

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Human Resources Line of Business Data Model Version One

February 2006

a New Day for Federal Service

Human Resources Line of Business (HR LOB)
Data Model
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INTRODUCTION

The Office of Management and Budget (OMB) launched the Human Resources Line of Business effort in April 2004 to build a set of interagency enterprise architectures in compliance with Federal Enterprise Architecture standards for the human resources business function. The OMB named the Office of Personnel Management (OPM) the managing partner for the new Human Resources Line of Business (HR LOB).

The architectures provide a blueprint for transforming the Human Resources business function throughout the Federal Government, providing a basis for the Federal Government to rethink its approach to human resources management. In addition, the architectures have the potential to enable the Government to significantly improve the delivery of HR services and address the pressing issues facing the management and operation of the Federal Government's human resources. These include:

- Redundant systems, operations and investments.
- Disjointed HR systems that are not linked and do not share data.
- Declining knowledge-based HR workforce.
- Declining HR service delivery.
- Lack of integrated HR service delivery.
- Absence of performance measures and metrics for HR service delivery.

The vision of the HR LOB is to provide “Governmentwide, modern, cost-effective, standardized, and interoperable human resource solutions providing common core functionality to support the strategic management of human capital and addressing duplicative and redundant HR systems and processes across the Federal Government.”

Objectives

The objective of the HR LOB Data Model (DM) is to identify the data needed to execute the HR LOB Business Reference Model (BRM) processes. The HR LOB DM is depicted at both the conceptual and the logical level to describe the data in as much detail as possible, but it does not specify how the data will be physically implemented in a database. The HR LOB DM also provides a blueprint of the data that is needed to execute the HR LOB BRM processes, but it does not prescribe a physical data structure for agencies and shared service centers. The HR LOB DM will not dictate how agencies

or shared service centers design their physical data structures and their databases. Future versions of the HR LOB DM will continue to depict data at the conceptual and logical levels but will not depict or prescribe physical data models.

The HR LOB DM represents one of the interagency enterprise architectures. The long-term objectives of the HR LOB DM project are threefold:

- Define the data needed to execute HR LOB business processes.
- Enable the Federal Government to communicate more accurately and efficiently about the structure, content, and purpose of human resources data.
- Enable standardization across three basic areas:
 - Data Description: provides a means to more uniformly describe Federal data, encouraging use of standards and thereby supporting the data's discovery and sharing.
 - Data Context: facilitates discovery of data through an approach to the categorization of data according to category systems, or taxonomies, including linkages to the other Federal Enterprise Architecture (FEA) reference models. Under FEA Data Reference Model (DRM) guidelines, data context refers to a standard approach to representing taxonomies that agencies use to categorize their data in order to share information regarding their data architectures. Such categorization enables the business context of data to be well understood.
 - Data Sharing: supports the reuse and exchange of data in cases in which sharing can consist of ad-hoc requests, and exchange can consist of more routine and often fixed, and reoccurring transactions between parties.

Near Term

The near-term objectives and focus of this project are to:

- Establish a baseline that identifies data needed to execute HR LOB Business Reference Model processes. Since the BRM is a depiction of the “target” business processes within the Federal Enterprise Architecture, the HR LOB Data Model reflects the future state and is a forward-looking model.
- Create a model that can be used as a high-level planning tool to execute the HR LOB concept of operations.

Long Term

Over the long term, the data model will support the HR LOB business goals and objectives by documenting the recommended Federal government HR data elements needed to execute the HR LOB Business Reference Model. As the DM evolves, it will be used by agencies and shared service centers to perform gap analysis to determine the differences between existing data structures and the DM.

The DM is an iterative product and will advance as the following HR LOB and OMB Enterprise Architecture products are updated:

- Business Reference Model - provides the basis for the DM; as it is updated over time, the DM will also be updated to reflect changes.
- HR LOB Target Requirements - documents core and long-term business requirements that will impact the DM.
- OMB FEA Data Reference Model Guidance - provides direction on DM methodology and work products.

Data Model Views

The HR LOB DM version 1 is described by two different views, or models:

- Conceptual Data Model (CDM): a single integrated data structure which reflects the structure of the business functions rather than the processing flow or physical arrangement of data. At this level, high-level relationships are identified among different data objects. The purpose of the conceptual model is to depict a technology-independent specification of the data required to execute HR LOB Business Reference Model processes. It serves as the focus of communication between technical and business stakeholders and covers all BRM subfunctions.
- Logical Data Model (LDM): builds upon the BRM and includes a further level of detail that supports both processes and systems. At this level, the purpose is to describe the data in as much detail as possible, without regard to how data will be physically implemented in a database. The logical model includes entities, attributes and relationships between entities. In the LDM:
 - All entities and relationships between entities are displayed.

- All attributes for each entity are specified.
- The primary key for each entity is specified.
- Foreign keys (keys identifying the relationship between different entities) are specified.
- Normalization occurs. Normalization is a formal technique for organizing data into tables and deals with certain common problems of redundancy and incompleteness.

This document describes both the conceptual and the logical data models, providing a high-level business view and detailed view of the data required to execute the HR LOB Business Reference Model version 1 processes.

PROJECT APPROACH

Scope

The scope of the HR LOB Data Model version 1 is defined by two factors: “project breadth” and “project depth.” Project breadth is defined by the HR LOB Business Reference Model. Only BRM processes were considered for data definitions in the conceptual and logical models. Project depth is defined by Federal Enterprise Architecture (FEA) standards. The FEA standards describe three data types.

Figure 1: FEA Data Type Definitions¹

Subsection	Description
Structured Data	Data described via the E-R (entity-relationship) or class model.
Unstructured Data	Data that is not described according to an E-R model, but is rather of a more free-form format, such as multimedia files or unstructured text.
SemiStructured Data	Data that has characteristics of both structured and unstructured data.

Focus of this DM effort

Completed an initial analysis of BRM inputs/outputs

The first version of the HR LOB DM focuses solely on structured data. The DM team did not model unstructured or semistructured data for this version, but has identified certain BRM inputs and outputs that may fall into the unstructured and semistructured category.

¹ Source: “The DRM XML Schema,” presentation by Mike Daconta, June 13, 2005, DRM Public Forum.

Methodology

The following steps describe the process-based approach used to develop the conceptual and logical data models. The HR LOB BRM served as the base to develop the data models and offers a set of high-level “data requirements” (i.e., process inputs and outputs) upon which the data model was developed. The steps taken to create the DM are outlined below.

Step 1: Met with OMB FEA DRM representatives to validate approach and alignment with OMB DRM requirements.

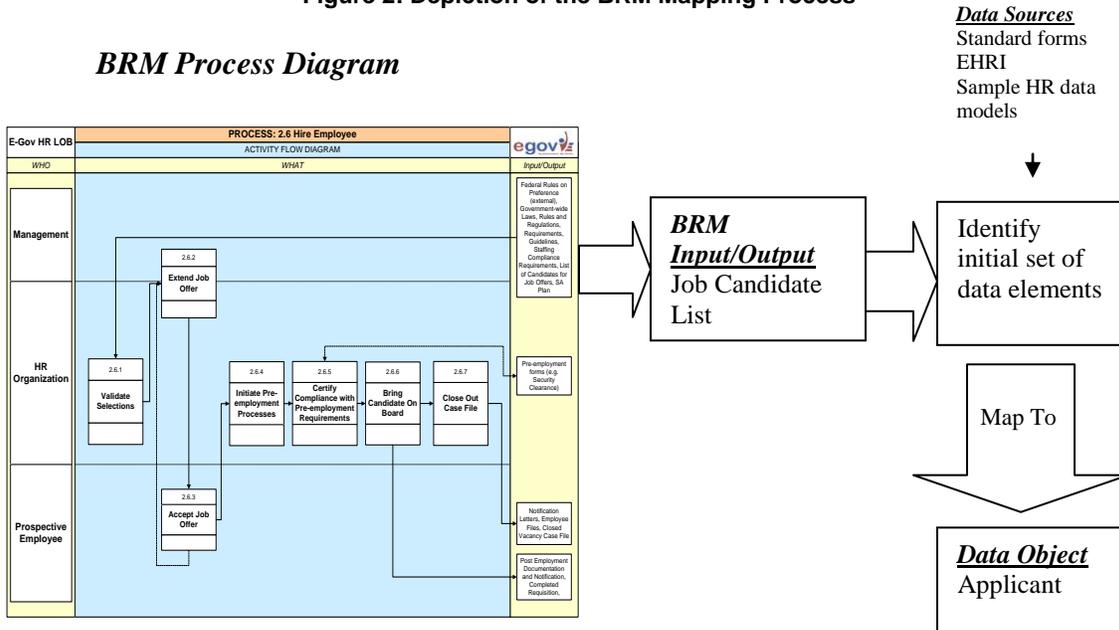
Step 2: Created the Conceptual Model²

- Analyzed BRM activities’ inputs and outputs to define possible data needed to execute BRM activities.
- Identified prospective data elements from several sources, including standard government forms, Enterprise Human Resource Integration (EHRI) metamodel and Interface Control Documents (ICDs), Central Personnel Data File (CPDF) reporting requirements, sample human resource data models, the HR Extensible Markup Language (XML) Consortium and OPM standard and optional forms.
- Defined high-level data objects. Data objects identify the highest level of common HR information from which data entities and attributes are derived. At the conceptual level, data objects represent a set of ideas, abstractions or things that can be identified with explicit boundaries that are specific to HR.

² The complete conceptual model is included in Appendix 2, including entity-relationship diagrams and textual descriptions of the data objects and dependencies between data objects.

- Mapped BRM inputs and outputs to data objects to create the conceptual data model. The illustration below describes the mapping process.

Figure 2: Depiction of the BRM Mapping Process



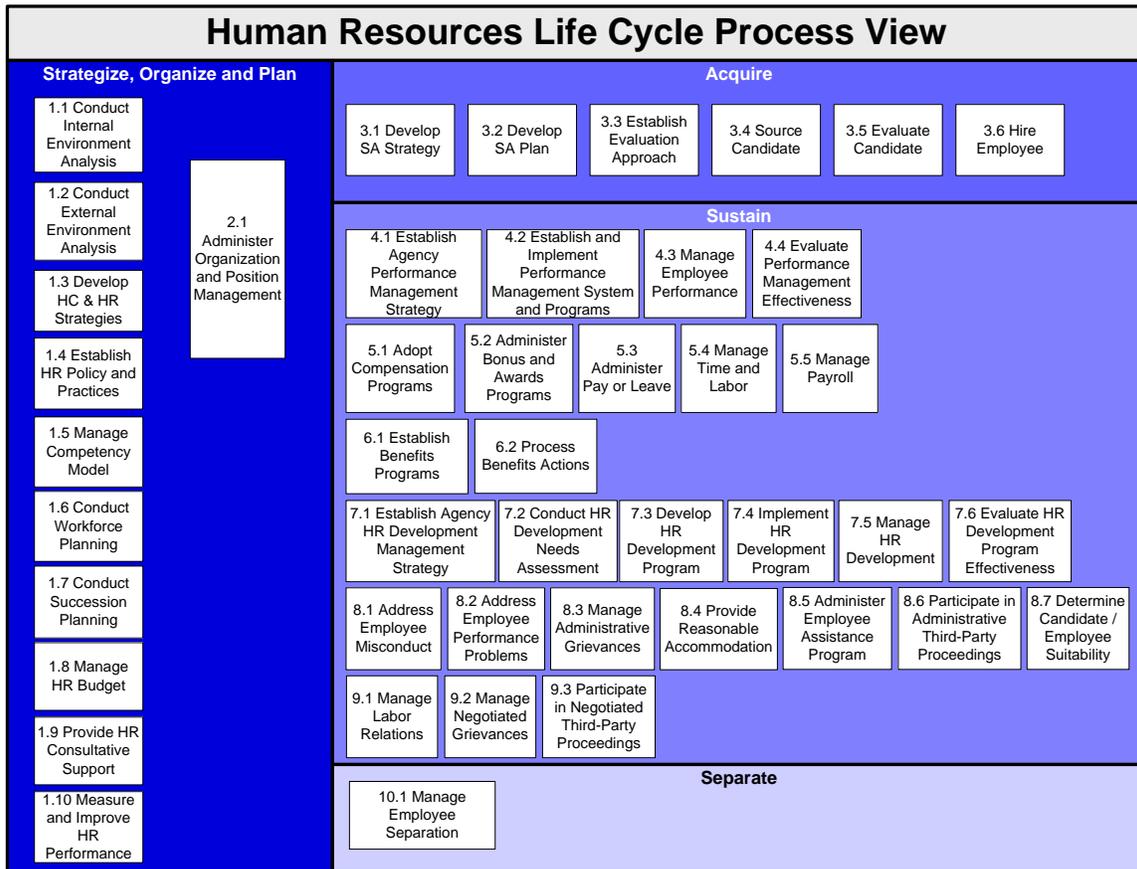
- Validated the model with DM workgroup participants.

Step 3: Created the Logical Data Model

The data model team expanded the conceptual model data objects to create entities and attributes for the DM logical model.

- The DM team examined all BRM processes and identified the data associated with each process. Figure 3, BRM Version 1 End-to-End Process Flow Diagram depicts the subfunctions and processes examined for the DM.

Figure 3: BRM Version 2 End-To- End Process Flow Diagram

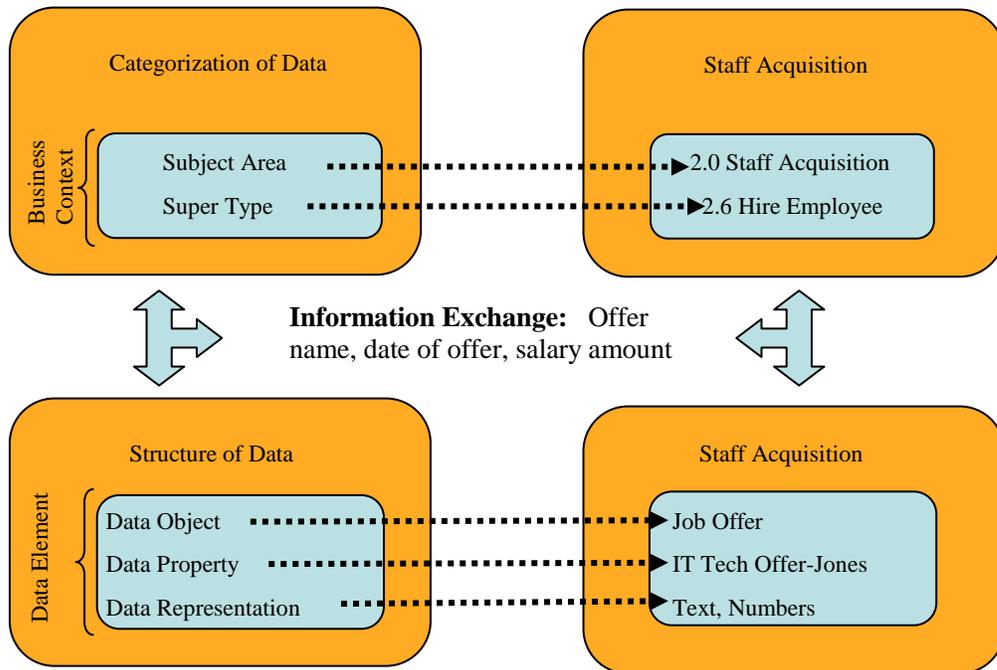


- The team also identified which BRM process inputs and outputs could be modeled. In some cases the DM project team could not identify structured data associated with a BRM input or output and/or the identified BRM input or output was classified as unstructured (e.g., a memo, a ruling or advice, etc.).
- Certain data objects defined in the conceptual model were not included in the logical model, based on whether or not these were structured data. For example, policy is included as a data object in the conceptual model. A policy is basically a text document and was classified as unstructured, and thus was not included in the logical model.

Step 4: Identified Information Exchange Packages for HR LOB Core Processes

Information Exchange Packages (IEP) represented in DM version 1 are specific recurring data exchanges between a shared service center and an agency or a shared service center and a third party, and are an important part of the FEA DRM data-sharing standardization area. HR LOB Business Reference Model process inputs and outputs provide the context for defining IEPs. The figure below details an example of a job offer information exchange package. In the HR LOB Acquire phase of the human resources lifecycle, the subfunction “Staff Acquisition” is composed of processes such as “Hire Employee.” The BRM subfunction and process (Staff Acquisition and Hire Employee, respectively) translate to the DM subject area and super type. The information exchange package includes data needed to pass a job offer between two organizations, such as offer name, date of offer and salary amount. A high-level list of IEPs and associated DM entities and attributes were identified for HR LOB core processes and are included in the logical model data file.

Figure 4: Information Exchange Example



Data Model Workgroup Sessions

A collaborative approach was used to create both the conceptual and logical data models. A group of HR LOB agency representatives served on the DM workgroup and attended several validation sessions to provide input to the model. These are detailed below:³

Table 1: DM Workgroup Sessions

Session	Date	Session Description
DM Kick-off Session	July 12	<ul style="list-style-type: none"> • Provided overview of DM methodology and timeline. • Discussed workgroup role and responsibilities. • Solicited workgroup participants from HR LOB agencies.
DM Conceptual Model Validation Session	August 16	<ul style="list-style-type: none"> • Validated high-level data objects. • Validated data object definitions and relationships.
DM Logical Model First Draft Review Session	September 20-22	<ul style="list-style-type: none"> • Examined first list of model entities and attributes across BRM subfunctions. • Consolidated entities and attributes based on workgroup feedback.
DM Logical Model Second Draft Review Session	October 25-26	<ul style="list-style-type: none"> • Presented entity-relationship diagram and first data dictionary. • Consolidated entity and attribute list based on workgroup feedback.
DM Logical Model Third Draft Review Session	November 29-December 1	<ul style="list-style-type: none"> • Presented revised model and data dictionary. • Discussed information exchange packages for BRM core processes. • Revised model based on workgroup feedback.

³ A listing of all workgroup attendees per session is contained in the Appendix 1.

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Session	Date	Session Description
Wrap-up Conference Calls	December 16 December 19	<ul style="list-style-type: none">• Discussed information exchange packages for compensation management, benefits management and personnel action processing.• Discussed model changes and revised them based on workgroup feedback.

DM VERSION 1 DOWNSTREAM USE

HR LOB DM version 1 will serve as a baseline, identifying the data needed to execute BRM processes. Establishing a baseline is the first step toward meeting OMB FEA DRM requirements and as such, the entities and attributes depicted in the model do not have a mandatory or optional designation. The mandatory and optional designation will be addressed in later versions of the DM for the following reasons.

- Long-term BRM requirements have not been validated. The DM should follow the BRM requirements; thus it is too soon to discuss mandatory vs. optional designation for the DM.
- DM version 1 is designed to identify data corresponding to BRM requirements. It tells providers “what’s done”, not “how to do it,” meaning the DM is not intended as a design-level document and will not now or in future iterations detail or prescribe a physical model structure. A future step will involve aligning to OMB DRM version 2 requirements, which includes further guidance on data description, context and sharing.
- OMB FEA DRM guidelines provide no guidance on mandatory vs. optional designation:
 - “The DRM needs to be tested in operation situations.... The DRM will tell agencies [that] certain things will be optional and certain things will be mandatory. We haven’t figured that out yet, and piloting the DRM will help us do that.”⁴

The OMB has a roadmap for the FEA DRM that specifies what will be contained in future volumes. Future volumes will continue to address the standardization areas necessary to promote a common approach to the categorization and exchange of data.⁵ Standardization is advanced through a focus on three areas:

- **Information Management** - Use of data and information in support of business operations.

⁴ Quote from article in Government Computer News titled “Next version of Data Reference Model gets down to business” 10/10/05; Vol. 24 No. 30.
http://www.gcn.com/24_30/enterprise-architecture/37216-1.html?topic=enterprise-architecture

⁵ OMB DRM vol.II is scheduled for release late December 2005.

- **Information Architecture** - Definition of the data linked to specific business operations (functions).
- **Information Exchange** - Standard, repeatable processes and technologies in support of exchanging data.

Figure 5: FEA DRM Volume Guidance

Content		DRM Volumes			
		I	II	III	IV
Categoryization of Data	Information Management				
	Business Context				
	Use of DRM in EA				
	Information Indexing				
	Security of Data				
	Data Standardization Requirements				
Exchange of Data	Information Exchange				
	Core DRM Elements				
	Information Exchange Package				
	Federated Data Classifications				
	Data Patterns				
	Data Exchange Requirements				
	Metadata Requirements				
Structure of Data	Information Architecture				
	Data Element Definition				
	Information Categories				
	Data Groups				
	Process-based Attributes				
	Data Structures				

The HR LOB DM will follow this roadmap but will not prescribe a physical data model for shared service centers or customers.

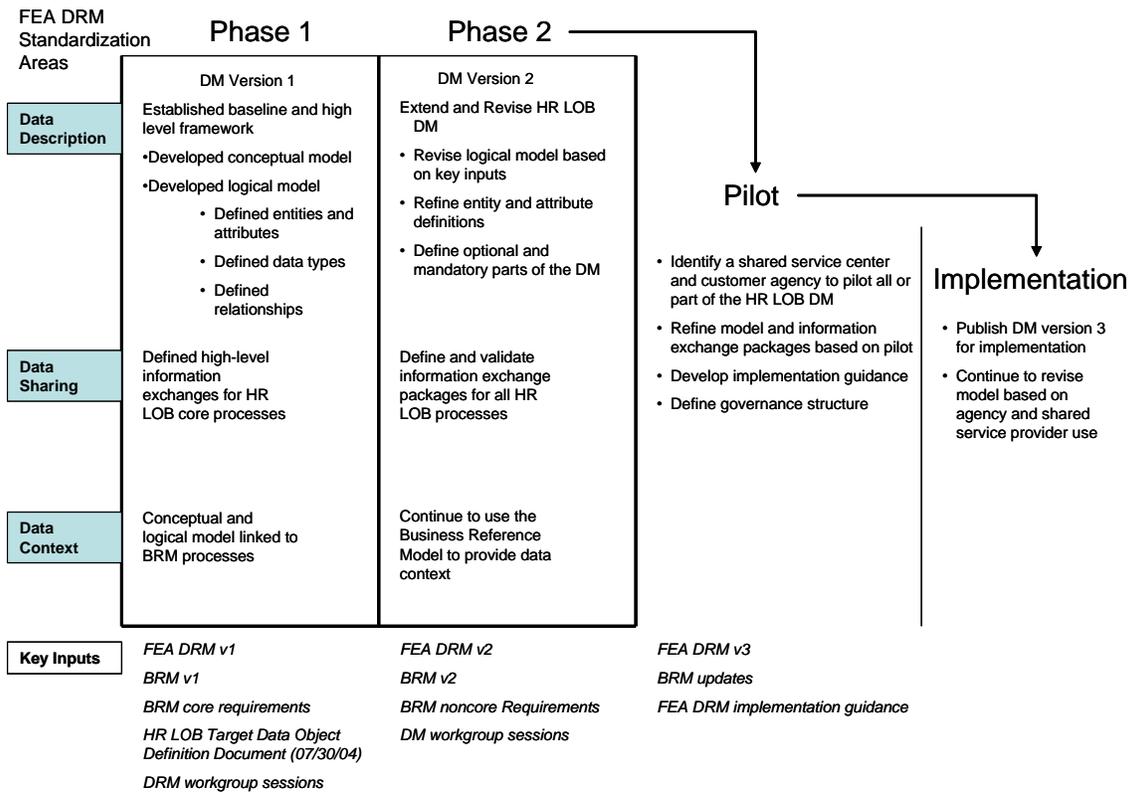
MIGRATION STRATEGY

DM version 1 establishes a framework that enables sharing and reuse of information across HR LOB Business Reference Model processes. DM version 1 provides a first step to meeting the three standardization areas set forth by the FEA DRM: data description, data standardization, and data context.

- **Data Description:** the HR LOB DM is described by a conceptual and a logical model.
- **Data Sharing:** for the HR LOB DM, data sharing is defined by information exchange packages.
- **Data Context:** the BRM provides the taxonomy, describing human resources subfunctions and processes.

Migration to the DM is an iterative process and will occur in phases. The graphic below depicts a high-level migration strategy for moving the DM forward and toward eventual implementation according to the FEA DRM standardization areas.

Figure 6: DRM Migration Strategy



Phase 1

Phase 1 represents this DM project and DM version 1. The objective was to establish a baseline that represents the data needed to execute BRM processes.

Phase 2

During Phase 2, the emphasis is on revising the model and information exchange packages based on HR LOB long-term requirements and FEA DRM version 2 specifications. It is recommended that a DM workgroup consisting of shared service

centers and customer agencies revise DM version 1 according to FEA DRM version 2 guidance. Phase 2 activities should include the following:

- Refine entities and attributes.
- Refine attribute definitions.
- Validate data types.
- Refine information exchange packages for HR LOB core processes.
- Identify and validate information exchange packages for HR LOB mid- and long-term processes.
- Identify and validate unstructured and semistructured data needed to execute BRM processes.

During the development of DM version 2, a key decision will involve how to pilot the HR LOB DM version 2. The decision will need to take into account many factors including, but not limited to, the following:

- FEA DRM guidance: currently FEA guidance states that the only cases in which the DRM is mandated to be followed or used (beyond its use as a high-level framework) are when repeatable data architecture blueprints are needed for new Lines of Business as defined in the Federal Enterprise Architecture and as charted by OMB.⁶
- HR LOB requirements: core and long-term requirements as well as the timeframes to institute these requirements will affect which parts of the DM are optional or mandatory and when to conduct a DM pilot.
- Shared service center and agency budget and system constraints: the timeframe for piloting and implementing the HR LOB DM will depend on current system capabilities and the budget for enhancements that may be required to add data elements to a system and processes to capture those data elements.

Pilot

The Chief Information Officer Council's Architecture and Infrastructure Committee (AIC) is planning to conduct a one-year test of the FEA DRM with interested departments and agencies to test and refine information sharing. A pilot of the HR LOB DM is necessary to accomplish the following:

- Provide context on cost to implement the model: the identified shared service center and agency can conduct a gap analysis to determine differences in data elements

⁶ Stated in the DRM Management Strategy under the DRM 2.0 Education Pilot topic. <http://web-services.gov/lpBin22/lpext.dll/Folder17/Infobase7/1?fn=main-j.htm&f=templates&2.0>

between the HR LOB BRM and the provider, and implementation feasibility, timeline to implement and potential costs.

- Revise the model based on pilot findings: this takes the model from a framework to reality-based findings on which parts of the model work and which will need revision based on actual implementation.
- Provide insight on the type of governance structure necessary to ensure that the model is implemented, feedback is taken from shared service centers and agencies, and a process is established to revise the model based on feedback.

Implementation

- Publish DM version 3 for implementation along with implementation guidance for use by HR LOB shared service centers. Implementation is defined as using DM version 3 as a framework for identifying and sharing data to execute BRM processes.
- Continue to revise model. Because the DM is a living model, it will need to be revised as new business requirements emerge from the HR LOB and as agencies and shared service centers use and provide feedback on the model.
- Establish a governance structure to capture feedback and revise the model accordingly.

Appendix 1: DM Workgroup Participants

DM Kick-off Session

Name	Agency	Affiliation
Dave Anderson	OPM	SHRP
Larry Barreca	USDA/NFC	SSC
Clark Christensen	OPM	e-Training
Jennifer Corrigan	DOI/NBC	SSC
Nina Dang	OPM	EHRI
Rhonda Diaz	OPM	EHRI
Steve Goldstein	OPM	CPDF
Andy Hoskinson	OMB	OMB
Frank Hushek	OPM	EHRI
Anne Martin	Treasury	SSC
John Martin	OPM	HR LOB
Eric Opp	OPM	EHRI
Willie Powers	OPM	CPDF
Minnie Shorter	SSA	Agency
Nicholas Srebrow	OPM	e-Clearance
Patricia Strother	DOD	SSC
Vivian Truss	HHS	SSC

DM Conceptual Model Validation Session

Name	Agency	Affiliation
Clark Christensen	OPM	e-Training
Bill Fischer	OPM	e-Clearance
Steve Goldstein	OPM	CPDF
Bob Heller	DOT	Agency
Marie King	HHS	SSC
Cliff Lee	USDA/NFC	SSC
Anne Martin	Treasury	SSC
Eric Opp	OPM	EHRI
Willie Powers	OPM	CPDF
Minnie Shorter	SSA	Agency
Patricia Strother	DOD	SSC

DM Logical Model First Draft Review Session

Name	Agency	Affiliation
Eric Opp	OPM	EHRI
Richard Scharf	HHS	SSC
Marie King	HHS/PSC	SSC
Pandoria King	HHS/NIH	SSC
Bob Heller	DOT	Agency
Diane Petrikat	DOI/NBC	SSC
Patricia Strother	DOD	SSC
Anne Martin	Treasury	SSC
Matt McDermott	HHS/PSC	SSC
Minnie Shorter	SSA	Agency
Vicki Cosey	Education	Agency
Steve Goldstein	OPM	CPDF
Frank Hushek	OPM	EHRI
Matt Pincombe	OPM	EHRI
Pat Pearson	HHS/PSC	SSC
Hans Krein	DOL	Agency
Vienna Spencer-McPherson	HHS	SSC
Stacie Jackson	Education	Agency
Clark Christensen	OPM	e-Training

DM Logical Model Second Draft Review Session

Name	Agency	Affiliation
Larry Barreca	USDA/NFC	SSC
Vicki Cosey	Education	Agency
John Grande	Education	Agency
Bob Heller	DOT	Agency
Frank Hushek	OPM	EHRI
Stacie Jackson	Education	Agency
Marie King	HHS	SSC
Pandoria King	HHS/NIH	SSC
Hans Krein	DOL	Agency
Theresa Lewis	HHS	SSC
Anne Martin	Treasury	SSC
Matt McDermott	HHS	SSC
Edward McGuire	OPM	CFIS
Eric Opp	OPM	EHRI
Patricia Pearson	HHS/PSC	SSC
Diane Petrikat	DOI/NBC	SSC
Matt Pimcombe	OPM	EHRI
Willie Powers	OPM	CPDF
Stephanie Robbs	DOI/NBC	SSC
Minnie Shorter	SSA	Agency
Vienna Spencer-McPherson	HHS	SSC
Patricia Strother	DOD	SSC
Myra Freilich	DOI/NBC	SSC

DM Logical Model Third Draft Review Session

Name	Agency	Affiliation
Ellen Bliss	DOI/NBC	SSC
Stacie Jackson	Education	Agency
Tina James	DOD	SSC
Marie King	HHS	SSC
Pandoria King	HHS/NIH	SSC
Anne Martin	Treasury	SSC
Linda Moy	DOD	SSC
Eric Opp	OPM	EHRI
Minnie Shorter	SSA	Agency
Patricia Strother	DOD	SSC

DM Wrap-Up Conference Calls

Name	Agency	Affiliation
Marie King	HHS	SSC
Anne Martin	Treasury	SSC
Myra Freilich	DOI/NBC	SSC
Minnie Shorter	SSA	Agency
Patricia Strother	DOD	SSC

Appendix 2: DM Conceptual Model

Note: The conceptual and logical models are issued solely for the purpose of description, from the data associated with the HR LOB Business Reference Model processes. The depictions in this document are in no way to be construed as an official interpretation of statutory or regulatory requirements administered by the Office of Personnel Management.

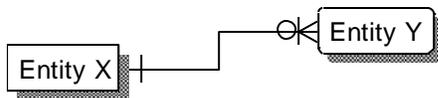
Model Assumptions

- The conceptual model is based on the HR LOB Business Reference Model.
- Only major relationships in the model are shown to reduce the complexity of the model. It is expected that as parts of the model are implemented, other relationships will be added. Additionally, the model highlights the major data objects needed to perform BRM processes.

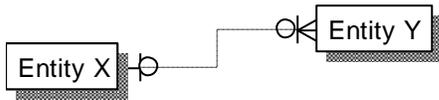
Reading the Model

The graphical version of the conceptual model depicts relationships in the following manner.

Relationship Types



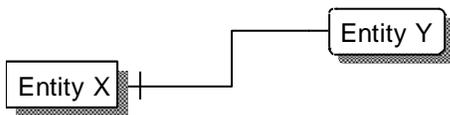
Identifying Relationship – This relationship is one in which the child entity (entity Y) is considered dependent on the parent entity (entity X). A solid line indicates an identifying relationship.



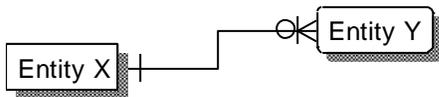
Non-identifying relationship – This relationship is one where the child (entity Y) can be identified independently of the parent (entity X). A dashed line indicates a non-identifying relationship.

Cardinality

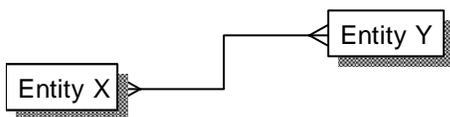
Cardinality is the frequency of a relationship between two entities. The basic types are One to One, One to Many, and Many to Many.



