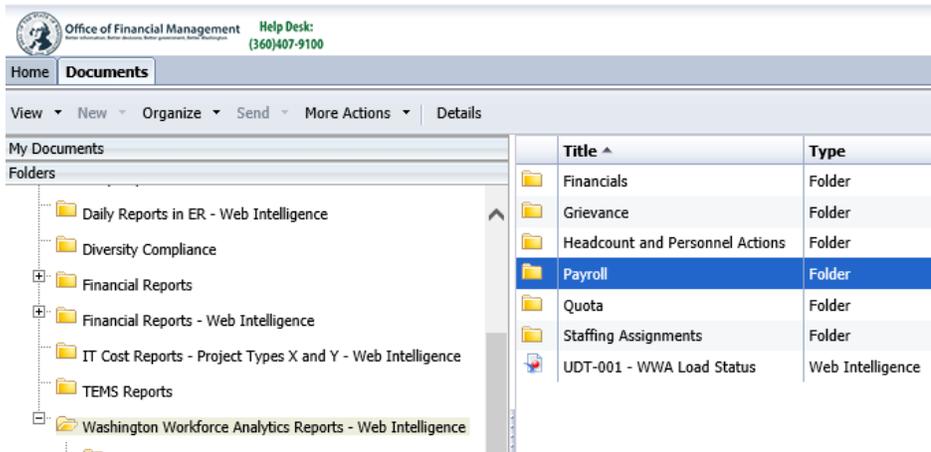


# HR Management Percent Receiving Overtime (PAY-002)

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

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 Data Warehouse.

**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. Adding or removing default data fields may impact the calculated results.

### Percent Receiving Overtime

- Business Area Code (EE)
- Business Area (EE)
- Percent Employees Receiving OT YYYY/MM
- Total Percent Employees Receiving OT

Sample View – HR Management Percent Receiving Overtime > Percent Receiving Overtime

Business Area Code (EE)	Business Area (EE)	Percent Employees Receiving OT 2018/07	Percent Employees Receiving OT 2018/08	Percent Employees Receiving OT 2018/09	Percent Employees Receiving OT 2018/10	Percent Employees Receiving OT 2018/11	Percent Employees Receiving OT 2018/12	Percent Employees Receiving OT 2019/01	Percent Employees Receiving OT 2019/02	Percent Employees Receiving OT 2019/03	Percent Employees Receiving OT 2019/04	Percent Employees Receiving OT 2019/05	Percent Employees Receiving OT 2019/06	Total Percent Employees Receiving OT
0400	Statute Law Committee						31.58%	77.50%	90.00%	84.62%	61.54%			29.57%
0400	Statute Law Committee						31.58%	77.50%	90.00%	84.62%	61.54%			29.57%
0450	Supreme Court			40.00%	20.00%				20.00%					6.06%
0450	Supreme Court			40.00%	20.00%				20.00%					6.06%

**Additional Fields**

These additional fields may be added to the standard report for detail and analysis. Adding or removing additional data fields may impact the calculated results.

- Calendar Year
- Calendar Year Quarter
- Contract Type
- Duty Station County
- Employee Group (EE)
- Employee Subgroup (EE)
- Employee Subgroup Code (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
- 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
- Wage Type Code
- Work Contract
- Work Contract Code
- Workforce Indicator (EE)
- Workforce Indicator Code (EE)

**Measures**

These measures are included in the standard report. Adding or removing measures from the queries will impact the calculated results.

- Amount
- Distinct Employee Count

**Restrictions and Variables**

Restrictions and formulas built into the report create standardized results across the enterprise.

**Query Filters**

**OT\_COSTS**

- Amount greater than 0
- Non-Employee Exclusions (EE)
- Wage Types – Overtime Amount

**OT\_ELIGIBLE**

- Actions – Exclude
- Non-Employee Exclusions (EE)
- Overtime Eligible (EE)

**Non-Employee Exclusions (EE)**

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

Non-Employee Exclusions (EE), Continued...

Excludes the following Personnel Area Codes (EE):

- 2201 Vol Firefighters/Res Officers
- 2251 WSP DisabledNon-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

Also excludes Pay Area Code (EE) 44 Work Study Student; Personnel Subarea Code (EE) 0005 Non-Employee; and Work Contract Code 24 Non Employee.

Overtime Eligible (EE)

Includes the following Employee Subgroup Codes (EE):

- 03 ZDNU H-OT Elig>Daily
- 04 ZDNU M-OT Elig>Daily
- 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 ZDNU H-OT Elig>8/day
- 14 ZDNU M-OT Elig>8/day
- 15 H-OT Elig Nrs>80h/2w
- 16 M-OT Elig Nrs>80h/2w
- 17 H-OT Elig>Shift
- 18 M-OT Elig>Shift
- 19 H-OT Elig>Sched WSF
- 20 M-OT Elig>Sched WSF

Wage Type – Overtime Amount

Includes the following Wage Type Codes:

