FedScope Separations Cube

Fiscal Years 2010-2014

Raw Data Set

Prepared for: Data.gov

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Listing of Tables

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 Separations Cube data sets are available via Data.gov.

1.2   Scope

The scope of this raw data set includes all data elements used in the creation of the FedScope Separations Cube (http://www.fedscope.opm.gov/). **NOTE**: Starting in FY 2010, the OPM Statistical Data Mart (SDM) is the source for all FedScope data. The SDM is processed data from the Enterprise Human Resources Integration (EHRI) data warehouse. Data is processed on a quarterly basis (i.e. March, June, September and December).

2   RAW DATA SET FILE

2.1   SEPDATA

This "**delimited**" (comma separated value (**CSV**)) raw data set provides the actual number of personnel actions ("Transfer-Outs" and "Separations from the Federal Service") that have taken place within Fiscal Years 2010-2014. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 17 data elements. The record layout for SEPDATA.TXT is depicted in Table 2.1 below:

Table 2.1: SEPDATA.TXT Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Agency	AGYSUB	TEXT
2	Separation	SEP	TEXT
3	Date	EFDATE	TEXT
4	Age	AGELVL	TEXT
5	General Schedule & Equivalent Grade	GSEGRD	TEXT
6	Length of Service	LOSLVL	TEXT
7	Location	LOC	TEXT
8	Occupation	OCC	TEXT
9	Occupation Category	PATCO	TEXT
10	Pay Plan & Grade	PPGRD	TEXT
11	Salary Level	SALLVL	TEXT
12	Type of Appointment	TOA	TEXT
13	Work Schedule	WORKSCH	TEXT
14	Count	COUNT	NUMERIC
15	Average Salary	SALARY	NUMERIC
16	Average Length of Service	LOS	NUMERIC
Total Records: 1,126,722			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-13 from "General" to "Text". Columns 14-16 can be imported as "General" data format. In Excel, the "General" data format converts numeric values to numbers. Columns 1-13 are TEXT fields; Columns 14-16 are NUMERIC fields.

3   DIMENSION TRANSLATIONS FILES

3.1 Agency

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the agency data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 6 data elements. The record layout for DTagy.txt is depicted in Table 3.1 below:

Table 3.1: DTagy.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Agency Type	AGYTYP	TEXT
2	Agency Type Translation	AGYTYPT	TEXT
3	Agency	AGY	TEXT
4	Agency Translation	AGYT	TEXT
5	Agency Sub element	AGYSUB	TEXT
6	Agency Sub element Translation	AGYSUBT	TEXT
Total Records: 574			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-6 from "General" to "Text".

3.2 Separation

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the accession data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 2 data elements. The record layout for DTsep.txt is depicted in Table 3.2 below:

Table 3.2: DTsep.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Separation	SEP	TEXT
2	Separation Translation	SEPT	TEXT
Total Records: 11			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-2 from "General" to "Text".

3.3   Date

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the date data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 4 data elements. The record layout for DTefdate.txt is depicted in Table 3.3 below:

Table 3.3: DTefdate.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Fiscal Year	FY	TEXT
2	Fiscal Year Translation	FYT	TEXT
3	Quarter	QTR	TEXT
4	Quarter Translation	QTRT	TEXT
5	Date	EFDATE	TEXT
6	Date Translation	EFDATET	TEXT
Total Records: 60			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-4 from "General" to "Text".

3.4   Age

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the age data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 2 data elements. The record layout for DTagelvl.txt is depicted in Table 3.4 below:

Table 3.4: DTagelvl.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Age	AGELVL	TEXT
2	Age Translation	AGELVLT	TEXT
Total Records: 12			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-2 from "General" to "Text".

3.5 General Schedule & Equivalent Grade

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the general schedule & equivalent grade data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 1 data element. The record layout for DTgsegrd.txt is depicted in Table 3.5 below:

Table 3.5: DTgsegrd.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	General Schedule & Equivalent Grade	GSEGRD	TEXT
Total Records: 17			

NOTE: If importing this table (data set) into Excel, change the "column data format" for column 1-from "General" to "Text".

Raw Data Set (https://www.opm.gov/data/datasets/)

3.6   Length of Service

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the length of service data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 2 data elements. The record layout for DTloslvl.txt is depicted in Table 3.6 below:

Table 3.6: DTloslvl.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Length of Service	LOSLVL	TEXT
2	Length of Service Translation	LOSLVLT	TEXT
Total Records: 11			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-2 from "General" to "Text".

3.7   Location

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the location data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 4 data elements. The record layout for DTloc.txt is depicted in Table 3.7 below:

Table 3.7: DTloc.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Location Type	LOCTYP	TEXT
2	Location Type Translation	LOCTYPT	TEXT
3	State/Country	LOC	TEXT
4	State/Country Translation	LOCT	TEXT
Total Records: 211			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-4 from "General" to "Text".

3.8   Occupation

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the occupation data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 6 data elements. The record layout for DTocc.txt is depicted in Table 3.8 below:

Table 3.8: DTocc.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Occupation Type	OCCTYP	TEXT
2	Occupation Type Translation	OCCTYPT	TEXT
3	Occupation Family	OCCFAM	TEXT
4	Occupation Family Translation	OCCFAMT	TEXT
5	Occupation	OCC	TEXT
6	Occupation Translation	OCCT	TEXT
Total Records: 721			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-6 from "General" to "Text".

3.9   Occupation Category

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the occupation category data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 2 data elements. The record layout for DTpatco.txt is depicted in Table 3.9 below:

Table 3.9: DTpatco.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Occupation Category	PATCO	TEXT
2	Occupation Category Translation	PATCOT	TEXT
Total Records: 7			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-2 from "General" to "Text".

