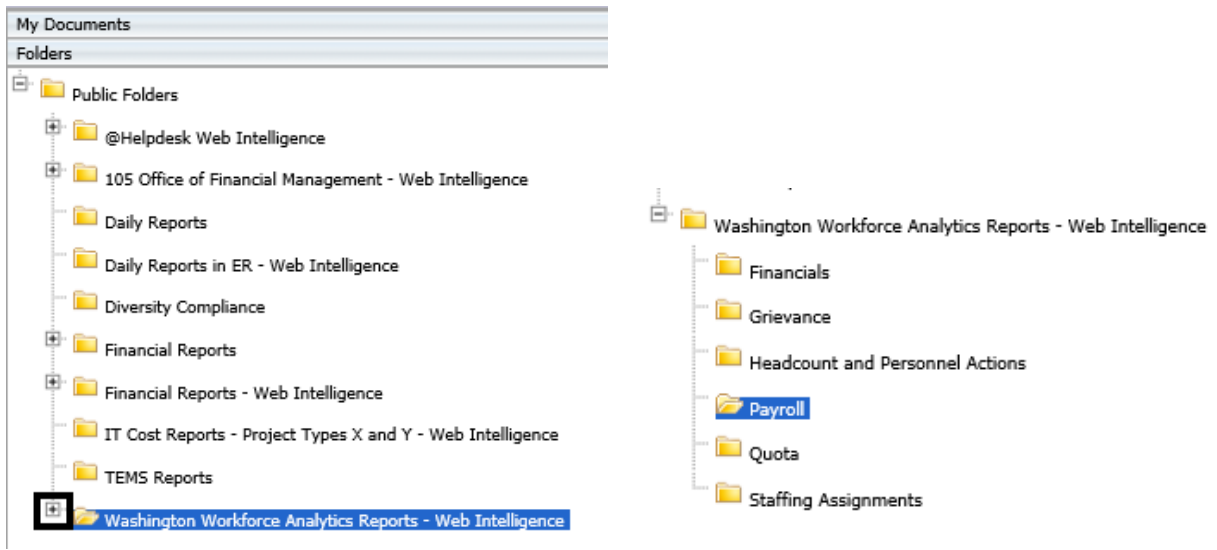


**HR Management Overtime Costs (PAY-003)**

Description: Amount of overtime paid to employees by Business Area. Individual views include Overtime Costs and Overtime Hours and Costs. Excludes non-employees.

- ✓ **Universe** WWA EDW Payroll.unx
- ✓ **Required filter prompt** Calendar Year Month
- ✓ **Overtime Costs (default view)** Amount of overtime paid to employees by Business Area.
- ✓ **Overtime Hours and Costs** Amount of overtime hours and costs by Business Area and overtime wage type.

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



**Sample - HR Management Overtime Costs > Overtime Costs View**

**Overtime Costs**  
Report Number: PAY-003

Description: Amount of overtime paid to employees by Business Area. Excludes non-employees.

Business Area Code (EE)	Business Area (EE)	OT Costs 2015/07	OT Costs 2015/08	OT Costs 2015/09	OT Costs 2015/10	OT Costs 2015/11	OT Costs 2015/12
0400	Statute Law Committee	\$682.74		\$53.00	\$4,078.13		\$1,211.26
0400	Statute Law Committee	\$682.74		\$53.00	\$4,078.13		\$1,211.26
0450	Supreme Court	\$122.48	\$194.66	\$124.50	\$27.65	\$82.59	
0450	Supreme Court	\$122.48	\$194.66	\$124.50	\$27.65	\$82.59	
0480	Court of Appeals				\$103.20	\$159.48	\$730.49
0480	Court of Appeals				\$103.20	\$159.48	\$730.49
0750	Office of the Governor						\$797.29
0750	Office of the Governor						\$797.29
0850	Office of The Secretary of St	\$3,237.80	\$4,860.45	\$3,893.61	\$815.86	\$5,205.64	\$11,072.44
0850	Office of The Secretary of St	\$3,237.80	\$4,860.45	\$3,893.61	\$815.86	\$5,205.64	\$11,072.44
0950	Office of State Auditor	\$5,653.05	\$6,441.12	\$6,393.31	\$13,239.24	\$9,818.20	\$9,104.88
0950	Office of State Auditor	\$5,653.05	\$6,441.12	\$6,393.31	\$13,239.24	\$9,818.20	\$9,104.88
1000	Office of the Attorney General	\$11,462.08	\$8,309.31	\$5,582.16	\$5,017.67	\$5,097.08	\$196.35
1000	Office of the Attorney General	\$11,462.08	\$8,309.31	\$5,582.16	\$5,017.67	\$5,097.08	\$196.35

### 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.

#### Overtime Costs:

- ✓ Business Area Code (EE)
- ✓ Business Area (EE)
- ✓ OT Costs
- ✓ Total OT Costs

