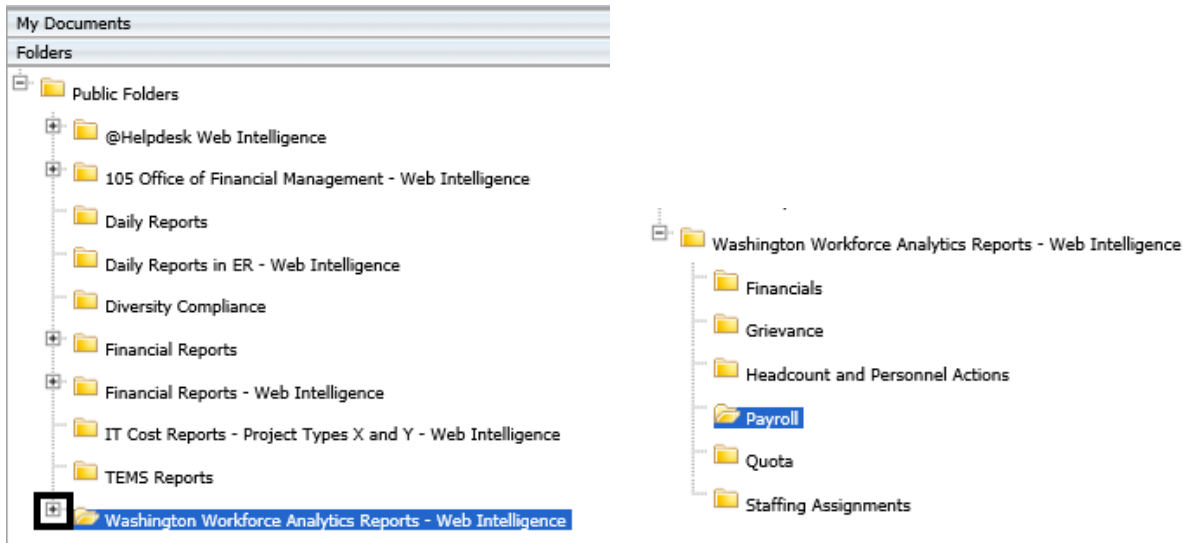


**HR Management Percent Receiving Overtime (PAY-002)**

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**

Report Number: PAY-002

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

Business Area Code (EE)	Business Area (EE)	Percent Employees Receiving OT 2008/07	Percent Employees Receiving OT 2008/08	Percent Employees Receiving OT 2008/09	Percent Employees Receiving OT 2008/10	Percent Employees Receiving OT 2008/11	Percent Employees Receiving OT 2008/12
2400	Department of Licensing	22.64%	18.53%	16.65%	14.92%	15.94%	10.80%
2400	Department of Licensing	22.64%	18.53%	16.65%	14.92%	15.94%	10.80%
<b>Total:</b>		<b>22.64%</b>	<b>18.53%</b>	<b>16.65%</b>	<b>14.92%</b>	<b>15.94%</b>	<b>10.80%</b>

