
- 31000178 EMERGENCY FIRE FIGHTERS
- 31000179 EMERGENCY FIRE FIGHTERS
- 31007000 FPB – Preparedness – Fire Mobes

Excludes the following Personnel Area Codes (EE):

- 2201 Vol Firefighters/Res Officers
- 2251 WSP Disabled Non-Employee
- 2451 Mil Dept Misc Active Duty
- 3430 Higher Ed Coor Board
- 3460 Higher Ed Facilities
- 4611 Ecology Youth Corps
- 4612 Wa Conservation Corps
- 5401 Aberdeen Wex
- 5402 Bingen Wex
- 5403 Clallum Wex
- 5404 Kitsap Wex
- 5405 Okanogan Wex
- 5406 Okanogan Wex 2
- 5407 Rainier Wex
- 5408 Snohomish Wex
- 5409 Spokane Wex
- 5410 Tri-Cities Wex
- 5411 Americorp Star Vista
- 5412 Wa St Americorps
- 5413 JTPA 402 Prog Wen
- 5414 Washington Service Corps
- 5415 Washington Service Team
- 5416 Yakima Wex

Also excludes Pay Area Code (EE) 44 Work Study Student; Personnel Subarea Code (EE) 0005 Non-Employee; and Work Contract Code 24 Non Employee.

#### Variables

The following variables are included in the report:

Variable	Formula
BackgroundColor	= "True"
DateRun	= "Date Run: " + FormatDate(LastExecutionDate(); "Mmm, dd, yyyy hh:mm a")
EmptyValue	= ""
ReportDescription	= "Description: Number of employees by salary range and pay type. Excludes non-employees."
ReportName	= "Salary Range Distribution"
ReportNote	= "Note: Other Pay Group includes employees in non-pay scales (EMS, WMS, Non-Pay Scale, Justices and Judges, Elected Officials, Board Members, Higher Ed Exempt, School for Blind/Deaf) and the Legislative pay scales (00-28), as well as WSF and WSP."
ReportNumber	= "Report Number: HPA-009"
Employee Count	= Sum([Distinct Employee Count])
IsNumber	= If IsNumber(ToNumber(Left([Pay Group (EE)];3))) Then ToNumber(Left([Pay Group (EE)];3)) Else 0
Pay Group 01IT-03IT	= Sum(If [Pay Group (EE)] InList("01IT";"02IT";"03IT") And [Pay Area Code (EE)] = "11" Then [Distinct Employee Count])
Pay Group 04IT-06IT	= Sum(If [Pay Group (EE)] InList("04IT";"05IT";"06IT") And [Pay Area Code (EE)] = "11" Then [Distinct Employee Count])
Pay Group - 07IT-09IT	= Sum(If [Pay Group (EE)] InList("07IT";"08IT";"09IT") And [Pay Area Code (EE)] = "11" Then [Distinct Employee Count])
Pay Group - 100-104	= Sum(If [Pay Group (EE)] Between("100";"104ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 105-109	= Sum(If [Pay Group (EE)] Between("105";"109ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 10IT-11IT	= Sum(If [Pay Group (EE)] InList("10IT";"11IT") And [Pay Area Code (EE)] = "11" Then [Distinct Employee Count])
Pay Group - 110-114	= Sum(If [Pay Group (EE)] Between("110";"114ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 115-119	= Sum(If [Pay Group (EE)] Between("115";"119ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 120 and Above	= Sum(If [IsNumber]>=120 And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 15-19	= Sum(If [Pay Group (EE)] Between("15";"19ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 20-24	= Sum(If [Pay Group (EE)] Between("20";"24ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 25-29	= Sum(If [Pay Group (EE)] Between("25";"29ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 30-34	= Sum(If [Pay Group (EE)] Between("30";"34ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 35-39	= Sum(If [Pay Group (EE)] Between("35";"39ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])

Variable	Formula
Pay Group - 40-44	=Sum(If [Pay Group (EE)]Between("40";"44ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 45-49	=Sum(If [Pay Group (EE)]Between("45";"49ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 50-54	=Sum(If [Pay Group (EE)]Between("50";"54ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 55-59	=Sum(If [Pay Group (EE)]Between("55";"59ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 60-64	=Sum(If [Pay Group (EE)]Between("60";"64ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 65-69	=Sum(If [Pay Group (EE)]Between("65";"69ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 70-74	=Sum(If [Pay Group (EE)]Between("70";"74ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 75-79	=Sum(If [Pay Group (EE)]Between("75";"79ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 80-84	=Sum(If [Pay Group (EE)]Between("80";"84ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 85-89	=Sum(If [Pay Group (EE)]Between("85";"89ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 90-94	=Sum(If [Pay Group (EE)]Between("90";"94ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - 95-99	=Sum(If [Pay Group (EE)]Between("95";"99ZZZ") And [Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"42";"71";"72";"73";"74") Then [Distinct Employee Count])
Pay Group - Other Pay Group	=Sum(If Not([Pay Area Code (EE)] InList ("01";"03";"04";"05";"06";"07";"11";"42";"71";"72";"73";"74")) Then [Distinct Employee Count])
SubTotal: Pay Group	=Sum([Pay Group - 15-19] + [Pay Group - 20-24] + [Pay Group - 25-29] + [Pay Group - 30-34] + [Pay Group - 35-39] + [Pay Group - 40-44] + [Pay Group - 45-49] + [Pay Group - 50-54] + [Pay Group - 55-59] + [Pay Group - 60-64] + [Pay Group - 65-69] + [Pay Group - 70-74] + [Pay Group - 75-79] + [Pay Group - 80-84] + [Pay Group - 85-89] + [Pay Group - 90-94] + [Pay Group - 95-99] + [Pay Group - 100-104] + [Pay Group - 105-109] + [Pay Group - 110-114] + [Pay Group - 115-119] + [Pay Group - 120 and Above] + [Pay Group - 01IT-03IT] + [Pay Group - 04IT-06IT] + [Pay Group - 07IT-09IT] + [Pay Group - 10IT-11IT] + [Pay Group - Other Pay Group])

### Pay Areas

- 01 Standard Progression
- 03 Nurses
- 04 State Patrol
- 05 Special Range E
- 06 Special Range C
- 07 Special Range G
- 11 IT-Standard Prog.
- 42 Higher Ed Classified
- 71 Cmty Corrections
- 72 DES Printing Range G
- 73 DES Printing
- 74 GS1-Standard Prog