

(1)
THE GUIDE TO PERSONNEL DATA STANDARDS

LEGAL AUTHORITY (2)

Definition: The law, executive order, rule, regulation, or other basis that, in addition to LEGAL AUTHORITY (1), authorizes the appointing officer to effect a personnel action on an employee.

Responsible Organization: Office of Personnel Management, Division for Strategic Human Resources Policy.

Applicability: Mandatory (Central Personnel Data File, Personnel Actions).

Cross-Reference: Uses [LEGAL AUTHORITY \(1\)](#) code set.

Format: XXX

Note:

This data element is only used when a second legal authority is required for a nature of action.

Legal authority codes that are current appointment authority codes may only be established by OPM. Legal authority codes established by OPM may begin with an alphabetic character or the numeric characters 1, 2, 3, 4, or 5. Agencies may create their own legal authority codes, but not current appointment authority codes. These legal authority codes must begin with the numeric characters 6, 7, 8, or 9. Agency-created legal authority codes may be cited on actions that: (1) are not reported to the Central Personnel Data File (CPDF) or (2) are reported to the CPDF as the second legal authority code.