



# **FedScope Accessions Cube**

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Fiscal Year 2008

Raw Data Set

Prepared for: [Data.gov](https://data.gov)



Raw Data Set (<http://www.data.gov/>)

## Table of Contents

1	OVERVIEW	3
1.1	Purpose	3
1.2	Scope	3
2	RAW DATA SET FILE	3
2.1	ACCDATA	3
3	TRANSLATIONS FILES	4
3.1	Agency	4
3.2	Accession	4
3.3	Date	4
3.4	State/Country	5
3.5	Occupation	5
3.6	Occupation Category	5
3.7	Pay Plan & Grade	6
3.8	General Schedule & Related Grade	6
3.9	Salary Level	6
3.10	Work Schedule	7
3.11	Type of Appointment	7
3.12	Gender	7
3.13	Age	8
3.14	Length of Service	8
3.15	Count	8
3.16	Average Salary	8
3.17	Average Length of Service	8
4	DATA DEFINITIONS	9
4.1	Agency	9
4.2	Accessions	9
4.3	Date	10
4.4	State/Country	10
4.5	Occupation	10
4.6	Occupation Category	10
4.7	Pay Plan & Grade	10
4.8	General Schedule & Related Grade	11
4.9	Salary Level	11
4.10	Work Schedule	11
4.11	Type of Appointment	11
4.12	Gender	11
4.13	Age	11
4.14	Length of Service	11
4.15	Count	11
4.16	Average Salary	12



**Raw Data Set** (<http://www.data.gov/>)

4.17 Average Length of Service	12
5 APPENDIX	13
5.1 FedScope General Public Web Site	13

## Listing of Tables

Table 2.1: ACCDATA.TXT Record Layout	3
Table 3.1: Tagysub.txt Record Layout	4
Table 3.2: Tacc.txt Record Layout	4
Table 3.3: Tdate.txt Record Layout	4
Table 3.4: Tstcntry.txt Record Layout	5
Table 3.5: Tocc.txt Record Layout	5
Table 3.6: Tpatco.txt Record Layout	5
Table 3.7: Tpayplan.txt Record Layout	6
Table 3.8: Tpaylvl.txt Record Layout	6
Table 3.9: Tworksch.txt Record Layout	7
Table 3.10: Ttoa.txt Record Layout	7
Table 3.11: Tgender.txt Record Layout	7
Table 3.12: Tagelvl.txt Record Layout	8
Table 3.13: Tloslvl.txt Record Layout	8



Raw Data Set (<http://www.data.gov/>)

## 1 OVERVIEW

### 1.1 Purpose

The purpose of this raw data set is to increase public access to high value, machine readable datasets generated by the U.S. Office of Personnel Management. The FedScope Accessions Cube data sets are available via [Data.gov](http://www.data.gov/).

### 1.2 Scope

The scope of this raw data set includes all data elements used in the creation of the FedScope Accessions Cube (<http://www.fedscope.opm.gov/>). The Central Personnel Data File (CPDF) is the source for all FedScope data. Data is processed on a quarterly basis (i.e. March, June, September and December).

## 2 RAW DATA SET FILE

### 2.1 ACCDATA

This sequential raw data set provides the actual number of personnel actions ("Transfer-Ins" and "New Hires") that have taken place within Fiscal Year 2008. Each record is 45 characters in length and contains 17 data elements. The record layout for ACCDATA.TXT is depicted in [Table 2.1](#) below:

**Table 2.1: ACCDATA.TXT Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Agency	4	1-4
Accession	2	5-6
Date	6	7-12
State/Country	2	13-14
Occupation	4	15-18
Occupation Category	1	19
Pay Plan & Grade	5	20-24
General Schedule & Related Grade	2	25-26
Salary Level	1	27
Work Schedule	1	28
Type of Appointment	2	29-30
Gender	1	31
Age	1	32
Length of Service	1	33
Count	1	34
Average Salary	6	35-40
Average Length of Service	5	41-45
<b>Total Records: 318,551</b>		



### 3 TRANSLATIONS FILES

#### 3.1 Agency

This data file provides translations for the agency data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 49 characters in length and contains 2 data elements. The record layout for Tagysub.txt is depicted in [Table 3.1](#) below:

**Table 3.1: Tagysub.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Agency	4	1-4
Agency Translation	45	5-49
<b>Total Records: 700</b>		

#### 3.2 Accession

This data file provides translations for the accession data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 50 characters in length and contains 2 data elements. The record layout for Tacc.txt is depicted in [Table 3.2](#) below:

**Table 3.2: Tacc.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Accession	2	1-2
Accession Translation	48	3-50
<b>Total Records: 5</b>		

