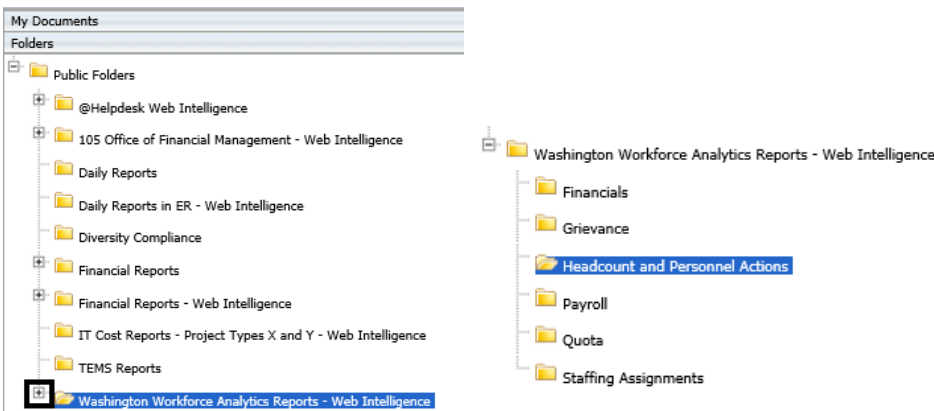


**Salary Range Distribution (HPA-009)**

Description: Number of employees by salary range and personnel subarea. Excludes non-employees.

- ✓ **Universe** WWA EDW Headcount and Personnel Actions.unx
- ✓ **Required filter prompt** Calendar Year Month
- ✓ **Salary Range Distribution (default view)**
- ✓ **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 the Blind/Deaf, and Legislative pay scales (00-28), WSF, and WSP.

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



**Sample - Salary Range Distribution**

Salary Range (Pay Group)	Coalition	Higher Ed Admin	Non-Employee	Non-Represented	PTE 17	SEIU 1199NW	TEAMSTER \$ 117	WAFWP	WFSE	WPEA	WSF	WSP	Total by Pay Group
15-19													
20-24													
25-29				2					4				6
30-34	10			370			375	67	2,336	105			3,263
35-39	13	5		286	17		225	211	4,806	176			5,739
40-44	114	5		934	357		3,363	104	4,105	332			9,314
45-49	64	3		700	211		396	42	5,728	363			7,507
50-54	60	7		1,018	159		951	109	4,814	616			7,734
55-59	143	1		1,061	262		221	297	6,081	294			8,360
60-64	239			1,313	974	549	253	71	2,375	106			5,880
65-69	90			786	2	223	47	15	673	58			1,894
70-74	82			430	1	265	35	3	224				1,040
75-79				71		13	56		88				229
80-84	46			16					2				64
85-89				8			16		8				32
90-94									1				1
95-99				3									3
100-104													
105-109	29			26			10		6				71
110-114	37												37
115-119													
120 and Above													
01IT-03IT				145	8			3	419	22			597
04IT-06IT				414				21	1,234	83			1,752
07IT-09IT				262					425	30			717
10IT-11IT				147					44	5			196
Other Pay Group		96	3	8,859						89	1,809	1,165	12,021
<b>Total by Pay Type</b>	<b>927</b>	<b>117</b>	<b>3</b>	<b>16,851</b>	<b>1,991</b>	<b>1,050</b>	<b>5,948</b>	<b>943</b>	<b>33,374</b>	<b>2,279</b>	<b>1,809</b>	<b>1,165</b>	<b>66,457</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)      | ✓ Job Code (EE)            | ✓ Personnel Area Code (EE)    |
| ✓ Business Area Code (EE) | ✓ Organizational Unit      | ✓ Personnel Subarea (EE)      |
| ✓ Job (EE)                | ✓ Organizational Unit Code | ✓ Personnel Subarea Code (EE) |
| ✓ Job Class Abbr (EE)     | ✓ Personnel Area (EE)      |                               |

### Query Results

#### Default Data Fields

These fields are included in the standard report by default and should not be removed. Adding or removing default data fields will impact the integrity of the data.

