

THE GUIDE TO PERSONNEL DATA STANDARDS

PAY STATUS / USERRA STATUS

Definition: An employee's pay status in the Federal civilian workforce. Also, an employee's status under the Uniformed Services Employment and Reemployment Rights Act (USERRA).

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

Applicability: Mandatory (Central Personnel Data File).

Cross-Reference: [NATURE OF ACTION \(1\)](#)

Format A

<u>Code</u>	<u>Name/Explanation</u>
[N]	Nonpay Status. Employee has been placed in nonpay status through the use of a nature of action in the 400 series (except NATURE OF ACTION 471 or 480). Code terminated as of March 28, 2010.
[P]	Pay Status. Employee is in pay status in the Federal civilian workforce. Code terminated as of March 28, 2010.
U	USERRA Status/Not Qualifying for Reservist Differential. Employee is absent from civilian position to perform service in the uniformed services and has reemployment rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA), but employee's service is not qualifying under the reservist differential provision in 5 U.S.C. 5538. Employee may be in nonpay status or pay status (through use of paid leave or other paid time off). Employee is placed in USERRA status through use of nature of action code 473 and legal authority code Q3K. Code added as of March 28, 2010.
Q	USERRA Status/Qualifying for Reservist Differential. Employee has USERRA status, and the service is qualifying under the reservist differential provision in 5 U.S.C. 5538 (whether or not employee is actually entitled to a reservist differential payment). Employee may be in nonpay status or pay status (through use of paid leave or other paid time off). Employee is placed in USERRA status through use of nature of action code 473 and legal authority codes Q3K and QRD. Code added as of March 28, 2010.

- G Nonpay Status/Furlough NTE. Employee has been placed in nonpay status through the use of nature of action code 472/Furlough NTE (Date) and 772/Ext of Furlough NTE (Date). Code added as of March 28, 2010.
- T Nonpay Status/Suspension-Indefinite. Employee has been placed in a nonpay status through the use of nature of action code 452/Suspension-Indefinite. Code added as of March 28, 2010.
- S Nonpay Status/Suspension NTE. Employee has been placed in a nonpay status through the use of nature of action code 450/Suspension NTE (Date). Code added as of March 28, 2010.
- L Nonpay Status/LWOP NTE. Employee has been placed in a nonpay status through the use of nature of action code 460/LWOP NTE, i.e., would include military service not covered by USERRA. Code added as of March 28, 2010.
- O Nonpay Status/Seasonal. Employee has been placed in a nonpay status through the use of nature of action code 430/Placement in Nonpay Status (i.e., release of seasonal employee). Code added as of March 28, 2010.
- X Pay Status. Employee is in pay status in the Federal civilian workforce, and the employee does not have USERRA status. Employee has a return to duty from a nonpay status / USERRA status (codes U, Q, G, T, S, or L) through the use of a 292 Nature of Action code or employee has a placement in pay status from a nonpay status (code O) through the use of a 280 Nature of Action code. X is the default code if employee is not in nonpay status or USERRA status. Code added as of March 28, 2010.

Note: Placement of an employee in furlough status on nonconsecutive work days using NOAC 471 does not change the employee's Pay Status / USERRA Status code. The employee will retain the default code X (Pay Status).