One to One relationship – Every record in entity X matches exactly one record in entity Y. Every record in entity Y matches exactly one record in entity X.



One to Many relationship – Every record in entity X matches zero or more records in entity Y. Every record in entity Y matches exactly one record in entity X.



Many to Many relationship – Every entry in entity X matches zero or more records in entity Y. Every entry in entity Y matches zero or more records in entity X.

Subject Areas

A complete end-to-end conceptual model is shown in the pages that follow along with a conceptual model for each subject areas. A subject area is a major data category with relevance to the organization from a business point of view. Subject areas span one or more processes or functions; data objects frequently appear in multiple subject areas. The data subject areas are as follows:

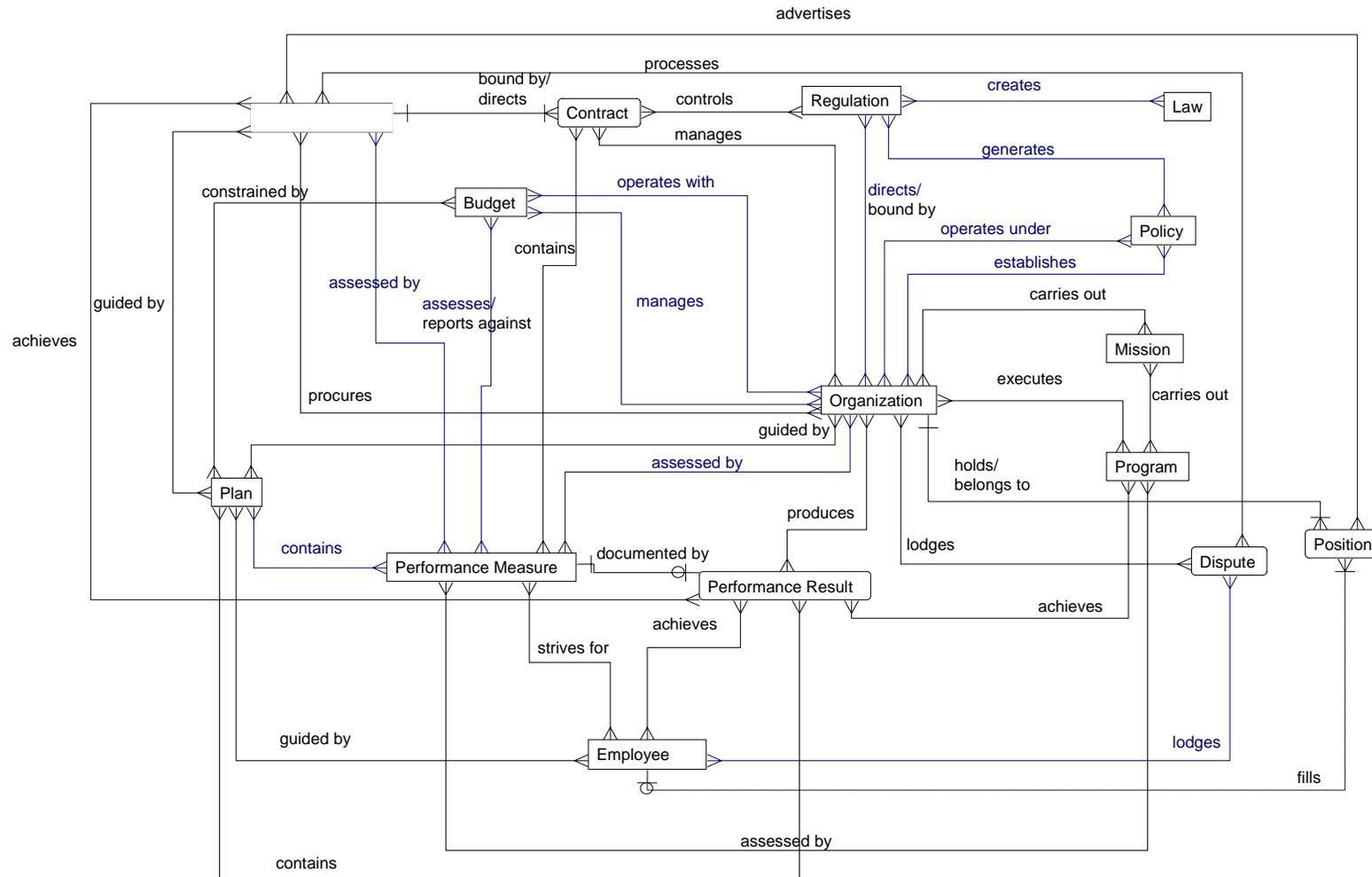
Employee: captures information and shows associations for an individual appointed or elected to a position in or under the executive branch of the U.S. government and who occupies a position in an organization of the U.S. government. Data associations include performance measure, benefit, and pay.

Organization: captures information and shows associations for a U.S. government administrative structure with a mission to include all levels of U.S. governmental organizations. Data associations include employee, policy, and plan.

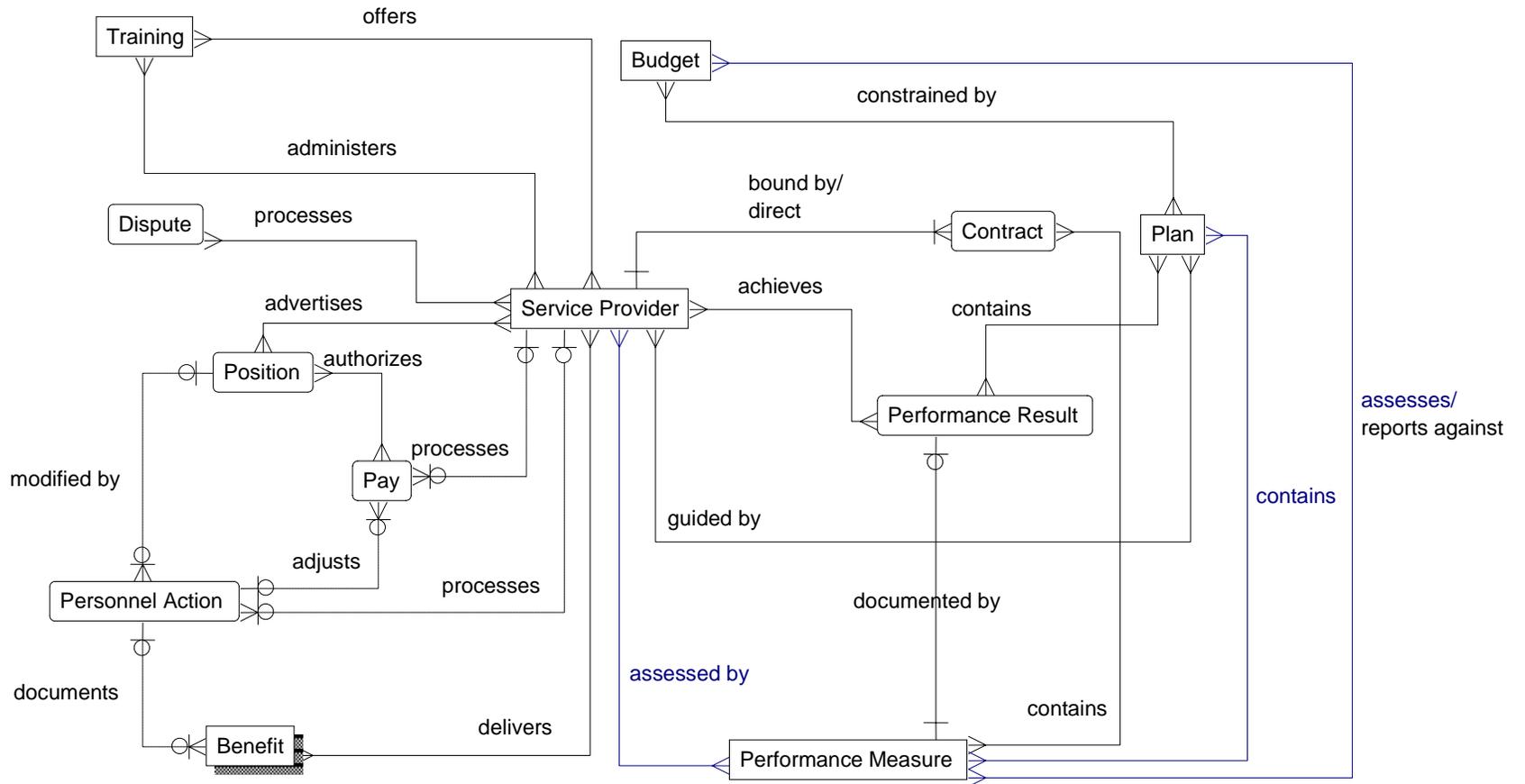
Service Provider: captures information and shows associations for an external organization that provides an ongoing service (HR LOB subfunctions) to an organization and/or an employee. Data associations include contract, budget, and personnel action.

Position: captures information and shows associations for a specific job instance requiring an established set of duties and competencies. Data associations include organization, applicant and personnel action.

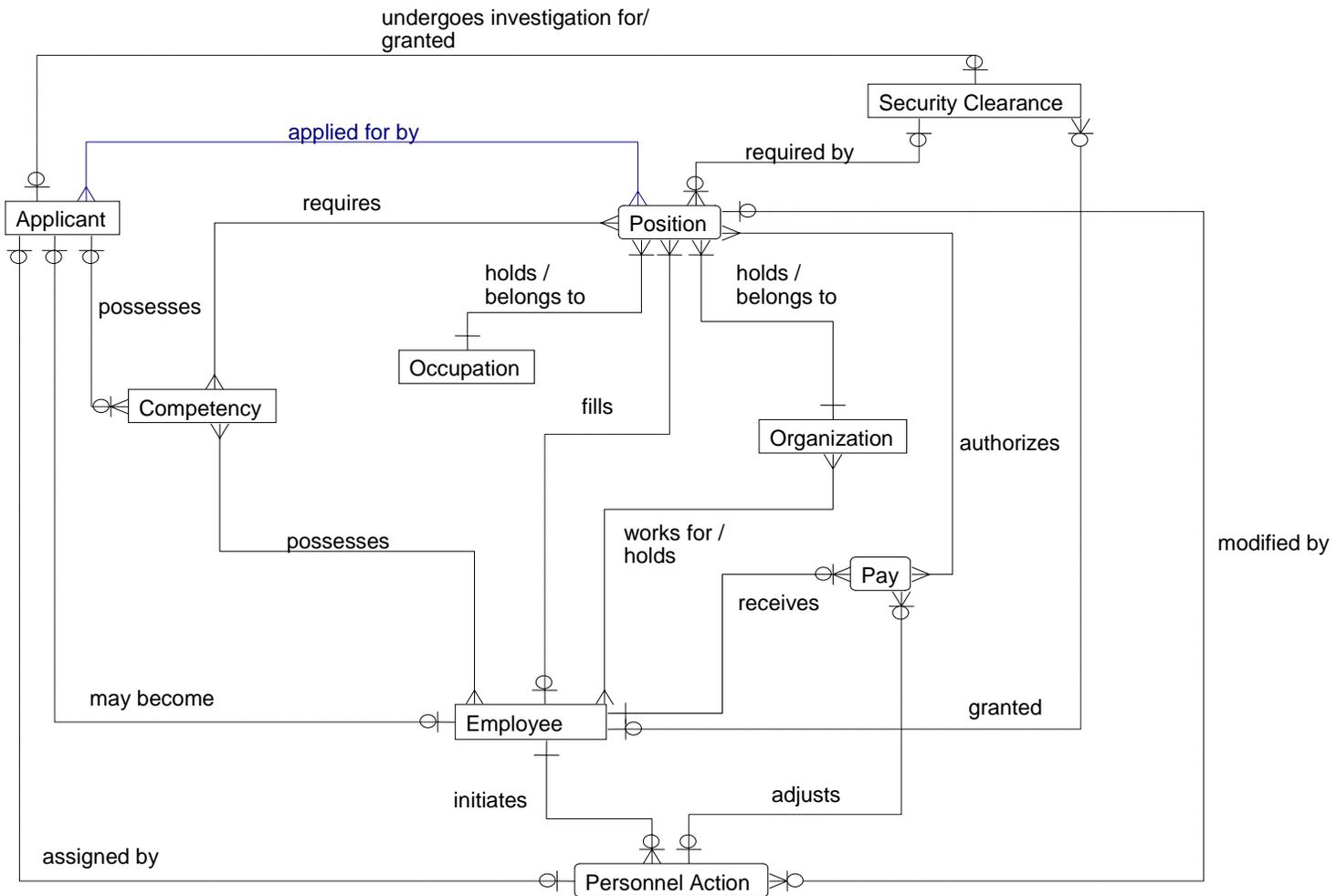
Organization Subject Area



Service Provider Subject Area



Position Subject Area



Conceptual Model Data Objects and Definitions

The data objects and definitions presented identify the highest level common HR information from which data entities, elements and attributes are derived. At the concept level, data objects represent a set of ideas, abstractions or things that can be identified with explicit boundaries that are specific to HR.

Twenty-nine data objects were identified based on the following:

- Examining all Business Reference Model process inputs and outputs to identify data groupings.
- Reviewing existing conceptual models and past HR LOB work⁷.
- Incorporating input from the DM workgroup session held on 8/16/05.
- The data objects and the data object definitions are provided in the following table. Definitions are taken from EHRI data dictionary and the HR LOB Target Data Object Definition document dated July 30, 2004.

Data Object	Definition	Dependency	Dependent Upon
APPLICANT	A person who has formally submitted an application for employment for a job with the U.S. Federal government.		
BENEFICIARY	A person or entity who, because of a relationship with an EMPLOYEE, receives a BENEFIT or other service. Includes, but is not limited to, EMPLOYEE's spouse, dependents and ex-spouse and a deceased EMPLOYEE's survivors.	Dependent	Employee
BENEFIT	Entitlements that provide a cash value, immediate or deferred, to an EMPLOYEE or BENEFICIARY. Examples include group life insurance, health insurance, disability insurance, educational benefits, pensions, and other fringe benefits such as parking and transit subsidies.	Dependent	Employee
BUDGET	An itemization of an ORGANIZATION's estimated or intended expenditures for a given period, along with proposals for financing them. The BUDGET reflects the FTE allocation given to the ORGANIZATION, monies allocated for training and other line items for the planning period.	Dependent	Organization

⁷ Past work includes EHRI data models and definitions, HR LOB Target Object Definition Document dated July 30, 2004

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Data Object	Definition	Dependency	Dependent Upon
CLAIM	An official, written assertion by an EMPLOYEE to receive a BENEFIT or entitlement from his or her employer. A DETERMINATION must occur in favor of the EMPLOYEE before an EMPLOYEE can receive the BENEFIT.	Dependent	Employee
COMPETENCY	A kernel of knowledge, skills, abilities and/or personal characteristics required by a position and held by an employee.	Independent	
CONTRACT	A legally binding agreement between two or more parties for performing, or refraining from performing, some specified act in exchange for lawful consideration. CONTRACT examples include, but are not limited to, memoranda of understanding (MOUs), interagency agreements and procurement contracts.	Dependent	Organization
CONTRACTOR	A person/company who has been formally engaged to perform work for the U.S. Government, but is not an EMPLOYEE of the U.S. Government.	Independent	
DETERMINATION	A formal finding derived from disciplined research and analysis. Examples include, but are not limited to, DETERMINATION that results from the grievance process, DETERMINATION stemming from a workers compensation CLAIM, DETERMINATION resulting from the adjudication of a security clearance and DETERMINATION resulting from a retirement CLAIM.	Dependent	Claim
DISPUTE	A complaint made by an EMPLOYEE or BENEFICIARY that may be formally or informally adjudicated.	Dependent	Employee
EMPLOYEE	An individual appointed or elected to a POSITION in or under the executive branch of the U.S. Government and who occupies a position in an ORGANIZATION of the U.S. Government. Includes attributes such as name, address, social security number and date of birth.	Dependent	Position
LEAVE	Information pertaining to the earning and expenditure of leave hours that an employee can be absent from their job, with or without pay. Leave information is tracked every pay period.	Dependent	Employee
LAW	An enacted rule, governing principal or judicial ruling derived from legislation to which Federal Government ORGANIZATIONs must adhere.	Independent	
MISSION	The overall philosophical and operational purpose to which an ORGANIZATION aspires and that provides a context for the ORGANIZATION's plans.	Independent	
OCCUPATION	A subgroup of a job family that includes all jobs at the various skill levels in a particular kind of work. Jobs within an occupation are similar to each other with regard to subject matter and basic knowledge and skill requirements.	Independent	

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Data Object	Definition	Dependency	Dependent Upon
ORGANIZATION	A U.S. Government administrative structure with a mission to include all levels of U.S. Governmental organizations. Typically, a group of EMPLOYEES performing U.S. Government jobs for a given purpose. Examples are agency, department and team. An ORGANIZATION may be composed of multiple ORGANIZATIONS; similarly, an ORGANIZATION may be part of one or more ORGANIZATIONS.	Independent	
PAY	The compensation received by an EMPLOYEE for performing a job. PAY may include regular PAY, overtime PAY, lump-sum PAY, separation PAY, retirement PAY and monetary awards.	Independent	
PERFORMANCE MEASURE	A specific quantifiable result that is expected relative to a given operational area. Examples include time to hire, EMPLOYEE attrition, self-service usage rate, and individual performance expectations.	Dependent	Plan
PERFORMANCE RESULT	The result that is achieved for each PERFORMANCE MEASURE that is being managed to and tracked. PERFORMANCE RESULTS are often compiled monthly and used to derive a dashboard highlighting successes and areas for improvement.	Dependent	Performance Measure
PERSONNEL ACTION	An official personnel notification indicating a required change in an EMPLOYEE's job or status. Examples include hire, separation, retirement, transfer and PAY increase.	Dependent	Employee
PLAN	<p>A documented method for accomplishing an ORGANIZATION's goals and or objectives. Examples of PLANS used in the HR LOB context include: strategic PLANS, operational PLANS and individual PLANS.</p> <p>A strategic PLAN is a set of broad prescribed actions or endeavors that provide a focus on achievement for an ORGANIZATION's MISSION. A strategic PLAN typically has a three- to five-year time horizon.</p> <p>An operational PLAN is a set of specific prescribed actions or endeavors that provides a focus for achievement of an ORGANIZATION's strategic plan. An operational PLAN typically has a time horizon of one year or less.</p> <p>An individual PLAN is a document that specifies intentions of an EMPLOYEE for a period of time. Examples include career plan, individual development plan, training plan, performance plan and performance improvement plan.</p>	Dependent	Organization
POLICY	A rule of the road or criterion that governs an ORGANIZATION's operations. A settled method, which may or may not be used by an ORGANIZATION to administer its affairs and operations.	Dependent	Regulation

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Data Object	Definition	Dependency	Dependent Upon
POSITION	A specific job instance requiring an established set of duties and COMPETENCIES.	Dependent	Organization
PROGRAM	An initiative executed by ORGANIZATION(s) to satisfy an agency's MISSION and strategic objectives. Mission and objectives are typically included in the agency's strategic plan.	Dependent	Organization
REGULATION	A principle or rule designed to control or govern business and employee conduct.	Dependent	Law
SECURITY CLEARANCE	An administrative DETERMINATION, based on the result of an investigation, that an individual is trustworthy and may be granted access to classified information as required in the performance of assigned duties.	Independent	
SERVICE PROVIDER	An external organization that provides an ongoing service (HR LOB subfunctions) to an ORGANIZATION and/or an EMPLOYEE. Examples include third-party benefits providers, educational trainers, etc.	Dependent	Contract
STANDARD	A guideline or approach that provides insight and/or instructions for performing a job. A STANDARD may have broad implications or may be very specific. An example of a broad STANDARD is an industry best practice. A more specific STANDARD is written procedures.	Independent	
TRAINING	A PROGRAM designed for educational and/or career improvement.	Independent	

Appendix 3: Logical Data Model

The following files are included in Appendix 3:

- Data Dictionary:
 - Lists entities, attributes and definitions.
 - Provides a crosswalk of code tables (where applicable) to the Central Personnel Data File Guide to Personnel Standards and EHRI.
 - Lists high-level information exchange packages for HR LOB core processes.

Logical Data Model Notes

Keys

A relational database model contains multiple entities in which relationships between the entities are not expressly defined. Instead, primary and foreign keys are used to define the relationships among database entities. Primary keys are the identifiers that are used to uniquely identify a record in a particular entity. There are two main types of primary keys: natural keys and logical keys. “Natural” keys are used as the primary key in most examples in which a standard data set is used across the entire Federal Government and the unique identifier in that data set has external, real-world meaning, i.e. nature of action code. In those instances in which a natural key is not suitable or applicable to the particular data set, an arbitrary or “logical” key is used to uniquely identify each record, i.e. machine-generated number or type identification.

Derived Fields

Fields that can be calculated, or “derived” fields, were intentionally left out of the logical model.

Definitions

The DM team referenced the ISO/IEC 11179-4 document titled “Information Technology- Specification and Standardization of Data Elements” as a guide in forming data definitions. The document outlines the following rules for constructing data definitions:

A data definition shall:

- Be unique (within any data dictionary in which it appears).
- Be stated in the singular.
- State what the concept is, not only what it is not.
- Be stated as a descriptive phrase or sentence(s).
- Contain only commonly understood abbreviations.
- Be expressed without embedding definitions of other data elements or underlying concepts.

APPENDIX 3: LOGICAL DATA MODEL

SECTION 1 – Data Dictionary

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

Entity Name	Entity Attribute Name	Entity Attribute Definition
Agency (CT)	Agency Identifier	The identifier that identifies a Federal agency.
Agency (CT)	Agency Desc	The text string that identifies the agency.
Agency (CT)	Agency Effective Date	The date the agency identifier becomes effective.
Agency (CT)	Agency End Date	The date the agency identifier is no longer effective.
Agency (CT)	Organization ID	The unique identifier assigned to an organizational entity.
Agency Contribution	Agency Contribution Amount Percentage	The percentage of the employee's salary or the amount that the agency contributes on behalf of an employee.
Agency Contribution	Agency Contribution Amount Percentage Ind	Indicates if the agency contribution is based upon a percentage of the employee's salary or is a fixed amount.
Agency Contribution	Agency Contribution Effective Date	The effective date of the agency contribution.
Agency Contribution	Agency Contribution End Date	The date the agency contribution is no longer effective.
Agency Contribution	Agency Contribution Program Type ID	The unique identifier that describes each agency contribution program type. Examples include: CSRS, FERS, OASDI, TSP, FEHB, FEGLI (employee), FEGLI (Retiree), FEGLI (Other), student loan.
Agency Contribution	Agency Contribution Record ID	The unique identifier for each agency contribution amount record.
Agency Contribution	Agency Contribution Type ID	The unique identifier that describes the type of agency contribution being made (automatic, matching, etc.).
Agency Contribution	Employee ID	The unique identifier assigned to each employee record.
Agency Contribution	Frequency Type ID	The unique identifier of the frequency type (biweekly, semi-monthly, monthly, etc.).
Agency Contribution	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Agency Contribution Program Type (CT)	Agency Contribution Program Type Desc	The text string that identifies the agency contribution program type. Examples include: CSRS, FERS, OASDI, TSP, FEHB, FEGLI (employee), FEGLI (Retiree), FEGLI (Other), student loan.
Agency Contribution Program Type (CT)	Agency Contribution Program Type Effective Date	The effective date of the agency contribution program type.
Agency Contribution Program Type (CT)	Agency Contribution Program Type End Date	The date the agency contribution program type is no longer effective.
Agency Contribution Program Type (CT)	Agency Contribution Program Type ID	The unique identifier that describes each agency contribution program type. Examples include: CSRS, FERS, OASDI, TSP, FEHB, FEGLI (employee), FEGLI (Retiree), FEGLI (Other), Student Loan

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Agency Contribution Type (CT)	Agency Contribution Type Desc	The text string that identifies each agency contribution type. Example include: automatic contribution, matching contribution.
Agency Contribution Type (CT)	Agency Contribution Type Effective Date	The effective date of the agency contribution type.
Agency Contribution Type (CT)	Agency Contribution Type End Date	The date the agency contribution type is no longer effective.
Agency Contribution Type (CT)	Agency Contribution Type ID	The unique identifier that describes the type of agency contribution being made (automatic, matching, etc.).
Agency Subelement (CT)	Agency Identifier	The identifier that identifies a Federal agency.
Agency Subelement (CT)	Agency Subelement Identifier	The agency and, where applicable, the administrative subdivision (i.e., subelement) in which a person is employed.
Agency Subelement (CT)	Agency Subelement Desc	The text string that identifies the agency and, where applicable, the administrative subdivision (i.e., subelement) in which a person is employed.
Agency Subelement (CT)	Agency Subelement Effective Date	The effective date of the agency subelement identifier.
Agency Subelement (CT)	Agency Subelement End Date	The date the agency subelement identifier is no longer effective.
Agency Subelement (CT)	Organization ID	The unique identifier assigned to an organizational entity.
Allotment Deduction	Allotment Deduction Record ID	The unique identifier for each allotment deduction record.
Allotment Deduction	Allotment Name	The text string that identifies an allotment name.
Allotment Deduction	EFT Account Number	account number for employee's deposit.
Allotment Deduction	EFT Account Type ID	The unique identifier that describes the type of electronic funds transfer (EFT) account (checking, savings).
Allotment Deduction	EFT Routing Number	Routing number of employee's financial institution.
Allotment Deduction	Employee ID	The unique identifier assigned to each employee record.
Allotment Deduction	Employee Payroll Deduction Election Record ID	The unique identifier for each employee payroll deduction election record.
Allotment Deduction	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Allowance Type (CT)	Allowance Percentage	Percentage of allowance an employee received during a pay period.
Allowance Type (CT)	Allowance Type Desc	description of the type of allowance for which an employee receives pay during a pay period.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Allowance Type (CT)	Allowance Type Effective Date	The effective date of the allowance type.
Allowance Type (CT)	Allowance Type End Date	The date the allowance type is no longer effective.
Allowance Type (CT)	Allowance Type ID	The unique identifier that describes each type of pay allowance (Horse allowance, Retention allowance, etc.).
Annuitant election Type (CT)	Annuitant Election Type Desc	description of the annuitant election type indicating the status of an annuitant appointed to a position in the Federal civilian service.
Annuitant election Type (CT)	Annuitant Election Type Effective Date	The effective date of the annuitant election type.
Annuitant election Type (CT)	Annuitant Election Type End Date	The date the annuitant election type is no longer effective.
Annuitant election Type (CT)	Annuitant Election Type ID	An identifier denoting the type of annuity election chosen by an employee.
Annuitant Type (CT)	Annuitant Indicator Identifier	The unique identifier that describes each annuitant type for example A = Reemployed FERS annuitant, B = Former FERS annuitant.
Annuitant Type (CT)	Annuitant Indicator Desc	The text string that indicates the status of an annuitant appointed to a position in the Federal civilian service.
Annuitant Type (CT)	Annuitant Indicator Effective Date	The effective date of the annuitant indicator identifier.
Annuitant Type (CT)	Annuitant Indicator End Date	The date the annuitant indicator identifier is no longer effective.
Applicant	Applicant Declaration for Employment Explanation	Applicant explanation for "Yes" responses to any of the questions on the Declaration for Federal employment. Deals with employment suitability.
Applicant	Applicant Employment Certification Date	The date the applicant certifies the Declaration for Federal employment.
Applicant	Applicant Employment Certification Signature Ind	Electronic authentication or other binding indication that an applicant certifies that the contents of the Declaration for Federal employment are true.
Applicant	Applicant ID	The unique identifier assigned to an applicant.
Applicant	Application Submission Date	The date an applicant submits the application and/or resume for a position.
Applicant	Candidate Prior Military Service Type ID	The identifier that represents the branch where a candidate has previously served.
Applicant	Conf Financial Disclosure Report Ind	Indicates an applicant's consent to a financial background investigation.
Applicant	Currently Federal Employee Ind	Indicates if the applicant is currently an employee of the U.S. Federal Government.
Applicant	Currently In Violation Charges Ind	Indicates if an applicant is currently under law violation charges.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Applicant	Federal Debt Delinquency Ind	Indicates if an applicant has any outstanding Federal debt.
Applicant	Fired Reason Explanation	Applicant explanations for "Yes" response to the "previously Been Fired" question.
Applicant	Highest Grade Attained	A character string that represents a level within a grade, level or pay band - for example, 1, 2, 3E, 4, and 5.
Applicant	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Applicant	Preferred Location 1 City Name	The applicant's preferred location 1 city name.
Applicant	Preferred Location 1 Country ID	The designator that distinguishes one country from another.
Applicant	Preferred Location 2 City Name	The applicant's preferred location 2 city name.
Applicant	Preferred Location 2 Country ID	The designator that distinguishes one country from another.
Applicant	Preferred Location 3 City Name	The applicant's preferred location 3 city name.
Applicant	Preferred Location 3 Country ID	The designator that distinguishes one country from another.
Applicant	Previously Been Fired Ind	Indicates if an Applicant has ever been fired.
Applicant	Prior Conviction Explanation	Applicant explanations for "Yes" responses to "prior Convictions" question.
Applicant	Prior Conviction Ind	Indicates if an applicant has any prior convictions (other than traffic violations).
Applicant	Prior Federal Civilian Service Ind	Indicates if an applicant previously worked in a Federal Government organization.
Applicant	Prior Federal Service Separation Date	The date the applicant left the Federal Government.
Applicant	Receive or Applied for Pay Ind	Indicates whether the applicant has ever received or applied for Federal pay, pension, etc.
Applicant	Reinstatement Eligibility Ind	Indicates whether the applicant is eligible for reinstatement.
Applicant	Relatives Working for Agency Explanation	Applicant explanations for "Yes" responses to "Relatives working for Agency" question.
Applicant	Relatives Working for Agency Ind	Indicates if an applicant has any relatives working for the agency to which they are applying.
Applicant	Selective Service Ind	indicator field denoting if a male has registered for compulsory military service.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Applicant	State Identifier	The identifier used to identify the State, District of Columbia or possession in which the real property asset or entity is located.
Applicant	Veterans Preference Identifier	The identifier that indicates the extent to which the applicant qualifies for Veterans Preference.
Applicant	Work Schedule Identifier	The unique identifier that indicates the work schedule type (e.g., full time, part time) and schedule (summer, intermittent, regular).
Applicant Previous Employment Information	Applicable Grade Type ID	A character string that represents a level within a grade, level, pay band identifier - for example, 1, 2, 3E, 4, and 5.
Applicant Previous Employment Information	Applicant ID	The unique identifier assigned to an applicant.
Applicant Previous Employment Information	Applicant Previous Employment Information Record ID	The unique identifier assigned to an applicant previous employment record.
Applicant Previous Employment Information	Federal Position Ind	Indicates if applicant's previous employment was a federal position.
Applicant Previous Employment Information	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Applicant Previous Employment Information	Previous Employer Name	The applicant's previous employer name.
Applicant Previous Employment Information	Previous Work Accomplishments	Accomplishments from the applicant's previous work experience.
Applicant Previous Employment Information	Previous Work Address Line 1	The applicant's previous work address line 1.
Applicant Previous Employment Information	Previous Work Address Line 2	The applicant's previous work address line 2.
Applicant Previous Employment Information	Previous Work Address Line 3	The applicant's previous work address line 3.
Applicant Previous Employment Information	Previous Work Address Line 4	The applicant's previous work address line 4.
Applicant Previous Employment Information	Previous Work City	The text string that identifies the name of the previous employer's city.
Applicant Previous Employment Information	Previous Work Country ID	The designator that distinguishes one country from another.
Applicant Previous Employment Information	Previous Work End Date	End date of employment with former employer.
Applicant Previous Employment Information	Previous Work Job Title	The official job title of the applicant's previous work experience.
Applicant Previous Employment Information	Previous Work Postal Identifier	Postal identifier for the previous employer's mailing address to include foreign addresses.
Applicant Previous Employment Information	Previous Work Salary	Total amount of basic pay earned . For example, per week, year.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Applicant Previous Employment Information	Previous Work Salary Per	Total amount of basic pay earned per some time period (for example, \$5 per hour or \$10,000 per year).
Applicant Previous Employment Information	Previous Work Start Date	The date on which employment began at an applicant's previous employer.
Applicant Previous Employment Information	Previous Work Supervisor Contact Permission Ind	indicator denoting if the applicant gives permission to contact former employer.
Applicant Previous Employment Information	Previous Work Supervisor Name	supervisor's name at the applicant's previous employer.
Applicant Previous Employment Information	Previous Work Supervisor Phone Number	Previous employer supervisor phone number.
Applicant Previous Employment Information	Previous Work Weekly Hours	Number of hours worked per week at previous employer.
Applicant Previous Employment Information	State Identifier	The identifier used to identify the State, District of Columbia or possession in which the real property asset or entity is located.
Applicant Reference	Applicant ID	The unique identifier assigned to an applicant.
Applicant Reference	Applicant Reference Address 1	First line of a reference's address.
Applicant Reference	Applicant Reference Address 2	Second line of a reference's address.
Applicant Reference	Applicant Reference City	The text string that identifies the name of the reference's city location.
Applicant Reference	Applicant Reference Country ID	The designator that distinguishes one country from another.
Applicant Reference	Applicant Reference Day Phone	The daytime contact telephone number for the applicant reference.
Applicant Reference	Applicant Reference Email Address	The email address for the applicant reference.
Applicant Reference	Applicant Reference Employer	The text string that identifies the name of the reference's employer.
Applicant Reference	Applicant Reference Name	The name of a reference provided by an applicant.
Applicant Reference	Applicant Reference Number of Years Known	The number of years the applicant has known the reference.
Applicant Reference	Applicant Reference Postal Identifier	Postal identifier for the reference's mailing address to include foreign addresses.
Applicant Reference	Applicant Reference Record ID	The unique identifier associated with each applicant reference.
Applicant Reference	Applicant Reference Title	The job title of the applicant reference.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

