Projected Service Years (HPA-011)

Description: Employee projected age and years of service based on Anniversary Date. Excludes non-employees. This report is not a retirement eligibility indicator.

- **Universe**: WWA EDW Headcount and Personnel Actions.unx
- **Required filter prompt**: Calendar Year Month
- **Projected Service Years - 1 Year (default view)**
- **Projected Service Years - 2 Years**
- **Projected Service Years - 3 Years**
- **Projected Service Years - 4 Years**
- **Projected Service Years - 5 Years**

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

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

**Required Prompts** must include a value 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 and should not be removed. Adding or removing default data fields will impact the integrity of the data.

- Calendar Year Month
- Business Area Code (EE)
- Business Area (EE)
- Personnel Area Code (EE)
- Personnel Area (EE)
- Personnel Subarea Code (EE)
- Personnel Subarea (EE)
- Personnel Number
- Name – Full
- Date – Anniversary
- Job Code (EE)
- Job (EE)
- Position Code
- Position
- Retirement Plan Eligible
- Retirement Plan Code
- Retirement Plan
- Age (Years)
- Service Years (Anniversary)
- Projected Age (Years)
- Projected Service Years (Anniversary)

**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.

- Calendar Year
- Calendar Year Quarter
- Contract Type
- Duty Station County
- Employee Group (EE)
- Employee Subgroup (EE)
- Employment Status
- Fiscal Year
- Fiscal Year Month
- Fiscal Year Quarter
- Organizational Unit
- Organizational Unit Code
- Part Time Indicator
- Pay Area (EE)
- Pay Area Code (EE)
- 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 and should not be removed. Adding or removing measures will impact the integrity of the data.

- Age (Years)
- Service Years (Anniversary)
Restrictions and Calculations

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

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 Pay Area Code (EE):
- 44 Work Study Student

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

Excludes the following Personnel Subarea Code:
- 0005 Non-Employee

Excludes the following Work Contract Code:
- 24 Non-Employee

Projected Age (Years)

- Age (Years) plus number of projected years

Projected Service Years (Anniversary)

- Service Years (Anniversary) plus number of projected years
- Conditional formatting will highlight any amount greater than or equal to 5.0

Sample - Projected Service Years Report > 3 Years View