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THE GUIDE TO PERSONNEL DATA STANDARDS

**PAY BASIS**

**Definition:** The principal condition in terms of time, production, or other criteria that, along with salary rate, determines the compensation paid to an employee.

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

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

**Cross-Reference:** [BASIC PAY](#). Code set is used by [PRIOR PAY BASIS](#).

**Format:** AA

<u>Code</u>	<u>Name/Explanation</u>
BW	Biweekly.
FB	Fee basis.
PA	Per annum.
PD	Per diem.
PH	Per hour.
PM	Per month.
PW	Piece work.
ST	Student stipend paid under 5 U.S.C. 5352, 38 U.S.C. 7405(a)(1)(D), or similar authority.
SY	School year. Teachers/educators hired for less than a 12-month period.
WC	Without compensation.