- |                            |         |         |                 |                   |
|----------------------------|---------|---------|-----------------|-------------------|
| ✓ Salary Range (Pay Group) |         |         |                 |                   |
| ✓ 15-19                    | ✓ 45-49 | ✓ 75-79 | ✓ 100-104       | ✓ 01IT-03IT       |
| ✓ 20-24                    | ✓ 50-54 | ✓ 80-84 | ✓ 105-109       | ✓ 04IT-06IT       |
| ✓ 25-29                    | ✓ 55-59 | ✓ 85-89 | ✓ 110-114       | ✓ 07IT-09IT       |
| ✓ 30-34                    | ✓ 60-64 | ✓ 90-94 | ✓ 115-119       | ✓ 10IT-11IT       |
| ✓ 35-39                    | ✓ 65-69 | ✓ 95-99 | ✓ 120 and Above | ✓ Other Pay Group |
| ✓ 40-44                    | ✓ 70-74 |         |                 |                   |
- 
- ✓ Total by Pay Group
  - ✓ Total by Pay Type

#### Additional Fields

These fields may be added to the standard report views for additional analysis. Adding or removing additional data fields will not impact the integrity of the data.

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

### Measures

These measures are included in the standard report and should not be removed. Adding or removing measures will impact the integrity of the data.

- ✓ Distinct Employee Count

### Restrictions and Calculations

Restrictions and calculations are built in to the report to create standardized results across the enterprise.

#### Employee Count

- ✓ Distinct Employee Count

#### Non-Employee Exclusions

Excludes the following Organizational Unit Codes:

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

Excludes the following Pay Area Code (EE):

- ✓ 44 Work Study Student

Excludes the following Personnel Area Codes (EE):

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

Excludes the following Personnel Subarea Code:

- ✓ 0005 Non-Employee

Excludes the following Work Contract Code:

- ✓ 24 Non-Employee

### Salary Range (Pay Group)

#### 15-99

Pay Area Codes (EE):

- ✓ 01 Standard Progression
- ✓ 03 Nurses
- ✓ 04 State Patrol
- ✓ 05 Special Range E
- ✓ 07 Special Range C
- ✓ 42 Higher Ed Classified
- ✓ 71 Cmty Corrections
- ✓ 72 DES Printing Range G
- ✓ 73 DES Printing

Pay Group (EE):

- ✓ 15-19zzz
- ✓ 20-24zzz
- ✓ 25-29zzz
- ✓ 30-34zzz
- ✓ 35-39zzz
- ✓ 40-44zzz
- ✓ 45-49zzz
- ✓ 50-54zzz
- ✓ 55-59zzz
- ✓ 60-64zzz
- ✓ 65-69zzz
- ✓ 70-74zzz
- ✓ 75-79zzz
- ✓ 80-84zzz
- ✓ 85-89zzz
- ✓ 90-94zzz
- ✓ 95-99zzz
- ✓ 100-104zzz
- ✓ 105-109zzz
- ✓ 110-114zzz
- ✓ 115-119zzz
- ✓ 120 and above

#### Other Pay Group:

Excludes Pay Area Codes (EE):

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

#### 01IT-03IT

Pay Area Codes (EE):

- ✓ 11 IT-Standard Prog.

#### 04IT-06IT

Pay Area Codes (EE):

- ✓ 11 IT-Standard Prog.

#### 07IT-09IT

Pay Area Codes (EE):

- ✓ 11 IT-Standard Prog.

#### 10IT-11IT

Pay Area Codes (EE):

- ✓ 11 IT-Standard Prog.

Pay Group (EE):

- ✓ 01IT
- ✓ 02IT
- ✓ 03IT

Pay Group (EE):

- ✓ 04IT
- ✓ 05IT
- ✓ 06IT

Pay Group (EE):

- ✓ 07IT
- ✓ 08IT
- ✓ 09IT

Pay Group (EE):

- ✓ 10IT
- ✓ 11IT

### Total by Pay Group

- ✓ Employee Count for each Salary Range (Pay Group).

### Total by Pay Type

- ✓ Employee Count for each Pay Type (EE).