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

### OT Costs

#### 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 Incentve 3/12 OT
- ✓ 1088 OT shift 2-rt X 10%-4051
- ✓ 1089 OT shift 3-rt X 15%-4051
- ✓ 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
- ✓ 1182 AP WSF Relidf 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 17.5%
- ✓ 1207 AP WSF Relief 1.5x 17.5%
- ✓ 1208 AP WSF Relief 2.0x 17.5%
- ✓ 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 Inrt Meal Prem
- ✓ 1229 Fire Duty Cont OT-Salary
- ✓ 1230 Overtime straight – 4051
- ✓ 1231 Overtime sh2 strght-4051
- ✓ OT FLSA 1.5 All Agy
- ✓ 1233 1.5 OT-PRT
- ✓ 1234 OT shft1-1.5 (4051)
- ✓ 1235 OT 28day 86.9
- ✓ 1236 OT 28day 92.9
- ✓ 1237 Emer/Diaster Ops OT
- ✓ 1238 Fire Duty Cont OT+1
- ✓ 1239 Fire Duty OT
- ✓ 1240 Fire Duty Interrupt Meal
- ✓ 1241 OT FLSA shft2 1.6 (4051)
- ✓ 1242 OT shft1 2.0 (4051)
- ✓ 1243 OT shft2 2.2 (4051)
- ✓ 1244 OT shft3 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 Shft2+\$.50-PRT
- ✓ 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
- ✓ 1260 Commission Court Call Out
- ✓ 1265 Travel OT shift1-2.0-4051
- ✓ 1266 Travel OT Shift2-2.2-4051
- ✓ 1267 Travel OT Shift3-2.3-4051
- ✓ 1269 WSP OverShft PremCom 5%
- ✓ 1272 OT shft1 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 DbleTimeShft1+\$.50-PRT
- ✓ 1281 Hol WrkSh3-2.0 +.65-4051
- ✓ 1282 Holiday Wrk St3-2.3-4051
- ✓ 1283 Dble TimeShft3+\$.65 –PRT
- ✓ 1284 Dbl time OT shft1 -4051
- ✓ 1285 Dbl time OT shft2 -4051
- ✓ 1288 Hol Wrk Sh2-1.2 Sal-4051
- ✓ 1290 Overtime straight-all ag
- ✓ 1291 OT Strght 1.6 405F(4051)
- ✓ 1294 WSP Acting Lt Call Back
- ✓ 1295 WSP Acting Sgt Call Back
- ✓ 1301 Dbl time OT shft1 premium
- ✓ 1302 Dbl time OT shft2 premium
- ✓ 1329 Hol 1 Work 2.0 OT (5500)
- ✓ 1332 Hol 2 Work 2.5 OT (5500)
- ✓ 1360 OT FLSA Base Rate
- ✓ 1361 Leave OT FLSA Base Rate
- ✓ 1362 Holiday OT DLSA Base Rate
- ✓ 1363 OT FLSA Premium
- ✓ 1364 Leave OT FLSA Premium
- ✓ 1365 Holiday OT FLSA Premium
- ✓ 1393 Comp Time Payout
- ✓ 1397 4051 Comp Payout NotSubj
- ✓ 1399 2250 CompPayoutNot Subj
- ✓ 1402 4051 Comp Payout SubjRet
- ✓ 1631 Assn Pay 2.5% OT –all agy
- ✓ 1632 Assn Pay 5.0% OT-all agy
- ✓ 1633 Assn Pay 10.0% OT-all agy
- ✓ 1634 Assn Pay 12.5% OT-all agy
- ✓ 1635 Assn Pay 3.0% OT-all agys
- ✓ 1636 Assn Pay OT Vry%-all agys
- ✓ 1637 OT Prem Assn- 4050
- ✓ 1638 Dual Language 5% OT –all
- ✓ 1639 Assn pay \$7.5-all agys
- ✓ 1640 assn pay \$8.5 OT-all agys
- ✓ 1641 Assn Pay Vry Amt OT-all
- ✓ 1644 Instructor 10.00 OT-1170
- ✓ 1645 Frway prk Garg.50 OT-5500
- ✓ 1646 lead assn py 1.25 OT-5500
- ✓ 1647 Pnter spc chm 1.0 OT-5500
- ✓ 1648 Scrty Ctrl rm 1.1 OT-5500
- ✓ 1649 Bike Patrol 0.5 OT-5500
- ✓ 1657 WSP Acting CPTN OT
- ✓ 1658 WSP Acting LT OT
- ✓ 1659 WSP Acting SGT OT
- ✓ 1662 WSP Acting Motorcycle OT
- ✓ 1663 WSP FTOP Trooper OT
- ✓ 1664 WSP FTOP Sgt/Lt OT
- ✓ 1779 VAR Emergency Ops/Fire OT

### Percent Employees Receiving OT

- ✓ Employees Count Receiving OT divided by Overtime Eligible Employees