3.10 Pay Plan & Grade

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the pay plan & grade data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 7 data elements. The record layout for DTppgrd.txt is depicted in Table 3.10 below:

Table 3.10: DTppgrd.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Pay Plan Type	PPTYP	TEXT
2	Pay Plan Type Translation	PPTYPT	TEXT
3	Pay Plan Group	PPGROUP	TEXT
4	Pay Plan Group Translation	PPGROUPT	TEXT
5	Pay Plan	PAYPLAN	TEXT
6	Pay Plan Translation	PAYPLANT	TEXT
7	Pay Plan & Grade	PPGRD	TEXT
Total Records: 1,160			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-7 from "General" to "Text".

3.11 Salary Level

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the salary level data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 2 data elements. The record layout for DTpaylvl.txt is depicted in Table 3.11 below:

Table 3.11: DTsallvl.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Salary Level	SALLVL	TEXT
2	Salary Level Translation	SALLVLT	TEXT
Total Records: 26			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-2 from "General" to "Text".

3.12 Type of Appointment

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the type of appointment data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 4 data elements. The record layout for DTtoa.txt is depicted in Table 3.12 below:

Table 3.12: DTtoa.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Type of Appointment Type	TOATYP	TEXT
2	Type of Appointment Type Translation	TOATYPT	TEXT
3	Type of Appointment	TOA	TEXT
4	Type of Appointment Translation	TOAT	TEXT
Total Records: 22			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-4 from "General" to "Text".

3.13 Work Schedule

This "**delimited**" (comma separated value (**CSV**)) data file provides translations for the work schedule data element contained in the separations data file (SEPDATA.TXT). See Table 2.1. Each column value is separated by a "**comma**" from the next column's value and each row starts a new record. Each record contains 4 data elements. The record layout for DTwrksch.txt is depicted in Table 3.13 below:

Table 3.13: DTwrksch.txt Record Layout

Data Column	DATA ELEMENT NAME	CSV Column Name	CSV Column Format
1	Work Schedule Type	WSTYP	TEXT
2	Work Schedule Type Translation	WSTYPT	TEXT
3	Work Schedule	WORKSCH	TEXT
4	Work Schedule Translation	WORKSCHT	TEXT
Total Records: 13			

NOTE: If importing this table (data set) into Excel, change the "column data format" for columns 1-4 from "General" to "Text".

3.14 Count

There is no translation file for this data element. Every record in the separations population data file (SEPDATA.TXT) contains a value of "1" for this field. See Chapter 4.14 for definition of Count.

3.15 Average Salary

There is no translation file for this data element. See Chapter 4.15 for definition of Average Salary.

3.16 Average Length of Service

There is no translation file for this data element. See Chapter 4.16 for definition of Average Length of Service.

4   DATA DEFINITIONS

4.1   Agency

The employing organization.

4.2   Separations

A personnel action resulting in the loss of an employee from an agency's staff. For the purposes of FedScope, furloughs, suspensions, leave without pay, and placement in nonpay status for seasonal employees are excluded. The following types of separations are included.

1. **Transfers-Out**
   Movement of a single employee, or group of employees, to another agency with a break in service of 3 days or less.

   a. *Individual Transfer*
      Transfer-out of an individual employee.

   b. *Mass Transfer*
      Transfer-out of a group whose function was moved to another agency.

2. **Separations from Federal Civil Service**

   a. **Quits**
      Voluntary resignation by an employee, abandoning one's position, joining the military, or failing to return from military furlough. Quits also include separations by the agency if an employee declines a new position or relocation.

   b. **Retirements**
      Separation entitling employee to immediate annuity.

      • *Voluntary*
        Employee meets minimum age and service requirements for optional retirement.

      • *Early Out*
        Employee does not meet the minimum age and service requirements for optional retirement, but meets reduced age and service requirements for early retirement.

- *Disability*
  Employee is found to be disabled and meets the service requirement for disability retirement.

- *Other*
  Employee is involuntarily separated and meets age and service requirements for discontinued service retirement, or employee attains age requiring mandatory retirement.

c. **Reductions-in-Force (RIF)**
Employee separation resulting from lack of work or funds, abolition of position or agency, or personnel ceiling restrictions. Employees who resign after receipt of a RIF notice are included in this number.

d. **Termination**

- *Termination (Expired Appointment/Other)*
  Termination of a nonpermanent employee due to expiration of appointment, work, or funds. This category includes terminations for some re-employed annuitants and Excepted Service employees.

e. **Death**
Employee loss of life.

f. **Other Separations**
Separations not classified in one of the categories above.

4.3 Date

The date (YYYYMM format) of the personnel action ("Transfer-Outs" and "Separations").

4.4 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.

4.5   General Schedule & Equivalent Grade

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

4.6   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.

4.7   Location

The official duty station of an employee. Locations in the United States are defined in terms of states. Locations outside the United States are defined in terms of countries and U.S. territories.

4.8   Occupation

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

4.9   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.

4.10 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.

4.11 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.

4.12 Type of Appointment

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

4.13 Work Schedule

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

4.14 Count

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

4.15 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).

4.16 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).

5   APPENDIX

5.1   SAS Program to Read Raw Data Sets for Data Analysis

The SAS program below will read in the Separations cube Raw data sets and create 14 temporary SAS data sets for data analysis:

- SEPARATIONS_ReadRawData_CreateTempDatasets_DataGov.sas

The SAS program above creates one "SEPDATA" table and 13 "Dimension Translations" tables. Refer to Chapter 2.1 and Chapter 3 for descriptive information pertaining to the 14 temporary SAS data sets (tables).

5.2   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