Entity Name	Entity Attribute Name	Entity Attribute Definition
Applicant Reference	Applicant Reference Type ID	The unique identifier that indicates the type of applicant reference.
Applicant Reference	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Applicant Reference	State Identifier	The identifier used to identify the State, District of Columbia or possession in which the real property asset or entity is located.
Applicant Reference Type (CT)	Applicant Reference Type Desc	The text string that describes each type of applicant reference. Examples include: Professional and personal.
Applicant Reference Type (CT)	Applicant Reference Type Effective Date	The effective date of the applicant reference type.
Applicant Reference Type (CT)	Applicant Reference Type End Date	The date the applicant reference type is no longer effective.
Applicant Reference Type (CT)	Applicant Reference Type ID	The unique identifier that indicates the type of applicant reference.
Application Status Type (CT)	Application Status Type Desc	<p>A character string that indicates the current status of the candidate's application with respect to a specific employment-announcement.</p> <p>Valid statuses may include:</p> <ul style="list-style-type: none"> - received, not reviewed - in review - a final disposition
Application Status Type (CT)	Application Status Type Effective Date	The effective date of the application status type.
Application Status Type (CT)	Application Status Type End Date	The date the application status type is no longer effective.
Application Status Type (CT)	Application Status Type ID	The unique identifier that describes each application status type, for example (received, not reviewed, in review, approved).
Appointment Type (CT)	Appointment Type Identifier	The unique identifier that describes each appointment type, for example ABK = ACWA Outstanding Scholar program ABL = Bicultural/Bilingual Selective factors, etc..
Appointment Type (CT)	Appointment Type Desc	The text string that describes the type of appointment under which an employee is serving.
Appointment Type (CT)	Appointment Type Effective Date	The effective date of the appointment type identifier.
Appointment Type (CT)	Appointment Type End Date	The date the appointment type identifier is no longer effective.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Availability Pay Type (CT)	Availability Pay Frequency ID	The unique identifier of the frequency or interval of availability pay.
Availability Pay Type (CT)	Availability Pay Percentage	Percentage of availability pay an employee received during a pay period.
Availability Pay Type (CT)	Availability Pay Type Desc	The text string that identifies each availability pay type.
Availability Pay Type (CT)	Availability Pay Type Effective Date	The effective date of the availability pay type.
Availability Pay Type (CT)	Availability Pay Type End Date	The date the availability pay type is no longer effective.
Availability Pay Type (CT)	Availability Pay Type ID	The unique identifier that describes each availability pay type, such as law enforcement.
Bargaining Unit (CT)	Bargaining Unit Identifier	The unique indicator for each bargaining unit.
Bargaining Unit (CT)	Bargaining Unit Desc	description of the identifier indicating whether the employee is eligible for coverage by a bargaining unit and, if covered, the specific bargaining unit.
Bargaining Unit (CT)	Bargaining Unit Type Effective Date	The effective date of the bargaining unit.
Bargaining Unit (CT)	Bargaining Unit Type End Date	The date the bargaining unit is no longer effective.
Bargaining Unit (CT)	Organization ID	The unique identifier assigned to an organizational entity.
Benefit Continuation	Benefit Continuation Record ID	The record ID number of the benefit continuation.
Benefit Continuation	Benefit Election Record ID	The unique identifier of a benefit election record.
Benefit Continuation	Election Notification Date	The date on which the notification of their right to continue benefits coverage during periods of non-Federal service letter was sent to employee.
Benefit Continuation	Employee ID	The unique identifier assigned to each employee record.
Benefit Continuation	FEGLI Select Ind	Indicates if an employee elects or declines to continue life insurance coverage during non-Federal or Intergovernmental personnel Act (IPA) service.
Benefit Continuation	FEHB Select Ind	Indicates if an employee elects or declines to continue health insurance coverage during non-Federal or Intergovernmental Personnel Act (IPA) service.
Benefit Continuation	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Benefit Continuation	Retirement Select Ind	Indicates if an employee elects or declines to continue retirement coverage during non-Federal or Intergovernmental Personnel Act (IPA) service.
Benefit Continuation	Termination Insufficient Pay Election Date	The date on which the employee elected to continue or terminate benefits during a period of non or insufficient pay.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Benefit Continuation	Termination Insufficient Pay Employee Signature Ind	Electronic authentication or other binding indication that an employee elects to continue or terminate benefits during a period of non or insufficient pay.
Benefit Continuation	Termination Insufficient Pay Ind	Indicates whether an employee opts to continue or terminate benefits during a period of non or insufficient pay.
Benefit Continuation	Termination Insufficient Pay Notification Date	The date on which the employee was notified of his/her right to continue or terminate benefits during a period of non or insufficient pay.
Benefit Continuation	Termination Insufficient Pay Payment Desc	description of continued benefits during the time of insufficient or non-pay.
Benefit Continuation	Termination Insufficient Pay Payment Type	Indicates how an employee will pay for the continued benefits during the time of insufficient or non-pay.
Benefit elections	Benefit Effective Date	The date on which the employee is covered under the benefit type.
Benefit elections	Benefit Election Agency Received Date	The date the agency received the benefit election.
Benefit elections	Benefit Election Authorization Date	The date the agency authorized the benefit election.
Benefit elections	Benefit Election Authorizer Name	The name of the agency official who authorized the benefits election.
Benefit elections	Benefit Election Authorizer Signature Ind	Electronic authentication or other binding indication that an agency representative has authorized the benefit election.
Benefit elections	Benefit Election Authorizer Title	The title of the agency official who authorized the benefits election.
Benefit elections	Benefit Election Employee Signature Date	The date the employee signed the benefits election.
Benefit elections	Benefit Election Employee Signature Ind	Electronic authentication or other binding indication that an employee elects a benefit.
Benefit elections	Benefit Election Record ID	The unique identifier of a benefit election record.
Benefit elections	Benefit Election Remarks	Additional comments regarding the specific benefit election.
Benefit elections	Benefit Eligibility Date	The date on which the employee is eligible for the elected benefit type.
Benefit elections	Benefit Program Type ID	The unique identifier for a benefit program type.
Benefit elections	Benefit Termination Date	The date on which the employee is no longer covered under the elected benefit type.
Benefit elections	Employee ID	The unique identifier assigned to each employee record.
Benefit elections	Person ID	The unique identification number or identifier for a person (system identifier or ID).

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Benefit Program Type (CT)	Benefit Program Type Desc	description of unique benefit program type.
Benefit Program Type (CT)	Benefit Program Type Effective Date	The effective date of the benefit program type.
Benefit Program Type (CT)	Benefit Program Type End Date	The date the benefit program type is no longer effective.
Benefit Program Type (CT)	Benefit Program Type ID	The unique identifier for a benefit program type.
Bond Deduction	Bond Address	The address of the bond owner.
Bond Deduction	Bond Beneficiary	The beneficiary of a bond as designated by a bond owner. The beneficiary automatically becomes the sole owner of the I Bond when the original owner dies.
Bond Deduction	Bond Deduction Record ID	The unique identifier of a bond deduction record.
Bond Deduction	Bond Owner 1	The name of the primary owner of a purchased bond.
Bond Deduction	Bond Owner 2	The name of the co-owner of a purchased bond. Upon the death of one co-owner, the other becomes the sole owner of the Bond. In Single ownership Bonds, this will be a null value.
Bond Deduction	Bond Series	The type of bond purchased, such as an I Bond or a Series EE Bond.
Bond Deduction	Employee ID	The unique identifier assigned to each employee record.
Bond Deduction	Employee Payroll Deduction Election Record ID	The unique identifier for each employee payroll deduction election record.
Bond Deduction	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Bond Deduction	Purchase Limit	The maximum denomination an employee may spend for a given Bond type (for example, \$30,000 for an I Bond).
Candidate Prior Military Service Type (CT)	Candidate Prior Military Service Type Desc	description of the type of prior military service.
Candidate Prior Military Service Type (CT)	Candidate Prior Military Service Type Effective Date	The effective date of the candidate prior military service type.
Candidate Prior Military Service Type (CT)	Candidate Prior Military Service Type End Date	The date the candidate prior military service type is no longer effective.
Candidate Prior Military Service Type (CT)	Candidate Prior Military Service Type ID	The identifier that represents the branch where a candidate has previously served.
Career Tenure Authority Type (CT)	Career Tenure Authority Type Desc	The textual description for the appointment authority for the period of service that allows an employee to gain career tenure.
Career Tenure Authority Type (CT)	Career Tenure Authority Type Effective Date	The effective date of the career tenure authority type.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Career Tenure Authority Type (CT)	Career Tenure Authority Type End Date	The date the career tenure authority type is no longer effective.
Career Tenure Authority Type (CT)	Career Tenure Authority Type ID	The identifier for the appointment authority for the period of service that allows the employee to gain career tenure.
Career Tenure Group (CT)	Career Tenure Group Identifier	The identifier that identifies the retention group in which an employee is placed based on the employee's type of appointment, for purposes of reduction in force.
Career Tenure Group (CT)	Career Tenure Group Desc	The text string that identifies each career tenure group.
Career Tenure Group (CT)	Career Tenure Group Effective Date	The effective date of the career tenure group identifier.
Career Tenure Group (CT)	Career Tenure Group End Date	The date the career tenure group identifier is no longer effective.
Competency (CT)	Competency Desc	The textual definition of the competency.
Competency (CT)	Competency Effective End Date	The date the competency is no longer effective.
Competency (CT)	Competency Effective Start Date	The effective date of the competency.
Competency (CT)	Competency Group ID	The unique identification number for a competency group.
Competency (CT)	Competency ID	An identifier that identifies the type of competency.
Competency (CT)	Competency Name	The name of the competency (e.g., writing, problem solving, biology).
Competency (CT)	Competency Owner ID	An identifier that identifies the individual or entity that is responsible for establishing and maintaining competency requirements.
Competency (CT)	Competency Source ID	An identifier that identifies the environment that the competency is used in.
Competency (CT)	Competency Type ID	An identifier that identifies the type of competency.
Competency (CT)	Proficiency Scale Type ID	An identifier that identifies the scale or range of possible proficiency levels (e.g., proficiency scale that includes a 1 to 5 range).
Competency Evidence	Competency Evidence Desc	Free text field to uniquely describe the competency evidence, such as certification number, etc.
Competency Evidence	Competency Evidence Record ID	The unique identification number given to a specific instance of a person's competency evidence.
Competency Evidence	Competency Evidence Title	title of the evidence used to verify an employee's competency (e.g., Microsoft Word 2002 Certification Certificate).
Competency Evidence	Competency Evidence Type ID	The unique identification for a competency evidence type.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Competency Evidence	Competency Evidence Valid Effective Date	The date for which it has been verified that the employee gained a competency (e.g., if the employee received CPR certification on August 1, 2005, the evidence valid start date would be August 1, 2005, regardless of when the certification evidence is available.)
Competency Evidence	Competency Evidence Valid End Date	The date upon which a competency is no longer verified to be valid (e.g., If CPR certification is valid for two years, and the certification is obtained on August 1, 2005, the evidence valid end date would be July 31, 2007.)
Competency Evidence	Person Competency Record ID	The unique identifier assigned to each person's competency record.
Competency Evidence	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Competency Evidence Type (CT)	Competency Evidence Type Desc	Text description for each competency evidence type.
Competency Evidence Type (CT)	Competency Evidence Type Effective Date	The effective date of the competency evidence type.
Competency Evidence Type (CT)	Competency Evidence Type End Date	The date the competency evidence type is no longer effective.
Competency Evidence Type (CT)	Competency Evidence Type ID	The unique identification for a competency evidence type.
Competency Group (CT)	Competency Group Desc	Textual description for the competency group name.
Competency Group (CT)	Competency Group Effective Date	The effective date of the competency group.
Competency Group (CT)	Competency Group End Date	The date the competency group is no longer effective.
Competency Group (CT)	Competency Group ID	The unique identification number for a competency group.
Competency Owner (CT)	Competency Owner Desc	The textual description of individual or entity that is responsible for establishing and maintaining competency requirements (e.g., OPM, Chief information Officers Council).
Competency Owner (CT)	Competency Owner Effective Date	The effective date of the competency owner.
Competency Owner (CT)	Competency Owner End Date	The date the competency owner is no longer effective.
Competency Owner (CT)	Competency Owner ID	A unique identifier that identifies the individual or entity that is responsible for establishing and maintaining competency requirements.
Competency Source (CT)	Competency Source Desc	A textual description of the environment (e.g., Governmentwide, agency specific, functional community) that the competency is used in.
Competency Source (CT)	Competency Source Effective Date	The effective date of the competency source.
Competency Source (CT)	Competency Source End Date	The date the competency source is no longer effective.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Competency Source (CT)	Competency Source ID	An identifier that identifies the environment that the competency is used in.
Competency Type (CT)	Competency Type Desc	A textual description of the type of competency (e.g., general, technical, leadership).
Competency Type (CT)	Competency Type Effective Date	The effective date of the competency type.
Competency Type (CT)	Competency Type End Date	The date the competency type is no longer effective.
Competency Type (CT)	Competency Type ID	An identifier that identifies the type of competency.
Competency Weight Type (CT)	Competency Weight Desc	A textual description of the weight (importance) of the competency (e.g., a competency with a weight of 2 is twice as important as one with the weight of 1).
Competency Weight Type (CT)	Competency Weight Type Effective Date	The effective date of the competency weight type.
Competency Weight Type (CT)	Competency Weight Type End Date	The date the competency weight type is no longer effective.
Competency Weight Type (CT)	Competency Weight Type ID	An identifier for the competency weight type which allows the capture of information on the relative importance of the competency or the sufficiency required.
Contact Information Type (CT)	Contact Information Type Desc	Description of the type of contact information name. Known use types include: primary business, contact alternate business, contact primary home, contact alternate home, contact primary, fax alternate, fax personal, cell contact, email address, other phone, other fax, other.
Contact Information Type (CT)	Contact Information Type Effective Date	The effective date of the contact information type.
Contact Information Type (CT)	Contact Information Type End Date	The date the contact information type is no longer effective.
Contact Information Type (CT)	Contact Information Type ID	The unique identifier that describes a type of contact information (Home phone, work phone, work fax).
Cost Accounting Identifier (CT)	Cost Accounting Identifier	The unique identifier that describes a cost accounting identifier.
Cost Accounting Identifier (CT)	Cost Accounting Identifier Effective Date	The effective date of the cost accounting identifier.
Cost Accounting Identifier (CT)	Cost Accounting Identifier End Date	The date the cost accounting identifier is no longer effective.
Cost Accounting Identifier (CT)	Cost Accounting Identifier Type Desc	The description of the cost accounting identifier belonging to an organization, agency and /or organizational component.
Cost of Living Adjustment Pay Area (CT)	COLA Pay Area Desc	Description of the unique identifier that identifies the cost of living adjustment pay area.
Cost of Living Adjustment Pay Area (CT)	COLA Pay Area Effective Date	The effective date of the cost of living adjustment pay area.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Cost of Living Adjustment Pay Area (CT)	COLA Pay Area End Date	The date the cost of living adjustment pay area is no longer effective.
Cost of Living Adjustment Pay Area (CT)	COLA Pay Area ID	The unique identifier assigned to each COLA pay area.
Cost of Living Adjustment Pay Area (CT)	COLA Percentage	Percentage assigned to the unique identifier of cost of living adjustment pay area.
Country (CT)	Country Identifier	The designator that distinguishes one country from another.
Country (CT)	Country Currency Type ID	The identifier that represents the currency used for a country.
Country (CT)	Country Desc	A description of the country ID identifier.
Country (CT)	Country Effective Date	The date the country identifier became effective.
Country (CT)	Country End Date	The date the country identifier is no longer effective.
Country (CT)	Country Postal Name	The name of a country as constrained by postal addressing formats.
Country (CT)	FIPS Identifier ID	A character string, as established by a Federal information Processing Standard, that stands for the country. A two-character string typically used by the U.S. Department of Commerce.
Country (CT)	State Type ID	The unique identifier for each type of State.
Country (CT)	USPS Identifier ID	International country identifiers as defined by the United States Postal service.
Country Currency Type (CT)	Country Currency Type Desc	The character string that describes a currency.
Country Currency Type (CT)	Country Currency Type Effective Date	The effective date of the country Currency type
Country Currency Type (CT)	Country Currency Type End Date	The date the country Currency type is no longer effective
Country Currency Type (CT)	Country Currency Type ID	The identifier that represents the currency used for a country.
Country (CT)	County Identifier	The identifier used to identify the county in which a person or organizational unit is located. This identifier identifies Counties and equivalent administrative entities of the US, its possessions, and associated areas as defined within Federal information Processing Standard (FIPS) or the county equivalent for countries not covered in the FIPS.
Country (CT)	County Desc	The text string that describes a county.
Country (CT)	County Effective Date	The effective date the county identifier.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
County (CT)	County End Date	The date the county identifier is no longer effective.
County (CT)	State Identifier	The identifier for the State, District of Columbia or possession in which the real property asset or entity is located.
CSRS Application Type (CT)	CSRS Application Type Desc	Description of the CSRS application type previously filed by an employee.
CSRS Application Type (CT)	CSRS Application Type Effective Date	The effective date of the CSRS application type.
CSRS Application Type (CT)	CSRS Application Type End Date	The date the CSRS application type is no longer effective.
CSRS Application Type (CT)	CSRS Application Type ID	The identifier field for type of CSRS application previously filed by an employee.
Current Appointment Authority (CT)	Current Appointment Authority Identifier	The identifier for the law, Executive order, rule, regulation, or other basis that authorizes an employee's most recent conversion or accession action.
Current Appointment Authority (CT)	Current Appointment Authority Desc	description of the identifier for the law, Executive order, rule, regulation, or other basis that authorizes an employee's most recent conversion or accession action.
Current Appointment Authority (CT)	Current Appointment Authority Effective Date	The effective date of the current appointment authority identifier.
Current Appointment Authority (CT)	Current Appointment Authority End Date	The date the current appointment authority identifier is no longer effective.
Danger Pay Type (CT)	Danger Pay Amount	Amount of any danger pay per occurrence.
Danger Pay Type (CT)	Danger Pay Frequency ID	The unique identifier of the frequency or interval of danger pay.
Danger Pay Type (CT)	Danger Pay Type Desc	The text string that identifies each danger pay type.
Danger Pay Type (CT)	Danger Pay Type Effective Date	The effective date of the danger pay type.
Danger Pay Type (CT)	Danger Pay Type End Date	The date the danger pay type is no longer effective.
Danger Pay Type (CT)	Danger Pay Type ID	The unique identifier that describes each danger pay type.
Dependent Disability Benefits	Dependent Disability Begin Date	The date the dependent child became disabled and eligible for Federal benefits.
Dependent Disability Benefits	Dependent Disability Benefit Record ID	The unique identifier for the dependent disability benefits record.
Dependent Disability Benefits	Dependent Disability Desc	The text string that describes a dependent's disability benefits.
Dependent Disability Benefits	Dependent Disability Documentation Issue Date	The date of the documentation provided by the physician, certifying a dependent child's disability and eligibility for Federal benefits.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Dependent Disability Benefits	Dependent Disability Duration Status	category of the dependent child's expected length of disability.
Dependent Disability Benefits	Dependent Disability Duration Years	Number of years for the dependent child's expected length of disability.
Dependent Disability Benefits	Dependent Disability Verification Date	The date the agency documented the dependent child's disability for Federal benefits eligibility.
Dependent Disability Benefits	Dependent Disability Verifier Name	Name of the authorized official who is verifying the dependent child disability documentation for Federal benefits.
Dependent Disability Benefits	Dependent Disability Verifier Signature Ind	Electronic authentication or other binding indication of a dependent's disability.
Dependent Disability Benefits	Dependent Disability Verifier Title	title of the authorized official who is verifying the dependent child disability documentation for Federal benefits.
Dependent Disability Benefits	Employee Dependent Record ID	The unique identifier of an employee dependent record.
Dependent Disability Benefits	Employee ID	The unique identifier assigned to each employee record.
Dependent Disability Benefits	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Dependent Insurance Information	Dependent Insurance Information Record ID	The unique identifier of a dependent Insurance information record.
Dependent Insurance Information	Dependent Insurance Policy Number	The insurance policy number of a dependent's third party Insurance provider.
Dependent Insurance Information	Dependent Insurance Provider Name	The name of the dependent's Insurance provider.
Dependent Insurance Information	Dependent Insurance Provider Phone Number	The phone number of the dependent's Insurance provider.
Dependent Insurance Information	Employee Dependent Record ID	The unique identifier of an employee dependent record.
Dependent Insurance Information	Employee ID	The unique identifier assigned to each employee record.
Dependent Insurance Information	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Dependent Physician	Dependent Physician License Number	State medical license number of the physician providing the documentation certifying that a dependent child is not self supporting for Federal employees Health benefits (FEHB) eligibility.
Dependent Physician	Dependent Physician License State ID	The state issuing the dependent physician's license.
Dependent Physician	Dependent Physician Name	The name of the primary care physician of the dependent.
Dependent Physician	Dependent Physician Record ID	The record ID number of the dependent physician.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Dependent Physician	Employee Dependent Record ID	The unique identifier of an employee dependent record.
Dependent Physician	Employee ID	The unique identifier assigned to each employee record.
Dependent Physician	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Dependent Relationship Type (CT)	Dependent Relationship Type Desc	Description of the relationship identifier for Federal employees Health benefits (FEHB) of dependent or eligible family member to employee.
Dependent Relationship Type (CT)	Dependent Relationship Type Effective Date	The effective date of the dependent relationship type.
Dependent Relationship Type (CT)	Dependent Relationship Type End Date	The date the dependent relationship type is no longer effective.
Dependent Relationship Type (CT)	Dependent Relationship Type ID	The unique identifier that describes each type of relationship of Federal employees Health benefits (FEHB) dependent or eligible family member to a employee.
Differential Pay Type (CT)	Differential Pay Percentage	Percentage of differential pay an employee receives during a pay period.
Differential Pay Type (CT)	Differential Pay Type Desc	The text string that identifies each differential pay type.
Differential Pay Type (CT)	Differential Pay Type Effective Date	The effective date of the differential pay type.
Differential Pay Type (CT)	Differential Pay Type End Date	The date the differential pay type is no longer effective.
Differential Pay Type (CT)	Differential Pay Type ID	The unique identifier that describes each differential pay type (night differential, supervisory differential, etc.).
Differential Pay Type (CT)	Frequency Type ID	The unique identifier of the frequency type (biweekly, semi-monthly, monthly, etc.).
Drug Test Type (CT)	Drug Test Type Desc	The text string that identifies each drug testing type.
Drug Test Type (CT)	Drug Test Type Effective Date	The effective date of the drug testing type.
Drug Test Type (CT)	Drug Test Type End Date	The date the drug testing type is no longer effective.
Drug Test Type (CT)	Drug Test Type ID	The unique identifier assigned to each drug testing type.
Drug Testing Interval Type(CT)	Drug Testing Interval Type Desc	The text string that identifies each drug testing Interval type.
Drug Testing Interval Type(CT)	Drug Testing Interval Type Effective Date	The effective date of the drug testing Interval type.
Drug Testing Interval Type(CT)	Drug Testing Interval Type End Date	The date the drug testing Interval type is no longer effective.

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Entity Name	Entity Attribute Name	Entity Attribute Definition
Drug Testing Interval Type(CT)	Drug Testing Interval Type ID	The unique identifier assigned to each drug testing Interval type. Examples include random, monthly, annually.
Duty station (CT)	City Name	The text string that identifies the name of the location's city.
Duty station (CT)	Country ID	The designator that distinguishes one country from another.
Duty station (CT)	County ID	The designator that distinguishes one county from another.
Duty station (CT)	Duty station Identifier	The unique duty station identifier that denotes the location of an employee's official worksite.
Duty station (CT)	Duty station Desc	Description of the duty station identifier.
Duty station (CT)	Duty station Effective Date	The effective date of the duty station identifier.
Duty station (CT)	Duty station End Date	The date the duty station identifier is no longer effective.
Duty station (CT)	State Identifier	The identifier used to identify the State, District of Columbia or possession in which the real property asset or entity is located.
Education Discipline Type (CT)	Education Discipline Type Desc	Text string that describes each education discipline type.
Education Discipline Type (CT)	Education Discipline Type Effective Date	The effective date of the education discipline type.
Education Discipline Type (CT)	Education Discipline Type End Date	The date the education discipline type is no longer effective.
Education Discipline Type (CT)	Education Discipline Type ID	The identifier that represents an education discipline type.
Education level (CT)	Education Level Identifier	The unique identifier that identifies an education level.
Education level (CT)	Education Level Desc	The text string that describes each education level.
Education level (CT)	Education Level Effective Date	The effective date of the education level identifier.
Education level (CT)	Education Level End Date	The date the education level identifier is no longer effective.
Educational Credit Earned Type (CT)	Educational Credit Earned Type Desc	The text string that describes each type of educational credit type earned. For example, quarter, semester, etc.
Educational Credit Earned Type (CT)	Educational Credit Earned Type Effective Date	The effective date of the educational credit earned type.
Educational Credit Earned Type (CT)	Educational Credit Earned Type End Date	The date the educational credit earned type is no longer effective.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Educational Credit Earned Type (CT)	Educational Credit Earned Type ID	The unique identifier that indicates the type of educational credit type earned.
EFT Account	EFT Account Desc	Description of the employee's financial institution account.
EFT Account	EFT Account Effective Date	The effective date of the employee's EFT account.
EFT Account	EFT Account End Date	The date the employee's EFT account is no longer effective.
EFT Account	EFT Account Number	The employee's Electronic Funds Transfer (EFT) account number.
EFT Account	EFT Account Record ID	The employee's Electronic Funds Transfer (EFT) account number.
EFT Account	EFT Account Type ID	The unique identifier that describes the type of EFT account (checking, savings).
EFT Account	EFT Routing Number	Routing number of employee's financial institution.
EFT Account	Employee ID	The unique identifier assigned to each employee record.
EFT Account	Person ID	The unique identification number or identifier for a person (system identifier or ID).
EFT Account Type (CT)	EFT Account Type Desc	Description of the EFT account type.
EFT Account Type (CT)	EFT Account Type Effective Date	The effective date of EFT account type.
EFT Account Type (CT)	EFT Account Type End Date	The date the EFT account type is no longer effective.
EFT Account Type (CT)	EFT Account Type ID	The unique identifier that describes the type of EFT account (checking, savings).
Employee	Annuitant Indicator Identifier	The unique identifier that describes each annuitant type for example A = Reemployed FERS annuitant, B = Former FERS annuitant.
Employee	Cost Accounting Identifier	The unique identifier that describes a cost accounting identifier.
Employee	Date of Death	Indicates the employee's date of death if the employee died while employed by an organization. If the employee died after separating from an organization, this information does not need to be captured.
Employee	Employee ID	The unique identifier assigned to each employee record.
Employee	Employee LEO Effective Date	The date the employee becomes a law enforcement officer.
Employee	Employee LEO Ind	Indicates that the employee is a Federal law enforcement officer.