#### 3.3 Date

This data file provides translations for the date data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 14 characters in length and contains 2 data elements. The record layout for Tdate.txt is depicted in [Table 3.3](#) below:

**Table 3.3: Tdate.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Date	6	1-6
Date Translation	8	7-14
<b>Total Records: 12</b>		



Raw Data Set (<http://www.data.gov/>)

### 3.4 State/Country

This data file provides translations for the state/country data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 45 characters in length and contains 2 data elements. The record layout for Tstcnry.txt is depicted in [Table 3.4](#) below:

**Table 3.4: Tstcnry.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
State/Country	2	1-2
State/Country Translation	43	3-45
<b>Total Records: 316</b>		

### 3.5 Occupation

This data file provides translations for the occupation data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 49 characters in length and contains 2 data elements. The record layout for Tocc.txt is depicted in [Table 3.5](#) below:

**Table 3.5: Tocc.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Occupation	4	1-4
Occupation Translation	45	5-49
<b>Total Records: 867</b>		

### 3.6 Occupation Category

This data file provides translations for the occupation category data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 19 characters in length and contains 2 data elements. The record layout for Tpatco.txt is depicted in [Table 3.6](#) below:

**Table 3.6: Tpatco.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Occupation Category	1	1
Occupation Category Translation	18	2-19
<b>Total Records: 7</b>		



Raw Data Set (<http://www.data.gov/>)

### 3.7 Pay Plan & Grade

This data file provides translations for the pay plan & grade data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 45 characters in length and contains 2 data elements. The record layout for Tpayplan.txt is depicted in [Table 3.7](#) below:

**Table 3.7: Tpayplan.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Pay Plan	2	1-2
Pay Plan Translation	43	3-45
<b>Total Records: 311</b>		

### 3.8 General Schedule & Related Grade

There is no translation file for this data element. See Chapter [4.8](#) for definition of [General Schedule & Related Grade](#).

### 3.9 Salary Level

This data file provides translations for the salary level data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 20 characters in length and contains 2 data elements. The record layout for Tpaylvl.txt is depicted in [Table 3.8](#) below:

**Table 3.8: Tpaylvl.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Salary Level	1	1
Salary Level Translation	2-20	2-20
<b>Total Records: 19</b>		



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### 3.10 Work Schedule

This data file provides translations for the work schedule data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 37 characters in length and contains 2 data elements. The record layout for Tworksch.txt is depicted in [Table 3.9](#) below:

**Table 3.9: Tworksch.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Work Schedule	1	1
Work Schedule Translation	36	2-37
<b>Total Records: 12</b>		

### 3.11 Type of Appointment

This data file provides translations for the type of appointment data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 52 characters in length and contains 2 data elements. The record layout for Ttoa.txt is depicted in [Table 3.10](#) below:

**Table 3.10: Ttoa.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Type of Appointment	2	1-2
Type of Appointment Translation	3-52	3-52
<b>Total Records: 19</b>		

### 3.12 Gender

This data file provides translations for the gender data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 12 characters in length and contains 2 data elements. The record layout for Tgender.txt is depicted in [Table 3.11](#) below:

**Table 3.11: Tgender.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Gender	1	1
Gender Translation	11	2-12
<b>Total Records: 3</b>		



Raw Data Set (<http://www.data.gov/>)

### 3.13 Age

This data file provides translations for the age data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 13 characters in length and contains 2 data elements. The record layout for Tagelvl.txt is depicted in [Table 3.12](#) below:

**Table 3.12: Tagelvl.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Age	1	1
Age Translation	12	2-13
<b>Total Records: 12</b>		

### 3.14 Length of Service

This data file provides translations for the length of service data element contained in the accessions data file (ACCDATA.TXT). See [Table 2.1](#). Each record is 17 characters in length and contains 2 data elements. The record layout for Tloslvl.txt is depicted in [Table 3.13](#) below:

**Table 3.13: Tloslvl.txt Record Layout**

DATA ELEMENT NAME	LENGTH	POSITION
Length of Service	1	1
Length of Service Translation	16	2-17
<b>Total Records: 11</b>		

### 3.15 Count

There is no translation file for this data element. Every record in the accessions population data file (ACCDATA.TXT) contains a value of "1" for this field. See Chapter [4.15](#) for definition of [Count](#).

### 3.16 Average Salary

There is no translation file for this data element. See Chapter [4.16](#) for definition of [Average Salary](#).

### 3.17 Average Length of Service

There is no translation file for this data element. See Chapter [4.17](#) for definition of [Average Length of Service](#).



## 4 DATA DEFINITIONS

### 4.1 Agency

The employing organization.

