OFM
OFFICE OF FINANCIAL MANAGEMENT
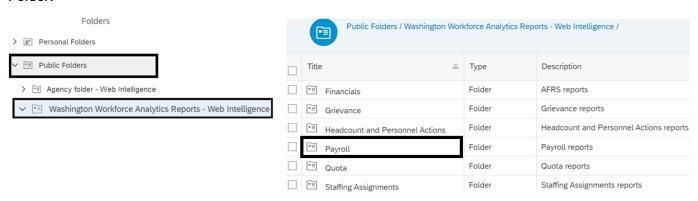
HR Management Percent Receiving Overtime (PAY-002)

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.

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

Business Area Code (EE)	Business Area (EE)	Percent Employees Receiving OT 2022/12	Percent Employees Receiving OT 2023/01	Percent Employees Receiving OT 2023/02	Percent Employees Receiving OT 2023/03	Percent Employees Receiving OT 2023/04	Percent Employees Receiving OT 2023/05	Total Percent Employees Receiving OT
0400	Statute Law Committee	25.00%	85.00%	85.00%	72.50%	72.50%		56.90%
0400	Statute Law Committee	25.00%	85.00%	85.00%	72.50%	72.50%		56.90%
0550	Off. Administrator Courts			3.70%	3.70%	3.70%		1.99%
0550	Off. Administrator Courts			3.70%	3.70%	3.70%		1.99%

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

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 WSF 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 Interupt 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
- 1606 Holiday OT 28 Day 92.9
- 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
- 1885 ShipyrdCmpt OT 1.5-4051
- 1886 ShipyrdCmpt OT 2.0-4051

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]))