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Entity Name	Entity Attribute Name	Entity Attribute Definition
Employee	Entrance on Duty Date	The date an employee begins working for an agency.
Employee	FEHB Proration Ind	The partial Government contribution to an employee's FEHB coverage in proportion to the number of hours an employee is scheduled to work in a pay period.
Employee	Leave Accrual Rate	The rate at which an employee accrues leave.
Employee	Leave Ceiling	The maximum amount of leave an employee can earn in a calendar year.
Employee	Leave Service Computation Date	Service computation date (SCD) used to calculate leave for an employee.
Employee	Organization ID	The unique identifier assigned to an organizational entity.
Employee	Pay Disbursement Type ID	The unique identifier of a pay disbursement type.
Employee	Pay Plan Step or Rate Identifier	The identifier representing a specific salary within a grade, level, class, rate, or pay band.
Employee	Pay Rate Determinant Identifier	The unique identifier that describes each pay Rate Determinant. A pay rate determinant is a designation of any special factors that help determine an employee's rate of basic pay or adjusted basic pay.
Employee	Pay Status Ind	Indicates pay or nonpay status for an employee.
Employee	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee	Priority Placement Ind	Indicates if an employee has been placed in to the priority placement program.
Employee	Security Clearance Level Identifier	The identifier that indicates the degree of access to information and materials.
Employee	Veterans Status Identifier	The identifier that describes veteran status. An employee is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active uniformed military service of the United States and who was discharged or released from service under conditions other than dishonorable) for example N = Not a Vietnam-era veteran, V = Vietnam-era veteran, B = Pre-Vietnam-era veteran.
Employee Appointment	Appointment NTE Amount	The salary limit for an appointment position.
Employee Appointment	Appointment NTE Date	The date that a position appointment cannot exceed.
Employee Appointment	Appointment NTE Days	The number of days that a position appointment cannot exceed.
Employee Appointment	Appointment NTE Hours	The number of hours that a position appointment cannot exceed.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Employee Appointment	Appointment NTE Weeks	The number of weeks that a position appointment cannot exceed.
Employee Appointment	Appointment Type Identifier	The unique identifier that describes each appointment type, for example ABK = ACWA Outstanding Scholar program ABL = Bicultural/Bilingual Selective factors, etc.
Employee Appointment	Current Appointment Authority Identifier 1	The identifier for the law, executive order, rule, regulation, or other basis that authorizes an employee's most recent conversion or accession action.
Employee Appointment	Current Appointment Authority Identifier 2	The identifier for the law, executive order, rule, regulation, or other basis that authorizes an employee's most recent conversion or accession action.
Employee Appointment	Employee Appointment Record ID	The unique identifier for an employee appointment record.
Employee Appointment	Employee ID	The unique identifier assigned to each employee record.
Employee Appointment	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Career Tenure Authority	Career Tenure Authority Effective Date	The start date of period of service by which employee attained career tenure.
Employee Career Tenure Authority	Career Tenure Authority End Date	The end date of period of service by which employee attained career tenure.
Employee Career Tenure Authority	Career Tenure Authority Type ID	The identifier for the appointment authority for the period of service that allows the employee to gain career tenure.
Employee Career Tenure Authority	Employee Career Tenure Authority Record ID	The unique identifier of an employee career tenure authority record.
Employee Career Tenure Authority	Employee ID	The unique identifier assigned to each employee record.
Employee Career Tenure Authority	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Career Tenure Group	Career Tenure Group Identifier	The identifier for a retention group in which an employee is placed based on the employee's type of appointment, for purposes of reduction in force.
Employee Career Tenure Group	Career Tenure Group Type Effective Date	The calendar day when a career tenure identifier becomes effective for the given employee.
Employee Career Tenure Group	Career Tenure Group Type End Date	The calendar day when a career tenure identifier is no longer effective for the given employee.
Employee Career Tenure Group	Employee Career Tenure Record ID	The unique identifier for an employee career tenure group record.
Employee Career Tenure Group	Employee ID	The unique identifier assigned to each employee record.
Employee Career Tenure Group	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Dependent	Dependent Adult Ind	Indicates that a dependent is an adult.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Employee Dependent	Dependent Currently Disabled Ind	Indicates that a dependent is disabled.
Employee Dependent	Dependent Foster Child Ind	Indicates that a dependent is a foster child.
Employee Dependent	Dependent Medicare Part A Ind	Indicates that a dependent is enrolled in Medicare Part A.
Employee Dependent	Dependent Medicare Part B Ind	Indicates that a dependent is enrolled in Medicare Part B.
Employee Dependent	Dependent Medicare Part D Ind	Indicates that a dependent is enrolled in Medicare Part D.
Employee Dependent	Dependent Person ID	The unique person identifier assigned to the corresponding dependent.
Employee Dependent	Dependent Relationship Type ID	The unique identifier that describes each type of relationship of Federal employees Health benefits (FEHB) dependent or eligible family member to a employee.
Employee Dependent	Employee Dependent Record ID	The unique identifier of an employee dependent record.
Employee Dependent	Employee ID	The unique identifier assigned to each employee record.
Employee Dependent	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Disability	Disability Effective Date	The date the employee's disability begins.
Employee Disability	Disability End Date	The date the employee's disability ends.
Employee Disability	Disability Type ID	The unique identifier for a person's disability type.
Employee Disability	Employee Disability Record ID	The unique identifier assigned to a specific disability for an employee.
Employee Disability	Employee ID	The unique identifier assigned to each employee record.
Employee Disability	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Disability Type (CT)	Disability Type Desc	Description of a person's disability type.
Employee Disability Type (CT)	Disability Type Effective Date	The effective date of the disability type.
Employee Disability Type (CT)	Disability Type End Date	The date the disability type is no longer effective.
Employee Disability Type (CT)	Disability Type ID	The unique identifier for a person's disability type.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Employee IPA Other Benefit	Employee ID	The unique identifier assigned to each employee record.
Employee IPA Other Benefit	Employee IPA Other Benefit Record ID	The record ID number of the employee's Intergovernmental Personnel Act (IPA) benefits.
Employee IPA Other Benefit	IPA Other Benefit Effective Date	The date the employee becomes covered under the Intergovernmental Personnel Act (IPA) other benefits.
Employee IPA Other Benefit	IPA Other Benefit Eligibility Date	The date the employee became eligible for other benefits under the Intergovernmental Personnel Act (IPA).
Employee IPA Other Benefit	IPA Other Benefit Termination Date	End date of the Intergovernmental Personnel Act (IPA) Other benefits identifier.
Employee IPA Other Benefit	IPA Other Benefit Text	Description of the other benefits granted to employee as part of Intergovernmental Personnel Act assignment agreement (IPA).
Employee IPA Other Benefit	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Payroll Deduction election	CFC Information Text	Employee payroll deduction Combined Federal Campaign (CFC) information Text.
Employee Payroll Deduction election	Employee ID	The unique identifier assigned to each employee record.
Employee Payroll Deduction election	Employee Payroll Deduction Election Effective Date	The date the employee payroll deduction election is effective.
Employee Payroll Deduction election	Employee Payroll Deduction Election End Date	The date the employee payroll deduction election is no longer effective.
Employee Payroll Deduction election	Employee Payroll Deduction Election Percentage Amount	The percentage of the employee salary to be deducted from their paycheck.
Employee Payroll Deduction election	Employee Payroll Deduction Election Percentage Amount Ind	Indicates if the payroll deduction election is a percentage or dollar amount.
Employee Payroll Deduction election	Employee Payroll Deduction Election Record ID	The unique identifier for each employee payroll deduction election record.
Employee Payroll Deduction election	Frequency Type ID	The unique identifier of the frequency type (biweekly, semi-monthly, monthly, etc.).
Employee Payroll Deduction election	Payroll Deduction Type ID	The unique identifier that describes each payroll deduction type. Examples include: FEGLI, FEHB, FERS (employee), FERS (Offset), FICA OASDI, TSP loan, union dues, disability, garnishment.
Employee Payroll Deduction election	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Performance Plan	Employee ID	The unique identifier assigned to each employee record.
Employee Performance Plan	Employee Performance Plan Accomplishment Text	Text field description summarizing the achievements of the plan.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Employee Performance Plan	Employee Performance Plan End Date	The end date for the appraisal period for which the performance plan was issued.
Employee Performance Plan	Employee Performance Plan Goal Text	Text field description summarizing the goals of the plan.
Employee Performance Plan	Employee Performance Plan Objective Text	Text field description description summarizing the objectives of the plan.
Employee Performance Plan	Employee Performance Plan Record ID	The unique identification number for an employee performance plan record.
Employee Performance Plan	Employee Performance Plan Revision Date	The date the employee performance plan was revised.
Employee Performance Plan	Employee Performance Plan Start Date	The start date for the appraisal period for which the performance plan was issued.
Employee Performance Plan	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Performance Rating	Employee ID	The unique identifier assigned to each employee record.
Employee Performance Rating	Employee Performance Plan Record ID	The unique identification number for an employee performance plan record.
Employee Performance Rating	Employee Performance Rating Evaluation Date	The date on which an employee's performance was rated by the employee's supervisor.
Employee Performance Rating	Employee Performance Rating Period End Date	The end date of the appraisal period for which the performance appraisal rating of record (level) was issued. Refer to 5 CFR 430.203 and 5 CFR 430.303.
Employee Performance Rating	Employee Performance Rating Period Start Date	The start date of the appraisal period for which the performance appraisal rating of record (level) was issued. Refer to 5 CFR 430.203 and 5 CFR 430.303.
Employee Performance Rating	Employee Performance Rating Record ID	The unique identification number for an employee performance rating record.
Employee Performance Rating	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Performance Rating	Rating of Record Level Identifier	The unique rating of record level identifier assigned to the record.
Employee Performance Rating	Rating of Record Pattern Identifier	The unique rating of record pattern identifier assigned to each record.
Employee Position	Employee ID	The unique identifier assigned to each employee record.
Employee Position	Employee Position Record ID	The unique identifier assigned to a specific position held by a specific employee.
Employee Position	Person ID	The unique identification number or identifier for a person (system identifier or ID).

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Employee Position	Position Adtl Desc	Additional description of an employee's appointment to a position.
Employee Position	Position Effective Date	The date that the position becomes effective.
Employee Position	Position End Date	The date that the position is no longer effective.
Employee Position	Position ID	The unique identification number for the Position record.
Employee Probationary/Trial Period	Employee ID	The unique identifier assigned to each employee record.
Employee Probationary/Trial Period	Employee Probationary/Trial Period Record ID	The unique identifier of an employee Probationary period record.
Employee Probationary/Trial Period	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Probationary/Trial Period	Probationary/Trial Period End Date	The date the probationary period ends.
Employee Probationary/Trial Period	Probationary/Trial Period Start Date	The date the probationary period begins.
Employee Probationary/Trial Period	Probationary/Trial Period Type ID	The unique identifier that describes each Probationary period type.
Employee Tax Withholding election	Additional Withholding Amount	The amount of additional withholding deducted from an employee's paycheck.
Employee Tax Withholding election	Employee ID	The unique identifier assigned to each employee record.
Employee Tax Withholding election	Employee Tax Withholding Election Record ID	The unique identifier for each employee tax withholding election record.
Employee Tax Withholding election	Exempt Ind	employee tax withholding exemption indicator.
Employee Tax Withholding election	Federal Tax Year	The federal tax year that the withholding election applies to.
Employee Tax Withholding election	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Tax Withholding election	Tax Exemptions Claimed	The number of tax exemption claimed.
Employee Tax Withholding election	Tax Filing Status Type ID	The unique identifier assigned to each Federal tax filing status type. Examples include single, head of household, widower.
Employee Tax Withholding election	Taxing Authority ID	The unique identifier of the taxing authority. Examples include federal, state, city.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Employee Timecard	Approval Date	Employee's hours worked Approval date.
Employee Timecard	Approver Name	Employee's hours worked approver name.
Employee Timecard	Approver Signature Ind	Employee's hours worked approver signature indicator.
Employee Timecard	Approver Title	Employee's hours worked approver title.
Employee Timecard	Employee ID	The unique identifier assigned to each employee record.
Employee Timecard	Employee Timecard Record ID	The unique identification for an employee timecard record.
Employee Timecard	Pay Period ID	The unique identifier of the pay period for which the pay is paid.
Employee Timecard	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Employee Timecard	Verification Date	Employee hours worked verification date.
Employee Timecard	Verifier Name	Employee hours worked verifier name, usually a timekeeper in the organization.
Employee Timecard	Verifier Signature Ind	Employee hours worked verifier signature indicator.
Employee Timecard	Verifier Title	Employee hours worked verifier title.
Ethnicity and Race (CT)	Ethnicity and Race Identifier	The unique identifier that describes a person's ethnicity and race identification.
Ethnicity and Race (CT)	Ethnicity and Race Desc	The textual description for each ethnicity and race type.
Ethnicity and Race (CT)	Ethnicity and Race Effective Date	The effective date of the ethnicity and race identifier.
Ethnicity and Race (CT)	Ethnicity and Race End Date	The date the ethnicity and race identifier is no longer effective.
Federal Flexible Spending Account (FEDFSA)	Benefit Election Record ID	The unique identifier of a benefit election record.
Federal Flexible Spending Account (FEDFSA)	Dependent Care Flexible Spending Account Amount	The amount elected by an employee for the dependent care flexible spending account.
Federal Flexible Spending Account (FEDFSA)	Employee ID	The unique identifier assigned to each employee record.
Federal Flexible Spending Account (FEDFSA)	FEDFSA Record ID	The record ID number of the FEDFSA election.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Federal Flexible Spending Account (FEDFSA)	Healthcare Flexible Spending Account Amount	The amount elected by an employee for the healthcare flexible spending account.
Federal Flexible Spending Account (FEDFSA)	Person ID	The unique identification number or identifier for a person (system identifier or ID).
FEGLI election	Benefit Election Record ID	The unique identifier of a benefit election record.
FEGLI election	Employee ID	The unique identifier assigned to each employee record.
FEGLI election	FEGLI Election Living Benefits Effective Date	The date on which the personnel action implementing the living benefits election is effective.
FEGLI election	FEGLI Election Office Receipt Time	Time employing office received employee/assignee Federal employees' group life Insurance (FEGLI) election.
FEGLI election	FEGLI Election Option Identifier	Option type elected by the employee for FEGLI coverage.
FEGLI election	FEGLI Election Option Desc	Text description of FEGLI election Option.
FEGLI election	FEGLI Election Optional Multiples	Number of multiples the employee elects for FEGLI Option B, additional optional insurance, or Option C, family optional insurance.
FEGLI election	FEGLI Election Record ID	The record ID number of the FEGLI life change.
FEGLI election	FEGLI Election Waiver Signature Ind	Electronic authentication or other binding indication that an employee/assignee waives FEGLI coverage.
FEGLI election	FEGLI Living Benefits Election Type ID	Indicates full or partial living benefits election for FEGLI.
FEGLI election	FEGLI Living Benefits Remaining Amount	Amount of the FEGLI basic life insurance remaining in effect (post election Basic Insurance Amount-BIA) for employees electing partial living benefits.
FEGLI election	FEGLI Qualifying Life Event Identifier	The unique identifier of an event that qualifies a person to make a FEGLI benefits enrollment change
FEGLI election	FEGLI Qualifying Life Event Date	The date on which the life event requiring agency certification of FEGLI status occurred.
FEGLI election	Person ID	The unique identification number or identifier for a person (system identifier or ID).
FEGLI election Option (CT)	FEGLI Election Option Identifier	Option type elected by the employee for FEGLI coverage.
FEGLI election Option (CT)	FEGLI Election Option Desc	Description of the option type elected by the employee for FEGLI coverage.
FEGLI election Option (CT)	FEGLI Election Option Effective Date	The effective date of the FEGLI election option identifier.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
FEGLI election Option (CT)	FEGLI Election Option End Date	The date the FEGLI election Option identifier is no longer effective
FEGLI Living Benefits Type (CT)	FEGLI Living Benefits Election Type Desc	Description of the election of full or partial living benefits for FEGLI.
FEGLI Living Benefits Type (CT)	FEGLI Living Benefits Election Type Effective Date	The effective date of the FEGLI living benefits election type
FEGLI Living Benefits Type (CT)	FEGLI Living Benefits Election Type End Date	The date the FEGLI living benefits election type is no longer effective
FEGLI Living Benefits Type (CT)	FEGLI Living Benefits Election Type ID	Indicates full or partial living benefits election for FEGLI.
		The unique identifier of an event that qualifies a person to make a FEGLI benefits Enrollment change.
FEGLI Qualifying Life Event (CT)	FEGLI Qualifying Life Event Identifier	
FEGLI Qualifying Life Event (CT)	FEGLI Qualifying Life Event Desc	The description of FEGLI qualifying life event type .
FEGLI Qualifying Life Event (CT)	FEGLI Qualifying Life Event Effective Date	The effective date of FEGLI qualifying life event identifier.
FEGLI Qualifying Life Event (CT)	FEGLI Qualifying Life Event End Date	The date the FEGLI qualifying life event identifier is no longer effective.
		The unique identifier of a benefit election record.
FEHB Covered Dependent	Benefit Election Record ID	
FEHB Covered Dependent	Employee Dependent Record ID	The unique identifier of an employee dependent record.
FEHB Covered Dependent	Employee ID	The unique identifier assigned to each employee record.
FEHB Covered Dependent	FEHB Covered Dependent Record ID	The record ID number of the FEHB covered dependent.
FEHB Covered Dependent	FEHB Election Record ID	The unique record ID number of the FEHB election.
FEHB Covered Dependent	Person ID	The unique identification number or identifier for a person (system identifier or ID).
FEHB election	Benefit Election Record ID	The unique identifier of a benefit election record.
FEHB election	Court Ordered Ind	Indicator denoting a court order requiring health benefits for dependent(s).
FEHB election	Employee ID	The unique identifier assigned to each employee record.
FEHB election	FEHB Election Record ID	The unique record ID number of the FEHB election.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
FEHB election	FEHB Plan Identifier	Enrollment identifier of the FEHB benefit in which the employee is currently enrolled. The first two digits of the identifier indicate the health plan name. The last digit indicates the plan type, either individual or family plan.
FEHB election	FEHB Premium Conversion Waiver Ind	indicator that an individual has waived the pre-tax condition of FEHB premium.
FEHB election	FEHB Qualifying Life Event Type ID	The unique identifier that describes FEHB qualifying life event type for example individual becomes eligible for Medicare/Medicaid coverage, individual loses eligibility for Medicare/Medicaid, change in employment status, etc.
FEHB election	Person ID	The unique identification number or identifier for a person (system identifier or ID).
FEHB Plan (CT)	FEHB Agency Contribution	Agency contribution for FEHB.
FEHB Plan (CT)	FEHB Employee Contribution	The amount of the employee contribution for FEHB.
FEHB Plan (CT)	FEHB Plan Identifier	Enrollment identifier of the FEHB benefit in which the employee is currently enrolled. The first two digits of the identifier indicate the health plan name. The last digit indicates the plan type, either individual or family plan.
FEHB Plan (CT)	FEHB Plan Desc	Description of the Civilian personnel Data File (CPDF) enrollment identifier of the FEHB in which the employee is currently enrolled.
FEHB Plan (CT)	FEHB Plan Effective Date	The effective date of the FEHB plan identifier.
FEHB Plan (CT)	FEHB Plan End Date	The date the FEHB plan identifier is no longer effective.
FEHB Qualifying Life Event Type(CT)	FEHB Qualifying Life Event Type Desc	Description of unique Identifier of FEHB qualifying life event type.
FEHB Qualifying Life Event Type(CT)	FEHB Qualifying Life Event Type Effective Date	The effective date of FEHB qualifying life event type.
FEHB Qualifying Life Event Type(CT)	FEHB Qualifying Life Event Type End Date	The date the FEHB qualifying life event type is no longer effective.
FEHB Qualifying Life Event Type(CT)	FEHB Qualifying Life Event Type ID	The unique identifier that describes FEHB qualifying life event type for example individual becomes eligible for Medicare/Medicaid coverage, individual loses eligibility for Medicare/Medicaid, change in employment status, etc.
FERS Application Type (CT)	FERS Application Type Desc	Description of the Federal Employees Retirement System (FERS) application type previously filed by an employee.
FERS Application Type (CT)	FERS Application Type Effective Date	The effective date of the FERS application type.
FERS Application Type (CT)	FERS Application Type End Date	The date the FERS application type is no longer effective.
FERS Application Type (CT)	FERS Application Type ID	A identifier field for the type of FERS application previously filed by an employee.
FES Factor level Type (CT)	FES Factor Level Type Desc	Description of Facor Evaluation System (FES) level factor type.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
FES Factor level Type (CT)	FES Factor Level Type Effective Date	The effective date of the FES factor level type.
FES Factor level Type (CT)	FES Factor Level Type End Date	The date the FES factor level type is no longer effective.
FES Factor level Type (CT)	FES Factor Level Type ID	A identifier that identifies the levels within each FES factor.
FES Factor Type (CT)	FES Factor Type Desc	Factor Evaluation System factor descriptions for the nine FES factors.
FES Factor Type (CT)	FES Factor Type Effective Date	The effective date of the FES factor type.
FES Factor Type (CT)	FES Factor Type End Date	The date the FES factor type is no longer effective.
FES Factor Type (CT)	FES Factor Type ID	A identifier that identifies the nine FES factors.
FIPS Identifier (CT)	FIPS Identifier Desc	Description of the Federal information Processing Standards (FIPS) identifier.
FIPS Identifier (CT)	FIPS Identifier Effective Date	The effective date of the FIPS identifier.
FIPS Identifier (CT)	FIPS Identifier End Date	The date the FIPS identifier is no longer effective.
FIPS Identifier (CT)	FIPS Identifier ID	A character string, as established by a Federal information Processing Standard, that stands for the country. A two character string typically used by the U.S. Department of Commerce.
FLSA Category (CT)	FLSA Category Identifier	A identifier representing whether the position is in the exempt or nonexempt category for The Fair Labor Standards Act.
FLSA Category (CT)	FLSA Category Desc	Description of the FLSA category type.
FLSA Category (CT)	FLSA Category Effective Date	The effective date of the FLSA category identifier.
FLSA Category (CT)	FLSA Category End Date	The date the FLSA category identifier is no longer effective.
Foster Child Information	Employee Dependent Record ID	The unique identifier of an employee dependent record.
Foster Child Information	Employee ID	The unique identifier assigned to each employee record.
Foster Child Information	Foster Child Certification Date	Date on which the employee certifies that a foster child meets the requirements for coverage under the FEHB program.
Foster Child Information	Foster Child Information Record ID	The unique identification number for a foster child record.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Foster Child Information	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Frequency Type (CT)	Frequency Type Desc	The text string that identifies each frequency type.
Frequency Type (CT)	Frequency Type Effective Date	The effective date of the frequency type.
Frequency Type (CT)	Frequency Type End Date	The date the frequency type is no longer effective.
Frequency Type (CT)	Frequency Type ID	The unique identifier of the frequency type (biweekly, semi-monthly, monthly, etc.).
Garnishment Deduction	Debt Amount	The total amount of the garnishment.
Garnishment Deduction	Debt Payment Amount	The amount deducted for a debt from the employees pay for each pay period.
Garnishment Deduction	Employee ID	The unique identifier assigned to each employee record.
Garnishment Deduction	Employee Payroll Deduction Election Record ID	The unique identifier for each employee payroll deduction election record.
Garnishment Deduction	Garnishment Case Number	The case number as indicated on a court ordered garnishment.
Garnishment Deduction	Garnishment Deduction Record ID	The unique identification number for a garnishment deduction record.
Garnishment Deduction	Garnishment End Date	The end date of the garnishment deduction.
Garnishment Deduction	Garnishment Start Date	The start date of the garnishment deduction.
Garnishment Deduction	Garnishment Type ID	The unique identification number for each garnishment type.
Garnishment Deduction	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Garnishment Type (CT)	Garnishment Type Desc	Description of each garnishment type that identifies the type of debt to deduct from an employee's pay.
Garnishment Type (CT)	Garnishment Type Effective Date	The date the garnishment type becomes effective.
Garnishment Type (CT)	Garnishment Type End Date	The date the garnishment type is no longer effective.
Garnishment Type (CT)	Garnishment Type ID	The unique identification number for each garnishment type.
Gender (CT)	Gender Identifier	The unique identifier given to each gender type.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Gender (CT)	Gender Type Desc	Description of the gender type.
Gender (CT)	Gender Type Effective Date	The effective date of the gender type identifier.
Gender (CT)	Gender Type End Date	The date the gender type identifier is no longer effective.
Grade, level, Pay Band (CT)	Grade, Level, Pay Band Identifier	A character string that represents a level within a grade, level or pay band - for example, 1, 2, 3E, 4, and 5.
Grade, level, Pay Band (CT)	Grade, Level, Pay Band Desc	Description of the grade, level, pay band identifier.
Grade, level, Pay Band (CT)	Grade, Level, Pay Band Effective Date	The effective date of the grade, level, pay band identifier.
Grade, level, Pay Band (CT)	Grade, Level, Pay Band End Date	The date the grade, level, pay band identifier is no longer effective.
Hazard Pay Type (CT)	Hazard Pay Amount	Amount of any hazard pay per occurrence.
Hazard Pay Type (CT)	Hazard Pay Frequency ID	The unique identifier of the frequency or interval of hazard pay.
Hazard Pay Type (CT)	Hazard Pay Type Desc	The text string that identifies each hazard pay type.
Hazard Pay Type (CT)	Hazard Pay Type Effective Date	The effective date of the hazard pay type.
Hazard Pay Type (CT)	Hazard Pay Type End Date	The date the hazard pay type is no longer effective.
Hazard Pay Type (CT)	Hazard Pay Type ID	The unique identifier that describes each hazard pay type.
Hours Worked	Cost Accounting Identifier	The unique identifier that describes a cost accounting identifier.
Hours Worked	Employee ID	The unique identifier assigned to each employee record.
Hours Worked	Employee Timecard Record ID	The unique identification for an employee timecard record.
Hours Worked	Hours Worked	Number of hours and minutes recorded for an employee . i.e. paid leave, unpaid leave, overtime, worked hours, etc.
Hours Worked	Hours Worked Date	The calendar date that the employee hours are recorded against.
Hours Worked	Hours Worked Record ID	The unique identification for a hours worked record.
Hours Worked	Hours Worked Type ID	The unique identifier assigned to each hours worked type.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Hours Worked	Person ID	The unique identification number or identifier for a person (system identifier or ID).
Hours Worked Type (CT)	Hours Worked Type Desc	Description of the hours worked type. Examples include: regular, overtime, etc.
Hours Worked Type (CT)	Hours Worked Type Effective Date	The effective date of the hours worked type.
Hours Worked Type (CT)	Hours Worked Type End Date	The date the hours worked type is no longer effective.
Hours Worked Type (CT)	Hours Worked Type ID	The unique identifier assigned to each hours worked type.
Instructional Program (CT)	Education Discipline Type ID	The identifier that represents an education discipline type.
Instructional Program (CT)	Instructional Program Identifier	A identifier for the related major field of study.
Instructional Program (CT)	Instructional Program Desc	The description of a major field of study identifier.
Instructional Program (CT)	Instructional Program Effective Date	The effective date of the instructional program identifier.
Instructional Program (CT)	Instructional Program End Date	The date the instructional program identifier is no longer effective.
Instructional Program (CT)	Instructional Program Type ID	A identifier for the related major field of study.
Instructional Program Type (CT)	Instructional Program Type Desc	The description of each related instructional program type (major, minor, etc).
Instructional Program Type (CT)	Instructional Program Type Effective Date	The effective date of the instructional program type.
Instructional Program Type (CT)	Instructional Program Type End Date	The date the instructional program type is no longer effective.
Instructional Program Type (CT)	Instructional Program Type ID	A identifier for the related major field of study.
Job Announcement	Eligible Candidate Area of Consideration	A character string that stands for the demographic character of applicants who will be evaluated for any of the positions described in the job announcement.
Job Announcement	Geographic Area of Consideration	A character string that stands for the region or commuting area from which applicants will be evaluated for any of the positions described in the job announcement before applicants who live outside the region.
Job Announcement	Job Announcement Closing Date	The date that applications for the job are no longer accepted.
Job Announcement	Job Announcement Distributed Text	A short, descriptive text that identifies where the employment announcement will be or has been distributed or advertised. Examples include; on the web, Government publications, newspapers.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

Entity Name	Entity Attribute Name	Entity Attribute Definition
Job Announcement	Job Announcement EEO Disability Statement Type ID	The identifier that denotes the job announcement EEO disability statement type according to EEC guidelines for targeted disabilities. Examples include deafness, blindness, missing limbs.
Job Announcement	Job Announcement Number	A number assigned to the job announcement.
Job Announcement	Job Announcement Other Information	Other miscellaneous information associated with a vacancy announcement..
Job Announcement	Job Announcement Posting Date	The date that the announcement was posted to the public.
Job Announcement	Job Announcement Posting Distribution Type ID	The unique identifier that describes each job announcement posting distribution type. Types of distribution may include general (posted to the widest audience, like the general public), targeted (posted to specific groups, like mechanics), or limited (posted to only certain groups, like only current Government employees).
Job Announcement	Job Announcement Record ID	The unique identifier for each job announcement record.
Job Announcement	Job Announcement Text	Descriptive text for the job announcement.
Job Announcement	Maximum Salary	The maximum salary for a position listed in a job announcement.
Job Announcement	Minimum Salary	The minimum salary for a position listed in a job announcement.
Job Announcement	Position Location Text	Additional text describing the location of a particular position (for example, a position location may be Greater Washington D.C. - this field will provide more specific location details such as Greenbelt, MD or Arlington, VA).
Job Announcement	Priority Placement Eligibility Desc	Description of priority placement considerations for a specific vacancy.
Job Announcement	Relocation Reimbursement Ind	Indicates that the position posted in the job announcement is eligible for relocation reimbursement.
Job Announcement	US Citizenship Required Ind	Indicates if the job announcement restricts applications to US citizens
Job Announcement Applicable Grades	Grade, Level, Pay Band Identifier	A character string that represents a level within a grade, level or pay band - for example, 1, 2, 3E, 4, and 5.
Job Announcement Applicable Grades	Job Announcement Applicable Grades Record ID	The unique identifier for each association between a job announcement and applicable grades.
Job Announcement Applicable Grades	Job Announcement Record ID	A character string that represents a level within a grade, level or pay band - for example, 1, 2, 3E, 4, and 5.
Job Announcement EEO Disability Statement Type (CT)	Job Announcement EEO Disability Statement Text	The text string that describe the job announcement EEO disability statement.
Job Announcement EEO Disability Statement Type (CT)	Job Announcement EEO Disability Statement Type ID	The identifier that denotes the job announcement EEO disability statement type according to EEC guidelines for targeted disabilities. Examples include deafness, blindness, missing limbs.
Job Announcement Position	Job Announcement Position ID	The unique identifier for each job announcement position record.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Job Announcement Position	Job Announcement Record ID	The unique identifier for each job announcement record.
Job Announcement Position	Position ID	The unique identification number for the position record.
Job Announcement Posting Distribution Type (CT)	Job Announcement Posting Distribution Type Desc	A classifying attribute that identifies the type of distribution the job announcement will have. Types of distribution may include general (posted to the widest audience, like the general public), targeted (posted to specific groups, like mechanics), or limited (posted to only certain groups, like only current Government employees).
Job Announcement Posting Distribution Type (CT)	Job Announcement Posting Distribution Type Effective Date	The effective date of the job announcement posting distribution type.
Job Announcement Posting Distribution Type (CT)	Job Announcement Posting Distribution Type End Date	The date the job announcement posting distribution type is no longer effective.
Job Announcement Posting Distribution Type (CT)	Job Announcement Posting Distribution Type ID	The unique identifier that describes each Employment Announcement Posting Distribution Type. Types of distribution may include general (posted to the widest audience, like the general public), targeted (posted to specific groups, like mechanics), or limited (posted to only certain groups, like only current Government employees).
Job Announcement Response Information	Applicant ID	The unique identifier assigned to an applicant.
Job Announcement Response Information	Application Received Date	The date that the application from the applicant was received and logged in by the recruiter responsible for accepting applications.
Job Announcement Response Information	Application Status Type ID	The unique identifier that describes each application status type; for example: (received, not reviewed, in review, approved).
Job Announcement Response Information	Job Announcement Record ID	The unique identifier for each job announcement record.
Job Announcement Response Information	Job Announcement Response Information Record ID	The unique identifier for each job announcement response information record.
Job Announcement Response Information	Person ID	The unique identification number or code for a person (system code or ID).
Job Offer	Acceptance Ind	Indicates if the applicant has accepted the job offer.
Job Offer	Applicant ID	The unique identifier assigned to an applicant.
Job Offer	Job Announcement Record ID	The unique identifier for each job announcement record.
Job Offer	Job Announcement Response Information Record ID	The unique identifier for each job announcement response information record.
Job Offer	Job Offer Record ID	The unique identifier assigned to each job offer record.
Job Offer	Offer Date	The date that a job offer is extended to an applicant.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Job Offer	Offer Type ID	The unique identifier assigned to each offer type.
Job Offer	Person ID	The unique identification number or code for a person (system code or ID).
Language (CT)	Country Identifier	The designator that distinguishes one country from another.
Language (CT)	Language Identifier	The unique code that identifies a specific language in which the individual has some speaking, listening, reading, or writing proficiency.
Language (CT)	Language Desc	Description of the language in which the individual has some speaking, listening, reading or writing proficiency.
Language (CT)	Language Effective Date	The effective date of the language code.
Language (CT)	Language End Date	The date the language code is no longer effective.
Language Proficiency Level (CT)	Language Proficiency Level Identifier	The unique code that identifies the proficiency level for a given language.
Language Proficiency Level (CT)	Language Proficiency Level Desc	Text string that describes the level of proficiency that a person has in a given language.
Language Proficiency Level (CT)	Language Proficiency Level Effective Date	The effective date of the language proficiency level code.
Language Proficiency Level (CT)	Language Proficiency Level End Date	The date the language proficiency level code is no longer effective
Language Proficiency Type (CT)	Language Proficiency Type Desc	Text string that describes the type of proficiency that a person has in a given language. Examples include speaking, listening, reading or writing.
Language Proficiency Type (CT)	Language Proficiency Type Effective Date	The effective date of the language proficiency type.
Language Proficiency Type (CT)	Language Proficiency Type End Date	The date the language proficiency type is no longer effective.
Language Proficiency Type (CT)	Language Proficiency Type ID	The unique identifier for the type of proficiency for a given language.
Leave	Date Granted/Used	The date eligible leave is authorized/used.
Leave	Employee ID	The unique identifier assigned to each employee record.
Leave	Leave Expiration Date	The calendar date upon which the leave expires.
Leave	Leave Record ID	The unique identification number for an eligible leave record.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Leave	Leave Type ID	The unique identification number for the leave type. Examples include religious, shore, administrative, comp, award, etc.
Leave	Leave Unit Type ID	The unique code for a leave unit. Examples include hours, minutes and days.
Leave	Pay Period ID	The unique identifier of the pay period for which the pay is paid.
Leave	Person ID	The unique identification number or code for an employee (system code or ID).
Leave	Units Granted/Used	Number of hours of eligible leave granted to/used by the employee.
Leave	Units Granted/Used Ind	Indicator denoting if the leave is granted to (added) or used by (subtracted) the employee.
Leave Type (CT)	Accrued/Grant/Earned Ind	Indicator denoting if the leave type is accrued, earned or granted.
Leave Type (CT)	Leave Type Desc	The text string that identifies each leave type. Examples include religious, shore, administrative, comp, award, etc.
Leave Type (CT)	Leave Type Effective Date	The effective date of the leave type.
Leave Type (CT)	Leave Type End Date	The date the leave type is no longer effective.
Leave Type (CT)	Leave Type ID	The unique identification number for the leave type. Examples include religious, shore, administrative, comp, award, etc.
Leave Unit Type (CT)	Leave Unit Type Desc	Description of the leave unit type. Examples include hours, minutes and days.
Leave Unit Type (CT)	Leave Unit Type Effective Date	The effective date of the employee leave unit type.
Leave Unit Type (CT)	Leave Unit Type End Date	The date the employee leave unit type is no longer effective.
Leave Unit Type (CT)	Leave Unit Type ID	The unique identifier for a leave unit. Examples include hours, minutes and days.
Legal Authority (CT)	Career Appointment Authority Ind	Indicates if the legal authority code is also a career appointment authority.
Legal Authority (CT)	Legal Authority Identifier	A code for the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.
Legal Authority (CT)	Legal Authority Desc	Description of the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.
Legal Authority (CT)	Legal Authority Effective Date	The effective date of the legal authority code.
Legal Authority (CT)	Legal Authority End Date	The date the legal authority code is no longer effective.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Locality Pay Area (CT)	Locality Pay Area Identifier	The unique code for an area for purposes of locality-based comparability payments.
Locality Pay Area (CT)	Locality Pay Area Desc	Description of the locality pay area.
Locality Pay Area (CT)	Locality Pay Area Effective Date	The effective date of the locality pay area code.
Locality Pay Area (CT)	Locality Pay Area End Date	The date the locality pay area code is no longer effective.
Locality Pay Area (CT)	Locality Pay Percentage	The locality pay percentage applied to an employee's base pay.
Location Type (CT)	Location Type Desc	The text string the describes a location type. Examples include: home postal address, business postal address, business address, home address, forwarding address.
Location Type (CT)	Location Type Effective Date	The effective date of the location type.
Location Type (CT)	Location Type End Date	The date the location type is no longer effective.
Location Type (CT)	Location Type ID	The identifier that represents the type of location. Examples include: home postal address, business postal address, business address, home address, forwarding address.
Military Branch Type (CT)	Military Branch Type Desc	The description of the military service branch in which a person has been employed.
Military Branch Type (CT)	Military Branch Type Effective Date	The effective date of the military branch type.
Military Branch Type (CT)	Military Branch Type End Date	The date the military branch type is no longer effective.
Military Branch Type (CT)	Military Branch Type ID	An identifier for the military service branch in which a person has been employed.
Military Character of Service Type (CT)	Military Character of Service Type Desc	The description of the military character of service in which a person had been employed.
Military Character of Service Type (CT)	Military Character of Service Type Effective Date	The effective date of the military character of service type.
Military Character of Service Type (CT)	Military Character of Service Type End Date	The date the military character of service type is no longer effective.
Military Character of Service Type (CT)	Military Character of Service Type ID	An identifier for the military character of service. Examples include honorable, dishonorable, bad conduct, under honorable conditions (general), under other than honorable conditions, uncharacterized.
Nature of Action (CT)	Nature of Action Identifier	The unique code assigned to each type of personnel action (values: NOA codes 0 through 899, exclude NOA codes 900 and higher [agency-specific codes], except those series 900 codes that document detail assignments or supervisor/manager probation completion).