### 4.2 Accessions

A personnel action resulting in the addition of an employee to an agency's staff. For the purposes of FedScope, restorations and returns to duty are excluded. The following types of accessions are included:

#### 1. Transfers-In

Movement of a single employee, or group of employees, from another agency with a break in service of 3 days or less.

##### a. Individual Transfer

Transfer-in of an individual employee.

##### b. Mass Transfer

Transfer-in of a group whose function was transferred to another agency.

#### IMPORTANT:

Employees in the following situations are counted as new hires rather than transfers-in:

a. Employees who moved from an Excepted Service position.

b. Employees who moved from one type of Federal service to another (e.g., left a Competitive Service position in one agency to take an Excepted or Senior Executive Service position at another agency).

As a result from (a) and (b) above, the transfer-in count in the accession cube will usually be lower than the transfer-out count in the separation cube.



Raw Data Set (<http://www.data.gov/>)

## 2. New Hires

Appointment of an employee from outside of the Federal government; a transfer-in from an Excepted Service position or a transfer-in from one type of Federal service to another (e.g. left a Competitive Service position in one agency to take an Excepted or Senior Executive Service position at another agency).

### a. *Competitive Service Appointment*

Appointment to a position that is governed by civil service law, but not a part of the Senior Executive Service.

### b. *Excepted Service Appointment*

Appointment to a position that is not part of the Competitive Service or Senior Executive Service. These positions are exempt by law, Executive order, and OPM regulation.

### c. *Senior Executive Service*

Appointment to a managerial or supervisory position above the GS-15 level in which the employee performs executive functions. These positions do not require Presidential or congressional approval.

## 4.3 Date

The date (YYYYMM format) of the personnel action ("Transfer-Ins" and "New Hires").

## 4.4 State/Country

The official duty station of an employee. Locations in the United States are defined in terms of states and counties (or county equivalents). Locations outside the United States are defined in terms of countries and U.S. territories.

## 4.5 Occupation

An employee's occupation as defined by the Office of Personnel Management (OPM).

## 4.6 Occupation Category

Occupational categories are defined by the educational requirements of the occupation and the subject matter and level of difficulty or responsibility of the work.

## 4.7 Pay Plan & Grade

The pay system and, where applicable, the grade used to determine an employee's basic pay rate. Grade denotes a hierarchical position in a pay plan and is sometimes referred to as level, class, rank, or pay band.



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#### **4.8 General Schedule & Related Grade**

The General Schedule grade for pay plans in the General Schedule and Related pay plan category (See [Pay Plan & Grade](#)).

#### **4.9 Salary Level**

An employee's adjusted basic pay, which is an annualized rate of pay. Adjusted basic pay is the sum of an employee's rate of basic pay plus any locality comparability payment and/or special pay adjustment for law enforcement officers. Salaries are grouped by \$10,000 intervals, except for an initial interval of less than \$20,000 and a final interval of \$180,000 or more.

An employee's actual earnings may be more or less than the annualized rate because of factors such as overtime, shift differentials, less than full time work, or leave without pay.

#### **4.10 Work Schedule**

The time basis on which an employee is scheduled to work.

#### **4.11 Type of Appointment**

An employee's appointment in terms of permanence and competitiveness.

#### **4.12 Gender**

An employee's gender (male or female).

#### **4.13 Age**

An employee's age. Age is displayed in five-year intervals, except for an initial interval of less than 20 years and a final interval of 65 years or more.

#### **4.14 Length of Service**

The number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Length of service is grouped by five-year intervals, except for:

- a. the initial intervals of less than 1 year, 1-2 years, and 3-4 years and
- b. the final interval of 35 years or more.

#### **4.15 Count**

A measure representing the number of personnel actions ("Transfer-Ins" and "New Hires") that have taken place within a given fiscal year.



**Raw Data Set** (<http://www.data.gov/>)

#### ***4.16 Average Salary***

A measure representing the average adjusted basic pay, an annualized rate of pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.

An employee's actual earnings may be more or less than the annualized rate because of factors such as overtime, shift differentials, less than full time work, or leave without pay.

Invalid salary values are excluded from the average. A large number of invalid values could invalidate the average. To obtain counts of invalid values, display the data using the Salary Level dimension (See [Salary Level](#)).

#### ***4.17 Average Length of Service***

A measure representing the average number of years of Federal civilian employment and creditable military service.

Invalid values are excluded from the average. A large number of invalid values could invalidate the average. To obtain counts of invalid values, display the data using the Length of Service dimension (See [Length of Service](#)).



Raw Data Set (<http://www.data.gov/>)

## 5 APPENDIX

### *5.1 FedScope General Public Web Site*

More information regarding this raw data set is available at:

- <http://www.fedscope.opm.gov/>

Questions/Comments to: <mailto:FedScope.opm.gov>