- 1073 Pen Overtm-Pwr Tool 4051
- 1079 OT Shift Df hrly all Agys
- 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 \$1.00 - 4051
- 1085 OT shift 3 \$1.00 - 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
- 1110 WSP Pen OT Power Tool \$4
- 1111 Shift Df \$2.50 Nurses OT
- 1114 WSP FTOP Lt. OT
- 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 Relief 1.5x 20.0%
- 1183 AP WSF Relief 2.0x 20.0%
- 1184 AP WSF Relief 2.5x 20.0%
- 1190 WSF OT shift2 1.65
- 1191 WSF OT shift3 1.725
- 1192 WSF Double OT shift2 2.2
- 1193 WSF Double OT shft3 2.3
- 1196 Call Back Hrs Min Non-Rep
- 1197 Holiday OT Premium
- 1198 Holiday OT FLSA
- 1206 AP WSF Relief 1.5x 17.5%
- 1207 AP WSF Relief 2.0x 17.5%
- 1208 AP WSF Relief 2.5x 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 Intrt Meal Prem
- 1229 Fire Duty Cont OT-Salary
- 1230 Overtime straight - 4051
- 1231 Overtime sh2 strght-4051
- 1232 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

Wage Type – Overtime Amount,  
Continued...

- 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 shift 1-2.0-4051
- 1266 Travel OT shift2-2.2-4051
- 1267 Travel OT Shift3-2.3-4051
- 1269 WSP Over Shft PremCom 5%
- 1272 OT shft1 1.5 (4051)
- 1275 Travel Outside 4051 (T&U)
- 1276 Hol Wrk Hrly 2.0-4051
- 1277 Hol Wrk Prem Sal -4051
- 1278 Hol Wrk Sh2-2.0 +.65-4051
- 1279 Hol Wrk Sh2 Hrly-2.2-4051
- 1280 DbleTimeShft2+\$ .50-PRT
- 1281 Hol Wrk Sh3-2.0 +.65-4051
- 1282 Holiday Wrk St3-2.3-4051
- 1283 DbleTmeShft3+\$ .65 -PRT
- 1284 Dbl time OT shft1 -4051
- 1285 Dbl time OT shft2 -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 FLSA 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 Comp Payout NotSubj
- 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 OT-all agy
- 1640 assn pay \$8.5 OT-all agy
- 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 Prnter 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
- 1803 IBU Pass Counting 1.5x
- 1804 IBU Pass Counting 2.0x
- 1805 IBU Pass Counting 2.5x
- 1814 Relief Pay 1.5x -4051
- 1874 Acting PSA MHT 1 OT
- 1875 Acting PSA MHT 2 OT
- 1877 OT Shift 2 – Rate 15%
- 1878 Dbl OT Shift 2 – Rate 20%
- 1879 OT Shift 3 – Rate 22.5%
- 1880 Dbl OT Shift 3 – Rate 30%
- 1882 OT Boom Truck – Rate 3%
- 1884 Dog Handler OT

Variables

The following variables are included in the report:

Variable	Formula
% Employee Count Receiving OT By Month	=(If [Employee Count OT Eligible] > 0 Then ([Employee Count Receiving OT])/([Employee Count OT Eligible]) Else 0)
% SubTotal: Total Employee Count Receiving OT	=If Sum([Employee Count OT Eligible]) > 0 Then [Total Employee Count Receiving OT By Agency]/Sum([Employee Count OT Eligible]) Else 0
% Total: Employee Count Receiving OT By Month	=(If [Employee Count OT Eligible] > 0 Then ([Employee Count Receiving OT])/([Employee Count OT Eligible]) Else 0)
% Total: Total Employee Count Receiving OT	=If Sum([Employee Count OT Eligible]) > 0 Then Sum([Total Employee Count Receiving OT])/Sum([Employee Count OT Eligible]) Else 0
% Total Employee Count Receiving OT	=If Sum([Employee Count OT Eligible]) > 0 Then Sum([Employee Count Receiving OT])/Sum([Employee Count OT Eligible]) Else 0
BackgroundColor	="True"
CalendarYearMonth – Formatted	=Left([Calendar Year Month];4) + "/" + Right([Calendar Year Month];2)
Cross Tab: Settings	=Count(If [Employee Subgroup Code (EE)] In([OT_COSTS].[Calendar Year Month];[OT_COSTS].[Business Area Code (EE)];[OT_COSTS].[Personnel Number]) InList ("03";"04";"05";"06";"09";"10";"11";"12";"13";"14";"15";"16";"17";"18";"19";"20") Then [OT_COSTS].[Distinct Employee Count])
DateRun	="Date Run: " + FormatDate>LastExecutionDate();"Mmm, dd, yyyy hh:mm a" )
Employee Count OT Eligible	=Count([OT_ELIGIBLE].[Personnel Number];Distinct)
Employee Count Receiving OT	=Count([OT_COSTS].[Personnel Number];Distinct)
EmptyValue	=""
Total Employee Count Receiving OT	=Sum([Employee Count Receiving OT] In ([OT_COSTS].[Calendar Year Month];[OT_COSTS].[Personnel Number]))
Total Employee Count Receiving OT By Agency	=Sum([Employee Count Receiving OT] In ([OT_COSTS].[Calendar Year Month];[OT_COSTS].[Business Area Code (EE)];[OT_COSTS].[Personnel Number]))