HR Management Percent Receiving Overtime (PAY-002)

Description: Percent of employees who received overtime by Business Area. Percentages based on employees eligible for overtime only. Excludes non-employees.

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

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

![Sample - HR Management Percent Receiving Overtime](image-url)
Prompts

Prompt values restrict the data pulled from the Enterprise.

Required Prompt 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)
✓ Percent Employees Receiving OT
✓ Total Percent Employees Receiving OT

Additional Fields

These optional fields may be added to the standard report for additional analysis. Adding or removing optional 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 Count Receiving OT
✓ 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
✓ Amount
Restrictions and Calculations

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

Employee Count
✓ Distinct Employee Count

Employee Count Receiving OT
✓ Distinct Employee Count where OT Costs is greater than zero.

Employees Overtime Eligible
Employee Subgroup Codes (EE):
✓ 03 H- OT Elig>Daily Sche ✓ 10 M-OT elig Law En>160 ✓ 16 M-OT Elig Nrs>80/2w
✓ 04 M-OT Elig>Daily Sche ✓ 11 H-OT Elig law En>171 ✓ 17 H-OT Elig>Shift
✓ 05 H-OT Elig>40hrs/wk ✓ 12 M-OT elig Law En>171 ✓ 18 M-OT Elig>Shift
✓ 06 M-OT Elig>40hrs/wk ✓ 13 H-OT Elig>8hrs/wkday ✓ 19 H-OT Elig>Sched WSF
✓ 09 H-OT Elig law En>160 ✓ 14 M-OT Elig>8hrs/wkday ✓ 20 M-OT Elig>Sched WSF

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 ✓ 5049 Spokane Wex
✓ 2251 WSP Disabled Non- ✓ 5402 Bingen Wex ✓ 5410 Tri-Cities Wex
  Employee ✓ 5403 Clallum Wex ✓ 5411 Americorp Star Vista
✓ 2451 Mil Dept Misc Active Duty ✓ 5404 Kitsap Wex ✓ 5412 Wa St Americorps
✓ 3430 Higher Ed Coor Board ✓ 5405 Okanogan Wex ✓ 5413 JTPA 402 Prog Wen
✓ 3440 Higher Ed Facilities ✓ 5406 Okanogan Wex 2 ✓ 5414 Washington Service Corps
✓ 4611 Ecology Youth Corps ✓ 5407 Rainier Wex ✓ 5415 Washington Service Team
✓ 4612 Wa Conservation Corps ✓ 5408 Snohomish Wex ✓ 5416 Yakima Wex

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

Excludes the following Work Contract Code:
✓ 24 Non-Employee
OT Costs
Wage Type Codes:

✓ 1073 Pen Overtm-Pwr Tool 4051
✓ 1079 OT Shift Dhrlly 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 Shched Incentive 3/12 OT
✓ 1088 OT shift 2-rt X 10%-4051
✓ 1089 OT shift 3-rt X 15%-4051
✓ 1174 OT Shift 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
✓ 1182 AP WSF Reliedt 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
✓ 1198 Holiday OT FLSA
✓ 1206 AP WSF Relief 1.0x 15.0%
✓ 1207 AP WSF Relief 1.5x 15.0%
✓ 1208 AP WSF Relief 2.0x 15.0%
✓ 1209 Fire Duty Cont OT –Hourly
✓ 1210 Emer/Distr Ops OT Prem
✓ 1215 OT Variable Rate
✓ 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 Intrnt Meal Prem
✓ 1229 Fire Duty Cont OT-Salary
✓ 1230 Overtime straight – 4051
✓ 1231 Overtime straight -salary-4051
✓ 1233 1.5 OT-PRT
✓ 1234 OT shift1-1.5 (4051)
✓ 1235 OT 28day 66.9
✓ 1236 OT 28day 92.9
✓ 1237 Emer/Diaster Ops OT
✓ 1238 Fire Duty Cont OT+1
✓ 1239 Fire Duty OT
✓ 1240 Fire Duty Intent Meal
✓ 1241 OT FLSA shift2 1.6 (4051)
✓ 1242 OT shift1 2.0 (4051)
✓ 1243 OT shift2 2.2 (4051)
✓ 1244 OT shift3 2.3 (4051)
✓ 1245 OT Triple 3.0 (4051)
✓ 1246 WSP OT VOL 1.5
✓ 1247 OT/Call back Old Adj-all
✓ 1248 Call Back Hours all agy
✓ 1250 1.5 OT Shift2+$30-PRT
✓ 1251 Callback hrs 1.5x all agy
✓ 1252 Adj OT/Cbck Not subj Ret
✓ 1255 WSP CallBack VOL
✓ 1257 WSP Shift OT VOL
✓ 1258 Fire Duty Call Back
✓ 1259 Schedule/Shift Adjustment
✓ 1260 Commission Court Call Out
✓ 1264 Travel OT shift1-2.0-4051
✓ 1266 Travel OT Shift2-2.2-4051
✓ 1267 Travel OT Shift3-2.3-4051
✓ 1269 WSP OverShift PremCom 5%
✓ 1272 OT shift1 1.5 (4051)
✓ 1275 Double Time St1-2.0-PRT
✓ 1276 Hol Wrk Hrly 2.0-4051
✓ 1277 Hol Wrk Prem Sal -4051
✓ 1278 Hol Wrk Sh2-2.0 + .50-4051
✓ 1279 Hol WrkSh2 Hrly-2.2-4051
✓ 1280 DbleTimeShift1+$50-PRT
✓ 1281 Hol WrkSh3-2.0 +.65-4051
✓ 1282 Holiday Wrk St3-2.3-4051
✓ 1283 Dble TimeShift3+.65 –PRT
✓ 1284 Dbl time OT shift1 -4051
✓ 1285 Dbl time OT shift2 -4051
✓ 1288 Hol Wrk Sh2-1.2 Sal-4051
✓ 1290 Overtime straight-all ag

Percent Employees Receiving OT
✓ Employees Count Receiving OT divided by Overtime Eligible Employees

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Washington Workforce Analytics (WWA)

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✓ Employees Count Receiving OT divided by Overtime Eligible Employees