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Nature of Action (CT)	Nature of Action Desc	Description of the code that defines a type of personnel action (values: NOA codes 0 through 899, exclude NOA codes 900 and higher [agency-specific codes], except those series 900 codes that document detail assignments or supervisor/manager probation completion.
Nature of Action (CT)	Nature of Action Effective Date	The effective date of the nature of action code.
Nature of Action (CT)	Nature of Action End Date	The date the nature of action code is no longer effective.
Occupation Competency	Competency ID	An identifier for the type of competency.
Occupation Competency	Occupation Competency Record ID	The unique identifier of an occupation competency record.
Occupation Competency	Occupation Series Identifier	The unique code assigned to each occupation series as defined by the OPM Handbook of Occupational Groups and Families.
Occupation Family (CT)	Occupation Family Identifier	The unique code assigned to each occupation family type. Examples include: 1800 Criminal Investigation, 200 Personnel Management and Industrial Relations.
Occupation Family (CT)	Occupation Family Desc	The text of an explanation of an occupation family.
Occupation Family (CT)	Occupation Family Effective Date	The effective date of the occupation family code.
Occupation Family (CT)	Occupation Family End Date	The date the occupation family code is no longer effective.
Occupation PATCO (CT)	Occupation PATCO Identifier	The unique code for an occupation: professional, administrative, technical, clerical, protective officer (PATCO) type ID.
Occupation PATCO (CT)	Occupation PATCO Type Desc	Description of occupation PATCO.
Occupation PATCO (CT)	Occupation PATCO Type Effective Date	The effective date of the occupation PATCO code.
Occupation PATCO (CT)	Occupation PATCO Type End Date	The date the occupation PATCO code is no longer effective.
Occupation Series (CT)	Occupation Family Identifier	The unique code assigned to each occupation family type. Examples include 1800 Criminal Investigation, 200 Personnel Management and Industrial Relations.
Occupation Series (CT)	Occupation PATCO Identifier	The unique code for an occupation professional, administrative, technical, clerical, protective officer (PATCO) type ID.
Occupation Series (CT)	Occupation Series Identifier	The unique code assigned to each occupation series as defined by the OPM Handbook of Occupational Groups and Families.
Occupation Series (CT)	Occupation Series Desc	The description of the occupation series.
Occupation Series (CT)	Occupation Series Effective Date	The effective date of the occupation series code.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Occupation Series (CT)	Occupation Series End Date	The date the occupation series code is no longer effective.
Occupation Series (CT)	Occupation Series Name	The name assigned to an occupation.
Occupational Certification Type (CT)	Occupational Certification Type Desc	Description of each type of occupational certification issued.
Occupational Certification Type (CT)	Occupational Certification Type Effective Date	The effective date of the occupational certification.
Occupational Certification Type (CT)	Occupational Certification Type End Date	The date the occupational certification type is no longer effective.
Occupational Certification Type (CT)	Occupational Certification Type ID	The unique identifier given to each type of occupational certification issued. Examples include project management, professional human resources.
Occupational License Type (CT)	Occupational License Type Desc	Description of each type of occupational license issued; for example: pilot, doctor, nurse, lawyer, navigate passenger vessel.
Occupational License Type (CT)	Occupational License Type Effective Date	The effective date of the occupational license type.
Occupational License Type (CT)	Occupational License Type End Date	The date the occupational license type is no longer effective.
Occupational License Type (CT)	Occupational License Type ID	The unique identifier given to each type of occupational license issued. Examples include pilot, doctor, nurse, lawyer, navigate passenger vessel.
Offer Type (CT)	Offer Type Desc	Description of the offer type.
Offer Type (CT)	Offer Type Effective Date	The effective date of the offer type.
Offer Type (CT)	Offer Type End Date	The date the offer type is no longer effective.
Offer Type (CT)	Offer Type ID	The unique identifier assigned to each offer type.
Organization	Cost Accounting Identifier	The unique identifier that describes a cost accounting code.
Organization	Organization ID	The unique identifier assigned to a private organizational entity.
Organization	Organization Name	The given name of an organization.
Organization Additional Information	Organization Additional Information 1	Line 1 - Agency-specific data required by the agency.
Organization Additional Information	Organization Additional Information 2	Line 2 - Agency-specific data required by the agency.
Organization Additional Information	Organization Additional Information 3	Line 3 - Agency-specific data required by the agency.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Organization Additional Information	Organization Additional Information 4	Line 4 - Agency-specific data required by the agency.
Organization Additional Information	Organization Additional Information 5	Line 5 - Agency-specific data required by the agency.
Organization Additional Information	Organization Additional Information Record ID	The unique identifier given to each organization additional information record.
Organization Additional Information	Organization ID	The unique identifier assigned to a private organizational entity.
Organization Address	Country Identifier	The designator that distinguishes one country from another.
Organization Address	County Identifier	identifies counties and equivalent administrative entities of the U.S., its possessions, and associated areas as defined within Federal Information Processing Standard (FIPS) or the county equivalent for countries not covered in the FIPS. A county code is only unique if it is combined with
Organization Address	Location Type ID	The identifier that represents the type of location. Examples include: home postal address, business postal address, business address, home address, forwarding address.
Organization Address	Organization Address Effective Date	The effective date of the organization address.
Organization Address	Organization Address End Date	The date the organization address is no longer effective.
Organization Address	Organization Address Line 1	First line of an organization's address.
Organization Address	Organization Address Line 2	Second line of an organization's address.
Organization Address	Organization Address Line 3	Third line of an organization's address.
Organization Address	Organization Address Line 4	Fourth line of an organization's address.
Organization Address	Organization Address Record ID	The unique identifier for a location record of an organization address.
Organization Address	Organization City	The text string that identifies the name of the organization's city.
Organization Address	Organization ID	The unique identifier assigned to a private organizational entity.
Organization Address	Organization Postal Identifier	Postal code for the organization's address to include foreign addresses.
Organization Address	State Identifier	The code used to identify the State, District of Columbia or possession in which the real property asset or entity is located.
Organization Contact Information	Contact Information Effective Date	The effective date of the organization contact information.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Organization Contact Information	Contact Information End Date	The date the organization contact Information is no longer effective.
Organization Contact Information	Contact Information Text	The relevant organization contact information for the related party.
Organization Contact Information	Contact Information Type ID	The unique identifier that describes a type of contact information (home phone, work phone, work fax).
Organization Contact Information	Organization Contact Information Record ID	The unique identifier assigned for each organization contact information record.
Organization Contact Information	Organization ID	The unique identifier assigned to a private organizational entity.
Organizational Component (CT)	Agency Identifier	The code that identifies a Federal agency.
Organizational Component (CT)	Agency Subelement Identifier	The agency and, where applicable, the administrative subdivision (i.e., subelement) in which a person is employed.
Organizational Component (CT)	Organization ID	The unique identifier assigned to a private organizational entity.
Organizational Component (CT)	Organizational Component Identifier	The unique code for each organizational component. The organizational component is the lowest administrative subdivision of an agency to which an employee is assigned.
Organizational Component (CT)	Organizational Component Desc	Description of the lowest administrative subdivision of an agency to which an employee is assigned.
Organizational Component (CT)	Organizational Component Effective Date	The date the organizational component code becomes effective.
Organizational Component (CT)	Organizational Component End Date	The date the organizational component code is no longer effective.
Other Pay Type (CT)	Frequency Type ID	The unique code of the frequency type (biweekly, semimonthly, monthly, etc.).
Other Pay Type (CT)	Other Pay Amount	Amount of any other pay per occurrence.
Other Pay Type (CT)	Other Pay Type Desc	Description of the other pay type.
Other Pay Type (CT)	Other Pay Type Effective Date	The effective date of the other pay type.
Other Pay Type (CT)	Other Pay Type End Date	The date the other pay type is no longer effective.
Other Pay Type (CT)	Other Pay Type ID	The unique identifier assigned to each other pay type.
Pay Allowance	Allowance Amount	The amount of a specific pay allowance an employee receives during a pay period.
Pay Allowance	Allowance Record ID	The unique identifier for a pay allowance record.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Pay Allowance	Allowance Type ID	The unique identifier that describes each type of pay allowance (horse allowance, retention allowance, etc.).
Pay Allowance	Pay Period ID	The unique identifier of the pay period for which the pay is paid.
Pay Allowance	Position ID	The unique identification number for the position record.
Pay Allowance	Position Pay Plan Record ID	The unique identifier of the position pay plan record.
Pay Award	Award Amount	Gross dollar amount of an award or bonus given as cash.
Pay Award	Award Record ID	The unique identification number for each pay award record.
Pay Award	Employee ID	The unique identifier assigned to each employee record.
Pay Award	Person ID	The unique identification number or code for a person (system code or ID).
Pay Basis (CT)	Pay Basis Identifier	The unique code for each pay basis. Pay basis is the principal condition in terms of time, production, or other criteria that, along with salary rate, determines the compensation paid to an employee.
Pay Basis (CT)	Pay Basis Desc	The description of each pay basis.
Pay Basis (CT)	Pay Basis Effective Date	The effective date of the pay basis code.
Pay Basis (CT)	Pay Basis End Date	The date the pay basis code is no longer effective
Pay Disbursement Type (CT)	Pay Disbursement Type Desc	Description of the employee pay disbursement type.
Pay Disbursement Type (CT)	Pay Disbursement Type Effective Date	The effective date of the employee pay disbursement type.
Pay Disbursement Type (CT)	Pay Disbursement Type End Date	The date the employee pay disbursement type is no longer effective.
Pay Disbursement Type (CT)	Pay Disbursement Type ID	The unique identifier of a pay disbursement type.
Pay Period (CT)	Pay Period Identifier	A code that denotes the number of the pay period within the fiscal year (e.g., PP1, PP2).
Pay Period (CT)	Pay Period Desc	Description of the pay period code.
Pay Period (CT)	Pay Period Effective Date	The effective date of the pay period.
Pay Period (CT)	Pay Period End Date	The date the pay period is no longer effective.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Pay Period (CT)	Pay Period First Day	The first calendar day of a pay period.
Pay Period (CT)	Pay Period Fiscal Calendar Ind	Indicator for pay period fiscal calendar.
Pay Period (CT)	Pay Period ID	The unique identifier of the pay period for which the employee is paid.
Pay Period (CT)	Pay Period Last Day	The last calendar day of a pay period.
Pay Period (CT)	Pay Period Year	Calendar or fiscal year of the pay period.
Pay Plan (CT)	Pay Plan Identifier	The code representing a particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees.
Pay Plan (CT)	Pay Plan Desc	Description of a particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees.
Pay Plan (CT)	Pay Plan Effective Date	The effective date of the pay plan code.
Pay Plan (CT)	Pay Plan End Date	The date the pay plan code is no longer effective.
Pay Rate Determinant (CT)	Pay Rate Determinant Identifier	The unique code that describes each pay rate determinant. A pay rate determinant is a designation of any special factors that help determine an employee's rate of basic pay or adjusted basic pay.
Pay Rate Determinant (CT)	Pay Rate Determinant Desc	Description of the employee's pay rate determinant type, which designates special factors that help determine an employee's rate of basic pay, e.g., indicates if employee is receiving a rate of pay other than the regular rate).
Pay Rate Determinant (CT)	Pay Rate Determinant Effective Date	The effective date of the pay rate determinant code.
Pay Rate Determinant (CT)	Pay Rate Determinant End Date	The date the pay rate determinant code is no longer effective.
Payroll Deduction Type (CT)	Payroll Deduction Type Desc	Description of the payroll deduction type.
Payroll Deduction Type (CT)	Payroll Deduction Type Effective Date	The effective date of the payroll deduction type.
Payroll Deduction Type (CT)	Payroll Deduction Type End Date	The date the payroll deduction type is no longer effective.
Payroll Deduction Type (CT)	Payroll Deduction Type ID	The unique identifier that describes each payroll deduction type. Examples include: FEGLI, FEHB, FERS (Employee), FERS (Offset), FICA OASDI, TSP loan, union dues, disability, garnishment.
Person	Date of Birth	Person's date of birth.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Person	Gender Identifier	The unique code given to each gender type.
Person	Person ID	The unique identification number or code for a person (system code or ID).
Person	US Citizenship Ind	Employee U.S. citizenship indicator.
Person Address	Address Line 1	First line of an organization or person address.
Person Address	Address Line 2	Second line of an organization or person address.
Person Address	Address Line 3	Third line of an organization or person address.
Person Address	Address Line 4	Fourth line of an organization or person address.
Person Address	City Name	The text string that identifies the name of the location's city.
Person Address	Country Identifier	The designator that distinguishes one country from another.
Person Address	County Identifier	identifies counties and equivalent administrative entities of the U.S., its possessions, and associated areas as defined within Federal Information Processing Standard (FIPS) or the county equivalent for countries not covered in the FIPS. A county code is only unique if it is combined with
Person Address	Location End Date	The calendar day on which a location ended or was closed.
Person Address	Location Start Date	The calendar day on which a location begins or is created.
Person Address	Location Type ID	The code that represents the type of location. Examples include: home postal address, business postal address, business address, home address, forwarding address.
Person Address	Person Address Record ID	The unique identifier for a location record of a specific Person.
Person Address	Person ID	The unique identification number or code for a person (system code or ID).
Person Address	Postal Identifier	Postal code for the applicant's, employee's or organization's mailing address, to include foreign addresses.
Person Address	State Identifier	The code used to identify the State, District of Columbia or possession in which the real property asset or entity is located.
Person Certification	Occupational Certification Expiration Date	The date on which the person's occupational certification expires.
Person Certification	Occupational Certification Issue Date	The date on which a person's occupational certification is issued.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Person Certification	Occupational Certification Issuer Entity Address	The address of the occupational certification issuer.
Person Certification	Occupational Certification Issuer Entity Name	Name of the entity responsible for issuing an occupational certification.
Person Certification	Occupational Certification Issuer Name	Name of the person that issues the person's occupational certification.
Person Certification	Occupational Certification Number	The number assigned to an occupational certification.
Person Certification	Occupational Certification Type ID	The unique identifier given to each type of occupational certification issued. Examples include project management, professional human resources.
Person Certification	Person Certification Record ID	The unique identifier for each person certification record.
Person Certification	Person ID	The unique identification number or code for a person (system code or ID).
Person Competency	Competency Effective Date	Date upon which a person is credited as possessing a competency.
Person Competency	Competency End Date	The date after which a competency is no longer credited to a person. For example, "Project Management" may have an expiration date that coincides with the date that a person's project management certification expires.
Person Competency	Competency ID	An identifier for the type of competency.
Person Competency	Person Competency Record ID	The unique identifier assigned to each person's competency record.
Person Competency	Person ID	The unique identification number or code for a person (system code or ID).
Person Competency	Proficiency Level Type ID	An identifier for the level of proficiency required for a competency. Proficiency level is within a range or "scale" of possible levels (e.g., proficiency level of 3, on a 1 to 5 scale).
Person Competency	Proficiency Scale Type ID	An identifier for the scale or range of possible proficiency levels (e.g., proficiency scale that includes a 1 to 5 range).
Person Contact Information	Contact Information Effective Date	The effective date of person contact information.
Person Contact Information	Contact Information End Date	The date the person contact information is no longer effective.
Person Contact Information	Contact Information Text	The relevant person contact information for the related party.
Person Contact Information	Contact Information Type ID	The unique identifier that describes a type of contact information (home phone, work phone, work fax).
Person Contact Information	Person Contact Information Record ID	The unique identifier assigned for each person contact information record.
Person Contact Information	Person ID	The unique identification number or code for a person (system code or ID).

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Person Drug Test Result	Certification Date	The date on which the results of the drug test are certified by the medical officer.
Person Drug Test Result	Drug Test Date	The calendar date on which the drug test is taken.
Person Drug Test Result	Drug Test Result	The outcome of the drug test. Examples include: pass, fail, etc.
Person Drug Test Result	Drug Test Type ID	The unique identifier assigned to each drug testing type.
Person Drug Test Result	Medical Officer	The name of the medical officer that certifies the results of the drug test.
Person Drug Test Result	Person Drug Testing Results Record ID	The unique identifier of a person drug test result record.
Person Drug Test Result	Person ID	The unique identification number or code for a person (system code or ID).
Person Education	Degree Year	The calendar year that the educational degree was received.
Person Education	Earned Degree Ind	Indicates if the person received a degree for a field of study.
Person Education	Education Completed Date	The date a person completed an educational degree.
Person Education	Education Institution City Name	The text string that identifies the name of the educational institution's city.
Person Education	Education Institution Country ID	The designator that distinguishes one country from another.
Person Education	Education Institution Name	Name of the educational institution where a person studied.
Person Education	Education Institution State ID	The unique identifier that distinguishes one state from another.
Person Education	Education Level Identifier	The unique code that identifies an education level.
Person Education	Education Start Date	The date when the education instance began.
Person Education	Educational Credit Earned Type ID	The unique identifier that indicates the type of educational credit type earned.
Person Education	GPA Maximum	The maximum grade point average possible that can be earned by a person for coursework completed at a corresponding institution.
Person Education	Grade Point Average	The grade point average earned by a person for coursework completed at a corresponding institution.
Person Education	Honors Received	The text string that identifies honors received by a person while at the corresponding institution.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Person Education	Person Education Record ID	The unique identifier assigned to each person's education record.
Person Education	Person ID	The unique identification number or code for a person (system code or ID).
Person Education	Relevant Coursework	The text string that identifies any relevant coursework completed by a person while at the corresponding institution.
Person Education	Total Credit Hours Earned	Unit(s) of study for a given credit type earned by the applicant.
Person Ethnicity and Race	Ethnicity and Race Identifier	The unique code that describes person's ethnicity and race identification.
Person Ethnicity and Race	Person Ethnicity and Race Record ID	The unique identifier for a specific ethnicity and race type assigned to a person.
Person Ethnicity and Race	Person ID	The unique identification number or code for a person (system code or ID).
Person Instructional Program	Instructional Program Identifier	A code for the related major field of study.
Person Instructional Program	Person Education Record ID	The unique identifier assigned to each person's education record.
Person Instructional Program	Person ID	The unique identification number or code for a person (system code or ID).
Person Instructional Program	Person Instructional Program Record ID	The unique identifier assigned to each person instructional program record.
Person Language	Language Identifier	The unique code that identifies a specific language in which the individual has some speaking, listening, reading, or writing proficiency.
Person Language	Language Proficiency Level Identifier	The unique code that identifies the proficiency level for a given language.
Person Language	Language Proficiency Type ID	The unique identifier for the type of proficiency for a given language.
Person Language	Person ID	The unique identification number or code for a person (system code or ID).
Person Language	Person Language Proficiency Level Effective Date	The date on which a person's proficiency level and type for a particular language is effective.
Person Language	Person Language Proficiency Level End Date	The date on which a person's proficiency level and type for a particular language is no longer effective.
Person Language	Person Language Proficiency Type Desc	Text string that describes the type of proficiency that a person has in a given language. Examples include speaking, listening, reading or writing.
Person Language	Person Language Record ID	The unique identifier assigned to each person language record.
Person License	Occupational License Expiration Date	The date on which the person's occupational license expires.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Person License	Occupational License Issue Date	The date on which a person's occupational license is issued.
Person License	Occupational License Issuer Entity Address	The address of the license issuer.
Person License	Occupational License Issuer Entity Name	Name of the entity responsible for issuing an occupational license.
Person License	Occupational License Issuer Name	Name of the person that issues the person's occupational license.
Person License	Occupational License Number	The number assigned to an occupation license.
Person License	Occupational License Restrictions	Restrictions to the occupational license.
Person License	Occupational License Type ID	The unique code given to each type of occupational license issued. Examples include pilot, doctor, nurse, lawyer, navigate passenger vessel.
Person License	Person ID	The unique identification number or code for a person (system code or ID).
Person License	Person License Record ID	The unique identifier assigned to each person license record.
Person Military Service	Highest Rank Attained	The highest military ranked attained while in military service.
Person Military Service	Military Agency Deposit Ind	Indicator field denoting employee military service after January 1, 1957.
Person Military Service	Military Agency Remarks	Text field for military service agency remarks.
Person Military Service	Military Branch Type ID	An identifier for the military service branch in which a person has been employed.
Person Military Service	Military Character of Service Type ID	An identifier for the military character of service. Examples include honorable, dishonorable, bad conduct, under honorable conditions (general), under other than honorable conditions, uncharacterized.
Person Military Service	Military Court Martial Explanation	Text string that describes any associated military court martial.
Person Military Service	Military Court Martial Ind	Indicates if the person has ever been court martialed.
Person Military Service	Military Last Grade or Rank	Final grade or rank of employee at end of active duty.
Person Military Service	Military Organization at Discharge	Name of the military branch the employee worked for at time of discharge.
Person Military Service	Military Retired Pay Ind	Indicator field denoting if employee applied for military retired or retainer pay.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Person Military Service	Military Retired Pay Waived Ind	Indicator field denoting if employee has waived military retired pay.
Person Military Service	Military Service Days Lost	Days of service that do not count toward creditable military service.
Person Military Service	Military Service Earnings	The amount of military earnings earned during military service. This amount is used in calculating deposits to the Civil Service Retirement and Disability Fund.
Person Military Service	Military Service End Date	The date upon which a person's military service concluded.
Person Military Service	Military Service Interest Accrual Date	The date that interest is assessed against military service deposits.
Person Military Service	Military Service Serial Number	Serial number assigned by the military to identify a service member.
Person Military Service	Military Service Start Date	The date upon which a person's military service began.
Person Military Service	Person ID	The unique identification number or code for a person (system code or ID).
Person Military Service	Person Military Service Record ID	The unique identifier for a person's military service record.
Person Name	Name Effective Date	The effective date of a person's name.
Person Name	Name End Date	The last calendar day that the person name is valid to designate the related person.
Person Name	Name Family	Nonchosen/inherited/married/last name by which a person is known or designated on all official transactions.
Person Name	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
Person Name	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
Person Name	Name Prefix	The part of the person name that precedes the given name, middle name and family name. It often acts as an indicator of gender, marital status (e.g., Mr., Miss, Mrs., Ms.), or academic or professional accomplishment (e.g., Dr., The Right Honorable, Judge, or Senator).
Person Name	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.).
Person Name	Person ID	The unique identification number or code for a person (system code or ID).
Person Name	Person Name Record ID	A unique identifier assigned to each person name record.
Person Other Qualification	Other Qualification Date Achieved	The date that the individual qualification was attained or achieved.
Person Other Qualification	Other Qualification Desc	The text string that identifies each other qualification type.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Person Other Qualification	Person ID	The unique identification number or code for a person (system code or ID).
Person Other Qualification	Person Other Qualification Record ID	The unique identifier for each person-other qualification record.
Person Race and National Origin	Person ID	The unique identification number or code for a person (system code or ID).
Person Race and National Origin	Person Race and National Origin Record ID	The unique identifier assigned to a person race and national origin record.
Person Race and National Origin	Race and National Origin Identifier	The unique code that describes a race and national origin.
Person Social Security Number	Person ID	The unique identification number or code for a person (system code or ID).
Person Social Security Number	Person Social Security Number Record ID	The unique identifier for a person's social security number record.
Person Social Security Number	Social Security Number	The number assigned to a person's social security account.
Person Social Security Number	Social Security Number Effective Date	The effective date of the person's social security number
Person Social Security Number	Social Security Number End Date	The date the person's social security number is no longer valid.
Personnel Action	Adjusted Basic Pay Amount	Maximum adjusted rate of basic pay after taking into account all pay caps that may be applicable. The sum of an employee's rate of basic pay and any locality-based comparability payment and/or special pay adjustment for law enforcement officers, or continued rate of pay under 5 CFR Part 531, Subpart G, that may be paid after applying the appropriate pay caps (From Position).
Personnel Action	Basic Pay Amount	Basic pay amount based upon an employee's pay plan, grade/level, step/rate, occupational series, and pay basis.
Personnel Action	Cost Accounting Identifier	The unique code that describes a cost accounting code
Personnel Action	Employee ID	The unique identifier assigned to each employee record.
Personnel Action	Legal Authority Identifier 1 NOA 1	A code for the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.
Personnel Action	Legal Authority Identifier 1 NOA 2	A code for the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.
Personnel Action	Legal Authority Identifier 2 NOA 1	A code for the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.
Personnel Action	Legal Authority Identifier 2 NOA 2	A code for the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

Entity Name	Entity Attribute Name	Entity Attribute Definition
Personnel Action	Nature of Action Identifier 1	The unique code assigned to each type of personnel action (values: NOA codes 0 through 899, exclude NOA codes 900 and higher [agency-specific codes], except those series 900 codes that document detail assignments or supervisor/manager probation completion).
Personnel Action	Nature of Action Identifier 2	The unique code assigned to each type of personnel action (values: NOA codes 0 through 899, exclude NOA codes 900 and higher [agency-specific codes], except those series 900 codes that document detail assignments or supervisor/manager probation completion).
Personnel Action	Person ID	The unique identification number or code for a person (system code or ID).
Personnel Action	Personnel Action Approval Date	Date of personnel action approved.
Personnel Action	Personnel Action Authorizer Name	The name of the employee who approves the personnel action.
Personnel Action	Personnel Action Effective Date	The effective date of the personnel action.
Personnel Action	Personnel Action Number	The number assigned to the personnel action.
Personnel Action	Personnel Action Proposed Effective Date	The proposed effective date of the personnel action.
Personnel Action	Personnel Action Record ID	The unique identification number for a personnel action record.
Personnel Action	Personnel Action Requestor Name	The name of the employee who requestes the personnel action.
Personnel Action	Personnel Actions Requested	A description of the actions being requested in the personnel action.
Personnel Action	Reason for Retirement	The employee's description of the specific reason for resigning or retiring.
Personnel Action	Remarks Text	The remarks that explain the personnel action recorded on the Standard Form 50.
Personnel Action	Veterans Preference for RIF	Indicates whether employee has veteran's preference for reduction in force purposes.
Personnel Office (CT)	Personnel Office Desc	The text string the describes the Federal civilian personnel office authorized to appoint and separate an employee, and, to the extent such functions have been delegated, to prepare personnel actions, maintain official personnel records, and administer programs.
Personnel Office (CT)	Personnel Office Effective Date	The effective date of the personnel office type.
Personnel Office (CT)	Personnel Office End Date	The date the personnel office type is no longer effective.
Personnel Office (CT)	Personnel Office ID	The unique identifier for each personnel office. Personnel Office Identifier is defined as the Federal civilian personnel office authorized to appoint and separate an employee, and, to the extent such functions have been delegated, to prepare personnel actions, maintain official personnel records, and administer programs for staff compensation, training and development, benefits and awards, and employee and labor relations.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Position	Bargaining Unit Identifier	The unique code for each bargaining unit.
Position	Classification Remarks	The text field that describes the classification standards used to classify a position.
Position	Clearance First Ind	Indicates if a person has to obtain the required security clearance prior to being assigned to the position.
Position	Computer Position Ind	Indicates if a position is designated as a computer position for computer security purposes.
Position	Drug Test First Ind	Indicates if a person has to pass a required drug test prior to being assigned to a position.
Position	Financial Disclosure Ind	Indicates if the position requires financial disclosure by the employee or applicant.
Position	FLSA Category Identifier	A code representing whether the position is in the exempt or nonexempt category for Fair Labor Standards Act.
Position	OPM Certification Number	The OPM certification number for the position.
Position	Organization ID	The unique identifier assigned to a private organizational entity.
Position	Other Position Information	Other information relevant to the position.
Position	Personnel Office ID	The unique identifier for each personnel office. Personnel Office Identifier is defined as the Federal civilian personnel office authorized to appoint and separate an employee, and, to the extent such functions have been delegated, to prepare personnel actions, maintain official personnel records, and administer programs for staff compensation, training and development, benefits and awards, and employee and labor relations.
Position	Position Appropriation Type ID	The unique identifier that describes the appropriation associated with a position.
Position	Position Desc	Textual description of the position.
Position	Position Effective Date	The date that the position becomes effective.
Position	Position End Date	The date that the position is no longer effective.
Position	Position Functional Classification Type ID	Unique identifier for the code used to indicate primary work function as a scientist or engineer.
Position	Position Grade, Level, Pay Band Identifier	The unique code for the grade, level, pay band assigned to a position.
Position	Position ID	The unique identification number for the position record.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Position	Position Number	The number assigned to a position by an organization.
Position	Position Occupied Identifier	The unique code that indicates an employee's position in the competitive service, excepted service, or the Senior Executive Service.
Position	Position Official Title	The official title of the position.
Position	Position Organization Title	The working title of the position.
Position	Position Sensitivity Identifier	The code that indicates the level of risk associated with a position.
Position	Position Status Ind	The unique indicator for each position status type.
Position	Position Status Type ID	The unique identifier that indicates if a position is vacant, encumbered, etc.
Position	Position Supervisory Status Type ID	The unique identifier assigned to each supervisory type assigned to a position. Identifies the nature of managerial, supervisory, or nonsupervisory responsibility assigned to an employee's position.
Position	Position Travel Requirement Ind	The number of travel days per travel requirement interval required by the position.
Position	Position Travel Requirement Interval	Describes the extent to which the position requires travel.
Position	Target Grade, Level, Pay Band Identifier	A character string that represents a level within a grade, level or pay band (e.g., 1, 2, 3E, 4, and 5).
Position	Work Schedule Identifier	The unique code that indicates the work schedule type (e.g., full-time, part-time) and schedule (summer, intermittent, regular).
Position Appropriation Type (CT)	Position Appropriation Type Desc	Description of the appropriation code for a position.
Position Appropriation Type (CT)	Position Appropriation Type Effective Date	The effective date of the position appropriation type.
Position Appropriation Type (CT)	Position Appropriation Type End Date	The date the position appropriation type is no longer effective.
Position Appropriation Type (CT)	Position Appropriation Type ID	The unique identifier that describes the appropriation associated with a position.
Position Certification Requirement	Occupational Certification Type ID	The unique identifier given to each type of occupational certification issued. Examples include project management, professional human resources.
Position Certification Requirement	Position Certification Requirement Record ID	The unique identifier given to each type of occupational certification issued.
Position Certification Requirement	Position ID	The unique identification number for the position record.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Position Competency Requirement	Competency ID	An identifier for the type of competency.
Position Competency Requirement	Competency Weight Type ID	An identifier for the competency weight type. Allows the capture of information on the relative importance of the competency or the sufficiency required.
Position Competency Requirement	Mandatory Ind	Indicates whether possession of the competency is mandatory for the position.
Position Competency Requirement	Position Competency Effective Date	Date upon which the position requires the possession of a specific competency. For example, a reorganization or restructuring action may make it necessary for a position to require "Database Administration" as of a certain date.
Position Competency Requirement	Position Competency End Date	The date upon which a competency is no longer required by a position. For example, the competency "Database Administration" may have an end date that coincides with reorganization or restructuring action that eliminates the requirement for an incumbent to administer database systems.
Position Competency Requirement	Position Competency Requirement Record ID	The unique identifier for a specific position competency requirement record.
Position Competency Requirement	Position ID	The unique identification number for the position record.
Position Competency Requirement	Proficiency Level Type ID	An identifier for the level of proficiency required for a competency. Proficiency level is within a range or "scale" of possible levels (e.g., proficiency level of 3, on a 1 to 5 scale).
Position Competency Requirement	Proficiency Scale Type ID	An identifier for the scale or range of possible proficiency levels (e.g., proficiency scale that includes a 1 to 5 range).
Position Differential Pay	Differential Pay Type ID	The unique identifier that describes each differential pay type (night differential, supervisory differential, etc.).
Position Differential Pay	Position Differential Pay Effective Date	The date the position differential pay type becomes effective for a particular position's pay plan.
Position Differential Pay	Position Differential Pay End Date	The date the position differential pay type is no longer effective for a particular position's pay plan.
Position Differential Pay	Position Differential Pay Record ID	The unique identifier of the position pay plan differential pay record.
Position Differential Pay	Position ID	The unique identification number for the position record.
Position Differential Pay	Position Pay Plan Record ID	The unique identifier of the position pay plan record.
Position Drug Testing Requirement	Drug Test Type ID	The unique code assigned to each drug testing type.
Position Drug Testing Requirement	Drug Testing Interval Type ID	The unique code assigned to each drug testing interval type. Examples include random, monthly, annually.
Position Drug Testing Requirement	Position Drug Testing Requirement Record ID	The unique identifier assigned to each position drug testing requirement record.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Position Drug Testing Requirement	Position ID	The unique identification number for the position record.
Position Education Requirement	Education Level Identifier	The unique code that identifies an education level.
Position Education Requirement	Position Education Requirement Hours	Indicates the number of hours the position requires from an instructional program.
Position Education Requirement	Position Education Requirement Record ID	The unique identifier for each education requirement for a specific position.
Position Education Requirement	Position ID	The unique identification number for the position record.
Position Eligibility Requirement	Position Eligibility Requirement Desc	The text string that describes a position eligibility requirement.
Position Eligibility Requirement	Position Eligibility Requirement Record ID	The unique identifier for a position eligibility requirement record.
Position Eligibility Requirement	Position ID	The unique identification number for the position record.
Position FES Factor	FES Factor Level Type ID	An identifier for the levels within each Factor Evaluation System (FES) factor.
Position FES Factor	FES Factor Type ID	An identifier for the nine FES factors.
Position FES Factor	Position FES Factor Record ID	The unique identifier of a position FES factor record.
Position FES Factor	Position ID	The unique identification number for the position record.
Position Functional Classification Type (CT)	Position Functional Classification Type Desc	Description of a primary work function as a scientist or engineer.
Position Functional Classification Type (CT)	Position Functional Classification Type Effective Date	The effective date of the position functional classification type.
Position Functional Classification Type (CT)	Position Functional Classification Type End Date	The date the position functional classification type is no longer effective.
Position Functional Classification Type (CT)	Position Functional Classification Type ID	Unique identifier for the code used to indicate primary work function as a scientist or engineer.
Position Language Requirement	Language Identifier	The unique code that identifies a specific language in which the individual has some speaking, listening, reading, or writing proficiency.
Position Language Requirement	Language Proficiency Level Identifier	The unique code that identifies the proficiency level for a given language.
Position Language Requirement	Language Proficiency Type Desc	Text string that describes the type of proficiency that a person has in a given language. Examples include speaking, listening, reading or writing.
Position Language Requirement	Language Proficiency Type ID	The unique identifier for the type of proficiency for a given language.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Position Language Requirement	Position ID	The unique identification number for the position record.
Position Language Requirement	Position Language Requirement Record ID	The unique identifier assigned to a position language requirement record.
Position License Requirement	Occupational License Type ID	The unique code given to each type of occupational license issued. Examples include pilot, doctor, nurse, lawyer, navigate passenger vessel.
Position License Requirement	Position ID	The unique identification number for the position record.
Position License Requirement	Position License Requirement Record ID	The unique identifier assigned to a position license requirement record.
Position Location	Duty Station Identifier	The unique duty station code that denotes the location of an employee's official worksite.
Position Location	Position Duty Station Effective Date	The first calendar day that anyone working in the position will perform that work at the location.
Position Location	Position Duty Station End Date	The last calendar day that anyone working in the position will perform that work at the location.
Position Location	Position ID	The unique identification number for the position record.
Position Location	Position Location Record ID	The unique identifier assigned to a position location requirement record.
Position Occupation	Occupation Series Identifier	The unique code assigned to each occupation series as defined by the OPM Handbook of Occupational Groups and Families.
Position Occupation	Position ID	The unique identification number for the position record.
Position Occupation	Position Occupation Effective Date	The date the occupation series code is effective for a specific position.
Position Occupation	Position Occupation End Date	The date the occupation series code is no longer effective for a specific position.
Position Occupation	Position Occupation Record ID	The unique identifier assigned to each position occupation record.
Position Occupied (CT)	Position Occupied Identifier	The unique code that indicates an employee's position in the competitive service, excepted service, or the Senior Executive Service.
Position Occupied (CT)	Position Occupied Desc	An employee's position in the competitive service, excepted service, or the Senior Executive Service.
Position Occupied (CT)	Position Occupied Effective Date	The effective date of the position occupied code.
Position Occupied (CT)	Position Occupied End Date	The date the position occupied code is no longer effective.
Position Other Pay	Other Pay Type ID	The unique identifier assigned to each other pay type.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Position Other Pay	Position ID	The unique identification number for the position record.
Position Other Pay	Position Other Pay Effective Date	The date the position other pay type becomes effective for a particular position's pay plan.
Position Other Pay	Position Other Pay End Date	The date the position other pay type is no longer effective for a particular position's pay plan.
Position Other Pay	Position Other Pay Record ID	The unique identifier of the position other pay record.
Position Other Pay	Position Pay Plan Record ID	The unique identifier of the position pay plan record.
Position Pay Plan	Availability Pay Type ID	The unique identifier that describes each availability pay type, such as law enforcement.
Position Pay Plan	COLA Pay Area ID	The unique identifier assigned to each COLA pay area.
Position Pay Plan	Danger Pay Type ID	The unique identifier that describes each danger pay type.
Position Pay Plan	Differential Pay Ind	Indicates if the position is eligible for one or more differential pay types.
Position Pay Plan	Grade, Level, Pay Band Identifier	A character string that represents a level within a grade, level or pay band (e.g., 1, 2, 3E, 4, and 5).
Position Pay Plan	Hazard Pay Type ID	The unique identifier that describes each hazard pay type.
Position Pay Plan	Locality Pay Area Identifier	The unique code for an area for purposes of locality-based comparability payments.
Position Pay Plan	Other Pay Ind	Indicates if the position is eligible for one or more other pay types.
Position Pay Plan	Pay Basis Identifier	The unique identifier for each pay basis. Pay basis is the principal condition in terms of time, production, or other criteria that, along with salary rate, determines the compensation paid to an employee.
Position Pay Plan	Pay Plan Identifier	The code representing a particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees.
Position Pay Plan	Position ID	The unique identification number for the position record.
Position Pay Plan	Position Pay Plan Grade Effective Date	The date the current position pay plan grade becomes effective for the position.
Position Pay Plan	Position Pay Plan Record ID	The unique identifier of the position pay plan record.
Position Pay Plan	Retained Grade Type ID	The grade an employee retains when moving to a position in a covered pay schedule which is lower in grade than the position held immediately prior to a demotion that resulted from a reduction in force, a reclassification, or a management decision as described in 5 CFR 536.103(b).

