

# Human Capital Information Model (HCIM) Release Notes for Version 5.3

March 27, 2024

## HCIM v5.3 Final

### Registry

- Reactivated eight data elements<sup>1</sup>:
  - HCIM ID 10306 (Service Deposit/Credit Interest Rate)
  - HCIM ID 10310 (Service Deposit/Credit Payment Number)
  - HCIM ID 12974 (LWOP OWCP Prior 52 Week Total Hours Worked Number)
  - HCIM ID 12985 (Military Service Total Earnings Amount)
  - HCIM ID 13355 (Non-Government Contribution Training Total Amount)
  - HCIM ID 20096 (Eligibles Certificate Identifier)
  - HCIM ID 20097 (Eligibles Certificate Issue Date)
  - HCIM ID 20128 (Eligibles Certificate Rating Number)
- Updated two data elements:
  - Updated BRM Reference:
    - HCIM ID 13495 (Person Hispanic or Latino Heritage Indicator)
  - Updated deprecate reason (in 'Notes' column):
    - HCIM ID 12934 (Human Resource Data Organization Provider Code)

### Domain Values (DVs)

- Updated the translation for three domain values (DV ID): 000206343, 000206344, 000206345, as follows:
  - Changed “Management” to “Manager” within the translation for each
  - Each of the three domain values are associated with HCIM ID 20593 (Program and Project Management Job Identifier Code)
- Added two new domain values for HCIM ID 20362 (Remarks/Comments Purpose Code) for the following forms:
  - SF-2807
  - SF-3103

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<sup>1</sup> Note: Each of these data elements had been previously deprecated and subsequently removed from the Registry. Upon review, it was determined that each is a necessary standard so each one was reactivated and updated as necessary.

## Systems and Forms Mapping

- Made the following updates based on a review of system/form elements that were previously mapped to deprecated data elements:
  - Updated over 300 system/form element mappings
  - Added 25 new system/form element mappings
  - Reactivated 8 data elements
  - Temporarily<sup>2</sup> removed the mappings from SF 3107-1
  - Added guidance to “Notes” columns for the following three forms that have been retired:
    - RI 1628
    - TSP 3
    - TSP 20

## HCIM v5.3 Community Review (CR)

### Registry

- New data element added:
  - HCIM ID 20635 (Employee Status Code)
- Made the following updates to conform to International Organization for Standardization (ISO) 11179 metadata registry standards:
  - Business Names for 258 data elements
  - Business Definitions for 91 data elements
  - Data Length for 91 data elements
  - Example Values for 76 data elements
- Standardized formatting of Statutory and Regulatory Reference columns
- Deprecated three duplicate data elements:
  - HCIM ID 10083 (FGLI Basic Life Insurance Benefits Effective Date):
    - Addressed by HCIM ID 20633 (FGLI Life Insurance Benefits Effective Date). HCIM ID 10083 is duplicative.
  - HCIM ID 19414 (Lump Sum Annual Leave Daily Rate Amount):
    - Addressed by HCIM ID 11355 (Lump Sum Annual Leave Hourly Rate). EHRI and OPM documentation refers to the hourly rate; a daily rate, if needed, could be derived from the hourly rate.
  - HCIM ID 20391 (State Name Abbreviation):
    - Addressed by HCIM ID 12897 (State Name Code). HCIM ID 20391 is duplicative.

### Domain Values (DVs)

- Created Domain Values for one added data element:
  - HCIM ID 20635 (Employee Status Code)
- Made the following updates to conform to International Organization for Standardization (ISO) 11179 metadata registry standards:
  - Updated the translations for 10 domain values associated with indicator data elements
  - Deprecated two extra domain values for HCIM ID 14013 (Employment Eligibility Preparer or Translator Certification Indicator):

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<sup>2</sup> Note: SF 3107-1 will be reviewed and re-mapped for inclusion in a future release.

- This is an indicator data element requiring only two domain values (“Y” and “N”) so two domain values that did not conform to this ISO 11179 standard were deprecated
  - Updated the Business Name for 7,610 domain values:
    - These 7,610 domain values were attached to 67 data elements and the updates were made to conform to the updates made to these data elements within the HCIM Registry
- Updated Domain Value codes for HCIM ID 20078 (FEGLI Basic Life Insurance Benefits Retirement Deduction Level Code):
  - Code: 1 = Translation: “75 Percent Reduction”
  - Code: 2 = Translation: “50 Percent Reduction”
  - Code: 3 = Translation: “No Reduction”
- Removed 958 domain values:
  - These 958 domain values were created to map to Shared Service Providers (SSP). However, without this SSP mapping information within the HCIM Domain Values file, these domain values appeared as if they were duplicates. To avoid confusion, the HRLob has temporarily removed these from the Domain Values file until the SSP mappings are reevaluated.

## Systems and Forms Mapping

- Updated the following mappings:
  - EHRI HR Status
    - Box 36: Updated mapping to HCIM ID 11601 (Positional Occupational Series Code)
    - Box 77: Updated mapping to HCIM ID 20345 (Federal employees' group life insurance (FEGLI) life event date)
    - Box 78: Updated mapping to HCIM ID 20633 (FEGLI Life Insurance Benefits Effective Date)
  - EOPF Data Feed
    - ID 607850: Updated mapping to HCIM ID 13650 (Alternate Person Identifier)
    - ID 607868: Updated mapping to HCIM ID 20635 (Employee Status Code)
- Remapped the SF-75 (Request for Preliminary Employment Data); Version: 08/1998
- Updated Business Names to align with latest updates in HCIM Registry
- Please note that some deprecated data elements remained mapped within the Systems and Forms Mapping product. These will be reviewed and updated in a future release.