#### Overtime Hours and Costs:

- ✓ Business Area Code (EE)
- ✓ Business Area (EE)
- ✓ Wage Type Code
- ✓ Wage Type
- ✓ OT Costs
- ✓ OT Hours
- ✓ Employee Count Receiving OT

### Additional Fields

These additional 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 (EE)                 | ✓ Personnel Subarea (EE)        |
| ✓ Calendar Year Month         | ✓ Job Class Abbr (EE)      | ✓ Personnel Subarea Code (EE)   |
| ✓ Calendar Year Quarter       | ✓ Job Code (EE)            | ✓ Position                      |
| ✓ Contract Type               | ✓ Name – Full              | ✓ Position Code                 |
| ✓ Duty Station County         | ✓ Organizational Unit      | ✓ Unemployment County           |
| ✓ Employee Group (EE)         | ✓ Organizational Unit Code | ✓ Unemployment County Code      |
| ✓ Employee Subgroup (EE)      | ✓ Part Time Indicator      | ✓ Wage Type                     |
| ✓ Employee Subgroup Code (EE) | ✓ Pay Area (EE)            | ✓ Wage Type Code                |
| ✓ Employment Status           | ✓ Pay Area Code (EE)       | ✓ Work Contract                 |
| ✓ Fiscal Year                 | ✓ Personnel Area (EE)      | ✓ Work Contract Code            |
| ✓ Fiscal Year Month           | ✓ Personnel Area Code (EE) | ✓ Workforce Indicator (EE)      |
| ✓ Fiscal Year Quarter         | ✓ Personnel Number         | ✓ 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.

- ✓ Amount
- ✓ Distinct Employee Count
- ✓ Hours

### 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 Cost is greater than 0.

#### 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   | ✓ 5409 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, in addition to the **OT Hours** wage type codes:

- |                                   |                                  |                                   |
|-----------------------------------|----------------------------------|-----------------------------------|
| ✓ 1073 Pen Overtm-Pwr Tool 4051   | ✓ 1220 Fire Duty OT Prem         | ✓ 1631 Assn Pay 2.5% OT –all agy  |
| ✓ 1079 OT Shift Df Hrly all Agyes | ✓ 1221 Fire Duty Intrt Meal Prem | ✓ 1632 Assn Pay 5.0% OT–all agy   |
| ✓ 1080 OT shift df .50 all        | ✓ 1229 Fire Duty Cont OT-Salary  | ✓ 1633 Assn Pay 10.0% OT-all agy  |
| ✓ 1081 OT shift df 1.00 all       | ✓ 1247 OT/Call back Old Adj-all  | ✓ 1634 Assn Pay 12.5% OT-all agy  |
| ✓ 1082 OT shift df 1.50 all       | ✓ 1248 Call Back Hours all agy   | ✓ 1635 Assn Pay 3.0% OT-all agys  |
| ✓ 1083 OT shift df 3.00 all       | ✓ 1251 CallBack hrs 1.5x all agy | ✓ 1636 Assn Pay OT Vry%-all agys  |
| ✓ 1084 OT shift 2 \$0.65 - 4051   | ✓ 1252 Adj OT/Cback Not subj Ret | ✓ 1637 OT Prem Assn- 4050         |
| ✓ 1085 OT shift 3 \$0.65 -4051    | ✓ 1255 WSP CallBack VOL          | ✓ 1638 Dual Language 5% OT-all    |
| ✓ 1086 1.5 OT Shft3+.65-PRT       | ✓ 1257 WSP Shift OT VOL          | ✓ 1639 Assn pay \$7.5 OT-all agys |
| ✓ 1087 RN Sched Incentve 3/12 OT  | ✓ 1258 Fire Duty Call Back       | ✓ 1640 assn pay \$8.5 OT–all agys |
| ✓ 1088 OT shift 2-rt X 10%-4051   | ✓ 1259 Schedule/Shift Adjustment | ✓ 1641 Assn Pay Vry Amt OT-all    |
| ✓ 1089 OT shift 3-rt X 15%-4051   | ✓ 1260 Commission Court Call Out | ✓ 1644 Instructor 10.00 OT-1170   |
| ✓ 1182 AP WSF Relief 1.0x 20.0%   | ✓ 1269 WSP OverShft PremCom 5%   | ✓ 1645 Frway prk Garg.50 OT-5500  |
| ✓ 1183 AP WSF Relief 1.5x 20.0%   | ✓ 1277 Hol Wrk Prem Sal -4051    | ✓ 1646 lead assn py 1.25 OT-5500  |
| ✓ 1184 AP WSF Relief 2.5x 20.0%   | ✓ 1294 WSP Acting Lt Call Back   | ✓ 1647 Pnter spc chm 1.0 OT-5500  |
| ✓ 1196 Call Back Hrs Min Non-Rep  | ✓ 1295 WSP Acting Sgt Call Back  | ✓ 1648 Scrty Ctrl rm 1.1 OT-5500  |
| ✓ 1197 Holiday OT Premium         | ✓ 1301 Dbl time OT shft1 premium | ✓ 1649 Bike Patrol 0.5 OT-5500    |
| ✓ 1206 AP WSF Relief 1.0x 17.5%   | ✓ 1302 Dbl time OT shft2 premium | ✓ 1657 WSP Acting CPTN OT         |
| ✓ 1207 AP WSF Relief 1.5x 17.5%   | ✓ 1363 OT FLSA Premium           | ✓ 1658 WSP Acting LT OT           |
| ✓ 1208 AP WSF Relief 2.0x 17.5%   | ✓ 1364 Leave OT FLSA Premium     | ✓ 1659 WSP Acting SGT OT          |
| ✓ 1210 Emer/Distr Ops OT Prem     | ✓ 1365 Holiday OT FLSA Premium   | ✓ 1662 WSP Acting Motorcycle OT   |
| ✓ 1216 Overtime Premium           | ✓ 1393 Comp Time Payout          | ✓ 1663 WSP FTOP Trooper OT        |
| ✓ 1217 OT VOL Prem (225)          | ✓ 1397 4051 Comp Payout NotSubj  | ✓ 1664 WSP FTOP Sgt/Lt OT         |
| ✓ 1218 Fire Duty Cont OT Prem     | ✓ 1399 2250 CompPayoutNot Subj   | ✓ 1779 VAR Emergency Ops/Fire OT  |
| ✓ 1219 Fire Duty Cont OT+1 Prem   | ✓ 1402 4051 Comp Payout SubjRet  |                                   |