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Position Pay Plan	Special Pay Ind	Indicates if the position is eligible for one or more special pay types.
Position Sensitivity (CT)	Position Sensitivity Identifier	The code that indicates the level of risk associated with a position.
Position Sensitivity (CT)	Position Sensitivity Desc	The test string that describes the level of risk associated with a position.
Position Sensitivity (CT)	Position Sensitivity Effective Date	The date the position sensitivity code becomes effective.
Position Sensitivity (CT)	Position Sensitivity End Date	The date the position sensitivity code is no longer effective.
Position Special Pay	Position ID	The unique identification number for the position record.
Position Special Pay	Position Pay Plan Record ID	The unique identifier of the position pay plan record.
Position Special Pay	Position Special Pay Effective Date	The date the position special pay type becomes effective for a particular position's pay plan.
Position Special Pay	Position Special Pay End Date	The date the position special pay type is no longer effective for a particular position's pay plan.
Position Special Pay	Position Special Pay Record ID	The unique identifier of the position pay plan special pay record.
Position Special Pay	Special Pay Type ID	The unique identifier that describes each special pay type.
Position Status Type (CT)	Position Status Type Desc	The description of the identifier that indicates if a position is vacant, encumbered, etc.
Position Status Type (CT)	Position Status Type Effective Date	The effective date of the position status type.
Position Status Type (CT)	Position Status Type End Date	The date the position status type is no longer effective.
Position Status Type (CT)	Position Status Type ID	The unique identifier that indicates if a position is vacant, encumbered, etc.
Position Supervisor	Immediate Supervisor Effective Date	The date the immediate supervisor becomes effective.
Position Supervisor	Immediate Supervisor End Date	The date the immediate supervisor is no longer effective.
Position Supervisor	Immediate Supervisor Name	The name of the position's immediate supervisor.
Position Supervisor	Immediate Supervisor Title	The title of the position's immediate supervisor.
Position Supervisor	Position ID	The unique identification number for the position record.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Position Supervisor	Position Supervisor Record ID	The unique identifier assigned to each position supervisor record .
Position Supervisory Status Type (CT)	Position Supervisory Status Type Desc	Nature of managerial, supervisory, or nonsupervisory responsibility assigned to a position.
Position Supervisory Status Type (CT)	Position Supervisory Status Type Effective Date	The effective date of the position supervisory type.
Position Supervisory Status Type (CT)	Position Supervisory Status Type End Date	The date the position supervisory type is no longer effective.
Position Supervisory Status Type (CT)	Position Supervisory Status Type ID	The unique identifier assigned to each supervisory type assigned to a position. Identifies the nature of managerial, supervisory, or nonsupervisory responsibility assigned to an employee's position.
Position Work Schedule	Position ID	The unique identification number for the position record.
Position Work Schedule	Position Work Schedule Effective Date	The calendar date that the position work schedule is effective.
Position Work Schedule	Position Work Schedule End Date	The calendar date that the position work schedule is no longer effective.
Position Work Schedule	Position Work Schedule Record ID	The unique identifier given to each immediate work schedule record in the position work schedule table.
Position Work Schedule	Position Work Schedule Type ID	The code that represents a specific kind of work routine applicable to a position. Examples include full-time, part-time, intermittent.
Position Work Schedule Type (CT)	Position Work Schedule Type Desc	The text string that identifies each position work schedule type.
Position Work Schedule Type (CT)	Position Work Schedule Type Effective Date	The effective date of the position work schedule type.
Position Work Schedule Type (CT)	Position Work Schedule Type End Date	The date the position work schedule type is no longer effective.
Position Work Schedule Type (CT)	Position Work Schedule Type ID	The code that represents a specific kind of work routine applicable to a position. Examples include full-time, part-time, intermittent.
Probationary/Trial Period Type (CT)	Probationary/Trial Period Type Desc	The text string that describes each probationary period type - 30 days, 60 days, 90 days, etc.
Probationary/Trial Period Type (CT)	Probationary/Trial Period Type Effective Date	The effective date of the probationary/trial period type.
Probationary/Trial Period Type (CT)	Probationary/Trial Period Type End Date	The date the probationary/trial period type is no longer effective.
Probationary/Trial Period Type (CT)	Probationary/Trial Period Type ID	The unique identifier that describes each probationary period type.
Proficiency Level Type (CT)	Proficiency Level Type Desc	A textual description of each proficiency level (e.g., proficiency scale where 1 is "Novice" and 5 is "Expert").

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Proficiency Level Type (CT)	Proficiency Level Type Effective Date	The effective date of the proficiency level type.
Proficiency Level Type (CT)	Proficiency Level Type End Date	The date the proficiency level type is no longer effective.
Proficiency Level Type (CT)	Proficiency Level Type ID	A code that identifies the level of proficiency required for a competency. Proficiency level is within a range or "scale" of possible levels (e.g., proficiency level of 3, on a 1 to 5 scale).
Proficiency Scale Type (CT)	Proficiency Scale Maximum	The maximum value of a proficiency scale range.
Proficiency Scale Type (CT)	Proficiency Scale Minimum	The minimum value of a proficiency scale range.
Proficiency Scale Type (CT)	Proficiency Scale Type Desc	A textual description of the scale or range of possible proficiency levels (e.g., proficiency scale where 1 is "Novice" and 5 is "Expert").
Proficiency Scale Type (CT)	Proficiency Scale Type Effective Date	The effective date of the proficiency scale type.
Proficiency Scale Type (CT)	Proficiency Scale Type End Date	The date the proficiency scale type is no longer effective.
Proficiency Scale Type (CT)	Proficiency Scale Type ID	A code that identifies the scale or range of possible proficiency levels (e.g., proficiency scale that includes a 1 to 5 range).
Race and National Origin (CT)	Race and National Origin Identifier	The unique code that describes a race and national origin.
Race and National Origin (CT)	Race and National Origin Desc	The unique code that describes a race and national origin.
Race and National Origin (CT)	Race and National Origin Effective Date	The effective date of the race and national origin code.
Race and National Origin (CT)	Race and National Origin End Date	The date the race and national origin code is no longer effective.
Rating of Record Level (CT)	Rating of Record Level Identifier	The unique rating of record level code assigned to the record.
Rating of Record Level (CT)	Rating of Record Level Desc	Description of the rating of record level code.
Rating of Record Level (CT)	Rating of Record Level Effective Date	The effective date of the rating of record level code.
Rating of Record Level (CT)	Rating of Record Level End Date	The date the rating of record level code is no longer effective.
Rating of Record Pattern Type (CT)	Rating of Record Pattern Identifier	The unique rating of record pattern code assigned to each record.
Rating of Record Pattern Type (CT)	Rating of Record Pattern Desc	Description of the rating of record pattern code.
Rating of Record Pattern Type (CT)	Rating of Record Pattern Effective Date	The effective date of the rating of record pattern code.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Rating of Record Pattern Type (CT)	Rating of Record Pattern End Date	The date the rating of record pattern code is no longer effective.
Reemployed Annuitant	Employee ID	The unique identifier assigned to each employee record.
Reemployed Annuitant	Person ID	The unique identification number or code for a person (system code or ID).
Reemployed Annuitant	Reemployed Annuitant Record ID	The record ID number of the reemployed annuitant.
Reemployed Annuitant	Salary Offset Effective Date	The date the salary offset withholding is effective.
Reemployed Annuitant	Salary Offset End Date	The end date for the salary offset withholding.
Reemployed Annuitant	Salary Offset Withholding Amount	Amount of the salary offset for a reemployed annuitant.
Retirement Benefit Enrollment	Annuitant Election Type ID	An identifier for the type of annuity election chosen by an employee.
Retirement Benefit Enrollment	CSRS Application Type ID	The code field for type of CSRS application previously filed by an employee.
Retirement Benefit Enrollment	Employee ID	The unique identifier assigned to each employee record.
Retirement Benefit Enrollment	FEGLI Eligible Ind	Indicator field denoting if employee is FEGLI eligible.
Retirement Benefit Enrollment	FEHB Eligible Ind	Indicator field denoting if employee is FEHB eligible.
Retirement Benefit Enrollment	FERS Application Type ID	An field for type of FERS application previously filed by an employee.
Retirement Benefit Enrollment	Person ID	The unique identification number or code for a person (system code or ID).
Retirement Benefit Enrollment	Retirement Benefit Enrollment Record ID	The unique identification number for a retirement benefits enrollment.
Retirement Benefit Enrollment	Spouse Consent Ind	Indicates whether or not the current spouse consents to the survivor annuity election made by the retiring employee.
Retirement Benefit Enrollment	Survivor Annuity Amount	Amount of survivor annuity specified by the employee.
Retirement Benefit Enrollment	Workers Compensation Eligible Ind	Indicator field denoting if the employee is receiving or has ever received workers compensation.
Retirement Plan (CT)	Retirement Plan Identifier	The unique code that describes each retirement plan, for example, CSRS, FERS.

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Retirement Plan (CT)	Retirement Plan Type Desc	The text string that identifies the retirement plan code and describes the type of retirement plan under which an employee's military service deposit is computed. Not necessarily the currently elected retirement plan.
Retirement Plan (CT)	Retirement Plan Type Effective Date	The effective date of the retirement plan code.
Retirement Plan (CT)	Retirement Plan Type End Date	The date the retirement plan code is no longer effective.
Retirement System Enrollment	Benefit Election Record ID	The unique identifier of a benefit election record.
Retirement System Enrollment	Employee ID	The unique identifier assigned to each employee record.
Retirement System Enrollment	Person ID	The unique identification number or code for a person (system code or ID).
Retirement System Enrollment	Retirement Plan Identifier	The unique code that describes each retirement plan, for example, CSRS, FERS.
Retirement System Enrollment	Retirement System Court Order on File Ind	Indicates that there is a court order on file with the Office of Personnel Management (OPM) regarding the employee.
Retirement System Enrollment	Retirement System Early Retirement Date	The date the employee is first eligible for early retirement (calculated).
Retirement System Enrollment	Retirement System Enrollment Extension NTE Date	The date (Not to exceed [NTE]) on which six-month extension of period to elect Federal Employees Retirement System (FERS) coverage ends.
Retirement System Enrollment	Retirement System Enrollment Former Spouse Ind	Indicates if an employee has a living former spouse who has not remarried before reaching age 55 to whom a court order on file at OPM awards a portion of the employee's annuity or survivor benefits for Federal employee.
Retirement System Enrollment	Retirement System Enrollment Information Receipt Employee Signature Ind	Electronic authentication or other binding indication that an employee received FERS election information.
Retirement System Enrollment	Retirement System Enrollment Period Start Date	Start date of an FERS election period.
Retirement System Enrollment	Retirement System Enrollment Record ID	The unique identifier for a retirement system enrollment record.
Retirement System Enrollment	Retirement System Enrollment Request Date	The date on which waiver, extension, or search for an FERS election was requested.
Retirement System Enrollment	Retirement System Frozen Service Days	Number of days of civilian and military service that is creditable in a Civil Service Retirement System (CSRS) component of an FERS employee (Retirement Plans K, L, M and N).
Retirement System Enrollment	Retirement System Frozen Service Months	Number of months of civilian and military service that is creditable in a CSRS component of an FERS employee (Retirement Plans K, L, M and N).

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<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Retirement System Enrollment	Retirement System Frozen Service Years	Number of years of civilian and military service that is creditable in a CSRS component of a FERS employee (Retirement Plans K, L, M and N) .
Retirement System Enrollment	Retirement System Previous Coverage Ind	Indicates if an employee has, at the time of most recent appointment to the Federal service, previously been covered by the Civil Service Retirement System or the Federal Employees Retirement System.
Retirement System Refund Information	Benefit Election Record ID	The unique identifier of a benefit election record.
Retirement System Refund Information	Employee ID	The unique identifier assigned to each employee record.
Retirement System Refund Information	Person ID	The unique identification number or code for a person (system code or ID).
Retirement System Refund Information	Retirement System Enrollment Record ID	The unique identifier for a retirement system enrollment record.
Retirement System Refund Information	Retirement System Refund Info Record ID	The record ID number of the retirement system refund.
Retirement System Refund Information	Retirement System Refund Service Days	Number of days of retirement system service for which an employee received a refund.
Retirement System Refund Information	Retirement System Refund Service Effective Date	The start date of retirement system service for which an employee received a refund.
Retirement System Refund Information	Retirement System Refund Service End Date	The end date of retirement system service for which an employee received a refund.
Security Clearance Level (CT)	Security Clearance Level Identifier	The code that indicates the degree of access to information and materials.
Security Clearance Level (CT)	Security Clearance Level Desc	The text string that describes an employee's degree of access to information and materials.
Security Clearance Level (CT)	Security Clearance Level Effective Date	The effective date of the security clearance level code.
Security Clearance Level (CT)	Security Clearance Level End Date	The date the security clearance level code is no longer effective.
Service Deposit/Credit	Employee ID	The unique identifier assigned to each employee record.
Service Deposit/Credit	Person ID	The unique identification number or code for a person (system code or ID).
Service Deposit/Credit	Retirement Plan Identifier	The unique code that describes each retirement plan; for example, CSRS, FERS.
Service Deposit/Credit	Service Deposit/Credit Balance Amount	The balance amount of the employee's service deposit/credit for prior military service.
Service Deposit/Credit	Service Deposit/Credit Payment Amount	Amount of employee's payment for a service deposit/credit.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Service Deposit/Credit	Service Deposit/Credit Payment Frequency Type ID	The identifier representing each frequency type that indicates the frequency at which the employee is paying the service deposit/credit if paying through payroll deductions.
Service Deposit/Credit	Service Deposit/Credit Payment Record Id	The unique identification number for a service deposit record.
Service Deposit/Credit	Service Deposit/Credit Payment Type ID	Indicates the retirement plan under which an employee's military service deposit is computed. Not necessarily the currently elected retirement plan.
Service Deposit/Credit	Service Deposit/Credit Total Amount	The total amount of the employee's service deposit/credit for prior military service.
Service Deposit/Credit Payment Type (CT)	Service Deposit/Credit Payment Type Desc	Description of the service deposit/credit payment type.
Service Deposit/Credit Payment Type (CT)	Service Deposit/Credit Payment Type Effective Date	The effective date of the service deposit/credit payment type.
Service Deposit/Credit Payment Type (CT)	Service Deposit/Credit Payment Type End Date	The date the service deposit/credit payment type is no longer effective.
Service Deposit/Credit Payment Type (CT)	Service Deposit/Credit Payment Type ID	Indicates the retirement plan under which an employee's military service deposit is computed. Not necessarily the currently elected retirement plan.
Service History	Employee ID	The unique identifier assigned to each employee record.
Service History	Person ID	The unique identification number or code for a person (system code or ID).
Service History	Service History Agency ID	The unique identifier assigned to each agency service history.
Service History	Service History Agency Name	The name of agency where the employee worked during a service time period.
Service History	Service History Base Pay	The base pay of an employee during a service time period.
Service History	Service History Calendar Fiscal Year Cumulative Salary Deductions	The total amount withheld from the pay of an employee for the retirement benefit plan.
Service History	Service History Calendar Fiscal Year Salary Deductions	The amount withheld from the pay of an employee for the retirement benefit plan over a specific calendar or fiscal year.
Service History	Service History Effective Date	The date an employee began working for an agency (the "from" date).
Service History	Service History End Date	The date an employee stopped working for an agency ("to" date).
Service History	Service History Location	The location where the employee worked during a service time period.
Service History	Service History Payroll Office	The payroll office of the agency where an employee worked during a service time period.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Service History	Service History Payroll Office Number	The identification number of a payroll office.
Service History	Service History Record ID	The unique identification number for a service history record.
Service History	Service History Year	The calendar year for which an employee worked for an agency. The service history year is part of the employee's retirement record.
Severance	Employee ID	The unique identifier assigned to each employee record.
Severance	Person ID	The unique identification number or code for a person (system code or ID).
Severance	Severance Amount	Total amount of severance pay the employee receives.
Severance	Severance Pay Effective Date	The effective date of the severance pay.
Severance	Severance Pay End Date	The end date of the severance pay.
Severance	Severance Pay Record Id	The unique identification of a severance pay record.
Severance	Severance Pay Weeks	The number of weeks of severance payments received as a result of involuntary separation.
Special Pay Type (CT)	Frequency Type ID	The unique identifier for the frequency type (biweekly, semimonthly, monthly, etc.).
Special Pay Type (CT)	Special Pay Amount	Amount of any special pay per occurrence.
Special Pay Type (CT)	Special Pay Type Desc	The text string that identifies each special pay type (e.g., physicians special pay).
Special Pay Type (CT)	Special Pay Type Effective Date	The effective date of the special pay type.
Special Pay Type (CT)	Special Pay Type End Date	The date the special pay type is no longer effective.
Special Pay Type (CT)	Special Pay Type ID	The unique identifier that describes each special pay type.
State (CT)	Country Identifier	The designator that distinguishes one country from another.
State (CT)	State Identifier	The code used to identify the State, District of Columbia or possession in which the real property asset or entity is located.
State (CT)	State Desc	The text string that describes a state.
State (CT)	State Effective Date	The date the state code becomes effective.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
State (CT)	State End Date	The date the state code is no longer effective.
State Type (CT)	State Type Desc	The text string that describes the type of state. Examples of the type represented are: U.S. State, province, territory.
State Type (CT)	State Type Effective Date	The effective date of the state type.
State Type (CT)	State Type End Date	The date the state type is no longer effective.
State Type (CT)	State Type ID	The unique identifier for each type of state.
Step or Rate (CT)	Pay Plan Step or Rate Identifier	The code representing a specific salary within a grade, level, class, rate, or pay band.
Step or Rate (CT)	Pay Plan Step or Rate Desc	Description of the pay plan step/rate type.
Step or Rate (CT)	Pay Plan Step or Rate Effective Date	The effective date of the pay plan step/rate type.
Step or Rate (CT)	Pay Plan Step or Rate End Date	The date the pay plan step/rate type is no longer effective.
Student Loan Repayment	Employee ID	The unique identifier assigned to each employee record.
Student Loan Repayment	Person ID	The unique identification number or code for a person (system code or ID).
Student Loan Repayment	Student Loan Amount	The original balance of the employee's student loan.
Student Loan Repayment	Student Loan Balance	The current balance of the employee's student loan.
Student Loan Repayment	Student Loan Number	The loan number of an employee's student loan that an agency pays on behalf of the employee.
Student Loan Repayment	Student Loan Payment Amount	The amount the agency pays directly to the loan holder each pay period.
Student Loan Repayment	Student Loan Repayment Date	The date not less than three years from the start date of the service agreement.
Student Loan Repayment	Student Loan Repayment Effective Date	The effective date of the student loan repayment.
Student Loan Repayment	Student Loan Repayment End Date	The end date of the student loan repayment.
Student Loan Repayment	Student Loan Repayment Record ID	The unique identification number of a student loan repayment record that an agency pays on behalf of an employee.
Student Loan Repayment	Student Loan Type ID	The unique identifier that describes each type of student loan. Examples include Federal, private.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Student Loan Type (CT)	Student Loan Type Desc	Description of the student loan type.
Student Loan Type (CT)	Student Loan Type Effective Date	The effective date of the student loan type.
Student Loan Type (CT)	Student Loan Type End Date	The date the student loan type is no longer effective.
Student Loan Type (CT)	Student Loan Type ID	The unique identifier that describes each type of student Loan. Examples include Federal, private.
Tax Filing Status Type (CT)	Tax Filing Status Type Desc	The text string that identifies each tax filing status type.
Tax Filing Status Type (CT)	Tax Filing Status Type Effective Date	The effective date of the federal tax filing status type.
Tax Filing Status Type (CT)	Tax Filing Status Type End Date	The date the federal tax filing status type is no longer effective.
Tax Filing Status Type (CT)	Tax Filing Status Type ID	The unique identifier assigned to each federal tax filing status type. Examples include single, head of household, widower.
Tax Filing Status Type (CT)	Taxing Authority ID	The unique identifier of the taxing authority. Examples include Federal, State, city.
Taxing Authority (CT)	Taxing Authority Desc	The text string that identifies each taxing authority.
Taxing Authority (CT)	Taxing Authority Effective Date	The effective date of the taxing authority type.
Taxing Authority (CT)	Taxing Authority End Date	The date of the taxing authority type is no longer effective.
Taxing Authority (CT)	Taxing Authority ID	The unique identifier of the taxing authority. Examples include Federal, State, city.
Temporary Benefit Continuation	Benefit Election Record ID	The unique identifier of a benefit election record.
Temporary Benefit Continuation	Employee ID	The unique identifier assigned to each employee record.
Temporary Benefit Continuation	FEHB Plan Identifier	Enrollment code of the Federal Employees Health Benefit (FEHB) in which the employee is currently enrolled. The first two digits of the code indicate the health plan name. The last digit indicates the plan type, either individual or family plan.
Temporary Benefit Continuation	Person ID	The unique identification number or code for a person (system code or ID).
Temporary Benefit Continuation	Separation Date	The date the employee separates from their position.
Temporary Benefit Continuation	Temporary Benefit Continuation NTE Date	The last date that the covered individual is eligible for temporary continuation of benefits coverage.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Temporary Benefit Continuation	Temporary Benefit Continuation Record ID	The unique identifier assigned to a temporary benefits continuation record.
Temporary Benefit Continuation	Temporary Continuation of Coverage Qualifying Event Type ID	The identifier for the event which qualifies an employee for temporary continuation of benefits coverage.
Temporary Continuation of Coverage Qualifying Event Type (CT)	Temporary Continuation of Coverage Qualifying Event Type Effective Date	The effective date of the temporary continuation of benefits coverage qualifying event type.
Temporary Continuation of Coverage Qualifying Event Type (CT)	Temporary Continuation of Coverage Qualifying Event Type End Date	The date the temporary continuation of benefits coverage qualifying event type is no longer effective.
Temporary Continuation of Coverage Qualifying Event Type (CT)	Temporary Continuation of Coverage Qualifying Event Type Desc	Description of the temporary continuation of benefits coverage qualifying event type.
Temporary Continuation of Coverage Qualifying Event Type (CT)	Temporary Continuation of Coverage Qualifying Event Type ID	The code for the event which qualifies an employee for temporary continuation of benefits coverage.
Thrift Savings Plan (TSP)	Benefit Election Record ID	The unique identifier of a benefit election record.
Thrift Savings Plan (TSP)	Employee ID	The unique identifier assigned to each employee record.
Thrift Savings Plan (TSP)	Person ID	The unique identification number or code for a person (system code or ID).
Thrift Savings Plan (TSP)	TSP Election Contribution Amount	Dollar amount of pay that the employee elects to have deducted for the Thrift Savings Plan (TSP).
Thrift Savings Plan (TSP)	TSP Election Contribution Percent	Percentage rate of pay that the employee elects to have deducted for the TSP.
Thrift Savings Plan (TSP)	TSP Record ID	The record ID number of the TSP election.
Thrift Savings Plan (TSP)	TSP Service Computation Date	Thrift Savings Plan service computation date (SCD) of an employee.
Thrift Savings Plan (TSP)	TSP Status Date	TSP status date.
Training Accreditation Organization Type (CT)	Training Accreditation Organization Type Desc	Name of the training accreditation organization.
Training Accreditation Organization Type (CT)	Training Accreditation Organization Type Effective Date	The effective date of the training accreditation organization type.
Training Accreditation Organization Type (CT)	Training Accreditation Organization Type End Date	The date the training accreditation organization type is no longer effective.
Training Accreditation Organization Type (CT)	Training Accreditation Organization Type ID	An identifier designating the training accreditation organization. Examples include university, professional organization, USDA.
Training Certification Type (CT)	Training Certification Type Desc	Description of certification for the training course.
Training Certification Type (CT)	Training Certification Type Effective Date	The effective date of the training certification type.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Training Certification Type (CT)	Training Certification Type End Date	The date the training certification type is no longer effective.
Training Certification Type (CT)	Training Certification Type ID	The unique type of certification for the training course.
Training Cost	Employee ID	The unique identifier assigned to each employee record.
Training Cost	Person ID	The unique identification number or code for a person (system code or ID).
Training Cost	Training Cost Record ID	The unique identification number for a training cost record.
Training Cost	Training Equipment and Software Cost	Training equipment and software costs for technology-based/blended learning (i.e., video satellite based, web-enabled, computer-based, etc.).
Training Cost	Training Materials Cost	Cost of the training materials for training completed by the employee.
Training Cost	Training Non Government Contribution Cost	Cost contributed by the employee or other non-Government organizations for the training completed by the employee.
Training Cost	Training Per Diem Cost	Cost of the travel per diem for training completed by the employee.
Training Cost	Training Registration Record ID	The unique identification number for a training registration record.
Training Cost	Training Travel Cost	Cost for the travel, excluding per diem, for training completed by the employee.
Training Cost	Training Tuition and Fees Cost	Cost of tuition and fees for training completed by the employee.
Training Course	Organization ID	The unique identifier assigned to a private organizational entity.
Training Course	Training Accreditation Organization Type ID	An identifier designating the training accreditation organization. Examples include university, professional organization, USDA.
Training Course	Training Accumulated Credit Hours	The total number of accumulated credits hours for a training course.
Training Course	Training Certification Type ID	The unique type of certification for the training course.
Training Course	Training Course Credits	The number of credits in units defined by the training credit designation type
Training Course	Training Course Desc	Description of the course offered by the service provider.
Training Course	Training Course End Date	The end date for the training offered by the service provider.
Training Course	Training Course ID	The unique identification number for a training course record.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Training Course	Training Course Start Date	The start date for the training offered by the service provider.
Training Course	Training Course Title	Official title or name of the course or program.
Training Course	Training Course Total Hours	The total duration of the training course in hours.
Training Course	Training Credit Designation Type Identifier	Code for the type of academic credit hours or continued education units earned by the employee for the completed training course.
Training Course	Training Delivery Type Identifier	Code for the type of training delivery for a training course. Examples include traditional classroom, on the job, conference.
Training Course	Training Funding Source Type ID	An identifier for the appropriation funds used to support the training.
Training Course	Training Purpose Type Identifier	A code representing the purpose of the training completed by the employee. Examples include improve performance, future staffing needs.
Training Course	Training Source Type Identifier	A code for the type of source of the training which has been completed by the employee. Examples include Government internal, government external, non-Government.
Training Course	Training Sub Type Identifier	A code indicating the subtype of training which has been completed by the employee. Examples include medical and health, scientific, legal.
Training Credit Designation Type (CT)	Training Credit Designation Desc	Description of the type of academic credit hours or continued education units earned by the employee for the completed training course.
Training Credit Designation Type (CT)	Training Credit Designation Type Identifier	Code for the type of academic credit hours or continued education units earned by the employee for the completed training course.
Training Credit Designation Type (CT)	Training Credit Designation Type Effective Date	The effective date of the training credit designation type code.
Training Credit Designation Type (CT)	Training Credit Designation Type End Date	The date the training credit designation type code is no longer effective.
Training Delivery Type (CT)	Training Delivery Type Identifier	Code for the type of training delivery for a training course. Examples include traditional classroom, on the job, conference.
Training Delivery Type (CT)	Training Delivery Type Desc	Description of the type of training delivery for the training course completed by the employee.
Training Delivery Type (CT)	Training Delivery Type Effective Date	The effective date of the training delivery type.
Training Delivery Type (CT)	Training Delivery Type End Date	The date the training delivery type is no longer effective.
Training Funding Source Type (CT)	Training Funding Source Type Desc	Name of the training funding source organization.
Training Funding Source Type (CT)	Training Funding Source Type Effective Date	The effective date of the training funding source type.
Training Funding Source Type (CT)	Training Funding Source Type End Date	The date the training funding source type is no longer effective.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Training Funding Source Type (CT)	Training Funding Source Type ID	An identifier for the appropriation funds used to support the training.
Training Purpose Type (CT)	Training Purpose Type Identifier	A code representing the purpose of the training completed by the employee. Examples include improve performance, future staffing needs.
Training Purpose Type (CT)	Training Purpose Type Desc	Description of the purpose of the training which has been completed by the employee.
Training Purpose Type (CT)	Training Purpose Type Effective Date	The effective date of the training purpose type code.
Training Purpose Type (CT)	Training Purpose Type End Date	The date the training purpose type code is no longer effective.
Training Registration	Cancellation Ind	Indicates if the employee cancelled the training course.
Training Registration	Employee ID	The unique identifier assigned to each employee record.
Training Registration	Person ID	The unique identification number or code for a person (system code or ID).
Training Registration	Training Course ID	The unique identification number for a training course record.
Training Registration	Training Registration Date	The date the employee registered for the training course.
Training Registration	Training Registration Number	Training registration number assigned to the employee.
Training Registration	Training Registration Record ID	The unique identification number for a training registration record.
Training Result	Employee ID	The unique identifier assigned to each employee record.
Training Result	Pass/Fail Status	Indicates if employee passed, failed or received an incomplete for the training course taken.
Training Result	Person ID	The unique identification number or code for a person (system code or ID).
Training Result	Training Completed Date	The date employee completed the training course.
Training Result	Training Course Score	The test score for the training course taken by the employee.
Training Result	Training Registration Record ID	The unique identification number for a training registration record.
Training Result	Training Results Record ID	The unique identification number for a training results record.
Training Source Type (CT)	Training Source Type Identifier	A code for the type of source of the training which has been completed by the employee. Examples include Government internal, Government external, non-Government.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Training Source Type (CT)	Training Source Type Desc	The text string that describes the source of the training which has been completed by the employee.
Training Source Type (CT)	Training Source Type Effective Date	The effective date of the training source type code.
Training Source Type (CT)	Training Source Type End Date	The date the training source type code is no longer effective.
Training Sub Type (CT)	Training Sub Type Identifier	A code indicating the subtype of training which has been completed by the employee. Examples include medical and health, scientific, legal.
Training Sub Type (CT)	Training Sub Type Desc	Description of the code indicating the subtype of training which has been completed by the employee.
Training Sub Type (CT)	Training Sub Type Effective Date	The effective date of the training subtype code.
Training Sub Type (CT)	Training Sub Type End Date	The date the training subtype code is no longer effective.
Training Sub Type (CT)	Training Type Identifier	Code for the type of training which has been completed by the employee. Examples include training program area, developmental training area.
Training Type (CT)	Training Type Identifier	Code for the type of training which has been completed by the employee. Examples include training program area, developmental training area.
Training Type (CT)	Training Type Desc	Description for the type of training completed by the employee.
Training Type (CT)	Training Type Effective Date	The effective date of the training type code.
Training Type (CT)	Training Type End Date	The date the training type code is no longer effective.
TSP Catch Up Contribution	Benefit Election Record ID	The unique identifier of a benefit election record.
TSP Catch Up Contribution	Employee ID	The unique identifier assigned to each employee record.
TSP Catch Up Contribution	Person ID	The unique identification number or code for a person (system code or ID).
TSP Catch Up Contribution	TSP Catch Up Contribution Amount	The dollar amount per pay period that the individual elects to have deducted from pay as part of the TSP Catchup Program.
TSP Catch Up Contribution	TSP Catch Up Contribution Record ID	The unique identifier for each TSP Catchup Program contribution record.
TSP Catch Up Contribution	TSP Catch Up Effective Date	The effective date of the TSP Catchup Program contributions.
TSP Catch Up Contribution	TSP Catch Up End Date	The date the TSP Catchup is no longer effective.
TSP Catch Up Contribution	TSP Record ID	The record ID number of the TSP election.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
TSP Make Up Contribution	Benefit Election Record ID	The unique identifier of a benefit election record.
TSP Make Up Contribution	Employee ID	The unique identifier assigned to each employee record.
TSP Make Up Contribution	Person ID	The unique identification number or code for a person (system code or ID).
TSP Make Up Contribution	TSP Make Up Contribution Agency Amount	The amount of the TSP makeup contribution paid by the agency. Makeup contributions are employee contributions that could have been deducted from earlier pay, but were actually deducted later because of an error.
TSP Make Up Contribution	TSP Make Up Contribution Amount	The amount of the TSP makeup contribution paid by the employee. Makeup contributions are employee contributions that could have been deducted from earlier pay, but were actually deducted later because of an error.
TSP Make Up Contribution	TSP Make Up Contribution Effective Date	The effective date of the TSP makeup contribution.
TSP Make Up Contribution	TSP Make Up Contribution End Date	The end date of the TSP makeup contribution.
TSP Make Up Contribution	TSP Make Up Contribution Record ID	The record ID number for a TSP makeup contribution.
TSP Make Up Contribution	TSP Make Up Contribution Tax Year	The tax year that a TSP makeup contribution is paid.
TSP Make Up Contribution	TSP Record ID	The record ID number of the TSP election.
TSP Non Contribution Period	Benefit Election Record ID	The unique identifier for a benefit election record.
TSP Non Contribution Period	Employee ID	The unique identifier assigned to each employee record.
TSP Non Contribution Period	Person ID	The unique identification number or code for a person (system code or ID).
TSP Non Contribution Period	TSP Non Contribution Period Effective Date	The start date for the period of time an employee is prohibited from making TSP contributions because of a previous withdrawal for financial hardship.
TSP Non Contribution Period	TSP Non Contribution Period End Date	The end date for the period of time an employee is prohibited from making TSP contributions because of a previous withdrawal for financial hardship.
TSP Non Contribution Period	TSP Non Contribution Period Record ID	The record ID number of the TSP noncontribution period.
TSP Non Contribution Period	TSP Record ID	The record ID number of the TSP election.
Union (CT)	Union Identifier	A code assigned to the labor union.
Union (CT)	Union Desc	Description of the unique labor union identifier.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

