HR Management Average Overtime (PAY-001)

Description: Monthly overtime hours worked by Business Area. Average OT Hours Worked based on number of months. Average Hour per Employee 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.

**Average Overtime**
- Business Area Code (EE)
- Business Area (EE)
- OT Hours Worked YYYY/MM
- Average OT Hours Worked
Sample View – PAY-001 – HR Management Average Overtime > Average Overtime

### 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)
- Position
- Position Code (EE)
- 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 query will impact the calculated results.

- Distinct Employee Count
- Hours

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

#### Query Filters

**OT_HOURS**
- Non-Employee Exclusions (EE)
- Wage Types – Overtime Hours

**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
- 3100176 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

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

Wage Types – Overtime Hours

Includes the following Wage Type Codes:

- 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
- 1190 WSF OT shift2 1.65
- 1191 WSF OT shift3 1.725
- 1192 WSF Double OT shift2 2.2
- 1193 WSF Double OT shift3 2.3
- 1198 Holiday OT FLSA
- 1209 Fire Duty Cont OT-Hourly
- 1215 OT Variable Rate
- 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/Disaster Ops OT
- 1238 Fire Duty Cont OT+1
- 1239 Fire Duty OT
- 1240 Fire Duty Inturrupt 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
- 1250 1.5 OT Shift2+$50-PRT
- 1251 1.5 OT FLSA 2.5 (4051)
- 1252 OT 28 day 160.9
- 1265 Travel OT shift 1-2.0-4051
- 1266 Travel OT shift2-2.2-4051
- 1267 Travel OT Shift3-2.3-4051
- 1272 OT shift1 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 DbleTimeShft3+$6.65 -PRT
- 1284 Dbl time OT shift1 -4051
- 1285 Dbl time OT shift2 -4051
- 1290 Overtime straight-all ag
- 1291 OT Strght 1.6 405F(4051)
- 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
- 1606 Holiday OT 28 Day 29.9
- 1814 Relief Pay 1.0x -4051
- 1885 ShipyrdCmpt OT 1.5-4051
- 1886 ShipyrdCmpt OT 2.0-4051
## Variables

The following variables are included in the report:

<table>
<thead>
<tr>
<th>Variable</th>
<th>Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Average OT Hours Worked</strong></td>
<td>=Sum(If ([NumberOfMonths])&gt; 0 Then Round([OT Hours]/[NumberOf Months];2))</td>
</tr>
<tr>
<td><strong>Background Color</strong></td>
<td>=&quot;True&quot;</td>
</tr>
<tr>
<td><strong>CalendarYearMonth - Formatted</strong></td>
<td>=Left([OT_HOURS].[Calendar Year Month];4) + &quot;/&quot; + Right([OT_HOURS].[Calendar Year Month];2)</td>
</tr>
<tr>
<td><strong>Cross Tab: Settings</strong></td>
<td>=Count(If [Employee Subgroup Code (EE)] In([OT_HOURS].[Calendar Year Month];[OT_HOURS].[Business Area Code (EE)];[OT_HOURS].[Personnel Number]) InList (&quot;03&quot;,&quot;04&quot;,&quot;05&quot;,&quot;06&quot;,&quot;09&quot;,&quot;10&quot;,&quot;11&quot;,&quot;12&quot;,&quot;13&quot;,&quot;14&quot;,&quot;15&quot;,&quot;16&quot;,&quot;17&quot;,&quot;18&quot;,&quot;19&quot;,&quot;20&quot;) Then [OT_HOURS].[Distinct Employee Count])</td>
</tr>
<tr>
<td><strong>DateRun</strong></td>
<td>=&quot;Date Run: &quot; + FormatDate(LastExecutionDate();&quot;Mmm, dd, yyyy hh:mm a&quot;)</td>
</tr>
<tr>
<td><strong>Employee Count</strong></td>
<td>=Count([OT_ELIGIBLE].[Distinct Employee Count] In ([OT_ELIGIBLE].[Calendar Year Month];[OT_ELIGIBLE].[Personnel Number]))</td>
</tr>
<tr>
<td><strong>EmptyValue</strong></td>
<td>=&quot;&quot;</td>
</tr>
<tr>
<td><strong>NumberOfMonths</strong></td>
<td>=NumberOfMonths([OT_ELIGIBLE].[Distinct NumberOfMonths] In ([OT_ELIGIBLE].[Calendar Year Month];[OT_ELIGIBLE].[Personnel Number]))</td>
</tr>
<tr>
<td><strong>OT Hours</strong></td>
<td>=Sum(If [Wage Type Code] InList (&quot;1174&quot;,&quot;1175&quot;,&quot;1176&quot;,&quot;1177&quot;,&quot;1178&quot;,&quot;1179&quot;,&quot;1190&quot;,&quot;1191&quot;,&quot;1192&quot;,&quot;1193&quot;,&quot;1198&quot;,&quot;1209&quot;,&quot;1215&quot;,&quot;1229&quot;,&quot;1230&quot;,&quot;1231&quot;,&quot;1232&quot;,&quot;1233&quot;,&quot;1234&quot;,&quot;1235&quot;,&quot;1236&quot;,&quot;1237&quot;,&quot;1238&quot;,&quot;1239&quot;,&quot;1240&quot;,&quot;1241&quot;,&quot;1242&quot;,&quot;1243&quot;,&quot;1244&quot;,&quot;1245&quot;,&quot;1246&quot;,&quot;1250&quot;,&quot;1265&quot;,&quot;1266&quot;,&quot;1267&quot;,&quot;1272&quot;,&quot;1275&quot;,&quot;1276&quot;,&quot;1277&quot;,&quot;1278&quot;,&quot;1279&quot;,&quot;1280&quot;,&quot;1281&quot;,&quot;1282&quot;,&quot;1283&quot;,&quot;1284&quot;,&quot;1285&quot;,&quot;1290&quot;,&quot;1291&quot;,&quot;1329&quot;,&quot;1332&quot;,&quot;1360&quot;,&quot;1361&quot;,&quot;1362&quot;,&quot;1606&quot;,&quot;1814&quot;,&quot;1885&quot;,&quot;1886&quot;) Then [Hours])</td>
</tr>
<tr>
<td><strong>PromptDate – Length</strong></td>
<td>=([PromptDate - Length] - Length([PromptDate - Replace])) + 1</td>
</tr>
<tr>
<td><strong>PromptDate – Replace</strong></td>
<td>=Replace(UserResponse(&quot;Enter value(s) for Calendar Year Month&quot;);&quot;;;;;&quot;)</td>
</tr>
<tr>
<td><strong>SubTotal: Average OT Hours Worked</strong></td>
<td>=Sum(If ([NumberOfMonths])&gt; 0 Then Round([OT Hours]/[NumberOfMonths];2))</td>
</tr>
<tr>
<td><strong>SubTotal: OT Hours</strong></td>
<td>=Sum([OT Hours])</td>
</tr>
<tr>
<td><strong>Total: Average OT Hours Worked</strong></td>
<td>=If Sum([Employee Count]) &gt; 0 Then Round([SubTotal: OT Hours]/[Employee Count];2)</td>
</tr>
<tr>
<td><strong>Total: OT Hours Worked</strong></td>
<td>=If Sum([Employee Count]) &gt; 0 Then Round([SubTotal: OT Hours]/([Employee Count];2))</td>
</tr>
</tbody>
</table>

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**HR Management Average Overtime (PAY-001)**

**Washington Workforce Analytics**

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