### OT Hours

Wage Type Codes:

- |                                  |                                  |                                  |
|----------------------------------|----------------------------------|----------------------------------|
| ✓ 1174 OT Shift2 1.7 (4051)      | ✓ 1238 Fire Duty Cont OT+1       | ✓ 1279 Hol Wrk Sh2 Hrly-2.2-4051 |
| ✓ 1175 OT Shift3 1.8 (4051)      | ✓ 1239 Fire Duty OT              | ✓ 1280 DbleTmeShft2+\$.50-PRT    |
| ✓ 1176 OT 2.5 (4051)             | ✓ 1240 Fire Duty Interrupt Meal  | ✓ 1281 Hol Wrk Sh3-2.0 +.65-4051 |
| ✓ 1177 Travel OT shift1 1.5-4051 | ✓ 1241 OT FLSA shft2 1.6 (4051)  | ✓ 1282 Holiday Wrk St3-2.3-4051  |
| ✓ 1178 Travel OT shift2 1.7-4051 | ✓ 1242 OT shft1 2.0 (4051)       | ✓ 1283 Dble TimeShft3+\$.65 -PRT |
| ✓ 1179 Travel OT shift3 1.8-4051 | ✓ 1243 OT shft2 2.2 (4051)       | ✓ 1284 Dbl time OT shft1 -4051   |
| ✓ 1198 Holiday OT FLSA           | ✓ 1244 OT shft3 2.3 (4051)       | ✓ 1285 Dbl time OT shft2 -4051   |
| ✓ 1209 Fire Duty Cont OT-Hourly  | ✓ 1245 OT Triple 3.0 (4051)      | ✓ 1288 Hol Wrk Sh2-1.2 Sal-4051  |
| ✓ 1215 OT Variable Rate          | ✓ 1246 WSP OT VOL 1.5            | ✓ 1290 Overtime straight-all ag  |
| ✓ 1230 Overtime straight - 4051  | ✓ 1250 1.5 OT Shft2+\$.50-PRT    | ✓ 1291 OT Strght 1.6 405F(4051)  |
| ✓ 1231 Overtime sh2 strght-4051  | ✓ 1265 Travel OT shift1-2.0-4051 | ✓ 1329 Hol 1 Work 2.0 OT (5500)  |
| ✓ 1232 OT FLSA 1.5 All Agy       | ✓ 1266 Travel OT shift2-2.2-4051 | ✓ 1332 Hol 2 Work 2.5 OT (5500)  |
| ✓ 1233 1.5 OT-PRT                | ✓ 1267 Travel OT Shift3-2.3-4051 | ✓ 1360 OT FLSA Base Rate         |
| ✓ 1234 OT shft1-1.5 (4051)       | ✓ 1272 OT shft1 1.5 (4051)       | ✓ 1361 Leave OT FLSA Base Rate   |
| ✓ 1235 OT 28day 86.9             | ✓ 1275 Double Time St1-2.0-PRT   | ✓ 1362 Holiday OT FLSA Base Rate |
| ✓ 1236 OT 28day 92.9             | ✓ 1276 Hol Wrk Hrly 2.0-4051     |                                  |
| ✓ 1237 Emer/Diaster Ops OT       | ✓ 1278 Hol Wrk Sh2-2.0 +.50-4051 |                                  |