Entity Name	Entity Attribute Name	Entity Attribute Definition
Union (CT)	Union Effective Date	The effective date of the union code.
Union (CT)	Union End Date	The date the union code is no longer effective.
Union (CT)	Union ID	The unique labor union identifier.
Union Dues Deduction	Employee ID	The unique identifier assigned to each employee record.
Union Dues Deduction	Employee Payroll Deduction Election Record ID	The unique identifier for each employee payroll deduction election record.
Union Dues Deduction	Person ID	The unique identification number or code for a person (system code or ID).
Union Dues Deduction	Union Dues Deduction Record ID	The unique identification number for an employee's union dues deduction record.
Union Dues Deduction	Union ID	The unique labor union identifier.
USPS Code (CT)	USPS Identifier Desc	Description of the USPS code.
USPS Code (CT)	USPS Identifier Effective Date	The effective date of the USPS code.
USPS Code (CT)	USPS Identifier End Date	The date the USPS code is no longer effective.
USPS Code (CT)	USPS Identifier ID	International country codes as defined by the United States Postal Service.
Veterans Preference (CT)	Veterans Preference Identifier	The code that indicates the extent to which the applicant qualifies for veterans' preference.
Veterans Preference (CT)	Veterans Preference Desc	Veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over others in hiring from competitive lists of eligibles and also in retention during reductions in force.
Veterans Preference (CT)	Veterans Preference Effective Date	The effective date of the veterans' preference code.
Veterans Preference (CT)	Veterans Preference End Date	The date that the veterans' preference code is no longer effective.
Veterans Status Type (CT)	Veterans Status Identifier	The code that describes veteran status. An employee is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active uniformed military service of the United States and who was discharged or released from service under conditions other than dishonorable); for example: N = Not a Vietnam-era veteran, V = Vietnam-era veteran, B = Pre-Vietnam-era veteran.
Veterans Status Type (CT)	Veterans Status Desc	The text string that describes the nature of the employee's prior United States military service.
Veterans Status Type (CT)	Veterans Status Effective Date	The effective date of the veterans status code.

HR LOB DATA REFERENCE MODEL VERSION 1 DATA DICTIONARY

<i>Entity Name</i>	<i>Entity Attribute Name</i>	<i>Entity Attribute Definition</i>
Veterans Status Type (CT)	Veterans Status End Date	The date that the veterans status code is no longer effective.
Work Schedule (CT)	Work Schedule Identifier	The unique code that indicates the work schedule type (e.g., full time, part time) and schedule (summer, intermittent, regular).
Work Schedule (CT)	Work Schedule Desc	The text string that describes each work schedule.
Work Schedule (CT)	Work Schedule Effective Date	The effective date of the work schedule code.
Work Schedule (CT)	Work Schedule End Date	The date the work schedule code is no longer effective.
Workers Compensation	Employee ID	The unique identifier assigned to each employee record.
Workers Compensation	Person ID	The unique identification number or code for a person (system code or ID).
Workers Compensation	Workers Compensation Amount	The pay period amount of the workers compensation claim.
Workers Compensation	Workers Compensation Benefit Type ID	The code representing a workers compensation benefit type; for example, leave without pay, leave buy back, other wage loss.
Workers Compensation	Workers Compensation Claim Approved/Denied Date	The date that the workers compensation claim is approved or denied.
Workers Compensation	Workers Compensation Claim Approved/Denied Ind	Indicates if the workers compensation claim is approved or denied.
Workers Compensation	Workers Compensation Claim Number	The number assigned to a workers compensation claim.
Workers Compensation	Workers Compensation End Date	The date employee stopped receiving workers compensation benefits.
Workers Compensation	Workers Compensation Injury Date	The date the workers compensation injury occurred.
Workers Compensation	Workers Compensation Record ID	The unique identification number for a workers compensation record.
Workers Compensation	Workers Compensation Start Date	The start date of a workers compensation benefit.
Workers Compensation Benefit Type (CT)	Workers Compensation Benefit Type Desc	Description of the type of the worker's compensation benefit.
Workers Compensation Benefit Type (CT)	Workers Compensation Benefit Type Effective Date	The effective date of the workers compensation benefit type.
Workers Compensation Benefit Type (CT)	Workers Compensation Benefit Type End Date	The date the employee stops receiving workers compensation benefits.
Workers Compensation Benefit Type (CT)	Workers Compensation Benefit Type ID	The code representing a workers compensation benefit type; for example, leave without pay, leave buy back, other wage loss.

APPENDIX 3: LOGICAL DATA MODEL
SECTION 2 - CODE TABLE CROSSWALK

CODE TABLE CROSSWALK

HR LOB DM Code Table Name	EHRI / CPDF Code Table Name	CT Sample Values (from CDPF or EHRI)	Source
Agency Subelement (CT)	Agency/Subelement	LL02: House of Representatives. Organization does not make submissions to the Central Personnel Data File. Code may be used for other documentation purposes.	CPDF
		LL01: Senate. Organization does not make submissions to the Central Personnel Data File. Code may be used for other documentation purposes.	
		ZX00: Abraham Lincoln Bicentennial Commission. Organization does not make submissions to the Central Personnel Data File. Code may be used for other documentation purposes.	
Annuitant Type (CT)	Annuitant Indicator	A: Reemployed FERS annuitant.	CPDF
		B: Former FERS annuitant.	
		C: Retired uniformed service officer and reemployed FERS annuitant.	
Appointment Type (CT)	Appointment Type Code/Type of Appointment	10: Career (Competitive Service Permanent).	eHRI/CPDF
		15: Career-Conditional (Competitive Service Permanent).	
Position Work Schedule Type (CT)	Work Schedule Code	B: Baylor Plan - a schedule that requires employee to work two regularly scheduled 12-hour tours of duty between midnight Friday and midnight Sunday to fulfill the 40-hour work week requirement.	eHRI
		F: Full-time - a schedule that usually requires an employee to work 40 hours as prescribed by the administrative work week for that particular employment group or	

CODE TABLE CROSSWALK

HR LOB DM Code Table Name	EHRI / CPDF Code Table Name	CT Sample Values (from CDPF or EHRI)	Source
Bargaining Unit (CT)	Bargaining Unit	6666: Bargaining unit status is in transition because of a mass transfer. 7777: Eligible but not in a bargaining unit. 8888: Ineligible for inclusion in a bargaining unit.	CPDF
Career Tenure Group (CT)	Tenure Code/Tenure	1: Tenure group 1 competitive service-tenure group 1 includes employees serving under career appointments who either have completed initial appointment probation or are not required to serve initial appointment probation. Excepted service--Tenure grou 2: Tenure group 2 competitive service-tenure group 2 includes employees serving under career-conditional appointments, and under career appointments who are serving initial appointment probation. Excepted service--Tenure group 2 includes employees who	eHRI/CPDF
Country (CT)	Citizenship Country Code	AA: ARUBA AC: ANTIGUA AND BARBUDA	eHRI
Current Appointment Authority (CT)	Current Appointment Authority (1)	ABK ACWA: Outstanding Scholar Program. ABL: Bicultural/Bilingual Selective Factors. BAD GW003 (Iraqi): Direct hire/Iraqi reconstruction efforts.	CPDF
Duty Station (CT)	Duty Station	Duty station names and codes can be found in the Duty Station File, which is available at Internet address http://www.opm.gov/feddata/guidance.asp .	CPDF
Education Level (CT)	Education Level Code / Education Level	1: No formal education or some elementary school--did not complete.	eHRI/CPDF
Ethnicity and Race (CT)	Ethnicity and Race Indicator Code	1: (Ethnicity Indicator) - Hispanic or Latino. 2: (Race Indicator) – American Indian or Alaskan Native.	eHRI

CODE TABLE CROSSWALK

HR LOB DM Code Table Name	EHRI / CPDF Code Table Name	CT Sample Values (from CDPF or EHRI)	Source
FEGLI Election Option (CT)	Federal Employee's Group Life Insurance	A0: Ineligible for life insurance coverage. B0: Waived all life insurance. C0: Basic only.	CPDF
FEGLI Qualifying Life Event (CT)	FEGLI Life Change Code	01: Physical- approval of Request for Insurance (SF 2822) by the Office of Federal Employees' Group Life.	EHRI
FEHB Plan (CT)	Health Plan	ZZW: Agency-sponsored health plan. ZZX: Pending. ZZY: Declined enrollment.	CPDF
FLSA Category (CT)	FLSA Category	E: Exempt employee. N: Nonexempt employee.	CPDF
Gender (CT)	Sex	F: Female. M: Male.	CPDF
Grade, Level, Pay Band	Grade, Level, Class, Rank, or Pay Band	CA: Career ambassador. CM: Career minister. MC: Minister counselor.	CPDF
Instructional Program (CT)	Instructional Program	01000: Agriculture, General. 010101: Agricultural Business and Management, General. 010102: Agribusiness/Agricultural Business Operations.	CPDF
Language (CT)	Language Identification	ZZ: Unspecified language is not shown or cannot be identified. AF: Achinese also Atjehnese. AH: Acholi.	CPDF
Language Proficiency Level (CT)	Language Proficiency Level Code	10: Elementary Proficiency 16: Elementary Proficiency Plus 20: Limited Working Proficiency	eHRI

CODE TABLE CROSSWALK

HR LOB DM Code Table Name	EHRI / CDPF Code Table Name	CT Sample Values (from CDPF or EHRI)	Source
Legal Authority (CT)	Legal Authority	ABK ACWA: Outstanding Scholar Program.	CPDF
		ABL: Bicultural/Bilingual Selective Factors.	
		AGM: MSPB Decision number and date.	
Locality Pay Area (CT)	Locality Pay Area	AT: Atlanta. The area is the same as that of COMBINED STATISTICAL AREA code 122 (Atlanta-Sandy Springs-Gainesville,	CPDF
		CH: Chicago. The area is the same as that of COMBINED STATISTICAL AREA code 176 (Chicago-Naperville-Michigan City, IL-IN-WI).	
		CI: Cincinnati. The area is the same as that of COMBINED STATISTICAL AREA code 178 (Cincinnati-Middletown-Wilmington, OH-KY-IN).	
Nature of Action (CT)	Nature of Action (1)	001: Cancellation.	CPDF
		002: Correction.	
		100: Career Appointment.	
Occupation Family (CT)	Occupational Category	B: Blue collar.	CPDF
		P: Professional.	
		A Administrative.	
Occupation Series (CT)	Occupation	0006: A Correctional Institution Administration.	CPDF
		0007O: Correctional Officer.	
		0011A: Bond Sales Promotion.	
Organizational Component (CT)	Organizational Component	For Central Personnel Data File submissions, the code should be left justified, with any unused positions blank. Each code should be unique when preceded by the first and second positions of the AGENCY/SUBELEMENT code.	CPDF

CODE TABLE CROSSWALK

HR LOB DM Code Table Name	EHRI / CPDF Code Table Name	CT Sample Values (from CDPF or EHRI)	Source
Pay Basis (CT)	Pay Basis Type Code/Pay Basis	BW: Bi-weekly.	eHRI/CPDF
		FB: Fee basis.	
		PA: Per annum.	
Pay Plan (CT)	Pay Plan	AA: Administrative Appeals Judges.	CPDF
		AD: Administratively determined rates not elsewhere specified.	
		AG: Summer Program. Code is for use by the Federal Deposit Insurance Corporation only.	
Pay Rate Determinant (CT)	Pay Rate Determinant	0: This code is used for all employees, regardless of pay system, who receive a scheduled rate and for whom none of the following codes apply.	CPDF
		2: Saved Rate--Indefinite. Employee is paid, without time limitation.	
		3: Retained Pay--Special Rate Adjustment.	
Position Occupied (CT)	Position Occupied Code/Position Occupied	1: Competitive service.	eHRI/CPDF
		2: Excepted service.	
		3: SES General.	
		4: SES Career Reserved.	
Position Sensitivity (CT)	Position Sensitivity	0: Not Designated.	CPDF
		1: Nonsensitive (NS) National Security Risk.	
		2: Noncritical-Sensitive (NCS) National Security Risk.	
Race and National Origin(CT)	Race and National Origin Code /Ethnicity and Race Identification/Race or National Origin	A: American Indian or Alaskan Native	eHRI
		B: Asian or Pacific Islander	
		C: Black, not of Hispanic origin	
		1: Hispanic or Latino.	CPDF
		2: American Indian or Alaska Native.	
3: Asian.			

CODE TABLE CROSSWALK

HR LOB DM Code Table Name	EHRI / CPDF Code Table Name	CT Sample Values (from CDPF or EHRI)	Source
Rating of Record Level (CT)	Rating of Record Level Code /Rating of Record (Level)	1: Level 1 - Unacceptable. Fail level under pass/fail program. 2: Level 2 - Level between Fully Successful and Unacceptable. 3: Level 3 - Fully Successful or equivalent. Pass level under pass/fail program.	eHRI/CPDF
Rating of Record Pattern (CT)	Rating of Record Pattern Code /Rating of Record (Pattern)	A: Summary levels 1 and 3. B: Summary levels 1, 3, and 5. C: Summary levels 1, 3, and 4.	eHRI/CPDF
Retirement Plan (CT)	Retirement Plan	1: Civil Service Retirement System (CSRS). 2: Social Security System (FICA). 3: Foreign Service Retirement and Disability System (FSRDS).	CPDF
Security Clearance Level	Security Clearance Level	0: Not Required. 1: Confidential. 2: Secret.	CPDF
State (CT)	State Code	AK: ALASKA AL: ALABAMA AP: Armed Forces Pacific AR: ARKANSAS AS: AMERICAN SAMOA AZ: ARIZONA	eHRI
Step or Rate (CT)	Step or Rate	A: Rate A of grade 3. B: Rate B of grade 3. C: Rate C of grade 3.	CPDF
Position Supervisory Status Type (CT)	Supervisory Type Code	2: Supervisor or Manager. 4: Supervisor(CSRA). 5: Management Official (CSRA).	eHRI
Training Credit Designation Type(CT)	Training Credit Designation Type Code	01: Undergraduate credit. 02: Graduate credit. 03: Continuing education unit.	eHRI
Training Delivery Type (CT)	Training Delivery Type Code	01: Traditional Classroom (no technology). Individual or multiple person led, face-to-face training.	eHRI

CODE TABLE CROSSWALK

HR LOB DM Code Table Name	EHRI / CDPF Code Table Name	CT Sample Values (from CDPF or EHRI)	Source
		<p>02: On the Job. Formal methods/activities planned and structured to promote learning by doing; e.g., detail assignments/programs.</p> <p>03: Technology based. Methods mainly using technology which may include tutorials embedded in software, CD ROM products, Web -based courses, and interactive media.</p>	
Training Purpose Type(CT)	Training Purpose Type Code	<p>01: Program/Mission Change. Needed as a result of change in agency mission, policies, or procedures.</p> <p>02: New Work Assignment. Training to acquire the knowledge, skills, and abilities needed as a result of assignment to new duties and responsibilities when such training is not part of a planned, career development program.</p> <p>03: Improve Present Performance. Training to provide the knowledge, skills, and abilities needed to improve or maintain proficiency in present job.</p>	eHRI

CODE TABLE CROSSWALK

HR LOB DM Code Table Name	EHRI / CDPF Code Table Name	CT Sample Values (from CDPF or EHRI)	Source
Training Source Type (CT)	Training Source Type Code	01: Government Internal. Training provided by a Federal department, agency, or independent establishment for its own employees.	eHRI
		02: Government External. Training provided by an interagency training activity, or a Federal department, agency, or independent establishment other than the one which currently employs the trainee.	
		03: Non-government. Sources include commercial or industrial concern, educational institutions, professional societies or associations, consultants or individuals who are not Government employees.	
Training Sub Type (CT)	Training Type Code and Subcode	01: Legal Education or training in the concepts, principles, theories, or techniques of law.	eHRI
		20: Presupervisory Program. Development/training program for non-supervisors.	
		30: Employee Orientation Training of a general nature to provide an understanding of the organization and missions of the Federal Government, or the employing agency or activity, or a broad overview and understanding of matters of public policy.	
Training Type(CT)	Training Type Code and Subcode	01: Training Program Area Description of functional or specialized training programs.	eHRI
		02: Developmental Training Area Description of formal developmental/training programs.	
		03: Basic Training Area Description of fundamental and/or required training programs.	

CODE TABLE CROSSWALK

HR LOB DM Code Table Name	EHRI / CPDF Code Table Name	CT Sample Values (from CDPF or EHRI)	Source
Veterans' Preference (CT)	Veterans' Preference Code/ Veterans' Preference	1: None. Person is not entitled to veterans preference.	eHRI/CPDF
		2 – 5 Point: Veteran is entitled to 5-point preference.	
		3 – 10 Point Disability: Veteran is entitled to 10-point preference due to a service connected disability (includes recipient of the Purple Heart who is not rated as having a compensable disability of 10 percent or more).	
Veterans Status Type (CT)	Veterans Status Code/ Veterans Status (Active Military Service)	B: Pre-Vietnam-era veteran.	eHRI/CPDF
		N: Not a Vietnam-era veteran.	
		P: Post-Vietnam-era veteran.	

APPENDIX 3: LOGICAL DATA MODEL
SECTION 3 - INFORMATION EXCHANGE
PACKAGES

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

4.0 COMPENSATION MANAGEMENT

SUBJECT AREA	4.0 Compensation Management	
SUPER TYPE	4.6 Manage Time, Leave and Pay	
	4.6.1 Manage Leave Usage	Track the accrual and usage of leave.
INFORMATION EXCHANGE PACKAGE	Current Leave Balance	
DATA OBJECT	Leave	
	Person Name	
	Person Social Security Number	
DATA PROPERTY		
	Employee ID	The unique identifier assigned to each employee.
	Date of Birth	Person's date of birth.
	Social Security Number	The number assigned to a person's Social Security account.
	Name Family	Nonchosen/inherited/married/last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.)
	Leave Type ID	Unique identification number for the leave type.
	Leave Type Desc	The text string that identifies each leave type. Examples include Religious, Shore, Administrative, Comp, Award etc.
	Leave Unit Type ID	The unique identifier for each leave unit type.
	Leave Unit Type Desc	The text string that describes employee leave unit type.
	Units Granted/Used	The balance amount of hours for the given leave type.
	Units Granted/Used Ind	Indicator denoting if the leave is granted to (added) or used by (subtracted) the employee.
	Date Granted/Used	Number of hours of eligible leave granted to/used by the employee.
	Pay Period ID	The unique identifier for the pay period that the employee was granted/used leave hours.
	Leave Expiration Date	The calendar date upon which the leave expires.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

SUBJECT AREA	4.0 Compensation Management	
SUPER TYPE	4.6 Manage Time, Leave and Pay	
	4.6.4 Certify Employee Attendance Data	Certify the reported time for employees.
INFORMATION EXCHANGE PACKAGE	Approved Time and Attendance	
DATA OBJECT	Leave	
	Hours Worked	
	Employee Timecard	
DATA PROPERTY		
	Employee ID	The unique identifier assigned to each employee.
	Date of Birth	Person's date of birth.
	Social Security Number	The number assigned to a person's Social Security account.
	Name Family	Nonchosen/inherited/married/last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.).
	Leave Type ID	Unique identification number for the leave type.
	Leave Type Desc	The text string that identifies each leave type. Examples include Religious, Shore, Administrative, Comp, Award etc.
	Leave Unit Type ID	The unique identifier for each leave unit type.
	Leave Unit Type Desc	The text string that describes employee leave unit type.
	Units Granted/Used Ind	Indicator denoting if the leave is granted to (added) or used by (subtracted) the employee.
	Units Granted/Used	Number of units of eligible leave granted to/used by the employee
	Date Granted/Used	Date eligible leave is authorized/used.
	Pay Period ID	The unique identifier for the pay period that the employee was granted/used leave hours.
	Hours Worked Record ID	Unique identification for a hours worked record.
	Hours Worked Type ID	The unique identifier assigned to each hours worked type.
	Hours Worked Type Desc	Description of the hours Worked type. Examples include: regular, overtime, etc.
	Hours Worked	Number of hours an employee works in a pay period that are in addition to their tour of duty.
	Hours Worked Date	The calendar date that the employee hours are recorded against.
	Cost Accounting Identifier	The unique identifier that describes a cost accounting code.
	Approver Name	Employee's hours worked approver name.
	Approver Title	Employee's hours worked approver title.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Approver Signature Ind	Employee's hours worked approver signature indicator
	Approval Date	Employee's hours worked approval date.
	Verifier Name	Employee hours worked verifier name.
	Verifier Title	Employee hours worked verifier title.
	Verifier Signature Ind	Employee hours worked verifier signature indicator.
	Verification Date	Employee hours worked verification date.
SUBJECT AREA	4.0 Compensation Management	
SUPER TYPE	4.5 Administer Pay Changes	Determine eligibility and calculate amount of pay change (e.g., annual salary increases, temporary salary increases, salary changes due to promotion, demotion and relocation).
INFORMATION EXCHANGE PACKAGE	Updated Payroll Data	
DATA OBJECT	Employee	
	Pay Plan Type	
	Grade, Level, Pay Band	
	Position Pay Plan	
DATA PROPERTY		
	Employee ID	The unique identifier assigned to each employee.
	Social Security Number	The number assigned to a person's social security account.
	Date of Birth	Person's date of birth.
	Pay Plan Type ID	The unique identifier that represents a classification of a pay plan (e.g., GS, WG, AD).
	Pay Plan Type Desc	Description of a particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees.
	Grade, Level, Pay Band Identifier	A character string that represents a level within a grade, level or pay band - for example, 1, 2, 3E, 4, and 5.
	Grade, Level, Pay Band Identifier Desc	Description of the grade, level, pay band identifier.
	Pay Plan Step or Rate Identifier	The unique identifier that represents a specific salary within a grade, level, class, rate, or pay band.
	Pay Plan Step or Rate Identifier Desc	Description of the employee's pay rate determinant type which designates special factors that help determine an employee's rate of basic pay, e.g., indicates if employee is receiving a rate of pay other than the regular rate).
	Pay Status Ind	Indicates pay or nonpay status for an employee.
	Pay Rate Determinant Type ID	The unique identifier for each pay rate determinant type.
	Pay Rate Determinant Type Desc	Description of the employee's pay rate determinant type which designates special factors that help determine an employee's rate of basic pay, e.g., indicates if employee is receiving a rate of pay other than the regular rate).

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Organization ID	The unique identifier assigned to an organizational entity.
	Locality Pay Area ID	The unique identifier for each locality pay area.
	COLA Pay Area ID	The unique identifier assigned to each COLA pay Area.
	Frequency Type ID	The unique code of the frequency type (bi-weekly, semi-monthly, monthly, etc.).
	Availability Pay Type ID	The unique identifier for each availability pay type.
	Availability Pay Type Desc	The text string that identifies each availability pay type.
	Availability Pay Percentage	Percentage of availability pay an employee receives during a pay period.
	Danger Pay Type ID	The unique identifier for each danger pay type.
	Danger Pay Type Desc	The text string that identifies each danger pay type.
	Danger Pay Amount	Amount of any danger pay per occurrence.
	Hazard Pay Type ID	The unique identifier for each hazard pay type.
	Hazard Pay Type Desc	The text string that identifies each hazard pay type.
	Hazard Pay Amount	Amount of any hazard pay per occurrence.
	Other Pay Ind	Indicates if the position is eligible for one or more other pay types.
	Other Pay Type ID	The unique identifier assigned to each other pay type.
	Other Pay Type Desc	Description of the other pay type.
	Other Pay Amount	Amount of any other pay per occurrence
	Special Pay Type ID	The unique identifier for each special pay type.
	Special Pay Type Desc	The text string that identifies each special pay type (e.g., physician).
	Special Pay Amount	Amount of any special pay per occurrence.
	Differential Pay Type ID	The unique identifier for each differential pay type.
	Differential Pay Type Desc	The text string that identifies each differential pay type.
	Differential Pay Percentage	Percentage of differential pay an employee receives during a pay period.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

SUBJECT AREA	4.0 Compensation Management	
SUPER TYPE	4.7 Manage Payroll	
	4.7.1 Manage Employee Furnished Payroll Data	Capture and validate individual employee payroll data including direct deposit, voluntary and involuntary deductions and tax withholding
INFORMATION EXCHANGE PACKAGE	Employee Payroll Data	
DATA OBJECT	Employee	
	Person Social Security Number	
	Employee Payroll Deduction	
	Employee Tax Withholding Election	
	EFT Account	
DATA PROPERTY		
	Employee ID	The unique identifier assigned to each employee.
	Date of Birth	Person's date of birth.
	Name Family	Nonchosen/inherited/married/last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.).
	Social Security Number	The number assigned to a person's social security account.
	Organization ID	The unique identifier assigned to an organizational entity.
	Payroll Deduction Type ID	The unique identifier for each payroll deduction type. Examples include: FEGLI, FEHB, FERS (Employee), FERS (Offset), FICA OASDI, TSP loan, union dues, disability, garnishment, bond deductions, allotments.
	Payroll Deduction Type Desc	The text string that identifies the payroll deduction type. Examples include: FEGLI, FEHB, FERS (Employee), FERS (Offset), FICA OASDI, TSP loan, union dues, disability, garnishment.
	Employee Payroll Deduction Election Percentage Amount Ind	Indicates if the payroll deduction election is a percentage or dollar amount.
	Employee Payroll Deduction Election Percentage Amount	The percentage of the employee salary to be deducted from their paycheck.
	Frequency Type ID	The unique identifier of the frequency type for the payroll deduction election.
	Frequency Type Desc	The text string that identifies each frequency type. Examples include weekly, biweekly, monthly.
	Employee Payroll Deduction Election Effective Date	The date the employee payroll deduction election is effective.
	Employee Payroll Deduction Election End Date	The date the employee payroll deduction election is no longer effective.
	Taxing Authority ID	The unique identifier of the taxing authority.
	Taxing Authority Desc	The text string that identifies each taxing authority. Examples include Federal, State, local.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Tax Filing Status Type ID	The unique identifier assigned to each Federal tax filing status type.
	Tax Filing Status Type Desc	The text string that identifies each tax filing status type. Examples include single, head of household, married.
	Tax Exemptions Claimed	The number of tax exemptions claimed.
	Additional Withholding Amount	The amount of additional withholding deducted from an employee's paycheck.
	EFT Account Type ID	The unique identifier for the type of depositor account.
	EFT Account Type Desc	Description of the employee's financial institution account.
	EFT Account Number	Account number for the employee's deposit.
	EFT Routing Number	Routing number of employee's the financial institution.
	Garnishment Case Number	The case number as indicated in a court ordered garnishment.

