Job Class Distribution (HPA-001)

Description: Number of employees with weighted salary and step, by job class. Represents active Classified WA General Service and Non Classified Covered employees. Excludes non-employees and inactive employees.

✓ **Universe** WWA EDW Headcount and Personnel Actions.unx
✓ **Required filter prompt** Calendar Year Month
✓ **Job Class Distribution** (default view)

The standard report is located in the Washington Workforce Analytics Reports – Web Intelligence > Headcount and Personnel Actions folder.

Sample View – Job Class Distribution > Job Class Distribution View

Job Code (EE)	Job (EE)	Job Class Abbr (EE)	Pay Type (EE)	Pay Area (EE)	Business Area Code (EE)	Business Area (EE)	Cap Utilization Level	Personnel Area Code (EE)	Personnel Area (EE)	Pay Group (EE)	A	B	C	D	E	F
50000033	FIN ANALYST 2	00035	WFSE	Standard Progression	4610	Department of Ecology	100	4610	Dept of Ecology	44					1	
50000033	FIN ANALYST 2														1	
50000142	OFFICE SUPPORT SUPERVISOR 3	100R	Non-Represented	Standard Progression	3070	Dept of Child Youth & Families	100	3070	Dept of Child Youth & Families	43						
50000142	OFFICE SUPPORT SUPERVISOR 3	100R	Non-Represented	Standard Progression	4050	Department of Transportation	100	4050	Dept of Transportation	43						
50000142	OFFICE SUPPORT SUPERVISOR 3															
50000153	LEGAL ASSISTANT 1	425E	Non-Represented	Standard Progression	1000	Office of the Attorney General	100	1000	Attorney General	36			1		1	
50000153	LEGAL ASSISTANT 1	425E	Non-Represented	Standard Progression	1000	Office of the Attorney General	100	1000	Attorney General	40				1	1	
50000153	LEGAL ASSISTANT 1	425E	Non-Represented	Standard Progression	1070	State Health Care Authority	100	1070	Health Care Authority	36						
50000153	LEGAL ASSISTANT 1	425E	Non-Represented	Standard Progression	1100	Off of Administrative Hearings	100	1100	Office of Admn Hearings	40						
50000153	LEGAL ASSISTANT 1	425E	WFSE	Standard Progression	1600	Off of Insurance Commissioner	100	1600	Insurance Commissioner	36						
50000153	LEGAL ASSISTANT 1	425E	WFSE	Standard Progression	1900	Board of Industry Ins Appeals	100	1900	BD of Industrial Appeals	36						
50000153	LEGAL ASSISTANT 1												1	1	2	
50000155	LEGAL ASSISTANT 3	425G	Non-Represented	Standard Progression	1000	Office of the Attorney General	50	1000	Attorney General	44						

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)
- Employment Status Code
- Job (EE)

- Job Class Abbr (EE)
- Job Code (EE)
- 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 will impact the calculated results.

- Job Code (EE)
- Job (EE)
- Job Class Abbr (EE)
- Pay Type (EE)
- Pay Area (EE)
- Business Area Code (EE)

- Business Area (EE)
- Cap Utilization Level
- Personnel Area Code (EE)
- Personnel Area (EE)
- Pay Group (EE)
- Pay Level

- Total Employee Count
- Y-Rate Employee Count
- Average Monthly Salary
- Weighted Step

Additional Fields

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

- Business Area (EE)
- Business Area Code (EE)
- Cap Utilization Level
- Employment Status
- Employment Status Code
- Job (EE)
- Job Class Abbr (EE)
- Job Code (EE)

- Organizational Unit
- Organizational Unit Code
- Part Time Indicator
- Pay Adjust Reason Code
- Pay Area (EE)
- Pay Group (EE)
- Pay Level (EE)
- Pay Type (EE)

- Personnel Area (EE)
- Personnel Area Code (EE)
- Personnel Subarea (EE)
- Personnel Subarea Code (EE)
- Workforce Indicator (EE)
- Workforce Indicator Code (EE)

Measures

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

- Distinct Employee Count
- Salary - Annual
- Salary - Monthly

Restrictions and Variables

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

Restrictions

Actions – Exclude

Last Calendar Day of Month Values

Employment Status Code

- 3 Active

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
- 31000177 EMERGENCY FIRE FIGHTERS
- 31000178 EMERGENCY FIRE FIGHTERS
- 31000179 EMERGENCY FIRE FIGHTERS
- 31007000 FPB – Preparedness – Fire Mobes

Excludes the following Personnel Area Codes (EE):

- 2201 Vol Firefighters/Res Officers
- 2251 WSP Disabled Non-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.

