HR Management Average Overtime (PAY-001)

Description: Average overtime hours worked by Business Area. Average based on employees eligible for overtime only. Excludes non-employees.

- **Universe**: WWA EDW Payroll.unx
- **Required filter prompt**: Calendar Year Month
- **Average Overtime (default view)**

The standard report is located in the Washington Workforce Analytics Reports – Web Intelligence > Payroll folder.
Prompts

Prompt values restrict the data pulled from the Enterprise.

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 and should not be removed. Adding or removing default data fields will impact the integrity of the data.

✓ Business Area Code (EE)
✓ Business Area (EE)
✓ OT Hours Worked
✓ Average OT Hours Worked

Additional Fields

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

✓ Calendar Year
✓ Calendar Year Month
✓ Calendar Year Quarter
✓ Contract Type
✓ Duty Station County
✓ Employee Count OT Eligible
✓ 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
✓ OT Hours
✓ 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
✓ Wage Type Code
✓ Wage Type
✓ Work Contract
✓ Work Contract Code
✓ Workforce Indicator (EE)
✓ Workforce Indicator Code (EE)

Hidden Columns

This report contains columns hidden from view that are necessary for some calculations. This column may become visible if the results are exported to another application.

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
✓ Hours
## Restrictions and Calculations

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

### Average OT Hours Worked
- Sum of OT Hours Worked divided by Number of months in time period queried.

### Employee Count
- Distinct Employee Count where OT Cost is greater than 0.

### 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
- 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
- 3430 Higher Ed Facilities
- 3460 Higher Ed Facilities
- 4611 Ecology Youth Corps
- 4612 Wa Conservation Corps

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

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

### OT Costs
Wage Type Codes, in addition to the **OT Hours wage type codes**:
- 1073 Pen Overtm-Pwr Tool 4051
- 1079 OT Shift Df Hrly all Agyes
- 1080 OT shift df .50 all
- 1081 OT shift df 1.00 all
- 1082 OT shift df 1.50 all
- 1083 OT shift df 3.00 all
- 1084 OT shift 2 $0.65 - 4051
- 1085 OT shift 3 $0.65 -4051
- 1086 1.5 OT Shft3+.65-PRT
- 1087 RN Sched Incentive 3/12 OT
- 1088 OT shift 2-rt X 10%-4051
- 1089 OT shift 3-rt X 15%-4051
- 1182 AP WSF Relief 1.0x 20.0%
- 1183 AP WSF Relief 1.5x 20.0%
- 1184 AP WSF Relief 2.5x 20.0%
- 1196 Call Back Hrs Min Non-Rep
- 1197 Holiday OT Premium
- 1206 AP WSF Relief 1.0x 17.5%
- 1207 AP WSF Relief 1.5x 17.5%
- 1208 AP WSF Relief 2.0x 17.5%
- 1210 Emer/Distr Ops OT Prem
- 1216 Overtime Premium
- 1217 OT VOL Prem (225)
- 1218 Fire Duty Cont OT Prem
- 1219 Fire Duty Cont OT+1 Prem
- 1220 Fire Duty OT Prem
- 1221 Fire Duty Intrt Meal Prem
- 1229 Fire Duty Cont OT-Salary
- 1247 OT/Call back Old Adj-all
- 1248 Call Back Hours all agy
- 1251 CallBack hrs 1.5x all agy
- 1252 Adj OT/Cback Not subj Ret
- 1255 WSP CallBack VOL
- 1257 WSP Shift OT VOL
- 1258 Fire Duty Call Back
- 1259 Schedule/Shift Adjustment
OT Cost Wage Types Codes, continued:

- 1260 Commission Court Call Out
- 1269 WSP OverShift PremCom 5%
- 1277 Hol Wrk Prem Sal -4051
- 1294 WSP Acting Lt Call Back
- 1295 WSP Acting Sgt Call Back
- 1301 Dbl time OT shift1 premium
- 1302 Dbl time OT shift2 premium
- 1363 OT FLSA Premium
- 1364 Leave OT FLSA Premium
- 1365 Holiday OT FLSA Premium
- 1397 4051 Comp Payout NotSubj
- 1399 2250 CompPayoutNotSubj

OT Hours

Wage Type Codes:

- 1174 OT Shift2 1.7 (4051)
- 1175 OT Shift3 1.8 (4051)
- 1176 OT 2.5 (4051)
- 1177 Travel OT shift1 1.5-4051
- 1178 Travel OT shift2 1.7-4051
- 1179 Travel OT shift3 1.8-4051
- 1198 Holiday OT FLSA
- 1209 Fire Duty Cont OT:Hourly
- 1215 OT Variable Rate
- 1230 Overtime straight - 4051
- 1231 Overtime sh2 strght-4051
- 1232 OT FLSA 1.5 All Agy
- 1233 1.5 OT-PRT
- 1234 OT shift1-1.5 (4051)
- 1235 OT 28day 86.9
- 1236 OT 28day 92.9
- 1237 Emer/Diaster Ops OT

Overtime Eligible Employees

Employee Subgroup Codes (EE):

- 03 H- OT Elig>Daily Sche
- 04 M-OT Elig>Daily Sche
- 05 H-OT Elig>40hrs/wk
- 06 M-OT Elig>40hrs/wk
- 09 H-OT Elig law En>160
- 10 M-OT elig Law En>160
- 11 H-OT Elig law En>171
- 12 M-OT elig Law En>171
- 13 H-OT Elig>8hrs/wkday
- 14 M-OT Elig>8hrs/wkday
- 16 M-OT Elig Nrs>80/2w
- 17 H-OT Elig>Shift
- 18 M-OT Elig>Shift
- 19 H-OT Elig>Sched WSF
- 20 M-OT Elig>Sched WSF