SUBJECT AREA	4.0 Compensation Management	
SUPER TYPE	4.7 Manage Payroll	
	4.7.3 Process On-cycle Payroll 4.7.4 Process Manual Payroll	Calculate gross pay, apply taxes and deductions to calculate net pay, verify payroll, and generate and disburse pay.
INFORMATION EXCHANGE PACKAGE	Pay Disbursement	
DATA OBJECT	Pay Disbursement Type	
	EFT Account	
	Person Name	
	Person Social Security Number	
	Hours Worked	
	Leave	
	Employee Payroll Deductions	
	Employee Tax Withholding Elections	
DATA PROPERTY		
	Employee ID	The unique identifier assigned to each employee.
	Date of Birth	Person's date of birth.
	Social Security Number	The number assigned to a person's social security account.
	Name Prefix	The part of the Person Name that precedes the given name, middle name and family name. It often acts as an indicator of gender, marital status, (e.g., Mr., Miss, Mrs., Ms.) or academic or professional accomplishment (e.g., Dr., The Right Honorable, or Judge).
	Name Family	Nonchosen/inherited/married/last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.).
	Leave Type ID	Unique identification number for the leave type.
	Leave Type Desc	The text string that identifies each leave type. Examples include Religious, Shore, Administrative, Comp, Award etc.
	Leave Unit Type ID	The unique identifier for each leave unit type.
	Leave Unit Type Desc	The text string that describes employee leave unit type.
	Units Granted/Used Ind	Indicator denoting if the leave is granted to (added) or used by (subtracted) the employee
	Units Granted/Used	Number of units of eligible leave granted to/used by the employee.
	Date Granted/Used	Date eligible leave is authorized/used.
	Hours Worked Record ID	Unique identification for a hours worked record.
	Hours Worked Type ID	The unique identifier assigned to each hours worked type.
	Hours Worked Type Desc	Description of the hours worked type. Examples include: regular, overtime, etc.
	Hours Worked	Number of hours an employee works in a pay period that are in addition to their tour of duty.
	Hours Worked Date	The calendar date that the employee hours are recorded against.
	Cost Accounting Identifier	The unique identifier that describes a cost accounting identifier.
	Payroll Deduction Type ID	The unique identifier for each payroll deduction type. Examples include: FEGLI, FEHB, FERS (Employee), FERS (Offset), FICA OASDI, TSP loan, union dues, disability, garnishment, bond deductions, allotments.
	Payroll Deduction Type Desc	The text string that identifies the payroll deduction type. Examples include: FEGLI, FEHB, FERS (Employee), FERS (Offset), FICA OASDI, TSP loan, union dues, disability, garnishment.
	Employee Payroll Deduction Election Percentage Amount Ind	Indicates if the payroll deduction election is a percentage or dollar amount.
	Employee Payroll Deduction Election Percentage Amount	The percentage of the employee salary to be deducted from his/her paycheck.
	Frequency Type ID	The unique identifier of the frequency type for the payroll deduction election.
	Frequency Type Desc	The text string that identifies each frequency type. Examples include weekly, biweekly, monthly.
	Employee Payroll Deduction Election Effective Date	The date the employee payroll deduction election is effective.
	Employee Payroll Deduction Election End Date	The date the employee payroll deduction election is no longer effective.
	Pay Disbursement Type ID	Type of pay disbursement elected by the employee.
	EFT Account Record ID	Unique identification of an employee EFT account record.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	EFT Account Type ID	The unique identifier assigned to each employee.
	EFT Account Desc	Type of depositor account.
	EFT Account Number	Description of the employee's financial institution account.
	EFT Routing Number	Account number for the employee's deposit.
	Salary Offset Withholding Amount	The total amount of the tax withholding deducted from the employee's paycheck.
	Tax Exemptions Claimed	The number of tax exemptions claimed.
	Additional Withholding Amount	The amount of additional withholding deducted from an employee's paycheck.
	Tax Filing Status Type ID	The unique code assigned to each Tax filing status type, for example single, head of household, qualifying widow/widower.
	Tax Filing Status Type Desc	The text string that identifies each tax filing status type, for example single, head of household, qualifying widow/widower.
	Garnishment Case Number	The case number as indicated in a court ordered garnishment.

5.0 BENEFITS MANAGEMENT

SUBJECT AREA	5.0 Benefits Management	
SUPER TYPE	5.2 Process Benefits Actions	
	5.2.3 Elect Benefits	
INFORMATION EXCHANGE PACKAGE	FEHB Election	A Federal Employee Health Benefit.
DATA OBJECT	Employee	
	Person	
	Person Social Security Number	
	Person Name	
	Organization	
	Benefit Elections	
	Agency	
	Agency Subelement	
	Organizational Component	
	FEHB Election	
	FEHB Covered Dependent	
	Employee Dependent	
	Dependent Disability Benefits	
	Dependent Physician	
	Foster Child Information	
	Dependent Insurance Information	
DATA PROPERTY		
	Pay Status Ind	Indicates pay or nonpay status for an employee.
	FEHB Proration Ind	The partial Government contribution to an employee's FEHB coverage in proportion to the number of hours an employee is scheduled to work in a pay period.
	Date of Birth	Indicates the person's date of birth.
	Social Security Number	The number assigned to a person's social security account.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Name Family	Nonchosen/inherited/married/or legally changed last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.)
	Location Type ID	The identifier that represents the type of location.
	Location Type Desc	Text providing additional information about a location.
	Country Identifier	The designator that distinguishes one country from another.
	Address Line 1	First line of an organization or person address.
	Address Line 2	Second line of an organization or person address.
	Address Line 3	Third line of an organization or person address.
	Address Line 4	Fourth line of an organization or person address.
	City Name	The text string that identifies the name of the location's city.
	State Identifier	The designator that distinguishes one state from another.
	Postal Identifier	Postal code for the applicant's mailing address to include foreign addresses.
	County Identifier	The designator that distinguishes one county from another.
	Benefit Program Type ID	The unique identifier for a benefit enrollment.
	Benefit Program Type Desc	The text string that identifies each benefit enrollment type.
	Benefit Eligibility Date	Date on which the employee is eligible for the elected benefit type.
	Benefit Effective Date	Date on which the employee is covered under the benefit type.
	Benefit Termination Date	Date on which the employee is no longer covered under the elected benefit type.
	Benefit Election Employee Signature Ind	Electronic authentication or other binding indication that an employee elects the benefit.
	Benefit Election Employee Signature Date	The date of the employee signature.
	Benefit Election Remarks	Additional comments regarding the specific benefit election.
	Organization ID	The unique identifier assigned to a public or private organizational entity that supports a given mission, function, business objective or other criteria.
	Agency Identifier	Code representing the Federal agency.
	Agency Subelement Identifier	The unique identifier assigned to each agency subelement.
	Organizational Component ID	The unique identifier for each organizational component id.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Organizational Component Desc	Description of the code for the lowest administrative subdivision of an agency to which an employee is assigned.
	FEHB Plan Identifier	Enrollment code of the FEHB in which the employee is currently enrolled. The first two digits of the code indicate the health plan name. The last digit indicates the plan type, either individual or family plan.
	FEHB Election Record ID	The record ID number of the FEHB election.
	Benefit Election Record ID	The record ID number of the benefit election.
	FEHB Premium Conversion Waiver Ind	Indicator that an individual has waived the pre-tax condition of FEHB premium.
	FEHB Qualifying Life Event Type ID	The event that qualifies a Person to make a FEHB Benefits Enrollment change.
	FEHB Premium Conversion Waiver Ind	Type of FEHB premium conversion waiver.
	FEHB Covered Dependent Record ID	The record ID number of the FEHB covered dependent.
	Employee Dependent Record ID	The unique identifier of an employee dependent record.
	Employee ID	The unique identifier assigned to each employee.
	Dependent Person ID	Unique person identifier assigned to the corresponding dependent.
	Dependent Relationship Type ID	The unique identifier for each type of relationship of FEHB dependent or eligible family member to a employee.
	Dependent Adult Ind	Indicates that a dependent is an adult.
	Dependent Foster Child Ind	Indicates that a dependent is a foster child.
	Dependent Medicare Part A Ind	Indicates that a dependent is enrolled in Medicare Part A.
	Dependent Medicare Part B Ind	Indicates that a dependent is enrolled in Medicare Part B.
	Dependent Medicare Part D Ind	Indicates that a dependent is enrolled in Medicare Part D.
	Dependent Currently Disabled Ind	Indicates that a dependent is disabled.
	Dependent Disability Benefit Record ID	The record ID number of the dependent disability
	Dependent Disability Desc	The text string that describes a dependent's disability.
	Dependent Disability Begin Date	Date the dependent child became disabled and eligible for Federal benefits.
	Dependent Disability Documentation Issue Date	Date of the documentation provided by the physician, certifying a dependent child's disability and eligibility for Federal benefits.
	Dependent Disability Duration Years	Number of years for the dependent child's expected length of disability.
	Dependent Disability Duration Status	Category of the dependent child's expected length of disability.
	Dependent Disability Verification Date	Date the agency documented the dependent child's disability for Federal benefits eligibility.
	Dependent Physician Name	The name of the primary care physician of the dependent.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Dependent Physician License State ID	The state issuing the dependent physician's license.
	Dependent Physician License Number	State medical license number of the physician providing the documentation certifying that a dependent child is not self supporting for FEHB eligibility.
	Foster Child Information Record ID	The unique identifier assigned to each foster child record.
	Foster Child Certification Date	Date on which the employee certifies that a foster child meets the requirements for coverage under FEHB.
	Dependent Insurance Information Record ID	The unique identifier of a dependent insurance record.
	Dependent Insurance Provider Name	The name of the dependent's insurance provider.
	Dependent Insurance Policy Number	The insurance policy number of a dependent's third party insurance provider.
	Dependent Insurance Provider Phone Number	The phone number of the dependent's insurance provider.

SUBJECT AREA	5.0 Benefits Management	
SUPER TYPE	5.2 Process Benefits Actions	
	5.2.3 Elect Benefits	
INFORMATION EXCHANGE PACKAGE	FEGLI Election	A Federal Employee's Group Life Insurance.
DATA OBJECT	Employee	
	Person	
	Person Social Security Number	
	Person Name	
	Person Location	
	Organization	
	Organization Address	
	Agency	
	Agency Subelement	
	Organizational Component	
	Benefit Elections	
DATA PROPERTY		
	Pay Status Ind	Indicates pay or nonpay status for an employee.
	Gender Identifier	Unique code given to each gender type.
	Gender Type Desc	The text string that identifies each gender type.
	Date of Birth	Indicates the person's date of birth.
	Social Security Number	The number assigned to a person's Social Security account.
	Name Family	Nonchosen/inherited/married/or legally changed last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.).
	Location Type ID	The code that represents the type of location.
	Country Identifier	The designator that distinguishes one country from another.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Address Line 1	First line of an organization or person address.
	Address Line 2	Second line of an organization or person address.
	Address Line 3	Third line of an organization or person address.
	Address Line 4	Fourth line of an organization or person address.
	City Name	The text string that identifies the name of the location's city.
	State Identifier	The designator that distinguishes one state from another.
	Postal Identifier	Postal code for the applicant's mailing address to include foreign addresses.
	County Identifier	The designator that distinguishes one county from another.
	Organization Name	The given name of an organization.
	Organization ID	The unique identifier assigned to a public or private organizational entity that supports a given mission, function, business objective or other criteria.
	Agency Identifier	Code representing the Federal agency.
	Agency Subelement ID	The unique identifier assigned to each agency subelement.
	Agency Subelement Identifier	The text string that identifies the agency and, where applicable, the administrative subdivision (i.e., subelement) in which a person is employed.
	Organizational Component Identifier	The unique identifier for each organizational Component. The organizational component is the lowest administrative subdivision of an agency to which an employee is assigned.
	Organizational Component Desc	Description of the code for the lowest administrative subdivision of an agency to which an employee is assigned
	Benefit Program Type ID	The unique identifier for a benefit enrollment.
	Benefit Program Type Desc	The text string that identifies each benefit enrollment type.
	Benefit Election Record ID	The record ID number of the benefit election.
	Benefit Eligibility Date	Date on which the employee is eligible for the elected benefit type.
	Benefit Effective Date	Date on which the employee is covered under the benefit type.
	Benefit Termination Date	Date on which the employee is no longer covered under the elected benefit type.
	Benefit Election Employee Signature Ind	Electronic authentication or other binding indication that an employee elects the benefit.
	Benefit Election Employee Signature Date	The date of the employee signature.
	Benefit Election Remarks	Additional comments regarding the specific benefit election.
	FEGLI Election Record ID	The record ID number of the FEGLI life change.
	FEGLI Election Option Identifier	Option type elected by the employee for FEGLI coverage.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	FEGLI Election Option Desc	Description of the option type elected by the employee for FEGLI coverage.
	FEGLI Qualifying Life Event Identifier	The unique identifier of an event that qualifies a person to make a FEGLI benefits enrollment change.
	FEGLI Qualifying Life Event Desc	Description of the event requiring an agency to certify FEGLI status.
	FEGLI Qualifying Life Event Date	Date on which the life event requiring agency certification of the FEGLI status occurred.
	FEGLI Election Waiver Signature Ind	Electronic authentication or other binding indication that an employee/assignee waives FEGLI coverage.
	FEGLI Election Office Receipt Time	Time employing office received employee/assignee FEGLI election.
	FEGLI Election Optional Multiples	Number of multiples the employee elects for FEGLI Option B, additional optional insurance, or Option C, family optional insurance.

SUBJECT AREA	5.0 Benefits Management	
SUPER TYPE	5.2 Process Benefits Actions	
	5.2.3 Elect Benefits	
INFORMATION EXCHANGE PACKAGE	Retirement Enrollment	An employee's enrolled retirement benefit.
DATA OBJECT	Employee	
	Person	
	Person Social Security Number	
	Person Name	
	Person Location	
	Organization	
	Organization Address	
	Agency	
	Agency Subelement	
	Organizational Component	
	Benefit Elections	
	Retirement System Enrollment	
	Reemployment Annuitant	
DATA PROPERTY		
	Gender Identifier	Unique code given to each gender type.
	Gender Type Desc	The text string that identifies each gender type.
	Date of Birth	Indicates the person's date of birth.
	Social Security Number	The number assigned to a person's Social Security account.
	Name Family	Nonchosen/inherited/married/or legally changed last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.).
	Location Type ID	The code that represents the type of location.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Location Type Desc	Text providing additional information about a location.
	Country Identifier	The designator that distinguishes one country from another.
	Address Line 1	First line of an organization or person address.
	Address Line 2	Second line of an organization or person address.
	Address Line 3	Third line of an organization or person address.
	Address Line 4	Fourth line of an organization or person address.
	City Name	The text string that identifies the name of the location's city.
	State Identifier	The designator that distinguishes one state from another.
	Postal Identifier	Postal code for the applicant's mailing address to include foreign addresses.
	County Identifier	The designator that distinguishes one county from another.
	Organization Name	The given name of an organization.
	Organization ID	The unique identifier assigned to an organizational entity.
	Agency ID	The unique identifier given to the code that represents a Federal agency.
	Agency Identifier	Code representing the Federal agency.
	Agency Subelement Identifier	The unique identifier assigned to each agency subelement.
	Organizational Component ID	The unique identifier for each organizational component id.
	Organizational Component Desc	Description of the code for the lowest administrative subdivision of an agency to which an employee is assigned.
	Benefit Election Record ID	The record ID number of the benefit election.
	Employee ID	The unique identifier assigned to each employee.
	Benefit Program Type ID	The unique identifier for a benefit program.
	Benefit Eligibility Date	Date on which the employee is eligible for the elected benefit type.
	Benefit Effective Date	Date on which the employee is covered under the benefit type.
	Benefit Termination Date	Date on which the employee is no longer covered under the elected benefit type.
	Benefit Election Employee Signature Ind	Electronic authentication or other binding indication that an employee elects the benefit.
	Benefit Election Employee Signature Date	The date of the employee signature.
	Benefit Election Remarks	Additional comments regarding the specific benefit election.
	Retirement System Enrollment Record ID	The unique identifier for a retirement system enrollment record.
	Retirement Plan Identifier	The type of retirement system under which the employee is covered.
	Retirement System Enrollment Extension NTE Date	Date (not to exceed [NTE]) on which the six month extension of period to elect Federal Employees Retirement System (FERS) coverage ends.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Retirement System Enrollment Former Spouse Ind	Indicates if an employee has a living former spouse who has not remarried before reaching age 55 to whom a court order on file at the Office of Personnel Management (OPM) awards a portion of the employee's annuity or survivor benefits for Federal employee.
	Retirement System Enrollment Request Date	Date on which waiver, extension, or search for Federal Employees Retirement System (FERS) election was requested.
	Retirement System Enrollment Information Receipt Employee Signature Ind	Electronic authentication or other binding indication that an employee received FERS election information.
	Retirement System Enrollment Period Start Date	Start date of a FERS election period.
	Retirement System Previous Coverage Ind	Indicates if an employee has, at the time of most recent appointment to the Federal service, previously been covered by the Civil Service Retirement System or the Federal Employees Retirement System.
	Retirement System Court Order on File Ind	Indicates that there is a court order on file with the OPM regarding the employee.
	Reemployed Annuitant Record ID	The record ID number of the reemployment annuitant.
	Salary Offset Withholding Amount	Amount of the salary offset for a re-employed annuitant.
	Salary Offset Effective Date	The date the salary offset withholding is effective.
	Salary Offset End Date	The end date for the salary offset withholding.

SUBJECT AREA	5.0 Benefits Management	
SUPER TYPE	5.2 Process Benefits Actions	
	5.2.3 Elect Benefits	
INFORMATION EXCHANGE PACKAGE	TSP Enrollment	An employee's enrolled Thrift Savings Plan (TSP) benefit.
DATA OBJECT	Person	
	Person Social Security Number	
	Person Name	
	Person Location	
	Organization	
	Organization Address	
	Agency	
	Agency Subelement	
	Organizational Component	
	Benefit Elections	
	Thrift Savings Plan	
DATA PROPERTY		
	Social Security Number	The number assigned to a person's Social Security account.
	Name Family	Nonchosen/inherited/married/or legally changed last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.).
	Location Type ID	The code that represents the type of location.
	Location Type Desc	Text providing additional information about a location.
	Country Identifier	The designator that distinguishes one country from another.
	Address Line 1	First line of an organization or person address.
	Address Line 2	Second line of an organization or person address.
	Address Line 3	Third line of an organization or person address.
	Address Line 4	Fourth line of an organization or person address.
	City Name	The text string that identifies the name of the location's city.
	State Identifier	The designator that distinguishes one state from another.
	Postal Identifier	Postal code for the applicant's mailing address to include foreign addresses.
	County Identifier	The designator that distinguishes one county from another.
	Organization Name	The given name of an organization.
	Organization ID	The unique identifier assigned to a public or private organizational entity that supports a given mission, function, business objective or other criteria.
	Retirement Benefit Enrollment Record ID	The unique identifier for a benefit enrollment.
	Benefit Eligibility Date	Date on which the employee is eligible for the elected benefit type.
	Benefit Effective Date	Date on which the employee is covered under the benefit type.
	Benefit Termination Date	Date on which the employee is no longer covered under the elected benefit type.
	TSP Election Contribution Percent	Percentage rate of pay that the employee elects to have deducted for the TSP.
	TSP Election Contribution Amount	Dollar amount of pay that the employee elects to have deducted for the TSP.

SUBJECT AREA	5.0 Benefits Management	
SUPER TYPE	5.2 Process Benefits Actions	
	5.2.3 Elect Benefits	
INFORMATION EXCHANGE PACKAGE	TSP Catchup Enrollment	An employee's enrolled Thrift Savings Plan (TSP) benefit.
DATA OBJECT	Person Social Security Number	
	Person Name	
	Person Location	
	Organization	
	Organization Address	
	Benefit Elections	
	TSP Catchup Contribution	
DATA PROPERTY		
	Social Security Number	The number assigned to a person's Social Security account.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Name Family	Nonchosen/inherited/married/or legally changed last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.).
	Location Type ID	The code that represents the type of location.
	Location Type Desc	Text providing additional information about a location.
	Country Identifier	The designator that distinguishes one country from another.
	Address Line 1	First line of an organization or person address.
	Address Line 2	Second line of an organization or person address.
	Address Line 3	Third line of an organization or person address.
	Address Line 4	Fourth line of an organization or person address.
	City Name	The text string that identifies the name of the location's city.
	State Identifier	The designator that distinguishes one state from another.
	Postal Identifier	Postal code for the applicant's mailing address to include foreign addresses.
	County Identifier	The designator that distinguishes one county from another.
	Organization Name	The given name of an organization.
	Organization ID	The unique identifier assigned to an organizational entity.
	TSP Catchup Contribution Amount	The dollar amount per pay period that the individual elects to have deducted from pay as part of the TSP catch up program.
	Retirement Benefit Enrollment Record ID	The unique identifier for a benefit enrollment.
	Benefit Eligibility Date	Date on which the employee is eligible for the elected benefit type.
	Benefit Effective Date	Date on which the employee is covered under the benefit type.
	Benefit Termination Date	Date on which the employee is no longer covered under the elected benefit type.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

SUBJECT AREA	5.0 Benefits Management	
SUPER TYPE	5.2 Process Benefits Actions	
	5.2.3 Elect Benefits	
INFORMATION EXCHANGE PACKAGE	FEDFSA Election	An employee's chosen Federal Flexible Spending Account (FEDFSA) benefit.
DATA OBJECT	Employee	
	Person Social Security Number	
	Person Name	
	Person Location	
	Organization	
	Organization Address	
	Agency	
	Agency Subelement	
	Organizational Component	
	Benefit Elections	
	Federal Flexible Spending Account	
DATA PROPERTY		
	Pay Status Ind	Indicates pay or nonpay status for an employee
	Social Security Number	The number assigned to a person's Social Security account.
	Name Family	Nonchosen/inherited/married/last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Name Suffix	Suffix to a full name of a person on all official transactions (Jr., III, etc.).
	Location Type ID	The code that represents the type of location.
	Location Type Desc	Text providing additional information about a location.
	Country Identifier	The designator that distinguishes one country from another.
	Address Line 1	First line of an organization or person address.
	Address Line 2	Second line of an organization or person address.
	Address Line 3	Third line of an organization or person address.
	Address Line 4	Fourth line of an organization or person address.
	City Name	The text string that identifies the name of the location's city.
	State Identifier	The designator that distinguishes one state from another.
	Postal Identifier	Postal code for the applicant's mailing address to include foreign addresses.
	County Identifier	The designator that distinguishes one county from another.
	Organization Name	The given name of an organization.
	Organization ID	The unique identifier assigned to a public or private organizational entity that supports a given mission, function, business objective or other criteria.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Agency ID	The unique identifier given to the code that represents a Federal agency.
	Agency Identifier	Code representing the Federal agency.
	Agency Subelement Identifier	The unique identifier assigned to each agency subelement.
	Organizational Component ID	The unique identifier for each organizational component.
	Organizational Component Desc	Description of the code for the lowest administrative subdivision of an agency to which an employee is assigned.
	Retirement Benefit Enrollment Record ID	The unique identifier for a benefit enrollment.
	Benefit Election Record ID	The record ID number of the benefit election.
	Employee ID	The unique identifier assigned to each employee.
	Benefit Program Type ID	The unique identifier for a benefit program.
	Benefit Eligibility Date	Date on which the employee is eligible for the elected benefit type.
	Benefit Effective Date	Date on which the employee is covered under the benefit type.
	Benefit Termination Date	Date on which the employee is no longer covered under the elected benefit type.
	FEDFSA Record ID	The record ID number of the FEDFSA election.
	Flexible Spending Account Amount	The amount elected by an employee for the healthcare flexible spending account.
	Dependent Care Flexible Spending Account Amount	The amount elected by an employee for the dependent care flexible spending account.

Personnel Action crosses most Business Reference Model processes

SUBJECT AREA	Personnel Action	
SUPER TYPE		See note above
INFORMATION EXCHANGE PACKAGE	Personnel Action	Specific nature of action codes to denote change in an employee pay and/or record.
DATA OBJECT	Personnel Action	
	Personnel Action Remarks	
DATA PROPERTY		
	Personnel Action Record ID	Unique identification number for a personnel action record.
	Employee ID	The unique identifier assigned to each employee.
	Name Family	Non-chosen/inherited/married/last name by which a person is known or designated on all official transactions.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Social Security Number	The number assigned to a person's social security account.
	Date of Birth	Person's date of birth.
	Personnel Action Effective Date	Date on which personnel action is desired.
	Nature of Action Identifier 1	The unique code assigned to each type of personnel action (values: NOA codes 0 through 899, exclude NOA codes 900 and higher (agency-specific codes), except those series 900 codes that document detail assignments or supervisor/manager probation completion).
	Nature of Action Identifier 2	The unique code assigned to each type of personnel action (values: NOA codes 0 through 899, exclude NOA codes 900 and higher (agency-specific codes), except those series 900 codes that document detail assignments or supervisor/manager probation completion).
	Legal Authority Identifier 1 NOA 1	A code for the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.
	Legal Authority Identifier 2 NOA 1	A code for the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.
	Legal Authority Identifier 1 NOA 2	A code for the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.
	Legal Authority Identifier 2 NOA 2	A code for the law, Executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.
	Position Official Title	The official title of the position (from position).
	Position Number	The number assigned to a position by an organization (from position).
	Pay Plan Identifier	The identifier representing a particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees (from position).

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Pay Plan Desc	Description of a particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees (from position).
	Occupation Series Identifier	The unique identifier assigned to each occupation series (from position).
	Position Grade, Level, Pay Band Identifier	The unique identifier for the Grade, Level, pay Band assigned to a position.
	Pay Plan Step or Rate Identifier	The identifier representing a specific salary within a grade, level, class, rate, or pay band.
	Pay Basis Identifier	The unique identifier for each pay basis type (from position).
	Basic Pay Amount	Basic pay amount based upon an employee's pay plan, grade/level, step/rate, occupational series, and pay basis (from position).
	Locality Pay Percentage	Locality pay percentage (from position).
	Adjusted Basic Pay Amount	Maximum adjusted rate of basic pay after taking into account all pay caps that may be applicable. The sum of an employee's rate of basic pay and any locality based comparability payment and/or special pay adjustment for law enforcement officers.
	Other Pay Type ID	The unique identifier for each other pay type (from position).
	Organization Name	The given name of an organization (from position).
	Country Identifier	The designator that distinguishes one country from another (from position).
	Position Official Title	The official title of the position (to position).
	Position Number	The number assigned to a position by an organization (to position).
	Occupation Series Identifier	The unique code assigned to each occupation series (to position).
	Position Grade, Level, Pay Band Identifier	The unique identifier for the grade assigned to a position (to position).
	Pay Plan Step or Rate Identifier	The unique identifier that represents a sequential level within a pay plan and grade (to position).
	Pay Basis Identifier	The unique identifier for each pay basis code (To Position)
	Basic Pay Amount	Basic pay amount based upon an employee's pay plan, grade/level, step/rate, occupational series, and pay basis. (To Position)
	Locality Pay Percentage	Locality pay Percentage (To Position)
	Adjusted Basic Pay Amount	Maximum adjusted rate of basic pay after taking into account all pay caps that may be applicable. The sum of an employee's rate of basic pay and any locality based comparability payment and/or special pay adjustment for law enforcement officers

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Other Pay Type ID	The unique identifier for each other pay type (To Position)
	Organization Name	The given name of an organization (To Position)
	Country Identifier	The designator that distinguishes one country from another. (To Position)
	Veterans Preference Identifier	The code that indicates the extent to which the applicant qualifies for veterans preference. Veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference
	Veterans Preference Type Desc	Applicant's type of veterans preference.
	Career Tenure Group Identifier	The code that identifies the retention group in which an employee is placed based on the employee's type of appointment, for purposes of reduction in force.
	Career Tenure Group Desc	Text description of the career tenure group code.
	Veterans Preference for RIF	Indicates whether employee has preference for reduction in force purposes.
	FEGLI Election Option Identifier	Option type elected by the employee for FEGLI coverage.
	FEGLI Election Option Type Desc	Description of the option type elected by the employee for FEGLI coverage.
	Pay Rate Determinant Identifier	The code representing a pay rate determinant type.
	Retirement Plan Type	Code indicating the civilian retirement system(s) to which deductions from an employee's pay are credited.
	Retirement Plan Type Desc	The description of the retirement system type.
	Leave Service Computation Date	Service computation date (SCD) used to calculate leave for an employee.
	Position Work Schedule Type ID	The code that represents a specific kind of work routine applicable to a position.
	Position Work Schedule Type Desc	The text string that identifies each position work schedule type.
	Hours Worked Type ID	The unique identifier assigned to each hours worked type.
	Position Occupied Identifier	The unique identifier that indicates the an employee's position in the competitive service, excepted service, or the Senior Executive Service.
	FLSA Category Identifier	Code representing whether the position is in the exempt or nonexempt category for Fair Labor Standards Act.
	Position Appropriation Type ID	The unique identifier for the appropriation code associated with a position.
	Bargaining Unit Identifier	Unique identification number for a bargaining unit record.
	Duty Station Identifier	Unique duty station code for the person is positioned.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	County Identifier	The designator that distinguishes one county from another.
	State Identifier	The designator that distinguishes one state from another.
	Country Identifier	The designator that distinguishes one country from another.
	Organization Additional Information 1	Line 1 - Agency-specific data required by the agency
	Organization Additional Information 2	Line 2 - Agency-specific data required by the agency
	Organization Additional Information 3	Line 3 - Agency-specific data required by the agency
	Organization Additional Information 4	Line 4 - Agency-specific data required by the agency
	Organization Additional Information 5	Line 5 - Agency-specific data required by the agency
	Remarks Text	The remarks that explain the personnel action recorded on the Standard Form 50.
	Agency Identifier	Code representing the Federal agency.
	Organizational Component ID	The unique identifier for each organizational component.
	Personnel Office ID	The unique identifier for each personnel office.
	Personnel Office Desc	The text string that describes the Federal civilian personnel office authorized to appoint and separate an employee, and, to the extent such functions have been delegated, to prepare personnel actions, maintain official personnel records, and administer program.
	Personnel Action Approval Date	The date the personnel action is approved by an authorized employee.
	Personnel Action Authorizer Employee ID	The employee ID of the person who approved the personnel action.
	Personnel Actions Requested	A description of the actions being requested in the personnel action.
	Personnel Action Number	Unique identification number for a personnel action record.
	Name Family	Nonchosen/inherited/married/last name by which a person is known or designated on all official transactions.
	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.
	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.
	Contact Information Type ID	The unique identifier for a type of contact information.

HR LOB DATA MODEL VERSION 1 INFORMATION EXCHANGE PACKAGES

	Contact Information Type Desc	Description of the type of contact information name. Known use types include: primary business, contact alternate business, contact primary home, contact alternate home, contact primary, falternate fax, personal fax, cell contact, email address, other phone.
	Personnel Action Proposed Effective Date	The personnel action proposed effective date
	Personnel Action Authorizer Name	The name of the employee who approved the personnel action.
	Personnel Action Requestor Name	The name of the employee who requested the personnel action.
	Education Level Identifier	The unique code that identifies an education level.
	Degree Year	The year that the educational degree is received.
	Education Discipline Type ID	The code that represents an education discipline type.
	Position Functional Classification Type ID	The code representing a position functional classification type. type indicates primary employee work function as a scientist or engineer.
	US Citizenship Ind	Indicates if the applicant is currently a U.S. citizen.
	Veterans Status Identifier	The code that describes veteran status. An employee is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active uniformed military service of the united States and who was discharged or released from service under conditions other than dishonorable) for example N = Not a Vietnam-era veteran, V = Vietnam-era veteran, B = Pre-Vietnam-era veteran.
	Position Supervisory Status Type ID	The unique identifier assigned to each supervisory type assigned to a position. Identifies the nature of managerial, supervisory, or non-supervisory responsibility assigned to an employee's position.
	Reason for Retirement	The employee's description of the specific reason for resigning or retiring.



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
Office of the Chief Information Officer
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