Pay Level (EE)

- A - U

Workforce Indicator Code (EE)

- 80148588 Classified WA General Services
- 80148590 Non Classified Covered

Variables

The following variables are included in the report:

Variable Dimensions	Formula
BackgroundColor	="True"
DateRun	="Date Run: " + FormatDate(LastExecutionDate();"Mmm, dd, yyyy hh:mm a")
EmptyValue	=""
Report Description	="Description: Number of employees with Weighted Salary and Step, by Job Class. Represents active Classified WA General Service and Non Classified Covered employees. Excludes non-employees and inactive employees."
ReportName	="Job Class Distribution"
ReportNote	="Note: Restrictions for Classified WA General Service and Non Classified Covered employees are based on the Workforce Indicator which was implemented in July 2007."
ReportNumber	="Report Number: HPA-001"

Variable Measures	Formula
Average Monthly Salary	=Sum(If [Total - Employee Count] > 0 Then ([Salary - Annual (Full Time)]/[Total - Employee Count])/12 Else 0)
EmpCount – PayLevel A	=Sum(If [Pay Level (EE)] = "A" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel B	=Sum(If [Pay Level (EE)] = "B" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel C	=Sum(If [Pay Level (EE)] = "C" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel D	=Sum(If [Pay Level (EE)] = "D" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel E	=Sum(If [Pay Level (EE)] = "E" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel F	=Sum(If [Pay Level (EE)] = "F" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel G	=Sum(If [Pay Level (EE)] = "G" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel H	=Sum(If [Pay Level (EE)] = "H" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel I	=Sum(If [Pay Level (EE)] = "I" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel J	=Sum(If [Pay Level (EE)] = "J" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel K	=Sum(If [Pay Level (EE)] = "K" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel L	=Sum(If [Pay Level (EE)] = "L" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel M	=Sum(If [Pay Level (EE)] = "M" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel N	=Sum(If [Pay Level (EE)] = "N" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel O	=Sum(If [Pay Level (EE)] = "O" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel P	=Sum(If [Pay Level (EE)] = "P" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel Q	=Sum(If [Pay Level (EE)] = "Q" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel R	=Sum(If [Pay Level (EE)] = "R" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel S	=Sum(If [Pay Level (EE)] = "S" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel T	=Sum(If [Pay Level (EE)] = "T" Then [Distinct Employee Count] Else 0)
EmpCount – PayLevel U	=Sum(If [Pay Level (EE)] = "U" Then [Distinct Employee Count] Else 0)

Variable Measures	Formula
Salary – Annual (Full Time)	=Sum([Salary - Annual]/([Cap Utilization Level]/100))
SubTotal: Average Monthly Salary	=If Sum([Total - Employee Count]) > 0 Then (Sum([Salary - Annual (Full Time)])/Sum([Total - Employee Count]))/12 Else 0
SubTotal: Weighted Step	=If Sum([Total - Employee Count]) > 0 Then Sum([Value Multiplier])/Sum([Total - Employee Count]) Else 0
Total – Employee Count	=Sum(If [Pay Level (EE)] Between("A";"U") Then [Distinct Employee Count] Else 0)
Value Multiplier	=([EmpCount - PayLevel A]*1) +([EmpCount - PayLevel B]*2) +([EmpCount - PayLevel C]*3) +([EmpCount - PayLevel D]*4) +([EmpCount - PayLevel E]*5) +([EmpCount - PayLevel F]*6) +([EmpCount - PayLevel G]*7) +([EmpCount - PayLevel H]*8) +([EmpCount - PayLevel I]*9) +([EmpCount - PayLevel J]*10) +([EmpCount - PayLevel K]*11) +([EmpCount - PayLevel L]*12) +([EmpCount - PayLevel M]*13) +([EmpCount - PayLevel N]*14) +([EmpCount - PayLevel O]*15) +([EmpCount - PayLevel P]*16) +([EmpCount - PayLevel Q]*17) +([EmpCount - PayLevel R]*18) +([EmpCount - PayLevel S]*19) +([EmpCount - PayLevel T]*20) +([EmpCount - PayLevel U]*21)
Weighted Step	=Sum(If [Total - Employee Count] > 0 Then [Value Multiplier]/[Total - Employee Count] Else 0)
Weighted Step – Formatted	=FormatNumber([Weighted Step];"#,##0.0")
Y – Rate	=Sum(If [Pay Adjust Reason Code] = "07" Then [Distinct Employee Count] Else 0)